

**Table 42. Nonproduction bonuses: Access, State and local government workers, March 2019**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>1</sup>	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>2</sup>
All workers .....	36	4	1	1	20	7	( <sup>3</sup> )	11
<b>Worker characteristics</b>								
Management, professional, and related .....	37	4	1	( <sup>3</sup> )	21	6	( <sup>3</sup> )	12
Professional and related .....	36	3	1	—	20	6	( <sup>3</sup> )	12
Teachers .....	33	2	1	—	20	5	—	12
Primary, secondary, and special education school teachers .....	35	2	—	—	22	5	—	13
Service .....	35	3	2	1	18	8	—	10
Protective service .....	46	6	2	1	23	11	—	15
Sales and office .....	37	4	2	1	19	7	( <sup>3</sup> )	10
Office and administrative support .....	38	4	2	1	19	8	( <sup>3</sup> )	10
Natural resources, construction, and maintenance .....	37	3	2	3	18	9	—	8
Production, transportation, and material moving ...	38	—	—	—	19	9	—	12
Full time .....	40	4	1	1	22	8	( <sup>3</sup> )	12
Part time .....	16	2	—	1	7	1	—	5
Union .....	48	5	—	—	35	8	( <sup>3</sup> )	12
Nonunion .....	26	3	2	1	7	6	( <sup>3</sup> )	10
Average wage within the following categories: <sup>4</sup>								
Lowest 25 percent .....	27	1	2	2	9	6	—	10
Lowest 10 percent .....	18	1	2	2	5	5	—	5
Second 25 percent .....	38	4	1	1	19	8	( <sup>3</sup> )	11
Third 25 percent .....	38	4	1	—	21	7	( <sup>3</sup> )	11
Highest 25 percent .....	44	5	1	—	30	7	—	11
Highest 10 percent .....	47	7	—	—	34	6	—	14
<b>Establishment characteristics</b>								
Service-providing industries .....	36	4	1	1	20	7	( <sup>3</sup> )	11
Education and health services .....	33	3	1	—	19	6	( <sup>3</sup> )	10
Educational services .....	32	2	1	—	19	5	—	10
Elementary and secondary schools .....	31	1	—	—	21	5	—	11
Junior colleges, colleges, and universities .....	33	6	—	—	16	6	—	7
Health care and social assistance .....	38	6	—	—	16	8	2	10
Hospitals .....	34	8	—	—	12	5	—	9
Public administration .....	45	6	2	1	22	9	—	13
1 to 99 workers .....	32	4	1	—	20	6	—	7
1 to 49 workers .....	32	6	2	—	20	7	—	7
50 to 99 workers .....	32	3	—	—	20	5	—	7
100 workers or more .....	38	3	1	1	20	7	( <sup>3</sup> )	12
100 to 499 workers .....	38	2	2	1	19	9	—	12
500 workers or more .....	38	4	1	( <sup>3</sup> )	20	6	( <sup>3</sup> )	12

See footnotes at end of table.

**Table 42. Nonproduction bonuses: Access, State and local government workers, March 2019—continued**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>1</sup>	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>2</sup>
State government .....	45	10	( <sup>3</sup> )	—	20	10	—	15
Local government .....	33	2	2	1	20	6	( <sup>3</sup> )	10
<b>Geographic areas</b>								
Northeast .....	56	—	—	—	46	7	—	14
New England .....	56	—	—	—	37	17	—	—
Middle Atlantic .....	56	—	—	—	49	4	—	15
South .....	32	2	2	1	6	8	—	15
South Atlantic .....	46	4	3	2	10	7	—	26
East South Central .....	30	—	—	4	—	19	—	2
West South Central .....	14	—	—	—	2	4	—	7
Midwest .....	30	1	—	—	18	10	—	7
East North Central .....	32	1	—	—	24	9	—	6
West North Central .....	26	—	—	—	7	12	—	8
West .....	33	10	—	—	22	2	—	5
Mountain .....	14	—	—	—	2	—	—	5
Pacific .....	42	13	—	—	32	2	—	5

<sup>1</sup> The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

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

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

<sup>4</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using 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/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

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