

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	11	6	7	43	55
Worker characteristics					
Management, professional, and related	18	13	12	58	70
Management, business, and financial	19	20	14	58	72
Professional and related	18	10	11	58	69
Teachers	13	4	8	53	67
Primary, secondary, and special education school teachers	11	3	4	53	66
Registered nurses	24	3	10	72	83
Service	7	1	5	27	39
Protective service	12	2	8	47	63
Sales and office	9	6	6	43	57
Sales and related	4	4	3	38	53
Office and administrative support	12	7	8	46	59
Natural resources, construction, and maintenance	7	2	4	30	39
Construction, extraction, farming, fishing, and forestry	4	1	3	22	28
Installation, maintenance, and repair	11	2	4	38	49
Production, transportation, and material moving ...	5	3	2	39	51
Production	7	3	1	42	50
Transportation and material moving	3	3	3	37	52
Full time	13	8	8	49	61
Part time	4	2	3	25	37
Union	16	3	11	55	77
Nonunion	10	7	6	41	51
Average wage within the following categories: ³					
Lowest 25 percent	4	2	2	25	35
Lowest 10 percent	2	1	3	17	28
Second 25 percent	9	3	5	40	54
Third 25 percent	12	7	9	51	62
Highest 25 percent	20	15	13	60	73
Highest 10 percent	22	20	15	62	77
Establishment characteristics					
Goods-producing industries	10	6	2	43	50
Service-providing industries	11	6	8	43	55
Education and health services	16	4	8	55	69
Educational services	13	5	10	57	72
Elementary and secondary schools	9	3	4	52	67
Junior colleges, colleges, and universities	25	7	21	76	90
Health care and social assistance	17	3	7	53	66
Hospitals	37	3	15	85	95
Public administration	17	6	17	64	82

See footnotes at end of table.

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	5	5	4	24	34
1 to 49 workers	4	5	4	21	29
50 to 99 workers	7	4	4	35	47
100 workers or more	17	8	10	61	76
100 to 499 workers	10	6	6	53	67
500 workers or more	26	10	14	72	87
Geographic areas					
Northeast	15	8	10	40	56
New England	17	10	12	43	58
Middle Atlantic	15	8	9	39	55
South	10	6	5	47	56
South Atlantic	11	7	5	49	60
East South Central	7	3	2	42	53
West South Central	10	6	5	48	52
Midwest	9	6	5	41	53
East North Central	9	6	5	40	52
West North Central	7	6	5	43	55
West	10	6	10	39	53
Mountain	10	6	8	37	49
Pacific	10	5	11	40	55

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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.

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 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.

Table 41. Financial benefits: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ²	Healthcare flexible spending account ³		
All workers	27	19	41	44	23	20
Worker characteristics						
Management, professional, and related	39	29	59	64	34	28
Management, business, and financial	49	30	63	67	28	30
Professional and related	36	29	58	63	37	27
Teachers	32	34	54	61	56	24
Primary, secondary, and special education school teachers	33	37	54	63	58	23
Registered nurses	33	35	72	75	32	33
Service	12	11	25	26	17	10
Protective service	22	25	46	51	40	21
Sales and office	30	17	39	41	19	23
Sales and related	26	10	31	31	11	21
Office and administrative support	33	22	43	47	24	25
Natural resources, construction, and maintenance	19	13	28	31	19	16
Construction, extraction, farming, fishing, and forestry	13	9	17	20	17	10
Installation, maintenance, and repair	24	17	39	41	20	20
Production, transportation, and material moving ...	21	18	39	40	19	16
Production	25	20	39	40	18	17
Transportation and material moving	18	17	38	40	20	15
Full time	33	24	49	52	27	24
Part time	10	6	19	19	12	10
Union	27	21	56	60	45	25
Nonunion	27	19	39	41	20	20
Average wage within the following categories: ⁷						
Lowest 25 percent	11	8	19	20	12	10
Lowest 10 percent	5	5	13	13	9	5
Second 25 percent	26	19	39	42	21	19
Third 25 percent	34	24	51	54	28	25
Highest 25 percent	41	29	63	67	35	31
Highest 10 percent	46	29	66	70	34	32
Establishment characteristics						
Goods-producing industries	27	18	39	40	16	20
Service-providing industries	27	20	42	45	24	20
Education and health services	30	29	52	58	37	23
Educational services	35	36	59	65	55	24
Elementary and secondary schools	32	37	53	60	55	21
Junior colleges, colleges, and universities	44	37	78	82	64	36
Health care and social assistance	27	24	48	53	25	22
Hospitals	36	44	81	87	39	42
Public administration	35	35	64	69	65	31

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

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

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ²	Healthcare flexible spending account ³		
1 to 99 workers	18	10	24	25	15	11
1 to 49 workers	16	8	20	21	13	9
50 to 99 workers	22	17	33	36	22	14
100 workers or more	36	28	59	63	31	30
100 to 499 workers	34	22	49	51	24	26
500 workers or more	39	36	72	77	40	36
Geographic areas						
Northeast	22	14	40	45	27	21
New England	24	13	43	49	23	20
Middle Atlantic	21	14	39	43	28	21
South	26	24	42	44	23	22
South Atlantic	27	22	42	44	24	22
East South Central	27	25	36	39	22	21
West South Central	24	28	45	47	23	21
Midwest	31	21	43	46	23	19
East North Central	30	19	43	45	24	19
West North Central	33	25	43	47	21	19
West	29	14	39	42	20	19
Mountain	28	15	38	40	18	21
Pacific	29	14	40	42	21	18

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

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

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Formerly referred to as Dependent care reimbursement account.

³ Formerly referred to as Healthcare reimbursement account.

⁴ 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.

⁵ The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

⁶ Less than 0.5.

⁷ 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.

Table 42. Health-related benefits: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
All workers	18	22	20
Worker characteristics			
Management, professional, and related	29	35	32
Management, business, and financial	34	33	30
Professional and related	27	36	33
Teachers	26	56	51
Primary, secondary, and special education school teachers	24	61	53
Registered nurses	22	23	17
Service	9	13	11
Protective service	18	47	41
Sales and office	18	18	17
Sales and related	13	9	8
Office and administrative support	21	24	23
Natural resources, construction, and maintenance	12	17	17
Construction, extraction, farming, fishing, and forestry	7	12	13
Installation, maintenance, and repair	17	22	21
Production, transportation, and material moving	14	19	16
Production	14	16	14
Transportation and material moving	14	21	18
Full time	22	27	25
Part time	7	7	7
Union	25	56	50
Nonunion	17	17	15
Average wage within the following categories: ⁴			
Lowest 25 percent	7	7	6
Lowest 10 percent	4	4	3
Second 25 percent	15	17	16
Third 25 percent	22	28	27
Highest 25 percent	33	41	38
Highest 10 percent	37	41	38
Establishment characteristics			
Goods-producing industries	15	17	16
Service-providing industries	19	23	21
Education and health services	22	33	29
Educational services	31	59	54
Elementary and secondary schools	23	60	53
Junior colleges, colleges, and universities	51	67	65
Health care and social assistance	16	15	12
Hospitals	29	32	24
Public administration	28	72	71

See footnotes at end of table.

Table 42. Health-related benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
1 to 99 workers	10	10	10
1 to 49 workers	8	8	8
50 to 99 workers	14	17	14
100 workers or more	27	34	31
100 to 499 workers	19	22	20
500 workers or more	36	50	45
Geographic areas			
Northeast	17	24	23
New England	16	21	21
Middle Atlantic	18	25	24
South	21	25	22
South Atlantic	22	25	22
East South Central	19	25	21
West South Central	19	26	23
Midwest	16	20	18
East North Central	16	19	18
West North Central	15	21	19
West	18	19	17
Mountain	18	15	14
Pacific	18	21	19

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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.

³ 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.

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 2017.

Note: 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.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
All workers	38	5	3	9	6	6	2	5	10
Worker characteristics									
Management, professional, and related	44	5	4	11	4	9	3	6	13
Management, business, and financial	51	8	5	16	4	7	2	7	15
Professional and related	41	4	4	9	4	10	3	6	12
Teachers	26	—	2	1	1	13	4	—	9
Primary, secondary, and special education school teachers	29	—	2	1	—	16	4	—	11
Registered nurses	46	2	6	—	3	9	3	15	16
Service	24	1	2	5	6	4	3	4	6
Protective service	30	1	3	1	1	12	7	1	12
Sales and office	40	9	3	11	5	4	2	5	8
Sales and related	33	11	1	8	5	3	1	3	5
Office and administrative support	44	7	4	12	6	5	2	7	9
Natural resources, construction, and maintenance	38	6	2	12	10	4	2	4	10
Construction, extraction, farming, fishing, and forestry	33	3	1	13	10	3	—	1	5
Installation, maintenance, and repair	44	9	3	11	9	5	2	7	14
Production, transportation, and material moving ...	39	7	2	9	6	4	1	5	14
Production	43	9	2	10	7	3	1	4	16
Transportation and material moving	36	5	1	7	6	4	1	5	13
Full time	43	6	4	11	6	7	3	5	13
Part time	21	3	1	4	5	1	1	4	4
Union	39	5	5	3	1	16	4	4	15
Nonunion	37	6	3	10	6	4	2	5	9
Average wage within the following categories: ⁴									
Lowest 25 percent	24	3	1	6	6	1	2	4	5
Lowest 10 percent	18	1	1	5	5	1	1	3	4
Second 25 percent	39	5	2	10	7	4	2	4	10
Third 25 percent	44	6	3	12	5	8	3	5	13
Highest 25 percent	48	8	6	12	3	11	2	6	15
Highest 10 percent	50	8	5	13	3	12	2	6	17
Establishment characteristics									
Goods-producing industries	47	10	3	13	9	4	1	3	14
Service-providing industries	36	5	3	9	5	6	2	5	10
Education and health services	34	(⁵)	3	6	4	10	4	6	9
Educational services	27	—	2	1	(⁵)	14	4	(⁵)	8
Elementary and secondary schools	28	—	1	1	—	15	4	—	10
Junior colleges, colleges, and universities	27	—	5	—	1	13	4	1	6
Health care and social assistance	38	1	3	8	7	6	4	10	10
Hospitals	41	2	4	5	1	10	3	15	14
Public administration	41	—	6	2	1	19	10	—	14

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
1 to 99 workers	34	3	2	12	8	4	1	3	7
1 to 49 workers	34	3	2	13	9	3	1	3	6
50 to 99 workers	36	4	2	9	6	5	1	5	9
100 workers or more	41	8	4	6	3	8	3	7	14
100 to 499 workers	40	8	3	6	4	7	3	7	12
500 workers or more	43	7	5	6	1	9	4	6	17
Geographic areas									
Northeast	39	4	3	12	3	9	2	5	10
New England	38	5	3	12	2	10	3	5	8
Middle Atlantic	39	3	2	13	3	9	1	5	10
South	40	5	3	10	8	3	2	5	13
South Atlantic	42	5	4	10	8	4	3	6	14
East South Central	39	5	—	10	8	2	3	5	11
West South Central	39	6	3	10	8	2	1	5	12
Midwest	36	7	2	9	5	5	2	5	10
East North Central	37	7	2	9	6	5	2	5	10
West North Central	35	7	3	7	2	5	4	5	10
West	34	5	3	7	5	8	2	5	7
Mountain	34	5	2	10	6	3	1	3	8
Pacific	33	5	3	5	4	10	—	5	7

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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.

³ Includes all other bonuses provided to employees and not published separately.

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 2017.

⁵ Less than 0.5.

Note: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/nchs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

**Spec 44. Unmarried domestic partner benefits: Access¹, civilian workers,²
March 2017**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	17	17	40	36
Worker characteristics				
Management, professional, and related	28	28	55	49
Management, business, and financial	25	25	61	56
Professional and related	30	29	52	47
Teachers	49	48	45	41
Primary, secondary, and special education school teachers	58	57	47	44
Registered nurses	22	22	44	39
Service	10	10	24	21
Protective service	33	34	41	37
Sales and office	14	14	42	39
Sales and related	6	6	36	32
Office and administrative support	19	19	46	43
Natural resources, construction, and maintenance	12	11	30	25
Construction, extraction, farming, fishing, and forestry	10	10	20	21
Installation, maintenance, and repair	15	12	39	30
Production, transportation, and material moving	12	12	33	30
Production	9	8	31	29
Transportation and material moving	15	15	35	31
Full time	21	20	47	42
Part time	7	7	17	17
Union	46	43	61	51
Nonunion	13	13	36	33
Average wage within the following categories: ³				
Lowest 25 percent	6	6	19	18
Lowest 10 percent	2	2	9	9
Second 25 percent	14	14	38	36
Third 25 percent	21	20	46	41
Highest 25 percent	33	32	61	54
Highest 10 percent	33	32	68	61
Establishment characteristics				
Goods-producing industries	10	9	35	33
Service-providing industries	18	18	41	37
Education and health services	28	28	45	40
Educational services	51	50	49	43
Elementary and secondary schools	57	56	45	41
Junior colleges, colleges, and universities	45	44	58	47
Health care and social assistance	13	14	42	38
Hospitals	26	27	51	42
Public administration	56	56	50	46

See footnotes at end of table.

**Spec 44. Unmarried domestic partner benefits: Access¹, civilian workers,²
March 2017—continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers	9	8	27	26
1 to 49 workers	7	7	25	24
50 to 99 workers	14	13	33	33
100 workers or more	26	26	52	46
100 to 499 workers	17	18	47	43
500 workers or more	36	36	60	49
Geographic areas				
Northeast	22	22	47	41
New England	14	15	43	39
Middle Atlantic	24	25	48	42
South	17	17	32	30
South Atlantic	17	17	34	30
East South Central	17	16	31	28
West South Central	17	17	30	30
Midwest	10	10	30	24
East North Central	9	9	30	24
West North Central	13	12	28	25
West	21	21	57	54
Mountain	17	16	47	42
Pacific	23	23	62	60

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 www.bls.gov/opub/btn/volume-3/employer-sponsored-benefits-extended-to-domestic-partners.htm.

² Includes workers in private industry and state and local government. See Technical Note for further explanation.

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 2017.

Note: 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.

Table 40. Quality of life benefits: Access, private industry workers, March 2017

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	10	7	6	39	51
Worker characteristics					
Management, professional, and related	20	15	13	56	67
Management, business, and financial	19	22	14	57	70
Professional and related	20	12	12	55	66
Service	7	1	4	22	33
Protective service	—	—	3	27	40
Sales and office	8	7	5	41	54
Sales and related	4	4	3	38	53
Office and administrative support	11	8	7	44	55
Natural resources, construction, and maintenance	7	1	3	27	35
Construction, extraction, farming, fishing, and forestry	3	—	2	18	23
Installation, maintenance, and repair	11	2	3	36	47
Production, transportation, and material moving ...	4	3	1	38	50
Production	7	3	1	42	50
Transportation and material moving	2	3	2	35	51
Full time	13	8	7	45	57
Part time	4	2	3	24	35
Union	17	3	6	52	74
Nonunion	9	7	6	38	49
Average wage within the following categories: ²					
Lowest 25 percent	3	1	2	22	33
Lowest 10 percent	2	1	2	15	26
Second 25 percent	8	3	4	36	49
Third 25 percent	11	7	7	47	57
Highest 25 percent	22	17	13	59	70
Highest 10 percent	24	25	16	63	76
Establishment characteristics					
Goods-producing industries	9	6	2	43	50
Construction	3	2	3	17	20
Manufacturing	13	8	2	55	63
Service-providing industries	10	7	7	39	51
Trade, transportation, and utilities	3	4	2	42	58
Wholesale trade	6	14	3	36	49
Retail trade	2	(³)	1	39	57
Transportation and warehousing	2	3	4	52	68
Utilities	16	—	14	75	82

See footnotes at end of table.

Table 40. Quality of life benefits: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	41	13	18	71	83
Financial activities	21	17	18	60	71
Finance and insurance	26	21	22	72	81
Credit intermediation and related activities	29	13	19	71	81
Insurance carriers and related activities	16	28	23	71	78
Real estate and rental and leasing	—	6	5	22	39
Professional and business services	9	15	8	30	40
Professional and technical services	14	24	13	38	48
Administrative and waste services	3	4	3	13	23
Education and health services	17	4	8	50	64
Educational services	19	10	23	49	66
Junior colleges, colleges, and universities	30	11	33	74	88
Health care and social assistance	17	3	6	50	64
Leisure and hospitality	6	—	6	18	25
Accommodation and food services	5	—	5	16	25
Other services	3	9	3	19	27
1 to 99 workers	4	5	3	22	31
1 to 49 workers	4	5	3	19	27
50 to 99 workers	7	4	3	31	44
100 workers or more	17	9	10	60	74
100 to 499 workers	9	7	6	52	67
500 workers or more	30	13	15	73	85
Geographic areas					
Northeast	15	9	10	39	52
New England	17	12	12	41	55
Middle Atlantic	14	8	9	39	51
South	10	6	5	43	52
South Atlantic	11	6	5	45	55
East South Central	7	3	1	36	50
West South Central	9	6	5	42	48
Midwest	8	7	4	39	51
East North Central	9	7	4	38	50
West North Central	6	7	4	41	53
West	9	6	8	35	48
Mountain	9	6	7	32	44
Pacific	10	5	8	36	50

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 2017.

³ Less than 0.5.

Note: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, private industry workers, March 2017

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Payroll deduction IRA ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			
All workers	26	16	38	40	17	6	19
Worker characteristics							
Management, professional, and related	40	26	58	62	23	9	29
Management, business, and financial	50	28	62	65	22	9	30
Professional and related	35	25	55	60	24	10	28
Service	10	7	20	20	11	4	8
Protective service	—	—	26	30	8	5	12
Sales and office	30	16	36	39	15	5	23
Sales and related	26	10	30	31	10	3	21
Office and administrative support	32	20	40	44	18	7	24
Natural resources, construction, and maintenance	17	11	25	28	15	5	14
Construction, extraction, farming, fishing, and forestry	11	6	13	16	13	6	8
Installation, maintenance, and repair	23	15	36	39	18	4	20
Production, transportation, and material moving ...	21	17	38	39	17	5	15
Production	25	19	39	40	17	6	17
Transportation and material moving	17	15	37	38	18	4	14
Full time	32	20	45	48	19	7	23
Part time	9	5	18	17	10	3	9
Union	25	14	51	53	29	8	22
Nonunion	26	17	36	39	15	6	19
Average wage within the following categories: ⁷							
Lowest 25 percent	9	6	16	17	9	3	9
Lowest 10 percent	4	5	11	11	8	1	5
Second 25 percent	24	15	35	37	16	6	17
Third 25 percent	32	21	46	49	20	8	23
Highest 25 percent	42	27	61	65	24	9	31
Highest 10 percent	48	29	68	70	25	10	34
Establishment characteristics							
Goods-producing industries	27	18	39	40	16	6	20
Construction	13	8	12	15	12	5	8
Manufacturing	34	22	51	51	17	6	26
Service-providing industries	25	16	38	40	17	6	19
Trade, transportation, and utilities	25	13	37	38	13	3	20
Wholesale trade	23	18	40	44	14	5	15
Retail trade	25	7	28	29	9	1	22
Transportation and warehousing	25	24	54	55	24	7	19
Utilities	45	34	72	74	13	5	43

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
All workers	8	2	1	6
Worker characteristics				
Management, professional, and related	10	5	2	6
Management, business, and financial	15	7	4	10
Professional and related	8	4	1	4
Service	3	(⁶)	(⁶)	3
Protective service	1	—	—	1
Sales and office	10	3	2	8
Sales and related	9	2	1	8
Office and administrative support	10	3	2	8
Natural resources, construction, and maintenance	5	3	(⁶)	3
Construction, extraction, farming, fishing, and forestry	2	—	—	1
Installation, maintenance, and repair	8	4	—	4
Production, transportation, and material moving ...	9	1	1	8
Production	6	1	1	4
Transportation and material moving	12	(⁶)	1	12
Full time	9	3	1	7
Part time	5	1	(⁶)	5
Union	12	4	1	7
Nonunion	8	2	1	6
Average wage within the following categories: ⁷				
Lowest 25 percent	4	1	(⁶)	4
Lowest 10 percent	2	—	—	2
Second 25 percent	7	1	1	7
Third 25 percent	9	3	1	7
Highest 25 percent	13	6	3	8
Highest 10 percent	15	8	3	8
Establishment characteristics				
Goods-producing industries	8	3	1	5
Construction	3	—	—	2
Manufacturing	11	5	2	6
Service-providing industries	8	2	1	6
Trade, transportation, and utilities	11	2	1	10
Wholesale trade	6	2	1	5
Retail trade	9	2	1	8
Transportation and warehousing	21	—	—	20
Utilities	10	—	—	10

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Payroll deduction IRA ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			
Information	52	26	79	79	24	4	49
Financial activities	51	31	66	66	20	11	38
Finance and insurance	61	38	78	78	21	12	47
Credit intermediation and related activities	60	37	79	79	21	13	42
Insurance carriers and related activities	61	36	74	75	18	8	52
Real estate and rental and leasing	20	11	28	28	17	9	8
Professional and business services	28	15	34	37	20	8	15
Professional and technical services	39	19	44	48	22	12	25
Administrative and waste services	11	9	15	16	16	6	4
Education and health services	27	23	47	51	23	9	22
Educational services	29	25	56	58	34	16	26
Junior colleges, colleges, and universities	43	36	80	83	46	21	40
Health care and social assistance	26	23	45	50	22	8	21
Leisure and hospitality	6	4	16	16	7	3	7
Accommodation and food services	6	3	15	15	7	3	7
Other services	14	9	14	16	—	5	6
1 to 99 workers	17	9	22	23	13	4	10
1 to 49 workers	16	7	19	20	11	4	9
50 to 99 workers	21	15	30	33	18	5	13
100 workers or more	36	25	57	60	21	8	31
100 to 499 workers	34	20	47	49	19	8	26
500 workers or more	40	34	73	77	25	9	39
Geographic areas							
Northeast	24	15	39	42	19	8	20
New England	25	14	42	48	18	8	20
Middle Atlantic	23	15	38	40	20	8	20
South	23	19	37	39	16	6	21
South Atlantic	24	17	37	39	17	7	22
East South Central	24	19	31	34	14	5	19
West South Central	22	22	40	41	15	3	20
Midwest	30	19	41	43	18	5	18
East North Central	29	17	41	42	19	5	18
West North Central	32	23	40	44	14	5	18
West	27	11	35	37	15	6	18
Mountain	27	10	33	35	12	2	20
Pacific	26	11	35	38	16	8	17

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
Information	35	21	—	15
Financial activities	19	8	7	17
Finance and insurance	23	11	9	21
Credit intermediation and related activities	27	13	12	25
Insurance carriers and related activities	18	6	3	14
Real estate and rental and leasing	6	—	—	6
Professional and business services	7	2	1	5
Professional and technical services	7	4	—	5
Administrative and waste services	5	—	—	4
Education and health services	2	(⁶)	(⁶)	—
Educational services	—	—	—	—
Junior colleges, colleges, and universities	—	—	—	—
Health care and social assistance	2	(⁶)	—	—
Leisure and hospitality	4	—	—	3
Accommodation and food services	4	—	—	4
Other services	2	—	—	—
1 to 99 workers	5	2	1	4
1 to 49 workers	5	2	1	4
50 to 99 workers	6	2	1	5
100 workers or more	11	3	2	9
100 to 499 workers	9	3	1	7
500 workers or more	15	5	2	11
Geographic areas				
Northeast	8	2	2	6
New England	6	2	1	5
Middle Atlantic	8	2	2	6
South	7	2	1	5
South Atlantic	8	2	1	6
East South Central	9	1	1	7
West South Central	6	2	1	4
Midwest	8	2	1	7
East North Central	8	2	1	7
West North Central	8	2	(⁶)	7
West	10	4	2	7
Mountain	9	3	1	7
Pacific	10	5	2	6

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

⁵ The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

⁶ Less than 0.5.

⁷ 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.

Table 42. Health-related benefits: Access, private industry workers, March 2017

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	17	15	13
Worker characteristics			
Management, professional, and related	28	23	20
Management, business, and financial	33	27	24
Professional and related	25	21	19
Service	7	5	4
Protective service	6	–	4
Sales and office	17	14	13
Sales and related	13	9	8
Office and administrative support	20	17	16
Natural resources, construction, and maintenance	11	13	13
Construction, extraction, farming, fishing, and forestry	6	8	8
Installation, maintenance, and repair	16	19	18
Production, transportation, and material moving ...	13	17	15
Production	14	15	14
Transportation and material moving	13	19	16
Full time	20	18	16
Part time	6	5	5
Union	23	42	36
Nonunion	16	12	11
Average wage within the following categories: ³			
Lowest 25 percent	6	4	3
Lowest 10 percent	4	2	3
Second 25 percent	13	10	9
Third 25 percent	19	18	17
Highest 25 percent	33	30	27
Highest 10 percent	39	32	30
Establishment characteristics			
Goods-producing industries	15	17	15
Construction	3	6	7
Manufacturing	21	21	19
Service-providing industries	17	14	13
Trade, transportation, and utilities	14	15	13
Wholesale trade	16	10	7
Retail trade	10	8	7
Transportation and warehousing	21	35	33
Utilities	43	60	54

See footnotes at end of table.

Table 42. Health-related benefits: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
Information	48	47	43
Financial activities	40	39	37
Finance and insurance	50	50	48
Credit intermediation and related activities	52	53	52
Insurance carriers and related activities	45	44	42
Real estate and rental and leasing	10	5	3
Professional and business services	18	12	10
Professional and technical services	25	13	12
Administrative and waste services	6	6	3
Education and health services	17	13	11
Educational services	32	28	31
Junior colleges, colleges, and universities	54	44	46
Health care and social assistance	15	11	8
Leisure and hospitality	6	2	2
Accommodation and food services	6	2	2
Other services	7	8	7
1 to 99 workers	9	7	6
1 to 49 workers	8	6	6
50 to 99 workers	13	10	8
100 workers or more	26	24	21
100 to 499 workers	19	16	14
500 workers or more	37	38	32
Geographic areas			
Northeast	17	15	15
New England	17	13	12
Middle Atlantic	17	16	16
South	18	16	13
South Atlantic	19	17	13
East South Central	15	17	14
West South Central	17	16	14
Midwest	15	14	13
East North Central	16	14	13
West North Central	13	14	13
West	16	13	11
Mountain	16	10	9
Pacific	15	14	13

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 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.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2017

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	38	6	3	11	6	4	1	6	10
Worker characteristics									
Management, professional, and related	47	7	5	14	5	7	2	8	14
Management, business, and financial	53	10	5	19	5	6	1	8	15
Professional and related	44	6	4	12	5	7	2	9	13
Service	23	1	1	5	7	2	—	5	6
Protective service	—	3	—	—	—	2	—	1	—
Sales and office	41	9	3	11	6	3	1	6	8
Sales and related	34	12	1	8	5	2	1	3	5
Office and administrative support	46	8	4	14	6	4	1	8	9
Natural resources, construction, and maintenance	38	6	2	13	10	3	1	4	10
Construction, extraction, farming, fishing, and forestry	32	3	1	14	11	—	—	1	5
Installation, maintenance, and repair	44	10	3	11	10	4	1	7	14
Production, transportation, and material moving ...	39	7	2	9	6	3	1	5	14
Production	43	10	2	11	7	3	1	5	16
Transportation and material moving	36	5	1	8	6	4	—	5	13
Full time	44	7	4	13	7	5	1	6	13
Part time	21	3	1	5	5	1	1	5	4
Union	34	9	5	4	2	6	1	7	17
Nonunion	39	6	3	11	7	4	1	6	9
Average wage within the following categories: ³									
Lowest 25 percent	24	3	1	5	7	1	2	5	5
Lowest 10 percent	19	1	1	5	6	1	(⁴)	3	4
Second 25 percent	38	6	2	10	8	3	1	5	9
Third 25 percent	45	7	3	14	6	5	1	6	13
Highest 25 percent	50	10	6	15	4	7	1	8	16
Highest 10 percent	52	10	6	16	3	8	1	8	18
Establishment characteristics									
Goods-producing industries	47	10	3	14	9	4	1	3	14
Construction	37	3	—	16	13	1	—	2	4
Manufacturing	52	13	3	13	7	5	1	4	19
Service-providing industries	36	6	3	10	6	4	1	6	9
Trade, transportation, and utilities	36	11	1	7	6	2	1	4	8
Wholesale trade	42	7	2	14	8	5	1	3	10
Retail trade	33	13	1	5	6	1	1	5	3
Transportation and warehousing	40	8	—	4	5	3	—	4	21
Utilities	46	—	6	14	—	6	—	—	21

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
Information	74	22	11	19	2	18	—	28	29
Financial activities	65	13	7	23	5	3	2	9	17
Finance and insurance	72	16	8	24	5	3	2	11	20
Credit intermediation and related activities	71	15	6	21	4	3	1	12	21
Insurance carriers and related activities	72	16	14	25	6	2	4	11	20
Real estate and rental and leasing	42	—	—	21	6	—	—	—	8
Professional and business services	40	4	4	15	5	3	1	7	9
Professional and technical services	56	8	6	24	8	5	2	6	12
Administrative and waste services	24	1	—	5	3	2	—	7	5
Education and health services	35	1	2	8	7	6	3	10	9
Educational services	17	—	2	3	1	9	—	2	3
Junior colleges, colleges, and universities	18	—	3	—	2	11	—	3	2
Health care and social assistance	38	1	—	9	8	6	4	11	10
Leisure and hospitality	18	—	2	4	6	—	—	2	5
Accommodation and food services	18	—	2	5	5	—	—	2	6
Other services	25	2	—	7	7	3	—	3	5
1 to 99 workers	35	3	1	13	9	2	1	3	7
1 to 49 workers	34	3	1	14	9	2	1	3	5
50 to 99 workers	36	4	2	10	7	3	—	6	10
100 workers or more	43	10	4	8	4	5	2	9	14
100 to 499 workers	40	9	4	7	5	5	2	8	12
500 workers or more	46	11	6	9	2	6	2	9	19
Geographic areas									
Northeast	38	4	3	14	3	5	1	6	9
New England	35	6	3	14	2	5	1	6	7
Middle Atlantic	38	4	3	14	4	6	1	6	10
South	42	6	4	11	9	2	1	6	12
South Atlantic	41	6	4	11	9	3	2	7	12
East South Central	41	6	—	11	9	2	—	6	13
West South Central	43	7	4	12	10	2	1	5	13
Midwest	38	8	3	10	5	3	1	6	10
East North Central	38	8	3	10	7	3	1	6	10
West North Central	36	8	3	9	2	4	2	6	11
West	34	6	2	8	6	5	—	6	8
Mountain	37	6	2	12	7	3	1	4	8
Pacific	32	6	2	6	5	6	—	6	7

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 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.

⁴ Less than 0.5.

Note: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, March 2017

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	11	10	39	35
Worker characteristics				
Management, professional, and related	17	17	57	51
Management, business, and financial	19	20	62	57
Professional and related	16	15	54	48
Service	4	4	21	18
Protective service	6	6	29	26
Sales and office	10	10	42	38
Sales and related	6	6	36	32
Office and administrative support	13	13	46	42
Natural resources, construction, and maintenance	9	7	28	24
Construction, extraction, farming, fishing, and forestry	7	6	17	19
Installation, maintenance, and repair	12	8	39	29
Production, transportation, and material moving	10	10	33	30
Production	8	7	31	29
Transportation and material moving	12	12	35	30
Full time	13	12	47	42
Part time	5	5	17	16
Union	33	28	58	44
Nonunion	8	9	37	34
Average wage within the following categories: ²				
Lowest 25 percent	3	3	17	16
Lowest 10 percent	1	2	8	7
Second 25 percent	8	8	37	35
Third 25 percent	12	11	45	40
Highest 25 percent	22	21	61	53
Highest 10 percent	23	23	69	62
Establishment characteristics				
Goods-producing industries	10	9	34	32
Construction	5	6	17	20
Manufacturing	11	10	43	38
Service-providing industries	11	11	39	35
Trade, transportation, and utilities	9	9	40	35
Wholesale trade	6	5	35	32
Retail trade	6	6	37	33
Transportation and warehousing	19	18	53	44
Utilities	37	33	60	55

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
Information	35	20	82	44
Financial activities	29	28	64	61
Finance and insurance	36	35	73	69
Credit intermediation and related activities	38	36	73	69
Insurance carriers and related activities	33	31	70	65
Real estate and rental and leasing	4	5	35	35
Professional and business services	9	11	37	37
Professional and technical services	10	12	51	53
Administrative and waste services	5	5	19	19
Education and health services	10	11	43	39
Educational services	12	12	53	43
Junior colleges, colleges, and universities	17	17	70	55
Health care and social assistance	10	10	42	38
Leisure and hospitality	3	4	20	17
Accommodation and food services	3	3	19	16
Other services	9	9	21	21
1 to 99 workers	5	5	26	25
1 to 49 workers	5	5	24	23
50 to 99 workers	7	6	32	31
100 workers or more	17	17	54	47
100 to 499 workers	12	12	47	44
500 workers or more	25	24	64	51
Geographic areas				
Northeast	15	16	44	38
New England	11	12	42	38
Middle Atlantic	16	17	44	38
South	10	10	34	31
South Atlantic	11	11	36	32
East South Central	8	7	33	30
West South Central	9	8	32	31
Midwest	7	7	28	23
East North Central	6	6	28	22
West North Central	9	9	28	25
West	11	11	53	50
Mountain	8	8	43	39
Pacific	13	13	58	56

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 www.bls.gov/opub/btn/volume-3/employer-sponsored-benefits-extended-to-domestic-partners.htm.

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 2017.

Note: 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.

Table 40. Quality of life benefits: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	14	4	11	63	78
Worker characteristics					
Management, professional, and related	15	5	11	63	78
Professional and related	14	4	10	62	77
Teachers	11	3	6	58	72
Primary, secondary, and special education school teachers	9	3	3	56	70
Service	12	3	9	59	75
Protective service	13	3	13	61	81
Sales and office	16	4	13	64	82
Office and administrative support	17	4	12	64	82
Natural resources, construction, and maintenance	13	7	15	65	78
Production, transportation, and material moving ...	11	—	21	66	76
Full time	16	5	12	66	82
Part time	5	2	6	41	55
Union	15	3	16	57	81
Nonunion	13	5	8	67	75
Average wage within the following categories: ²					
Lowest 25 percent	13	3	6	59	69
Lowest 10 percent	9	3	3	56	62
Second 25 percent	16	5	15	66	84
Third 25 percent	17	5	13	68	82
Highest 25 percent	12	5	12	58	79
Highest 10 percent	12	5	13	54	79
Establishment characteristics					
Service-providing industries	14	4	11	63	78
Education and health services	13	4	7	63	77
Educational services	12	3	6	60	74
Elementary and secondary schools	8	2	3	54	69
Junior colleges, colleges, and universities	22	6	15	77	91
Health care and social assistance	25	6	14	81	92
Hospitals	25	6	—	79	95
Public administration	17	6	17	64	82
1 to 99 workers	10	4	10	56	64
1 to 49 workers	10	4	15	53	60
50 to 99 workers	9	4	6	59	68
100 workers or more	16	5	12	65	82
100 to 499 workers	13	5	10	54	69
500 workers or more	17	4	13	70	89

See footnotes at end of table.

Table 40. Quality of life benefits: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	30	7	21	85	93
Local government	9	4	8	55	73
Geographic areas					
Northeast	20	2	9	45	79
New England	19	—	—	53	79
Middle Atlantic	21	—	8	42	78
South	13	6	5	74	80
South Atlantic	16	8	5	74	87
East South Central	6	—	9	71	69
West South Central	—	6	3	75	74
Midwest	13	4	12	59	69
East North Central	13	4	13	60	68
West North Central	12	—	11	57	70
West	12	5	23	61	83
Mountain	12	5	17	67	81
Pacific	12	5	26	59	84

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 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.

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.

Table 42. Health-related benefits: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	28	68	63
Worker characteristics			
Management, professional, and related	31	70	65
Professional and related	30	69	63
Teachers	28	69	61
Primary, secondary, and special education school teachers	26	69	61
Service	24	62	57
Protective service	27	70	68
Sales and office	28	70	67
Office and administrative support	28	70	68
Natural resources, construction, and maintenance	24	62	62
Production, transportation, and material moving ...	23	62	58
Full time	31	74	69
Part time	13	33	29
Union	26	72	67
Nonunion	30	64	60
Average wage within the following categories: ³			
Lowest 25 percent	21	56	51
Lowest 10 percent	18	47	42
Second 25 percent	30	70	66
Third 25 percent	34	74	71
Highest 25 percent	29	72	67
Highest 10 percent	29	72	68
Establishment characteristics			
Service-providing industries	28	68	63
Education and health services	30	68	61
Educational services	30	68	61
Elementary and secondary schools	24	65	57
Junior colleges, colleges, and universities	50	80	76
Health care and social assistance	32	68	61
Hospitals	35	66	61
Public administration	28	72	71
1 to 99 workers	23	59	55
1 to 49 workers	25	55	53
50 to 99 workers	21	64	58
100 workers or more	30	70	66
100 to 499 workers	21	62	57
500 workers or more	35	75	70

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
State government	48	87	87
Local government	22	62	56
Geographic areas			
Northeast	21	75	73
New England	13	70	72
Middle Atlantic	23	77	73
South	35	74	70
South Atlantic	38	75	72
East South Central	35	68	58
West South Central	29	77	72
Midwest	20	61	54
East North Central	18	59	53
West North Central	24	65	57
West	33	57	53
Mountain	28	45	43
Pacific	35	63	57

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 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.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2017

(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	34	3	1	1	16	7	(³)	11
Worker characteristics								
Management, professional, and related	35	4	1	(³)	17	6	(³)	12
Professional and related	33	3	1	(³)	17	6	–	12
Teachers	31	2	1	–	16	5	–	12
Primary, secondary, and special education school teachers	33	2	1	–	18	5	–	12
Service	32	3	2	2	15	8	–	10
Protective service	42	6	–	1	19	11	–	15
Sales and office	34	4	2	1	16	8	(³)	10
Office and administrative support	34	4	2	1	16	8	(³)	10
Natural resources, construction, and maintenance	39	–	2	3	15	–	–	9
Production, transportation, and material moving ...	37	–	–	2	16	9	–	14
Full time	38	4	1	1	18	8	(³)	12
Part time	14	2	–	1	5	1	–	4
Union	45	4	–	–	29	8	(³)	13
Nonunion	26	3	2	1	6	6	(³)	10
Average wage within the following categories: ⁴								
Lowest 25 percent	26	1	2	2	8	6	–	9
Lowest 10 percent	19	(³)	3	2	4	6	–	5
Second 25 percent	37	4	1	1	17	9	–	13
Third 25 percent	35	4	1	–	17	7	(³)	11
Highest 25 percent	41	5	1	–	24	6	–	12
Highest 10 percent	44	6	–	–	25	6	–	15
Establishment characteristics								
Service-providing industries	34	3	1	1	16	7	(³)	11
Education and health services	31	3	1	–	15	6	(³)	10
Educational services	31	2	1	–	16	5	–	10
Elementary and secondary schools	30	2	1	–	17	5	–	10
Junior colleges, colleges, and universities	32	5	–	–	14	6	–	8
Health care and social assistance	35	5	–	–	12	8	2	12
Hospitals	29	6	–	–	7	5	–	9
Public administration	41	6	2	1	19	10	–	14
1 to 99 workers	32	4	1	–	18	7	–	8
1 to 49 workers	32	6	–	–	16	–	–	7
50 to 99 workers	32	3	2	–	20	3	–	8
100 workers or more	35	3	1	1	16	7	(³)	12
100 to 499 workers	36	2	2	2	18	8	–	11
500 workers or more	35	4	1	(³)	14	7	(³)	13

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2017—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	46	9	(³)	—	19	11	—	17
Local government	31	2	2	1	15	6	(³)	9
Geographic areas								
Northeast	47	—	—	—	32	7	—	14
New England	55	—	—	—	36	17	—	—
Middle Atlantic	44	—	—	—	31	4	—	15
South	32	2	2	1	5	8	—	15
South Atlantic	45	4	4	1	9	8	—	24
East South Central	27	—	—	5	2	18	—	3
West South Central	14	1	—	—	1	4	—	7
Midwest	29	1	—	—	16	11	—	9
East North Central	29	1	—	—	20	9	—	10
West North Central	28	—	—	—	7	13	—	8
West	33	9	—	—	22	2	—	5
Mountain	14	—	2	—	2	—	—	5
Pacific	42	12	—	—	31	—	—	5

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 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.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	58	57	48	43
Worker characteristics				
Management, professional, and related	60	59	49	44
Professional and related	59	59	48	43
Teachers	61	60	46	42
Primary, secondary, and special education school teachers	64	63	48	45
Service	52	52	44	40
Protective service	54	54	49	45
Sales and office	61	61	51	46
Office and administrative support	61	61	51	46
Natural resources, construction, and maintenance	50	51	45	39
Production, transportation, and material moving ...	56	57	45	43
Full time	62	62	51	47
Part time	31	30	25	25
Union	61	61	65	59
Nonunion	55	55	33	30
Average wage within the following categories: ²				
Lowest 25 percent	47	47	31	29
Lowest 10 percent	41	41	24	23
Second 25 percent	57	57	50	47
Third 25 percent	61	61	50	46
Highest 25 percent	65	65	61	54
Highest 10 percent	64	64	64	57
Establishment characteristics				
Service-providing industries	58	57	48	43
Education and health services	61	60	47	42
Educational services	62	61	47	43
Elementary and secondary schools	63	61	46	42
Junior colleges, colleges, and universities	60	59	51	43
Health care and social assistance	51	50	44	41
Hospitals	48	49	36	35
Public administration	56	56	50	46
1 to 99 workers	58	57	46	44
1 to 49 workers	50	49	45	41
50 to 99 workers	65	64	47	47
100 workers or more	57	57	48	43
100 to 499 workers	54	54	43	41
500 workers or more	59	59	50	44

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	63	62	51	43
Local government	56	56	46	43
Geographic areas				
Northeast	63	63	65	60
New England	36	34	48	42
Middle Atlantic	72	73	71	65
South	57	58	24	21
South Atlantic	52	52	26	21
East South Central	63	60	22	21
West South Central	63	64	21	23
Midwest	33	31	41	33
East North Central	32	29	50	38
West North Central	34	34	25	24
West	77	77	79	76
Mountain	67	66	66	58
Pacific	81	82	84	85

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 www.bls.gov/opub/btn/volume-3/employer-sponsored-benefits-extended-to-domestic-partners.htm.

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 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.