

Table 978. Manufacturing Employer Costs for Employee Compensation Per Hour Worked: 2000 to 2009

[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 638, Section 12]

Compensation component	Cost (dol.)					Percent distribution				
	2000	2005	2007	2008	2009	2000	2005	2007	2008	2009
Total compensation	23.41	28.48	30.37	31.42	32.03	100.0	100.0	100.0	100.0	100.0
Wages and salaries	16.01	18.26	20.00	20.66	21.20	68.4	64.1	65.8	65.7	66.2
Total benefits	7.40	10.21	10.38	10.76	10.83	31.6	35.9	34.2	34.3	33.8
Paid leave	1.74	2.07	2.37	2.38	2.45	7.4	7.3	7.8	7.6	7.7
Vacation	0.86	1.04	1.23	1.25	1.28	3.7	3.7	4.0	4.0	4.0
Holiday	0.65	0.76	0.85	0.86	0.89	2.8	2.7	2.8	2.7	2.8
Sick	0.13	0.16	0.21	0.21	0.23	0.6	0.6	0.7	0.7	0.7
Other	0.10	0.10	0.09	0.05	0.06	0.4	0.3	0.3	0.2	0.2
Supplemental pay	1.04	1.25	1.23	1.35	1.20	4.4	4.4	4.1	4.3	3.8
Overtime and premium pay	0.58	0.61	0.52	0.54	0.53	2.5	2.1	1.7	1.7	1.7
Shift differentials	0.10	0.12	0.14	0.14	0.13	0.4	0.4	0.5	0.4	0.4
Nonproduction bonuses	0.36	0.53	0.57	0.68	0.54	1.5	1.8	1.9	2.10	1.7
Insurance	1.85	2.68	2.97	3.13	3.26	7.9	9.4	9.8	10.0	10.2
Health insurance	1.69	2.48	2.76	2.91	3.03	7.2	8.7	9.1	9.3	9.5
Retirement and savings	0.75	1.64	1.24	1.32	1.30	3.2	5.8	4.1	4.2	4.1
Defined benefit	0.34	1.13	0.67	0.68	0.67	1.5	4.0	2.2	2.1	2.1
Defined contributions	0.41	0.51	0.57	0.65	0.63	1.8	1.8	1.9	2.1	2.0
Legally required benefits	1.92	2.45	2.56	2.58	2.62	8.2	8.6	8.4	8.2	8.2
Social Security	1.38	1.60	1.74	1.79	1.84	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	0.19	0.18	0.18	0.5	0.7	0.6	0.6	0.6
Workers compensation	0.40	0.64	0.60	0.58	0.57	1.7	2.2	2.0	1.8	1.8
Other benefits	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, News, USDL 09-0634, *Employer Costs for Employee Compensation* (published June 2009). See also <<http://www.bls.gov/ncs/ect/home.htm>>.