

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2015

(All workers = 100 percent)

Characteristics	All retirement benefits ²			Defined benefit			Defined contribution		
	Access	Participation ³	Take-up rate ³	Access	Participation ³	Take-up rate ³	Access	Participation	Take-up rate
All workers	90	81	90	84	75	89	33	15	45
Worker characteristics									
Management, professional, and related	92	82	89	87	76	87	34	15	44
Professional and related	92	81	89	87	76	87	33	14	41
Teachers	91	81	89	88	76	87	32	12	37
Primary, secondary, and special education school teachers	99	89	90	98	88	89	27	8	28
Service	85	77	91	79	71	90	28	12	42
Protective service	92	84	92	86	79	92	32	13	42
Sales and office	89	81	91	83	74	90	35	18	50
Office and administrative support	90	82	91	84	75	90	35	17	48
Natural resources, construction, and maintenance	96	88	92	90	81	90	35	18	53
Production, transportation, and material moving ...	85	78	91	79	71	91	26	12	45
Full time	99	89	90	93	82	89	37	17	45
Part time	39	33	85	36	31	87	9	4	38
Union	97	88	90	95	85	89	34	12	35
Nonunion	84	75	90	75	66	88	32	17	54
Average wage within the following categories: ⁴									
Lowest 25 percent	75	67	90	68	61	90	26	12	45
Lowest 10 percent	61	54	89	53	47	89	19	9	49
Second 25 percent	93	83	89	87	76	88	34	16	48
Third 25 percent	94	84	89	89	78	87	34	16	47
Highest 25 percent	98	89	91	94	84	89	37	15	41
Highest 10 percent	98	89	91	92	81	89	43	17	39
Establishment characteristics									
Service-providing industries	90	81	90	84	74	88	33	15	45
Education and health services	91	80	88	85	74	87	32	13	42
Educational services	91	81	89	88	77	87	29	11	37
Elementary and secondary schools	92	82	89	91	81	89	23	6	27
Junior colleges, colleges, and universities	87	76	87	77	61	79	48	25	52
Health care and social assistance	89	77	87	68	58	86	53	31	59
Hospitals	95	81	85	71	60	84	57	32	57
Public administration	91	84	92	87	79	91	34	16	46
1 to 99 workers	78	70	89	68	60	88	28	18	63
1 to 49 workers	70	63	90	60	52	88	23	14	59
50 to 99 workers	91	80	89	81	71	88	35	24	67
100 workers or more	91	82	90	86	77	89	33	14	43
100 to 499 workers	88	80	91	81	73	90	31	15	48
500 workers or more	93	83	89	88	78	88	34	14	41

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2015—continued

(All workers = 100 percent)

Characteristics	All retirement benefits ²			Defined benefit			Defined contribution		
	Access	Participation ³	Take-up rate ³	Access	Participation ³	Take-up rate ³	Access	Participation	Take-up rate
State government	93	84	90	87	75	86	42	20	47
Local government	89	80	90	83	74	89	29	13	44
Geographic areas									
Northeast	91	81	89	87	76	88	30	8	27
New England	86	78	91	82	74	89	—	9	—
Middle Atlantic	93	82	89	88	77	87	37	8	22
South	91	81	89	86	75	88	36	15	42
South Atlantic	91	80	88	88	76	86	50	17	34
East South Central	93	81	87	85	73	87	26	13	49
West South Central	90	83	92	82	75	92	21	13	65
Midwest	87	78	90	79	69	87	40	17	42
East North Central	85	78	92	78	71	91	44	15	34
West North Central	91	79	87	79	65	82	33	20	60
West	90	82	91	85	78	91	22	18	81
Mountain	88	76	86	83	71	85	22	14	62
Pacific	91	85	93	86	80	93	21	19	89

¹ 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.

² 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.

³ The 2014 estimates are not strictly comparable to corresponding estimates in previous years. See technical note for more information.

⁴ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 3. Retirement benefit combinations: Access, State and local government workers, National Compensation Survey, March 2015

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	27	57	6
Worker characteristics			
Management, professional, and related	29	58	5
Professional and related	29	58	5
Teachers	29	59	3
Primary, secondary, and special education school teachers	27	71	–
Service	22	56	6
Protective service	26	59	6
Sales and office	29	54	7
Office and administrative support	29	55	6
Natural resources, construction, and maintenance	29	61	6
Production, transportation, and material moving	19	60	7
Full time	31	62	6
Part time	6	30	3
Union	32	63	2
Nonunion	23	51	9
Average wage within the following categories: ¹			
Lowest 25 percent	19	49	7
Lowest 10 percent	11	42	8
Second 25 percent	28	60	6
Third 25 percent	29	60	5
Highest 25 percent	33	61	4
Highest 10 percent	37	54	6
Establishment characteristics			
Service-providing industries	27	57	6
Education and health services	27	59	5
Educational services	26	62	3
Elementary and secondary schools	23	69	1
Junior colleges, colleges, and universities	38	39	10
Health care and social assistance	32	36	21
Hospitals	33	38	24
Public administration	30	57	4
1 to 99 workers	18	50	10
1 to 49 workers	13	47	10
50 to 99 workers	26	55	9
100 workers or more	28	58	5
100 to 499 workers	24	57	7
500 workers or more	30	58	4

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, State and local government workers, National Compensation Survey, March 2015—continued

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
State government	36	51	6
Local government	24	59	5
Geographic areas			
Northeast	26	61	4
New England	9	74	—
Middle Atlantic	32	56	4
South	31	55	5
South Atlantic	47	41	3
East South Central	—	67	—
West South Central	12	70	8
Midwest	32	47	8
East North Central	38	40	6
West North Central	—	58	—
West	17	69	5
Mountain	16	66	6
Pacific	—	70	4

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 4. Defined benefit retirement plans:¹ Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ²			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
All workers	89	78	6.9	6.9	11
Worker characteristics					
Management, professional, and related	90	80	7.0	6.9	10
Professional and related	91	81	7.1	6.9	9
Teachers	92	85	7.3	7.0	8
Primary, secondary, and special education school teachers	92	85	7.4	7.0	8
Service	90	76	7.2	7.0	10
Protective service	90	77	7.5	7.4	10
Sales and office	88	74	6.6	6.8	12
Office and administrative support	87	74	6.7	6.8	13
Natural resources, construction, and maintenance	89	74	6.2	6.0	11
Production, transportation, and material moving ...	84	66	6.7	6.8	16
Full time	89	78	6.9	6.9	11
Part time	88	71	7.3	7.0	12
Union	90	70	7.0	7.0	10
Nonunion	89	86	6.8	6.7	11
Average wage within the following categories: ³					
Lowest 25 percent	88	82	6.7	6.7	12
Lowest 10 percent	90	84	7.1	6.7	10
Second 25 percent	88	75	6.7	6.9	12
Third 25 percent	90	78	6.8	6.7	10
Highest 25 percent	91	76	7.4	7.0	9
Highest 10 percent	93	74	7.7	7.5	7
Establishment characteristics					
Service-providing industries	89	78	6.9	6.9	11
Education and health services	91	82	7.1	6.9	9
Educational services	92	84	7.1	7.0	8
Elementary and secondary schools	92	84	7.1	7.0	8
Junior colleges, colleges, and universities	94	85	7.1	7.0	6
Health care and social assistance	78	63	6.5	6.7	22
Hospitals	76	61	6.7	6.7	24
Public administration	87	71	6.8	6.9	13
1 to 99 workers	86	77	7.0	6.4	14
1 to 49 workers	94	80	6.7	6.4	6
100 workers or more	90	78	6.9	6.9	10
100 to 499 workers	87	78	7.2	6.9	13
500 workers or more	91	78	6.8	6.9	9

See footnotes at end of table.

Table 4. Defined benefit retirement plans:¹ Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ²			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
State government	90	75	6.6	6.8	10
Local government	89	79	7.0	6.9	11
Geographic areas					
Northeast	97	56	6.8	6.9	3
New England	98	59	7.2	7.0	2
Middle Atlantic	96	56	6.6	6.9	4
South	92	91	6.1	6.4	8
South Atlantic	93	92	5.1	5.3	7
Midwest	88	80	7.7	7.0	12
East North Central	85	72	8.4	9.4	15
West North Central	95	94	6.9	6.0	5
West	80	69	8.0	8.0	20
Pacific	79	65	7.2	7.7	21

¹ The 2014 estimates are not strictly comparable to corresponding estimates in previous years. See technical note for more information.

² The employee contributes a fixed percentage of his or her earnings to the retirement plan.

³ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Open plans ¹	Soft freeze ²		Hard freeze ³
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	40	60	(⁴)	(⁴)
Worker characteristics				
Management, professional, and related	39	61	—	—
Professional and related	39	61	—	—
Teachers	40	60	—	—
Primary, secondary, and special education school teachers	40	60	—	—
Service	41	59	—	—
Protective service	44	56	—	(⁴)
Sales and office	39	61	—	—
Office and administrative support	39	61	—	—
Natural resources, construction, and maintenance	43	57	—	(⁴)
Production, transportation, and material moving ...	42	58	—	—
Full time	40	60	(⁴)	(⁴)
Part time	34	65	—	—
Union	35	65	—	—
Nonunion	45	55	—	—
Average wage within the following categories: ⁵				
Lowest 25 percent	44	56	—	—
Lowest 10 percent	40	60	—	—
Second 25 percent	42	58	—	—
Third 25 percent	39	61	—	—
Highest 25 percent	35	65	—	—
Highest 10 percent	32	68	—	—
Establishment characteristics				
Service-providing industries	40	60	(⁴)	(⁴)
Education and health services	38	62	—	—
Educational services	37	62	—	—
Elementary and secondary schools	38	61	—	—
Junior colleges, colleges, and universities	35	65	—	—
Health care and social assistance	43	57	—	—
Hospitals	43	57	—	—
Public administration	41	59	—	—
1 to 99 workers	49	51	—	—
1 to 49 workers	51	49	—	—
50 to 99 workers	47	53	—	—
100 workers or more	39	61	(⁴)	(⁴)
100 to 499 workers	39	61	—	—
500 workers or more	38	61	(⁴)	(⁴)

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Open plans ¹	Soft freeze ²		Hard freeze ³
		All participants still accruing benefits	Some participants still accruing benefits	
State government	34	66	—	—
Local government	42	58	(⁴)	(⁴)
Geographic areas				
Northeast	25	74	1	—
New England	30	68	—	—
Middle Atlantic	23	76	—	—
South	43	57	—	—
South Atlantic	50	50	—	—
East South Central	34	66	—	—
West South Central	37	63	—	—
Midwest	51	48	—	(⁴)
East North Central	50	49	—	1
West North Central	53	47	—	—
West	35	65	—	—
Mountain	38	62	—	—
Pacific	34	66	—	—

¹ Plans open to new participants.

² New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

³ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

⁴ Less than 0.5.

⁵ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits ²		
	1 year	2 to 5 years	Greater than 5 years
All workers	2	64	34
Worker characteristics			
Management, professional, and related	2	62	36
Professional and related	2	61	37
Teachers	1	61	38
Primary, secondary, and special education school teachers	2	60	39
Service	—	67	—
Protective service	—	76	—
Sales and office	2	66	32
Office and administrative support	2	66	32
Natural resources, construction, and maintenance	3	69	29
Production, transportation, and material moving ...	2	58	40
Full time	2	63	35
Part time	—	74	—
Union	—	71	—
Nonunion	4	54	43
Average wage within the following categories: ³			
Lowest 25 percent	3	58	40
Lowest 10 percent	2	51	47
Second 25 percent	2	69	29
Third 25 percent	2	62	36
Highest 25 percent	1	66	34
Highest 10 percent	—	65	—
Establishment characteristics			
Service-providing industries	2	64	34
Education and health services	2	60	37
Educational services	2	61	37
Elementary and secondary schools	2	60	39
Junior colleges, colleges, and universities	—	64	—
Health care and social assistance	2	59	39
Hospitals	—	52	—
Public administration	2	70	28
1 to 99 workers	—	65	—
1 to 49 workers	—	71	—
50 to 99 workers	—	59	—
100 workers or more	2	64	35
100 to 499 workers	1	59	40
500 workers or more	2	65	33

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits ²		
	1 year	2 to 5 years	Greater than 5 years
State government	3	65	32
Local government	1	63	35
Geographic areas			
Northeast	—	59	41
New England	—	67	33
Middle Atlantic	—	56	44
South	5	53	42
South Atlantic	6	83	11
East South Central	—	45	—
West South Central	—	19	81
Midwest	(⁴)	67	33
East North Central	—	72	—
West	—	82	—
Mountain	—	76	24
Pacific	—	84	—

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

² The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2014 are included in the "1 year" column. Those frozen between 2010 and 2013 are included in the "2 to 5 year" column and plans frozen before 2010 are included in the "Greater than 5 years" column.

³ 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 wage data for March 2015.

⁴ Less than 0.5.

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/glossary20142015.htm.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans ²				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
Worker characteristics							
Management, professional, and related	–	100	94	6	–	16	–
Professional and related	–	100	94	5	–	16	–
Teachers	–	100	96	4	–	17	–
Primary, secondary, and special education school teachers	–	100	96	4	–	18	–
Sales and office	–	100	93	7	–	18	1
Office and administrative support	–	100	93	6	–	18	1
Natural resources, construction, and maintenance	–	100	86	11	–	14	–
Production, transportation, and material moving ...	–	100	90	7	–	21	–
Average wage within the following categories: ³							
Highest 25 percent	–	100	96	4	–	17	–
Highest 10 percent	–	100	97	3	–	20	–
Establishment characteristics							
Service-providing industries:							
Education and health services	–	100	95	5	–	16	–
Educational services	–	100	95	5	–	16	–
Elementary and secondary schools	–	100	96	4	–	18	–
Junior colleges, colleges, and universities	–	100	92	–	–	11	–
Health care and social assistance	–	100	94	6	–	9	–
Hospitals	–	100	96	4	–	3	–
1 to 99 workers:							
1 to 49 workers	–	100	92	–	–	–	–
100 workers or more:							
100 to 499 workers	–	100	91	8	–	17	–
State government	–	100	90	10	–	15	–
Geographic areas							
Northeast:							
New England	–	100	96	4	–	3	–
South:							
East South Central	–	100	90	–	–	–	–
West South Central	–	100	95	3	–	–	–
Midwest							
East North Central	–	100	93	6	–	15	–
West North Central	–	100	97	–	–	23	–
West	–	100	87	–	–	–	–
Mountain	–	100	93	7	–	6	–
Pacific	–	100	94	–	–	–	–
	–	100	93	7	–	–	–

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

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

³ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	58	42	81	19
Worker characteristics				
Management, professional, and related	58	42	81	19
Professional and related	59	41	80	20
Teachers	59	41	81	19
Primary, secondary, and special education school teachers	46	54	—	—
Service	60	40	81	19
Protective service	68	32	—	—
Sales and office	58	42	87	13
Office and administrative support	58	42	87	13
Natural resources, construction, and maintenance Production, transportation, and material moving ...	57	43	69	31
Production, transportation, and material moving ...	47	53	—	—
Full time	58	42	81	19
Part time	61	39	—	—
Union	56	44	79	21
Nonunion	60	40	82	18
Average wage within the following categories: ¹				
Lowest 25 percent	59	41	83	17
Lowest 10 percent	61	39	—	—
Second 25 percent	56	44	81	19
Third 25 percent	54	46	76	24
Highest 25 percent	64	36	85	15
Highest 10 percent	72	28	89	11
Establishment characteristics				
Service-providing industries	58	42	81	19
Education and health services	59	41	78	22
Educational services	59	41	78	22
Elementary and secondary schools	49	51	—	—
Junior colleges, colleges, and universities	69	31	80	20
Health care and social assistance	58	42	77	23
Hospitals	63	37	75	25
Public administration	56	44	83	17
1 to 99 workers	53	47	—	—
50 to 99 workers	33	67	—	—
100 workers or more	59	41	79	21
100 to 499 workers	61	39	88	12
500 workers or more	58	42	76	24

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	63	37	82	18
Local government	55	45	81	19
Geographic areas				
South	62	38	75	25
South Atlantic	55	45	70	30
East South Central	59	41	—	—
Midwest	59	41	84	16
East North Central	51	49	82	18
West	43	57	—	—
Mountain	49	51	—	—
Pacific	42	58	—	—

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 9. Health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2015

(All workers = 100 percent)

Characteristics	Health care ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	88	79	90	87	73	83
Worker characteristics						
Management, professional, and related	89	80	89	89	74	82
Professional and related	89	79	89	89	73	82
Teachers	88	78	89	88	72	82
Primary, secondary, and special education school teachers	98	86	88	98	79	81
Service	82	74	90	82	69	85
Protective service	89	82	92	89	78	88
Sales and office	88	80	91	88	74	84
Office and administrative support	88	80	91	88	74	84
Natural resources, construction, and maintenance	96	87	91	94	81	85
Production, transportation, and material moving	83	76	91	82	70	85
Full time	99	89	90	99	83	84
Part time	25	21	83	24	18	73
Union	95	87	91	95	80	84
Nonunion	81	71	88	81	67	83
Average wage within the following categories: ³						
Lowest 25 percent	70	61	87	70	56	80
Lowest 10 percent	54	45	83	54	43	80
Second 25 percent	92	83	91	91	78	85
Third 25 percent	93	83	89	93	78	84
Highest 25 percent	97	89	91	97	81	84
Highest 10 percent	97	90	93	97	82	85
Establishment characteristics						
Service-providing industries	88	79	90	87	73	83
Education and health services	88	78	89	88	72	81
Educational services	88	78	89	88	72	81
Elementary and secondary schools	89	77	87	88	70	80
Junior colleges, colleges, and universities	86	80	93	86	75	87
Health care and social assistance	88	78	89	88	72	81
Hospitals	94	86	91	94	78	83
Public administration	88	81	92	88	77	87
1 to 99 workers	75	66	88	75	63	83
1 to 49 workers	66	58	88	66	56	84
50 to 99 workers	89	78	88	89	73	82
100 workers or more	89	80	90	89	74	83
100 to 499 workers	86	77	90	85	72	84
500 workers or more	91	81	90	91	75	83

See footnotes at end of table.

Table 9. Health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2015—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	57	49	85	38	32	84	86	72	83
Worker characteristics									
Management, professional, and related	57	49	85	37	31	83	88	72	82
Professional and related	57	48	84	36	30	82	88	72	82
Teachers	56	48	85	34	29	83	87	71	82
Primary, secondary, and special education school teachers	62	52	84	37	31	84	96	78	81
Service	53	45	85	37	30	82	80	67	84
Protective service	60	52	86	42	35	83	87	76	87
Sales and office	60	52	87	42	36	87	86	73	85
Office and administrative support	59	51	86	42	37	86	86	73	85
Natural resources, construction, and maintenance	65	57	88	41	36	88	92	79	86
Production, transportation, and material moving	61	52	86	39	35	89	81	69	85
Full time	64	55	86	43	36	84	97	81	84
Part time	18	14	77	14	11	78	24	17	73
Union	75	65	87	56	48	86	92	78	84
Nonunion	42	35	83	23	18	80	80	66	83
Average wage within the following categories: ³									
Lowest 25 percent	36	30	83	21	17	78	68	55	81
Lowest 10 percent	22	18	81	11	9	78	54	43	80
Second 25 percent	62	53	86	41	35	86	89	76	85
Third 25 percent	60	52	86	39	33	85	93	78	84
Highest 25 percent	72	62	86	53	44	84	95	80	83
Highest 10 percent	74	65	88	54	47	86	95	80	85
Establishment characteristics									
Service-providing industries	57	49	85	38	32	84	86	72	83
Education and health services	55	47	85	34	28	83	87	71	81
Educational services	55	46	85	34	28	83	87	70	81
Elementary and secondary schools	54	45	83	34	28	83	87	69	79
Junior colleges, colleges, and universities	55	49	89	33	27	82	86	75	87
Health care and social assistance	57	48	85	35	29	82	87	71	82
Hospitals	58	51	88	32	27	84	93	77	83
Public administration	62	54	86	46	39	85	86	75	87
1 to 99 workers	42	37	87	31	26	84	73	62	84
1 to 49 workers	32	28	88	20	16	80	65	55	85
50 to 99 workers	57	50	87	46	40	87	86	72	84
100 workers or more	59	51	85	39	33	84	88	73	83
100 to 499 workers	54	47	87	32	29	90	83	70	84
500 workers or more	61	52	85	42	34	82	89	74	83

See footnotes at end of table.

Table 9. Health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2015—continued

(All workers = 100 percent)

Characteristics	Health care ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	93	86	92	93	81	87
Local government	86	76	89	85	70	82
Geographic areas						
Northeast	88	81	92	87	76	87
New England	86	77	89	86	72	84
Middle Atlantic	88	83	94	88	78	88
South	91	79	87	90	74	82
South Atlantic	90	77	86	89	70	78
East South Central	93	85	92	93	83	90
West South Central	91	78	85	91	75	83
Midwest	82	72	88	82	66	80
East North Central	80	71	88	80	64	80
West North Central	86	75	88	86	70	81
West	88	83	95	88	75	85
Mountain	87	80	92	87	73	84
Pacific	88	84	96	88	75	86

See footnotes at end of table.

Table 9. Health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2015—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	88	42	35	85	92	80	87
Local government	56	48	85	37	31	83	84	69	82
Geographic areas									
Northeast	67	60	88	47	42	88	85	74	87
New England	57	48	85	20	16	80	82	67	82
Middle Atlantic	71	64	89	58	52	89	86	77	89
South	37	29	78	20	14	71	90	74	82
South Atlantic	48	38	80	30	20	66	88	69	79
East South Central	28	18	65	8	7	85	92	83	90
West South Central	24	20	84	13	11	85	91	75	83
Midwest	62	53	86	34	28	84	78	63	81
East North Central	66	56	84	47	40	85	79	63	80
West North Central	56	49	88	12	9	79	77	64	83
West	79	70	89	66	58	87	88	74	84
Mountain	71	65	91	—	—	—	87	73	84
Pacific	82	72	88	78	68	88	88	74	84

¹ 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.

² 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.

³ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2015

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	87	13	71	29
Worker characteristics				
Management, professional, and related	87	13	70	30
Professional and related	87	13	69	31
Teachers	88	12	68	32
Primary, secondary, and special education school teachers	87	13	66	34
Service	87	13	73	27
Protective service	87	13	78	22
Sales and office	88	12	73	27
Office and administrative support	88	12	73	27
Natural resources, construction, and maintenance	87	13	74	26
Production, transportation, and material moving	87	13	72	28
Full time	88	12	71	29
Part time	82	18	69	31
Union	87	13	78	22
Nonunion	88	12	64	36
Average wage within the following categories: ¹				
Lowest 25 percent	87	13	64	36
Lowest 10 percent	88	12	56	44
Second 25 percent	88	12	73	27
Third 25 percent	88	12	71	29
Highest 25 percent	86	14	74	26
Highest 10 percent	88	12	78	22
Establishment characteristics				
Service-providing industries	87	13	71	29
Education and health services	87	13	67	33
Educational services	87	13	66	34
Elementary and secondary schools	87	13	64	36
Junior colleges, colleges, and universities	89	11	73	27
Health care and social assistance	87	13	71	29
Hospitals	88	12	71	29
Public administration	88	12	77	23
1 to 99 workers	91	9	72	28
1 to 49 workers	91	9	75	25
50 to 99 workers	91	9	69	31
100 workers or more	87	13	71	29
100 to 499 workers	87	13	69	31
500 workers or more	87	13	72	28

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2015—continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government	87	13	75	25
Local government	87	13	70	30
Geographic areas				
Northeast	87	13	85	15
New England	84	16	79	21
Middle Atlantic	89	11	86	14
South	88	12	60	40
South Atlantic	88	12	68	32
East South Central	88	12	54	46
West South Central	87	13	54	46
Midwest	88	12	77	23
East North Central	86	14	81	19
West North Central	91	9	71	29
West	86	14	72	28
Mountain	89	11	65	35
Pacific	85	15	75	25

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2015

(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	\$486.38	28	\$522.68	72	\$472.66	\$105.64
Worker characteristics							
Management, professional, and related	100	490.43	28	523.65	72	477.84	107.28
Professional and related	100	489.14	28	524.40	72	475.34	110.38
Teachers	100	492.04	31	524.89	69	477.48	111.58
Primary, secondary, and special education school teachers	100	492.28	32	528.01	68	475.71	119.38
Service	100	479.99	27	518.74	73	465.50	104.68
Protective service	100	503.76	28	538.73	72	489.90	105.91
Sales and office	100	485.66	28	515.16	72	474.36	102.18
Office and administrative support	100	487.08	27	520.18	73	474.91	103.31
Natural resources, construction, and maintenance	100	477.08	28	550.87	72	449.48	101.77
Production, transportation, and material moving ...	100	478.01	27	516.32	73	464.01	105.53
Full time	100	486.98	28	520.82	72	474.18	104.30
Part time	100	471.05	27	570.67	73	433.93	139.88
Union	100	526.21	29	557.38	71	513.45	123.34
Nonunion	100	446.32	26	483.39	74	433.45	88.62
Average wage within the following categories: ¹							
Lowest 25 percent	100	450.73	27	482.39	73	439.09	95.26
Lowest 10 percent	100	429.65	28	439.29	72	425.98	88.86
Second 25 percent	100	489.48	28	531.34	72	473.37	103.82
Third 25 percent	100	488.12	29	518.23	71	475.71	99.02
Highest 25 percent	100	507.93	26	549.47	74	493.37	119.93
Highest 10 percent	100	515.74	33	535.94	67	506.14	117.67
Establishment characteristics							
Service-providing industries	100	486.85	28	522.63	72	473.21	105.89
Education and health services	100	475.09	28	518.70	72	457.87	110.04
Educational services	100	473.89	28	517.55	72	457.01	110.53
Elementary and secondary schools	100	477.03	30	517.58	70	459.57	119.88
Junior colleges, colleges, and universities	100	467.50	22	515.01	78	454.19	80.68
Health care and social assistance	100	482.59	31	525.18	69	463.51	106.86
Hospitals	100	476.89	36	526.37	64	448.69	112.57
Public administration	100	509.04	24	537.45	76	500.02	100.98
1 to 99 workers	100	487.44	41	508.55	59	472.58	84.00
1 to 49 workers	100	488.34	40	530.23	60	460.15	79.45
50 to 99 workers	100	486.42	43	485.34	57	487.21	89.35
100 workers or more	100	486.25	26	525.40	74	472.67	107.69
100 to 499 workers	100	492.93	27	532.70	73	478.65	104.89
500 workers or more	100	484.05	26	522.91	74	470.72	108.61

See footnotes at end of table.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2015—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	\$486.69	18	\$518.98	82	\$479.46	\$88.10
Local government	100	486.25	31	523.56	69	469.39	114.08
Geographic areas							
Northeast	100	517.69	31	527.28	69	513.49	119.85
New England	100	556.57	—	—	—	—	—
Middle Atlantic	100	504.24	37	521.84	63	494.12	116.58
South	100	440.49	27	492.62	73	421.38	89.41
South Atlantic	100	473.29	22	514.96	78	461.82	85.78
East South Central	100	392.72	13	429.32	87	387.20	69.17
West South Central	100	424.39	44	489.26	56	372.86	119.03
Midwest	100	498.04	27	530.28	73	486.08	103.10
East North Central	100	509.93	15	577.99	85	497.89	107.64
West North Central	100	479.94	45	506.24	55	458.08	92.36
West	100	530.68	26	566.06	74	518.12	125.37
Mountain	100	494.81	27	516.34	73	486.35	92.07
Pacific	100	543.46	26	585.67	74	529.03	136.80

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2015

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage				
	Total with contributory coverage	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
All workers	100	69	20	6	5
Worker characteristics					
Management, professional, and related	100	69	20	6	5
Professional and related	100	70	20	5	5
Teachers	100	71	19	6	4
Primary, secondary, and special education school teachers	100	73	16	7	4
Service	100	71	18	6	5
Protective service	100	73	14	6	7
Sales and office	100	66	22	6	6
Office and administrative support	100	66	22	6	6
Natural resources, construction, and maintenance	100	69	20	7	4
Production, transportation, and material moving ...	100	67	19	10	4
Full time	100	69	20	6	5
Part time	100	62	29	6	2
Union	100	70	15	9	7
Nonunion	100	69	25	3	3
Average wage within the following categories: ³					
Lowest 25 percent	100	71	21	4	4
Lowest 10 percent	100	78	17	—	—
Second 25 percent	100	69	20	5	5
Third 25 percent	100	70	19	8	4
Highest 25 percent	100	67	20	6	7
Highest 10 percent	100	67	19	7	7
Establishment characteristics					
Service-providing industries	100	69	20	6	5
Education and health services	100	69	23	5	3
Educational services	100	70	22	5	3
Elementary and secondary schools	100	73	17	6	3
Junior colleges, colleges, and universities	100	64	35	—	—
Health care and social assistance	100	64	26	6	5
Hospitals	100	64	25	6	5
Public administration	100	69	15	7	9
1 to 99 workers	100	64	19	—	—
1 to 49 workers	100	61	22	—	—
50 to 99 workers	100	68	16	—	—
100 workers or more	100	70	20	5	5
100 to 499 workers	100	74	16	5	5
500 workers or more	100	68	21	5	5

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2015—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage				
	Total with contributory coverage	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
State government	100	63	30	—	—
Local government	100	72	15	7	6
Geographic areas					
Northeast	100	62	21	9	8
New England	100	89	—	—	—
Middle Atlantic	100	48	29	11	12
South	100	73	22	—	—
South Atlantic	100	69	28	—	—
East South Central	100	74	—	—	—
West South Central	100	81	—	7	—
Midwest	100	73	20	—	—
East North Central	100	74	20	—	—
West North Central	100	70	—	—	—
West	100	64	16	—	—
Mountain	100	73	—	8	—
Pacific	100	62	16	—	—

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

³ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2015

(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	\$1,035.71	9	\$1,333.59	91	\$1,006.02	\$455.88
Worker characteristics							
Management, professional, and related	100	1,023.55	9	1,352.72	91	992.50	476.85
Professional and related	100	1,014.88	9	1,365.28	91	979.99	491.66
Teachers	100	989.32	11	1,369.48	89	943.15	516.34
Primary, secondary, and special education school teachers	100	982.24	13	1,360.20	87	929.63	547.61
Service	100	1,053.66	10	1,318.69	90	1,023.28	433.70
Protective service	100	1,151.51	10	1,398.32	90	1,124.14	372.61
Sales and office	100	1,059.56	10	1,306.53	90	1,033.63	430.12
Office and administrative support	100	1,062.95	9	1,315.35	91	1,037.50	433.02
Natural resources, construction, and maintenance	100	1,049.91	8	1,411.73	92	1,020.91	407.99
Production, transportation, and material moving ...	100	1,008.22	10	1,189.12	90	988.59	435.14
Full time	100	1,035.52	9	1,340.10	91	1,005.29	453.99
Part time	100	1,040.67	10	1,180.48	90	1,025.25	505.34
Union	100	1,191.38	16	1,348.73	84	1,163.10	435.71
Nonunion	100	879.38	3	1,252.77	97	868.36	473.55
Average wage within the following categories: ¹							
Lowest 25 percent	100	880.93	5	1,287.76	95	858.52	493.92
Lowest 10 percent	100	764.04	2	1,418.68	98	751.44	554.76
Second 25 percent	100	1,055.46	8	1,295.64	92	1,034.51	426.50
Third 25 percent	100	1,032.34	10	1,349.86	90	998.97	451.30
Highest 25 percent	100	1,133.94	13	1,356.75	87	1,102.74	455.48
Highest 10 percent	100	1,195.41	18	1,326.44	82	1,169.24	418.38
Establishment characteristics							
Service-providing industries	100	1,035.42	9	1,333.95	91	1,005.55	457.40
Education and health services	100	971.10	9	1,355.79	91	933.23	508.21
Educational services	100	951.25	10	1,357.97	90	908.78	517.17
Elementary and secondary schools	100	929.98	11	1,360.36	89	878.08	564.24
Junior colleges, colleges, and universities	100	1,019.24	5	1,366.74	95	998.96	370.52
Health care and social assistance	100	1,095.20	6	1,333.88	94	1,080.25	454.33
Hospitals	100	1,065.78	7	1,331.37	93	1,045.07	459.36
Public administration	100	1,145.37	9	1,317.13	91	1,129.07	381.32
1 to 99 workers	100	1,005.60	8	1,226.06	92	986.67	406.75
1 to 49 workers	100	1,061.28	9	1,224.42	91	1,045.79	361.73
50 to 99 workers	100	943.15	—	—	—	—	—
100 workers or more	100	1,039.32	10	1,344.66	90	1,008.38	461.85
100 to 499 workers	100	1,046.38	7	1,566.47	93	1,014.70	476.97
500 workers or more	100	1,037.01	11	1,304.29	89	1,006.20	456.65

See footnotes at end of table.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2015—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	\$1,092.82	2	\$1,333.60	98	\$1,086.89	\$363.96
Local government	100	1,012.41	12	1,333.59	88	969.52	497.37
Geographic areas							
Northeast	100	1,280.37	28	1,301.20	72	1,272.20	358.41
New England	100	1,369.51	8	1,371.70	92	1,369.31	385.55
Middle Atlantic	100	1,249.51	35	1,295.34	65	1,224.83	345.17
South	100	793.71	(²)	1,296.69	100	792.74	500.11
South Atlantic	100	932.68	(²)	1,294.72	100	932.02	440.87
East South Central	100	625.54	—	—	—	—	—
West South Central	100	702.52	—	—	—	—	—
Midwest	100	1,181.80	10	1,410.65	90	1,157.56	397.80
East North Central	100	1,260.81	8	1,418.94	92	1,247.22	348.75
West North Central	100	1,062.34	12	1,402.46	88	1,015.54	475.50
West	100	1,119.83	9	1,347.55	91	1,100.44	490.57
Mountain	100	904.41	4	1,188.78	96	891.15	529.62
Pacific	100	1,196.84	10	1,375.47	90	1,179.05	475.90

¹ 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 wage data for March 2015.

² Less than 0.5.

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/glossary20142015.htm.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2015

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage				
	Total with contributory coverage	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
All workers	100	72	17	6	4
Worker characteristics					
Management, professional, and related	100	72	17	6	4
Professional and related	100	73	17	6	4
Teachers	100	74	16	7	3
Primary, secondary, and special education school teachers	100	75	14	8	3
Service	100	74	16	6	5
Protective service	100	76	12	5	7
Sales and office	100	69	20	6	5
Office and administrative support	100	69	20	6	5
Natural resources, construction, and maintenance	100	72	17	7	4
Production, transportation, and material moving ...	100	70	17	10	3
Full time	100	72	17	6	4
Part time	100	68	25	6	2
Union	100	70	14	9	7
Nonunion	100	74	20	4	2
Average wage within the following categories: ³					
Lowest 25 percent	100	74	17	5	3
Lowest 10 percent	100	80	13	—	—
Second 25 percent	100	72	18	6	4
Third 25 percent	100	72	17	8	3
Highest 25 percent	100	70	17	6	6
Highest 10 percent	100	72	16	6	6
Establishment characteristics					
Service-providing industries	100	72	17	6	4
Education and health services	100	72	19	6	3
Educational services	100	73	19	5	3
Elementary and secondary schools	100	75	15	7	3
Junior colleges, colleges, and universities	100	70	29	—	—
Health care and social assistance	100	68	22	—	—
Hospitals	100	73	19	—	—
Public administration	100	71	14	7	8
1 to 99 workers	100	73	14	—	—
1 to 49 workers	100	72	15	—	—
50 to 99 workers	100	73	12	—	—
100 workers or more	100	72	18	6	4
100 to 499 workers	100	76	13	6	4
500 workers or more	100	71	19	5	5

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2015—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage				
	Total with contributory coverage	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
State government	100	66	28	—	—
Local government	100	75	13	8	5
Geographic areas					
Northeast	100	62	20	9	8
New England	100	89	—	—	—
Middle Atlantic	100	49	28	11	12
South	100	77	17	4	2
South Atlantic	100	75	22	—	—
East South Central	100	76	—	—	—
West South Central	100	81	—	10	—
Midwest	100	75	17	6	2
East North Central	100	75	19	5	2
West North Central	100	75	—	—	—
West	100	66	17	7	9
Mountain	100	79	13	—	—
Pacific	100	62	19	—	—

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

³ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Single coverage ¹					Family coverage ¹				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	\$21.89	\$46.41	\$79.00	\$122.95	\$197.74	\$135.54	\$222.93	\$368.47	\$609.00	\$889.32
Worker characteristics										
Management, professional, and related	20.47	45.04	79.00	125.00	214.37	139.60	230.00	408.45	666.18	934.03
Professional and related	20.00	45.00	80.30	131.94	230.00	144.80	232.00	421.86	667.00	956.44
Teachers	20.45	44.64	79.12	135.58	261.82	125.44	230.00	443.41	710.00	1019.18
Primary, secondary, and special education school teachers	21.95	48.15	84.74	148.93	272.00	125.44	237.30	501.00	775.62	1061.00
Service	22.52	50.00	76.93	120.00	167.81	121.10	214.94	330.85	562.24	802.69
Protective service	39.99	55.84	84.26	119.99	159.49	121.10	197.76	297.67	436.48	602.13
Sales and office	20.02	41.86	79.18	121.18	187.30	149.23	230.00	347.67	600.00	835.75
Office and administrative support	21.61	42.88	79.00	121.18	191.25	149.48	229.22	362.03	602.78	837.40
Natural resources, construction, and maintenance	29.25	43.33	82.00	120.32	156.32	120.00	183.80	324.02	499.92	732.00
Production, transportation, and material moving ...	–	50.00	90.27	123.23	182.03	120.44	233.70	365.32	600.39	834.00
Full time	21.78	46.18	78.37	121.18	196.24	139.60	222.93	367.84	607.88	883.00
Part time	30.10	60.00	101.60	154.50	268.83	98.43	230.00	385.80	667.00	1023.55
Union	30.00	57.41	84.26	132.91	225.92	103.89	196.38	310.81	526.47	921.53
Nonunion	20.00	38.00	71.94	115.00	165.14	170.36	253.93	435.68	666.18	862.00
Average wage within the following categories: ²										
Lowest 25 percent	20.00	38.00	76.74	119.44	190.00	158.92	248.34	473.69	667.00	905.00
Lowest 10 percent	20.00	–	59.02	114.49	183.30	162.63	272.46	562.24	667.00	938.72
Second 25 percent	22.76	43.33	76.93	118.03	170.64	125.67	218.35	329.96	562.94	752.44
Third 25 percent	24.98	50.00	79.52	120.00	182.85	137.94	230.00	363.00	601.00	880.10
Highest 25 percent	24.96	50.00	83.58	137.47	249.01	115.00	209.20	337.00	605.00	951.70
Highest 10 percent	23.82	46.81	76.74	136.90	281.77	115.00	203.05	325.50	548.05	939.08
Establishment characteristics										
Service-providing industries	21.78	46.18	79.00	122.95	198.20	137.94	222.93	368.85	609.00	890.79
Education and health services	20.00	41.64	78.54	126.30	230.00	140.00	232.00	421.86	668.46	966.50
Educational services	20.00	39.46	78.54	127.41	240.74	125.44	232.00	446.38	685.00	998.50
Elementary and secondary schools	20.22	45.87	84.74	145.28	265.38	125.44	248.63	526.47	785.40	1064.00
Junior colleges, colleges, and universities	20.00	–	68.85	103.17	135.58	162.25	221.00	324.02	–	667.00
Health care and social assistance	25.00	58.00	76.93	115.00	151.32	171.76	254.13	421.86	538.06	746.23
Hospitals	–	–	86.30	120.18	159.49	222.93	324.02	421.86	536.19	688.22
Public administration	29.25	50.00	80.83	116.62	160.91	129.99	215.60	316.50	486.48	666.18
1 to 99 workers	22.76	46.74	79.52	102.36	137.49	120.25	180.00	321.84	609.00	862.00
1 to 49 workers	22.76	46.74	82.18	102.49	150.00	140.21	172.49	316.88	562.94	720.89
50 to 99 workers	–	49.00	75.00	101.96	133.83	–	180.63	–	625.04	907.41
100 workers or more	21.67	46.18	79.00	123.83	200.13	139.04	229.22	372.16	607.88	892.80
100 to 499 workers	20.00	39.99	76.93	122.94	190.00	142.18	230.00	421.86	667.00	920.00
500 workers or more	24.11	47.87	79.29	125.00	203.09	137.94	228.78	362.03	599.02	889.00

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Single coverage ¹					Family coverage ¹				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government	—	\$50.00	\$76.93	\$109.04	\$139.66	\$162.25	\$222.93	\$320.88	\$435.74	\$650.97
Local government	\$21.78	45.32	84.04	132.00	226.00	120.32	233.56	418.00	667.00	959.17
Geographic areas										
Northeast	41.74	66.19	91.26	138.44	207.23	103.89	202.81	321.84	410.40	627.75
New England	55.91	76.04	115.89	155.68	207.23	165.85	241.00	316.50	435.30	623.48
Middle Atlantic	30.00	59.93	76.74	110.09	198.20	64.09	163.83	324.02	376.10	627.75
South	20.00	38.00	70.13	115.00	162.69	171.76	282.49	459.10	667.00	888.00
South Atlantic	25.00	50.00	71.67	103.17	141.66	—	180.00	329.00	562.94	748.87
East South Central	20.00	20.00	—	—	134.49	193.32	324.95	609.31	667.00	685.00
West South Central	25.00	60.00	104.00	150.00	235.96	313.62	421.86	513.91	756.40	979.00
Midwest	28.85	56.39	84.96	115.98	190.00	116.26	198.23	270.86	554.00	869.00
East North Central	32.00	58.12	84.62	112.48	206.11	102.47	175.45	235.21	438.97	861.57
West North Central	—	—	88.00	118.05	142.12	152.92	232.00	365.20	640.24	910.08
West	25.00	40.00	79.00	149.61	261.81	91.51	220.98	334.00	677.56	959.12
Mountain	26.72	39.99	49.00	88.05	226.45	203.05	234.31	501.00	786.49	951.70
Pacific	24.00	45.36	85.26	155.27	263.60	74.29	175.95	303.58	605.01	1019.18

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2015

(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	98	23	23	97	35	33	95
Worker characteristics									
Management, professional, and related	80	78	97	22	21	96	37	35	94
Professional and related	79	77	97	21	20	97	36	35	95
Teachers	78	76	97	19	18	96	36	35	96
Primary, secondary, and special education school teachers	85	84	98	20	19	97	38	37	97
Service	77	75	98	24	23	97	26	25	95
Protective service	86	84	98	22	21	98	25	25	97
Sales and office	80	78	98	25	24	98	36	35	97
Office and administrative support	80	79	98	25	24	98	36	35	97
Natural resources, construction, and maintenance	92	91	99	27	27	99	43	42	98
Production, transportation, and material moving ...	77	76	98	24	23	98	30	27	91
Full time	90	88	98	25	24	97	39	37	95
Part time	23	21	95	13	13	97	11	9	90
Union	86	85	98	28	27	98	34	33	96
Nonunion	74	72	97	19	18	96	35	33	94
Average wage within the following categories: ²									
Lowest 25 percent	63	61	97	20	19	97	28	26	95
Lowest 10 percent	48	46	96	14	14	98	21	20	98
Second 25 percent	84	82	98	24	23	96	35	33	94
Third 25 percent	83	82	98	25	24	97	38	36	95
Highest 25 percent	89	87	97	24	24	98	39	37	96
Highest 10 percent	89	86	96	27	27	98	31	30	96
Establishment characteristics									
Service-providing industries	80	78	98	23	23	97	34	33	95
Education and health services	79	77	97	21	21	97	36	34	95
Educational services	79	77	97	21	20	97	36	34	95
Elementary and secondary schools	78	76	98	20	20	97	34	33	96
Junior colleges, colleges, and universities	83	79	95	20	18	93	41	37	91
Health care and social assistance	80	77	96	25	24	97	39	37	96
Hospitals	89	86	97	24	24	98	41	40	98
Public administration	83	81	98	26	25	97	30	29	95
1 to 99 workers	63	61	97	20	19	94	38	34	91
1 to 49 workers	62	60	97	20	19	92	32	29	90
50 to 99 workers	64	62	97	20	20	98	47	43	92
100 workers or more	82	80	98	24	23	97	34	33	96
100 to 499 workers	74	73	97	20	19	96	32	31	97
500 workers or more	85	83	98	25	24	98	35	33	95

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2015—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	83	96	25	24	95	35	32	91
Local government	77	76	98	22	22	98	35	33	96
Geographic areas									
Northeast	81	79	98	34	34	99	17	16	97
New England	72	66	93	7	7	100	15	14	93
Middle Atlantic	85	84	99	44	44	99	17	17	98
South	82	79	97	18	17	95	30	28	93
South Atlantic	83	81	98	27	25	93	43	40	93
East South Central	85	80	93	—	—	—	21	19	91
West South Central	77	76	98	11	11	100	15	14	94
Midwest	79	77	98	21	20	96	53	52	97
East North Central	79	76	96	26	24	95	50	48	95
West North Central	79	79	100	12	12	99	58	58	99
West	75	74	99	27	26	99	39	36	95
Mountain	80	79	99	23	22	97	65	59	90
Pacific	74	73	99	28	28	99	29	28	98

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	10	90
Worker characteristics		
Management, professional, and related	11	89
Professional and related	11	89
Teachers	10	90
Primary, secondary, and special education school teachers	9	91
Service	11	89
Protective service	10	90
Sales and office	9	91
Office and administrative support	9	91
Natural resources, construction, and maintenance	7	93
Production, transportation, and material moving ...	8	92
Full time	10	90
Part time	10	90
Union	9	91
Nonunion	12	88
Average wage within the following categories: ¹		
Lowest 25 percent	11	89
Second 25 percent	9	91
Third 25 percent	10	90
Highest 25 percent	10	90
Highest 10 percent	12	88
Establishment characteristics		
Service-providing industries	10	90
Education and health services	10	90
Educational services	10	90
Elementary and secondary schools	9	91
Health care and social assistance	12	88
Public administration	10	90
1 to 99 workers	7	93
1 to 49 workers	8	92
50 to 99 workers	6	94
100 workers or more	11	89
100 to 499 workers	12	88
500 workers or more	10	90

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	15	85
Local government	9	91
Geographic areas		
Northeast	16	84
New England	48	52
Middle Atlantic	6	94
South	11	89
South Atlantic	7	93
West South Central	6	94
Midwest	12	88
East North Central	15	85
West North Central	6	94
West	2	98
Mountain	2	98
Pacific	2	98

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2015

(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	37	2	53	5	2
Worker characteristics					
Management, professional, and related	36	2	55	5	3
Professional and related	36	2	55	5	3
Teachers	32	1	59	5	3
Primary, secondary, and special education school teachers	29	1	62	5	3
Service	40	3	50	5	2
Protective service	36	4	53	6	1
Sales and office	39	—	51	6	—
Office and administrative support	39	—	52	6	—
Natural resources, construction, and maintenance	40	4	52	—	—
Production, transportation, and material moving ...	37	2	51	—	—
Full time	37	2	53	5	2
Part time	36	—	57	5	—
Union	33	2	57	8	1
Nonunion	42	2	50	2	4
Average wage within the following categories: ¹					
Lowest 25 percent	39	1	54	3	3
Lowest 10 percent	47	—	49	—	2
Second 25 percent	40	2	50	5	3
Third 25 percent	39	3	48	7	3
Highest 25 percent	32	2	59	6	1
Highest 10 percent	34	3	59	4	(²)
Establishment characteristics					
Service-providing industries	37	2	53	5	2
Education and health services	38	2	54	4	3
Educational services	36	1	55	4	3
Elementary and secondary schools	31	1	61	4	3
Junior colleges, colleges, and universities	51	—	40	5	—
Health care and social assistance	49	—	46	3	—
Hospitals	45	—	51	—	—
Public administration	36	3	52	7	2
1 to 99 workers	30	2	60	3	4
1 to 49 workers	26	—	61	—	—
50 to 99 workers	37	—	59	—	—
100 workers or more	38	2	52	5	2
100 to 499 workers	40	—	55	4	—
500 workers or more	37	2	52	6	3

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2015—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	43	2	47	5	3
Local government	35	2	55	5	2
Geographic areas					
Northeast	32	1	53	14	—
New England	17	—	70	—	—
Middle Atlantic	37	1	48	15	—
South	43	2	47	2	6
South Atlantic	53	2	32	1	12
East South Central	51	—	42	—	—
West South Central	20	—	77	1	—
Midwest	46	—	46	4	—
East North Central	44	—	49	4	—
West North Central	50	3	42	5	—
West	21	—	71	4	—
Mountain	36	—	61	—	—
Pacific	15	4	75	5	—

¹ 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 wage data for March 2015.

² Less than 0.5.

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/glossary20142015.htm.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Multiple of annual earnings amounts ¹					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	–	48	22	27	–	1.4	1.5
Worker characteristics							
Management, professional, and related	–	46	22	28	–	1.4	1.5
Professional and related	–	46	23	28	3	1.4	1.5
Teachers	–	45	22	28	4	1.5	1.5
Primary, secondary, and special education school teachers	–	47	25	26	2	1.4	–
Service	–	53	18	24	6	1.5	–
Protective service	–	56	11	22	–	1.5	1.0
Sales and office	–	51	22	25	2	1.4	–
Office and administrative support	–	51	23	24	2	1.4	–
Natural resources, construction, and maintenance	–	47	22	27	–	1.4	1.4
Production, transportation, and material moving ...	–	38	36	23	–	1.5	1.5
Full time	–	47	22	27	–	1.4	1.5
Part time	–	64	–	–	–	1.2	1.0
Union	–	56	28	11	–	1.4	1.0
Nonunion	–	41	17	39	–	1.5	1.5
Average wage within the following categories: ²							
Lowest 25 percent	–	47	22	30	–	1.4	1.5
Lowest 10 percent	–	41	–	–	–	1.5	1.5
Second 25 percent	–	51	20	27	2	1.4	–
Third 25 percent	–	51	19	27	–	1.4	–
Highest 25 percent	–	43	26	23	–	1.5	1.5
Highest 10 percent	–	43	24	–	10	1.5	1.5
Establishment characteristics							
Service-providing industries	–	48	22	27	–	1.4	1.5
Education and health services	–	47	21	30	2	1.4	1.5
Educational services	–	44	21	32	2	1.5	1.5
Elementary and secondary schools	–	43	26	30	1	1.4	1.5
Junior colleges, colleges, and universities	–	44	–	–	5	1.5	–
Health care and social assistance	–	61	20	–	–	1.3	1.0
Hospitals	–	59	–	–	–	1.3	–
Public administration	–	56	19	18	–	1.4	1.0
1 to 99 workers	–	56	–	–	–	1.4	–
1 to 49 workers	–	47	–	–	–	1.5	–
50 to 99 workers	–	66	–	–	–	1.2	1.0
100 workers or more	–	47	22	28	–	1.4	1.5
100 to 499 workers	–	43	26	26	5	1.5	1.5
500 workers or more	–	49	20	28	–	1.4	–

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Multiple of annual earnings amounts ¹					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	—	49	18	—	3	1.4	—
Local government	—	47	24	25	—	1.4	1.5
Geographic areas							
Northeast	—	32	48	7	14	1.6	1.5
Middle Atlantic	—	27	50	7	16	1.7	1.5
South	—	43	15	41	—	1.5	1.5
South Atlantic	—	48	15	36	—	1.4	—
East South Central	—	—	—	62	—	1.6	2.0
West South Central	—	34	—	30	—	1.5	1.5
Midwest	—	55	—	—	2	1.4	—
East North Central	—	69	12	16	4	1.3	1.0
West North Central	—	35	—	—	—	1.5	1.5
West	—	73	—	—	—	1.2	1.0
Mountain	—	65	—	—	—	1.2	1.0
Pacific	—	81	—	—	—	1.1	1.0

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

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	With maximum benefit amount	Maximum benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	52	\$50,000	\$50,000	\$100,000	\$250,000	\$450,000	48
Worker characteristics							
Management, professional, and related	53	50,000	50,000	100,000	250,000	400,000	47
Professional and related	53	50,000	50,000	100,000	250,000	400,000	47
Teachers	50	50,000	50,000	100,000	200,000	350,000	50
Primary, secondary, and special education school teachers	44	50,000	50,000	–	–	250,000	56
Service	54	50,000	50,000	100,000	250,000	500,000	46
Protective service	49	50,000	50,000	–	–	–	51
Sales and office	49	50,000	50,000	–	–	500,000	51
Office and administrative support	49	50,000	50,000	–	–	500,000	51
Natural resources, construction, and maintenance	48	–	50,000	100,000	–	400,000	52
Production, transportation, and material moving ...	46	50,000	–	100,000	–	450,000	54
Full time	52	50,000	50,000	100,000	250,000	500,000	48
Part time	50	50,000	50,000	–	–	–	50
Union	50	50,000	50,000	100,000	–	400,000	50
Nonunion	54	50,000	–	100,000	250,000	500,000	46
Average wage within the following categories: ²							
Lowest 25 percent	52	50,000	50,000	100,000	–	500,000	48
Lowest 10 percent	59	50,000	–	100,000	–	500,000	41
Second 25 percent	57	50,000	50,000	–	250,000	400,000	43
Third 25 percent	51	50,000	50,000	100,000	250,000	500,000	49
Highest 25 percent	47	50,000	50,000	100,000	–	400,000	53
Highest 10 percent	55	50,000	50,000	100,000	–	400,000	45
Establishment characteristics							
Service-providing industries	53	50,000	50,000	100,000	250,000	450,000	47
Education and health services	55	50,000	50,000	100,000	250,000	400,000	45
Educational services	55	50,000	50,000	100,000	–	400,000	45
Elementary and secondary schools	45	50,000	50,000	100,000	200,000	275,000	55
Junior colleges, colleges, and universities	73	50,000	50,000	100,000	–	–	27
Health care and social assistance	57	50,000	–	–	500,000	–	43
Hospitals	59	50,000	100,000	–	500,000	–	41
Public administration	48	50,000	50,000	–	250,000	500,000	52
1 to 99 workers	37	50,000	100,000	–	–	–	63
1 to 49 workers	37	50,000	–	–	–	–	63
50 to 99 workers	37	50,000	100,000	–	250,000	500,000	63
100 workers or more	53	50,000	50,000	100,000	250,000	400,000	47
100 to 499 workers	52	50,000	50,000	100,000	150,000	–	48
500 workers or more	54	50,000	50,000	100,000	–	500,000	46

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	With maximum benefit amount	Maximum benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	60	—	\$50,000	—	—	\$500,000	40
Local government	49	\$50,000	50,000	\$100,000	\$250,000	400,000	51
Geographic areas							
Northeast	34	—	40,000	50,000	100,000	—	66
New England	54	50,000	—	100,000	—	—	46
Middle Atlantic	31	25,000	40,000	50,000	—	350,000	69
South	55	50,000	—	100,000	250,000	—	45
South Atlantic	40	50,000	—	200,000	280,000	—	60
West South Central	57	50,000	50,000	—	250,000	—	43
Midwest	48	50,000	—	—	400,000	500,000	52
East North Central	47	50,000	50,000	150,000	—	250,000	53
West	75	50,000	50,000	—	150,000	300,000	25
Mountain	74	—	50,000	—	—	—	26

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Flat dollar amounts ²				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	\$5,000	\$10,000	\$20,000	\$40,000	\$50,000
Worker characteristics					
Management, professional, and related	5,000	10,000	20,000	41,116	50,000
Professional and related	5,000	10,000	20,000	41,116	50,000
Teachers	—	10,000	25,000	50,000	50,000
Primary, secondary, and special education school teachers	—	10,000	25,000	50,000	50,000
Service	5,000	10,000	20,000	40,000	50,000
Protective service	5,000	10,000	20,000	36,225	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	—	10,000	20,000	30,000	50,000
Production, transportation, and material moving ...	—	10,000	20,000	30,000	50,000
Full time	5,000	10,000	20,000	40,000	50,000
Part time	—	15,000	25,000	50,000	50,000
Union	5,000	10,000	25,000	50,000	50,000
Nonunion	5,000	10,000	—	25,000	50,000
Average wage within the following categories: ³					
Lowest 25 percent	—	10,000	20,000	25,000	50,000
Lowest 10 percent	—	10,000	15,000	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	40,000	50,000
Highest 25 percent	5,000	10,000	25,000	50,000	50,000
Highest 10 percent	5,000	—	—	50,000	50,000
Establishment characteristics					
Service-providing industries	5,000	10,000	20,000	40,000	50,000
Education and health services	5,000	10,000	20,000	41,116	50,000
Educational services	5,000	10,000	20,000	45,000	50,000
Elementary and secondary schools	—	10,000	—	50,000	50,000
Junior colleges, colleges, and universities	5,000	—	20,000	25,000	50,000
Health care and social assistance	5,000	10,000	20,000	25,000	50,000
Hospitals	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	—	10,000	20,000	30,000	50,000
1 to 49 workers	10,000	10,000	20,000	30,000	50,000
50 to 99 workers	—	—	20,000	—	50,000
100 workers or more	5,000	10,000	20,000	40,000	50,000
100 to 499 workers	10,000	10,000	20,000	37,500	50,000
500 workers or more	5,000	10,000	20,000	40,000	50,000

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Flat dollar amounts ²				
	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	—	10,000	20,000	50,000	50,000
Geographic areas					
Northeast	5,000	5,000	25,000	50,000	50,000
New England	5,000	5,000	—	20,000	50,000
Middle Atlantic	5,000	—	40,000	50,000	50,000
South	5,000	10,000	15,000	25,000	30,000
South Atlantic	—	10,000	—	25,000	30,000
East South Central	10,000	10,000	—	20,000	50,000
West South Central	5,000	10,000	15,000	20,000	—
Midwest	10,000	20,000	25,000	50,000	50,000
East North Central	—	20,000	30,000	50,000	50,000
West North Central	10,000	15,000	20,000	45,000	50,000
West	5,000	10,000	20,000	50,000	50,000
Mountain	10,000	15,000	20,000	50,000	50,000
Pacific	5,000	10,000	25,000	50,000	50,000

¹ 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.

² 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.

³ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 22. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
All workers	51	37	—	—
Worker characteristics				
Management, professional, and related	52	35	10	3
Professional and related	51	35	11	3
Teachers	52	35	11	2
Primary, secondary, and special education school teachers	47	41	—	—
Service	51	38	7	4
Protective service	57	33	—	—
Sales and office	45	45	7	4
Office and administrative support	45	45	7	4
Natural resources, construction, and maintenance	55	37	—	—
Production, transportation, and material moving ...	57	37	—	—
Full time	51	38	—	—
Part time	53	29	10	7
Union	43	41	—	—
Nonunion	61	32	2	4
Average wage within the following categories: ²				
Lowest 25 percent	52	40	—	—
Lowest 10 percent	47	40	—	—
Second 25 percent	55	36	6	2
Third 25 percent	48	41	8	3
Highest 25 percent	51	33	15	2
Highest 10 percent	46	41	—	—
Establishment characteristics				
Service-providing industries	51	38	—	—
Education and health services	50	37	9	4
Educational services	50	37	9	4
Elementary and secondary schools	43	46	6	5
Junior colleges, colleges, and universities	72	—	15	—
Health care and social assistance	53	34	—	—
Hospitals	49	45	—	—
Public administration	50	39	—	—
1 to 99 workers	45	54	—	—
1 to 49 workers	55	45	—	—
50 to 99 workers	—	65	—	—
100 workers or more	52	35	—	—
100 to 499 workers	53	31	—	—
500 workers or more	52	37	8	3

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
State government	82	—	13	—
Local government	40	49	7	4
Geographic areas				
Northeast	—	49	26	—
New England	76	—	—	—
Middle Atlantic	—	51	27	—
South	64	33	—	3
South Atlantic	67	30	—	3
West South Central	50	47	—	—
Midwest	54	40	—	—
East North Central	52	41	—	—
West North Central	60	36	—	—
West	64	28	5	3
Mountain	—	68	—	—
Pacific	76	16	—	—

¹ Employer assumes all risks and expenses of providing the benefit.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	13	87
Worker characteristics		
Management, professional, and related	11	89
Professional and related	12	88
Teachers	10	90
Primary, secondary, and special education school teachers	11	89
Service	15	85
Sales and office	15	85
Office and administrative support	16	84
Natural resources, construction, and maintenance	14	86
Production, transportation, and material moving	6	94
Full time	13	87
Part time	12	88
Union	16	84
Nonunion	9	91
Average wage within the following categories: ¹		
Lowest 25 percent	10	90
Lowest 10 percent	12	88
Second 25 percent	11	89
Third 25 percent	11	89
Highest 25 percent	17	83
Highest 10 percent	16	84
Establishment characteristics		
Service-providing industries	13	87
Education and health services	11	89
Educational services	9	91
Elementary and secondary schools	8	92
Junior colleges, colleges, and universities	8	92
Health care and social assistance	24	76
Public administration	18	82
100 workers or more	13	87
100 to 499 workers	21	79
500 workers or more	11	89

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	15	85
Local government	12	88
Geographic areas		
Northeast	30	70
New England	—	100
Middle Atlantic	32	68
South:		
West South Central	—	100
Midwest	15	85
East North Central	19	81
West	4	96

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2015

(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	—	86	9	—
Worker characteristics					
Management, professional, and related	—	—	87	8	2
Professional and related	—	—	87	7	2
Teachers	—	—	86	5	3
Primary, secondary, and special education school teachers	—	—	86	3	—
Service	2	—	87	10	—
Protective service	—	—	79	—	—
Sales and office	1	—	86	10	—
Office and administrative support	1	—	85	11	—
Natural resources, construction, and maintenance	—	—	86	9	—
Production, transportation, and material moving	17	—	73	—	—
Full time	3	—	86	9	—
Part time	—	—	87	8	—
Union	5	—	84	9	—
Nonunion	1	—	90	9	—
Average wage within the following categories: ¹					
Lowest 25 percent	—	—	90	7	—
Lowest 10 percent	—	—	95	—	—
Second 25 percent	3	—	83	11	—
Third 25 percent	—	—	84	10	—
Highest 25 percent	—	—	88	8	2
Highest 10 percent	—	—	90	5	3
Establishment characteristics					
Service-providing industries	3	—	86	9	—
Education and health services	—	—	89	6	2
Educational services	—	—	89	4	2
Elementary and secondary schools	—	—	90	3	2
Junior colleges, colleges, and universities	—	—	85	11	—
Health care and social assistance	—	—	86	14	—
Hospitals	—	—	89	11	—
Public administration	2	—	83	13	—
1 to 99 workers	—	—	94	—	—
1 to 49 workers	—	—	94	—	—
50 to 99 workers	—	—	94	—	—
100 workers or more	3	—	85	10	—
100 to 499 workers	—	—	84	12	—
500 workers or more	3	—	86	9	—

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2015—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	—	—	81	18	—
Local government	4	—	88	5	—
Geographic areas					
Northeast	3	—	94	1	—
New England	—	—	88	—	—
Middle Atlantic	4	—	94	1	—
South	—	—	85	—	—
South Atlantic	—	—	83	—	—
West South Central	—	—	91	—	—
Midwest	—	—	75	18	—
East North Central	3	—	75	18	—
West North Central	—	—	76	—	—
West	—	—	88	8	—
Mountain	—	—	91	—	—
Pacific	—	—	87	8	—

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Fixed duration	Number of weeks ¹					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	83	13	22	26	26	52	17
Worker characteristics							
Management, professional, and related	81	13	22	26	–	52	19
Professional and related	79	13	22	26	–	52	21
Teachers	77	13	22	26	52	52	23
Primary, secondary, and special education school teachers	74	13	22	26	52	52	26
Service	86	13	24	26	26	52	14
Protective service	86	–	25	26	26	52	14
Sales and office	81	–	21	26	26	52	19
Office and administrative support	81	–	21	26	26	52	19
Natural resources, construction, and maintenance	88	–	24	26	26	52	12
Production, transportation, and material moving ...	78	–	22	26	–	52	22
Full time	83	13	22	26	26	52	17
Union	77	–	24	26	26	52	23
Nonunion	89	13	21	26	–	52	11
Average wage within the following categories: ²							
Lowest 25 percent	85	13	21	26	–	52	15
Second 25 percent	87	–	22	26	26	52	13
Third 25 percent	83	–	24	26	–	52	17
Highest 25 percent	77	–	22	26	26	52	23
Highest 10 percent	63	–	25	26	26	52	37
Establishment characteristics							
Service-providing industries	83	13	22	26	26	52	17
Education and health services	80	13	22	26	–	52	20
Educational services	78	–	22	26	–	52	22
Elementary and secondary schools	74	13	22	26	52	52	26
Junior colleges, colleges, and universities	89	25	26	26	26	52	11
Health care and social assistance	94	13	20	26	26	52	6
Public administration	86	–	24	26	26	52	14
100 workers or more	82	13	22	26	26	52	18
100 to 499 workers	88	12	20	26	26	52	12
500 workers or more	81	–	22	26	–	52	19
State government	94	–	25	26	26	52	6
Local government	78	13	22	26	–	52	22

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Fixed duration	Number of weeks ¹					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Geographic areas							
Northeast	78	26	26	26	26	—	22
Middle Atlantic	78	26	26	26	26	—	22
South	96	13	22	26	52	52	4
South Atlantic	95	18	22	—	52	52	5
Midwest	63	13	20	26	—	52	37
East North Central	59	—	20	26	52	52	41
West North Central	79	13	18	24	26	—	21

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2015

(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	28	22	12	61.1	60.0
Worker characteristics								
Management, professional, and related	—	31	8	29	17	15	61.5	60.0
Professional and related	—	31	8	27	17	16	62.2	60.0
Teachers	—	34	6	27	13	20	63.0	60.0
Primary, secondary, and special education school teachers	—	35	3	28	13	20	62.6	60.0
Service	—	32	—	26	26	6	59.7	60.0
Protective service	—	38	—	30	25	5	58.8	60.0
Sales and office	—	23	9	28	33	8	61.4	60.0
Office and administrative support	—	23	9	28	32	8	61.4	60.0
Natural resources, construction, and maintenance	—	29	—	33	22	—	62.7	60.0
Production, transportation, and material moving	—	44	—	21	—	—	59.6	60.0
Full time	—	29	6	31	21	13	61.5	60.0
Part time	—	43	—	5	25	—	57.0	55.0
Union	—	22	10	30	29	9	61.3	60.0
Nonunion	—	41	5	26	13	15	60.8	60.0
Average wage within the following categories: ¹								
Lowest 25 percent	—	39	4	28	18	11	59.9	60.0
Lowest 10 percent	—	45	—	27	16	—	59.1	60.0
Second 25 percent	—	31	—	25	22	9	60.1	60.0
Third 25 percent	—	30	5	27	28	9	60.5	60.0
Highest 25 percent	—	23	9	33	18	17	63.2	60.0
Highest 10 percent	—	20	10	40	15	14	62.4	60.0
Establishment characteristics								
Service-providing industries	—	30	8	28	22	12	61.1	60.0
Education and health services	—	32	11	25	16	16	61.9	60.0
Educational services	—	33	11	24	14	18	62.3	60.0
Elementary and secondary schools	—	37	4	27	16	16	61.4	60.0
Junior colleges, colleges, and universities	—	20	28	15	8	—	67.1	60.0
Health care and social assistance	—	23	14	32	26	—	59.9	60.0
Hospitals	—	23	22	31	—	—	59.3	60.0
Public administration	—	27	—	30	34	5	60.3	60.0
1 to 99 workers	—	43	—	34	—	—	57.1	60.0
1 to 49 workers	—	55	—	—	—	—	55.8	50.0
50 to 99 workers	—	—	—	45	—	—	59.1	60.0
100 workers or more	—	29	9	28	22	13	61.6	60.0
100 to 499 workers	—	31	—	35	19	7	58.8	60.0
500 workers or more	—	28	9	26	22	15	62.3	60.0

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2015—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	—	17	20	36	12	14	62.5	60.0
Local government	—	35	3	26	25	11	60.5	60.0
Geographic areas								
Northeast	—	19	—	26	47	6	62.2	66.0
Middle Atlantic	—	20	—	25	48	4	61.7	66.0
South	—	49	—	26	6	19	61.0	60.0
South Atlantic	—	59	—	20	6	15	58.5	50.0
West South Central	—	—	—	53	—	—	62.7	60.0
Midwest	—	37	—	25	19	18	62.2	60.0
East North Central	—	42	—	25	—	17	61.2	60.0
West	—	18	27	36	—	—	59.0	60.0
Mountain	—	—	—	39	27	—	65.6	60.0
Pacific	—	21	36	35	—	—	57.0	58.0

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	With maximum benefit amount	Maximum weekly benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	72	\$185	–	\$692	\$850	\$1,662	28
Worker characteristics							
Management, professional, and related	74	185	\$500	692	961	2,000	26
Professional and related	73	185	500	692	850	2,000	27
Teachers	75	185	546	692	831	2,000	25
Primary, secondary, and special education school teachers	73	–	546	692	831	2,310	27
Service	69	170	200	521	769	1,500	31
Protective service	60	135	200	500	692	–	40
Sales and office	74	200	–	595	987	1,662	26
Office and administrative support	74	200	–	595	1,000	1,662	26
Natural resources, construction, and maintenance	67	135	–	595	692	1,500	33
Production, transportation, and material moving ...	63	170	–	692	–	–	37
Full time	73	185	500	692	961	2,000	27
Part time	67	185	185	–	604	–	33
Union	79	170	200	546	850	1,662	21
Nonunion	64	–	595	692	917	2,000	36
Average wage within the following categories: ²							
Lowest 25 percent	68	200	500	692	769	–	32
Lowest 10 percent	64	–	500	692	–	2,000	36
Second 25 percent	71	185	200	595	–	1,662	29
Third 25 percent	77	170	–	692	–	2,000	23
Highest 25 percent	73	170	–	604	831	–	27
Highest 10 percent	76	170	–	831	831	–	24
Establishment characteristics							
Service-providing industries	72	185	–	692	917	–	28
Education and health services	72	185	500	692	850	2,000	28
Educational services	73	185	500	692	831	2,000	27
Elementary and secondary schools	71	–	500	692	831	–	29
Health care and social assistance	65	170	521	961	–	2,000	35
Hospitals	66	170	–	987	1,500	2,000	34
Public administration	71	170	200	595	–	1,662	29
1 to 99 workers	66	–	500	692	–	1,662	34
50 to 99 workers	55	–	–	–	1,662	–	45
100 workers or more	73	170	–	692	850	2,000	27
100 to 499 workers	68	170	–	692	–	2,308	32
500 workers or more	74	185	–	692	831	1,662	26

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	With maximum benefit amount	Maximum weekly benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	81	\$135	\$185	\$595	—	\$1,662	19
Local government	69	200	462	692	\$961	2,000	31
Geographic areas							
Northeast	87	170	200	584	831	850	13
Middle Atlantic	88	170	200	546	831	831	12
South	73	500	625	692	692	2,000	27
South Atlantic	79	500	692	692	692	2,000	21
Midwest	33	—	—	—	—	2,308	67
East North Central	30	500	692	1,000	2,000	2,308	70
West	80	135	185	—	1,662	2,500	20
Pacific	82	135	185	—	—	2,000	18

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	18	82
Worker characteristics		
Management, professional, and related	18	82
Professional and related	19	81
Teachers	22	78
Primary, secondary, and special education school teachers	24	76
Service	17	83
Protective service	18	82
Sales and office	18	82
Office and administrative support	19	81
Full time	17	83
Part time	21	79
Union	18	82
Nonunion	17	83
Average wage within the following categories: ¹		
Second 25 percent	15	85
Third 25 percent	14	86
Highest 25 percent	20	80
Highest 10 percent	19	81
Establishment characteristics		
Service-providing industries	18	82
Education and health services	19	81
Educational services	20	80
Elementary and secondary schools	23	77
Junior colleges, colleges, and universities	15	85
Public administration	16	84
100 workers or more	17	83
100 to 499 workers	19	81
500 workers or more	17	83

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	18	82
Local government	17	83
Geographic areas		
Northeast	7	93
Middle Atlantic	8	92
South	6	94
South Atlantic	5	95
Midwest	25	75
East North Central	38	62
West North Central	8	92

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2015

(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	96	3	—	—
Worker characteristics				
Management, professional, and related	96	3	—	—
Professional and related	96	3	—	—
Teachers	97	—	—	—
Primary, secondary, and special education school teachers	96	—	—	—
Service	95	4	—	—
Protective service	93	6	—	—
Sales and office	95	5	—	—
Office and administrative support	95	5	—	—
Natural resources, construction, and maintenance	98	—	—	—
Production, transportation, and material moving	96	—	—	—
Full time	96	3	—	—
Part time	95	—	—	—
Union	96	2	—	—
Nonunion	95	5	—	—
Average wage within the following categories: ¹				
Lowest 25 percent	94	5	—	—
Lowest 10 percent	98	2	—	—
Second 25 percent	95	4	—	—
Third 25 percent	95	4	—	—
Highest 25 percent	97	—	1	—
Highest 10 percent	96	—	—	—
Establishment characteristics				
Service-providing industries	96	4	—	—
Education and health services	96	3	—	—
Educational services	96	3	—	—
Elementary and secondary schools	97	—	1	—
Junior colleges, colleges, and universities	95	—	—	—
Health care and social assistance	95	—	—	—
Hospitals	95	—	—	—
Public administration	93	6	—	—
1 to 99 workers	92	6	2	—
1 to 49 workers	91	5	—	—
50 to 99 workers	93	—	—	—
100 workers or more	96	3	—	—
100 to 499 workers	97	—	—	—
500 workers or more	96	3	—	—

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2015—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	89	—	—	—
Local government	98	1	—	—
Geographic areas				
Northeast	97	—	—	—
New England	100	—	—	—
Middle Atlantic	97	—	—	—
South	97	—	—	—
South Atlantic	98	—	—	—
East South Central	89	—	—	—
West South Central	100	—	—	—
Midwest	93	6	—	—
East North Central	91	8	—	—
West North Central	96	—	—	—
West	97	—	1	—
Mountain	100	—	—	—
Pacific	94	—	2	—

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2015

(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	44	22	12	5	60.7	60.0
Worker characteristics							
Management, professional, and related	15	41	26	12	6	60.9	60.0
Professional and related	16	39	26	12	7	60.9	60.0
Teachers	16	36	26	14	8	61.2	60.0
Primary, secondary, and special education school teachers	17	32	27	16	8	61.3	62.0
Service	21	47	17	10	5	60.4	60.0
Protective service	20	51	14	—	—	60.4	60.0
Sales and office	16	50	18	15	1	60.3	60.0
Office and administrative support	17	49	18	16	1	60.3	60.0
Natural resources, construction, and maintenance	19	43	21	—	—	60.1	60.0
Production, transportation, and material moving ...	13	56	—	—	—	61.6	60.0
Full time	15	45	23	12	4	60.8	60.0
Part time	41	21	13	—	—	58.9	60.0
Union	21	43	12	16	7	60.5	60.0
Nonunion	13	45	31	9	2	60.8	60.0
Average wage within the following categories: ¹							
Lowest 25 percent	16	41	26	—	—	60.8	60.0
Lowest 10 percent	18	39	25	—	—	60.7	60.0
Second 25 percent	15	47	22	12	4	60.7	60.0
Third 25 percent	13	46	24	13	3	61.3	60.0
Highest 25 percent	20	42	19	12	8	60.2	60.0
Highest 10 percent	18	47	18	10	6	59.8	60.0
Establishment characteristics							
Service-providing industries	16	44	23	12	5	60.8	60.0
Education and health services	16	42	24	12	5	60.8	60.0
Educational services	15	39	26	13	6	61.3	60.0
Elementary and secondary schools	16	32	29	15	7	61.5	62.0
Junior colleges, colleges, and universities	12	56	20	—	—	60.6	60.0
Health care and social assistance	22	59	—	5	—	57.7	60.0
Hospitals	—	56	—	6	—	57.4	60.0
Public administration	18	46	20	13	3	60.4	60.0
1 to 99 workers	—	39	—	15	—	61.8	60.0
1 to 49 workers	—	38	—	—	—	62.4	60.0
50 to 99 workers	—	40	—	—	—	61.2	60.0
100 workers or more	17	45	22	12	4	60.6	60.0
100 to 499 workers	20	43	15	17	5	60.4	60.0
500 workers or more	16	45	25	10	4	60.6	60.0

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2015—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	53	24	—	—	60.8	60.0
Local government	18	41	22	13	5	60.7	60.0
Geographic areas							
Northeast	7	60	—	20	—	61.8	60.0
Middle Atlantic	9	62	—	18	—	61.4	60.0
South	9	47	37	—	—	60.7	60.0
South Atlantic	8	37	50	—	—	61.2	62.0
East South Central	—	60	—	—	—	58.9	60.0
West South Central	—	79	—	—	—	59.5	60.0
Midwest	30	37	11	11	11	59.5	60.0
East North Central	46	19	11	13	12	58.2	60.0
West North Central	—	61	—	8	—	61.4	60.0
West	—	44	22	22	—	62.0	60.0
Mountain	—	—	25	33	—	63.4	66.0
Pacific	14	52	20	—	—	60.8	60.0

¹ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	With maximum benefit amount	Maximum monthly benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	65	–	\$3,900	\$5,000	\$6,000	\$10,000	35
Worker characteristics							
Management, professional, and related	66	–	3,900	5,000	6,000	9,000	34
Professional and related	65	–	3,900	5,000	6,000	8,750	35
Teachers	64	–	3,900	5,000	6,000	8,000	36
Primary, secondary, and special education school teachers	61	–	3,900	5,000	5,250	7,500	39
Service	63	–	4,000	5,000	7,000	10,000	37
Protective service	64	–	4,500	5,000	7,500	10,000	36
Sales and office	60	–	–	5,000	6,000	10,000	40
Office and administrative support	61	–	3,000	5,000	6,000	10,000	39
Natural resources, construction, and maintenance	65	–	3,900	5,000	7,000	10,000	35
Production, transportation, and material moving ...	77	–	3,500	5,000	7,500	10,000	23
Full time	66	–	3,900	5,000	6,000	10,000	34
Part time	47	–	5,000	5,000	6,500	10,000	53
Union	61	\$2,500	4,000	5,000	6,000	10,000	39
Nonunion	69	–	3,900	5,000	6,000	10,000	31
Average wage within the following categories: ²							
Lowest 25 percent	63	–	3,900	5,000	6,000	8,000	37
Lowest 10 percent	55	–	3,900	5,000	6,000	8,000	45
Second 25 percent	63	–	3,900	5,000	7,000	10,000	37
Third 25 percent	68	–	3,900	5,000	6,000	10,000	32
Highest 25 percent	66	–	4,000	5,000	6,667	10,000	34
Highest 10 percent	72	–	4,000	5,000	6,000	8,000	28
Establishment characteristics							
Service-providing industries	65	–	3,900	5,000	6,111	10,000	35
Education and health services	64	–	3,900	5,000	6,000	9,000	36
Educational services	65	–	3,900	5,000	6,000	8,750	35
Elementary and secondary schools	63	–	3,900	5,000	6,000	8,000	37
Health care and social assistance	58	800	4,500	5,000	7,000	–	42
Public administration	65	–	3,900	5,000	7,000	10,000	35
1 to 99 workers	61	3,000	3,900	5,000	5,000	6,000	39
1 to 49 workers	70	3,000	3,900	5,000	5,000	6,000	30
50 to 99 workers	53	–	–	5,000	5,000	–	47
100 workers or more	66	–	3,900	5,000	7,000	10,000	34
100 to 499 workers	58	–	4,400	5,000	6,500	10,000	42
500 workers or more	68	–	3,900	5,000	7,000	10,000	32

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2015—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 ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	59	—	—	\$5,000	\$7,000	\$10,000	41
Local government	67	—	\$3,900	5,000	6,000	9,400	33
Geographic areas							
Northeast	82	—	4,000	5,000	6,500	10,000	18
Middle Atlantic	82	—	—	5,000	7,000	10,000	18
South	85	\$800	—	3,900	6,000	9,000	15
South Atlantic	84	800	—	3,900	5,000	8,000	16
Midwest	50	3,500	5,000	5,000	6,500	9,400	50
East North Central	46	3,000	4,500	5,000	7,500	10,000	54
West North Central	56	3,500	5,000	5,000	5,250	7,500	44
West	53	3,000	5,000	5,000	6,000	10,000	47
Pacific	59	—	4,500	5,000	6,000	10,000	41

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2015

(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 ¹	
								Paid	Unpaid
All workers	67	90	60	58	85	91	76	16	94
Worker characteristics									
Management, professional, and related	55	91	43	63	87	92	76	17	95
Professional and related	50	91	36	64	87	93	75	16	95
Teachers	31	89	12	69	86	92	73	16	94
Primary, secondary, and special education school teachers	27	96	9	79	90	97	75	17	98
Service	79	86	76	50	82	88	73	15	93
Protective service	87	90	89	53	88	92	81	16	96
Sales and office	85	89	84	52	84	90	78	16	95
Office and administrative support	86	90	85	54	85	91	80	16	95
Natural resources, construction, and maintenance	97	95	96	47	87	93	86	15	94
Production, transportation, and material moving ...	73	88	63	62	80	88	74	16	93
Full time	74	98	67	64	91	97	82	17	98
Part time	30	42	21	26	52	58	43	11	76
Union	69	97	57	70	94	98	82	20	98
Nonunion	66	83	61	48	78	85	71	13	91
Average wage within the following categories: ²									
Lowest 25 percent	64	76	57	43	73	80	66	14	88
Lowest 10 percent	49	63	41	35	63	70	55	9	82
Second 25 percent	87	93	84	55	88	93	81	17	96
Third 25 percent	73	93	64	62	88	93	80	16	95
Highest 25 percent	49	97	37	71	93	98	79	18	98
Highest 10 percent	47	98	37	63	95	97	81	18	98
Establishment characteristics									
Service-providing industries	67	90	59	58	85	91	76	16	94
Education and health services	55	90	43	62	85	92	74	16	95
Educational services	50	90	36	63	86	93	74	15	95
Elementary and secondary schools	41	91	26	71	85	93	72	16	94
Junior colleges, colleges, and universities	78	89	64	38	87	90	81	12	95
Health care and social assistance	88	88	88	55	82	87	70	20	95
Hospitals	94	92	94	52	86	90	74	22	95
Public administration	88	89	89	53	87	91	82	16	94
1 to 99 workers	69	80	66	46	76	80	62	14	88
1 to 49 workers	67	72	65	37	66	73	57	13	83
50 to 99 workers	72	91	67	61	90	90	68	14	94
100 workers or more	67	91	59	60	87	92	78	16	95
100 to 499 workers	64	88	61	59	80	88	68	15	92
500 workers or more	68	92	58	60	89	94	81	17	96

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2015—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 ¹	
								Paid	Unpaid
State government	90	94	85	52	92	94	89	18	97
Local government	59	88	51	60	83	90	71	15	93
Geographic areas									
Northeast	60	90	56	73	92	92	76	10	95
New England	54	89	48	81	87	91	67	11	95
Middle Atlantic	63	91	60	71	93	93	79	10	94
South	69	91	62	53	82	91	83	16	95
South Atlantic	77	92	65	52	85	91	84	22	97
East South Central	71	91	64	38	83	91	87	—	91
West South Central	56	88	54	62	78	90	78	11	95
Midwest	67	87	55	59	80	88	64	21	90
East North Central	66	86	53	65	79	88	60	28	91
West North Central	69	90	58	49	82	88	72	—	89
West	69	89	63	53	91	93	76	16	96
Mountain	58	83	53	54	86	92	76	—	96
Pacific	73	92	67	53	92	93	76	18	96

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

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2015

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	3	1	4	2	4	8	13	20	18	12	6	8	11	11
Worker characteristics														
Management, professional, and related	4	1	5	3	4	9	13	19	16	11	7	8	11	11
Professional and related	5	2	7	3	5	9	12	16	15	11	7	8	11	11
Teachers	11	3	12	5	6	11	12	11	8	6	9	8	10	10
Primary, secondary, and special education school teachers	14	—	17	—	—	7	12	11	6	3	—	7	9	9
Service	2	1	2	2	3	8	13	21	17	14	6	11	12	11
Protective service	—	1	—	—	2	9	15	27	20	16	4	6	11	11
Sales and office	—	—	2	1	5	7	14	20	24	12	7	7	11	11
Office and administrative support	—	—	2	1	4	7	15	20	24	12	7	7	11	12
Natural resources, construction, and maintenance	—	—	1	—	6	6	15	25	22	13	3	7	11	11
Production, transportation, and material moving	6	—	4	6	6	4	14	22	17	8	6	—	10	11
Full time	2	1	4	2	4	8	13	21	19	12	6	8	11	11
Part time	6	2	4	4	—	8	14	13	8	—	5	12	11	10
Union	2	1	5	2	2	7	11	21	21	14	7	7	11	11
Nonunion	3	1	3	3	6	9	16	20	15	10	6	9	11	11
Average wage within the following categories: ¹														
Lowest 25 percent	4	2	5	3	7	9	15	18	16	8	5	9	11	11
Lowest 10 percent	7	4	4	3	—	8	16	15	15	5	3	—	10	10
Second 25 percent	1	(²)	2	2	3	7	15	23	19	12	6	9	11	11
Third 25 percent	2	—	6	—	3	7	13	21	20	12	7	6	11	11
Highest 25 percent	5	—	2	—	3	9	9	18	18	18	7	8	11	11
Highest 10 percent	3	—	—	2	4	13	7	15	15	24	7	8	12	12
Establishment characteristics														
Service-providing industries	3	1	4	2	4	8	14	20	18	12	6	8	11	11
Education and health services	5	2	7	3	5	7	13	14	12	11	8	12	11	11
Educational services	6	2	7	3	6	8	13	13	9	10	9	14	11	11
Elementary and secondary schools	8	3	11	4	4	7	14	11	8	7	11	13	11	10
Junior colleges, colleges, and universities	2	—	1	—	—	9	13	—	11	13	8	16	12	11
Health care and social assistance	—	—	7	4	3	5	9	—	27	—	5	4	11	12
Hospitals	—	—	—	7	—	4	—	—	25	—	2	5	11	12
Public administration	(²)	(²)	—	—	2	9	14	27	25	14	4	4	11	11
1 to 99 workers	—	—	3	4	9	10	15	27	16	9	2	4	11	11
1 to 49 workers	—	—	—	—	—	8	17	29	17	—	—	5	11	11
50 to 99 workers	—	—	6	—	—	—	—	24	16	5	—	3	10	11
100 workers or more	3	1	4	2	4	8	13	19	18	12	7	9	11	11
100 to 499 workers	4	2	3	3	3	7	14	20	18	15	6	5	11	11
500 workers or more	3	1	4	2	4	8	13	19	18	12	7	10	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2015—continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	—	(²)	1	—	11	11	24	19	14	5	10	12	11
Local government	4	2	6	3	4	7	15	18	18	11	7	7	11	11
Geographic areas														
Northeast	1	1	—	2	—	3	8	15	32	18	6	12	12	12
New England	—	—	—	—	—	—	—	—	29	—	—	—	12	12
Middle Atlantic	1	1	—	—	—	4	—	14	33	15	8	14	13	12
South	3	1	7	2	6	7	11	20	15	9	7	11	11	11
South Atlantic	1	—	9	—	2	—	13	23	19	8	9	4	11	11
East South Central	—	3	—	—	—	—	—	11	13	—	—	20	11	10
West South Central	4	—	4	—	5	5	7	20	—	—	8	21	12	12
Midwest	5	—	3	5	4	13	19	—	18	7	4	2	10	11
East North Central	5	—	3	4	3	16	22	12	15	9	6	—	10	10
West North Central	3	—	4	—	4	—	12	—	—	—	—	—	10	11
West	—	—	—	1	3	—	16	25	13	19	7	6	11	11
Mountain	—	—	—	—	—	3	35	23	13	—	—	7	11	11
Pacific	—	—	—	1	3	—	10	25	13	20	9	5	11	11

¹ 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 wage data for March 2015.

² Less than 0.5.

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/glossary20142015.htm.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2015

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	As part of consolidated leave plan ³
All workers	85	2	12
Worker characteristics			
Management, professional, and related	86	2	11
Professional and related	86	2	12
Teachers	88	2	10
Primary, secondary, and special education school teachers	89	2	9
Service	84	3	13
Protective service	82	5	12
Sales and office	84	3	13
Office and administrative support	84	3	13
Natural resources, construction, and maintenance	86	2	12
Production, transportation, and material moving ...	80	—	—
Full time	85	2	12
Part time	87	2	11
Union	87	3	10
Nonunion	84	2	14
Average wage within the following categories: ⁴			
Lowest 25 percent	85	1	14
Lowest 10 percent	86	1	13
Second 25 percent	85	2	12
Third 25 percent	83	3	14
Highest 25 percent	88	3	9
Highest 10 percent	90	3	8
Establishment characteristics			
Service-providing industries	85	2	12
Education and health services	87	2	11
Educational services	89	2	9
Elementary and secondary schools	89	2	9
Junior colleges, colleges, and universities	88	—	—
Health care and social assistance	73	3	24
Hospitals	70	4	25
Public administration	82	4	14
1 to 99 workers	83	3	14
1 to 49 workers	86	—	—
50 to 99 workers	79	—	—
100 workers or more	86	2	12
100 to 499 workers	89	2	9
500 workers or more	85	3	13

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2015—continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	As part of consolidated leave plan ³
State government	90	2	8
Local government	84	3	14
Geographic areas			
Northeast	91	3	5
New England	93	—	—
Middle Atlantic	90	—	—
South	85	2	14
South Atlantic	83	—	—
East South Central	86	2	12
West South Central	87	2	11
Midwest	86	2	11
East North Central	89	2	9
West North Central	83	—	—
West	80	4	16
Mountain	83	—	—
Pacific	80	4	16

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

² Plan does not specify maximum number of days.

³ 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.

⁴ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Paid sick leave days by length of service ²					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		
After 1 year							
All workers	7	15	60	17	(³)	11	12
Full time	7	14	61	17	(³)	11	12
Part time	–	22	51	17	–	10	11
Union	6	10	64	20	(³)	12	12
Nonunion	9	20	56	15	(³)	11	12
1 to 99 workers	–	22	52	22	–	11	12
1 to 49 workers	–	16	54	25	–	12	12
50 to 99 workers	–	–	49	19	–	11	12
100 workers or more	8	14	61	17	(³)	11	12
100 to 499 workers	7	13	60	20	1	12	12
500 workers or more	8	15	61	16	(³)	11	12
After 5 years							
All workers	7	15	59	19	(³)	12	12
Full time	7	14	59	20	(³)	12	12
Part time	–	22	52	17	–	11	11
Union	6	10	61	23	(³)	12	12
Nonunion	8	20	56	16	(³)	11	12
1 to 99 workers	–	21	51	24	–	12	12
1 to 49 workers	–	15	52	29	–	12	12
50 to 99 workers	–	–	50	18	–	11	12
100 workers or more	7	14	59	19	(³)	12	12
100 to 499 workers	7	12	57	23	1	12	12
500 workers or more	7	14	60	17	(³)	11	12

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Paid sick leave days by length of service ²					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		
After 10 years							
All workers	7	15	58	20	(³)	12	12
Full time	7	14	58	20	1	12	12
Part time	—	21	52	18	—	11	11
Union	6	9	61	24	(³)	12	12
Nonunion	8	21	54	16	(³)	11	12
1 to 99 workers	—	20	52	25	—	12	12
1 to 49 workers	—	14	53	30	—	13	12
50 to 99 workers	—	—	50	19	—	11	12
100 workers or more	7	14	58	20	(³)	12	12
100 to 499 workers	7	11	57	24	1	12	12
500 workers or more	7	15	59	18	(³)	12	12
After 20 years							
All workers	7	15	58	20	1	12	12
Full time	6	14	58	20	1	12	12
Part time	—	21	52	18	—	11	11
Union	5	9	61	23	2	12	12
Nonunion	8	21	54	16	1	11	12
1 to 99 workers	—	20	52	24	—	12	12
1 to 49 workers	—	14	53	28	—	13	12
50 to 99 workers	—	—	50	19	—	11	12
100 workers or more	7	14	58	19	1	12	12
100 to 499 workers	7	11	57	22	2	12	12
500 workers or more	7	15	59	18	1	12	12

¹ 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.

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

³ Less than 0.5.

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/glossary20142015.htm.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Carryover provision ¹			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	92	63	29	8
Worker characteristics				
Management, professional, and related	92	62	29	8
Professional and related	91	62	30	9
Teachers	90	59	31	10
Primary, secondary, and special education school teachers	89	57	32	11
Service	92	66	26	8
Protective service	90	65	26	10
Sales and office	92	64	28	8
Office and administrative support	93	64	29	7
Natural resources, construction, and maintenance	—	60	—	—
Production, transportation, and material moving	97	62	34	3
Full time	92	63	29	8
Part time	95	68	27	5
Union	94	66	28	6
Nonunion	89	60	29	11
Average wage within the following categories: ²				
Lowest 25 percent	90	60	30	10
Lowest 10 percent	90	58	32	10
Second 25 percent	93	65	29	7
Third 25 percent	91	65	26	9
Highest 25 percent	92	63	29	8
Highest 10 percent	92	63	29	8
Establishment characteristics				
Service-providing industries	92	63	29	8
Education and health services	91	62	29	9
Educational services	91	62	29	9
Elementary and secondary schools	90	59	31	10
Junior colleges, colleges, and universities	93	71	22	7
Health care and social assistance	89	60	29	11
Hospitals	91	66	26	9
Public administration	95	67	28	5
1 to 99 workers	88	53	35	12
1 to 49 workers	—	52	—	—
50 to 99 workers	—	54	—	—
100 workers or more	92	64	28	8
100 to 499 workers	92	51	41	8
500 workers or more	92	69	24	8

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Carryover provision ¹			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
State government	95	76	19	5
Local government	90	58	33	10
Geographic areas				
Northeast	94	59	34	6
New England	94	48	46	6
Middle Atlantic	93	64	30	7
South	88	63	25	12
South Atlantic	88	68	20	12
East South Central	—	59	—	—
West South Central	87	57	30	13
Midwest	93	51	42	7
East North Central	92	53	38	8
West North Central	95	46	50	5
West	96	81	16	4
Mountain	—	72	—	—
Pacific	96	84	13	4

¹ Plans that allow employees to accumulate unused sick leave from year to year.
² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2015

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	43	90	130	180	240	139
Worker characteristics						
Management, professional, and related	45	90	135	180	240	144
Professional and related	60	100	145	180	230	145
Teachers	60	100	150	180	240	150
Primary, secondary, and special education school teachers	60	100	150	180	240	149
Service	30	60	120	180	225	123
Protective service	30	–	120	180	234	123
Sales and office	–	90	130	180	240	140
Office and administrative support	40	90	128	180	240	140
Natural resources, construction, and maintenance	–	–	–	–	–	124
Production, transportation, and material moving ...	–	–	135	219	250	150
Full time	43	90	130	180	240	138
Part time	–	93	130	199	250	145
Union	80	120	160	200	250	161
Nonunion	30	60	120	180	212	116
Average wage within the following categories: ³						
Lowest 25 percent	30	60	120	180	200	117
Lowest 10 percent	30	45	90	140	199	103
Second 25 percent	40	90	130	180	240	139
Third 25 percent	45	90	120	180	240	136
Highest 25 percent	60	120	160	199	240	158
Highest 10 percent	90	125	160	200	250	164
Establishment characteristics						
Service-providing industries	43	90	130	180	240	139
Education and health services	53	90	145	180	240	147
Educational services	50	90	145	180	240	146
Elementary and secondary schools	50	90	140	180	240	145
Junior colleges, colleges, and universities	–	120	180	180	200	158
Health care and social assistance	–	90	150	180	225	150
Hospitals	–	90	135	180	200	139
Public administration	30	60	120	180	225	122
1 to 99 workers	–	56	90	120	180	96
1 to 49 workers	–	–	–	–	–	92
50 to 99 workers	–	–	–	–	–	102
100 workers or more	45	90	139	180	240	145
100 to 499 workers	35	80	120	180	225	131
500 workers or more	60	110	150	200	240	153

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2015—continued

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	—	120	180	180	240	159
Local government	40	84	120	180	240	134
Geographic areas						
Northeast	110	150	180	200	260	180
New England	105	120	180	200	250	165
Middle Atlantic	120	160	180	200	300	188
South	30	66	120	180	240	124
South Atlantic	60	90	120	180	180	127
East South Central	—	—	—	—	—	145
West South Central	—	—	110	175	—	108
Midwest	45	80	120	180	205	131
East North Central	45	100	120	180	255	145
West North Central	45	65	120	145	180	113
West	30	60	120	156	200	119
Mountain	—	—	—	—	—	108
Pacific	—	100	125	—	200	126

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

² 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.

³ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2015

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service ²						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		
After 1 year								
All workers	3	10	58	18	9	1	12	12
Full time	3	10	59	18	9	1	13	12
Part time	10	23	41	–	6	–	11	10
Union	3	13	60	16	6	1	12	11
Nonunion	4	8	56	20	11	1	13	12
1 to 99 workers	–	13	60	15	6	–	12	12
1 to 49 workers	3	14	64	–	7	–	12	11
50 to 99 workers	6	–	55	20	5	–	12	12
100 workers or more	3	10	57	19	9	1	13	12
100 to 499 workers	2	15	59	17	6	1	12	12
500 workers or more	4	8	57	19	10	2	13	12
After 5 years								
All workers	1	4	27	49	14	5	16	15
Full time	1	4	26	50	14	5	16	15
Part time	8	11	39	33	–	–	13	13
Union	1	6	22	54	12	5	15	15
Nonunion	2	3	31	45	15	4	16	15
1 to 99 workers	–	4	31	55	6	–	15	15
1 to 49 workers	–	–	31	56	8	–	15	15
50 to 99 workers	–	–	31	54	5	–	15	15
100 workers or more	2	4	26	48	15	5	16	15
100 to 499 workers	–	–	35	47	8	5	15	15
500 workers or more	2	5	23	49	17	5	16	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2015—continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service ²						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		
After 10 years								
All workers	1	2	9	52	26	10	18	18
Full time	1	1	8	52	27	10	18	18
Part time	—	7	21	50	15	—	16	16
Union	(³)	3	9	50	27	11	18	18
Nonunion	1	1	9	54	26	9	18	18
1 to 99 workers	—	—	11	59	21	7	17	18
1 to 49 workers	—	—	—	53	27	6	18	18
50 to 99 workers	—	—	10	68	11	8	17	17
100 workers or more	1	2	9	51	27	10	18	18
100 to 499 workers	—	—	10	55	25	7	18	18
500 workers or more	1	2	8	50	28	11	19	18
After 20 years								
All workers	1	1	5	14	47	32	22	22
Full time	1	1	5	14	47	33	22	22
Part time	—	—	14	18	46	14	19	20
Union	(³)	2	5	11	47	35	22	22
Nonunion	1	1	6	17	46	29	22	22
1 to 99 workers	—	—	8	17	45	28	21	22
1 to 49 workers	—	—	—	13	47	30	21	22
50 to 99 workers	—	—	9	—	42	25	21	21
100 workers or more	1	1	5	14	47	32	22	22
100 to 499 workers	—	—	7	18	44	30	22	21
500 workers or more	1	1	4	12	48	33	22	23

¹ 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.

² 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.

³ Less than 0.5.

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/glossary20142015.htm.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2015

(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	11	18	22	26	29	89	12	15	18	21
Worker characteristics										
Management, professional, and related	12	19	23	26	28	88	13	15	18	21
Professional and related	13	19	23	26	28	87	12	15	17	21
Service	10	18	22	25	28	90	11	14	17	21
Protective service	8	18	21	25	29	92	11	14	17	22
Sales and office	10	18	23	27	29	90	12	15	18	22
Office and administrative support	10	19	23	27	30	90	12	15	18	22
Natural resources, construction, and maintenance	7	19	23	26	29	93	11	14	17	21
Production, transportation, and material moving ...	8	15	20	23	24	92	10	14	17	21
Full time	10	19	23	26	29	90	12	15	18	22
Part time	13	16	19	22	24	87	10	12	15	19
Union	6	19	24	28	31	94	11	15	18	22
Nonunion	14	18	22	25	28	86	12	15	17	21
Average wage within the following categories: ²										
Lowest 25 percent	13	17	21	25	27	87	11	14	17	20
Lowest 10 percent	20	17	21	24	26	80	12	14	17	20
Second 25 percent	10	19	23	26	29	90	12	15	18	22
Third 25 percent	10	18	22	25	28	90	12	15	18	22
Highest 25 percent	8	21	25	28	31	92	12	15	17	21
Highest 10 percent	8	22	25	28	30	92	13	15	17	21
Establishment characteristics										
Service-providing industries	10	19	22	26	29	90	12	15	18	21
Education and health services	10	19	22	25	27	90	13	15	17	21
Educational services	3	18	20	21	23	97	13	15	17	20
Elementary and secondary schools	2	10	11	12	13	98	11	13	16	18
Junior colleges, colleges, and universities	4	23	27	29	30	96	15	17	19	22
Health care and social assistance	28	20	23	26	29	72	12	16	18	23
Hospitals	31	20	23	26	29	69	13	16	19	23
Public administration	10	18	22	26	30	90	11	15	18	22
1 to 99 workers	12	18	20	23	26	88	11	14	17	21
100 workers or more	10	19	23	26	29	90	12	15	18	21
100 to 499 workers	12	18	22	26	29	88	11	14	17	21
500 workers or more	10	19	23	26	29	90	12	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2015—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	6	19	22	25	27	94	13	16	19	23
Local government	13	18	22	26	29	87	11	14	17	21
Geographic areas										
Northeast	3	20	23	26	29	97	12	16	19	22
Middle Atlantic	3	19	23	26	30	97	12	16	19	22
South	12	18	21	24	27	88	12	15	17	21
South Atlantic	9	18	21	23	27	91	12	15	18	22
East South Central	12	20	24	28	30	88	12	15	18	21
West South Central	19	16	20	23	26	81	11	14	16	20
Midwest	11	18	23	26	28	89	11	14	17	21
East North Central	8	19	23	26	29	92	11	14	17	21
West	13	19	24	28	31	87	12	15	17	21
Pacific	13	20	25	29	31	87	12	15	17	21

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 40 . Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2015

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	13	4	11	52	74
Worker characteristics					
Management, professional, and related	14	4	10	53	74
Professional and related	13	4	8	53	74
Teachers	12	3	5	51	71
Primary, secondary, and special education school teachers	9	1	3	49	71
Service	12	5	10	50	74
Protective service	12	5	13	56	81
Sales and office	15	4	16	51	73
Office and administrative support	16	5	16	52	75
Natural resources, construction, and maintenance	11	2	11	55	75
Production, transportation, and material moving ...	6	—	13	43	69
Full time	14	5	11	55	78
Part time	8	2	7	38	54
Union	16	2	13	56	84
Nonunion	11	6	8	49	65
Average wage within the following categories: ²					
Lowest 25 percent	10	4	5	43	62
Lowest 10 percent	9	—	3	38	52
Second 25 percent	16	6	14	54	79
Third 25 percent	15	4	13	57	78
Highest 25 percent	13	3	11	55	79
Highest 10 percent	16	4	11	55	79
Establishment characteristics					
Service-providing industries	13	4	11	52	74
Education and health services	13	4	7	51	73
Educational services	13	3	6	50	72
Elementary and secondary schools	8	1	3	46	71
Junior colleges, colleges, and universities	29	—	—	64	77
Health care and social assistance	16	—	15	57	80
Hospitals	19	—	—	62	81
Public administration	16	5	17	55	77
1 to 99 workers	8	5	5	35	47
1 to 49 workers	7	6	5	32	38
50 to 99 workers	—	3	—	41	61
100 workers or more	14	4	12	54	78
100 to 499 workers	9	1	6	39	57
500 workers or more	16	5	14	60	85

See footnotes at end of table.

Table 40 . Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2015—continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	28	—	20	68	84
Local government	8	2	7	46	70
Geographic areas					
Northeast	19	—	5	41	80
New England	—	—	5	35	76
Middle Atlantic	19	—	5	43	82
South	11	7	5	52	69
South Atlantic	10	8	5	60	83
East South Central	—	—	—	41	46
West South Central	6	2	5	47	62
Midwest	12	—	—	48	67
East North Central	10	1	14	49	66
West North Central	—	—	—	46	68
West	15	4	24	65	85
Mountain	17	—	21	64	89
Pacific	14	4	26	66	83

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2015

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Health care flexible spending account ²		
All workers	24	34	54	60	60	24
Worker characteristics						
Management, professional, and related	25	37	56	63	61	25
Professional and related	24	37	56	63	61	24
Teachers	23	36	51	61	57	20
Primary, secondary, and special education school teachers	21	37	51	62	57	19
Service	21	28	51	56	58	24
Protective service	23	29	59	60	61	29
Sales and office	24	35	56	60	61	26
Office and administrative support	24	35	57	61	62	27
Natural resources, construction, and maintenance	25	36	54	57	62	25
Production, transportation, and material moving ...	22	32	41	43	56	15
Full time	25	38	59	64	65	26
Part time	16	16	31	35	35	15
Union	21	32	57	64	64	29
Nonunion	26	37	52	56	57	20
Average wage within the following categories: ⁴						
Lowest 25 percent	23	30	45	50	51	19
Lowest 10 percent	18	24	35	40	47	14
Second 25 percent	24	34	59	62	64	28
Third 25 percent	24	38	58	63	62	28
Highest 25 percent	24	35	57	65	64	24
Highest 10 percent	22	32	50	61	60	25
Establishment characteristics						
Service-providing industries	24	34	54	60	60	24
Education and health services	25	36	54	62	59	22
Educational services	26	36	54	63	60	22
Elementary and secondary schools	22	36	50	59	56	19
Junior colleges, colleges, and universities	39	36	66	75	73	30
Health care and social assistance	17	41	55	58	53	28
Hospitals	21	50	55	56	55	27
Public administration	23	32	58	59	63	30
1 to 99 workers	18	22	33	37	43	20
1 to 49 workers	16	18	32	34	37	17
50 to 99 workers	20	27	35	41	51	25
100 workers or more	25	36	58	63	63	25
100 to 499 workers	17	31	43	45	55	20
500 workers or more	27	38	63	70	65	27

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2015—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Health care flexible spending account ²		
State government	35	35	72	74	77	39
Local government	20	34	48	55	54	19
Geographic areas						
Northeast	6	12	36	45	68	26
New England	15	—	42	41	55	—
Middle Atlantic	3	14	34	47	72	26
South	30	45	60	65	61	19
South Atlantic	33	46	64	69	57	25
East South Central	—	51	38	46	67	—
West South Central	22	39	66	69	64	15
Midwest	22	25	49	55	55	28
East North Central	22	16	40	46	56	24
West North Central	23	40	65	69	54	36
West	30	44	66	69	57	28
Mountain	25	—	65	67	63	26
Pacific	32	46	66	70	55	28

¹ Formerly referred to as Dependent care reimbursement account.

² Formerly referred to as Health care reimbursement account.

³ Savings plans established by the employer on behalf of the employee, but with no employer contribution. These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.

⁴ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2015

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
All workers	29	71	66
Worker characteristics			
Management, professional, and related	31	74	68
Professional and related	31	74	68
Teachers	27	73	66
Primary, secondary, and special education school teachers	22	74	65
Service	26	66	60
Protective service	26	74	66
Sales and office	29	70	65
Office and administrative support	30	72	66
Natural resources, construction, and maintenance	27	65	60
Production, transportation, and material moving ...	16	68	62
Full time	31	75	69
Part time	15	49	47
Union	27	78	72
Nonunion	30	65	60
Average wage within the following categories: ³			
Lowest 25 percent	21	59	54
Lowest 10 percent	19	46	42
Second 25 percent	32	74	69
Third 25 percent	34	76	71
Highest 25 percent	30	77	70
Highest 10 percent	34	80	76
Establishment characteristics			
Service-providing industries	29	71	65
Education and health services	32	73	66
Educational services	31	73	67
Elementary and secondary schools	22	72	66
Junior colleges, colleges, and universities	57	75	72
Health care and social assistance	39	72	61
Hospitals	41	74	62
Public administration	27	73	69
1 to 99 workers	16	45	39
1 to 49 workers	12	41	36
50 to 99 workers	22	51	44
100 workers or more	31	75	69
100 to 499 workers	18	65	57
500 workers or more	35	79	73

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2015—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
State government	47	86	84
Local government	22	66	59
Geographic areas			
Northeast	15	83	78
New England	10	—	74
Middle Atlantic	17	85	79
South	37	72	65
South Atlantic	44	76	70
East South Central	—	55	49
West South Central	26	76	68
Midwest	17	58	50
East North Central	14	56	51
West North Central	—	62	48
West	38	75	73
Mountain	24	74	73
Pacific	43	75	73

¹ 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.

² 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.

³ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2015

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	32	4	1	1	13	6	1	13
Worker characteristics								
Management, professional, and related	31	4	(³)	1	13	4	1	13
Professional and related	30	3	(³)	1	12	4	1	13
Teachers	28	2	—	—	13	2	—	13
Primary, secondary, and special education school teachers	31	2	—	—	15	3	—	15
Service	33	4	1	2	12	7	—	12
Protective service	45	7	—	3	15	11	—	17
Sales and office	33	4	2	2	14	6	1	12
Office and administrative support	33	4	2	2	14	6	1	12
Natural resources, construction, and maintenance	37	3	—	2	14	14	—	10
Production, transportation, and material moving	29	2	—	—	14	5	—	8
Full time	36	4	1	2	15	7	1	14
Part time	9	1	—	1	3	1	—	3
Union	39	5	—	—	22	5	—	13
Nonunion	26	3	1	2	5	6	1	12
Average wage within the following categories: ⁴								
Lowest 25 percent	24	2	1	3	7	5	—	9
Lowest 10 percent	17	(³)	1	3	4	5	—	6
Second 25 percent	35	5	1	2	13	8	1	14
Third 25 percent	35	4	1	1	13	6	1	15
Highest 25 percent	35	5	(³)	—	19	4	(³)	13
Highest 10 percent	37	5	—	—	20	3	—	14
Establishment characteristics								
Service-providing industries	32	4	1	1	13	6	1	13
Education and health services	27	3	1	1	12	3	1	11
Educational services	25	2	—	—	12	3	—	10
Elementary and secondary schools	26	1	—	—	14	3	—	11
Junior colleges, colleges, and universities	22	6	—	—	6	3	—	9
Health care and social assistance	40	8	4	6	9	6	4	14
Hospitals	40	5	—	6	8	5	5	16
Public administration	42	6	1	2	17	9	—	16
1 to 99 workers	34	—	4	7	11	10	—	10
1 to 49 workers	32	—	3	8	7	—	—	9
50 to 99 workers	38	—	5	6	16	10	—	11
100 workers or more	32	4	(³)	1	13	5	1	13
100 to 499 workers	31	1	2	1	13	7	1	11
500 workers or more	32	5	—	(³)	13	5	1	14

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2015—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
State government	42	11	—	—	12	8	2	19
Local government	29	1	1	2	13	5	(³)	10
Geographic areas								
Northeast	39	—	—	—	19	5	—	19
New England	41	—	—	—	23	9	—	—
Middle Atlantic	38	—	—	—	17	3	—	20
South	33	3	1	3	5	8	1	16
South Atlantic	40	5	—	3	5	7	3	22
West South Central	31	3	2	—	7	8	—	15
Midwest	24	1	—	—	14	7	—	7
East North Central	28	1	—	—	19	8	—	7
West North Central	18	—	—	—	5	—	—	6
West	33	11	—	—	21	1	—	7
Mountain	17	—	—	—	—	1	—	—
Pacific	39	14	—	—	29	1	—	6

¹ 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.

² Includes all other bonuses provided to employees and not published separately.

³ Less than 0.5.

⁴ 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 wage data for March 2015.

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/glossary20142015.htm.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2015

(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	34	29
Worker characteristics				
Management, professional, and related	53	52	35	29
Professional and related	53	52	34	29
Teachers	52	50	32	26
Primary, secondary, and special education school teachers	56	54	30	26
Service	43	42	31	24
Protective service	44	42	35	26
Sales and office	52	51	37	32
Office and administrative support	53	53	38	33
Natural resources, construction, and maintenance	45	45	33	27
Production, transportation, and material moving ...	39	40	31	29
Full time	55	54	38	31
Part time	21	21	14	14
Union	53	51	54	45
Nonunion	47	47	17	15
Average wage within the following categories: ²				
Lowest 25 percent	38	38	15	13
Lowest 10 percent	31	31	8	7
Second 25 percent	51	50	37	31
Third 25 percent	53	52	39	32
Highest 25 percent	58	55	48	40
Highest 10 percent	63	56	56	47
Establishment characteristics				
Service-providing industries	50	49	34	29
Education and health services	52	50	33	27
Educational services	53	52	33	27
Elementary and secondary schools	53	51	28	24
Junior colleges, colleges, and universities	54	52	48	37
Health care and social assistance	42	42	30	26
Hospitals	43	45	30	29
Public administration	49	48	39	32
1 to 99 workers	32	32	17	16
1 to 49 workers	26	26	11	10
50 to 99 workers	42	41	27	24
100 workers or more	52	51	37	30
100 to 499 workers	42	42	24	20
500 workers or more	56	54	41	34

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2015—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Health care benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	60	58	45	35
Local government	46	45	31	26
Geographic areas				
Northeast	53	47	51	44
New England	34	27	36	28
Middle Atlantic	61	54	57	50
South	53	54	10	8
South Atlantic	44	45	12	7
East South Central	68	70	—	—
West South Central	57	58	11	12
Midwest	—	—	22	—
East North Central	—	—	25	11
West	76	75	75	69
Mountain	61	60	48	33
Pacific	82	81	84	82

¹ 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.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2015

(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	87	1	3	9	78	9	1	11
Worker characteristics								
Management, professional, and related	89	1	3	8	79	10	1	10
Professional and related	88	1	3	8	78	11	1	10
Teachers	88	(1)	3	9	78	11	1	11
Primary, secondary, and special education school teachers	98	—	1	1	85	13	—	—
Service	81	1	4	14	75	7	2	16
Protective service	89	—	—	8	84	5	2	9
Sales and office	87	1	3	10	79	9	1	12
Office and administrative support	88	(1)	3	9	79	9	1	11
Natural resources, construction, and maintenance	94	—	—	4	90	4	2	4
Production, transportation, and material moving ...	81	—	4	—	75	7	—	—
Full time	98	1	1	(1)	90	9	(1)	1
Part time	22	2	17	59	18	7	5	71
Union	95	(1)	3	2	85	10	1	4
Nonunion	80	1	4	15	73	8	1	18
Average wage within the following categories: ²								
Lowest 25 percent	68	2	7	23	61	9	2	28
Lowest 10 percent	52	3	9	37	45	9	3	43
Second 25 percent	90	1	3	6	83	8	1	7
Third 25 percent	93	(1)	1	5	83	10	(1)	6
Highest 25 percent	97	(1)	1	2	89	8	1	2
Highest 10 percent	96	—	—	2	88	8	1	3
Establishment characteristics								
Service-providing industries	87	1	3	9	78	9	1	11
Education and health services	87	1	3	8	78	10	1	11
Educational services	87	1	4	8	78	10	1	11
Elementary and secondary schools	88	1	4	7	76	12	1	10
Junior colleges, colleges, and universities	85	1	2	12	82	4	1	13
Health care and social assistance	88	—	1	—	79	—	—	11
Hospitals	93	—	—	4	89	6	—	—
Public administration	88	(1)	3	9	82	7	1	11
1 to 99 workers	74	—	—	21	61	14	1	23
1 to 49 workers	65	—	—	28	60	6	2	32
50 to 99 workers	88	—	—	9	63	25	—	—
100 workers or more	88	1	3	8	81	8	1	10
100 to 499 workers	84	—	—	11	73	12	2	13
500 workers or more	90	1	3	7	84	7	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2015—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	81	6	3	10	32	56	1	12
Worker characteristics								
Management, professional, and related	84	5	3	8	33	56	1	10
Professional and related	84	5	3	8	32	57	1	10
Teachers	85	3	3	9	31	57	1	11
Primary, secondary, and special education school teachers	97	—	—	1	27	70	—	2
Service	74	7	4	14	27	55	2	17
Protective service	83	6	2	9	31	58	1	10
Sales and office	81	7	2	10	34	54	1	11
Office and administrative support	82	6	2	10	34	54	1	11
Natural resources, construction, and maintenance	88	6	2	4	33	61	2	4
Production, transportation, and material moving ...	75	8	—	—	25	57	—	—
Full time	92	7	1	(¹)	37	62	(¹)	1
Part time	21	3	15	60	4	20	5	71
Union	93	2	3	2	33	62	1	4
Nonunion	72	9	3	16	31	50	1	18
Average wage within the following categories: ²								
Lowest 25 percent	62	8	6	24	24	46	2	28
Lowest 10 percent	45	9	8	38	16	38	3	43
Second 25 percent	84	7	3	6	33	58	1	8
Third 25 percent	88	5	1	6	34	60	1	6
Highest 25 percent	93	4	1	2	37	60	(¹)	3
Highest 10 percent	90	6	1	2	43	54	—	—
Establishment characteristics								
Service-providing industries	81	6	3	10	32	55	1	12
Education and health services	82	6	3	9	31	57	1	11
Educational services	85	3	4	8	28	60	1	11
Elementary and secondary schools	87	1	4	7	22	66	1	11
Junior colleges, colleges, and universities	75	11	2	12	47	39	1	13
Health care and social assistance	67	22	1	11	52	36	—	—
Hospitals	71	24	—	—	55	39	2	4
Public administration	84	4	2	9	33	55	1	11
1 to 99 workers	65	10	3	21	27	48	—	—
1 to 49 workers	55	11	4	29	—	44	—	32
50 to 99 workers	79	10	2	9	35	54	—	—
100 workers or more	84	5	3	8	32	57	1	10
100 to 499 workers	77	8	4	11	30	55	1	14
500 workers or more	86	5	2	7	33	57	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2015—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	93	1	1	6	86	8	(1)	6
Local government	84	1	4	11	76	9	2	13
Geographic areas								
Northeast	86	—	—	8	79	8	2	10
New England	83	—	—	11	70	17	2	12
Middle Atlantic	88	—	—	7	83	5	2	10
South	89	1	1	8	81	9	(1)	9
South Atlantic	89	(1)	2	9	82	7	1	10
East South Central	92	—	—	6	85	—	—	—
West South Central	89	2	1	8	77	14	—	9
Midwest	81	1	6	12	77	5	2	16
East North Central	79	1	6	15	77	3	2	18
West North Central	85	—	—	9	78	8	1	13
West	87	—	—	9	75	13	1	12
Mountain	86	—	—	11	79	—	—	13
Pacific	88	—	—	9	73	15	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2015—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	87	7	(¹)	6	42	51	(¹)	6
Local government	79	6	4	11	28	57	1	13
Geographic areas								
Northeast	83	5	4	9	29	58	1	12
New England	80	—	—	11	—	75	—	13
Middle Atlantic	84	4	5	8	36	52	1	11
South	84	6	1	8	35	55	1	9
South Atlantic	87	3	1	9	48	41	1	10
East South Central	84	—	—	—	26	67	—	—
West South Central	81	10	1	8	20	71	—	—
Midwest	74	8	5	13	38	44	2	16
East North Central	73	7	5	15	42	38	2	18
West North Central	75	—	—	10	32	54	—	—
West	83	5	3	10	21	67	1	12
Mountain	80	6	2	11	21	66	2	12
Pacific	84	4	3	9	21	67	(¹)	12

¹ Less than 0.5.

² 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 wage data for March 2015.

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/glossary20142015.htm.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2015

(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 ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	34	56	59	57	92	92	87
Worker characteristics							
Management, professional, and related	26	61	43	41	94	94	86
Professional and related	21	61	36	34	94	94	85
Teachers	9	65	12	9	93	93	80
Primary, secondary, and special education school teachers	7	76	9	7	98	98	85
Service	41	48	76	74	87	88	86
Protective service	50	52	88	85	91	92	92
Sales and office	48	51	83	82	91	91	90
Office and administrative support	49	52	84	83	92	92	90
Natural resources, construction, and maintenance	46	46	95	95	96	96	98
Production, transportation, and material moving ...	36	59	59	59	91	95	91
Full time	38	63	66	65	99	100	95
Part time	7	19	20	18	51	52	45
Union	38	69	57	56	98	99	92
Nonunion	30	45	61	59	86	87	83
Average wage within the following categories: ²							
Lowest 25 percent	25	39	56	54	80	81	78
Lowest 10 percent	14	30	40	39	69	69	65
Second 25 percent	47	54	84	83	95	96	94
Third 25 percent	40	61	64	63	94	95	91
Highest 25 percent	26	70	37	35	98	99	88
Highest 10 percent	26	62	37	34	98	98	81
Establishment characteristics							
Service-providing industries	33	56	59	57	92	92	87
Education and health services	24	59	42	40	93	93	86
Educational services	20	60	35	33	93	93	85
Elementary and secondary schools	17	68	26	24	94	94	84
Junior colleges, colleges, and universities	28	37	64	62	90	90	86
Health care and social assistance	54	55	86	87	90	91	90
Hospitals	51	51	91	93	94	96	95
Public administration	51	52	88	87	91	91	91
1 to 99 workers	34	45	66	64	81	82	80
1 to 49 workers	30	35	65	64	74	74	73
50 to 99 workers	40	59	67	65	93	93	91
100 workers or more	34	57	58	57	93	94	88
100 to 499 workers	34	56	59	58	91	92	87
500 workers or more	34	58	57	56	94	94	88

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2015—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 ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
State government	49	52	84	83	95	95	93
Local government	28	57	50	48	91	91	85
Geographic areas							
Northeast	46	71	55	55	93	93	86
New England	45	78	46	46	91	92	86
Middle Atlantic	46	68	59	58	94	94	86
South	29	51	61	59	93	94	89
South Atlantic	34	52	64	63	93	94	89
East South Central	17	37	63	58	92	93	91
West South Central	29	57	54	51	94	94	89
Midwest	32	58	55	54	89	89	86
East North Central	37	64	53	52	87	88	85
West North Central	24	48	57	56	91	91	88
West	34	51	63	62	92	92	85
Mountain	22	47	52	51	90	90	87
Pacific	38	52	67	66	93	93	85

¹ Includes workers with access to one or more of these leave benefits.

² 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 wage data for March 2015.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20142015.htm.