

**Table 23. Defined contribution plans: Plan sponsor,<sup>1</sup> state and local government workers, 2016**

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

Characteristics	State government sponsor	Local government sponsor
All workers .....	63	38
<b>Worker characteristic</b>		
Management, professional, and related .....	67	34
Professional and related .....	67	35
Teachers .....	77	26
Primary, secondary, and special education school teachers .....	63	40
Service .....	54	47
Protective service .....	68	33
Sales and office .....	65	35
Office and administrative support .....	66	34
Natural resources, construction, and maintenance .....	51	50
Production, transportation, and material moving .....	56	44
Full time .....	64	37
Part time .....	50	52
Union .....	60	42
Nonunion .....	65	35
Average wage within the following categories: <sup>2</sup>		
Lowest 25 percent .....	59	42
Lowest 10 percent .....	47	56
Second 25 percent .....	66	34
Third 25 percent .....	63	39
Highest 25 percent .....	64	37
Highest 10 percent .....	60	40
<b>Establishment characteristic</b>		
Service-providing industries .....	63	38
Education and health services .....	67	34
Educational services .....	80	22
Elementary and secondary schools .....	69	33
Junior colleges, colleges, and universities .....	91	9
Healthcare and social assistance .....	34	68
Hospitals .....	28	74
Public administration .....	68	32
1 to 99 workers .....	68	36
1 to 49 workers .....	67	35
50 to 99 workers .....	69	37
100 workers or more .....	62	38
100 to 499 workers .....	71	29
500 workers or more .....	59	41
State government .....	90	—
Local government .....	51	51

See footnotes at end of table.

**Table 23. Defined contribution plans: Plan sponsor,<sup>1</sup> state and local government workers, 2016—continued**

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

Characteristics	State government sponsor	Local government sponsor
<b>Geographic area</b>		
Northeast .....	40	60
New England .....	64	—
Middle Atlantic .....	32	68
South .....	71	29
South Atlantic .....	76	24
East South Central .....	61	39
West South Central .....	65	36
Midwest .....	73	30
East North Central .....	86	—
West North Central .....	46	54
West .....	53	48
Mountain .....	62	38
Pacific .....	48	52

<sup>1</sup> Based on the sponsorship of the benefit plan rather than the affiliation of the employees participating. For example, local school district workers may belong to state-sponsored retirement plans, which can be partially or wholly state funded. The sum of state and local government-sponsored plans may exceed 100 percent because some workers participate in both types of plans.

<sup>2</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 data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2016."

Note: Dashes indicate that no data were reported or that data do 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/eps/glossary20162017.htm](http://www.bls.gov/ncs/eps/glossary20162017.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.