

Table 975. Manufacturing Employer Costs for Employee Compensation Per Hour Worked: 1990 to 2007

[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				
	1990	2000	2005	2006	2007	1990	2000	2005	2006	2007
Total compensation	17.33	23.41	28.48	29.40	30.37	100.0	100.0	100.0	100.0	100.0
Wages and salaries	11.86	16.01	18.26	19.18	20.00	68.4	68.4	64.1	65.2	65.8
Total benefits	5.47	7.40	10.21	10.22	10.38	31.6	31.6	35.9	34.8	34.2
Paid leave	1.31	1.74	2.07	2.26	2.37	7.6	7.4	7.3	7.7	7.8
Vacation	0.67	0.86	1.04	1.16	1.23	3.9	3.7	3.7	3.9	4.0
Holiday	0.48	0.65	0.76	0.81	0.85	2.8	2.8	2.7	2.8	2.8
Sick	0.12	0.13	0.16	0.20	0.21	0.7	0.6	0.6	0.7	0.7
Other	0.05	0.10	0.10	0.09	0.09	0.3	0.4	0.3	0.3	0.3
Supplemental pay	0.65	1.04	1.25	1.15	1.23	3.8	4.4	4.4	3.9	4.1
Premium pay	0.34	0.58	0.61	0.54	0.52	2.0	2.5	2.1	1.8	1.7
Nonproduction bonuses . . .	0.22	0.36	0.53	0.47	0.57	1.3	1.5	1.8	1.6	1.9
Shift pay	0.09	0.10	0.12	0.13	0.14	0.5	0.4	0.4	0.5	0.5
Insurance	1.37	1.85	2.68	2.87	2.97	7.9	7.9	9.4	9.8	9.8
Health insurance	(NA)	1.69	2.48	2.67	2.76	(NA)	7.2	8.7	9.1	9.1
Retirement and savings	0.56	0.75	1.64	1.44	1.24	3.2	3.2	5.8	4.9	4.1
Defined benefit	(NA)	0.34	1.13	0.90	0.67	(NA)	1.5	4.0	3.1	2.2
Defined contributions	(NA)	0.41	0.51	0.53	0.57	(NA)	1.8	1.8	1.8	1.9
Legally required	1.54	1.92	2.45	2.51	2.56	8.9	8.2	8.6	8.5	8.4
Social security	1.02	1.38	1.60	1.67	1.74	5.9	5.9	5.6	5.7	5.7
Federal unemployment	0.03	0.03	0.03	0.03	0.03	0.2	0.1	0.1	0.1	0.1
State unemployment	0.12	0.11	0.19	0.20	0.19	0.7	0.5	0.7	0.7	0.6
Workers compensation	0.36	0.40	0.64	0.61	0.60	2.1	1.7	2.2	2.1	2.0
Other benefits ¹	0.04	0.09	0.12	(NA)	(NA)	0.2	0.4	0.4	(NA)	(NA)

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

Source: U.S. Bureau of Labor Statistics, *Employer Costs for Employee Compensation, News*, USDL 07-0877, June 21, 2007. See Internet site <<http://www.bls.gov/ncs/ect/home.htm>>.