

# Table 632. Employer Costs for Employee Compensation Per Hour Worked: 2007

[In dollars. As of December, for civilian workers. Based on a sample of establishments from the National Compensation Survey; see source for details. See also Appendix III]

Compensation component	Total civilian workers	State and local government workers	Private industry workers						
			Total	Goods producing <sup>1</sup>	Service providing <sup>2</sup>	Union workers	Non-union workers	Full-time workers	Part-time workers
<b>Total compensation . . . .</b>	<b>28.11</b>	<b>37.73</b>	<b>26.42</b>	<b>30.94</b>	<b>25.30</b>	<b>36.09</b>	<b>25.29</b>	<b>29.99</b>	<b>14.67</b>
Wages and salaries . . . . .	19.62	25.04	18.67	20.62	18.18	22.34	18.24	20.86	11.45
Total benefits . . . . .	8.49	12.69	7.75	10.32	7.12	13.75	7.05	9.13	3.21
Paid leave . . . . .	1.96	2.97	1.79	1.97	1.74	2.78	1.67	2.18	0.48
Vacation . . . . .	0.95	1.12	0.91	1.05	0.88	1.43	0.85	(NA)	(NA)
Holiday . . . . .	0.63	0.89	0.59	0.71	0.56	0.84	0.56	(NA)	(NA)
Sick . . . . .	0.30	0.73	0.22	0.17	0.23	0.36	0.20	(NA)	(NA)
Other . . . . .	0.09	0.22	0.06	0.05	0.07	0.14	0.05	(NA)	(NA)
Supplemental pay . . . . .	0.72	0.34	0.79	1.27	0.67	1.19	0.74	0.95	0.23
Insurance . . . . .	2.34	4.25	2.01	2.83	1.81	4.17	1.76	2.40	0.72
Health insurance . . . . .	2.21	4.11	1.87	2.62	1.69	3.90	1.63	(NA)	(NA)
Retirement and savings . . . .	1.24	2.86	0.95	1.43	0.84	2.47	0.78	1.17	0.24
Defined benefit . . . . .	0.75	2.54	0.43	0.82	0.34	1.78	0.28	(NA)	(NA)
Defined contributions . . . . .	0.49	0.32	0.52	0.61	0.50	0.69	0.50	(NA)	(NA)
Legally required . . . . .	2.23	2.27	2.22	2.83	2.07	3.14	2.11	2.42	1.55
Social security and Medicare . . . . .	1.59	1.77	1.56	1.76	1.51	1.96	1.51	(NA)	(NA)
Social security . . . . .	1.27	1.37	1.25	1.42	1.21	1.58	1.21	(NA)	(NA)
Medicare . . . . .	0.32	0.40	0.31	0.34	0.30	0.38	0.30	(NA)	(NA)
Federal unemployment . . . . .	0.03	-	0.03	0.03	0.03	0.03	0.03	(NA)	(NA)
State unemployment . . . . .	0.14	0.06	0.16	0.20	0.14	0.22	0.15	(NA)	(NA)
Workers' compensation . . . . .	0.47	0.43	0.47	0.84	0.38	0.92	0.42	(NA)	(NA)

- Represents or rounds to zero. NA Not available. <sup>1</sup> Based on the North American Industry Classification System, 2002 (NAICS). See text, this section. Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded. <sup>2</sup> Based on the 2002 NAICS. Includes utilities; wholesale and retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises, administrative and waste services; education services; health care and social assistance; arts, entertainment, and recreation; accommodations and food services; and other services, except public administration.

Source: U.S. Bureau of Labor Statistics, *Employer Costs for Employee Compensation, News*, USDL 07-0453, March 12, 2008. See Internet site <<http://www.bls.gov/ncs/ect/home.htm>>.