

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation, private industry, U.S. and regions¹, December 2003

Compensation component	United States		Northeast		South		Midwest		West	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$22.92	100.0	\$25.70	100.0	\$20.52	100.0	\$23.11	100.0	\$23.89	100.0
Wages and salaries	16.49	71.9	18.27	71.1	14.97	73.0	16.50	71.4	17.22	72.1
Total benefits	6.43	28.1	7.43	28.9	5.56	27.1	6.61	28.6	6.67	27.9
Paid leave	1.48	6.5	1.78	6.9	1.29	6.3	1.45	6.3	1.55	6.5
Vacation	0.74	3.2	0.86	3.3	0.64	3.1	0.72	3.1	0.78	3.3
Holiday	0.51	2.2	0.62	2.4	0.44	2.1	0.50	2.2	0.52	2.2
Sick	0.18	0.8	0.22	0.9	0.15	0.7	0.15	0.6	0.20	0.8
Other	0.06	0.3	0.08	0.3	0.05	0.2	0.07	0.3	0.05	0.2
Supplemental pay	0.64	2.8	0.81	3.2	0.52	2.5	0.74	3.2	0.57	2.4
Premium ²	0.24	1.0	0.22	0.9	0.22	1.1	0.30	1.3	0.24	1.0
Shift differential	0.06	0.3	0.07	0.3	0.05	0.2	0.08	0.3	0.05	0.2
Nonproduction bonuses	0.34	1.5	0.52	2.0	0.25	1.2	0.36	1.6	0.29	1.2
Insurance	1.62	7.1	1.81	7.0	1.43	7.0	1.73	7.5	1.59	6.7
Life	0.04	0.2	0.05	0.2	0.04	0.2	0.04	0.2	0.04	0.2
Health	1.50	6.5	1.67	6.5	1.32	6.4	1.60	6.9	1.49	6.2
Short-term disability	0.05	0.2	0.06	0.2	0.04	0.2	0.05	0.2	0.03	0.1
Long-term disability	0.03	0.1	0.04	0.2	0.03	0.1	0.03	0.1	0.03	0.1
Retirement and savings	0.70	3.1	0.85	3.3	0.57	2.8	0.74	3.2	0.73	3.1
Defined benefit	0.28	1.2	0.33	1.3	0.21	1.0	0.35	1.5	0.29	1.2
Defined contribution	0.42	1.8	0.52	2.0	0.37	1.8	0.38	1.6	0.44	1.8
Legally required benefits	1.96	8.6	2.14	8.3	1.72	8.4	1.90	8.2	2.22	9.3
Social Security ³	1.38	6.0	1.54	6.0	1.26	6.1	1.37	5.9	1.44	6.0
OASDI	1.11	4.8	1.23	4.8	1.01	4.9	1.10	4.8	1.16	4.9
Medicare	0.27	1.2	0.31	1.2	0.24	1.2	0.27	1.2	0.28	1.2
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1
State unemployment insurance	0.11	0.5	0.16	0.6	0.08	0.4	0.11	0.5	0.13	0.5
Workers' compensation	0.43	1.9	0.41	1.6	0.35	1.7	0.39	1.7	0.61	2.6
Other benefits ⁴	0.03	0.1	0.04	0.2	0.02	0.1	0.04	0.2	0.02	0.1

¹ The regional coverage is as follows: Northeast - Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South - Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest - Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West - Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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