

Table 653. Employer Costs for Employee Compensation Per Hour Worked: 2009

[In dollars. As of December. Based on a sample of establishments from the National Compensation Survey; see source for details. Compensation levels in state and local government should not be directly compared with levels in private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. See source for details. See also Appendix III]

| Compensation component | State and local | | Private Industry workers | | | | | | |
|--|------------------------|--------------------|--------------------------|------------------------------|--------------------------------|---------------|-------------------|--------------|---------------------|
| | Total civilian workers | government workers | Total | Goods producing ¹ | Service providing ² | Union workers | Non-union workers | 1-99 workers | 100 workers or more |
| | | | | | | | | | |
| Total compensation | 29.37 | 39.60 | 27.42 | 32.14 | 26.43 | 36.32 | 26.37 | 22.82 | 32.70 |
| Wages and salaries | 20.49 | 26.11 | 19.41 | 21.60 | 18.96 | 22.75 | 19.04 | 16.81 | 22.41 |
| Total benefits | 8.88 | 13.49 | 8.00 | 10.54 | 7.47 | 13.88 | 7.33 | 6.01 | 10.29 |
| Paid leave | 2.04 | 2.99 | 1.86 | 2.08 | 1.81 | 2.71 | 1.76 | 1.26 | 2.54 |
| Vacation | 0.98 | 1.13 | 0.95 | 1.11 | 0.92 | 1.41 | 0.90 | 0.63 | 1.32 |
| Holiday | 0.64 | 0.90 | 0.60 | 0.74 | 0.57 | 0.80 | 0.57 | 0.43 | 0.78 |
| Sick | 0.32 | 0.76 | 0.23 | 0.17 | 0.24 | 0.37 | 0.21 | 0.15 | 0.33 |
| Supplemental pay | 0.74 | 0.33 | 0.82 | 1.21 | 0.74 | 1.13 | 0.78 | 0.63 | 1.03 |
| Overtime ³ | 0.25 | 0.17 | 0.26 | 0.57 | 0.20 | 0.73 | 0.21 | 0.19 | 0.34 |
| Insurance | 2.54 | 4.61 | 2.15 | 3.00 | 1.97 | 4.50 | 1.88 | 1.52 | 2.87 |
| Health insurance | 2.40 | 4.45 | 2.01 | 2.80 | 1.85 | 4.21 | 1.76 | 1.43 | 2.67 |
| Retirement and savings | 1.29 | 3.19 | 0.92 | 1.36 | 0.83 | 2.42 | 0.75 | 0.56 | 1.33 |
| Defined benefit | 0.78 | 2.86 | 0.38 | 0.74 | 0.30 | 1.70 | 0.23 | 0.20 | 0.58 |
| Defined contributions | 0.51 | 0.33 | 0.55 | 0.62 | 0.53 | 0.71 | 0.53 | 0.36 | 0.76 |
| Legally required | 2.27 | 2.36 | 2.25 | 2.89 | 2.12 | 3.11 | 2.16 | 2.03 | 2.52 |
| Social security and Medicare | 1.67 | 1.84 | 1.63 | 1.85 | 1.59 | 1.99 | 1.59 | 1.40 | 1.90 |
| Social security ⁴ | 1.33 | 1.43 | 1.31 | 1.49 | 1.28 | 1.61 | 1.28 | 1.13 | 1.53 |
| Medicare | 0.34 | 0.42 | 0.32 | 0.36 | 0.31 | 0.39 | 0.31 | 0.27 | 0.38 |
| Federal unemployment | 0.03 | — | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.04 | 0.03 |
| State unemployment | 0.13 | 0.07 | 0.15 | 0.20 | 0.14 | 0.21 | 0.14 | 0.15 | 0.15 |
| Workers' compensation | 0.44 | 0.45 | 0.44 | 0.81 | 0.36 | 0.88 | 0.39 | 0.44 | 0.44 |

— Represents or rounds to zero. ¹ 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. ² 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. ³ Includes premium pay for work in addition to regular work schedule, such as, overtime, weekends, and holidays. ⁴ Comprises the Old-Age, Survivors, and Disability Insurance Program (OASDI).

Source: U.S. Bureau of Labor Statistics, *Employer Costs for Employee Compensation—December 2009*, News Release, USDL 10-0283, March 2010. See also <<http://www.bls.gov/ncs/ect/home.htm>>.

Table 654. Percent of Workers in Private Industry With Access to Retirement and Health Care Benefits by Selected Characteristics: 2009

[In percent (All workers = 100 percent) As of March. Based on National Compensation Survey (NCS). See headnote, Table 655]

| Characteristic | Retirement benefits | | | Healthcare benefits | | | |
|--|------------------------|------------------------------|-----------------------------------|---------------------|-------------|-------------|---------------------------------------|
| | All plans ¹ | Defined benefit ² | Defined contribution ² | Medical care | Dental care | Vision care | Outpatient prescription drug coverage |
| Total | 67 | 21 | 61 | 71 | 46 | 27 | 69 |
| WORKER CHARACTERISTICS | | | | | | | |
| Management, professional, and related occupations | 80 | 30 | 75 | 86 | 61 | 36 | 84 |
| Service occupations | 45 | 8 | 41 | 46 | 28 | 18 | 44 |
| Sales and office occupations | 71 | 20 | 67 | 72 | 47 | 24 | 70 |
| Natural resources, construction, and maintenance occupations | 68 | 26 | 58 | 77 | 44 | 31 | 73 |
| Production, transportation, and material moving occupations | 69 | 26 | 60 | 77 | 49 | 30 | 74 |
| Full-time ³ | 76 | 25 | 70 | 86 | 56 | 33 | 83 |
| Part-time ³ | 39 | 11 | 34 | 24 | 16 | 10 | 23 |
| Union ⁴ | 87 | 68 | 54 | 90 | 69 | 54 | 88 |
| Nonunion ⁴ | 65 | 16 | 62 | 69 | 44 | 24 | 67 |
| AVERAGE HOURLY WAGE⁵ | | | | | | | |
| Less than \$7.85 | 35 | 5 | 33 | 25 | 13 | (S) | 24 |
| \$7.85 to under \$10.13 | 43 | 8 | 39 | 38 | 22 | 12 | 37 |
| \$10.13 to under \$15.00 | 69 | 16 | 64 | 77 | 49 | 26 | 75 |
| \$15.00 to under \$23.25 | 76 | 25 | 69 | 86 | 54 | 32 | 83 |
| \$23.25 to under \$34.79 | 84 | 39 | 77 | 89 | 66 | 41 | 87 |
| \$34.79 or greater | 86 | 39 | 81 | 90 | 69 | 41 | 89 |
| ESTABLISHMENT CHARACTERISTIC | | | | | | | |
| Goods producing ⁶ | 75 | 31 | 67 | 85 | 55 | 33 | 82 |
| Service producing ⁶ | 65 | 19 | 60 | 68 | 44 | 26 | 66 |

S Figure does not meet publication standards. ¹ Employees may have access to both defined benefit and defined contribution plans. Total excludes duplication. ² A defined benefit plan is a retirement plan that uses a specific, predetermined formula to calculate the amount of an employee's guaranteed future benefit. A defined contribution plan is a type of retirement plan in which the employer makes specified contributions to individual employee accounts, but the amount of the retirement benefit is not specified. ³ Employees are classified as working either a full-time or part-time schedule based on the definition used by each establishment. ⁴ See footnote 6, Table 655. ⁵ The National Compensation Survey—Benefits program presents wage data in percentiles rather than dollar amounts; for calculation detail, see "Technical Note" in source. ⁶ See Table 631 for composition of goods and service producing industries.

Source: U.S. Bureau of Labor Statistics, *Employee Benefits in the United States, March 2009*, News Release, USDL 09-0872, July 2009. See also <<http://www.bls.gov/ncs/ebs/home.htm>>.