

Table 970. Manufacturing Employer Costs for Employee Compensation Per Hour Worked: 2000 to 2008

[As of March, for private industry workers. Based on a sample of establishments in the National Compensation Survey; see Appendix III and source for details. See also Table 632, Section 12]

Compensation component	Cost (dol.)					Percent distribution				
	2000	2005	2006	2007	2008	2000	2005	2006	2007	2008
Total compensation	23.41	28.48	29.40	30.37	31.42	100.0	100.0	100.0	100.0	100.0
Wages and salaries	16.01	18.26	19.18	20.00	20.66	68.4	64.1	65.2	65.8	65.7
Total benefits	7.40	10.21	10.22	10.38	10.76	31.6	35.9	34.8	34.2	34.3
Paid leave	1.74	2.07	2.26	2.37	2.38	7.4	7.3	7.7	7.8	7.6
Vacation	0.86	1.04	1.16	1.23	1.25	3.7	3.7	3.9	4.0	4.0
Holiday	0.65	0.76	0.81	0.85	0.86	2.8	2.7	2.8	2.8	2.7
Sick	0.13	0.16	0.20	0.21	0.21	0.6	0.6	0.7	0.7	0.7
Other	0.10	0.10	0.09	0.09	0.05	0.4	0.3	0.3	0.3	0.2
Supplemental pay	1.04	1.25	1.15	1.23	1.35	4.4	4.4	3.9	4.1	4.3
Overtime and premium pay . . .	0.58	0.61	0.54	0.52	0.54	2.5	2.1	1.8	1.7	1.7
Shift differentials	0.10	0.12	0.13	0.14	0.14	0.4	0.4	0.5	0.5	0.4
Nonproduction bonuses	0.36	0.53	0.47	0.57	0.68	1.5	1.8	1.6	1.9	2.10
Insurance	1.85	2.68	2.87	2.97	3.13	7.9	9.4	9.8	9.8	10.0
Health insurance	1.69	2.48	2.67	2.76	2.91	7.2	8.7	9.1	9.1	9.3
Retirement and savings	0.75	1.64	1.44	1.24	1.32	3.2	5.8	4.9	4.1	4.2
Defined benefit	0.34	1.13	0.90	0.67	0.68	1.5	4.0	3.1	2.2	2.1
Defined contributions	0.41	0.51	0.53	0.57	0.65	1.8	1.8	1.8	1.9	2.1
Legally required benefits	1.92	2.45	2.51	2.56	2.58	8.2	8.6	8.5	8.4	8.2
Social security	1.38	1.60	1.67	1.74	1.79	5.9	5.6	5.7	5.7	5.7
Federal unemployment	0.03	0.03	0.03	0.03	0.03	0.1	0.1	0.1	0.1	0.1
State unemployment	0.11	0.19	0.20	0.19	0.18	0.5	0.7	0.7	0.6	0.6
Workers compensation	0.40	0.64	0.61	0.60	0.58	1.7	2.2	2.1	2.0	1.8
Other benefits ¹	0.09	0.12	(NA)	(NA)	(NA)	0.4	0.4	(NA)	(NA)	(NA)

NA Not available. ¹ Includes severance pay and supplemental unemployment benefits.

Source: U.S. Bureau of Labor Statistics, Economic News Release, *Employer Costs for Employee Compensation* (Released 11 June 2008). See <<http://www.bls.gov/ncs/ect/home.htm>>.