

Year	Managerial	Technical	Clerical
2010	\$77.77	\$67.59	\$30.35
2011	\$70.73	\$64.66	\$29.86
2012	\$72.88	\$64.39	\$29.51
2013	\$77.82	\$64.55	\$30.35
2014	\$80.22	\$72.22	\$31.26
2015	\$81.18	\$75.89	\$33.66
2016	\$83.26	\$78.40	\$34.26
2017	\$76.67	\$77.94	\$34.99
2018	\$80.09	\$75.32	\$34.50

Table x: Industry Wage Rates (2018\$)

Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c
			(a)	(b)	(c) = (b)/(a)	(d)	(e) = (c) + (d) + 1
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-18	\$48.73	\$23.08	47%	17%	1.64
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-18	\$44.35	\$23.43	53%	17%	1.70
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-18	\$20.77	\$10.20	49%	17%	1.66

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – March 2019* (U.S. Bureau of Labor Statistics, 2019).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Part I* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames (accessed 6/20/19):

1. Dec 2018 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

Hourly Loaded Wages ^d
<i>(f)=(a)×(e)</i>
\$80.09
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BLS site:

<https://www.bls.gov/web/ecec/ecsuphst.pdf>

Navigation to BLS site (on date of Access, June 20, 2019):

- 1 From www.bls.gov
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigate to "ECT Publications" (by scrolling or link)
----extend list by selecting: All NCS Publications (including benefits, compensation costs, and wag
- 4 Go to "ECEC" tab
- 4 Select "December 2006-Present Employer Costs for Employee Compensation Historical Listings, P

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2019). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fin*

Reference Filenames:

1. Dec 2018 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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Private industry supplemental tables"

lementary Tables: December 2006 – March 2019. Retrieved June 20, 2019, from <https://www.bls.gov/web/ec>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis F
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

ec/ecsuphst.pdf

Branch.

Economics and Policy Analysis Branch.

Table x: Industry Wage Rates (2016\$)								
Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c	Hourly Loaded Wages ^d
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1	(f)=(a)×(e)
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-17	\$46.59	\$22.16	48%	17%	1.65	\$76.67
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-17	\$45.82	\$24.33	53%	17%	1.70	\$77.94
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-17	\$20.49	\$11.02	54%	17%	1.71	\$34.99

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2017* (U.S. Bureau of Labor Statistics, 2018).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames (accessed 3/26/18):

1. Dec 2017 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

BLS site:

<https://www.bls.gov/web/ecec/ecsuphst.pdf>

Navigation to BLS site (on date of Access, March 21, 2017):

1 From www.bls.gov

2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"

3 ---navigate to "ECT Publications" (by scrolling or link)

Select "All NCS Publications (including benefits, compensation costs, and wages) »"

4 Under "COMPENSATION COST TREND PUBLICATIONS":

Select "Private Industry Supplemental Historical Listing, December 2006 Forward [PDF

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2018). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fir*

Reference Filenames:

1. Dec 2017 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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lementary Tables: December 2006 – December 2017. Retrieved March 26, 2018, from <https://www.bls.gov/w>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis E
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

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Branch.

Economics and Policy Analysis Branch.

Table x: Industry Wage Rates (2016\$)

Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-16	\$50.09	\$24.65	49%	17%	1.66
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-16	\$45.66	\$24.98	55%	17%	1.72
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-16	\$20.29	\$10.52	52%	17%	1.69

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2016* (U.S. Bureau of Labor Statistics, 2017).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames (accessed 3/22/17):

1. Dec 2016 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

Hourly Loaded Wages^d
$(f)=(a)\times(e)$
\$83.26
\$78.40
\$34.26
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BLS site:

<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>

Navigation to BLS site (on date of Access, March 21, 2017):

- 1 From www.bls.gov (you are looking for the National Compensation Survey)
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigate to "ECT Publications" (by scrolling or link)
Select "All NCS Publications (including benefits, compensation costs, and wages) »"

4 Under "COMPENSATION COST TREND PUBLICATIONS":

Select ECEC Supplemental Tables Historical Data, December 2006 Forward [PDF] [TXT]

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2015). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fir*

Reference Filenames:

1. Dec 2016 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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lementary Tables: December 2006 – December 2015. Retrieved March 21, 2016, from <http://www.bls.gov/n>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis E
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

s/ect/sp/ecsuphst.pdf

Branch.

Economics and Policy Analysis Branch.

Table x: Industry Wage Rates (2015\$)								
Labor Category	Data Series ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c	Hourly Loaded Wages ^d
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1	(f)=(a)×(e)
Managerial	BLS ECEC, Private Manufacturing industries, “Mgt, Business, and Financial”	Dec-15	\$48.66	\$24.25	50%	17%	1.67	\$81.18
Professional / Technical	BLS ECEC, Private Manufacturing industries, “Professional and related“	Dec-15	\$44.06	\$24.34	55%	17%	1.72	\$75.89
Clerical	BLS ECEC, Private Manufacturing industries, “Office and Administrative Support”	Dec-15	\$19.91	\$10.37	52%	17%	1.69	\$33.66

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2015* (U.S. Bureau of Labor Statistics, 2016).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of “1” in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

Reference Filenames:

1. Dec 2015 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

BLS site:

<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>

Navigation to BLS site (on date of Access, March 21, 2016):

- 1 From www.bls.gov (you are looking for the National Compensation Survey)
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigate to "ECT Publications" (by scrolling or link)
Select "All NCS Publications (including benefits, compensation costs, and wages) »"
- 4 Under "COMPENSATION COST TREND PUBLICATIONS":
Select ECEC Supplemental Tables Historical Data, December 2006 Forward [PDF] [TXT]

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2015). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fir*

Reference Filenames:

1. Dec 2015 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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lementary Tables: December 2006 – December 2015. Retrieved March 21, 2016, from <http://www.bls.gov/n>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis E
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

s/ect/sp/ecsuphst.pdf

Branch.

Economics and Policy Analysis Branch.

Table x: Industry Wage Rates								
Labor Category	Data Sources ^a	Date	Wage	Fringe Benefit	Fringes as % Wage	Over-head % wage ^b	Fringe + Overhead Factor ^c	Loaded Wages ^d
			(a)	(b)	(c) =(b)/(a)	(d)	(e)=(c)+(d)+1	(f)=(a)×(e)
Managerial	BLS ECEC, Private Manufacturing industries, "Mgt, Business, and Financial"	Dec-14	\$47.90	\$24.18	50%	17%	1.67	\$80.22
Professional / Technical	BLS ECEC, Private Manufacturing industries, "Professional and related"	Dec-14	\$42.19	\$22.86	54%	17%	1.71	\$72.22
Clerical	BLS ECEC, Private Manufacturing industries, "Office and Administrative Support"	Dec-14	\$18.68	\$9.40	50%	17%	1.67	\$31.26

Total Compensation

\$72.08

\$65.05

\$28.08

Footnotes

^a Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006 – December 2014* (U.S. Bureau of Labor Statistics, 2015).

^b An overhead rate of 17% is used based on assumptions in *Wage Rates for Economic Analysis of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (U.S. EPA, 2002).

^c The inflation factor of "1" in the formula for calculating the fringe + overhead factor means wage data are not escalated to reflect inflation.

^d Wage data are rounded to the closest cent in this analysis.

BLS site:

<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf>

Navigation to BLS site (on date of Access, March 19, 2015):

- 1 From www.bls.gov (you are looking for the National Compensation Survey)
- 2 ---hold curser over "Subjects" then "Pay and Benefits" - select "Employment Costs"
- 3 ---navigate to "ECT Publications" (by scrolling or link)
Select "All NCS Publications (including benefits, compensation costs, and wages) »"
- 4 Under "COMPENSATION COST TREND PUBLICATIONS":
Select ECEC Supplemental Tables Historical Data, December 2006 Forward [PDF] [TXT]

Recommended Reference listings for sources in Footnotes:

1. U.S. Bureau of Labor Statistics. (2015). *Employer Costs for Employee Compensation Suppl*
2. Rice, C. (2002). *Wage Rates for Economic Analysis of the Toxic Release Inventory Program*
3. U.S. EPA. (2002). *Revised Economic Analysis for the Amended Inventory Update Rule: Fin*

Reference Filenames:

1. Dec 2014 Ind wage rate source.pdf
2. Wage Rates for the Economic Analysis of the Toxics Release Inventory.pdf
3. Revised Economic Analysis for the Amended Inventory Update Rule.pdf

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lementary Tables: December 2006 – December 2014. Retrieved March 19, 2015, from <http://www.bls.gov/nc>
n. Washington, D.C.: U.S. EPA, Office of Pollution Prevention and Toxics, Economics and Policy Analysis F
ial Report (EPA-HQ-OPPT-2002-0054-0279). Washington, D.C.: Office of Pollution Prevention and Toxics,

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Branch.

Economics and Policy Analysis Branch.

Table : Loaded Industry Wage Rates (December 2013)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1
Managerial	BLS ECEC, Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '13	\$46.21	\$23.70	51.29%	17%	1.68
Professional/ Technical	BLS ECEC, Private Manufacturing industries , “Professional and related“	Dec '13	\$39.70	\$21.14	53.25%	17%	1.70
Clerical	BLS ECEC, Private Manufacturing industries , “Office and Administrative Support”	Dec '13	\$18.05	\$9.23	51.14%	17%	1.68

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded numbers were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-March 2014*, US Bureau of Labor Statistics, September 10, 2014 (pp 31,33,37) (<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>, accessed October 23, 2014).

Loaded Wages^a
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Total Compensation

\$69.91
\$60.84
\$27.28

notice of correction: http://www.bls.gov/bls/ecec_correction_091014.htm

revised reference document:

<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf> accessed October 23, 2014

Employer Costs for Employee Compensation Supplementary Tables Historical Data December 2006 – June 2014



<i>Table</i>	<i>Page</i>	<i>Table</i>	<i>Page</i>
<i>Private industry workers:</i>		<i>Private industry workers, cont'd:</i>	
Goods-producing industries		Information industries	
1 by occupational group	3	17 by occupational group	189
Manufacturing industries		18 by establishment size	197
2 by occupational group	27	Financial activities industries	
3 by establishment size	49	19 by occupational group	205
4 by bargaining status	61	20 by establishment size	219
Service-providing industries		Professional and business services industries	
5 by occupational group	65	21 by occupational group	229
Trade, transportation, and utilities industries		22 by establishment size	247
6 by occupational group	91	Education and health services industries	
7 by establishment size	115	23 by occupational group	259
8 by bargaining status	127	24 by establishment size	273
Wholesale trade industries		25 by bargaining status	285
9 by occupational group	131	Educational services industries	
10 by establishment size	141	26 by occupational group	289
Retail trade industries		27 by establishment size	303
11 by occupational group	149	Health care and social assistance industries	
12 by establishment size	161	28 by occupational group	311
13 by bargaining status	171	29 by establishment size	323
Transportation and warehousing industries		30 by bargaining status	335
14 by all workers	175	Leisure and hospitality industries	
15 by establishment size	177	31 by occupational group	339
16 by bargaining status	185	32 by establishment size	345

NOTE

As a result of problems implementing the 2010 Standard Occupational Classification, Employer Costs for Employee Compensation data for December 2013 and March 2014 contained errors when originally published. These errors have been corrected in the database and historical listings. The errors were primarily in the management, professional, and related occupational group and sub-groups in civilian, private industry, and state and local government. There is no impact on June 2014 estimates. For further information, see www.bls.gov/bls/ecec_correction_091014.htm.

Bureau of Labor Statistics
National Compensation Survey
2 Massachusetts Avenue, NE – Suite 4175
Washington, DC 20212-0001

202.691.6199
NCSinfo@bls.gov
<http://www.bls.gov/ect>
September 10, 2014

Table : Loaded Industry Wage Rates (December 2013)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1
Managerial	BLS ECEC, Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '13	\$46.25	\$23.71	51%	17%	1.68
Professional/ Technical	BLS ECEC, Private Manufacturing industries , “Professional and related“	Dec '13	\$38.16	\$19.90	52%	17%	1.69
Clerical	BLS ECEC, Private Manufacturing industries , “Office and Administrative Support”	Dec '13	\$18.05	\$9.23	51%	17%	1.68

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inver Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-March 2014*, US Bureau of Labor Statistics, June 11, 2014 (pp 31,33,37) (<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf>, accessed July 7, 2014).

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Total Compensation

\$69.96
\$58.06
\$27.28

Employer Costs for Employee Compensation Supplementary Tables Historical Data December 2006 – March 2014



<i>Table</i>	<i>Page</i>	<i>Table</i>	<i>Page</i>
<i>Private industry workers:</i>		<i>Private industry workers, cont'd:</i>	
Goods-producing industries		Information industries	
1 by occupational group	3	17 by occupational group	189
Manufacturing industries		18 by establishment size	197
2 by occupational group	27	Financial activities industries	
3 by establishment size	49	19 by occupational group	205
4 by bargaining status	61	20 by establishment size	219
Service-providing industries		Professional and business services industries	
5 by occupational group	65	21 by occupational group	229
Trade, transportation, and utilities industries		22 by establishment size	247
6 by occupational group	91	Education and health services industries	
7 by establishment size	115	23 by occupational group	259
8 by bargaining status	127	24 by establishment size	273
Wholesale trade industries		25 by bargaining status	285
9 by occupational group	131	Educational services industries	
10 by establishment size	141	26 by occupational group	289
Retail trade industries		27 by establishment size	303
11 by occupational group	149	Health care and social assistance industries	
12 by establishment size	161	28 by occupational group	311
13 by bargaining status	171	29 by establishment size	323
Transportation and warehousing industries		30 by bargaining status	335
14 by all workers	175	Leisure and hospitality industries	
15 by establishment size	177	31 by occupational group	339
16 by bargaining status	185	32 by establishment size	345

NOTE

BLS discovered errors in selected insurance benefit estimates, impacting September 2012 and December 2012 Employer Costs for Employee Compensation data. Details regarding corrected Supplementary Tables Historical Data estimates for these reference periods can be found at www.bls.gov/bls/eci_corrections_043013.htm.

Beginning in December 2013, Employer Costs for Employee Compensation estimates are based on Standard Occupational Classification (SOC) 2010, rather than SOC 2000. For additional information on SOC 2010, see www.bls.gov/soc.

Bureau of Labor Statistics
National Compensation Survey
2 Massachusetts Avenue, NE – Suite 4175
Washington, DC 20212-0001

202.691.6199
NCSinfo@bls.gov
<http://www.bls.gov/ect>
June 11, 2014

Table : Loaded Industry Wage Rates (December 2012)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1
Managerial	BLS ECEC, Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '12	\$43.95	\$21.46	49%	17%	1.66
Professional/ Technical	BLS ECEC, Private Manufacturing industries , “Professional and related“	Dec '12	\$38.53	\$19.31	50%	17%	1.67
Clerical	BLS ECEC, Private Manufacturing industries , “Office and Administrative Support”	Dec '12	\$17.64	\$8.87	50%	17%	1.67

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded numbers were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-December 2012*, US Bureau of Economic Analysis, March 12, 2013 (pp 31,33,37) (<http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf>, accessed March 28, 2013).

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Total Compensation

\$65.41
\$57.84
\$26.51

**Employer Costs for Employee Compensation
Supplemental Tables
Historical Data
December 2006 – December 2012**



<i>Table</i>	<i>Page</i>
<i>Private industry workers:</i>	
Goods-producing industries	
1 by occupational group	3
Manufacturing industries	
2 by occupational group	27
3 by establishment size	49
4 by bargaining status	61
Service-providing industries	
5 by occupational group	65
Trade, transportation, and utilities industries	
6 by occupational group	91
7 by establishment size	115
8 by bargaining status	127
Wholesale trade industries	
9 by occupational group	131
10 by establishment size	141
Retail trade industries	
11 by occupational group	149
12 by establishment size	161
13 by bargaining status	171
Transportation and warehousing industries	
14 by all workers	175
15 by establishment size	177
16 by bargaining status	185

<i>Table</i>	<i>Page</i>
<i>Private industry workers, cont'd:</i>	
Information industries	
17 by occupational group	189
18 by establishment size	197
Financial activities industries	
19 by occupational group	205
20 by establishment size	219
Professional and business services industries	
21 by occupational group	229
22 by establishment size	247
Education and health services industries	
23 by occupational group	259
24 by establishment size	273
25 by bargaining status	285
Educational services industries	
26 by occupational group	289
27 by establishment size	303
Health care and social assistance industries	
28 by occupational group	311
29 by establishment size	323
30 by bargaining status	335
Leisure and hospitality industries	
31 by occupational group	339
32 by establishment size	345

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Table : Loaded Industry Wage Rates (December 2011)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1
Managerial	BLS ECEC, Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '11	\$43.01	\$20.41	47%	17%	1.64
Professional/ Technical	BLS ECEC, Private Manufacturing industries , “Professional and related“	Dec '11	\$38.48	\$19.64	51%	17%	1.68
Clerical	BLS ECEC, Private Manufacturing industries , “Office and Administrative Support”	Dec '11	\$17.89	\$8.93	50%	17%	1.67

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inver Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-December 2011*, US Bureau of Economic Analysis, March 14, 2012 (pp 17,18,20) (<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf>, accessed March 14, 2012).

Loaded Wages ^a
(F) =(A)*(E)
\$70.73
\$64.66
\$29.86
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of Labor

**Total
Compensa
tion**

\$63.42
\$58.12
\$26.82

<http://www.bls.gov/nchs/rect/sp/EC-suphist.pdf>

**Employer Costs for Employee Compensation
Supplemental Tables
Historical Data
December 2006 – December 2011**



Accessed 3-14-12

<i>Table</i>	<i>Page</i>
<i>Private industry workers:</i>	
Goods-producing industries	
1 by occupational group	3
Manufacturing industries	
2 by occupational group	15
3 by establishment size	26
4 by bargaining status	32
Service-providing industries	
5 by occupational group	34
Trade, transportation, and utilities industries	
6 by occupational group	47
7 by establishment size	59
8 by bargaining status	65
Wholesale trade industries	
9 by occupational group	67
10 by establishment size	72
Retail trade industries	
11 by occupational group	76
12 by establishment size	82
13 by bargaining status	87
Transportation and warehousing industries	
14 by all workers	89
15 by establishment size	90
16 by bargaining status	94

<i>Table</i>	<i>Page</i>
<i>Private industry workers, cont'd:</i>	
Information industries	
17 by occupational group	96
18 by establishment size	100
Financial activities industries	
19 by occupational group	104
20 by establishment size	111
Professional and business services industries	
21 by occupational group	116
22 by establishment size	125
Education and health services industries	
23 by occupational group	131
24 by establishment size	138
25 by bargaining status	144
Educational services industries	
26 by occupational group	146
27 by establishment size	153
Health care and social assistance industries	
28 by occupational group	157
29 by establishment size	163
30 by bargaining status	169
Leisure and hospitality industries	
31 by occupational group	171
32 by establishment size	174

Table : Loaded Industry Wage Rates (December 2010)

EPAB Labor Category	Data Sources ^d	Date	Wage	Fringe Benefit	Fringes as % wage	Over-head % wage ^b	Fringe + overhead factor ^c	Loaded Wages ^a
			(A)	(B)	(C) =(B)/(A)	(D)	(E) =(C)+(D) +1	(F) =(A)*(E)
Managerial	BLS ECEC, Private Manufacturing industries , “Mgt, Business, and Financial”	Dec '10	\$42.82	\$19.64	46%	17%	1.63	\$69.74
Professional/ Technical	BLS ECEC, Private Manufacturing industries , “Professional and related“	Dec '10	\$36.93	\$18.50	50%	17%	1.67	\$61.71
Clerical	BLS ECEC, Private Manufacturing industries , “Office and Administrative Support”	Dec '10	\$17.36	\$8.67	50%	17%	1.67	\$28.98

Notes:

^a Wage data are rounded to the closest cent in this table; however, in calculations using these numbers for this report, unrounded values were used.

^b An overhead rate of 17% was used based on assumptions in *Wage Rates for Economic Analyses of the Toxics Release Inventory Program* (Rice, 2002), and the *Revised Economic Analysis for the Amended Inventory Update Rule: Final Report* (EPAB, 2002).

^c An inflation factor of “1” means wage data were not escalated to reflect inflation.

^d Source: *Employer Costs for Employee Compensation Supplementary Tables: December 2006-June 2011*, US Bureau of Labor Statistics, September 8, 2011 (pp 17,18,20) (<http://www.bls.gov/ncs/ect/sp/ecsuphst.pdf>, accessed October 12, 2011).

**Total
Compensa
tion**

\$62.46
\$55.43
\$26.03

**Employer Costs for Employee Compensation
Supplemental Tables
Historical Data
December 2006 – September 2011**



<i>Table</i>	<i>Page</i>	<i>Table</i>	<i>Page</i>
<i>Private industry workers:</i>		<i>Private industry workers, cont'd:</i>	
Goods-producing industries		Information industries	
1 by occupational group	3	17 by occupational group	96
Manufacturing industries		18 by establishment size	100
2 by occupational group	15	Financial activities industries	
3 by establishment size	26	19 by occupational group	104
4 by bargaining status	32	20 by establishment size	111
Service-providing industries		Professional and business services industries	
5 by occupational group	34	21 by occupational group	116
Trade, transportation, and utilities industries		22 by establishment size	125
6 by occupational group	47	Education and health services industries	
7 by establishment size	59	23 by occupational group	131
8 by bargaining status	65	24 by establishment size	138
Wholesale trade industries		25 by bargaining status	144
9 by occupational group	67	Educational services industries	
10 by establishment size	72	26 by occupational group	146
Retail trade industries		27 by establishment size	153
11 by occupational group	76	Health care and social assistance industries	
12 by establishment size	82	28 by occupational group	157
13 by bargaining status	87	29 by establishment size	163
Transportation and warehousing industries		30 by bargaining status	169
14 by all workers	89	Leisure and hospitality industries	
15 by establishment size	90	31 by occupational group	171
16 by bargaining status	94	32 by establishment size	174

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Industries
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