

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, June 2004

Compensation	National		Census region and division <sup>1</sup>					
			Northeast		Northeast divisions			
	Cost	Percent	Cost	Percent	New England		Middle Atlantic	
					Cost	Percent	Cost	Percent
Total compensation.....	\$23.41	100.0	\$26.17	100.0	\$25.07	100.0	\$26.62	100.0
Wage and salaries.....	16.71	71.4	18.52	70.8	18.01	71.9	18.72	70.3
Total benefits.....	6.69	28.6	7.65	29.2	7.06	28.1	7.90	29.7
Paid leave.....	1.49	6.4	1.83	7.0	1.69	6.7	1.89	7.1
Vacation.....	0.74	3.2	0.89	3.4	0.81	3.2	0.92	3.4
Holiday.....	0.51	2.2	0.63	2.4	0.60	2.4	0.64	2.4
Sick.....	0.18	0.8	0.23	0.9	0.20	0.8	0.25	0.9
Other.....	0.06	0.3	0.08	0.3	0.07	0.3	0.08	0.3
Supplementary pay.....	0.64	2.7	0.76	2.9	0.72	2.9	0.77	2.9
Overtime and premium <sup>2</sup> .....	0.24	1.0	0.22	0.8	0.22	0.9	0.22	0.8
Shift differentials.....	0.06	0.2	0.06	0.2	0.06	0.2	0.06	0.2
Nonproduction bonuses.....	0.35	1.5	0.48	1.8	0.44	1.8	0.49	1.9
Insurance.....	1.66	7.1	1.83	7.0	1.60	6.4	1.92	7.2
Life.....	0.04	0.2	0.05	0.2	0.04	0.2	0.05	0.2
Health.....	1.54	6.6	1.69	6.5	1.49	6.0	1.77	6.6
Short-term disability.....	0.05	0.2	0.06	0.2	0.04	0.2	0.07	0.3
Long-term disability.....	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1
Retirement and savings.....	0.82	3.5	0.97	3.7	0.86	3.4	1.02	3.8
Defined benefit.....	0.40	1.7	0.45	1.7	0.34	1.4	0.49	1.8
Defined contribution.....	0.42	1.8	0.53	2.0	0.52	2.1	0.53	2.0
Legally required benefits.....	2.04	8.7	2.21	8.5	2.15	8.6	2.24	8.4
Social Security & Medicare.....	1.40	6.0	1.56	6.0	1.53	6.1	1.57	5.9
Social Security <sup>3</sup> .....	1.12	4.8	1.25	4.8	1.22	4.9	1.26	4.7
Medicare.....	0.28	1.2	0.31	1.2	0.30	1.2	0.31	1.2
Federal unemployment insurance.....	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1
State unemployment insurance.....	0.14	0.6	0.20	0.7	0.20	0.8	0.19	0.7
Workers' compensation.....	0.47	2.0	0.43	1.6	0.39	1.5	0.44	1.7
Other benefits <sup>4</sup> .....	0.04	0.2	0.05	0.2	0.03	0.1	0.06	0.2

See footnotes at end of table.

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, June 2004 (Continued)

Compensation	Census region <sup>1</sup>					
	South		Midwest		West	
	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation.....	\$20.80	100.0	\$23.44	100.0	\$25.09	100.0
Wage and salaries.....	15.06	72.4	16.52	70.5	17.97	71.7
Total benefits.....	5.74	27.6	6.91	29.5	7.11	28.3
Paid leave.....	1.29	6.2	1.45	6.2	1.58	6.3
Vacation.....	0.64	3.1	0.71	3.0	0.80	3.2
Holiday.....	0.44	2.1	0.50	2.1	0.53	2.1
Sick.....	0.15	0.7	0.16	0.7	0.20	0.8
Other.....	0.05	0.3	0.07	0.3	0.05	0.2
Supplementary pay.....	0.52	2.5	0.72	3.1	0.63	2.5
Overtime and premium <sup>2</sup> .....	0.22	1.0	0.28	1.2	0.23	0.9
Shift differentials.....	0.05	0.2	0.07	0.3	0.05	0.2
Nonproduction bonuses.....	0.25	1.2	0.37	1.6	0.35	1.4
Insurance.....	1.47	7.1	1.80	7.7	1.65	6.6
Life.....	0.04	0.2	0.04	0.2	0.04	0.1
Health.....	1.36	6.5	1.67	7.1	1.55	6.2
Short-term disability.....	0.04	0.2	0.05	0.2	0.03	0.1
Long-term disability.....	0.03	0.1	0.03	0.1	0.03	0.1
Retirement and savings.....	0.66	3.2	0.92	3.9	0.84	3.4
Defined benefit.....	0.28	1.4	0.52	2.2	0.41	1.6
Defined contribution.....	0.37	1.8	0.40	1.7	0.44	1.7
Legally required benefits.....	1.78	8.6	1.97	8.4	2.38	9.5
Social Security & Medicare.....	1.26	6.1	1.37	5.9	1.49	5.9
Social Security <sup>3</sup> .....	1.02	4.9	1.10	4.7	1.20	4.8
Medicare.....	0.25	1.2	0.27	1.2	0.30	1.2
Federal unemployment insurance.....	0.03	0.2	0.03	0.1	0.03	0.1
State unemployment insurance.....	0.10	0.5	0.14	0.6	0.16	0.7
Workers' compensation.....	0.38	1.8	0.43	1.8	0.69	2.8
Other benefits <sup>4</sup> .....	0.03	0.1	0.06	0.2	0.02	0.1

<sup>1</sup>The States that comprise the census divisions are: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

<sup>2</sup>Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup>Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

<sup>4</sup>Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.