

Table 42. Nonproduction bonuses: Access, civilian workers,¹ March 2019

(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	39	6	3	10	6	6	2	5	10
Worker characteristics									
Management, professional, and related	45	5	5	11	3	9	2	6	13
Management, business, and financial	54	8	7	16	4	7	2	8	15
Professional and related	41	4	4	9	3	11	3	5	11
Teachers	29	—	2	1	(⁴)	17	4	(⁴)	10
Primary, secondary, and special education school teachers	32	—	2	1	—	20	5	—	12
Registered nurses	45	—	4	5	—	10	1	12	17
Service	26	1	2	7	5	4	3	4	5
Protective service	37	1	3	4	1	14	9	—	12
Sales and office	42	9	3	10	6	5	1	5	8
Sales and related	36	13	1	8	6	3	1	4	5
Office and administrative support	46	7	4	11	7	6	2	6	10
Natural resources, construction, and maintenance	42	6	2	14	11	3	1	3	9
Construction, extraction, farming, fishing, and forestry	40	5	1	15	13	2	1	1	7
Installation, maintenance, and repair	43	7	3	13	9	5	1	5	11
Production, transportation, and material moving ...	40	8	1	8	6	4	1	5	15
Production	45	11	2	12	6	3	1	4	16
Transportation and material moving	36	4	1	5	5	5	1	6	13
Full time	44	6	4	11	6	7	2	6	12
Part time	22	4	1	5	4	1	1	4	3
Union	39	4	4	2	1	19	4	2	15
Nonunion	39	6	3	11	6	4	2	6	9
Average wage within the following categories: ⁵									
Lowest 25 percent	26	5	1	6	5	2	2	5	4
Lowest 10 percent	21	1	—	7	5	1	(⁴)	3	3
Second 25 percent	40	5	2	10	8	4	1	4	10
Third 25 percent	46	6	4	12	6	8	2	5	12
Highest 25 percent	48	7	6	12	4	11	2	7	14
Highest 10 percent	50	8	6	13	3	13	2	8	14
Establishment characteristics									
Goods-producing industries	49	11	2	16	8	3	1	3	14
Service-providing industries	37	5	3	9	5	6	2	5	9
Education and health services	34	1	3	5	5	10	3	5	9
Educational services	28	—	2	1	(⁴)	16	4	(⁴)	9
Elementary and secondary schools	30	—	1	1	—	19	5	—	10
Junior colleges, colleges, and universities	27	—	5	—	1	13	4	1	5
Health care and social assistance	37	1	3	8	8	7	3	8	9
Hospitals	38	2	3	4	—	9	1	10	15
Public administration	45	—	6	2	1	22	9	—	13

See footnotes at end of table.

Table 42. Nonproduction bonuses: Access, civilian workers,¹ March 2019—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	36	3	2	12	8	4	1	4	6
1 to 49 workers	36	3	2	13	9	3	1	3	6
50 to 99 workers	38	4	2	10	6	4	2	6	8
100 workers or more	42	8	4	7	3	8	3	6	13
100 to 499 workers	41	9	3	7	4	6	3	7	11
500 workers or more	42	8	5	7	1	10	3	5	17
Geographic areas									
Northeast	41	4	3	12	3	11	2	5	10
New England	42	3	2	16	2	8	2	4	8
Middle Atlantic	41	4	3	10	4	12	1	5	11
South	42	6	4	11	7	3	2	5	11
South Atlantic	44	6	5	11	8	3	2	6	13
East South Central	42	7	2	8	7	2	3	6	13
West South Central	39	7	3	12	7	2	2	3	9
Midwest	39	6	2	9	5	6	2	6	10
East North Central	41	7	2	9	6	6	2	6	11
West North Central	35	6	1	8	4	5	3	6	9
West	33	6	3	7	5	7	2	4	6
Mountain	34	5	2	8	7	2	1	4	9
Pacific	32	6	3	6	4	9	3	5	5

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 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 2019.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.