

**Table 121. Employers' costs per employee-hour worked for total compensation, wages and salaries, and health insurance, according to selected characteristics: United States, selected years 1991–2003**

[Data are based on surveys of employers]

Characteristic	Total compensation					Wages and salaries				
	1991	2000	2001	2002	2003	1991	2000	2001	2002	2003
	Amount per employee-hour worked									
State and local government . . . . .	\$22.31	\$29.05	\$30.06	\$31.29	\$32.62	\$15.52	\$20.57	\$21.34	\$22.14	\$22.85
Total private industry . . . . .	15.40	19.85	20.81	21.71	22.37	11.14	14.49	15.18	15.80	16.15
Industry:										
Goods producing . . . . .	18.48	23.55	24.40	25.44	26.25	12.70	16.25	16.86	17.47	17.78
Service producing . . . . .	14.31	18.72	19.74	20.66	21.30	10.58	13.95	14.68	15.33	15.70
Manufacturing . . . . .	18.22	23.41	24.30	25.20	26.02	12.40	16.01	16.66	17.19	17.43
Nonmanufacturing . . . . .	14.67	19.12	20.12	21.06	21.71	10.81	14.18	14.89	15.55	15.92
Occupation:										
White collar . . . . .	18.15	24.19	25.34	26.43	28.85	13.40	17.91	18.71	19.48	21.03
Blue collar . . . . .	15.15	18.73	19.35	20.15	21.21	10.37	12.99	13.48	14.01	14.52
Service . . . . .	7.82	9.72	10.32	10.95	13.68	5.96	7.57	8.00	8.42	9.91
Census region:										
Northeast . . . . .	17.56	22.67	23.91	25.00	25.70	12.65	16.37	17.22	17.97	18.30
Midwest . . . . .	15.05	19.22	20.47	21.25	22.40	10.70	13.91	14.69	15.29	16.03
South . . . . .	13.68	17.81	18.59	19.49	19.95	10.03	13.09	13.71	14.34	14.60
West . . . . .	15.97	20.88	21.86	22.68	23.07	11.62	15.45	16.19	16.68	16.74
Union status:										
Union . . . . .	19.76	25.88	27.80	29.42	30.68	13.02	16.87	18.36	19.33	19.95
Nonunion . . . . .	14.54	19.07	19.98	20.79	21.36	10.78	14.18	14.81	15.38	15.69
Establishment employment size:										
1–99 employees . . . . .	13.38	17.16	17.86	18.51	18.93	10.00	12.95	13.41	13.88	14.12
100 or more . . . . .	17.34	22.81	24.19	25.48	26.42	12.23	16.19	17.20	18.07	18.54
100–499 . . . . .	14.31	19.30	20.97	21.99	22.62	10.32	14.05	15.21	15.87	16.15
500 or more . . . . .	20.60	26.93	28.17	29.79	30.94	14.28	18.70	19.67	20.79	21.39

  

Characteristic	Health insurance					Health insurance as a percent of total compensation				
	1991	2000	2001	2002	2003	1991	2000	2001	2002	2003
	Amount per employee-hour worked									
State and local government . . . . .	\$1.54	\$2.27	\$2.56	\$2.69	\$2.99	6.9	7.8	8.5	8.6	9.2
Total private industry . . . . .	0.92	1.09	1.28	1.29	1.41	6.0	5.5	6.2	5.9	6.3
Industry:										
Goods producing . . . . .	1.28	1.62	1.85	1.84	1.98	6.9	6.9	7.6	7.2	7.5
Service producing . . . . .	0.79	0.92	1.11	1.13	1.25	5.5	4.9	5.6	5.5	5.9
Manufacturing . . . . .	1.37	1.69	1.93	1.92	2.08	7.5	7.2	7.9	7.6	8.0
Nonmanufacturing . . . . .	0.80	0.96	1.15	1.17	1.29	5.5	5.0	5.7	5.6	5.9
Occupation:										
White collar . . . . .	1.02	1.21	1.43	1.42	1.86	5.6	5.0	5.6	5.4	6.4
Blue collar . . . . .	1.06	1.28	1.45	1.48	1.70	7.0	6.8	7.5	7.3	8.0
Service . . . . .	0.36	0.42	0.52	0.56	0.96	4.6	4.3	5.0	5.1	7.0
Census region:										
Northeast . . . . .	1.08	1.27	1.50	1.48	1.63	6.2	5.6	6.3	5.9	6.3
Midwest . . . . .	0.95	1.12	1.35	1.35	1.48	6.3	5.8	6.6	6.4	6.6
South . . . . .	0.76	0.96	1.16	1.14	1.24	5.5	5.4	6.2	5.8	6.2
West . . . . .	0.92	1.05	1.19	1.26	1.39	5.8	5.0	5.4	5.6	6.0
Union status:										
Union . . . . .	1.63	2.17	2.48	2.57	2.80	8.2	8.4	8.9	8.7	9.1
Nonunion . . . . .	0.78	0.95	1.14	1.13	1.24	5.4	5.0	5.7	5.4	5.8
Establishment employment size:										
1–99 employees . . . . .	0.68	0.82	0.94	0.96	1.05	5.1	4.8	5.3	5.2	5.5
100 or more . . . . .	1.14	1.38	1.66	1.67	1.84	6.6	6.0	6.9	6.6	7.0
100–499 . . . . .	0.90	1.09	1.38	1.40	1.56	6.3	5.6	6.6	6.4	6.9
500 or more . . . . .	1.40	1.73	2.00	1.99	2.17	6.8	6.4	7.1	6.7	7.0

NOTES: Costs are calculated from March survey data each year. Total compensation includes wages and salaries, and benefits. See Appendix II, Employer costs for employee compensation. Data for additional years are available. See Appendix III.

SOURCES: U.S. Department of Labor, Bureau of Labor Statistics, National Compensation Survey, Employer Costs for Employee Compensation, March release; *News* pub nos 91–292, 00–186, 01–194, 02–346, and 03–297. June 19, 1991; June 29, 2000; June 29, 2001; June 19, 2002; and June 11, 2003. Washington, DC.