

Table 41. Financial benefits: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning	Stock options		
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			Performance	Signing	Other
All workers	35	37	62	68	63	26	(⁴)	1	1
Worker characteristics									
Management, professional, and related	37	38	64	71	65	27	–	1	(⁴)
Professional and related	36	38	63	70	64	26	–	(⁴)	(⁴)
Teachers	37	39	58	66	62	24	–	–	–
Primary, secondary, and special education school teachers	37	41	57	67	62	22	–	–	–
Service	31	35	58	63	58	23	–	1	1
Protective service	30	35	61	67	64	28	–	–	–
Sales and office	36	37	64	70	63	27	–	1	–
Office and administrative support	36	38	64	70	64	28	–	1	–
Natural resources, construction, and maintenance	33	37	60	64	57	27	–	–	–
Production, transportation, and material moving	31	41	59	63	64	25	–	–	–
Full time	38	40	67	74	68	29	(⁴)	1	1
Part time	19	19	32	33	35	13	–	1	(⁴)
Union	30	29	61	69	64	28	(⁴)	1	(⁴)
Nonunion	39	45	63	68	61	25	(⁴)	1	1
Average wage within the following categories: ⁵									
Lowest 25 percent	31	38	55	59	53	22	–	1	1
Lowest 10 percent	28	38	50	55	47	17	–	–	–
Second 25 percent	37	35	65	71	64	29	–	1	1
Third 25 percent	37	45	70	74	71	30	–	1	1
Highest 25 percent	35	31	61	70	64	25	(⁴)	1	(⁴)
Highest 10 percent	33	26	52	67	64	23	–	1	–
Establishment characteristics									
Service-providing industries	35	37	62	68	63	26	(⁴)	1	1
Education and health services	36	39	63	70	63	25	–	1	(⁴)
Educational services	36	39	60	67	62	24	–	–	–
Elementary and secondary schools	34	40	54	63	58	21	–	–	–
Junior colleges, colleges, and universities	45	37	77	81	73	33	–	–	–
Health care and social assistance	35	39	79	85	69	34	–	–	–
Hospitals	31	38	82	84	73	34	–	–	–
Public administration	35	35	64	69	65	31	(⁴)	1	1
1 to 99 workers	32	31	51	56	50	23	–	–	–
1 to 49 workers	32	30	45	50	49	23	–	–	–
50 to 99 workers	31	33	57	62	52	24	–	–	–
100 workers or more	36	39	66	72	67	27	(⁴)	1	1
100 to 499 workers	35	36	59	62	59	23	–	–	1
500 workers or more	36	41	69	78	70	29	–	1	(⁴)

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning	Stock options		
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			Performance	Signing	Other
State government	45	40	83	86	82	44	—	1	—
Local government	31	36	55	63	57	21	—	1	1
Geographic areas									
Northeast	13	10	46	57	70	26	—	1	—
New England	20	—	46	55	56	21	—	—	—
Middle Atlantic	11	11	45	58	74	27	—	1	—
South	40	55	71	76	67	27	—	1	—
South Atlantic	40	51	75	78	71	26	—	—	—
East South Central	43	59	63	69	64	33	—	—	—
West South Central	38	58	69	75	64	26	—	—	—
Midwest	39	32	57	66	61	25	—	—	—
East North Central	38	30	55	64	61	25	—	—	—
West North Central	41	36	61	69	61	25	—	—	—
West	40	37	66	68	52	27	—	—	1
Mountain	37	43	69	69	58	33	—	—	—
Pacific	42	34	65	68	49	24	—	—	—

¹ Formerly referred to as Dependent care reimbursement account.

² Formerly referred to as Healthcare 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 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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.