

**Table 40. Quality of life benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Childcare <sup>2</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers .....	10	6	6	38	52
<b>Worker characteristics</b>					
Management, professional, and related .....	17	12	11	53	68
Management, business, and financial .....	19	18	15	56	69
Professional and related .....	16	9	9	52	68
Teachers .....	13	3	6	48	65
Primary, secondary, and special education school teachers .....	10	1	3	46	65
Registered nurses .....	23	5	9	68	77
Service .....	9	1	4	23	37
Protective service .....	10	3	10	42	62
Sales and office .....	8	5	7	40	54
Sales and related .....	4	3	3	39	53
Office and administrative support .....	11	6	9	40	55
Natural resources, construction, and maintenance	6	2	3	28	41
Construction, extraction, farming, fishing, and forestry .....	3	2	3	20	31
Installation, maintenance, and repair .....	9	2	3	35	49
Production, transportation, and material moving ...	5	2	3	30	46
Production .....	6	3	3	34	48
Transportation and material moving .....	3	2	3	26	44
Full time .....	12	7	8	42	57
Part time .....	6	1	3	25	36
Union .....	15	2	9	50	78
Nonunion .....	10	6	6	36	48
Average wage within the following categories: <sup>3</sup>					
Lowest 25 percent .....	6	1	2	21	32
Lowest 10 percent .....	6	—	1	15	24
Second 25 percent .....	8	3	5	35	50
Third 25 percent .....	11	7	9	43	59
Highest 25 percent .....	17	12	12	56	72
Highest 10 percent .....	18	15	14	59	76
<b>Establishment characteristics</b>					
Goods-producing industries .....	7	5	3	37	49
Service-providing industries .....	11	6	7	38	53
Education and health services .....	15	3	6	47	61
Educational services .....	13	4	8	49	67
Elementary and secondary schools .....	9	1	3	44	66
Junior colleges, colleges, and universities	26	—	18	67	78
Healthcare and social assistance .....	15	3	6	45	57
Hospitals .....	27	3	13	79	90
Public administration .....	17	6	17	54	77

See footnotes at end of table.

**Table 40. Quality of life benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Childcare <sup>2</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers .....	4	4	3	18	29
1 to 49 workers .....	4	4	3	16	25
50 to 99 workers .....	5	4	3	26	42
100 workers or more .....	16	7	9	56	74
100 to 499 workers .....	9	5	5	46	63
500 workers or more .....	22	9	14	65	84
<b>Geographic areas</b>					
New England .....	15	6	9	38	53
Middle Atlantic .....	12	5	8	37	53
East North Central .....	11	5	5	39	51
West North Central .....	10	5	5	37	49
South Atlantic .....	10	7	5	39	54
East South Central .....	10	7	4	40	50
West South Central .....	8	5	3	38	53
Mountain .....	11	3	9	34	53
Pacific .....	10	5	11	37	51

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</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>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may

include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 41. Financial benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013**

(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	Healthcare reimbursement account		
All workers .....	21	20	38	40	24	19
<b>Worker characteristics</b>						
Management, professional, and related .....	29	31	57	61	34	27
Management, business, and financial .....	37	32	60	64	29	32
Professional and related .....	25	31	56	60	37	25
Teachers .....	20	33	49	57	52	19
Primary, secondary, and special education school teachers .....	20	34	48	58	53	18
Registered nurses .....	24	38	68	69	32	25
Service .....	9	11	23	24	18	11
Protective service .....	18	24	45	47	39	20
Sales and office .....	25	18	36	39	21	23
Sales and related .....	23	9	29	31	15	22
Office and administrative support .....	25	23	40	43	25	23
Natural resources, construction, and maintenance	17	16	27	31	20	15
Construction, extraction, farming, fishing, and forestry .....	11	12	17	20	17	9
Installation, maintenance, and repair .....	21	19	35	41	22	20
Production, transportation, and material moving ...	17	15	29	31	16	13
Production .....	18	18	32	35	16	15
Transportation and material moving .....	16	13	26	27	16	10
Full time .....	24	24	44	48	27	22
Part time .....	10	7	19	18	14	11
Union .....	18	24	49	54	42	26
Nonunion .....	21	19	36	38	20	18
Average wage within the following categories: <sup>4</sup>						
Lowest 25 percent .....	9	7	18	18	14	10
Lowest 10 percent .....	4	3	11	9	10	5
Second 25 percent .....	22	19	34	38	22	18
Third 25 percent .....	24	24	44	47	27	22
Highest 25 percent .....	30	32	60	64	34	29
Highest 10 percent .....	33	33	65	69	36	31
<b>Establishment characteristics</b>						
Goods-producing industries .....	19	18	33	36	16	17
Service-providing industries .....	21	20	39	41	25	20
Education and health services .....	20	28	47	52	37	18
Educational services .....	22	33	53	60	54	20
Elementary and secondary schools .....	20	34	49	57	53	18
Junior colleges, colleges, and universities	30	35	66	74	64	29
Healthcare and social assistance .....	19	24	44	47	25	17
Hospitals .....	22	41	73	75	33	29
Public administration .....	23	32	58	58	62	31

See footnotes at end of table.

**Table 41. Financial benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Stock options			
	Total <sup>2</sup>	Performance	Signing	Other
All workers .....	7	2	1	5
<b>Worker characteristics</b>				
Management, professional, and related .....	9	3	2	6
Management, business, and financial .....	13	6	4	10
Professional and related .....	7	2	1	5
Teachers .....	—	—	—	—
Primary, secondary, and special education school teachers .....	—	—	—	—
Registered nurses .....	2	( <sup>3</sup> )	—	—
Service .....	2	—	—	2
Protective service .....	2	—	—	2
Sales and office .....	9	2	1	7
Sales and related .....	9	1	1	8
Office and administrative support .....	8	3	1	6
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry .....	5	2	—	3
Installation, maintenance, and repair .....	2	—	—	2
8	4	—	—	4
Production, transportation, and material moving ...	7	1	1	6
Production .....	6	2	1	5
Transportation and material moving .....	7	1	1	6
Full time .....	7	2	1	6
Part time .....	4	1	( <sup>3</sup> )	4
Union .....	5	3	1	3
Nonunion .....	7	2	1	6
Average wage within the following categories: <sup>4</sup>				
Lowest 25 percent .....	4	( <sup>3</sup> )	—	3
Lowest 10 percent .....	4	—	—	3
Second 25 percent .....	6	2	1	5
Third 25 percent .....	7	2	1	6
Highest 25 percent .....	11	4	2	7
Highest 10 percent .....	12	5	3	9
<b>Establishment characteristics</b>				
Goods-producing industries .....	7	3	1	5
Service-providing industries .....	7	2	1	5
Education and health services .....	1	—	( <sup>3</sup> )	1
Educational services .....	( <sup>3</sup> )	—	( <sup>3</sup> )	( <sup>3</sup> )
Elementary and secondary schools .....	—	—	—	—
Junior colleges, colleges, and universities .....	1	—	1	( <sup>3</sup> )
Healthcare and social assistance .....	2	—	—	1
Hospitals .....	2	( <sup>3</sup> )	—	2
Public administration .....	—	—	—	—

See footnotes at end of table.

**Table 41. Financial benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—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	Healthcare reimbursement account		
1 to 99 workers .....	13	10	19	22	13	9
1 to 49 workers .....	11	9	18	20	12	8
50 to 99 workers .....	17	15	24	29	19	14
100 workers or more .....	28	29	55	58	33	28
100 to 499 workers .....	27	21	43	45	24	25
500 workers or more .....	29	36	67	71	42	32
<b>Geographic areas</b>						
New England .....	16	16	43	43	25	18
Middle Atlantic .....	14	15	34	37	28	19
East North Central .....	23	18	35	39	24	21
West North Central .....	22	26	41	46	18	21
South Atlantic .....	23	23	38	40	23	20
East South Central .....	24	29	33	33	26	18
West South Central .....	20	22	41	44	23	21
Mountain .....	21	19	43	45	22	18
Pacific .....	22	17	37	40	23	18

See footnotes at end of table.

**Table 41. Financial benefits: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Stock options			
	Total <sup>2</sup>	Performance	Signing	Other
1 to 99 workers .....	4	1	1	3
1 to 49 workers .....	4	1	1	3
50 to 99 workers .....	6	1	1	5
100 workers or more .....	9	3	1	7
100 to 499 workers .....	8	2	1	6
500 workers or more .....	10	4	2	7
<b>Geographic areas</b>				
New England .....	7	2	1	6
Middle Atlantic .....	7	1	2	6
East North Central .....	7	2	1	5
West North Central .....	8	2	( <sup>3</sup> )	6
South Atlantic .....	6	2	1	5
East South Central .....	8	3	1	6
West South Central .....	6	1	1	5
Mountain .....	5	2	1	4
Pacific .....	7	3	2	4

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</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 stock option.

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

<sup>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings

both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 42. Health-related benefits: Access, civilian workers,<sup>1</sup>  
National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Long-term care insurance <sup>2</sup>	Retiree healthcare benefits <sup>3</sup>	
		Under age 65	Age 65 and over
All workers .....	18	24	22
<b>Worker characteristics</b>			
Management, professional, and related .....	29	38	35
Management, business, and financial .....	34	36	33
Professional and related .....	27	38	36
Teachers .....	26	62	56
Primary, secondary, and special education school teachers .....	20	66	58
Registered nurses .....	26	23	18
Service .....	10	14	12
Protective service .....	18	47	41
Sales and office .....	17	22	20
Sales and related .....	11	15	14
Office and administrative support .....	21	25	23
Natural resources, construction, and maintenance .....	13	20	18
Construction, extraction, farming, fishing, and forestry .....	7	19	17
Installation, maintenance, and repair .....	19	21	20
Production, transportation, and material moving .....	11	18	16
Production .....	10	17	15
Transportation and material moving .....	13	20	16
Full time .....	21	28	25
Part time .....	8	12	11
Union .....	24	59	52
Nonunion .....	17	18	17
Average wage within the following categories: <sup>4</sup>			
Lowest 25 percent .....	7	8	7
Lowest 10 percent .....	5	5	5
Second 25 percent .....	14	21	18
Third 25 percent .....	21	29	26
Highest 25 percent .....	32	42	39
Highest 10 percent .....	37	45	42
<b>Establishment characteristics</b>			
Goods-producing industries .....	13	20	18
Service-providing industries .....	19	25	23
Education and health services .....	22	35	31
Educational services .....	29	62	57
Elementary and secondary schools .....	20	66	60
Junior colleges, colleges, and universities .....	53	63	61
Healthcare and social assistance .....	17	15	12
Hospitals .....	30	30	23
Public administration .....	27	73	69

See footnotes at end of table.

**Table 42. Health-related benefits: Access, civilian workers,<sup>1</sup>  
National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Long-term care insurance <sup>2</sup>	Retiree healthcare benefits <sup>3</sup>	
		Under age 65	Age 65 and over
1 to 99 workers .....	8	8	7
1 to 49 workers .....	7	6	6
50 to 99 workers .....	12	12	11
100 workers or more .....	27	39	36
100 to 499 workers .....	18	25	23
500 workers or more .....	35	53	49
<b>Geographic areas</b>			
New England .....	16	25	25
Middle Atlantic .....	15	25	23
East North Central .....	16	24	22
West North Central .....	15	22	18
South Atlantic .....	22	24	20
East South Central .....	22	29	24
West South Central .....	18	26	22
Mountain .....	17	21	21
Pacific .....	19	23	23

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</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>3</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>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 43. Nonproduction bonuses: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>2</sup>	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>3</sup>
All workers .....	39	4	3	9	7	6	4	5	11
<b>Worker characteristics</b>									
Management, professional, and related .....	45	6	5	10	5	9	2	7	15
Management, business, and financial .....	55	8	6	16	6	8	3	7	18
Professional and related .....	41	5	4	7	4	10	2	6	14
Teachers .....	26	—	2	—	1	13	2	( <sup>4</sup> )	10
Primary, secondary, and special education school teachers .....	29	—	2	—	—	14	2	—	11
Registered nurses .....	43	1	3	5	—	14	3	13	18
Service .....	26	1	2	5	6	3	3	3	7
Protective service .....	38	—	6	2	4	10	9	3	13
Sales and office .....	42	4	3	10	11	4	7	6	9
Sales and related .....	35	3	1	7	12	2	12	3	5
Office and administrative support .....	47	5	4	12	10	6	4	7	11
Natural resources, construction, and maintenance	38	5	3	10	10	3	2	4	11
Construction, extraction, farming, fishing, and forestry .....	33	3	1	12	10	2	2	1	8
Installation, maintenance, and repair .....	42	7	5	9	9	4	3	8	14
Production, transportation, and material moving ...	41	6	2	9	9	5	2	5	13
Production .....	47	9	2	12	10	5	3	5	16
Transportation and material moving .....	35	4	1	6	9	5	2	5	11
Full time .....	45	5	4	10	8	7	4	6	14
Part time .....	21	1	2	4	5	2	3	3	4
Union .....	36	5	4	3	2	14	3	3	15
Nonunion .....	39	4	3	10	8	4	4	6	11
Average wage within the following categories: <sup>5</sup>									
Lowest 25 percent .....	26	1	1	6	7	2	4	4	6
Lowest 10 percent .....	20	( <sup>4</sup> )	1	5	6	1	1	3	3
Second 25 percent .....	39	4	3	9	11	5	5	4	9
Third 25 percent .....	45	5	4	10	8	8	4	6	14
Highest 25 percent .....	49	8	6	11	4	10	2	7	18
Highest 10 percent .....	51	8	6	13	4	10	2	6	17
<b>Establishment characteristics</b>									
Goods-producing industries .....	49	10	2	14	10	5	2	5	16
Service-providing industries .....	37	3	3	8	7	6	4	5	11
Education and health services .....	32	1	3	5	4	9	2	5	10
Educational services .....	24	—	2	1	1	11	3	( <sup>4</sup> )	8
Elementary and secondary schools .....	25	—	1	1	1	13	3	—	10
Junior colleges, colleges, and universities	22	—	4	( <sup>4</sup> )	—	8	2	1	7
Healthcare and social assistance .....	38	1	3	9	6	8	2	8	11
Hospitals .....	45	2	3	4	1	17	3	13	17
Public administration .....	40	—	6	1	2	15	9	—	16

See footnotes at end of table.

**Table 43. Nonproduction bonuses: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>2</sup>	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>3</sup>
1 to 99 workers .....	35	3	2	11	10	3	1	3	8
1 to 49 workers .....	34	3	2	11	11	3	1	2	6
50 to 99 workers .....	38	4	3	10	6	4	2	5	12
100 workers or more .....	43	5	4	7	5	8	6	7	15
100 to 499 workers .....	42	4	3	7	8	5	8	8	12
500 workers or more .....	44	7	5	6	2	10	3	7	18
<b>Geographic areas</b>									
New England .....	34	2	—	9	2	8	2	5	10
Middle Atlantic .....	40	3	3	10	6	8	2	5	11
East North Central .....	42	6	3	10	6	8	5	5	14
West North Central .....	33	5	3	9	4	3	2	6	10
South Atlantic .....	42	4	4	7	11	4	4	6	13
East South Central .....	35	4	1	7	9	2	5	5	14
West South Central .....	46	5	2	12	12	3	5	7	13
Mountain .....	40	5	5	11	9	4	3	5	8
Pacific .....	32	4	4	7	5	7	2	3	8

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</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>3</sup> Includes all other bonuses provided to employees and not published separately.

<sup>4</sup> Less than 0.5.

<sup>5</sup> Surveyed occupations are classified into wage categories based on the average wage

for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 44. Unmarried domestic partner benefits: Access<sup>1</sup>, civilian workers,<sup>2</sup>  
National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers .....	15	14	32	26
<b>Worker characteristics</b>				
Management, professional, and related .....	24	23	44	36
Management, business, and financial .....	22	22	52	44
Professional and related .....	25	24	40	32
Teachers .....	42	40	32	26
Primary, secondary, and special education school teachers .....	50	48	29	25
Registered nurses .....	19	19	33	24
Service .....	9	8	20	16
Protective service .....	27	26	27	19
Sales and office .....	13	13	32	28
Sales and related .....	5	5	25	22
Office and administrative support .....	17	17	36	31
Natural resources, construction, and maintenance .....	12	12	26	21
Construction, extraction, farming, fishing, and forestry .....	10	11	18	16
Installation, maintenance, and repair .....	14	13	33	25
Production, transportation, and material moving .....	10	9	27	23
Production .....	6	5	26	22
Transportation and material moving .....	13	13	28	24
Full time .....	18	17	38	32
Part time .....	6	6	12	10
Union .....	39	37	51	40
Nonunion .....	11	11	28	24
Average wage within the following categories: <sup>3</sup>				
Lowest 25 percent .....	4	4	12	11
Lowest 10 percent .....	2	2	7	6
Second 25 percent .....	12	12	28	25
Third 25 percent .....	18	17	39	33
Highest 25 percent .....	27	26	52	42
Highest 10 percent .....	28	26	60	49
<b>Establishment characteristics</b>				
Goods-producing industries .....	7	6	29	25
Service-providing industries .....	16	16	32	27
Education and health services .....	25	24	30	25
Educational services .....	43	42	34	28
Elementary and secondary schools .....	49	47	28	25
Junior colleges, colleges, and universities .....	36	35	49	38
Healthcare and social assistance .....	12	12	27	23
Hospitals .....	23	23	34	25
Public administration .....	48	47	38	31

See footnotes at end of table.

**Table 44. Unmarried domestic partner benefits: Access<sup>1</sup>, civilian workers,<sup>2</sup> National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers .....	5	5	20	18
1 to 49 workers .....	4	4	17	15
50 to 99 workers .....	8	7	29	27
100 workers or more .....	24	23	43	34
100 to 499 workers .....	14	14	35	30
500 workers or more .....	34	32	50	38
<b>Geographic areas</b>				
New England .....	13	12	39	33
Middle Atlantic .....	18	17	37	29
East North Central .....	7	6	22	14
West North Central .....	11	10	27	24
South Atlantic .....	14	13	23	18
East South Central .....	19	19	17	13
West South Central .....	14	15	19	19
Mountain .....	14	14	39	32
Pacific .....	23	23	58	54

<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. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at: [www.bls.gov/ncs/ebs\\_domestic2012.pdf](http://www.bls.gov/ncs/ebs_domestic2012.pdf).

<sup>2</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the

occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 40. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Childcare <sup>1</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers .....	10	6	6	35	48
<b>Worker characteristics</b>					
Management, professional, and related .....	18	15	11	53	66
Management, business, and financial .....	18	20	15	56	68
Professional and related .....	18	12	10	52	65
Service .....	9	1	3	19	30
Protective service .....	7	—	6	22	37
Sales and office .....	8	5	6	39	53
Sales and related .....	4	3	3	39	53
Office and administrative support .....	11	7	8	39	52
Natural resources, construction, and maintenance	5	2	3	25	37
Construction, extraction, farming, fishing, and forestry .....	2	—	2	16	26
Installation, maintenance, and repair .....	8	2	3	33	47
Production, transportation, and material moving ...	5	2	2	30	45
Production .....	6	3	3	34	48
Transportation and material moving .....	3	2	2	25	42
Full time .....	11	7	7	40	53
Part time .....	6	1	2	23	34
Union .....	14	2	5	44	72
Nonunion .....	9	6	6	34	46
Average wage within the following categories: <sup>2</sup>					
Lowest 25 percent .....	6	1	2	20	30
Lowest 10 percent .....	7	—	1	14	23
Second 25 percent .....	7	3	4	32	46
Third 25 percent .....	10	7	7	39	53
Highest 25 percent .....	18	15	12	55	69
Highest 10 percent .....	19	19	15	60	75
<b>Establishment characteristics</b>					
Goods-producing industries .....	7	5	3	36	48
Construction .....	2	1	2	16	25
Manufacturing .....	10	7	3	44	57
Service-providing industries .....	10	6	6	35	48
Trade, transportation, and utilities .....	3	2	2	38	55
Wholesale trade .....	6	7	4	27	47
Retail trade .....	2	1	1	41	55
Transportation and warehousing .....	2	2	3	35	61
Utilities .....	15	3	19	72	84

See footnotes at end of table.

**Table 40. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Childcare <sup>1</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information .....	30	7	12	66	79
Financial activities .....	21	15	19	56	66
Finance and insurance .....	27	19	23	67	77
Credit intermediation and related activities .....	27	12	22	65	77
Insurance carriers and related activities .....	20	25	21	67	77
Real estate and rental and leasing .....	—	—	5	19	31
Professional and business services .....	10	15	9	30	43
Professional and technical services .....	11	28	17	40	52
Administrative and waste services .....	6	3	—	11	23
Education and health services .....	16	3	6	44	54
Educational services .....	18	7	14	42	48
Junior colleges, colleges, and universities .....	26	10	22	69	78
Healthcare and social assistance .....	15	2	5	44	55
Leisure and hospitality .....	8	—	3	14	25
Accommodation and food services .....	8	—	3	13	26
Other services .....	6	4	5	13	26
1 to 99 workers .....	4	4	3	18	28
1 to 49 workers .....	4	4	3	15	24
50 to 99 workers .....	4	4	3	25	40
100 workers or more .....	16	8	9	56	73
100 to 499 workers .....	9	5	5	47	64
500 workers or more .....	27	11	14	69	84
<b>Geographic areas</b>					
New England .....	14	6	9	39	50
Middle Atlantic .....	11	6	9	36	48
East North Central .....	11	6	4	38	49
West North Central .....	9	6	4	36	46
South Atlantic .....	10	7	5	35	49
East South Central .....	7	6	4	39	51
West South Central .....	8	6	2	37	52
Mountain .....	10	3	7	30	48
Pacific .....	9	5	8	31	45

<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> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile

estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Payroll deduction IRA <sup>1</sup>	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account			
All workers .....	20	17	35	37	17	5	19
<b>Worker characteristics</b>							
Management, professional, and related .....	30	29	58	60	24	8	28
Management, business, and financial .....	38	32	59	63	23	9	33
Professional and related .....	26	28	57	59	25	7	25
Service .....	7	9	19	19	12	3	9
Protective service .....	—	17	27	30	11	3	8
Sales and office .....	25	17	35	37	18	4	23
Sales and related .....	23	9	29	31	15	3	22
Office and administrative support .....	26	22	38	41	20	5	23
Natural resources, construction, and maintenance	16	13	24	28	15	3	14
Construction, extraction, farming, fishing, and forestry .....	10	9	12	15	11	2	8
Installation, maintenance, and repair .....	21	17	33	39	19	4	19
Production, transportation, and material moving ...	17	14	29	30	14	3	12
Production .....	18	18	32	34	16	5	15
Transportation and material moving .....	15	11	25	27	13	2	10
Full time .....	24	21	41	44	19	5	21
Part time .....	9	6	18	16	12	2	10
Union .....	17	17	41	46	24	7	23
Nonunion .....	21	17	34	36	17	4	18
Average wage within the following categories: <sup>3</sup>							
Lowest 25 percent .....	8	6	16	16	12	2	10
Lowest 10 percent .....	4	3	10	8	8	2	5
Second 25 percent .....	21	16	29	33	16	4	17
Third 25 percent .....	23	22	39	43	18	5	21
Highest 25 percent .....	32	29	60	63	24	8	30
Highest 10 percent .....	36	34	68	71	27	10	33
<b>Establishment characteristics</b>							
Goods-producing industries .....	19	18	32	36	16	5	17
Construction .....	10	10	10	15	10	2	8
Manufacturing .....	24	22	41	44	18	6	21
Service-providing industries .....	20	17	35	37	17	5	19
Trade, transportation, and utilities .....	24	13	32	33	17	3	20
Wholesale trade .....	25	23	33	35	14	5	17
Retail trade .....	24	7	28	29	17	2	22
Transportation and warehousing .....	22	17	38	39	18	2	15
Utilities .....	47	50	81	79	10	5	49

See footnotes at end of table.

**Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Stock options			
	Total <sup>2</sup>	Performance	Signing	Other
All workers .....	8	2	1	6
<b>Worker characteristics</b>				
Management, professional, and related .....	12	5	3	9
Management, business, and financial .....	16	7	4	11
Professional and related .....	10	4	2	7
Service .....	3	—	—	2
Protective service .....	6	—	—	6
Sales and office .....	9	2	1	8
Sales and related .....	9	1	1	8
Office and administrative support .....	10	3	2	7
Natural resources, construction, and maintenance	6	2	—	3
Construction, extraction, farming, fishing, and				
forestry .....	2	—	—	2
Installation, maintenance, and repair .....	9	4	—	5
Production, transportation, and material moving ...	7	1	1	6
Production .....	6	2	1	5
Transportation and material moving .....	8	1	1	7
Full time .....	9	3	2	7
Part time .....	5	1	1	4
Union .....	10	5	3	5
Nonunion .....	8	2	1	6
Average wage within the following categories: <sup>3</sup>				
Lowest 25 percent .....	4	( <sup>4</sup> )	—	4
Lowest 10 percent .....	4	—	—	3
Second 25 percent .....	6	2	1	5
Third 25 percent .....	9	2	1	7
Highest 25 percent .....	14	6	3	9
Highest 10 percent .....	16	6	4	11
<b>Establishment characteristics</b>				
Goods-producing industries .....	7	3	1	5
Construction .....	2	—	—	1
Manufacturing .....	10	4	2	7
Service-providing industries .....	8	2	1	6
Trade, transportation, and utilities .....	9	1	1	8
Wholesale trade .....	6	1	—	6
Retail trade .....	9	1	( <sup>4</sup> )	8
Transportation and warehousing .....	12	2	3	8
Utilities .....	13	2	—	10

See footnotes at end of table.

**Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Payroll deduction IRA <sup>1</sup>	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account			
Information .....	35	22	73	72	28	6	33
Financial activities .....	42	38	61	63	21	10	40
Finance and insurance .....	50	43	73	75	22	12	50
Credit intermediation and related activities .....	56	48	73	77	25	16	50
Insurance carriers and related activities .....	45	38	71	71	20	7	49
Real estate and rental and leasing .....	—	21	21	23	17	5	—
Professional and business services .....	22	21	38	43	17	4	20
Professional and technical services .....	34	27	49	53	21	8	26
Administrative and waste services .....	10	10	20	27	12	2	8
Education and health services .....	19	22	44	46	24	7	16
Educational services .....	15	23	50	51	33	12	18
Junior colleges, colleges, and universities .....	23	32	72	76	47	16	31
Healthcare and social assistance .....	19	22	43	46	22	6	16
Leisure and hospitality .....	3	5	12	9	8	2	7
Accommodation and food services .....	3	4	12	9	7	1	8
Other services .....	7	5	12	18	12	4	7
1 to 99 workers .....	12	10	19	21	12	3	9
1 to 49 workers .....	11	8	17	19	11	3	8
50 to 99 workers .....	17	14	24	27	17	5	13
100 workers or more .....	29	26	54	56	23	6	30
100 to 499 workers .....	28	20	43	45	19	5	26
500 workers or more .....	31	35	69	72	28	8	36
<b>Geographic areas</b>							
New England .....	16	18	43	44	20	7	17
Middle Atlantic .....	15	15	34	36	20	7	17
East North Central .....	23	19	34	38	20	4	20
West North Central .....	22	23	36	42	11	3	18
South Atlantic .....	21	19	34	35	17	5	19
East South Central .....	22	23	32	30	15	3	20
West South Central .....	20	18	37	39	15	2	22
Mountain .....	20	16	39	42	16	3	17
Pacific .....	21	11	32	34	17	5	16

See footnotes at end of table.

**Table 41. Financial benefits: Access, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Stock options			
	Total <sup>2</sup>	Performance	Signing	Other
Information .....	31	18	2	14
Financial activities .....	19	7	5	16
Finance and insurance .....	23	9	6	20
Credit intermediation and related activities .....	24	13	9	21
Insurance carriers and related activities .....	23	6	2	19
Real estate and rental and leasing .....	—	—	—	—
Professional and business services .....	11	4	3	8
Professional and technical services .....	12	4	3	9
Administrative and waste services .....	6	2	2	4
Education and health services .....	2	—	( <sup>4</sup> )	1
Educational services .....	1	—	1	( <sup>4</sup> )
Junior colleges, colleges, and universities .....	2	—	1	( <sup>4</sup> )
Healthcare and social assistance .....	2	—	—	2
Leisure and hospitality .....	2	—	—	2
Accommodation and food services .....	3	—	—	2
Other services .....	—	—	—	—
1 to 99 workers .....	5	1	1	4
1 to 49 workers .....	4	1	1	3
50 to 99 workers .....	7	2	1	5
100 workers or more .....	12	4	2	9
100 to 499 workers .....	9	3	1	7
500 workers or more .....	15	6	4	11
<b>Geographic areas</b>				
New England .....	8	3	1	7
Middle Atlantic .....	8	2	2	7
East North Central .....	8	3	1	6
West North Central .....	9	3	1	7
South Atlantic .....	7	2	1	6
East South Central .....	11	4	2	8
West South Central .....	7	2	1	5
Mountain .....	5	2	1	5
Pacific .....	8	3	2	5

<sup>1</sup> An individual retirement plan that can be sponsored by the employer, but with no employer contributions. The employee establishes either a traditional (with tax-deductible contributions) or Roth (contributions are made post-tax but accumulate tax-free until retirement) IRA plan with a financial institution, and authorizes the payroll deduction by the employer.

<sup>2</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 stock option.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the

occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

<sup>4</sup> Less than 0.5.

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 42. Health-related benefits: Access, private industry workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Long-term care insurance <sup>1</sup>	Retiree healthcare benefits <sup>2</sup>	
		Under age 65	Age 65 and over
All workers .....	16	16	14
<b>Worker characteristics</b>			
Management, professional, and related .....	28	23	22
Management, business, and financial .....	34	29	27
Professional and related .....	26	20	19
Service .....	7	5	4
Protective service .....	7	–	7
Sales and office .....	16	17	16
Sales and related .....	11	15	14
Office and administrative support .....	19	19	17
Natural resources, construction, and maintenance	11	15	14
Construction, extraction, farming, fishing, and forestry .....	4	12	11
Installation, maintenance, and repair .....	18	17	16
Production, transportation, and material moving ...	11	16	13
Production .....	10	16	15
Transportation and material moving .....	12	16	12
Full time .....	19	18	17
Part time .....	8	8	8
Union .....	22	42	34
Nonunion .....	15	13	12
Average wage within the following categories: <sup>3</sup>			
Lowest 25 percent .....	6	6	5
Lowest 10 percent .....	5	4	4
Second 25 percent .....	11	12	10
Third 25 percent .....	18	18	16
Highest 25 percent .....	32	30	28
Highest 10 percent .....	38	33	32
<b>Establishment characteristics</b>			
Goods-producing industries .....	12	19	17
Construction .....	3	9	8
Manufacturing .....	16	23	21
Service-providing industries .....	17	15	14
Trade, transportation, and utilities .....	14	18	16
Wholesale trade .....	12	11	8
Retail trade .....	10	16	15
Transportation and warehousing .....	23	30	25
Utilities .....	51	69	65

See footnotes at end of table.

**Table 42. Health-related benefits: Access, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Long-term care insurance <sup>1</sup>	Retiree healthcare benefits <sup>2</sup>	
		Under age 65	Age 65 and over
Information .....	47	43	42
Financial activities .....	40	37	36
Finance and insurance .....	49	47	46
Credit intermediation and related activities .....	53	49	47
Insurance carriers and related activities .....	42	41	40
Real estate and rental and leasing .....	12	—	4
Professional and business services .....	18	13	12
Professional and technical services .....	27	16	16
Administrative and waste services .....	5	6	4
Education and health services .....	16	12	10
Educational services .....	26	24	24
Junior colleges, colleges, and universities .....	48	45	44
Healthcare and social assistance .....	15	10	8
Leisure and hospitality .....	4	2	2
Accommodation and food services .....	5	2	2
Other services .....	5	4	4
1 to 99 workers .....	8	6	6
1 to 49 workers .....	7	5	5
50 to 99 workers .....	11	9	9
100 workers or more .....	26	27	24
100 to 499 workers .....	19	19	18
500 workers or more .....	35	38	34
<b>Geographic areas</b>			
New England .....	17	16	17
Middle Atlantic .....	15	15	14
East North Central .....	16	19	18
West North Central .....	13	14	13
South Atlantic .....	18	14	12
East South Central .....	18	21	17
West South Central .....	17	17	14
Mountain .....	16	13	13
Pacific .....	14	13	13

<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> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with

earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>1</sup>	Cash profit-sharing bonus	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 .....	40	5	3	10	9	4	3	6	11
<b>Worker characteristics</b>									
Management, professional, and related .....	51	8	5	13	6	8	2	9	16
Management, business, and financial .....	58	10	6	18	6	7	2	8	18
Professional and related .....	47	7	5	11	6	9	1	9	15
Service .....	25	1	2	6	6	2	2	3	7
Protective service .....	32	—	6	—	5	—	—	4	—
Sales and office .....	43	5	3	11	12	4	7	6	9
Sales and related .....	35	3	1	7	12	2	12	3	5
Office and administrative support .....	49	6	4	14	12	5	4	8	11
Natural resources, construction, and maintenance .....	38	6	3	11	11	2	1	5	11
Construction, extraction, farming, fishing, and forestry .....	33	3	—	13	11	1	( <sup>3</sup> )	1	8
Installation, maintenance, and repair .....	43	8	5	9	10	3	2	8	15
Production, transportation, and material moving ...	41	6	2	9	9	5	2	5	14
Production .....	47	9	2	12	10	5	2	5	16
Transportation and material moving .....	36	4	1	7	9	4	1	5	11
Full time .....	47	6	4	12	10	5	3	7	14
Part time .....	23	1	2	4	5	1	3	4	4
Union .....	36	10	4	6	3	8	1	5	18
Nonunion .....	41	5	3	11	9	4	3	6	11
Average wage within the following categories: <sup>4</sup>									
Lowest 25 percent .....	26	1	1	6	7	1	3	4	5
Lowest 10 percent .....	19	( <sup>3</sup> )	1	5	6	1	1	3	3
Second 25 percent .....	40	4	2	9	13	4	5	5	9
Third 25 percent .....	46	6	3	12	9	6	3	6	13
Highest 25 percent .....	54	10	6	14	5	8	1	9	20
Highest 10 percent .....	57	11	7	17	5	7	1	8	20
<b>Establishment characteristics</b>									
Goods-producing industries .....	49	10	2	14	10	5	2	5	16
Construction .....	38	4	—	17	11	1	1	1	7
Manufacturing .....	53	13	3	12	9	7	2	6	19
Service-providing industries .....	39	4	3	9	8	4	3	6	10
Trade, transportation, and utilities .....	39	4	1	7	13	3	8	3	8
Wholesale trade .....	50	6	2	14	10	5	—	4	16
Retail trade .....	35	2	1	5	16	2	13	4	2
Transportation and warehousing .....	37	9	2	7	7	3	—	—	14
Utilities .....	58	—	6	19	—	5	—	—	22

See footnotes at end of table.

**Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>1</sup>	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>2</sup>
Information .....	59	15	13	14	1	9	—	19	26
Financial activities .....	68	11	7	21	7	4	2	11	20
Finance and insurance .....	75	13	8	24	5	5	2	13	23
Credit intermediation and related activities .....	76	14	5	22	5	5	—	14	23
Insurance carriers and related activities .....	74	10	14	24	5	4	5	11	25
Real estate and rental and leasing .....	43	3	4	10	15	—	—	5	8
Professional and business services .....	43	7	5	11	7	5	2	9	12
Professional and technical services .....	51	9	7	16	9	5	—	8	14
Administrative and waste services .....	29	5	3	4	4	3	1	9	8
Education and health services .....	36	1	2	8	6	8	2	8	10
Educational services .....	25	—	3	3	5	11	1	1	3
Junior colleges, colleges, and universities .....	21	—	1	—	—	13	—	3	2
Healthcare and social assistance .....	37	1	2	9	6	8	2	9	11
Leisure and hospitality .....	21	—	2	4	7	—	1	2	6
Accommodation and food services .....	19	—	2	3	6	—	—	2	6
Other services .....	31	—	2	14	7	4	—	2	4
1 to 99 workers .....	35	3	2	11	10	3	1	3	7
1 to 49 workers .....	34	3	2	11	11	3	1	2	6
50 to 99 workers .....	38	4	3	10	7	4	2	6	12
100 workers or more .....	47	7	4	9	6	6	6	10	16
100 to 499 workers .....	43	4	3	8	9	4	8	9	12
500 workers or more .....	52	12	5	10	3	9	2	11	21
<b>Geographic areas</b>									
New England .....	33	2	—	11	2	6	—	5	8
Middle Atlantic .....	41	4	3	11	7	7	2	6	10
East North Central .....	44	6	4	12	7	7	4	6	15
West North Central .....	36	6	3	10	5	3	2	7	10
South Atlantic .....	43	5	4	8	13	4	4	6	11
East South Central .....	40	5	2	8	11	2	4	6	16
West South Central .....	48	6	2	13	13	2	4	8	13
Mountain .....	44	6	5	13	10	4	3	6	8
Pacific .....	31	5	2	8	6	3	2	4	9

<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.

<sup>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data

from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 44. Unmarried domestic partner benefits: Access<sup>1</sup>, private industry workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers .....	9	8	31	26
<b>Worker characteristics</b>				
Management, professional, and related .....	13	12	47	39
Management, business, and financial .....	18	17	54	46
Professional and related .....	10	10	43	35
Service .....	3	3	19	15
Protective service .....	3	3	16	10
Sales and office .....	9	9	31	28
Sales and related .....	5	5	25	22
Office and administrative support .....	12	12	35	31
Natural resources, construction, and maintenance .....	8	9	25	21
Construction, extraction, farming, fishing, and forestry .....	5	7	16	15
Installation, maintenance, and repair .....	11	10	33	25
Production, transportation, and material moving ...	9	8	27	23
Production .....	6	5	26	22
Transportation and material moving .....	11	11	27	24
Full time .....	10	10	38	32
Part time .....	4	4	12	10
Union .....	27	24	48	36
Nonunion .....	7	7	30	25
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	3	3	12	11
Lowest 10 percent .....	2	2	7	6
Second 25 percent .....	7	7	27	24
Third 25 percent .....	10	10	38	32
Highest 25 percent .....	17	16	53	43
Highest 10 percent .....	18	17	62	50
<b>Establishment characteristics</b>				
Goods-producing industries .....	7	6	29	25
Construction .....	4	6	18	17
Manufacturing .....	7	6	34	28
Service-providing industries .....	9	9	32	26
Trade, transportation, and utilities .....	9	9	30	25
Wholesale trade .....	6	5	32	28
Retail trade .....	6	6	24	21
Transportation and warehousing .....	19	18	44	32
Utilities .....	37	36	65	59

See footnotes at end of table.

**Table 44. Unmarried domestic partner benefits: Access<sup>1</sup>, private industry workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
Information .....	26	24	63	42
Financial activities .....	28	27	56	52
Finance and insurance .....	35	34	67	62
Credit intermediation and related activities .....	37	36	66	62
Insurance carriers and related activities ....	31	29	63	57
Real estate and rental and leasing .....	—	—	20	20
Professional and business services .....	7	6	36	31
Professional and technical services .....	7	7	49	40
Administrative and waste services .....	—	—	20	21
Education and health services .....	9	8	30	25
Educational services .....	7	7	42	35
Junior colleges, colleges, and universities .....	7	7	57	44
Healthcare and social assistance .....	9	9	27	23
Leisure and hospitality .....	—	—	17	12
Accommodation and food services .....	—	—	17	11
Other services .....	5	5	16	14
1 to 99 workers .....	4	4	20	18
1 to 49 workers .....	4	4	17	15
50 to 99 workers .....	5	5	29	27
100 workers or more .....	14	14	45	36
100 to 499 workers .....	9	9	37	32
500 workers or more .....	21	19	56	41
<b>Geographic areas</b>				
New England .....	9	9	40	33
Middle Atlantic .....	11	11	33	26
East North Central .....	7	5	22	15
West North Central .....	8	7	29	25
South Atlantic .....	8	8	25	20
East South Central .....	5	5	22	16
West South Central .....	6	7	21	20
Mountain .....	7	7	38	32
Pacific .....	12	12	53	49

<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. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at: [www.bls.gov/ncs/ebs\\_domestic2012.pdf](http://www.bls.gov/ncs/ebs_domestic2012.pdf).

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories

were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Childcare <sup>1</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers .....	13	4	11	52	74
<b>Worker characteristics</b>					
Management, professional, and related .....	14	4	9	53	74
Professional and related .....	13	4	8	53	74
Teachers .....	12	2	5	51	71
Primary, secondary, and special education school teachers .....	8	1	3	49	71
Service .....	11	5	10	50	74
Protective service .....	12	5	13	55	80
Sales and office .....	15	5	16	50	72
Office and administrative support .....	16	5	16	51	74
Natural resources, construction, and maintenance	11	3	12	54	74
Production, transportation, and material moving ...	6	—	13	42	69
Full time .....	14	5	11	54	77
Part time .....	8	2	6	39	54
Union .....	16	2	13	56	84
Nonunion .....	11	6	8	49	66
Average wage within the following categories: <sup>2</sup>					
Lowest 25 percent .....	9	4	5	43	62
Lowest 10 percent .....	8	—	3	38	53
Second 25 percent .....	16	5	14	53	78
Third 25 percent .....	15	4	13	57	78
Highest 25 percent .....	13	3	11	55	78
Highest 10 percent .....	16	4	10	54	79
<b>Establishment characteristics</b>					
Service-providing industries .....	13	4	11	52	74
Education and health services .....	13	4	7	51	73
Educational services .....	12	3	6	50	72
Elementary and secondary schools .....	8	1	2	46	70
Junior colleges, colleges, and universities .....	27	—	—	65	78
Healthcare and social assistance .....	15	—	15	58	79
Hospitals .....	18	—	—	62	81
Public administration .....	17	6	17	54	77
1 to 99 workers .....	8	5	4	35	49
1 to 49 workers .....	7	6	5	31	38
50 to 99 workers .....	—	2	4	41	65
100 workers or more .....	14	4	12	54	77
100 to 499 workers .....	9	2	6	38	55
500 workers or more .....	15	5	13	60	85

See footnotes at end of table.

**Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2013—Continued**

(All workers = 100 percent)

Characteristics	Childcare <sup>1</sup>	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government .....	27	—	20	69	84
Local government .....	8	2	7	46	70
<b>Geographic areas</b>					
New England .....	—	—	5	35	76
Middle Atlantic .....	19	—	5	44	82
East North Central .....	9	1	14	48	66
West North Central .....	—	—	—	46	68
South Atlantic .....	10	—	5	60	83
East South Central .....	—	—	—	42	47
West South Central .....	6	2	5	46	62
Mountain .....	18	—	21	62	88
Pacific .....	14	4	26	65	82

<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> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile

estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2013**

(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	Healthcare reimbursement account		
All workers .....	23	34	54	60	60	24
<b>Worker characteristics</b>						
Management, professional, and related .....	24	37	56	63	60	24
Professional and related .....	24	37	55	63	60	24
Teachers .....	22	36	50	60	56	20
Primary, secondary, and special education school teachers .....	20	37	51	61	55	19
Service .....	20	28	50	54	57	23
Protective service .....	22	29	58	59	59	28
Sales and office .....	23	35	55	59	61	26
Office and administrative support .....	23	35	56	60	62	27
Natural resources, construction, and maintenance .....	24	38	55	59	63	22
Production, transportation, and material moving ...	21	32	40	43	56	14
Full time .....	25	38	58	64	64	26
Part time .....	13	16	29	34	36	14
Union .....	20	32	57	64	63	29
Nonunion .....	26	36	51	56	57	20
Average wage within the following categories: <sup>1</sup>						
Lowest 25 percent .....	21	29	44	49	51	18
Lowest 10 percent .....	17	24	35	39	48	14
Second 25 percent .....	24	34	58	61	64	27
Third 25 percent .....	24	39	59	65	62	28
Highest 25 percent .....	23	36	56	65	63	23
Highest 10 percent .....	20	32	49	60	60	26
<b>Establishment characteristics</b>						
Service-providing industries .....	23	34	54	59	60	24
Education and health services .....	23	36	54	62	59	22
Educational services .....	24	36	53	62	60	21
Elementary and secondary schools .....	21	36	50	58	55	19
Junior colleges, colleges, and universities .....	34	36	63	73	73	27
Healthcare and social assistance .....	19	41	56	59	54	28
Hospitals .....	21	50	56	57	56	27
Public administration .....	23	32	58	58	62	31
1 to 99 workers .....	19	22	35	39	43	19
1 to 49 workers .....	17	19	33	35	41	14
50 to 99 workers .....	23	25	37	44	46	26
100 workers or more .....	23	36	57	63	62	25
100 to 499 workers .....	15	30	41	44	55	18
500 workers or more .....	26	38	62	69	64	27

See footnotes at end of table.

**Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2013—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	Healthcare reimbursement account		
State government .....	31	34	72	74	78	38
Local government .....	20	34	48	54	53	19
<b>Geographic areas</b>						
New England .....	—	—	42	41	55	—
Middle Atlantic .....	3	14	33	46	72	26
East North Central .....	22	16	40	46	54	24
West North Central .....	22	40	64	69	54	36
South Atlantic .....	34	46	64	70	58	24
East South Central .....	—	51	38	46	67	—
West South Central .....	19	39	65	67	63	15
Mountain .....	24	—	65	67	63	26
Pacific .....	27	46	65	69	54	27

<sup>1</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Long-term care insurance <sup>1</sup>	Retiree healthcare benefits <sup>2</sup>	
		Under age 65	Age 65 and over
All workers .....	28	71	65
<b>Worker characteristics</b>			
Management, professional, and related .....	31	75	68
Professional and related .....	30	74	68
Teachers .....	27	73	66
Primary, secondary, and special education school teachers .....	21	74	65
Service .....	25	65	59
Protective service .....	25	73	66
Sales and office .....	29	70	65
Office and administrative support .....	29	71	66
Natural resources, construction, and maintenance .....	29	66	58
Production, transportation, and material moving ...	16	68	62
Full time .....	31	75	69
Part time .....	15	48	47
Union .....	26	78	72
Nonunion .....	30	65	60
Average wage within the following categories: <sup>3</sup>			
Lowest 25 percent .....	21	58	53
Lowest 10 percent .....	17	45	40
Second 25 percent .....	32	75	69
Third 25 percent .....	32	77	71
Highest 25 percent .....	30	77	70
Highest 10 percent .....	33	80	75
<b>Establishment characteristics</b>			
Service-providing industries .....	28	71	65
Education and health services .....	31	73	66
Educational services .....	30	73	67
Elementary and secondary schools .....	22	72	66
Junior colleges, colleges, and universities .....	56	74	71
Healthcare and social assistance .....	38	72	61
Hospitals .....	41	73	60
Public administration .....	27	73	69
1 to 99 workers .....	17	47	40
1 to 49 workers .....	13	41	34
50 to 99 workers .....	24	56	49
100 workers or more .....	30	75	69
100 to 499 workers .....	18	63	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 2013—Continued**

(All workers = 100 percent)

Characteristics	Long-term care insurance <sup>1</sup>	Retiree healthcare benefits <sup>2</sup>	
		Under age 65	Age 65 and over
State government .....	48	86	84
Local government .....	22	66	59
<b>Geographic areas</b>			
New England .....	10	—	—
Middle Atlantic .....	16	85	79
East North Central .....	15	55	50
West North Central .....	—	62	48
South Atlantic .....	43	76	69
East South Central .....	—	56	49
West South Central .....	26	75	67
Mountain .....	23	74	74
Pacific .....	43	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> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with

earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2013**

(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	( <sup>3</sup> )	1	12	4	1	13
Professional and related .....	29	3	( <sup>3</sup> )	1	12	4	1	12
Teachers .....	26	2	–	–	13	2	–	11
Primary, secondary, and special education school teachers .....	29	2	–	–	15	3	–	12
Service .....	33	4	1	2	11	8	–	12
Protective service .....	43	7	–	3	14	12	–	16
Sales and office .....	32	4	2	2	13	5	1	12
Office and administrative support .....	32	4	2	2	13	6	1	12
Natural resources, construction, and maintenance .....	34	3	–	2	13	11	–	10
Production, transportation, and material moving ...	28	2	–	–	12	5	–	9
Full time .....	35	4	1	2	14	6	1	14
Part time .....	9	1	–	1	3	1	–	3
Union .....	36	5	–	–	21	5	–	12
Nonunion .....	27	3	1	2	5	6	1	12
Average wage within the following categories: <sup>4</sup>								
Lowest 25 percent .....	24	2	1	3	6	5	–	10
Lowest 10 percent .....	18	–	1	3	4	4	–	7
Second 25 percent .....	34	5	1	2	11	8	1	12
Third 25 percent .....	35	4	1	1	13	6	1	16
Highest 25 percent .....	32	5	( <sup>3</sup> )	–	18	4	( <sup>3</sup> )	11
Highest 10 percent .....	32	4	–	–	19	3	–	11
<b>Establishment characteristics</b>								
Service-providing industries .....	31	4	1	2	12	5	1	12
Education and health services .....	27	3	1	1	11	3	1	11
Educational services .....	24	2	–	–	11	3	–	10
Elementary and secondary schools .....	25	1	–	–	13	3	–	10
Junior colleges, colleges, and universities .....	22	6	–	–	6	3	–	10
Healthcare and social assistance .....	44	8	4	6	9	5	4	16
Hospitals .....	43	5	–	5	9	5	5	16
Public administration .....	40	6	1	2	15	9	–	16
1 to 99 workers .....	32	2	4	7	9	9	–	12
1 to 49 workers .....	32	–	3	9	6	9	–	12
50 to 99 workers .....	33	5	5	3	13	8	–	12
100 workers or more .....	31	4	( <sup>3</sup> )	1	13	5	1	12
100 to 499 workers .....	32	1	2	2	13	7	–	11
500 workers or more .....	31	5	–	( <sup>3</sup> )	12	5	1	13

See footnotes at end of table.

**Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2013—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	11	—	—	12	7	2	21
Local government .....	27	1	1	2	12	5	( <sup>3</sup> )	9
<b>Geographic areas</b>								
New England .....	41	—	—	—	24	9	—	18
Middle Atlantic .....	31	—	—	—	15	3	—	15
East North Central .....	29	1	—	—	19	8	—	7
West North Central .....	19	—	—	—	4	—	—	8
South Atlantic .....	41	5	—	3	4	6	3	24
West South Central .....	32	3	2	—	7	9	—	15
Mountain .....	16	—	—	—	—	1	—	—
Pacific .....	36	14	—	—	27	1	—	4

<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.

<sup>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile

estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).

**Table 44. Unmarried domestic partner benefits: Access<sup>1</sup>, State and local government workers, National Compensation Survey, March 2013**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers .....	50	48	33	28
<b>Worker characteristics</b>				
Management, professional, and related .....	53	52	34	29
Professional and related .....	54	52	34	28
Teachers .....	52	50	31	25
Primary, secondary, and special education school teachers .....	56	54	30	25
Service .....	42	41	30	24
Protective service .....	44	42	35	25
Sales and office .....	51	50	36	31
Office and administrative support .....	53	52	37	32
Natural resources, construction, and maintenance .....	46	46	33	27
Production, transportation, and material moving ...	40	41	30	28
Full time .....	55	54	37	31
Part time .....	21	21	14	13
Union .....	53	50	54	45
Nonunion .....	47	47	16	14
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	37	37	14	13
Lowest 10 percent .....	30	30	7	7
Second 25 percent .....	51	50	35	29
Third 25 percent .....	53	52	37	32
Highest 25 percent .....	58	56	48	39
Highest 10 percent .....	62	55	56	47
<b>Establishment characteristics</b>				
Service-providing industries .....	50	48	33	28
Education and health services .....	52	50	32	26
Educational services .....	53	51	32	27
Elementary and secondary schools .....	53	51	28	24
Junior colleges, colleges, and universities .....	53	51	45	34
Healthcare and social assistance .....	43	43	29	26
Hospitals .....	42	44	29	28
Public administration .....	48	47	38	31
1 to 99 workers .....	34	33	17	15
1 to 49 workers .....	27	26	11	10
50 to 99 workers .....	44	43	26	23
100 workers or more .....	52	51	36	30
100 to 499 workers .....	42	43	24	20
500 workers or more .....	55	53	40	33

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 2013—Continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government .....	59	58	43	34
Local government .....	46	45	30	26
<b>Geographic areas</b>				
New England .....	34	28	35	28
Middle Atlantic .....	60	53	56	48
East North Central .....	—	—	25	11
South Atlantic .....	45	45	11	6
East South Central .....	70	71	—	2
West South Central .....	55	56	10	11
Mountain .....	61	60	49	34
Pacific .....	82	80	83	81

<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. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at: [www.bls.gov/ncs/ebs\\_domestic2012.pdf](http://www.bls.gov/ncs/ebs_domestic2012.pdf).

<sup>2</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories

were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).