



Employer Costs for Employee Compensation

The Bureau of Labor Statistics, U.S. Department of Labor, publishes the “Employer Costs for Employee Compensation” (ECEC) quarterly. ECEC measures the average cost to employers for wages and salaries and benefits per employee hour worked. ECEC includes data for the civilian economy, which includes data from both private industry and state and local government. Excluded from private industry are the self-employed, farm and private household workers.

The table below presents data on the cost of wages and salaries, retirement and savings benefits – defined benefit and defined contribution plans – and Social Security for private sector employers. Retirement benefits costs do not include the cost of retiree health benefits. Data are presented for all US private sector employers, private sector employers in the East North Central Census Region (an area which includes Ohio), and large private sector employers (those with 500 or more employees) nationwide.

- For all US private sector employers, the average cost of retirement benefits and Social Security as a percent of wages & salaries stood at **11.7%**.
- For private sector employers in the North Central Census region, the cost of retirement and Social Security benefits was **12.4%** of wages & salaries.
- For large private sector employers, the cost was **14.7%** of wages & salaries.

Employer Costs per Hour Worked for Employee Wages & Salaries, Retirement Plans, and Social Security

	Hourly Cost of Wages & Salaries	Hourly Cost of Retirement Plans	Hourly Cost of Social Security	Hourly Cost of Retirement Plans + Social Security	Retirement Plans + Social Security as % of Wages & Salary
All Private Sector Employers in US	\$19.68	\$0.99	\$1.32	\$2.31	11.7%
Private Sector Employers in East North Central Census Region*	\$18.92	\$1.05	\$1.29	\$2.34	12.4%
Private Sector Employers in US with 500 or more Employees	\$26.55	\$2.07	\$1.82	\$3.89	14.7%

*East North Central Census region includes: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

Source: “Employer Costs for Employee Compensation – September 2010” Bureau of Labor Statistics, U.S. Dept of Labor, December 8, 2010. <http://www.bls.gov/news.release/pdf/ecec.pdf>



Retirement Benefit Programs of Major Private Sector Employers in Ohio

Like private sector employers across the United States, Ohio's major employers find that retirement benefits are an important piece of their overall compensation programs in enabling them to attract and retain the skilled employees they need for their business to be successful. All but two of the major employers listed below continue to offer defined benefit pension plans, with supplemental defined contribution plans. The other employers prefer to put more of an emphasis on profit-sharing programs.

[Cincinnati Children's Hospital Medical Center](#)

Offers a defined benefit pension plan and a supplemental 403(b) plan with an employer match up to 1% of pay.

[Cleveland Clinic](#)

Offers a defined benefit pension plan and a supplemental 403(b) plan with 50% match up to 6% of pay.

[Fifth Third Bancorp](#)

Offers a profit sharing plan with an employer contribution of up to 10% of pay with a 15% match and a supplemental 401(k) plan with a 100% company match up to 4% of pay.

[General Electric](#)

Offers a defined benefit pension plan and a supplemental retirement savings plan.

[Honda of America Manufacturing](#)

Offers a defined benefit pension plan and a supplemental 401(k) plan with a company match up to 4% of pay.

[KeyBank](#)

Offers a defined benefit pension plan (with a cash-balance formula) and a supplemental 401(k) plan with a 100% company match up to 6% of pay.

[Nationwide Mutual Insurance Company](#)

Offers a defined benefit pension plan (with a cash-balance formula) and a supplemental 401(k) plan with a company match.

[Procter & Gamble](#)

Offers a unique Profit Sharing/401(k) plan that provides for employer contributions of between 5% and 25% of salary.

[University Hospitals](#)

Offers a defined benefit pension plan and a supplemental retirement savings plan.

[UPS](#)

Offers a defined benefit pension plan and a supplemental 401(k) plan with a 100% company match up to 3% of pay.