Employer Costs for Employee Compensation

Historical Supplementary Tables

National Compensation Survey

December 2006 – June 2020

Table ***Page***

Private industry workers:

Goods-producing industries

1 by occupational group 2

Manufacturing industries

2 by occupational group 38
3 by establishment size 71
4 by bargaining status 89

Service-providing industries

5 by occupational group 95

Trade, transportation, and utilities industries

6 by occupational group 134
7 by establishment size 170
8 by bargaining status 188

Wholesale trade industries

9 by occupational group 194
10 by establishment size 209

Retail trade industries

11 by occupational group 221
12 by establishment size 239
13 by bargaining status 254

Transportation and warehousing industries

14 by all workers 260
15 by establishment size 263
16 by bargaining status 275

Table ***Page***

Private industry workers, cont'd:

Information industries

17 by occupational group 281
18 by establishment size 293

Financial activities industries

19 by occupational group 305
20 by establishment size 326

Professional and business services industries

21 by occupational group 341
22 by establishment size 368

Education and health services industries

23 by occupational group 386
24 by establishment size 407
25 by bargaining status 425

Educational services industries

26 by occupational group 431
27 by establishment size 452

Health care and social assistance industries

28 by occupational group 464
29 by establishment size 482
30 by bargaining status 500

Leisure and hospitality industries

31 by occupational group 506
32 by establishment size 515

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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	–	–	–	$30.02	–	–	–	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	40.16	40.50	39.91	100.0	100.0	100.0	100.0
2020	40.22	40.44	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.92	–	–	–	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	26.82	27.06	26.80	66.7	66.8	66.8	67.2
2020	27.04	27.22	–	–	67.2	67.3	–	–
Total benefits								
2006	–	–	–	10.10	–	–	–	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	13.34	13.44	13.11	33.3	33.2	33.2	32.8
2020	13.17	13.22	–	–	32.8	32.7	–	–
Paid leave								
2006	–	–	–	1.92	–	–	–	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
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	2.59	2.61	2.57	6.5	6.4	6.4	6.5

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2020	2.60	2.59	–	–	6.5	6.4	–	–
Supplemental pay								
2006	–	–	–	1.17	–	–	–	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	1.72	1.74	1.74	4.3	4.3	4.3	4.4
2020	1.72	1.71	–	–	4.3	4.2	–	–
Insurance								
2006	–	–	–	2.66	–	–	–	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	3.71	3.74	3.68	9.3	9.2	9.2	9.2
2020	3.70	3.72	–	–	9.2	9.2	–	–
Retirement and savings								
2006	–	–	–	1.54	–	–	–	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	1.94	1.96	1.77	4.9	4.8	4.8	4.4
2020	1.79	1.81	–	–	4.5	4.5	–	–
Legally required benefits								
2006	–	–	–	2.81	–	–	–	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

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
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	3.37	3.39	3.35	8.4	8.4	8.4	8.4
2020	3.36	3.38	–	–	8.4	8.4	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$52.02	–	–	–	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	70.03	70.17	69.26	100.0	100.0	100.0	100.0
2020	70.23	70.50	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	34.74	–	–	–	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	47.47	47.53	47.53	67.6	67.8	67.7	68.6
2020	48.36	48.54	–	–	68.9	68.9	–	–
Total benefits								
2006	–	–	–	17.28	–	–	–	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	22.56	22.63	21.72	32.4	32.2	32.3	31.4
2020	21.86	21.96	–	–	31.1	31.1	–	–
Paid leave								
2006	–	–	–	4.61	–	–	–	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
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	6.18	6.18	6.10	8.8	8.8	8.8	8.8

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.18	6.21	–	–	8.8	8.8	–	–
Supplemental pay								
2006	–	–	–	2.15	–	–	–	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	2.74	2.76	2.61	4.0	3.9	3.9	3.8
2020	2.50	2.51	–	–	3.6	3.6	–	–
Insurance								
2006	–	–	–	3.58	–	–	–	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	5.18	5.21	5.03	7.4	7.4	7.4	7.3
2020	5.08	5.11	–	–	7.2	7.2	–	–
Retirement and savings								
2006	–	–	–	3.29	–	–	–	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	3.82	3.82	3.36	5.5	5.4	5.4	4.9
2020	3.42	3.43	–	–	4.9	4.9	–	–
Legally required benefits								
2006	–	–	–	3.65	–	–	–	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
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

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
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	4.65	4.66	4.62	6.7	6.6	6.6	6.7
2020	4.68	4.70	–	–	6.7	6.7	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$56.77	–	–	–	100.0
2007	57.50	58.15	58.61	59.63	100.0	100.0	100.0	100.0
2008	61.06	61.38	61.42	60.94	100.0	100.0	100.0	100.0
2009	61.60	61.31	60.78	59.40	100.0	100.0	100.0	100.0
2010	60.38	60.58	60.95	60.86	100.0	100.0	100.0	100.0
2011	62.20	62.76	62.29	62.94	100.0	100.0	100.0	100.0
2012	63.17	62.85	63.14	62.98	100.0	100.0	100.0	100.0
2013	63.67	63.89	63.64	66.30	100.0	100.0	100.0	100.0
2014	67.21	67.43	67.46	67.22	100.0	100.0	100.0	100.0
2015	67.71	67.85	68.58	69.36	100.0	100.0	100.0	100.0
2016	69.51	69.94	69.70	70.64	100.0	100.0	100.0	100.0
2017	70.98	70.60	71.21	66.51	100.0	100.0	100.0	100.0
2018	67.83	68.25	68.72	69.22	100.0	100.0	100.0	100.0
2019	69.48	69.72	69.92	70.00	100.0	100.0	100.0	100.0
2020	71.15	71.49	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	38.61	–	–	–	68.0
2007	39.35	39.53	40.03	40.58	68.4	68.0	68.3	68.1
2008	41.48	41.73	41.80	42.25	67.9	68.0	68.1	69.3
2009	42.81	42.59	42.33	41.49	69.5	69.5	69.6	69.8
2010	42.01	42.12	42.35	42.15	69.6	69.5	69.5	69.3
2011	42.71	42.96	42.77	43.59	68.7	68.4	68.7	69.3
2012	43.76	43.67	43.87	43.86	69.3	69.5	69.5	69.6
2013	44.35	44.65	44.27	45.10	69.6	69.9	69.6	68.0
2014	45.54	45.69	45.61	45.69	67.8	67.8	67.6	68.0
2015	46.28	46.38	47.11	47.42	68.4	68.4	68.7	68.4
2016	47.63	47.97	48.06	48.63	68.5	68.6	68.9	68.8
2017	48.87	48.50	48.79	46.04	68.9	68.7	68.5	69.2
2018	46.91	47.11	47.58	47.86	69.2	69.0	69.2	69.1
2019	48.29	48.60	48.66	49.08	69.5	69.7	69.6	70.1
2020	50.07	50.29	–	–	70.4	70.4	–	–
Total benefits								
2006	–	–	–	18.16	–	–	–	32.0
2007	18.15	18.62	18.58	19.05	31.6	32.0	31.7	31.9
2008	19.58	19.65	19.62	18.69	32.1	32.0	31.9	30.7
2009	18.79	18.72	18.45	17.91	30.5	30.5	30.4	30.2
2010	18.36	18.46	18.60	18.71	30.4	30.5	30.5	30.7
2011	19.49	19.80	19.53	19.35	31.3	31.6	31.3	30.7
2012	19.42	19.18	19.27	19.12	30.7	30.5	30.5	30.4
2013	19.33	19.24	19.36	21.20	30.4	30.1	30.4	32.0
2014	21.67	21.74	21.85	21.53	32.2	32.2	32.4	32.0
2015	21.43	21.47	21.47	21.94	31.6	31.6	31.3	31.6
2016	21.89	21.97	21.65	22.00	31.5	31.4	31.1	31.2
2017	22.11	22.10	22.42	20.47	31.1	31.3	31.5	30.8
2018	20.92	21.14	21.14	21.36	30.8	31.0	30.8	30.9
2019	21.19	21.12	21.26	20.92	30.5	30.3	30.4	29.9
2020	21.07	21.20	–	–	29.6	29.6	–	–
Paid leave								
2006	–	–	–	4.98	–	–	–	8.8
2007	5.09	5.20	5.14	5.22	8.9	8.9	8.8	8.8
2008	5.33	5.36	5.34	5.40	8.7	8.7	8.7	8.9
2009	5.49	5.46	5.41	5.25	8.9	8.9	8.9	8.8
2010	5.31	5.34	5.39	5.39	8.8	8.8	8.8	8.9
2011	5.49	5.46	5.41	5.38	8.8	8.7	8.7	8.6
2012	5.43	5.40	5.45	5.46	8.6	8.6	8.6	8.7
2013	5.53	5.53	5.48	5.70	8.7	8.7	8.6	8.6
2014	5.78	5.76	5.75	5.73	8.6	8.5	8.5	8.5
2015	5.80	5.77	5.85	5.98	8.6	8.5	8.5	8.6
2016	6.04	6.10	6.03	6.16	8.7	8.7	8.7	8.7
2017	6.18	6.10	6.13	5.72	8.7	8.6	8.6	8.6
2018	5.81	5.85	5.95	6.03	8.6	8.6	8.7	8.7
2019	6.10	6.10	6.11	6.12	8.8	8.8	8.7	8.8

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.21	6.25	–	–	8.7	8.7	–	–
Supplemental pay								
2006	–	–	–	2.72	–	–	–	4.8
2007	2.87	3.01	2.96	3.20	5.0	5.2	5.0	5.4
2008	3.28	3.29	3.34	2.44	5.4	5.4	5.4	4.0
2009	2.22	2.24	2.22	2.12	3.6	3.6	3.7	3.6
2010	2.19	2.20	2.14	2.16	3.6	3.6	3.5	3.5
2011	2.57	2.80	2.72	2.68	4.1	4.5	4.4	4.3
2012	2.50	2.42	2.45	2.52	4.0	3.9	3.9	4.0
2013	2.51	2.42	2.45	2.77	3.9	3.8	3.8	4.2
2014	2.70	2.74	2.73	2.63	4.0	4.1	4.1	3.9
2015	2.28	2.37	2.33	2.42	3.4	3.5	3.4	3.5
2016	2.32	2.30	2.19	2.23	3.3	3.3	3.1	3.2
2017	2.15	2.27	2.30	2.24	3.0	3.2	3.2	3.4
2018	2.38	2.49	2.51	2.60	3.5	3.7	3.7	3.7
2019	2.59	2.52	2.56	2.54	3.7	3.6	3.7	3.6
2020	2.46	2.45	–	–	3.5	3.4	–	–
Insurance								
2006	–	–	–	3.53	–	–	–	6.2
2007	3.67	3.71	3.72	3.76	6.4	6.4	6.3	6.3
2008	3.92	3.92	3.92	3.92	6.4	6.4	6.4	6.4
2009	4.06	4.06	4.07	4.10	6.6	6.6	6.7	6.9
2010	4.19	4.19	4.20	4.19	6.9	6.9	6.9	6.9
2011	4.30	4.32	4.34	4.26	6.9	6.9	7.0	6.8
2012	4.39	4.40	4.41	4.27	6.9	7.0	7.0	6.8
2013	4.36	4.34	4.33	4.56	6.8	6.8	6.8	6.9
2014	4.62	4.63	4.63	4.64	6.9	6.9	6.9	6.9
2015	4.69	4.65	4.69	4.81	6.9	6.9	6.8	6.9
2016	4.87	4.89	4.85	4.89	7.0	7.0	7.0	6.9
2017	4.95	4.90	4.93	4.75	7.0	6.9	6.9	7.1
2018	4.82	4.83	4.84	4.76	7.1	7.1	7.0	6.9
2019	4.81	4.82	4.87	4.82	6.9	6.9	7.0	6.9
2020	4.85	4.91	–	–	6.8	6.9	–	–
Retirement and savings								
2006	–	–	–	2.97	–	–	–	5.2
2007	2.52	2.71	2.76	2.84	4.4	4.7	4.7	4.8
2008	2.98	2.99	2.90	2.82	4.9	4.9	4.7	4.6
2009	2.85	2.81	2.62	2.35	4.6	4.6	4.3	4.0
2010	2.55	2.57	2.71	2.85	4.2	4.2	4.5	4.7
2011	2.93	3.01	2.84	2.80	4.7	4.8	4.6	4.4
2012	2.81	2.66	2.67	2.57	4.4	4.2	4.2	4.1
2013	2.60	2.59	2.73	3.77	4.1	4.1	4.3	5.7
2014	4.12	4.14	4.28	4.10	6.1	6.1	6.3	6.1
2015	4.20	4.22	4.10	4.20	6.2	6.2	6.0	6.1
2016	4.10	4.09	3.99	4.11	5.9	5.9	5.7	5.8
2017	4.10	4.13	4.34	3.22	5.8	5.8	6.1	4.8
2018	3.27	3.31	3.16	3.27	4.8	4.9	4.6	4.7
2019	2.93	2.92	2.94	2.72	4.2	4.2	4.2	3.9
2020	2.77	2.79	–	–	3.9	3.9	–	–
Legally required benefits								
2006	–	–	–	3.95	–	–	–	7.0
2007	4.00	3.99	4.00	4.03	7.0	6.9	6.8	6.8
2008	4.08	4.09	4.12	4.12	6.7	6.7	6.7	6.8
2009	4.17	4.16	4.13	4.09	6.8	6.8	6.8	6.9
2010	4.14	4.16	4.17	4.12	6.9	6.9	6.8	6.8
2011	4.19	4.21	4.21	4.23	6.7	6.7	6.8	6.7
2012	4.29	4.29	4.30	4.30	6.8	6.8	6.8	6.8
2013	4.33	4.36	4.38	4.41	6.8	6.8	6.9	6.6
2014	4.45	4.47	4.46	4.43	6.6	6.6	6.6	6.6
2015	4.46	4.46	4.49	4.53	6.6	6.6	6.6	6.5

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.55	4.59	4.58	4.61	6.5	6.6	6.6	6.5
2017	4.72	4.70	4.72	4.55	6.6	6.7	6.6	6.8
2018	4.64	4.66	4.69	4.71	6.8	6.8	6.8	6.8
2019	4.76	4.76	4.77	4.72	6.9	6.8	6.8	6.7
2020	4.77	4.80	–	–	6.7	6.7	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$48.38	–	–	–	100.0
2007	48.44	48.82	48.94	49.09	100.0	100.0	100.0	100.0
2008	50.00	50.39	50.19	53.45	100.0	100.0	100.0	100.0
2009	53.75	53.74	53.67	53.33	100.0	100.0	100.0	100.0
2010	54.24	54.44	55.11	55.93	100.0	100.0	100.0	100.0
2011	56.71	57.67	57.44	59.74	100.0	100.0	100.0	100.0
2012	60.32	60.78	60.91	59.37	100.0	100.0	100.0	100.0
2013	60.17	59.95	60.07	62.11	100.0	100.0	100.0	100.0
2014	63.15	64.11	63.90	65.88	100.0	100.0	100.0	100.0
2015	66.23	66.58	66.52	67.43	100.0	100.0	100.0	100.0
2016	67.88	68.50	68.62	69.62	100.0	100.0	100.0	100.0
2017	70.15	71.05	71.09	69.89	100.0	100.0	100.0	100.0
2018	70.64	71.01	70.86	68.77	100.0	100.0	100.0	100.0
2019	69.92	70.37	70.43	68.45	100.0	100.0	100.0	100.0
2020	69.23	69.42	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	31.77	–	–	–	65.7
2007	32.18	32.41	32.63	32.62	66.4	66.4	66.7	66.5
2008	33.28	33.56	33.48	35.58	66.6	66.6	66.7	66.6
2009	35.83	35.99	36.11	35.93	66.7	67.0	67.3	67.4
2010	36.22	36.29	36.56	37.20	66.8	66.7	66.3	66.5
2011	37.37	37.75	37.79	39.44	65.9	65.5	65.8	66.0
2012	39.88	40.34	40.44	39.49	66.1	66.4	66.4	66.5
2013	39.98	40.01	40.09	40.70	66.4	66.7	66.7	65.5
2014	41.15	41.90	41.66	42.92	65.2	65.3	65.2	65.2
2015	43.14	43.42	43.48	43.68	65.1	65.2	65.4	64.8
2016	44.02	44.43	44.67	45.32	64.8	64.9	65.1	65.1
2017	45.70	46.31	46.09	45.88	65.1	65.2	64.8	65.6
2018	46.27	46.83	46.90	45.26	65.5	66.0	66.2	65.8
2019	45.91	46.29	46.34	45.87	65.7	65.8	65.8	67.0
2020	46.51	46.62	–	–	67.2	67.2	–	–
Total benefits								
2006	–	–	–	16.61	–	–	–	34.3
2007	16.26	16.42	16.30	16.47	33.6	33.6	33.3	33.5
2008	16.71	16.83	16.70	17.87	33.4	33.4	33.3	33.4
2009	17.91	17.76	17.56	17.40	33.3	33.0	32.7	32.6
2010	18.02	18.15	18.55	18.74	33.2	33.3	33.7	33.5
2011	19.34	19.92	19.66	20.30	34.1	34.5	34.2	34.0
2012	20.44	20.43	20.48	19.88	33.9	33.6	33.6	33.5
2013	20.19	19.95	19.98	21.41	33.6	33.3	33.3	34.5
2014	22.00	22.22	22.24	22.96	34.8	34.7	34.8	34.8
2015	23.09	23.16	23.05	23.75	34.9	34.8	34.6	35.2
2016	23.86	24.07	23.95	24.31	35.2	35.1	34.9	34.9
2017	24.45	24.74	25.01	24.01	34.9	34.8	35.2	34.4
2018	24.37	24.18	23.96	23.51	34.5	34.0	33.8	34.2
2019	24.01	24.08	24.09	22.59	34.3	34.2	34.2	33.0
2020	22.72	22.79	–	–	32.8	32.8	–	–
Paid leave								
2006	–	–	–	4.33	–	–	–	9.0
2007	4.38	4.40	4.38	4.37	9.0	9.0	8.9	8.9
2008	4.45	4.47	4.44	4.82	8.9	8.9	8.9	9.0
2009	4.87	4.91	4.93	4.86	9.1	9.1	9.2	9.1
2010	4.88	4.89	4.94	4.98	9.0	9.0	9.0	8.9
2011	5.00	5.02	5.03	5.27	8.8	8.7	8.8	8.8
2012	5.33	5.38	5.39	5.22	8.8	8.9	8.8	8.8
2013	5.29	5.30	5.31	5.41	8.8	8.8	8.8	8.7
2014	5.46	5.57	5.53	5.67	8.7	8.7	8.7	8.6
2015	5.70	5.76	5.77	5.75	8.6	8.7	8.7	8.5
2016	5.81	5.94	5.89	5.96	8.6	8.7	8.6	8.6
2017	6.02	6.11	6.07	6.04	8.6	8.6	8.5	8.6
2018	6.09	6.15	6.16	6.06	8.6	8.7	8.7	8.8
2019	6.22	6.25	6.25	6.07	8.9	8.9	8.9	8.9

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.15	6.17	–	–	8.9	8.9	–	–
Supplemental pay								
2006	–	–	–	1.70	–	–	–	3.5
2007	1.83	1.87	1.71	1.80	3.8	3.8	3.5	3.7
2008	1.80	1.84	1.83	1.99	3.6	3.6	3.6	3.7
2009	1.81	1.81	1.82	1.92	3.4	3.4	3.4	3.6
2010	2.08	2.07	2.02	2.11	3.8	3.8	3.7	3.8
2011	2.46	2.78	2.77	2.88	4.3	4.8	4.8	4.8
2012	2.97	2.81	2.77	2.68	4.9	4.6	4.5	4.5
2013	2.69	2.53	2.53	2.70	4.5	4.2	4.2	4.3
2014	2.77	2.74	2.69	2.95	4.4	4.3	4.2	4.5
2015	2.90	2.90	2.80	2.87	4.4	4.4	4.2	4.3
2016	2.83	2.85	2.84	2.93	4.2	4.2	4.1	4.2
2017	2.85	2.85	2.83	2.88	4.1	4.0	4.0	4.1
2018	3.12	3.03	3.05	2.85	4.4	4.3	4.3	4.1
2019	2.94	2.98	2.97	2.68	4.2	4.2	4.2	3.9
2020	2.54	2.58	–	–	3.7	3.7	–	–
Insurance								
2006	–	–	–	3.62	–	–	–	7.5
2007	3.76	3.80	3.83	3.88	7.8	7.8	7.8	7.9
2008	3.97	4.02	4.04	4.10	7.9	8.0	8.0	7.7
2009	4.22	4.25	4.25	4.18	7.9	7.9	7.9	7.8
2010	4.27	4.31	4.33	4.36	7.9	7.9	7.9	7.8
2011	4.53	4.56	4.56	4.51	8.0	7.9	7.9	7.5
2012	4.58	4.63	4.63	4.61	7.6	7.6	7.6	7.8
2013	4.72	4.73	4.74	4.82	7.9	7.9	7.9	7.8
2014	4.89	4.93	4.89	4.96	7.8	7.7	7.7	7.5
2015	5.03	5.05	5.06	5.31	7.6	7.6	7.6	7.9
2016	5.41	5.44	5.43	5.46	8.0	7.9	7.9	7.8
2017	5.51	5.55	5.57	5.82	7.8	7.8	7.8	8.3
2018	5.82	5.52	5.52	5.49	8.2	7.8	7.8	8.0
2019	5.57	5.56	5.57	5.26	8.0	7.9	7.9	7.7
2020	5.32	5.33	–	–	7.7	7.7	–	–
Retirement and savings								
2006	–	–	–	3.54	–	–	–	7.3
2007	2.82	2.88	2.92	2.97	5.8	5.9	6.0	6.0
2008	3.01	3.00	2.90	3.28	6.0	5.9	5.8	6.1
2009	3.31	3.08	2.84	2.76	6.2	5.7	5.3	5.2
2010	3.05	3.14	3.50	3.49	5.6	5.8	6.4	6.2
2011	3.51	3.67	3.42	3.68	6.2	6.4	6.0	6.2
2012	3.53	3.55	3.61	3.37	5.9	5.8	5.9	5.7
2013	3.43	3.34	3.32	4.35	5.7	5.6	5.5	7.0
2014	4.70	4.78	4.94	5.11	7.4	7.5	7.7	7.7
2015	5.17	5.15	5.11	5.53	7.8	7.7	7.7	8.2
2016	5.49	5.47	5.41	5.55	8.1	8.0	7.9	8.0
2017	5.59	5.74	6.05	4.77	8.0	8.1	8.5	6.8
2018	4.83	4.95	4.70	4.65	6.8	7.0	6.6	6.8
2019	4.75	4.76	4.76	4.06	6.8	6.8	6.8	5.9
2020	4.13	4.12	–	–	6.0	5.9	–	–
Legally required benefits								
2006	–	–	–	3.43	–	–	–	7.1
2007	3.47	3.47	3.46	3.45	7.2	7.1	7.1	7.0
2008	3.48	3.51	3.50	3.68	7.0	7.0	7.0	6.9
2009	3.70	3.71	3.72	3.68	6.9	6.9	6.9	6.9
2010	3.72	3.73	3.76	3.80	6.9	6.9	6.8	6.8
2011	3.84	3.88	3.88	3.97	6.8	6.7	6.8	6.6
2012	4.02	4.06	4.08	4.01	6.7	6.7	6.7	6.7
2013	4.05	4.05	4.08	4.13	6.7	6.8	6.8	6.6
2014	4.18	4.20	4.19	4.28	6.6	6.6	6.6	6.5
2015	4.30	4.31	4.30	4.29	6.5	6.5	6.5	6.4

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.32	4.37	4.37	4.41	6.4	6.4	6.4	6.3
2017	4.49	4.50	4.48	4.49	6.4	6.3	6.3	6.4
2018	4.51	4.53	4.53	4.46	6.4	6.4	6.4	6.5
2019	4.53	4.54	4.54	4.51	6.5	6.5	6.4	6.6
2020	4.59	4.59	–	–	6.6	6.6	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$25.87	–	–	–	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	34.75	35.64	33.23	100.0	100.0	100.0	100.0
2020	32.74	33.92	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	17.93	–	–	–	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	24.19	24.97	23.54	69.6	69.6	70.1	70.8
2020	23.03	24.18	–	–	70.3	71.3	–	–
Total benefits								
2006	–	–	–	7.94	–	–	–	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	10.57	10.67	9.70	30.4	30.4	29.9	29.2
2020	9.71	9.73	–	–	29.7	28.7	–	–
Paid leave								
2006	–	–	–	1.74	–	–	–	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
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	2.32	2.35	2.10	6.7	6.7	6.6	6.3

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2020	2.12	2.10	–	–	6.5	6.2	–	–
Supplemental pay								
2006	–	–	–	0.84	–	–	–	3.2
2007	.87	.86	0.84	.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	1.21	1.22	1.06	3.4	3.5	3.4	3.2
2020	1.04	1.05	–	–	3.2	3.1	–	–
Insurance								
2006	–	–	–	2.28	–	–	–	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	3.19	3.20	3.00	9.2	9.2	9.0	9.0
2020	3.04	3.05	–	–	9.3	9.0	–	–
Retirement and savings								
2006	–	–	–	.99	–	–	–	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	1.16	1.18	.98	3.3	3.3	3.3	2.9
2020	.99	.98	–	–	3.0	2.9	–	–
Legally required benefits								
2006	–	–	–	2.08	–	–	–	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
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

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
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	2.70	2.72	2.55	7.8	7.8	7.6	7.7
2020	2.53	2.56	–	–	7.7	7.5	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$23.68	–	–	–	100.0
2007	23.91	24.09	24.18	24.31	100.0	100.0	100.0	100.0
2008	24.55	24.80	24.94	25.12	100.0	100.0	100.0	100.0
2009	25.26	25.28	25.42	24.94	100.0	100.0	100.0	100.0
2010	25.17	25.17	25.31	25.36	100.0	100.0	100.0	100.0
2011	25.75	25.90	25.97	25.52	100.0	100.0	100.0	100.0
2012	25.79	25.81	25.92	25.63	100.0	100.0	100.0	100.0
2013	26.00	26.07	26.22	26.25	100.0	100.0	100.0	100.0
2014	26.52	26.50	26.75	27.22	100.0	100.0	100.0	100.0
2015	27.39	27.53	27.70	28.67	100.0	100.0	100.0	100.0
2016	28.84	28.96	29.18	29.33	100.0	100.0	100.0	100.0
2017	29.41	29.69	29.85	30.64	100.0	100.0	100.0	100.0
2018	30.95	30.64	30.92	30.90	100.0	100.0	100.0	100.0
2019	30.93	30.99	31.29	29.49	100.0	100.0	100.0	100.0
2020	29.71	29.81	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.99	–	–	–	67.5
2007	16.19	16.33	16.42	16.50	67.7	67.8	67.9	67.9
2008	16.72	16.93	17.05	17.23	68.1	68.3	68.4	68.6
2009	17.29	17.34	17.43	17.20	68.5	68.6	68.5	69.0
2010	17.19	17.19	17.29	17.27	68.3	68.3	68.3	68.1
2011	17.51	17.60	17.66	17.54	68.0	67.9	68.0	68.8
2012	17.68	17.69	17.78	17.67	68.6	68.6	68.6	68.9
2013	17.85	17.92	18.01	17.97	68.6	68.7	68.7	68.5
2014	18.07	18.09	18.26	18.61	68.1	68.3	68.3	68.4
2015	18.69	18.83	18.97	19.46	68.3	68.4	68.5	67.9
2016	19.55	19.66	19.77	19.90	67.8	67.9	67.8	67.8
2017	20.03	20.25	20.35	20.55	68.1	68.2	68.2	67.1
2018	20.71	21.03	21.24	21.22	66.9	68.6	68.7	68.7
2019	21.24	21.27	21.50	20.49	68.7	68.6	68.7	69.5
2020	20.64	20.77	–	–	69.5	69.7	–	–
Total benefits								
2006	–	–	–	7.69	–	–	–	32.5
2007	7.72	7.76	7.76	7.82	32.3	32.2	32.1	32.1
2008	7.83	7.87	7.89	7.89	31.9	31.7	31.6	31.4
2009	7.96	7.94	8.00	7.74	31.5	31.4	31.5	31.0
2010	7.98	7.98	8.02	8.08	31.7	31.7	31.7	31.9
2011	8.24	8.30	8.31	7.97	32.0	32.1	32.0	31.2
2012	8.10	8.12	8.14	7.97	31.4	31.4	31.4	31.1
2013	8.15	8.15	8.20	8.28	31.4	31.3	31.3	31.5
2014	8.45	8.41	8.49	8.62	31.9	31.7	31.7	31.6
2015	8.69	8.70	8.72	9.21	31.7	31.6	31.5	32.1
2016	9.29	9.30	9.41	9.43	32.2	32.1	32.2	32.2
2017	9.38	9.45	9.50	10.09	31.9	31.8	31.8	32.9
2018	10.24	9.62	9.68	9.68	33.1	31.4	31.3	31.3
2019	9.69	9.72	9.79	9.00	31.3	31.4	31.3	30.5
2020	9.06	9.04	–	–	30.5	30.3	–	–
Paid leave								
2006	–	–	–	1.62	–	–	–	6.9
2007	1.64	1.66	1.66	1.67	6.9	6.9	6.9	6.8
2008	1.67	1.69	1.71	1.73	6.8	6.8	6.8	6.9
2009	1.74	1.74	1.76	1.71	6.9	6.9	6.9	6.8
2010	1.72	1.72	1.72	1.73	6.8	6.8	6.8	6.8
2011	1.76	1.76	1.77	1.70	6.8	6.8	6.8	6.6
2012	1.72	1.72	1.72	1.68	6.7	6.7	6.6	6.6
2013	1.71	1.71	1.73	1.72	6.6	6.6	6.6	6.5
2014	1.74	1.73	1.75	1.76	6.6	6.5	6.5	6.5
2015	1.77	1.76	1.77	1.83	6.5	6.4	6.4	6.4
2016	1.86	1.88	1.90	1.92	6.5	6.5	6.5	6.5
2017	1.93	1.94	1.95	1.98	6.6	6.5	6.5	6.5
2018	2.01	2.01	2.03	2.00	6.5	6.6	6.6	6.5
2019	2.02	2.02	2.04	1.85	6.5	6.5	6.5	6.3

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2020	1.86	1.86	–	–	6.3	6.3	–	–
Supplemental pay								
2006	–	–	–	0.86	–	–	–	3.6
2007	.89	.89	0.87	.88	3.7	3.7	3.6	3.6
2008	.87	.87	.87	.84	3.5	3.5	3.5	3.3
2009	.79	.79	.79	.71	3.1	3.1	3.1	2.8
2010	.72	.69	.68	.66	2.8	2.7	2.7	2.6
2011	.71	.74	.74	.65	2.8	2.9	2.9	2.6
2012	.66	.65	.65	.66	2.5	2.5	2.5	2.6
2013	.67	.67	.68	.69	2.6	2.6	2.6	2.6
2014	.68	.70	.70	.77	2.6	2.6	2.6	2.8
2015	.75	.76	.75	.91	2.7	2.7	2.7	3.2
2016	.91	.90	.94	.94	3.1	3.1	3.2	3.2
2017	.92	.94	.94	1.07	3.1	3.2	3.2	3.5
2018	1.10	1.01	1.03	1.08	3.6	3.3	3.3	3.5
2019	1.08	1.11	1.12	.97	3.5	3.6	3.6	3.3
2020	.96	.95	–	–	3.2	3.2	–	–
Insurance								
2006	–	–	–	2.31	–	–	–	9.8
2007	2.38	2.38	2.37	2.39	10.0	9.9	9.8	9.8
2008	2.42	2.43	2.47	2.48	9.8	9.8	9.9	9.9
2009	2.56	2.55	2.57	2.55	10.1	10.1	10.1	10.2
2010	2.64	2.66	2.67	2.79	10.5	10.6	10.6	11.0
2011	2.81	2.79	2.80	2.71	10.9	10.8	10.8	10.6
2012	2.77	2.80	2.77	2.72	10.8	10.9	10.7	10.6
2013	2.83	2.81	2.85	2.92	10.9	10.8	10.9	11.1
2014	3.01	2.99	3.01	2.99	11.4	11.3	11.3	11.0
2015	3.04	3.04	3.05	3.04	11.1	11.1	11.0	10.6
2016	3.09	3.09	3.11	3.10	10.7	10.7	10.7	10.6
2017	3.09	3.11	3.12	3.53	10.5	10.5	10.4	11.5
2018	3.61	3.10	3.13	3.08	11.7	10.1	10.1	10.0
2019	3.08	3.09	3.10	2.99	10.0	10.0	9.9	10.1
2020	3.03	3.02	–	–	10.2	10.1	–	–
Retirement and savings								
2006	–	–	–	.97	–	–	–	4.1
2007	.87	.88	.92	.92	3.6	3.7	3.8	3.8
2008	.91	.91	.87	.84	3.7	3.7	3.5	3.3
2009	.86	.85	.86	.77	3.4	3.4	3.4	3.1
2010	.85	.85	.88	.83	3.4	3.4	3.5	3.3
2011	.83	.86	.86	.83	3.2	3.3	3.3	3.2
2012	.83	.82	.81	.73	3.2	3.2	3.1	2.9
2013	.75	.77	.75	.76	2.9	3.0	2.9	2.9
2014	.83	.83	.85	.89	3.1	3.1	3.2	3.3
2015	.91	.92	.92	1.11	3.3	3.3	3.3	3.9
2016	1.11	1.10	1.13	1.14	3.9	3.8	3.9	3.9
2017	1.09	1.09	1.12	1.09	3.7	3.7	3.8	3.5
2018	1.10	1.06	1.04	1.05	3.5	3.5	3.4	3.4
2019	1.05	1.05	1.06	.87	3.4	3.4	3.4	2.9
2020	.88	.88	–	–	3.0	2.9	–	–
Legally required benefits								
2006	–	–	–	1.92	–	–	–	8.1
2007	1.93	1.95	1.95	1.96	8.1	8.1	8.1	8.1
2008	1.96	1.97	1.98	2.01	8.0	7.9	7.9	8.0
2009	2.01	2.01	2.02	2.01	8.0	8.0	7.9	8.1
2010	2.05	2.06	2.07	2.07	8.1	8.2	8.2	8.1
2011	2.12	2.15	2.14	2.08	8.3	8.3	8.2	8.2
2012	2.12	2.12	2.19	2.17	8.2	8.2	8.4	8.5
2013	2.18	2.19	2.20	2.18	8.4	8.4	8.4	8.3
2014	2.20	2.16	2.17	2.21	8.3	8.2	8.1	8.1
2015	2.22	2.22	2.23	2.31	8.1	8.1	8.0	8.1

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2016	2.31	2.32	2.33	2.34	8.0	8.0	8.0	8.0
2017	2.35	2.36	2.36	2.43	8.0	7.9	7.9	7.9
2018	2.42	2.43	2.45	2.47	7.8	7.9	7.9	8.0
2019	2.46	2.45	2.47	2.32	7.9	7.9	7.9	7.9
2020	2.32	2.33	–	–	7.8	7.8	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$29.22	–	–	–	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	37.88	38.26	38.44	100.0	100.0	100.0	100.0
2020	38.90	38.85	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.69	–	–	–	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	25.47	25.70	25.75	67.1	67.2	67.2	67.0
2020	26.11	26.06	–	–	67.1	67.1	–	–
Total benefits								
2006	–	–	–	9.53	–	–	–	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	12.41	12.56	12.69	32.9	32.8	32.8	33.0
2020	12.79	12.80	–	–	32.9	32.9	–	–
Paid leave								
2006	–	–	–	1.15	–	–	–	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
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	1.56	1.59	1.65	4.2	4.1	4.1	4.3

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2020	1.67	1.66	–	–	4.3	4.3	–	–
Supplemental pay								
2006	–	–	–	1.00	–	–	–	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	1.42	1.43	1.56	3.7	3.7	3.7	4.0
2020	1.57	1.56	–	–	4.0	4.0	–	–
Insurance								
2006	–	–	–	2.36	–	–	–	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	3.32	3.37	3.35	8.8	8.8	8.8	8.7
2020	3.36	3.37	–	–	8.6	8.7	–	–
Retirement and savings								
2006	–	–	–	1.65	–	–	–	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	2.25	2.28	2.23	6.0	5.9	6.0	5.8
2020	2.26	2.28	–	–	5.8	5.9	–	–
Legally required benefits								
2006	–	–	–	3.37	–	–	–	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
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

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
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	3.86	3.89	3.90	10.2	10.2	10.2	10.1
2020	3.93	3.91	–	–	10.1	10.1	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$28.95	–	–	–	100.0
2007	29.13	29.64	29.93	30.27	100.0	100.0	100.0	100.0
2008	30.82	31.05	31.39	31.57	100.0	100.0	100.0	100.0
2009	31.68	31.79	31.90	31.27	100.0	100.0	100.0	100.0
2010	31.41	31.64	31.84	31.30	100.0	100.0	100.0	100.0
2011	31.64	31.86	32.05	32.47	100.0	100.0	100.0	100.0
2012	32.60	32.67	32.78	33.34	100.0	100.0	100.0	100.0
2013	33.97	33.75	33.74	34.09	100.0	100.0	100.0	100.0
2014	34.15	34.51	34.58	35.92	100.0	100.0	100.0	100.0
2015	35.50	35.99	36.51	35.64	100.0	100.0	100.0	100.0
2016	35.86	36.12	37.00	36.61	100.0	100.0	100.0	100.0
2017	37.44	37.88	38.15	37.71	100.0	100.0	100.0	100.0
2018	37.96	37.86	38.33	37.36	100.0	100.0	100.0	100.0
2019	37.69	38.07	38.47	39.03	100.0	100.0	100.0	100.0
2020	39.59	39.39	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.68	–	–	–	68.0
2007	19.87	20.15	20.38	20.61	68.2	68.0	68.1	68.1
2008	20.99	21.11	21.34	21.42	68.1	68.0	68.0	67.8
2009	21.42	21.45	21.55	21.16	67.6	67.5	67.5	67.7
2010	21.13	21.29	21.40	21.21	67.3	67.3	67.2	67.8
2011	21.40	21.51	21.63	21.77	67.6	67.5	67.5	67.0
2012	21.85	21.86	21.97	22.39	67.0	66.9	67.0	67.1
2013	22.63	22.42	22.51	22.61	66.6	66.4	66.7	66.3
2014	22.61	22.88	22.98	23.61	66.2	66.3	66.5	65.7
2015	23.44	23.67	24.02	23.92	66.0	65.8	65.8	67.1
2016	24.11	24.35	24.69	24.53	67.2	67.4	66.7	67.0
2017	25.04	25.27	25.44	25.14	66.9	66.7	66.7	66.7
2018	25.32	25.36	25.62	25.05	66.7	67.0	66.8	67.1
2019	25.27	25.56	25.78	25.97	67.0	67.1	67.0	66.5
2020	26.41	26.24	–	–	66.7	66.6	–	–
Total benefits								
2006	–	–	–	9.27	–	–	–	32.0
2007	9.25	9.48	9.55	9.66	31.8	32.0	31.9	31.9
2008	9.83	9.93	10.05	10.15	31.9	32.0	32.0	32.2
2009	10.26	10.34	10.36	10.11	32.4	32.5	32.5	32.3
2010	10.28	10.36	10.44	10.09	32.7	32.7	32.8	32.2
2011	10.24	10.34	10.42	10.71	32.4	32.5	32.5	33.0
2012	10.74	10.81	10.81	10.95	33.0	33.1	33.0	32.9
2013	11.33	11.32	11.23	11.48	33.4	33.6	33.3	33.7
2014	11.54	11.63	11.60	12.30	33.8	33.7	33.5	34.3
2015	12.06	12.32	12.48	11.72	34.0	34.2	34.2	32.9
2016	11.75	11.77	12.31	12.08	32.8	32.6	33.3	33.0
2017	12.40	12.61	12.71	12.56	33.1	33.3	33.3	33.3
2018	12.65	12.50	12.71	12.31	33.3	33.0	33.2	32.9
2019	12.43	12.51	12.68	13.06	33.0	32.9	33.0	33.5
2020	13.17	13.14	–	–	33.3	33.4	–	–
Paid leave								
2006	–	–	–	.95	–	–	–	3.3
2007	.95	.97	.97	.98	3.3	3.3	3.2	3.2
2008	1.00	1.02	1.01	1.03	3.2	3.3	3.2	3.3
2009	1.04	1.03	1.05	1.03	3.3	3.3	3.3	3.3
2010	1.04	1.04	1.04	1.04	3.3	3.3	3.3	3.3
2011	1.04	1.03	1.04	1.14	3.3	3.2	3.2	3.5
2012	1.17	1.16	1.16	1.22	3.6	3.6	3.5	3.6
2013	1.26	1.24	1.26	1.22	3.7	3.7	3.7	3.6
2014	1.23	1.23	1.22	1.27	3.6	3.6	3.5	3.5
2015	1.28	1.24	1.29	1.22	3.6	3.5	3.5	3.4
2016	1.22	1.21	1.28	1.28	3.4	3.4	3.5	3.5
2017	1.33	1.35	1.36	1.33	3.5	3.6	3.6	3.5
2018	1.34	1.34	1.38	1.35	3.5	3.5	3.6	3.6
2019	1.37	1.36	1.39	1.48	3.6	3.6	3.6	3.8

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	1.50	1.49	–	–	3.8	3.8	–	–
Supplemental pay								
2006	–	–	–	0.94	–	–	–	3.2
2007	.97	1.01	1.01	1.04	3.3	3.4	3.4	3.4
2008	1.09	1.09	1.11	1.07	3.5	3.5	3.5	3.4
2009	1.08	1.08	1.07	1.11	3.4	3.4	3.4	3.5
2010	1.09	1.07	1.07	1.01	3.5	3.4	3.4	3.2
2011	.99	1.00	1.00	1.00	3.1	3.1	3.1	3.1
2012	1.02	1.03	1.02	1.00	3.1	3.2	3.1	3.0
2013	1.00	.98	.99	1.02	2.9	2.9	2.9	3.0
2014	1.02	1.02	1.02	1.00	3.0	3.0	2.9	2.8
2015	.99	1.00	1.00	1.01	2.8	2.8	2.8	2.8
2016	1.01	1.04	1.08	1.09	2.8	2.9	2.9	3.0
2017	1.07	1.05	1.09	1.14	2.9	2.8	2.9	3.0
2018	1.16	1.16	1.16	1.28	3.1	3.1	3.0	3.4
2019	1.30	1.33	1.35	1.55	3.5	3.5	3.5	4.0
2020	1.57	1.55	–	–	4.0	3.9	–	–
Insurance								
2006	–	–	–	2.25	–	–	–	7.8
2007	2.28	2.35	2.37	2.40	7.8	7.9	7.9	7.9
2008	2.43	2.46	2.50	2.51	7.9	7.9	8.0	8.0
2009	2.55	2.59	2.60	2.46	8.0	8.2	8.1	7.9
2010	2.52	2.55	2.57	2.46	8.0	8.1	8.1	7.9
2011	2.50	2.56	2.61	2.72	7.9	8.0	8.2	8.4
2012	2.69	2.69	2.71	2.82	8.2	8.2	8.3	8.5
2013	2.94	2.94	2.92	2.94	8.7	8.7	8.6	8.6
2014	2.98	3.02	3.03	3.24	8.7	8.7	8.8	9.0
2015	3.18	3.28	3.35	3.01	9.0	9.1	9.2	8.4
2016	3.04	3.01	3.22	3.13	8.5	8.3	8.7	8.5
2017	3.24	3.31	3.33	3.33	8.6	8.7	8.7	8.8
2018	3.37	3.32	3.39	3.16	8.9	8.8	8.8	8.5
2019	3.23	3.24	3.28	3.35	8.6	8.5	8.5	8.6
2020	3.35	3.37	–	–	8.5	8.6	–	–
Retirement and savings								
2006	–	–	–	1.67	–	–	–	5.8
2007	1.60	1.67	1.71	1.74	5.5	5.6	5.7	5.8
2008	1.76	1.78	1.84	1.88	5.7	5.7	5.9	5.9
2009	1.90	1.97	1.99	1.89	6.0	6.2	6.2	6.0
2010	1.97	2.01	2.04	1.95	6.3	6.3	6.4	6.2
2011	2.05	2.07	2.09	2.24	6.5	6.5	6.5	6.9
2012	2.20	2.26	2.24	2.31	6.8	6.9	6.8	6.9
2013	2.48	2.51	2.40	2.50	7.3	7.4	7.1	7.3
2014	2.51	2.52	2.47	2.77	7.4	7.3	7.2	7.7
2015	2.64	2.80	2.80	2.43	7.4	7.8	7.7	6.8
2016	2.41	2.44	2.60	2.58	6.7	6.8	7.0	7.0
2017	2.71	2.82	2.82	2.71	7.2	7.4	7.4	7.2
2018	2.71	2.60	2.71	2.49	7.1	6.9	7.1	6.7
2019	2.52	2.53	2.59	2.60	6.7	6.7	6.7	6.7
2020	2.64	2.64	–	–	6.7	6.7	–	–
Legally required benefits								
2006	–	–	–	3.47	–	–	–	12.0
2007	3.45	3.48	3.48	3.50	11.9	11.8	11.6	11.6
2008	3.55	3.58	3.60	3.67	11.5	11.5	11.5	11.6
2009	3.69	3.67	3.66	3.63	11.6	11.5	11.5	11.6
2010	3.67	3.69	3.72	3.63	11.7	11.7	11.7	11.6
2011	3.66	3.68	3.68	3.61	11.6	11.5	11.5	11.1
2012	3.66	3.66	3.69	3.60	11.2	11.2	11.2	10.8
2013	3.64	3.65	3.67	3.79	10.7	10.8	10.9	11.1
2014	3.80	3.83	3.85	4.02	11.1	11.1	11.1	11.2
2015	3.97	4.00	4.03	4.05	11.2	11.1	11.1	11.4

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.07	4.07	4.12	4.01	11.3	11.3	11.1	10.9
2017	4.05	4.09	4.11	4.06	10.8	10.8	10.8	10.8
2018	4.06	4.08	4.07	4.02	10.7	10.8	10.6	10.8
2019	4.00	4.03	4.07	4.08	10.6	10.6	10.6	10.5
2020	4.12	4.09	–	–	10.4	10.4	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$30.23	–	–	–	100.0
2007	30.48	30.75	30.86	31.37	100.0	100.0	100.0	100.0
2008	31.59	31.60	31.97	32.24	100.0	100.0	100.0	100.0
2009	32.30	32.16	32.50	32.35	100.0	100.0	100.0	100.0
2010	32.79	32.60	32.66	32.28	100.0	100.0	100.0	100.0
2011	32.77	33.13	33.19	32.31	100.0	100.0	100.0	100.0
2012	31.96	32.27	32.79	31.69	100.0	100.0	100.0	100.0
2013	32.27	32.37	32.60	34.37	100.0	100.0	100.0	100.0
2014	34.81	34.83	34.83	34.78	100.0	100.0	100.0	100.0
2015	34.69	34.71	34.91	36.92	100.0	100.0	100.0	100.0
2016	37.17	37.12	37.07	36.94	100.0	100.0	100.0	100.0
2017	37.06	37.28	37.49	35.80	100.0	100.0	100.0	100.0
2018	35.99	36.13	36.11	36.83	100.0	100.0	100.0	100.0
2019	37.24	37.31	37.63	36.64	100.0	100.0	100.0	100.0
2020	36.81	37.16	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.71	–	–	–	65.2
2007	19.98	20.13	20.29	20.71	65.6	65.5	65.8	66.0
2008	20.88	20.94	21.27	21.72	66.1	66.3	66.6	67.4
2009	21.67	21.60	21.77	21.62	67.1	67.2	67.0	66.8
2010	21.74	21.63	21.66	21.47	66.3	66.4	66.3	66.5
2011	21.67	21.81	21.94	21.49	66.1	65.8	66.1	66.5
2012	21.25	21.47	21.78	21.21	66.5	66.5	66.4	66.9
2013	21.60	21.68	21.95	22.81	66.9	67.0	67.3	66.4
2014	22.99	23.07	23.03	23.04	66.1	66.2	66.1	66.2
2015	23.03	23.10	23.24	24.19	66.4	66.5	66.6	65.5
2016	24.32	24.39	24.36	24.24	65.4	65.7	65.7	65.6
2017	24.38	24.58	24.69	23.99	65.8	65.9	65.8	67.0
2018	24.09	24.28	24.28	24.81	66.9	67.2	67.2	67.4
2019	25.09	25.18	25.46	25.07	67.4	67.5	67.7	68.4
2020	25.20	25.46	–	–	68.5	68.5	–	–
Total benefits								
2006	–	–	–	10.52	–	–	–	34.8
2007	10.50	10.62	10.57	10.66	34.4	34.5	34.2	34.0
2008	10.71	10.66	10.69	10.52	33.9	33.7	33.4	32.6
2009	10.64	10.56	10.73	10.73	32.9	32.8	33.0	33.2
2010	11.05	10.97	11.00	10.81	33.7	33.6	33.7	33.5
2011	11.09	11.32	11.25	10.82	33.9	34.2	33.9	33.5
2012	10.70	10.80	11.01	10.49	33.5	33.5	33.6	33.1
2013	10.67	10.69	10.65	11.56	33.1	33.0	32.7	33.6
2014	11.81	11.76	11.80	11.74	33.9	33.8	33.9	33.8
2015	11.66	11.61	11.67	12.73	33.6	33.5	33.4	34.5
2016	12.85	12.72	12.72	12.70	34.6	34.3	34.3	34.4
2017	12.68	12.70	12.81	11.81	34.2	34.1	34.2	33.0
2018	11.90	11.85	11.84	12.02	33.1	32.8	32.8	32.6
2019	12.16	12.12	12.17	11.57	32.6	32.5	32.3	31.6
2020	11.61	11.70	–	–	31.5	31.5	–	–
Paid leave								
2006	–	–	–	1.91	–	–	–	6.3
2007	1.95	1.96	1.94	1.95	6.4	6.4	6.3	6.2
2008	1.92	1.90	1.92	1.86	6.1	6.0	6.0	5.8
2009	1.90	1.90	1.90	1.93	5.9	5.9	5.8	6.0
2010	1.96	1.94	1.94	1.91	6.0	5.9	5.9	5.9
2011	1.93	1.90	1.91	1.90	5.9	5.7	5.7	5.9
2012	1.87	1.90	1.93	1.90	5.9	5.9	5.9	6.0
2013	1.99	1.98	1.99	2.15	6.2	6.1	6.1	6.2
2014	2.17	2.15	2.11	2.12	6.2	6.2	6.1	6.1
2015	2.08	2.07	2.09	2.19	6.0	6.0	6.0	5.9
2016	2.21	2.18	2.19	2.19	5.9	5.9	5.9	5.9
2017	2.19	2.19	2.20	2.08	5.9	5.9	5.9	5.8
2018	2.10	2.09	2.09	2.17	5.8	5.8	5.8	5.9
2019	2.19	2.17	2.18	2.19	5.9	5.8	5.8	6.0

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2020	2.20	2.23	–	–	6.0	6.0	–	–
Supplemental pay								
2006	–	–	–	1.25	–	–	–	4.1
2007	1.33	1.37	1.34	1.38	4.4	4.5	4.4	4.4
2008	1.41	1.41	1.41	1.36	4.5	4.5	4.4	4.2
2009	1.29	1.27	1.30	1.26	4.0	4.0	4.0	3.9
2010	1.27	1.23	1.21	1.17	3.9	3.8	3.7	3.6
2011	1.27	1.27	1.27	1.24	3.9	3.8	3.8	3.8
2012	1.27	1.32	1.33	1.30	4.0	4.1	4.1	4.1
2013	1.31	1.28	1.27	1.45	4.0	4.0	3.9	4.2
2014	1.51	1.50	1.52	1.59	4.3	4.3	4.4	4.6
2015	1.53	1.52	1.52	1.66	4.4	4.4	4.3	4.5
2016	1.70	1.63	1.62	1.60	4.6	4.4	4.4	4.3
2017	1.57	1.55	1.56	1.62	4.2	4.2	4.2	4.5
2018	1.65	1.64	1.67	1.71	4.6	4.6	4.6	4.6
2019	1.71	1.68	1.68	1.58	4.6	4.5	4.5	4.3
2020	1.58	1.61	–	–	4.3	4.3	–	–
Insurance								
2006	–	–	–	2.79	–	–	–	9.2
2007	2.86	2.92	2.94	2.93	9.4	9.5	9.5	9.4
2008	2.98	2.98	2.96	2.94	9.4	9.4	9.3	9.1
2009	3.03	2.99	3.08	3.15	9.4	9.3	9.5	9.7
2010	3.23	3.20	3.16	3.19	9.9	9.8	9.7	9.9
2011	3.30	3.25	3.25	3.25	10.1	9.8	9.8	10.1
2012	3.31	3.29	3.35	3.12	10.4	10.2	10.2	9.8
2013	3.15	3.16	3.15	3.27	9.8	9.8	9.7	9.5
2014	3.40	3.38	3.39	3.31	9.8	9.7	9.7	9.5
2015	3.35	3.35	3.37	3.76	9.6	9.6	9.7	10.2
2016	3.83	3.82	3.84	3.85	10.3	10.3	10.3	10.4
2017	3.86	3.84	3.84	3.53	10.4	10.3	10.2	9.9
2018	3.59	3.57	3.59	3.51	10.0	9.9	10.0	9.5
2019	3.55	3.58	3.63	3.35	9.5	9.6	9.7	9.1
2020	3.37	3.36	–	–	9.2	9.1	–	–
Retirement and savings								
2006	–	–	–	1.59	–	–	–	5.3
2007	1.36	1.38	1.36	1.38	4.5	4.5	4.4	4.4
2008	1.38	1.35	1.36	1.33	4.4	4.3	4.2	4.1
2009	1.35	1.28	1.33	1.33	4.2	4.0	4.1	4.1
2010	1.50	1.51	1.60	1.53	4.6	4.6	4.9	4.7
2011	1.53	1.78	1.72	1.48	4.7	5.4	5.2	4.6
2012	1.28	1.30	1.37	1.21	4.0	4.0	4.2	3.8
2013	1.23	1.24	1.20	1.48	3.8	3.8	3.7	4.3
2014	1.50	1.50	1.54	1.48	4.3	4.3	4.4	4.3
2015	1.49	1.49	1.48	1.76	4.3	4.3	4.3	4.8
2016	1.76	1.76	1.75	1.76	4.7	4.7	4.7	4.8
2017	1.75	1.77	1.86	1.36	4.7	4.7	5.0	3.8
2018	1.33	1.31	1.26	1.35	3.7	3.6	3.5	3.7
2019	1.38	1.36	1.32	1.12	3.7	3.6	3.5	3.0
2020	1.13	1.15	–	–	3.1	3.1	–	–
Legally required benefits								
2006	–	–	–	2.98	–	–	–	9.8
2007	2.99	2.99	2.98	3.02	9.8	9.7	9.7	9.6
2008	3.02	3.02	3.04	3.04	9.6	9.6	9.5	9.4
2009	3.06	3.11	3.12	3.06	9.5	9.7	9.6	9.4
2010	3.09	3.09	3.09	3.02	9.4	9.5	9.5	9.3
2011	3.07	3.12	3.11	2.95	9.4	9.4	9.4	9.1
2012	2.97	2.99	3.04	2.95	9.3	9.3	9.3	9.3
2013	2.99	3.02	3.04	3.21	9.3	9.3	9.3	9.3
2014	3.24	3.25	3.25	3.23	9.3	9.3	9.3	9.3
2015	3.20	3.20	3.21	3.35	9.2	9.2	9.2	9.1

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2016	3.35	3.33	3.33	3.30	9.0	9.0	9.0	8.9
2017	3.31	3.35	3.35	3.22	8.9	9.0	8.9	9.0
2018	3.23	3.23	3.23	3.29	9.0	8.9	8.9	8.9
2019	3.32	3.33	3.36	3.34	8.9	8.9	8.9	9.1
2020	3.33	3.35	–	–	9.0	9.0	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$24.05	–	–	–	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	30.05	30.26	29.97	100.0	100.0	100.0	100.0
2020	30.29	30.54	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.47	–	–	–	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	19.39	19.54	19.43	64.5	64.5	64.6	64.8
2020	19.67	19.82	–	–	64.9	64.9	–	–
Total benefits								
2006	–	–	–	8.58	–	–	–	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	10.66	10.72	10.54	35.5	35.5	35.4	35.2
2020	10.62	10.72	–	–	35.1	35.1	–	–
Paid leave								
2006	–	–	–	1.60	–	–	–	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
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	1.85	1.86	1.84	6.2	6.1	6.2	6.2

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2020	1.87	1.89	–	–	6.2	6.2	–	–
Supplemental pay								
2006	–	–	–	1.03	–	–	–	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	1.64	1.64	1.66	5.4	5.4	5.4	5.5
2020	1.66	1.66	–	–	5.5	5.4	–	–
Insurance								
2006	–	–	–	2.66	–	–	–	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	3.50	3.52	3.51	11.7	11.7	11.6	11.7
2020	3.55	3.58	–	–	11.7	11.7	–	–
Retirement and savings								
2006	–	–	–	.98	–	–	–	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	1.07	1.08	.93	3.6	3.6	3.6	3.1
2020	.94	.96	–	–	3.1	3.1	–	–
Legally required benefits								
2006	–	–	–	2.31	–	–	–	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
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

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
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	2.60	2.62	2.60	8.7	8.7	8.6	8.7
2020	2.60	2.63	–	–	8.6	8.6	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$24.57	–	–	–	100.0
2007	24.55	24.69	24.82	24.94	100.0	100.0	100.0	100.0
2008	25.17	25.32	25.57	25.47	100.0	100.0	100.0	100.0
2009	25.61	25.70	25.74	25.82	100.0	100.0	100.0	100.0
2010	26.00	26.20	26.40	25.94	100.0	100.0	100.0	100.0
2011	26.21	26.57	26.57	26.36	100.0	100.0	100.0	100.0
2012	26.39	26.50	26.57	26.68	100.0	100.0	100.0	100.0
2013	26.93	27.01	27.08	27.30	100.0	100.0	100.0	100.0
2014	27.58	27.67	27.81	27.65	100.0	100.0	100.0	100.0
2015	27.83	27.85	27.96	27.94	100.0	100.0	100.0	100.0
2016	28.10	28.26	28.45	28.53	100.0	100.0	100.0	100.0
2017	28.71	28.81	29.09	29.00	100.0	100.0	100.0	100.0
2018	29.15	29.18	29.41	29.24	100.0	100.0	100.0	100.0
2019	29.60	29.82	30.05	29.76	100.0	100.0	100.0	100.0
2020	30.08	30.36	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.78	–	–	–	64.2
2007	15.90	15.97	16.08	16.10	64.7	64.7	64.8	64.5
2008	16.27	16.43	16.60	16.57	64.7	64.9	64.9	65.1
2009	16.63	16.70	16.74	16.86	65.0	65.0	65.0	65.3
2010	16.86	16.97	17.05	16.86	64.8	64.8	64.6	65.0
2011	16.96	17.02	17.07	16.98	64.7	64.1	64.2	64.4
2012	17.12	17.15	17.21	17.33	64.9	64.7	64.8	65.0
2013	17.51	17.59	17.67	17.75	65.0	65.1	65.3	65.0
2014	17.89	17.99	18.08	17.98	64.9	65.0	65.0	65.0
2015	18.08	18.12	18.19	18.15	65.0	65.1	65.1	65.0
2016	18.25	18.37	18.51	18.59	64.9	65.0	65.1	65.1
2017	18.74	18.84	19.00	18.73	65.3	65.4	65.3	64.6
2018	18.87	18.93	19.10	18.91	64.7	64.9	64.9	64.7
2019	19.06	19.21	19.37	19.28	64.4	64.4	64.5	64.8
2020	19.51	19.69	–	–	64.9	64.9	–	–
Total benefits								
2006	–	–	–	8.79	–	–	–	35.8
2007	8.66	8.73	8.74	8.85	35.3	35.3	35.2	35.5
2008	8.89	8.89	8.97	8.90	35.3	35.1	35.1	34.9
2009	8.97	9.00	9.00	8.97	35.0	35.0	35.0	34.7
2010	9.14	9.23	9.35	9.08	35.2	35.2	35.4	35.0
2011	9.25	9.54	9.50	9.37	35.3	35.9	35.8	35.6
2012	9.27	9.34	9.35	9.35	35.1	35.3	35.2	35.0
2013	9.42	9.42	9.41	9.54	35.0	34.9	34.7	35.0
2014	9.69	9.67	9.73	9.67	35.1	35.0	35.0	35.0
2015	9.75	9.72	9.77	9.79	35.0	34.9	34.9	35.0
2016	9.85	9.89	9.94	9.94	35.1	35.0	34.9	34.9
2017	9.97	9.97	10.09	10.26	34.7	34.6	34.7	35.4
2018	10.29	10.25	10.31	10.33	35.3	35.1	35.1	35.3
2019	10.54	10.61	10.68	10.48	35.6	35.6	35.5	35.2
2020	10.57	10.67	–	–	35.1	35.1	–	–
Paid leave								
2006	–	–	–	1.68	–	–	–	6.9
2007	1.70	1.71	1.70	1.70	6.9	6.9	6.8	6.8
2008	1.67	1.67	1.70	1.71	6.6	6.6	6.6	6.7
2009	1.73	1.74	1.74	1.74	6.7	6.8	6.8	6.7
2010	1.75	1.76	1.77	1.73	6.7	6.7	6.7	6.7
2011	1.72	1.72	1.72	1.71	6.6	6.5	6.5	6.5
2012	1.73	1.72	1.72	1.71	6.5	6.5	6.5	6.4
2013	1.74	1.75	1.75	1.76	6.5	6.5	6.5	6.5
2014	1.78	1.78	1.79	1.78	6.5	6.5	6.5	6.4
2015	1.79	1.78	1.79	1.75	6.4	6.4	6.4	6.3
2016	1.77	1.78	1.78	1.78	6.3	6.3	6.3	6.2
2017	1.80	1.80	1.82	1.81	6.3	6.3	6.2	6.2
2018	1.82	1.82	1.84	1.84	6.2	6.2	6.3	6.3
2019	1.88	1.89	1.90	1.88	6.3	6.3	6.3	6.3

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2020	1.91	1.94	–	–	6.4	6.4	–	–
Supplemental pay								
2006	–	–	–	1.06	–	–	–	4.3
2007	1.06	1.06	1.06	1.12	4.3	4.3	4.3	4.5
2008	1.16	1.17	1.20	1.16	4.6	4.6	4.7	4.6
2009	1.10	1.10	1.11	1.10	4.3	4.3	4.3	4.3
2010	1.07	1.07	1.07	1.04	4.1	4.1	4.1	4.0
2011	1.14	1.16	1.15	1.18	4.3	4.4	4.3	4.5
2012	1.22	1.23	1.21	1.23	4.6	4.6	4.6	4.6
2013	1.23	1.22	1.22	1.24	4.6	4.5	4.5	4.5
2014	1.26	1.27	1.28	1.32	4.6	4.6	4.6	4.8
2015	1.28	1.28	1.29	1.32	4.6	4.6	4.6	4.7
2016	1.36	1.38	1.37	1.35	4.8	4.9	4.8	4.7
2017	1.32	1.31	1.33	1.50	4.6	4.6	4.6	5.2
2018	1.52	1.46	1.50	1.58	5.2	5.0	5.1	5.4
2019	1.62	1.65	1.66	1.67	5.5	5.5	5.5	5.6
2020	1.67	1.68	–	–	5.6	5.5	–	–
Insurance								
2006	–	–	–	2.75	–	–	–	11.2
2007	2.78	2.83	2.85	2.87	11.3	11.5	11.5	11.5
2008	2.92	2.92	2.92	2.89	11.6	11.5	11.4	11.4
2009	3.02	3.02	3.03	3.02	11.8	11.8	11.8	11.7
2010	3.08	3.12	3.15	3.05	11.9	11.9	11.9	11.7
2011	3.08	3.11	3.12	3.04	11.8	11.7	11.7	11.5
2012	3.07	3.11	3.13	3.12	11.6	11.7	11.8	11.7
2013	3.15	3.15	3.14	3.19	11.7	11.6	11.6	11.7
2014	3.24	3.23	3.24	3.14	11.7	11.7	11.7	11.4
2015	3.23	3.22	3.24	3.23	11.6	11.6	11.6	11.6
2016	3.25	3.27	3.32	3.31	11.6	11.6	11.7	11.6
2017	3.33	3.32	3.35	3.40	11.6	11.5	11.5	11.7
2018	3.40	3.42	3.46	3.41	11.7	11.7	11.8	11.7
2019	3.52	3.54	3.56	3.54	11.9	11.9	11.8	11.9
2020	3.59	3.62	–	–	11.9	11.9	–	–
Retirement and savings								
2006	–	–	–	1.00	–	–	–	4.1
2007	.82	.83	.84	.85	3.3	3.4	3.4	3.4
2008	.85	.83	.83	.84	3.4	3.3	3.3	3.3
2009	.82	.81	.79	.77	3.2	3.1	3.1	3.0
2010	.86	.87	.94	.89	3.3	3.3	3.6	3.4
2011	.90	1.14	1.09	1.07	3.4	4.3	4.1	4.0
2012	.84	.84	.84	.82	3.2	3.2	3.2	3.1
2013	.84	.83	.82	.85	3.1	3.1	3.0	3.1
2014	.91	.90	.92	.95	3.3	3.3	3.3	3.4
2015	.97	.95	.97	1.02	3.5	3.4	3.5	3.7
2016	1.01	1.02	1.01	1.03	3.6	3.6	3.6	3.6
2017	1.04	1.04	1.11	1.05	3.6	3.6	3.8	3.6
2018	1.04	1.06	1.00	1.00	3.6	3.6	3.4	3.4
2019	1.02	1.01	1.02	.85	3.4	3.4	3.4	2.8
2020	.87	.87	–	–	2.9	2.9	–	–
Legally required benefits								
2006	–	–	–	2.30	–	–	–	9.4
2007	2.30	2.29	2.30	2.31	9.3	9.3	9.3	9.2
2008	2.30	2.30	2.32	2.30	9.1	9.1	9.1	9.0
2009	2.32	2.33	2.34	2.34	9.0	9.1	9.1	9.0
2010	2.38	2.40	2.42	2.37	9.1	9.2	9.2	9.1
2011	2.40	2.42	2.42	2.38	9.2	9.1	9.1	9.0
2012	2.41	2.44	2.45	2.46	9.1	9.2	9.2	9.2
2013	2.47	2.48	2.48	2.50	9.2	9.2	9.2	9.1
2014	2.49	2.48	2.49	2.48	9.0	9.0	9.0	9.0
2015	2.49	2.48	2.48	2.46	8.9	8.9	8.9	8.8

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2016	2.46	2.44	2.46	2.46	8.7	8.6	8.7	8.6
2017	2.48	2.49	2.49	2.50	8.6	8.6	8.6	8.6
2018	2.51	2.49	2.51	2.50	8.6	8.5	8.5	8.6
2019	2.52	2.52	2.54	2.53	8.5	8.5	8.4	8.5
2020	2.53	2.56	–	–	8.4	8.4	–	–

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

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$21.89	–	–	–	100.0
2007	21.74	22.41	22.62	22.78	100.0	100.0	100.0	100.0
2008	23.02	23.21	23.36	23.51	100.0	100.0	100.0	100.0
2009	23.37	23.44	23.59	23.68	100.0	100.0	100.0	100.0
2010	23.88	24.06	24.39	23.62	100.0	100.0	100.0	100.0
2011	23.77	23.90	23.90	24.03	100.0	100.0	100.0	100.0
2012	24.42	24.46	24.63	25.05	100.0	100.0	100.0	100.0
2013	25.12	25.23	25.55	25.97	100.0	100.0	100.0	100.0
2014	26.25	26.36	26.60	27.32	100.0	100.0	100.0	100.0
2015	27.34	27.49	27.72	27.68	100.0	100.0	100.0	100.0
2016	27.66	27.79	28.24	28.27	100.0	100.0	100.0	100.0
2017	28.67	29.15	29.65	30.11	100.0	100.0	100.0	100.0
2018	30.19	30.47	30.65	30.65	100.0	100.0	100.0	100.0
2019	30.91	31.17	31.26	30.97	100.0	100.0	100.0	100.0
2020	31.26	31.40	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.20	–	–	–	64.9
2007	14.14	14.44	14.61	14.69	65.0	64.5	64.6	64.5
2008	14.84	14.98	15.08	15.22	64.4	64.5	64.6	64.7
2009	15.11	15.17	15.31	15.36	64.7	64.7	64.9	64.8
2010	15.39	15.50	15.66	15.24	64.5	64.4	64.2	64.5
2011	15.31	15.41	15.45	15.65	64.4	64.5	64.7	65.1
2012	15.89	15.90	16.01	16.26	65.1	65.0	65.0	64.9
2013	16.31	16.34	16.59	16.77	65.0	64.8	64.9	64.6
2014	16.95	17.04	17.19	17.52	64.6	64.7	64.6	64.1
2015	17.56	17.69	17.86	17.86	64.2	64.3	64.4	64.5
2016	17.90	18.03	18.35	18.36	64.7	64.9	65.0	64.9
2017	18.59	18.89	19.24	19.54	64.8	64.8	64.9	64.9
2018	19.62	19.83	20.02	19.89	65.0	65.1	65.3	64.9
2019	20.08	20.26	20.32	20.15	65.0	65.0	65.0	65.1
2020	20.40	20.44	–	–	65.3	65.1	–	–
Total benefits								
2006	–	–	–	7.69	–	–	–	35.1
2007	7.60	7.97	8.01	8.09	35.0	35.5	35.4	35.5
2008	8.19	8.23	8.28	8.29	35.6	35.5	35.4	35.3
2009	8.25	8.26	8.28	8.33	35.3	35.3	35.1	35.2
2010	8.49	8.56	8.72	8.38	35.5	35.6	35.8	35.5
2011	8.46	8.49	8.44	8.38	35.6	35.5	35.3	34.9
2012	8.54	8.56	8.62	8.78	34.9	35.0	35.0	35.1
2013	8.80	8.89	8.96	9.19	35.0	35.2	35.1	35.4
2014	9.31	9.32	9.42	9.79	35.4	35.3	35.4	35.9
2015	9.78	9.80	9.86	9.82	35.8	35.7	35.6	35.5
2016	9.76	9.76	9.89	9.91	35.3	35.1	35.0	35.1
2017	10.09	10.26	10.41	10.57	35.2	35.2	35.1	35.1
2018	10.57	10.64	10.63	10.76	35.0	34.9	34.7	35.1
2019	10.83	10.91	10.94	10.83	35.0	35.0	35.0	34.9
2020	10.86	10.96	–	–	34.7	34.9	–	–
Paid leave								
2006	–	–	–	1.23	–	–	–	5.6
2007	1.20	1.25	1.25	1.26	5.5	5.6	5.5	5.5
2008	1.24	1.25	1.27	1.28	5.4	5.4	5.4	5.4
2009	1.24	1.25	1.27	1.28	5.3	5.3	5.4	5.4
2010	1.29	1.30	1.31	1.28	5.4	5.4	5.4	5.4
2011	1.28	1.27	1.26	1.27	5.4	5.3	5.3	5.3
2012	1.28	1.27	1.27	1.32	5.3	5.2	5.2	5.3
2013	1.32	1.33	1.34	1.36	5.3	5.3	5.3	5.2
2014	1.38	1.37	1.38	1.40	5.3	5.2	5.2	5.1
2015	1.42	1.41	1.43	1.41	5.2	5.1	5.2	5.1
2016	1.39	1.41	1.43	1.44	5.0	5.1	5.1	5.1
2017	1.46	1.48	1.49	1.57	5.1	5.1	5.0	5.2
2018	1.57	1.58	1.59	1.64	5.2	5.2	5.2	5.4
2019	1.65	1.66	1.66	1.66	5.3	5.3	5.3	5.4

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2020	1.67	1.68	–	–	5.3	5.4	–	–
Supplemental pay								
2006	–	–	–	0.90	–	–	–	4.1
2007	.90	.92	0.92	.94	4.1	4.1	4.1	4.1
2008	.96	.99	.98	1.02	4.1	4.3	4.2	4.3
2009	.99	.98	1.00	.98	4.2	4.2	4.2	4.2
2010	.98	.98	.99	.95	4.1	4.1	4.1	4.0
2011	.96	.96	.96	.99	4.0	4.0	4.0	4.1
2012	.99	1.01	1.01	1.02	4.1	4.1	4.1	4.1
2013	1.01	1.03	1.04	1.11	4.0	4.1	4.1	4.3
2014	1.13	1.13	1.14	1.22	4.3	4.3	4.3	4.5
2015	1.21	1.21	1.20	1.22	4.4	4.4	4.3	4.4
2016	1.24	1.25	1.27	1.25	4.5	4.5	4.5	4.4
2017	1.27	1.30	1.32	1.42	4.4	4.4	4.4	4.7
2018	1.43	1.45	1.46	1.51	4.7	4.7	4.8	4.9
2019	1.54	1.56	1.57	1.60	5.0	5.0	5.0	5.2
2020	1.59	1.59	–	–	5.1	5.1	–	–
Insurance								
2006	–	–	–	2.32	–	–	–	10.6
2007	2.42	2.57	2.56	2.62	11.1	11.5	11.3	11.5
2008	2.69	2.68	2.70	2.70	11.7	11.5	11.6	11.5
2009	2.76	2.77	2.73	2.79	11.8	11.8	11.6	11.8
2010	2.89	2.89	2.97	2.85	12.1	12.0	12.2	12.1
2011	2.90	2.89	2.88	2.87	12.2	12.1	12.1	11.9
2012	2.92	2.92	2.95	2.92	11.9	11.9	12.0	11.7
2013	2.93	2.95	2.96	3.07	11.7	11.7	11.6	11.8
2014	3.11	3.15	3.19	3.27	11.8	11.9	12.0	12.0
2015	3.32	3.31	3.33	3.31	12.1	12.0	12.0	12.0
2016	3.26	3.23	3.28	3.31	11.8	11.6	11.6	11.7
2017	3.36	3.43	3.45	3.40	11.7	11.8	11.6	11.3
2018	3.39	3.42	3.42	3.30	11.2	11.2	11.2	10.8
2019	3.32	3.35	3.34	3.36	10.7	10.7	10.7	10.8
2020	3.37	3.42	–	–	10.8	10.9	–	–
Retirement and savings								
2006	–	–	–	.90	–	–	–	4.1
2007	.76	.89	.90	.90	3.5	4.0	4.0	4.0
2008	.93	.93	.95	.94	4.0	4.0	4.1	4.0
2009	.91	.93	.93	.92	3.9	4.0	3.9	3.9
2010	.98	1.01	1.05	.96	4.1	4.2	4.3	4.1
2011	.95	.98	.96	.87	4.0	4.1	4.0	3.6
2012	.88	.88	.89	.99	3.6	3.6	3.6	3.9
2013	.98	1.00	1.01	1.02	3.9	4.0	3.9	3.9
2014	1.04	1.03	1.05	1.08	4.0	3.9	4.0	3.9
2015	1.04	1.07	1.09	1.06	3.8	3.9	3.9	3.8
2016	1.03	1.05	1.05	1.06	3.7	3.8	3.7	3.7
2017	1.08	1.10	1.18	1.19	3.8	3.8	4.0	3.9
2018	1.16	1.20	1.19	1.35	3.9	3.9	3.9	4.4
2019	1.35	1.37	1.37	1.31	4.4	4.4	4.4	4.2
2020	1.32	1.35	–	–	4.2	4.3	–	–
Legally required benefits								
2006	–	–	–	2.34	–	–	–	10.7
2007	2.31	2.33	2.38	2.37	10.6	10.4	10.5	10.4
2008	2.37	2.38	2.38	2.37	10.3	10.3	10.2	10.1
2009	2.34	2.33	2.35	2.35	10.0	9.9	10.0	9.9
2010	2.36	2.38	2.40	2.35	9.9	9.9	9.9	10.0
2011	2.37	2.39	2.39	2.39	10.0	10.0	10.0	9.9
2012	2.46	2.48	2.50	2.54	10.1	10.1	10.1	10.1
2013	2.55	2.57	2.61	2.63	10.1	10.2	10.2	10.1
2014	2.64	2.64	2.66	2.81	10.1	10.0	10.0	10.3
2015	2.79	2.80	2.81	2.83	10.2	10.2	10.2	10.2

See footnotes at end of table.

Supplemental table 1. Private goods-producing industry workers, by occupational group: employer costs per hour 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								
2016	2.85	2.81	2.86	2.86	10.3	10.1	10.1	10.1
2017	2.91	2.96	2.97	3.00	10.2	10.2	10.0	10.0
2018	3.02	3.00	2.97	2.96	10.0	9.8	9.7	9.7
2019	2.97	2.99	3.00	2.89	9.6	9.6	9.6	9.3
2020	2.91	2.92	–	–	9.3	9.3	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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	–	–	–	$30.31	–	–	–	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	39.72	40.01	39.19	100.0	100.0	100.0	100.0
2020	39.55	39.86	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.79	–	–	–	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	26.00	26.19	25.98	65.4	65.5	65.5	66.3
2020	26.27	26.48	–	–	66.4	66.4	–	–
Total benefits								
2006	–	–	–	10.52	–	–	–	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	13.72	13.81	13.21	34.6	34.5	34.5	33.7
2020	13.28	13.38	–	–	33.6	33.6	–	–
Paid leave								
2006	–	–	–	2.35	–	–	–	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
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	3.01	3.03	2.96	7.6	7.6	7.6	7.6

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2020	2.99	3.02	–	–	7.6	7.6	–	–
Supplemental pay								
2006	–	–	–	1.20	–	–	–	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	1.96	1.97	1.91	4.9	4.9	4.9	4.9
2020	1.88	1.88	–	–	4.7	4.7	–	–
Insurance								
2006	–	–	–	2.92	–	–	–	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	3.96	3.99	3.86	10.0	10.0	10.0	9.8
2020	3.90	3.93	–	–	9.9	9.9	–	–
Retirement and savings								
2006	–	–	–	1.50	–	–	–	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	1.77	1.78	1.46	4.5	4.5	4.4	3.7
2020	1.49	1.50	–	–	3.8	3.8	–	–
Legally required benefits								
2006	–	–	–	2.55	–	–	–	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

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
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	3.03	3.04	3.01	7.6	7.6	7.6	7.7
2020	3.02	3.05	–	–	7.6	7.7	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$52.85	–	–	–	100.0
2007	53.19	53.75	54.19	54.58	100.0	100.0	100.0	100.0
2008	55.47	55.72	55.62	56.84	100.0	100.0	100.0	100.0
2009	57.24	57.25	56.91	56.47	100.0	100.0	100.0	100.0
2010	57.16	57.61	58.21	58.22	100.0	100.0	100.0	100.0
2011	59.34	60.10	59.53	60.21	100.0	100.0	100.0	100.0
2012	60.49	60.76	60.94	60.74	100.0	100.0	100.0	100.0
2013	61.30	61.21	61.62	64.40	100.0	100.0	100.0	100.0
2014	65.53	66.25	66.17	67.88	100.0	100.0	100.0	100.0
2015	68.36	68.88	69.30	70.20	100.0	100.0	100.0	100.0
2016	70.83	71.49	71.55	72.23	100.0	100.0	100.0	100.0
2017	72.78	73.04	73.35	69.56	100.0	100.0	100.0	100.0
2018	70.33	70.67	70.68	69.50	100.0	100.0	100.0	100.0
2019	70.39	70.72	70.83	70.53	100.0	100.0	100.0	100.0
2020	71.48	72.02	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	35.27	–	–	–	66.7
2007	35.83	35.98	36.41	36.56	67.4	66.9	67.2	67.0
2008	37.19	37.40	37.39	38.52	67.0	67.1	67.2	67.8
2009	38.90	38.91	38.87	38.54	68.0	68.0	68.3	68.2
2010	38.80	39.03	39.27	39.27	67.9	67.8	67.5	67.4
2011	39.58	39.85	39.66	40.27	66.7	66.3	66.6	66.9
2012	40.46	40.74	40.86	40.61	66.9	67.1	67.1	66.9
2013	40.95	41.02	41.15	42.25	66.8	67.0	66.8	65.6
2014	42.78	43.34	43.15	44.49	65.3	65.4	65.2	65.5
2015	44.86	45.12	45.57	45.90	65.6	65.5	65.8	65.4
2016	46.40	46.83	46.94	47.37	65.5	65.5	65.6	65.6
2017	47.71	47.82	47.77	46.14	65.5	65.5	65.1	66.3
2018	46.54	46.91	47.11	46.22	66.2	66.4	66.6	66.5
2019	46.77	47.09	47.14	47.77	66.4	66.6	66.5	67.7
2020	48.61	48.98	–	–	68.0	68.0	–	–
Total benefits								
2006	–	–	–	17.57	–	–	–	33.3
2007	17.36	17.78	17.78	18.01	32.6	33.1	32.8	33.0
2008	18.29	18.32	18.23	18.33	33.0	32.9	32.8	32.2
2009	18.33	18.33	18.04	17.93	32.0	32.0	31.7	31.8
2010	18.36	18.58	18.94	18.95	32.1	32.2	32.5	32.6
2011	19.76	20.24	19.88	19.94	33.3	33.7	33.4	33.1
2012	20.03	20.02	20.08	20.13	33.1	32.9	32.9	33.1
2013	20.35	20.19	20.47	22.14	33.2	33.0	33.2	34.4
2014	22.75	22.90	23.01	23.39	34.7	34.6	34.8	34.5
2015	23.50	23.76	23.72	24.30	34.4	34.5	34.2	34.6
2016	24.43	24.66	24.62	24.86	34.5	34.5	34.4	34.4
2017	25.07	25.22	25.58	23.42	34.5	34.5	34.9	33.7
2018	23.80	23.76	23.57	23.28	33.8	33.6	33.4	33.5
2019	23.62	23.64	23.70	22.76	33.6	33.4	33.5	32.3
2020	22.87	23.03	–	–	32.0	32.0	–	–
Paid leave								
2006	–	–	–	4.93	–	–	–	9.3
2007	5.00	5.07	5.03	5.04	9.4	9.4	9.3	9.2
2008	5.10	5.13	5.11	5.29	9.2	9.2	9.2	9.3
2009	5.35	5.36	5.37	5.30	9.4	9.4	9.4	9.4
2010	5.31	5.37	5.43	5.40	9.3	9.3	9.3	9.3
2011	5.45	5.46	5.42	5.49	9.2	9.1	9.1	9.1
2012	5.52	5.57	5.59	5.57	9.1	9.2	9.2	9.2
2013	5.62	5.64	5.66	5.83	9.2	9.2	9.2	9.0
2014	5.90	6.00	5.96	6.13	9.0	9.1	9.0	9.0
2015	6.18	6.24	6.30	6.29	9.0	9.1	9.1	9.0
2016	6.36	6.47	6.44	6.49	9.0	9.1	9.0	9.0
2017	6.55	6.58	6.56	6.28	9.0	9.0	8.9	9.0
2018	6.33	6.38	6.42	6.35	9.0	9.0	9.1	9.1
2019	6.49	6.51	6.51	6.51	9.2	9.2	9.2	9.2

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.58	6.64	–	–	9.2	9.2	–	–
Supplemental pay								
2006	–	–	–	1.92	–	–	–	3.6
2007	2.04	2.21	2.18	2.32	3.8	4.1	4.0	4.2
2008	2.32	2.31	2.32	1.99	4.2	4.2	4.2	3.5
2009	1.77	1.77	1.77	1.89	3.1	3.1	3.1	3.3
2010	2.01	2.03	1.95	2.03	3.5	3.5	3.4	3.5
2011	2.49	2.76	2.72	2.84	4.2	4.6	4.6	4.7
2012	2.83	2.69	2.65	2.75	4.7	4.4	4.3	4.5
2013	2.75	2.63	2.67	2.87	4.5	4.3	4.3	4.5
2014	2.91	2.87	2.85	2.88	4.4	4.3	4.3	4.2
2015	2.74	2.86	2.80	2.77	4.0	4.2	4.0	3.9
2016	2.65	2.68	2.70	2.72	3.7	3.7	3.8	3.8
2017	2.72	2.70	2.71	2.80	3.7	3.7	3.7	4.0
2018	3.03	3.05	3.07	3.09	4.3	4.3	4.3	4.5
2019	3.11	3.07	3.10	2.91	4.4	4.3	4.4	4.1
2020	2.76	2.76	–	–	3.9	3.8	–	–
Insurance								
2006	–	–	–	3.71	–	–	–	7.0
2007	3.85	3.91	3.94	3.98	7.2	7.3	7.3	7.3
2008	4.08	4.11	4.11	4.15	7.4	7.4	7.4	7.3
2009	4.29	4.31	4.31	4.30	7.5	7.5	7.6	7.6
2010	4.39	4.44	4.46	4.47	7.7	7.7	7.7	7.7
2011	4.61	4.64	4.64	4.61	7.8	7.7	7.8	7.7
2012	4.69	4.73	4.73	4.79	7.8	7.8	7.8	7.9
2013	4.91	4.92	4.94	5.02	8.0	8.0	8.0	7.8
2014	5.08	5.10	5.07	5.16	7.7	7.7	7.7	7.6
2015	5.24	5.26	5.28	5.45	7.7	7.6	7.6	7.8
2016	5.57	5.60	5.59	5.62	7.9	7.8	7.8	7.8
2017	5.66	5.67	5.69	5.66	7.8	7.8	7.8	8.1
2018	5.69	5.50	5.51	5.37	8.1	7.8	7.8	7.7
2019	5.43	5.44	5.46	5.24	7.7	7.7	7.7	7.4
2020	5.29	5.34	–	–	7.4	7.4	–	–
Retirement and savings								
2006	–	–	–	3.38	–	–	–	6.4
2007	2.79	2.91	2.94	2.99	5.2	5.4	5.4	5.5
2008	3.06	3.04	2.95	3.07	5.5	5.5	5.3	5.4
2009	3.06	3.03	2.73	2.61	5.4	5.3	4.8	4.6
2010	2.77	2.84	3.18	3.14	4.8	4.9	5.5	5.4
2011	3.23	3.38	3.10	2.99	5.4	5.6	5.2	5.0
2012	2.92	2.94	3.01	2.93	4.8	4.8	4.9	4.8
2013	2.95	2.90	3.05	4.22	4.8	4.7	4.9	6.6
2014	4.60	4.68	4.88	4.90	7.0	7.1	7.4	7.2
2015	4.98	5.04	4.98	5.42	7.3	7.3	7.2	7.7
2016	5.44	5.46	5.45	5.56	7.7	7.6	7.6	7.7
2017	5.58	5.71	6.06	4.21	7.7	7.8	8.3	6.1
2018	4.24	4.31	4.04	3.94	6.0	6.1	5.7	5.7
2019	4.01	4.03	4.04	3.48	5.7	5.7	5.7	4.9
2020	3.56	3.59	–	–	5.0	5.0	–	–
Legally required benefits								
2006	–	–	–	3.63	–	–	–	6.9
2007	3.68	3.68	3.69	3.69	6.9	6.9	6.8	6.8
2008	3.73	3.74	3.74	3.82	6.7	6.7	6.7	6.7
2009	3.86	3.86	3.86	3.83	6.8	6.7	6.8	6.8
2010	3.88	3.90	3.91	3.91	6.8	6.8	6.7	6.7
2011	3.97	4.00	3.99	4.01	6.7	6.7	6.7	6.7
2012	4.06	4.09	4.10	4.09	6.7	6.7	6.7	6.7
2013	4.11	4.11	4.14	4.21	6.7	6.7	6.7	6.5
2014	4.25	4.26	4.24	4.31	6.5	6.4	6.4	6.4
2015	4.35	4.35	4.36	4.37	6.4	6.3	6.3	6.2

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.40	4.45	4.44	4.47	6.2	6.2	6.2	6.2
2017	4.57	4.55	4.55	4.47	6.3	6.2	6.2	6.4
2018	4.50	4.52	4.53	4.52	6.4	6.4	6.4	6.5
2019	4.58	4.58	4.58	4.61	6.5	6.5	6.5	6.5
2020	4.68	4.71	–	–	6.5	6.5	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$58.61	–	–	–	100.0
2007	59.21	60.14	61.14	62.08	100.0	100.0	100.0	100.0
2008	63.33	63.35	63.56	62.68	100.0	100.0	100.0	100.0
2009	63.27	63.07	62.46	61.04	100.0	100.0	100.0	100.0
2010	61.77	62.37	62.80	62.46	100.0	100.0	100.0	100.0
2011	63.62	64.37	63.49	63.42	100.0	100.0	100.0	100.0
2012	63.74	63.92	64.08	65.41	100.0	100.0	100.0	100.0
2013	65.86	65.95	66.66	69.91	100.0	100.0	100.0	100.0
2014	71.43	71.75	72.00	72.08	100.0	100.0	100.0	100.0
2015	72.79	73.49	74.48	72.91	100.0	100.0	100.0	100.0
2016	73.74	74.57	74.48	74.74	100.0	100.0	100.0	100.0
2017	75.19	74.80	75.49	68.76	100.0	100.0	100.0	100.0
2018	69.81	70.35	70.64	71.80	100.0	100.0	100.0	100.0
2019	72.38	72.66	72.66	72.96	100.0	100.0	100.0	100.0
2020	73.99	74.50	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	39.77	–	–	–	67.9
2007	40.53	40.66	41.40	41.93	68.4	67.6	67.7	67.5
2008	42.76	42.81	42.98	43.22	67.5	67.6	67.6	68.9
2009	43.72	43.57	43.33	42.36	69.1	69.1	69.4	69.4
2010	42.72	43.06	43.27	42.82	69.2	69.0	68.9	68.6
2011	43.11	43.43	42.97	43.01	67.7	67.5	67.7	67.8
2012	43.21	43.39	43.51	43.95	67.8	67.9	67.9	67.2
2013	44.24	44.40	44.63	46.21	67.2	67.3	67.0	66.1
2014	47.02	47.30	47.31	47.90	65.8	65.9	65.7	66.5
2015	48.54	48.82	49.78	48.66	66.7	66.4	66.8	66.7
2016	49.32	49.92	49.98	50.09	66.9	66.9	67.1	67.0
2017	50.35	49.95	50.21	46.59	67.0	66.8	66.5	67.8
2018	47.19	47.41	47.81	48.73	67.6	67.4	67.7	67.9
2019	49.15	49.49	49.41	50.31	67.9	68.1	68.0	69.0
2020	51.29	51.65	–	–	69.3	69.3	–	–
Total benefits								
2006	–	–	–	18.83	–	–	–	32.1
2007	18.68	19.47	19.74	20.15	31.6	32.4	32.3	32.5
2008	20.57	20.55	20.58	19.46	32.5	32.4	32.4	31.1
2009	19.54	19.50	19.13	18.68	30.9	30.9	30.6	30.6
2010	19.06	19.31	19.53	19.64	30.8	31.0	31.1	31.4
2011	20.52	20.94	20.52	20.40	32.3	32.5	32.3	32.2
2012	20.53	20.53	20.57	21.45	32.2	32.1	32.1	32.8
2013	21.62	21.56	22.02	23.70	32.8	32.7	33.0	33.9
2014	24.41	24.45	24.68	24.18	34.2	34.1	34.3	33.5
2015	24.25	24.66	24.70	24.25	33.3	33.6	33.2	33.3
2016	24.42	24.65	24.50	24.65	33.1	33.1	32.9	33.0
2017	24.84	24.85	25.28	22.16	33.0	33.2	33.5	32.2
2018	22.62	22.94	22.83	23.08	32.4	32.6	32.3	32.1
2019	23.23	23.17	23.26	22.65	32.1	31.9	32.0	31.0
2020	22.70	22.85	–	–	30.7	30.7	–	–
Paid leave								
2006	–	–	–	5.50	–	–	–	9.4
2007	5.60	5.74	5.69	5.75	9.5	9.5	9.3	9.3
2008	5.83	5.84	5.84	5.86	9.2	9.2	9.2	9.4
2009	5.94	5.92	5.89	5.74	9.4	9.4	9.4	9.4
2010	5.76	5.86	5.91	5.85	9.3	9.4	9.4	9.4
2011	5.92	5.92	5.81	5.78	9.3	9.2	9.2	9.1
2012	5.82	5.86	5.89	6.09	9.1	9.2	9.2	9.3
2013	6.12	6.14	6.19	6.47	9.3	9.3	9.3	9.2
2014	6.60	6.65	6.64	6.72	9.2	9.3	9.2	9.3
2015	6.81	6.84	6.96	6.80	9.4	9.3	9.3	9.3
2016	6.89	6.98	6.98	7.01	9.3	9.4	9.4	9.4
2017	7.06	7.02	7.04	6.42	9.4	9.4	9.3	9.3
2018	6.49	6.54	6.61	6.72	9.3	9.3	9.4	9.4
2019	6.80	6.81	6.79	6.81	9.4	9.4	9.3	9.3

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.84	6.90	–	–	9.2	9.3	–	–
Supplemental pay								
2006	–	–	–	2.33	–	–	–	4.0
2007	2.42	2.81	3.03	3.24	4.1	4.7	5.0	5.2
2008	3.26	3.26	3.34	2.23	5.2	5.1	5.3	3.6
2009	1.98	1.98	1.97	1.99	3.1	3.1	3.2	3.3
2010	2.05	2.08	1.98	2.09	3.3	3.3	3.1	3.3
2011	2.66	2.92	2.85	2.95	4.2	4.5	4.5	4.6
2012	2.87	2.78	2.77	3.18	4.5	4.3	4.3	4.9
2013	3.18	3.09	3.17	3.32	4.8	4.7	4.8	4.7
2014	3.31	3.26	3.26	2.99	4.6	4.5	4.5	4.1
2015	2.71	2.94	2.92	2.59	3.7	4.0	3.9	3.6
2016	2.44	2.43	2.35	2.36	3.3	3.3	3.2	3.2
2017	2.36	2.35	2.40	2.53	3.1	3.1	3.2	3.7
2018	2.74	2.90	2.92	3.08	3.9	4.1	4.1	4.3
2019	3.04	2.97	3.03	2.96	4.2	4.1	4.2	4.1
2020	2.81	2.78	–	–	3.8	3.7	–	–
Insurance								
2006	–	–	–	3.78	–	–	–	6.5
2007	3.91	3.98	4.01	4.05	6.6	6.6	6.6	6.5
2008	4.17	4.16	4.17	4.17	6.6	6.6	6.6	6.7
2009	4.33	4.34	4.34	4.37	6.8	6.9	6.9	7.2
2010	4.45	4.49	4.52	4.55	7.2	7.2	7.2	7.3
2011	4.62	4.63	4.64	4.65	7.3	7.2	7.3	7.3
2012	4.76	4.79	4.78	4.94	7.5	7.5	7.5	7.5
2013	5.04	5.05	5.09	5.19	7.7	7.7	7.6	7.4
2014	5.24	5.25	5.25	5.27	7.3	7.3	7.3	7.3
2015	5.36	5.38	5.41	5.39	7.4	7.3	7.3	7.4
2016	5.53	5.56	5.54	5.56	7.5	7.5	7.4	7.4
2017	5.60	5.57	5.57	5.16	7.4	7.4	7.4	7.5
2018	5.23	5.26	5.28	5.09	7.5	7.5	7.5	7.1
2019	5.14	5.14	5.19	4.99	7.1	7.1	7.1	6.8
2020	5.03	5.09	–	–	6.8	6.8	–	–
Retirement and savings								
2006	–	–	–	3.32	–	–	–	5.7
2007	2.79	2.97	3.02	3.10	4.7	4.9	4.9	5.0
2008	3.24	3.23	3.14	3.11	5.1	5.1	4.9	5.0
2009	3.15	3.13	2.82	2.52	5.0	5.0	4.5	4.1
2010	2.68	2.74	2.97	3.02	4.3	4.4	4.7	4.8
2011	3.14	3.25	3.01	2.85	4.9	5.1	4.7	4.5
2012	2.85	2.86	2.88	2.95	4.5	4.5	4.5	4.5
2013	2.95	2.96	3.20	4.29	4.5	4.5	4.8	6.1
2014	4.77	4.83	5.07	4.74	6.7	6.7	7.0	6.6
2015	4.85	4.99	4.86	4.97	6.7	6.8	6.5	6.8
2016	5.02	5.08	5.02	5.12	6.8	6.8	6.7	6.9
2017	5.10	5.24	5.57	3.59	6.8	7.0	7.4	5.2
2018	3.61	3.69	3.43	3.52	5.2	5.2	4.9	4.9
2019	3.52	3.54	3.54	3.17	4.9	4.9	4.9	4.3
2020	3.23	3.26	–	–	4.4	4.4	–	–
Legally required benefits								
2006	–	–	–	3.91	–	–	–	6.7
2007	3.96	3.98	3.99	4.01	6.7	6.6	6.5	6.5
2008	4.07	4.07	4.09	4.09	6.4	6.4	6.4	6.5
2009	4.15	4.13	4.12	4.07	6.6	6.6	6.6	6.7
2010	4.11	4.14	4.15	4.13	6.7	6.6	6.6	6.6
2011	4.18	4.22	4.21	4.18	6.6	6.6	6.6	6.6
2012	4.24	4.24	4.25	4.31	6.6	6.6	6.6	6.6
2013	4.32	4.32	4.36	4.44	6.6	6.6	6.5	6.3
2014	4.49	4.47	4.46	4.46	6.3	6.2	6.2	6.2
2015	4.51	4.52	4.55	4.50	6.2	6.1	6.1	6.2

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.55	4.60	4.59	4.60	6.2	6.2	6.2	6.2
2017	4.71	4.67	4.69	4.48	6.3	6.2	6.2	6.5
2018	4.55	4.55	4.58	4.67	6.5	6.5	6.5	6.5
2019	4.72	4.71	4.71	4.73	6.5	6.5	6.5	6.5
2020	4.78	4.81	–	–	6.5	6.5	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$49.15	–	–	–	100.0
2007	49.33	49.76	49.79	49.80	100.0	100.0	100.0	100.0
2008	50.57	50.99	50.78	52.83	100.0	100.0	100.0	100.0
2009	53.15	53.36	53.18	53.38	100.0	100.0	100.0	100.0
2010	54.08	54.38	55.11	55.43	100.0	100.0	100.0	100.0
2011	56.58	57.37	57.02	58.12	100.0	100.0	100.0	100.0
2012	58.42	58.75	58.93	57.84	100.0	100.0	100.0	100.0
2013	58.52	58.32	58.54	60.84	100.0	100.0	100.0	100.0
2014	61.80	62.71	62.48	65.05	100.0	100.0	100.0	100.0
2015	65.41	65.81	65.84	68.39	100.0	100.0	100.0	100.0
2016	68.91	69.50	69.71	70.64	100.0	100.0	100.0	100.0
2017	71.26	71.94	72.00	70.15	100.0	100.0	100.0	100.0
2018	70.70	70.91	70.71	67.78	100.0	100.0	100.0	100.0
2019	68.88	69.28	69.45	68.45	100.0	100.0	100.0	100.0
2020	69.30	69.85	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	32.38	–	–	–	65.9
2007	32.81	33.04	33.25	33.14	66.5	66.4	66.8	66.6
2008	33.71	34.05	33.99	35.29	66.7	66.8	66.9	66.8
2009	35.64	35.80	35.87	35.96	67.0	67.1	67.5	67.4
2010	36.18	36.31	36.57	36.93	66.9	66.8	66.4	66.6
2011	37.31	37.57	37.56	38.48	65.9	65.5	65.9	66.2
2012	38.71	39.06	39.17	38.53	66.3	66.5	66.5	66.6
2013	38.94	38.96	39.02	39.70	66.5	66.8	66.7	65.3
2014	40.10	40.80	40.52	42.19	64.9	65.1	64.9	64.9
2015	42.40	42.65	42.76	44.06	64.8	64.8	65.0	64.4
2016	44.47	44.83	45.01	45.66	64.5	64.5	64.6	64.6
2017	46.04	46.49	46.23	45.82	64.6	64.6	64.2	65.3
2018	46.08	46.55	46.60	44.35	65.2	65.7	65.9	65.4
2019	44.97	45.30	45.43	45.60	65.3	65.4	65.4	66.6
2020	46.27	46.65	–	–	66.8	66.8	–	–
Total benefits								
2006	–	–	–	16.77	–	–	–	34.1
2007	16.52	16.71	16.54	16.65	33.5	33.6	33.2	33.4
2008	16.86	16.95	16.79	17.55	33.3	33.2	33.1	33.2
2009	17.52	17.55	17.30	17.42	33.0	32.9	32.5	32.6
2010	17.90	18.08	18.54	18.50	33.1	33.2	33.6	33.4
2011	19.27	19.80	19.46	19.64	34.1	34.5	34.1	33.8
2012	19.71	19.69	19.76	19.31	33.7	33.5	33.5	33.4
2013	19.58	19.36	19.52	21.14	33.5	33.2	33.3	34.7
2014	21.70	21.91	21.96	22.85	35.1	34.9	35.1	35.1
2015	23.00	23.16	23.07	24.34	35.2	35.2	35.0	35.6
2016	24.44	24.67	24.69	24.98	35.5	35.5	35.4	35.4
2017	25.22	25.45	25.76	24.33	35.4	35.4	35.8	34.7
2018	24.63	24.35	24.11	23.43	34.8	34.3	34.1	34.6
2019	23.91	23.98	24.03	22.86	34.7	34.6	34.6	33.4
2020	23.02	23.20	–	–	33.2	33.2	–	–
Paid leave								
2006	–	–	–	4.56	–	–	–	9.3
2007	4.61	4.64	4.61	4.59	9.4	9.3	9.3	9.2
2008	4.65	4.69	4.66	4.90	9.2	9.2	9.2	9.3
2009	4.95	4.99	5.02	5.00	9.3	9.4	9.4	9.4
2010	5.02	5.05	5.10	5.10	9.3	9.3	9.3	9.2
2011	5.15	5.17	5.18	5.30	9.1	9.0	9.1	9.1
2012	5.33	5.39	5.40	5.25	9.1	9.2	9.2	9.1
2013	5.32	5.33	5.34	5.42	9.1	9.1	9.1	8.9
2014	5.47	5.58	5.54	5.74	8.8	8.9	8.9	8.8
2015	5.76	5.85	5.86	5.95	8.8	8.9	8.9	8.7
2016	6.01	6.14	6.09	6.17	8.7	8.8	8.7	8.7
2017	6.23	6.31	6.26	6.19	8.7	8.8	8.7	8.8
2018	6.21	6.27	6.28	6.08	8.8	8.8	8.9	9.0
2019	6.25	6.29	6.30	6.26	9.1	9.1	9.1	9.2

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.36	6.40	–	–	9.2	9.2	–	–
Supplemental pay								
2006	–	–	–	1.66	–	–	–	3.4
2007	1.80	1.84	1.65	1.73	3.6	3.7	3.3	3.5
2008	1.73	1.73	1.71	1.83	3.4	3.4	3.4	3.5
2009	1.62	1.63	1.64	1.83	3.1	3.1	3.1	3.4
2010	1.99	2.00	1.94	2.00	3.7	3.7	3.5	3.6
2011	2.39	2.65	2.63	2.78	4.2	4.6	4.6	4.8
2012	2.81	2.63	2.57	2.49	4.8	4.5	4.4	4.3
2013	2.49	2.35	2.36	2.58	4.3	4.0	4.0	4.2
2014	2.66	2.62	2.60	2.81	4.3	4.2	4.2	4.3
2015	2.77	2.81	2.72	2.89	4.2	4.3	4.1	4.2
2016	2.80	2.84	2.91	2.96	4.1	4.1	4.2	4.2
2017	2.94	2.93	2.91	2.99	4.1	4.1	4.0	4.3
2018	3.24	3.15	3.18	3.10	4.6	4.4	4.5	4.6
2019	3.16	3.15	3.15	2.87	4.6	4.6	4.5	4.2
2020	2.71	2.75	–	–	3.9	3.9	–	–
Insurance								
2006	–	–	–	3.67	–	–	–	7.5
2007	3.81	3.87	3.89	3.94	7.7	7.8	7.8	7.9
2008	4.03	4.07	4.08	4.13	8.0	8.0	8.0	7.8
2009	4.26	4.29	4.29	4.25	8.0	8.0	8.1	8.0
2010	4.35	4.40	4.43	4.42	8.0	8.1	8.0	8.0
2011	4.61	4.66	4.64	4.58	8.1	8.1	8.1	7.9
2012	4.65	4.69	4.70	4.70	8.0	8.0	8.0	8.1
2013	4.83	4.84	4.85	4.92	8.2	8.3	8.3	8.1
2014	4.98	5.00	4.96	5.08	8.1	8.0	7.9	7.8
2015	5.16	5.18	5.20	5.49	7.9	7.9	7.9	8.0
2016	5.59	5.62	5.62	5.65	8.1	8.1	8.1	8.0
2017	5.69	5.73	5.76	6.03	8.0	8.0	8.0	8.6
2018	6.01	5.68	5.68	5.58	8.5	8.0	8.0	8.2
2019	5.65	5.66	5.67	5.45	8.2	8.2	8.2	8.0
2020	5.52	5.55	–	–	8.0	8.0	–	–
Retirement and savings								
2006	–	–	–	3.42	–	–	–	7.0
2007	2.79	2.87	2.89	2.91	5.7	5.8	5.8	5.9
2008	2.95	2.93	2.83	3.04	5.8	5.7	5.6	5.8
2009	3.00	2.96	2.67	2.68	5.7	5.5	5.0	5.0
2010	2.82	2.90	3.32	3.22	5.2	5.3	6.0	5.8
2011	3.29	3.45	3.16	3.08	5.8	6.0	5.5	5.3
2012	2.97	2.99	3.09	2.91	5.1	5.1	5.2	5.0
2013	2.96	2.86	2.95	4.17	5.1	4.9	5.0	6.9
2014	4.49	4.58	4.77	5.01	7.3	7.3	7.6	7.7
2015	5.07	5.08	5.05	5.71	7.8	7.7	7.7	8.4
2016	5.73	5.71	5.71	5.83	8.3	8.2	8.2	8.3
2017	5.88	6.01	6.37	4.66	8.2	8.4	8.9	6.6
2018	4.69	4.77	4.49	4.26	6.6	6.7	6.3	6.3
2019	4.38	4.40	4.41	3.76	6.4	6.3	6.4	5.5
2020	3.85	3.88	–	–	5.6	5.6	–	–
Legally required benefits								
2006	–	–	–	3.46	–	–	–	7.0
2007	3.50	3.50	3.50	3.48	7.1	7.0	7.0	7.0
2008	3.51	3.53	3.52	3.64	6.9	6.9	6.9	6.9
2009	3.67	3.68	3.69	3.67	6.9	6.9	6.9	6.9
2010	3.72	3.73	3.75	3.77	6.9	6.9	6.8	6.8
2011	3.83	3.86	3.86	3.90	6.8	6.7	6.8	6.7
2012	3.95	3.99	4.00	3.95	6.8	6.8	6.8	6.8
2013	3.98	3.98	4.01	4.06	6.8	6.8	6.8	6.7
2014	4.10	4.13	4.11	4.21	6.6	6.6	6.6	6.5
2015	4.23	4.24	4.24	4.29	6.5	6.4	6.4	6.3

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.31	4.36	4.35	4.38	6.3	6.3	6.2	6.2
2017	4.48	4.48	4.46	4.46	6.3	6.2	6.2	6.4
2018	4.47	4.49	4.49	4.40	6.3	6.3	6.4	6.5
2019	4.47	4.48	4.49	4.51	6.5	6.5	6.5	6.6
2020	4.59	4.61	–	–	6.6	6.6	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$26.44	–	–	–	100.0
2007	26.48	26.68	26.92	27.12	100.0	100.0	100.0	100.0
2008	27.43	27.64	27.92	28.19	100.0	100.0	100.0	100.0
2009	28.30	28.29	28.42	28.12	100.0	100.0	100.0	100.0
2010	28.29	28.60	28.85	28.53	100.0	100.0	100.0	100.0
2011	28.89	29.10	29.10	28.28	100.0	100.0	100.0	100.0
2012	28.74	28.54	29.05	27.96	100.0	100.0	100.0	100.0
2013	28.12	28.40	28.43	30.55	100.0	100.0	100.0	100.0
2014	30.80	30.96	31.27	31.34	100.0	100.0	100.0	100.0
2015	31.48	31.92	32.23	35.36	100.0	100.0	100.0	100.0
2016	35.54	35.97	35.73	35.89	100.0	100.0	100.0	100.0
2017	35.99	36.35	36.61	33.75	100.0	100.0	100.0	100.0
2018	33.98	33.48	33.79	35.07	100.0	100.0	100.0	100.0
2019	35.47	35.84	36.27	32.98	100.0	100.0	100.0	100.0
2020	33.18	33.34	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	17.97	–	–	–	68.0
2007	18.00	18.16	18.40	18.52	68.0	68.1	68.3	68.3
2008	18.80	18.99	19.22	19.40	68.5	68.7	68.8	68.8
2009	19.43	19.46	19.57	19.53	68.7	68.8	68.8	69.4
2010	19.48	19.67	19.95	19.61	68.9	68.8	69.2	68.7
2011	19.71	19.83	19.84	19.41	68.2	68.2	68.2	68.6
2012	19.75	19.55	19.90	19.14	68.7	68.5	68.5	68.4
2013	19.16	19.39	19.36	20.76	68.1	68.3	68.1	68.0
2014	20.86	20.98	21.20	21.35	67.7	67.8	67.8	68.1
2015	21.42	21.72	21.95	23.83	68.0	68.0	68.1	67.4
2016	23.94	24.27	24.10	24.24	67.4	67.5	67.4	67.5
2017	24.41	24.67	24.87	22.39	67.8	67.9	67.9	66.3
2018	22.48	22.77	22.99	23.79	66.2	68.0	68.0	67.8
2019	24.08	24.34	24.64	22.70	67.9	67.9	67.9	68.8
2020	22.84	22.96	–	–	68.8	68.9	–	–
Total benefits								
2006	–	–	–	8.47	–	–	–	32.0
2007	8.49	8.52	8.52	8.60	32.0	31.9	31.7	31.7
2008	8.63	8.65	8.70	8.79	31.5	31.3	31.2	31.2
2009	8.86	8.83	8.86	8.59	31.3	31.2	31.2	30.6
2010	8.81	8.92	8.90	8.92	31.1	31.2	30.8	31.3
2011	9.18	9.27	9.26	8.87	31.8	31.8	31.8	31.4
2012	8.99	8.99	9.15	8.83	31.3	31.5	31.5	31.6
2013	8.96	9.02	9.07	9.79	31.9	31.7	31.9	32.0
2014	9.95	9.97	10.07	9.99	32.3	32.2	32.2	31.9
2015	10.06	10.20	10.28	11.53	32.0	32.0	31.9	32.6
2016	11.60	11.70	11.63	11.65	32.6	32.5	32.6	32.5
2017	11.58	11.69	11.74	11.36	32.2	32.1	32.1	33.7
2018	11.50	10.70	10.80	11.28	33.8	32.0	32.0	32.2
2019	11.39	11.51	11.63	10.29	32.1	32.1	32.1	31.2
2020	10.34	10.39	–	–	31.2	31.1	–	–
Paid leave								
2006	–	–	–	1.94	–	–	–	7.3
2007	1.95	1.97	1.97	1.97	7.4	7.4	7.3	7.3
2008	1.98	1.98	2.02	2.06	7.2	7.2	7.2	7.3
2009	2.07	2.08	2.09	2.04	7.3	7.3	7.3	7.2
2010	2.06	2.08	2.08	2.06	7.3	7.3	7.2	7.2
2011	2.10	2.11	2.13	2.03	7.3	7.3	7.3	7.2
2012	2.06	2.06	2.09	1.97	7.2	7.2	7.2	7.0
2013	1.99	2.02	2.02	2.25	7.1	7.1	7.1	7.4
2014	2.28	2.29	2.32	2.30	7.4	7.4	7.4	7.3
2015	2.31	2.33	2.36	2.65	7.3	7.3	7.3	7.5
2016	2.68	2.73	2.68	2.71	7.6	7.6	7.5	7.5
2017	2.73	2.75	2.78	2.41	7.6	7.6	7.6	7.1
2018	2.43	2.44	2.47	2.61	7.1	7.3	7.3	7.5
2019	2.65	2.68	2.72	2.35	7.5	7.5	7.5	7.1

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2020	2.37	2.38	–	–	7.2	7.1	–	–
Supplemental pay								
2006	–	–	–	0.82	–	–	–	3.1
2007	.86	.84	0.82	.87	3.2	3.1	3.0	3.2
2008	.85	.85	.85	.85	3.1	3.1	3.0	3.0
2009	.79	.79	.80	.72	2.8	2.8	2.8	2.6
2010	.72	.71	.64	.63	2.5	2.5	2.2	2.2
2011	.72	.74	.72	.70	2.5	2.5	2.5	2.5
2012	.70	.70	.73	.70	2.4	2.5	2.5	2.5
2013	.71	.72	.73	.83	2.5	2.5	2.6	2.7
2014	.84	.84	.85	.89	2.7	2.7	2.7	2.8
2015	.86	.89	.90	1.16	2.7	2.8	2.8	3.3
2016	1.14	1.14	1.16	1.17	3.2	3.2	3.2	3.3
2017	1.15	1.17	1.18	1.24	3.2	3.2	3.2	3.7
2018	1.30	1.17	1.19	1.33	3.8	3.5	3.5	3.8
2019	1.34	1.37	1.40	1.24	3.8	3.8	3.8	3.8
2020	1.22	1.22	–	–	3.7	3.7	–	–
Insurance								
2006	–	–	–	2.58	–	–	–	9.8
2007	2.63	2.64	2.61	2.62	9.9	9.9	9.7	9.7
2008	2.67	2.68	2.69	2.73	9.7	9.7	9.6	9.7
2009	2.83	2.81	2.82	2.77	10.0	9.9	9.9	9.9
2010	2.88	2.93	2.93	3.04	10.2	10.3	10.1	10.7
2011	3.08	3.08	3.08	3.00	10.7	10.6	10.6	10.6
2012	3.01	3.05	3.06	3.05	10.5	10.7	10.5	10.9
2013	3.16	3.13	3.19	3.37	11.2	11.0	11.2	11.0
2014	3.43	3.44	3.44	3.36	11.1	11.1	11.0	10.7
2015	3.41	3.46	3.47	3.64	10.8	10.8	10.8	10.3
2016	3.69	3.71	3.68	3.66	10.4	10.3	10.3	10.2
2017	3.62	3.65	3.63	3.93	10.1	10.0	9.9	11.7
2018	3.99	3.37	3.41	3.44	11.7	10.1	10.1	9.8
2019	3.45	3.48	3.49	3.20	9.7	9.7	9.6	9.7
2020	3.24	3.25	–	–	9.8	9.7	–	–
Retirement and savings								
2006	–	–	–	1.01	–	–	–	3.8
2007	.93	.95	.98	.98	3.5	3.6	3.6	3.6
2008	.98	.98	.96	.96	3.6	3.5	3.5	3.4
2009	.97	.96	.94	.85	3.4	3.4	3.3	3.0
2010	.91	.93	.97	.95	3.2	3.2	3.4	3.3
2011	.98	1.01	1.01	.90	3.4	3.5	3.5	3.2
2012	.93	.91	.93	.84	3.2	3.2	3.2	3.0
2013	.85	.88	.87	.96	3.0	3.1	3.1	3.2
2014	1.02	1.04	1.09	1.08	3.3	3.4	3.5	3.4
2015	1.10	1.12	1.13	1.46	3.5	3.5	3.5	4.1
2016	1.46	1.48	1.49	1.49	4.1	4.1	4.2	4.1
2017	1.43	1.45	1.49	1.28	4.0	4.0	4.1	3.8
2018	1.29	1.23	1.22	1.31	3.8	3.7	3.6	3.7
2019	1.35	1.35	1.39	1.08	3.8	3.8	3.8	3.3
2020	1.09	1.10	–	–	3.3	3.3	–	–
Legally required benefits								
2006	–	–	–	2.12	–	–	–	8.0
2007	2.12	2.13	2.14	2.16	8.0	8.0	7.9	8.0
2008	2.15	2.16	2.18	2.19	7.8	7.8	7.8	7.8
2009	2.20	2.20	2.20	2.21	7.8	7.8	7.7	7.9
2010	2.24	2.27	2.28	2.24	7.9	7.9	7.9	7.8
2011	2.30	2.33	2.32	2.24	8.0	8.0	8.0	7.9
2012	2.28	2.27	2.33	2.26	7.9	7.9	8.0	8.1
2013	2.24	2.26	2.26	2.37	8.0	7.9	7.9	7.8
2014	2.39	2.36	2.37	2.37	7.7	7.6	7.6	7.6
2015	2.38	2.40	2.42	2.61	7.6	7.5	7.5	7.4

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2016	2.62	2.64	2.62	2.63	7.4	7.3	7.3	7.3
2017	2.65	2.66	2.68	2.50	7.4	7.3	7.3	7.4
2018	2.50	2.50	2.52	2.58	7.4	7.5	7.5	7.4
2019	2.60	2.61	2.63	2.41	7.3	7.3	7.3	7.3
2020	2.42	2.43	–	–	7.3	7.3	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$24.27	–	–	–	100.0
2007	24.50	24.63	24.68	24.79	100.0	100.0	100.0	100.0
2008	24.95	25.32	25.45	25.55	100.0	100.0	100.0	100.0
2009	25.70	25.74	25.79	25.38	100.0	100.0	100.0	100.0
2010	25.57	25.76	25.85	26.03	100.0	100.0	100.0	100.0
2011	26.46	26.57	26.59	26.62	100.0	100.0	100.0	100.0
2012	26.90	26.91	27.12	26.51	100.0	100.0	100.0	100.0
2013	26.78	26.89	27.07	27.28	100.0	100.0	100.0	100.0
2014	27.60	27.65	27.85	28.08	100.0	100.0	100.0	100.0
2015	28.22	28.45	28.65	30.28	100.0	100.0	100.0	100.0
2016	30.43	30.65	30.70	30.81	100.0	100.0	100.0	100.0
2017	30.80	31.14	31.27	31.51	100.0	100.0	100.0	100.0
2018	31.71	31.02	31.32	30.97	100.0	100.0	100.0	100.0
2019	31.35	31.60	31.81	29.66	100.0	100.0	100.0	100.0
2020	29.89	30.08	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	16.07	–	–	–	66.2
2007	16.25	16.35	16.40	16.47	66.3	66.4	66.5	66.4
2008	16.67	16.95	17.06	17.22	66.8	67.0	67.0	67.4
2009	17.30	17.36	17.40	17.21	67.3	67.4	67.4	67.8
2010	17.19	17.27	17.33	17.36	67.2	67.1	67.0	66.7
2011	17.61	17.65	17.70	17.69	66.5	66.4	66.5	66.5
2012	17.87	17.85	17.97	17.64	66.4	66.3	66.3	66.5
2013	17.82	17.86	17.94	18.05	66.5	66.4	66.3	66.2
2014	18.18	18.24	18.36	18.68	65.9	65.9	65.9	66.5
2015	18.75	18.87	19.04	19.91	66.4	66.3	66.4	65.7
2016	19.97	20.13	20.16	20.29	65.6	65.7	65.7	65.9
2017	20.42	20.65	20.73	20.49	66.3	66.3	66.3	65.0
2018	20.55	20.84	21.05	20.77	64.8	67.2	67.2	67.1
2019	21.03	21.19	21.35	20.21	67.1	67.0	67.1	68.2
2020	20.39	20.54	–	–	68.2	68.3	–	–
Total benefits								
2006	–	–	–	8.20	–	–	–	33.8
2007	8.25	8.28	8.28	8.32	33.7	33.6	33.5	33.6
2008	8.28	8.37	8.39	8.33	33.2	33.0	33.0	32.6
2009	8.40	8.38	8.40	8.17	32.7	32.6	32.6	32.2
2010	8.38	8.48	8.52	8.67	32.8	32.9	33.0	33.3
2011	8.86	8.93	8.90	8.93	33.5	33.6	33.5	33.5
2012	9.03	9.06	9.14	8.87	33.6	33.7	33.7	33.5
2013	8.97	9.03	9.13	9.24	33.5	33.6	33.7	33.8
2014	9.42	9.42	9.49	9.40	34.1	34.1	34.1	33.5
2015	9.47	9.58	9.61	10.37	33.6	33.7	33.6	34.3
2016	10.46	10.52	10.54	10.52	34.4	34.3	34.3	34.1
2017	10.38	10.49	10.55	11.02	33.7	33.7	33.7	35.0
2018	11.16	10.18	10.28	10.20	35.2	32.8	32.8	32.9
2019	10.32	10.41	10.46	9.44	32.9	33.0	32.9	31.8
2020	9.51	9.54	–	–	31.8	31.7	–	–
Paid leave								
2006	–	–	–	1.78	–	–	–	7.3
2007	1.80	1.81	1.81	1.82	7.3	7.4	7.3	7.3
2008	1.81	1.84	1.86	1.86	7.2	7.3	7.3	7.3
2009	1.88	1.89	1.89	1.85	7.3	7.3	7.3	7.3
2010	1.85	1.87	1.87	1.90	7.2	7.3	7.2	7.3
2011	1.93	1.93	1.93	1.93	7.3	7.3	7.3	7.2
2012	1.95	1.96	1.95	1.89	7.2	7.3	7.2	7.1
2013	1.92	1.92	1.95	1.94	7.2	7.1	7.2	7.1
2014	1.96	1.97	1.99	1.95	7.1	7.1	7.1	6.9
2015	1.96	1.98	1.99	2.09	7.0	6.9	6.9	6.9
2016	2.12	2.15	2.13	2.14	7.0	7.0	6.9	6.9
2017	2.16	2.17	2.18	2.19	7.0	7.0	7.0	7.0
2018	2.21	2.22	2.24	2.19	7.0	7.1	7.2	7.1
2019	2.25	2.26	2.27	2.03	7.2	7.2	7.1	6.8

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2020	2.04	2.05	–	–	6.8	6.8	–	–
Supplemental pay								
2006	–	–	–	0.87	–	–	–	3.6
2007	.91	.89	0.87	.90	3.7	3.6	3.5	3.6
2008	.88	.89	.88	.84	3.5	3.5	3.5	3.3
2009	.78	.78	.78	.71	3.0	3.0	3.0	2.8
2010	.71	.71	.70	.68	2.8	2.7	2.7	2.6
2011	.77	.80	.79	.77	2.9	3.0	3.0	2.9
2012	.77	.77	.77	.73	2.9	2.8	2.8	2.8
2013	.74	.75	.77	.77	2.8	2.8	2.8	2.8
2014	.78	.79	.80	.86	2.8	2.9	2.9	3.0
2015	.83	.85	.85	1.03	2.9	3.0	3.0	3.4
2016	1.00	1.01	1.04	1.04	3.3	3.3	3.4	3.4
2017	1.00	1.04	1.05	1.16	3.3	3.3	3.3	3.7
2018	1.21	1.06	1.10	1.15	3.8	3.4	3.5	3.7
2019	1.17	1.21	1.22	1.10	3.7	3.8	3.8	3.7
2020	1.09	1.09	–	–	3.6	3.6	–	–
Insurance								
2006	–	–	–	2.64	–	–	–	10.9
2007	2.69	2.70	2.68	2.69	11.0	11.0	10.9	10.8
2008	2.71	2.74	2.77	2.77	10.9	10.8	10.9	10.8
2009	2.86	2.84	2.86	2.86	11.1	11.0	11.1	11.3
2010	2.96	3.01	3.01	3.16	11.6	11.7	11.6	12.1
2011	3.17	3.15	3.14	3.22	12.0	11.9	11.8	12.1
2012	3.23	3.28	3.28	3.25	12.0	12.2	12.1	12.3
2013	3.32	3.32	3.39	3.47	12.4	12.3	12.5	12.7
2014	3.53	3.54	3.52	3.43	12.8	12.8	12.6	12.2
2015	3.48	3.53	3.54	3.61	12.3	12.4	12.4	11.9
2016	3.66	3.68	3.65	3.62	12.0	12.0	11.9	11.7
2017	3.57	3.60	3.60	4.09	11.6	11.6	11.5	13.0
2018	4.16	3.40	3.44	3.34	13.1	10.9	11.0	10.8
2019	3.37	3.40	3.40	3.20	10.8	10.8	10.7	10.8
2020	3.23	3.24	–	–	10.8	10.8	–	–
Retirement and savings								
2006	–	–	–	.96	–	–	–	3.9
2007	.88	.90	.94	.93	3.6	3.7	3.8	3.7
2008	.91	.90	.87	.85	3.6	3.6	3.4	3.3
2009	.87	.85	.85	.76	3.4	3.3	3.3	3.0
2010	.82	.83	.88	.87	3.2	3.2	3.4	3.3
2011	.86	.90	.89	.93	3.3	3.4	3.3	3.5
2012	.96	.94	.95	.86	3.6	3.5	3.5	3.2
2013	.86	.90	.88	.91	3.2	3.3	3.2	3.3
2014	.99	1.01	1.06	1.03	3.6	3.7	3.8	3.7
2015	1.05	1.06	1.07	1.38	3.7	3.7	3.7	4.6
2016	1.40	1.41	1.43	1.41	4.6	4.6	4.6	4.6
2017	1.34	1.35	1.40	1.25	4.4	4.3	4.5	4.0
2018	1.26	1.19	1.17	1.19	4.0	3.8	3.7	3.8
2019	1.20	1.20	1.21	.92	3.8	3.8	3.8	3.1
2020	.94	.95	–	–	3.1	3.1	–	–
Legally required benefits								
2006	–	–	–	1.95	–	–	–	8.0
2007	1.97	1.97	1.98	1.99	8.0	8.0	8.0	8.0
2008	1.98	1.99	2.01	2.01	7.9	7.9	7.9	7.9
2009	2.02	2.02	2.02	2.00	7.8	7.8	7.8	7.9
2010	2.04	2.06	2.07	2.06	8.0	8.0	8.0	7.9
2011	2.13	2.15	2.14	2.09	8.0	8.1	8.0	7.8
2012	2.12	2.12	2.19	2.14	7.9	7.9	8.1	8.1
2013	2.14	2.14	2.15	2.14	8.0	8.0	7.9	7.9
2014	2.16	2.12	2.11	2.14	7.8	7.7	7.6	7.6
2015	2.15	2.16	2.17	2.27	7.6	7.6	7.6	7.5

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2016	2.28	2.29	2.29	2.30	7.5	7.5	7.5	7.5
2017	2.31	2.32	2.32	2.32	7.5	7.4	7.4	7.4
2018	2.32	2.32	2.33	2.32	7.3	7.5	7.4	7.5
2019	2.33	2.34	2.35	2.20	7.4	7.4	7.4	7.4
2020	2.21	2.22	–	–	7.4	7.4	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$32.31	–	–	–	100.0
2007	32.21	32.56	32.64	33.06	100.0	100.0	100.0	100.0
2008	33.34	33.41	33.74	33.54	100.0	100.0	100.0	100.0
2009	33.67	33.80	34.00	33.58	100.0	100.0	100.0	100.0
2010	34.02	34.09	34.34	33.62	100.0	100.0	100.0	100.0
2011	33.99	34.46	34.42	34.07	100.0	100.0	100.0	100.0
2012	33.54	34.09	34.65	34.54	100.0	100.0	100.0	100.0
2013	35.17	35.31	35.61	35.89	100.0	100.0	100.0	100.0
2014	36.42	36.60	36.41	37.10	100.0	100.0	100.0	100.0
2015	36.91	36.97	37.53	38.98	100.0	100.0	100.0	100.0
2016	39.28	39.39	39.36	39.43	100.0	100.0	100.0	100.0
2017	39.53	39.80	39.78	39.75	100.0	100.0	100.0	100.0
2018	39.77	39.92	39.80	39.84	100.0	100.0	100.0	100.0
2019	40.58	40.70	40.80	39.41	100.0	100.0	100.0	100.0
2020	39.71	40.16	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.31	–	–	–	62.9
2007	20.57	20.73	20.88	21.10	63.9	63.7	64.0	63.8
2008	21.34	21.45	21.69	21.56	64.0	64.2	64.3	64.3
2009	21.53	21.61	21.75	21.56	63.9	64.0	64.0	64.2
2010	21.60	21.63	21.72	21.45	63.5	63.4	63.2	63.8
2011	21.61	21.66	21.78	21.76	63.6	62.8	63.3	63.9
2012	21.51	21.83	22.14	22.17	64.1	64.0	63.9	64.2
2013	22.63	22.72	22.99	22.99	64.4	64.3	64.6	64.1
2014	23.13	23.28	23.08	23.50	63.5	63.6	63.4	63.3
2015	23.35	23.42	23.76	24.11	63.3	63.3	63.3	61.9
2016	24.27	24.46	24.54	24.59	61.8	62.1	62.3	62.4
2017	24.74	24.86	24.82	25.16	62.6	62.4	62.4	63.3
2018	25.23	25.38	25.34	25.35	63.4	63.6	63.7	63.6
2019	25.82	25.87	25.96	25.81	63.6	63.6	63.6	65.5
2020	26.02	26.32	–	–	65.5	65.5	–	–
Total benefits								
2006	–	–	–	12.00	–	–	–	37.1
2007	11.64	11.83	11.76	11.96	36.1	36.3	36.0	36.2
2008	12.00	11.96	12.05	11.98	36.0	35.8	35.7	35.7
2009	12.15	12.18	12.24	12.01	36.1	36.0	36.0	35.8
2010	12.42	12.46	12.63	12.17	36.5	36.6	36.8	36.2
2011	12.39	12.81	12.64	12.31	36.4	37.2	36.7	36.1
2012	12.03	12.26	12.51	12.37	35.9	36.0	36.1	35.8
2013	12.54	12.59	12.62	12.90	35.6	35.7	35.4	35.9
2014	13.29	13.32	13.34	13.60	36.5	36.4	36.6	36.7
2015	13.56	13.56	13.78	14.86	36.7	36.7	36.7	38.1
2016	15.00	14.93	14.82	14.83	38.2	37.9	37.7	37.6
2017	14.79	14.95	14.96	14.59	37.4	37.6	37.6	36.7
2018	14.54	14.54	14.47	14.49	36.6	36.4	36.3	36.4
2019	14.76	14.82	14.84	13.60	36.4	36.4	36.4	34.5
2020	13.68	13.85	–	–	34.5	34.5	–	–
Paid leave								
2006	–	–	–	2.38	–	–	–	7.4
2007	2.40	2.45	2.42	2.43	7.5	7.5	7.4	7.4
2008	2.37	2.36	2.39	2.35	7.1	7.1	7.1	7.0
2009	2.40	2.41	2.44	2.31	7.1	7.1	7.2	6.9
2010	2.33	2.35	2.35	2.28	6.9	6.9	6.8	6.8
2011	2.27	2.27	2.26	2.25	6.7	6.6	6.6	6.6
2012	2.21	2.26	2.30	2.29	6.6	6.6	6.6	6.6
2013	2.40	2.42	2.45	2.58	6.8	6.9	6.9	7.2
2014	2.59	2.61	2.55	2.61	7.1	7.1	7.0	7.0
2015	2.57	2.57	2.61	2.73	7.0	6.9	7.0	7.0
2016	2.74	2.74	2.74	2.74	7.0	7.0	7.0	6.9
2017	2.75	2.77	2.75	2.72	6.9	7.0	6.9	6.8
2018	2.72	2.73	2.72	2.74	6.8	6.8	6.8	6.9
2019	2.78	2.78	2.80	2.68	6.9	6.8	6.9	6.8

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2020	2.70	2.74	–	–	6.8	6.8	–	–
Supplemental pay								
2006	–	–	–	1.47	–	–	–	4.6
2007	1.51	1.53	1.50	1.60	4.7	4.7	4.6	4.8
2008	1.64	1.67	1.68	1.66	4.9	5.0	5.0	5.0
2009	1.54	1.55	1.56	1.48	4.6	4.6	4.6	4.4
2010	1.46	1.44	1.43	1.29	4.3	4.2	4.2	3.8
2011	1.43	1.44	1.44	1.39	4.2	4.2	4.2	4.1
2012	1.40	1.48	1.50	1.53	4.2	4.4	4.3	4.4
2013	1.53	1.50	1.51	1.64	4.4	4.2	4.2	4.6
2014	1.79	1.77	1.78	1.94	4.9	4.8	4.9	5.2
2015	1.87	1.87	1.89	2.08	5.1	5.1	5.0	5.3
2016	2.16	2.09	2.04	2.01	5.5	5.3	5.2	5.1
2017	1.92	1.91	1.89	2.11	4.9	4.8	4.7	5.3
2018	2.12	2.09	2.11	2.28	5.3	5.2	5.3	5.7
2019	2.30	2.31	2.30	2.24	5.7	5.7	5.6	5.7
2020	2.26	2.29	–	–	5.7	5.7	–	–
Insurance								
2006	–	–	–	3.27	–	–	–	10.1
2007	3.26	3.34	3.35	3.37	10.1	10.3	10.2	10.2
2008	3.43	3.42	3.44	3.46	10.3	10.2	10.2	10.3
2009	3.60	3.63	3.65	3.55	10.7	10.7	10.7	10.6
2010	3.72	3.73	3.73	3.70	10.9	10.9	10.9	11.0
2011	3.75	3.75	3.75	3.76	11.0	10.9	10.9	11.1
2012	3.77	3.77	3.84	3.76	11.2	11.1	11.1	10.9
2013	3.80	3.83	3.83	3.90	10.8	10.9	10.8	10.9
2014	4.08	4.11	4.13	4.08	11.2	11.2	11.3	11.0
2015	4.15	4.18	4.24	4.56	11.2	11.3	11.3	11.7
2016	4.62	4.64	4.60	4.61	11.8	11.8	11.7	11.7
2017	4.62	4.66	4.61	4.36	11.7	11.7	11.6	11.0
2018	4.34	4.37	4.37	4.12	10.9	10.9	11.0	10.3
2019	4.23	4.29	4.35	3.92	10.4	10.5	10.6	9.9
2020	3.99	4.00	–	–	10.0	10.0	–	–
Retirement and savings								
2006	–	–	–	1.94	–	–	–	6.0
2007	1.52	1.55	1.54	1.55	4.7	4.8	4.7	4.7
2008	1.56	1.53	1.55	1.57	4.7	4.6	4.6	4.7
2009	1.59	1.57	1.54	1.59	4.7	4.7	4.5	4.7
2010	1.79	1.82	1.97	1.83	5.3	5.3	5.7	5.4
2011	1.84	2.22	2.09	1.90	5.4	6.5	6.1	5.6
2012	1.64	1.66	1.75	1.64	4.9	4.9	5.1	4.7
2013	1.65	1.68	1.64	1.64	4.7	4.8	4.6	4.6
2014	1.68	1.70	1.76	1.80	4.6	4.6	4.8	4.9
2015	1.82	1.81	1.85	2.31	4.9	4.9	4.9	5.9
2016	2.30	2.30	2.28	2.30	5.8	5.8	5.8	5.8
2017	2.31	2.39	2.50	2.13	5.9	6.0	6.3	5.4
2018	2.07	2.07	1.98	2.05	5.2	5.2	5.0	5.1
2019	2.11	2.11	2.05	1.36	5.2	5.2	5.0	3.4
2020	1.34	1.37	–	–	3.4	3.4	–	–
Legally required benefits								
2006	–	–	–	2.94	–	–	–	9.1
2007	2.95	2.96	2.97	3.01	9.2	9.1	9.1	9.1
2008	3.00	2.98	3.00	2.94	9.0	8.9	8.9	8.8
2009	3.02	3.03	3.05	3.07	9.0	9.0	9.0	9.2
2010	3.12	3.13	3.15	3.07	9.2	9.2	9.2	9.1
2011	3.10	3.12	3.11	3.01	9.1	9.1	9.0	8.8
2012	3.02	3.08	3.11	3.15	9.0	9.0	9.0	9.1
2013	3.15	3.16	3.19	3.14	9.0	8.9	8.9	8.8
2014	3.14	3.13	3.11	3.17	8.6	8.6	8.5	8.5
2015	3.16	3.14	3.18	3.18	8.6	8.5	8.5	8.1

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2016	3.17	3.15	3.17	3.17	8.1	8.0	8.0	8.0
2017	3.19	3.22	3.20	3.28	8.1	8.1	8.1	8.2
2018	3.29	3.29	3.28	3.31	8.3	8.2	8.2	8.3
2019	3.34	3.34	3.35	3.40	8.2	8.2	8.2	8.6
2020	3.39	3.44	–	–	8.5	8.6	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$33.17	–	–	–	100.0
2007	33.07	33.38	33.41	33.97	100.0	100.0	100.0	100.0
2008	34.22	34.30	34.67	34.40	100.0	100.0	100.0	100.0
2009	34.55	34.70	34.85	34.01	100.0	100.0	100.0	100.0
2010	34.50	34.63	34.81	34.18	100.0	100.0	100.0	100.0
2011	34.59	35.19	35.14	34.67	100.0	100.0	100.0	100.0
2012	34.00	34.69	35.38	34.54	100.0	100.0	100.0	100.0
2013	35.37	35.55	35.77	36.85	100.0	100.0	100.0	100.0
2014	37.48	37.70	37.47	37.94	100.0	100.0	100.0	100.0
2015	37.66	37.77	38.12	39.40	100.0	100.0	100.0	100.0
2016	39.64	39.74	39.70	39.76	100.0	100.0	100.0	100.0
2017	39.88	40.18	40.60	40.06	100.0	100.0	100.0	100.0
2018	40.04	40.24	40.08	40.53	100.0	100.0	100.0	100.0
2019	41.47	41.48	41.55	39.16	100.0	100.0	100.0	100.0
2020	39.39	40.10	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.66	–	–	–	62.3
2007	20.93	21.07	21.23	21.55	63.3	63.1	63.5	63.4
2008	21.73	21.83	22.10	22.04	63.5	63.7	63.8	64.1
2009	22.04	22.11	22.23	21.94	63.8	63.7	63.8	64.5
2010	22.02	22.05	22.13	21.84	63.8	63.7	63.6	63.9
2011	21.98	22.10	22.21	22.16	63.5	62.8	63.2	63.9
2012	21.87	22.31	22.69	22.37	64.3	64.3	64.1	64.8
2013	23.00	23.11	23.38	23.61	65.0	65.0	65.4	64.1
2014	23.79	23.97	23.70	24.03	63.5	63.6	63.3	63.3
2015	23.84	23.93	24.14	24.38	63.3	63.4	63.3	61.9
2016	24.50	24.68	24.77	24.82	61.8	62.1	62.4	62.4
2017	24.99	25.13	25.35	25.50	62.7	62.5	62.4	63.7
2018	25.55	25.72	25.66	25.83	63.8	63.9	64.0	63.7
2019	26.42	26.41	26.48	25.71	63.7	63.7	63.7	65.7
2020	25.87	26.31	–	–	65.7	65.6	–	–
Total benefits								
2006	–	–	–	12.52	–	–	–	37.7
2007	12.14	12.30	12.18	12.42	36.7	36.9	36.5	36.6
2008	12.49	12.46	12.57	12.36	36.5	36.3	36.2	35.9
2009	12.51	12.59	12.61	12.07	36.2	36.3	36.2	35.5
2010	12.48	12.57	12.68	12.34	36.2	36.3	36.4	36.1
2011	12.61	13.09	12.93	12.51	36.5	37.2	36.8	36.1
2012	12.14	12.38	12.69	12.17	35.7	35.7	35.9	35.2
2013	12.36	12.44	12.39	13.24	35.0	35.0	34.6	35.9
2014	13.69	13.74	13.76	13.91	36.5	36.4	36.7	36.7
2015	13.82	13.84	13.98	15.02	36.7	36.6	36.7	38.1
2016	15.13	15.06	14.93	14.94	38.2	37.9	37.6	37.6
2017	14.89	15.05	15.26	14.56	37.3	37.5	37.6	36.3
2018	14.49	14.51	14.42	14.70	36.2	36.1	36.0	36.3
2019	15.05	15.07	15.07	13.45	36.3	36.3	36.3	34.3
2020	13.52	13.79	–	–	34.3	34.4	–	–
Paid leave								
2006	–	–	–	2.56	–	–	–	7.7
2007	2.59	2.63	2.59	2.62	7.8	7.9	7.7	7.7
2008	2.55	2.56	2.59	2.53	7.5	7.5	7.5	7.4
2009	2.58	2.59	2.61	2.51	7.5	7.5	7.5	7.4
2010	2.53	2.56	2.56	2.50	7.3	7.4	7.4	7.3
2011	2.49	2.50	2.49	2.47	7.2	7.1	7.1	7.1
2012	2.41	2.49	2.54	2.46	7.1	7.2	7.2	7.1
2013	2.59	2.61	2.62	2.72	7.3	7.3	7.3	7.4
2014	2.74	2.77	2.70	2.74	7.3	7.3	7.2	7.2
2015	2.68	2.68	2.70	2.80	7.1	7.1	7.1	7.1
2016	2.82	2.81	2.81	2.81	7.1	7.1	7.1	7.1
2017	2.82	2.86	2.87	2.82	7.1	7.1	7.1	7.0
2018	2.82	2.83	2.82	2.95	7.0	7.0	7.0	7.3
2019	3.01	3.00	3.01	2.81	7.3	7.2	7.2	7.2

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2020	2.82	2.89	–	–	7.2	7.2	–	–
Supplemental pay								
2006	–	–	–	1.47	–	–	–	4.4
2007	1.50	1.52	1.46	1.54	4.5	4.6	4.4	4.5
2008	1.60	1.63	1.63	1.60	4.7	4.7	4.7	4.7
2009	1.51	1.54	1.55	1.50	4.4	4.4	4.5	4.4
2010	1.48	1.47	1.45	1.36	4.3	4.3	4.2	4.0
2011	1.52	1.54	1.54	1.47	4.4	4.4	4.4	4.2
2012	1.48	1.56	1.58	1.53	4.4	4.5	4.5	4.4
2013	1.51	1.49	1.49	1.62	4.3	4.2	4.2	4.4
2014	1.80	1.80	1.83	1.97	4.8	4.8	4.9	5.2
2015	1.88	1.87	1.88	2.14	5.0	5.0	4.9	5.4
2016	2.20	2.11	2.06	2.04	5.6	5.3	5.2	5.1
2017	1.96	1.95	1.97	2.05	4.9	4.8	4.8	5.1
2018	2.03	2.02	2.06	2.18	5.1	5.0	5.1	5.4
2019	2.22	2.20	2.19	2.04	5.4	5.3	5.3	5.2
2020	2.04	2.10	–	–	5.2	5.2	–	–
Insurance								
2006	–	–	–	3.50	–	–	–	10.5
2007	3.48	3.55	3.55	3.59	10.5	10.6	10.6	10.6
2008	3.67	3.67	3.70	3.71	10.7	10.7	10.7	10.8
2009	3.83	3.88	3.88	3.67	11.1	11.2	11.1	10.8
2010	3.82	3.84	3.80	3.83	11.1	11.1	10.9	11.2
2011	3.91	3.89	3.88	3.91	11.3	11.1	11.1	11.3
2012	3.93	3.92	4.01	3.80	11.6	11.3	11.3	11.0
2013	3.82	3.85	3.82	4.05	10.8	10.8	10.7	11.0
2014	4.24	4.27	4.30	4.19	11.3	11.3	11.5	11.1
2015	4.27	4.30	4.35	4.61	11.3	11.4	11.4	11.7
2016	4.67	4.70	4.65	4.66	11.8	11.8	11.7	11.7
2017	4.66	4.69	4.69	4.41	11.7	11.7	11.5	11.0
2018	4.41	4.41	4.43	4.33	11.0	11.0	11.0	10.7
2019	4.44	4.49	4.60	4.14	10.7	10.8	11.1	10.6
2020	4.18	4.22	–	–	10.6	10.5	–	–
Retirement and savings								
2006	–	–	–	2.10	–	–	–	6.3
2007	1.68	1.69	1.66	1.69	5.1	5.1	5.0	5.0
2008	1.70	1.67	1.69	1.63	5.0	4.9	4.9	4.7
2009	1.66	1.62	1.59	1.45	4.8	4.7	4.6	4.3
2010	1.66	1.70	1.84	1.71	4.8	4.9	5.3	5.0
2011	1.69	2.14	2.01	1.75	4.9	6.1	5.7	5.0
2012	1.40	1.41	1.53	1.37	4.1	4.1	4.3	4.0
2013	1.40	1.45	1.37	1.71	4.0	4.1	3.8	4.6
2014	1.74	1.74	1.81	1.83	4.6	4.6	4.8	4.8
2015	1.84	1.84	1.87	2.32	4.9	4.9	4.9	5.9
2016	2.29	2.30	2.27	2.29	5.8	5.8	5.7	5.7
2017	2.30	2.38	2.55	2.06	5.8	5.9	6.3	5.1
2018	1.99	2.00	1.88	1.98	5.0	5.0	4.7	4.9
2019	2.06	2.05	1.95	1.18	5.0	4.9	4.7	3.0
2020	1.21	1.26	–	–	3.1	3.1	–	–
Legally required benefits								
2006	–	–	–	2.89	–	–	–	8.7
2007	2.90	2.91	2.91	2.97	8.8	8.7	8.7	8.8
2008	2.96	2.94	2.95	2.89	8.7	8.6	8.5	8.4
2009	2.94	2.96	2.98	2.94	8.5	8.5	8.6	8.6
2010	2.98	3.00	3.02	2.95	8.6	8.7	8.7	8.6
2011	2.99	3.01	3.00	2.92	8.6	8.6	8.5	8.4
2012	2.91	2.99	3.04	3.00	8.6	8.6	8.6	8.7
2013	3.04	3.05	3.08	3.14	8.6	8.6	8.6	8.5
2014	3.16	3.16	3.13	3.18	8.4	8.4	8.3	8.4
2015	3.16	3.14	3.18	3.16	8.4	8.3	8.3	8.0

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2016	3.15	3.13	3.14	3.14	8.0	7.9	7.9	7.9
2017	3.15	3.18	3.18	3.22	7.9	7.9	7.8	8.0
2018	3.23	3.25	3.24	3.26	8.1	8.1	8.1	8.0
2019	3.31	3.32	3.32	3.28	8.0	8.0	8.0	8.4
2020	3.27	3.32	–	–	8.3	8.3	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$23.92	–	–	–	100.0
2007	23.89	24.03	24.16	24.30	100.0	100.0	100.0	100.0
2008	24.51	24.65	24.87	24.83	100.0	100.0	100.0	100.0
2009	24.91	25.00	25.07	25.12	100.0	100.0	100.0	100.0
2010	25.29	25.46	25.67	25.20	100.0	100.0	100.0	100.0
2011	25.44	25.74	25.73	25.72	100.0	100.0	100.0	100.0
2012	25.78	25.86	26.00	26.08	100.0	100.0	100.0	100.0
2013	26.30	26.38	26.49	26.84	100.0	100.0	100.0	100.0
2014	27.11	27.18	27.32	27.26	100.0	100.0	100.0	100.0
2015	27.44	27.45	27.63	27.70	100.0	100.0	100.0	100.0
2016	27.87	28.01	28.19	28.28	100.0	100.0	100.0	100.0
2017	28.47	28.59	28.93	28.62	100.0	100.0	100.0	100.0
2018	28.74	28.75	28.96	28.87	100.0	100.0	100.0	100.0
2019	29.22	29.40	29.60	29.25	100.0	100.0	100.0	100.0
2020	29.56	29.83	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.34	–	–	–	64.1
2007	15.45	15.51	15.62	15.66	64.6	64.5	64.7	64.4
2008	15.81	15.96	16.12	16.11	64.5	64.8	64.8	64.9
2009	16.14	16.21	16.27	16.35	64.8	64.8	64.9	65.1
2010	16.35	16.45	16.53	16.31	64.7	64.6	64.4	64.7
2011	16.41	16.46	16.51	16.55	64.5	63.9	64.1	64.3
2012	16.69	16.71	16.79	16.86	64.7	64.6	64.6	64.7
2013	17.02	17.09	17.19	17.34	64.7	64.8	64.9	64.6
2014	17.47	17.56	17.64	17.59	64.5	64.6	64.6	64.5
2015	17.69	17.73	17.85	17.82	64.5	64.6	64.6	64.3
2016	17.94	18.05	18.19	18.28	64.4	64.4	64.5	64.6
2017	18.43	18.53	18.73	18.40	64.7	64.8	64.7	64.3
2018	18.51	18.55	18.71	18.59	64.4	64.5	64.6	64.4
2019	18.79	18.90	19.05	18.93	64.3	64.3	64.4	64.7
2020	19.15	19.32	–	–	64.8	64.8	–	–
Total benefits								
2006	–	–	–	8.58	–	–	–	35.9
2007	8.45	8.52	8.54	8.64	35.4	35.5	35.3	35.6
2008	8.69	8.69	8.75	8.71	35.5	35.2	35.2	35.1
2009	8.77	8.79	8.80	8.77	35.2	35.2	35.1	34.9
2010	8.94	9.02	9.14	8.89	35.3	35.4	35.6	35.3
2011	9.03	9.28	9.23	9.17	35.5	36.1	35.9	35.7
2012	9.09	9.15	9.21	9.22	35.3	35.4	35.4	35.3
2013	9.28	9.29	9.30	9.50	35.3	35.2	35.1	35.4
2014	9.64	9.62	9.68	9.67	35.5	35.4	35.4	35.5
2015	9.75	9.73	9.78	9.89	35.5	35.4	35.4	35.7
2016	9.93	9.96	10.00	10.01	35.6	35.6	35.5	35.4
2017	10.04	10.07	10.20	10.22	35.3	35.2	35.3	35.7
2018	10.23	10.20	10.25	10.28	35.6	35.5	35.4	35.6
2019	10.43	10.49	10.55	10.32	35.7	35.7	35.6	35.3
2020	10.41	10.51	–	–	35.2	35.2	–	–
Paid leave								
2006	–	–	–	1.63	–	–	–	6.8
2007	1.64	1.65	1.64	1.64	6.9	6.9	6.8	6.8
2008	1.61	1.61	1.63	1.64	6.6	6.5	6.6	6.6
2009	1.65	1.67	1.67	1.68	6.6	6.7	6.7	6.7
2010	1.68	1.69	1.70	1.67	6.6	6.6	6.6	6.6
2011	1.65	1.65	1.65	1.66	6.5	6.4	6.4	6.4
2012	1.67	1.67	1.67	1.68	6.5	6.5	6.4	6.4
2013	1.70	1.71	1.72	1.74	6.5	6.5	6.5	6.5
2014	1.75	1.76	1.77	1.76	6.5	6.5	6.5	6.4
2015	1.77	1.76	1.77	1.76	6.4	6.4	6.4	6.3
2016	1.77	1.78	1.78	1.78	6.3	6.4	6.3	6.3
2017	1.80	1.81	1.82	1.80	6.3	6.3	6.3	6.3
2018	1.81	1.81	1.83	1.83	6.3	6.3	6.3	6.3
2019	1.85	1.86	1.87	1.85	6.3	6.3	6.3	6.3

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2020	1.88	1.91	–	–	6.4	6.4	–	–
Supplemental pay								
2006	–	–	–	1.03	–	–	–	4.3
2007	1.03	1.03	1.02	1.08	4.3	4.3	4.2	4.4
2008	1.12	1.13	1.15	1.12	4.6	4.6	4.6	4.5
2009	1.07	1.07	1.07	1.06	4.3	4.3	4.3	4.2
2010	1.04	1.04	1.03	1.00	4.1	4.1	4.0	4.0
2011	1.09	1.10	1.10	1.12	4.3	4.3	4.3	4.3
2012	1.14	1.15	1.16	1.17	4.4	4.5	4.4	4.5
2013	1.17	1.16	1.16	1.21	4.4	4.4	4.4	4.5
2014	1.24	1.24	1.25	1.30	4.6	4.6	4.6	4.8
2015	1.26	1.26	1.27	1.32	4.6	4.6	4.6	4.8
2016	1.36	1.38	1.36	1.35	4.9	4.9	4.8	4.8
2017	1.32	1.31	1.32	1.45	4.6	4.6	4.6	5.1
2018	1.48	1.42	1.45	1.56	5.1	4.9	5.0	5.4
2019	1.59	1.62	1.63	1.64	5.4	5.5	5.5	5.6
2020	1.64	1.64	–	–	5.5	5.5	–	–
Insurance								
2006	–	–	–	2.71	–	–	–	11.3
2007	2.74	2.80	2.81	2.84	11.5	11.7	11.6	11.7
2008	2.89	2.89	2.89	2.87	11.8	11.7	11.6	11.6
2009	2.99	3.00	2.99	2.99	12.0	12.0	11.9	11.9
2010	3.07	3.10	3.13	3.05	12.1	12.2	12.2	12.1
2011	3.07	3.10	3.10	3.05	12.1	12.0	12.0	11.9
2012	3.09	3.12	3.15	3.14	12.0	12.1	12.1	12.0
2013	3.17	3.18	3.17	3.24	12.1	12.0	12.0	12.1
2014	3.28	3.29	3.30	3.21	12.1	12.1	12.1	11.8
2015	3.30	3.30	3.31	3.33	12.0	12.0	12.0	12.0
2016	3.34	3.36	3.40	3.39	12.0	12.0	12.1	12.0
2017	3.41	3.42	3.44	3.43	12.0	12.0	11.9	12.0
2018	3.42	3.44	3.48	3.41	11.9	12.0	12.0	11.8
2019	3.48	3.50	3.52	3.49	11.9	11.9	11.9	11.9
2020	3.53	3.57	–	–	11.9	12.0	–	–
Retirement and savings								
2006	–	–	–	.95	–	–	–	4.0
2007	.78	.79	.80	.81	3.3	3.3	3.3	3.3
2008	.81	.79	.79	.81	3.3	3.2	3.2	3.3
2009	.79	.78	.76	.74	3.2	3.1	3.0	3.0
2010	.83	.84	.90	.85	3.3	3.3	3.5	3.4
2011	.86	1.06	1.02	1.00	3.4	4.1	4.0	3.9
2012	.81	.81	.83	.81	3.1	3.1	3.2	3.1
2013	.83	.83	.81	.85	3.1	3.1	3.1	3.2
2014	.91	.89	.92	.95	3.3	3.3	3.4	3.5
2015	.96	.95	.97	1.02	3.5	3.5	3.5	3.7
2016	1.01	1.02	1.01	1.03	3.6	3.6	3.6	3.6
2017	1.03	1.04	1.12	1.04	3.6	3.6	3.9	3.6
2018	1.02	1.04	.98	.99	3.6	3.6	3.4	3.4
2019	1.00	1.00	1.00	.83	3.4	3.4	3.4	2.8
2020	.85	.85	–	–	2.9	2.9	–	–
Legally required benefits								
2006	–	–	–	2.26	–	–	–	9.5
2007	2.26	2.25	2.26	2.27	9.4	9.4	9.4	9.3
2008	2.26	2.26	2.28	2.27	9.2	9.2	9.2	9.1
2009	2.28	2.29	2.30	2.29	9.1	9.1	9.2	9.1
2010	2.33	2.35	2.37	2.32	9.2	9.2	9.2	9.2
2011	2.36	2.37	2.37	2.34	9.3	9.2	9.2	9.1
2012	2.38	2.40	2.41	2.41	9.2	9.3	9.3	9.3
2013	2.41	2.42	2.43	2.46	9.2	9.2	9.2	9.2
2014	2.46	2.44	2.45	2.46	9.1	9.0	9.0	9.0
2015	2.47	2.46	2.47	2.45	9.0	8.9	8.9	8.9

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2016	2.45	2.43	2.45	2.46	8.8	8.7	8.7	8.7
2017	2.48	2.48	2.49	2.50	8.7	8.7	8.6	8.7
2018	2.51	2.48	2.49	2.49	8.7	8.6	8.6	8.6
2019	2.51	2.51	2.53	2.52	8.6	8.6	8.5	8.6
2020	2.51	2.54	–	–	8.5	8.5	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$24.46	–	–	–	100.0
2007	24.42	24.55	24.68	24.79	100.0	100.0	100.0	100.0
2008	24.98	25.14	25.39	25.28	100.0	100.0	100.0	100.0
2009	25.42	25.52	25.57	25.66	100.0	100.0	100.0	100.0
2010	25.83	26.02	26.21	25.77	100.0	100.0	100.0	100.0
2011	26.02	26.37	26.38	26.18	100.0	100.0	100.0	100.0
2012	26.20	26.28	26.42	26.51	100.0	100.0	100.0	100.0
2013	26.75	26.82	26.89	27.17	100.0	100.0	100.0	100.0
2014	27.44	27.51	27.65	27.49	100.0	100.0	100.0	100.0
2015	27.67	27.67	27.83	27.86	100.0	100.0	100.0	100.0
2016	28.07	28.23	28.41	28.48	100.0	100.0	100.0	100.0
2017	28.65	28.74	29.05	28.97	100.0	100.0	100.0	100.0
2018	29.11	29.13	29.36	29.22	100.0	100.0	100.0	100.0
2019	29.57	29.76	29.98	29.65	100.0	100.0	100.0	100.0
2020	29.98	30.26	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.70	–	–	–	64.2
2007	15.81	15.87	15.98	15.99	64.7	64.6	64.8	64.5
2008	16.14	16.31	16.49	16.45	64.6	64.9	64.9	65.1
2009	16.50	16.58	16.62	16.74	64.9	65.0	65.0	65.2
2010	16.73	16.84	16.91	16.72	64.8	64.7	64.5	64.9
2011	16.82	16.86	16.92	16.86	64.6	64.0	64.1	64.4
2012	17.00	17.02	17.10	17.17	64.9	64.8	64.7	64.8
2013	17.34	17.42	17.50	17.61	64.8	65.0	65.1	64.8
2014	17.74	17.83	17.91	17.81	64.7	64.8	64.8	64.8
2015	17.90	17.93	18.05	17.97	64.7	64.8	64.8	64.5
2016	18.11	18.23	18.37	18.45	64.5	64.6	64.7	64.8
2017	18.60	18.67	18.85	18.60	64.9	65.0	64.9	64.2
2018	18.72	18.77	18.93	18.78	64.3	64.4	64.5	64.3
2019	18.97	19.09	19.25	19.16	64.2	64.2	64.2	64.6
2020	19.39	19.57	–	–	64.7	64.7	–	–
Total benefits								
2006	–	–	–	8.76	–	–	–	35.8
2007	8.61	8.68	8.69	8.80	35.3	35.4	35.2	35.5
2008	8.84	8.83	8.91	8.83	35.4	35.1	35.1	34.9
2009	8.91	8.94	8.95	8.92	35.1	35.0	35.0	34.8
2010	9.10	9.18	9.30	9.05	35.2	35.3	35.5	35.1
2011	9.20	9.50	9.46	9.32	35.4	36.0	35.9	35.6
2012	9.20	9.26	9.32	9.34	35.1	35.2	35.3	35.2
2013	9.40	9.40	9.39	9.56	35.2	35.0	34.9	35.2
2014	9.70	9.68	9.74	9.69	35.3	35.2	35.2	35.2
2015	9.77	9.74	9.78	9.89	35.3	35.2	35.2	35.5
2016	9.96	10.00	10.04	10.03	35.5	35.4	35.3	35.2
2017	10.05	10.07	10.20	10.37	35.1	35.0	35.1	35.8
2018	10.39	10.36	10.43	10.44	35.7	35.6	35.5	35.7
2019	10.60	10.67	10.73	10.49	35.8	35.8	35.8	35.4
2020	10.59	10.69	–	–	35.3	35.3	–	–
Paid leave								
2006	–	–	–	1.69	–	–	–	6.9
2007	1.70	1.71	1.70	1.70	7.0	7.0	6.9	6.9
2008	1.66	1.67	1.69	1.70	6.7	6.6	6.7	6.7
2009	1.72	1.73	1.73	1.74	6.8	6.8	6.8	6.8
2010	1.74	1.76	1.77	1.73	6.7	6.7	6.7	6.7
2011	1.71	1.72	1.72	1.71	6.6	6.5	6.5	6.5
2012	1.73	1.72	1.72	1.73	6.6	6.6	6.5	6.5
2013	1.75	1.76	1.76	1.78	6.5	6.6	6.6	6.6
2014	1.80	1.80	1.81	1.79	6.5	6.6	6.6	6.5
2015	1.80	1.80	1.81	1.79	6.5	6.5	6.5	6.4
2016	1.80	1.81	1.82	1.81	6.4	6.4	6.4	6.4
2017	1.83	1.84	1.85	1.85	6.4	6.4	6.4	6.4
2018	1.85	1.86	1.88	1.87	6.4	6.4	6.4	6.4
2019	1.89	1.90	1.92	1.90	6.4	6.4	6.4	6.4

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2020	1.93	1.95	–	–	6.4	6.5	–	–
Supplemental pay								
2006	–	–	–	1.06	–	–	–	4.3
2007	1.06	1.06	1.05	1.11	4.3	4.3	4.3	4.5
2008	1.16	1.17	1.20	1.16	4.6	4.6	4.7	4.6
2009	1.09	1.10	1.10	1.09	4.3	4.3	4.3	4.3
2010	1.07	1.07	1.06	1.03	4.1	4.1	4.0	4.0
2011	1.13	1.15	1.14	1.15	4.3	4.4	4.3	4.4
2012	1.18	1.19	1.19	1.21	4.5	4.5	4.5	4.6
2013	1.20	1.19	1.19	1.23	4.5	4.4	4.4	4.5
2014	1.25	1.26	1.27	1.31	4.6	4.6	4.6	4.8
2015	1.28	1.28	1.29	1.34	4.6	4.6	4.6	4.8
2016	1.38	1.40	1.38	1.37	4.9	5.0	4.9	4.8
2017	1.34	1.33	1.34	1.51	4.7	4.6	4.6	5.2
2018	1.54	1.48	1.51	1.60	5.3	5.1	5.2	5.5
2019	1.63	1.67	1.67	1.68	5.5	5.6	5.6	5.7
2020	1.68	1.69	–	–	5.6	5.6	–	–
Insurance								
2006	–	–	–	2.76	–	–	–	11.3
2007	2.78	2.84	2.85	2.87	11.4	11.6	11.6	11.6
2008	2.92	2.91	2.92	2.88	11.7	11.6	11.5	11.4
2009	3.01	3.02	3.03	3.02	11.8	11.8	11.8	11.8
2010	3.09	3.13	3.16	3.07	12.0	12.0	12.0	11.9
2011	3.09	3.12	3.13	3.06	11.9	11.8	11.9	11.7
2012	3.09	3.12	3.14	3.15	11.8	11.9	11.9	11.9
2013	3.19	3.19	3.18	3.23	11.9	11.9	11.8	11.9
2014	3.28	3.27	3.28	3.19	11.9	11.9	11.9	11.6
2015	3.27	3.27	3.27	3.30	11.8	11.8	11.8	11.8
2016	3.32	3.35	3.39	3.38	11.8	11.9	11.9	11.9
2017	3.40	3.40	3.42	3.47	11.9	11.8	11.8	12.0
2018	3.47	3.49	3.54	3.48	11.9	12.0	12.1	11.9
2019	3.55	3.58	3.60	3.56	12.0	12.0	12.0	12.0
2020	3.61	3.64	–	–	12.0	12.0	–	–
Retirement and savings								
2006	–	–	–	.97	–	–	–	4.0
2007	.79	.80	.81	.83	3.2	3.3	3.3	3.3
2008	.82	.80	.80	.81	3.3	3.2	3.2	3.2
2009	.79	.78	.76	.75	3.1	3.0	3.0	2.9
2010	.84	.85	.92	.87	3.2	3.3	3.5	3.4
2011	.88	1.12	1.07	1.04	3.4	4.2	4.1	4.0
2012	.81	.80	.83	.81	3.1	3.1	3.2	3.1
2013	.83	.83	.81	.84	3.1	3.1	3.0	3.1
2014	.90	.89	.92	.95	3.3	3.2	3.3	3.4
2015	.96	.95	.97	1.03	3.5	3.4	3.5	3.7
2016	1.02	1.03	1.02	1.04	3.6	3.6	3.6	3.6
2017	1.04	1.05	1.12	1.06	3.6	3.6	3.8	3.7
2018	1.05	1.07	1.01	1.01	3.6	3.7	3.4	3.5
2019	1.02	1.02	1.02	.83	3.5	3.4	3.4	2.8
2020	.85	.86	–	–	2.8	2.8	–	–
Legally required benefits								
2006	–	–	–	2.28	–	–	–	9.3
2007	2.28	2.27	2.28	2.29	9.3	9.3	9.2	9.2
2008	2.28	2.28	2.30	2.29	9.1	9.1	9.0	9.0
2009	2.30	2.32	2.32	2.32	9.1	9.1	9.1	9.0
2010	2.36	2.38	2.40	2.35	9.1	9.2	9.2	9.1
2011	2.38	2.40	2.40	2.36	9.2	9.1	9.1	9.0
2012	2.39	2.42	2.43	2.43	9.1	9.2	9.2	9.2
2013	2.43	2.44	2.45	2.47	9.1	9.1	9.1	9.1
2014	2.47	2.45	2.46	2.45	9.0	8.9	8.9	8.9
2015	2.46	2.45	2.45	2.43	8.9	8.8	8.8	8.7

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2016	2.43	2.41	2.43	2.43	8.6	8.5	8.5	8.5
2017	2.45	2.45	2.46	2.48	8.5	8.5	8.5	8.5
2018	2.48	2.46	2.48	2.48	8.5	8.4	8.5	8.5
2019	2.50	2.50	2.52	2.52	8.5	8.4	8.4	8.5
2020	2.51	2.55	–	–	8.4	8.4	–	–

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

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$20.94	–	–	–	100.0
2007	20.95	21.13	21.28	21.54	100.0	100.0	100.0	100.0
2008	21.83	21.91	21.99	22.35	100.0	100.0	100.0	100.0
2009	22.16	22.19	22.35	22.20	100.0	100.0	100.0	100.0
2010	22.42	22.53	22.83	22.26	100.0	100.0	100.0	100.0
2011	22.41	22.45	22.36	23.20	100.0	100.0	100.0	100.0
2012	23.53	23.56	23.72	23.66	100.0	100.0	100.0	100.0
2013	23.75	23.92	24.21	24.97	100.0	100.0	100.0	100.0
2014	25.20	25.28	25.43	25.89	100.0	100.0	100.0	100.0
2015	26.12	26.14	26.45	26.69	100.0	100.0	100.0	100.0
2016	26.58	26.63	26.83	26.98	100.0	100.0	100.0	100.0
2017	27.26	27.66	28.16	26.51	100.0	100.0	100.0	100.0
2018	26.51	26.49	26.55	26.60	100.0	100.0	100.0	100.0
2019	27.06	27.17	27.27	26.85	100.0	100.0	100.0	100.0
2020	27.01	27.26	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	13.38	–	–	–	63.9
2007	13.42	13.50	13.62	13.77	64.0	63.9	64.0	63.9
2008	13.94	14.03	14.12	14.29	63.8	64.0	64.2	63.9
2009	14.15	14.19	14.35	14.27	63.9	63.9	64.2	64.3
2010	14.33	14.39	14.53	14.22	63.9	63.8	63.6	63.9
2011	14.29	14.33	14.33	14.85	63.8	63.8	64.1	64.0
2012	15.01	15.00	15.09	15.12	63.8	63.7	63.6	63.9
2013	15.19	15.23	15.45	15.81	64.0	63.7	63.8	63.3
2014	15.93	15.99	16.06	16.32	63.2	63.3	63.2	63.0
2015	16.46	16.49	16.68	16.82	63.0	63.1	63.0	63.0
2016	16.81	16.89	17.07	17.15	63.3	63.4	63.6	63.6
2017	17.34	17.60	17.94	17.20	63.6	63.6	63.7	64.9
2018	17.23	17.24	17.37	17.34	65.0	65.1	65.4	65.2
2019	17.66	17.74	17.80	17.56	65.3	65.3	65.3	65.4
2020	17.69	17.84	–	–	65.5	65.4	–	–
Total benefits								
2006	–	–	–	7.56	–	–	–	36.1
2007	7.54	7.64	7.66	7.77	36.0	36.1	36.0	36.1
2008	7.89	7.89	7.87	8.06	36.2	36.0	35.8	36.1
2009	8.01	8.01	8.00	7.93	36.1	36.1	35.8	35.7
2010	8.09	8.15	8.30	8.04	36.1	36.2	36.4	36.1
2011	8.12	8.12	8.03	8.35	36.2	36.2	35.9	36.0
2012	8.52	8.56	8.63	8.53	36.2	36.3	36.4	36.1
2013	8.56	8.69	8.77	9.16	36.0	36.3	36.2	36.7
2014	9.27	9.29	9.37	9.57	36.8	36.7	36.8	37.0
2015	9.66	9.66	9.78	9.87	37.0	36.9	37.0	37.0
2016	9.77	9.73	9.76	9.83	36.7	36.6	36.4	36.4
2017	9.92	10.06	10.22	9.31	36.4	36.4	36.3	35.1
2018	9.28	9.26	9.18	9.26	35.0	34.9	34.6	34.8
2019	9.40	9.43	9.47	9.29	34.7	34.7	34.7	34.6
2020	9.32	9.42	–	–	34.5	34.6	–	–
Paid leave								
2006	–	–	–	1.31	–	–	–	6.2
2007	1.30	1.32	1.31	1.32	6.2	6.2	6.2	6.1
2008	1.30	1.31	1.32	1.35	5.9	6.0	6.0	6.0
2009	1.31	1.32	1.34	1.34	5.9	6.0	6.0	6.0
2010	1.34	1.36	1.38	1.33	6.0	6.0	6.0	6.0
2011	1.33	1.33	1.31	1.37	5.9	5.9	5.9	5.9
2012	1.38	1.38	1.38	1.42	5.9	5.9	5.8	6.0
2013	1.42	1.45	1.46	1.49	6.0	6.0	6.0	6.0
2014	1.52	1.51	1.52	1.53	6.0	6.0	6.0	5.9
2015	1.54	1.54	1.57	1.56	5.9	5.9	5.9	5.9
2016	1.54	1.56	1.57	1.58	5.8	5.9	5.8	5.8
2017	1.60	1.62	1.63	1.56	5.9	5.9	5.8	5.9
2018	1.54	1.55	1.56	1.57	5.8	5.8	5.9	5.9
2019	1.59	1.59	1.60	1.59	5.9	5.9	5.9	5.9

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2020	1.61	1.63	–	–	5.9	6.0	–	–
Supplemental pay								
2006	–	–	–	0.85	–	–	–	4.0
2007	.85	.86	0.85	.88	4.1	4.1	4.0	4.1
2008	.89	.92	.91	.93	4.1	4.2	4.1	4.1
2009	.91	.90	.92	.90	4.1	4.1	4.1	4.0
2010	.88	.88	.89	.84	3.9	3.9	3.9	3.8
2011	.86	.85	.85	.92	3.8	3.8	3.8	3.9
2012	.94	.95	.95	.97	4.0	4.0	4.0	4.1
2013	.96	.99	1.00	1.10	4.1	4.1	4.1	4.4
2014	1.13	1.13	1.12	1.18	4.5	4.5	4.4	4.6
2015	1.15	1.15	1.15	1.17	4.4	4.4	4.4	4.4
2016	1.18	1.21	1.18	1.18	4.5	4.5	4.4	4.4
2017	1.16	1.18	1.20	1.08	4.3	4.3	4.2	4.1
2018	1.10	1.09	1.10	1.31	4.1	4.1	4.1	4.9
2019	1.33	1.34	1.36	1.39	4.9	4.9	5.0	5.2
2020	1.37	1.37	–	–	5.1	5.0	–	–
Insurance								
2006	–	–	–	2.42	–	–	–	11.6
2007	2.52	2.61	2.59	2.66	12.0	12.4	12.2	12.4
2008	2.76	2.74	2.73	2.81	12.6	12.5	12.4	12.6
2009	2.88	2.89	2.81	2.84	13.0	13.0	12.6	12.8
2010	2.94	2.94	3.01	2.93	13.1	13.1	13.2	13.1
2011	2.97	2.96	2.93	3.01	13.2	13.2	13.1	13.0
2012	3.08	3.10	3.15	3.05	13.1	13.2	13.3	12.9
2013	3.08	3.12	3.13	3.28	13.0	13.0	12.9	13.1
2014	3.31	3.37	3.40	3.38	13.1	13.3	13.4	13.1
2015	3.46	3.48	3.50	3.53	13.3	13.3	13.2	13.2
2016	3.47	3.43	3.44	3.47	13.0	12.9	12.8	12.9
2017	3.50	3.56	3.56	3.14	12.8	12.9	12.6	11.9
2018	3.13	3.14	3.13	2.98	11.8	11.8	11.8	11.2
2019	3.02	3.04	3.03	3.03	11.2	11.2	11.1	11.3
2020	3.05	3.09	–	–	11.3	11.3	–	–
Retirement and savings								
2006	–	–	–	.82	–	–	–	3.9
2007	.71	.71	.72	.73	3.4	3.4	3.4	3.4
2008	.77	.76	.75	.81	3.5	3.5	3.4	3.6
2009	.76	.77	.77	.72	3.4	3.4	3.4	3.3
2010	.77	.78	.82	.76	3.4	3.5	3.6	3.4
2011	.76	.77	.74	.81	3.4	3.5	3.3	3.5
2012	.83	.83	.84	.80	3.5	3.5	3.5	3.4
2013	.81	.84	.84	.89	3.4	3.5	3.5	3.6
2014	.91	.90	.93	.96	3.6	3.5	3.6	3.7
2015	.96	.96	.99	.98	3.7	3.7	3.7	3.7
2016	.93	.95	.96	.99	3.5	3.6	3.6	3.7
2017	1.00	1.01	1.12	.88	3.7	3.7	4.0	3.3
2018	.85	.86	.83	.86	3.2	3.3	3.1	3.2
2019	.87	.88	.89	.78	3.2	3.2	3.2	2.9
2020	.80	.81	–	–	3.0	3.0	–	–
Legally required benefits								
2006	–	–	–	2.16	–	–	–	10.3
2007	2.15	2.13	2.18	2.18	10.3	10.1	10.2	10.1
2008	2.17	2.16	2.17	2.17	10.0	9.9	9.9	9.7
2009	2.15	2.13	2.16	2.13	9.7	9.6	9.7	9.6
2010	2.16	2.18	2.20	2.17	9.6	9.7	9.6	9.8
2011	2.20	2.21	2.20	2.24	9.8	9.8	9.8	9.7
2012	2.28	2.30	2.31	2.29	9.7	9.7	9.7	9.7
2013	2.29	2.30	2.34	2.39	9.6	9.6	9.6	9.6
2014	2.40	2.38	2.40	2.52	9.5	9.4	9.4	9.7
2015	2.54	2.52	2.57	2.64	9.7	9.6	9.7	9.9

See footnotes at end of table.

Supplemental table 2. Private manufacturing industry workers, by occupational group: employer costs per hour 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								
2016	2.64	2.58	2.61	2.61	9.9	9.7	9.7	9.7
2017	2.67	2.69	2.71	2.65	9.8	9.7	9.6	10.0
2018	2.67	2.62	2.57	2.54	10.1	9.9	9.7	9.5
2019	2.58	2.58	2.59	2.50	9.5	9.5	9.5	9.3
2020	2.50	2.53	–	–	9.3	9.3	–	–

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

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$22.98	–	–	–	100.0
2007	23.18	23.08	23.63	23.92	100.0	100.0	100.0	100.0
2008	24.17	24.14	24.37	23.95	100.0	100.0	100.0	100.0
2009	24.39	24.22	24.68	24.94	100.0	100.0	100.0	100.0
2010	24.78	25.04	25.02	24.36	100.0	100.0	100.0	100.0
2011	25.03	25.04	25.21	25.03	100.0	100.0	100.0	100.0
2012	25.04	25.16	25.46	26.15	100.0	100.0	100.0	100.0
2013	26.13	26.06	26.12	27.08	100.0	100.0	100.0	100.0
2014	27.23	27.22	27.32	28.52	100.0	100.0	100.0	100.0
2015	28.52	28.45	29.03	30.12	100.0	100.0	100.0	100.0
2016	29.92	30.18	30.22	31.03	100.0	100.0	100.0	100.0
2017	31.80	31.93	32.68	31.01	100.0	100.0	100.0	100.0
2018	31.36	31.09	31.28	29.64	100.0	100.0	100.0	100.0
2019	30.00	30.22	30.66	31.70	100.0	100.0	100.0	100.0
2020	32.29	32.43	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	16.08	–	–	–	70.0
2007	16.20	16.06	16.45	16.58	69.9	69.6	69.6	69.3
2008	16.78	16.76	16.93	16.92	69.4	69.4	69.5	70.6
2009	17.17	17.07	17.34	17.57	70.4	70.5	70.2	70.4
2010	17.47	17.66	17.69	17.34	70.5	70.5	70.7	71.2
2011	17.65	17.64	17.73	17.72	70.5	70.5	70.3	70.8
2012	17.73	17.74	17.96	18.36	70.8	70.5	70.5	70.2
2013	18.35	18.35	18.36	18.95	70.3	70.4	70.3	70.0
2014	19.03	19.07	19.14	20.10	69.9	70.1	70.0	70.5
2015	20.13	20.06	20.50	21.04	70.6	70.5	70.6	69.8
2016	21.00	21.21	21.27	21.88	70.2	70.3	70.4	70.5
2017	22.41	22.51	23.01	21.57	70.5	70.5	70.4	69.6
2018	21.82	21.89	22.05	20.96	69.6	70.4	70.5	70.7
2019	21.14	21.30	21.67	22.44	70.5	70.5	70.7	70.8
2020	22.84	23.08	–	–	70.7	71.2	–	–
Total benefits								
2006	–	–	–	6.90	–	–	–	30.0
2007	6.98	7.02	7.19	7.34	30.1	30.4	30.4	30.7
2008	7.39	7.38	7.44	7.03	30.6	30.6	30.5	29.4
2009	7.22	7.16	7.34	7.37	29.6	29.5	29.8	29.6
2010	7.31	7.38	7.33	7.02	29.5	29.5	29.3	28.8
2011	7.38	7.40	7.49	7.31	29.5	29.5	29.7	29.2
2012	7.31	7.41	7.50	7.78	29.2	29.5	29.5	29.8
2013	7.77	7.71	7.76	8.12	29.7	29.6	29.7	30.0
2014	8.19	8.15	8.18	8.42	30.1	29.9	30.0	29.5
2015	8.38	8.39	8.52	9.08	29.4	29.5	29.4	30.2
2016	8.92	8.98	8.94	9.15	29.8	29.7	29.6	29.5
2017	9.39	9.42	9.67	9.44	29.5	29.5	29.6	30.4
2018	9.54	9.21	9.23	8.68	30.4	29.6	29.5	29.3
2019	8.86	8.92	8.99	9.26	29.5	29.5	29.3	29.2
2020	9.45	9.35	–	–	29.3	28.8	–	–
Paid leave								
2006	–	–	–	1.37	–	–	–	6.0
2007	1.37	1.36	1.38	1.39	5.9	5.9	5.8	5.8
2008	1.42	1.40	1.42	1.41	5.9	5.8	5.8	5.9
2009	1.44	1.42	1.47	1.50	5.9	5.9	6.0	6.0
2010	1.48	1.50	1.49	1.45	6.0	6.0	6.0	5.9
2011	1.50	1.49	1.48	1.52	6.0	6.0	5.9	6.1
2012	1.52	1.54	1.56	1.64	6.1	6.1	6.1	6.3
2013	1.64	1.62	1.63	1.72	6.3	6.2	6.2	6.3
2014	1.73	1.72	1.72	1.82	6.3	6.3	6.3	6.4
2015	1.81	1.78	1.84	1.91	6.4	6.3	6.4	6.3
2016	1.87	1.91	1.89	1.96	6.2	6.3	6.3	6.3
2017	2.06	2.06	2.12	1.96	6.5	6.5	6.5	6.3
2018	1.98	1.99	2.01	1.89	6.3	6.4	6.4	6.4
2019	1.91	1.92	1.96	2.03	6.4	6.4	6.4	6.4

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2020	2.06	2.07	–	–	6.4	6.4	–	–
Supplemental pay								
2006	–	–	–	0.83	–	–	–	3.6
2007	.86	.94	1.05	1.11	3.7	4.1	4.4	4.6
2008	1.07	1.04	1.07	.76	4.4	4.3	4.4	3.2
2009	.72	.70	.75	.74	3.0	2.9	3.0	3.0
2010	.74	.74	.69	.67	3.0	2.9	2.8	2.7
2011	.77	.78	.79	.78	3.1	3.1	3.1	3.1
2012	.74	.76	.76	.83	3.0	3.0	3.0	3.2
2013	.80	.78	.80	.82	3.0	3.0	3.0	3.0
2014	.83	.83	.84	.90	3.0	3.1	3.1	3.2
2015	.83	.88	.91	.97	2.9	3.1	3.1	3.2
2016	.92	.92	.87	.87	3.1	3.1	2.9	2.8
2017	.88	.89	.91	1.03	2.8	2.8	2.8	3.3
2018	1.07	1.02	1.04	1.02	3.4	3.3	3.3	3.5
2019	1.06	1.06	1.07	1.17	3.5	3.5	3.5	3.7
2020	1.20	1.14	–	–	3.7	3.5	–	–
Insurance								
2006	–	–	–	1.99	–	–	–	8.6
2007	2.03	2.03	2.03	2.06	8.8	8.8	8.6	8.6
2008	2.11	2.16	2.17	2.14	8.7	8.9	8.9	8.9
2009	2.24	2.25	2.28	2.28	9.2	9.3	9.2	9.1
2010	2.23	2.24	2.23	2.16	9.0	9.0	8.9	8.9
2011	2.26	2.27	2.29	2.22	9.0	9.1	9.1	8.8
2012	2.21	2.26	2.27	2.37	8.8	9.0	8.9	9.0
2013	2.39	2.35	2.36	2.51	9.1	9.0	9.0	9.3
2014	2.55	2.53	2.55	2.52	9.4	9.3	9.3	8.8
2015	2.56	2.56	2.57	2.69	9.0	9.0	8.8	8.9
2016	2.63	2.64	2.64	2.67	8.8	8.7	8.7	8.6
2017	2.77	2.78	2.85	3.00	8.7	8.7	8.7	9.7
2018	3.04	2.77	2.75	2.57	9.7	8.9	8.8	8.7
2019	2.63	2.66	2.65	2.70	8.8	8.8	8.6	8.5
2020	2.77	2.71	–	–	8.6	8.4	–	–
Retirement and savings								
2006	–	–	–	.51	–	–	–	2.2
2007	.51	.52	.54	.56	2.2	2.3	2.3	2.3
2008	.58	.58	.58	.50	2.4	2.4	2.4	2.1
2009	.55	.53	.55	.56	2.3	2.2	2.2	2.2
2010	.54	.55	.57	.47	2.2	2.2	2.3	1.9
2011	.49	.50	.54	.47	2.0	2.0	2.1	1.9
2012	.48	.49	.49	.53	1.9	1.9	1.9	2.0
2013	.54	.55	.55	.60	2.1	2.1	2.1	2.2
2014	.62	.61	.63	.66	2.3	2.2	2.3	2.3
2015	.65	.66	.66	.88	2.3	2.3	2.3	2.9
2016	.85	.87	.88	.95	2.9	2.9	2.9	3.1
2017	.94	.95	1.01	.79	3.0	3.0	3.1	2.6
2018	.79	.78	.78	.64	2.5	2.5	2.5	2.2
2019	.67	.69	.70	.70	2.2	2.3	2.3	2.2
2020	.75	.74	–	–	2.3	2.3	–	–
Legally required benefits								
2006	–	–	–	2.21	–	–	–	9.6
2007	2.20	2.17	2.20	2.22	9.5	9.4	9.3	9.3
2008	2.21	2.20	2.20	2.21	9.2	9.1	9.0	9.2
2009	2.26	2.25	2.30	2.30	9.3	9.3	9.3	9.2
2010	2.32	2.35	2.35	2.28	9.4	9.4	9.4	9.3
2011	2.35	2.36	2.38	2.33	9.4	9.4	9.4	9.3
2012	2.36	2.38	2.41	2.41	9.4	9.5	9.5	9.2
2013	2.40	2.40	2.43	2.47	9.2	9.2	9.3	9.1
2014	2.47	2.45	2.45	2.53	9.1	9.0	9.0	8.9
2015	2.53	2.51	2.54	2.64	8.9	8.8	8.8	8.8

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2016	2.64	2.63	2.65	2.69	8.8	8.7	8.8	8.7
2017	2.74	2.74	2.78	2.65	8.6	8.6	8.5	8.5
2018	2.66	2.64	2.65	2.56	8.5	8.5	8.5	8.6
2019	2.58	2.59	2.62	2.66	8.6	8.6	8.5	8.4
2020	2.67	2.69	–	–	8.3	8.3	–	–

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

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$21.80	–	–	–	100.0
2007	22.31	22.12	22.89	23.08	100.0	100.0	100.0	100.0
2008	23.05	23.19	23.07	23.01	100.0	100.0	100.0	100.0
2009	23.14	22.75	23.02	23.58	100.0	100.0	100.0	100.0
2010	23.33	23.62	23.60	23.17	100.0	100.0	100.0	100.0
2011	23.50	23.96	24.26	23.00	100.0	100.0	100.0	100.0
2012	22.73	22.82	23.11	23.41	100.0	100.0	100.0	100.0
2013	23.85	23.96	23.93	25.20	100.0	100.0	100.0	100.0
2014	25.33	25.50	25.37	27.08	100.0	100.0	100.0	100.0
2015	27.10	26.81	27.23	28.76	100.0	100.0	100.0	100.0
2016	29.07	29.17	29.19	30.53	100.0	100.0	100.0	100.0
2017	30.99	31.16	31.60	30.41	100.0	100.0	100.0	100.0
2018	30.55	30.04	30.33	28.31	100.0	100.0	100.0	100.0
2019	28.84	29.05	29.47	29.82	100.0	100.0	100.0	100.0
2020	30.42	30.66	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.68	–	–	–	71.9
2007	15.81	15.62	16.09	16.13	70.9	70.6	70.3	69.9
2008	16.24	16.31	16.25	16.56	70.4	70.3	70.4	71.9
2009	16.67	16.41	16.64	16.98	72.1	72.1	72.3	72.0
2010	16.79	17.00	16.95	16.74	72.0	72.0	71.8	72.3
2011	16.85	17.17	17.38	16.60	71.7	71.7	71.7	72.2
2012	16.42	16.43	16.68	16.74	72.2	72.0	72.2	71.5
2013	17.04	17.18	17.17	17.97	71.4	71.7	71.8	71.3
2014	18.01	18.10	18.01	19.39	71.1	71.0	71.0	71.6
2015	19.45	19.26	19.61	20.45	71.8	71.8	72.0	71.1
2016	20.65	20.77	20.81	21.77	71.0	71.2	71.3	71.3
2017	22.21	22.36	22.73	21.43	71.7	71.8	71.9	70.5
2018	21.57	21.65	21.87	20.46	70.6	72.1	72.1	72.3
2019	20.76	20.90	21.27	21.59	72.0	71.9	72.2	72.4
2020	22.13	22.45	–	–	72.8	73.2	–	–
Total benefits								
2006	–	–	–	6.12	–	–	–	28.1
2007	6.50	6.50	6.79	6.94	29.1	29.4	29.7	30.1
2008	6.82	6.88	6.82	6.46	29.6	29.7	29.6	28.1
2009	6.47	6.34	6.38	6.59	27.9	27.9	27.7	28.0
2010	6.54	6.62	6.65	6.43	28.0	28.0	28.2	27.7
2011	6.65	6.79	6.88	6.40	28.3	28.3	28.3	27.8
2012	6.31	6.39	6.42	6.67	27.8	28.0	27.8	28.5
2013	6.81	6.77	6.76	7.23	28.6	28.3	28.2	28.7
2014	7.32	7.39	7.36	7.69	28.9	29.0	29.0	28.4
2015	7.64	7.55	7.62	8.31	28.2	28.2	28.0	28.9
2016	8.42	8.40	8.39	8.76	29.0	28.8	28.7	28.7
2017	8.77	8.79	8.87	8.98	28.3	28.2	28.1	29.5
2018	8.99	8.39	8.45	7.85	29.4	27.9	27.9	27.7
2019	8.08	8.15	8.20	8.23	28.0	28.1	27.8	27.6
2020	8.29	8.21	–	–	27.2	26.8	–	–
Paid leave								
2006	–	–	–	1.19	–	–	–	5.4
2007	1.22	1.19	1.22	1.22	5.5	5.4	5.3	5.3
2008	1.23	1.21	1.20	1.26	5.3	5.2	5.2	5.5
2009	1.26	1.21	1.25	1.32	5.4	5.3	5.4	5.6
2010	1.31	1.33	1.34	1.30	5.6	5.6	5.7	5.6
2011	1.32	1.33	1.36	1.29	5.6	5.6	5.6	5.6
2012	1.25	1.27	1.29	1.32	5.5	5.6	5.6	5.6
2013	1.37	1.38	1.37	1.45	5.8	5.8	5.7	5.8
2014	1.46	1.47	1.44	1.60	5.8	5.7	5.7	5.9
2015	1.60	1.56	1.61	1.75	5.9	5.8	5.9	6.1
2016	1.77	1.77	1.75	1.89	6.1	6.1	6.0	6.2
2017	1.94	1.96	2.00	1.85	6.3	6.3	6.3	6.1
2018	1.85	1.85	1.87	1.72	6.1	6.2	6.2	6.1
2019	1.75	1.77	1.80	1.72	6.1	6.1	6.1	5.8

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2020	1.74	1.77	–	–	5.7	5.8	–	–
Supplemental pay								
2006	–	–	–	0.80	–	–	–	3.7
2007	.85	.94	1.11	1.19	3.8	4.3	4.9	5.1
2008	1.07	1.09	1.09	.65	4.6	4.7	4.7	2.8
2009	.60	.60	.61	.63	2.6	2.6	2.6	2.7
2010	.63	.63	.63	.61	2.7	2.7	2.7	2.6
2011	.66	.72	.72	.71	2.8	3.0	3.0	3.1
2012	.65	.65	.66	.75	2.9	2.9	2.9	3.2
2013	.72	.73	.77	.82	3.0	3.1	3.2	3.3
2014	.83	.85	.84	.84	3.3	3.3	3.3	3.1
2015	.70	.78	.78	.84	2.6	2.9	2.9	2.9
2016	.83	.82	.77	.78	2.8	2.8	2.6	2.6
2017	.76	.77	.78	.97	2.5	2.5	2.5	3.2
2018	1.01	.95	.97	.96	3.3	3.2	3.2	3.4
2019	1.00	1.00	1.00	1.12	3.5	3.4	3.4	3.8
2020	1.08	1.04	–	–	3.6	3.4	–	–
Insurance								
2006	–	–	–	1.63	–	–	–	7.5
2007	1.83	1.80	1.84	1.88	8.2	8.1	8.0	8.1
2008	1.87	1.90	1.88	1.93	8.1	8.2	8.2	8.4
2009	1.98	1.98	1.91	1.96	8.6	8.7	8.3	8.3
2010	1.91	1.91	1.93	1.91	8.2	8.1	8.2	8.2
2011	1.97	1.99	2.04	1.86	8.4	8.3	8.4	8.1
2012	1.84	1.88	1.86	1.96	8.1	8.2	8.0	8.4
2013	2.03	1.95	1.89	2.08	8.5	8.1	7.9	8.3
2014	2.11	2.18	2.18	2.21	8.3	8.5	8.6	8.1
2015	2.24	2.22	2.22	2.40	8.3	8.3	8.2	8.3
2016	2.35	2.33	2.37	2.42	8.1	8.0	8.1	7.9
2017	2.41	2.41	2.41	2.84	7.8	7.7	7.6	9.3
2018	2.85	2.35	2.36	2.14	9.3	7.8	7.8	7.6
2019	2.24	2.27	2.25	2.30	7.8	7.8	7.6	7.7
2020	2.36	2.29	–	–	7.8	7.5	–	–
Retirement and savings								
2006	–	–	–	.37	–	–	–	1.7
2007	.43	.44	.45	.46	1.9	2.0	2.0	2.0
2008	.46	.49	.47	.41	2.0	2.1	2.0	1.8
2009	.40	.36	.40	.44	1.7	1.6	1.7	1.9
2010	.42	.43	.44	.36	1.8	1.8	1.9	1.6
2011	.40	.41	.42	.32	1.7	1.7	1.7	1.4
2012	.32	.32	.33	.37	1.4	1.4	1.4	1.6
2013	.39	.40	.41	.49	1.6	1.7	1.7	1.9
2014	.53	.54	.55	.56	2.1	2.1	2.2	2.1
2015	.62	.53	.53	.72	2.3	2.0	1.9	2.5
2016	.86	.86	.86	.97	2.9	2.9	3.0	3.2
2017	.91	.92	.93	.68	2.9	3.0	3.0	2.2
2018	.64	.62	.62	.52	2.1	2.1	2.1	1.8
2019	.55	.57	.59	.52	1.9	2.0	2.0	1.8
2020	.52	.51	–	–	1.7	1.7	–	–
Legally required benefits								
2006	–	–	–	2.13	–	–	–	9.8
2007	2.17	2.13	2.17	2.19	9.7	9.6	9.5	9.5
2008	2.18	2.18	2.18	2.21	9.5	9.4	9.4	9.6
2009	2.23	2.19	2.22	2.25	9.6	9.6	9.6	9.5
2010	2.27	2.31	2.31	2.24	9.7	9.8	9.8	9.7
2011	2.30	2.33	2.34	2.23	9.8	9.7	9.6	9.7
2012	2.24	2.26	2.30	2.28	9.9	9.9	9.9	9.7
2013	2.31	2.31	2.33	2.38	9.7	9.6	9.7	9.4
2014	2.39	2.36	2.35	2.49	9.4	9.3	9.3	9.2
2015	2.48	2.46	2.48	2.60	9.1	9.2	9.1	9.0

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2016	2.62	2.61	2.64	2.70	9.0	9.0	9.0	8.9
2017	2.74	2.73	2.75	2.64	8.8	8.8	8.7	8.7
2018	2.64	2.62	2.63	2.51	8.6	8.7	8.7	8.9
2019	2.54	2.55	2.57	2.56	8.8	8.8	8.7	8.6
2020	2.59	2.60	–	–	8.5	8.5	–	–

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

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$24.75	–	–	–	100.0
2007	24.64	24.71	25.02	25.36	100.0	100.0	100.0	100.0
2008	26.08	25.67	26.53	25.44	100.0	100.0	100.0	100.0
2009	26.49	26.81	27.30	27.20	100.0	100.0	100.0	100.0
2010	27.14	27.42	27.35	26.47	100.0	100.0	100.0	100.0
2011	27.55	26.92	26.81	28.55	100.0	100.0	100.0	100.0
2012	28.91	28.87	29.23	30.88	100.0	100.0	100.0	100.0
2013	30.08	29.97	29.67	30.07	100.0	100.0	100.0	100.0
2014	30.19	30.06	30.56	30.89	100.0	100.0	100.0	100.0
2015	30.85	31.19	31.86	32.55	100.0	100.0	100.0	100.0
2016	31.42	31.97	32.13	31.96	100.0	100.0	100.0	100.0
2017	33.25	33.31	34.56	31.84	100.0	100.0	100.0	100.0
2018	32.53	32.55	32.55	31.71	100.0	100.0	100.0	100.0
2019	31.79	32.01	32.49	34.47	100.0	100.0	100.0	100.0
2020	34.94	35.21	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	16.68	–	–	–	67.4
2007	16.86	16.80	17.09	17.34	68.4	68.0	68.3	68.4
2008	17.72	17.49	18.07	17.50	67.9	68.1	68.1	68.8
2009	18.00	18.21	18.43	18.54	68.0	67.9	67.5	68.2
2010	18.57	18.77	18.91	18.40	68.4	68.4	69.1	69.5
2011	18.98	18.46	18.31	19.67	68.9	68.6	68.3	68.9
2012	19.92	19.83	20.00	21.17	68.9	68.7	68.4	68.6
2013	20.64	20.53	20.29	20.52	68.6	68.5	68.4	68.2
2014	20.63	20.65	21.01	21.26	68.3	68.7	68.8	68.8
2015	21.25	21.40	21.91	22.09	68.9	68.6	68.8	67.8
2016	21.62	21.97	22.14	22.07	68.8	68.7	68.9	69.1
2017	22.77	22.79	23.49	21.78	68.5	68.4	68.0	68.4
2018	22.19	22.21	22.30	21.73	68.2	68.3	68.5	68.5
2019	21.73	21.90	22.28	23.70	68.4	68.4	68.6	68.8
2020	23.85	24.06	–	–	68.3	68.3	–	–
Total benefits								
2006	–	–	–	8.08	–	–	–	32.6
2007	7.79	7.91	7.92	8.03	31.6	32.0	31.7	31.6
2008	8.36	8.18	8.46	7.94	32.1	31.9	31.9	31.2
2009	8.49	8.60	8.87	8.66	32.0	32.1	32.5	31.8
2010	8.56	8.65	8.44	8.08	31.6	31.6	30.9	30.5
2011	8.58	8.46	8.50	8.88	31.1	31.4	31.7	31.1
2012	8.99	9.05	9.23	9.71	31.1	31.3	31.6	31.4
2013	9.44	9.44	9.38	9.55	31.4	31.5	31.6	31.8
2014	9.56	9.41	9.55	9.63	31.7	31.3	31.2	31.2
2015	9.60	9.79	9.95	10.47	31.1	31.4	31.2	32.2
2016	9.81	10.00	9.99	9.89	31.2	31.3	31.1	30.9
2017	10.48	10.53	11.07	10.07	31.5	31.6	32.0	31.6
2018	10.35	10.33	10.25	9.98	31.8	31.7	31.5	31.5
2019	10.06	10.11	10.20	10.77	31.6	31.6	31.4	31.2
2020	11.09	11.15	–	–	31.7	31.7	–	–
Paid leave								
2006	–	–	–	1.65	–	–	–	6.7
2007	1.63	1.65	1.68	1.68	6.6	6.7	6.7	6.6
2008	1.74	1.70	1.79	1.66	6.7	6.6	6.7	6.5
2009	1.76	1.79	1.83	1.80	6.6	6.7	6.7	6.6
2010	1.76	1.78	1.75	1.71	6.5	6.5	6.4	6.4
2011	1.81	1.77	1.70	1.92	6.6	6.6	6.3	6.7
2012	1.97	1.96	2.01	2.20	6.8	6.8	6.9	7.1
2013	2.12	2.06	2.05	2.14	7.0	6.9	6.9	7.1
2014	2.15	2.15	2.17	2.18	7.1	7.2	7.1	7.1
2015	2.17	2.16	2.22	2.19	7.0	6.9	7.0	6.7
2016	2.05	2.15	2.16	2.11	6.5	6.7	6.7	6.6
2017	2.25	2.25	2.35	2.11	6.8	6.8	6.8	6.6
2018	2.18	2.18	2.18	2.16	6.7	6.7	6.7	6.8
2019	2.16	2.16	2.19	2.48	6.8	6.7	6.8	7.2

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2020	2.51	2.54	–	–	7.2	7.2	–	–
Supplemental pay								
2006	–	–	–	0.87	–	–	–	3.5
2007	.88	.94	0.93	.98	3.6	3.8	3.7	3.9
2008	1.05	.96	1.03	.93	4.0	3.7	3.9	3.7
2009	.93	.89	.97	.91	3.5	3.3	3.5	3.3
2010	.92	.91	.79	.76	3.4	3.3	2.9	2.9
2011	.96	.88	.91	.89	3.5	3.3	3.4	3.1
2012	.88	.92	.92	.98	3.0	3.2	3.2	3.2
2013	.93	.88	.85	.82	3.1	2.9	2.9	2.7
2014	.83	.81	.83	1.00	2.7	2.7	2.7	3.2
2015	1.05	1.03	1.11	1.20	3.4	3.3	3.5	3.7
2016	1.10	1.10	1.07	1.04	3.5	3.4	3.3	3.3
2017	1.09	1.09	1.13	1.12	3.3	3.3	3.3	3.5
2018	1.16	1.13	1.13	1.11	3.6	3.5	3.5	3.5
2019	1.15	1.16	1.17	1.25	3.6	3.6	3.6	3.6
2020	1.36	1.30	–	–	3.9	3.7	–	–
Insurance								
2006	–	–	–	2.52	–	–	–	10.2
2007	2.38	2.43	2.37	2.38	9.7	9.9	9.5	9.4
2008	2.53	2.57	2.64	2.48	9.7	10.0	9.9	9.7
2009	2.67	2.71	2.86	2.81	10.1	10.1	10.5	10.3
2010	2.76	2.80	2.71	2.61	10.2	10.2	9.9	9.9
2011	2.74	2.75	2.71	2.84	9.9	10.2	10.1	9.9
2012	2.84	2.86	2.94	3.07	9.8	9.9	10.1	9.9
2013	3.02	3.10	3.12	3.19	10.0	10.4	10.5	10.6
2014	3.24	3.13	3.17	3.03	10.7	10.4	10.4	9.8
2015	3.09	3.12	3.11	3.20	10.0	10.0	9.8	9.8
2016	3.13	3.18	3.16	3.13	10.0	9.9	9.8	9.8
2017	3.40	3.43	3.62	3.22	10.2	10.3	10.5	10.1
2018	3.31	3.35	3.27	3.24	10.2	10.3	10.0	10.2
2019	3.25	3.27	3.27	3.28	10.2	10.2	10.1	9.5
2020	3.35	3.39	–	–	9.6	9.6	–	–
Retirement and savings								
2006	–	–	–	.72	–	–	–	2.9
2007	.64	.66	.70	.72	2.6	2.7	2.8	2.9
2008	.77	.71	.76	.65	3.0	2.8	2.9	2.5
2009	.81	.84	.80	.75	3.1	3.1	2.9	2.8
2010	.73	.74	.79	.66	2.7	2.7	2.9	2.5
2011	.64	.65	.74	.73	2.3	2.4	2.7	2.6
2012	.75	.74	.76	.82	2.6	2.6	2.6	2.6
2013	.80	.82	.78	.78	2.7	2.7	2.6	2.6
2014	.74	.72	.76	.83	2.5	2.4	2.5	2.7
2015	.69	.88	.87	1.15	2.2	2.8	2.7	3.5
2016	.85	.90	.92	.94	2.7	2.8	2.8	2.9
2017	.99	1.01	1.16	.95	3.0	3.0	3.3	3.0
2018	1.00	1.00	.99	.83	3.1	3.1	3.0	2.6
2019	.85	.87	.87	.97	2.7	2.7	2.7	2.8
2020	1.08	1.11	–	–	3.1	3.1	–	–
Legally required benefits								
2006	–	–	–	2.32	–	–	–	9.4
2007	2.25	2.23	2.25	2.26	9.1	9.0	9.0	8.9
2008	2.27	2.23	2.25	2.22	8.7	8.7	8.5	8.7
2009	2.32	2.36	2.42	2.39	8.8	8.8	8.8	8.8
2010	2.40	2.42	2.41	2.34	8.8	8.8	8.8	8.8
2011	2.44	2.41	2.45	2.50	8.8	8.9	9.2	8.8
2012	2.55	2.57	2.60	2.64	8.8	8.9	8.9	8.6
2013	2.57	2.58	2.59	2.61	8.5	8.6	8.7	8.7
2014	2.60	2.60	2.62	2.59	8.6	8.6	8.6	8.4
2015	2.60	2.60	2.64	2.72	8.4	8.3	8.3	8.4

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2016	2.68	2.67	2.69	2.67	8.5	8.4	8.4	8.4
2017	2.75	2.74	2.82	2.66	8.3	8.2	8.2	8.4
2018	2.69	2.68	2.68	2.64	8.3	8.2	8.2	8.3
2019	2.64	2.66	2.70	2.79	8.3	8.3	8.3	8.1
2020	2.79	2.82	–	–	8.0	8.0	–	–

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

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$33.77	–	–	–	100.0
2007	33.68	33.95	34.10	34.24	100.0	100.0	100.0	100.0
2008	34.72	35.00	35.06	35.36	100.0	100.0	100.0	100.0
2009	35.54	35.73	35.73	35.66	100.0	100.0	100.0	100.0
2010	36.01	36.05	36.52	36.16	100.0	100.0	100.0	100.0
2011	36.42	36.93	36.75	36.97	100.0	100.0	100.0	100.0
2012	37.10	37.24	37.40	37.29	100.0	100.0	100.0	100.0
2013	37.65	37.71	37.84	39.25	100.0	100.0	100.0	100.0
2014	39.74	39.95	40.10	40.74	100.0	100.0	100.0	100.0
2015	40.89	41.10	41.29	42.58	100.0	100.0	100.0	100.0
2016	43.05	43.44	43.94	43.62	100.0	100.0	100.0	100.0
2017	43.75	43.94	44.06	43.42	100.0	100.0	100.0	100.0
2018	43.44	43.78	43.86	43.96	100.0	100.0	100.0	100.0
2019	44.50	44.70	44.81	43.38	100.0	100.0	100.0	100.0
2020	43.55	43.95	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	21.55	–	–	–	63.8
2007	21.74	21.87	22.05	22.08	64.6	64.4	64.7	64.5
2008	22.42	22.68	22.76	22.95	64.6	64.8	64.9	64.9
2009	23.05	23.17	23.22	23.18	64.9	64.9	65.0	65.0
2010	23.21	23.19	23.39	23.20	64.4	64.3	64.1	64.2
2011	23.25	23.37	23.37	23.57	63.8	63.3	63.6	63.8
2012	23.77	23.85	23.93	23.93	64.1	64.0	64.0	64.2
2013	24.17	24.25	24.33	24.98	64.2	64.3	64.3	63.7
2014	25.19	25.38	25.43	25.84	63.4	63.5	63.4	63.4
2015	25.92	26.07	26.21	26.90	63.4	63.4	63.5	63.2
2016	27.20	27.46	27.76	27.56	63.2	63.2	63.2	63.2
2017	27.67	27.78	27.73	27.58	63.2	63.2	62.9	63.5
2018	27.58	27.85	27.97	27.99	63.5	63.6	63.8	63.7
2019	28.32	28.47	28.52	27.96	63.6	63.7	63.6	64.5
2020	28.16	28.35	–	–	64.7	64.5	–	–
Total benefits								
2006	–	–	–	12.22	–	–	–	36.2
2007	11.94	12.08	12.05	12.16	35.4	35.6	35.3	35.5
2008	12.30	12.31	12.30	12.41	35.4	35.2	35.1	35.1
2009	12.49	12.56	12.50	12.48	35.1	35.1	35.0	35.0
2010	12.80	12.86	13.13	12.96	35.6	35.7	35.9	35.8
2011	13.17	13.56	13.38	13.40	36.2	36.7	36.4	36.2
2012	13.34	13.39	13.47	13.36	35.9	36.0	36.0	35.8
2013	13.48	13.46	13.51	14.27	35.8	35.7	35.7	36.3
2014	14.55	14.57	14.67	14.91	36.6	36.5	36.6	36.6
2015	14.97	15.03	15.08	15.69	36.6	36.6	36.5	36.8
2016	15.85	15.97	16.17	16.06	36.8	36.8	36.8	36.8
2017	16.08	16.16	16.33	15.84	36.8	36.8	37.1	36.5
2018	15.85	15.93	15.89	15.98	36.5	36.4	36.2	36.3
2019	16.18	16.23	16.29	15.42	36.4	36.3	36.4	35.5
2020	15.39	15.60	–	–	35.3	35.5	–	–
Paid leave								
2006	–	–	–	2.81	–	–	–	8.3
2007	2.83	2.86	2.84	2.84	8.4	8.4	8.3	8.3
2008	2.82	2.84	2.84	2.88	8.1	8.1	8.1	8.1
2009	2.92	2.95	2.97	2.94	8.2	8.3	8.3	8.2
2010	2.94	2.94	2.98	2.93	8.2	8.2	8.2	8.1
2011	2.91	2.91	2.91	2.91	8.0	7.9	7.9	7.9
2012	2.94	2.95	2.95	2.94	7.9	7.9	7.9	7.9
2013	2.98	3.00	3.00	3.12	7.9	8.0	7.9	7.9
2014	3.14	3.17	3.18	3.24	7.9	7.9	7.9	8.0
2015	3.25	3.27	3.29	3.39	7.9	8.0	8.0	8.0
2016	3.44	3.49	3.52	3.48	8.0	8.0	8.0	8.0
2017	3.49	3.51	3.49	3.46	8.0	8.0	7.9	8.0
2018	3.44	3.48	3.50	3.51	7.9	7.9	8.0	8.0
2019	3.57	3.58	3.58	3.48	8.0	8.0	8.0	8.0

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2020	3.50	3.54	–	–	8.0	8.1	–	–
Supplemental pay								
2006	–	–	–	1.38	–	–	–	4.1
2007	1.40	1.41	1.34	1.42	4.2	4.1	3.9	4.2
2008	1.48	1.51	1.52	1.53	4.3	4.3	4.3	4.3
2009	1.42	1.44	1.44	1.46	4.0	4.0	4.0	4.1
2010	1.46	1.45	1.44	1.43	4.1	4.0	3.9	3.9
2011	1.61	1.68	1.67	1.73	4.4	4.6	4.5	4.7
2012	1.78	1.75	1.75	1.75	4.8	4.7	4.7	4.7
2013	1.76	1.71	1.73	1.86	4.7	4.5	4.6	4.8
2014	1.91	1.89	1.89	1.97	4.8	4.7	4.7	4.8
2015	1.90	1.92	1.90	2.01	4.7	4.7	4.6	4.7
2016	2.03	2.06	2.10	2.08	4.7	4.7	4.8	4.8
2017	2.05	2.03	2.04	2.19	4.7	4.6	4.6	5.0
2018	2.27	2.23	2.26	2.39	5.2	5.1	5.2	5.4
2019	2.40	2.43	2.43	2.33	5.4	5.4	5.4	5.4
2020	2.25	2.29	–	–	5.2	5.2	–	–
Insurance								
2006	–	–	–	3.36	–	–	–	9.9
2007	3.40	3.47	3.50	3.52	10.1	10.2	10.3	10.3
2008	3.59	3.57	3.57	3.57	10.3	10.2	10.2	10.1
2009	3.72	3.74	3.75	3.77	10.5	10.5	10.5	10.6
2010	3.91	3.94	3.98	3.94	10.8	10.9	10.9	10.9
2011	3.96	3.98	3.98	3.98	10.9	10.8	10.8	10.8
2012	4.03	4.07	4.10	4.05	10.9	10.9	11.0	10.9
2013	4.11	4.13	4.14	4.20	10.9	10.9	10.9	10.7
2014	4.25	4.27	4.26	4.24	10.7	10.7	10.6	10.4
2015	4.32	4.34	4.37	4.48	10.6	10.6	10.6	10.5
2016	4.56	4.60	4.67	4.64	10.6	10.6	10.6	10.6
2017	4.62	4.63	4.63	4.59	10.6	10.5	10.5	10.6
2018	4.55	4.59	4.64	4.55	10.5	10.5	10.6	10.4
2019	4.62	4.64	4.68	4.51	10.4	10.4	10.4	10.4
2020	4.53	4.61	–	–	10.4	10.5	–	–
Retirement and savings								
2006	–	–	–	1.96	–	–	–	5.8
2007	1.57	1.61	1.63	1.64	4.7	4.7	4.8	4.8
2008	1.66	1.64	1.60	1.66	4.8	4.7	4.6	4.7
2009	1.64	1.63	1.54	1.51	4.6	4.6	4.3	4.2
2010	1.66	1.68	1.85	1.81	4.6	4.6	5.1	5.0
2011	1.83	2.10	1.95	1.91	5.0	5.7	5.3	5.2
2012	1.69	1.69	1.75	1.67	4.6	4.5	4.7	4.5
2013	1.68	1.66	1.68	2.07	4.5	4.4	4.4	5.3
2014	2.23	2.23	2.33	2.41	5.6	5.6	5.8	5.9
2015	2.44	2.44	2.45	2.73	6.0	5.9	5.9	6.4
2016	2.73	2.74	2.78	2.77	6.3	6.3	6.3	6.3
2017	2.80	2.85	3.04	2.43	6.4	6.5	6.9	5.6
2018	2.40	2.46	2.29	2.31	5.5	5.6	5.2	5.3
2019	2.34	2.34	2.33	1.89	5.3	5.2	5.2	4.4
2020	1.89	1.91	–	–	4.3	4.4	–	–
Legally required benefits								
2006	–	–	–	2.72	–	–	–	8.0
2007	2.73	2.73	2.74	2.74	8.1	8.1	8.0	8.0
2008	2.75	2.76	2.77	2.77	7.9	7.9	7.9	7.8
2009	2.78	2.80	2.80	2.80	7.8	7.8	7.8	7.9
2010	2.84	2.85	2.88	2.84	7.9	7.9	7.9	7.9
2011	2.86	2.89	2.87	2.86	7.9	7.8	7.8	7.7
2012	2.90	2.92	2.93	2.94	7.8	7.9	7.8	7.9
2013	2.95	2.95	2.96	3.01	7.8	7.8	7.8	7.7
2014	3.02	3.01	3.02	3.04	7.6	7.5	7.5	7.5
2015	3.06	3.05	3.06	3.08	7.5	7.4	7.4	7.2

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2016	3.09	3.09	3.11	3.09	7.2	7.1	7.1	7.1
2017	3.13	3.14	3.13	3.18	7.2	7.1	7.1	7.3
2018	3.18	3.18	3.19	3.22	7.3	7.3	7.3	7.3
2019	3.25	3.25	3.26	3.22	7.3	7.3	7.3	7.4
2020	3.22	3.25	–	–	7.4	7.4	–	–

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

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$26.87	–	–	–	100.0
2007	26.91	27.11	27.23	27.35	100.0	100.0	100.0	100.0
2008	27.81	27.99	28.29	28.83	100.0	100.0	100.0	100.0
2009	28.96	29.24	29.28	29.84	100.0	100.0	100.0	100.0
2010	29.98	29.93	30.30	30.43	100.0	100.0	100.0	100.0
2011	30.42	30.60	30.38	30.94	100.0	100.0	100.0	100.0
2012	31.02	31.20	31.52	31.06	100.0	100.0	100.0	100.0
2013	31.51	31.91	31.94	33.12	100.0	100.0	100.0	100.0
2014	33.53	33.63	33.83	34.23	100.0	100.0	100.0	100.0
2015	34.38	34.48	34.56	36.65	100.0	100.0	100.0	100.0
2016	37.24	37.52	37.69	37.43	100.0	100.0	100.0	100.0
2017	37.24	37.22	37.14	37.17	100.0	100.0	100.0	100.0
2018	36.79	37.25	37.38	37.43	100.0	100.0	100.0	100.0
2019	37.96	38.16	38.39	38.00	100.0	100.0	100.0	100.0
2020	38.90	38.55	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	17.73	–	–	–	66.0
2007	17.79	17.91	18.00	18.06	66.1	66.1	66.1	66.0
2008	18.39	18.56	18.77	19.13	66.1	66.3	66.3	66.4
2009	19.17	19.34	19.40	19.73	66.2	66.1	66.2	66.1
2010	19.70	19.65	19.87	20.07	65.7	65.7	65.6	66.0
2011	19.98	20.07	19.93	20.38	65.7	65.6	65.6	65.9
2012	20.38	20.49	20.66	20.45	65.7	65.7	65.6	65.8
2013	20.68	20.92	20.94	21.73	65.6	65.6	65.6	65.6
2014	21.94	22.05	22.17	22.43	65.4	65.6	65.5	65.5
2015	22.46	22.54	22.60	24.00	65.3	65.4	65.4	65.5
2016	24.42	24.62	24.71	24.53	65.6	65.6	65.6	65.5
2017	24.46	24.46	24.43	24.65	65.7	65.7	65.8	66.3
2018	24.41	24.70	24.78	24.85	66.4	66.3	66.3	66.4
2019	25.19	25.37	25.44	25.38	66.3	66.5	66.3	66.8
2020	25.81	25.80	–	–	66.4	66.9	–	–
Total benefits								
2006	–	–	–	9.15	–	–	–	34.0
2007	9.12	9.20	9.23	9.29	33.9	33.9	33.9	34.0
2008	9.41	9.44	9.53	9.70	33.9	33.7	33.7	33.6
2009	9.79	9.90	9.88	10.11	33.8	33.9	33.8	33.9
2010	10.29	10.28	10.43	10.36	34.3	34.3	34.4	34.0
2011	10.45	10.53	10.45	10.56	34.3	34.4	34.4	34.1
2012	10.64	10.71	10.86	10.61	34.3	34.3	34.4	34.2
2013	10.83	10.99	10.99	11.39	34.4	34.4	34.4	34.4
2014	11.59	11.58	11.66	11.80	34.6	34.4	34.5	34.5
2015	11.93	11.94	11.95	12.65	34.7	34.6	34.6	34.5
2016	12.82	12.89	12.98	12.89	34.4	34.4	34.4	34.5
2017	12.78	12.76	12.71	12.53	34.3	34.3	34.2	33.7
2018	12.38	12.55	12.60	12.58	33.6	33.7	33.7	33.6
2019	12.78	12.79	12.95	12.62	33.7	33.5	33.7	33.2
2020	13.08	12.75	–	–	33.6	33.1	–	–
Paid leave								
2006	–	–	–	1.93	–	–	–	7.2
2007	1.93	1.95	1.94	1.95	7.2	7.2	7.1	7.1
2008	1.97	1.98	2.00	2.06	7.1	7.1	7.1	7.2
2009	2.07	2.11	2.13	2.17	7.2	7.2	7.3	7.3
2010	2.17	2.17	2.20	2.22	7.2	7.2	7.3	7.3
2011	2.19	2.19	2.19	2.24	7.2	7.2	7.2	7.2
2012	2.23	2.24	2.27	2.23	7.2	7.2	7.2	7.2
2013	2.26	2.31	2.29	2.44	7.2	7.2	7.2	7.4
2014	2.47	2.48	2.51	2.54	7.4	7.4	7.4	7.4
2015	2.54	2.57	2.56	2.79	7.4	7.4	7.4	7.6
2016	2.86	2.87	2.88	2.85	7.7	7.6	7.6	7.6
2017	2.83	2.82	2.80	2.79	7.6	7.6	7.5	7.5
2018	2.74	2.79	2.80	2.88	7.5	7.5	7.5	7.7
2019	2.93	2.96	2.97	2.96	7.7	7.8	7.7	7.8

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2020	3.03	2.99	–	–	7.8	7.8	–	–
Supplemental pay								
2006	–	–	–	0.95	–	–	–	3.5
2007	.96	.97	0.95	.98	3.6	3.6	3.5	3.6
2008	1.00	1.02	1.02	1.06	3.6	3.6	3.6	3.7
2009	1.05	1.06	1.04	1.05	3.6	3.6	3.6	3.5
2010	1.04	1.02	1.03	.97	3.5	3.4	3.4	3.2
2011	1.02	1.04	1.03	1.07	3.4	3.4	3.4	3.5
2012	1.09	1.10	1.12	1.10	3.5	3.5	3.6	3.6
2013	1.14	1.18	1.19	1.30	3.6	3.7	3.7	3.9
2014	1.33	1.34	1.35	1.42	4.0	4.0	4.0	4.1
2015	1.40	1.41	1.40	1.50	4.1	4.1	4.0	4.1
2016	1.49	1.49	1.51	1.51	4.0	4.0	4.0	4.0
2017	1.46	1.47	1.48	1.50	3.9	4.0	4.0	4.0
2018	1.48	1.53	1.54	1.60	4.0	4.1	4.1	4.3
2019	1.61	1.60	1.61	1.65	4.2	4.2	4.2	4.3
2020	1.75	1.62	–	–	4.5	4.2	–	–
Insurance								
2006	–	–	–	2.86	–	–	–	10.7
2007	2.92	2.94	2.96	2.98	10.9	10.8	10.9	10.9
2008	3.04	3.03	3.06	3.07	10.9	10.8	10.8	10.7
2009	3.19	3.24	3.25	3.31	11.0	11.1	11.1	11.1
2010	3.42	3.43	3.50	3.48	11.4	11.5	11.6	11.4
2011	3.51	3.50	3.52	3.54	11.5	11.5	11.6	11.5
2012	3.58	3.61	3.66	3.56	11.5	11.6	11.6	11.5
2013	3.67	3.69	3.70	3.71	11.6	11.6	11.6	11.2
2014	3.79	3.77	3.76	3.73	11.3	11.2	11.1	10.9
2015	3.80	3.81	3.83	3.96	11.1	11.1	11.1	10.8
2016	4.05	4.09	4.12	4.10	10.9	10.9	10.9	10.9
2017	4.03	4.00	3.98	3.90	10.8	10.8	10.7	10.5
2018	3.86	3.90	3.91	3.73	10.5	10.5	10.5	10.0
2019	3.82	3.81	3.91	3.84	10.1	10.0	10.2	10.1
2020	4.01	3.90	–	–	10.3	10.1	–	–
Retirement and savings								
2006	–	–	–	1.08	–	–	–	4.0
2007	.96	1.00	1.03	1.04	3.6	3.7	3.8	3.8
2008	1.04	1.04	1.05	1.08	3.8	3.7	3.7	3.8
2009	1.04	1.02	1.01	1.08	3.6	3.5	3.5	3.6
2010	1.14	1.13	1.14	1.14	3.8	3.8	3.8	3.7
2011	1.15	1.18	1.13	1.13	3.8	3.9	3.7	3.6
2012	1.14	1.14	1.15	1.09	3.7	3.7	3.7	3.5
2013	1.09	1.10	1.12	1.22	3.5	3.5	3.5	3.7
2014	1.22	1.23	1.28	1.30	3.6	3.7	3.8	3.8
2015	1.38	1.35	1.37	1.54	4.0	3.9	4.0	4.2
2016	1.53	1.55	1.58	1.55	4.1	4.1	4.2	4.1
2017	1.56	1.57	1.56	1.42	4.2	4.2	4.2	3.8
2018	1.37	1.41	1.41	1.43	3.7	3.8	3.8	3.8
2019	1.45	1.45	1.47	1.23	3.8	3.8	3.8	3.2
2020	1.30	1.24	–	–	3.3	3.2	–	–
Legally required benefits								
2006	–	–	–	2.32	–	–	–	8.6
2007	2.34	2.34	2.34	2.35	8.7	8.6	8.6	8.6
2008	2.36	2.36	2.40	2.41	8.5	8.4	8.5	8.4
2009	2.43	2.45	2.45	2.49	8.4	8.4	8.4	8.3
2010	2.52	2.53	2.56	2.56	8.4	8.5	8.5	8.4
2011	2.57	2.60	2.58	2.58	8.5	8.5	8.5	8.3
2012	2.60	2.62	2.64	2.64	8.4	8.4	8.4	8.5
2013	2.67	2.70	2.70	2.74	8.5	8.5	8.4	8.3
2014	2.77	2.76	2.77	2.81	8.3	8.2	8.2	8.2
2015	2.81	2.80	2.80	2.87	8.2	8.1	8.1	7.8

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2016	2.89	2.90	2.90	2.89	7.8	7.7	7.7	7.7
2017	2.90	2.89	2.89	2.92	7.8	7.8	7.8	7.9
2018	2.93	2.93	2.94	2.94	8.0	7.9	7.9	7.8
2019	2.97	2.97	2.98	2.94	7.8	7.8	7.8	7.7
2020	3.00	2.99	–	–	7.7	7.7	–	–

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

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$40.92	–	–	–	100.0
2007	40.83	41.34	41.49	41.74	100.0	100.0	100.0	100.0
2008	42.25	42.67	42.68	42.70	100.0	100.0	100.0	100.0
2009	43.13	43.45	43.30	42.60	100.0	100.0	100.0	100.0
2010	43.34	43.58	44.22	43.18	100.0	100.0	100.0	100.0
2011	43.76	44.47	44.29	43.75	100.0	100.0	100.0	100.0
2012	44.39	44.32	44.15	44.90	100.0	100.0	100.0	100.0
2013	45.09	44.93	44.83	46.85	100.0	100.0	100.0	100.0
2014	47.58	47.71	47.59	49.11	100.0	100.0	100.0	100.0
2015	49.04	49.27	49.65	50.08	100.0	100.0	100.0	100.0
2016	50.42	50.95	52.36	51.74	100.0	100.0	100.0	100.0
2017	52.31	52.66	52.91	50.77	100.0	100.0	100.0	100.0
2018	51.26	51.60	51.55	52.03	100.0	100.0	100.0	100.0
2019	52.47	52.57	52.69	49.92	100.0	100.0	100.0	100.0
2020	49.59	50.31	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	25.50	–	–	–	62.3
2007	25.92	26.14	26.40	26.46	63.5	63.2	63.6	63.4
2008	26.80	27.21	27.25	27.24	63.4	63.8	63.9	63.8
2009	27.52	27.73	27.72	27.29	63.8	63.8	64.0	64.1
2010	27.48	27.54	27.75	27.04	63.4	63.2	62.8	62.6
2011	27.26	27.29	27.45	27.15	62.3	61.4	62.0	62.1
2012	27.83	27.79	27.68	28.19	62.7	62.7	62.7	62.8
2013	28.40	28.40	28.35	29.02	63.0	63.2	63.2	61.9
2014	29.29	29.46	29.32	30.21	61.6	61.7	61.6	61.5
2015	30.25	30.42	30.69	30.57	61.7	61.7	61.8	61.0
2016	30.73	31.06	31.88	31.53	60.9	61.0	60.9	60.9
2017	31.88	32.09	31.94	31.03	60.9	60.9	60.4	61.1
2018	31.32	31.62	31.75	31.86	61.1	61.3	61.6	61.2
2019	32.14	32.20	32.30	31.10	61.2	61.3	61.3	62.3
2020	31.20	31.35	–	–	62.9	62.3	–	–
Total benefits								
2006	–	–	–	15.41	–	–	–	37.7
2007	14.91	15.20	15.09	15.28	36.5	36.8	36.4	36.6
2008	15.44	15.47	15.42	15.46	36.6	36.2	36.1	36.2
2009	15.61	15.72	15.58	15.30	36.2	36.2	36.0	35.9
2010	15.86	16.04	16.47	16.14	36.6	36.8	37.2	37.4
2011	16.50	17.18	16.84	16.60	37.7	38.6	38.0	37.9
2012	16.57	16.53	16.47	16.71	37.3	37.3	37.3	37.2
2013	16.69	16.53	16.48	17.83	37.0	36.8	36.8	38.1
2014	18.28	18.25	18.27	18.90	38.4	38.3	38.4	38.5
2015	18.79	18.85	18.96	19.52	38.3	38.3	38.2	39.0
2016	19.69	19.89	20.48	20.21	39.1	39.0	39.1	39.1
2017	20.43	20.57	20.97	19.74	39.1	39.1	39.6	38.9
2018	19.94	19.98	19.80	20.17	38.9	38.7	38.4	38.8
2019	20.33	20.37	20.40	18.82	38.8	38.7	38.7	37.7
2020	18.39	18.96	–	–	37.1	37.7	–	–
Paid leave								
2006	–	–	–	3.72	–	–	–	9.1
2007	3.78	3.84	3.80	3.80	9.3	9.3	9.2	9.1
2008	3.74	3.78	3.78	3.80	8.9	8.9	8.9	8.9
2009	3.89	3.94	3.95	3.85	9.0	9.1	9.1	9.0
2010	3.88	3.90	3.94	3.81	8.9	9.0	8.9	8.8
2011	3.78	3.77	3.77	3.67	8.6	8.5	8.5	8.4
2012	3.79	3.77	3.72	3.82	8.5	8.5	8.4	8.5
2013	3.84	3.86	3.85	3.96	8.5	8.6	8.6	8.5
2014	3.99	4.02	3.98	4.14	8.4	8.4	8.4	8.4
2015	4.13	4.14	4.19	4.15	8.4	8.4	8.4	8.3
2016	4.18	4.27	4.39	4.30	8.3	8.4	8.4	8.3
2017	4.36	4.40	4.37	4.25	8.3	8.4	8.3	8.4
2018	4.27	4.31	4.33	4.28	8.3	8.4	8.4	8.2
2019	4.33	4.32	4.34	4.12	8.3	8.2	8.2	8.2

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2020	4.12	4.18	–	–	8.3	8.3	–	–
Supplemental pay								
2006	–	–	–	1.82	–	–	–	4.5
2007	1.87	1.88	1.76	1.91	4.6	4.6	4.3	4.6
2008	2.01	2.04	2.08	2.05	4.8	4.8	4.9	4.8
2009	1.85	1.88	1.91	1.96	4.3	4.3	4.4	4.6
2010	1.97	1.99	1.95	1.98	4.6	4.6	4.4	4.6
2011	2.32	2.45	2.42	2.48	5.3	5.5	5.5	5.7
2012	2.60	2.51	2.46	2.55	5.8	5.7	5.6	5.7
2013	2.51	2.37	2.36	2.57	5.6	5.3	5.3	5.5
2014	2.63	2.57	2.54	2.67	5.5	5.4	5.3	5.4
2015	2.53	2.55	2.53	2.67	5.2	5.2	5.1	5.3
2016	2.72	2.78	2.89	2.83	5.4	5.5	5.5	5.5
2017	2.81	2.75	2.76	3.00	5.4	5.2	5.2	5.9
2018	3.20	3.08	3.12	3.35	6.2	6.0	6.1	6.4
2019	3.37	3.42	3.44	3.15	6.4	6.5	6.5	6.3
2020	2.91	3.08	–	–	5.9	6.1	–	–
Insurance								
2006	–	–	–	3.87	–	–	–	9.5
2007	3.91	4.05	4.08	4.10	9.6	9.8	9.8	9.8
2008	4.19	4.16	4.14	4.13	9.9	9.8	9.7	9.7
2009	4.34	4.33	4.35	4.31	10.1	10.0	10.0	10.1
2010	4.50	4.57	4.58	4.51	10.4	10.5	10.4	10.4
2011	4.52	4.55	4.52	4.47	10.3	10.2	10.2	10.2
2012	4.58	4.62	4.59	4.66	10.3	10.4	10.4	10.4
2013	4.65	4.67	4.66	4.82	10.3	10.4	10.4	10.3
2014	4.83	4.89	4.86	4.90	10.2	10.2	10.2	10.0
2015	4.98	5.00	5.04	5.14	10.1	10.1	10.2	10.3
2016	5.21	5.24	5.42	5.35	10.3	10.3	10.3	10.3
2017	5.40	5.45	5.46	5.40	10.3	10.4	10.3	10.6
2018	5.37	5.41	5.50	5.57	10.5	10.5	10.7	10.7
2019	5.60	5.64	5.62	5.32	10.7	10.7	10.7	10.7
2020	5.19	5.43	–	–	10.5	10.8	–	–
Retirement and savings								
2006	–	–	–	2.88	–	–	–	7.0
2007	2.22	2.26	2.27	2.30	5.4	5.5	5.5	5.5
2008	2.33	2.29	2.22	2.32	5.5	5.4	5.2	5.4
2009	2.34	2.36	2.17	2.01	5.4	5.4	5.0	4.7
2010	2.29	2.34	2.73	2.63	5.3	5.4	6.2	6.1
2011	2.66	3.18	2.91	2.80	6.1	7.2	6.6	6.4
2012	2.34	2.34	2.43	2.37	5.3	5.3	5.5	5.3
2013	2.40	2.36	2.33	3.13	5.3	5.3	5.2	6.7
2014	3.49	3.46	3.58	3.83	7.3	7.2	7.5	7.8
2015	3.78	3.79	3.80	4.22	7.7	7.7	7.7	8.4
2016	4.25	4.26	4.40	4.37	8.4	8.4	8.4	8.4
2017	4.43	4.50	4.93	3.62	8.5	8.6	9.3	7.1
2018	3.62	3.71	3.34	3.40	7.1	7.2	6.5	6.5
2019	3.43	3.40	3.39	2.69	6.5	6.5	6.4	5.4
2020	2.66	2.70	–	–	5.4	5.4	–	–
Legally required benefits								
2006	–	–	–	3.12	–	–	–	7.6
2007	3.14	3.17	3.17	3.17	7.7	7.7	7.6	7.6
2008	3.17	3.19	3.19	3.17	7.5	7.5	7.5	7.4
2009	3.18	3.21	3.21	3.17	7.4	7.4	7.4	7.4
2010	3.23	3.24	3.27	3.20	7.4	7.4	7.4	7.4
2011	3.22	3.23	3.22	3.18	7.4	7.3	7.3	7.3
2012	3.26	3.28	3.27	3.32	7.3	7.4	7.4	7.4
2013	3.28	3.27	3.28	3.36	7.3	7.3	7.3	7.2
2014	3.34	3.32	3.31	3.35	7.0	7.0	7.0	6.8
2015	3.37	3.36	3.39	3.34	6.9	6.8	6.8	6.7

See footnotes at end of table.

Supplemental table 3. Private manufacturing industry workers, by establishment size: employer costs per hour 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								
2016	3.34	3.33	3.39	3.36	6.6	6.5	6.5	6.5
2017	3.44	3.46	3.44	3.48	6.6	6.6	6.5	6.9
2018	3.49	3.48	3.50	3.57	6.8	6.7	6.8	6.9
2019	3.60	3.59	3.61	3.54	6.9	6.8	6.8	7.1
2020	3.50	3.56	–	–	7.1	7.1	–	–

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

Supplemental table 4. Private manufacturing industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$34.05	–	–	–	100.0
2007	33.29	33.61	33.77	34.08	100.0	100.0	100.0	100.0
2008	34.17	34.30	34.17	33.56	100.0	100.0	100.0	100.0
2009	33.74	34.04	34.12	34.10	100.0	100.0	100.0	100.0
2010	34.73	34.83	35.44	35.01	100.0	100.0	100.0	100.0
2011	35.12	35.87	35.48	35.43	100.0	100.0	100.0	100.0
2012	34.99	35.16	35.42	35.60	100.0	100.0	100.0	100.0
2013	35.72	35.69	35.71	37.88	100.0	100.0	100.0	100.0
2014	38.37	38.62	39.16	39.91	100.0	100.0	100.0	100.0
2015	40.11	40.16	40.52	43.24	100.0	100.0	100.0	100.0
2016	43.53	43.79	41.54	41.83	100.0	100.0	100.0	100.0
2017	41.81	42.39	43.23	42.60	100.0	100.0	100.0	100.0
2018	42.74	42.82	42.54	43.94	100.0	100.0	100.0	100.0
2019	43.84	44.13	44.45	42.45	100.0	100.0	100.0	100.0
2020	42.84	43.97	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.03	–	–	–	58.8
2007	20.05	20.17	20.37	20.32	60.2	60.0	60.3	59.6
2008	20.46	20.66	20.64	20.25	59.9	60.2	60.4	60.3
2009	20.22	20.39	20.46	20.41	59.9	59.9	60.0	59.9
2010	20.48	20.55	20.68	20.51	59.0	59.0	58.4	58.6
2011	20.61	20.66	20.74	20.62	58.7	57.6	58.4	58.2
2012	20.75	20.76	20.81	20.87	59.3	59.0	58.8	58.6
2013	21.08	21.12	21.27	22.31	59.0	59.2	59.6	58.9
2014	22.46	22.63	22.85	23.06	58.5	58.6	58.4	57.8
2015	23.18	23.25	23.38	24.41	57.8	57.9	57.7	56.5
2016	24.52	24.65	23.57	23.75	56.3	56.3	56.7	56.8
2017	23.82	24.12	24.28	23.82	57.0	56.9	56.2	55.9
2018	23.89	23.98	24.14	24.66	55.9	56.0	56.8	56.1
2019	24.66	24.76	24.96	24.14	56.3	56.1	56.2	56.9
2020	24.40	24.91	–	–	57.0	56.7	–	–
Total benefits								
2006	–	–	–	14.02	–	–	–	41.2
2007	13.24	13.44	13.40	13.76	39.8	40.0	39.7	40.4
2008	13.72	13.64	13.54	13.31	40.1	39.8	39.6	39.7
2009	13.51	13.66	13.67	13.68	40.1	40.1	40.0	40.1
2010	14.24	14.28	14.76	14.50	41.0	41.0	41.6	41.4
2011	14.51	15.21	14.75	14.81	41.3	42.4	41.6	41.8
2012	14.24	14.40	14.61	14.73	40.7	41.0	41.2	41.4
2013	14.64	14.57	14.44	15.58	41.0	40.8	40.4	41.1
2014	15.91	15.99	16.31	16.85	41.5	41.4	41.6	42.2
2015	16.93	16.91	17.14	18.83	42.2	42.1	42.3	43.5
2016	19.01	19.14	17.97	18.08	43.7	43.7	43.3	43.2
2017	17.99	18.27	18.94	18.78	43.0	43.1	43.8	44.1
2018	18.85	18.84	18.40	19.28	44.1	44.0	43.2	43.9
2019	19.18	19.37	19.48	18.31	43.7	43.9	43.8	43.1
2020	18.44	19.06	–	–	43.0	43.3	–	–
Paid leave								
2006	–	–	–	2.84	–	–	–	8.3
2007	2.83	2.89	2.86	2.87	8.5	8.6	8.5	8.4
2008	2.71	2.69	2.69	2.60	7.9	7.9	7.9	7.8
2009	2.66	2.71	2.73	2.68	7.9	8.0	8.0	7.9
2010	2.71	2.74	2.75	2.68	7.8	7.9	7.8	7.6
2011	2.59	2.60	2.56	2.49	7.4	7.2	7.2	7.0
2012	2.50	2.49	2.47	2.50	7.1	7.1	7.0	7.0
2013	2.55	2.57	2.58	2.76	7.1	7.2	7.2	7.3
2014	2.77	2.80	2.84	2.92	7.2	7.2	7.3	7.3
2015	2.93	2.93	2.95	3.09	7.3	7.3	7.3	7.2
2016	3.13	3.21	2.95	2.96	7.2	7.3	7.1	7.1
2017	2.95	3.01	3.03	3.06	7.1	7.1	7.0	7.2
2018	3.06	3.06	3.08	3.25	7.2	7.1	7.2	7.4
2019	3.21	3.20	3.23	3.10	7.3	7.3	7.3	7.3

See footnotes at end of table.

Supplemental table 4. Private manufacturing industry workers, by bargaining status: employer costs per hour 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								
2020	3.18	3.31	–	–	7.4	7.5	–	–
Supplemental pay								
2006	–	–	–	1.64	–	–	–	4.8
2007	1.62	1.60	1.55	1.78	4.9	4.8	4.6	5.2
2008	1.90	1.95	1.98	1.79	5.5	5.7	5.8	5.3
2009	1.64	1.65	1.68	1.63	4.9	4.8	4.9	4.8
2010	1.53	1.49	1.48	1.46	4.4	4.3	4.2	4.2
2011	1.66	1.65	1.64	1.71	4.7	4.6	4.6	4.8
2012	1.78	1.84	1.85	1.83	5.1	5.2	5.2	5.2
2013	1.78	1.71	1.72	1.80	5.0	4.8	4.8	4.8
2014	1.89	1.92	1.93	2.00	4.9	5.0	4.9	5.0
2015	1.88	1.91	1.93	2.13	4.7	4.8	4.8	4.9
2016	2.32	2.37	2.38	2.38	5.3	5.4	5.7	5.7
2017	2.23	2.21	2.23	2.35	5.3	5.2	5.1	5.5
2018	2.42	2.34	2.44	2.75	5.7	5.5	5.7	6.3
2019	2.71	2.78	2.75	2.69	6.2	6.3	6.2	6.3
2020	2.71	2.82	–	–	6.3	6.4	–	–
Insurance								
2006	–	–	–	4.26	–	–	–	12.5
2007	4.20	4.32	4.33	4.39	12.6	12.9	12.8	12.9
2008	4.47	4.42	4.35	4.35	13.1	12.9	12.7	13.0
2009	4.62	4.64	4.62	4.69	13.7	13.6	13.5	13.8
2010	4.87	4.90	4.96	4.95	14.0	14.1	14.0	14.1
2011	4.87	4.89	4.82	4.93	13.9	13.6	13.6	13.9
2012	4.95	5.01	5.05	5.18	14.1	14.2	14.3	14.5
2013	5.11	5.11	5.12	5.36	14.3	14.3	14.4	14.1
2014	5.41	5.42	5.50	5.63	14.1	14.0	14.0	14.1
2015	5.81	5.82	5.85	6.37	14.5	14.5	14.4	14.7
2016	6.37	6.37	6.47	6.48	14.6	14.5	15.6	15.5
2017	6.50	6.59	6.60	6.69	15.5	15.6	15.3	15.7
2018	6.70	6.77	6.77	6.96	15.7	15.8	15.9	15.8
2019	6.93	7.06	7.15	7.01	15.8	16.0	16.1	16.5
2020	7.06	7.26	–	–	16.5	16.5	–	–
Retirement and savings								
2006	–	–	–	2.30	–	–	–	6.8
2007	1.67	1.68	1.69	1.74	5.0	5.0	5.0	5.1
2008	1.69	1.62	1.58	1.67	4.9	4.7	4.6	5.0
2009	1.67	1.70	1.66	1.71	4.9	5.0	4.9	5.0
2010	2.10	2.12	2.49	2.41	6.1	6.1	7.0	6.9
2011	2.38	3.06	2.73	2.69	6.8	8.5	7.7	7.6
2012	2.00	2.00	2.17	2.12	5.7	5.7	6.1	5.9
2013	2.16	2.14	1.95	2.49	6.0	6.0	5.5	6.6
2014	2.72	2.76	2.91	3.12	7.1	7.1	7.4	7.8
2015	3.09	3.05	3.18	3.98	7.7	7.6	7.8	9.2
2016	3.96	3.97	3.03	3.10	9.1	9.1	7.3	7.4
2017	3.12	3.21	3.82	3.34	7.5	7.6	8.8	7.8
2018	3.34	3.38	2.77	2.94	7.8	7.9	6.5	6.7
2019	2.94	2.94	2.95	2.13	6.7	6.7	6.6	5.0
2020	2.15	2.21	–	–	5.0	5.0	–	–
Legally required benefits								
2006	–	–	–	2.98	–	–	–	8.8
2007	2.92	2.94	2.96	2.97	8.8	8.7	8.8	8.7
2008	2.95	2.95	2.93	2.90	8.6	8.6	8.6	8.6
2009	2.92	2.96	2.98	2.98	8.7	8.7	8.7	8.7
2010	3.03	3.04	3.08	3.00	8.7	8.7	8.7	8.6
2011	3.01	3.01	2.99	2.98	8.6	8.4	8.4	8.4
2012	3.02	3.06	3.07	3.10	8.6	8.7	8.7	8.7
2013	3.04	3.04	3.05	3.16	8.5	8.5	8.5	8.4
2014	3.13	3.09	3.12	3.18	8.1	8.0	8.0	8.0
2015	3.21	3.20	3.24	3.26	8.0	8.0	8.0	7.5

See footnotes at end of table.

Supplemental table 4. Private manufacturing industry workers, by bargaining status: employer costs per hour 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								
2016	3.24	3.22	3.15	3.16	7.4	7.4	7.6	7.6
2017	3.19	3.26	3.27	3.34	7.6	7.7	7.6	7.8
2018	3.34	3.30	3.33	3.38	7.8	7.7	7.8	7.7
2019	3.39	3.39	3.40	3.38	7.7	7.7	7.7	8.0
2020	3.34	3.46	–	–	7.8	7.9	–	–

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

Supplemental table 4. Private manufacturing industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$29.38	–	–	–	100.0
2007	29.66	29.82	30.11	30.30	100.0	100.0	100.0	100.0
2008	30.77	30.97	31.15	31.46	100.0	100.0	100.0	100.0
2009	31.61	31.57	31.52	31.39	100.0	100.0	100.0	100.0
2010	31.58	31.75	32.00	31.55	100.0	100.0	100.0	100.0
2011	32.08	32.35	32.33	32.33	100.0	100.0	100.0	100.0
2012	32.53	32.56	32.77	33.07	100.0	100.0	100.0	100.0
2013	33.37	33.43	33.53	34.59	100.0	100.0	100.0	100.0
2014	35.04	35.15	35.25	36.19	100.0	100.0	100.0	100.0
2015	36.31	36.41	36.66	37.72	100.0	100.0	100.0	100.0
2016	38.00	38.32	38.86	38.94	100.0	100.0	100.0	100.0
2017	39.32	39.44	39.63	38.45	100.0	100.0	100.0	100.0
2018	38.67	38.77	38.92	38.33	100.0	100.0	100.0	100.0
2019	38.86	39.04	39.30	38.69	100.0	100.0	100.0	100.0
2020	39.04	39.26	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.74	–	–	–	67.2
2007	19.99	20.03	20.28	20.37	67.4	67.2	67.3	67.2
2008	20.70	20.87	21.04	21.32	67.3	67.4	67.5	67.8
2009	21.43	21.42	21.45	21.42	67.8	67.9	68.1	68.2
2010	21.45	21.53	21.69	21.42	67.9	67.8	67.8	67.9
2011	21.60	21.69	21.70	21.83	67.3	67.1	67.1	67.5
2012	21.96	21.99	22.14	22.31	67.5	67.5	67.6	67.5
2013	22.48	22.55	22.58	23.08	67.4	67.5	67.3	66.7
2014	23.30	23.42	23.46	24.11	66.5	66.6	66.6	66.6
2015	24.19	24.25	24.49	25.07	66.6	66.6	66.8	66.5
2016	25.30	25.54	25.84	25.92	66.6	66.7	66.5	66.5
2017	26.19	26.27	26.37	25.67	66.6	66.6	66.5	66.8
2018	25.80	25.99	26.14	25.74	66.7	67.0	67.2	67.2
2019	26.05	26.19	26.39	26.27	67.0	67.1	67.1	67.9
2020	26.56	26.71	–	–	68.0	68.0	–	–
Total benefits								
2006	–	–	–	9.65	–	–	–	32.8
2007	9.67	9.79	9.83	9.93	32.6	32.8	32.7	32.8
2008	10.06	10.09	10.12	10.14	32.7	32.6	32.5	32.2
2009	10.18	10.14	10.07	9.97	32.2	32.1	31.9	31.8
2010	10.13	10.22	10.32	10.13	32.1	32.2	32.2	32.1
2011	10.48	10.66	10.64	10.50	32.7	32.9	32.9	32.5
2012	10.57	10.57	10.63	10.76	32.5	32.5	32.4	32.5
2013	10.89	10.88	10.95	11.51	32.6	32.5	32.7	33.3
2014	11.74	11.73	11.79	12.08	33.5	33.4	33.4	33.4
2015	12.12	12.16	12.17	12.64	33.4	33.4	33.2	33.5
2016	12.70	12.78	13.01	13.03	33.4	33.3	33.5	33.5
2017	13.13	13.17	13.26	12.78	33.4	33.4	33.5	33.2
2018	12.88	12.78	12.78	12.59	33.3	33.0	32.8	32.8
2019	12.81	12.84	12.92	12.43	33.0	32.9	32.9	32.1
2020	12.48	12.55	–	–	32.0	32.0	–	–
Paid leave								
2006	–	–	–	2.23	–	–	–	7.6
2007	2.26	2.27	2.27	2.27	7.6	7.6	7.5	7.5
2008	2.30	2.32	2.33	2.39	7.5	7.5	7.5	7.6
2009	2.40	2.40	2.40	2.38	7.6	7.6	7.6	7.6
2010	2.38	2.39	2.41	2.38	7.5	7.5	7.5	7.5
2011	2.41	2.41	2.41	2.43	7.5	7.5	7.5	7.5
2012	2.45	2.45	2.47	2.50	7.5	7.5	7.5	7.6
2013	2.53	2.53	2.53	2.62	7.6	7.6	7.6	7.6
2014	2.66	2.67	2.67	2.75	7.6	7.6	7.6	7.6
2015	2.76	2.76	2.79	2.87	7.6	7.6	7.6	7.6
2016	2.90	2.93	2.96	2.96	7.6	7.6	7.6	7.6
2017	3.00	3.02	3.01	2.90	7.6	7.6	7.6	7.6
2018	2.91	2.94	2.96	2.91	7.5	7.6	7.6	7.6
2019	2.97	2.98	3.00	2.94	7.6	7.6	7.6	7.6

See footnotes at end of table.

Supplemental table 4. Private manufacturing industry workers, by bargaining status: employer costs per hour 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								
2020	2.96	2.97	–	–	7.6	7.6	–	–
Supplemental pay								
2006	–	–	–	1.09	–	–	–	3.7
2007	1.14	1.18	1.18	1.22	3.8	4.0	3.9	4.0
2008	1.22	1.22	1.23	1.17	4.0	3.9	3.9	3.7
2009	1.09	1.09	1.09	1.11	3.5	3.5	3.5	3.5
2010	1.14	1.15	1.12	1.10	3.6	3.6	3.5	3.5
2011	1.25	1.33	1.31	1.34	3.9	4.1	4.1	4.1
2012	1.34	1.30	1.30	1.36	4.1	4.0	4.0	4.1
2013	1.36	1.34	1.35	1.45	4.1	4.0	4.0	4.2
2014	1.48	1.46	1.47	1.55	4.2	4.2	4.2	4.3
2015	1.50	1.52	1.51	1.60	4.1	4.2	4.1	4.2
2016	1.56	1.57	1.56	1.56	4.1	4.1	4.0	4.0
2017	1.55	1.55	1.56	1.69	4.0	3.9	3.9	4.4
2018	1.76	1.73	1.74	1.79	4.6	4.4	4.5	4.7
2019	1.82	1.83	1.85	1.79	4.7	4.7	4.7	4.6
2020	1.75	1.75	–	–	4.5	4.4	–	–
Insurance								
2006	–	–	–	2.58	–	–	–	8.8
2007	2.67	2.71	2.72	2.75	9.0	9.1	9.0	9.1
2008	2.81	2.82	2.84	2.84	9.1	9.1	9.1	9.0
2009	2.92	2.93	2.93	2.90	9.2	9.3	9.3	9.2
2010	2.97	2.99	3.02	2.97	9.4	9.4	9.4	9.4
2011	3.05	3.06	3.09	3.01	9.5	9.5	9.5	9.3
2012	3.04	3.06	3.08	3.11	9.3	9.4	9.4	9.4
2013	3.19	3.19	3.19	3.28	9.5	9.5	9.5	9.5
2014	3.34	3.35	3.34	3.34	9.5	9.5	9.5	9.2
2015	3.39	3.40	3.41	3.48	9.3	9.3	9.3	9.2
2016	3.53	3.56	3.58	3.58	9.3	9.3	9.2	9.2
2017	3.59	3.60	3.61	3.63	9.1	9.1	9.1	9.4
2018	3.63	3.53	3.54	3.40	9.4	9.1	9.1	8.9
2019	3.47	3.48	3.49	3.38	8.9	8.9	8.9	8.7
2020	3.41	3.45	–	–	8.7	8.8	–	–
Retirement and savings								
2006	–	–	–	1.30	–	–	–	4.4
2007	1.13	1.17	1.19	1.20	3.8	3.9	3.9	4.0
2008	1.23	1.23	1.21	1.22	4.0	4.0	3.9	3.9
2009	1.21	1.18	1.10	1.04	3.8	3.7	3.5	3.3
2010	1.08	1.09	1.16	1.11	3.4	3.4	3.6	3.5
2011	1.15	1.21	1.18	1.12	3.6	3.7	3.7	3.5
2012	1.10	1.10	1.11	1.10	3.4	3.4	3.4	3.3
2013	1.11	1.11	1.16	1.39	3.3	3.3	3.4	4.0
2014	1.48	1.48	1.54	1.62	4.2	4.2	4.4	4.5
2015	1.65	1.65	1.63	1.81	4.5	4.5	4.5	4.8
2016	1.81	1.83	1.98	2.00	4.8	4.8	5.1	5.1
2017	2.01	2.05	2.11	1.63	5.1	5.2	5.3	4.2
2018	1.62	1.64	1.60	1.55	4.2	4.2	4.1	4.1
2019	1.58	1.59	1.59	1.36	4.1	4.1	4.1	3.5
2020	1.39	1.39	–	–	3.6	3.5	–	–
Legally required benefits								
2006	–	–	–	2.45	–	–	–	8.3
2007	2.47	2.46	2.48	2.49	8.3	8.3	8.2	8.2
2008	2.49	2.50	2.51	2.52	8.1	8.1	8.1	8.0
2009	2.55	2.54	2.55	2.54	8.1	8.1	8.1	8.1
2010	2.57	2.59	2.61	2.57	8.2	8.2	8.1	8.1
2011	2.62	2.65	2.64	2.61	8.2	8.2	8.2	8.1
2012	2.64	2.66	2.68	2.69	8.1	8.2	8.2	8.1
2013	2.71	2.71	2.72	2.76	8.1	8.1	8.1	8.0
2014	2.78	2.77	2.77	2.82	7.9	7.9	7.9	7.8
2015	2.83	2.82	2.83	2.88	7.8	7.7	7.7	7.6

See footnotes at end of table.

Supplemental table 4. Private manufacturing industry workers, by bargaining status: employer costs per hour 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								
2016	2.89	2.90	2.92	2.92	7.6	7.6	7.5	7.5
2017	2.97	2.96	2.97	2.94	7.5	7.5	7.5	7.6
2018	2.95	2.94	2.95	2.94	7.6	7.6	7.6	7.7
2019	2.97	2.97	2.99	2.96	7.6	7.6	7.6	7.6
2020	2.97	2.99	–	–	7.6	7.6	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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	–	–	–	$24.55	–	–	–	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	33.26	33.58	33.68	100.0	100.0	100.0	100.0
2020	34.35	35.00	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	17.64	–	–	–	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	23.58	23.83	23.87	70.9	70.9	71.0	70.9
2020	24.36	24.74	–	–	70.9	70.7	–	–
Total benefits								
2006	–	–	–	6.92	–	–	–	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	9.68	9.75	9.81	29.1	29.1	29.0	29.1
2020	9.98	10.26	–	–	29.1	29.3	–	–
Paid leave								
2006	–	–	–	1.71	–	–	–	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
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	2.44	2.47	2.52	7.4	7.3	7.4	7.5

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	2.58	2.64	–	–	7.5	7.6	–	–
Supplemental pay								
2006	–	–	–	0.65	–	–	–	2.6
2007	.65	.66	0.67	.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	.99	1.00	1.07	2.9	3.0	3.0	3.2
2020	1.09	1.13	–	–	3.2	3.2	–	–
Insurance								
2006	–	–	–	1.73	–	–	–	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	2.56	2.58	2.58	7.7	7.7	7.7	7.7
2020	2.62	2.72	–	–	7.6	7.8	–	–
Retirement and savings								
2006	–	–	–	.79	–	–	–	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	1.18	1.18	1.11	3.6	3.5	3.5	3.3
2020	1.14	1.18	–	–	3.3	3.4	–	–
Legally required benefits								
2006	–	–	–	2.04	–	–	–	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

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
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	2.51	2.53	2.52	7.5	7.5	7.5	7.5
2020	2.56	2.60	–	–	7.5	7.4	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$44.51	–	–	–	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	58.97	59.52	59.74	100.0	100.0	100.0	100.0
2020	60.35	60.67	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	31.88	–	–	–	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	41.25	41.66	41.67	70.0	70.0	70.0	69.7
2020	42.12	42.25	–	–	69.8	69.6	–	–
Total benefits								
2006	–	–	–	12.62	–	–	–	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	17.71	17.86	18.08	30.0	30.0	30.0	30.3
2020	18.23	18.41	–	–	30.2	30.4	–	–
Paid leave								
2006	–	–	–	3.75	–	–	–	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
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	5.29	5.36	5.49	8.9	9.0	9.0	9.2

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	5.54	5.56	–	–	9.2	9.2	–	–
Supplemental pay								
2006	–	–	–	1.35	–	–	–	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	2.00	2.01	2.17	3.3	3.4	3.4	3.6
2020	2.17	2.22	–	–	3.6	3.7	–	–
Insurance								
2006	–	–	–	2.72	–	–	–	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	4.17	4.20	4.25	7.1	7.1	7.1	7.1
2020	4.28	4.36	–	–	7.1	7.2	–	–
Retirement and savings								
2006	–	–	–	1.64	–	–	–	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	2.37	2.39	2.28	4.1	4.0	4.0	3.8
2020	2.31	2.32	–	–	3.8	3.8	–	–
Legally required benefits								
2006	–	–	–	3.17	–	–	–	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
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

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
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	3.88	3.91	3.89	6.6	6.6	6.6	6.5
2020	3.94	3.95	–	–	6.5	6.5	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$49.61	–	–	–	100.0
2007	50.46	50.15	50.77	50.57	100.0	100.0	100.0	100.0
2008	51.93	52.02	52.88	53.95	100.0	100.0	100.0	100.0
2009	53.83	54.28	53.75	54.04	100.0	100.0	100.0	100.0
2010	54.84	54.70	54.89	56.57	100.0	100.0	100.0	100.0
2011	56.45	57.38	57.69	57.10	100.0	100.0	100.0	100.0
2012	57.41	57.73	57.86	57.92	100.0	100.0	100.0	100.0
2013	58.09	58.84	58.86	60.19	100.0	100.0	100.0	100.0
2014	60.35	61.49	62.09	66.43	100.0	100.0	100.0	100.0
2015	67.12	67.00	66.51	67.16	100.0	100.0	100.0	100.0
2016	68.76	69.25	69.84	70.38	100.0	100.0	100.0	100.0
2017	70.81	71.96	72.12	69.57	100.0	100.0	100.0	100.0
2018	70.55	70.85	71.62	65.31	100.0	100.0	100.0	100.0
2019	66.04	66.20	67.24	69.11	100.0	100.0	100.0	100.0
2020	70.13	70.31	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	34.70	–	–	–	69.9
2007	35.57	35.24	35.58	35.33	70.5	70.3	70.1	69.9
2008	36.35	36.18	36.94	37.78	70.0	69.6	69.9	70.0
2009	37.66	37.82	37.41	37.69	70.0	69.7	69.6	69.7
2010	38.13	38.18	38.26	39.24	69.5	69.8	69.7	69.4
2011	39.45	39.83	40.12	39.89	69.9	69.4	69.5	69.9
2012	39.93	40.21	40.23	40.19	69.5	69.7	69.5	69.4
2013	40.36	40.82	40.79	41.76	69.5	69.4	69.3	69.4
2014	41.86	42.53	43.01	44.27	69.4	69.2	69.3	66.7
2015	44.50	44.72	45.07	45.65	66.3	66.7	67.8	68.0
2016	45.97	46.38	46.71	47.19	66.9	67.0	66.9	67.0
2017	47.17	47.97	48.07	46.39	66.6	66.7	66.7	66.7
2018	46.89	47.02	47.57	45.25	66.5	66.4	66.4	69.3
2019	45.72	45.79	46.55	47.70	69.2	69.2	69.2	69.0
2020	48.42	48.51	–	–	69.0	69.0	–	–
Total benefits								
2006	–	–	–	14.91	–	–	–	30.1
2007	14.90	14.91	15.19	15.24	29.5	29.7	29.9	30.1
2008	15.58	15.84	15.94	16.17	30.0	30.4	30.1	30.0
2009	16.18	16.46	16.34	16.36	30.0	30.3	30.4	30.3
2010	16.71	16.52	16.63	17.33	30.5	30.2	30.3	30.6
2011	16.99	17.55	17.57	17.21	30.1	30.6	30.5	30.1
2012	17.48	17.51	17.63	17.73	30.5	30.3	30.5	30.6
2013	17.74	18.02	18.07	18.43	30.5	30.6	30.7	30.6
2014	18.49	18.97	19.08	22.15	30.6	30.8	30.7	33.3
2015	22.61	22.28	21.44	21.51	33.7	33.3	32.2	32.0
2016	22.79	22.88	23.13	23.19	33.1	33.0	33.1	33.0
2017	23.64	23.99	24.05	23.17	33.4	33.3	33.3	33.3
2018	23.67	23.84	24.05	20.06	33.5	33.6	33.6	30.7
2019	20.31	20.41	20.69	21.41	30.8	30.8	30.8	31.0
2020	21.70	21.80	–	–	31.0	31.0	–	–
Paid leave								
2006	–	–	–	4.49	–	–	–	9.0
2007	4.56	4.52	4.56	4.54	9.0	9.0	9.0	9.0
2008	4.66	4.62	4.78	4.94	9.0	8.9	9.0	9.2
2009	4.94	4.95	4.86	4.91	9.2	9.1	9.0	9.1
2010	4.98	4.96	4.98	5.11	9.1	9.1	9.1	9.0
2011	5.14	5.17	5.19	5.21	9.1	9.0	9.0	9.1
2012	5.25	5.25	5.26	5.31	9.1	9.1	9.1	9.2
2013	5.33	5.37	5.39	5.55	9.2	9.1	9.2	9.2
2014	5.62	5.67	5.71	5.92	9.3	9.2	9.2	8.9
2015	5.94	5.95	5.95	6.00	8.9	8.9	8.9	8.9
2016	6.07	6.11	6.18	6.26	8.8	8.8	8.8	8.9
2017	6.31	6.40	6.41	6.23	8.9	8.9	8.9	9.0
2018	6.33	6.35	6.40	6.11	9.0	9.0	8.9	9.4
2019	6.19	6.19	6.32	6.68	9.4	9.4	9.4	9.7

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.75	6.76	–	–	9.6	9.6	–	–
Supplemental pay								
2006	–	–	–	1.93	–	–	–	3.9
2007	1.91	1.95	2.02	2.01	3.8	3.9	4.0	4.0
2008	2.12	2.38	2.24	2.19	4.1	4.6	4.2	4.1
2009	2.10	2.36	2.35	2.30	3.9	4.3	4.4	4.3
2010	2.33	2.12	2.18	2.56	4.2	3.9	4.0	4.5
2011	2.10	2.41	2.39	2.21	3.7	4.2	4.1	3.9
2012	2.33	2.33	2.36	2.26	4.1	4.0	4.1	3.9
2013	2.16	2.21	2.14	2.24	3.7	3.8	3.6	3.7
2014	2.15	2.21	2.22	4.84	3.6	3.6	3.6	7.3
2015	5.14	5.06	4.19	4.15	7.7	7.6	6.3	6.2
2016	5.49	5.48	5.50	5.40	8.0	7.9	7.9	7.7
2017	5.62	5.71	5.74	5.62	7.9	7.9	8.0	8.1
2018	5.87	5.95	6.00	2.80	8.3	8.4	8.4	4.3
2019	2.82	2.89	2.92	3.30	4.3	4.4	4.3	4.8
2020	3.36	3.38	–	–	4.8	4.8	–	–
Insurance								
2006	–	–	–	3.06	–	–	–	6.2
2007	3.14	3.15	3.18	3.20	6.2	6.3	6.3	6.3
2008	3.25	3.26	3.29	3.35	6.3	6.3	6.2	6.2
2009	3.42	3.43	3.43	3.48	6.4	6.3	6.4	6.4
2010	3.57	3.58	3.58	3.66	6.5	6.5	6.5	6.5
2011	3.70	3.79	3.78	3.76	6.6	6.6	6.6	6.6
2012	3.77	3.78	3.80	3.88	6.6	6.6	6.6	6.7
2013	3.96	3.98	4.01	4.12	6.8	6.8	6.8	6.8
2014	4.18	4.21	4.23	4.27	6.9	6.8	6.8	6.4
2015	4.36	4.34	4.35	4.35	6.5	6.5	6.5	6.5
2016	4.42	4.43	4.49	4.54	6.4	6.4	6.4	6.5
2017	4.56	4.58	4.60	4.35	6.4	6.4	6.4	6.3
2018	4.40	4.40	4.46	4.26	6.2	6.2	6.2	6.5
2019	4.33	4.37	4.41	4.44	6.6	6.6	6.6	6.4
2020	4.48	4.57	–	–	6.4	6.5	–	–
Retirement and savings								
2006	–	–	–	2.11	–	–	–	4.3
2007	1.92	1.94	2.05	2.11	3.8	3.9	4.0	4.2
2008	2.11	2.13	2.16	2.17	4.1	4.1	4.1	4.0
2009	2.18	2.18	2.15	2.10	4.0	4.0	4.0	3.9
2010	2.23	2.23	2.26	2.33	4.1	4.1	4.1	4.1
2011	2.34	2.45	2.45	2.35	4.2	4.3	4.3	4.1
2012	2.39	2.37	2.43	2.50	4.2	4.1	4.2	4.3
2013	2.51	2.64	2.69	2.62	4.3	4.5	4.6	4.4
2014	2.63	2.92	2.95	3.10	4.4	4.7	4.7	4.7
2015	3.12	2.86	2.89	2.91	4.7	4.3	4.3	4.3
2016	2.69	2.70	2.80	2.82	3.9	3.9	4.0	4.0
2017	2.88	3.00	3.00	2.76	4.1	4.2	4.2	4.0
2018	2.81	2.88	2.89	2.72	4.0	4.1	4.0	4.2
2019	2.76	2.74	2.78	2.68	4.2	4.1	4.1	3.9
2020	2.72	2.69	–	–	3.9	3.8	–	–
Legally required benefits								
2006	–	–	–	3.32	–	–	–	6.7
2007	3.37	3.35	3.38	3.37	6.7	6.7	6.7	6.7
2008	3.44	3.45	3.47	3.52	6.6	6.6	6.6	6.5
2009	3.55	3.55	3.54	3.57	6.6	6.5	6.6	6.6
2010	3.61	3.62	3.62	3.67	6.6	6.6	6.6	6.5
2011	3.71	3.74	3.75	3.69	6.6	6.5	6.5	6.5
2012	3.74	3.78	3.78	3.78	6.5	6.5	6.5	6.5
2013	3.78	3.81	3.84	3.90	6.5	6.5	6.5	6.5
2014	3.93	3.95	3.96	4.02	6.5	6.4	6.4	6.1
2015	4.05	4.06	4.06	4.11	6.0	6.1	6.1	6.1

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.13	4.15	4.15	4.18	6.0	6.0	5.9	5.9
2017	4.26	4.31	4.30	4.21	6.0	6.0	6.0	6.1
2018	4.26	4.25	4.29	4.17	6.0	6.0	6.0	6.4
2019	4.22	4.21	4.26	4.31	6.4	6.4	6.3	6.2
2020	4.39	4.40	–	–	6.3	6.3	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$42.05	–	–	–	100.0
2007	42.47	42.69	42.43	43.63	100.0	100.0	100.0	100.0
2008	43.95	44.21	44.63	44.60	100.0	100.0	100.0	100.0
2009	45.01	45.11	45.29	44.23	100.0	100.0	100.0	100.0
2010	44.81	44.97	45.40	44.75	100.0	100.0	100.0	100.0
2011	45.68	45.67	45.49	45.34	100.0	100.0	100.0	100.0
2012	45.82	46.15	46.31	45.52	100.0	100.0	100.0	100.0
2013	45.74	45.85	46.23	45.59	100.0	100.0	100.0	100.0
2014	46.75	47.12	46.91	47.76	100.0	100.0	100.0	100.0
2015	47.96	47.88	47.86	47.91	100.0	100.0	100.0	100.0
2016	48.33	49.24	48.46	49.85	100.0	100.0	100.0	100.0
2017	50.48	50.78	51.27	53.47	100.0	100.0	100.0	100.0
2018	53.79	53.90	54.32	54.66	100.0	100.0	100.0	100.0
2019	55.06	55.17	55.51	54.77	100.0	100.0	100.0	100.0
2020	55.16	55.58	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	30.53	–	–	–	72.6
2007	30.82	30.96	30.67	31.64	72.6	72.5	72.3	72.5
2008	31.89	32.08	32.43	32.35	72.6	72.6	72.7	72.5
2009	32.65	32.51	32.61	31.79	72.5	72.1	72.0	71.9
2010	32.24	32.38	32.70	32.32	71.9	72.0	72.0	72.2
2011	32.92	32.89	32.80	32.46	72.1	72.0	72.1	71.6
2012	32.74	32.98	33.04	32.50	71.5	71.5	71.3	71.4
2013	32.62	32.69	32.98	32.37	71.3	71.3	71.3	71.0
2014	33.02	33.24	33.15	33.75	70.6	70.5	70.7	70.7
2015	33.83	33.90	33.91	34.02	70.5	70.8	70.9	71.0
2016	34.29	34.86	34.40	35.21	71.0	70.8	71.0	70.6
2017	35.61	35.82	36.15	37.83	70.5	70.5	70.5	70.7
2018	37.96	38.06	38.44	38.54	70.6	70.6	70.8	70.5
2019	38.79	38.88	39.11	38.46	70.5	70.5	70.5	70.2
2020	38.78	38.95	–	–	70.3	70.1	–	–
Total benefits								
2006	–	–	–	11.52	–	–	–	27.4
2007	11.65	11.73	11.76	11.98	27.4	27.5	27.7	27.5
2008	12.06	12.13	12.20	12.24	27.4	27.4	27.3	27.5
2009	12.37	12.60	12.68	12.43	27.5	27.9	28.0	28.1
2010	12.57	12.59	12.70	12.43	28.1	28.0	28.0	27.8
2011	12.76	12.79	12.69	12.88	27.9	28.0	27.9	28.4
2012	13.08	13.16	13.27	13.01	28.5	28.5	28.7	28.6
2013	13.11	13.16	13.26	13.23	28.7	28.7	28.7	29.0
2014	13.74	13.88	13.76	14.02	29.4	29.5	29.3	29.3
2015	14.13	13.98	13.95	13.89	29.5	29.2	29.1	29.0
2016	14.04	14.38	14.06	14.64	29.0	29.2	29.0	29.4
2017	14.87	14.97	15.12	15.65	29.5	29.5	29.5	29.3
2018	15.83	15.84	15.88	16.12	29.4	29.4	29.2	29.5
2019	16.26	16.30	16.40	16.31	29.5	29.5	29.5	29.8
2020	16.38	16.63	–	–	29.7	29.9	–	–
Paid leave								
2006	–	–	–	3.40	–	–	–	8.1
2007	3.43	3.45	3.42	3.46	8.1	8.1	8.1	7.9
2008	3.44	3.47	3.51	3.51	7.8	7.8	7.9	7.9
2009	3.54	3.54	3.57	3.50	7.9	7.9	7.9	7.9
2010	3.52	3.53	3.56	3.58	7.9	7.8	7.8	8.0
2011	3.66	3.66	3.60	3.68	8.0	8.0	7.9	8.1
2012	3.68	3.74	3.76	3.69	8.0	8.1	8.1	8.1
2013	3.72	3.74	3.77	3.72	8.1	8.2	8.2	8.2
2014	3.85	3.87	3.84	3.83	8.2	8.2	8.2	8.0
2015	3.83	3.84	3.84	3.80	8.0	8.0	8.0	7.9
2016	3.84	3.97	3.88	4.08	8.0	8.1	8.0	8.2
2017	4.11	4.14	4.16	4.45	8.1	8.1	8.1	8.3
2018	4.51	4.50	4.52	4.73	8.4	8.3	8.3	8.7
2019	4.78	4.82	4.85	4.86	8.7	8.7	8.7	8.9

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	4.89	4.93	–	–	8.9	8.9	–	–
Supplemental pay								
2006	–	–	–	1.07	–	–	–	2.6
2007	1.10	1.12	1.10	1.09	2.6	2.6	2.6	2.5
2008	1.09	1.11	1.05	1.13	2.5	2.5	2.4	2.5
2009	1.10	1.38	1.38	1.29	2.4	3.1	3.0	2.9
2010	1.25	1.26	1.25	.94	2.8	2.8	2.8	2.1
2011	1.00	1.02	1.02	1.07	2.2	2.2	2.2	2.4
2012	1.10	1.09	1.09	1.05	2.4	2.4	2.4	2.3
2013	1.03	1.03	1.04	1.11	2.2	2.3	2.3	2.4
2014	1.15	1.09	1.08	1.17	2.5	2.3	2.3	2.5
2015	1.25	1.21	1.20	1.26	2.6	2.5	2.5	2.6
2016	1.24	1.20	1.21	1.15	2.6	2.4	2.5	2.3
2017	1.20	1.22	1.25	1.46	2.4	2.4	2.4	2.7
2018	1.47	1.47	1.46	1.51	2.7	2.7	2.7	2.8
2019	1.52	1.53	1.53	1.58	2.8	2.8	2.8	2.9
2020	1.53	1.61	–	–	2.8	2.9	–	–
Insurance								
2006	–	–	–	2.55	–	–	–	6.1
2007	2.63	2.64	2.64	2.66	6.2	6.2	6.2	6.1
2008	2.73	2.74	2.77	2.83	6.2	6.2	6.2	6.3
2009	2.89	2.88	2.91	2.92	6.4	6.4	6.4	6.6
2010	3.00	3.01	3.03	3.07	6.7	6.7	6.7	6.9
2011	3.14	3.15	3.15	3.23	6.9	6.9	6.9	7.1
2012	3.31	3.33	3.38	3.31	7.2	7.2	7.3	7.3
2013	3.39	3.39	3.39	3.42	7.4	7.4	7.3	7.5
2014	3.51	3.52	3.52	3.59	7.5	7.5	7.5	7.5
2015	3.63	3.63	3.63	3.60	7.6	7.6	7.6	7.5
2016	3.71	3.74	3.73	3.83	7.7	7.6	7.7	7.7
2017	3.86	3.86	3.90	4.02	7.6	7.6	7.6	7.5
2018	4.07	4.05	4.08	4.02	7.6	7.5	7.5	7.4
2019	4.06	4.06	4.09	4.15	7.4	7.4	7.4	7.6
2020	4.17	4.25	–	–	7.6	7.7	–	–
Retirement and savings								
2006	–	–	–	1.41	–	–	–	3.3
2007	1.38	1.40	1.47	1.61	3.2	3.3	3.5	3.7
2008	1.62	1.61	1.65	1.55	3.7	3.6	3.7	3.5
2009	1.59	1.56	1.58	1.55	3.5	3.5	3.5	3.5
2010	1.58	1.57	1.61	1.62	3.5	3.5	3.5	3.6
2011	1.69	1.68	1.63	1.69	3.7	3.7	3.6	3.7
2012	1.72	1.72	1.74	1.71	3.7	3.7	3.8	3.8
2013	1.71	1.73	1.76	1.72	3.7	3.8	3.8	3.8
2014	1.93	2.09	2.02	2.09	4.1	4.4	4.3	4.4
2015	2.08	1.96	1.93	1.85	4.3	4.1	4.0	3.9
2016	1.85	2.09	1.87	2.18	3.8	4.2	3.9	4.4
2017	2.23	2.27	2.32	2.11	4.4	4.5	4.5	3.9
2018	2.14	2.18	2.16	2.19	4.0	4.0	4.0	4.0
2019	2.20	2.18	2.19	2.06	4.0	3.9	4.0	3.8
2020	2.09	2.12	–	–	3.8	3.8	–	–
Legally required benefits								
2006	–	–	–	3.10	–	–	–	7.4
2007	3.12	3.13	3.13	3.16	7.3	7.3	7.4	7.2
2008	3.17	3.19	3.22	3.22	7.2	7.2	7.2	7.2
2009	3.24	3.24	3.25	3.18	7.2	7.2	7.2	7.2
2010	3.21	3.23	3.26	3.23	7.2	7.2	7.2	7.2
2011	3.27	3.28	3.29	3.23	7.2	7.2	7.2	7.1
2012	3.27	3.29	3.29	3.26	7.1	7.1	7.1	7.2
2013	3.26	3.27	3.30	3.26	7.1	7.1	7.1	7.2
2014	3.30	3.31	3.30	3.34	7.1	7.0	7.0	7.0
2015	3.34	3.34	3.35	3.38	7.0	7.0	7.0	7.0

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.40	3.39	3.37	3.41	7.0	6.9	7.0	6.8
2017	3.47	3.48	3.49	3.61	6.9	6.8	6.8	6.8
2018	3.65	3.64	3.66	3.67	6.8	6.8	6.7	6.7
2019	3.69	3.70	3.73	3.67	6.7	6.7	6.7	6.7
2020	3.70	3.72	–	–	6.7	6.7	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$19.91	–	–	–	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	25.76	26.09	25.84	100.0	100.0	100.0	100.0
2020	26.50	26.69	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.40	–	–	–	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	18.47	18.73	18.57	71.8	71.7	71.8	71.9
2020	19.10	19.14	–	–	72.1	71.7	–	–
Total benefits								
2006	–	–	–	5.51	–	–	–	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	7.30	7.36	7.27	28.2	28.3	28.2	28.1
2020	7.41	7.54	–	–	27.9	28.3	–	–
Paid leave								
2006	–	–	–	1.27	–	–	–	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
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	1.69	1.72	1.69	6.5	6.5	6.6	6.5

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	1.73	1.75	–	–	6.5	6.6	–	–
Supplemental pay								
2006	–	–	–	0.47	–	–	–	2.4
2007	.48	.48	0.49	.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	.68	.68	.71	2.5	2.6	2.6	2.7
2020	.71	.74	–	–	2.7	2.8	–	–
Insurance								
2006	–	–	–	1.59	–	–	–	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	2.27	2.28	2.26	8.7	8.8	8.7	8.7
2020	2.31	2.36	–	–	8.7	8.8	–	–
Retirement and savings								
2006	–	–	–	.56	–	–	–	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	.75	.73	.68	3.0	2.9	2.8	2.6
2020	.70	.72	–	–	2.6	2.7	–	–
Legally required benefits								
2006	–	–	–	1.63	–	–	–	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
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

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
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	1.92	1.94	1.93	7.5	7.5	7.4	7.5
2020	1.96	1.97	–	–	7.4	7.4	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$18.92	–	–	–	100.0
2007	19.07	19.02	19.43	19.49	100.0	100.0	100.0	100.0
2008	19.55	19.75	19.86	19.54	100.0	100.0	100.0	100.0
2009	19.47	19.51	19.52	19.99	100.0	100.0	100.0	100.0
2010	20.05	20.31	20.36	20.11	100.0	100.0	100.0	100.0
2011	20.35	20.62	20.75	20.84	100.0	100.0	100.0	100.0
2012	21.01	21.00	21.17	20.87	100.0	100.0	100.0	100.0
2013	21.23	21.37	21.53	21.48	100.0	100.0	100.0	100.0
2014	21.57	21.53	22.01	22.33	100.0	100.0	100.0	100.0
2015	23.17	22.86	22.98	22.73	100.0	100.0	100.0	100.0
2016	23.07	23.10	23.36	23.07	100.0	100.0	100.0	100.0
2017	23.23	23.40	23.49	23.42	100.0	100.0	100.0	100.0
2018	23.90	24.14	24.72	23.78	100.0	100.0	100.0	100.0
2019	24.43	24.54	24.93	24.44	100.0	100.0	100.0	100.0
2020	25.40	25.49	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.26	–	–	–	75.4
2007	14.39	14.32	14.64	14.70	75.5	75.3	75.3	75.4
2008	14.72	14.87	14.92	14.67	75.3	75.3	75.1	75.1
2009	14.62	14.64	14.68	14.97	75.1	75.1	75.2	74.9
2010	14.99	15.21	15.22	15.11	74.7	74.9	74.8	75.1
2011	15.22	15.37	15.49	15.62	74.8	74.6	74.7	74.9
2012	15.72	15.74	15.95	15.68	74.8	75.0	75.4	75.1
2013	15.86	15.99	16.09	16.19	74.7	74.8	74.8	75.4
2014	16.16	16.14	16.53	16.79	74.9	75.0	75.1	75.2
2015	17.53	17.20	17.31	17.15	75.7	75.3	75.3	75.5
2016	17.37	17.43	17.59	17.32	75.3	75.4	75.3	75.1
2017	17.46	17.55	17.66	17.63	75.2	75.0	75.2	75.3
2018	18.03	18.14	18.63	18.01	75.4	75.2	75.4	75.7
2019	18.51	18.53	18.89	18.60	75.8	75.5	75.7	76.1
2020	19.45	19.42	–	–	76.6	76.2	–	–
Total benefits								
2006	–	–	–	4.66	–	–	–	24.6
2007	4.68	4.70	4.79	4.79	24.5	24.7	24.7	24.6
2008	4.83	4.88	4.94	4.87	24.7	24.7	24.9	24.9
2009	4.85	4.87	4.85	5.02	24.9	24.9	24.8	25.1
2010	5.07	5.09	5.14	5.00	25.3	25.1	25.2	24.9
2011	5.12	5.25	5.25	5.23	25.2	25.4	25.3	25.1
2012	5.30	5.26	5.22	5.19	25.2	25.0	24.6	24.9
2013	5.37	5.38	5.44	5.29	25.3	25.2	25.2	24.6
2014	5.40	5.38	5.48	5.54	25.1	25.0	24.9	24.8
2015	5.64	5.66	5.67	5.58	24.3	24.7	24.7	24.5
2016	5.70	5.67	5.78	5.75	24.7	24.6	24.7	24.9
2017	5.77	5.85	5.82	5.79	24.8	25.0	24.8	24.7
2018	5.87	6.00	6.09	5.77	24.6	24.8	24.6	24.3
2019	5.92	6.01	6.05	5.84	24.2	24.5	24.3	23.9
2020	5.95	6.07	–	–	23.4	23.8	–	–
Paid leave								
2006	–	–	–	1.00	–	–	–	5.3
2007	1.01	1.02	1.03	1.03	5.3	5.4	5.3	5.3
2008	1.03	1.04	1.05	1.01	5.3	5.2	5.3	5.2
2009	1.02	1.01	1.01	1.05	5.2	5.2	5.2	5.2
2010	1.06	1.08	1.09	1.06	5.3	5.3	5.4	5.3
2011	1.09	1.10	1.10	1.10	5.4	5.3	5.3	5.3
2012	1.11	1.09	1.09	1.09	5.3	5.2	5.1	5.2
2013	1.12	1.12	1.13	1.11	5.3	5.2	5.3	5.2
2014	1.12	1.11	1.16	1.21	5.2	5.2	5.3	5.4
2015	1.24	1.24	1.23	1.26	5.4	5.4	5.4	5.5
2016	1.29	1.26	1.32	1.31	5.6	5.4	5.7	5.7
2017	1.31	1.31	1.32	1.34	5.6	5.6	5.6	5.7
2018	1.36	1.36	1.41	1.33	5.7	5.6	5.7	5.6
2019	1.39	1.42	1.45	1.36	5.7	5.8	5.8	5.5

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	1.39	1.42	–	–	5.5	5.6	–	–
Supplemental pay								
2006	–	–	–	0.53	–	–	–	2.8
2007	.52	.52	0.53	.53	2.7	2.7	2.7	2.7
2008	.51	.56	.57	.53	2.6	2.8	2.8	2.7
2009	.49	.50	.50	.54	2.5	2.6	2.5	2.7
2010	.50	.47	.48	.45	2.5	2.3	2.4	2.2
2011	.48	.51	.51	.44	2.3	2.5	2.5	2.1
2012	.46	.47	.46	.47	2.2	2.2	2.2	2.2
2013	.49	.48	.49	.47	2.3	2.3	2.3	2.2
2014	.49	.50	.52	.56	2.3	2.3	2.4	2.5
2015	.53	.54	.55	.55	2.3	2.4	2.4	2.4
2016	.58	.60	.61	.60	2.5	2.6	2.6	2.6
2017	.60	.62	.61	.62	2.6	2.6	2.6	2.6
2018	.64	.66	.66	.58	2.7	2.7	2.7	2.4
2019	.58	.60	.60	.65	2.4	2.4	2.4	2.7
2020	.65	.67	–	–	2.6	2.6	–	–
Insurance								
2006	–	–	–	1.11	–	–	–	5.9
2007	1.13	1.14	1.16	1.16	5.9	6.0	6.0	5.9
2008	1.20	1.20	1.21	1.22	6.2	6.1	6.1	6.2
2009	1.26	1.27	1.27	1.30	6.5	6.5	6.5	6.5
2010	1.34	1.36	1.36	1.32	6.7	6.7	6.7	6.6
2011	1.37	1.41	1.40	1.41	6.7	6.8	6.8	6.8
2012	1.42	1.42	1.38	1.38	6.8	6.8	6.5	6.6
2013	1.48	1.48	1.50	1.43	7.0	6.9	7.0	6.7
2014	1.51	1.50	1.50	1.46	7.0	7.0	6.8	6.6
2015	1.51	1.52	1.52	1.42	6.5	6.6	6.6	6.2
2016	1.48	1.49	1.48	1.47	6.4	6.4	6.3	6.4
2017	1.47	1.49	1.49	1.46	6.3	6.4	6.3	6.2
2018	1.48	1.50	1.50	1.43	6.2	6.2	6.1	6.0
2019	1.47	1.51	1.52	1.43	6.0	6.2	6.1	5.8
2020	1.45	1.49	–	–	5.7	5.8	–	–
Retirement and savings								
2006	–	–	–	.42	–	–	–	2.2
2007	.41	.40	.44	.45	2.2	2.1	2.3	2.3
2008	.45	.45	.45	.45	2.3	2.3	2.3	2.3
2009	.44	.44	.43	.46	2.2	2.2	2.2	2.3
2010	.47	.48	.49	.48	2.4	2.4	2.4	2.4
2011	.48	.49	.50	.51	2.4	2.4	2.4	2.5
2012	.53	.50	.49	.49	2.5	2.4	2.3	2.4
2013	.50	.52	.52	.50	2.4	2.4	2.4	2.3
2014	.51	.50	.50	.51	2.3	2.3	2.3	2.3
2015	.54	.54	.54	.56	2.3	2.4	2.4	2.5
2016	.55	.55	.58	.58	2.4	2.4	2.5	2.5
2017	.58	.60	.59	.57	2.5	2.6	2.5	2.4
2018	.56	.63	.64	.58	2.4	2.6	2.6	2.5
2019	.60	.60	.58	.51	2.5	2.4	2.3	2.1
2020	.52	.55	–	–	2.0	2.2	–	–
Legally required benefits								
2006	–	–	–	1.60	–	–	–	8.5
2007	1.60	1.61	1.63	1.63	8.4	8.5	8.4	8.4
2008	1.63	1.65	1.66	1.65	8.4	8.3	8.3	8.4
2009	1.64	1.65	1.65	1.67	8.4	8.4	8.4	8.4
2010	1.69	1.71	1.72	1.69	8.4	8.4	8.4	8.4
2011	1.71	1.74	1.74	1.75	8.4	8.4	8.4	8.4
2012	1.77	1.78	1.79	1.76	8.4	8.5	8.5	8.4
2013	1.77	1.78	1.79	1.77	8.4	8.3	8.3	8.3
2014	1.77	1.77	1.79	1.80	8.2	8.2	8.2	8.0
2015	1.82	1.82	1.82	1.79	7.9	8.0	7.9	7.9

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2016	1.79	1.78	1.80	1.79	7.8	7.7	7.7	7.8
2017	1.81	1.82	1.82	1.81	7.8	7.8	7.8	7.7
2018	1.84	1.85	1.87	1.84	7.7	7.7	7.6	7.8
2019	1.87	1.88	1.91	1.90	7.7	7.7	7.6	7.8
2020	1.94	1.95	–	–	7.6	7.6	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$20.65	–	–	–	100.0
2007	20.90	21.01	21.13	21.29	100.0	100.0	100.0	100.0
2008	21.56	21.65	21.82	21.83	100.0	100.0	100.0	100.0
2009	22.05	22.11	22.14	22.08	100.0	100.0	100.0	100.0
2010	22.31	22.30	22.47	22.23	100.0	100.0	100.0	100.0
2011	22.51	22.57	22.72	22.92	100.0	100.0	100.0	100.0
2012	23.13	23.21	23.24	23.17	100.0	100.0	100.0	100.0
2013	23.44	23.51	23.53	23.22	100.0	100.0	100.0	100.0
2014	23.42	23.66	23.74	23.63	100.0	100.0	100.0	100.0
2015	23.81	23.80	23.96	23.39	100.0	100.0	100.0	100.0
2016	23.76	23.86	24.01	24.25	100.0	100.0	100.0	100.0
2017	24.48	24.62	24.78	25.18	100.0	100.0	100.0	100.0
2018	25.55	25.68	25.95	26.24	100.0	100.0	100.0	100.0
2019	26.48	26.64	26.92	26.88	100.0	100.0	100.0	100.0
2020	27.31	27.57	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.51	–	–	–	70.3
2007	14.70	14.78	14.87	14.96	70.3	70.3	70.4	70.3
2008	15.13	15.20	15.33	15.32	70.2	70.2	70.3	70.2
2009	15.46	15.51	15.52	15.51	70.1	70.1	70.1	70.2
2010	15.59	15.61	15.73	15.57	69.9	70.0	70.0	70.1
2011	15.72	15.74	15.84	15.92	69.8	69.7	69.7	69.5
2012	16.04	16.09	16.13	16.08	69.3	69.4	69.4	69.4
2013	16.24	16.31	16.33	16.09	69.3	69.4	69.4	69.3
2014	16.19	16.30	16.36	16.29	69.1	68.9	68.9	68.9
2015	16.39	16.45	16.55	16.26	68.8	69.1	69.1	69.5
2016	16.52	16.63	16.72	16.86	69.5	69.7	69.6	69.5
2017	17.02	17.11	17.23	17.51	69.6	69.5	69.5	69.5
2018	17.77	17.84	18.05	18.10	69.6	69.5	69.5	69.0
2019	18.30	18.42	18.62	18.54	69.1	69.1	69.2	69.0
2020	18.84	18.94	–	–	69.0	68.7	–	–
Total benefits								
2006	–	–	–	6.14	–	–	–	29.7
2007	6.20	6.23	6.25	6.33	29.7	29.7	29.6	29.7
2008	6.43	6.45	6.49	6.51	29.8	29.8	29.7	29.8
2009	6.59	6.60	6.62	6.57	29.9	29.9	29.9	29.8
2010	6.72	6.69	6.74	6.66	30.1	30.0	30.0	29.9
2011	6.79	6.84	6.88	7.00	30.2	30.3	30.3	30.5
2012	7.09	7.11	7.11	7.09	30.7	30.6	30.6	30.6
2013	7.20	7.20	7.20	7.13	30.7	30.6	30.6	30.7
2014	7.23	7.37	7.38	7.34	30.9	31.1	31.1	31.1
2015	7.42	7.35	7.41	7.12	31.2	30.9	30.9	30.5
2016	7.24	7.24	7.29	7.39	30.5	30.3	30.4	30.5
2017	7.45	7.51	7.55	7.67	30.4	30.5	30.5	30.5
2018	7.78	7.84	7.91	8.14	30.4	30.5	30.5	31.0
2019	8.18	8.23	8.30	8.34	30.9	30.9	30.8	31.0
2020	8.48	8.63	–	–	31.0	31.3	–	–
Paid leave								
2006	–	–	–	1.46	–	–	–	7.1
2007	1.48	1.48	1.48	1.49	7.1	7.0	7.0	7.0
2008	1.51	1.50	1.52	1.52	7.0	6.9	7.0	7.0
2009	1.53	1.53	1.53	1.52	6.9	6.9	6.9	6.9
2010	1.53	1.52	1.53	1.50	6.9	6.8	6.8	6.7
2011	1.52	1.51	1.53	1.56	6.7	6.7	6.7	6.8
2012	1.57	1.57	1.57	1.55	6.8	6.8	6.7	6.7
2013	1.57	1.57	1.57	1.55	6.7	6.7	6.7	6.7
2014	1.58	1.58	1.59	1.60	6.7	6.7	6.7	6.8
2015	1.62	1.61	1.63	1.60	6.8	6.8	6.8	6.8
2016	1.63	1.63	1.64	1.66	6.8	6.8	6.8	6.9
2017	1.68	1.69	1.70	1.76	6.9	6.9	6.9	7.0
2018	1.80	1.78	1.81	1.86	7.0	6.9	7.0	7.1
2019	1.87	1.88	1.91	1.94	7.1	7.1	7.1	7.2

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	1.98	2.00	–	–	7.2	7.3	–	–
Supplemental pay								
2006	–	–	–	0.43	–	–	–	2.1
2007	.44	.45	0.45	.46	2.1	2.2	2.1	2.1
2008	.47	.49	.47	.47	2.2	2.3	2.1	2.2
2009	.45	.45	.45	.45	2.0	2.0	2.0	2.0
2010	.44	.43	.42	.42	2.0	1.9	1.9	1.9
2011	.45	.45	.45	.48	2.0	2.0	2.0	2.1
2012	.48	.48	.48	.49	2.1	2.1	2.0	2.1
2013	.49	.50	.49	.52	2.1	2.1	2.1	2.2
2014	.53	.55	.55	.57	2.3	2.3	2.3	2.4
2015	.57	.56	.56	.55	2.4	2.4	2.3	2.4
2016	.57	.57	.57	.58	2.4	2.4	2.4	2.4
2017	.59	.61	.61	.66	2.4	2.5	2.5	2.6
2018	.67	.67	.67	.71	2.6	2.6	2.6	2.7
2019	.70	.74	.75	.76	2.6	2.8	2.8	2.8
2020	.75	.78	–	–	2.8	2.8	–	–
Insurance								
2006	–	–	–	1.95	–	–	–	9.4
2007	2.00	2.01	2.01	2.03	9.6	9.6	9.5	9.5
2008	2.09	2.10	2.11	2.13	9.7	9.7	9.7	9.8
2009	2.22	2.23	2.25	2.25	10.1	10.1	10.2	10.2
2010	2.33	2.32	2.34	2.31	10.5	10.4	10.4	10.4
2011	2.34	2.38	2.40	2.48	10.4	10.6	10.6	10.8
2012	2.51	2.51	2.50	2.46	10.8	10.8	10.8	10.6
2013	2.52	2.51	2.51	2.50	10.7	10.7	10.7	10.8
2014	2.55	2.55	2.55	2.52	10.9	10.8	10.8	10.7
2015	2.57	2.57	2.59	2.43	10.8	10.8	10.8	10.4
2016	2.49	2.48	2.49	2.55	10.5	10.4	10.4	10.5
2017	2.56	2.57	2.59	2.57	10.4	10.4	10.4	10.2
2018	2.61	2.61	2.63	2.75	10.2	10.2	10.1	10.5
2019	2.79	2.81	2.83	2.87	10.5	10.5	10.5	10.7
2020	2.93	3.00	–	–	10.7	10.9	–	–
Retirement and savings								
2006	–	–	–	.66	–	–	–	3.2
2007	.62	.63	.65	.67	3.0	3.0	3.1	3.2
2008	.68	.68	.70	.69	3.1	3.1	3.2	3.2
2009	.69	.69	.69	.66	3.1	3.1	3.1	3.0
2010	.69	.70	.71	.70	3.1	3.1	3.2	3.2
2011	.72	.72	.72	.70	3.2	3.2	3.2	3.1
2012	.73	.73	.74	.75	3.1	3.1	3.2	3.2
2013	.77	.77	.78	.73	3.3	3.3	3.3	3.1
2014	.73	.84	.84	.81	3.1	3.6	3.5	3.4
2015	.81	.75	.76	.72	3.4	3.2	3.2	3.1
2016	.72	.72	.75	.75	3.0	3.0	3.1	3.1
2017	.76	.78	.78	.78	3.1	3.2	3.2	3.1
2018	.78	.85	.86	.89	3.1	3.3	3.3	3.4
2019	.89	.85	.84	.81	3.4	3.2	3.1	3.0
2020	.83	.85	–	–	3.0	3.1	–	–
Legally required benefits								
2006	–	–	–	1.64	–	–	–	8.0
2007	1.65	1.66	1.66	1.67	7.9	7.9	7.9	7.9
2008	1.68	1.69	1.70	1.69	7.8	7.8	7.8	7.8
2009	1.70	1.71	1.70	1.70	7.7	7.7	7.7	7.7
2010	1.72	1.73	1.74	1.73	7.7	7.7	7.8	7.8
2011	1.76	1.77	1.78	1.78	7.8	7.8	7.8	7.8
2012	1.81	1.82	1.83	1.83	7.8	7.9	7.9	7.9
2013	1.85	1.85	1.85	1.83	7.9	7.9	7.9	7.9
2014	1.84	1.85	1.85	1.84	7.9	7.8	7.8	7.8
2015	1.85	1.86	1.86	1.82	7.8	7.8	7.8	7.8

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2016	1.84	1.83	1.84	1.85	7.7	7.7	7.6	7.6
2017	1.86	1.86	1.87	1.90	7.6	7.6	7.5	7.5
2018	1.92	1.92	1.93	1.94	7.5	7.5	7.4	7.4
2019	1.94	1.95	1.97	1.96	7.3	7.3	7.3	7.3
2020	1.98	1.99	–	–	7.3	7.2	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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	–	–	–	$12.63	–	–	–	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	17.14	17.20	17.23	100.0	100.0	100.0	100.0
2020	17.40	17.85	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	9.46	–	–	–	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	12.98	13.02	13.04	75.6	75.7	75.7	75.7
2020	13.17	13.45	–	–	75.7	75.4	–	–
Total benefits								
2006	–	–	–	3.17	–	–	–	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	4.16	4.18	4.19	24.4	24.3	24.3	24.3
2020	4.23	4.40	–	–	24.3	24.6	–	–
Paid leave								
2006	–	–	–	.57	–	–	–	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
2017	.57	.57	.59	.64	3.7	3.7	3.8	4.0
2018	.63	.62	.63	.71	3.9	3.9	3.9	4.2
2019	.72	.72	.73	.74	4.3	4.2	4.2	4.3

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	0.75	0.79	–	–	4.3	4.4	–	–
Supplemental pay								
2006	–	–	–	0.21	–	–	–	1.7
2007	.21	.22	0.22	.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	.34	.35	.36	2.0	2.0	2.0	2.1
2020	.37	.39	–	–	2.1	2.2	–	–
Insurance								
2006	–	–	–	.87	–	–	–	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	1.19	1.20	1.21	7.0	6.9	7.0	7.1
2020	1.22	1.28	–	–	7.0	7.2	–	–
Retirement and savings								
2006	–	–	–	.17	–	–	–	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	.29	.29	.28	1.7	1.7	1.7	1.6
2020	.28	.30	–	–	1.6	1.7	–	–
Legally required benefits								
2006	–	–	–	1.35	–	–	–	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
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

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
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	1.61	1.61	1.60	9.4	9.4	9.4	9.3
2020	1.61	1.64	–	–	9.2	9.2	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$28.27	–	–	–	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	32.93	33.21	33.85	100.0	100.0	100.0	100.0
2020	34.26	34.83	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.53	–	–	–	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	22.75	22.94	23.44	68.6	69.1	69.1	69.2
2020	23.72	24.11	–	–	69.2	69.2	–	–
Total benefits								
2006	–	–	–	8.74	–	–	–	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	10.18	10.27	10.41	31.4	30.9	30.9	30.8
2020	10.55	10.72	–	–	30.8	30.8	–	–
Paid leave								
2006	–	–	–	1.88	–	–	–	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
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	2.09	2.11	2.20	6.3	6.3	6.4	6.5

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	2.22	2.26	–	–	6.5	6.5	–	–
Supplemental pay								
2006	–	–	–	0.77	–	–	–	2.7
2007	.78	.80	0.80	.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	.95	.97	1.06	2.9	2.9	2.9	3.1
2020	1.08	1.10	–	–	3.2	3.2	–	–
Insurance								
2006	–	–	–	2.27	–	–	–	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	2.79	2.80	2.77	8.4	8.5	8.4	8.2
2020	2.82	2.85	–	–	8.2	8.2	–	–
Retirement and savings								
2006	–	–	–	1.18	–	–	–	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	1.41	1.42	1.34	4.9	4.3	4.3	4.0
2020	1.36	1.40	–	–	4.0	4.0	–	–
Legally required benefits								
2006	–	–	–	2.64	–	–	–	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
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

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
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	2.95	2.97	3.05	8.9	8.9	8.9	9.0
2020	3.06	3.11	–	–	8.9	8.9	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$28.54	–	–	–	100.0
2007	28.58	28.87	29.05	29.06	100.0	100.0	100.0	100.0
2008	29.26	29.28	29.58	29.74	100.0	100.0	100.0	100.0
2009	30.01	29.99	30.10	30.16	100.0	100.0	100.0	100.0
2010	30.61	30.56	30.56	29.89	100.0	100.0	100.0	100.0
2011	30.07	30.36	30.57	30.34	100.0	100.0	100.0	100.0
2012	30.96	31.37	31.40	31.39	100.0	100.0	100.0	100.0
2013	31.64	31.63	31.85	31.42	100.0	100.0	100.0	100.0
2014	32.12	32.79	33.15	33.14	100.0	100.0	100.0	100.0
2015	33.33	32.86	33.03	31.51	100.0	100.0	100.0	100.0
2016	31.74	31.67	31.06	32.20	100.0	100.0	100.0	100.0
2017	32.31	32.75	33.05	32.72	100.0	100.0	100.0	100.0
2018	32.97	33.59	33.92	33.45	100.0	100.0	100.0	100.0
2019	33.63	33.63	33.97	35.12	100.0	100.0	100.0	100.0
2020	35.48	36.08	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.75	–	–	–	69.2
2007	19.89	20.07	20.24	20.22	69.6	69.5	69.7	69.6
2008	20.35	20.54	20.69	20.69	69.6	70.2	70.0	69.6
2009	20.87	20.92	21.03	21.10	69.5	69.8	69.8	70.0
2010	21.30	21.23	21.21	20.98	69.6	69.5	69.4	70.2
2011	21.00	21.17	21.33	21.13	69.8	69.7	69.8	69.7
2012	21.32	21.54	21.54	21.53	68.9	68.7	68.6	68.6
2013	21.66	21.68	21.86	21.72	68.5	68.5	68.6	69.1
2014	22.12	22.17	22.43	22.26	68.9	67.6	67.7	67.2
2015	22.35	22.55	22.64	21.72	67.1	68.6	68.5	68.9
2016	21.87	21.93	21.69	22.31	68.9	69.2	69.8	69.3
2017	22.40	22.72	22.96	22.75	69.3	69.4	69.5	69.5
2018	22.89	23.05	23.27	23.10	69.4	68.6	68.6	69.1
2019	23.17	23.35	23.57	24.35	68.9	69.4	69.4	69.3
2020	24.58	25.00	–	–	69.3	69.3	–	–
Total benefits								
2006	–	–	–	8.78	–	–	–	30.8
2007	8.69	8.81	8.81	8.84	30.4	30.5	30.3	30.4
2008	8.91	8.74	8.88	9.05	30.4	29.8	30.0	30.4
2009	9.14	9.07	9.08	9.06	30.5	30.2	30.2	30.0
2010	9.31	9.33	9.35	8.91	30.4	30.5	30.6	29.8
2011	9.07	9.19	9.24	9.21	30.2	30.3	30.2	30.3
2012	9.64	9.83	9.86	9.86	31.1	31.3	31.4	31.4
2013	9.98	9.95	9.99	9.70	31.5	31.5	31.4	30.9
2014	10.00	10.61	10.72	10.87	31.1	32.4	32.3	32.8
2015	10.98	10.31	10.40	9.79	32.9	31.4	31.5	31.1
2016	9.87	9.74	9.37	9.89	31.1	30.8	30.2	30.7
2017	9.91	10.03	10.09	9.97	30.7	30.6	30.5	30.5
2018	10.08	10.54	10.65	10.34	30.6	31.4	31.4	30.9
2019	10.46	10.28	10.39	10.77	31.1	30.6	30.6	30.7
2020	10.90	11.08	–	–	30.7	30.7	–	–
Paid leave								
2006	–	–	–	1.95	–	–	–	6.8
2007	1.96	2.00	1.98	1.97	6.9	6.9	6.8	6.8
2008	1.98	1.97	2.00	2.01	6.8	6.7	6.8	6.7
2009	2.04	2.03	2.04	2.05	6.8	6.8	6.8	6.8
2010	2.09	2.07	2.07	2.02	6.8	6.8	6.8	6.8
2011	2.04	2.04	2.06	2.05	6.8	6.7	6.7	6.7
2012	2.06	2.08	2.08	2.13	6.7	6.6	6.6	6.8
2013	2.13	2.12	2.15	2.12	6.7	6.7	6.7	6.8
2014	2.20	2.20	2.23	2.19	6.8	6.7	6.7	6.6
2015	2.22	2.20	2.22	2.06	6.6	6.7	6.7	6.5
2016	2.08	2.08	1.99	2.13	6.6	6.6	6.4	6.6
2017	2.12	2.15	2.17	2.14	6.6	6.6	6.6	6.5
2018	2.16	2.17	2.19	2.21	6.6	6.5	6.5	6.6
2019	2.23	2.24	2.27	2.40	6.6	6.6	6.7	6.8

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	2.41	2.45	–	–	6.8	6.8	–	–
Supplemental pay								
2006	–	–	–	0.78	–	–	–	2.7
2007	.79	.82	0.81	.81	2.8	2.8	2.8	2.8
2008	.83	.81	.84	.85	2.8	2.8	2.8	2.9
2009	.83	.83	.83	.79	2.8	2.8	2.8	2.6
2010	.79	.76	.76	.71	2.6	2.5	2.5	2.4
2011	.74	.74	.75	.75	2.4	2.5	2.5	2.5
2012	.75	.74	.77	.80	2.4	2.4	2.5	2.5
2013	.80	.77	.78	.82	2.5	2.4	2.5	2.6
2014	.85	.86	.87	.89	2.7	2.6	2.6	2.7
2015	.92	.90	.91	.89	2.8	2.7	2.7	2.8
2016	.90	.87	.89	.91	2.8	2.8	2.9	2.8
2017	.89	.90	.92	.90	2.8	2.8	2.8	2.7
2018	.93	.95	.97	.96	2.8	2.8	2.8	2.9
2019	.96	.97	.98	1.10	2.9	2.9	2.9	3.1
2020	1.13	1.15	–	–	3.2	3.2	–	–
Insurance								
2006	–	–	–	2.25	–	–	–	7.9
2007	2.28	2.30	2.30	2.32	8.0	8.0	7.9	8.0
2008	2.32	2.32	2.36	2.46	7.9	7.9	8.0	8.3
2009	2.52	2.56	2.57	2.56	8.4	8.5	8.5	8.5
2010	2.64	2.68	2.70	2.57	8.6	8.8	8.8	8.6
2011	2.64	2.67	2.68	2.67	8.8	8.8	8.8	8.8
2012	2.76	2.76	2.75	2.70	8.9	8.8	8.7	8.6
2013	2.75	2.72	2.74	2.76	8.7	8.6	8.6	8.8
2014	2.91	2.92	2.94	2.95	9.0	8.9	8.9	8.9
2015	2.96	2.93	2.96	2.82	8.9	8.9	8.9	8.9
2016	2.86	2.84	2.66	2.89	9.0	9.0	8.6	9.0
2017	2.88	2.88	2.88	2.82	8.9	8.8	8.7	8.6
2018	2.84	2.86	2.88	2.80	8.6	8.5	8.5	8.4
2019	2.85	2.86	2.88	2.91	8.5	8.5	8.5	8.3
2020	2.94	2.96	–	–	8.3	8.2	–	–
Retirement and savings								
2006	–	–	–	1.18	–	–	–	4.1
2007	1.03	1.07	1.07	1.10	3.6	3.7	3.7	3.8
2008	1.13	.99	1.03	1.10	3.9	3.4	3.5	3.7
2009	1.10	.99	.99	1.00	3.7	3.3	3.3	3.3
2010	1.08	1.12	1.14	.98	3.5	3.7	3.7	3.3
2011	1.00	1.02	1.00	1.03	3.3	3.4	3.3	3.4
2012	1.32	1.44	1.44	1.41	4.3	4.6	4.6	4.5
2013	1.47	1.50	1.46	1.17	4.6	4.7	4.6	3.7
2014	1.19	1.77	1.79	2.03	3.7	5.4	5.4	6.1
2015	2.06	1.44	1.47	1.29	6.2	4.4	4.5	4.1
2016	1.30	1.23	1.13	1.23	4.1	3.9	3.6	3.8
2017	1.24	1.30	1.31	1.25	3.8	4.0	4.0	3.8
2018	1.27	1.69	1.71	1.48	3.8	5.0	5.0	4.4
2019	1.53	1.30	1.32	1.30	4.5	3.9	3.9	3.7
2020	1.33	1.37	–	–	3.7	3.8	–	–
Legally required benefits								
2006	–	–	–	2.62	–	–	–	9.2
2007	2.63	2.63	2.65	2.64	9.2	9.1	9.1	9.1
2008	2.64	2.65	2.65	2.64	9.0	9.0	9.0	8.9
2009	2.65	2.65	2.65	2.66	8.8	8.8	8.8	8.8
2010	2.70	2.69	2.68	2.63	8.8	8.8	8.8	8.8
2011	2.65	2.71	2.75	2.72	8.8	8.9	9.0	9.0
2012	2.76	2.81	2.82	2.82	8.9	9.0	9.0	9.0
2013	2.84	2.84	2.86	2.83	9.0	9.0	9.0	9.0
2014	2.86	2.86	2.89	2.81	8.9	8.7	8.7	8.5
2015	2.83	2.85	2.84	2.73	8.5	8.7	8.6	8.7

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2016	2.73	2.72	2.70	2.73	8.6	8.6	8.7	8.5
2017	2.77	2.80	2.82	2.85	8.6	8.5	8.5	8.7
2018	2.88	2.88	2.90	2.90	8.7	8.6	8.5	8.7
2019	2.89	2.92	2.94	3.06	8.6	8.7	8.7	8.7
2020	3.08	3.13	–	–	8.7	8.7	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$20.51	–	–	–	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	28.07	27.83	28.18	100.0	100.0	100.0	100.0
2020	28.53	29.08	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.12	–	–	–	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	18.91	18.84	19.16	67.4	67.4	67.7	68.0
2020	19.41	19.70	–	–	68.1	67.7	–	–
Total benefits								
2006	–	–	–	6.39	–	–	–	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	9.16	8.98	9.02	32.6	32.6	32.3	32.0
2020	9.11	9.38	–	–	31.9	32.3	–	–
Paid leave								
2006	–	–	–	1.15	–	–	–	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
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	1.62	1.57	1.66	5.8	5.8	5.7	5.9

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	1.69	1.74	–	–	5.9	6.0	–	–
Supplemental pay								
2006	–	–	–	0.56	–	–	–	2.7
2007	.57	.61	0.62	.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	.87	.86	.98	3.1	3.1	3.1	3.5
2020	1.00	1.03	–	–	3.5	3.5	–	–
Insurance								
2006	–	–	–	1.69	–	–	–	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	2.61	2.57	2.49	9.2	9.3	9.2	8.8
2020	2.51	2.60	–	–	8.8	8.9	–	–
Retirement and savings								
2006	–	–	–	.84	–	–	–	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	1.40	1.33	1.25	5.0	5.0	4.8	4.4
2020	1.26	1.32	–	–	4.4	4.6	–	–
Legally required benefits								
2006	–	–	–	2.15	–	–	–	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
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

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
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	2.65	2.65	2.63	9.5	9.5	9.5	9.3
2020	2.67	2.69	–	–	9.3	9.2	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$17.68	–	–	–	100.0
2007	17.67	17.89	17.94	17.93	100.0	100.0	100.0	100.0
2008	18.48	18.27	18.46	18.53	100.0	100.0	100.0	100.0
2009	18.83	18.89	19.07	18.82	100.0	100.0	100.0	100.0
2010	18.96	18.94	19.06	19.13	100.0	100.0	100.0	100.0
2011	19.29	19.38	19.53	19.60	100.0	100.0	100.0	100.0
2012	20.11	20.28	20.20	20.94	100.0	100.0	100.0	100.0
2013	21.12	21.00	21.16	22.26	100.0	100.0	100.0	100.0
2014	22.48	22.47	22.72	22.42	100.0	100.0	100.0	100.0
2015	22.76	22.79	23.02	21.49	100.0	100.0	100.0	100.0
2016	21.75	21.77	22.01	22.21	100.0	100.0	100.0	100.0
2017	22.38	22.46	22.70	21.65	100.0	100.0	100.0	100.0
2018	22.22	22.35	22.58	22.67	100.0	100.0	100.0	100.0
2019	23.08	22.94	22.94	22.74	100.0	100.0	100.0	100.0
2020	22.72	22.85	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.59	–	–	–	71.2
2007	12.72	12.78	12.82	12.90	71.9	71.4	71.4	71.9
2008	13.25	13.13	13.26	13.45	71.7	71.9	71.8	72.6
2009	13.66	13.71	13.83	13.68	72.6	72.6	72.5	72.7
2010	13.71	13.69	13.79	13.75	72.3	72.3	72.3	71.9
2011	13.84	13.84	13.95	13.98	71.7	71.4	71.5	71.3
2012	14.35	14.41	14.44	14.71	71.4	71.1	71.5	70.3
2013	14.81	14.79	14.93	15.56	70.1	70.4	70.6	69.9
2014	15.70	15.71	15.87	15.85	69.8	69.9	69.9	70.7
2015	16.03	16.04	16.19	15.50	70.4	70.4	70.4	72.1
2016	15.70	15.75	15.94	16.05	72.2	72.3	72.4	72.3
2017	16.22	16.29	16.47	15.83	72.5	72.5	72.5	73.1
2018	16.22	16.34	16.53	16.44	73.0	73.1	73.2	72.5
2019	16.75	16.67	16.68	16.45	72.6	72.7	72.7	72.4
2020	16.50	16.52	–	–	72.6	72.3	–	–
Total benefits								
2006	–	–	–	5.09	–	–	–	28.8
2007	4.96	5.11	5.12	5.04	28.1	28.6	28.6	28.1
2008	5.23	5.14	5.20	5.08	28.3	28.1	28.2	27.4
2009	5.17	5.17	5.24	5.14	27.4	27.4	27.5	27.3
2010	5.24	5.25	5.27	5.38	27.7	27.7	27.7	28.1
2011	5.45	5.54	5.57	5.62	28.3	28.6	28.5	28.7
2012	5.76	5.86	5.76	6.22	28.6	28.9	28.5	29.7
2013	6.30	6.21	6.23	6.69	29.9	29.6	29.4	30.1
2014	6.78	6.76	6.85	6.57	30.2	30.1	30.1	29.3
2015	6.73	6.75	6.82	5.99	29.6	29.6	29.6	27.9
2016	6.05	6.02	6.08	6.16	27.8	27.7	27.6	27.7
2017	6.16	6.18	6.24	5.82	27.5	27.5	27.5	26.9
2018	6.00	6.01	6.06	6.23	27.0	26.9	26.8	27.5
2019	6.33	6.27	6.26	6.29	27.4	27.3	27.3	27.6
2020	6.22	6.33	–	–	27.4	27.7	–	–
Paid leave								
2006	–	–	–	.95	–	–	–	5.4
2007	.95	.96	.94	.94	5.4	5.4	5.2	5.2
2008	.97	.95	.96	.97	5.3	5.2	5.2	5.2
2009	.99	.98	1.00	.97	5.3	5.2	5.2	5.1
2010	.99	1.00	.99	1.01	5.2	5.3	5.2	5.3
2011	1.01	1.01	1.02	1.02	5.2	5.2	5.2	5.2
2012	1.05	1.06	1.06	1.15	5.2	5.2	5.2	5.5
2013	1.17	1.16	1.18	1.29	5.6	5.5	5.6	5.8
2014	1.30	1.30	1.32	1.28	5.8	5.8	5.8	5.7
2015	1.31	1.30	1.31	1.13	5.8	5.7	5.7	5.3
2016	1.15	1.14	1.15	1.17	5.3	5.2	5.2	5.2
2017	1.18	1.19	1.20	1.08	5.3	5.3	5.3	5.0
2018	1.13	1.13	1.14	1.19	5.1	5.1	5.1	5.3
2019	1.22	1.20	1.21	1.24	5.3	5.2	5.3	5.4

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	1.22	1.24	–	–	5.4	5.4	–	–
Supplemental pay								
2006	–	–	–	0.56	–	–	–	3.2
2007	.56	.64	0.64	.57	3.2	3.6	3.6	3.2
2008	.61	.59	.60	.54	3.3	3.3	3.3	2.9
2009	.55	.55	.56	.54	2.9	2.9	2.9	2.9
2010	.53	.52	.52	.55	2.8	2.7	2.7	2.9
2011	.56	.61	.61	.63	2.9	3.1	3.1	3.2
2012	.65	.67	.55	.62	3.2	3.3	2.7	3.0
2013	.62	.60	.62	.69	2.9	2.9	2.9	3.1
2014	.70	.69	.71	.67	3.1	3.1	3.1	3.0
2015	.66	.66	.67	.59	2.9	2.9	2.9	2.8
2016	.61	.60	.62	.62	2.8	2.8	2.8	2.8
2017	.63	.63	.64	.59	2.8	2.8	2.8	2.7
2018	.62	.63	.63	.64	2.8	2.8	2.8	2.8
2019	.69	.67	.67	.67	3.0	2.9	2.9	2.9
2020	.68	.71	–	–	3.0	3.1	–	–
Insurance								
2006	–	–	–	1.30	–	–	–	7.3
2007	1.29	1.32	1.35	1.34	7.3	7.4	7.5	7.5
2008	1.40	1.38	1.40	1.34	7.6	7.6	7.6	7.2
2009	1.37	1.38	1.40	1.40	7.3	7.3	7.4	7.5
2010	1.46	1.46	1.48	1.51	7.7	7.7	7.7	7.9
2011	1.53	1.53	1.54	1.52	7.9	7.9	7.9	7.8
2012	1.56	1.60	1.61	1.75	7.8	7.9	8.0	8.4
2013	1.78	1.73	1.72	1.83	8.4	8.2	8.1	8.2
2014	1.87	1.88	1.91	1.80	8.3	8.4	8.4	8.0
2015	1.87	1.89	1.91	1.60	8.2	8.3	8.3	7.5
2016	1.63	1.62	1.62	1.66	7.5	7.4	7.4	7.5
2017	1.64	1.64	1.64	1.52	7.3	7.3	7.2	7.0
2018	1.59	1.59	1.59	1.63	7.1	7.1	7.1	7.2
2019	1.64	1.63	1.63	1.68	7.1	7.1	7.1	7.4
2020	1.65	1.70	–	–	7.2	7.4	–	–
Retirement and savings								
2006	–	–	–	.50	–	–	–	2.8
2007	.37	.39	.41	.42	2.1	2.2	2.3	2.3
2008	.44	.43	.44	.43	2.4	2.3	2.4	2.3
2009	.46	.45	.46	.42	2.4	2.4	2.4	2.3
2010	.43	.43	.43	.44	2.3	2.3	2.2	2.3
2011	.46	.46	.46	.47	2.4	2.4	2.4	2.4
2012	.49	.51	.52	.62	2.4	2.5	2.6	3.0
2013	.64	.64	.62	.72	3.0	3.0	2.9	3.2
2014	.73	.72	.73	.70	3.3	3.2	3.2	3.1
2015	.73	.74	.76	.58	3.2	3.2	3.3	2.7
2016	.58	.57	.59	.61	2.7	2.6	2.7	2.7
2017	.60	.60	.62	.54	2.7	2.7	2.7	2.5
2018	.55	.57	.58	.64	2.5	2.5	2.6	2.8
2019	.66	.65	.63	.59	2.9	2.9	2.8	2.6
2020	.55	.58	–	–	2.4	2.5	–	–
Legally required benefits								
2006	–	–	–	1.79	–	–	–	10.1
2007	1.78	1.79	1.78	1.77	10.1	10.0	9.9	9.9
2008	1.81	1.78	1.79	1.79	9.8	9.7	9.7	9.7
2009	1.80	1.81	1.82	1.80	9.5	9.6	9.5	9.6
2010	1.83	1.84	1.86	1.88	9.7	9.7	9.7	9.8
2011	1.90	1.93	1.95	1.97	9.8	10.0	10.0	10.0
2012	2.00	2.02	2.02	2.07	10.0	10.0	10.0	9.9
2013	2.10	2.08	2.09	2.17	9.9	9.9	9.9	9.7
2014	2.18	2.17	2.18	2.13	9.7	9.7	9.6	9.5
2015	2.16	2.16	2.17	2.08	9.5	9.5	9.4	9.7

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2016	2.08	2.08	2.09	2.11	9.6	9.6	9.5	9.5
2017	2.12	2.12	2.14	2.09	9.5	9.4	9.4	9.6
2018	2.10	2.10	2.11	2.11	9.5	9.4	9.4	9.3
2019	2.13	2.11	2.11	2.10	9.2	9.2	9.2	9.3
2020	2.12	2.11	–	–	9.3	9.2	–	–

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

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$21.35	–	–	–	100.0
2007	21.45	21.85	21.99	22.10	100.0	100.0	100.0	100.0
2008	22.46	22.49	22.66	22.17	100.0	100.0	100.0	100.0
2009	22.45	22.59	22.82	22.88	100.0	100.0	100.0	100.0
2010	23.19	23.22	23.48	22.70	100.0	100.0	100.0	100.0
2011	22.78	22.97	23.10	23.03	100.0	100.0	100.0	100.0
2012	23.19	23.28	23.48	23.97	100.0	100.0	100.0	100.0
2013	24.10	23.99	24.30	25.74	100.0	100.0	100.0	100.0
2014	25.78	25.75	26.37	27.31	100.0	100.0	100.0	100.0
2015	27.59	27.46	27.78	27.42	100.0	100.0	100.0	100.0
2016	27.60	27.50	27.61	28.12	100.0	100.0	100.0	100.0
2017	28.47	28.70	28.81	28.63	100.0	100.0	100.0	100.0
2018	29.33	29.56	29.72	29.34	100.0	100.0	100.0	100.0
2019	29.75	29.67	29.35	29.79	100.0	100.0	100.0	100.0
2020	30.24	30.91	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.57	–	–	–	68.2
2007	14.63	14.86	14.95	15.04	68.2	68.0	68.0	68.1
2008	15.26	15.30	15.42	15.15	67.9	68.0	68.0	68.3
2009	15.32	15.42	15.58	15.63	68.2	68.3	68.3	68.3
2010	15.74	15.75	15.93	15.48	67.9	67.8	67.9	68.2
2011	15.47	15.52	15.61	15.63	67.9	67.5	67.6	67.9
2012	15.77	15.83	15.97	16.21	68.0	68.0	68.0	67.6
2013	16.29	16.20	16.39	16.98	67.6	67.5	67.5	66.0
2014	17.03	17.04	17.44	17.96	66.1	66.2	66.1	65.8
2015	18.13	18.05	18.26	17.92	65.7	65.7	65.7	65.3
2016	18.07	18.09	18.17	18.56	65.5	65.8	65.8	66.0
2017	18.81	18.91	18.98	18.84	66.1	65.9	65.9	65.8
2018	19.31	19.43	19.62	19.34	65.8	65.7	66.0	65.9
2019	19.70	19.61	19.52	19.96	66.2	66.1	66.5	67.0
2020	20.28	20.64	–	–	67.0	66.8	–	–
Total benefits								
2006	–	–	–	6.78	–	–	–	31.8
2007	6.82	6.98	7.05	7.06	31.8	32.0	32.0	31.9
2008	7.20	7.19	7.24	7.02	32.1	32.0	32.0	31.7
2009	7.13	7.17	7.24	7.25	31.8	31.7	31.7	31.7
2010	7.45	7.48	7.55	7.23	32.1	32.2	32.1	31.8
2011	7.31	7.46	7.49	7.40	32.1	32.5	32.4	32.1
2012	7.42	7.46	7.51	7.76	32.0	32.0	32.0	32.4
2013	7.81	7.78	7.91	8.75	32.4	32.5	32.5	34.0
2014	8.75	8.71	8.93	9.35	33.9	33.8	33.9	34.2
2015	9.46	9.41	9.52	9.50	34.3	34.3	34.3	34.7
2016	9.53	9.42	9.43	9.57	34.5	34.2	34.2	34.0
2017	9.66	9.79	9.83	9.79	33.9	34.1	34.1	34.2
2018	10.02	10.13	10.10	10.00	34.2	34.3	34.0	34.1
2019	10.05	10.06	9.83	9.83	33.8	33.9	33.5	33.0
2020	9.97	10.28	–	–	33.0	33.2	–	–
Paid leave								
2006	–	–	–	1.21	–	–	–	5.7
2007	1.21	1.24	1.22	1.23	5.7	5.7	5.5	5.6
2008	1.22	1.22	1.23	1.21	5.4	5.4	5.4	5.4
2009	1.23	1.24	1.26	1.25	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	1.23	1.25	5.4	5.3	5.3	5.4
2012	1.26	1.27	1.27	1.32	5.4	5.4	5.4	5.5
2013	1.33	1.32	1.35	1.49	5.5	5.5	5.6	5.8
2014	1.50	1.49	1.58	1.65	5.8	5.8	6.0	6.0
2015	1.67	1.64	1.67	1.63	6.1	6.0	6.0	6.0
2016	1.65	1.63	1.63	1.68	6.0	5.9	5.9	6.0
2017	1.71	1.74	1.73	1.70	6.0	6.1	6.0	5.9
2018	1.75	1.78	1.77	1.75	5.9	6.0	6.0	6.0
2019	1.77	1.75	1.69	1.79	6.0	5.9	5.8	6.0

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2020	1.82	1.89	–	–	6.0	6.1	–	–
Supplemental pay								
2006	–	–	–	0.56	–	–	–	2.6
2007	.57	.60	0.61	.59	2.7	2.7	2.8	2.7
2008	.64	.63	.65	.65	2.8	2.8	2.9	2.9
2009	.63	.64	.64	.63	2.8	2.8	2.8	2.7
2010	.61	.60	.60	.59	2.6	2.6	2.6	2.6
2011	.63	.64	.64	.62	2.8	2.8	2.8	2.7
2012	.62	.62	.62	.62	2.7	2.7	2.6	2.6
2013	.62	.63	.62	.73	2.6	2.6	2.6	2.8
2014	.72	.72	.73	.80	2.8	2.8	2.8	2.9
2015	.81	.78	.79	.78	2.9	2.8	2.8	2.8
2016	.79	.79	.79	.81	2.9	2.9	2.9	2.9
2017	.80	.81	.81	.84	2.8	2.8	2.8	2.9
2018	.88	.89	.89	.92	3.0	3.0	3.0	3.1
2019	.92	.93	.92	1.08	3.1	3.1	3.1	3.6
2020	1.09	1.12	–	–	3.6	3.6	–	–
Insurance								
2006	–	–	–	1.81	–	–	–	8.5
2007	1.89	1.93	1.97	1.99	8.8	8.8	9.0	9.0
2008	2.02	2.03	2.05	1.99	9.0	9.0	9.0	9.0
2009	2.05	2.06	2.09	2.10	9.1	9.1	9.2	9.2
2010	2.22	2.29	2.30	2.25	9.6	9.8	9.8	9.9
2011	2.27	2.31	2.33	2.26	10.0	10.1	10.1	9.8
2012	2.28	2.30	2.33	2.41	9.8	9.9	9.9	10.1
2013	2.44	2.41	2.45	2.81	10.1	10.0	10.1	10.9
2014	2.80	2.79	2.82	2.85	10.9	10.8	10.7	10.4
2015	2.88	2.92	2.95	2.89	10.4	10.6	10.6	10.6
2016	2.90	2.83	2.86	2.82	10.5	10.3	10.4	10.0
2017	2.84	2.89	2.89	2.85	10.0	10.1	10.0	9.9
2018	2.89	2.92	2.88	2.89	9.9	9.9	9.7	9.8
2019	2.88	2.92	2.87	2.73	9.7	9.8	9.8	9.2
2020	2.76	2.86	–	–	9.1	9.3	–	–
Retirement and savings								
2006	–	–	–	.94	–	–	–	4.4
2007	.93	.99	.99	1.02	4.3	4.5	4.5	4.6
2008	1.04	1.03	1.03	.98	4.6	4.6	4.6	4.4
2009	.99	.98	1.00	1.01	4.4	4.3	4.4	4.4
2010	1.04	1.00	1.02	.88	4.5	4.3	4.3	3.9
2011	.90	.98	.99	.92	3.9	4.3	4.3	4.0
2012	.87	.88	.90	.96	3.8	3.8	3.8	4.0
2013	.98	.96	.99	1.15	4.1	4.0	4.1	4.5
2014	1.15	1.13	1.17	1.31	4.5	4.4	4.4	4.8
2015	1.36	1.35	1.40	1.45	4.9	4.9	5.0	5.3
2016	1.45	1.45	1.44	1.50	5.3	5.3	5.2	5.3
2017	1.52	1.56	1.57	1.58	5.3	5.4	5.4	5.5
2018	1.62	1.68	1.67	1.62	5.5	5.7	5.6	5.5
2019	1.64	1.64	1.54	1.44	5.5	5.5	5.3	4.8
2020	1.47	1.54	–	–	4.8	5.0	–	–
Legally required benefits								
2006	–	–	–	2.25	–	–	–	10.6
2007	2.22	2.23	2.25	2.24	10.3	10.2	10.3	10.1
2008	2.28	2.28	2.28	2.18	10.1	10.2	10.0	9.9
2009	2.23	2.24	2.25	2.26	9.9	9.9	9.9	9.9
2010	2.30	2.31	2.33	2.26	9.9	9.9	9.9	9.9
2011	2.28	2.30	2.31	2.36	10.0	10.0	10.0	10.3
2012	2.38	2.38	2.40	2.44	10.3	10.2	10.2	10.2
2013	2.44	2.46	2.49	2.58	10.1	10.3	10.2	10.0
2014	2.57	2.59	2.63	2.73	10.0	10.1	10.0	10.0
2015	2.74	2.73	2.72	2.75	9.9	9.9	9.8	10.0

See footnotes at end of table.

Supplemental table 5. Private service-providing industry workers, by occupational group: employer costs per hour 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								
2016	2.74	2.73	2.71	2.76	9.9	9.9	9.8	9.8
2017	2.79	2.80	2.83	2.82	9.8	9.7	9.8	9.9
2018	2.89	2.87	2.89	2.83	9.8	9.7	9.7	9.6
2019	2.84	2.82	2.82	2.79	9.5	9.5	9.6	9.4
2020	2.83	2.86	–	–	9.4	9.2	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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	–	–	–	$21.92	–	–	–	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	28.79	28.82	29.04	100.0	100.0	100.0	100.0
2020	29.46	29.77	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.53	–	–	–	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	20.20	20.30	20.47	70.3	70.2	70.4	70.5
2020	20.77	20.95	–	–	70.5	70.4	–	–
Total benefits								
2006	–	–	–	6.39	–	–	–	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	8.59	8.53	8.56	29.7	29.8	29.6	29.5
2020	8.69	8.82	–	–	29.5	29.6	–	–
Paid leave								
2006	–	–	–	1.36	–	–	–	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
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	1.81	1.80	1.86	6.3	6.3	6.2	6.4

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	1.88	1.91	–	–	6.4	6.4	–	–
Supplemental pay								
2006	–	–	–	0.54	–	–	–	2.4
2007	.53	.56	0.57	.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	.82	.82	.86	2.8	2.8	2.8	3.0
2020	.88	.89	–	–	3.0	3.0	–	–
Insurance								
2006	–	–	–	1.69	–	–	–	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	2.39	2.38	2.35	8.2	8.3	8.3	8.1
2020	2.38	2.42	–	–	8.1	8.1	–	–
Retirement and savings								
2006	–	–	–	.82	–	–	–	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	1.21	1.15	1.12	4.2	4.2	4.0	3.8
2020	1.14	1.19	–	–	3.9	4.0	–	–
Legally required benefits								
2006	–	–	–	1.98	–	–	–	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

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
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	2.37	2.38	2.37	8.2	8.2	8.3	8.2
2020	2.41	2.42	–	–	8.2	8.1	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$44.63	–	–	–	100.0
2007	46.15	45.21	45.63	45.74	100.0	100.0	100.0	100.0
2008	46.48	46.88	47.45	50.48	100.0	100.0	100.0	100.0
2009	50.57	50.50	50.45	51.16	100.0	100.0	100.0	100.0
2010	51.84	52.27	52.20	54.77	100.0	100.0	100.0	100.0
2011	53.03	54.34	54.95	54.05	100.0	100.0	100.0	100.0
2012	53.42	53.46	53.66	52.53	100.0	100.0	100.0	100.0
2013	53.07	53.64	53.85	54.25	100.0	100.0	100.0	100.0
2014	54.58	55.21	56.16	54.58	100.0	100.0	100.0	100.0
2015	55.57	56.10	57.08	54.94	100.0	100.0	100.0	100.0
2016	56.04	55.77	56.05	56.66	100.0	100.0	100.0	100.0
2017	57.16	57.66	57.31	55.41	100.0	100.0	100.0	100.0
2018	56.13	56.89	57.24	56.70	100.0	100.0	100.0	100.0
2019	57.36	57.79	58.21	57.80	100.0	100.0	100.0	100.0
2020	58.29	58.63	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	31.44	–	–	–	70.4
2007	33.09	32.21	32.46	32.59	71.7	71.3	71.1	71.2
2008	33.04	33.35	33.64	35.87	71.1	71.1	70.9	71.1
2009	36.00	35.97	35.94	36.33	71.2	71.2	71.2	71.0
2010	36.68	36.99	36.94	37.61	70.8	70.8	70.8	68.7
2011	37.40	38.35	38.79	38.78	70.5	70.6	70.6	71.7
2012	38.12	38.13	38.19	37.41	71.4	71.3	71.2	71.2
2013	37.75	38.19	38.29	38.89	71.1	71.2	71.1	71.7
2014	39.00	39.52	40.38	38.84	71.5	71.6	71.9	71.2
2015	39.52	39.81	40.67	39.38	71.1	71.0	71.2	71.7
2016	40.09	39.71	39.86	40.39	71.5	71.2	71.1	71.3
2017	40.78	41.26	40.92	39.71	71.3	71.6	71.4	71.7
2018	40.07	40.63	40.85	40.19	71.4	71.4	71.4	70.9
2019	40.60	40.88	41.22	41.09	70.8	70.7	70.8	71.1
2020	41.44	41.55	–	–	71.1	70.9	–	–
Total benefits								
2006	–	–	–	13.20	–	–	–	29.6
2007	13.06	13.00	13.17	13.16	28.3	28.7	28.9	28.8
2008	13.44	13.54	13.81	14.61	28.9	28.9	29.1	28.9
2009	14.57	14.53	14.51	14.82	28.8	28.8	28.8	29.0
2010	15.16	15.28	15.26	17.16	29.2	29.2	29.2	31.3
2011	15.62	15.99	16.16	15.27	29.5	29.4	29.4	28.3
2012	15.30	15.32	15.47	15.12	28.6	28.7	28.8	28.8
2013	15.32	15.45	15.55	15.36	28.9	28.8	28.9	28.3
2014	15.58	15.69	15.78	15.74	28.5	28.4	28.1	28.8
2015	16.05	16.29	16.42	15.56	28.9	29.0	28.8	28.3
2016	15.95	16.06	16.19	16.26	28.5	28.8	28.9	28.7
2017	16.38	16.40	16.39	15.69	28.7	28.4	28.6	28.3
2018	16.06	16.27	16.39	16.51	28.6	28.6	28.6	29.1
2019	16.76	16.91	16.98	16.71	29.2	29.3	29.2	28.9
2020	16.85	17.07	–	–	28.9	29.1	–	–
Paid leave								
2006	–	–	–	3.74	–	–	–	8.4
2007	3.90	3.84	3.86	3.86	8.5	8.5	8.5	8.4
2008	3.89	3.93	3.98	4.33	8.4	8.4	8.4	8.6
2009	4.38	4.36	4.37	4.38	8.7	8.6	8.7	8.6
2010	4.40	4.41	4.42	4.47	8.5	8.4	8.5	8.2
2011	4.52	4.58	4.59	4.40	8.5	8.4	8.4	8.1
2012	4.34	4.34	4.36	4.30	8.1	8.1	8.1	8.2
2013	4.38	4.40	4.45	4.49	8.2	8.2	8.3	8.3
2014	4.57	4.59	4.61	4.56	8.4	8.3	8.2	8.4
2015	4.61	4.68	4.72	4.62	8.3	8.3	8.3	8.4
2016	4.72	4.72	4.77	4.80	8.4	8.5	8.5	8.5
2017	4.87	4.89	4.88	4.56	8.5	8.5	8.5	8.2
2018	4.63	4.70	4.71	4.66	8.2	8.3	8.2	8.2
2019	4.75	4.79	4.83	4.93	8.3	8.3	8.3	8.5

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	4.93	5.00	–	–	8.5	8.5	–	–
Supplemental pay								
2006	–	–	–	1.25	–	–	–	2.8
2007	1.26	1.27	1.29	1.28	2.7	2.8	2.8	2.8
2008	1.35	1.40	1.42	1.39	2.9	3.0	3.0	2.8
2009	1.28	1.28	1.26	1.41	2.5	2.5	2.5	2.8
2010	1.37	1.38	1.32	3.26	2.6	2.6	2.5	6.0
2011	1.58	1.54	1.60	1.56	3.0	2.8	2.9	2.9
2012	1.60	1.54	1.57	1.57	3.0	2.9	2.9	3.0
2013	1.54	1.55	1.60	1.30	2.9	2.9	3.0	2.4
2014	1.33	1.39	1.38	1.57	2.4	2.5	2.5	2.9
2015	1.66	1.73	1.74	1.48	3.0	3.1	3.0	2.7
2016	1.57	1.64	1.61	1.57	2.8	2.9	2.9	2.8
2017	1.52	1.53	1.55	1.70	2.7	2.7	2.7	3.1
2018	1.82	1.86	1.94	1.98	3.2	3.3	3.4	3.5
2019	1.96	2.03	2.05	1.89	3.4	3.5	3.5	3.3
2020	1.93	1.92	–	–	3.3	3.3	–	–
Insurance								
2006	–	–	–	2.73	–	–	–	6.1
2007	2.81	2.84	2.83	2.82	6.1	6.3	6.2	6.2
2008	2.88	2.88	2.89	3.10	6.2	6.1	6.1	6.1
2009	3.21	3.21	3.23	3.25	6.4	6.4	6.4	6.4
2010	3.37	3.40	3.40	3.51	6.5	6.5	6.5	6.4
2011	3.55	3.69	3.71	3.43	6.7	6.8	6.8	6.3
2012	3.44	3.47	3.50	3.40	6.4	6.5	6.5	6.5
2013	3.53	3.53	3.56	3.55	6.6	6.6	6.6	6.5
2014	3.63	3.65	3.67	3.57	6.7	6.6	6.5	6.5
2015	3.68	3.72	3.73	3.50	6.6	6.6	6.5	6.4
2016	3.63	3.66	3.72	3.75	6.5	6.6	6.6	6.6
2017	3.76	3.73	3.73	3.46	6.6	6.5	6.5	6.3
2018	3.52	3.53	3.55	3.62	6.3	6.2	6.2	6.4
2019	3.66	3.68	3.71	3.67	6.4	6.4	6.4	6.4
2020	3.72	3.76	–	–	6.4	6.4	–	–
Retirement and savings								
2006	–	–	–	2.28	–	–	–	5.1
2007	1.75	1.79	1.89	1.90	3.8	4.0	4.2	4.2
2008	1.94	1.94	2.11	2.18	4.2	4.1	4.5	4.3
2009	2.06	2.06	2.04	2.15	4.1	4.1	4.0	4.2
2010	2.35	2.41	2.42	2.23	4.5	4.6	4.6	4.1
2011	2.28	2.46	2.51	2.20	4.3	4.5	4.6	4.1
2012	2.21	2.27	2.32	2.25	4.1	4.2	4.3	4.3
2013	2.25	2.32	2.26	2.30	4.2	4.3	4.2	4.2
2014	2.31	2.31	2.35	2.30	4.2	4.2	4.2	4.2
2015	2.31	2.35	2.41	2.16	4.2	4.2	4.2	3.9
2016	2.21	2.23	2.26	2.28	3.9	4.0	4.0	4.0
2017	2.31	2.32	2.33	2.15	4.0	4.0	4.1	3.9
2018	2.24	2.33	2.31	2.39	4.0	4.1	4.0	4.2
2019	2.47	2.48	2.44	2.29	4.3	4.3	4.2	4.0
2020	2.32	2.42	–	–	4.0	4.1	–	–
Legally required benefits								
2006	–	–	–	3.21	–	–	–	7.2
2007	3.34	3.26	3.30	3.30	7.2	7.2	7.2	7.2
2008	3.37	3.38	3.40	3.60	7.2	7.2	7.2	7.1
2009	3.65	3.62	3.61	3.63	7.2	7.2	7.2	7.1
2010	3.67	3.68	3.70	3.68	7.1	7.0	7.1	6.7
2011	3.69	3.72	3.75	3.68	7.0	6.9	6.8	6.8
2012	3.70	3.71	3.72	3.61	6.9	6.9	6.9	6.9
2013	3.63	3.65	3.69	3.71	6.8	6.8	6.9	6.8
2014	3.74	3.75	3.78	3.73	6.8	6.8	6.7	6.8
2015	3.80	3.81	3.82	3.78	6.8	6.8	6.7	6.9

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.82	3.82	3.82	3.85	6.8	6.8	6.8	6.8
2017	3.92	3.94	3.91	3.81	6.9	6.8	6.8	6.9
2018	3.84	3.86	3.88	3.86	6.8	6.8	6.8	6.8
2019	3.92	3.94	3.96	3.92	6.8	6.8	6.8	6.8
2020	3.96	3.98	–	–	6.8	6.8	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$50.07	–	–	–	100.0
2007	53.20	50.99	51.49	51.76	100.0	100.0	100.0	100.0
2008	52.47	53.16	53.76	54.70	100.0	100.0	100.0	100.0
2009	54.33	54.17	53.82	54.80	100.0	100.0	100.0	100.0
2010	55.73	56.17	55.49	61.67	100.0	100.0	100.0	100.0
2011	57.74	60.05	60.92	59.78	100.0	100.0	100.0	100.0
2012	58.07	58.16	58.18	58.68	100.0	100.0	100.0	100.0
2013	59.42	60.57	61.14	61.22	100.0	100.0	100.0	100.0
2014	61.56	62.55	64.22	61.65	100.0	100.0	100.0	100.0
2015	63.05	64.08	65.71	61.35	100.0	100.0	100.0	100.0
2016	63.07	62.25	62.72	63.26	100.0	100.0	100.0	100.0
2017	63.82	64.68	64.12	61.35	100.0	100.0	100.0	100.0
2018	62.19	63.32	64.22	62.22	100.0	100.0	100.0	100.0
2019	63.11	63.73	64.36	62.91	100.0	100.0	100.0	100.0
2020	63.98	64.28	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	34.91	–	–	–	69.7
2007	37.98	36.01	36.21	36.45	71.4	70.6	70.3	70.4
2008	36.86	37.38	37.60	38.54	70.2	70.3	69.9	70.5
2009	38.38	38.31	38.06	38.55	70.6	70.7	70.7	70.3
2010	39.10	39.49	39.00	41.18	70.2	70.3	70.3	66.8
2011	40.35	42.09	42.70	42.52	69.9	70.1	70.1	71.1
2012	40.99	41.09	41.01	41.20	70.6	70.7	70.5	70.2
2013	41.73	42.58	42.84	43.50	70.2	70.3	70.1	71.0
2014	43.58	44.39	45.89	43.40	70.8	71.0	71.5	70.4
2015	44.39	44.97	46.42	43.89	70.4	70.2	70.6	71.5
2016	45.04	44.15	44.40	44.90	71.4	70.9	70.8	71.0
2017	45.32	46.08	45.59	43.64	71.0	71.2	71.1	71.1
2018	44.01	44.84	45.43	43.97	70.8	70.8	70.7	70.7
2019	44.55	44.91	45.46	44.72	70.6	70.5	70.6	71.1
2020	45.48	45.53	–	–	71.1	70.8	–	–
Total benefits								
2006	–	–	–	15.17	–	–	–	30.3
2007	15.22	14.98	15.29	15.31	28.6	29.4	29.7	29.6
2008	15.62	15.79	16.16	16.16	29.8	29.7	30.1	29.5
2009	15.96	15.87	15.75	16.25	29.4	29.3	29.3	29.7
2010	16.62	16.68	16.49	20.49	29.8	29.7	29.7	33.2
2011	17.39	17.96	18.22	17.26	30.1	29.9	29.9	28.9
2012	17.08	17.07	17.16	17.49	29.4	29.3	29.5	29.8
2013	17.69	17.99	18.30	17.72	29.8	29.7	29.9	29.0
2014	17.98	18.16	18.33	18.26	29.2	29.0	28.5	29.6
2015	18.66	19.11	19.29	17.46	29.6	29.8	29.4	28.5
2016	18.03	18.10	18.32	18.36	28.6	29.1	29.2	29.0
2017	18.50	18.60	18.53	17.71	29.0	28.8	28.9	28.9
2018	18.17	18.48	18.79	18.24	29.2	29.2	29.3	29.3
2019	18.56	18.82	18.89	18.18	29.4	29.5	29.4	28.9
2020	18.50	18.76	–	–	28.9	29.2	–	–
Paid leave								
2006	–	–	–	4.39	–	–	–	8.8
2007	4.70	4.54	4.54	4.56	8.8	8.9	8.8	8.8
2008	4.58	4.66	4.71	4.84	8.7	8.8	8.8	8.9
2009	4.87	4.84	4.81	4.88	9.0	8.9	8.9	8.9
2010	4.92	4.91	4.87	5.03	8.8	8.7	8.8	8.2
2011	5.05	5.17	5.23	5.07	8.7	8.6	8.6	8.5
2012	4.93	4.93	4.94	5.15	8.5	8.5	8.5	8.8
2013	5.26	5.33	5.42	5.35	8.8	8.8	8.9	8.7
2014	5.46	5.50	5.53	5.40	8.9	8.8	8.6	8.8
2015	5.45	5.60	5.65	5.24	8.6	8.7	8.6	8.5
2016	5.41	5.36	5.45	5.47	8.6	8.6	8.7	8.6
2017	5.54	5.57	5.56	5.17	8.7	8.6	8.7	8.4
2018	5.24	5.33	5.41	5.18	8.4	8.4	8.4	8.3
2019	5.29	5.34	5.40	5.42	8.4	8.4	8.4	8.6

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	5.47	5.55	–	–	8.5	8.6	–	–
Supplemental pay								
2006	–	–	–	1.59	–	–	–	3.2
2007	1.63	1.66	1.76	1.76	3.1	3.2	3.4	3.4
2008	1.87	1.96	1.98	1.76	3.6	3.7	3.7	3.2
2009	1.56	1.54	1.52	1.72	2.9	2.9	2.8	3.1
2010	1.63	1.64	1.54	5.17	2.9	2.9	2.8	8.4
2011	2.07	1.87	1.92	1.96	3.6	3.1	3.2	3.3
2012	2.01	1.91	1.94	2.06	3.5	3.3	3.3	3.5
2013	1.99	2.05	2.08	1.60	3.4	3.4	3.4	2.6
2014	1.61	1.71	1.72	2.07	2.6	2.7	2.7	3.4
2015	2.20	2.34	2.36	1.89	3.5	3.6	3.6	3.1
2016	2.06	2.18	2.14	2.09	3.3	3.5	3.4	3.3
2017	2.01	2.04	2.07	2.31	3.1	3.2	3.2	3.8
2018	2.50	2.58	2.70	2.52	4.0	4.1	4.2	4.1
2019	2.53	2.67	2.68	2.39	4.0	4.2	4.2	3.8
2020	2.48	2.47	–	–	3.9	3.8	–	–
Insurance								
2006	–	–	–	3.00	–	–	–	6.0
2007	3.10	3.13	3.17	3.15	5.8	6.1	6.2	6.1
2008	3.20	3.20	3.25	3.39	6.1	6.0	6.0	6.2
2009	3.50	3.48	3.48	3.60	6.4	6.4	6.5	6.6
2010	3.74	3.75	3.73	3.97	6.7	6.7	6.7	6.4
2011	3.94	4.21	4.24	3.92	6.8	7.0	7.0	6.6
2012	3.88	3.93	3.93	3.86	6.7	6.8	6.8	6.6
2013	4.06	4.10	4.19	4.06	6.8	6.8	6.9	6.6
2014	4.15	4.16	4.20	4.01	6.7	6.6	6.5	6.5
2015	4.15	4.18	4.19	3.82	6.6	6.5	6.4	6.2
2016	3.97	3.97	4.06	4.09	6.3	6.4	6.5	6.5
2017	4.13	4.11	4.05	3.73	6.5	6.3	6.3	6.1
2018	3.77	3.80	3.84	3.83	6.1	6.0	6.0	6.2
2019	3.89	3.90	3.93	3.78	6.2	6.1	6.1	6.0
2020	3.86	3.90	–	–	6.0	6.1	–	–
Retirement and savings								
2006	–	–	–	2.74	–	–	–	5.5
2007	2.09	2.12	2.24	2.26	3.9	4.2	4.4	4.4
2008	2.31	2.28	2.52	2.41	4.4	4.3	4.7	4.4
2009	2.23	2.24	2.21	2.28	4.1	4.1	4.1	4.2
2010	2.53	2.57	2.56	2.43	4.5	4.6	4.6	3.9
2011	2.45	2.78	2.86	2.41	4.2	4.6	4.7	4.0
2012	2.39	2.40	2.46	2.55	4.1	4.1	4.2	4.3
2013	2.51	2.58	2.62	2.72	4.2	4.3	4.3	4.4
2014	2.73	2.74	2.79	2.74	4.4	4.4	4.3	4.4
2015	2.75	2.83	2.91	2.42	4.4	4.4	4.4	3.9
2016	2.46	2.47	2.53	2.56	3.9	4.0	4.0	4.0
2017	2.58	2.62	2.63	2.38	4.0	4.0	4.1	3.9
2018	2.51	2.61	2.61	2.55	4.0	4.1	4.1	4.1
2019	2.61	2.63	2.58	2.37	4.1	4.1	4.0	3.8
2020	2.41	2.52	–	–	3.8	3.9	–	–
Legally required benefits								
2006	–	–	–	3.45	–	–	–	6.9
2007	3.71	3.54	3.58	3.58	7.0	6.9	6.9	6.9
2008	3.65	3.68	3.70	3.76	6.9	6.9	6.9	6.9
2009	3.80	3.76	3.74	3.76	7.0	6.9	7.0	6.9
2010	3.80	3.80	3.79	3.88	6.8	6.8	6.8	6.3
2011	3.88	3.93	3.98	3.90	6.7	6.6	6.5	6.5
2012	3.88	3.89	3.90	3.86	6.7	6.7	6.7	6.6
2013	3.88	3.93	3.98	4.00	6.5	6.5	6.5	6.5
2014	4.02	4.05	4.09	4.04	6.5	6.5	6.4	6.5
2015	4.11	4.16	4.18	4.09	6.5	6.5	6.4	6.7

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.14	4.12	4.14	4.16	6.6	6.6	6.6	6.6
2017	4.24	4.27	4.23	4.12	6.6	6.6	6.6	6.7
2018	4.16	4.17	4.23	4.16	6.7	6.6	6.6	6.7
2019	4.24	4.27	4.30	4.22	6.7	6.7	6.7	6.7
2020	4.29	4.32	–	–	6.7	6.7	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$39.37	–	–	–	100.0
2007	39.47	39.79	39.84	39.91	100.0	100.0	100.0	100.0
2008	40.62	40.74	41.31	45.51	100.0	100.0	100.0	100.0
2009	46.08	46.15	46.52	46.69	100.0	100.0	100.0	100.0
2010	47.07	47.58	48.20	46.55	100.0	100.0	100.0	100.0
2011	47.55	47.59	48.00	47.15	100.0	100.0	100.0	100.0
2012	47.89	48.02	48.39	45.53	100.0	100.0	100.0	100.0
2013	45.86	45.64	45.63	45.77	100.0	100.0	100.0	100.0
2014	46.07	46.31	46.41	45.71	100.0	100.0	100.0	100.0
2015	46.30	46.38	46.57	46.81	100.0	100.0	100.0	100.0
2016	47.22	47.50	47.78	48.33	100.0	100.0	100.0	100.0
2017	48.68	48.91	48.86	47.80	100.0	100.0	100.0	100.0
2018	48.43	48.81	48.32	49.13	100.0	100.0	100.0	100.0
2019	49.38	49.77	49.88	50.67	100.0	100.0	100.0	100.0
2020	50.55	51.17	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	28.08	–	–	–	71.3
2007	28.46	28.66	28.76	28.85	72.1	72.0	72.2	72.3
2008	29.31	29.41	29.79	32.73	72.2	72.2	72.1	71.9
2009	33.17	33.20	33.46	33.61	72.0	71.9	71.9	72.0
2010	33.70	33.99	34.44	33.37	71.6	71.4	71.5	71.7
2011	33.99	33.93	34.24	34.28	71.5	71.3	71.3	72.7
2012	34.71	34.72	34.90	33.09	72.5	72.3	72.1	72.7
2013	33.23	33.12	33.16	33.29	72.5	72.6	72.7	72.7
2014	33.42	33.62	33.71	33.12	72.5	72.6	72.6	72.5
2015	33.48	33.52	33.65	33.66	72.3	72.3	72.3	71.9
2016	33.88	34.04	34.23	34.72	71.7	71.7	71.6	71.8
2017	35.00	35.25	35.13	34.68	71.9	72.1	71.9	72.6
2018	35.06	35.32	34.99	35.00	72.4	72.4	72.4	71.2
2019	35.12	35.43	35.49	36.01	71.1	71.2	71.1	71.1
2020	35.94	36.31	–	–	71.1	71.0	–	–
Total benefits								
2006	–	–	–	11.29	–	–	–	28.7
2007	11.01	11.14	11.08	11.07	27.9	28.0	27.8	27.7
2008	11.31	11.34	11.52	12.78	27.8	27.8	27.9	28.1
2009	12.91	12.95	13.06	13.08	28.0	28.1	28.1	28.0
2010	13.37	13.58	13.76	13.18	28.4	28.6	28.5	28.3
2011	13.57	13.67	13.76	12.88	28.5	28.7	28.7	27.3
2012	13.18	13.30	13.49	12.44	27.5	27.7	27.9	27.3
2013	12.62	12.52	12.46	12.48	27.5	27.4	27.3	27.3
2014	12.65	12.69	12.69	12.59	27.5	27.4	27.4	27.5
2015	12.82	12.86	12.92	13.14	27.7	27.7	27.7	28.1
2016	13.34	13.46	13.55	13.62	28.3	28.3	28.4	28.2
2017	13.68	13.66	13.72	13.12	28.1	27.9	28.1	27.4
2018	13.37	13.48	13.33	14.13	27.6	27.6	27.6	28.8
2019	14.26	14.34	14.40	14.66	28.9	28.8	28.9	28.9
2020	14.61	14.85	–	–	28.9	29.0	–	–
Paid leave								
2006	–	–	–	3.11	–	–	–	7.9
2007	3.15	3.18	3.18	3.17	8.0	8.0	8.0	8.0
2008	3.22	3.23	3.28	3.73	7.9	7.9	7.9	8.2
2009	3.79	3.78	3.85	3.77	8.2	8.2	8.3	8.1
2010	3.76	3.80	3.87	3.80	8.0	8.0	8.0	8.2
2011	3.91	3.89	3.86	3.59	8.2	8.2	8.0	7.6
2012	3.64	3.66	3.69	3.33	7.6	7.6	7.6	7.3
2013	3.38	3.33	3.34	3.44	7.4	7.3	7.3	7.5
2014	3.48	3.49	3.49	3.50	7.6	7.5	7.5	7.7
2015	3.57	3.56	3.58	3.84	7.7	7.7	7.7	8.2
2016	3.87	3.90	3.93	3.97	8.2	8.2	8.2	8.2
2017	4.01	4.03	4.03	3.79	8.2	8.2	8.2	7.9
2018	3.85	3.90	3.83	3.94	8.0	8.0	7.9	8.0
2019	4.01	4.05	4.05	4.24	8.1	8.1	8.1	8.4

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	4.20	4.26	–	–	8.3	8.3	–	–
Supplemental pay								
2006	–	–	–	0.91	–	–	–	2.3
2007	.92	.91	0.82	.82	2.3	2.3	2.1	2.1
2008	.84	.85	.87	.97	2.1	2.1	2.1	2.1
2009	.93	.97	.96	1.03	2.0	2.1	2.1	2.2
2010	1.05	1.07	1.04	1.00	2.2	2.2	2.2	2.2
2011	1.02	1.14	1.22	1.09	2.1	2.4	2.5	2.3
2012	1.12	1.10	1.13	1.00	2.3	2.3	2.3	2.2
2013	1.03	.98	1.05	.95	2.2	2.2	2.3	2.1
2014	.99	.99	.97	.94	2.1	2.1	2.1	2.1
2015	.98	.99	.99	.96	2.1	2.1	2.1	2.1
2016	.96	.95	.97	.93	2.0	2.0	2.0	1.9
2017	.90	.89	.90	.93	1.9	1.8	1.8	1.9
2018	.95	.95	.96	1.24	2.0	2.0	2.0	2.5
2019	1.17	1.17	1.18	1.19	2.4	2.4	2.4	2.4
2020	1.19	1.20	–	–	2.3	2.3	–	–
Insurance								
2006	–	–	–	2.46	–	–	–	6.2
2007	2.54	2.56	2.49	2.49	6.4	6.4	6.3	6.2
2008	2.57	2.56	2.54	2.76	6.3	6.3	6.2	6.1
2009	2.87	2.90	2.94	2.82	6.2	6.3	6.3	6.0
2010	2.92	2.98	3.01	2.96	6.2	6.3	6.2	6.4
2011	3.09	3.08	3.10	2.83	6.5	6.5	6.5	6.0
2012	2.93	2.93	3.00	2.87	6.1	6.1	6.2	6.3
2013	2.92	2.87	2.86	2.94	6.4	6.3	6.3	6.4
2014	3.00	3.04	3.02	3.03	6.5	6.6	6.5	6.6
2015	3.10	3.16	3.17	3.10	6.7	6.8	6.8	6.6
2016	3.20	3.27	3.30	3.33	6.8	6.9	6.9	6.9
2017	3.30	3.26	3.34	3.13	6.8	6.7	6.8	6.5
2018	3.21	3.19	3.19	3.34	6.6	6.5	6.6	6.8
2019	3.36	3.37	3.41	3.53	6.8	6.8	6.8	7.0
2020	3.52	3.56	–	–	7.0	7.0	–	–
Retirement and savings								
2006	–	–	–	1.83	–	–	–	4.7
2007	1.42	1.48	1.55	1.55	3.6	3.7	3.9	3.9
2008	1.58	1.61	1.71	1.91	3.9	4.0	4.1	4.2
2009	1.85	1.85	1.84	1.99	4.0	4.0	4.0	4.3
2010	2.13	2.21	2.26	1.99	4.5	4.6	4.7	4.3
2011	2.08	2.07	2.11	1.95	4.4	4.4	4.4	4.1
2012	2.00	2.12	2.16	1.91	4.2	4.4	4.5	4.2
2013	1.95	2.01	1.84	1.79	4.3	4.4	4.0	3.9
2014	1.79	1.78	1.81	1.76	3.9	3.8	3.9	3.8
2015	1.77	1.76	1.79	1.85	3.8	3.8	3.9	3.9
2016	1.90	1.92	1.93	1.93	4.0	4.0	4.0	4.0
2017	1.96	1.95	1.95	1.86	4.0	4.0	4.0	3.9
2018	1.90	1.98	1.92	2.17	3.9	4.1	4.0	4.4
2019	2.26	2.26	2.25	2.19	4.6	4.6	4.5	4.3
2020	2.19	2.28	–	–	4.3	4.5	–	–
Legally required benefits								
2006	–	–	–	2.98	–	–	–	7.6
2007	2.98	3.00	3.03	3.03	7.6	7.5	7.6	7.6
2008	3.10	3.09	3.11	3.41	7.6	7.6	7.5	7.5
2009	3.47	3.45	3.47	3.48	7.5	7.5	7.5	7.4
2010	3.51	3.54	3.58	3.44	7.5	7.4	7.4	7.4
2011	3.48	3.47	3.48	3.41	7.3	7.3	7.2	7.2
2012	3.49	3.49	3.51	3.32	7.3	7.3	7.3	7.3
2013	3.34	3.33	3.37	3.36	7.3	7.3	7.4	7.3
2014	3.39	3.39	3.40	3.35	7.3	7.3	7.3	7.3
2015	3.40	3.39	3.39	3.40	7.3	7.3	7.3	7.3

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.42	3.42	3.43	3.46	7.2	7.2	7.2	7.2
2017	3.51	3.53	3.51	3.41	7.2	7.2	7.2	7.1
2018	3.45	3.46	3.44	3.44	7.1	7.1	7.1	7.0
2019	3.46	3.48	3.49	3.51	7.0	7.0	7.0	6.9
2020	3.52	3.54	–	–	7.0	6.9	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$17.32	–	–	–	100.0
2007	17.37	17.35	17.68	17.80	100.0	100.0	100.0	100.0
2008	17.90	18.16	18.20	17.91	100.0	100.0	100.0	100.0
2009	17.98	18.02	18.03	18.13	100.0	100.0	100.0	100.0
2010	18.26	18.45	18.55	18.18	100.0	100.0	100.0	100.0
2011	18.31	18.50	18.72	18.46	100.0	100.0	100.0	100.0
2012	18.62	18.75	18.72	18.53	100.0	100.0	100.0	100.0
2013	18.70	18.80	18.90	18.94	100.0	100.0	100.0	100.0
2014	19.13	19.13	19.36	19.38	100.0	100.0	100.0	100.0
2015	19.59	19.81	19.88	19.21	100.0	100.0	100.0	100.0
2016	19.57	19.90	20.03	20.03	100.0	100.0	100.0	100.0
2017	20.40	20.54	20.65	20.38	100.0	100.0	100.0	100.0
2018	20.79	21.17	21.39	21.41	100.0	100.0	100.0	100.0
2019	21.69	21.88	22.04	22.19	100.0	100.0	100.0	100.0
2020	22.57	22.82	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.83	–	–	–	74.1
2007	12.90	12.86	13.08	13.20	74.3	74.2	74.0	74.2
2008	13.22	13.43	13.43	13.24	73.9	74.0	73.8	73.9
2009	13.31	13.33	13.34	13.42	74.0	74.0	74.0	74.0
2010	13.46	13.60	13.65	13.43	73.7	73.7	73.6	73.9
2011	13.47	13.57	13.75	13.62	73.6	73.4	73.4	73.8
2012	13.72	13.81	13.86	13.69	73.7	73.7	74.1	73.8
2013	13.73	13.81	13.90	13.99	73.4	73.5	73.5	73.9
2014	14.04	14.06	14.26	14.32	73.4	73.5	73.7	73.9
2015	14.44	14.62	14.67	14.27	73.7	73.8	73.8	74.3
2016	14.42	14.72	14.84	14.82	73.7	74.0	74.1	74.0
2017	15.14	15.22	15.32	15.14	74.2	74.1	74.2	74.3
2018	15.44	15.68	15.89	15.88	74.3	74.1	74.3	74.2
2019	16.10	16.20	16.37	16.47	74.2	74.0	74.3	74.2
2020	16.74	16.91	–	–	74.2	74.1	–	–
Total benefits								
2006	–	–	–	4.48	–	–	–	25.9
2007	4.46	4.48	4.59	4.59	25.7	25.8	26.0	25.8
2008	4.68	4.73	4.77	4.67	26.1	26.0	26.2	26.1
2009	4.67	4.68	4.68	4.71	26.0	26.0	26.0	26.0
2010	4.80	4.85	4.90	4.75	26.3	26.3	26.4	26.1
2011	4.84	4.93	4.97	4.83	26.4	26.6	26.6	26.2
2012	4.90	4.94	4.86	4.85	26.3	26.3	25.9	26.2
2013	4.97	4.99	5.00	4.95	26.6	26.5	26.5	26.1
2014	5.09	5.07	5.10	5.06	26.6	26.5	26.3	26.1
2015	5.15	5.20	5.22	4.94	26.3	26.2	26.2	25.7
2016	5.15	5.18	5.19	5.20	26.3	26.0	25.9	26.0
2017	5.26	5.32	5.33	5.24	25.8	25.9	25.8	25.7
2018	5.35	5.48	5.50	5.53	25.7	25.9	25.7	25.8
2019	5.60	5.68	5.67	5.72	25.8	26.0	25.7	25.8
2020	5.83	5.91	–	–	25.8	25.9	–	–
Paid leave								
2006	–	–	–	.92	–	–	–	5.3
2007	.92	.93	.94	.93	5.3	5.4	5.3	5.2
2008	.93	.93	.94	.91	5.2	5.1	5.2	5.1
2009	.92	.92	.92	.92	5.1	5.1	5.1	5.1
2010	.92	.93	.95	.92	5.0	5.1	5.1	5.0
2011	.93	.94	.95	.91	5.1	5.1	5.1	5.0
2012	.93	.93	.92	.92	5.0	5.0	4.9	5.0
2013	.93	.94	.94	.94	5.0	5.0	5.0	5.0
2014	.97	.97	.99	1.00	5.1	5.0	5.1	5.1
2015	1.01	1.01	1.01	.99	5.2	5.1	5.1	5.1
2016	1.03	1.04	1.05	1.06	5.3	5.2	5.3	5.3
2017	1.08	1.09	1.09	1.07	5.3	5.3	5.3	5.3
2018	1.09	1.12	1.13	1.15	5.3	5.3	5.3	5.4
2019	1.16	1.18	1.19	1.20	5.4	5.4	5.4	5.4

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	1.23	1.24	–	–	5.4	5.4	–	–
Supplemental pay								
2006	–	–	–	0.37	–	–	–	2.1
2007	.35	.35	0.37	.36	2.0	2.0	2.1	2.0
2008	.39	.39	.40	.37	2.2	2.2	2.2	2.1
2009	.33	.33	.33	.32	1.8	1.8	1.8	1.7
2010	.31	.32	.32	.30	1.7	1.7	1.7	1.7
2011	.32	.33	.33	.29	1.8	1.8	1.7	1.5
2012	.30	.30	.30	.30	1.6	1.6	1.6	1.6
2013	.30	.30	.30	.30	1.6	1.6	1.6	1.6
2014	.31	.30	.31	.35	1.6	1.6	1.6	1.8
2015	.36	.36	.37	.36	1.8	1.8	1.8	1.9
2016	.45	.45	.45	.45	2.3	2.3	2.2	2.2
2017	.45	.46	.46	.47	2.2	2.2	2.2	2.3
2018	.48	.49	.50	.46	2.3	2.3	2.3	2.1
2019	.47	.48	.49	.52	2.2	2.2	2.2	2.3
2020	.53	.52	–	–	2.3	2.3	–	–
Insurance								
2006	–	–	–	1.25	–	–	–	7.2
2007	1.27	1.28	1.31	1.31	7.3	7.4	7.4	7.4
2008	1.36	1.38	1.39	1.37	7.6	7.6	7.6	7.6
2009	1.42	1.43	1.44	1.45	7.9	7.9	8.0	8.0
2010	1.51	1.52	1.53	1.50	8.3	8.2	8.3	8.2
2011	1.53	1.56	1.57	1.53	8.3	8.4	8.4	8.3
2012	1.56	1.56	1.49	1.51	8.4	8.3	8.0	8.2
2013	1.60	1.61	1.61	1.57	8.6	8.6	8.5	8.3
2014	1.65	1.64	1.63	1.56	8.6	8.6	8.4	8.0
2015	1.60	1.63	1.63	1.46	8.2	8.2	8.2	7.6
2016	1.54	1.54	1.53	1.53	7.8	7.7	7.6	7.6
2017	1.53	1.56	1.56	1.52	7.5	7.6	7.6	7.4
2018	1.55	1.57	1.56	1.62	7.5	7.4	7.3	7.6
2019	1.64	1.68	1.68	1.66	7.6	7.7	7.6	7.5
2020	1.69	1.71	–	–	7.5	7.5	–	–
Retirement and savings								
2006	–	–	–	.40	–	–	–	2.3
2007	.38	.37	.42	.43	2.2	2.2	2.4	2.4
2008	.43	.45	.45	.44	2.4	2.5	2.5	2.5
2009	.42	.43	.42	.43	2.3	2.4	2.3	2.4
2010	.45	.46	.47	.44	2.5	2.5	2.5	2.4
2011	.45	.46	.47	.47	2.4	2.5	2.5	2.5
2012	.47	.47	.47	.48	2.5	2.5	2.5	2.6
2013	.48	.50	.49	.49	2.6	2.6	2.6	2.6
2014	.50	.51	.50	.50	2.6	2.7	2.6	2.6
2015	.51	.52	.53	.49	2.6	2.6	2.7	2.5
2016	.49	.50	.50	.51	2.5	2.5	2.5	2.5
2017	.51	.51	.52	.50	2.5	2.5	2.5	2.5
2018	.51	.58	.58	.58	2.4	2.7	2.7	2.7
2019	.58	.58	.55	.55	2.7	2.7	2.5	2.5
2020	.57	.61	–	–	2.5	2.7	–	–
Legally required benefits								
2006	–	–	–	1.54	–	–	–	8.9
2007	1.54	1.54	1.56	1.56	8.9	8.9	8.8	8.8
2008	1.56	1.58	1.58	1.57	8.7	8.7	8.7	8.8
2009	1.58	1.58	1.58	1.58	8.8	8.7	8.7	8.7
2010	1.60	1.62	1.63	1.60	8.8	8.8	8.8	8.8
2011	1.61	1.64	1.65	1.64	8.8	8.9	8.8	8.9
2012	1.65	1.67	1.67	1.64	8.9	8.9	8.9	8.8
2013	1.65	1.65	1.65	1.65	8.8	8.8	8.7	8.7
2014	1.66	1.65	1.67	1.66	8.7	8.6	8.6	8.6
2015	1.67	1.68	1.68	1.63	8.5	8.5	8.4	8.5

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2016	1.64	1.65	1.66	1.66	8.4	8.3	8.3	8.3
2017	1.69	1.69	1.70	1.68	8.3	8.3	8.2	8.3
2018	1.71	1.73	1.74	1.73	8.2	8.2	8.1	8.1
2019	1.74	1.76	1.77	1.79	8.0	8.0	8.0	8.0
2020	1.81	1.82	–	–	8.0	8.0	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$16.44	–	–	–	100.0
2007	16.41	16.38	16.75	16.92	100.0	100.0	100.0	100.0
2008	16.97	17.25	17.22	17.02	100.0	100.0	100.0	100.0
2009	17.01	17.07	17.05	17.26	100.0	100.0	100.0	100.0
2010	17.31	17.56	17.60	17.25	100.0	100.0	100.0	100.0
2011	17.28	17.54	17.77	17.47	100.0	100.0	100.0	100.0
2012	17.58	17.72	17.73	17.57	100.0	100.0	100.0	100.0
2013	17.72	17.82	17.97	18.12	100.0	100.0	100.0	100.0
2014	18.29	18.24	18.53	18.68	100.0	100.0	100.0	100.0
2015	18.87	19.10	19.12	18.39	100.0	100.0	100.0	100.0
2016	18.70	19.10	19.20	19.13	100.0	100.0	100.0	100.0
2017	19.52	19.63	19.76	19.41	100.0	100.0	100.0	100.0
2018	19.81	20.22	20.48	20.24	100.0	100.0	100.0	100.0
2019	20.52	20.70	20.82	20.88	100.0	100.0	100.0	100.0
2020	21.24	21.46	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.53	–	–	–	76.2
2007	12.53	12.48	12.74	12.90	76.4	76.2	76.1	76.2
2008	12.88	13.14	13.08	12.93	75.9	76.2	76.0	76.0
2009	12.94	12.98	12.98	13.13	76.1	76.0	76.1	76.0
2010	13.12	13.31	13.31	13.09	75.8	75.8	75.7	75.9
2011	13.07	13.24	13.44	13.28	75.7	75.5	75.6	76.0
2012	13.36	13.47	13.55	13.37	76.0	76.0	76.4	76.1
2013	13.39	13.47	13.57	13.79	75.5	75.6	75.5	76.1
2014	13.82	13.81	14.07	14.20	75.6	75.7	75.9	76.0
2015	14.31	14.51	14.53	14.08	75.9	75.9	76.0	76.6
2016	14.19	14.55	14.65	14.58	75.9	76.2	76.3	76.2
2017	14.92	14.98	15.10	14.87	76.4	76.3	76.4	76.6
2018	15.18	15.45	15.69	15.56	76.6	76.4	76.6	76.9
2019	15.79	15.86	16.00	16.08	76.9	76.6	76.9	77.0
2020	16.34	16.52	–	–	77.0	77.0	–	–
Total benefits								
2006	–	–	–	3.91	–	–	–	23.8
2007	3.88	3.90	4.01	4.02	23.6	23.8	23.9	23.8
2008	4.09	4.11	4.14	4.09	24.1	23.8	24.0	24.0
2009	4.06	4.09	4.07	4.14	23.9	24.0	23.9	24.0
2010	4.19	4.25	4.28	4.16	24.2	24.2	24.3	24.1
2011	4.21	4.30	4.33	4.18	24.3	24.5	24.4	24.0
2012	4.22	4.25	4.18	4.19	24.0	24.0	23.6	23.9
2013	4.34	4.35	4.40	4.33	24.5	24.4	24.5	23.9
2014	4.47	4.43	4.47	4.48	24.4	24.3	24.1	24.0
2015	4.55	4.60	4.59	4.30	24.1	24.1	24.0	23.4
2016	4.51	4.54	4.55	4.54	24.1	23.8	23.7	23.8
2017	4.60	4.65	4.66	4.54	23.6	23.7	23.6	23.4
2018	4.63	4.77	4.79	4.68	23.4	23.6	23.4	23.1
2019	4.73	4.84	4.82	4.80	23.1	23.4	23.1	23.0
2020	4.89	4.94	–	–	23.0	23.0	–	–
Paid leave								
2006	–	–	–	.76	–	–	–	4.6
2007	.76	.77	.78	.78	4.6	4.7	4.7	4.6
2008	.78	.78	.79	.77	4.6	4.5	4.6	4.5
2009	.77	.77	.77	.78	4.5	4.5	4.5	4.5
2010	.77	.79	.80	.78	4.4	4.5	4.6	4.5
2011	.78	.80	.80	.77	4.5	4.6	4.5	4.4
2012	.78	.79	.77	.78	4.4	4.5	4.4	4.4
2013	.79	.79	.80	.82	4.5	4.4	4.5	4.5
2014	.85	.83	.86	.88	4.6	4.6	4.6	4.7
2015	.90	.89	.88	.86	4.7	4.7	4.6	4.7
2016	.90	.91	.92	.92	4.8	4.8	4.8	4.8
2017	.94	.96	.96	.93	4.8	4.9	4.9	4.8
2018	.95	.99	.99	.97	4.8	4.9	4.8	4.8
2019	.99	1.01	1.01	1.01	4.8	4.9	4.8	4.8

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	1.03	1.04	–	–	4.9	4.9	–	–
Supplemental pay								
2006	–	–	–	0.36	–	–	–	2.2
2007	.33	.33	0.35	.35	2.0	2.0	2.1	2.0
2008	.37	.37	.38	.34	2.2	2.2	2.2	2.0
2009	.29	.30	.30	.29	1.7	1.8	1.8	1.7
2010	.29	.29	.30	.28	1.7	1.7	1.7	1.6
2011	.30	.30	.30	.25	1.7	1.7	1.7	1.4
2012	.26	.26	.27	.27	1.5	1.5	1.5	1.5
2013	.28	.27	.28	.27	1.6	1.5	1.6	1.5
2014	.27	.26	.27	.31	1.5	1.4	1.5	1.6
2015	.32	.32	.33	.31	1.7	1.7	1.7	1.7
2016	.40	.40	.39	.39	2.2	2.1	2.1	2.1
2017	.39	.40	.40	.42	2.0	2.0	2.0	2.2
2018	.43	.44	.45	.43	2.2	2.2	2.2	2.1
2019	.44	.45	.45	.49	2.1	2.2	2.2	2.3
2020	.50	.48	–	–	2.3	2.3	–	–
Insurance								
2006	–	–	–	.96	–	–	–	5.9
2007	.97	.98	1.01	1.02	5.9	6.0	6.0	6.0
2008	1.06	1.06	1.07	1.08	6.2	6.2	6.2	6.4
2009	1.12	1.12	1.12	1.15	6.6	6.6	6.6	6.7
2010	1.19	1.20	1.20	1.17	6.8	6.8	6.8	6.8
2011	1.19	1.23	1.23	1.20	6.9	7.0	6.9	6.9
2012	1.20	1.20	1.15	1.18	6.8	6.8	6.5	6.7
2013	1.28	1.29	1.30	1.25	7.2	7.2	7.3	6.9
2014	1.34	1.33	1.32	1.28	7.3	7.3	7.1	6.9
2015	1.31	1.33	1.33	1.18	7.0	7.0	7.0	6.4
2016	1.25	1.26	1.24	1.24	6.7	6.6	6.5	6.5
2017	1.23	1.26	1.26	1.19	6.3	6.4	6.4	6.1
2018	1.22	1.24	1.23	1.19	6.1	6.1	6.0	5.9
2019	1.20	1.25	1.25	1.17	5.9	6.0	6.0	5.6
2020	1.19	1.21	–	–	5.6	5.6	–	–
Retirement and savings								
2006	–	–	–	.32	–	–	–	2.0
2007	.32	.31	.35	.36	2.0	1.9	2.1	2.1
2008	.36	.36	.37	.36	2.1	2.1	2.1	2.1
2009	.35	.36	.35	.37	2.1	2.1	2.1	2.1
2010	.38	.38	.39	.37	2.2	2.2	2.2	2.2
2011	.37	.38	.40	.37	2.2	2.2	2.2	2.1
2012	.38	.38	.37	.38	2.2	2.1	2.1	2.2
2013	.38	.40	.41	.40	2.2	2.2	2.3	2.2
2014	.40	.40	.40	.39	2.2	2.2	2.1	2.1
2015	.40	.42	.42	.38	2.1	2.2	2.2	2.1
2016	.38	.38	.39	.39	2.1	2.0	2.0	2.0
2017	.40	.40	.40	.38	2.0	2.0	2.0	1.9
2018	.38	.44	.45	.43	1.9	2.2	2.2	2.1
2019	.43	.43	.41	.41	2.1	2.1	2.0	2.0
2020	.43	.45	–	–	2.0	2.1	–	–
Legally required benefits								
2006	–	–	–	1.50	–	–	–	9.1
2007	1.49	1.50	1.52	1.52	9.1	9.2	9.1	9.0
2008	1.52	1.53	1.54	1.53	9.0	8.9	8.9	9.0
2009	1.53	1.53	1.53	1.55	9.0	9.0	9.0	9.0
2010	1.56	1.58	1.59	1.55	9.0	9.0	9.0	9.0
2011	1.57	1.60	1.60	1.59	9.1	9.1	9.0	9.1
2012	1.61	1.62	1.63	1.59	9.1	9.1	9.2	9.1
2013	1.60	1.60	1.61	1.60	9.0	9.0	8.9	8.8
2014	1.61	1.60	1.62	1.62	8.8	8.8	8.7	8.7
2015	1.63	1.64	1.63	1.57	8.6	8.6	8.5	8.6

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2016	1.58	1.59	1.60	1.60	8.4	8.3	8.3	8.4
2017	1.63	1.63	1.64	1.62	8.3	8.3	8.3	8.3
2018	1.65	1.66	1.67	1.66	8.3	8.2	8.2	8.2
2019	1.67	1.69	1.70	1.72	8.2	8.2	8.2	8.2
2020	1.74	1.75	–	–	8.2	8.2	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$19.39	–	–	–	100.0
2007	19.57	19.52	19.76	19.82	100.0	100.0	100.0	100.0
2008	20.05	20.24	20.46	19.97	100.0	100.0	100.0	100.0
2009	20.20	20.17	20.25	20.07	100.0	100.0	100.0	100.0
2010	20.35	20.42	20.66	20.18	100.0	100.0	100.0	100.0
2011	20.48	20.56	20.74	20.61	100.0	100.0	100.0	100.0
2012	20.85	20.95	20.82	20.60	100.0	100.0	100.0	100.0
2013	20.76	20.88	20.89	20.64	100.0	100.0	100.0	100.0
2014	20.89	20.99	21.05	20.86	100.0	100.0	100.0	100.0
2015	21.10	21.30	21.47	20.86	100.0	100.0	100.0	100.0
2016	21.31	21.51	21.71	21.87	100.0	100.0	100.0	100.0
2017	22.21	22.39	22.49	22.30	100.0	100.0	100.0	100.0
2018	22.70	22.99	23.17	23.68	100.0	100.0	100.0	100.0
2019	23.95	24.14	24.39	24.70	100.0	100.0	100.0	100.0
2020	25.13	25.40	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	13.56	–	–	–	69.9
2007	13.76	13.73	13.86	13.90	70.3	70.3	70.1	70.1
2008	14.01	14.10	14.24	13.97	69.9	69.7	69.6	69.9
2009	14.15	14.14	14.17	14.08	70.0	70.1	70.0	70.2
2010	14.20	14.23	14.38	14.14	69.8	69.7	69.6	70.1
2011	14.30	14.30	14.41	14.37	69.8	69.5	69.5	69.7
2012	14.50	14.54	14.53	14.36	69.6	69.4	69.8	69.7
2013	14.46	14.54	14.59	14.40	69.6	69.6	69.9	69.7
2014	14.51	14.59	14.66	14.56	69.4	69.5	69.6	69.8
2015	14.70	14.85	14.95	14.65	69.6	69.7	69.6	70.2
2016	14.90	15.06	15.21	15.31	69.9	70.0	70.1	70.0
2017	15.59	15.70	15.77	15.68	70.2	70.1	70.1	70.3
2018	15.95	16.14	16.28	16.50	70.3	70.2	70.2	69.7
2019	16.69	16.85	17.09	17.23	69.7	69.8	70.0	69.7
2020	17.51	17.66	–	–	69.7	69.5	–	–
Total benefits								
2006	–	–	–	5.83	–	–	–	30.1
2007	5.81	5.79	5.90	5.92	29.7	29.7	29.9	29.9
2008	6.04	6.14	6.22	6.00	30.1	30.3	30.4	30.1
2009	6.05	6.03	6.08	5.98	30.0	29.9	30.0	29.8
2010	6.15	6.19	6.28	6.04	30.2	30.3	30.4	29.9
2011	6.19	6.26	6.33	6.25	30.2	30.5	30.5	30.3
2012	6.35	6.41	6.29	6.24	30.4	30.6	30.2	30.3
2013	6.31	6.34	6.29	6.25	30.4	30.4	30.1	30.3
2014	6.39	6.40	6.39	6.29	30.6	30.5	30.4	30.2
2015	6.41	6.46	6.52	6.21	30.4	30.3	30.4	29.8
2016	6.41	6.45	6.50	6.56	30.1	30.0	29.9	30.0
2017	6.62	6.69	6.71	6.62	29.8	29.9	29.9	29.7
2018	6.75	6.85	6.90	7.18	29.7	29.8	29.8	30.3
2019	7.26	7.28	7.31	7.48	30.3	30.2	30.0	30.3
2020	7.62	7.74	–	–	30.3	30.5	–	–
Paid leave								
2006	–	–	–	1.28	–	–	–	6.6
2007	1.30	1.29	1.29	1.28	6.6	6.6	6.5	6.5
2008	1.28	1.29	1.30	1.25	6.4	6.4	6.4	6.3
2009	1.27	1.26	1.27	1.24	6.3	6.3	6.3	6.2
2010	1.25	1.25	1.27	1.21	6.2	6.1	6.2	6.0
2011	1.23	1.23	1.25	1.23	6.0	6.0	6.0	6.0
2012	1.24	1.25	1.24	1.22	6.0	5.9	5.9	5.9
2013	1.23	1.24	1.24	1.21	5.9	5.9	5.9	5.9
2014	1.23	1.24	1.24	1.23	5.9	5.9	5.9	5.9
2015	1.25	1.26	1.28	1.25	5.9	5.9	6.0	6.0
2016	1.29	1.30	1.32	1.32	6.0	6.0	6.1	6.1
2017	1.35	1.36	1.36	1.34	6.1	6.1	6.1	6.0
2018	1.37	1.39	1.40	1.48	6.0	6.0	6.0	6.3
2019	1.49	1.50	1.53	1.57	6.2	6.2	6.3	6.4

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	1.60	1.62	–	–	6.4	6.4	–	–
Supplemental pay								
2006	–	–	–	0.39	–	–	–	2.0
2007	.40	.40	0.40	.40	2.0	2.1	2.0	2.0
2008	.44	.44	.45	.43	2.2	2.2	2.2	2.2
2009	.41	.39	.39	.37	2.0	2.0	1.9	1.9
2010	.36	.37	.37	.35	1.8	1.8	1.8	1.7
2011	.39	.39	.39	.36	1.9	1.9	1.9	1.7
2012	.37	.38	.37	.37	1.8	1.8	1.8	1.8
2013	.35	.37	.36	.38	1.7	1.8	1.7	1.8
2014	.39	.39	.39	.44	1.9	1.9	1.9	2.1
2015	.45	.45	.45	.48	2.1	2.1	2.1	2.3
2016	.54	.56	.56	.56	2.5	2.6	2.6	2.6
2017	.56	.58	.58	.56	2.5	2.6	2.6	2.5
2018	.58	.57	.59	.51	2.6	2.5	2.6	2.2
2019	.53	.54	.56	.57	2.2	2.2	2.3	2.3
2020	.59	.60	–	–	2.3	2.4	–	–
Insurance								
2006	–	–	–	1.93	–	–	–	10.0
2007	1.96	1.94	2.00	1.99	10.0	9.9	10.1	10.0
2008	2.06	2.10	2.12	2.03	10.3	10.4	10.4	10.2
2009	2.11	2.12	2.17	2.12	10.5	10.5	10.7	10.6
2010	2.22	2.23	2.26	2.21	10.9	10.9	11.0	10.9
2011	2.25	2.27	2.29	2.26	11.0	11.0	11.1	11.0
2012	2.33	2.34	2.23	2.23	11.2	11.2	10.7	10.8
2013	2.28	2.29	2.27	2.22	11.0	11.0	10.9	10.8
2014	2.31	2.28	2.28	2.14	11.1	10.9	10.8	10.3
2015	2.20	2.24	2.26	2.02	10.4	10.5	10.5	9.7
2016	2.11	2.10	2.10	2.13	9.9	9.8	9.7	9.7
2017	2.14	2.18	2.20	2.16	9.7	9.7	9.8	9.7
2018	2.21	2.20	2.20	2.46	9.7	9.6	9.5	10.4
2019	2.49	2.50	2.50	2.60	10.4	10.4	10.2	10.5
2020	2.64	2.67	–	–	10.5	10.5	–	–
Retirement and savings								
2006	–	–	–	.59	–	–	–	3.0
2007	.51	.52	.56	.59	2.6	2.7	2.8	3.0
2008	.59	.63	.65	.63	3.0	3.1	3.2	3.1
2009	.58	.58	.58	.57	2.9	2.9	2.9	2.9
2010	.62	.63	.64	.58	3.1	3.1	3.1	2.9
2011	.61	.63	.64	.67	3.0	3.0	3.1	3.3
2012	.65	.68	.69	.68	3.1	3.3	3.3	3.3
2013	.70	.70	.67	.68	3.4	3.3	3.2	3.3
2014	.70	.73	.71	.72	3.4	3.5	3.4	3.4
2015	.73	.73	.76	.71	3.5	3.4	3.5	3.4
2016	.71	.73	.74	.75	3.3	3.4	3.4	3.4
2017	.76	.75	.76	.74	3.4	3.4	3.4	3.3
2018	.75	.85	.85	.86	3.3	3.7	3.7	3.6
2019	.88	.86	.81	.82	3.7	3.6	3.3	3.3
2020	.84	.90	–	–	3.4	3.5	–	–
Legally required benefits								
2006	–	–	–	1.64	–	–	–	8.4
2007	1.64	1.64	1.66	1.66	8.4	8.4	8.4	8.4
2008	1.67	1.68	1.69	1.66	8.3	8.3	8.3	8.3
2009	1.68	1.67	1.67	1.67	8.3	8.3	8.3	8.3
2010	1.69	1.70	1.72	1.69	8.3	8.3	8.3	8.4
2011	1.72	1.74	1.76	1.73	8.4	8.5	8.5	8.4
2012	1.76	1.76	1.77	1.74	8.4	8.4	8.5	8.5
2013	1.74	1.75	1.75	1.75	8.4	8.4	8.4	8.5
2014	1.76	1.76	1.77	1.76	8.4	8.4	8.4	8.4
2015	1.77	1.78	1.78	1.75	8.4	8.3	8.3	8.4

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2016	1.76	1.77	1.78	1.80	8.3	8.2	8.2	8.2
2017	1.81	1.82	1.82	1.81	8.2	8.1	8.1	8.1
2018	1.84	1.85	1.86	1.86	8.1	8.0	8.0	7.9
2019	1.87	1.88	1.91	1.92	7.8	7.8	7.8	7.8
2020	1.94	1.95	–	–	7.7	7.7	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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	–	–	–	$19.31	–	–	–	100.0
2007	19.57	19.25	19.33	19.27	100.0	100.0	100.0	100.0
2008	19.64	19.85	19.76	19.42	100.0	100.0	100.0	100.0
2009	19.58	19.71	19.97	20.17	100.0	100.0	100.0	100.0
2010	20.57	20.58	20.76	20.37	100.0	100.0	100.0	100.0
2011	20.72	20.92	21.03	22.24	100.0	100.0	100.0	100.0
2012	22.98	23.13	23.41	23.08	100.0	100.0	100.0	100.0
2013	23.64	23.54	23.83	16.94	100.0	100.0	100.0	100.0
2014	17.04	17.11	17.15	16.11	100.0	100.0	100.0	100.0
2015	16.28	16.35	16.47	16.54	100.0	100.0	100.0	100.0
2016	16.88	17.15	17.08	17.76	100.0	100.0	100.0	100.0
2017	17.97	18.11	18.14	17.58	100.0	100.0	100.0	100.0
2018	17.89	18.20	18.27	18.68	100.0	100.0	100.0	100.0
2019	18.87	19.18	19.21	19.22	100.0	100.0	100.0	100.0
2020	19.60	19.92	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	13.22	–	–	–	68.5
2007	13.35	13.21	13.30	13.26	68.2	68.6	68.8	68.8
2008	13.42	13.59	13.60	13.40	68.3	68.4	68.8	69.0
2009	13.54	13.64	13.79	13.96	69.1	69.2	69.1	69.2
2010	14.10	14.08	14.19	13.94	68.6	68.4	68.4	68.4
2011	14.06	14.16	14.28	14.79	67.9	67.7	67.9	66.5
2012	14.99	15.24	15.37	15.27	65.2	65.9	65.7	66.2
2013	15.56	15.55	15.70	12.02	65.8	66.1	65.9	71.0
2014	12.06	12.15	12.22	11.78	70.8	71.0	71.2	73.1
2015	11.87	11.91	12.00	11.96	72.9	72.8	72.9	72.3
2016	12.12	12.31	12.33	12.56	71.8	71.8	72.2	70.7
2017	12.72	12.84	12.85	12.51	70.8	70.9	70.8	71.2
2018	12.73	12.86	12.91	13.18	71.2	70.6	70.7	70.5
2019	13.36	13.59	13.72	13.78	70.8	70.9	71.4	71.7
2020	14.07	14.25	–	–	71.8	71.6	–	–
Total benefits								
2006	–	–	–	6.09	–	–	–	31.5
2007	6.22	6.04	6.03	6.01	31.8	31.4	31.2	31.2
2008	6.22	6.26	6.16	6.02	31.7	31.6	31.2	31.0
2009	6.04	6.07	6.18	6.21	30.9	30.8	30.9	30.8
2010	6.47	6.50	6.57	6.43	31.4	31.6	31.6	31.6
2011	6.66	6.76	6.75	7.45	32.1	32.3	32.1	33.5
2012	7.99	7.89	8.04	7.81	34.8	34.1	34.3	33.8
2013	8.08	7.99	8.13	4.92	34.2	33.9	34.1	29.0
2014	4.98	4.96	4.93	4.34	29.2	29.0	28.8	26.9
2015	4.41	4.45	4.47	4.58	27.1	27.2	27.1	27.7
2016	4.76	4.83	4.74	5.20	28.2	28.2	27.8	29.3
2017	5.25	5.27	5.29	5.07	29.2	29.1	29.2	28.8
2018	5.16	5.35	5.36	5.50	28.8	29.4	29.3	29.5
2019	5.52	5.59	5.49	5.44	29.2	29.1	28.6	28.3
2020	5.53	5.66	–	–	28.2	28.4	–	–
Paid leave								
2006	–	–	–	1.33	–	–	–	6.9
2007	1.34	1.21	1.16	1.15	6.9	6.3	6.0	6.0
2008	1.16	1.16	1.14	1.13	5.9	5.9	5.8	5.8
2009	1.16	1.19	1.21	1.23	5.9	6.0	6.1	6.1
2010	1.25	1.26	1.28	1.27	6.1	6.1	6.2	6.2
2011	1.28	1.32	1.30	1.51	6.2	6.3	6.2	6.8
2012	1.55	1.52	1.54	1.49	6.8	6.6	6.6	6.5
2013	1.53	1.53	1.54	.80	6.5	6.5	6.5	4.7
2014	.80	.81	.81	.72	4.7	4.7	4.7	4.5
2015	.73	.73	.73	.73	4.5	4.5	4.4	4.4
2016	.74	.76	.75	.78	4.4	4.4	4.4	4.4
2017	.80	.81	.81	.78	4.5	4.5	4.5	4.4
2018	.79	.80	.79	.83	4.4	4.4	4.3	4.5
2019	.84	.86	.87	.91	4.5	4.5	4.5	4.7

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	0.94	0.96	–	–	4.8	4.8	–	–
Supplemental pay								
2006	–	–	–	0.29	–	–	–	1.5
2007	.31	.44	0.42	.43	1.6	2.3	2.2	2.2
2008	.48	.44	.44	.42	2.4	2.2	2.2	2.2
2009	.44	.43	.42	.39	2.2	2.2	2.1	2.0
2010	.39	.38	.39	.36	1.9	1.9	1.9	1.8
2011	.39	.40	.38	.39	1.9	1.9	1.8	1.8
2012	.71	.67	.68	.61	3.1	2.9	2.9	2.6
2013	.62	.55	.57	.29	2.6	2.4	2.4	1.7
2014	.29	.29	.29	.27	1.7	1.7	1.7	1.7
2015	.27	.27	.28	.31	1.6	1.7	1.7	1.9
2016	.39	.38	.38	.39	2.3	2.2	2.2	2.2
2017	.40	.41	.41	.41	2.2	2.3	2.2	2.3
2018	.41	.42	.42	.48	2.3	2.3	2.3	2.6
2019	.49	.50	.50	.54	2.6	2.6	2.6	2.8
2020	.55	.56	–	–	2.8	2.8	–	–
Insurance								
2006	–	–	–	1.98	–	–	–	10.2
2007	2.06	1.87	1.86	1.85	10.5	9.7	9.6	9.6
2008	1.92	1.96	1.92	1.89	9.8	9.9	9.7	9.7
2009	1.94	1.94	2.02	2.05	9.9	9.8	10.1	10.2
2010	2.23	2.23	2.25	2.25	10.8	10.9	10.8	11.0
2011	2.32	2.33	2.34	2.63	11.2	11.2	11.1	11.8
2012	2.75	2.68	2.77	2.67	12.0	11.6	11.8	11.6
2013	2.80	2.79	2.87	1.62	11.8	11.9	12.0	9.5
2014	1.66	1.64	1.63	1.33	9.8	9.6	9.5	8.2
2015	1.36	1.38	1.37	1.39	8.4	8.4	8.3	8.4
2016	1.46	1.49	1.47	1.68	8.6	8.7	8.6	9.5
2017	1.70	1.72	1.73	1.65	9.5	9.5	9.5	9.4
2018	1.70	1.70	1.69	1.66	9.5	9.3	9.3	8.9
2019	1.67	1.69	1.70	1.58	8.9	8.8	8.9	8.2
2020	1.58	1.59	–	–	8.0	8.0	–	–
Retirement and savings								
2006	–	–	–	.61	–	–	–	3.2
2007	.64	.66	.72	.72	3.2	3.4	3.7	3.8
2008	.80	.83	.78	.73	4.1	4.2	4.0	3.8
2009	.64	.65	.66	.64	3.3	3.3	3.3	3.2
2010	.67	.67	.68	.64	3.3	3.3	3.3	3.1
2011	.74	.75	.77	.86	3.6	3.6	3.6	3.9
2012	.87	.89	.91	.94	3.8	3.8	3.9	4.1
2013	.99	.99	1.00	.64	4.2	4.2	4.2	3.8
2014	.64	.63	.60	.49	3.8	3.7	3.5	3.0
2015	.51	.52	.54	.58	3.1	3.2	3.3	3.5
2016	.59	.62	.57	.73	3.5	3.6	3.4	4.1
2017	.72	.70	.70	.60	4.0	3.8	3.9	3.4
2018	.61	.80	.81	.86	3.4	4.4	4.4	4.6
2019	.85	.85	.72	.71	4.5	4.4	3.7	3.7
2020	.72	.79	–	–	3.7	4.0	–	–
Legally required benefits								
2006	–	–	–	1.87	–	–	–	9.7
2007	1.88	1.86	1.86	1.85	9.6	9.7	9.6	9.6
2008	1.87	1.88	1.87	1.85	9.5	9.5	9.5	9.5
2009	1.86	1.86	1.87	1.89	9.5	9.4	9.4	9.4
2010	1.92	1.94	1.96	1.91	9.3	9.4	9.5	9.4
2011	1.93	1.96	1.96	2.04	9.3	9.4	9.3	9.2
2012	2.11	2.12	2.14	2.11	9.2	9.2	9.2	9.1
2013	2.14	2.13	2.14	1.58	9.0	9.0	9.0	9.3
2014	1.58	1.58	1.59	1.54	9.3	9.3	9.3	9.5
2015	1.55	1.55	1.54	1.57	9.5	9.5	9.4	9.5

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2016	1.58	1.59	1.57	1.62	9.4	9.2	9.2	9.1
2017	1.63	1.64	1.64	1.63	9.1	9.0	9.0	9.3
2018	1.64	1.64	1.64	1.67	9.2	9.0	9.0	8.9
2019	1.67	1.69	1.70	1.71	8.9	8.8	8.9	8.9
2020	1.75	1.76	–	–	8.9	8.8	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$28.50	–	–	–	100.0
2007	28.35	28.68	28.98	28.87	100.0	100.0	100.0	100.0
2008	29.12	29.36	29.56	29.00	100.0	100.0	100.0	100.0
2009	29.42	29.63	29.96	29.97	100.0	100.0	100.0	100.0
2010	30.52	30.71	30.66	30.09	100.0	100.0	100.0	100.0
2011	29.97	30.38	30.75	29.82	100.0	100.0	100.0	100.0
2012	30.25	30.42	30.50	31.36	100.0	100.0	100.0	100.0
2013	31.55	31.66	31.84	31.15	100.0	100.0	100.0	100.0
2014	31.75	31.89	32.31	31.30	100.0	100.0	100.0	100.0
2015	31.39	31.76	31.91	32.32	100.0	100.0	100.0	100.0
2016	32.78	32.83	33.23	33.34	100.0	100.0	100.0	100.0
2017	33.67	34.26	34.32	34.40	100.0	100.0	100.0	100.0
2018	34.79	35.35	35.63	35.39	100.0	100.0	100.0	100.0
2019	35.75	35.98	36.24	36.57	100.0	100.0	100.0	100.0
2020	36.96	37.85	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.77	–	–	–	69.4
2007	19.85	20.06	20.29	20.17	70.0	69.9	70.0	69.9
2008	20.31	20.57	20.63	20.08	69.7	70.1	69.8	69.2
2009	20.35	20.46	20.68	20.78	69.2	69.1	69.0	69.3
2010	20.99	21.06	21.00	20.81	68.8	68.6	68.5	69.2
2011	20.77	20.98	21.24	20.72	69.3	69.1	69.1	69.5
2012	20.96	21.03	21.03	21.46	69.3	69.1	69.0	68.4
2013	21.59	21.65	21.83	21.42	68.4	68.4	68.5	68.8
2014	21.76	21.84	22.18	21.45	68.5	68.5	68.6	68.5
2015	21.50	21.77	21.84	22.03	68.5	68.5	68.4	68.2
2016	22.32	22.43	22.73	22.80	68.1	68.3	68.4	68.4
2017	23.01	23.42	23.51	23.45	68.3	68.4	68.5	68.2
2018	23.64	23.92	24.11	24.01	67.9	67.7	67.7	67.8
2019	24.12	24.29	24.46	24.66	67.5	67.5	67.5	67.4
2020	24.90	25.52	–	–	67.4	67.4	–	–
Total benefits								
2006	–	–	–	8.72	–	–	–	30.6
2007	8.50	8.62	8.69	8.70	30.0	30.1	30.0	30.1
2008	8.82	8.78	8.93	8.92	30.3	29.9	30.2	30.8
2009	9.07	9.17	9.29	9.19	30.8	30.9	31.0	30.7
2010	9.53	9.65	9.66	9.28	31.2	31.4	31.5	30.8
2011	9.20	9.40	9.51	9.09	30.7	30.9	30.9	30.5
2012	9.30	9.39	9.47	9.89	30.7	30.9	31.0	31.6
2013	9.97	10.01	10.01	9.72	31.6	31.6	31.5	31.2
2014	9.99	10.04	10.13	9.85	31.5	31.5	31.4	31.5
2015	9.90	9.99	10.07	10.29	31.5	31.5	31.6	31.8
2016	10.47	10.40	10.50	10.54	31.9	31.7	31.6	31.6
2017	10.67	10.84	10.82	10.95	31.7	31.6	31.5	31.8
2018	11.15	11.42	11.52	11.38	32.1	32.3	32.3	32.2
2019	11.63	11.69	11.77	11.91	32.5	32.5	32.5	32.6
2020	12.06	12.32	–	–	32.6	32.6	–	–
Paid leave								
2006	–	–	–	1.85	–	–	–	6.5
2007	1.87	1.90	1.89	1.89	6.6	6.6	6.5	6.5
2008	1.89	1.92	1.92	1.86	6.5	6.5	6.5	6.4
2009	1.90	1.89	1.94	1.91	6.5	6.4	6.5	6.4
2010	1.95	1.95	1.95	1.88	6.4	6.4	6.4	6.3
2011	1.92	1.93	1.97	1.95	6.4	6.4	6.4	6.5
2012	1.98	1.97	1.98	2.08	6.5	6.5	6.5	6.6
2013	2.08	2.09	2.12	2.02	6.6	6.6	6.7	6.5
2014	2.07	2.09	2.13	2.04	6.5	6.6	6.6	6.5
2015	2.04	2.07	2.09	2.08	6.5	6.5	6.5	6.5
2016	2.12	2.12	2.15	2.15	6.5	6.5	6.5	6.5
2017	2.19	2.24	2.23	2.29	6.5	6.5	6.5	6.6
2018	2.30	2.34	2.35	2.36	6.6	6.6	6.6	6.7
2019	2.40	2.41	2.43	2.46	6.7	6.7	6.7	6.7

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	2.48	2.55	–	–	6.7	6.7	–	–
Supplemental pay								
2006	–	–	–	0.82	–	–	–	2.9
2007	.84	.84	0.83	.84	3.0	2.9	2.9	2.9
2008	.88	.90	.96	.95	3.0	3.1	3.2	3.3
2009	.94	.99	1.00	.92	3.2	3.3	3.4	3.1
2010	.94	.93	.94	.89	3.1	3.0	3.1	2.9
2011	.86	.89	.89	.86	2.9	2.9	2.9	2.9
2012	.94	.93	.97	.91	3.1	3.1	3.2	2.9
2013	.89	.86	.88	.89	2.8	2.7	2.8	2.8
2014	.92	.92	.93	.88	2.9	2.9	2.9	2.8
2015	.89	.88	.89	.99	2.9	2.8	2.8	3.1
2016	1.01	1.00	1.01	1.01	3.1	3.1	3.0	3.0
2017	1.02	1.04	1.05	1.07	3.0	3.0	3.1	3.1
2018	1.11	1.16	1.18	1.17	3.2	3.3	3.3	3.3
2019	1.18	1.19	1.21	1.27	3.3	3.3	3.3	3.5
2020	1.30	1.34	–	–	3.5	3.5	–	–
Insurance								
2006	–	–	–	2.12	–	–	–	7.5
2007	2.17	2.18	2.21	2.24	7.6	7.6	7.6	7.7
2008	2.27	2.25	2.28	2.30	7.8	7.6	7.7	7.9
2009	2.44	2.44	2.50	2.39	8.3	8.2	8.3	8.0
2010	2.55	2.52	2.54	2.44	8.4	8.2	8.3	8.1
2011	2.49	2.49	2.51	2.35	8.3	8.2	8.2	7.9
2012	2.40	2.39	2.40	2.63	7.9	7.9	7.9	8.4
2013	2.69	2.71	2.75	2.69	8.5	8.6	8.6	8.6
2014	2.83	2.84	2.83	2.72	8.9	8.9	8.8	8.7
2015	2.74	2.78	2.82	2.71	8.7	8.8	8.8	8.4
2016	2.79	2.77	2.79	2.81	8.5	8.4	8.4	8.4
2017	2.84	2.88	2.85	2.84	8.4	8.4	8.3	8.3
2018	2.89	3.00	3.02	3.04	8.3	8.5	8.5	8.6
2019	3.12	3.17	3.17	3.23	8.7	8.8	8.7	8.8
2020	3.25	3.29	–	–	8.8	8.7	–	–
Retirement and savings								
2006	–	–	–	1.30	–	–	–	4.6
2007	1.00	1.04	1.06	1.06	3.5	3.6	3.7	3.7
2008	1.09	1.01	1.07	1.13	3.7	3.5	3.6	3.9
2009	1.09	1.13	1.13	1.25	3.7	3.8	3.8	4.2
2010	1.32	1.45	1.45	1.35	4.3	4.7	4.7	4.5
2011	1.23	1.28	1.30	1.20	4.1	4.2	4.2	4.0
2012	1.18	1.27	1.29	1.43	3.9	4.2	4.2	4.6
2013	1.45	1.46	1.36	1.27	4.6	4.6	4.3	4.1
2014	1.30	1.31	1.33	1.44	4.1	4.1	4.1	4.6
2015	1.43	1.45	1.49	1.66	4.5	4.6	4.7	5.1
2016	1.67	1.64	1.65	1.66	5.1	5.0	5.0	5.0
2017	1.70	1.73	1.73	1.75	5.0	5.1	5.0	5.1
2018	1.78	1.86	1.88	1.72	5.1	5.3	5.3	4.9
2019	1.84	1.81	1.83	1.79	5.1	5.0	5.0	4.9
2020	1.85	1.89	–	–	5.0	5.0	–	–
Legally required benefits								
2006	–	–	–	2.63	–	–	–	9.2
2007	2.63	2.66	2.69	2.68	9.3	9.3	9.3	9.3
2008	2.68	2.71	2.70	2.68	9.2	9.2	9.1	9.2
2009	2.71	2.71	2.72	2.72	9.2	9.2	9.1	9.1
2010	2.77	2.80	2.78	2.73	9.1	9.1	9.1	9.1
2011	2.69	2.80	2.84	2.75	9.0	9.2	9.2	9.2
2012	2.80	2.82	2.83	2.85	9.2	9.3	9.3	9.1
2013	2.86	2.88	2.91	2.86	9.1	9.1	9.1	9.2
2014	2.87	2.88	2.92	2.77	9.1	9.0	9.0	8.9
2015	2.79	2.81	2.79	2.85	8.9	8.9	8.7	8.8

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2016	2.88	2.86	2.90	2.91	8.8	8.7	8.7	8.7
2017	2.92	2.95	2.96	3.00	8.7	8.6	8.6	8.7
2018	3.06	3.07	3.08	3.10	8.8	8.7	8.7	8.8
2019	3.09	3.11	3.13	3.16	8.6	8.7	8.6	8.6
2020	3.18	3.25	–	–	8.6	8.6	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$29.06	–	–	–	100.0
2007	28.95	29.28	29.63	29.46	100.0	100.0	100.0	100.0
2008	29.72	29.94	30.11	29.09	100.0	100.0	100.0	100.0
2009	29.51	29.67	30.04	30.07	100.0	100.0	100.0	100.0
2010	30.52	30.67	30.64	29.77	100.0	100.0	100.0	100.0
2011	30.03	30.41	30.64	29.76	100.0	100.0	100.0	100.0
2012	30.19	30.37	30.46	31.37	100.0	100.0	100.0	100.0
2013	31.58	31.68	31.84	31.07	100.0	100.0	100.0	100.0
2014	31.67	31.77	32.22	31.26	100.0	100.0	100.0	100.0
2015	31.37	31.68	31.85	31.93	100.0	100.0	100.0	100.0
2016	32.41	32.49	32.85	32.95	100.0	100.0	100.0	100.0
2017	33.28	33.87	33.94	34.04	100.0	100.0	100.0	100.0
2018	34.43	34.98	35.27	34.96	100.0	100.0	100.0	100.0
2019	35.27	35.55	35.82	36.68	100.0	100.0	100.0	100.0
2020	37.08	38.03	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.26	–	–	–	69.7
2007	20.37	20.58	20.85	20.67	70.4	70.3	70.4	70.2
2008	20.81	21.05	21.11	20.35	70.0	70.3	70.1	70.0
2009	20.62	20.74	20.97	21.09	69.9	69.9	69.8	70.1
2010	21.26	21.30	21.25	20.91	69.7	69.4	69.4	70.2
2011	20.93	21.17	21.35	20.83	69.7	69.6	69.7	70.0
2012	21.06	21.13	21.13	21.59	69.8	69.6	69.4	68.8
2013	21.71	21.78	21.96	21.51	68.8	68.8	69.0	69.3
2014	21.85	21.91	22.26	21.54	69.0	69.0	69.1	68.9
2015	21.60	21.86	21.94	21.89	68.9	69.0	68.9	68.6
2016	22.18	22.31	22.60	22.65	68.4	68.7	68.8	68.8
2017	22.86	23.28	23.37	23.34	68.7	68.7	68.9	68.5
2018	23.52	23.80	23.99	23.83	68.3	68.0	68.0	68.2
2019	23.89	24.10	24.28	24.78	67.8	67.8	67.8	67.6
2020	25.03	25.71	–	–	67.5	67.6	–	–
Total benefits								
2006	–	–	–	8.79	–	–	–	30.3
2007	8.58	8.70	8.78	8.79	29.6	29.7	29.6	29.8
2008	8.91	8.89	8.99	8.74	30.0	29.7	29.9	30.0
2009	8.89	8.93	9.07	8.99	30.1	30.1	30.2	29.9
2010	9.25	9.37	9.39	8.86	30.3	30.6	30.6	29.8
2011	9.09	9.25	9.30	8.93	30.3	30.4	30.3	30.0
2012	9.13	9.24	9.33	9.78	30.2	30.4	30.6	31.2
2013	9.86	9.90	9.88	9.55	31.2	31.2	31.0	30.7
2014	9.82	9.86	9.96	9.72	31.0	31.0	30.9	31.1
2015	9.77	9.82	9.91	10.03	31.1	31.0	31.1	31.4
2016	10.23	10.18	10.26	10.29	31.6	31.3	31.2	31.2
2017	10.42	10.58	10.56	10.71	31.3	31.3	31.1	31.5
2018	10.91	11.18	11.28	11.13	31.7	32.0	32.0	31.8
2019	11.37	11.45	11.54	11.90	32.2	32.2	32.2	32.4
2020	12.06	12.32	–	–	32.5	32.4	–	–
Paid leave								
2006	–	–	–	1.90	–	–	–	6.5
2007	1.92	1.95	1.95	1.94	6.6	6.7	6.6	6.6
2008	1.95	1.97	1.97	1.92	6.6	6.6	6.6	6.6
2009	1.95	1.95	1.99	1.98	6.6	6.6	6.6	6.6
2010	1.99	2.01	2.01	1.92	6.5	6.6	6.6	6.5
2011	1.95	1.97	1.99	1.97	6.5	6.5	6.5	6.6
2012	2.01	2.01	2.01	2.10	6.7	6.6	6.6	6.7
2013	2.10	2.12	2.15	2.04	6.7	6.7	6.7	6.6
2014	2.10	2.12	2.15	2.06	6.6	6.7	6.7	6.6
2015	2.06	2.08	2.09	2.06	6.6	6.5	6.6	6.5
2016	2.09	2.10	2.12	2.12	6.5	6.5	6.5	6.4
2017	2.15	2.21	2.19	2.26	6.5	6.5	6.5	6.6
2018	2.28	2.31	2.33	2.32	6.6	6.6	6.6	6.6
2019	2.36	2.37	2.40	2.50	6.7	6.7	6.7	6.8

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	2.51	2.58	–	–	6.8	6.8	–	–
Supplemental pay								
2006	–	–	–	0.81	–	–	–	2.8
2007	.82	.83	0.82	.83	2.8	2.8	2.8	2.8
2008	.88	.89	.93	.92	2.9	3.0	3.1	3.2
2009	.92	.93	.95	.87	3.1	3.1	3.1	2.9
2010	.85	.85	.86	.78	2.8	2.8	2.8	2.6
2011	.83	.83	.83	.79	2.8	2.7	2.7	2.7
2012	.88	.87	.92	.90	2.9	2.9	3.0	2.9
2013	.88	.85	.87	.87	2.8	2.7	2.7	2.8
2014	.90	.90	.91	.87	2.8	2.8	2.8	2.8
2015	.89	.87	.88	.99	2.8	2.8	2.8	3.1
2016	1.01	1.00	1.01	1.00	3.1	3.1	3.1	3.0
2017	1.01	1.03	1.04	1.06	3.0	3.0	3.1	3.1
2018	1.10	1.16	1.18	1.17	3.2	3.3	3.4	3.3
2019	1.18	1.19	1.21	1.28	3.3	3.4	3.4	3.5
2020	1.32	1.36	–	–	3.6	3.6	–	–
Insurance								
2006	–	–	–	2.13	–	–	–	7.3
2007	2.17	2.18	2.21	2.24	7.5	7.5	7.5	7.6
2008	2.28	2.27	2.30	2.24	7.7	7.6	7.6	7.7
2009	2.33	2.36	2.41	2.37	7.9	8.0	8.0	7.9
2010	2.44	2.49	2.50	2.40	8.0	8.1	8.2	8.1
2011	2.50	2.51	2.51	2.35	8.3	8.3	8.2	7.9
2012	2.40	2.41	2.41	2.60	8.0	7.9	7.9	8.3
2013	2.67	2.69	2.71	2.65	8.5	8.5	8.5	8.5
2014	2.79	2.80	2.80	2.67	8.8	8.8	8.7	8.5
2015	2.69	2.71	2.74	2.63	8.6	8.5	8.6	8.2
2016	2.71	2.69	2.71	2.73	8.3	8.3	8.3	8.3
2017	2.77	2.80	2.77	2.78	8.3	8.3	8.2	8.2
2018	2.83	2.94	2.96	2.97	8.2	8.4	8.4	8.5
2019	3.06	3.10	3.11	3.25	8.7	8.7	8.7	8.9
2020	3.28	3.30	–	–	8.8	8.7	–	–
Retirement and savings								
2006	–	–	–	1.30	–	–	–	4.5
2007	1.00	1.05	1.07	1.06	3.5	3.6	3.6	3.6
2008	1.09	1.02	1.06	1.00	3.7	3.4	3.5	3.4
2009	1.02	1.02	1.04	1.08	3.4	3.4	3.5	3.6
2010	1.24	1.28	1.29	1.10	4.1	4.2	4.2	3.7
2011	1.13	1.17	1.17	1.09	3.8	3.8	3.8	3.7
2012	1.06	1.16	1.18	1.33	3.5	3.8	3.9	4.3
2013	1.35	1.36	1.24	1.15	4.3	4.3	3.9	3.7
2014	1.17	1.18	1.19	1.36	3.7	3.7	3.7	4.4
2015	1.35	1.37	1.41	1.55	4.3	4.3	4.4	4.8
2016	1.58	1.55	1.54	1.55	4.9	4.8	4.7	4.7
2017	1.59	1.62	1.62	1.64	4.8	4.8	4.8	4.8
2018	1.67	1.75	1.76	1.62	4.9	5.0	5.0	4.6
2019	1.74	1.71	1.74	1.75	4.9	4.8	4.9	4.8
2020	1.80	1.85	–	–	4.8	4.9	–	–
Legally required benefits								
2006	–	–	–	2.65	–	–	–	9.1
2007	2.66	2.69	2.73	2.71	9.2	9.2	9.2	9.2
2008	2.72	2.74	2.74	2.66	9.2	9.1	9.1	9.1
2009	2.68	2.68	2.68	2.69	9.1	9.0	8.9	8.9
2010	2.72	2.75	2.73	2.66	8.9	9.0	8.9	8.9
2011	2.68	2.76	2.79	2.73	8.9	9.1	9.1	9.2
2012	2.77	2.80	2.81	2.85	9.2	9.2	9.2	9.1
2013	2.87	2.88	2.91	2.84	9.1	9.1	9.2	9.2
2014	2.86	2.87	2.90	2.76	9.0	9.0	9.0	8.8
2015	2.78	2.80	2.78	2.82	8.9	8.8	8.7	8.8

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2016	2.85	2.84	2.87	2.89	8.8	8.7	8.7	8.8
2017	2.89	2.93	2.94	2.97	8.7	8.6	8.6	8.7
2018	3.02	3.03	3.05	3.05	8.8	8.7	8.6	8.7
2019	3.04	3.07	3.08	3.13	8.6	8.6	8.6	8.5
2020	3.16	3.24	–	–	8.5	8.5	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$23.25	–	–	–	100.0
2007	23.35	23.92	24.09	23.97	100.0	100.0	100.0	100.0
2008	24.42	24.51	24.71	24.13	100.0	100.0	100.0	100.0
2009	24.50	24.75	25.08	25.09	100.0	100.0	100.0	100.0
2010	25.46	25.61	25.90	24.91	100.0	100.0	100.0	100.0
2011	25.09	25.31	25.48	24.92	100.0	100.0	100.0	100.0
2012	25.21	25.34	25.65	26.11	100.0	100.0	100.0	100.0
2013	26.37	26.30	26.60	27.99	100.0	100.0	100.0	100.0
2014	28.16	28.16	28.86	30.33	100.0	100.0	100.0	100.0
2015	30.70	30.70	31.11	30.42	100.0	100.0	100.0	100.0
2016	30.75	30.82	30.97	31.44	100.0	100.0	100.0	100.0
2017	31.86	32.36	32.30	31.40	100.0	100.0	100.0	100.0
2018	32.30	32.80	32.96	31.87	100.0	100.0	100.0	100.0
2019	32.43	32.41	31.97	32.81	100.0	100.0	100.0	100.0
2020	33.24	33.88	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.59	–	–	–	67.0
2007	15.67	15.99	16.07	16.05	67.1	66.8	66.7	66.9
2008	16.30	16.40	16.53	16.23	66.8	66.9	66.9	67.2
2009	16.43	16.59	16.80	16.82	67.1	67.0	67.0	67.0
2010	16.96	17.03	17.23	16.63	66.6	66.5	66.5	66.7
2011	16.67	16.75	16.86	16.69	66.4	66.2	66.2	67.0
2012	16.93	16.98	17.20	17.44	67.1	67.0	67.1	66.8
2013	17.60	17.53	17.73	18.32	66.7	66.7	66.6	65.5
2014	18.42	18.43	18.87	19.76	65.4	65.4	65.4	65.2
2015	19.97	19.95	20.20	19.70	65.0	65.0	64.9	64.8
2016	19.94	20.04	20.16	20.53	64.9	65.0	65.1	65.3
2017	20.83	21.08	21.04	20.44	65.4	65.2	65.1	65.1
2018	21.02	21.26	21.49	20.80	65.1	64.8	65.2	65.3
2019	21.25	21.18	21.02	21.60	65.5	65.3	65.7	65.8
2020	21.91	22.23	–	–	65.9	65.6	–	–
Total benefits								
2006	–	–	–	7.66	–	–	–	33.0
2007	7.68	7.93	8.02	7.93	32.9	33.2	33.3	33.1
2008	8.11	8.11	8.18	7.90	33.2	33.1	33.1	32.8
2009	8.07	8.16	8.27	8.27	32.9	33.0	33.0	33.0
2010	8.50	8.58	8.67	8.28	33.4	33.5	33.5	33.3
2011	8.42	8.57	8.61	8.23	33.6	33.8	33.8	33.0
2012	8.29	8.36	8.45	8.67	32.9	33.0	32.9	33.2
2013	8.77	8.76	8.87	9.67	33.3	33.3	33.4	34.5
2014	9.75	9.73	9.98	10.57	34.6	34.6	34.6	34.8
2015	10.73	10.75	10.90	10.72	35.0	35.0	35.1	35.2
2016	10.81	10.78	10.81	10.91	35.1	35.0	34.9	34.7
2017	11.03	11.28	11.26	10.96	34.6	34.8	34.9	34.9
2018	11.28	11.54	11.47	11.07	34.9	35.2	34.8	34.7
2019	11.18	11.24	10.95	11.20	34.5	34.7	34.3	34.2
2020	11.33	11.65	–	–	34.1	34.4	–	–
Paid leave								
2006	–	–	–	1.41	–	–	–	6.1
2007	1.42	1.45	1.43	1.42	6.1	6.1	6.0	5.9
2008	1.43	1.43	1.44	1.42	5.8	5.8	5.8	5.9
2009	1.46	1.47	1.50	1.48	5.9	6.0	6.0	5.9
2010	1.52	1.53	1.55	1.47	6.0	6.0	6.0	5.9
2011	1.47	1.46	1.46	1.44	5.8	5.8	5.8	5.8
2012	1.46	1.47	1.47	1.54	5.8	5.8	5.7	5.9
2013	1.56	1.55	1.58	1.74	5.9	5.9	5.9	6.2
2014	1.76	1.75	1.85	1.98	6.2	6.2	6.4	6.5
2015	2.01	1.99	2.03	1.93	6.5	6.5	6.5	6.3
2016	1.96	1.96	1.97	2.01	6.4	6.3	6.4	6.4
2017	2.05	2.12	2.08	1.97	6.4	6.5	6.4	6.3
2018	2.04	2.10	2.08	2.02	6.3	6.4	6.3	6.3
2019	2.06	2.04	1.97	2.14	6.3	6.3	6.2	6.5

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	2.17	2.24	–	–	6.5	6.6	–	–
Supplemental pay								
2006	–	–	–	0.64	–	–	–	2.8
2007	.65	.72	0.73	.67	2.8	3.0	3.0	2.8
2008	.74	.72	.76	.73	3.0	3.0	3.1	3.0
2009	.72	.73	.73	.72	2.9	3.0	2.9	2.9
2010	.68	.68	.68	.67	2.7	2.6	2.6	2.7
2011	.72	.74	.74	.73	2.9	2.9	2.9	2.9
2012	.74	.74	.74	.74	2.9	2.9	2.9	2.8
2013	.75	.76	.75	.86	2.8	2.9	2.8	3.1
2014	.86	.86	.87	.96	3.1	3.0	3.0	3.2
2015	.97	.93	.94	.93	3.2	3.0	3.0	3.0
2016	.94	.94	.95	.97	3.1	3.1	3.1	3.1
2017	.96	.98	.97	.96	3.0	3.0	3.0	3.1
2018	1.02	1.03	1.03	1.01	3.1	3.2	3.1	3.2
2019	1.02	1.02	1.01	1.17	3.1	3.2	3.2	3.6
2020	1.19	1.22	–	–	3.6	3.6	–	–
Insurance								
2006	–	–	–	2.10	–	–	–	9.0
2007	2.19	2.24	2.30	2.29	9.4	9.4	9.5	9.6
2008	2.34	2.35	2.38	2.30	9.6	9.6	9.6	9.5
2009	2.39	2.42	2.47	2.49	9.7	9.8	9.8	9.9
2010	2.63	2.72	2.75	2.68	10.3	10.6	10.6	10.7
2011	2.71	2.74	2.76	2.55	10.8	10.8	10.8	10.2
2012	2.59	2.61	2.68	2.72	10.3	10.3	10.4	10.4
2013	2.77	2.76	2.80	3.10	10.5	10.5	10.5	11.1
2014	3.14	3.13	3.17	3.23	11.2	11.1	11.0	10.6
2015	3.29	3.36	3.40	3.27	10.7	10.9	10.9	10.7
2016	3.30	3.26	3.28	3.22	10.7	10.6	10.6	10.2
2017	3.24	3.32	3.33	3.19	10.2	10.3	10.3	10.1
2018	3.27	3.33	3.28	3.21	10.1	10.2	10.0	10.1
2019	3.22	3.28	3.22	3.20	9.9	10.1	10.1	9.7
2020	3.22	3.33	–	–	9.7	9.8	–	–
Retirement and savings								
2006	–	–	–	1.15	–	–	–	4.9
2007	1.10	1.16	1.18	1.18	4.7	4.8	4.9	4.9
2008	1.23	1.22	1.23	1.15	5.0	5.0	5.0	4.8
2009	1.16	1.17	1.19	1.21	4.7	4.7	4.8	4.8
2010	1.24	1.21	1.23	1.08	4.9	4.7	4.7	4.4
2011	1.12	1.20	1.21	1.05	4.4	4.7	4.7	4.2
2012	1.00	1.03	1.03	1.09	4.0	4.1	4.0	4.2
2013	1.12	1.11	1.13	1.25	4.2	4.2	4.2	4.5
2014	1.26	1.24	1.29	1.47	4.5	4.4	4.5	4.8
2015	1.52	1.51	1.57	1.63	4.9	4.9	5.1	5.4
2016	1.64	1.66	1.65	1.71	5.3	5.4	5.3	5.4
2017	1.74	1.80	1.79	1.84	5.5	5.5	5.6	5.9
2018	1.88	1.99	1.98	1.88	5.8	6.1	6.0	5.9
2019	1.91	1.93	1.80	1.75	5.9	5.9	5.6	5.3
2020	1.76	1.85	–	–	5.3	5.5	–	–
Legally required benefits								
2006	–	–	–	2.36	–	–	–	10.2
2007	2.32	2.36	2.38	2.36	9.9	9.9	9.9	9.8
2008	2.38	2.39	2.38	2.30	9.7	9.7	9.6	9.5
2009	2.35	2.37	2.38	2.38	9.6	9.6	9.5	9.5
2010	2.43	2.44	2.46	2.38	9.6	9.5	9.5	9.6
2011	2.41	2.44	2.45	2.47	9.6	9.6	9.6	9.9
2012	2.50	2.51	2.53	2.57	9.9	9.9	9.9	9.9
2013	2.58	2.59	2.62	2.72	9.8	9.8	9.8	9.7
2014	2.72	2.75	2.80	2.94	9.7	9.8	9.7	9.7
2015	2.96	2.95	2.95	2.97	9.6	9.6	9.5	9.8

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2016	2.96	2.96	2.95	3.00	9.6	9.6	9.5	9.5
2017	3.04	3.06	3.08	3.01	9.5	9.5	9.5	9.6
2018	3.08	3.08	3.10	2.96	9.5	9.4	9.4	9.3
2019	2.98	2.96	2.95	2.95	9.2	9.1	9.2	9.0
2020	2.99	3.01	–	–	9.0	8.9	–	–

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

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$23.42	–	–	–	100.0
2007	23.57	24.16	24.31	24.24	100.0	100.0	100.0	100.0
2008	24.64	24.74	24.95	24.29	100.0	100.0	100.0	100.0
2009	24.64	24.90	25.26	25.27	100.0	100.0	100.0	100.0
2010	25.65	25.81	26.11	25.17	100.0	100.0	100.0	100.0
2011	25.32	25.56	25.73	25.22	100.0	100.0	100.0	100.0
2012	25.48	25.65	25.99	26.51	100.0	100.0	100.0	100.0
2013	26.79	26.71	27.03	28.53	100.0	100.0	100.0	100.0
2014	28.72	28.65	29.42	31.02	100.0	100.0	100.0	100.0
2015	31.45	31.39	31.78	31.11	100.0	100.0	100.0	100.0
2016	31.45	31.51	31.58	32.09	100.0	100.0	100.0	100.0
2017	32.54	33.04	32.91	32.05	100.0	100.0	100.0	100.0
2018	32.84	33.41	33.53	32.21	100.0	100.0	100.0	100.0
2019	32.81	32.77	32.25	33.22	100.0	100.0	100.0	100.0
2020	33.71	34.40	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.70	–	–	–	67.0
2007	15.78	16.13	16.21	16.19	67.0	66.8	66.7	66.8
2008	16.42	16.52	16.66	16.28	66.6	66.8	66.8	67.0
2009	16.47	16.64	16.88	16.89	66.8	66.8	66.8	66.8
2010	17.03	17.11	17.32	16.76	66.4	66.3	66.3	66.6
2011	16.78	16.87	16.98	16.84	66.3	66.0	66.0	66.8
2012	17.06	17.15	17.39	17.68	67.0	66.9	66.9	66.7
2013	17.86	17.77	17.97	18.58	66.7	66.5	66.5	65.1
2014	18.70	18.67	19.17	20.12	65.1	65.2	65.2	64.8
2015	20.35	20.30	20.55	19.99	64.7	64.7	64.7	64.3
2016	20.24	20.34	20.41	20.82	64.3	64.5	64.6	64.9
2017	21.14	21.37	21.29	20.73	65.0	64.7	64.7	64.7
2018	21.25	21.54	21.75	20.91	64.7	64.5	64.9	64.9
2019	21.39	21.29	21.10	21.80	65.2	65.0	65.4	65.6
2020	22.13	22.49	–	–	65.7	65.4	–	–
Total benefits								
2006	–	–	–	7.72	–	–	–	33.0
2007	7.79	8.02	8.11	8.05	33.0	33.2	33.3	33.2
2008	8.22	8.23	8.29	8.01	33.4	33.2	33.2	33.0
2009	8.17	8.26	8.39	8.39	33.2	33.2	33.2	33.2
2010	8.62	8.70	8.79	8.41	33.6	33.7	33.7	33.4
2011	8.54	8.69	8.74	8.38	33.7	34.0	34.0	33.2
2012	8.42	8.50	8.60	8.83	33.0	33.1	33.1	33.3
2013	8.93	8.94	9.05	9.95	33.3	33.5	33.5	34.9
2014	10.02	9.97	10.25	10.91	34.9	34.8	34.8	35.2
2015	11.10	11.09	11.23	11.12	35.3	35.3	35.3	35.7
2016	11.21	11.18	11.17	11.27	35.7	35.5	35.4	35.1
2017	11.40	11.67	11.62	11.33	35.0	35.3	35.3	35.3
2018	11.59	11.88	11.78	11.30	35.3	35.5	35.1	35.1
2019	11.42	11.48	11.15	11.43	34.8	35.0	34.6	34.4
2020	11.58	11.91	–	–	34.3	34.6	–	–
Paid leave								
2006	–	–	–	1.41	–	–	–	6.0
2007	1.42	1.46	1.44	1.43	6.0	6.0	5.9	5.9
2008	1.43	1.43	1.45	1.42	5.8	5.8	5.8	5.8
2009	1.46	1.48	1.51	1.48	5.9	5.9	6.0	5.9
2010	1.53	1.54	1.56	1.49	6.0	5.9	6.0	5.9
2011	1.48	1.47	1.47	1.45	5.8	5.7	5.7	5.8
2012	1.47	1.49	1.49	1.56	5.8	5.8	5.7	5.9
2013	1.58	1.57	1.60	1.77	5.9	5.9	5.9	6.2
2014	1.79	1.78	1.90	2.03	6.2	6.2	6.4	6.5
2015	2.06	2.04	2.08	1.98	6.5	6.5	6.5	6.4
2016	2.02	2.01	2.02	2.07	6.4	6.4	6.4	6.4
2017	2.11	2.18	2.13	2.02	6.5	6.6	6.5	6.3
2018	2.08	2.15	2.13	2.04	6.3	6.4	6.3	6.3
2019	2.08	2.06	1.97	2.15	6.3	6.3	6.1	6.5

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2020	2.19	2.26	–	–	6.5	6.6	–	–
Supplemental pay								
2006	–	–	–	0.63	–	–	–	2.7
2007	.64	.68	0.69	.66	2.7	2.8	2.8	2.7
2008	.72	.71	.74	.72	2.9	2.9	3.0	3.0
2009	.71	.72	.72	.70	2.9	2.9	2.8	2.8
2010	.67	.66	.66	.66	2.6	2.6	2.5	2.6
2011	.72	.73	.73	.73	2.8	2.9	2.8	2.9
2012	.74	.73	.74	.73	2.9	2.9	2.8	2.7
2013	.74	.75	.74	.85	2.7	2.8	2.7	3.0
2014	.86	.85	.87	.96	3.0	3.0	2.9	3.1
2015	.98	.94	.95	.93	3.1	3.0	3.0	3.0
2016	.94	.95	.95	.97	3.0	3.0	3.0	3.0
2017	.95	.97	.96	.97	2.9	2.9	2.9	3.0
2018	1.02	1.04	1.03	1.01	3.1	3.1	3.1	3.1
2019	1.02	1.03	1.01	1.20	3.1	3.1	3.1	3.6
2020	1.21	1.25	–	–	3.6	3.6	–	–
Insurance								
2006	–	–	–	2.11	–	–	–	9.0
2007	2.21	2.26	2.31	2.31	9.4	9.3	9.5	9.5
2008	2.35	2.37	2.40	2.33	9.5	9.6	9.6	9.6
2009	2.42	2.46	2.50	2.52	9.8	9.9	9.9	10.0
2010	2.67	2.77	2.79	2.73	10.4	10.7	10.7	10.8
2011	2.76	2.78	2.81	2.61	10.9	10.9	10.9	10.3
2012	2.64	2.67	2.74	2.80	10.4	10.4	10.6	10.6
2013	2.85	2.84	2.88	3.24	10.6	10.6	10.7	11.3
2014	3.27	3.24	3.28	3.35	11.4	11.3	11.1	10.8
2015	3.41	3.48	3.51	3.40	10.8	11.1	11.1	10.9
2016	3.44	3.39	3.41	3.32	10.9	10.8	10.8	10.4
2017	3.36	3.44	3.44	3.29	10.3	10.4	10.5	10.3
2018	3.35	3.42	3.36	3.27	10.2	10.2	10.0	10.2
2019	3.28	3.35	3.28	3.24	10.0	10.2	10.2	9.8
2020	3.27	3.39	–	–	9.7	9.8	–	–
Retirement and savings								
2006	–	–	–	1.17	–	–	–	5.0
2007	1.16	1.23	1.25	1.25	4.9	5.1	5.1	5.2
2008	1.30	1.30	1.29	1.21	5.3	5.2	5.2	5.0
2009	1.21	1.21	1.25	1.26	4.9	4.9	4.9	5.0
2010	1.29	1.26	1.28	1.12	5.0	4.9	4.9	4.4
2011	1.15	1.24	1.25	1.08	4.5	4.8	4.8	4.3
2012	1.03	1.05	1.05	1.11	4.0	4.1	4.1	4.2
2013	1.13	1.13	1.15	1.29	4.2	4.2	4.3	4.5
2014	1.30	1.28	1.33	1.53	4.5	4.5	4.5	4.9
2015	1.59	1.58	1.65	1.74	5.1	5.0	5.2	5.6
2016	1.75	1.77	1.75	1.82	5.6	5.6	5.5	5.7
2017	1.85	1.91	1.90	1.95	5.7	5.8	5.8	6.1
2018	1.98	2.10	2.08	1.95	6.0	6.3	6.2	6.1
2019	1.99	2.01	1.88	1.83	6.1	6.1	5.8	5.5
2020	1.85	1.95	–	–	5.5	5.7	–	–
Legally required benefits								
2006	–	–	–	2.40	–	–	–	10.2
2007	2.35	2.40	2.41	2.40	10.0	9.9	9.9	9.9
2008	2.41	2.42	2.41	2.33	9.8	9.8	9.7	9.6
2009	2.38	2.40	2.42	2.41	9.7	9.6	9.6	9.6
2010	2.47	2.48	2.50	2.42	9.6	9.6	9.6	9.6
2011	2.44	2.47	2.48	2.51	9.6	9.7	9.6	9.9
2012	2.55	2.55	2.57	2.63	10.0	10.0	9.9	9.9
2013	2.64	2.65	2.68	2.80	9.8	9.9	9.9	9.8
2014	2.80	2.83	2.88	3.04	9.7	9.9	9.8	9.8
2015	3.05	3.04	3.04	3.06	9.7	9.7	9.6	9.8

See footnotes at end of table.

Supplemental table 6. Private trade, transportation, and utilities industry workers, by occupational group: employer costs per hour 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								
2016	3.06	3.06	3.04	3.09	9.7	9.7	9.6	9.6
2017	3.13	3.16	3.18	3.09	9.6	9.6	9.7	9.6
2018	3.16	3.16	3.18	3.03	9.6	9.5	9.5	9.4
2019	3.05	3.03	3.02	3.01	9.3	9.2	9.3	9.1
2020	3.05	3.07	–	–	9.1	8.9	–	–

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

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$19.14	–	–	–	100.0
2007	19.36	19.15	19.35	19.50	100.0	100.0	100.0	100.0
2008	19.61	19.84	19.85	20.04	100.0	100.0	100.0	100.0
2009	20.14	20.19	20.23	20.48	100.0	100.0	100.0	100.0
2010	20.65	20.87	20.98	21.09	100.0	100.0	100.0	100.0
2011	20.74	21.16	21.39	21.38	100.0	100.0	100.0	100.0
2012	21.46	21.38	21.60	21.31	100.0	100.0	100.0	100.0
2013	21.47	21.36	21.50	22.00	100.0	100.0	100.0	100.0
2014	22.01	22.14	22.55	22.89	100.0	100.0	100.0	100.0
2015	23.16	23.38	23.51	23.29	100.0	100.0	100.0	100.0
2016	23.75	23.59	23.50	23.70	100.0	100.0	100.0	100.0
2017	24.13	24.32	24.54	24.31	100.0	100.0	100.0	100.0
2018	24.69	24.95	25.43	25.06	100.0	100.0	100.0	100.0
2019	25.44	25.53	25.72	25.76	100.0	100.0	100.0	100.0
2020	26.02	26.25	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.19	–	–	–	74.1
2007	14.37	14.19	14.33	14.46	74.2	74.1	74.0	74.2
2008	14.48	14.70	14.65	14.80	73.8	74.1	73.8	73.8
2009	14.87	14.89	14.93	15.08	73.8	73.8	73.8	73.6
2010	15.17	15.32	15.36	15.38	73.4	73.4	73.2	72.9
2011	15.25	15.48	15.69	15.92	73.6	73.2	73.4	74.5
2012	15.96	15.90	16.01	15.84	74.4	74.4	74.1	74.3
2013	15.90	15.85	15.94	16.34	74.1	74.2	74.2	74.3
2014	16.27	16.38	16.72	16.88	73.9	74.0	74.1	73.7
2015	17.03	17.19	17.32	17.15	73.5	73.5	73.7	73.6
2016	17.43	17.41	17.38	17.50	73.4	73.8	74.0	73.8
2017	17.81	17.94	18.08	18.05	73.8	73.7	73.7	74.2
2018	18.29	18.47	18.86	18.66	74.1	74.0	74.1	74.4
2019	18.93	18.98	19.13	19.24	74.4	74.4	74.4	74.7
2020	19.39	19.58	–	–	74.5	74.6	–	–
Total benefits								
2006	–	–	–	4.95	–	–	–	25.9
2007	4.99	4.96	5.02	5.04	25.8	25.9	26.0	25.8
2008	5.13	5.15	5.21	5.24	26.2	25.9	26.2	26.2
2009	5.27	5.30	5.30	5.40	26.2	26.2	26.2	26.4
2010	5.49	5.55	5.62	5.71	26.6	26.6	26.8	27.1
2011	5.48	5.68	5.70	5.45	26.4	26.8	26.6	25.5
2012	5.50	5.48	5.59	5.48	25.6	25.6	25.9	25.7
2013	5.57	5.50	5.56	5.66	25.9	25.8	25.8	25.7
2014	5.74	5.76	5.83	6.01	26.1	26.0	25.9	26.3
2015	6.13	6.19	6.19	6.14	26.5	26.5	26.3	26.4
2016	6.33	6.18	6.12	6.20	26.6	26.2	26.0	26.2
2017	6.32	6.38	6.46	6.26	26.2	26.3	26.3	25.8
2018	6.40	6.48	6.58	6.41	25.9	26.0	25.9	25.6
2019	6.50	6.54	6.59	6.53	25.6	25.6	25.6	25.3
2020	6.63	6.67	–	–	25.5	25.4	–	–
Paid leave								
2006	–	–	–	.99	–	–	–	5.2
2007	1.01	1.00	1.00	1.00	5.2	5.2	5.2	5.1
2008	1.00	1.00	1.01	1.02	5.1	5.1	5.1	5.1
2009	1.04	1.03	1.04	1.05	5.2	5.1	5.1	5.1
2010	1.05	1.07	1.09	1.07	5.1	5.1	5.2	5.1
2011	1.07	1.09	1.10	1.08	5.2	5.2	5.1	5.1
2012	1.08	1.07	1.09	1.08	5.0	5.0	5.1	5.1
2013	1.10	1.08	1.09	1.13	5.1	5.1	5.1	5.1
2014	1.15	1.14	1.17	1.23	5.2	5.2	5.2	5.4
2015	1.25	1.25	1.25	1.28	5.4	5.3	5.3	5.5
2016	1.30	1.28	1.28	1.28	5.5	5.4	5.4	5.4
2017	1.31	1.33	1.34	1.33	5.4	5.5	5.5	5.5
2018	1.35	1.37	1.39	1.37	5.5	5.5	5.5	5.5
2019	1.39	1.41	1.41	1.44	5.5	5.5	5.5	5.6

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2020	1.45	1.47	–	–	5.6	5.6	–	–
Supplemental pay								
2006	–	–	–	0.48	–	–	–	2.5
2007	.46	.46	0.47	.47	2.4	2.4	2.4	2.4
2008	.51	.51	.53	.52	2.6	2.6	2.7	2.6
2009	.47	.48	.48	.48	2.3	2.4	2.4	2.3
2010	.46	.47	.47	.69	2.2	2.2	2.3	3.3
2011	.48	.48	.48	.43	2.3	2.3	2.3	2.0
2012	.44	.44	.45	.41	2.1	2.0	2.1	1.9
2013	.42	.41	.41	.40	1.9	1.9	1.9	1.8
2014	.41	.40	.41	.49	1.9	1.8	1.8	2.1
2015	.51	.51	.51	.50	2.2	2.2	2.2	2.2
2016	.52	.52	.51	.50	2.2	2.2	2.2	2.1
2017	.50	.51	.52	.58	2.1	2.1	2.1	2.4
2018	.61	.61	.64	.57	2.5	2.4	2.5	2.3
2019	.58	.60	.61	.63	2.3	2.4	2.4	2.4
2020	.64	.63	–	–	2.5	2.4	–	–
Insurance								
2006	–	–	–	1.27	–	–	–	6.6
2007	1.29	1.28	1.30	1.31	6.7	6.7	6.7	6.7
2008	1.34	1.35	1.36	1.38	6.8	6.8	6.9	6.9
2009	1.44	1.45	1.46	1.47	7.1	7.2	7.2	7.2
2010	1.53	1.54	1.56	1.52	7.4	7.4	7.4	7.2
2011	1.52	1.58	1.57	1.48	7.3	7.5	7.3	6.9
2012	1.48	1.48	1.53	1.51	6.9	6.9	7.1	7.1
2013	1.54	1.53	1.56	1.59	7.2	7.2	7.2	7.2
2014	1.64	1.65	1.66	1.65	7.5	7.5	7.4	7.2
2015	1.70	1.73	1.73	1.64	7.3	7.4	7.3	7.0
2016	1.72	1.64	1.62	1.66	7.3	7.0	6.9	7.0
2017	1.70	1.72	1.74	1.57	7.0	7.1	7.1	6.5
2018	1.61	1.62	1.63	1.63	6.5	6.5	6.4	6.5
2019	1.66	1.67	1.69	1.63	6.5	6.6	6.6	6.3
2020	1.68	1.68	–	–	6.5	6.4	–	–
Retirement and savings								
2006	–	–	–	.41	–	–	–	2.1
2007	.41	.41	.43	.43	2.1	2.1	2.2	2.2
2008	.45	.44	.46	.49	2.3	2.2	2.3	2.4
2009	.47	.48	.47	.52	2.3	2.4	2.3	2.6
2010	.52	.54	.55	.52	2.5	2.6	2.6	2.5
2011	.49	.57	.58	.48	2.4	2.7	2.7	2.3
2012	.49	.48	.49	.49	2.3	2.2	2.3	2.3
2013	.51	.50	.50	.52	2.4	2.3	2.3	2.4
2014	.53	.54	.55	.57	2.4	2.4	2.4	2.5
2015	.59	.59	.61	.63	2.5	2.5	2.6	2.7
2016	.66	.64	.62	.65	2.8	2.7	2.6	2.7
2017	.67	.67	.69	.63	2.8	2.8	2.8	2.6
2018	.65	.69	.70	.65	2.6	2.7	2.7	2.6
2019	.67	.66	.65	.60	2.6	2.6	2.5	2.3
2020	.61	.64	–	–	2.4	2.4	–	–
Legally required benefits								
2006	–	–	–	1.81	–	–	–	9.4
2007	1.81	1.81	1.82	1.83	9.4	9.4	9.4	9.4
2008	1.83	1.85	1.85	1.84	9.3	9.3	9.3	9.2
2009	1.85	1.86	1.85	1.88	9.2	9.2	9.2	9.2
2010	1.91	1.93	1.95	1.92	9.3	9.3	9.3	9.1
2011	1.92	1.96	1.97	1.98	9.3	9.3	9.2	9.3
2012	2.01	2.01	2.02	1.98	9.4	9.4	9.4	9.3
2013	1.99	1.98	2.00	2.01	9.3	9.3	9.3	9.2
2014	2.01	2.02	2.04	2.07	9.2	9.1	9.1	9.1
2015	2.09	2.10	2.10	2.10	9.0	9.0	8.9	9.0

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2016	2.12	2.10	2.09	2.11	8.9	8.9	8.9	8.9
2017	2.14	2.15	2.17	2.16	8.9	8.8	8.8	8.9
2018	2.19	2.19	2.22	2.18	8.9	8.8	8.7	8.7
2019	2.20	2.21	2.23	2.23	8.6	8.6	8.7	8.7
2020	2.25	2.25	–	–	8.6	8.6	–	–

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

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$18.67	–	–	–	100.0
2007	18.79	18.72	18.96	19.10	100.0	100.0	100.0	100.0
2008	19.23	19.42	19.39	19.51	100.0	100.0	100.0	100.0
2009	19.47	19.51	19.51	19.75	100.0	100.0	100.0	100.0
2010	19.84	20.11	20.25	20.44	100.0	100.0	100.0	100.0
2011	19.92	20.29	20.52	20.70	100.0	100.0	100.0	100.0
2012	20.64	20.55	20.66	20.76	100.0	100.0	100.0	100.0
2013	20.79	20.60	20.61	21.40	100.0	100.0	100.0	100.0
2014	21.42	21.41	21.88	22.34	100.0	100.0	100.0	100.0
2015	22.56	22.65	22.86	22.90	100.0	100.0	100.0	100.0
2016	22.88	22.99	23.10	23.23	100.0	100.0	100.0	100.0
2017	23.56	23.73	23.79	24.15	100.0	100.0	100.0	100.0
2018	24.19	24.32	24.75	24.59	100.0	100.0	100.0	100.0
2019	24.98	24.92	25.13	25.37	100.0	100.0	100.0	100.0
2020	25.56	25.62	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	13.98	–	–	–	74.9
2007	14.07	13.99	14.19	14.32	74.9	74.8	74.8	75.0
2008	14.36	14.56	14.47	14.54	74.7	75.0	74.6	74.5
2009	14.53	14.55	14.54	14.70	74.6	74.5	74.5	74.4
2010	14.74	14.91	15.00	15.01	74.3	74.2	74.1	73.4
2011	14.82	15.03	15.24	15.57	74.4	74.1	74.3	75.2
2012	15.52	15.46	15.51	15.62	75.2	75.2	75.1	75.2
2013	15.58	15.49	15.50	16.09	74.9	75.2	75.2	75.2
2014	16.02	16.05	16.44	16.64	74.8	75.0	75.1	74.5
2015	16.80	16.87	17.05	17.04	74.5	74.5	74.6	74.4
2016	17.11	17.22	17.33	17.39	74.8	74.9	75.0	74.9
2017	17.65	17.78	17.84	18.12	74.9	74.9	75.0	75.0
2018	18.15	18.24	18.60	18.55	75.0	75.0	75.2	75.4
2019	18.85	18.77	18.96	19.18	75.4	75.3	75.5	75.6
2020	19.31	19.36	–	–	75.6	75.6	–	–
Total benefits								
2006	–	–	–	4.69	–	–	–	25.1
2007	4.72	4.73	4.77	4.78	25.1	25.2	25.2	25.0
2008	4.87	4.86	4.92	4.97	25.3	25.0	25.4	25.5
2009	4.94	4.97	4.97	5.05	25.4	25.5	25.5	25.6
2010	5.10	5.19	5.25	5.43	25.7	25.8	25.9	26.6
2011	5.11	5.26	5.28	5.13	25.6	25.9	25.7	24.8
2012	5.12	5.09	5.14	5.15	24.8	24.8	24.9	24.8
2013	5.21	5.11	5.11	5.31	25.1	24.8	24.8	24.8
2014	5.39	5.36	5.44	5.70	25.2	25.0	24.9	25.5
2015	5.76	5.78	5.81	5.86	25.5	25.5	25.4	25.6
2016	5.77	5.78	5.77	5.84	25.2	25.1	25.0	25.1
2017	5.90	5.95	5.96	6.03	25.1	25.1	25.0	25.0
2018	6.04	6.08	6.15	6.05	25.0	25.0	24.8	24.6
2019	6.13	6.15	6.17	6.20	24.6	24.7	24.5	24.4
2020	6.24	6.25	–	–	24.4	24.4	–	–
Paid leave								
2006	–	–	–	.93	–	–	–	5.0
2007	.94	.94	.94	.94	5.0	5.0	5.0	4.9
2008	.93	.93	.94	.96	4.8	4.8	4.8	4.9
2009	.96	.95	.96	.97	4.9	4.9	4.9	4.9
2010	.97	1.00	1.01	.99	4.9	5.0	5.0	4.8
2011	.98	1.01	1.00	1.00	4.9	5.0	4.9	4.8
2012	.99	.97	.98	.99	4.8	4.7	4.8	4.8
2013	1.01	.98	.98	1.05	4.8	4.7	4.7	4.9
2014	1.07	1.06	1.09	1.17	5.0	4.9	5.0	5.2
2015	1.18	1.17	1.18	1.23	5.2	5.2	5.1	5.4
2016	1.22	1.22	1.24	1.25	5.3	5.3	5.4	5.4
2017	1.27	1.29	1.28	1.31	5.4	5.4	5.4	5.4
2018	1.30	1.32	1.33	1.31	5.4	5.4	5.4	5.3
2019	1.33	1.33	1.34	1.38	5.3	5.3	5.3	5.4

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2020	1.37	1.37	–	–	5.4	5.4	–	–
Supplemental pay								
2006	–	–	–	0.48	–	–	–	2.6
2007	.46	.46	0.47	.47	2.4	2.4	2.5	2.4
2008	.51	.51	.53	.51	2.7	2.6	2.7	2.6
2009	.45	.47	.46	.44	2.3	2.4	2.3	2.2
2010	.43	.44	.45	.74	2.2	2.2	2.2	3.6
2011	.45	.44	.45	.39	2.3	2.2	2.2	1.9
2012	.40	.40	.41	.38	1.9	1.9	2.0	1.8
2013	.38	.37	.37	.37	1.8	1.8	1.8	1.7
2014	.37	.37	.38	.48	1.8	1.7	1.7	2.2
2015	.49	.50	.50	.49	2.2	2.2	2.2	2.1
2016	.50	.50	.50	.50	2.2	2.2	2.2	2.1
2017	.48	.50	.49	.58	2.1	2.1	2.1	2.4
2018	.59	.59	.62	.53	2.4	2.4	2.5	2.2
2019	.54	.57	.57	.61	2.2	2.3	2.3	2.4
2020	.63	.60	–	–	2.4	2.4	–	–
Insurance								
2006	–	–	–	1.15	–	–	–	6.2
2007	1.19	1.18	1.19	1.20	6.3	6.3	6.3	6.3
2008	1.23	1.22	1.23	1.25	6.4	6.3	6.4	6.4
2009	1.30	1.31	1.32	1.33	6.7	6.7	6.8	6.7
2010	1.37	1.38	1.40	1.36	6.9	6.9	6.9	6.7
2011	1.37	1.43	1.43	1.36	6.9	7.1	7.0	6.6
2012	1.35	1.35	1.37	1.40	6.5	6.6	6.7	6.7
2013	1.43	1.40	1.41	1.50	6.9	6.8	6.8	7.0
2014	1.54	1.54	1.54	1.54	7.2	7.2	7.0	6.9
2015	1.56	1.58	1.59	1.53	6.9	7.0	6.9	6.7
2016	1.47	1.48	1.47	1.49	6.4	6.4	6.4	6.4
2017	1.51	1.53	1.52	1.46	6.4	6.4	6.4	6.1
2018	1.46	1.46	1.45	1.50	6.0	6.0	5.9	6.1
2019	1.52	1.51	1.51	1.48	6.1	6.1	6.0	5.8
2020	1.50	1.51	–	–	5.9	5.9	–	–
Retirement and savings								
2006	–	–	–	.36	–	–	–	1.9
2007	.36	.37	.38	.38	1.9	2.0	2.0	2.0
2008	.40	.39	.41	.44	2.1	2.0	2.1	2.3
2009	.42	.43	.43	.48	2.2	2.2	2.2	2.4
2010	.47	.49	.50	.47	2.3	2.5	2.5	2.3
2011	.44	.48	.49	.43	2.2	2.4	2.4	2.1
2012	.43	.41	.42	.43	2.1	2.0	2.0	2.1
2013	.45	.43	.42	.44	2.2	2.1	2.1	2.1
2014	.44	.45	.46	.49	2.1	2.1	2.1	2.2
2015	.50	.49	.50	.54	2.2	2.2	2.2	2.4
2016	.53	.52	.51	.53	2.3	2.3	2.2	2.3
2017	.54	.55	.54	.54	2.3	2.3	2.3	2.2
2018	.55	.58	.59	.56	2.3	2.4	2.4	2.3
2019	.59	.59	.57	.52	2.4	2.4	2.3	2.0
2020	.52	.54	–	–	2.0	2.1	–	–
Legally required benefits								
2006	–	–	–	1.77	–	–	–	9.5
2007	1.77	1.77	1.79	1.79	9.4	9.5	9.5	9.4
2008	1.80	1.81	1.81	1.80	9.4	9.3	9.3	9.2
2009	1.80	1.81	1.80	1.83	9.3	9.3	9.2	9.2
2010	1.85	1.87	1.89	1.87	9.3	9.3	9.4	9.1
2011	1.87	1.90	1.91	1.94	9.4	9.4	9.3	9.4
2012	1.95	1.96	1.96	1.94	9.5	9.5	9.5	9.3
2013	1.95	1.93	1.93	1.96	9.4	9.4	9.4	9.1
2014	1.96	1.96	1.98	2.02	9.2	9.1	9.1	9.0
2015	2.03	2.04	2.04	2.06	9.0	9.0	8.9	9.0

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2016	2.05	2.05	2.05	2.07	9.0	8.9	8.9	8.9
2017	2.09	2.09	2.11	2.14	8.9	8.8	8.9	8.8
2018	2.14	2.13	2.16	2.14	8.9	8.8	8.7	8.7
2019	2.16	2.16	2.18	2.21	8.7	8.7	8.7	8.7
2020	2.22	2.22	–	–	8.7	8.7	–	–

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

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$20.50	–	–	–	100.0
2007	20.94	20.33	20.44	20.61	100.0	100.0	100.0	100.0
2008	20.69	21.06	21.21	21.55	100.0	100.0	100.0	100.0
2009	22.06	22.12	22.34	22.79	100.0	100.0	100.0	100.0
2010	23.12	23.19	23.17	23.02	100.0	100.0	100.0	100.0
2011	23.20	23.76	23.96	23.34	100.0	100.0	100.0	100.0
2012	23.97	24.05	24.71	23.03	100.0	100.0	100.0	100.0
2013	23.61	23.76	24.32	23.79	100.0	100.0	100.0	100.0
2014	23.79	24.34	24.56	24.54	100.0	100.0	100.0	100.0
2015	24.94	25.61	25.46	24.44	100.0	100.0	100.0	100.0
2016	26.26	25.42	24.71	25.12	100.0	100.0	100.0	100.0
2017	25.81	25.99	26.72	24.84	100.0	100.0	100.0	100.0
2018	26.41	26.99	27.79	26.70	100.0	100.0	100.0	100.0
2019	26.95	27.58	27.63	27.01	100.0	100.0	100.0	100.0
2020	27.58	28.55	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.80	–	–	–	72.2
2007	15.21	14.73	14.71	14.85	72.6	72.5	72.0	72.0
2008	14.82	15.08	15.17	15.54	71.6	71.6	71.5	72.1
2009	15.85	15.88	16.06	16.28	71.8	71.8	71.9	71.5
2010	16.46	16.55	16.44	16.47	71.2	71.4	71.0	71.6
2011	16.57	16.83	17.02	16.94	71.4	70.8	71.1	72.5
2012	17.29	17.31	17.67	16.52	72.1	72.0	71.5	71.8
2013	16.92	17.00	17.34	17.09	71.7	71.6	71.3	71.9
2014	17.01	17.38	17.56	17.59	71.5	71.4	71.5	71.7
2015	17.72	18.17	18.14	17.45	71.1	71.0	71.3	71.4
2016	18.34	18.00	17.53	17.82	69.8	70.8	70.9	71.0
2017	18.25	18.38	18.80	17.82	70.7	70.7	70.3	71.7
2018	18.77	19.23	19.74	19.03	71.1	71.2	71.0	71.3
2019	19.22	19.71	19.67	19.43	71.3	71.5	71.2	71.9
2020	19.66	20.36	–	–	71.3	71.3	–	–
Total benefits								
2006	–	–	–	5.70	–	–	–	27.8
2007	5.73	5.60	5.73	5.76	27.4	27.5	28.0	28.0
2008	5.87	5.98	6.04	6.01	28.4	28.4	28.5	27.9
2009	6.21	6.24	6.28	6.50	28.2	28.2	28.1	28.5
2010	6.67	6.64	6.73	6.54	28.8	28.6	29.0	28.4
2011	6.62	6.94	6.93	6.41	28.6	29.2	28.9	27.5
2012	6.68	6.74	7.04	6.51	27.9	28.0	28.5	28.2
2013	6.68	6.75	6.98	6.69	28.3	28.4	28.7	28.1
2014	6.77	6.96	7.01	6.95	28.5	28.6	28.5	28.3
2015	7.21	7.43	7.32	6.99	28.9	29.0	28.7	28.6
2016	7.92	7.42	7.18	7.30	30.2	29.2	29.1	29.0
2017	7.56	7.62	7.93	7.02	29.3	29.3	29.7	28.3
2018	7.64	7.76	8.05	7.67	28.9	28.8	29.0	28.7
2019	7.73	7.87	7.96	7.59	28.7	28.5	28.8	28.1
2020	7.92	8.19	–	–	28.7	28.7	–	–
Paid leave								
2006	–	–	–	1.17	–	–	–	5.7
2007	1.21	1.16	1.16	1.17	5.8	5.7	5.7	5.7
2008	1.18	1.21	1.21	1.19	5.7	5.7	5.7	5.5
2009	1.25	1.26	1.27	1.30	5.7	5.7	5.7	5.7
2010	1.30	1.29	1.32	1.32	5.6	5.6	5.7	5.7
2011	1.33	1.35	1.37	1.33	5.7	5.7	5.7	5.7
2012	1.37	1.40	1.45	1.35	5.7	5.8	5.9	5.8
2013	1.40	1.40	1.44	1.37	5.9	5.9	5.9	5.7
2014	1.38	1.41	1.43	1.43	5.8	5.8	5.8	5.8
2015	1.46	1.50	1.48	1.40	5.8	5.8	5.8	5.7
2016	1.54	1.45	1.40	1.40	5.9	5.7	5.7	5.6
2017	1.44	1.46	1.51	1.38	5.6	5.6	5.7	5.6
2018	1.52	1.54	1.60	1.57	5.8	5.7	5.7	5.9
2019	1.62	1.66	1.66	1.62	6.0	6.0	6.0	6.0

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2020	1.72	1.82	–	–	6.2	6.4	–	–
Supplemental pay								
2006	–	–	–	0.48	–	–	–	2.3
2007	.47	.48	0.47	.48	2.3	2.4	2.3	2.3
2008	.50	.51	.52	.54	2.4	2.4	2.5	2.5
2009	.52	.54	.53	.58	2.4	2.4	2.4	2.5
2010	.55	.54	.55	.53	2.4	2.3	2.4	2.3
2011	.58	.59	.59	.53	2.5	2.5	2.4	2.3
2012	.57	.56	.58	.51	2.4	2.3	2.3	2.2
2013	.53	.53	.55	.48	2.3	2.2	2.3	2.0
2014	.51	.51	.51	.51	2.1	2.1	2.1	2.1
2015	.54	.54	.52	.54	2.2	2.1	2.0	2.2
2016	.59	.58	.54	.52	2.3	2.3	2.2	2.1
2017	.56	.55	.59	.58	2.2	2.1	2.2	2.4
2018	.68	.68	.72	.70	2.6	2.5	2.6	2.6
2019	.71	.72	.71	.69	2.6	2.6	2.6	2.6
2020	.70	.74	–	–	2.5	2.6	–	–
Insurance								
2006	–	–	–	1.59	–	–	–	7.8
2007	1.58	1.57	1.62	1.62	7.6	7.7	7.9	7.8
2008	1.67	1.72	1.74	1.72	8.1	8.2	8.2	8.0
2009	1.83	1.83	1.87	1.93	8.3	8.3	8.4	8.5
2010	2.03	2.02	2.04	1.97	8.8	8.7	8.8	8.5
2011	1.96	2.02	1.99	1.82	8.5	8.5	8.3	7.8
2012	1.88	1.89	2.03	1.86	7.8	7.8	8.2	8.1
2013	1.91	1.95	2.03	1.89	8.1	8.2	8.4	7.9
2014	1.93	2.00	2.03	1.96	8.1	8.2	8.3	8.0
2015	2.10	2.20	2.13	1.96	8.4	8.6	8.4	8.0
2016	2.45	2.14	2.08	2.15	9.3	8.4	8.4	8.6
2017	2.23	2.28	2.36	1.94	8.6	8.8	8.8	7.8
2018	2.12	2.14	2.23	2.09	8.0	7.9	8.0	7.8
2019	2.15	2.22	2.28	2.14	8.0	8.1	8.3	7.9
2020	2.27	2.31	–	–	8.2	8.1	–	–
Retirement and savings								
2006	–	–	–	.55	–	–	–	2.7
2007	.54	.50	.56	.57	2.6	2.4	2.8	2.8
2008	.60	.61	.62	.60	2.9	2.9	2.9	2.8
2009	.60	.62	.60	.65	2.7	2.8	2.7	2.9
2010	.68	.68	.70	.65	2.9	2.9	3.0	2.8
2011	.66	.83	.85	.64	2.8	3.5	3.5	2.7
2012	.69	.72	.74	.68	2.9	3.0	3.0	2.9
2013	.70	.73	.74	.77	3.0	3.1	3.0	3.2
2014	.79	.82	.82	.80	3.3	3.4	3.3	3.3
2015	.85	.90	.91	.88	3.4	3.5	3.6	3.6
2016	1.04	.99	.96	1.00	3.9	3.9	3.9	4.0
2017	1.04	1.03	1.13	.90	4.0	4.0	4.2	3.6
2018	.96	1.03	1.07	.97	3.6	3.8	3.9	3.6
2019	.92	.89	.92	.86	3.4	3.2	3.3	3.2
2020	.91	.97	–	–	3.3	3.4	–	–
Legally required benefits								
2006	–	–	–	1.91	–	–	–	9.3
2007	1.93	1.89	1.91	1.92	9.2	9.3	9.3	9.3
2008	1.93	1.94	1.94	1.95	9.3	9.2	9.2	9.1
2009	2.01	2.00	2.00	2.05	9.1	9.0	9.0	9.0
2010	2.11	2.11	2.12	2.07	9.1	9.1	9.1	9.0
2011	2.09	2.14	2.14	2.10	9.0	9.0	8.9	9.0
2012	2.17	2.18	2.24	2.11	9.1	9.1	9.1	9.2
2013	2.14	2.14	2.22	2.19	9.1	9.0	9.1	9.2
2014	2.16	2.22	2.23	2.25	9.1	9.1	9.1	9.2
2015	2.27	2.30	2.27	2.20	9.1	9.0	8.9	9.0

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2016	2.30	2.25	2.20	2.23	8.8	8.9	8.9	8.9
2017	2.30	2.30	2.34	2.22	8.9	8.9	8.8	9.0
2018	2.35	2.36	2.43	2.34	8.9	8.8	8.7	8.8
2019	2.33	2.37	2.39	2.28	8.6	8.6	8.6	8.4
2020	2.33	2.36	–	–	8.4	8.2	–	–

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

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$25.78	–	–	–	100.0
2007	26.03	26.38	26.68	26.39	100.0	100.0	100.0	100.0
2008	27.02	27.12	27.44	26.77	100.0	100.0	100.0	100.0
2009	27.20	27.38	27.52	27.24	100.0	100.0	100.0	100.0
2010	27.86	27.96	28.11	26.91	100.0	100.0	100.0	100.0
2011	27.45	27.69	27.95	27.48	100.0	100.0	100.0	100.0
2012	27.93	28.18	28.18	28.17	100.0	100.0	100.0	100.0
2013	28.76	28.96	29.18	28.49	100.0	100.0	100.0	100.0
2014	29.16	29.08	29.46	29.62	100.0	100.0	100.0	100.0
2015	30.14	30.28	30.68	29.56	100.0	100.0	100.0	100.0
2016	30.09	30.66	31.51	31.50	100.0	100.0	100.0	100.0
2017	32.11	32.26	32.25	31.41	100.0	100.0	100.0	100.0
2018	32.39	32.72	32.90	32.44	100.0	100.0	100.0	100.0
2019	33.03	33.08	33.19	33.48	100.0	100.0	100.0	100.0
2020	34.25	34.33	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	17.39	–	–	–	67.4
2007	17.68	17.88	18.06	17.91	67.9	67.8	67.7	67.9
2008	18.28	18.35	18.58	18.20	67.6	67.7	67.7	68.0
2009	18.48	18.60	18.69	18.56	67.9	67.9	67.9	68.1
2010	18.80	18.85	18.96	18.20	67.5	67.4	67.5	67.6
2011	18.45	18.60	18.75	18.41	67.2	67.2	67.1	67.0
2012	18.65	18.84	18.95	18.86	66.8	66.9	67.3	66.9
2013	19.18	19.31	19.47	19.01	66.7	66.7	66.7	66.7
2014	19.39	19.37	19.63	19.77	66.5	66.6	66.7	66.7
2015	20.08	20.19	20.42	19.75	66.6	66.7	66.6	66.8
2016	19.98	20.40	20.89	20.98	66.4	66.5	66.3	66.6
2017	21.43	21.53	21.49	20.81	66.7	66.7	66.6	66.2
2018	21.46	21.66	21.76	21.38	66.3	66.2	66.1	65.9
2019	21.77	21.80	21.94	22.15	65.9	65.9	66.1	66.2
2020	22.70	22.73	–	–	66.3	66.2	–	–
Total benefits								
2006	–	–	–	8.39	–	–	–	32.6
2007	8.35	8.50	8.62	8.48	32.1	32.2	32.3	32.1
2008	8.74	8.77	8.86	8.58	32.4	32.3	32.3	32.0
2009	8.72	8.78	8.84	8.68	32.1	32.1	32.1	31.9
2010	9.06	9.11	9.15	8.71	32.5	32.6	32.5	32.4
2011	9.00	9.10	9.20	9.07	32.8	32.8	32.9	33.0
2012	9.27	9.34	9.22	9.32	33.2	33.1	32.7	33.1
2013	9.59	9.64	9.70	9.48	33.3	33.3	33.3	33.3
2014	9.77	9.70	9.82	9.85	33.5	33.4	33.3	33.3
2015	10.05	10.10	10.26	9.81	33.4	33.3	33.4	33.2
2016	10.11	10.27	10.61	10.52	33.6	33.5	33.7	33.4
2017	10.69	10.73	10.75	10.61	33.3	33.3	33.4	33.8
2018	10.92	11.06	11.15	11.06	33.7	33.8	33.9	34.1
2019	11.26	11.28	11.25	11.33	34.1	34.1	33.9	33.8
2020	11.56	11.60	–	–	33.7	33.8	–	–
Paid leave								
2006	–	–	–	1.86	–	–	–	7.2
2007	1.90	1.91	1.89	1.86	7.3	7.2	7.1	7.0
2008	1.89	1.89	1.91	1.88	7.0	7.0	7.0	7.0
2009	1.93	1.95	1.96	1.91	7.1	7.1	7.1	7.0
2010	1.96	1.95	1.97	1.87	7.0	7.0	7.0	6.9
2011	1.90	1.91	1.93	1.91	6.9	6.9	6.9	7.0
2012	1.95	1.96	1.93	1.95	7.0	7.0	6.8	6.9
2013	1.99	2.01	2.04	1.98	6.9	7.0	7.0	7.0
2014	2.04	2.04	2.09	2.10	7.0	7.0	7.1	7.1
2015	2.15	2.15	2.18	2.06	7.1	7.1	7.1	7.0
2016	2.13	2.17	2.25	2.25	7.1	7.1	7.1	7.1
2017	2.32	2.33	2.32	2.19	7.2	7.2	7.2	7.0
2018	2.27	2.29	2.31	2.29	7.0	7.0	7.0	7.1
2019	2.35	2.33	2.33	2.43	7.1	7.0	7.0	7.3

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2020	2.49	2.48	–	–	7.3	7.2	–	–
Supplemental pay								
2006	–	–	–	0.62	–	–	–	2.4
2007	.64	.70	0.71	.67	2.4	2.7	2.6	2.5
2008	.71	.72	.73	.68	2.6	2.6	2.7	2.5
2009	.67	.67	.67	.65	2.5	2.4	2.4	2.4
2010	.64	.64	.63	.61	2.3	2.3	2.2	2.3
2011	.67	.69	.69	.71	2.4	2.5	2.5	2.6
2012	.78	.76	.76	.77	2.8	2.7	2.7	2.7
2013	.78	.77	.79	.78	2.7	2.7	2.7	2.7
2014	.80	.80	.81	.84	2.7	2.8	2.8	2.8
2015	.86	.85	.87	.84	2.9	2.8	2.8	2.8
2016	.97	.98	1.02	1.01	3.2	3.2	3.2	3.2
2017	1.01	1.02	1.02	.99	3.1	3.2	3.2	3.1
2018	1.03	1.04	1.05	1.08	3.2	3.2	3.2	3.3
2019	1.10	1.10	1.12	1.18	3.3	3.3	3.4	3.5
2020	1.22	1.22	–	–	3.6	3.5	–	–
Insurance								
2006	–	–	–	2.29	–	–	–	8.9
2007	2.39	2.40	2.46	2.42	9.2	9.1	9.2	9.2
2008	2.52	2.54	2.55	2.48	9.3	9.3	9.3	9.3
2009	2.59	2.60	2.64	2.62	9.5	9.5	9.6	9.6
2010	2.79	2.84	2.86	2.80	10.0	10.2	10.2	10.4
2011	2.88	2.90	2.95	2.87	10.5	10.5	10.5	10.4
2012	2.95	2.96	2.86	2.90	10.6	10.5	10.1	10.3
2013	3.07	3.06	3.09	2.99	10.7	10.6	10.6	10.5
2014	3.13	3.09	3.09	3.00	10.7	10.6	10.5	10.1
2015	3.06	3.11	3.15	2.94	10.1	10.3	10.3	9.9
2016	3.01	3.08	3.18	3.09	10.0	10.0	10.1	9.8
2017	3.10	3.11	3.14	3.14	9.7	9.6	9.7	10.0
2018	3.22	3.22	3.25	3.25	10.0	9.8	9.9	10.0
2019	3.29	3.34	3.35	3.32	9.9	10.1	10.1	9.9
2020	3.35	3.37	–	–	9.8	9.8	–	–
Retirement and savings								
2006	–	–	–	1.39	–	–	–	5.4
2007	1.19	1.24	1.30	1.30	4.6	4.7	4.9	4.9
2008	1.35	1.35	1.38	1.29	5.0	5.0	5.0	4.8
2009	1.26	1.28	1.28	1.26	4.6	4.7	4.6	4.6
2010	1.38	1.37	1.39	1.22	4.9	4.9	4.9	4.5
2011	1.29	1.30	1.32	1.31	4.7	4.7	4.7	4.8
2012	1.27	1.33	1.33	1.36	4.6	4.7	4.7	4.8
2013	1.38	1.41	1.39	1.36	4.8	4.9	4.7	4.8
2014	1.41	1.38	1.39	1.49	4.8	4.7	4.7	5.0
2015	1.52	1.53	1.58	1.53	5.0	5.1	5.2	5.2
2016	1.54	1.57	1.64	1.64	5.1	5.1	5.2	5.2
2017	1.68	1.68	1.69	1.74	5.2	5.2	5.2	5.5
2018	1.79	1.89	1.92	1.88	5.5	5.8	5.8	5.8
2019	1.95	1.93	1.86	1.83	5.9	5.8	5.6	5.5
2020	1.87	1.90	–	–	5.4	5.5	–	–
Legally required benefits								
2006	–	–	–	2.23	–	–	–	8.7
2007	2.23	2.25	2.27	2.24	8.6	8.5	8.5	8.5
2008	2.27	2.28	2.29	2.24	8.4	8.4	8.3	8.4
2009	2.28	2.28	2.29	2.25	8.4	8.3	8.3	8.3
2010	2.29	2.30	2.31	2.22	8.2	8.2	8.2	8.2
2011	2.25	2.30	2.32	2.27	8.2	8.3	8.3	8.3
2012	2.32	2.34	2.34	2.34	8.3	8.3	8.3	8.3
2013	2.37	2.38	2.40	2.36	8.2	8.2	8.2	8.3
2014	2.39	2.40	2.43	2.44	8.2	8.3	8.3	8.2
2015	2.47	2.46	2.47	2.45	8.2	8.1	8.0	8.3

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2016	2.45	2.47	2.52	2.53	8.1	8.1	8.0	8.0
2017	2.58	2.59	2.59	2.54	8.0	8.0	8.0	8.1
2018	2.61	2.61	2.62	2.55	8.1	8.0	8.0	7.9
2019	2.58	2.58	2.59	2.57	7.8	7.8	7.8	7.7
2020	2.63	2.63	–	–	7.7	7.7	–	–

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

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$21.66	–	–	–	100.0
2007	21.83	22.04	22.41	22.17	100.0	100.0	100.0	100.0
2008	22.58	22.66	22.92	22.65	100.0	100.0	100.0	100.0
2009	22.78	22.91	22.81	22.86	100.0	100.0	100.0	100.0
2010	23.19	23.31	23.36	22.46	100.0	100.0	100.0	100.0
2011	22.82	23.07	23.29	22.89	100.0	100.0	100.0	100.0
2012	23.04	23.40	23.10	23.01	100.0	100.0	100.0	100.0
2013	23.32	23.59	23.69	23.07	100.0	100.0	100.0	100.0
2014	23.45	23.55	23.62	23.82	100.0	100.0	100.0	100.0
2015	24.00	24.31	24.62	23.84	100.0	100.0	100.0	100.0
2016	24.06	25.05	25.51	25.27	100.0	100.0	100.0	100.0
2017	25.57	25.55	25.75	25.23	100.0	100.0	100.0	100.0
2018	26.32	26.48	26.74	26.80	100.0	100.0	100.0	100.0
2019	27.34	27.54	27.96	27.33	100.0	100.0	100.0	100.0
2020	27.90	27.72	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.01	–	–	–	69.3
2007	15.24	15.37	15.55	15.46	69.8	69.7	69.4	69.7
2008	15.73	15.80	15.97	15.81	69.7	69.7	69.7	69.8
2009	15.88	15.96	15.89	15.98	69.7	69.7	69.7	69.9
2010	16.07	16.16	16.20	15.57	69.3	69.3	69.4	69.3
2011	15.73	15.89	16.01	15.71	69.0	68.9	68.7	68.7
2012	15.83	16.04	15.95	15.81	68.7	68.6	69.0	68.7
2013	15.93	16.11	16.20	15.81	68.3	68.3	68.4	68.5
2014	16.00	16.09	16.17	16.32	68.3	68.3	68.4	68.5
2015	16.43	16.65	16.81	16.45	68.4	68.5	68.3	69.0
2016	16.47	17.12	17.42	17.34	68.5	68.3	68.3	68.6
2017	17.58	17.62	17.74	17.34	68.8	68.9	68.9	68.7
2018	18.07	18.18	18.34	18.43	68.6	68.7	68.6	68.8
2019	18.79	18.92	19.23	18.86	68.7	68.7	68.8	69.0
2020	19.27	19.13	–	–	69.1	69.0	–	–
Total benefits								
2006	–	–	–	6.64	–	–	–	30.7
2007	6.59	6.67	6.86	6.71	30.2	30.3	30.6	30.3
2008	6.85	6.86	6.95	6.84	30.3	30.3	30.3	30.2
2009	6.90	6.95	6.91	6.88	30.3	30.3	30.3	30.1
2010	7.12	7.15	7.16	6.89	30.7	30.7	30.6	30.7
2011	7.08	7.18	7.28	7.18	31.0	31.1	31.3	31.3
2012	7.20	7.35	7.15	7.20	31.3	31.4	31.0	31.3
2013	7.39	7.49	7.49	7.26	31.7	31.7	31.6	31.5
2014	7.44	7.46	7.46	7.50	31.7	31.7	31.6	31.5
2015	7.57	7.66	7.81	7.39	31.6	31.5	31.7	31.0
2016	7.59	7.93	8.09	7.92	31.5	31.7	31.7	31.4
2017	7.99	7.93	8.01	7.88	31.2	31.1	31.1	31.3
2018	8.25	8.30	8.40	8.37	31.4	31.3	31.4	31.2
2019	8.55	8.62	8.72	8.47	31.3	31.3	31.2	31.0
2020	8.63	8.59	–	–	30.9	31.0	–	–
Paid leave								
2006	–	–	–	1.37	–	–	–	6.3
2007	1.40	1.39	1.41	1.38	6.4	6.3	6.3	6.2
2008	1.39	1.39	1.42	1.44	6.2	6.1	6.2	6.4
2009	1.45	1.47	1.45	1.43	6.4	6.4	6.4	6.2
2010	1.45	1.45	1.46	1.38	6.3	6.2	6.2	6.2
2011	1.40	1.41	1.42	1.39	6.1	6.1	6.1	6.1
2012	1.41	1.44	1.38	1.39	6.1	6.1	6.0	6.0
2013	1.41	1.44	1.45	1.42	6.1	6.1	6.1	6.1
2014	1.45	1.46	1.47	1.49	6.2	6.2	6.2	6.3
2015	1.51	1.53	1.55	1.50	6.3	6.3	6.3	6.3
2016	1.55	1.62	1.67	1.64	6.4	6.5	6.5	6.5
2017	1.66	1.66	1.67	1.59	6.5	6.5	6.5	6.3
2018	1.66	1.66	1.68	1.69	6.3	6.3	6.3	6.3
2019	1.74	1.75	1.79	1.78	6.4	6.4	6.4	6.5

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2020	1.82	1.78	–	–	6.5	6.4	–	–
Supplemental pay								
2006	–	–	–	0.51	–	–	–	2.4
2007	.52	.58	0.60	.53	2.4	2.6	2.7	2.4
2008	.54	.55	.56	.53	2.4	2.4	2.4	2.4
2009	.52	.52	.52	.51	2.3	2.3	2.3	2.3
2010	.51	.50	.49	.48	2.2	2.2	2.1	2.1
2011	.51	.51	.52	.54	2.3	2.2	2.2	2.4
2012	.55	.55	.55	.58	2.4	2.4	2.4	2.5
2013	.57	.57	.58	.54	2.4	2.4	2.4	2.3
2014	.54	.56	.57	.59	2.3	2.4	2.4	2.5
2015	.60	.63	.65	.56	2.5	2.6	2.6	2.4
2016	.70	.72	.74	.74	2.9	2.9	2.9	2.9
2017	.74	.76	.76	.72	2.9	3.0	2.9	2.8
2018	.80	.81	.81	.83	3.0	3.0	3.0	3.1
2019	.83	.84	.87	.84	3.1	3.1	3.1	3.1
2020	.86	.86	–	–	3.1	3.1	–	–
Insurance								
2006	–	–	–	1.88	–	–	–	8.7
2007	1.95	1.96	2.01	1.99	8.9	8.9	9.0	9.0
2008	2.07	2.07	2.09	2.02	9.2	9.1	9.1	8.9
2009	2.08	2.10	2.10	2.11	9.1	9.2	9.2	9.2
2010	2.25	2.26	2.28	2.23	9.7	9.7	9.7	9.9
2011	2.29	2.31	2.37	2.31	10.0	10.0	10.2	10.1
2012	2.34	2.37	2.23	2.27	10.1	10.1	9.7	9.9
2013	2.41	2.42	2.43	2.35	10.4	10.2	10.3	10.2
2014	2.47	2.46	2.45	2.39	10.6	10.4	10.4	10.0
2015	2.42	2.43	2.47	2.26	10.1	10.0	10.0	9.5
2016	2.31	2.45	2.51	2.39	9.6	9.8	9.8	9.4
2017	2.37	2.35	2.39	2.43	9.3	9.2	9.3	9.6
2018	2.53	2.51	2.54	2.51	9.6	9.5	9.5	9.3
2019	2.55	2.60	2.64	2.53	9.3	9.4	9.4	9.3
2020	2.55	2.54	–	–	9.2	9.1	–	–
Retirement and savings								
2006	–	–	–	.95	–	–	–	4.4
2007	.78	.78	.86	.86	3.6	3.5	3.8	3.9
2008	.87	.88	.89	.86	3.9	3.9	3.9	3.8
2009	.85	.85	.84	.85	3.7	3.7	3.7	3.7
2010	.91	.92	.93	.86	3.9	4.0	4.0	3.8
2011	.91	.94	.97	.96	4.0	4.1	4.1	4.2
2012	.90	.97	.97	.96	3.9	4.2	4.2	4.2
2013	.98	1.02	.98	.95	4.2	4.3	4.2	4.1
2014	.96	.96	.94	.99	4.1	4.1	4.0	4.1
2015	.99	1.01	1.07	.99	4.1	4.2	4.3	4.2
2016	.97	1.03	1.05	1.04	4.0	4.1	4.1	4.1
2017	1.06	1.03	1.04	1.02	4.1	4.0	4.0	4.1
2018	1.06	1.13	1.16	1.17	4.0	4.3	4.3	4.4
2019	1.22	1.22	1.18	1.10	4.5	4.4	4.2	4.0
2020	1.13	1.17	–	–	4.1	4.2	–	–
Legally required benefits								
2006	–	–	–	1.94	–	–	–	8.9
2007	1.95	1.96	1.98	1.95	8.9	8.9	8.8	8.8
2008	1.97	1.97	2.00	1.99	8.7	8.7	8.7	8.8
2009	2.00	2.01	2.00	1.98	8.8	8.8	8.8	8.7
2010	2.00	2.01	2.01	1.94	8.6	8.6	8.6	8.7
2011	1.97	2.00	2.01	1.97	8.6	8.7	8.6	8.6
2012	2.00	2.03	2.02	2.01	8.7	8.7	8.8	8.7
2013	2.01	2.03	2.04	2.00	8.6	8.6	8.6	8.7
2014	2.01	2.02	2.03	2.04	8.6	8.6	8.6	8.6
2015	2.05	2.07	2.07	2.06	8.6	8.5	8.4	8.7

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2016	2.05	2.10	2.13	2.12	8.5	8.4	8.3	8.4
2017	2.15	2.14	2.15	2.12	8.4	8.4	8.3	8.4
2018	2.20	2.19	2.21	2.17	8.4	8.3	8.3	8.1
2019	2.20	2.21	2.24	2.21	8.1	8.0	8.0	8.1
2020	2.26	2.24	–	–	8.1	8.1	–	–

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

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$37.14	–	–	–	100.0
2007	37.60	38.46	38.37	37.98	100.0	100.0	100.0	100.0
2008	39.06	39.40	39.88	38.34	100.0	100.0	100.0	100.0
2009	40.01	40.54	41.81	41.42	100.0	100.0	100.0	100.0
2010	43.21	42.83	43.03	41.16	100.0	100.0	100.0	100.0
2011	42.92	43.03	42.98	42.41	100.0	100.0	100.0	100.0
2012	44.37	44.30	45.02	44.18	100.0	100.0	100.0	100.0
2013	45.98	45.47	45.98	46.21	100.0	100.0	100.0	100.0
2014	47.57	47.27	48.95	48.32	100.0	100.0	100.0	100.0
2015	50.19	50.28	49.90	48.87	100.0	100.0	100.0	100.0
2016	51.02	50.36	51.17	52.11	100.0	100.0	100.0	100.0
2017	53.86	53.48	53.40	50.74	100.0	100.0	100.0	100.0
2018	53.45	52.51	52.53	47.51	100.0	100.0	100.0	100.0
2019	48.41	48.05	47.40	49.45	100.0	100.0	100.0	100.0
2020	51.34	50.69	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	23.92	–	–	–	64.4
2007	24.41	24.86	24.91	24.64	64.9	64.6	64.9	64.9
2008	25.19	25.38	25.78	24.90	64.5	64.4	64.6	65.0
2009	26.00	26.37	27.14	26.92	65.0	65.0	64.9	65.0
2010	27.79	27.47	27.63	26.64	64.3	64.1	64.2	64.7
2011	27.53	27.56	27.57	27.19	64.2	64.1	64.2	64.1
2012	28.13	28.26	28.92	28.30	63.4	63.8	64.2	64.1
2013	29.44	29.19	29.49	29.48	64.0	64.2	64.1	63.8
2014	30.29	30.18	31.22	30.88	63.7	63.9	63.8	63.9
2015	32.03	32.03	31.87	30.88	63.8	63.7	63.9	63.2
2016	32.17	31.90	32.29	33.00	63.1	63.3	63.1	63.3
2017	34.20	33.91	33.72	31.64	63.5	63.4	63.1	62.4
2018	33.25	32.70	32.63	29.26	62.2	62.3	62.1	61.6
2019	29.82	29.59	29.28	30.71	61.6	61.6	61.8	62.1
2020	31.92	31.63	–	–	62.2	62.4	–	–
Total benefits								
2006	–	–	–	13.22	–	–	–	35.6
2007	13.20	13.60	13.46	13.34	35.1	35.4	35.1	35.1
2008	13.87	14.02	14.10	13.44	35.5	35.6	35.4	35.0
2009	14.01	14.17	14.67	14.50	35.0	35.0	35.1	35.0
2010	15.42	15.36	15.40	14.52	35.7	35.9	35.8	35.3
2011	15.38	15.47	15.40	15.21	35.8	35.9	35.8	35.9
2012	16.24	16.04	16.11	15.88	36.6	36.2	35.8	35.9
2013	16.54	16.28	16.49	16.73	36.0	35.8	35.9	36.2
2014	17.28	17.09	17.73	17.44	36.3	36.1	36.2	36.1
2015	18.15	18.25	18.03	17.99	36.2	36.3	36.1	36.8
2016	18.85	18.47	18.88	19.11	36.9	36.7	36.9	36.7
2017	19.66	19.57	19.68	19.10	36.5	36.6	36.9	37.6
2018	20.20	19.81	19.90	18.25	37.8	37.7	37.9	38.4
2019	18.59	18.47	18.11	18.74	38.4	38.4	38.2	37.9
2020	19.43	19.05	–	–	37.8	37.6	–	–
Paid leave								
2006	–	–	–	3.22	–	–	–	8.7
2007	3.30	3.35	3.21	3.17	8.8	8.7	8.4	8.3
2008	3.23	3.25	3.28	3.13	8.3	8.2	8.2	8.2
2009	3.32	3.37	3.49	3.46	8.3	8.3	8.3	8.4
2010	3.60	3.54	3.57	3.43	8.3	8.3	8.3	8.3
2011	3.59	3.58	3.55	3.61	8.4	8.3	8.3	8.5
2012	3.76	3.73	3.75	3.68	8.5	8.4	8.3	8.3
2013	3.83	3.78	3.82	3.83	8.3	8.3	8.3	8.3
2014	3.96	3.92	4.17	4.05	8.3	8.3	8.5	8.4
2015	4.24	4.22	4.18	3.93	8.5	8.4	8.4	8.1
2016	4.17	4.10	4.17	4.28	8.2	8.1	8.1	8.2
2017	4.49	4.46	4.43	4.08	8.3	8.3	8.3	8.0
2018	4.40	4.29	4.30	3.90	8.2	8.2	8.2	8.2
2019	4.00	3.89	3.79	4.10	8.3	8.1	8.0	8.3

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2020	4.29	4.22	–	–	8.4	8.3	–	–
Supplemental pay								
2006	–	–	–	0.92	–	–	–	2.5
2007	.96	1.04	1.01	1.03	2.6	2.7	2.6	2.7
2008	1.18	1.19	1.19	1.09	3.0	3.0	3.0	2.8
2009	1.10	1.10	1.12	1.07	2.8	2.7	2.7	2.6
2010	1.09	1.07	1.06	1.02	2.5	2.5	2.5	2.5
2011	1.19	1.26	1.25	1.25	2.8	2.9	2.9	3.0
2012	1.55	1.47	1.47	1.38	3.5	3.3	3.3	3.1
2013	1.45	1.39	1.43	1.58	3.2	3.1	3.1	3.4
2014	1.62	1.60	1.64	1.64	3.4	3.4	3.3	3.4
2015	1.72	1.60	1.58	1.76	3.4	3.2	3.2	3.6
2016	1.90	1.89	1.93	1.92	3.7	3.8	3.8	3.7
2017	1.90	1.85	1.87	1.83	3.5	3.5	3.5	3.6
2018	1.84	1.80	1.82	1.77	3.4	3.4	3.5	3.7
2019	1.81	1.79	1.81	2.06	3.7	3.7	3.8	4.2
2020	2.17	2.09	–	–	4.2	4.1	–	–
Insurance								
2006	–	–	–	3.42	–	–	–	9.2
2007	3.61	3.63	3.66	3.62	9.6	9.4	9.5	9.5
2008	3.73	3.81	3.83	3.76	9.5	9.7	9.6	9.8
2009	4.04	4.07	4.28	4.25	10.1	10.0	10.2	10.3
2010	4.56	4.70	4.71	4.61	10.6	11.0	10.9	11.2
2011	4.85	4.85	4.82	4.67	11.3	11.3	11.2	11.0
2012	5.03	4.95	4.94	4.84	11.3	11.2	11.0	11.0
2013	5.12	5.05	5.10	5.07	11.1	11.1	11.1	11.0
2014	5.26	5.15	5.25	4.97	11.0	10.9	10.7	10.3
2015	5.14	5.39	5.30	5.23	10.2	10.7	10.6	10.7
2016	5.45	5.26	5.39	5.40	10.7	10.5	10.5	10.4
2017	5.53	5.51	5.56	5.35	10.3	10.3	10.4	10.5
2018	5.62	5.49	5.50	5.24	10.5	10.4	10.5	11.0
2019	5.28	5.35	5.29	5.37	10.9	11.1	11.2	10.9
2020	5.50	5.42	–	–	10.7	10.7	–	–
Retirement and savings								
2006	–	–	–	2.61	–	–	–	7.0
2007	2.34	2.51	2.52	2.50	6.2	6.5	6.6	6.6
2008	2.65	2.65	2.72	2.51	6.8	6.7	6.8	6.6
2009	2.46	2.54	2.61	2.57	6.1	6.3	6.2	6.2
2010	2.90	2.81	2.83	2.37	6.7	6.6	6.6	5.8
2011	2.55	2.51	2.48	2.42	5.9	5.8	5.8	5.7
2012	2.52	2.52	2.54	2.59	5.7	5.7	5.6	5.9
2013	2.64	2.60	2.61	2.71	5.7	5.7	5.7	5.9
2014	2.84	2.75	2.88	3.09	6.0	5.8	5.9	6.4
2015	3.23	3.26	3.23	3.34	6.4	6.5	6.5	6.8
2016	3.51	3.45	3.58	3.63	6.9	6.8	7.0	7.0
2017	3.74	3.74	3.79	3.99	6.9	7.0	7.1	7.9
2018	4.33	4.31	4.35	3.78	8.1	8.2	8.3	8.0
2019	3.90	3.86	3.67	3.71	8.1	8.0	7.8	7.5
2020	3.84	3.72	–	–	7.5	7.3	–	–
Legally required benefits								
2006	–	–	–	3.04	–	–	–	8.2
2007	2.99	3.06	3.05	3.02	8.0	8.0	7.9	8.0
2008	3.09	3.12	3.08	2.95	7.9	7.9	7.7	7.7
2009	3.09	3.10	3.18	3.15	7.7	7.6	7.6	7.6
2010	3.26	3.23	3.24	3.10	7.5	7.5	7.5	7.5
2011	3.21	3.28	3.31	3.26	7.5	7.6	7.7	7.7
2012	3.39	3.37	3.41	3.39	7.6	7.6	7.6	7.7
2013	3.49	3.46	3.52	3.54	7.6	7.6	7.6	7.7
2014	3.61	3.65	3.78	3.69	7.6	7.7	7.7	7.6
2015	3.83	3.78	3.73	3.73	7.6	7.5	7.5	7.6

See footnotes at end of table.

Supplemental table 7. Private trade, transportation, and utilities industry workers, by establishment size: employer costs per hour 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								
2016	3.81	3.77	3.81	3.88	7.5	7.5	7.5	7.4
2017	4.01	4.01	4.03	3.86	7.4	7.5	7.5	7.6
2018	4.01	3.93	3.93	3.57	7.5	7.5	7.5	7.5
2019	3.60	3.57	3.54	3.51	7.4	7.4	7.5	7.1
2020	3.63	3.60	–	–	7.1	7.1	–	–

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

Supplemental table 8. Private trade, transportation, and utilities industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$35.66	–	–	–	100.0
2007	35.34	35.81	35.98	35.78	100.0	100.0	100.0	100.0
2008	36.55	36.60	36.86	36.01	100.0	100.0	100.0	100.0
2009	36.58	36.97	37.35	36.31	100.0	100.0	100.0	100.0
2010	37.21	37.57	38.12	36.75	100.0	100.0	100.0	100.0
2011	37.13	37.45	37.73	36.37	100.0	100.0	100.0	100.0
2012	36.85	37.26	37.73	37.41	100.0	100.0	100.0	100.0
2013	38.16	38.25	38.47	39.18	100.0	100.0	100.0	100.0
2014	39.82	39.64	40.74	41.72	100.0	100.0	100.0	100.0
2015	42.33	42.37	42.82	42.07	100.0	100.0	100.0	100.0
2016	42.70	42.91	43.81	44.23	100.0	100.0	100.0	100.0
2017	45.04	45.25	44.73	43.29	100.0	100.0	100.0	100.0
2018	44.41	45.33	45.51	43.84	100.0	100.0	100.0	100.0
2019	44.25	44.48	43.78	46.53	100.0	100.0	100.0	100.0
2020	46.92	47.72	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	21.83	–	–	–	61.2
2007	21.86	22.13	22.35	22.23	61.8	61.8	62.1	62.1
2008	22.59	22.64	22.91	22.35	61.8	61.9	62.2	62.1
2009	22.71	22.95	23.21	22.50	62.1	62.1	62.1	62.0
2010	22.76	22.91	23.25	22.30	61.2	61.0	61.0	60.7
2011	22.43	22.44	22.65	21.73	60.4	59.9	60.0	59.7
2012	21.94	22.25	22.60	22.29	59.5	59.7	59.9	59.6
2013	22.76	22.79	23.04	23.36	59.7	59.6	59.9	59.6
2014	23.75	23.65	24.39	24.95	59.7	59.7	59.9	59.8
2015	25.29	25.31	25.56	24.88	59.7	59.7	59.7	59.1
2016	25.30	25.33	25.87	26.28	59.2	59.0	59.1	59.4
2017	26.79	26.88	26.46	25.55	59.5	59.4	59.2	59.0
2018	26.27	26.63	26.71	25.69	59.2	58.7	58.7	58.6
2019	25.99	26.17	25.85	27.72	58.7	58.8	59.0	59.6
2020	27.99	28.43	–	–	59.7	59.6	–	–
Total benefits								
2006	–	–	–	13.83	–	–	–	38.8
2007	13.48	13.68	13.63	13.56	38.2	38.2	37.9	37.9
2008	13.96	13.96	13.95	13.67	38.2	38.1	37.8	37.9
2009	13.87	14.02	14.15	13.81	37.9	37.9	37.9	38.0
2010	14.45	14.65	14.87	14.45	38.8	39.0	39.0	39.3
2011	14.70	15.01	15.08	14.64	39.6	40.1	40.0	40.3
2012	14.91	15.01	15.13	15.11	40.5	40.3	40.1	40.4
2013	15.40	15.45	15.43	15.82	40.3	40.4	40.1	40.4
2014	16.07	15.99	16.35	16.77	40.3	40.3	40.1	40.2
2015	17.05	17.06	17.26	17.19	40.3	40.3	40.3	40.9
2016	17.40	17.58	17.94	17.95	40.8	41.0	40.9	40.6
2017	18.25	18.37	18.26	17.74	40.5	40.6	40.8	41.0
2018	18.14	18.70	18.80	18.16	40.8	41.3	41.3	41.4
2019	18.26	18.31	17.93	18.81	41.3	41.2	41.0	40.4
2020	18.93	19.29	–	–	40.3	40.4	–	–
Paid leave								
2006	–	–	–	3.02	–	–	–	8.5
2007	3.01	3.00	2.92	2.88	8.5	8.4	8.1	8.1
2008	2.88	2.88	2.89	2.80	7.9	7.9	7.9	7.8
2009	2.87	2.90	2.94	2.77	7.9	7.8	7.9	7.6
2010	2.86	2.86	2.91	2.79	7.7	7.6	7.6	7.6
2011	2.81	2.80	2.80	2.76	7.6	7.5	7.4	7.6
2012	2.78	2.79	2.78	2.76	7.6	7.5	7.4	7.4
2013	2.82	2.85	2.88	2.93	7.4	7.4	7.5	7.5
2014	2.99	2.96	3.15	3.20	7.5	7.5	7.7	7.7
2015	3.26	3.26	3.29	3.17	7.7	7.7	7.7	7.5
2016	3.24	3.25	3.35	3.39	7.6	7.6	7.6	7.7
2017	3.45	3.51	3.43	3.25	7.7	7.7	7.7	7.5
2018	3.34	3.39	3.41	3.30	7.5	7.5	7.5	7.5
2019	3.34	3.32	3.23	3.55	7.5	7.5	7.4	7.6

See footnotes at end of table.

Supplemental table 8. Private trade, transportation, and utilities industry workers, by bargaining status: employer costs per hour 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								
2020	3.58	3.64	–	–	7.6	7.6	–	–
Supplemental pay								
2006	–	–	–	0.90	–	–	–	2.5
2007	.91	.97	0.97	.99	2.6	2.7	2.7	2.8
2008	1.10	1.08	1.09	1.00	3.0	3.0	3.0	2.8
2009	.95	.96	.97	.91	2.6	2.6	2.6	2.5
2010	.90	.89	.90	.85	2.4	2.4	2.4	2.3
2011	.99	1.01	1.01	.98	2.7	2.7	2.7	2.7
2012	1.20	1.18	1.19	1.12	3.3	3.2	3.2	3.0
2013	1.12	1.09	1.10	1.24	2.9	2.9	2.9	3.2
2014	1.24	1.23	1.25	1.28	3.1	3.1	3.1	3.1
2015	1.30	1.22	1.24	1.23	3.1	2.9	2.9	2.9
2016	1.24	1.22	1.27	1.27	2.9	2.9	2.9	2.9
2017	1.31	1.31	1.30	1.25	2.9	2.9	2.9	2.9
2018	1.31	1.32	1.33	1.26	2.9	2.9	2.9	2.9
2019	1.27	1.27	1.29	1.55	2.9	2.9	2.9	3.3
2020	1.58	1.61	–	–	3.4	3.4	–	–
Insurance								
2006	–	–	–	3.93	–	–	–	11.0
2007	4.12	4.08	4.08	4.06	11.7	11.4	11.3	11.3
2008	4.16	4.19	4.21	4.24	11.4	11.4	11.4	11.8
2009	4.44	4.48	4.53	4.46	12.2	12.1	12.1	12.3
2010	4.83	4.97	5.06	5.13	13.0	13.2	13.3	14.0
2011	5.17	5.21	5.22	5.21	13.9	13.9	13.8	14.3
2012	5.33	5.31	5.37	5.40	14.5	14.2	14.2	14.4
2013	5.52	5.53	5.54	5.66	14.5	14.5	14.4	14.4
2014	5.78	5.72	5.75	5.75	14.5	14.4	14.1	13.8
2015	5.82	5.97	6.00	5.86	13.8	14.1	14.0	13.9
2016	5.95	6.06	6.17	6.03	13.9	14.1	14.1	13.6
2017	6.11	6.16	6.16	5.87	13.6	13.6	13.8	13.6
2018	5.99	6.08	6.09	6.02	13.5	13.4	13.4	13.7
2019	5.99	6.08	6.08	6.23	13.5	13.7	13.9	13.4
2020	6.23	6.31	–	–	13.3	13.2	–	–
Retirement and savings								
2006	–	–	–	2.85	–	–	–	8.0
2007	2.40	2.54	2.55	2.54	6.8	7.1	7.1	7.1
2008	2.68	2.67	2.64	2.62	7.3	7.3	7.2	7.3
2009	2.54	2.62	2.61	2.64	7.0	7.1	7.0	7.3
2010	2.75	2.81	2.86	2.64	7.4	7.5	7.5	7.2
2011	2.66	2.88	2.89	2.62	7.2	7.7	7.7	7.2
2012	2.46	2.57	2.59	2.67	6.7	6.9	6.9	7.1
2013	2.76	2.80	2.68	2.73	7.2	7.3	7.0	7.0
2014	2.78	2.77	2.77	3.08	7.0	7.0	6.8	7.4
2015	3.16	3.13	3.24	3.48	7.5	7.4	7.6	8.3
2016	3.54	3.64	3.71	3.77	8.3	8.5	8.5	8.5
2017	3.81	3.80	3.79	3.94	8.5	8.4	8.5	9.1
2018	3.99	4.38	4.43	4.21	9.0	9.7	9.7	9.6
2019	4.28	4.24	3.94	4.04	9.7	9.5	9.0	8.7
2020	4.04	4.21	–	–	8.6	8.8	–	–
Legally required benefits								
2006	–	–	–	3.13	–	–	–	8.8
2007	3.05	3.09	3.10	3.09	8.6	8.6	8.6	8.6
2008	3.14	3.14	3.11	3.00	8.6	8.6	8.4	8.3
2009	3.06	3.07	3.09	3.03	8.4	8.3	8.3	8.3
2010	3.10	3.11	3.14	3.04	8.3	8.3	8.2	8.3
2011	3.07	3.12	3.15	3.07	8.3	8.3	8.4	8.4
2012	3.14	3.17	3.19	3.16	8.5	8.5	8.5	8.4
2013	3.17	3.19	3.23	3.26	8.3	8.3	8.4	8.3
2014	3.28	3.32	3.42	3.46	8.2	8.4	8.4	8.3
2015	3.50	3.48	3.49	3.45	8.3	8.2	8.1	8.2

See footnotes at end of table.

Supplemental table 8. Private trade, transportation, and utilities industry workers, by bargaining status: employer costs per hour 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								
2016	3.44	3.40	3.44	3.49	8.1	7.9	7.9	7.9
2017	3.57	3.60	3.59	3.43	7.9	7.9	8.0	7.9
2018	3.51	3.52	3.54	3.37	7.9	7.8	7.8	7.7
2019	3.38	3.40	3.39	3.44	7.6	7.6	7.7	7.4
2020	3.48	3.51	–	–	7.4	7.4	–	–

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

Supplemental table 8. Private trade, transportation, and utilities industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$19.98	–	–	–	100.0
2007	20.21	20.20	20.45	20.47	100.0	100.0	100.0	100.0
2008	20.69	20.87	20.97	21.00	100.0	100.0	100.0	100.0
2009	21.12	21.15	21.18	21.34	100.0	100.0	100.0	100.0
2010	21.58	21.73	21.79	21.68	100.0	100.0	100.0	100.0
2011	21.65	21.97	22.18	22.16	100.0	100.0	100.0	100.0
2012	22.35	22.40	22.46	22.35	100.0	100.0	100.0	100.0
2013	22.61	22.64	22.79	22.78	100.0	100.0	100.0	100.0
2014	22.97	23.06	23.32	23.44	100.0	100.0	100.0	100.0
2015	23.74	23.96	24.14	23.58	100.0	100.0	100.0	100.0
2016	23.99	24.19	24.32	24.42	100.0	100.0	100.0	100.0
2017	24.78	24.97	25.10	24.87	100.0	100.0	100.0	100.0
2018	25.41	25.69	25.96	25.79	100.0	100.0	100.0	100.0
2019	26.19	26.24	26.47	26.44	100.0	100.0	100.0	100.0
2020	26.85	27.01	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.64	–	–	–	73.3
2007	14.86	14.81	14.95	15.00	73.5	73.3	73.1	73.3
2008	15.12	15.28	15.31	15.35	73.1	73.2	73.0	73.1
2009	15.45	15.47	15.49	15.63	73.1	73.2	73.2	73.3
2010	15.75	15.85	15.88	15.76	73.0	73.0	72.9	72.7
2011	15.77	15.98	16.15	16.29	72.9	72.7	72.8	73.5
2012	16.39	16.41	16.48	16.38	73.3	73.3	73.4	73.3
2013	16.50	16.55	16.64	16.67	73.0	73.1	73.0	73.2
2014	16.73	16.82	17.04	17.12	72.8	72.9	73.1	73.0
2015	17.30	17.46	17.61	17.28	72.9	72.9	73.0	73.3
2016	17.49	17.70	17.80	17.87	72.9	73.2	73.2	73.2
2017	18.18	18.31	18.42	18.25	73.3	73.3	73.4	73.4
2018	18.61	18.81	19.05	18.91	73.2	73.2	73.4	73.3
2019	19.21	19.23	19.42	19.40	73.3	73.3	73.4	73.4
2020	19.69	19.80	–	–	73.3	73.3	–	–
Total benefits								
2006	–	–	–	5.34	–	–	–	26.7
2007	5.35	5.39	5.50	5.47	26.5	26.7	26.9	26.7
2008	5.57	5.59	5.66	5.65	26.9	26.8	27.0	26.9
2009	5.67	5.68	5.68	5.71	26.9	26.8	26.8	26.7
2010	5.83	5.88	5.91	5.92	27.0	27.0	27.1	27.3
2011	5.87	5.99	6.03	5.88	27.1	27.3	27.2	26.5
2012	5.96	5.99	5.97	5.97	26.7	26.7	26.6	26.7
2013	6.11	6.09	6.15	6.11	27.0	26.9	27.0	26.8
2014	6.24	6.24	6.28	6.33	27.2	27.1	26.9	27.0
2015	6.43	6.50	6.53	6.30	27.1	27.1	27.0	26.7
2016	6.50	6.49	6.52	6.54	27.1	26.8	26.8	26.8
2017	6.60	6.66	6.69	6.63	26.7	26.7	26.6	26.6
2018	6.80	6.88	6.91	6.88	26.8	26.8	26.6	26.7
2019	6.98	7.01	7.05	7.04	26.7	26.7	26.6	26.6
2020	7.16	7.21	–	–	26.7	26.7	–	–
Paid leave								
2006	–	–	–	1.12	–	–	–	5.6
2007	1.14	1.15	1.15	1.14	5.7	5.7	5.6	5.6
2008	1.15	1.15	1.16	1.18	5.5	5.5	5.5	5.6
2009	1.20	1.19	1.19	1.20	5.7	5.6	5.6	5.6
2010	1.21	1.22	1.23	1.21	5.6	5.6	5.7	5.6
2011	1.22	1.24	1.25	1.24	5.7	5.6	5.6	5.6
2012	1.25	1.26	1.25	1.26	5.6	5.6	5.6	5.6
2013	1.29	1.28	1.29	1.29	5.7	5.7	5.7	5.7
2014	1.32	1.32	1.34	1.37	5.8	5.7	5.7	5.8
2015	1.39	1.39	1.40	1.38	5.8	5.8	5.8	5.8
2016	1.42	1.42	1.44	1.44	5.9	5.9	5.9	5.9
2017	1.47	1.48	1.49	1.46	5.9	5.9	5.9	5.9
2018	1.49	1.52	1.52	1.53	5.9	5.9	5.9	5.9
2019	1.56	1.56	1.57	1.61	5.9	5.9	5.9	6.1

See footnotes at end of table.

Supplemental table 8. Private trade, transportation, and utilities industry workers, by bargaining status: employer costs per hour 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								
2020	1.63	1.65	–	–	6.1	6.1	–	–
Supplemental pay								
2006	–	–	–	0.49	–	–	–	2.4
2007	.48	.50	0.51	.49	2.4	2.5	2.5	2.4
2008	.52	.52	.54	.53	2.5	2.5	2.6	2.5
2009	.49	.50	.49	.49	2.3	2.4	2.3	2.3
2010	.48	.48	.48	.63	2.2	2.2	2.2	2.9
2011	.50	.50	.51	.48	2.3	2.3	2.3	2.2
2012	.49	.49	.49	.49	2.2	2.2	2.2	2.2
2013	.49	.49	.50	.47	2.2	2.2	2.2	2.1
2014	.48	.48	.49	.54	2.1	2.1	2.1	2.3
2015	.56	.57	.58	.56	2.4	2.4	2.4	2.4
2016	.63	.64	.64	.64	2.6	2.7	2.6	2.6
2017	.62	.64	.64	.68	2.5	2.5	2.5	2.7
2018	.71	.72	.73	.72	2.8	2.8	2.8	2.8
2019	.72	.74	.75	.76	2.8	2.8	2.8	2.9
2020	.78	.78	–	–	2.9	2.9	–	–
Insurance								
2006	–	–	–	1.38	–	–	–	6.9
2007	1.40	1.42	1.45	1.45	6.9	7.0	7.1	7.1
2008	1.50	1.50	1.51	1.50	7.2	7.2	7.2	7.1
2009	1.55	1.56	1.57	1.57	7.3	7.4	7.4	7.4
2010	1.63	1.65	1.65	1.62	7.6	7.6	7.6	7.5
2011	1.66	1.70	1.70	1.61	7.7	7.7	7.7	7.3
2012	1.64	1.65	1.62	1.63	7.3	7.4	7.2	7.3
2013	1.71	1.70	1.73	1.71	7.6	7.5	7.6	7.5
2014	1.78	1.78	1.78	1.71	7.8	7.7	7.6	7.3
2015	1.76	1.78	1.79	1.65	7.4	7.4	7.4	7.0
2016	1.72	1.69	1.70	1.70	7.2	7.0	7.0	7.0
2017	1.70	1.72	1.72	1.68	6.9	6.9	6.9	6.8
2018	1.72	1.73	1.72	1.75	6.8	6.7	6.6	6.8
2019	1.78	1.79	1.80	1.77	6.8	6.8	6.8	6.7
2020	1.80	1.82	–	–	6.7	6.7	–	–
Retirement and savings								
2006	–	–	–	.53	–	–	–	2.7
2007	.49	.50	.54	.54	2.4	2.5	2.6	2.7
2008	.56	.55	.58	.57	2.7	2.6	2.8	2.7
2009	.55	.54	.54	.56	2.6	2.6	2.6	2.6
2010	.59	.59	.60	.56	2.7	2.7	2.8	2.6
2011	.57	.59	.60	.57	2.6	2.7	2.7	2.6
2012	.58	.59	.60	.60	2.6	2.6	2.7	2.7
2013	.61	.61	.62	.63	2.7	2.7	2.7	2.8
2014	.64	.64	.64	.65	2.8	2.8	2.7	2.8
2015	.66	.68	.69	.65	2.8	2.8	2.9	2.7
2016	.66	.65	.65	.66	2.7	2.7	2.7	2.7
2017	.67	.68	.69	.66	2.7	2.7	2.7	2.7
2018	.69	.72	.71	.71	2.7	2.8	2.8	2.7
2019	.72	.71	.71	.68	2.8	2.7	2.7	2.6
2020	.70	.72	–	–	2.6	2.7	–	–
Legally required benefits								
2006	–	–	–	1.82	–	–	–	9.1
2007	1.83	1.83	1.85	1.84	9.1	9.1	9.0	9.0
2008	1.85	1.86	1.87	1.87	9.0	8.9	8.9	8.9
2009	1.88	1.88	1.88	1.89	8.9	8.9	8.9	8.8
2010	1.92	1.93	1.94	1.91	8.9	8.9	8.9	8.8
2011	1.92	1.96	1.97	1.97	8.9	8.9	8.9	8.9
2012	2.00	2.00	2.01	1.99	8.9	8.9	9.0	8.9
2013	2.01	2.00	2.02	2.01	8.9	8.9	8.9	8.8
2014	2.02	2.02	2.03	2.05	8.8	8.8	8.7	8.7
2015	2.07	2.08	2.07	2.07	8.7	8.7	8.6	8.8

See footnotes at end of table.

Supplemental table 8. Private trade, transportation, and utilities industry workers, by bargaining status: employer costs per hour 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								
2016	2.08	2.09	2.10	2.11	8.7	8.6	8.6	8.6
2017	2.14	2.14	2.15	2.15	8.6	8.6	8.6	8.6
2018	2.19	2.19	2.21	2.18	8.6	8.5	8.5	8.5
2019	2.20	2.20	2.22	2.22	8.4	8.4	8.4	8.4
2020	2.25	2.25	–	–	8.4	8.3	–	–

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

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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	–	–	–	$28.08	–	–	–	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	37.62	37.80	37.92	100.0	100.0	100.0	100.0
2020	38.30	38.41	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.69	–	–	–	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	26.54	26.71	26.80	70.8	70.6	70.7	70.7
2020	27.06	27.09	–	–	70.7	70.5	–	–
Total benefits								
2006	–	–	–	8.39	–	–	–	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	11.08	11.08	11.12	29.2	29.4	29.3	29.3
2020	11.24	11.31	–	–	29.3	29.5	–	–
Paid leave								
2006	–	–	–	1.91	–	–	–	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
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	2.76	2.75	2.80	7.3	7.3	7.3	7.4

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2020	2.83	2.83	–	–	7.4	7.4	–	–
Supplemental pay								
2006	–	–	–	0.92	–	–	–	3.3
2007	.91	.97	0.98	.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	1.20	1.20	1.23	3.1	3.2	3.2	3.2
2020	1.26	1.28	–	–	3.3	3.3	–	–
Insurance								
2006	–	–	–	2.31	–	–	–	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	2.91	2.92	2.95	7.6	7.7	7.7	7.8
2020	2.97	2.96	–	–	7.7	7.7	–	–
Retirement and savings								
2006	–	–	–	.90	–	–	–	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	1.34	1.32	1.26	3.5	3.6	3.5	3.3
2020	1.27	1.33	–	–	3.3	3.5	–	–
Legally required benefits								
2006	–	–	–	2.36	–	–	–	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
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

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
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	2.87	2.89	2.88	7.6	7.6	7.6	7.6
2020	2.91	2.91	–	–	7.6	7.6	–	–

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

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$27.71	–	–	–	100.0
2007	27.91	27.32	28.41	29.16	100.0	100.0	100.0	100.0
2008	29.26	29.74	29.41	29.25	100.0	100.0	100.0	100.0
2009	29.42	29.17	28.66	29.12	100.0	100.0	100.0	100.0
2010	29.18	29.84	29.61	29.13	100.0	100.0	100.0	100.0
2011	29.01	29.37	30.04	29.18	100.0	100.0	100.0	100.0
2012	29.38	29.83	30.10	29.45	100.0	100.0	100.0	100.0
2013	29.06	29.60	29.74	31.25	100.0	100.0	100.0	100.0
2014	31.07	30.91	31.69	33.52	100.0	100.0	100.0	100.0
2015	33.43	33.90	33.66	33.73	100.0	100.0	100.0	100.0
2016	33.88	34.72	35.28	35.37	100.0	100.0	100.0	100.0
2017	36.29	36.08	36.26	34.11	100.0	100.0	100.0	100.0
2018	34.48	34.80	35.80	35.31	100.0	100.0	100.0	100.0
2019	35.51	34.81	35.03	35.50	100.0	100.0	100.0	100.0
2020	36.04	36.50	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.07	–	–	–	72.4
2007	20.24	19.64	20.53	21.16	72.5	71.9	72.3	72.6
2008	21.08	21.56	21.16	21.13	72.1	72.5	71.9	72.2
2009	21.34	21.07	20.61	20.93	72.5	72.2	71.9	71.9
2010	20.92	21.50	21.18	21.14	71.7	72.0	71.5	72.6
2011	20.85	21.03	21.57	21.19	71.9	71.6	71.8	72.6
2012	21.31	21.65	21.95	21.25	72.5	72.6	72.9	72.2
2013	20.84	21.23	21.35	22.70	71.7	71.7	71.8	72.6
2014	22.33	22.26	22.90	24.15	71.9	72.0	72.3	72.0
2015	24.01	24.41	24.24	24.23	71.8	72.0	72.0	71.8
2016	24.24	25.01	25.30	25.33	71.5	72.0	71.7	71.6
2017	26.13	25.87	25.98	24.63	72.0	71.7	71.7	72.2
2018	24.89	25.10	25.92	25.75	72.2	72.1	72.4	72.9
2019	25.90	25.18	25.40	25.75	72.9	72.3	72.5	72.5
2020	26.03	26.36	–	–	72.2	72.2	–	–
Total benefits								
2006	–	–	–	7.65	–	–	–	27.6
2007	7.67	7.68	7.88	7.99	27.5	28.1	27.7	27.4
2008	8.18	8.18	8.25	8.12	27.9	27.5	28.1	27.8
2009	8.08	8.10	8.05	8.19	27.5	27.8	28.1	28.1
2010	8.26	8.34	8.43	7.99	28.3	28.0	28.5	27.4
2011	8.16	8.34	8.48	7.99	28.1	28.4	28.2	27.4
2012	8.07	8.18	8.16	8.20	27.5	27.4	27.1	27.8
2013	8.22	8.37	8.39	8.55	28.3	28.3	28.2	27.4
2014	8.74	8.65	8.79	9.37	28.1	28.0	27.7	28.0
2015	9.41	9.49	9.42	9.50	28.2	28.0	28.0	28.2
2016	9.64	9.71	9.98	10.05	28.5	28.0	28.3	28.4
2017	10.17	10.21	10.28	9.49	28.0	28.3	28.3	27.8
2018	9.59	9.71	9.88	9.56	27.8	27.9	27.6	27.1
2019	9.61	9.62	9.62	9.76	27.1	27.7	27.5	27.5
2020	10.01	10.13	–	–	27.8	27.8	–	–
Paid leave								
2006	–	–	–	1.81	–	–	–	6.5
2007	1.80	1.82	1.86	1.87	6.4	6.6	6.5	6.4
2008	1.87	1.85	1.87	1.88	6.4	6.2	6.4	6.4
2009	1.88	1.87	1.85	1.91	6.4	6.4	6.5	6.6
2010	1.89	1.91	1.93	1.87	6.5	6.4	6.5	6.4
2011	1.87	1.89	1.91	1.84	6.5	6.4	6.4	6.3
2012	1.85	1.90	1.86	1.85	6.3	6.4	6.2	6.3
2013	1.88	1.91	1.92	1.98	6.5	6.5	6.5	6.3
2014	2.03	1.98	2.08	2.27	6.5	6.4	6.6	6.8
2015	2.27	2.23	2.19	2.33	6.8	6.6	6.5	6.9
2016	2.36	2.36	2.47	2.50	7.0	6.8	7.0	7.1
2017	2.54	2.55	2.58	2.39	7.0	7.1	7.1	7.0
2018	2.40	2.48	2.52	2.49	7.0	7.1	7.0	7.1
2019	2.50	2.50	2.48	2.52	7.0	7.2	7.1	7.1

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2020	2.58	2.60	–	–	7.2	7.1	–	–
Supplemental pay								
2006	–	–	–	0.79	–	–	–	2.9
2007	.78	.76	0.80	.81	2.8	2.8	2.8	2.8
2008	.89	.90	.91	.80	3.0	3.0	3.1	2.7
2009	.68	.67	.67	.67	2.3	2.3	2.4	2.3
2010	.66	.67	.68	.61	2.3	2.2	2.3	2.1
2011	.70	.71	.71	.54	2.4	2.4	2.4	1.9
2012	.57	.59	.59	.57	1.9	2.0	2.0	1.9
2013	.55	.58	.59	.60	1.9	1.9	2.0	1.9
2014	.62	.59	.60	.82	2.0	1.9	1.9	2.4
2015	.83	.85	.86	.97	2.5	2.5	2.6	2.9
2016	1.01	1.01	1.02	1.01	3.0	2.9	2.9	2.9
2017	1.01	1.02	1.02	1.04	2.8	2.8	2.8	3.0
2018	1.06	1.02	1.10	.82	3.1	2.9	3.1	2.3
2019	.83	.86	.86	.88	2.3	2.5	2.4	2.5
2020	.89	.92	–	–	2.5	2.5	–	–
Insurance								
2006	–	–	–	2.15	–	–	–	7.8
2007	2.21	2.25	2.29	2.34	7.9	8.2	8.1	8.0
2008	2.43	2.42	2.45	2.41	8.3	8.1	8.3	8.2
2009	2.48	2.52	2.52	2.46	8.4	8.6	8.8	8.5
2010	2.53	2.54	2.57	2.39	8.7	8.5	8.7	8.2
2011	2.46	2.56	2.59	2.45	8.5	8.7	8.6	8.4
2012	2.48	2.51	2.52	2.61	8.5	8.4	8.4	8.9
2013	2.65	2.71	2.70	2.79	9.1	9.2	9.1	8.9
2014	2.87	2.91	2.89	2.89	9.3	9.4	9.1	8.6
2015	2.92	2.97	2.94	2.76	8.7	8.8	8.7	8.2
2016	2.85	2.89	2.97	2.98	8.4	8.3	8.4	8.4
2017	2.98	3.01	3.01	2.61	8.2	8.4	8.3	7.7
2018	2.67	2.68	2.68	2.70	7.7	7.7	7.5	7.7
2019	2.70	2.72	2.72	2.82	7.6	7.8	7.8	7.9
2020	2.89	2.90	–	–	8.0	7.9	–	–
Retirement and savings								
2006	–	–	–	.77	–	–	–	2.8
2007	.78	.76	.78	.79	2.8	2.8	2.7	2.7
2008	.80	.82	.83	.84	2.7	2.7	2.8	2.9
2009	.83	.85	.84	.95	2.8	2.9	2.9	3.2
2010	.95	.95	.97	.88	3.3	3.2	3.3	3.0
2011	.87	.90	.95	.86	3.0	3.1	3.2	2.9
2012	.80	.80	.80	.84	2.7	2.7	2.7	2.8
2013	.83	.83	.83	.83	2.9	2.8	2.8	2.6
2014	.83	.81	.80	.89	2.7	2.6	2.5	2.7
2015	.90	.92	.92	.93	2.7	2.7	2.7	2.8
2016	.93	.93	.96	.99	2.8	2.7	2.7	2.8
2017	1.01	1.01	1.03	.94	2.8	2.8	2.8	2.8
2018	.94	.97	.99	1.01	2.7	2.8	2.8	2.9
2019	1.01	1.01	1.00	.96	2.9	2.9	2.8	2.7
2020	1.04	1.09	–	–	2.9	3.0	–	–
Legally required benefits								
2006	–	–	–	2.12	–	–	–	7.6
2007	2.11	2.09	2.15	2.17	7.5	7.7	7.6	7.4
2008	2.18	2.20	2.20	2.18	7.5	7.4	7.5	7.5
2009	2.20	2.19	2.17	2.21	7.5	7.5	7.6	7.6
2010	2.24	2.27	2.27	2.24	7.7	7.6	7.7	7.7
2011	2.26	2.28	2.31	2.31	7.8	7.8	7.7	7.9
2012	2.36	2.38	2.39	2.32	8.0	8.0	7.9	7.9
2013	2.30	2.34	2.35	2.36	7.9	7.9	7.9	7.6
2014	2.38	2.36	2.41	2.50	7.7	7.6	7.6	7.5
2015	2.49	2.52	2.49	2.50	7.5	7.4	7.4	7.4

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2016	2.49	2.51	2.56	2.57	7.3	7.2	7.2	7.3
2017	2.63	2.62	2.63	2.50	7.2	7.3	7.2	7.3
2018	2.52	2.56	2.59	2.54	7.3	7.3	7.2	7.2
2019	2.56	2.54	2.57	2.58	7.2	7.3	7.3	7.3
2020	2.62	2.63	–	–	7.3	7.2	–	–

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

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$21.05	–	–	–	100.0
2007	21.54	21.75	21.98	22.24	100.0	100.0	100.0	100.0
2008	22.69	22.82	23.07	22.97	100.0	100.0	100.0	100.0
2009	23.34	23.27	23.27	23.14	100.0	100.0	100.0	100.0
2010	23.27	23.29	23.42	22.65	100.0	100.0	100.0	100.0
2011	22.93	23.06	23.43	23.32	100.0	100.0	100.0	100.0
2012	23.47	23.41	23.50	22.86	100.0	100.0	100.0	100.0
2013	22.77	23.14	23.05	22.93	100.0	100.0	100.0	100.0
2014	23.03	23.34	23.34	23.83	100.0	100.0	100.0	100.0
2015	24.08	24.46	24.40	24.48	100.0	100.0	100.0	100.0
2016	24.84	24.96	25.02	25.09	100.0	100.0	100.0	100.0
2017	25.36	25.52	25.60	25.87	100.0	100.0	100.0	100.0
2018	26.16	26.37	26.57	26.17	100.0	100.0	100.0	100.0
2019	26.53	26.60	26.73	26.87	100.0	100.0	100.0	100.0
2020	27.27	27.52	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.78	–	–	–	70.2
2007	15.13	15.27	15.42	15.57	70.2	70.2	70.1	70.0
2008	15.86	15.93	16.09	16.05	69.9	69.8	69.7	69.9
2009	16.37	16.28	16.24	16.19	70.1	70.0	69.8	70.0
2010	16.23	16.26	16.33	16.06	69.7	69.8	69.7	70.9
2011	16.18	16.12	16.35	16.41	70.6	69.9	69.8	70.4
2012	16.60	16.52	16.62	16.09	70.7	70.6	70.7	70.4
2013	16.10	16.31	16.26	16.12	70.7	70.5	70.6	70.3
2014	16.15	16.33	16.36	16.60	70.2	70.0	70.1	69.7
2015	16.76	17.02	16.96	17.04	69.6	69.6	69.5	69.6
2016	17.28	17.32	17.36	17.41	69.5	69.4	69.4	69.4
2017	17.61	17.71	17.78	18.18	69.5	69.4	69.4	70.2
2018	18.36	18.53	18.65	18.40	70.2	70.3	70.2	70.3
2019	18.70	18.75	18.88	18.83	70.5	70.5	70.6	70.1
2020	19.03	19.21	–	–	69.8	69.8	–	–
Total benefits								
2006	–	–	–	6.27	–	–	–	29.8
2007	6.41	6.48	6.56	6.67	29.8	29.8	29.9	30.0
2008	6.84	6.89	6.98	6.92	30.1	30.2	30.3	30.1
2009	6.97	6.99	7.03	6.95	29.9	30.0	30.2	30.0
2010	7.04	7.03	7.09	6.60	30.3	30.2	30.3	29.1
2011	6.75	6.93	7.08	6.91	29.4	30.1	30.2	29.6
2012	6.87	6.89	6.89	6.77	29.3	29.4	29.3	29.6
2013	6.67	6.83	6.79	6.81	29.3	29.5	29.4	29.7
2014	6.87	7.01	6.98	7.22	29.8	30.0	29.9	30.3
2015	7.32	7.44	7.44	7.44	30.4	30.4	30.5	30.4
2016	7.57	7.64	7.66	7.68	30.5	30.6	30.6	30.6
2017	7.74	7.82	7.82	7.70	30.5	30.6	30.6	29.8
2018	7.79	7.84	7.92	7.76	29.8	29.7	29.8	29.7
2019	7.82	7.84	7.85	8.04	29.5	29.5	29.4	29.9
2020	8.23	8.31	–	–	30.2	30.2	–	–
Paid leave								
2006	–	–	–	1.41	–	–	–	6.7
2007	1.43	1.45	1.45	1.47	6.7	6.7	6.6	6.6
2008	1.48	1.48	1.50	1.50	6.5	6.5	6.5	6.5
2009	1.52	1.51	1.51	1.53	6.5	6.5	6.5	6.6
2010	1.53	1.53	1.54	1.47	6.6	6.6	6.6	6.5
2011	1.48	1.48	1.50	1.49	6.4	6.4	6.4	6.4
2012	1.51	1.50	1.50	1.46	6.4	6.4	6.4	6.4
2013	1.46	1.49	1.48	1.45	6.4	6.4	6.4	6.3
2014	1.45	1.48	1.48	1.54	6.3	6.3	6.3	6.5
2015	1.56	1.59	1.59	1.65	6.5	6.5	6.5	6.7
2016	1.67	1.67	1.67	1.66	6.7	6.7	6.7	6.6
2017	1.68	1.68	1.69	1.70	6.6	6.6	6.6	6.6
2018	1.72	1.73	1.73	1.77	6.6	6.6	6.5	6.8
2019	1.79	1.78	1.80	1.84	6.8	6.7	6.7	6.8

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2020	1.86	1.88	–	–	6.8	6.8	–	–
Supplemental pay								
2006	–	–	–	0.51	–	–	–	2.4
2007	.54	.57	0.56	.58	2.5	2.6	2.5	2.6
2008	.61	.62	.63	.63	2.7	2.7	2.7	2.7
2009	.56	.55	.56	.53	2.4	2.4	2.4	2.3
2010	.51	.53	.53	.48	2.2	2.3	2.3	2.1
2011	.54	.55	.55	.48	2.3	2.4	2.4	2.1
2012	.47	.50	.49	.49	2.0	2.1	2.1	2.1
2013	.44	.47	.45	.48	1.9	2.0	1.9	2.1
2014	.49	.50	.51	.73	2.1	2.2	2.2	3.1
2015	.75	.76	.76	.88	3.1	3.1	3.1	3.6
2016	.89	.93	.93	.93	3.6	3.7	3.7	3.7
2017	.94	.97	.96	.95	3.7	3.8	3.7	3.7
2018	.97	.93	1.01	.70	3.7	3.5	3.8	2.7
2019	.71	.73	.75	.82	2.7	2.7	2.8	3.0
2020	.85	.87	–	–	3.1	3.2	–	–
Insurance								
2006	–	–	–	2.10	–	–	–	10.0
2007	2.16	2.16	2.20	2.25	10.0	9.9	10.0	10.1
2008	2.33	2.34	2.38	2.34	10.3	10.2	10.3	10.2
2009	2.41	2.45	2.49	2.39	10.3	10.6	10.7	10.3
2010	2.44	2.41	2.44	2.24	10.5	10.4	10.4	9.9
2011	2.28	2.38	2.45	2.37	9.9	10.3	10.4	10.2
2012	2.42	2.43	2.43	2.44	10.3	10.4	10.3	10.7
2013	2.41	2.48	2.48	2.52	10.6	10.7	10.8	11.0
2014	2.56	2.63	2.63	2.54	11.1	11.3	11.3	10.7
2015	2.57	2.63	2.64	2.41	10.7	10.8	10.8	9.9
2016	2.50	2.54	2.56	2.58	10.1	10.2	10.2	10.3
2017	2.59	2.62	2.63	2.42	10.2	10.3	10.3	9.4
2018	2.45	2.47	2.46	2.62	9.4	9.4	9.3	10.0
2019	2.61	2.62	2.59	2.72	9.9	9.8	9.7	10.1
2020	2.77	2.77	–	–	10.2	10.1	–	–
Retirement and savings								
2006	–	–	–	.53	–	–	–	2.5
2007	.53	.54	.56	.59	2.5	2.5	2.6	2.6
2008	.61	.64	.65	.65	2.7	2.8	2.8	2.8
2009	.65	.65	.66	.68	2.8	2.8	2.8	2.9
2010	.70	.69	.71	.59	3.0	3.0	3.0	2.6
2011	.60	.66	.70	.66	2.6	2.9	3.0	2.8
2012	.52	.50	.50	.47	2.2	2.2	2.1	2.1
2013	.48	.48	.47	.48	2.1	2.1	2.0	2.1
2014	.49	.51	.48	.52	2.1	2.2	2.1	2.2
2015	.52	.54	.55	.57	2.2	2.2	2.3	2.3
2016	.56	.57	.58	.59	2.3	2.3	2.3	2.3
2017	.60	.60	.61	.63	2.4	2.4	2.4	2.4
2018	.63	.67	.66	.69	2.4	2.5	2.5	2.6
2019	.69	.69	.68	.63	2.6	2.6	2.6	2.4
2020	.69	.73	–	–	2.5	2.7	–	–
Legally required benefits								
2006	–	–	–	1.73	–	–	–	8.2
2007	1.75	1.76	1.78	1.79	8.1	8.1	8.1	8.0
2008	1.82	1.82	1.83	1.81	8.0	8.0	7.9	7.9
2009	1.83	1.83	1.82	1.82	7.8	7.8	7.8	7.9
2010	1.86	1.87	1.88	1.83	8.0	8.0	8.0	8.1
2011	1.86	1.87	1.89	1.91	8.1	8.1	8.1	8.2
2012	1.95	1.95	1.97	1.90	8.3	8.3	8.4	8.3
2013	1.88	1.91	1.91	1.88	8.2	8.2	8.3	8.2
2014	1.87	1.89	1.87	1.90	8.1	8.1	8.0	8.0
2015	1.91	1.93	1.91	1.93	7.9	7.9	7.8	7.9

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2016	1.94	1.93	1.93	1.93	7.8	7.7	7.7	7.7
2017	1.94	1.94	1.94	2.00	7.7	7.6	7.6	7.7
2018	2.03	2.04	2.05	1.99	7.7	7.7	7.7	7.6
2019	2.01	2.02	2.03	2.03	7.6	7.6	7.6	7.6
2020	2.05	2.06	–	–	7.5	7.5	–	–

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

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$21.22	–	–	–	100.0
2007	21.27	21.73	21.80	21.81	100.0	100.0	100.0	100.0
2008	22.16	22.45	22.44	22.01	100.0	100.0	100.0	100.0
2009	22.18	22.27	22.40	22.44	100.0	100.0	100.0	100.0
2010	22.76	22.84	22.91	22.24	100.0	100.0	100.0	100.0
2011	22.33	22.77	22.82	22.26	100.0	100.0	100.0	100.0
2012	22.30	22.38	22.43	22.35	100.0	100.0	100.0	100.0
2013	22.43	22.52	22.54	22.84	100.0	100.0	100.0	100.0
2014	22.88	23.22	23.22	24.13	100.0	100.0	100.0	100.0
2015	24.33	24.61	24.87	24.05	100.0	100.0	100.0	100.0
2016	24.25	24.40	24.49	24.74	100.0	100.0	100.0	100.0
2017	24.91	25.17	25.33	24.80	100.0	100.0	100.0	100.0
2018	25.55	25.71	25.78	26.67	100.0	100.0	100.0	100.0
2019	26.78	26.92	27.06	27.58	100.0	100.0	100.0	100.0
2020	27.54	27.70	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.16	–	–	–	66.7
2007	14.22	14.37	14.40	14.52	66.8	66.1	66.1	66.6
2008	14.71	14.94	14.89	14.81	66.4	66.5	66.3	67.3
2009	14.89	14.97	15.05	15.13	67.1	67.2	67.2	67.4
2010	15.23	15.27	15.31	14.98	66.9	66.9	66.8	67.4
2011	15.01	15.05	15.10	15.07	67.2	66.1	66.1	67.7
2012	15.22	15.27	15.29	15.25	68.3	68.2	68.2	68.2
2013	15.31	15.38	15.39	15.57	68.3	68.3	68.3	68.2
2014	15.59	15.74	15.73	16.34	68.1	67.8	67.8	67.7
2015	16.45	16.58	16.69	16.39	67.6	67.4	67.1	68.2
2016	16.54	16.66	16.74	16.89	68.2	68.3	68.3	68.3
2017	17.05	17.20	17.30	17.05	68.4	68.3	68.3	68.8
2018	17.50	17.56	17.69	18.05	68.5	68.3	68.6	67.7
2019	18.24	18.32	18.45	18.60	68.1	68.1	68.2	67.4
2020	18.66	18.73	–	–	67.7	67.6	–	–
Total benefits								
2006	–	–	–	7.06	–	–	–	33.3
2007	7.05	7.36	7.40	7.29	33.2	33.9	33.9	33.4
2008	7.45	7.52	7.55	7.20	33.6	33.5	33.7	32.7
2009	7.29	7.30	7.35	7.31	32.9	32.8	32.8	32.6
2010	7.53	7.57	7.61	7.25	33.1	33.1	33.2	32.6
2011	7.32	7.72	7.73	7.19	32.8	33.9	33.9	32.3
2012	7.08	7.11	7.14	7.10	31.7	31.8	31.8	31.8
2013	7.12	7.15	7.15	7.27	31.7	31.7	31.7	31.8
2014	7.29	7.48	7.49	7.80	31.9	32.2	32.2	32.3
2015	7.88	8.03	8.18	7.66	32.4	32.6	32.9	31.8
2016	7.71	7.74	7.75	7.85	31.8	31.7	31.7	31.7
2017	7.86	7.97	8.03	7.74	31.6	31.7	31.7	31.2
2018	8.06	8.15	8.09	8.62	31.5	31.7	31.4	32.3
2019	8.54	8.60	8.61	8.98	31.9	31.9	31.8	32.6
2020	8.89	8.97	–	–	32.3	32.4	–	–
Paid leave								
2006	–	–	–	1.23	–	–	–	5.8
2007	1.25	1.27	1.25	1.26	5.9	5.8	5.7	5.8
2008	1.25	1.27	1.26	1.26	5.6	5.7	5.6	5.7
2009	1.29	1.29	1.30	1.27	5.8	5.8	5.8	5.7
2010	1.30	1.31	1.32	1.26	5.7	5.7	5.8	5.7
2011	1.23	1.23	1.23	1.22	5.5	5.4	5.4	5.5
2012	1.23	1.24	1.24	1.27	5.5	5.5	5.5	5.7
2013	1.27	1.28	1.28	1.30	5.7	5.7	5.7	5.7
2014	1.30	1.33	1.34	1.41	5.7	5.7	5.8	5.9
2015	1.43	1.45	1.47	1.36	5.9	5.9	5.9	5.6
2016	1.36	1.37	1.38	1.40	5.6	5.6	5.6	5.6
2017	1.41	1.43	1.44	1.39	5.7	5.7	5.7	5.6
2018	1.45	1.47	1.47	1.57	5.7	5.7	5.7	5.9
2019	1.58	1.57	1.58	1.69	5.9	5.8	5.8	6.1

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2020	1.67	1.67	–	–	6.1	6.0	–	–
Supplemental pay								
2006	–	–	–	0.75	–	–	–	3.5
2007	.75	.95	0.96	.79	3.5	4.4	4.4	3.6
2008	.89	.91	.93	.86	4.0	4.0	4.2	3.9
2009	.84	.84	.84	.85	3.8	3.8	3.7	3.8
2010	.76	.75	.76	.73	3.4	3.3	3.3	3.3
2011	.81	.82	.81	.78	3.6	3.6	3.6	3.5
2012	.77	.79	.79	.79	3.5	3.5	3.5	3.5
2013	.79	.80	.75	.76	3.5	3.5	3.3	3.3
2014	.75	.76	.77	.84	3.3	3.3	3.3	3.5
2015	.83	.84	.85	.80	3.4	3.4	3.4	3.3
2016	.81	.81	.81	.82	3.3	3.3	3.3	3.3
2017	.82	.84	.85	.80	3.3	3.3	3.4	3.2
2018	.84	.86	.85	.92	3.3	3.4	3.3	3.4
2019	.92	.95	.95	1.10	3.4	3.5	3.5	4.0
2020	1.13	1.14	–	–	4.1	4.1	–	–
Insurance								
2006	–	–	–	2.15	–	–	–	10.1
2007	2.18	2.23	2.26	2.31	10.2	10.3	10.4	10.6
2008	2.34	2.35	2.38	2.26	10.6	10.5	10.6	10.3
2009	2.30	2.30	2.32	2.26	10.4	10.3	10.4	10.1
2010	2.38	2.40	2.43	2.24	10.5	10.5	10.6	10.1
2011	2.25	2.28	2.29	2.07	10.1	10.0	10.0	9.3
2012	2.10	2.12	2.15	2.14	9.4	9.5	9.6	9.6
2013	2.13	2.14	2.15	2.23	9.5	9.5	9.6	9.8
2014	2.30	2.39	2.39	2.44	10.0	10.3	10.3	10.1
2015	2.48	2.54	2.59	2.35	10.2	10.3	10.4	9.8
2016	2.37	2.38	2.41	2.44	9.8	9.8	9.8	9.9
2017	2.42	2.44	2.46	2.30	9.7	9.7	9.7	9.3
2018	2.40	2.40	2.35	2.53	9.4	9.3	9.1	9.5
2019	2.47	2.50	2.51	2.56	9.2	9.3	9.3	9.3
2020	2.50	2.52	–	–	9.1	9.1	–	–
Retirement and savings								
2006	–	–	–	.74	–	–	–	3.5
2007	.69	.70	.71	.73	3.2	3.2	3.3	3.3
2008	.75	.74	.76	.73	3.4	3.3	3.4	3.3
2009	.73	.73	.75	.76	3.3	3.3	3.3	3.4
2010	.84	.85	.84	.82	3.7	3.7	3.7	3.7
2011	.81	1.15	1.14	.87	3.6	5.0	5.0	3.9
2012	.68	.64	.65	.62	3.0	2.9	2.9	2.8
2013	.64	.65	.65	.69	2.9	2.9	2.9	3.0
2014	.66	.69	.67	.72	2.9	3.0	2.9	3.0
2015	.72	.75	.80	.76	3.0	3.0	3.2	3.2
2016	.77	.76	.77	.79	3.2	3.1	3.2	3.2
2017	.80	.83	.83	.81	3.2	3.3	3.3	3.3
2018	.89	.96	.95	1.12	3.5	3.7	3.7	4.2
2019	1.08	1.07	1.05	1.10	4.0	4.0	3.9	4.0
2020	1.03	1.09	–	–	3.8	3.9	–	–
Legally required benefits								
2006	–	–	–	2.19	–	–	–	10.3
2007	2.19	2.21	2.22	2.20	10.3	10.2	10.2	10.1
2008	2.22	2.24	2.22	2.10	10.0	10.0	9.9	9.5
2009	2.14	2.15	2.15	2.18	9.6	9.6	9.6	9.7
2010	2.24	2.25	2.26	2.20	9.8	9.8	9.9	9.9
2011	2.21	2.24	2.24	2.25	9.9	9.8	9.8	10.1
2012	2.29	2.32	2.30	2.28	10.3	10.4	10.3	10.2
2013	2.28	2.29	2.31	2.29	10.2	10.1	10.3	10.0
2014	2.28	2.31	2.31	2.39	10.0	9.9	10.0	9.9
2015	2.42	2.45	2.47	2.39	10.0	9.9	9.9	9.9

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2016	2.40	2.41	2.38	2.40	9.9	9.9	9.7	9.7
2017	2.40	2.42	2.44	2.44	9.6	9.6	9.7	9.9
2018	2.48	2.47	2.47	2.48	9.7	9.6	9.6	9.3
2019	2.49	2.50	2.52	2.53	9.3	9.3	9.3	9.2
2020	2.55	2.55	–	–	9.3	9.2	–	–

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

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$21.40	–	–	–	100.0
2007	21.47	21.86	21.88	22.05	100.0	100.0	100.0	100.0
2008	22.22	22.61	22.55	21.97	100.0	100.0	100.0	100.0
2009	22.16	22.28	22.42	22.31	100.0	100.0	100.0	100.0
2010	22.67	22.75	22.80	22.24	100.0	100.0	100.0	100.0
2011	22.31	22.82	22.87	22.39	100.0	100.0	100.0	100.0
2012	22.38	22.47	22.48	22.57	100.0	100.0	100.0	100.0
2013	22.61	22.71	22.65	22.94	100.0	100.0	100.0	100.0
2014	23.05	23.22	23.22	24.24	100.0	100.0	100.0	100.0
2015	24.47	24.68	24.92	24.68	100.0	100.0	100.0	100.0
2016	24.86	25.01	25.08	25.28	100.0	100.0	100.0	100.0
2017	25.48	25.71	25.85	25.06	100.0	100.0	100.0	100.0
2018	25.48	25.71	25.73	26.03	100.0	100.0	100.0	100.0
2019	26.09	26.27	26.52	26.63	100.0	100.0	100.0	100.0
2020	27.00	27.19	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.29	–	–	–	66.8
2007	14.34	14.52	14.53	14.71	66.8	66.4	66.4	66.7
2008	14.79	15.07	14.99	14.76	66.6	66.7	66.5	67.2
2009	14.84	14.94	15.03	15.01	67.0	67.1	67.0	67.3
2010	15.13	15.17	15.19	14.94	66.7	66.7	66.6	67.2
2011	14.96	15.02	15.06	15.08	67.1	65.8	65.8	67.3
2012	15.22	15.27	15.26	15.32	68.0	68.0	67.9	67.9
2013	15.37	15.43	15.42	15.54	68.0	68.0	68.1	67.7
2014	15.63	15.67	15.65	16.27	67.8	67.5	67.4	67.1
2015	16.39	16.47	16.60	16.58	67.0	66.7	66.6	67.2
2016	16.70	16.83	16.85	16.98	67.2	67.3	67.2	67.2
2017	17.15	17.26	17.35	17.04	67.3	67.1	67.1	68.0
2018	17.31	17.43	17.53	17.53	67.9	67.8	68.1	67.3
2019	17.72	17.84	18.07	18.07	67.9	67.9	68.1	67.9
2020	18.35	18.48	–	–	68.0	68.0	–	–
Total benefits								
2006	–	–	–	7.12	–	–	–	33.2
2007	7.13	7.34	7.35	7.33	33.2	33.6	33.6	33.3
2008	7.43	7.54	7.56	7.21	33.4	33.3	33.5	32.8
2009	7.32	7.34	7.39	7.30	33.0	32.9	33.0	32.7
2010	7.54	7.58	7.61	7.30	33.3	33.3	33.4	32.8
2011	7.35	7.80	7.81	7.31	32.9	34.2	34.2	32.7
2012	7.16	7.20	7.22	7.25	32.0	32.0	32.1	32.1
2013	7.23	7.28	7.23	7.40	32.0	32.0	31.9	32.3
2014	7.43	7.55	7.57	7.97	32.2	32.5	32.6	32.9
2015	8.08	8.21	8.32	8.11	33.0	33.3	33.4	32.8
2016	8.16	8.19	8.23	8.30	32.8	32.7	32.8	32.8
2017	8.33	8.45	8.50	8.02	32.7	32.9	32.9	32.0
2018	8.17	8.28	8.20	8.50	32.1	32.2	31.9	32.7
2019	8.37	8.43	8.45	8.56	32.1	32.1	31.9	32.1
2020	8.65	8.71	–	–	32.0	32.0	–	–
Paid leave								
2006	–	–	–	1.25	–	–	–	5.9
2007	1.27	1.29	1.27	1.29	5.9	5.9	5.8	5.8
2008	1.25	1.28	1.27	1.25	5.6	5.7	5.6	5.7
2009	1.29	1.29	1.30	1.26	5.8	5.8	5.8	5.6
2010	1.29	1.30	1.31	1.26	5.7	5.7	5.7	5.6
2011	1.22	1.22	1.22	1.19	5.4	5.3	5.3	5.3
2012	1.21	1.21	1.21	1.26	5.4	5.4	5.4	5.6
2013	1.26	1.26	1.26	1.25	5.6	5.6	5.6	5.5
2014	1.27	1.28	1.29	1.37	5.5	5.5	5.6	5.6
2015	1.38	1.40	1.42	1.37	5.7	5.7	5.7	5.6
2016	1.38	1.39	1.40	1.41	5.5	5.5	5.6	5.6
2017	1.43	1.45	1.45	1.41	5.6	5.6	5.6	5.6
2018	1.44	1.45	1.45	1.48	5.7	5.6	5.6	5.7
2019	1.48	1.48	1.48	1.56	5.7	5.6	5.6	5.8

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2020	1.58	1.58	–	–	5.8	5.8	–	–
Supplemental pay								
2006	–	–	–	0.74	–	–	–	3.5
2007	.76	.87	0.88	.77	3.5	4.0	4.0	3.5
2008	.89	.91	.95	.87	4.0	4.0	4.2	3.9
2009	.84	.83	.84	.85	3.8	3.7	3.7	3.8
2010	.77	.75	.75	.74	3.4	3.3	3.3	3.3
2011	.83	.83	.83	.82	3.7	3.7	3.6	3.6
2012	.83	.85	.85	.83	3.7	3.8	3.8	3.7
2013	.82	.83	.77	.78	3.6	3.7	3.4	3.4
2014	.76	.77	.79	.86	3.3	3.3	3.4	3.6
2015	.87	.89	.91	.88	3.6	3.6	3.6	3.5
2016	.89	.90	.89	.89	3.6	3.6	3.5	3.5
2017	.90	.91	.92	.84	3.5	3.5	3.6	3.3
2018	.86	.88	.87	.93	3.4	3.4	3.4	3.6
2019	.93	.95	.95	1.07	3.6	3.6	3.6	4.0
2020	1.10	1.10	–	–	4.1	4.0	–	–
Insurance								
2006	–	–	–	2.14	–	–	–	10.0
2007	2.18	2.21	2.22	2.27	10.2	10.1	10.1	10.3
2008	2.26	2.30	2.31	2.21	10.2	10.2	10.3	10.1
2009	2.28	2.28	2.30	2.22	10.3	10.2	10.3	10.0
2010	2.34	2.36	2.38	2.20	10.3	10.4	10.4	9.9
2011	2.21	2.23	2.24	2.06	9.9	9.8	9.8	9.2
2012	2.09	2.11	2.14	2.20	9.3	9.4	9.5	9.7
2013	2.17	2.19	2.19	2.32	9.6	9.7	9.7	10.1
2014	2.37	2.43	2.43	2.53	10.3	10.5	10.5	10.4
2015	2.58	2.63	2.65	2.49	10.6	10.7	10.6	10.1
2016	2.51	2.52	2.58	2.59	10.1	10.1	10.3	10.3
2017	2.59	2.60	2.63	2.35	10.2	10.1	10.2	9.4
2018	2.38	2.38	2.31	2.45	9.3	9.2	9.0	9.4
2019	2.37	2.41	2.42	2.35	9.1	9.2	9.1	8.8
2020	2.33	2.34	–	–	8.6	8.6	–	–
Retirement and savings								
2006	–	–	–	.77	–	–	–	3.6
2007	.71	.74	.75	.78	3.3	3.4	3.4	3.5
2008	.79	.78	.79	.77	3.6	3.5	3.5	3.5
2009	.77	.77	.80	.79	3.5	3.5	3.6	3.6
2010	.89	.90	.91	.89	3.9	4.0	4.0	4.0
2011	.88	1.28	1.27	.98	3.9	5.6	5.6	4.4
2012	.73	.69	.70	.65	3.3	3.1	3.1	2.9
2013	.68	.68	.68	.73	3.0	3.0	3.0	3.2
2014	.71	.73	.72	.78	3.1	3.2	3.1	3.2
2015	.78	.82	.87	.90	3.2	3.3	3.5	3.6
2016	.89	.89	.90	.92	3.6	3.5	3.6	3.7
2017	.93	.98	.97	.91	3.7	3.8	3.8	3.6
2018	.97	1.05	1.05	1.11	3.8	4.1	4.1	4.3
2019	1.06	1.05	1.03	1.06	4.1	4.0	3.9	4.0
2020	1.07	1.13	–	–	4.0	4.1	–	–
Legally required benefits								
2006	–	–	–	2.21	–	–	–	10.3
2007	2.21	2.23	2.23	2.23	10.3	10.2	10.2	10.1
2008	2.23	2.26	2.24	2.11	10.1	10.0	9.9	9.6
2009	2.15	2.16	2.16	2.18	9.7	9.7	9.6	9.8
2010	2.25	2.26	2.27	2.21	9.9	9.9	9.9	9.9
2011	2.22	2.25	2.25	2.27	9.9	9.8	9.8	10.1
2012	2.31	2.34	2.31	2.30	10.3	10.4	10.3	10.2
2013	2.30	2.31	2.33	2.33	10.2	10.2	10.3	10.1
2014	2.32	2.33	2.34	2.43	10.1	10.0	10.1	10.0
2015	2.46	2.47	2.49	2.47	10.1	10.0	10.0	10.0

See footnotes at end of table.

Supplemental table 9. Private wholesale trade industry workers, by occupational group: employer costs per hour 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								
2016	2.49	2.50	2.46	2.48	10.0	10.0	9.8	9.8
2017	2.49	2.51	2.53	2.50	9.8	9.8	9.8	10.0
2018	2.52	2.52	2.52	2.53	9.9	9.8	9.8	9.7
2019	2.52	2.54	2.56	2.53	9.7	9.7	9.7	9.5
2020	2.57	2.57	–	–	9.5	9.5	–	–

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

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$26.28	–	–	–	100.0
2007	26.46	26.03	26.27	26.77	100.0	100.0	100.0	100.0
2008	27.03	27.22	26.85	27.43	100.0	100.0	100.0	100.0
2009	27.59	27.46	27.27	27.41	100.0	100.0	100.0	100.0
2010	27.72	28.15	28.10	29.75	100.0	100.0	100.0	100.0
2011	27.88	28.92	29.40	29.56	100.0	100.0	100.0	100.0
2012	28.94	28.60	29.02	28.95	100.0	100.0	100.0	100.0
2013	28.77	29.03	29.11	30.61	100.0	100.0	100.0	100.0
2014	30.55	30.53	31.50	33.39	100.0	100.0	100.0	100.0
2015	33.42	33.91	34.30	34.51	100.0	100.0	100.0	100.0
2016	35.26	34.88	34.86	35.36	100.0	100.0	100.0	100.0
2017	36.18	36.17	36.18	36.34	100.0	100.0	100.0	100.0
2018	36.83	37.08	37.93	37.76	100.0	100.0	100.0	100.0
2019	37.85	37.52	37.56	37.83	100.0	100.0	100.0	100.0
2020	37.98	38.30	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	18.86	–	–	–	71.8
2007	18.99	18.57	18.82	19.22	71.8	71.3	71.6	71.8
2008	19.31	19.54	19.11	19.62	71.4	71.8	71.2	71.5
2009	19.77	19.60	19.41	19.42	71.6	71.4	71.2	70.8
2010	19.53	19.89	19.76	20.53	70.5	70.6	70.3	69.0
2011	19.81	20.40	20.80	21.43	71.0	70.6	70.8	72.5
2012	20.89	20.61	20.91	20.75	72.2	72.1	72.1	71.7
2013	20.52	20.72	20.80	22.22	71.3	71.4	71.5	72.6
2014	22.04	22.03	22.84	23.93	72.2	72.2	72.5	71.7
2015	23.95	24.21	24.61	24.92	71.7	71.4	71.8	72.2
2016	25.36	25.06	25.00	25.29	71.9	71.9	71.7	71.5
2017	25.91	25.90	25.87	26.17	71.6	71.6	71.5	72.0
2018	26.46	26.65	27.26	27.23	71.8	71.9	71.9	72.1
2019	27.34	26.97	27.03	27.29	72.2	71.9	72.0	72.1
2020	27.33	27.55	–	–	72.0	71.9	–	–
Total benefits								
2006	–	–	–	7.42	–	–	–	28.2
2007	7.47	7.46	7.46	7.55	28.2	28.7	28.4	28.2
2008	7.73	7.68	7.74	7.81	28.6	28.2	28.8	28.5
2009	7.82	7.85	7.86	7.99	28.4	28.6	28.8	29.2
2010	8.18	8.26	8.34	9.22	29.5	29.4	29.7	31.0
2011	8.07	8.51	8.60	8.12	29.0	29.4	29.2	27.5
2012	8.06	7.99	8.11	8.19	27.8	27.9	27.9	28.3
2013	8.25	8.32	8.31	8.39	28.7	28.6	28.5	27.4
2014	8.51	8.50	8.65	9.46	27.8	27.8	27.5	28.3
2015	9.46	9.70	9.69	9.59	28.3	28.6	28.2	27.8
2016	9.90	9.82	9.87	10.07	28.1	28.1	28.3	28.5
2017	10.27	10.27	10.31	10.18	28.4	28.4	28.5	28.0
2018	10.37	10.43	10.67	10.52	28.2	28.1	28.1	27.9
2019	10.51	10.54	10.54	10.54	27.8	28.1	28.0	27.9
2020	10.65	10.75	–	–	28.0	28.1	–	–
Paid leave								
2006	–	–	–	1.65	–	–	–	6.3
2007	1.65	1.65	1.63	1.64	6.2	6.3	6.2	6.1
2008	1.64	1.62	1.62	1.67	6.1	5.9	6.0	6.1
2009	1.69	1.67	1.67	1.70	6.1	6.1	6.1	6.2
2010	1.72	1.73	1.75	1.78	6.2	6.1	6.2	6.0
2011	1.74	1.78	1.81	1.87	6.2	6.2	6.1	6.3
2012	1.81	1.79	1.83	1.86	6.3	6.3	6.3	6.4
2013	1.89	1.89	1.89	1.93	6.6	6.5	6.5	6.3
2014	1.98	1.96	2.03	2.28	6.5	6.4	6.5	6.8
2015	2.25	2.26	2.27	2.39	6.7	6.7	6.6	6.9
2016	2.43	2.37	2.40	2.46	6.9	6.8	6.9	7.0
2017	2.51	2.52	2.54	2.56	6.9	7.0	7.0	7.1
2018	2.59	2.64	2.68	2.67	7.0	7.1	7.1	7.1
2019	2.66	2.65	2.64	2.69	7.0	7.1	7.0	7.1

See footnotes at end of table.

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2020	2.71	2.75	–	–	7.1	7.2	–	–
Supplemental pay								
2006	–	–	–	0.83	–	–	–	3.2
2007	.83	.81	0.81	.81	3.1	3.1	3.1	3.0
2008	.93	.91	.94	.88	3.4	3.4	3.5	3.2
2009	.78	.80	.81	.85	2.8	2.9	3.0	3.1
2010	.84	.84	.85	1.82	3.0	3.0	3.0	6.1
2011	.93	.90	.90	.80	3.3	3.1	3.1	2.7
2012	.84	.82	.83	.80	2.9	2.9	2.9	2.8
2013	.79	.81	.78	.71	2.8	2.8	2.7	2.3
2014	.71	.68	.70	.97	2.3	2.2	2.2	2.9
2015	.99	1.02	1.01	1.01	3.0	3.0	3.0	2.9
2016	1.06	1.04	1.00	1.00	3.0	3.0	2.9	2.8
2017	1.02	1.02	1.03	1.15	2.8	2.8	2.8	3.2
2018	1.22	1.19	1.28	1.10	3.3	3.2	3.4	2.9
2019	1.08	1.11	1.11	1.17	2.9	3.0	3.0	3.1
2020	1.18	1.21	–	–	3.1	3.2	–	–
Insurance								
2006	–	–	–	2.01	–	–	–	7.6
2007	2.06	2.08	2.07	2.12	7.8	8.0	7.9	7.9
2008	2.15	2.14	2.17	2.19	7.9	7.9	8.1	8.0
2009	2.29	2.30	2.31	2.25	8.3	8.4	8.5	8.2
2010	2.38	2.37	2.41	2.30	8.6	8.4	8.6	7.7
2011	2.26	2.38	2.40	2.21	8.1	8.2	8.2	7.5
2012	2.15	2.16	2.20	2.34	7.4	7.6	7.6	8.1
2013	2.35	2.39	2.39	2.47	8.2	8.2	8.2	8.1
2014	2.54	2.60	2.61	2.69	8.3	8.5	8.3	8.1
2015	2.70	2.82	2.78	2.54	8.1	8.3	8.1	7.4
2016	2.71	2.72	2.76	2.81	7.7	7.8	7.9	7.9
2017	2.88	2.88	2.88	2.56	8.0	8.0	8.0	7.0
2018	2.59	2.58	2.60	2.71	7.0	7.0	6.9	7.2
2019	2.73	2.74	2.75	2.72	7.2	7.3	7.3	7.2
2020	2.75	2.75	–	–	7.2	7.2	–	–
Retirement and savings								
2006	–	–	–	.66	–	–	–	2.5
2007	.67	.68	.68	.69	2.5	2.6	2.6	2.6
2008	.70	.70	.72	.79	2.6	2.6	2.7	2.9
2009	.75	.77	.76	.87	2.7	2.8	2.8	3.2
2010	.84	.90	.90	.87	3.0	3.2	3.2	2.9
2011	.74	.98	1.00	.73	2.6	3.4	3.4	2.5
2012	.72	.68	.70	.72	2.5	2.4	2.4	2.5
2013	.74	.73	.72	.75	2.6	2.5	2.5	2.4
2014	.72	.72	.73	.82	2.4	2.4	2.3	2.5
2015	.82	.86	.88	.89	2.4	2.5	2.6	2.6
2016	.92	.91	.93	.99	2.6	2.6	2.7	2.8
2017	1.00	1.00	1.01	1.07	2.8	2.8	2.8	2.9
2018	1.10	1.14	1.19	1.17	3.0	3.1	3.1	3.1
2019	1.15	1.14	1.13	1.07	3.0	3.0	3.0	2.8
2020	1.09	1.12	–	–	2.9	2.9	–	–
Legally required benefits								
2006	–	–	–	2.26	–	–	–	8.6
2007	2.25	2.25	2.27	2.28	8.5	8.6	8.6	8.5
2008	2.31	2.31	2.29	2.29	8.5	8.5	8.5	8.3
2009	2.32	2.32	2.31	2.33	8.4	8.4	8.5	8.5
2010	2.40	2.43	2.44	2.46	8.7	8.6	8.7	8.3
2011	2.40	2.46	2.48	2.51	8.6	8.5	8.4	8.5
2012	2.53	2.53	2.55	2.47	8.8	8.8	8.8	8.5
2013	2.48	2.50	2.51	2.54	8.6	8.6	8.6	8.3
2014	2.55	2.54	2.58	2.69	8.3	8.3	8.2	8.1
2015	2.70	2.74	2.74	2.76	8.1	8.1	8.0	8.0

See footnotes at end of table.

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2016	2.78	2.77	2.76	2.81	7.9	8.0	7.9	7.9
2017	2.86	2.86	2.85	2.83	7.9	7.9	7.9	7.8
2018	2.86	2.88	2.91	2.88	7.8	7.8	7.7	7.6
2019	2.90	2.90	2.91	2.90	7.7	7.7	7.8	7.7
2020	2.92	2.93	–	–	7.7	7.6	–	–

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

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$26.30	–	–	–	100.0
2007	26.52	25.94	26.33	26.94	100.0	100.0	100.0	100.0
2008	27.24	27.38	26.88	27.34	100.0	100.0	100.0	100.0
2009	27.13	27.00	26.61	26.43	100.0	100.0	100.0	100.0
2010	26.41	27.05	26.88	29.25	100.0	100.0	100.0	100.0
2011	26.67	27.70	28.26	28.41	100.0	100.0	100.0	100.0
2012	27.46	27.09	27.50	27.93	100.0	100.0	100.0	100.0
2013	27.52	27.83	27.92	30.28	100.0	100.0	100.0	100.0
2014	30.16	30.02	31.18	33.22	100.0	100.0	100.0	100.0
2015	33.22	33.48	33.91	34.63	100.0	100.0	100.0	100.0
2016	35.28	35.07	35.65	35.87	100.0	100.0	100.0	100.0
2017	36.35	36.63	36.52	37.05	100.0	100.0	100.0	100.0
2018	37.33	37.47	38.35	37.92	100.0	100.0	100.0	100.0
2019	37.63	37.01	37.43	37.88	100.0	100.0	100.0	100.0
2020	38.04	38.10	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	18.97	–	–	–	72.1
2007	19.16	18.55	18.98	19.48	72.2	71.5	72.1	72.3
2008	19.55	19.79	19.24	19.61	71.8	72.3	71.6	71.7
2009	19.54	19.37	19.01	18.82	72.0	71.7	71.4	71.2
2010	18.79	19.31	19.08	20.14	71.1	71.4	71.0	68.8
2011	19.12	19.84	20.31	20.83	71.7	71.6	71.9	73.3
2012	20.04	19.79	20.10	20.20	73.0	73.1	73.1	72.3
2013	19.78	19.98	20.11	22.02	71.9	71.8	72.0	72.7
2014	21.77	21.67	22.68	23.78	72.2	72.2	72.7	71.6
2015	23.80	23.92	24.31	24.97	71.6	71.4	71.7	72.1
2016	25.46	25.28	25.64	25.66	72.2	72.1	71.9	71.5
2017	26.10	26.27	26.14	26.76	71.8	71.7	71.6	72.2
2018	26.93	27.02	27.71	27.48	72.1	72.1	72.2	72.5
2019	27.30	26.71	27.05	27.51	72.6	72.2	72.3	72.6
2020	27.48	27.50	–	–	72.2	72.2	–	–
Total benefits								
2006	–	–	–	7.33	–	–	–	27.9
2007	7.36	7.39	7.35	7.46	27.8	28.5	27.9	27.7
2008	7.69	7.59	7.64	7.73	28.2	27.7	28.4	28.3
2009	7.59	7.63	7.60	7.60	28.0	28.3	28.6	28.8
2010	7.62	7.74	7.80	9.12	28.9	28.6	29.0	31.2
2011	7.55	7.86	7.95	7.58	28.3	28.4	28.1	26.7
2012	7.42	7.30	7.40	7.73	27.0	26.9	26.9	27.7
2013	7.74	7.85	7.81	8.27	28.1	28.2	28.0	27.3
2014	8.39	8.35	8.50	9.44	27.8	27.8	27.3	28.4
2015	9.43	9.57	9.60	9.66	28.4	28.6	28.3	27.9
2016	9.82	9.80	10.01	10.21	27.8	27.9	28.1	28.5
2017	10.25	10.35	10.38	10.29	28.2	28.3	28.4	27.8
2018	10.41	10.45	10.65	10.44	27.9	27.9	27.8	27.5
2019	10.33	10.29	10.38	10.37	27.4	27.8	27.7	27.4
2020	10.56	10.60	–	–	27.8	27.8	–	–
Paid leave								
2006	–	–	–	1.63	–	–	–	6.2
2007	1.62	1.63	1.61	1.61	6.1	6.3	6.1	6.0
2008	1.62	1.58	1.59	1.63	6.0	5.8	5.9	6.0
2009	1.62	1.60	1.58	1.58	6.0	5.9	5.9	6.0
2010	1.58	1.60	1.61	1.64	6.0	5.9	6.0	5.6
2011	1.59	1.64	1.67	1.69	6.0	5.9	5.9	5.9
2012	1.61	1.57	1.60	1.66	5.8	5.8	5.8	6.0
2013	1.68	1.69	1.70	1.80	6.1	6.1	6.1	6.0
2014	1.88	1.83	1.92	2.20	6.2	6.1	6.2	6.6
2015	2.17	2.16	2.16	2.37	6.5	6.4	6.4	6.9
2016	2.42	2.38	2.47	2.50	6.9	6.8	6.9	7.0
2017	2.52	2.56	2.58	2.63	6.9	7.0	7.1	7.1
2018	2.64	2.67	2.71	2.63	7.1	7.1	7.1	6.9
2019	2.59	2.56	2.58	2.63	6.9	6.9	6.9	6.9

See footnotes at end of table.

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2020	2.66	2.65	–	–	7.0	7.0	–	–
Supplemental pay								
2006	–	–	–	0.87	–	–	–	3.3
2007	.86	.83	0.83	.84	3.3	3.2	3.1	3.1
2008	.97	.95	.96	.88	3.6	3.5	3.6	3.2
2009	.75	.77	.78	.79	2.8	2.9	2.9	3.0
2010	.79	.80	.81	2.13	3.0	3.0	3.0	7.3
2011	.91	.86	.87	.76	3.4	3.1	3.1	2.7
2012	.80	.76	.77	.75	2.9	2.8	2.8	2.7
2013	.75	.78	.74	.73	2.7	2.8	2.6	2.4
2014	.73	.70	.71	1.04	2.4	2.3	2.3	3.1
2015	1.04	1.07	1.08	1.03	3.1	3.2	3.2	3.0
2016	1.05	1.06	1.06	1.06	3.0	3.0	3.0	3.0
2017	1.03	1.05	1.06	1.18	2.8	2.9	2.9	3.2
2018	1.22	1.19	1.29	1.06	3.3	3.2	3.4	2.8
2019	1.05	1.08	1.09	1.10	2.8	2.9	2.9	2.9
2020	1.14	1.16	–	–	3.0	3.1	–	–
Insurance								
2006	–	–	–	1.94	–	–	–	7.4
2007	2.01	2.03	2.00	2.06	7.6	7.8	7.6	7.6
2008	2.09	2.07	2.09	2.12	7.7	7.5	7.8	7.8
2009	2.19	2.20	2.21	2.10	8.1	8.1	8.3	7.9
2010	2.18	2.15	2.18	2.11	8.2	8.0	8.1	7.2
2011	2.08	2.20	2.22	2.07	7.8	8.0	7.9	7.3
2012	1.98	2.00	2.02	2.27	7.2	7.4	7.3	8.1
2013	2.26	2.30	2.28	2.48	8.2	8.3	8.2	8.2
2014	2.53	2.58	2.58	2.69	8.4	8.6	8.3	8.1
2015	2.69	2.75	2.74	2.56	8.1	8.2	8.1	7.4
2016	2.63	2.66	2.72	2.79	7.5	7.6	7.6	7.8
2017	2.80	2.84	2.82	2.53	7.7	7.8	7.7	6.8
2018	2.56	2.56	2.56	2.68	6.9	6.8	6.7	7.1
2019	2.65	2.65	2.66	2.66	7.0	7.2	7.1	7.0
2020	2.71	2.70	–	–	7.1	7.1	–	–
Retirement and savings								
2006	–	–	–	.64	–	–	–	2.4
2007	.64	.67	.67	.68	2.4	2.6	2.5	2.5
2008	.70	.69	.72	.81	2.6	2.5	2.7	2.9
2009	.74	.77	.76	.86	2.7	2.8	2.9	3.3
2010	.77	.86	.86	.86	2.9	3.2	3.2	3.0
2011	.67	.79	.80	.65	2.5	2.8	2.8	2.3
2012	.62	.56	.58	.66	2.3	2.1	2.1	2.3
2013	.66	.68	.66	.74	2.4	2.4	2.4	2.4
2014	.72	.72	.72	.82	2.4	2.4	2.3	2.5
2015	.83	.86	.89	.92	2.5	2.6	2.6	2.6
2016	.91	.91	.93	1.00	2.6	2.6	2.6	2.8
2017	1.00	1.01	1.02	1.09	2.8	2.8	2.8	2.9
2018	1.11	1.15	1.17	1.19	3.0	3.1	3.1	3.1
2019	1.16	1.15	1.15	1.07	3.1	3.1	3.1	2.8
2020	1.13	1.15	–	–	3.0	3.0	–	–
Legally required benefits								
2006	–	–	–	2.25	–	–	–	8.5
2007	2.24	2.22	2.25	2.27	8.4	8.6	8.6	8.4
2008	2.30	2.30	2.28	2.28	8.4	8.4	8.5	8.4
2009	2.28	2.29	2.27	2.27	8.4	8.5	8.5	8.6
2010	2.30	2.33	2.34	2.38	8.7	8.6	8.7	8.1
2011	2.30	2.36	2.39	2.41	8.6	8.5	8.5	8.5
2012	2.41	2.41	2.43	2.39	8.8	8.9	8.8	8.6
2013	2.38	2.41	2.43	2.52	8.7	8.7	8.7	8.3
2014	2.54	2.51	2.57	2.69	8.4	8.4	8.2	8.1
2015	2.70	2.73	2.74	2.78	8.1	8.2	8.1	8.0

See footnotes at end of table.

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2016	2.80	2.80	2.83	2.86	7.9	8.0	7.9	8.0
2017	2.89	2.90	2.90	2.86	7.9	7.9	7.9	7.7
2018	2.88	2.87	2.91	2.89	7.7	7.7	7.6	7.6
2019	2.88	2.86	2.90	2.91	7.7	7.7	7.7	7.7
2020	2.93	2.93	–	–	7.7	7.7	–	–

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

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$31.66	–	–	–	100.0
2007	31.67	32.12	32.52	32.54	100.0	100.0	100.0	100.0
2008	32.77	33.26	33.71	34.19	100.0	100.0	100.0	100.0
2009	34.34	34.37	34.10	35.30	100.0	100.0	100.0	100.0
2010	35.34	35.29	35.11	34.79	100.0	100.0	100.0	100.0
2011	35.02	35.48	35.87	36.29	100.0	100.0	100.0	100.0
2012	36.25	36.86	36.84	37.19	100.0	100.0	100.0	100.0
2013	37.58	37.59	37.82	35.79	100.0	100.0	100.0	100.0
2014	36.11	36.39	36.23	36.45	100.0	100.0	100.0	100.0
2015	36.85	37.28	37.42	35.79	100.0	100.0	100.0	100.0
2016	35.61	36.51	37.56	37.19	100.0	100.0	100.0	100.0
2017	37.02	37.27	37.18	35.04	100.0	100.0	100.0	100.0
2018	36.08	36.73	36.75	37.74	100.0	100.0	100.0	100.0
2019	37.96	37.83	38.29	38.10	100.0	100.0	100.0	100.0
2020	39.00	38.64	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	21.34	–	–	–	67.4
2007	21.42	21.61	21.88	22.02	67.6	67.3	67.3	67.7
2008	22.14	22.48	22.86	23.29	67.6	67.6	67.8	68.1
2009	23.43	23.47	23.25	24.05	68.2	68.3	68.2	68.1
2010	23.97	23.94	23.84	23.76	67.8	67.8	67.9	68.3
2011	23.80	23.94	24.14	24.35	68.0	67.5	67.3	67.1
2012	24.54	25.06	25.09	25.30	67.7	68.0	68.1	68.0
2013	25.56	25.55	25.67	24.33	68.0	68.0	67.9	68.0
2014	24.51	24.62	24.53	24.77	67.9	67.7	67.7	68.0
2015	25.01	25.31	25.31	24.40	67.9	67.9	67.6	68.2
2016	24.37	25.12	25.84	25.60	68.4	68.8	68.8	68.8
2017	25.56	25.69	25.65	24.08	69.1	68.9	69.0	68.7
2018	24.72	25.09	25.25	25.59	68.5	68.3	68.7	67.8
2019	25.82	25.67	26.05	25.75	68.0	67.9	68.0	67.6
2020	26.49	26.12	–	–	67.9	67.6	–	–
Total benefits								
2006	–	–	–	10.32	–	–	–	32.6
2007	10.25	10.50	10.64	10.52	32.4	32.7	32.7	32.3
2008	10.63	10.79	10.85	10.90	32.4	32.4	32.2	31.9
2009	10.91	10.91	10.85	11.25	31.8	31.7	31.8	31.9
2010	11.37	11.35	11.26	11.02	32.2	32.2	32.1	31.7
2011	11.21	11.54	11.72	11.94	32.0	32.5	32.7	32.9
2012	11.70	11.80	11.75	11.89	32.3	32.0	31.9	32.0
2013	12.02	12.04	12.14	11.46	32.0	32.0	32.1	32.0
2014	11.60	11.76	11.70	11.68	32.1	32.3	32.3	32.0
2015	11.84	11.96	12.11	11.39	32.1	32.1	32.4	31.8
2016	11.24	11.39	11.72	11.59	31.6	31.2	31.2	31.2
2017	11.46	11.58	11.53	10.96	30.9	31.1	31.0	31.3
2018	11.35	11.64	11.50	12.15	31.5	31.7	31.3	32.2
2019	12.14	12.16	12.24	12.35	32.0	32.1	32.0	32.4
2020	12.51	12.52	–	–	32.1	32.4	–	–
Paid leave								
2006	–	–	–	2.41	–	–	–	7.6
2007	2.41	2.43	2.43	2.44	7.6	7.6	7.5	7.5
2008	2.43	2.46	2.48	2.67	7.4	7.4	7.4	7.8
2009	2.70	2.70	2.67	2.73	7.9	7.9	7.8	7.7
2010	2.72	2.70	2.69	2.70	7.7	7.6	7.7	7.8
2011	2.69	2.71	2.74	2.78	7.7	7.6	7.6	7.7
2012	2.81	2.86	2.77	2.95	7.8	7.8	7.5	7.9
2013	2.98	2.98	3.01	2.83	7.9	7.9	7.9	7.9
2014	2.87	2.87	2.85	2.84	7.9	7.9	7.9	7.8
2015	2.89	2.96	2.94	2.76	7.8	7.9	7.9	7.7
2016	2.77	2.83	2.94	2.88	7.8	7.8	7.8	7.7
2017	2.88	2.90	2.88	2.64	7.8	7.8	7.7	7.5
2018	2.73	2.79	2.79	2.97	7.6	7.6	7.6	7.9
2019	3.00	2.97	3.00	3.04	7.9	7.8	7.8	8.0

See footnotes at end of table.

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2020	3.11	3.01	–	–	8.0	7.8	–	–
Supplemental pay								
2006	–	–	–	1.08	–	–	–	3.4
2007	1.07	1.28	1.31	1.14	3.4	4.0	4.0	3.5
2008	1.13	1.24	1.24	1.16	3.5	3.7	3.7	3.4
2009	1.06	1.06	1.05	1.20	3.1	3.1	3.1	3.4
2010	1.13	1.14	1.08	1.05	3.2	3.2	3.1	3.0
2011	1.14	1.16	1.18	1.23	3.3	3.3	3.3	3.4
2012	1.24	1.23	1.25	1.24	3.4	3.3	3.4	3.3
2013	1.24	1.26	1.27	1.05	3.3	3.4	3.4	2.9
2014	1.09	1.17	1.18	1.14	3.0	3.2	3.3	3.1
2015	1.11	1.14	1.17	1.09	3.0	3.1	3.1	3.1
2016	1.10	1.08	1.14	1.15	3.1	3.0	3.0	3.1
2017	1.14	1.17	1.17	1.09	3.1	3.2	3.1	3.1
2018	1.11	1.19	1.17	1.36	3.1	3.2	3.2	3.6
2019	1.37	1.39	1.41	1.36	3.6	3.7	3.7	3.6
2020	1.41	1.44	–	–	3.6	3.7	–	–
Insurance								
2006	–	–	–	2.90	–	–	–	9.2
2007	2.95	2.99	3.04	3.07	9.3	9.3	9.4	9.4
2008	3.18	3.18	3.18	3.08	9.7	9.6	9.4	9.0
2009	3.16	3.18	3.20	3.13	9.2	9.2	9.4	8.9
2010	3.25	3.26	3.27	3.12	9.2	9.2	9.3	9.0
2011	3.20	3.27	3.32	3.27	9.1	9.2	9.3	9.0
2012	3.34	3.35	3.37	3.31	9.2	9.1	9.1	8.9
2013	3.43	3.43	3.42	3.35	9.1	9.1	9.0	9.4
2014	3.43	3.49	3.46	3.39	9.5	9.6	9.6	9.3
2015	3.50	3.45	3.54	3.29	9.5	9.3	9.5	9.2
2016	3.15	3.22	3.31	3.29	8.8	8.8	8.8	8.8
2017	3.15	3.14	3.12	3.09	8.5	8.4	8.4	8.8
2018	3.22	3.26	3.21	3.30	8.9	8.9	8.7	8.8
2019	3.22	3.26	3.28	3.46	8.5	8.6	8.6	9.1
2020	3.44	3.42	–	–	8.8	8.9	–	–
Retirement and savings								
2006	–	–	–	1.39	–	–	–	4.4
2007	1.29	1.25	1.29	1.31	4.1	3.9	4.0	4.0
2008	1.32	1.31	1.31	1.31	4.0	3.9	3.9	3.8
2009	1.29	1.29	1.25	1.45	3.8	3.7	3.7	4.1
2010	1.53	1.51	1.50	1.50	4.3	4.3	4.3	4.3
2011	1.52	1.70	1.76	1.91	4.4	4.8	4.9	5.3
2012	1.52	1.52	1.53	1.54	4.2	4.1	4.1	4.1
2013	1.54	1.52	1.57	1.50	4.1	4.1	4.2	4.2
2014	1.46	1.46	1.43	1.52	4.1	4.0	3.9	4.2
2015	1.51	1.57	1.63	1.50	4.1	4.2	4.4	4.2
2016	1.49	1.51	1.53	1.49	4.2	4.1	4.1	4.0
2017	1.51	1.57	1.56	1.40	4.1	4.2	4.2	4.0
2018	1.51	1.62	1.56	1.74	4.2	4.4	4.2	4.6
2019	1.73	1.74	1.71	1.67	4.6	4.6	4.5	4.4
2020	1.66	1.78	–	–	4.3	4.6	–	–
Legally required benefits								
2006	–	–	–	2.54	–	–	–	8.0
2007	2.53	2.55	2.57	2.56	8.0	7.9	7.9	7.9
2008	2.57	2.61	2.63	2.68	7.8	7.8	7.8	7.8
2009	2.70	2.68	2.67	2.74	7.8	7.8	7.8	7.8
2010	2.74	2.74	2.73	2.65	7.7	7.8	7.8	7.6
2011	2.66	2.71	2.73	2.75	7.6	7.6	7.6	7.6
2012	2.79	2.84	2.83	2.85	7.7	7.7	7.7	7.7
2013	2.84	2.85	2.88	2.74	7.6	7.6	7.6	7.7
2014	2.75	2.77	2.77	2.80	7.6	7.6	7.7	7.7
2015	2.82	2.83	2.83	2.75	7.7	7.6	7.6	7.7

See footnotes at end of table.

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2016	2.74	2.75	2.80	2.78	7.7	7.5	7.5	7.5
2017	2.77	2.80	2.80	2.74	7.5	7.5	7.5	7.8
2018	2.78	2.78	2.77	2.78	7.7	7.6	7.5	7.4
2019	2.81	2.81	2.84	2.83	7.4	7.4	7.4	7.4
2020	2.88	2.87	–	–	7.4	7.4	–	–

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

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$30.26	–	–	–	100.0
2007	30.17	30.76	31.30	31.37	100.0	100.0	100.0	100.0
2008	31.48	32.17	32.91	33.55	100.0	100.0	100.0	100.0
2009	33.64	33.83	33.26	35.17	100.0	100.0	100.0	100.0
2010	35.19	35.10	34.74	33.28	100.0	100.0	100.0	100.0
2011	33.17	33.79	34.22	34.37	100.0	100.0	100.0	100.0
2012	34.05	34.76	34.21	35.04	100.0	100.0	100.0	100.0
2013	35.32	36.03	35.91	33.63	100.0	100.0	100.0	100.0
2014	33.84	34.05	34.17	35.84	100.0	100.0	100.0	100.0
2015	35.81	36.20	36.27	34.19	100.0	100.0	100.0	100.0
2016	33.69	34.85	36.02	35.55	100.0	100.0	100.0	100.0
2017	35.22	35.88	35.72	32.28	100.0	100.0	100.0	100.0
2018	33.14	33.48	33.76	35.46	100.0	100.0	100.0	100.0
2019	35.71	35.24	35.60	36.56	100.0	100.0	100.0	100.0
2020	37.18	36.70	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.46	–	–	–	67.6
2007	20.47	20.72	21.06	21.29	67.9	67.4	67.3	67.9
2008	21.33	21.79	22.32	22.84	67.8	67.7	67.8	68.1
2009	22.96	23.04	22.63	23.91	68.3	68.1	68.0	68.0
2010	23.83	23.79	23.57	22.72	67.7	67.8	67.8	68.2
2011	22.55	22.78	22.97	22.91	68.0	67.4	67.1	66.7
2012	23.02	23.64	23.23	23.76	67.6	68.0	67.9	67.8
2013	23.98	24.42	24.32	22.85	67.9	67.8	67.7	67.9
2014	22.96	22.99	23.05	24.30	67.9	67.5	67.5	67.8
2015	24.21	24.49	24.37	23.41	67.6	67.7	67.2	68.5
2016	23.21	24.16	24.98	24.64	68.9	69.3	69.3	69.3
2017	24.51	24.95	24.83	22.57	69.6	69.5	69.5	69.9
2018	23.10	23.37	23.72	24.62	69.7	69.8	70.3	69.4
2019	24.87	24.49	24.78	25.18	69.6	69.5	69.6	68.9
2020	25.74	25.27	–	–	69.2	68.9	–	–
Total benefits								
2006	–	–	–	9.80	–	–	–	32.4
2007	9.70	10.04	10.24	10.08	32.1	32.6	32.7	32.1
2008	10.15	10.37	10.59	10.71	32.2	32.3	32.2	31.9
2009	10.68	10.79	10.63	11.26	31.7	31.9	32.0	32.0
2010	11.36	11.31	11.17	10.57	32.3	32.2	32.2	31.8
2011	10.62	11.01	11.26	11.46	32.0	32.6	32.9	33.3
2012	11.03	11.12	10.98	11.28	32.4	32.0	32.1	32.2
2013	11.34	11.61	11.59	10.78	32.1	32.2	32.3	32.1
2014	10.88	11.06	11.12	11.54	32.1	32.5	32.5	32.2
2015	11.60	11.70	11.90	10.77	32.4	32.3	32.8	31.5
2016	10.48	10.69	11.05	10.91	31.1	30.7	30.7	30.7
2017	10.71	10.94	10.88	9.71	30.4	30.5	30.5	30.1
2018	10.04	10.10	10.03	10.84	30.3	30.2	29.7	30.6
2019	10.84	10.75	10.82	11.38	30.4	30.5	30.4	31.1
2020	11.44	11.43	–	–	30.8	31.1	–	–
Paid leave								
2006	–	–	–	2.15	–	–	–	7.1
2007	2.14	2.16	2.19	2.21	7.1	7.0	7.0	7.0
2008	2.20	2.26	2.33	2.56	7.0	7.0	7.1	7.6
2009	2.58	2.62	2.56	2.66	7.7	7.7	7.7	7.6
2010	2.65	2.62	2.59	2.48	7.5	7.5	7.5	7.5
2011	2.44	2.47	2.50	2.53	7.3	7.3	7.3	7.4
2012	2.54	2.60	2.44	2.73	7.5	7.5	7.1	7.8
2013	2.75	2.82	2.80	2.62	7.8	7.8	7.8	7.8
2014	2.64	2.64	2.67	2.80	7.8	7.8	7.8	7.8
2015	2.80	2.88	2.85	2.60	7.8	8.0	7.9	7.6
2016	2.57	2.66	2.77	2.69	7.6	7.6	7.7	7.6
2017	2.69	2.74	2.71	2.37	7.6	7.6	7.6	7.3
2018	2.44	2.45	2.47	2.69	7.4	7.3	7.3	7.6
2019	2.72	2.65	2.69	2.90	7.6	7.5	7.6	7.9

See footnotes at end of table.

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2020	2.93	2.79	–	–	7.9	7.6	–	–
Supplemental pay								
2006	–	–	–	1.00	–	–	–	3.3
2007	.99	1.29	1.33	1.09	3.3	4.2	4.2	3.5
2008	1.04	1.16	1.18	1.13	3.3	3.6	3.6	3.4
2009	1.06	1.07	1.05	1.23	3.1	3.2	3.2	3.5
2010	1.14	1.15	1.06	.99	3.2	3.3	3.0	3.0
2011	1.06	1.06	1.09	1.13	3.2	3.1	3.2	3.3
2012	1.11	1.11	1.12	1.11	3.3	3.2	3.3	3.2
2013	1.10	1.19	1.19	.87	3.1	3.3	3.3	2.6
2014	.89	1.00	1.02	1.02	2.6	2.9	3.0	2.9
2015	.99	1.02	1.06	.90	2.8	2.8	2.9	2.6
2016	.88	.87	.93	.95	2.6	2.5	2.6	2.7
2017	.91	.95	.95	.81	2.6	2.6	2.6	2.5
2018	.85	.86	.85	.91	2.5	2.6	2.5	2.6
2019	.96	.95	.97	1.06	2.7	2.7	2.7	2.9
2020	1.10	1.14	–	–	3.0	3.1	–	–
Insurance								
2006	–	–	–	2.84	–	–	–	9.4
2007	2.86	2.90	2.97	3.01	9.5	9.4	9.5	9.6
2008	3.13	3.13	3.20	3.05	9.9	9.7	9.7	9.1
2009	3.10	3.18	3.19	3.17	9.2	9.4	9.6	9.0
2010	3.29	3.28	3.29	3.01	9.3	9.3	9.5	9.0
2011	3.03	3.10	3.18	3.12	9.1	9.2	9.3	9.1
2012	3.16	3.17	3.20	3.14	9.3	9.1	9.3	9.0
2013	3.21	3.27	3.22	3.17	9.1	9.1	9.0	9.4
2014	3.27	3.33	3.31	3.39	9.7	9.8	9.7	9.4
2015	3.49	3.41	3.53	3.22	9.7	9.4	9.7	9.4
2016	3.01	3.11	3.20	3.19	8.9	8.9	8.9	9.0
2017	3.04	3.06	3.04	2.86	8.6	8.5	8.5	8.9
2018	2.99	3.00	2.96	3.04	9.0	9.0	8.8	8.6
2019	2.93	2.94	2.91	3.16	8.2	8.3	8.2	8.6
2020	3.13	3.10	–	–	8.4	8.4	–	–
Retirement and savings								
2006	–	–	–	1.34	–	–	–	4.4
2007	1.26	1.22	1.26	1.29	4.2	4.0	4.0	4.1
2008	1.28	1.29	1.28	1.27	4.1	4.0	3.9	3.8
2009	1.24	1.22	1.16	1.42	3.7	3.6	3.5	4.0
2010	1.52	1.48	1.47	1.45	4.3	4.2	4.2	4.4
2011	1.47	1.70	1.79	1.98	4.4	5.0	5.2	5.8
2012	1.48	1.46	1.46	1.51	4.3	4.2	4.3	4.3
2013	1.51	1.51	1.54	1.45	4.3	4.2	4.3	4.3
2014	1.42	1.40	1.40	1.55	4.2	4.1	4.1	4.3
2015	1.53	1.60	1.68	1.39	4.3	4.4	4.6	4.1
2016	1.36	1.38	1.41	1.37	4.0	4.0	3.9	3.8
2017	1.39	1.46	1.45	1.08	3.9	4.1	4.1	3.3
2018	1.15	1.18	1.13	1.50	3.5	3.5	3.4	4.2
2019	1.50	1.48	1.50	1.50	4.2	4.2	4.2	4.1
2020	1.47	1.60	–	–	4.0	4.4	–	–
Legally required benefits								
2006	–	–	–	2.47	–	–	–	8.2
2007	2.45	2.48	2.50	2.49	8.1	8.1	8.0	7.9
2008	2.50	2.54	2.61	2.69	7.9	7.9	7.9	8.0
2009	2.69	2.70	2.66	2.78	8.0	8.0	8.0	7.9
2010	2.77	2.78	2.77	2.64	7.9	7.9	8.0	7.9
2011	2.63	2.68	2.71	2.70	7.9	7.9	7.9	7.9
2012	2.74	2.79	2.76	2.79	8.0	8.0	8.1	8.0
2013	2.76	2.83	2.84	2.67	7.8	7.9	7.9	7.9
2014	2.66	2.69	2.71	2.78	7.9	7.9	7.9	7.7
2015	2.78	2.79	2.78	2.67	7.8	7.7	7.7	7.8

See footnotes at end of table.

Supplemental table 10. Private wholesale trade industry workers, by establishment size: employer costs per hour 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								
2016	2.65	2.67	2.74	2.71	7.9	7.7	7.6	7.6
2017	2.68	2.73	2.73	2.60	7.6	7.6	7.6	8.0
2018	2.62	2.61	2.62	2.70	7.9	7.8	7.7	7.6
2019	2.73	2.72	2.74	2.76	7.7	7.7	7.7	7.6
2020	2.81	2.80	–	–	7.6	7.6	–	–

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

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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	–	–	–	$15.96	–	–	–	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	20.49	20.54	20.57	100.0	100.0	100.0	100.0
2020	20.77	20.94	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.09	–	–	–	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	15.43	15.54	15.55	75.4	75.3	75.6	75.6
2020	15.72	15.83	–	–	75.7	75.6	–	–
Total benefits								
2006	–	–	–	3.87	–	–	–	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	5.06	5.00	5.02	24.6	24.7	24.4	24.4
2020	5.05	5.11	–	–	24.3	24.4	–	–
Paid leave								
2006	–	–	–	.75	–	–	–	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
2017	.91	.92	.92	.94	4.8	4.8	4.8	4.8
2018	.95	.97	.96	.96	4.8	4.8	4.8	4.8
2019	.97	.99	.99	1.00	4.8	4.8	4.8	4.9

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2020	1.00	1.01	–	–	4.8	4.8	–	–
Supplemental pay								
2006	–	–	–	0.31	–	–	–	1.9
2007	.29	.30	0.31	.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	.46	.46	.50	2.2	2.2	2.2	2.4
2020	.50	.49	–	–	2.4	2.3	–	–
Insurance								
2006	–	–	–	1.01	–	–	–	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	1.41	1.40	1.36	6.8	6.9	6.8	6.6
2020	1.36	1.39	–	–	6.6	6.6	–	–
Retirement and savings								
2006	–	–	–	.29	–	–	–	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	.47	.41	.41	2.3	2.3	2.0	2.0
2020	.41	.44	–	–	2.0	2.1	–	–
Legally required benefits								
2006	–	–	–	1.52	–	–	–	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
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

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
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	1.73	1.75	1.76	8.5	8.5	8.5	8.5
2020	1.77	1.78	–	–	8.5	8.5	–	–

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

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$14.30	–	–	–	100.0
2007	14.24	14.39	14.50	14.66	100.0	100.0	100.0	100.0
2008	14.66	14.82	14.91	14.97	100.0	100.0	100.0	100.0
2009	14.94	15.04	15.13	15.28	100.0	100.0	100.0	100.0
2010	15.32	15.45	15.56	15.43	100.0	100.0	100.0	100.0
2011	15.45	15.66	15.76	15.72	100.0	100.0	100.0	100.0
2012	15.75	15.81	15.69	15.56	100.0	100.0	100.0	100.0
2013	15.75	15.84	15.91	15.76	100.0	100.0	100.0	100.0
2014	15.83	15.90	16.05	15.87	100.0	100.0	100.0	100.0
2015	15.99	16.20	16.31	15.84	100.0	100.0	100.0	100.0
2016	16.17	16.41	16.42	16.50	100.0	100.0	100.0	100.0
2017	16.71	16.85	16.96	16.91	100.0	100.0	100.0	100.0
2018	17.18	17.53	17.58	17.67	100.0	100.0	100.0	100.0
2019	17.87	18.21	18.26	18.26	100.0	100.0	100.0	100.0
2020	18.47	18.66	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.93	–	–	–	76.4
2007	10.89	11.01	11.05	11.17	76.5	76.5	76.2	76.2
2008	11.14	11.27	11.34	11.37	76.0	76.0	76.0	75.9
2009	11.35	11.43	11.52	11.62	76.0	76.0	76.2	76.1
2010	11.62	11.70	11.78	11.67	75.8	75.7	75.7	75.6
2011	11.67	11.80	11.90	11.89	75.6	75.4	75.5	75.6
2012	11.91	11.95	11.94	11.82	75.6	75.6	76.1	76.0
2013	11.90	11.96	12.02	11.96	75.5	75.5	75.5	75.9
2014	11.95	12.02	12.16	12.07	75.5	75.6	75.8	76.0
2015	12.14	12.30	12.39	12.13	75.9	75.9	75.9	76.6
2016	12.26	12.48	12.54	12.58	75.8	76.0	76.4	76.3
2017	12.77	12.87	12.98	12.93	76.4	76.4	76.5	76.4
2018	13.14	13.36	13.43	13.46	76.5	76.2	76.4	76.2
2019	13.64	13.88	13.99	14.01	76.3	76.2	76.6	76.7
2020	14.19	14.32	–	–	76.8	76.7	–	–
Total benefits								
2006	–	–	–	3.37	–	–	–	23.6
2007	3.34	3.38	3.45	3.49	23.5	23.5	23.8	23.8
2008	3.52	3.55	3.57	3.61	24.0	24.0	24.0	24.1
2009	3.59	3.61	3.60	3.66	24.0	24.0	23.8	23.9
2010	3.70	3.75	3.78	3.76	24.2	24.3	24.3	24.4
2011	3.77	3.86	3.87	3.83	24.4	24.6	24.5	24.4
2012	3.84	3.86	3.75	3.74	24.4	24.4	23.9	24.0
2013	3.85	3.87	3.89	3.81	24.5	24.5	24.5	24.1
2014	3.87	3.88	3.89	3.81	24.5	24.4	24.2	24.0
2015	3.85	3.90	3.92	3.70	24.1	24.1	24.1	23.4
2016	3.91	3.93	3.88	3.91	24.2	24.0	23.6	23.7
2017	3.94	3.98	3.98	3.99	23.6	23.6	23.5	23.6
2018	4.04	4.17	4.15	4.21	23.5	23.8	23.6	23.8
2019	4.23	4.33	4.28	4.25	23.7	23.8	23.4	23.3
2020	4.28	4.34	–	–	23.2	23.3	–	–
Paid leave								
2006	–	–	–	.62	–	–	–	4.3
2007	.62	.63	.63	.63	4.3	4.4	4.3	4.3
2008	.62	.63	.63	.63	4.2	4.2	4.2	4.2
2009	.63	.63	.63	.64	4.2	4.2	4.2	4.2
2010	.63	.65	.66	.66	4.1	4.2	4.2	4.3
2011	.65	.67	.67	.65	4.2	4.3	4.2	4.2
2012	.66	.66	.64	.64	4.2	4.2	4.1	4.1
2013	.65	.65	.66	.65	4.1	4.1	4.1	4.2
2014	.66	.66	.67	.66	4.2	4.2	4.2	4.2
2015	.67	.68	.69	.67	4.2	4.2	4.2	4.2
2016	.70	.71	.71	.72	4.3	4.4	4.3	4.3
2017	.73	.73	.73	.73	4.3	4.4	4.3	4.3
2018	.74	.76	.75	.77	4.3	4.3	4.3	4.3
2019	.78	.80	.80	.80	4.3	4.4	4.4	4.4

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2020	0.80	0.82	–	–	4.4	4.4	–	–
Supplemental pay								
2006	–	–	–	0.26	–	–	–	1.8
2007	.24	.25	0.26	.26	1.7	1.8	1.8	1.7
2008	.26	.26	.26	.26	1.8	1.8	1.7	1.8
2009	.23	.24	.24	.23	1.6	1.6	1.6	1.5
2010	.23	.23	.23	.22	1.5	1.5	1.5	1.4
2011	.23	.23	.23	.20	1.5	1.5	1.4	1.3
2012	.21	.21	.21	.21	1.3	1.3	1.3	1.3
2013	.21	.21	.21	.21	1.3	1.3	1.3	1.3
2014	.21	.21	.21	.23	1.3	1.3	1.3	1.4
2015	.23	.23	.23	.23	1.4	1.4	1.4	1.5
2016	.32	.33	.32	.32	2.0	2.0	1.9	1.9
2017	.33	.34	.33	.34	1.9	2.0	2.0	2.0
2018	.35	.36	.35	.36	2.0	2.0	2.0	2.1
2019	.37	.38	.38	.42	2.1	2.1	2.1	2.3
2020	.42	.41	–	–	2.3	2.2	–	–
Insurance								
2006	–	–	–	.90	–	–	–	6.3
2007	.90	.90	.92	.93	6.3	6.3	6.4	6.4
2008	.97	.98	.98	1.01	6.6	6.6	6.6	6.8
2009	1.05	1.05	1.05	1.10	7.0	7.0	6.9	7.2
2010	1.14	1.15	1.15	1.16	7.4	7.4	7.4	7.5
2011	1.16	1.19	1.19	1.19	7.5	7.6	7.6	7.6
2012	1.19	1.19	1.10	1.12	7.5	7.5	7.0	7.2
2013	1.21	1.21	1.22	1.15	7.7	7.7	7.7	7.3
2014	1.22	1.20	1.20	1.15	7.7	7.6	7.5	7.2
2015	1.18	1.19	1.20	1.08	7.4	7.4	7.4	6.8
2016	1.14	1.14	1.11	1.12	7.1	6.9	6.7	6.8
2017	1.11	1.13	1.14	1.15	6.7	6.7	6.7	6.8
2018	1.17	1.19	1.17	1.20	6.8	6.8	6.7	6.8
2019	1.21	1.26	1.24	1.16	6.8	6.9	6.8	6.4
2020	1.17	1.19	–	–	6.3	6.4	–	–
Retirement and savings								
2006	–	–	–	.23	–	–	–	1.6
2007	.23	.22	.27	.29	1.6	1.6	1.9	2.0
2008	.29	.30	.30	.30	2.0	2.0	2.0	2.0
2009	.28	.29	.28	.28	1.9	1.9	1.9	1.8
2010	.28	.29	.30	.30	1.9	1.9	1.9	1.9
2011	.30	.31	.32	.32	1.9	2.0	2.0	2.1
2012	.33	.33	.32	.32	2.1	2.1	2.0	2.1
2013	.32	.34	.35	.35	2.1	2.2	2.2	2.2
2014	.35	.36	.35	.33	2.2	2.3	2.2	2.1
2015	.33	.34	.35	.32	2.1	2.1	2.2	2.0
2016	.32	.33	.32	.33	2.0	2.0	2.0	2.0
2017	.33	.32	.33	.30	2.0	1.9	1.9	1.8
2018	.30	.38	.38	.38	1.8	2.2	2.2	2.1
2019	.37	.38	.32	.33	2.1	2.1	1.8	1.8
2020	.33	.36	–	–	1.8	1.9	–	–
Legally required benefits								
2006	–	–	–	1.37	–	–	–	9.6
2007	1.36	1.38	1.38	1.38	9.5	9.6	9.5	9.4
2008	1.38	1.39	1.39	1.40	9.4	9.3	9.3	9.4
2009	1.40	1.40	1.41	1.41	9.4	9.3	9.3	9.2
2010	1.42	1.44	1.45	1.42	9.3	9.3	9.3	9.2
2011	1.43	1.46	1.46	1.46	9.3	9.3	9.3	9.3
2012	1.46	1.48	1.48	1.45	9.3	9.3	9.4	9.3
2013	1.46	1.46	1.46	1.45	9.3	9.2	9.2	9.2
2014	1.44	1.44	1.45	1.44	9.1	9.1	9.1	9.0
2015	1.44	1.45	1.45	1.41	9.0	9.0	8.9	8.9

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2016	1.42	1.43	1.42	1.43	8.8	8.7	8.7	8.7
2017	1.45	1.45	1.46	1.46	8.7	8.6	8.6	8.6
2018	1.48	1.49	1.49	1.50	8.6	8.5	8.5	8.5
2019	1.50	1.52	1.53	1.54	8.4	8.3	8.4	8.4
2020	1.56	1.56	–	–	8.4	8.4	–	–

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

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$14.04	–	–	–	100.0
2007	13.94	14.15	14.23	14.40	100.0	100.0	100.0	100.0
2008	14.41	14.59	14.67	14.79	100.0	100.0	100.0	100.0
2009	14.72	14.83	14.92	15.10	100.0	100.0	100.0	100.0
2010	15.11	15.25	15.35	15.19	100.0	100.0	100.0	100.0
2011	15.19	15.44	15.56	15.45	100.0	100.0	100.0	100.0
2012	15.45	15.49	15.42	15.25	100.0	100.0	100.0	100.0
2013	15.43	15.53	15.62	15.50	100.0	100.0	100.0	100.0
2014	15.56	15.64	15.80	15.58	100.0	100.0	100.0	100.0
2015	15.69	15.92	16.02	15.55	100.0	100.0	100.0	100.0
2016	15.88	16.12	16.13	16.18	100.0	100.0	100.0	100.0
2017	16.37	16.52	16.64	16.48	100.0	100.0	100.0	100.0
2018	16.76	17.08	17.14	17.14	100.0	100.0	100.0	100.0
2019	17.34	17.69	17.75	17.66	100.0	100.0	100.0	100.0
2020	17.84	18.00	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.81	–	–	–	77.0
2007	10.75	10.91	10.93	11.07	77.1	77.1	76.8	76.8
2008	11.05	11.20	11.26	11.32	76.7	76.8	76.8	76.5
2009	11.29	11.37	11.47	11.59	76.7	76.7	76.9	76.8
2010	11.57	11.66	11.74	11.61	76.6	76.4	76.5	76.4
2011	11.60	11.75	11.86	11.83	76.4	76.1	76.2	76.5
2012	11.83	11.86	11.87	11.74	76.6	76.6	77.0	77.0
2013	11.81	11.87	11.93	11.89	76.5	76.4	76.4	76.7
2014	11.89	11.97	12.11	11.99	76.4	76.5	76.6	77.0
2015	12.07	12.24	12.32	12.08	76.9	76.9	76.9	77.7
2016	12.19	12.41	12.47	12.50	76.8	77.0	77.3	77.3
2017	12.67	12.78	12.90	12.80	77.4	77.3	77.5	77.7
2018	13.03	13.24	13.32	13.32	77.7	77.5	77.7	77.7
2019	13.50	13.74	13.83	13.79	77.8	77.7	77.9	78.1
2020	13.95	14.09	–	–	78.2	78.2	–	–
Total benefits								
2006	–	–	–	3.23	–	–	–	23.0
2007	3.19	3.24	3.30	3.33	22.9	22.9	23.2	23.2
2008	3.36	3.39	3.41	3.47	23.3	23.2	23.2	23.5
2009	3.44	3.46	3.45	3.51	23.3	23.3	23.1	23.2
2010	3.54	3.59	3.61	3.58	23.4	23.6	23.5	23.6
2011	3.59	3.69	3.70	3.63	23.6	23.9	23.8	23.5
2012	3.62	3.63	3.55	3.51	23.4	23.4	23.0	23.0
2013	3.63	3.66	3.69	3.61	23.5	23.6	23.6	23.3
2014	3.67	3.68	3.69	3.58	23.6	23.5	23.4	23.0
2015	3.62	3.67	3.70	3.47	23.1	23.1	23.1	22.3
2016	3.69	3.71	3.66	3.68	23.2	23.0	22.7	22.7
2017	3.70	3.74	3.75	3.68	22.6	22.7	22.5	22.3
2018	3.73	3.84	3.82	3.82	22.3	22.5	22.3	22.3
2019	3.84	3.95	3.92	3.86	22.2	22.3	22.1	21.9
2020	3.89	3.92	–	–	21.8	21.8	–	–
Paid leave								
2006	–	–	–	.57	–	–	–	4.1
2007	.57	.58	.58	.58	4.1	4.1	4.1	4.1
2008	.58	.58	.59	.59	4.0	4.0	4.0	4.0
2009	.59	.59	.59	.59	4.0	4.0	3.9	3.9
2010	.59	.61	.62	.62	3.9	4.0	4.0	4.1
2011	.61	.63	.63	.61	4.0	4.1	4.0	3.9
2012	.61	.61	.60	.60	3.9	3.9	3.9	3.9
2013	.60	.60	.61	.61	3.9	3.9	3.9	3.9
2014	.62	.62	.63	.61	4.0	4.0	4.0	3.9
2015	.62	.63	.64	.61	4.0	4.0	4.0	3.9
2016	.65	.66	.65	.66	4.1	4.1	4.0	4.1
2017	.67	.68	.67	.66	4.1	4.1	4.0	4.0
2018	.66	.68	.68	.69	4.0	4.0	3.9	4.0
2019	.70	.72	.72	.71	4.0	4.0	4.0	4.0

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2020	0.71	0.71	–	–	4.0	4.0	–	–
Supplemental pay								
2006	–	–	–	0.27	–	–	–	1.9
2007	.24	.26	0.26	.26	1.7	1.8	1.8	1.8
2008	.26	.27	.27	.27	1.8	1.8	1.8	1.8
2009	.23	.24	.24	.23	1.6	1.6	1.6	1.5
2010	.23	.23	.23	.23	1.5	1.5	1.5	1.5
2011	.23	.23	.23	.21	1.5	1.5	1.5	1.3
2012	.21	.21	.21	.21	1.4	1.4	1.4	1.4
2013	.21	.21	.21	.20	1.4	1.3	1.4	1.3
2014	.20	.21	.21	.23	1.3	1.3	1.4	1.5
2015	.23	.23	.23	.22	1.5	1.4	1.4	1.4
2016	.32	.32	.32	.32	2.0	2.0	2.0	2.0
2017	.32	.33	.33	.34	2.0	2.0	2.0	2.1
2018	.35	.36	.35	.37	2.1	2.1	2.1	2.1
2019	.37	.39	.38	.43	2.1	2.2	2.2	2.4
2020	.44	.42	–	–	2.5	2.3	–	–
Insurance								
2006	–	–	–	.81	–	–	–	5.8
2007	.81	.81	.83	.84	5.8	5.7	5.8	5.8
2008	.87	.88	.88	.92	6.0	6.0	6.0	6.2
2009	.95	.95	.95	.99	6.5	6.4	6.3	6.6
2010	1.02	1.03	1.03	1.03	6.7	6.8	6.7	6.7
2011	1.03	1.06	1.07	1.06	6.8	6.9	6.9	6.8
2012	1.05	1.05	.99	.99	6.8	6.8	6.4	6.5
2013	1.09	1.10	1.12	1.04	7.1	7.1	7.1	6.7
2014	1.10	1.10	1.10	1.04	7.1	7.1	7.0	6.7
2015	1.06	1.08	1.09	.97	6.8	6.8	6.8	6.2
2016	1.03	1.03	1.00	1.01	6.5	6.4	6.2	6.2
2017	1.00	1.02	1.02	.99	6.1	6.1	6.1	6.0
2018	1.00	1.02	1.01	.99	6.0	6.0	5.9	5.8
2019	1.00	1.05	1.04	.93	5.7	5.9	5.9	5.3
2020	.93	.95	–	–	5.2	5.3	–	–
Retirement and savings								
2006	–	–	–	.22	–	–	–	1.6
2007	.22	.22	.26	.27	1.6	1.5	1.8	1.9
2008	.27	.28	.28	.28	1.9	1.9	1.9	1.9
2009	.27	.27	.27	.27	1.8	1.8	1.8	1.8
2010	.27	.27	.28	.28	1.8	1.8	1.8	1.8
2011	.28	.29	.30	.29	1.8	1.9	1.9	1.9
2012	.29	.28	.28	.27	1.9	1.8	1.8	1.8
2013	.27	.30	.30	.30	1.8	1.9	1.9	1.9
2014	.30	.30	.30	.28	1.9	1.9	1.9	1.8
2015	.28	.29	.30	.27	1.8	1.8	1.9	1.7
2016	.27	.28	.27	.28	1.7	1.7	1.7	1.7
2017	.28	.28	.28	.25	1.7	1.7	1.7	1.5
2018	.25	.31	.31	.30	1.5	1.8	1.8	1.7
2019	.30	.30	.27	.28	1.7	1.7	1.5	1.6
2020	.28	.29	–	–	1.5	1.6	–	–
Legally required benefits								
2006	–	–	–	1.36	–	–	–	9.7
2007	1.35	1.37	1.38	1.38	9.7	9.7	9.7	9.6
2008	1.38	1.39	1.39	1.41	9.6	9.5	9.5	9.5
2009	1.40	1.41	1.41	1.42	9.5	9.5	9.4	9.4
2010	1.43	1.45	1.45	1.43	9.5	9.5	9.5	9.4
2011	1.44	1.47	1.47	1.46	9.5	9.5	9.4	9.5
2012	1.47	1.48	1.48	1.45	9.5	9.5	9.6	9.5
2013	1.45	1.45	1.46	1.44	9.4	9.4	9.3	9.3
2014	1.44	1.44	1.45	1.43	9.3	9.2	9.2	9.2
2015	1.44	1.44	1.44	1.40	9.1	9.1	9.0	9.0

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2016	1.41	1.42	1.41	1.42	8.9	8.8	8.8	8.8
2017	1.44	1.44	1.45	1.44	8.8	8.7	8.7	8.7
2018	1.47	1.47	1.47	1.48	8.7	8.6	8.6	8.6
2019	1.48	1.50	1.51	1.52	8.5	8.5	8.5	8.6
2020	1.53	1.54	–	–	8.6	8.6	–	–

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

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$15.51	–	–	–	100.0
2007	15.58	15.44	15.66	15.79	100.0	100.0	100.0	100.0
2008	15.77	15.84	15.96	15.75	100.0	100.0	100.0	100.0
2009	15.87	15.90	15.97	15.97	100.0	100.0	100.0	100.0
2010	16.14	16.20	16.38	16.32	100.0	100.0	100.0	100.0
2011	16.38	16.48	16.51	16.70	100.0	100.0	100.0	100.0
2012	16.84	16.95	16.65	16.66	100.0	100.0	100.0	100.0
2013	16.86	16.91	16.94	16.69	100.0	100.0	100.0	100.0
2014	16.75	16.81	16.89	16.87	100.0	100.0	100.0	100.0
2015	16.99	17.15	17.27	16.73	100.0	100.0	100.0	100.0
2016	17.07	17.33	17.36	17.54	100.0	100.0	100.0	100.0
2017	17.85	17.93	18.03	18.22	100.0	100.0	100.0	100.0
2018	18.49	18.90	18.96	19.37	100.0	100.0	100.0	100.0
2019	19.55	19.85	19.91	20.19	100.0	100.0	100.0	100.0
2020	20.49	20.73	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	11.48	–	–	–	74.0
2007	11.56	11.44	11.54	11.61	74.2	74.1	73.7	73.5
2008	11.54	11.57	11.66	11.57	73.2	73.0	73.0	73.4
2009	11.63	11.68	11.73	11.74	73.3	73.4	73.5	73.5
2010	11.79	11.83	11.95	11.90	73.1	73.0	73.0	72.9
2011	11.95	11.99	12.03	12.12	72.9	72.8	72.9	72.6
2012	12.19	12.26	12.19	12.13	72.4	72.3	73.2	72.8
2013	12.22	12.29	12.34	12.19	72.5	72.6	72.9	73.0
2014	12.16	12.22	12.33	12.31	72.6	72.7	73.0	73.0
2015	12.36	12.51	12.59	12.31	72.8	72.9	72.9	73.6
2016	12.47	12.70	12.77	12.87	73.1	73.3	73.6	73.4
2017	13.12	13.18	13.25	13.29	73.5	73.5	73.5	73.0
2018	13.50	13.73	13.80	13.93	73.0	72.6	72.8	71.9
2019	14.08	14.33	14.48	14.70	72.0	72.2	72.7	72.8
2020	14.94	15.06	–	–	72.9	72.7	–	–
Total benefits								
2006	–	–	–	4.03	–	–	–	26.0
2007	4.02	3.99	4.12	4.18	25.8	25.9	26.3	26.5
2008	4.23	4.28	4.30	4.19	26.8	27.0	27.0	26.6
2009	4.23	4.22	4.23	4.24	26.7	26.6	26.5	26.5
2010	4.34	4.37	4.43	4.42	26.9	27.0	27.0	27.1
2011	4.44	4.49	4.48	4.58	27.1	27.2	27.1	27.4
2012	4.65	4.69	4.46	4.53	27.6	27.7	26.8	27.2
2013	4.64	4.63	4.59	4.50	27.5	27.4	27.1	27.0
2014	4.59	4.58	4.57	4.56	27.4	27.3	27.0	27.0
2015	4.62	4.64	4.67	4.42	27.2	27.1	27.1	26.4
2016	4.60	4.63	4.59	4.67	26.9	26.7	26.4	26.6
2017	4.73	4.76	4.78	4.92	26.5	26.5	26.5	27.0
2018	4.98	5.17	5.16	5.44	27.0	27.4	27.2	28.1
2019	5.47	5.52	5.43	5.49	28.0	27.8	27.3	27.2
2020	5.56	5.67	–	–	27.1	27.3	–	–
Paid leave								
2006	–	–	–	.84	–	–	–	5.4
2007	.85	.82	.83	.83	5.4	5.3	5.3	5.3
2008	.81	.81	.82	.80	5.2	5.1	5.2	5.1
2009	.80	.81	.81	.80	5.1	5.1	5.0	5.0
2010	.79	.79	.81	.80	4.9	4.9	4.9	4.9
2011	.80	.81	.82	.82	4.9	4.9	4.9	4.9
2012	.83	.83	.81	.81	4.9	4.9	4.9	4.9
2013	.82	.83	.83	.80	4.9	4.9	4.9	4.8
2014	.80	.81	.81	.82	4.8	4.8	4.8	4.9
2015	.83	.84	.85	.83	4.9	4.9	4.9	5.0
2016	.87	.89	.89	.90	5.1	5.1	5.1	5.1
2017	.92	.92	.93	.94	5.1	5.1	5.1	5.2
2018	.96	.98	.98	1.03	5.2	5.2	5.2	5.3
2019	1.03	1.04	1.05	1.10	5.3	5.3	5.3	5.4

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2020	1.12	1.13	–	–	5.5	5.5	–	–
Supplemental pay								
2006	–	–	–	0.25	–	–	–	1.6
2007	.24	.25	0.25	.25	1.5	1.6	1.6	1.6
2008	.25	.25	.24	.25	1.6	1.6	1.5	1.6
2009	.24	.24	.24	.23	1.5	1.5	1.5	1.4
2010	.22	.22	.22	.21	1.4	1.4	1.4	1.3
2011	.22	.22	.21	.20	1.3	1.3	1.3	1.2
2012	.21	.21	.20	.20	1.2	1.2	1.2	1.2
2013	.20	.20	.20	.21	1.2	1.2	1.2	1.3
2014	.22	.21	.22	.24	1.3	1.3	1.3	1.4
2015	.24	.23	.24	.26	1.4	1.4	1.4	1.5
2016	.32	.33	.32	.33	1.9	1.9	1.8	1.9
2017	.34	.35	.35	.35	1.9	2.0	1.9	1.9
2018	.35	.36	.36	.35	1.9	1.9	1.9	1.8
2019	.37	.37	.38	.36	1.9	1.9	1.9	1.8
2020	.37	.37	–	–	1.8	1.8	–	–
Insurance								
2006	–	–	–	1.30	–	–	–	8.4
2007	1.30	1.29	1.32	1.34	8.3	8.3	8.4	8.5
2008	1.41	1.44	1.45	1.41	8.9	9.1	9.1	8.9
2009	1.46	1.45	1.46	1.51	9.2	9.1	9.2	9.4
2010	1.60	1.60	1.62	1.64	9.9	9.9	9.9	10.0
2011	1.64	1.65	1.64	1.68	10.0	10.0	9.9	10.0
2012	1.68	1.70	1.49	1.55	10.0	10.0	8.9	9.3
2013	1.64	1.63	1.58	1.52	9.7	9.6	9.3	9.1
2014	1.61	1.55	1.55	1.52	9.6	9.2	9.2	9.0
2015	1.56	1.58	1.58	1.42	9.2	9.2	9.1	8.5
2016	1.49	1.48	1.44	1.47	8.7	8.5	8.3	8.4
2017	1.49	1.51	1.53	1.66	8.3	8.4	8.5	9.1
2018	1.68	1.69	1.67	1.87	9.1	8.9	8.8	9.6
2019	1.89	1.91	1.90	1.91	9.7	9.6	9.5	9.4
2020	1.92	1.96	–	–	9.4	9.4	–	–
Retirement and savings								
2006	–	–	–	.26	–	–	–	1.7
2007	.26	.26	.33	.38	1.7	1.7	2.1	2.4
2008	.39	.39	.40	.35	2.4	2.5	2.5	2.2
2009	.33	.34	.34	.33	2.1	2.2	2.1	2.1
2010	.34	.35	.35	.37	2.1	2.2	2.2	2.3
2011	.36	.37	.37	.44	2.2	2.3	2.3	2.6
2012	.47	.47	.48	.51	2.8	2.8	2.9	3.0
2013	.51	.51	.52	.51	3.0	3.0	3.1	3.1
2014	.51	.56	.52	.52	3.1	3.3	3.1	3.1
2015	.52	.51	.53	.47	3.1	3.0	3.0	2.8
2016	.47	.49	.48	.49	2.8	2.8	2.8	2.8
2017	.50	.48	.49	.46	2.8	2.7	2.7	2.5
2018	.46	.61	.61	.65	2.5	3.2	3.2	3.3
2019	.63	.62	.51	.51	3.2	3.1	2.5	2.5
2020	.52	.57	–	–	2.5	2.8	–	–
Legally required benefits								
2006	–	–	–	1.38	–	–	–	8.9
2007	1.38	1.38	1.39	1.39	8.9	8.9	8.9	8.8
2008	1.38	1.38	1.39	1.39	8.7	8.7	8.7	8.8
2009	1.40	1.38	1.39	1.38	8.8	8.7	8.7	8.6
2010	1.40	1.40	1.42	1.40	8.6	8.7	8.7	8.6
2011	1.42	1.44	1.44	1.44	8.6	8.8	8.7	8.6
2012	1.46	1.47	1.47	1.47	8.7	8.7	8.9	8.8
2013	1.47	1.47	1.47	1.46	8.7	8.7	8.7	8.7
2014	1.45	1.45	1.46	1.46	8.7	8.6	8.7	8.7
2015	1.48	1.48	1.48	1.43	8.7	8.6	8.6	8.6

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2016	1.45	1.45	1.45	1.47	8.5	8.4	8.4	8.4
2017	1.49	1.49	1.49	1.51	8.3	8.3	8.3	8.3
2018	1.53	1.54	1.54	1.55	8.3	8.1	8.1	8.0
2019	1.56	1.58	1.60	1.61	8.0	7.9	8.0	8.0
2020	1.63	1.64	–	–	8.0	7.9	–	–

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

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$14.62	–	–	–	100.0
2007	14.69	15.03	15.15	15.16	100.0	100.0	100.0	100.0
2008	15.34	15.48	15.52	15.72	100.0	100.0	100.0	100.0
2009	15.85	15.96	16.20	16.05	100.0	100.0	100.0	100.0
2010	16.22	16.29	16.45	16.08	100.0	100.0	100.0	100.0
2011	16.10	16.21	16.24	16.14	100.0	100.0	100.0	100.0
2012	16.14	16.22	16.36	16.45	100.0	100.0	100.0	100.0
2013	16.59	16.60	16.78	16.57	100.0	100.0	100.0	100.0
2014	16.46	16.56	16.66	17.16	100.0	100.0	100.0	100.0
2015	17.35	17.49	17.63	16.58	100.0	100.0	100.0	100.0
2016	16.72	16.85	16.90	17.05	100.0	100.0	100.0	100.0
2017	17.34	17.53	17.65	17.66	100.0	100.0	100.0	100.0
2018	18.03	18.27	18.42	18.86	100.0	100.0	100.0	100.0
2019	19.22	19.38	19.43	20.32	100.0	100.0	100.0	100.0
2020	20.57	20.81	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.56	–	–	–	72.2
2007	10.61	10.83	10.91	10.92	72.2	72.1	72.0	72.1
2008	11.06	11.19	11.21	11.32	72.1	72.3	72.2	72.0
2009	11.39	11.49	11.66	11.49	71.9	72.0	72.0	71.6
2010	11.52	11.57	11.67	11.49	71.1	71.0	70.9	71.5
2011	11.49	11.52	11.58	11.59	71.4	71.1	71.3	71.8
2012	11.60	11.62	11.64	11.72	71.9	71.6	71.1	71.2
2013	11.79	11.81	11.90	11.86	71.1	71.1	70.9	71.6
2014	11.77	11.85	11.94	12.25	71.5	71.6	71.7	71.4
2015	12.35	12.43	12.56	12.07	71.2	71.1	71.3	72.8
2016	12.17	12.28	12.32	12.43	72.8	72.9	72.9	72.9
2017	12.64	12.75	12.86	12.73	72.9	72.7	72.9	72.1
2018	12.98	13.10	13.23	13.50	72.0	71.7	71.8	71.6
2019	13.78	13.89	14.03	14.51	71.7	71.7	72.2	71.4
2020	14.69	14.84	–	–	71.4	71.3	–	–
Total benefits								
2006	–	–	–	4.06	–	–	–	27.8
2007	4.08	4.20	4.24	4.23	27.8	27.9	28.0	27.9
2008	4.28	4.29	4.31	4.40	27.9	27.7	27.8	28.0
2009	4.45	4.47	4.54	4.56	28.1	28.0	28.0	28.4
2010	4.70	4.73	4.78	4.58	28.9	29.0	29.1	28.5
2011	4.61	4.69	4.66	4.55	28.6	28.9	28.7	28.2
2012	4.53	4.60	4.72	4.73	28.1	28.4	28.9	28.8
2013	4.80	4.80	4.87	4.71	28.9	28.9	29.1	28.4
2014	4.69	4.71	4.71	4.90	28.5	28.4	28.3	28.6
2015	5.00	5.06	5.07	4.51	28.8	28.9	28.7	27.2
2016	4.55	4.56	4.57	4.62	27.2	27.1	27.1	27.1
2017	4.70	4.78	4.79	4.93	27.1	27.3	27.1	27.9
2018	5.06	5.17	5.19	5.35	28.0	28.3	28.2	28.4
2019	5.44	5.49	5.40	5.81	28.3	28.3	27.8	28.6
2020	5.87	5.96	–	–	28.6	28.7	–	–
Paid leave								
2006	–	–	–	.62	–	–	–	4.2
2007	.62	.66	.65	.65	4.2	4.4	4.3	4.3
2008	.65	.67	.67	.68	4.2	4.3	4.3	4.3
2009	.70	.69	.71	.70	4.4	4.3	4.4	4.3
2010	.70	.72	.73	.69	4.3	4.4	4.4	4.3
2011	.69	.69	.70	.68	4.3	4.3	4.3	4.2
2012	.69	.70	.70	.72	4.3	4.3	4.3	4.4
2013	.73	.73	.74	.72	4.4	4.4	4.4	4.4
2014	.72	.72	.73	.75	4.4	4.4	4.4	4.4
2015	.76	.77	.77	.68	4.4	4.4	4.4	4.1
2016	.68	.69	.69	.70	4.1	4.1	4.1	4.1
2017	.72	.73	.73	.78	4.2	4.2	4.1	4.4
2018	.80	.81	.82	.85	4.4	4.4	4.5	4.5
2019	.88	.89	.90	.97	4.6	4.6	4.6	4.8

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2020	0.99	1.00	–	–	4.8	4.8	–	–
Supplemental pay								
2006	–	–	–	0.40	–	–	–	2.7
2007	.40	.41	0.42	.42	2.8	2.8	2.8	2.8
2008	.44	.42	.43	.43	2.9	2.7	2.7	2.7
2009	.42	.42	.41	.42	2.6	2.6	2.6	2.6
2010	.42	.42	.42	.40	2.6	2.6	2.6	2.5
2011	.40	.40	.38	.38	2.5	2.4	2.4	2.4
2012	.38	.38	.39	.36	2.3	2.4	2.4	2.2
2013	.36	.37	.37	.32	2.2	2.2	2.2	1.9
2014	.32	.32	.32	.33	1.9	1.9	1.9	1.9
2015	.33	.33	.34	.28	1.9	1.9	1.9	1.7
2016	.29	.29	.29	.29	1.7	1.7	1.7	1.7
2017	.30	.31	.31	.33	1.7	1.8	1.8	1.9
2018	.34	.34	.34	.38	1.9	1.9	1.9	2.0
2019	.39	.40	.41	.46	2.0	2.0	2.1	2.3
2020	.47	.47	–	–	2.3	2.3	–	–
Insurance								
2006	–	–	–	1.19	–	–	–	8.1
2007	1.20	1.24	1.25	1.25	8.2	8.3	8.2	8.2
2008	1.26	1.28	1.28	1.32	8.2	8.2	8.2	8.4
2009	1.36	1.38	1.42	1.46	8.6	8.6	8.7	9.1
2010	1.53	1.54	1.56	1.45	9.4	9.5	9.5	9.0
2011	1.47	1.51	1.49	1.42	9.1	9.3	9.2	8.8
2012	1.42	1.45	1.55	1.53	8.8	8.9	9.5	9.3
2013	1.58	1.55	1.60	1.51	9.5	9.3	9.6	9.1
2014	1.50	1.51	1.52	1.56	9.1	9.1	9.1	9.1
2015	1.62	1.66	1.64	1.32	9.3	9.5	9.3	7.9
2016	1.34	1.35	1.37	1.38	8.0	8.0	8.1	8.1
2017	1.40	1.46	1.45	1.52	8.1	8.3	8.2	8.6
2018	1.60	1.61	1.60	1.63	8.9	8.8	8.7	8.7
2019	1.65	1.68	1.66	1.82	8.6	8.7	8.6	8.9
2020	1.84	1.87	–	–	8.9	9.0	–	–
Retirement and savings								
2006	–	–	–	.30	–	–	–	2.1
2007	.29	.30	.33	.33	2.0	2.0	2.1	2.2
2008	.34	.34	.35	.35	2.2	2.2	2.2	2.2
2009	.33	.32	.34	.34	2.1	2.0	2.1	2.1
2010	.36	.37	.37	.36	2.2	2.2	2.2	2.2
2011	.36	.37	.38	.33	2.2	2.3	2.3	2.1
2012	.33	.34	.34	.35	2.1	2.1	2.1	2.2
2013	.36	.39	.40	.40	2.2	2.3	2.4	2.4
2014	.41	.41	.39	.42	2.5	2.5	2.3	2.5
2015	.44	.46	.47	.37	2.5	2.6	2.7	2.2
2016	.38	.39	.39	.40	2.3	2.3	2.3	2.4
2017	.41	.41	.41	.40	2.4	2.3	2.3	2.2
2018	.40	.50	.50	.51	2.2	2.7	2.7	2.7
2019	.54	.54	.43	.48	2.8	2.8	2.2	2.4
2020	.48	.52	–	–	2.3	2.5	–	–
Legally required benefits								
2006	–	–	–	1.55	–	–	–	10.6
2007	1.56	1.58	1.60	1.58	10.6	10.5	10.5	10.4
2008	1.59	1.59	1.59	1.62	10.4	10.2	10.2	10.3
2009	1.65	1.66	1.66	1.65	10.4	10.4	10.3	10.3
2010	1.68	1.68	1.71	1.69	10.4	10.3	10.4	10.5
2011	1.69	1.72	1.71	1.73	10.5	10.6	10.5	10.7
2012	1.72	1.73	1.74	1.76	10.7	10.7	10.6	10.7
2013	1.77	1.76	1.75	1.75	10.7	10.6	10.4	10.6
2014	1.74	1.75	1.76	1.85	10.6	10.5	10.5	10.8
2015	1.86	1.85	1.85	1.86	10.7	10.6	10.5	11.2

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2016	1.86	1.84	1.84	1.84	11.1	10.9	10.9	10.8
2017	1.86	1.87	1.88	1.90	10.7	10.7	10.7	10.8
2018	1.92	1.92	1.93	1.98	10.7	10.5	10.5	10.5
2019	1.98	1.98	2.00	2.08	10.3	10.2	10.3	10.2
2020	2.10	2.10	–	–	10.2	10.1	–	–

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

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$13.85	–	–	–	100.0
2007	13.92	14.27	14.37	14.35	100.0	100.0	100.0	100.0
2008	14.53	14.67	14.69	14.94	100.0	100.0	100.0	100.0
2009	15.03	15.17	15.38	15.17	100.0	100.0	100.0	100.0
2010	15.28	15.35	15.55	15.30	100.0	100.0	100.0	100.0
2011	15.35	15.43	15.44	15.33	100.0	100.0	100.0	100.0
2012	15.23	15.43	15.63	15.44	100.0	100.0	100.0	100.0
2013	15.62	15.71	15.85	15.74	100.0	100.0	100.0	100.0
2014	15.62	15.71	15.83	16.49	100.0	100.0	100.0	100.0
2015	16.68	16.79	16.88	15.93	100.0	100.0	100.0	100.0
2016	16.03	16.16	16.26	16.42	100.0	100.0	100.0	100.0
2017	16.71	16.88	17.00	17.16	100.0	100.0	100.0	100.0
2018	17.55	17.80	17.92	18.24	100.0	100.0	100.0	100.0
2019	18.61	18.75	18.81	19.95	100.0	100.0	100.0	100.0
2020	20.17	20.37	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	9.99	–	–	–	72.1
2007	10.04	10.26	10.31	10.31	72.1	71.9	71.8	71.9
2008	10.45	10.58	10.59	10.69	71.9	72.1	72.1	71.6
2009	10.74	10.85	11.02	10.81	71.5	71.5	71.7	71.3
2010	10.82	10.86	10.99	10.94	70.8	70.8	70.7	71.5
2011	10.93	10.95	10.99	11.00	71.2	71.0	71.2	71.8
2012	10.91	11.02	11.06	11.01	71.7	71.4	70.8	71.3
2013	11.11	11.14	11.20	11.21	71.1	70.9	70.7	71.2
2014	11.13	11.20	11.33	11.69	71.2	71.3	71.6	70.9
2015	11.81	11.86	11.96	11.56	70.8	70.6	70.9	72.6
2016	11.63	11.74	11.82	11.93	72.6	72.7	72.7	72.7
2017	12.15	12.26	12.36	12.33	72.7	72.6	72.7	71.9
2018	12.60	12.74	12.85	13.08	71.8	71.6	71.7	71.7
2019	13.36	13.45	13.57	14.22	71.8	71.8	72.1	71.3
2020	14.40	14.52	–	–	71.4	71.3	–	–
Total benefits								
2006	–	–	–	3.86	–	–	–	27.9
2007	3.88	4.01	4.05	4.04	27.9	28.1	28.2	28.1
2008	4.08	4.09	4.10	4.24	28.1	27.9	27.9	28.4
2009	4.29	4.32	4.35	4.36	28.5	28.5	28.3	28.7
2010	4.46	4.48	4.56	4.36	29.2	29.2	29.3	28.5
2011	4.42	4.48	4.45	4.33	28.8	29.0	28.8	28.2
2012	4.31	4.41	4.57	4.43	28.3	28.6	29.2	28.7
2013	4.51	4.56	4.64	4.53	28.9	29.1	29.3	28.8
2014	4.49	4.51	4.50	4.79	28.8	28.7	28.4	29.1
2015	4.87	4.93	4.92	4.37	29.2	29.4	29.1	27.4
2016	4.40	4.42	4.44	4.49	27.4	27.3	27.3	27.3
2017	4.57	4.62	4.64	4.83	27.3	27.4	27.3	28.1
2018	4.95	5.06	5.07	5.16	28.2	28.4	28.3	28.3
2019	5.25	5.29	5.24	5.73	28.2	28.2	27.9	28.7
2020	5.77	5.84	–	–	28.6	28.7	–	–
Paid leave								
2006	–	–	–	.54	–	–	–	3.9
2007	.55	.58	.57	.57	3.9	4.1	4.0	4.0
2008	.57	.59	.59	.62	3.9	4.0	4.0	4.1
2009	.63	.63	.65	.63	4.2	4.2	4.2	4.2
2010	.64	.64	.65	.63	4.2	4.2	4.2	4.1
2011	.63	.63	.64	.63	4.1	4.1	4.1	4.1
2012	.64	.65	.66	.66	4.2	4.2	4.3	4.3
2013	.67	.68	.70	.68	4.3	4.3	4.4	4.3
2014	.67	.67	.68	.70	4.3	4.3	4.3	4.2
2015	.70	.71	.71	.62	4.2	4.2	4.2	3.9
2016	.62	.63	.64	.64	3.9	3.9	3.9	3.9
2017	.66	.67	.67	.73	4.0	4.0	4.0	4.3
2018	.76	.77	.78	.79	4.3	4.3	4.3	4.3
2019	.82	.83	.84	.93	4.4	4.4	4.4	4.7

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2020	0.95	0.96	–	–	4.7	4.7	–	–
Supplemental pay								
2006	–	–	–	0.39	–	–	–	2.8
2007	.39	.40	0.41	.41	2.8	2.8	2.8	2.8
2008	.42	.40	.40	.40	2.9	2.7	2.7	2.7
2009	.40	.40	.39	.38	2.6	2.6	2.5	2.5
2010	.39	.39	.39	.37	2.6	2.5	2.5	2.4
2011	.38	.38	.36	.35	2.5	2.4	2.3	2.3
2012	.35	.35	.35	.31	2.3	2.3	2.3	2.0
2013	.32	.32	.33	.29	2.0	2.0	2.1	1.8
2014	.29	.29	.29	.32	1.9	1.8	1.8	1.9
2015	.31	.31	.32	.27	1.9	1.9	1.9	1.7
2016	.27	.27	.27	.28	1.7	1.7	1.7	1.7
2017	.29	.30	.31	.32	1.7	1.8	1.8	1.8
2018	.32	.32	.32	.36	1.8	1.8	1.8	2.0
2019	.37	.37	.40	.47	2.0	2.0	2.1	2.4
2020	.47	.47	–	–	2.3	2.3	–	–
Insurance								
2006	–	–	–	1.14	–	–	–	8.3
2007	1.15	1.20	1.21	1.21	8.3	8.4	8.4	8.4
2008	1.23	1.24	1.24	1.31	8.5	8.5	8.4	8.8
2009	1.34	1.37	1.38	1.41	8.9	9.0	9.0	9.3
2010	1.46	1.48	1.50	1.37	9.6	9.6	9.6	9.0
2011	1.41	1.45	1.43	1.36	9.2	9.4	9.2	8.8
2012	1.34	1.38	1.51	1.45	8.8	8.9	9.7	9.4
2013	1.49	1.50	1.55	1.48	9.6	9.5	9.8	9.4
2014	1.45	1.45	1.45	1.53	9.3	9.3	9.2	9.3
2015	1.58	1.62	1.60	1.26	9.5	9.7	9.5	7.9
2016	1.28	1.30	1.32	1.33	8.0	8.0	8.1	8.1
2017	1.35	1.39	1.40	1.49	8.1	8.3	8.2	8.7
2018	1.56	1.57	1.55	1.58	8.9	8.8	8.7	8.6
2019	1.59	1.62	1.61	1.78	8.5	8.6	8.5	8.9
2020	1.80	1.83	–	–	8.9	9.0	–	–
Retirement and savings								
2006	–	–	–	.29	–	–	–	2.1
2007	.28	.29	.31	.32	2.0	2.0	2.2	2.2
2008	.33	.33	.33	.34	2.3	2.2	2.3	2.3
2009	.32	.31	.32	.32	2.1	2.0	2.1	2.1
2010	.34	.35	.36	.34	2.2	2.3	2.3	2.2
2011	.34	.35	.36	.32	2.2	2.3	2.3	2.1
2012	.32	.33	.33	.30	2.1	2.1	2.1	1.9
2013	.31	.35	.36	.38	2.0	2.2	2.3	2.4
2014	.38	.39	.37	.42	2.5	2.5	2.3	2.6
2015	.43	.45	.46	.37	2.6	2.7	2.7	2.3
2016	.38	.39	.38	.40	2.4	2.4	2.4	2.4
2017	.41	.40	.40	.38	2.4	2.4	2.4	2.2
2018	.38	.48	.48	.46	2.2	2.7	2.7	2.5
2019	.49	.49	.40	.45	2.6	2.6	2.1	2.2
2020	.44	.47	–	–	2.2	2.3	–	–
Legally required benefits								
2006	–	–	–	1.50	–	–	–	10.8
2007	1.51	1.54	1.55	1.53	10.8	10.8	10.8	10.7
2008	1.54	1.53	1.54	1.57	10.6	10.5	10.5	10.5
2009	1.61	1.62	1.62	1.61	10.7	10.7	10.6	10.6
2010	1.63	1.64	1.67	1.66	10.7	10.7	10.7	10.8
2011	1.66	1.67	1.66	1.67	10.8	10.8	10.7	10.9
2012	1.67	1.70	1.71	1.71	11.0	11.0	10.9	11.1
2013	1.72	1.72	1.70	1.71	11.0	11.0	10.7	10.8
2014	1.69	1.70	1.71	1.83	10.8	10.8	10.8	11.1
2015	1.84	1.83	1.83	1.85	11.1	10.9	10.8	11.6

See footnotes at end of table.

Supplemental table 11. Private retail trade industry workers, by occupational group: employer costs per hour 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								
2016	1.85	1.83	1.83	1.83	11.5	11.3	11.2	11.2
2017	1.85	1.85	1.86	1.91	11.1	11.0	10.9	11.1
2018	1.93	1.93	1.94	1.98	11.0	10.8	10.8	10.8
2019	1.98	1.98	2.00	2.10	10.6	10.6	10.6	10.5
2020	2.12	2.12	–	–	10.5	10.4	–	–

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

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$15.39	–	–	–	100.0
2007	15.56	15.50	15.58	15.68	100.0	100.0	100.0	100.0
2008	15.62	15.89	15.98	16.36	100.0	100.0	100.0	100.0
2009	16.30	16.44	16.54	16.56	100.0	100.0	100.0	100.0
2010	16.67	16.79	16.87	16.68	100.0	100.0	100.0	100.0
2011	16.63	16.84	16.93	17.08	100.0	100.0	100.0	100.0
2012	17.16	17.15	17.20	16.80	100.0	100.0	100.0	100.0
2013	16.97	16.99	17.04	17.30	100.0	100.0	100.0	100.0
2014	17.16	17.37	17.60	17.54	100.0	100.0	100.0	100.0
2015	17.65	17.79	17.90	17.39	100.0	100.0	100.0	100.0
2016	17.49	17.68	17.65	17.91	100.0	100.0	100.0	100.0
2017	18.10	18.23	18.45	18.47	100.0	100.0	100.0	100.0
2018	18.65	18.86	18.99	18.75	100.0	100.0	100.0	100.0
2019	19.01	19.21	19.33	19.66	100.0	100.0	100.0	100.0
2020	19.73	19.79	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	11.92	–	–	–	77.5
2007	12.09	12.01	12.06	12.14	77.7	77.5	77.4	77.5
2008	12.06	12.27	12.35	12.58	77.2	77.2	77.3	76.9
2009	12.56	12.66	12.77	12.82	77.0	77.0	77.2	77.4
2010	12.88	12.95	13.00	12.87	77.3	77.2	77.1	77.2
2011	12.84	12.94	13.07	13.28	77.2	76.9	77.2	77.7
2012	13.36	13.38	13.36	13.14	77.8	78.0	77.7	78.2
2013	13.25	13.26	13.30	13.51	78.0	78.1	78.1	78.1
2014	13.34	13.51	13.70	13.62	77.8	77.8	77.8	77.6
2015	13.68	13.82	13.91	13.54	77.5	77.7	77.7	77.9
2016	13.61	13.79	13.79	13.98	77.8	78.0	78.1	78.1
2017	14.16	14.24	14.42	14.44	78.2	78.1	78.2	78.2
2018	14.58	14.73	14.85	14.68	78.2	78.1	78.2	78.3
2019	14.89	15.07	15.18	15.37	78.3	78.5	78.5	78.2
2020	15.44	15.54	–	–	78.3	78.5	–	–
Total benefits								
2006	–	–	–	3.47	–	–	–	22.5
2007	3.47	3.49	3.53	3.54	22.3	22.5	22.6	22.5
2008	3.56	3.62	3.63	3.78	22.8	22.8	22.7	23.1
2009	3.74	3.78	3.77	3.74	23.0	23.0	22.8	22.6
2010	3.79	3.84	3.87	3.81	22.7	22.8	22.9	22.8
2011	3.79	3.89	3.86	3.81	22.8	23.1	22.8	22.3
2012	3.81	3.78	3.84	3.66	22.2	22.0	22.3	21.8
2013	3.73	3.72	3.74	3.80	22.0	21.9	21.9	21.9
2014	3.81	3.86	3.90	3.93	22.2	22.2	22.2	22.4
2015	3.98	3.97	3.99	3.85	22.5	22.3	22.3	22.1
2016	3.88	3.89	3.86	3.93	22.2	22.0	21.9	21.9
2017	3.94	3.99	4.02	4.04	21.8	21.9	21.8	21.8
2018	4.07	4.14	4.14	4.07	21.8	21.9	21.8	21.7
2019	4.12	4.14	4.15	4.29	21.7	21.5	21.5	21.8
2020	4.29	4.25	–	–	21.7	21.5	–	–
Paid leave								
2006	–	–	–	.66	–	–	–	4.3
2007	.68	.68	.67	.67	4.4	4.4	4.3	4.3
2008	.66	.68	.68	.71	4.2	4.3	4.3	4.3
2009	.71	.71	.71	.69	4.3	4.3	4.3	4.2
2010	.69	.71	.72	.71	4.1	4.2	4.3	4.3
2011	.71	.72	.71	.69	4.2	4.3	4.2	4.1
2012	.69	.68	.68	.66	4.0	4.0	4.0	3.9
2013	.67	.66	.67	.71	3.9	3.9	3.9	4.1
2014	.70	.71	.72	.74	4.1	4.1	4.1	4.2
2015	.74	.75	.75	.74	4.2	4.2	4.2	4.2
2016	.73	.75	.74	.75	4.2	4.2	4.2	4.2
2017	.76	.77	.78	.78	4.2	4.2	4.2	4.2
2018	.78	.79	.79	.78	4.2	4.2	4.2	4.1
2019	.79	.80	.80	.83	4.2	4.1	4.2	4.2

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2020	0.82	0.81	–	–	4.2	4.1	–	–
Supplemental pay								
2006	–	–	–	0.31	–	–	–	2.0
2007	.28	.29	0.30	.30	1.8	1.9	1.9	1.9
2008	.31	.32	.31	.33	2.0	2.0	2.0	2.0
2009	.28	.29	.28	.27	1.7	1.8	1.7	1.6
2010	.26	.26	.27	.24	1.6	1.6	1.6	1.5
2011	.25	.25	.25	.23	1.5	1.5	1.5	1.4
2012	.23	.23	.25	.21	1.3	1.4	1.4	1.3
2013	.21	.21	.21	.22	1.3	1.2	1.2	1.3
2014	.23	.23	.23	.26	1.3	1.3	1.3	1.5
2015	.27	.26	.27	.27	1.5	1.5	1.5	1.5
2016	.27	.26	.26	.27	1.5	1.5	1.5	1.5
2017	.25	.26	.26	.30	1.4	1.4	1.4	1.6
2018	.31	.32	.33	.31	1.7	1.7	1.7	1.7
2019	.32	.35	.35	.40	1.7	1.8	1.8	2.1
2020	.40	.37	–	–	2.1	1.9	–	–
Insurance								
2006	–	–	–	.79	–	–	–	5.1
2007	.79	.79	.80	.80	5.1	5.1	5.1	5.1
2008	.83	.85	.84	.91	5.3	5.3	5.3	5.6
2009	.94	.95	.96	.95	5.8	5.8	5.8	5.8
2010	.99	1.00	.99	1.00	5.9	6.0	5.9	6.0
2011	.99	1.03	1.00	.99	6.0	6.1	5.9	5.8
2012	.99	.97	1.00	.95	5.8	5.6	5.8	5.6
2013	.98	.99	.99	.98	5.8	5.8	5.8	5.7
2014	1.00	1.01	1.01	1.00	5.9	5.8	5.8	5.7
2015	1.03	1.03	1.04	.96	5.8	5.8	5.8	5.5
2016	.99	.99	.97	1.00	5.6	5.6	5.5	5.6
2017	1.00	1.02	1.04	1.02	5.5	5.6	5.6	5.5
2018	1.02	1.01	1.00	.99	5.4	5.4	5.3	5.3
2019	1.00	.99	1.00	1.01	5.3	5.2	5.2	5.1
2020	1.02	1.00	–	–	5.2	5.1	–	–
Retirement and savings								
2006	–	–	–	.21	–	–	–	1.4
2007	.22	.21	.24	.24	1.4	1.4	1.5	1.5
2008	.25	.25	.26	.28	1.6	1.6	1.6	1.7
2009	.25	.26	.26	.26	1.5	1.6	1.5	1.6
2010	.26	.26	.27	.26	1.5	1.6	1.6	1.6
2011	.25	.27	.28	.25	1.5	1.6	1.6	1.5
2012	.26	.24	.25	.24	1.5	1.4	1.5	1.4
2013	.24	.25	.24	.26	1.4	1.5	1.4	1.5
2014	.27	.29	.29	.29	1.6	1.7	1.6	1.7
2015	.29	.29	.29	.29	1.7	1.6	1.6	1.6
2016	.29	.29	.29	.29	1.6	1.6	1.6	1.6
2017	.29	.30	.30	.27	1.6	1.7	1.6	1.5
2018	.28	.32	.32	.30	1.5	1.7	1.7	1.6
2019	.31	.29	.27	.29	1.6	1.5	1.4	1.5
2020	.28	.29	–	–	1.4	1.5	–	–
Legally required benefits								
2006	–	–	–	1.50	–	–	–	9.7
2007	1.51	1.51	1.52	1.52	9.7	9.8	9.7	9.7
2008	1.51	1.53	1.53	1.56	9.7	9.6	9.6	9.5
2009	1.56	1.56	1.57	1.57	9.6	9.5	9.5	9.5
2010	1.59	1.61	1.62	1.59	9.5	9.6	9.6	9.5
2011	1.60	1.62	1.62	1.64	9.6	9.6	9.6	9.6
2012	1.64	1.65	1.66	1.61	9.6	9.6	9.6	9.6
2013	1.62	1.61	1.62	1.63	9.5	9.5	9.5	9.4
2014	1.61	1.62	1.64	1.64	9.4	9.3	9.3	9.3
2015	1.65	1.65	1.64	1.60	9.3	9.3	9.2	9.2

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2016	1.61	1.60	1.60	1.62	9.2	9.1	9.0	9.0
2017	1.63	1.64	1.65	1.67	9.0	9.0	8.9	9.0
2018	1.69	1.69	1.70	1.69	9.0	9.0	8.9	9.0
2019	1.70	1.71	1.73	1.76	8.9	8.9	8.9	9.0
2020	1.76	1.77	–	–	8.9	8.9	–	–

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

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$14.83	–	–	–	100.0
2007	14.74	14.92	15.03	15.15	100.0	100.0	100.0	100.0
2008	15.12	15.32	15.40	15.82	100.0	100.0	100.0	100.0
2009	15.71	15.83	15.88	15.98	100.0	100.0	100.0	100.0
2010	16.01	16.07	16.29	15.93	100.0	100.0	100.0	100.0
2011	15.97	16.07	16.14	16.64	100.0	100.0	100.0	100.0
2012	16.64	16.66	16.67	16.61	100.0	100.0	100.0	100.0
2013	16.67	16.66	16.65	16.98	100.0	100.0	100.0	100.0
2014	16.74	16.93	17.11	17.06	100.0	100.0	100.0	100.0
2015	17.12	17.28	17.45	17.04	100.0	100.0	100.0	100.0
2016	17.03	17.18	17.26	17.53	100.0	100.0	100.0	100.0
2017	17.70	17.74	17.89	18.17	100.0	100.0	100.0	100.0
2018	18.12	18.17	18.27	18.34	100.0	100.0	100.0	100.0
2019	18.52	18.82	19.00	19.44	100.0	100.0	100.0	100.0
2020	19.49	19.51	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	11.61	–	–	–	78.3
2007	11.56	11.70	11.77	11.87	78.5	78.4	78.3	78.3
2008	11.82	11.98	12.06	12.28	78.2	78.2	78.3	77.6
2009	12.23	12.32	12.38	12.50	77.8	77.8	78.0	78.2
2010	12.51	12.50	12.69	12.46	78.1	77.8	77.9	78.2
2011	12.48	12.51	12.62	13.06	78.2	77.9	78.2	78.5
2012	13.10	13.12	13.11	13.16	78.7	78.8	78.6	79.2
2013	13.19	13.20	13.18	13.43	79.1	79.2	79.2	79.1
2014	13.22	13.37	13.54	13.43	79.0	79.0	79.2	78.7
2015	13.47	13.63	13.77	13.42	78.7	78.9	78.9	78.8
2016	13.40	13.55	13.63	13.82	78.7	78.8	79.0	78.8
2017	13.96	14.02	14.14	14.31	78.9	79.0	79.1	78.8
2018	14.32	14.36	14.46	14.53	79.0	79.0	79.1	79.2
2019	14.71	14.94	15.09	15.38	79.5	79.4	79.4	79.1
2020	15.46	15.52	–	–	79.3	79.6	–	–
Total benefits								
2006	–	–	–	3.22	–	–	–	21.7
2007	3.17	3.22	3.26	3.28	21.5	21.6	21.7	21.7
2008	3.30	3.34	3.34	3.54	21.8	21.8	21.7	22.4
2009	3.48	3.51	3.49	3.48	22.2	22.2	22.0	21.8
2010	3.50	3.57	3.60	3.47	21.9	22.2	22.1	21.8
2011	3.49	3.55	3.52	3.58	21.8	22.1	21.8	21.5
2012	3.55	3.54	3.56	3.45	21.3	21.2	21.4	20.8
2013	3.49	3.46	3.46	3.56	20.9	20.8	20.8	20.9
2014	3.52	3.56	3.56	3.63	21.0	21.0	20.8	21.3
2015	3.65	3.65	3.68	3.62	21.3	21.1	21.1	21.2
2016	3.63	3.64	3.63	3.71	21.3	21.2	21.0	21.2
2017	3.73	3.72	3.75	3.86	21.1	21.0	20.9	21.2
2018	3.80	3.81	3.81	3.82	21.0	21.0	20.9	20.8
2019	3.80	3.88	3.92	4.07	20.5	20.6	20.6	20.9
2020	4.03	3.99	–	–	20.7	20.4	–	–
Paid leave								
2006	–	–	–	.59	–	–	–	4.0
2007	.59	.60	.60	.61	4.0	4.0	4.0	4.0
2008	.59	.61	.61	.65	3.9	4.0	3.9	4.1
2009	.64	.64	.65	.63	4.1	4.1	4.1	3.9
2010	.62	.65	.66	.64	3.9	4.0	4.1	4.0
2011	.64	.65	.63	.65	4.0	4.1	3.9	3.9
2012	.65	.63	.63	.62	3.9	3.8	3.8	3.8
2013	.63	.62	.62	.67	3.8	3.7	3.7	3.9
2014	.65	.66	.66	.69	3.9	3.9	3.9	4.0
2015	.69	.69	.71	.71	4.0	4.0	4.0	4.2
2016	.70	.70	.71	.73	4.1	4.1	4.1	4.2
2017	.74	.74	.74	.76	4.2	4.2	4.1	4.2
2018	.74	.75	.75	.75	4.1	4.1	4.1	4.1
2019	.75	.77	.78	.81	4.0	4.1	4.1	4.2

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2020	0.78	0.78	–	–	4.0	4.0	–	–
Supplemental pay								
2006	–	–	–	0.31	–	–	–	2.1
2007	.27	.29	0.30	.30	1.8	1.9	2.0	2.0
2008	.31	.31	.31	.33	2.1	2.1	2.0	2.1
2009	.29	.29	.28	.26	1.8	1.8	1.7	1.6
2010	.25	.25	.25	.22	1.6	1.5	1.6	1.4
2011	.22	.22	.23	.22	1.4	1.4	1.4	1.3
2012	.22	.23	.23	.22	1.3	1.4	1.4	1.3
2013	.21	.21	.21	.21	1.3	1.2	1.2	1.3
2014	.21	.21	.22	.26	1.3	1.3	1.3	1.5
2015	.26	.26	.27	.26	1.5	1.5	1.5	1.5
2016	.26	.27	.27	.27	1.5	1.5	1.5	1.5
2017	.25	.26	.26	.30	1.4	1.5	1.4	1.7
2018	.30	.31	.31	.31	1.7	1.7	1.7	1.7
2019	.31	.34	.35	.42	1.7	1.8	1.8	2.1
2020	.42	.37	–	–	2.1	1.9	–	–
Insurance								
2006	–	–	–	.69	–	–	–	4.6
2007	.68	.68	.70	.71	4.6	4.6	4.6	4.7
2008	.73	.74	.72	.81	4.8	4.8	4.7	5.1
2009	.83	.85	.84	.85	5.3	5.4	5.3	5.3
2010	.87	.90	.88	.86	5.5	5.6	5.4	5.4
2011	.86	.89	.87	.88	5.4	5.5	5.4	5.3
2012	.87	.86	.88	.84	5.2	5.2	5.3	5.1
2013	.87	.86	.87	.87	5.2	5.2	5.2	5.1
2014	.88	.87	.86	.86	5.2	5.2	5.0	5.0
2015	.87	.88	.88	.84	5.1	5.1	5.1	4.9
2016	.86	.86	.86	.88	5.1	5.0	5.0	5.0
2017	.89	.88	.90	.92	5.0	5.0	5.0	5.1
2018	.88	.86	.86	.87	4.9	4.7	4.7	4.7
2019	.85	.85	.85	.85	4.6	4.5	4.5	4.4
2020	.85	.86	–	–	4.4	4.4	–	–
Retirement and savings								
2006	–	–	–	.17	–	–	–	1.1
2007	.17	.18	.18	.18	1.2	1.2	1.2	1.2
2008	.19	.19	.19	.22	1.3	1.2	1.3	1.4
2009	.20	.20	.21	.21	1.3	1.3	1.3	1.3
2010	.21	.22	.22	.21	1.3	1.4	1.4	1.3
2011	.21	.22	.23	.21	1.3	1.4	1.4	1.2
2012	.20	.19	.20	.18	1.2	1.1	1.2	1.1
2013	.19	.18	.18	.20	1.1	1.1	1.1	1.2
2014	.19	.21	.21	.23	1.1	1.2	1.2	1.3
2015	.23	.21	.22	.23	1.3	1.2	1.3	1.3
2016	.23	.23	.23	.24	1.4	1.3	1.3	1.4
2017	.24	.24	.24	.22	1.4	1.4	1.3	1.2
2018	.22	.23	.24	.22	1.2	1.3	1.3	1.2
2019	.22	.22	.22	.23	1.2	1.2	1.2	1.2
2020	.22	.22	–	–	1.1	1.1	–	–
Legally required benefits								
2006	–	–	–	1.47	–	–	–	9.9
2007	1.45	1.48	1.49	1.49	9.9	9.9	9.9	9.8
2008	1.48	1.49	1.50	1.53	9.8	9.7	9.7	9.7
2009	1.53	1.53	1.52	1.53	9.7	9.7	9.6	9.6
2010	1.54	1.56	1.58	1.54	9.6	9.7	9.7	9.7
2011	1.55	1.57	1.57	1.61	9.7	9.8	9.7	9.7
2012	1.61	1.62	1.62	1.59	9.7	9.8	9.7	9.6
2013	1.60	1.59	1.59	1.60	9.6	9.6	9.6	9.4
2014	1.59	1.60	1.60	1.60	9.5	9.4	9.4	9.4
2015	1.60	1.61	1.60	1.58	9.4	9.3	9.2	9.3

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2016	1.57	1.57	1.57	1.60	9.2	9.2	9.1	9.1
2017	1.61	1.60	1.61	1.66	9.1	9.0	9.0	9.1
2018	1.66	1.65	1.66	1.67	9.2	9.1	9.1	9.1
2019	1.68	1.70	1.72	1.76	9.1	9.0	9.0	9.1
2020	1.76	1.76	–	–	9.0	9.0	–	–

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

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$17.07	–	–	–	100.0
2007	17.88	17.12	17.18	17.21	100.0	100.0	100.0	100.0
2008	17.08	17.51	17.67	18.05	100.0	100.0	100.0	100.0
2009	18.17	18.30	18.62	18.53	100.0	100.0	100.0	100.0
2010	18.82	19.02	18.68	18.91	100.0	100.0	100.0	100.0
2011	18.71	19.19	19.29	18.47	100.0	100.0	100.0	100.0
2012	18.94	18.87	19.13	17.43	100.0	100.0	100.0	100.0
2013	18.00	18.13	18.48	18.37	100.0	100.0	100.0	100.0
2014	18.52	18.84	19.18	19.05	100.0	100.0	100.0	100.0
2015	19.30	19.46	19.32	18.46	100.0	100.0	100.0	100.0
2016	19.05	19.36	18.98	19.18	100.0	100.0	100.0	100.0
2017	19.47	19.84	20.36	19.54	100.0	100.0	100.0	100.0
2018	20.74	21.35	21.81	20.40	100.0	100.0	100.0	100.0
2019	20.87	20.76	20.60	20.38	100.0	100.0	100.0	100.0
2020	20.58	20.94	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.86	–	–	–	75.4
2007	13.58	12.89	12.88	12.94	75.9	75.3	75.0	75.2
2008	12.77	13.09	13.18	13.54	74.8	74.7	74.6	75.0
2009	13.60	13.70	13.97	13.90	74.8	74.9	75.0	75.0
2010	14.11	14.35	13.99	14.10	75.0	75.5	74.9	74.6
2011	13.96	14.26	14.43	13.96	74.6	74.3	74.8	75.6
2012	14.24	14.25	14.29	13.07	75.2	75.5	74.7	75.0
2013	13.46	13.49	13.75	13.77	74.8	74.4	74.4	75.0
2014	13.76	13.97	14.19	14.20	74.3	74.1	74.0	74.5
2015	14.32	14.43	14.35	13.90	74.2	74.2	74.3	75.3
2016	14.32	14.60	14.32	14.55	75.2	75.4	75.4	75.8
2017	14.82	14.97	15.39	14.87	76.1	75.5	75.6	76.1
2018	15.60	16.02	16.39	15.29	75.2	75.1	75.1	75.0
2019	15.57	15.61	15.53	15.34	74.6	75.2	75.4	75.3
2020	15.36	15.62	–	–	74.7	74.6	–	–
Total benefits								
2006	–	–	–	4.21	–	–	–	24.6
2007	4.30	4.23	4.30	4.28	24.1	24.7	25.0	24.8
2008	4.31	4.43	4.48	4.52	25.2	25.3	25.4	25.0
2009	4.57	4.60	4.65	4.62	25.2	25.1	25.0	25.0
2010	4.71	4.67	4.69	4.81	25.0	24.5	25.1	25.4
2011	4.75	4.93	4.86	4.51	25.4	25.7	25.2	24.4
2012	4.69	4.62	4.84	4.36	24.8	24.5	25.3	25.0
2013	4.54	4.64	4.73	4.60	25.2	25.6	25.6	25.0
2014	4.77	4.87	4.99	4.85	25.7	25.9	26.0	25.5
2015	4.98	5.02	4.97	4.56	25.8	25.8	25.7	24.7
2016	4.73	4.77	4.66	4.64	24.8	24.6	24.6	24.2
2017	4.65	4.87	4.97	4.66	23.9	24.5	24.4	23.9
2018	5.14	5.32	5.43	5.11	24.8	24.9	24.9	25.0
2019	5.30	5.15	5.06	5.04	25.4	24.8	24.6	24.7
2020	5.21	5.31	–	–	25.3	25.4	–	–
Paid leave								
2006	–	–	–	.87	–	–	–	5.1
2007	.93	.89	.88	.87	5.2	5.2	5.1	5.1
2008	.86	.90	.90	.89	5.0	5.1	5.1	4.9
2009	.92	.92	.92	.89	5.0	5.0	4.9	4.8
2010	.89	.89	.89	.92	4.7	4.7	4.8	4.9
2011	.91	.94	.95	.83	4.9	4.9	4.9	4.5
2012	.85	.85	.86	.77	4.5	4.5	4.5	4.4
2013	.81	.82	.85	.83	4.5	4.5	4.6	4.5
2014	.86	.88	.92	.89	4.6	4.7	4.8	4.7
2015	.89	.91	.89	.82	4.6	4.7	4.6	4.4
2016	.85	.88	.85	.84	4.5	4.6	4.5	4.4
2017	.85	.88	.91	.85	4.4	4.4	4.5	4.3
2018	.95	.94	.96	.88	4.6	4.4	4.4	4.3
2019	.96	.91	.90	.88	4.6	4.4	4.4	4.3

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2020	0.96	0.96	–	–	4.7	4.6	–	–
Supplemental pay								
2006	–	–	–	0.30	–	–	–	1.8
2007	.30	.31	0.31	.31	1.7	1.8	1.8	1.8
2008	.32	.32	.32	.31	1.8	1.8	1.8	1.7
2009	.28	.30	.30	.31	1.5	1.7	1.6	1.7
2010	.30	.30	.31	.32	1.6	1.6	1.7	1.7
2011	.32	.32	.31	.26	1.7	1.7	1.6	1.4
2012	.27	.26	.29	.21	1.4	1.4	1.5	1.2
2013	.23	.22	.23	.24	1.3	1.2	1.2	1.3
2014	.27	.28	.27	.26	1.5	1.5	1.4	1.4
2015	.27	.25	.27	.28	1.4	1.3	1.4	1.5
2016	.30	.26	.26	.27	1.6	1.3	1.4	1.4
2017	.27	.26	.26	.29	1.4	1.3	1.3	1.5
2018	.35	.37	.39	.34	1.7	1.7	1.8	1.7
2019	.38	.36	.37	.36	1.8	1.7	1.8	1.8
2020	.36	.39	–	–	1.7	1.9	–	–
Insurance								
2006	–	–	–	1.09	–	–	–	6.4
2007	1.08	1.09	1.10	1.09	6.1	6.4	6.4	6.3
2008	1.12	1.16	1.19	1.22	6.6	6.6	6.7	6.8
2009	1.30	1.28	1.32	1.29	7.1	7.0	7.1	7.0
2010	1.36	1.32	1.32	1.41	7.2	7.0	7.1	7.5
2011	1.40	1.47	1.40	1.32	7.5	7.6	7.2	7.2
2012	1.40	1.35	1.47	1.30	7.4	7.1	7.7	7.5
2013	1.38	1.41	1.45	1.36	7.7	7.8	7.8	7.4
2014	1.42	1.45	1.51	1.45	7.7	7.7	7.9	7.6
2015	1.53	1.55	1.52	1.32	7.9	7.9	7.9	7.2
2016	1.40	1.43	1.38	1.38	7.3	7.4	7.3	7.2
2017	1.37	1.47	1.50	1.35	7.0	7.4	7.4	6.9
2018	1.55	1.56	1.59	1.48	7.5	7.3	7.3	7.2
2019	1.55	1.55	1.56	1.54	7.4	7.5	7.6	7.6
2020	1.62	1.61	–	–	7.9	7.7	–	–
Retirement and savings								
2006	–	–	–	.34	–	–	–	2.0
2007	.33	.32	.41	.40	1.9	1.9	2.4	2.3
2008	.41	.43	.45	.44	2.4	2.5	2.6	2.5
2009	.42	.43	.41	.43	2.3	2.3	2.2	2.3
2010	.42	.41	.42	.42	2.2	2.1	2.3	2.2
2011	.38	.43	.42	.39	2.0	2.2	2.2	2.1
2012	.44	.43	.44	.43	2.3	2.3	2.3	2.5
2013	.44	.49	.48	.46	2.4	2.7	2.6	2.5
2014	.52	.55	.54	.48	2.8	2.9	2.8	2.5
2015	.49	.52	.53	.47	2.5	2.7	2.7	2.5
2016	.48	.49	.49	.46	2.5	2.5	2.6	2.4
2017	.46	.50	.52	.46	2.4	2.5	2.6	2.3
2018	.50	.63	.64	.64	2.4	2.9	2.9	3.1
2019	.64	.57	.48	.50	3.1	2.7	2.3	2.5
2020	.50	.57	–	–	2.4	2.7	–	–
Legally required benefits								
2006	–	–	–	1.60	–	–	–	9.4
2007	1.66	1.61	1.60	1.61	9.3	9.4	9.3	9.3
2008	1.60	1.62	1.62	1.65	9.4	9.2	9.2	9.1
2009	1.66	1.67	1.70	1.72	9.2	9.1	9.1	9.3
2010	1.74	1.75	1.75	1.74	9.3	9.2	9.4	9.2
2011	1.74	1.78	1.78	1.70	9.3	9.3	9.2	9.2
2012	1.74	1.73	1.77	1.65	9.2	9.2	9.3	9.5
2013	1.69	1.69	1.72	1.71	9.4	9.3	9.3	9.3
2014	1.69	1.71	1.76	1.77	9.1	9.1	9.2	9.3
2015	1.79	1.79	1.78	1.67	9.3	9.2	9.2	9.1

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2016	1.71	1.70	1.68	1.69	9.0	8.8	8.8	8.8
2017	1.70	1.76	1.78	1.71	8.7	8.9	8.7	8.8
2018	1.79	1.82	1.85	1.77	8.7	8.5	8.5	8.7
2019	1.77	1.76	1.76	1.76	8.5	8.5	8.5	8.6
2020	1.77	1.78	–	–	8.6	8.5	–	–

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

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$16.85	–	–	–	100.0
2007	17.10	17.23	17.52	17.60	100.0	100.0	100.0	100.0
2008	17.88	17.82	17.90	17.46	100.0	100.0	100.0	100.0
2009	17.59	17.64	17.66	17.99	100.0	100.0	100.0	100.0
2010	18.11	18.28	18.33	17.80	100.0	100.0	100.0	100.0
2011	18.06	18.27	18.43	18.10	100.0	100.0	100.0	100.0
2012	18.19	18.42	18.24	18.55	100.0	100.0	100.0	100.0
2013	18.74	18.94	19.01	18.47	100.0	100.0	100.0	100.0
2014	18.69	18.67	18.67	18.50	100.0	100.0	100.0	100.0
2015	18.65	19.01	19.20	18.83	100.0	100.0	100.0	100.0
2016	19.21	19.78	19.92	20.03	100.0	100.0	100.0	100.0
2017	20.43	20.60	20.54	20.84	100.0	100.0	100.0	100.0
2018	21.31	21.78	21.78	21.82	100.0	100.0	100.0	100.0
2019	22.07	22.45	22.54	22.04	100.0	100.0	100.0	100.0
2020	22.50	22.68	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.35	–	–	–	73.3
2007	12.54	12.63	12.77	12.80	73.3	73.3	72.9	72.7
2008	13.01	12.99	13.03	12.71	72.8	72.9	72.8	72.8
2009	12.77	12.84	12.86	13.10	72.6	72.8	72.8	72.8
2010	13.11	13.23	13.27	12.90	72.4	72.4	72.4	72.4
2011	13.03	13.18	13.28	13.04	72.2	72.1	72.1	72.1
2012	13.09	13.20	13.24	13.33	71.9	71.7	72.6	71.9
2013	13.35	13.50	13.55	13.24	71.3	71.3	71.3	71.7
2014	13.33	13.37	13.43	13.38	71.4	71.6	71.9	72.3
2015	13.46	13.72	13.86	13.76	72.1	72.2	72.2	73.1
2016	13.77	14.20	14.31	14.42	71.7	71.8	71.8	72.0
2017	14.70	14.88	14.81	14.96	71.9	72.2	72.1	71.8
2018	15.30	15.57	15.55	15.55	71.8	71.5	71.4	71.3
2019	15.74	15.98	16.14	15.83	71.4	71.2	71.6	71.9
2020	16.18	16.27	–	–	71.9	71.7	–	–
Total benefits								
2006	–	–	–	4.50	–	–	–	26.7
2007	4.56	4.59	4.75	4.80	26.7	26.7	27.1	27.3
2008	4.87	4.83	4.87	4.75	27.2	27.1	27.2	27.2
2009	4.82	4.80	4.80	4.89	27.4	27.2	27.2	27.2
2010	5.00	5.04	5.05	4.91	27.6	27.6	27.6	27.6
2011	5.03	5.09	5.14	5.06	27.8	27.9	27.9	27.9
2012	5.10	5.21	5.00	5.22	28.1	28.3	27.4	28.1
2013	5.39	5.44	5.46	5.22	28.7	28.7	28.7	28.3
2014	5.35	5.30	5.24	5.12	28.6	28.4	28.1	27.7
2015	5.20	5.29	5.34	5.07	27.9	27.8	27.8	26.9
2016	5.44	5.58	5.61	5.61	28.3	28.2	28.2	28.0
2017	5.74	5.72	5.73	5.88	28.1	27.8	27.9	28.2
2018	6.01	6.21	6.22	6.27	28.2	28.5	28.6	28.7
2019	6.32	6.47	6.40	6.20	28.6	28.8	28.4	28.1
2020	6.32	6.41	–	–	28.1	28.3	–	–
Paid leave								
2006	–	–	–	.90	–	–	–	5.3
2007	.92	.93	.94	.94	5.4	5.4	5.3	5.3
2008	.94	.93	.93	.91	5.3	5.2	5.2	5.2
2009	.92	.92	.92	.95	5.2	5.2	5.2	5.3
2010	.95	.96	.97	.93	5.3	5.3	5.3	5.2
2011	.94	.95	.96	.94	5.2	5.2	5.2	5.2
2012	.96	.97	.95	.98	5.3	5.3	5.2	5.3
2013	.99	1.00	1.00	.96	5.3	5.3	5.3	5.2
2014	.97	.98	.97	.97	5.2	5.2	5.2	5.2
2015	.98	1.00	1.02	1.01	5.3	5.3	5.3	5.3
2016	1.07	1.11	1.12	1.13	5.6	5.6	5.6	5.6
2017	1.17	1.17	1.17	1.19	5.7	5.7	5.7	5.7
2018	1.22	1.24	1.24	1.24	5.7	5.7	5.7	5.7
2019	1.26	1.29	1.30	1.28	5.7	5.7	5.8	5.8

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2020	1.30	1.32	–	–	5.8	5.8	–	–
Supplemental pay								
2006	–	–	–	0.31	–	–	–	1.8
2007	.32	.32	0.33	.33	1.9	1.9	1.9	1.9
2008	.33	.31	.32	.31	1.8	1.8	1.8	1.8
2009	.32	.31	.31	.30	1.8	1.8	1.8	1.7
2010	.31	.30	.30	.30	1.7	1.7	1.7	1.7
2011	.32	.32	.31	.29	1.8	1.7	1.7	1.6
2012	.30	.30	.30	.32	1.6	1.7	1.6	1.7
2013	.33	.33	.34	.32	1.7	1.8	1.8	1.7
2014	.32	.32	.32	.34	1.7	1.7	1.7	1.9
2015	.34	.35	.35	.34	1.8	1.8	1.8	1.8
2016	.54	.57	.57	.55	2.8	2.9	2.8	2.8
2017	.58	.59	.59	.58	2.8	2.9	2.9	2.8
2018	.59	.60	.60	.62	2.8	2.7	2.7	2.8
2019	.62	.63	.64	.64	2.8	2.8	2.8	2.9
2020	.66	.66	–	–	2.9	2.9	–	–
Insurance								
2006	–	–	–	1.35	–	–	–	8.0
2007	1.36	1.38	1.41	1.42	7.9	8.0	8.0	8.1
2008	1.47	1.47	1.48	1.47	8.2	8.3	8.3	8.4
2009	1.51	1.50	1.51	1.59	8.6	8.5	8.6	8.8
2010	1.66	1.67	1.68	1.65	9.2	9.1	9.2	9.3
2011	1.70	1.72	1.76	1.73	9.4	9.4	9.5	9.6
2012	1.73	1.77	1.60	1.70	9.5	9.6	8.8	9.2
2013	1.85	1.84	1.86	1.72	9.9	9.7	9.8	9.3
2014	1.84	1.80	1.79	1.68	9.9	9.7	9.6	9.1
2015	1.72	1.76	1.77	1.58	9.2	9.3	9.2	8.4
2016	1.68	1.70	1.71	1.69	8.7	8.6	8.6	8.4
2017	1.71	1.71	1.72	1.81	8.4	8.3	8.4	8.7
2018	1.88	1.90	1.92	1.95	8.8	8.7	8.8	8.9
2019	1.97	2.05	2.06	1.92	8.9	9.1	9.1	8.7
2020	1.94	1.96	–	–	8.6	8.6	–	–
Retirement and savings								
2006	–	–	–	.41	–	–	–	2.4
2007	.41	.40	.50	.53	2.4	2.3	2.8	3.0
2008	.53	.53	.54	.50	3.0	3.0	3.0	2.8
2009	.50	.50	.49	.47	2.8	2.8	2.8	2.6
2010	.49	.50	.50	.47	2.7	2.7	2.7	2.6
2011	.48	.48	.49	.51	2.7	2.6	2.7	2.8
2012	.51	.53	.52	.57	2.8	2.9	2.9	3.1
2013	.57	.61	.63	.61	3.0	3.2	3.3	3.3
2014	.60	.59	.55	.54	3.2	3.2	3.0	2.9
2015	.55	.57	.59	.54	3.0	3.0	3.1	2.8
2016	.53	.56	.57	.58	2.8	2.8	2.8	2.9
2017	.60	.56	.57	.59	2.9	2.7	2.8	2.8
2018	.59	.73	.74	.73	2.8	3.4	3.4	3.3
2019	.72	.74	.63	.61	3.3	3.3	2.8	2.8
2020	.63	.67	–	–	2.8	3.0	–	–
Legally required benefits								
2006	–	–	–	1.54	–	–	–	9.2
2007	1.57	1.57	1.58	1.58	9.2	9.1	9.0	9.0
2008	1.59	1.58	1.59	1.56	8.9	8.9	8.9	8.9
2009	1.57	1.57	1.57	1.58	8.9	8.9	8.9	8.8
2010	1.59	1.60	1.60	1.57	8.8	8.8	8.7	8.8
2011	1.59	1.62	1.62	1.59	8.8	8.8	8.8	8.8
2012	1.60	1.63	1.63	1.65	8.8	8.9	8.9	8.9
2013	1.65	1.65	1.64	1.61	8.8	8.7	8.7	8.7
2014	1.62	1.61	1.61	1.59	8.6	8.6	8.6	8.6
2015	1.60	1.61	1.62	1.61	8.6	8.5	8.4	8.6

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2016	1.62	1.65	1.65	1.66	8.4	8.3	8.3	8.3
2017	1.69	1.69	1.68	1.70	8.3	8.2	8.2	8.2
2018	1.73	1.74	1.74	1.74	8.1	8.0	8.0	8.0
2019	1.75	1.77	1.78	1.76	7.9	7.9	7.9	8.0
2020	1.79	1.80	–	–	8.0	7.9	–	–

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

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$16.75	–	–	–	100.0
2007	16.97	17.07	17.41	17.48	100.0	100.0	100.0	100.0
2008	17.76	17.66	17.70	17.26	100.0	100.0	100.0	100.0
2009	17.35	17.44	17.45	17.78	100.0	100.0	100.0	100.0
2010	17.87	18.06	18.12	17.57	100.0	100.0	100.0	100.0
2011	17.81	18.00	18.20	17.92	100.0	100.0	100.0	100.0
2012	18.00	18.24	18.02	18.15	100.0	100.0	100.0	100.0
2013	18.30	18.46	18.56	18.10	100.0	100.0	100.0	100.0
2014	18.27	18.25	18.18	17.99	100.0	100.0	100.0	100.0
2015	18.08	18.53	18.76	18.34	100.0	100.0	100.0	100.0
2016	18.71	19.29	19.44	19.51	100.0	100.0	100.0	100.0
2017	19.83	19.93	19.93	20.13	100.0	100.0	100.0	100.0
2018	20.53	20.98	21.10	21.46	100.0	100.0	100.0	100.0
2019	21.64	22.01	22.16	21.67	100.0	100.0	100.0	100.0
2020	22.06	22.19	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.28	–	–	–	73.3
2007	12.45	12.52	12.67	12.70	73.4	73.4	72.8	72.7
2008	12.91	12.87	12.88	12.56	72.7	72.9	72.8	72.8
2009	12.60	12.69	12.70	12.94	72.6	72.8	72.8	72.8
2010	12.92	13.06	13.12	12.73	72.3	72.3	72.4	72.4
2011	12.86	13.00	13.11	12.91	72.2	72.2	72.1	72.1
2012	12.96	13.08	13.09	13.05	72.0	71.7	72.6	71.9
2013	13.05	13.17	13.22	12.98	71.3	71.3	71.3	71.7
2014	13.03	13.07	13.08	12.96	71.3	71.6	71.9	72.1
2015	13.00	13.33	13.49	13.32	71.9	71.9	71.9	72.6
2016	13.31	13.75	13.87	13.95	71.2	71.3	71.3	71.5
2017	14.16	14.28	14.28	14.36	71.4	71.7	71.7	71.3
2018	14.65	14.89	14.98	15.26	71.4	71.0	71.0	71.1
2019	15.41	15.63	15.83	15.59	71.2	71.0	71.5	71.9
2020	15.89	15.94	–	–	72.0	71.8	–	–
Total benefits								
2006	–	–	–	4.47	–	–	–	26.7
2007	4.52	4.55	4.74	4.77	26.6	26.6	27.2	27.3
2008	4.85	4.79	4.82	4.70	27.3	27.1	27.2	27.2
2009	4.76	4.75	4.75	4.84	27.4	27.2	27.2	27.2
2010	4.95	4.99	5.00	4.84	27.7	27.7	27.6	27.6
2011	4.95	5.00	5.08	5.00	27.8	27.8	27.9	27.9
2012	5.05	5.16	4.93	5.10	28.0	28.3	27.4	28.1
2013	5.25	5.30	5.33	5.12	28.7	28.7	28.7	28.3
2014	5.24	5.19	5.11	5.03	28.7	28.4	28.1	27.9
2015	5.08	5.20	5.28	5.02	28.1	28.1	28.1	27.4
2016	5.39	5.54	5.58	5.56	28.8	28.7	28.7	28.5
2017	5.67	5.65	5.65	5.77	28.6	28.3	28.3	28.7
2018	5.87	6.09	6.12	6.20	28.6	29.0	29.0	28.9
2019	6.22	6.38	6.33	6.09	28.8	29.0	28.5	28.1
2020	6.17	6.25	–	–	28.0	28.2	–	–
Paid leave								
2006	–	–	–	.87	–	–	–	5.2
2007	.89	.89	.91	.91	5.2	5.2	5.3	5.2
2008	.91	.90	.90	.88	5.1	5.1	5.1	5.1
2009	.88	.89	.89	.92	5.1	5.1	5.1	5.2
2010	.92	.94	.94	.89	5.2	5.2	5.2	5.1
2011	.91	.92	.93	.91	5.1	5.1	5.1	5.1
2012	.93	.95	.92	.93	5.1	5.2	5.1	5.1
2013	.93	.95	.95	.92	5.1	5.1	5.1	5.1
2014	.93	.93	.92	.92	5.1	5.1	5.1	5.1
2015	.93	.95	.98	.97	5.1	5.2	5.2	5.3
2016	1.03	1.07	1.08	1.09	5.5	5.5	5.6	5.6
2017	1.12	1.12	1.12	1.13	5.6	5.6	5.6	5.6
2018	1.14	1.16	1.17	1.20	5.6	5.5	5.6	5.6
2019	1.21	1.24	1.26	1.23	5.6	5.6	5.7	5.7

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2020	1.24	1.25	–	–	5.6	5.6	–	–
Supplemental pay								
2006	–	–	–	0.30	–	–	–	1.8
2007	.31	.31	0.32	.32	1.8	1.8	1.8	1.8
2008	.32	.29	.30	.30	1.8	1.7	1.7	1.7
2009	.30	.30	.30	.28	1.7	1.7	1.7	1.6
2010	.29	.29	.29	.28	1.6	1.6	1.6	1.6
2011	.29	.29	.29	.28	1.6	1.6	1.6	1.5
2012	.28	.29	.28	.30	1.6	1.6	1.6	1.7
2013	.30	.30	.31	.29	1.7	1.6	1.7	1.6
2014	.29	.29	.29	.33	1.6	1.6	1.6	1.8
2015	.33	.33	.34	.35	1.8	1.8	1.8	1.9
2016	.55	.57	.57	.57	2.9	2.9	2.9	2.9
2017	.59	.60	.60	.60	3.0	3.0	3.0	3.0
2018	.61	.62	.61	.63	3.0	2.9	2.9	2.9
2019	.63	.64	.66	.64	2.9	2.9	3.0	3.0
2020	.65	.65	–	–	2.9	2.9	–	–
Insurance								
2006	–	–	–	1.35	–	–	–	8.1
2007	1.36	1.38	1.42	1.44	8.0	8.1	8.2	8.2
2008	1.49	1.49	1.49	1.47	8.4	8.4	8.4	8.5
2009	1.51	1.50	1.51	1.58	8.7	8.6	8.7	8.9
2010	1.67	1.68	1.68	1.65	9.3	9.3	9.3	9.4
2011	1.70	1.71	1.76	1.73	9.5	9.5	9.7	9.7
2012	1.73	1.78	1.58	1.69	9.6	9.7	8.8	9.3
2013	1.84	1.83	1.84	1.72	10.0	9.9	9.9	9.5
2014	1.83	1.79	1.77	1.68	10.0	9.8	9.8	9.4
2015	1.72	1.76	1.78	1.59	9.5	9.5	9.5	8.7
2016	1.69	1.71	1.73	1.70	9.1	8.9	8.9	8.7
2017	1.71	1.72	1.72	1.81	8.6	8.6	8.6	9.0
2018	1.87	1.90	1.92	1.93	9.1	9.0	9.1	9.0
2019	1.95	2.03	2.04	1.88	9.0	9.2	9.2	8.7
2020	1.90	1.92	–	–	8.6	8.7	–	–
Retirement and savings								
2006	–	–	–	.40	–	–	–	2.4
2007	.40	.40	.50	.53	2.3	2.3	2.9	3.0
2008	.53	.53	.54	.49	3.0	3.0	3.1	2.9
2009	.50	.49	.49	.47	2.9	2.8	2.8	2.7
2010	.49	.50	.50	.46	2.8	2.8	2.8	2.6
2011	.48	.48	.49	.51	2.7	2.7	2.7	2.8
2012	.51	.53	.52	.56	2.8	2.9	2.9	3.1
2013	.56	.60	.63	.61	3.0	3.3	3.4	3.3
2014	.59	.58	.54	.54	3.2	3.2	3.0	3.0
2015	.54	.57	.59	.53	3.0	3.1	3.1	2.9
2016	.53	.56	.57	.58	2.8	2.9	2.9	3.0
2017	.60	.55	.56	.58	3.0	2.8	2.8	2.9
2018	.57	.72	.73	.73	2.8	3.4	3.4	3.4
2019	.71	.73	.61	.60	3.3	3.3	2.8	2.8
2020	.61	.66	–	–	2.8	3.0	–	–
Legally required benefits								
2006	–	–	–	1.54	–	–	–	9.2
2007	1.56	1.56	1.58	1.58	9.2	9.2	9.1	9.0
2008	1.59	1.58	1.58	1.56	9.0	8.9	8.9	9.0
2009	1.56	1.57	1.56	1.57	9.0	9.0	8.9	8.8
2010	1.57	1.59	1.59	1.55	8.8	8.8	8.8	8.9
2011	1.57	1.60	1.61	1.58	8.8	8.9	8.8	8.8
2012	1.59	1.62	1.62	1.62	8.8	8.9	9.0	8.9
2013	1.62	1.62	1.61	1.59	8.9	8.8	8.7	8.8
2014	1.59	1.58	1.57	1.56	8.7	8.7	8.7	8.7
2015	1.56	1.58	1.59	1.59	8.7	8.6	8.5	8.7

See footnotes at end of table.

Supplemental table 12. Private retail trade industry workers, by establishment size: employer costs per hour 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								
2016	1.59	1.63	1.63	1.63	8.5	8.4	8.4	8.4
2017	1.66	1.66	1.65	1.66	8.3	8.3	8.3	8.2
2018	1.69	1.69	1.70	1.71	8.2	8.1	8.0	8.0
2019	1.72	1.74	1.75	1.74	7.9	7.9	7.9	8.0
2020	1.77	1.78	–	–	8.0	8.0	–	–

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

Supplemental table 13. Private retail trade industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$18.26	–	–	–	100.0
2007	18.31	18.52	18.67	18.67	100.0	100.0	100.0	100.0
2008	18.87	19.04	19.05	19.29	100.0	100.0	100.0	100.0
2009	19.40	19.58	19.78	19.85	100.0	100.0	100.0	100.0
2010	19.93	20.34	20.51	20.21	100.0	100.0	100.0	100.0
2011	20.34	20.47	20.55	20.30	100.0	100.0	100.0	100.0
2012	20.29	20.58	20.79	20.82	100.0	100.0	100.0	100.0
2013	21.27	21.46	21.51	21.37	100.0	100.0	100.0	100.0
2014	21.55	21.68	21.58	21.58	100.0	100.0	100.0	100.0
2015	21.80	22.00	22.13	20.97	100.0	100.0	100.0	100.0
2016	21.27	21.45	21.40	22.21	100.0	100.0	100.0	100.0
2017	22.62	22.46	22.58	21.70	100.0	100.0	100.0	100.0
2018	21.96	23.26	23.40	23.98	100.0	100.0	100.0	100.0
2019	24.13	24.57	24.14	25.10	100.0	100.0	100.0	100.0
2020	25.30	25.76	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.02	–	–	–	65.8
2007	12.09	12.26	12.36	12.37	66.0	66.2	66.2	66.3
2008	12.52	12.62	12.65	12.67	66.3	66.3	66.4	65.7
2009	12.74	12.87	13.01	12.97	65.7	65.8	65.7	65.4
2010	12.90	13.16	13.24	12.94	64.7	64.7	64.6	64.0
2011	13.04	13.08	13.14	12.70	64.1	63.9	63.9	62.5
2012	12.67	12.83	12.91	12.79	62.4	62.4	62.1	61.4
2013	12.95	13.01	13.07	12.88	60.9	60.6	60.7	60.3
2014	12.97	13.02	13.12	13.01	60.2	60.1	60.8	60.3
2015	13.12	13.28	13.32	12.69	60.2	60.4	60.2	60.5
2016	12.89	12.97	12.97	13.50	60.6	60.5	60.6	60.8
2017	13.79	13.80	13.86	13.27	60.9	61.4	61.4	61.2
2018	13.36	13.68	13.79	13.98	60.8	58.8	58.9	58.3
2019	14.18	14.42	14.56	15.14	58.8	58.7	60.3	60.3
2020	15.31	15.45	–	–	60.5	60.0	–	–
Total benefits								
2006	–	–	–	6.25	–	–	–	34.2
2007	6.23	6.26	6.31	6.30	34.0	33.8	33.8	33.7
2008	6.35	6.41	6.40	6.62	33.7	33.7	33.6	34.3
2009	6.65	6.70	6.78	6.87	34.3	34.2	34.3	34.6
2010	7.03	7.18	7.27	7.27	35.3	35.3	35.4	36.0
2011	7.31	7.39	7.41	7.60	35.9	36.1	36.1	37.5
2012	7.62	7.74	7.88	8.03	37.6	37.6	37.9	38.6
2013	8.32	8.44	8.44	8.49	39.1	39.4	39.3	39.7
2014	8.58	8.66	8.46	8.57	39.8	39.9	39.2	39.7
2015	8.67	8.72	8.81	8.27	39.8	39.6	39.8	39.5
2016	8.38	8.48	8.43	8.71	39.4	39.5	39.4	39.2
2017	8.83	8.67	8.72	8.43	39.1	38.6	38.6	38.8
2018	8.60	9.58	9.62	10.00	39.2	41.2	41.1	41.7
2019	9.95	10.15	9.58	9.96	41.2	41.3	39.7	39.7
2020	9.98	10.32	–	–	39.5	40.0	–	–
Paid leave								
2006	–	–	–	1.12	–	–	–	6.1
2007	1.12	1.15	1.15	1.14	6.1	6.2	6.2	6.1
2008	1.13	1.15	1.14	1.17	6.0	6.0	6.0	6.1
2009	1.17	1.17	1.22	1.19	6.0	6.0	6.1	6.0
2010	1.16	1.20	1.21	1.16	5.8	5.9	5.9	5.7
2011	1.17	1.17	1.18	1.14	5.7	5.7	5.7	5.6
2012	1.13	1.15	1.16	1.15	5.6	5.6	5.6	5.5
2013	1.19	1.19	1.20	1.19	5.6	5.6	5.6	5.5
2014	1.20	1.19	1.21	1.23	5.5	5.5	5.6	5.7
2015	1.25	1.27	1.27	1.20	5.7	5.8	5.7	5.7
2016	1.21	1.23	1.21	1.29	5.7	5.7	5.7	5.8
2017	1.32	1.31	1.32	1.26	5.8	5.8	5.8	5.8
2018	1.27	1.30	1.31	1.32	5.8	5.6	5.6	5.5
2019	1.34	1.36	1.38	1.46	5.5	5.5	5.7	5.8

See footnotes at end of table.

Supplemental table 13. Private retail trade industry workers, by bargaining status: employer costs per hour 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								
2020	1.48	1.49	–	–	5.9	5.8	–	–
Supplemental pay								
2006	–	–	–	0.39	–	–	–	2.1
2007	.39	.39	0.39	.38	2.1	2.1	2.1	2.1
2008	.39	.40	.40	.39	2.1	2.1	2.1	2.0
2009	.39	.39	.39	.38	2.0	2.0	2.0	1.9
2010	.38	.39	.38	.36	1.9	1.9	1.9	1.8
2011	.36	.36	.35	.36	1.8	1.8	1.7	1.8
2012	.36	.37	.37	.37	1.8	1.8	1.8	1.8
2013	.39	.39	.40	.39	1.8	1.8	1.8	1.8
2014	.37	.37	.37	.37	1.7	1.7	1.7	1.7
2015	.37	.37	.37	.31	1.7	1.7	1.7	1.5
2016	.31	.31	.31	.32	1.5	1.5	1.5	1.4
2017	.32	.32	.33	.32	1.4	1.4	1.4	1.5
2018	.31	.32	.32	.36	1.4	1.4	1.4	1.5
2019	.37	.38	.42	.42	1.5	1.6	1.8	1.7
2020	.42	.43	–	–	1.7	1.7	–	–
Insurance								
2006	–	–	–	2.35	–	–	–	12.9
2007	2.35	2.33	2.36	2.37	12.8	12.6	12.6	12.7
2008	2.40	2.42	2.42	2.53	12.7	12.7	12.7	13.1
2009	2.56	2.60	2.63	2.71	13.2	13.3	13.3	13.7
2010	2.90	2.96	3.00	3.06	14.6	14.5	14.7	15.1
2011	3.07	3.12	3.12	3.32	15.1	15.2	15.2	16.3
2012	3.32	3.36	3.44	3.42	16.4	16.3	16.5	16.4
2013	3.59	3.59	3.58	3.58	16.9	16.7	16.7	16.7
2014	3.67	3.68	3.67	3.67	17.0	17.0	17.0	17.0
2015	3.71	3.77	3.78	3.54	17.0	17.1	17.1	16.9
2016	3.60	3.57	3.53	3.64	16.9	16.6	16.5	16.4
2017	3.70	3.70	3.72	3.68	16.4	16.5	16.5	16.9
2018	3.84	3.93	3.93	4.19	17.5	16.9	16.8	17.5
2019	4.17	4.27	4.30	4.39	17.3	17.4	17.8	17.5
2020	4.38	4.40	–	–	17.3	17.1	–	–
Retirement and savings								
2006	–	–	–	.74	–	–	–	4.0
2007	.71	.71	.74	.73	3.9	3.9	3.9	3.9
2008	.73	.75	.75	.80	3.9	3.9	3.9	4.2
2009	.80	.81	.79	.79	4.1	4.2	4.0	4.0
2010	.77	.80	.81	.86	3.9	3.9	4.0	4.2
2011	.86	.87	.89	.95	4.2	4.3	4.4	4.7
2012	.97	.98	1.01	1.19	4.8	4.8	4.8	5.7
2013	1.24	1.36	1.36	1.47	5.8	6.4	6.3	6.9
2014	1.47	1.54	1.33	1.37	6.8	7.1	6.1	6.4
2015	1.40	1.34	1.43	1.33	6.4	6.1	6.5	6.3
2016	1.35	1.49	1.50	1.53	6.3	7.0	7.0	6.9
2017	1.53	1.38	1.39	1.33	6.8	6.1	6.2	6.1
2018	1.33	2.17	2.17	2.26	6.0	9.3	9.3	9.4
2019	2.21	2.25	1.56	1.72	9.2	9.1	6.5	6.9
2020	1.72	2.01	–	–	6.8	7.8	–	–
Legally required benefits								
2006	–	–	–	1.65	–	–	–	9.1
2007	1.66	1.67	1.68	1.68	9.0	9.0	9.0	9.0
2008	1.70	1.70	1.70	1.72	9.0	8.9	8.9	8.9
2009	1.73	1.74	1.75	1.80	8.9	8.9	8.9	9.1
2010	1.81	1.84	1.85	1.83	9.1	9.1	9.0	9.1
2011	1.85	1.86	1.87	1.84	9.1	9.1	9.1	9.0
2012	1.85	1.90	1.90	1.89	9.1	9.2	9.2	9.1
2013	1.90	1.90	1.90	1.87	8.9	8.9	8.9	8.8
2014	1.88	1.87	1.89	1.93	8.7	8.6	8.8	8.9
2015	1.95	1.97	1.96	1.91	8.9	8.9	8.8	9.1

See footnotes at end of table.

Supplemental table 13. Private retail trade industry workers, by bargaining status: employer costs per hour 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								
2016	1.91	1.88	1.88	1.94	9.0	8.8	8.8	8.7
2017	1.96	1.96	1.96	1.85	8.7	8.7	8.7	8.5
2018	1.85	1.87	1.88	1.87	8.4	8.0	8.0	7.8
2019	1.87	1.90	1.92	1.97	7.7	7.7	7.9	7.8
2020	1.98	1.99	–	–	7.8	7.7	–	–

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

Supplemental table 13. Private retail trade industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$15.78	–	–	–	100.0
2007	15.98	15.97	16.14	16.25	100.0	100.0	100.0	100.0
2008	16.30	16.44	16.52	16.59	100.0	100.0	100.0	100.0
2009	16.58	16.67	16.74	16.90	100.0	100.0	100.0	100.0
2010	17.00	17.11	17.18	16.88	100.0	100.0	100.0	100.0
2011	16.94	17.14	17.26	17.25	100.0	100.0	100.0	100.0
2012	17.33	17.41	17.35	17.20	100.0	100.0	100.0	100.0
2013	17.35	17.42	17.48	17.47	100.0	100.0	100.0	100.0
2014	17.44	17.56	17.71	17.60	100.0	100.0	100.0	100.0
2015	17.70	17.93	18.07	17.71	100.0	100.0	100.0	100.0
2016	17.90	18.25	18.25	18.42	100.0	100.0	100.0	100.0
2017	18.64	18.83	18.92	19.18	100.0	100.0	100.0	100.0
2018	19.46	19.73	19.76	19.61	100.0	100.0	100.0	100.0
2019	19.85	20.15	20.25	20.22	100.0	100.0	100.0	100.0
2020	20.41	20.55	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.09	–	–	–	76.6
2007	12.28	12.25	12.33	12.40	76.8	76.7	76.4	76.3
2008	12.42	12.54	12.61	12.63	76.2	76.3	76.3	76.1
2009	12.63	12.71	12.79	12.93	76.2	76.2	76.4	76.5
2010	12.98	13.05	13.09	12.88	76.3	76.3	76.2	76.3
2011	12.91	13.03	13.15	13.23	76.2	76.0	76.2	76.7
2012	13.30	13.35	13.35	13.26	76.7	76.7	77.0	77.1
2013	13.32	13.39	13.43	13.44	76.8	76.9	76.8	76.9
2014	13.37	13.49	13.63	13.57	76.7	76.8	77.0	77.1
2015	13.64	13.82	13.94	13.70	77.0	77.1	77.2	77.4
2016	13.74	14.02	14.06	14.20	76.7	76.8	77.0	77.1
2017	14.40	14.54	14.63	14.76	77.3	77.2	77.3	76.9
2018	14.98	15.18	15.23	15.10	77.0	77.0	77.1	77.0
2019	15.31	15.52	15.62	15.58	77.1	77.0	77.1	77.1
2020	15.75	15.86	–	–	77.2	77.2	–	–
Total benefits								
2006	–	–	–	3.69	–	–	–	23.4
2007	3.70	3.72	3.81	3.85	23.2	23.3	23.6	23.7
2008	3.88	3.90	3.92	3.96	23.8	23.7	23.7	23.9
2009	3.95	3.96	3.95	3.97	23.8	23.8	23.6	23.5
2010	4.03	4.06	4.08	4.00	23.7	23.7	23.8	23.7
2011	4.04	4.11	4.11	4.02	23.8	24.0	23.8	23.3
2012	4.03	4.06	4.00	3.95	23.3	23.3	23.0	22.9
2013	4.03	4.03	4.05	4.03	23.2	23.1	23.2	23.1
2014	4.07	4.07	4.08	4.03	23.3	23.2	23.0	22.9
2015	4.07	4.11	4.13	4.01	23.0	22.9	22.8	22.6
2016	4.16	4.23	4.19	4.21	23.3	23.2	23.0	22.9
2017	4.24	4.30	4.29	4.42	22.7	22.8	22.7	23.1
2018	4.48	4.54	4.52	4.51	23.0	23.0	22.9	23.0
2019	4.54	4.63	4.63	4.64	22.9	23.0	22.9	22.9
2020	4.66	4.69	–	–	22.8	22.8	–	–
Paid leave								
2006	–	–	–	.72	–	–	–	4.6
2007	.74	.74	.74	.75	4.7	4.6	4.6	4.6
2008	.74	.75	.75	.75	4.5	4.5	4.5	4.5
2009	.75	.76	.76	.76	4.6	4.5	4.5	4.5
2010	.76	.77	.78	.77	4.5	4.5	4.5	4.5
2011	.77	.78	.78	.76	4.5	4.6	4.5	4.4
2012	.77	.77	.76	.76	4.4	4.4	4.4	4.4
2013	.76	.76	.76	.78	4.4	4.4	4.4	4.4
2014	.78	.78	.79	.79	4.5	4.5	4.4	4.5
2015	.80	.81	.82	.81	4.5	4.5	4.5	4.6
2016	.83	.86	.85	.86	4.7	4.7	4.7	4.7
2017	.88	.89	.88	.91	4.7	4.7	4.7	4.7
2018	.92	.94	.93	.93	4.7	4.8	4.7	4.7
2019	.94	.96	.96	.97	4.7	4.8	4.7	4.8

See footnotes at end of table.

Supplemental table 13. Private retail trade industry workers, by bargaining status: employer costs per hour 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								
2020	0.96	0.98	–	–	4.7	4.8	–	–
Supplemental pay								
2006	–	–	–	0.30	–	–	–	1.9
2007	.28	.30	0.30	.30	1.8	1.9	1.9	1.9
2008	.31	.31	.31	.32	1.9	1.9	1.9	1.9
2009	.29	.29	.28	.27	1.7	1.8	1.7	1.6
2010	.27	.27	.27	.26	1.6	1.6	1.6	1.5
2011	.27	.27	.27	.25	1.6	1.6	1.5	1.4
2012	.25	.25	.26	.25	1.4	1.4	1.5	1.4
2013	.25	.25	.25	.25	1.4	1.4	1.4	1.4
2014	.26	.26	.26	.29	1.5	1.5	1.5	1.6
2015	.29	.29	.29	.29	1.6	1.6	1.6	1.7
2016	.38	.39	.38	.38	2.1	2.1	2.1	2.1
2017	.38	.39	.39	.42	2.0	2.1	2.0	2.2
2018	.43	.44	.44	.44	2.2	2.2	2.2	2.2
2019	.44	.46	.46	.50	2.2	2.3	2.3	2.5
2020	.51	.49	–	–	2.5	2.4	–	–
Insurance								
2006	–	–	–	.90	–	–	–	5.7
2007	.90	.91	.93	.94	5.6	5.7	5.8	5.8
2008	.97	.98	.98	1.01	6.0	6.0	5.9	6.1
2009	1.04	1.05	1.05	1.08	6.3	6.3	6.2	6.4
2010	1.11	1.12	1.11	1.11	6.5	6.5	6.5	6.6
2011	1.13	1.15	1.15	1.11	6.7	6.7	6.7	6.4
2012	1.11	1.11	1.05	1.05	6.4	6.4	6.1	6.1
2013	1.12	1.12	1.13	1.09	6.5	6.4	6.4	6.2
2014	1.14	1.12	1.12	1.05	6.5	6.4	6.3	6.0
2015	1.08	1.10	1.10	1.01	6.1	6.1	6.1	5.7
2016	1.06	1.08	1.06	1.06	5.9	5.9	5.8	5.7
2017	1.05	1.07	1.07	1.12	5.7	5.7	5.7	5.8
2018	1.13	1.14	1.12	1.13	5.8	5.8	5.7	5.7
2019	1.13	1.17	1.16	1.12	5.7	5.8	5.7	5.5
2020	1.13	1.14	–	–	5.5	5.6	–	–
Retirement and savings								
2006	–	–	–	.25	–	–	–	1.6
2007	.26	.25	.31	.32	1.6	1.6	1.9	2.0
2008	.33	.33	.34	.33	2.0	2.0	2.0	2.0
2009	.31	.31	.31	.31	1.9	1.9	1.8	1.8
2010	.31	.32	.32	.30	1.8	1.9	1.9	1.8
2011	.30	.31	.32	.30	1.8	1.8	1.8	1.8
2012	.31	.31	.30	.29	1.8	1.8	1.7	1.7
2013	.29	.30	.31	.31	1.7	1.7	1.7	1.8
2014	.31	.31	.31	.30	1.8	1.8	1.8	1.7
2015	.30	.31	.32	.31	1.7	1.7	1.8	1.7
2016	.30	.31	.30	.30	1.7	1.7	1.6	1.6
2017	.31	.31	.31	.31	1.6	1.7	1.7	1.6
2018	.32	.33	.33	.32	1.6	1.7	1.7	1.6
2019	.32	.32	.31	.31	1.6	1.6	1.5	1.5
2020	.31	.32	–	–	1.5	1.5	–	–
Legally required benefits								
2006	–	–	–	1.51	–	–	–	9.5
2007	1.52	1.52	1.53	1.53	9.5	9.5	9.5	9.4
2008	1.53	1.53	1.54	1.55	9.4	9.3	9.3	9.3
2009	1.55	1.55	1.55	1.56	9.4	9.3	9.3	9.2
2010	1.57	1.59	1.59	1.56	9.2	9.3	9.3	9.3
2011	1.57	1.60	1.60	1.60	9.3	9.3	9.3	9.3
2012	1.61	1.62	1.62	1.60	9.3	9.3	9.4	9.3
2013	1.61	1.60	1.61	1.60	9.3	9.2	9.2	9.2
2014	1.59	1.60	1.60	1.59	9.1	9.1	9.1	9.1
2015	1.60	1.61	1.60	1.58	9.0	9.0	8.9	8.9

See footnotes at end of table.

Supplemental table 13. Private retail trade industry workers, by bargaining status: employer costs per hour 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								
2016	1.58	1.60	1.60	1.61	8.9	8.8	8.7	8.7
2017	1.63	1.63	1.63	1.67	8.7	8.7	8.6	8.7
2018	1.69	1.70	1.70	1.70	8.7	8.6	8.6	8.6
2019	1.70	1.72	1.73	1.74	8.6	8.5	8.6	8.6
2020	1.76	1.76	–	–	8.6	8.6	–	–

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

Supplemental table 14. Private transportation and warehousing industry workers, by all workers: employer costs per hour 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	–	–	–	$31.79	–	–	–	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	39.66	39.14	39.85	100.0	100.0	100.0	100.0
2020	40.45	41.57	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.80	–	–	–	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	25.44	25.24	25.85	64.4	64.2	64.5	64.9
2020	26.25	26.84	–	–	64.9	64.6	–	–
Total benefits								
2006	–	–	–	10.99	–	–	–	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	14.22	13.89	14.00	35.6	35.8	35.5	35.1
2020	14.21	14.74	–	–	35.1	35.4	–	–
Paid leave								
2006	–	–	–	2.41	–	–	–	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
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	2.78	2.69	2.88	7.0	7.0	6.9	7.2

See footnotes at end of table.

Supplemental table 14. Private transportation and warehousing industry workers, by all workers: employer costs per hour 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								
2020	2.92	3.04	–	–	7.2	7.3	–	–
Supplemental pay								
2006	–	–	–	0.70	–	–	–	2.2
2007	.71	.76	0.75	.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	1.29	1.28	1.38	3.2	3.2	3.3	3.5
2020	1.41	1.47	–	–	3.5	3.5	–	–
Insurance								
2006	–	–	–	3.08	–	–	–	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	4.19	4.10	4.05	10.4	10.6	10.5	10.2
2020	4.11	4.28	–	–	10.2	10.3	–	–
Retirement and savings								
2006	–	–	–	1.78	–	–	–	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	2.55	2.43	2.36	6.4	6.4	6.2	5.9
2020	2.39	2.52	–	–	5.9	6.1	–	–
Legally required benefits								
2006	–	–	–	3.02	–	–	–	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
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

See footnotes at end of table.

Supplemental table 14. Private transportation and warehousing industry workers, by all workers: employer costs per hour 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								
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	3.41	3.39	3.33	8.7	8.6	8.7	8.3
2020	3.38	3.43	–	–	8.3	8.2	–	–

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

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$22.26	–	–	–	100.0
2007	22.43	22.51	22.45	22.69	100.0	100.0	100.0	100.0
2008	22.79	22.76	23.03	22.68	100.0	100.0	100.0	100.0
2009	22.82	22.69	22.91	23.85	100.0	100.0	100.0	100.0
2010	23.88	24.13	24.30	24.07	100.0	100.0	100.0	100.0
2011	24.26	24.52	24.72	24.92	100.0	100.0	100.0	100.0
2012	25.42	25.64	26.08	26.49	100.0	100.0	100.0	100.0
2013	26.20	25.55	25.78	26.36	100.0	100.0	100.0	100.0
2014	26.36	26.58	26.81	27.64	100.0	100.0	100.0	100.0
2015	28.44	28.46	28.51	28.63	100.0	100.0	100.0	100.0
2016	29.22	28.78	28.52	28.70	100.0	100.0	100.0	100.0
2017	29.33	29.34	30.24	28.49	100.0	100.0	100.0	100.0
2018	29.04	29.42	30.61	29.43	100.0	100.0	100.0	100.0
2019	30.11	29.93	30.51	28.77	100.0	100.0	100.0	100.0
2020	29.58	29.54	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.56	–	–	–	69.9
2007	15.68	15.83	15.75	15.91	69.9	70.3	70.2	70.1
2008	15.96	16.08	16.06	15.81	70.0	70.6	69.7	69.7
2009	15.82	15.76	15.85	16.44	69.3	69.5	69.2	68.9
2010	16.48	16.64	16.77	16.67	69.0	69.0	69.0	69.3
2011	16.77	16.87	17.01	17.46	69.1	68.8	68.8	70.1
2012	17.87	17.89	18.10	18.44	70.3	69.8	69.4	69.6
2013	18.27	17.88	17.95	17.91	69.7	70.0	69.6	67.9
2014	17.87	18.07	18.27	18.77	67.8	68.0	68.1	67.9
2015	19.14	19.19	19.25	19.28	67.3	67.4	67.5	67.3
2016	19.62	19.69	19.78	19.74	67.1	68.4	69.4	68.8
2017	19.99	20.02	20.58	19.94	68.1	68.2	68.1	70.0
2018	20.23	20.36	21.46	20.91	69.7	69.2	70.1	71.1
2019	21.36	21.17	21.56	20.81	71.0	70.7	70.7	72.3
2020	21.27	21.18	–	–	71.9	71.7	–	–
Total benefits								
2006	–	–	–	6.70	–	–	–	30.1
2007	6.74	6.68	6.69	6.79	30.1	29.7	29.8	29.9
2008	6.84	6.69	6.97	6.87	30.0	29.4	30.3	30.3
2009	7.00	6.93	7.06	7.41	30.7	30.5	30.8	31.1
2010	7.40	7.49	7.52	7.40	31.0	31.0	31.0	30.7
2011	7.48	7.66	7.71	7.45	30.9	31.2	31.2	29.9
2012	7.55	7.74	7.98	8.04	29.7	30.2	30.6	30.4
2013	7.93	7.67	7.83	8.45	30.3	30.0	30.4	32.1
2014	8.49	8.51	8.54	8.87	32.2	32.0	31.9	32.1
2015	9.30	9.27	9.26	9.35	32.7	32.6	32.5	32.7
2016	9.60	9.10	8.74	8.96	32.9	31.6	30.6	31.2
2017	9.35	9.32	9.66	8.55	31.9	31.8	31.9	30.0
2018	8.80	9.06	9.15	8.52	30.3	30.8	29.9	28.9
2019	8.74	8.76	8.95	7.96	29.0	29.3	29.3	27.7
2020	8.31	8.36	–	–	28.1	28.3	–	–
Paid leave								
2006	–	–	–	1.13	–	–	–	5.1
2007	1.14	1.14	1.14	1.15	5.1	5.1	5.1	5.1
2008	1.14	1.14	1.14	1.16	5.0	5.0	4.9	5.1
2009	1.18	1.14	1.17	1.29	5.2	5.0	5.1	5.4
2010	1.29	1.30	1.31	1.27	5.4	5.4	5.4	5.3
2011	1.26	1.27	1.28	1.29	5.2	5.2	5.2	5.2
2012	1.31	1.36	1.38	1.42	5.2	5.3	5.3	5.4
2013	1.40	1.30	1.30	1.41	5.3	5.1	5.1	5.3
2014	1.42	1.42	1.44	1.50	5.4	5.3	5.4	5.4
2015	1.56	1.54	1.55	1.58	5.5	5.4	5.4	5.5
2016	1.62	1.55	1.53	1.51	5.6	5.4	5.4	5.2
2017	1.57	1.56	1.63	1.51	5.4	5.3	5.4	5.3
2018	1.54	1.59	1.62	1.60	5.3	5.4	5.3	5.5
2019	1.65	1.68	1.72	1.62	5.5	5.6	5.6	5.6

See footnotes at end of table.

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2020	1.68	1.68	–	–	5.7	5.7	–	–
Supplemental pay								
2006	–	–	–	0.57	–	–	–	2.6
2007	.59	.59	0.57	.58	2.6	2.6	2.5	2.5
2008	.60	.55	.70	.75	2.6	2.4	3.1	3.3
2009	.74	.75	.72	.67	3.2	3.3	3.2	2.8
2010	.60	.62	.61	.61	2.5	2.6	2.5	2.5
2011	.60	.62	.63	.52	2.5	2.5	2.6	2.1
2012	.52	.54	.56	.52	2.0	2.1	2.2	2.0
2013	.51	.51	.54	.52	1.9	2.0	2.1	2.0
2014	.54	.54	.54	.61	2.0	2.0	2.0	2.2
2015	.65	.62	.59	.55	2.3	2.2	2.1	1.9
2016	.56	.63	.61	.59	1.9	2.2	2.1	2.1
2017	.62	.62	.65	.82	2.1	2.1	2.2	2.9
2018	.83	.84	.86	.73	2.9	2.9	2.8	2.5
2019	.75	.75	.75	.64	2.5	2.5	2.5	2.2
2020	.68	.68	–	–	2.3	2.3	–	–
Insurance								
2006	–	–	–	1.97	–	–	–	8.8
2007	2.01	1.98	2.02	2.05	9.0	8.8	9.0	9.0
2008	2.09	2.01	2.09	1.99	9.2	8.8	9.1	8.8
2009	2.07	2.07	2.17	2.26	9.1	9.1	9.5	9.5
2010	2.30	2.32	2.35	2.37	9.6	9.6	9.7	9.9
2011	2.40	2.45	2.46	2.26	9.9	10.0	10.0	9.1
2012	2.30	2.39	2.50	2.39	9.1	9.3	9.6	9.0
2013	2.35	2.28	2.36	2.69	9.0	8.9	9.2	10.2
2014	2.70	2.68	2.69	2.63	10.2	10.1	10.0	9.5
2015	2.84	2.84	2.85	2.88	10.0	10.0	10.0	10.1
2016	2.96	2.46	2.35	2.51	10.1	8.6	8.3	8.7
2017	2.60	2.62	2.69	2.13	8.9	8.9	8.9	7.5
2018	2.25	2.39	2.38	2.32	7.7	8.1	7.8	7.9
2019	2.39	2.41	2.47	2.10	7.9	8.1	8.1	7.3
2020	2.26	2.28	–	–	7.6	7.7	–	–
Retirement and savings								
2006	–	–	–	.64	–	–	–	2.9
2007	.63	.60	.57	.59	2.8	2.7	2.6	2.6
2008	.59	.56	.63	.65	2.6	2.5	2.7	2.8
2009	.66	.63	.64	.78	2.9	2.8	2.8	3.3
2010	.77	.79	.79	.73	3.2	3.3	3.2	3.0
2011	.73	.77	.77	.73	3.0	3.1	3.1	2.9
2012	.73	.79	.83	.92	2.9	3.1	3.2	3.5
2013	.94	.86	.89	1.00	3.6	3.4	3.4	3.8
2014	1.01	1.01	1.04	1.11	3.8	3.8	3.9	4.0
2015	1.25	1.21	1.24	1.24	4.4	4.3	4.3	4.3
2016	1.32	1.27	1.11	1.22	4.5	4.4	3.9	4.3
2017	1.34	1.33	1.41	1.00	4.6	4.5	4.7	3.5
2018	1.02	1.06	1.04	.88	3.5	3.6	3.4	3.0
2019	.94	.94	1.00	.71	3.1	3.1	3.3	2.5
2020	.76	.78	–	–	2.6	2.7	–	–
Legally required benefits								
2006	–	–	–	2.39	–	–	–	10.7
2007	2.38	2.37	2.40	2.42	10.6	10.5	10.7	10.7
2008	2.42	2.42	2.41	2.32	10.6	10.6	10.5	10.2
2009	2.34	2.34	2.35	2.42	10.3	10.3	10.2	10.1
2010	2.44	2.46	2.46	2.42	10.2	10.2	10.1	10.0
2011	2.49	2.54	2.56	2.65	10.3	10.4	10.4	10.6
2012	2.69	2.67	2.71	2.79	10.6	10.4	10.4	10.5
2013	2.73	2.71	2.74	2.83	10.4	10.6	10.6	10.7
2014	2.83	2.87	2.84	3.01	10.7	10.8	10.6	10.9
2015	3.01	3.05	3.03	3.09	10.6	10.7	10.6	10.8

See footnotes at end of table.

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2016	3.14	3.18	3.14	3.13	10.7	11.0	11.0	10.9
2017	3.21	3.18	3.28	3.09	10.9	10.8	10.8	10.8
2018	3.16	3.17	3.25	2.99	10.9	10.8	10.6	10.1
2019	3.01	2.98	3.01	2.89	10.0	10.0	9.9	10.0
2020	2.94	2.93	–	–	9.9	9.9	–	–

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

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$21.38	–	–	–	100.0
2007	21.66	22.13	21.74	21.96	100.0	100.0	100.0	100.0
2008	21.77	21.59	21.82	22.00	100.0	100.0	100.0	100.0
2009	22.17	21.63	22.08	23.51	100.0	100.0	100.0	100.0
2010	23.75	24.06	24.20	23.95	100.0	100.0	100.0	100.0
2011	24.14	24.42	24.59	25.45	100.0	100.0	100.0	100.0
2012	26.42	26.08	25.87	26.11	100.0	100.0	100.0	100.0
2013	26.23	25.27	25.19	25.20	100.0	100.0	100.0	100.0
2014	25.72	25.53	25.76	26.66	100.0	100.0	100.0	100.0
2015	27.30	26.88	26.93	27.49	100.0	100.0	100.0	100.0
2016	26.16	27.30	27.44	27.33	100.0	100.0	100.0	100.0
2017	28.22	28.14	29.13	28.18	100.0	100.0	100.0	100.0
2018	28.31	28.23	29.58	29.19	100.0	100.0	100.0	100.0
2019	30.62	30.07	29.93	27.61	100.0	100.0	100.0	100.0
2020	28.13	28.15	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.21	–	–	–	71.1
2007	15.37	15.79	15.53	15.63	71.0	71.3	71.4	71.2
2008	15.60	15.71	15.52	15.62	71.6	72.8	71.1	71.0
2009	15.65	15.34	15.62	16.50	70.6	70.9	70.7	70.2
2010	16.68	16.88	16.98	16.72	70.2	70.2	70.2	69.8
2011	16.79	16.83	16.99	17.73	69.5	68.9	69.1	69.7
2012	18.44	18.15	17.90	18.23	69.8	69.6	69.2	69.8
2013	18.27	17.71	17.57	17.18	69.6	70.1	69.8	68.2
2014	17.50	17.45	17.55	18.13	68.0	68.4	68.1	68.0
2015	18.60	18.31	18.30	18.80	68.1	68.1	67.9	68.4
2016	18.58	19.39	19.73	19.67	71.0	71.0	71.9	72.0
2017	20.18	20.15	20.94	20.29	71.5	71.6	71.9	72.0
2018	20.30	20.10	21.40	21.28	71.7	71.2	72.3	72.9
2019	22.20	21.69	21.85	20.30	72.5	72.1	73.0	73.5
2020	20.73	20.61	–	–	73.7	73.2	–	–
Total benefits								
2006	–	–	–	6.17	–	–	–	28.9
2007	6.28	6.34	6.21	6.33	29.0	28.7	28.6	28.8
2008	6.18	5.88	6.30	6.38	28.4	27.2	28.9	29.0
2009	6.52	6.29	6.46	7.01	29.4	29.1	29.3	29.8
2010	7.07	7.18	7.21	7.23	29.8	29.8	29.8	30.2
2011	7.35	7.59	7.60	7.72	30.5	31.1	30.9	30.3
2012	7.98	7.94	7.98	7.88	30.2	30.4	30.8	30.2
2013	7.97	7.56	7.61	8.01	30.4	29.9	30.2	31.8
2014	8.22	8.08	8.21	8.53	32.0	31.6	31.9	32.0
2015	8.70	8.56	8.63	8.70	31.9	31.9	32.1	31.6
2016	7.58	7.91	7.71	7.66	29.0	29.0	28.1	28.0
2017	8.05	7.99	8.19	7.89	28.5	28.4	28.1	28.0
2018	8.01	8.13	8.18	7.91	28.3	28.8	27.7	27.1
2019	8.42	8.38	8.08	7.32	27.5	27.9	27.0	26.5
2020	7.40	7.54	–	–	26.3	26.8	–	–
Paid leave								
2006	–	–	–	1.03	–	–	–	4.8
2007	1.05	1.08	1.06	1.06	4.8	4.9	4.9	4.8
2008	1.00	.99	.99	1.10	4.6	4.6	4.5	5.0
2009	1.12	1.03	1.06	1.23	5.0	4.8	4.8	5.2
2010	1.27	1.29	1.28	1.26	5.4	5.4	5.3	5.3
2011	1.25	1.26	1.27	1.32	5.2	5.2	5.2	5.2
2012	1.37	1.37	1.37	1.38	5.2	5.2	5.3	5.3
2013	1.37	1.22	1.23	1.32	5.2	4.8	4.9	5.2
2014	1.33	1.34	1.37	1.42	5.2	5.2	5.3	5.3
2015	1.41	1.40	1.41	1.40	5.2	5.2	5.2	5.1
2016	1.22	1.31	1.34	1.33	4.7	4.8	4.9	4.9
2017	1.45	1.41	1.46	1.40	5.1	5.0	5.0	5.0
2018	1.37	1.41	1.41	1.48	4.8	5.0	4.7	5.1
2019	1.56	1.58	1.53	1.45	5.1	5.2	5.1	5.3

See footnotes at end of table.

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2020	1.45	1.46	–	–	5.2	5.2	–	–
Supplemental pay								
2006	–	–	–	0.50	–	–	–	2.4
2007	.53	.52	0.51	.51	2.4	2.3	2.4	2.3
2008	.54	.47	.68	.71	2.5	2.2	3.1	3.2
2009	.70	.72	.70	.62	3.2	3.3	3.1	2.6
2010	.53	.57	.55	.56	2.2	2.4	2.3	2.3
2011	.55	.56	.58	.46	2.3	2.3	2.4	1.8
2012	.45	.49	.50	.40	1.7	1.9	1.9	1.5
2013	.38	.36	.38	.38	1.4	1.4	1.5	1.5
2014	.37	.37	.39	.46	1.4	1.4	1.5	1.7
2015	.46	.47	.47	.44	1.7	1.7	1.7	1.6
2016	.46	.45	.48	.49	1.8	1.7	1.8	1.8
2017	.52	.51	.51	.75	1.8	1.8	1.8	2.7
2018	.76	.74	.76	.58	2.7	2.6	2.6	2.0
2019	.60	.61	.60	.56	2.0	2.0	2.0	2.0
2020	.58	.58	–	–	2.1	2.1	–	–
Insurance								
2006	–	–	–	1.75	–	–	–	8.2
2007	1.81	1.80	1.79	1.83	8.3	8.2	8.3	8.3
2008	1.80	1.64	1.78	1.71	8.3	7.6	8.2	7.8
2009	1.83	1.76	1.86	2.00	8.2	8.1	8.4	8.5
2010	2.04	2.05	2.11	2.26	8.6	8.5	8.7	9.4
2011	2.32	2.41	2.41	2.34	9.6	9.9	9.8	9.2
2012	2.46	2.45	2.50	2.33	9.3	9.4	9.7	8.9
2013	2.39	2.29	2.34	2.76	9.1	9.1	9.3	11.0
2014	2.87	2.78	2.81	2.73	11.1	10.9	10.9	10.3
2015	2.83	2.77	2.84	2.78	10.4	10.3	10.5	10.1
2016	1.97	2.11	2.00	1.96	7.5	7.7	7.3	7.2
2017	2.04	2.04	2.06	1.90	7.2	7.2	7.1	6.7
2018	1.98	2.06	2.02	2.18	7.0	7.3	6.8	7.5
2019	2.31	2.30	2.21	1.89	7.5	7.7	7.4	6.8
2020	1.97	2.02	–	–	7.0	7.2	–	–
Retirement and savings								
2006	–	–	–	.53	–	–	–	2.5
2007	.55	.55	.51	.54	2.5	2.5	2.3	2.5
2008	.50	.42	.54	.61	2.3	1.9	2.5	2.8
2009	.63	.55	.56	.77	2.8	2.5	2.5	3.3
2010	.80	.80	.81	.73	3.4	3.3	3.3	3.0
2011	.73	.80	.76	.88	3.0	3.3	3.1	3.5
2012	.91	.91	.91	1.01	3.4	3.5	3.5	3.9
2013	1.07	.96	.98	.89	4.1	3.8	3.9	3.5
2014	.94	.90	.96	1.00	3.7	3.5	3.7	3.8
2015	1.10	1.00	.98	1.02	4.0	3.7	3.6	3.7
2016	.84	.86	.75	.77	3.2	3.1	2.7	2.8
2017	.84	.82	.81	.72	3.0	2.9	2.8	2.6
2018	.74	.76	.76	.72	2.6	2.7	2.6	2.5
2019	.91	.91	.77	.56	3.0	3.0	2.6	2.0
2020	.53	.59	–	–	1.9	2.1	–	–
Legally required benefits								
2006	–	–	–	2.35	–	–	–	11.0
2007	2.35	2.39	2.34	2.38	10.9	10.8	10.8	10.8
2008	2.34	2.36	2.32	2.25	10.7	10.9	10.6	10.2
2009	2.25	2.23	2.29	2.39	10.1	10.3	10.4	10.2
2010	2.43	2.47	2.47	2.42	10.2	10.2	10.2	10.1
2011	2.51	2.56	2.58	2.73	10.4	10.5	10.5	10.7
2012	2.80	2.73	2.69	2.76	10.6	10.5	10.4	10.6
2013	2.75	2.73	2.68	2.67	10.5	10.8	10.6	10.6
2014	2.72	2.68	2.69	2.91	10.6	10.5	10.5	10.9
2015	2.91	2.93	2.93	3.05	10.6	10.9	10.9	11.1

See footnotes at end of table.

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2016	3.08	3.18	3.14	3.11	11.8	11.6	11.4	11.4
2017	3.20	3.21	3.34	3.12	11.3	11.4	11.5	11.1
2018	3.17	3.15	3.23	2.95	11.2	11.1	10.9	10.1
2019	3.04	2.98	2.97	2.85	9.9	9.9	9.9	10.3
2020	2.87	2.89	–	–	10.2	10.3	–	–

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

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$38.29	–	–	–	100.0
2007	38.58	38.93	38.68	38.90	100.0	100.0	100.0	100.0
2008	39.74	39.59	39.93	37.54	100.0	100.0	100.0	100.0
2009	37.94	38.19	38.54	39.14	100.0	100.0	100.0	100.0
2010	39.83	40.24	40.80	38.38	100.0	100.0	100.0	100.0
2011	39.05	39.15	39.24	39.34	100.0	100.0	100.0	100.0
2012	40.05	40.00	40.26	40.63	100.0	100.0	100.0	100.0
2013	41.73	41.78	42.11	41.15	100.0	100.0	100.0	100.0
2014	41.66	41.57	42.74	44.12	100.0	100.0	100.0	100.0
2015	44.81	44.62	45.25	44.01	100.0	100.0	100.0	100.0
2016	45.21	45.05	45.41	45.72	100.0	100.0	100.0	100.0
2017	46.48	47.21	46.63	45.20	100.0	100.0	100.0	100.0
2018	46.42	46.45	46.27	44.87	100.0	100.0	100.0	100.0
2019	45.78	45.93	45.26	46.86	100.0	100.0	100.0	100.0
2020	47.35	48.41	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	24.37	–	–	–	63.6
2007	24.50	24.71	24.64	24.75	63.5	63.5	63.7	63.6
2008	25.13	25.07	25.45	24.11	63.2	63.3	63.7	64.2
2009	24.42	24.57	24.80	25.18	64.4	64.3	64.3	64.3
2010	25.46	25.64	26.04	24.44	63.9	63.7	63.8	63.7
2011	24.64	24.76	24.83	24.70	63.1	63.3	63.3	62.8
2012	24.91	25.03	25.35	25.39	62.2	62.6	63.0	62.5
2013	26.05	26.09	26.31	25.58	62.4	62.4	62.5	62.2
2014	25.90	25.88	26.63	27.51	62.2	62.3	62.3	62.4
2015	27.96	27.78	28.19	27.21	62.4	62.3	62.3	61.8
2016	27.98	27.86	28.03	28.47	61.9	61.9	61.7	62.3
2017	29.09	29.45	29.06	27.80	62.6	62.4	62.3	61.5
2018	28.66	28.73	28.59	27.59	61.7	61.8	61.8	61.5
2019	28.13	28.20	27.86	29.04	61.4	61.4	61.5	62.0
2020	29.41	30.05	–	–	62.1	62.1	–	–
Total benefits								
2006	–	–	–	13.92	–	–	–	36.4
2007	14.08	14.22	14.04	14.15	36.5	36.5	36.3	36.4
2008	14.61	14.52	14.47	13.44	36.8	36.7	36.3	35.8
2009	13.53	13.62	13.74	13.96	35.6	35.7	35.7	35.7
2010	14.36	14.59	14.77	13.94	36.1	36.3	36.2	36.3
2011	14.40	14.39	14.40	14.64	36.9	36.7	36.7	37.2
2012	15.14	14.97	14.91	15.24	37.8	37.4	37.0	37.5
2013	15.68	15.70	15.80	15.57	37.6	37.6	37.5	37.8
2014	15.76	15.69	16.11	16.61	37.8	37.7	37.7	37.6
2015	16.85	16.83	17.06	16.80	37.6	37.7	37.7	38.2
2016	17.23	17.19	17.38	17.25	38.1	38.1	38.3	37.7
2017	17.39	17.77	17.58	17.40	37.4	37.6	37.7	38.5
2018	17.75	17.72	17.68	17.29	38.3	38.2	38.2	38.5
2019	17.65	17.73	17.40	17.82	38.6	38.6	38.5	38.0
2020	17.94	18.36	–	–	37.9	37.9	–	–
Paid leave								
2006	–	–	–	3.28	–	–	–	8.6
2007	3.28	3.23	3.08	3.12	8.5	8.3	8.0	8.0
2008	3.13	3.10	3.14	2.91	7.9	7.8	7.9	7.8
2009	2.94	2.98	3.01	3.05	7.8	7.8	7.8	7.8
2010	3.12	3.14	3.20	3.00	7.8	7.8	7.8	7.8
2011	3.02	3.01	3.00	3.14	7.7	7.7	7.6	8.0
2012	3.15	3.11	3.07	3.12	7.9	7.8	7.6	7.7
2013	3.20	3.23	3.27	3.18	7.7	7.7	7.8	7.7
2014	3.21	3.21	3.42	3.49	7.7	7.7	8.0	7.9
2015	3.56	3.51	3.59	3.39	7.9	7.9	7.9	7.7
2016	3.53	3.50	3.53	3.58	7.8	7.8	7.8	7.8
2017	3.67	3.77	3.68	3.41	7.9	8.0	7.9	7.5
2018	3.51	3.53	3.49	3.43	7.6	7.6	7.6	7.7
2019	3.54	3.49	3.38	3.68	7.7	7.6	7.5	7.8

See footnotes at end of table.

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2020	3.71	3.82	–	–	7.8	7.9	–	–
Supplemental pay								
2006	–	–	–	0.79	–	–	–	2.1
2007	.81	.88	0.87	.88	2.1	2.3	2.2	2.3
2008	1.02	.96	.97	.90	2.6	2.4	2.4	2.4
2009	.86	.88	.88	.87	2.3	2.3	2.3	2.2
2010	.84	.83	.83	.84	2.1	2.1	2.0	2.2
2011	.98	1.01	1.00	1.16	2.5	2.6	2.6	3.0
2012	1.39	1.34	1.33	1.33	3.5	3.4	3.3	3.3
2013	1.35	1.30	1.30	1.42	3.2	3.1	3.1	3.5
2014	1.41	1.40	1.41	1.51	3.4	3.4	3.3	3.4
2015	1.54	1.49	1.52	1.56	3.4	3.3	3.4	3.5
2016	1.65	1.58	1.61	1.61	3.6	3.5	3.5	3.5
2017	1.54	1.55	1.53	1.51	3.3	3.3	3.3	3.3
2018	1.61	1.59	1.59	1.61	3.5	3.4	3.4	3.6
2019	1.62	1.63	1.65	1.85	3.5	3.6	3.6	4.0
2020	1.87	1.91	–	–	4.0	4.0	–	–
Insurance								
2006	–	–	–	3.84	–	–	–	10.0
2007	4.09	4.01	4.05	4.06	10.6	10.3	10.5	10.4
2008	4.15	4.19	4.20	3.96	10.5	10.6	10.5	10.6
2009	4.09	4.14	4.21	4.33	10.8	10.8	10.9	11.1
2010	4.64	4.91	4.95	4.88	11.6	12.2	12.1	12.7
2011	4.99	4.95	4.96	4.90	12.8	12.6	12.7	12.4
2012	5.11	5.03	4.99	5.10	12.8	12.6	12.4	12.6
2013	5.30	5.30	5.32	5.15	12.7	12.7	12.6	12.5
2014	5.21	5.14	5.16	5.08	12.5	12.4	12.1	11.5
2015	5.11	5.24	5.29	5.11	11.4	11.8	11.7	11.6
2016	5.25	5.33	5.39	5.13	11.6	11.8	11.9	11.2
2017	5.17	5.28	5.28	5.21	11.1	11.2	11.3	11.5
2018	5.23	5.17	5.15	5.14	11.3	11.1	11.1	11.5
2019	5.24	5.34	5.27	5.28	11.4	11.6	11.6	11.3
2020	5.28	5.41	–	–	11.1	11.2	–	–
Retirement and savings								
2006	–	–	–	2.57	–	–	–	6.7
2007	2.58	2.72	2.70	2.73	6.7	7.0	7.0	7.0
2008	2.91	2.89	2.82	2.49	7.3	7.3	7.1	6.6
2009	2.40	2.39	2.41	2.45	6.3	6.3	6.3	6.3
2010	2.46	2.38	2.42	2.03	6.2	5.9	5.9	5.3
2011	2.17	2.10	2.09	2.10	5.6	5.4	5.3	5.3
2012	2.10	2.13	2.11	2.27	5.2	5.3	5.2	5.6
2013	2.33	2.33	2.35	2.32	5.6	5.6	5.6	5.6
2014	2.42	2.36	2.46	2.79	5.8	5.7	5.7	6.3
2015	2.86	2.85	2.93	3.01	6.4	6.4	6.5	6.8
2016	3.06	3.06	3.13	3.15	6.8	6.8	6.9	6.9
2017	3.18	3.28	3.23	3.52	6.8	6.9	6.9	7.8
2018	3.55	3.59	3.61	3.45	7.6	7.7	7.8	7.7
2019	3.57	3.59	3.45	3.41	7.8	7.8	7.6	7.3
2020	3.43	3.50	–	–	7.2	7.2	–	–
Legally required benefits								
2006	–	–	–	3.45	–	–	–	9.0
2007	3.32	3.38	3.34	3.35	8.6	8.7	8.6	8.6
2008	3.39	3.38	3.35	3.17	8.5	8.5	8.4	8.4
2009	3.22	3.23	3.24	3.25	8.5	8.4	8.4	8.3
2010	3.30	3.33	3.37	3.20	8.3	8.3	8.3	8.3
2011	3.24	3.31	3.34	3.35	8.3	8.5	8.5	8.5
2012	3.39	3.37	3.41	3.43	8.5	8.4	8.5	8.5
2013	3.50	3.54	3.57	3.50	8.4	8.5	8.5	8.5
2014	3.51	3.58	3.67	3.73	8.4	8.6	8.6	8.4
2015	3.78	3.73	3.73	3.74	8.4	8.4	8.2	8.5

See footnotes at end of table.

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2016	3.73	3.72	3.72	3.77	8.3	8.3	8.2	8.2
2017	3.83	3.89	3.86	3.75	8.2	8.2	8.3	8.3
2018	3.86	3.83	3.83	3.65	8.3	8.3	8.3	8.1
2019	3.69	3.69	3.65	3.60	8.1	8.0	8.1	7.7
2020	3.65	3.71	–	–	7.7	7.7	–	–

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

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$27.36	–	–	–	100.0
2007	27.49	27.45	27.24	27.09	100.0	100.0	100.0	100.0
2008	27.64	27.72	27.92	26.82	100.0	100.0	100.0	100.0
2009	26.84	27.06	26.99	27.16	100.0	100.0	100.0	100.0
2010	27.50	27.84	28.58	27.61	100.0	100.0	100.0	100.0
2011	28.15	28.29	28.35	29.13	100.0	100.0	100.0	100.0
2012	29.37	29.32	29.15	29.99	100.0	100.0	100.0	100.0
2013	30.91	30.91	31.17	30.09	100.0	100.0	100.0	100.0
2014	30.54	30.66	30.47	31.50	100.0	100.0	100.0	100.0
2015	31.50	31.51	32.21	30.81	100.0	100.0	100.0	100.0
2016	31.07	32.11	32.70	31.99	100.0	100.0	100.0	100.0
2017	31.92	32.19	32.54	33.95	100.0	100.0	100.0	100.0
2018	36.43	36.25	36.21	37.34	100.0	100.0	100.0	100.0
2019	38.56	39.96	40.16	37.29	100.0	100.0	100.0	100.0
2020	37.33	38.64	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	17.86	–	–	–	65.3
2007	17.85	17.97	17.80	17.76	64.9	65.5	65.3	65.5
2008	18.11	18.19	18.40	17.86	65.5	65.6	65.9	66.6
2009	17.85	17.91	17.91	17.99	66.5	66.2	66.4	66.2
2010	18.11	18.34	18.80	17.85	65.8	65.9	65.8	64.6
2011	18.04	18.24	18.28	18.49	64.1	64.5	64.5	63.5
2012	18.59	18.64	18.60	19.05	63.3	63.6	63.8	63.5
2013	19.47	19.45	19.60	18.75	63.0	62.9	62.9	62.3
2014	19.10	19.18	19.14	19.80	62.5	62.5	62.8	62.9
2015	19.89	19.87	20.28	19.46	63.1	63.1	63.0	63.2
2016	19.71	20.15	20.45	20.33	63.4	62.8	62.5	63.6
2017	20.45	20.58	20.81	21.58	64.1	63.9	64.0	63.6
2018	23.32	23.35	23.23	23.98	64.0	64.4	64.2	64.2
2019	24.59	25.53	25.64	23.90	63.8	63.9	63.8	64.1
2020	23.97	24.68	–	–	64.2	63.9	–	–
Total benefits								
2006	–	–	–	9.50	–	–	–	34.7
2007	9.64	9.48	9.44	9.34	35.1	34.5	34.7	34.5
2008	9.54	9.53	9.51	8.96	34.5	34.4	34.1	33.4
2009	9.00	9.15	9.08	9.17	33.5	33.8	33.6	33.8
2010	9.39	9.51	9.78	9.76	34.2	34.1	34.2	35.4
2011	10.11	10.05	10.07	10.64	35.9	35.5	35.5	36.5
2012	10.78	10.69	10.55	10.94	36.7	36.4	36.2	36.5
2013	11.45	11.46	11.57	11.33	37.0	37.1	37.1	37.7
2014	11.45	11.49	11.33	11.69	37.5	37.5	37.2	37.1
2015	11.61	11.64	11.92	11.35	36.9	36.9	37.0	36.8
2016	11.36	11.96	12.25	11.66	36.6	37.2	37.5	36.4
2017	11.46	11.61	11.73	12.38	35.9	36.1	36.0	36.4
2018	13.12	12.90	12.98	13.36	36.0	35.6	35.8	35.8
2019	13.96	14.43	14.53	13.39	36.2	36.1	36.2	35.9
2020	13.35	13.96	–	–	35.8	36.1	–	–
Paid leave								
2006	–	–	–	2.06	–	–	–	7.5
2007	2.04	1.92	1.88	1.91	7.4	7.0	6.9	7.0
2008	1.87	1.86	1.88	1.77	6.8	6.7	6.7	6.6
2009	1.76	1.79	1.77	1.69	6.5	6.6	6.6	6.2
2010	1.77	1.78	1.84	1.80	6.4	6.4	6.4	6.5
2011	1.82	1.81	1.80	1.91	6.5	6.4	6.4	6.5
2012	1.91	1.87	1.81	1.85	6.5	6.4	6.2	6.2
2013	1.95	1.99	2.03	1.94	6.3	6.4	6.5	6.4
2014	1.98	1.99	1.99	2.04	6.5	6.5	6.5	6.5
2015	2.03	2.02	2.11	2.05	6.5	6.4	6.5	6.7
2016	2.10	2.18	2.25	2.19	6.8	6.8	6.9	6.8
2017	2.15	2.18	2.22	2.21	6.7	6.8	6.8	6.5
2018	2.35	2.37	2.33	2.44	6.4	6.5	6.4	6.5
2019	2.56	2.67	2.69	2.55	6.6	6.7	6.7	6.8

See footnotes at end of table.

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2020	2.54	2.64	–	–	6.8	6.8	–	–
Supplemental pay								
2006	–	–	–	0.66	–	–	–	2.4
2007	.66	.65	0.66	.65	2.4	2.4	2.4	2.4
2008	.69	.69	.70	.68	2.5	2.5	2.5	2.5
2009	.62	.64	.64	.62	2.3	2.4	2.4	2.3
2010	.61	.59	.60	.69	2.2	2.1	2.1	2.5
2011	.78	.76	.77	1.03	2.8	2.7	2.7	3.5
2012	1.06	1.04	1.02	1.11	3.6	3.5	3.5	3.7
2013	1.13	1.08	1.07	1.11	3.7	3.5	3.4	3.7
2014	1.06	1.06	1.05	1.02	3.5	3.5	3.4	3.2
2015	1.04	1.16	1.20	.93	3.3	3.7	3.7	3.0
2016	.97	.89	.91	.91	3.1	2.8	2.8	2.8
2017	.90	.91	.90	.91	2.8	2.8	2.8	2.7
2018	1.29	1.29	1.29	1.48	3.5	3.6	3.6	4.0
2019	1.45	1.51	1.52	1.34	3.8	3.8	3.8	3.6
2020	1.33	1.41	–	–	3.6	3.7	–	–
Insurance								
2006	–	–	–	2.67	–	–	–	9.8
2007	2.94	2.84	2.88	2.80	10.7	10.4	10.6	10.3
2008	2.89	2.89	2.84	2.66	10.4	10.4	10.2	9.9
2009	2.77	2.85	2.78	2.95	10.3	10.5	10.3	10.9
2010	3.21	3.36	3.44	3.58	11.7	12.1	12.0	13.0
2011	3.67	3.67	3.68	3.75	13.0	13.0	13.0	12.9
2012	3.83	3.77	3.69	3.86	13.0	12.8	12.7	12.9
2013	4.09	4.08	4.09	3.97	13.2	13.2	13.1	13.2
2014	4.01	4.00	3.91	3.90	13.1	13.0	12.8	12.4
2015	3.83	3.76	3.84	3.53	12.1	11.9	11.9	11.5
2016	3.61	4.10	4.20	3.68	11.6	12.8	12.8	11.5
2017	3.59	3.63	3.75	3.97	11.2	11.3	11.5	11.7
2018	4.01	3.88	3.90	4.00	11.0	10.7	10.8	10.7
2019	4.18	4.29	4.33	4.11	10.8	10.7	10.8	11.0
2020	4.04	4.21	–	–	10.8	10.9	–	–
Retirement and savings								
2006	–	–	–	1.28	–	–	–	4.7
2007	1.25	1.28	1.29	1.27	4.5	4.7	4.7	4.7
2008	1.35	1.35	1.32	1.19	4.9	4.9	4.7	4.4
2009	1.17	1.17	1.18	1.23	4.3	4.3	4.4	4.5
2010	1.09	1.03	1.08	1.01	4.0	3.7	3.8	3.6
2011	1.12	1.06	1.07	1.17	4.0	3.7	3.8	4.0
2012	1.17	1.20	1.19	1.25	4.0	4.1	4.1	4.2
2013	1.32	1.33	1.37	1.39	4.3	4.3	4.4	4.6
2014	1.49	1.49	1.45	1.67	4.9	4.9	4.8	5.3
2015	1.65	1.64	1.75	1.76	5.2	5.2	5.4	5.7
2016	1.67	1.76	1.84	1.81	5.4	5.5	5.6	5.7
2017	1.78	1.82	1.78	2.09	5.6	5.6	5.5	6.2
2018	2.09	2.00	2.09	2.09	5.7	5.5	5.8	5.6
2019	2.34	2.43	2.49	2.08	6.1	6.1	6.2	5.6
2020	2.12	2.25	–	–	5.7	5.8	–	–
Legally required benefits								
2006	–	–	–	2.83	–	–	–	10.3
2007	2.76	2.79	2.73	2.71	10.0	10.2	10.0	10.0
2008	2.74	2.75	2.77	2.66	9.9	9.9	9.9	9.9
2009	2.69	2.70	2.71	2.68	10.0	10.0	10.0	9.9
2010	2.72	2.75	2.82	2.68	9.9	9.9	9.9	9.7
2011	2.73	2.75	2.75	2.78	9.7	9.7	9.7	9.5
2012	2.81	2.81	2.84	2.87	9.6	9.6	9.7	9.6
2013	2.96	2.98	3.00	2.91	9.6	9.6	9.6	9.7
2014	2.92	2.95	2.94	3.06	9.6	9.6	9.6	9.7
2015	3.06	3.05	3.03	3.08	9.7	9.7	9.4	10.0

See footnotes at end of table.

Supplemental table 15. Private transportation and warehousing industry workers, by establishment size: employer costs per hour 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								
2016	3.01	3.04	3.05	3.07	9.7	9.5	9.3	9.6
2017	3.05	3.07	3.08	3.19	9.6	9.5	9.5	9.4
2018	3.38	3.36	3.36	3.36	9.3	9.3	9.3	9.0
2019	3.43	3.52	3.49	3.31	8.9	8.8	8.7	8.9
2020	3.33	3.44	–	–	8.9	8.9	–	–

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

Supplemental table 16. Private transportation and warehousing industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$48.16	–	–	–	100.0
2007	48.31	48.84	48.76	48.71	100.0	100.0	100.0	100.0
2008	50.07	49.86	49.99	47.29	100.0	100.0	100.0	100.0
2009	48.23	48.39	48.97	46.97	100.0	100.0	100.0	100.0
2010	47.89	48.69	49.56	47.36	100.0	100.0	100.0	100.0
2011	48.20	48.29	48.46	47.30	100.0	100.0	100.0	100.0
2012	48.51	49.00	49.65	50.14	100.0	100.0	100.0	100.0
2013	51.23	51.38	51.71	51.30	100.0	100.0	100.0	100.0
2014	52.47	52.11	54.37	56.43	100.0	100.0	100.0	100.0
2015	57.95	57.50	57.77	55.31	100.0	100.0	100.0	100.0
2016	56.40	56.40	57.83	58.32	100.0	100.0	100.0	100.0
2017	59.62	60.49	59.11	56.35	100.0	100.0	100.0	100.0
2018	57.82	58.52	58.34	54.69	100.0	100.0	100.0	100.0
2019	55.32	54.83	53.54	57.96	100.0	100.0	100.0	100.0
2020	58.37	59.54	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	29.30	–	–	–	60.9
2007	29.29	29.56	29.78	29.71	60.6	60.5	61.1	61.0
2008	30.27	30.14	30.49	28.98	60.5	60.5	61.0	61.3
2009	29.65	29.74	30.18	28.91	61.5	61.5	61.6	61.5
2010	29.26	29.64	30.20	28.63	61.1	60.9	60.9	60.5
2011	28.81	28.86	29.01	28.15	59.8	59.8	59.9	59.5
2012	28.51	29.06	29.67	29.73	58.8	59.3	59.8	59.3
2013	30.50	30.62	30.88	30.51	59.5	59.6	59.7	59.5
2014	31.26	31.06	32.46	33.86	59.6	59.6	59.7	60.0
2015	34.76	34.45	34.64	32.68	60.0	59.9	60.0	59.1
2016	33.41	33.21	34.06	34.63	59.2	58.9	58.9	59.4
2017	35.41	35.78	34.78	32.94	59.4	59.2	58.8	58.5
2018	34.00	34.36	34.19	31.98	58.8	58.7	58.6	58.5
2019	32.41	32.19	31.35	34.47	58.6	58.7	58.6	59.5
2020	34.74	35.48	–	–	59.5	59.6	–	–
Total benefits								
2006	–	–	–	18.85	–	–	–	39.1
2007	19.02	19.28	18.99	19.00	39.4	39.5	38.9	39.0
2008	19.80	19.72	19.50	18.31	39.5	39.5	39.0	38.7
2009	18.58	18.65	18.79	18.06	38.5	38.5	38.4	38.5
2010	18.63	19.05	19.36	18.73	38.9	39.1	39.1	39.5
2011	19.39	19.43	19.45	19.15	40.2	40.2	40.1	40.5
2012	20.00	19.95	19.98	20.41	41.2	40.7	40.2	40.7
2013	20.72	20.75	20.83	20.79	40.5	40.4	40.3	40.5
2014	21.21	21.05	21.91	22.56	40.4	40.4	40.3	40.0
2015	23.19	23.05	23.13	22.63	40.0	40.1	40.0	40.9
2016	22.99	23.18	23.77	23.69	40.8	41.1	41.1	40.6
2017	24.21	24.71	24.33	23.41	40.6	40.8	41.2	41.5
2018	23.82	24.16	24.15	22.71	41.2	41.3	41.4	41.5
2019	22.91	22.63	22.19	23.49	41.4	41.3	41.4	40.5
2020	23.64	24.06	–	–	40.5	40.4	–	–
Paid leave								
2006	–	–	–	4.47	–	–	–	9.3
2007	4.43	4.36	4.17	4.16	9.2	8.9	8.6	8.5
2008	4.19	4.16	4.18	3.92	8.4	8.3	8.4	8.3
2009	4.00	4.03	4.09	3.80	8.3	8.3	8.3	8.1
2010	3.90	3.96	4.05	3.91	8.1	8.1	8.2	8.2
2011	3.94	3.93	3.90	3.98	8.2	8.1	8.1	8.4
2012	4.04	4.04	3.97	4.08	8.3	8.2	8.0	8.1
2013	4.18	4.24	4.27	4.17	8.2	8.3	8.3	8.1
2014	4.29	4.24	4.64	4.70	8.2	8.1	8.5	8.3
2015	4.85	4.80	4.83	4.47	8.4	8.3	8.4	8.1
2016	4.61	4.59	4.75	4.79	8.2	8.1	8.2	8.2
2017	4.91	5.06	4.87	4.49	8.2	8.4	8.2	8.0
2018	4.62	4.68	4.66	4.43	8.0	8.0	8.0	8.1
2019	4.49	4.36	4.17	4.67	8.1	8.0	7.8	8.1

See footnotes at end of table.

Supplemental table 16. Private transportation and warehousing industry workers, by bargaining status: employer costs per hour 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								
2020	4.70	4.82	–	–	8.1	8.1	–	–
Supplemental pay								
2006	–	–	–	1.01	–	–	–	2.1
2007	1.04	1.19	1.15	1.18	2.2	2.4	2.4	2.4
2008	1.38	1.31	1.32	1.21	2.8	2.6	2.6	2.5
2009	1.14	1.15	1.15	1.06	2.4	2.4	2.3	2.3
2010	1.05	1.04	1.05	1.03	2.2	2.1	2.1	2.2
2011	1.24	1.29	1.28	1.28	2.6	2.7	2.6	2.7
2012	1.74	1.67	1.70	1.62	3.6	3.4	3.4	3.2
2013	1.64	1.57	1.58	1.77	3.2	3.1	3.1	3.5
2014	1.78	1.77	1.82	1.90	3.4	3.4	3.3	3.4
2015	1.94	1.75	1.75	1.76	3.3	3.0	3.0	3.2
2016	1.77	1.73	1.81	1.82	3.1	3.1	3.1	3.1
2017	1.89	1.89	1.84	1.81	3.2	3.1	3.1	3.2
2018	1.90	1.92	1.91	1.77	3.3	3.3	3.3	3.2
2019	1.78	1.74	1.74	2.20	3.2	3.2	3.2	3.8
2020	2.24	2.28	–	–	3.8	3.8	–	–
Insurance								
2006	–	–	–	5.09	–	–	–	10.6
2007	5.48	5.36	5.31	5.31	11.3	11.0	10.9	10.9
2008	5.51	5.56	5.55	5.38	11.0	11.2	11.1	11.4
2009	5.61	5.65	5.68	5.59	11.6	11.7	11.6	11.9
2010	6.00	6.42	6.52	6.71	12.5	13.2	13.1	14.2
2011	6.84	6.86	6.87	6.78	14.2	14.2	14.2	14.3
2012	7.05	6.99	7.03	7.20	14.5	14.3	14.2	14.4
2013	7.28	7.31	7.31	7.19	14.2	14.2	14.1	14.0
2014	7.30	7.18	7.23	7.16	13.9	13.8	13.3	12.7
2015	7.30	7.55	7.54	7.31	12.6	13.1	13.1	13.2
2016	7.44	7.66	7.85	7.53	13.2	13.6	13.6	12.9
2017	7.65	7.80	7.75	7.26	12.8	12.9	13.1	12.9
2018	7.32	7.44	7.43	7.11	12.7	12.7	12.7	13.0
2019	7.13	7.16	7.13	7.27	12.9	13.1	13.3	12.6
2020	7.29	7.42	–	–	12.5	12.5	–	–
Retirement and savings								
2006	–	–	–	3.98	–	–	–	8.3
2007	3.96	4.21	4.18	4.17	8.2	8.6	8.6	8.6
2008	4.46	4.46	4.33	3.89	8.9	8.9	8.7	8.2
2009	3.82	3.83	3.87	3.75	7.9	7.9	7.9	8.0
2010	3.76	3.67	3.75	3.26	7.8	7.5	7.6	6.9
2011	3.48	3.39	3.39	3.14	7.2	7.0	7.0	6.6
2012	3.13	3.17	3.16	3.36	6.4	6.5	6.4	6.7
2013	3.43	3.40	3.40	3.41	6.7	6.6	6.6	6.7
2014	3.54	3.44	3.63	4.14	6.7	6.6	6.7	7.3
2015	4.34	4.27	4.34	4.63	7.5	7.4	7.5	8.4
2016	4.70	4.80	4.91	5.02	8.3	8.5	8.5	8.6
2017	5.10	5.22	5.18	5.44	8.6	8.6	8.8	9.6
2018	5.47	5.60	5.63	5.22	9.5	9.6	9.7	9.5
2019	5.30	5.19	5.01	5.14	9.6	9.5	9.4	8.9
2020	5.16	5.25	–	–	8.8	8.8	–	–
Legally required benefits								
2006	–	–	–	4.30	–	–	–	8.9
2007	4.10	4.17	4.17	4.17	8.5	8.5	8.6	8.6
2008	4.25	4.22	4.14	3.91	8.5	8.5	8.3	8.3
2009	4.01	3.99	4.01	3.86	8.3	8.2	8.2	8.2
2010	3.92	3.96	3.99	3.83	8.2	8.1	8.1	8.1
2011	3.88	3.97	4.01	3.97	8.1	8.2	8.3	8.4
2012	4.05	4.08	4.12	4.15	8.4	8.3	8.3	8.3
2013	4.19	4.23	4.27	4.25	8.2	8.2	8.3	8.3
2014	4.31	4.42	4.60	4.66	8.2	8.5	8.5	8.3
2015	4.76	4.67	4.66	4.48	8.2	8.1	8.1	8.1

See footnotes at end of table.

Supplemental table 16. Private transportation and warehousing industry workers, by bargaining status: employer costs per hour 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								
2016	4.47	4.40	4.45	4.53	7.9	7.8	7.7	7.8
2017	4.66	4.74	4.70	4.41	7.8	7.8	7.9	7.8
2018	4.51	4.52	4.51	4.18	7.8	7.7	7.7	7.7
2019	4.22	4.18	4.14	4.20	7.6	7.6	7.7	7.2
2020	4.24	4.30	–	–	7.3	7.2	–	–

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

Supplemental table 16. Private transportation and warehousing industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$23.43	–	–	–	100.0
2007	23.54	23.81	23.89	23.86	100.0	100.0	100.0	100.0
2008	24.15	24.26	24.50	24.24	100.0	100.0	100.0	100.0
2009	24.30	24.29	24.55	25.57	100.0	100.0	100.0	100.0
2010	25.76	26.00	26.22	25.81	100.0	100.0	100.0	100.0
2011	26.08	26.34	26.42	26.96	100.0	100.0	100.0	100.0
2012	27.49	27.56	27.71	28.21	100.0	100.0	100.0	100.0
2013	28.44	28.31	28.51	28.21	100.0	100.0	100.0	100.0
2014	28.34	28.53	28.65	29.43	100.0	100.0	100.0	100.0
2015	29.70	29.73	29.99	29.36	100.0	100.0	100.0	100.0
2016	29.95	29.92	29.92	30.11	100.0	100.0	100.0	100.0
2017	30.30	30.68	31.06	29.91	100.0	100.0	100.0	100.0
2018	30.61	30.95	31.34	30.96	100.0	100.0	100.0	100.0
2019	31.52	31.29	31.73	31.22	100.0	100.0	100.0	100.0
2020	31.78	32.16	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	16.45	–	–	–	70.2
2007	16.56	16.79	16.73	16.74	70.3	70.5	70.0	70.2
2008	16.92	17.08	17.16	16.95	70.0	70.4	70.0	69.9
2009	16.95	16.97	17.08	17.81	69.8	69.9	69.6	69.6
2010	17.92	18.05	18.22	17.93	69.6	69.4	69.5	69.5
2011	18.08	18.24	18.31	18.74	69.3	69.3	69.3	69.5
2012	19.08	19.05	19.15	19.44	69.4	69.1	69.1	68.9
2013	19.53	19.42	19.50	19.03	68.7	68.6	68.4	67.5
2014	19.06	19.23	19.36	19.80	67.2	67.4	67.6	67.3
2015	19.95	19.95	20.15	19.83	67.2	67.1	67.2	67.5
2016	20.20	20.44	20.48	20.61	67.5	68.3	68.5	68.5
2017	20.82	21.06	21.36	20.66	68.7	68.7	68.8	69.1
2018	21.09	21.27	21.74	21.50	68.9	68.7	69.4	69.4
2019	21.89	21.72	22.11	21.74	69.4	69.4	69.7	69.6
2020	22.14	22.31	–	–	69.7	69.4	–	–
Total benefits								
2006	–	–	–	6.98	–	–	–	29.8
2007	6.98	7.02	7.16	7.11	29.7	29.5	30.0	29.8
2008	7.24	7.18	7.34	7.29	30.0	29.6	30.0	30.1
2009	7.35	7.32	7.47	7.76	30.2	30.1	30.4	30.4
2010	7.83	7.95	7.99	7.88	30.4	30.6	30.5	30.5
2011	8.00	8.09	8.11	8.22	30.7	30.7	30.7	30.5
2012	8.41	8.51	8.56	8.77	30.6	30.9	30.9	31.1
2013	8.91	8.89	9.01	9.18	31.3	31.4	31.6	32.5
2014	9.28	9.30	9.29	9.63	32.8	32.6	32.4	32.7
2015	9.75	9.78	9.84	9.53	32.8	32.9	32.8	32.5
2016	9.75	9.48	9.43	9.50	32.5	31.7	31.5	31.5
2017	9.48	9.62	9.70	9.25	31.3	31.3	31.2	30.9
2018	9.52	9.68	9.60	9.46	31.1	31.3	30.6	30.6
2019	9.63	9.57	9.63	9.48	30.6	30.6	30.3	30.4
2020	9.64	9.85	–	–	30.3	30.6	–	–
Paid leave								
2006	–	–	–	1.35	–	–	–	5.8
2007	1.36	1.38	1.38	1.37	5.8	5.8	5.8	5.7
2008	1.38	1.38	1.39	1.41	5.7	5.7	5.7	5.8
2009	1.42	1.41	1.43	1.56	5.8	5.8	5.8	6.1
2010	1.58	1.59	1.61	1.56	6.1	6.1	6.1	6.0
2011	1.56	1.57	1.57	1.63	6.0	6.0	6.0	6.1
2012	1.65	1.66	1.68	1.71	6.0	6.0	6.1	6.1
2013	1.71	1.68	1.70	1.73	6.0	5.9	6.0	6.1
2014	1.74	1.75	1.77	1.85	6.1	6.1	6.2	6.3
2015	1.86	1.83	1.87	1.79	6.3	6.2	6.2	6.1
2016	1.84	1.83	1.82	1.84	6.1	6.1	6.1	6.1
2017	1.87	1.90	1.92	1.77	6.2	6.2	6.2	5.9
2018	1.81	1.88	1.85	1.87	5.9	6.1	5.9	6.0
2019	1.92	1.91	1.93	2.03	6.1	6.1	6.1	6.5

See footnotes at end of table.

Supplemental table 16. Private transportation and warehousing industry workers, by bargaining status: employer costs per hour 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								
2020	2.05	2.11	–	–	6.5	6.6	–	–
Supplemental pay								
2006	–	–	–	0.54	–	–	–	2.3
2007	.55	.54	0.54	.54	2.3	2.3	2.3	2.3
2008	.58	.54	.63	.67	2.4	2.2	2.6	2.8
2009	.66	.68	.66	.65	2.7	2.8	2.7	2.5
2010	.58	.59	.58	.62	2.2	2.3	2.2	2.4
2011	.63	.65	.65	.72	2.4	2.5	2.5	2.7
2012	.72	.73	.71	.73	2.6	2.6	2.6	2.6
2013	.73	.73	.74	.76	2.6	2.6	2.6	2.7
2014	.76	.76	.75	.84	2.7	2.7	2.6	2.9
2015	.86	.89	.89	.86	2.9	3.0	3.0	2.9
2016	.92	.96	.95	.94	3.1	3.2	3.2	3.1
2017	.84	.86	.87	.95	2.8	2.8	2.8	3.2
2018	1.01	1.02	1.02	1.02	3.3	3.3	3.3	3.3
2019	1.01	1.04	1.04	.99	3.2	3.3	3.3	3.2
2020	1.01	1.04	–	–	3.2	3.2	–	–
Insurance								
2006	–	–	–	2.05	–	–	–	8.8
2007	2.08	2.08	2.20	2.17	8.8	8.7	9.2	9.1
2008	2.21	2.18	2.22	2.14	9.1	9.0	9.1	8.8
2009	2.20	2.21	2.33	2.39	9.1	9.1	9.5	9.3
2010	2.48	2.54	2.56	2.56	9.6	9.8	9.8	9.9
2011	2.60	2.60	2.60	2.43	10.0	9.9	9.9	9.0
2012	2.56	2.60	2.61	2.59	9.3	9.4	9.4	9.2
2013	2.69	2.70	2.74	2.83	9.5	9.5	9.6	10.0
2014	2.88	2.86	2.85	2.78	10.1	10.0	9.9	9.4
2015	2.84	2.85	2.86	2.71	9.5	9.6	9.5	9.2
2016	2.78	2.50	2.50	2.51	9.3	8.3	8.3	8.3
2017	2.50	2.55	2.57	2.39	8.2	8.3	8.3	8.0
2018	2.45	2.49	2.44	2.51	8.0	8.0	7.8	8.1
2019	2.57	2.55	2.55	2.51	8.1	8.1	8.0	8.0
2020	2.57	2.64	–	–	8.1	8.2	–	–
Retirement and savings								
2006	–	–	–	.66	–	–	–	2.8
2007	.66	.66	.68	.68	2.8	2.8	2.9	2.8
2008	.71	.70	.72	.75	2.9	2.9	2.9	3.1
2009	.72	.67	.69	.74	3.0	2.8	2.8	2.9
2010	.74	.74	.75	.69	2.9	2.9	2.9	2.7
2011	.71	.72	.71	.79	2.7	2.7	2.7	2.9
2012	.82	.88	.88	1.00	3.0	3.2	3.2	3.5
2013	1.02	1.02	1.04	1.07	3.6	3.6	3.7	3.8
2014	1.13	1.12	1.14	1.25	4.0	3.9	4.0	4.2
2015	1.29	1.29	1.32	1.17	4.3	4.3	4.4	4.0
2016	1.20	1.15	1.13	1.17	4.0	3.8	3.8	3.9
2017	1.20	1.23	1.23	1.10	4.0	4.0	4.0	3.7
2018	1.12	1.18	1.14	1.07	3.7	3.8	3.6	3.4
2019	1.11	1.09	1.10	1.04	3.5	3.5	3.5	3.3
2020	1.05	1.09	–	–	3.3	3.4	–	–
Legally required benefits								
2006	–	–	–	2.37	–	–	–	10.1
2007	2.33	2.36	2.35	2.35	9.9	9.9	9.9	9.9
2008	2.36	2.38	2.38	2.32	9.8	9.8	9.7	9.6
2009	2.34	2.35	2.36	2.42	9.6	9.7	9.6	9.5
2010	2.45	2.48	2.50	2.45	9.5	9.5	9.5	9.5
2011	2.50	2.56	2.57	2.64	9.6	9.7	9.7	9.8
2012	2.67	2.64	2.67	2.74	9.7	9.6	9.6	9.7
2013	2.74	2.76	2.78	2.78	9.7	9.7	9.7	9.8
2014	2.77	2.80	2.79	2.91	9.8	9.8	9.7	9.9
2015	2.90	2.91	2.89	2.99	9.8	9.8	9.6	10.2

See footnotes at end of table.

Supplemental table 16. Private transportation and warehousing industry workers, by bargaining status: employer costs per hour 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								
2016	3.01	3.06	3.04	3.05	10.1	10.2	10.2	10.1
2017	3.07	3.07	3.12	3.04	10.1	10.0	10.0	10.2
2018	3.13	3.11	3.16	3.00	10.2	10.1	10.1	9.7
2019	3.01	2.99	3.00	2.91	9.6	9.5	9.5	9.3
2020	2.96	2.97	–	–	9.3	9.2	–	–

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

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour 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	–	–	–	$38.31	–	–	–	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	57.77	58.32	56.37	100.0	100.0	100.0	100.0
2020	56.38	56.79	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	26.18	–	–	–	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	38.73	39.22	38.17	66.4	67.0	67.2	67.7
2020	38.07	38.09	–	–	67.5	67.1	–	–
Total benefits								
2006	–	–	–	12.13	–	–	–	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	19.04	19.10	18.19	33.6	33.0	32.8	32.3
2020	18.31	18.70	–	–	32.5	32.9	–	–
Paid leave								
2006	–	–	–	3.58	–	–	–	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
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	5.33	5.37	5.20	9.1	9.2	9.2	9.2

See footnotes at end of table.

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour 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								
2020	5.18	5.13	–	–	9.2	9.0	–	–
Supplemental pay								
2006	–	–	–	1.00	–	–	–	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	2.62	2.60	2.58	4.4	4.5	4.5	4.6
2020	2.57	2.64	–	–	4.6	4.6	–	–
Insurance								
2006	–	–	–	3.11	–	–	–	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	5.07	5.09	4.74	8.5	8.8	8.7	8.4
2020	4.84	5.00	–	–	8.6	8.8	–	–
Retirement and savings								
2006	–	–	–	1.73	–	–	–	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	2.25	2.25	1.99	5.1	3.9	3.9	3.5
2020	2.01	2.21	–	–	3.6	3.9	–	–
Legally required benefits								
2006	–	–	–	2.71	–	–	–	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

See footnotes at end of table.

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour 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								
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	3.77	3.80	3.68	6.4	6.5	6.5	6.5
2020	3.72	3.71	–	–	6.6	6.5	–	–

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

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$48.10	–	–	–	100.0
2007	48.54	49.01	48.93	49.13	100.0	100.0	100.0	100.0
2008	49.03	49.02	49.03	50.84	100.0	100.0	100.0	100.0
2009	51.06	51.29	51.42	51.34	100.0	100.0	100.0	100.0
2010	51.52	52.38	52.53	53.02	100.0	100.0	100.0	100.0
2011	53.79	54.42	54.40	53.11	100.0	100.0	100.0	100.0
2012	54.68	55.36	55.08	56.52	100.0	100.0	100.0	100.0
2013	57.00	57.60	57.80	58.83	100.0	100.0	100.0	100.0
2014	59.37	62.91	63.28	67.99	100.0	100.0	100.0	100.0
2015	69.11	65.18	64.87	65.33	100.0	100.0	100.0	100.0
2016	65.86	65.96	65.72	66.62	100.0	100.0	100.0	100.0
2017	67.21	68.18	68.62	72.19	100.0	100.0	100.0	100.0
2018	72.86	74.29	75.44	72.66	100.0	100.0	100.0	100.0
2019	73.86	73.98	74.56	74.69	100.0	100.0	100.0	100.0
2020	74.66	75.00	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	33.69	–	–	–	70.0
2007	34.06	34.41	34.38	34.46	70.2	70.2	70.3	70.1
2008	34.45	34.70	34.73	35.89	70.3	70.8	70.8	70.6
2009	35.95	36.17	36.28	35.94	70.4	70.5	70.5	70.0
2010	35.99	36.73	36.87	36.98	69.9	70.1	70.2	69.7
2011	37.43	37.72	37.82	36.57	69.6	69.3	69.5	68.9
2012	37.23	37.67	37.44	38.15	68.1	68.0	68.0	67.5
2013	38.47	38.88	38.99	40.15	67.5	67.5	67.5	68.2
2014	40.40	40.99	41.14	43.22	68.0	65.2	65.0	63.6
2015	43.32	43.50	43.17	43.14	62.7	66.7	66.6	66.0
2016	43.68	43.99	44.13	44.44	66.3	66.7	67.2	66.7
2017	44.58	45.27	45.40	48.04	66.3	66.4	66.2	66.5
2018	48.44	49.08	49.92	49.00	66.5	66.1	66.2	67.4
2019	49.87	50.21	50.68	50.94	67.5	67.9	68.0	68.2
2020	50.82	50.73	–	–	68.1	67.6	–	–
Total benefits								
2006	–	–	–	14.41	–	–	–	30.0
2007	14.48	14.60	14.55	14.68	29.8	29.8	29.7	29.9
2008	14.58	14.32	14.30	14.96	29.7	29.2	29.2	29.4
2009	15.11	15.12	15.14	15.39	29.6	29.5	29.5	30.0
2010	15.53	15.64	15.67	16.05	30.1	29.9	29.8	30.3
2011	16.36	16.70	16.58	16.54	30.4	30.7	30.5	31.1
2012	17.46	17.69	17.65	18.37	31.9	32.0	32.0	32.5
2013	18.53	18.72	18.81	18.68	32.5	32.5	32.5	31.8
2014	18.97	21.92	22.14	24.77	32.0	34.8	35.0	36.4
2015	25.79	21.68	21.70	22.18	37.3	33.3	33.4	34.0
2016	22.17	21.96	21.59	22.18	33.7	33.3	32.8	33.3
2017	22.63	22.90	23.22	24.15	33.7	33.6	33.8	33.5
2018	24.42	25.22	25.52	23.66	33.5	33.9	33.8	32.6
2019	23.99	23.77	23.88	23.75	32.5	32.1	32.0	31.8
2020	23.84	24.27	–	–	31.9	32.4	–	–
Paid leave								
2006	–	–	–	4.77	–	–	–	9.9
2007	4.78	4.82	4.82	4.86	9.8	9.8	9.8	9.9
2008	4.79	4.72	4.72	4.97	9.8	9.6	9.6	9.8
2009	5.05	5.05	5.05	5.02	9.9	9.8	9.8	9.8
2010	5.00	5.13	5.16	5.16	9.7	9.8	9.8	9.7
2011	5.23	5.25	5.25	5.07	9.7	9.7	9.6	9.5
2012	5.18	5.24	5.21	5.39	9.5	9.5	9.5	9.5
2013	5.44	5.49	5.53	5.65	9.5	9.5	9.6	9.6
2014	5.75	5.85	5.89	6.32	9.7	9.3	9.3	9.3
2015	6.36	6.35	6.35	6.29	9.2	9.7	9.8	9.6
2016	6.36	6.38	6.23	6.39	9.7	9.7	9.5	9.6
2017	6.44	6.57	6.60	7.00	9.6	9.6	9.6	9.7
2018	7.06	7.15	7.27	6.96	9.7	9.6	9.6	9.6
2019	7.09	7.13	7.18	7.23	9.6	9.6	9.6	9.7

See footnotes at end of table.

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	7.19	7.10	–	–	9.6	9.5	–	–
Supplemental pay								
2006	–	–	–	1.27	–	–	–	2.6
2007	1.31	1.35	1.35	1.35	2.7	2.8	2.8	2.8
2008	1.37	1.32	1.25	1.34	2.8	2.7	2.5	2.6
2009	1.32	1.33	1.33	1.40	2.6	2.6	2.6	2.7
2010	1.34	1.21	1.19	1.26	2.6	2.3	2.3	2.4
2011	1.40	1.54	1.52	1.73	2.6	2.8	2.8	3.3
2012	1.75	1.79	1.76	1.82	3.2	3.2	3.2	3.2
2013	1.77	1.79	1.78	2.07	3.1	3.1	3.1	3.5
2014	2.12	2.25	2.25	3.25	3.6	3.6	3.6	4.8
2015	4.12	2.80	2.71	3.17	6.0	4.3	4.2	4.8
2016	3.09	3.09	3.17	3.15	4.7	4.7	4.8	4.7
2017	3.23	3.28	3.53	3.84	4.8	4.8	5.2	5.3
2018	3.96	4.05	4.10	3.58	5.4	5.4	5.4	4.9
2019	3.59	3.65	3.65	3.71	4.9	4.9	4.9	5.0
2020	3.69	3.81	–	–	4.9	5.1	–	–
Insurance								
2006	–	–	–	3.13	–	–	–	6.5
2007	3.19	3.24	3.17	3.17	6.6	6.6	6.5	6.5
2008	3.21	3.23	3.26	3.35	6.6	6.6	6.6	6.6
2009	3.46	3.56	3.62	3.72	6.8	6.9	7.0	7.3
2010	3.85	3.87	3.86	4.06	7.5	7.4	7.4	7.6
2011	4.17	4.28	4.23	4.29	7.7	7.9	7.8	8.1
2012	4.29	4.37	4.46	4.58	7.9	7.9	8.1	8.1
2013	4.68	4.71	4.77	4.94	8.2	8.2	8.3	8.4
2014	5.05	5.09	5.16	5.38	8.5	8.1	8.2	7.9
2015	5.43	5.43	5.48	5.55	7.9	8.3	8.4	8.5
2016	5.55	5.56	5.48	5.68	8.4	8.4	8.3	8.5
2017	5.80	5.77	5.76	5.84	8.6	8.5	8.4	8.1
2018	5.89	5.95	5.98	5.61	8.1	8.0	7.9	7.7
2019	5.69	5.78	5.82	5.64	7.7	7.8	7.8	7.5
2020	5.68	5.88	–	–	7.6	7.8	–	–
Retirement and savings								
2006	–	–	–	1.93	–	–	–	4.0
2007	1.88	1.83	1.86	1.91	3.9	3.7	3.8	3.9
2008	1.81	1.69	1.69	1.83	3.7	3.5	3.4	3.6
2009	1.79	1.71	1.69	1.83	3.5	3.3	3.3	3.6
2010	1.88	1.95	1.97	2.06	3.6	3.7	3.8	3.9
2011	2.03	2.05	1.98	1.91	3.8	3.8	3.6	3.6
2012	2.63	2.65	2.58	2.86	4.8	4.8	4.7	5.1
2013	2.91	2.95	2.92	2.14	5.1	5.1	5.1	3.6
2014	2.11	4.73	4.83	5.66	3.5	7.5	7.6	8.3
2015	5.68	2.92	2.99	2.98	8.2	4.5	4.6	4.6
2016	2.96	2.73	2.57	2.75	4.5	4.1	3.9	4.1
2017	2.87	2.93	2.96	2.95	4.3	4.3	4.3	4.1
2018	2.95	3.50	3.54	2.96	4.1	4.7	4.7	4.1
2019	2.98	2.54	2.53	2.50	4.0	3.4	3.4	3.3
2020	2.55	2.78	–	–	3.4	3.7	–	–
Legally required benefits								
2006	–	–	–	3.30	–	–	–	6.9
2007	3.34	3.36	3.36	3.37	6.9	6.9	6.9	6.9
2008	3.39	3.36	3.38	3.47	6.9	6.9	6.9	6.8
2009	3.49	3.48	3.46	3.43	6.8	6.8	6.7	6.7
2010	3.46	3.48	3.48	3.51	6.7	6.6	6.6	6.6
2011	3.54	3.59	3.60	3.53	6.6	6.6	6.6	6.7
2012	3.60	3.64	3.63	3.72	6.6	6.6	6.6	6.6
2013	3.73	3.77	3.81	3.89	6.5	6.5	6.6	6.6
2014	3.94	4.00	4.01	4.17	6.6	6.4	6.3	6.1
2015	4.20	4.18	4.18	4.19	6.1	6.4	6.4	6.4

See footnotes at end of table.

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.21	4.21	4.14	4.21	6.4	6.4	6.3	6.3
2017	4.29	4.35	4.36	4.51	6.4	6.4	6.4	6.3
2018	4.56	4.57	4.62	4.55	6.3	6.2	6.1	6.3
2019	4.63	4.67	4.70	4.67	6.3	6.3	6.3	6.3
2020	4.73	4.71	–	–	6.3	6.3	–	–

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

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$45.39	–	–	–	100.0
2007	45.58	45.97	45.82	46.21	100.0	100.0	100.0	100.0
2008	46.24	46.46	45.91	47.62	100.0	100.0	100.0	100.0
2009	47.97	48.39	48.44	47.62	100.0	100.0	100.0	100.0
2010	47.72	48.75	48.82	49.03	100.0	100.0	100.0	100.0
2011	49.77	50.54	50.38	49.27	100.0	100.0	100.0	100.0
2012	51.11	51.81	51.53	52.97	100.0	100.0	100.0	100.0
2013	53.35	54.00	54.17	55.12	100.0	100.0	100.0	100.0
2014	55.69	58.25	58.54	61.00	100.0	100.0	100.0	100.0
2015	63.72	60.71	61.11	58.96	100.0	100.0	100.0	100.0
2016	59.37	59.31	59.27	60.48	100.0	100.0	100.0	100.0
2017	60.91	61.87	62.76	65.99	100.0	100.0	100.0	100.0
2018	66.46	67.82	68.57	65.02	100.0	100.0	100.0	100.0
2019	66.12	66.34	66.65	66.25	100.0	100.0	100.0	100.0
2020	66.71	66.90	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	32.03	–	–	–	70.6
2007	32.17	32.49	32.40	32.64	70.6	70.7	70.7	70.6
2008	32.67	33.00	32.65	33.67	70.6	71.0	71.1	70.7
2009	33.85	34.14	34.19	33.32	70.6	70.6	70.6	70.0
2010	33.32	34.19	34.26	34.21	69.8	70.1	70.2	69.8
2011	34.66	35.04	35.03	33.95	69.6	69.3	69.5	68.9
2012	34.94	35.43	35.16	36.01	68.4	68.4	68.2	68.0
2013	36.26	36.72	36.81	37.73	68.0	68.0	68.0	68.5
2014	37.99	38.36	38.46	39.52	68.2	65.9	65.7	64.8
2015	40.50	40.64	40.82	39.03	63.6	67.0	66.8	66.2
2016	39.45	39.66	39.84	40.46	66.5	66.9	67.2	66.9
2017	40.55	41.26	41.62	43.69	66.6	66.7	66.3	66.2
2018	43.89	44.50	45.00	43.51	66.0	65.6	65.6	66.9
2019	44.25	44.74	45.01	45.13	66.9	67.4	67.5	68.1
2020	45.48	45.37	–	–	68.2	67.8	–	–
Total benefits								
2006	–	–	–	13.36	–	–	–	29.4
2007	13.41	13.48	13.42	13.57	29.4	29.3	29.3	29.4
2008	13.58	13.46	13.27	13.96	29.4	29.0	28.9	29.3
2009	14.12	14.25	14.25	14.30	29.4	29.4	29.4	30.0
2010	14.40	14.55	14.56	14.82	30.2	29.9	29.8	30.2
2011	15.11	15.50	15.35	15.32	30.4	30.7	30.5	31.1
2012	16.17	16.38	16.37	16.96	31.6	31.6	31.8	32.0
2013	17.08	17.29	17.36	17.39	32.0	32.0	32.0	31.5
2014	17.70	19.89	20.08	21.48	31.8	34.1	34.3	35.2
2015	23.21	20.06	20.29	19.94	36.4	33.0	33.2	33.8
2016	19.91	19.65	19.43	20.02	33.5	33.1	32.8	33.1
2017	20.36	20.61	21.13	22.30	33.4	33.3	33.7	33.8
2018	22.57	23.32	23.57	21.52	34.0	34.4	34.4	33.1
2019	21.86	21.59	21.63	21.12	33.1	32.6	32.5	31.9
2020	21.23	21.53	–	–	31.8	32.2	–	–
Paid leave								
2006	–	–	–	4.47	–	–	–	9.8
2007	4.45	4.50	4.49	4.53	9.8	9.8	9.8	9.8
2008	4.46	4.42	4.36	4.55	9.6	9.5	9.5	9.6
2009	4.65	4.70	4.70	4.59	9.7	9.7	9.7	9.6
2010	4.56	4.70	4.72	4.73	9.5	9.6	9.7	9.6
2011	4.79	4.83	4.80	4.62	9.6	9.6	9.5	9.4
2012	4.78	4.84	4.82	4.98	9.4	9.3	9.4	9.4
2013	5.02	5.07	5.11	5.20	9.4	9.4	9.4	9.4
2014	5.32	5.38	5.40	5.57	9.5	9.2	9.2	9.1
2015	5.77	5.75	5.82	5.53	9.1	9.5	9.5	9.4
2016	5.58	5.58	5.50	5.68	9.4	9.4	9.3	9.4
2017	5.70	5.83	5.90	6.24	9.4	9.4	9.4	9.5
2018	6.27	6.36	6.45	6.00	9.4	9.4	9.4	9.2
2019	6.12	6.17	6.20	6.02	9.3	9.3	9.3	9.1

See footnotes at end of table.

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.08	5.93	–	–	9.1	8.9	–	–
Supplemental pay								
2006	–	–	–	1.06	–	–	–	2.3
2007	1.09	1.11	1.10	1.11	2.4	2.4	2.4	2.4
2008	1.14	1.10	1.01	1.15	2.5	2.4	2.2	2.4
2009	1.14	1.17	1.18	1.18	2.4	2.4	2.4	2.5
2010	1.12	1.03	1.00	1.00	2.4	2.1	2.0	2.0
2011	1.09	1.25	1.25	1.41	2.2	2.5	2.5	2.9
2012	1.43	1.45	1.43	1.48	2.8	2.8	2.8	2.8
2013	1.43	1.46	1.45	1.67	2.7	2.7	2.7	3.0
2014	1.77	1.83	1.82	2.11	3.2	3.1	3.1	3.5
2015	3.43	2.26	2.24	2.50	5.4	3.7	3.7	4.2
2016	2.42	2.43	2.51	2.49	4.1	4.1	4.2	4.1
2017	2.53	2.60	3.00	3.41	4.2	4.2	4.8	5.2
2018	3.55	3.53	3.59	3.08	5.3	5.2	5.2	4.7
2019	3.12	3.16	3.14	2.98	4.7	4.8	4.7	4.5
2020	2.90	2.98	–	–	4.3	4.5	–	–
Insurance								
2006	–	–	–	2.94	–	–	–	6.5
2007	2.99	3.05	2.99	3.02	6.6	6.6	6.5	6.5
2008	3.07	3.10	3.11	3.24	6.6	6.7	6.8	6.8
2009	3.34	3.44	3.48	3.58	7.0	7.1	7.2	7.5
2010	3.72	3.74	3.74	3.89	7.8	7.7	7.7	7.9
2011	4.01	4.12	4.06	4.12	8.1	8.1	8.1	8.4
2012	4.11	4.20	4.32	4.42	8.0	8.1	8.4	8.3
2013	4.52	4.56	4.64	4.79	8.5	8.5	8.6	8.7
2014	4.87	4.92	5.00	5.13	8.7	8.5	8.5	8.4
2015	5.25	5.23	5.31	5.27	8.2	8.6	8.7	8.9
2016	5.28	5.29	5.26	5.45	8.9	8.9	8.9	9.0
2017	5.56	5.50	5.49	5.70	9.1	8.9	8.7	8.6
2018	5.75	5.78	5.82	5.43	8.6	8.5	8.5	8.4
2019	5.53	5.60	5.63	5.49	8.4	8.4	8.4	8.3
2020	5.53	5.70	–	–	8.3	8.5	–	–
Retirement and savings								
2006	–	–	–	1.70	–	–	–	3.7
2007	1.66	1.59	1.61	1.65	3.6	3.5	3.5	3.6
2008	1.64	1.59	1.52	1.68	3.5	3.4	3.3	3.5
2009	1.64	1.58	1.56	1.68	3.4	3.3	3.2	3.5
2010	1.71	1.76	1.78	1.88	3.6	3.6	3.6	3.8
2011	1.86	1.89	1.82	1.80	3.7	3.7	3.6	3.7
2012	2.42	2.41	2.32	2.52	4.7	4.7	4.5	4.8
2013	2.56	2.59	2.53	2.01	4.8	4.8	4.7	3.6
2014	1.99	3.96	4.05	4.73	3.6	6.8	6.9	7.7
2015	4.73	2.82	2.89	2.72	7.4	4.6	4.7	4.6
2016	2.70	2.43	2.29	2.45	4.5	4.1	3.9	4.1
2017	2.55	2.60	2.63	2.65	4.2	4.2	4.2	4.0
2018	2.66	3.30	3.33	2.78	4.0	4.9	4.9	4.3
2019	2.80	2.31	2.30	2.31	4.2	3.5	3.4	3.5
2020	2.33	2.55	–	–	3.5	3.8	–	–
Legally required benefits								
2006	–	–	–	3.20	–	–	–	7.0
2007	3.22	3.24	3.23	3.26	7.1	7.0	7.0	7.1
2008	3.27	3.25	3.26	3.34	7.1	7.0	7.1	7.0
2009	3.36	3.36	3.33	3.26	7.0	6.9	6.9	6.8
2010	3.29	3.32	3.32	3.32	6.9	6.8	6.8	6.8
2011	3.36	3.41	3.42	3.37	6.8	6.7	6.8	6.8
2012	3.43	3.48	3.48	3.55	6.7	6.7	6.7	6.7
2013	3.56	3.60	3.63	3.72	6.7	6.7	6.7	6.7
2014	3.76	3.80	3.80	3.95	6.8	6.5	6.5	6.5
2015	4.03	4.00	4.02	3.92	6.3	6.6	6.6	6.6

See footnotes at end of table.

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.93	3.92	3.87	3.95	6.6	6.6	6.5	6.5
2017	4.01	4.08	4.11	4.30	6.6	6.6	6.5	6.5
2018	4.34	4.34	4.38	4.22	6.5	6.4	6.4	6.5
2019	4.30	4.35	4.37	4.32	6.5	6.6	6.6	6.5
2020	4.39	4.37	–	–	6.6	6.5	–	–

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

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$28.03	–	–	–	100.0
2007	28.45	28.82	28.85	29.50	100.0	100.0	100.0	100.0
2008	29.38	27.88	29.65	29.04	100.0	100.0	100.0	100.0
2009	29.51	29.51	29.42	29.98	100.0	100.0	100.0	100.0
2010	29.97	30.13	30.58	29.75	100.0	100.0	100.0	100.0
2011	30.36	30.48	30.44	31.81	100.0	100.0	100.0	100.0
2012	32.35	33.05	33.09	32.72	100.0	100.0	100.0	100.0
2013	32.97	33.31	33.46	33.95	100.0	100.0	100.0	100.0
2014	34.58	35.93	36.13	36.95	100.0	100.0	100.0	100.0
2015	37.12	36.93	36.33	37.23	100.0	100.0	100.0	100.0
2016	36.84	37.26	36.57	36.88	100.0	100.0	100.0	100.0
2017	36.21	37.19	37.19	35.21	100.0	100.0	100.0	100.0
2018	35.95	37.55	37.81	36.62	100.0	100.0	100.0	100.0
2019	37.27	35.78	37.09	34.61	100.0	100.0	100.0	100.0
2020	35.09	35.56	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.19	–	–	–	68.5
2007	19.51	19.76	19.78	20.20	68.6	68.6	68.6	68.5
2008	20.05	19.27	20.49	19.54	68.2	69.1	69.1	67.3
2009	19.76	19.92	19.84	20.32	67.0	67.5	67.4	67.8
2010	20.24	20.34	20.67	20.18	67.5	67.5	67.6	67.8
2011	20.60	20.64	20.55	21.27	67.9	67.7	67.5	66.9
2012	21.11	21.47	21.51	21.27	65.3	65.0	65.0	65.0
2013	21.47	21.61	21.62	22.12	65.1	64.9	64.6	65.1
2014	22.43	22.52	22.68	23.36	64.9	62.7	62.8	63.2
2015	23.60	24.10	23.53	24.21	63.6	65.3	64.8	65.0
2016	24.16	24.79	24.35	24.24	65.6	66.5	66.6	65.7
2017	23.88	24.41	24.40	23.10	65.9	65.6	65.6	65.6
2018	23.64	24.21	24.41	23.78	65.8	64.5	64.6	64.9
2019	24.27	23.46	24.63	23.32	65.1	65.6	66.4	67.4
2020	23.51	23.64	–	–	67.0	66.5	–	–
Total benefits								
2006	–	–	–	8.84	–	–	–	31.5
2007	8.95	9.05	9.07	9.30	31.4	31.4	31.4	31.5
2008	9.34	8.62	9.17	9.50	31.8	30.9	30.9	32.7
2009	9.75	9.60	9.58	9.65	33.0	32.5	32.6	32.2
2010	9.74	9.79	9.91	9.57	32.5	32.5	32.4	32.2
2011	9.76	9.84	9.89	10.54	32.1	32.3	32.5	33.1
2012	11.24	11.58	11.58	11.45	34.7	35.0	35.0	35.0
2013	11.51	11.70	11.84	11.83	34.9	35.1	35.4	34.9
2014	12.15	13.41	13.45	13.59	35.1	37.3	37.2	36.8
2015	13.52	12.83	12.80	13.02	36.4	34.7	35.2	35.0
2016	12.68	12.47	12.22	12.64	34.4	33.5	33.4	34.3
2017	12.33	12.79	12.78	12.11	34.1	34.4	34.4	34.4
2018	12.31	13.35	13.40	12.84	34.2	35.5	35.4	35.1
2019	13.00	12.32	12.46	11.29	34.9	34.4	33.6	32.6
2020	11.58	11.92	–	–	33.0	33.5	–	–
Paid leave								
2006	–	–	–	2.20	–	–	–	7.8
2007	2.21	2.25	2.24	2.30	7.8	7.8	7.8	7.8
2008	2.29	2.21	2.38	2.38	7.8	7.9	8.0	8.2
2009	2.46	2.49	2.49	2.55	8.3	8.4	8.5	8.5
2010	2.53	2.55	2.59	2.50	8.5	8.5	8.5	8.4
2011	2.53	2.50	2.51	2.61	8.3	8.2	8.2	8.2
2012	2.56	2.60	2.60	2.52	7.9	7.9	7.8	7.7
2013	2.56	2.60	2.71	2.81	7.8	7.8	8.1	8.3
2014	2.86	2.88	2.90	2.88	8.3	8.0	8.0	7.8
2015	2.92	2.98	2.85	3.06	7.9	8.1	7.9	8.2
2016	3.00	3.02	2.94	3.03	8.2	8.1	8.0	8.2
2017	3.01	3.09	3.10	2.88	8.3	8.3	8.3	8.2
2018	2.98	3.05	3.06	2.77	8.3	8.1	8.1	7.6
2019	2.84	2.88	3.00	2.82	7.6	8.1	8.1	8.1

See footnotes at end of table.

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour 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								
2020	2.85	2.88	–	–	8.1	8.1	–	–
Supplemental pay								
2006	–	–	–	0.56	–	–	–	2.0
2007	.58	.66	0.65	.66	2.0	2.3	2.3	2.2
2008	.67	.56	.60	.72	2.3	2.0	2.0	2.5
2009	.72	.70	.67	.72	2.4	2.4	2.3	2.4
2010	.71	.64	.66	.61	2.4	2.1	2.1	2.1
2011	.66	.67	.69	.88	2.2	2.2	2.3	2.8
2012	.85	.89	.92	1.03	2.6	2.7	2.8	3.2
2013	.97	.97	.98	1.11	3.0	2.9	2.9	3.3
2014	1.30	1.29	1.30	1.40	3.8	3.6	3.6	3.8
2015	1.41	1.46	1.49	1.30	3.8	4.0	4.1	3.5
2016	1.25	1.17	1.22	1.22	3.4	3.1	3.3	3.3
2017	1.22	1.24	1.23	1.24	3.4	3.3	3.3	3.5
2018	1.26	1.28	1.28	1.38	3.5	3.4	3.4	3.8
2019	1.35	1.36	1.32	1.26	3.6	3.8	3.6	3.6
2020	1.25	1.28	–	–	3.6	3.6	–	–
Insurance								
2006	–	–	–	2.79	–	–	–	9.9
2007	2.85	2.82	2.81	2.85	10.0	9.8	9.7	9.7
2008	2.87	2.78	2.93	3.06	9.8	10.0	9.9	10.5
2009	3.19	3.24	3.26	3.20	10.8	11.0	11.1	10.7
2010	3.26	3.28	3.30	3.30	10.9	10.9	10.8	11.1
2011	3.37	3.40	3.44	3.68	11.1	11.2	11.3	11.6
2012	3.70	3.73	3.75	3.75	11.4	11.3	11.3	11.5
2013	3.80	3.90	3.94	4.13	11.5	11.7	11.8	12.2
2014	4.25	4.28	4.28	4.22	12.3	11.9	11.9	11.4
2015	4.14	4.15	4.22	4.50	11.2	11.2	11.6	12.1
2016	4.40	4.28	4.18	4.40	12.0	11.5	11.4	11.9
2017	4.25	4.31	4.31	4.19	11.7	11.6	11.6	11.9
2018	4.23	4.27	4.25	3.88	11.8	11.4	11.2	10.6
2019	3.98	4.09	4.08	3.70	10.7	11.4	11.0	10.7
2020	3.94	4.08	–	–	11.2	11.5	–	–
Retirement and savings								
2006	–	–	–	1.29	–	–	–	4.6
2007	1.29	1.29	1.32	1.40	4.5	4.5	4.6	4.7
2008	1.44	1.04	1.17	1.24	4.9	3.7	3.9	4.3
2009	1.24	1.04	1.03	1.01	4.2	3.5	3.5	3.4
2010	1.04	1.14	1.16	1.00	3.5	3.8	3.8	3.4
2011	1.00	1.04	1.01	1.08	3.3	3.4	3.3	3.4
2012	1.84	2.00	1.97	1.81	5.7	6.1	5.9	5.5
2013	1.83	1.87	1.85	1.36	5.6	5.6	5.5	4.0
2014	1.26	2.47	2.47	2.56	3.7	6.9	6.8	6.9
2015	2.52	1.68	1.70	1.57	6.8	4.5	4.7	4.2
2016	1.48	1.46	1.39	1.47	4.0	3.9	3.8	4.0
2017	1.39	1.60	1.62	1.40	3.8	4.3	4.3	4.0
2018	1.39	2.29	2.32	2.31	3.9	6.1	6.1	6.3
2019	2.32	1.52	1.52	1.09	6.2	4.2	4.1	3.1
2020	1.09	1.22	–	–	3.1	3.4	–	–
Legally required benefits								
2006	–	–	–	1.99	–	–	–	7.1
2007	2.02	2.04	2.05	2.08	7.1	7.1	7.1	7.0
2008	2.07	2.03	2.09	2.10	7.0	7.3	7.1	7.2
2009	2.13	2.13	2.12	2.17	7.2	7.2	7.2	7.2
2010	2.19	2.18	2.21	2.15	7.3	7.2	7.2	7.2
2011	2.20	2.24	2.25	2.29	7.3	7.4	7.4	7.2
2012	2.29	2.36	2.35	2.33	7.1	7.1	7.1	7.1
2013	2.34	2.36	2.37	2.42	7.1	7.1	7.1	7.1
2014	2.47	2.48	2.49	2.53	7.1	6.9	6.9	6.9
2015	2.53	2.57	2.53	2.59	6.8	6.9	7.0	6.9

See footnotes at end of table.

Supplemental table 17. Private information industry workers, by occupational group: employer costs per hour 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								
2016	2.55	2.54	2.50	2.51	6.9	6.8	6.8	6.8
2017	2.47	2.54	2.53	2.40	6.8	6.8	6.8	6.8
2018	2.45	2.46	2.48	2.49	6.8	6.6	6.6	6.8
2019	2.51	2.47	2.55	2.42	6.7	6.9	6.9	7.0
2020	2.45	2.45	–	–	7.0	6.9	–	–

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

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$30.56	–	–	–	100.0
2007	31.19	31.83	32.13	32.43	100.0	100.0	100.0	100.0
2008	31.73	31.58	32.42	33.82	100.0	100.0	100.0	100.0
2009	33.43	33.41	33.45	34.79	100.0	100.0	100.0	100.0
2010	34.61	35.36	35.73	35.69	100.0	100.0	100.0	100.0
2011	36.32	36.65	36.42	36.59	100.0	100.0	100.0	100.0
2012	37.73	38.53	38.44	40.79	100.0	100.0	100.0	100.0
2013	40.90	41.22	41.43	42.38	100.0	100.0	100.0	100.0
2014	43.12	45.69	45.96	49.96	100.0	100.0	100.0	100.0
2015	51.97	47.61	48.51	46.01	100.0	100.0	100.0	100.0
2016	46.30	46.40	44.69	47.90	100.0	100.0	100.0	100.0
2017	48.40	49.12	49.95	46.85	100.0	100.0	100.0	100.0
2018	47.23	48.09	48.54	42.88	100.0	100.0	100.0	100.0
2019	43.04	41.85	42.75	42.17	100.0	100.0	100.0	100.0
2020	41.27	41.87	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	21.34	–	–	–	69.8
2007	21.85	22.51	22.69	22.85	70.1	70.7	70.6	70.5
2008	22.30	22.31	22.75	23.47	70.3	70.6	70.2	69.4
2009	23.26	23.35	23.41	24.32	69.6	69.9	70.0	69.9
2010	24.18	24.58	24.87	24.93	69.9	69.5	69.6	69.8
2011	25.30	25.43	25.27	25.32	69.7	69.4	69.4	69.2
2012	25.42	25.74	25.72	26.81	67.4	66.8	66.9	65.7
2013	26.89	27.08	27.03	28.42	65.7	65.7	65.3	67.1
2014	28.93	28.62	28.68	30.38	67.1	62.6	62.4	60.8
2015	30.84	30.89	31.42	30.72	59.3	64.9	64.8	66.8
2016	30.99	31.40	30.64	32.06	66.9	67.7	68.6	66.9
2017	32.12	32.52	32.88	31.17	66.4	66.2	65.8	66.5
2018	31.48	31.41	31.66	29.71	66.7	65.3	65.2	69.3
2019	29.97	29.19	29.99	29.87	69.6	69.7	70.1	70.8
2020	29.02	29.17	–	–	70.3	69.7	–	–
Total benefits								
2006	–	–	–	9.22	–	–	–	30.2
2007	9.33	9.33	9.44	9.58	29.9	29.3	29.4	29.5
2008	9.44	9.27	9.67	10.35	29.7	29.4	29.8	30.6
2009	10.17	10.06	10.04	10.47	30.4	30.1	30.0	30.1
2010	10.43	10.78	10.86	10.76	30.1	30.5	30.4	30.2
2011	11.02	11.22	11.15	11.27	30.3	30.6	30.6	30.8
2012	12.31	12.78	12.72	13.98	32.6	33.2	33.1	34.3
2013	14.01	14.14	14.39	13.96	34.3	34.3	34.7	32.9
2014	14.18	17.07	17.28	19.58	32.9	37.4	37.6	39.2
2015	21.13	16.73	17.09	15.29	40.7	35.1	35.2	33.2
2016	15.31	15.00	14.05	15.84	33.1	32.3	31.4	33.1
2017	16.28	16.59	17.07	15.68	33.6	33.8	34.2	33.5
2018	15.74	16.68	16.87	13.17	33.3	34.7	34.8	30.7
2019	13.07	12.66	12.77	12.30	30.4	30.3	29.9	29.2
2020	12.25	12.70	–	–	29.7	30.3	–	–
Paid leave								
2006	–	–	–	2.54	–	–	–	8.3
2007	2.55	2.55	2.58	2.59	8.2	8.0	8.0	8.0
2008	2.56	2.53	2.61	2.77	8.1	8.0	8.1	8.2
2009	2.75	2.78	2.78	2.95	8.2	8.3	8.3	8.5
2010	2.92	3.02	3.06	3.10	8.4	8.6	8.6	8.7
2011	3.13	3.15	3.12	3.06	8.6	8.6	8.6	8.4
2012	3.05	3.10	3.07	3.41	8.1	8.0	8.0	8.4
2013	3.43	3.45	3.56	3.74	8.4	8.4	8.6	8.8
2014	3.84	3.84	3.87	4.10	8.9	8.4	8.4	8.2
2015	4.22	4.14	4.23	4.07	8.1	8.7	8.7	8.8
2016	4.06	4.07	3.88	4.34	8.8	8.8	8.7	9.1
2017	4.38	4.44	4.49	4.12	9.1	9.0	9.0	8.8
2018	4.17	4.17	4.23	3.55	8.8	8.7	8.7	8.3
2019	3.59	3.58	3.66	3.62	8.3	8.5	8.6	8.6

See footnotes at end of table.

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2020	3.44	3.47	–	–	8.3	8.3	–	–
Supplemental pay								
2006	–	–	–	0.73	–	–	–	2.4
2007	.76	.77	0.79	.78	2.4	2.4	2.4	2.4
2008	.75	.71	.78	.73	2.4	2.2	2.4	2.2
2009	.71	.68	.67	.74	2.1	2.0	2.0	2.1
2010	.72	.68	.68	.66	2.1	1.9	1.9	1.8
2011	.68	.74	.77	.92	1.9	2.0	2.1	2.5
2012	.82	.83	.79	1.06	2.2	2.1	2.0	2.6
2013	1.04	1.04	1.07	1.49	2.5	2.5	2.6	3.5
2014	1.32	1.42	1.44	1.61	3.1	3.1	3.1	3.2
2015	2.80	1.71	1.70	1.60	5.4	3.6	3.5	3.5
2016	1.57	1.52	1.52	1.61	3.4	3.3	3.4	3.4
2017	1.66	1.70	2.04	1.98	3.4	3.5	4.1	4.2
2018	2.01	1.89	1.91	1.22	4.3	3.9	3.9	2.8
2019	1.15	1.21	1.19	1.31	2.7	2.9	2.8	3.1
2020	1.33	1.37	–	–	3.2	3.3	–	–
Insurance								
2006	–	–	–	2.50	–	–	–	8.2
2007	2.58	2.59	2.61	2.62	8.3	8.1	8.1	8.1
2008	2.59	2.57	2.69	2.90	8.2	8.1	8.3	8.6
2009	2.86	3.02	3.04	3.14	8.6	9.0	9.1	9.0
2010	3.17	3.33	3.36	3.35	9.2	9.4	9.4	9.4
2011	3.51	3.56	3.56	3.64	9.7	9.7	9.8	9.9
2012	3.71	3.74	3.78	4.00	9.8	9.7	9.8	9.8
2013	4.01	4.00	4.08	4.15	9.8	9.7	9.8	9.8
2014	4.37	4.32	4.39	4.88	10.1	9.4	9.5	9.8
2015	4.86	4.80	4.97	4.40	9.4	10.1	10.2	9.6
2016	4.45	4.38	3.99	4.65	9.6	9.4	8.9	9.7
2017	4.75	4.69	4.71	4.39	9.8	9.6	9.4	9.4
2018	4.35	4.26	4.32	3.51	9.2	8.9	8.9	8.2
2019	3.51	3.56	3.56	3.25	8.1	8.5	8.3	7.7
2020	3.33	3.47	–	–	8.1	8.3	–	–
Retirement and savings								
2006	–	–	–	1.15	–	–	–	3.8
2007	1.12	1.08	1.11	1.22	3.6	3.4	3.4	3.8
2008	1.19	1.09	1.17	1.41	3.7	3.4	3.6	4.2
2009	1.33	1.07	1.05	1.07	4.0	3.2	3.1	3.1
2010	1.03	1.15	1.15	1.07	3.0	3.3	3.2	3.0
2011	1.09	1.10	.97	.94	3.0	3.0	2.7	2.6
2012	1.99	2.31	2.29	2.55	5.3	6.0	5.9	6.3
2013	2.56	2.70	2.72	1.51	6.3	6.5	6.6	3.6
2014	1.52	4.37	4.45	5.65	3.5	9.6	9.7	11.3
2015	5.86	2.73	2.81	2.00	11.3	5.7	5.8	4.4
2016	2.01	1.81	1.56	1.97	4.3	3.9	3.5	4.1
2017	2.15	2.40	2.43	1.99	4.4	4.9	4.9	4.2
2018	1.99	3.18	3.21	1.94	4.2	6.6	6.6	4.5
2019	1.87	1.37	1.34	1.16	4.3	3.3	3.1	2.8
2020	1.20	1.43	–	–	2.9	3.4	–	–
Legally required benefits								
2006	–	–	–	2.30	–	–	–	7.5
2007	2.33	2.33	2.36	2.37	7.5	7.3	7.3	7.3
2008	2.35	2.38	2.43	2.54	7.4	7.5	7.5	7.5
2009	2.52	2.51	2.50	2.58	7.5	7.5	7.5	7.4
2010	2.59	2.59	2.61	2.58	7.5	7.3	7.3	7.2
2011	2.63	2.66	2.72	2.71	7.2	7.3	7.5	7.4
2012	2.74	2.81	2.80	2.95	7.3	7.3	7.3	7.2
2013	2.97	2.95	2.97	3.06	7.3	7.2	7.2	7.2
2014	3.13	3.13	3.13	3.34	7.3	6.9	6.8	6.7
2015	3.38	3.35	3.38	3.23	6.5	7.0	7.0	7.0

See footnotes at end of table.

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2016	3.22	3.22	3.11	3.28	6.9	6.9	7.0	6.8
2017	3.33	3.36	3.40	3.20	6.9	6.8	6.8	6.8
2018	3.23	3.18	3.20	2.95	6.8	6.6	6.6	6.9
2019	2.96	2.95	3.01	2.97	6.9	7.0	7.0	7.0
2020	2.94	2.95	–	–	7.1	7.0	–	–

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

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$42.67	–	–	–	100.0
2007	42.86	43.26	43.18	43.56	100.0	100.0	100.0	100.0
2008	44.03	43.30	43.78	44.16	100.0	100.0	100.0	100.0
2009	45.06	45.26	45.69	45.08	100.0	100.0	100.0	100.0
2010	45.25	46.11	46.16	45.93	100.0	100.0	100.0	100.0
2011	46.52	46.74	46.83	47.22	100.0	100.0	100.0	100.0
2012	48.61	49.24	49.09	49.46	100.0	100.0	100.0	100.0
2013	49.82	50.60	50.70	50.57	100.0	100.0	100.0	100.0
2014	51.61	54.48	54.46	58.53	100.0	100.0	100.0	100.0
2015	58.32	56.67	55.86	57.64	100.0	100.0	100.0	100.0
2016	57.90	58.27	58.23	58.26	100.0	100.0	100.0	100.0
2017	58.38	59.15	59.27	63.12	100.0	100.0	100.0	100.0
2018	63.90	66.65	67.70	67.72	100.0	100.0	100.0	100.0
2019	69.89	69.99	70.48	67.17	100.0	100.0	100.0	100.0
2020	68.05	68.51	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	28.90	–	–	–	67.7
2007	29.03	29.18	29.13	29.33	67.7	67.5	67.5	67.3
2008	29.72	29.69	30.06	30.23	67.5	68.6	68.7	68.5
2009	30.61	30.91	31.21	30.62	67.9	68.3	68.3	67.9
2010	30.63	31.31	31.37	31.08	67.7	67.9	68.0	67.7
2011	31.45	31.53	31.64	31.60	67.6	67.4	67.6	66.9
2012	31.99	32.36	32.24	32.34	65.8	65.7	65.7	65.4
2013	32.59	33.04	33.15	33.49	65.4	65.3	65.4	66.2
2014	34.05	34.45	34.42	36.53	66.0	63.2	63.2	62.4
2015	36.51	37.03	36.33	37.15	62.6	65.3	65.0	64.5
2016	37.52	38.01	38.14	38.13	64.8	65.2	65.5	65.4
2017	38.14	38.63	38.69	41.45	65.3	65.3	65.3	65.7
2018	41.95	43.06	43.87	43.97	65.7	64.6	64.8	64.9
2019	45.35	46.06	46.43	44.49	64.9	65.8	65.9	66.2
2020	45.05	45.10	–	–	66.2	65.8	–	–
Total benefits								
2006	–	–	–	13.77	–	–	–	32.3
2007	13.83	14.08	14.05	14.23	32.3	32.5	32.5	32.7
2008	14.31	13.61	13.72	13.92	32.5	31.4	31.3	31.5
2009	14.45	14.34	14.48	14.46	32.1	31.7	31.7	32.1
2010	14.62	14.80	14.79	14.84	32.3	32.1	32.0	32.3
2011	15.08	15.22	15.19	15.63	32.4	32.6	32.4	33.1
2012	16.62	16.88	16.86	17.12	34.2	34.3	34.3	34.6
2013	17.23	17.56	17.55	17.07	34.6	34.7	34.6	33.8
2014	17.56	20.04	20.04	22.00	34.0	36.8	36.8	37.6
2015	21.81	19.65	19.52	20.49	37.4	34.7	35.0	35.5
2016	20.38	20.26	20.09	20.13	35.2	34.8	34.5	34.6
2017	20.24	20.53	20.58	21.68	34.7	34.7	34.7	34.3
2018	21.95	23.59	23.83	23.75	34.3	35.4	35.2	35.1
2019	24.54	23.93	24.05	22.67	35.1	34.2	34.1	33.8
2020	23.00	23.41	–	–	33.8	34.2	–	–
Paid leave								
2006	–	–	–	4.16	–	–	–	9.7
2007	4.16	4.24	4.24	4.29	9.7	9.8	9.8	9.8
2008	4.24	4.17	4.21	4.17	9.6	9.6	9.6	9.4
2009	4.38	4.40	4.45	4.36	9.7	9.7	9.7	9.7
2010	4.35	4.45	4.46	4.39	9.6	9.7	9.7	9.6
2011	4.44	4.41	4.42	4.47	9.5	9.4	9.4	9.5
2012	4.50	4.54	4.54	4.52	9.3	9.2	9.2	9.1
2013	4.55	4.63	4.65	4.68	9.1	9.2	9.2	9.3
2014	4.81	4.86	4.84	5.23	9.3	8.9	8.9	8.9
2015	5.23	5.32	5.24	5.39	9.0	9.4	9.4	9.3
2016	5.44	5.49	5.39	5.39	9.4	9.4	9.3	9.3
2017	5.41	5.50	5.53	5.99	9.3	9.3	9.3	9.5
2018	6.07	6.23	6.32	6.35	9.5	9.3	9.3	9.4
2019	6.57	6.67	6.71	6.40	9.4	9.5	9.5	9.5

See footnotes at end of table.

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2020	6.51	6.44	–	–	9.6	9.4	–	–
Supplemental pay								
2006	–	–	–	1.15	–	–	–	2.7
2007	1.17	1.27	1.26	1.27	2.7	2.9	2.9	2.9
2008	1.31	1.19	1.11	1.33	3.0	2.7	2.5	3.0
2009	1.31	1.33	1.33	1.36	2.9	2.9	2.9	3.0
2010	1.32	1.21	1.20	1.25	2.9	2.6	2.6	2.7
2011	1.36	1.41	1.42	1.65	2.9	3.0	3.0	3.5
2012	1.62	1.68	1.69	1.76	3.3	3.4	3.4	3.5
2013	1.69	1.71	1.69	1.80	3.4	3.4	3.3	3.6
2014	2.03	2.06	2.04	2.87	3.9	3.8	3.8	4.9
2015	2.87	2.53	2.49	2.79	4.9	4.5	4.5	4.8
2016	2.72	2.74	2.90	2.79	4.7	4.7	5.0	4.8
2017	2.82	2.84	2.84	3.17	4.8	4.8	4.8	5.0
2018	3.27	3.47	3.53	3.57	5.1	5.2	5.2	5.3
2019	3.69	3.71	3.71	3.55	5.3	5.3	5.3	5.3
2020	3.52	3.63	–	–	5.2	5.3	–	–
Insurance								
2006	–	–	–	3.46	–	–	–	8.1
2007	3.50	3.51	3.46	3.49	8.2	8.1	8.0	8.0
2008	3.54	3.51	3.59	3.58	8.0	8.1	8.2	8.1
2009	3.83	3.88	3.95	3.96	8.5	8.6	8.6	8.8
2010	4.08	4.10	4.07	4.19	9.0	8.9	8.8	9.1
2011	4.25	4.32	4.31	4.44	9.1	9.2	9.2	9.4
2012	4.48	4.55	4.60	4.71	9.2	9.2	9.4	9.5
2013	4.80	4.92	4.93	5.07	9.6	9.7	9.7	10.0
2014	5.21	5.28	5.29	5.37	10.1	9.7	9.7	9.2
2015	5.30	5.36	5.35	5.68	9.1	9.5	9.6	9.9
2016	5.64	5.65	5.57	5.65	9.7	9.7	9.6	9.7
2017	5.64	5.68	5.67	5.76	9.7	9.6	9.6	9.1
2018	5.81	5.96	5.95	5.89	9.1	8.9	8.8	8.7
2019	6.09	6.23	6.28	5.88	8.7	8.9	8.9	8.7
2020	6.01	6.21	–	–	8.8	9.1	–	–
Retirement and savings								
2006	–	–	–	2.06	–	–	–	4.8
2007	2.03	2.05	2.09	2.15	4.7	4.7	4.8	4.9
2008	2.16	1.73	1.78	1.81	4.9	4.0	4.1	4.1
2009	1.87	1.65	1.66	1.72	4.1	3.7	3.6	3.8
2010	1.79	1.93	1.96	1.92	3.9	4.2	4.2	4.2
2011	1.90	1.91	1.86	1.89	4.1	4.1	4.0	4.0
2012	2.81	2.85	2.77	2.83	5.8	5.8	5.6	5.7
2013	2.87	2.95	2.90	2.10	5.8	5.8	5.7	4.1
2014	2.05	4.33	4.36	4.88	4.0	8.0	8.0	8.3
2015	4.76	2.76	2.79	2.89	8.2	4.9	5.0	5.0
2016	2.84	2.64	2.53	2.59	4.9	4.5	4.3	4.5
2017	2.61	2.70	2.73	2.77	4.5	4.6	4.6	4.4
2018	2.76	3.84	3.90	3.71	4.3	5.8	5.8	5.5
2019	3.84	2.92	2.95	2.62	5.5	4.2	4.2	3.9
2020	2.64	2.83	–	–	3.9	4.1	–	–
Legally required benefits								
2006	–	–	–	2.95	–	–	–	6.9
2007	2.97	3.02	3.01	3.03	6.9	7.0	7.0	7.0
2008	3.06	3.02	3.03	3.04	6.9	7.0	6.9	6.9
2009	3.07	3.08	3.09	3.06	6.8	6.8	6.8	6.8
2010	3.09	3.11	3.11	3.10	6.8	6.7	6.7	6.7
2011	3.12	3.16	3.18	3.18	6.7	6.8	6.8	6.7
2012	3.22	3.27	3.27	3.30	6.6	6.6	6.7	6.7
2013	3.31	3.35	3.38	3.42	6.6	6.6	6.7	6.8
2014	3.48	3.51	3.50	3.64	6.7	6.4	6.4	6.2
2015	3.65	3.68	3.65	3.73	6.3	6.5	6.5	6.5

See footnotes at end of table.

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2016	3.74	3.74	3.69	3.71	6.5	6.4	6.3	6.4
2017	3.75	3.82	3.81	4.00	6.4	6.5	6.4	6.3
2018	4.04	4.09	4.14	4.24	6.3	6.1	6.1	6.3
2019	4.35	4.40	4.41	4.23	6.2	6.3	6.3	6.3
2020	4.32	4.31	–	–	6.3	6.3	–	–

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

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$38.92	–	–	–	100.0
2007	38.70	39.01	39.07	39.75	100.0	100.0	100.0	100.0
2008	40.32	39.56	39.63	38.75	100.0	100.0	100.0	100.0
2009	40.16	40.22	41.11	39.78	100.0	100.0	100.0	100.0
2010	40.26	40.59	40.59	39.43	100.0	100.0	100.0	100.0
2011	39.76	40.86	40.92	42.98	100.0	100.0	100.0	100.0
2012	43.48	43.79	43.59	45.64	100.0	100.0	100.0	100.0
2013	46.06	46.65	46.91	48.08	100.0	100.0	100.0	100.0
2014	49.65	53.18	53.13	57.41	100.0	100.0	100.0	100.0
2015	56.62	53.64	53.73	55.50	100.0	100.0	100.0	100.0
2016	55.33	55.07	53.14	53.64	100.0	100.0	100.0	100.0
2017	53.36	54.47	54.71	55.63	100.0	100.0	100.0	100.0
2018	56.28	59.01	60.62	62.39	100.0	100.0	100.0	100.0
2019	65.16	65.62	65.53	60.38	100.0	100.0	100.0	100.0
2020	61.10	61.24	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	26.44	–	–	–	67.9
2007	26.24	26.25	26.23	26.67	67.8	67.3	67.1	67.1
2008	27.28	27.15	27.21	26.56	67.6	68.6	68.7	68.5
2009	27.14	27.39	28.04	26.86	67.6	68.1	68.2	67.5
2010	27.16	27.39	27.45	26.77	67.5	67.5	67.6	67.9
2011	26.98	27.63	27.57	28.83	67.8	67.6	67.4	67.1
2012	28.63	28.75	28.65	29.90	65.8	65.7	65.7	65.5
2013	30.21	30.39	30.66	31.84	65.6	65.1	65.4	66.2
2014	32.68	33.02	33.08	34.81	65.8	62.1	62.3	60.6
2015	34.28	34.93	34.97	35.70	60.5	65.1	65.1	64.3
2016	35.85	35.86	34.71	35.03	64.8	65.1	65.3	65.3
2017	34.85	35.69	35.72	36.48	65.3	65.5	65.3	65.6
2018	36.91	37.82	39.00	40.65	65.6	64.1	64.3	65.2
2019	42.43	43.70	43.65	40.62	65.1	66.6	66.6	67.3
2020	41.02	40.89	–	–	67.1	66.8	–	–
Total benefits								
2006	–	–	–	12.48	–	–	–	32.1
2007	12.46	12.77	12.84	13.08	32.2	32.7	32.9	32.9
2008	13.05	12.41	12.42	12.19	32.4	31.4	31.3	31.5
2009	13.02	12.82	13.06	12.92	32.4	31.9	31.8	32.5
2010	13.10	13.20	13.14	12.66	32.5	32.5	32.4	32.1
2011	12.78	13.23	13.35	14.15	32.2	32.4	32.6	32.9
2012	14.85	15.04	14.93	15.74	34.2	34.3	34.3	34.5
2013	15.85	16.26	16.25	16.24	34.4	34.9	34.6	33.8
2014	16.97	20.16	20.05	22.60	34.2	37.9	37.7	39.4
2015	22.34	18.72	18.77	19.80	39.5	34.9	34.9	35.7
2016	19.48	19.21	18.43	18.60	35.2	34.9	34.7	34.7
2017	18.50	18.78	18.98	19.15	34.7	34.5	34.7	34.4
2018	19.38	21.19	21.62	21.74	34.4	35.9	35.7	34.8
2019	22.72	21.92	21.87	19.76	34.9	33.4	33.4	32.7
2020	20.08	20.35	–	–	32.9	33.2	–	–
Paid leave								
2006	–	–	–	3.66	–	–	–	9.4
2007	3.63	3.73	3.73	3.78	9.4	9.6	9.5	9.5
2008	3.70	3.66	3.62	3.31	9.2	9.2	9.1	8.5
2009	3.62	3.65	3.75	3.58	9.0	9.1	9.1	9.0
2010	3.61	3.63	3.63	3.49	9.0	8.9	8.9	8.9
2011	3.51	3.59	3.60	3.91	8.8	8.8	8.8	9.1
2012	3.81	3.83	3.80	4.02	8.8	8.7	8.7	8.8
2013	4.06	4.11	4.17	4.30	8.8	8.8	8.9	8.9
2014	4.54	4.60	4.59	4.93	9.1	8.6	8.6	8.6
2015	4.84	4.97	4.98	5.02	8.5	9.3	9.3	9.0
2016	5.03	4.99	4.58	4.69	9.1	9.1	8.6	8.7
2017	4.65	4.77	4.83	4.95	8.7	8.8	8.8	8.9
2018	5.03	5.18	5.29	5.62	8.9	8.8	8.7	9.0
2019	5.88	6.10	6.04	5.64	9.0	9.3	9.2	9.3

See footnotes at end of table.

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2020	5.74	5.54	–	–	9.4	9.1	–	–
Supplemental pay								
2006	–	–	–	1.05	–	–	–	2.7
2007	1.07	1.13	1.14	1.15	2.8	2.9	2.9	2.9
2008	1.15	.99	.93	1.11	2.8	2.5	2.3	2.9
2009	1.10	1.08	1.06	1.14	2.7	2.7	2.6	2.9
2010	1.12	1.02	1.01	.87	2.8	2.5	2.5	2.2
2011	.92	1.06	1.07	1.31	2.3	2.6	2.6	3.0
2012	1.14	1.21	1.18	1.45	2.6	2.8	2.7	3.2
2013	1.41	1.46	1.46	1.49	3.1	3.1	3.1	3.1
2014	1.78	1.89	1.80	2.98	3.6	3.6	3.4	5.2
2015	2.99	2.41	2.40	2.69	5.3	4.5	4.5	4.8
2016	2.61	2.64	2.89	2.55	4.7	4.8	5.4	4.8
2017	2.54	2.65	2.68	2.97	4.8	4.9	4.9	5.3
2018	3.05	3.08	3.20	2.80	5.4	5.2	5.3	4.5
2019	2.97	3.00	2.98	2.54	4.6	4.6	4.6	4.2
2020	2.56	2.60	–	–	4.2	4.3	–	–
Insurance								
2006	–	–	–	3.34	–	–	–	8.6
2007	3.36	3.40	3.39	3.45	8.7	8.7	8.7	8.7
2008	3.50	3.48	3.56	3.52	8.7	8.8	9.0	9.1
2009	3.88	3.90	4.01	3.99	9.7	9.7	9.7	10.0
2010	4.08	4.12	4.05	4.03	10.1	10.2	10.0	10.2
2011	4.07	4.14	4.24	4.35	10.2	10.1	10.4	10.1
2012	4.33	4.35	4.39	4.46	10.0	9.9	10.1	9.8
2013	4.51	4.66	4.63	5.06	9.8	10.0	9.9	10.5
2014	5.24	5.36	5.33	5.25	10.6	10.1	10.0	9.1
2015	5.13	5.22	5.25	5.58	9.1	9.7	9.8	10.1
2016	5.48	5.44	5.19	5.38	9.9	9.9	9.8	10.0
2017	5.30	5.28	5.32	5.18	9.9	9.7	9.7	9.3
2018	5.19	5.38	5.37	5.36	9.2	9.1	8.9	8.6
2019	5.61	5.75	5.81	5.40	8.6	8.8	8.9	8.9
2020	5.50	5.64	–	–	9.0	9.2	–	–
Retirement and savings								
2006	–	–	–	1.70	–	–	–	4.4
2007	1.67	1.73	1.82	1.89	4.3	4.4	4.6	4.7
2008	1.86	1.47	1.51	1.51	4.6	3.7	3.8	3.9
2009	1.63	1.38	1.40	1.46	4.1	3.4	3.4	3.7
2010	1.50	1.62	1.65	1.50	3.7	4.0	4.1	3.8
2011	1.51	1.57	1.57	1.62	3.8	3.9	3.8	3.8
2012	2.63	2.66	2.58	2.72	6.1	6.1	5.9	6.0
2013	2.76	2.88	2.82	2.08	6.0	6.2	6.0	4.3
2014	2.03	4.91	4.93	5.92	4.1	9.2	9.3	10.3
2015	5.87	2.57	2.60	2.83	10.4	4.8	4.8	5.1
2016	2.70	2.49	2.23	2.40	4.9	4.5	4.2	4.5
2017	2.42	2.40	2.47	2.32	4.5	4.4	4.5	4.2
2018	2.35	3.77	3.89	3.89	4.2	6.4	6.4	6.2
2019	4.07	2.77	2.76	2.21	6.2	4.2	4.2	3.7
2020	2.23	2.53	–	–	3.6	4.1	–	–
Legally required benefits								
2006	–	–	–	2.72	–	–	–	7.0
2007	2.73	2.79	2.78	2.81	7.1	7.1	7.1	7.1
2008	2.84	2.82	2.82	2.75	7.0	7.1	7.1	7.1
2009	2.79	2.81	2.84	2.76	6.9	7.0	6.9	6.9
2010	2.80	2.80	2.81	2.77	7.0	6.9	6.9	7.0
2011	2.78	2.86	2.87	2.96	7.0	7.0	7.0	6.9
2012	2.94	2.98	2.99	3.09	6.8	6.8	6.9	6.8
2013	3.11	3.14	3.17	3.30	6.8	6.7	6.8	6.9
2014	3.38	3.40	3.39	3.51	6.8	6.4	6.4	6.1
2015	3.51	3.54	3.54	3.68	6.2	6.6	6.6	6.6

See footnotes at end of table.

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2016	3.66	3.65	3.54	3.58	6.6	6.6	6.7	6.7
2017	3.59	3.68	3.68	3.72	6.7	6.8	6.7	6.7
2018	3.75	3.78	3.87	4.06	6.7	6.4	6.4	6.5
2019	4.21	4.30	4.28	3.98	6.5	6.6	6.5	6.6
2020	4.05	4.04	–	–	6.6	6.6	–	–

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

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$46.78	–	–	–	100.0
2007	47.58	48.04	47.92	47.92	100.0	100.0	100.0	100.0
2008	48.11	47.58	48.34	49.63	100.0	100.0	100.0	100.0
2009	49.62	49.66	49.86	50.28	100.0	100.0	100.0	100.0
2010	50.36	51.60	51.71	52.11	100.0	100.0	100.0	100.0
2011	52.83	52.13	52.59	51.52	100.0	100.0	100.0	100.0
2012	53.96	54.96	55.37	54.38	100.0	100.0	100.0	100.0
2013	54.72	56.03	55.47	53.75	100.0	100.0	100.0	100.0
2014	54.16	56.25	56.25	60.07	100.0	100.0	100.0	100.0
2015	60.75	60.68	58.81	60.44	100.0	100.0	100.0	100.0
2016	61.24	62.15	62.26	63.19	100.0	100.0	100.0	100.0
2017	63.56	63.76	63.69	71.32	100.0	100.0	100.0	100.0
2018	72.08	75.33	75.47	73.72	100.0	100.0	100.0	100.0
2019	75.11	74.93	76.31	75.61	100.0	100.0	100.0	100.0
2020	76.75	76.89	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	31.59	–	–	–	67.5
2007	32.20	32.49	32.48	32.37	67.7	67.6	67.8	67.5
2008	32.41	32.60	33.19	33.95	67.4	68.5	68.7	68.4
2009	33.83	33.98	34.09	34.31	68.2	68.4	68.4	68.2
2010	34.18	35.20	35.27	35.19	67.9	68.2	68.2	67.5
2011	35.61	35.10	35.61	34.39	67.4	67.3	67.7	66.8
2012	35.50	36.15	36.32	35.48	65.8	65.8	65.6	65.2
2013	35.68	36.68	36.28	35.61	65.2	65.5	65.4	66.3
2014	35.82	36.37	36.21	38.91	66.1	64.7	64.4	64.8
2015	39.70	39.80	38.24	39.06	65.3	65.6	65.0	64.6
2016	39.68	40.61	40.86	41.43	64.8	65.4	65.6	65.6
2017	41.53	41.52	41.57	46.88	65.3	65.1	65.3	65.7
2018	47.37	49.01	49.21	47.71	65.7	65.1	65.2	64.7
2019	48.58	48.72	49.70	49.31	64.7	65.0	65.1	65.2
2020	50.09	49.95	–	–	65.3	65.0	–	–
Total benefits								
2006	–	–	–	15.19	–	–	–	32.5
2007	15.39	15.56	15.44	15.56	32.3	32.4	32.2	32.5
2008	15.71	14.98	15.15	15.68	32.6	31.5	31.3	31.6
2009	15.78	15.67	15.77	15.98	31.8	31.6	31.6	31.8
2010	16.18	16.40	16.44	16.92	32.1	31.8	31.8	32.5
2011	17.21	17.03	16.98	17.13	32.6	32.7	32.3	33.2
2012	18.46	18.81	19.05	18.90	34.2	34.2	34.4	34.8
2013	19.03	19.35	19.19	18.14	34.8	34.5	34.6	33.7
2014	18.34	19.87	20.04	21.16	33.9	35.3	35.6	35.2
2015	21.06	20.88	20.57	21.38	34.7	34.4	35.0	35.4
2016	21.56	21.53	21.41	21.76	35.2	34.6	34.4	34.4
2017	22.03	22.25	22.13	24.44	34.7	34.9	34.7	34.3
2018	24.71	26.31	26.26	26.01	34.3	34.9	34.8	35.3
2019	26.54	26.21	26.61	26.30	35.3	35.0	34.9	34.8
2020	26.66	26.94	–	–	34.7	35.0	–	–
Paid leave								
2006	–	–	–	4.70	–	–	–	10.0
2007	4.76	4.81	4.82	4.87	10.0	10.0	10.1	10.2
2008	4.84	4.76	4.87	5.05	10.1	10.0	10.1	10.2
2009	5.08	5.05	5.08	5.13	10.2	10.2	10.2	10.2
2010	5.11	5.28	5.29	5.25	10.1	10.2	10.2	10.1
2011	5.31	5.17	5.23	5.03	10.0	9.9	9.9	9.8
2012	5.21	5.29	5.38	5.17	9.7	9.6	9.7	9.5
2013	5.20	5.35	5.25	5.16	9.5	9.5	9.5	9.6
2014	5.16	5.21	5.18	5.64	9.5	9.3	9.2	9.4
2015	5.78	5.79	5.61	5.88	9.5	9.5	9.5	9.7
2016	5.98	6.09	6.03	6.14	9.8	9.8	9.7	9.7
2017	6.19	6.21	6.22	7.13	9.7	9.7	9.8	10.0
2018	7.19	7.42	7.45	7.17	10.0	9.8	9.9	9.7
2019	7.33	7.33	7.49	7.36	9.8	9.8	9.8	9.7

See footnotes at end of table.

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2020	7.49	7.46	–	–	9.8	9.7	–	–
Supplemental pay								
2006	–	–	–	1.27	–	–	–	2.7
2007	1.29	1.42	1.40	1.41	2.7	3.0	2.9	3.0
2008	1.50	1.41	1.31	1.55	3.1	3.0	2.7	3.1
2009	1.50	1.54	1.56	1.58	3.0	3.1	3.1	3.1
2010	1.52	1.39	1.39	1.60	3.0	2.7	2.7	3.1
2011	1.78	1.74	1.76	2.00	3.4	3.3	3.3	3.9
2012	2.12	2.17	2.27	2.15	3.9	3.9	4.1	4.0
2013	2.07	2.04	1.97	2.20	3.8	3.6	3.6	4.1
2014	2.35	2.30	2.37	2.72	4.3	4.1	4.2	4.5
2015	2.70	2.69	2.62	2.92	4.4	4.4	4.5	4.8
2016	2.87	2.86	2.91	3.03	4.7	4.6	4.7	4.8
2017	3.11	3.02	2.99	3.38	4.9	4.7	4.7	4.7
2018	3.52	3.92	3.89	4.43	4.9	5.2	5.1	6.0
2019	4.48	4.50	4.55	4.80	6.0	6.0	6.0	6.4
2020	4.72	4.81	–	–	6.1	6.3	–	–
Insurance								
2006	–	–	–	3.58	–	–	–	7.7
2007	3.66	3.64	3.54	3.53	7.7	7.6	7.4	7.4
2008	3.58	3.55	3.62	3.64	7.5	7.5	7.5	7.3
2009	3.79	3.87	3.90	3.94	7.6	7.8	7.8	7.8
2010	4.08	4.09	4.09	4.34	8.1	7.9	7.9	8.3
2011	4.42	4.48	4.38	4.53	8.4	8.6	8.3	8.8
2012	4.63	4.75	4.83	5.03	8.6	8.6	8.7	9.3
2013	5.18	5.26	5.31	5.08	9.5	9.4	9.6	9.5
2014	5.16	5.16	5.24	5.55	9.5	9.2	9.3	9.2
2015	5.53	5.55	5.49	5.82	9.1	9.1	9.3	9.6
2016	5.86	5.90	5.88	5.94	9.6	9.5	9.4	9.4
2017	6.00	6.08	6.01	6.39	9.4	9.5	9.4	9.0
2018	6.47	6.62	6.59	6.48	9.0	8.8	8.7	8.8
2019	6.63	6.76	6.83	6.47	8.8	9.0	8.9	8.6
2020	6.65	6.87	–	–	8.7	8.9	–	–
Retirement and savings								
2006	–	–	–	2.45	–	–	–	5.2
2007	2.44	2.42	2.40	2.46	5.1	5.0	5.0	5.1
2008	2.49	2.02	2.08	2.12	5.2	4.3	4.3	4.3
2009	2.08	1.89	1.90	1.97	4.2	3.8	3.8	3.9
2010	2.08	2.24	2.26	2.32	4.1	4.3	4.4	4.4
2011	2.26	2.21	2.14	2.17	4.3	4.2	4.1	4.2
2012	2.99	3.04	2.99	2.97	5.5	5.5	5.4	5.5
2013	3.02	3.05	3.01	2.12	5.5	5.4	5.4	3.9
2014	2.07	3.56	3.60	3.43	3.8	6.3	6.4	5.7
2015	3.18	3.01	3.05	2.97	5.2	5.0	5.2	4.9
2016	3.01	2.84	2.77	2.80	4.9	4.6	4.4	4.4
2017	2.81	2.99	2.98	3.25	4.4	4.7	4.7	4.6
2018	3.19	3.92	3.91	3.50	4.4	5.2	5.2	4.7
2019	3.58	3.10	3.17	3.13	4.8	4.1	4.2	4.1
2020	3.16	3.18	–	–	4.1	4.1	–	–
Legally required benefits								
2006	–	–	–	3.19	–	–	–	6.8
2007	3.23	3.27	3.28	3.29	6.8	6.8	6.8	6.9
2008	3.30	3.23	3.26	3.33	6.9	6.8	6.8	6.7
2009	3.33	3.32	3.32	3.35	6.7	6.7	6.7	6.7
2010	3.39	3.41	3.41	3.42	6.7	6.6	6.6	6.6
2011	3.44	3.44	3.47	3.40	6.5	6.6	6.6	6.6
2012	3.51	3.57	3.59	3.57	6.5	6.5	6.5	6.6
2013	3.57	3.65	3.64	3.57	6.5	6.5	6.6	6.6
2014	3.61	3.65	3.65	3.83	6.7	6.5	6.5	6.4
2015	3.85	3.85	3.80	3.79	6.3	6.3	6.5	6.3

See footnotes at end of table.

Supplemental table 18. Private information industry workers, by establishment size: employer costs per hour 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								
2016	3.84	3.85	3.82	3.85	6.3	6.2	6.1	6.1
2017	3.92	3.95	3.93	4.29	6.2	6.2	6.2	6.0
2018	4.35	4.44	4.43	4.43	6.0	5.9	5.9	6.0
2019	4.51	4.51	4.57	4.53	6.0	6.0	6.0	6.0
2020	4.65	4.62	–	–	6.1	6.0	–	–

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

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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	–	–	–	$34.38	–	–	–	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	47.60	47.97	49.43	100.0	100.0	100.0	100.0
2020	49.85	50.20	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	23.32	–	–	–	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	31.99	32.20	33.12	67.3	67.2	67.1	67.0
2020	33.43	33.68	–	–	67.1	67.1	–	–
Total benefits								
2006	–	–	–	11.06	–	–	–	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	15.61	15.77	16.31	32.7	32.8	32.9	33.0
2020	16.41	16.52	–	–	32.9	32.9	–	–
Paid leave								
2006	–	–	–	2.79	–	–	–	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
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	4.10	4.17	4.34	8.6	8.6	8.7	8.8

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2020	4.39	4.42	–	–	8.8	8.8	–	–
Supplemental pay								
2006	–	–	–	1.77	–	–	–	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	2.58	2.61	2.92	5.4	5.4	5.4	5.9
2020	2.89	2.82	–	–	5.8	5.6	–	–
Insurance								
2006	–	–	–	2.63	–	–	–	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	4.12	4.15	4.16	8.5	8.7	8.7	8.4
2020	4.18	4.36	–	–	8.4	8.7	–	–
Retirement and savings								
2006	–	–	–	1.58	–	–	–	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	1.74	1.76	1.75	3.7	3.7	3.7	3.5
2020	1.77	1.73	–	–	3.5	3.5	–	–
Legally required benefits								
2006	–	–	–	2.30	–	–	–	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

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
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	3.07	3.08	3.14	6.5	6.5	6.4	6.4
2020	3.18	3.19	–	–	6.4	6.3	–	–

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

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$53.77	–	–	–	100.0
2007	54.93	54.28	54.41	53.38	100.0	100.0	100.0	100.0
2008	55.84	55.66	56.75	56.36	100.0	100.0	100.0	100.0
2009	56.49	56.78	55.32	55.33	100.0	100.0	100.0	100.0
2010	56.22	55.78	56.14	57.15	100.0	100.0	100.0	100.0
2011	57.21	58.40	58.48	58.28	100.0	100.0	100.0	100.0
2012	58.74	59.43	59.41	59.70	100.0	100.0	100.0	100.0
2013	59.80	60.74	60.53	62.65	100.0	100.0	100.0	100.0
2014	62.40	63.59	64.36	67.64	100.0	100.0	100.0	100.0
2015	68.80	69.51	66.12	66.06	100.0	100.0	100.0	100.0
2016	70.97	71.57	72.68	73.05	100.0	100.0	100.0	100.0
2017	73.17	74.43	74.82	72.59	100.0	100.0	100.0	100.0
2018	73.61	74.52	74.63	69.58	100.0	100.0	100.0	100.0
2019	70.33	70.75	71.19	73.54	100.0	100.0	100.0	100.0
2020	74.29	74.38	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	36.06	–	–	–	67.1
2007	37.16	36.62	36.71	35.67	67.6	67.5	67.5	66.8
2008	37.57	36.74	37.99	38.00	67.3	66.0	66.9	67.4
2009	38.11	38.26	37.15	37.37	67.5	67.4	67.2	67.5
2010	37.80	37.83	37.94	38.62	67.2	67.8	67.6	67.6
2011	38.70	38.93	39.09	39.04	67.6	66.7	66.8	67.0
2012	39.25	39.85	39.81	39.86	66.8	67.1	67.0	66.8
2013	39.91	40.59	40.52	41.54	66.7	66.8	66.9	66.3
2014	41.73	42.50	43.09	43.77	66.9	66.8	66.9	64.7
2015	44.16	44.71	44.39	45.01	64.2	64.3	67.1	68.1
2016	45.91	46.41	46.83	47.10	64.7	64.8	64.4	64.5
2017	46.84	47.80	48.10	46.47	64.0	64.2	64.3	64.0
2018	46.99	47.53	47.65	46.28	63.8	63.8	63.8	66.5
2019	46.73	46.93	47.11	48.49	66.4	66.3	66.2	65.9
2020	49.03	49.26	–	–	66.0	66.2	–	–
Total benefits								
2006	–	–	–	17.71	–	–	–	32.9
2007	17.77	17.66	17.71	17.72	32.4	32.5	32.5	33.2
2008	18.27	18.91	18.77	18.36	32.7	34.0	33.1	32.6
2009	18.38	18.52	18.17	17.96	32.5	32.6	32.8	32.5
2010	18.42	17.95	18.20	18.54	32.8	32.2	32.4	32.4
2011	18.51	19.47	19.39	19.25	32.4	33.3	33.2	33.0
2012	19.49	19.58	19.60	19.84	33.2	32.9	33.0	33.2
2013	19.89	20.15	20.02	21.11	33.3	33.2	33.1	33.7
2014	20.67	21.09	21.28	23.87	33.1	33.2	33.1	35.3
2015	24.64	24.80	21.73	21.05	35.8	35.7	32.9	31.9
2016	25.07	25.16	25.84	25.95	35.3	35.2	35.6	35.5
2017	26.33	26.62	26.72	26.12	36.0	35.8	35.7	36.0
2018	26.62	26.99	26.98	23.30	36.2	36.2	36.2	33.5
2019	23.61	23.82	24.08	25.05	33.6	33.7	33.8	34.1
2020	25.26	25.12	–	–	34.0	33.8	–	–
Paid leave								
2006	–	–	–	4.79	–	–	–	8.9
2007	4.86	4.82	4.83	4.74	8.8	8.9	8.9	8.9
2008	4.99	4.85	5.20	5.24	8.9	8.7	9.2	9.3
2009	5.25	5.27	4.99	5.00	9.3	9.3	9.0	9.0
2010	5.08	5.08	5.11	5.14	9.0	9.1	9.1	9.0
2011	5.15	5.17	5.19	5.24	9.0	8.9	8.9	9.0
2012	5.35	5.34	5.34	5.47	9.1	9.0	9.0	9.2
2013	5.45	5.57	5.57	5.74	9.1	9.2	9.2	9.2
2014	5.79	5.89	5.99	6.20	9.3	9.3	9.3	9.2
2015	6.29	6.33	6.21	6.21	9.1	9.1	9.4	9.4
2016	6.43	6.46	6.58	6.65	9.1	9.0	9.1	9.1
2017	6.71	6.80	6.84	6.67	9.2	9.1	9.1	9.2
2018	6.78	6.86	6.89	6.67	9.2	9.2	9.2	9.6
2019	6.76	6.81	6.91	7.14	9.6	9.6	9.7	9.7

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	7.23	7.25	–	–	9.7	9.7	–	–
Supplemental pay								
2006	–	–	–	3.45	–	–	–	6.4
2007	3.54	3.43	3.44	3.47	6.4	6.3	6.3	6.5
2008	3.68	4.33	3.80	3.58	6.6	7.8	6.7	6.4
2009	3.49	3.53	3.53	3.33	6.2	6.2	6.4	6.0
2010	3.35	2.80	3.00	3.14	6.0	5.0	5.4	5.5
2011	3.00	3.73	3.66	3.48	5.2	6.4	6.3	6.0
2012	3.61	3.77	3.77	3.73	6.1	6.3	6.4	6.2
2013	3.76	3.77	3.54	4.15	6.3	6.2	5.8	6.6
2014	3.69	3.87	3.90	6.09	5.9	6.1	6.1	9.0
2015	6.63	6.61	3.75	3.24	9.6	9.5	5.7	4.9
2016	6.80	6.80	7.04	7.08	9.6	9.5	9.7	9.7
2017	7.27	7.27	7.31	7.36	9.9	9.8	9.8	10.1
2018	7.64	7.76	7.70	4.48	10.4	10.4	10.3	6.4
2019	4.57	4.64	4.70	5.33	6.5	6.6	6.6	7.2
2020	5.30	5.00	–	–	7.1	6.7	–	–
Insurance								
2006	–	–	–	3.34	–	–	–	6.2
2007	3.44	3.48	3.47	3.48	6.3	6.4	6.4	6.5
2008	3.54	3.58	3.61	3.56	6.3	6.4	6.4	6.3
2009	3.62	3.62	3.63	3.68	6.4	6.4	6.6	6.6
2010	3.79	3.79	3.81	3.89	6.7	6.8	6.8	6.8
2011	3.93	4.03	4.02	4.08	6.9	6.9	6.9	7.0
2012	4.11	4.07	4.06	4.24	7.0	6.8	6.8	7.1
2013	4.23	4.24	4.27	4.50	7.1	7.0	7.1	7.2
2014	4.50	4.60	4.61	4.68	7.2	7.2	7.2	6.9
2015	4.75	4.79	4.78	4.76	6.9	6.9	7.2	7.2
2016	4.87	4.90	5.02	5.03	6.9	6.8	6.9	6.9
2017	5.07	5.10	5.13	4.96	6.9	6.9	6.9	6.8
2018	5.00	5.06	5.04	5.05	6.8	6.8	6.8	7.3
2019	5.13	5.24	5.29	5.28	7.3	7.4	7.4	7.2
2020	5.35	5.55	–	–	7.2	7.5	–	–
Retirement and savings								
2006	–	–	–	2.82	–	–	–	5.2
2007	2.57	2.58	2.63	2.68	4.7	4.8	4.8	5.0
2008	2.64	2.70	2.69	2.55	4.7	4.9	4.7	4.5
2009	2.54	2.62	2.57	2.47	4.5	4.6	4.6	4.5
2010	2.69	2.71	2.74	2.79	4.8	4.9	4.9	4.9
2011	2.82	2.88	2.85	2.79	4.9	4.9	4.9	4.8
2012	2.72	2.62	2.64	2.67	4.6	4.4	4.4	4.5
2013	2.70	2.78	2.82	2.86	4.5	4.6	4.7	4.6
2014	2.80	2.82	2.84	2.91	4.5	4.4	4.4	4.3
2015	2.94	3.01	2.98	2.80	4.3	4.3	4.5	4.2
2016	2.83	2.85	3.04	3.02	4.0	4.0	4.2	4.1
2017	3.06	3.18	3.17	2.86	4.2	4.3	4.2	3.9
2018	2.89	2.97	2.99	2.81	3.9	4.0	4.0	4.0
2019	2.83	2.81	2.84	2.89	4.0	4.0	4.0	3.9
2020	2.90	2.84	–	–	3.9	3.8	–	–
Legally required benefits								
2006	–	–	–	3.32	–	–	–	6.2
2007	3.37	3.35	3.35	3.34	6.1	6.2	6.2	6.2
2008	3.42	3.44	3.46	3.43	6.1	6.2	6.1	6.1
2009	3.48	3.49	3.46	3.49	6.2	6.1	6.3	6.3
2010	3.52	3.56	3.54	3.58	6.3	6.4	6.3	6.3
2011	3.62	3.65	3.66	3.66	6.3	6.3	6.3	6.3
2012	3.70	3.78	3.78	3.74	6.3	6.4	6.4	6.3
2013	3.75	3.79	3.82	3.86	6.3	6.2	6.3	6.2
2014	3.89	3.91	3.94	3.99	6.2	6.2	6.1	5.9
2015	4.04	4.06	4.00	4.05	5.9	5.8	6.1	6.1

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.14	4.14	4.15	4.16	5.8	5.8	5.7	5.7
2017	4.23	4.27	4.28	4.28	5.8	5.7	5.7	5.9
2018	4.32	4.34	4.36	4.28	5.9	5.8	5.8	6.2
2019	4.32	4.33	4.34	4.41	6.1	6.1	6.1	6.0
2020	4.48	4.48	–	–	6.0	6.0	–	–

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

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$54.38	–	–	–	100.0
2007	55.72	54.74	54.97	53.58	100.0	100.0	100.0	100.0
2008	56.54	56.05	57.59	57.39	100.0	100.0	100.0	100.0
2009	57.38	57.60	55.75	55.97	100.0	100.0	100.0	100.0
2010	56.97	56.34	56.78	57.64	100.0	100.0	100.0	100.0
2011	57.43	58.84	58.84	58.49	100.0	100.0	100.0	100.0
2012	58.96	59.76	59.70	60.06	100.0	100.0	100.0	100.0
2013	59.99	61.15	60.76	63.31	100.0	100.0	100.0	100.0
2014	62.83	64.30	65.17	69.25	100.0	100.0	100.0	100.0
2015	70.59	71.33	67.08	66.85	100.0	100.0	100.0	100.0
2016	73.03	73.58	74.84	75.36	100.0	100.0	100.0	100.0
2017	75.41	76.81	77.18	74.21	100.0	100.0	100.0	100.0
2018	75.26	76.24	76.34	69.79	100.0	100.0	100.0	100.0
2019	70.52	70.92	71.45	74.19	100.0	100.0	100.0	100.0
2020	74.98	75.00	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	36.39	–	–	–	66.9
2007	37.68	36.90	37.05	35.68	67.6	67.4	67.4	66.6
2008	37.99	36.83	38.43	38.55	67.2	65.7	66.7	67.2
2009	38.62	38.69	37.28	37.68	67.3	67.2	66.9	67.3
2010	38.17	38.11	38.24	38.89	67.0	67.7	67.3	67.5
2011	38.83	39.09	39.21	39.16	67.6	66.4	66.6	66.9
2012	39.31	39.98	39.92	40.01	66.7	66.9	66.9	66.6
2013	39.94	40.78	40.62	41.88	66.6	66.7	66.9	66.1
2014	42.05	43.02	43.68	44.55	66.9	66.9	67.0	64.3
2015	44.96	45.55	45.17	45.86	63.7	63.9	67.3	68.6
2016	46.95	47.42	47.83	48.20	64.3	64.4	63.9	64.0
2017	47.83	48.91	49.20	46.93	63.4	63.7	63.7	63.2
2018	47.42	48.00	48.12	46.32	63.0	63.0	63.0	66.4
2019	46.74	46.92	47.16	48.85	66.3	66.2	66.0	65.8
2020	49.43	49.65	–	–	65.9	66.2	–	–
Total benefits								
2006	–	–	–	17.99	–	–	–	33.1
2007	18.04	17.84	17.93	17.90	32.4	32.6	32.6	33.4
2008	18.55	19.21	19.17	18.83	32.8	34.3	33.3	32.8
2009	18.76	18.90	18.48	18.30	32.7	32.8	33.1	32.7
2010	18.80	18.22	18.55	18.76	33.0	32.3	32.7	32.5
2011	18.60	19.75	19.64	19.34	32.4	33.6	33.4	33.1
2012	19.66	19.77	19.78	20.05	33.3	33.1	33.1	33.4
2013	20.05	20.37	20.14	21.43	33.4	33.3	33.1	33.9
2014	20.78	21.27	21.49	24.69	33.1	33.1	33.0	35.7
2015	25.64	25.78	21.91	20.99	36.3	36.1	32.7	31.4
2016	26.08	26.16	27.01	27.16	35.7	35.6	36.1	36.0
2017	27.58	27.90	27.98	27.27	36.6	36.3	36.3	36.8
2018	27.84	28.24	28.22	23.46	37.0	37.0	37.0	33.6
2019	23.78	24.00	24.29	25.34	33.7	33.8	34.0	34.2
2020	25.55	25.36	–	–	34.1	33.8	–	–
Paid leave								
2006	–	–	–	4.80	–	–	–	8.8
2007	4.89	4.82	4.84	4.72	8.8	8.8	8.8	8.8
2008	5.02	4.85	5.29	5.37	8.9	8.6	9.2	9.4
2009	5.37	5.37	5.02	5.04	9.4	9.3	9.0	9.0
2010	5.13	5.12	5.15	5.14	9.0	9.1	9.1	8.9
2011	5.13	5.16	5.17	5.20	8.9	8.8	8.8	8.9
2012	5.31	5.29	5.28	5.43	9.0	8.9	8.9	9.0
2013	5.39	5.53	5.52	5.72	9.0	9.0	9.1	9.0
2014	5.76	5.89	6.00	6.25	9.2	9.2	9.2	9.0
2015	6.35	6.40	6.25	6.22	9.0	9.0	9.3	9.3
2016	6.51	6.54	6.67	6.76	8.9	8.9	8.9	9.0
2017	6.81	6.91	6.95	6.68	9.0	9.0	9.0	9.0
2018	6.80	6.88	6.92	6.61	9.0	9.0	9.1	9.5
2019	6.70	6.75	6.86	7.17	9.5	9.5	9.6	9.7

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	7.24	7.26	–	–	9.7	9.7	–	–
Supplemental pay								
2006	–	–	–	3.81	–	–	–	7.0
2007	3.86	3.71	3.72	3.77	6.9	6.8	6.8	7.0
2008	4.01	4.70	4.17	3.95	7.1	8.4	7.2	6.9
2009	3.84	3.87	3.87	3.67	6.7	6.7	6.9	6.5
2010	3.72	3.06	3.33	3.48	6.5	5.4	5.9	6.0
2011	3.24	4.16	4.08	3.83	5.6	7.1	6.9	6.6
2012	4.00	4.19	4.19	4.12	6.8	7.0	7.0	6.9
2013	4.16	4.18	3.89	4.63	6.9	6.8	6.4	7.3
2014	3.99	4.21	4.25	6.99	6.4	6.5	6.5	10.1
2015	7.67	7.63	4.01	3.32	10.9	10.7	6.0	5.0
2016	7.86	7.86	8.20	8.24	10.8	10.7	11.0	10.9
2017	8.46	8.49	8.54	8.62	11.2	11.1	11.1	11.6
2018	8.97	9.12	9.03	4.89	11.9	12.0	11.8	7.0
2019	4.98	5.06	5.13	5.76	7.1	7.1	7.2	7.8
2020	5.74	5.40	–	–	7.7	7.2	–	–
Insurance								
2006	–	–	–	3.32	–	–	–	6.1
2007	3.42	3.45	3.45	3.47	6.1	6.3	6.3	6.5
2008	3.52	3.56	3.59	3.54	6.2	6.4	6.2	6.2
2009	3.60	3.60	3.61	3.65	6.3	6.2	6.5	6.5
2010	3.75	3.74	3.77	3.82	6.6	6.6	6.6	6.6
2011	3.86	3.95	3.95	4.00	6.7	6.7	6.7	6.8
2012	4.03	3.98	3.97	4.15	6.8	6.7	6.6	6.9
2013	4.13	4.14	4.17	4.40	6.9	6.8	6.9	7.0
2014	4.40	4.50	4.50	4.58	7.0	7.0	6.9	6.6
2015	4.66	4.70	4.69	4.64	6.6	6.6	7.0	6.9
2016	4.76	4.80	4.96	4.97	6.5	6.5	6.6	6.6
2017	5.00	5.03	5.06	4.85	6.6	6.5	6.6	6.5
2018	4.90	4.95	4.94	4.94	6.5	6.5	6.5	7.1
2019	5.03	5.13	5.19	5.18	7.1	7.2	7.3	7.0
2020	5.24	5.44	–	–	7.0	7.3	–	–
Retirement and savings								
2006	–	–	–	2.77	–	–	–	5.1
2007	2.53	2.53	2.59	2.64	4.5	4.6	4.7	4.9
2008	2.60	2.68	2.68	2.56	4.6	4.8	4.6	4.5
2009	2.50	2.60	2.55	2.46	4.4	4.5	4.6	4.4
2010	2.69	2.74	2.77	2.75	4.7	4.9	4.9	4.8
2011	2.76	2.84	2.80	2.69	4.8	4.8	4.8	4.6
2012	2.67	2.57	2.59	2.65	4.5	4.3	4.3	4.4
2013	2.67	2.76	2.79	2.85	4.5	4.5	4.6	4.5
2014	2.78	2.79	2.83	2.90	4.4	4.3	4.3	4.2
2015	2.92	3.00	2.97	2.76	4.1	4.2	4.4	4.1
2016	2.80	2.81	3.02	3.02	3.8	3.8	4.0	4.0
2017	3.05	3.18	3.15	2.83	4.0	4.1	4.1	3.8
2018	2.85	2.94	2.97	2.78	3.8	3.9	3.9	4.0
2019	2.79	2.78	2.82	2.86	4.0	3.9	3.9	3.8
2020	2.87	2.81	–	–	3.8	3.7	–	–
Legally required benefits								
2006	–	–	–	3.30	–	–	–	6.1
2007	3.35	3.33	3.33	3.31	6.0	6.1	6.1	6.2
2008	3.40	3.43	3.44	3.42	6.0	6.1	6.0	6.0
2009	3.46	3.46	3.44	3.48	6.0	6.0	6.2	6.2
2010	3.51	3.56	3.52	3.57	6.2	6.3	6.2	6.2
2011	3.60	3.64	3.64	3.62	6.3	6.2	6.2	6.2
2012	3.66	3.75	3.74	3.70	6.2	6.3	6.3	6.2
2013	3.70	3.75	3.77	3.83	6.2	6.1	6.2	6.1
2014	3.85	3.89	3.91	3.98	6.1	6.0	6.0	5.7
2015	4.03	4.06	3.99	4.04	5.7	5.7	5.9	6.0

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.15	4.15	4.16	4.18	5.7	5.6	5.6	5.5
2017	4.24	4.29	4.29	4.28	5.6	5.6	5.6	5.8
2018	4.33	4.35	4.37	4.25	5.7	5.7	5.7	6.1
2019	4.28	4.28	4.30	4.38	6.1	6.0	6.0	5.9
2020	4.45	4.44	–	–	5.9	5.9	–	–

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

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$51.43	–	–	–	100.0
2007	51.87	52.49	52.25	52.61	100.0	100.0	100.0	100.0
2008	53.17	54.16	53.47	52.64	100.0	100.0	100.0	100.0
2009	53.26	53.80	53.74	53.00	100.0	100.0	100.0	100.0
2010	53.53	53.79	53.82	55.32	100.0	100.0	100.0	100.0
2011	56.41	56.77	57.16	57.53	100.0	100.0	100.0	100.0
2012	57.93	58.25	58.34	58.33	100.0	100.0	100.0	100.0
2013	59.07	59.15	59.65	60.15	100.0	100.0	100.0	100.0
2014	60.75	60.86	61.33	61.60	100.0	100.0	100.0	100.0
2015	62.12	62.68	62.53	63.13	100.0	100.0	100.0	100.0
2016	63.32	64.07	64.86	64.70	100.0	100.0	100.0	100.0
2017	65.14	65.89	66.35	67.18	100.0	100.0	100.0	100.0
2018	68.13	68.77	68.96	68.95	100.0	100.0	100.0	100.0
2019	69.77	70.25	70.42	71.46	100.0	100.0	100.0	100.0
2020	72.10	72.39	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	34.79	–	–	–	67.6
2007	35.14	35.53	35.39	35.59	67.7	67.7	67.7	67.7
2008	35.96	36.41	36.27	35.98	67.6	67.2	67.8	68.4
2009	36.27	36.68	36.69	36.25	68.1	68.2	68.3	68.4
2010	36.45	36.83	36.87	37.61	68.1	68.5	68.5	68.0
2011	38.20	38.35	38.66	38.61	67.7	67.5	67.6	67.1
2012	39.04	39.37	39.41	39.30	67.4	67.6	67.6	67.4
2013	39.79	39.85	40.11	40.28	67.4	67.4	67.2	67.0
2014	40.50	40.47	40.85	40.83	66.7	66.5	66.6	66.3
2015	41.18	41.56	41.49	41.83	66.3	66.3	66.4	66.3
2016	42.02	42.64	43.23	43.12	66.4	66.6	66.6	66.6
2017	43.30	43.82	44.16	44.93	66.5	66.5	66.6	66.9
2018	45.56	45.93	46.08	46.15	66.9	66.8	66.8	66.9
2019	46.68	46.95	46.97	47.33	66.9	66.8	66.7	66.2
2020	47.77	48.02	–	–	66.3	66.3	–	–
Total benefits								
2006	–	–	–	16.64	–	–	–	32.4
2007	16.73	16.96	16.87	17.02	32.3	32.3	32.3	32.3
2008	17.21	17.76	17.21	16.66	32.4	32.8	32.2	31.6
2009	16.98	17.12	17.05	16.75	31.9	31.8	31.7	31.6
2010	17.08	16.96	16.95	17.72	31.9	31.5	31.5	32.0
2011	18.21	18.42	18.50	18.92	32.3	32.5	32.4	32.9
2012	18.89	18.89	18.92	19.03	32.6	32.4	32.4	32.6
2013	19.28	19.30	19.54	19.87	32.6	32.6	32.8	33.0
2014	20.25	20.39	20.48	20.77	33.3	33.5	33.4	33.7
2015	20.94	21.12	21.03	21.31	33.7	33.7	33.6	33.7
2016	21.30	21.43	21.63	21.58	33.6	33.4	33.4	33.4
2017	21.84	22.07	22.18	22.25	33.5	33.5	33.4	33.1
2018	22.57	22.83	22.88	22.80	33.1	33.2	33.2	33.1
2019	23.09	23.30	23.45	24.13	33.1	33.2	33.3	33.8
2020	24.33	24.37	–	–	33.7	33.7	–	–
Paid leave								
2006	–	–	–	4.75	–	–	–	9.2
2007	4.74	4.81	4.78	4.82	9.1	9.2	9.2	9.2
2008	4.89	4.89	4.87	4.79	9.2	9.0	9.1	9.1
2009	4.83	4.90	4.91	4.84	9.1	9.1	9.1	9.1
2010	4.89	4.93	4.93	5.15	9.1	9.2	9.2	9.3
2011	5.21	5.21	5.27	5.38	9.2	9.2	9.2	9.3
2012	5.50	5.54	5.54	5.60	9.5	9.5	9.5	9.6
2013	5.71	5.70	5.74	5.81	9.7	9.6	9.6	9.7
2014	5.89	5.87	5.94	6.00	9.7	9.7	9.7	9.7
2015	6.05	6.07	6.07	6.16	9.7	9.7	9.7	9.8
2016	6.17	6.20	6.26	6.27	9.7	9.7	9.6	9.7
2017	6.34	6.41	6.43	6.63	9.7	9.7	9.7	9.9
2018	6.71	6.80	6.81	6.85	9.9	9.9	9.9	9.9
2019	6.93	6.99	7.06	7.06	9.9	10.0	10.0	9.9

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	7.17	7.23	–	–	10.0	10.0	–	–
Supplemental pay								
2006	–	–	–	2.07	–	–	–	4.0
2007	2.29	2.35	2.34	2.33	4.4	4.5	4.5	4.4
2008	2.42	2.94	2.38	2.25	4.5	5.4	4.5	4.3
2009	2.23	2.26	2.26	2.11	4.2	4.2	4.2	4.0
2010	2.05	1.85	1.82	1.87	3.8	3.4	3.4	3.4
2011	2.10	2.16	2.15	2.20	3.7	3.8	3.8	3.8
2012	2.20	2.26	2.25	2.24	3.8	3.9	3.9	3.8
2013	2.20	2.19	2.20	2.33	3.7	3.7	3.7	3.9
2014	2.56	2.56	2.58	2.71	4.2	4.2	4.2	4.4
2015	2.78	2.80	2.75	2.94	4.5	4.5	4.4	4.7
2016	2.84	2.85	2.87	2.88	4.5	4.5	4.4	4.4
2017	2.95	2.90	2.91	3.10	4.5	4.4	4.4	4.6
2018	3.22	3.23	3.26	3.26	4.7	4.7	4.7	4.7
2019	3.37	3.40	3.43	3.94	4.8	4.8	4.9	5.5
2020	3.89	3.72	–	–	5.4	5.1	–	–
Insurance								
2006	–	–	–	3.42	–	–	–	6.7
2007	3.53	3.57	3.54	3.56	6.8	6.8	6.8	6.8
2008	3.60	3.64	3.69	3.62	6.8	6.7	6.9	6.9
2009	3.72	3.72	3.69	3.77	7.0	6.9	6.9	7.1
2010	3.93	3.97	3.96	4.15	7.3	7.4	7.4	7.5
2011	4.18	4.30	4.27	4.38	7.4	7.6	7.5	7.6
2012	4.40	4.41	4.39	4.56	7.6	7.6	7.5	7.8
2013	4.64	4.62	4.67	4.86	7.9	7.8	7.8	8.1
2014	4.91	5.02	5.01	5.05	8.1	8.3	8.2	8.2
2015	5.06	5.10	5.10	5.18	8.1	8.1	8.2	8.2
2016	5.24	5.27	5.27	5.27	8.3	8.2	8.1	8.1
2017	5.30	5.35	5.40	5.30	8.1	8.1	8.1	7.9
2018	5.33	5.40	5.38	5.40	7.8	7.9	7.8	7.8
2019	5.42	5.55	5.59	5.63	7.8	7.9	7.9	7.9
2020	5.68	5.90	–	–	7.9	8.2	–	–
Retirement and savings								
2006	–	–	–	3.03	–	–	–	5.9
2007	2.74	2.77	2.77	2.86	5.3	5.3	5.3	5.4
2008	2.80	2.78	2.75	2.52	5.3	5.1	5.1	4.8
2009	2.66	2.68	2.63	2.51	5.0	5.0	4.9	4.7
2010	2.67	2.63	2.63	2.91	5.0	4.9	4.9	5.3
2011	3.03	3.05	3.06	3.17	5.4	5.4	5.4	5.5
2012	2.92	2.77	2.83	2.74	5.0	4.8	4.8	4.7
2013	2.80	2.83	2.93	2.90	4.7	4.8	4.9	4.8
2014	2.87	2.91	2.90	2.97	4.7	4.8	4.7	4.8
2015	2.99	3.07	3.05	2.95	4.8	4.9	4.9	4.7
2016	2.96	3.01	3.12	3.04	4.7	4.7	4.8	4.7
2017	3.07	3.20	3.22	2.96	4.7	4.9	4.9	4.4
2018	2.99	3.07	3.08	2.90	4.4	4.5	4.5	4.2
2019	2.93	2.89	2.90	2.98	4.2	4.1	4.1	4.2
2020	3.01	2.94	–	–	4.2	4.1	–	–
Legally required benefits								
2006	–	–	–	3.38	–	–	–	6.6
2007	3.42	3.45	3.44	3.45	6.6	6.6	6.6	6.6
2008	3.50	3.52	3.52	3.49	6.6	6.5	6.6	6.6
2009	3.54	3.57	3.56	3.52	6.6	6.6	6.6	6.6
2010	3.54	3.59	3.60	3.64	6.6	6.7	6.7	6.6
2011	3.69	3.71	3.75	3.79	6.5	6.5	6.6	6.6
2012	3.87	3.91	3.91	3.89	6.7	6.7	6.7	6.7
2013	3.94	3.95	4.00	3.97	6.7	6.7	6.7	6.6
2014	4.01	4.02	4.05	4.04	6.6	6.6	6.6	6.6
2015	4.07	4.08	4.06	4.08	6.6	6.5	6.5	6.5

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.09	4.10	4.11	4.11	6.5	6.4	6.3	6.4
2017	4.17	4.21	4.22	4.26	6.4	6.4	6.4	6.3
2018	4.32	4.33	4.35	4.40	6.3	6.3	6.3	6.4
2019	4.44	4.46	4.47	4.52	6.4	6.4	6.3	6.3
2020	4.58	4.58	–	–	6.4	6.3	–	–

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

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$25.89	–	–	–	100.0
2007	26.24	26.35	26.69	26.78	100.0	100.0	100.0	100.0
2008	26.89	27.15	27.11	27.10	100.0	100.0	100.0	100.0
2009	27.03	27.23	27.30	27.67	100.0	100.0	100.0	100.0
2010	27.62	28.02	28.10	28.62	100.0	100.0	100.0	100.0
2011	29.00	29.55	29.63	30.19	100.0	100.0	100.0	100.0
2012	30.12	30.18	30.30	30.31	100.0	100.0	100.0	100.0
2013	30.59	30.65	30.94	30.54	100.0	100.0	100.0	100.0
2014	30.67	30.79	31.11	31.50	100.0	100.0	100.0	100.0
2015	32.22	32.27	32.18	31.59	100.0	100.0	100.0	100.0
2016	31.84	31.70	32.74	32.67	100.0	100.0	100.0	100.0
2017	32.42	32.96	32.75	33.69	100.0	100.0	100.0	100.0
2018	34.95	34.65	34.95	32.95	100.0	100.0	100.0	100.0
2019	33.33	33.79	34.22	34.26	100.0	100.0	100.0	100.0
2020	34.47	35.11	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	17.72	–	–	–	68.4
2007	17.98	18.02	18.31	18.30	68.5	68.4	68.6	68.3
2008	18.44	18.46	18.47	18.51	68.6	68.0	68.1	68.3
2009	18.37	18.51	18.57	18.82	68.0	68.0	68.0	68.0
2010	18.69	19.07	19.11	19.56	67.7	68.1	68.0	68.4
2011	19.78	19.96	20.03	20.35	68.2	67.5	67.6	67.4
2012	20.37	20.48	20.59	20.50	67.6	67.9	68.0	67.6
2013	20.68	20.77	20.95	20.63	67.6	67.8	67.7	67.6
2014	20.68	20.67	20.95	21.09	67.4	67.1	67.3	67.0
2015	21.74	21.73	21.65	21.26	67.5	67.3	67.3	67.3
2016	21.52	21.35	22.07	22.01	67.6	67.4	67.4	67.4
2017	21.76	22.12	21.96	22.91	67.1	67.1	67.1	68.0
2018	23.87	23.58	23.82	22.52	68.3	68.0	68.1	68.3
2019	22.78	23.07	23.39	23.39	68.3	68.3	68.3	68.3
2020	23.57	23.90	–	–	68.4	68.1	–	–
Total benefits								
2006	–	–	–	8.17	–	–	–	31.6
2007	8.27	8.34	8.38	8.48	31.5	31.6	31.4	31.7
2008	8.46	8.69	8.63	8.59	31.4	32.0	31.9	31.7
2009	8.65	8.71	8.72	8.85	32.0	32.0	32.0	32.0
2010	8.93	8.95	8.99	9.06	32.3	31.9	32.0	31.6
2011	9.22	9.59	9.60	9.85	31.8	32.5	32.4	32.6
2012	9.75	9.70	9.71	9.81	32.4	32.1	32.0	32.4
2013	9.91	9.88	9.99	9.91	32.4	32.2	32.3	32.4
2014	9.99	10.12	10.16	10.41	32.6	32.9	32.7	33.0
2015	10.49	10.54	10.52	10.33	32.5	32.7	32.7	32.7
2016	10.33	10.35	10.67	10.66	32.4	32.6	32.6	32.6
2017	10.65	10.84	10.79	10.77	32.9	32.9	32.9	32.0
2018	11.08	11.07	11.14	10.44	31.7	32.0	31.9	31.7
2019	10.55	10.72	10.84	10.87	31.7	31.7	31.7	31.7
2020	10.89	11.21	–	–	31.6	31.9	–	–
Paid leave								
2006	–	–	–	1.94	–	–	–	7.5
2007	1.96	1.97	1.98	2.01	7.5	7.5	7.4	7.5
2008	2.03	2.02	2.03	2.02	7.5	7.4	7.5	7.4
2009	2.02	2.02	2.01	2.05	7.5	7.4	7.4	7.4
2010	2.08	2.11	2.12	2.14	7.5	7.5	7.6	7.5
2011	2.18	2.20	2.20	2.28	7.5	7.4	7.4	7.6
2012	2.28	2.28	2.30	2.33	7.6	7.5	7.6	7.7
2013	2.34	2.34	2.35	2.32	7.6	7.6	7.6	7.6
2014	2.33	2.32	2.36	2.44	7.6	7.5	7.6	7.8
2015	2.55	2.54	2.55	2.49	7.9	7.9	7.9	7.9
2016	2.52	2.46	2.59	2.57	7.9	7.8	7.9	7.9
2017	2.52	2.58	2.57	2.59	7.8	7.8	7.8	7.7
2018	2.72	2.65	2.70	2.45	7.8	7.7	7.7	7.4
2019	2.48	2.51	2.57	2.60	7.4	7.4	7.5	7.6

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2020	2.63	2.69	–	–	7.6	7.6	–	–
Supplemental pay								
2006	–	–	–	1.05	–	–	–	4.1
2007	1.10	1.11	1.12	1.15	4.2	4.2	4.2	4.3
2008	1.06	1.27	1.17	1.18	3.9	4.7	4.3	4.4
2009	1.12	1.14	1.13	1.27	4.2	4.2	4.2	4.6
2010	1.12	1.05	1.06	1.05	4.1	3.7	3.8	3.7
2011	1.10	1.22	1.23	1.21	3.8	4.1	4.1	4.0
2012	1.21	1.23	1.21	1.29	4.0	4.1	4.0	4.3
2013	1.30	1.27	1.28	1.29	4.2	4.2	4.1	4.2
2014	1.36	1.46	1.47	1.54	4.4	4.7	4.7	4.9
2015	1.39	1.41	1.40	1.43	4.3	4.4	4.3	4.5
2016	1.30	1.37	1.39	1.39	4.1	4.3	4.2	4.2
2017	1.42	1.44	1.43	1.51	4.4	4.4	4.4	4.5
2018	1.56	1.59	1.58	1.35	4.5	4.6	4.5	4.1
2019	1.38	1.40	1.40	1.44	4.1	4.1	4.1	4.2
2020	1.41	1.51	–	–	4.1	4.3	–	–
Insurance								
2006	–	–	–	2.37	–	–	–	9.2
2007	2.44	2.47	2.47	2.48	9.3	9.4	9.3	9.3
2008	2.55	2.55	2.57	2.54	9.5	9.4	9.5	9.4
2009	2.64	2.66	2.67	2.65	9.8	9.8	9.8	9.6
2010	2.76	2.77	2.78	2.83	10.0	9.9	9.9	9.9
2011	2.86	3.02	3.04	3.16	9.9	10.2	10.2	10.5
2012	3.08	3.09	3.09	3.10	10.2	10.3	10.2	10.2
2013	3.13	3.10	3.15	3.13	10.2	10.1	10.2	10.2
2014	3.14	3.18	3.15	3.21	10.2	10.3	10.1	10.2
2015	3.25	3.29	3.30	3.22	10.1	10.2	10.3	10.2
2016	3.29	3.32	3.32	3.33	10.3	10.5	10.1	10.2
2017	3.34	3.37	3.36	3.34	10.3	10.2	10.3	9.9
2018	3.40	3.43	3.44	3.37	9.7	9.9	9.8	10.2
2019	3.42	3.52	3.55	3.55	10.3	10.4	10.4	10.4
2020	3.55	3.71	–	–	10.3	10.6	–	–
Retirement and savings								
2006	–	–	–	1.05	–	–	–	4.1
2007	.98	.99	1.01	1.02	3.8	3.8	3.8	3.8
2008	.99	1.01	1.03	1.02	3.7	3.7	3.8	3.8
2009	1.02	1.05	1.05	1.03	3.8	3.8	3.9	3.7
2010	1.09	1.11	1.12	1.12	3.9	4.0	4.0	3.9
2011	1.14	1.18	1.17	1.20	3.9	4.0	3.9	4.0
2012	1.15	1.05	1.06	1.05	3.8	3.5	3.5	3.4
2013	1.08	1.09	1.11	1.06	3.5	3.6	3.6	3.5
2014	1.06	1.05	1.07	1.09	3.5	3.4	3.4	3.5
2015	1.13	1.14	1.11	1.06	3.5	3.5	3.5	3.4
2016	1.08	1.07	1.22	1.22	3.4	3.4	3.7	3.7
2017	1.22	1.27	1.27	1.13	3.8	3.8	3.9	3.4
2018	1.14	1.15	1.17	1.07	3.3	3.3	3.4	3.2
2019	1.08	1.08	1.09	1.05	3.2	3.2	3.2	3.1
2020	1.05	1.04	–	–	3.1	3.0	–	–
Legally required benefits								
2006	–	–	–	1.76	–	–	–	6.8
2007	1.78	1.80	1.80	1.81	6.8	6.8	6.8	6.8
2008	1.83	1.84	1.84	1.84	6.8	6.8	6.8	6.8
2009	1.84	1.86	1.85	1.85	6.8	6.8	6.8	6.7
2010	1.88	1.91	1.90	1.92	6.8	6.8	6.8	6.7
2011	1.94	1.97	1.97	2.01	6.7	6.7	6.7	6.6
2012	2.03	2.04	2.05	2.05	6.7	6.8	6.8	6.8
2013	2.07	2.08	2.09	2.10	6.8	6.8	6.8	6.9
2014	2.10	2.11	2.11	2.13	6.9	6.9	6.8	6.8
2015	2.16	2.16	2.15	2.13	6.7	6.7	6.7	6.7

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2016	2.14	2.13	2.15	2.16	6.7	6.7	6.6	6.6
2017	2.15	2.19	2.17	2.21	6.6	6.6	6.6	6.5
2018	2.26	2.24	2.25	2.18	6.5	6.5	6.4	6.6
2019	2.20	2.21	2.23	2.23	6.6	6.5	6.5	6.5
2020	2.25	2.27	–	–	6.5	6.5	–	–

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

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$39.70	–	–	–	100.0
2007	40.57	40.37	41.66	41.67	100.0	100.0	100.0	100.0
2008	41.37	41.24	40.99	41.22	100.0	100.0	100.0	100.0
2009	39.97	40.21	40.84	42.08	100.0	100.0	100.0	100.0
2010	40.59	42.18	42.50	43.58	100.0	100.0	100.0	100.0
2011	44.30	46.54	46.85	47.13	100.0	100.0	100.0	100.0
2012	46.89	46.79	47.38	46.53	100.0	100.0	100.0	100.0
2013	47.03	46.73	47.10	44.91	100.0	100.0	100.0	100.0
2014	45.12	44.67	46.15	48.33	100.0	100.0	100.0	100.0
2015	50.53	49.93	49.33	46.95	100.0	100.0	100.0	100.0
2016	46.83	45.35	48.93	48.36	100.0	100.0	100.0	100.0
2017	46.50	47.73	46.73	50.60	100.0	100.0	100.0	100.0
2018	53.85	52.27	53.18	45.14	100.0	100.0	100.0	100.0
2019	45.60	46.63	47.62	47.90	100.0	100.0	100.0	100.0
2020	47.73	49.36	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	28.32	–	–	–	71.3
2007	29.00	28.73	29.96	29.73	71.5	71.2	71.9	71.4
2008	29.86	29.21	28.97	29.20	72.2	70.8	70.7	70.8
2009	28.13	28.39	28.92	29.59	70.4	70.6	70.8	70.3
2010	28.61	30.10	30.27	31.54	70.5	71.4	71.2	72.4
2011	32.06	33.15	33.43	33.63	72.4	71.2	71.3	71.4
2012	33.49	33.58	34.11	33.38	71.4	71.8	72.0	71.7
2013	33.74	33.64	33.97	32.12	71.7	72.0	72.1	71.5
2014	32.15	31.51	32.68	33.65	71.2	70.5	70.8	69.6
2015	35.76	35.24	34.68	32.80	70.8	70.6	70.3	69.9
2016	33.12	31.82	34.32	33.78	70.7	70.2	70.1	69.9
2017	32.33	33.06	32.32	36.27	69.5	69.2	69.2	71.7
2018	38.90	37.49	38.15	33.05	72.2	71.7	71.7	73.2
2019	33.40	34.15	35.04	35.28	73.3	73.2	73.6	73.6
2020	35.18	36.08	–	–	73.7	73.1	–	–
Total benefits								
2006	–	–	–	11.38	–	–	–	28.7
2007	11.58	11.64	11.70	11.93	28.5	28.8	28.1	28.6
2008	11.51	12.03	12.01	12.03	27.8	29.2	29.3	29.2
2009	11.83	11.82	11.92	12.49	29.6	29.4	29.2	29.7
2010	11.98	12.08	12.23	12.04	29.5	28.6	28.8	27.6
2011	12.24	13.39	13.43	13.50	27.6	28.8	28.7	28.6
2012	13.40	13.22	13.27	13.15	28.6	28.2	28.0	28.3
2013	13.29	13.09	13.13	12.79	28.3	28.0	27.9	28.5
2014	12.98	13.16	13.47	14.68	28.8	29.5	29.2	30.4
2015	14.78	14.70	14.65	14.15	29.2	29.4	29.7	30.1
2016	13.71	13.53	14.61	14.58	29.3	29.8	29.9	30.1
2017	14.17	14.68	14.41	14.33	30.5	30.8	30.8	28.3
2018	14.95	14.78	15.03	12.08	27.8	28.3	28.3	26.8
2019	12.20	12.48	12.58	12.62	26.7	26.8	26.4	26.4
2020	12.55	13.27	–	–	26.3	26.9	–	–
Paid leave								
2006	–	–	–	2.83	–	–	–	7.1
2007	2.89	2.88	2.92	3.00	7.1	7.1	7.0	7.2
2008	3.02	2.97	2.95	2.91	7.3	7.2	7.2	7.1
2009	2.90	2.83	2.82	2.94	7.2	7.0	6.9	7.0
2010	3.01	3.12	3.15	3.09	7.4	7.4	7.4	7.1
2011	3.21	3.31	3.32	3.46	7.2	7.1	7.1	7.3
2012	3.43	3.36	3.45	3.47	7.3	7.2	7.3	7.5
2013	3.47	3.45	3.45	3.28	7.4	7.4	7.3	7.3
2014	3.27	3.18	3.34	3.76	7.3	7.1	7.2	7.8
2015	4.15	4.07	4.07	3.84	8.2	8.2	8.2	8.2
2016	3.89	3.56	4.04	3.95	8.3	7.8	8.3	8.2
2017	3.66	3.80	3.73	3.84	7.9	8.0	8.0	7.6
2018	4.19	3.91	4.06	3.18	7.8	7.5	7.6	7.0
2019	3.19	3.27	3.37	3.48	7.0	7.0	7.1	7.3

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2020	3.49	3.64	–	–	7.3	7.4	–	–
Supplemental pay								
2006	–	–	–	2.63	–	–	–	6.6
2007	2.76	2.75	2.73	2.82	6.8	6.8	6.6	6.8
2008	2.29	2.89	2.85	2.89	5.5	7.0	6.9	7.0
2009	2.68	2.69	2.76	3.39	6.7	6.7	6.7	8.1
2010	2.71	2.54	2.60	2.44	6.7	6.0	6.1	5.6
2011	2.43	3.05	3.10	2.70	5.5	6.6	6.6	5.7
2012	2.72	2.83	2.77	2.88	5.8	6.0	5.8	6.2
2013	2.92	2.83	2.81	2.72	6.2	6.0	6.0	6.1
2014	2.95	3.23	3.27	3.69	6.5	7.2	7.1	7.6
2015	3.06	3.12	3.14	2.96	6.1	6.2	6.4	6.3
2016	2.33	2.68	2.73	2.72	5.0	5.9	5.6	5.6
2017	2.74	2.88	2.82	2.78	5.9	6.0	6.0	5.5
2018	2.84	3.00	3.01	1.77	5.3	5.7	5.7	3.9
2019	1.81	1.85	1.82	2.02	4.0	4.0	3.8	4.2
2020	1.95	2.27	–	–	4.1	4.6	–	–
Insurance								
2006	–	–	–	2.18	–	–	–	5.5
2007	2.25	2.28	2.27	2.28	5.5	5.6	5.4	5.5
2008	2.39	2.37	2.40	2.32	5.8	5.7	5.9	5.6
2009	2.40	2.40	2.43	2.31	6.0	6.0	6.0	5.5
2010	2.40	2.44	2.47	2.45	5.9	5.8	5.8	5.6
2011	2.51	2.74	2.73	2.79	5.7	5.9	5.8	5.9
2012	2.74	2.78	2.74	2.57	5.8	5.9	5.8	5.5
2013	2.62	2.55	2.56	2.59	5.6	5.5	5.4	5.8
2014	2.57	2.60	2.62	2.75	5.7	5.8	5.7	5.7
2015	2.84	2.81	2.81	2.93	5.6	5.6	5.7	6.2
2016	3.02	3.00	3.04	3.10	6.4	6.6	6.2	6.4
2017	3.03	3.09	3.04	3.06	6.5	6.5	6.5	6.1
2018	3.12	3.16	3.15	2.99	5.8	6.1	5.9	6.6
2019	3.01	3.13	3.13	2.92	6.6	6.7	6.6	6.1
2020	2.90	3.08	–	–	6.1	6.2	–	–
Retirement and savings								
2006	–	–	–	1.34	–	–	–	3.4
2007	1.24	1.25	1.28	1.32	3.0	3.1	3.1	3.2
2008	1.26	1.25	1.26	1.37	3.0	3.0	3.1	3.3
2009	1.33	1.32	1.33	1.28	3.3	3.3	3.3	3.0
2010	1.27	1.33	1.35	1.41	3.1	3.1	3.2	3.2
2011	1.42	1.51	1.50	1.76	3.2	3.3	3.2	3.7
2012	1.69	1.43	1.47	1.42	3.6	3.1	3.1	3.0
2013	1.46	1.46	1.47	1.38	3.1	3.1	3.1	3.1
2014	1.38	1.35	1.40	1.55	3.1	3.0	3.0	3.2
2015	1.70	1.72	1.65	1.58	3.4	3.4	3.3	3.4
2016	1.61	1.51	1.92	1.92	3.4	3.3	3.9	4.0
2017	1.90	1.98	1.97	1.71	4.1	4.2	4.2	3.4
2018	1.75	1.72	1.79	1.38	3.3	3.3	3.4	3.1
2019	1.39	1.39	1.41	1.30	3.0	3.0	3.0	2.7
2020	1.30	1.31	–	–	2.7	2.7	–	–
Legally required benefits								
2006	–	–	–	2.40	–	–	–	6.0
2007	2.44	2.48	2.51	2.51	6.0	6.1	6.0	6.0
2008	2.55	2.55	2.55	2.53	6.2	6.2	6.2	6.1
2009	2.54	2.58	2.58	2.57	6.3	6.4	6.3	6.1
2010	2.58	2.66	2.66	2.65	6.4	6.3	6.3	6.1
2011	2.67	2.77	2.78	2.79	6.0	6.0	5.9	5.9
2012	2.82	2.82	2.84	2.81	6.0	6.0	6.0	6.0
2013	2.82	2.81	2.84	2.82	6.0	6.0	6.0	6.3
2014	2.81	2.81	2.83	2.93	6.2	6.3	6.1	6.1
2015	3.03	2.99	2.98	2.85	6.0	6.0	6.0	6.1

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2016	2.86	2.79	2.88	2.88	6.1	6.1	5.9	5.9
2017	2.83	2.92	2.85	2.94	6.1	6.1	6.1	5.8
2018	3.05	2.99	3.02	2.77	5.7	5.7	5.7	6.1
2019	2.80	2.83	2.85	2.90	6.1	6.1	6.0	6.1
2020	2.91	2.97	–	–	6.1	6.0	–	–

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

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$22.13	–	–	–	100.0
2007	22.38	22.59	22.64	22.78	100.0	100.0	100.0	100.0
2008	23.08	23.38	23.32	23.35	100.0	100.0	100.0	100.0
2009	23.64	23.79	23.82	23.83	100.0	100.0	100.0	100.0
2010	24.11	24.22	24.29	24.49	100.0	100.0	100.0	100.0
2011	24.82	25.06	25.17	25.67	100.0	100.0	100.0	100.0
2012	25.65	25.82	25.82	26.02	100.0	100.0	100.0	100.0
2013	26.22	26.35	26.56	26.54	100.0	100.0	100.0	100.0
2014	26.69	26.98	26.96	26.86	100.0	100.0	100.0	100.0
2015	27.11	27.34	27.38	27.11	100.0	100.0	100.0	100.0
2016	27.54	27.76	27.95	28.11	100.0	100.0	100.0	100.0
2017	28.39	28.66	28.76	28.85	100.0	100.0	100.0	100.0
2018	29.41	29.60	29.73	29.44	100.0	100.0	100.0	100.0
2019	29.80	30.08	30.35	30.38	100.0	100.0	100.0	100.0
2020	30.64	31.04	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.83	–	–	–	67.0
2007	15.01	15.14	15.16	15.22	67.0	67.0	67.0	66.8
2008	15.43	15.58	15.61	15.67	66.9	66.6	66.9	67.1
2009	15.82	15.90	15.91	15.95	66.9	66.8	66.8	66.9
2010	16.01	16.11	16.15	16.26	66.4	66.5	66.5	66.4
2011	16.42	16.48	16.56	16.80	66.2	65.7	65.8	65.4
2012	16.88	17.04	17.05	17.10	65.8	66.0	66.0	65.7
2013	17.21	17.32	17.42	17.43	65.6	65.8	65.6	65.7
2014	17.53	17.70	17.71	17.63	65.7	65.6	65.7	65.6
2015	17.82	17.97	18.01	17.90	65.7	65.7	65.8	66.0
2016	18.18	18.34	18.45	18.58	66.0	66.0	66.0	66.1
2017	18.74	18.93	19.00	19.09	66.0	66.1	66.1	66.2
2018	19.47	19.59	19.71	19.48	66.2	66.2	66.3	66.2
2019	19.72	19.86	20.01	20.01	66.2	66.0	65.9	65.9
2020	20.23	20.42	–	–	66.0	65.8	–	–
Total benefits								
2006	–	–	–	7.29	–	–	–	33.0
2007	7.38	7.45	7.48	7.55	33.0	33.0	33.0	33.2
2008	7.65	7.80	7.71	7.68	33.1	33.4	33.1	32.9
2009	7.82	7.89	7.90	7.88	33.1	33.2	33.2	33.1
2010	8.11	8.11	8.14	8.24	33.6	33.5	33.5	33.6
2011	8.40	8.59	8.61	8.87	33.8	34.3	34.2	34.6
2012	8.78	8.78	8.78	8.92	34.2	34.0	34.0	34.3
2013	9.01	9.02	9.14	9.11	34.4	34.2	34.4	34.3
2014	9.17	9.28	9.25	9.23	34.3	34.4	34.3	34.4
2015	9.29	9.38	9.37	9.21	34.3	34.3	34.2	34.0
2016	9.36	9.43	9.50	9.52	34.0	34.0	34.0	33.9
2017	9.65	9.73	9.76	9.76	34.0	33.9	33.9	33.8
2018	9.95	10.01	10.02	9.96	33.8	33.8	33.7	33.8
2019	10.08	10.22	10.33	10.37	33.8	34.0	34.1	34.1
2020	10.41	10.62	–	–	34.0	34.2	–	–
Paid leave								
2006	–	–	–	1.69	–	–	–	7.6
2007	1.70	1.72	1.72	1.75	7.6	7.6	7.6	7.7
2008	1.77	1.77	1.78	1.78	7.6	7.6	7.6	7.6
2009	1.80	1.80	1.81	1.81	7.6	7.6	7.6	7.6
2010	1.83	1.84	1.85	1.88	7.6	7.6	7.6	7.7
2011	1.89	1.90	1.91	1.97	7.6	7.6	7.6	7.7
2012	1.97	1.99	2.00	2.03	7.7	7.7	7.7	7.8
2013	2.04	2.05	2.06	2.05	7.8	7.8	7.7	7.7
2014	2.07	2.08	2.09	2.08	7.8	7.7	7.7	7.7
2015	2.10	2.12	2.13	2.10	7.7	7.8	7.8	7.7
2016	2.13	2.14	2.16	2.17	7.7	7.7	7.7	7.7
2017	2.20	2.22	2.24	2.23	7.7	7.8	7.8	7.7
2018	2.29	2.29	2.31	2.24	7.8	7.7	7.8	7.6
2019	2.28	2.29	2.34	2.35	7.6	7.6	7.7	7.7

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2020	2.38	2.41	–	–	7.8	7.8	–	–
Supplemental pay								
2006	–	–	–	0.62	–	–	–	2.8
2007	.66	.67	0.68	.70	2.9	3.0	3.0	3.1
2008	.74	.83	.71	.73	3.2	3.6	3.0	3.1
2009	.72	.73	.72	.70	3.0	3.0	3.0	2.9
2010	.70	.65	.65	.67	2.9	2.7	2.7	2.7
2011	.74	.74	.74	.81	3.0	3.0	2.9	3.2
2012	.80	.81	.80	.87	3.1	3.2	3.1	3.3
2013	.87	.86	.87	.90	3.3	3.2	3.3	3.4
2014	.92	.97	.98	.95	3.5	3.6	3.6	3.5
2015	.93	.93	.91	.98	3.4	3.4	3.3	3.6
2016	1.00	.99	.99	1.00	3.6	3.6	3.5	3.5
2017	1.04	1.02	1.03	1.15	3.7	3.6	3.6	4.0
2018	1.18	1.19	1.17	1.23	4.0	4.0	3.9	4.2
2019	1.25	1.27	1.27	1.28	4.2	4.2	4.2	4.2
2020	1.26	1.29	–	–	4.1	4.2	–	–
Insurance								
2006	–	–	–	2.42	–	–	–	10.9
2007	2.50	2.52	2.53	2.54	11.2	11.1	11.2	11.1
2008	2.59	2.60	2.62	2.60	11.2	11.1	11.2	11.1
2009	2.70	2.72	2.73	2.75	11.4	11.4	11.5	11.5
2010	2.86	2.86	2.87	2.94	11.8	11.8	11.8	12.0
2011	2.96	3.10	3.12	3.25	11.9	12.4	12.4	12.7
2012	3.18	3.18	3.18	3.24	12.4	12.3	12.3	12.4
2013	3.26	3.25	3.31	3.28	12.4	12.3	12.5	12.4
2014	3.29	3.34	3.29	3.33	12.3	12.4	12.2	12.4
2015	3.37	3.43	3.44	3.30	12.4	12.5	12.6	12.2
2016	3.37	3.42	3.41	3.40	12.2	12.3	12.2	12.1
2017	3.43	3.45	3.45	3.42	12.1	12.0	12.0	11.9
2018	3.49	3.51	3.52	3.49	11.9	11.8	11.8	11.8
2019	3.54	3.63	3.67	3.72	11.9	12.1	12.1	12.3
2020	3.73	3.89	–	–	12.2	12.5	–	–
Retirement and savings								
2006	–	–	–	.98	–	–	–	4.4
2007	.92	.92	.93	.94	4.1	4.1	4.1	4.1
2008	.92	.95	.96	.92	4.0	4.1	4.1	4.0
2009	.94	.97	.98	.96	4.0	4.1	4.1	4.0
2010	1.04	1.05	1.07	1.04	4.3	4.4	4.4	4.2
2011	1.07	1.09	1.08	1.04	4.3	4.3	4.3	4.1
2012	1.01	.95	.96	.95	3.9	3.7	3.7	3.6
2013	.98	.99	1.02	.98	3.7	3.8	3.8	3.7
2014	.98	.97	.98	.96	3.7	3.6	3.6	3.6
2015	.97	.98	.96	.91	3.6	3.6	3.5	3.4
2016	.92	.94	1.01	1.01	3.4	3.4	3.6	3.6
2017	1.02	1.06	1.06	.96	3.6	3.7	3.7	3.3
2018	.96	.99	1.00	.98	3.3	3.3	3.4	3.3
2019	.99	.99	1.00	.98	3.3	3.3	3.3	3.2
2020	.98	.96	–	–	3.2	3.1	–	–
Legally required benefits								
2006	–	–	–	1.58	–	–	–	7.2
2007	1.60	1.61	1.61	1.62	7.1	7.1	7.1	7.1
2008	1.64	1.65	1.65	1.65	7.1	7.0	7.1	7.1
2009	1.66	1.67	1.66	1.66	7.0	7.0	7.0	7.0
2010	1.69	1.71	1.70	1.71	7.0	7.0	7.0	7.0
2011	1.74	1.76	1.76	1.80	7.0	7.0	7.0	7.0
2012	1.82	1.84	1.84	1.85	7.1	7.1	7.1	7.1
2013	1.87	1.88	1.89	1.90	7.1	7.1	7.1	7.2
2014	1.91	1.92	1.91	1.91	7.1	7.1	7.1	7.1
2015	1.92	1.93	1.92	1.92	7.1	7.0	7.0	7.1

See footnotes at end of table.

Supplemental table 19. Private financial activities industry workers, by occupational group: employer costs per hour 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								
2016	1.94	1.94	1.94	1.95	7.0	7.0	6.9	6.9
2017	1.96	1.97	1.98	2.00	6.9	6.9	6.9	6.9
2018	2.03	2.03	2.03	2.02	6.9	6.8	6.8	6.9
2019	2.02	2.03	2.05	2.04	6.8	6.8	6.8	6.7
2020	2.06	2.07	–	–	6.7	6.7	–	–

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

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$28.02	–	–	–	100.0
2007	28.88	28.83	29.23	29.21	100.0	100.0	100.0	100.0
2008	29.77	29.91	29.93	29.34	100.0	100.0	100.0	100.0
2009	29.39	29.25	29.43	30.27	100.0	100.0	100.0	100.0
2010	29.83	29.96	29.88	31.31	100.0	100.0	100.0	100.0
2011	31.48	31.88	32.20	33.61	100.0	100.0	100.0	100.0
2012	33.83	34.23	34.08	34.34	100.0	100.0	100.0	100.0
2013	34.20	34.55	34.73	35.69	100.0	100.0	100.0	100.0
2014	35.63	36.05	35.91	38.21	100.0	100.0	100.0	100.0
2015	39.40	39.36	37.01	37.18	100.0	100.0	100.0	100.0
2016	40.46	40.37	41.56	41.60	100.0	100.0	100.0	100.0
2017	40.92	41.47	41.46	41.63	100.0	100.0	100.0	100.0
2018	43.44	42.61	42.76	37.45	100.0	100.0	100.0	100.0
2019	38.16	38.12	38.75	39.79	100.0	100.0	100.0	100.0
2020	40.42	40.31	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.78	–	–	–	70.6
2007	20.40	20.18	20.50	20.48	70.6	70.0	70.1	70.1
2008	20.82	20.89	20.90	20.78	70.0	69.8	69.8	70.8
2009	20.78	20.67	20.78	21.53	70.7	70.7	70.6	71.1
2010	21.15	21.33	21.25	22.40	70.9	71.2	71.1	71.5
2011	22.42	22.61	22.82	23.65	71.2	70.9	70.9	70.4
2012	23.75	24.17	24.06	24.18	70.2	70.6	70.6	70.4
2013	24.07	24.28	24.37	24.89	70.4	70.3	70.2	69.7
2014	25.04	25.29	25.22	25.66	70.3	70.1	70.2	67.1
2015	26.26	26.28	25.87	26.34	66.7	66.8	69.9	70.9
2016	27.06	26.98	27.66	27.65	66.9	66.8	66.6	66.5
2017	27.00	27.46	27.49	27.56	66.0	66.2	66.3	66.2
2018	28.72	28.15	28.29	26.10	66.1	66.1	66.1	69.7
2019	26.62	26.49	26.95	27.60	69.8	69.5	69.5	69.4
2020	27.89	28.02	–	–	69.0	69.5	–	–
Total benefits								
2006	–	–	–	8.23	–	–	–	29.4
2007	8.48	8.65	8.73	8.73	29.4	30.0	29.9	29.9
2008	8.94	9.02	9.03	8.56	30.0	30.2	30.2	29.2
2009	8.61	8.58	8.65	8.74	29.3	29.3	29.4	28.9
2010	8.68	8.63	8.63	8.92	29.1	28.8	28.9	28.5
2011	9.05	9.26	9.38	9.96	28.8	29.1	29.1	29.6
2012	10.08	10.07	10.02	10.16	29.8	29.4	29.4	29.6
2013	10.13	10.27	10.36	10.80	29.6	29.7	29.8	30.3
2014	10.59	10.76	10.69	12.55	29.7	29.9	29.8	32.9
2015	13.14	13.07	11.13	10.84	33.3	33.2	30.1	29.1
2016	13.39	13.40	13.90	13.95	33.1	33.2	33.4	33.5
2017	13.92	14.02	13.97	14.07	34.0	33.8	33.7	33.8
2018	14.72	14.46	14.48	11.34	33.9	33.9	33.9	30.3
2019	11.54	11.62	11.80	12.19	30.2	30.5	30.5	30.6
2020	12.53	12.29	–	–	31.0	30.5	–	–
Paid leave								
2006	–	–	–	2.04	–	–	–	7.3
2007	2.10	2.10	2.11	2.13	7.3	7.3	7.2	7.3
2008	2.15	2.16	2.16	2.15	7.2	7.2	7.2	7.3
2009	2.17	2.11	2.13	2.19	7.4	7.2	7.2	7.2
2010	2.21	2.22	2.21	2.31	7.4	7.4	7.4	7.4
2011	2.32	2.33	2.36	2.52	7.4	7.3	7.3	7.5
2012	2.58	2.59	2.57	2.70	7.6	7.6	7.5	7.9
2013	2.64	2.70	2.71	2.78	7.7	7.8	7.8	7.8
2014	2.80	2.84	2.81	2.95	7.9	7.9	7.8	7.7
2015	3.08	3.04	2.95	2.90	7.8	7.7	8.0	7.8
2016	3.07	3.01	3.16	3.18	7.6	7.5	7.6	7.6
2017	3.12	3.16	3.17	3.11	7.6	7.6	7.6	7.5
2018	3.31	3.21	3.23	2.86	7.6	7.5	7.5	7.6
2019	2.93	2.92	2.97	3.04	7.7	7.6	7.7	7.6

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2020	3.10	3.11	–	–	7.7	7.7	–	–
Supplemental pay								
2006	–	–	–	0.90	–	–	–	3.2
2007	1.00	1.05	1.07	1.02	3.5	3.6	3.7	3.5
2008	1.13	1.15	1.14	.91	3.8	3.9	3.8	3.1
2009	.91	.89	.90	.99	3.1	3.0	3.1	3.3
2010	.84	.74	.74	.77	2.8	2.5	2.5	2.5
2011	.85	.88	1.01	1.05	2.7	2.7	3.1	3.1
2012	1.06	1.14	1.13	1.07	3.1	3.3	3.3	3.1
2013	1.04	1.05	1.06	1.25	3.1	3.0	3.0	3.5
2014	1.05	1.18	1.19	2.79	2.9	3.3	3.3	7.3
2015	3.12	3.08	1.32	1.32	7.9	7.8	3.6	3.6
2016	3.51	3.56	3.70	3.73	8.7	8.8	8.9	9.0
2017	3.79	3.78	3.77	3.98	9.3	9.1	9.1	9.6
2018	4.26	4.16	4.12	1.63	9.8	9.8	9.6	4.3
2019	1.68	1.70	1.76	2.02	4.4	4.5	4.5	5.1
2020	2.20	1.89	–	–	5.4	4.7	–	–
Insurance								
2006	–	–	–	2.27	–	–	–	8.1
2007	2.35	2.42	2.42	2.44	8.2	8.4	8.3	8.4
2008	2.51	2.52	2.54	2.41	8.4	8.4	8.5	8.2
2009	2.44	2.44	2.47	2.42	8.3	8.3	8.4	8.0
2010	2.49	2.48	2.49	2.53	8.3	8.3	8.3	8.1
2011	2.55	2.68	2.67	2.86	8.1	8.4	8.3	8.5
2012	2.85	2.81	2.81	2.85	8.4	8.2	8.2	8.3
2013	2.85	2.87	2.90	3.00	8.3	8.3	8.4	8.4
2014	2.98	3.02	2.97	3.06	8.4	8.4	8.3	8.0
2015	3.10	3.11	3.10	3.03	7.9	7.9	8.4	8.2
2016	3.13	3.15	3.20	3.20	7.7	7.8	7.7	7.7
2017	3.19	3.20	3.19	3.10	7.8	7.7	7.7	7.5
2018	3.18	3.18	3.18	3.11	7.3	7.5	7.4	8.3
2019	3.15	3.23	3.25	3.25	8.3	8.5	8.4	8.2
2020	3.29	3.41	–	–	8.1	8.5	–	–
Retirement and savings								
2006	–	–	–	1.00	–	–	–	3.6
2007	.97	1.02	1.05	1.05	3.4	3.5	3.6	3.6
2008	1.05	1.08	1.08	1.01	3.5	3.6	3.6	3.4
2009	.99	1.02	1.03	1.00	3.4	3.5	3.5	3.3
2010	1.00	1.03	1.03	1.08	3.4	3.4	3.4	3.4
2011	1.07	1.09	1.06	1.16	3.4	3.4	3.3	3.4
2012	1.19	1.08	1.07	1.11	3.5	3.1	3.1	3.2
2013	1.15	1.19	1.20	1.25	3.4	3.4	3.5	3.5
2014	1.23	1.20	1.20	1.19	3.5	3.3	3.3	3.1
2015	1.24	1.25	1.21	1.02	3.1	3.2	3.3	2.8
2016	1.05	1.05	1.20	1.20	2.6	2.6	2.9	2.9
2017	1.19	1.22	1.19	1.16	2.9	2.9	2.9	2.8
2018	1.19	1.18	1.22	1.14	2.7	2.8	2.8	3.0
2019	1.14	1.14	1.16	1.19	3.0	3.0	3.0	3.0
2020	1.22	1.17	–	–	3.0	2.9	–	–
Legally required benefits								
2006	–	–	–	2.01	–	–	–	7.2
2007	2.05	2.07	2.08	2.09	7.1	7.2	7.1	7.1
2008	2.11	2.12	2.12	2.10	7.1	7.1	7.1	7.1
2009	2.11	2.12	2.12	2.14	7.2	7.2	7.2	7.1
2010	2.14	2.16	2.16	2.23	7.2	7.2	7.2	7.1
2011	2.26	2.28	2.29	2.37	7.2	7.1	7.1	7.1
2012	2.40	2.45	2.44	2.43	7.1	7.2	7.2	7.1
2013	2.44	2.47	2.49	2.52	7.1	7.1	7.2	7.1
2014	2.52	2.53	2.52	2.56	7.1	7.0	7.0	6.7
2015	2.60	2.60	2.55	2.56	6.6	6.6	6.9	6.9

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2016	2.63	2.62	2.63	2.64	6.5	6.5	6.3	6.3
2017	2.64	2.66	2.66	2.71	6.4	6.4	6.4	6.5
2018	2.78	2.73	2.74	2.60	6.4	6.4	6.4	7.0
2019	2.64	2.64	2.66	2.69	6.9	6.9	6.9	6.8
2020	2.72	2.71	–	–	6.7	6.7	–	–

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

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$27.19	–	–	–	100.0
2007	28.19	28.26	28.74	28.73	100.0	100.0	100.0	100.0
2008	29.39	29.31	29.22	28.32	100.0	100.0	100.0	100.0
2009	28.02	28.21	28.27	28.81	100.0	100.0	100.0	100.0
2010	28.39	28.67	28.70	30.40	100.0	100.0	100.0	100.0
2011	30.58	30.95	31.36	32.34	100.0	100.0	100.0	100.0
2012	32.40	33.07	32.89	32.65	100.0	100.0	100.0	100.0
2013	32.32	32.75	32.92	33.54	100.0	100.0	100.0	100.0
2014	33.94	33.96	33.72	34.07	100.0	100.0	100.0	100.0
2015	34.40	34.49	34.47	34.79	100.0	100.0	100.0	100.0
2016	34.80	35.30	35.53	35.52	100.0	100.0	100.0	100.0
2017	35.24	35.57	35.81	36.23	100.0	100.0	100.0	100.0
2018	37.06	37.35	37.06	36.23	100.0	100.0	100.0	100.0
2019	36.78	36.77	36.80	37.28	100.0	100.0	100.0	100.0
2020	38.15	38.42	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.28	–	–	–	70.9
2007	19.98	19.83	20.23	20.14	70.9	70.2	70.4	70.1
2008	20.56	20.49	20.45	20.12	70.0	69.9	70.0	71.1
2009	19.85	20.01	20.07	20.56	70.8	70.9	71.0	71.4
2010	20.25	20.49	20.46	21.87	71.3	71.5	71.3	71.9
2011	21.93	22.09	22.32	22.91	71.7	71.4	71.2	70.8
2012	22.90	23.51	23.35	23.08	70.7	71.1	71.0	70.7
2013	22.86	23.14	23.24	23.65	70.7	70.6	70.6	70.5
2014	23.94	23.81	23.70	23.72	70.5	70.1	70.3	69.6
2015	23.92	24.02	23.98	24.66	69.5	69.6	69.6	70.9
2016	24.72	25.06	25.07	25.06	71.1	71.0	70.6	70.6
2017	24.75	25.03	25.26	25.49	70.2	70.4	70.5	70.3
2018	26.10	26.30	26.12	25.35	70.4	70.4	70.5	70.0
2019	25.75	25.64	25.68	26.15	70.0	69.7	69.8	70.1
2020	26.57	26.75	–	–	69.6	69.6	–	–
Total benefits								
2006	–	–	–	7.91	–	–	–	29.1
2007	8.21	8.43	8.51	8.59	29.1	29.8	29.6	29.9
2008	8.83	8.82	8.77	8.19	30.0	30.1	30.0	28.9
2009	8.17	8.20	8.20	8.25	29.2	29.1	29.0	28.6
2010	8.14	8.17	8.24	8.53	28.7	28.5	28.7	28.1
2011	8.66	8.86	9.04	9.43	28.3	28.6	28.8	29.2
2012	9.50	9.56	9.53	9.56	29.3	28.9	29.0	29.3
2013	9.46	9.62	9.69	9.90	29.3	29.4	29.4	29.5
2014	10.00	10.15	10.03	10.35	29.5	29.9	29.7	30.4
2015	10.48	10.47	10.48	10.13	30.5	30.4	30.4	29.1
2016	10.07	10.24	10.46	10.46	28.9	29.0	29.4	29.4
2017	10.50	10.54	10.55	10.74	29.8	29.6	29.5	29.7
2018	10.96	11.05	10.94	10.87	29.6	29.6	29.5	30.0
2019	11.03	11.13	11.12	11.14	30.0	30.3	30.2	29.9
2020	11.58	11.67	–	–	30.4	30.4	–	–
Paid leave								
2006	–	–	–	1.96	–	–	–	7.2
2007	2.03	2.04	2.06	2.08	7.2	7.2	7.2	7.2
2008	2.10	2.09	2.08	2.04	7.1	7.1	7.1	7.2
2009	2.02	2.02	2.04	2.07	7.2	7.1	7.2	7.2
2010	2.07	2.10	2.12	2.23	7.3	7.3	7.4	7.3
2011	2.24	2.25	2.28	2.40	7.3	7.3	7.3	7.4
2012	2.45	2.46	2.45	2.52	7.6	7.4	7.4	7.7
2013	2.48	2.54	2.54	2.58	7.7	7.8	7.7	7.7
2014	2.64	2.60	2.57	2.64	7.8	7.7	7.6	7.8
2015	2.69	2.68	2.70	2.61	7.8	7.8	7.8	7.5
2016	2.63	2.66	2.69	2.71	7.6	7.5	7.6	7.6
2017	2.72	2.72	2.73	2.70	7.7	7.6	7.6	7.4
2018	2.79	2.82	2.77	2.71	7.5	7.5	7.5	7.5
2019	2.75	2.75	2.77	2.82	7.5	7.5	7.5	7.6

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2020	2.92	2.96	–	–	7.7	7.7	–	–
Supplemental pay								
2006	–	–	–	0.82	–	–	–	3.0
2007	.94	1.00	1.02	1.04	3.3	3.5	3.5	3.6
2008	1.16	1.20	1.16	.88	4.0	4.1	4.0	3.1
2009	.86	.85	.84	.95	3.1	3.0	3.0	3.3
2010	.74	.67	.66	.66	2.6	2.3	2.3	2.2
2011	.74	.75	.92	.89	2.4	2.4	2.9	2.7
2012	.88	.94	.93	.90	2.7	2.9	2.8	2.8
2013	.86	.88	.90	.90	2.7	2.7	2.7	2.7
2014	.95	1.14	1.14	1.28	2.8	3.3	3.4	3.7
2015	1.29	1.25	1.26	1.21	3.7	3.6	3.6	3.5
2016	1.07	1.16	1.19	1.19	3.1	3.3	3.4	3.4
2017	1.18	1.20	1.20	1.48	3.3	3.4	3.3	4.1
2018	1.52	1.52	1.50	1.52	4.1	4.1	4.1	4.2
2019	1.58	1.60	1.62	1.64	4.3	4.4	4.4	4.4
2020	1.85	1.77	–	–	4.8	4.6	–	–
Insurance								
2006	–	–	–	2.15	–	–	–	7.9
2007	2.23	2.31	2.30	2.34	7.9	8.2	8.0	8.2
2008	2.41	2.38	2.39	2.27	8.2	8.1	8.2	8.0
2009	2.30	2.31	2.31	2.28	8.2	8.2	8.2	7.9
2010	2.35	2.34	2.37	2.45	8.3	8.2	8.3	8.1
2011	2.48	2.63	2.62	2.79	8.1	8.5	8.4	8.6
2012	2.78	2.78	2.79	2.79	8.6	8.4	8.5	8.5
2013	2.78	2.79	2.81	2.92	8.6	8.5	8.5	8.7
2014	2.92	2.93	2.85	2.96	8.6	8.6	8.5	8.7
2015	2.97	2.98	3.00	2.93	8.6	8.6	8.7	8.4
2016	2.97	3.01	3.05	3.03	8.5	8.5	8.6	8.5
2017	3.03	3.03	3.03	2.94	8.6	8.5	8.4	8.1
2018	2.98	3.03	3.02	3.02	8.0	8.1	8.1	8.3
2019	3.05	3.13	3.12	3.07	8.3	8.5	8.5	8.2
2020	3.13	3.28	–	–	8.2	8.5	–	–
Retirement and savings								
2006	–	–	–	.99	–	–	–	3.6
2007	.97	1.03	1.07	1.07	3.4	3.7	3.7	3.7
2008	1.07	1.08	1.07	.96	3.6	3.7	3.7	3.4
2009	.94	.97	.96	.90	3.4	3.4	3.4	3.1
2010	.93	.97	.99	1.02	3.3	3.4	3.5	3.3
2011	1.00	1.02	.99	1.05	3.3	3.3	3.2	3.3
2012	1.07	.99	.98	1.01	3.3	3.0	3.0	3.1
2013	.98	1.02	1.04	1.08	3.0	3.1	3.2	3.2
2014	1.07	1.05	1.05	1.04	3.2	3.1	3.1	3.1
2015	1.09	1.11	1.07	.90	3.2	3.2	3.1	2.6
2016	.92	.92	1.05	1.05	2.6	2.6	3.0	3.0
2017	1.08	1.10	1.08	1.07	3.1	3.1	3.0	2.9
2018	1.07	1.09	1.08	1.08	2.9	2.9	2.9	3.0
2019	1.08	1.09	1.05	1.03	2.9	3.0	2.9	2.8
2020	1.06	1.04	–	–	2.8	2.7	–	–
Legally required benefits								
2006	–	–	–	1.99	–	–	–	7.3
2007	2.03	2.04	2.06	2.06	7.2	7.2	7.2	7.2
2008	2.09	2.08	2.08	2.04	7.1	7.1	7.1	7.2
2009	2.05	2.06	2.05	2.05	7.3	7.3	7.2	7.1
2010	2.05	2.09	2.09	2.17	7.2	7.3	7.3	7.2
2011	2.20	2.22	2.24	2.30	7.2	7.2	7.1	7.1
2012	2.31	2.38	2.38	2.35	7.1	7.2	7.2	7.2
2013	2.35	2.38	2.39	2.42	7.3	7.3	7.3	7.2
2014	2.43	2.43	2.41	2.43	7.1	7.1	7.2	7.1
2015	2.45	2.45	2.45	2.48	7.1	7.1	7.1	7.1

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2016	2.49	2.50	2.48	2.48	7.2	7.1	7.0	7.0
2017	2.49	2.51	2.51	2.56	7.1	7.0	7.0	7.1
2018	2.60	2.58	2.57	2.54	7.0	6.9	6.9	7.0
2019	2.57	2.56	2.55	2.58	7.0	7.0	6.9	6.9
2020	2.61	2.62	–	–	6.9	6.8	–	–

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

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$42.07	–	–	–	100.0
2007	42.24	42.18	42.23	41.70	100.0	100.0	100.0	100.0
2008	42.74	43.04	43.70	44.87	100.0	100.0	100.0	100.0
2009	44.75	45.38	44.04	43.98	100.0	100.0	100.0	100.0
2010	45.13	45.21	45.55	45.66	100.0	100.0	100.0	100.0
2011	46.04	47.12	47.09	47.78	100.0	100.0	100.0	100.0
2012	47.69	47.92	48.19	48.49	100.0	100.0	100.0	100.0
2013	49.14	49.39	49.35	49.91	100.0	100.0	100.0	100.0
2014	50.00	50.31	51.61	52.39	100.0	100.0	100.0	100.0
2015	52.93	53.38	53.49	53.14	100.0	100.0	100.0	100.0
2016	53.65	54.08	54.19	54.26	100.0	100.0	100.0	100.0
2017	54.65	55.72	55.97	56.27	100.0	100.0	100.0	100.0
2018	56.96	57.74	58.14	57.94	100.0	100.0	100.0	100.0
2019	58.55	59.30	59.07	60.66	100.0	100.0	100.0	100.0
2020	60.85	61.60	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	27.59	–	–	–	65.6
2007	27.89	27.91	27.99	27.30	66.0	66.2	66.3	65.5
2008	28.33	27.83	28.72	29.42	66.3	64.7	65.7	65.6
2009	29.31	29.70	28.74	28.64	65.5	65.5	65.3	65.1
2010	29.25	29.57	29.70	29.70	64.8	65.4	65.2	65.0
2011	30.02	30.18	30.25	30.70	65.2	64.1	64.2	64.2
2012	30.70	30.89	31.10	31.15	64.4	64.5	64.5	64.2
2013	31.54	31.84	31.92	32.00	64.2	64.5	64.7	64.1
2014	32.05	32.16	33.14	33.72	64.1	63.9	64.2	64.4
2015	34.22	34.48	34.57	34.49	64.7	64.6	64.6	64.9
2016	34.84	35.19	35.19	35.28	64.9	65.1	64.9	65.0
2017	35.46	36.15	36.29	36.79	64.9	64.9	64.8	65.4
2018	37.28	37.69	37.99	37.88	65.5	65.3	65.3	65.4
2019	38.26	38.78	38.52	39.55	65.3	65.4	65.2	65.2
2020	39.91	40.20	–	–	65.6	65.3	–	–
Total benefits								
2006	–	–	–	14.48	–	–	–	34.4
2007	14.35	14.26	14.24	14.40	34.0	33.8	33.7	34.5
2008	14.41	15.20	14.98	15.45	33.7	35.3	34.3	34.4
2009	15.44	15.68	15.30	15.33	34.5	34.5	34.7	34.9
2010	15.88	15.64	15.85	15.96	35.2	34.6	34.8	35.0
2011	16.02	16.94	16.84	17.08	34.8	35.9	35.8	35.8
2012	16.99	17.03	17.09	17.35	35.6	35.5	35.5	35.8
2013	17.60	17.55	17.43	17.92	35.8	35.5	35.3	35.9
2014	17.95	18.15	18.46	18.67	35.9	36.1	35.8	35.6
2015	18.70	18.90	18.91	18.65	35.3	35.4	35.4	35.1
2016	18.81	18.89	19.00	18.98	35.1	34.9	35.1	35.0
2017	19.20	19.57	19.68	19.48	35.1	35.1	35.2	34.6
2018	19.68	20.05	20.15	20.06	34.5	34.7	34.7	34.6
2019	20.30	20.52	20.55	21.12	34.7	34.6	34.8	34.8
2020	20.94	21.40	–	–	34.4	34.7	–	–
Paid leave								
2006	–	–	–	3.70	–	–	–	8.8
2007	3.70	3.72	3.72	3.68	8.7	8.8	8.8	8.8
2008	3.82	3.74	3.99	4.09	8.9	8.7	9.1	9.1
2009	4.07	4.15	3.89	3.93	9.1	9.1	8.8	8.9
2010	4.00	4.04	4.07	4.07	8.9	8.9	8.9	8.9
2011	4.11	4.12	4.15	4.26	8.9	8.7	8.8	8.9
2012	4.25	4.25	4.30	4.30	8.9	8.9	8.9	8.9
2013	4.35	4.36	4.36	4.42	8.9	8.8	8.8	8.9
2014	4.45	4.44	4.61	4.76	8.9	8.8	8.9	9.1
2015	4.83	4.87	4.90	5.01	9.1	9.1	9.2	9.4
2016	5.05	5.08	5.06	5.07	9.4	9.4	9.3	9.3
2017	5.11	5.20	5.21	5.27	9.4	9.3	9.3	9.4
2018	5.33	5.39	5.45	5.44	9.4	9.3	9.4	9.4
2019	5.48	5.55	5.61	5.85	9.4	9.4	9.5	9.6

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2020	5.89	5.94	–	–	9.7	9.6	–	–
Supplemental pay								
2006	–	–	–	2.81	–	–	–	6.7
2007	2.82	2.73	2.71	2.85	6.7	6.5	6.4	6.8
2008	2.72	3.48	2.97	3.18	6.4	8.1	6.8	7.1
2009	3.02	3.09	3.06	3.02	6.7	6.8	6.9	6.9
2010	3.03	2.64	2.81	2.91	6.7	5.8	6.2	6.4
2011	2.77	3.45	3.26	3.21	6.0	7.3	6.9	6.7
2012	3.30	3.35	3.34	3.51	6.9	7.0	6.9	7.2
2013	3.60	3.57	3.36	3.71	7.3	7.2	6.8	7.4
2014	3.67	3.75	3.77	3.59	7.3	7.4	7.3	6.9
2015	3.42	3.44	3.43	3.02	6.5	6.4	6.4	5.7
2016	3.03	3.02	3.04	3.03	5.7	5.6	5.6	5.6
2017	3.14	3.18	3.24	3.29	5.7	5.7	5.8	5.8
2018	3.35	3.49	3.50	3.57	5.9	6.0	6.0	6.2
2019	3.62	3.66	3.63	3.96	6.2	6.2	6.1	6.5
2020	3.70	3.89	–	–	6.1	6.3	–	–
Insurance								
2006	–	–	–	3.06	–	–	–	7.3
2007	3.14	3.15	3.15	3.14	7.4	7.5	7.5	7.5
2008	3.18	3.21	3.23	3.32	7.4	7.5	7.4	7.4
2009	3.46	3.49	3.47	3.55	7.7	7.7	7.9	8.1
2010	3.71	3.75	3.77	3.84	8.2	8.3	8.3	8.4
2011	3.89	4.02	4.05	4.16	8.5	8.5	8.6	8.7
2012	4.09	4.11	4.09	4.21	8.6	8.6	8.5	8.7
2013	4.26	4.20	4.23	4.33	8.7	8.5	8.6	8.7
2014	4.38	4.47	4.49	4.57	8.8	8.9	8.7	8.7
2015	4.64	4.71	4.72	4.71	8.8	8.8	8.8	8.9
2016	4.79	4.84	4.82	4.82	8.9	8.9	8.9	8.9
2017	4.84	4.89	4.90	4.88	8.8	8.8	8.8	8.7
2018	4.92	5.00	5.00	5.03	8.6	8.7	8.6	8.7
2019	5.11	5.23	5.24	5.22	8.7	8.8	8.9	8.6
2020	5.23	5.45	–	–	8.6	8.8	–	–
Retirement and savings								
2006	–	–	–	2.27	–	–	–	5.4
2007	2.04	2.02	2.03	2.09	4.8	4.8	4.8	5.0
2008	2.01	2.07	2.08	2.10	4.7	4.8	4.8	4.7
2009	2.12	2.16	2.12	2.08	4.7	4.8	4.8	4.7
2010	2.31	2.34	2.37	2.32	5.1	5.2	5.2	5.1
2011	2.39	2.45	2.46	2.49	5.2	5.2	5.2	5.2
2012	2.35	2.29	2.33	2.28	4.9	4.8	4.8	4.7
2013	2.32	2.35	2.39	2.34	4.7	4.8	4.8	4.7
2014	2.31	2.34	2.39	2.51	4.6	4.7	4.6	4.8
2015	2.54	2.60	2.59	2.61	4.8	4.9	4.8	4.9
2016	2.63	2.64	2.76	2.74	4.9	4.9	5.1	5.1
2017	2.75	2.89	2.91	2.57	5.0	5.2	5.2	4.6
2018	2.59	2.67	2.67	2.47	4.5	4.6	4.6	4.3
2019	2.50	2.48	2.48	2.41	4.3	4.2	4.2	4.0
2020	2.40	2.39	–	–	4.0	3.9	–	–
Legally required benefits								
2006	–	–	–	2.63	–	–	–	6.3
2007	2.65	2.64	2.63	2.63	6.3	6.3	6.2	6.3
2008	2.68	2.70	2.71	2.75	6.3	6.3	6.2	6.1
2009	2.77	2.79	2.75	2.77	6.2	6.1	6.2	6.3
2010	2.82	2.87	2.84	2.83	6.2	6.4	6.2	6.2
2011	2.86	2.90	2.91	2.97	6.2	6.2	6.2	6.2
2012	3.00	3.03	3.04	3.04	6.3	6.3	6.3	6.3
2013	3.06	3.07	3.09	3.11	6.2	6.2	6.3	6.2
2014	3.13	3.15	3.19	3.24	6.3	6.3	6.2	6.2
2015	3.27	3.29	3.28	3.30	6.2	6.2	6.1	6.2

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2016	3.31	3.31	3.31	3.31	6.2	6.1	6.1	6.1
2017	3.37	3.41	3.42	3.47	6.2	6.1	6.1	6.2
2018	3.50	3.50	3.52	3.55	6.1	6.1	6.1	6.1
2019	3.58	3.61	3.60	3.68	6.1	6.1	6.1	6.1
2020	3.72	3.74	–	–	6.1	6.1	–	–

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

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$38.08	–	–	–	100.0
2007	38.59	38.45	38.68	39.16	100.0	100.0	100.0	100.0
2008	39.44	41.54	39.87	40.53	100.0	100.0	100.0	100.0
2009	40.40	41.14	41.94	40.21	100.0	100.0	100.0	100.0
2010	41.69	41.61	42.48	42.74	100.0	100.0	100.0	100.0
2011	42.70	43.21	43.20	45.08	100.0	100.0	100.0	100.0
2012	44.71	44.94	45.30	44.80	100.0	100.0	100.0	100.0
2013	45.70	45.43	45.58	44.97	100.0	100.0	100.0	100.0
2014	45.25	45.53	47.93	48.12	100.0	100.0	100.0	100.0
2015	49.19	49.07	48.98	48.96	100.0	100.0	100.0	100.0
2016	49.26	49.64	49.83	49.82	100.0	100.0	100.0	100.0
2017	50.33	51.25	51.69	54.09	100.0	100.0	100.0	100.0
2018	54.73	55.41	55.46	54.82	100.0	100.0	100.0	100.0
2019	54.97	55.97	55.47	57.33	100.0	100.0	100.0	100.0
2020	58.18	59.12	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	25.59	–	–	–	67.2
2007	26.07	26.09	26.31	26.47	67.6	67.8	68.0	67.6
2008	26.50	26.96	26.73	27.11	67.2	64.9	67.1	66.9
2009	27.02	27.58	28.14	27.12	66.9	67.0	67.1	67.5
2010	27.96	28.31	28.64	28.87	67.1	68.0	67.4	67.6
2011	28.85	28.83	29.04	30.06	67.6	66.7	67.2	66.7
2012	29.86	30.02	30.38	30.11	66.8	66.8	67.1	67.2
2013	30.67	30.71	30.82	30.25	67.1	67.6	67.6	67.3
2014	30.20	30.22	31.93	32.18	66.7	66.4	66.6	66.9
2015	32.90	32.85	32.77	32.82	66.9	66.9	66.9	67.0
2016	33.05	33.41	33.47	33.44	67.1	67.3	67.2	67.1
2017	33.78	34.35	34.71	36.36	67.1	67.0	67.1	67.2
2018	36.83	37.23	37.34	36.88	67.3	67.2	67.3	67.3
2019	36.98	37.59	37.16	38.67	67.3	67.2	67.0	67.5
2020	39.32	39.75	–	–	67.6	67.2	–	–
Total benefits								
2006	–	–	–	12.49	–	–	–	32.8
2007	12.52	12.36	12.37	12.69	32.4	32.2	32.0	32.4
2008	12.94	14.58	13.13	13.42	32.8	35.1	32.9	33.1
2009	13.38	13.56	13.80	13.08	33.1	33.0	32.9	32.5
2010	13.72	13.30	13.85	13.86	32.9	32.0	32.6	32.4
2011	13.85	14.39	14.16	15.03	32.4	33.3	32.8	33.3
2012	14.85	14.92	14.92	14.69	33.2	33.2	32.9	32.8
2013	15.02	14.72	14.77	14.73	32.9	32.4	32.4	32.7
2014	15.06	15.31	16.00	15.94	33.3	33.6	33.4	33.1
2015	16.29	16.22	16.21	16.14	33.1	33.1	33.1	33.0
2016	16.21	16.23	16.36	16.38	32.9	32.7	32.8	32.9
2017	16.55	16.90	16.99	17.73	32.9	33.0	32.9	32.8
2018	17.90	18.18	18.12	17.94	32.7	32.8	32.7	32.7
2019	17.99	18.38	18.31	18.66	32.7	32.8	33.0	32.5
2020	18.86	19.36	–	–	32.4	32.8	–	–
Paid leave								
2006	–	–	–	3.07	–	–	–	8.1
2007	3.16	3.21	3.20	3.23	8.2	8.4	8.3	8.3
2008	3.24	3.27	3.25	3.32	8.2	7.9	8.1	8.2
2009	3.31	3.41	3.50	3.39	8.2	8.3	8.3	8.4
2010	3.48	3.52	3.57	3.56	8.3	8.5	8.4	8.3
2011	3.54	3.54	3.61	3.77	8.3	8.2	8.4	8.4
2012	3.72	3.66	3.78	3.78	8.3	8.1	8.3	8.4
2013	3.89	3.83	3.83	3.84	8.5	8.4	8.4	8.5
2014	3.88	3.82	4.11	4.30	8.6	8.4	8.6	8.9
2015	4.39	4.40	4.40	4.61	8.9	9.0	9.0	9.4
2016	4.64	4.67	4.65	4.64	9.4	9.4	9.3	9.3
2017	4.71	4.78	4.80	4.92	9.4	9.3	9.3	9.1
2018	4.95	5.04	5.02	4.96	9.0	9.1	9.1	9.1
2019	4.94	5.07	5.13	5.47	9.0	9.1	9.2	9.5

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2020	5.54	5.62	–	–	9.5	9.5	–	–
Supplemental pay								
2006	–	–	–	2.00	–	–	–	5.3
2007	2.00	1.87	1.87	2.16	5.2	4.9	4.8	5.5
2008	2.39	3.88	2.48	2.57	6.1	9.3	6.2	6.3
2009	2.43	2.48	2.57	2.05	6.0	6.0	6.1	5.1
2010	2.07	1.46	1.90	2.15	5.0	3.5	4.5	5.0
2011	1.93	2.42	1.88	2.21	4.5	5.6	4.3	4.9
2012	2.28	2.33	2.23	1.99	5.1	5.2	4.9	4.4
2013	2.10	2.03	2.01	2.09	4.6	4.5	4.4	4.7
2014	2.27	2.42	2.63	2.15	5.0	5.3	5.5	4.5
2015	2.21	2.12	2.10	2.02	4.5	4.3	4.3	4.1
2016	2.00	1.97	2.04	2.03	4.1	4.0	4.1	4.1
2017	2.03	2.18	2.19	2.76	4.0	4.3	4.2	5.1
2018	2.79	2.86	2.86	2.93	5.1	5.2	5.2	5.3
2019	2.93	2.99	2.94	2.70	5.3	5.3	5.3	4.7
2020	2.72	2.95	–	–	4.7	5.0	–	–
Insurance								
2006	–	–	–	2.95	–	–	–	7.7
2007	3.04	3.05	3.07	3.04	7.9	7.9	7.9	7.8
2008	3.07	3.11	3.13	3.20	7.8	7.5	7.8	7.9
2009	3.28	3.31	3.31	3.34	8.1	8.0	7.9	8.3
2010	3.58	3.59	3.60	3.62	8.6	8.6	8.5	8.5
2011	3.69	3.76	3.86	3.96	8.7	8.7	8.9	8.8
2012	3.94	3.98	3.91	4.02	8.8	8.9	8.6	9.0
2013	4.04	3.92	3.94	3.99	8.8	8.6	8.7	8.9
2014	4.10	4.17	4.22	4.28	9.1	9.2	8.8	8.9
2015	4.36	4.38	4.41	4.32	8.9	8.9	9.0	8.8
2016	4.39	4.41	4.38	4.40	8.9	8.9	8.8	8.8
2017	4.39	4.43	4.43	4.47	8.7	8.6	8.6	8.3
2018	4.52	4.61	4.59	4.64	8.3	8.3	8.3	8.5
2019	4.70	4.82	4.81	4.89	8.5	8.6	8.7	8.5
2020	4.90	5.07	–	–	8.4	8.6	–	–
Retirement and savings								
2006	–	–	–	1.95	–	–	–	5.1
2007	1.76	1.70	1.68	1.72	4.6	4.4	4.4	4.4
2008	1.66	1.71	1.70	1.74	4.2	4.1	4.3	4.3
2009	1.76	1.73	1.76	1.68	4.3	4.2	4.2	4.2
2010	1.89	1.98	2.01	1.80	4.5	4.7	4.7	4.2
2011	1.92	1.91	2.01	2.16	4.5	4.4	4.6	4.8
2012	1.97	1.97	2.02	1.91	4.4	4.4	4.5	4.3
2013	1.99	1.98	1.98	1.84	4.4	4.3	4.3	4.1
2014	1.84	1.91	1.99	2.13	4.1	4.2	4.1	4.4
2015	2.18	2.18	2.16	2.08	4.4	4.5	4.4	4.2
2016	2.07	2.07	2.17	2.20	4.2	4.2	4.4	4.4
2017	2.22	2.27	2.31	2.20	4.4	4.4	4.5	4.1
2018	2.21	2.27	2.25	1.98	4.0	4.1	4.1	3.6
2019	1.97	2.01	1.98	1.99	3.6	3.6	3.6	3.5
2020	2.02	2.02	–	–	3.5	3.4	–	–
Legally required benefits								
2006	–	–	–	2.52	–	–	–	6.6
2007	2.56	2.53	2.54	2.53	6.6	6.6	6.6	6.5
2008	2.58	2.61	2.57	2.59	6.5	6.3	6.5	6.4
2009	2.61	2.64	2.66	2.63	6.5	6.4	6.3	6.5
2010	2.71	2.74	2.76	2.73	6.5	6.6	6.5	6.4
2011	2.76	2.77	2.81	2.93	6.5	6.4	6.5	6.5
2012	2.93	2.98	2.98	2.98	6.6	6.6	6.6	6.6
2013	2.99	2.97	3.00	2.96	6.6	6.5	6.6	6.6
2014	2.97	3.00	3.05	3.09	6.6	6.6	6.4	6.4
2015	3.14	3.14	3.14	3.11	6.4	6.4	6.4	6.4

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2016	3.12	3.10	3.12	3.11	6.3	6.3	6.3	6.2
2017	3.19	3.24	3.25	3.39	6.3	6.3	6.3	6.3
2018	3.43	3.41	3.40	3.43	6.3	6.2	6.1	6.3
2019	3.44	3.48	3.46	3.61	6.3	6.2	6.2	6.3
2020	3.67	3.70	–	–	6.3	6.3	–	–

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

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$44.62	–	–	–	100.0
2007	44.61	44.53	44.45	43.32	100.0	100.0	100.0	100.0
2008	44.82	43.95	46.00	47.66	100.0	100.0	100.0	100.0
2009	47.53	48.09	45.25	46.28	100.0	100.0	100.0	100.0
2010	47.20	47.40	47.38	47.48	100.0	100.0	100.0	100.0
2011	48.08	49.56	49.40	49.60	100.0	100.0	100.0	100.0
2012	49.70	49.96	50.22	51.30	100.0	100.0	100.0	100.0
2013	51.74	52.45	52.15	54.27	100.0	100.0	100.0	100.0
2014	54.23	54.59	54.80	55.99	100.0	100.0	100.0	100.0
2015	55.95	56.87	57.13	56.50	100.0	100.0	100.0	100.0
2016	57.07	57.55	57.63	57.86	100.0	100.0	100.0	100.0
2017	58.13	59.38	59.38	57.95	100.0	100.0	100.0	100.0
2018	58.72	59.56	60.18	60.37	100.0	100.0	100.0	100.0
2019	61.36	61.98	61.89	63.43	100.0	100.0	100.0	100.0
2020	63.10	63.64	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	28.87	–	–	–	64.7
2007	29.07	29.07	29.04	27.83	65.2	65.3	65.3	64.3
2008	29.48	28.36	29.91	30.91	65.8	64.5	65.0	64.9
2009	30.78	31.06	29.09	29.57	64.7	64.6	64.3	63.9
2010	30.02	30.34	30.33	30.22	63.6	64.0	64.0	63.6
2011	30.74	31.03	30.97	31.13	63.9	62.6	62.7	62.8
2012	31.27	31.49	31.61	31.93	62.9	63.0	62.9	62.2
2013	32.19	32.72	32.74	33.54	62.2	62.4	62.8	61.8
2014	33.70	33.90	34.19	35.02	62.1	62.1	62.4	62.5
2015	35.30	35.79	36.03	35.84	63.1	62.9	63.1	63.4
2016	36.23	36.58	36.54	36.78	63.5	63.6	63.4	63.6
2017	36.80	37.62	37.55	37.12	63.3	63.4	63.2	64.1
2018	37.63	38.04	38.48	38.66	64.1	63.9	63.9	64.0
2019	39.25	39.73	39.59	40.27	64.0	64.1	64.0	63.5
2020	40.40	40.57	–	–	64.0	63.7	–	–
Total benefits								
2006	–	–	–	15.75	–	–	–	35.3
2007	15.54	15.46	15.41	15.48	34.8	34.7	34.7	35.7
2008	15.34	15.58	16.08	16.75	34.2	35.5	35.0	35.1
2009	16.76	17.03	16.16	16.71	35.3	35.4	35.7	36.1
2010	17.18	17.07	17.05	17.27	36.4	36.0	36.0	36.4
2011	17.34	18.53	18.43	18.47	36.1	37.4	37.3	37.2
2012	18.43	18.47	18.61	19.37	37.1	37.0	37.1	37.8
2013	19.55	19.73	19.41	20.73	37.8	37.6	37.2	38.2
2014	20.53	20.69	20.61	20.97	37.9	37.9	37.6	37.5
2015	20.66	21.07	21.10	20.66	36.9	37.1	36.9	36.6
2016	20.84	20.97	21.09	21.09	36.5	36.4	36.6	36.4
2017	21.33	21.76	21.83	20.83	36.7	36.6	36.8	35.9
2018	21.08	21.52	21.70	21.71	35.9	36.1	36.1	36.0
2019	22.11	22.25	22.30	23.16	36.0	35.9	36.0	36.5
2020	22.70	23.07	–	–	36.0	36.3	–	–
Paid leave								
2006	–	–	–	4.10	–	–	–	9.2
2007	4.05	4.04	4.04	3.97	9.1	9.1	9.1	9.2
2008	4.19	4.03	4.44	4.59	9.3	9.2	9.7	9.6
2009	4.56	4.62	4.12	4.25	9.6	9.6	9.1	9.2
2010	4.32	4.35	4.36	4.38	9.1	9.2	9.2	9.2
2011	4.45	4.48	4.47	4.58	9.3	9.0	9.1	9.2
2012	4.61	4.65	4.66	4.70	9.3	9.3	9.3	9.2
2013	4.70	4.76	4.74	4.94	9.1	9.1	9.1	9.1
2014	4.96	5.00	5.05	5.15	9.1	9.2	9.2	9.2
2015	5.19	5.26	5.30	5.33	9.3	9.2	9.3	9.4
2016	5.37	5.39	5.39	5.43	9.4	9.4	9.3	9.4
2017	5.43	5.54	5.54	5.55	9.3	9.3	9.3	9.6
2018	5.62	5.68	5.78	5.80	9.6	9.5	9.6	9.6
2019	5.90	5.94	5.98	6.17	9.6	9.6	9.7	9.7

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2020	6.18	6.20	–	–	9.8	9.7	–	–
Supplemental pay								
2006	–	–	–	3.33	–	–	–	7.5
2007	3.35	3.27	3.23	3.29	7.5	7.4	7.3	7.6
2008	2.94	3.24	3.26	3.58	6.6	7.4	7.1	7.5
2009	3.39	3.48	3.34	3.61	7.1	7.2	7.4	7.8
2010	3.61	3.36	3.35	3.38	7.7	7.1	7.1	7.1
2011	3.28	4.10	4.08	3.88	6.8	8.3	8.3	7.8
2012	3.99	4.04	4.12	4.67	8.0	8.1	8.2	9.1
2013	4.74	4.77	4.37	5.13	9.2	9.1	8.4	9.5
2014	4.92	4.93	4.76	4.81	9.1	9.0	8.7	8.6
2015	4.40	4.51	4.50	3.82	7.9	7.9	7.9	6.8
2016	3.84	3.84	3.83	3.85	6.7	6.7	6.7	6.7
2017	4.02	4.00	4.07	3.70	6.9	6.7	6.9	6.4
2018	3.79	3.99	3.99	4.06	6.5	6.7	6.6	6.7
2019	4.16	4.19	4.17	5.01	6.8	6.8	6.7	7.9
2020	4.52	4.66	–	–	7.2	7.3	–	–
Insurance								
2006	–	–	–	3.14	–	–	–	7.0
2007	3.21	3.22	3.20	3.21	7.2	7.2	7.2	7.4
2008	3.25	3.27	3.30	3.40	7.2	7.4	7.2	7.1
2009	3.59	3.60	3.57	3.68	7.5	7.5	7.9	7.9
2010	3.80	3.85	3.87	3.97	8.0	8.1	8.2	8.4
2011	4.01	4.18	4.17	4.30	8.3	8.4	8.4	8.7
2012	4.20	4.20	4.21	4.35	8.4	8.4	8.4	8.5
2013	4.42	4.42	4.44	4.63	8.5	8.4	8.5	8.5
2014	4.64	4.73	4.73	4.81	8.6	8.7	8.6	8.6
2015	4.87	4.97	4.97	5.03	8.7	8.7	8.7	8.9
2016	5.10	5.17	5.17	5.17	8.9	9.0	9.0	8.9
2017	5.19	5.27	5.28	5.20	8.9	8.9	8.9	9.0
2018	5.23	5.31	5.31	5.34	8.9	8.9	8.8	8.8
2019	5.44	5.55	5.57	5.49	8.9	9.0	9.0	8.7
2020	5.51	5.76	–	–	8.7	9.0	–	–
Retirement and savings								
2006	–	–	–	2.47	–	–	–	5.5
2007	2.22	2.22	2.25	2.33	5.0	5.0	5.1	5.4
2008	2.23	2.29	2.30	2.33	5.0	5.2	5.0	4.9
2009	2.35	2.44	2.33	2.32	4.9	5.1	5.2	5.0
2010	2.57	2.56	2.58	2.64	5.4	5.4	5.4	5.6
2011	2.67	2.79	2.73	2.72	5.6	5.6	5.5	5.5
2012	2.60	2.50	2.54	2.56	5.2	5.0	5.1	5.0
2013	2.57	2.63	2.70	2.78	5.0	5.0	5.2	5.1
2014	2.73	2.74	2.75	2.83	5.0	5.0	5.0	5.1
2015	2.83	2.94	2.93	3.03	5.1	5.2	5.1	5.4
2016	3.07	3.09	3.23	3.18	5.4	5.4	5.6	5.5
2017	3.17	3.40	3.39	2.86	5.5	5.7	5.7	4.9
2018	2.88	2.98	3.00	2.86	4.9	5.0	5.0	4.7
2019	2.91	2.86	2.87	2.76	4.8	4.6	4.6	4.3
2020	2.73	2.68	–	–	4.3	4.2	–	–
Legally required benefits								
2006	–	–	–	2.71	–	–	–	6.1
2007	2.71	2.71	2.70	2.68	6.1	6.1	6.1	6.2
2008	2.74	2.75	2.79	2.85	6.1	6.3	6.1	6.0
2009	2.87	2.88	2.80	2.85	6.0	6.0	6.2	6.2
2010	2.88	2.95	2.89	2.89	6.1	6.2	6.1	6.1
2011	2.92	2.98	2.97	2.99	6.1	6.0	6.0	6.0
2012	3.04	3.07	3.08	3.09	6.1	6.1	6.1	6.0
2013	3.12	3.15	3.16	3.25	6.0	6.0	6.1	6.0
2014	3.28	3.29	3.31	3.36	6.0	6.0	6.0	6.0
2015	3.38	3.40	3.40	3.45	6.0	6.0	6.0	6.1

See footnotes at end of table.

Supplemental table 20. Private financial activities industry workers, by establishment size: employer costs per hour 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								
2016	3.46	3.47	3.47	3.47	6.1	6.0	6.0	6.0
2017	3.51	3.55	3.55	3.52	6.0	6.0	6.0	6.1
2018	3.56	3.57	3.62	3.64	6.1	6.0	6.0	6.0
2019	3.69	3.71	3.70	3.73	6.0	6.0	6.0	5.9
2020	3.76	3.77	–	–	6.0	5.9	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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	–	–	–	$29.73	–	–	–	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	41.35	41.48	42.21	100.0	100.0	100.0	100.0
2020	43.71	44.02	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	21.84	–	–	–	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	29.72	29.87	30.17	72.0	71.9	72.0	71.5
2020	31.39	31.51	–	–	71.8	71.6	–	–
Total benefits								
2006	–	–	–	7.89	–	–	–	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	11.62	11.62	12.04	28.0	28.1	28.0	28.5
2020	12.32	12.51	–	–	28.2	28.4	–	–
Paid leave								
2006	–	–	–	2.12	–	–	–	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
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	3.29	3.30	3.43	8.0	8.0	7.9	8.1

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2020	3.54	3.59	–	–	8.1	8.2	–	–
Supplemental pay								
2006	–	–	–	0.81	–	–	–	2.7
2007	.82	.84	0.84	.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	1.33	1.32	1.54	3.1	3.2	3.2	3.7
2020	1.52	1.61	–	–	3.5	3.7	–	–
Insurance								
2006	–	–	–	1.74	–	–	–	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	2.62	2.60	2.71	6.3	6.3	6.3	6.4
2020	2.78	2.83	–	–	6.4	6.4	–	–
Retirement and savings								
2006	–	–	–	.82	–	–	–	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	1.34	1.34	1.29	3.3	3.3	3.2	3.1
2020	1.33	1.32	–	–	3.0	3.0	–	–
Legally required benefits								
2006	–	–	–	2.39	–	–	–	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

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
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	3.04	3.05	3.07	7.3	7.4	7.4	7.3
2020	3.15	3.16	–	–	7.2	7.2	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$50.13	–	–	–	100.0
2007	50.61	50.96	51.36	51.95	100.0	100.0	100.0	100.0
2008	52.79	53.14	53.82	52.78	100.0	100.0	100.0	100.0
2009	52.99	53.90	54.06	52.97	100.0	100.0	100.0	100.0
2010	53.36	53.43	53.88	52.93	100.0	100.0	100.0	100.0
2011	53.81	54.13	54.21	53.48	100.0	100.0	100.0	100.0
2012	54.07	54.14	54.37	54.45	100.0	100.0	100.0	100.0
2013	54.86	55.13	55.25	55.79	100.0	100.0	100.0	100.0
2014	56.19	56.58	56.80	60.62	100.0	100.0	100.0	100.0
2015	61.21	61.14	61.35	62.19	100.0	100.0	100.0	100.0
2016	61.90	62.28	63.02	62.82	100.0	100.0	100.0	100.0
2017	63.85	64.84	65.09	63.88	100.0	100.0	100.0	100.0
2018	63.92	63.73	63.80	60.92	100.0	100.0	100.0	100.0
2019	61.42	61.95	62.27	64.18	100.0	100.0	100.0	100.0
2020	65.43	65.69	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	36.42	–	–	–	72.6
2007	36.74	36.93	37.12	37.63	72.6	72.5	72.3	72.4
2008	38.26	38.55	39.13	38.28	72.5	72.6	72.7	72.5
2009	38.42	38.43	38.48	37.86	72.5	71.3	71.2	71.5
2010	38.11	38.20	38.55	38.32	71.4	71.5	71.5	72.4
2011	38.89	39.01	39.07	38.32	72.3	72.1	72.1	71.7
2012	38.63	38.72	38.89	38.83	71.4	71.5	71.5	71.3
2013	39.16	39.22	39.28	39.46	71.4	71.1	71.1	70.7
2014	39.55	39.89	40.08	41.87	70.4	70.5	70.6	69.1
2015	42.15	42.31	42.47	43.41	68.9	69.2	69.2	69.8
2016	43.19	43.48	43.98	43.77	69.8	69.8	69.8	69.7
2017	44.33	44.93	45.12	44.29	69.4	69.3	69.3	69.3
2018	44.11	44.00	44.15	43.34	69.0	69.0	69.2	71.1
2019	43.67	44.03	44.30	45.26	71.1	71.1	71.1	70.5
2020	46.29	46.43	–	–	70.7	70.7	–	–
Total benefits								
2006	–	–	–	13.72	–	–	–	27.4
2007	13.87	14.03	14.23	14.32	27.4	27.5	27.7	27.6
2008	14.53	14.58	14.69	14.50	27.5	27.4	27.3	27.5
2009	14.57	15.47	15.58	15.11	27.5	28.7	28.8	28.5
2010	15.25	15.23	15.33	14.61	28.6	28.5	28.5	27.6
2011	14.93	15.13	15.14	15.16	27.7	27.9	27.9	28.3
2012	15.44	15.41	15.48	15.61	28.6	28.5	28.5	28.7
2013	15.71	15.90	15.98	16.33	28.6	28.9	28.9	29.3
2014	16.64	16.69	16.71	18.75	29.6	29.5	29.4	30.9
2015	19.06	18.82	18.88	18.78	31.1	30.8	30.8	30.2
2016	18.71	18.80	19.05	19.05	30.2	30.2	30.2	30.3
2017	19.52	19.91	19.98	19.59	30.6	30.7	30.7	30.7
2018	19.81	19.73	19.64	17.58	31.0	31.0	30.8	28.9
2019	17.75	17.92	17.98	18.92	28.9	28.9	28.9	29.5
2020	19.14	19.27	–	–	29.3	29.3	–	–
Paid leave								
2006	–	–	–	4.21	–	–	–	8.4
2007	4.22	4.24	4.23	4.29	8.3	8.3	8.2	8.3
2008	4.34	4.35	4.43	4.25	8.2	8.2	8.2	8.1
2009	4.28	4.28	4.32	4.25	8.1	7.9	8.0	8.0
2010	4.31	4.33	4.35	4.42	8.1	8.1	8.1	8.4
2011	4.45	4.48	4.50	4.56	8.3	8.3	8.3	8.5
2012	4.63	4.62	4.63	4.73	8.6	8.5	8.5	8.7
2013	4.76	4.74	4.73	4.82	8.7	8.6	8.6	8.6
2014	4.87	4.88	4.89	4.94	8.7	8.6	8.6	8.2
2015	4.96	4.95	4.97	4.86	8.1	8.1	8.1	7.8
2016	4.83	4.90	5.04	5.16	7.8	7.9	8.0	8.2
2017	5.14	5.23	5.23	5.24	8.1	8.1	8.0	8.2
2018	5.29	5.24	5.24	5.41	8.3	8.2	8.2	8.9
2019	5.47	5.53	5.57	5.96	8.9	8.9	8.9	9.3

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.08	6.09	–	–	9.3	9.3	–	–
Supplemental pay								
2006	–	–	–	1.52	–	–	–	3.0
2007	1.51	1.56	1.57	1.56	3.0	3.1	3.0	3.0
2008	1.55	1.58	1.52	1.71	2.9	3.0	2.8	3.2
2009	1.59	2.49	2.51	2.29	3.0	4.6	4.6	4.3
2010	2.23	2.22	2.22	1.30	4.2	4.1	4.1	2.5
2011	1.43	1.49	1.49	1.61	2.7	2.8	2.7	3.0
2012	1.70	1.65	1.62	1.50	3.1	3.0	3.0	2.7
2013	1.42	1.45	1.47	1.61	2.6	2.6	2.7	2.9
2014	1.75	1.54	1.53	3.65	3.1	2.7	2.7	6.0
2015	3.82	3.77	3.83	3.93	6.2	6.2	6.2	6.3
2016	4.13	4.07	3.94	3.73	6.7	6.5	6.3	5.9
2017	4.00	4.09	4.13	4.33	6.3	6.3	6.3	6.8
2018	4.38	4.33	4.31	2.03	6.8	6.8	6.8	3.3
2019	2.06	2.11	2.10	2.49	3.3	3.4	3.4	3.9
2020	2.42	2.56	–	–	3.7	3.9	–	–
Insurance								
2006	–	–	–	2.81	–	–	–	5.6
2007	2.92	2.93	2.95	2.95	5.8	5.8	5.8	5.7
2008	3.04	3.02	3.06	3.06	5.8	5.7	5.7	5.8
2009	3.09	3.10	3.12	3.15	5.8	5.7	5.8	5.9
2010	3.23	3.24	3.24	3.33	6.0	6.1	6.0	6.3
2011	3.40	3.43	3.44	3.41	6.3	6.3	6.3	6.4
2012	3.45	3.47	3.48	3.54	6.4	6.4	6.4	6.5
2013	3.68	3.70	3.67	3.71	6.7	6.7	6.6	6.7
2014	3.77	3.77	3.78	3.69	6.7	6.7	6.7	6.1
2015	3.76	3.71	3.71	3.57	6.1	6.1	6.0	5.7
2016	3.64	3.66	3.79	3.85	5.9	5.9	6.0	6.1
2017	3.90	3.91	3.92	3.66	6.1	6.0	6.0	5.7
2018	3.74	3.72	3.74	3.72	5.9	5.8	5.9	6.1
2019	3.73	3.77	3.76	3.90	6.1	6.1	6.0	6.1
2020	3.94	3.97	–	–	6.0	6.0	–	–
Retirement and savings								
2006	–	–	–	1.66	–	–	–	3.3
2007	1.67	1.75	1.93	1.94	3.3	3.4	3.8	3.7
2008	1.98	1.99	2.01	1.85	3.7	3.7	3.7	3.5
2009	1.96	1.94	1.97	1.81	3.7	3.6	3.6	3.4
2010	1.84	1.79	1.83	1.90	3.5	3.4	3.4	3.6
2011	1.94	1.98	1.97	1.93	3.6	3.7	3.6	3.6
2012	1.95	1.96	2.02	2.10	3.6	3.6	3.7	3.9
2013	2.09	2.25	2.32	2.36	3.8	4.1	4.2	4.2
2014	2.39	2.64	2.66	2.58	4.3	4.7	4.7	4.3
2015	2.58	2.46	2.44	2.42	4.2	4.0	4.0	3.9
2016	2.12	2.16	2.26	2.31	3.4	3.5	3.6	3.7
2017	2.38	2.54	2.56	2.29	3.7	3.9	3.9	3.6
2018	2.30	2.34	2.27	2.33	3.6	3.7	3.6	3.8
2019	2.36	2.38	2.38	2.35	3.8	3.8	3.8	3.7
2020	2.38	2.34	–	–	3.6	3.6	–	–
Legally required benefits								
2006	–	–	–	3.51	–	–	–	7.0
2007	3.54	3.54	3.55	3.57	7.0	7.0	6.9	6.9
2008	3.63	3.64	3.67	3.62	6.9	6.8	6.8	6.9
2009	3.65	3.66	3.66	3.60	6.9	6.8	6.8	6.8
2010	3.64	3.66	3.68	3.66	6.8	6.9	6.8	6.9
2011	3.71	3.74	3.75	3.64	6.9	6.9	6.9	6.8
2012	3.71	3.72	3.73	3.74	6.9	6.9	6.9	6.9
2013	3.76	3.76	3.78	3.82	6.8	6.8	6.8	6.8
2014	3.86	3.86	3.86	3.89	6.9	6.8	6.8	6.4
2015	3.93	3.94	3.93	4.00	6.4	6.4	6.4	6.4

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.99	4.00	4.02	4.00	6.4	6.4	6.4	6.4
2017	4.10	4.14	4.14	4.07	6.4	6.4	6.4	6.4
2018	4.10	4.09	4.08	4.09	6.4	6.4	6.4	6.7
2019	4.12	4.14	4.17	4.22	6.7	6.7	6.7	6.6
2020	4.31	4.32	–	–	6.6	6.6	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$53.38	–	–	–	100.0
2007	53.61	53.77	54.53	55.17	100.0	100.0	100.0	100.0
2008	55.99	56.57	57.19	57.12	100.0	100.0	100.0	100.0
2009	56.36	58.21	58.64	57.81	100.0	100.0	100.0	100.0
2010	58.62	58.30	58.88	59.57	100.0	100.0	100.0	100.0
2011	60.65	61.37	61.59	59.26	100.0	100.0	100.0	100.0
2012	59.94	59.88	59.91	59.04	100.0	100.0	100.0	100.0
2013	59.41	59.89	59.70	61.70	100.0	100.0	100.0	100.0
2014	62.42	62.92	63.10	72.84	100.0	100.0	100.0	100.0
2015	73.72	73.17	73.57	75.36	100.0	100.0	100.0	100.0
2016	74.67	75.37	76.16	76.97	100.0	100.0	100.0	100.0
2017	77.69	78.97	79.18	73.60	100.0	100.0	100.0	100.0
2018	74.16	73.86	74.26	62.20	100.0	100.0	100.0	100.0
2019	62.53	63.29	64.41	69.60	100.0	100.0	100.0	100.0
2020	71.24	71.66	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	38.37	–	–	–	71.9
2007	38.60	38.65	39.06	39.58	72.0	71.9	71.6	71.7
2008	40.11	40.47	40.90	40.86	71.6	71.5	71.5	71.5
2009	40.26	40.91	41.16	40.86	71.4	70.3	70.2	70.7
2010	41.41	41.29	41.68	42.42	70.6	70.8	70.8	71.2
2011	43.18	43.45	43.67	42.11	71.2	70.8	70.9	71.0
2012	42.47	42.45	42.48	41.79	70.9	70.9	70.9	70.8
2013	42.11	42.17	41.95	43.49	70.9	70.4	70.3	70.5
2014	43.74	44.04	44.21	48.24	70.1	70.0	70.1	66.2
2015	48.54	48.41	48.69	49.88	65.8	66.2	66.2	66.2
2016	49.28	49.92	50.54	51.38	66.0	66.2	66.4	66.8
2017	51.36	52.13	52.29	48.31	66.1	66.0	66.0	65.6
2018	48.59	48.22	48.67	43.86	65.5	65.3	65.5	70.5
2019	44.05	44.48	45.35	48.69	70.5	70.3	70.4	70.0
2020	49.99	50.28	–	–	70.2	70.2	–	–
Total benefits								
2006	–	–	–	15.01	–	–	–	28.1
2007	15.01	15.12	15.46	15.59	28.0	28.1	28.4	28.3
2008	15.87	16.11	16.28	16.26	28.4	28.5	28.5	28.5
2009	16.10	17.29	17.48	16.95	28.6	29.7	29.8	29.3
2010	17.21	17.01	17.20	17.15	29.4	29.2	29.2	28.8
2011	17.47	17.92	17.92	17.16	28.8	29.2	29.1	29.0
2012	17.47	17.43	17.43	17.25	29.1	29.1	29.1	29.2
2013	17.30	17.71	17.75	18.21	29.1	29.6	29.7	29.5
2014	18.68	18.88	18.89	24.60	29.9	30.0	29.9	33.8
2015	25.18	24.76	24.88	25.48	34.2	33.8	33.8	33.8
2016	25.40	25.45	25.62	25.59	34.0	33.8	33.6	33.2
2017	26.33	26.85	26.90	25.29	33.9	34.0	34.0	34.4
2018	25.57	25.64	25.59	18.34	34.5	34.7	34.5	29.5
2019	18.47	18.81	19.06	20.90	29.5	29.7	29.6	30.0
2020	21.26	21.38	–	–	29.8	29.8	–	–
Paid leave								
2006	–	–	–	4.74	–	–	–	8.9
2007	4.77	4.77	4.82	4.86	8.9	8.9	8.8	8.8
2008	4.94	5.01	5.03	5.02	8.8	8.9	8.8	8.8
2009	4.97	5.05	5.11	5.12	8.8	8.7	8.7	8.9
2010	5.16	5.14	5.18	5.46	8.8	8.8	8.8	9.2
2011	5.50	5.53	5.54	5.48	9.1	9.0	9.0	9.3
2012	5.56	5.54	5.54	5.46	9.3	9.3	9.2	9.2
2013	5.47	5.45	5.41	5.71	9.2	9.1	9.1	9.3
2014	5.82	5.81	5.82	6.18	9.3	9.2	9.2	8.5
2015	6.19	6.13	6.16	6.24	8.4	8.4	8.4	8.3
2016	6.17	6.28	6.39	6.50	8.3	8.3	8.4	8.4
2017	6.51	6.64	6.62	6.22	8.4	8.4	8.4	8.4
2018	6.25	6.24	6.25	5.89	8.4	8.5	8.4	9.5
2019	5.91	5.98	6.10	6.82	9.5	9.4	9.5	9.8

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	6.93	6.97	–	–	9.7	9.7	–	–
Supplemental pay								
2006	–	–	–	1.67	–	–	–	3.1
2007	1.56	1.67	1.69	1.67	2.9	3.1	3.1	3.0
2008	1.74	1.86	1.96	2.00	3.1	3.3	3.4	3.5
2009	1.81	2.80	2.85	2.66	3.2	4.8	4.9	4.6
2010	2.67	2.56	2.62	1.80	4.6	4.4	4.4	3.0
2011	1.96	2.17	2.14	1.96	3.2	3.5	3.5	3.3
2012	2.07	1.98	1.89	1.62	3.5	3.3	3.2	2.7
2013	1.53	1.63	1.65	1.58	2.6	2.7	2.8	2.6
2014	1.75	1.68	1.67	6.67	2.8	2.7	2.6	9.2
2015	6.99	6.92	7.01	7.51	9.5	9.5	9.5	10.0
2016	8.20	7.99	7.81	7.56	11.0	10.6	10.2	9.8
2017	8.12	8.20	8.24	8.19	10.4	10.4	10.4	11.1
2018	8.36	8.37	8.37	2.29	11.3	11.3	11.3	3.7
2019	2.30	2.42	2.42	3.04	3.7	3.8	3.8	4.4
2020	3.08	3.23	–	–	4.3	4.5	–	–
Insurance								
2006	–	–	–	3.04	–	–	–	5.7
2007	3.16	3.12	3.16	3.19	5.9	5.8	5.8	5.8
2008	3.24	3.24	3.27	3.27	5.8	5.7	5.7	5.7
2009	3.28	3.36	3.40	3.39	5.8	5.8	5.8	5.9
2010	3.49	3.50	3.50	3.63	5.9	6.0	5.9	6.1
2011	3.69	3.72	3.72	3.62	6.1	6.1	6.0	6.1
2012	3.65	3.69	3.72	3.80	6.1	6.2	6.2	6.4
2013	3.90	3.91	3.89	4.06	6.6	6.5	6.5	6.6
2014	4.12	4.14	4.15	4.14	6.6	6.6	6.6	5.7
2015	4.29	4.19	4.20	4.12	5.8	5.7	5.7	5.5
2016	4.12	4.16	4.25	4.28	5.5	5.5	5.6	5.6
2017	4.31	4.33	4.36	3.88	5.5	5.5	5.5	5.3
2018	3.93	3.94	3.97	3.60	5.3	5.3	5.3	5.8
2019	3.65	3.73	3.76	3.99	5.8	5.9	5.8	5.7
2020	4.04	4.08	–	–	5.7	5.7	–	–
Retirement and savings								
2006	–	–	–	1.94	–	–	–	3.6
2007	1.87	1.92	2.10	2.16	3.5	3.6	3.9	3.9
2008	2.18	2.21	2.21	2.19	3.9	3.9	3.9	3.8
2009	2.26	2.26	2.28	1.98	4.0	3.9	3.9	3.4
2010	2.03	1.95	2.01	2.34	3.5	3.3	3.4	3.9
2011	2.33	2.47	2.47	2.27	3.8	4.0	4.0	3.8
2012	2.30	2.30	2.37	2.48	3.8	3.8	4.0	4.2
2013	2.50	2.80	2.86	2.81	4.2	4.7	4.8	4.6
2014	2.89	3.16	3.16	3.35	4.6	5.0	5.0	4.6
2015	3.43	3.22	3.22	3.26	4.7	4.4	4.4	4.3
2016	2.60	2.69	2.82	2.85	3.5	3.6	3.7	3.7
2017	2.92	3.14	3.14	2.71	3.8	4.0	4.0	3.7
2018	2.71	2.78	2.71	2.47	3.7	3.8	3.6	4.0
2019	2.50	2.56	2.60	2.67	4.0	4.0	4.0	3.8
2020	2.69	2.58	–	–	3.8	3.6	–	–
Legally required benefits								
2006	–	–	–	3.63	–	–	–	6.8
2007	3.65	3.65	3.68	3.71	6.8	6.8	6.7	6.7
2008	3.77	3.78	3.81	3.78	6.7	6.7	6.7	6.6
2009	3.78	3.82	3.84	3.80	6.7	6.6	6.5	6.6
2010	3.86	3.87	3.89	3.91	6.6	6.6	6.6	6.6
2011	3.99	4.03	4.03	3.83	6.6	6.6	6.5	6.5
2012	3.90	3.91	3.91	3.90	6.5	6.5	6.5	6.6
2013	3.91	3.92	3.94	4.05	6.6	6.5	6.6	6.6
2014	4.11	4.10	4.09	4.26	6.6	6.5	6.5	5.8
2015	4.29	4.29	4.28	4.35	5.8	5.9	5.8	5.8

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.30	4.34	4.36	4.39	5.8	5.8	5.7	5.7
2017	4.48	4.54	4.53	4.29	5.8	5.7	5.7	5.8
2018	4.32	4.30	4.29	4.08	5.8	5.8	5.8	6.6
2019	4.11	4.12	4.18	4.40	6.6	6.5	6.5	6.3
2020	4.51	4.52	–	–	6.3	6.3	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$48.78	–	–	–	100.0
2007	49.37	49.81	50.07	50.68	100.0	100.0	100.0	100.0
2008	51.52	51.80	52.49	51.02	100.0	100.0	100.0	100.0
2009	51.66	52.20	52.22	51.05	100.0	100.0	100.0	100.0
2010	51.27	51.49	51.89	50.09	100.0	100.0	100.0	100.0
2011	50.87	51.03	51.03	50.50	100.0	100.0	100.0	100.0
2012	51.05	51.14	51.45	51.51	100.0	100.0	100.0	100.0
2013	52.01	52.10	52.61	51.85	100.0	100.0	100.0	100.0
2014	52.12	52.38	52.67	52.60	100.0	100.0	100.0	100.0
2015	53.01	53.36	53.28	54.03	100.0	100.0	100.0	100.0
2016	54.28	54.02	54.94	54.06	100.0	100.0	100.0	100.0
2017	55.65	56.29	56.45	57.79	100.0	100.0	100.0	100.0
2018	57.32	57.47	57.32	60.08	100.0	100.0	100.0	100.0
2019	60.72	61.08	60.88	60.66	100.0	100.0	100.0	100.0
2020	61.52	61.75	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	35.60	–	–	–	73.0
2007	35.97	36.23	36.34	36.86	72.9	72.7	72.6	72.7
2008	37.53	37.81	38.43	37.23	72.8	73.0	73.2	73.0
2009	37.69	37.45	37.40	36.67	73.0	71.7	71.6	71.8
2010	36.79	36.96	37.31	36.57	71.8	71.8	71.9	73.0
2011	37.04	37.10	37.09	36.37	72.8	72.7	72.7	72.0
2012	36.65	36.78	36.99	36.95	71.8	71.9	71.9	71.7
2013	37.31	37.35	37.69	36.77	71.7	71.7	71.6	70.9
2014	36.81	37.14	37.38	37.68	70.6	70.9	71.0	71.6
2015	37.96	38.37	38.37	39.40	71.6	71.9	72.0	72.9
2016	39.56	39.43	39.94	39.06	72.9	73.0	72.7	72.2
2017	40.17	40.58	40.72	41.77	72.2	72.1	72.1	72.3
2018	41.22	41.40	41.36	43.00	71.9	72.0	72.2	71.6
2019	43.43	43.73	43.61	43.03	71.5	71.6	71.6	70.9
2020	43.80	43.88	–	–	71.2	71.1	–	–
Total benefits								
2006	–	–	–	13.17	–	–	–	27.0
2007	13.40	13.58	13.73	13.81	27.1	27.3	27.4	27.3
2008	13.99	13.99	14.06	13.79	27.2	27.0	26.8	27.0
2009	13.97	14.75	14.82	14.38	27.0	28.3	28.4	28.2
2010	14.47	14.53	14.58	13.52	28.2	28.2	28.1	27.0
2011	13.83	13.93	13.94	14.13	27.2	27.3	27.3	28.0
2012	14.39	14.36	14.45	14.57	28.2	28.1	28.1	28.3
2013	14.70	14.76	14.92	15.08	28.3	28.3	28.4	29.1
2014	15.31	15.24	15.29	14.92	29.4	29.1	29.0	28.4
2015	15.05	14.99	14.92	14.63	28.4	28.1	28.0	27.1
2016	14.72	14.60	15.01	15.00	27.1	27.0	27.3	27.8
2017	15.49	15.71	15.73	16.02	27.8	27.9	27.9	27.7
2018	16.10	16.07	15.96	17.08	28.1	28.0	27.8	28.4
2019	17.28	17.35	17.27	17.63	28.5	28.4	28.4	29.1
2020	17.72	17.87	–	–	28.8	28.9	–	–
Paid leave								
2006	–	–	–	3.98	–	–	–	8.2
2007	4.00	4.03	3.99	4.06	8.1	8.1	8.0	8.0
2008	4.10	4.10	4.19	3.94	8.0	7.9	8.0	7.7
2009	4.01	3.98	4.01	3.91	7.8	7.6	7.7	7.7
2010	3.97	4.00	4.02	3.98	7.7	7.8	7.7	7.9
2011	4.00	4.03	4.06	4.09	7.9	7.9	7.9	8.1
2012	4.15	4.14	4.16	4.27	8.1	8.1	8.1	8.3
2013	4.31	4.29	4.32	4.23	8.3	8.2	8.2	8.2
2014	4.25	4.27	4.28	4.13	8.1	8.1	8.1	7.9
2015	4.16	4.19	4.19	4.00	7.9	7.8	7.9	7.4
2016	4.04	4.03	4.21	4.33	7.4	7.5	7.7	8.0
2017	4.33	4.38	4.37	4.62	7.8	7.8	7.7	8.0
2018	4.67	4.63	4.61	5.09	8.1	8.0	8.0	8.5
2019	5.20	5.24	5.22	5.40	8.6	8.6	8.6	8.9

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	5.51	5.51	–	–	9.0	8.9	–	–
Supplemental pay								
2006	–	–	–	1.46	–	–	–	3.0
2007	1.49	1.52	1.52	1.52	3.0	3.0	3.0	3.0
2008	1.47	1.47	1.34	1.60	2.9	2.8	2.6	3.1
2009	1.51	2.36	2.37	2.15	2.9	4.5	4.5	4.2
2010	2.05	2.08	2.07	1.09	4.0	4.0	4.0	2.2
2011	1.20	1.21	1.20	1.43	2.4	2.4	2.4	2.8
2012	1.51	1.48	1.47	1.42	3.0	2.9	2.9	2.8
2013	1.36	1.34	1.36	1.63	2.6	2.6	2.6	3.2
2014	1.74	1.44	1.43	1.67	3.3	2.8	2.7	3.2
2015	1.75	1.73	1.73	1.72	3.3	3.2	3.3	3.2
2016	1.70	1.60	1.57	1.36	3.1	3.0	2.9	2.5
2017	1.56	1.60	1.61	1.91	2.8	2.8	2.9	3.3
2018	1.81	1.83	1.80	1.85	3.2	3.2	3.1	3.1
2019	1.90	1.90	1.89	2.14	3.1	3.1	3.1	3.5
2020	1.98	2.11	–	–	3.2	3.4	–	–
Insurance								
2006	–	–	–	2.72	–	–	–	5.6
2007	2.82	2.86	2.87	2.86	5.7	5.7	5.7	5.6
2008	2.96	2.94	2.98	2.97	5.7	5.7	5.7	5.8
2009	3.01	2.99	3.01	3.05	5.8	5.7	5.8	6.0
2010	3.12	3.13	3.14	3.19	6.1	6.1	6.1	6.4
2011	3.27	3.30	3.31	3.31	6.4	6.5	6.5	6.5
2012	3.35	3.35	3.35	3.38	6.6	6.5	6.5	6.6
2013	3.54	3.57	3.54	3.48	6.8	6.8	6.7	6.7
2014	3.53	3.53	3.53	3.38	6.8	6.7	6.7	6.4
2015	3.42	3.39	3.38	3.23	6.4	6.4	6.3	6.0
2016	3.35	3.35	3.51	3.59	6.2	6.2	6.4	6.6
2017	3.66	3.65	3.64	3.52	6.6	6.5	6.4	6.1
2018	3.62	3.59	3.59	3.80	6.3	6.2	6.3	6.3
2019	3.79	3.79	3.76	3.84	6.2	6.2	6.2	6.3
2020	3.88	3.89	–	–	6.3	6.3	–	–
Retirement and savings								
2006	–	–	–	1.55	–	–	–	3.2
2007	1.59	1.68	1.86	1.86	3.2	3.4	3.7	3.7
2008	1.89	1.90	1.93	1.72	3.7	3.7	3.7	3.4
2009	1.84	1.82	1.84	1.75	3.6	3.5	3.5	3.4
2010	1.77	1.73	1.76	1.71	3.5	3.4	3.4	3.4
2011	1.76	1.77	1.75	1.75	3.5	3.5	3.4	3.5
2012	1.78	1.78	1.83	1.86	3.5	3.5	3.6	3.6
2013	1.83	1.91	2.00	2.06	3.5	3.7	3.8	4.0
2014	2.07	2.30	2.33	2.08	4.0	4.4	4.4	3.9
2015	2.03	1.98	1.92	1.89	3.8	3.7	3.6	3.5
2016	1.84	1.83	1.91	1.97	3.4	3.4	3.5	3.6
2017	2.06	2.18	2.21	2.03	3.7	3.9	3.9	3.5
2018	2.04	2.07	2.01	2.24	3.6	3.6	3.5	3.7
2019	2.27	2.26	2.25	2.14	3.7	3.7	3.7	3.5
2020	2.18	2.17	–	–	3.5	3.5	–	–
Legally required benefits								
2006	–	–	–	3.46	–	–	–	7.1
2007	3.50	3.50	3.50	3.51	7.1	7.0	7.0	6.9
2008	3.57	3.58	3.62	3.56	6.9	6.9	6.9	7.0
2009	3.60	3.60	3.59	3.52	7.0	6.9	6.9	6.9
2010	3.56	3.58	3.60	3.55	6.9	6.9	6.9	7.1
2011	3.60	3.62	3.62	3.54	7.1	7.1	7.1	7.0
2012	3.60	3.62	3.64	3.63	7.1	7.1	7.1	7.1
2013	3.66	3.66	3.69	3.67	7.0	7.0	7.0	7.1
2014	3.71	3.71	3.71	3.65	7.1	7.1	7.0	6.9
2015	3.69	3.71	3.70	3.78	7.0	7.0	6.9	7.0

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.80	3.78	3.81	3.76	7.0	7.0	6.9	7.0
2017	3.88	3.90	3.90	3.93	7.0	6.9	6.9	6.8
2018	3.96	3.96	3.95	4.10	6.9	6.9	6.9	6.8
2019	4.13	4.15	4.16	4.11	6.8	6.8	6.8	6.8
2020	4.18	4.18	–	–	6.8	6.8	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$21.37	–	–	–	100.0
2007	21.76	22.02	22.04	22.34	100.0	100.0	100.0	100.0
2008	22.55	22.82	23.00	23.37	100.0	100.0	100.0	100.0
2009	23.45	23.47	23.36	23.04	100.0	100.0	100.0	100.0
2010	23.30	23.29	23.32	23.26	100.0	100.0	100.0	100.0
2011	23.67	23.74	23.66	25.06	100.0	100.0	100.0	100.0
2012	25.33	25.32	25.38	25.42	100.0	100.0	100.0	100.0
2013	26.01	26.00	25.92	25.72	100.0	100.0	100.0	100.0
2014	25.62	26.01	26.28	26.47	100.0	100.0	100.0	100.0
2015	27.65	26.28	26.77	27.15	100.0	100.0	100.0	100.0
2016	27.46	27.09	27.04	27.02	100.0	100.0	100.0	100.0
2017	27.00	27.16	27.46	29.04	100.0	100.0	100.0	100.0
2018	28.86	28.97	29.77	29.88	100.0	100.0	100.0	100.0
2019	30.57	30.89	31.14	29.74	100.0	100.0	100.0	100.0
2020	31.77	31.20	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.94	–	–	–	74.6
2007	16.19	16.36	16.37	16.59	74.4	74.3	74.3	74.3
2008	16.77	17.01	17.12	17.28	74.4	74.5	74.5	73.9
2009	17.35	17.34	17.25	17.06	74.0	73.9	73.8	74.0
2010	17.21	17.23	17.24	17.12	73.9	73.9	73.9	73.6
2011	17.31	17.38	17.33	18.12	73.1	73.2	73.2	72.3
2012	18.25	18.28	18.30	18.37	72.0	72.2	72.1	72.3
2013	18.78	18.73	18.67	18.70	72.2	72.0	72.0	72.7
2014	18.57	18.78	18.97	19.26	72.5	72.2	72.2	72.8
2015	20.39	19.19	19.60	20.12	73.7	73.0	73.2	74.1
2016	20.46	20.13	19.91	19.85	74.5	74.3	73.6	73.5
2017	19.85	19.89	20.18	20.97	73.5	73.2	73.5	72.2
2018	20.93	20.98	21.62	21.39	72.5	72.4	72.6	71.6
2019	22.02	22.09	22.33	21.30	72.1	71.5	71.7	71.6
2020	23.16	22.47	–	–	72.9	72.0	–	–
Total benefits								
2006	–	–	–	5.43	–	–	–	25.4
2007	5.57	5.66	5.66	5.75	25.6	25.7	25.7	25.7
2008	5.78	5.82	5.87	6.09	25.6	25.5	25.5	26.1
2009	6.10	6.12	6.11	5.98	26.0	26.1	26.2	26.0
2010	6.09	6.07	6.08	6.14	26.1	26.1	26.1	26.4
2011	6.36	6.35	6.33	6.94	26.9	26.8	26.8	27.7
2012	7.08	7.04	7.08	7.05	28.0	27.8	27.9	27.7
2013	7.22	7.28	7.25	7.02	27.8	28.0	28.0	27.3
2014	7.05	7.23	7.30	7.21	27.5	27.8	27.8	27.2
2015	7.27	7.10	7.16	7.04	26.3	27.0	26.8	25.9
2016	7.00	6.95	7.13	7.17	25.5	25.7	26.4	26.5
2017	7.15	7.26	7.27	8.07	26.5	26.8	26.5	27.8
2018	7.93	8.00	8.15	8.49	27.5	27.6	27.4	28.4
2019	8.54	8.80	8.81	8.44	27.9	28.5	28.3	28.4
2020	8.61	8.73	–	–	27.1	28.0	–	–
Paid leave								
2006	–	–	–	1.37	–	–	–	6.4
2007	1.40	1.41	1.41	1.44	6.4	6.4	6.4	6.4
2008	1.44	1.46	1.48	1.51	6.4	6.4	6.4	6.4
2009	1.50	1.49	1.48	1.44	6.4	6.4	6.4	6.2
2010	1.47	1.45	1.45	1.43	6.3	6.2	6.2	6.1
2011	1.47	1.46	1.46	1.61	6.2	6.2	6.2	6.4
2012	1.63	1.60	1.61	1.59	6.4	6.3	6.3	6.3
2013	1.64	1.63	1.63	1.57	6.3	6.3	6.3	6.1
2014	1.56	1.58	1.60	1.67	6.1	6.1	6.1	6.3
2015	1.65	1.65	1.67	1.73	6.0	6.3	6.2	6.4
2016	1.74	1.71	1.76	1.78	6.3	6.3	6.5	6.6
2017	1.79	1.77	1.79	2.09	6.6	6.5	6.5	7.2
2018	2.04	2.02	2.11	2.23	7.1	7.0	7.1	7.5
2019	2.31	2.36	2.38	2.15	7.6	7.6	7.6	7.2

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2020	2.18	2.22	–	–	6.9	7.1	–	–
Supplemental pay								
2006	–	–	–	0.41	–	–	–	1.9
2007	.42	.43	0.43	.43	1.9	2.0	1.9	1.9
2008	.43	.43	.44	.45	1.9	1.9	1.9	1.9
2009	.43	.45	.44	.42	1.8	1.9	1.9	1.8
2010	.41	.39	.39	.40	1.8	1.7	1.7	1.7
2011	.43	.41	.41	.46	1.8	1.7	1.7	1.9
2012	.48	.48	.48	.49	1.9	1.9	1.9	1.9
2013	.49	.53	.51	.58	1.9	2.0	2.0	2.3
2014	.56	.57	.58	.60	2.2	2.2	2.2	2.3
2015	.61	.60	.61	.59	2.2	2.3	2.3	2.2
2016	.57	.57	.59	.59	2.1	2.1	2.2	2.2
2017	.62	.65	.64	.73	2.3	2.4	2.3	2.5
2018	.75	.75	.74	.85	2.6	2.6	2.5	2.8
2019	.78	.89	.89	.94	2.5	2.9	2.9	3.2
2020	.91	.95	–	–	2.9	3.0	–	–
Insurance								
2006	–	–	–	1.43	–	–	–	6.7
2007	1.52	1.56	1.56	1.59	7.0	7.1	7.1	7.1
2008	1.61	1.62	1.61	1.75	7.1	7.1	7.0	7.5
2009	1.80	1.80	1.85	1.84	7.7	7.7	7.9	8.0
2010	1.89	1.91	1.91	1.96	8.1	8.2	8.2	8.4
2011	2.04	2.06	2.04	2.27	8.6	8.7	8.6	9.1
2012	2.31	2.29	2.31	2.22	9.1	9.1	9.1	8.8
2013	2.31	2.32	2.29	2.17	8.9	8.9	8.8	8.4
2014	2.23	2.24	2.26	2.15	8.7	8.6	8.6	8.1
2015	2.18	2.16	2.18	1.94	7.9	8.2	8.1	7.2
2016	1.98	1.99	2.05	2.05	7.2	7.3	7.6	7.6
2017	2.03	2.04	2.05	2.22	7.5	7.5	7.4	7.6
2018	2.16	2.18	2.21	2.34	7.5	7.5	7.4	7.8
2019	2.39	2.43	2.41	2.49	7.8	7.9	7.7	8.4
2020	2.58	2.62	–	–	8.1	8.4	–	–
Retirement and savings								
2006	–	–	–	.47	–	–	–	2.2
2007	.46	.48	.49	.49	2.1	2.2	2.2	2.2
2008	.50	.50	.53	.56	2.2	2.2	2.3	2.4
2009	.54	.55	.52	.48	2.3	2.3	2.2	2.1
2010	.48	.46	.47	.50	2.1	2.0	2.0	2.2
2011	.53	.53	.52	.61	2.2	2.2	2.2	2.5
2012	.64	.64	.65	.70	2.5	2.5	2.6	2.7
2013	.71	.72	.74	.66	2.7	2.8	2.9	2.6
2014	.68	.81	.81	.72	2.6	3.1	3.1	2.7
2015	.74	.63	.64	.70	2.7	2.4	2.4	2.6
2016	.66	.67	.70	.71	2.4	2.5	2.6	2.6
2017	.69	.77	.74	.89	2.6	2.8	2.7	3.1
2018	.84	.90	.90	.87	2.9	3.1	3.0	2.9
2019	.85	.88	.88	.69	2.8	2.9	2.8	2.3
2020	.70	.71	–	–	2.2	2.3	–	–
Legally required benefits								
2006	–	–	–	1.75	–	–	–	8.2
2007	1.77	1.78	1.78	1.80	8.1	8.1	8.1	8.1
2008	1.80	1.81	1.81	1.83	8.0	7.9	7.9	7.8
2009	1.83	1.84	1.82	1.81	7.8	7.8	7.8	7.8
2010	1.84	1.85	1.85	1.86	7.9	7.9	8.0	8.0
2011	1.89	1.90	1.89	1.98	8.0	8.0	8.0	7.9
2012	2.02	2.02	2.03	2.04	8.0	8.0	8.0	8.0
2013	2.08	2.08	2.07	2.04	8.0	8.0	8.0	7.9
2014	2.02	2.04	2.05	2.06	7.9	7.8	7.8	7.8
2015	2.08	2.06	2.07	2.07	7.5	7.8	7.7	7.6

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2016	2.05	2.01	2.03	2.03	7.5	7.4	7.5	7.5
2017	2.03	2.03	2.06	2.15	7.5	7.5	7.5	7.4
2018	2.15	2.15	2.19	2.20	7.4	7.4	7.3	7.4
2019	2.21	2.23	2.24	2.17	7.2	7.2	7.2	7.3
2020	2.24	2.24	–	–	7.0	7.2	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$21.05	–	–	–	100.0
2007	21.47	21.75	21.66	21.94	100.0	100.0	100.0	100.0
2008	22.22	22.40	22.65	22.87	100.0	100.0	100.0	100.0
2009	22.98	23.11	22.99	22.70	100.0	100.0	100.0	100.0
2010	22.83	22.82	22.97	22.81	100.0	100.0	100.0	100.0
2011	23.12	23.16	23.29	23.98	100.0	100.0	100.0	100.0
2012	24.27	24.20	24.30	23.99	100.0	100.0	100.0	100.0
2013	24.57	24.66	24.64	23.85	100.0	100.0	100.0	100.0
2014	24.08	24.45	24.56	24.30	100.0	100.0	100.0	100.0
2015	24.41	24.13	24.30	23.44	100.0	100.0	100.0	100.0
2016	23.69	23.81	23.97	24.24	100.0	100.0	100.0	100.0
2017	24.37	24.62	24.82	26.02	100.0	100.0	100.0	100.0
2018	26.38	26.70	26.80	27.20	100.0	100.0	100.0	100.0
2019	27.24	27.80	27.89	27.38	100.0	100.0	100.0	100.0
2020	28.00	28.12	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.61	–	–	–	74.2
2007	15.90	16.07	16.02	16.21	74.1	73.9	73.9	73.9
2008	16.43	16.58	16.75	16.78	73.9	74.0	74.0	73.4
2009	16.91	17.01	16.90	16.74	73.6	73.6	73.5	73.7
2010	16.79	16.79	16.91	16.72	73.5	73.5	73.6	73.3
2011	16.88	16.91	17.00	17.22	73.0	73.0	73.0	71.8
2012	17.37	17.34	17.42	17.24	71.6	71.7	71.7	71.9
2013	17.63	17.69	17.69	17.08	71.8	71.7	71.8	71.6
2014	17.20	17.37	17.45	17.31	71.4	71.1	71.1	71.2
2015	17.35	17.28	17.39	17.05	71.1	71.6	71.6	72.7
2016	17.27	17.36	17.42	17.62	72.9	72.9	72.7	72.7
2017	17.74	17.87	18.03	18.70	72.8	72.6	72.7	71.9
2018	19.01	19.26	19.34	19.40	72.1	72.1	72.2	71.3
2019	19.57	19.80	19.90	19.35	71.9	71.2	71.4	70.7
2020	19.79	19.81	–	–	70.7	70.4	–	–
Total benefits								
2006	–	–	–	5.43	–	–	–	25.8
2007	5.57	5.68	5.64	5.73	25.9	26.1	26.1	26.1
2008	5.79	5.82	5.89	6.09	26.1	26.0	26.0	26.6
2009	6.07	6.10	6.09	5.97	26.4	26.4	26.5	26.3
2010	6.05	6.04	6.05	6.09	26.5	26.5	26.4	26.7
2011	6.24	6.25	6.29	6.76	27.0	27.0	27.0	28.2
2012	6.90	6.86	6.88	6.75	28.4	28.3	28.3	28.1
2013	6.94	6.97	6.95	6.77	28.2	28.3	28.2	28.4
2014	6.88	7.08	7.10	6.99	28.6	28.9	28.9	28.8
2015	7.06	6.85	6.91	6.39	28.9	28.4	28.4	27.3
2016	6.42	6.44	6.55	6.62	27.1	27.1	27.3	27.3
2017	6.63	6.75	6.78	7.32	27.2	27.4	27.3	28.1
2018	7.37	7.44	7.46	7.81	27.9	27.9	27.8	28.7
2019	7.67	8.00	7.99	8.03	28.1	28.8	28.6	29.3
2020	8.22	8.31	–	–	29.3	29.6	–	–
Paid leave								
2006	–	–	–	1.35	–	–	–	6.4
2007	1.38	1.39	1.38	1.41	6.4	6.4	6.4	6.4
2008	1.42	1.42	1.46	1.49	6.4	6.4	6.4	6.5
2009	1.48	1.47	1.46	1.42	6.5	6.4	6.4	6.3
2010	1.44	1.43	1.42	1.39	6.3	6.3	6.2	6.1
2011	1.43	1.42	1.43	1.55	6.2	6.1	6.2	6.5
2012	1.56	1.54	1.54	1.48	6.4	6.4	6.3	6.2
2013	1.53	1.52	1.52	1.47	6.2	6.2	6.2	6.2
2014	1.50	1.51	1.52	1.55	6.2	6.2	6.2	6.4
2015	1.56	1.54	1.56	1.50	6.4	6.4	6.4	6.4
2016	1.52	1.53	1.54	1.57	6.4	6.4	6.4	6.5
2017	1.58	1.60	1.60	1.78	6.5	6.5	6.5	6.9
2018	1.82	1.83	1.83	1.95	6.9	6.9	6.8	7.2
2019	1.92	1.99	1.99	1.99	7.1	7.1	7.1	7.3

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2020	2.03	2.05	–	–	7.3	7.3	–	–
Supplemental pay								
2006	–	–	–	0.40	–	–	–	1.9
2007	.42	.43	0.42	.43	1.9	2.0	1.9	1.9
2008	.43	.42	.44	.45	1.9	1.9	1.9	1.9
2009	.39	.42	.41	.42	1.7	1.8	1.8	1.9
2010	.41	.40	.39	.40	1.8	1.8	1.7	1.8
2011	.41	.39	.41	.47	1.8	1.7	1.8	1.9
2012	.48	.48	.47	.48	2.0	2.0	2.0	2.0
2013	.48	.51	.49	.57	2.0	2.1	2.0	2.4
2014	.57	.58	.59	.63	2.4	2.4	2.4	2.6
2015	.63	.60	.61	.55	2.6	2.5	2.5	2.3
2016	.52	.53	.53	.54	2.2	2.2	2.2	2.2
2017	.57	.61	.61	.72	2.4	2.5	2.5	2.8
2018	.71	.72	.71	.81	2.7	2.7	2.7	3.0
2019	.74	.87	.87	.90	2.7	3.1	3.1	3.3
2020	.88	.91	–	–	3.1	3.2	–	–
Insurance								
2006	–	–	–	1.47	–	–	–	7.0
2007	1.54	1.59	1.58	1.62	7.2	7.3	7.3	7.4
2008	1.65	1.67	1.66	1.79	7.4	7.5	7.3	7.8
2009	1.84	1.83	1.88	1.86	8.0	7.9	8.2	8.2
2010	1.91	1.93	1.93	1.98	8.3	8.4	8.4	8.7
2011	2.03	2.05	2.06	2.26	8.8	8.9	8.9	9.4
2012	2.30	2.28	2.29	2.19	9.5	9.4	9.4	9.1
2013	2.28	2.28	2.25	2.17	9.3	9.2	9.1	9.1
2014	2.23	2.24	2.25	2.15	9.3	9.1	9.2	8.8
2015	2.18	2.16	2.18	1.93	8.9	9.0	9.0	8.2
2016	1.96	1.98	2.03	2.05	8.3	8.3	8.5	8.4
2017	2.01	2.02	2.03	2.13	8.3	8.2	8.2	8.2
2018	2.13	2.16	2.17	2.34	8.1	8.1	8.1	8.6
2019	2.35	2.42	2.39	2.50	8.6	8.7	8.6	9.1
2020	2.60	2.64	–	–	9.3	9.4	–	–
Retirement and savings								
2006	–	–	–	.49	–	–	–	2.3
2007	.48	.51	.51	.51	2.3	2.3	2.3	2.3
2008	.52	.52	.56	.58	2.3	2.3	2.5	2.5
2009	.55	.57	.55	.49	2.4	2.5	2.4	2.1
2010	.49	.47	.47	.50	2.1	2.1	2.1	2.2
2011	.53	.52	.53	.59	2.3	2.3	2.3	2.5
2012	.62	.62	.63	.65	2.6	2.5	2.6	2.7
2013	.67	.67	.70	.63	2.7	2.7	2.9	2.6
2014	.65	.80	.80	.72	2.7	3.3	3.2	3.0
2015	.73	.61	.62	.55	3.0	2.5	2.5	2.3
2016	.54	.54	.56	.58	2.3	2.3	2.4	2.4
2017	.58	.62	.63	.70	2.4	2.5	2.5	2.7
2018	.70	.71	.71	.67	2.6	2.7	2.7	2.5
2019	.63	.67	.68	.64	2.3	2.4	2.4	2.3
2020	.66	.66	–	–	2.4	2.3	–	–
Legally required benefits								
2006	–	–	–	1.73	–	–	–	8.2
2007	1.75	1.76	1.75	1.77	8.1	8.1	8.1	8.1
2008	1.77	1.78	1.79	1.79	8.0	7.9	7.9	7.8
2009	1.80	1.81	1.79	1.78	7.8	7.8	7.8	7.8
2010	1.81	1.81	1.83	1.82	7.9	8.0	8.0	8.0
2011	1.85	1.86	1.86	1.90	8.0	8.0	8.0	7.9
2012	1.94	1.94	1.95	1.95	8.0	8.0	8.0	8.1
2013	1.98	1.99	1.98	1.93	8.1	8.1	8.0	8.1
2014	1.93	1.95	1.95	1.95	8.0	8.0	7.9	8.0
2015	1.95	1.94	1.94	1.87	8.0	8.0	8.0	8.0

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2016	1.88	1.87	1.88	1.88	7.9	7.9	7.8	7.8
2017	1.89	1.90	1.91	1.99	7.8	7.7	7.7	7.6
2018	2.01	2.02	2.03	2.04	7.6	7.6	7.6	7.5
2019	2.02	2.05	2.06	2.02	7.4	7.4	7.4	7.4
2020	2.05	2.05	–	–	7.3	7.3	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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	–	–	–	$13.20	–	–	–	100.0
2007	13.34	13.44	13.53	13.66	100.0	100.0	100.0	100.0
2008	13.88	13.91	14.11	14.76	100.0	100.0	100.0	100.0
2009	15.18	15.18	15.15	15.57	100.0	100.0	100.0	100.0
2010	15.73	15.73	15.82	16.02	100.0	100.0	100.0	100.0
2011	16.14	16.18	16.21	15.97	100.0	100.0	100.0	100.0
2012	15.95	15.99	16.02	15.86	100.0	100.0	100.0	100.0
2013	15.69	15.81	15.82	15.84	100.0	100.0	100.0	100.0
2014	15.85	15.98	15.98	15.92	100.0	100.0	100.0	100.0
2015	16.02	15.89	15.93	15.49	100.0	100.0	100.0	100.0
2016	15.57	15.91	16.01	16.35	100.0	100.0	100.0	100.0
2017	16.38	16.40	16.58	17.25	100.0	100.0	100.0	100.0
2018	17.42	17.51	17.55	18.24	100.0	100.0	100.0	100.0
2019	18.60	18.50	18.55	19.41	100.0	100.0	100.0	100.0
2020	19.67	19.97	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.25	–	–	–	77.6
2007	10.41	10.49	10.56	10.65	78.1	78.1	78.0	77.9
2008	10.78	10.83	10.98	11.33	77.7	77.9	77.8	76.8
2009	11.73	11.76	11.75	12.01	77.3	77.5	77.6	77.1
2010	12.14	12.14	12.26	12.39	77.2	77.2	77.5	77.4
2011	12.45	12.47	12.50	12.13	77.1	77.1	77.1	75.9
2012	12.10	12.11	12.14	12.19	75.8	75.7	75.8	76.8
2013	12.05	12.14	12.12	12.04	76.8	76.8	76.6	76.0
2014	12.03	12.18	12.20	12.21	75.9	76.2	76.3	76.7
2015	12.24	12.12	12.14	12.06	76.4	76.3	76.2	77.8
2016	12.13	12.40	12.46	12.76	77.9	77.9	77.8	78.0
2017	12.77	12.79	12.92	13.29	78.0	78.0	77.9	77.1
2018	13.41	13.47	13.56	14.02	77.0	76.9	77.2	76.9
2019	14.22	14.17	14.26	14.74	76.5	76.6	76.9	75.9
2020	14.94	15.11	–	–	75.9	75.6	–	–
Total benefits								
2006	–	–	–	2.95	–	–	–	22.4
2007	2.93	2.94	2.98	3.01	21.9	21.9	22.0	22.1
2008	3.10	3.08	3.14	3.43	22.3	22.1	22.2	23.2
2009	3.45	3.42	3.40	3.56	22.7	22.5	22.4	22.9
2010	3.59	3.58	3.57	3.63	22.8	22.8	22.5	22.6
2011	3.69	3.71	3.72	3.85	22.9	22.9	22.9	24.1
2012	3.85	3.88	3.88	3.68	24.2	24.3	24.2	23.2
2013	3.64	3.67	3.70	3.79	23.2	23.2	23.4	24.0
2014	3.81	3.80	3.79	3.71	24.1	23.8	23.7	23.3
2015	3.78	3.77	3.80	3.43	23.6	23.7	23.8	22.2
2016	3.44	3.52	3.55	3.59	22.1	22.1	22.2	22.0
2017	3.61	3.60	3.66	3.95	22.0	22.0	22.1	22.9
2018	4.02	4.04	4.00	4.22	23.0	23.1	22.8	23.1
2019	4.38	4.33	4.29	4.67	23.5	23.4	23.1	24.1
2020	4.73	4.86	–	–	24.1	24.4	–	–
Paid leave								
2006	–	–	–	.43	–	–	–	3.2
2007	.43	.43	.43	.44	3.2	3.2	3.2	3.2
2008	.45	.44	.45	.54	3.3	3.2	3.2	3.6
2009	.53	.55	.54	.56	3.5	3.6	3.6	3.6
2010	.55	.55	.56	.58	3.5	3.5	3.5	3.6
2011	.59	.58	.59	.65	3.6	3.6	3.6	4.1
2012	.64	.64	.64	.62	4.0	4.0	4.0	3.9
2013	.61	.61	.60	.63	3.9	3.9	3.8	4.0
2014	.63	.63	.62	.61	4.0	4.0	3.9	3.8
2015	.62	.63	.63	.53	3.9	3.9	4.0	3.4
2016	.53	.54	.53	.54	3.4	3.4	3.3	3.3
2017	.55	.56	.59	.65	3.4	3.4	3.5	3.8
2018	.66	.65	.64	.73	3.8	3.7	3.7	4.0
2019	.79	.77	.74	.82	4.2	4.1	4.0	4.2

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2020	0.84	0.85	–	–	4.2	4.3	–	–
Supplemental pay								
2006	–	–	–	0.30	–	–	–	2.2
2007	.29	.29	0.30	.29	2.2	2.2	2.2	2.1
2008	.30	.31	.31	.38	2.1	2.2	2.2	2.6
2009	.37	.36	.36	.43	2.4	2.4	2.4	2.8
2010	.42	.40	.42	.41	2.7	2.6	2.6	2.5
2011	.43	.42	.41	.44	2.6	2.6	2.5	2.7
2012	.44	.44	.45	.37	2.7	2.8	2.8	2.3
2013	.35	.36	.38	.30	2.2	2.3	2.4	1.9
2014	.31	.31	.31	.27	1.9	1.9	1.9	1.7
2015	.29	.28	.28	.26	1.8	1.8	1.8	1.7
2016	.26	.27	.27	.28	1.6	1.7	1.7	1.7
2017	.29	.29	.29	.39	1.7	1.7	1.7	2.3
2018	.41	.42	.42	.44	2.3	2.4	2.4	2.4
2019	.45	.46	.46	.52	2.4	2.5	2.5	2.7
2020	.53	.56	–	–	2.7	2.8	–	–
Insurance								
2006	–	–	–	.60	–	–	–	4.6
2007	.57	.59	.59	.61	4.3	4.4	4.4	4.5
2008	.66	.65	.66	.79	4.8	4.7	4.7	5.3
2009	.79	.70	.69	.71	5.2	4.6	4.5	4.6
2010	.72	.74	.69	.73	4.6	4.7	4.3	4.6
2011	.75	.75	.74	.87	4.6	4.6	4.6	5.4
2012	.86	.88	.89	.85	5.4	5.5	5.6	5.4
2013	.80	.81	.83	.72	5.1	5.1	5.2	4.5
2014	.75	.73	.71	.68	4.7	4.6	4.5	4.3
2015	.69	.70	.71	.45	4.3	4.4	4.4	2.9
2016	.44	.46	.47	.47	2.8	2.9	2.9	2.8
2017	.48	.48	.49	.96	2.9	2.9	3.0	5.6
2018	.98	1.00	.98	1.03	5.6	5.7	5.6	5.7
2019	1.11	1.07	1.05	1.23	6.0	5.8	5.7	6.3
2020	1.25	1.31	–	–	6.3	6.6	–	–
Retirement and savings								
2006	–	–	–	.12	–	–	–	.9
2007	.12	.11	.14	.14	.9	.8	1.0	1.1
2008	.16	.15	.17	.17	1.1	1.1	1.2	1.1
2009	.18	.21	.20	.22	1.2	1.4	1.3	1.4
2010	.22	.22	.21	.19	1.4	1.4	1.3	1.2
2011	.19	.20	.20	.22	1.2	1.2	1.2	1.3
2012	.22	.22	.22	.17	1.4	1.4	1.4	1.1
2013	.22	.22	.22	.19	1.4	1.4	1.4	1.2
2014	.19	.16	.16	.17	1.2	1.0	1.0	1.1
2015	.18	.18	.18	.13	1.1	1.1	1.1	.9
2016	.14	.14	.14	.14	.9	.9	.9	.9
2017	.15	.15	.14	.25	.9	.9	.8	1.4
2018	.24	.25	.24	.22	1.4	1.4	1.3	1.2
2019	.24	.23	.23	.24	1.3	1.2	1.2	1.2
2020	.25	.26	–	–	1.2	1.3	–	–
Legally required benefits								
2006	–	–	–	1.51	–	–	–	11.5
2007	1.51	1.52	1.52	1.53	11.3	11.3	11.2	11.2
2008	1.53	1.53	1.54	1.56	11.0	11.0	10.9	10.5
2009	1.60	1.60	1.61	1.63	10.5	10.5	10.6	10.5
2010	1.67	1.67	1.69	1.72	10.6	10.6	10.7	10.7
2011	1.74	1.76	1.78	1.68	10.8	10.9	11.0	10.5
2012	1.69	1.70	1.68	1.66	10.6	10.6	10.5	10.5
2013	1.66	1.67	1.67	1.95	10.6	10.6	10.6	12.3
2014	1.94	1.97	1.98	1.98	12.3	12.3	12.4	12.4
2015	2.00	1.98	1.99	2.07	12.5	12.4	12.5	13.3

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2016	2.08	2.12	2.14	2.16	13.4	13.3	13.3	13.2
2017	2.15	2.14	2.15	1.71	13.1	13.0	13.0	9.9
2018	1.73	1.72	1.72	1.79	9.9	9.9	9.8	9.8
2019	1.79	1.80	1.81	1.86	9.6	9.7	9.7	9.6
2020	1.87	1.88	–	–	9.5	9.4	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$15.05	–	–	–	100.0
2007	15.26	14.99	15.53	15.55	100.0	100.0	100.0	100.0
2008	16.42	16.21	16.38	15.57	100.0	100.0	100.0	100.0
2009	16.15	16.21	16.24	16.18	100.0	100.0	100.0	100.0
2010	16.27	16.24	16.44	16.07	100.0	100.0	100.0	100.0
2011	16.12	16.24	16.35	17.30	100.0	100.0	100.0	100.0
2012	17.60	17.86	17.38	17.63	100.0	100.0	100.0	100.0
2013	17.69	17.90	17.85	17.85	100.0	100.0	100.0	100.0
2014	18.05	17.92	18.11	18.37	100.0	100.0	100.0	100.0
2015	18.65	18.55	18.64	17.48	100.0	100.0	100.0	100.0
2016	17.69	17.31	17.86	17.91	100.0	100.0	100.0	100.0
2017	18.23	18.00	18.20	19.94	100.0	100.0	100.0	100.0
2018	20.21	20.39	20.65	19.82	100.0	100.0	100.0	100.0
2019	20.17	20.13	20.22	19.96	100.0	100.0	100.0	100.0
2020	20.25	20.11	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	11.13	–	–	–	74.0
2007	11.31	11.15	11.46	11.55	74.1	74.4	73.8	74.3
2008	12.06	11.92	12.06	11.72	73.5	73.6	73.6	75.3
2009	12.18	12.22	12.24	12.32	75.4	75.4	75.3	76.1
2010	12.34	12.27	12.43	12.18	75.8	75.6	75.6	75.8
2011	12.17	12.21	12.29	12.86	75.5	75.2	75.2	74.4
2012	13.10	13.26	13.05	13.20	74.4	74.2	75.1	74.9
2013	13.21	13.37	13.36	13.46	74.7	74.7	74.9	75.4
2014	13.66	13.63	13.78	13.92	75.7	76.1	76.1	75.7
2015	14.06	13.99	14.06	13.32	75.4	75.4	75.4	76.2
2016	13.49	13.37	13.72	13.76	76.2	77.2	76.8	76.8
2017	14.01	13.88	14.14	14.90	76.9	77.1	77.7	74.7
2018	15.13	15.32	15.50	14.92	74.9	75.1	75.1	75.3
2019	15.24	15.24	15.32	15.17	75.6	75.7	75.7	76.0
2020	15.42	15.32	–	–	76.2	76.2	–	–
Total benefits								
2006	–	–	–	3.92	–	–	–	26.0
2007	3.95	3.84	4.07	4.00	25.9	25.6	26.2	25.7
2008	4.36	4.28	4.32	3.85	26.5	26.4	26.4	24.7
2009	3.97	3.99	4.01	3.86	24.6	24.6	24.7	23.9
2010	3.93	3.97	4.01	3.89	24.2	24.4	24.4	24.2
2011	3.95	4.03	4.06	4.43	24.5	24.8	24.8	25.6
2012	4.51	4.61	4.33	4.43	25.6	25.8	24.9	25.1
2013	4.48	4.53	4.49	4.40	25.3	25.3	25.1	24.6
2014	4.39	4.28	4.34	4.46	24.3	23.9	23.9	24.3
2015	4.59	4.56	4.58	4.15	24.6	24.6	24.6	23.8
2016	4.21	3.94	4.15	4.15	23.8	22.8	23.2	23.2
2017	4.21	4.12	4.06	5.04	23.1	22.9	22.3	25.3
2018	5.08	5.07	5.15	4.90	25.1	24.9	24.9	24.7
2019	4.93	4.88	4.91	4.78	24.4	24.3	24.3	24.0
2020	4.83	4.79	–	–	23.8	23.8	–	–
Paid leave								
2006	–	–	–	.52	–	–	–	3.5
2007	.54	.52	.53	.53	3.5	3.5	3.4	3.4
2008	.57	.56	.56	.57	3.5	3.5	3.4	3.6
2009	.56	.56	.55	.55	3.5	3.4	3.4	3.4
2010	.55	.56	.56	.54	3.4	3.4	3.4	3.3
2011	.54	.55	.55	.70	3.4	3.4	3.4	4.0
2012	.71	.72	.71	.74	4.0	4.0	4.1	4.2
2013	.74	.74	.75	.73	4.2	4.1	4.2	4.1
2014	.74	.72	.72	.78	4.1	4.0	4.0	4.2
2015	.80	.77	.77	.66	4.3	4.2	4.1	3.8
2016	.68	.63	.64	.64	3.8	3.6	3.6	3.6
2017	.65	.62	.64	.80	3.6	3.5	3.5	4.0
2018	.79	.78	.80	.71	3.9	3.8	3.9	3.6
2019	.72	.70	.72	.63	3.6	3.5	3.6	3.2

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2020	0.64	0.62	–	–	3.2	3.1	–	–
Supplemental pay								
2006	–	–	–	0.50	–	–	–	3.3
2007	.51	.51	0.51	.50	3.4	3.4	3.3	3.2
2008	.55	.54	.54	.47	3.4	3.3	3.3	3.0
2009	.52	.52	.53	.50	3.2	3.2	3.3	3.1
2010	.51	.50	.50	.52	3.1	3.1	3.1	3.3
2011	.53	.58	.58	.53	3.3	3.6	3.5	3.1
2012	.54	.55	.39	.43	3.1	3.1	2.3	2.4
2013	.43	.44	.45	.46	2.5	2.5	2.5	2.6
2014	.45	.45	.46	.45	2.5	2.5	2.5	2.4
2015	.45	.45	.46	.38	2.4	2.4	2.4	2.2
2016	.38	.38	.39	.39	2.2	2.2	2.2	2.2
2017	.40	.39	.41	.50	2.2	2.2	2.3	2.5
2018	.55	.54	.55	.64	2.7	2.7	2.7	3.2
2019	.65	.66	.66	.80	3.2	3.3	3.3	4.0
2020	.81	.82	–	–	4.0	4.1	–	–
Insurance								
2006	–	–	–	.81	–	–	–	5.4
2007	.83	.82	.92	.89	5.4	5.4	5.9	5.7
2008	.97	.96	.97	.83	5.9	5.9	5.9	5.3
2009	.82	.83	.84	.82	5.1	5.1	5.2	5.1
2010	.84	.86	.85	.83	5.2	5.3	5.2	5.2
2011	.86	.87	.87	1.00	5.3	5.3	5.3	5.8
2012	1.03	1.07	1.00	1.01	5.8	6.0	5.8	5.7
2013	1.04	1.00	.93	.91	5.9	5.6	5.2	5.1
2014	.88	.83	.85	.88	4.9	4.7	4.7	4.8
2015	.96	.96	.97	.96	5.1	5.2	5.2	5.5
2016	.99	.83	.96	.95	5.6	4.8	5.4	5.3
2017	.96	.93	.83	1.29	5.3	5.2	4.6	6.5
2018	1.29	1.29	1.30	1.17	6.4	6.3	6.3	5.9
2019	1.15	1.14	1.14	1.02	5.7	5.7	5.6	5.1
2020	1.01	1.02	–	–	5.0	5.1	–	–
Retirement and savings								
2006	–	–	–	.21	–	–	–	1.4
2007	.20	.26	.26	.29	1.3	1.7	1.7	1.9
2008	.30	.29	.30	.24	1.8	1.8	1.8	1.6
2009	.29	.28	.27	.20	1.8	1.7	1.7	1.3
2010	.19	.20	.21	.17	1.2	1.2	1.3	1.1
2011	.17	.16	.16	.26	1.0	1.0	1.0	1.5
2012	.27	.27	.26	.28	1.5	1.5	1.5	1.6
2013	.29	.29	.30	.30	1.7	1.6	1.7	1.7
2014	.31	.29	.30	.36	1.7	1.6	1.6	2.0
2015	.38	.40	.39	.22	2.0	2.1	2.1	1.3
2016	.23	.21	.23	.23	1.3	1.2	1.3	1.3
2017	.24	.22	.22	.31	1.3	1.2	1.2	1.5
2018	.31	.31	.32	.22	1.6	1.5	1.6	1.1
2019	.23	.21	.22	.19	1.1	1.1	1.1	1.0
2020	.20	.19	–	–	1.0	.9	–	–
Legally required benefits								
2006	–	–	–	1.88	–	–	–	12.5
2007	1.86	1.74	1.85	1.78	12.2	11.6	11.9	11.5
2008	1.96	1.93	1.95	1.74	12.0	11.9	11.9	11.2
2009	1.79	1.81	1.81	1.80	11.1	11.2	11.1	11.1
2010	1.84	1.85	1.89	1.83	11.3	11.4	11.5	11.4
2011	1.85	1.87	1.90	1.95	11.5	11.5	11.6	11.3
2012	1.96	1.99	1.97	1.98	11.1	11.2	11.3	11.2
2013	1.98	2.06	2.06	2.00	11.2	11.5	11.5	11.2
2014	2.01	1.99	2.01	1.99	11.2	11.1	11.1	10.8
2015	2.00	1.98	1.99	1.93	10.7	10.7	10.7	11.0

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2016	1.93	1.90	1.93	1.94	10.9	11.0	10.8	10.8
2017	1.96	1.95	1.96	2.14	10.8	10.8	10.7	10.7
2018	2.14	2.15	2.17	2.17	10.6	10.5	10.5	10.9
2019	2.18	2.17	2.17	2.14	10.8	10.8	10.7	10.7
2020	2.17	2.14	–	–	10.7	10.6	–	–

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

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$15.60	–	–	–	100.0
2007	15.78	15.27	16.18	16.05	100.0	100.0	100.0	100.0
2008	16.99	16.92	17.01	15.36	100.0	100.0	100.0	100.0
2009	16.28	16.37	16.26	16.80	100.0	100.0	100.0	100.0
2010	16.94	16.83	17.10	15.97	100.0	100.0	100.0	100.0
2011	15.97	16.10	16.14	17.62	100.0	100.0	100.0	100.0
2012	17.64	17.77	17.20	17.24	100.0	100.0	100.0	100.0
2013	17.11	17.53	17.43	16.97	100.0	100.0	100.0	100.0
2014	17.02	17.17	17.34	17.25	100.0	100.0	100.0	100.0
2015	17.39	17.41	17.59	17.73	100.0	100.0	100.0	100.0
2016	17.92	17.03	17.96	17.98	100.0	100.0	100.0	100.0
2017	18.33	17.82	17.93	20.72	100.0	100.0	100.0	100.0
2018	20.97	20.95	21.19	21.41	100.0	100.0	100.0	100.0
2019	21.67	21.89	22.12	21.69	100.0	100.0	100.0	100.0
2020	22.07	22.03	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	11.37	–	–	–	72.9
2007	11.53	11.20	11.76	11.77	73.0	73.3	72.7	73.4
2008	12.31	12.27	12.36	11.54	72.5	72.5	72.6	75.2
2009	12.29	12.35	12.24	12.76	75.5	75.4	75.3	76.0
2010	12.77	12.65	12.89	12.23	75.4	75.2	75.4	76.6
2011	12.19	12.27	12.29	13.26	76.3	76.2	76.1	75.3
2012	13.29	13.37	13.05	13.03	75.4	75.2	75.8	75.6
2013	12.90	13.16	13.09	12.87	75.4	75.1	75.1	75.8
2014	12.96	13.13	13.25	13.13	76.2	76.5	76.4	76.1
2015	13.18	13.22	13.35	13.31	75.8	75.9	75.9	75.1
2016	13.46	13.12	13.64	13.69	75.1	77.0	75.9	76.1
2017	13.97	13.64	13.93	15.04	76.2	76.6	77.7	72.6
2018	15.24	15.32	15.44	15.56	72.7	73.1	72.9	72.6
2019	15.82	16.03	16.22	16.04	73.0	73.2	73.3	73.9
2020	16.37	16.38	–	–	74.2	74.3	–	–
Total benefits								
2006	–	–	–	4.23	–	–	–	27.1
2007	4.26	4.07	4.41	4.27	27.0	26.7	27.3	26.6
2008	4.68	4.65	4.65	3.81	27.5	27.5	27.4	24.8
2009	3.99	4.03	4.02	4.04	24.5	24.6	24.7	24.0
2010	4.17	4.18	4.21	3.74	24.6	24.8	24.6	23.4
2011	3.79	3.83	3.85	4.36	23.7	23.8	23.9	24.7
2012	4.35	4.40	4.15	4.21	24.6	24.8	24.2	24.4
2013	4.22	4.37	4.34	4.10	24.6	24.9	24.9	24.2
2014	4.06	4.04	4.08	4.12	23.8	23.5	23.6	23.9
2015	4.21	4.19	4.24	4.42	24.2	24.1	24.1	24.9
2016	4.46	3.91	4.32	4.29	24.9	23.0	24.1	23.9
2017	4.36	4.17	4.00	5.68	23.8	23.4	22.3	27.4
2018	5.73	5.63	5.75	5.86	27.3	26.9	27.1	27.4
2019	5.85	5.86	5.90	5.65	27.0	26.8	26.7	26.1
2020	5.70	5.65	–	–	25.8	25.7	–	–
Paid leave								
2006	–	–	–	.53	–	–	–	3.4
2007	.54	.50	.54	.54	3.4	3.3	3.3	3.4
2008	.58	.57	.57	.51	3.4	3.4	3.4	3.3
2009	.50	.50	.48	.53	3.1	3.1	3.0	3.2
2010	.52	.51	.52	.45	3.0	3.0	3.0	2.8
2011	.45	.46	.47	.67	2.8	2.9	2.9	3.8
2012	.67	.67	.67	.66	3.8	3.8	3.9	3.8
2013	.63	.66	.65	.60	3.7	3.7	3.7	3.5
2014	.60	.59	.59	.61	3.5	3.4	3.4	3.5
2015	.62	.61	.61	.63	3.6	3.5	3.5	3.5
2016	.64	.53	.58	.56	3.6	3.1	3.2	3.1
2017	.56	.51	.53	.81	3.1	2.9	3.0	3.9
2018	.76	.73	.76	.76	3.6	3.5	3.6	3.5
2019	.76	.77	.79	.63	3.5	3.5	3.6	2.9

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2020	0.64	0.64	–	–	2.9	2.9	–	–
Supplemental pay								
2006	–	–	–	0.45	–	–	–	2.9
2007	.47	.45	0.47	.45	2.9	3.0	2.9	2.8
2008	.49	.50	.50	.44	2.9	3.0	3.0	2.9
2009	.53	.53	.53	.53	3.2	3.2	3.3	3.1
2010	.55	.54	.54	.49	3.3	3.2	3.2	3.1
2011	.50	.49	.48	.36	3.1	3.0	3.0	2.1
2012	.36	.37	.33	.36	2.1	2.1	1.9	2.1
2013	.37	.40	.40	.41	2.2	2.3	2.3	2.4
2014	.39	.40	.40	.37	2.3	2.3	2.3	2.2
2015	.38	.38	.38	.35	2.2	2.2	2.2	2.0
2016	.36	.34	.35	.35	2.0	2.0	2.0	2.0
2017	.36	.35	.39	.49	2.0	2.0	2.2	2.4
2018	.58	.57	.57	.80	2.7	2.7	2.7	3.7
2019	.80	.81	.83	1.10	3.7	3.7	3.7	5.1
2020	1.11	1.11	–	–	5.0	5.0	–	–
Insurance								
2006	–	–	–	.93	–	–	–	6.0
2007	.96	.94	1.08	1.05	6.1	6.2	6.7	6.6
2008	1.14	1.09	1.09	.82	6.7	6.4	6.4	5.3
2009	.80	.83	.85	.84	4.9	5.0	5.2	5.0
2010	.90	.90	.86	.77	5.3	5.4	5.0	4.8
2011	.80	.82	.82	1.02	5.0	5.1	5.1	5.8
2012	1.04	1.07	.93	.96	5.9	6.0	5.4	5.6
2013	.99	.95	.93	.91	5.8	5.4	5.4	5.4
2014	.87	.85	.86	.84	5.1	4.9	5.0	4.9
2015	.90	.90	.92	1.14	5.2	5.1	5.3	6.5
2016	1.18	.83	1.11	1.09	6.6	4.9	6.2	6.0
2017	1.11	1.05	.83	1.74	6.0	5.9	4.6	8.4
2018	1.74	1.70	1.74	1.69	8.3	8.1	8.2	7.9
2019	1.68	1.67	1.67	1.39	7.7	7.6	7.5	6.4
2020	1.36	1.34	–	–	6.2	6.1	–	–
Retirement and savings								
2006	–	–	–	.23	–	–	–	1.5
2007	.23	.30	.26	.29	1.4	1.9	1.6	1.8
2008	.27	.28	.28	.22	1.6	1.7	1.7	1.4
2009	.24	.24	.22	.19	1.5	1.4	1.4	1.1
2010	.20	.22	.23	.12	1.2	1.3	1.3	.8
2011	.11	.12	.12	.25	.7	.7	.7	1.4
2012	.26	.26	.21	.25	1.5	1.4	1.2	1.4
2013	.26	.25	.25	.24	1.5	1.4	1.4	1.4
2014	.24	.24	.24	.33	1.4	1.4	1.4	1.9
2015	.34	.34	.33	.24	2.0	1.9	1.9	1.4
2016	.25	.21	.24	.24	1.4	1.3	1.3	1.4
2017	.25	.21	.19	.31	1.4	1.2	1.0	1.5
2018	.30	.30	.32	.24	1.4	1.4	1.5	1.1
2019	.24	.22	.23	.21	1.1	1.0	1.0	1.0
2020	.21	.20	–	–	.9	.9	–	–
Legally required benefits								
2006	–	–	–	2.08	–	–	–	13.3
2007	2.07	1.88	2.05	1.94	13.1	12.3	12.7	12.1
2008	2.19	2.20	2.21	1.82	12.9	13.0	13.0	11.9
2009	1.92	1.94	1.92	1.95	11.8	11.8	11.8	11.6
2010	2.01	2.01	2.06	1.91	11.9	12.0	12.1	12.0
2011	1.92	1.95	1.97	2.05	12.0	12.1	12.2	11.6
2012	2.01	2.04	2.01	1.98	11.4	11.5	11.7	11.5
2013	1.96	2.11	2.11	1.94	11.5	12.0	12.1	11.5
2014	1.95	1.96	1.99	1.97	11.5	11.4	11.5	11.4
2015	1.97	1.96	1.98	2.05	11.3	11.3	11.3	11.6

See footnotes at end of table.

Supplemental table 21. Private professional and business services industry workers, by occupational group: employer costs per hour 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								
2016	2.05	1.99	2.04	2.05	11.4	11.7	11.4	11.4
2017	2.08	2.05	2.06	2.34	11.4	11.5	11.5	11.3
2018	2.35	2.34	2.36	2.37	11.2	11.2	11.1	11.1
2019	2.37	2.38	2.39	2.33	10.9	10.9	10.8	10.7
2020	2.37	2.36	–	–	10.7	10.7	–	–

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

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$26.29	–	–	–	100.0
2007	26.55	26.96	27.11	27.46	100.0	100.0	100.0	100.0
2008	27.92	27.92	28.61	30.24	100.0	100.0	100.0	100.0
2009	29.39	30.48	30.38	28.99	100.0	100.0	100.0	100.0
2010	29.40	28.73	29.17	28.33	100.0	100.0	100.0	100.0
2011	29.84	29.68	29.74	30.66	100.0	100.0	100.0	100.0
2012	30.81	30.75	30.10	29.89	100.0	100.0	100.0	100.0
2013	30.36	29.96	30.32	31.39	100.0	100.0	100.0	100.0
2014	31.15	31.28	31.54	35.93	100.0	100.0	100.0	100.0
2015	36.67	35.42	35.99	38.13	100.0	100.0	100.0	100.0
2016	38.26	39.22	38.98	38.67	100.0	100.0	100.0	100.0
2017	40.02	40.32	40.15	40.45	100.0	100.0	100.0	100.0
2018	42.02	41.22	41.45	38.14	100.0	100.0	100.0	100.0
2019	39.25	38.90	39.16	38.75	100.0	100.0	100.0	100.0
2020	40.06	40.59	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.68	–	–	–	74.9
2007	19.85	20.16	20.26	20.60	74.8	74.8	74.7	75.0
2008	20.96	20.93	21.57	22.62	75.1	75.0	75.4	74.8
2009	21.97	22.26	22.15	21.20	74.7	73.0	72.9	73.1
2010	21.51	21.01	21.26	21.18	73.2	73.1	72.9	74.8
2011	22.28	22.09	22.13	22.66	74.7	74.4	74.4	73.9
2012	22.80	22.80	22.47	22.32	74.0	74.1	74.6	74.7
2013	22.70	22.38	22.64	23.38	74.8	74.7	74.7	74.5
2014	23.17	23.46	23.68	25.70	74.4	75.0	75.1	71.5
2015	26.37	25.39	25.80	27.38	71.9	71.7	71.7	71.8
2016	27.48	28.30	28.05	27.74	71.8	72.1	72.0	71.7
2017	28.53	28.77	28.70	28.65	71.3	71.3	71.5	70.8
2018	29.84	29.37	29.57	28.41	71.0	71.2	71.3	74.5
2019	29.19	28.98	29.20	28.64	74.4	74.5	74.6	73.9
2020	29.87	30.10	–	–	74.6	74.2	–	–
Total benefits								
2006	–	–	–	6.61	–	–	–	25.1
2007	6.70	6.81	6.85	6.87	25.2	25.2	25.3	25.0
2008	6.96	6.98	7.04	7.62	24.9	25.0	24.6	25.2
2009	7.42	8.22	8.23	7.79	25.3	27.0	27.1	26.9
2010	7.89	7.72	7.91	7.15	26.8	26.9	27.1	25.2
2011	7.56	7.59	7.61	8.00	25.3	25.6	25.6	26.1
2012	8.02	7.95	7.63	7.57	26.0	25.9	25.4	25.3
2013	7.66	7.58	7.68	8.01	25.2	25.3	25.3	25.5
2014	7.98	7.82	7.85	10.23	25.6	25.0	24.9	28.5
2015	10.30	10.04	10.19	10.76	28.1	28.3	28.3	28.2
2016	10.78	10.92	10.93	10.93	28.2	27.9	28.0	28.3
2017	11.49	11.56	11.45	11.80	28.7	28.7	28.5	29.2
2018	12.18	11.85	11.88	9.74	29.0	28.8	28.7	25.5
2019	10.06	9.92	9.96	10.11	25.6	25.5	25.4	26.1
2020	10.19	10.49	–	–	25.4	25.8	–	–
Paid leave								
2006	–	–	–	1.62	–	–	–	6.2
2007	1.63	1.67	1.66	1.71	6.2	6.2	6.1	6.2
2008	1.73	1.71	1.80	1.90	6.2	6.1	6.3	6.3
2009	1.81	1.84	1.84	1.71	6.1	6.0	6.0	5.9
2010	1.73	1.66	1.69	1.74	5.9	5.8	5.8	6.1
2011	1.87	1.84	1.85	1.99	6.3	6.2	6.2	6.5
2012	1.99	1.96	1.89	1.96	6.4	6.4	6.3	6.6
2013	2.01	1.94	1.98	2.07	6.6	6.5	6.5	6.6
2014	2.04	2.04	2.07	2.33	6.6	6.5	6.6	6.5
2015	2.28	2.25	2.28	2.43	6.2	6.3	6.3	6.4
2016	2.39	2.39	2.39	2.48	6.2	6.1	6.1	6.4
2017	2.53	2.53	2.51	2.79	6.3	6.3	6.2	6.9
2018	2.81	2.71	2.74	2.75	6.7	6.6	6.6	7.2
2019	2.92	2.89	2.88	2.89	7.4	7.4	7.4	7.5

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2020	2.95	3.04	–	–	7.4	7.5	–	–
Supplemental pay								
2006	–	–	–	0.85	–	–	–	3.2
2007	.84	.86	0.86	.83	3.2	3.2	3.2	3.0
2008	.81	.82	.73	1.03	2.9	3.0	2.6	3.4
2009	.98	1.67	1.68	1.51	3.3	5.5	5.5	5.2
2010	1.51	1.49	1.54	.81	5.1	5.2	5.3	2.8
2011	.82	.86	.87	.86	2.7	2.9	2.9	2.8
2012	.89	.88	.79	.65	2.9	2.9	2.6	2.2
2013	.59	.61	.63	.75	1.9	2.0	2.1	2.4
2014	.76	.62	.61	2.39	2.4	2.0	1.9	6.7
2015	2.55	2.40	2.41	2.48	6.9	6.8	6.7	6.5
2016	2.66	2.80	2.78	2.55	7.0	7.1	7.1	6.6
2017	2.82	2.83	2.82	2.98	7.0	7.0	7.0	7.4
2018	3.14	3.03	3.01	.95	7.5	7.3	7.3	2.5
2019	.98	.96	.98	1.06	2.5	2.5	2.5	2.7
2020	.99	1.07	–	–	2.5	2.6	–	–
Insurance								
2006	–	–	–	1.45	–	–	–	5.5
2007	1.51	1.55	1.58	1.58	5.7	5.8	5.8	5.7
2008	1.62	1.64	1.65	1.74	5.8	5.9	5.8	5.7
2009	1.73	1.76	1.78	1.73	5.9	5.8	5.8	6.0
2010	1.77	1.73	1.76	1.72	6.0	6.0	6.0	6.1
2011	1.81	1.84	1.84	1.92	6.1	6.2	6.2	6.3
2012	1.91	1.89	1.84	1.91	6.2	6.1	6.1	6.4
2013	1.96	1.96	1.93	1.89	6.4	6.5	6.4	6.0
2014	1.89	1.86	1.86	1.97	6.1	5.9	5.9	5.5
2015	1.93	1.88	1.91	2.02	5.3	5.3	5.3	5.3
2016	2.03	2.04	2.06	2.14	5.3	5.2	5.3	5.5
2017	2.23	2.22	2.20	2.27	5.6	5.5	5.5	5.6
2018	2.32	2.27	2.28	2.26	5.5	5.5	5.5	5.9
2019	2.32	2.28	2.28	2.38	5.9	5.9	5.8	6.1
2020	2.43	2.49	–	–	6.1	6.1	–	–
Retirement and savings								
2006	–	–	–	.43	–	–	–	1.7
2007	.44	.46	.46	.47	1.7	1.7	1.7	1.7
2008	.45	.46	.48	.53	1.6	1.7	1.7	1.8
2009	.53	.54	.55	.52	1.8	1.8	1.8	1.8
2010	.53	.50	.55	.53	1.8	1.7	1.9	1.9
2011	.62	.61	.61	.75	2.1	2.1	2.1	2.5
2012	.74	.73	.63	.58	2.4	2.4	2.1	1.9
2013	.61	.57	.63	.64	2.0	1.9	2.1	2.0
2014	.65	.64	.64	.77	2.1	2.0	2.0	2.1
2015	.75	.75	.80	.93	2.0	2.1	2.2	2.4
2016	.81	.76	.77	.79	2.1	1.9	2.0	2.0
2017	.85	.89	.87	.88	2.1	2.2	2.2	2.2
2018	.92	.91	.91	.86	2.2	2.2	2.2	2.3
2019	.88	.85	.86	.84	2.2	2.2	2.2	2.2
2020	.83	.87	–	–	2.1	2.1	–	–
Legally required benefits								
2006	–	–	–	2.27	–	–	–	8.6
2007	2.27	2.26	2.29	2.29	8.6	8.4	8.4	8.3
2008	2.35	2.35	2.38	2.42	8.4	8.4	8.3	8.0
2009	2.37	2.41	2.39	2.31	8.1	7.9	7.9	8.0
2010	2.36	2.34	2.37	2.35	8.0	8.1	8.1	8.3
2011	2.44	2.44	2.45	2.47	8.2	8.2	8.2	8.1
2012	2.50	2.50	2.48	2.47	8.1	8.1	8.3	8.3
2013	2.50	2.50	2.52	2.65	8.2	8.3	8.3	8.5
2014	2.64	2.66	2.67	2.77	8.5	8.5	8.5	7.7
2015	2.80	2.76	2.78	2.90	7.6	7.8	7.7	7.6

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2016	2.89	2.93	2.93	2.97	7.5	7.5	7.5	7.7
2017	3.05	3.07	3.06	2.88	7.6	7.6	7.6	7.1
2018	2.98	2.93	2.94	2.91	7.1	7.1	7.1	7.6
2019	2.95	2.94	2.96	2.94	7.5	7.6	7.6	7.6
2020	2.99	3.03	–	–	7.5	7.5	–	–

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

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$25.97	–	–	–	100.0
2007	26.23	26.48	26.72	26.92	100.0	100.0	100.0	100.0
2008	27.61	27.02	27.50	29.38	100.0	100.0	100.0	100.0
2009	28.67	30.22	29.85	29.10	100.0	100.0	100.0	100.0
2010	29.05	28.70	28.96	27.86	100.0	100.0	100.0	100.0
2011	29.18	29.50	29.89	29.62	100.0	100.0	100.0	100.0
2012	30.04	30.18	29.80	28.67	100.0	100.0	100.0	100.0
2013	28.79	28.65	28.53	30.53	100.0	100.0	100.0	100.0
2014	30.62	30.22	30.66	36.35	100.0	100.0	100.0	100.0
2015	37.53	35.77	36.52	38.75	100.0	100.0	100.0	100.0
2016	39.31	40.74	40.69	39.73	100.0	100.0	100.0	100.0
2017	40.58	41.30	40.94	40.73	100.0	100.0	100.0	100.0
2018	41.90	41.67	42.38	37.18	100.0	100.0	100.0	100.0
2019	37.52	37.49	37.32	36.91	100.0	100.0	100.0	100.0
2020	38.56	38.44	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.37	–	–	–	74.6
2007	19.57	19.79	19.92	20.24	74.6	74.8	74.5	75.2
2008	20.79	20.34	20.74	22.11	75.3	75.3	75.4	75.3
2009	21.55	22.03	21.77	21.30	75.2	72.9	72.9	73.2
2010	21.34	21.06	21.26	20.96	73.5	73.4	73.4	75.2
2011	21.91	22.07	22.35	22.01	75.1	74.8	74.8	74.3
2012	22.29	22.43	22.31	21.51	74.2	74.3	74.8	75.0
2013	21.62	21.52	21.41	22.74	75.1	75.1	75.0	74.5
2014	22.75	22.71	23.07	25.77	74.3	75.2	75.2	70.9
2015	26.79	25.38	25.87	27.64	71.4	71.0	70.8	71.3
2016	28.06	29.21	29.10	28.34	71.4	71.7	71.5	71.3
2017	28.69	29.19	29.00	28.62	70.7	70.7	70.8	70.3
2018	29.33	29.26	29.85	27.79	70.0	70.2	70.4	74.8
2019	28.05	28.04	27.98	27.62	74.8	74.8	75.0	74.8
2020	29.09	28.87	–	–	75.4	75.1	–	–
Total benefits								
2006	–	–	–	6.60	–	–	–	25.4
2007	6.65	6.68	6.81	6.68	25.4	25.2	25.5	24.8
2008	6.83	6.68	6.76	7.27	24.7	24.7	24.6	24.7
2009	7.12	8.19	8.08	7.80	24.8	27.1	27.1	26.8
2010	7.70	7.64	7.70	6.90	26.5	26.6	26.6	24.8
2011	7.27	7.43	7.55	7.61	24.9	25.2	25.2	25.7
2012	7.75	7.76	7.50	7.16	25.8	25.7	25.2	25.0
2013	7.17	7.12	7.12	7.79	24.9	24.9	25.0	25.5
2014	7.87	7.51	7.59	10.58	25.7	24.8	24.8	29.1
2015	10.73	10.39	10.65	11.11	28.6	29.0	29.2	28.7
2016	11.24	11.53	11.59	11.39	28.6	28.3	28.5	28.7
2017	11.89	12.11	11.94	12.11	29.3	29.3	29.2	29.7
2018	12.57	12.41	12.54	9.38	30.0	29.8	29.6	25.2
2019	9.47	9.45	9.34	9.29	25.2	25.2	25.0	25.2
2020	9.47	9.57	–	–	24.6	24.9	–	–
Paid leave								
2006	–	–	–	1.58	–	–	–	6.1
2007	1.59	1.60	1.61	1.66	6.1	6.1	6.0	6.2
2008	1.70	1.62	1.67	1.79	6.2	6.0	6.1	6.1
2009	1.72	1.78	1.74	1.66	6.0	5.9	5.8	5.7
2010	1.63	1.60	1.62	1.65	5.6	5.6	5.6	5.9
2011	1.76	1.78	1.81	1.85	6.0	6.0	6.1	6.2
2012	1.87	1.86	1.81	1.83	6.2	6.2	6.1	6.4
2013	1.84	1.79	1.80	1.99	6.4	6.3	6.3	6.5
2014	2.02	1.98	2.01	2.32	6.6	6.5	6.6	6.4
2015	2.27	2.17	2.24	2.31	6.0	6.1	6.1	6.0
2016	2.36	2.35	2.38	2.41	6.0	5.8	5.8	6.1
2017	2.41	2.46	2.42	2.65	5.9	5.9	5.9	6.5
2018	2.75	2.73	2.68	2.56	6.6	6.6	6.3	6.9
2019	2.65	2.66	2.61	2.62	7.1	7.1	7.0	7.1

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2020	2.69	2.71	–	–	7.0	7.1	–	–
Supplemental pay								
2006	–	–	–	0.95	–	–	–	3.7
2007	.92	.94	0.94	.78	3.5	3.6	3.5	2.9
2008	.76	.75	.77	.91	2.7	2.8	2.8	3.1
2009	.87	1.80	1.78	1.61	3.0	5.9	6.0	5.5
2010	1.53	1.52	1.56	.82	5.3	5.3	5.4	2.9
2011	.83	.89	.88	.82	2.9	3.0	2.9	2.8
2012	.87	.87	.80	.60	2.9	2.9	2.7	2.1
2013	.54	.57	.58	.79	1.9	2.0	2.0	2.6
2014	.77	.56	.55	2.83	2.5	1.9	1.8	7.8
2015	3.05	2.92	2.92	3.09	8.1	8.2	8.0	8.0
2016	3.23	3.44	3.39	3.09	8.2	8.4	8.3	7.8
2017	3.42	3.49	3.43	3.67	8.4	8.5	8.4	9.0
2018	3.83	3.72	3.76	.98	9.1	8.9	8.9	2.6
2019	1.01	1.00	.99	1.01	2.7	2.7	2.7	2.7
2020	.96	1.01	–	–	2.5	2.6	–	–
Insurance								
2006	–	–	–	1.42	–	–	–	5.5
2007	1.50	1.51	1.57	1.55	5.7	5.7	5.9	5.8
2008	1.61	1.58	1.55	1.68	5.8	5.8	5.6	5.7
2009	1.70	1.75	1.73	1.72	5.9	5.8	5.8	5.9
2010	1.71	1.73	1.71	1.65	5.9	6.0	5.9	5.9
2011	1.74	1.80	1.82	1.81	6.0	6.1	6.1	6.1
2012	1.86	1.87	1.83	1.82	6.2	6.2	6.1	6.3
2013	1.83	1.84	1.77	1.82	6.4	6.4	6.2	6.0
2014	1.86	1.79	1.81	1.88	6.1	5.9	5.9	5.2
2015	1.86	1.79	1.87	1.95	5.0	5.0	5.1	5.0
2016	2.00	2.02	2.07	2.12	5.1	5.0	5.1	5.3
2017	2.16	2.17	2.14	2.14	5.3	5.3	5.2	5.3
2018	2.25	2.24	2.28	2.23	5.4	5.4	5.4	6.0
2019	2.21	2.20	2.16	2.12	5.9	5.9	5.8	5.7
2020	2.19	2.21	–	–	5.7	5.7	–	–
Retirement and savings								
2006	–	–	–	.40	–	–	–	1.6
2007	.40	.41	.42	.43	1.5	1.5	1.6	1.6
2008	.41	.42	.43	.50	1.5	1.5	1.6	1.7
2009	.50	.48	.47	.50	1.8	1.6	1.6	1.7
2010	.49	.46	.46	.45	1.7	1.6	1.6	1.6
2011	.52	.52	.57	.69	1.8	1.8	1.9	2.3
2012	.68	.67	.57	.50	2.3	2.2	1.9	1.7
2013	.52	.49	.54	.57	1.8	1.7	1.9	1.9
2014	.59	.56	.58	.76	1.9	1.8	1.9	2.1
2015	.74	.73	.82	.83	2.0	2.0	2.2	2.1
2016	.71	.71	.72	.73	1.8	1.7	1.8	1.8
2017	.81	.85	.84	.77	2.0	2.1	2.0	1.9
2018	.81	.80	.86	.73	1.9	1.9	2.0	2.0
2019	.72	.70	.69	.69	1.9	1.9	1.9	1.9
2020	.71	.71	–	–	1.8	1.8	–	–
Legally required benefits								
2006	–	–	–	2.24	–	–	–	8.6
2007	2.25	2.22	2.26	2.26	8.6	8.4	8.5	8.4
2008	2.34	2.32	2.33	2.38	8.5	8.6	8.5	8.1
2009	2.33	2.37	2.35	2.31	8.1	7.9	7.9	7.9
2010	2.33	2.33	2.35	2.33	8.0	8.1	8.1	8.4
2011	2.42	2.44	2.46	2.44	8.3	8.3	8.2	8.2
2012	2.47	2.48	2.48	2.41	8.2	8.2	8.3	8.4
2013	2.43	2.43	2.43	2.62	8.4	8.5	8.5	8.6
2014	2.63	2.62	2.64	2.78	8.6	8.7	8.6	7.7
2015	2.82	2.78	2.79	2.92	7.5	7.8	7.6	7.5

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2016	2.94	3.01	3.03	3.04	7.5	7.4	7.4	7.7
2017	3.10	3.14	3.12	2.87	7.6	7.6	7.6	7.0
2018	2.93	2.92	2.96	2.88	7.0	7.0	7.0	7.7
2019	2.88	2.88	2.88	2.86	7.7	7.7	7.7	7.7
2020	2.92	2.93	–	–	7.6	7.6	–	–

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

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$27.42	–	–	–	100.0
2007	27.78	28.78	28.46	29.21	100.0	100.0	100.0	100.0
2008	28.82	30.52	32.49	32.75	100.0	100.0	100.0	100.0
2009	31.44	31.26	32.02	28.64	100.0	100.0	100.0	100.0
2010	30.75	28.81	30.03	30.16	100.0	100.0	100.0	100.0
2011	32.28	30.31	29.22	33.68	100.0	100.0	100.0	100.0
2012	33.03	32.33	30.93	34.83	100.0	100.0	100.0	100.0
2013	36.47	34.92	37.41	34.45	100.0	100.0	100.0	100.0
2014	33.01	34.86	34.34	34.51	100.0	100.0	100.0	100.0
2015	33.99	34.28	34.22	36.23	100.0	100.0	100.0	100.0
2016	34.35	33.59	32.48	34.70	100.0	100.0	100.0	100.0
2017	37.86	36.95	37.21	39.53	100.0	100.0	100.0	100.0
2018	42.38	39.85	38.48	40.93	100.0	100.0	100.0	100.0
2019	45.08	43.52	45.52	45.89	100.0	100.0	100.0	100.0
2020	46.46	49.73	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.79	–	–	–	75.8
2007	20.91	21.52	21.45	21.74	75.2	74.8	75.4	74.4
2008	21.47	22.66	24.47	24.10	74.5	74.2	75.3	73.6
2009	23.16	22.94	23.34	20.88	73.7	73.4	72.9	72.9
2010	22.13	20.81	21.26	22.05	72.0	72.2	70.8	73.1
2011	23.64	22.17	21.40	24.56	73.2	73.2	73.2	72.9
2012	24.26	23.84	22.91	25.60	73.4	73.7	74.1	73.5
2013	26.88	25.62	27.53	25.65	73.7	73.4	73.6	74.5
2014	24.65	26.00	25.65	25.46	74.7	74.6	74.7	73.8
2015	25.05	25.39	25.55	26.55	73.7	74.1	74.7	73.3
2016	25.32	24.92	24.04	25.50	73.7	74.2	74.0	73.5
2017	27.93	27.32	27.55	28.74	73.8	73.9	74.1	72.7
2018	31.46	29.68	28.68	30.17	74.2	74.5	74.5	73.7
2019	33.03	32.04	33.41	32.60	73.3	73.6	73.4	71.1
2020	33.20	35.32	–	–	71.5	71.0	–	–
Total benefits								
2006	–	–	–	6.63	–	–	–	24.2
2007	6.88	7.26	7.01	7.48	24.8	25.2	24.6	25.6
2008	7.36	7.86	8.02	8.64	25.5	25.8	24.7	26.4
2009	8.28	8.32	8.67	7.76	26.3	26.6	27.1	27.1
2010	8.61	8.01	8.77	8.11	28.0	27.8	29.2	26.9
2011	8.64	8.14	7.82	9.11	26.8	26.8	26.8	27.1
2012	8.77	8.49	8.02	9.23	26.6	26.3	25.9	26.5
2013	9.58	9.29	9.87	8.80	26.3	26.6	26.4	25.5
2014	8.37	8.86	8.69	9.05	25.3	25.4	25.3	26.2
2015	8.94	8.89	8.67	9.68	26.3	25.9	25.3	26.7
2016	9.03	8.67	8.44	9.19	26.3	25.8	26.0	26.5
2017	9.93	9.63	9.65	10.79	26.2	26.1	25.9	27.3
2018	10.92	10.17	9.79	10.76	25.8	25.5	25.5	26.3
2019	12.05	11.48	12.11	13.28	26.7	26.4	26.6	28.9
2020	13.26	14.40	–	–	28.5	29.0	–	–
Paid leave								
2006	–	–	–	1.74	–	–	–	6.4
2007	1.82	1.90	1.83	1.86	6.6	6.6	6.4	6.4
2008	1.81	1.96	2.23	2.21	6.3	6.4	6.9	6.8
2009	2.06	2.01	2.13	1.88	6.6	6.4	6.6	6.5
2010	2.09	1.88	1.99	2.09	6.8	6.5	6.6	6.9
2011	2.29	2.04	1.96	2.40	7.1	6.7	6.7	7.1
2012	2.33	2.24	2.09	2.48	7.0	6.9	6.8	7.1
2013	2.67	2.51	2.69	2.36	7.3	7.2	7.2	6.8
2014	2.13	2.28	2.23	2.37	6.5	6.5	6.5	6.9
2015	2.32	2.50	2.42	2.78	6.8	7.3	7.1	7.7
2016	2.51	2.51	2.45	2.72	7.3	7.5	7.5	7.8
2017	3.01	2.81	2.85	3.24	8.0	7.6	7.7	8.2
2018	3.00	2.64	2.94	3.29	7.1	6.6	7.6	8.0
2019	3.85	3.63	3.82	3.94	8.5	8.3	8.4	8.6

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2020	4.04	4.41	–	–	8.7	8.9	–	–
Supplemental pay								
2006	–	–	–	0.46	–	–	–	1.7
2007	.53	.58	0.57	.99	1.9	2.0	2.0	3.4
2008	.98	1.05	.60	1.36	3.4	3.4	1.9	4.2
2009	1.29	1.30	1.35	1.20	4.1	4.2	4.2	4.2
2010	1.44	1.35	1.47	.77	4.7	4.7	4.9	2.6
2011	.77	.76	.82	.98	2.4	2.5	2.8	2.9
2012	.95	.91	.76	.83	2.9	2.8	2.5	2.4
2013	.75	.77	.80	.64	2.0	2.2	2.1	1.9
2014	.71	.80	.81	.90	2.2	2.3	2.4	2.6
2015	.96	.70	.68	.59	2.8	2.0	2.0	1.6
2016	.53	.44	.46	.53	1.5	1.3	1.4	1.5
2017	.54	.55	.54	.71	1.4	1.5	1.4	1.8
2018	.98	.91	.64	.88	2.3	2.3	1.7	2.1
2019	.89	.83	.91	1.26	2.0	1.9	2.0	2.8
2020	1.15	1.29	–	–	2.5	2.6	–	–
Insurance								
2006	–	–	–	1.52	–	–	–	5.5
2007	1.58	1.71	1.64	1.66	5.7	5.9	5.8	5.7
2008	1.64	1.82	2.01	1.90	5.7	6.0	6.2	5.8
2009	1.82	1.78	1.91	1.78	5.8	5.7	6.0	6.2
2010	1.98	1.75	2.00	2.00	6.4	6.1	6.7	6.6
2011	2.07	1.97	1.88	2.23	6.4	6.5	6.4	6.6
2012	2.04	1.92	1.88	2.27	6.2	6.0	6.1	6.5
2013	2.44	2.41	2.55	2.16	6.7	6.9	6.8	6.3
2014	1.99	2.09	2.03	2.24	6.0	6.0	5.9	6.5
2015	2.16	2.16	2.06	2.26	6.3	6.3	6.0	6.2
2016	2.13	2.10	2.04	2.25	6.2	6.2	6.3	6.5
2017	2.51	2.39	2.44	2.67	6.6	6.5	6.6	6.7
2018	2.54	2.37	2.26	2.34	6.0	5.9	5.9	5.7
2019	2.72	2.56	2.68	3.40	6.0	5.9	5.9	7.4
2020	3.42	3.70	–	–	7.4	7.4	–	–
Retirement and savings								
2006	–	–	–	.55	–	–	–	2.0
2007	.60	.66	.60	.60	2.2	2.3	2.1	2.0
2008	.54	.60	.62	.62	1.9	2.0	1.9	1.9
2009	.61	.72	.78	.58	1.9	2.3	2.4	2.0
2010	.65	.65	.89	.83	2.1	2.3	3.0	2.7
2011	1.01	.94	.76	.93	3.1	3.1	2.6	2.8
2012	.88	.87	.79	.92	2.7	2.7	2.5	2.6
2013	.93	.85	.96	.88	2.6	2.4	2.6	2.6
2014	.85	.91	.86	.79	2.6	2.6	2.5	2.3
2015	.78	.83	.76	1.23	2.3	2.4	2.2	3.4
2016	1.17	.97	.94	1.01	3.4	2.9	2.9	2.9
2017	1.00	1.06	.99	1.23	2.6	2.9	2.7	3.1
2018	1.27	1.26	1.06	1.25	3.0	3.2	2.8	3.1
2019	1.40	1.33	1.45	1.44	3.1	3.0	3.2	3.1
2020	1.35	1.56	–	–	2.9	3.1	–	–
Legally required benefits								
2006	–	–	–	2.36	–	–	–	8.6
2007	2.36	2.41	2.36	2.37	8.5	8.4	8.3	8.1
2008	2.39	2.44	2.56	2.55	8.3	8.0	7.9	7.8
2009	2.49	2.51	2.51	2.32	7.9	8.0	7.9	8.1
2010	2.46	2.38	2.42	2.42	8.0	8.2	8.1	8.0
2011	2.51	2.42	2.39	2.57	7.8	8.0	8.2	7.6
2012	2.57	2.54	2.50	2.73	7.8	7.9	8.1	7.8
2013	2.80	2.76	2.87	2.76	7.7	7.9	7.7	8.0
2014	2.68	2.78	2.76	2.75	8.1	8.0	8.0	8.0
2015	2.72	2.70	2.75	2.82	8.0	7.9	8.0	7.8

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2016	2.69	2.66	2.56	2.69	7.8	7.9	7.9	7.7
2017	2.86	2.82	2.83	2.93	7.6	7.6	7.6	7.4
2018	3.13	2.99	2.89	2.99	7.4	7.5	7.5	7.3
2019	3.19	3.13	3.23	3.23	7.1	7.2	7.1	7.0
2020	3.30	3.44	–	–	7.1	6.9	–	–

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

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$32.79	–	–	–	100.0
2007	33.52	33.38	33.45	34.53	100.0	100.0	100.0	100.0
2008	35.31	35.46	35.39	35.42	100.0	100.0	100.0	100.0
2009	36.89	36.77	36.34	37.40	100.0	100.0	100.0	100.0
2010	37.80	37.81	37.58	37.95	100.0	100.0	100.0	100.0
2011	38.02	37.95	37.89	37.94	100.0	100.0	100.0	100.0
2012	38.84	38.80	39.32	39.68	100.0	100.0	100.0	100.0
2013	40.12	39.86	39.50	39.52	100.0	100.0	100.0	100.0
2014	40.37	40.64	40.77	41.02	100.0	100.0	100.0	100.0
2015	42.06	41.16	41.03	40.76	100.0	100.0	100.0	100.0
2016	40.49	39.56	40.27	40.97	100.0	100.0	100.0	100.0
2017	40.88	40.98	42.05	42.13	100.0	100.0	100.0	100.0
2018	41.57	41.74	41.85	43.24	100.0	100.0	100.0	100.0
2019	43.76	43.82	43.80	45.63	100.0	100.0	100.0	100.0
2020	47.23	47.41	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	23.76	–	–	–	72.5
2007	24.30	24.16	24.11	24.87	72.5	72.4	72.1	72.0
2008	25.39	25.59	25.51	25.49	71.9	72.2	72.1	72.0
2009	26.61	26.47	26.16	27.03	72.2	72.0	72.0	72.3
2010	27.24	27.31	27.25	27.34	72.1	72.2	72.5	72.0
2011	27.23	27.17	27.15	26.94	71.6	71.6	71.6	71.0
2012	27.42	27.37	27.66	27.92	70.6	70.6	70.4	70.4
2013	28.17	27.92	27.64	27.60	70.2	70.0	70.0	69.9
2014	28.01	28.04	28.14	28.71	69.4	69.0	69.0	70.0
2015	29.30	28.87	28.81	29.01	69.7	70.2	70.2	71.2
2016	28.88	28.11	28.60	29.07	71.3	71.1	71.0	71.0
2017	29.01	28.98	29.75	29.79	71.0	70.7	70.7	70.7
2018	29.14	29.22	29.41	30.11	70.1	70.0	70.3	69.6
2019	30.53	30.48	30.53	31.68	69.8	69.6	69.7	69.4
2020	32.86	32.90	–	–	69.6	69.4	–	–
Total benefits								
2006	–	–	–	9.03	–	–	–	27.5
2007	9.22	9.23	9.34	9.66	27.5	27.6	27.9	28.0
2008	9.92	9.87	9.88	9.92	28.1	27.8	27.9	28.0
2009	10.27	10.30	10.18	10.36	27.8	28.0	28.0	27.7
2010	10.56	10.50	10.33	10.61	27.9	27.8	27.5	28.0
2011	10.79	10.78	10.74	11.00	28.4	28.4	28.4	29.0
2012	11.43	11.42	11.66	11.76	29.4	29.4	29.6	29.6
2013	11.95	11.94	11.86	11.92	29.8	30.0	30.0	30.1
2014	12.36	12.59	12.63	12.31	30.6	31.0	31.0	30.0
2015	12.76	12.28	12.22	11.76	30.3	29.8	29.8	28.8
2016	11.61	11.45	11.67	11.90	28.7	28.9	29.0	29.0
2017	11.87	11.99	12.30	12.34	29.0	29.3	29.3	29.3
2018	12.43	12.52	12.44	13.12	29.9	30.0	29.7	30.4
2019	13.23	13.34	13.27	13.95	30.2	30.4	30.3	30.6
2020	14.38	14.51	–	–	30.4	30.6	–	–
Paid leave								
2006	–	–	–	2.57	–	–	–	7.8
2007	2.63	2.60	2.56	2.66	7.8	7.8	7.7	7.7
2008	2.72	2.73	2.70	2.71	7.7	7.7	7.6	7.7
2009	2.84	2.84	2.80	2.92	7.7	7.7	7.7	7.8
2010	3.00	2.99	2.95	2.98	7.9	7.9	7.8	7.9
2011	2.98	2.96	2.97	3.09	7.8	7.8	7.8	8.1
2012	3.19	3.18	3.23	3.25	8.2	8.2	8.2	8.2
2013	3.28	3.23	3.18	3.21	8.2	8.1	8.0	8.1
2014	3.30	3.31	3.30	3.25	8.2	8.1	8.1	7.9
2015	3.36	3.24	3.24	3.13	8.0	7.9	7.9	7.7
2016	3.13	3.16	3.23	3.31	7.7	8.0	8.0	8.1
2017	3.27	3.27	3.38	3.30	8.0	8.0	8.0	7.8
2018	3.39	3.39	3.38	3.68	8.2	8.1	8.1	8.5
2019	3.69	3.69	3.71	3.97	8.4	8.4	8.5	8.7

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2020	4.12	4.14	–	–	8.7	8.7	–	–
Supplemental pay								
2006	–	–	–	0.79	–	–	–	2.4
2007	.80	.82	0.82	.86	2.4	2.4	2.4	2.5
2008	.88	.89	.93	.89	2.5	2.5	2.6	2.5
2009	.83	.86	.86	.83	2.3	2.4	2.4	2.2
2010	.79	.76	.73	.76	2.1	2.0	1.9	2.0
2011	.88	.87	.87	1.01	2.3	2.3	2.3	2.7
2012	1.08	1.05	1.06	1.08	2.8	2.7	2.7	2.7
2013	1.09	1.09	1.09	1.11	2.7	2.7	2.8	2.8
2014	1.21	1.18	1.19	1.26	3.0	2.9	2.9	3.1
2015	1.33	1.33	1.36	1.38	3.2	3.2	3.3	3.4
2016	1.36	1.16	1.18	1.20	3.4	2.9	2.9	2.9
2017	1.23	1.27	1.31	1.54	3.0	3.1	3.1	3.7
2018	1.49	1.52	1.50	1.62	3.6	3.6	3.6	3.8
2019	1.62	1.70	1.67	2.02	3.7	3.9	3.8	4.4
2020	2.04	2.15	–	–	4.3	4.5	–	–
Insurance								
2006	–	–	–	2.00	–	–	–	6.1
2007	2.07	2.06	2.07	2.14	6.2	6.2	6.2	6.2
2008	2.23	2.18	2.18	2.31	6.3	6.1	6.2	6.5
2009	2.37	2.35	2.34	2.43	6.4	6.4	6.4	6.5
2010	2.52	2.55	2.48	2.62	6.7	6.7	6.6	6.9
2011	2.69	2.67	2.66	2.77	7.1	7.0	7.0	7.3
2012	2.88	2.90	2.94	2.85	7.4	7.5	7.5	7.2
2013	2.98	2.92	2.89	2.91	7.4	7.3	7.3	7.4
2014	3.04	3.05	3.07	2.91	7.5	7.5	7.5	7.1
2015	3.07	2.97	2.96	2.63	7.3	7.2	7.2	6.5
2016	2.69	2.67	2.74	2.78	6.6	6.7	6.8	6.8
2017	2.74	2.73	2.78	2.75	6.7	6.7	6.6	6.5
2018	2.80	2.82	2.83	2.90	6.7	6.8	6.8	6.7
2019	2.94	2.96	2.92	3.04	6.7	6.7	6.7	6.7
2020	3.12	3.16	–	–	6.6	6.7	–	–
Retirement and savings								
2006	–	–	–	1.16	–	–	–	3.5
2007	1.18	1.22	1.36	1.42	3.5	3.7	4.1	4.1
2008	1.49	1.47	1.46	1.40	4.2	4.1	4.1	3.9
2009	1.51	1.53	1.49	1.42	4.1	4.2	4.1	3.8
2010	1.45	1.39	1.36	1.43	3.8	3.7	3.6	3.8
2011	1.41	1.43	1.40	1.34	3.7	3.8	3.7	3.5
2012	1.41	1.41	1.54	1.67	3.6	3.6	3.9	4.2
2013	1.69	1.81	1.82	1.81	4.2	4.5	4.6	4.6
2014	1.87	2.14	2.15	1.98	4.6	5.3	5.3	4.8
2015	2.03	1.80	1.74	1.70	4.8	4.4	4.2	4.2
2016	1.53	1.61	1.64	1.69	3.8	4.1	4.1	4.1
2017	1.68	1.79	1.86	1.71	4.1	4.4	4.4	4.1
2018	1.71	1.76	1.70	1.81	4.1	4.2	4.1	4.2
2019	1.84	1.85	1.83	1.73	4.2	4.2	4.2	3.8
2020	1.81	1.77	–	–	3.8	3.7	–	–
Legally required benefits								
2006	–	–	–	2.51	–	–	–	7.7
2007	2.54	2.53	2.53	2.58	7.6	7.6	7.5	7.5
2008	2.60	2.61	2.61	2.62	7.4	7.4	7.4	7.4
2009	2.73	2.72	2.70	2.76	7.4	7.4	7.4	7.4
2010	2.81	2.81	2.81	2.82	7.4	7.4	7.5	7.4
2011	2.83	2.85	2.85	2.79	7.5	7.5	7.5	7.4
2012	2.87	2.88	2.89	2.90	7.4	7.4	7.3	7.3
2013	2.91	2.89	2.88	2.88	7.3	7.2	7.3	7.3
2014	2.93	2.92	2.92	2.92	7.3	7.2	7.2	7.1
2015	2.97	2.93	2.92	2.92	7.1	7.1	7.1	7.2

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2016	2.90	2.85	2.88	2.91	7.2	7.2	7.2	7.1
2017	2.94	2.93	2.97	3.04	7.2	7.2	7.1	7.2
2018	3.03	3.03	3.03	3.12	7.3	7.3	7.2	7.2
2019	3.14	3.14	3.14	3.20	7.2	7.2	7.2	7.0
2020	3.30	3.30	–	–	7.0	7.0	–	–

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

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$28.26	–	–	–	100.0
2007	29.15	28.73	28.78	29.41	100.0	100.0	100.0	100.0
2008	29.85	29.77	29.81	31.90	100.0	100.0	100.0	100.0
2009	34.21	33.14	33.46	34.44	100.0	100.0	100.0	100.0
2010	34.55	34.91	34.84	35.87	100.0	100.0	100.0	100.0
2011	35.62	35.63	35.71	36.17	100.0	100.0	100.0	100.0
2012	37.14	36.76	36.91	37.83	100.0	100.0	100.0	100.0
2013	39.29	38.06	37.80	37.98	100.0	100.0	100.0	100.0
2014	38.75	39.17	39.46	40.69	100.0	100.0	100.0	100.0
2015	41.49	40.07	40.40	41.83	100.0	100.0	100.0	100.0
2016	40.62	39.30	39.06	39.44	100.0	100.0	100.0	100.0
2017	39.02	38.96	40.65	41.75	100.0	100.0	100.0	100.0
2018	39.77	40.22	40.11	38.70	100.0	100.0	100.0	100.0
2019	39.40	40.00	40.24	40.13	100.0	100.0	100.0	100.0
2020	41.17	39.34	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.86	–	–	–	73.8
2007	21.45	21.19	21.24	21.66	73.6	73.7	73.8	73.6
2008	21.96	22.04	22.06	23.56	73.6	74.0	74.0	73.9
2009	25.41	24.58	24.80	25.69	74.3	74.2	74.1	74.6
2010	25.71	26.02	26.10	26.66	74.4	74.5	74.9	74.3
2011	26.32	26.37	26.42	26.63	73.9	74.0	74.0	73.6
2012	27.17	26.95	26.85	27.32	73.2	73.3	72.7	72.2
2013	28.28	27.40	27.12	27.12	72.0	72.0	71.7	71.4
2014	27.46	27.63	27.82	29.12	70.9	70.5	70.5	71.6
2015	29.56	28.77	28.97	30.23	71.3	71.8	71.7	72.3
2016	29.42	28.29	28.20	28.47	72.4	72.0	72.2	72.2
2017	28.32	28.14	29.37	30.12	72.6	72.2	72.3	72.1
2018	28.33	28.55	28.62	27.59	71.2	71.0	71.3	71.3
2019	28.26	28.41	28.64	28.73	71.7	71.0	71.2	71.6
2020	29.60	28.29	–	–	71.9	71.9	–	–
Total benefits								
2006	–	–	–	7.40	–	–	–	26.2
2007	7.70	7.54	7.54	7.75	26.4	26.3	26.2	26.4
2008	7.89	7.73	7.75	8.34	26.4	26.0	26.0	26.1
2009	8.80	8.55	8.66	8.76	25.7	25.8	25.9	25.4
2010	8.84	8.89	8.74	9.21	25.6	25.5	25.1	25.7
2011	9.30	9.26	9.29	9.53	26.1	26.0	26.0	26.4
2012	9.96	9.81	10.07	10.52	26.8	26.7	27.3	27.8
2013	11.00	10.66	10.68	10.87	28.0	28.0	28.3	28.6
2014	11.28	11.54	11.64	11.57	29.1	29.5	29.5	28.4
2015	11.93	11.30	11.43	11.61	28.7	28.2	28.3	27.7
2016	11.20	11.00	10.86	10.97	27.6	28.0	27.8	27.8
2017	10.71	10.83	11.28	11.63	27.4	27.8	27.7	27.9
2018	11.44	11.66	11.49	11.11	28.8	29.0	28.7	28.7
2019	11.14	11.59	11.60	11.40	28.3	29.0	28.8	28.4
2020	11.57	11.05	–	–	28.1	28.1	–	–
Paid leave								
2006	–	–	–	2.05	–	–	–	7.3
2007	2.10	2.02	2.01	2.07	7.2	7.0	7.0	7.0
2008	2.08	2.06	2.05	2.24	7.0	6.9	6.9	7.0
2009	2.43	2.32	2.37	2.51	7.1	7.0	7.1	7.3
2010	2.52	2.53	2.52	2.58	7.3	7.2	7.2	7.2
2011	2.57	2.55	2.58	2.76	7.2	7.2	7.2	7.6
2012	2.88	2.82	2.83	3.00	7.8	7.7	7.7	7.9
2013	3.13	2.98	2.93	2.97	8.0	7.8	7.8	7.8
2014	3.08	3.11	3.14	3.15	8.0	7.9	8.0	7.7
2015	3.21	3.02	3.04	3.09	7.7	7.5	7.5	7.4
2016	3.01	3.06	3.00	3.02	7.4	7.8	7.7	7.7
2017	2.92	2.94	3.12	3.07	7.5	7.6	7.7	7.4
2018	3.13	3.18	3.13	3.10	7.9	7.9	7.8	8.0
2019	3.10	3.17	3.24	3.29	7.9	7.9	8.0	8.2

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2020	3.35	3.15	–	–	8.1	8.0	–	–
Supplemental pay								
2006	–	–	–	0.77	–	–	–	2.7
2007	.83	.84	0.85	.86	2.9	2.9	3.0	2.9
2008	.87	.88	.88	.89	2.9	3.0	3.0	2.8
2009	.91	.92	.89	.72	2.7	2.8	2.7	2.1
2010	.67	.66	.61	.66	2.0	1.9	1.8	1.9
2011	.71	.71	.71	.65	2.0	2.0	2.0	1.8
2012	.69	.66	.70	.74	1.9	1.8	1.9	1.9
2013	.78	.81	.82	.93	2.0	2.1	2.2	2.5
2014	1.00	1.00	1.02	1.19	2.6	2.5	2.6	2.9
2015	1.26	1.28	1.32	1.47	3.0	3.2	3.3	3.5
2016	1.43	1.12	1.08	1.10	3.5	2.9	2.8	2.8
2017	1.07	1.08	1.13	1.41	2.7	2.8	2.8	3.4
2018	1.23	1.28	1.25	1.18	3.1	3.2	3.1	3.0
2019	1.13	1.30	1.26	1.35	2.9	3.2	3.1	3.4
2020	1.34	1.31	–	–	3.2	3.3	–	–
Insurance								
2006	–	–	–	1.58	–	–	–	5.6
2007	1.67	1.62	1.61	1.67	5.7	5.6	5.6	5.7
2008	1.78	1.68	1.68	1.87	6.0	5.6	5.6	5.9
2009	1.91	1.90	1.95	2.04	5.6	5.7	5.8	5.9
2010	2.13	2.15	2.09	2.22	6.1	6.2	6.0	6.2
2011	2.30	2.28	2.28	2.34	6.5	6.4	6.4	6.5
2012	2.48	2.45	2.51	2.57	6.7	6.7	6.8	6.8
2013	2.77	2.56	2.58	2.56	7.1	6.7	6.8	6.8
2014	2.70	2.76	2.80	2.66	7.0	7.1	7.1	6.5
2015	2.76	2.61	2.67	2.47	6.7	6.5	6.6	5.9
2016	2.49	2.49	2.50	2.50	6.1	6.3	6.4	6.3
2017	2.39	2.43	2.51	2.58	6.1	6.2	6.2	6.2
2018	2.62	2.63	2.61	2.59	6.6	6.6	6.5	6.7
2019	2.63	2.73	2.71	2.63	6.7	6.8	6.7	6.6
2020	2.64	2.58	–	–	6.4	6.6	–	–
Retirement and savings								
2006	–	–	–	.71	–	–	–	2.5
2007	.77	.75	.76	.82	2.6	2.6	2.6	2.8
2008	.84	.79	.81	.91	2.8	2.7	2.7	2.8
2009	.94	.87	.90	.86	2.8	2.6	2.7	2.5
2010	.86	.86	.84	1.01	2.5	2.5	2.4	2.8
2011	.98	.95	.96	1.05	2.7	2.7	2.7	2.9
2012	1.10	1.07	1.24	1.40	3.0	2.9	3.3	3.7
2013	1.44	1.49	1.53	1.55	3.7	3.9	4.0	4.1
2014	1.60	1.78	1.80	1.65	4.1	4.6	4.6	4.1
2015	1.73	1.50	1.51	1.57	4.2	3.7	3.7	3.8
2016	1.32	1.45	1.40	1.45	3.3	3.7	3.6	3.7
2017	1.42	1.48	1.55	1.47	3.6	3.8	3.8	3.5
2018	1.43	1.49	1.44	1.28	3.6	3.7	3.6	3.3
2019	1.28	1.35	1.34	1.11	3.3	3.4	3.3	2.8
2020	1.17	1.06	–	–	2.8	2.7	–	–
Legally required benefits								
2006	–	–	–	2.29	–	–	–	8.1
2007	2.34	2.31	2.31	2.34	8.0	8.0	8.0	7.9
2008	2.32	2.32	2.33	2.43	7.8	7.8	7.8	7.6
2009	2.60	2.54	2.56	2.63	7.6	7.7	7.7	7.6
2010	2.66	2.68	2.69	2.74	7.7	7.7	7.7	7.6
2011	2.74	2.76	2.76	2.75	7.7	7.7	7.7	7.6
2012	2.81	2.81	2.79	2.81	7.6	7.6	7.6	7.4
2013	2.89	2.83	2.83	2.85	7.4	7.4	7.5	7.5
2014	2.90	2.88	2.88	2.93	7.5	7.4	7.3	7.2
2015	2.97	2.90	2.90	3.01	7.2	7.2	7.2	7.2

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2016	2.95	2.88	2.88	2.90	7.3	7.3	7.4	7.4
2017	2.90	2.90	2.97	3.11	7.4	7.4	7.3	7.4
2018	3.03	3.08	3.05	2.97	7.6	7.7	7.6	7.7
2019	3.00	3.03	3.06	3.02	7.6	7.6	7.6	7.5
2020	3.07	2.95	–	–	7.5	7.5	–	–

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

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$38.07	–	–	–	100.0
2007	38.66	38.94	38.76	40.35	100.0	100.0	100.0	100.0
2008	41.33	42.29	41.99	39.43	100.0	100.0	100.0	100.0
2009	40.00	41.04	39.68	41.43	100.0	100.0	100.0	100.0
2010	42.30	41.88	41.59	41.24	100.0	100.0	100.0	100.0
2011	41.72	41.55	41.14	40.53	100.0	100.0	100.0	100.0
2012	41.28	41.56	42.49	42.25	100.0	100.0	100.0	100.0
2013	41.19	42.36	41.76	41.49	100.0	100.0	100.0	100.0
2014	42.31	42.46	42.39	41.47	100.0	100.0	100.0	100.0
2015	42.84	42.79	41.95	38.89	100.0	100.0	100.0	100.0
2016	40.27	40.05	41.96	42.98	100.0	100.0	100.0	100.0
2017	43.42	43.62	43.93	42.66	100.0	100.0	100.0	100.0
2018	43.80	43.39	43.89	48.36	100.0	100.0	100.0	100.0
2019	48.98	48.11	47.78	51.25	100.0	100.0	100.0	100.0
2020	53.65	56.79	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	27.14	–	–	–	71.3
2007	27.65	27.70	27.37	28.53	71.5	71.1	70.6	70.7
2008	29.17	29.86	29.58	27.70	70.6	70.6	70.5	70.3
2009	28.01	28.69	27.74	28.87	70.0	69.9	69.9	69.7
2010	29.35	29.11	28.95	28.42	69.4	69.5	69.6	68.9
2011	28.64	28.41	28.23	27.38	68.6	68.4	68.6	67.6
2012	27.76	27.96	28.74	28.76	67.2	67.3	67.6	68.1
2013	28.02	28.65	28.33	28.23	68.0	67.6	67.8	68.0
2014	28.67	28.56	28.54	28.17	67.8	67.3	67.3	67.9
2015	28.95	29.03	28.59	26.88	67.6	67.8	68.2	69.1
2016	27.89	27.77	29.15	29.86	69.3	69.3	69.5	69.5
2017	29.97	30.10	30.25	29.34	69.0	69.0	68.9	68.8
2018	30.14	29.94	30.35	32.97	68.8	69.0	69.1	68.2
2019	33.24	32.80	32.63	34.68	67.9	68.2	68.3	67.7
2020	36.30	38.25	–	–	67.7	67.4	–	–
Total benefits								
2006	–	–	–	10.92	–	–	–	28.7
2007	11.01	11.24	11.38	11.83	28.5	28.9	29.4	29.3
2008	12.15	12.43	12.40	11.73	29.4	29.4	29.5	29.7
2009	11.98	12.35	11.94	12.56	30.0	30.1	30.1	30.3
2010	12.95	12.76	12.65	12.82	30.6	30.5	30.4	31.1
2011	13.08	13.14	12.91	13.15	31.4	31.6	31.4	32.4
2012	13.52	13.61	13.75	13.49	32.8	32.7	32.4	31.9
2013	13.17	13.71	13.43	13.26	32.0	32.4	32.2	32.0
2014	13.64	13.90	13.86	13.30	32.2	32.7	32.7	32.1
2015	13.89	13.76	13.36	12.01	32.4	32.2	31.8	30.9
2016	12.37	12.28	12.81	13.12	30.7	30.7	30.5	30.5
2017	13.45	13.52	13.67	13.32	31.0	31.0	31.1	31.2
2018	13.65	13.45	13.54	15.39	31.2	31.0	30.9	31.8
2019	15.74	15.31	15.14	16.56	32.1	31.8	31.7	32.3
2020	17.35	18.54	–	–	32.3	32.6	–	–
Paid leave								
2006	–	–	–	3.18	–	–	–	8.4
2007	3.25	3.28	3.19	3.34	8.4	8.4	8.2	8.3
2008	3.43	3.53	3.47	3.25	8.3	8.3	8.3	8.2
2009	3.31	3.44	3.30	3.48	8.3	8.4	8.3	8.4
2010	3.65	3.64	3.58	3.62	8.6	8.7	8.6	8.8
2011	3.61	3.60	3.54	3.57	8.7	8.7	8.6	8.8
2012	3.64	3.66	3.75	3.61	8.8	8.8	8.8	8.6
2013	3.47	3.57	3.51	3.51	8.4	8.4	8.4	8.5
2014	3.57	3.55	3.51	3.39	8.4	8.4	8.3	8.2
2015	3.57	3.59	3.53	3.20	8.3	8.4	8.4	8.2
2016	3.35	3.34	3.56	3.70	8.3	8.3	8.5	8.6
2017	3.74	3.71	3.73	3.61	8.6	8.5	8.5	8.5
2018	3.72	3.61	3.66	4.33	8.5	8.3	8.3	8.9
2019	4.40	4.27	4.24	4.66	9.0	8.9	8.9	9.1

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2020	4.93	5.29	–	–	9.2	9.3	–	–
Supplemental pay								
2006	–	–	–	0.80	–	–	–	2.1
2007	.76	.78	0.78	.85	2.0	2.0	2.0	2.1
2008	.88	.89	1.00	.89	2.1	2.1	2.4	2.2
2009	.74	.80	.82	.97	1.9	1.9	2.1	2.3
2010	.95	.91	.89	.91	2.2	2.2	2.1	2.2
2011	1.13	1.12	1.10	1.55	2.7	2.7	2.7	3.8
2012	1.64	1.58	1.53	1.57	4.0	3.8	3.6	3.7
2013	1.50	1.48	1.44	1.33	3.6	3.5	3.5	3.2
2014	1.46	1.42	1.39	1.34	3.4	3.3	3.3	3.2
2015	1.41	1.40	1.41	1.23	3.3	3.3	3.4	3.2
2016	1.23	1.24	1.31	1.35	3.1	3.1	3.1	3.1
2017	1.46	1.51	1.55	1.71	3.4	3.5	3.5	4.0
2018	1.81	1.78	1.79	2.13	4.1	4.1	4.1	4.4
2019	2.20	2.16	2.13	2.70	4.5	4.5	4.5	5.3
2020	2.78	3.12	–	–	5.2	5.5	–	–
Insurance								
2006	–	–	–	2.48	–	–	–	6.5
2007	2.55	2.60	2.59	2.67	6.6	6.7	6.7	6.6
2008	2.72	2.78	2.78	2.80	6.6	6.6	6.6	7.1
2009	2.90	2.87	2.79	2.97	7.3	7.0	7.0	7.2
2010	3.07	3.09	3.06	3.26	7.3	7.4	7.4	7.9
2011	3.29	3.27	3.23	3.40	7.9	7.9	7.8	8.4
2012	3.45	3.52	3.50	3.25	8.4	8.5	8.2	7.7
2013	3.24	3.42	3.31	3.35	7.9	8.1	7.9	8.1
2014	3.44	3.39	3.40	3.24	8.1	8.0	8.0	7.8
2015	3.49	3.51	3.39	2.92	8.1	8.2	8.1	7.5
2016	3.05	3.00	3.09	3.16	7.6	7.5	7.4	7.4
2017	3.23	3.12	3.15	3.00	7.4	7.2	7.2	7.0
2018	3.04	3.02	3.09	3.25	6.9	7.0	7.0	6.7
2019	3.31	3.21	3.17	3.45	6.7	6.7	6.6	6.7
2020	3.61	3.83	–	–	6.7	6.7	–	–
Retirement and savings								
2006	–	–	–	1.69	–	–	–	4.4
2007	1.66	1.79	2.05	2.11	4.3	4.6	5.3	5.2
2008	2.20	2.28	2.23	1.96	5.3	5.4	5.3	5.0
2009	2.17	2.31	2.18	2.19	5.4	5.6	5.5	5.3
2010	2.27	2.13	2.13	2.08	5.4	5.1	5.1	5.0
2011	2.08	2.16	2.05	1.77	5.0	5.2	5.0	4.4
2012	1.85	1.88	1.95	2.04	4.5	4.5	4.6	4.8
2013	2.01	2.26	2.21	2.14	4.9	5.3	5.3	5.2
2014	2.20	2.58	2.59	2.42	5.2	6.1	6.1	5.8
2015	2.45	2.27	2.07	1.91	5.7	5.3	4.9	4.9
2016	1.92	1.90	1.96	1.99	4.8	4.7	4.7	4.6
2017	2.05	2.20	2.26	2.05	4.7	5.0	5.1	4.8
2018	2.05	2.05	1.99	2.40	4.7	4.7	4.5	5.0
2019	2.51	2.40	2.37	2.37	5.1	5.0	5.0	4.6
2020	2.48	2.60	–	–	4.6	4.6	–	–
Legally required benefits								
2006	–	–	–	2.77	–	–	–	7.3
2007	2.79	2.79	2.77	2.85	7.2	7.2	7.1	7.1
2008	2.92	2.95	2.93	2.83	7.1	7.0	7.0	7.2
2009	2.87	2.93	2.86	2.95	7.2	7.1	7.2	7.1
2010	3.01	2.99	2.98	2.95	7.1	7.1	7.2	7.1
2011	2.98	2.99	2.98	2.86	7.1	7.2	7.3	7.1
2012	2.94	2.97	3.02	3.02	7.1	7.1	7.1	7.1
2013	2.94	2.98	2.96	2.92	7.1	7.0	7.1	7.0
2014	2.98	2.96	2.97	2.90	7.0	7.0	7.0	7.0
2015	2.97	2.99	2.94	2.75	6.9	7.0	7.0	7.1

See footnotes at end of table.

Supplemental table 22. Private professional and business services industry workers, by establishment size: employer costs per hour 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								
2016	2.83	2.80	2.88	2.92	7.0	7.0	6.9	6.8
2017	2.98	2.98	2.98	2.95	6.9	6.8	6.8	6.9
2018	3.03	2.98	3.01	3.29	6.9	6.9	6.9	6.8
2019	3.31	3.27	3.24	3.38	6.8	6.8	6.8	6.6
2020	3.54	3.70	–	–	6.6	6.5	–	–

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

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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	–	–	–	$27.48	–	–	–	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	37.08	37.58	36.71	100.0	100.0	100.0	100.0
2020	36.91	37.06	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.85	–	–	–	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	26.05	26.41	25.75	70.3	70.3	70.3	70.1
2020	25.88	25.91	–	–	70.1	69.9	–	–
Total benefits								
2006	–	–	–	7.63	–	–	–	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	11.03	11.17	10.96	29.7	29.7	29.7	29.9
2020	11.03	11.16	–	–	29.9	30.1	–	–
Paid leave								
2006	–	–	–	2.10	–	–	–	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
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	3.07	3.12	3.09	8.3	8.3	8.3	8.4

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2020	3.09	3.11	–	–	8.4	8.4	–	–
Supplemental pay								
2006	–	–	–	0.54	–	–	–	2.0
2007	.55	.55	0.55	.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	.80	.81	.76	2.1	2.2	2.1	2.1
2020	.78	.81	–	–	2.1	2.2	–	–
Insurance								
2006	–	–	–	2.03	–	–	–	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	3.19	3.23	3.27	8.6	8.6	8.6	8.9
2020	3.28	3.34	–	–	8.9	9.0	–	–
Retirement and savings								
2006	–	–	–	.76	–	–	–	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	1.35	1.38	1.27	3.6	3.6	3.7	3.5
2020	1.30	1.31	–	–	3.5	3.5	–	–
Legally required benefits								
2006	–	–	–	2.19	–	–	–	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

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
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	2.61	2.64	2.57	7.0	7.0	7.0	7.0
2020	2.57	2.58	–	–	7.0	7.0	–	–

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

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$38.60	–	–	–	100.0
2007	39.05	39.04	38.58	40.31	100.0	100.0	100.0	100.0
2008	40.43	40.58	41.07	41.08	100.0	100.0	100.0	100.0
2009	41.43	41.36	41.61	40.78	100.0	100.0	100.0	100.0
2010	41.54	41.49	41.99	41.88	100.0	100.0	100.0	100.0
2011	42.91	42.65	42.30	42.46	100.0	100.0	100.0	100.0
2012	42.72	43.12	43.17	42.66	100.0	100.0	100.0	100.0
2013	42.60	42.76	43.19	42.23	100.0	100.0	100.0	100.0
2014	43.84	44.01	43.53	44.94	100.0	100.0	100.0	100.0
2015	44.83	44.55	44.77	44.66	100.0	100.0	100.0	100.0
2016	45.30	46.72	45.08	47.64	100.0	100.0	100.0	100.0
2017	47.85	47.94	48.66	52.14	100.0	100.0	100.0	100.0
2018	52.73	52.65	53.53	52.99	100.0	100.0	100.0	100.0
2019	53.11	53.05	53.85	52.66	100.0	100.0	100.0	100.0
2020	52.73	52.91	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	28.21	–	–	–	73.1
2007	28.51	28.52	28.01	29.36	73.0	73.1	72.6	72.9
2008	29.46	29.55	29.90	29.84	72.9	72.8	72.8	72.6
2009	30.08	29.99	30.15	29.42	72.6	72.5	72.4	72.1
2010	30.07	30.05	30.38	30.19	72.4	72.4	72.4	72.1
2011	30.89	30.72	30.55	30.45	72.0	72.0	72.2	71.7
2012	30.62	30.87	30.83	30.61	71.7	71.6	71.4	71.8
2013	30.51	30.63	30.94	30.12	71.6	71.6	71.6	71.3
2014	31.08	31.21	30.95	31.81	70.9	70.9	71.1	70.8
2015	31.74	31.50	31.68	31.49	70.8	70.7	70.8	70.5
2016	31.95	32.81	31.81	33.47	70.5	70.2	70.6	70.3
2017	33.57	33.63	34.13	36.67	70.2	70.1	70.1	70.3
2018	37.03	37.05	37.73	37.30	70.2	70.4	70.5	70.4
2019	37.35	37.25	37.84	36.89	70.3	70.2	70.3	70.1
2020	36.92	36.91	–	–	70.0	69.8	–	–
Total benefits								
2006	–	–	–	10.39	–	–	–	26.9
2007	10.54	10.52	10.57	10.94	27.0	26.9	27.4	27.1
2008	10.97	11.03	11.17	11.25	27.1	27.2	27.2	27.4
2009	11.35	11.37	11.47	11.36	27.4	27.5	27.6	27.9
2010	11.47	11.43	11.60	11.68	27.6	27.6	27.6	27.9
2011	12.02	11.93	11.75	12.01	28.0	28.0	27.8	28.3
2012	12.10	12.25	12.34	12.05	28.3	28.4	28.6	28.2
2013	12.09	12.13	12.25	12.11	28.4	28.4	28.4	28.7
2014	12.76	12.80	12.58	13.13	29.1	29.1	28.9	29.2
2015	13.09	13.06	13.09	13.17	29.2	29.3	29.2	29.5
2016	13.35	13.91	13.27	14.16	29.5	29.8	29.4	29.7
2017	14.28	14.31	14.54	15.47	29.8	29.9	29.9	29.7
2018	15.70	15.60	15.80	15.70	29.8	29.6	29.5	29.6
2019	15.75	15.80	16.02	15.77	29.7	29.8	29.7	29.9
2020	15.80	16.00	–	–	30.0	30.2	–	–
Paid leave								
2006	–	–	–	3.09	–	–	–	8.0
2007	3.14	3.14	3.13	3.17	8.1	8.0	8.1	7.9
2008	3.12	3.15	3.20	3.26	7.7	7.8	7.8	7.9
2009	3.26	3.29	3.32	3.29	7.9	7.9	8.0	8.1
2010	3.29	3.26	3.31	3.37	7.9	7.9	7.9	8.1
2011	3.49	3.46	3.35	3.48	8.1	8.1	7.9	8.2
2012	3.43	3.53	3.55	3.44	8.0	8.2	8.2	8.1
2013	3.47	3.50	3.54	3.46	8.1	8.2	8.2	8.2
2014	3.64	3.65	3.59	3.66	8.3	8.3	8.3	8.1
2015	3.63	3.61	3.63	3.67	8.1	8.1	8.1	8.2
2016	3.71	3.88	3.70	3.96	8.2	8.3	8.2	8.3
2017	3.99	4.00	4.06	4.52	8.3	8.3	8.3	8.7
2018	4.59	4.57	4.63	4.74	8.7	8.7	8.7	8.9
2019	4.75	4.77	4.85	4.82	8.9	9.0	9.0	9.2

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	4.79	4.81	–	–	9.1	9.1	–	–
Supplemental pay								
2006	–	–	–	0.76	–	–	–	2.0
2007	.77	.78	0.78	.76	2.0	2.0	2.0	1.9
2008	.77	.78	.78	.78	1.9	1.9	1.9	1.9
2009	.80	.84	.84	.80	1.9	2.0	2.0	2.0
2010	.80	.81	.80	.77	1.9	1.9	1.9	1.8
2011	.80	.80	.80	.76	1.9	1.9	1.9	1.8
2012	.78	.77	.78	.77	1.8	1.8	1.8	1.8
2013	.74	.77	.77	.77	1.7	1.8	1.8	1.8
2014	.76	.79	.78	.79	1.7	1.8	1.8	1.8
2015	.77	.80	.80	.87	1.7	1.8	1.8	2.0
2016	.85	.84	.86	.85	1.9	1.8	1.9	1.8
2017	.85	.87	.87	.99	1.8	1.8	1.8	1.9
2018	1.03	1.03	1.02	1.11	2.0	2.0	1.9	2.1
2019	1.08	1.11	1.11	1.05	2.0	2.1	2.1	2.0
2020	1.08	1.13	–	–	2.0	2.1	–	–
Insurance								
2006	–	–	–	2.46	–	–	–	6.4
2007	2.53	2.50	2.53	2.59	6.5	6.4	6.6	6.4
2008	2.64	2.66	2.68	2.77	6.5	6.6	6.5	6.8
2009	2.83	2.82	2.84	2.86	6.8	6.8	6.8	7.0
2010	2.92	2.92	2.96	2.99	7.0	7.0	7.0	7.1
2011	3.04	3.02	3.01	3.14	7.1	7.1	7.1	7.4
2012	3.26	3.30	3.36	3.22	7.6	7.7	7.8	7.6
2013	3.27	3.26	3.27	3.34	7.7	7.6	7.6	7.9
2014	3.44	3.45	3.44	3.63	7.8	7.8	7.9	8.1
2015	3.66	3.66	3.67	3.67	8.2	8.2	8.2	8.2
2016	3.78	3.80	3.73	3.83	8.3	8.1	8.3	8.0
2017	3.84	3.85	3.92	4.24	8.0	8.0	8.1	8.1
2018	4.26	4.23	4.32	4.14	8.1	8.0	8.1	7.8
2019	4.20	4.19	4.23	4.34	7.9	7.9	7.9	8.2
2020	4.34	4.42	–	–	8.2	8.4	–	–
Retirement and savings								
2006	–	–	–	1.16	–	–	–	3.0
2007	1.16	1.14	1.19	1.44	3.0	2.9	3.1	3.6
2008	1.45	1.43	1.47	1.41	3.6	3.5	3.6	3.4
2009	1.42	1.38	1.41	1.41	3.4	3.3	3.4	3.4
2010	1.43	1.41	1.46	1.50	3.4	3.4	3.5	3.6
2011	1.59	1.57	1.50	1.58	3.7	3.7	3.5	3.7
2012	1.56	1.56	1.57	1.53	3.6	3.6	3.6	3.6
2013	1.54	1.51	1.55	1.50	3.6	3.5	3.6	3.6
2014	1.84	1.82	1.69	1.89	4.2	4.1	3.9	4.2
2015	1.89	1.86	1.84	1.80	4.2	4.2	4.1	4.0
2016	1.82	2.21	1.83	2.30	4.0	4.7	4.1	4.8
2017	2.34	2.34	2.41	2.24	4.9	4.9	4.9	4.3
2018	2.31	2.27	2.28	2.21	4.4	4.3	4.3	4.2
2019	2.23	2.23	2.28	2.10	4.2	4.2	4.2	4.0
2020	2.14	2.16	–	–	4.1	4.1	–	–
Legally required benefits								
2006	–	–	–	2.93	–	–	–	7.6
2007	2.94	2.95	2.95	2.99	7.5	7.6	7.6	7.4
2008	2.99	3.01	3.04	3.02	7.4	7.4	7.4	7.4
2009	3.04	3.04	3.06	3.01	7.3	7.4	7.4	7.4
2010	3.03	3.03	3.07	3.05	7.3	7.3	7.3	7.3
2011	3.10	3.09	3.09	3.05	7.2	7.2	7.3	7.2
2012	3.08	3.08	3.08	3.09	7.2	7.2	7.1	7.2
2013	3.07	3.08	3.12	3.04	7.2	7.2	7.2	7.2
2014	3.08	3.09	3.08	3.15	7.0	7.0	7.1	7.0
2015	3.14	3.12	3.15	3.16	7.0	7.0	7.0	7.1

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.19	3.18	3.14	3.22	7.0	6.8	7.0	6.8
2017	3.26	3.26	3.29	3.48	6.8	6.8	6.8	6.7
2018	3.51	3.50	3.54	3.49	6.7	6.7	6.6	6.6
2019	3.50	3.50	3.54	3.46	6.6	6.6	6.6	6.6
2020	3.46	3.48	–	–	6.6	6.6	–	–

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

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$40.02	–	–	–	100.0
2007	40.24	40.32	41.16	41.66	100.0	100.0	100.0	100.0
2008	42.18	41.98	42.46	43.49	100.0	100.0	100.0	100.0
2009	43.47	44.00	43.79	45.58	100.0	100.0	100.0	100.0
2010	45.35	45.14	45.49	46.71	100.0	100.0	100.0	100.0
2011	47.31	47.04	47.45	49.87	100.0	100.0	100.0	100.0
2012	50.91	50.72	50.27	52.15	100.0	100.0	100.0	100.0
2013	51.73	52.24	52.85	51.42	100.0	100.0	100.0	100.0
2014	51.21	52.14	52.76	51.97	100.0	100.0	100.0	100.0
2015	51.74	51.46	53.05	54.30	100.0	100.0	100.0	100.0
2016	55.35	55.11	55.61	55.58	100.0	100.0	100.0	100.0
2017	56.37	56.99	57.40	62.54	100.0	100.0	100.0	100.0
2018	64.02	64.04	66.33	68.61	100.0	100.0	100.0	100.0
2019	69.06	68.36	70.40	67.68	100.0	100.0	100.0	100.0
2020	67.70	67.20	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	28.98	–	–	–	72.4
2007	29.16	29.34	29.80	30.00	72.5	72.8	72.4	72.0
2008	30.43	30.30	30.71	31.19	72.1	72.2	72.3	71.7
2009	31.02	31.47	31.34	32.54	71.4	71.5	71.6	71.4
2010	32.45	32.39	32.58	33.55	71.6	71.8	71.6	71.8
2011	33.93	33.79	34.15	35.77	71.7	71.8	72.0	71.7
2012	36.43	36.42	36.04	37.28	71.6	71.8	71.7	71.5
2013	36.98	37.48	37.77	36.32	71.5	71.7	71.5	70.6
2014	36.08	36.83	37.29	36.14	70.4	70.6	70.7	69.6
2015	35.93	35.72	36.92	37.34	69.4	69.4	69.6	68.8
2016	38.46	38.44	38.71	38.75	69.5	69.7	69.6	69.7
2017	39.12	39.57	39.85	43.44	69.4	69.4	69.4	69.4
2018	44.16	44.59	45.82	47.94	69.0	69.6	69.1	69.9
2019	48.22	47.78	49.34	47.12	69.8	69.9	70.1	69.6
2020	47.02	46.66	–	–	69.5	69.4	–	–
Total benefits								
2006	–	–	–	11.04	–	–	–	27.6
2007	11.08	10.98	11.35	11.66	27.5	27.2	27.6	28.0
2008	11.76	11.69	11.75	12.30	27.9	27.8	27.7	28.3
2009	12.44	12.53	12.45	13.04	28.6	28.5	28.4	28.6
2010	12.90	12.75	12.91	13.16	28.4	28.2	28.4	28.2
2011	13.38	13.25	13.29	14.10	28.3	28.2	28.0	28.3
2012	14.48	14.30	14.23	14.87	28.4	28.2	28.3	28.5
2013	14.75	14.76	15.08	15.10	28.5	28.3	28.5	29.4
2014	15.13	15.31	15.47	15.82	29.6	29.4	29.3	30.4
2015	15.81	15.74	16.14	16.96	30.6	30.6	30.4	31.2
2016	16.89	16.67	16.90	16.82	30.5	30.3	30.4	30.3
2017	17.25	17.42	17.56	19.11	30.6	30.6	30.6	30.6
2018	19.86	19.46	20.51	20.67	31.0	30.4	30.9	30.1
2019	20.84	20.58	21.06	20.56	30.2	30.1	29.9	30.4
2020	20.68	20.55	–	–	30.5	30.6	–	–
Paid leave								
2006	–	–	–	4.00	–	–	–	10.0
2007	4.02	3.97	4.09	4.07	10.0	9.8	9.9	9.8
2008	4.10	4.03	4.12	4.36	9.7	9.6	9.7	10.0
2009	4.32	4.41	4.41	4.56	9.9	10.0	10.1	10.0
2010	4.54	4.47	4.53	4.68	10.0	9.9	10.0	10.0
2011	4.74	4.67	4.70	4.96	10.0	9.9	9.9	9.9
2012	5.04	5.00	4.97	5.15	9.9	9.9	9.9	9.9
2013	5.16	5.18	5.28	5.28	10.0	9.9	10.0	10.3
2014	5.27	5.34	5.39	5.46	10.3	10.2	10.2	10.5
2015	5.48	5.42	5.58	5.71	10.6	10.5	10.5	10.5
2016	5.69	5.62	5.73	5.69	10.3	10.2	10.3	10.2
2017	5.84	5.92	5.96	6.54	10.4	10.4	10.4	10.5
2018	6.85	6.73	7.06	7.21	10.7	10.5	10.6	10.5
2019	7.28	7.15	7.38	7.45	10.5	10.5	10.5	11.0

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	7.44	7.37	–	–	11.0	11.0	–	–
Supplemental pay								
2006	–	–	–	0.22	–	–	–	0.6
2007	.23	.21	0.20	.21	.6	.5	0.5	.5
2008	.21	.22	.20	.25	.5	.5	.5	.6
2009	.27	.26	.25	.28	.6	.6	.6	.6
2010	.24	.24	.23	.33	.5	.5	.5	.7
2011	.35	.36	.36	.45	.7	.8	.7	.9
2012	.61	.45	.46	.63	1.2	.9	.9	1.2
2013	.45	.46	.47	.50	.9	.9	.9	1.0
2014	.51	.52	.52	.49	1.0	1.0	1.0	.9
2015	.49	.49	.51	.67	.9	1.0	1.0	1.2
2016	.58	.59	.62	.62	1.1	1.1	1.1	1.1
2017	.62	.62	.62	.72	1.1	1.1	1.1	1.2
2018	.77	.77	.82	1.10	1.2	1.2	1.2	1.6
2019	.96	.97	.97	.80	1.4	1.4	1.4	1.2
2020	.85	.88	–	–	1.3	1.3	–	–
Insurance								
2006	–	–	–	2.69	–	–	–	6.7
2007	2.72	2.70	2.80	2.91	6.8	6.7	6.8	7.0
2008	2.93	2.93	2.92	3.09	7.0	7.0	6.9	7.1
2009	3.15	3.17	3.14	3.27	7.3	7.2	7.2	7.2
2010	3.23	3.21	3.24	3.19	7.1	7.1	7.1	6.8
2011	3.24	3.23	3.20	3.40	6.8	6.9	6.7	6.8
2012	3.48	3.51	3.47	3.53	6.8	6.9	6.9	6.8
2013	3.63	3.63	3.73	3.84	7.0	7.0	7.1	7.5
2014	3.91	3.97	4.01	4.28	7.6	7.6	7.6	8.2
2015	4.32	4.33	4.36	4.27	8.4	8.4	8.2	7.9
2016	4.34	4.27	4.30	4.35	7.8	7.7	7.7	7.8
2017	4.35	4.39	4.42	4.69	7.7	7.7	7.7	7.5
2018	4.80	4.63	5.02	4.77	7.5	7.2	7.6	7.0
2019	4.85	4.77	4.81	4.98	7.0	7.0	6.8	7.4
2020	4.92	4.87	–	–	7.3	7.2	–	–
Retirement and savings								
2006	–	–	–	1.15	–	–	–	2.9
2007	1.16	1.11	1.23	1.44	2.9	2.8	3.0	3.5
2008	1.44	1.46	1.45	1.49	3.4	3.5	3.4	3.4
2009	1.60	1.53	1.49	1.67	3.7	3.5	3.4	3.7
2010	1.62	1.58	1.65	1.65	3.6	3.5	3.6	3.5
2011	1.71	1.64	1.68	1.81	3.6	3.5	3.5	3.6
2012	1.78	1.76	1.82	1.95	3.5	3.5	3.6	3.7
2013	1.92	1.86	1.93	1.92	3.7	3.6	3.6	3.7
2014	1.90	1.88	1.91	2.05	3.7	3.6	3.6	4.0
2015	2.02	2.01	2.11	2.71	3.9	3.9	4.0	5.0
2016	2.63	2.57	2.61	2.53	4.8	4.7	4.7	4.6
2017	2.68	2.69	2.74	3.14	4.8	4.7	4.8	5.0
2018	3.36	3.26	3.44	3.35	5.2	5.1	5.2	4.9
2019	3.45	3.42	3.54	3.16	5.0	5.0	5.0	4.7
2020	3.28	3.23	–	–	4.8	4.8	–	–
Legally required benefits								
2006	–	–	–	2.98	–	–	–	7.4
2007	2.96	2.99	3.03	3.02	7.3	7.4	7.4	7.3
2008	3.07	3.05	3.05	3.11	7.3	7.3	7.2	7.1
2009	3.10	3.17	3.15	3.25	7.1	7.2	7.2	7.1
2010	3.26	3.24	3.26	3.31	7.2	7.2	7.2	7.1
2011	3.35	3.35	3.36	3.48	7.1	7.1	7.1	7.0
2012	3.57	3.57	3.52	3.61	7.0	7.0	7.0	6.9
2013	3.59	3.63	3.67	3.56	6.9	6.9	6.9	6.9
2014	3.54	3.60	3.64	3.54	6.9	6.9	6.9	6.8
2015	3.49	3.48	3.58	3.60	6.8	6.8	6.8	6.6

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.64	3.62	3.63	3.63	6.6	6.6	6.5	6.5
2017	3.76	3.80	3.82	4.01	6.7	6.7	6.7	6.4
2018	4.09	4.07	4.18	4.25	6.4	6.4	6.3	6.2
2019	4.30	4.28	4.36	4.17	6.2	6.3	6.2	6.2
2020	4.18	4.20	–	–	6.2	6.3	–	–

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

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$38.37	–	–	–	100.0
2007	38.86	38.83	38.19	40.09	100.0	100.0	100.0	100.0
2008	40.15	40.37	40.85	40.76	100.0	100.0	100.0	100.0
2009	41.17	41.02	41.32	40.15	100.0	100.0	100.0	100.0
2010	41.04	41.02	41.53	41.24	100.0	100.0	100.0	100.0
2011	42.35	42.10	41.66	41.58	100.0	100.0	100.0	100.0
2012	41.78	42.25	42.36	41.54	100.0	100.0	100.0	100.0
2013	41.51	41.66	42.08	41.24	100.0	100.0	100.0	100.0
2014	43.06	43.16	42.58	44.17	100.0	100.0	100.0	100.0
2015	44.08	43.81	43.91	43.61	100.0	100.0	100.0	100.0
2016	44.15	45.80	43.90	46.76	100.0	100.0	100.0	100.0
2017	46.90	46.96	47.70	50.71	100.0	100.0	100.0	100.0
2018	51.26	51.16	51.98	51.25	100.0	100.0	100.0	100.0
2019	51.35	51.39	52.04	50.94	100.0	100.0	100.0	100.0
2020	51.06	51.33	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	28.09	–	–	–	73.2
2007	28.40	28.39	27.74	29.26	73.1	73.1	72.6	73.0
2008	29.31	29.43	29.77	29.65	73.0	72.9	72.9	72.8
2009	29.96	29.80	29.99	29.01	72.8	72.6	72.6	72.3
2010	29.76	29.76	30.10	29.75	72.5	72.5	72.5	72.1
2011	30.50	30.34	30.10	29.82	72.0	72.1	72.3	71.7
2012	29.95	30.24	30.23	29.82	71.7	71.6	71.4	71.8
2013	29.74	29.84	30.16	29.45	71.6	71.6	71.7	71.4
2014	30.55	30.62	30.30	31.34	70.9	70.9	71.2	71.0
2015	31.28	31.04	31.14	30.85	71.0	70.9	70.9	70.7
2016	31.20	32.19	31.04	32.89	70.7	70.3	70.7	70.3
2017	32.95	32.98	33.49	35.74	70.3	70.2	70.2	70.5
2018	36.10	36.06	36.75	36.11	70.4	70.5	70.7	70.5
2019	36.16	36.11	36.58	35.72	70.4	70.3	70.3	70.1
2020	35.80	35.83	–	–	70.1	69.8	–	–
Total benefits								
2006	–	–	–	10.28	–	–	–	26.8
2007	10.46	10.44	10.45	10.83	26.9	26.9	27.4	27.0
2008	10.84	10.94	11.08	11.10	27.0	27.1	27.1	27.2
2009	11.21	11.22	11.34	11.14	27.2	27.4	27.4	27.7
2010	11.28	11.27	11.43	11.49	27.5	27.5	27.5	27.9
2011	11.84	11.77	11.56	11.76	28.0	27.9	27.7	28.3
2012	11.82	12.01	12.13	11.71	28.3	28.4	28.6	28.2
2013	11.77	11.82	11.92	11.79	28.4	28.4	28.3	28.6
2014	12.51	12.54	12.28	12.83	29.1	29.1	28.8	29.0
2015	12.80	12.77	12.77	12.76	29.0	29.1	29.1	29.3
2016	12.95	13.61	12.86	13.87	29.3	29.7	29.3	29.7
2017	13.95	13.97	14.21	14.97	29.7	29.8	29.8	29.5
2018	15.16	15.10	15.23	15.14	29.6	29.5	29.3	29.5
2019	15.19	15.29	15.46	15.22	29.6	29.7	29.7	29.9
2020	15.26	15.50	–	–	29.9	30.2	–	–
Paid leave								
2006	–	–	–	2.94	–	–	–	7.7
2007	3.00	3.01	2.98	3.02	7.7	7.7	7.8	7.5
2008	2.97	3.01	3.05	3.11	7.4	7.5	7.5	7.6
2009	3.13	3.14	3.18	3.12	7.6	7.7	7.7	7.8
2010	3.12	3.11	3.15	3.20	7.6	7.6	7.6	7.8
2011	3.33	3.30	3.19	3.31	7.9	7.8	7.7	8.0
2012	3.24	3.36	3.39	3.24	7.8	7.9	8.0	7.8
2013	3.26	3.31	3.34	3.26	7.9	7.9	7.9	7.9
2014	3.47	3.47	3.41	3.46	8.0	8.0	8.0	7.8
2015	3.43	3.41	3.43	3.44	7.8	7.8	7.8	7.9
2016	3.49	3.69	3.47	3.77	7.9	8.1	7.9	8.1
2017	3.78	3.79	3.85	4.24	8.1	8.1	8.1	8.4
2018	4.29	4.29	4.34	4.47	8.4	8.4	8.3	8.7
2019	4.47	4.52	4.57	4.52	8.7	8.8	8.8	8.9

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	4.49	4.53	–	–	8.8	8.8	–	–
Supplemental pay								
2006	–	–	–	0.84	–	–	–	2.2
2007	.86	.88	0.87	.85	2.2	2.3	2.3	2.1
2008	.85	.87	.87	.85	2.1	2.1	2.1	2.1
2009	.87	.91	.91	.87	2.1	2.2	2.2	2.2
2010	.87	.88	.87	.83	2.1	2.1	2.1	2.0
2011	.86	.85	.85	.80	2.0	2.0	2.0	1.9
2012	.80	.81	.81	.78	1.9	1.9	1.9	1.9
2013	.78	.80	.80	.80	1.9	1.9	1.9	1.9
2014	.79	.82	.81	.82	1.8	1.9	1.9	1.9
2015	.81	.83	.83	.90	1.8	1.9	1.9	2.1
2016	.89	.87	.89	.87	2.0	1.9	2.0	1.9
2017	.88	.90	.90	1.03	1.9	1.9	1.9	2.0
2018	1.06	1.06	1.04	1.11	2.1	2.1	2.0	2.2
2019	1.10	1.12	1.13	1.08	2.1	2.2	2.2	2.1
2020	1.10	1.15	–	–	2.2	2.2	–	–
Insurance								
2006	–	–	–	2.42	–	–	–	6.3
2007	2.50	2.47	2.49	2.53	6.4	6.4	6.5	6.3
2008	2.59	2.62	2.64	2.73	6.5	6.5	6.5	6.7
2009	2.79	2.78	2.80	2.80	6.8	6.8	6.8	7.0
2010	2.88	2.88	2.92	2.96	7.0	7.0	7.0	7.2
2011	3.01	3.00	2.99	3.11	7.1	7.1	7.2	7.5
2012	3.23	3.28	3.34	3.18	7.7	7.8	7.9	7.7
2013	3.22	3.22	3.22	3.28	7.8	7.7	7.6	8.0
2014	3.39	3.40	3.38	3.56	7.9	7.9	7.9	8.1
2015	3.59	3.59	3.60	3.61	8.1	8.2	8.2	8.3
2016	3.71	3.74	3.66	3.78	8.4	8.2	8.3	8.1
2017	3.79	3.79	3.87	4.17	8.1	8.1	8.1	8.2
2018	4.19	4.18	4.24	4.07	8.2	8.2	8.2	7.9
2019	4.12	4.13	4.17	4.26	8.0	8.0	8.0	8.4
2020	4.28	4.38	–	–	8.4	8.5	–	–
Retirement and savings								
2006	–	–	–	1.16	–	–	–	3.0
2007	1.16	1.14	1.18	1.44	3.0	2.9	3.1	3.6
2008	1.45	1.43	1.48	1.40	3.6	3.5	3.6	3.4
2009	1.40	1.37	1.40	1.37	3.4	3.3	3.4	3.4
2010	1.40	1.39	1.44	1.48	3.4	3.4	3.5	3.6
2011	1.58	1.56	1.47	1.55	3.7	3.7	3.5	3.7
2012	1.53	1.54	1.55	1.48	3.7	3.6	3.7	3.6
2013	1.49	1.47	1.50	1.46	3.6	3.5	3.6	3.5
2014	1.84	1.82	1.66	1.88	4.3	4.2	3.9	4.2
2015	1.87	1.85	1.81	1.70	4.2	4.2	4.1	3.9
2016	1.72	2.17	1.75	2.27	3.9	4.7	4.0	4.9
2017	2.30	2.30	2.37	2.12	4.9	4.9	5.0	4.2
2018	2.17	2.14	2.14	2.09	4.2	4.2	4.1	4.1
2019	2.09	2.11	2.14	1.98	4.1	4.1	4.1	3.9
2020	2.01	2.04	–	–	3.9	4.0	–	–
Legally required benefits								
2006	–	–	–	2.92	–	–	–	7.6
2007	2.94	2.94	2.93	2.98	7.6	7.6	7.7	7.4
2008	2.98	3.01	3.04	3.01	7.4	7.5	7.4	7.4
2009	3.03	3.02	3.05	2.98	7.4	7.4	7.4	7.4
2010	3.01	3.01	3.04	3.02	7.3	7.3	7.3	7.3
2011	3.07	3.06	3.06	2.99	7.2	7.3	7.3	7.2
2012	3.02	3.03	3.03	3.02	7.2	7.2	7.1	7.3
2013	3.01	3.02	3.05	2.99	7.3	7.2	7.3	7.2
2014	3.03	3.03	3.02	3.11	7.0	7.0	7.1	7.0
2015	3.10	3.08	3.11	3.11	7.0	7.0	7.1	7.1

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.14	3.13	3.09	3.18	7.1	6.8	7.0	6.8
2017	3.20	3.20	3.23	3.41	6.8	6.8	6.8	6.7
2018	3.44	3.43	3.47	3.41	6.7	6.7	6.7	6.7
2019	3.41	3.41	3.45	3.37	6.6	6.6	6.6	6.6
2020	3.38	3.40	–	–	6.6	6.6	–	–

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

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$20.21	–	–	–	100.0
2007	20.28	20.39	20.70	20.98	100.0	100.0	100.0	100.0
2008	21.18	21.07	21.29	21.47	100.0	100.0	100.0	100.0
2009	21.71	21.90	21.99	22.35	100.0	100.0	100.0	100.0
2010	22.48	22.47	22.63	22.29	100.0	100.0	100.0	100.0
2011	22.38	22.35	22.59	22.59	100.0	100.0	100.0	100.0
2012	22.69	22.86	22.92	23.02	100.0	100.0	100.0	100.0
2013	23.03	23.00	22.88	22.66	100.0	100.0	100.0	100.0
2014	22.61	22.66	22.70	23.02	100.0	100.0	100.0	100.0
2015	23.13	23.15	23.30	23.15	100.0	100.0	100.0	100.0
2016	23.59	23.56	23.71	23.93	100.0	100.0	100.0	100.0
2017	24.15	24.11	24.28	25.18	100.0	100.0	100.0	100.0
2018	25.42	25.49	25.61	26.11	100.0	100.0	100.0	100.0
2019	26.57	26.52	26.90	26.65	100.0	100.0	100.0	100.0
2020	26.97	26.94	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.11	–	–	–	69.8
2007	14.15	14.29	14.57	14.68	69.8	70.1	70.4	70.0
2008	14.77	14.72	14.87	15.01	69.7	69.9	69.8	69.9
2009	15.09	15.24	15.31	15.55	69.5	69.6	69.6	69.6
2010	15.61	15.64	15.74	15.54	69.5	69.6	69.5	69.7
2011	15.59	15.60	15.77	15.84	69.7	69.8	69.8	70.1
2012	15.87	15.97	15.96	16.20	70.0	69.8	69.7	70.4
2013	16.14	16.15	16.05	15.80	70.1	70.2	70.2	69.7
2014	15.79	15.80	15.81	16.04	69.8	69.7	69.7	69.7
2015	16.06	16.10	16.23	15.96	69.4	69.5	69.7	68.9
2016	16.30	16.32	16.42	16.47	69.1	69.3	69.3	68.8
2017	16.59	16.58	16.71	17.44	68.7	68.8	68.8	69.2
2018	17.62	17.69	17.81	17.94	69.3	69.4	69.5	68.7
2019	18.25	18.28	18.49	18.38	68.7	68.9	68.7	69.0
2020	18.61	18.49	–	–	69.0	68.6	–	–
Total benefits								
2006	–	–	–	6.09	–	–	–	30.2
2007	6.12	6.10	6.13	6.30	30.2	29.9	29.6	30.0
2008	6.42	6.34	6.42	6.46	30.3	30.1	30.2	30.1
2009	6.62	6.66	6.68	6.81	30.5	30.4	30.4	30.4
2010	6.87	6.83	6.89	6.75	30.5	30.4	30.5	30.3
2011	6.79	6.74	6.82	6.75	30.3	30.2	30.2	29.9
2012	6.82	6.89	6.95	6.82	30.0	30.2	30.3	29.6
2013	6.88	6.85	6.83	6.86	29.9	29.8	29.8	30.3
2014	6.82	6.86	6.89	6.98	30.2	30.3	30.3	30.3
2015	7.06	7.05	7.07	7.19	30.6	30.5	30.3	31.1
2016	7.29	7.24	7.29	7.46	30.9	30.7	30.7	31.2
2017	7.55	7.53	7.57	7.74	31.3	31.2	31.2	30.8
2018	7.80	7.80	7.80	8.16	30.7	30.6	30.5	31.3
2019	8.32	8.24	8.41	8.27	31.3	31.1	31.3	31.0
2020	8.36	8.45	–	–	31.0	31.4	–	–
Paid leave								
2006	–	–	–	1.58	–	–	–	7.8
2007	1.58	1.58	1.60	1.62	7.8	7.8	7.7	7.7
2008	1.65	1.60	1.62	1.64	7.8	7.6	7.6	7.6
2009	1.64	1.65	1.64	1.67	7.5	7.5	7.5	7.5
2010	1.66	1.63	1.66	1.63	7.4	7.3	7.3	7.3
2011	1.64	1.62	1.65	1.69	7.3	7.3	7.3	7.5
2012	1.69	1.70	1.69	1.70	7.4	7.4	7.4	7.4
2013	1.69	1.69	1.66	1.65	7.4	7.3	7.3	7.3
2014	1.64	1.64	1.65	1.70	7.3	7.2	7.3	7.4
2015	1.71	1.70	1.73	1.75	7.4	7.3	7.4	7.5
2016	1.77	1.76	1.77	1.79	7.5	7.5	7.5	7.5
2017	1.81	1.80	1.81	1.94	7.5	7.5	7.5	7.7
2018	1.95	1.95	1.96	2.04	7.7	7.7	7.7	7.8
2019	2.08	2.07	2.13	2.15	7.8	7.8	7.9	8.1

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2020	2.19	2.19	–	–	8.1	8.1	–	–
Supplemental pay								
2006	–	–	–	0.33	–	–	–	1.6
2007	.34	.33	0.33	.33	1.7	1.6	1.6	1.6
2008	.31	.33	.33	.33	1.5	1.6	1.6	1.5
2009	.33	.33	.33	.34	1.5	1.5	1.5	1.5
2010	.34	.35	.34	.33	1.5	1.5	1.5	1.5
2011	.34	.34	.34	.33	1.5	1.5	1.5	1.5
2012	.34	.33	.31	.29	1.5	1.4	1.3	1.3
2013	.29	.30	.30	.31	1.2	1.3	1.3	1.4
2014	.30	.30	.31	.30	1.3	1.3	1.4	1.3
2015	.30	.30	.30	.32	1.3	1.3	1.3	1.4
2016	.32	.32	.32	.31	1.3	1.4	1.3	1.3
2017	.32	.33	.33	.37	1.3	1.4	1.4	1.5
2018	.38	.38	.36	.44	1.5	1.5	1.4	1.7
2019	.45	.45	.46	.44	1.7	1.7	1.7	1.7
2020	.44	.46	–	–	1.6	1.7	–	–
Insurance								
2006	–	–	–	2.00	–	–	–	9.9
2007	2.04	2.01	1.99	2.05	10.0	9.9	9.6	9.7
2008	2.12	2.09	2.11	2.16	10.0	9.9	9.9	10.1
2009	2.29	2.29	2.31	2.38	10.6	10.5	10.5	10.7
2010	2.46	2.43	2.43	2.27	10.9	10.8	10.7	10.2
2011	2.27	2.28	2.31	2.41	10.2	10.2	10.2	10.7
2012	2.46	2.50	2.58	2.41	10.8	10.9	11.2	10.5
2013	2.47	2.46	2.48	2.56	10.7	10.7	10.8	11.3
2014	2.55	2.58	2.58	2.64	11.3	11.4	11.4	11.5
2015	2.72	2.71	2.67	2.71	11.7	11.7	11.5	11.7
2016	2.76	2.75	2.76	2.95	11.7	11.7	11.6	12.3
2017	2.97	2.97	2.98	2.85	12.3	12.3	12.3	11.3
2018	2.87	2.89	2.92	3.03	11.3	11.4	11.4	11.6
2019	3.09	3.04	3.10	3.00	11.6	11.5	11.5	11.2
2020	3.01	3.09	–	–	11.2	11.5	–	–
Retirement and savings								
2006	–	–	–	.58	–	–	–	2.9
2007	.57	.56	.58	.67	2.8	2.8	2.8	3.2
2008	.69	.67	.69	.69	3.2	3.2	3.3	3.2
2009	.70	.71	.72	.72	3.2	3.2	3.3	3.2
2010	.71	.72	.74	.81	3.2	3.2	3.3	3.6
2011	.82	.77	.77	.60	3.6	3.5	3.4	2.7
2012	.59	.59	.61	.62	2.6	2.6	2.6	2.7
2013	.64	.62	.63	.61	2.8	2.7	2.7	2.7
2014	.60	.62	.63	.59	2.7	2.7	2.8	2.6
2015	.59	.58	.59	.66	2.6	2.5	2.5	2.8
2016	.67	.64	.67	.65	2.8	2.7	2.8	2.7
2017	.68	.67	.68	.74	2.8	2.8	2.8	2.9
2018	.74	.72	.70	.79	2.9	2.8	2.7	3.0
2019	.81	.79	.82	.79	3.0	3.0	3.0	3.0
2020	.80	.82	–	–	3.0	3.0	–	–
Legally required benefits								
2006	–	–	–	1.61	–	–	–	8.0
2007	1.60	1.61	1.63	1.64	7.9	7.9	7.9	7.8
2008	1.64	1.65	1.66	1.65	7.7	7.8	7.8	7.7
2009	1.66	1.68	1.68	1.68	7.6	7.7	7.6	7.5
2010	1.69	1.70	1.72	1.71	7.5	7.6	7.6	7.7
2011	1.72	1.73	1.75	1.73	7.7	7.8	7.7	7.6
2012	1.75	1.78	1.77	1.80	7.7	7.8	7.7	7.8
2013	1.79	1.79	1.77	1.73	7.8	7.8	7.7	7.6
2014	1.72	1.72	1.72	1.75	7.6	7.6	7.6	7.6
2015	1.75	1.76	1.78	1.75	7.6	7.6	7.6	7.6

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2016	1.78	1.77	1.77	1.77	7.5	7.5	7.5	7.4
2017	1.78	1.76	1.77	1.84	7.4	7.3	7.3	7.3
2018	1.86	1.86	1.86	1.87	7.3	7.3	7.3	7.2
2019	1.89	1.89	1.91	1.89	7.1	7.1	7.1	7.1
2020	1.91	1.90	–	–	7.1	7.0	–	–

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

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$20.18	–	–	–	100.0
2007	20.25	20.37	20.68	20.95	100.0	100.0	100.0	100.0
2008	21.15	21.03	21.26	21.36	100.0	100.0	100.0	100.0
2009	21.58	21.78	21.88	22.23	100.0	100.0	100.0	100.0
2010	22.33	22.31	22.48	22.23	100.0	100.0	100.0	100.0
2011	22.32	22.28	22.51	22.38	100.0	100.0	100.0	100.0
2012	22.47	22.67	22.72	22.95	100.0	100.0	100.0	100.0
2013	22.97	22.95	22.82	22.67	100.0	100.0	100.0	100.0
2014	22.62	22.67	22.71	22.92	100.0	100.0	100.0	100.0
2015	23.01	23.03	23.19	23.35	100.0	100.0	100.0	100.0
2016	23.80	23.77	23.91	24.13	100.0	100.0	100.0	100.0
2017	24.35	24.31	24.48	25.30	100.0	100.0	100.0	100.0
2018	25.55	25.62	25.75	26.19	100.0	100.0	100.0	100.0
2019	26.51	26.44	26.84	26.57	100.0	100.0	100.0	100.0
2020	26.90	26.91	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.09	–	–	–	69.8
2007	14.13	14.27	14.54	14.65	69.8	70.1	70.3	69.9
2008	14.73	14.69	14.83	14.92	69.6	69.8	69.8	69.8
2009	14.98	15.14	15.21	15.45	69.4	69.5	69.5	69.5
2010	15.49	15.50	15.60	15.47	69.4	69.5	69.4	69.6
2011	15.52	15.53	15.69	15.66	69.5	69.7	69.7	70.0
2012	15.69	15.80	15.80	16.13	69.8	69.7	69.5	70.3
2013	16.07	16.09	15.99	15.77	70.0	70.1	70.0	69.6
2014	15.76	15.77	15.78	15.94	69.7	69.6	69.5	69.6
2015	15.95	15.99	16.12	16.08	69.3	69.4	69.5	68.9
2016	16.42	16.44	16.53	16.57	69.0	69.2	69.1	68.7
2017	16.69	16.68	16.81	17.50	68.6	68.6	68.7	69.1
2018	17.68	17.76	17.88	17.98	69.2	69.3	69.5	68.7
2019	18.20	18.21	18.44	18.31	68.6	68.9	68.7	68.9
2020	18.55	18.47	–	–	69.0	68.6	–	–
Total benefits								
2006	–	–	–	6.09	–	–	–	30.2
2007	6.12	6.10	6.13	6.30	30.2	29.9	29.7	30.1
2008	6.42	6.35	6.42	6.44	30.4	30.2	30.2	30.2
2009	6.60	6.65	6.67	6.78	30.6	30.5	30.5	30.5
2010	6.84	6.81	6.87	6.76	30.6	30.5	30.6	30.4
2011	6.80	6.76	6.81	6.72	30.5	30.3	30.3	30.0
2012	6.78	6.86	6.92	6.82	30.2	30.3	30.5	29.7
2013	6.89	6.86	6.84	6.90	30.0	29.9	30.0	30.4
2014	6.86	6.90	6.93	6.98	30.3	30.4	30.5	30.4
2015	7.06	7.05	7.06	7.27	30.7	30.6	30.5	31.1
2016	7.37	7.33	7.38	7.56	31.0	30.8	30.9	31.3
2017	7.65	7.63	7.67	7.81	31.4	31.4	31.3	30.9
2018	7.87	7.86	7.87	8.21	30.8	30.7	30.5	31.3
2019	8.32	8.23	8.41	8.26	31.4	31.1	31.3	31.1
2020	8.35	8.44	–	–	31.0	31.4	–	–
Paid leave								
2006	–	–	–	1.57	–	–	–	7.8
2007	1.58	1.58	1.60	1.62	7.8	7.7	7.7	7.7
2008	1.65	1.60	1.62	1.63	7.8	7.6	7.6	7.6
2009	1.63	1.64	1.63	1.66	7.5	7.5	7.5	7.5
2010	1.64	1.62	1.64	1.62	7.3	7.2	7.3	7.3
2011	1.62	1.61	1.63	1.66	7.3	7.2	7.3	7.4
2012	1.65	1.67	1.66	1.69	7.4	7.4	7.3	7.4
2013	1.69	1.68	1.65	1.65	7.3	7.3	7.2	7.3
2014	1.65	1.65	1.66	1.70	7.3	7.3	7.3	7.4
2015	1.70	1.69	1.72	1.77	7.4	7.4	7.4	7.6
2016	1.79	1.78	1.79	1.81	7.5	7.5	7.5	7.5
2017	1.83	1.82	1.84	1.95	7.5	7.5	7.5	7.7
2018	1.97	1.96	1.98	2.05	7.7	7.7	7.7	7.8
2019	2.08	2.07	2.12	2.15	7.8	7.8	7.9	8.1

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2020	2.19	2.19	–	–	8.1	8.1	–	–
Supplemental pay								
2006	–	–	–	0.33	–	–	–	1.6
2007	.34	.33	0.33	.33	1.7	1.6	1.6	1.6
2008	.31	.33	.33	.33	1.5	1.6	1.6	1.5
2009	.33	.33	.33	.35	1.5	1.5	1.5	1.6
2010	.35	.35	.35	.34	1.5	1.6	1.5	1.5
2011	.35	.34	.34	.34	1.6	1.5	1.5	1.5
2012	.34	.34	.31	.30	1.5	1.5	1.4	1.3
2013	.30	.31	.31	.32	1.3	1.3	1.3	1.4
2014	.31	.31	.32	.30	1.4	1.4	1.4	1.3
2015	.30	.31	.30	.33	1.3	1.3	1.3	1.4
2016	.32	.33	.33	.31	1.4	1.4	1.4	1.3
2017	.33	.34	.34	.38	1.3	1.4	1.4	1.5
2018	.38	.38	.36	.44	1.5	1.5	1.4	1.7
2019	.45	.44	.45	.44	1.7	1.7	1.7	1.6
2020	.43	.46	–	–	1.6	1.7	–	–
Insurance								
2006	–	–	–	2.00	–	–	–	9.9
2007	2.04	2.02	1.99	2.05	10.1	9.9	9.6	9.8
2008	2.13	2.10	2.12	2.16	10.1	10.0	10.0	10.1
2009	2.30	2.30	2.32	2.39	10.6	10.5	10.6	10.7
2010	2.47	2.44	2.44	2.29	11.0	11.0	10.8	10.3
2011	2.29	2.30	2.32	2.42	10.3	10.3	10.3	10.8
2012	2.47	2.51	2.59	2.41	11.0	11.1	11.4	10.5
2013	2.48	2.47	2.48	2.58	10.8	10.7	10.9	11.4
2014	2.57	2.60	2.60	2.65	11.3	11.5	11.4	11.5
2015	2.72	2.72	2.68	2.75	11.8	11.8	11.5	11.8
2016	2.79	2.78	2.80	2.99	11.7	11.7	11.7	12.4
2017	3.01	3.01	3.01	2.87	12.4	12.4	12.3	11.3
2018	2.89	2.91	2.94	3.04	11.3	11.4	11.4	11.6
2019	3.09	3.05	3.11	3.00	11.7	11.5	11.6	11.3
2020	3.02	3.08	–	–	11.2	11.5	–	–
Retirement and savings								
2006	–	–	–	.58	–	–	–	2.9
2007	.57	.56	.58	.67	2.8	2.8	2.8	3.2
2008	.69	.67	.70	.68	3.2	3.2	3.3	3.2
2009	.70	.71	.72	.72	3.2	3.2	3.3	3.2
2010	.71	.72	.74	.81	3.2	3.2	3.3	3.7
2011	.82	.78	.77	.60	3.7	3.5	3.4	2.7
2012	.58	.58	.60	.63	2.6	2.6	2.7	2.7
2013	.64	.63	.63	.62	2.8	2.7	2.8	2.7
2014	.61	.63	.64	.60	2.7	2.8	2.8	2.6
2015	.59	.58	.60	.67	2.6	2.5	2.6	2.9
2016	.68	.66	.69	.67	2.9	2.8	2.9	2.8
2017	.70	.69	.70	.76	2.9	2.8	2.9	3.0
2018	.76	.74	.72	.81	3.0	2.9	2.8	3.1
2019	.82	.80	.83	.80	3.1	3.0	3.1	3.0
2020	.81	.82	–	–	3.0	3.1	–	–
Legally required benefits								
2006	–	–	–	1.61	–	–	–	8.0
2007	1.60	1.61	1.63	1.64	7.9	7.9	7.9	7.8
2008	1.64	1.64	1.65	1.64	7.7	7.8	7.8	7.7
2009	1.65	1.67	1.67	1.67	7.6	7.7	7.6	7.5
2010	1.68	1.69	1.71	1.70	7.5	7.6	7.6	7.6
2011	1.71	1.72	1.74	1.71	7.7	7.7	7.7	7.6
2012	1.73	1.76	1.76	1.80	7.7	7.8	7.7	7.8
2013	1.79	1.78	1.76	1.72	7.8	7.8	7.7	7.6
2014	1.72	1.72	1.71	1.74	7.6	7.6	7.5	7.6
2015	1.73	1.75	1.77	1.76	7.5	7.6	7.6	7.6

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2016	1.79	1.78	1.78	1.78	7.5	7.5	7.4	7.4
2017	1.79	1.77	1.78	1.85	7.3	7.3	7.3	7.3
2018	1.87	1.86	1.87	1.87	7.3	7.3	7.3	7.1
2019	1.88	1.88	1.90	1.88	7.1	7.1	7.1	7.1
2020	1.90	1.89	–	–	7.1	7.0	–	–

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

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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	–	–	–	$15.20	–	–	–	100.0
2007	15.31	15.44	15.49	15.78	100.0	100.0	100.0	100.0
2008	15.90	16.00	16.10	16.12	100.0	100.0	100.0	100.0
2009	16.24	16.27	16.39	16.20	100.0	100.0	100.0	100.0
2010	16.24	16.28	16.32	16.65	100.0	100.0	100.0	100.0
2011	16.75	16.79	16.84	16.97	100.0	100.0	100.0	100.0
2012	17.06	17.09	17.21	16.91	100.0	100.0	100.0	100.0
2013	17.13	17.30	17.28	17.48	100.0	100.0	100.0	100.0
2014	17.40	17.52	17.65	18.05	100.0	100.0	100.0	100.0
2015	18.11	18.04	18.22	18.56	100.0	100.0	100.0	100.0
2016	18.64	18.70	18.81	19.00	100.0	100.0	100.0	100.0
2017	19.13	19.26	19.40	19.77	100.0	100.0	100.0	100.0
2018	19.85	19.86	20.17	20.42	100.0	100.0	100.0	100.0
2019	20.70	20.87	21.02	20.65	100.0	100.0	100.0	100.0
2020	20.80	20.94	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.79	–	–	–	71.0
2007	10.86	10.96	11.03	11.16	70.9	71.0	71.2	70.7
2008	11.25	11.33	11.41	11.46	70.8	70.8	70.9	71.1
2009	11.53	11.56	11.65	11.57	71.0	71.0	71.1	71.4
2010	11.58	11.58	11.62	11.90	71.3	71.1	71.2	71.4
2011	11.95	11.96	12.00	12.17	71.3	71.2	71.2	71.7
2012	12.19	12.20	12.29	12.20	71.5	71.4	71.4	72.2
2013	12.34	12.45	12.46	12.52	72.0	72.0	72.1	71.6
2014	12.47	12.52	12.63	12.93	71.6	71.5	71.6	71.6
2015	12.97	12.91	13.04	13.31	71.6	71.5	71.6	71.7
2016	13.37	13.43	13.53	13.62	71.7	71.8	71.9	71.7
2017	13.71	13.79	13.89	14.03	71.7	71.6	71.6	71.0
2018	14.15	14.22	14.43	14.53	71.3	71.6	71.5	71.1
2019	14.74	14.85	14.98	14.67	71.2	71.2	71.2	71.0
2020	14.80	14.88	–	–	71.1	71.0	–	–
Total benefits								
2006	–	–	–	4.41	–	–	–	29.0
2007	4.45	4.48	4.47	4.62	29.1	29.0	28.8	29.3
2008	4.65	4.67	4.69	4.66	29.2	29.2	29.1	28.9
2009	4.72	4.71	4.73	4.63	29.0	29.0	28.9	28.6
2010	4.66	4.70	4.70	4.76	28.7	28.9	28.8	28.6
2011	4.80	4.83	4.84	4.80	28.7	28.8	28.8	28.3
2012	4.87	4.89	4.92	4.71	28.5	28.6	28.6	27.8
2013	4.79	4.84	4.82	4.96	28.0	28.0	27.9	28.4
2014	4.94	5.00	5.02	5.13	28.4	28.5	28.4	28.4
2015	5.14	5.14	5.18	5.25	28.4	28.5	28.4	28.3
2016	5.28	5.27	5.28	5.38	28.3	28.2	28.1	28.3
2017	5.42	5.47	5.51	5.74	28.3	28.4	28.4	29.0
2018	5.70	5.63	5.74	5.89	28.7	28.4	28.5	28.9
2019	5.96	6.02	6.05	5.98	28.8	28.8	28.8	29.0
2020	6.01	6.06	–	–	28.9	29.0	–	–
Paid leave								
2006	–	–	–	.94	–	–	–	6.2
2007	.95	.96	.95	.98	6.2	6.2	6.1	6.2
2008	.97	.98	.98	.99	6.1	6.1	6.1	6.2
2009	1.00	1.00	1.01	.98	6.2	6.2	6.2	6.1
2010	.98	.98	.98	1.01	6.0	6.0	6.0	6.1
2011	1.02	1.01	1.02	1.02	6.1	6.0	6.1	6.0
2012	1.02	1.02	1.03	.97	6.0	5.9	6.0	5.7
2013	.98	1.02	1.02	1.04	5.7	5.9	5.9	5.9
2014	1.03	1.04	1.05	1.07	5.9	5.9	6.0	5.9
2015	1.07	1.06	1.08	1.12	5.9	5.9	5.9	6.0
2016	1.12	1.12	1.11	1.13	6.0	6.0	5.9	5.9
2017	1.13	1.14	1.15	1.23	5.9	5.9	5.9	6.2
2018	1.20	1.18	1.21	1.26	6.0	6.0	6.0	6.2
2019	1.28	1.29	1.30	1.30	6.2	6.2	6.2	6.3

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2020	1.30	1.32	–	–	6.3	6.3	–	–
Supplemental pay								
2006	–	–	–	0.34	–	–	–	2.2
2007	.35	.35	0.35	.36	2.3	2.3	2.3	2.3
2008	.36	.36	.37	.37	2.3	2.3	2.3	2.3
2009	.37	.37	.37	.36	2.3	2.3	2.3	2.2
2010	.37	.36	.36	.38	2.3	2.2	2.2	2.3
2011	.39	.39	.39	.40	2.3	2.3	2.3	2.4
2012	.40	.40	.42	.42	2.4	2.4	2.5	2.5
2013	.40	.41	.41	.44	2.3	2.4	2.4	2.5
2014	.42	.44	.43	.43	2.4	2.5	2.4	2.4
2015	.43	.44	.45	.44	2.4	2.5	2.5	2.3
2016	.43	.43	.43	.44	2.3	2.3	2.3	2.3
2017	.46	.46	.46	.54	2.4	2.4	2.4	2.7
2018	.53	.52	.51	.54	2.7	2.6	2.5	2.7
2019	.54	.55	.55	.52	2.6	2.6	2.6	2.5
2020	.53	.54	–	–	2.6	2.6	–	–
Insurance								
2006	–	–	–	1.43	–	–	–	9.4
2007	1.46	1.46	1.45	1.50	9.5	9.5	9.3	9.5
2008	1.53	1.55	1.55	1.52	9.7	9.7	9.6	9.4
2009	1.55	1.55	1.55	1.48	9.5	9.5	9.5	9.2
2010	1.52	1.56	1.55	1.49	9.3	9.6	9.5	9.0
2011	1.51	1.52	1.53	1.49	9.0	9.0	9.1	8.8
2012	1.53	1.54	1.52	1.40	8.9	9.0	8.8	8.3
2013	1.46	1.44	1.43	1.51	8.5	8.3	8.3	8.6
2014	1.53	1.57	1.57	1.60	8.8	9.0	8.9	8.9
2015	1.62	1.64	1.64	1.59	9.0	9.1	9.0	8.6
2016	1.63	1.64	1.64	1.69	8.7	8.8	8.7	8.9
2017	1.71	1.73	1.75	1.84	8.9	9.0	9.0	9.3
2018	1.85	1.80	1.87	1.94	9.3	9.1	9.3	9.5
2019	1.97	1.99	2.00	2.05	9.5	9.5	9.5	9.9
2020	2.04	2.07	–	–	9.8	9.9	–	–
Retirement and savings								
2006	–	–	–	.27	–	–	–	1.8
2007	.27	.27	.29	.33	1.8	1.7	1.9	2.1
2008	.33	.33	.34	.34	2.1	2.1	2.1	2.1
2009	.34	.34	.35	.34	2.1	2.1	2.1	2.1
2010	.33	.33	.33	.35	2.1	2.0	2.0	2.1
2011	.36	.36	.35	.31	2.1	2.1	2.1	1.8
2012	.31	.32	.32	.30	1.8	1.9	1.8	1.8
2013	.32	.33	.30	.32	1.9	1.9	1.8	1.8
2014	.32	.32	.33	.36	1.8	1.8	1.9	2.0
2015	.35	.35	.35	.39	1.9	1.9	1.9	2.1
2016	.39	.39	.39	.41	2.1	2.1	2.1	2.2
2017	.41	.41	.41	.41	2.1	2.1	2.1	2.1
2018	.41	.41	.41	.43	2.0	2.1	2.0	2.1
2019	.43	.44	.44	.42	2.1	2.1	2.1	2.0
2020	.43	.44	–	–	2.1	2.1	–	–
Legally required benefits								
2006	–	–	–	1.43	–	–	–	9.4
2007	1.43	1.43	1.44	1.45	9.3	9.3	9.3	9.2
2008	1.45	1.45	1.45	1.44	9.1	9.1	9.0	8.9
2009	1.45	1.45	1.46	1.46	8.9	8.9	8.9	9.0
2010	1.46	1.47	1.48	1.52	9.0	9.0	9.1	9.1
2011	1.53	1.54	1.55	1.59	9.1	9.2	9.2	9.3
2012	1.61	1.62	1.62	1.62	9.4	9.5	9.4	9.6
2013	1.64	1.65	1.65	1.66	9.6	9.5	9.5	9.5
2014	1.64	1.64	1.64	1.67	9.4	9.3	9.3	9.2
2015	1.66	1.65	1.66	1.71	9.2	9.1	9.1	9.2

See footnotes at end of table.

Supplemental table 23. Private education and health services industry workers, by occupational group: employer costs per hour 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								
2016	1.70	1.70	1.71	1.72	9.1	9.1	9.1	9.0
2017	1.72	1.72	1.74	1.72	9.0	8.9	9.0	8.7
2018	1.71	1.72	1.73	1.73	8.6	8.6	8.6	8.5
2019	1.74	1.75	1.75	1.70	8.4	8.4	8.3	8.2
2020	1.69	1.70	–	–	8.1	8.1	–	–

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

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$21.76	–	–	–	100.0
2007	22.56	22.80	23.08	25.42	100.0	100.0	100.0	100.0
2008	25.12	25.37	25.35	23.90	100.0	100.0	100.0	100.0
2009	24.04	24.26	24.53	24.30	100.0	100.0	100.0	100.0
2010	24.34	24.13	24.33	24.58	100.0	100.0	100.0	100.0
2011	24.71	24.67	24.26	24.66	100.0	100.0	100.0	100.0
2012	25.25	25.59	25.27	25.57	100.0	100.0	100.0	100.0
2013	25.47	25.87	26.01	26.78	100.0	100.0	100.0	100.0
2014	28.90	29.14	27.83	28.29	100.0	100.0	100.0	100.0
2015	28.41	28.39	28.19	27.24	100.0	100.0	100.0	100.0
2016	27.51	30.01	27.22	30.48	100.0	100.0	100.0	100.0
2017	30.48	30.91	30.88	29.91	100.0	100.0	100.0	100.0
2018	29.87	30.21	30.26	30.38	100.0	100.0	100.0	100.0
2019	30.60	30.53	30.97	30.34	100.0	100.0	100.0	100.0
2020	30.03	30.42	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	16.65	–	–	–	76.5
2007	17.21	17.41	17.62	19.41	76.3	76.4	76.4	76.4
2008	19.22	19.39	19.37	18.21	76.5	76.4	76.4	76.2
2009	18.31	18.46	18.68	18.34	76.2	76.1	76.1	75.5
2010	18.39	18.28	18.38	18.49	75.5	75.8	75.5	75.3
2011	18.61	18.62	18.33	18.41	75.3	75.4	75.5	74.7
2012	18.78	19.03	18.69	19.26	74.4	74.4	73.9	75.3
2013	19.21	19.52	19.58	19.94	75.4	75.5	75.3	74.5
2014	21.23	21.43	20.59	21.03	73.5	73.5	74.0	74.3
2015	21.10	21.04	20.91	20.31	74.3	74.1	74.2	74.6
2016	20.51	22.06	20.36	22.35	74.6	73.5	74.8	73.3
2017	22.31	22.61	22.56	22.26	73.2	73.1	73.1	74.4
2018	22.27	22.55	22.71	22.69	74.5	74.6	75.0	74.7
2019	22.87	22.74	23.11	22.60	74.7	74.5	74.6	74.5
2020	22.38	22.67	–	–	74.5	74.5	–	–
Total benefits								
2006	–	–	–	5.11	–	–	–	23.5
2007	5.35	5.39	5.45	6.01	23.7	23.6	23.6	23.6
2008	5.90	5.98	5.98	5.69	23.5	23.6	23.6	23.8
2009	5.73	5.80	5.86	5.96	23.8	23.9	23.9	24.5
2010	5.95	5.85	5.95	6.08	24.5	24.2	24.5	24.7
2011	6.10	6.06	5.93	6.25	24.7	24.6	24.5	25.3
2012	6.47	6.56	6.58	6.31	25.6	25.6	26.1	24.7
2013	6.26	6.35	6.43	6.84	24.6	24.5	24.7	25.5
2014	7.67	7.71	7.23	7.26	26.5	26.5	26.0	25.7
2015	7.30	7.35	7.28	6.93	25.7	25.9	25.8	25.4
2016	7.00	7.94	6.86	8.13	25.4	26.5	25.2	26.7
2017	8.17	8.30	8.32	7.65	26.8	26.9	26.9	25.6
2018	7.61	7.66	7.55	7.69	25.5	25.4	25.0	25.3
2019	7.73	7.79	7.86	7.73	25.3	25.5	25.4	25.5
2020	7.64	7.75	–	–	25.5	25.5	–	–
Paid leave								
2006	–	–	–	1.37	–	–	–	6.3
2007	1.45	1.48	1.49	1.56	6.4	6.5	6.5	6.1
2008	1.51	1.54	1.54	1.52	6.0	6.1	6.1	6.3
2009	1.53	1.57	1.59	1.65	6.4	6.5	6.5	6.8
2010	1.64	1.59	1.64	1.65	6.7	6.6	6.7	6.7
2011	1.65	1.63	1.58	1.70	6.7	6.6	6.5	6.9
2012	1.73	1.76	1.80	1.71	6.9	6.9	7.1	6.7
2013	1.70	1.75	1.77	1.87	6.7	6.8	6.8	7.0
2014	2.10	2.10	1.98	1.88	7.3	7.2	7.1	6.6
2015	1.88	1.89	1.89	1.77	6.6	6.7	6.7	6.5
2016	1.79	2.07	1.74	2.08	6.5	6.9	6.4	6.8
2017	2.10	2.14	2.12	2.09	6.9	6.9	6.9	7.0
2018	2.07	2.11	2.08	2.18	6.9	7.0	6.9	7.2
2019	2.22	2.22	2.26	2.36	7.3	7.3	7.3	7.8

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2020	2.30	2.32	–	–	7.6	7.6	–	–
Supplemental pay								
2006	–	–	–	0.33	–	–	–	1.5
2007	.35	.34	0.34	.35	1.5	1.5	1.5	1.4
2008	.33	.33	.34	.31	1.3	1.3	1.3	1.3
2009	.33	.33	.33	.29	1.4	1.3	1.3	1.2
2010	.28	.27	.27	.30	1.2	1.1	1.1	1.2
2011	.33	.31	.31	.29	1.3	1.2	1.3	1.2
2012	.33	.30	.30	.32	1.3	1.2	1.2	1.2
2013	.28	.30	.31	.35	1.1	1.1	1.2	1.3
2014	.33	.34	.33	.28	1.1	1.2	1.2	1.0
2015	.29	.30	.31	.35	1.0	1.0	1.1	1.3
2016	.33	.32	.34	.33	1.2	1.1	1.2	1.1
2017	.34	.36	.35	.38	1.1	1.2	1.1	1.3
2018	.39	.38	.36	.43	1.3	1.3	1.2	1.4
2019	.40	.41	.40	.31	1.3	1.3	1.3	1.0
2020	.32	.33	–	–	1.1	1.1	–	–
Insurance								
2006	–	–	–	1.15	–	–	–	5.3
2007	1.22	1.21	1.24	1.31	5.4	5.3	5.4	5.2
2008	1.32	1.32	1.30	1.37	5.3	5.2	5.1	5.7
2009	1.37	1.37	1.37	1.43	5.7	5.6	5.6	5.9
2010	1.45	1.43	1.44	1.42	6.0	5.9	5.9	5.8
2011	1.40	1.42	1.41	1.64	5.7	5.7	5.8	6.6
2012	1.72	1.76	1.79	1.60	6.8	6.9	7.1	6.2
2013	1.59	1.60	1.61	1.86	6.3	6.2	6.2	6.9
2014	1.99	2.01	1.93	2.04	6.9	6.9	6.9	7.2
2015	2.07	2.08	2.04	1.92	7.3	7.3	7.2	7.0
2016	1.97	2.07	1.89	2.16	7.2	6.9	6.9	7.1
2017	2.15	2.20	2.23	2.13	7.1	7.1	7.2	7.1
2018	2.09	2.10	2.08	1.99	7.0	7.0	6.9	6.6
2019	2.03	2.04	2.02	2.11	6.6	6.7	6.5	6.9
2020	2.10	2.13	–	–	7.0	7.0	–	–
Retirement and savings								
2006	–	–	–	.37	–	–	–	1.7
2007	.39	.40	.40	.76	1.7	1.7	1.7	3.0
2008	.75	.75	.77	.53	3.0	3.0	3.0	2.2
2009	.53	.55	.57	.60	2.2	2.3	2.3	2.5
2010	.58	.56	.60	.69	2.4	2.3	2.5	2.8
2011	.67	.65	.59	.61	2.7	2.7	2.4	2.5
2012	.62	.64	.62	.56	2.5	2.5	2.4	2.2
2013	.57	.57	.59	.59	2.2	2.2	2.3	2.2
2014	1.02	1.02	.82	.89	3.5	3.5	3.0	3.1
2015	.89	.91	.84	.70	3.1	3.2	3.0	2.6
2016	.70	1.24	.71	1.28	2.5	4.1	2.6	4.2
2017	1.30	1.32	1.35	.76	4.3	4.3	4.4	2.5
2018	.78	.77	.73	.78	2.6	2.6	2.4	2.6
2019	.77	.81	.82	.67	2.5	2.6	2.7	2.2
2020	.66	.67	–	–	2.2	2.2	–	–
Legally required benefits								
2006	–	–	–	1.90	–	–	–	8.7
2007	1.95	1.97	1.98	2.03	8.6	8.6	8.6	8.0
2008	2.00	2.03	2.02	1.96	8.0	8.0	8.0	8.2
2009	1.97	1.99	2.00	2.00	8.2	8.2	8.2	8.2
2010	2.00	1.98	2.01	2.02	8.2	8.2	8.3	8.2
2011	2.05	2.05	2.04	2.02	8.3	8.3	8.4	8.2
2012	2.07	2.09	2.08	2.12	8.2	8.2	8.2	8.3
2013	2.12	2.14	2.15	2.18	8.3	8.3	8.3	8.1
2014	2.23	2.23	2.17	2.18	7.7	7.7	7.8	7.7
2015	2.18	2.17	2.20	2.20	7.7	7.7	7.8	8.1

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2016	2.21	2.24	2.18	2.28	8.0	7.5	8.0	7.5
2017	2.28	2.28	2.27	2.29	7.5	7.4	7.3	7.6
2018	2.28	2.30	2.30	2.30	7.6	7.6	7.6	7.6
2019	2.32	2.31	2.34	2.29	7.6	7.6	7.6	7.6
2020	2.27	2.30	–	–	7.6	7.6	–	–

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

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$21.75	–	–	–	100.0
2007	21.98	22.14	22.38	25.33	100.0	100.0	100.0	100.0
2008	25.37	25.32	25.28	22.58	100.0	100.0	100.0	100.0
2009	22.67	22.87	23.10	22.62	100.0	100.0	100.0	100.0
2010	22.82	22.79	22.72	22.56	100.0	100.0	100.0	100.0
2011	23.10	22.95	23.22	23.95	100.0	100.0	100.0	100.0
2012	24.76	24.46	24.38	24.99	100.0	100.0	100.0	100.0
2013	25.29	25.74	25.63	25.78	100.0	100.0	100.0	100.0
2014	25.58	25.87	25.67	25.75	100.0	100.0	100.0	100.0
2015	25.93	25.97	26.38	27.37	100.0	100.0	100.0	100.0
2016	27.75	27.59	27.27	27.79	100.0	100.0	100.0	100.0
2017	28.24	28.27	28.81	31.22	100.0	100.0	100.0	100.0
2018	31.24	31.39	31.67	31.02	100.0	100.0	100.0	100.0
2019	31.22	31.32	31.78	30.72	100.0	100.0	100.0	100.0
2020	30.25	30.72	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	16.72	–	–	–	76.9
2007	16.86	17.03	17.22	19.41	76.7	76.9	76.9	76.6
2008	19.44	19.40	19.37	17.29	76.6	76.6	76.6	76.5
2009	17.38	17.53	17.69	17.24	76.7	76.6	76.6	76.2
2010	17.38	17.33	17.26	17.17	76.2	76.1	76.0	76.1
2011	17.54	17.48	17.64	18.22	75.9	76.2	76.0	76.1
2012	18.81	18.54	18.44	19.14	76.0	75.8	75.7	76.6
2013	19.29	19.64	19.55	19.38	76.3	76.3	76.3	75.2
2014	19.20	19.44	19.35	19.39	75.1	75.2	75.4	75.3
2015	19.50	19.50	19.78	20.47	75.2	75.1	75.0	74.8
2016	20.75	20.64	20.42	20.81	74.7	74.8	74.9	74.9
2017	21.11	21.17	21.51	23.36	74.8	74.9	74.7	74.8
2018	23.39	23.49	23.80	23.33	74.9	74.8	75.2	75.2
2019	23.55	23.52	23.86	23.05	75.4	75.1	75.1	75.1
2020	22.78	23.12	–	–	75.3	75.3	–	–
Total benefits								
2006	–	–	–	5.03	–	–	–	23.1
2007	5.12	5.12	5.16	5.92	23.3	23.1	23.1	23.4
2008	5.93	5.92	5.91	5.30	23.4	23.4	23.4	23.5
2009	5.29	5.34	5.40	5.38	23.3	23.4	23.4	23.8
2010	5.43	5.45	5.46	5.39	23.8	23.9	24.0	23.9
2011	5.56	5.47	5.57	5.73	24.1	23.8	24.0	23.9
2012	5.95	5.92	5.93	5.85	24.0	24.2	24.3	23.4
2013	6.00	6.11	6.07	6.40	23.7	23.7	23.7	24.8
2014	6.38	6.42	6.32	6.36	24.9	24.8	24.6	24.7
2015	6.43	6.48	6.59	6.90	24.8	24.9	25.0	25.2
2016	7.01	6.95	6.85	6.98	25.3	25.2	25.1	25.1
2017	7.12	7.09	7.30	7.85	25.2	25.1	25.3	25.2
2018	7.85	7.90	7.87	7.69	25.1	25.2	24.8	24.8
2019	7.67	7.81	7.92	7.66	24.6	24.9	24.9	24.9
2020	7.48	7.60	–	–	24.7	24.7	–	–
Paid leave								
2006	–	–	–	1.38	–	–	–	6.3
2007	1.40	1.42	1.42	1.53	6.4	6.4	6.3	6.0
2008	1.53	1.50	1.51	1.43	6.0	5.9	6.0	6.3
2009	1.43	1.47	1.49	1.50	6.3	6.4	6.4	6.6
2010	1.52	1.53	1.53	1.42	6.7	6.7	6.8	6.3
2011	1.48	1.45	1.47	1.48	6.4	6.3	6.3	6.2
2012	1.50	1.54	1.53	1.52	6.0	6.3	6.3	6.1
2013	1.58	1.64	1.63	1.70	6.3	6.4	6.3	6.6
2014	1.68	1.70	1.69	1.66	6.6	6.6	6.6	6.5
2015	1.68	1.68	1.74	1.82	6.5	6.5	6.6	6.7
2016	1.86	1.86	1.81	1.84	6.7	6.7	6.7	6.6
2017	1.92	1.92	1.97	2.26	6.8	6.8	6.8	7.2
2018	2.26	2.28	2.31	2.33	7.2	7.3	7.3	7.5
2019	2.35	2.36	2.41	2.45	7.5	7.5	7.6	8.0

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2020	2.35	2.40	–	–	7.8	7.8	–	–
Supplemental pay								
2006	–	–	–	0.34	–	–	–	1.6
2007	.34	.33	0.33	.32	1.6	1.5	1.5	1.3
2008	.34	.34	.34	.30	1.3	1.3	1.3	1.4
2009	.31	.30	.30	.25	1.4	1.3	1.3	1.1
2010	.24	.24	.23	.25	1.1	1.0	1.0	1.1
2011	.30	.27	.28	.26	1.3	1.2	1.2	1.1
2012	.31	.29	.28	.28	1.3	1.2	1.1	1.1
2013	.26	.28	.29	.33	1.0	1.1	1.1	1.3
2014	.31	.33	.34	.29	1.2	1.3	1.3	1.1
2015	.30	.30	.32	.33	1.2	1.2	1.2	1.2
2016	.31	.31	.32	.31	1.1	1.1	1.2	1.1
2017	.30	.32	.32	.38	1.1	1.1	1.1	1.2
2018	.37	.37	.33	.41	1.2	1.2	1.0	1.3
2019	.36	.38	.38	.29	1.1	1.2	1.2	.9
2020	.30	.29	–	–	1.0	1.0	–	–
Insurance								
2006	–	–	–	1.12	–	–	–	5.1
2007	1.16	1.13	1.16	1.28	5.3	5.1	5.2	5.0
2008	1.28	1.30	1.26	1.25	5.0	5.1	5.0	5.6
2009	1.25	1.23	1.24	1.26	5.5	5.4	5.4	5.6
2010	1.30	1.32	1.29	1.26	5.7	5.8	5.7	5.6
2011	1.26	1.27	1.31	1.49	5.5	5.5	5.6	6.2
2012	1.55	1.55	1.59	1.49	6.2	6.3	6.5	6.0
2013	1.57	1.58	1.56	1.83	6.2	6.1	6.1	7.1
2014	1.85	1.83	1.76	1.92	7.2	7.1	6.8	7.5
2015	1.95	1.98	1.97	1.88	7.5	7.6	7.5	6.9
2016	1.94	1.92	1.88	1.97	7.0	7.0	6.9	7.1
2017	1.96	1.96	2.05	2.09	6.9	6.9	7.1	6.7
2018	2.06	2.11	2.12	1.84	6.6	6.7	6.7	5.9
2019	1.85	1.88	1.90	1.95	5.9	6.0	6.0	6.4
2020	1.88	1.92	–	–	6.2	6.3	–	–
Retirement and savings								
2006	–	–	–	.35	–	–	–	1.6
2007	.36	.37	.37	.85	1.6	1.7	1.7	3.4
2008	.85	.84	.86	.47	3.3	3.3	3.4	2.1
2009	.47	.48	.50	.50	2.1	2.1	2.2	2.2
2010	.48	.50	.52	.55	2.1	2.2	2.3	2.4
2011	.55	.53	.55	.50	2.4	2.3	2.4	2.1
2012	.54	.50	.51	.46	2.2	2.0	2.1	1.8
2013	.47	.47	.47	.45	1.8	1.8	1.8	1.7
2014	.45	.45	.44	.39	1.7	1.7	1.7	1.5
2015	.39	.39	.42	.67	1.5	1.5	1.6	2.4
2016	.67	.68	.67	.65	2.4	2.5	2.5	2.3
2017	.71	.68	.74	.80	2.5	2.4	2.6	2.6
2018	.83	.82	.76	.80	2.6	2.6	2.4	2.6
2019	.78	.84	.86	.68	2.5	2.7	2.7	2.2
2020	.68	.69	–	–	2.2	2.3	–	–
Legally required benefits								
2006	–	–	–	1.85	–	–	–	8.5
2007	1.86	1.87	1.88	1.94	8.5	8.4	8.4	7.7
2008	1.94	1.94	1.94	1.83	7.7	7.7	7.7	8.1
2009	1.84	1.86	1.87	1.86	8.1	8.1	8.1	8.2
2010	1.88	1.87	1.88	1.91	8.2	8.2	8.3	8.5
2011	1.96	1.95	1.97	2.00	8.5	8.5	8.5	8.4
2012	2.06	2.06	2.03	2.10	8.3	8.4	8.3	8.4
2013	2.12	2.14	2.13	2.10	8.4	8.3	8.3	8.2
2014	2.09	2.11	2.09	2.10	8.2	8.2	8.2	8.1
2015	2.10	2.12	2.15	2.20	8.1	8.1	8.1	8.0

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2016	2.22	2.18	2.17	2.21	8.0	7.9	7.9	7.9
2017	2.23	2.21	2.22	2.33	7.9	7.8	7.7	7.5
2018	2.33	2.33	2.35	2.32	7.5	7.4	7.4	7.5
2019	2.34	2.34	2.37	2.29	7.5	7.5	7.5	7.5
2020	2.27	2.29	–	–	7.5	7.5	–	–

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

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$21.77	–	–	–	100.0
2007	24.28	24.81	25.19	25.69	100.0	100.0	100.0	100.0
2008	24.32	25.52	25.54	27.89	100.0	100.0	100.0	100.0
2009	28.13	28.54	29.04	29.56	100.0	100.0	100.0	100.0
2010	28.80	28.35	29.22	30.55	100.0	100.0	100.0	100.0
2011	29.67	30.08	27.33	26.70	100.0	100.0	100.0	100.0
2012	26.47	28.31	27.43	27.21	100.0	100.0	100.0	100.0
2013	26.01	26.25	27.13	29.47	100.0	100.0	100.0	100.0
2014	37.95	38.36	33.82	35.15	100.0	100.0	100.0	100.0
2015	34.89	34.73	32.96	26.92	100.0	100.0	100.0	100.0
2016	26.87	36.00	27.09	36.54	100.0	100.0	100.0	100.0
2017	35.28	36.30	35.01	26.67	100.0	100.0	100.0	100.0
2018	26.28	27.16	26.34	28.54	100.0	100.0	100.0	100.0
2019	28.93	28.38	28.66	29.22	100.0	100.0	100.0	100.0
2020	29.40	29.65	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	16.42	–	–	–	75.4
2007	18.23	18.57	18.85	19.40	75.1	74.8	74.8	75.5
2008	18.52	19.37	19.37	21.01	76.1	75.9	75.8	75.3
2009	21.10	21.32	21.75	21.77	75.0	74.7	74.9	73.7
2010	21.33	21.27	21.77	22.41	74.0	75.0	74.5	73.4
2011	21.89	22.18	20.34	18.96	73.8	73.7	74.4	71.0
2012	18.71	20.23	19.28	19.60	70.7	71.5	70.3	72.0
2013	18.95	19.16	19.67	21.46	72.9	73.0	72.5	72.8
2014	26.76	27.03	24.05	25.46	70.5	70.5	71.1	72.4
2015	25.29	25.09	23.89	19.90	72.5	72.2	72.5	73.9
2016	19.91	25.60	20.23	25.81	74.1	71.1	74.7	70.6
2017	24.86	25.53	24.67	19.55	70.5	70.3	70.4	73.3
2018	19.33	20.11	19.67	20.85	73.5	74.0	74.7	73.1
2019	21.02	20.64	20.98	21.27	72.7	72.7	73.2	72.8
2020	21.29	21.51	–	–	72.4	72.6	–	–
Total benefits								
2006	–	–	–	5.35	–	–	–	24.6
2007	6.05	6.24	6.35	6.29	24.9	25.2	25.2	24.5
2008	5.81	6.15	6.17	6.88	23.9	24.1	24.2	24.7
2009	7.03	7.21	7.29	7.78	25.0	25.3	25.1	26.3
2010	7.48	7.08	7.45	8.14	26.0	25.0	25.5	26.6
2011	7.77	7.91	6.99	7.74	26.2	26.3	25.6	29.0
2012	7.76	8.08	8.15	7.61	29.3	28.5	29.7	28.0
2013	7.06	7.09	7.46	8.01	27.1	27.0	27.5	27.2
2014	11.19	11.33	9.77	9.69	29.5	29.5	28.9	27.6
2015	9.59	9.64	9.07	7.02	27.5	27.8	27.5	26.1
2016	6.96	10.40	6.86	10.74	25.9	28.9	25.3	29.4
2017	10.42	10.78	10.35	7.13	29.5	29.7	29.6	26.7
2018	6.95	7.05	6.68	7.69	26.5	26.0	25.3	26.9
2019	7.91	7.74	7.68	7.94	27.3	27.3	26.8	27.2
2020	8.11	8.13	–	–	27.6	27.4	–	–
Paid leave								
2006	–	–	–	1.33	–	–	–	6.1
2007	1.61	1.68	1.71	1.66	6.6	6.8	6.8	6.5
2008	1.44	1.67	1.65	1.78	5.9	6.5	6.4	6.4
2009	1.83	1.90	1.91	2.10	6.5	6.6	6.6	7.1
2010	1.96	1.79	1.95	2.36	6.8	6.3	6.7	7.7
2011	2.18	2.23	1.90	2.33	7.4	7.4	7.0	8.7
2012	2.32	2.31	2.45	2.23	8.8	8.2	8.9	8.2
2013	2.05	2.09	2.20	2.32	7.9	8.0	8.1	7.9
2014	3.22	3.22	2.77	2.46	8.5	8.4	8.2	7.0
2015	2.40	2.44	2.28	1.63	6.9	7.0	6.9	6.1
2016	1.61	2.58	1.56	2.63	6.0	7.2	5.8	7.2
2017	2.49	2.59	2.42	1.66	7.1	7.1	6.9	6.2
2018	1.59	1.65	1.46	1.78	6.0	6.1	5.6	6.2
2019	1.87	1.84	1.83	2.09	6.5	6.5	6.4	7.2

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2020	2.13	2.13	–	–	7.2	7.2	–	–
Supplemental pay								
2006	–	–	–	0.31	–	–	–	1.4
2007	.36	.38	0.38	.44	1.5	1.5	1.5	1.7
2008	.30	.32	.34	.34	1.3	1.3	1.3	1.2
2009	.38	.40	.41	.41	1.3	1.4	1.4	1.4
2010	.40	.39	.38	.45	1.4	1.4	1.3	1.5
2011	.42	.42	.39	.36	1.4	1.4	1.4	1.4
2012	.35	.34	.36	.42	1.3	1.2	1.3	1.5
2013	.35	.34	.36	.40	1.3	1.3	1.3	1.3
2014	.39	.38	.29	.25	1.0	1.0	.9	.7
2015	.25	.28	.27	.40	.7	.8	.8	1.5
2016	.37	.36	.37	.38	1.4	1.0	1.4	1.1
2017	.42	.43	.41	.40	1.2	1.2	1.2	1.5
2018	.43	.43	.45	.51	1.6	1.6	1.7	1.8
2019	.50	.49	.46	.36	1.7	1.7	1.6	1.2
2020	.38	.41	–	–	1.3	1.4	–	–
Insurance								
2006	–	–	–	1.24	–	–	–	5.7
2007	1.39	1.43	1.47	1.42	5.7	5.8	5.8	5.5
2008	1.45	1.40	1.43	1.74	6.0	5.5	5.6	6.2
2009	1.74	1.78	1.77	1.96	6.2	6.3	6.1	6.6
2010	1.88	1.79	1.87	1.88	6.5	6.3	6.4	6.2
2011	1.84	1.89	1.73	2.06	6.2	6.3	6.3	7.7
2012	2.14	2.26	2.27	1.89	8.1	8.0	8.3	6.9
2013	1.67	1.64	1.77	1.93	6.4	6.2	6.5	6.6
2014	2.40	2.52	2.41	2.35	6.3	6.6	7.1	6.7
2015	2.36	2.34	2.21	2.01	6.8	6.7	6.7	7.5
2016	2.03	2.44	1.92	2.59	7.5	6.8	7.1	7.1
2017	2.58	2.69	2.59	2.23	7.3	7.4	7.4	8.4
2018	2.15	2.09	1.97	2.41	8.2	7.7	7.5	8.5
2019	2.51	2.46	2.37	2.56	8.7	8.7	8.3	8.8
2020	2.71	2.68	–	–	9.2	9.0	–	–
Retirement and savings								
2006	–	–	–	.43	–	–	–	2.0
2007	.48	.49	.49	.48	2.0	2.0	1.9	1.9
2008	.44	.48	.49	.69	1.8	1.9	1.9	2.5
2009	.72	.77	.78	.90	2.6	2.7	2.7	3.0
2010	.86	.77	.86	1.11	3.0	2.7	2.9	3.6
2011	1.02	1.03	.70	.93	3.4	3.4	2.6	3.5
2012	.84	.99	.88	.87	3.2	3.5	3.2	3.2
2013	.87	.88	.92	.97	3.3	3.4	3.4	3.3
2014	2.58	2.64	1.89	2.23	6.8	6.9	5.6	6.4
2015	2.21	2.25	1.97	.78	6.3	6.5	6.0	2.9
2016	.77	2.62	.81	2.70	2.9	7.3	3.0	7.4
2017	2.55	2.63	2.57	.64	7.2	7.2	7.3	2.4
2018	.67	.67	.63	.71	2.5	2.5	2.4	2.5
2019	.76	.72	.73	.63	2.6	2.5	2.6	2.2
2020	.62	.59	–	–	2.1	2.0	–	–
Legally required benefits								
2006	–	–	–	2.04	–	–	–	9.4
2007	2.21	2.27	2.29	2.29	9.1	9.1	9.1	8.9
2008	2.17	2.29	2.27	2.33	8.9	9.0	8.9	8.4
2009	2.37	2.37	2.42	2.41	8.4	8.3	8.3	8.2
2010	2.37	2.34	2.39	2.34	8.2	8.2	8.2	7.7
2011	2.31	2.34	2.26	2.06	7.8	7.8	8.3	7.7
2012	2.11	2.18	2.18	2.20	8.0	7.7	8.0	8.1
2013	2.12	2.13	2.21	2.39	8.2	8.1	8.1	8.1
2014	2.59	2.57	2.40	2.39	6.8	6.7	7.1	6.8
2015	2.37	2.33	2.34	2.20	6.8	6.7	7.1	8.2

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2016	2.19	2.40	2.20	2.43	8.1	6.7	8.1	6.7
2017	2.37	2.43	2.36	2.19	6.7	6.7	6.7	8.2
2018	2.13	2.21	2.16	2.27	8.1	8.1	8.2	8.0
2019	2.26	2.23	2.28	2.30	7.8	7.8	8.0	7.9
2020	2.28	2.32	–	–	7.8	7.8	–	–

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

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$30.48	–	–	–	100.0
2007	30.47	30.25	29.96	30.46	100.0	100.0	100.0	100.0
2008	30.78	30.70	31.34	32.47	100.0	100.0	100.0	100.0
2009	32.62	32.55	32.70	32.38	100.0	100.0	100.0	100.0
2010	33.18	33.10	33.51	33.18	100.0	100.0	100.0	100.0
2011	34.13	33.86	33.87	34.58	100.0	100.0	100.0	100.0
2012	34.50	34.62	34.79	33.91	100.0	100.0	100.0	100.0
2013	34.02	34.19	34.38	33.85	100.0	100.0	100.0	100.0
2014	33.88	33.94	34.41	35.86	100.0	100.0	100.0	100.0
2015	36.06	35.56	35.98	36.87	100.0	100.0	100.0	100.0
2016	37.38	37.17	37.71	38.26	100.0	100.0	100.0	100.0
2017	38.46	38.32	38.88	41.79	100.0	100.0	100.0	100.0
2018	42.04	42.11	42.42	41.75	100.0	100.0	100.0	100.0
2019	42.13	42.19	42.64	41.54	100.0	100.0	100.0	100.0
2020	42.16	42.22	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	21.54	–	–	–	70.7
2007	21.51	21.36	21.04	21.35	70.6	70.6	70.2	70.1
2008	21.56	21.47	21.95	22.77	70.0	69.9	70.0	70.1
2009	22.84	22.76	22.86	22.62	70.0	69.9	69.9	69.9
2010	23.23	23.16	23.46	23.17	70.0	70.0	70.0	69.8
2011	23.79	23.58	23.64	24.17	69.7	69.6	69.8	69.9
2012	24.09	24.13	24.26	23.64	69.8	69.7	69.7	69.7
2013	23.64	23.73	23.88	23.46	69.5	69.4	69.5	69.3
2014	23.47	23.49	23.83	24.65	69.3	69.2	69.3	68.7
2015	24.79	24.44	24.76	25.20	68.7	68.7	68.8	68.4
2016	25.58	25.44	25.80	26.22	68.4	68.5	68.4	68.5
2017	26.32	26.22	26.62	28.44	68.4	68.4	68.5	68.1
2018	28.60	28.70	28.93	28.37	68.0	68.2	68.2	67.9
2019	28.61	28.63	28.94	28.13	67.9	67.9	67.9	67.7
2020	28.55	28.41	–	–	67.7	67.3	–	–
Total benefits								
2006	–	–	–	8.95	–	–	–	29.3
2007	8.97	8.89	8.93	9.11	29.4	29.4	29.8	29.9
2008	9.23	9.23	9.39	9.70	30.0	30.1	30.0	29.9
2009	9.78	9.78	9.84	9.76	30.0	30.1	30.1	30.1
2010	9.95	9.94	10.05	10.01	30.0	30.0	30.0	30.2
2011	10.35	10.28	10.23	10.41	30.3	30.4	30.2	30.1
2012	10.41	10.49	10.53	10.28	30.2	30.3	30.3	30.3
2013	10.38	10.45	10.50	10.39	30.5	30.6	30.5	30.7
2014	10.41	10.45	10.58	11.21	30.7	30.8	30.7	31.3
2015	11.28	11.12	11.22	11.67	31.3	31.3	31.2	31.6
2016	11.80	11.73	11.91	12.04	31.6	31.5	31.6	31.5
2017	12.13	12.10	12.26	13.34	31.6	31.6	31.5	31.9
2018	13.44	13.41	13.48	13.38	32.0	31.8	31.8	32.1
2019	13.52	13.56	13.70	13.41	32.1	32.1	32.1	32.3
2020	13.61	13.80	–	–	32.3	32.7	–	–
Paid leave								
2006	–	–	–	2.49	–	–	–	8.2
2007	2.49	2.46	2.45	2.49	8.2	8.1	8.2	8.2
2008	2.49	2.47	2.53	2.64	8.1	8.1	8.1	8.1
2009	2.62	2.62	2.64	2.59	8.0	8.0	8.1	8.0
2010	2.61	2.60	2.62	2.66	7.9	7.8	7.8	8.0
2011	2.77	2.74	2.70	2.81	8.1	8.1	8.0	8.1
2012	2.75	2.80	2.79	2.71	8.0	8.1	8.0	8.0
2013	2.74	2.78	2.79	2.74	8.0	8.1	8.1	8.1
2014	2.74	2.75	2.79	2.96	8.1	8.1	8.1	8.3
2015	2.97	2.91	2.95	3.11	8.2	8.2	8.2	8.4
2016	3.13	3.11	3.17	3.22	8.4	8.4	8.4	8.4
2017	3.23	3.22	3.27	3.64	8.4	8.4	8.4	8.7
2018	3.66	3.65	3.67	3.69	8.7	8.7	8.7	8.8
2019	3.71	3.74	3.78	3.65	8.8	8.9	8.9	8.8

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2020	3.70	3.72	–	–	8.8	8.8	–	–
Supplemental pay								
2006	–	–	–	0.65	–	–	–	2.1
2007	.66	.67	0.66	.66	2.2	2.2	2.2	2.2
2008	.67	.69	.69	.71	2.2	2.2	2.2	2.2
2009	.71	.74	.74	.75	2.2	2.3	2.3	2.3
2010	.75	.76	.76	.73	2.3	2.3	2.3	2.2
2011	.74	.76	.76	.75	2.2	2.2	2.2	2.2
2012	.76	.76	.77	.74	2.2	2.2	2.2	2.2
2013	.73	.75	.75	.75	2.1	2.2	2.2	2.2
2014	.75	.78	.78	.82	2.2	2.3	2.3	2.3
2015	.81	.82	.82	.85	2.2	2.3	2.3	2.3
2016	.85	.85	.86	.86	2.3	2.3	2.3	2.2
2017	.87	.88	.88	1.00	2.3	2.3	2.3	2.4
2018	1.02	1.02	1.00	1.08	2.4	2.4	2.4	2.6
2019	1.09	1.11	1.12	1.11	2.6	2.6	2.6	2.7
2020	1.13	1.18	–	–	2.7	2.8	–	–
Insurance								
2006	–	–	–	2.50	–	–	–	8.2
2007	2.55	2.52	2.52	2.59	8.4	8.3	8.4	8.5
2008	2.66	2.68	2.71	2.77	8.6	8.7	8.7	8.5
2009	2.85	2.86	2.87	2.86	8.7	8.8	8.8	8.8
2010	2.96	2.97	2.99	2.97	8.9	9.0	8.9	8.9
2011	3.04	3.03	3.03	3.03	8.9	8.9	8.9	8.8
2012	3.12	3.14	3.17	3.06	9.0	9.1	9.1	9.0
2013	3.13	3.14	3.15	3.15	9.2	9.2	9.2	9.3
2014	3.16	3.18	3.23	3.38	9.3	9.4	9.4	9.4
2015	3.44	3.41	3.44	3.53	9.5	9.6	9.5	9.6
2016	3.61	3.60	3.65	3.66	9.7	9.7	9.7	9.6
2017	3.69	3.68	3.72	4.00	9.6	9.6	9.6	9.6
2018	4.03	4.01	4.08	4.03	9.6	9.5	9.6	9.6
2019	4.09	4.10	4.15	4.15	9.7	9.7	9.7	10.0
2020	4.19	4.28	–	–	9.9	10.1	–	–
Retirement and savings								
2006	–	–	–	.97	–	–	–	3.2
2007	.95	.93	.98	1.03	3.1	3.1	3.3	3.4
2008	1.04	1.02	1.06	1.16	3.4	3.3	3.4	3.6
2009	1.16	1.13	1.14	1.13	3.6	3.5	3.5	3.5
2010	1.16	1.15	1.18	1.17	3.5	3.5	3.5	3.5
2011	1.28	1.25	1.23	1.25	3.7	3.7	3.6	3.6
2012	1.22	1.21	1.24	1.23	3.5	3.5	3.6	3.6
2013	1.24	1.23	1.24	1.24	3.6	3.6	3.6	3.7
2014	1.24	1.23	1.25	1.40	3.6	3.6	3.6	3.9
2015	1.41	1.36	1.38	1.50	3.9	3.8	3.8	4.1
2016	1.52	1.49	1.54	1.58	4.1	4.0	4.1	4.1
2017	1.59	1.57	1.60	1.84	4.1	4.1	4.1	4.4
2018	1.85	1.84	1.84	1.76	4.4	4.4	4.3	4.2
2019	1.79	1.78	1.80	1.73	4.2	4.2	4.2	4.2
2020	1.79	1.81	–	–	4.2	4.3	–	–
Legally required benefits								
2006	–	–	–	2.34	–	–	–	7.7
2007	2.32	2.32	2.32	2.35	7.6	7.7	7.7	7.7
2008	2.37	2.36	2.39	2.43	7.7	7.7	7.6	7.5
2009	2.43	2.44	2.44	2.43	7.5	7.5	7.5	7.5
2010	2.46	2.46	2.49	2.48	7.4	7.4	7.4	7.5
2011	2.51	2.51	2.52	2.56	7.4	7.4	7.4	7.4
2012	2.57	2.57	2.57	2.54	7.4	7.4	7.4	7.5
2013	2.54	2.55	2.57	2.52	7.5	7.5	7.5	7.4
2014	2.52	2.52	2.55	2.65	7.4	7.4	7.4	7.4
2015	2.65	2.62	2.64	2.67	7.3	7.4	7.3	7.2

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2016	2.69	2.67	2.69	2.72	7.2	7.2	7.1	7.1
2017	2.75	2.74	2.77	2.87	7.1	7.1	7.1	6.9
2018	2.88	2.88	2.89	2.82	6.8	6.8	6.8	6.8
2019	2.84	2.84	2.86	2.77	6.7	6.7	6.7	6.7
2020	2.80	2.81	–	–	6.6	6.6	–	–

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

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$26.47	–	–	–	100.0
2007	26.12	26.16	24.95	25.30	100.0	100.0	100.0	100.0
2008	25.66	25.68	26.01	27.90	100.0	100.0	100.0	100.0
2009	27.69	27.98	28.05	26.65	100.0	100.0	100.0	100.0
2010	28.06	28.15	28.31	26.87	100.0	100.0	100.0	100.0
2011	28.89	28.62	28.08	27.98	100.0	100.0	100.0	100.0
2012	27.34	28.05	28.02	26.08	100.0	100.0	100.0	100.0
2013	26.15	26.78	26.75	25.82	100.0	100.0	100.0	100.0
2014	25.82	26.19	26.56	28.04	100.0	100.0	100.0	100.0
2015	28.53	28.41	28.62	29.68	100.0	100.0	100.0	100.0
2016	29.93	30.13	30.34	30.77	100.0	100.0	100.0	100.0
2017	30.96	30.95	31.52	36.57	100.0	100.0	100.0	100.0
2018	37.42	37.27	38.34	34.56	100.0	100.0	100.0	100.0
2019	34.80	35.26	35.58	34.49	100.0	100.0	100.0	100.0
2020	35.17	33.28	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.42	–	–	–	73.4
2007	19.17	19.29	18.08	18.32	73.4	73.7	72.4	72.4
2008	18.57	18.53	18.75	20.16	72.4	72.1	72.1	72.3
2009	20.03	20.21	20.25	19.19	72.4	72.3	72.2	72.0
2010	20.36	20.40	20.55	19.43	72.6	72.5	72.6	72.3
2011	20.76	20.60	20.28	20.26	71.9	72.0	72.2	72.4
2012	19.85	20.33	20.30	18.74	72.6	72.5	72.4	71.8
2013	18.66	19.11	19.12	18.61	71.4	71.4	71.5	72.1
2014	18.63	18.93	19.17	20.00	72.2	72.3	72.2	71.3
2015	20.27	20.21	20.37	20.96	71.1	71.1	71.2	70.6
2016	21.20	21.33	21.47	21.81	70.8	70.8	70.8	70.9
2017	21.94	21.95	22.34	25.52	70.9	70.9	70.9	69.8
2018	26.13	26.03	26.85	24.55	69.8	69.8	70.0	71.0
2019	24.69	24.96	25.16	24.65	71.0	70.8	70.7	71.5
2020	25.14	23.74	–	–	71.5	71.3	–	–
Total benefits								
2006	–	–	–	7.05	–	–	–	26.6
2007	6.94	6.87	6.88	6.98	26.6	26.3	27.6	27.6
2008	7.09	7.16	7.26	7.74	27.6	27.9	27.9	27.7
2009	7.65	7.76	7.80	7.46	27.6	27.7	27.8	28.0
2010	7.70	7.75	7.76	7.45	27.4	27.5	27.4	27.7
2011	8.13	8.02	7.79	7.72	28.1	28.0	27.8	27.6
2012	7.48	7.72	7.73	7.34	27.4	27.5	27.6	28.2
2013	7.49	7.67	7.63	7.21	28.6	28.6	28.5	27.9
2014	7.19	7.26	7.39	8.04	27.8	27.7	27.8	28.7
2015	8.26	8.20	8.26	8.72	28.9	28.9	28.8	29.4
2016	8.73	8.80	8.87	8.96	29.2	29.2	29.2	29.1
2017	9.02	9.00	9.19	11.05	29.1	29.1	29.1	30.2
2018	11.29	11.24	11.49	10.01	30.2	30.2	30.0	29.0
2019	10.11	10.30	10.42	9.85	29.0	29.2	29.3	28.5
2020	10.03	9.54	–	–	28.5	28.7	–	–
Paid leave								
2006	–	–	–	1.94	–	–	–	7.3
2007	1.90	1.89	1.84	1.90	7.3	7.2	7.4	7.5
2008	1.92	1.90	1.91	2.07	7.5	7.4	7.4	7.4
2009	1.99	2.03	2.05	1.93	7.2	7.2	7.3	7.2
2010	1.97	1.96	1.96	1.94	7.0	7.0	6.9	7.2
2011	2.20	2.15	2.02	2.04	7.6	7.5	7.2	7.3
2012	1.87	2.02	1.98	1.87	6.8	7.2	7.1	7.2
2013	1.90	2.01	1.99	1.85	7.3	7.5	7.5	7.2
2014	1.85	1.86	1.90	2.09	7.1	7.1	7.2	7.4
2015	2.15	2.14	2.15	2.29	7.5	7.5	7.5	7.7
2016	2.29	2.30	2.35	2.38	7.6	7.6	7.7	7.7
2017	2.38	2.38	2.44	3.05	7.7	7.7	7.7	8.3
2018	3.11	3.10	3.20	2.81	8.3	8.3	8.4	8.1
2019	2.82	2.86	2.89	2.70	8.1	8.1	8.1	7.8

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2020	2.79	2.60	–	–	7.9	7.8	–	–
Supplemental pay								
2006	–	–	–	0.43	–	–	–	1.6
2007	.43	.43	0.44	.43	1.7	1.6	1.7	1.7
2008	.43	.44	.44	.46	1.7	1.7	1.7	1.7
2009	.46	.52	.51	.52	1.7	1.8	1.8	2.0
2010	.53	.55	.55	.45	1.9	2.0	1.9	1.7
2011	.49	.49	.49	.46	1.7	1.7	1.7	1.6
2012	.46	.46	.48	.44	1.7	1.6	1.7	1.7
2013	.42	.45	.45	.42	1.6	1.7	1.7	1.6
2014	.42	.42	.43	.43	1.6	1.6	1.6	1.5
2015	.45	.46	.45	.51	1.6	1.6	1.6	1.7
2016	.50	.51	.50	.49	1.7	1.7	1.6	1.6
2017	.50	.49	.50	.60	1.6	1.6	1.6	1.6
2018	.61	.61	.61	.57	1.6	1.6	1.6	1.6
2019	.58	.59	.62	.57	1.7	1.7	1.7	1.7
2020	.59	.55	–	–	1.7	1.7	–	–
Insurance								
2006	–	–	–	1.92	–	–	–	7.3
2007	1.94	1.90	1.91	1.95	7.4	7.3	7.7	7.7
2008	1.98	2.05	2.08	2.19	7.7	8.0	8.0	7.8
2009	2.20	2.22	2.24	2.16	7.9	7.9	8.0	8.1
2010	2.26	2.27	2.28	2.18	8.0	8.0	8.0	8.1
2011	2.33	2.30	2.27	2.26	8.1	8.0	8.1	8.1
2012	2.25	2.29	2.32	2.21	8.2	8.2	8.3	8.5
2013	2.34	2.33	2.33	2.21	9.0	8.7	8.7	8.6
2014	2.20	2.22	2.27	2.45	8.5	8.5	8.5	8.8
2015	2.57	2.56	2.60	2.69	9.0	9.0	9.1	9.1
2016	2.72	2.74	2.76	2.78	9.1	9.1	9.1	9.0
2017	2.77	2.77	2.82	3.42	9.0	8.9	8.9	9.4
2018	3.51	3.48	3.55	3.05	9.4	9.3	9.2	8.8
2019	3.09	3.17	3.23	3.07	8.9	9.0	9.1	8.9
2020	3.09	2.96	–	–	8.8	8.9	–	–
Retirement and savings								
2006	–	–	–	.58	–	–	–	2.2
2007	.56	.54	.57	.58	2.1	2.1	2.3	2.3
2008	.60	.61	.65	.78	2.3	2.4	2.5	2.8
2009	.77	.75	.75	.67	2.8	2.7	2.7	2.5
2010	.71	.74	.72	.67	2.5	2.6	2.6	2.5
2011	.84	.81	.75	.73	2.9	2.8	2.7	2.6
2012	.70	.72	.72	.65	2.6	2.6	2.6	2.5
2013	.68	.69	.65	.61	2.6	2.6	2.4	2.4
2014	.59	.61	.62	.80	2.3	2.3	2.3	2.9
2015	.82	.79	.79	.91	2.9	2.8	2.8	3.1
2016	.91	.93	.95	.99	3.0	3.1	3.1	3.2
2017	1.00	.99	1.01	1.40	3.2	3.2	3.2	3.8
2018	1.45	1.44	1.47	1.14	3.9	3.9	3.8	3.3
2019	1.17	1.20	1.21	1.06	3.4	3.4	3.4	3.1
2020	1.10	1.07	–	–	3.1	3.2	–	–
Legally required benefits								
2006	–	–	–	2.17	–	–	–	8.2
2007	2.11	2.11	2.11	2.12	8.1	8.1	8.5	8.4
2008	2.16	2.16	2.18	2.24	8.4	8.4	8.4	8.0
2009	2.22	2.25	2.25	2.19	8.0	8.0	8.0	8.2
2010	2.22	2.23	2.26	2.20	7.9	7.9	8.0	8.2
2011	2.27	2.27	2.26	2.23	7.9	7.9	8.0	8.0
2012	2.21	2.23	2.22	2.16	8.1	7.9	7.9	8.3
2013	2.15	2.19	2.20	2.12	8.2	8.2	8.2	8.2
2014	2.13	2.15	2.17	2.27	8.3	8.2	8.2	8.1
2015	2.27	2.26	2.26	2.31	7.9	7.9	7.9	7.8

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2016	2.32	2.32	2.31	2.33	7.7	7.7	7.6	7.6
2017	2.37	2.36	2.42	2.58	7.6	7.6	7.7	7.0
2018	2.62	2.60	2.66	2.44	7.0	7.0	6.9	7.1
2019	2.45	2.47	2.48	2.44	7.0	7.0	7.0	7.1
2020	2.47	2.36	–	–	7.0	7.1	–	–

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

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$34.05	–	–	–	100.0
2007	34.29	34.00	34.17	34.89	100.0	100.0	100.0	100.0
2008	35.15	34.96	35.87	36.57	100.0	100.0	100.0	100.0
2009	37.10	36.91	37.09	37.67	100.0	100.0	100.0	100.0
2010	37.88	37.63	38.10	38.15	100.0	100.0	100.0	100.0
2011	38.20	38.10	38.43	40.11	100.0	100.0	100.0	100.0
2012	40.44	40.22	40.44	40.63	100.0	100.0	100.0	100.0
2013	40.79	40.57	40.82	40.70	100.0	100.0	100.0	100.0
2014	40.61	40.60	41.01	43.46	100.0	100.0	100.0	100.0
2015	43.30	43.17	43.62	44.05	100.0	100.0	100.0	100.0
2016	44.58	44.23	44.50	45.39	100.0	100.0	100.0	100.0
2017	45.43	45.17	45.70	46.75	100.0	100.0	100.0	100.0
2018	46.31	46.74	46.26	47.59	100.0	100.0	100.0	100.0
2019	47.96	47.89	48.42	46.79	100.0	100.0	100.0	100.0
2020	47.10	48.90	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	23.41	–	–	–	68.8
2007	23.55	23.27	23.52	23.95	68.7	68.4	68.8	68.6
2008	24.11	23.97	24.67	25.10	68.6	68.6	68.8	68.6
2009	25.39	25.20	25.32	25.78	68.4	68.3	68.3	68.5
2010	25.87	25.68	26.03	26.12	68.3	68.3	68.3	68.5
2011	26.13	25.99	26.28	27.45	68.4	68.2	68.4	68.4
2012	27.60	27.37	27.57	27.84	68.3	68.1	68.2	68.5
2013	27.93	27.72	27.91	27.61	68.5	68.3	68.4	67.8
2014	27.51	27.40	27.75	29.17	67.7	67.5	67.7	67.1
2015	29.12	28.95	29.33	29.44	67.3	67.1	67.2	66.8
2016	29.81	29.57	29.79	30.43	66.9	66.9	66.9	67.0
2017	30.40	30.19	30.60	31.22	66.9	66.8	67.0	66.8
2018	30.89	31.26	30.90	31.47	66.7	66.9	66.8	66.1
2019	31.73	31.65	32.03	30.73	66.2	66.1	66.2	65.7
2020	30.96	31.91	–	–	65.7	65.2	–	–
Total benefits								
2006	–	–	–	10.63	–	–	–	31.2
2007	10.74	10.74	10.65	10.95	31.3	31.6	31.2	31.4
2008	11.05	11.00	11.19	11.47	31.4	31.4	31.2	31.4
2009	11.71	11.71	11.77	11.88	31.6	31.7	31.7	31.5
2010	12.02	11.95	12.07	12.03	31.7	31.7	31.7	31.5
2011	12.07	12.11	12.15	12.66	31.6	31.8	31.6	31.6
2012	12.83	12.85	12.88	12.79	31.7	31.9	31.8	31.5
2013	12.87	12.85	12.92	13.10	31.5	31.7	31.6	32.2
2014	13.10	13.19	13.26	14.29	32.3	32.5	32.3	32.9
2015	14.18	14.22	14.29	14.61	32.7	32.9	32.8	33.2
2016	14.77	14.66	14.72	14.96	33.1	33.1	33.1	33.0
2017	15.03	14.98	15.10	15.52	33.1	33.2	33.0	33.2
2018	15.42	15.49	15.36	16.12	33.3	33.1	33.2	33.9
2019	16.23	16.24	16.39	16.06	33.8	33.9	33.8	34.3
2020	16.14	17.00	–	–	34.3	34.8	–	–
Paid leave								
2006	–	–	–	2.98	–	–	–	8.7
2007	3.01	2.98	2.96	3.00	8.8	8.8	8.7	8.6
2008	2.98	2.96	3.05	3.14	8.5	8.5	8.5	8.6
2009	3.19	3.18	3.20	3.20	8.6	8.6	8.6	8.5
2010	3.20	3.18	3.21	3.22	8.4	8.4	8.4	8.4
2011	3.21	3.21	3.23	3.46	8.4	8.4	8.4	8.6
2012	3.47	3.47	3.47	3.42	8.6	8.6	8.6	8.4
2013	3.46	3.44	3.46	3.49	8.5	8.5	8.5	8.6
2014	3.49	3.50	3.53	3.82	8.6	8.6	8.6	8.8
2015	3.76	3.73	3.78	3.92	8.7	8.6	8.7	8.9
2016	3.95	3.93	3.94	4.02	8.9	8.9	8.8	8.9
2017	4.02	4.01	4.05	4.20	8.8	8.9	8.9	9.0
2018	4.17	4.18	4.11	4.40	9.0	8.9	8.9	9.3
2019	4.42	4.45	4.50	4.35	9.2	9.3	9.3	9.3

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2020	4.35	4.56	–	–	9.2	9.3	–	–
Supplemental pay								
2006	–	–	–	0.84	–	–	–	2.5
2007	.85	.89	0.85	.86	2.5	2.6	2.5	2.5
2008	.88	.90	.90	.93	2.5	2.6	2.5	2.5
2009	.94	.96	.96	.96	2.5	2.6	2.6	2.6
2010	.96	.96	.94	.95	2.5	2.5	2.5	2.5
2011	.94	.97	.97	1.00	2.5	2.6	2.5	2.5
2012	1.00	1.02	1.01	.99	2.5	2.5	2.5	2.4
2013	.99	1.02	1.00	1.02	2.4	2.5	2.5	2.5
2014	1.03	1.08	1.07	1.19	2.5	2.7	2.6	2.7
2015	1.15	1.21	1.20	1.20	2.7	2.8	2.7	2.7
2016	1.18	1.19	1.19	1.21	2.7	2.7	2.7	2.7
2017	1.22	1.25	1.24	1.37	2.7	2.8	2.7	2.9
2018	1.40	1.42	1.37	1.50	3.0	3.0	3.0	3.2
2019	1.49	1.54	1.53	1.50	3.1	3.2	3.2	3.2
2020	1.52	1.66	–	–	3.2	3.4	–	–
Insurance								
2006	–	–	–	3.01	–	–	–	8.8
2007	3.08	3.09	3.02	3.13	9.0	9.1	8.8	9.0
2008	3.23	3.22	3.25	3.29	9.2	9.2	9.1	9.0
2009	3.44	3.46	3.47	3.51	9.3	9.4	9.4	9.3
2010	3.61	3.61	3.63	3.59	9.5	9.6	9.5	9.4
2011	3.59	3.62	3.62	3.68	9.4	9.5	9.4	9.2
2012	3.84	3.86	3.88	3.78	9.5	9.6	9.6	9.3
2013	3.81	3.83	3.84	3.94	9.3	9.4	9.4	9.7
2014	3.96	4.01	4.03	4.28	9.8	9.9	9.8	9.8
2015	4.28	4.31	4.31	4.37	9.9	10.0	9.9	9.9
2016	4.47	4.45	4.47	4.50	10.0	10.1	10.0	9.9
2017	4.55	4.53	4.56	4.55	10.0	10.0	10.0	9.7
2018	4.52	4.52	4.58	4.82	9.8	9.7	9.9	10.1
2019	4.89	4.86	4.91	4.96	10.2	10.1	10.1	10.6
2020	4.96	5.27	–	–	10.5	10.8	–	–
Retirement and savings								
2006	–	–	–	1.31	–	–	–	3.8
2007	1.30	1.28	1.32	1.42	3.8	3.8	3.9	4.1
2008	1.42	1.38	1.41	1.50	4.1	3.9	3.9	4.1
2009	1.52	1.49	1.51	1.56	4.1	4.0	4.1	4.1
2010	1.58	1.52	1.58	1.57	4.2	4.0	4.2	4.1
2011	1.62	1.60	1.61	1.68	4.2	4.2	4.2	4.2
2012	1.66	1.64	1.67	1.73	4.1	4.1	4.1	4.2
2013	1.72	1.70	1.74	1.78	4.2	4.2	4.3	4.4
2014	1.78	1.76	1.77	1.99	4.4	4.3	4.3	4.6
2015	1.97	1.96	1.99	2.09	4.6	4.5	4.6	4.8
2016	2.11	2.05	2.08	2.14	4.7	4.6	4.7	4.7
2017	2.15	2.11	2.15	2.25	4.7	4.7	4.7	4.8
2018	2.22	2.23	2.19	2.27	4.8	4.8	4.7	4.8
2019	2.28	2.25	2.28	2.23	4.8	4.7	4.7	4.8
2020	2.27	2.37	–	–	4.8	4.9	–	–
Legally required benefits								
2006	–	–	–	2.50	–	–	–	7.3
2007	2.51	2.50	2.49	2.54	7.3	7.4	7.3	7.3
2008	2.54	2.53	2.58	2.60	7.2	7.2	7.2	7.1
2009	2.62	2.62	2.63	2.65	7.1	7.1	7.1	7.0
2010	2.68	2.68	2.71	2.70	7.1	7.1	7.1	7.1
2011	2.70	2.71	2.72	2.84	7.1	7.1	7.1	7.1
2012	2.86	2.86	2.85	2.87	7.1	7.1	7.1	7.1
2013	2.88	2.86	2.88	2.86	7.1	7.1	7.1	7.0
2014	2.84	2.84	2.86	3.02	7.0	7.0	7.0	6.9
2015	3.02	3.01	3.03	3.03	7.0	7.0	6.9	6.9

See footnotes at end of table.

Supplemental table 24. Private education and health services industry workers, by establishment size: employer costs per hour 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								
2016	3.06	3.03	3.04	3.09	6.9	6.9	6.8	6.8
2017	3.10	3.08	3.10	3.15	6.8	6.8	6.8	6.7
2018	3.12	3.14	3.10	3.13	6.7	6.7	6.7	6.6
2019	3.15	3.15	3.17	3.02	6.6	6.6	6.6	6.5
2020	3.03	3.14	–	–	6.4	6.4	–	–

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

Supplemental table 25. Private education and health services industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$31.71	–	–	–	100.0
2007	31.97	31.85	32.04	32.63	100.0	100.0	100.0	100.0
2008	33.28	33.51	33.95	33.75	100.0	100.0	100.0	100.0
2009	34.70	34.71	35.15	34.32	100.0	100.0	100.0	100.0
2010	34.54	34.49	34.89	34.77	100.0	100.0	100.0	100.0
2011	35.56	35.52	35.68	37.62	100.0	100.0	100.0	100.0
2012	37.79	37.86	38.29	40.36	100.0	100.0	100.0	100.0
2013	40.84	41.22	41.17	42.53	100.0	100.0	100.0	100.0
2014	55.06	54.86	49.90	61.17	100.0	100.0	100.0	100.0
2015	59.61	59.66	56.59	48.37	100.0	100.0	100.0	100.0
2016	48.73	61.89	48.66	63.61	100.0	100.0	100.0	100.0
2017	63.39	63.68	63.55	53.44	100.0	100.0	100.0	100.0
2018	53.52	53.51	53.90	51.09	100.0	100.0	100.0	100.0
2019	51.14	51.49	51.76	52.16	100.0	100.0	100.0	100.0
2020	52.26	52.84	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.63	–	–	–	65.1
2007	20.81	20.68	20.92	21.08	65.1	64.9	65.3	64.6
2008	21.51	21.65	21.90	21.79	64.6	64.6	64.5	64.6
2009	22.19	22.16	22.32	21.76	63.9	63.8	63.5	63.4
2010	21.91	21.97	22.23	22.08	63.4	63.7	63.7	63.5
2011	22.51	22.49	22.58	24.10	63.3	63.3	63.3	64.1
2012	24.18	24.22	24.27	25.54	64.0	64.0	63.4	63.3
2013	25.80	25.98	25.99	26.94	63.2	63.0	63.1	63.3
2014	35.00	34.80	31.60	38.25	63.6	63.4	63.3	62.5
2015	37.28	37.38	35.14	29.85	62.5	62.6	62.1	61.7
2016	30.06	38.46	30.08	39.52	61.7	62.1	61.8	62.1
2017	39.19	39.41	39.27	33.01	61.8	61.9	61.8	61.8
2018	33.07	32.99	33.24	30.87	61.8	61.7	61.7	60.4
2019	30.96	31.09	31.28	31.00	60.5	60.4	60.4	59.4
2020	31.08	31.23	–	–	59.5	59.1	–	–
Total benefits								
2006	–	–	–	11.08	–	–	–	34.9
2007	11.16	11.16	11.12	11.55	34.9	35.1	34.7	35.4
2008	11.77	11.85	12.05	11.96	35.4	35.4	35.5	35.4
2009	12.51	12.55	12.83	12.56	36.1	36.2	36.5	36.6
2010	12.63	12.52	12.66	12.69	36.6	36.3	36.3	36.5
2011	13.05	13.03	13.10	13.51	36.7	36.7	36.7	35.9
2012	13.61	13.65	14.02	14.82	36.0	36.0	36.6	36.7
2013	15.05	15.23	15.18	15.59	36.8	37.0	36.9	36.7
2014	20.06	20.06	18.30	22.92	36.4	36.6	36.7	37.5
2015	22.34	22.29	21.44	18.52	37.5	37.4	37.9	38.3
2016	18.67	23.43	18.58	24.09	38.3	37.9	38.2	37.9
2017	24.20	24.27	24.27	20.42	38.2	38.1	38.2	38.2
2018	20.45	20.52	20.66	20.22	38.2	38.3	38.3	39.6
2019	20.18	20.40	20.48	21.17	39.5	39.6	39.6	40.6
2020	21.18	21.61	–	–	40.5	40.9	–	–
Paid leave								
2006	–	–	–	3.26	–	–	–	10.3
2007	3.26	3.24	3.25	3.25	10.2	10.2	10.1	10.0
2008	3.24	3.25	3.29	3.25	9.7	9.7	9.7	9.6
2009	3.32	3.33	3.38	3.25	9.6	9.6	9.6	9.5
2010	3.23	3.16	3.21	3.22	9.4	9.2	9.2	9.3
2011	3.31	3.27	3.28	3.47	9.3	9.2	9.2	9.2
2012	3.47	3.48	3.56	3.68	9.2	9.2	9.3	9.1
2013	3.74	3.76	3.75	3.66	9.2	9.1	9.1	8.6
2014	4.97	4.95	4.50	5.72	9.0	9.0	9.0	9.3
2015	5.55	5.56	5.29	4.33	9.3	9.3	9.4	9.0
2016	4.37	5.75	4.36	5.94	9.0	9.3	9.0	9.3
2017	5.94	5.90	5.87	4.88	9.4	9.3	9.2	9.1
2018	4.88	4.92	4.96	4.66	9.1	9.2	9.2	9.1
2019	4.66	4.78	4.80	4.81	9.1	9.3	9.3	9.2

See footnotes at end of table.

Supplemental table 25. Private education and health services industry workers, by bargaining status: employer costs per hour 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								
2020	4.74	4.81	–	–	9.1	9.1	–	–
Supplemental pay								
2006	–	–	–	0.84	–	–	–	2.6
2007	.85	.88	0.85	.84	2.7	2.7	2.7	2.6
2008	.86	.88	.88	.85	2.6	2.6	2.6	2.5
2009	.92	.90	.94	.90	2.7	2.6	2.7	2.6
2010	.93	.91	.88	.88	2.7	2.6	2.5	2.5
2011	.91	.92	.93	.91	2.6	2.6	2.6	2.4
2012	.93	.92	.95	1.11	2.4	2.4	2.5	2.7
2013	1.12	1.17	1.16	1.21	2.8	2.8	2.8	2.8
2014	1.12	1.16	1.19	1.27	2.0	2.1	2.4	2.1
2015	1.27	1.29	1.27	1.35	2.1	2.2	2.2	2.8
2016	1.40	1.30	1.39	1.32	2.9	2.1	2.9	2.1
2017	1.34	1.33	1.33	1.48	2.1	2.1	2.1	2.8
2018	1.48	1.50	1.50	1.45	2.8	2.8	2.8	2.8
2019	1.43	1.46	1.47	1.52	2.8	2.8	2.8	2.9
2020	1.56	1.65	–	–	3.0	3.1	–	–
Insurance								
2006	–	–	–	3.31	–	–	–	10.4
2007	3.39	3.37	3.25	3.48	10.6	10.6	10.1	10.7
2008	3.64	3.67	3.71	3.75	10.9	11.0	10.9	11.1
2009	4.06	4.09	4.20	4.25	11.7	11.8	11.9	12.4
2010	4.29	4.29	4.33	4.32	12.4	12.4	12.4	12.4
2011	4.45	4.45	4.48	4.55	12.5	12.5	12.5	12.1
2012	4.61	4.62	4.89	4.97	12.2	12.2	12.8	12.3
2013	5.05	5.08	5.03	5.26	12.4	12.3	12.2	12.4
2014	5.68	5.73	5.56	6.64	10.3	10.5	11.1	10.9
2015	6.58	6.60	6.52	6.56	11.0	11.1	11.5	13.6
2016	6.59	7.02	6.53	7.02	13.5	11.3	13.4	11.0
2017	7.11	7.13	7.16	7.03	11.2	11.2	11.3	13.1
2018	7.05	7.08	7.18	7.44	13.2	13.2	13.3	14.6
2019	7.43	7.47	7.50	8.05	14.5	14.5	14.5	15.4
2020	8.03	8.20	–	–	15.4	15.5	–	–
Retirement and savings								
2006	–	–	–	1.07	–	–	–	3.4
2007	1.06	1.07	1.22	1.37	3.3	3.4	3.8	4.2
2008	1.39	1.39	1.50	1.52	4.2	4.2	4.4	4.5
2009	1.59	1.57	1.62	1.58	4.6	4.5	4.6	4.6
2010	1.60	1.57	1.61	1.65	4.6	4.5	4.6	4.7
2011	1.72	1.71	1.71	1.68	4.8	4.8	4.8	4.5
2012	1.66	1.67	1.71	1.97	4.4	4.4	4.5	4.9
2013	2.03	2.13	2.14	2.25	5.0	5.2	5.2	5.3
2014	4.77	4.69	3.63	5.54	8.7	8.6	7.3	9.1
2015	5.37	5.28	4.85	2.92	9.0	8.9	8.6	6.0
2016	2.96	5.73	2.98	6.12	6.1	9.3	6.1	9.6
2017	6.07	6.15	6.16	3.40	9.6	9.7	9.7	6.4
2018	3.40	3.39	3.40	3.17	6.3	6.3	6.3	6.2
2019	3.17	3.18	3.19	3.29	6.2	6.2	6.2	6.3
2020	3.35	3.44	–	–	6.4	6.5	–	–
Legally required benefits								
2006	–	–	–	2.60	–	–	–	8.2
2007	2.60	2.61	2.55	2.60	8.1	8.2	8.0	8.0
2008	2.64	2.65	2.67	2.60	7.9	7.9	7.9	7.7
2009	2.62	2.66	2.69	2.59	7.6	7.7	7.7	7.6
2010	2.58	2.59	2.62	2.62	7.5	7.5	7.5	7.5
2011	2.67	2.68	2.70	2.92	7.5	7.5	7.6	7.8
2012	2.93	2.95	2.92	3.09	7.8	7.8	7.6	7.7
2013	3.10	3.10	3.11	3.22	7.6	7.5	7.6	7.6
2014	3.52	3.52	3.42	3.75	6.4	6.4	6.9	6.1
2015	3.57	3.56	3.52	3.36	6.0	6.0	6.2	6.9

See footnotes at end of table.

Supplemental table 25. Private education and health services industry workers, by bargaining status: employer costs per hour 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								
2016	3.35	3.63	3.33	3.70	6.9	5.9	6.8	5.8
2017	3.75	3.76	3.76	3.63	5.9	5.9	5.9	6.8
2018	3.64	3.61	3.62	3.51	6.8	6.8	6.7	6.9
2019	3.48	3.51	3.52	3.50	6.8	6.8	6.8	6.7
2020	3.49	3.52	–	–	6.7	6.7	–	–

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

Supplemental table 25. Private education and health services industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$27.03	–	–	–	100.0
2007	27.29	27.22	27.09	28.25	100.0	100.0	100.0	100.0
2008	28.29	28.25	28.67	28.81	100.0	100.0	100.0	100.0
2009	28.90	28.90	29.10	28.77	100.0	100.0	100.0	100.0
2010	29.27	29.14	29.43	29.25	100.0	100.0	100.0	100.0
2011	29.84	29.64	29.45	29.93	100.0	100.0	100.0	100.0
2012	30.06	30.27	30.22	29.80	100.0	100.0	100.0	100.0
2013	29.82	30.02	30.14	30.15	100.0	100.0	100.0	100.0
2014	30.11	30.24	30.37	30.79	100.0	100.0	100.0	100.0
2015	30.95	30.61	31.01	31.63	100.0	100.0	100.0	100.0
2016	32.02	31.72	32.01	32.45	100.0	100.0	100.0	100.0
2017	32.56	32.56	32.91	35.40	100.0	100.0	100.0	100.0
2018	35.53	35.63	35.99	35.76	100.0	100.0	100.0	100.0
2019	36.09	35.96	36.47	35.71	100.0	100.0	100.0	100.0
2020	35.91	36.01	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	19.77	–	–	–	73.1
2007	19.94	19.92	19.73	20.61	73.1	73.2	72.8	73.0
2008	20.64	20.61	20.93	21.00	73.0	73.0	73.0	72.9
2009	21.06	21.05	21.20	20.90	72.9	72.8	72.8	72.7
2010	21.30	21.20	21.41	21.22	72.8	72.8	72.7	72.5
2011	21.61	21.48	21.38	21.63	72.4	72.5	72.6	72.3
2012	21.70	21.83	21.75	21.59	72.2	72.1	72.0	72.4
2013	21.56	21.72	21.81	21.68	72.3	72.3	72.3	71.9
2014	21.62	21.72	21.83	22.13	71.8	71.8	71.9	71.9
2015	22.24	21.98	22.29	22.63	71.9	71.8	71.9	71.6
2016	22.94	22.76	22.96	23.27	71.6	71.7	71.7	71.7
2017	23.33	23.34	23.58	25.23	71.6	71.7	71.7	71.3
2018	25.33	25.48	25.77	25.54	71.3	71.5	71.6	71.4
2019	25.77	25.66	26.03	25.41	71.4	71.4	71.4	71.2
2020	25.55	25.55	–	–	71.1	70.9	–	–
Total benefits								
2006	–	–	–	7.26	–	–	–	26.9
2007	7.35	7.30	7.36	7.64	26.9	26.8	27.2	27.0
2008	7.65	7.64	7.74	7.81	27.0	27.0	27.0	27.1
2009	7.84	7.85	7.90	7.87	27.1	27.2	27.2	27.3
2010	7.97	7.94	8.03	8.03	27.2	27.2	27.3	27.5
2011	8.22	8.16	8.07	8.30	27.6	27.5	27.4	27.7
2012	8.36	8.44	8.47	8.21	27.8	27.9	28.0	27.6
2013	8.26	8.30	8.34	8.47	27.7	27.7	27.7	28.1
2014	8.48	8.51	8.54	8.66	28.2	28.2	28.1	28.1
2015	8.71	8.63	8.72	9.00	28.1	28.2	28.1	28.4
2016	9.08	8.96	9.05	9.18	28.4	28.3	28.3	28.3
2017	9.23	9.22	9.33	10.17	28.4	28.3	28.3	28.7
2018	10.20	10.16	10.22	10.21	28.7	28.5	28.4	28.6
2019	10.32	10.30	10.44	10.30	28.6	28.6	28.6	28.8
2020	10.37	10.46	–	–	28.9	29.1	–	–
Paid leave								
2006	–	–	–	1.98	–	–	–	7.3
2007	2.01	2.00	2.00	2.04	7.4	7.3	7.4	7.2
2008	2.03	2.02	2.06	2.11	7.2	7.1	7.2	7.3
2009	2.10	2.11	2.13	2.12	7.3	7.3	7.3	7.4
2010	2.13	2.11	2.14	2.16	7.3	7.2	7.3	7.4
2011	2.23	2.20	2.15	2.26	7.5	7.4	7.3	7.6
2012	2.23	2.28	2.28	2.20	7.4	7.5	7.5	7.4
2013	2.21	2.26	2.26	2.29	7.4	7.5	7.5	7.6
2014	2.29	2.29	2.30	2.30	7.6	7.6	7.6	7.5
2015	2.30	2.26	2.30	2.41	7.4	7.4	7.4	7.6
2016	2.43	2.40	2.42	2.46	7.6	7.6	7.6	7.6
2017	2.47	2.47	2.50	2.83	7.6	7.6	7.6	8.0
2018	2.83	2.83	2.85	2.92	8.0	7.9	7.9	8.2
2019	2.95	2.94	2.99	2.98	8.2	8.2	8.2	8.3

See footnotes at end of table.

Supplemental table 25. Private education and health services industry workers, by bargaining status: employer costs per hour 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								
2020	2.99	3.00	–	–	8.3	8.3	–	–
Supplemental pay								
2006	–	–	–	0.51	–	–	–	1.9
2007	.52	.52	0.52	.52	1.9	1.9	1.9	1.8
2008	.52	.52	.53	.53	1.8	1.9	1.8	1.8
2009	.53	.56	.55	.54	1.8	1.9	1.9	1.9
2010	.54	.54	.54	.53	1.8	1.9	1.8	1.8
2011	.55	.54	.54	.54	1.8	1.8	1.8	1.8
2012	.55	.54	.54	.53	1.8	1.8	1.8	1.8
2013	.51	.52	.52	.54	1.7	1.7	1.7	1.8
2014	.54	.56	.55	.55	1.8	1.8	1.8	1.8
2015	.54	.55	.56	.59	1.7	1.8	1.8	1.9
2016	.57	.57	.58	.58	1.8	1.8	1.8	1.8
2017	.58	.59	.59	.68	1.8	1.8	1.8	1.9
2018	.69	.69	.67	.75	1.9	1.9	1.9	2.1
2019	.74	.75	.76	.71	2.1	2.1	2.1	2.0
2020	.73	.75	–	–	2.0	2.1	–	–
Insurance								
2006	–	–	–	1.90	–	–	–	7.0
2007	1.95	1.93	1.95	1.99	7.1	7.1	7.2	7.1
2008	2.03	2.03	2.04	2.09	7.2	7.2	7.1	7.3
2009	2.12	2.11	2.12	2.11	7.3	7.3	7.3	7.3
2010	2.18	2.18	2.19	2.16	7.4	7.5	7.4	7.4
2011	2.19	2.18	2.18	2.29	7.3	7.4	7.4	7.6
2012	2.36	2.39	2.41	2.28	7.8	7.9	8.0	7.6
2013	2.33	2.32	2.32	2.43	7.8	7.7	7.7	8.1
2014	2.46	2.47	2.48	2.56	8.2	8.2	8.2	8.3
2015	2.60	2.59	2.59	2.57	8.4	8.4	8.3	8.1
2016	2.63	2.59	2.61	2.67	8.2	8.2	8.2	8.2
2017	2.68	2.68	2.71	2.90	8.2	8.2	8.2	8.2
2018	2.90	2.88	2.93	2.82	8.2	8.1	8.1	7.9
2019	2.88	2.86	2.89	2.96	8.0	8.0	7.9	8.3
2020	2.97	3.02	–	–	8.3	8.4	–	–
Retirement and savings								
2006	–	–	–	.73	–	–	–	2.7
2007	.73	.71	.73	.89	2.7	2.6	2.7	3.1
2008	.89	.87	.90	.86	3.1	3.1	3.1	3.0
2009	.86	.84	.86	.86	3.0	2.9	3.0	3.0
2010	.87	.86	.89	.92	3.0	2.9	3.0	3.1
2011	.97	.94	.90	.93	3.2	3.2	3.1	3.1
2012	.91	.92	.92	.89	3.0	3.0	3.0	3.0
2013	.89	.87	.88	.88	3.0	2.9	2.9	2.9
2014	.88	.87	.88	.89	2.9	2.9	2.9	2.9
2015	.89	.87	.89	1.03	2.9	2.8	2.9	3.3
2016	1.04	1.01	1.04	1.05	3.2	3.2	3.3	3.2
2017	1.07	1.05	1.08	1.22	3.3	3.2	3.3	3.4
2018	1.24	1.22	1.21	1.20	3.5	3.4	3.4	3.4
2019	1.21	1.21	1.23	1.14	3.4	3.4	3.4	3.2
2020	1.17	1.17	–	–	3.2	3.2	–	–
Legally required benefits								
2006	–	–	–	2.15	–	–	–	7.9
2007	2.15	2.15	2.16	2.19	7.9	7.9	8.0	7.8
2008	2.19	2.20	2.22	2.22	7.7	7.8	7.7	7.7
2009	2.23	2.23	2.24	2.23	7.7	7.7	7.7	7.8
2010	2.25	2.25	2.27	2.26	7.7	7.7	7.7	7.7
2011	2.29	2.29	2.29	2.29	7.7	7.7	7.8	7.7
2012	2.31	2.32	2.32	2.32	7.7	7.7	7.7	7.8
2013	2.32	2.33	2.34	2.32	7.8	7.8	7.8	7.7
2014	2.32	2.32	2.32	2.37	7.7	7.7	7.6	7.7
2015	2.37	2.35	2.38	2.40	7.7	7.7	7.7	7.6

See footnotes at end of table.

Supplemental table 25. Private education and health services industry workers, by bargaining status: employer costs per hour 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								
2016	2.42	2.39	2.40	2.43	7.6	7.5	7.5	7.5
2017	2.44	2.43	2.45	2.54	7.5	7.5	7.4	7.2
2018	2.54	2.55	2.56	2.53	7.2	7.1	7.1	7.1
2019	2.55	2.54	2.57	2.51	7.1	7.1	7.0	7.0
2020	2.51	2.52	–	–	7.0	7.0	–	–

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

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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	–	–	–	$36.14	–	–	–	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	45.58	47.66	46.30	100.0	100.0	100.0	100.0
2020	46.64	46.52	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	26.80	–	–	–	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	32.84	34.32	33.14	71.8	72.0	72.0	71.6
2020	33.38	33.22	–	–	71.6	71.4	–	–
Total benefits								
2006	–	–	–	9.34	–	–	–	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	12.74	13.34	13.16	28.2	28.0	28.0	28.4
2020	13.26	13.30	–	–	28.4	28.6	–	–
Paid leave								
2006	–	–	–	2.53	–	–	–	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
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	3.46	3.68	3.67	7.7	7.6	7.7	7.9

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2020	3.67	3.68	–	–	7.9	7.9	–	–
Supplemental pay								
2006	–	–	–	0.14	–	–	–	0.4
2007	.13	.13	0.13	.14	.4	.4	0.4	.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	.23	.24	.26	.5	.5	.5	.6
2020	.26	.26	–	–	.6	.5	–	–
Insurance								
2006	–	–	–	2.53	–	–	–	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	3.74	3.87	3.89	8.3	8.2	8.1	8.4
2020	3.91	3.96	–	–	8.4	8.5	–	–
Retirement and savings								
2006	–	–	–	1.48	–	–	–	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	2.20	2.32	2.21	4.9	4.8	4.9	4.8
2020	2.27	2.28	–	–	4.9	4.9	–	–
Legally required benefits								
2006	–	–	–	2.67	–	–	–	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
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

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
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	3.11	3.22	3.14	6.8	6.8	6.8	6.8
2020	3.14	3.13	–	–	6.7	6.7	–	–

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

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$42.94	–	–	–	100.0
2007	42.66	41.55	42.91	44.20	100.0	100.0	100.0	100.0
2008	43.80	42.86	44.43	46.25	100.0	100.0	100.0	100.0
2009	46.38	45.24	45.84	45.06	100.0	100.0	100.0	100.0
2010	44.98	43.85	45.39	45.88	100.0	100.0	100.0	100.0
2011	45.75	44.54	45.68	45.41	100.0	100.0	100.0	100.0
2012	45.15	44.45	45.72	46.07	100.0	100.0	100.0	100.0
2013	45.48	44.65	45.81	46.73	100.0	100.0	100.0	100.0
2014	46.41	45.13	46.42	47.34	100.0	100.0	100.0	100.0
2015	46.62	45.42	46.75	48.44	100.0	100.0	100.0	100.0
2016	48.34	46.99	48.63	49.46	100.0	100.0	100.0	100.0
2017	49.27	48.96	50.17	51.38	100.0	100.0	100.0	100.0
2018	51.60	50.35	51.72	51.53	100.0	100.0	100.0	100.0
2019	51.23	49.79	52.25	50.59	100.0	100.0	100.0	100.0
2020	51.06	50.97	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	32.33	–	–	–	75.3
2007	32.07	31.32	32.29	33.23	75.2	75.4	75.2	75.2
2008	32.89	32.21	33.47	34.54	75.1	75.1	75.3	74.7
2009	34.60	33.82	34.21	33.66	74.6	74.8	74.6	74.7
2010	33.58	32.83	33.97	34.16	74.6	74.9	74.8	74.4
2011	34.06	33.19	34.07	33.60	74.5	74.5	74.6	74.0
2012	33.44	32.91	33.80	34.28	74.1	74.0	73.9	74.4
2013	33.78	33.30	34.10	34.40	74.3	74.6	74.4	73.6
2014	34.17	33.30	34.22	34.79	73.6	73.8	73.7	73.5
2015	34.37	33.60	34.50	35.36	73.7	74.0	73.8	73.0
2016	35.36	34.57	35.60	36.22	73.1	73.6	73.2	73.2
2017	36.07	35.86	36.67	37.75	73.2	73.2	73.1	73.5
2018	37.88	37.07	38.07	37.66	73.4	73.6	73.6	73.1
2019	37.33	36.36	38.15	36.74	72.9	73.0	73.0	72.6
2020	37.08	36.94	–	–	72.6	72.5	–	–
Total benefits								
2006	–	–	–	10.61	–	–	–	24.7
2007	10.59	10.23	10.63	10.97	24.8	24.6	24.8	24.8
2008	10.91	10.66	10.96	11.71	24.9	24.9	24.7	25.3
2009	11.78	11.41	11.63	11.40	25.4	25.2	25.4	25.3
2010	11.40	11.02	11.42	11.72	25.4	25.1	25.2	25.6
2011	11.69	11.35	11.61	11.81	25.5	25.5	25.4	26.0
2012	11.70	11.55	11.91	11.79	25.9	26.0	26.1	25.6
2013	11.71	11.34	11.71	12.33	25.7	25.4	25.6	26.4
2014	12.24	11.84	12.19	12.55	26.4	26.2	26.3	26.5
2015	12.25	11.83	12.26	13.08	26.3	26.0	26.2	27.0
2016	12.98	12.42	13.03	13.24	26.9	26.4	26.8	26.8
2017	13.20	13.10	13.50	13.63	26.8	26.8	26.9	26.5
2018	13.72	13.28	13.65	13.87	26.6	26.4	26.4	26.9
2019	13.91	13.42	14.10	13.85	27.1	27.0	27.0	27.4
2020	13.98	14.03	–	–	27.4	27.5	–	–
Paid leave								
2006	–	–	–	2.90	–	–	–	6.8
2007	2.87	2.71	2.82	2.93	6.7	6.5	6.6	6.6
2008	2.86	2.73	2.86	3.14	6.5	6.4	6.4	6.8
2009	3.14	3.02	3.06	3.04	6.8	6.7	6.7	6.8
2010	3.02	2.85	2.97	3.16	6.7	6.5	6.5	6.9
2011	3.12	3.02	3.12	3.21	6.8	6.8	6.8	7.1
2012	3.17	3.09	3.20	3.08	7.0	6.9	7.0	6.7
2013	3.07	2.95	3.02	3.19	6.7	6.6	6.6	6.8
2014	3.16	3.02	3.11	3.21	6.8	6.7	6.7	6.8
2015	3.09	2.95	3.09	3.42	6.6	6.5	6.6	7.1
2016	3.39	3.19	3.37	3.45	7.0	6.8	6.9	7.0
2017	3.43	3.36	3.46	3.71	7.0	6.9	6.9	7.2
2018	3.72	3.57	3.65	3.93	7.2	7.1	7.1	7.6
2019	3.91	3.72	3.98	3.95	7.6	7.5	7.6	7.8

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	3.96	3.96	–	–	7.8	7.8	–	–
Supplemental pay								
2006	–	–	–	0.13	–	–	–	0.3
2007	.12	.13	0.12	.13	.3	.3	0.3	.3
2008	.13	.12	.12	.12	.3	.3	.3	.3
2009	.16	.16	.16	.15	.3	.4	.3	.3
2010	.15	.15	.11	.14	.3	.3	.2	.3
2011	.13	.13	.14	.17	.3	.3	.3	.4
2012	.16	.17	.19	.18	.4	.4	.4	.4
2013	.16	.21	.21	.24	.4	.5	.5	.5
2014	.22	.23	.22	.24	.5	.5	.5	.5
2015	.23	.22	.23	.26	.5	.5	.5	.5
2016	.23	.22	.23	.23	.5	.5	.5	.5
2017	.24	.24	.24	.23	.5	.5	.5	.5
2018	.23	.22	.24	.23	.5	.4	.5	.5
2019	.23	.22	.23	.25	.5	.4	.4	.5
2020	.25	.25	–	–	.5	.5	–	–
Insurance								
2006	–	–	–	2.64	–	–	–	6.1
2007	2.69	2.60	2.68	2.77	6.3	6.2	6.2	6.3
2008	2.84	2.89	2.88	3.14	6.5	6.8	6.5	6.8
2009	3.14	3.05	3.11	2.95	6.8	6.7	6.8	6.6
2010	2.99	2.91	3.02	3.11	6.6	6.6	6.6	6.8
2011	3.10	3.03	3.06	3.24	6.8	6.8	6.7	7.1
2012	3.25	3.24	3.31	3.22	7.2	7.3	7.2	7.0
2013	3.23	3.11	3.21	3.49	7.1	7.0	7.0	7.5
2014	3.51	3.43	3.54	3.56	7.6	7.6	7.6	7.5
2015	3.52	3.41	3.53	3.78	7.5	7.5	7.5	7.8
2016	3.77	3.57	3.76	3.79	7.8	7.6	7.7	7.7
2017	3.75	3.78	3.90	3.75	7.6	7.7	7.8	7.3
2018	3.79	3.69	3.79	3.80	7.3	7.3	7.3	7.4
2019	3.88	3.76	3.90	3.88	7.6	7.6	7.5	7.7
2020	3.91	3.97	–	–	7.7	7.8	–	–
Retirement and savings								
2006	–	–	–	1.80	–	–	–	4.2
2007	1.77	1.67	1.84	1.91	4.2	4.0	4.3	4.3
2008	1.86	1.74	1.88	2.04	4.2	4.1	4.2	4.4
2009	2.06	1.93	2.03	2.06	4.4	4.3	4.4	4.6
2010	2.04	1.94	2.07	2.07	4.5	4.4	4.6	4.5
2011	2.09	1.97	2.06	1.99	4.6	4.4	4.5	4.4
2012	1.93	1.87	1.98	2.01	4.3	4.2	4.3	4.4
2013	2.02	1.87	1.99	2.10	4.4	4.2	4.4	4.5
2014	2.08	1.94	2.07	2.21	4.5	4.3	4.5	4.7
2015	2.11	2.00	2.10	2.21	4.5	4.4	4.5	4.6
2016	2.19	2.15	2.30	2.37	4.5	4.6	4.7	4.8
2017	2.37	2.32	2.50	2.44	4.8	4.7	5.0	4.7
2018	2.46	2.34	2.43	2.43	4.8	4.6	4.7	4.7
2019	2.44	2.35	2.49	2.37	4.8	4.7	4.8	4.7
2020	2.45	2.46	–	–	4.8	4.8	–	–
Legally required benefits								
2006	–	–	–	3.14	–	–	–	7.3
2007	3.13	3.12	3.17	3.24	7.3	7.5	7.4	7.3
2008	3.22	3.18	3.22	3.26	7.3	7.4	7.3	7.1
2009	3.29	3.24	3.27	3.19	7.1	7.2	7.1	7.1
2010	3.21	3.17	3.25	3.24	7.1	7.2	7.2	7.1
2011	3.24	3.20	3.24	3.19	7.1	7.2	7.1	7.0
2012	3.20	3.17	3.24	3.30	7.1	7.1	7.1	7.2
2013	3.22	3.20	3.27	3.31	7.1	7.2	7.1	7.1
2014	3.27	3.22	3.26	3.33	7.0	7.1	7.0	7.0
2015	3.30	3.25	3.31	3.42	7.1	7.1	7.1	7.1

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.40	3.30	3.36	3.41	7.0	7.0	6.9	6.9
2017	3.40	3.39	3.40	3.50	6.9	6.9	6.8	6.8
2018	3.51	3.46	3.54	3.48	6.8	6.9	6.8	6.7
2019	3.44	3.37	3.50	3.40	6.7	6.8	6.7	6.7
2020	3.41	3.39	–	–	6.7	6.7	–	–

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

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$45.63	–	–	–	100.0
2007	45.69	45.68	47.15	48.24	100.0	100.0	100.0	100.0
2008	48.05	48.00	48.54	50.03	100.0	100.0	100.0	100.0
2009	50.43	50.14	49.81	50.23	100.0	100.0	100.0	100.0
2010	50.16	49.52	50.04	52.57	100.0	100.0	100.0	100.0
2011	53.19	53.17	54.12	54.23	100.0	100.0	100.0	100.0
2012	54.32	54.60	54.69	55.30	100.0	100.0	100.0	100.0
2013	55.46	55.81	56.80	56.13	100.0	100.0	100.0	100.0
2014	56.27	56.18	57.02	58.87	100.0	100.0	100.0	100.0
2015	59.12	59.28	60.27	62.06	100.0	100.0	100.0	100.0
2016	62.94	63.14	64.00	64.11	100.0	100.0	100.0	100.0
2017	64.85	66.13	66.89	63.55	100.0	100.0	100.0	100.0
2018	64.55	64.77	65.60	66.24	100.0	100.0	100.0	100.0
2019	67.09	65.00	69.37	62.66	100.0	100.0	100.0	100.0
2020	64.12	63.97	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	32.33	–	–	–	70.9
2007	32.35	32.40	33.42	34.15	70.8	70.9	70.9	70.8
2008	34.05	34.13	34.83	35.49	70.9	71.1	71.8	70.9
2009	35.70	35.57	35.17	35.59	70.8	70.9	70.6	70.9
2010	35.52	35.17	35.53	37.11	70.8	71.0	71.0	70.6
2011	37.51	37.57	38.36	38.17	70.5	70.7	70.9	70.4
2012	38.31	38.58	38.60	39.00	70.5	70.7	70.6	70.5
2013	39.10	39.46	39.95	39.02	70.5	70.7	70.3	69.5
2014	39.09	39.13	39.64	40.70	69.5	69.6	69.5	69.1
2015	40.89	41.11	41.79	42.76	69.2	69.4	69.3	68.9
2016	43.55	44.00	44.41	44.50	69.2	69.7	69.4	69.4
2017	44.95	45.81	46.27	43.89	69.3	69.3	69.2	69.1
2018	44.51	44.80	45.31	46.00	69.0	69.2	69.1	69.4
2019	46.55	44.96	48.36	42.89	69.4	69.2	69.7	68.4
2020	43.86	43.78	–	–	68.4	68.4	–	–
Total benefits								
2006	–	–	–	13.30	–	–	–	29.1
2007	13.34	13.28	13.73	14.08	29.2	29.1	29.1	29.2
2008	14.01	13.88	13.71	14.54	29.1	28.9	28.2	29.1
2009	14.73	14.57	14.64	14.64	29.2	29.1	29.4	29.1
2010	14.63	14.36	14.51	15.46	29.2	29.0	29.0	29.4
2011	15.68	15.60	15.76	16.06	29.5	29.3	29.1	29.6
2012	16.01	16.01	16.09	16.30	29.5	29.3	29.4	29.5
2013	16.36	16.35	16.85	17.11	29.5	29.3	29.7	30.5
2014	17.18	17.05	17.38	18.17	30.5	30.4	30.5	30.9
2015	18.23	18.16	18.48	19.30	30.8	30.6	30.7	31.1
2016	19.39	19.14	19.59	19.60	30.8	30.3	30.6	30.6
2017	19.90	20.32	20.62	19.66	30.7	30.7	30.8	30.9
2018	20.04	19.97	20.29	20.24	31.0	30.8	30.9	30.6
2019	20.54	20.04	21.01	19.78	30.6	30.8	30.3	31.6
2020	20.26	20.19	–	–	31.6	31.6	–	–
Paid leave								
2006	–	–	–	4.94	–	–	–	10.8
2007	4.93	4.86	5.04	5.20	10.8	10.6	10.7	10.8
2008	5.03	4.96	5.15	5.40	10.5	10.3	10.6	10.8
2009	5.42	5.38	5.34	5.37	10.7	10.7	10.7	10.7
2010	5.37	5.24	5.32	5.79	10.7	10.6	10.6	11.0
2011	5.83	5.76	5.90	5.95	11.0	10.8	10.9	11.0
2012	5.98	5.97	6.00	5.95	11.0	10.9	11.0	10.8
2013	5.99	5.94	6.08	6.13	10.8	10.6	10.7	10.9
2014	6.18	6.12	6.23	6.51	11.0	10.9	10.9	11.1
2015	6.54	6.52	6.64	6.91	11.1	11.0	11.0	11.1
2016	7.02	7.02	7.19	7.23	11.2	11.1	11.2	11.3
2017	7.30	7.46	7.54	7.08	11.3	11.3	11.3	11.1
2018	7.21	7.21	7.33	7.42	11.2	11.1	11.2	11.2
2019	7.48	7.20	7.75	7.16	11.2	11.1	11.2	11.4

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	7.33	7.30	–	–	11.4	11.4	–	–
Supplemental pay								
2006	–	–	–	0.10	–	–	–	0.2
2007	.10	.10	0.09	.11	.2	.2	0.2	.2
2008	.10	.09	.09	.21	.2	.2	.2	.4
2009	.24	.26	.24	.21	.5	.5	.5	.4
2010	.21	.23	.20	.21	.4	.5	.4	.4
2011	.22	.24	.20	.20	.4	.5	.4	.4
2012	.19	.23	.25	.20	.4	.4	.5	.4
2013	.23	.22	.23	.33	.4	.4	.4	.6
2014	.31	.32	.31	.34	.6	.6	.5	.6
2015	.33	.35	.34	.48	.6	.6	.6	.8
2016	.41	.40	.43	.42	.6	.6	.7	.6
2017	.44	.48	.49	.38	.7	.7	.7	.6
2018	.38	.37	.39	.40	.6	.6	.6	.6
2019	.40	.38	.38	.46	.6	.6	.5	.7
2020	.50	.51	–	–	.8	.8	–	–
Insurance								
2006	–	–	–	3.06	–	–	–	6.7
2007	3.12	3.07	3.15	3.18	6.8	6.7	6.7	6.6
2008	3.42	3.42	3.02	3.19	7.1	7.1	6.2	6.4
2009	3.22	3.17	3.35	3.32	6.4	6.3	6.7	6.6
2010	3.33	3.28	3.32	3.51	6.6	6.6	6.6	6.7
2011	3.57	3.59	3.48	3.73	6.7	6.7	6.4	6.9
2012	3.83	3.82	3.82	3.93	7.0	7.0	7.0	7.1
2013	3.97	4.01	4.17	4.25	7.2	7.2	7.3	7.6
2014	4.28	4.26	4.35	4.47	7.6	7.6	7.6	7.6
2015	4.52	4.51	4.58	4.61	7.6	7.6	7.6	7.4
2016	4.62	4.45	4.56	4.54	7.3	7.0	7.1	7.1
2017	4.62	4.73	4.80	4.67	7.1	7.2	7.2	7.4
2018	4.84	4.81	4.86	4.81	7.5	7.4	7.4	7.3
2019	4.96	4.90	4.96	4.96	7.4	7.5	7.2	7.9
2020	4.98	4.95	–	–	7.8	7.7	–	–
Retirement and savings								
2006	–	–	–	2.08	–	–	–	4.6
2007	2.05	2.00	2.15	2.25	4.5	4.4	4.6	4.7
2008	2.11	2.05	2.14	2.34	4.4	4.3	4.4	4.7
2009	2.40	2.27	2.26	2.30	4.8	4.5	4.5	4.6
2010	2.28	2.18	2.21	2.47	4.5	4.4	4.4	4.7
2011	2.54	2.46	2.57	2.61	4.8	4.6	4.8	4.8
2012	2.41	2.38	2.40	2.60	4.4	4.4	4.4	4.7
2013	2.54	2.51	2.64	2.73	4.6	4.5	4.6	4.9
2014	2.73	2.67	2.77	3.05	4.8	4.8	4.9	5.2
2015	3.02	2.94	3.04	3.27	5.1	5.0	5.0	5.3
2016	3.30	3.22	3.32	3.32	5.2	5.1	5.2	5.2
2017	3.37	3.42	3.53	3.49	5.2	5.2	5.3	5.5
2018	3.52	3.50	3.57	3.46	5.4	5.4	5.4	5.2
2019	3.51	3.43	3.62	3.20	5.2	5.3	5.2	5.1
2020	3.37	3.36	–	–	5.3	5.2	–	–
Legally required benefits								
2006	–	–	–	3.12	–	–	–	6.8
2007	3.13	3.25	3.30	3.34	6.9	7.1	7.0	6.9
2008	3.35	3.36	3.30	3.41	7.0	7.0	6.8	6.8
2009	3.45	3.49	3.44	3.44	6.8	7.0	6.9	6.8
2010	3.45	3.43	3.46	3.48	6.9	6.9	6.9	6.6
2011	3.52	3.55	3.61	3.57	6.6	6.7	6.7	6.6
2012	3.60	3.62	3.62	3.62	6.6	6.6	6.6	6.6
2013	3.64	3.66	3.73	3.66	6.6	6.6	6.6	6.5
2014	3.68	3.68	3.73	3.80	6.5	6.6	6.5	6.5
2015	3.82	3.85	3.88	4.03	6.5	6.5	6.4	6.5

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occcupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	4.04	4.06	4.09	4.10	6.4	6.4	6.4	6.4
2017	4.17	4.23	4.26	4.05	6.4	6.4	6.4	6.4
2018	4.09	4.09	4.13	4.15	6.3	6.3	6.3	6.3
2019	4.19	4.14	4.29	4.00	6.2	6.4	6.2	6.4
2020	4.08	4.08	–	–	6.4	6.4	–	–

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

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$42.47	–	–	–	100.0
2007	42.13	40.87	42.21	43.52	100.0	100.0	100.0	100.0
2008	43.08	42.03	43.76	45.57	100.0	100.0	100.0	100.0
2009	45.67	44.40	45.15	44.11	100.0	100.0	100.0	100.0
2010	44.04	42.83	44.53	44.67	100.0	100.0	100.0	100.0
2011	44.43	43.09	44.25	43.75	100.0	100.0	100.0	100.0
2012	43.44	42.62	44.06	44.39	100.0	100.0	100.0	100.0
2013	43.64	42.73	43.91	44.98	100.0	100.0	100.0	100.0
2014	44.60	43.17	44.54	45.23	100.0	100.0	100.0	100.0
2015	44.43	43.12	44.45	46.00	100.0	100.0	100.0	100.0
2016	45.76	44.28	46.06	46.96	100.0	100.0	100.0	100.0
2017	46.63	46.17	47.45	49.37	100.0	100.0	100.0	100.0
2018	49.50	48.12	49.53	49.01	100.0	100.0	100.0	100.0
2019	48.53	47.35	49.39	48.35	100.0	100.0	100.0	100.0
2020	48.74	48.67	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	32.33	–	–	–	76.1
2007	32.02	31.15	32.10	33.07	76.0	76.2	76.0	76.0
2008	32.69	31.90	33.25	34.37	75.9	75.9	76.0	75.4
2009	34.40	33.52	34.04	33.31	75.3	75.5	75.4	75.5
2010	33.22	32.41	33.68	33.62	75.4	75.7	75.6	75.3
2011	33.45	32.46	33.34	32.75	75.3	75.3	75.3	74.8
2012	32.54	31.88	32.92	33.42	74.9	74.8	74.7	75.3
2013	32.79	32.25	33.09	33.54	75.1	75.5	75.4	74.6
2014	33.26	32.26	33.27	33.70	74.6	74.7	74.7	74.5
2015	33.23	32.35	33.26	34.04	74.8	75.0	74.8	74.0
2016	33.91	32.99	34.12	34.80	74.1	74.5	74.1	74.1
2017	34.56	34.24	35.11	36.73	74.1	74.2	74.0	74.4
2018	36.80	35.87	36.93	36.23	74.4	74.5	74.6	73.9
2019	35.75	34.98	36.44	35.60	73.7	73.9	73.8	73.6
2020	35.88	35.73	–	–	73.6	73.4	–	–
Total benefits								
2006	–	–	–	10.14	–	–	–	23.9
2007	10.12	9.73	10.11	10.45	24.0	23.8	24.0	24.0
2008	10.39	10.14	10.51	11.20	24.1	24.1	24.0	24.6
2009	11.26	10.87	11.11	10.81	24.7	24.5	24.6	24.5
2010	10.82	10.42	10.85	11.05	24.6	24.3	24.4	24.7
2011	10.98	10.63	10.91	11.01	24.7	24.7	24.7	25.2
2012	10.90	10.74	11.14	10.97	25.1	25.2	25.3	24.7
2013	10.85	10.48	10.82	11.44	24.9	24.5	24.6	25.4
2014	11.33	10.91	11.27	11.53	25.4	25.3	25.3	25.5
2015	11.20	10.78	11.20	11.97	25.2	25.0	25.2	26.0
2016	11.85	11.30	11.94	12.16	25.9	25.5	25.9	25.9
2017	12.07	11.92	12.34	12.64	25.9	25.8	26.0	25.6
2018	12.69	12.25	12.60	12.77	25.6	25.5	25.4	26.1
2019	12.78	12.36	12.94	12.76	26.3	26.1	26.2	26.4
2020	12.86	12.94	–	–	26.4	26.6	–	–
Paid leave								
2006	–	–	–	2.55	–	–	–	6.0
2007	2.52	2.36	2.45	2.55	6.0	5.8	5.8	5.9
2008	2.49	2.37	2.48	2.73	5.8	5.6	5.7	6.0
2009	2.74	2.62	2.67	2.62	6.0	5.9	5.9	5.9
2010	2.59	2.42	2.54	2.68	5.9	5.7	5.7	6.0
2011	2.65	2.56	2.65	2.70	6.0	5.9	6.0	6.2
2012	2.65	2.57	2.68	2.56	6.1	6.0	6.1	5.8
2013	2.53	2.44	2.49	2.64	5.8	5.7	5.7	5.9
2014	2.61	2.47	2.55	2.60	5.8	5.7	5.7	5.8
2015	2.49	2.36	2.49	2.79	5.6	5.5	5.6	6.1
2016	2.75	2.55	2.73	2.80	6.0	5.8	5.9	6.0
2017	2.78	2.70	2.79	3.15	6.0	5.8	5.9	6.4
2018	3.16	3.01	3.07	3.33	6.4	6.3	6.2	6.8
2019	3.30	3.16	3.35	3.36	6.8	6.7	6.8	6.9

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2020	3.36	3.37	–	–	6.9	6.9	–	–
Supplemental pay								
2006	–	–	–	0.13	–	–	–	0.3
2007	.13	.13	0.13	.13	.3	.3	0.3	.3
2008	.14	.12	.13	.11	.3	.3	.3	.2
2009	.15	.15	.15	.14	.3	.3	.3	.3
2010	.14	.13	.10	.13	.3	.3	.2	.3
2011	.12	.11	.13	.16	.3	.3	.3	.4
2012	.16	.16	.18	.18	.4	.4	.4	.4
2013	.15	.20	.21	.22	.3	.5	.5	.5
2014	.21	.21	.21	.22	.5	.5	.5	.5
2015	.21	.20	.21	.22	.5	.5	.5	.5
2016	.20	.19	.20	.20	.4	.4	.4	.4
2017	.21	.20	.20	.21	.4	.4	.4	.4
2018	.21	.20	.21	.20	.4	.4	.4	.4
2019	.21	.19	.21	.21	.4	.4	.4	.4
2020	.21	.20	–	–	.4	.4	–	–
Insurance								
2006	–	–	–	2.56	–	–	–	6.0
2007	2.62	2.52	2.60	2.70	6.2	6.2	6.2	6.2
2008	2.74	2.81	2.85	3.13	6.4	6.7	6.5	6.9
2009	3.12	3.03	3.06	2.89	6.8	6.8	6.8	6.5
2010	2.93	2.84	2.96	3.04	6.7	6.6	6.7	6.8
2011	3.01	2.93	2.98	3.15	6.8	6.8	6.7	7.2
2012	3.14	3.14	3.22	3.09	7.2	7.4	7.3	7.0
2013	3.10	2.96	3.05	3.35	7.1	6.9	6.9	7.5
2014	3.37	3.28	3.39	3.40	7.5	7.6	7.6	7.5
2015	3.34	3.22	3.35	3.64	7.5	7.5	7.5	7.9
2016	3.62	3.42	3.63	3.66	7.9	7.7	7.9	7.8
2017	3.61	3.63	3.75	3.60	7.7	7.9	7.9	7.3
2018	3.62	3.52	3.62	3.63	7.3	7.3	7.3	7.4
2019	3.70	3.58	3.72	3.68	7.6	7.6	7.5	7.6
2020	3.72	3.79	–	–	7.6	7.8	–	–
Retirement and savings								
2006	–	–	–	1.75	–	–	–	4.1
2007	1.73	1.62	1.78	1.85	4.1	4.0	4.2	4.3
2008	1.82	1.69	1.84	1.99	4.2	4.0	4.2	4.4
2009	2.00	1.88	1.99	2.01	4.4	4.2	4.4	4.6
2010	1.99	1.90	2.04	2.00	4.5	4.4	4.6	4.5
2011	2.01	1.88	1.97	1.88	4.5	4.4	4.5	4.3
2012	1.84	1.78	1.90	1.91	4.2	4.2	4.3	4.3
2013	1.93	1.76	1.88	1.99	4.4	4.1	4.3	4.4
2014	1.96	1.81	1.95	2.05	4.4	4.2	4.4	4.5
2015	1.95	1.85	1.94	2.02	4.4	4.3	4.4	4.4
2016	1.99	1.97	2.13	2.20	4.3	4.4	4.6	4.7
2017	2.20	2.14	2.34	2.26	4.7	4.6	4.9	4.6
2018	2.29	2.16	2.25	2.25	4.6	4.5	4.6	4.6
2019	2.26	2.18	2.30	2.21	4.7	4.6	4.7	4.6
2020	2.28	2.30	–	–	4.7	4.7	–	–
Legally required benefits								
2006	–	–	–	3.15	–	–	–	7.4
2007	3.13	3.10	3.15	3.22	7.4	7.6	7.5	7.4
2008	3.20	3.15	3.21	3.24	7.4	7.5	7.3	7.1
2009	3.26	3.20	3.24	3.15	7.1	7.2	7.2	7.1
2010	3.17	3.12	3.21	3.19	7.2	7.3	7.2	7.2
2011	3.20	3.14	3.17	3.12	7.2	7.3	7.2	7.1
2012	3.12	3.09	3.17	3.24	7.2	7.3	7.2	7.3
2013	3.15	3.12	3.19	3.25	7.2	7.3	7.3	7.2
2014	3.20	3.14	3.18	3.25	7.2	7.3	7.1	7.2
2015	3.21	3.15	3.21	3.31	7.2	7.3	7.2	7.2

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2016	3.29	3.17	3.24	3.29	7.2	7.2	7.0	7.0
2017	3.27	3.25	3.26	3.41	7.0	7.0	6.9	6.9
2018	3.41	3.36	3.44	3.36	6.9	7.0	7.0	6.9
2019	3.31	3.25	3.37	3.29	6.8	6.9	6.8	6.8
2020	3.29	3.27	–	–	6.7	6.7	–	–

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

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$22.63	–	–	–	100.0
2007	22.82	22.59	23.19	23.76	100.0	100.0	100.0	100.0
2008	23.87	24.04	24.67	25.01	100.0	100.0	100.0	100.0
2009	25.29	25.09	25.33	25.06	100.0	100.0	100.0	100.0
2010	25.27	25.18	25.64	25.46	100.0	100.0	100.0	100.0
2011	25.49	25.18	25.80	25.77	100.0	100.0	100.0	100.0
2012	25.66	25.70	26.25	26.94	100.0	100.0	100.0	100.0
2013	26.94	26.93	27.54	27.63	100.0	100.0	100.0	100.0
2014	28.01	27.49	28.11	27.44	100.0	100.0	100.0	100.0
2015	27.64	27.33	27.89	28.62	100.0	100.0	100.0	100.0
2016	28.65	28.46	29.39	29.54	100.0	100.0	100.0	100.0
2017	29.74	29.39	29.77	29.46	100.0	100.0	100.0	100.0
2018	29.62	29.35	29.88	31.49	100.0	100.0	100.0	100.0
2019	31.89	31.66	32.83	33.15	100.0	100.0	100.0	100.0
2020	33.46	33.17	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.48	–	–	–	68.4
2007	15.63	15.58	15.92	16.26	68.5	69.0	68.6	68.4
2008	16.32	16.45	16.78	16.90	68.4	68.4	68.0	67.6
2009	17.06	16.99	17.16	17.05	67.4	67.7	67.7	68.0
2010	17.15	17.21	17.45	17.23	67.9	68.3	68.0	67.7
2011	17.24	17.12	17.49	17.62	67.6	68.0	67.8	68.4
2012	17.61	17.66	17.97	18.33	68.6	68.7	68.5	68.0
2013	18.31	18.32	18.70	18.55	68.0	68.0	67.9	67.1
2014	18.79	18.68	18.96	18.68	67.1	68.0	67.4	68.1
2015	18.78	18.67	18.94	19.29	67.9	68.3	67.9	67.4
2016	19.31	19.37	19.88	19.99	67.4	68.1	67.7	67.7
2017	20.13	20.00	20.20	19.86	67.7	68.0	67.9	67.4
2018	19.94	19.88	20.19	20.78	67.3	67.7	67.6	66.0
2019	20.98	20.94	21.65	21.67	65.8	66.1	66.0	65.4
2020	21.87	21.52	–	–	65.3	64.9	–	–
Total benefits								
2006	–	–	–	7.15	–	–	–	31.6
2007	7.19	7.01	7.27	7.51	31.5	31.0	31.4	31.6
2008	7.55	7.59	7.89	8.11	31.6	31.6	32.0	32.4
2009	8.24	8.10	8.17	8.01	32.6	32.3	32.3	32.0
2010	8.12	7.98	8.19	8.24	32.1	31.7	32.0	32.3
2011	8.25	8.06	8.30	8.15	32.4	32.0	32.2	31.6
2012	8.05	8.04	8.28	8.61	31.4	31.3	31.5	32.0
2013	8.63	8.61	8.84	9.08	32.0	32.0	32.1	32.9
2014	9.22	8.81	9.15	8.76	32.9	32.0	32.6	31.9
2015	8.86	8.66	8.95	9.33	32.1	31.7	32.1	32.6
2016	9.34	9.09	9.50	9.55	32.6	31.9	32.3	32.3
2017	9.60	9.39	9.56	9.60	32.3	32.0	32.1	32.6
2018	9.68	9.47	9.69	10.71	32.7	32.3	32.4	34.0
2019	10.91	10.72	11.17	11.48	34.2	33.9	34.0	34.6
2020	11.60	11.65	–	–	34.7	35.1	–	–
Paid leave								
2006	–	–	–	1.97	–	–	–	8.7
2007	1.97	1.91	1.98	2.08	8.6	8.5	8.6	8.8
2008	2.07	2.02	2.12	2.14	8.7	8.4	8.6	8.6
2009	2.18	2.12	2.13	2.17	8.6	8.4	8.4	8.6
2010	2.17	2.10	2.19	2.19	8.6	8.4	8.5	8.6
2011	2.17	2.08	2.19	2.27	8.5	8.3	8.5	8.8
2012	2.26	2.25	2.29	2.45	8.8	8.8	8.7	9.1
2013	2.46	2.42	2.47	2.49	9.2	9.0	9.0	9.0
2014	2.54	2.42	2.49	2.33	9.1	8.8	8.9	8.5
2015	2.34	2.26	2.35	2.49	8.5	8.3	8.4	8.7
2016	2.48	2.42	2.55	2.59	8.7	8.5	8.7	8.8
2017	2.58	2.53	2.57	2.50	8.7	8.6	8.6	8.5
2018	2.50	2.42	2.49	2.73	8.4	8.2	8.3	8.7
2019	2.76	2.70	2.84	2.92	8.7	8.5	8.7	8.8

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2020	2.96	2.94	–	–	8.8	8.9	–	–
Supplemental pay								
2006	–	–	–	0.11	–	–	–	0.5
2007	.12	.12	0.12	.12	.5	.5	0.5	.5
2008	.12	.12	.14	.12	.5	.5	.5	.5
2009	.12	.11	.11	.10	.5	.4	.4	.4
2010	.10	.10	.10	.10	.4	.4	.4	.4
2011	.10	.09	.10	.11	.4	.4	.4	.4
2012	.11	.11	.11	.12	.4	.4	.4	.4
2013	.09	.17	.17	.18	.3	.6	.6	.6
2014	.17	.17	.17	.16	.6	.6	.6	.6
2015	.16	.17	.17	.14	.6	.6	.6	.5
2016	.14	.14	.13	.13	.5	.5	.5	.5
2017	.13	.13	.13	.16	.4	.5	.4	.5
2018	.15	.15	.15	.19	.5	.5	.5	.6
2019	.20	.19	.20	.17	.6	.6	.6	.5
2020	.17	.17	–	–	.5	.5	–	–
Insurance								
2006	–	–	–	2.53	–	–	–	11.2
2007	2.57	2.50	2.58	2.67	11.3	11.1	11.1	11.2
2008	2.70	2.80	2.89	3.03	11.3	11.6	11.7	12.1
2009	3.12	3.06	3.09	2.92	12.3	12.2	12.2	11.7
2010	2.99	2.96	3.01	3.08	11.8	11.7	11.7	12.1
2011	3.09	3.05	3.12	2.95	12.1	12.1	12.1	11.5
2012	2.93	2.92	3.05	3.10	11.4	11.4	11.6	11.5
2013	3.16	3.11	3.19	3.33	11.7	11.6	11.6	12.1
2014	3.36	3.17	3.35	3.17	12.0	11.5	11.9	11.5
2015	3.28	3.19	3.32	3.30	11.9	11.7	11.9	11.5
2016	3.34	3.24	3.42	3.40	11.7	11.4	11.7	11.5
2017	3.43	3.36	3.41	3.49	11.5	11.4	11.5	11.8
2018	3.57	3.51	3.59	4.02	12.1	12.0	12.0	12.8
2019	4.16	4.09	4.24	4.57	13.1	12.9	12.9	13.8
2020	4.60	4.70	–	–	13.7	14.2	–	–
Retirement and savings								
2006	–	–	–	.91	–	–	–	4.0
2007	.90	.85	.94	.96	3.9	3.7	4.1	4.0
2008	.98	.96	1.02	1.10	4.1	4.0	4.1	4.4
2009	1.08	1.08	1.09	1.08	4.3	4.3	4.3	4.3
2010	1.09	1.04	1.09	1.09	4.3	4.1	4.3	4.3
2011	1.09	1.04	1.07	1.00	4.3	4.1	4.1	3.9
2012	.93	.92	.96	1.04	3.6	3.6	3.7	3.9
2013	1.02	1.00	1.07	1.15	3.8	3.7	3.9	4.2
2014	1.18	1.10	1.17	1.13	4.2	4.0	4.1	4.1
2015	1.10	1.06	1.12	1.33	4.0	3.9	4.0	4.7
2016	1.32	1.19	1.25	1.28	4.6	4.2	4.3	4.3
2017	1.30	1.25	1.33	1.39	4.4	4.3	4.5	4.7
2018	1.38	1.33	1.37	1.64	4.7	4.5	4.6	5.2
2019	1.66	1.61	1.71	1.66	5.2	5.1	5.2	5.0
2020	1.68	1.68	–	–	5.0	5.1	–	–
Legally required benefits								
2006	–	–	–	1.63	–	–	–	7.2
2007	1.64	1.64	1.65	1.68	7.2	7.2	7.1	7.1
2008	1.68	1.69	1.71	1.72	7.0	7.0	7.0	6.9
2009	1.74	1.73	1.75	1.74	6.9	6.9	6.9	7.0
2010	1.77	1.78	1.80	1.78	7.0	7.1	7.0	7.0
2011	1.79	1.80	1.84	1.82	7.0	7.1	7.1	7.1
2012	1.83	1.84	1.87	1.90	7.1	7.2	7.1	7.0
2013	1.90	1.91	1.94	1.94	7.0	7.1	7.0	7.0
2014	1.96	1.94	1.97	1.97	7.0	7.1	7.0	7.2
2015	1.98	1.97	2.00	2.06	7.2	7.2	7.2	7.2

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2016	2.06	2.11	2.14	2.15	7.2	7.4	7.3	7.3
2017	2.16	2.12	2.12	2.07	7.3	7.2	7.1	7.0
2018	2.07	2.05	2.08	2.12	7.0	7.0	7.0	6.7
2019	2.13	2.13	2.18	2.17	6.7	6.7	6.6	6.6
2020	2.19	2.16	–	–	6.5	6.5	–	–

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

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$22.95	–	–	–	100.0
2007	23.16	23.00	23.56	24.09	100.0	100.0	100.0	100.0
2008	24.22	24.52	25.12	25.39	100.0	100.0	100.0	100.0
2009	25.64	25.52	25.74	25.06	100.0	100.0	100.0	100.0
2010	25.28	25.21	25.64	25.80	100.0	100.0	100.0	100.0
2011	25.86	25.65	26.08	25.71	100.0	100.0	100.0	100.0
2012	25.63	25.70	26.28	26.54	100.0	100.0	100.0	100.0
2013	26.55	26.56	27.17	27.83	100.0	100.0	100.0	100.0
2014	28.26	27.71	28.35	27.33	100.0	100.0	100.0	100.0
2015	27.52	27.11	27.79	28.81	100.0	100.0	100.0	100.0
2016	28.80	28.62	29.66	29.80	100.0	100.0	100.0	100.0
2017	29.91	29.52	29.97	29.65	100.0	100.0	100.0	100.0
2018	29.79	29.49	30.05	31.53	100.0	100.0	100.0	100.0
2019	31.95	31.70	32.94	32.93	100.0	100.0	100.0	100.0
2020	33.24	33.16	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.61	–	–	–	68.0
2007	15.77	15.76	16.08	16.40	68.1	68.5	68.3	68.1
2008	16.48	16.68	16.99	17.06	68.0	68.0	67.6	67.2
2009	17.18	17.15	17.32	17.00	67.0	67.2	67.3	67.9
2010	17.11	17.18	17.40	17.33	67.7	68.1	67.9	67.2
2011	17.36	17.29	17.60	17.40	67.1	67.4	67.5	67.7
2012	17.40	17.45	17.80	17.90	67.9	67.9	67.7	67.4
2013	17.87	17.88	18.26	18.49	67.3	67.3	67.2	66.4
2014	18.75	18.61	18.91	18.49	66.4	67.2	66.7	67.6
2015	18.57	18.38	18.73	19.38	67.5	67.8	67.4	67.3
2016	19.36	19.41	20.00	20.09	67.2	67.8	67.4	67.4
2017	20.17	20.02	20.26	19.91	67.5	67.8	67.6	67.2
2018	19.98	19.90	20.23	20.63	67.1	67.5	67.3	65.4
2019	20.83	20.77	21.52	21.35	65.2	65.5	65.3	64.8
2020	21.53	21.49	–	–	64.8	64.8	–	–
Total benefits								
2006	–	–	–	7.34	–	–	–	32.0
2007	7.39	7.24	7.48	7.70	31.9	31.5	31.7	31.9
2008	7.74	7.84	8.13	8.33	32.0	32.0	32.4	32.8
2009	8.45	8.37	8.42	8.06	33.0	32.8	32.7	32.1
2010	8.17	8.03	8.24	8.47	32.3	31.9	32.1	32.8
2011	8.50	8.36	8.49	8.31	32.9	32.6	32.5	32.3
2012	8.23	8.25	8.48	8.64	32.1	32.1	32.3	32.6
2013	8.68	8.68	8.91	9.35	32.7	32.7	32.8	33.6
2014	9.51	9.10	9.44	8.84	33.6	32.8	33.3	32.4
2015	8.95	8.72	9.06	9.43	32.5	32.2	32.6	32.7
2016	9.43	9.21	9.67	9.72	32.8	32.2	32.6	32.6
2017	9.73	9.50	9.71	9.74	32.5	32.2	32.4	32.8
2018	9.81	9.59	9.82	10.90	32.9	32.5	32.7	34.6
2019	11.12	10.93	11.41	11.58	34.8	34.5	34.7	35.2
2020	11.71	11.66	–	–	35.2	35.2	–	–
Paid leave								
2006	–	–	–	2.03	–	–	–	8.8
2007	2.03	1.98	2.05	2.14	8.8	8.6	8.7	8.9
2008	2.13	2.09	2.19	2.20	8.8	8.5	8.7	8.7
2009	2.25	2.20	2.21	2.18	8.8	8.6	8.6	8.7
2010	2.19	2.12	2.20	2.27	8.7	8.4	8.6	8.8
2011	2.25	2.17	2.23	2.27	8.7	8.5	8.6	8.8
2012	2.27	2.26	2.30	2.40	8.8	8.8	8.7	9.0
2013	2.42	2.37	2.43	2.54	9.1	8.9	8.9	9.1
2014	2.60	2.48	2.54	2.32	9.2	8.9	9.0	8.5
2015	2.32	2.23	2.34	2.52	8.4	8.2	8.4	8.8
2016	2.51	2.43	2.58	2.62	8.7	8.5	8.7	8.8
2017	2.60	2.54	2.60	2.53	8.7	8.6	8.7	8.5
2018	2.53	2.44	2.52	2.77	8.5	8.3	8.4	8.8
2019	2.80	2.73	2.89	2.91	8.8	8.6	8.8	8.8

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2020	2.96	2.94	–	–	8.9	8.9	–	–
Supplemental pay								
2006	–	–	–	0.11	–	–	–	0.5
2007	.12	.12	0.12	.13	.5	.5	0.5	.5
2008	.12	.13	.14	.12	.5	.5	.6	.5
2009	.12	.11	.11	.10	.5	.4	.4	.4
2010	.09	.09	.10	.10	.4	.4	.4	.4
2011	.10	.09	.10	.11	.4	.4	.4	.4
2012	.11	.12	.12	.12	.4	.5	.5	.5
2013	.10	.19	.18	.18	.4	.7	.7	.7
2014	.18	.19	.18	.17	.7	.7	.6	.6
2015	.17	.17	.17	.14	.6	.6	.6	.5
2016	.14	.13	.13	.13	.5	.5	.4	.4
2017	.13	.13	.13	.16	.4	.4	.4	.5
2018	.15	.15	.15	.20	.5	.5	.5	.6
2019	.20	.20	.20	.17	.6	.6	.6	.5
2020	.16	.17	–	–	.5	.5	–	–
Insurance								
2006	–	–	–	2.62	–	–	–	11.4
2007	2.67	2.61	2.67	2.75	11.5	11.3	11.3	11.4
2008	2.78	2.91	3.00	3.13	11.5	11.9	11.9	12.3
2009	3.22	3.18	3.20	2.95	12.5	12.5	12.4	11.8
2010	3.02	2.99	3.04	3.20	12.0	11.9	11.9	12.4
2011	3.22	3.19	3.22	3.08	12.4	12.4	12.3	12.0
2012	3.07	3.07	3.20	3.19	12.0	12.0	12.2	12.0
2013	3.26	3.22	3.29	3.48	12.3	12.1	12.1	12.5
2014	3.51	3.32	3.51	3.25	12.4	12.0	12.4	11.9
2015	3.38	3.29	3.43	3.35	12.3	12.1	12.3	11.6
2016	3.39	3.28	3.47	3.46	11.8	11.5	11.7	11.6
2017	3.47	3.39	3.45	3.53	11.6	11.5	11.5	11.9
2018	3.62	3.55	3.63	4.13	12.1	12.0	12.1	13.1
2019	4.28	4.22	4.39	4.67	13.4	13.3	13.3	14.2
2020	4.71	4.72	–	–	14.2	14.2	–	–
Retirement and savings								
2006	–	–	–	.94	–	–	–	4.1
2007	.92	.88	.97	.99	4.0	3.8	4.1	4.1
2008	1.01	1.00	1.06	1.14	4.2	4.1	4.2	4.5
2009	1.11	1.12	1.14	1.09	4.3	4.4	4.4	4.4
2010	1.11	1.05	1.11	1.12	4.4	4.2	4.3	4.3
2011	1.13	1.08	1.10	1.06	4.4	4.2	4.2	4.1
2012	.99	.99	1.02	1.08	3.9	3.9	3.9	4.1
2013	1.06	1.05	1.12	1.22	4.0	4.0	4.1	4.4
2014	1.26	1.18	1.25	1.16	4.5	4.3	4.4	4.2
2015	1.13	1.09	1.15	1.34	4.1	4.0	4.2	4.7
2016	1.33	1.25	1.32	1.35	4.6	4.4	4.4	4.5
2017	1.37	1.32	1.39	1.44	4.6	4.5	4.7	4.9
2018	1.44	1.39	1.43	1.70	4.8	4.7	4.8	5.4
2019	1.72	1.67	1.77	1.69	5.4	5.3	5.4	5.1
2020	1.72	1.68	–	–	5.2	5.1	–	–
Legally required benefits								
2006	–	–	–	1.64	–	–	–	7.2
2007	1.65	1.66	1.67	1.69	7.1	7.2	7.1	7.0
2008	1.70	1.72	1.74	1.74	7.0	7.0	6.9	6.9
2009	1.75	1.75	1.77	1.74	6.8	6.9	6.9	6.9
2010	1.76	1.77	1.79	1.78	7.0	7.0	7.0	6.9
2011	1.80	1.82	1.84	1.79	7.0	7.1	7.1	6.9
2012	1.79	1.81	1.83	1.85	7.0	7.0	7.0	7.0
2013	1.84	1.85	1.88	1.92	6.9	7.0	6.9	6.9
2014	1.95	1.93	1.96	1.94	6.9	7.0	6.9	7.1
2015	1.95	1.94	1.97	2.07	7.1	7.1	7.1	7.2

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2016	2.07	2.12	2.16	2.16	7.2	7.4	7.3	7.2
2017	2.17	2.12	2.13	2.07	7.3	7.2	7.1	7.0
2018	2.08	2.06	2.08	2.11	7.0	7.0	6.9	6.7
2019	2.12	2.11	2.17	2.14	6.6	6.7	6.6	6.5
2020	2.16	2.16	–	–	6.5	6.5	–	–

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

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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	–	–	–	$17.50	–	–	–	100.0
2007	17.59	17.20	17.77	18.08	100.0	100.0	100.0	100.0
2008	18.01	17.65	18.35	18.98	100.0	100.0	100.0	100.0
2009	19.00	18.79	19.15	18.86	100.0	100.0	100.0	100.0
2010	18.76	18.38	18.98	19.59	100.0	100.0	100.0	100.0
2011	19.38	18.88	19.32	20.12	100.0	100.0	100.0	100.0
2012	20.08	20.15	20.50	19.33	100.0	100.0	100.0	100.0
2013	19.24	18.99	19.75	21.42	100.0	100.0	100.0	100.0
2014	21.56	21.20	21.73	22.02	100.0	100.0	100.0	100.0
2015	21.89	21.63	22.06	23.25	100.0	100.0	100.0	100.0
2016	23.05	22.65	23.33	23.65	100.0	100.0	100.0	100.0
2017	23.61	23.63	24.08	25.50	100.0	100.0	100.0	100.0
2018	25.70	25.72	26.16	26.26	100.0	100.0	100.0	100.0
2019	26.54	26.39	26.84	26.27	100.0	100.0	100.0	100.0
2020	26.64	26.45	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	12.32	–	–	–	70.4
2007	12.41	12.27	12.61	12.84	70.5	71.3	71.0	71.0
2008	12.83	12.65	13.07	13.22	71.3	71.7	71.2	69.7
2009	13.23	13.42	13.62	13.66	69.6	71.4	71.1	72.4
2010	13.57	13.41	13.70	14.04	72.3	73.0	72.2	71.6
2011	13.88	13.64	13.86	13.98	71.6	72.2	71.7	69.5
2012	13.96	14.05	14.20	13.67	69.5	69.7	69.2	70.7
2013	13.64	13.59	14.15	14.52	70.9	71.5	71.6	67.8
2014	14.63	14.51	14.84	14.96	67.9	68.4	68.3	67.9
2015	14.90	14.82	15.08	15.63	68.0	68.5	68.3	67.2
2016	15.57	15.46	15.62	15.79	67.6	68.3	67.0	66.8
2017	15.72	15.79	15.88	17.26	66.6	66.8	66.0	67.7
2018	17.40	17.41	17.64	17.13	67.7	67.7	67.4	65.2
2019	17.34	17.33	17.61	17.52	65.4	65.7	65.6	66.7
2020	17.79	17.69	–	–	66.8	66.9	–	–
Total benefits								
2006	–	–	–	5.18	–	–	–	29.6
2007	5.18	4.93	5.15	5.24	29.5	28.7	29.0	29.0
2008	5.17	5.00	5.28	5.76	28.7	28.3	28.8	30.3
2009	5.77	5.38	5.53	5.20	30.4	28.6	28.9	27.6
2010	5.19	4.97	5.28	5.56	27.7	27.0	27.8	28.4
2011	5.50	5.24	5.46	6.14	28.4	27.8	28.3	30.5
2012	6.12	6.10	6.31	5.66	30.5	30.3	30.8	29.3
2013	5.60	5.41	5.60	6.90	29.1	28.5	28.4	32.2
2014	6.93	6.69	6.90	7.07	32.1	31.6	31.7	32.1
2015	7.00	6.81	6.98	7.62	32.0	31.5	31.7	32.8
2016	7.48	7.19	7.71	7.86	32.4	31.7	33.0	33.2
2017	7.89	7.84	8.20	8.24	33.4	33.2	34.0	32.3
2018	8.30	8.30	8.52	9.13	32.3	32.3	32.6	34.8
2019	9.19	9.06	9.23	8.75	34.6	34.3	34.4	33.3
2020	8.84	8.76	–	–	33.2	33.1	–	–
Paid leave								
2006	–	–	–	1.17	–	–	–	6.7
2007	1.16	1.06	1.13	1.20	6.6	6.2	6.4	6.6
2008	1.17	1.07	1.15	1.30	6.5	6.1	6.3	6.8
2009	1.29	1.17	1.22	1.20	6.8	6.2	6.4	6.4
2010	1.18	1.10	1.18	1.27	6.3	6.0	6.2	6.5
2011	1.25	1.16	1.23	1.40	6.5	6.2	6.3	7.0
2012	1.41	1.37	1.44	1.28	7.0	6.8	7.0	6.6
2013	1.28	1.18	1.23	1.50	6.6	6.2	6.2	7.0
2014	1.50	1.40	1.42	1.55	7.0	6.6	6.6	7.0
2015	1.53	1.46	1.54	1.74	7.0	6.8	7.0	7.5
2016	1.71	1.62	1.75	1.80	7.4	7.2	7.5	7.6
2017	1.80	1.83	1.79	1.85	7.6	7.8	7.5	7.2
2018	1.86	1.87	1.93	2.16	7.2	7.3	7.4	8.2
2019	2.13	2.11	2.17	2.09	8.0	8.0	8.1	7.9

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2020	2.12	2.13	–	–	8.0	8.0	–	–
Supplemental pay								
2006	–	–	–	0.18	–	–	–	1.0
2007	.18	.16	0.17	.18	1.0	.9	0.9	1.0
2008	.18	.16	.17	.18	1.0	.9	.9	.9
2009	.18	.16	.17	.15	.9	.9	.9	.8
2010	.15	.14	.16	.16	.8	.8	.8	.8
2011	.16	.14	.18	.22	.8	.8	1.0	1.1
2012	.22	.22	.24	.23	1.1	1.1	1.2	1.2
2013	.23	.22	.23	.29	1.2	1.2	1.2	1.3
2014	.28	.28	.28	.23	1.3	1.3	1.3	1.1
2015	.22	.21	.23	.24	1.0	1.0	1.0	1.1
2016	.24	.22	.24	.25	1.0	1.0	1.0	1.1
2017	.25	.26	.25	.25	1.1	1.1	1.0	1.0
2018	.24	.25	.26	.33	1.0	1.0	1.0	1.2
2019	.33	.32	.33	.32	1.2	1.2	1.2	1.2
2020	.31	.31	–	–	1.2	1.2	–	–
Insurance								
2006	–	–	–	1.82	–	–	–	10.4
2007	1.84	1.74	1.81	1.79	10.5	10.1	10.2	9.9
2008	1.76	1.74	1.84	2.07	9.8	9.9	10.0	10.9
2009	2.09	1.88	1.96	1.69	11.0	10.0	10.2	9.0
2010	1.68	1.61	1.74	1.87	9.0	8.8	9.1	9.5
2011	1.84	1.70	1.74	2.09	9.5	9.0	9.0	10.4
2012	2.07	2.06	2.14	1.83	10.3	10.2	10.4	9.4
2013	1.81	1.72	1.75	2.49	9.4	9.1	8.9	11.6
2014	2.54	2.48	2.58	2.67	11.8	11.7	11.9	12.1
2015	2.64	2.58	2.59	2.75	12.1	11.9	11.8	11.8
2016	2.67	2.55	2.81	2.88	11.6	11.3	12.1	12.2
2017	2.91	2.82	3.20	2.79	12.3	11.9	13.3	10.9
2018	2.82	2.80	2.90	3.13	11.0	10.9	11.1	11.9
2019	3.18	3.08	3.14	2.93	12.0	11.7	11.7	11.2
2020	2.93	2.88	–	–	11.0	10.9	–	–
Retirement and savings								
2006	–	–	–	.49	–	–	–	2.8
2007	.48	.43	.48	.50	2.7	2.5	2.7	2.7
2008	.49	.45	.49	.58	2.7	2.5	2.7	3.1
2009	.58	.51	.53	.56	3.1	2.7	2.8	3.0
2010	.57	.52	.57	.59	3.0	2.8	3.0	3.0
2011	.59	.55	.57	.73	3.1	2.9	3.0	3.7
2012	.72	.69	.71	.64	3.6	3.4	3.5	3.3
2013	.63	.61	.64	.85	3.3	3.2	3.2	4.0
2014	.86	.79	.86	.91	4.0	3.7	3.9	4.1
2015	.90	.86	.89	1.04	4.1	4.0	4.1	4.5
2016	1.01	.97	1.04	1.08	4.4	4.3	4.5	4.6
2017	1.08	1.00	1.10	1.32	4.6	4.2	4.5	5.2
2018	1.33	1.34	1.38	1.53	5.2	5.2	5.3	5.8
2019	1.56	1.55	1.57	1.42	5.9	5.9	5.8	5.4
2020	1.46	1.43	–	–	5.5	5.4	–	–
Legally required benefits								
2006	–	–	–	1.52	–	–	–	8.7
2007	1.53	1.54	1.57	1.57	8.7	9.0	8.8	8.7
2008	1.57	1.57	1.62	1.62	8.7	8.9	8.8	8.6
2009	1.62	1.65	1.66	1.60	8.6	8.8	8.7	8.5
2010	1.61	1.59	1.64	1.66	8.6	8.7	8.6	8.5
2011	1.66	1.68	1.73	1.69	8.6	8.9	9.0	8.4
2012	1.70	1.76	1.78	1.68	8.5	8.7	8.7	8.7
2013	1.65	1.68	1.75	1.77	8.6	8.8	8.9	8.2
2014	1.75	1.73	1.75	1.70	8.1	8.2	8.0	7.7
2015	1.70	1.69	1.73	1.85	7.8	7.8	7.8	8.0

See footnotes at end of table.

Supplemental table 26. Private educational services industry workers, by occupational group: employer costs per hour 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								
2016	1.85	1.83	1.86	1.85	8.0	8.1	8.0	7.8
2017	1.85	1.93	1.86	2.04	7.8	8.2	7.7	8.0
2018	2.04	2.04	2.05	1.99	8.0	8.0	7.8	7.6
2019	2.00	2.00	2.02	2.01	7.5	7.6	7.5	7.6
2020	2.03	2.02	–	–	7.6	7.6	–	–

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

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$27.49	–	–	–	100.0
2007	27.71	27.37	28.19	28.34	100.0	100.0	100.0	100.0
2008	28.31	28.33	28.76	29.69	100.0	100.0	100.0	100.0
2009	30.22	30.01	30.24	28.54	100.0	100.0	100.0	100.0
2010	28.62	28.45	29.13	29.48	100.0	100.0	100.0	100.0
2011	29.53	29.47	29.18	30.60	100.0	100.0	100.0	100.0
2012	30.56	30.80	31.61	30.56	100.0	100.0	100.0	100.0
2013	29.10	30.43	31.00	32.19	100.0	100.0	100.0	100.0
2014	31.98	31.42	32.20	30.22	100.0	100.0	100.0	100.0
2015	30.08	29.88	30.53	32.50	100.0	100.0	100.0	100.0
2016	32.82	33.12	33.52	34.12	100.0	100.0	100.0	100.0
2017	33.16	34.64	35.02	34.89	100.0	100.0	100.0	100.0
2018	34.61	34.72	35.71	34.04	100.0	100.0	100.0	100.0
2019	33.25	32.34	34.74	31.64	100.0	100.0	100.0	100.0
2020	31.42	32.59	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	21.76	–	–	–	79.1
2007	21.86	21.63	22.15	22.37	78.9	79.0	78.6	79.0
2008	22.24	22.23	22.73	23.29	78.6	78.5	79.0	78.4
2009	23.51	23.33	23.57	22.07	77.8	77.8	77.9	77.3
2010	22.16	22.02	22.59	22.59	77.4	77.4	77.6	76.6
2011	22.64	22.61	22.45	23.12	76.7	76.7	76.9	75.5
2012	23.08	23.22	23.82	23.31	75.5	75.4	75.3	76.3
2013	22.18	23.27	23.72	24.36	76.2	76.5	76.5	75.7
2014	24.28	23.86	24.29	23.10	75.9	75.9	75.4	76.4
2015	23.04	22.92	23.40	24.51	76.6	76.7	76.7	75.4
2016	24.88	25.20	25.61	26.07	75.8	76.1	76.4	76.4
2017	25.43	26.44	26.49	27.29	76.7	76.3	75.7	78.2
2018	27.18	27.23	28.02	26.31	78.5	78.4	78.5	77.3
2019	25.59	24.86	26.62	24.31	77.0	76.9	76.6	76.8
2020	24.15	25.07	–	–	76.9	76.9	–	–
Total benefits								
2006	–	–	–	5.73	–	–	–	20.9
2007	5.85	5.74	6.03	5.96	21.1	21.0	21.4	21.0
2008	6.07	6.09	6.04	6.40	21.4	21.5	21.0	21.6
2009	6.71	6.68	6.67	6.47	22.2	22.2	22.1	22.7
2010	6.46	6.43	6.54	6.89	22.6	22.6	22.4	23.4
2011	6.89	6.86	6.73	7.48	23.3	23.3	23.1	24.5
2012	7.49	7.58	7.80	7.25	24.5	24.6	24.7	23.7
2013	6.93	7.16	7.29	7.83	23.8	23.5	23.5	24.3
2014	7.71	7.56	7.91	7.12	24.1	24.1	24.6	23.6
2015	7.05	6.96	7.13	7.99	23.4	23.3	23.3	24.6
2016	7.94	7.92	7.91	8.05	24.2	23.9	23.6	23.6
2017	7.73	8.20	8.52	7.60	23.3	23.7	24.3	21.8
2018	7.44	7.49	7.69	7.73	21.5	21.6	21.5	22.7
2019	7.66	7.48	8.12	7.34	23.0	23.1	23.4	23.2
2020	7.26	7.52	–	–	23.1	23.1	–	–
Paid leave								
2006	–	–	–	1.24	–	–	–	4.5
2007	1.27	1.24	1.29	1.27	4.6	4.5	4.6	4.5
2008	1.25	1.28	1.31	1.42	4.4	4.5	4.6	4.8
2009	1.52	1.51	1.48	1.46	5.0	5.0	4.9	5.1
2010	1.45	1.42	1.45	1.70	5.1	5.0	5.0	5.8
2011	1.70	1.69	1.68	1.91	5.8	5.7	5.7	6.2
2012	1.91	1.93	1.99	1.67	6.3	6.3	6.3	5.5
2013	1.57	1.68	1.65	1.70	5.4	5.5	5.3	5.3
2014	1.70	1.68	1.74	1.49	5.3	5.3	5.4	4.9
2015	1.44	1.41	1.46	1.76	4.8	4.7	4.8	5.4
2016	1.80	1.79	1.70	1.74	5.5	5.4	5.1	5.1
2017	1.70	1.76	1.74	1.57	5.1	5.1	5.0	4.5
2018	1.50	1.51	1.56	1.64	4.3	4.4	4.4	4.8
2019	1.62	1.49	1.83	1.79	4.9	4.6	5.3	5.7

See footnotes at end of table.

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2020	1.70	1.75	–	–	5.4	5.4	–	–
Supplemental pay								
2006	–	–	–	0.09	–	–	–	0.3
2007	.11	.10	0.10	.11	.4	.4	0.4	.4
2008	.09	.09	.10	.09	.3	.3	.3	.3
2009	.18	.17	.17	.15	.6	.6	.6	.5
2010	.15	.15	.09	.12	.5	.5	.3	.4
2011	.12	.12	.12	.15	.4	.4	.4	.5
2012	.15	.15	.17	.16	.5	.5	.5	.5
2013	.12	.25	.25	.21	.4	.8	.8	.6
2014	.21	.22	.22	.18	.7	.7	.7	.6
2015	.15	.15	.18	.13	.5	.5	.6	.4
2016	.11	.10	.12	.12	.3	.3	.4	.4
2017	.12	.13	.12	.12	.4	.4	.3	.3
2018	.08	.12	.12	.10	.2	.3	.3	.3
2019	.10	.10	.10	.08	.3	.3	.3	.2
2020	.08	.07	–	–	.3	.2	–	–
Insurance								
2006	–	–	–	1.57	–	–	–	5.7
2007	1.63	1.58	1.70	1.66	5.9	5.8	6.0	5.9
2008	1.86	1.86	1.69	1.87	6.6	6.6	5.9	6.3
2009	1.91	1.88	1.76	1.71	6.3	6.3	5.8	6.0
2010	1.73	1.74	1.77	1.86	6.1	6.1	6.1	6.3
2011	1.84	1.83	1.78	2.15	6.2	6.2	6.1	7.0
2012	2.16	2.19	2.23	2.05	7.1	7.1	7.0	6.7
2013	2.03	1.97	2.01	2.39	7.0	6.5	6.5	7.4
2014	2.36	2.34	2.50	2.13	7.4	7.4	7.8	7.0
2015	2.24	2.21	2.15	2.52	7.4	7.4	7.0	7.8
2016	2.47	2.38	2.35	2.37	7.5	7.2	7.0	7.0
2017	2.22	2.47	2.65	1.96	6.7	7.1	7.6	5.6
2018	2.03	1.95	2.00	2.16	5.9	5.6	5.6	6.3
2019	2.18	2.19	2.30	2.03	6.6	6.8	6.6	6.4
2020	2.08	2.14	–	–	6.6	6.6	–	–
Retirement and savings								
2006	–	–	–	.53	–	–	–	1.9
2007	.54	.53	.60	.52	2.0	1.9	2.1	1.9
2008	.49	.49	.52	.54	1.7	1.7	1.8	1.8
2009	.59	.62	.74	.81	2.0	2.1	2.5	2.8
2010	.76	.76	.81	.78	2.6	2.7	2.8	2.6
2011	.78	.76	.73	.80	2.6	2.6	2.5	2.6
2012	.77	.78	.83	.87	2.5	2.5	2.6	2.8
2013	.88	.82	.85	.95	3.0	2.7	2.7	3.0
2014	.91	.80	.95	.93	2.8	2.5	3.0	3.1
2015	.91	.90	.94	1.03	3.0	3.0	3.1	3.2
2016	1.03	1.19	1.17	1.22	3.1	3.6	3.5	3.6
2017	1.16	1.18	1.44	1.16	3.5	3.4	4.1	3.3
2018	1.12	1.15	1.17	1.27	3.2	3.3	3.3	3.7
2019	1.28	1.26	1.34	1.01	3.8	3.9	3.8	3.2
2020	1.00	1.05	–	–	3.2	3.2	–	–
Legally required benefits								
2006	–	–	–	2.30	–	–	–	8.4
2007	2.29	2.28	2.34	2.39	8.3	8.3	8.3	8.4
2008	2.38	2.37	2.42	2.48	8.4	8.4	8.4	8.4
2009	2.51	2.50	2.51	2.33	8.3	8.3	8.3	8.2
2010	2.37	2.36	2.42	2.43	8.3	8.3	8.3	8.2
2011	2.46	2.46	2.43	2.48	8.3	8.4	8.3	8.1
2012	2.49	2.53	2.57	2.50	8.2	8.2	8.1	8.2
2013	2.33	2.45	2.53	2.59	8.0	8.0	8.1	8.0
2014	2.53	2.53	2.49	2.39	7.9	8.0	7.7	7.9
2015	2.31	2.30	2.39	2.54	7.7	7.7	7.8	7.8

See footnotes at end of table.

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2016	2.53	2.46	2.56	2.60	7.7	7.4	7.6	7.6
2017	2.53	2.65	2.57	2.79	7.6	7.7	7.3	8.0
2018	2.70	2.76	2.84	2.56	7.8	8.0	7.9	7.5
2019	2.48	2.44	2.55	2.43	7.5	7.5	7.3	7.7
2020	2.40	2.50	–	–	7.6	7.7	–	–

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

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$39.85	–	–	–	100.0
2007	39.75	39.28	40.39	41.95	100.0	100.0	100.0	100.0
2008	42.11	42.09	43.46	44.26	100.0	100.0	100.0	100.0
2009	43.90	43.29	43.98	44.30	100.0	100.0	100.0	100.0
2010	44.38	44.03	45.04	45.11	100.0	100.0	100.0	100.0
2011	45.19	44.63	45.80	45.19	100.0	100.0	100.0	100.0
2012	45.25	45.01	45.55	45.45	100.0	100.0	100.0	100.0
2013	45.39	44.81	45.79	46.82	100.0	100.0	100.0	100.0
2014	46.99	46.28	47.16	48.04	100.0	100.0	100.0	100.0
2015	47.37	46.70	47.59	48.64	100.0	100.0	100.0	100.0
2016	48.58	47.77	49.38	49.81	100.0	100.0	100.0	100.0
2017	50.25	49.48	50.58	50.62	100.0	100.0	100.0	100.0
2018	50.97	50.17	51.03	54.51	100.0	100.0	100.0	100.0
2019	54.84	54.16	55.99	55.75	100.0	100.0	100.0	100.0
2020	56.57	56.11	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	28.96	–	–	–	72.7
2007	28.82	28.51	29.33	30.33	72.5	72.6	72.6	72.3
2008	30.44	30.34	31.38	31.81	72.3	72.1	72.2	71.9
2009	31.62	31.25	31.66	32.14	72.0	72.2	72.0	72.6
2010	32.13	31.96	32.65	32.61	72.4	72.6	72.5	72.3
2011	32.64	32.21	33.09	32.55	72.2	72.2	72.3	72.0
2012	32.62	32.39	32.77	32.88	72.1	72.0	71.9	72.3
2013	32.80	32.41	33.04	33.46	72.3	72.3	72.2	71.5
2014	33.52	33.07	33.81	34.24	71.3	71.5	71.7	71.3
2015	33.88	33.47	34.05	34.59	71.5	71.7	71.5	71.1
2016	34.55	34.12	34.99	35.33	71.1	71.4	70.9	70.9
2017	35.58	35.10	35.91	35.80	70.8	70.9	71.0	70.7
2018	35.98	35.45	36.08	38.22	70.6	70.6	70.7	70.1
2019	38.36	38.00	39.29	38.84	70.0	70.2	70.2	69.7
2020	39.39	38.83	–	–	69.6	69.2	–	–
Total benefits								
2006	–	–	–	10.89	–	–	–	27.3
2007	10.93	10.77	11.07	11.61	27.5	27.4	27.4	27.7
2008	11.67	11.76	12.09	12.45	27.7	27.9	27.8	28.1
2009	12.29	12.05	12.32	12.16	28.0	27.8	28.0	27.4
2010	12.25	12.07	12.39	12.50	27.6	27.4	27.5	27.7
2011	12.54	12.42	12.71	12.64	27.8	27.8	27.7	28.0
2012	12.62	12.62	12.78	12.57	27.9	28.0	28.1	27.7
2013	12.59	12.40	12.75	13.37	27.7	27.7	27.8	28.5
2014	13.47	13.21	13.35	13.80	28.7	28.5	28.3	28.7
2015	13.49	13.23	13.54	14.05	28.5	28.3	28.5	28.9
2016	14.03	13.65	14.39	14.48	28.9	28.6	29.1	29.1
2017	14.67	14.37	14.67	14.81	29.2	29.1	29.0	29.3
2018	14.99	14.73	14.96	16.30	29.4	29.4	29.3	29.9
2019	16.47	16.15	16.70	16.91	30.0	29.8	29.8	30.3
2020	17.17	17.28	–	–	30.4	30.8	–	–
Paid leave								
2006	–	–	–	3.08	–	–	–	7.7
2007	3.07	2.98	3.07	3.26	7.7	7.6	7.6	7.8
2008	3.25	3.19	3.29	3.45	7.7	7.6	7.6	7.8
2009	3.37	3.29	3.36	3.37	7.7	7.6	7.6	7.6
2010	3.37	3.27	3.37	3.42	7.6	7.4	7.5	7.6
2011	3.40	3.35	3.45	3.50	7.5	7.5	7.5	7.7
2012	3.49	3.45	3.49	3.44	7.7	7.7	7.7	7.6
2013	3.46	3.36	3.45	3.64	7.6	7.5	7.5	7.8
2014	3.65	3.54	3.56	3.70	7.8	7.7	7.6	7.7
2015	3.58	3.49	3.59	3.80	7.6	7.5	7.5	7.8
2016	3.77	3.64	3.89	3.94	7.8	7.6	7.9	7.9
2017	3.96	3.88	3.97	4.16	7.9	7.8	7.9	8.2
2018	4.21	4.12	4.16	4.82	8.3	8.2	8.1	8.8
2019	4.82	4.73	4.88	4.88	8.8	8.7	8.7	8.7

See footnotes at end of table.

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2020	4.96	5.00	–	–	8.8	8.9	–	–
Supplemental pay								
2006	–	–	–	0.15	–	–	–	0.4
2007	.14	.15	0.14	.15	.4	.4	0.4	.4
2008	.16	.16	.16	.15	.4	.4	.4	.3
2009	.15	.15	.15	.14	.3	.3	.3	.3
2010	.14	.14	.14	.15	.3	.3	.3	.3
2011	.15	.15	.16	.18	.3	.3	.3	.4
2012	.18	.19	.20	.19	.4	.4	.4	.4
2013	.19	.18	.19	.25	.4	.4	.4	.5
2014	.24	.23	.23	.26	.5	.5	.5	.5
2015	.26	.26	.24	.30	.6	.6	.5	.6
2016	.28	.28	.28	.28	.6	.6	.6	.6
2017	.29	.29	.29	.28	.6	.6	.6	.6
2018	.30	.28	.29	.33	.6	.6	.6	.6
2019	.34	.32	.34	.37	.6	.6	.6	.7
2020	.38	.38	–	–	.7	.7	–	–
Insurance								
2006	–	–	–	2.94	–	–	–	7.4
2007	3.02	2.96	3.00	3.16	7.6	7.5	7.4	7.5
2008	3.17	3.35	3.44	3.57	7.5	8.0	7.9	8.1
2009	3.54	3.48	3.62	3.41	8.1	8.0	8.2	7.7
2010	3.47	3.44	3.53	3.60	7.8	7.8	7.8	8.0
2011	3.62	3.62	3.64	3.67	8.0	8.1	8.0	8.1
2012	3.69	3.75	3.78	3.63	8.2	8.3	8.3	8.0
2013	3.66	3.65	3.74	3.94	8.1	8.1	8.2	8.4
2014	4.01	3.95	3.98	4.11	8.5	8.5	8.4	8.6
2015	4.02	3.94	4.10	4.15	8.5	8.4	8.6	8.5
2016	4.18	4.05	4.33	4.33	8.6	8.5	8.8	8.7
2017	4.39	4.30	4.37	4.39	8.7	8.7	8.6	8.7
2018	4.42	4.42	4.48	4.74	8.7	8.8	8.8	8.7
2019	4.87	4.75	4.88	5.08	8.9	8.8	8.7	9.1
2020	5.11	5.21	–	–	9.0	9.3	–	–
Retirement and savings								
2006	–	–	–	1.89	–	–	–	4.7
2007	1.87	1.82	1.97	2.11	4.7	4.6	4.9	5.0
2008	2.14	2.11	2.22	2.31	5.1	5.0	5.1	5.2
2009	2.26	2.17	2.21	2.22	5.1	5.0	5.0	5.0
2010	2.25	2.20	2.28	2.28	5.1	5.0	5.1	5.1
2011	2.33	2.27	2.36	2.25	5.2	5.1	5.1	5.0
2012	2.21	2.20	2.24	2.18	4.9	4.9	4.9	4.8
2013	2.16	2.11	2.24	2.35	4.8	4.7	4.9	5.0
2014	2.38	2.33	2.36	2.45	5.1	5.0	5.0	5.1
2015	2.33	2.26	2.33	2.44	4.9	4.8	4.9	5.0
2016	2.43	2.34	2.53	2.56	5.0	4.9	5.1	5.1
2017	2.62	2.56	2.64	2.64	5.2	5.2	5.2	5.2
2018	2.68	2.58	2.66	2.85	5.3	5.1	5.2	5.2
2019	2.88	2.81	2.95	2.98	5.3	5.2	5.3	5.3
2020	3.10	3.12	–	–	5.5	5.6	–	–
Legally required benefits								
2006	–	–	–	2.83	–	–	–	7.1
2007	2.83	2.86	2.88	2.93	7.1	7.3	7.1	7.0
2008	2.95	2.96	2.98	2.97	7.0	7.0	6.9	6.7
2009	2.97	2.95	2.98	3.01	6.8	6.8	6.8	6.8
2010	3.03	3.02	3.08	3.04	6.8	6.9	6.8	6.7
2011	3.04	3.03	3.09	3.03	6.7	6.8	6.7	6.7
2012	3.05	3.03	3.07	3.13	6.7	6.7	6.7	6.9
2013	3.13	3.10	3.13	3.19	6.9	6.9	6.8	6.8
2014	3.19	3.15	3.21	3.28	6.8	6.8	6.8	6.8
2015	3.30	3.28	3.28	3.36	7.0	7.0	6.9	6.9

See footnotes at end of table.

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2016	3.36	3.34	3.35	3.37	6.9	7.0	6.8	6.8
2017	3.41	3.35	3.39	3.34	6.8	6.8	6.7	6.6
2018	3.38	3.32	3.37	3.56	6.6	6.6	6.6	6.5
2019	3.57	3.55	3.65	3.60	6.5	6.6	6.5	6.5
2020	3.63	3.57	–	–	6.4	6.4	–	–

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

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$33.10	–	–	–	100.0
2007	32.97	33.02	33.65	35.01	100.0	100.0	100.0	100.0
2008	35.51	36.43	37.48	38.20	100.0	100.0	100.0	100.0
2009	37.37	36.98	37.35	37.37	100.0	100.0	100.0	100.0
2010	37.48	37.40	38.15	37.28	100.0	100.0	100.0	100.0
2011	37.18	37.29	38.40	36.20	100.0	100.0	100.0	100.0
2012	36.00	36.30	36.28	35.70	100.0	100.0	100.0	100.0
2013	35.46	35.42	35.53	35.65	100.0	100.0	100.0	100.0
2014	36.57	36.62	36.63	39.94	100.0	100.0	100.0	100.0
2015	39.98	40.21	40.44	42.04	100.0	100.0	100.0	100.0
2016	41.83	41.63	42.69	42.77	100.0	100.0	100.0	100.0
2017	42.73	42.81	43.20	42.01	100.0	100.0	100.0	100.0
2018	41.88	41.80	42.49	43.96	100.0	100.0	100.0	100.0
2019	43.63	45.29	46.96	44.28	100.0	100.0	100.0	100.0
2020	44.39	44.26	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	24.38	–	–	–	73.7
2007	24.19	24.33	24.82	25.48	73.4	73.7	73.8	72.8
2008	25.78	26.15	26.91	27.20	72.6	71.8	71.8	71.2
2009	26.86	26.72	26.89	27.43	71.9	72.3	72.0	73.4
2010	27.49	27.60	28.04	27.30	73.3	73.8	73.5	73.2
2011	27.20	27.31	28.07	26.19	73.2	73.2	73.1	72.4
2012	26.19	26.39	26.29	26.17	72.7	72.7	72.5	73.3
2013	25.89	25.87	25.95	25.86	73.0	73.0	73.0	72.5
2014	26.62	26.83	27.10	29.30	72.8	73.3	74.0	73.4
2015	29.26	29.40	29.46	30.70	73.2	73.1	72.8	73.0
2016	30.60	30.54	30.86	30.90	73.2	73.4	72.3	72.2
2017	30.81	30.91	31.28	30.13	72.1	72.2	72.4	71.7
2018	29.94	29.85	30.47	31.71	71.5	71.4	71.7	72.1
2019	31.43	32.66	33.91	31.76	72.0	72.1	72.2	71.7
2020	31.78	31.21	–	–	71.6	70.5	–	–
Total benefits								
2006	–	–	–	8.71	–	–	–	26.3
2007	8.78	8.69	8.83	9.53	26.6	26.3	26.2	27.2
2008	9.72	10.27	10.57	11.00	27.4	28.2	28.2	28.8
2009	10.51	10.26	10.45	9.94	28.1	27.7	28.0	26.6
2010	9.99	9.79	10.11	9.97	26.7	26.2	26.5	26.8
2011	9.98	9.98	10.33	10.01	26.8	26.8	26.9	27.6
2012	9.81	9.92	9.99	9.54	27.3	27.3	27.5	26.7
2013	9.57	9.55	9.59	9.79	27.0	27.0	27.0	27.5
2014	9.95	9.79	9.53	10.64	27.2	26.7	26.0	26.6
2015	10.72	10.82	10.98	11.34	26.8	26.9	27.2	27.0
2016	11.23	11.08	11.83	11.87	26.8	26.6	27.7	27.8
2017	11.92	11.90	11.91	11.88	27.9	27.8	27.6	28.3
2018	11.93	11.95	12.02	12.25	28.5	28.6	28.3	27.9
2019	12.19	12.63	13.05	12.51	28.0	27.9	27.8	28.3
2020	12.61	13.05	–	–	28.4	29.5	–	–
Paid leave								
2006	–	–	–	2.44	–	–	–	7.4
2007	2.46	2.37	2.41	2.66	7.5	7.2	7.1	7.6
2008	2.70	2.68	2.71	2.89	7.6	7.3	7.2	7.6
2009	2.72	2.65	2.68	2.70	7.3	7.2	7.2	7.2
2010	2.69	2.54	2.64	2.62	7.2	6.8	6.9	7.0
2011	2.62	2.58	2.69	2.69	7.0	6.9	7.0	7.4
2012	2.67	2.64	2.64	2.51	7.4	7.3	7.3	7.0
2013	2.58	2.52	2.51	2.59	7.3	7.1	7.1	7.3
2014	2.60	2.54	2.43	2.73	7.1	6.9	6.6	6.8
2015	2.76	2.77	2.82	3.02	6.9	6.9	7.0	7.2
2016	2.97	2.88	3.18	3.20	7.1	6.9	7.5	7.5
2017	3.16	3.18	3.18	3.34	7.4	7.4	7.4	8.0
2018	3.32	3.31	3.34	3.66	7.9	7.9	7.9	8.3
2019	3.66	3.75	3.83	3.56	8.4	8.3	8.1	8.1

See footnotes at end of table.

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2020	3.65	3.85	–	–	8.2	8.7	–	–
Supplemental pay								
2006	–	–	–	0.13	–	–	–	0.4
2007	.11	.12	0.12	.13	.3	.4	0.4	.4
2008	.16	.15	.14	.10	.5	.4	.4	.3
2009	.10	.10	.10	.07	.3	.3	.3	.2
2010	.07	.06	.06	.06	.2	.1	.1	.1
2011	.05	.05	.08	.09	.1	.1	.2	.2
2012	.08	.08	.08	.10	.2	.2	.2	.3
2013	.09	.09	.09	.13	.3	.3	.3	.4
2014	.12	.13	.12	.15	.3	.3	.3	.4
2015	.20	.22	.17	.22	.5	.6	.4	.5
2016	.19	.19	.20	.19	.4	.5	.5	.4
2017	.19	.19	.18	.11	.5	.4	.4	.3
2018	.15	.11	.12	.08	.4	.3	.3	.2
2019	.08	.08	.09	.11	.2	.2	.2	.3
2020	.10	.11	–	–	.2	.3	–	–
Insurance								
2006	–	–	–	2.34	–	–	–	7.1
2007	2.41	2.37	2.37	2.62	7.3	7.2	7.0	7.5
2008	2.64	3.15	3.24	3.53	7.4	8.7	8.6	9.2
2009	3.34	3.23	3.38	2.89	8.9	8.7	9.1	7.7
2010	2.89	2.87	2.96	3.03	7.7	7.7	7.8	8.1
2011	2.99	3.03	3.11	3.22	8.0	8.1	8.1	8.9
2012	3.14	3.24	3.28	3.04	8.7	8.9	9.0	8.5
2013	3.10	3.14	3.16	3.16	8.7	8.9	8.9	8.9
2014	3.17	3.08	3.00	3.36	8.7	8.4	8.2	8.4
2015	3.25	3.27	3.55	3.22	8.1	8.1	8.8	7.7
2016	3.21	3.18	3.54	3.52	7.7	7.6	8.3	8.2
2017	3.55	3.50	3.50	3.61	8.3	8.2	8.1	8.6
2018	3.59	3.67	3.64	3.53	8.6	8.8	8.6	8.0
2019	3.52	3.64	3.70	3.81	8.1	8.0	7.9	8.6
2020	3.77	3.99	–	–	8.5	9.0	–	–
Retirement and savings								
2006	–	–	–	1.19	–	–	–	3.6
2007	1.18	1.19	1.30	1.47	3.6	3.6	3.9	4.2
2008	1.54	1.55	1.68	1.78	4.3	4.3	4.5	4.7
2009	1.66	1.59	1.58	1.55	4.4	4.3	4.2	4.1
2010	1.57	1.56	1.63	1.60	4.2	4.2	4.3	4.3
2011	1.65	1.61	1.69	1.45	4.4	4.3	4.4	4.0
2012	1.34	1.37	1.38	1.22	3.7	3.8	3.8	3.4
2013	1.22	1.21	1.25	1.35	3.4	3.4	3.5	3.8
2014	1.36	1.36	1.31	1.53	3.7	3.7	3.6	3.8
2015	1.52	1.55	1.52	1.71	3.8	3.8	3.8	4.1
2016	1.69	1.69	1.84	1.89	4.0	4.1	4.3	4.4
2017	1.95	1.97	1.99	1.93	4.6	4.6	4.6	4.6
2018	1.95	1.93	1.96	1.81	4.6	4.6	4.6	4.1
2019	1.81	1.94	2.06	1.80	4.2	4.3	4.4	4.1
2020	1.86	1.97	–	–	4.2	4.4	–	–
Legally required benefits								
2006	–	–	–	2.62	–	–	–	7.9
2007	2.61	2.64	2.64	2.65	7.9	8.0	7.8	7.6
2008	2.68	2.75	2.80	2.70	7.6	7.5	7.5	7.1
2009	2.69	2.69	2.71	2.73	7.2	7.3	7.2	7.3
2010	2.76	2.77	2.82	2.67	7.4	7.4	7.4	7.2
2011	2.67	2.70	2.76	2.55	7.2	7.2	7.2	7.0
2012	2.57	2.58	2.60	2.67	7.1	7.1	7.2	7.5
2013	2.58	2.59	2.57	2.57	7.3	7.3	7.2	7.2
2014	2.70	2.69	2.67	2.88	7.4	7.3	7.3	7.2
2015	2.99	3.00	2.92	3.17	7.5	7.5	7.2	7.5

See footnotes at end of table.

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2016	3.17	3.15	3.06	3.07	7.6	7.6	7.2	7.2
2017	3.07	3.06	3.07	2.89	7.2	7.2	7.1	6.9
2018	2.93	2.92	2.97	3.17	7.0	7.0	7.0	7.2
2019	3.12	3.22	3.37	3.22	7.2	7.1	7.2	7.3
2020	3.23	3.13	–	–	7.3	7.1	–	–

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

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$45.01	–	–	–	100.0
2007	45.01	44.88	46.04	46.61	100.0	100.0	100.0	100.0
2008	46.62	46.36	47.74	48.18	100.0	100.0	100.0	100.0
2009	48.56	48.48	49.14	49.39	100.0	100.0	100.0	100.0
2010	49.33	49.27	50.05	50.14	100.0	100.0	100.0	100.0
2011	50.31	50.11	50.80	51.22	100.0	100.0	100.0	100.0
2012	51.73	51.66	52.40	52.14	100.0	100.0	100.0	100.0
2013	52.00	52.00	52.87	53.62	100.0	100.0	100.0	100.0
2014	53.26	53.08	54.15	52.68	100.0	100.0	100.0	100.0
2015	51.55	50.83	51.90	52.61	100.0	100.0	100.0	100.0
2016	52.70	51.95	53.28	54.28	100.0	100.0	100.0	100.0
2017	54.74	54.01	55.22	57.07	100.0	100.0	100.0	100.0
2018	57.97	56.81	57.23	63.19	100.0	100.0	100.0	100.0
2019	63.55	61.26	62.15	63.50	100.0	100.0	100.0	100.0
2020	63.80	63.57	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	32.45	–	–	–	72.1
2007	32.41	32.25	33.10	33.60	72.0	71.9	71.9	72.1
2008	33.61	33.48	34.57	34.79	72.1	72.2	72.4	72.2
2009	35.00	34.96	35.37	35.60	72.1	72.1	72.0	72.1
2010	35.46	35.40	36.00	36.03	71.9	71.8	71.9	71.8
2011	36.12	35.86	36.49	36.82	71.8	71.6	71.8	71.9
2012	37.14	36.98	37.56	37.49	71.8	71.6	71.7	71.9
2013	37.39	37.42	37.93	38.08	71.9	72.0	71.8	71.0
2014	37.67	37.47	38.26	37.06	70.7	70.6	70.7	70.4
2015	36.49	36.07	36.82	36.93	70.8	71.0	70.9	70.2
2016	36.96	36.55	37.40	38.14	70.1	70.4	70.2	70.3
2017	38.42	37.95	38.81	40.06	70.2	70.3	70.3	70.2
2018	40.62	39.88	40.14	43.57	70.1	70.2	70.1	68.9
2019	43.75	42.29	42.95	43.62	68.8	69.0	69.1	68.7
2020	43.92	43.62	–	–	68.8	68.6	–	–
Total benefits								
2006	–	–	–	12.56	–	–	–	27.9
2007	12.60	12.63	12.94	13.01	28.0	28.1	28.1	27.9
2008	13.00	12.87	13.17	13.39	27.9	27.8	27.6	27.8
2009	13.55	13.51	13.77	13.79	27.9	27.9	28.0	27.9
2010	13.87	13.87	14.05	14.12	28.1	28.2	28.1	28.2
2011	14.19	14.24	14.32	14.40	28.2	28.4	28.2	28.1
2012	14.60	14.68	14.84	14.65	28.2	28.4	28.3	28.1
2013	14.60	14.58	14.93	15.54	28.1	28.0	28.2	29.0
2014	15.59	15.61	15.89	15.61	29.3	29.4	29.3	29.6
2015	15.06	14.76	15.09	15.68	29.2	29.0	29.1	29.8
2016	15.73	15.39	15.88	16.14	29.9	29.6	29.8	29.7
2017	16.32	16.06	16.41	17.01	29.8	29.7	29.7	29.8
2018	17.35	16.93	17.09	19.62	29.9	29.8	29.9	31.1
2019	19.80	18.97	19.19	19.88	31.2	31.0	30.9	31.3
2020	19.88	19.95	–	–	31.2	31.4	–	–
Paid leave								
2006	–	–	–	3.57	–	–	–	7.9
2007	3.54	3.53	3.62	3.66	7.9	7.9	7.9	7.8
2008	3.62	3.57	3.71	3.81	7.8	7.7	7.8	7.9
2009	3.83	3.82	3.88	3.87	7.9	7.9	7.9	7.8
2010	3.85	3.85	3.90	3.94	7.8	7.8	7.8	7.9
2011	3.90	3.93	3.98	4.04	7.8	7.8	7.8	7.9
2012	4.07	4.08	4.12	4.07	7.9	7.9	7.9	7.8
2013	4.04	4.01	4.10	4.28	7.8	7.7	7.8	8.0
2014	4.28	4.25	4.32	4.25	8.0	8.0	8.0	8.1
2015	4.04	3.95	4.06	4.27	7.8	7.8	7.8	8.1
2016	4.26	4.15	4.30	4.41	8.1	8.0	8.1	8.1
2017	4.44	4.35	4.48	4.78	8.1	8.1	8.1	8.4
2018	4.90	4.76	4.75	5.78	8.5	8.4	8.3	9.1
2019	5.72	5.51	5.59	5.76	9.0	9.0	9.0	9.1

See footnotes at end of table.

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2020	5.74	5.73	–	–	9.0	9.0	–	–
Supplemental pay								
2006	–	–	–	0.18	–	–	–	0.4
2007	.17	.17	0.17	.16	.4	.4	0.4	.3
2008	.17	.16	.17	.19	.4	.4	.4	.4
2009	.19	.19	.19	.20	.4	.4	.4	.4
2010	.19	.20	.20	.21	.4	.4	.4	.4
2011	.21	.21	.21	.25	.4	.4	.4	.5
2012	.25	.26	.28	.25	.5	.5	.5	.5
2013	.25	.25	.25	.33	.5	.5	.5	.6
2014	.31	.31	.31	.32	.6	.6	.6	.6
2015	.30	.28	.29	.35	.6	.6	.6	.7
2016	.34	.33	.33	.35	.7	.6	.6	.6
2017	.35	.36	.37	.41	.6	.7	.7	.7
2018	.42	.41	.42	.54	.7	.7	.7	.9
2019	.53	.51	.51	.55	.8	.8	.8	.9
2020	.54	.55	–	–	.8	.9	–	–
Insurance								
2006	–	–	–	3.40	–	–	–	7.6
2007	3.49	3.48	3.53	3.53	7.7	7.8	7.7	7.6
2008	3.53	3.50	3.58	3.59	7.6	7.6	7.5	7.5
2009	3.68	3.68	3.80	3.78	7.6	7.6	7.7	7.7
2010	3.88	3.89	3.94	3.97	7.9	7.9	7.9	7.9
2011	4.03	4.06	4.00	3.97	8.0	8.1	7.9	7.8
2012	4.08	4.14	4.15	4.04	7.9	8.0	7.9	7.8
2013	4.03	4.03	4.14	4.41	7.8	7.8	7.8	8.2
2014	4.51	4.57	4.63	4.55	8.5	8.6	8.6	8.6
2015	4.45	4.36	4.42	4.71	8.6	8.6	8.5	9.0
2016	4.77	4.65	4.79	4.84	9.1	8.9	9.0	8.9
2017	4.89	4.84	4.92	4.97	8.9	9.0	8.9	8.7
2018	5.06	5.02	5.09	5.72	8.7	8.8	8.9	9.1
2019	5.92	5.64	5.68	5.94	9.3	9.2	9.1	9.4
2020	5.90	5.99	–	–	9.3	9.4	–	–
Retirement and savings								
2006	–	–	–	2.42	–	–	–	5.4
2007	2.41	2.39	2.53	2.54	5.4	5.3	5.5	5.4
2008	2.55	2.52	2.60	2.66	5.5	5.4	5.5	5.5
2009	2.69	2.65	2.70	2.72	5.5	5.5	5.5	5.5
2010	2.73	2.71	2.75	2.73	5.5	5.5	5.5	5.4
2011	2.77	2.77	2.81	2.79	5.5	5.5	5.5	5.5
2012	2.81	2.83	2.87	2.84	5.4	5.5	5.5	5.4
2013	2.79	2.81	2.92	2.96	5.4	5.4	5.5	5.5
2014	3.00	3.01	3.06	2.97	5.6	5.7	5.6	5.6
2015	2.79	2.71	2.82	2.87	5.4	5.3	5.4	5.5
2016	2.88	2.78	2.93	2.99	5.5	5.4	5.5	5.5
2017	3.02	2.96	3.05	3.17	5.5	5.5	5.5	5.6
2018	3.25	3.10	3.17	3.70	5.6	5.5	5.5	5.9
2019	3.71	3.51	3.56	3.77	5.8	5.7	5.7	5.9
2020	3.84	3.85	–	–	6.0	6.1	–	–
Legally required benefits								
2006	–	–	–	2.99	–	–	–	6.6
2007	2.99	3.06	3.09	3.12	6.6	6.8	6.7	6.7
2008	3.13	3.12	3.11	3.14	6.7	6.7	6.5	6.5
2009	3.17	3.17	3.20	3.21	6.5	6.5	6.5	6.5
2010	3.22	3.22	3.27	3.27	6.5	6.5	6.5	6.5
2011	3.28	3.27	3.31	3.35	6.5	6.5	6.5	6.5
2012	3.38	3.38	3.42	3.45	6.5	6.5	6.5	6.6
2013	3.49	3.48	3.52	3.56	6.7	6.7	6.7	6.6
2014	3.49	3.48	3.58	3.51	6.6	6.6	6.6	6.7
2015	3.48	3.45	3.50	3.47	6.7	6.8	6.7	6.6

See footnotes at end of table.

Supplemental table 27. Private educational services industry workers, by establishment size: employer costs per hour 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								
2016	3.48	3.48	3.52	3.56	6.6	6.7	6.6	6.6
2017	3.61	3.55	3.60	3.68	6.6	6.6	6.5	6.4
2018	3.72	3.65	3.66	3.88	6.4	6.4	6.4	6.1
2019	3.92	3.81	3.85	3.85	6.2	6.2	6.2	6.1
2020	3.87	3.84	–	–	6.1	6.0	–	–

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

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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	–	–	–	$26.09	–	–	–	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	35.94	36.18	35.31	100.0	100.0	100.0	100.0
2020	35.49	35.85	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	18.74	–	–	–	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	25.14	25.31	24.67	70.0	70.0	70.0	69.9
2020	24.79	24.96	–	–	69.8	69.6	–	–
Total benefits								
2006	–	–	–	7.35	–	–	–	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	10.80	10.87	10.64	30.0	30.0	30.0	30.1
2020	10.70	10.88	–	–	30.2	30.4	–	–
Paid leave								
2006	–	–	–	2.03	–	–	–	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
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	3.02	3.04	3.01	8.4	8.4	8.4	8.5

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
2020	3.01	3.04	–	–	8.5	8.5	–	–
Supplemental pay								
2006	–	–	–	0.60	–	–	–	2.3
2007	.61	.61	0.61	.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	.88	.89	.84	2.4	2.4	2.4	2.4
2020	.86	.88	–	–	2.4	2.5	–	–
Insurance								
2006	–	–	–	1.95	–	–	–	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	3.12	3.14	3.18	8.7	8.7	8.7	9.0
2020	3.19	3.26	–	–	9.0	9.1	–	–
Retirement and savings								
2006	–	–	–	.65	–	–	–	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	1.24	1.25	1.14	3.4	3.4	3.4	3.2
2020	1.16	1.19	–	–	3.3	3.3	–	–
Legally required benefits								
2006	–	–	–	2.11	–	–	–	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
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

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
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	2.54	2.55	2.48	7.1	7.1	7.1	7.0
2020	2.49	2.51	–	–	7.0	7.0	–	–

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

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$37.53	–	–	–	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	53.84	54.26	53.21	100.0	100.0	100.0	100.0
2020	53.16	53.35	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	27.20	–	–	–	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	37.46	37.76	36.94	69.7	69.6	69.6	69.4
2020	36.88	36.90	–	–	69.4	69.2	–	–
Total benefits								
2006	–	–	–	10.34	–	–	–	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	16.38	16.50	16.27	30.3	30.4	30.4	30.6
2020	16.28	16.45	–	–	30.6	30.8	–	–
Paid leave								
2006	–	–	–	3.14	–	–	–	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
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

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2019	4.97	5.03	5.07	5.05	9.3	9.3	9.3	9.5
2020	5.01	5.01	–	–	9.4	9.4	–	–
Supplemental pay								
2006	–	–	–	.91	–	–	–	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	1.33	1.33	1.26	2.4	2.5	2.5	2.4
2020	1.29	1.33	–	–	2.4	2.5	–	–
Insurance								
2006	–	–	–	2.41	–	–	–	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	4.29	4.32	4.46	8.0	8.0	8.0	8.4
2020	4.45	4.53	–	–	8.4	8.5	–	–
Retirement and savings								
2006	–	–	–	1.00	–	–	–	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	2.20	2.23	2.03	4.0	4.1	4.1	3.8
2020	2.06	2.09	–	–	3.9	3.9	–	–
Legally required benefits								
2006	–	–	–	2.87	–	–	–	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
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

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
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	3.53	3.55	3.47	6.6	6.6	6.5	6.5
2020	3.47	3.50	–	–	6.5	6.6	–	–

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

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$37.37	–	–	–	100.0
2007	38.10	38.42	37.32	39.28	100.0	100.0	100.0	100.0
2008	39.45	40.01	40.19	39.64	100.0	100.0	100.0	100.0
2009	40.13	40.32	40.48	39.17	100.0	100.0	100.0	100.0
2010	40.30	40.63	40.86	40.37	100.0	100.0	100.0	100.0
2011	41.82	41.88	41.05	41.02	100.0	100.0	100.0	100.0
2012	41.35	42.16	41.96	40.80	100.0	100.0	100.0	100.0
2013	40.99	41.42	41.66	40.36	100.0	100.0	100.0	100.0
2014	42.71	43.16	42.14	43.92	100.0	100.0	100.0	100.0
2015	44.00	43.96	43.79	43.03	100.0	100.0	100.0	100.0
2016	43.75	46.14	43.40	46.72	100.0	100.0	100.0	100.0
2017	46.97	47.13	47.76	51.05	100.0	100.0	100.0	100.0
2018	51.70	51.86	52.56	51.80	100.0	100.0	100.0	100.0
2019	52.05	52.32	52.66	51.57	100.0	100.0	100.0	100.0
2020	51.63	51.90	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	27.05	–	–	–	72.4
2007	27.56	27.83	26.80	28.36	72.4	72.5	71.8	72.2
2008	28.49	28.90	28.98	28.56	72.2	72.2	72.1	72.0
2009	28.93	29.02	29.09	27.95	72.1	72.0	71.9	71.4
2010	28.90	29.17	29.30	28.77	71.7	71.8	71.7	71.3
2011	29.76	29.85	29.33	29.07	71.2	71.3	71.5	70.9
2012	29.29	29.87	29.60	28.89	70.8	70.8	70.5	70.8
2013	28.98	29.29	29.49	28.49	70.7	70.7	70.8	70.6
2014	29.92	30.27	29.63	30.79	70.1	70.1	70.3	70.1
2015	30.81	30.75	30.67	30.08	70.0	70.0	70.0	69.9
2016	30.53	32.02	30.32	32.42	69.8	69.4	69.9	69.4
2017	32.55	32.71	33.12	35.49	69.3	69.4	69.3	69.5
2018	35.93	36.11	36.70	36.08	69.5	69.6	69.8	69.6
2019	36.26	36.37	36.61	35.75	69.7	69.5	69.5	69.3
2020	35.78	35.86	–	–	69.3	69.1	–	–
Total benefits								
2006	–	–	–	10.32	–	–	–	27.6
2007	10.53	10.58	10.52	10.92	27.6	27.5	28.2	27.8
2008	10.96	11.11	11.21	11.08	27.8	27.8	27.9	28.0
2009	11.20	11.30	11.39	11.22	27.9	28.0	28.1	28.6
2010	11.40	11.45	11.56	11.60	28.3	28.2	28.3	28.7
2011	12.06	12.03	11.71	11.95	28.8	28.7	28.5	29.1
2012	12.06	12.30	12.36	11.91	29.2	29.2	29.5	29.2
2013	12.00	12.13	12.17	11.87	29.3	29.3	29.2	29.4
2014	12.79	12.89	12.51	13.13	29.9	29.9	29.7	29.9
2015	13.19	13.21	13.12	12.95	30.0	30.0	30.0	30.1
2016	13.22	14.12	13.08	14.29	30.2	30.6	30.1	30.6
2017	14.41	14.42	14.64	15.57	30.7	30.6	30.7	30.5
2018	15.78	15.75	15.86	15.72	30.5	30.4	30.2	30.4
2019	15.80	15.95	16.05	15.82	30.3	30.5	30.5	30.7
2020	15.85	16.04	–	–	30.7	30.9	–	–
Paid leave								
2006	–	–	–	3.04	–	–	–	8.1
2007	3.11	3.14	3.09	3.13	8.2	8.2	8.3	8.0
2008	3.08	3.15	3.18	3.20	7.8	7.9	7.9	8.1
2009	3.22	3.25	3.29	3.24	8.0	8.1	8.1	8.3
2010	3.26	3.26	3.29	3.33	8.1	8.0	8.1	8.3
2011	3.50	3.47	3.32	3.46	8.4	8.3	8.1	8.4
2012	3.39	3.54	3.56	3.42	8.2	8.4	8.5	8.4
2013	3.45	3.51	3.54	3.41	8.4	8.5	8.5	8.5
2014	3.67	3.69	3.60	3.66	8.6	8.5	8.5	8.3
2015	3.66	3.65	3.64	3.60	8.3	8.3	8.3	8.4
2016	3.67	3.95	3.65	4.01	8.4	8.6	8.4	8.6
2017	4.02	4.03	4.09	4.52	8.6	8.6	8.6	8.9
2018	4.58	4.58	4.64	4.74	8.9	8.8	8.8	9.2

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2019	4.76	4.83	4.86	4.80	9.1	9.2	9.2	9.3
2020	4.77	4.78	–	–	9.2	9.2	–	–
Supplemental pay								
2006	–	–	–	1.02	–	–	–	2.7
2007	1.03	1.03	1.02	1.02	2.7	2.7	2.7	2.6
2008	1.03	1.03	1.04	1.03	2.6	2.6	2.6	2.6
2009	1.04	1.07	1.08	1.05	2.6	2.7	2.7	2.7
2010	1.05	1.04	1.04	1.00	2.6	2.6	2.6	2.5
2011	1.05	1.02	1.02	.96	2.5	2.4	2.5	2.3
2012	.97	.96	.97	.94	2.3	2.3	2.3	2.3
2013	.94	.94	.94	.93	2.3	2.3	2.3	2.3
2014	.93	.95	.95	.96	2.2	2.2	2.2	2.2
2015	.95	.97	.97	1.06	2.2	2.2	2.2	2.5
2016	1.06	1.02	1.05	1.04	2.4	2.2	2.4	2.2
2017	1.04	1.05	1.06	1.23	2.2	2.2	2.2	2.4
2018	1.28	1.26	1.24	1.34	2.5	2.4	2.4	2.6
2019	1.32	1.34	1.35	1.29	2.5	2.6	2.6	2.5
2020	1.32	1.36	–	–	2.6	2.6	–	–
Insurance								
2006	–	–	–	2.38	–	–	–	6.4
2007	2.47	2.46	2.46	2.50	6.5	6.4	6.6	6.4
2008	2.56	2.58	2.60	2.64	6.5	6.4	6.5	6.7
2009	2.71	2.73	2.74	2.78	6.7	6.8	6.8	7.1
2010	2.87	2.89	2.91	2.94	7.1	7.1	7.1	7.3
2011	3.01	3.01	2.99	3.10	7.2	7.2	7.3	7.6
2012	3.26	3.31	3.37	3.21	7.9	7.8	8.0	7.9
2013	3.26	3.28	3.26	3.26	7.9	7.9	7.8	8.1
2014	3.39	3.42	3.38	3.60	7.9	7.9	8.0	8.2
2015	3.65	3.67	3.65	3.60	8.3	8.3	8.3	8.4
2016	3.74	3.82	3.67	3.80	8.5	8.3	8.5	8.1
2017	3.83	3.83	3.89	4.32	8.2	8.1	8.2	8.5
2018	4.33	4.33	4.39	4.17	8.4	8.4	8.3	8.1
2019	4.23	4.25	4.28	4.41	8.1	8.1	8.1	8.5
2020	4.41	4.50	–	–	8.5	8.7	–	–
Retirement and savings								
2006	–	–	–	1.02	–	–	–	2.7
2007	1.03	1.05	1.05	1.35	2.7	2.7	2.8	3.4
2008	1.36	1.37	1.39	1.26	3.4	3.4	3.5	3.2
2009	1.26	1.26	1.27	1.21	3.1	3.1	3.1	3.1
2010	1.26	1.28	1.31	1.35	3.1	3.1	3.2	3.3
2011	1.47	1.48	1.35	1.47	3.5	3.5	3.3	3.6
2012	1.45	1.48	1.46	1.37	3.5	3.5	3.5	3.4
2013	1.38	1.40	1.42	1.34	3.4	3.4	3.4	3.3
2014	1.81	1.82	1.60	1.84	4.2	4.2	3.8	4.2
2015	1.86	1.85	1.78	1.62	4.2	4.2	4.1	3.8
2016	1.66	2.22	1.66	2.29	3.8	4.8	3.8	4.9
2017	2.33	2.33	2.38	2.09	5.0	4.9	5.0	4.1
2018	2.14	2.13	2.12	2.05	4.1	4.1	4.0	4.0
2019	2.05	2.09	2.10	1.93	3.9	4.0	4.0	3.7
2020	1.95	1.98	–	–	3.8	3.8	–	–
Legally required benefits								
2006	–	–	–	2.86	–	–	–	7.7
2007	2.89	2.91	2.89	2.92	7.6	7.6	7.7	7.4
2008	2.93	2.98	3.00	2.96	7.4	7.4	7.5	7.5
2009	2.98	2.99	3.00	2.94	7.4	7.4	7.4	7.5
2010	2.96	2.98	3.01	2.98	7.4	7.3	7.4	7.4
2011	3.04	3.04	3.03	2.96	7.3	7.3	7.4	7.2
2012	2.99	3.01	3.00	2.97	7.2	7.1	7.1	7.3
2013	2.98	3.00	3.02	2.93	7.3	7.2	7.3	7.3
2014	2.99	3.01	2.98	3.08	7.0	7.0	7.1	7.0

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2015	3.07	3.07	3.08	3.06	7.0	7.0	7.0	7.1
2016	3.10	3.12	3.05	3.15	7.1	6.8	7.0	6.7
2017	3.19	3.18	3.22	3.41	6.8	6.8	6.7	6.7
2018	3.45	3.45	3.47	3.42	6.7	6.6	6.6	6.6
2019	3.44	3.45	3.47	3.39	6.6	6.6	6.6	6.6
2020	3.40	3.42	–	–	6.6	6.6	–	–

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

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$19.84	–	–	–	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	25.95	26.23	25.79	100.0	100.0	100.0	100.0
2020	26.11	26.21	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	13.91	–	–	–	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	17.98	18.13	17.95	69.2	69.3	69.1	69.6
2020	18.18	18.14	–	–	69.6	69.2	–	–
Total benefits								
2006	–	–	–	5.93	–	–	–	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	7.97	8.09	7.84	30.8	30.7	30.9	30.4
2020	7.93	8.08	–	–	30.4	30.8	–	–
Paid leave								
2006	–	–	–	1.52	–	–	–	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
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

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
2019	2.00	2.00	2.04	2.05	7.7	7.7	7.8	8.0
2020	2.09	2.10	–	–	8.0	8.0	–	–
Supplemental pay								
2006	–	–	–	.36	–	–	–	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	.48	.49	.48	1.9	1.8	1.9	1.8
2020	.48	.49	–	–	1.8	1.9	–	–
Insurance								
2006	–	–	–	1.92	–	–	–	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	2.93	2.97	2.79	11.4	11.3	11.3	10.8
2020	2.80	2.90	–	–	10.7	11.1	–	–
Retirement and savings								
2006	–	–	–	.53	–	–	–	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	.70	.72	.68	2.7	2.7	2.7	2.6
2020	.69	.72	–	–	2.6	2.7	–	–
Legally required benefits								
2006	–	–	–	1.61	–	–	–	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
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

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
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	1.86	1.88	1.85	7.2	7.2	7.2	7.2
2020	1.87	1.87	–	–	7.2	7.1	–	–

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

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$19.78	–	–	–	100.0
2007	19.84	20.06	20.32	20.51	100.0	100.0	100.0	100.0
2008	20.72	20.62	20.77	20.82	100.0	100.0	100.0	100.0
2009	21.03	21.34	21.40	21.81	100.0	100.0	100.0	100.0
2010	21.89	21.94	22.06	21.71	100.0	100.0	100.0	100.0
2011	21.80	21.86	22.04	21.83	100.0	100.0	100.0	100.0
2012	21.96	22.24	22.21	22.38	100.0	100.0	100.0	100.0
2013	22.41	22.46	22.21	21.94	100.0	100.0	100.0	100.0
2014	21.86	22.01	21.96	22.25	100.0	100.0	100.0	100.0
2015	22.31	22.47	22.55	22.58	100.0	100.0	100.0	100.0
2016	23.07	23.15	23.13	23.31	100.0	100.0	100.0	100.0
2017	23.55	23.66	23.77	24.73	100.0	100.0	100.0	100.0
2018	25.00	25.16	25.22	25.54	100.0	100.0	100.0	100.0
2019	25.84	25.89	26.17	25.74	100.0	100.0	100.0	100.0
2020	26.07	26.17	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	13.87	–	–	–	70.1
2007	13.90	14.10	14.35	14.40	70.0	70.3	70.6	70.2
2008	14.49	14.45	14.56	14.63	69.9	70.1	70.1	70.3
2009	14.68	14.90	14.95	15.22	69.8	69.8	69.9	69.8
2010	15.25	15.29	15.37	15.20	69.6	69.7	69.7	70.0
2011	15.25	15.30	15.44	15.37	69.9	70.0	70.1	70.4
2012	15.42	15.57	15.51	15.85	70.2	70.0	69.8	70.8
2013	15.79	15.84	15.67	15.39	70.5	70.5	70.5	70.1
2014	15.36	15.40	15.36	15.56	70.3	70.0	70.0	69.9
2015	15.55	15.66	15.76	15.61	69.7	69.7	69.9	69.1
2016	16.00	16.06	16.06	16.06	69.3	69.4	69.4	68.9
2017	16.20	16.27	16.37	17.18	68.8	68.7	68.9	69.5
2018	17.39	17.50	17.59	17.66	69.5	69.6	69.8	69.1
2019	17.87	17.94	18.10	17.92	69.2	69.3	69.1	69.6
2020	18.16	18.11	–	–	69.6	69.2	–	–
Total benefits								
2006	–	–	–	5.91	–	–	–	29.9
2007	5.95	5.96	5.96	6.11	30.0	29.7	29.4	29.8
2008	6.23	6.17	6.21	6.19	30.1	29.9	29.9	29.7
2009	6.35	6.44	6.45	6.59	30.2	30.2	30.1	30.2
2010	6.64	6.65	6.69	6.51	30.4	30.3	30.3	30.0
2011	6.55	6.55	6.60	6.45	30.1	30.0	29.9	29.6
2012	6.54	6.67	6.70	6.53	29.8	30.0	30.2	29.2
2013	6.61	6.61	6.55	6.55	29.5	29.5	29.5	29.9
2014	6.50	6.61	6.59	6.69	29.7	30.0	30.0	30.1
2015	6.76	6.82	6.79	6.97	30.3	30.3	30.1	30.9
2016	7.07	7.08	7.07	7.25	30.7	30.6	30.6	31.1
2017	7.36	7.40	7.40	7.55	31.2	31.3	31.1	30.5
2018	7.61	7.66	7.62	7.88	30.5	30.4	30.2	30.9
2019	7.97	7.95	8.08	7.83	30.8	30.7	30.9	30.4
2020	7.91	8.06	–	–	30.4	30.8	–	–
Paid leave								
2006	–	–	–	1.51	–	–	–	7.6
2007	1.51	1.53	1.54	1.54	7.6	7.6	7.6	7.5
2008	1.58	1.54	1.55	1.55	7.6	7.5	7.5	7.4
2009	1.54	1.57	1.56	1.58	7.3	7.4	7.3	7.2
2010	1.56	1.55	1.57	1.53	7.1	7.1	7.1	7.0
2011	1.53	1.54	1.55	1.55	7.0	7.0	7.1	7.1
2012	1.56	1.59	1.57	1.58	7.1	7.1	7.1	7.0
2013	1.57	1.59	1.55	1.53	7.0	7.1	7.0	7.0
2014	1.52	1.54	1.54	1.60	6.9	7.0	7.0	7.2
2015	1.61	1.62	1.64	1.66	7.2	7.2	7.3	7.4
2016	1.68	1.69	1.68	1.69	7.3	7.3	7.3	7.3
2017	1.73	1.73	1.74	1.87	7.3	7.3	7.3	7.6
2018	1.89	1.91	1.91	1.96	7.6	7.6	7.6	7.7

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
2019	1.99	1.99	2.04	2.05	7.7	7.7	7.8	8.0
2020	2.09	2.10	–	–	8.0	8.0	–	–
Supplemental pay								
2006	–	–	–	.36	–	–	–	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	1.8
2010	.38	.38	.38	.37	1.8	1.7	1.7	1.7
2011	.38	.37	.38	.38	1.8	1.7	1.7	1.7
2012	.38	.37	.34	.33	1.7	1.7	1.5	1.5
2013	.33	.33	.33	.34	1.5	1.4	1.5	1.5
2014	.33	.33	.33	.32	1.5	1.5	1.5	1.4
2015	.32	.32	.32	.35	1.5	1.4	1.4	1.6
2016	.35	.35	.35	.34	1.5	1.5	1.5	1.5
2017	.35	.36	.36	.41	1.5	1.5	1.5	1.6
2018	.41	.41	.39	.47	1.7	1.6	1.5	1.8
2019	.48	.47	.48	.47	1.9	1.8	1.8	1.8
2020	.47	.49	–	–	1.8	1.9	–	–
Insurance								
2006	–	–	–	1.91	–	–	–	9.7
2007	1.96	1.95	1.90	1.95	9.9	9.7	9.4	9.5
2008	2.04	2.00	2.01	2.03	9.8	9.7	9.7	9.8
2009	2.17	2.19	2.21	2.30	10.3	10.3	10.3	10.6
2010	2.38	2.37	2.36	2.15	10.9	10.8	10.7	9.9
2011	2.16	2.19	2.21	2.31	9.9	10.0	10.0	10.6
2012	2.37	2.43	2.50	2.29	10.8	10.9	11.3	10.2
2013	2.36	2.36	2.37	2.46	10.5	10.5	10.7	11.2
2014	2.44	2.50	2.48	2.55	11.2	11.4	11.3	11.5
2015	2.62	2.64	2.57	2.66	11.8	11.7	11.4	11.8
2016	2.70	2.71	2.70	2.92	11.7	11.7	11.7	12.5
2017	2.94	2.96	2.96	2.78	12.5	12.5	12.4	11.2
2018	2.80	2.84	2.85	2.91	11.2	11.3	11.3	11.4
2019	2.95	2.92	2.97	2.78	11.4	11.3	11.3	10.8
2020	2.80	2.89	–	–	10.7	11.1	–	–
Retirement and savings								
2006	–	–	–	.53	–	–	–	2.7
2007	.52	.52	.54	.62	2.6	2.6	2.6	3.0
2008	.64	.63	.65	.62	3.1	3.1	3.1	3.0
2009	.64	.66	.66	.66	3.0	3.1	3.1	3.0
2010	.65	.67	.69	.77	3.0	3.1	3.1	3.5
2011	.78	.74	.73	.52	3.6	3.4	3.3	2.4
2012	.52	.53	.54	.55	2.4	2.4	2.4	2.5
2013	.58	.57	.57	.54	2.6	2.5	2.5	2.4
2014	.53	.56	.56	.51	2.4	2.5	2.5	2.3
2015	.51	.51	.52	.57	2.3	2.3	2.3	2.5
2016	.59	.59	.60	.57	2.6	2.5	2.6	2.4
2017	.60	.61	.61	.67	2.6	2.6	2.6	2.7
2018	.67	.66	.63	.70	2.7	2.6	2.5	2.7
2019	.71	.71	.72	.68	2.7	2.7	2.8	2.7
2020	.69	.72	–	–	2.7	2.8	–	–
Legally required benefits								
2006	–	–	–	1.60	–	–	–	8.1
2007	1.59	1.61	1.63	1.63	8.0	8.0	8.0	7.9
2008	1.63	1.63	1.64	1.63	7.9	7.9	7.9	7.8
2009	1.63	1.66	1.66	1.66	7.8	7.8	7.7	7.6
2010	1.66	1.67	1.70	1.69	7.6	7.6	7.7	7.8
2011	1.70	1.71	1.73	1.69	7.8	7.8	7.8	7.8
2012	1.72	1.75	1.75	1.79	7.8	7.9	7.9	8.0
2013	1.78	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

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
2015	1.70	1.72	1.74	1.72	7.6	7.7	7.7	7.6
2016	1.75	1.74	1.73	1.73	7.6	7.5	7.5	7.4
2017	1.73	1.73	1.73	1.82	7.4	7.3	7.3	7.4
2018	1.84	1.84	1.84	1.84	7.4	7.3	7.3	7.2
2019	1.85	1.85	1.87	1.84	7.2	7.2	7.1	7.2
2020	1.86	1.86	–	–	7.1	7.1	–	–

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

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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	–	–	–	$15.08	–	–	–	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	20.72	20.86	20.49	100.0	100.0	100.0	100.0
2020	20.63	20.79	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.71	–	–	–	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	14.78	14.90	14.59	71.4	71.4	71.4	71.2
2020	14.71	14.80	–	–	71.3	71.2	–	–
Total benefits								
2006	–	–	–	4.36	–	–	–	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	5.93	5.96	5.90	28.6	28.6	28.6	28.8
2020	5.92	5.99	–	–	28.7	28.8	–	–
Paid leave								
2006	–	–	–	.93	–	–	–	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
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

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
2019	1.26	1.27	1.28	1.27	6.1	6.1	6.1	6.2
2020	1.28	1.29	–	–	6.2	6.2	–	–
Supplemental pay								
2006	–	–	–	.35	–	–	–	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	.55	.55	.53	2.7	2.7	2.7	2.6
2020	.54	.54	–	–	2.6	2.6	–	–
Insurance								
2006	–	–	–	1.40	–	–	–	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	1.96	1.97	2.02	9.4	9.5	9.5	9.9
2020	2.01	2.05	–	–	9.8	9.8	–	–
Retirement and savings								
2006	–	–	–	.26	–	–	–	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	.41	.41	.39	1.9	2.0	1.9	1.9
2020	.40	.41	–	–	1.9	2.0	–	–
Legally required benefits								
2006	–	–	–	1.42	–	–	–	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
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

See footnotes at end of table.

Supplemental table 28. Private health care and social assistance services industry workers, by occupational group: employer costs per hour 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								
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	1.74	1.75	1.69	8.4	8.4	8.4	8.2
2020	1.68	1.69	–	–	8.2	8.1	–	–

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

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$20.97	–	–	–	100.0
2007	21.86	22.19	22.39	24.98	100.0	100.0	100.0	100.0
2008	24.60	24.89	24.79	23.08	100.0	100.0	100.0	100.0
2009	23.19	23.48	23.73	23.66	100.0	100.0	100.0	100.0
2010	23.69	23.48	23.64	23.86	100.0	100.0	100.0	100.0
2011	23.99	23.96	23.54	23.73	100.0	100.0	100.0	100.0
2012	24.40	24.80	24.36	24.87	100.0	100.0	100.0	100.0
2013	24.96	25.21	25.34	26.04	100.0	100.0	100.0	100.0
2014	28.47	28.82	27.23	28.04	100.0	100.0	100.0	100.0
2015	28.18	28.19	27.90	26.61	100.0	100.0	100.0	100.0
2016	26.83	29.62	26.44	30.01	100.0	100.0	100.0	100.0
2017	30.14	30.49	30.39	29.37	100.0	100.0	100.0	100.0
2018	29.37	29.75	29.68	29.92	100.0	100.0	100.0	100.0
2019	30.26	30.32	30.50	30.17	100.0	100.0	100.0	100.0
2020	29.85	30.16	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	15.94	–	–	–	76.0
2007	16.57	16.84	17.01	18.96	75.8	75.9	76.0	75.9
2008	18.73	18.93	18.83	17.49	76.1	76.1	75.9	75.8
2009	17.60	17.79	17.99	17.78	75.9	75.8	75.8	75.1
2010	17.81	17.72	17.77	17.90	75.2	75.5	75.2	75.0
2011	18.01	18.02	17.73	17.68	75.1	75.2	75.3	74.5
2012	18.10	18.40	17.95	18.69	74.2	74.2	73.7	75.1
2013	18.80	18.99	19.03	19.34	75.3	75.3	75.1	74.3
2014	20.81	21.09	20.09	20.76	73.1	73.2	73.8	74.0
2015	20.85	20.79	20.60	19.81	74.0	73.7	73.9	74.4
2016	19.96	21.67	19.71	21.87	74.4	73.2	74.6	72.9
2017	21.91	22.17	22.10	21.72	72.7	72.7	72.7	74.0
2018	21.75	22.07	22.15	22.24	74.0	74.2	74.6	74.3
2019	22.52	22.49	22.68	22.38	74.4	74.2	74.4	74.2
2020	22.15	22.39	–	–	74.2	74.2	–	–
Total benefits								
2006	–	–	–	5.03	–	–	–	24.0
2007	5.29	5.34	5.37	6.02	24.2	24.1	24.0	24.1
2008	5.88	5.96	5.97	5.59	23.9	23.9	24.1	24.2
2009	5.59	5.68	5.74	5.88	24.1	24.2	24.2	24.9
2010	5.87	5.76	5.87	5.96	24.8	24.5	24.8	25.0
2011	5.98	5.94	5.82	6.05	24.9	24.8	24.7	25.5
2012	6.30	6.40	6.41	6.18	25.8	25.8	26.3	24.9
2013	6.17	6.23	6.31	6.70	24.7	24.7	24.9	25.7
2014	7.66	7.73	7.14	7.28	26.9	26.8	26.2	26.0
2015	7.34	7.40	7.29	6.80	26.0	26.3	26.1	25.6
2016	6.88	7.95	6.73	8.14	25.6	26.8	25.4	27.1
2017	8.23	8.32	8.29	7.65	27.3	27.3	27.3	26.0
2018	7.62	7.68	7.54	7.68	26.0	25.8	25.4	25.7
2019	7.74	7.82	7.82	7.79	25.6	25.8	25.6	25.8
2020	7.69	7.78	–	–	25.8	25.8	–	–
Paid leave								
2006	–	–	–	1.38	–	–	–	6.6
2007	1.48	1.51	1.52	1.60	6.8	6.8	6.8	6.4
2008	1.55	1.59	1.58	1.53	6.3	6.4	6.4	6.6
2009	1.53	1.58	1.60	1.68	6.6	6.7	6.8	7.1
2010	1.66	1.62	1.66	1.65	7.0	6.9	7.0	6.9
2011	1.64	1.63	1.57	1.66	6.8	6.8	6.7	7.0
2012	1.70	1.74	1.77	1.72	7.0	7.0	7.3	6.9
2013	1.72	1.76	1.79	1.89	6.9	7.0	7.1	7.2
2014	2.15	2.16	2.01	1.93	7.6	7.5	7.4	6.9
2015	1.94	1.96	1.94	1.77	6.9	6.9	6.9	6.6
2016	1.79	2.10	1.74	2.13	6.7	7.1	6.6	7.1
2017	2.15	2.18	2.16	2.14	7.1	7.2	7.1	7.3
2018	2.13	2.17	2.14	2.25	7.3	7.3	7.2	7.5
2019	2.30	2.31	2.31	2.43	7.6	7.6	7.6	8.1

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2020	2.37	2.39	–	–	8.0	7.9	–	–
Supplemental pay								
2006	–	–	–	0.36	–	–	–	1.7
2007	.38	.37	0.38	.39	1.7	1.7	1.7	1.5
2008	.37	.37	.38	.34	1.5	1.5	1.5	1.5
2009	.35	.35	.35	.31	1.5	1.5	1.5	1.3
2010	.30	.29	.29	.32	1.3	1.2	1.2	1.4
2011	.37	.34	.34	.31	1.5	1.4	1.4	1.3
2012	.35	.33	.32	.34	1.5	1.3	1.3	1.4
2013	.30	.30	.32	.37	1.2	1.2	1.3	1.4
2014	.35	.36	.34	.29	1.2	1.2	1.3	1.0
2015	.30	.32	.32	.38	1.1	1.1	1.2	1.4
2016	.36	.35	.36	.36	1.3	1.2	1.4	1.2
2017	.37	.38	.37	.41	1.2	1.3	1.2	1.4
2018	.42	.41	.39	.47	1.4	1.4	1.3	1.6
2019	.43	.44	.44	.34	1.4	1.5	1.4	1.1
2020	.35	.36	–	–	1.2	1.2	–	–
Insurance								
2006	–	–	–	1.09	–	–	–	5.2
2007	1.16	1.15	1.17	1.26	5.3	5.2	5.2	5.1
2008	1.23	1.23	1.24	1.30	5.0	5.0	5.0	5.6
2009	1.30	1.30	1.32	1.39	5.6	5.5	5.5	5.9
2010	1.41	1.39	1.39	1.36	5.9	5.9	5.9	5.7
2011	1.34	1.35	1.36	1.56	5.6	5.6	5.8	6.6
2012	1.64	1.69	1.73	1.53	6.7	6.8	7.1	6.2
2013	1.53	1.54	1.56	1.78	6.1	6.1	6.1	6.8
2014	1.94	1.97	1.85	2.03	6.8	6.8	6.8	7.2
2015	2.04	2.06	2.02	1.84	7.3	7.3	7.3	6.9
2016	1.90	2.03	1.83	2.13	7.1	6.9	6.9	7.1
2017	2.14	2.17	2.18	2.15	7.1	7.1	7.2	7.3
2018	2.09	2.12	2.09	1.97	7.1	7.1	7.0	6.6
2019	2.01	2.02	1.99	2.12	6.6	6.7	6.5	7.0
2020	2.10	2.13	–	–	7.0	7.1	–	–
Retirement and savings								
2006	–	–	–	.35	–	–	–	1.6
2007	.37	.38	.38	.79	1.7	1.7	1.7	3.2
2008	.79	.79	.81	.53	3.2	3.2	3.3	2.3
2009	.52	.54	.54	.57	2.3	2.3	2.3	2.4
2010	.55	.53	.57	.68	2.3	2.3	2.4	2.8
2011	.65	.64	.57	.58	2.7	2.7	2.4	2.4
2012	.60	.62	.59	.52	2.4	2.5	2.4	2.1
2013	.52	.53	.55	.54	2.1	2.1	2.2	2.1
2014	1.04	1.05	.80	.88	3.6	3.7	3.0	3.2
2015	.89	.91	.83	.66	3.2	3.2	3.0	2.5
2016	.66	1.25	.66	1.29	2.5	4.2	2.5	4.3
2017	1.32	1.34	1.34	.71	4.4	4.4	4.4	2.4
2018	.75	.74	.68	.72	2.5	2.5	2.3	2.4
2019	.71	.75	.76	.62	2.3	2.5	2.5	2.1
2020	.62	.62	–	–	2.1	2.1	–	–
Legally required benefits								
2006	–	–	–	1.84	–	–	–	8.8
2007	1.90	1.92	1.93	1.97	8.7	8.7	8.6	7.9
2008	1.94	1.97	1.96	1.88	7.9	7.9	7.9	8.2
2009	1.90	1.92	1.93	1.95	8.2	8.2	8.1	8.2
2010	1.95	1.93	1.95	1.96	8.2	8.2	8.2	8.2
2011	1.99	1.98	1.99	1.94	8.3	8.3	8.4	8.2
2012	2.01	2.03	2.01	2.07	8.2	8.2	8.2	8.3
2013	2.09	2.09	2.10	2.13	8.4	8.3	8.3	8.2
2014	2.18	2.19	2.13	2.15	7.7	7.6	7.8	7.7
2015	2.16	2.16	2.18	2.16	7.7	7.7	7.8	8.1

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2016	2.17	2.22	2.13	2.23	8.1	7.5	8.0	7.4
2017	2.24	2.24	2.23	2.23	7.4	7.3	7.3	7.6
2018	2.23	2.25	2.24	2.27	7.6	7.6	7.5	7.6
2019	2.29	2.30	2.32	2.28	7.6	7.6	7.6	7.5
2020	2.25	2.28	–	–	7.6	7.5	–	–

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

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$21.39	–	–	–	100.0
2007	21.63	21.83	22.05	25.22	100.0	100.0	100.0	100.0
2008	25.24	25.16	25.10	22.09	100.0	100.0	100.0	100.0
2009	22.17	22.40	22.63	22.21	100.0	100.0	100.0	100.0
2010	22.47	22.44	22.34	21.96	100.0	100.0	100.0	100.0
2011	22.55	22.39	22.68	23.13	100.0	100.0	100.0	100.0
2012	23.98	23.65	23.50	24.27	100.0	100.0	100.0	100.0
2013	24.96	25.21	25.06	25.09	100.0	100.0	100.0	100.0
2014	24.89	25.26	24.94	25.48	100.0	100.0	100.0	100.0
2015	25.69	25.66	26.16	27.20	100.0	100.0	100.0	100.0
2016	27.49	27.13	26.86	27.31	100.0	100.0	100.0	100.0
2017	27.82	27.87	28.42	31.01	100.0	100.0	100.0	100.0
2018	31.08	31.26	31.48	30.90	100.0	100.0	100.0	100.0
2019	31.13	31.37	31.62	30.71	100.0	100.0	100.0	100.0
2020	30.24	30.69	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	16.37	–	–	–	76.5
2007	16.51	16.72	16.91	19.26	76.4	76.6	76.7	76.4
2008	19.30	19.23	19.16	16.86	76.4	76.4	76.3	76.3
2009	16.95	17.11	17.28	16.87	76.4	76.4	76.4	75.9
2010	17.04	16.98	16.90	16.67	75.8	75.7	75.6	75.9
2011	17.08	17.01	17.19	17.61	75.7	76.0	75.8	76.1
2012	18.24	17.94	17.80	18.59	76.1	75.9	75.7	76.6
2013	19.04	19.21	19.08	18.86	76.3	76.2	76.2	75.1
2014	18.66	18.96	18.77	19.07	75.0	75.1	75.2	74.9
2015	19.22	19.17	19.52	20.27	74.8	74.7	74.6	74.5
2016	20.45	20.20	20.02	20.36	74.4	74.5	74.5	74.5
2017	20.69	20.78	21.13	23.04	74.4	74.5	74.4	74.3
2018	23.09	23.23	23.49	23.13	74.3	74.3	74.6	74.9
2019	23.37	23.44	23.63	22.98	75.1	74.7	74.7	74.8
2020	22.70	23.04	–	–	75.1	75.1	–	–
Total benefits								
2006	–	–	–	5.02	–	–	–	23.5
2007	5.11	5.12	5.14	5.95	23.6	23.4	23.3	23.6
2008	5.95	5.93	5.94	5.23	23.6	23.6	23.7	23.7
2009	5.22	5.29	5.35	5.35	23.6	23.6	23.6	24.1
2010	5.43	5.46	5.45	5.28	24.2	24.3	24.4	24.1
2011	5.48	5.38	5.49	5.52	24.3	24.0	24.2	23.9
2012	5.74	5.70	5.71	5.67	23.9	24.1	24.3	23.4
2013	5.93	6.00	5.97	6.24	23.7	23.8	23.8	24.9
2014	6.23	6.29	6.17	6.41	25.0	24.9	24.8	25.1
2015	6.47	6.49	6.65	6.93	25.2	25.3	25.4	25.5
2016	7.04	6.93	6.84	6.95	25.6	25.5	25.5	25.5
2017	7.12	7.10	7.28	7.97	25.6	25.5	25.6	25.7
2018	7.98	8.03	7.98	7.77	25.7	25.7	25.4	25.1
2019	7.76	7.93	8.00	7.73	24.9	25.3	25.3	25.2
2020	7.54	7.65	–	–	24.9	24.9	–	–
Paid leave								
2006	–	–	–	1.41	–	–	–	6.6
2007	1.43	1.45	1.45	1.56	6.6	6.6	6.6	6.2
2008	1.56	1.53	1.54	1.44	6.2	6.1	6.1	6.5
2009	1.44	1.49	1.50	1.53	6.5	6.6	6.6	6.9
2010	1.56	1.57	1.57	1.40	6.9	7.0	7.0	6.4
2011	1.47	1.44	1.46	1.43	6.5	6.4	6.5	6.2
2012	1.44	1.48	1.47	1.51	6.0	6.3	6.3	6.2
2013	1.60	1.64	1.64	1.70	6.4	6.5	6.5	6.8
2014	1.69	1.71	1.69	1.72	6.8	6.8	6.8	6.8
2015	1.74	1.73	1.80	1.85	6.8	6.7	6.9	6.8
2016	1.88	1.87	1.82	1.85	6.8	6.9	6.8	6.8
2017	1.94	1.93	1.99	2.33	7.0	6.9	7.0	7.5
2018	2.33	2.35	2.38	2.39	7.5	7.5	7.6	7.7

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2019	2.43	2.46	2.48	2.51	7.8	7.9	7.9	8.2
2020	2.42	2.46	–	–	8.0	8.0	–	–
Supplemental pay								
2006	–	–	–	.37	–	–	–	1.7
2007	.37	.36	.36	.34	1.7	1.6	1.6	1.4
2008	.37	.37	.37	.33	1.4	1.5	1.5	1.5
2009	.34	.33	.33	.27	1.5	1.5	1.4	1.2
2010	.26	.26	.25	.27	1.2	1.1	1.1	1.2
2011	.33	.29	.30	.28	1.5	1.3	1.3	1.2
2012	.34	.31	.29	.30	1.4	1.3	1.2	1.2
2013	.28	.28	.29	.34	1.1	1.1	1.2	1.4
2014	.32	.34	.36	.30	1.3	1.3	1.4	1.2
2015	.32	.32	.34	.35	1.2	1.2	1.3	1.3
2016	.34	.34	.35	.34	1.2	1.2	1.3	1.2
2017	.33	.34	.34	.40	1.2	1.2	1.2	1.3
2018	.40	.39	.35	.44	1.3	1.3	1.1	1.4
2019	.39	.41	.41	.32	1.2	1.3	1.3	1.0
2020	.32	.32	–	–	1.1	1.0	–	–
Insurance								
2006	–	–	–	1.09	–	–	–	5.1
2007	1.13	1.11	1.13	1.25	5.2	5.1	5.1	5.0
2008	1.21	1.23	1.23	1.20	4.8	4.9	4.9	5.4
2009	1.20	1.19	1.22	1.24	5.4	5.3	5.4	5.6
2010	1.29	1.31	1.28	1.22	5.7	5.8	5.7	5.6
2011	1.22	1.24	1.28	1.42	5.4	5.5	5.6	6.1
2012	1.47	1.48	1.52	1.42	6.1	6.2	6.5	5.9
2013	1.53	1.55	1.52	1.76	6.1	6.1	6.1	7.0
2014	1.79	1.77	1.69	1.95	7.2	7.0	6.8	7.6
2015	1.97	1.99	1.99	1.89	7.7	7.7	7.6	6.9
2016	1.96	1.92	1.88	1.98	7.1	7.1	7.0	7.2
2017	1.97	1.97	2.03	2.14	7.1	7.1	7.2	6.9
2018	2.11	2.16	2.18	1.84	6.8	6.9	6.9	6.0
2019	1.86	1.89	1.90	1.98	6.0	6.0	6.0	6.4
2020	1.89	1.93	–	–	6.2	6.3	–	–
Retirement and savings								
2006	–	–	–	.34	–	–	–	1.6
2007	.35	.36	.36	.89	1.6	1.6	1.6	3.5
2008	.89	.89	.91	.47	3.5	3.5	3.6	2.1
2009	.46	.47	.48	.48	2.1	2.1	2.1	2.2
2010	.47	.49	.51	.54	2.1	2.2	2.3	2.5
2011	.54	.52	.53	.46	2.4	2.3	2.4	2.0
2012	.51	.46	.47	.40	2.1	1.9	2.0	1.7
2013	.42	.43	.43	.39	1.7	1.7	1.7	1.6
2014	.39	.41	.38	.35	1.6	1.6	1.5	1.4
2015	.35	.35	.38	.66	1.4	1.4	1.5	2.4
2016	.66	.64	.65	.61	2.4	2.4	2.4	2.2
2017	.68	.69	.72	.81	2.5	2.5	2.5	2.6
2018	.84	.83	.76	.79	2.7	2.6	2.4	2.6
2019	.77	.84	.84	.65	2.5	2.7	2.7	2.1
2020	.65	.67	–	–	2.2	2.2	–	–
Legally required benefits								
2006	–	–	–	1.82	–	–	–	8.5
2007	1.83	1.84	1.85	1.91	8.5	8.4	8.4	7.6
2008	1.91	1.91	1.90	1.79	7.6	7.6	7.6	8.1
2009	1.79	1.81	1.82	1.83	8.1	8.1	8.1	8.2
2010	1.84	1.83	1.84	1.85	8.2	8.2	8.2	8.4
2011	1.91	1.90	1.91	1.93	8.5	8.5	8.4	8.3
2012	1.99	1.98	1.95	2.04	8.3	8.4	8.3	8.4
2013	2.10	2.10	2.08	2.05	8.4	8.3	8.3	8.2
2014	2.05	2.07	2.05	2.08	8.2	8.2	8.2	8.2

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2015	2.09	2.10	2.14	2.18	8.2	8.2	8.2	8.0
2016	2.20	2.16	2.14	2.18	8.0	7.9	8.0	8.0
2017	2.21	2.18	2.20	2.29	7.9	7.8	7.8	7.4
2018	2.30	2.30	2.31	2.30	7.4	7.4	7.3	7.4
2019	2.32	2.33	2.35	2.27	7.5	7.4	7.4	7.4
2020	2.25	2.28	–	–	7.4	7.4	–	–

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

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$19.53	–	–	–	100.0
2007	22.63	23.45	23.56	24.15	100.0	100.0	100.0	100.0
2008	22.13	23.92	23.70	26.57	100.0	100.0	100.0	100.0
2009	26.64	27.24	27.60	28.68	100.0	100.0	100.0	100.0
2010	27.65	27.15	28.05	29.70	100.0	100.0	100.0	100.0
2011	28.62	29.08	26.14	25.51	100.0	100.0	100.0	100.0
2012	25.47	27.57	26.45	26.53	100.0	100.0	100.0	100.0
2013	24.96	25.23	26.16	28.75	100.0	100.0	100.0	100.0
2014	38.79	39.63	33.97	35.22	100.0	100.0	100.0	100.0
2015	34.92	35.16	32.59	25.02	100.0	100.0	100.0	100.0
2016	25.06	36.17	25.31	36.50	100.0	100.0	100.0	100.0
2017	35.40	36.21	34.60	25.22	100.0	100.0	100.0	100.0
2018	24.74	25.65	24.50	26.93	100.0	100.0	100.0	100.0
2019	27.76	27.39	27.14	28.45	100.0	100.0	100.0	100.0
2020	28.69	28.71	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	14.48	–	–	–	74.2
2007	16.76	17.29	17.38	17.90	74.1	73.7	73.8	74.1
2008	16.52	17.84	17.65	19.72	74.7	74.6	74.5	74.2
2009	19.80	20.18	20.47	20.94	74.3	74.1	74.2	73.0
2010	20.33	20.34	20.76	21.65	73.5	74.9	74.0	72.9
2011	21.00	21.32	19.34	17.87	73.4	73.3	74.0	70.1
2012	17.74	19.50	18.34	18.94	69.7	70.7	69.3	71.4
2013	18.04	18.28	18.85	20.72	72.3	72.4	72.1	72.1
2014	27.02	27.54	23.99	25.49	69.6	69.5	70.6	72.4
2015	25.24	25.24	23.54	18.56	72.3	71.8	72.2	74.2
2016	18.62	25.55	18.89	25.50	74.3	70.6	74.6	69.9
2017	24.65	25.23	24.16	18.38	69.6	69.7	69.8	72.9
2018	18.10	18.92	18.26	19.51	73.1	73.8	74.5	72.4
2019	20.08	19.86	19.84	20.48	72.3	72.5	73.1	72.0
2020	20.53	20.58	–	–	71.6	71.7	–	–
Total benefits								
2006	–	–	–	5.04	–	–	–	25.8
2007	5.87	6.16	6.18	6.25	25.9	26.3	26.2	25.9
2008	5.61	6.08	6.04	6.85	25.3	25.4	25.5	25.8
2009	6.84	7.06	7.13	7.74	25.7	25.9	25.8	27.0
2010	7.33	6.81	7.29	8.05	26.5	25.1	26.0	27.1
2011	7.62	7.75	6.80	7.64	26.6	26.7	26.0	29.9
2012	7.73	8.08	8.12	7.59	30.3	29.3	30.7	28.6
2013	6.92	6.95	7.31	8.02	27.7	27.6	27.9	27.9
2014	11.78	12.09	9.98	9.73	30.4	30.5	29.4	27.6
2015	9.68	9.91	9.05	6.46	27.7	28.2	27.8	25.8
2016	6.45	10.62	6.42	11.01	25.7	29.4	25.4	30.1
2017	10.74	10.98	10.44	6.83	30.4	30.3	30.2	27.1
2018	6.64	6.73	6.24	7.43	26.9	26.2	25.5	27.6
2019	7.69	7.54	7.30	7.97	27.7	27.5	26.9	28.0
2020	8.16	8.13	–	–	28.4	28.3	–	–
Paid leave								
2006	–	–	–	1.29	–	–	–	6.6
2007	1.63	1.74	1.75	1.77	7.2	7.4	7.4	7.3
2008	1.50	1.78	1.73	1.84	6.8	7.4	7.3	6.9
2009	1.82	1.92	1.95	2.18	6.8	7.0	7.1	7.6
2010	2.00	1.80	1.99	2.40	7.2	6.6	7.1	8.1
2011	2.20	2.25	1.88	2.36	7.7	7.7	7.2	9.3
2012	2.37	2.35	2.49	2.28	9.3	8.5	9.4	8.6
2013	2.07	2.12	2.23	2.44	8.3	8.4	8.5	8.5
2014	3.49	3.55	2.93	2.51	9.0	9.0	8.6	7.1
2015	2.47	2.57	2.33	1.55	7.1	7.3	7.1	6.2
2016	1.54	2.72	1.54	2.80	6.1	7.5	6.1	7.7
2017	2.65	2.75	2.54	1.68	7.5	7.6	7.3	6.7
2018	1.61	1.66	1.45	1.83	6.5	6.5	5.9	6.8

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2019	1.93	1.88	1.81	2.18	6.9	6.8	6.6	7.7
2020	2.22	2.21	–	–	7.8	7.7	–	–
Supplemental pay								
2006	–	–	–	.36	–	–	–	1.8
2007	.41	.43	.43	.53	1.8	1.8	1.8	2.2
2008	.37	.40	.42	.41	1.7	1.7	1.8	1.5
2009	.40	.42	.43	.44	1.5	1.6	1.6	1.5
2010	.43	.42	.45	.50	1.5	1.6	1.6	1.7
2011	.47	.47	.43	.40	1.7	1.6	1.7	1.6
2012	.39	.38	.40	.45	1.5	1.4	1.5	1.7
2013	.38	.36	.39	.45	1.5	1.4	1.5	1.5
2014	.44	.43	.31	.26	1.1	1.1	.9	.7
2015	.27	.31	.28	.43	.8	.9	.9	1.7
2016	.41	.39	.41	.42	1.6	1.1	1.6	1.1
2017	.46	.48	.44	.43	1.3	1.3	1.3	1.7
2018	.47	.47	.49	.58	1.9	1.8	2.0	2.2
2019	.56	.55	.52	.41	2.0	2.0	1.9	1.4
2020	.43	.47	–	–	1.5	1.6	–	–
Insurance								
2006	–	–	–	1.10	–	–	–	5.6
2007	1.26	1.32	1.34	1.30	5.6	5.6	5.7	5.4
2008	1.32	1.26	1.28	1.65	5.9	5.3	5.4	6.2
2009	1.63	1.68	1.68	1.90	6.1	6.2	6.1	6.6
2010	1.78	1.65	1.76	1.76	6.4	6.1	6.3	5.9
2011	1.71	1.74	1.61	1.96	6.0	6.0	6.2	7.7
2012	2.08	2.21	2.22	1.84	8.2	8.0	8.4	6.9
2013	1.56	1.53	1.65	1.85	6.2	6.1	6.3	6.4
2014	2.39	2.56	2.33	2.25	6.2	6.4	6.8	6.4
2015	2.24	2.27	2.12	1.74	6.4	6.5	6.5	6.9
2016	1.76	2.32	1.70	2.50	7.0	6.4	6.7	6.8
2017	2.54	2.63	2.49	2.17	7.2	7.2	7.2	8.6
2018	2.03	2.00	1.84	2.35	8.2	7.8	7.5	8.7
2019	2.44	2.40	2.24	2.56	8.8	8.8	8.3	9.0
2020	2.73	2.70	–	–	9.5	9.4	–	–
Retirement and savings								
2006	–	–	–	.37	–	–	–	1.9
2007	.43	.45	.45	.45	1.9	1.9	1.9	1.8
2008	.39	.45	.46	.72	1.8	1.9	1.9	2.7
2009	.72	.77	.76	.87	2.7	2.8	2.8	3.0
2010	.82	.69	.79	1.10	2.9	2.5	2.8	3.7
2011	1.01	1.03	.67	.93	3.5	3.6	2.6	3.6
2012	.83	1.01	.88	.85	3.3	3.7	3.3	3.2
2013	.85	.87	.90	.96	3.4	3.4	3.4	3.3
2014	2.89	3.01	2.04	2.38	7.5	7.6	6.0	6.8
2015	2.35	2.44	2.06	.64	6.7	6.9	6.3	2.6
2016	.64	2.83	.68	2.92	2.6	7.8	2.7	8.0
2017	2.76	2.76	2.67	.47	7.8	7.6	7.7	1.9
2018	.50	.49	.43	.47	2.0	1.9	1.8	1.8
2019	.54	.52	.51	.53	1.9	1.9	1.9	1.9
2020	.51	.49	–	–	1.8	1.7	–	–
Legally required benefits								
2006	–	–	–	1.92	–	–	–	9.8
2007	2.14	2.22	2.22	2.20	9.5	9.5	9.4	9.1
2008	2.02	2.19	2.15	2.23	9.1	9.1	9.1	8.4
2009	2.27	2.27	2.31	2.36	8.5	8.3	8.4	8.2
2010	2.30	2.26	2.31	2.28	8.3	8.3	8.2	7.7
2011	2.23	2.27	2.21	1.98	7.8	7.8	8.4	7.8
2012	2.05	2.13	2.13	2.16	8.1	7.7	8.1	8.2
2013	2.07	2.07	2.14	2.33	8.3	8.2	8.2	8.1
2014	2.57	2.55	2.36	2.33	6.6	6.4	6.9	6.6

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2015	2.34	2.31	2.27	2.10	6.7	6.6	7.0	8.4
2016	2.09	2.38	2.09	2.37	8.3	6.6	8.2	6.5
2017	2.33	2.38	2.29	2.09	6.6	6.6	6.6	8.3
2018	2.04	2.10	2.03	2.19	8.2	8.2	8.3	8.1
2019	2.22	2.19	2.22	2.29	8.0	8.0	8.2	8.1
2020	2.27	2.27	–	–	7.9	7.9	–	–

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

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$28.86	–	–	–	100.0
2007	28.98	29.07	28.46	28.63	100.0	100.0	100.0	100.0
2008	29.03	29.22	29.63	30.53	100.0	100.0	100.0	100.0
2009	30.72	31.01	30.99	30.32	100.0	100.0	100.0	100.0
2010	31.23	31.53	31.74	31.05	100.0	100.0	100.0	100.0
2011	32.19	32.29	31.99	32.63	100.0	100.0	100.0	100.0
2012	32.56	33.06	33.01	31.72	100.0	100.0	100.0	100.0
2013	31.92	32.51	32.53	31.58	100.0	100.0	100.0	100.0
2014	31.61	32.09	32.33	33.60	100.0	100.0	100.0	100.0
2015	33.87	33.71	33.97	34.57	100.0	100.0	100.0	100.0
2016	35.21	35.39	35.63	35.99	100.0	100.0	100.0	100.0
2017	36.16	36.44	36.75	40.04	100.0	100.0	100.0	100.0
2018	40.31	40.74	40.89	39.67	100.0	100.0	100.0	100.0
2019	40.02	40.44	40.63	39.29	100.0	100.0	100.0	100.0
2020	39.89	40.32	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.25	–	–	–	70.2
2007	20.33	20.43	19.84	19.91	70.1	70.3	69.7	69.6
2008	20.19	20.32	20.62	21.27	69.5	69.5	69.6	69.7
2009	21.36	21.55	21.52	20.97	69.5	69.5	69.4	69.2
2010	21.69	21.89	22.05	21.49	69.4	69.4	69.5	69.2
2011	22.23	22.32	22.15	22.63	69.1	69.1	69.2	69.4
2012	22.55	22.89	22.85	21.88	69.3	69.2	69.2	69.0
2013	21.95	22.37	22.40	21.71	68.8	68.8	68.9	68.8
2014	21.73	22.05	22.20	22.87	68.7	68.7	68.7	68.1
2015	23.02	22.94	23.15	23.36	68.0	68.1	68.2	67.6
2016	23.84	23.99	24.16	24.43	67.7	67.8	67.8	67.9
2017	24.52	24.72	24.94	26.99	67.8	67.8	67.8	67.4
2018	27.17	27.55	27.67	26.77	67.4	67.6	67.7	67.5
2019	27.00	27.26	27.38	26.44	67.4	67.4	67.4	67.3
2020	26.84	26.99	–	–	67.3	66.9	–	–
Total benefits								
2006	–	–	–	8.61	–	–	–	29.8
2007	8.65	8.64	8.62	8.72	29.9	29.7	30.3	30.4
2008	8.85	8.90	9.01	9.25	30.5	30.5	30.4	30.3
2009	9.36	9.46	9.47	9.35	30.5	30.5	30.6	30.8
2010	9.55	9.63	9.69	9.57	30.6	30.6	30.5	30.8
2011	9.96	9.97	9.84	10.00	30.9	30.9	30.8	30.6
2012	10.01	10.17	10.16	9.84	30.7	30.8	30.8	31.0
2013	9.97	10.15	10.13	9.87	31.2	31.2	31.1	31.2
2014	9.88	10.04	10.13	10.73	31.3	31.3	31.3	31.9
2015	10.85	10.77	10.82	11.20	32.0	31.9	31.8	32.4
2016	11.37	11.40	11.47	11.56	32.3	32.2	32.2	32.1
2017	11.64	11.72	11.82	13.05	32.2	32.2	32.2	32.6
2018	13.14	13.19	13.22	12.91	32.6	32.4	32.3	32.5
2019	13.03	13.18	13.25	12.85	32.6	32.6	32.6	32.7
2020	13.05	13.33	–	–	32.7	33.1	–	–
Paid leave								
2006	–	–	–	2.39	–	–	–	8.3
2007	2.39	2.39	2.36	2.37	8.3	8.2	8.3	8.3
2008	2.37	2.38	2.42	2.50	8.2	8.2	8.2	8.2
2009	2.49	2.52	2.53	2.45	8.1	8.1	8.2	8.1
2010	2.48	2.50	2.51	2.52	7.9	7.9	7.9	8.1
2011	2.66	2.65	2.58	2.68	8.3	8.2	8.1	8.2
2012	2.61	2.71	2.68	2.57	8.0	8.2	8.1	8.1
2013	2.60	2.69	2.68	2.58	8.2	8.3	8.2	8.2
2014	2.58	2.63	2.66	2.83	8.2	8.2	8.2	8.4
2015	2.85	2.81	2.83	2.97	8.4	8.3	8.3	8.6
2016	3.01	3.03	3.05	3.08	8.5	8.6	8.6	8.6
2017	3.09	3.11	3.15	3.54	8.5	8.5	8.6	8.8
2018	3.55	3.57	3.59	3.50	8.8	8.8	8.8	8.8

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2019	3.53	3.59	3.61	3.45	8.8	8.9	8.9	8.8
2020	3.50	3.55	–	–	8.8	8.8	–	–
Supplemental pay								
2006	–	–	–	.73	–	–	–	2.5
2007	.74	.73	.74	.74	2.5	2.5	2.6	2.6
2008	.75	.76	.76	.80	2.6	2.6	2.6	2.6
2009	.81	.83	.83	.85	2.6	2.7	2.7	2.8
2010	.86	.85	.85	.83	2.8	2.7	2.7	2.7
2011	.85	.84	.85	.86	2.6	2.6	2.7	2.6
2012	.86	.85	.86	.84	2.6	2.6	2.6	2.6
2013	.83	.84	.84	.83	2.6	2.6	2.6	2.6
2014	.84	.86	.86	.92	2.7	2.7	2.7	2.7
2015	.91	.91	.92	.96	2.7	2.7	2.7	2.8
2016	.95	.95	.96	.97	2.7	2.7	2.7	2.7
2017	.98	.98	.99	1.14	2.7	2.7	2.7	2.8
2018	1.16	1.15	1.13	1.20	2.9	2.8	2.8	3.0
2019	1.21	1.23	1.24	1.22	3.0	3.0	3.0	3.1
2020	1.25	1.29	–	–	3.1	3.2	–	–
Insurance								
2006	–	–	–	2.42	–	–	–	8.4
2007	2.47	2.46	2.45	2.49	8.5	8.5	8.6	8.7
2008	2.58	2.60	2.61	2.64	8.9	8.9	8.8	8.6
2009	2.74	2.77	2.76	2.77	8.9	8.9	8.9	9.1
2010	2.87	2.90	2.91	2.86	9.2	9.2	9.2	9.2
2011	2.94	2.94	2.93	2.91	9.1	9.1	9.2	8.9
2012	3.01	3.05	3.07	2.95	9.3	9.2	9.3	9.3
2013	3.03	3.06	3.05	3.01	9.5	9.4	9.4	9.5
2014	3.01	3.07	3.10	3.24	9.5	9.6	9.6	9.6
2015	3.33	3.32	3.32	3.41	9.8	9.9	9.8	9.9
2016	3.50	3.52	3.53	3.53	9.9	9.9	9.9	9.8
2017	3.56	3.58	3.60	3.92	9.8	9.8	9.8	9.8
2018	3.96	3.94	4.01	3.91	9.8	9.7	9.8	9.9
2019	3.96	4.00	4.04	4.00	9.9	9.9	9.9	10.2
2020	4.04	4.15	–	–	10.1	10.3	–	–
Retirement and savings								
2006	–	–	–	.81	–	–	–	2.8
2007	.80	.81	.83	.86	2.8	2.8	2.9	3.0
2008	.87	.88	.90	.97	3.0	3.0	3.0	3.2
2009	.98	.98	.98	.94	3.2	3.2	3.2	3.1
2010	.98	1.00	1.01	.98	3.1	3.2	3.2	3.1
2011	1.09	1.10	1.05	1.06	3.4	3.4	3.3	3.3
2012	1.05	1.07	1.07	1.05	3.2	3.2	3.2	3.3
2013	1.07	1.09	1.08	1.05	3.4	3.4	3.3	3.3
2014	1.04	1.06	1.06	1.21	3.3	3.3	3.3	3.6
2015	1.23	1.21	1.22	1.32	3.6	3.6	3.6	3.8
2016	1.34	1.35	1.36	1.38	3.8	3.8	3.8	3.8
2017	1.39	1.41	1.42	1.68	3.9	3.9	3.9	4.2
2018	1.69	1.72	1.70	1.59	4.2	4.2	4.2	4.0
2019	1.61	1.62	1.63	1.53	4.0	4.0	4.0	3.9
2020	1.58	1.63	–	–	4.0	4.1	–	–
Legally required benefits								
2006	–	–	–	2.26	–	–	–	7.8
2007	2.24	2.25	2.24	2.25	7.7	7.7	7.9	7.9
2008	2.28	2.29	2.31	2.34	7.8	7.8	7.8	7.7
2009	2.34	2.36	2.36	2.33	7.6	7.6	7.6	7.7
2010	2.36	2.38	2.41	2.38	7.6	7.6	7.6	7.7
2011	2.42	2.44	2.43	2.48	7.5	7.6	7.6	7.6
2012	2.48	2.50	2.48	2.43	7.6	7.6	7.5	7.7
2013	2.43	2.47	2.47	2.40	7.6	7.6	7.6	7.6
2014	2.40	2.43	2.44	2.53	7.6	7.6	7.5	7.5

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2015	2.52	2.51	2.53	2.53	7.5	7.5	7.4	7.3
2016	2.56	2.56	2.57	2.59	7.3	7.2	7.2	7.2
2017	2.62	2.63	2.66	2.78	7.2	7.2	7.2	6.9
2018	2.78	2.80	2.80	2.70	6.9	6.9	6.9	6.8
2019	2.72	2.74	2.74	2.64	6.8	6.8	6.7	6.7
2020	2.67	2.70	–	–	6.7	6.7	–	–

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

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$25.43	–	–	–	100.0
2007	25.09	25.28	23.70	23.98	100.0	100.0	100.0	100.0
2008	24.35	24.39	24.57	26.53	100.0	100.0	100.0	100.0
2009	26.29	26.80	26.81	25.05	100.0	100.0	100.0	100.0
2010	26.66	26.94	26.98	25.27	100.0	100.0	100.0	100.0
2011	27.61	27.43	26.60	26.68	100.0	100.0	100.0	100.0
2012	25.94	26.90	26.76	24.50	100.0	100.0	100.0	100.0
2013	24.70	25.52	25.50	24.45	100.0	100.0	100.0	100.0
2014	24.32	24.81	25.15	26.49	100.0	100.0	100.0	100.0
2015	26.97	27.00	27.18	27.94	100.0	100.0	100.0	100.0
2016	28.22	28.61	28.72	28.96	100.0	100.0	100.0	100.0
2017	29.26	29.31	29.88	35.65	100.0	100.0	100.0	100.0
2018	36.65	36.58	37.72	33.02	100.0	100.0	100.0	100.0
2019	33.36	33.81	34.05	33.05	100.0	100.0	100.0	100.0
2020	33.89	31.94	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	18.65	–	–	–	73.3
2007	18.42	18.65	17.10	17.34	73.4	73.7	72.2	72.3
2008	17.61	17.61	17.72	19.22	72.3	72.2	72.1	72.5
2009	19.05	19.36	19.36	17.96	72.4	72.3	72.2	71.7
2010	19.31	19.45	19.53	18.21	72.4	72.2	72.4	72.1
2011	19.76	19.67	19.17	19.32	71.6	71.7	72.1	72.4
2012	18.83	19.49	19.38	17.51	72.6	72.4	72.4	71.5
2013	17.53	18.13	18.15	17.59	71.0	71.0	71.2	72.0
2014	17.52	17.88	18.06	18.79	72.0	72.1	71.8	70.9
2015	19.05	19.11	19.25	19.59	70.6	70.8	70.8	70.1
2016	19.85	20.12	20.24	20.44	70.3	70.3	70.5	70.6
2017	20.66	20.71	21.08	24.74	70.6	70.7	70.5	69.4
2018	25.47	25.44	26.30	23.37	69.5	69.6	69.7	70.8
2019	23.59	23.85	23.99	23.59	70.7	70.5	70.4	71.4
2020	24.22	22.83	–	–	71.5	71.5	–	–
Total benefits								
2006	–	–	–	6.78	–	–	–	26.7
2007	6.67	6.64	6.60	6.63	26.6	26.3	27.8	27.7
2008	6.74	6.78	6.85	7.30	27.7	27.8	27.9	27.5
2009	7.24	7.43	7.45	7.09	27.6	27.7	27.8	28.3
2010	7.36	7.48	7.44	7.06	27.6	27.8	27.6	27.9
2011	7.85	7.75	7.43	7.35	28.4	28.3	27.9	27.6
2012	7.11	7.41	7.38	6.98	27.4	27.6	27.6	28.5
2013	7.17	7.40	7.35	6.85	29.0	29.0	28.8	28.0
2014	6.80	6.93	7.09	7.70	28.0	27.9	28.2	29.1
2015	7.92	7.89	7.92	8.35	29.4	29.2	29.2	29.9
2016	8.37	8.50	8.48	8.53	29.7	29.7	29.5	29.4
2017	8.60	8.60	8.80	10.91	29.4	29.3	29.5	30.6
2018	11.18	11.13	11.41	9.64	30.5	30.4	30.3	29.2
2019	9.77	9.96	10.07	9.45	29.3	29.5	29.6	28.6
2020	9.67	9.11	–	–	28.5	28.5	–	–
Paid leave								
2006	–	–	–	1.86	–	–	–	7.3
2007	1.81	1.82	1.76	1.79	7.2	7.2	7.4	7.5
2008	1.82	1.80	1.82	1.96	7.5	7.4	7.4	7.4
2009	1.89	1.94	1.96	1.81	7.2	7.3	7.3	7.2
2010	1.86	1.89	1.86	1.84	7.0	7.0	6.9	7.3
2011	2.14	2.10	1.93	1.93	7.7	7.6	7.2	7.2
2012	1.74	1.93	1.88	1.77	6.7	7.2	7.0	7.2
2013	1.79	1.94	1.92	1.75	7.2	7.6	7.5	7.1
2014	1.74	1.77	1.83	2.00	7.2	7.1	7.3	7.6
2015	2.07	2.06	2.07	2.19	7.7	7.6	7.6	7.8
2016	2.19	2.22	2.24	2.25	7.8	7.8	7.8	7.8
2017	2.27	2.27	2.33	3.00	7.8	7.8	7.8	8.4
2018	3.07	3.07	3.18	2.67	8.4	8.4	8.4	8.1

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2019	2.69	2.74	2.77	2.58	8.1	8.1	8.1	7.8
2020	2.67	2.45	–	–	7.9	7.7	–	–
Supplemental pay								
2006	–	–	–	.48	–	–	–	1.9
2007	.48	.47	.48	.47	1.9	1.8	2.0	2.0
2008	.46	.48	.47	.51	1.9	2.0	1.9	1.9
2009	.52	.57	.57	.59	2.0	2.1	2.1	2.4
2010	.60	.61	.61	.52	2.3	2.3	2.3	2.0
2011	.56	.55	.54	.52	2.0	2.0	2.0	1.9
2012	.52	.51	.54	.50	2.0	1.9	2.0	2.0
2013	.48	.50	.51	.46	1.9	2.0	2.0	1.9
2014	.46	.46	.47	.47	1.9	1.9	1.9	1.8
2015	.48	.48	.49	.55	1.8	1.8	1.8	2.0
2016	.54	.55	.54	.54	1.9	1.9	1.9	1.9
2017	.54	.54	.55	.68	1.8	1.8	1.8	1.9
2018	.69	.69	.69	.65	1.9	1.9	1.8	2.0
2019	.66	.67	.69	.64	2.0	2.0	2.0	1.9
2020	.65	.61	–	–	1.9	1.9	–	–
Insurance								
2006	–	–	–	1.86	–	–	–	7.3
2007	1.87	1.84	1.85	1.86	7.5	7.3	7.8	7.7
2008	1.90	1.91	1.93	2.01	7.8	7.8	7.9	7.6
2009	2.03	2.09	2.09	2.05	7.7	7.8	7.8	8.2
2010	2.16	2.19	2.19	2.05	8.1	8.1	8.1	8.1
2011	2.23	2.20	2.15	2.10	8.1	8.0	8.1	7.9
2012	2.10	2.16	2.17	2.08	8.1	8.0	8.1	8.5
2013	2.22	2.22	2.21	2.08	9.0	8.7	8.7	8.5
2014	2.07	2.11	2.17	2.34	8.5	8.5	8.6	8.8
2015	2.48	2.48	2.48	2.62	9.2	9.2	9.1	9.4
2016	2.65	2.69	2.66	2.66	9.4	9.4	9.3	9.2
2017	2.66	2.66	2.72	3.39	9.1	9.1	9.1	9.5
2018	3.49	3.45	3.53	2.97	9.5	9.4	9.4	9.0
2019	3.02	3.10	3.16	2.96	9.0	9.2	9.3	8.9
2020	2.99	2.83	–	–	8.8	8.9	–	–
Retirement and savings								
2006	–	–	–	.49	–	–	–	1.9
2007	.47	.46	.47	.46	1.9	1.8	2.0	1.9
2008	.47	.49	.52	.65	1.9	2.0	2.1	2.5
2009	.65	.64	.64	.53	2.5	2.4	2.4	2.1
2010	.59	.64	.60	.53	2.2	2.4	2.2	2.1
2011	.71	.70	.62	.62	2.6	2.6	2.3	2.3
2012	.59	.63	.62	.56	2.3	2.3	2.3	2.3
2013	.59	.61	.57	.51	2.4	2.4	2.2	2.1
2014	.48	.51	.52	.70	2.0	2.0	2.1	2.7
2015	.73	.70	.71	.80	2.7	2.6	2.6	2.9
2016	.80	.83	.83	.85	2.8	2.9	2.9	2.9
2017	.86	.86	.87	1.31	2.9	2.9	2.9	3.7
2018	1.36	1.37	1.40	1.03	3.7	3.7	3.7	3.1
2019	1.07	1.09	1.10	.95	3.2	3.2	3.2	2.9
2020	1.00	.96	–	–	2.9	3.0	–	–
Legally required benefits								
2006	–	–	–	2.10	–	–	–	8.2
2007	2.03	2.04	2.04	2.05	8.1	8.1	8.6	8.6
2008	2.09	2.09	2.10	2.18	8.6	8.6	8.5	8.2
2009	2.16	2.19	2.19	2.11	8.2	8.2	8.2	8.4
2010	2.14	2.16	2.18	2.13	8.0	8.0	8.1	8.4
2011	2.21	2.21	2.19	2.18	8.0	8.1	8.2	8.2
2012	2.15	2.18	2.17	2.08	8.3	8.1	8.1	8.5
2013	2.08	2.13	2.14	2.05	8.4	8.4	8.4	8.4
2014	2.05	2.08	2.10	2.19	8.4	8.4	8.4	8.3

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2015	2.17	2.17	2.18	2.19	8.0	8.0	8.0	7.8
2016	2.20	2.21	2.21	2.22	7.8	7.7	7.7	7.7
2017	2.27	2.27	2.33	2.52	7.7	7.7	7.8	7.1
2018	2.57	2.56	2.61	2.32	7.0	7.0	6.9	7.0
2019	2.34	2.36	2.36	2.32	7.0	7.0	6.9	7.0
2020	2.36	2.27	–	–	7.0	7.1	–	–

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

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$31.99	–	–	–	100.0
2007	32.45	32.57	32.45	32.78	100.0	100.0	100.0	100.0
2008	33.16	33.39	34.04	34.31	100.0	100.0	100.0	100.0
2009	34.91	35.11	35.06	35.38	100.0	100.0	100.0	100.0
2010	35.62	35.82	36.07	35.79	100.0	100.0	100.0	100.0
2011	35.86	36.28	36.33	37.82	100.0	100.0	100.0	100.0
2012	38.22	38.40	38.34	38.17	100.0	100.0	100.0	100.0
2013	38.43	38.66	38.66	38.03	100.0	100.0	100.0	100.0
2014	38.03	38.52	38.59	41.21	100.0	100.0	100.0	100.0
2015	41.19	41.50	41.70	41.85	100.0	100.0	100.0	100.0
2016	42.57	42.63	42.54	43.22	100.0	100.0	100.0	100.0
2017	43.14	43.41	43.58	44.41	100.0	100.0	100.0	100.0
2018	43.81	44.84	44.02	45.07	100.0	100.0	100.0	100.0
2019	45.34	45.90	46.16	44.03	100.0	100.0	100.0	100.0
2020	44.25	46.73	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	21.71	–	–	–	67.9
2007	22.03	22.08	22.14	22.21	67.9	67.8	68.2	67.7
2008	22.46	22.65	23.15	23.21	67.7	67.8	68.0	67.7
2009	23.55	23.68	23.63	23.86	67.5	67.4	67.4	67.5
2010	23.97	24.18	24.34	24.17	67.3	67.5	67.5	67.5
2011	24.20	24.49	24.55	25.52	67.5	67.5	67.6	67.5
2012	25.73	25.85	25.81	25.78	67.3	67.3	67.3	67.5
2013	25.93	26.09	26.10	25.44	67.5	67.5	67.5	66.9
2014	25.43	25.73	25.81	27.25	66.9	66.8	66.9	66.1
2015	27.24	27.39	27.59	27.51	66.1	66.0	66.2	65.7
2016	28.04	28.12	28.08	28.55	65.9	66.0	66.0	66.0
2017	28.43	28.64	28.77	29.23	65.9	66.0	66.0	65.8
2018	28.80	29.63	29.02	29.52	65.7	66.1	65.9	65.5
2019	29.71	30.07	30.23	28.60	65.5	65.5	65.5	64.9
2020	28.75	30.18	–	–	65.0	64.6	–	–
Total benefits								
2006	–	–	–	10.27	–	–	–	32.1
2007	10.42	10.49	10.32	10.57	32.1	32.2	31.8	32.3
2008	10.71	10.74	10.89	11.09	32.3	32.2	32.0	32.3
2009	11.36	11.43	11.43	11.51	32.5	32.6	32.6	32.5
2010	11.65	11.65	11.73	11.62	32.7	32.5	32.5	32.5
2011	11.66	11.79	11.78	12.30	32.5	32.5	32.4	32.5
2012	12.49	12.56	12.53	12.39	32.7	32.7	32.7	32.5
2013	12.50	12.56	12.56	12.59	32.5	32.5	32.5	33.1
2014	12.59	12.79	12.78	13.97	33.1	33.2	33.1	33.9
2015	13.95	14.11	14.11	14.34	33.9	34.0	33.8	34.3
2016	14.53	14.51	14.46	14.68	34.1	34.0	34.0	34.0
2017	14.72	14.76	14.81	15.18	34.1	34.0	34.0	34.2
2018	15.01	15.21	15.01	15.55	34.3	33.9	34.1	34.5
2019	15.63	15.83	15.93	15.43	34.5	34.5	34.5	35.1
2020	15.50	16.56	–	–	35.0	35.4	–	–
Paid leave								
2006	–	–	–	2.87	–	–	–	9.0
2007	2.91	2.91	2.86	2.88	9.0	8.9	8.8	8.8
2008	2.86	2.88	2.95	3.01	8.6	8.6	8.7	8.8
2009	3.06	3.08	3.09	3.07	8.8	8.8	8.8	8.7
2010	3.07	3.07	3.09	3.08	8.6	8.6	8.6	8.6
2011	3.08	3.11	3.11	3.34	8.6	8.6	8.5	8.8
2012	3.35	3.38	3.35	3.29	8.8	8.8	8.7	8.6
2013	3.34	3.35	3.34	3.33	8.7	8.7	8.6	8.8
2014	3.33	3.38	3.38	3.71	8.7	8.8	8.8	9.0
2015	3.69	3.69	3.71	3.83	8.9	8.9	8.9	9.2
2016	3.87	3.89	3.86	3.93	9.1	9.1	9.1	9.1
2017	3.91	3.94	3.95	4.07	9.1	9.1	9.1	9.2
2018	4.01	4.07	3.98	4.18	9.2	9.1	9.0	9.3

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2019	4.20	4.30	4.32	4.12	9.3	9.4	9.4	9.4
2020	4.11	4.39	–	–	9.3	9.4	–	–
Supplemental pay								
2006	–	–	–	.97	–	–	–	3.0
2007	.97	.98	.95	.98	3.0	3.0	2.9	3.0
2008	1.00	1.00	1.01	1.07	3.0	3.0	3.0	3.1
2009	1.08	1.08	1.09	1.11	3.1	3.1	3.1	3.1
2010	1.11	1.07	1.07	1.09	3.1	3.0	3.0	3.1
2011	1.08	1.09	1.10	1.16	3.0	3.0	3.0	3.1
2012	1.15	1.14	1.14	1.15	3.0	3.0	3.0	3.0
2013	1.15	1.15	1.14	1.17	3.0	3.0	2.9	3.1
2014	1.18	1.21	1.21	1.41	3.1	3.1	3.1	3.4
2015	1.37	1.41	1.41	1.42	3.3	3.4	3.4	3.4
2016	1.39	1.37	1.38	1.42	3.3	3.2	3.2	3.3
2017	1.43	1.42	1.43	1.59	3.3	3.3	3.3	3.6
2018	1.61	1.61	1.57	1.66	3.7	3.6	3.6	3.7
2019	1.66	1.69	1.70	1.66	3.7	3.7	3.7	3.8
2020	1.69	1.82	–	–	3.8	3.9	–	–
Insurance								
2006	–	–	–	2.93	–	–	–	9.2
2007	3.01	3.03	2.95	3.06	9.3	9.3	9.1	9.3
2008	3.17	3.19	3.20	3.23	9.6	9.5	9.4	9.4
2009	3.40	3.43	3.42	3.45	9.7	9.8	9.7	9.8
2010	3.55	3.56	3.58	3.51	10.0	9.9	9.9	9.8
2011	3.51	3.55	3.55	3.62	9.8	9.8	9.8	9.6
2012	3.79	3.81	3.83	3.72	9.9	9.9	10.0	9.7
2013	3.77	3.80	3.79	3.84	9.8	9.8	9.8	10.1
2014	3.85	3.91	3.92	4.21	10.1	10.2	10.2	10.2
2015	4.23	4.30	4.28	4.28	10.3	10.4	10.3	10.2
2016	4.39	4.41	4.40	4.42	10.3	10.3	10.3	10.2
2017	4.46	4.47	4.48	4.45	10.3	10.3	10.3	10.0
2018	4.41	4.43	4.47	4.67	10.1	9.9	10.2	10.4
2019	4.72	4.74	4.78	4.80	10.4	10.3	10.4	10.9
2020	4.80	5.16	–	–	10.9	11.0	–	–
Retirement and savings								
2006	–	–	–	1.10	–	–	–	3.4
2007	1.10	1.13	1.14	1.22	3.4	3.5	3.5	3.7
2008	1.23	1.22	1.23	1.27	3.7	3.7	3.6	3.7
2009	1.29	1.31	1.31	1.33	3.7	3.7	3.7	3.8
2010	1.35	1.34	1.39	1.34	3.8	3.7	3.8	3.8
2011	1.40	1.42	1.40	1.45	3.9	3.9	3.9	3.8
2012	1.43	1.45	1.46	1.49	3.7	3.8	3.8	3.9
2013	1.50	1.52	1.53	1.53	3.9	3.9	3.9	4.0
2014	1.53	1.55	1.53	1.74	4.0	4.0	4.0	4.2
2015	1.76	1.80	1.80	1.89	4.3	4.3	4.3	4.5
2016	1.92	1.90	1.89	1.93	4.5	4.5	4.4	4.5
2017	1.94	1.95	1.95	2.05	4.5	4.5	4.5	4.6
2018	2.00	2.06	1.99	2.04	4.6	4.6	4.5	4.5
2019	2.04	2.06	2.07	1.98	4.5	4.5	4.5	4.5
2020	2.00	2.15	–	–	4.5	4.6	–	–
Legally required benefits								
2006	–	–	–	2.41	–	–	–	7.5
2007	2.43	2.43	2.41	2.43	7.5	7.5	7.4	7.4
2008	2.44	2.45	2.50	2.50	7.4	7.3	7.3	7.3
2009	2.52	2.54	2.53	2.54	7.2	7.2	7.2	7.2
2010	2.57	2.60	2.61	2.59	7.2	7.3	7.2	7.2
2011	2.59	2.62	2.62	2.73	7.2	7.2	7.2	7.2
2012	2.76	2.77	2.76	2.75	7.2	7.2	7.2	7.2
2013	2.75	2.76	2.76	2.72	7.2	7.1	7.1	7.2
2014	2.71	2.73	2.73	2.90	7.1	7.1	7.1	7.0

See footnotes at end of table.

Supplemental table 29. Private health care and social assistance services industry workers, by establishment size: employer costs per hour 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								
2015	2.90	2.91	2.92	2.92	7.0	7.0	7.0	7.0
2016	2.95	2.94	2.93	2.98	6.9	6.9	6.9	6.9
2017	2.97	2.99	3.00	3.03	6.9	6.9	6.9	6.8
2018	2.99	3.04	2.99	3.01	6.8	6.8	6.8	6.7
2019	3.02	3.05	3.06	2.88	6.7	6.6	6.6	6.5
2020	2.89	3.03	–	–	6.5	6.5	–	–

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

Supplemental table 30. Private health care and social assistance services industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$31.19	–	–	–	100.0
2007	31.50	31.46	31.56	32.12	100.0	100.0	100.0	100.0
2008	32.80	33.11	33.51	33.31	100.0	100.0	100.0	100.0
2009	34.28	34.36	34.74	33.85	100.0	100.0	100.0	100.0
2010	34.05	34.05	34.45	34.15	100.0	100.0	100.0	100.0
2011	35.00	35.08	35.24	37.27	100.0	100.0	100.0	100.0
2012	37.48	37.58	37.94	40.09	100.0	100.0	100.0	100.0
2013	40.62	41.03	40.91	41.56	100.0	100.0	100.0	100.0
2014	55.52	55.22	49.75	61.76	100.0	100.0	100.0	100.0
2015	60.01	59.98	56.67	47.28	100.0	100.0	100.0	100.0
2016	47.69	61.95	47.53	63.81	100.0	100.0	100.0	100.0
2017	63.66	63.71	63.51	52.41	100.0	100.0	100.0	100.0
2018	52.49	52.57	52.95	49.99	100.0	100.0	100.0	100.0
2019	50.03	50.51	50.65	51.17	100.0	100.0	100.0	100.0
2020	51.12	51.93	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	20.20	–	–	–	64.8
2007	20.42	20.35	20.52	20.64	64.8	64.7	65.0	64.3
2008	21.09	21.29	21.50	21.39	64.3	64.3	64.2	64.2
2009	21.80	21.83	21.94	21.32	63.6	63.6	63.1	63.0
2010	21.47	21.58	21.81	21.52	63.0	63.4	63.3	63.0
2011	21.98	22.06	22.18	23.78	62.8	62.9	63.0	63.8
2012	23.88	23.94	23.90	25.25	63.7	63.7	63.0	63.0
2013	25.53	25.76	25.72	26.05	62.9	62.8	62.9	62.7
2014	35.05	34.79	31.24	38.46	63.1	63.0	62.8	62.3
2015	37.37	37.46	35.04	28.87	62.3	62.4	61.8	61.1
2016	29.13	38.29	29.10	39.36	61.1	61.8	61.2	61.7
2017	39.14	39.24	39.03	32.03	61.5	61.6	61.4	61.1
2018	32.10	32.13	32.34	29.89	61.2	61.1	61.1	59.8
2019	29.99	30.25	30.31	29.97	59.9	59.9	59.8	58.6
2020	29.92	30.29	–	–	58.5	58.3	–	–
Total benefits								
2006	–	–	–	10.99	–	–	–	35.2
2007	11.09	11.11	11.04	11.48	35.2	35.3	35.0	35.7
2008	11.71	11.81	12.01	11.92	35.7	35.7	35.8	35.8
2009	12.47	12.52	12.80	12.53	36.4	36.4	36.9	37.0
2010	12.58	12.47	12.64	12.62	37.0	36.6	36.7	37.0
2011	13.02	13.01	13.06	13.49	37.2	37.1	37.0	36.2
2012	13.60	13.64	14.03	14.84	36.3	36.3	37.0	37.0
2013	15.09	15.27	15.19	15.51	37.1	37.2	37.1	37.3
2014	20.47	20.43	18.50	23.30	36.9	37.0	37.2	37.7
2015	22.63	22.52	21.63	18.41	37.7	37.6	38.2	38.9
2016	18.56	23.66	18.43	24.45	38.9	38.2	38.8	38.3
2017	24.52	24.47	24.49	20.38	38.5	38.4	38.6	38.9
2018	20.39	20.44	20.61	20.10	38.8	38.9	38.9	40.2
2019	20.04	20.26	20.34	21.19	40.1	40.1	40.2	41.4
2020	21.20	21.64	–	–	41.5	41.7	–	–
Paid leave								
2006	–	–	–	3.25	–	–	–	10.4
2007	3.25	3.24	3.24	3.24	10.3	10.3	10.3	10.1
2008	3.22	3.25	3.28	3.26	9.8	9.8	9.8	9.8
2009	3.33	3.34	3.40	3.27	9.7	9.7	9.8	9.7
2010	3.25	3.18	3.23	3.23	9.5	9.3	9.4	9.5
2011	3.33	3.29	3.29	3.50	9.5	9.4	9.3	9.4
2012	3.51	3.52	3.60	3.68	9.4	9.4	9.5	9.2
2013	3.75	3.77	3.75	3.63	9.2	9.2	9.2	8.7
2014	5.08	5.05	4.57	5.86	9.2	9.2	9.2	9.5
2015	5.67	5.66	5.38	4.45	9.4	9.4	9.5	9.4
2016	4.49	5.95	4.48	6.21	9.4	9.6	9.4	9.7
2017	6.15	6.13	6.10	5.03	9.7	9.6	9.6	9.6
2018	5.03	5.04	5.09	4.75	9.6	9.6	9.6	9.5
2019	4.74	4.86	4.89	4.82	9.5	9.6	9.6	9.4

See footnotes at end of table.

Supplemental table 30. Private health care and social assistance services industry workers, by bargaining status: employer costs per hour 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								
2020	4.75	4.81	–	–	9.3	9.3	–	–
Supplemental pay								
2006	–	–	–	0.88	–	–	–	2.8
2007	.89	.91	0.89	.88	2.8	2.9	2.8	2.7
2008	.90	.92	.92	.89	2.7	2.8	2.8	2.7
2009	.94	.91	.95	.91	2.7	2.6	2.7	2.7
2010	.95	.92	.93	.94	2.8	2.7	2.7	2.8
2011	.97	.97	.98	.95	2.8	2.8	2.8	2.6
2012	.97	.96	.99	1.16	2.6	2.5	2.6	2.9
2013	1.18	1.22	1.21	1.27	2.9	3.0	2.9	3.1
2014	1.18	1.21	1.24	1.34	2.1	2.2	2.5	2.2
2015	1.33	1.34	1.33	1.44	2.2	2.2	2.3	3.1
2016	1.50	1.37	1.50	1.41	3.1	2.2	3.1	2.2
2017	1.42	1.42	1.42	1.62	2.2	2.2	2.2	3.1
2018	1.63	1.62	1.62	1.56	3.1	3.1	3.1	3.1
2019	1.55	1.57	1.58	1.65	3.1	3.1	3.1	3.2
2020	1.70	1.78	–	–	3.3	3.4	–	–
Insurance								
2006	–	–	–	3.24	–	–	–	10.4
2007	3.32	3.32	3.18	3.42	10.6	10.5	10.1	10.6
2008	3.58	3.63	3.66	3.68	10.9	11.0	10.9	11.0
2009	4.01	4.05	4.15	4.20	11.7	11.8	12.0	12.4
2010	4.23	4.24	4.27	4.25	12.4	12.4	12.4	12.4
2011	4.39	4.40	4.42	4.50	12.5	12.5	12.5	12.1
2012	4.58	4.58	4.87	4.96	12.2	12.2	12.8	12.4
2013	5.05	5.09	5.02	5.19	12.4	12.4	12.3	12.5
2014	5.66	5.72	5.52	6.63	10.2	10.4	11.1	10.7
2015	6.56	6.58	6.49	6.42	10.9	11.0	11.5	13.6
2016	6.44	6.92	6.37	6.92	13.5	11.2	13.4	10.9
2017	7.05	7.05	7.07	6.97	11.1	11.1	11.1	13.3
2018	6.98	7.02	7.14	7.40	13.3	13.4	13.5	14.8
2019	7.39	7.44	7.46	8.05	14.8	14.7	14.7	15.7
2020	8.04	8.21	–	–	15.7	15.8	–	–
Retirement and savings								
2006	–	–	–	1.01	–	–	–	3.2
2007	1.01	1.03	1.18	1.34	3.2	3.3	3.7	4.2
2008	1.36	1.37	1.48	1.50	4.1	4.1	4.4	4.5
2009	1.57	1.56	1.61	1.56	4.6	4.5	4.6	4.6
2010	1.57	1.55	1.59	1.60	4.6	4.5	4.6	4.7
2011	1.68	1.67	1.66	1.61	4.8	4.8	4.7	4.3
2012	1.61	1.62	1.65	1.92	4.3	4.3	4.3	4.8
2013	2.00	2.09	2.09	2.23	4.9	5.1	5.1	5.4
2014	5.02	4.92	3.76	5.70	9.0	8.9	7.6	9.2
2015	5.50	5.38	4.92	2.80	9.2	9.0	8.7	5.9
2016	2.84	5.82	2.82	6.23	6.0	9.4	5.9	9.8
2017	6.16	6.15	6.16	3.19	9.7	9.6	9.7	6.1
2018	3.18	3.19	3.19	2.93	6.1	6.1	6.0	5.9
2019	2.93	2.94	2.95	3.23	5.8	5.8	5.8	6.3
2020	3.28	3.38	–	–	6.4	6.5	–	–
Legally required benefits								
2006	–	–	–	2.61	–	–	–	8.4
2007	2.61	2.61	2.55	2.60	8.3	8.3	8.1	8.1
2008	2.64	2.65	2.67	2.60	8.1	8.0	8.0	7.8
2009	2.63	2.66	2.69	2.59	7.7	7.8	7.8	7.6
2010	2.57	2.59	2.61	2.61	7.6	7.6	7.6	7.6
2011	2.66	2.67	2.71	2.93	7.6	7.6	7.7	7.9
2012	2.95	2.97	2.93	3.11	7.9	7.9	7.7	7.7
2013	3.12	3.11	3.12	3.18	7.7	7.6	7.6	7.7
2014	3.52	3.51	3.40	3.77	6.3	6.4	6.8	6.1
2015	3.57	3.56	3.51	3.30	6.0	5.9	6.2	7.0

See footnotes at end of table.

Supplemental table 30. Private health care and social assistance services industry workers, by bargaining status: employer costs per hour 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								
2016	3.30	3.60	3.27	3.67	6.9	5.8	6.9	5.8
2017	3.74	3.74	3.73	3.58	5.9	5.9	5.9	6.8
2018	3.59	3.57	3.57	3.45	6.8	6.8	6.7	6.9
2019	3.43	3.46	3.46	3.44	6.8	6.8	6.8	6.7
2020	3.43	3.46	–	–	6.7	6.7	–	–

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

Supplemental table 30. Private health care and social assistance services industry workers, by bargaining status: employer costs per hour 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								
2006	–	–	–	$25.51	–	–	–	100.0
2007	25.91	26.15	25.74	26.79	100.0	100.0	100.0	100.0
2008	26.86	27.04	27.26	27.08	100.0	100.0	100.0	100.0
2009	27.17	27.49	27.56	27.06	100.0	100.0	100.0	100.0
2010	27.64	27.82	27.93	27.52	100.0	100.0	100.0	100.0
2011	28.22	28.32	27.89	28.18	100.0	100.0	100.0	100.0
2012	28.37	28.90	28.62	27.97	100.0	100.0	100.0	100.0
2013	28.14	28.60	28.60	28.38	100.0	100.0	100.0	100.0
2014	28.34	28.79	28.71	29.00	100.0	100.0	100.0	100.0
2015	29.19	29.10	29.39	29.77	100.0	100.0	100.0	100.0
2016	30.21	30.18	30.26	30.53	100.0	100.0	100.0	100.0
2017	30.65	30.95	31.10	33.88	100.0	100.0	100.0	100.0
2018	34.03	34.43	34.61	34.23	100.0	100.0	100.0	100.0
2019	34.60	34.77	35.01	34.25	100.0	100.0	100.0	100.0
2020	34.45	34.75	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	18.57	–	–	–	72.8
2007	18.85	19.06	18.66	19.45	72.7	72.9	72.5	72.6
2008	19.51	19.65	19.81	19.67	72.6	72.7	72.7	72.6
2009	19.74	19.95	20.01	19.56	72.6	72.6	72.6	72.3
2010	20.03	20.15	20.22	19.87	72.4	72.4	72.4	72.2
2011	20.35	20.44	20.16	20.29	72.1	72.2	72.3	72.0
2012	20.39	20.76	20.52	20.17	71.9	71.8	71.7	72.1
2013	20.26	20.60	20.60	20.34	72.0	72.0	72.0	71.7
2014	20.28	20.61	20.56	20.77	71.6	71.6	71.6	71.6
2015	20.89	20.81	21.05	21.23	71.6	71.5	71.6	71.3
2016	21.57	21.56	21.63	21.81	71.4	71.4	71.5	71.5
2017	21.88	22.10	22.21	24.03	71.4	71.4	71.4	70.9
2018	24.15	24.51	24.68	24.37	71.0	71.2	71.3	71.2
2019	24.63	24.73	24.91	24.31	71.2	71.1	71.2	71.0
2020	24.45	24.60	–	–	71.0	70.8	–	–
Total benefits								
2006	–	–	–	6.94	–	–	–	27.2
2007	7.06	7.09	7.08	7.33	27.3	27.1	27.5	27.4
2008	7.35	7.39	7.45	7.41	27.4	27.3	27.3	27.4
2009	7.43	7.54	7.55	7.50	27.4	27.4	27.4	27.7
2010	7.62	7.67	7.71	7.64	27.6	27.6	27.6	27.8
2011	7.87	7.89	7.72	7.89	27.9	27.8	27.7	28.0
2012	7.98	8.14	8.10	7.80	28.1	28.2	28.3	27.9
2013	7.87	8.00	7.99	8.04	28.0	28.0	28.0	28.3
2014	8.06	8.18	8.15	8.23	28.4	28.4	28.4	28.4
2015	8.30	8.30	8.34	8.54	28.4	28.5	28.4	28.7
2016	8.64	8.62	8.63	8.71	28.6	28.6	28.5	28.5
2017	8.77	8.85	8.89	9.85	28.6	28.6	28.6	29.1
2018	9.88	9.92	9.93	9.86	29.0	28.8	28.7	28.8
2019	9.96	10.04	10.10	9.93	28.8	28.9	28.8	29.0
2020	10.00	10.15	–	–	29.0	29.2	–	–
Paid leave								
2006	–	–	–	1.90	–	–	–	7.4
2007	1.94	1.95	1.93	1.97	7.5	7.5	7.5	7.3
2008	1.95	1.96	1.99	2.01	7.3	7.3	7.3	7.4
2009	1.99	2.03	2.05	2.03	7.3	7.4	7.4	7.5
2010	2.04	2.05	2.06	2.06	7.4	7.4	7.4	7.5
2011	2.14	2.13	2.06	2.15	7.6	7.5	7.4	7.6
2012	2.11	2.19	2.18	2.10	7.4	7.6	7.6	7.5
2013	2.12	2.19	2.19	2.19	7.5	7.7	7.7	7.7
2014	2.19	2.23	2.22	2.19	7.7	7.7	7.7	7.6
2015	2.21	2.20	2.22	2.28	7.6	7.5	7.6	7.7
2016	2.31	2.32	2.31	2.33	7.6	7.7	7.6	7.6
2017	2.35	2.37	2.38	2.74	7.7	7.7	7.7	8.1
2018	2.75	2.77	2.78	2.81	8.1	8.0	8.0	8.2

See footnotes at end of table.

Supplemental table 30. Private health care and social assistance services industry workers, by bargaining status: employer costs per hour 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								
2019	2.85	2.87	2.89	2.89	8.2	8.3	8.3	8.4
2020	2.89	2.92	–	–	8.4	8.4	–	–
Supplemental pay								
2006	–	–	–	.57	–	–	–	2.2
2007	.58	.58	.58	.58	2.2	2.2	2.3	2.2
2008	.58	.58	.59	.60	2.2	2.2	2.2	2.2
2009	.60	.62	.62	.61	2.2	2.3	2.2	2.3
2010	.61	.61	.60	.59	2.2	2.2	2.2	2.2
2011	.62	.61	.61	.60	2.2	2.1	2.2	2.1
2012	.62	.60	.60	.59	2.2	2.1	2.1	2.1
2013	.57	.57	.58	.59	2.0	2.0	2.0	2.1
2014	.59	.61	.60	.60	2.1	2.1	2.1	2.1
2015	.60	.61	.61	.65	2.0	2.1	2.1	2.2
2016	.63	.62	.63	.64	2.1	2.1	2.1	2.1
2017	.64	.65	.65	.75	2.1	2.1	2.1	2.2
2018	.76	.75	.74	.83	2.2	2.2	2.1	2.4
2019	.82	.82	.83	.78	2.4	2.4	2.4	2.3
2020	.80	.82	–	–	2.3	2.4	–	–
Insurance								
2006	–	–	–	1.81	–	–	–	7.1
2007	1.86	1.86	1.87	1.90	7.2	7.1	7.3	7.1
2008	1.93	1.93	1.94	1.96	7.2	7.1	7.1	7.2
2009	1.99	2.01	2.01	2.01	7.3	7.3	7.3	7.4
2010	2.08	2.11	2.10	2.04	7.5	7.6	7.5	7.4
2011	2.08	2.09	2.08	2.15	7.4	7.4	7.5	7.6
2012	2.24	2.29	2.29	2.15	7.9	7.9	8.0	7.7
2013	2.21	2.23	2.22	2.30	7.8	7.8	7.7	8.1
2014	2.32	2.36	2.36	2.44	8.2	8.2	8.2	8.4
2015	2.48	2.49	2.47	2.43	8.5	8.6	8.4	8.1
2016	2.50	2.49	2.48	2.54	8.3	8.3	8.2	8.3
2017	2.54	2.56	2.58	2.82	8.3	8.3	8.3	8.3
2018	2.81	2.81	2.85	2.71	8.3	8.1	8.2	7.9
2019	2.76	2.77	2.79	2.85	8.0	8.0	8.0	8.3
2020	2.87	2.92	–	–	8.3	8.4	–	–
Retirement and savings								
2006	–	–	–	.60	–	–	–	2.4
2007	.61	.62	.62	.78	2.4	2.4	2.4	2.9
2008	.79	.79	.80	.72	2.9	2.9	2.9	2.7
2009	.72	.73	.73	.71	2.7	2.7	2.6	2.6
2010	.73	.74	.76	.78	2.6	2.7	2.7	2.8
2011	.84	.84	.78	.79	3.0	3.0	2.8	2.8
2012	.79	.81	.80	.74	2.8	2.8	2.8	2.7
2013	.75	.76	.76	.73	2.7	2.7	2.7	2.6
2014	.73	.75	.74	.73	2.6	2.6	2.6	2.5
2015	.74	.74	.75	.89	2.5	2.5	2.5	3.0
2016	.89	.89	.90	.89	3.0	2.9	3.0	2.9
2017	.91	.92	.93	1.09	3.0	3.0	3.0	3.2
2018	1.11	1.12	1.09	1.07	3.3	3.3	3.2	3.1
2019	1.08	1.10	1.11	1.00	3.1	3.2	3.2	2.9
2020	1.02	1.04	–	–	3.0	3.0	–	–
Legally required benefits								
2006	–	–	–	2.06	–	–	–	8.1
2007	2.07	2.08	2.08	2.10	8.0	8.0	8.1	7.8
2008	2.10	2.12	2.13	2.12	7.8	7.8	7.8	7.8
2009	2.13	2.14	2.15	2.13	7.8	7.8	7.8	7.9
2010	2.16	2.17	2.18	2.17	7.8	7.8	7.8	7.9
2011	2.20	2.21	2.20	2.19	7.8	7.8	7.9	7.8
2012	2.22	2.24	2.23	2.22	7.8	7.8	7.8	7.9
2013	2.23	2.25	2.25	2.22	7.9	7.9	7.9	7.8
2014	2.22	2.24	2.23	2.27	7.8	7.8	7.8	7.8

See footnotes at end of table.

Supplemental table 30. Private health care and social assistance services industry workers, by bargaining status: employer costs per hour 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								
2015	2.27	2.27	2.29	2.29	7.8	7.8	7.8	7.7
2016	2.31	2.30	2.30	2.32	7.7	7.6	7.6	7.6
2017	2.33	2.34	2.35	2.45	7.6	7.5	7.6	7.2
2018	2.45	2.47	2.47	2.44	7.2	7.2	7.1	7.1
2019	2.46	2.47	2.48	2.42	7.1	7.1	7.1	7.1
2020	2.43	2.45	–	–	7.0	7.0	–	–

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

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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	–	–	–	$11.17	–	–	–	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	15.86	15.80	15.76	100.0	100.0	100.0	100.0
2020	15.87	16.11	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	8.71	–	–	–	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	12.44	12.40	12.44	78.5	78.4	78.5	78.9
2020	12.53	12.73	–	–	79.0	79.0	–	–
Total benefits								
2006	–	–	–	2.46	–	–	–	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	3.42	3.40	3.33	21.5	21.6	21.5	21.1
2020	3.33	3.38	–	–	21.0	21.0	–	–
Paid leave								
2006	–	–	–	.39	–	–	–	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
2017	.41	.44	.43	.44	2.9	3.0	3.0	3.0
2018	.45	.42	.45	.50	3.0	2.8	3.0	3.3
2019	.50	.52	.52	.51	3.2	3.3	3.3	3.2

See footnotes at end of table.

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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								
2020	0.51	0.52	–	–	3.2	3.2	–	–
Supplemental pay								
2006	–	–	–	0.13	–	–	–	1.2
2007	.13	.13	0.13	.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	.22	.22	.24	1.4	1.4	1.4	1.5
2020	.25	.24	–	–	1.5	1.5	–	–
Insurance								
2006	–	–	–	.60	–	–	–	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	.87	.86	.81	5.4	5.5	5.4	5.1
2020	.80	.81	–	–	5.0	5.0	–	–
Retirement and savings								
2006	–	–	–	.10	–	–	–	.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	.26	.25	.23	1.5	1.6	1.6	1.5
2020	.23	.23	–	–	1.5	1.4	–	–
Legally required benefits								
2006	–	–	–	1.23	–	–	–	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

See footnotes at end of table.

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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								
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	1.55	1.55	1.54	9.9	9.8	9.8	9.8
2020	1.55	1.58	–	–	9.8	9.8	–	–

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

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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								
2006	–	–	–	$13.69	–	–	–	100.0
2007	13.80	14.03	13.99	14.05	100.0	100.0	100.0	100.0
2008	14.23	14.52	14.54	14.66	100.0	100.0	100.0	100.0
2009	14.76	14.72	14.82	15.78	100.0	100.0	100.0	100.0
2010	15.82	15.81	15.83	15.98	100.0	100.0	100.0	100.0
2011	16.02	16.24	16.30	16.30	100.0	100.0	100.0	100.0
2012	16.27	15.13	16.56	16.22	100.0	100.0	100.0	100.0
2013	16.35	17.91	17.77	16.17	100.0	100.0	100.0	100.0
2014	16.58	16.72	16.64	16.85	100.0	100.0	100.0	100.0
2015	16.52	16.93	16.96	16.71	100.0	100.0	100.0	100.0
2016	16.89	17.11	17.00	16.97	100.0	100.0	100.0	100.0
2017	17.10	17.20	17.13	17.99	100.0	100.0	100.0	100.0
2018	18.24	16.86	18.69	18.38	100.0	100.0	100.0	100.0
2019	18.40	18.36	18.45	19.37	100.0	100.0	100.0	100.0
2020	19.35	19.46	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.46	–	–	–	76.4
2007	10.61	10.80	10.80	10.89	76.9	76.9	77.2	77.5
2008	11.01	11.11	11.20	11.36	77.4	76.5	77.1	77.5
2009	11.45	11.42	11.54	12.16	77.5	77.6	77.9	77.0
2010	12.19	12.16	12.19	12.42	77.0	76.9	77.0	77.7
2011	12.39	12.50	12.58	12.59	77.4	77.0	77.2	77.2
2012	12.55	11.81	13.17	12.62	77.2	78.1	79.5	77.8
2013	12.71	14.13	14.05	12.53	77.8	78.9	79.1	77.5
2014	12.73	12.82	12.79	12.96	76.8	76.7	76.8	76.9
2015	12.64	12.93	12.93	12.74	76.5	76.4	76.3	76.2
2016	12.87	13.01	13.06	13.06	76.2	76.1	76.8	77.0
2017	13.16	13.16	13.13	13.79	76.9	76.6	76.7	76.6
2018	14.00	13.00	14.22	14.00	76.8	77.1	76.1	76.2
2019	14.08	14.07	14.15	14.66	76.5	76.6	76.7	75.7
2020	14.70	14.80	–	–	76.0	76.1	–	–
Total benefits								
2006	–	–	–	3.23	–	–	–	23.6
2007	3.19	3.24	3.19	3.16	23.1	23.1	22.8	22.5
2008	3.22	3.41	3.33	3.30	22.6	23.5	22.9	22.5
2009	3.31	3.30	3.28	3.62	22.5	22.4	22.1	23.0
2010	3.63	3.65	3.64	3.56	23.0	23.1	23.0	22.3
2011	3.63	3.73	3.72	3.72	22.6	23.0	22.8	22.8
2012	3.71	3.32	3.39	3.60	22.8	21.9	20.5	22.2
2013	3.64	3.78	3.72	3.64	22.2	21.1	20.9	22.5
2014	3.84	3.90	3.85	3.89	23.2	23.3	23.2	23.1
2015	3.88	4.00	4.02	3.97	23.5	23.6	23.7	23.8
2016	4.02	4.10	3.94	3.91	23.8	23.9	23.2	23.0
2017	3.94	4.03	3.99	4.21	23.1	23.4	23.3	23.4
2018	4.24	3.86	4.46	4.37	23.2	22.9	23.9	23.8
2019	4.32	4.29	4.30	4.71	23.5	23.4	23.3	24.3
2020	4.64	4.66	–	–	24.0	23.9	–	–
Paid leave								
2006	–	–	–	.62	–	–	–	4.5
2007	.62	.64	.63	.62	4.5	4.6	4.5	4.4
2008	.64	.65	.65	.64	4.5	4.5	4.5	4.4
2009	.65	.65	.66	.76	4.4	4.4	4.5	4.8
2010	.77	.75	.75	.78	4.8	4.8	4.7	4.9
2011	.79	.82	.83	.81	4.9	5.0	5.1	5.0
2012	.79	.62	.60	.72	4.9	4.1	3.6	4.4
2013	.73	.73	.71	.73	4.5	4.1	4.0	4.5
2014	.76	.77	.75	.71	4.6	4.6	4.5	4.2
2015	.69	.71	.71	.72	4.2	4.2	4.2	4.3
2016	.72	.73	.69	.70	4.2	4.3	4.1	4.1
2017	.71	.72	.72	.87	4.1	4.2	4.2	4.8
2018	.88	.63	.90	.91	4.8	3.8	4.8	4.9
2019	.89	.88	.89	1.02	4.9	4.8	4.8	5.3

See footnotes at end of table.

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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								
2020	1.02	1.02	–	–	5.3	5.2	–	–
Supplemental pay								
2006	–	–	–	0.17	–	–	–	1.3
2007	.16	.16	0.16	.16	1.2	1.1	1.2	1.1
2008	.16	.19	.19	.19	1.1	1.3	1.3	1.3
2009	.17	.17	.15	.20	1.2	1.2	1.0	1.3
2010	.19	.19	.19	.15	1.2	1.2	1.2	.9
2011	.15	.16	.16	.17	.9	1.0	1.0	1.1
2012	.18	.18	.18	.20	1.1	1.2	1.1	1.2
2013	.20	.20	.19	.16	1.2	1.1	1.1	1.0
2014	.19	.19	.16	.13	1.1	1.1	1.0	.8
2015	.13	.13	.13	.18	.8	.8	.8	1.1
2016	.18	.18	.16	.17	1.1	1.0	1.0	1.0
2017	.19	.20	.20	.22	1.1	1.2	1.2	1.2
2018	.23	.22	.23	.25	1.2	1.3	1.3	1.3
2019	.25	.25	.25	.25	1.3	1.3	1.3	1.3
2020	.25	.24	–	–	1.3	1.2	–	–
Insurance								
2006	–	–	–	.96	–	–	–	7.0
2007	.95	.95	.94	.91	6.9	6.8	6.7	6.5
2008	.96	.98	.97	.98	6.7	6.7	6.7	6.7
2009	1.01	1.00	1.00	1.01	6.8	6.8	6.7	6.4
2010	1.01	1.01	1.00	.91	6.4	6.4	6.3	5.7
2011	.93	.97	.95	.94	5.8	5.9	5.8	5.7
2012	.94	.91	.90	.95	5.8	6.0	5.4	5.9
2013	.96	.98	.96	1.06	5.9	5.5	5.4	6.6
2014	1.17	1.21	1.21	1.29	7.1	7.2	7.3	7.7
2015	1.35	1.37	1.40	1.34	8.2	8.1	8.2	8.0
2016	1.37	1.39	1.31	1.30	8.1	8.1	7.7	7.7
2017	1.30	1.33	1.32	1.35	7.6	7.7	7.7	7.5
2018	1.34	1.27	1.37	1.36	7.4	7.5	7.3	7.4
2019	1.33	1.33	1.33	1.47	7.2	7.2	7.2	7.6
2020	1.42	1.44	–	–	7.3	7.4	–	–
Retirement and savings								
2006	–	–	–	.14	–	–	–	1.0
2007	.14	.14	.14	.14	1.0	1.0	1.0	1.0
2008	.15	.24	.16	.15	1.0	1.7	1.1	1.0
2009	.14	.14	.13	.26	1.0	1.0	.9	1.7
2010	.26	.26	.26	.27	1.6	1.7	1.7	1.7
2011	.28	.29	.28	.32	1.8	1.8	1.7	2.0
2012	.33	.19	.17	.22	2.0	1.3	1.0	1.3
2013	.22	.22	.22	.20	1.3	1.2	1.2	1.2
2014	.21	.22	.22	.24	1.3	1.3	1.3	1.4
2015	.24	.27	.27	.28	1.4	1.6	1.6	1.6
2016	.29	.30	.29	.26	1.7	1.8	1.7	1.5
2017	.26	.28	.27	.23	1.5	1.6	1.6	1.3
2018	.23	.26	.37	.32	1.2	1.5	2.0	1.7
2019	.31	.30	.31	.40	1.7	1.7	1.7	2.1
2020	.39	.38	–	–	2.0	2.0	–	–
Legally required benefits								
2006	–	–	–	1.34	–	–	–	9.8
2007	1.32	1.35	1.32	1.33	9.6	9.6	9.4	9.5
2008	1.32	1.35	1.36	1.34	9.3	9.3	9.4	9.1
2009	1.34	1.33	1.34	1.39	9.1	9.0	9.1	8.8
2010	1.41	1.43	1.44	1.46	8.9	9.0	9.1	9.1
2011	1.48	1.50	1.50	1.47	9.2	9.3	9.2	9.0
2012	1.48	1.41	1.54	1.51	9.1	9.4	9.3	9.3
2013	1.52	1.64	1.65	1.49	9.3	9.2	9.3	9.2
2014	1.52	1.51	1.51	1.51	9.2	9.1	9.1	9.0
2015	1.48	1.52	1.52	1.46	9.0	9.0	9.0	8.7

See footnotes at end of table.

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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								
2016	1.47	1.49	1.49	1.47	8.7	8.7	8.7	8.7
2017	1.49	1.50	1.48	1.54	8.7	8.7	8.7	8.6
2018	1.56	1.48	1.59	1.54	8.6	8.8	8.5	8.4
2019	1.54	1.53	1.53	1.57	8.3	8.3	8.3	8.1
2020	1.57	1.57	–	–	8.1	8.1	–	–

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

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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	–	–	–	$9.86	–	–	–	100.0
2007	10.06	10.17	10.29	10.34	100.0	100.0	100.0	100.0
2008	10.35	10.53	10.57	10.51	100.0	100.0	100.0	100.0
2009	10.58	10.68	10.76	10.63	100.0	100.0	100.0	100.0
2010	10.70	10.80	10.87	10.73	100.0	100.0	100.0	100.0
2011	10.81	10.86	10.88	10.65	100.0	100.0	100.0	100.0
2012	10.68	10.71	10.77	10.84	100.0	100.0	100.0	100.0
2013	10.89	10.99	10.97	11.22	100.0	100.0	100.0	100.0
2014	11.21	11.35	11.42	11.60	100.0	100.0	100.0	100.0
2015	11.74	11.84	11.86	12.24	100.0	100.0	100.0	100.0
2016	12.45	12.60	12.50	12.39	100.0	100.0	100.0	100.0
2017	12.65	12.93	12.87	12.98	100.0	100.0	100.0	100.0
2018	13.16	13.28	13.27	13.75	100.0	100.0	100.0	100.0
2019	13.94	14.26	14.24	14.04	100.0	100.0	100.0	100.0
2020	14.14	14.42	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	7.76	–	–	–	78.7
2007	7.96	8.02	8.14	8.18	79.2	78.9	79.1	79.1
2008	8.19	8.29	8.34	8.37	79.1	78.8	79.0	79.6
2009	8.42	8.49	8.58	8.50	79.6	79.5	79.7	80.0
2010	8.56	8.61	8.65	8.60	79.9	79.7	79.6	80.1
2011	8.64	8.67	8.70	8.59	80.0	79.9	80.0	80.7
2012	8.60	8.63	8.68	8.68	80.5	80.6	80.6	80.1
2013	8.72	8.78	8.77	8.94	80.1	79.9	79.9	79.7
2014	8.96	9.06	9.13	9.23	79.9	79.8	79.9	79.5
2015	9.34	9.41	9.43	9.69	79.5	79.5	79.5	79.1
2016	9.87	10.01	10.01	9.95	79.3	79.4	80.1	80.3
2017	10.16	10.37	10.35	10.32	80.3	80.2	80.4	79.5
2018	10.47	10.59	10.62	10.91	79.6	79.7	80.0	79.4
2019	11.10	11.34	11.33	11.25	79.6	79.5	79.5	80.1
2020	11.33	11.56	–	–	80.2	80.2	–	–
Total benefits								
2006	–	–	–	2.10	–	–	–	21.3
2007	2.10	2.15	2.15	2.16	20.8	21.1	20.9	20.9
2008	2.16	2.23	2.22	2.14	20.9	21.2	21.0	20.4
2009	2.16	2.19	2.19	2.13	20.4	20.5	20.3	20.0
2010	2.15	2.19	2.21	2.13	20.1	20.3	20.4	19.9
2011	2.16	2.19	2.17	2.05	20.0	20.1	20.0	19.3
2012	2.08	2.08	2.09	2.16	19.5	19.4	19.4	19.9
2013	2.17	2.21	2.20	2.28	19.9	20.1	20.1	20.3
2014	2.26	2.29	2.29	2.37	20.1	20.2	20.1	20.5
2015	2.41	2.43	2.43	2.55	20.5	20.5	20.5	20.9
2016	2.58	2.60	2.48	2.44	20.7	20.6	19.9	19.7
2017	2.49	2.56	2.52	2.66	19.7	19.8	19.6	20.5
2018	2.69	2.70	2.66	2.83	20.4	20.3	20.0	20.6
2019	2.84	2.92	2.91	2.79	20.4	20.5	20.5	19.9
2020	2.80	2.86	–	–	19.8	19.8	–	–
Paid leave								
2006	–	–	–	.27	–	–	–	2.8
2007	.28	.28	.29	.29	2.8	2.8	2.8	2.8
2008	.28	.29	.29	.27	2.7	2.7	2.7	2.6
2009	.27	.28	.28	.26	2.5	2.6	2.6	2.4
2010	.26	.27	.27	.26	2.4	2.5	2.5	2.4
2011	.26	.27	.27	.24	2.4	2.5	2.5	2.3
2012	.24	.24	.23	.24	2.2	2.2	2.2	2.3
2013	.25	.25	.25	.27	2.3	2.3	2.3	2.4
2014	.26	.27	.27	.26	2.3	2.4	2.3	2.2
2015	.26	.27	.26	.27	2.2	2.2	2.2	2.2
2016	.28	.29	.26	.25	2.2	2.3	2.1	2.1
2017	.26	.27	.27	.29	2.1	2.1	2.1	2.2
2018	.29	.29	.29	.35	2.2	2.2	2.1	2.5
2019	.35	.37	.37	.34	2.5	2.6	2.6	2.4

See footnotes at end of table.

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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								
2020	0.35	0.36	–	–	2.5	2.5	–	–
Supplemental pay								
2006	–	–	–	0.11	–	–	–	1.1
2007	.11	.11	0.11	.11	1.1	1.1	1.1	1.1
2008	.11	.11	.11	.11	1.1	1.1	1.0	1.0
2009	.11	.11	.11	.10	1.0	1.0	1.0	.9
2010	.10	.10	.10	.10	.9	.9	.9	1.0
2011	.11	.11	.11	.10	1.0	1.0	1.0	.9
2012	.10	.10	.10	.12	.9	.9	.9	1.1
2013	.11	.12	.12	.12	1.0	1.1	1.1	1.1
2014	.12	.12	.12	.11	1.1	1.1	1.1	1.0
2015	.11	.12	.12	.13	1.0	1.0	1.0	1.1
2016	.13	.12	.11	.11	1.0	.9	.9	.8
2017	.11	.11	.11	.13	.9	.8	.8	1.0
2018	.13	.13	.13	.19	1.0	1.0	1.0	1.4
2019	.18	.19	.19	.20	1.3	1.3	1.3	1.4
2020	.20	.20	–	–	1.4	1.4	–	–
Insurance								
2006	–	–	–	.49	–	–	–	5.0
2007	.50	.51	.51	.51	5.0	5.0	5.0	5.0
2008	.53	.55	.56	.51	5.2	5.3	5.3	4.9
2009	.52	.53	.54	.53	5.0	5.0	5.0	4.9
2010	.54	.55	.57	.49	5.0	5.1	5.2	4.6
2011	.50	.51	.50	.44	4.7	4.7	4.6	4.1
2012	.43	.44	.44	.46	4.1	4.1	4.1	4.3
2013	.46	.48	.47	.50	4.3	4.4	4.3	4.4
2014	.49	.51	.50	.55	4.4	4.5	4.4	4.7
2015	.57	.58	.59	.59	4.8	4.9	5.0	4.9
2016	.60	.60	.55	.56	4.8	4.8	4.4	4.5
2017	.56	.58	.58	.66	4.4	4.5	4.5	5.1
2018	.67	.68	.66	.70	5.1	5.1	5.0	5.1
2019	.70	.72	.72	.66	5.0	5.1	5.0	4.7
2020	.65	.66	–	–	4.6	4.6	–	–
Retirement and savings								
2006	–	–	–	.07	–	–	–	.7
2007	.07	.07	.07	.08	.7	.7	.7	.7
2008	.08	.08	.08	.08	.7	.8	.7	.7
2009	.08	.08	.07	.07	.7	.7	.7	.6
2010	.07	.07	.07	.07	.6	.6	.6	.7
2011	.07	.07	.07	.09	.7	.7	.7	.8
2012	.09	.09	.08	.09	.9	.8	.8	.8
2013	.09	.10	.10	.12	.8	.9	.9	1.0
2014	.11	.13	.13	.14	1.0	1.1	1.1	1.2
2015	.15	.15	.16	.17	1.3	1.3	1.3	1.4
2016	.17	.17	.14	.14	1.4	1.4	1.2	1.1
2017	.14	.15	.14	.16	1.1	1.1	1.1	1.3
2018	.16	.17	.17	.17	1.3	1.3	1.3	1.2
2019	.17	.19	.19	.16	1.2	1.3	1.3	1.1
2020	.16	.16	–	–	1.1	1.1	–	–
Legally required benefits								
2006	–	–	–	1.15	–	–	–	11.7
2007	1.13	1.17	1.17	1.17	11.2	11.5	11.4	11.4
2008	1.16	1.20	1.19	1.18	11.2	11.4	11.3	11.2
2009	1.18	1.19	1.19	1.18	11.2	11.2	11.1	11.1
2010	1.18	1.20	1.21	1.20	11.0	11.1	11.1	11.2
2011	1.22	1.23	1.22	1.19	11.3	11.3	11.2	11.2
2012	1.22	1.22	1.23	1.24	11.4	11.4	11.4	11.5
2013	1.25	1.26	1.26	1.28	11.5	11.5	11.5	11.4
2014	1.27	1.27	1.28	1.31	11.3	11.2	11.2	11.2
2015	1.32	1.31	1.30	1.39	11.2	11.1	11.0	11.3

See footnotes at end of table.

Supplemental table 31. Private leisure and hospitality industry workers, by occupational group: employer costs per hour 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								
2016	1.40	1.41	1.42	1.39	11.3	11.2	11.3	11.2
2017	1.42	1.45	1.42	1.41	11.3	11.2	11.1	10.9
2018	1.44	1.43	1.41	1.43	10.9	10.7	10.6	10.4
2019	1.44	1.46	1.46	1.43	10.3	10.2	10.2	10.2
2020	1.45	1.48	–	–	10.2	10.2	–	–

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

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$9.53	–	–	–	100.0
2007	9.73	9.79	9.92	10.04	100.0	100.0	100.0	100.0
2008	10.11	10.14	10.17	10.41	100.0	100.0	100.0	100.0
2009	10.48	10.50	10.58	10.87	100.0	100.0	100.0	100.0
2010	10.79	10.93	10.94	11.07	100.0	100.0	100.0	100.0
2011	11.12	11.25	11.20	11.31	100.0	100.0	100.0	100.0
2012	11.33	11.32	11.51	11.19	100.0	100.0	100.0	100.0
2013	11.25	11.52	11.46	11.43	100.0	100.0	100.0	100.0
2014	11.57	11.74	11.74	11.39	100.0	100.0	100.0	100.0
2015	11.48	11.63	11.54	11.62	100.0	100.0	100.0	100.0
2016	11.80	12.09	11.99	11.96	100.0	100.0	100.0	100.0
2017	12.56	12.86	12.73	12.68	100.0	100.0	100.0	100.0
2018	12.96	13.05	12.97	13.56	100.0	100.0	100.0	100.0
2019	13.75	14.01	14.08	14.01	100.0	100.0	100.0	100.0
2020	14.21	14.57	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	7.82	–	–	–	82.0
2007	8.01	8.07	8.18	8.27	82.3	82.4	82.4	82.4
2008	8.31	8.33	8.36	8.60	82.3	82.2	82.2	82.6
2009	8.67	8.68	8.75	8.93	82.7	82.7	82.7	82.2
2010	8.90	8.99	9.01	9.15	82.4	82.3	82.4	82.6
2011	9.16	9.24	9.23	9.28	82.4	82.1	82.3	82.0
2012	9.26	9.31	9.50	9.20	81.8	82.3	82.5	82.2
2013	9.23	9.46	9.42	9.37	82.1	82.1	82.2	82.0
2014	9.49	9.63	9.64	9.34	82.0	82.0	82.1	82.0
2015	9.41	9.54	9.48	9.52	82.0	82.0	82.1	81.9
2016	9.68	9.94	9.90	9.85	82.0	82.3	82.6	82.3
2017	10.29	10.49	10.42	10.37	82.0	81.6	81.8	81.8
2018	10.61	10.74	10.70	11.00	81.9	82.3	82.5	81.1
2019	11.19	11.39	11.44	11.47	81.4	81.3	81.3	81.8
2020	11.61	11.90	–	–	81.8	81.7	–	–
Total benefits								
2006	–	–	–	1.71	–	–	–	18.0
2007	1.72	1.72	1.74	1.77	17.7	17.6	17.6	17.6
2008	1.79	1.80	1.81	1.81	17.7	17.8	17.8	17.4
2009	1.82	1.82	1.83	1.93	17.3	17.3	17.3	17.8
2010	1.90	1.94	1.93	1.92	17.6	17.7	17.6	17.4
2011	1.96	2.01	1.98	2.03	17.6	17.9	17.7	18.0
2012	2.06	2.01	2.02	2.00	18.2	17.7	17.5	17.8
2013	2.01	2.06	2.04	2.06	17.9	17.9	17.8	18.0
2014	2.09	2.12	2.10	2.05	18.0	18.0	17.9	18.0
2015	2.07	2.09	2.07	2.10	18.0	18.0	17.9	18.1
2016	2.12	2.14	2.09	2.11	18.0	17.7	17.4	17.7
2017	2.27	2.37	2.32	2.31	18.0	18.4	18.2	18.2
2018	2.35	2.31	2.27	2.56	18.1	17.7	17.5	18.9
2019	2.56	2.61	2.63	2.54	18.6	18.7	18.7	18.2
2020	2.59	2.66	–	–	18.2	18.3	–	–
Paid leave								
2006	–	–	–	.18	–	–	–	1.9
2007	.18	.18	.18	.18	1.8	1.8	1.8	1.8
2008	.18	.18	.20	.20	1.8	1.8	1.9	1.9
2009	.20	.20	.20	.24	1.9	1.9	1.9	2.2
2010	.23	.24	.23	.26	2.1	2.2	2.1	2.4
2011	.26	.28	.27	.28	2.3	2.5	2.4	2.5
2012	.28	.26	.25	.25	2.5	2.3	2.2	2.2
2013	.26	.26	.25	.26	2.3	2.3	2.2	2.3
2014	.27	.28	.27	.22	2.3	2.4	2.3	2.0
2015	.23	.24	.23	.21	2.0	2.1	2.0	1.8
2016	.22	.24	.21	.21	1.8	2.0	1.7	1.8
2017	.25	.27	.25	.24	2.0	2.1	2.0	1.9
2018	.24	.24	.23	.30	1.9	1.9	1.8	2.2
2019	.31	.32	.32	.30	2.2	2.3	2.3	2.2

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2020	0.32	0.33	–	–	2.2	2.3	–	–
Supplemental pay								
2006	–	–	–	0.10	–	–	–	1.1
2007	.10	.10	0.09	.10	1.0	1.0	0.9	1.0
2008	.10	.09	.09	.10	1.0	.9	.9	1.0
2009	.10	.10	.09	.10	1.0	.9	.9	.9
2010	.09	.10	.09	.09	.9	.9	.8	.8
2011	.09	.09	.09	.09	.8	.8	.8	.8
2012	.09	.09	.09	.10	.8	.8	.8	.9
2013	.09	.10	.10	.10	.8	.8	.8	.8
2014	.10	.10	.10	.09	.9	.9	.9	.8
2015	.09	.09	.09	.09	.8	.8	.8	.8
2016	.09	.08	.08	.08	.8	.6	.6	.6
2017	.09	.09	.08	.09	.7	.7	.7	.7
2018	.10	.09	.09	.17	.8	.7	.7	1.3
2019	.18	.18	.18	.19	1.3	1.3	1.3	1.4
2020	.21	.21	–	–	1.5	1.4	–	–
Insurance								
2006	–	–	–	.26	–	–	–	2.7
2007	.26	.27	.27	.28	2.7	2.8	2.8	2.8
2008	.31	.32	.33	.32	3.1	3.2	3.2	3.0
2009	.32	.32	.33	.36	3.0	3.0	3.1	3.3
2010	.33	.35	.34	.31	3.1	3.2	3.1	2.8
2011	.32	.34	.32	.35	2.8	3.0	2.9	3.1
2012	.35	.33	.33	.33	3.1	2.9	2.9	3.0
2013	.34	.35	.34	.34	3.0	3.0	3.0	3.0
2014	.35	.36	.36	.37	3.0	3.1	3.0	3.3
2015	.38	.39	.39	.37	3.3	3.3	3.4	3.1
2016	.37	.37	.37	.40	3.1	3.1	3.0	3.3
2017	.43	.48	.48	.47	3.4	3.7	3.8	3.7
2018	.48	.47	.45	.54	3.7	3.6	3.5	4.0
2019	.53	.54	.54	.49	3.9	3.9	3.8	3.5
2020	.49	.51	–	–	3.4	3.5	–	–
Retirement and savings								
2006	–	–	–	.04	–	–	–	.4
2007	.04	.04	.04	.05	.4	.4	.4	.5
2008	.05	.05	.05	.05	.5	.5	.5	.5
2009	.05	.05	.05	.07	.5	.5	.5	.6
2010	.06	.07	.07	.06	.6	.6	.6	.5
2011	.06	.07	.07	.08	.6	.6	.6	.7
2012	.08	.07	.06	.05	.7	.6	.6	.5
2013	.05	.06	.06	.07	.5	.5	.5	.6
2014	.07	.08	.07	.07	.6	.7	.6	.6
2015	.07	.08	.08	.08	.6	.7	.7	.7
2016	.08	.08	.07	.06	.7	.7	.6	.5
2017	.08	.09	.08	.08	.7	.7	.7	.6
2018	.08	.08	.08	.11	.6	.6	.6	.8
2019	.11	.12	.12	.10	.8	.9	.9	.7
2020	.10	.10	–	–	.7	.7	–	–
Legally required benefits								
2006	–	–	–	1.14	–	–	–	11.9
2007	1.14	1.14	1.16	1.17	11.7	11.6	11.7	11.6
2008	1.15	1.15	1.14	1.14	11.4	11.4	11.2	11.0
2009	1.15	1.15	1.16	1.18	11.0	11.0	10.9	10.8
2010	1.18	1.19	1.20	1.21	10.9	10.9	10.9	10.9
2011	1.23	1.24	1.23	1.24	11.1	11.0	11.0	10.9
2012	1.25	1.27	1.28	1.27	11.1	11.2	11.2	11.3
2013	1.27	1.29	1.29	1.29	11.3	11.2	11.3	11.3
2014	1.29	1.29	1.29	1.29	11.2	11.0	11.0	11.3
2015	1.29	1.30	1.28	1.35	11.3	11.1	11.1	11.6

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2016	1.36	1.37	1.37	1.36	11.5	11.4	11.5	11.4
2017	1.42	1.44	1.41	1.42	11.3	11.2	11.1	11.2
2018	1.45	1.43	1.42	1.44	11.2	11.0	10.9	10.6
2019	1.44	1.45	1.46	1.45	10.5	10.4	10.4	10.4
2020	1.48	1.51	–	–	10.4	10.4	–	–

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

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$9.23	–	–	–	100.0
2007	9.63	9.65	9.87	9.83	100.0	100.0	100.0	100.0
2008	9.99	10.01	9.84	10.18	100.0	100.0	100.0	100.0
2009	10.33	10.49	10.53	10.73	100.0	100.0	100.0	100.0
2010	10.62	10.63	10.68	10.99	100.0	100.0	100.0	100.0
2011	11.09	11.18	11.18	11.21	100.0	100.0	100.0	100.0
2012	11.18	11.06	11.24	11.03	100.0	100.0	100.0	100.0
2013	10.97	11.32	11.14	11.41	100.0	100.0	100.0	100.0
2014	11.40	11.65	11.65	11.28	100.0	100.0	100.0	100.0
2015	11.48	11.51	11.48	11.82	100.0	100.0	100.0	100.0
2016	11.94	12.04	12.04	12.01	100.0	100.0	100.0	100.0
2017	12.49	12.80	12.66	12.42	100.0	100.0	100.0	100.0
2018	12.74	12.82	12.69	13.34	100.0	100.0	100.0	100.0
2019	13.57	13.79	13.69	13.65	100.0	100.0	100.0	100.0
2020	13.64	14.13	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	7.73	–	–	–	83.7
2007	8.06	8.09	8.27	8.25	83.7	83.8	83.8	83.9
2008	8.36	8.38	8.27	8.54	83.7	83.7	84.1	83.9
2009	8.66	8.78	8.82	8.92	83.9	83.7	83.7	83.2
2010	8.84	8.84	8.88	9.15	83.2	83.2	83.2	83.2
2011	9.21	9.25	9.27	9.27	83.0	82.7	82.9	82.7
2012	9.22	9.18	9.36	9.16	82.5	83.0	83.3	83.0
2013	9.11	9.41	9.29	9.46	83.1	83.2	83.4	82.9
2014	9.47	9.67	9.67	9.36	83.1	83.0	83.0	83.0
2015	9.51	9.54	9.52	9.69	82.8	82.9	82.9	82.0
2016	9.80	9.92	9.98	9.95	82.1	82.5	82.9	82.8
2017	10.28	10.50	10.45	10.23	82.3	82.1	82.5	82.3
2018	10.48	10.58	10.50	10.87	82.2	82.6	82.8	81.5
2019	11.08	11.25	11.18	11.23	81.7	81.6	81.7	82.2
2020	11.25	11.63	–	–	82.5	82.3	–	–
Total benefits								
2006	–	–	–	1.50	–	–	–	16.3
2007	1.57	1.56	1.60	1.58	16.3	16.2	16.2	16.1
2008	1.63	1.64	1.57	1.64	16.3	16.3	15.9	16.1
2009	1.67	1.71	1.71	1.80	16.1	16.3	16.3	16.8
2010	1.78	1.79	1.80	1.84	16.8	16.8	16.8	16.8
2011	1.89	1.93	1.91	1.94	17.0	17.3	17.1	17.3
2012	1.96	1.88	1.88	1.87	17.5	17.0	16.7	17.0
2013	1.85	1.91	1.85	1.95	16.9	16.8	16.6	17.1
2014	1.93	1.98	1.98	1.92	16.9	17.0	17.0	17.0
2015	1.98	1.97	1.97	2.13	17.2	17.1	17.1	18.0
2016	2.14	2.11	2.06	2.07	17.9	17.5	17.1	17.2
2017	2.21	2.29	2.21	2.19	17.7	17.9	17.5	17.7
2018	2.27	2.24	2.18	2.47	17.8	17.4	17.2	18.5
2019	2.49	2.54	2.51	2.43	18.3	18.4	18.3	17.8
2020	2.38	2.51	–	–	17.5	17.7	–	–
Paid leave								
2006	–	–	–	.14	–	–	–	1.5
2007	.16	.15	.16	.16	1.6	1.6	1.6	1.6
2008	.16	.16	.15	.18	1.6	1.6	1.5	1.7
2009	.18	.19	.18	.22	1.8	1.8	1.7	2.1
2010	.22	.21	.21	.26	2.0	2.0	2.0	2.4
2011	.26	.28	.28	.28	2.3	2.5	2.5	2.5
2012	.27	.24	.23	.23	2.4	2.2	2.1	2.1
2013	.22	.23	.22	.25	2.1	2.1	2.0	2.2
2014	.25	.27	.26	.19	2.2	2.3	2.2	1.7
2015	.22	.21	.20	.22	1.9	1.9	1.8	1.9
2016	.23	.25	.21	.21	1.9	2.0	1.8	1.8
2017	.25	.27	.25	.22	2.0	2.1	2.0	1.8
2018	.23	.23	.22	.29	1.8	1.8	1.8	2.2
2019	.30	.30	.30	.27	2.2	2.2	2.2	2.0

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2020	0.27	0.30	–	–	2.0	2.1	–	–
Supplemental pay								
2006	–	–	–	0.08	–	–	–	0.8
2007	.09	.09	0.08	.08	.9	.9	0.9	.8
2008	.09	.08	.07	.09	.9	.8	.8	.8
2009	.09	.09	.09	.08	.9	.9	.9	.8
2010	.08	.08	.08	.07	.7	.7	.7	.7
2011	.08	.08	.08	.08	.7	.7	.7	.7
2012	.08	.07	.07	.07	.7	.7	.6	.7
2013	.07	.07	.07	.08	.7	.6	.6	.7
2014	.08	.09	.09	.08	.7	.8	.8	.7
2015	.08	.08	.08	.09	.7	.7	.7	.8
2016	.09	.07	.06	.07	.7	.5	.5	.5
2017	.08	.07	.07	.07	.6	.6	.6	.6
2018	.08	.08	.07	.16	.6	.6	.6	1.2
2019	.16	.17	.17	.19	1.2	1.2	1.3	1.4
2020	.18	.19	–	–	1.3	1.3	–	–
Insurance								
2006	–	–	–	.17	–	–	–	1.9
2007	.18	.19	.19	.19	1.8	1.9	1.9	1.9
2008	.22	.23	.21	.23	2.2	2.3	2.1	2.2
2009	.23	.25	.26	.29	2.2	2.3	2.4	2.7
2010	.28	.27	.27	.26	2.6	2.5	2.6	2.4
2011	.27	.29	.28	.29	2.4	2.6	2.5	2.6
2012	.29	.27	.26	.26	2.6	2.4	2.4	2.4
2013	.26	.27	.25	.27	2.3	2.4	2.2	2.3
2014	.24	.26	.27	.29	2.1	2.2	2.3	2.6
2015	.31	.31	.33	.36	2.7	2.7	2.8	3.0
2016	.36	.34	.33	.35	3.0	2.9	2.8	2.9
2017	.37	.40	.40	.43	2.9	3.1	3.2	3.5
2018	.44	.45	.43	.50	3.5	3.5	3.4	3.7
2019	.50	.51	.50	.46	3.6	3.7	3.6	3.3
2020	.42	.45	–	–	3.1	3.2	–	–
Retirement and savings								
2006	–	–	–	.03	–	–	–	.3
2007	.04	.04	.04	.03	.4	.4	.4	.3
2008	.04	.05	.04	.04	.4	.5	.4	.4
2009	.04	.05	.04	.06	.4	.5	.4	.6
2010	.06	.06	.06	.06	.6	.6	.6	.6
2011	.07	.07	.06	.08	.6	.6	.6	.7
2012	.08	.06	.05	.04	.7	.5	.5	.4
2013	.04	.05	.04	.07	.4	.4	.4	.6
2014	.07	.08	.08	.07	.6	.7	.7	.6
2015	.07	.07	.07	.08	.6	.6	.6	.7
2016	.08	.08	.05	.05	.7	.6	.4	.4
2017	.08	.08	.07	.05	.6	.6	.6	.4
2018	.06	.06	.06	.09	.4	.4	.4	.6
2019	.09	.11	.10	.07	.6	.8	.7	.5
2020	.07	.07	–	–	.5	.5	–	–
Legally required benefits								
2006	–	–	–	1.08	–	–	–	11.7
2007	1.11	1.10	1.13	1.12	11.6	11.4	11.5	11.4
2008	1.12	1.12	1.10	1.11	11.2	11.2	11.2	10.9
2009	1.12	1.14	1.14	1.15	10.8	10.8	10.8	10.7
2010	1.15	1.16	1.16	1.18	10.8	10.9	10.9	10.8
2011	1.22	1.23	1.22	1.23	11.0	11.0	10.9	10.9
2012	1.24	1.24	1.26	1.26	11.1	11.2	11.2	11.4
2013	1.26	1.28	1.27	1.29	11.5	11.3	11.4	11.3
2014	1.28	1.28	1.28	1.29	11.2	11.0	11.0	11.5
2015	1.30	1.30	1.28	1.38	11.3	11.3	11.2	11.6

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2016	1.38	1.38	1.40	1.39	11.6	11.5	11.6	11.5
2017	1.44	1.47	1.41	1.41	11.5	11.5	11.2	11.4
2018	1.46	1.42	1.41	1.44	11.5	11.1	11.1	10.8
2019	1.44	1.45	1.44	1.44	10.6	10.5	10.5	10.6
2020	1.44	1.49	–	–	10.6	10.5	–	–

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

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$10.33	–	–	–	100.0
2007	10.01	10.14	10.05	10.56	100.0	100.0	100.0	100.0
2008	10.39	10.44	11.12	11.08	100.0	100.0	100.0	100.0
2009	10.93	10.54	10.71	11.26	100.0	100.0	100.0	100.0
2010	11.28	11.77	11.73	11.32	100.0	100.0	100.0	100.0
2011	11.20	11.46	11.28	11.66	100.0	100.0	100.0	100.0
2012	11.86	12.15	12.45	11.72	100.0	100.0	100.0	100.0
2013	12.19	12.19	12.38	11.49	100.0	100.0	100.0	100.0
2014	12.11	12.01	12.03	11.73	100.0	100.0	100.0	100.0
2015	11.46	11.96	11.71	11.06	100.0	100.0	100.0	100.0
2016	11.43	12.23	11.83	11.84	100.0	100.0	100.0	100.0
2017	12.75	13.03	12.91	13.53	100.0	100.0	100.0	100.0
2018	13.61	13.76	13.82	14.26	100.0	100.0	100.0	100.0
2019	14.37	14.69	15.29	15.47	100.0	100.0	100.0	100.0
2020	16.38	16.36	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	8.05	–	–	–	77.9
2007	7.88	8.01	7.93	8.32	78.8	79.0	78.9	78.8
2008	8.20	8.22	8.62	8.77	78.9	78.7	77.5	79.1
2009	8.68	8.42	8.57	8.96	79.4	79.9	80.0	79.6
2010	9.06	9.41	9.41	9.15	80.3	79.9	80.2	80.8
2011	9.01	9.21	9.08	9.30	80.4	80.4	80.5	79.8
2012	9.41	9.73	9.96	9.31	79.3	80.1	80.0	79.5
2013	9.64	9.63	9.79	9.10	79.1	79.0	79.1	79.2
2014	9.53	9.48	9.56	9.30	78.7	78.9	79.4	79.3
2015	9.10	9.52	9.35	9.04	79.4	79.6	79.8	81.7
2016	9.36	10.00	9.66	9.61	81.8	81.8	81.7	81.2
2017	10.33	10.46	10.34	10.85	81.1	80.3	80.1	80.2
2018	11.01	11.21	11.30	11.40	80.9	81.5	81.8	79.9
2019	11.54	11.84	12.28	12.44	80.3	80.6	80.3	80.4
2020	12.99	13.04	–	–	79.3	79.8	–	–
Total benefits								
2006	–	–	–	2.28	–	–	–	22.1
2007	2.12	2.13	2.12	2.24	21.2	21.0	21.1	21.2
2008	2.19	2.23	2.50	2.32	21.1	21.3	22.5	20.9
2009	2.25	2.11	2.14	2.29	20.6	20.1	20.0	20.4
2010	2.22	2.37	2.32	2.17	19.7	20.1	19.8	19.2
2011	2.19	2.25	2.20	2.36	19.6	19.6	19.5	20.2
2012	2.45	2.42	2.49	2.40	20.7	19.9	20.0	20.5
2013	2.55	2.56	2.59	2.39	20.9	21.0	20.9	20.8
2014	2.58	2.53	2.48	2.43	21.3	21.1	20.6	20.7
2015	2.36	2.44	2.36	2.02	20.6	20.4	20.2	18.3
2016	2.08	2.23	2.17	2.23	18.2	18.2	18.3	18.8
2017	2.41	2.56	2.57	2.68	18.9	19.7	19.9	19.8
2018	2.60	2.55	2.52	2.86	19.1	18.5	18.2	20.1
2019	2.83	2.85	3.02	3.03	19.7	19.4	19.7	19.6
2020	3.38	3.31	–	–	20.7	20.2	–	–
Paid leave								
2006	–	–	–	.28	–	–	–	2.7
2007	.24	.24	.23	.24	2.4	2.3	2.3	2.3
2008	.25	.25	.32	.27	2.4	2.4	2.9	2.4
2009	.25	.22	.24	.28	2.3	2.1	2.2	2.5
2010	.26	.30	.29	.27	2.3	2.5	2.5	2.4
2011	.26	.28	.25	.29	2.3	2.4	2.2	2.5
2012	.33	.30	.31	.30	2.8	2.4	2.5	2.5
2013	.36	.35	.35	.31	2.9	2.8	2.9	2.7
2014	.34	.33	.32	.31	2.8	2.7	2.7	2.6
2015	.27	.31	.29	.19	2.4	2.6	2.5	1.7
2016	.19	.21	.19	.20	1.6	1.7	1.6	1.7
2017	.25	.28	.26	.31	2.0	2.1	2.0	2.3
2018	.29	.28	.24	.34	2.1	2.0	1.8	2.4
2019	.34	.37	.38	.44	2.4	2.5	2.5	2.8

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2020	0.47	0.44	–	–	2.9	2.7	–	–
Supplemental pay								
2006	–	–	–	0.17	–	–	–	1.7
2007	.13	.12	0.11	.14	1.3	1.2	1.1	1.4
2008	.11	.12	.15	.16	1.1	1.1	1.3	1.4
2009	.14	.11	.10	.13	1.3	1.1	1.0	1.2
2010	.13	.14	.12	.12	1.2	1.2	1.0	1.1
2011	.12	.13	.13	.13	1.0	1.1	1.1	1.1
2012	.15	.13	.14	.18	1.2	1.1	1.1	1.5
2013	.17	.18	.17	.15	1.4	1.4	1.4	1.3
2014	.15	.15	.14	.13	1.2	1.2	1.2	1.1
2015	.12	.12	.12	.10	1.1	1.0	1.0	.9
2016	.10	.11	.11	.11	.8	.9	.9	.9
2017	.11	.12	.12	.16	.9	.9	.9	1.2
2018	.16	.14	.15	.23	1.2	1.0	1.1	1.6
2019	.22	.20	.22	.21	1.5	1.4	1.5	1.4
2020	.32	.28	–	–	2.0	1.7	–	–
Insurance								
2006	–	–	–	.49	–	–	–	4.8
2007	.49	.48	.50	.51	4.9	4.8	5.0	4.8
2008	.53	.56	.67	.58	5.1	5.3	6.1	5.2
2009	.55	.51	.52	.55	5.1	4.9	4.8	4.9
2010	.50	.57	.55	.45	4.4	4.9	4.7	4.0
2011	.48	.49	.48	.56	4.3	4.3	4.3	4.8
2012	.58	.54	.56	.56	4.9	4.4	4.5	4.8
2013	.61	.61	.61	.58	5.0	5.0	5.0	5.1
2014	.69	.67	.63	.63	5.7	5.6	5.3	5.4
2015	.62	.61	.59	.38	5.4	5.1	5.0	3.5
2016	.39	.44	.45	.51	3.4	3.6	3.8	4.3
2017	.58	.69	.66	.61	4.6	5.3	5.1	4.5
2018	.59	.54	.54	.66	4.3	3.9	3.9	4.6
2019	.65	.64	.67	.65	4.5	4.3	4.4	4.2
2020	.76	.74	–	–	4.6	4.6	–	–
Retirement and savings								
2006	–	–	–	.05	–	–	–	.5
2007	.05	.05	.06	.08	.5	.5	.6	.7
2008	.08	.08	.09	.07	.7	.7	.8	.6
2009	.07	.06	.07	.08	.6	.6	.6	.7
2010	.07	.07	.07	.05	.6	.6	.6	.5
2011	.06	.07	.08	.09	.5	.7	.7	.8
2012	.10	.09	.10	.08	.8	.7	.8	.7
2013	.09	.09	.11	.07	.7	.8	.9	.6
2014	.07	.07	.06	.09	.6	.6	.5	.8
2015	.09	.11	.09	.09	.8	.9	.7	.8
2016	.09	.11	.11	.10	.8	.9	.9	.8
2017	.10	.12	.11	.15	.8	.9	.9	1.1
2018	.14	.14	.14	.17	1.0	1.0	1.0	1.2
2019	.17	.18	.20	.22	1.2	1.2	1.3	1.4
2020	.22	.23	–	–	1.3	1.4	–	–
Legally required benefits								
2006	–	–	–	1.29	–	–	–	12.5
2007	1.21	1.24	1.22	1.28	12.1	12.2	12.1	12.1
2008	1.23	1.22	1.27	1.24	11.8	11.7	11.4	11.2
2009	1.23	1.20	1.22	1.25	11.3	11.4	11.4	11.1
2010	1.26	1.28	1.29	1.28	11.2	10.9	11.0	11.3
2011	1.29	1.28	1.27	1.28	11.5	11.1	11.2	11.0
2012	1.29	1.37	1.38	1.28	10.9	11.2	11.1	11.0
2013	1.32	1.33	1.35	1.29	10.8	10.9	10.9	11.2
2014	1.33	1.32	1.32	1.28	11.0	11.0	11.0	10.9
2015	1.26	1.28	1.28	1.26	11.0	10.7	10.9	11.4

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2016	1.31	1.36	1.30	1.31	11.4	11.1	11.0	11.1
2017	1.36	1.36	1.42	1.45	10.7	10.5	11.0	10.7
2018	1.42	1.45	1.45	1.46	10.5	10.5	10.5	10.2
2019	1.45	1.47	1.55	1.51	10.1	10.0	10.2	9.8
2020	1.61	1.61	–	–	9.9	9.9	–	–

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

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$14.71	–	–	–	100.0
2007	14.79	15.00	15.05	14.98	100.0	100.0	100.0	100.0
2008	14.79	15.32	15.08	15.11	100.0	100.0	100.0	100.0
2009	15.34	15.61	15.70	14.75	100.0	100.0	100.0	100.0
2010	14.92	14.96	14.94	14.97	100.0	100.0	100.0	100.0
2011	15.05	15.10	15.21	14.82	100.0	100.0	100.0	100.0
2012	14.80	15.04	14.84	16.20	100.0	100.0	100.0	100.0
2013	16.44	16.45	16.43	17.47	100.0	100.0	100.0	100.0
2014	17.08	17.57	17.45	19.26	100.0	100.0	100.0	100.0
2015	19.44	19.47	19.92	20.85	100.0	100.0	100.0	100.0
2016	21.24	20.60	20.50	19.84	100.0	100.0	100.0	100.0
2017	19.36	20.05	20.35	20.59	100.0	100.0	100.0	100.0
2018	21.03	19.70	21.43	21.18	100.0	100.0	100.0	100.0
2019	21.54	21.64	21.43	21.03	100.0	100.0	100.0	100.0
2020	21.20	21.15	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.63	–	–	–	72.2
2007	10.75	10.86	10.96	10.92	72.7	72.4	72.8	72.9
2008	10.78	11.09	11.01	11.06	72.9	72.4	73.0	73.2
2009	11.19	11.40	11.50	10.87	72.9	73.0	73.2	73.7
2010	10.92	10.94	10.90	10.92	73.2	73.1	73.0	72.9
2011	10.97	11.00	11.09	10.85	72.9	72.9	72.9	73.2
2012	10.78	10.98	10.84	11.59	72.9	73.0	73.0	71.5
2013	11.75	11.76	11.75	12.42	71.4	71.5	71.6	71.1
2014	12.17	12.48	12.44	13.66	71.2	71.0	71.3	70.9
2015	13.78	13.79	14.06	14.68	70.9	70.8	70.6	70.4
2016	14.97	14.58	14.63	14.36	70.5	70.8	71.4	72.4
2017	14.02	14.56	14.78	14.95	72.4	72.6	72.6	72.6
2018	15.19	14.16	15.44	15.36	72.2	71.9	72.0	72.5
2019	15.59	15.69	15.54	15.36	72.4	72.5	72.5	73.0
2020	15.48	15.41	–	–	73.0	72.9	–	–
Total benefits								
2006	–	–	–	4.08	–	–	–	27.8
2007	4.04	4.14	4.10	4.06	27.3	27.6	27.2	27.1
2008	4.01	4.23	4.07	4.05	27.1	27.6	27.0	26.8
2009	4.15	4.21	4.20	3.89	27.1	27.0	26.8	26.3
2010	4.00	4.03	4.03	4.05	26.8	26.9	27.0	27.1
2011	4.08	4.09	4.12	3.97	27.1	27.1	27.1	26.8
2012	4.01	4.05	4.00	4.61	27.1	27.0	27.0	28.5
2013	4.70	4.68	4.67	5.04	28.6	28.5	28.4	28.9
2014	4.92	5.10	5.01	5.60	28.8	29.0	28.7	29.1
2015	5.66	5.68	5.86	6.17	29.1	29.2	29.4	29.6
2016	6.27	6.02	5.87	5.47	29.5	29.2	28.6	27.6
2017	5.34	5.49	5.57	5.64	27.6	27.4	27.4	27.4
2018	5.84	5.53	5.99	5.83	27.8	28.1	28.0	27.5
2019	5.95	5.95	5.89	5.67	27.6	27.5	27.5	27.0
2020	5.72	5.73	–	–	27.0	27.1	–	–
Paid leave								
2006	–	–	–	.86	–	–	–	5.8
2007	.86	.87	.87	.87	5.8	5.8	5.8	5.8
2008	.83	.85	.80	.79	5.6	5.6	5.3	5.2
2009	.81	.84	.85	.73	5.3	5.4	5.4	4.9
2010	.74	.74	.73	.76	5.0	5.0	4.9	5.0
2011	.76	.75	.77	.73	5.0	5.0	5.1	4.9
2012	.72	.74	.72	.86	4.9	4.9	4.9	5.3
2013	.88	.87	.87	1.00	5.3	5.3	5.3	5.7
2014	.96	1.00	.98	1.04	5.6	5.7	5.6	5.4
2015	1.04	1.04	1.07	1.13	5.4	5.4	5.4	5.4
2016	1.16	1.12	1.07	.96	5.5	5.4	5.2	4.8
2017	.95	1.00	1.03	1.03	4.9	5.0	5.0	5.0
2018	1.07	.92	1.08	1.13	5.1	4.7	5.1	5.4
2019	1.17	1.16	1.16	1.12	5.4	5.4	5.4	5.3

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2020	1.14	1.13	–	–	5.4	5.3	–	–
Supplemental pay								
2006	–	–	–	0.21	–	–	–	1.4
2007	.20	.21	0.21	.20	1.4	1.4	1.4	1.4
2008	.20	.22	.21	.21	1.4	1.5	1.4	1.4
2009	.21	.23	.23	.19	1.4	1.5	1.5	1.3
2010	.19	.19	.19	.21	1.3	1.2	1.3	1.4
2011	.22	.22	.22	.24	1.5	1.5	1.5	1.6
2012	.24	.25	.24	.31	1.6	1.6	1.6	1.9
2013	.31	.32	.31	.32	1.9	1.9	1.9	1.8
2014	.30	.31	.30	.33	1.8	1.8	1.7	1.7
2015	.31	.31	.32	.36	1.6	1.6	1.6	1.7
2016	.36	.34	.31	.31	1.7	1.6	1.5	1.6
2017	.29	.31	.31	.36	1.5	1.5	1.5	1.8
2018	.37	.34	.39	.38	1.7	1.7	1.8	1.8
2019	.36	.36	.35	.37	1.7	1.7	1.6	1.7
2020	.36	.37	–	–	1.7	1.7	–	–
Insurance								
2006	–	–	–	1.33	–	–	–	9.0
2007	1.35	1.32	1.33	1.31	9.1	8.8	8.8	8.8
2008	1.33	1.35	1.31	1.29	9.0	8.8	8.7	8.6
2009	1.36	1.37	1.39	1.30	8.9	8.8	8.8	8.8
2010	1.40	1.40	1.42	1.36	9.4	9.3	9.5	9.1
2011	1.36	1.34	1.35	1.25	9.1	8.9	8.9	8.4
2012	1.25	1.27	1.24	1.44	8.4	8.4	8.4	8.9
2013	1.47	1.46	1.45	1.56	8.9	8.8	8.8	8.9
2014	1.55	1.60	1.57	1.83	9.1	9.1	9.0	9.5
2015	1.88	1.91	1.99	2.08	9.7	9.8	10.0	10.0
2016	2.12	2.01	1.96	1.84	10.0	9.7	9.5	9.3
2017	1.76	1.76	1.79	1.92	9.1	8.8	8.8	9.3
2018	1.99	1.92	2.02	1.84	9.5	9.7	9.4	8.7
2019	1.91	1.90	1.89	1.76	8.9	8.8	8.8	8.4
2020	1.79	1.80	–	–	8.4	8.5	–	–
Retirement and savings								
2006	–	–	–	.25	–	–	–	1.7
2007	.25	.25	.25	.25	1.7	1.7	1.6	1.7
2008	.23	.27	.24	.25	1.6	1.8	1.6	1.6
2009	.24	.23	.20	.19	1.6	1.5	1.2	1.3
2010	.20	.21	.20	.24	1.3	1.4	1.3	1.6
2011	.24	.24	.24	.32	1.6	1.6	1.6	2.1
2012	.32	.31	.29	.41	2.2	2.1	2.0	2.6
2013	.43	.43	.42	.49	2.6	2.6	2.6	2.8
2014	.46	.51	.50	.61	2.7	2.9	2.9	3.1
2015	.61	.62	.66	.71	3.2	3.2	3.3	3.4
2016	.72	.68	.65	.57	3.4	3.3	3.2	2.9
2017	.56	.60	.61	.58	2.9	3.0	3.0	2.8
2018	.61	.61	.70	.66	2.9	3.1	3.3	3.1
2019	.68	.67	.67	.63	3.2	3.1	3.1	3.0
2020	.65	.65	–	–	3.1	3.1	–	–
Legally required benefits								
2006	–	–	–	1.44	–	–	–	9.8
2007	1.38	1.48	1.44	1.43	9.3	9.9	9.5	9.6
2008	1.42	1.53	1.51	1.51	9.6	10.0	10.0	10.0
2009	1.53	1.54	1.54	1.47	10.0	9.9	9.8	10.0
2010	1.47	1.49	1.50	1.49	9.8	10.0	10.0	10.0
2011	1.50	1.55	1.54	1.44	10.0	10.2	10.1	9.7
2012	1.47	1.49	1.50	1.58	10.0	9.9	10.1	9.8
2013	1.61	1.61	1.62	1.68	9.8	9.8	9.8	9.6
2014	1.65	1.67	1.67	1.79	9.7	9.5	9.5	9.3
2015	1.81	1.80	1.82	1.89	9.3	9.2	9.2	9.1

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2016	1.90	1.88	1.88	1.80	9.0	9.1	9.2	9.1
2017	1.78	1.83	1.82	1.76	9.2	9.1	9.0	8.5
2018	1.81	1.74	1.81	1.81	8.6	8.9	8.4	8.6
2019	1.83	1.85	1.82	1.79	8.5	8.6	8.5	8.5
2020	1.78	1.78	–	–	8.4	8.4	–	–

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

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$14.08	–	–	–	100.0
2007	14.23	14.30	14.58	14.41	100.0	100.0	100.0	100.0
2008	14.43	15.06	14.60	14.33	100.0	100.0	100.0	100.0
2009	14.61	14.96	15.07	13.68	100.0	100.0	100.0	100.0
2010	13.92	13.59	13.61	13.25	100.0	100.0	100.0	100.0
2011	13.30	13.30	13.49	12.86	100.0	100.0	100.0	100.0
2012	12.69	13.06	12.83	14.07	100.0	100.0	100.0	100.0
2013	14.40	14.46	14.45	15.01	100.0	100.0	100.0	100.0
2014	14.49	14.84	14.33	16.26	100.0	100.0	100.0	100.0
2015	16.55	16.58	16.83	17.10	100.0	100.0	100.0	100.0
2016	17.56	17.05	17.56	16.71	100.0	100.0	100.0	100.0
2017	16.52	16.90	17.45	19.12	100.0	100.0	100.0	100.0
2018	19.49	17.78	19.72	20.12	100.0	100.0	100.0	100.0
2019	20.65	20.46	20.43	21.09	100.0	100.0	100.0	100.0
2020	21.39	21.28	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.51	–	–	–	74.7
2007	10.64	10.70	10.92	10.75	74.8	74.8	74.9	74.6
2008	10.79	11.15	10.97	10.81	74.8	74.0	75.1	75.4
2009	10.97	11.18	11.30	10.31	75.1	74.8	75.0	75.3
2010	10.34	10.10	10.16	9.80	74.3	74.3	74.6	73.9
2011	9.81	9.84	9.99	9.60	73.8	74.0	74.0	74.7
2012	9.40	9.72	9.56	10.43	74.1	74.5	74.5	74.1
2013	10.65	10.72	10.72	11.16	74.0	74.1	74.2	74.4
2014	10.81	11.06	10.77	12.17	74.6	74.5	75.1	74.9
2015	12.39	12.39	12.59	12.88	74.9	74.7	74.9	75.3
2016	13.23	12.93	13.28	12.89	75.4	75.8	75.6	77.1
2017	12.68	13.11	13.50	14.41	76.8	77.6	77.3	75.4
2018	14.63	13.30	14.74	14.89	75.1	74.8	74.7	74.0
2019	15.32	15.23	15.17	15.66	74.2	74.4	74.3	74.3
2020	15.91	15.77	–	–	74.4	74.1	–	–
Total benefits								
2006	–	–	–	3.56	–	–	–	25.3
2007	3.59	3.60	3.66	3.65	25.2	25.2	25.1	25.4
2008	3.64	3.91	3.63	3.52	25.2	26.0	24.9	24.6
2009	3.64	3.77	3.77	3.38	24.9	25.2	25.0	24.7
2010	3.58	3.49	3.46	3.46	25.7	25.7	25.4	26.1
2011	3.49	3.46	3.51	3.26	26.2	26.0	26.0	25.3
2012	3.29	3.33	3.27	3.64	25.9	25.5	25.5	25.9
2013	3.75	3.74	3.73	3.85	26.0	25.9	25.8	25.6
2014	3.68	3.78	3.56	4.09	25.4	25.5	24.9	25.1
2015	4.16	4.20	4.23	4.22	25.1	25.3	25.1	24.7
2016	4.32	4.12	4.29	3.82	24.6	24.2	24.4	22.9
2017	3.83	3.78	3.96	4.71	23.2	22.4	22.7	24.6
2018	4.86	4.48	4.99	5.23	24.9	25.2	25.3	26.0
2019	5.33	5.23	5.26	5.43	25.8	25.6	25.7	25.7
2020	5.48	5.51	–	–	25.6	25.9	–	–
Paid leave								
2006	–	–	–	.68	–	–	–	4.8
2007	.67	.69	.70	.69	4.7	4.9	4.8	4.8
2008	.67	.73	.61	.60	4.6	4.8	4.2	4.2
2009	.62	.67	.69	.53	4.3	4.5	4.6	3.9
2010	.55	.53	.53	.58	4.0	3.9	3.9	4.4
2011	.59	.57	.61	.59	4.4	4.3	4.5	4.6
2012	.57	.60	.58	.72	4.5	4.6	4.5	5.1
2013	.74	.74	.75	.82	5.2	5.1	5.2	5.5
2014	.76	.79	.73	.72	5.3	5.3	5.1	4.4
2015	.74	.74	.75	.66	4.5	4.5	4.5	3.9
2016	.70	.66	.68	.53	4.0	3.9	3.9	3.2
2017	.58	.59	.64	.81	3.5	3.5	3.7	4.2
2018	.84	.66	.84	.99	4.3	3.7	4.2	4.9
2019	1.02	.99	1.01	1.05	5.0	4.8	4.9	5.0

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2020	1.06	1.07	–	–	5.0	5.0	–	–
Supplemental pay								
2006	–	–	–	0.19	–	–	–	1.4
2007	.19	.22	0.21	.19	1.3	1.5	1.5	1.3
2008	.20	.24	.23	.19	1.4	1.6	1.6	1.3
2009	.19	.24	.22	.13	1.3	1.6	1.5	.9
2010	.13	.13	.14	.14	.9	1.0	1.0	1.1
2011	.14	.14	.15	.16	1.1	1.1	1.1	1.2
2012	.16	.17	.16	.19	1.3	1.3	1.3	1.4
2013	.19	.20	.19	.17	1.3	1.4	1.3	1.2
2014	.17	.18	.17	.22	1.2	1.2	1.2	1.4
2015	.20	.20	.20	.20	1.2	1.2	1.2	1.1
2016	.20	.18	.19	.18	1.1	1.1	1.1	1.1
2017	.17	.15	.18	.30	1.0	.9	1.0	1.6
2018	.31	.28	.32	.37	1.6	1.6	1.6	1.9
2019	.34	.32	.32	.35	1.7	1.6	1.6	1.7
2020	.35	.38	–	–	1.6	1.8	–	–
Insurance								
2006	–	–	–	1.04	–	–	–	7.4
2007	1.05	1.00	1.01	1.04	7.4	7.0	6.9	7.2
2008	1.07	1.11	1.06	1.04	7.4	7.4	7.2	7.3
2009	1.10	1.13	1.15	1.11	7.6	7.6	7.6	8.1
2010	1.25	1.22	1.18	1.13	9.0	9.0	8.6	8.6
2011	1.16	1.11	1.12	.99	8.7	8.3	8.3	7.7
2012	1.00	1.02	.99	1.09	7.9	7.8	7.7	7.7
2013	1.12	1.10	1.10	1.09	7.8	7.6	7.6	7.2
2014	1.01	1.03	.96	1.22	7.0	6.9	6.7	7.5
2015	1.27	1.32	1.31	1.36	7.7	7.9	7.8	8.0
2016	1.41	1.29	1.36	1.23	8.0	7.5	7.7	7.4
2017	1.17	1.09	1.14	1.57	7.1	6.4	6.5	8.2
2018	1.62	1.52	1.63	1.51	8.3	8.6	8.3	7.5
2019	1.54	1.51	1.54	1.57	7.5	7.4	7.5	7.4
2020	1.59	1.60	–	–	7.4	7.5	–	–
Retirement and savings								
2006	–	–	–	.20	–	–	–	1.4
2007	.20	.20	.20	.19	1.4	1.4	1.4	1.3
2008	.18	.26	.19	.19	1.2	1.7	1.3	1.3
2009	.20	.17	.16	.16	1.3	1.1	1.1	1.2
2010	.18	.18	.17	.21	1.3	1.3	1.2	1.6
2011	.21	.21	.21	.26	1.5	1.6	1.5	2.0
2012	.28	.24	.23	.32	2.2	1.8	1.8	2.3
2013	.33	.32	.31	.35	2.3	2.2	2.2	2.3
2014	.33	.36	.29	.32	2.3	2.4	2.0	2.0
2015	.33	.33	.34	.29	2.0	2.0	2.0	1.7
2016	.30	.28	.30	.22	1.7	1.6	1.7	1.3
2017	.27	.27	.29	.33	1.6	1.6	1.7	1.7
2018	.33	.33	.44	.57	1.7	1.9	2.3	2.8
2019	.60	.59	.60	.60	2.9	2.9	3.0	2.8
2020	.62	.62	–	–	2.9	2.9	–	–
Legally required benefits								
2006	–	–	–	1.45	–	–	–	10.3
2007	1.48	1.49	1.54	1.53	10.4	10.4	10.6	10.7
2008	1.53	1.57	1.55	1.50	10.6	10.4	10.6	10.4
2009	1.53	1.56	1.55	1.44	10.5	10.4	10.3	10.5
2010	1.47	1.43	1.45	1.39	10.5	10.5	10.6	10.5
2011	1.40	1.43	1.43	1.26	10.5	10.8	10.6	9.8
2012	1.29	1.31	1.30	1.32	10.2	10.0	10.1	9.4
2013	1.36	1.38	1.38	1.43	9.5	9.5	9.5	9.5
2014	1.40	1.43	1.41	1.61	9.6	9.6	9.8	9.9
2015	1.62	1.61	1.64	1.71	9.8	9.7	9.7	10.0

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2016	1.72	1.71	1.76	1.65	9.8	10.1	10.0	9.9
2017	1.65	1.69	1.70	1.71	10.0	10.0	9.8	8.9
2018	1.76	1.69	1.75	1.79	9.0	9.5	8.9	8.9
2019	1.82	1.82	1.79	1.86	8.8	8.9	8.8	8.8
2020	1.86	1.85	–	–	8.7	8.7	–	–

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

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2006	–	–	–	$15.24	–	–	–	100.0
2007	15.26	15.58	15.45	15.45	100.0	100.0	100.0	100.0
2008	15.08	15.53	15.50	15.83	100.0	100.0	100.0	100.0
2009	16.01	16.19	16.23	15.80	100.0	100.0	100.0	100.0
2010	15.88	16.36	16.44	17.21	100.0	100.0	100.0	100.0
2011	17.48	17.58	17.58	18.38	100.0	100.0	100.0	100.0
2012	18.44	18.68	18.67	19.67	100.0	100.0	100.0	100.0
2013	19.84	20.00	19.97	22.27	100.0	100.0	100.0	100.0
2014	22.31	22.89	23.45	24.83	100.0	100.0	100.0	100.0
2015	24.54	24.75	25.61	28.09	100.0	100.0	100.0	100.0
2016	28.25	28.47	28.36	28.45	100.0	100.0	100.0	100.0
2017	27.60	28.08	27.89	25.55	100.0	100.0	100.0	100.0
2018	26.18	26.10	27.18	24.67	100.0	100.0	100.0	100.0
2019	23.71	24.51	23.95	20.91	100.0	100.0	100.0	100.0
2020	20.80	20.83	–	–	100.0	100.0	–	–
Wages and salaries								
2006	–	–	–	10.72	–	–	–	70.3
2007	10.84	11.00	10.99	11.06	71.0	70.6	71.1	71.6
2008	10.78	11.04	11.05	11.30	71.5	71.1	71.3	71.3
2009	11.39	11.59	11.67	11.42	71.2	71.6	71.9	72.2
2010	11.49	11.78	11.75	12.38	72.3	72.0	71.5	72.0
2011	12.57	12.61	12.61	13.12	71.9	71.7	71.7	71.4
2012	13.18	13.30	13.27	13.48	71.5	71.2	71.1	68.5
2013	13.57	13.63	13.61	14.89	68.4	68.2	68.2	66.9
2014	14.90	15.23	15.65	16.41	66.8	66.6	66.7	66.1
2015	16.23	16.35	16.76	18.16	66.1	66.1	65.4	64.7
2016	18.27	18.25	18.26	18.42	64.7	64.1	64.4	64.8
2017	17.89	18.24	18.13	16.76	64.8	64.9	65.0	65.6
2018	17.07	17.06	17.80	16.89	65.2	65.4	65.5	68.5
2019	16.25	16.82	16.48	14.69	68.6	68.6	68.8	70.3
2020	14.57	14.59	–	–	70.0	70.0	–	–
Total benefits								
2006	–	–	–	4.52	–	–	–	29.7
2007	4.42	4.58	4.47	4.39	29.0	29.4	28.9	28.4
2008	4.30	4.50	4.45	4.54	28.5	28.9	28.7	28.7
2009	4.62	4.60	4.57	4.39	28.8	28.4	28.1	27.8
2010	4.39	4.57	4.69	4.82	27.7	28.0	28.5	28.0
2011	4.91	4.97	4.97	5.26	28.1	28.3	28.3	28.6
2012	5.26	5.38	5.41	6.19	28.5	28.8	28.9	31.5
2013	6.27	6.37	6.36	7.38	31.6	31.8	31.8	33.1
2014	7.42	7.65	7.80	8.42	33.2	33.4	33.3	33.9
2015	8.31	8.39	8.85	9.93	33.9	33.9	34.6	35.3
2016	9.98	10.22	10.10	10.02	35.3	35.9	35.6	35.2
2017	9.71	9.84	9.76	8.79	35.2	35.1	35.0	34.4
2018	9.11	9.04	9.38	7.78	34.8	34.6	34.5	31.5
2019	7.46	7.70	7.46	6.22	31.4	31.4	31.2	29.7
2020	6.23	6.25	–	–	30.0	30.0	–	–
Paid leave								
2006	–	–	–	1.01	–	–	–	6.6
2007	1.02	1.02	1.02	1.01	6.7	6.6	6.6	6.5
2008	.95	.96	.96	.97	6.3	6.2	6.2	6.1
2009	.98	.99	.99	.92	6.1	6.1	6.1	5.8
2010	.92	.95	.96	.98	5.8	5.8	5.9	5.7
2011	1.00	1.00	1.00	.99	5.7	5.7	5.7	5.4
2012	.99	1.01	.99	1.10	5.4	5.4	5.3	5.6
2013	1.10	1.10	1.10	1.34	5.5	5.5	5.5	6.0
2014	1.35	1.40	1.46	1.64	6.1	6.1	6.2	6.6
2015	1.58	1.60	1.66	2.04	6.4	6.5	6.5	7.2
2016	2.05	2.15	2.11	2.12	7.3	7.5	7.4	7.5
2017	2.01	2.04	2.03	1.77	7.3	7.3	7.3	6.9
2018	1.84	1.81	1.91	1.62	7.0	6.9	7.0	6.6
2019	1.52	1.57	1.55	1.26	6.4	6.4	6.5	6.0

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2020	1.29	1.27	–	–	6.2	6.1	–	–
Supplemental pay								
2006	–	–	–	0.22	–	–	–	1.4
2007	.21	.21	0.21	.21	1.4	1.4	1.4	1.4
2008	.20	.21	.20	.23	1.4	1.3	1.3	1.5
2009	.23	.23	.23	.25	1.4	1.4	1.4	1.6
2010	.24	.24	.25	.30	1.5	1.5	1.5	1.7
2011	.32	.33	.33	.39	1.9	1.9	1.9	2.1
2012	.39	.39	.39	.51	2.1	2.1	2.1	2.6
2013	.51	.53	.52	.60	2.6	2.7	2.6	2.7
2014	.55	.58	.55	.54	2.5	2.5	2.3	2.2
2015	.52	.51	.54	.68	2.1	2.1	2.1	2.4
2016	.67	.67	.64	.66	2.4	2.4	2.2	2.3
2017	.66	.70	.66	.57	2.4	2.5	2.4	2.2
2018	.56	.54	.61	.40	2.1	2.1	2.3	1.6
2019	.40	.45	.42	.39	1.7	1.8	1.8	1.9
2020	.39	.33	–	–	1.9	1.6	–	–
Insurance								
2006	–	–	–	1.57	–	–	–	10.3
2007	1.60	1.58	1.59	1.53	10.5	10.1	10.3	9.9
2008	1.54	1.55	1.52	1.53	10.2	10.0	9.8	9.7
2009	1.60	1.58	1.58	1.48	10.0	9.7	9.7	9.4
2010	1.55	1.58	1.69	1.65	9.7	9.7	10.3	9.6
2011	1.65	1.66	1.66	1.71	9.4	9.4	9.5	9.3
2012	1.69	1.72	1.73	2.01	9.1	9.2	9.2	10.2
2013	2.04	2.09	2.08	2.49	10.3	10.4	10.4	11.2
2014	2.65	2.71	2.72	2.97	11.9	11.9	11.6	12.0
2015	2.97	3.00	3.25	3.46	12.1	12.1	12.7	12.3
2016	3.48	3.60	3.55	3.53	12.3	12.6	12.5	12.4
2017	3.48	3.47	3.50	3.10	12.6	12.4	12.5	12.1
2018	3.24	3.24	3.31	2.93	12.4	12.4	12.2	11.9
2019	2.81	2.86	2.77	2.20	11.8	11.7	11.6	10.5
2020	2.21	2.28	–	–	10.6	10.9	–	–
Retirement and savings								
2006	–	–	–	.29	–	–	–	1.9
2007	.29	.29	.29	.29	1.9	1.9	1.9	1.9
2008	.28	.28	.28	.30	1.8	1.8	1.8	1.9
2009	.29	.28	.22	.22	1.8	1.7	1.4	1.4
2010	.22	.24	.23	.27	1.4	1.4	1.4	1.5
2011	.28	.28	.28	.41	1.6	1.6	1.6	2.2
2012	.41	.45	.41	.57	2.2	2.4	2.2	2.9
2013	.60	.61	.62	.77	3.0	3.1	3.1	3.4
2014	.71	.81	.90	1.14	3.2	3.5	3.8	4.6
2015	1.11	1.13	1.24	1.51	4.5	4.6	4.8	5.4
2016	1.53	1.57	1.58	1.52	5.4	5.5	5.6	5.4
2017	1.42	1.43	1.43	1.43	5.1	5.1	5.1	5.6
2018	1.52	1.52	1.56	.93	5.8	5.8	5.7	3.8
2019	.87	.88	.84	.72	3.7	3.6	3.5	3.4
2020	.72	.74	–	–	3.5	3.6	–	–
Legally required benefits								
2006	–	–	–	1.44	–	–	–	9.4
2007	1.30	1.48	1.35	1.35	8.5	9.5	8.7	8.8
2008	1.33	1.49	1.48	1.51	8.8	9.6	9.6	9.6
2009	1.53	1.52	1.53	1.50	9.5	9.4	9.4	9.5
2010	1.46	1.56	1.56	1.63	9.2	9.5	9.5	9.5
2011	1.65	1.71	1.70	1.76	9.5	9.7	9.7	9.6
2012	1.79	1.83	1.88	2.01	9.7	9.8	10.1	10.2
2013	2.02	2.04	2.04	2.18	10.2	10.2	10.2	9.8
2014	2.16	2.15	2.16	2.14	9.7	9.4	9.2	8.6
2015	2.13	2.15	2.17	2.24	8.7	8.7	8.5	8.0

See footnotes at end of table.

Supplemental table 32. Private leisure and hospitality industry workers, by establishment size: employer costs per hour 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								
2016	2.25	2.24	2.22	2.18	8.0	7.9	7.8	7.7
2017	2.15	2.20	2.14	1.92	7.8	7.8	7.7	7.5
2018	1.96	1.93	1.99	1.90	7.5	7.4	7.3	7.7
2019	1.85	1.93	1.89	1.64	7.8	7.9	7.9	7.9
2020	1.62	1.62	–	–	7.8	7.8	–	–

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