



EMPLOYMENT COSTS

(W-2: Married Filing Jointly; No Dependents)

Employee's Deductions	January 1996	January 2006	January 2019
Gross Wage ¹	\$36,000	\$40,000	\$48,000
FICA	2,754	3,060	3,672
• Social Security (6.2%)			
• Medicare (1.45%)			
Federal Withholding	3,626	2,714	2,834
PA State Withholding	1,008	1,228	1,474
PA State Unemployment Insurance (PASUI)	11	36	29
Occupational Tax	10	10	N/A
Local Services Tax	N/A	N/A	52
Local Earned Income Tax	360	400	480
Employee's Take-Home Pay	\$28,231	\$32,552	\$39,459
Employer's Costs			
Gross Wage	\$36,000	\$40,000	\$48,000
FICA	2,754	3,060	3,672
• Social Security (6.2%)			
• Medicare (1.45%)			
Health Insurance	4,207	13,765	19,819
PA State Unemployment Insurance (PASUI)	167	267	772
Federal Unemployment Tax (FUTA)			420
Employee's Cost to Company	\$43,128	\$57,092	\$72,683
Pension/Profit Sharing Contribution ²	9,000	10,000	12,000
Employee's Cost to Company	\$52,128	\$67,092	\$84,683
Ratio of Employee's Cost to Company to Employee's Take Home Pay			
Pre-Profit-Sharing Contribution	1.53	1.75	1.84
Post Profit-Sharing Contribution	1.85	2.06	2.15

¹ Based on the U.S. median income.

² Based on maximum allowable by law: 25% of gross wages.