

**Table 2. Retirement benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	All retirement benefits <sup>2</sup>			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	90	85	95	84	78	94	30	17	56
<b>Worker characteristics</b>									
Management, professional, and related .....	92	87	95	87	81	93	31	17	54
Professional and related .....	92	87	95	87	81	93	29	16	53
Teachers .....	91	86	95	88	82	93	27	13	48
Primary, secondary, and special education school teachers .....	99	95	96	99	94	96	21	8	40
Service .....	84	79	95	76	73	95	27	16	58
Protective service .....	91	87	96	84	81	97	31	19	60
Sales and office .....	90	86	95	81	76	94	33	20	60
Office and administrative support .....	92	87	95	83	78	94	33	19	59
Natural resources, construction, and maintenance .....	94	90	96	87	84	96	33	18	55
Production, transportation, and material moving .....	87	84	96	79	76	97	23	13	58
Full time .....	99	94	95	92	87	94	34	19	56
Part time .....	41	37	91	38	34	91	10	5	50
Union .....	97	92	95	95	90	94	28	13	47
Nonunion .....	84	79	95	74	69	94	32	20	62
Average wage within the following categories: <sup>3</sup>									
Lowest 25 percent .....	74	70	94	66	62	94	27	15	56
Lowest 10 percent .....	60	56	94	51	48	94	21	12	57
Second 25 percent .....	94	89	95	87	81	93	32	18	56
Third 25 percent .....	95	91	96	89	84	95	31	18	57
Highest 25 percent .....	98	93	95	94	88	94	31	17	55
Highest 10 percent .....	97	92	94	92	85	92	35	18	51
<b>Establishment characteristics</b>									
Service-providing industries .....	90	85	95	83	78	94	30	17	56
Education and health services .....	91	86	95	86	80	93	29	16	53
Educational services .....	91	87	95	88	82	93	26	12	48
Elementary and secondary schools .....	92	88	96	91	87	95	19	7	37
Junior colleges, colleges, and universities .....	86	80	93	77	66	85	48	30	63
Health care and social assistance .....	93	86	92	70	63	90	54	38	70
Hospitals .....	95	86	90	69	60	88	59	41	70
Public administration .....	90	86	95	84	80	95	32	18	58
1 to 99 workers .....	78	75	96	67	64	95	27	19	70
1 to 49 workers .....	73	70	95	59	56	94	27	18	67
50 to 99 workers .....	87	84	97	80	77	97	27	20	74
100 workers or more .....	91	87	95	86	81	94	31	17	54
100 to 499 workers .....	87	84	96	80	76	95	27	15	57
500 workers or more .....	93	88	95	88	82	93	32	17	53

See footnotes at end of table.

**Table 2. Retirement benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	All retirement benefits <sup>2</sup>			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government .....	93	87	94	87	78	90	43	26	60
Local government .....	89	85	95	83	79	95	26	14	53
<b>Geographic areas</b>									
New England .....	84	81	97	80	78	97	—	—	—
Middle Atlantic .....	92	85	92	88	80	90	19	10	52
East North Central .....	85	81	95	80	75	95	43	15	36
West North Central .....	89	81	91	77	65	84	32	—	—
South Atlantic .....	91	85	93	88	80	91	45	19	41
East South Central .....	92	89	96	83	80	97	25	17	68
West South Central .....	90	87	98	77	75	98	25	18	72
Mountain .....	89	86	97	83	81	97	21	14	69
Pacific .....	92	90	98	88	86	98	25	22	87

<sup>1</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

<sup>2</sup> Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages

are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2011**

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Employee contribution required	Fixed percent of annual earnings <sup>1</sup>			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
All workers .....	79	72	6.5	6.4	21
<b>Worker characteristics</b>					
Management, professional, and related .....	79	73	6.5	6.4	21
Professional and related .....	81	74	6.6	6.4	19
Teachers .....	82	76	6.8	6.4	18
Primary, secondary, and special education school teachers .....	82	77	6.8	6.4	18
Service .....	78	73	6.8	6.5	22
Protective service .....	75	70	7.2	7.3	25
Sales and office .....	77	71	6.2	6.0	23
Office and administrative support .....	77	71	6.2	6.0	23
Natural resources, construction, and maintenance .....	76	73	5.9	6.0	24
Production, transportation, and material moving ...	80	74	6.3	6.0	20
Full time .....	78	72	6.4	6.4	22
Part time .....	86	76	6.7	7.0	14
Union .....	79	70	6.4	6.5	21
Nonunion .....	78	75	6.5	6.4	22
Average wage within the following categories: <sup>2</sup>					
Lowest 25 percent .....	77	73	6.5	6.4	23
Lowest 10 percent .....	78	75	6.7	6.4	22
Second 25 percent .....	79	72	6.3	6.0	21
Third 25 percent .....	75	69	6.4	6.3	25
Highest 25 percent .....	83	75	6.6	6.4	17
Highest 10 percent .....	85	75	6.8	7.3	15
<b>Establishment characteristics</b>					
Service-providing industries .....	79	72	6.5	6.4	21
Education and health services .....	81	74	6.6	6.4	19
Educational services .....	83	76	6.6	6.4	17
Elementary and secondary schools .....	83	77	6.6	6.4	17
Junior colleges, colleges, and universities .....	82	71	6.7	6.4	18
Health care and social assistance .....	70	63	6.0	5.5	30
Hospitals .....	65	61	5.9	6.0	35
Public administration .....	74	68	6.3	6.0	26
1 to 99 workers .....	80	75	6.0	6.0	20
1 to 49 workers .....	85	82	5.9	6.0	15
50 to 99 workers .....	73	66	6.2	6.0	27
100 workers or more .....	79	72	6.5	6.4	21
100 to 499 workers .....	79	72	6.6	6.4	21
500 workers or more .....	79	72	6.5	6.4	21

See footnotes at end of table.

**Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Employee contribution required	Fixed percent of annual earnings <sup>1</sup>			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
State government .....	77	66	6.1	6.0	23
Local government .....	79	75	6.6	6.4	21
<b>Geographic areas</b>					
New England .....	99	62	6.3	5.5	1
Middle Atlantic .....	93	92	5.2	5.5	7
East North Central .....	68	60	7.8	9.4	32
West North Central .....	94	94	5.9	4.8	6
South Atlantic .....	58	57	5.6	6.0	42
East South Central .....	90	90	6.9	—	10
Pacific .....	78	59	6.7	7.0	22

<sup>1</sup> The employee contributes a fixed percentage of his or her earnings to the retirement plan.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See

Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 4. Defined benefit retirement plans: Open and frozen plans, State and local government workers, National Compensation Survey, March 2011**

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Open plans <sup>1</sup>	Frozen plans <sup>2</sup>
All workers .....	89	11
<b>Worker characteristics</b>		
Management, professional, and related .....	88	12
Professional and related .....	89	11
Teachers .....	90	10
Primary, secondary, and special education school teachers .....	90	10
Service .....	88	12
Protective service .....	89	11
Sales and office .....	90	10
Office and administrative support .....	90	10
Natural resources, construction, and maintenance Production, transportation, and material moving ...	90	10
Production, transportation, and material moving ...	87	13
Full time .....	89	11
Part time .....	87	13
Union .....	84	16
Nonunion .....	93	7
Average wage within the following categories: <sup>3</sup>		
Lowest 25 percent .....	91	9
Lowest 10 percent .....	92	8
Second 25 percent .....	88	12
Third 25 percent .....	89	11
Highest 25 percent .....	87	13
Highest 10 percent .....	85	15
<b>Establishment characteristics</b>		
Service-providing industries .....	89	11
Education and health services .....	89	11
Educational services .....	90	10
Elementary and secondary schools .....	90	10
Junior colleges, colleges, and universities .....	89	11
Health care and social assistance .....	82	18
Hospitals .....	82	18
Public administration .....	88	12
1 to 99 workers .....	89	11
1 to 49 workers .....	93	7
50 to 99 workers .....	86	14
100 workers or more .....	88	12
100 to 499 workers .....	87	13
500 workers or more .....	89	11

See footnotes at end of table.

**Table 4. Defined benefit retirement plans: Open and frozen plans, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Open plans <sup>1</sup>	Frozen plans <sup>2</sup>
State government .....	85	15
Local government .....	90	10
<b>Geographic areas</b>		
New England .....	74	26
Middle Atlantic .....	74	26
East North Central .....	83	17
South Atlantic .....	97	3
West South Central .....	94	6
Pacific .....	88	12

<sup>1</sup> Plans open to new participants.

<sup>2</sup> Plans closed to new workers or plans that cease accruals for some or all plan participants.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in

the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 5. Defined benefit frozen retirement plans:<sup>1</sup> Benefits accrual, State and local government workers, National Compensation Survey, March 2011**

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Retirement benefit accrual <sup>2</sup>		
	All existing participants continue to accrue benefits	Some existing participants continue to accrue benefits	No existing participants continue to accrue benefits
All workers .....	99	—	—
<b>Worker characteristics</b>			
Management, professional, and related .....	99	—	—
Professional and related .....	99	—	1
Teachers .....	100	—	—
Primary, secondary, and special education school teachers .....	100	—	—
Service .....	99	—	—
Protective service .....	100	—	—
Sales and office .....	100	—	—
Office and administrative support .....	100	—	—
Natural resources, construction, and maintenance .....	100	—	—
Production, transportation, and material moving ...	100	—	—
Full time .....	99	—	—
Part time .....	100	—	—
Union .....	100	—	—
Nonunion .....	97	—	3
Average wage within the following categories: <sup>3</sup>			
Lowest 25 percent .....	98	—	—
Lowest 10 percent .....	95	—	—
Second 25 percent .....	98	—	—
Third 25 percent .....	99	—	—
Highest 25 percent .....	100	—	—
Highest 10 percent .....	100	—	—
<b>Establishment characteristics</b>			
Service-providing industries .....	99	—	—
Education and health services .....	99	—	1
Educational services .....	100	—	—
Elementary and secondary schools .....	100	—	—
Junior colleges, colleges, and universities .....	100	—	—
Health care and social assistance .....	92	—	8
Hospitals .....	95	—	—
Public administration .....	100	—	—
1 to 99 workers .....	100	—	—
1 to 49 workers .....	100	—	—
50 to 99 workers .....	100	—	—
100 workers or more .....	99	—	—
100 to 499 workers .....	98	—	—
500 workers or more .....	99	—	—

See footnotes at end of table.

**Table 5. Defined benefit frozen retirement plans:<sup>1</sup> Benefits accrual, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Retirement benefit accrual <sup>2</sup>		
	All existing participants continue to accrue benefits	Some existing participants continue to accrue benefits	No existing participants continue to accrue benefits
State government .....	100	—	—
Local government .....	99	—	—
<b>Geographic areas</b>			
New England .....	99	—	—
Middle Atlantic .....	100	—	—
East North Central .....	100	—	—
South Atlantic .....	92	—	—
West South Central .....	98	—	—
Pacific .....	100	—	—

<sup>1</sup> Plans closed to new workers or plans that cease accruals for some or all plan participants.

<sup>2</sup> Benefit accruals are for existing participants since the plan was closed to new workers or stopped accruing benefits.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in

the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 6. Defined benefit frozen retirement plans:<sup>1</sup> Selected attributes, State and local government workers, National Compensation Survey, March 2011**

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Time since plan closed to new workers or stopped accruing benefits		
	1 year	2 to 5 years	Greater than 5 years
All workers .....	—	—	74
<b>Worker characteristics</b>			
Management, professional, and related .....	—	—	74
Professional and related .....	—	—	74
Teachers .....	14	8	78
Primary, secondary, and special education school teachers .....	13	9	77
Service .....	—	—	77
Protective service .....	—	—	89
Sales and office .....	17	9	74
Office and administrative support .....	18	9	73
Natural resources, construction, and maintenance .....	—	—	63
Production, transportation, and material moving ...	—	—	70
Full time .....	—	—	74
Part time .....	—	—	72
Union .....	18	4	77
Nonunion .....	—	—	65
Average wage within the following categories: <sup>2</sup>			
Lowest 25 percent .....	—	—	66
Lowest 10 percent .....	—	—	56
Second 25 percent .....	—	—	68
Third 25 percent .....	—	—	76
Highest 25 percent .....	16	4	80
Highest 10 percent .....	21	3	76
<b>Establishment characteristics</b>			
Service-providing industries .....	—	—	74
Education and health services .....	—	—	68
Educational services .....	—	—	69
Elementary and secondary schools .....	—	—	72
Junior colleges, colleges, and universities .....	—	—	57
Health care and social assistance .....	—	—	65
Hospitals .....	—	—	66
Public administration .....	—	—	85
1 to 99 workers .....	—	—	70
50 to 99 workers .....	—	—	75
100 workers or more .....	17	9	74
100 to 499 workers .....	—	—	80
500 workers or more .....	—	—	72

See footnotes at end of table.

**Table 6. Defined benefit frozen retirement plans:<sup>1</sup> Selected attributes, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Time since plan closed to new workers or stopped accruing benefits		
	1 year	2 to 5 years	Greater than 5 years
State government .....	—	—	61
Local government .....	12	8	80
<b>Geographic areas</b>			
New England .....	—	—	100
Middle Atlantic .....	23	2	75
East North Central .....	—	—	54
South Atlantic .....	—	34	66
West South Central .....	—	—	98
Pacific .....	—	—	92

<sup>1</sup> Plans closed to new workers or plans that cease accruals for some or all plan participants.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for

more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 7. Defined benefit frozen retirement plans:<sup>1</sup> Plan alternatives, State and local government workers, National Compensation Survey, March 2011**

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Alternatives to frozen plans available	Alternatives for employees in frozen plans <sup>2</sup>		
		New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
All workers .....	100	89	7	22
<b>Worker characteristics</b>				
Management, professional, and related .....	100	92	6	22
Professional and related .....	100	93	5	22
Teachers .....	100	100	—	22
Primary, secondary, and special education school teachers .....	100	100	—	23
Service .....	100	85	8	18
Protective service .....	100	87	3	—
Sales and office .....	100	82	9	37
Office and administrative support .....	100	81	9	39
Natural resources, construction, and maintenance .....	100	81	16	—
Production, transportation, and material moving .....	100	90	—	15
Full time .....	100	88	8	23
Part time .....	100	98	—	19
Union .....	100	88	9	23
Nonunion .....	100	91	4	20
Average wage within the following categories: <sup>3</sup>				
Lowest 25 percent .....	100	90	5	31
Lowest 10 percent .....	100	81	9	32
Second 25 percent .....	100	86	10	23
Third 25 percent .....	100	80	13	19
Highest 25 percent .....	100	95	4	20
Highest 10 percent .....	100	97	—	18
<b>Establishment characteristics</b>				
Service-providing industries .....	100	89	8	22
Education and health services .....	100	92	6	21
Educational services .....	100	97	2	22
Elementary and secondary schools .....	100	98	—	26
Junior colleges, colleges, and universities .....	100	92	—	—
Health care and social assistance .....	100	70	29	—
Hospitals .....	100	70	30	7
Public administration .....	100	82	10	—
1 to 99 workers .....	100	90	—	—
1 to 49 workers .....	100	82	—	—
50 to 99 workers .....	100	95	—	—
100 workers or more .....	100	88	8	21
100 to 499 workers .....	100	87	—	25
500 workers or more .....	100	89	9	20

See footnotes at end of table.

**Table 7. Defined benefit frozen retirement plans:<sup>1</sup> Plan alternatives, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Alternatives to frozen plans available	Alternatives for employees in frozen plans <sup>2</sup>		
		New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
State government .....	100	77	18	—
Local government .....	100	95	2	21
<b>Geographic areas</b>				
New England .....	100	98	—	—
Middle Atlantic .....	100	78	21	—
East North Central .....	100	93	—	44
South Atlantic .....	100	77	—	32
West South Central .....	100	90	—	—
Pacific .....	100	99	—	51

<sup>1</sup> Plans closed to new workers or plans that cease accruals for some or all plan participants.

<sup>2</sup> The sum of the individual components may be greater than the total because some employers offer more than one alternative.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2011**

(All workers participating in defined contribution plans = 100 percent)

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers .....	57	43	77	23
<b>Worker characteristics</b>				
Management, professional, and related .....	55	45	75	25
Professional and related .....	55	45	73	27
Teachers .....	52	48	72	28
Primary, secondary, and special education school teachers .....	37	63	63	37
Service .....	58	42	75	25
Protective service .....	62	38	76	24
Sales and office .....	62	38	85	15
Office and administrative support .....	61	39	85	15
Natural resources, construction, and maintenance Production, transportation, and material moving ...	60	40	72	28
.....	59	41	–	–
Full time .....	57	43	77	23
Part time .....	63	37	73	27
Union .....	46	54	66	34
Nonunion .....	63	37	82	18
Average wage within the following categories: <sup>1</sup>				
Lowest 25 percent .....	61	39	82	18
Lowest 10 percent .....	62	38	83	17
Second 25 percent .....	57	43	78	22
Third 25 percent .....	54	46	71	29
Highest 25 percent .....	56	44	75	25
Highest 10 percent .....	64	36	75	25
<b>Establishment characteristics</b>				
Service-providing industries .....	57	43	77	23
Education and health services .....	54	46	71	29
Educational services .....	52	48	67	33
Elementary and secondary schools .....	41	59	64	36
Junior colleges, colleges, and universities	60	40	69	31
Health care and social assistance .....	60	40	81	19
Hospitals .....	64	36	80	20
Public administration .....	57	43	81	19
1 to 99 workers .....	60	40	–	–
1 to 49 workers .....	73	27	–	–
50 to 99 workers .....	41	59	–	–
100 workers or more .....	56	44	74	26
100 to 499 workers .....	62	38	90	10
500 workers or more .....	55	45	69	31

See footnotes at end of table.

**Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers participating in defined contribution plans = 100 percent)

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government .....	54	46	71	29
Local government .....	59	41	80	20
<b>Geographic areas</b>				
Middle Atlantic .....	71	29	78	22
East North Central .....	46	54	81	19
South Atlantic .....	47	53	67	33
East South Central .....	65	35	—	—
West South Central .....	—	—	92	8
Mountain .....	52	48	—	—
Pacific .....	36	64	66	34

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 9. Health care benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Health care <sup>2</sup>			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	88	78	90	87	72	83
<b>Worker characteristics</b>						
Management, professional, and related .....	90	80	89	89	73	82
Professional and related .....	89	79	89	89	73	82
Teachers .....	89	79	89	89	73	82
Primary, secondary, and special education school teachers .....	98	87	89	98	81	82
Service .....	81	73	90	81	68	84
Protective service .....	88	81	92	88	76	86
Sales and office .....	88	79	90	88	73	82
Office and administrative support .....	89	80	90	89	73	82
Natural resources, construction, and maintenance .....	95	86	91	95	82	86
Production, transportation, and material moving ...	84	76	90	82	69	84
Full time .....	99	89	90	99	82	83
Part time .....	26	21	80	26	18	69
Union .....	96	87	91	95	78	82
Nonunion .....	81	71	88	81	67	83
Average wage within the following categories: <sup>3</sup>						
Lowest 25 percent .....	69	60	87	69	57	82
Lowest 10 percent .....	54	45	84	54	43	81
Second 25 percent .....	91	83	91	91	77	84
Third 25 percent .....	94	85	90	94	79	84
Highest 25 percent .....	97	88	90	97	79	81
Highest 10 percent .....	97	89	91	97	79	82
<b>Establishment characteristics</b>						
Service-providing industries .....	88	78	90	87	72	83
Education and health services .....	89	79	89	89	72	81
Educational services .....	89	79	89	88	72	81
Elementary and secondary schools .....	89	79	88	89	72	80
Junior colleges, colleges, and universities .....	86	79	92	86	73	84
Health care and social assistance .....	91	81	89	91	75	83
Hospitals .....	94	83	89	94	77	82
Public administration .....	88	80	91	88	74	85
1 to 99 workers .....	74	66	89	74	63	85
1 to 49 workers .....	68	60	88	67	57	85
50 to 99 workers .....	84	76	90	84	72	86
100 workers or more .....	90	80	90	89	74	82
100 to 499 workers .....	85	76	90	85	71	84
500 workers or more .....	91	82	90	91	74	82

See footnotes at end of table.

**Table 9. Health care benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	55	47	86	39	31	80	86	71	83
<b>Worker characteristics</b>									
Management, professional, and related .....	55	47	85	39	30	78	89	72	82
Professional and related .....	55	47	85	37	29	78	88	72	81
Teachers .....	53	46	86	35	28	80	88	72	82
Primary, secondary, and special education school teachers .....	59	50	86	37	30	80	97	79	82
Service .....	50	43	86	37	29	80	79	66	84
Protective service .....	61	53	87	44	36	81	86	73	85
Sales and office .....	60	51	86	43	36	82	86	71	83
Office and administrative support .....	59	51	86	43	36	83	87	72	83
Natural resources, construction, and maintenance .....	64	56	88	40	34	85	94	81	86
Production, transportation, and material moving .....	56	48	86	36	30	86	81	68	84
Full time .....	62	54	86	44	35	80	97	81	83
Part time .....	17	13	78	12	9	75	26	18	69
Union .....	73	63	86	54	46	84	93	77	82
Nonunion .....	41	35	85	26	19	73	80	67	83
Average wage within the following categories: <sup>3</sup>									
Lowest 25 percent .....	34	29	85	23	17	75	68	55	82
Lowest 10 percent .....	19	16	82	13	9	72	53	43	80
Second 25 percent .....	60	52	87	42	33	80	89	75	84
Third 25 percent .....	60	52	85	42	34	81	93	78	84
Highest 25 percent .....	68	58	85	50	41	82	96	78	81
Highest 10 percent .....	71	61	86	52	44	85	96	79	82
<b>Establishment characteristics</b>									
Service-providing industries .....	55	47	86	39	31	80	86	71	83
Education and health services .....	52	45	85	35	27	78	88	71	81
Educational services .....	51	44	85	34	27	79	88	71	81
Elementary and secondary schools .....	51	43	84	34	27	78	88	70	80
Junior colleges, colleges, and universities .....	52	45	88	34	27	79	86	73	84
Health care and social assistance .....	61	52	87	40	31	77	89	74	83
Hospitals .....	62	52	85	36	27	76	92	76	82
Public administration .....	62	53	86	48	39	82	86	73	85
1 to 99 workers .....	42	37	87	29	24	81	72	62	85
1 to 49 workers .....	39	33	84	25	20	78	66	56	85
50 to 99 workers .....	47	42	90	36	30	85	83	70	85
100 workers or more .....	57	49	86	40	32	80	88	73	82
100 to 499 workers .....	53	48	89	34	28	84	82	69	84
500 workers or more .....	59	50	84	43	34	79	90	74	82

See footnotes at end of table.

**Table 9. Health care benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Health care <sup>2</sup>			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government .....	94	86	92	94	81	86
Local government .....	86	76	89	85	70	81
<b>Geographic areas</b>						
New England .....	84	75	89	84	68	81
Middle Atlantic .....	87	81	94	87	77	88
East North Central .....	80	69	86	79	61	77
West North Central .....	84	72	85	84	66	79
South Atlantic .....	90	80	88	90	75	84
East South Central .....	95	86	91	95	86	91
West South Central .....	90	76	85	90	74	82
Mountain .....	87	78	90	87	65	75
Pacific .....	90	87	96	90	75	83

See footnotes at end of table.

**Table 9. Health care benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government .....	60	53	89	47	36	78	92	79	86
Local government .....	54	46	84	36	29	81	84	68	81
<b>Geographic areas</b>									
New England .....	53	47	89	20	17	86	81	66	81
Middle Atlantic .....	64	58	90	50	45	90	85	76	89
East North Central .....	66	54	82	47	34	73	79	60	77
West North Central .....	51	43	84	11	8	70	77	60	78
South Atlantic .....	47	39	84	40	24	61	89	75	84
East South Central .....	24	17	69	6	5	84	95	86	91
West South Central .....	21	19	87	14	11	80	90	74	82
Mountain .....	73	63	86	36	31	86	87	65	75
Pacific .....	85	75	88	78	70	89	89	74	83

<sup>1</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

<sup>2</sup> Health care is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in health care.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed,

which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 10. Health care benefits:<sup>1</sup> Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2011**

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers .....	88	12	72	28
<b>Worker characteristics</b>				
Management, professional, and related .....	88	12	72	28
Professional and related .....	88	12	71	29
Teachers .....	90	10	71	29
Primary, secondary, and special education school teachers .....	90	10	70	30
Service .....	87	13	73	27
Protective service .....	87	13	76	24
Sales and office .....	88	12	72	28
Office and administrative support .....	88	12	73	27
Natural resources, construction, and maintenance	88	12	72	28
Production, transportation, and material moving ...	88	12	73	27
Full time .....	88	12	72	28
Part time .....	85	15	72	28
Union .....	89	11	80	20
Nonunion .....	86	14	62	38
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	87	13	64	36
Lowest 10 percent .....	86	14	58	42
Second 25 percent .....	88	12	73	27
Third 25 percent .....	88	12	71	29
Highest 25 percent .....	89	11	76	24
Highest 10 percent .....	91	9	81	19
<b>Establishment characteristics</b>				
Service-providing industries .....	88	12	72	28
Education and health services .....	88	12	70	30
Educational services .....	89	11	70	30
Elementary and secondary schools .....	89	11	69	31
Junior colleges, colleges, and universities	89	11	72	28
Health care and social assistance .....	83	17	70	30
Hospitals .....	81	19	68	32
Public administration .....	87	13	76	24
1 to 99 workers .....	91	9	72	28
1 to 49 workers .....	91	9	72	28
50 to 99 workers .....	90	10	71	29
100 workers or more .....	88	12	72	28
100 to 499 workers .....	90	10	72	28
500 workers or more .....	87	13	72	28

See footnotes at end of table.

**Table 10. Health care benefits:<sup>1</sup> Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2011—Continued**

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government .....	87	13	75	25
Local government .....	89	11	71	29
<b>Geographic areas</b>				
New England .....	87	13	78	22
Middle Atlantic .....	90	10	88	12
East North Central .....	90	10	82	18
West North Central .....	91	9	66	34
South Atlantic .....	85	15	60	40
East South Central .....	86	14	53	47
West South Central .....	85	15	51	49
Mountain .....	84	16	59	41
Pacific .....	89	11	81	19

<sup>1</sup> Health care is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational

Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 11. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2011**

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers .....	88	12	71	29
<b>Worker characteristics</b>				
Management, professional, and related .....	88	12	70	30
Professional and related .....	88	12	69	31
Teachers .....	89	11	69	31
Primary, secondary, and special education school teachers .....	88	12	67	33
Service .....	88	12	73	27
Protective service .....	88	12	77	23
Sales and office .....	89	11	73	27
Office and administrative support .....	88	12	73	27
Natural resources, construction, and maintenance .....	89	11	73	27
Production, transportation, and material moving .....	88	12	73	27
Full time .....	88	12	71	29
Part time .....	84	16	71	29
Union .....	89	11	80	20
Nonunion .....	88	12	64	36
Average wage within the following categories: <sup>1</sup>				
Lowest 25 percent .....	88	12	64	36
Lowest 10 percent .....	89	11	58	42
Second 25 percent .....	89	11	74	26
Third 25 percent .....	89	11	71	29
Highest 25 percent .....	88	12	75	25
Highest 10 percent .....	90	10	80	20
<b>Establishment characteristics</b>				
Service-providing industries .....	88	12	71	29
Education and health services .....	88	12	68	32
Educational services .....	88	12	67	33
Elementary and secondary schools .....	88	12	66	34
Junior colleges, colleges, and universities .....	89	11	71	29
Health care and social assistance .....	85	15	72	28
Hospitals .....	85	15	73	27
Public administration .....	89	11	78	22
1 to 99 workers .....	91	9	71	29
1 to 49 workers .....	91	9	72	28
50 to 99 workers .....	90	10	70	30
100 workers or more .....	88	12	72	28
100 to 499 workers .....	89	11	72	28
500 workers or more .....	88	12	72	28

See footnotes at end of table.

**Table 11. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2011—Continued**

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government .....	87	13	74	26
Local government .....	89	11	71	29
<b>Geographic areas</b>				
New England .....	86	14	82	18
Middle Atlantic .....	91	9	89	11
East North Central .....	90	10	85	15
West North Central .....	92	8	69	31
South Atlantic .....	88	12	66	34
East South Central .....	88	12	54	46
West South Central .....	86	14	52	48
Mountain .....	89	11	66	34
Pacific .....	86	14	77	23

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 12. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2011**

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers .....	100	\$443.22	34	\$485.97	66	\$421.65	\$92.26
<b>Worker characteristics</b>							
Management, professional, and related .....	100	445.93	34	491.98	66	422.49	94.26
Professional and related .....	100	444.66	34	492.36	66	420.40	96.08
Teachers .....	100	454.89	38	496.41	62	429.21	97.04
Primary, secondary, and special education school teachers .....	100	458.36	39	499.82	61	431.58	102.57
Service .....	100	438.05	33	471.35	67	421.76	89.60
Protective service .....	100	450.12	33	488.22	67	431.35	92.81
Sales and office .....	100	444.61	33	488.81	67	423.24	87.47
Office and administrative support .....	100	446.01	32	494.83	68	423.38	87.90
Natural resources, construction, and maintenance .....	100	433.19	34	476.98	66	410.12	86.44
Production, transportation, and material moving ...	100	440.26	36	476.70	64	419.60	104.86
Full time .....	100	443.53	34	485.51	66	422.36	90.90
Part time .....	100	435.34	34	497.63	66	403.96	126.02
Union .....	100	488.39	38	529.05	62	463.91	102.50
Nonunion .....	100	400.12	30	433.91	70	385.88	83.58
Average wage within the following categories: <sup>1</sup>							
Lowest 25 percent .....	100	411.84	33	446.69	67	394.51	88.38
Lowest 10 percent .....	100	393.68	30	396.84	70	392.32	80.13
Second 25 percent .....	100	442.39	33	487.34	67	419.80	88.22
Third 25 percent .....	100	446.03	34	482.23	66	427.00	86.41
Highest 25 percent .....	100	463.50	33	515.65	67	437.73	102.60
Highest 10 percent .....	100	486.81	38	522.16	62	465.53	97.08
<b>Establishment characteristics</b>							
Service-providing industries .....	100	443.66	34	486.06	66	422.15	92.43
Education and health services .....	100	436.40	34	482.84	66	412.43	94.82
Educational services .....	100	438.47	35	481.37	65	414.89	94.84
Elementary and secondary schools .....	100	444.42	38	488.63	62	417.54	102.48
Junior colleges, colleges, and universities .....	100	419.28	28	449.71	72	407.33	74.88
Health care and social assistance .....	100	422.53	24	497.07	76	398.36	94.70
Hospitals .....	100	418.80	27	480.30	73	396.21	99.16
Public administration .....	100	454.63	31	504.82	69	431.83	87.49
1 to 99 workers .....	100	446.39	43	484.57	57	417.07	84.92
1 to 49 workers .....	100	435.97	41	458.62	59	420.54	82.67
50 to 99 workers .....	100	459.71	47	513.08	53	412.06	88.15
100 workers or more .....	100	442.81	32	486.22	68	422.14	93.04
100 to 499 workers .....	100	468.18	34	515.88	66	443.16	86.95
500 workers or more .....	100	434.56	32	475.69	68	415.59	94.94

See footnotes at end of table.

**Table 12. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
State government .....	100	\$431.72	21	\$507.16	79	\$411.96	\$77.96
Local government .....	100	447.63	38	481.58	62	426.44	99.32
<b>Geographic areas</b>							
New England .....	100	510.20	17	520.15	83	508.22	106.92
Middle Atlantic .....	100	462.58	45	468.38	55	457.86	92.08
East North Central .....	100	489.33	25	572.64	75	461.05	70.61
West North Central .....	100	435.56	50	462.70	50	408.36	84.31
South Atlantic .....	100	406.39	33	442.02	67	389.07	84.57
East South Central .....	100	372.06	17	398.56	83	366.77	67.15
West South Central .....	100	371.15	42	412.32	58	341.47	112.27
Mountain .....	100	468.45	28	496.46	72	457.66	82.81
Pacific .....	100	505.20	33	611.51	67	452.45	124.78

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 14. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2011**

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers .....	100	\$919.10	12	\$1,205.86	88	\$881.19	\$398.44
<b>Worker characteristics</b>							
Management, professional, and related .....	100	909.36	12	1,231.05	88	866.93	414.46
Professional and related .....	100	902.01	12	1,250.95	88	854.50	428.43
Teachers .....	100	899.46	14	1,272.59	86	836.92	453.17
Primary, secondary, and special education school teachers .....	100	893.60	16	1,282.72	84	821.63	476.40
Service .....	100	936.20	12	1,175.37	88	903.24	379.27
Protective service .....	100	1,004.03	12	1,214.17	88	975.41	330.90
Sales and office .....	100	937.77	10	1,178.71	90	909.68	373.34
Office and administrative support .....	100	937.70	10	1,189.01	90	908.71	373.66
Natural resources, construction, and maintenance .....	100	902.54	10	1,200.75	90	869.60	361.42
Production, transportation, and material moving ...	100	924.92	17	1,136.23	83	881.44	419.58
Full time .....	100	917.80	12	1,209.36	88	879.23	397.32
Part time .....	100	951.42	11	1,116.80	89	929.95	426.49
Union .....	100	1,078.75	20	1,221.38	80	1,042.42	361.95
Nonunion .....	100	766.81	3	1,118.75	97	754.24	427.17
Average wage within the following categories: <sup>1</sup>							
Lowest 25 percent .....	100	796.10	7	1,203.50	93	767.16	444.88
Lowest 10 percent .....	100	706.90	3	1,160.32	97	691.49	494.75
Second 25 percent .....	100	938.19	11	1,144.49	89	913.91	361.62
Third 25 percent .....	100	908.08	10	1,184.66	90	877.84	383.88
Highest 25 percent .....	100	999.67	18	1,243.83	82	947.74	404.56
Highest 10 percent .....	100	1,097.99	24	1,229.12	76	1,056.37	366.55
<b>Establishment characteristics</b>							
Service-providing industries .....	100	919.46	12	1,205.39	88	881.44	399.39
Education and health services .....	100	870.46	12	1,240.32	88	820.28	444.00
Educational services .....	100	858.37	13	1,249.52	87	800.96	454.32
Elementary and secondary schools .....	100	855.36	15	1,260.58	85	784.49	487.80
Junior colleges, colleges, and universities .....	100	870.08	6	1,170.20	94	850.37	357.38
Health care and social assistance .....	100	951.14	6	1,114.82	94	940.21	379.92
Hospitals .....	100	947.39	8	1,118.67	92	932.32	372.87
Public administration .....	100	1,002.02	11	1,142.14	89	985.11	320.38
1 to 99 workers .....	100	909.34	9	1,303.45	91	871.41	377.10
1 to 49 workers .....	100	907.95	8	1,245.47	92	880.47	357.28
50 to 99 workers .....	100	911.10	10	1,357.11	90	859.50	403.16
100 workers or more .....	100	920.34	12	1,196.79	88	882.48	401.27
100 to 499 workers .....	100	979.33	12	1,293.44	88	937.46	403.65
500 workers or more .....	100	901.29	12	1,166.55	88	864.65	400.49

See footnotes at end of table.

**Table 14. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
State government .....	100	\$940.99	2	\$1,085.19	98	\$937.34	\$322.09
Local government .....	100	910.65	15	1,213.41	85	856.27	432.33
<b>Geographic areas</b>							
New England .....	100	1,255.17	12	1,265.68	88	1,253.70	313.29
Middle Atlantic .....	100	1,130.81	42	1,158.28	58	1,110.63	284.47
East North Central .....	100	1,185.57	17	1,342.32	83	1,154.33	254.03
West North Central .....	100	929.16	12	1,292.09	88	881.99	431.05
South Atlantic .....	100	780.89	1	1,177.07	99	778.22	401.30
East South Central .....	100	594.56	—	—	—	—	—
West South Central .....	100	596.49	—	—	—	—	—
Mountain .....	100	824.77	—	—	—	—	—
Pacific .....	100	1,051.84	12	1,192.47	88	1,032.89	393.14

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 16. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2011**

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage <sup>1</sup>					Family coverage <sup>1</sup>				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers .....	\$20.00	\$38.00	\$67.31	\$103.66	\$174.00	\$93.00	\$192.97	\$328.58	\$580.22	\$748.52
<b>Worker characteristics</b>										
Management, professional, and related .....	20.00	38.02	71.28	111.96	175.18	92.00	197.69	361.72	580.44	780.70
Professional and related .....	20.00	38.00	72.32	115.67	176.41	91.94	204.98	373.27	600.96	813.95
Teachers .....	20.00	38.00	72.32	119.96	182.00	95.16	188.80	377.24	648.39	842.36
Primary, secondary, and special education school teachers .....	20.00	39.58	76.11	126.30	189.08	96.44	188.92	415.62	667.00	882.44
Service .....	20.00	39.28	65.75	101.98	155.04	98.22	190.04	295.00	516.23	694.00
Protective service .....	26.19	43.89	69.16	103.06	175.47	90.57	176.13	277.16	404.15	633.28
Sales and office .....	20.00	33.50	61.48	95.56	153.45	93.00	192.97	294.58	545.47	685.00
Office and administrative support .....	20.00	32.50	60.47	95.78	153.45	93.00	192.97	301.93	545.47	685.00
Natural resources, construction, and maintenance .....	22.64	36.03	69.48	101.98	144.28	80.16	175.00	294.58	490.34	640.04
Production, transportation, and material moving ...	22.27	40.00	73.00	114.58	171.00	98.38	171.30	308.72	541.70	828.94
Full time .....	20.00	38.00	67.00	102.21	171.00	95.16	192.97	328.00	580.44	748.33
Part time .....	25.41	47.37	88.57	162.19	235.63	66.93	171.36	354.70	559.05	821.25
Union .....	23.07	41.44	65.75	114.58	187.64	75.00	131.96	243.38	461.37	841.78
Nonunion .....	20.00	37.00	69.12	100.00	153.32	142.97	247.58	394.66	580.44	711.08
Average wage within the following categories: <sup>2</sup>										
Lowest 25 percent .....	20.00	36.00	66.90	101.98	169.48	150.00	243.38	421.95	630.42	762.70
Lowest 10 percent .....	—	—	—	—	—	181.46	286.74	494.32	667.00	798.53
Second 25 percent .....	20.00	38.00	65.75	98.80	151.00	89.00	175.00	294.58	504.32	670.94
Third 25 percent .....	20.21	39.28	65.89	95.03	158.33	96.84	189.00	304.73	563.52	748.52
Highest 25 percent .....	20.73	39.99	72.32	123.22	192.05	78.33	167.65	309.49	560.73	815.18
Highest 10 percent .....	20.00	36.58	61.31	114.44	176.41	73.43	150.00	266.19	473.47	701.00
<b>Establishment characteristics</b>										
Service-providing industries .....	20.00	38.00	67.31	103.81	174.00	93.00	192.97	329.19	580.44	748.52
Education and health services .....	20.00	37.00	68.57	107.84	175.18	95.37	209.47	379.91	638.58	815.09
Educational services .....	20.00	36.00	70.00	110.90	176.41	93.00	212.00	394.60	660.18	831.00
Elementary and secondary schools .....	20.00	38.00	76.11	126.30	185.52	95.37	216.34	461.37	667.00	896.38
Junior colleges, colleges, and universities .....	—	—	—	—	—	89.00	204.98	335.52	559.05	667.00
Health care and social assistance .....	20.00	45.12	65.75	101.41	153.00	130.20	199.32	294.58	543.70	685.10
Hospitals .....	—	—	—	—	—	144.16	210.74	308.01	494.39	683.29
Public administration .....	23.07	39.99	66.81	98.80	149.14	89.00	175.00	279.74	419.62	623.45
1 to 99 workers .....	22.64	38.00	65.00	93.46	131.94	90.57	175.00	299.40	552.65	709.27
1 to 49 workers .....	20.00	36.00	61.90	93.46	136.00	84.60	156.61	294.44	519.00	667.00
50 to 99 workers .....	29.01	43.73	71.00	93.46	126.36	120.25	205.00	308.72	617.90	762.00
100 workers or more .....	20.00	38.00	69.00	105.00	175.18	93.00	193.12	334.60	580.44	748.52
100 to 499 workers .....	20.00	38.00	69.16	109.39	171.00	98.38	200.62	364.34	580.65	766.00
500 workers or more .....	20.00	38.02	67.72	104.00	176.41	90.00	192.97	325.11	578.94	748.33

See footnotes at end of table.

**Table 16. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2011—Continued**

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage <sup>1</sup>					Family coverage <sup>1</sup>				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government .....	\$20.00	\$38.00	\$62.85	\$87.94	\$123.34	\$93.00	\$193.12	\$265.98	\$436.20	\$667.00
Local government .....	20.00	38.00	74.80	120.00	183.16	91.94	188.05	359.99	583.60	820.71
<b>Geographic areas</b>										
New England .....	41.27	65.00	91.85	143.13	176.94	65.00	183.04	278.03	407.93	537.29
Middle Atlantic .....	25.72	48.75	60.67	94.24	181.95	55.00	119.80	243.38	321.94	540.56
East North Central .....	16.54	34.85	50.47	75.74	123.44	61.76	89.00	160.99	277.52	541.70
West North Central .....	30.57	50.00	81.06	103.99	138.94	130.20	223.00	369.00	598.32	844.81
South Atlantic .....	23.84	50.87	80.00	93.46	134.84	140.00	219.79	322.14	580.44	711.08
East South Central .....	—	—	—	—	—	187.95	294.44	551.11	667.00	685.00
West South Central .....	28.00	49.54	93.00	139.66	191.34	265.42	377.00	459.10	648.39	842.36
Mountain .....	20.00	29.42	40.01	85.70	166.69	—	—	—	—	—
Pacific .....	19.24	33.89	73.00	144.28	338.50	66.17	139.35	279.74	526.53	943.08

<sup>1</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which

may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 17. Insurance benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	80	78	97	23	23	99	35	33	97
<b>Worker characteristics</b>									
Management, professional, and related .....	81	78	97	22	22	99	37	36	97
Professional and related .....	80	77	97	20	20	99	37	36	97
Teachers .....	79	77	97	18	18	99	37	36	97
Primary, secondary, and special education school teachers .....	86	84	98	18	17	99	39	38	98
Service .....	75	73	97	23	23	98	27	26	96
Protective service .....	84	83	98	23	22	98	28	26	96
Sales and office .....	81	79	98	26	26	99	34	33	97
Office and administrative support .....	81	79	98	26	26	99	34	33	97
Natural resources, construction, and maintenance .....	90	89	99	28	28	100	41	41	98
Production, transportation, and material moving .....	76	75	99	21	21	100	29	28	95
Full time .....	90	88	98	25	25	99	39	38	97
Part time .....	23	21	94	12	11	100	11	11	95
Union .....	86	85	98	28	28	99	34	33	97
Nonunion .....	74	72	97	19	19	98	35	34	96
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	62	60	97	19	18	99	27	26	96
Lowest 10 percent .....	46	44	95	13	13	100	20	19	98
Second 25 percent .....	84	82	97	26	25	99	34	32	96
Third 25 percent .....	85	84	98	26	25	98	39	38	97
Highest 25 percent .....	89	87	97	23	23	99	39	38	97
Highest 10 percent .....	89	86	97	29	28	100	36	35	98
<b>Establishment characteristics</b>									
Service-providing industries .....	80	77	97	23	23	99	34	33	97
Education and health services .....	80	77	97	20	20	99	36	35	97
Educational services .....	79	77	97	19	19	99	36	35	97
Elementary and secondary schools .....	78	77	98	19	19	99	35	34	98
Junior colleges, colleges, and universities .....	82	77	94	21	20	98	38	35	94
Health care and social assistance .....	83	80	97	28	27	97	41	40	97
Hospitals .....	89	85	97	26	25	98	47	46	98
Public administration .....	82	80	98	27	27	98	31	29	96
1 to 99 workers .....	64	62	97	21	21	100	34	33	97
1 to 49 workers .....	63	61	96	23	23	99	29	29	99
50 to 99 workers .....	66	64	98	18	18	100	40	39	95
100 workers or more .....	82	80	97	23	23	99	35	34	96
100 to 499 workers .....	73	72	98	18	17	97	34	33	98
500 workers or more .....	85	83	97	25	25	99	35	34	96

See footnotes at end of table.

**Table 17. Insurance benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government .....	86	82	95	28	27	98	35	33	95
Local government .....	78	76	98	22	21	99	34	33	97
<b>Geographic areas</b>									
New England .....	72	69	95	10	10	100	19	18	98
Middle Atlantic .....	84	83	99	41	41	99	16	16	98
East North Central .....	78	74	95	23	23	98	50	49	97
West North Central .....	78	77	99	12	12	100	56	55	98
South Atlantic .....	83	80	97	26	25	97	43	40	95
East South Central .....	85	80	94	—	—	—	20	20	97
West South Central .....	76	75	98	10	10	100	17	16	95
Mountain .....	84	82	98	21	21	100	62	59	95
Pacific .....	76	75	99	34	33	100	30	30	99

<sup>1</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational

Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 18. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011**

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers .....	11	89
<b>Worker characteristics</b>		
Management, professional, and related .....	11	89
Professional and related .....	11	89
Teachers .....	10	90
Primary, secondary, and special education school teachers .....	10	90
Service .....	11	89
Protective service .....	10	90
Sales and office .....	10	90
Office and administrative support .....	10	90
Natural resources, construction, and maintenance	8	92
Production, transportation, and material moving ...	7	93
Full time .....	11	89
Part time .....	9	91
Union .....	8	92
Nonunion .....	13	87
Average wage within the following categories: <sup>1</sup>		
Lowest 25 percent .....	12	88
Second 25 percent .....	11	89
Third 25 percent .....	9	91
Highest 25 percent .....	10	90
Highest 10 percent .....	12	88
<b>Establishment characteristics</b>		
Service-providing industries .....	11	89
Education and health services .....	11	89
Educational services .....	10	90
Elementary and secondary schools .....	9	91
Health care and social assistance .....	13	87
Hospitals .....	12	88
Public administration .....	10	90
1 to 99 workers .....	9	91
1 to 49 workers .....	10	90
100 workers or more .....	11	89
100 to 499 workers .....	10	90
500 workers or more .....	11	89

See footnotes at end of table.

**Table 18. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government .....	18	82
Local government .....	8	92
<b>Geographic areas</b>		
New England .....	28	72
Middle Atlantic .....	7	93
East North Central .....	15	85
West North Central .....	5	95
South Atlantic .....	12	88
West South Central .....	6	94
Mountain .....	5	95
Pacific .....	1	99

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See

Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 19. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011**

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers .....	39	2	52	6	1
<b>Worker characteristics</b>					
Management, professional, and related .....	37	2	54	5	1
Professional and related .....	37	2	55	6	1
Teachers .....	32	1	60	6	1
Primary, secondary, and special education school teachers .....	29	1	63	6	1
Service .....	41	2	49	7	2
Protective service .....	41	3	48	6	2
Sales and office .....	41	2	50	7	1
Office and administrative support .....	41	2	50	6	1
Natural resources, construction, and maintenance .....	41	—	51	5	—
Production, transportation, and material moving ...	35	2	51	—	—
Full time .....	39	2	52	6	1
Part time .....	29	—	63	4	—
Union .....	33	2	57	8	( <sup>1</sup> )
Nonunion .....	44	2	47	4	2
Average wage within the following categories: <sup>2</sup>					
Lowest 25 percent .....	41	1	51	5	2
Lowest 10 percent .....	48	—	46	3	—
Second 25 percent .....	42	1	48	6	2
Third 25 percent .....	40	3	48	8	2
Highest 25 percent .....	33	2	59	5	1
Highest 10 percent .....	34	2	59	5	( <sup>1</sup> )
<b>Establishment characteristics</b>					
Service-providing industries .....	39	2	52	6	1
Education and health services .....	37	1	55	5	1
Educational services .....	35	1	57	6	1
Elementary and secondary schools .....	30	1	63	6	1
Junior colleges, colleges, and universities .....	52	—	38	6	—
Health care and social assistance .....	53	—	43	2	—
Hospitals .....	55	—	42	—	—
Public administration .....	40	3	49	7	2
1 to 99 workers .....	33	1	59	4	4
1 to 49 workers .....	34	—	54	—	7
50 to 99 workers .....	31	—	65	2	—
100 workers or more .....	39	2	51	6	1
100 to 499 workers .....	42	—	54	3	—
500 workers or more .....	38	2	51	7	1

See footnotes at end of table.

**Table 19. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
State government .....	48	2	41	5	4
Local government .....	35	2	56	6	1
<b>Geographic areas</b>					
New England .....	24	—	66	—	—
Middle Atlantic .....	37	—	48	14	—
East North Central .....	44	—	50	4	—
West North Central .....	46	—	46	6	—
South Atlantic .....	61	3	25	6	6
East South Central .....	51	—	—	—	—
West South Central .....	22	—	75	2	—
Mountain .....	31	—	64	—	—
Pacific .....	16	—	77	4	—

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 20. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2011**

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts <sup>1</sup>					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers .....	–	46	25	25	–	1.4	1.5
<b>Worker characteristics</b>							
Management, professional, and related .....	–	43	28	26	–	1.5	1.5
Professional and related .....	–	44	28	25	3	1.4	1.5
Teachers .....	–	43	27	27	3	1.5	1.5
Primary, secondary, and special education school teachers .....	–	44	30	24	2	1.4	1.5
Service .....	–	50	22	22	6	1.5	–
Protective service .....	–	56	15	19	–	1.5	1.0
Sales and office .....	–	49	24	25	2	1.4	–
Office and administrative support .....	–	48	25	25	2	1.4	1.5
Natural resources, construction, and maintenance .....	–	53	19	25	–	1.4	1.0
Production, transportation, and material moving ...	–	45	30	22	–	1.4	1.5
Full time .....	–	46	25	25	–	1.5	1.5
Part time .....	–	59	26	–	–	1.3	1.0
Union .....	–	55	29	11	–	1.4	1.0
Nonunion .....	–	40	23	34	–	1.5	1.5
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	–	45	26	29	1	1.4	1.5
Lowest 10 percent .....	–	40	25	–	–	1.5	1.5
Second 25 percent .....	–	48	25	24	2	1.4	–
Third 25 percent .....	–	53	21	23	–	1.4	1.0
Highest 25 percent .....	–	40	30	23	–	1.5	1.5
Highest 10 percent .....	–	40	28	23	–	1.5	1.5
<b>Establishment characteristics</b>							
Service-providing industries .....	–	46	25	25	–	1.4	1.5
Education and health services .....	–	44	25	28	3	1.5	1.5
Educational services .....	–	41	26	31	2	1.5	1.5
Elementary and secondary schools .....	–	41	30	28	2	1.5	1.5
Junior colleges, colleges, and universities .....	–	43	16	–	4	1.5	1.5
Health care and social assistance .....	–	55	24	–	3	1.4	–
Hospitals .....	–	57	18	–	4	1.5	–
Public administration .....	–	54	24	17	–	1.4	1.0
1 to 99 workers .....	–	45	33	–	5	1.4	1.5
1 to 49 workers .....	–	48	28	21	–	1.4	–
50 to 99 workers .....	–	39	40	–	–	1.5	1.5
100 workers or more .....	–	47	25	25	–	1.5	1.5
100 to 499 workers .....	–	43	27	25	6	1.5	1.5
500 workers or more .....	–	48	24	25	–	1.4	1.5

See footnotes at end of table.

**Table 20. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts <sup>1</sup>					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
State government .....	—	43	26	—	3	1.5	1.5
Local government .....	—	48	25	23	—	1.4	1.5
<b>Geographic areas</b>							
New England .....	—	52	37	—	—	1.3	—
Middle Atlantic .....	—	26	50	9	15	1.7	1.5
East North Central .....	—	67	12	17	4	1.3	1.0
West North Central .....	—	35	—	—	—	1.5	1.5
South Atlantic .....	—	45	23	30	2	1.5	1.5
West South Central .....	—	37	38	23	—	1.5	1.5
Mountain .....	—	67	—	—	—	1.2	1.0
Pacific .....	—	76	13	—	—	1.2	1.0

<sup>1</sup> Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 21. Life insurance plans: Maximum benefit amount, State and local government workers, National Compensation Survey, March 2011**

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum benefit amount <sup>1</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	49	\$50,000	\$50,000	\$100,000	\$200,000	\$450,000	51
<b>Worker characteristics</b>							
Management, professional, and related .....	50	50,000	50,000	100,000	200,000	400,000	50
Professional and related .....	50	50,000	50,000	100,000	200,000	400,000	50
Teachers .....	49	–	–	–	–	–	51
Primary, secondary, and special education school teachers .....	43	50,000	50,000	50,000	100,000	250,000	57
Service .....	50	50,000	50,000	100,000	250,000	500,000	50
Protective service .....	45	–	–	–	–	–	55
Sales and office .....	46	50,000	50,000	100,000	250,000	500,000	54
Office and administrative support .....	47	50,000	50,000	100,000	250,000	500,000	53
Natural resources, construction, and maintenance .....	48	–	–	–	–	–	52
Production, transportation, and material moving ...	46	–	–	–	–	–	54
Full time .....	49	50,000	50,000	100,000	200,000	450,000	51
Part time .....	45	–	–	–	–	–	55
Union .....	44	–	–	–	–	–	56
Nonunion .....	52	50,000	50,000	100,000	250,000	500,000	48
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	51	50,000	50,000	100,000	150,000	500,000	49
Lowest 10 percent .....	58	–	–	–	–	–	42
Second 25 percent .....	50	50,000	50,000	100,000	250,000	400,000	50
Third 25 percent .....	49	50,000	50,000	100,000	250,000	500,000	51
Highest 25 percent .....	46	–	–	–	–	–	54
Highest 10 percent .....	49	–	–	–	–	–	51
<b>Establishment characteristics</b>							
Service-providing industries .....	49	50,000	50,000	100,000	200,000	450,000	51
Education and health services .....	53	–	–	–	–	–	47
Educational services .....	52	40,000	50,000	100,000	200,000	400,000	48
Elementary and secondary schools .....	43	–	–	–	–	–	57
Junior colleges, colleges, and universities .....	71	–	–	–	–	–	29
Health care and social assistance .....	55	–	–	–	–	–	45
Hospitals .....	55	–	–	–	–	–	45
Public administration .....	43	50,000	50,000	100,000	200,000	500,000	57
1 to 99 workers .....	42	50,000	60,000	100,000	200,000	350,000	58
1 to 49 workers .....	37	–	–	–	–	–	63
50 to 99 workers .....	48	–	–	–	–	–	52
100 workers or more .....	50	50,000	50,000	100,000	200,000	500,000	50
100 to 499 workers .....	46	50,000	50,000	100,000	200,000	325,000	54
500 workers or more .....	51	50,000	50,000	100,000	250,000	500,000	49

See footnotes at end of table.

**Table 21. Life insurance plans: Maximum benefit amount, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum benefit amount <sup>1</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government .....	51	—	—	—	—	—	49
Local government .....	48	\$50,000	\$50,000	\$100,000	\$200,000	\$400,000	52
<b>Geographic areas</b>							
Middle Atlantic .....	33	25,000	40,000	50,000	100,000	200,000	67
East North Central .....	44	50,000	50,000	150,000	150,000	325,000	56
West North Central .....	48	—	—	—	—	—	52
South Atlantic .....	36	50,000	50,000	150,000	250,000	500,000	64
West South Central .....	54	—	—	—	—	—	46
Pacific .....	67	—	—	—	—	—	33

<sup>1</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 22. Life insurance plans: Flat-dollar amount benefit formulas,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011**

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts <sup>2</sup>				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers .....	\$5,000	\$10,000	\$20,000	\$40,000	\$50,000
<b>Worker characteristics</b>					
Management, professional, and related .....	5,000	10,000	20,000	45,000	50,000
Professional and related .....	5,000	10,000	20,000	45,000	50,000
Teachers .....	5,000	10,000	25,000	50,000	50,000
Service .....	5,000	10,000	20,000	31,217	50,000
Protective service .....	5,000	10,000	20,000	30,000	50,000
Sales and office .....	5,000	10,000	20,000	30,000	50,000
Office and administrative support .....	5,000	10,000	20,000	30,000	50,000
Natural resources, construction, and maintenance	5,000	10,000	20,000	30,000	50,000
Full time .....	5,000	10,000	20,000	40,000	50,000
Part time .....	5,000	15,000	20,000	50,000	50,000
Union .....	5,000	10,000	25,000	50,000	50,000
Nonunion .....	5,000	10,000	15,000	25,000	50,000
Average wage within the following categories: <sup>3</sup>					
Lowest 25 percent .....	5,000	10,000	20,000	25,000	50,000
Second 25 percent .....	5,000	10,000	20,000	30,000	50,000
Third 25 percent .....	5,000	10,000	20,000	30,000	50,000
Highest 25 percent .....	5,000	10,000	25,000	50,000	50,000
Highest 10 percent .....	5,000	15,000	40,000	50,000	50,000
<b>Establishment characteristics</b>					
Service-providing industries .....	5,000	10,000	20,000	40,000	50,000
Education and health services .....	5,000	10,000	20,000	43,000	50,000
Educational services .....	5,000	10,000	20,000	45,000	50,000
Elementary and secondary schools .....	6,000	10,000	20,000	50,000	50,000
Health care and social assistance .....	5,000	10,000	20,000	25,000	50,000
Public administration .....	5,000	10,000	20,000	30,000	50,000
1 to 99 workers .....	5,000	10,000	20,000	25,000	50,000
50 to 99 workers .....	5,000	10,000	15,000	25,000	50,000
100 workers or more .....	5,000	10,000	20,000	40,000	50,000
500 workers or more .....	5,000	10,000	20,000	40,000	50,000

See footnotes at end of table.

**Table 22. Life insurance plans: Flat-dollar amount benefit formulas,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—Continued**

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts <sup>2</sup>				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government .....	\$5,000	\$5,000	\$20,000	\$25,000	\$50,000
Local government .....	6,000	10,000	20,000	40,000	50,000
<b>Geographic areas</b>					
New England .....	5,000	5,000	5,000	20,000	40,000
East North Central .....	15,000	20,000	30,000	50,000	50,000
West North Central .....	10,000	15,000	20,000	40,000	50,000
South Atlantic .....	5,000	10,000	13,000	25,000	30,000
West South Central .....	5,000	10,000	10,000	20,000	25,000
Mountain .....	10,000	15,000	20,000	40,000	50,000
Pacific .....	5,000	10,000	25,000	50,000	50,000

<sup>1</sup> Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

<sup>2</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 23. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2011**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured <sup>1</sup>	Commercially insured	Legally required	Other
All workers .....	51	22	8	19
<b>Worker characteristics</b>				
Management, professional, and related .....	52	21	9	18
Professional and related .....	49	19	11	21
Teachers .....	44	23	11	21
Primary, secondary, and special education school teachers .....	40	28	—	—
Service .....	53	22	7	19
Protective service .....	60	24	—	—
Sales and office .....	50	23	6	21
Office and administrative support .....	49	24	6	21
Natural resources, construction, and maintenance	51	26	6	17
Production, transportation, and material moving ...	45	33	—	—
Full time .....	52	23	7	18
Part time .....	48	8	17	28
Union .....	44	21	12	23
Nonunion .....	59	24	2	14
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	50	25	3	22
Lowest 10 percent .....	49	25	3	23
Second 25 percent .....	56	20	6	18
Third 25 percent .....	49	26	8	17
Highest 25 percent .....	51	18	13	18
<b>Establishment characteristics</b>				
Service-providing industries .....	51	22	8	19
Education and health services .....	49	22	8	21
Educational services .....	45	24	9	23
Elementary and secondary schools .....	36	29	6	29
Junior colleges, colleges, and universities	70	—	16	—
Health care and social assistance .....	70	—	—	11
Hospitals .....	69	—	—	14
Public administration .....	53	21	8	17
1 to 99 workers .....	53	35	—	—
1 to 49 workers .....	63	32	—	6
50 to 99 workers .....	—	40	—	—
100 workers or more .....	51	20	9	20
100 to 499 workers .....	47	29	10	14
500 workers or more .....	52	19	8	21

See footnotes at end of table.

**Table 23. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured <sup>1</sup>	Commercially insured	Legally required	Other
State government .....	83	—	11	—
Local government .....	38	29	6	27
<b>Geographic areas</b>				
New England .....	—	46	—	—
Middle Atlantic .....	25	10	25	40
East North Central .....	48	20	—	32
South Atlantic .....	60	—	—	—
West South Central .....	56	41	—	—
Mountain .....	37	58	—	—
Pacific .....	76	13	8	3

<sup>1</sup> Employer assumes all risks and expenses of providing the benefit.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more

details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 24. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers .....	13	87
<b>Worker characteristics</b>		
Management, professional, and related .....	12	88
Professional and related .....	12	88
Teachers .....	9	91
Primary, secondary, and special education school teachers .....	11	89
Service .....	15	85
Protective service .....	17	83
Sales and office .....	14	86
Office and administrative support .....	14	86
Natural resources, construction, and maintenance .....	13	87
Full time .....	13	87
Part time .....	10	90
Union .....	15	85
Nonunion .....	10	90
Average wage within the following categories: <sup>1</sup>		
Lowest 25 percent .....	10	90
Lowest 10 percent .....	9	91
Second 25 percent .....	13	87
Third 25 percent .....	12	88
Highest 25 percent .....	15	85
<b>Establishment characteristics</b>		
Service-providing industries .....	13	87
Education and health services .....	11	89
Educational services .....	9	91
Elementary and secondary schools .....	9	91
Junior colleges, colleges, and universities .....	5	95
Health care and social assistance .....	26	74
Hospitals .....	29	71
Public administration .....	17	83
100 workers or more .....	13	87
100 to 499 workers .....	18	82
500 workers or more .....	12	88

See footnotes at end of table.

**Table 24. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government .....	12	88
Local government .....	13	87
<b>Geographic areas</b>		
New England .....	—	100
Middle Atlantic .....	30	70
East North Central .....	19	81
West South Central .....	—	100
Mountain .....	15	85
Pacific .....	5	95

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 25. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers .....	3	( <sup>1</sup> )	84	8	4
<b>Worker characteristics</b>					
Management, professional, and related .....	—	—	83	7	6
Professional and related .....	—	—	83	6	6
Teachers .....	—	—	76	5	12
Primary, secondary, and special education school teachers .....	—	—	71	3	16
Service .....	3	—	85	9	—
Protective service .....	—	—	82	—	—
Sales and office .....	—	—	85	10	3
Office and administrative support .....	—	—	85	10	3
Natural resources, construction, and maintenance .....	—	—	85	11	—
Production, transportation, and material moving ...	—	—	77	—	—
Full time .....	3	( <sup>1</sup> )	84	8	4
Part time .....	4	—	82	8	—
Union .....	5	1	80	9	6
Nonunion .....	—	—	89	8	1
Average wage within the following categories: <sup>2</sup>					
Lowest 25 percent .....	3	—	87	7	—
Lowest 10 percent .....	—	—	90	2	—
Second 25 percent .....	3	—	84	11	—
Third 25 percent .....	—	—	84	8	1
Highest 25 percent .....	—	—	81	7	10
<b>Establishment characteristics</b>					
Service-providing industries .....	3	( <sup>1</sup> )	84	8	4
Education and health services .....	—	—	83	6	7
Educational services .....	—	—	83	5	7
Elementary and secondary schools .....	5	—	82	—	9
Junior colleges, colleges, and universities .....	—	—	85	11	—
Health care and social assistance .....	—	—	85	11	—
Hospitals .....	—	—	93	7	—
Public administration .....	2	—	86	11	—
1 to 99 workers .....	—	—	89	—	—
1 to 49 workers .....	—	—	84	—	—
50 to 99 workers .....	—	—	99	—	—
100 workers or more .....	3	1	83	9	4
100 to 499 workers .....	—	—	85	11	—
500 workers or more .....	4	( <sup>1</sup> )	83	9	5

See footnotes at end of table.

**Table 25. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
State government .....	—	—	83	17	—
Local government .....	—	—	85	5	6
<b>Geographic areas</b>					
New England .....	—	—	96	—	—
Middle Atlantic .....	3	—	83	—	12
East North Central .....	3	—	77	16	—
South Atlantic .....	—	—	83	—	—
West South Central .....	—	—	85	—	—
Mountain .....	—	—	96	—	—
Pacific .....	—	—	86	8	4

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 26. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2011**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks <sup>1</sup>					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	83	18	24	26	26	52	17
<b>Worker characteristics</b>							
Management, professional, and related .....	83	–	–	–	–	–	17
Professional and related .....	80	20	24	26	48	52	20
Teachers .....	77	20	24	26	52	52	23
Primary, secondary, and special education school teachers .....	76	20	22	26	52	52	24
Service .....	87	18	24	26	26	52	13
Protective service .....	88	–	–	–	–	–	12
Sales and office .....	82	13	22	26	26	52	18
Office and administrative support .....	82	–	–	–	–	–	18
Natural resources, construction, and maintenance .....	87	–	–	–	–	–	13
Production, transportation, and material moving ...	72	–	–	–	–	–	28
Full time .....	84	–	–	–	–	–	16
Part time .....	83	20	26	26	26	26	17
Union .....	78	20	26	26	26	52	22
Nonunion .....	90	13	22	26	52	52	10
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	85	18	21	26	26	52	15
Lowest 10 percent .....	79	18	20	26	26	52	21
Second 25 percent .....	89	18	25	26	26	52	11
Third 25 percent .....	83	15	26	26	52	52	17
Highest 25 percent .....	78	20	24	26	26	52	22
<b>Establishment characteristics</b>							
Service-providing industries .....	83	18	24	26	26	52	17
Education and health services .....	80	–	–	–	–	–	20
Educational services .....	78	20	24	26	52	52	22
Elementary and secondary schools .....	74	20	22	26	52	52	26
Junior colleges, colleges, and universities .....	89	25	26	26	26	52	11
Health care and social assistance .....	92	–	–	–	–	–	8
Public administration .....	88	–	–	–	–	–	12
100 workers or more .....	83	18	24	26	26	52	17
100 to 499 workers .....	85	12	20	26	26	52	15
500 workers or more .....	82	20	25	26	26	52	18

See footnotes at end of table.

**Table 26. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks <sup>1</sup>					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government .....	95	—	—	—	—	—	5
Local government .....	79	15	22	26	26	52	21
<b>Geographic areas</b>							
Middle Atlantic .....	77	26	26	26	26	26	23
East North Central .....	56	—	—	—	—	—	44
South Atlantic .....	96	—	—	—	—	—	4
Pacific .....	91	—	—	—	—	—	9

<sup>1</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 27. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2011**

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers .....	—	30	8	31	18	12	61.0	60.0
<b>Worker characteristics</b>								
Management, professional, and related .....	—	33	10	29	13	15	61.0	60.0
Professional and related .....	—	33	11	26	14	17	61.8	60.0
Teachers .....	—	40	8	21	9	21	62.5	60.0
Primary, secondary, and special education school teachers .....	—	47	4	16	10	23	61.9	58.0
Service .....	—	30	5	34	24	7	60.5	60.0
Protective service .....	—	33	—	38	20	8	60.2	60.0
Sales and office .....	—	23	7	36	26	8	61.0	60.0
Office and administrative support .....	—	22	8	36	25	9	61.1	60.0
Natural resources, construction, and maintenance .....	—	31	—	31	—	—	62.9	60.0
Production, transportation, and material moving .....	—	35	—	29	—	—	60.3	60.0
Full time .....	—	29	7	33	18	13	61.3	60.0
Part time .....	—	44	20	9	23	—	57.7	55.0
Union .....	—	20	8	37	25	11	61.8	60.0
Nonunion .....	—	42	7	26	11	14	60.1	60.0
Average wage within the following categories: <sup>1</sup>								
Lowest 25 percent .....	—	35	5	33	16	11	60.2	60.0
Lowest 10 percent .....	—	42	4	31	12	—	59.4	60.0
Second 25 percent .....	—	29	8	34	20	8	60.4	60.0
Third 25 percent .....	—	32	6	32	19	10	60.2	60.0
Highest 25 percent .....	—	27	11	27	17	19	62.9	60.0
<b>Establishment characteristics</b>								
Service-providing industries .....	—	30	8	31	18	12	61.1	60.0
Education and health services .....	—	34	12	26	13	16	61.6	60.0
Educational services .....	—	38	12	21	11	19	61.8	60.0
Elementary and secondary schools .....	—	44	5	23	12	17	60.4	60.0
Junior colleges, colleges, and universities .....	—	22	32	—	8	—	65.8	58.0
Health care and social assistance .....	—	17	—	45	22	—	60.5	60.0
Hospitals .....	—	19	—	43	—	—	60.0	60.0
Public administration .....	—	26	4	36	28	7	60.7	60.0
1 to 99 workers .....	—	40	—	41	—	2	57.2	60.0
1 to 49 workers .....	—	51	—	39	—	—	55.6	50.0
50 to 99 workers .....	—	—	—	46	27	5	60.0	60.0
100 workers or more .....	—	29	9	30	18	14	61.6	60.0
100 to 499 workers .....	—	29	—	42	14	13	61.1	60.0
500 workers or more .....	—	29	11	27	19	14	61.7	60.0

See footnotes at end of table.

**Table 27. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
State government .....	—	19	17	42	10	—	61.9	60.0
Local government .....	—	35	4	27	21	13	60.7	60.0
<b>Geographic areas</b>								
New England .....	—	—	—	—	—	59	78.0	70.0
Middle Atlantic .....	—	20	3	22	50	4	61.9	67.0
East North Central .....	—	46	—	30	—	—	59.2	60.0
South Atlantic .....	—	61	—	21	3	15	58.4	50.0
West South Central .....	—	—	—	60	—	—	62.6	60.0
Mountain .....	—	—	—	52	19	—	66.2	60.0
Pacific .....	—	20	30	43	—	—	57.3	58.0

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 28. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2011**

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount <sup>1</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	71	\$135	\$200	\$559	\$808	\$1,662	29
<b>Worker characteristics</b>							
Management, professional, and related .....	73	—	—	—	—	—	27
Professional and related .....	73	170	200	692	831	1,662	27
Teachers .....	75	170	476	692	831	1,662	25
Primary, secondary, and special education school teachers .....	71	170	476	692	750	2,000	29
Service .....	67	135	200	500	692	1,500	33
Protective service .....	61	135	200	521	692	1,500	39
Sales and office .....	74	135	200	500	692	1,662	26
Office and administrative support .....	74	135	200	500	692	1,662	26
Natural resources, construction, and maintenance .....	62	—	—	—	—	—	38
Production, transportation, and material moving ...	58	170	170	550	692	1,000	42
Full time .....	71	170	200	600	831	1,662	29
Part time .....	65	135	185	200	476	850	35
Union .....	79	135	184	476	831	1,662	21
Nonunion .....	62	—	—	—	—	—	38
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	66	185	450	692	700	1,500	34
Lowest 10 percent .....	58	—	—	—	—	—	42
Second 25 percent .....	71	135	200	502	692	1,662	29
Third 25 percent .....	75	170	200	600	750	1,662	25
Highest 25 percent .....	70	135	185	550	917	1,662	30
<b>Establishment characteristics</b>							
Service-providing industries .....	71	135	200	559	831	1,662	29
Education and health services .....	70	—	—	—	—	—	30
Educational services .....	72	185	476	692	808	1,500	28
Elementary and secondary schools .....	71	185	500	692	831	1,500	29
Health care and social assistance .....	62	135	170	502	961	1,662	38
Hospitals .....	60	—	—	—	—	—	40
Public administration .....	71	135	200	546	917	1,662	29
1 to 99 workers .....	66	135	462	692	692	1,662	34
1 to 49 workers .....	71	—	—	—	—	—	29
50 to 99 workers .....	58	135	546	1,000	1,662	1,662	42
100 workers or more .....	71	135	200	559	831	1,662	29
100 to 499 workers .....	56	—	—	—	—	—	44
500 workers or more .....	75	135	200	546	769	1,500	25

See footnotes at end of table.

**Table 28. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount <sup>1</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government .....	80	\$135	\$185	\$546	\$692	\$1,662	20
Local government .....	67	—	—	—	—	—	33
<b>Geographic areas</b>							
Middle Atlantic .....	87	170	200	450	559	831	13
East North Central .....	20	500	550	900	1,039	1,500	80
South Atlantic .....	81	—	—	—	—	—	19
West South Central .....	69	462	625	625	692	1,000	31
Mountain .....	67	692	1,000	1,500	2,310	2,500	33
Pacific .....	84	—	—	—	—	—	16

<sup>1</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 29. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011**

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers .....	18	82
<b>Worker characteristics</b>		
Management, professional, and related .....	19	81
Professional and related .....	19	81
Teachers .....	21	79
Primary, secondary, and special education school teachers .....	22	78
Service .....	17	83
Protective service .....	18	82
Sales and office .....	16	84
Office and administrative support .....	17	83
Full time .....	17	83
Part time .....	20	80
Union .....	18	82
Nonunion .....	17	83
Average wage within the following categories: <sup>1</sup>		
Lowest 25 percent .....	19	81
Lowest 10 percent .....	22	78
Second 25 percent .....	15	85
Third 25 percent .....	15	85
Highest 25 percent .....	20	80
Highest 10 percent .....	19	81
<b>Establishment characteristics</b>		
Service-providing industries .....	18	82
Education and health services .....	19	81
Educational services .....	20	80
Elementary and secondary schools .....	21	79
Junior colleges, colleges, and universities .....	17	83
Health care and social assistance .....	13	87
Hospitals .....	15	85
Public administration .....	16	84
100 workers or more .....	18	82
100 to 499 workers .....	16	84
500 workers or more .....	19	81

See footnotes at end of table.

**Table 29. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government .....	20	80
Local government .....	17	83
<b>Geographic areas</b>		
Middle Atlantic .....	6	94
East North Central .....	36	64
South Atlantic .....	7	93
Mountain .....	50	50

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for

more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 30. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011**

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers .....	94	4	1	1
<b>Worker characteristics</b>				
Management, professional, and related .....	94	4	1	1
Professional and related .....	94	3	1	1
Teachers .....	95	—	2	—
Primary, secondary, and special education school teachers .....	96	—	2	—
Service .....	93	5	—	—
Protective service .....	93	6	—	—
Sales and office .....	94	5	—	—
Office and administrative support .....	93	6	—	—
Natural resources, construction, and maintenance .....	97	—	—	—
Production, transportation, and material moving .....	95	—	—	—
Full time .....	94	4	1	1
Part time .....	93	—	—	—
Union .....	94	3	—	—
Nonunion .....	94	5	—	—
Average wage within the following categories: <sup>1</sup>				
Lowest 25 percent .....	93	6	—	—
Lowest 10 percent .....	95	4	—	—
Second 25 percent .....	93	5	—	—
Third 25 percent .....	94	5	1	1
Highest 25 percent .....	95	2	2	1
Highest 10 percent .....	96	—	—	—
<b>Establishment characteristics</b>				
Service-providing industries .....	94	4	1	1
Education and health services .....	94	3	—	—
Educational services .....	95	3	—	—
Elementary and secondary schools .....	96	—	2	—
Junior colleges, colleges, and universities .....	91	—	—	—
Health care and social assistance .....	93	—	—	—
Hospitals .....	93	—	—	—
Public administration .....	93	6	—	—
1 to 99 workers .....	89	7	3	—
1 to 49 workers .....	86	—	5	—
50 to 99 workers .....	93	—	—	—
100 workers or more .....	95	3	1	1
100 to 499 workers .....	96	2	—	—
500 workers or more .....	94	4	—	—

See footnotes at end of table.

**Table 30. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
State government .....	86	—	1	—
Local government .....	97	1	1	1
<b>Geographic areas</b>				
New England .....	99	—	—	—
Middle Atlantic .....	95	—	—	—
East North Central .....	87	—	—	—
West North Central .....	96	—	—	—
South Atlantic .....	98	—	—	—
East South Central .....	87	—	—	—
West South Central .....	98	—	—	—
Mountain .....	98	—	—	—
Pacific .....	92	—	3	—

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 31. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2011**

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers .....	17	41	23	–	–	60.9	60.0
<b>Worker characteristics</b>							
Management, professional, and related .....	15	38	26	–	–	61.3	60.0
Professional and related .....	15	36	27	–	–	61.4	60.0
Teachers .....	–	33	28	15	–	61.9	62.0
Primary, secondary, and special education school teachers .....	15	31	28	18	8	62.0	62.0
Service .....	21	45	19	10	6	60.6	60.0
Protective service .....	19	48	19	–	–	60.7	60.0
Sales and office .....	19	46	18	–	–	60.2	60.0
Office and administrative support .....	19	44	18	–	–	60.2	60.0
Natural resources, construction, and maintenance .....	19	45	22	–	–	60.2	60.0
Production, transportation, and material moving ...	21	55	–	–	–	60.1	60.0
Full time .....	16	42	24	–	–	61.0	60.0
Part time .....	37	22	–	16	–	59.7	60.0
Union .....	21	40	–	16	–	61.2	60.0
Nonunion .....	14	43	30	–	–	60.7	60.0
Average wage within the following categories: <sup>1</sup>							
Lowest 25 percent .....	17	42	25	12	4	60.7	60.0
Lowest 10 percent .....	19	42	24	–	–	60.0	60.0
Second 25 percent .....	19	41	22	–	–	60.7	60.0
Third 25 percent .....	15	42	25	–	–	61.3	60.0
Highest 25 percent .....	18	40	20	–	–	60.9	60.0
Highest 10 percent .....	21	40	19	–	–	59.5	60.0
<b>Establishment characteristics</b>							
Service-providing industries .....	17	41	23	–	–	61.0	60.0
Education and health services .....	17	38	24	–	–	61.2	60.0
Educational services .....	15	35	27	–	–	61.7	60.0
Elementary and secondary schools .....	16	31	29	16	7	61.9	62.0
Junior colleges, colleges, and universities .....	13	46	20	–	–	61.3	60.0
Health care and social assistance .....	23	56	–	–	–	58.0	60.0
Hospitals .....	26	53	–	–	–	57.8	60.0
Public administration .....	19	46	22	11	2	60.3	60.0
1 to 99 workers .....	–	39	23	16	–	62.0	60.0
1 to 49 workers .....	–	35	–	–	–	61.9	60.0
50 to 99 workers .....	–	43	–	–	10	62.2	60.0
100 workers or more .....	17	42	23	–	–	60.8	60.0
100 to 499 workers .....	22	43	16	14	5	60.1	60.0
500 workers or more .....	16	41	26	–	–	61.0	60.0

See footnotes at end of table.

**Table 31. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
State government .....	11	46	25	—	—	61.6	60.0
Local government .....	19	40	22	14	5	60.7	60.0
<b>Geographic areas</b>							
Middle Atlantic .....	13	57	—	20	—	60.9	60.0
East North Central .....	49	19	—	14	—	57.7	60.0
West North Central .....	—	46	—	—	—	62.5	60.0
South Atlantic .....	7	37	53	—	—	61.4	62.0
East South Central .....	—	60	12	—	—	58.9	60.0
West South Central .....	—	78	—	—	—	59.2	60.0
Mountain .....	—	38	21	36	—	63.6	66.0
Pacific .....	14	47	25	—	—	61.2	60.0

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 32. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2011**

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount <sup>1</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	65	\$1,500	\$3,900	\$5,000	\$6,000	\$10,000	35
<b>Worker characteristics</b>							
Management, professional, and related .....	67	—	—	—	—	—	33
Professional and related .....	66	—	—	—	—	—	34
Teachers .....	66	1,500	3,500	5,000	6,000	8,750	34
Primary, secondary, and special education school teachers .....	63	—	—	—	—	—	37
Service .....	62	2,333	3,900	5,000	7,500	10,000	38
Protective service .....	63	—	—	—	—	—	37
Sales and office .....	60	—	—	—	—	—	40
Office and administrative support .....	60	—	—	—	—	—	40
Natural resources, construction, and maintenance .....	66	—	—	—	—	—	34
Production, transportation, and material moving ...	74	—	—	—	—	—	26
Full time .....	66	—	—	—	—	—	34
Part time .....	53	2,333	4,000	5,000	6,000	10,000	47
Union .....	62	2,100	3,333	5,000	6,000	9,100	38
Nonunion .....	68	—	—	—	—	—	32
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	62	—	—	—	—	—	38
Lowest 10 percent .....	60	—	—	—	—	—	40
Second 25 percent .....	64	—	—	—	—	—	36
Third 25 percent .....	65	—	—	—	—	—	35
Highest 25 percent .....	68	2,000	3,900	5,000	6,667	10,000	32
Highest 10 percent .....	70	2,500	4,000	5,000	7,000	10,000	30
<b>Establishment characteristics</b>							
Service-providing industries .....	65	1,500	3,900	5,000	6,000	10,000	35
Education and health services .....	65	—	—	—	—	—	35
Educational services .....	65	1,500	3,750	5,000	6,000	9,100	35
Elementary and secondary schools .....	64	—	—	—	—	—	36
Health care and social assistance .....	63	—	—	—	—	—	37
Public administration .....	62	—	—	—	—	—	38
1 to 99 workers .....	67	—	—	—	—	—	33
1 to 49 workers .....	73	—	—	—	—	—	27
50 to 99 workers .....	61	3,000	3,900	4,500	5,000	7,500	39
100 workers or more .....	65	1,500	3,900	5,000	6,500	10,000	35
100 to 499 workers .....	60	—	—	—	—	—	40
500 workers or more .....	67	1,500	3,900	5,000	6,667	10,000	33

See footnotes at end of table.

**Table 32. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount <sup>1</sup>					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government .....	60	—	—	—	—	—	40
Local government .....	67	\$1,500	\$3,900	\$5,000	\$6,000	\$9,000	33
<b>Geographic areas</b>							
Middle Atlantic .....	78	1,000	3,000	5,000	6,111	7,500	22
East North Central .....	45	2,500	4,400	5,000	7,000	10,000	55
West North Central .....	60	3,000	4,000	5,000	5,000	6,500	40
South Atlantic .....	80	—	—	—	—	—	20
Mountain .....	46	—	—	—	—	—	54
Pacific .....	62	3,000	5,000	5,000	7,000	10,000	38

<sup>1</sup> The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 33. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>1</sup>	
								Paid	Unpaid
All workers .....	67	89	60	59	85	91	75	17	93
<b>Worker characteristics</b>									
Management, professional, and related .....	55	90	43	64	87	92	75	17	95
Professional and related .....	50	90	36	65	87	92	74	17	95
Teachers .....	31	88	12	69	85	92	72	17	94
Primary, secondary, and special education school teachers .....	27	96	9	78	89	97	74	18	97
Service .....	78	84	75	51	82	87	73	16	91
Protective service .....	87	89	87	53	88	91	82	17	94
Sales and office .....	86	90	85	54	84	90	78	17	94
Office and administrative support .....	87	91	86	55	85	91	80	17	94
Natural resources, construction, and maintenance .....	95	94	94	45	85	91	82	15	93
Production, transportation, and material moving ...	74	87	63	59	79	87	72	14	91
Full time .....	74	98	67	64	91	97	81	18	97
Part time .....	29	41	21	29	51	57	42	11	74
Union .....	69	97	57	70	95	98	81	21	97
Nonunion .....	66	83	62	49	77	85	71	13	90
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	63	75	56	44	71	79	64	14	86
Lowest 10 percent .....	49	62	41	37	61	68	54	11	79
Second 25 percent .....	87	93	84	57	88	93	80	17	95
Third 25 percent .....	77	94	70	63	89	94	80	18	96
Highest 25 percent .....	49	96	36	71	92	97	78	18	98
Highest 10 percent .....	46	98	34	64	95	97	79	19	98
<b>Establishment characteristics</b>									
Service-providing industries .....	67	89	59	59	85	91	75	17	93
Education and health services .....	55	90	43	64	85	92	73	17	94
Educational services .....	50	90	36	65	85	92	74	16	94
Elementary and secondary schools .....	42	91	27	72	85	93	72	17	94
Junior colleges, colleges, and universities .....	77	88	66	43	86	89	79	14	95
Health care and social assistance .....	91	91	90	55	86	89	71	22	95
Hospitals .....	93	93	93	49	88	91	75	25	95
Public administration .....	88	89	88	53	86	90	82	16	93
1 to 99 workers .....	70	78	66	44	73	79	60	12	85
1 to 49 workers .....	69	72	68	37	65	75	59	15	81
50 to 99 workers .....	71	87	64	56	85	86	63	9	91
100 workers or more .....	67	91	59	61	87	92	78	17	95
100 to 499 workers .....	63	87	59	60	81	87	68	18	92
500 workers or more .....	68	92	59	61	89	94	81	17	96

See footnotes at end of table.

**Table 33. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave <sup>1</sup>	
								Paid	Unpaid
State government .....	90	94	86	53	90	94	88	20	96
Local government .....	60	88	51	61	83	90	71	16	92
<b>Geographic areas</b>									
New England .....	55	84	48	81	86	88	63	8	94
Middle Atlantic .....	63	90	58	70	92	92	78	10	94
East North Central .....	64	85	52	63	80	87	60	30	88
West North Central .....	68	89	56	50	82	87	70	—	89
South Atlantic .....	78	93	68	56	84	91	85	24	96
East South Central .....	72	92	67	38	82	89	87	—	91
West South Central .....	54	86	52	59	72	89	75	8	94
Mountain .....	61	84	55	52	88	93	76	—	96
Pacific .....	75	93	68	58	94	95	77	19	96

<sup>1</sup> The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 34. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2011**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers .....	4	4	3	4	8	14	21	18	11	6	8	11	11
<b>Worker characteristics</b>													
Management, professional, and related .....	6	6	3	4	9	13	19	16	11	5	8	11	11
Professional and related .....	7	8	3	4	9	13	17	15	10	6	8	11	11
Teachers .....	14	13	5	5	10	11	13	9	6	5	8	10	10
Primary, secondary, and special education school teachers .....	17	19	6	—	7	12	13	5	6	—	7	9	9
Service .....	3	3	3	3	8	14	20	17	14	7	10	11	11
Protective service .....	—	—	1	1	8	16	26	18	18	5	5	11	11
Sales and office .....	1	2	2	4	8	14	23	22	11	7	7	11	11
Office and administrative support .....	1	2	2	3	8	14	22	22	11	7	8	11	11
Natural resources, construction, and maintenance .....	1	1	—	—	7	20	24	21	9	3	8	11	11
Production, transportation, and material moving .....	8	4	5	5	6	16	22	16	9	5	5	10	11
Full time .....	4	4	2	3	8	14	21	18	12	6	8	11	11
Part time .....	9	—	5	—	9	12	15	8	9	7	12	11	11
Union .....	4	5	2	2	7	11	21	19	14	7	8	11	11
Nonunion .....	4	3	3	5	9	17	21	16	9	5	8	11	11
Average wage within the following categories: <sup>1</sup>													
Lowest 25 percent .....	6	5	3	6	9	15	18	16	6	5	9	11	11
Lowest 10 percent .....	10	7	4	7	9	15	17	13	—	4	—	10	10
Second 25 percent .....	1	1	2	3	9	17	22	18	12	6	9	11	11
Third 25 percent .....	2	6	1	3	7	14	23	19	12	6	7	11	11
Highest 25 percent .....	7	3	4	3	8	9	19	17	16	6	8	11	11
Highest 10 percent .....	4	—	4	—	12	8	16	17	17	7	10	12	12
<b>Establishment characteristics</b>													
Service-providing industries .....	4	4	3	4	8	14	20	17	11	6	8	11	11
Education and health services .....	7	7	4	5	7	12	14	13	10	7	12	11	11
Educational services .....	8	7	4	6	7	13	13	10	10	8	15	11	11
Elementary and secondary schools .....	11	11	4	4	7	13	12	8	9	7	14	11	10
Junior colleges, colleges, and universities .....	3	1	—	—	8	12	—	15	12	8	16	12	12
Health care and social assistance .....	—	8	5	4	6	9	19	26	11	6	—	11	11
Hospitals .....	—	—	8	5	5	—	—	26	13	4	—	10	11
Public administration .....	( <sup>2</sup> )	—	—	1	10	15	26	24	15	5	4	11	11
1 to 99 workers .....	3	2	4	5	11	17	29	17	8	4	2	11	11
1 to 49 workers .....	—	—	—	6	8	21	30	20	6	4	3	11	11
50 to 99 workers .....	6	—	8	3	—	10	28	—	11	—	—	10	11
100 workers or more .....	4	4	2	3	8	14	19	18	12	6	9	11	11
100 to 499 workers .....	6	3	4	3	8	15	21	19	10	5	5	11	11
500 workers or more .....	4	5	2	3	8	13	19	17	13	6	10	11	11

See footnotes at end of table.

**Table 34. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
State government .....	1	—	1	—	11	13	24	22	11	5	9	12	11
Local government .....	6	6	3	4	7	15	19	16	12	6	8	11	11
<b>Geographic areas</b>													
New England .....	—	—	5	—	—	—	—	27	27	2	—	12	12
Middle Atlantic .....	1	—	2	—	4	—	13	31	17	8	15	13	12
East North Central .....	7	2	4	4	18	21	10	14	10	6	4	10	10
West North Central .....	5	5	—	—	6	21	—	—	—	—	—	10	10
South Atlantic .....	2	10	—	3	—	14	25	21	8	5	3	11	11
East South Central .....	—	—	—	—	—	—	13	—	5	—	—	11	11
West South Central .....	5	4	3	4	6	7	23	15	5	10	19	12	11
Mountain .....	—	2	—	—	4	37	25	11	—	—	—	12	11
Pacific .....	3	—	2	—	—	9	27	11	20	10	6	11	11

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 35. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2011**

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>1</sup>	As needed <sup>2</sup>	As part of consolidated leave plan <sup>3</sup>
All workers .....	82	3	15
<b>Worker characteristics</b>			
Management, professional, and related .....	83	3	14
Professional and related .....	83	2	14
Teachers .....	84	3	13
Primary, secondary, and special education school teachers .....	85	2	13
Service .....	80	3	17
Protective service .....	80	5	15
Sales and office .....	82	3	15
Office and administrative support .....	82	3	15
Natural resources, construction, and maintenance .....	84	2	14
Production, transportation, and material moving ...	79	3	18
Full time .....	82	3	15
Part time .....	80	3	16
Union .....	84	3	13
Nonunion .....	81	2	17
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	81	2	17
Lowest 10 percent .....	79	2	19
Second 25 percent .....	84	3	14
Third 25 percent .....	80	3	17
Highest 25 percent .....	84	4	12
Highest 10 percent .....	86	3	10
<b>Establishment characteristics</b>			
Service-providing industries .....	82	3	15
Education and health services .....	84	2	14
Educational services .....	85	2	12
Elementary and secondary schools .....	84	2	14
Junior colleges, colleges, and universities .....	88	3	9
Health care and social assistance .....	70	3	27
Hospitals .....	69	4	27
Public administration .....	81	4	15
1 to 99 workers .....	79	4	17
1 to 49 workers .....	79	5	16
50 to 99 workers .....	78	—	—
100 workers or more .....	83	3	15
100 to 499 workers .....	85	2	13
500 workers or more .....	82	3	15

See footnotes at end of table.

**Table 35. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year <sup>1</sup>	As needed <sup>2</sup>	As part of consolidated leave plan <sup>3</sup>
State government .....	90	2	8
Local government .....	80	3	17
<b>Geographic areas</b>			
New England .....	90	—	—
Middle Atlantic .....	92	4	4
East North Central .....	83	2	14
West North Central .....	84	2	14
South Atlantic .....	76	2	23
East South Central .....	82	2	16
West South Central .....	85	—	—
Mountain .....	83	—	—
Pacific .....	76	5	18

<sup>1</sup> Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

<sup>2</sup> Plan does not specify maximum number of days.

<sup>3</sup> A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business.

<sup>4</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based

on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 36. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011**

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service <sup>2</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 1 year</b>							
All workers .....	9	15	59	17	( <sup>3</sup> )	11	12
Full time .....	8	15	59	17	( <sup>3</sup> )	11	12
Part time .....	–	20	51	15	–	10	10
Union .....	6	10	63	20	1	12	12
Nonunion .....	11	20	54	15	( <sup>3</sup> )	11	12
1 to 99 workers .....	–	17	57	21	–	11	12
1 to 49 workers .....	–	18	55	20	–	11	12
50 to 99 workers .....	5	15	59	21	–	11	12
100 workers or more .....	9	15	59	17	( <sup>3</sup> )	11	12
100 to 499 workers .....	–	13	59	18	–	11	12
500 workers or more .....	9	16	59	16	( <sup>3</sup> )	11	12
<b>After 5 years</b>							
All workers .....	8	15	57	20	( <sup>3</sup> )	11	12
Full time .....	8	14	57	20	( <sup>3</sup> )	12	12
Part time .....	–	20	52	14	–	10	11
Union .....	6	10	61	23	1	12	12
Nonunion .....	11	20	53	16	( <sup>3</sup> )	11	12
1 to 99 workers .....	–	16	54	25	–	12	12
1 to 49 workers .....	–	16	52	26	–	12	12
50 to 99 workers .....	5	15	57	23	–	11	12
100 workers or more .....	9	15	57	19	( <sup>3</sup> )	11	12
100 to 499 workers .....	–	12	56	22	–	11	12
500 workers or more .....	9	15	58	18	( <sup>3</sup> )	11	12

See footnotes at end of table.

**Table 36. Paid sick leave: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service <sup>2</sup>					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
<b>After 10 years</b>							
All workers .....	8	15	56	20	( <sup>3</sup> )	11	12
Full time .....	8	15	56	21	( <sup>3</sup> )	12	12
Part time .....	—	20	52	15	—	10	11
Union .....	6	10	60	24	1	12	12
Nonunion .....	11	21	52	17	( <sup>3</sup> )	11	12
1 to 99 workers .....	—	15	53	26	—	12	12
1 to 49 workers .....	—	16	51	27	—	12	12
50 to 99 workers .....	5	14	57	24	—	12	12
100 workers or more .....	9	15	56	19	( <sup>3</sup> )	11	12
100 to 499 workers .....	—	12	56	22	—	12	12
500 workers or more .....	9	16	56	18	( <sup>3</sup> )	11	12
<b>After 20 years</b>							
All workers .....	8	15	56	20	1	12	12
Full time .....	8	15	56	20	1	12	12
Part time .....	—	20	52	15	—	10	11
Union .....	6	10	60	23	2	12	12
Nonunion .....	11	21	51	17	1	11	12
1 to 99 workers .....	—	15	53	26	—	12	12
1 to 49 workers .....	—	16	50	26	—	12	12
50 to 99 workers .....	5	14	56	25	—	12	12
100 workers or more .....	8	15	56	19	1	12	12
100 to 499 workers .....	9	12	56	21	2	12	12
500 workers or more .....	8	16	56	19	1	11	12

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

<sup>2</sup> Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 37. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2011**

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers .....	92	63	29	8
<b>Worker characteristics</b>				
Management, professional, and related .....	93	64	29	7
Professional and related .....	93	63	30	7
Teachers .....	92	60	31	8
Primary, secondary, and special education school teachers .....	92	60	32	8
Service .....	91	64	27	9
Protective service .....	91	63	28	9
Sales and office .....	93	63	30	7
Office and administrative support .....	93	63	31	7
Natural resources, construction, and maintenance .....	90	59	31	10
Production, transportation, and material moving .....	95	59	36	5
Full time .....	92	63	30	8
Part time .....	93	70	22	7
Union .....	95	67	28	5
Nonunion .....	90	60	30	10
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	89	58	31	11
Lowest 10 percent .....	88	56	32	12
Second 25 percent .....	94	65	29	6
Third 25 percent .....	93	66	27	7
Highest 25 percent .....	93	64	29	7
Highest 10 percent .....	94	66	28	6
<b>Establishment characteristics</b>				
Service-providing industries .....	92	63	29	8
Education and health services .....	92	63	29	8
Educational services .....	92	63	29	8
Elementary and secondary schools .....	92	61	31	8
Junior colleges, colleges, and universities .....	93	69	24	7
Health care and social assistance .....	90	61	29	10
Hospitals .....	92	64	28	8
Public administration .....	94	66	28	6
1 to 99 workers .....	88	52	35	12
1 to 49 workers .....	84	53	31	16
50 to 99 workers .....	93	51	42	7
100 workers or more .....	93	65	28	7
100 to 499 workers .....	91	50	42	9
500 workers or more .....	94	70	24	6

See footnotes at end of table.

**Table 37. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision <sup>1</sup>			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
State government .....	95	74	21	5
Local government .....	91	59	32	9
<b>Geographic areas</b>				
New England .....	94	51	44	6
Middle Atlantic .....	94	63	30	6
East North Central .....	94	53	41	6
West North Central .....	94	48	47	6
South Atlantic .....	89	68	21	11
West South Central .....	87	58	30	13
Pacific .....	96	85	11	4

<sup>1</sup> Plans that allow employees to accumulate unused sick leave from year to year.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note

for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>2</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 1 year</b>								
All workers .....	5	11	57	16	9	3	12	12
Full time .....	5	10	57	16	8	3	12	12
Part time .....	–	24	46	12	12	–	11	10
Union .....	3	13	59	14	7	4	12	11
Nonunion .....	6	10	55	18	10	2	13	12
1 to 99 workers .....	5	17	59	12	–	–	11	11
1 to 49 workers .....	5	20	59	10	–	–	11	10
50 to 99 workers .....	6	13	60	16	5	–	11	12
100 workers or more .....	5	10	56	17	9	3	13	12
100 to 499 workers .....	5	13	59	15	7	1	12	12
500 workers or more .....	4	9	55	18	10	3	13	12
<b>After 5 years</b>								
All workers .....	2	4	26	50	13	5	15	15
Full time .....	2	4	25	51	13	6	16	15
Part time .....	–	10	41	32	10	–	14	14
Union .....	1	6	22	54	10	7	15	15
Nonunion .....	2	3	30	47	14	4	16	15
1 to 99 workers .....	2	4	34	50	6	2	14	15
1 to 49 workers .....	3	3	35	49	8	3	14	15
50 to 99 workers .....	–	7	34	52	4	–	14	15
100 workers or more .....	2	4	25	49	14	6	16	15
100 to 499 workers .....	1	3	33	50	9	4	15	15
500 workers or more .....	2	5	22	49	15	7	16	15

See footnotes at end of table.

**Table 38. Paid vacations: Number of annual days by service requirement,<sup>1</sup> State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service <sup>2</sup>						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
<b>After 10 years</b>								
All workers .....	2	2	8	52	28	9	18	18
Full time .....	1	1	8	52	28	9	18	18
Part time .....	3	7	14	48	23	4	16	16
Union .....	1	3	7	51	29	10	18	18
Nonunion .....	2	1	9	53	27	8	18	18
1 to 99 workers .....	2	2	11	57	21	6	17	18
1 to 49 workers .....	3	2	11	55	22	6	17	17
50 to 99 workers .....	—	—	12	62	20	4	17	18
100 workers or more .....	2	2	8	51	29	9	18	18
100 to 499 workers .....	—	—	10	54	25	8	18	18
500 workers or more .....	2	2	7	50	30	10	19	18
<b>After 20 years</b>								
All workers .....	1	1	5	14	48	31	22	22
Full time .....	1	1	5	14	47	32	22	22
Part time .....	—	—	9	18	50	15	20	20
Union .....	( <sup>3</sup> )	2	3	11	50	34	22	22
Nonunion .....	2	1	6	16	46	29	22	22
1 to 99 workers .....	—	—	9	15	45	28	21	21
1 to 49 workers .....	—	—	10	14	43	29	21	21
50 to 99 workers .....	—	—	8	16	49	26	22	22
100 workers or more .....	1	1	4	14	48	31	22	22
100 to 499 workers .....	—	—	7	16	43	31	22	21
500 workers or more .....	2	1	3	13	50	31	22	22

<sup>1</sup> Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

<sup>2</sup> Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are

exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time-off for workers to use for multiple purposes.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, National Compensation Survey, March 2011**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers .....	10	17	21	24	27	90	12	15	18	21
<b>Worker characteristics</b>										
Management, professional, and related .....	11	18	22	25	28	89	13	15	18	21
Professional and related .....	12	18	22	25	27	88	12	15	17	21
Service .....	10	16	20	23	26	90	11	14	17	21
Protective service .....	8	17	20	23	27	92	11	14	17	22
Sales and office .....	9	17	21	25	28	91	12	15	18	22
Office and administrative support .....	9	17	21	25	28	91	12	15	18	21
Natural resources, construction, and maintenance .....	8	17	21	24	27	92	10	14	17	21
Production, transportation, and material moving ...	7	15	20	23	25	93	10	14	17	21
Full time .....	10	17	21	25	27	90	12	15	18	21
Part time .....	13	15	17	20	23	87	11	13	16	19
Union .....	5	17	21	25	29	95	12	15	18	22
Nonunion .....	13	17	21	24	26	87	12	15	17	21
Average wage within the following categories: <sup>2</sup>										
Lowest 25 percent .....	13	16	20	23	26	87	11	14	17	21
Lowest 10 percent .....	20	15	20	22	24	80	11	14	17	19
Second 25 percent .....	8	17	22	25	27	92	12	15	18	22
Third 25 percent .....	9	17	21	24	27	91	12	15	18	21
Highest 25 percent .....	10	19	23	26	29	90	13	16	18	22
Highest 10 percent .....	7	19	21	24	27	93	14	16	18	22
<b>Establishment characteristics</b>										
Service-providing industries .....	10	17	21	24	27	90	12	15	18	21
Education and health services .....	11	18	21	24	26	89	12	15	17	20
Educational services .....	4	14	15	16	18	96	12	15	17	20
Elementary and secondary schools .....	4	8	8	9	10	96	11	13	16	18
Junior colleges, colleges, and universities .....	3	22	25	27	30	97	14	17	19	22
Health care and social assistance .....	30	19	23	26	29	70	12	15	18	22
Hospitals .....	33	20	23	26	29	67	12	16	19	22
Public administration .....	8	17	21	25	29	92	12	15	18	22
1 to 99 workers .....	8	18	21	23	26	92	10	14	17	20
1 to 49 workers .....	8	18	20	23	25	92	10	14	17	20
50 to 99 workers .....	9	18	22	25	26	91	11	14	17	21
100 workers or more .....	10	17	21	24	27	90	12	15	18	21
100 to 499 workers .....	13	16	21	24	28	87	11	14	17	21
500 workers or more .....	9	18	21	25	27	91	12	15	18	22

See footnotes at end of table.

**Table 39. Consolidated leave plans:<sup>1</sup> Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
State government .....	5	19	22	25	27	95	13	16	19	23
Local government .....	13	17	21	24	27	87	11	14	17	20
<b>Geographic areas</b>										
Middle Atlantic .....	3	17	21	25	28	97	14	17	19	22
East North Central .....	7	19	22	25	28	93	11	14	17	22
West North Central .....	14	16	21	24	26	86	11	14	17	21
South Atlantic .....	9	17	21	23	26	91	12	14	17	21
East South Central .....	12	20	23	27	29	88	11	15	18	21
Pacific .....	12	18	22	27	29	88	12	15	17	21

<sup>1</sup> A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Childcare <sup>1</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers .....	13	4	10	52	73
<b>Worker characteristics</b>					
Management, professional, and related .....	14	4	9	53	74
Professional and related .....	13	3	8	53	73
Teachers .....	11	2	4	50	69
Primary, secondary, and special education school teachers .....	8	1	2	48	69
Service .....	11	4	10	50	72
Protective service .....	11	4	13	55	79
Sales and office .....	16	6	15	51	73
Office and administrative support .....	17	6	15	52	74
Natural resources, construction, and maintenance	12	2	13	55	75
Production, transportation, and material moving ...	5	—	13	40	66
Full time .....	14	5	11	54	77
Part time .....	8	2	6	38	53
Union .....	16	2	13	54	82
Nonunion .....	11	6	8	50	65
Average wage within the following categories: <sup>2</sup>					
Lowest 25 percent .....	10	4	5	44	61
Lowest 10 percent .....	8	—	3	40	52
Second 25 percent .....	16	6	14	53	77
Third 25 percent .....	15	4	14	56	79
Highest 25 percent .....	13	3	11	55	77
Highest 10 percent .....	15	4	11	57	80
<b>Establishment characteristics</b>					
Service-providing industries .....	13	4	10	52	73
Education and health services .....	13	4	7	51	72
Educational services .....	12	3	5	49	70
Elementary and secondary schools .....	8	1	2	45	69
Junior colleges, colleges, and universities .....	27	—	—	63	76
Health care and social assistance .....	14	—	15	64	85
Hospitals .....	15	—	—	70	86
Public administration .....	17	6	17	54	76
1 to 99 workers .....	8	4	5	34	46
1 to 49 workers .....	7	6	6	36	43
50 to 99 workers .....	—	2	2	31	52
100 workers or more .....	14	4	11	54	77
100 to 499 workers .....	8	2	6	42	56
500 workers or more .....	16	5	13	59	84

See footnotes at end of table.

**Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Childcare <sup>1</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government .....	27	—	20	70	86
Local government .....	8	2	7	46	69
<b>Geographic areas</b>					
New England .....	—	—	4	32	74
Middle Atlantic .....	20	—	4	42	79
East North Central .....	8	1	13	49	65
West North Central .....	—	—	—	45	66
South Atlantic .....	10	—	6	60	83
East South Central .....	—	—	2	44	47
West South Central .....	7	2	4	47	60
Mountain .....	18	3	21	64	89
Pacific .....	13	4	26	66	83

<sup>1</sup> A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National

Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account		
All workers .....	22	34	53	59	55	24
<b>Worker characteristics</b>						
Management, professional, and related .....	23	36	56	63	57	25
Professional and related .....	23	36	55	62	56	24
Teachers .....	21	35	50	59	55	20
Primary, secondary, and special education school teachers .....	19	36	50	60	54	19
Service .....	20	29	49	54	51	24
Protective service .....	22	31	57	59	55	28
Sales and office .....	21	35	54	60	57	25
Office and administrative support .....	22	35	55	61	58	26
Natural resources, construction, and maintenance .....	22	39	53	58	57	22
Production, transportation, and material moving ...	20	34	41	41	51	15
Full time .....	24	37	58	64	60	26
Part time .....	13	18	30	34	30	14
Union .....	19	31	55	62	61	29
Nonunion .....	25	37	52	57	51	21
Average wage within the following categories: <sup>1</sup>						
Lowest 25 percent .....	19	30	44	49	44	19
Lowest 10 percent .....	18	26	36	41	38	15
Second 25 percent .....	23	34	57	61	59	28
Third 25 percent .....	24	39	58	65	58	29
Highest 25 percent .....	23	34	55	64	62	23
Highest 10 percent .....	21	29	50	61	63	24
<b>Establishment characteristics</b>						
Service-providing industries .....	22	34	53	59	55	24
Education and health services .....	23	36	54	61	56	22
Educational services .....	23	35	53	61	57	21
Elementary and secondary schools .....	19	35	49	57	53	19
Junior colleges, colleges, and universities .....	32	36	63	72	72	25
Health care and social assistance .....	24	39	59	64	50	30
Hospitals .....	25	46	63	66	52	30
Public administration .....	22	33	56	58	55	31
1 to 99 workers .....	18	24	33	38	40	20
1 to 49 workers .....	18	25	33	38	39	17
50 to 99 workers .....	17	24	32	38	41	23
100 workers or more .....	23	36	56	62	58	25
100 to 499 workers .....	16	29	42	44	47	19
500 workers or more .....	25	38	61	69	61	27

See footnotes at end of table.

**Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account		
State government .....	32	34	71	75	74	40
Local government .....	19	34	47	54	49	19
<b>Geographic areas</b>						
New England .....	13	6	32	37	49	—
Middle Atlantic .....	3	13	32	45	73	27
East North Central .....	21	18	39	45	57	24
West North Central .....	19	38	63	67	44	35
South Atlantic .....	34	47	65	71	49	23
East South Central .....	—	51	37	47	45	—
West South Central .....	17	34	64	67	65	16
Mountain .....	25	43	68	71	56	30
Pacific .....	26	48	65	69	53	26

<sup>1</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Long-term care insurance <sup>1</sup>	Retiree health care benefits <sup>2</sup>	
		Under age 65	Age 65 and over
All workers .....	28	70	64
<b>Worker characteristics</b>			
Management, professional, and related .....	30	74	68
Professional and related .....	30	74	67
Teachers .....	27	73	67
Primary, secondary, and special education school teachers .....	22	74	66
Service .....	24	64	58
Protective service .....	26	71	63
Sales and office .....	29	68	63
Office and administrative support .....	30	70	65
Natural resources, construction, and maintenance .....	27	67	59
Production, transportation, and material moving ...	16	67	61
Full time .....	30	74	68
Part time .....	14	48	46
Union .....	26	77	71
Nonunion .....	29	65	59
Average wage within the following categories: <sup>3</sup>			
Lowest 25 percent .....	21	57	52
Lowest 10 percent .....	17	45	41
Second 25 percent .....	31	72	67
Third 25 percent .....	32	77	71
Highest 25 percent .....	29	77	70
Highest 10 percent .....	32	78	72
<b>Establishment characteristics</b>			
Service-providing industries .....	28	70	64
Education and health services .....	31	72	66
Educational services .....	30	73	67
Elementary and secondary schools .....	22	73	66
Junior colleges, colleges, and universities .....	56	74	71
Health care and social assistance .....	35	69	59
Hospitals .....	36	68	56
Public administration .....	25	72	67
1 to 99 workers .....	16	45	37
1 to 49 workers .....	14	42	36
50 to 99 workers .....	19	50	39
100 workers or more .....	30	74	69
100 to 499 workers .....	17	62	55
500 workers or more .....	34	78	73

See footnotes at end of table.

**Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Long-term care insurance <sup>1</sup>	Retiree health care benefits <sup>2</sup>	
		Under age 65	Age 65 and over
State government .....	46	84	81
Local government .....	22	66	59
<b>Geographic areas</b>			
Middle Atlantic .....	16	85	80
East North Central .....	16	55	49
West North Central .....	—	57	43
South Atlantic .....	44	76	69
East South Central .....	—	59	52
West South Central .....	21	73	66
Mountain .....	24	71	72
Pacific .....	42	74	72

<sup>1</sup> A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

<sup>2</sup> A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

<sup>3</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and

below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>1</sup>	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>2</sup>
All workers .....	31	4	1	1	12	6	1	12
<b>Worker characteristics</b>								
Management, professional, and related .....	30	4	1	1	12	5	1	12
Professional and related .....	28	4	( <sup>3</sup> )	1	12	4	1	11
Teachers .....	25	2	–	–	12	3	–	10
Primary, secondary, and special education school teachers .....	29	2	–	–	14	3	–	12
Service .....	32	4	1	2	10	9	–	12
Protective service .....	43	7	–	3	13	13	–	16
Sales and office .....	33	5	1	2	13	6	1	12
Office and administrative support .....	33	5	2	2	13	6	1	12
Natural resources, construction, and maintenance .....	33	3	–	–	12	10	–	11
Production, transportation, and material moving ...	29	2	–	–	11	5	–	11
Full time .....	35	5	1	1	13	7	1	13
Part time .....	10	1	–	1	3	2	–	3
Union .....	36	4	( <sup>3</sup> )	( <sup>3</sup> )	20	5	–	13
Nonunion .....	26	4	1	2	5	7	1	11
Average wage within the following categories: <sup>4</sup>								
Lowest 25 percent .....	24	2	1	3	7	6	–	10
Lowest 10 percent .....	19	( <sup>3</sup> )	1	3	5	4	–	7
Second 25 percent .....	33	5	1	2	11	8	1	12
Third 25 percent .....	34	5	1	1	12	6	1	14
Highest 25 percent .....	33	5	( <sup>3</sup> )	–	16	4	( <sup>3</sup> )	12
Highest 10 percent .....	32	5	( <sup>3</sup> )	–	16	4	–	11
<b>Establishment characteristics</b>								
Service-providing industries .....	31	4	1	1	11	6	1	12
Education and health services .....	26	3	1	1	11	4	1	10
Educational services .....	23	2	–	–	11	3	–	9
Elementary and secondary schools .....	24	1	–	–	13	3	–	9
Junior colleges, colleges, and universities .....	20	7	–	–	5	3	–	8
Health care and social assistance .....	46	8	3	6	10	6	5	16
Hospitals .....	42	4	2	6	9	5	5	15
Public administration .....	40	7	1	2	14	10	–	16
1 to 99 workers .....	28	2	4	6	9	9	–	7
1 to 49 workers .....	28	2	3	7	7	9	–	8
50 to 99 workers .....	30	–	5	–	13	10	–	4
100 workers or more .....	31	5	( <sup>3</sup> )	1	12	6	1	12
100 to 499 workers .....	33	2	2	2	13	7	1	12
500 workers or more .....	31	6	–	–	11	5	1	13

See footnotes at end of table.

**Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>1</sup>	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>2</sup>
State government .....	42	12	—	—	12	7	2	19
Local government .....	27	1	1	2	11	6	( <sup>3</sup> )	9
<b>Geographic areas</b>								
New England .....	36	—	—	—	18	10	—	18
Middle Atlantic .....	31	—	1	—	14	3	—	15
East North Central .....	29	1	—	—	18	8	—	7
West North Central .....	18	—	( <sup>3</sup> )	—	5	—	—	6
South Atlantic .....	39	6	—	3	5	6	3	20
West South Central .....	32	3	—	—	7	9	—	15
Mountain .....	21	4	—	—	—	6	—	9
Pacific .....	36	14	1	—	24	1	—	6

<sup>1</sup> The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

<sup>2</sup> Includes all other bonuses provided to employees and not published separately.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 44. Unmarried domestic partner benefits: Access<sup>1</sup>, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers .....	50	49	33	28
<b>Worker characteristics</b>				
Management, professional, and related .....	54	52	34	29
Professional and related .....	54	53	34	29
Teachers .....	54	51	31	26
Primary, secondary, and special education school teachers .....	57	56	30	25
Service .....	42	42	30	24
Protective service .....	45	44	35	26
Sales and office .....	52	51	36	31
Office and administrative support .....	53	53	37	32
Natural resources, construction, and maintenance .....	46	46	29	22
Production, transportation, and material moving ...	40	41	29	26
Full time .....	55	54	37	31
Part time .....	21	21	13	12
Union .....	54	51	53	45
Nonunion .....	47	48	17	14
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	38	38	15	13
Lowest 10 percent .....	30	30	8	7
Second 25 percent .....	51	50	35	29
Third 25 percent .....	52	52	37	31
Highest 25 percent .....	59	57	47	39
Highest 10 percent .....	61	55	57	49
<b>Establishment characteristics</b>				
Service-providing industries .....	50	49	33	28
Education and health services .....	53	51	32	27
Educational services .....	54	52	32	26
Elementary and secondary schools .....	53	52	28	24
Junior colleges, colleges, and universities .....	55	53	43	33
Health care and social assistance .....	43	44	35	31
Hospitals .....	39	42	36	32
Public administration .....	49	48	37	31
1 to 99 workers .....	34	34	16	15
1 to 49 workers .....	31	31	12	11
50 to 99 workers .....	40	39	22	21
100 workers or more .....	52	51	36	30
100 to 499 workers .....	42	42	22	19
500 workers or more .....	56	54	40	34

See footnotes at end of table.

**Table 44. Unmarried domestic partner benefits: Access<sup>1</sup>, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government .....	59	58	43	33
Local government .....	47	46	30	26
<b>Geographic areas</b>				
New England .....	32	27	34	28
Middle Atlantic .....	61	54	54	49
East North Central .....	—	—	23	—
South Atlantic .....	46	46	12	7
East South Central .....	67	68	2	3
West South Central .....	57	58	10	11
Mountain .....	61	60	51	36
Pacific .....	84	82	84	82

<sup>1</sup> The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational

Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers .....	86	1	4	9	79	9	1	11
<b>Worker characteristics</b>								
Management, professional, and related .....	88	1	3	7	80	10	1	10
Professional and related .....	88	1	3	7	79	10	1	10
Teachers .....	88	1	3	8	78	10	1	11
Primary, secondary, and special education school teachers .....	98	—	—	1	85	12	—	—
Service .....	79	2	5	15	73	8	2	18
Protective service .....	88	—	—	9	83	5	1	10
Sales and office .....	87	—	—	8	80	9	1	11
Office and administrative support .....	88	—	—	7	80	9	1	10
Natural resources, construction, and maintenance .....	93	—	—	4	90	6	—	—
Production, transportation, and material moving .....	81	—	6	—	73	9	3	15
Full time .....	98	1	1	1	90	9	( <sup>1</sup> )	1
Part time .....	22	4	19	55	18	8	5	69
Union .....	94	1	3	2	85	10	1	3
Nonunion .....	79	2	4	15	73	8	1	18
Average wage within the following categories: <sup>2</sup>								
Lowest 25 percent .....	67	3	8	23	60	9	2	29
Lowest 10 percent .....	50	3	10	37	44	9	2	44
Second 25 percent .....	90	1	4	5	83	9	1	8
Third 25 percent .....	93	1	1	4	85	9	1	5
Highest 25 percent .....	96	1	1	2	88	9	1	2
Highest 10 percent .....	96	1	2	2	88	8	1	2
<b>Establishment characteristics</b>								
Service-providing industries .....	86	1	4	9	78	9	1	11
Education and health services .....	87	1	4	7	79	10	1	10
Educational services .....	87	1	4	8	78	10	1	10
Elementary and secondary schools .....	88	1	4	7	77	12	1	10
Junior colleges, colleges, and universities .....	83	3	3	11	81	5	1	13
Health care and social assistance .....	90	1	3	6	82	—	—	9
Hospitals .....	93	—	—	5	88	6	—	—
Public administration .....	87	1	3	9	81	7	1	11
1 to 99 workers .....	72	2	7	20	62	12	2	24
1 to 49 workers .....	65	2	8	25	60	7	3	30
50 to 99 workers .....	83	—	—	11	64	20	2	14
100 workers or more .....	88	1	3	7	81	8	1	10
100 to 499 workers .....	83	2	4	11	72	13	1	14
500 workers or more .....	90	1	3	6	84	7	1	8

See footnotes at end of table.

**Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers .....	80	7	3	9	29	58	1	12
<b>Worker characteristics</b>								
Management, professional, and related .....	84	5	3	8	30	59	1	10
Professional and related .....	84	5	3	8	29	60	1	10
Teachers .....	86	3	3	9	26	62	( 1 )	11
Primary, secondary, and special education school teachers .....	97	—	—	1	21	77	—	2
Service .....	72	9	4	15	26	55	1	18
Protective service .....	81	7	3	9	30	58	1	11
Sales and office .....	79	9	2	10	31	57	2	10
Office and administrative support .....	81	8	2	9	31	58	2	9
Natural resources, construction, and maintenance .....	87	8	1	4	32	63	—	—
Production, transportation, and material moving ...	73	9	—	—	22	61	1	16
Full time .....	91	7	1	1	34	65	—	—
Part time .....	21	5	17	57	5	21	5	69
Union .....	93	2	3	2	27	68	1	4
Nonunion .....	70	11	4	15	31	50	1	18
Average wage within the following categories: <sup>2</sup>								
Lowest 25 percent .....	59	10	6	24	24	45	3	28
Lowest 10 percent .....	43	11	9	38	17	36	4	43
Second 25 percent .....	83	8	4	5	31	60	1	8
Third 25 percent .....	88	6	1	5	31	63	1	5
Highest 25 percent .....	93	4	1	2	31	66	( 1 )	3
Highest 10 percent .....	91	6	2	2	35	61	—	—
<b>Establishment characteristics</b>								
Service-providing industries .....	80	7	3	9	29	58	1	12
Education and health services .....	82	6	4	8	29	60	1	11
Educational services .....	84	4	4	8	25	63	1	11
Elementary and secondary schools .....	87	2	4	7	18	71	1	10
Junior colleges, colleges, and universities .....	74	12	3	11	48	38	—	—
Health care and social assistance .....	68	23	—	—	53	38	1	8
Hospitals .....	68	26	1	5	58	36	1	5
Public administration .....	82	6	2	10	31	57	1	11
1 to 99 workers .....	62	12	5	21	25	49	2	24
1 to 49 workers .....	54	13	5	28	24	44	3	29
50 to 99 workers .....	75	9	5	11	26	58	—	—
100 workers or more .....	83	6	3	8	30	60	1	10
100 to 499 workers .....	76	9	4	11	26	59	1	14
500 workers or more .....	86	5	3	6	31	60	1	8

See footnotes at end of table.

**Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
State government .....	92	—	—	6	86	8	( 1 )	6
Local government .....	84	1	5	10	76	9	1	13
<b>Geographic areas</b>								
New England .....	79	5	4	12	70	14	1	14
Middle Atlantic .....	86	—	—	7	81	6	3	11
East North Central .....	78	1	7	14	76	4	2	18
West North Central .....	83	—	—	10	76	—	—	14
South Atlantic .....	90	1	1	9	83	7	( 1 )	9
East South Central .....	92	—	—	5	85	—	—	5
West South Central .....	88	2	2	8	76	14	—	—
Mountain .....	86	—	—	10	83	—	—	12
Pacific .....	89	1	3	7	75	15	1	10

See footnotes at end of table.

**Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
State government .....	86	7	—	—	43	50	—	—
Local government .....	79	7	4	11	24	61	1	13
<b>Geographic areas</b>								
New England .....	76	—	—	12	—	75	—	16
Middle Atlantic .....	84	3	5	9	18	69	—	—
East North Central .....	73	6	6	14	40	39	3	18
West North Central .....	72	—	—	11	30	53	—	—
South Atlantic .....	87	3	1	9	45	45	( <sup>1</sup> )	9
East South Central .....	82	—	—	5	25	70	—	—
West South Central .....	75	15	1	9	24	66	1	9
Mountain .....	81	6	3	11	20	67	1	12
Pacific .....	85	5	3	8	25	65	1	10

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).

**Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2011**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>1</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>1</sup>	Personal leave, vacation, or holidays <sup>1</sup>
All workers .....	34	56	59	58	92	92	87
<b>Worker characteristics</b>							
Management, professional, and related .....	26	61	43	41	94	94	86
Professional and related .....	21	62	36	34	93	94	84
Teachers .....	8	65	12	10	93	93	79
Primary, secondary, and special education school teachers .....	7	75	9	7	98	98	84
Service .....	41	48	75	73	87	87	86
Protective service .....	50	52	87	85	91	91	91
Sales and office .....	49	52	84	84	92	93	91
Office and administrative support .....	50	54	85	84	93	94	92
Natural resources, construction, and maintenance .....	44	44	94	93	95	95	96
Production, transportation, and material moving ...	36	55	59	59	91	94	90
Full time .....	39	63	66	65	99	99	95
Part time .....	8	19	18	17	51	53	47
Union .....	38	69	56	55	99	99	92
Nonunion .....	31	45	61	60	86	87	83
Average wage within the following categories: <sup>2</sup>							
Lowest 25 percent .....	25	39	55	53	80	81	78
Lowest 10 percent .....	15	30	40	40	68	69	66
Second 25 percent .....	49	56	83	82	95	95	94
Third 25 percent .....	44	61	69	68	95	96	91
Highest 25 percent .....	24	69	36	34	98	98	88
Highest 10 percent .....	21	64	34	31	98	98	83
<b>Establishment characteristics</b>							
Service-providing industries .....	34	56	59	57	92	92	87
Education and health services .....	25	61	42	40	93	94	86
Educational services .....	21	62	36	34	93	94	85
Elementary and secondary schools .....	18	68	27	24	95	95	85
Junior colleges, colleges, and universities .....	31	42	65	64	89	90	86
Health care and social assistance .....	53	54	89	88	93	93	94
Hospitals .....	47	47	92	91	96	96	96
Public administration .....	51	51	87	87	91	91	90
1 to 99 workers .....	33	42	66	65	80	81	80
1 to 49 workers .....	30	34	67	65	76	76	77
50 to 99 workers .....	37	55	64	63	88	88	86
100 workers or more .....	34	58	58	56	94	94	88
100 to 499 workers .....	34	58	57	56	90	91	87
500 workers or more .....	34	58	58	57	95	95	89

See footnotes at end of table.

**Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued**

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave <sup>1</sup>	Personal leave, sick leave, paid family leave, or vacation <sup>1</sup>	Personal leave, vacation, or holidays <sup>1</sup>
State government .....	48	52	85	84	94	95	93
Local government .....	29	57	50	49	91	91	85
<b>Geographic areas</b>							
New England .....	45	76	45	46	88	89	85
Middle Atlantic .....	43	67	57	57	93	93	85
East North Central .....	35	61	52	51	86	87	83
West North Central .....	25	49	55	54	90	91	85
South Atlantic .....	37	55	67	65	94	94	90
East South Central .....	17	37	66	62	93	94	92
West South Central .....	25	53	51	49	92	92	88
Mountain .....	23	45	54	53	91	91	87
Pacific .....	41	56	68	66	95	95	88

<sup>1</sup> Includes workers with access to one or more of these leave benefits.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2010." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).