

**Table 654. Employer Costs for Employee Compensation Per Hour Worked: 2010**

[In dollars. As of December. Based on the National Compensation Survey (NCS). See 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	1-99 workers	100 workers or more
<b>Total compensation</b> . . . . .	<b>29.72</b>	<b>40.28</b>	<b>27.75</b>	<b>32.50</b>	<b>26.78</b>	<b>37.35</b>	<b>26.72</b>	<b>22.91</b>	<b>33.26</b>
Wages and salaries . . . . .	20.71	26.42	19.64	21.73	19.21	22.86	19.30	16.95	22.70
Total benefits . . . . .	9.02	13.86	8.11	10.77	7.57	14.49	7.43	5.96	10.56
Paid leave . . . . .	2.07	3.03	1.89	2.11	1.84	2.77	1.79	1.28	2.58
Vacation . . . . .	0.99	1.14	0.96	1.12	0.93	1.43	0.91	0.64	1.33
Holiday . . . . .	0.64	0.89	0.60	0.74	0.56	0.81	0.57	0.43	0.79
Sick . . . . .	0.32	0.78	0.24	0.18	0.25	0.38	0.22	0.16	0.33
Supplemental pay . . . . .	0.69	0.33	0.75	1.17	0.67	1.08	0.72	0.55	0.99
Overtime <sup>3</sup> . . . . .	0.24	0.17	0.25	0.55	0.19	0.72	0.20	0.18	0.33
Insurance . . . . .	2.62	4.81	2.22	3.07	2.04	4.90	1.93	1.51	3.02
Health insurance . . . . .	2.49	4.66	2.08	2.87	1.92	4.60	1.81	1.43	2.83
Retirement and savings . . . . .	1.33	3.27	0.97	1.53	0.86	2.60	0.80	0.57	1.43
Defined benefit . . . . .	0.81	2.93	0.41	0.89	0.32	1.91	0.25	0.21	0.65
Defined contributions . . . . .	0.52	0.34	0.56	0.64	0.54	0.70	0.54	0.37	0.77
Legally required . . . . .	2.30	2.42	2.28	2.90	2.15	3.14	2.19	2.05	2.55
Social security and Medicare . . . . .	1.68	1.87	1.64	1.85	1.60	2.00	1.60	1.40	1.92
Social security <sup>4</sup> . . . . .	1.34	1.45	1.32	1.49	1.28	1.62	1.29	1.13	1.53
Medicare . . . . .	0.34	0.42	0.32	0.36	0.32	0.39	0.32	0.27	0.38
Federal unemployment . . . . .	0.03	0.00	0.03	0.03	0.03	0.03	0.03	0.04	0.03
State unemployment . . . . .	0.17	0.09	0.18	0.25	0.17	0.24	0.18	0.18	0.18
Workers' compensation . . . . .	0.43	0.46	0.42	0.78	0.35	0.86	0.38	0.42	0.42

— Represents or rounds to zero. <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. <sup>4</sup> Comprises the Old-Age, Survivors, and Disability Insurance Program (OASDI).

Source: U.S. Bureau of Labor Statistics, *Employer Costs for Employee Compensation—December 2010*, News Release, USDL 11-0304, March 2011. See also <[http://www.bls.gov/schedule/archives/ecec\\_nr.htm#2011](http://www.bls.gov/schedule/archives/ecec_nr.htm#2011)>.

**Table 655. Percent of Workers in Private Industry With Access to Retirement and Health Care Benefits by Selected Characteristics: 2010**

[In percent (All workers = 100 percent) As of March. Based on National Compensation Survey (NCS). See headnote, Table 656, and Appendix III]

Characteristic	Retirement benefits			Healthcare benefits			
	All plans <sup>1</sup>	Defined benefit <sup>2</sup>	Defined contribution <sup>2</sup>	Medical care	Dental care	Vision care	Outpatient prescription drug coverage
<b>Total</b> . . . . .	<b>65</b>	<b>20</b>	<b>59</b>	<b>71</b>	<b>46</b>	<b>26</b>	<b>69</b>
<b>WORKER CHARACTERISTICS</b>							
Management, professional, and related occupations . . . . .	80	28	75	87	61	35	85
Service occupations . . . . .	42	8	38	44	28	16	44
Sales and office occupations . . . . .	70	19	65	72	46	23	70
Natural resources, construction, and maintenance occupations . . . . .	64	26	56	76	44	31	74
Production, transportation, and material moving occupations . . . . .	66	25	55	76	48	29	74
Full-time <sup>3</sup> . . . . .	74	24	68	86	56	32	84
Part-time <sup>3</sup> . . . . .	39	11	33	24	15	9	23
Union <sup>4</sup> . . . . .	88	69	55	91	73	56	89
Nonunion <sup>4</sup> . . . . .	62	15	59	68	43	23	67
<b>AVERAGE HOURLY WAGE<sup>5</sup></b>							
Less than \$8.10 . . . . .	30	4	27	23	13	8	23
\$8.10 to under \$10.63 . . . . .	40	7	36	38	20	11	37
\$10.63 to under \$15.70 . . . . .	67	16	61	76	47	24	74
\$15.70 to under \$24.53 . . . . .	75	24	68	86	55	32	84
\$24.53 to under \$37.02 . . . . .	84	38	76	90	67	42	89
\$37.02 or greater . . . . .	87	38	81	92	70	42	90
<b>ESTABLISHMENT CHARACTERISTIC</b>							
1 to 99 workers . . . . .	51	10	47	59	30	18	57
100 or more workers . . . . .	81	33	72	84	64	36	83
Goods producing <sup>6</sup> . . . . .	72	29	65	85	55	33	83
Service producing <sup>6</sup> . . . . .	63	19	58	68	44	25	66

<sup>1</sup> Employees may have access to both defined benefit and defined contribution plans. Total excludes duplication. <sup>2</sup> 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. <sup>3</sup> Employees are classified as working either a full-time or part-time schedule based on the definition used by each establishment. <sup>4</sup> See footnote 6, Table 656. <sup>5</sup> The National Compensation Survey—Benefits program presents wage data in percentiles rather than dollar amounts; for calculation detail, see "Technical Note" in source. <sup>6</sup> See Table 632 for composition of goods and service producing industries.

Source: U.S. Bureau of Labor Statistics, *Employee Benefits in the United States, March 2010*, News Release, USDL 10-1044, July 2010. See also <<http://www.bls.gov/ncs/ebs/home.htm>>.