

**Table 638. Employer Costs for Employee Compensation Per Hour Worked: 2008**

[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>29.18</b>	<b>39.25</b>	<b>27.35</b>	<b>32.14</b>	<b>26.22</b>	<b>36.22</b>	<b>26.31</b>	<b>31.07</b>	<b>15.32</b>
Wages and salaries . . . . .	20.37	25.87	19.37	21.54	18.86	22.53	19.00	21.64	12.04
Total benefits . . . . .	8.81	13.38	7.98	10.59	7.36	13.69	7.31	9.43	3.28
Paid leave . . . . .	2.06	3.21	1.85	2.05	1.81	2.65	1.76	2.28	0.47
Vacation . . . . .	0.98	1.14	0.95	1.09	0.92	1.36	0.91	(NA)	(NA)
Holiday . . . . .	0.67	1.05	0.60	0.74	0.57	0.79	0.58	(NA)	(NA)
Sick . . . . .	0.32	0.81	0.23	0.18	0.24	0.36	0.21	(NA)	(NA)
Supplemental pay . . . . .	0.74	0.34	0.81	1.27	0.71	1.20	0.77	0.98	0.26
Overtime <sup>3</sup> . . . . .	0.26	0.17	0.28	0.58	0.20	0.77	0.22	(NA)	(NA)
Insurance . . . . .	2.45	4.43	2.09	2.91	1.90	4.27	1.83	2.51	0.73
Health insurance . . . . .	2.31	4.25	1.95	2.71	1.77	3.99	1.71	(NA)	(NA)
Retirement and savings . . . .	1.29	3.07	0.96	1.47	0.85	2.46	0.79	1.18	0.25
Defined benefit . . . . .	0.78	2.76	0.42	0.83	0.32	1.74	0.26	(NA)	(NA)
Defined contributions . . . . .	0.51	0.32	0.55	0.64	0.53	0.73	0.53	(NA)	(NA)
Legally required . . . . .	2.27	2.32	2.26	2.90	2.11	3.11	2.16	2.47	1.57
Social security . . . . .	1.32	1.40	1.30	1.48	1.26	1.58	1.27	(NA)	(NA)
Medicare . . . . .	0.33	0.42	0.32	0.36	0.31	0.38	0.31	(NA)	(NA)
Federal unemployment . . . . .	0.03	(-)	0.03	0.03	0.03	0.03	0.03	(NA)	(NA)
State unemployment . . . . .	0.14	0.06	0.15	0.20	0.14	0.22	0.14	(NA)	(NA)
Workers' compensation . . . . .	0.45	0.44	0.46	0.84	0.36	0.90	0.40	(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. <sup>3</sup> Includes premium pay for work in addition to regular work schedule, such as, overtime, weekends, and holidays.

Source: U.S. Bureau of Labor Statistics, Employer Costs for Employee Compensation, News, USDL 09-0247, March 12, 2009. See also <<http://www.bls.gov/ncs/ect/home.htm>>.