

State Government Employee Compensation, 1972

U.S. Department of Labor
Bureau of Labor Statistics
1976

Bulletin 1899

DOCUMENT COLLECTION

JUN 28 1976

Dayton & Montgomery Co.
Public Library

JUN 16 78

State Government Employee Compensation, 1972

U.S. Department of Labor
W. J. Usery, Jr., Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
1976

Bulletin 1899



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, GPO Bookstores, or
BLS Regional Offices listed on inside back cover. Price \$1.35
Make checks payable to Superintendent of Documents
Stock number 029-001-01883-5
Class number L 2.3:1899

Preface

This bulletin presents the results of a study by the Bureau of Labor Statistics of hourly expenditures made during 1972 by the 50 State governments to compensate their employees (excluding those in higher education). A summary of the survey results was published in Bureau of Labor Statistics Report 433, *State Government Employee Compensation: U.S. Summary, 1972*, issued in February 1975. Individual reports on compensation of employees in each of the State governments were issued in late 1974 and early 1975 in the Report 433 series.

Data are presented on the level and structure of State employee compensation in the United States as a whole, and for nine economic regions, as well as for each of the 50 States. Separate data are presented for two large functional sectors of State government: Hospitals and highways. Compensation of State government employees is analyzed in Part I and in Part II the use of paid leave and work hours is described. Data on State government policies and practices affecting selected compensation elements are analyzed in Part III. In Part IV the structure of compensation in State governments is compared with that in the Federal Government and the private nonfarm sector of the economy.

Data for the study were collected by the Bureau of the Census as part of the 1972 Quinquennial Census of Governments, and were reviewed, tabulated, and analyzed by the Bureau of Labor Statistics. This bulletin was prepared in the Bureau's Office of Wages and Industrial Relations, Division of General Compensation Structures. The analysis was prepared by Theodore Bleecker, Charlotte D. Brashears, and Paul L. Scheible. The statistical tabulations were designed and produced by Melvin D. Eggleston and Patricia B. Smith. The project was executed under the direction of Alvin Bauman.

Contents

	<i>Page</i>
Introduction	1
Part I: Level and structure of compensation	2
All agencies	2
Pay for working time	2
Retirement programs	3
Pay for leave (except sick leave)	4
Life insurance and health benefit programs	4
Unemployment benefit programs	4
Highway agencies	5
Hospitals	6
Regional differences	7
Part II: Paid hours of work and leave	9
All agencies	9
Highway agencies and hospitals	9
Regional patterns	10
Part III: Selected compensation policies and practices	11
Standard hours	11
Vacation leave	11
Holidays	12
Sick leave	12
Retirement and insurance programs	13
Part IV: Comparisons with the Federal Government and private sectors	14
Charts:	
1. Structure of compensation of State government employees, 1972	2
2. Percent distribution of State government employment by total compensation per hour of work and by function, 1972	3
Text tables:	
1. Number of paid holidays, by number of States and percent of employment, State governments, 1972. . . .	12
2. Paid holidays, by number of States and percent of employment, State governments, 1972	12
Reference tables:	
1. Employee compensation in State governments, by type of agency, 1972	16
2. Distribution of employment and States by hourly expenditures for total compensation, pay for working time, and straight-time pay, by type of agency, 1972	17
3. Distribution of employment and States by expenditures for pay for working time and straight-time pay as a percent of total compensation, by type of agency, 1972	18

Contents—Continued

Reference tables—Continued

Page

Distribution of employment by State government expenditures for selected compensation items, 1972:

4.	All agencies: As cents per work hour	19
5.	All agencies: As percent of total compensation	20
6.	Highway agencies: As cents per work hour	21
7.	Highway agencies: As percent of total compensation	22
8.	Hospitals: As cents per work hour	23
9.	Hospitals: As percent of total compensation	24

Employee compensation in State governments, 1972:

10.	All agencies:	
	a. New England States	25
	b. Middle Atlantic States	26
	c. East North Central States	27
	d. West North Central States	28
	e. South Atlantic States	29
	f. East South Central States	30
	g. West South Central States	31
	h. Mountain States	32
	i. Pacific States	33
11.	Highway agencies:	
	a. New England States	34
	b. Middle Atlantic States	35
	c. East North Central States	36
	d. West North Central States	37
	e. South Atlantic States	38
	f. East South Central States	39
	g. West South Central States	40
	h. Mountain States	41
	i. Pacific States	42
12.	Hospitals:	
	a. New England States	43
	b. Middle Atlantic States	44
	c. East North Central States	45
	d. West North Central States	46
	e. South Atlantic States	47
	f. East South Central States	48
	g. West South Central States	49
	h. Mountain States	50
	i. Pacific States	51
13.	All other agencies:	
	a. New England States	52
	b. Middle Atlantic States	53
	c. East North Central States	54
	d. West North Central States	55
	e. South Atlantic States	56
	f. East South Central States	57
	g. West South Central States	58
	h. Mountain States	59
	i. Pacific States	60

Contents — Continued

Reference tables—Continued	<i>Page</i>
Composition of paid hours in State governments (except higher education), 1972:	
14. All agencies	61
15. Highway agencies	62
16. Hospitals	63
17. All other agencies	64
18. Distribution of employment by overtime and paid leave as percent of all paid hours, by type of agency, 1972	65
19. Distribution of employment and States by annual leave earned and years of service, 1972	66
20. Distribution of employment and States by type of insurance program, 1972	66
21. Compensation structure of State and Federal governments and private industry	67
Appendix: Survey methods and definitions of terms	68

Introduction

This study measures the direct and indirect payments made by the States to their employees in order to determine total employee compensation. Direct payments to workers include pay for hours worked, leave, certain bonuses and awards, and severance pay. Indirect payments include payments to third parties for employee benefits which provide a measure of protection against the economic hazards of old age, death, disability, illness, and unemployment. Third parties include government trust funds (such as those for social security, unemployment insurance, and State retirement plans) as well as private insurance carriers, and service organizations (such as Blue Cross), which provide health benefits and disability and life insurance.

The data relate to both full-time and part-time workers who are employed on a temporary, probationary, or permanent basis. Only employees of agencies and institutions in higher education (i.e. colleges and universities) are excluded.¹

The compensation concept employed in this study is essentially the same as that for similar studies of the private sector conducted by the Bureau. An important difference is the method by which vacation and sick leave is measured. In the private sector studies, such leave is measured by the amount of time used during the year, regardless of when it was earned. In this study, it was not practical to obtain data on leave used. Consequently, the amount of leave time earned during the survey reference week was utilized as the measure and projected to a full year. In most State jurisdictions each employee acquires a set amount of vacation and sick leave for each period in which he is in pay status; this amount is regarded as earned leave. Leave may be used at some time during the employee's period of service (subject to restrictions such as the maximum amount which may be accumulated). Since many employees do not in a given year use all the leave acquired in

that year—particularly sick leave—earned leave generally exceeds leave which is used, and therefore is often a larger portion of compensation. For example, in the Federal Government during calendar 1973 earned annual leave exceeded used leave by less than 5 percent, while earned sick leave was 33 percent larger than the amount used.²

The hours and expenditures for both of these types of leave as well as civic and personal leave were estimated from the amounts earned during the pay period including October 15, 1972.³ This method probably yields results which could differ from the actual annual figures, especially data for items which are sporadic or seasonal, such as personal and vacation leave and data for agencies, such as highways departments, where employment may be seasonal.

Some elements of compensation that exist in the private sector are rarely, if ever, found in State governments. Among these are employer contributions to employee savings and thrift plans, vacation and holiday funds, and outlays for supplemental unemployment benefits.

This bulletin shows expenditures per work hour (hours devoted to the output of governmental services) rather than per paid hour (which includes leave hours). The former better shows the cost to the employer and the benefit to the employee for each hour actually worked. Also the data are more nearly comparable to those available for the private sector and the Federal Government. (See Part IV.)

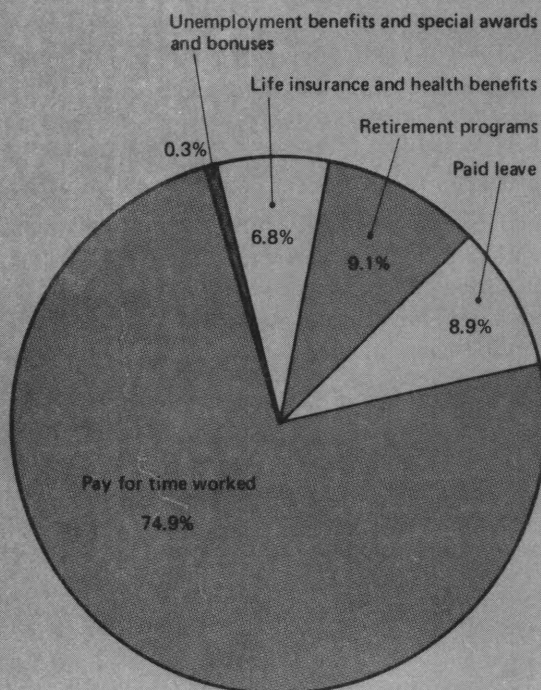
Comparisons of both the level and structure of compensation among individual States or groups of States, the Federal Government, and the private sector should be made cautiously. Although differences among the averages may reflect varying levels of pay and other components of compensation for identical occupations, the averages also reflect differences in the occupational composition of the work forces.

Part I. Level and Structure of Compensation

All agencies

Compensation of the approximately 1,700,000 employees of State governments⁴ within the scope of the survey averaged \$5.40 per work hour (table 1). Of this amount, \$4.04, or 74.9 percent, was in the form of pay for working time.⁵ Slightly in excess of 9 percent of total compensation (49 cents per work hour) consisted of employer contributions to retirement programs, while 48 cents or 8.9 percent were outlays for annual, holiday, and personal leave. Expenditures by the States for life and health insurance and accident compensation were 37 cents per hour of work, or 6.8 percent; Only very small sums were devoted by State governments, to unemployment insurance⁶ and severance pay, and to special awards or other nonproduction bonuses (chart 1).

Chart 1.
Structure of Compensation of State Government Employees, 1972



Over three-fifths of all employees (61.9 percent) were concentrated in the 36 States where total hourly compensation ranged between \$4 and \$5.49 (table 2). Two States, Arkansas and Tennessee, paid between \$3.50 and \$3.98, five States, Alaska, Connecticut, Michigan, New Jersey, and New York, expended \$6.50 or more per work hour. Chart 2 shows a percent distribution of State government employment by total compensation per hour of work and function.

Pay for working time. State government employees averaged \$4.04 per hour as pay for working time. Over 90 percent of all workers were employed in the 45 States where average pay for working time ranged from \$3 to \$4.99 per hour of work (table 2). Only 2 States, New Jersey and Alaska, exceeded hourly pay for working time of \$5. Arkansas, Tennessee, and West Virginia paid less than \$3 an hour.

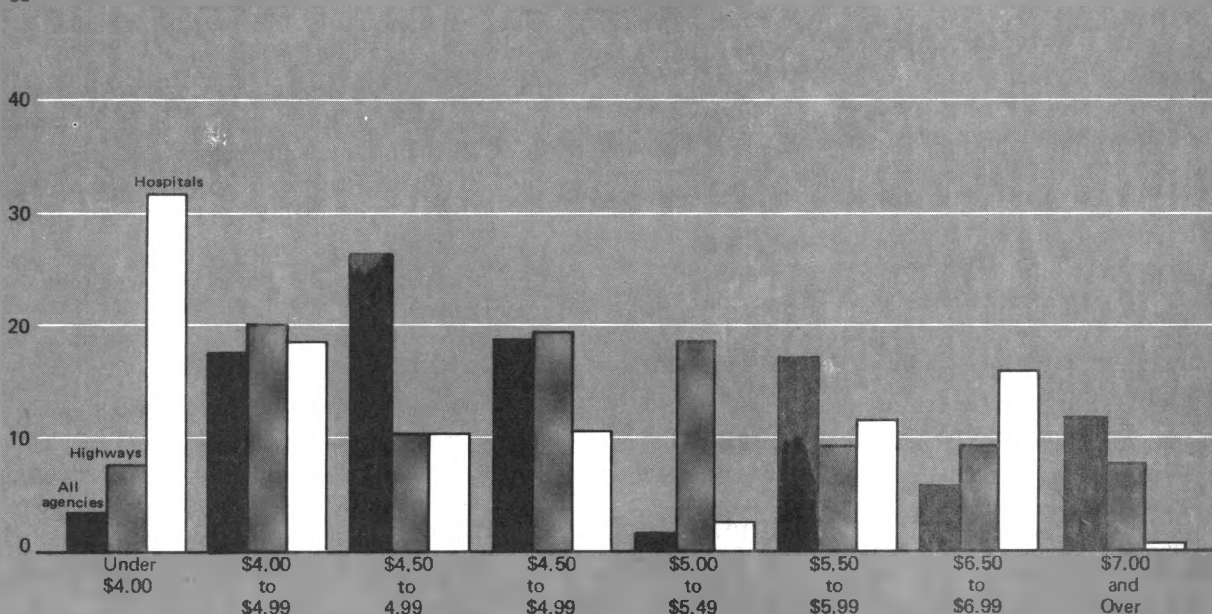
Pay for working time amounted to approximately three-fourths of all compensation. Over four-fifths of all State government employees were working in the 40 State governments where the ratio of pay for working time to total compensation was 74 percent but less than 80 percent (table 3); nearly half (47.3 percent) were in the 21 States where the ratio was at least 76 percent but under 78 percent. Only in South Dakota, pay for working time exceeded 80 percent of total compensation.

The ratio of pay for working time to total compensation varies inversely with the level of compensation. However, the pattern is less pronounced in State governments than in the private sector.⁷ Among the 17 States where total compensation exceeded the national average of \$5.40, the ratio of pay for working time to total compensation was 73.4 percent, or 1.5 percentage points below the national ratio; in the 33 States where compensation was below the national average the ratio was 76.8 percent, or 1.9 points above the national ratio.

Although all States reported premiums for work beyond the normal work day or week, such as for overtime, weekend and holiday work, or late shifts, these differentials were a very small portion of pay for working time. Such payments amounted to 3 cents per work hour on the average (table 4) and were only 0.5 percent of total compensation (table 5). Nearly half of all workers (47 percent) were in States where such payments were less than 2 cents per hour; the remainder were highly concentrated in States where premium pay was between 2 and 8 cents an hour. Nearly 90 percent of all workers were employed in

Chart 2.
Percent Distribution of State Government Employment by Total Compensation
Per Hour of Work and by Function, 1972

Percent of total State Government Employment
 50



Note: Percentages may not add to 100 due to rounding.

States where premium pay was less than 1 percent of total compensation. Premium pay did not exceed 2 percent of compensation in any State (table 5).

Retirement programs. State expenditures for retirement programs (including contributions to State government pension and retirement systems and to the Federal Social Security Program-OASDHI), which represented the second largest element in the compensation package, averaged 49 cents an hour (9.1 percent of total compensation). Retirement programs alone accounted for 36 percent of all employer outlays beyond pay for working time.

In 1972, nearly 9 out of 10 full-time State employees (including those in higher education) were covered by a retirement program by a State government, and 3 out of 4 were covered by Social Security.

Eighty-four percent of State government workers were concentrated in States where retirement outlays ranged between 30 and 60 cents an hour; 10 percent worked for States where outlays were at least 70 cents. All States devoted at least 5 percent of compensation to retirement programs; 2 out of 5 workers were employed in States which spent between 8 and 9 percent of compensation for retirement.

Over two-thirds of retirement program outlays were for State pension plans, which amounted to 33 cents per hour,

or 6.1 percent of total compensation. Three-fourths of all State government employees worked in States where government contributions were at least 3 but less than 7 percent of total compensation. Nearly two-thirds (65 percent) of all State employees were in States where pension plan outlays were at least 20 cents but less than 50 cents an hour (twenty-four percent alone were between 25 and 30 cents).

The New York State retirement system exerted a substantial influence on the national totals since it accounted for a quarter of all State pension plan contributions and nearly 1 of every 12 State government workers. New York was the only State where contributions to State plans exceeded 70 cents an hour and provided as much as 10 percent of total compensation. Additionally, only New York covers all pension plan costs (all other plans are financed both by the State and by those employees participating in the plan). If New York's contributions were excluded from the national totals, retirement outlays would have averaged only 27 cents an hour or 5.2 percent of total compensation.

Social security expenditures were 16 cents an hour when averaged over all States and 18 cents an hour for States reporting social security outlays. These expenditures accounted for one-third of retirement costs in all States, and almost three-eighths in the 45 States (with 90 percent of all

workers) providing coverage.⁸ In fiscal year 1972, employers were required to pay 5.2 percent of only the first \$8,500⁹ of each employee's annual salary into the social security fund. Furthermore, in some States substantial numbers of workers were not covered by the system. Thus, on a national basis, the average for social security outlays was less than 5 percent of payroll.

Over three-fifths of all workers, and seven-tenths of those workers in States with social security expenses, were in States where these outlays amounted to between 3 and 4 percent of total compensation. Hourly costs of 16 to 18 cents were reported by States employing 2 of every 5 workers, and a fifth of all workers were employed in States where outlays were between 20 and 25 cents per hour.

Pay for leave (except sick leave). Pay for leave (except sick leave), the third largest component of compensation, amounting to 48 cents per work hour or 8.9 percent of total compensation, constituted more than one-third (35.5 percent) of all compensation beyond pay for working time. All workers were in States where outlays for leave were at least 30 cents an hour and 84 percent were fairly evenly spread among States in which expenditures were between 30 and 60 cents an hour. Over half of all employees were in States where leave outlays were between 9 and 10 percent of total compensation, and nearly one-fourth were in States where leave pay constituted between 8 and 9 percent of all compensation.

The provision of vacation leave is universal among State governments. In 1972, the hourly cost of vacation leave earned by State employees was 28 cents an hour, or just under three-fifths of all leave pay and over 5 percent of total compensation. Practically all employees were in States where hourly outlays averaged between 18 and 50 cents, and over one-third were concentrated in States with expenditures between 25 and 30 cents per hour. Over half of all workers were in States where earned vacation leave was 5 to 6 percent of total compensation, and nearly three eighths were in the 4- to 5-percent bracket.

All 50 States had paid holidays for their employees. The expense generated by these holidays averaged 18 cents an hour and accounted for three-eighths of the total leave component. Overall, holiday payments represented 3.4 percent of total compensation. Employment was evenly but narrowly distributed about this mean. For 3 out of 5 workers, State employers paid out between 3 and 4 percent of compensation for this leave item.

Civic and personal leave (including military leave) in some form was paid for by all the States, but this type of leave is not taken by employees on a regular basis. To some extent this leave is seasonal, mainly because military leave is taken chiefly in spring or summer. Since this survey was conducted in mid-October, the amount of leave taken was probably understated.¹⁰ Thus, during the survey period, 1 in 14 workers was employed in a State which provided no outlays for civic or personal leave. Moreover, more than 90 percent of workers in States with such outlays were in

States where civic and personal leave expenses constituted less than 1 percent of total compensation. As a result, civic and personal leave averaged nationally only 2 cents an hour, or 0.4 percent of total compensation.

Life insurance and health benefit programs. Life insurance and health benefit programs (including earned sick leave) were wholly or partially provided in some form by every State at an average cost of 37 cents per work hour.¹¹ These expenditures represented 6.8 percent of total compensation and accounted for somewhat more than one-fourth of compensation beyond pay for working time. About one-third of all State government employees were in States where hourly costs for this group of compensation items ranged between 20 and 30 cents; another third were employed by States with hourly expenditures of 30 to 40 cents, one-quarter were in States with expenditures of 50 to 60 cents (table 4).

Well over two-thirds of all expenditures for those programs represented the value of sick leave earned. Sick leave is the sole protection afforded State government employees and their families against loss of income due to temporary absence from work because of the worker's illness or injury. One-half of all workers were employed in States where earned sick leave expenditures ranged from 18 to 25 cents hourly, and one-fourth were in States that spent 25 to 30 cents.

Sick leave, which on the average accounted for nearly 4.7 percent of employee compensation, ranged from 3 to 6 percent of total compensation for 94 percent of all employees. In Iowa and Maryland, however, the value of earned sick leave slightly exceeded 9.0 percent, reflecting the 30 days of leave which their employees earned annually.

Life, accident, or health insurance was provided by 45 of the 50 States, employing nearly 90 percent of all State government workers. Half of all workers were employed in States where outlays for insurance programs were between 6 and 12 cents per hour, and nearly a fifth were in States where insurance outlays ranged between 16 and 25 cents an hour. In 1972, life, accident, and health insurance plans represented less than 5 percent of total compensation in all States. Of the workers in States with these programs, nearly two-thirds were in States where expenditures amounted to less than 2 percent of compensation. The remainder were in States which spent between 2 and 5 percent of total compensation for such insurance.

Although all but three States reported outlays for workers' disability compensation in 1972, it was a relatively small component of compensation. Such expenditures averaged 2 cents an hour and 0.5 percent of total compensation. Less than one-fourth of all workers were in States where workers' disability compensation cost more than 4 cents an hour.

Unemployment benefit programs. Expenditures for unemployment benefit programs averaged only 1 cent an hour

and represented a mere 0.2 percent of compensation, largely because 3 out of 8 State employees worked for States that did not provide them with such protection. Almost one-half (48 percent) were employed by States that did have unemployment insurance—but because of few layoffs, these States spent less than 2 cents an hour for it. By contrast, private industry spent on the average 5 cents a work hour in 1972 for unemployment insurance.

Severance pay is a relatively minor item in State employee compensation. Seventeen percent of all employees worked in States where no expenditure was reported, and 75 percent of all employees were concentrated in States where expenditures for this item were less than 2 cents an hour. In no State did outlays for severance pay amount to as much as 1 percent of compensation.

Highway agencies

Total compensation of highway employees, who constituted 17 percent of all State workers (except those in higher education), at \$5.37 per hour of working time, was only slightly less than the national average for all State employees surveyed. As can be seen in table 1, the structure of compensation of highway workers follows, with only minor deviations, the pattern for all State government workers studied.

More than two-thirds of all highway workers were in the 34 States where their total compensation fell between \$4 and \$6. The distribution of State highway departments and their employees by compensation per hour of work is shown below:

<i>Hourly compensation</i>	<i>Number of States</i>	<i>Percent of employment</i>
Total	50	100.0
Less than \$4.00	3	7.4
\$4.00—\$4.49	10	20.0
\$4.50—\$4.99	5	10.1
\$5.00—\$5.49	9	19.1
\$5.50—\$5.99	10	18.1
\$6.00 and over	13	25.4

Note: Percentages may not add to 100 due to rounding.

Pay for working time averaged \$4.05 per hour worked by employees of highway agencies in State governments, or 75.4 percent of their compensation. Four of every 5 State highway workers were employed in the 38 States where hourly pay for working time was between \$3 and \$5 per hour.

Straight-time pay amounted to \$4.01 per hour worked, or 74.7 percent of total compensation. Over four-fifths (81.9 percent) of all workers were in the 39 States where straight-time pay was between \$3 and \$5.

Expenditures by State governments for retirement benefits for highway workers represented 8.6 percent of total compensation and amounted to 46 cents per hour worked. These outlays were somewhat less than the national levels of 9.1 percent and 49 cents per hour for all State

employees. Most of the highway workers (85 percent) were employed in States where retirement program outlays were between 30 and 60 cents an hour, and two-fifths were in the range between 8 and 9 percent of total compensation.

The 3-cents-an-hour difference between retirement plan contributions for highway employees and for all State employees is entirely due to the lower level of contributions to the State retirement plan for highway employees. The other retirement expense—social security taxes—is almost the same for both groups.

Social security contributions by State highway agencies were 17 cents an hour, or 3.2 percent of total compensation. If employees of States where no such outlays were made (12 percent of all highway employees) are excluded, outlays equaled 19 cents per hour and were 3.6 percent of total compensation. About two-thirds of all highway department employees were concentrated in States where their social security costs averaged between 16 and 25 cents an hour, or 3 to 5 percent of compensation.

Pay for leave of highway workers cost State governments 48 cents per hour worked, and accounted for 9 percent of total compensation. Although every State provided its highway workers both vacation and holiday leave, States employing 2 of every 5 highway workers recorded no civic and personal leave during the October survey period. Since all States provide for such leave for a majority of their workers, the omission was probably due to the concentration of this leave at other times of the year.^{1 2}

About 90 percent of all highway workers were in States paying from 30 up to 70 cents per working hour for leave, and 3 out of 5 were in States where expenditures were between 30 and 50 cents.

The largest component of pay for leave is vacation pay. Highway agencies laid out 28 cents an hour for this component, representing 34 percent of total compensation. Vacation pay for over four-fifths of all highway workers ranged from 20 to 40 cents an hour; for nearly two-fifths, it fell between 25 and 30 cents.

Civic and personal leave accounted only for 2 cents an hour when all States were averaged and 3 cents when only States reporting such leave were averaged. Only one-fourth of all workers were in States where this type of leave cost as much as 2 cents per hour.

Financing by State governments of life insurance and health benefits for highway employees amounted to 36 cents an hour, or 6.8 percent of compensation, which is roughly equivalent to the national averages for all State employees. About 2 of every 5 employees were employed in highway administration agencies where hourly outlays for these benefits ranged from 30 to 40 cents, representing between 5 and 7 percent of compensation.

Earned sick leave was valued at 25 cents per hour and represented 4.7 percent of total compensation, reflecting the tendency already noted for States to use sick leave as the chief means of maintaining incomes of employees incapacitated by illness or injury. About three-tenths of the workers were in States where earned sick leave amounted to

between 20 and 25 cents an hour, a similar proportion of workers were concentrated where it was 25 to 30 cents. Sick leave for nearly 90 percent of all employees ranged between 3 and 6 percent of total compensation.

Life and health insurance benefits paid for in whole or part by State governments amounted to 8 cents per hour for all highway employees and 10 cents per hour for highway employees of those States providing these types of benefits, which employed over four-fifths of all highway workers. This distribution of employees by size of hourly payment for these benefits showed a wide range (table 6), from less than 2 cents to nearly 50 cents an hour. However, nearly half of the employees were in States where expenditures ranged from 6 up to 12 cents an hour.

Expenditures for life, accident, and health insurance were less than 2 percent of total compensation, and represented less than one-quarter of outlays for all life insurance and health benefits. For nearly 80 percent of all highway employees and 95 percent of those in States with such expenditures, these outlays amounted to less than 3 percent of total compensation (table 7).

Workers' disability compensation is a relatively insignificant program in State governments. In States employing 4 out of 5 workers it amounted to less than 1 percent of compensation.

Expenditures for unemployment benefits for highway workers were less than those for all State government workers because of the much lower incidence of such benefits for the former group. The substantial difference in their incidence is shown by the following tabulation:

<i>Type of benefit</i>	<i>Percent of workers in States with unemployment benefit programs</i>	
	<i>All agencies</i>	<i>Highway agencies</i>
All unemployment benefits	71	28
Unemployment insurance	63	24
Severance pay	23	6

Hospitals

State hospitals expended \$4.80 per hour of work to compensate their employees, who constituted approximately one quarter of all State employees outside of higher educational institutions. This hourly rate was 11 percent lower than the rate for all State workers (\$5.40) mainly because hospitals have an exceptionally high proportion of low-paying jobs (table 2). Approximately one-half of hospital workers were in 31 States where total compensation for such workers averaged less than \$4.50 (table 2); only one-fifth of all employees were in the 14 States which averaged less than this amount.

Pay for working time amounted to \$3.56 an hour, or 74.3 percent of total compensation. This was a slightly smaller percentage than for other employees chiefly because pay for working time was lower, while components

which are not part of wages and salaries (such as expenditures for State retirement plans and for life insurance and health benefit programs) were approximately the same. Pay for working time ranged from \$2.50 to \$4 an hour in the 39 States employing over two-thirds of all hospital workers.

Straight-time pay for State hospital employees amounted to \$3.52, or 73.5 percent of total compensation. Straight-time pay for hospital workers, like total pay for time worked, was well below the level for all State employees because of the higher proportion of low-paid workers. Approximately one-quarter of the employees worked in the 19 States where hourly straight-time pay was less than \$3, and slightly over two-fifths worked in States where average hourly straight-time pay was \$3 but less than \$4. Few employees worked in hospitals where straight-time pay was as high as \$5 an hour. About 3 of every 4 hospital workers were in States whose straight-time pay ranged between 72 percent of total compensation to nearly 80 percent (table 3).

Pay for leave of hospital workers amounted to 43 cents per work hour, or 5 cents less than for all State workers, mainly reflecting the lower level of hourly compensation (table 8). However, leave pay was 8.9 percent of total compensation (table 9)—the same as the proportion for all State agencies—and its structure generally followed the pattern for all State workers.

Retirement programs for hospital workers amounted to 45 cents per hour, or 9.4 percent of total compensation. While the hourly expenditure was slightly lower than for all State workers, the proportion of total compensation for hospital workers' retirement programs slightly exceeded that for all State employees.

Social security outlays by State governments averaged 14 cents an hour for hospital employees, or less than 3 percent of their compensation. Two-thirds of all employees (78 percent of all workers in States with social security contributions) were in states where such outlays amounted to 12 to 25 cents per hour, and nearly four-fifths were employed in States where social security outlays were from 3 to 5 percent of compensation.

Hourly expenditures for State-administered pension and retirement systems for hospital workers varied widely from 4 cents per hour to \$1.40 per hour reported by New York State. However, over 40 percent of all hospital workers were in States where outlays for State pension plans were between 20 and 40 cents per hour and 3 to 5 percent of total compensation.

Outlays for insurance and health benefits for hospital workers in 1972 came to 34 cents an hour, 3 cents less than for all State employees. However, these programs were 7.1 percent of total compensation of State hospital employees, compared to 6.8 percent for such expenditures for all State employees.

Over 70 percent of State outlays in this group were for sick leave, which amounted to 24 cents an hour and represented nearly \$1 of every \$20 of total compensation. Over half of all employees were in States where sick leave

ranged between 20 and 30 cents an hour (about two-thirds of these—32 percent of all employees— were concentrated in the narrower interval ranging between 25 and 30 cents hourly.

Expenditures for life, accident, and health benefits amounted to 8 cents an hour, similar to those for other State employees, and less than 2 percent of total compensation of State hospital workers.

Unemployment programs were a minor portion of the total compensation of hospital employees, amounting to 1 cent an hour, or 1.2 percent of total compensation. Over half of all State hospital agency workers were in States without expenditures for either unemployment insurance or severance pay.

Regional differences

Though total employee compensation varied widely among the nine economic regions defined by the Office of Management and Budget,¹³ compensation structures were fairly similar, with the exception of one region, as shown below and in tables 10a-10i:

<i>Region</i>	<i>Total compensation</i>	<i>Pay for working time (percent of compensation)</i>
Middle Atlantic . . .	\$6.66	70.4
Pacific	6.14	76.2
East North Central	5.76	75.7
New England	5.60	75.0
National average . . .	5.40	74.9
Mountain	5.12	76.9
West North Central	4.74	77.4
South Atlantic	4.72	75.4
West South Central	4.33	76.8
East South Central	4.28	76.6

Compensation was highest in the Middle Atlantic region (\$6.66 an hour)—56 percent more than the low of \$4.28 per hour recorded in the East South Central States. Pay for working time ranges between 75.0 and 77.4 percent of total compensation in every region but the Middle Atlantic, where it represented only 70.4 percent of compensation: in this instance, State pension plan expenditures were 9.6 percent of compensation, as compared to 5.9 percent in the next highest region. The high proportion of compensation devoted to State pension plans in the Middle Atlantic region largely reflects pension expenditures in New York State, which accounted for 14.0 percent of compensation. The next greatest relative expenditure for such plans was in Maine, 9.6 percent. However, employees of Maine, unlike those of New York, were not covered by the Federal social security program. In all other States without social security outlays, payments to State pension plans exceeded the national percentage of compensation for this item. However, with the exception of Maine, none of these States exceeded the national pattern for total retirement expendi-

tures. Other significant differences from the national pattern were few.

Contrary to the national pattern, paid leave was second in importance to pay for working time in all but the Middle Atlantic and East North Central regions, where retirement programs ranked second. In the Middle Atlantic region, as previously noted, the difference was attributable to unusually high expenditures for retirement; in the East North Central region it was due to the low level of leave expenditures—7.9 percent of compensation, compared to 8.9 percent nationally.

Expenditures for life insurance and health benefit plans ranged from 5.8 percent of compensation in the East South Central region to 8.2 percent in New England, the only region in which such programs were relatively more important than retirement plans.

Contrary to the pattern for all employees, highway workers in the Pacific region had a higher level of compensation than those in the Middle Atlantic region—\$6.69 and \$6.37 per hour of work, respectively (tables 11a-11i). In both of these regions, hourly expenditures for each major component of compensation were higher than those in the seven other regions. Compared to the Middle Atlantic States, in the Pacific region pay for working time and for leave was higher, although there were lower expenditures for retirement and health and insurance benefits.

In 5 of the 9 regions, pay for leave, retirement outlays, life insurance and health benefits, and expenses for unemployment benefits shared the same order of magnitude after pay for working time as the national pattern for highway workers. However, in the Middle Atlantic, East North Central, and the East South Central regions, retirement outlays were the leading components after pay for working time. In New England, where pay for leave was the chief component of pay for other than working time, life insurance and health benefits replaced retirement outlays as the second most important compensation expenditure, mainly reflecting the low outlays for social security contributions in the region. The order of importance of the various components after pay for working time for highway agencies is shown in the following tabulation:

<i>Region</i>	<i>Pay for leave (except sick leave)</i>	<i>Retirement programs</i>	<i>Life insurance and health benefit programs</i>	<i>Unemployment programs</i>
All regions . .	1	2	3	4
South Atlantic	1	2	3	4
West North Central . . .	1	2	3	4
West South Central . . .	1	2	3	4
Mountain	1	2	3	4
Pacific	1	2	3	4
Middle Atlantic	2	1	3	4
East North Central . . .	2	1	3	4
East South Central . . .	2	1	3	4
New England	1	3	2	4

Hospital employees in the Middle Atlantic States were paid \$6.17 an hour, 12 percent more than in the next highest region (the Pacific States, with \$5.50 per hour) and nearly 80 percent more than the national average of \$4.80 an hour. Every component of a hospital employee's pay was higher in the Middle Atlantic States than in the other regions (tables 12a-12i and 13a-13i).

Although pay for working time in the Middle Atlantic States was the highest nationally, the proportion of total compensation in the form of pay for working time was lowest (69.5 percent) chiefly because of exceptionally large outlays for retirement programs (58 cents an hour, or almost 14 percent of total compensation), particularly State retirement plans, which accounted for three-fourths

of all retirement outlays (compared to two-thirds nationally). This high proportion largely reflects exceptionally heavy retirement outlays in the State of New York.

The large outlays for retirement in the Middle Atlantic and East North Central States made retirement expenditures the largest component, on a national basis, of total compensation after pay for work, despite the fact that in each of the seven other regions they were less than expenditures for leave. Since State employees in Maine and Massachusetts do not have Federal social security benefits, outlays for life insurance and health benefit plans in New England exceeded those for retirement but did not match pay for leave hours.

Part II. Paid Hours of Work and Leave

All agencies

Nearly 85 percent of all hours (paid or earned) for which State governments compensated their employees were working hours. Hours paid for at straight-time rates amounted to nearly 84 percent of total paid time, and only 1 percent of paid time was worked as overtime or outside the regular workweek. (See tables 14 through 18.)

Five of every 6 employees were in the 41 States where paid worktime ranged from 83 percent to 86.9 percent of all paid time. Nearly three-fifths of these were in the 27 States where the proportion was from 85 to 86.9 percent, as shown in the tabulation:

<i>Ratio of worktime to all paid time</i>	<i>Number of States</i>	<i>Percent of employment</i>
Total	50	100.0
Less than 80 percent	2	2.8
80 to 82.9	4	3.5
83 to 83.9	5	19.2
84 to 84.9	9	16.1
85 to 85.9	16	26.2
86 to 86.9	11	21.8
87 to 87.9	3	7.4

The ratio of working time to all paid hours was highest in South Carolina (87.4 percent) and lowest in Maryland (77.1 percent). The relatively high proportion of working time to all paid hours in North Carolina reflected the low proportion of total paid time which all major forms of leave constituted. The reverse of this pattern was demonstrated by Maryland, where sick leave was more than double the national level, and other types of leave well exceeded the national average.

All States provided their employees some form of paid vacation, in addition to sick and holiday leave (table 6). Only three States, with 7 percent of all employees, did not pay for civic, personal, or military leave during the survey period.¹⁴

Vacation hours earned made up 5.6 percent of all paid hours; earned sick leave accounted for 5.2 percent and holidays 3.9 percent. Civic, military, and personal leave hours (annualized) accounted for only 0.4 percent of all hours.

Vacations ranged from a low of 3.9 percent of all paid hours for employees of the State of Ohio to a high of 7.8 percent in Hawaii. However, 96 percent of all employees were in States where earned vacation hours ranged from 4 to less than 7 percent of all paid hours, and 59 percent were

in States in which the proportion of vacation hours ranged from 5 to less than 6 percent.

Although paid holiday hours ranged from 2 percent to 6 percent of all paid hours overall, more than half of all employees worked in States where paid holidays accounted for 3 to 4 percent of all paid hours, one-third of all employees were in States where holidays were more than 4 and less than 5 percent of all paid hours.

Nearly 90 percent of all State employees were in States where earned sick leave hours ranged from 4 to less than 6 percent of all paid hours.

Highway agencies and hospitals

With only one exception, the pattern of allocation of paid hours for personnel of State highway departments and hospitals resembled that for all agencies—nationally, by region, and by State. Overall, about 15 percent of paid hours consisted of leave, and the distribution of the various types of leave closely matched that for all agencies. Deviating from the general pattern was overtime work in highway departments, which accounted for 2.1 percent of all paid hours, compared to 0.8 percent of paid hours in all agencies. The importance of work hours in highways and hospitals is shown in tables 15 and 16 and in the following tabulation:

<i>Ratio of work hours to all paid hours</i>	<i>Highways</i>		<i>Hospitals</i>	
	<i>Number of States</i>	<i>Percent of employ- ment</i>	<i>Number of States</i>	<i>Percent of employ- ment</i>
Total	50	100.0	50	100.0
Less than 81 percent ...	3	2.4	3	6.3
81–82.9	4	8.8	4	3.2
83.0–83.9	8	11.2	4	24.5
84.0–84.9	8	21.7	8	12.1
85.0–85.9	8	16.5	15	25.7
86.0–86.9	13	27.6	10	23.7
87.0–88.9	6	11.8	6	4.5

All State highway and hospital agencies reported that their employees had used paid vacation or annual leave during the year, and almost all workers were employed by States where annual or vacation leave ranged from 4.0 percent to 6.9 percent of all paid hours.

Observance of paid holidays was universal in all highway agencies and hospitals: over 90 percent of all highway

employees and nearly all hospitals workers were employed in agencies reporting leave hours ranging from 2.0 percent to 5.9 percent of all paid hours.

Over four-fifths (83 percent) of all highway and hospital workers were in agencies which reported sick leave hours ranging from 4 percent to less than 6 percent of all paid hours. Two States—Iowa and Maryland—permitted their employees to earn as much as 30 days of sick leave a year. As a result, highway workers in Iowa and Maryland recorded sick leave as 10.7 percent and 9.4 percent respectively of total paid leave; in State hospitals, the ratios for these two States were 10.5 and 11.6 percent.

Much less common was the use of civic, personal, and military leave in highway agencies and hospitals. During the survey period, over 40 percent of all highway workers and over 31 percent of hospital workers were in organizations where no such leave hours were reported during the pay period surveyed.

Regional patterns

Worktime as a proportion of all paid hours did not vary more than 1.7 percent from the national level in any of the functional sectors. This relationship can be seen in table 14 and in the following tabulation (worktime as percent of paid hours):

	<i>All agencies</i>	<i>Highways</i>	<i>Hospitals</i>
National average	84.9	85.1	84.6
Highest region	86.1	86.3	86.3
Lowest region	83.5	83.9	83.0
<i>Deviation from the national average (percentage points)</i>			
Highest region	1.2	1.2	1.7
Lowest region	1.4	1.2	1.6

The deviations for straight-time hours were somewhat wider, but did not exceed the maximum of 3.5 percentage points registered for highway workers in New England, as shown below:

	<i>All agencies</i>	<i>Highways</i>	<i>Hospitals</i>
<i>Deviation from the national average (percentage points)</i>			
Highest region	1.4	1.8	2.0
Lowest region	1.6	3.5	1.5

Although overtime amounted to only 1.1 percent of all paid time nationally, it varied among regions. In the three northeastern regions—New England, Middle Atlantic, and East North Central—and in the Pacific region, overtime was consistently a higher proportion of paid time than in the other regions. This pattern is shown in the following tabulation (overtime as a percent of all paid hours):

	<i>All agencies</i>	<i>Highways</i>	<i>Hospitals</i>
All regions	1.1	2.1	1.0
Northeastern and Pacific regions	1.6	2.8	1.4
All other regions	0.6	1.6	0.5

In New England all but one State reported ratios of overtime to all paid time which were above those representing the Nation as a whole. In the Middle Atlantic region, the percentage for overtime in one State was double the national level and in two States, the ratio equaled or slightly exceeded the national average. In the East North Central region, overtime in excess of the national average was reported in two States, and in one State, the national percentage was equaled. The high level in the Pacific region reflects unusually high percentages in 3 of the 5 States.

A similar pattern exists for overtime in highway agencies as a group, but in New England unusually high figures were reported for two States and only one State had a percentage below the national average. In the Middle Atlantic region the ratio of overtime to total paid hours was 2.3 percent, slightly above the national level for highways. In the East North Central region, all but one State had ratios substantially in excess of the national average; all States but one in the Pacific region reported overtime ratios well in excess of the national level.

Part III. Selected Compensation Policies and Practices

This portion of the study examines the incidence of State policies concerning hours of work, paid leave, and retirement and insurance programs. Because it is difficult to obtain data on the precise number of employees in each State covered by a given policy, policies which affect a majority of the employees in a State were assumed to apply to all employees. This probably overstates coverage for one or more of the following reasons: Some agencies do not follow policies applicable to the majority of workers in the State; temporary, part-time, or probationary employees failing to meet length-of-service requirements may not be covered by a particular policy or benefit; finally, some employees may decline coverage for certain optional benefits.

Standard hours

The standard workweek (as defined by law or regulations) for the average State government worker in 1972 was 39.3 hours. Thirty-nine States, with more than three-fourths of all workers, had a workweek of 40 hours, while the remainder had workweeks of 35 to 38.8 hours. Although no State had a generally applicable standard workweek in excess of 40 hours, some State agencies had a 44-hour standard workweek. The pattern of workweek hours for all State agencies combined is shown in the following tabulation:

<i>Number of hours in the standard workweek</i>	<i>Number of States</i>	<i>Percent of employment</i>
Total	50	100.0
35	2	4.8
37.5	8	18.2
38.8	1	.5
40	39	76.5

Vacation leave

In 1972 State government employees who had completed 1 year of service earned an average of 12.4 days of vacation (annual) leave; those who had completed 5 years, 14.8 days; 15 years, 18.7 days; 20 years, 19.8 days; and those who had completed more than 25 years, 20.3 days (table 19). Over 57 percent of all employees worked in 28 States which provided less than 13 days of vacation leave after completion of 1 year of service. After 5 years of

service 40 States, with over 80 percent of all employees, provided 15 days or more of vacation leave. After 25 years of service, workers in 38 States representing nearly 81 percent of all employees could earn 20 or more days of annual leave.

If length of service is disregarded, the maximum amount of leave which could be earned in 1 year ranged from 15 to 30 days.¹⁵ The largest number of States (28, employing more than 60 percent of all employees) provided a maximum of 20 or 21 days, as shown in the following tabulation:

<i>Maximum number of annual leave days earned</i>	<i>Number of States</i>	<i>Percent of employment</i>
Total	50	100.0
15 days	5	6.0
16-17	1	1.7
18	6	11.7
20	15	43.3
21	13	17.1
24	6	14.1
25-29	3	5.5
30 or more	1	.5

NOTE: Percentages may not add to 100 due to rounding.

Although all States permitted employees to accumulate leave from 1 year to the next, a maximum amount of leave which an employee could accumulate was stipulated by all but three States. The greatest number of States (34), with 75 percent of all workers, established ceilings between 30 and 45 days. The distribution of States and their employees by the maximum leave which could be accumulated is shown in the following tabulation:

<i>Maximum number of days of leave</i>	<i>Number of States</i>	<i>Percent of employment in</i>	
		<i>All States</i>	<i>States with ceilings</i>
All States	50	100.0	—
With no ceilings	3	5.5	—
With ceilings	47	94.5	100.0
With ceilings of:			
Less than 30 days	9	14.9	15.8
30 days	22	37.4	39.6
31-45 days	12	38.1	40.2
60 days	2	1.7	1.8
90 days	1	.6	.7
120 days	1	1.8	1.9

In 15 States, with 35.4 percent of all State employees, the maximum amount of leave accumulation was geared directly or indirectly to length of service. States with graduated ceilings are included in the preceding tabulation according to the maximum number of days which could be accumulated.

Twenty-four States representing 52 percent of all employees required a minimum of 6 months' service before annual leave could be earned or taken. Eighteen States, accounting for 37 percent of all State government employees, required 1 month of service or less. This is shown by the following tabulation:

<i>Eligibility period</i>	<i>Number of States</i>	<i>Percent of employment</i>
Total	50	100.0
None required	9	21.0
1 month	9	15.7
3 months	3	3.1
6 months	24	52.4
12 months	5	7.7

NOTE: Percentages do not add to 100 due to rounding.

Holidays

The 50 States granted an average of 11.3 holidays per employee in 1972. The most common practice (found in 15 States with one-quarter of the employees) was to give 11 holidays. The distributions of States and their workers by the number of holidays granted are shown in text table 1.

All 50 States in 1972 observed 5 holidays: New Year's Day, Independence Day, Labor Day, Thanksgiving Day, and

Text table 1. Number of paid holidays, by number of States and percent of employment, State governments, 1972

Number of paid legal holidays	Number of States	Percent of employment
Total	50	100.0
7.5	2	2.8
8	3	8.2
9	7	11.0
10 ¹	5	7.6
11	15	25.8
12 ²	9	19.2
13	4	10.3
14	4	10.6
15	1	4.5

Average days per employee: 11.3

¹ Includes Rhode Island with 10.5 days. It accounted for 0.7 percent of employment.

² Includes California with 12.25 days and Vermont with 12.5 days. These States accounted for 8.1 percent of employment.

SOURCES: U.S. Bureau of Census; State Laws and regulations; Council of State Governments, *Fringe Benefits in State Government Employment*. Lexington, Kentucky, the Council of State Governments, January 1972 (Report No. RM-479).

Text table 2. Paid holidays, by number of States and percent of employment, State governments, 1972

Holiday	Number of States	Percent of Employment
Five major holidays ¹	50	100.0
Washington's Birthday	41	81.0
Lincoln's Birthday	23	50.4
Good Friday ²	17	36.3
Memorial Day	48	95.7
Columbus Day	34	74.2
Primary Election Day ³	7	16.2
General Election Day ⁴	25	58.2
Veterans' Day	49	98.4
States with 1 holiday in addition to the above	22	43.9
States with 2 additional holidays	7	10.9
States with 3 additional holidays ⁵	5	10.0
States with 5 or more additional holidays	2	6.2

¹ Major holidays are New Year's Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

² Six States with 13.1 percent of all employees grant Good Friday as only a partial holiday.

³ One State (Alabama) grants only part of primary day as a holiday.

⁴ One State (Alabama) grants only part of general election day as a holiday.

⁵ One State (North Carolina) may grant 2 or 3 extra holidays.

SOURCE: U.S. Bureau of Census; State laws and regulations; Council of State Governments. *Fringe Benefits in State Government Employment* Lexington, Kentucky, 1972 (Report RM-479).

Christmas Day. All but one granted Veterans Day and all but two granted Memorial Day. The incidence of these and other holidays is shown in text table 2.

Among the "additional holidays" alluded to in table 2 above are a State Admission Day observed in eight States, with 17.8 percent of all workers; Confederate Memorial Day (5 States, with 9.8 percent of employment); Robert E. Lee's Birthday (8 States with 17.5 percent of employment); and Jefferson Davis' Birthday (5 States, with 9.4 percent of employment); the Friday after Thanksgiving (4 States with 10.4 percent of employment); and the day after Christmas (2 States with 6.3 percent of employment).

Sick leave

All 50 States granted their employees an average of 14.2 days of sick leave a year in 1972. The most common amounts were 12 and 15 days, each of which was given in 17 States, employing about one-third of the workers.

All but four States granted employees the same amount of sick leave regardless of length of service. The four States (with 6.6 percent of employment) which graduated the amount of sick leave earned by length of service are included in the following tabulation according to the maximum amount of sick leave that could be earned:

<i>Number of days of sick leave earned per year</i>	<i>Number of States</i>	<i>Percent of employment</i>
Total	50	100.0
10	2	4.4
12	17	35.4
13	3	14.0
14	1	.5
15	17	33.0
16	1	.7
18	4	5.0
21	2	2.5
30	3	4.5

The imposition of limits on the maximum accumulation of sick leave was not as universal as the setting of maximums for annual leave accumulation. Half of the States with nearly half of all employees did not impose any limits at all, and even when limits were imposed, they were more generous than was the case for annual leave. Thus 21 States with 43.5 percent of all employees, and 85 percent of all those in States imposing ceilings on accumulations, permitted accumulations of 90 days or more. In fact, the average for all States with ceilings was 104.7 days. The following tabulation shows the distribution of States by maximum accumulation of sick leave permitted:

<i>Maximum number of days of sick leave accumulation</i>	<i>Number of States</i>	<i>Percent of employment</i>	
		<i>All States</i>	<i>States with ceilings</i>
Total	50	100.0	—
No limits	25	48.7	—
With limits (total)	25	51.3	100.0
36 days or less	2	5.0	9.7
45 days	1	1.6	3.2
60 days	1	1.2	2.4
90 days	9	16.1	31.3
100 days	2	3.9	7.5
120 days	9	14.6	28.5
More than 120 days (165)	1	8.9	17.3

NOTE: Percentages may not add to 100 due to rounding.

Retirement and insurance programs

Programs providing retirement and insurance benefits may be classified as contributory or noncontributory (table 20). Contributory programs are those which are jointly financed by the State governments and their employees; noncontributory programs are fully financed by the State. (Programs administered by the States but funded entirely by contributions of employees are not considered State programs.) For purposes of this report, the status of a

system as contributory or noncontributory depends upon the method by which the basic or minimum benefit is funded. Benefits which go beyond the minimum but which are paid for by the workers are not considered as benefits provided by the State; rather, they are regarded as similar to outside insurance or annuities which employees might otherwise purchase on their own. These most often take the form of coverage of dependents, or provide additional coverage (for example, supplemental life insurance benefits) at the option of the worker. State payments, whether or not contributory, may be expressed as: (1) a percentage of salary (or a part thereof); (2) a dollar-and-cents rate for each dollar of coverage; or (3) a fixed payment per employee. In contributory programs the State may pay a fixed percentage of the premium, with the employee responsible for the remainder.

Retirement programs are provided by all of the States; all but one, New York's,¹⁶ are contributory (table 20). Retirement programs are mainly financed by contributions by employees and state governments which are actuarially determined. These contributions are not necessarily matching: some State governments merely provide the difference between the workers' contributions and the amounts required to meet the costs of currently payable benefits, or to keep the retirement fund in a financially sound state. In 1972, according to Census Bureau records, 45 States with 88 percent of all employees provided Federal social security coverage which employees had a right to elect or reject.

Health and medical insurance programs, most commonly Blue Cross-Blue Shield, were carried by 40 States having over four-fifths (82.9 percent) of all State workers. Eighteen States, encompassing more than half of all employees, cover all costs of the basic or minimum coverage. In most States where additional employee coverage or coverage for dependents is available, the employee pays for all of the additional coverage. In some instances, a State may make a contribution for the coverage of dependents or for additional benefits for the employee. In most States such additional coverage of the employee is optional.

Group life insurance programs are found in 31 States employing nearly two-thirds (65 percent) of all State workers. Twenty-seven States, with nearly three-fifths of all employees, had contributory programs.

Group disability income insurance—or nonoccupational sickness and accident insurance—is a form of income maintenance insurance that supplements sick leave. According to Census Bureau records, only nine States with less than one-fifth (18.3 percent) of all employees provide all or part of the costs of such insurance. In four States with slightly less than half of the employees in States with such programs, the employees and the State governments share the costs.

Part IV. Comparisons with the Federal Government and Private Sectors

Great care must be taken in comparing data on the structure of compensation in State governments with similar BLS data for the Federal Government, the total private nonfarm sector, and that part of the private sector which consists of establishments within the scope of the BLS survey which is conducted to provide data for pay comparisons between private industry and the Federal Government¹⁷ (hereinafter called "the comparison frame").

Although data for most of the components of compensation in State governments are generally comparable with those for the Federal Government and private industry, data on pay for vacation and sick leave and civic and personal leave are not. In State governments, data on pay for vacations and sick leave were estimated for the year on the basis of vacation and sick leave time earned during the pay period including October 15, 1972; data on pay for civic and personal leave for the year were estimated on the basis of leave time used during the same pay period. In the Federal Government and private industry, data on these types of leave relate to pay actually received by employees during the year. It is not possible to assess precisely how State data as estimated differ from those that would have been obtained had it been possible to collect data on pay actually received during the year. Information for Federal Government employees,¹⁸ the only group for which such data are available, indicates that the estimation procedure for the States exaggerates pay and hours for sick leave, and to a lesser extent, for vacations. In fiscal year 1973, time earned by Federal employees exceeded time used by 33 percent and 5 percent for sick leave and vacations respectively. On the other hand, estimated annual data for civic and personal leave in the States (based on time used during October 1972) are probably understated, since most military leave (one of its chief components) for reserve and National Guard maneuvers occurs during the summer.

The structure of compensation of State government employees in 1972 more nearly resembled that of the Federal Government than that of the private nonfarm sector (table 21). Pay for working time was slightly less than three-fourths of all compensation in State governments and in the Federal Government, however, it represented approximately four-fifths of all compensation in the entire private nonfarm sector, and somewhat more than three-fourths in the comparison frame. Vacation and sick time earned by State employees would have had to exceed

time used by more than one-third before the ratio of pay for work time to total compensation would have equaled that in the comparison frame.

Retirement programs were the chief form of compensation beyond pay for working time for all four employer groups. The proportion of compensation devoted by the States as a group to such programs was smaller than in the Federal Government but larger than in the private sector, which included a large proportion of employers without a private retirement plan who paid only social security taxes. In the States these programs were 9.1 percent of total compensation, compared to 10.6 percent in the Federal Government. The primary difference between the two governments was the vehicle by which retirement programs were financed. In the States, about two-thirds of all retirement outlays went to State-administered plans, with the remainder devoted to the social security system. Practically all Federal retirement outlays represent contributions to the Civil Service Retirement System and similar plans.

Since not all State employees were covered by social security at the time of the survey, social security was proportionately less in the States. However, the difference was more than offset by State retirement plans which, expressed as a percentage of compensation, exceeded private plans by over one-third in the comparison frame and by almost seven-eighths in all private industry.

Pay for vacations was proportionately less in State governments than in the Federal Government, but was greater than that provided in either of the private industry groups. Because vacations contributed significantly to total pay for leave time, all paid leave followed the same pattern. Holidays, however, accounted for a greater part of compensation in State government than in any other employer group. As was noted previously, vacation leave was probably somewhat overestimated (perhaps by about 5 percent) for the States; however, the amount of overestimation would have had to have been in excess of 20 percent to alter the relationship between State government and the other groups.

Health and insurance programs were a greater proportion of compensation in State governments than in the Federal Government or either private sector group. However, much of the difference is attributable to the fact that for the States data on sick leave relate to time earned, but for the other sectors they relate to time used. If sick leave earned

by State employees had exceeded sick leave used by one-third (as was the case for Federal Government employees—page 14), then sick leave used would have been about the same proportion in the States as in the Federal Government. Therefore, proportional expenditures for all health and insurance programs for all States would have approximated those in the Federal Government and in the comparison frame (between 5.2 and 5.4 percent of compensation), although they still would have been higher than the 4.7 percent in the total private sector. Insurance repre-

sented 1.6 percent of compensation in the States and 1.9 percent in the Federal Government, compared to 3.0 percent in the total private economy and 3.9 percent in the comparison frame.

Matching the pattern in the Federal Government, State expenditures for unemployment programs and bonuses were no more than 0.5 percent of compensation. In both sectors of private industry these two programs, plus savings and thrift plans which do not exist in government, accounted for a little over 2 percent of compensation.

FOOTNOTES TO TEXT

¹Total employment (i.e. full- and part-time workers) in institutions of higher education was 39 percent of all employment in State governments in 1972. See *1972 Census of Governments, Compendium of Public Employment*, No. 2 of volume 3, *Public Employment* (Bureau of the Census, 1974) p. 15.

²In the Federal Government, there is a limit of 30 days (240 hours) of annual leave which may be carried over from year to year. There is no limit for sick leave.

³These were adjusted to annual rates according to the length of the pay period. Thus, data for weekly pay periods were multiplied by 52; for biweekly pay periods, by 26; and for monthly periods, by 12.

⁴Bureau of the Census, *op. cit.* p. 15.

⁵Working time consists of all paid hours less leave hours. Time spent in the office or the plant of the State agencies on coffee breaks, rest periods, etc. is considered as work hours in accordance with the provisions of the Fair Labor Standards Act (FLSA).

⁶Although some States were covered by the Federal unemployment insurance program, they were not liable for their contributions until after June 30, 1972.

⁷For data on the private sector see *Employee Compensation in the Private Nonfarm Economy, 1972*, Bull. 1873, (Bureau of Labor Statistics, 1975), p. 5 and table 22.

⁸The 5 States for which no social security contributions were reported were Colorado, Louisiana, Maine, Massachusetts, and Ohio. In 1972, it was estimated that 75 percent of full time State government employees (including higher education) were covered by social security.

⁹In calendar year 1971, the maximum amount of wages taxable for social security was \$7,800 per year; 1972 the ceiling was \$9,000. In most States, fiscal year 1972 ended on June 30.

¹⁰Moreover, personal leave in some States may be counted as annual leave.

¹¹Three-fourths of full-time workers (including those in higher education) were covered by health, hospitals, or disability insurance

financed at least in part by State governments (See Bureau of the Census, *op. cit.* p. 19.)

¹²Regulations specifically covering leave of highway workers were not collected during the study.

¹³*Regions.* The nine economic regions used in this study, and the States which they comprise, are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—New Jersey, New York, Pennsylvania; *East North Central*—Illinois, Indiana, Michigan, Ohio, Wisconsin; *West North Central*—Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota; *South Atlantic*—Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia; *East South Central*—Alabama, Kentucky, Mississippi, Tennessee; *West South Central*—Arkansas, Louisiana, Oklahoma, Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming; *Pacific*—Alaska, Hawaii, California, Oregon, Washington.

¹⁴The pay period including Oct. 15, 1972.

¹⁵The maximum amount of leave earned in 1 year is not the same as maximum leave accumulation. The latter is a ceiling on the amount of leave which may be carried from year to year by the employee.

¹⁶New York's plan had been contributory until Jan. 1, 1964. Although it is noncontributory for workers employed since that date, some participants under the older arrangement elected to continue their contributions, mainly to purchase additional benefits.

¹⁷See *National Survey of Professional, Administrative, Technical and Clerical Pay, March 1974*, Bull. 1837, (Bureau of Labor Statistics, 1974). The scope of this survey is defined in footnote 2 of table 21 of the present study. For a comparison of the structure of compensation in the Federal Government and the private nonfarm sector, see *Employee Compensation in the Private Nonfarm Economy, 1972*.

¹⁸*Man-years and Personnel Costs—Executive Branch—U.S. Government, Fiscal 1974*, (U.S. Office of Management and Budget, Executive Development and Labor Relations Division, Dec. 12, 1974).

Table 1. Employee compensation in State governments, by type of agency, 1972

Compensation item	All State agencies				Highways				Hospitals				All other agencies			
	Percent of compensation	Pay per hour		Percent of compensation	All hours	Pay per hour		Percent of compensation	All hours	Pay per hour		Percent of compensation	All hours	Pay per hour		Percent of compensation
		hours	Work time			hours	Work time			hours	Work time			hours	Work time	
Total compensation	100.0	\$4.58	\$5.40	100.0	\$4.57	\$5.37	\$4.80	100.0	\$4.06	\$4.80	\$5.68	100.0	\$4.82	\$5.68		
Pay for working time	74.9	3.43	4.04	75.4	3.45	4.05	3.56	74.3	3.02	3.56	4.26	74.9	3.61	4.26		
Straight-time pay	74.3	3.40	4.01	74.7	3.42	4.01	3.52	73.5	2.98	3.52	4.23	74.5	3.60	4.23		
Premium pay	.5	.02	.03	.7	.03	.04	.04	.9	.03	.04	.02	.4	.02	.02		
Overtime, holiday, and weekend work	.4	.02	.02	.6	.03	.03	.02	.4	.02	.02	.02	.3	.01	.02		
Shift differential	.2	.01	.01	.1	(*)	(*)	.02	.4	.02	.02	(*)	.1	(*)	(*)		
Pay for leave (except sick leave)	8.9	.41	.48	9.0	.41	.48	.43	8.9	.36	.43	.50	8.9	.43	.50		
Vacations earned	5.1	.24	.28	5.3	.24	.28	.25	5.2	.21	.25	.29	5.1	.24	.29		
Holidays	3.4	.16	.18	3.4	.16	.18	.16	3.4	.14	.16	.19	3.4	.16	.19		
Civic and personal leave ¹	.4	.02	.02	.3	.01	.02	.02	.3	.01	.02	.02	.4	.02	.02		
Employer expenditures for retirement programs	9.1	.42	.49	8.6	.39	.46	.45	9.4	.38	.45	.52	9.2	.45	.52		
Social security	3.0	.14	.16	3.2	.14	.17	.15	2.9	.12	.15	.17	3.0	.15	.17		
State retirement plans ²	6.1	.28	.33	5.4	.25	.29	.31	6.4	.26	.31	.35	6.2	.30	.35		
Employer expenditures for life insurance and health benefit plans	6.8	.31	.37	6.8	.31	.36	.34	7.1	.29	.34	.38	6.7	.32	.38		
Life, accident, and health insurance	1.6	.07	.09	1.6	.07	.08	.08	1.8	.07	.08	.09	1.6	.08	.09		
Sick leave earned	4.7	.22	.25	4.7	.21	.25	.24	4.9	.20	.24	.27	4.7	.23	.27		
Workers' compensation	.5	.02	.02	.6	.03	.03	.02	.4	.02	.02	.02	.4	.02	.02		
Employer expenditures for unemployment programs	.2	.01	.01	.1	(*)	(*)	.01	.2	.01	.01	.01	.1	.01	.01		
Unemployment insurance	.1	.01	.01	.1	(*)	(*)	.01	.2	.01	.01	.01	.1	.01	.01		
Severance pay	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)		
Other, including nonproduction bonuses ³	.1	.01	.01	.1	(*)	.01	(*)	.1	(*)	(*)	.01	.1	.01	.01		
Wages and salaries (gross payroll) ⁴	88.6	4.06	4.78	89.2	4.08	4.79	4.23	88.3	3.58	4.23	5.03	88.6	4.27	5.03		
Supplements to wages and salaries ⁵	11.4	.52	.61	10.8	.49	.58	.56	11.7	.48	.56	.65	11.4	.55	.65		

¹ Includes military leave.

² Includes State government contributions to retirement funds, and payments directly to pensioners under pay-as-you-go pension systems.

³ Other includes lump-sum payments for merit awards, longevity, awards for suggestions, and other incentive payments and bonuses.

⁴ Wages and salaries include all direct payments to workers normally shown on IRS W-2 forms and consist of pay for working time; pay for vacations, holidays, sick leave, and civic and personal leave, severance pay, and other compensation (including nonproduction bonuses).

⁵ Supplements to wages and salaries include all employer expenditures for compensation other than wages and salaries and consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-go pension systems), and outlays for life insurance, health benefit programs (except sick leave), and unemployment insurance.

NOTE: Because of rounding, sums of individual items may not equal totals. Asterisk (*) indicates less than 0.05 percent or \$0.005.

Table 2. Distribution of employment and States by hourly expenditures for total compensation, pay for working time, and straight-time pay, by type of agency, 1972

Agency and compensation item	Number of States and percent of employment in States with average hourly expenditures for the item of—											
	Expenditures per hour worked and totals of workers and States	Less than \$2.50	\$2.50 - 2.99	\$3.00 - 3.49	\$3.50 - 3.99	\$4.00 - 4.49	\$4.50 - 4.99	\$5.00 - 5.49	\$5.50 - 5.99	\$6.00 - 6.49	\$6.50 - 6.99	\$7.00 and over
<u>All agencies</u>												
Total compensation -----	\$5.40											
Employment -----	100.0				3.2	17.2	26.1	18.6	1.1	17.0	5.4	11.4
States -----	50	-	-	2	12	15	9	1	6	2	3	
Pay for working time -----	\$4.04											
Employment -----	100.0	4.8	19.9	26.5	18.4	26.8	3.1	-	-	.5	-	
States -----	50	3	13	17	8	7	1	-	-	1	-	
Straight-time pay -----	\$4.01											
Employment -----	100.0	4.8	25.1	21.4	18.4	26.8	3.1		0.5	-		
States -----	50	3	15	15	8	7	1		1	-		
<u>Highways</u>												
Total compensation -----	\$5.37											
Employment -----	100.0		1.9	5.5	20.0	10.1	19.1	18.1	9.1	9.1	7.2	
States -----	50	-	1	2	10	5	9	10	2	4	7	
Pay for working time -----	\$4.05											
Employment -----	100.0	7.8	21.3	21.5	19.5	19.4	10.0	-	-	-	0.6	
States -----	50	4	11	7	12	8	7	-	-	-	1	
Straight-time pay -----	\$4.01											
Employment -----	100.0	7.8	21.3	23.1	17.8	19.7	9.7			.6	-	
States -----	50	4	11	8	11	9	6			1	-	
<u>Hospitals</u>												
Total compensation -----	\$4.80											
Employment -----	100.0		.8	8.2	22.3	18.3	10.1	10.5	2.6	11.3	15.8	0.1
States -----	50	-	1	9	10	11	8	4	1	3	2	1
Pay for working time -----	\$3.56											
Employment -----	100.0	3.3	23.8	22.6	21.1	14.6	14.5	-	-	-	0.1	-
States -----	50	3	15	13	11	3	4	-	-	-	1	-
Straight-time pay -----	\$3.52											
Employment -----	100.0	5.0	29.4	23.7	19.7	16.5	12.6	-	-	.1	-	-
States -----	50	5	14	13	10	4	3	-	-	1	-	-

NOTE: Percentages may not add to 100 due to rounding. Dash (-) indicates zero.

Table 3. Distribution of employment and States by expenditures for pay for working time and straight-time pay as a percent of total compensation, by type of agency, 1972

Agency and compensation item	Percent of compensation and totals of workers and States	Percent of employees in States and number of States in which the percent of total compensation accounted for by the item was—									
		Less than 64	64 and less than 66	66 - 68	68 - 70	70 - 72	72 - 74	74 - 76	76 - 78	78 - 80	80 or more
All agencies											
Pay for working time -----	74.9										
Employment -----	100.0		7.8	-	4.6	3.8	2.9	19.2	47.3	13.9	0.4
States -----	50		1	-	3	3	2	8	21	11	1
Straight-time pay -----	74.3										
Employment -----	100.0		7.8	2.2	2.4	4.3	9.1	26.4	35.6	11.7	0.4
States -----	50		1	-1	2	4	3	11	19	8	1
Highways											
Pay for working time -----	75.4										
Employment -----	100.0	-	1.9	1.8	5.6	1.9	5.4	30.2	35.6	12.3	5.3
States -----	50	-	1	1	3	3	2	13	16	8	3
Straight-time pay -----	74.7										
Employment -----	100.0	1.9	1.8	1.6	4.9	1.0	12.9	27.7	38.3	7.3	2.6
States -----	50	1	1	1	4	1	5	15	15	5	2
Hospitals											
Pay for working time -----	74.3										
Employment -----	100.0		-	12.6	3.1	1.3	13.3	13.6	25.4	26.0	4.7
States -----	50		-	1	2	2	6	5	16	16	2
Straight-time pay -----	73.5										
Employment -----	100.0	-	12.6	3.1	-	7.7	11.7	25.2	19.7	20.0	-
States -----	50	-	1	2	-	5	6	12	10	14	-

NOTE: Percentages may not add to 100 due to rounding. Dash (-) indicates zero.

Table 4. All agencies: Distribution of employment by State government expenditures for selected compensation items (as cents per work hour), 1972

	Average expenditures		Percent of employment in State governments—																		
	All States	States that had expenditures	Total	That had no expenditures	That had expenditures for the item of—																
					Less than 2 cents	2 and under 4 cents	4 6	6 8	8 10	10 12	12 14	14 16	16 18	18 20	20 25	25 30	30 40	40 50	50 60	60 70	70 and above
Premium pay	.03	.03	100	(*)	47	15	26	10	1	(*)	-	-	-	-	-	-	-	-	-	-	-
Overtime, holiday, and weekend work	.02	.02	100	-	52	36	7	4	(*)	-	-	-	-	-	-	-	-	-	-	-	-
Shift differentials	.01	.01	100	17	75	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pay for leave (except sick leave)	.48	.48	100	-	-	-	-	-	-	-	-	-	-	-	-	-	29	30	25	8	8
Vacations earned	.28	.28	100	-	-	-	-	-	-	-	-	-	-	10	28	36	17	8	(*)	-	-
Holidays	.18	.18	100	-	-	-	-	-	3	3	13	14	15	14	35	3	-	-	-	-	-
Civic and personal leave	.02	.02	100	7	63	7	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Employer expenditures for retirement programs	.49	.49	100	-	-	-	-	-	-	-	-	-	-	-	3	3	35	27	22	1	10
Social security	.16	.18	100	11	(*)	-	-	-	-	7	8	39	9	19	5	(*)	-	-	-	-	-
State retirement plans	.33	.33	100	-	-	-	3	(*)	-	3	5	8	5	12	24	16	13	2	-	8	-
Employer expenditures for life insurance and health benefit programs	.37	.37	100	-	-	-	-	-	-	-	-	3	2	13	17	35	9	16	3	2	-
Life, accident, and health insurance	.09	.10	100	11	8	6	2	29	12	9	1	-	6	9	4	-	2	-	-	-	-
Sick leave earned	.25	.25	100	-	-	-	-	-	-	-	-	3	5	14	35	25	13	1	1	2	-
Workers' compensation	.02	.02	100	2	52	23	14	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Employer expenditures for unemployment benefits	.01	.01	100	29	52	8	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment insurance	.01	.01	100	37	48	4	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Severance pay	(*)	(*)	100	77	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses	.01	.01	100	32	61	2	-	4	-	-	-	-	2	-	-	-	-	-	-	-	-

NOTE: Detail may not add to totals due to rounding. Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent.

Table 5. All agencies: Distribution of employment by State government expenditures for selected compensation items (as percent of total compensation), 1972

Compensation item	Average expenditures		Percent of employment in State governments—												
	All States	States that had expenditures	Total	That had no expenditures	That had expenditures for the item of—										
					Less than 1 percent	1 and under 2 percent	2 3	3 4	4 5	5 6	6 7	7 8	8 9	9 10	10 and over
Premium pay -----	.5	.5	100	(*)	88	11	-	-	-	-	-	-	-	-	-
Overtime, holiday, and weekend work -----	.4	.4	100	-	98	2	-	-	-	-	-	-	-	-	-
Shift differentials -----	.2	.2	100	17	83	-	-	-	-	-	-	-	-	-	-
Pay for leave (except sick leave) -----	8.9	8.9	100	-	-	-	-	-	-	7	10	23	55	4	-
Vacations earned -----	5.1	5.1	100	-	-	-	-	3	37	53	7	-	-	-	-
Holidays -----	3.4	3.4	100	-	-	-	23	62	15	-	-	-	-	-	-
Civic and personal leave -----	.4	.4	100	7	85	7	-	-	-	-	-	-	-	-	-
Employer expenditures for retirement programs -----	9.1	9.1	100	-	-	-	-	-	-	7	11	17	41	7	17
Social security -----	3.0	3.4	100	11	(*)	-	14	62	12	-	-	-	-	-	-
State retirement plans -----	6.1	6.1	100	-	-	3	2	16	27	19	13	6	5	1	8
Employer expenditures for life insurance and health benefit programs -----	6.8	6.8	100	-	-	-	-	3	7	32	18	21	13	2	4
Life, accident, and health insurance -----	1.6	1.8	100	11	15	43	20	9	2	-	-	-	-	-	-
Sick leave earned -----	4.7	4.7	100	-	-	-	-	24	42	28	2	-	-	4	-
Workers' compensation -----	.5	.5	100	2	92	6	-	-	-	-	-	-	-	-	-
Employer expenditures for unemployment benefits -----	.2	.2	100	29	70	1	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	.1	.2	100	37	62	1	-	-	-	-	-	-	-	-	-
Severance pay -----	(*)	.1	100	77	23	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ---	.1	.2	100	32	63	4	2	-	-	-	-	-	-	-	-

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent.
Detail may not add to totals due to rounding.

Table 6. Highway agencies: Distribution of employment by State government expenditures for selected compensation items (as cents per work hour), 1972

Compensation item	Average expenditures		Percent of employment in State governments—																							
	All States	States that had expend- itures	Total	That had no expend- itures	That had expenditures for the item of—															25	30	40	50	60	70	70 and above
					less than 2 cents	2 and under 4 cents	4 6	6 8	8 10	10 12	12 14	14 16	16 18	18 20	20 25	25 30	30 40	40 50	50 60							
Premium pay -----	.04	.04	100	17	38	12	14	6	4	3	3	-	-	-	2	1	-	-	-	-	-					
Overtime, holiday, and weekend work -----	.03	.04	100	20	35	14	14	4	4	3	3	-	-	-	2	-	-	-	-	-	-					
Shift differentials -----	(*)	.01	100	66	30	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pay for leave (except sick leave) -----	.48	.48	100	-	-	-	-	-	-	-	-	-	-	-	-	2	27	31	14	16	9					
Vacations earned -----	.28	.28	100	-	-	-	-	-	-	-	-	-	3	6	37	12	33	8	1	-	-					
Holidays -----	.18	.18	100	-	-	-	-	1	3	9	7	12	13	15	28	10	2	-	-	-	-					
Civic and personal leave -----	.02	.03	100	40	34	9	2	9	4	-	2	-	-	-	-	-	-	-	-	-	-					
Employer expenditures for retirement programs -----	.46	.46	100	-	-	-	-	-	-	-	-	6	6	23	13	30	4	27	38	20	(*)	6				
Social security -----	.17	.19	100	12	-	-	-	-	-	-	6	6	23	13	30	9	1	-	-	-	-					
State retirement plans -----	.29	.29	100	-	-	-	4	-	1	3	2	3	7	6	15	26	15	14	2	-	2					
Employer expenditures for life insurance and health benefit programs -----	.36	.36	100	-	-	-	-	-	-	-	-	-	6	4	17	4	40	14	9	5	2					
Life, accident, and health insurance -----	.08	.10	100	17	6	8	7	14	13	19	(*)	8	-	2	3	2	-	2	-	-	-					
Sick leave earned -----	.25	.25	100	-	-	-	-	-	-	-	5	6	8	2	31	28	16	1	3	-	-					
Workers' compensation -----	.03	.03	100	4	35	35	18	3	2	3	-	-	-	-	-	-	-	-	-	-	-					
Employer expenditures for unemployment benefits -----	(*)	.02	100	72	18	7	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-					
Unemployment insurance -----	(*)	.01	100	76	16	7	1	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-					
Severance pay -----	(*)	.02	100	94	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Other, including nonproduction bonuses ---	.01	.02	100	73	19	3	1	-	2	-	2	-	-	-	-	-	-	-	-	-	-					

NOTE: Dash(-) indicates zero. Asterisk (*) indicates less than 0.05 percent. Detail may not add to totals due to rounding.

Table 7. Highway agencies: Distribution of employment by State government expenditures for selected compensation items (as percent of total compensation), 1972

Compensation item	Average expenditures		Percent of employment in State governments--												
	All States	States that had expenditures	Total	That had no expenditures	That had expenditures for the item of--										
					Less than 1 percent	1 and under 2 percent	2 3	3 4	4 5	5 6	6 7	7 8	8 9	9 10	10 and over
Premium pay -----	.7	.8	100	17	59	19	2	2	-	-	-	-	-	-	-
Overtime, holiday, and weekend work ----	.6	.8	100	20	58	17	4	-	-	-	-	-	-	-	-
Shift differentials -----	.1	.1	100	66	34	-	-	-	-	-	-	-	-	-	-
Pay for leave (except sick leave) -----	9.0	9.0	100	-	-	-	-	-	-	-	4	19	24	36	17
Vacations earned -----	5.3	5.3	100	-	-	-	-	5	34	43	18	-	-	-	-
Holidays -----	3.4	3.4	100	-	-	4	29	38	28	-	-	-	-	-	-
Civic and personal leave -----	.3	.5	100	40	45	14	-	-	-	-	-	-	-	-	-
Employer expenditures for retirement programs -----	8.6	8.6	100	-	-	-	-	-	3	5	13	10	43	8	18
Social security -----	3.2	3.6	100	12	-	-	15	34	39	-	-	-	-	-	-
State retirement plans -----	5.4	5.4	100	-	-	-	7	10	29	16	23	2	4	2	2
Employer expenditures for life insurance and health benefit programs -----	6.8	6.8	100	-	-	-	-	5	11	18	25	14	13	8	5
Life, accident, and health insurance ----	1.6	1.8	100	17	19	36	24	1	2	2	-	-	-	-	-
Sick leave earned -----	4.7	4.7	100	-	-	-	3	20	37	32	4	-	1	2	-
Workers' compensation -----	.6	.6	100	4	77	18	1	-	-	-	-	-	-	-	-
Employer expenditures for unemployment benefits -----	.1	.3	100	72	26	2	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	.1	.2	100	76	23	(*)	-	-	-	-	-	-	-	-	-
Severance pay -----	(*)	.4	100	94	6	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ---	.1	.4	100	73	24	3	-	-	-	-	-	-	-	-	-

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent. Detail may not add to totals due to rounding.

**Table 8. Hospitals: Distribution of employment by State government expenditures for selected compensation items
(as cents per work hour), 1972**

Compensation item	Average expenditures		Percent of employment in State governments—																		
	All States	States that had expend- itures	Total	That had no expend- itures	That had expenditures for the item of—																
					Less than 2 cents	2 and under 4 cents	4 — 6	6 — 8	8 — 10	10 — 12	12 — 14	14 — 16	16 — 18	18 — 20	20 — 25	25 — 30	30 — 40	40 — 50	50 — 60	60 — 70	70 and above
Premium pay -----	.04	.04	100	1	37	11	24	7	17	-	(*)	(*)	-	-	1	-	-	-	-	-	-
Overtime, holiday, and weekend work ----	.02	.02	100	1	50	34	9	4	1	-	(*)	-	-	1	-	-	-	-	-	-	-
Shift differentials -----	.02	.02	100	22	34	31	10	4	(*)	-	-	-	-	-	-	-	-	-	-	-	-
Pay for leave (except sick leave) -----	.43	.43	100	-	-	-	-	-	-	-	-	-	-	(*)	1	12	39	21	10	16	(*)
Vacations earned -----	.25	.25	100	-	-	-	-	-	-	(*)	1	5	6	11	29	19	28	-	-	(*)	-
Holidays -----	.16	.16	100	-	-	-	-	1	5	12	9	31	3	12	20	6	(*)	-	-	-	-
Civic and personal leave -----	.02	.02	100	31	44	2	11	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Employer expenditures for retirement programs -----	.45	.45	100	-	-	-	-	-	-	-	-	-	3	-	17	11	22	23	9	1	13
Social security -----	.14	.17	100	14	5	-	-	-	-	8	14	11	8	13	21	6	-	-	-	-	-
State retirement plans -----	.31	.31	100	-	-	-	3	1	1	8	6	5	9	6	21	3	19	6	(*)	-	13
Employer expenditures for life insurance and health benefit programs -----	.34	.34	100	-	-	-	-	-	-	-	-	4	5	3	19	13	19	28	6	(*)	3
Life, accident, and health insurance ----	.08	.10	100	13	6	5	17	16	5	13	3	2	17	-	4	-	-	-	-	-	-
Sick leave earned -----	.24	.24	100	-	-	-	-	-	-	(*)	2	12	16	5	19	32	9	2	3	-	-
Workers' compensation -----	.02	.02	100	5	49	31	9	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Employer expenditures for unemployment benefits -----	.01	.02	100	51	28	14	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	.01	.01	100	51	32	14	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Severance pay -----	(*)	.04	100	96	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ---	(*)	.01	100	64	29	1	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent. Detail may not add to totals due to rounding.

Table 9. Hospitals: Distribution of employment by State government expenditures for selected compensation items (as percent of total compensation), 1972

Compensation item	Average expenditures		Percent of employment in State governments—												
	All States	States that had expenditures	Total	That had no expenditures	That had expenditures for the item of—										
					Less than 1 percent	1 and under 2 percent	2 3	3 4	4 5	5 6	6 7	7 8	8 9	9 10	10 and over
Premium pay -----	.9	.9	100	1	63	33	1	(*)	1	-	-	-	-	-	-
Overtime, holiday, and weekend work -----	.4	.4	100	1	89	8	1	-	1	-	-	-	-	-	-
Shift differentials -----	.4	.5	100	22	67	11	-	-	-	-	-	-	-	-	-
Pay for leave (except sick leave) -----	8.9	8.9	100	-	-	-	-	-	-	-	-	-	-	-	-
Vacations earned -----	5.2	5.2	100	-	-	-	-	1	25	66	8	16 (*)	24	46	10
Holidays -----	3.4	3.4	100	-	-	(*)	23	59	18	-	-	-	-	-	-
Civic and personal leave -----	.3	.5	100	31	69	-	-	-	-	-	-	-	-	-	-
Employer expenditures for retirement programs -----	9.4	9.4	100	-	-	-	-	-	3	14	12	17	28	8	17
Social security -----	2.9	3.4	100	14	5	-	2	49	29	-	-	-	-	-	-
State retirement plans -----	6.4	6.4	100	-	-	4	7	15	27	16	9	3	5	(*)	13
Employer expenditures for life insurance and health benefit programs -----	7.1	7.1	100	-	-	-	-	3	5	22	23	28	6	9	5
Life, accident, and health insurance -----	1.8	2.0	100	13	20	22	39	5	-	-	-	-	-	-	-
Sick leave earned -----	4.9	4.9	100	-	-	-	-	8	54	28	6	-	-	1	3
Workers' compensation -----	.4	.5	100	5	84	11	-	-	-	-	-	-	-	-	-
Employer expenditures for unemployment benefits -----	.2	.4	100	51	47	1	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	.2	.3	100	51	47	1	-	-	-	-	-	-	-	-	-
Severance pay -----	(*)	.6	100	96	4	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses -----	.1	.2	100	64	34	2	-	-	-	-	-	-	-	-	-

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent. Detail may not add to totals due to rounding.

Table 10 a. All agencies: Employee compensation in State governments, New England States, 1972

Compensation item	New England States		Connecticut		Maine		Massachusetts		New Hampshire		Rhode Island		Vermont	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.60	100.0	\$6.90	100.0	\$4.48	100.0	\$5.49	100.0	\$4.86	100.0	\$5.04	100.0	\$5.44
Pay for working time -----	75.0	4.20	69.8	4.82	76.8	3.44	76.7	4.21	78.5	3.82	76.3	3.85	78.1	4.25
Straight-time pay -----	74.2	4.16	69.1	4.77	76.6	3.43	76.1	4.17	77.8	3.78	74.7	3.76	76.9	4.18
Premium pay -----	.8	.04	.8	.05	.2	.01	.7	.04	.7	.03	1.7	.08	1.3	.07
Overtime, holiday, and weekend work --	.6	.03	.6	.04	.1	.01	.4	.02	.7	.03	1.4	.07	1.0	.05
Shift differential -----	.2	.01	.2	.01	(*)	(*)	.2	.01	-	-	.2	.01	.3	.01
Pay for leave (except sick leave) -----	8.8	.49	9.2	.64	8.7	.39	8.8	.48	9.1	.44	7.7	.39	9.3	.50
Vacations earned -----	5.1	.28	4.9	.34	5.6	.25	5.2	.28	5.3	.26	4.6	.23	5.1	.28
Holidays -----	3.4	.19	3.5	.24	3.0	.13	3.5	.19	3.4	.17	2.8	.14	4.2	.23
Civic and personal leave ¹ -----	.3	.02	.9	.06	(*)	(*)	.1	(*)	.4	.02	.3	.01	(*)	(*)
Employer expenditures for retirement programs -----	7.1	.40	8.4	.58	9.6	.43	5.8	.32	6.4	.31	7.8	.39	6.5	.35
Social security -----	1.6	.09	3.3	.23	-	-	-	-	3.7	.18	3.6	.18	4.1	.22
State retirement plans ² -----	5.4	.30	5.0	.35	9.6	.43	5.8	.32	2.7	.13	4.3	.21	2.3	.13
Employer expenditures for life insurance and health benefit plans -----	8.2	.46	9.7	.67	4.9	.22	8.7	.48	6.0	.29	7.0	.35	6.1	.33
Life, accident, and health insurance ---	2.9	.16	4.6	.32	.6	.03	3.1	.17	.4	.02	2.0	.10	.8	.05
Sick leave earned -----	4.9	.28	4.8	.33	4.2	.19	5.1	.28	5.3	.26	5.0	.25	5.1	.28
Workers' compensation -----	.3	.02	.3	.02	.1	(*)	.5	.03	.3	.02	(*)	(*)	.2	.01
Employer expenditures for unemployment programs -----	.2	.01	.4	.03	(*)	(*)	(*)	(*)	(*)	(*)	1.1	.05	(*)	(*)
Unemployment insurance -----	.2	.01	.4	.03	-	-	(*)	(*)	(*)	(*)	1.1	.05	(*)	(*)
Severance pay -----	(*)	(*)	(*)	(*)	(*)	(*)	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ ---	.7	.04	2.5	.17	-	-	(*)	(*)	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.4	5.01	86.3	5.96	89.6	4.01	90.6	4.97	92.9	4.52	89.1	4.49	92.5	5.03
Supplements to wages and salaries -----	10.6	.59	13.7	.94	10.4	.46	9.4	.52	7.1	.34	10.9	.55	7.5	.41

See footnotes on p. 33.

Table 10b. All agencies: Employee compensation in State governments, Middle Atlantic States, 1972

Compensation item	Middle Atlantic		New Jersey		New York		Pennsylvania	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$6.66	100.0	\$7.00	100.0	\$7.58	100.0	\$5.44
Pay for working time -----	70.4	4.68	74.8	5.24	65.7	4.98	75.4	4.11
Straight-time pay -----	69.8	4.65	73.8	5.17	65.1	4.93	75.3	4.10
Premium pay -----	.5	.04	1.0	.07	.7	.05	.1	.01
Overtime, holiday, and weekend work -----	.4	.03	.9	.06	.4	.03	.1	.01
Shift differential -----	.1	.01	.1	.01	.2	.02	-	-
Pay for leave (except sick leave) -----	9.3	.62	9.3	.65	9.3	.70	9.4	.51
Vacations earned -----	5.3	.36	4.9	.34	5.4	.41	5.4	.30
Holidays -----	3.4	.23	3.6	.25	3.1	.23	3.9	.21
Civic and personal leave ¹ -----	.5	.04	.8	.06	.8	.06	(*)	(*)
Employer expenditures for retirement programs -----	12.8	.85	8.5	.59	17.1	1.29	8.2	.45
Social security -----	3.2	.21	3.6	.25	3.1	.23	3.2	.17
State retirement plans ² -----	9.6	.64	4.8	.34	14.0	1.06	5.0	.27
Employer expenditures for life insurance and health benefit plans -----	7.2	.48	7.2	.51	7.3	.55	7.0	.38
Life, accident, and health insurance -----	2.0	.13	2.5	.18	2.4	.18	1.2	.07
Sick leave earned -----	4.6	.30	4.6	.32	4.0	.30	5.5	.30
Workers' compensation -----	.6	.04	.1	(*)	.9	.07	.3	.02
Employer expenditures for unemployment programs -----	.3	.02	(*)	(*)	.6	.04	(*)	(*)
Unemployment insurance -----	.3	.02	(*)	(*)	.6	.04	(*)	(*)
Severance pay -----	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	.2	.01	(*)	(*)	(*)	(*)
Wages and salaries (gross payroll) ⁴ -----	84.3	5.61	88.9	6.23	79.0	5.99	90.2	4.91
Supplements to wages and salaries -----	15.7	1.05	11.1	.77	21.0	1.59	9.8	.53

See footnotes on p. 33.

Table 10c. All agencies: Employee compensation in State governments, East North Central States, 1972

Compensation item	East North Central		Illinois		Indiana		Michigan		Ohio		Wisconsin	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.76	100.0	\$6.08	100.0	\$4.59	100.0	\$6.66	100.0	\$4.86	100.0	\$6.15
Pay for working time -----	75.7	4.36	76.9	4.67	78.8	3.61	75.0	4.99	76.4	3.71	71.4	4.39
Straight-time pay -----	75.1	4.33	76.6	4.66	78.6	3.61	73.9	4.92	75.4	3.66	70.9	4.37
Premium pay -----	.6	.04	.2	.01	.1	.01	1.0	.07	1.0	.05	.4	.02
Overtime, holiday, and weekend work -----	.4	.02	.1	.01	.1	.01	.6	.04	1.0	.05	.2	.01
Shift differential -----	.2	.01	.1	.01	-	-	.4	.03	(*)	(*)	.2	.01
Pay for leave (except sick leave) -----	7.9	.46	9.6	.59	8.5	.39	6.7	.45	6.7	.32	7.9	.49
Vacations earned -----	4.7	.27	5.5	.33	4.6	.21	4.5	.30	3.8	.18	5.0	.31
Holidays -----	3.0	.17	3.7	.22	3.9	.18	2.2	.15	2.9	.14	2.7	.17
Civic and personal leave ¹ -----	.2	.01	.5	.03	.1	(*)	-	-	(*)	(*)	.3	.02
Employer expenditures for retirement programs -----	8.4	.49	7.5	.45	6.9	.32	8.2	.54	8.6	.42	12.3	.76
Social security -----	2.6	.15	2.9	.17	3.9	.18	3.2	.21	-	-	3.7	.23
State retirement plans ² -----	5.9	.34	4.6	.28	3.0	.14	5.0	.33	8.6	.42	8.6	.53
Employer expenditures for life insurance and health benefit plans -----	7.4	.42	6.0	.36	5.7	.26	8.6	.57	8.3	.41	7.6	.47
Life, accident, and health insurance -----	2.5	.14	1.5	.09	1.2	.06	3.7	.25	2.4	.12	3.2	.20
Sick leave earned -----	4.5	.26	4.5	.27	4.2	.19	4.4	.29	4.9	.24	4.2	.26
Workers' compensation -----	.4	.02	.1	(*)	.3	.01	.5	.03	1.1	.05	.2	.01
Employer expenditures for unemployment programs -----	.2	.01	(*)	(*)	(*)	(*)	.5	.04	(*)	(*)	.4	.02
Unemployment insurance -----	.1	.01	(*)	(*)	-	-	.3	.02	-	-	.4	.02
Severance pay -----	.1	(*)	(*)	(*)	(*)	(*)	.3	.02	(*)	(*)	-	-
Other, including nonproduction bonuses ³ -----	.3	.02	(*)	(*)	(*)	(*)	1.0	.07	(*)	(*)	.4	.02
Wages and salaries (gross payroll) ⁴ -----	88.5	5.10	91.0	5.53	91.5	4.20	87.4	5.82	88.0	4.28	83.9	5.16
Supplements to wages and salaries ⁵ -----	11.5	.66	9.0	.55	8.5	.39	12.6	.84	12.0	.59	16.1	.99

See footnotes on p. 33.

Table 10d. All agencies: Employee compensation in State governments, West North Central States, 1972

Compensation item	West North Central		Iowa		Kansas		Minnesota		Missouri		Nebraska		North Dakota		South Dakota	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.74	100.0	\$5.28	100.0	\$4.94	100.0	\$5.13	100.0	\$4.44	100.0	\$4.06	100.0	\$4.23	100.0	\$4.35
Pay for working time -----	77.4	3.67	74.8	3.95	78.4	3.87	77.4	3.97	77.3	3.43	78.9	3.21	79.1	3.34	80.1	3.49
Straight-time pay -----	77.1	3.66	74.5	3.93	78.3	3.86	76.6	3.93	77.3	3.43	78.6	3.19	79.1	3.34	80.1	3.49
Premium pay -----	.3	.01	.3	.02	.1	(*)	.8	.04	.1	(*)	.3	.01	-	-	(*)	(*)
Overtime, holiday, and weekend work ---	.2	.01	(*)	(*)	.1	(*)	.6	.03	.1	(*)	.3	.01	-	-	(*)	(*)
Shift differential -----	.1	(*)	.3	.02	-	-	.1	.01	(*)	(*)	.1	(*)	-	-	(*)	(*)
Pay for leave (except sick leave) -----	8.8	.42	7.1	.37	7.3	.36	9.8	.50	9.7	.43	8.9	.36	9.1	.38	8.9	.39
Vacations earned -----	5.4	.25	4.5	.24	4.6	.23	6.1	.31	5.9	.26	4.6	.19	5.4	.23	5.3	.23
Holidays -----	3.4	.16	2.5	.13	2.7	.13	3.6	.19	3.8	.17	4.2	.17	3.6	.15	3.4	.15
Civic and personal leave ¹ -----	(*)	(*)	(*)	(*)	.1	(*)	-	-	(*)	(*)	.1	(*)	.1	(*)	.1	.01
Employer expenditures for retirement programs -----	7.2	.34	6.5	.34	9.0	.44	6.6	.34	7.1	.32	7.5	.31	6.8	.29	6.2	.27
Social security -----	3.7	.18	3.6	.19	3.9	.19	3.2	.17	4.0	.17	4.4	.18	3.7	.15	4.3	.19
State retirement plans ² -----	3.4	.16	2.9	.15	5.1	.25	3.4	.17	3.2	.14	3.2	.13	3.1	.13	1.9	.08
Employer expenditures for life insurance and health benefit plans -----	6.6	.31	11.6	.61	5.3	.26	6.2	.32	5.8	.26	4.7	.19	5.0	.21	4.8	.21
Life, accident, and health insurance -----	1.0	.05	1.6	.09	1.4	.07	2.2	.11	-	-	.2	.01	.7	.03	-	-
Sick leave earned -----	5.3	.25	9.7	.51	3.8	.19	3.9	.20	5.4	.24	4.5	.18	3.7	.16	4.5	.19
Workers' compensation -----	.3	.01	.3	.01	.2	.01	.1	.01	.5	.02	(*)	(*)	.5	.02	.3	.01
Employer expenditures for unemployment programs -----	(*)	(*)	(*)	(*)	-	-	.1	(*)	-	-	-	-	-	-	.1	(*)
Unemployment insurance -----	(*)	(*)	-	-	-	-	.1	(*)	-	-	-	-	-	-	.1	(*)
Severance pay -----	(*)	(*)	(*)	(*)	-	-	(*)	(*)	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ ---	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	-	-	(*)	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	91.5	4.34	91.6	4.84	89.5	4.42	91.0	4.67	92.4	4.10	92.3	3.75	92.0	3.89	93.5	4.07
Supplements to wages and salaries ⁵ -----	8.5	.40	8.4	.44	10.5	.52	9.0	.46	7.6	.34	7.7	.31	8.0	.34	6.5	.28

See footnotes on p. 33.

Table 10e. All agencies: Employee compensation in State governments, South Atlantic States, 1972

Compensation item	South Atlantic		Delaware		Florida		Georgia		Maryland		North Carolina		South Carolina		Virginia		West Virginia	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.72	100.0	\$4.95	100.0	\$4.83	100.0	\$4.51	100.0	\$6.31	100.0	\$4.85	100.0	\$4.12	100.0	\$4.19	100.0	\$4.04
Pay for working time -----	75.4	3.56	70.7	3.50	79.8	3.86	73.5	3.32	69.1	4.36	77.2	3.74	75.4	3.10	79.1	3.31	70.3	2.84
Straight-time pay -----	74.8	3.53	70.2	3.47	79.5	3.84	73.4	3.31	67.9	4.28	76.2	3.69	75.0	3.09	78.5	3.29	70.2	2.83
Premium pay -----	.6	.03	.6	.03	.3	.01	.1	.01	1.2	.08	.9	.05	.4	.02	.5	.02	.2	.01
Overtime, holiday, and weekend work -----	.4	.02	.5	.03	.2	.01	.1	.01	.7	.05	.6	.03	.2	.01	.5	.02	.2	.01
Shift differential -----	.2	.01	(*)	(*)	.1	(*)	(*)	(*)	.5	.03	.3	.02	.2	.01	(*)	(*)	-	-
Pay for leave (except sick leave) -----	9.3	.44	9.8	.49	8.6	.41	9.5	.43	10.6	.67	7.8	.38	9.3	.38	9.6	.40	10.7	.43
Vacations earned -----	5.4	.26	6.0	.29	5.1	.25	6.0	.27	5.3	.33	4.8	.23	5.7	.23	5.6	.23	6.2	.25
Holidays -----	3.6	.17	3.8	.19	3.1	.15	3.4	.15	4.5	.28	2.7	.13	3.6	.15	4.1	.17	4.4	.18
Civic and personal leave ¹ -----	.2	.01	(*)	(*)	.4	.02	(*)	(*)	.8	.05	.2	.01	(*)	(*)	(*)	(*)	.1	(*)
Employer expenditures for retirement programs -----	8.8	.41	11.3	.56	7.0	.34	9.7	.44	8.6	.54	11.4	.55	9.5	.39	5.4	.22	11.1	.45
Social security -----	3.9	.18	3.8	.19	3.7	.18	3.5	.16	4.3	.27	4.0	.19	4.1	.17	3.9	.16	4.0	.16
State retirement plans ² -----	4.8	.23	7.5	.37	3.3	.16	6.2	.28	4.3	.27	7.5	.36	5.4	.22	1.5	.06	7.1	.29
Employer expenditures for life insurance and health benefit plans -----	6.5	.31	7.9	.39	4.6	.22	7.3	.33	11.7	.74	3.4	.16	5.7	.23	5.9	.25	7.8	.31
Life, accident, and health insurance -----	.6	.03	1.3	.06	-	-	2.0	.09	1.6	.10	-	-	-	-	.2	.01	.8	.03
Sick leave earned -----	5.6	.27	5.8	.29	4.4	.21	5.2	.23	9.9	.63	3.2	.15	5.6	.23	5.6	.23	6.3	.25
Workers' compensation -----	.2	.01	.8	.04	.2	.01	.1	(*)	.2	.01	.2	.01	.1	(*)	.1	(*)	.8	.03
Employer expenditures for unemployment programs -----	(*)	(*)	.2	.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	(*)	(*)	.1	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Severance pay -----	(*)	(*)	.2	.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	(*)	(*)	(*)	(*)	.3	.01	.1	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	90.4	4.26	86.5	4.28	92.8	4.49	88.2	3.98	89.6	5.65	88.4	4.28	90.4	3.72	94.3	3.95	87.3	3.53
Supplements to wages and salaries ⁵ -----	9.6	.45	13.5	.66	7.2	.35	11.8	.53	10.4	.66	11.6	.56	9.6	.40	5.7	.24	12.7	.51

See footnotes on p. 33.

Table 10f. All agencies: Employee compensation in State governments, East South Central States, 1972

Compensation item	East South Central		Alabama		Kentucky		Mississippi		Tennessee	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.28	100.0	\$4.59	100.0	\$4.56	100.0	\$4.06	100.0	\$3.91
Pay for working time -----	76.6	3.28	76.7	3.52	76.1	3.47	78.1	3.17	76.2	2.98
Straight-time pay -----	76.4	3.27	76.6	3.51	75.7	3.45	78.0	3.17	76.2	2.97
Premium pay -----	.1	.01	.1	(*)	.3	.02	(*)	(*)	(*)	(*)
Overtime, holiday, and weekend work -----	.1	(*)	(*)	(*)	.1	.01	(*)	(*)	(*)	(*)
Shift differential -----	.1	(*)	.1	(*)	.2	.01	(*)	(*)	-	-
Pay for leave (except sick leave) -----	9.0	.38	9.4	.43	8.8	.40	8.5	.34	9.1	.35
Vacations earned -----	5.2	.22	4.8	.22	5.0	.23	5.3	.21	5.7	.22
Holidays -----	3.7	.16	4.5	.21	3.7	.17	3.1	.13	3.4	.13
Civic and personal leave ¹ -----	.1	(*)	.1	(*)	.2	.01	.1	(*)	-	-
Employer expenditures for retirement programs -----	8.6	.37	8.1	.37	10.0	.46	7.5	.30	8.2	.32
Social security -----	3.9	.17	3.9	.18	4.2	.19	3.6	.15	3.9	.15
State retirement plans ² -----	4.6	.20	4.2	.19	5.8	.27	3.9	.16	4.2	.17
Employer expenditures for life insurance and health benefit plans -----	5.8	.25	5.8	.27	5.0	.23	5.9	.24	6.5	.25
Life, accident, and health insurance -----	1.2	.05	1.6	.07	.6	.03	.4	.02	1.9	.07
Sick leave earned -----	4.3	.18	4.1	.19	3.8	.17	5.1	.21	4.6	.18
Workers' compensation -----	.3	.01	.1	.01	.7	.03	.4	.02	-	-
Employer expenditures for unemployment programs -----	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Unemployment insurance -----	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Severance pay -----	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.9	3.84	90.1	4.14	88.7	4.04	91.6	3.72	89.9	3.51
Supplements to wages and salaries ⁵ -----	10.1	.43	9.9	.45	11.3	.52	8.4	.34	10.1	.40

See footnotes on p. 33.

Table 10g. All agencies: Employee compensation in State governments, West South Central States, 1972

Compensation item	West South Central		Arkansas		Louisiana		Oklahoma		Texas	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.33	100.0	\$3.75	100.0	\$4.24	100.0	\$4.27	100.0	\$4.55
Pay for working time -----	76.8	3.33	77.0	2.89	77.7	3.30	74.6	3.19	76.9	3.50
Straight-time pay -----	76.5	3.32	76.9	2.89	77.3	3.28	74.6	3.19	76.6	3.48
Premium pay -----	.3	.01	.1	(*)	.5	.02	.1	(*)	.3	.01
Overtime, holiday, and weekend work -----	.2	.01	.1	(*)	.4	.01	.1	(*)	.3	.01
Shift differential -----	.1	(*)	-	-	.1	(*)	(*)	(*)	.1	(*)
Pay for leave (except sick leave) -----	8.4	.36	8.3	.31	7.5	.32	8.7	.37	8.7	.40
Vacations earned -----	4.9	.21	5.3	.20	5.2	.22	6.0	.26	4.3	.19
Holidays -----	3.4	.15	2.9	.11	2.3	.10	2.7	.11	4.3	.20
Civic and personal leave ¹ -----	.1	(*)	.1	(*)	(*)	(*)	(*)	(*)	.2	.01
Employer expenditures for retirement programs -----	8.2	.35	9.7	.36	6.9	.29	8.5	.36	8.5	.39
Social security -----	3.0	.13	4.4	.17	-	-	4.2	.18	4.0	.18
State retirement plans ² -----	5.2	.22	5.3	.20	6.9	.29	4.3	.18	4.5	.21
Employer expenditures for life insurance and health benefit plans -----	6.7	.29	4.9	.19	7.9	.33	8.1	.35	5.9	.27
Life, accident, and health insurance -----	1.6	.07	.3	.01	2.1	.09	2.4	.10	1.4	.06
Sick leave earned -----	4.7	.20	4.3	.16	5.2	.22	5.1	.22	4.4	.20
Workers' compensation -----	.3	.01	.4	.01	.6	.02	.7	.03	.1	.01
Employer expenditures for unemployment programs -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)
Unemployment insurance -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)
Severance pay -----	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.9	3.90	89.6	3.36	90.4	3.84	88.4	3.78	90.0	4.09
Supplements to wages and salaries ⁵ -----	10.1	.44	10.4	.39	9.6	.40	11.6	.49	10.0	.45

See footnotes on p. 33.

Table 10h. All agencies: Employee compensation in State governments, Mountain States, 1972

Compensation item	Mountain		Arizona		Colorado		Idaho		Montana		Nevada		New Mexico		Utah		Wyoming	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.12	100.0	\$5.12	100.0	\$5.84	100.0	\$4.95	100.0	\$4.86	100.0	\$6.09	100.0	\$4.19	100.0	\$4.97	100.0	\$4.87
Pay for working time -----	76.9	3.94	76.3	3.91	77.6	4.53	75.6	3.74	77.0	3.74	76.8	4.68	75.7	3.18	77.2	3.84	78.5	3.83
Straight-time pay -----	76.6	3.92	76.2	3.90	77.6	4.53	75.6	3.74	76.1	3.70	75.7	4.61	75.7	3.17	77.2	3.84	78.4	3.82
Premium pay -----	.2	.01	.2	.01	(*)	(*)	.1	(*)	.9	.04	1.1	.07	(*)	(*)	.1	(*)	.1	.01
Overtime, holiday, and weekend work -----	.2	.01	.2	.01	(*)	(*)	.1	(*)	.8	.04	1.0	.06	(*)	(*)	.1	(*)	.1	.01
Shift differential -----	(*)	(*)	(*)	(*)	-	-	(*)	(*)	.1	(*)	.1	.01	(*)	(*)	-	-	-	-
Pay for leave (except sick leave) -----	9.1	.47	9.8	.50	9.3	.54	8.2	.41	8.6	.42	9.2	.56	9.4	.39	9.1	.45	8.2	.40
Vacations earned -----	5.5	.28	5.9	.30	5.4	.32	5.4	.27	5.6	.27	5.8	.36	5.5	.23	5.0	.25	4.8	.24
Holidays -----	3.6	.18	3.8	.20	3.8	.22	2.8	.14	3.0	.14	3.2	.19	3.8	.16	3.9	.20	3.3	.16
Civic and personal leave ¹ -----	.1	(*)	(*)	(*)	.1	(*)	.1	(*)	(*)	(*)	.2	.01	.2	.01	.2	.01	.1	(*)
Employer expenditures for retirement programs -----	7.6	.39	8.2	.42	7.1	.41	9.7	.48	7.1	.34	5.5	.33	8.0	.34	7.6	.38	8.5	.41
Social security -----	2.6	.13	3.9	.20	-	-	4.4	.22	3.3	.16	.1	.01	4.0	.17	3.7	.18	4.2	.20
State retirement plans ² -----	5.0	.26	4.3	.22	7.1	.41	5.3	.26	3.8	.18	5.4	.33	4.0	.17	3.9	.19	4.3	.21
Employer expenditures for life insurance and health benefit plans -----	6.3	.32	5.6	.28	6.0	.35	6.2	.30	7.1	.34	8.2	.50	6.7	.28	6.1	.30	4.8	.23
Life, accident, and health insurance -----	1.0	.05	.2	.01	.6	.03	1.4	.07	1.1	.05	2.0	.12	1.6	.07	1.5	.07	.7	.03
Sick leave earned -----	4.6	.24	4.3	.22	5.1	.30	4.2	.21	4.5	.22	5.4	.33	4.6	.19	4.4	.22	3.8	.18
Workers' compensation -----	.6	.03	1.1	.05	.3	.02	.6	.03	1.6	.08	.7	.04	.6	.02	.3	.01	.3	.01
Employer expenditures for unemployment programs -----	.1	(*)	(*)	(*)	-	-	.3	.02	-	-	.1	(*)	.1	(*)	(*)	(*)	-	-
Unemployment insurance -----	(*)	(*)	-	-	-	-	.3	.01	-	-	.1	(*)	.1	(*)	(*)	(*)	-	-
Severance pay -----	(*)	(*)	(*)	(*)	-	-	(*)	(*)	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	.1	(*)	.1	(*)	-	-	-	-	.2	.01	.3	.01	-	-	(*)	(*)	(*)	(*)
Wages and salaries (gross payroll) ⁴ -----	90.7	4.64	90.5	4.64	92.0	5.37	88.0	4.35	90.3	4.39	91.7	5.59	89.7	3.76	90.7	4.51	90.5	4.41
Supplements to wages and salaries ⁵ -----	9.3	.48	9.5	.48	8.0	.47	12.0	.59	9.7	.47	8.3	.50	10.3	.43	9.3	.46	9.5	.46

See footnotes on p. 33.

Table 101. All agencies: Employee compensation in State governments, Pacific States, 1972

Compensation item	Pacific		Alaska		California		Hawaii		Oregon		Washington	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$6.14	100.0	\$9.12	100.0	\$6.28	100.0	\$6.10	100.0	\$5.45	100.0	\$5.48
Pay for working time -----	76.2	4.68	72.2	6.59	76.4	4.80	69.6	4.25	78.5	4.28	77.3	4.23
Straight-time pay -----	75.4	4.63	71.0	6.48	75.6	4.75	68.6	4.19	77.9	4.25	76.4	4.18
Premium pay -----	.8	.05	1.2	.11	.8	.05	1.0	.06	.5	.03	.9	.05
Overtime, holiday, and weekend work -----	.6	.03	1.1	.10	.5	.03	.9	.05	.5	.03	.5	.03
Shift differential -----	.3	.02	.1	.01	.3	.02	.1	.01	(*)	(*)	.4	.02
Pay for leave (except sick leave) -----	9.2	.57	9.7	.88	9.2	.58	11.0	.67	8.0	.44	9.3	.51
Vacations earned -----	5.0	.30	6.4	.58	4.6	.29	6.8	.41	4.8	.26	5.3	.29
Holidays -----	3.4	.21	3.1	.29	3.4	.21	4.2	.26	2.9	.16	3.6	.20
Civic and personal leave -----	.9	.05	.1	.01	1.2	.08	.1	(*)	.2	.01	.4	.02
Employer expenditures for retirement programs -----	8.4	.51	11.5	1.05	8.5	.53	9.9	.61	7.9	.43	6.5	.35
Social security -----	2.5	.15	3.5	.31	2.1	.13	3.4	.21	3.9	.21	2.8	.15
State retirement plans -----	5.9	.36	8.1	.74	6.4	.40	6.5	.40	4.0	.22	3.7	.20
Employer expenditures for life insurance and health benefit plans -----	5.9	.36	6.4	.58	5.8	.36	8.8	.54	5.3	.29	5.9	.32
Life, accident, and health insurance -----	1.1	.07	1.3	.12	1.2	.07	1.2	.08	(*)	(*)	1.1	.06
Sick leave earned -----	4.0	.25	4.6	.42	3.7	.23	6.8	.42	4.2	.23	4.3	.24
Workers' compensation -----	.8	.05	.5	.04	.9	.06	.7	.04	1.1	.06	.5	.03
Employer expenditures for unemployment programs -----	.3	.02	.2	.01	(*)	(*)	.6	.04	.3	.02	1.0	.05
Unemployment insurance -----	.3	.02	.1	.01	(*)	(*)	.6	.04	.3	.02	1.0	.05
Severance pay -----	(*)	(*)	.1	.01	-	-	-	-	(*)	(*)	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	(*)	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.5	5.50	86.5	7.89	89.4	5.61	87.5	5.34	90.6	4.94	91.0	4.98
Supplements to wages and salaries ⁵ -----	10.5	.65	13.5	1.23	10.6	.67	12.5	.76	9.4	.51	9.0	.49

¹ Includes military leave.² Includes State government contributions to retirement funds, and payments directly to pensioners under pay-as-you-go pension systems.³ Other includes lump sum payments for merit awards, longevity, awards for suggestions and other incentive payments and bonuses.⁴ Wages and salaries include all direct payments to workers normally shown on IRS W-2 forms and consist of pay for working time; pay for vacations, holidays, sick leave, and civic and personal leave, severance pay, and other compensation (including nonproduction bonuses).⁵ Supplements to wages and salaries include all employer expenditures for compensation other than wages and salaries and consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-go pension systems), and outlays for life insurance, health benefit programs (except sick leave), and unemployment insurance.

NOTE: Because of rounding, sums of individual items may not equal totals. Asterisk (*) indicates less than 0.05 percent of \$0.005.

Table 11a. Highway agencies: Employee compensation in State governments, New England States, 1972

Compensation item	New England States		Connecticut		Maine		Massachusetts		New Hampshire		Rhode Island		Vermont	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.98	100.0	\$7.37	100.0	\$4.23	100.0	\$6.41	100.0	\$5.60	100.0	\$4.63	100.0	\$5.41
Pay for working time -----	74.1	4.44	66.6	4.91	78.0	3.30	77.3	4.95	77.5	4.34	75.3	3.49	76.7	4.15
Straight-time pay -----	73.0	4.37	64.8	4.77	77.9	3.30	76.5	4.90	75.6	4.23	75.3	3.49	74.8	4.05
Premium pay -----	1.1	.07	1.8	.13	.1	.01	.8	.05	1.9	.11	-	-	1.9	.10
Overtime, holiday, and weekend work -----	1.1	.07	1.7	.13	.1	.01	.8	.05	1.9	.11	-	-	1.9	.10
Shift differential -----	(*)	(*)	.1	.01	-	-	-	-	-	-	-	-	(*)	(*)
Pay for leave (except sick leave) -----	9.4	.56	9.8	.72	7.9	.33	9.8	.63	9.8	.55	7.7	.36	9.3	.50
Vacations earned -----	5.2	.31	4.7	.35	5.4	.23	5.6	.36	5.3	.30	5.0	.23	5.3	.28
Holidays -----	3.5	.21	3.2	.23	2.5	.11	4.1	.26	3.0	.17	2.6	.12	4.0	.22
Civic and personal leave ¹ -----	.7	.04	1.9	.14	-	-	.1	.01	1.4	.08	-	-	-	-
Employer expenditures for retirement programs -----	7.6	.45	10.3	.76	9.6	.40	4.9	.32	6.7	.37	7.6	.35	7.1	.38
Social security -----	1.9	.11	4.0	.29	-	-	-	-	3.9	.22	3.9	.18	4.0	.22
State retirement plans ² -----	5.7	.34	6.3	.47	9.6	.40	4.9	.32	2.7	.15	3.7	.17	3.1	.17
Employer expenditures for life insurance and health benefit plans -----	8.2	.49	11.2	.82	4.5	.19	8.0	.51	6.0	.34	7.8	.36	6.9	.38
Life, accident, and health insurance -----	2.9	.17	6.0	.44	.6	.02	2.2	.14	.3	.02	2.3	.11	.9	.05
Sick leave earned -----	5.0	.30	4.7	.35	3.9	.17	5.4	.34	5.3	.30	5.5	.26	5.3	.28
Workers' compensation -----	.4	.02	.5	.04	-	-	.4	.03	.4	.02	-	-	.8	.04
Employer expenditures for unemployment programs -----	.2	.01	.3	.02	-	-	-	-	(*)	(*)	1.6	.07	-	-
Unemployment insurance -----	.2	.01	.3	.02	-	-	-	-	(*)	(*)	1.6	.07	-	-
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	.5	.03	1.8	.13	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.0	5.33	82.9	6.11	89.9	3.80	92.4	5.92	92.6	5.19	88.6	4.10	91.2	4.94
Supplements to wages and salaries -----	11.0	.66	17.1	1.26	10.1	.43	7.6	.48	7.4	.41	11.4	.53	8.8	.47

See footnotes on p. 42.

**Table 11b. Highway agencies: Employee compensation in State governments,
Middle Atlantic States, 1972**

Compensation item	Middle Atlantic		New Jersey		New York		Pennsylvania	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$6.37	100.0	\$6.66	100.0	\$8.12	100.0	\$5.81
Pay for working time -----	72.5	4.61	73.6	4.90	64.8	5.26	74.9	4.35
Straight-time pay -----	71.5	4.55	72.7	4.84	61.8	5.02	74.7	4.34
Premium pay -----	.9	.06	.8	.06	3.0	.24	.2	.01
Overtime, holiday, and weekend work -----	.9	.05	.8	.05	2.7	.22	.2	.01
Shift differential -----	.1	(*)	.1	(*)	.3	.02	-	-
Pay for leave (except sick leave) -----	9.4	.60	9.3	.62	9.5	.77	9.3	.54
Vacations earned -----	5.2	.33	4.8	.32	5.3	.43	5.3	.31
Holidays -----	3.7	.24	3.7	.25	3.1	.25	4.0	.23
Civic and personal leave ¹ -----	.4	.03	.8	.05	1.1	.09	-	-
Employer expenditures for retirement programs -----	10.3	.66	8.9	.59	17.8	1.45	8.1	.47
Social security -----	3.2	.20	3.8	.25	3.0	.25	3.0	.17
State retirement plans ² -----	7.2	.46	5.1	.34	14.8	1.20	5.1	.30
Employer expenditures for life insurance and health benefit plans -----	7.7	.49	7.9	.52	7.4	.60	7.7	.45
Life, accident, and health insurance -----	2.3	.14	2.9	.19	2.9	.23	1.8	.10
Sick leave earned -----	4.8	.31	4.6	.31	3.6	.30	5.3	.31
Workers' compensation -----	.6	.04	.4	.02	.9	.07	.6	.03
Employer expenditures for unemployment programs -----	.1	(*)	-	-	.4	.03	-	-
Unemployment insurance -----	.1	(*)	-	-	.4	.03	-	-
Severance pay -----	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	.1	(*)	.4	.02	(*)	(*)	-	-
Wages and salaries (gross payroll) ⁴ -----	86.7	5.52	87.8	5.85	78.0	6.33	89.5	5.20
Supplements to wages and salaries ⁵ -----	13.3	.85	12.2	.81	22.0	1.78	10.5	.61

See footnotes on p. 42.

Table 11c. Highway agencies: Employee compensation in State governments, East North Central States, 1972

Compensation item	East North Central		Illinois		Indiana		Michigan		Ohio		Wisconsin	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.80	100.0	\$6.90	100.0	\$4.23	100.0	\$6.58	100.0	\$5.06	100.0	\$7.39
Pay for working time -----	75.4	4.38	76.3	5.27	80.3	3.40	74.0	4.87	74.9	3.80	71.0	5.25
Straight-time pay -----	74.7	4.33	76.3	5.26	80.0	3.38	72.6	4.78	73.6	3.73	70.3	5.20
Premium pay -----	.8	.04	.1	(*)	.3	.01	1.3	.09	1.3	.07	.7	.05
Overtime, holiday, and weekend work -----	.7	.04	.1	(*)	.3	.01	1.3	.08	1.3	.07	.6	.05
Shift differential -----	(*)	(*)	(*)	(*)	-	-	.1	(*)	-	-	.1	.01
Pay for leave (except sick leave) -----	8.1	.47	10.0	.69	7.7	.33	6.1	.40	7.3	.37	8.9	.66
Vacations earned -----	4.8	.28	5.9	.40	3.9	.16	3.9	.26	4.4	.22	6.0	.44
Holidays -----	3.2	.18	4.1	.28	3.8	.16	2.2	.14	2.8	.14	2.6	.19
Civic and personal leave ¹ -----	.1	(*)	-	-	.1	(*)	-	-	(*)	(*)	.4	.03
Employer expenditures for retirement programs -----	8.5	.49	8.2	.56	6.2	.26	8.7	.57	8.6	.44	11.3	.84
Social security -----	2.6	.15	4.0	.28	3.7	.15	3.1	.21	-	-	3.4	.25
State retirement plans ² -----	5.9	.34	4.1	.28	2.6	.11	5.5	.36	8.6	.44	7.9	.59
Employer expenditures for life insurance and health benefit plans -----	7.4	.43	5.5	.38	5.8	.24	8.7	.57	9.2	.46	7.4	.54
Life, accident, and health insurance -----	2.5	.14	1.4	.10	1.4	.06	4.0	.26	2.8	.14	3.2	.24
Sick leave earned -----	4.4	.25	4.0	.27	3.9	.16	3.9	.26	5.3	.27	4.0	.29
Workers' compensation -----	.6	.03	.1	.01	.5	.02	.7	.05	1.1	.06	.2	.02
Employer expenditures for unemployment programs -----	.3	.02	(*)	(*)	-	-	1.1	.07	(*)	(*)	.8	.06
Unemployment insurance -----	.1	.01	(*)	(*)	-	-	.3	.02	-	-	.8	.06
Severance pay -----	.2	.01	-	-	-	-	.8	.05	(*)	(*)	-	-
Other, including nonproduction bonuses ³ -----	.3	.02	-	-	-	-	1.4	.09	-	-	.6	.04
Wages and salaries (gross payroll) ⁴ -----	88.4	5.13	90.3	6.23	91.9	3.89	86.3	5.68	87.5	4.43	84.5	6.25
Supplements to wages and salaries -----	11.6	.68	9.7	.67	8.1	.34	13.7	.90	12.5	.63	15.5	1.15

See footnotes on p. 42.

Table 11d. Highway agencies: Employee compensation in State governments, West North Central States, 1972

Compensation item	West North Central		Iowa		Kansas		Minnesota		Missouri		Nebraska		North Dakota		South Dakota	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.22	100.0	\$5.72	100.0	\$5.37	100.0	\$5.19	100.0	\$5.39	100.0	\$4.00	100.0	\$4.95	100.0	\$5.26
Pay for working time -----	77.3	4.04	75.8	4.34	78.5	4.21	74.7	3.88	77.8	4.19	78.8	3.15	79.8	3.95	81.2	4.26
Straight-time pay -----	76.9	4.02	75.8	4.34	78.3	4.21	73.3	3.80	77.8	4.19	77.8	3.11	79.8	3.95	81.2	4.26
Premium pay -----	.4	.02	-	-	.1	.01	1.4	.07	-	-	1.0	.04	-	-	-	-
Overtime, holiday, and weekend work -----	.3	.01	-	-	.1	.01	.7	.04	-	-	1.0	.04	-	-	-	-
Shift differential -----	.1	.01	-	-	-	-	.7	.03	-	-	-	-	-	-	-	-
Pay for leave (except sick leave) -----	8.5	.45	6.4	.36	7.0	.38	10.2	.53	9.3	.50	9.4	.37	8.6	.43	8.4	.44
Vacations earned -----	5.2	.27	3.7	.21	4.5	.24	6.7	.35	5.7	.31	4.5	.18	5.1	.25	4.7	.25
Holidays -----	3.3	.17	2.7	.15	2.6	.14	3.5	.18	3.6	.19	4.5	.18	3.4	.17	3.6	.19
Civic and personal leave -----	(*)	(*)	(*)	(*)	-	-	-	-	-	-	.4	.01	.1	.01	.1	(*)
Employer expenditures for retirement programs -----	7.3	.38	6.2	.36	9.0	.48	7.7	.40	7.1	.38	7.1	.29	6.7	.33	6.0	.31
Social security -----	3.8	.20	3.7	.21	4.1	.22	3.6	.19	3.7	.20	4.5	.18	3.9	.19	4.2	.22
State retirement plans ² -----	3.5	.18	2.6	.15	4.9	.26	4.1	.21	3.4	.18	2.6	.10	2.8	.14	1.8	.09
Employer expenditures for life insurance and health benefit plans -----	6.8	.35	11.6	.66	5.5	.29	7.1	.37	5.8	.31	4.7	.19	4.8	.24	4.4	.23
Life, accident, and health insurance -----	1.2	.06	2.5	.14	1.2	.07	2.3	.12	-	-	.4	.01	.8	.04	-	-
Sick leave earned -----	5.1	.27	8.8	.50	3.8	.20	4.2	.22	5.1	.27	4.2	.17	3.4	.17	4.1	.21
Workers' compensation -----	.5	.03	.2	.01	.5	.03	.6	.03	.7	.04	.1	(*)	.6	.03	.4	.02
Employer expenditures for unemployment programs -----	.1	(*)	-	-	-	-	.3	.01	-	-	-	-	-	-	-	-
Unemployment insurance -----	.1	(*)	-	-	-	-	.3	.01	-	-	-	-	-	-	-	-
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	91.0	4.75	91.0	5.21	89.3	4.79	89.1	4.63	92.2	4.97	92.3	3.69	91.9	4.55	93.6	4.92
Supplements to wages and salaries ⁵ -----	9.0	.47	9.0	.52	10.7	.58	10.9	.56	7.8	.42	7.7	.31	8.1	.40	6.4	.34

See footnotes on p. 42

Table 11e. Highway agencies: Employee compensation in State governments, South Atlantic States, 1972

Compensation item	South Atlantic		Delaware		Florida		Georgia		Maryland		North Carolina		South Carolina		Virginia		West Virginia	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.52	100.0	\$5.54	100.0	\$5.71	100.0	\$4.27	100.0	\$5.96	100.0	\$4.76	100.0	\$3.45	100.0	\$3.93	100.0	\$4.01
Pay for working time -----	75.3	3.40	69.5	3.85	80.8	4.61	72.7	3.10	68.4	4.08	77.7	3.70	75.9	2.62	78.0	3.07	69.8	2.79
Straight-time pay -----	74.6	3.37	68.5	3.79	79.9	4.56	72.7	3.10	66.4	3.95	77.6	3.69	75.8	2.61	76.9	3.02	69.3	2.78
Premium pay -----	.7	.03	1.1	.06	.9	.05	(*)	(*)	2.1	.12	.1	.01	.2	(*)	1.2	.05	.4	.02
Overtime, holiday, and weekend work ---	.6	.03	1.0	.06	.9	.05	-	-	2.0	.12	.1	(*)	.2	(*)	1.2	.05	.4	.02
Shift differential -----	(*)	(*)	(*)	(*)	-	-	(*)	(*)	(*)	(*)	.1	(*)	-	-	-	-	-	-
Pay for leave (except sick leave) -----	9.2	.42	10.0	.56	8.2	.47	8.7	.37	11.9	.71	7.5	.35	9.0	.31	10.3	.40	10.7	.43
Vacations earned -----	5.3	.24	6.4	.36	4.4	.25	5.8	.25	5.7	.34	4.6	.22	5.6	.19	5.5	.21	6.3	.25
Holidays -----	3.7	.17	3.6	.20	3.7	.21	2.9	.12	4.9	.29	2.4	.12	3.3	.11	4.8	.19	4.4	.18
Civic and personal leave -----	.2	.01	(*)	(*)	.1	(*)	-	-	1.3	.08	.4	.02	(*)	(*)	-	-	-	-
Employer expenditures for retirement programs -----	9.0	.41	11.3	.63	6.7	.38	10.4	.44	8.1	.48	11.2	.53	9.4	.32	5.7	.22	11.2	.45
Social security -----	4.1	.18	3.8	.21	3.7	.21	3.8	.16	3.9	.23	4.2	.20	4.4	.15	4.4	.17	4.3	.17
State retirement plans -----	5.0	.22	7.5	.42	3.1	.18	6.6	.28	4.3	.25	7.0	.33	4.9	.17	1.3	.05	7.0	.28
Employer expenditures for life insurance and health benefit plans -----	6.4	.29	8.2	.45	4.3	.25	8.2	.35	11.5	.68	3.4	.16	5.8	.20	6.0	.24	8.3	.33
Life, accident, and health insurance -----	.7	.03	1.3	.07	-	-	2.4	.10	1.8	.11	-	-	-	-	.3	.01	.7	.03
Sick leave earned -----	5.3	.24	6.4	.36	4.2	.24	5.4	.23	9.4	.56	3.1	.14	5.6	.19	5.5	.21	6.3	.25
Workers' compensation -----	.4	.02	.4	.02	.1	.01	.4	.02	.2	.01	.3	.02	.2	.01	.3	.01	1.4	.05
Employer expenditures for unemployment programs -----	(*)	(*)	1.0	.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Severance pay -----	(*)	(*)	1.0	.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	-	-	(*)	(*)	.2	.01	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.9	4.06	87.0	4.82	93.1	5.32	86.8	3.71	89.8	5.35	88.5	4.21	90.5	3.12	93.8	3.69	86.7	3.47
Supplements to wages and salaries ⁵ -----	10.1	.46	13.0	.72	6.9	.39	13.2	.56	10.2	.61	11.5	.55	9.5	.33	6.2	.24	13.3	.53

See footnotes on p. 42.

Table 11f. Highway agencies: Employee compensation in State governments, East South Central States, 1972

Compensation item	East South Central		Alabama		Kentucky		Mississippi		Tennessee	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.38	100.0	\$4.35	100.0	\$4.74	100.0	\$4.23	100.0	\$4.00
Pay for working time -----	77.0	3.38	76.2	3.32	77.3	3.67	79.5	3.36	76.1	3.04
Straight-time pay -----	76.9	3.37	76.2	3.32	76.9	3.65	79.5	3.36	76.1	3.04
Premium pay -----	.1	.01	-	-	.4	.02	-	-	-	-
Overtime, holiday, and weekend work -----	.1	.01	-	-	.4	.02	-	-	-	-
Shift differential -----	-	-	-	-	-	-	-	-	-	-
Pay for leave (except sick leave) -----	8.7	.38	9.7	.42	9.0	.43	6.7	.28	8.3	.33
Vacations earned -----	4.7	.21	5.0	.22	4.6	.22	4.0	.17	4.9	.20
Holidays -----	3.7	.16	4.6	.20	3.8	.18	2.4	.10	3.4	.13
Civic and personal leave -----	.3	.01	.1	(*)	.6	.03	.3	.01	-	-
Employer expenditures for retirement programs -----	8.9	.39	9.0	.39	9.1	.43	8.3	.35	9.0	.36
Social security -----	4.0	.18	4.1	.18	3.8	.18	4.2	.18	4.1	.16
State retirement plans -----	4.9	.22	4.8	.21	5.3	.25	4.1	.17	4.9	.19
Employer expenditures for life insurance and health benefit plans -----	5.3	.23	5.1	.22	4.6	.22	5.5	.23	6.6	.26
Life, accident, and health insurance -----	1.3	.06	1.6	.07	.6	.03	1.0	.04	2.4	.10
Sick leave earned -----	3.4	.15	3.0	.13	2.9	.14	4.0	.17	4.2	.17
Workers' compensation -----	.6	.03	.5	.02	1.1	.05	.5	.02	-	-
Employer expenditures for unemployment programs -----	-	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	-	-	-	-	-	-	-	-	-	-
Severance pay -----	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.1	3.90	89.0	3.88	89.2	4.23	90.2	3.81	88.6	3.54
Supplements to wages and salaries -----	10.9	.48	11.0	.48	10.8	.51	9.8	.41	11.4	.46

See footnotes on p. 42.

Table 11g. Highway agencies: Employee compensation in State governments, West South Central States, 1972

Compensation item	West South Central		Arkansas		Louisiana		Oklahoma		Texas	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.71	100.0	\$3.56	100.0	\$4.32	100.0	\$4.69	100.0	\$5.11
Pay for working time -----	76.6	3.60	78.3	2.79	76.6	3.31	74.0	3.47	76.8	3.92
Straight-time pay -----	76.0	3.58	78.3	2.79	75.9	3.28	74.0	3.47	76.1	3.88
Premium pay -----	.6	.03	-	-	.8	.03	-	-	.7	.04
Overtime, holiday, and weekend work -----	.6	.03	-	-	.8	.03	-	-	.7	.04
Shift differential -----	-	-	-	-	-	-	-	-	-	-
Pay for leave (except sick leave) -----	8.4	.39	7.1	.25	7.3	.31	9.5	.44	8.8	.45
Vacations earned -----	5.0	.23	5.1	.18	5.3	.23	6.3	.29	4.6	.23
Holidays -----	3.3	.16	2.0	.07	2.0	.08	3.2	.15	4.0	.20
Civic and personal leave ¹ -----	.1	(*)	(*)	(*)	(*)	(*)	-	-	.2	.01
Employer expenditures for retirement programs -----	8.0	.38	9.8	.35	6.9	.30	6.9	.32	8.3	.42
Social security -----	3.3	.15	4.4	.16	-	-	4.2	.20	4.0	.20
State retirement plans ² -----	4.8	.22	5.4	.19	6.9	.30	2.7	.13	4.3	.22
Employer expenditures for life insurance and health benefit plans -----	7.0	.33	4.8	.17	9.1	.39	9.6	.45	6.2	.31
Life, accident, and health insurance -----	1.7	.08	-	-	2.6	.11	2.4	.11	1.5	.08
Sick leave earned -----	4.6	.22	4.1	.15	5.3	.23	5.2	.24	4.3	.22
Workers' compensation -----	.7	.03	.7	.02	1.2	.05	1.9	.09	.4	.02
Employer expenditures for unemployment programs -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)
Unemployment insurance -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)
Severance pay -----	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.6	4.22	89.5	3.19	89.2	3.86	88.7	4.16	89.9	4.59
Supplements to wages and salaries ⁵ -----	10.4	.49	10.5	.38	10.8	.47	11.3	.53	10.1	.52

See footnotes on p. 42.

Table 11h. Highway agencies: Employee compensation in State governments, Mountain States, 1972

Compensation item	Mountain		Arizona		Colorado		Idaho		Montana		Nevada		New Mexico		Utah		Wyoming	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.73	100.0	\$5.80	100.0	\$7.19	100.0	\$5.47	100.0	\$5.84	100.0	\$7.15	100.0	\$4.00	100.0	\$5.39	100.0	\$5.81
Pay for working time -----	75.8	4.34	75.4	4.38	75.8	5.45	74.1	4.05	76.3	4.46	76.3	5.45	74.5	2.98	76.4	4.12	77.7	4.52
Straight-time pay -----	75.4	4.32	75.0	4.35	75.8	5.45	74.1	4.05	75.4	4.41	74.8	5.34	74.5	2.98	76.4	4.12	77.4	4.50
Premium pay -----	.4	.02	.4	.02	-	-	-	-	.9	.05	1.5	.11	-	-	-	-	.4	.02
Overtime, holiday, and weekend work --	.4	.02	.4	.02	-	-	-	-	.9	.05	1.5	.10	-	-	-	-	.4	.02
Shift differential -----	(*)	(*)	-	-	-	-	-	-	-	-	(*)	(*)	-	-	-	-	-	-
Pay for leave (except sick leave) -----	9.6	.55	10.1	.58	11.0	.79	8.9	.49	8.4	.49	9.2	.65	10.0	.40	9.2	.50	8.6	.50
Vacations earned -----	5.9	.34	6.3	.36	6.7	.48	6.1	.33	5.5	.32	5.9	.42	5.8	.23	5.2	.28	5.0	.29
Holidays -----	3.7	.21	3.8	.22	4.3	.31	2.9	.16	2.8	.17	3.3	.24	4.1	.16	4.0	.22	3.5	.21
Civic and personal leave ¹ -----	(*)	(*)	(*)	(*)	-	-	-	-	-	-	-	-	-	-	-	-	(*)	(*)
Employer expenditures for retirement programs -----	7.9	.45	8.3	.48	7.3	.53	10.0	.55	8.1	.47	5.5	.39	7.4	.30	8.0	.43	8.7	.51
Social security -----	2.9	.17	3.9	.23	-	-	4.4	.24	3.8	.22	-	-	3.7	.15	4.0	.21	4.4	.25
State retirement plans ² -----	5.0	.28	4.4	.25	7.3	.53	5.7	.31	4.3	.25	5.5	.39	3.7	.15	4.0	.22	4.3	.25
Employer expenditures for life insurance and health benefit plans -----	6.5	.37	6.2	.36	5.9	.42	6.4	.35	6.6	.38	8.3	.59	8.1	.32	6.3	.34	5.0	.29
Life, accident, and health insurance ---	1.0	.06	-	-	.6	.04	1.4	.08	1.1	.06	1.8	.13	2.0	.08	1.7	.09	.7	.04
Sick leave earned -----	4.5	.26	4.2	.24	4.7	.34	4.1	.22	4.4	.26	5.2	.37	5.0	.20	4.2	.22	4.0	.23
Workers' compensation -----	1.1	.06	2.0	.12	.6	.04	.9	.05	1.1	.06	1.2	.09	1.1	.04	.5	.02	.2	.01
Employer expenditures for unemployment programs -----	(*)	(*)	-	-	-	-	.6	.03	-	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	(*)	(*)	-	-	-	-	.6	.03	-	-	-	-	-	-	-	-	-	-
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ ---	.1	.01	-	-	-	-	-	-	.6	.03	.8	.06	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	90.0	5.15	89.7	5.21	91.5	6.58	87.1	4.76	89.7	5.24	91.4	6.53	89.5	3.58	89.8	4.84	90.4	5.25
Supplements to wages and salaries -----	10.0	.57	10.3	.60	8.5	.61	12.9	.71	10.3	.60	8.6	.61	10.5	.42	10.2	.55	9.6	.56

See footnotes on p. 42.

Table 11i. Highway agencies: Employee compensation in State governments, Pacific States, 1972

Compensation item	Pacific		Alaska		California		Hawaii		Oregon		Washington	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$6.69	100.0	\$9.84	100.0	\$6.48	100.0	\$7.09	100.0	\$5.97	100.0	\$6.98
Pay for working time -----	75.8	5.07	71.7	7.05	75.6	4.90	70.5	5.00	78.4	4.68	77.4	5.41
Straight-time pay -----	75.0	5.01	69.1	6.80	75.3	4.88	69.3	4.92	76.7	4.58	76.1	5.32
Premium pay -----	.8	.05	2.6	.25	.3	.02	1.1	.08	1.7	.10	1.3	.09
Overtime, holiday, and weekend work -----	.7	.04	2.5	.25	.1	(*)	1.1	.08	1.7	.10	1.2	.09
Shift differential -----	.1	.01	.1	.01	.2	.01	-	-	-	-	(*)	(*)
Pay for leave (except sick leave) -----	9.8	.65	9.3	.91	9.8	.64	10.6	.75	7.7	.46	10.8	.76
Vacations earned -----	5.9	.39	6.1	.60	6.0	.39	6.5	.46	5.2	.31	5.7	.40
Holidays -----	3.0	.20	3.2	.32	2.8	.18	4.1	.29	2.5	.15	3.9	.28
Civic and personal leave ¹ -----	.8	.06	-	-	1.0	.06	-	-	(*)	(*)	1.2	.08
Employer expenditures for retirement programs -----	8.4	.56	13.1	1.29	8.5	.55	10.1	.71	7.6	.45	6.1	.42
Social security -----	2.5	.17	3.9	.38	2.0	.13	3.3	.23	3.6	.22	2.7	.19
State retirement plans ² -----	5.9	.39	9.3	.91	6.5	.42	6.8	.48	4.0	.24	3.4	.24
Employer expenditures for life insurance and health benefit plans -----	5.9	.40	5.9	.58	6.0	.39	8.4	.59	6.1	.36	5.3	.37
Life, accident, and health insurance -----	1.1	.07	1.1	.11	1.4	.09	1.0	.07	-	-	.8	.06
Sick leave earned -----	4.3	.28	4.3	.43	4.2	.27	6.5	.46	4.2	.25	4.1	.29
Workers' compensation -----	.6	.04	.4	.04	.5	.03	.9	.06	1.9	.11	.4	.03
Employer expenditures for unemployment programs -----	.1	.01	-	-	-	-	.4	.03	.2	.01	.4	.03
Unemployment insurance -----	.1	.01	-	-	-	-	.4	.03	.2	.01	.4	.03
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.8	6.01	85.3	8.39	89.6	5.81	87.7	6.21	90.3	5.39	92.3	6.45
Supplements to wages and salaries ⁵ -----	10.2	.68	14.7	1.44	10.4	.67	12.3	.88	9.7	.58	7.7	.53

¹ Includes military leave.

² Includes State government contributions to retirement funds, and payments directly to pensioners under pay-as-you-go pension systems.

³ Other includes lump-sum payments for merit awards, longevity, awards for suggestions, and other incentive payments and bonuses.

⁴ Wages and salaries include all direct payments to workers normally shown on IRS W-2 forms and consist of pay for working time; pay for vacations, holidays, sick leave, and civic and personal leave, severance pay, and other compensation (including nonproduction bonuses).

⁵ Supplements to wages and salaries include all employer expenditures for compensation other than wages and salaries and consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-go pension system), and outlays for life insurance, health benefit programs (except sick leave), and unemployment insurance.

NOTE: Because of rounding, sums of individual items may not equal totals. Asterisk (*) indicates less than .05 percent or \$0.005.

Table 12a. Hospitals: Employees compensation in State governments, New England States, 1972

Compensation item	New England States		Connecticut		Maine		Massachusetts		New Hampshire		Rhode Island		Vermont	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.91	100.0	\$6.23	100.0	\$4.10	100.0	\$4.65	100.0	\$4.04	100.0	\$4.70	100.0	\$4.47
Pay for working time -----	76.9	3.77	72.7	4.53	76.7	3.14	78.4	3.64	79.7	3.22	79.4	3.73	75.9	3.39
Straight-time pay -----	75.4	3.70	71.7	4.47	76.1	3.12	77.2	3.59	79.1	3.20	74.5	3.50	73.1	3.27
Premium pay -----	1.5	.07	1.0	.06	.6	.02	1.2	.06	.6	.02	4.9	.23	2.8	.13
Overtime, holiday, and weekend work --	.9	.04	.5	.03	.6	.02	.4	.02	.6	.02	4.2	.20	2.0	.09
Shift differential -----	.6	.03	.5	.03	-	-	.8	.04	-	-	.7	.03	.7	.03
Pay for leave (except sick leave) -----	8.5	.42	9.4	.59	8.4	.34	8.4	.39	9.0	.36	6.9	.32	9.1	.41
Vacations earned -----	5.0	.25	5.2	.32	5.2	.21	5.1	.23	5.2	.21	4.6	.21	4.8	.21
Holidays -----	3.3	.16	3.6	.23	3.1	.13	3.2	.15	3.8	.15	2.3	.11	4.3	.19
Civic and personal leave ¹ -----	.2	.01	.6	.04	-	-	.1	(*)	-	-	(*)	(*)	-	-
Employer expenditures for retirement programs -----	6.4	.31	8.2	.51	9.5	.39	5.0	.23	5.3	.22	6.5	.30	9.2	.41
Social security -----	1.4	.07	3.3	.21	-	-	-	-	3.3	.13	3.3	.15	3.8	.17
State retirement plans ² -----	5.0	.24	4.9	.30	9.5	.39	5.0	.23	2.1	.08	3.2	.15	5.4	.24
Employer expenditures for life insurance and health benefit plans -----	7.7	.38	8.0	.50	5.4	.22	9.2	.38	6.0	.24	6.3	.29	5.6	.25
Life, accident, and health insurance ---	2.2	.11	2.5	.15	.8	.03	2.5	.12	.4	.02	1.8	.09	.9	.04
Sick leave earned -----	5.0	.25	5.2	.32	4.4	.18	5.1	.24	5.2	.21	4.4	.21	4.8	.21
Workers' compensation -----	.4	.02	.3	.02	.3	.01	.5	.02	.4	.01	-	-	-	-
Employer expenditures for unemployment programs -----	.2	.01	.3	.02	-	-	(*)	(*)	(*)	(*)	.9	.04	.2	.01
Unemployment insurance -----	.2	.01	.3	.02	-	-	(*)	(*)	(*)	(*)	.9	.04	.2	.01
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ ---	.4	.02	1.4	.09	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	90.8	4.46	88.7	5.52	89.4	3.67	91.9	4.27	93.9	3.79	90.8	4.26	89.8	4.01
Supplements to wages and salaries ⁵ -----	9.2	.45	11.3	.70	10.6	.43	8.1	.38	6.1	.25	9.2	.43	10.2	.46

See footnote on p. 51.

Table 12d. Hospitals: Employee compensation in State governments, West North Central States, 1972

Compensation item	West North Central		Iowa		Kansas		Minnesota		Missouri		Nebraska		North Dakota		South Dakota	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.14	100.0	\$4.64	100.0	\$4.41	100.0	\$4.38	100.0	\$3.99	100.0	\$3.71	100.0	\$3.31	100.0	\$3.02
Pay for working time -----	78.0	3.23	76.8	3.56	77.8	3.44	76.0	3.32	79.5	3.17	80.1	2.97	78.0	2.58	79.1	2.39
Straight-time pay -----	77.7	3.21	75.5	3.50	77.7	3.43	75.7	3.31	79.4	3.17	79.8	2.96	78.0	2.58	79.1	2.39
Premium pay -----	.4	.01	1.2	.06	.2	.01	.3	.01	.1	(*)	.3	.01	-	-	-	-
Overtime, holiday, and weekend work -----	.2	.01	.1	(*)	.2	.01	.3	.01	.1	(*)	.1	(*)	-	-	-	-
Shift differential -----	.2	.01	1.2	.05	-	-	-	-	(*)	(*)	.3	.01	-	-	-	-
Pay for leave (except sick leave) -----	8.6	.36	6.8	.31	7.8	.34	9.4	.41	9.1	.36	9.4	.35	9.1	.30	8.8	.26
Vacations earned -----	5.5	.23	4.5	.21	5.0	.22	6.8	.30	5.4	.22	5.0	.18	5.2	.17	5.3	.16
Holidays -----	3.1	.13	2.2	.10	2.7	.12	2.6	.11	3.7	.15	4.4	.16	3.8	.13	3.5	.10
Civic and personal leave ¹ -----	(*)	(*)	(*)	(*)	(*)	(*)	-	-	-	-	-	-	.1	(*)	-	-
Employer expenditures for retirement programs -----	6.8	.28	5.6	.26	9.0	.40	7.6	.33	5.8	.23	6.0	.22	7.3	.24	7.1	.21
Social security -----	3.7	.15	3.1	.14	4.1	.18	4.2	.18	3.2	.13	4.4	.16	4.6	.15	4.6	.14
State retirement plans ² -----	3.0	.13	2.5	.12	4.9	.21	3.5	.15	2.5	.10	1.7	.06	2.7	.09	2.4	.07
Employer expenditures for life insurance and health benefit plans -----	6.6	.27	10.9	.50	5.3	.23	6.9	.30	5.6	.22	4.4	.16	5.6	.18	5.0	.15
Life, accident, and health insurance -----	1.1	.04	1.4	.06	1.4	.06	2.5	.11	-	-	-	-	1.0	.03	-	-
Sick leave earned -----	5.2	.22	9.4	.44	3.7	.16	4.3	.19	5.1	.20	4.4	.16	3.9	.13	4.5	.14
Workers' compensation -----	.2	.01	(*)	(*)	.2	.01	(*)	(*)	.5	.02	(*)	(*)	.6	.02	.5	.02
Employer expenditures for unemployment programs -----	(*)	(*)	-	-	-	-	.1	(*)	-	-	-	-	-	-	-	-
Unemployment insurance -----	(*)	(*)	-	-	-	-	.1	(*)	-	-	-	-	-	-	-	-
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) -----	91.9	3.80	93.0	4.31	89.3	3.94	89.7	3.92	93.7	3.74	93.9	3.48	91.1	3.01	92.4	2.79
Supplements to wages and salaries ⁴ -----	8.1	.34	7.0	.33	10.7	.47	10.3	.45	6.3	.25	6.1	.22	8.9	.29	7.6	.23

See footnotes on p. 51.

Table 12c. Hospitals: Employee compensation in State governments, East North Central States, 1972

Compensation item	East North Central		Illinois		Indiana		Michigan		Ohio		Wisconsin	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.09	100.0	\$5.37	100.0	\$4.22	100.0	\$6.35	100.0	\$4.24	100.0	\$5.22
Pay for working time -----	74.2	3.78	76.7	4.12	76.8	3.24	72.8	4.62	75.0	3.18	71.9	3.75
Straight-time pay -----	73.0	3.72	75.7	4.07	76.8	3.24	71.4	4.53	73.6	3.12	71.4	3.73
Premium pay -----	1.2	.06	1.0	.05	(*)	(*)	1.4	.09	1.5	.06	.5	.03
Overtime, holiday, and weekend work -----	.7	.04	.6	.03	(*)	(*)	.6	.04	1.3	.06	.2	.01
Shift differential -----	.4	.02	.4	.02	-	-	.9	.05	.1	(*)	.3	.02
Pay for leave (except sick leave) -----	7.8	.40	9.7	.52	9.1	.38	7.6	.48	7.1	.30	7.8	.41
Vacations earned -----	4.9	.25	6.0	.32	4.6	.19	5.2	.33	4.3	.18	5.1	.27
Holidays -----	2.9	.15	3.4	.18	4.4	.19	2.4	.15	2.8	.12	2.7	.14
Civic and personal leave -----	(*)	(*)	.2	.01	.1	(*)	-	-	(*)	(*)	(*)	(*)
Employer expenditures for retirement programs -----	8.8	.45	8.4	.45	8.5	.36	8.7	.55	8.3	.35	11.6	.61
Social security -----	2.6	.13	3.9	.21	4.4	.19	3.6	.23	-	-	3.4	.18
State retirement plans ¹ -----	6.1	.31	4.4	.24	4.1	.17	5.1	.32	8.3	.35	8.2	.43
Employer expenditures for life insurance and health benefit plans -----	8.5	.43	5.2	.28	5.6	.24	9.3	.59	9.6	.41	7.9	.41
Life, accident, and health insurance -----	2.8	.14	.8	.04	1.3	.05	3.7	.24	2.5	.11	3.4	.17
Sick leave earned -----	5.0	.25	4.4	.23	4.1	.17	4.8	.31	5.9	.25	4.1	.21
Workers' compensation -----	.7	.04	.1	(*)	.2	.01	.7	.04	1.1	.05	.5	.03
Employer expenditures for unemployment programs -----	.4	.02	(*)	(*)	-	-	.8	.05	-	-	.3	.01
Unemployment insurance -----	.1	.01	(*)	(*)	-	-	.2	.01	-	-	.3	.01
Severance pay -----	.2	.01	-	-	-	-	.6	.04	-	-	-	-
Other, including nonproduction bonuses ² -----	.4	.02	-	-	(*)	(*)	.9	.06	(*)	(*)	.4	.02
Wages and salaries (gross payroll) ⁴ -----	87.6	4.46	90.8	4.88	90.0	3.80	86.7	5.50	88.0	3.74	84.3	4.40
Supplements to wages and salaries ³ -----	12.4	.63	9.2	.50	10.0	.42	13.3	.85	12.0	.51	15.7	.82

See footnotes on p. 51.

Table 12b. Hospitals: Employee compensation in State governments, Middle Atlantic States, 1972

Compensation item	Middle Atlantic		New Jersey		New York		Pennsylvania	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$6.17	100.0	\$6.53	100.0	\$6.77	100.0	\$5.01
Pay for working time -----	69.5	4.29	73.7	4.82	66.0	4.47	75.7	3.79
Straight-time pay -----	68.8	4.24	72.2	4.72	65.2	4.41	75.5	3.78
Premium pay -----	.7	.04	1.5	.10	.8	.05	.2	.01
Overtime, holiday, and weekend work --	.4	.02	1.1	.07	.3	.02	.2	.01
Shift differential -----	.3	.02	.4	.03	.5	.03	-	-
Pay for leave (except sick leave) -----	9.4	.58	9.7	.63	9.6	.65	9.0	.45
Vacations earned -----	5.3	.33	5.0	.33	5.5	.37	5.2	.26
Holidays -----	3.4	.21	4.0	.26	3.2	.21	3.8	.19
Civic and personal leave ¹ -----	.6	.04	.8	.05	.9	.06	-	-
Employer expenditures for retirement programs -----	13.6	.84	8.9	.58	16.6	1.13	8.8	.44
Social security -----	3.4	.21	4.0	.26	3.1	.21	3.9	.20
State retirement plans ² -----	10.2	.63	4.8	.32	13.5	.92	4.9	.25
Employer expenditures for life insurance and health benefit plans -----	7.0	.43	7.5	.49	7.2	.49	6.4	.32
Life, accident, and health insurance ---	2.2	.13	2.7	.17	2.6	.18	.9	.05
Sick leave earned -----	4.5	.28	4.7	.31	4.1	.28	5.2	.26
Workers' compensation -----	.3	.02	.1	(*)	.4	.03	.3	.01
Employer expenditures for unemployment programs -----	.4	.02	(*)	(*)	.6	.04	-	-
Unemployment insurance -----	.4	.02	(*)	(*)	.6	.04	-	-
Severance pay -----	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ ---	.1	(*)	.2	.01	(*)	(*)	-	-
Wages and salaries (gross payroll) ⁴ -----	83.5	5.15	88.4	5.77	79.8	5.40	89.9	4.51
Supplements to wages and salaries -----	16.5	1.02	11.6	.76	20.2	1.37	10.1	.50

See footnotes on p. 51.

Table 12e. Hospitals: Employee compensation in State governments, South Atlantic States, 1972

Compensation item	South Atlantic		Delaware		Florida		Georgia		Maryland		North Carolina		South Carolina		Virginia		West Virginia	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.10	100.0	\$4.30	100.0	\$3.93	100.0	\$4.10	100.0	\$5.75	100.0	\$4.10	100.0	\$3.49	100.0	\$3.60	100.0	\$3.45
Pay for working time -----	74.9	3.07	71.3	3.06	79.0	3.11	72.4	2.96	69.0	3.97	76.2	3.13	76.9	2.68	78.7	2.83	72.3	2.50
Straight-time pay -----	74.0	3.04	70.7	3.04	78.6	3.09	72.2	2.96	67.4	3.88	75.1	3.08	75.6	2.63	78.1	2.81	72.2	2.49
Premium pay -----	.8	.03	.6	.02	.4	.02	.1	.01	1.6	.09	1.2	.05	1.3	.05	.6	.02	.1	(*)
Overtime, holiday, and weekend work-----	.3	.01	.6	.02	.1	.01	.1	(*)	.5	.03	.1	(*)	.2	.01	.6	.02	.1	(*)
Shift differential -----	.5	.02	-	-	.3	.01	.1	(*)	1.1	.06	1.0	.04	1.1	.04	(*)	(*)	-	-
Pay for leave (except sick leave) -----	9.7	.40	9.7	.42	8.8	.35	10.2	.42	10.4	.60	8.6	.35	9.9	.35	10.0	.36	10.6	.37
Vacations earned -----	5.6	.23	6.1	.26	5.2	.20	6.6	.27	5.1	.29	5.3	.22	5.8	.20	6.0	.21	6.3	.22
Holidays -----	3.8	.15	3.6	.16	3.2	.12	3.6	.15	4.4	.25	3.0	.12	4.2	.14	4.1	.15	4.3	.15
Civic and personal leave ¹ -----	.3	.01	-	-	.5	.02	(*)	(*)	.9	.05	.2	.01	-	-	-	-	.1	(*)
Employer expenditures for retirement programs -----	8.3	.34	11.6	.50	7.8	.30	9.8	.40	7.7	.45	11.4	.47	7.5	.26	5.0	.18	9.6	.33
Social security -----	4.0	.16	4.1	.17	4.4	.17	3.7	.15	4.4	.25	4.1	.17	3.2	.11	3.8	.14	4.0	.14
State retirement plans ² -----	4.3	.18	7.5	.32	3.3	.13	6.2	.25	3.4	.19	7.3	.30	4.3	.15	1.2	.04	5.6	.19
Employer expenditures for life insurance and health benefit plans -----	7.0	.29	7.4	.32	4.4	.17	7.6	.31	12.8	.73	3.6	.15	5.7	.20	6.3	.23	7.4	.26
Life, accident, and health insurance-----	.8	.03	1.1	.05	-	-	2.2	.09	2.2	.13	-	-	-	-	.1	(*)	.9	.03
Sick leave earned -----	6.0	.25	6.0	.26	4.3	.17	5.4	.22	10.2	.58	3.5	.14	5.6	.19	6.1	.22	6.2	.21
Workers' compensation -----	.2	.01	.3	.01	.2	.01	(*)	(*)	.4	.02	.1	.01	.1	(*)	.1	(*)	.3	.01
Employer expenditures for unemployment programs -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)	.1	.01	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	90.6	3.72	87.1	3.74	92.1	3.62	88.0	3.60	89.6	5.15	88.4	3.63	92.4	3.22	94.8	3.41	89.2	3.08
Supplements to wages and salaries ⁵ -----	9.4	.38	12.9	.56	7.9	.31	12.0	.49	10.4	.60	11.6	.47	7.6	.26	5.2	.19	10.8	.38

See footnotes on p. 51.

Table 12f. Hospitals: Employee compensation in State governments, East South Central States, 1972

Compensation item	East South Central		Alabama		Kentucky		Mississippi		Tennessee	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$3.49	100.0	\$4.10	100.0	\$3.83	100.0	\$2.70	100.0	\$3.18
Pay for working time -----	77.1	2.69	77.3	3.17	76.2	2.92	78.6	2.12	77.0	2.45
Straight-time pay -----	76.6	2.67	76.9	3.15	74.7	2.86	78.2	2.11	76.9	2.45
Premium pay -----	.5	.02	.4	.01	1.6	.06	.3	.01	.1	(*)
Overtime, holiday, and weekend work -----	.1	(*)	.1	(*)	(*)	(*)	.1	(*)	.1	(*)
Shift differential -----	.5	.02	.3	.01	1.6	.06	.3	.01	-	-
Pay for leave (except sick leave) -----	8.8	.31	8.8	.36	9.0	.34	7.9	.21	8.9	.28
Vacations earned -----	5.1	.18	4.8	.20	5.3	.20	5.1	.14	5.4	.17
Holidays -----	3.6	.13	3.9	.16	3.7	.14	2.8	.07	3.5	.11
Civic and personal leave -----	(*)	(*)	.1	(*)	-	-	(*)	(*)	-	-
Employer expenditures for retirement programs -----	7.9	.28	6.9	.28	9.5	.36	8.2	.22	7.7	.24
Social security -----	4.0	.14	3.9	.16	4.0	.15	4.2	.11	4.0	.13
State retirement plans ² -----	3.9	.14	3.1	.13	5.5	.21	3.9	.11	3.7	.12
Employer expenditures for life insurance and health benefit plans -----	6.2	.22	6.9	.28	5.2	.20	5.3	.14	6.5	.21
Life, accident, and health insurance -----	1.7	.06	2.6	.11	.7	.02	.2	(*)	2.0	.06
Sick leave earned -----	4.4	.15	4.3	.18	4.1	.16	5.1	.14	4.5	.14
Workers' compensation -----	.1	(*)	-	-	.5	.02	.1	(*)	-	-
Employer expenditures for unemployment programs -----	.1	(*)	.1	.01	-	-	.1	(*)	-	-
Unemployment insurance -----	.1	(*)	.1	.01	-	-	.1	(*)	-	-
Severance pay -----	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	90.3	3.15	90.4	3.71	89.4	3.42	91.5	2.47	90.3	2.87
Supplements to wages and salaries ⁵ -----	9.7	.34	9.6	.39	10.6	.41	8.5	.23	9.7	.31

See footnotes on p. 51.

Table 12g. Hospitals: Employee compensation in State governments, West South Central States, 1972

Compensation item	West South Central		Arkansas		Louisiana		Oklahoma		Texas	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$3.61	100.0	\$3.43	100.0	\$3.68	100.0	\$3.46	100.0	\$3.62
Pay for working time -----	78.2	2.82	76.6	2.63	80.0	2.94	75.1	2.60	78.0	2.83
Straight-time pay -----	77.8	2.81	76.0	2.61	79.3	2.92	75.1	2.60	77.5	2.81
Premium pay -----	.5	.02	.6	.02	.6	.02	.1	(*)	.4	.02
Overtime, holiday, and weekend work -----	.2	.01	.6	.02	.3	.01	(*)	(*)	.2	.01
Shift differential -----	.3	.01	-	-	.4	.01	(*)	(*)	.3	.01
Pay for leave (except sick leave) -----	8.1	.29	9.2	.32	7.2	.26	8.4	.29	8.5	.31
Vacations earned -----	4.7	.17	5.9	.20	4.8	.18	5.6	.19	4.2	.15
Holidays -----	3.2	.12	3.1	.10	2.3	.09	2.8	.10	4.1	.15
Civic and personal leave -----	.1	(*)	.2	.01	.1	(*)	.1	(*)	.1	(*)
Employer expenditures for retirement programs -----	7.2	.26	9.2	.32	5.8	.21	8.2	.28	7.7	.28
Social security -----	2.3	.08	4.4	.15	-	-	4.4	.15	3.2	.12
State retirement plans ² -----	4.9	.18	4.8	.17	5.8	.21	3.7	.13	4.5	.16
Employer expenditures for life insurance and health benefit plans -----	6.5	.23	5.0	.17	7.0	.26	8.3	.29	5.8	.21
Life, accident, and health insurance -----	1.6	.06	.2	.01	1.8	.07	2.5	.09	1.4	.05
Sick leave earned -----	4.6	.16	4.3	.15	4.8	.18	4.8	.17	4.4	.16
Workers' compensation -----	.3	.01	.5	.02	.4	.01	.9	.03	.1	(*)
Employer expenditures for unemployment programs -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)
Unemployment insurance -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)
Severance pay -----	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	90.9	3.28	90.1	3.09	92.0	3.39	88.4	3.06	90.8	3.29
Supplements to wages and salaries ⁵ -----	9.1	.33	9.9	.34	8.0	.29	11.6	.40	9.2	.33

See footnotes on p. 51.

Table 12h. Hospitals: Employee compensation in State governments, Mountain States, 1972

Compensation item	Mountain		Arizona		Colorado		Idaho		Montana		Nevada		New Mexico		Utah		Wyoming	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.52	100.0	\$4.91	100.0	\$5.23	100.0	\$3.40	100.0	\$3.82	100.0	\$4.92	100.0	\$3.72	100.0	\$4.80	100.0	\$3.18
Pay for working time -----	78.2	3.53	76.1	3.74	78.7	4.11	74.9	2.55	78.5	3.00	76.8	3.78	78.5	2.92	78.6	3.78	79.0	2.51
Straight-time pay -----	77.8	3.52	75.9	3.73	78.5	4.10	74.5	2.53	76.3	2.92	73.7	3.63	78.3	2.92	78.6	3.78	79.0	2.51
Premium pay -----	.4	.02	.2	.01	.1	.01	.4	.01	2.1	.08	3.1	.15	.1	.01	-	-	-	-
Overtime, holiday, and weekend work -----	.3	.01	.1	(*)	.1	.01	.4	.01	2.1	.08	1.3	.06	.1	(*)	-	-	-	-
Shift differential -----	.1	(*)	.1	.01	-	-	-	-	-	-	1.8	.09	(*)	(*)	-	-	-	-
Pay for leave (except sick leave) -----	8.8	.40	9.9	.49	9.2	.48	8.4	.29	6.5	.25	9.3	.46	9.3	.35	9.0	.43	6.2	.20
Vacations earned -----	5.3	.24	5.5	.27	5.4	.28	5.5	.19	4.8	.18	6.2	.30	5.6	.21	5.2	.25	3.6	.11
Holidays -----	3.5	.16	4.3	.21	3.7	.20	2.9	.10	1.8	.07	3.1	.15	3.6	.14	3.6	.17	2.6	.08
Civic and personal leave ¹ -----	.1	(*)	.2	.01	.1	.01	-	-	-	-	-	-	-	-	.1	(*)	-	-
Employer expenditures for retirement programs -----	6.8	.31	8.6	.42	6.0	.31	9.5	.32	8.2	.31	5.5	.27	5.8	.22	6.9	.33	8.4	.27
Social security -----	1.9	.09	4.1	.20	-	-	4.1	.14	4.1	.16	-	-	3.0	.11	2.9	.14	4.0	.13
State retirement plans ² -----	4.8	.22	4.5	.22	6.0	.31	5.4	.18	4.1	.16	5.5	.27	2.8	.10	4.0	.19	4.3	.14
Employer expenditures for life insurance and health benefit plans -----	6.1	.27	5.3	.26	6.1	.32	6.8	.23	6.8	.26	8.4	.41	5.8	.21	5.6	.27	6.5	.21
Life, accident, and health insurance -----	.8	.04	-	-	.5	.02	2.3	.08	1.3	.05	2.0	.10	1.0	.04	1.0	.05	1.0	.03
Sick leave earned -----	4.6	.21	4.4	.22	5.1	.26	3.8	.13	3.9	.15	5.2	.25	4.5	.17	4.5	.22	3.6	.11
Workers' compensation -----	.6	.03	.9	.05	.5	.03	.8	.03	1.6	.06	1.2	.06	.3	.01	.1	(*)	1.9	.06
Employer expenditures for unemployment programs -----	.1	(*)	-	-	-	-	.4	.01	-	-	-	-	.7	.02	(*)	(*)	-	-
Unemployment insurance -----	.1	(*)	-	-	-	-	.4	.01	-	-	-	-	.7	.02	(*)	(*)	-	-
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	91.7	4.14	90.4	4.44	93.0	4.86	87.0	2.96	88.9	3.40	91.3	4.49	92.3	3.44	92.1	4.42	88.7	2.82
Supplements to wages and salaries ⁵ -----	8.3	.38	9.6	.47	7.0	.37	13.0	.44	11.1	.42	8.7	.43	7.7	.29	7.9	.38	11.3	.36

See footnotes on p. 51.

Table 121. Hospitals: Employee compensation in State governments, Pacific States, 1972

Compensation item	Pacific		Alaska		California		Hawaii		Oregon		Washington	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.50	100.0	\$9.04	100.0	\$6.02	100.0	\$3.61	100.0	\$4.95	100.0	\$4.57
Pay for working time -----	76.4	4.21	72.8	6.58	76.3	4.60	69.3	2.50	78.4	3.88	77.9	3.56
Straight-time pay -----	75.0	4.13	70.4	6.36	74.8	4.51	66.9	2.42	78.0	3.86	76.1	3.48
Premium pay -----	1.5	.08	2.4	.22	1.5	.09	2.4	.09	.4	.02	1.8	.08
Overtime, holiday, and weekend work -----	.8	.05	1.5	.13	.9	.05	1.9	.07	.4	.02	.5	.02
Shift differential -----	.6	.03	.9	.08	.6	.03	.5	.02	.1	(*)	1.2	.06
Pay for leave (except sick leave) -----	9.0	.49	10.9	.99	9.4	.56	11.3	.41	6.9	.34	8.1	.37
Vacations earned -----	5.1	.28	7.2	.65	5.1	.31	7.0	.25	4.0	.20	4.7	.22
Holidays -----	3.4	.18	3.6	.33	3.4	.21	4.4	.16	2.9	.14	3.2	.14
Civic and personal leave ¹ -----	.6	.03	.1	.01	.8	.05	-	-	(*)	(*)	.2	.01
Employer expenditures for retirement programs -----	7.2	.40	9.4	.85	7.0	.42	8.6	.31	8.8	.43	6.7	.31
Social security -----	1.2	.07	3.3	.30	.2	.01	3.3	.12	4.5	.22	2.6	.12
State retirement plans ² -----	6.0	.33	6.1	.55	6.8	.41	5.2	.19	4.3	.21	4.1	.18
Employer expenditures for life insurance and health benefit plans -----	6.8	.38	6.9	.63	7.1	.43	10.2	.37	5.3	.26	6.0	.27
Life, accident, and health insurance -----	1.2	.06	1.4	.13	1.2	.07	1.8	.07	-	-	1.5	.07
Sick leave earned -----	4.5	.25	5.1	.46	4.6	.28	7.0	.25	3.8	.19	3.7	.17
Workers' compensation -----	1.2	.07	.4	.03	1.3	.08	1.4	.05	1.5	.08	.8	.04
Employer expenditures for unemployment programs -----	.5	.03	-	-	.3	.02	.5	.02	.6	.03	1.4	.06
Unemployment insurance -----	.5	.03	-	-	.3	.02	.5	.02	.6	.03	1.4	.06
Severance pay -----	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	-	-	(*)	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.9	4.95	88.8	8.03	90.2	5.44	87.6	3.16	89.1	4.41	89.6	4.09
Supplements to wages and salaries ⁵ -----	10.1	.56	11.2	1.01	9.8	.59	12.4	.45	10.9	.54	10.4	.48

¹ Includes military leave.² Includes State government contributions to retirement funds, and payments directly to pensioners under pay-as-you-go pension systems.³ Other includes lump-sum payments for merit awards, longevity, awards for suggestions, and other incentive payments and bonuses.⁴ Wages and salaries include all direct payments to workers normally shown on IRS W-2 forms and consist of pay for working time; pay for vacations, holidays, sick leave, and civic and personal leave, severance pay, and other compensation (including nonproduction bonuses).⁵ Supplements to wages and salaries include all employer expenditures for compensation other than wages and salaries and consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-go pension systems), and outlays for life insurance, health benefit programs (except sick leave), and unemployment insurance.

NOTE: Because of rounding, sums of individual items may not equal totals. Asterisk (*) indicates less than .05 percent or \$0.005.

Table 13a. All other agencies: Employee compensation in State governments, New England States, 1972

Compensation item	New England States		Connecticut		Maine		Massachusetts		New Hampshire		Rhode Island		Vermont	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.86	100.0	\$7.08	100.0	\$4.73	100.0	\$5.84	100.0	\$4.87	100.0	\$5.24	100.0	\$5.74
Pay for working time -----	74.4	4.36	69.7	4.93	76.2	3.61	75.6	4.42	78.5	3.82	75.2	3.94	79.2	4.55
Straight-time pay -----	74.1	4.34	69.4	4.92	76.1	3.60	75.3	4.40	78.4	3.81	74.7	3.92	78.5	4.51
Premium pay -----	.3	.02	.3	.02	.1	(*)	.3	.02	.1	(*)	.5	.03	.7	.04
Overtime, holiday, and weekend work --	.3	.01	.2	.01	(*)	(*)	.3	.02	.1	(*)	.5	.02	.4	.02
Shift differential -----	.1	(*)	.1	.01	(*)	(*)	(*)	(*)	-	-	.1	(*)	.2	.01
Pay for leave (except sick leave) -----	8.8	.52	9.0	.63	9.1	.43	8.7	.51	8.9	.43	8.1	.42	9.3	.53
Vacations earned -----	5.1	.30	4.8	.34	5.8	.28	5.1	.30	5.3	.26	4.6	.24	5.1	.29
Holidays -----	3.5	.20	3.5	.25	3.2	.15	3.5	.21	3.5	.17	3.1	.16	4.2	.24
Civic and personal leave ¹ -----	.3	.01	.6	.04	.1	(*)	.1	(*)	(*)	(*)	.4	.02	(*)	(*)
Employer expenditures for retirement programs -----	7.2	.42	7.7	.55	9.7	.46	6.5	.38	6.5	.32	8.4	.44	5.6	.32
Social security -----	1.6	.10	3.1	.22	-	-	-	-	3.7	.18	3.6	.19	4.3	.25
State retirement plans ² -----	5.6	.33	4.7	.33	9.7	.46	6.5	.38	2.8	.14	4.7	.25	1.3	.07
Employer expenditures for life insurance and health benefit plans -----	8.5	.49	10.0	.70	5.0	.23	9.1	.53	6.1	.29	7.2	.38	5.9	.34
Life, accident, and health insurance ---	3.3	.19	5.0	.36	.6	.03	3.8	.22	.4	.02	2.0	.10	.8	.05
Sick leave earned -----	4.9	.28	4.7	.33	4.3	.20	4.9	.29	5.4	.26	5.2	.27	5.1	.29
Workers' compensation -----	.3	.02	.3	.02	.1	(*)	.5	.03	.3	.01	(*)	(*)	(*)	(*)
Employer expenditures for unemployment programs -----	.3	.01	.5	.03	(*)	(*)	(*)	(*)	(*)	(*)	1.1	.06	-	-
Unemployment insurance -----	.3	.01	.5	.03	-	-	(*)	(*)	(*)	(*)	1.1	.06	-	-
Severance pay -----	(*)	(*)	(*)	(*)	(*)	(*)	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ ---	.9	.05	3.2	.23	-	-	(*)	(*)	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	88.9	5.21	86.5	6.13	89.6	4.24	89.3	5.22	92.7	4.51	88.5	4.64	93.6	5.38
Supplements to wages and salaries -----	11.1	.65	13.5	.95	10.4	.49	10.7	.63	7.3	.35	11.5	.60	6.4	.37

See footnotes on p. 60.

**Table 13b. All other agencies: Employee compensation in State governments,
Middle Atlantic States, 1972**

Compensation item	Middle Atlantic		New Jersey		New York		Pennsylvania	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$7.02	100.0	\$7.26	100.0	\$8.18	100.0	\$5.56
Pay for working time -----	70.5	4.95	75.4	5.48	65.6	5.37	75.5	4.20
Straight-time pay -----	70.1	4.92	74.6	5.42	65.3	5.34	75.5	4.19
Premium pay -----	.4	.02	.8	.06	.4	.03	.1	(*)
Overtime, holiday, and weekend work -----	.3	.02	.8	.06	.3	.02	.1	(*)
Shift differential -----	(*)	(*)	(*)	(*)	.1	.01	-	-
Pay for leave (except sick leave) -----	9.2	.65	9.2	.67	9.1	.74	9.5	.53
Vacations earned -----	5.4	.38	4.9	.36	5.4	.44	5.6	.31
Holidays -----	3.4	.24	3.4	.24	3.1	.25	3.9	.22
Civic and personal leave ¹ -----	.5	.04	.9	.06	.7	.05	(*)	(*)
Employer expenditures for retirement programs -----	12.8	.90	8.2	.60	17.3	1.41	8.0	.44
Social security -----	3.1	.22	3.5	.25	3.1	.25	2.9	.16
State retirement plans ² -----	9.6	.68	4.8	.35	14.2	1.16	5.0	.28
Employer expenditures for life insurance and health benefit plans -----	7.2	.51	7.0	.51	7.4	.60	7.0	.39
Life, accident, and health insurance -----	1.9	.13	2.4	.17	2.2	.18	1.1	.06
Sick leave earned -----	4.6	.32	4.6	.33	3.9	.32	5.6	.31
Workers' compensation -----	.7	.05	-	-	1.3	.11	.3	.01
Employer expenditures for unemployment programs -----	.3	.02	-	-	.6	.05	(*)	(*)
Unemployment insurance -----	.3	.02	-	-	.6	.05	(*)	(*)
Severance pay -----	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	.1	.01	-	-	(*)	(*)
Wages and salaries (gross payroll) ⁴ -----	84.3	5.92	89.4	6.49	78.7	6.43	90.7	5.04
Supplements to wages and salaries ⁵ -----	15.7	1.10	10.6	.77	21.3	1.74	9.3	.52

See footnotes on p. 60

Table 13c. All other agencies: Employee compensation in State governments, East North Central States, 1972

Compensation item	East North Central		Illinois		Indiana		Michigan		Ohio		Wisconsin	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.98	100.0	\$6.00	100.0	\$5.02	100.0	\$6.83	100.0	\$5.19	100.0	\$6.17
Pay for working time -----	76.3	4.56	76.9	4.62	79.3	3.98	76.1	5.20	77.8	4.04	71.3	4.40
Straight-time pay -----	75.8	4.53	76.7	4.60	79.1	3.97	75.4	5.14	77.1	4.00	71.0	4.38
Premium pay -----	.4	.03	.2	.01	.1	.01	.8	.05	.7	.03	.3	.02
Overtime, holiday, and weekend work -----	.3	.02	.1	(*)	.1	.01	.5	.03	.7	.03	.2	.01
Shift differential -----	.1	.01	.1	.01	-	-	.3	.02	-	-	.2	.01
Pay for leave (except sick leave) -----	7.9	.47	9.6	.57	8.6	.43	6.5	.44	6.2	.32	7.8	.48
Vacations earned -----	4.6	.28	5.4	.32	4.9	.24	4.3	.29	3.2	.17	4.8	.30
Holidays -----	3.0	.18	3.6	.22	3.6	.18	2.2	.15	3.0	.15	2.7	.17
Civic and personal leave ¹ -----	.3	.02	.6	.04	.1	(*)	-	-	(*)	(*)	.3	.02
Employer expenditures for retirement programs -----	8.3	.50	7.3	.44	6.4	.32	7.9	.54	8.7	.45	12.6	.78
Social security -----	2.5	.15	2.6	.16	3.8	.19	3.0	.21	-	-	3.8	.24
State retirement plans ² -----	5.8	.35	4.7	.28	2.6	.13	4.8	.33	8.7	.45	8.8	.54
Employer expenditures for life insurance and health benefit plans -----	7.0	.42	6.1	.37	5.8	.29	8.2	.56	7.3	.38	7.6	.47
Life, accident, and health insurance -----	2.4	.14	1.5	.09	1.1	.06	3.6	.25	2.2	.11	3.2	.20
Sick leave earned -----	4.4	.26	4.6	.27	4.4	.22	4.3	.29	4.1	.21	4.3	.26
Workers' compensation -----	.3	.02	(*)	(*)	.2	.01	.3	.02	1.0	.05	.1	.01
Employer expenditures for unemployment programs -----	.1	.01	(*)	(*)	(*)	(*)	.3	.02	-	-	.3	.02
Unemployment insurance -----	.1	.01	(*)	(*)	-	-	.3	.02	-	-	.3	.02
Severance pay -----	(*)	(*)	(*)	(*)	(*)	(*)	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	.3	.02	(*)	(*)	-	-	1.0	.07	-	-	.3	.02
Wages and salaries (gross payroll) ⁴ -----	88.9	5.31	91.1	5.46	92.3	4.63	87.9	6.00	88.1	4.57	83.7	5.17
Supplements to wages and salaries -----	11.1	.67	8.9	.53	7.7	.39	12.1	.83	11.9	.62	16.3	1.01

See footnotes on p. 60.

Table 13d. All other agencies: Employee compensation in State governments, West North Central States, 1972

Compensation item	West North Central		Iowa		Kansas		Minnesota		Missouri		Nebraska		North Dakota		South Dakota	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.93	100.0	\$5.46	100.0	\$5.09	100.0	\$5.59	100.0	\$4.41	100.0	\$4.36	100.0	\$4.37	100.0	\$4.40
Pay for working time -----	77.1	3.80	73.4	4.01	78.7	4.01	79.1	4.42	75.7	3.34	78.2	3.41	79.2	3.46	79.7	3.51
Straight-time pay -----	76.9	3.79	73.4	4.01	78.7	4.00	78.3	4.38	75.6	3.33	78.2	3.41	79.2	3.46	79.7	3.51
Premium pay -----	.2	.01	(*)	(*)	(*)	(*)	.7	.04	(*)	(*)	(*)	(*)	-	-	.1	(*)
Overtime, holiday, and weekend work --	.2	.01	(*)	(*)	(*)	(*)	.7	.04	(*)	(*)	(*)	(*)	-	-	(*)	(*)
Shift differential -----	(*)	(*)	(*)	(*)	-	-	-	-	(*)	(*)	(*)	(*)	-	-	(*)	(*)
Pay for leave (except sick leave) -----	9.0	.44	7.5	.41	7.2	.36	9.8	.55	10.3	.45	8.3	.36	9.3	.41	9.2	.41
Vacations earned -----	5.4	.26	4.8	.26	4.4	.22	5.6	.31	6.2	.27	4.5	.20	5.7	.25	5.7	.25
Holidays -----	3.6	.17	2.7	.14	2.7	.14	4.2	.23	4.0	.18	3.8	.17	3.6	.15	3.3	.14
Civic and personal leave ¹ -----	(*)	(*)	(*)	(*)	.1	.01	-	-	(*)	(*)	(*)	(*)	.1	(*)	.2	.01
Employer expenditures for retirement programs -----	7.3	.36	7.1	.39	8.9	.45	5.7	.32	8.1	.36	8.6	.38	6.7	.29	6.0	.26
Social security -----	3.7	.18	3.8	.21	3.5	.18	2.6	.15	4.6	.20	4.3	.19	3.2	.14	4.2	.19
State retirement plans ² -----	3.6	.18	3.3	.18	5.4	.27	3.0	.17	3.5	.15	4.4	.19	3.5	.15	1.8	.08
Employer expenditures for life insurance and health benefit plans -----	6.6	.33	11.9	.65	5.2	.27	5.5	.31	6.0	.26	4.8	.21	4.8	.21	4.9	.22
Life, accident, and health insurance ---	1.0	.05	1.3	.07	1.4	.07	2.0	.11	-	-	.1	.01	.6	.03	-	-
Sick leave earned -----	5.5	.27	10.2	.56	3.8	.19	3.5	.20	5.7	.25	4.6	.20	3.8	.17	4.8	.21
Workers' compensation -----	.2	.01	.4	.02	(*)	(*)	-	-	.3	.01	(*)	(*)	.4	.02	.2	.01
Employer expenditures for unemployment programs -----	(*)	(*)	(*)	(*)	-	-	(*)	(*)	-	-	-	-	-	-	.1	(*)
Unemployment insurance -----	(*)	(*)	-	-	-	-	-	-	-	-	-	-	-	-	.1	(*)
Severance pay -----	(*)	(*)	(*)	(*)	-	-	(*)	(*)	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ ---	(*)	(*)	(*)	(*)	-	-	(*)	(*)	-	-	(*)	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	91.6	4.51	91.2	4.98	89.6	4.56	92.4	5.16	91.6	4.04	91.2	3.98	92.3	4.03	93.7	4.13
Supplements to wages and salaries ⁵ -----	8.4	.42	8.8	.48	10.4	.53	7.6	.43	8.4	.37	8.8	.38	7.7	.34	6.3	.28

See footnotes on p. 60.

Table 13e. All other agencies: Employee compensation in State governments, South Atlantic States, 1972

Compensation item	South Atlantic		Delaware		Florida		Georgia		Maryland		North Carolina		South Carolina		Virginia		West Virginia	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.10	100.0	\$5.00	100.0	\$4.95	100.0	\$4.86	100.0	\$6.70	100.0	\$5.31	100.0	\$4.60	100.0	\$4.73	100.0	\$4.36
Pay for working time -----	75.7	3.86	70.9	3.54	79.8	3.95	74.4	3.62	69.3	4.64	77.3	4.10	74.9	3.44	79.8	3.77	70.1	3.05
Straight-time pay -----	75.2	3.84	70.5	3.52	79.6	3.94	74.2	3.61	68.4	4.59	76.0	4.04	74.6	3.43	79.6	3.77	70.1	3.05
Premium pay -----	.4	.02	.4	.02	.1	.01	.2	.01	.8	.06	1.3	.07	.2	.01	.2	.01	(*)	(*)
Overtime, holiday, and weekend work ---	.4	.02	.4	.02	.1	.01	.2	.01	.6	.04	1.1	.06	.2	.01	.1	.01	(*)	(*)
Shift differential -----	.1	(*)	.1	(*)	(*)	(*)	-	-	.3	.02	.2	.01	(*)	(*)	.1	(*)	-	-
Pay for leave (except sick leave) -----	9.2	.47	9.8	.49	8.6	.43	9.5	.46	10.3	.69	7.6	.40	9.3	.43	9.2	.43	10.8	.47
Vacations earned -----	5.4	.28	5.8	.29	5.3	.26	5.9	.29	5.3	.35	4.8	.25	5.7	.26	5.4	.26	6.2	.27
Holidays -----	3.5	.18	3.9	.20	3.0	.15	3.6	.17	4.4	.30	2.8	.15	3.5	.16	3.7	.18	4.5	.20
Civic and personal leave ¹ -----	.2	.01	(*)	(*)	.4	.02	(*)	(*)	.6	.04	.1	(*)	(*)	(*)	(*)	(*)	.1	(*)
Employer expenditures for retirement programs -----	8.8	.45	11.2	.56	6.9	.34	9.3	.45	9.1	.61	11.6	.61	10.1	.47	5.4	.26	11.6	.51
Social security -----	3.8	.19	3.7	.18	3.5	.17	3.3	.16	4.3	.29	3.8	.20	4.3	.20	3.8	.18	3.7	.16
State retirement plans ² -----	5.0	.25	7.5	.38	3.4	.17	6.0	.29	4.8	.32	7.8	.41	5.8	.27	1.7	.08	7.9	.34
Employer expenditures for life insurance and health benefit plans -----	6.3	.32	8.0	.40	4.7	.23	6.7	.33	11.3	.76	3.2	.17	5.6	.26	5.6	.26	7.5	.32
Life, accident, and health insurance ---	.5	.03	1.3	.07	-	-	1.7	.08	1.3	.09	-	-	-	-	.2	.01	.8	.03
Sick leave earned -----	5.6	.29	5.6	.28	4.5	.22	5.0	.24	9.9	.66	3.1	.17	5.5	.25	5.4	.26	6.3	.27
Workers' compensation -----	.1	.01	1.1	.05	.2	.01	.1	(*)	.1	.01	.1	(*)	.1	(*)	(*)	(*)	.4	.02
Employer expenditures for unemployment programs -----	(*)	(*)	.1	.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment insurance -----	(*)	(*)	.1	.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Severance pay -----	(*)	(*)	(*)	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ ----	.1	(*)	-	-	(*)	(*)	(*)	(*)	(*)	(*)	.3	.02	.1	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	90.5	4.62	86.3	4.31	92.9	4.60	88.9	4.32	89.5	6.00	88.3	4.69	89.7	4.13	94.4	4.46	87.2	3.89
Supplements to wages and salaries ⁵ -----	9.5	.48	13.7	.68	7.1	.35	11.1	.54	10.5	.71	11.7	.62	10.3	.47	5.6	.27	12.8	.56

See footnotes on p. 60.

Table 13f. All other agencies: Employee compensation in State governments, East South Central States, 1972

Compensation item	East South Central		Alabama		Kentucky		Mississippi		Tennessee	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.55	100.0	\$4.91	100.0	\$4.68	100.0	\$4.50	100.0	\$4.21
Pay for working time -----	76.2	3.47	76.6	3.77	75.3	3.53	77.5	3.49	76.0	3.20
Straight-time pay -----	76.2	3.47	76.6	3.76	75.3	3.53	77.5	3.49	76.0	3.19
Premium pay -----	(*)	(*)	(*)	(*)	(*)	(*)	-	-	(*)	(*)
Overtime, holiday, and weekend work -----	(*)	(*)	(*)	(*)	(*)	(*)	-	-	(*)	(*)
Shift differential -----	(*)	(*)	(*)	(*)	(*)	(*)	-	-	-	-
Pay for leave (except sick leave) -----	9.2	.42	9.4	.46	8.7	.41	9.2	.41	9.4	.40
Vacations earned -----	5.4	.24	4.7	.23	5.1	.24	5.7	.26	6.0	.25
Holidays -----	3.8	.17	4.7	.23	3.6	.17	3.4	.15	3.5	.14
Civic and personal leave ¹ -----	(*)	(*)	.1	(*)	(*)	(*)	(*)	(*)	-	-
Employer expenditures for retirement programs -----	8.6	.39	8.2	.40	10.6	.50	7.1	.32	8.1	.34
Social security -----	3.9	.18	3.8	.19	4.4	.21	3.3	.15	3.9	.16
State retirement plans ² -----	4.8	.22	4.4	.22	6.2	.29	3.9	.17	4.3	.18
Employer expenditures for life insurance and health benefit plans -----	5.9	.27	5.7	.28	5.3	.25	6.2	.28	6.5	.27
Life, accident, and health insurance -----	1.0	.05	1.2	.06	.6	.03	.3	.01	1.7	.07
Sick leave earned -----	4.6	.21	4.4	.22	4.2	.19	5.4	.24	4.8	.20
Workers' compensation -----	.2	.01	.1	(*)	.5	.02	.5	.02	-	-
Employer expenditures for unemployment programs -----	(*)	(*)	-	-	.1	(*)	(*)	(*)	(*)	(*)
Unemployment insurance -----	(*)	(*)	-	-	.1	(*)	(*)	(*)	(*)	(*)
Severance pay -----	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	90.0	4.10	90.5	4.45	88.2	4.13	92.1	4.15	90.1	3.79
Supplements to wages and salaries ⁵ -----	10.0	.45	9.5	.47	11.8	.55	7.9	.35	9.9	.41

See footnotes on p. 60.

Table 13g. All other agencies: Employee compensation in State governments, West South Central States, 1972

Compensation item	West South Central		Arkansas		Louisiana		Oklahoma		Texas	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$4.59	100.0	\$3.95	100.0	\$4.66	100.0	\$4.48	100.0	\$4.79
Pay for working time -----	76.2	3.50	76.7	3.03	76.7	3.58	74.6	3.34	76.5	3.66
Straight-time pay -----	76.1	3.49	76.6	3.03	76.5	3.57	74.6	3.34	76.5	3.66
Premium pay -----	.1	(*)	(*)	(*)	.3	.01	.1	(*)	(*)	(*)
Overtime, holiday, and weekend work -----	.1	(*)	(*)	(*)	.3	.01	.1	(*)	(*)	(*)
Shift differential -----	(*)	(*)	-	-	(*)	(*)	(*)	(*)	(*)	(*)
Pay for leave (except sick leave) -----	8.5	.39	8.5	.34	7.8	.36	8.6	.38	8.8	.42
Vacations earned -----	4.9	.22	5.1	.20	5.4	.25	6.0	.27	4.1	.20
Holidays -----	3.5	.16	3.2	.13	2.4	.11	2.5	.11	4.6	.22
Civic and personal leave ¹ -----	.1	(*)	.2	.01	(*)	(*)	(*)	(*)	.2	.01
Employer expenditures for retirement programs -----	8.7	.40	9.8	.39	7.5	.35	9.0	.40	8.9	.43
Social security -----	3.2	.15	4.5	.18	-	-	4.1	.18	4.3	.20
State retirement plans ² -----	5.5	.25	5.4	.21	7.5	.35	4.9	.22	4.7	.22
Employer expenditures for life insurance and health benefit plans -----	6.6	.30	5.0	.20	8.0	.37	7.8	.35	5.7	.27
Life, accident, and health insurance -----	1.6	.07	.4	.02	2.2	.10	2.3	.10	1.3	.06
Sick leave earned -----	4.8	.22	4.3	.17	5.4	.25	5.2	.23	4.4	.21
Workers' compensation -----	.2	.01	.2	.01	.4	.02	.3	.01	(*)	(*)
Employer expenditures for unemployment programs -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)
Unemployment insurance -----	(*)	(*)	-	-	-	-	-	-	(*)	(*)
Severance pay -----	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	-	-	-	-	-	-	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.5	4.11	89.5	3.53	89.9	4.19	88.4	3.96	89.8	4.30
Supplements to wages and salaries ⁵ -----	10.5	.48	10.5	.41	10.1	.47	11.6	.52	10.2	.49

See footnotes on p. 60.

Table 13h. All other agencies: Employee compensation in State governments, Mountain States, 1972

Compensation item	Mountain		Arizona		Colorado		Idaho		Montana		Nevada		New Mexico		Utah		Wyoming	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$5.05	100.0	\$4.77	100.0	\$5.78	100.0	\$5.01	100.0	\$4.70	100.0	\$5.83	100.0	\$4.41	100.0	\$4.86	100.0	\$4.88
Pay for working time -----	77.0	3.89	77.0	3.67	77.7	4.50	76.2	3.81	77.0	3.62	77.1	4.49	75.5	3.33	77.1	3.75	78.9	3.85
Straight-time pay -----	76.9	3.88	77.0	3.67	77.7	4.50	76.2	3.81	76.5	3.60	76.4	4.45	75.5	3.33	76.9	3.74	78.9	3.85
Premium pay -----	.1	.01	(*)	(*)	(*)	(*)	.1	(*)	.5	.02	.7	.04	(*)	(*)	.2	.01	-	-
Overtime, holiday, and weekend work -----	.1	.01	-	-	(*)	(*)	(*)	(*)	.4	.02	.7	.04	(*)	(*)	.2	.01	-	-
Shift differential -----	(*)	(*)	(*)	(*)	-	-	(*)	(*)	.1	.01	(*)	(*)	(*)	(*)	-	-	-	-
Pay for leave (except sick leave) -----	9.0	.45	9.6	.46	8.8	.51	8.0	.40	9.4	.44	9.2	.54	9.2	.41	9.0	.44	8.4	.41
Vacations earned -----	5.3	.27	5.7	.27	5.1	.29	5.2	.26	6.0	.28	5.8	.34	5.3	.23	4.7	.23	5.0	.24
Holidays -----	3.6	.18	3.8	.18	3.7	.21	2.7	.14	3.4	.16	3.2	.18	3.7	.16	4.0	.19	3.3	.16
Civic and personal leave ¹ -----	.1	.01	(*)	(*)	.1	(*)	.1	(*)	(*)	(*)	.3	.02	.2	.01	.2	.01	.1	(*)
Employer expenditures for retirement programs -----	7.8	.39	8.1	.39	7.5	.43	9.6	.48	6.0	.28	5.5	.32	8.8	.39	7.6	.37	8.4	.41
Social security -----	2.6	.13	3.9	.19	-	-	4.5	.22	2.7	.13	.2	.01	4.4	.19	3.9	.19	4.1	.20
State retirement plans ² -----	5.1	.26	4.2	.20	7.5	.43	5.1	.25	3.3	.15	5.3	.31	4.4	.19	3.8	.18	4.3	.21
Employer expenditures for life insurance and health benefit plans -----	6.2	.31	5.2	.25	6.0	.34	6.0	.30	7.5	.35	8.1	.47	6.5	.29	6.3	.30	4.3	.21
Life, accident, and health insurance -----	1.1	.05	.3	.02	.6	.03	1.3	.07	1.0	.04	2.0	.12	1.6	.07	1.6	.08	.6	.03
Sick leave earned -----	4.7	.24	4.4	.21	5.2	.30	4.2	.21	4.6	.22	5.6	.32	4.5	.20	4.4	.21	3.7	.18
Workers' compensation -----	.5	.02	.4	.02	.2	.01	.4	.02	1.9	.09	.4	.03	.4	.02	.3	.01	(*)	(*)
Employer expenditures for unemployment programs -----	(*)	(*)	.1	(*)	-	-	.2	.01	-	-	.1	.01	(*)	(*)	-	-	-	-
Unemployment insurance -----	(*)	(*)	-	-	-	-	.2	.01	-	-	.1	.01	(*)	(*)	-	-	-	-
Severance pay -----	(*)	(*)	.1	(*)	-	-	(*)	(*)	-	-	-	-	-	-	-	-	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	.1	(*)	-	-	-	-	-	-	(*)	(*)	-	-	(*)	(*)	(*)	(*)
Wages and salaries (gross payroll) ⁴ -----	90.7	4.58	91.1	4.34	91.7	5.31	88.4	4.43	91.1	4.29	91.9	5.36	89.2	3.93	90.5	4.40	91.0	4.44
Supplements to wages and salaries ⁵ -----	9.3	.47	8.9	.42	8.3	.48	11.6	.58	8.9	.42	8.1	.47	10.8	.48	9.5	.46	9.0	.44

See footnotes on p. 60.

Table 131. All other employee compensation in State governments, Pacific States, 1972

Compensation item	Pacific		Alaska		California		Hawaii		Oregon		Washington	
	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour	Per- cent of compen- sation	Dollars per work hour
Total compensation -----	100.0	\$6.16	100.0	\$8.92	100.0	\$6.29	100.0	\$6.76	100.0	\$5.44	100.0	\$5.35
Pay for working time -----	76.3	4.70	72.4	6.46	76.7	4.82	69.5	4.70	78.5	4.27	77.2	4.13
Straight-time pay -----	75.6	4.66	71.7	6.39	75.9	4.77	68.8	4.65	78.3	4.26	76.5	4.09
Premium pay -----	.7	.04	.7	.06	.8	.05	.7	.05	.2	.01	.6	.03
Overtime, holiday, and weekend work -----	.5	.03	.6	.05	.5	.03	.7	.04	.2	.01	.2	.01
Shift differential -----	.2	.01	.1	.01	.2	.01	.1	(*)	-	-	.4	.02
Pay for leave (except sick leave) -----	9.1	.56	9.7	.87	9.0	.57	11.1	.75	8.4	.45	9.2	.49
Vacations earned -----	4.7	.29	6.5	.58	4.1	.26	6.8	.46	4.9	.27	5.3	.29
Holidays -----	3.5	.22	3.1	.28	3.5	.22	4.2	.28	3.1	.17	3.7	.19
Civic and personal leave -----	1.0	.06	.1	.01	1.4	.09	.1	.01	.3	.02	.2	.01
Employer expenditures for retirement programs -----	8.6	.53	11.2	.99	8.8	.56	10.1	.68	7.8	.42	6.6	.35
Social security -----	2.8	.17	3.3	.30	2.5	.16	3.4	.23	3.8	.21	2.9	.15
State retirement plans ² -----	5.8	.36	7.8	.70	6.3	.40	6.7	.45	4.0	.21	3.7	.20
Employer expenditures for life insurance and health benefit plans -----	5.7	.35	6.5	.58	5.4	.34	8.6	.58	5.0	.27	6.0	.32
Life, accident, and health insurance -----	1.0	.06	1.4	.13	1.1	.07	1.2	.08	(*)	(*)	1.1	.06
Sick leave earned -----	3.9	.24	4.6	.41	3.4	.21	6.9	.46	4.3	.23	4.5	.24
Workers' compensation -----	.8	.05	.5	.05	.9	.06	.6	.04	.7	.04	.4	.02
Employer expenditures for unemployment programs -----	.2	.01	.2	.02	-	-	.7	.05	.3	.02	1.1	.06
Unemployment insurance -----	.2	.01	.1	.01	-	-	.7	.05	.3	.02	1.1	.06
Severance pay -----	(*)	(*)	.1	.01	-	-	-	-	(*)	(*)	-	-
Other, including nonproduction bonuses ³ -----	(*)	(*)	-	-	(*)	(*)	(*)	(*)	-	-	-	-
Wages and salaries (gross payroll) ⁴ -----	89.3	5.51	86.8	7.74	89.1	5.60	87.4	5.91	91.1	4.96	90.9	4.86
Supplements to wages and salaries ⁵ -----	10.7	.66	13.2	1.18	10.9	.69	12.6	.85	8.9	.48	9.1	.49

¹ Includes military leave.

² Includes State government contributions to retirement funds, and

³ Other includes lump-sum payments for merit awards, longevity, awards for suggestions, and other incentive payments and bonuses.

⁴ Wages and salaries include all direct payments to workers normally shown on IRS W-2 forms and consist of pay for working time; pay for vacations, holidays, sick leave, and civic and personal leave, severance pay, and other compensation (including nonproduction bonuses).

⁵ Supplements to wages and salaries include all employer expenditures for compensation other than wages and salaries and consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-go pension systems), and outlays for life insurance, health benefit programs (except sick leave), and unemployment insurance.

NOTE: Because of rounding, sums of individual items may not equal totals. Asterisk (*) indicates less than .05 percent or \$0.005.

Table 14. All agencies: Composition of paid hours in State governments (except higher education), 1972

Region and State	All paid hours	Percent of all paid hours							
		Work hours			Paid leave hours				
		Total	Straight-time	Overtime	Total	Vacations earned	Holidays	Sick leave earned	Civic and personal ¹
United States -----	100.0	84.9	83.8	1.1	15.1	5.6	3.9	5.2	.3
New England -----	100.0	84.7	82.9	1.8	15.3	5.7	3.8	5.5	.3
Connecticut -----	100.0	83.7	81.5	2.2	16.3	5.7	4.0	5.6	1.0
Maine -----	100.0	85.9	82.9	3.0	14.1	6.0	3.5	4.5	(*)
Massachusetts -----	100.0	84.7	83.9	.9	15.3	5.8	3.9	5.6	.1
New Hampshire -----	100.0	84.7	81.8	2.9	15.3	5.5	3.6	5.5	.5
Rhode Island -----	100.0	85.7	82.5	3.2	14.3	5.0	3.3	5.7	.2
Vermont -----	100.0	84.8	82.5	2.4	15.2	5.4	4.4	5.3	(*)
Middle Atlantic -----	100.0	83.5	82.2	1.3	16.5	6.2	4.3	5.4	.6
New Jersey -----	100.0	82.9	80.7	2.2	17.1	5.9	4.5	5.6	1.0
New York -----	100.0	83.6	82.5	1.1	16.4	6.6	4.0	4.9	1.0
Pennsylvania -----	100.0	83.8	82.6	1.2	16.2	5.9	4.5	5.9	(*)
East North Central -----	100.0	86.1	84.7	1.4	13.9	5.2	3.5	5.0	.2
Illinois -----	100.0	84.6	83.9	.7	15.4	6.0	4.1	4.8	.6
Indiana -----	100.0	86.2	84.6	1.7	13.8	4.9	4.2	4.5	.1
Michigan -----	100.0	86.9	85.5	1.4	13.1	5.2	2.7	5.1	-
Ohio -----	100.0	87.3	84.5	2.8	12.7	3.9	3.4	5.3	(*)
Wisconsin -----	100.0	85.9	85.4	.6	14.1	5.7	3.2	4.8	.3
West North Central -----	100.0	84.8	84.1	.7	15.2	5.7	3.8	5.7	(*)
Iowa -----	100.0	81.2	80.5	.8	18.8	5.0	3.0	10.8	(*)
Kansas -----	100.0	87.2	87.0	.3	12.8	5.3	3.0	4.4	.1
Minnesota -----	100.0	86.2	84.8	1.3	13.8	6.2	3.8	3.9	-
Missouri -----	100.0	83.8	83.3	.5	16.2	6.1	4.4	5.7	(*)
Nebraska -----	100.0	86.5	85.7	.9	13.5	4.7	4.1	4.5	.1
North Dakota -----	100.0	85.7	84.9	.8	14.3	6.0	4.1	4.1	.1
South Dakota -----	100.0	85.1	85.0	(*)	14.9	6.0	3.6	5.1	.1
South Atlantic -----	100.0	84.0	83.3	.8	16.0	5.8	4.0	5.9	.2
Delaware -----	100.0	82.1	80.9	1.3	17.9	6.8	4.4	6.6	.1
Florida -----	100.0	86.0	85.5	.5	14.0	5.5	3.3	4.8	.4
Georgia -----	100.0	84.0	83.7	.4	16.0	6.4	4.0	5.5	(*)
Maryland -----	100.0	77.1	74.9	2.2	22.9	5.9	5.1	11.0	.9
North Carolina -----	100.0	87.4	87.2	.1	12.6	5.5	3.2	3.6	.3
South Carolina -----	100.0	84.8	84.4	.4	15.2	5.7	3.9	5.4	(*)
Virginia -----	100.0	85.3	84.1	1.2	14.7	5.3	4.0	5.4	(*)
West Virginia -----	100.0	81.2	80.8	.5	18.8	6.7	5.1	6.8	.1
East South Central -----	100.0	85.4	85.1	.4	14.6	5.6	4.1	4.7	.1
Alabama -----	100.0	85.1	85.0	.1	14.9	5.3	5.0	4.5	.1
Kentucky -----	100.0	85.5	84.6	.8	14.5	5.7	4.0	4.6	.2
Mississippi -----	100.0	85.6	85.5	(*)	14.4	5.6	3.3	5.4	.1
Tennessee -----	100.0	85.6	85.3	.3	14.4	5.8	3.8	4.7	-
West South Central -----	100.0	85.9	85.2	.7	14.1	5.2	3.7	5.0	.1
Arkansas -----	100.0	86.4	86.1	.3	13.6	5.7	3.2	4.6	.2
Louisiana -----	100.0	86.1	85.3	.8	13.9	5.6	2.5	5.7	(*)
Oklahoma -----	100.0	84.7	84.4	.3	15.3	6.6	3.0	5.6	.1
Texas -----	100.0	86.0	85.2	.8	14.0	4.4	4.8	4.6	.2
Mountain -----	100.0	85.4	84.7	.7	14.6	5.7	3.9	4.9	.1
Arizona -----	100.0	85.3	84.5	.7	14.7	6.1	4.1	4.5	(*)
Colorado -----	100.0	84.5	84.3	.3	15.5	5.8	4.1	5.4	.1
Idaho -----	100.0	86.5	85.8	.7	13.5	5.7	3.2	4.5	.1
Montana -----	100.0	85.7	84.9	.9	14.3	6.0	3.4	4.8	(*)
Nevada -----	100.0	84.1	81.7	2.4	15.9	6.3	3.5	5.9	.2
New Mexico -----	100.0	85.7	85.1	.6	14.3	5.5	4.1	4.6	.1
Utah -----	100.0	85.6	84.8	.9	14.4	5.2	4.4	4.6	.2
Wyoming -----	100.0	86.5	86.3	.3	13.5	5.4	3.6	4.4	.1
Pacific -----	100.0	85.5	84.2	1.3	14.5	5.3	3.8	4.5	1.0
Alaska -----	100.0	83.9	81.5	2.4	16.1	7.1	3.7	5.1	.1
California -----	100.0	85.8	84.6	1.3	14.2	4.9	3.8	4.1	1.4
Hawaii -----	100.0	79.6	77.2	2.4	20.4	7.7	4.8	7.8	.1
Oregon -----	100.0	86.9	85.9	1.0	13.1	5.1	3.2	4.5	.3
Washington -----	100.0	85.2	84.3	.9	14.8	5.7	4.0	4.7	.4

¹ Includes military leave hours.

totals. Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal

Table 15. Highway agencies: Composition of paid hours in State governments (except higher education), 1972

Region and State	All paid hours	Percent of all paid hours							
		Work hours			Paid leave hours				
		Total	Straight-time	Overtime	Total	Vacations earned	Holidays	Sick leave earned	Civic and personal ¹
United States -----	100.0	85.1	83.0	2.1	14.9	5.7	3.8	5.1	.3
New England -----	100.0	83.9	79.5	4.4	16.1	5.8	4.0	5.5	.8
Connecticut -----	100.0	81.9	77.1	4.7	18.1	5.9	4.0	5.9	2.4
Maine -----	100.0	86.9	80.6	6.3	13.1	5.7	3.2	4.2	-
Massachusetts -----	100.0	83.2	81.3	1.9	16.8	6.2	4.5	6.0	.1
New Hampshire -----	100.0	83.0	73.2	9.8	17.0	5.7	3.5	5.7	2.2
Rhode Island -----	100.0	85.6	81.3	4.3	14.4	5.0	3.1	6.3	-
Vermont -----	100.0	86.0	82.1	3.9	14.0	4.9	4.2	4.9	-
Middle Atlantic -----	100.0	83.9	81.6	2.3	16.1	5.8	4.4	5.4	.5
New Jersey -----	100.0	84.0	82.2	1.9	16.0	5.5	4.4	5.2	.9
New York -----	100.0	82.7	74.8	8.0	17.3	6.9	4.0	4.7	1.6
Pennsylvania -----	100.0	84.1	83.2	.9	15.9	5.7	4.5	5.7	-
East North Central -----	100.0	86.3	82.7	3.6	13.7	5.2	3.6	4.8	.1
Illinois -----	100.0	84.5	81.7	2.8	15.5	6.5	4.6	4.4	-
Indiana -----	100.0	86.9	80.5	6.4	13.1	4.5	4.1	4.5	.1
Michigan -----	100.0	88.3	85.2	3.1	11.7	4.5	2.6	4.5	-
Ohio -----	100.0	86.7	83.2	3.5	13.3	4.5	3.3	5.5	(*)
Wisconsin -----	100.0	84.7	83.3	1.4	15.3	7.0	3.1	4.7	.5
West North Central -----	100.0	84.8	83.1	1.7	15.2	5.8	3.6	5.7	.1
Iowa -----	100.0	81.5	78.3	3.2	18.5	4.5	3.3	10.7	(*)
Kansas -----	100.0	87.1	86.7	.4	12.9	5.4	2.9	4.6	-
Minnesota -----	100.0	86.5	84.8	1.7	13.5	6.3	3.2	4.0	-
Missouri -----	100.0	83.3	81.4	1.9	16.7	6.8	4.3	5.6	-
Nebraska -----	100.0	86.5	84.3	2.2	13.5	4.5	4.5	4.2	.4
North Dakota -----	100.0	86.1	84.1	2.0	13.9	6.0	3.7	4.1	.1
South Dakota -----	100.0	84.3	84.3	-	15.7	6.3	3.9	5.4	.1
South Atlantic -----	100.0	84.8	83.1	1.7	15.2	5.6	3.8	5.5	.2
Delaware -----	100.0	80.8	78.3	2.5	19.2	7.4	4.1	7.4	.3
Florida -----	100.0	85.5	83.5	2.0	14.5	5.4	4.0	5.1	.1
Georgia -----	100.0	84.8	84.6	.1	15.2	6.2	3.3	5.8	-
Maryland -----	100.0	78.2	70.5	7.7	21.8	5.7	5.3	9.4	1.3
North Carolina -----	100.0	88.1	87.9	.2	11.9	5.2	2.8	3.5	.5
South Carolina -----	100.0	86.4	86.1	.3	13.6	5.2	3.1	5.2	(*)
Virginia -----	100.0	86.0	83.2	2.8	14.0	5.1	3.8	5.1	-
West Virginia -----	100.0	81.8	80.8	1.0	18.2	6.6	5.1	6.6	-
East South Central -----	100.0	85.8	84.8	1.1	14.2	5.5	4.1	4.2	.3
Alabama -----	100.0	86.0	86.0	(*)	14.0	5.4	5.2	3.3	.1
Kentucky -----	100.0	84.8	82.4	2.3	15.2	5.8	4.1	4.5	.8
Mississippi -----	100.0	88.1	88.1	-	11.9	4.5	2.6	4.5	.3
Tennessee -----	100.0	85.9	85.0	1.0	14.1	5.6	3.8	4.7	-
West South Central -----	100.0	86.1	84.1	2.0	13.9	5.3	3.7	4.9	.1
Arkansas -----	100.0	88.2	88.2	-	11.8	5.3	2.2	4.3	(*)
Louisiana -----	100.0	85.8	84.1	1.8	14.2	6.0	2.2	6.0	(*)
Oklahoma -----	100.0	83.5	81.6	1.9	16.5	7.0	3.8	5.8	-
Texas -----	100.0	86.2	83.7	2.5	13.8	4.6	4.6	4.4	.2
Mountain -----	100.0	85.0	83.6	1.4	15.0	6.2	4.1	4.7	(*)
Arizona -----	100.0	84.3	83.5	.8	15.7	6.9	4.2	4.6	(*)
Colorado -----	100.0	83.3	83.3	(*)	16.7	7.1	4.5	5.0	-
Idaho -----	100.0	85.9	85.2	.7	14.1	6.1	3.3	4.7	-
Montana -----	100.0	85.8	84.0	1.8	14.2	5.7	3.8	4.6	-
Nevada -----	100.0	83.3	79.3	3.9	16.7	6.8	3.7	6.2	-
New Mexico -----	100.0	86.3	84.7	1.6	13.7	5.1	4.2	4.4	-
Utah -----	100.0	85.5	83.0	2.5	14.5	5.6	4.5	4.5	-
Wyoming -----	100.0	86.2	85.4	.9	13.8	5.6	3.6	4.5	(*)
Pacific -----	100.0	85.2	83.7	1.4	14.8	6.1	3.2	4.5	1.0
Alaska -----	100.0	83.8	77.8	6.1	16.2	7.2	3.8	5.2	-
California -----	100.0	85.7	85.5	.2	14.3	5.9	2.9	4.3	1.2
Hawaii -----	100.0	80.1	77.2	2.9	19.9	7.6	4.7	7.6	-
Oregon -----	100.0	87.3	83.7	3.6	12.7	5.6	2.7	4.4	(*)
Washington -----	100.0	83.0	80.4	2.6	17.0	6.5	4.4	4.7	1.4

¹ Includes military leave hours.

totals. Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 per cent.

NOTE: Because of rounding, sums of individual items may not equal

Table 16. Hospitals: Composition of paid hours in State governments (except higher education), 1972

Region and State	All paid hours	Percent of all paid hours							
		Work hours			Paid leave hours ¹				
		Total	Straight-time	Overtime	Total	Vacations earned	Holidays	Sick leave earned	Civic and personal ¹
United States -----	100.0	84.6	83.7	1.0	15.4	5.7	3.9	5.4	.3
New England -----	100.0	85.1	82.8	2.3	14.9	5.5	3.6	5.6	.2
Connecticut -----	100.0	83.1	80.0	3.1	16.9	6.0	4.1	6.0	.8
Maine -----	100.0	85.7	81.2	4.5	14.3	5.7	3.6	5.0	-
Massachusetts -----	100.0	85.5	84.6	.9	14.5	5.4	3.5	5.5	.1
New Hampshire -----	100.0	85.3	84.1	1.2	14.7	5.5	3.7	5.5	-
Rhode Island -----	100.0	86.9	79.1	7.8	13.1	4.7	2.9	5.4	(*)
Vermont -----	100.0	84.5	81.5	3.0	15.5	5.3	4.8	5.3	-
Middle Atlantic -----	100.0	83.0	82.2	.9	17.0	6.4	4.4	5.4	.7
New Jersey -----	100.0	80.0	77.4	2.5	20.0	6.8	5.8	6.4	1.1
New York -----	100.0	83.2	82.5	.7	16.8	6.6	4.0	5.0	1.1
Pennsylvania -----	100.0	83.8	83.4	.4	16.2	5.8	4.6	5.8	-
East North Central -----	100.0	85.9	84.2	1.7	14.1	5.2	3.4	5.5	(*)
Illinois -----	100.0	85.0	83.8	1.3	15.0	6.5	3.6	4.6	.2
Indiana -----	100.0	85.9	85.7	.1	14.1	4.9	4.8	4.4	.1
Michigan -----	100.0	86.0	84.7	1.2	14.0	5.8	2.8	5.4	-
Ohio -----	100.0	85.9	83.0	3.0	14.1	4.4	3.3	6.3	(*)
Wisconsin -----	100.0	85.9	85.4	.5	14.1	6.1	3.2	4.8	(*)
West North Central -----	100.0	85.0	84.7	.4	15.0	5.7	3.6	5.6	(*)
Iowa -----	100.0	81.7	81.6	.1	18.3	5.0	2.7	10.5	(*)
Kansas -----	100.0	87.1	86.7	.4	12.9	5.6	3.0	4.1	(*)
Minnesota -----	100.0	86.6	85.9	.7	13.4	6.4	2.9	4.1	-
Missouri -----	100.0	84.0	83.7	.2	16.0	5.8	4.5	5.7	-
Nebraska -----	100.0	86.3	86.1	.2	13.7	5.2	3.9	4.6	-
North Dakota -----	100.0	85.9	85.2	.6	14.1	5.5	4.3	4.2	.1
South Dakota -----	100.0	85.6	85.6	-	14.4	5.8	3.7	4.9	-
South Atlantic -----	100.0	83.4	82.9	.6	16.6	6.0	4.1	6.2	.3
Delaware -----	100.0	81.8	80.4	1.3	18.2	7.0	4.3	6.9	-
Florida -----	100.0	85.8	85.6	.2	14.2	5.6	3.4	4.7	.5
Georgia -----	100.0	83.3	83.2	.1	16.7	6.9	4.1	5.7	(*)
Maryland -----	100.0	76.6	75.2	1.4	23.4	5.9	4.9	11.6	1.0
North Carolina -----	100.0	86.6	86.6	(*)	13.4	5.7	3.5	3.9	.3
South Carolina -----	100.0	84.1	83.8	.3	15.9	5.8	4.5	5.5	-
Virginia -----	100.0	84.8	83.8	1.1	15.2	5.5	4.1	5.6	-
West Virginia -----	100.0	81.2	80.8	.3	18.8	6.9	5.0	6.9	(*)
East South Central -----	100.0	85.7	85.4	.3	14.3	5.6	3.9	4.8	(*)
Alabama -----	100.0	84.8	84.5	.3	15.2	5.6	4.6	4.9	.1
Kentucky -----	100.0	86.3	85.6	.7	13.7	5.6	3.7	4.4	-
Mississippi -----	100.0	85.9	85.8	.1	14.1	5.5	3.0	5.5	(*)
Tennessee -----	100.0	86.0	85.8	.1	14.0	5.6	3.8	4.6	-
West South Central -----	100.0	86.3	85.7	.5	13.7	5.1	3.5	5.0	.1
Arkansas -----	100.0	85.1	84.0	1.1	14.9	6.5	3.4	4.7	.3
Louisiana -----	100.0	86.9	86.2	.6	13.1	5.3	2.5	5.3	.1
Oklahoma -----	100.0	85.1	85.1	(*)	14.9	6.3	3.2	5.4	.1
Texas -----	100.0	86.3	85.8	.5	13.7	4.5	4.4	4.7	.2
Mountain -----	100.0	85.5	85.1	.4	14.5	5.6	3.8	4.9	.1
Arizona -----	100.0	84.2	83.8	.4	15.8	6.0	4.7	4.8	.2
Colorado -----	100.0	84.4	84.1	.3	15.6	5.9	4.1	5.5	.2
Idaho -----	100.0	87.3	86.1	1.2	12.7	5.3	3.2	4.2	-
Montana -----	100.0	88.1	87.0	1.0	11.9	5.4	2.0	4.4	-
Nevada -----	100.0	84.1	82.0	2.2	15.9	6.8	3.4	5.7	-
New Mexico -----	100.0	85.6	85.4	.2	14.4	5.8	4.0	4.6	-
Utah -----	100.0	86.0	85.9	(*)	14.0	5.2	4.2	4.5	.1
Wyoming -----	100.0	87.5	87.5	-	12.5	4.6	3.4	4.5	-
Pacific -----	100.0	85.7	83.9	1.8	14.3	5.3	3.8	4.7	.6
Alaska -----	100.0	82.5	79.3	3.2	17.5	7.8	4.1	5.6	.1
California -----	100.0	85.5	83.5	2.1	14.5	5.2	3.8	4.6	.8
Hawaii -----	100.0	79.2	74.8	4.4	20.8	7.9	4.9	8.0	-
Oregon -----	100.0	88.1	87.6	.4	11.9	4.4	3.3	4.2	(*)
Washington -----	100.0	87.3	86.7	.6	12.7	5.0	3.6	3.9	.2

¹ Includes military leave hours.

NOTE: Because of rounding, sums of individual items may not equal

totals. Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 per cent.

Table 17. All other agencies: Composition of paid hours in State governments (except higher education), 1972

Region and State	All paid hours	Percent of all paid hours							
		Work hours			Paid leave hours				
		Total	Straight-time	Overtime	Total	Vacations earned	Holidays	Sick leave earned	Civic and personal
United States -----	100.0	84.9	84.1	.8	15.1	5.6	3.9	5.2	.4
New England -----	100.0	84.1	83.4	.7	15.9	6.0	3.9	5.8	.2
Connecticut -----	100.0	84.6	83.7	.9	15.4	5.4	4.0	5.3	.7
Maine -----	100.0	85.4	84.8	.6	14.6	6.3	3.6	4.6	.1
Massachusetts -----	100.0	84.6	84.0	.6	15.4	5.9	4.0	5.4	.1
New Hampshire -----	100.0	85.3	84.8	.5	14.7	5.4	3.7	5.5	(*)
Rhode Island -----	100.0	85.2	84.1	1.1	14.8	5.2	3.5	5.8	.3
Vermont -----	100.0	84.5	82.9	1.6	15.5	5.6	4.4	5.5	(*)
Middle Atlantic -----	100.0	83.8	82.4	1.3	16.2	6.2	4.2	5.3	.6
New Jersey -----	100.0	83.8	81.7	2.2	16.2	5.7	4.1	5.3	1.1
New York -----	100.0	83.9	83.1	.8	16.1	6.5	3.9	4.8	.8
Pennsylvania -----	100.0	83.6	82.0	1.6	16.4	5.9	4.5	5.9	(*)
East North Central -----	100.0	86.2	85.3	.9	13.8	5.1	3.6	4.8	.3
Illinois -----	100.0	84.6	84.3	.3	15.4	5.8	4.1	4.8	.7
Indiana -----	100.0	86.1	85.8	.3	13.9	5.2	4.0	4.7	(*)
Michigan -----	100.0	87.2	86.0	1.2	12.8	5.1	2.7	5.1	-
Ohio -----	100.0	88.4	86.2	2.3	11.6	3.4	3.6	4.6	(*)
Wisconsin -----	100.0	86.1	85.7	.5	13.9	5.5	3.3	4.9	.3
West North Central -----	100.0	84.6	84.1	.5	15.4	5.6	3.9	5.8	(*)
Iowa -----	100.0	80.9	80.7	.2	19.1	5.1	3.0	11.0	(*)
Kansas -----	100.0	87.3	87.3	(*)	12.7	5.0	3.1	4.5	.1
Minnesota -----	100.0	85.8	84.2	1.6	14.2	6.0	4.5	3.8	-
Missouri -----	100.0	83.8	83.7	.1	16.2	6.1	4.3	5.7	(*)
Nebraska -----	100.0	86.7	86.1	.7	13.3	4.5	4.1	4.7	(*)
North Dakota -----	100.0	85.5	85.0	.5	14.5	6.2	4.1	4.1	.1
South Dakota -----	100.0	85.3	85.3	.1	14.7	6.0	3.5	5.0	.2
South Atlantic -----	100.0	84.0	83.5	.5	16.0	5.8	4.0	6.0	.2
Delaware -----	100.0	82.6	81.6	.9	17.4	6.6	4.5	6.4	(*)
Florida -----	100.0	86.1	85.8	.3	13.9	5.5	3.2	4.8	.4
Georgia -----	100.0	84.1	83.4	.6	15.9	6.3	4.2	5.4	(*)
Maryland -----	100.0	77.1	75.8	1.3	22.9	6.0	5.2	11.1	.7
North Carolina -----	100.0	87.5	87.4	.1	12.5	5.5	3.4	3.6	.1
South Carolina -----	100.0	84.5	84.0	.5	15.5	5.9	3.9	5.7	(*)
Virginia -----	100.0	85.2	84.9	.3	14.8	5.4	3.9	5.5	(*)
West Virginia -----	100.0	80.8	80.8	(*)	19.2	6.8	5.2	7.1	.1
East South Central -----	100.0	85.2	85.1	.1	14.8	5.7	4.2	4.9	(*)
Alabama -----	100.0	84.8	84.8	.1	15.2	5.1	5.1	4.9	.1
Kentucky -----	100.0	85.6	85.5	.1	14.4	5.6	4.1	4.6	(*)
Mississippi -----	100.0	84.7	84.6	(*)	15.3	6.0	3.7	5.7	(*)
Tennessee -----	100.0	85.3	85.1	.2	14.7	6.0	3.8	4.8	-
West South Central -----	100.0	85.6	85.4	.2	14.4	5.3	3.8	5.2	.1
Arkansas -----	100.0	86.1	86.1	.1	13.9	5.5	3.6	4.6	.2
Louisiana -----	100.0	85.7	85.0	.6	14.3	5.8	2.6	5.9	(*)
Oklahoma -----	100.0	84.9	84.8	.1	15.1	6.7	2.7	5.7	.1
Texas -----	100.0	85.7	85.6	.1	14.3	4.3	5.1	4.7	.2
Mountain -----	100.0	85.5	85.0	.5	14.5	5.6	3.9	4.9	.1
Arizona -----	100.0	85.9	85.3	.7	14.1	5.6	3.9	4.4	(*)
Colorado -----	100.0	85.0	84.6	.4	15.0	5.4	4.1	5.5	.1
Idaho -----	100.0	86.6	85.9	.6	13.4	5.6	3.2	4.5	.1
Montana -----	100.0	84.9	84.6	.3	15.1	6.4	3.7	5.0	(*)
Nevada -----	100.0	84.5	82.6	1.8	15.5	6.0	3.4	5.8	.3
New Mexico -----	100.0	85.5	85.2	.3	14.5	5.5	4.1	4.7	.2
Utah -----	100.0	85.6	85.1	.5	14.4	5.0	4.5	4.7	.3
Wyoming -----	100.0	86.4	86.4	-	13.6	5.5	3.6	4.4	.1
Pacific -----	100.0	85.5	84.3	1.1	14.5	5.1	3.9	4.4	1.1
Alaska -----	100.0	84.0	82.8	1.3	16.0	7.0	3.7	5.1	.2
California -----	100.0	85.9	84.6	1.3	14.1	4.7	4.0	3.9	1.6
Hawaii -----	100.0	79.7	78.0	1.7	20.3	7.6	4.8	7.8	.1
Oregon -----	100.0	86.5	86.1	.4	13.5	5.2	3.3	4.6	.4
Washington -----	100.0	85.2	84.7	.5	14.8	5.7	4.0	4.9	.2

¹ Includes military leave hours.

totals. Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 per cent.

NOTE: Because of rounding, sums of individual items may not equal

Table 18. Distribution of employment by overtime and paid leave as percent of all paid hours, by type of agency, 1972

Agency and paid hours item	Percent of all paid hours in States that had paid hours for the item	Percent of employment in State governments—															
		Total	Having no paid hours for the item	Having paid hours for the item as a percent of all paid hours of—													
				Less than 1 percent	1 and under 2 percent	2	3	4	5	6	7	8	10	12	14	16	18 and above
<u>All State agencies</u>																	
Overtime hours -----	1.1	100	-	53	32	13	1	-	-	-	-	-	-	-	-	-	-
Total paid leave hours -----	15.1	100	-	-	-	-	-	-	-	-	-	-	-	26	46	23	6
Vacations earned -----	5.6	100	-	-	-	-	3	16	59	21	1	-	-	-	-	-	-
Holidays -----	3.9	100	-	-	-	9	51	35	6	-	-	-	-	-	-	-	-
Sick leave earned -----	5.2	100	-	-	-	-	5	48	41	2	1	-	3	-	-	-	-
Civic and personal -----	.4	100	7	80	12	-	-	-	-	-	-	-	-	-	-	-	-
<u>Highways</u>																	
Overtime hours -----	2.2	100	3	36	19	22	9	2	-	4	4	1	-	-	-	-	-
Total paid leave hours -----	14.9	100	-	-	-	-	-	-	-	-	-	-	9	24	45	13	9
Vacations earned -----	5.7	100	-	-	-	-	-	18	52	26	3	-	-	-	-	-	-
Holidays -----	3.8	100	-	-	-	21	34	38	7	-	-	-	-	-	-	-	-
Sick leave earned -----	5.1	100	-	-	-	-	9	44	39	4	1	2	1	-	-	-	-
Civic and personal -----	.5	100	40	45	12	2	-	-	-	-	-	-	-	-	-	-	-
<u>Hospitals</u>																	
Overtime hours -----	1.0	100	(*)	69	13	13	2	1	-	-	1	-	-	-	-	-	-
Total paid leave hours -----	15.4	100	-	-	-	-	-	-	-	-	-	-	1	20	41	28	9
Vacations earned -----	5.7	100	-	-	-	-	-	16	55	28	1	-	-	-	-	-	-
Holidays -----	3.9	100	-	-	-	13	34	50	3	-	-	-	-	-	-	-	-
Sick leave earned -----	5.4	100	-	-	-	-	4	31	49	11	(*)	-	4	-	-	-	-
Civic and personal -----	.4	100	31	51	18	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Detail may not add to totals due to rounding. Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent.

Table 19. Distribution of employment and States by annual leave earned and years of service, 1972

Number of days of annual leave earned each year	Service in excess of—											
	1 year		2 years		10 years		15 years		20 years		25 years	
	Number of States	Percent of employment	Number of States	Percent of employment	Number of States	Percent of employment	Number of States	Percent of employment	Number of States	Percent of employment	Number of States	Percent of employment
Total -----	50	100.0	50	100.0	50	100.0	50	100.0	50	100.0	50	100.0
5 - 9.9 days -----	1	1.3	0	0	0	0	0	0	0	0	0	0
10 - 11.9 days -----	9	29.1	3	8.8	1	4.5	0	0	0	0	0	0
12 - 12.9 days -----	18	26.9	5	9.1	0	0	0	0	0	0	0	0
13 - 13.9 days -----	5	9.7	2	2.5	1	1.8	0	0	0	0	0	0
14 - 14.9 days -----	1	8.9	0	0	0	0	0	0	0	0	0	0
15 - 15.9 days -----	10	23.5	32	60.5	18	36.4	11	21.4	6	8.1	5	6.0
16 - 16.9 days -----	0	0	1	1.7	1	1.7	1	1.7	2	3.6	1	1.7
17 - 17.9 days -----	0	0	0	0	2	11.0	1	1.4	0	0	0	0
18 - 18.9 days -----	0	0	5	16.4	17	20.1	10	17.3	6	11.7	6	11.7
19 - 19.9 days -----	0	0	0	0	0	0	2	11.0	1	7.7	0	0
20 - 20.9 days -----	0	0	0	0	4	15.8	9	30.4	13	33.3	15	43.3
21 - 21.9 days -----	1	.6	1	.6	4	6.5	13	13.0	14	26.0	12	15.4
22 - 23.9 days -----	0	0	0	0	1	1.7	1	1.7	1	1.7	1	8.9
24 - 24.9 days -----	0	0	1	.5	0	0	1	1.5	5	5.2	7	8.7
25 and over -----	0	0	0	0	1	.5	1	.5	2	2.6	3	4.2
Weighted average of number of days earned -----	12.4		14.8		17.0		18.7		19.8		20.3	

NOTE: Percentages may not add to 100 due to rounding.

Table 20. Distribution of employment and States by type of insurance program, 1972

Program	All States with plans		Contributory ¹		Noncontributory ²	
	Number of States	Percent of employment	Number of States	Percent of employment	Number of States	Percent of employment
Retirement -----	50	100.0	49	91.1	1	8.9
Medical/hospitalization insurance -----	40	82.9	22	39.6	18	43.3
Group life insurance -----	31	64.5	27	57.3	4	7.2
Disability income (nonoccupational sickness and accident) insurance -----	9	18.3	4	9.1	5	9.2

¹ Both the State government and its employees share in the financing of the program.

² The State government assumes full financing of the program.

Sources: Bureau of the Census, Council of State Governments, and offices of individual States sponsoring programs.

Table 21. Compensation structure of State and Federal governments and private industry

Compensation item	Government		Private nonfarm economy	
	State	Federal ¹	Total	Comparison frame ²
	Fiscal year 1972	Fiscal year 1973	Calendar year 1972	
Total compensation -----	100.0	100.0	100.0	100.0
Pay for working time -----	74.9	73.7	80.5	77.4
Straight-time pay -----	74.3	71.6	78.5	74.8
Premium pay -----	.5	2.1	2.0	2.6
Overtime, weekends, and holiday work -----	.4	1.6	1.8	2.1
Shift differentials -----	.2	.5	.3	.5
Pay for leave time (except sick leave) ³ -----	8.9	10.1	5.6	7.0
Vacations ⁴ -----	5.1	6.7	3.3	4.1
Holidays -----	3.4	2.7	2.0	2.5
Civic and personal leave -----	.4	.7	.1	.2
Retirement programs -----	9.1	10.6	7.0	8.0
Social Security and railroad retirement -----	3.0	.2	3.7	3.6
Other plans -----	6.1	10.4	3.3	4.5
Health and insurance programs ³ -----	6.8	5.2	4.7	5.4
Life, accident, and health insurance -----	1.6	1.9	3.0	3.9
Workers' compensation -----	.5	.5	.7	.6
Sick leave ⁴ -----	4.7	2.8	.9	.9
Unemployment programs -----	.2	.4	1.0	1.1
Unemployment insurance -----	.1	.3	.9	.8
Severance pay -----	(*)	.1	.1	.1
Unemployment benefit funds -----	(⁵)	(⁵)	.1	.1
Nonproduction bonuses (includes awards) -----	.1	.1	1.0	.7
Savings and thrift plans -----	(⁵)	(⁵)	.2	.3

¹ Data provided by the Civil Service Commission and Office of Management and Budget.

² Data relate to establishments in the United States (except Alaska and Hawaii) having the indicated minimum employment size in the following industries: Manufacturing—250; retail trade—250; transportation, communication, electric, gas, and sanitary services—100; wholesale trade—100; engineering and architectural services—100; commercial research and development laboratories—100; finance, insurance and real estate—100. These are characteristics of establishments included in the BLS national survey of professional, administrative, technical, and clerical pay (PATC survey), which is

conducted to provide data for pay comparisons between private industry and the Federal Government.

³ Includes items in addition to those shown separately.

⁴ Annual and sick leave reported as earned in State governments, and as used in the Federal Government and private sector.

⁵ No such program in the State and Federal Governments.

NOTE: Because of rounding, sums of individual items may not equal totals. Asterisk (*) indicates less than 0.05 percent.

Appendix: Survey Methods and Definitions of Terms

Scope of the survey

The survey covered State government agencies (except those in higher education), which employed 10 workers or more.¹ These agencies accounted for 95 percent of all employment and 98 percent of gross payrolls.² Data relate to fiscal year 1972 and are limited to outlays by State government for the compensation of employees and the hours paid for, including working hours and leave time.

Methods of collection and processing

Data were collected by the Bureau of the Census in conjunction with its Quinquennial Census of Governments. Data on fiscal year payrolls, and on full-time and part-time employment and payrolls for the pay period including October 15, 1972, were obtained from regular Census of Government returns from each government agency. Additional data required for this study were obtained from approximately 2,600 data collection forms mailed to State agencies and completed by them.

The information provided on these forms included fiscal year data on outlays by the State on behalf of its employees for social security, State retirement plans, unemployment insurance, workers' compensation, life, sickness, and accident, and health insurance, and nonproduction bonuses such as special awards for outstanding performance, prizes under suggestion programs, and for length of service. The forms also provided annual or fiscal year data on total paid hours, hours and pay for holiday leave, overtime hours and pay (straight-time and premiums), and premiums for holiday, weekend, and late-shift work. Information on hours and pay for earned sick and vacation leave and for civic and personal leave taken were obtained for the pay period including October 15. These were adjusted to annual rates, and related to annual hours and payroll. This procedure differed from the one used in the Bureau's studies of compensation in private industry, in which actual hours and pay for leave are collected for the year, and was necessary because many States were unable to report these data for the year. Otherwise, the definitions and techniques of measuring compensation and its components were the same as those which the Bureau uses for its studies of compensation in private industry.

All returned data collection forms were reviewed by BLS staff for completeness, reasonableness, and consistency. Problems relating to the reporting of data were resolved

primarily through telephone calls to appropriate State officials. If data were not available from the reporting agency, they were estimated on the basis of data reported by other agencies of similar size and function within the State. Forms for a few smaller units were eliminated because gaps and inconsistencies in the data could not be resolved or eliminated by these methods.

Data on compensation of employees in educational institutions were collected. However, because of technical problems with the reported information, it was not possible to include data for this function in this study. Data on policies and practices were gathered from State laws, publications of the Council of State Governments, and the files of the Governments Division of the Bureau of the Census. Data on paid hours in the Federal Government were taken from the publication of the U.S. Office of Management and Budget, *Many years and Personnel Costs in the Executive Branch of the Federal Government, Fiscal Year 1972*. Leave data reported on a calendar year basis were adjusted to a fiscal year basis by averaging the appropriate successive years. Data on compensation in the Federal Government were reported by the U.S. Office of Management and Budget. Data on private sector compensation and hours are from *Employee Compensation in the Private Nonfarm Economy, 1972*, Bulletin 1873 (Bureau of Labor Statistics, 1975).

Method of computation and tabulation

All tables for this study are presented in percentages or dollars per hour. The proportion of total compensation accounted for by an item is expressed in two ways: Aggregate expenditures for the item as a percent of aggregate expenditures for compensation in (1) all establishments, or (2) only establishments that had expenditures for the item. Similarly, dollars per hour expenditures for an item are derived by dividing aggregate expenditures for the item by hours (either worked or paid for) in all establishments and in only those that had expenditures for the item.

Dollars per hour expenditures are outlays for the item divided by the total hours of all agencies, or the aggregate hours of only those that reported expenditures.

Definitions of terms

Compensation is the sum of payments subject to Federal withholding taxes, made to State government employees

before deductions of any type, and outlays by State governments for legally required or State instituted insurance and other benefit programs for employees.

Wages and salaries include all payments reported on IRS W-2 forms. They consist of pay for working time; pay for vacations and/or annual leave, holidays, sick leave, and personal, civic, and military leave; severance pay; and nonproduction bonuses.

Supplements to wages and salaries consist of State government contributions to retirement programs (including direct pay for pensioners under pay-as-you-go plans), social security, life insurance and health benefit programs (except sick leave), and unemployment benefit programs (except severance pay).

Straight-time pay includes pay for regular straight-time hours and straight-time pay for overtime but excludes all premium pay.

Paid hours consist of time worked, time spent at the workplace which is not worked but is paid for (e.g., rest periods and coffee breaks) and time spent on paid leave from the place of work.

Work hours consist of all paid hours except time spent on paid leave away from the workplace.

Employees include all workers employed by the State, whether full time or part time, permanent or otherwise, except members of State legislatures and certain appointed or elected officials such as judges and members of certain State boards and commissions.

FOOTNOTES TO APPENDIX

¹ Local school employees in Alaska, Hawaii, and Maine also were excluded, as were employees in Puerto Rico and the District of Columbia.

² In cases where data were centrally reported, information on agencies with fewer than 10 employees was included.

**A Looseleaf Directory and Factbook
on Union and Employee Association
Membership and Structure from the
Bureau of Labor Statistics**

Directory of National Unions and Employee Associations 1973

New, loose-leaf format ensures up-to-date information on listed unions and associations. Subscribers receive the basic volume and three complete revisions of the listing section during the two-year interval between Directories.

*Directory lists names, addresses of:
National and international unions
State labor organizations
Professional and public employee associations,
their officers and key officials, publications, information about their conventions, membership, and number of locals.*

Factbook section of the publication includes a report on developments in the labor movement, 1971-73, and facts about the structure of the labor movement. Information about the level, trend, and composition of membership is supplied by the participating organizations. Extensive statistical appendixes.

Please enter my subscription to the *Directory of National Unions and Employee Associations, 1973*, Catalog Number L 2.2:Un 33/9/973, @ \$4.45. Price is set by the Government Printing Office, an agency of the U.S. Congress. Additional fee required for mailing to most foreign addresses will be furnished upon request. Allow approximately six weeks for arrival of basic volume.

NAME — FIRST, LAST	
COMPANY NAME OR ADDITIONAL ADDRESS LINE	
STREET ADDRESS	
CITY	STATE
ZIP CODE	

☐ Remittance Enclosed
(Make checks payable to
Superintendent of Documents)

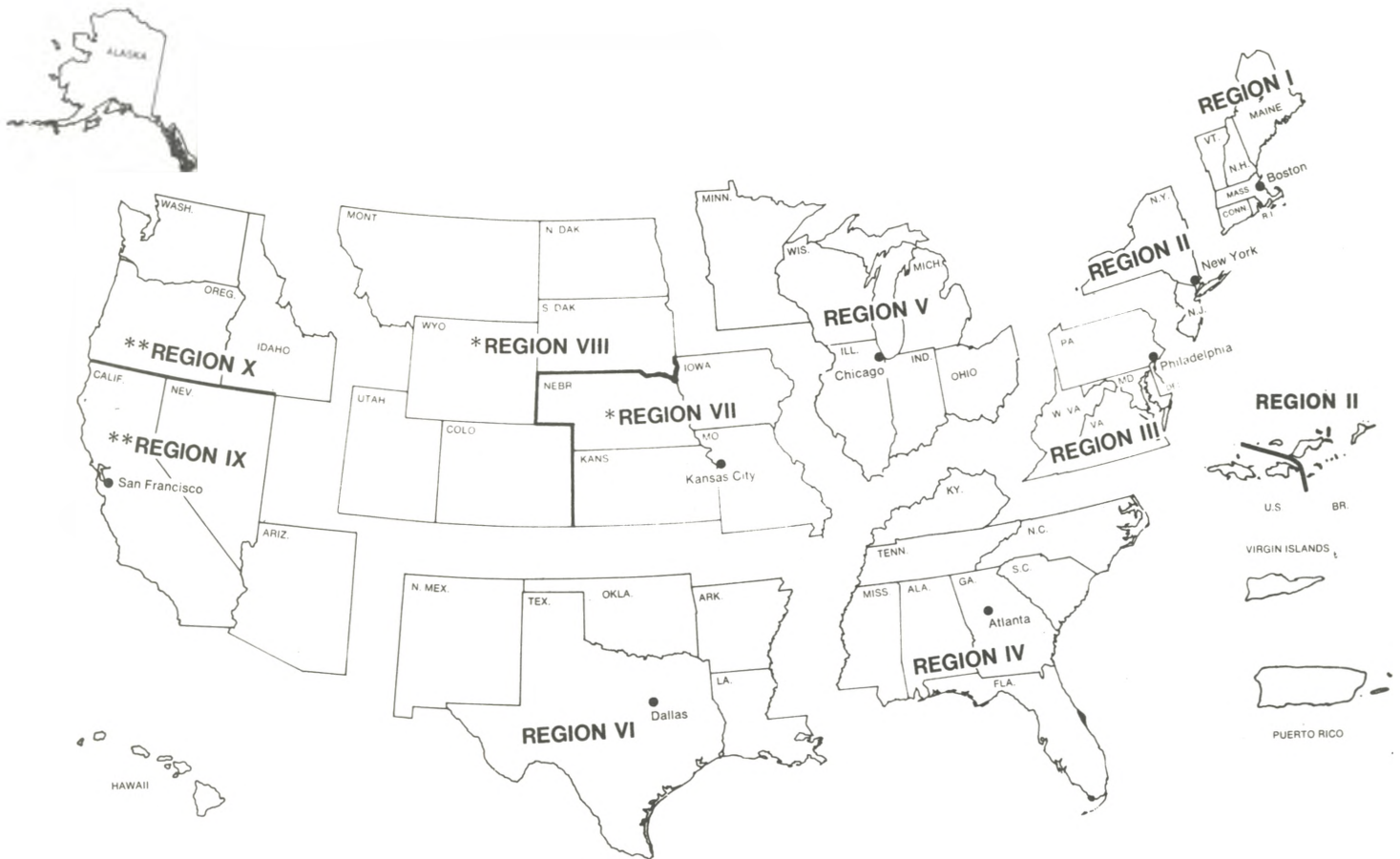
☐ Charge to my Deposit
Account No.

MAIL ORDER FORM TO:
Superintendent of
Documents
Government Printing
Office
Washington, D.C. 20402

PLEASE PRINT OR TYPE

BUREAU OF LABOR STATISTICS

REGIONAL OFFICES



Region I

1603 JFK Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II

Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 399-5405

Region III

3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

Region IV

1371 Peachtree Street, NE.
Atlanta, Ga. 30309
Phone: (404) 526-5418

Region V

9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-6033

Region VI

Second Floor
555 Griffin Square Building
Dallas, Tex. 75202
Phone: (214) 749-3516

Regions VII and VIII*

911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X**

450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

* Regions VII and VIII are serviced by Kansas City
** Regions IX and X are serviced by San Francisco

Rev. 5/76