

National Compensation Survey: Employee Benefits in the United States, March 2017

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Technical note

The U.S. Bureau of Labor Statistics (BLS) corrected the 2017 National Compensation Survey - Benefits participation and take-up rate estimates for retirement benefits on the public database on October 18, 2018. Additionally, 2013–2016 estimates were suppressed pending evaluation of whether errors are present, for more information see www.bls.gov/bls/errata/ncs-ebs-2017-retirement-benefits-access-participation-and-take-up-rates.htm. Some estimates that include access to paid sick leave benefits were corrected in the BLS database on November 6, 2017. For additional information about this correction, see www.bls.gov/bls/errata/ebs-errata-07212017.htm.

Overview

The National Compensation Survey (NCS) provides comprehensive measures of compensation cost trends, the incidence of benefits, and detailed benefit provisions. This bulletin presents estimates of the incidence and key provisions of selected employee benefit plans. Estimates presented are on benefits for civilian workers—workers in private industry and in state and local government—by various employee and employer characteristics. For the purposes of the NCS, the Federal Government, agricultural, and household workers, and workers who are self-employed, are excluded.

For more information on these data and recent and historical NCS benefits data, call the information line at (202) 691-6199, use the [contact EBS](#) link to send email, or visit the [benefits home page](#). Information is made available to sensory-impaired individuals upon request (Voice phone: (202) 691-5200; Federal Relay Service: 1 (800) 877-8339). Data requests also may be sent to U.S. Bureau of Labor Statistics, Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue NE, Room 4160, Washington, DC 20212. Material in this publication is in the public domain and, with appropriate credit, may be reproduced without permission.

U. S. Bureau of Labor Statistics (BLS) field economists collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing, designed the survey, processed the data, and prepared the survey for publication. The survey could not have been conducted without the cooperation of the many private businesses and state and local government agencies and jurisdictions that provided benefits data included in this bulletin. BLS thanks these respondents for their cooperation.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

(All workers = 100 percent)

| Characteristics | All retirement benefits ³ | | | Defined benefit | | | Defined contribution | | |
|---|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 70 | 54 | 77 | 28 | 23 | 83 | 59 | 40 | 69 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 85 | 73 | 86 | 42 | 35 | 83 | 68 | 52 | 76 |
| Management, business, and financial | 88 | 77 | 88 | 37 | 31 | 84 | 79 | 65 | 83 |
| Professional and related | 84 | 71 | 85 | 44 | 37 | 83 | 63 | 46 | 73 |
| Teachers | 85 | 74 | 87 | 71 | 61 | 85 | 40 | 20 | 50 |
| Primary, secondary, and special education school teachers | 94 | 82 | 87 | 87 | 76 | 87 | 35 | 13 | 38 |
| Registered nurses | 89 | 74 | 84 | 38 | 32 | 82 | 78 | 60 | 77 |
| Service | 47 | 30 | 62 | 17 | 14 | 87 | 37 | 18 | 49 |
| Protective service | 79 | 63 | 80 | 56 | 51 | 91 | 43 | 22 | 50 |
| Sales and office | 72 | 53 | 74 | 21 | 16 | 75 | 64 | 44 | 69 |
| Sales and related | 67 | 41 | 62 | 11 | 7 | 60 | 63 | 38 | 59 |
| Office and administrative support | 75 | 60 | 80 | 27 | 22 | 79 | 65 | 49 | 75 |
| Natural resources, construction, and maintenance | 66 | 52 | 79 | 27 | 26 | 94 | 56 | 39 | 71 |
| Construction, extraction, farming, fishing, and forestry | 62 | 49 | 80 | 30 | 28 | 96 | 47 | 33 | 71 |
| Installation, maintenance, and repair | 69 | 54 | 78 | 25 | 23 | 93 | 64 | 45 | 71 |
| Production, transportation, and material moving ... | 71 | 54 | 76 | 25 | 21 | 84 | 62 | 43 | 70 |
| Production | 74 | 56 | 76 | 22 | 18 | 83 | 71 | 50 | 71 |
| Transportation and material moving | 69 | 52 | 75 | 28 | 23 | 85 | 54 | 37 | 68 |
| Full time | 81 | 65 | 80 | 33 | 28 | 85 | 68 | 48 | 72 |
| Part time | 38 | 22 | 59 | 11 | 8 | 72 | 32 | 16 | 52 |
| Union | 94 | 83 | 88 | 82 | 72 | 88 | 46 | 30 | 65 |
| Nonunion | 66 | 49 | 75 | 19 | 15 | 80 | 61 | 42 | 70 |
| Average wage within the following categories: ⁴ | | | | | | | | | |
| Lowest 25 percent | 45 | 25 | 55 | 9 | 6 | 69 | 40 | 20 | 51 |
| Lowest 10 percent | 34 | 15 | 44 | 5 | 3 | 65 | 31 | 12 | 40 |
| Second 25 percent | 70 | 52 | 74 | 22 | 18 | 83 | 60 | 40 | 66 |
| Third 25 percent | 82 | 68 | 83 | 36 | 31 | 86 | 68 | 51 | 75 |
| Highest 25 percent | 90 | 80 | 89 | 50 | 42 | 85 | 72 | 57 | 79 |
| Highest 10 percent | 91 | 81 | 89 | 48 | 39 | 82 | 76 | 61 | 81 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 75 | 60 | 80 | 26 | 22 | 85 | 70 | 53 | 76 |
| Service-providing industries | 69 | 53 | 77 | 28 | 23 | 83 | 57 | 38 | 68 |
| Education and health services | 80 | 65 | 81 | 42 | 36 | 84 | 57 | 38 | 66 |
| Educational services | 88 | 76 | 86 | 73 | 62 | 85 | 42 | 21 | 51 |
| Elementary and secondary schools | 90 | 78 | 87 | 84 | 73 | 87 | 29 | 10 | 35 |
| Junior colleges, colleges, and universities | 91 | 77 | 85 | 59 | 46 | 78 | 68 | 43 | 63 |
| Health care and social assistance | 74 | 57 | 78 | 22 | 18 | 84 | 67 | 48 | 72 |
| Hospitals | 91 | 78 | 86 | 45 | 38 | 83 | 80 | 62 | 77 |
| Public administration | 91 | 84 | 92 | 87 | 78 | 90 | 36 | 19 | 52 |

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

| Characteristics | All retirement benefits ³ | | | Defined benefit | | | Defined contribution | | |
|---------------------------|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| 1 to 99 workers | 55 | 40 | 73 | 14 | 12 | 84 | 49 | 33 | 68 |
| 1 to 49 workers | 50 | 36 | 72 | 10 | 9 | 85 | 46 | 31 | 68 |
| 50 to 99 workers | 68 | 50 | 73 | 23 | 19 | 84 | 57 | 38 | 66 |
| 100 workers or more | 85 | 68 | 80 | 42 | 35 | 83 | 68 | 48 | 70 |
| 100 to 499 workers | 80 | 61 | 76 | 29 | 24 | 83 | 67 | 46 | 68 |
| 500 workers or more | 91 | 77 | 85 | 57 | 48 | 83 | 70 | 50 | 72 |
| Geographic areas | | | | | | | | | |
| Northeast | 72 | 58 | 82 | 31 | 27 | 85 | 58 | 42 | 73 |
| New England | 73 | 57 | 78 | 27 | 23 | 84 | 59 | 44 | 75 |
| Middle Atlantic | 71 | 59 | 83 | 33 | 28 | 86 | 57 | 42 | 73 |
| South | 71 | 53 | 74 | 28 | 23 | 83 | 60 | 39 | 65 |
| South Atlantic | 71 | 54 | 76 | 29 | 24 | 81 | 62 | 41 | 66 |
| East South Central | 72 | 50 | 70 | 26 | 22 | 85 | 62 | 37 | 60 |
| West South Central | 70 | 52 | 74 | 26 | 23 | 87 | 56 | 36 | 65 |
| Midwest | 73 | 56 | 77 | 27 | 22 | 83 | 63 | 44 | 69 |
| East North Central | 72 | 55 | 76 | 27 | 23 | 84 | 64 | 43 | 68 |
| West North Central | 75 | 58 | 77 | 27 | 22 | 82 | 63 | 44 | 70 |
| West | 64 | 51 | 79 | 25 | 21 | 81 | 52 | 38 | 73 |
| Mountain | 66 | 52 | 78 | 21 | 17 | 81 | 56 | 41 | 73 |
| Pacific | 63 | 50 | 80 | 28 | 23 | 81 | 50 | 37 | 74 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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

³ Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

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 2. Standard errors for retirement benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

| Characteristics | All retirement benefits ³ | | | Defined benefit | | | Defined contribution | | |
|---|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.8 | 0.8 | 0.6 | 0.5 | 0.5 | 0.6 | 0.7 | 0.7 | 0.6 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.1 | 1.1 | 0.6 | 1.1 | 1.0 | 0.7 | 1.2 | 1.1 | 0.6 |
| Management, business, and financial | 1.4 | 1.4 | 0.7 | 1.6 | 1.5 | 1.0 | 1.4 | 1.4 | 0.8 |
| Professional and related | 1.3 | 1.3 | 0.7 | 1.3 | 1.2 | 0.9 | 1.3 | 1.1 | 0.8 |
| Teachers | 2.3 | 2.2 | 1.0 | 2.6 | 2.6 | 1.1 | 1.7 | 1.3 | 1.8 |
| Primary, secondary, and special education school teachers | 2.4 | 2.4 | 1.1 | 3.1 | 3.0 | 1.1 | 2.1 | 1.8 | 3.5 |
| Registered nurses | 1.6 | 2.3 | 1.9 | 3.2 | 3.0 | 1.6 | 2.3 | 2.5 | 2.4 |
| Service | 2.0 | 1.4 | 2.4 | 0.8 | 0.8 | 1.3 | 2.1 | 1.2 | 2.6 |
| Protective service | 3.1 | 4.2 | 5.5 | 5.1 | 4.7 | 1.2 | 3.8 | 2.4 | 7.2 |
| Sales and office | 1.0 | 1.0 | 0.8 | 0.8 | 0.7 | 1.4 | 1.0 | 0.9 | 0.8 |
| Sales and related | 1.8 | 1.5 | 1.3 | 1.1 | 1.0 | 4.5 | 1.6 | 1.3 | 1.3 |
| Office and administrative support | 1.3 | 1.4 | 0.9 | 0.9 | 0.7 | 1.1 | 1.3 | 1.3 | 1.1 |
| Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry | 1.9 | 1.5 | 1.3 | 1.4 | 1.3 | 0.9 | 1.7 | 1.3 | 1.4 |
| Installation, maintenance, and repair | 3.0 | 2.5 | 2.1 | 2.2 | 2.1 | 1.0 | 3.0 | 2.4 | 2.5 |
| Production, transportation, and material moving ... Installation, maintenance, and repair | 2.3 | 1.8 | 1.4 | 1.5 | 1.4 | 1.1 | 2.1 | 1.7 | 1.4 |
| Production, transportation, and material moving ... Production | 1.3 | 1.1 | 0.9 | 1.0 | 0.7 | 1.9 | 1.5 | 1.3 | 1.0 |
| Production, transportation, and material moving ... Transportation and material moving | 2.2 | 1.8 | 1.2 | 1.6 | 0.9 | 3.4 | 2.2 | 1.8 | 1.4 |
| Transportation and material moving | 1.5 | 1.6 | 1.5 | 1.4 | 1.3 | 1.6 | 2.0 | 1.9 | 1.6 |
| Full time | 0.6 | 0.7 | 0.6 | 0.6 | 0.6 | 0.6 | 0.6 | 0.7 | 0.6 |
| Part time | 1.5 | 0.9 | 1.5 | 0.7 | 0.5 | 1.8 | 1.4 | 0.8 | 1.8 |
| Union | 0.8 | 0.9 | 0.6 | 1.2 | 1.2 | 0.6 | 1.5 | 1.1 | 1.1 |
| Nonunion | 0.9 | 0.8 | 0.7 | 0.5 | 0.4 | 0.8 | 0.8 | 0.7 | 0.7 |
| Average wage within the following categories: ⁴ | | | | | | | | | |
| Lowest 25 percent | 1.7 | 1.1 | 1.5 | 0.5 | 0.4 | 2.4 | 1.5 | 1.0 | 1.5 |
| Lowest 10 percent | 2.2 | 1.1 | 2.2 | 0.6 | 0.4 | 5.3 | 2.1 | 1.0 | 2.3 |
| Second 25 percent | 1.1 | 1.1 | 0.9 | 0.7 | 0.6 | 1.0 | 1.0 | 1.0 | 1.0 |
| Third 25 percent | 1.0 | 1.1 | 0.8 | 1.0 | 0.8 | 0.8 | 0.9 | 1.0 | 0.9 |
| Highest 25 percent | 0.9 | 0.9 | 0.5 | 1.2 | 1.1 | 0.7 | 1.1 | 1.0 | 0.6 |
| Highest 10 percent | 1.4 | 1.4 | 0.8 | 2.0 | 1.6 | 1.3 | 1.7 | 1.6 | 0.9 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 0.9 | 1.0 | 1.0 | 1.3 | 0.9 | 1.6 | 1.0 | 0.9 | 1.0 |
| Service-providing industries | 0.9 | 0.9 | 0.7 | 0.6 | 0.5 | 0.7 | 0.9 | 0.8 | 0.7 |
| Education and health services | 1.8 | 1.8 | 0.8 | 1.3 | 1.4 | 1.0 | 1.5 | 1.4 | 1.0 |
| Educational services | 1.2 | 1.2 | 0.6 | 1.2 | 1.3 | 0.9 | 1.0 | 0.8 | 1.4 |
| Elementary and secondary schools | 1.7 | 1.7 | 0.8 | 1.7 | 1.7 | 0.8 | 1.2 | 0.9 | 2.3 |
| Junior colleges, colleges, and universities | 1.1 | 1.4 | 1.1 | 1.9 | 2.0 | 2.1 | 1.9 | 1.5 | 2.0 |
| Health care and social assistance | 2.6 | 2.7 | 1.3 | 1.8 | 1.9 | 2.7 | 2.4 | 2.2 | 1.3 |
| Hospitals | 1.0 | 1.5 | 1.2 | 2.5 | 2.2 | 2.4 | 2.1 | 2.2 | 1.5 |
| Public administration | 0.9 | 1.3 | 0.9 | 1.2 | 1.3 | 1.1 | 1.3 | 1.2 | 2.5 |

See footnotes at end of table.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

| Characteristics | All retirement benefits ³ | | | Defined benefit | | | Defined contribution | | |
|---------------------------|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| 1 to 99 workers | 1.3 | 1.1 | 1.2 | 0.6 | 0.5 | 1.0 | 1.2 | 1.1 | 1.2 |
| 1 to 49 workers | 1.4 | 1.1 | 1.4 | 0.5 | 0.5 | 1.4 | 1.3 | 1.1 | 1.5 |
| 50 to 99 workers | 2.4 | 2.3 | 2.1 | 1.5 | 1.3 | 1.8 | 2.4 | 2.4 | 2.4 |
| 100 workers or more | 0.8 | 0.8 | 0.5 | 0.8 | 0.7 | 0.7 | 0.8 | 0.8 | 0.7 |
| 100 to 499 workers | 1.2 | 1.2 | 0.8 | 1.1 | 1.0 | 1.2 | 1.2 | 1.0 | 0.9 |
| 500 workers or more | 1.1 | 1.2 | 0.7 | 1.3 | 1.1 | 0.8 | 1.1 | 1.2 | 0.9 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.8 | 1.6 | 1.2 | 1.5 | 1.4 | 1.3 | 1.4 | 1.2 | 1.2 |
| New England | 3.0 | 2.0 | 2.6 | 2.4 | 2.2 | 2.0 | 3.4 | 1.5 | 2.5 |
| Middle Atlantic | 1.8 | 1.9 | 1.4 | 1.4 | 1.4 | 1.5 | 1.2 | 1.4 | 1.5 |
| South | 1.4 | 1.6 | 1.2 | 0.8 | 0.8 | 1.0 | 1.4 | 1.5 | 1.4 |
| South Atlantic | 2.0 | 2.2 | 1.6 | 1.1 | 1.1 | 1.2 | 2.1 | 2.1 | 1.7 |
| East South Central | 1.3 | 2.9 | 4.3 | 2.7 | 2.9 | 4.7 | 1.0 | 2.5 | 4.0 |
| West South Central | 3.0 | 3.0 | 1.5 | 1.1 | 1.0 | 1.1 | 2.7 | 2.8 | 2.3 |
| Midwest | 1.9 | 1.6 | 0.8 | 1.1 | 1.0 | 1.3 | 1.7 | 1.4 | 0.9 |
| East North Central | 2.3 | 2.2 | 0.8 | 1.1 | 1.1 | 1.6 | 2.1 | 1.9 | 0.8 |
| West North Central | 3.4 | 2.1 | 1.7 | 2.5 | 2.0 | 1.8 | 2.4 | 1.3 | 2.2 |
| West | 1.1 | 0.9 | 1.3 | 1.1 | 0.9 | 1.4 | 1.2 | 0.9 | 1.3 |
| Mountain | 1.6 | 1.2 | 2.2 | 1.1 | 0.8 | 1.1 | 1.7 | 1.3 | 2.3 |
| Pacific | 1.4 | 1.2 | 1.6 | 1.6 | 1.2 | 1.9 | 1.5 | 1.1 | 1.6 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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

³ Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

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 3. Retirement benefit combinations: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|---|--|----------------------|---------------------------|
| All workers | 16 | 12 | 42 |
| Worker characteristics | | | |
| Management, professional, and related | 25 | 17 | 43 |
| Management, business, and financial | 28 | 9 | 51 |
| Professional and related | 24 | 20 | 40 |
| Teachers | 27 | 45 | 14 |
| Primary, secondary, and special education school teachers | 27 | 60 | 8 |
| Registered nurses | 28 | 10 | 50 |
| Service | 6 | 10 | 31 |
| Protective service | 21 | 35 | 22 |
| Sales and office | 14 | 8 | 51 |
| Sales and related | 7 | 4 | 56 |
| Office and administrative support | 18 | 10 | 47 |
| Natural resources, construction, and maintenance | 17 | 10 | 38 |
| Construction, extraction, farming, fishing, and forestry | 15 | 15 | 32 |
| Installation, maintenance, and repair | 19 | 6 | 45 |
| Production, transportation, and material moving | 16 | 9 | 47 |
| Production | 19 | 3 | 52 |
| Transportation and material moving | 13 | 15 | 41 |
| Full time | 20 | 13 | 47 |
| Part time | 4 | 7 | 27 |
| Union | 33 | 48 | 12 |
| Nonunion | 13 | 5 | 47 |
| Average wage within the following categories: ² | | | |
| Lowest 25 percent | 4 | 5 | 36 |
| Lowest 10 percent | 2 | 3 | 30 |
| Second 25 percent | 12 | 10 | 48 |
| Third 25 percent | 21 | 15 | 46 |
| Highest 25 percent | 32 | 18 | 40 |
| Highest 10 percent | 33 | 15 | 43 |
| Establishment characteristics | | | |
| Goods-producing industries | 21 | 5 | 50 |
| Service-providing industries | 15 | 13 | 41 |
| Education and health services | 20 | 23 | 37 |
| Educational services | 26 | 46 | 15 |
| Elementary and secondary schools | 24 | 60 | 5 |
| Junior colleges, colleges, and universities | 36 | 23 | 32 |
| Health care and social assistance | 15 | 7 | 52 |
| Hospitals | 34 | 11 | 46 |
| Public administration | 32 | 55 | 4 |

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|---------------------------|--|----------------------|---------------------------|
| 1 to 99 workers | 7 | 6 | 41 |
| 1 to 49 workers | 6 | 4 | 40 |
| 50 to 99 workers | 11 | 12 | 46 |
| 100 workers or more | 25 | 17 | 43 |
| 100 to 499 workers | 16 | 13 | 51 |
| 500 workers or more | 37 | 21 | 33 |
| Geographic areas | | | |
| Northeast | 17 | 14 | 40 |
| New England | 13 | 14 | 46 |
| Middle Atlantic | 18 | 14 | 39 |
| South | 17 | 11 | 43 |
| South Atlantic | 21 | 9 | 42 |
| East South Central | 15 | 11 | 47 |
| West South Central | 12 | 15 | 44 |
| Midwest | 17 | 10 | 46 |
| East North Central | 18 | 9 | 45 |
| West North Central | 15 | 12 | 48 |
| West | 13 | 12 | 39 |
| Mountain | 11 | 10 | 45 |
| Pacific | 14 | 13 | 36 |

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

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 3. Standard errors for retirement benefit combinations:
Access, civilian workers,¹ March 2017**

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|---|--|----------------------|---------------------------|
| All workers | 0.5 | 0.3 | 0.7 |
| Worker characteristics | | | |
| Management, professional, and related | 1.0 | 0.6 | 1.2 |
| Management, business, and financial | 1.5 | 0.8 | 1.8 |
| Professional and related | 1.1 | 0.8 | 1.2 |
| Teachers | 1.2 | 2.0 | 1.6 |
| Primary, secondary, and special education school teachers | 1.5 | 2.4 | 2.3 |
| Registered nurses | 2.4 | 2.2 | 3.5 |
| Service | 0.4 | 0.6 | 2.0 |
| Protective service | 1.7 | 3.9 | 4.7 |
| Sales and office | 0.6 | 0.4 | 1.0 |
| Sales and related | 0.7 | 0.6 | 1.5 |
| Office and administrative support | 0.7 | 0.4 | 1.3 |
| Natural resources, construction, and maintenance | 1.1 | 0.9 | 1.8 |
| Construction, extraction, farming, fishing, and forestry | 1.7 | 1.7 | 2.4 |
| Installation, maintenance, and repair | 1.4 | 0.5 | 2.6 |
| Production, transportation, and material moving | 1.0 | 0.9 | 1.5 |
| Production | 1.6 | 0.4 | 2.2 |
| Transportation and material moving | 1.2 | 1.6 | 1.6 |
| Full time | 0.6 | 0.3 | 0.8 |
| Part time | 0.2 | 0.6 | 1.3 |
| Union | 1.1 | 1.4 | 1.2 |
| Nonunion | 0.5 | 0.2 | 0.9 |
| Average wage within the following categories: ² | | | |
| Lowest 25 percent | 0.3 | 0.4 | 1.5 |
| Lowest 10 percent | 0.4 | 0.5 | 2.0 |
| Second 25 percent | 0.5 | 0.5 | 0.9 |
| Third 25 percent | 0.7 | 0.7 | 1.1 |
| Highest 25 percent | 1.3 | 0.7 | 1.1 |
| Highest 10 percent | 2.0 | 0.9 | 1.8 |
| Establishment characteristics | | | |
| Goods-producing industries | 1.2 | 0.5 | 1.3 |
| Service-providing industries | 0.5 | 0.3 | 0.8 |
| Education and health services | 0.9 | 1.0 | 1.2 |
| Educational services | 1.0 | 1.0 | 0.8 |
| Elementary and secondary schools | 1.0 | 1.4 | 0.8 |
| Junior colleges, colleges, and universities | 1.9 | 2.0 | 1.6 |
| Health care and social assistance | 1.3 | 1.3 | 1.9 |
| Hospitals | 2.6 | 1.9 | 2.2 |
| Public administration | 1.1 | 1.2 | 0.9 |

See footnotes at end of table.

**Table 3. Standard errors for retirement benefit combinations:
Access, civilian workers,¹ March 2017—continued**

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|---------------------------|--|----------------------|---------------------------|
| 1 to 99 workers | 0.5 | 0.3 | 1.2 |
| 1 to 49 workers | 0.4 | 0.3 | 1.3 |
| 50 to 99 workers | 1.2 | 1.0 | 2.4 |
| 100 workers or more | 0.7 | 0.6 | 1.0 |
| 100 to 499 workers | 0.9 | 0.7 | 1.3 |
| 500 workers or more | 1.1 | 0.9 | 1.3 |
| Geographic areas | | | |
| Northeast | 1.2 | 0.8 | 1.7 |
| New England | 1.6 | 1.3 | 4.1 |
| Middle Atlantic | 1.4 | 0.9 | 1.8 |
| South | 0.8 | 0.6 | 1.2 |
| South Atlantic | 1.1 | 1.1 | 1.3 |
| East South Central | 2.8 | 0.8 | 3.5 |
| West South Central | 0.9 | 0.5 | 2.7 |
| Midwest | 0.8 | 0.5 | 1.5 |
| East North Central | 0.9 | 0.5 | 2.2 |
| West North Central | 1.7 | 1.2 | 1.3 |
| West | 1.1 | 0.5 | 1.6 |
| Mountain | 0.9 | 0.7 | 2.2 |
| Pacific | 1.6 | 0.7 | 2.0 |

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

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 5. Defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,¹ March 2017

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

| Characteristics | Open plans ² | Soft freeze ³ | | Hard freeze ⁴ |
|---|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| All workers | 54 | 38 | 1 | 7 |
| Worker characteristics | | | | |
| Management, professional, and related | 48 | 44 | 2 | 6 |
| Management, business, and financial | 50 | 36 | 2 | 12 |
| Professional and related | 47 | 47 | 1 | 5 |
| Teachers | 45 | 55 | — | — |
| Primary, secondary, and special education school teachers | 45 | 54 | — | — |
| Registered nurses | 56 | 30 | — | — |
| Service | 56 | 40 | 1 | 3 |
| Protective service | 48 | 51 | — | — |
| Sales and office | 55 | 35 | 1 | 9 |
| Sales and related | 62 | 20 | — | — |
| Office and administrative support | 53 | 37 | 1 | 8 |
| Natural resources, construction, and maintenance | 71 | 24 | 1 | 3 |
| Construction, extraction, farming, fishing, and forestry | 84 | 14 | — | — |
| Installation, maintenance, and repair | 56 | 36 | 3 | 5 |
| Production, transportation, and material moving ... | 61 | 28 | 2 | 9 |
| Production | 49 | 33 | 3 | 15 |
| Transportation and material moving | 70 | 24 | 2 | 5 |
| Full time | 53 | 39 | 2 | 7 |
| Part time | 66 | 30 | — | — |
| Union | 59 | 39 | (⁵) | 2 |
| Nonunion | 50 | 37 | 2 | 11 |
| Average wage within the following categories: ⁶ | | | | |
| Lowest 25 percent | 62 | 32 | — | — |
| Lowest 10 percent | 69 | 28 | — | — |
| Second 25 percent | 58 | 33 | 2 | 8 |
| Third 25 percent | 55 | 36 | 1 | 7 |
| Highest 25 percent | 50 | 42 | 2 | 6 |
| Highest 10 percent | 47 | 43 | 2 | 8 |
| Establishment characteristics | | | | |
| Goods-producing industries | 57 | 28 | 3 | 13 |
| Service-providing industries | 53 | 40 | 1 | 6 |
| Education and health services | 48 | 47 | 1 | 4 |
| Educational services | 44 | 55 | — | — |
| Elementary and secondary schools | 44 | 55 | — | — |
| Junior colleges, colleges, and universities | 43 | 56 | — | — |
| Health care and social assistance | 58 | 29 | — | — |
| Hospitals | 56 | 29 | — | — |
| Public administration | 42 | 57 | — | — |

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,¹ March 2017—continued

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

| Characteristics | Open plans ² | Soft freeze ³ | | Hard freeze ⁴ |
|---------------------------|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| 1 to 99 workers | 56 | 35 | 1 | 7 |
| 1 to 49 workers | 55 | 34 | 1 | 10 |
| 50 to 99 workers | 58 | 37 | — | — |
| 100 workers or more | 53 | 39 | 2 | 6 |
| 100 to 499 workers | 57 | 34 | 3 | 6 |
| 500 workers or more | 50 | 42 | 1 | 7 |
| Geographic areas | | | | |
| Northeast | 51 | 40 | 1 | 8 |
| New England | 54 | 38 | — | — |
| Middle Atlantic | 51 | 40 | 1 | 8 |
| South | 55 | 39 | 1 | 5 |
| South Atlantic | 61 | 32 | 2 | 5 |
| East South Central | 46 | 50 | — | — |
| West South Central | 49 | 45 | 1 | 5 |
| Midwest | 60 | 29 | 2 | 8 |
| East North Central | 62 | 27 | — | — |
| West North Central | 55 | 35 | — | — |
| West | 47 | 44 | — | — |
| Mountain | 53 | 40 | — | — |
| Pacific | 45 | 46 | — | — |

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

² Plans open to new participants.

³ New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

⁴ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

⁵ Less than 0.5.

⁶ 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: Because of rounding, sums of individual items may not equal totals. 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 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,¹ March 2017

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

| Characteristics | Open plans ² | Soft freeze ³ | | Hard freeze ⁴ |
|--|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| All workers | 1.1 | 1.0 | 0.3 | 0.6 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.6 | 1.5 | 0.5 | 0.8 |
| Management, business, and financial | 2.9 | 2.6 | 0.8 | 1.5 |
| Professional and related | 1.8 | 1.6 | 0.4 | 0.8 |
| Teachers | 1.9 | 1.9 | – | – |
| Primary, secondary, and special education school teachers | 2.2 | 2.2 | – | – |
| Registered nurses | 6.8 | 4.6 | – | – |
| Service | 2.2 | 2.0 | 0.3 | 1.2 |
| Protective service | 3.0 | 2.9 | – | – |
| Sales and office | 1.5 | 1.3 | 0.3 | 0.8 |
| Sales and related | 5.4 | 3.4 | – | – |
| Office and administrative support | 1.3 | 1.2 | 0.3 | 0.8 |
| Natural resources, construction, and maintenance | 1.9 | 2.0 | 0.4 | 0.7 |
| Construction, extraction, farming, fishing, and forestry | 1.8 | 1.8 | – | – |
| Installation, maintenance, and repair | 3.0 | 2.9 | 0.8 | 1.1 |
| Production, transportation, and material moving ... | 2.6 | 2.6 | 0.5 | 1.9 |
| Production | 4.2 | 4.4 | 0.8 | 4.0 |
| Transportation and material moving | 2.5 | 2.6 | 0.5 | 1.4 |
| Full time | 1.2 | 1.0 | 0.3 | 0.6 |
| Part time | 2.4 | 2.3 | – | – |
| Union | 1.2 | 1.3 | 0.1 | 0.2 |
| Nonunion | 1.6 | 1.4 | 0.5 | 1.1 |
| Average wage within the following categories: ⁵ | | | | |
| Lowest 25 percent | 3.0 | 2.7 | – | – |
| Lowest 10 percent | 7.7 | 7.8 | – | – |
| Second 25 percent | 1.5 | 1.2 | 0.4 | 1.1 |
| Third 25 percent | 1.4 | 1.4 | 0.3 | 1.1 |
| Highest 25 percent | 1.5 | 1.4 | 0.6 | 0.6 |
| Highest 10 percent | 2.4 | 2.2 | 1.0 | 1.0 |
| Establishment characteristics | | | | |
| Goods-producing industries | 2.8 | 3.2 | 0.8 | 2.2 |
| Service-providing industries | 1.2 | 1.1 | 0.3 | 0.6 |
| Education and health services | 2.0 | 1.8 | 0.3 | 1.2 |
| Educational services | 1.3 | 1.3 | – | – |
| Elementary and secondary schools | 1.6 | 1.6 | – | – |
| Junior colleges, colleges, and universities | 1.3 | 1.3 | – | – |
| Health care and social assistance | 5.4 | 3.7 | – | – |
| Hospitals | 3.6 | 2.7 | – | – |
| Public administration | 1.5 | 1.4 | – | – |

See footnotes at end of table.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,¹ March 2017—continued

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

| Characteristics | Open plans ² | Soft freeze ³ | | Hard freeze ⁴ |
|---------------------------|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| 1 to 99 workers | 1.9 | 1.7 | 0.4 | 1.3 |
| 1 to 49 workers | 2.5 | 2.5 | 0.5 | 1.9 |
| 50 to 99 workers | 2.7 | 2.4 | — | — |
| 100 workers or more | 1.3 | 1.2 | 0.4 | 0.7 |
| 100 to 499 workers | 2.0 | 1.8 | 0.9 | 1.2 |
| 500 workers or more | 1.4 | 1.3 | 0.3 | 0.8 |
| Geographic areas | | | | |
| Northeast | 2.4 | 1.9 | 0.3 | 0.8 |
| New England | 3.9 | 3.8 | — | — |
| Middle Atlantic | 2.8 | 2.2 | 0.4 | 0.9 |
| South | 1.8 | 1.9 | 0.3 | 0.7 |
| South Atlantic | 3.0 | 2.8 | 0.5 | 1.0 |
| East South Central | 2.3 | 2.6 | — | — |
| West South Central | 1.7 | 2.0 | 0.5 | 1.2 |
| Midwest | 2.4 | 1.7 | 0.6 | 2.3 |
| East North Central | 3.1 | 1.7 | — | — |
| West North Central | 3.0 | 3.6 | — | — |
| West | 2.5 | 2.3 | — | — |
| Mountain | 3.8 | 3.9 | — | — |
| Pacific | 3.1 | 2.9 | — | — |

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

² Plans open to new participants.

³ New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

⁴ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

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 6. Defined benefit frozen retirement plans:¹ Selected attributes, civilian workers,² March 2017

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ³ | | |
|---|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| All workers | (4) | 25 | 75 |
| Worker characteristics | | | |
| Management, professional, and related | (4) | 27 | 73 |
| Management, business, and financial | (4) | 22 | 78 |
| Professional and related | (4) | 28 | 72 |
| Teachers | — | — | 69 |
| Primary, secondary, and special education school teachers | — | 31 | 69 |
| Registered nurses | — | — | 72 |
| Service | — | — | 67 |
| Protective service | — | — | 69 |
| Sales and office | (4) | 23 | 77 |
| Sales and related | — | 8 | 92 |
| Office and administrative support | 1 | 25 | 75 |
| Natural resources, construction, and maintenance | — | — | 73 |
| Construction, extraction, farming, fishing, and forestry | — | — | 72 |
| Installation, maintenance, and repair | — | — | 73 |
| Production, transportation, and material moving | — | — | 89 |
| Production | — | — | 90 |
| Transportation and material moving | — | — | 87 |
| Full time | (4) | 25 | 75 |
| Part time | (4) | 29 | 71 |
| Union | 1 | 29 | 70 |
| Nonunion | (4) | 22 | 78 |
| Average wage within the following categories: ⁵ | | | |
| Lowest 25 percent | — | — | 81 |
| Second 25 percent | — | — | 76 |
| Third 25 percent | (4) | 26 | 74 |
| Highest 25 percent | (4) | 26 | 74 |
| Highest 10 percent | (4) | 27 | 73 |
| Establishment characteristics | | | |
| Goods-producing industries | — | — | 87 |
| Service-providing industries | (4) | 27 | 73 |
| Education and health services | — | — | 69 |
| Educational services | (4) | 30 | 70 |
| Elementary and secondary schools | — | 30 | 70 |
| Junior colleges, colleges, and universities | 1 | 29 | 70 |
| Health care and social assistance | — | — | 67 |
| Hospitals | — | — | 78 |
| Public administration | — | — | 66 |

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, civilian workers,² March 2017—continued

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ³ | | |
|---------------------------|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| 1 to 99 workers | — | — | 69 |
| 1 to 49 workers | — | — | 66 |
| 50 to 99 workers | — | 27 | 73 |
| 100 workers or more | (⁴) | 23 | 77 |
| 100 to 499 workers | — | — | 76 |
| 500 workers or more | (⁴) | 22 | 77 |
| Geographic areas | | | |
| Northeast | — | 21 | 79 |
| New England | — | 38 | 62 |
| Middle Atlantic | — | 16 | 84 |
| South | — | — | 80 |
| South Atlantic | — | — | 82 |
| East South Central | — | 46 | 54 |
| West South Central | — | 10 | 90 |
| Midwest | — | — | 82 |
| East North Central | — | — | 86 |
| West North Central | — | — | 75 |
| West | 1 | 42 | 57 |
| Mountain | — | — | 80 |
| Pacific | 1 | 49 | 50 |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

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

³ The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2016 are included in the "1 year" column. Those frozen between 2012 and 2015 are included in the "2 to 5 years" column and plans frozen before 2012 are included in the "Greater than 5 years" column.

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: Because of rounding, sums of individual items may not equal totals. 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 6. Standard errors for defined benefit frozen retirement plans:¹
Selected attributes, civilian workers,² March 2017**

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ³ | | |
|--|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| All workers | 0.1 | 1.1 | 1.1 |
| Worker characteristics | | | |
| Management, professional, and related | 0.1 | 1.5 | 1.5 |
| Management, business, and financial | 0.1 | 2.1 | 2.1 |
| Professional and related | 0.1 | 1.7 | 1.7 |
| Teachers | – | – | 2.2 |
| Primary, secondary, and special education school teachers | – | 2.7 | 2.7 |
| Registered nurses | – | – | 6.8 |
| Service | – | – | 2.5 |
| Protective service | – | – | 3.7 |
| Sales and office | 0.2 | 1.5 | 1.5 |
| Sales and related | – | 2.1 | 2.1 |
| Office and administrative support | 0.2 | 1.5 | 1.6 |
| Natural resources, construction, and maintenance | – | – | 3.5 |
| Construction, extraction, farming, fishing, and forestry | – | – | 5.4 |
| Installation, maintenance, and repair | – | – | 4.4 |
| Production, transportation, and material moving ... | – | – | 2.0 |
| Production | – | – | 2.9 |
| Transportation and material moving | – | – | 2.3 |
| Full time | 0.1 | 1.1 | 1.1 |
| Part time | 0.1 | 4.0 | 4.1 |
| Union | 0.2 | 1.5 | 1.5 |
| Nonunion | 0.1 | 1.5 | 1.4 |
| Average wage within the following categories: ⁴ | | | |
| Lowest 25 percent | – | – | 4.6 |
| Second 25 percent | – | – | 1.5 |
| Third 25 percent | 0.2 | 2.0 | 2.0 |
| Highest 25 percent | 0.1 | 1.4 | 1.4 |
| Highest 10 percent | 0.1 | 1.9 | 1.8 |
| Establishment characteristics | | | |
| Goods-producing industries | – | – | 2.9 |
| Service-providing industries | 0.2 | 1.2 | 1.2 |
| Education and health services | – | – | 2.0 |
| Educational services | (⁵) | 1.5 | 1.5 |
| Elementary and secondary schools | – | 2.0 | 2.0 |
| Junior colleges, colleges, and universities | 0.1 | 1.9 | 1.8 |
| Health care and social assistance | – | – | 6.4 |
| Hospitals | – | – | 4.7 |
| Public administration | – | – | 2.2 |

See footnotes at end of table.

**Table 6. Standard errors for defined benefit frozen retirement plans:¹
Selected attributes, civilian workers,² March 2017—continued**

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ³ | | |
|---------------------------|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| 1 to 99 workers | — | — | 2.7 |
| 1 to 49 workers | — | — | 4.0 |
| 50 to 99 workers | — | 2.5 | 2.5 |
| 100 workers or more | 0.2 | 1.2 | 1.2 |
| 100 to 499 workers | — | — | 2.5 |
| 500 workers or more | 0.1 | 1.1 | 1.1 |
| Geographic areas | | | |
| Northeast | — | 1.3 | 1.3 |
| New England | — | 4.2 | 4.2 |
| Middle Atlantic | — | 1.3 | 1.3 |
| South | — | — | 1.6 |
| South Atlantic | — | — | 1.8 |
| East South Central | — | 5.0 | 5.0 |
| West South Central | — | 1.4 | 1.4 |
| Midwest | — | — | 3.0 |
| East North Central | — | — | 4.1 |
| West North Central | — | — | 4.3 |
| West | 0.3 | 3.2 | 3.2 |
| Mountain | — | — | 2.2 |
| Pacific | 0.2 | 4.4 | 4.4 |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

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

³ The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2016 are included in the "1 year" column. Those frozen between 2012 and 2015 are included in the "2 to 5 years" column and plans frozen before 2012 are included in the "Greater than 5 years" column.

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 0.05.

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 7. Defined benefit frozen retirement plans:¹ Plan alternatives, civilian workers,² March 2017

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans ³ | | | | Other |
|--|--------------------------------|------------------------------|---|--------------------------|---|-------------------------------|-------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan | |
| All workers | 4 | 96 | 56 | 14 | 14 | 24 | (4) |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 3 | 97 | 62 | 13 | 14 | 23 | — |
| Management, business, and financial | 4 | 96 | 42 | 19 | 23 | 25 | — |
| Professional and related | 3 | 97 | 69 | 11 | 11 | 22 | — |
| Registered nurses | 11 | 89 | 36 | 8 | — | 39 | — |
| Service | 2 | 98 | 76 | 7 | 6 | 22 | — |
| Sales and office | 7 | 93 | 47 | 14 | 19 | 26 | — |
| Sales and related | 15 | 85 | — | — | 37 | 37 | — |
| Office and administrative support | 5 | 95 | 52 | 14 | 16 | 25 | — |
| Natural resources, construction, and maintenance | 4 | 96 | 42 | 25 | 20 | 18 | — |
| Production, transportation, and material moving ... | 7 | 93 | 26 | 20 | 16 | 37 | — |
| Transportation and material moving | 5 | 95 | 41 | 17 | 9 | 33 | — |
| Full time | 4 | 96 | 56 | 14 | 15 | 25 | — |
| Part time | 10 | 90 | 60 | — | 6 | 19 | — |
| Union | 1 | 99 | 75 | 12 | 5 | 21 | — |
| Nonunion | 6 | 94 | 43 | 15 | 20 | 27 | — |
| Average wage within the following categories: ⁵ | | | | | | | |
| Lowest 25 percent | 10 | 90 | 55 | 11 | 10 | 23 | — |
| Second 25 percent | 5 | 95 | 58 | 9 | 14 | 27 | — |
| Third 25 percent | 4 | 96 | 53 | 14 | 11 | 28 | — |
| Highest 25 percent | 3 | 97 | 58 | 15 | 17 | 21 | — |
| Highest 10 percent | 3 | 97 | 53 | 16 | 21 | 23 | — |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 6 | 94 | 12 | 22 | 34 | 35 | — |
| Service-providing industries | 4 | 96 | 63 | 12 | 11 | 23 | — |
| Education and health services | 2 | 98 | 80 | 6 | 4 | 22 | — |
| Health care and social assistance | 7 | 93 | 34 | — | 16 | 37 | — |
| Public administration | — | 100 | 89 | 8 | — | 20 | — |

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, civilian workers,² March 2017—continued

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans ³ | | | | Other |
|---------------------------|--------------------------------|------------------------------|---|--------------------------|---|-------------------------------|-------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan | |
| 1 to 99 workers | 4 | 96 | 55 | 15 | 12 | 23 | — |
| 1 to 49 workers | 3 | 97 | 48 | 16 | 14 | 23 | — |
| 50 to 99 workers | 5 | 95 | 63 | 14 | 8 | 24 | — |
| 100 workers or more | 4 | 96 | 57 | 13 | 15 | 25 | — |
| 100 to 499 workers | 7 | 93 | 52 | 16 | 14 | 27 | — |
| 500 workers or more | 3 | 97 | 59 | 11 | 15 | 24 | — |
| Geographic areas | | | | | | | |
| Northeast | 4 | 96 | 61 | 8 | 13 | 26 | — |
| New England | 3 | 97 | 59 | — | 15 | 23 | — |
| Middle Atlantic | 4 | 96 | 61 | 8 | 12 | 27 | — |
| South | 4 | 96 | 57 | 16 | 13 | 26 | — |
| South Atlantic | 6 | 94 | 45 | 17 | 19 | 40 | — |
| West South Central | 2 | 98 | 67 | 14 | 8 | — | — |
| Midwest | 5 | 95 | 48 | 16 | 13 | 27 | — |
| East North Central | 6 | 94 | 47 | 14 | 12 | 32 | — |
| West | 3 | 97 | 57 | 13 | 18 | 18 | — |
| Pacific | 3 | 97 | 54 | 14 | 19 | 19 | — |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

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

³ The sum of the individual components may be greater than the total because some employers offer more than one alternative.

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: Because of rounding, sums of individual items may not equal totals. 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 7. Standard errors for frozen defined benefit retirement plans:¹ Plan alternatives, civilian workers,² March 2017

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans | | | | |
|--|--------------------------------|------------------------------|--|--------------------------|---|-------------------------------|-------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan | Other |
| All workers | 0.5 | 0.5 | 1.4 | 1.0 | 1.2 | 1.1 | 0.1 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 0.7 | 0.7 | 1.9 | 1.6 | 1.9 | 1.5 | – |
| Management, business, and financial | 1.3 | 1.3 | 2.4 | 2.7 | 3.0 | 2.8 | – |
| Professional and related | 0.7 | 0.7 | 2.0 | 1.4 | 1.8 | 1.5 | – |
| Registered nurses | 3.1 | 3.1 | 5.6 | 2.6 | – | 5.0 | – |
| Service | 0.6 | 0.6 | 3.0 | 1.3 | 1.7 | 2.1 | – |
| Sales and office | 0.9 | 0.9 | 1.9 | 1.5 | 1.8 | 2.0 | – |
| Sales and related | 2.8 | 2.8 | – | – | 5.4 | 4.3 | – |
| Office and administrative support | 0.9 | 0.9 | 2.1 | 1.4 | 1.8 | 2.1 | – |
| Natural resources, construction, and maintenance | 1.8 | 1.8 | 4.1 | 3.7 | 3.6 | 2.5 | – |
| Production, transportation, and material moving ... | 2.3 | 2.3 | 3.5 | 2.3 | 2.0 | 3.2 | – |
| Transportation and material moving | 1.6 | 1.6 | 5.0 | 3.6 | 2.4 | 5.3 | – |
| Full time | 0.5 | 0.5 | 1.5 | 1.1 | 1.2 | 1.2 | – |
| Part time | 1.7 | 1.7 | 4.0 | – | 2.2 | 2.9 | – |
| Union | 0.3 | 0.3 | 1.7 | 1.5 | 0.7 | 1.5 | – |
| Nonunion | 0.8 | 0.8 | 1.7 | 1.5 | 1.9 | 1.4 | – |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 1.6 | 1.6 | 3.6 | 2.8 | 2.5 | 3.1 | – |
| Second 25 percent | 0.8 | 0.8 | 2.5 | 1.0 | 1.3 | 2.0 | – |
| Third 25 percent | 0.9 | 0.9 | 2.1 | 1.4 | 1.0 | 1.7 | – |
| Highest 25 percent | 0.6 | 0.6 | 2.0 | 1.8 | 2.2 | 1.6 | – |
| Highest 10 percent | 1.2 | 1.2 | 2.9 | 2.9 | 3.5 | 2.5 | – |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 1.8 | 1.8 | 2.9 | 3.0 | 4.7 | 2.9 | – |
| Service-providing industries | 0.5 | 0.5 | 1.5 | 1.1 | 1.0 | 1.3 | – |
| Education and health services | 0.7 | 0.7 | 2.5 | 1.4 | 1.2 | 1.4 | – |
| Health care and social assistance | 2.1 | 2.1 | 4.8 | – | 3.9 | 4.2 | – |
| Public administration | – | 0.0 | 1.6 | 1.4 | – | 1.6 | – |

See footnotes at end of table.

Table 7. Standard errors for frozen defined benefit retirement plans:¹ Plan alternatives, civilian workers,² March 2017—continued

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans | | | | |
|---------------------------|--------------------------------|------------------------------|--|--------------------------|---|-------------------------------|-------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan | Other |
| 1 to 99 workers | 1.1 | 1.1 | 2.8 | 2.0 | 1.2 | 2.8 | — |
| 1 to 49 workers | 1.0 | 1.0 | 3.3 | 3.0 | 1.8 | 3.9 | — |
| 50 to 99 workers | 2.0 | 2.0 | 4.1 | 3.2 | 2.0 | 4.2 | — |
| 100 workers or more | 0.6 | 0.6 | 1.6 | 1.1 | 1.6 | 1.2 | — |
| 100 to 499 workers | 1.2 | 1.2 | 2.7 | 2.5 | 2.4 | 2.8 | — |
| 500 workers or more | 0.8 | 0.8 | 1.7 | 1.2 | 1.7 | 1.5 | — |
| Geographic areas | | | | | | | |
| Northeast | 1.2 | 1.2 | 1.9 | 1.2 | 1.5 | 1.7 | — |
| New England | 0.4 | 0.4 | 5.3 | — | 4.3 | 4.9 | — |
| Middle Atlantic | 1.4 | 1.4 | 2.2 | 1.5 | 1.4 | 1.7 | — |
| South | 0.8 | 0.8 | 2.1 | 1.8 | 1.7 | 1.8 | — |
| South Atlantic | 1.5 | 1.5 | 3.6 | 3.0 | 3.1 | 2.3 | — |
| West South Central | 0.6 | 0.6 | 2.1 | 2.8 | 2.1 | — | — |
| Midwest | 1.4 | 1.4 | 3.0 | 1.8 | 2.1 | 2.1 | — |
| East North Central | 1.4 | 1.4 | 4.1 | 1.9 | 2.5 | 2.1 | — |
| West | 0.9 | 0.9 | 4.3 | 2.9 | 3.8 | 3.5 | — |
| Pacific | 1.1 | 1.1 | 5.2 | 3.6 | 4.9 | 4.2 | — |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

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: 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 8. Defined contribution retirement plans: Selected attributes, civilian workers,¹ March 2017

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

| Characteristics | Employee contribution | | Employee contribution option | |
|---|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| All workers | 68 | 32 | 82 | 18 |
| Worker characteristics | | | | |
| Management, professional, and related | 68 | 32 | 84 | 16 |
| Management, business, and financial | 70 | 30 | 85 | 15 |
| Professional and related | 67 | 33 | 84 | 16 |
| Teachers | 72 | 28 | 91 | 9 |
| Primary, secondary, and special education school teachers | 78 | 22 | 95 | 5 |
| Registered nurses | 62 | 38 | 80 | 20 |
| Service | 66 | 34 | 83 | 17 |
| Protective service | 70 | 30 | 88 | 12 |
| Sales and office | 67 | 33 | 79 | 21 |
| Sales and related | 68 | 32 | 74 | 26 |
| Office and administrative support | 67 | 33 | 81 | 19 |
| Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry | 65 | 35 | 81 | 19 |
| Installation, maintenance, and repair | 53 | 47 | 74 | 26 |
| Production, transportation, and material moving ... Production | 73 | 27 | 86 | 14 |
| Transportation and material moving | 71 | 29 | 84 | 16 |
| Production | 71 | 29 | 84 | 16 |
| Transportation and material moving | 70 | 30 | 84 | 16 |
| Full time | 68 | 32 | 83 | 17 |
| Part time | 63 | 37 | 76 | 24 |
| Union | 67 | 33 | 83 | 17 |
| Nonunion | 68 | 32 | 82 | 18 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 70 | 30 | 78 | 22 |
| Lowest 10 percent | 68 | 32 | 75 | 25 |
| Second 25 percent | 67 | 33 | 81 | 19 |
| Third 25 percent | 66 | 34 | 83 | 17 |
| Highest 25 percent | 69 | 31 | 84 | 16 |
| Highest 10 percent | 70 | 30 | 85 | 15 |
| Establishment characteristics | | | | |
| Goods-producing industries | 65 | 35 | 80 | 20 |
| Service-providing industries | 68 | 32 | 83 | 17 |
| Education and health services | 63 | 37 | 83 | 17 |
| Educational services | 68 | 32 | 89 | 11 |
| Elementary and secondary schools | 74 | 26 | 92 | 8 |
| Junior colleges, colleges, and universities Health care and social assistance | 65 | 35 | 86 | 14 |
| Hospitals | 62 | 38 | 81 | 19 |
| Public administration | 66 | 34 | 81 | 19 |
| Public administration | 66 | 34 | 91 | 9 |

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,¹ March 2017—continued

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

| Characteristics | Employee contribution | | Employee contribution option | |
|---------------------------|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| 1 to 99 workers | 66 | 34 | 83 | 17 |
| 1 to 49 workers | 64 | 36 | 83 | 17 |
| 50 to 99 workers | 71 | 29 | 84 | 16 |
| 100 workers or more | 69 | 31 | 82 | 18 |
| 100 to 499 workers | 68 | 32 | 81 | 19 |
| 500 workers or more | 69 | 31 | 82 | 18 |
| Geographic areas | | | | |
| Northeast | 65 | 35 | 85 | 15 |
| New England | 67 | 33 | 85 | 15 |
| Middle Atlantic | 64 | 36 | 85 | 15 |
| South | 73 | 27 | 81 | 19 |
| South Atlantic | 70 | 30 | 80 | 20 |
| East South Central | 79 | 21 | 84 | 16 |
| West South Central | 74 | 26 | 82 | 18 |
| Midwest | 65 | 35 | 81 | 19 |
| East North Central | 63 | 37 | 82 | 18 |
| West North Central | 67 | 33 | 80 | 20 |
| West | 67 | 33 | 82 | 18 |
| Mountain | 68 | 32 | 85 | 15 |
| Pacific | 66 | 34 | 81 | 19 |

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

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: Because of rounding, sums of individual items may not equal totals. 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/hcs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, civilian workers,¹ March 2017

| Characteristics | Employee contribution | | Employee contribution option | |
|---|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| All workers | 0.7 | 0.7 | 0.6 | 0.6 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.0 | 1.0 | 0.9 | 0.9 |
| Management, business, and financial | 1.5 | 1.5 | 1.1 | 1.1 |
| Professional and related | 1.1 | 1.1 | 1.1 | 1.1 |
| Teachers | 2.6 | 2.6 | 0.9 | 0.9 |
| Primary, secondary, and special education school teachers | 4.5 | 4.5 | 1.5 | 1.5 |
| Registered nurses | 3.6 | 3.6 | 3.0 | 3.0 |
| Service | 2.2 | 2.2 | 1.8 | 1.8 |
| Protective service | 3.6 | 3.6 | 1.9 | 1.9 |
| Sales and office | 1.0 | 1.0 | 0.8 | 0.8 |
| Sales and related | 1.4 | 1.4 | 1.3 | 1.3 |
| Office and administrative support | 1.3 | 1.3 | 1.0 | 1.0 |
| Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry | 2.0 | 2.0 | 1.6 | 1.6 |
| Installation, maintenance, and repair | 3.6 | 3.6 | 2.9 | 2.9 |
| Production, transportation, and material moving ... Production | 2.3 | 2.3 | 2.0 | 2.0 |
| Transportation and material moving | 1.7 | 1.7 | 1.3 | 1.3 |
| Production | 2.1 | 2.1 | 1.6 | 1.6 |
| Transportation and material moving | 2.1 | 2.1 | 1.5 | 1.5 |
| Full time | 0.9 | 0.9 | 0.7 | 0.7 |
| Part time | 2.0 | 2.0 | 1.9 | 1.9 |
| Union | 1.8 | 1.8 | 1.6 | 1.6 |
| Nonunion | 0.8 | 0.8 | 0.6 | 0.6 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 1.5 | 1.5 | 1.2 | 1.2 |
| Lowest 10 percent | 3.3 | 3.3 | 2.4 | 2.4 |
| Second 25 percent | 1.3 | 1.3 | 1.2 | 1.2 |
| Third 25 percent | 1.1 | 1.1 | 0.9 | 0.9 |
| Highest 25 percent | 1.0 | 1.0 | 0.9 | 0.9 |
| Highest 10 percent | 1.4 | 1.4 | 1.1 | 1.1 |
| Establishment characteristics | | | | |
| Goods-producing industries | 2.0 | 2.0 | 1.5 | 1.5 |
| Service-providing industries | 0.7 | 0.7 | 0.7 | 0.7 |
| Education and health services | 2.0 | 2.0 | 2.1 | 2.1 |
| Educational services | 1.6 | 1.6 | 1.0 | 1.0 |
| Elementary and secondary schools | 4.2 | 4.2 | 1.1 | 1.1 |
| Junior colleges, colleges, and universities | 1.6 | 1.6 | 1.2 | 1.2 |
| Health care and social assistance | 2.5 | 2.5 | 2.6 | 2.6 |
| Hospitals | 1.7 | 1.7 | 2.0 | 2.0 |
| Public administration | 2.8 | 2.8 | 1.2 | 1.2 |

See footnotes at end of table.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, civilian workers,¹ March 2017—continued

| Characteristics | Employee contribution | | Employee contribution option | |
|---------------------------|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| 1 to 99 workers | 1.4 | 1.4 | 1.1 | 1.1 |
| 1 to 49 workers | 1.6 | 1.6 | 1.2 | 1.2 |
| 50 to 99 workers | 2.2 | 2.2 | 2.1 | 2.1 |
| 100 workers or more | 0.9 | 0.9 | 0.7 | 0.7 |
| 100 to 499 workers | 1.3 | 1.3 | 1.1 | 1.1 |
| 500 workers or more | 1.2 | 1.2 | 1.1 | 1.1 |
| Geographic areas | | | | |
| Northeast | 1.4 | 1.4 | 1.0 | 1.0 |
| New England | 3.9 | 3.9 | 2.9 | 2.9 |
| Middle Atlantic | 1.3 | 1.3 | 0.9 | 0.9 |
| South | 1.1 | 1.1 | 0.8 | 0.8 |
| South Atlantic | 1.4 | 1.4 | 1.0 | 1.0 |
| East South Central | 2.7 | 2.7 | 2.4 | 2.4 |
| West South Central | 2.2 | 2.2 | 1.1 | 1.1 |
| Midwest | 1.4 | 1.4 | 1.9 | 1.9 |
| East North Central | 1.7 | 1.7 | 2.3 | 2.3 |
| West North Central | 2.2 | 2.2 | 3.4 | 3.4 |
| West | 1.9 | 1.9 | 1.3 | 1.3 |
| Mountain | 4.9 | 4.9 | 2.5 | 2.5 |
| Pacific | 1.5 | 1.5 | 1.4 | 1.4 |

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.
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/nchs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

(All workers = 100 percent)

| Characteristics | Healthcare ³ | | | Medical care | | |
|---|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 71 | 58 | 82 | 70 | 52 | 74 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 88 | 75 | 86 | 88 | 67 | 76 |
| Management, business, and financial | 95 | 82 | 86 | 95 | 73 | 77 |
| Professional and related | 85 | 73 | 86 | 85 | 64 | 76 |
| Teachers | 84 | 73 | 87 | 84 | 63 | 75 |
| Primary, secondary, and special education school teachers | 95 | 82 | 86 | 95 | 70 | 74 |
| Registered nurses | 86 | 72 | 83 | 86 | 63 | 73 |
| Service | 44 | 32 | 73 | 44 | 29 | 66 |
| Protective service | 68 | 57 | 84 | 68 | 51 | 75 |
| Sales and office | 68 | 55 | 80 | 68 | 49 | 72 |
| Sales and related | 55 | 41 | 75 | 54 | 37 | 69 |
| Office and administrative support | 77 | 63 | 82 | 76 | 55 | 73 |
| Natural resources, construction, and maintenance | 74 | 62 | 84 | 74 | 59 | 79 |
| Construction, extraction, farming, fishing, and forestry | 68 | 58 | 86 | 67 | 56 | 83 |
| Installation, maintenance, and repair | 81 | 66 | 82 | 81 | 62 | 77 |
| Production, transportation, and material moving | 76 | 61 | 81 | 75 | 56 | 74 |
| Production | 82 | 68 | 83 | 81 | 62 | 76 |
| Transportation and material moving | 70 | 55 | 78 | 69 | 50 | 72 |
| Full time | 88 | 73 | 83 | 88 | 65 | 75 |
| Part time | 20 | 14 | 68 | 19 | 12 | 61 |
| Union | 95 | 85 | 90 | 94 | 76 | 81 |
| Nonunion | 67 | 53 | 80 | 67 | 48 | 72 |
| Average wage within the following categories: ⁴ | | | | | | |
| Lowest 25 percent | 37 | 25 | 68 | 37 | 23 | 63 |
| Lowest 10 percent | 24 | 15 | 62 | 24 | 14 | 57 |
| Second 25 percent | 75 | 59 | 79 | 75 | 53 | 72 |
| Third 25 percent | 87 | 73 | 84 | 87 | 67 | 77 |
| Highest 25 percent | 94 | 82 | 88 | 93 | 73 | 78 |
| Highest 10 percent | 94 | 83 | 89 | 94 | 73 | 78 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 85 | 73 | 86 | 85 | 67 | 80 |
| Service-providing industries | 68 | 55 | 81 | 68 | 49 | 72 |
| Education and health services | 79 | 66 | 83 | 79 | 58 | 73 |
| Educational services | 86 | 75 | 87 | 86 | 66 | 77 |
| Elementary and secondary schools | 88 | 75 | 86 | 88 | 66 | 75 |
| Junior colleges, colleges, and universities | 90 | 80 | 89 | 90 | 72 | 80 |
| Health care and social assistance | 75 | 59 | 79 | 75 | 52 | 70 |
| Hospitals | 91 | 80 | 87 | 91 | 68 | 75 |
| Public administration | 90 | 82 | 91 | 90 | 75 | 83 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|---|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 44 | 35 | 79 | 25 | 20 | 80 | 69 | 51 | 74 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 60 | 48 | 81 | 34 | 28 | 81 | 86 | 66 | 76 |
| Management, business, and financial | 66 | 53 | 80 | 38 | 30 | 80 | 94 | 72 | 77 |
| Professional and related | 58 | 47 | 81 | 33 | 27 | 82 | 84 | 63 | 76 |
| Teachers | 53 | 43 | 81 | 30 | 24 | 81 | 81 | 62 | 76 |
| Primary, secondary, and special education school teachers | 58 | 47 | 82 | 33 | 27 | 82 | 91 | 68 | 75 |
| Registered nurses | 62 | 48 | 78 | 33 | 26 | 80 | 85 | 62 | 73 |
| Service | 25 | 18 | 72 | 14 | 11 | 76 | 42 | 28 | 67 |
| Protective service | 46 | 37 | 80 | 31 | 25 | 81 | 65 | 51 | 78 |
| Sales and office | 40 | 31 | 78 | 21 | 17 | 80 | 67 | 48 | 72 |
| Sales and related | 27 | 20 | 73 | 15 | 12 | 81 | 53 | 37 | 69 |
| Office and administrative support | 48 | 38 | 79 | 25 | 20 | 80 | 75 | 55 | 73 |
| Natural resources, construction, and maintenance | 40 | 32 | 81 | 25 | 21 | 83 | 73 | 58 | 79 |
| Construction, extraction, farming, fishing, and forestry | 32 | 28 | 88 | 22 | 20 | 92 | 66 | 55 | 82 |
| Installation, maintenance, and repair | 47 | 36 | 77 | 28 | 22 | 76 | 79 | 60 | 77 |
| Production, transportation, and material moving | 46 | 36 | 79 | 27 | 21 | 79 | 74 | 55 | 74 |
| Production | 49 | 39 | 80 | 26 | 21 | 79 | 80 | 61 | 76 |
| Transportation and material moving | 43 | 33 | 79 | 28 | 22 | 78 | 69 | 49 | 72 |
| Full time | 55 | 43 | 80 | 31 | 25 | 81 | 86 | 64 | 75 |
| Part time | 12 | 8 | 67 | 6 | 5 | 71 | 19 | 12 | 61 |
| Union | 73 | 63 | 86 | 54 | 47 | 86 | 93 | 76 | 81 |
| Nonunion | 39 | 30 | 77 | 20 | 16 | 77 | 65 | 47 | 72 |
| Average wage within the following categories: ⁴ | | | | | | | | | |
| Lowest 25 percent | 18 | 12 | 68 | 9 | 6 | 70 | 35 | 22 | 64 |
| Lowest 10 percent | 10 | 6 | 63 | 7 | 4 | 62 | 23 | 13 | 58 |
| Second 25 percent | 42 | 33 | 78 | 23 | 19 | 79 | 73 | 53 | 72 |
| Third 25 percent | 55 | 45 | 80 | 32 | 26 | 82 | 85 | 65 | 77 |
| Highest 25 percent | 68 | 55 | 82 | 41 | 33 | 82 | 92 | 72 | 78 |
| Highest 10 percent | 71 | 57 | 81 | 43 | 36 | 83 | 93 | 72 | 78 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 52 | 44 | 83 | 32 | 27 | 84 | 84 | 66 | 80 |
| Service-providing industries | 42 | 33 | 78 | 24 | 19 | 79 | 67 | 49 | 73 |
| Education and health services | 52 | 41 | 79 | 27 | 22 | 82 | 77 | 56 | 73 |
| Educational services | 55 | 45 | 81 | 32 | 25 | 80 | 85 | 65 | 77 |
| Elementary and secondary schools | 53 | 43 | 81 | 32 | 26 | 82 | 87 | 65 | 75 |
| Junior colleges, colleges, and universities | 62 | 50 | 80 | 33 | 25 | 77 | 89 | 71 | 80 |
| Health care and social assistance | 50 | 39 | 77 | 24 | 20 | 83 | 72 | 50 | 70 |
| Hospitals | 69 | 54 | 78 | 34 | 29 | 84 | 91 | 69 | 76 |
| Public administration | 60 | 53 | 88 | 42 | 38 | 88 | 89 | 74 | 84 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

| Characteristics | Healthcare ³ | | | Medical care | | |
|---------------------------|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| 1 to 99 workers | 57 | 44 | 77 | 57 | 41 | 71 |
| 1 to 49 workers | 53 | 40 | 76 | 53 | 37 | 71 |
| 50 to 99 workers | 70 | 55 | 79 | 70 | 50 | 72 |
| 100 workers or more | 84 | 71 | 84 | 84 | 63 | 75 |
| 100 to 499 workers | 80 | 66 | 82 | 79 | 58 | 74 |
| 500 workers or more | 90 | 78 | 87 | 90 | 69 | 77 |
| Geographic areas | | | | | | |
| Northeast | 71 | 59 | 83 | 71 | 52 | 74 |
| New England | 70 | 57 | 81 | 70 | 49 | 70 |
| Middle Atlantic | 72 | 60 | 84 | 71 | 53 | 75 |
| South | 72 | 57 | 80 | 71 | 52 | 74 |
| South Atlantic | 71 | 57 | 80 | 70 | 51 | 73 |
| East South Central | 74 | 59 | 80 | 74 | 56 | 75 |
| West South Central | 72 | 57 | 80 | 71 | 53 | 74 |
| Midwest | 71 | 56 | 79 | 71 | 50 | 70 |
| East North Central | 71 | 55 | 78 | 70 | 49 | 70 |
| West North Central | 71 | 57 | 81 | 71 | 50 | 71 |
| West | 69 | 59 | 86 | 69 | 54 | 78 |
| Mountain | 69 | 58 | 84 | 68 | 52 | 76 |
| Pacific | 69 | 60 | 86 | 69 | 54 | 79 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|---------------------------|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| 1 to 99 workers | 30 | 23 | 75 | 17 | 13 | 76 | 55 | 40 | 72 |
| 1 to 49 workers | 26 | 19 | 76 | 15 | 11 | 76 | 51 | 36 | 71 |
| 50 to 99 workers | 44 | 32 | 74 | 25 | 19 | 77 | 67 | 49 | 72 |
| 100 workers or more | 57 | 46 | 81 | 33 | 27 | 82 | 83 | 63 | 75 |
| 100 to 499 workers | 51 | 40 | 80 | 28 | 23 | 81 | 78 | 58 | 74 |
| 500 workers or more | 66 | 54 | 82 | 39 | 32 | 83 | 89 | 69 | 77 |
| Geographic areas | | | | | | | | | |
| Northeast | 49 | 39 | 81 | 26 | 22 | 82 | 70 | 51 | 74 |
| New England | 46 | 37 | 79 | 13 | 10 | 79 | 68 | 48 | 70 |
| Middle Atlantic | 49 | 40 | 81 | 31 | 26 | 83 | 70 | 53 | 75 |
| South | 37 | 28 | 75 | 20 | 15 | 76 | 69 | 51 | 74 |
| South Atlantic | 41 | 31 | 77 | 22 | 17 | 76 | 68 | 50 | 74 |
| East South Central | 32 | 25 | 76 | 16 | 13 | 79 | 73 | 55 | 75 |
| West South Central | 34 | 25 | 72 | 17 | 13 | 76 | 70 | 52 | 74 |
| Midwest | 44 | 35 | 78 | 24 | 19 | 78 | 69 | 49 | 70 |
| East North Central | 44 | 34 | 78 | 26 | 20 | 79 | 69 | 49 | 70 |
| West North Central | 46 | 36 | 79 | 20 | 15 | 75 | 70 | 49 | 71 |
| West | 50 | 41 | 82 | 34 | 28 | 84 | 68 | 53 | 78 |
| Mountain | 44 | 37 | 83 | 25 | 21 | 82 | 67 | 52 | 77 |
| Pacific | 53 | 43 | 81 | 38 | 32 | 84 | 69 | 54 | 78 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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

³ Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.

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 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

| Characteristics | Healthcare ³ | | | Medical care | | |
|--|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.7 | 0.7 | 0.3 | 0.7 | 0.6 | 0.4 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 0.8 | 0.9 | 0.6 | 0.8 | 0.9 | 0.7 |
| Management, business, and financial | 0.8 | 0.8 | 0.9 | 0.8 | 0.9 | 1.2 |
| Professional and related | 0.9 | 1.1 | 0.7 | 0.9 | 1.1 | 0.8 |
| Teachers | 2.2 | 2.0 | 0.6 | 2.2 | 1.7 | 1.2 |
| Primary, secondary, and special education school teachers | 2.2 | 2.0 | 0.6 | 2.2 | 2.1 | 1.4 |
| Registered nurses | 1.8 | 2.4 | 1.6 | 1.8 | 2.4 | 1.8 |
| Service | 1.4 | 1.2 | 1.3 | 1.4 | 1.2 | 1.4 |
| Protective service | 3.4 | 4.3 | 3.5 | 3.4 | 3.9 | 3.7 |
| Sales and office | 1.3 | 1.1 | 0.6 | 1.3 | 1.1 | 0.8 |
| Sales and related | 1.9 | 1.5 | 1.1 | 1.9 | 1.4 | 1.1 |
| Office and administrative support | 1.6 | 1.3 | 0.6 | 1.6 | 1.5 | 0.9 |
| Natural resources, construction, and maintenance | 1.6 | 1.4 | 0.7 | 1.6 | 1.4 | 0.8 |
| Construction, extraction, farming, fishing, and forestry | 2.9 | 2.3 | 1.1 | 2.9 | 2.3 | 1.1 |
| Installation, maintenance, and repair | 1.9 | 1.8 | 1.0 | 1.8 | 1.7 | 1.1 |
| Production, transportation, and material moving ... | 1.2 | 1.2 | 0.8 | 1.3 | 1.2 | 0.8 |
| Production | 2.1 | 2.1 | 1.1 | 2.1 | 2.2 | 1.3 |
| Transportation and material moving | 1.4 | 1.3 | 1.1 | 1.5 | 1.2 | 1.2 |
| Full time | 0.6 | 0.6 | 0.3 | 0.6 | 0.6 | 0.4 |
| Part time | 1.0 | 0.8 | 1.6 | 1.0 | 0.7 | 1.9 |
| Union | 0.8 | 0.8 | 0.5 | 0.7 | 0.8 | 0.6 |
| Nonunion | 0.9 | 0.8 | 0.4 | 0.9 | 0.7 | 0.5 |
| Average wage within the following categories: ⁴ | | | | | | |
| Lowest 25 percent | 1.3 | 1.0 | 1.0 | 1.3 | 0.9 | 1.0 |
| Lowest 10 percent | 1.9 | 1.4 | 2.6 | 1.8 | 1.4 | 2.8 |
| Second 25 percent | 1.1 | 0.9 | 0.6 | 1.2 | 1.0 | 0.9 |
| Third 25 percent | 0.7 | 0.8 | 0.6 | 0.7 | 0.8 | 0.6 |
| Highest 25 percent | 0.6 | 0.8 | 0.4 | 0.6 | 0.8 | 0.6 |
| Highest 10 percent | 0.9 | 1.1 | 0.6 | 0.9 | 1.2 | 1.0 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 1.0 | 1.1 | 0.5 | 1.0 | 1.1 | 0.5 |
| Service-providing industries | 0.8 | 0.8 | 0.4 | 0.8 | 0.7 | 0.5 |
| Education and health services | 1.6 | 1.6 | 0.7 | 1.6 | 1.4 | 0.9 |
| Educational services | 0.8 | 1.0 | 0.5 | 0.8 | 1.0 | 0.7 |
| Elementary and secondary schools | 1.2 | 1.3 | 0.6 | 1.2 | 1.3 | 0.8 |
| Junior colleges, colleges, and universities | 1.0 | 1.3 | 0.6 | 1.0 | 1.2 | 0.9 |
| Health care and social assistance | 2.4 | 2.3 | 1.2 | 2.5 | 2.1 | 1.4 |
| Hospitals | 0.7 | 1.3 | 1.2 | 0.7 | 1.3 | 1.5 |
| Public administration | 0.9 | 1.0 | 0.7 | 0.9 | 1.0 | 0.8 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|---|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.7 | 0.7 | 0.5 | 0.6 | 0.5 | 0.6 | 0.8 | 0.6 | 0.4 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.2 | 1.0 | 0.6 | 1.1 | 0.9 | 0.9 | 0.9 | 0.9 | 0.6 |
| Management, business, and financial | 1.5 | 1.4 | 0.9 | 1.7 | 1.3 | 1.4 | 0.9 | 0.9 | 1.2 |
| Professional and related | 1.4 | 1.2 | 0.7 | 1.2 | 1.0 | 1.0 | 1.0 | 1.1 | 0.8 |
| Teachers | 2.1 | 1.8 | 1.0 | 1.7 | 1.3 | 1.6 | 2.4 | 1.9 | 0.9 |
| Primary, secondary, and special education school teachers | 2.6 | 2.3 | 1.2 | 2.3 | 1.8 | 2.1 | 3.0 | 2.5 | 1.0 |
| Registered nurses | 3.2 | 2.8 | 1.8 | 4.5 | 3.4 | 4.9 | 1.7 | 2.5 | 1.9 |
| Service | 1.2 | 1.0 | 1.8 | 1.2 | 0.8 | 2.8 | 1.5 | 1.2 | 1.2 |
| Protective service | 3.5 | 3.4 | 5.2 | 3.0 | 2.2 | 6.9 | 4.3 | 4.0 | 2.4 |
| Sales and office | 1.1 | 0.9 | 0.9 | 0.9 | 0.8 | 1.0 | 1.3 | 1.1 | 0.9 |
| Sales and related | 1.4 | 1.3 | 2.5 | 1.3 | 1.1 | 2.5 | 1.9 | 1.4 | 1.2 |
| Office and administrative support | 1.3 | 1.1 | 0.7 | 1.2 | 1.0 | 1.0 | 1.6 | 1.5 | 0.9 |
| Natural resources, construction, and maintenance | 1.6 | 1.4 | 1.3 | 1.7 | 1.4 | 1.9 | 1.6 | 1.4 | 0.7 |
| Construction, extraction, farming, fishing, and forestry | 2.1 | 1.9 | 1.9 | 2.3 | 2.1 | 1.9 | 2.9 | 2.3 | 1.1 |
| Installation, maintenance, and repair | 2.3 | 2.1 | 2.0 | 2.2 | 1.6 | 2.0 | 1.8 | 1.6 | 1.1 |
| Production, transportation, and material moving ... | 1.5 | 1.2 | 1.1 | 1.4 | 1.2 | 1.5 | 1.3 | 1.1 | 0.8 |
| Production | 2.2 | 1.6 | 1.3 | 1.9 | 1.6 | 1.3 | 2.1 | 2.2 | 1.3 |
| Transportation and material moving | 2.1 | 1.9 | 1.5 | 2.0 | 1.7 | 2.3 | 1.4 | 1.2 | 1.2 |
| Full time | 0.8 | 0.7 | 0.4 | 0.7 | 0.6 | 0.6 | 0.6 | 0.6 | 0.4 |
| Part time | 0.8 | 0.6 | 2.3 | 0.5 | 0.4 | 2.8 | 1.0 | 0.7 | 1.8 |
| Union | 1.1 | 1.1 | 0.6 | 1.4 | 1.3 | 1.0 | 0.8 | 0.8 | 0.6 |
| Nonunion | 0.8 | 0.7 | 0.6 | 0.6 | 0.5 | 0.9 | 0.9 | 0.7 | 0.4 |
| Average wage within the following categories: ⁴ | | | | | | | | | |
| Lowest 25 percent | 1.0 | 0.7 | 2.0 | 0.7 | 0.5 | 3.0 | 1.3 | 0.9 | 1.0 |
| Lowest 10 percent | 1.4 | 1.1 | 5.8 | 1.1 | 0.8 | 7.6 | 1.9 | 1.4 | 2.5 |
| Second 25 percent | 1.1 | 0.9 | 0.8 | 0.9 | 0.7 | 1.0 | 1.1 | 1.0 | 0.8 |
| Third 25 percent | 1.3 | 1.1 | 0.8 | 1.0 | 0.8 | 0.8 | 0.8 | 0.8 | 0.6 |
| Highest 25 percent | 1.1 | 1.1 | 0.7 | 1.2 | 1.0 | 0.8 | 0.6 | 0.8 | 0.5 |
| Highest 10 percent | 1.7 | 1.8 | 1.2 | 1.7 | 1.5 | 1.4 | 0.9 | 1.2 | 1.0 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 1.4 | 1.2 | 1.0 | 1.5 | 1.2 | 1.1 | 1.0 | 1.1 | 0.5 |
| Service-providing industries | 0.8 | 0.7 | 0.5 | 0.7 | 0.6 | 0.7 | 0.9 | 0.7 | 0.4 |
| Education and health services | 2.1 | 1.8 | 0.8 | 1.5 | 1.3 | 1.2 | 1.5 | 1.4 | 0.8 |
| Educational services | 1.2 | 1.0 | 0.9 | 1.2 | 0.9 | 1.4 | 0.9 | 1.0 | 0.7 |
| Elementary and secondary schools | 1.4 | 1.5 | 1.1 | 1.8 | 1.2 | 1.7 | 1.3 | 1.4 | 0.9 |
| Junior colleges, colleges, and universities | 2.0 | 1.8 | 1.5 | 1.9 | 1.6 | 1.8 | 1.0 | 1.2 | 0.9 |
| Health care and social assistance | 3.3 | 2.7 | 1.3 | 2.3 | 2.0 | 1.8 | 2.4 | 2.0 | 1.3 |
| Hospitals | 2.5 | 2.2 | 1.3 | 2.5 | 2.4 | 1.9 | 0.8 | 1.4 | 1.5 |
| Public administration | 2.4 | 2.1 | 0.9 | 1.5 | 1.3 | 1.3 | 0.9 | 0.9 | 0.8 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

| Characteristics | Healthcare ³ | | | Medical care | | |
|---------------------------|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| 1 to 99 workers | 1.1 | 0.9 | 0.7 | 1.1 | 0.8 | 0.7 |
| 1 to 49 workers | 1.2 | 1.1 | 1.0 | 1.2 | 1.1 | 1.0 |
| 50 to 99 workers | 2.1 | 1.9 | 1.3 | 2.1 | 1.8 | 1.3 |
| 100 workers or more | 0.6 | 0.6 | 0.4 | 0.6 | 0.7 | 0.5 |
| 100 to 499 workers | 1.0 | 1.0 | 0.6 | 1.0 | 1.0 | 0.7 |
| 500 workers or more | 1.1 | 1.0 | 0.4 | 1.1 | 1.0 | 0.6 |
| Geographic areas | | | | | | |
| Northeast | 0.8 | 1.1 | 0.9 | 0.8 | 1.2 | 1.2 |
| New England | 1.7 | 2.3 | 2.1 | 1.6 | 2.0 | 1.7 |
| Middle Atlantic | 0.7 | 1.0 | 0.8 | 0.7 | 1.3 | 1.4 |
| South | 1.4 | 1.3 | 0.5 | 1.5 | 1.1 | 0.6 |
| South Atlantic | 1.5 | 1.3 | 0.7 | 1.5 | 1.2 | 0.8 |
| East South Central | 3.6 | 3.1 | 1.3 | 3.8 | 2.6 | 1.8 |
| West South Central | 3.3 | 3.1 | 1.0 | 3.4 | 2.6 | 1.0 |
| Midwest | 1.7 | 1.4 | 0.5 | 1.7 | 1.2 | 0.6 |
| East North Central | 1.8 | 1.7 | 0.6 | 1.8 | 1.4 | 0.7 |
| West North Central | 3.6 | 2.4 | 1.2 | 3.6 | 2.2 | 1.2 |
| West | 1.4 | 1.4 | 0.7 | 1.5 | 1.6 | 1.0 |
| Mountain | 1.5 | 1.5 | 1.5 | 1.7 | 1.9 | 2.0 |
| Pacific | 1.9 | 2.0 | 0.8 | 2.0 | 2.2 | 1.1 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|---------------------------|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| 1 to 99 workers | 1.0 | 0.8 | 1.0 | 0.9 | 0.7 | 1.4 | 1.1 | 0.8 | 0.7 |
| 1 to 49 workers | 1.1 | 0.9 | 1.2 | 0.9 | 0.7 | 1.9 | 1.2 | 1.1 | 1.0 |
| 50 to 99 workers | 2.0 | 1.7 | 1.7 | 1.6 | 1.3 | 2.4 | 2.4 | 1.9 | 1.5 |
| 100 workers or more | 1.1 | 0.9 | 0.5 | 0.8 | 0.7 | 0.7 | 0.7 | 0.6 | 0.5 |
| 100 to 499 workers | 1.4 | 1.2 | 0.8 | 1.3 | 1.1 | 1.0 | 1.0 | 0.9 | 0.7 |
| 500 workers or more | 1.6 | 1.3 | 0.6 | 1.2 | 1.0 | 0.8 | 1.1 | 0.9 | 0.6 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.4 | 1.3 | 0.8 | 1.3 | 1.2 | 1.1 | 0.8 | 1.1 | 1.0 |
| New England | 3.1 | 3.1 | 2.5 | 1.9 | 1.6 | 3.4 | 1.6 | 2.0 | 1.8 |
| Middle Atlantic | 1.0 | 1.0 | 0.7 | 1.4 | 1.3 | 1.1 | 0.7 | 1.1 | 1.2 |
| South | 1.4 | 1.2 | 1.1 | 0.8 | 0.6 | 1.2 | 1.5 | 1.1 | 0.6 |
| South Atlantic | 1.2 | 1.3 | 1.6 | 0.9 | 0.7 | 1.6 | 1.5 | 1.1 | 0.9 |
| East South Central | 4.3 | 3.2 | 2.1 | 2.5 | 1.6 | 3.5 | 3.8 | 2.7 | 1.8 |
| West South Central | 3.0 | 2.6 | 2.2 | 1.4 | 1.1 | 1.8 | 3.5 | 2.7 | 0.7 |
| Midwest | 1.7 | 1.4 | 0.8 | 1.8 | 1.3 | 1.2 | 1.8 | 1.2 | 0.5 |
| East North Central | 1.7 | 1.4 | 0.9 | 2.2 | 1.5 | 1.3 | 2.0 | 1.5 | 0.5 |
| West North Central | 3.9 | 3.1 | 1.6 | 3.5 | 2.3 | 2.4 | 3.6 | 2.1 | 1.1 |
| West | 1.4 | 1.3 | 0.8 | 1.3 | 1.3 | 1.2 | 1.5 | 1.5 | 1.0 |
| Mountain | 2.6 | 2.5 | 0.9 | 2.2 | 2.3 | 2.3 | 2.1 | 1.9 | 2.3 |
| Pacific | 1.6 | 1.6 | 1.1 | 1.6 | 1.5 | 1.4 | 2.0 | 2.1 | 0.9 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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

³ Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.

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 10. Medical care benefits: Share of premiums paid by employer and employee, civilian workers,¹ March 2017

(In percent)

| Characteristics | Single coverage | | Family coverage | |
|---|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| All workers | 80 | 20 | 68 | 32 |
| Worker characteristics | | | | |
| Management, professional, and related | 81 | 19 | 69 | 31 |
| Management, business, and financial | 80 | 20 | 70 | 30 |
| Professional and related | 82 | 18 | 68 | 32 |
| Teachers | 84 | 16 | 65 | 35 |
| Primary, secondary, and special education school teachers | 84 | 16 | 64 | 36 |
| Registered nurses | 80 | 20 | 70 | 30 |
| Service | 80 | 20 | 65 | 35 |
| Protective service | 87 | 13 | 77 | 23 |
| Sales and office | 79 | 21 | 66 | 34 |
| Sales and related | 77 | 23 | 63 | 37 |
| Office and administrative support | 80 | 20 | 67 | 33 |
| Natural resources, construction, and maintenance | 80 | 20 | 68 | 32 |
| Construction, extraction, farming, fishing, and forestry | 80 | 20 | 68 | 32 |
| Installation, maintenance, and repair | 80 | 20 | 68 | 32 |
| Production, transportation, and material moving ... | 80 | 20 | 72 | 28 |
| Production | 79 | 21 | 73 | 27 |
| Transportation and material moving | 80 | 20 | 71 | 29 |
| Full time | 80 | 20 | 68 | 32 |
| Part time | 78 | 22 | 63 | 37 |
| Union | 87 | 13 | 80 | 20 |
| Nonunion | 79 | 21 | 65 | 35 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 77 | 23 | 60 | 40 |
| Lowest 10 percent | 75 | 25 | 57 | 43 |
| Second 25 percent | 80 | 20 | 67 | 33 |
| Third 25 percent | 81 | 19 | 70 | 30 |
| Highest 25 percent | 81 | 19 | 71 | 29 |
| Highest 10 percent | 81 | 19 | 73 | 27 |
| Establishment characteristics | | | | |
| Goods-producing industries | 80 | 20 | 72 | 28 |
| Service-providing industries | 80 | 20 | 67 | 33 |
| Education and health services | 82 | 18 | 65 | 35 |
| Educational services | 84 | 16 | 66 | 34 |
| Elementary and secondary schools | 84 | 16 | 64 | 36 |
| Junior colleges, colleges, and universities | 84 | 16 | 70 | 30 |
| Health care and social assistance | 80 | 20 | 65 | 35 |
| Hospitals | 83 | 17 | 73 | 27 |
| Public administration | 88 | 12 | 77 | 23 |

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, civilian workers,¹ March 2017—continued

(In percent)

| Characteristics | Single coverage | | Family coverage | |
|---------------------------|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| 1 to 99 workers | 79 | 21 | 64 | 36 |
| 1 to 49 workers | 79 | 21 | 65 | 35 |
| 50 to 99 workers | 78 | 22 | 64 | 36 |
| 100 workers or more | 81 | 19 | 70 | 30 |
| 100 to 499 workers | 80 | 20 | 67 | 33 |
| 500 workers or more | 83 | 17 | 74 | 26 |
| Geographic areas | | | | |
| Northeast | 82 | 18 | 74 | 26 |
| New England | 78 | 22 | 73 | 27 |
| Middle Atlantic | 83 | 17 | 74 | 26 |
| South | 80 | 20 | 64 | 36 |
| South Atlantic | 79 | 21 | 66 | 34 |
| East South Central | 81 | 19 | 66 | 34 |
| West South Central | 79 | 21 | 61 | 39 |
| Midwest | 79 | 21 | 69 | 31 |
| East North Central | 79 | 21 | 70 | 30 |
| West North Central | 80 | 20 | 68 | 32 |
| West | 81 | 19 | 69 | 31 |
| Mountain | 79 | 21 | 66 | 34 |
| Pacific | 82 | 18 | 70 | 30 |

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

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: Because of rounding, sums of individual items may not equal totals. 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 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, civilian workers,¹ March 2017

| Characteristics | Single coverage | | Family coverage | |
|---|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| All workers | 0.2 | 0.2 | 0.3 | 0.3 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.4 | 0.4 | 0.5 | 0.5 |
| Management, business, and financial | 0.4 | 0.4 | 0.6 | 0.6 |
| Professional and related | 0.5 | 0.5 | 0.5 | 0.5 |
| Teachers | 0.5 | 0.5 | 0.7 | 0.7 |
| Primary, secondary, and special education school teachers | 0.6 | 0.6 | 0.8 | 0.8 |
| Registered nurses | 1.2 | 1.2 | 1.6 | 1.6 |
| Service | 0.9 | 0.9 | 1.2 | 1.2 |
| Protective service | 0.7 | 0.7 | 1.0 | 1.0 |
| Sales and office | 0.3 | 0.3 | 0.5 | 0.5 |
| Sales and related | 0.5 | 0.5 | 0.8 | 0.8 |
| Office and administrative support | 0.4 | 0.4 | 0.7 | 0.7 |
| Natural resources, construction, and maintenance | 0.7 | 0.7 | 0.9 | 0.9 |
| Construction, extraction, farming, fishing, and forestry | 1.3 | 1.3 | 1.5 | 1.5 |
| Installation, maintenance, and repair | 0.7 | 0.7 | 0.9 | 0.9 |
| Production, transportation, and material moving | 0.6 | 0.6 | 0.8 | 0.8 |
| Production | 0.8 | 0.8 | 1.0 | 1.0 |
| Transportation and material moving | 0.7 | 0.7 | 1.2 | 1.2 |
| Full time | 0.2 | 0.2 | 0.3 | 0.3 |
| Part time | 1.5 | 1.5 | 1.5 | 1.5 |
| Union | 0.3 | 0.3 | 0.5 | 0.5 |
| Nonunion | 0.3 | 0.3 | 0.3 | 0.3 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 0.9 | 0.9 | 1.1 | 1.1 |
| Lowest 10 percent | 1.9 | 1.9 | 2.3 | 2.3 |
| Second 25 percent | 0.4 | 0.4 | 0.6 | 0.6 |
| Third 25 percent | 0.3 | 0.3 | 0.5 | 0.5 |
| Highest 25 percent | 0.3 | 0.3 | 0.4 | 0.4 |
| Highest 10 percent | 0.5 | 0.5 | 0.5 | 0.5 |
| Establishment characteristics | | | | |
| Goods-producing industries | 0.6 | 0.6 | 0.7 | 0.7 |
| Service-providing industries | 0.2 | 0.2 | 0.4 | 0.4 |
| Education and health services | 0.5 | 0.5 | 0.7 | 0.7 |
| Educational services | 0.4 | 0.4 | 0.6 | 0.6 |
| Elementary and secondary schools | 0.5 | 0.5 | 0.8 | 0.8 |
| Junior colleges, colleges, and universities | 0.6 | 0.6 | 0.8 | 0.8 |
| Health care and social assistance | 0.9 | 0.9 | 1.1 | 1.1 |
| Hospitals | 0.8 | 0.8 | 1.0 | 1.0 |
| Public administration | 0.3 | 0.3 | 0.4 | 0.4 |

See footnotes at end of table.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, civilian workers,¹ March 2017—continued

| Characteristics | Single coverage | | Family coverage | |
|---------------------------|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| 1 to 99 workers | 0.5 | 0.5 | 0.6 | 0.6 |
| 1 to 49 workers | 0.6 | 0.6 | 0.7 | 0.7 |
| 50 to 99 workers | 0.7 | 0.7 | 1.1 | 1.1 |
| 100 workers or more | 0.2 | 0.2 | 0.3 | 0.3 |
| 100 to 499 workers | 0.4 | 0.4 | 0.6 | 0.6 |
| 500 workers or more | 0.3 | 0.3 | 0.4 | 0.4 |
| Geographic areas | | | | |
| Northeast | 0.6 | 0.6 | 0.5 | 0.5 |
| New England | 0.7 | 0.7 | 0.9 | 0.9 |
| Middle Atlantic | 0.7 | 0.7 | 0.6 | 0.6 |
| South | 0.4 | 0.4 | 0.6 | 0.6 |
| South Atlantic | 0.5 | 0.5 | 0.9 | 0.9 |
| East South Central | 0.5 | 0.5 | 1.0 | 1.0 |
| West South Central | 0.8 | 0.8 | 1.3 | 1.3 |
| Midwest | 0.5 | 0.5 | 0.6 | 0.6 |
| East North Central | 0.7 | 0.7 | 0.8 | 0.8 |
| West North Central | 0.6 | 0.6 | 1.0 | 1.0 |
| West | 0.4 | 0.4 | 0.5 | 0.5 |
| Mountain | 0.9 | 0.9 | 1.1 | 1.1 |
| Pacific | 0.4 | 0.4 | 0.6 | 0.6 |

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

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 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017

(All workers with single coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|---|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | 100 | \$453.93 | 16 | \$568.50 | 84 | \$432.08 | \$130.46 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 100 | 467.79 | 16 | 555.17 | 84 | 451.15 | 128.13 |
| Management, business, and financial | 100 | 444.67 | 12 | 544.41 | 88 | 430.51 | 126.60 |
| Professional and related | 100 | 478.45 | 18 | 558.67 | 82 | 461.27 | 128.88 |
| Teachers | 100 | 512.82 | 21 | 563.99 | 79 | 498.94 | 136.27 |
| Primary, secondary, and special education school teachers | 100 | 510.17 | 24 | 552.38 | 76 | 497.13 | 142.90 |
| Registered nurses | 100 | 461.79 | 15 | 549.75 | 85 | 445.64 | 127.05 |
| Service | 100 | 454.90 | 17 | 572.72 | 83 | 429.86 | 130.80 |
| Protective service | 100 | 544.95 | 22 | 553.48 | 78 | 542.46 | 106.56 |
| Sales and office | 100 | 440.57 | 14 | 596.18 | 86 | 415.58 | 130.62 |
| Sales and related | 100 | 410.49 | 9 | 657.77 | 91 | 385.87 | 129.39 |
| Office and administrative support | 100 | 452.68 | 16 | 581.92 | 84 | 428.50 | 131.16 |
| Natural resources, construction, and maintenance | 100 | 445.44 | 22 | 564.55 | 78 | 414.70 | 141.42 |
| Construction, extraction, farming, fishing, and forestry | 100 | 450.88 | 30 | 577.04 | 70 | 404.42 | 151.43 |
| Installation, maintenance, and repair | 100 | 441.04 | 16 | 546.81 | 84 | 421.88 | 134.42 |
| Production, transportation, and material moving ... | 100 | 442.22 | 16 | 566.53 | 84 | 419.16 | 130.19 |
| Production | 100 | 429.96 | 14 | 511.41 | 86 | 417.62 | 128.01 |
| Transportation and material moving | 100 | 456.32 | 19 | 611.51 | 81 | 421.05 | 132.86 |
| Full time | 100 | 453.52 | 16 | 556.55 | 84 | 434.20 | 129.96 |
| Part time | 100 | 460.76 | 20 | 726.42 | 80 | 395.11 | 139.20 |
| Union | 100 | 552.33 | 33 | 620.16 | 67 | 520.01 | 129.95 |
| Nonunion | 100 | 428.22 | 12 | 531.48 | 88 | 414.44 | 130.56 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 100 | 422.83 | 15 | 622.75 | 85 | 387.78 | 140.55 |
| Lowest 10 percent | 100 | 416.24 | 14 | 764.87 | 86 | 359.46 | 139.86 |
| Second 25 percent | 100 | 438.85 | 15 | 552.15 | 85 | 418.42 | 129.81 |
| Third 25 percent | 100 | 461.12 | 17 | 553.37 | 83 | 442.78 | 128.71 |
| Highest 25 percent | 100 | 471.33 | 17 | 573.95 | 83 | 451.03 | 128.43 |
| Highest 10 percent | 100 | 467.53 | 17 | 567.73 | 83 | 448.20 | 131.61 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 100 | 435.31 | 17 | 528.78 | 83 | 417.91 | 132.85 |
| Service-providing industries | 100 | 458.18 | 16 | 577.33 | 84 | 435.32 | 129.91 |
| Education and health services | 100 | 485.80 | 16 | 567.69 | 84 | 470.36 | 129.20 |
| Educational services | 100 | 511.13 | 20 | 567.25 | 80 | 497.08 | 129.47 |
| Elementary and secondary schools | 100 | 508.04 | 23 | 550.81 | 77 | 495.19 | 135.83 |
| Junior colleges, colleges, and universities | 100 | 521.09 | 14 | 605.08 | 86 | 507.84 | 116.91 |
| Health care and social assistance | 100 | 464.38 | 12 | 568.28 | 88 | 449.76 | 129.00 |
| Hospitals | 100 | 490.25 | 13 | 552.68 | 87 | 480.93 | 115.85 |
| Public administration | 100 | 570.63 | 22 | 584.88 | 78 | 566.48 | 101.13 |

See footnotes at end of table.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017—continued

(All workers with single coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|---------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| 1 to 99 workers | 100 | \$435.47 | 17 | \$545.82 | 83 | \$413.38 | \$138.36 |
| 1 to 49 workers | 100 | 434.77 | 19 | 544.99 | 81 | 409.54 | 138.36 |
| 50 to 99 workers | 100 | 436.87 | 13 | 548.21 | 87 | 420.54 | 138.37 |
| 100 workers or more | 100 | 465.75 | 16 | 584.03 | 84 | 443.89 | 125.47 |
| 100 to 499 workers | 100 | 455.49 | 14 | 620.42 | 86 | 427.66 | 129.97 |
| 500 workers or more | 100 | 476.43 | 17 | 551.46 | 83 | 461.28 | 120.65 |
| Geographic areas | | | | | | | |
| Northeast | 100 | 479.36 | 20 | 576.03 | 80 | 455.97 | 133.40 |
| New England | 100 | 456.39 | 12 | 584.72 | 88 | 439.80 | 148.21 |
| Middle Atlantic | 100 | 486.36 | 22 | 574.65 | 78 | 461.57 | 128.27 |
| South | 100 | 441.44 | 15 | 557.61 | 85 | 421.50 | 129.15 |
| South Atlantic | 100 | 451.75 | 12 | 581.55 | 88 | 433.84 | 130.06 |
| East South Central | 100 | 441.66 | 15 | 517.34 | 85 | 428.99 | 120.63 |
| West South Central | 100 | 424.90 | 19 | 549.10 | 81 | 396.11 | 132.26 |
| Midwest | 100 | 445.88 | 13 | 584.11 | 87 | 425.72 | 132.66 |
| East North Central | 100 | 451.45 | 12 | 600.59 | 88 | 431.99 | 134.77 |
| West North Central | 100 | 434.13 | 16 | 557.75 | 84 | 411.90 | 128.02 |
| West | 100 | 460.70 | 19 | 564.93 | 81 | 436.89 | 127.93 |
| Mountain | 100 | 433.59 | 15 | 549.71 | 85 | 413.42 | 126.41 |
| Pacific | 100 | 473.55 | 21 | 570.17 | 79 | 448.81 | 128.69 |

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

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: Because of rounding, sums of individual items may not equal totals. 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 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|---|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | \$3.05 | 0.5 | \$6.68 | 0.5 | \$2.84 | \$1.18 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 4.99 | 1.0 | 7.49 | 1.0 | 5.08 | 2.01 |
| Management, business, and financial | 5.76 | 1.0 | 14.15 | 1.0 | 5.50 | 2.60 |
| Professional and related | 5.63 | 1.2 | 6.74 | 1.2 | 6.18 | 2.56 |
| Teachers | 5.33 | 1.5 | 8.02 | 1.5 | 6.74 | 5.99 |
| Primary, secondary, and special education school teachers | 7.84 | 1.9 | 9.51 | 1.9 | 10.04 | 7.35 |
| Registered nurses | 12.80 | 3.4 | 16.83 | 3.4 | 14.44 | 3.90 |
| Service | 9.21 | 1.9 | 20.60 | 1.9 | 10.50 | 4.58 |
| Protective service | 7.61 | 2.7 | 14.69 | 2.7 | 10.99 | 3.98 |
| Sales and office | 4.59 | 0.9 | 14.09 | 0.9 | 3.46 | 1.84 |
| Sales and related | 7.24 | 1.1 | 38.10 | 1.1 | 5.52 | 2.80 |
| Office and administrative support | 4.41 | 1.1 | 14.75 | 1.1 | 3.89 | 2.80 |
| Natural resources, construction, and maintenance | 6.52 | 2.1 | 13.10 | 2.1 | 7.05 | 3.60 |
| Construction, extraction, farming, fishing, and forestry | 10.71 | 4.1 | 20.02 | 4.1 | 11.48 | 6.41 |
| Installation, maintenance, and repair | 7.68 | 2.3 | 18.39 | 2.3 | 6.91 | 3.88 |
| Production, transportation, and material moving ... | 5.93 | 1.4 | 19.57 | 1.4 | 5.41 | 2.48 |
| Production | 8.17 | 1.5 | 16.08 | 1.5 | 8.23 | 3.11 |
| Transportation and material moving | 8.67 | 2.0 | 25.13 | 2.0 | 6.64 | 3.28 |
| Full time | 3.05 | 0.5 | 6.36 | 0.5 | 2.84 | 1.18 |
| Part time | 15.30 | 1.9 | 30.59 | 1.9 | 13.53 | 5.78 |
| Union | 5.32 | 1.5 | 13.50 | 1.5 | 4.51 | 2.48 |
| Nonunion | 3.32 | 0.5 | 8.30 | 0.5 | 3.10 | 1.32 |
| Average wage within the following categories: ² | | | | | | |
| Lowest 25 percent | 9.16 | 1.1 | 28.36 | 1.1 | 9.86 | 4.89 |
| Lowest 10 percent | 18.11 | 2.0 | 56.71 | 2.0 | 14.29 | 10.24 |
| Second 25 percent | 3.57 | 0.8 | 9.46 | 0.8 | 3.24 | 2.01 |
| Third 25 percent | 3.88 | 0.7 | 8.87 | 0.7 | 3.66 | 1.60 |
| Highest 25 percent | 4.34 | 1.0 | 6.16 | 1.0 | 4.43 | 1.98 |
| Highest 10 percent | 6.08 | 1.3 | 9.53 | 1.3 | 6.38 | 2.88 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 5.63 | 1.4 | 13.13 | 1.4 | 4.77 | 2.67 |
| Service-providing industries | 3.51 | 0.5 | 7.61 | 0.5 | 3.32 | 1.30 |
| Education and health services | 6.15 | 1.0 | 8.76 | 1.0 | 6.95 | 3.01 |
| Educational services | 3.78 | 1.0 | 6.44 | 1.0 | 4.83 | 4.34 |
| Elementary and secondary schools | 5.63 | 1.3 | 8.28 | 1.3 | 7.28 | 5.81 |
| Junior colleges, colleges, and universities | 7.23 | 1.8 | 24.39 | 1.8 | 7.81 | 3.79 |
| Health care and social assistance | 10.32 | 1.8 | 18.80 | 1.8 | 10.99 | 4.14 |
| Hospitals | 11.03 | 1.9 | 15.42 | 1.9 | 12.39 | 2.32 |
| Public administration | 5.77 | 1.4 | 8.53 | 1.4 | 7.39 | 2.53 |

See footnotes at end of table.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017—continued

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|---------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| 1 to 99 workers | \$4.75 | 0.8 | \$9.76 | 0.8 | \$4.60 | \$2.37 |
| 1 to 49 workers | 6.07 | 1.1 | 11.36 | 1.1 | 5.81 | 2.80 |
| 50 to 99 workers | 5.96 | 1.1 | 17.81 | 1.1 | 6.31 | 3.96 |
| 100 workers or more | 3.38 | 0.7 | 9.26 | 0.7 | 3.14 | 1.18 |
| 100 to 499 workers | 4.79 | 1.1 | 14.17 | 1.1 | 3.94 | 1.62 |
| 500 workers or more | 4.18 | 0.9 | 8.98 | 0.9 | 4.42 | 1.76 |
| Geographic areas | | | | | | |
| Northeast | 6.08 | 0.9 | 7.81 | 0.9 | 7.23 | 2.21 |
| New England | 9.75 | 1.9 | 45.36 | 1.9 | 9.57 | 4.25 |
| Middle Atlantic | 8.91 | 1.2 | 9.17 | 1.2 | 9.99 | 2.67 |
| South | 5.60 | 0.7 | 12.17 | 0.7 | 5.09 | 2.03 |
| South Atlantic | 9.45 | 1.1 | 21.90 | 1.1 | 8.62 | 2.63 |
| East South Central | 9.63 | 1.3 | 31.84 | 1.3 | 7.48 | 3.88 |
| West South Central | 7.36 | 1.4 | 12.07 | 1.4 | 6.14 | 4.24 |
| Midwest | 4.98 | 1.2 | 17.47 | 1.2 | 4.34 | 2.27 |
| East North Central | 5.95 | 1.4 | 13.35 | 1.4 | 5.64 | 2.98 |
| West North Central | 9.82 | 2.1 | 44.05 | 2.1 | 6.85 | 2.96 |
| West | 6.83 | 1.4 | 14.29 | 1.4 | 5.90 | 2.67 |
| Mountain | 14.64 | 1.1 | 19.63 | 1.1 | 14.52 | 3.04 |
| Pacific | 7.22 | 2.0 | 17.85 | 2.0 | 4.91 | 3.74 |

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

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 12. Medical care benefits, single coverage: Employee participation by type of contribution, civilian workers,¹ March 2017

(All workers with contributory coverage = 100 percent)

| Characteristics | Single coverage | | | |
|---|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ² | Exists, but amount unknown | Other ³ |
| All workers | 69 | 17 | 12 | 2 |
| Worker characteristics | | | | |
| Management, professional, and related | 66 | 19 | 12 | 3 |
| Management, business, and financial | 71 | 17 | 10 | 2 |
| Professional and related | 64 | 20 | 13 | 3 |
| Teachers | 65 | 25 | 7 | 3 |
| Primary, secondary, and special education school teachers | 67 | 23 | 6 | 4 |
| Registered nurses | 60 | 21 | 17 | 2 |
| Service | 74 | 16 | 8 | 2 |
| Protective service | 69 | 19 | 4 | 8 |
| Sales and office | 66 | 23 | 10 | 2 |
| Sales and related | 60 | 30 | 10 | 1 |
| Office and administrative support | 68 | 20 | 10 | 2 |
| Natural resources, construction, and maintenance | 73 | 10 | 16 | 1 |
| Construction, extraction, farming, fishing, and forestry | 74 | 9 | 15 | 1 |
| Installation, maintenance, and repair | 72 | 11 | 17 | 1 |
| Production, transportation, and material moving | 75 | 10 | 13 | 1 |
| Production | 80 | 9 | 10 | 1 |
| Transportation and material moving | 70 | 12 | 17 | 2 |
| Full time | 69 | 17 | 12 | 2 |
| Part time | 59 | 26 | 11 | 4 |
| Union | 70 | 13 | 12 | 6 |
| Nonunion | 69 | 18 | 12 | 1 |
| Average wage within the following categories: ⁴ | | | | |
| Lowest 25 percent | 72 | 18 | — | — |
| Lowest 10 percent | 82 | 12 | — | — |
| Second 25 percent | 68 | 19 | 12 | 1 |
| Third 25 percent | 70 | 16 | 12 | 2 |
| Highest 25 percent | 67 | 17 | 12 | 3 |
| Highest 10 percent | 68 | 18 | 11 | 3 |
| Establishment characteristics | | | | |
| Goods-producing industries | 76 | 10 | 13 | 1 |
| Service-providing industries | 67 | 19 | 11 | 2 |
| Education and health services | 65 | 21 | 10 | 3 |
| Educational services | 64 | 27 | 6 | 3 |
| Elementary and secondary schools | 67 | 22 | 7 | 4 |
| Junior colleges, colleges, and universities | 57 | 36 | 6 | 1 |
| Health care and social assistance | 67 | 17 | — | — |
| Hospitals | 57 | 25 | 15 | 2 |
| Public administration | 64 | 21 | 7 | 9 |

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, civilian workers,¹ March 2017—continued

(All workers with contributory coverage = 100 percent)

| Characteristics | Single coverage | | | |
|---------------------------|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ² | Exists, but amount unknown | Other ³ |
| 1 to 99 workers | 73 | 13 | 12 | 2 |
| 1 to 49 workers | 73 | 12 | 13 | 2 |
| 50 to 99 workers | 75 | 14 | 10 | 1 |
| 100 workers or more | 66 | 21 | 11 | 2 |
| 100 to 499 workers | 70 | 18 | 11 | 2 |
| 500 workers or more | 62 | 23 | 12 | 3 |
| Geographic areas | | | | |
| Northeast | 69 | 17 | 11 | 3 |
| New England | 77 | 13 | 9 | 1 |
| Middle Atlantic | 67 | 18 | 12 | 3 |
| South | 69 | 20 | — | — |
| South Atlantic | 65 | 23 | — | — |
| East South Central | 75 | 19 | — | — |
| West South Central | 71 | 16 | 12 | (⁵) |
| Midwest | 70 | 15 | 14 | 1 |
| East North Central | 71 | 14 | 14 | 1 |
| West North Central | 70 | 16 | 14 | 1 |
| West | 67 | 16 | 13 | 4 |
| Mountain | 64 | 21 | — | — |
| Pacific | 68 | 14 | 13 | 5 |

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

² Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

³ Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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: Because of rounding, sums of individual items may not equal totals. 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 12. Standard errors for medical care benefits, single coverage:
Employee participation by type of contribution, civilian workers,¹ March 2017**

| Characteristics | Single coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ² | Exists, but amount unknown | Other ³ |
| All workers | 0.8 | 0.6 | 0.7 | 0.3 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.2 | 1.1 | 1.0 | 0.6 |
| Management, business, and financial | 1.5 | 1.2 | 0.9 | 0.3 |
| Professional and related | 1.6 | 1.4 | 1.3 | 0.9 |
| Teachers | 2.2 | 2.1 | 0.9 | 0.4 |
| Primary, secondary, and special education school teachers | 2.6 | 2.3 | 1.0 | 0.5 |
| Registered nurses | 3.5 | 2.6 | 2.9 | 0.7 |
| Service | 1.8 | 1.3 | 1.0 | 0.4 |
| Protective service | 3.1 | 1.7 | 0.9 | 2.0 |
| Sales and office | 1.2 | 0.9 | 0.8 | 0.2 |
| Sales and related | 2.2 | 1.6 | 1.6 | 0.3 |
| Office and administrative support | 1.3 | 0.9 | 0.9 | 0.3 |
| Natural resources, construction, and maintenance | 2.1 | 1.1 | 1.9 | 0.3 |
| Construction, extraction, farming, fishing, and forestry | 3.1 | 2.0 | 3.3 | 0.4 |
| Installation, maintenance, and repair | 2.6 | 1.2 | 2.1 | 0.2 |
| Production, transportation, and material moving ... | 1.7 | 1.0 | 1.4 | 0.3 |
| Production | 1.9 | 1.3 | 1.6 | 0.3 |
| Transportation and material moving | 2.6 | 1.4 | 2.2 | 0.6 |
| Full time | 0.8 | 0.6 | 0.7 | 0.2 |
| Part time | 2.8 | 2.2 | 1.8 | 2.0 |
| Union | 1.6 | 1.3 | 1.4 | 0.6 |
| Nonunion | 0.9 | 0.7 | 0.7 | 0.3 |
| Average wage within the following categories: ⁴ | | | | |
| Lowest 25 percent | 1.9 | 1.4 | — | — |
| Lowest 10 percent | 2.1 | 2.8 | — | — |
| Second 25 percent | 1.2 | 0.9 | 1.1 | 0.2 |
| Third 25 percent | 1.1 | 0.8 | 0.8 | 0.2 |
| Highest 25 percent | 1.2 | 1.1 | 0.9 | 0.4 |
| Highest 10 percent | 2.2 | 2.2 | 1.3 | 0.5 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.7 | 1.4 | 1.5 | 0.2 |
| Service-providing industries | 0.9 | 0.7 | 0.7 | 0.3 |
| Education and health services | 1.8 | 1.4 | 1.5 | 0.9 |
| Educational services | 1.5 | 1.5 | 0.7 | 0.4 |
| Elementary and secondary schools | 1.6 | 1.7 | 0.8 | 0.4 |
| Junior colleges, colleges, and universities | 2.0 | 2.2 | 1.1 | 0.6 |
| Health care and social assistance | 2.8 | 2.2 | — | — |
| Hospitals | 3.3 | 3.1 | 2.0 | 1.0 |
| Public administration | 2.1 | 1.4 | 1.3 | 0.9 |

See footnotes at end of table.

**Table 12. Standard errors for medical care benefits, single coverage:
Employee participation by type of contribution, civilian workers,¹ March
2017—continued**

| Characteristics | Single coverage | | | |
|---------------------------|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ² | Exists, but amount unknown | Other ³ |
| 1 to 99 workers | 1.2 | 0.9 | 1.0 | 0.6 |
| 1 to 49 workers | 1.6 | 1.0 | 1.2 | 0.9 |
| 50 to 99 workers | 2.5 | 1.7 | 2.0 | 0.3 |
| 100 workers or more | 1.1 | 0.9 | 0.8 | 0.3 |
| 100 to 499 workers | 1.4 | 1.1 | 1.2 | 0.3 |
| 500 workers or more | 1.5 | 1.2 | 0.9 | 0.5 |
| Geographic areas | | | | |
| Northeast | 2.1 | 1.5 | 1.2 | 0.6 |
| New England | 2.2 | 1.9 | 1.8 | 0.4 |
| Middle Atlantic | 2.6 | 1.8 | 1.4 | 0.7 |
| South | 1.1 | 0.9 | — | — |
| South Atlantic | 1.7 | 1.3 | — | — |
| East South Central | 3.1 | 1.5 | — | — |
| West South Central | 1.7 | 1.4 | 1.7 | (⁵) |
| Midwest | 1.7 | 0.8 | 1.6 | 0.3 |
| East North Central | 1.9 | 1.0 | 2.0 | 0.4 |
| West North Central | 3.5 | 1.4 | 2.4 | 0.5 |
| West | 2.1 | 2.1 | 1.9 | 0.4 |
| Mountain | 4.0 | 3.5 | — | — |
| Pacific | 2.4 | 2.7 | 1.7 | 0.6 |

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

² Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

³ Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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 0.05.

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 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017

(All workers with family coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|---|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | 100 | \$1,074.50 | 8 | \$1,437.26 | 92 | \$1,043.22 | \$533.48 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 100 | 1,094.39 | 6 | 1,387.97 | 94 | 1,075.20 | 522.31 |
| Management, business, and financial | 100 | 1,106.58 | 5 | 1,401.44 | 95 | 1,091.44 | 490.42 |
| Professional and related | 100 | 1,088.76 | 7 | 1,383.45 | 93 | 1,067.56 | 537.30 |
| Teachers | 100 | 1,029.37 | 6 | 1,438.28 | 94 | 1,002.55 | 567.90 |
| Primary, secondary, and special education school teachers | 100 | 1,002.61 | 7 | 1,440.35 | 93 | 967.79 | 594.77 |
| Registered nurses | 100 | 1,154.54 | 8 | 1,515.92 | 92 | 1,121.83 | 528.69 |
| Service | 100 | 1,032.00 | 10 | 1,503.15 | 90 | 981.59 | 567.15 |
| Protective service | 100 | 1,263.42 | 10 | 1,508.18 | 90 | 1,234.83 | 404.33 |
| Sales and office | 100 | 1,018.78 | 6 | 1,403.67 | 94 | 994.21 | 549.28 |
| Sales and related | 100 | 959.55 | 5 | 1,434.40 | 95 | 933.01 | 560.52 |
| Office and administrative support | 100 | 1,042.64 | 6 | 1,393.24 | 94 | 1,019.12 | 544.70 |
| Natural resources, construction, and maintenance | 100 | 1,072.31 | 15 | 1,461.25 | 85 | 1,014.33 | 579.50 |
| Construction, extraction, farming, fishing, and forestry | 100 | 1,047.97 | 22 | 1,521.09 | 78 | 941.05 | 610.40 |
| Installation, maintenance, and repair | 100 | 1,091.47 | 9 | 1,361.14 | 91 | 1,065.85 | 557.77 |
| Production, transportation, and material moving ... | 100 | 1,137.74 | 11 | 1,474.43 | 89 | 1,094.69 | 489.38 |
| Production | 100 | 1,144.21 | 9 | 1,462.51 | 91 | 1,110.29 | 456.17 |
| Transportation and material moving | 100 | 1,130.31 | 13 | 1,484.35 | 87 | 1,076.00 | 529.19 |
| Full time | 100 | 1,078.03 | 8 | 1,430.54 | 92 | 1,049.34 | 526.62 |
| Part time | 100 | 1,014.54 | 15 | 1,494.82 | 85 | 930.30 | 660.11 |
| Union | 100 | 1,333.59 | 25 | 1,509.72 | 75 | 1,277.30 | 459.41 |
| Nonunion | 100 | 1,007.15 | 4 | 1,314.22 | 96 | 995.34 | 548.64 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 100 | 914.38 | 8 | 1,410.38 | 92 | 872.77 | 636.49 |
| Lowest 10 percent | 100 | 835.30 | 8 | 1,395.78 | 92 | 786.69 | 638.89 |
| Second 25 percent | 100 | 1,029.99 | 7 | 1,392.78 | 93 | 1,001.35 | 544.17 |
| Third 25 percent | 100 | 1,106.64 | 8 | 1,442.91 | 92 | 1,076.58 | 518.16 |
| Highest 25 percent | 100 | 1,141.92 | 9 | 1,471.84 | 91 | 1,112.27 | 498.62 |
| Highest 10 percent | 100 | 1,164.57 | 9 | 1,430.78 | 91 | 1,140.93 | 484.27 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 100 | 1,136.29 | 11 | 1,452.80 | 89 | 1,100.29 | 486.37 |
| Service-providing industries | 100 | 1,060.44 | 7 | 1,432.40 | 93 | 1,030.62 | 543.88 |
| Education and health services | 100 | 1,058.77 | 6 | 1,461.99 | 94 | 1,031.28 | 577.73 |
| Educational services | 100 | 1,050.07 | 6 | 1,484.64 | 94 | 1,020.92 | 549.43 |
| Elementary and secondary schools | 100 | 1,001.51 | 8 | 1,468.72 | 92 | 961.07 | 588.64 |
| Junior colleges, colleges, and universities | 100 | 1,139.84 | 3 | 1,477.74 | 97 | 1,129.39 | 477.02 |
| Health care and social assistance | 100 | 1,066.27 | 6 | 1,443.03 | 94 | 1,040.22 | 602.17 |
| Hospitals | 100 | 1,222.95 | 7 | 1,521.09 | 93 | 1,200.35 | 474.53 |
| Public administration | 100 | 1,252.79 | 8 | 1,484.91 | 92 | 1,233.68 | 402.03 |

See footnotes at end of table.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017—continued

(All workers with family coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|---------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| 1 to 99 workers | 100 | \$1,003.03 | 8 | \$1,367.64 | 92 | \$973.23 | \$589.87 |
| 1 to 49 workers | 100 | 990.75 | 9 | 1,339.17 | 91 | 958.60 | 588.29 |
| 50 to 99 workers | 100 | 1,027.33 | 6 | 1,449.69 | 94 | 1,001.34 | 592.91 |
| 100 workers or more | 100 | 1,119.30 | 8 | 1,477.60 | 92 | 1,087.39 | 497.90 |
| 100 to 499 workers | 100 | 1,058.46 | 6 | 1,489.40 | 94 | 1,029.65 | 539.84 |
| 500 workers or more | 100 | 1,182.16 | 10 | 1,470.08 | 90 | 1,149.62 | 452.70 |
| Geographic areas | | | | | | | |
| Northeast | 100 | 1,193.59 | 13 | 1,464.18 | 87 | 1,152.25 | 483.76 |
| New England | 100 | 1,178.23 | 7 | 1,453.60 | 93 | 1,158.70 | 477.02 |
| Middle Atlantic | 100 | 1,198.42 | 15 | 1,465.61 | 85 | 1,150.01 | 486.10 |
| South | 100 | 993.56 | 5 | 1,453.79 | 95 | 970.37 | 564.33 |
| South Atlantic | 100 | 1,039.09 | 5 | 1,471.89 | 95 | 1,014.21 | 557.18 |
| East South Central | 100 | 978.60 | 6 | 1,400.74 | 94 | 952.99 | 518.22 |
| West South Central | 100 | 929.57 | 3 | 1,454.61 | 97 | 911.60 | 598.71 |
| Midwest | 100 | 1,097.50 | 8 | 1,393.12 | 92 | 1,074.29 | 520.19 |
| East North Central | 100 | 1,114.00 | 7 | 1,402.42 | 93 | 1,092.07 | 511.03 |
| West North Central | 100 | 1,063.08 | 8 | 1,375.36 | 92 | 1,036.93 | 539.43 |
| West | 100 | 1,082.60 | 9 | 1,426.92 | 91 | 1,047.61 | 534.50 |
| Mountain | 100 | 995.47 | 7 | 1,358.88 | 93 | 966.15 | 544.03 |
| Pacific | 100 | 1,123.98 | 10 | 1,450.91 | 90 | 1,087.41 | 529.85 |

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

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: Because of rounding, sums of individual items may not equal totals. 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 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|---|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | \$7.33 | 0.4 | \$19.16 | 0.4 | \$8.08 | \$4.50 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 11.67 | 0.6 | 28.87 | 0.6 | 12.39 | 6.73 |
| Management, business, and financial | 14.45 | 0.7 | 35.81 | 0.7 | 14.47 | 10.68 |
| Professional and related | 13.83 | 0.8 | 35.47 | 0.8 | 14.74 | 7.96 |
| Teachers | 13.32 | 0.9 | 32.05 | 0.9 | 15.31 | 17.74 |
| Primary, secondary, and special education school teachers | 17.82 | 1.2 | 30.35 | 1.2 | 20.49 | 19.69 |
| Registered nurses | 37.61 | 2.4 | 63.67 | 2.4 | 40.81 | 22.58 |
| Service | 25.60 | 1.8 | 47.84 | 1.8 | 28.10 | 15.52 |
| Protective service | 24.71 | 2.3 | 59.12 | 2.3 | 24.14 | 8.42 |
| Sales and office | 10.64 | 0.7 | 26.69 | 0.7 | 11.21 | 7.07 |
| Sales and related | 18.25 | 1.0 | 52.54 | 1.0 | 19.17 | 14.56 |
| Office and administrative support | 13.25 | 0.7 | 29.54 | 0.7 | 13.53 | 9.96 |
| Natural resources, construction, and maintenance | 15.00 | 1.7 | 44.75 | 1.7 | 17.96 | 12.19 |
| Construction, extraction, farming, fishing, and forestry | 24.21 | 3.9 | 49.81 | 3.9 | 28.69 | 18.34 |
| Installation, maintenance, and repair | 18.67 | 1.6 | 89.72 | 1.6 | 21.04 | 15.00 |
| Production, transportation, and material moving ... | 19.44 | 1.2 | 27.51 | 1.2 | 19.97 | 10.11 |
| Production | 29.59 | 1.4 | 41.57 | 1.4 | 30.60 | 9.67 |
| Transportation and material moving | 21.28 | 1.8 | 38.83 | 1.8 | 21.09 | 18.89 |
| Full time | 7.31 | 0.4 | 21.12 | 0.4 | 8.12 | 4.87 |
| Part time | 31.05 | 2.0 | 18.44 | 2.0 | 33.44 | 18.52 |
| Union | 11.52 | 1.5 | 20.13 | 1.5 | 12.97 | 7.66 |
| Nonunion | 8.50 | 0.3 | 29.37 | 0.3 | 8.65 | 5.01 |
| Average wage within the following categories: ² | | | | | | |
| Lowest 25 percent | 25.09 | 1.0 | 33.11 | 1.0 | 24.95 | 13.41 |
| Lowest 10 percent | 41.20 | 1.3 | 24.25 | 1.3 | 41.44 | 31.82 |
| Second 25 percent | 11.57 | 0.7 | 42.85 | 0.7 | 11.47 | 9.32 |
| Third 25 percent | 10.30 | 0.7 | 27.09 | 0.7 | 10.79 | 6.54 |
| Highest 25 percent | 9.73 | 0.7 | 22.14 | 0.7 | 10.54 | 6.21 |
| Highest 10 percent | 13.44 | 1.0 | 29.00 | 1.0 | 14.66 | 7.95 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 17.64 | 1.4 | 29.82 | 1.4 | 18.37 | 7.70 |
| Service-providing industries | 8.03 | 0.4 | 23.26 | 0.4 | 9.01 | 5.28 |
| Education and health services | 16.56 | 0.8 | 25.84 | 0.8 | 17.76 | 10.14 |
| Educational services | 11.53 | 0.8 | 30.21 | 0.8 | 13.60 | 12.73 |
| Elementary and secondary schools | 15.18 | 1.0 | 26.39 | 1.0 | 18.18 | 14.51 |
| Junior colleges, colleges, and universities | 14.47 | 0.9 | 68.99 | 0.9 | 15.31 | 14.92 |
| Health care and social assistance | 29.70 | 1.4 | 44.21 | 1.4 | 31.33 | 14.73 |
| Hospitals | 31.69 | 1.6 | 34.86 | 1.6 | 33.05 | 12.34 |
| Public administration | 10.89 | 0.7 | 45.82 | 0.7 | 13.10 | 7.76 |

See footnotes at end of table.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017—continued

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|---------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| 1 to 99 workers | \$12.65 | 0.7 | \$34.42 | 0.7 | \$13.37 | \$9.15 |
| 1 to 49 workers | 13.41 | 0.8 | 42.36 | 0.8 | 13.79 | 9.68 |
| 50 to 99 workers | 22.45 | 0.8 | 50.23 | 0.8 | 23.51 | 17.96 |
| 100 workers or more | 7.73 | 0.6 | 17.18 | 0.6 | 8.39 | 4.98 |
| 100 to 499 workers | 12.67 | 0.7 | 23.62 | 0.7 | 11.84 | 8.79 |
| 500 workers or more | 9.10 | 0.8 | 26.09 | 0.8 | 10.35 | 5.24 |
| Geographic areas | | | | | | |
| Northeast | 12.57 | 1.1 | 37.44 | 1.1 | 19.52 | 7.50 |
| New England | 30.62 | 1.3 | 72.65 | 1.3 | 33.61 | 17.77 |
| Middle Atlantic | 15.61 | 1.5 | 41.36 | 1.5 | 25.64 | 7.93 |
| South | 14.17 | 0.6 | 29.13 | 0.6 | 14.64 | 8.18 |
| South Atlantic | 20.52 | 1.0 | 43.94 | 1.0 | 21.00 | 11.24 |
| East South Central | 39.85 | 1.6 | 41.25 | 1.6 | 45.17 | 7.67 |
| West South Central | 21.78 | 0.8 | 40.75 | 0.8 | 21.25 | 17.66 |
| Midwest | 10.46 | 1.0 | 54.54 | 1.0 | 10.19 | 10.14 |
| East North Central | 13.11 | 1.3 | 58.51 | 1.3 | 11.72 | 11.77 |
| West North Central | 16.99 | 1.3 | 115.97 | 1.3 | 19.32 | 17.91 |
| West | 15.95 | 0.9 | 27.59 | 0.9 | 17.48 | 8.73 |
| Mountain | 27.31 | 0.9 | 71.71 | 0.9 | 36.07 | 16.60 |
| Pacific | 19.46 | 1.2 | 29.60 | 1.2 | 19.27 | 10.06 |

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

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 14. Medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,¹ March 2017

(All workers with contributory coverage = 100 percent)

| Characteristics | Family coverage | | | |
|---|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ² | Exists, but amount unknown | Other ³ |
| All workers | 69 | 17 | 12 | 2 |
| Worker characteristics | | | | |
| Management, professional, and related | 68 | 18 | 12 | 3 |
| Management, business, and financial | 71 | 16 | 11 | 2 |
| Professional and related | 66 | 18 | 12 | 3 |
| Teachers | 68 | 22 | 8 | 3 |
| Primary, secondary, and special education school teachers | 71 | 19 | 7 | 3 |
| Registered nurses | 62 | 20 | 17 | 2 |
| Service | 73 | 16 | 9 | 2 |
| Protective service | 72 | 16 | 5 | 7 |
| Sales and office | 65 | 22 | 11 | 2 |
| Sales and related | 57 | 30 | — | — |
| Office and administrative support | 68 | 19 | 11 | 2 |
| Natural resources, construction, and maintenance | 73 | 10 | 16 | 1 |
| Construction, extraction, farming, fishing, and forestry | 74 | 9 | 15 | 1 |
| Installation, maintenance, and repair | 73 | 11 | 16 | 1 |
| Production, transportation, and material moving | 76 | 10 | 14 | 1 |
| Production | 80 | 9 | 11 | (⁴) |
| Transportation and material moving | 70 | 11 | 17 | 2 |
| Full time | 70 | 16 | 12 | 2 |
| Part time | 59 | 25 | 11 | 4 |
| Union | 70 | 12 | 12 | 6 |
| Nonunion | 69 | 18 | 12 | 1 |
| Average wage within the following categories: ⁵ | | | | |
| Lowest 25 percent | 72 | 17 | — | — |
| Lowest 10 percent | 83 | 11 | — | — |
| Second 25 percent | 69 | 18 | 12 | 1 |
| Third 25 percent | 71 | 15 | 12 | 2 |
| Highest 25 percent | 68 | 17 | 12 | 3 |
| Highest 10 percent | 68 | 18 | 11 | 3 |
| Establishment characteristics | | | | |
| Goods-producing industries | 77 | 10 | 13 | 1 |
| Service-providing industries | 68 | 18 | 12 | 2 |
| Education and health services | 67 | 20 | 10 | 3 |
| Educational services | 67 | 23 | 7 | 3 |
| Elementary and secondary schools | 70 | 19 | 7 | 3 |
| Junior colleges, colleges, and universities | 60 | 32 | 7 | 2 |
| Health care and social assistance | 67 | 17 | — | — |
| Hospitals | 58 | 25 | 15 | 3 |
| Public administration | 67 | 19 | 6 | 8 |

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,¹ March 2017—continued

(All workers with contributory coverage = 100 percent)

| Characteristics | Family coverage | | | |
|---------------------------|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ² | Exists, but amount unknown | Other ³ |
| 1 to 99 workers | 73 | 12 | 13 | 2 |
| 1 to 49 workers | 72 | 12 | 15 | 2 |
| 50 to 99 workers | 75 | 13 | 11 | 2 |
| 100 workers or more | 67 | 19 | 11 | 2 |
| 100 to 499 workers | 71 | 17 | 10 | 1 |
| 500 workers or more | 63 | 22 | 12 | 3 |
| Geographic areas | | | | |
| Northeast | 70 | 16 | 11 | 3 |
| New England | 78 | 12 | 8 | 1 |
| Middle Atlantic | 67 | 18 | 12 | 4 |
| South | 71 | 18 | 10 | 1 |
| South Atlantic | 67 | 22 | — | — |
| East South Central | 76 | 17 | — | — |
| West South Central | 73 | 13 | 13 | (⁴) |
| Midwest | 70 | 14 | 14 | 1 |
| East North Central | 71 | 14 | 14 | 1 |
| West North Central | 68 | 15 | 16 | 1 |
| West | 66 | 17 | 13 | 4 |
| Mountain | 64 | 22 | — | — |
| Pacific | 67 | 14 | 14 | 5 |

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

² Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

³ Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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: Because of rounding, sums of individual items may not equal totals. 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 14. Standard errors for medical care benefits, family coverage:
Employee participation by type of contribution, civilian workers,¹ March 2017**

| Characteristics | Family coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ² | Exists, but amount unknown | Other ³ |
| All workers | 0.8 | 0.6 | 0.7 | 0.3 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.1 | 1.0 | 0.9 | 0.6 |
| Management, business, and financial | 1.4 | 1.2 | 1.0 | 0.3 |
| Professional and related | 1.4 | 1.2 | 1.1 | 0.8 |
| Teachers | 1.9 | 1.8 | 1.0 | 0.4 |
| Primary, secondary, and special education school teachers | 2.2 | 1.9 | 1.1 | 0.6 |
| Registered nurses | 2.9 | 2.4 | 2.2 | 0.6 |
| Service | 1.4 | 1.2 | 1.1 | 0.3 |
| Protective service | 2.3 | 1.5 | 0.9 | 1.8 |
| Sales and office | 1.4 | 0.9 | 1.1 | 0.3 |
| Sales and related | 2.6 | 1.7 | — | — |
| Office and administrative support | 1.4 | 0.8 | 1.1 | 0.3 |
| Natural resources, construction, and maintenance | 2.2 | 1.2 | 1.9 | 0.3 |
| Construction, extraction, farming, fishing, and forestry | 3.3 | 2.0 | 3.3 | 0.4 |
| Installation, maintenance, and repair | 2.7 | 1.3 | 2.0 | 0.3 |
| Production, transportation, and material moving ... | 1.7 | 0.9 | 1.3 | 0.3 |
| Production | 2.0 | 1.3 | 1.6 | 0.2 |
| Transportation and material moving | 2.5 | 1.3 | 2.0 | 0.5 |
| Full time | 0.8 | 0.6 | 0.7 | 0.2 |
| Part time | 2.6 | 2.1 | 1.7 | 1.9 |
| Union | 1.6 | 1.2 | 1.4 | 0.5 |
| Nonunion | 0.9 | 0.7 | 0.7 | 0.3 |
| Average wage within the following categories: ⁴ | | | | |
| Lowest 25 percent | 1.7 | 1.2 | — | — |
| Lowest 10 percent | 1.7 | 2.6 | — | — |
| Second 25 percent | 1.1 | 0.8 | 1.1 | 0.2 |
| Third 25 percent | 1.1 | 0.8 | 0.7 | 0.2 |
| Highest 25 percent | 1.1 | 1.1 | 0.9 | 0.4 |
| Highest 10 percent | 2.1 | 2.0 | 1.1 | 0.5 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.6 | 1.3 | 1.4 | 0.1 |
| Service-providing industries | 0.9 | 0.7 | 0.7 | 0.3 |
| Education and health services | 1.5 | 1.2 | 1.4 | 0.9 |
| Educational services | 1.4 | 1.3 | 0.8 | 0.4 |
| Elementary and secondary schools | 1.4 | 1.3 | 0.9 | 0.4 |
| Junior colleges, colleges, and universities | 2.1 | 2.0 | 1.2 | 0.4 |
| Health care and social assistance | 2.5 | 2.1 | — | — |
| Hospitals | 3.1 | 2.4 | 2.0 | 1.4 |
| Public administration | 2.0 | 1.3 | 1.0 | 0.8 |

See footnotes at end of table.

**Table 14. Standard errors for medical care benefits, family coverage:
Employee participation by type of contribution, civilian workers,¹ March
2017—continued**

| Characteristics | Family coverage | | | |
|---------------------------|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ² | Exists, but amount unknown | Other ³ |
| 1 to 99 workers | 1.2 | 0.8 | 1.1 | 0.6 |
| 1 to 49 workers | 1.4 | 1.0 | 1.3 | 0.8 |
| 50 to 99 workers | 2.3 | 1.6 | 1.8 | 0.5 |
| 100 workers or more | 1.0 | 0.8 | 0.8 | 0.3 |
| 100 to 499 workers | 1.3 | 1.1 | 1.2 | 0.2 |
| 500 workers or more | 1.4 | 1.0 | 0.9 | 0.5 |
| Geographic areas | | | | |
| Northeast | 2.1 | 1.3 | 1.1 | 0.7 |
| New England | 1.9 | 1.9 | 1.6 | 0.4 |
| Middle Atlantic | 2.5 | 1.6 | 1.4 | 0.8 |
| South | 1.0 | 0.8 | 0.9 | 0.6 |
| South Atlantic | 1.4 | 1.1 | — | — |
| East South Central | 3.0 | 1.3 | — | — |
| West South Central | 1.8 | 1.4 | 2.1 | (⁵) |
| Midwest | 1.8 | 0.9 | 1.8 | 0.3 |
| East North Central | 1.9 | 1.1 | 2.1 | 0.4 |
| West North Central | 4.2 | 1.3 | 3.3 | 0.5 |
| West | 1.8 | 2.1 | 1.7 | 0.3 |
| Mountain | 3.1 | 3.4 | — | — |
| Pacific | 2.3 | 2.6 | 1.7 | 0.4 |

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

² Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

³ Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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 0.05.

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 15. Medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,¹ March 2017

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

| Characteristics | Single coverage ² | | | | | Family coverage ² | | | | |
|---|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$40.00 | \$74.40 | \$116.08 | \$163.10 | \$231.83 | \$191.73 | \$292.61 | \$442.70 | \$685.00 | \$1024.00 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 36.92 | 68.34 | 111.31 | 161.03 | 231.83 | 180.00 | 289.40 | 436.00 | 661.22 | 1021.27 |
| Management, business, and financial | 40.00 | 70.81 | 113.86 | 162.53 | 227.50 | 167.09 | 284.06 | 433.33 | 624.81 | 924.00 |
| Professional and related | 35.00 | 66.00 | 110.50 | 158.18 | 231.83 | 183.97 | 289.40 | 445.17 | 682.39 | 1078.79 |
| Teachers | 32.42 | 60.00 | 102.70 | 166.49 | 261.00 | 166.66 | 290.77 | 487.34 | 764.49 | 1086.42 |
| Primary, secondary, and special education school teachers | 32.63 | 60.00 | 104.70 | 173.34 | 276.80 | 155.00 | 306.56 | 519.00 | 844.00 | 1120.79 |
| Registered nurses | 40.00 | 69.81 | 110.39 | 165.38 | 275.00 | 192.50 | 263.00 | 429.00 | 721.36 | 1086.42 |
| Service | 37.66 | 75.82 | 114.65 | 178.84 | 238.11 | 199.75 | 313.50 | 515.47 | 783.00 | 1089.27 |
| Protective service | 30.95 | 52.52 | 93.00 | 129.00 | 203.99 | 177.94 | 242.67 | 353.00 | 531.20 | 662.90 |
| Sales and office | 44.79 | 79.35 | 123.22 | 162.53 | 221.70 | 209.20 | 309.00 | 456.50 | 687.72 | 1027.70 |
| Sales and related | 54.92 | 85.23 | 126.00 | 161.94 | 215.00 | 217.90 | 298.63 | 433.54 | 640.18 | 998.00 |
| Office and administrative support | 38.00 | 75.00 | 122.73 | 163.08 | 229.65 | 205.59 | 312.00 | 459.60 | 712.64 | 1038.85 |
| Natural resources, construction, and maintenance | 43.33 | 75.55 | 125.00 | 182.64 | 252.68 | 198.00 | 298.00 | 478.08 | 765.69 | 1101.56 |
| Construction, extraction, farming, fishing, and forestry | 43.40 | 80.49 | 137.05 | 191.41 | 261.73 | 217.90 | 337.00 | 503.30 | 794.20 | 1015.84 |
| Installation, maintenance, and repair | 43.33 | 73.62 | 121.33 | 167.03 | 240.74 | 186.00 | 287.41 | 434.75 | 699.47 | 1204.66 |
| Production, transportation, and material moving ... | 44.29 | 78.51 | 116.02 | 158.25 | 210.40 | 167.51 | 274.48 | 379.90 | 581.00 | 923.72 |
| Production | 43.33 | 75.01 | 115.83 | 156.53 | 210.40 | 159.75 | 257.66 | 370.36 | 547.63 | 850.45 |
| Transportation and material moving | 45.62 | 84.50 | 117.00 | 163.10 | 212.11 | 198.00 | 281.67 | 405.00 | 629.53 | 998.00 |
| Full time | 40.00 | 74.00 | 116.00 | 162.50 | 230.65 | 188.30 | 289.48 | 439.17 | 678.16 | 1020.45 |
| Part time | — | 90.11 | 123.44 | 199.33 | 258.30 | 241.12 | 358.84 | 534.46 | 783.00 | 1106.41 |
| Union | 36.19 | 72.89 | 108.40 | 157.91 | 214.00 | 159.72 | 242.67 | 365.94 | 559.53 | 896.39 |
| Nonunion | 40.00 | 75.00 | 117.00 | 164.15 | 234.95 | 196.78 | 303.34 | 458.42 | 712.64 | 1051.65 |
| Average wage within the following categories: ³ | | | | | | | | | | |
| Lowest 25 percent | 50.00 | 85.00 | 123.00 | 178.84 | 275.18 | 224.16 | 348.98 | 537.41 | 852.86 | 1098.00 |
| Lowest 10 percent | 44.29 | 85.00 | 119.60 | 201.07 | 259.44 | 248.91 | 353.00 | 546.74 | 896.00 | 1123.28 |
| Second 25 percent | 40.00 | 75.00 | 116.08 | 159.40 | 226.40 | 199.40 | 300.00 | 452.67 | 722.30 | 1086.42 |
| Third 25 percent | 37.66 | 71.50 | 112.02 | 162.53 | 226.62 | 183.97 | 281.67 | 437.04 | 641.87 | 970.06 |
| Highest 25 percent | 38.76 | 70.00 | 114.85 | 161.94 | 225.44 | 177.50 | 279.32 | 416.00 | 614.26 | 948.14 |
| Highest 10 percent | 42.51 | 76.00 | 116.08 | 162.53 | 231.15 | 174.19 | 280.06 | 403.30 | 584.00 | 948.14 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 43.33 | 74.00 | 116.08 | 161.94 | 233.66 | 179.40 | 271.14 | 388.55 | 598.99 | 896.99 |
| Service-providing industries | 38.12 | 74.61 | 116.08 | 163.71 | 231.83 | 194.26 | 300.00 | 457.78 | 710.67 | 1053.00 |
| Education and health services | 35.00 | 68.36 | 105.33 | 163.32 | 256.75 | 205.59 | 310.76 | 507.15 | 818.67 | 1090.00 |
| Educational services | 33.63 | 60.00 | 101.62 | 163.62 | 247.00 | 180.00 | 289.22 | 480.88 | 716.80 | 1040.79 |
| Elementary and secondary schools | 31.00 | 59.24 | 100.00 | 166.72 | 270.00 | 166.66 | 306.23 | 538.82 | 835.00 | 1120.79 |
| Junior colleges, colleges, and universities | 34.06 | 59.18 | 96.07 | 152.51 | 211.17 | 191.73 | 241.00 | 411.00 | 550.22 | 733.00 |
| Health care and social assistance | 36.06 | 75.00 | 108.00 | 162.96 | 268.94 | 216.67 | 333.67 | 542.40 | 914.26 | 1106.41 |
| Hospitals | 36.06 | 69.57 | 106.85 | 144.64 | 191.97 | 194.55 | 265.58 | 390.01 | 548.76 | 802.53 |
| Public administration | 23.31 | 50.00 | 84.00 | 128.00 | 182.00 | 140.23 | 209.20 | 342.24 | 505.14 | 698.84 |

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,¹ March 2017—continued

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

| Characteristics | Single coverage ² | | | | | Family coverage ² | | | | |
|---------------------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| 1 to 99 workers | \$47.69 | \$83.60 | \$123.28 | \$169.03 | \$250.00 | \$210.00 | \$326.16 | \$487.50 | \$787.53 | \$1118.57 |
| 1 to 49 workers | 50.00 | 87.10 | 127.00 | 172.86 | 240.04 | 219.75 | 340.58 | 487.50 | 783.00 | 1110.81 |
| 50 to 99 workers | 46.49 | 80.17 | 114.83 | 163.71 | 266.64 | 192.59 | 290.00 | 490.50 | 830.05 | 1200.58 |
| 100 workers or more | 37.00 | 67.17 | 111.28 | 158.06 | 221.50 | 180.00 | 274.48 | 414.00 | 623.51 | 948.14 |
| 100 to 499 workers | 41.00 | 71.41 | 112.97 | 161.94 | 230.65 | 186.00 | 289.40 | 442.70 | 688.25 | 1015.84 |
| 500 workers or more | 34.16 | 62.18 | 108.35 | 154.31 | 205.14 | 160.10 | 253.50 | 384.18 | 545.29 | 765.60 |
| Geographic areas | | | | | | | | | | |
| Northeast | 50.00 | 81.25 | 118.00 | 166.49 | 229.65 | 167.51 | 278.39 | 391.75 | 553.58 | 894.37 |
| New England | 61.40 | 99.67 | 130.00 | 179.06 | 247.20 | 198.00 | 308.12 | 404.72 | 553.59 | 796.62 |
| Middle Atlantic | 46.19 | 74.00 | 115.29 | 162.01 | 215.54 | 157.00 | 270.00 | 388.42 | 553.58 | 914.62 |
| South | 35.00 | 72.10 | 117.70 | 164.37 | 235.63 | 196.78 | 306.56 | 480.88 | 744.90 | 1081.30 |
| South Atlantic | 35.00 | 71.50 | 114.85 | 161.88 | 236.04 | 191.73 | 292.17 | 457.16 | 721.01 | 1047.10 |
| East South Central | 30.00 | 61.06 | 108.33 | 153.22 | 229.97 | 184.17 | 291.36 | 414.00 | 685.00 | 1013.80 |
| West South Central | 40.00 | 79.00 | 123.62 | 169.03 | 244.00 | 216.08 | 348.00 | 519.61 | 843.34 | 1106.41 |
| Midwest | 43.33 | 75.60 | 116.08 | 159.40 | 234.95 | 199.00 | 289.22 | 434.75 | 677.67 | 975.02 |
| East North Central | 47.36 | 80.75 | 119.00 | 160.00 | 228.70 | 183.27 | 280.46 | 424.67 | 642.46 | 963.27 |
| West North Central | 37.17 | 69.38 | 110.00 | 157.90 | 240.32 | 209.20 | 293.59 | 465.54 | 720.00 | 1043.70 |
| West | 35.59 | 69.57 | 110.39 | 162.53 | 226.41 | 191.73 | 280.06 | 455.01 | 693.00 | 1033.49 |
| Mountain | 38.76 | 68.35 | 108.34 | 164.37 | 217.00 | 195.00 | 296.45 | 436.88 | 690.46 | 1024.00 |
| Pacific | 33.88 | 70.28 | 111.31 | 162.53 | 234.35 | 186.00 | 280.00 | 460.36 | 704.17 | 1033.49 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

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 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,¹ March 2017

| Characteristics | Single coverage ² | | | | | Family coverage ² | | | | |
|---|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$1.35 | \$1.45 | \$0.70 | \$1.57 | \$5.01 | \$5.69 | \$6.16 | \$8.00 | \$8.05 | \$16.79 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 2.30 | 2.52 | 1.46 | 4.42 | 7.25 | 4.44 | 7.91 | 9.95 | 19.87 | 30.15 |
| Management, business, and financial | 3.79 | 5.01 | 3.67 | 2.92 | 10.72 | 12.87 | 15.03 | 9.21 | 30.71 | 53.47 |
| Professional and related | 3.05 | 3.24 | 2.36 | 7.15 | 8.42 | 7.81 | 7.52 | 14.65 | 14.00 | 32.05 |
| Teachers | 3.29 | 6.00 | 3.36 | 4.65 | 14.24 | 22.36 | 14.97 | 10.28 | 49.69 | 10.75 |
| Primary, secondary, and special education school teachers | 4.73 | 8.19 | 3.30 | 9.16 | 17.18 | 20.19 | 11.75 | 35.57 | 58.00 | 46.64 |
| Registered nurses | 5.85 | 8.22 | 6.23 | 11.45 | 29.13 | 28.28 | 32.32 | 42.22 | 46.00 | 51.81 |
| Service | 4.05 | 7.94 | 6.84 | 10.09 | 22.76 | 6.20 | 19.48 | 22.43 | 32.86 | 24.53 |
| Protective service | 6.28 | 4.38 | 4.49 | 3.09 | 20.31 | 14.49 | 11.16 | 22.83 | 24.24 | 17.65 |
| Sales and office | 3.34 | 1.91 | 2.06 | 1.12 | 8.33 | 4.64 | 10.02 | 8.19 | 27.22 | 13.61 |
| Sales and related | 4.39 | 3.65 | 4.88 | 5.49 | 9.45 | 7.35 | 14.50 | 15.41 | 43.06 | 97.28 |
| Office and administrative support | 5.77 | 3.76 | 2.25 | 1.66 | 12.55 | 5.42 | 10.29 | 7.24 | 29.06 | 29.15 |
| Natural resources, construction, and maintenance | 3.85 | 3.45 | 3.83 | 7.12 | 17.69 | 6.02 | 8.84 | 16.08 | 37.81 | 54.52 |
| Construction, extraction, farming, fishing, and forestry | 8.95 | 4.31 | 10.58 | 15.39 | 23.39 | 9.81 | 24.65 | 18.16 | 56.56 | 84.39 |
| Installation, maintenance, and repair | 3.50 | 2.89 | 4.00 | 6.64 | 19.89 | 9.69 | 16.85 | 12.44 | 54.30 | 87.28 |
| Production, transportation, and material moving ... | 3.50 | 2.66 | 1.69 | 1.85 | 6.31 | 16.09 | 6.68 | 10.36 | 18.72 | 58.24 |
| Production | 5.11 | 2.39 | 3.19 | 4.67 | 14.85 | 6.45 | 13.19 | 12.85 | 35.14 | 39.73 |
| Transportation and material moving | 4.33 | 3.01 | 5.08 | 7.04 | 7.20 | 14.41 | 7.34 | 22.02 | 34.37 | 51.07 |
| Full time | 1.13 | 1.47 | 0.88 | 1.26 | 5.61 | 5.86 | 3.84 | 6.34 | 14.39 | 12.28 |
| Part time | — | 9.36 | 6.78 | 27.08 | 22.93 | 34.14 | 0.00 | 27.13 | 19.73 | 111.32 |
| Union | 1.69 | 4.20 | 3.92 | 3.73 | 6.00 | 14.41 | 5.23 | 12.94 | 18.53 | 43.46 |
| Nonunion | 1.52 | 1.97 | 1.84 | 1.82 | 4.65 | 4.03 | 5.86 | 4.69 | 16.52 | 26.50 |
| Average wage within the following categories: ³ | | | | | | | | | | |
| Lowest 25 percent | 4.37 | 2.84 | 4.20 | 15.25 | 20.39 | 15.36 | 12.16 | 39.17 | 48.31 | 58.51 |
| Lowest 10 percent | 8.94 | 5.86 | 8.69 | 38.97 | 40.43 | 41.26 | 25.93 | 85.68 | 145.66 | 124.61 |
| Second 25 percent | 4.61 | 2.39 | 1.39 | 3.07 | 8.51 | 6.34 | 6.92 | 11.92 | 22.36 | 25.53 |
| Third 25 percent | 2.87 | 2.83 | 3.03 | 2.69 | 4.68 | 8.75 | 8.23 | 9.54 | 11.62 | 22.41 |
| Highest 25 percent | 2.14 | 1.86 | 1.98 | 2.66 | 5.67 | 5.63 | 5.66 | 7.20 | 18.69 | 19.45 |
| Highest 10 percent | 3.42 | 3.67 | 3.86 | 3.79 | 13.86 | 14.94 | 10.15 | 13.03 | 21.79 | 40.21 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 3.70 | 1.82 | 2.12 | 2.06 | 9.73 | 10.81 | 7.10 | 9.30 | 16.60 | 17.86 |
| Service-providing industries | 2.14 | 2.07 | 0.74 | 1.72 | 6.24 | 4.05 | 5.30 | 4.57 | 17.13 | 30.42 |
| Education and health services | 4.70 | 4.51 | 2.29 | 6.93 | 17.92 | 6.34 | 9.72 | 16.28 | 37.46 | 22.38 |
| Educational services | 3.04 | 4.31 | 2.95 | 3.76 | 8.25 | 9.86 | 16.97 | 10.49 | 28.95 | 25.86 |
| Elementary and secondary schools | 3.85 | 5.37 | 3.82 | 5.33 | 13.96 | 23.55 | 7.44 | 38.58 | 33.29 | 34.48 |
| Junior colleges, colleges, and universities | 3.37 | 8.89 | 7.57 | 8.88 | 13.23 | 15.12 | 30.50 | 23.93 | 14.95 | 80.72 |
| Health care and social assistance | 9.36 | 8.21 | 4.85 | 15.54 | 31.66 | 10.44 | 23.41 | 25.40 | 59.13 | 44.33 |
| Hospitals | 4.67 | 4.52 | 2.84 | 9.25 | 10.09 | 11.58 | 17.53 | 12.84 | 33.67 | 141.78 |
| Public administration | 4.09 | 2.15 | 3.33 | 3.14 | 7.49 | 27.38 | 11.36 | 6.86 | 18.19 | 55.14 |

See footnotes at end of table.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,¹ March 2017—continued

| Characteristics | Single coverage ² | | | | | Family coverage ² | | | | |
|---------------------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| 1 to 99 workers | \$4.27 | \$2.39 | \$1.84 | \$5.11 | \$11.62 | \$5.92 | \$6.20 | \$8.44 | \$19.55 | \$73.46 |
| 1 to 49 workers | 6.34 | 3.54 | 2.18 | 7.00 | 8.28 | 5.44 | 5.26 | 7.14 | 30.13 | 41.11 |
| 50 to 99 workers | 5.32 | 3.71 | 6.15 | 5.65 | 12.43 | 4.58 | 7.27 | 25.25 | 42.03 | 119.00 |
| 100 workers or more | 1.79 | 2.24 | 2.11 | 2.31 | 5.17 | 2.03 | 4.28 | 7.31 | 23.68 | 17.95 |
| 100 to 499 workers | 3.84 | 2.85 | 2.98 | 2.54 | 5.86 | 8.68 | 9.39 | 12.96 | 23.23 | 15.76 |
| 500 workers or more | 1.82 | 2.57 | 2.19 | 2.99 | 9.20 | 13.05 | 6.50 | 6.43 | 6.16 | 30.84 |
| Geographic areas | | | | | | | | | | |
| Northeast | 2.44 | 3.95 | 3.48 | 3.48 | 12.87 | 11.93 | 6.64 | 12.75 | 13.90 | 42.42 |
| New England | 7.98 | 8.20 | 6.42 | 8.16 | 14.40 | 15.52 | 19.29 | 10.38 | 36.04 | 58.99 |
| Middle Atlantic | 3.57 | 5.05 | 1.15 | 5.88 | 8.64 | 16.09 | 8.09 | 14.56 | 12.75 | 69.88 |
| South | 1.28 | 3.83 | 3.26 | 3.16 | 7.24 | 3.03 | 9.00 | 12.05 | 27.42 | 26.12 |
| South Atlantic | 2.21 | 6.21 | 1.90 | 4.93 | 13.89 | 6.71 | 9.33 | 12.54 | 24.22 | 43.32 |
| East South Central | 3.37 | 4.58 | 6.71 | 2.75 | 24.02 | 21.59 | 17.66 | 17.69 | 11.33 | 63.34 |
| West South Central | 1.74 | 2.34 | 2.66 | 2.53 | 20.06 | 12.66 | 8.77 | 27.27 | 54.71 | 27.62 |
| Midwest | 2.16 | 2.98 | 2.28 | 2.83 | 9.31 | 14.62 | 9.35 | 11.56 | 32.34 | 45.21 |
| East North Central | 4.50 | 2.50 | 2.82 | 2.67 | 10.56 | 19.26 | 15.24 | 13.43 | 34.43 | 32.53 |
| West North Central | 3.91 | 4.24 | 2.38 | 7.97 | 10.73 | 5.75 | 22.43 | 18.65 | 47.71 | 63.76 |
| West | 6.94 | 3.68 | 2.89 | 6.12 | 4.46 | 9.39 | 16.77 | 15.07 | 26.88 | 54.24 |
| Mountain | 3.77 | 3.19 | 5.02 | 10.73 | 6.33 | 14.21 | 34.33 | 24.81 | 69.56 | 43.00 |
| Pacific | 8.57 | 7.44 | 4.50 | 6.71 | 9.95 | 21.67 | 12.43 | 12.26 | 29.56 | 64.49 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

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 16. Insurance benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

(All workers = 100 percent)

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|---|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 59 | 58 | 98 | 39 | 38 | 97 | 34 | 33 | 97 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 78 | 76 | 99 | 46 | 46 | 99 | 53 | 52 | 98 |
| Management, business, and financial | 85 | 84 | 99 | 61 | 60 | 98 | 62 | 60 | 97 |
| Professional and related | 75 | 73 | 98 | 40 | 40 | 99 | 49 | 48 | 98 |
| Teachers | 74 | 73 | 98 | 24 | 23 | 96 | 42 | 40 | 97 |
| Primary, secondary, and special education school teachers | 82 | 81 | 98 | 21 | 20 | 96 | 41 | 40 | 97 |
| Registered nurses | 76 | 75 | 98 | 43 | 43 | 99 | 53 | 52 | 98 |
| Service | 35 | 33 | 95 | 23 | 23 | 97 | 14 | 13 | 97 |
| Protective service | 71 | 68 | 96 | 31 | 30 | 99 | 23 | 23 | 99 |
| Sales and office | 56 | 55 | 98 | 40 | 38 | 97 | 33 | 32 | 96 |
| Sales and related | 42 | 40 | 96 | 33 | 31 | 93 | 20 | 19 | 94 |
| Office and administrative support | 64 | 63 | 98 | 44 | 43 | 98 | 41 | 39 | 96 |
| Natural resources, construction, and maintenance | 57 | 55 | 97 | 36 | 35 | 98 | 26 | 25 | 96 |
| Construction, extraction, farming, fishing, and forestry | 49 | 47 | 97 | 29 | 28 | 98 | 17 | 16 | 97 |
| Installation, maintenance, and repair | 64 | 62 | 98 | 42 | 41 | 98 | 34 | 32 | 95 |
| Production, transportation, and material moving ... | 63 | 61 | 97 | 45 | 44 | 96 | 30 | 29 | 96 |
| Production | 68 | 66 | 98 | 50 | 49 | 98 | 32 | 32 | 98 |
| Transportation and material moving | 58 | 55 | 96 | 41 | 39 | 94 | 28 | 26 | 94 |
| Full time | 75 | 73 | 98 | 47 | 46 | 98 | 44 | 42 | 97 |
| Part time | 13 | 12 | 90 | 15 | 14 | 94 | 5 | 5 | 95 |
| Union | 86 | 83 | 97 | 49 | 47 | 96 | 38 | 37 | 97 |
| Nonunion | 55 | 53 | 98 | 37 | 36 | 98 | 33 | 32 | 97 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 25 | 24 | 93 | 19 | 18 | 94 | 8 | 8 | 94 |
| Lowest 10 percent | 16 | 14 | 89 | 13 | 12 | 94 | 5 | 4 | 91 |
| Second 25 percent | 61 | 60 | 97 | 40 | 39 | 97 | 32 | 30 | 96 |
| Third 25 percent | 75 | 74 | 98 | 48 | 47 | 98 | 46 | 45 | 98 |
| Highest 25 percent | 84 | 83 | 99 | 54 | 53 | 99 | 57 | 56 | 97 |
| Highest 10 percent | 85 | 84 | 99 | 58 | 58 | 99 | 62 | 60 | 97 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 70 | 68 | 98 | 51 | 51 | 98 | 37 | 36 | 98 |
| Service-providing industries | 57 | 56 | 98 | 37 | 36 | 97 | 34 | 32 | 97 |
| Education and health services | 69 | 68 | 98 | 32 | 31 | 98 | 43 | 42 | 98 |
| Educational services | 77 | 76 | 98 | 27 | 26 | 96 | 43 | 42 | 97 |
| Elementary and secondary schools | 76 | 75 | 98 | 23 | 22 | 96 | 37 | 36 | 97 |
| Junior colleges, colleges, and universities | 87 | 85 | 98 | 37 | 35 | 96 | 61 | 58 | 96 |
| Health care and social assistance | 64 | 63 | 99 | 34 | 34 | 99 | 43 | 42 | 98 |
| Hospitals | 88 | 87 | 99 | 51 | 50 | 99 | 64 | 62 | 98 |
| Public administration | 84 | 81 | 97 | 30 | 30 | 99 | 35 | 34 | 99 |

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|---------------------------|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| 1 to 99 workers | 43 | 42 | 97 | 30 | 29 | 98 | 24 | 23 | 97 |
| 1 to 49 workers | 37 | 36 | 98 | 28 | 27 | 98 | 22 | 21 | 97 |
| 50 to 99 workers | 57 | 55 | 97 | 34 | 33 | 97 | 30 | 29 | 98 |
| 100 workers or more | 76 | 74 | 98 | 48 | 47 | 97 | 44 | 43 | 97 |
| 100 to 499 workers | 68 | 66 | 97 | 44 | 43 | 97 | 36 | 36 | 97 |
| 500 workers or more | 86 | 84 | 98 | 52 | 51 | 98 | 54 | 52 | 96 |
| Geographic areas | | | | | | | | | |
| Northeast | 60 | 59 | 98 | 62 | 61 | 99 | 33 | 32 | 97 |
| New England | 60 | 58 | 97 | 37 | 36 | 97 | 34 | 33 | 98 |
| Middle Atlantic | 59 | 59 | 99 | 70 | 69 | 99 | 33 | 32 | 97 |
| South | 61 | 60 | 97 | 34 | 33 | 96 | 34 | 32 | 96 |
| South Atlantic | 61 | 60 | 98 | 38 | 36 | 96 | 36 | 35 | 96 |
| East South Central | 58 | 56 | 96 | 31 | 29 | 94 | 34 | 33 | 96 |
| West South Central | 63 | 61 | 96 | 30 | 29 | 97 | 29 | 28 | 97 |
| Midwest | 61 | 60 | 98 | 39 | 38 | 97 | 38 | 37 | 98 |
| East North Central | 61 | 59 | 97 | 42 | 41 | 97 | 39 | 38 | 98 |
| West North Central | 62 | 61 | 98 | 32 | 31 | 97 | 36 | 35 | 98 |
| West | 53 | 52 | 98 | 27 | 26 | 99 | 31 | 30 | 97 |
| Mountain | 56 | 55 | 98 | 30 | 30 | 98 | 36 | 34 | 97 |
| Pacific | 51 | 50 | 98 | 25 | 25 | 99 | 29 | 28 | 97 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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 16. Standard errors for insurance benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|---|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.7 | 0.7 | 0.2 | 0.6 | 0.6 | 0.3 | 0.7 | 0.7 | 0.3 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.1 | 1.1 | 0.2 | 1.3 | 1.3 | 0.3 | 1.2 | 1.3 | 0.4 |
| Management, business, and financial | 1.6 | 1.6 | 0.2 | 1.8 | 1.9 | 0.9 | 1.5 | 1.5 | 0.8 |
| Professional and related | 1.3 | 1.3 | 0.2 | 1.4 | 1.4 | 0.1 | 1.5 | 1.5 | 0.3 |
| Teachers | 2.1 | 2.1 | 0.4 | 1.6 | 1.6 | 0.8 | 2.3 | 2.4 | 0.6 |
| Primary, secondary, and special education school teachers | 2.5 | 2.5 | 0.4 | 1.8 | 1.8 | 0.7 | 2.9 | 2.9 | 0.4 |
| Registered nurses | 2.7 | 2.6 | 0.9 | 3.2 | 3.2 | 0.3 | 3.0 | 3.0 | 0.4 |
| Service | 1.2 | 1.1 | 0.9 | 1.3 | 1.2 | 0.7 | 1.0 | 1.0 | 0.8 |
| Protective service | 2.3 | 2.3 | 0.7 | 2.8 | 2.7 | 0.7 | 3.4 | 3.4 | 0.3 |
| Sales and office | 1.1 | 1.1 | 0.3 | 1.0 | 1.0 | 0.4 | 1.0 | 1.0 | 0.8 |
| Sales and related | 1.6 | 1.6 | 0.8 | 1.6 | 1.5 | 1.0 | 1.3 | 1.2 | 1.3 |
| Office and administrative support | 1.4 | 1.4 | 0.2 | 1.1 | 1.1 | 0.3 | 1.2 | 1.2 | 0.8 |
| Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry | 1.7 | 1.7 | 0.5 | 1.8 | 1.8 | 0.7 | 1.3 | 1.3 | 0.9 |
| Installation, maintenance, and repair | 3.1 | 3.1 | 1.0 | 2.5 | 2.5 | 1.3 | 1.8 | 1.8 | 1.2 |
| Production, transportation, and material moving ... Production | 1.8 | 1.8 | 0.5 | 2.0 | 2.0 | 0.7 | 1.9 | 1.9 | 1.2 |
| Transportation and material moving | 1.6 | 1.6 | 0.5 | 1.5 | 1.5 | 0.6 | 1.3 | 1.3 | 0.6 |
| Production | 2.5 | 2.5 | 0.7 | 1.9 | 1.9 | 0.4 | 2.0 | 1.9 | 0.4 |
| Transportation and material moving | 1.8 | 1.8 | 0.7 | 1.9 | 1.9 | 1.1 | 1.6 | 1.7 | 1.2 |
| Full time | 0.6 | 0.6 | 0.2 | 0.7 | 0.8 | 0.2 | 0.7 | 0.7 | 0.4 |
| Part time | 0.9 | 0.7 | 1.5 | 1.0 | 0.9 | 0.9 | 0.6 | 0.6 | 1.3 |
| Union | 0.9 | 0.9 | 0.4 | 1.5 | 1.4 | 0.8 | 1.5 | 1.5 | 0.4 |
| Nonunion | 0.8 | 0.8 | 0.2 | 0.7 | 0.7 | 0.2 | 0.7 | 0.7 | 0.4 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 1.2 | 1.0 | 1.0 | 1.0 | 0.9 | 1.0 | 0.7 | 0.7 | 1.4 |
| Lowest 10 percent | 1.4 | 1.2 | 2.8 | 1.1 | 1.0 | 1.6 | 0.8 | 0.8 | 3.7 |
| Second 25 percent | 1.3 | 1.2 | 0.3 | 1.2 | 1.2 | 0.2 | 1.0 | 1.0 | 0.7 |
| Third 25 percent | 1.0 | 1.0 | 0.2 | 1.1 | 1.1 | 0.3 | 0.9 | 1.0 | 0.3 |
| Highest 25 percent | 1.0 | 1.0 | 0.2 | 1.3 | 1.3 | 0.4 | 1.4 | 1.4 | 0.4 |
| Highest 10 percent | 1.7 | 1.8 | 0.4 | 2.1 | 2.1 | 0.8 | 2.0 | 2.0 | 0.8 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 1.2 | 1.2 | 0.4 | 1.5 | 1.6 | 0.4 | 1.3 | 1.3 | 0.5 |
| Service-providing industries | 0.8 | 0.8 | 0.2 | 0.7 | 0.7 | 0.3 | 0.7 | 0.8 | 0.4 |
| Education and health services | 1.7 | 1.7 | 0.2 | 1.3 | 1.3 | 0.2 | 1.8 | 1.8 | 0.4 |
| Educational services | 1.2 | 1.1 | 0.3 | 1.3 | 1.3 | 0.4 | 1.7 | 1.8 | 0.4 |
| Elementary and secondary schools | 1.6 | 1.5 | 0.3 | 1.7 | 1.7 | 0.8 | 2.3 | 2.3 | 0.4 |
| Junior colleges, colleges, and universities | 1.1 | 1.1 | 0.4 | 1.6 | 1.7 | 0.8 | 1.6 | 1.7 | 0.8 |
| Health care and social assistance | 2.7 | 2.7 | 0.2 | 2.2 | 2.2 | 0.3 | 2.9 | 2.8 | 0.6 |
| Hospitals | 1.1 | 1.1 | 0.2 | 3.1 | 3.0 | 0.3 | 2.3 | 2.2 | 0.6 |
| Public administration | 1.1 | 1.1 | 0.2 | 1.7 | 1.7 | 0.3 | 1.6 | 1.6 | 0.3 |

See footnotes at end of table.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|---------------------------|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| 1 to 99 workers | 1.1 | 1.0 | 0.2 | 0.9 | 0.9 | 0.4 | 0.8 | 0.9 | 0.5 |
| 1 to 49 workers | 1.2 | 1.1 | 0.3 | 1.0 | 1.0 | 0.5 | 1.0 | 1.0 | 0.7 |
| 50 to 99 workers | 2.2 | 2.0 | 0.6 | 1.7 | 1.7 | 0.6 | 1.7 | 1.7 | 0.7 |
| 100 workers or more | 0.7 | 0.7 | 0.2 | 1.0 | 1.0 | 0.3 | 1.1 | 1.0 | 0.4 |
| 100 to 499 workers | 1.2 | 1.3 | 0.3 | 1.4 | 1.4 | 0.4 | 1.3 | 1.3 | 0.3 |
| 500 workers or more | 1.0 | 0.9 | 0.3 | 1.4 | 1.3 | 0.5 | 1.4 | 1.3 | 0.6 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.1 | 1.1 | 0.3 | 1.0 | 1.1 | 0.5 | 1.6 | 1.7 | 0.7 |
| New England | 2.0 | 2.2 | 0.9 | 2.5 | 2.5 | 1.0 | 3.2 | 3.2 | 0.7 |
| Middle Atlantic | 1.2 | 1.2 | 0.3 | 1.0 | 1.3 | 0.5 | 1.8 | 1.9 | 0.9 |
| South | 1.3 | 1.4 | 0.4 | 1.3 | 1.2 | 0.5 | 1.1 | 1.2 | 0.9 |
| South Atlantic | 2.0 | 1.9 | 0.3 | 1.1 | 1.0 | 0.5 | 1.7 | 1.8 | 1.1 |
| East South Central | 1.6 | 2.3 | 1.5 | 3.0 | 3.1 | 2.7 | 2.8 | 3.9 | 3.6 |
| West South Central | 2.3 | 2.6 | 0.8 | 3.3 | 3.1 | 0.5 | 1.1 | 0.9 | 0.8 |
| Midwest | 1.7 | 1.5 | 0.3 | 1.3 | 1.3 | 0.6 | 1.2 | 1.2 | 0.3 |
| East North Central | 1.6 | 1.5 | 0.3 | 1.4 | 1.4 | 0.8 | 1.5 | 1.4 | 0.4 |
| West North Central | 4.0 | 3.5 | 0.9 | 3.1 | 3.0 | 0.4 | 2.3 | 2.2 | 0.5 |
| West | 1.0 | 1.0 | 0.2 | 1.1 | 1.1 | 0.2 | 1.6 | 1.5 | 0.4 |
| Mountain | 1.5 | 1.4 | 0.2 | 1.6 | 1.6 | 0.3 | 3.2 | 3.0 | 0.8 |
| Pacific | 1.3 | 1.3 | 0.3 | 1.5 | 1.5 | 0.3 | 1.8 | 1.7 | 0.6 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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 17. Life insurance plans: Employee contribution requirement, civilian workers,¹ March 2017

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 5 | 95 |
| Worker characteristics | | |
| Management, professional, and related | 5 | 95 |
| Management, business, and financial | 4 | 96 |
| Professional and related | 5 | 95 |
| Teachers | 9 | 91 |
| Primary, secondary, and special education school teachers | 9 | 91 |
| Registered nurses | 3 | 97 |
| Service | 8 | 92 |
| Sales and office | 6 | 94 |
| Sales and related | 10 | 90 |
| Office and administrative support | 4 | 96 |
| Natural resources, construction, and maintenance | 5 | 95 |
| Construction, extraction, farming, fishing, and forestry | 4 | 96 |
| Installation, maintenance, and repair | 5 | 95 |
| Production, transportation, and material moving ... | 5 | 95 |
| Transportation and material moving | 5 | 95 |
| Full time | 5 | 95 |
| Part time | 5 | 95 |
| Union | 5 | 95 |
| Nonunion | 6 | 94 |
| Average wage within the following categories: ² | | |
| Lowest 25 percent | 8 | 92 |
| Second 25 percent | 6 | 94 |
| Third 25 percent | 5 | 95 |
| Highest 25 percent | 5 | 95 |
| Highest 10 percent | 5 | 95 |
| Establishment characteristics | | |
| Service-providing industries | 5 | 95 |
| Education and health services | 6 | 94 |
| Educational services | 9 | 91 |
| Elementary and secondary schools | 10 | 90 |
| Junior colleges, colleges, and universities | 10 | 90 |
| Health care and social assistance | 3 | 97 |
| Hospitals | 4 | 96 |
| Public administration | 7 | 93 |

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---------------------------|--------------------------------|------------------------------------|
| 1 to 99 workers | 7 | 93 |
| 1 to 49 workers | 7 | 93 |
| 50 to 99 workers | 6 | 94 |
| 100 workers or more | 5 | 95 |
| 100 to 499 workers | 4 | 96 |
| 500 workers or more | 5 | 95 |
| Geographic areas | | |
| Northeast | 6 | 94 |
| Middle Atlantic | 5 | 95 |
| South | 6 | 94 |
| South Atlantic | 6 | 94 |
| East South Central | 8 | 92 |
| West South Central | 5 | 95 |
| Midwest | 5 | 95 |
| East North Central | 5 | 95 |
| West North Central | 4 | 96 |
| West | 4 | 96 |
| Mountain | 6 | 94 |
| Pacific | 3 | 97 |

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

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: Because of rounding, sums of individual items may not equal totals. 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 17. Standard errors for life insurance plans: Employee contribution requirement, civilian workers,¹ March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 0.4 | 0.4 |
| Worker characteristics | | |
| Management, professional, and related | 0.3 | 0.3 |
| Management, business, and financial | 0.4 | 0.4 |
| Professional and related | 0.4 | 0.4 |
| Teachers | 0.8 | 0.8 |
| Primary, secondary, and special education school teachers | 0.8 | 0.8 |
| Registered nurses | 1.1 | 1.1 |
| Service | 1.4 | 1.4 |
| Sales and office | 0.5 | 0.5 |
| Sales and related | 1.2 | 1.2 |
| Office and administrative support | 0.4 | 0.4 |
| Natural resources, construction, and maintenance | 0.7 | 0.7 |
| Construction, extraction, farming, fishing, and forestry | 1.0 | 1.0 |
| Installation, maintenance, and repair | 0.9 | 0.9 |
| Production, transportation, and material moving ... | 0.7 | 0.7 |
| Transportation and material moving | 1.1 | 1.1 |
| Full time | 0.4 | 0.4 |
| Part time | 0.9 | 0.9 |
| Union | 0.4 | 0.4 |
| Nonunion | 0.4 | 0.4 |
| Average wage within the following categories: ² | | |
| Lowest 25 percent | 1.6 | 1.6 |
| Second 25 percent | 0.5 | 0.5 |
| Third 25 percent | 0.4 | 0.4 |
| Highest 25 percent | 0.4 | 0.4 |
| Highest 10 percent | 0.6 | 0.6 |
| Establishment characteristics | | |
| Service-providing industries | 0.4 | 0.4 |
| Education and health services | 0.4 | 0.4 |
| Educational services | 0.6 | 0.6 |
| Elementary and secondary schools | 0.7 | 0.7 |
| Junior colleges, colleges, and universities | 1.3 | 1.3 |
| Health care and social assistance | 0.6 | 0.6 |
| Hospitals | 1.3 | 1.3 |
| Public administration | 0.9 | 0.9 |

See footnotes at end of table.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|---------------------------|--------------------------------|------------------------------------|
| 1 to 99 workers | 0.8 | 0.8 |
| 1 to 49 workers | 0.9 | 0.9 |
| 50 to 99 workers | 1.2 | 1.2 |
| 100 workers or more | 0.3 | 0.3 |
| 100 to 499 workers | 0.5 | 0.5 |
| 500 workers or more | 0.4 | 0.4 |
| Geographic areas | | |
| Northeast | 0.9 | 0.9 |
| Middle Atlantic | 1.1 | 1.1 |
| South | 0.8 | 0.8 |
| South Atlantic | 1.2 | 1.2 |
| East South Central | 1.7 | 1.7 |
| West South Central | 1.2 | 1.2 |
| Midwest | 0.4 | 0.4 |
| East North Central | 0.5 | 0.5 |
| West North Central | 0.9 | 0.9 |
| West | 0.5 | 0.5 |
| Mountain | 1.1 | 1.1 |
| Pacific | 0.6 | 0.6 |

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

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 18. Life insurance plans: Method of benefit payment, civilian workers,¹ March 2017

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Basic life insurance method of payment | | | | |
|---|--|--------------------------------------|--------------------|------------------------|------------------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| All workers | 57 | 2 | 38 | 3 | 1 |
| Worker characteristics | | | | | |
| Management, professional, and related | 62 | 1 | 33 | 2 | 2 |
| Management, business, and financial | 70 | 2 | 26 | 1 | 1 |
| Professional and related | 58 | 1 | 36 | 3 | 2 |
| Teachers | 36 | 1 | 55 | 4 | 5 |
| Primary, secondary, and special education school teachers | 30 | 1 | 61 | 3 | 5 |
| Registered nurses | 76 | — | 21 | 2 | — |
| Service | 47 | 1 | 48 | 3 | 1 |
| Protective service | 40 | 2 | 52 | 5 | 2 |
| Sales and office | 61 | 3 | 34 | 2 | 1 |
| Sales and related | 60 | 4 | 34 | 2 | 1 |
| Office and administrative support | 62 | 2 | 34 | 2 | 1 |
| Natural resources, construction, and maintenance | 40 | 1 | 56 | 3 | (²) |
| Construction, extraction, farming, fishing, and forestry | 23 | — | 72 | 4 | — |
| Installation, maintenance, and repair | 52 | 1 | 44 | 2 | 1 |
| Production, transportation, and material moving ... | 52 | 1 | 42 | 4 | 1 |
| Transportation and material moving | 52 | 2 | 41 | 4 | 1 |
| Full time | 57 | 2 | 38 | 2 | 1 |
| Part time | 46 | 3 | 46 | 5 | 1 |
| Union | 39 | 1 | 52 | 7 | 1 |
| Nonunion | 61 | 2 | 34 | 1 | 1 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 47 | 1 | 48 | 2 | 1 |
| Lowest 10 percent | 39 | 1 | 55 | 4 | 1 |
| Second 25 percent | 54 | 2 | 41 | 2 | 1 |
| Third 25 percent | 57 | 1 | 38 | 3 | 1 |
| Highest 25 percent | 62 | 2 | 33 | 3 | 1 |
| Highest 10 percent | 66 | 3 | 28 | 2 | 1 |
| Establishment characteristics | | | | | |
| Service-providing industries | 57 | 2 | 37 | 2 | 1 |
| Education and health services | 54 | 1 | 40 | 3 | 2 |
| Educational services | 38 | 1 | 53 | 4 | 4 |
| Elementary and secondary schools | 29 | 1 | 62 | 3 | 5 |
| Junior colleges, colleges, and universities | 54 | 2 | 37 | 5 | 2 |
| Health care and social assistance | 67 | — | 30 | 2 | — |
| Hospitals | 80 | — | 17 | 1 | — |
| Public administration | 36 | 2 | 52 | 7 | 3 |

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, civilian workers,¹ March 2017—continued

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Basic life insurance method of payment | | | | |
|---------------------------|--|--------------------------------------|--------------------|------------------------|------------------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| 1 to 99 workers | 48 | 1 | 49 | 2 | 1 |
| 1 to 49 workers | 48 | 1 | 49 | 2 | 1 |
| 50 to 99 workers | 47 | — | 48 | 2 | — |
| 100 workers or more | 62 | 2 | 32 | 3 | 1 |
| 100 to 499 workers | 58 | 3 | 35 | 2 | 1 |
| 500 workers or more | 65 | 1 | 29 | 3 | 1 |
| Geographic areas | | | | | |
| Northeast | 62 | 2 | 31 | 4 | (²) |
| Middle Atlantic | 62 | — | 30 | 5 | — |
| South | 58 | 2 | 36 | 2 | 2 |
| South Atlantic | 65 | 1 | 29 | 1 | 3 |
| East South Central | 53 | — | 37 | 4 | — |
| West South Central | 51 | — | 46 | 1 | — |
| Midwest | 55 | 1 | 40 | 3 | 1 |
| East North Central | 55 | 1 | 41 | 2 | (²) |
| West North Central | 55 | 1 | 38 | 5 | 1 |
| West | 50 | 2 | 46 | 2 | (²) |
| Mountain | 55 | 1 | 42 | — | — |
| Pacific | 47 | 2 | 48 | 3 | (²) |

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

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 18. Standard errors for life insurance plans: Method of benefit payment, civilian workers,¹ March 2017

| Characteristics | Basic life insurance method of payment | | | | |
|---|--|--------------------------------------|--------------------|------------------------|-------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| All workers | 1.0 | 0.2 | 0.9 | 0.2 | 0.1 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1.5 | 0.2 | 1.3 | 0.3 | 0.3 |
| Management, business, and financial | 1.5 | 0.4 | 1.4 | 0.3 | 0.3 |
| Professional and related | 1.8 | 0.2 | 1.6 | 0.3 | 0.4 |
| Teachers | 2.3 | 0.2 | 1.9 | 0.7 | 1.6 |
| Primary, secondary, and special education school teachers | 2.8 | 0.2 | 2.4 | 0.6 | 1.8 |
| Registered nurses | 3.4 | – | 3.0 | 0.8 | – |
| Service | 2.3 | 0.3 | 2.2 | 0.4 | 0.2 |
| Protective service | 4.2 | 0.7 | 4.4 | 0.8 | 0.7 |
| Sales and office | 1.2 | 0.6 | 1.3 | 0.2 | 0.2 |
| Sales and related | 2.2 | 1.9 | 2.1 | 0.4 | 0.3 |
| Office and administrative support | 1.5 | 0.4 | 1.6 | 0.2 | 0.2 |
| Natural resources, construction, and maintenance | 1.7 | 0.3 | 1.8 | 0.4 | 0.2 |
| Construction, extraction, farming, fishing, and forestry | 2.5 | – | 2.9 | 1.1 | – |
| Installation, maintenance, and repair | 2.1 | 0.4 | 2.0 | 0.4 | 0.3 |
| Production, transportation, and material moving ... | 1.8 | 0.3 | 2.0 | 0.5 | 0.3 |
| Transportation and material moving | 2.3 | 0.5 | 2.5 | 0.6 | 0.6 |
| Full time | 1.0 | 0.2 | 0.9 | 0.2 | 0.1 |
| Part time | 3.2 | 0.7 | 3.4 | 0.8 | 0.2 |
| Union | 1.4 | 0.3 | 1.4 | 0.5 | 0.2 |
| Nonunion | 1.1 | 0.3 | 1.1 | 0.2 | 0.1 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 2.0 | 0.3 | 2.0 | 0.4 | 0.3 |
| Lowest 10 percent | 3.8 | 0.4 | 3.9 | 1.0 | 0.5 |
| Second 25 percent | 1.3 | 0.3 | 1.3 | 0.3 | 0.2 |
| Third 25 percent | 1.3 | 0.2 | 1.2 | 0.3 | 0.3 |
| Highest 25 percent | 1.4 | 0.4 | 1.4 | 0.2 | 0.2 |
| Highest 10 percent | 2.0 | 0.7 | 1.9 | 0.3 | 0.3 |
| Establishment characteristics | | | | | |
| Service-providing industries | 1.1 | 0.2 | 1.1 | 0.2 | 0.1 |
| Education and health services | 2.3 | 0.2 | 2.0 | 0.4 | 0.3 |
| Educational services | 1.5 | 0.2 | 1.4 | 0.5 | 0.7 |
| Elementary and secondary schools | 1.9 | 0.2 | 1.8 | 0.6 | 0.7 |
| Junior colleges, colleges, and universities | 1.7 | 0.5 | 2.2 | 0.9 | 0.8 |
| Health care and social assistance | 3.4 | – | 3.1 | 0.7 | – |
| Hospitals | 2.3 | – | 1.7 | 0.6 | – |
| Public administration | 2.5 | 0.4 | 2.5 | 0.6 | 0.3 |

See footnotes at end of table.

Table 18. Standard errors for life insurance plans: Method of benefit payment, civilian workers,¹ March 2017—continued

| Characteristics | Basic life insurance method of payment | | | | |
|---------------------------|--|--------------------------------------|--------------------|------------------------|-------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| 1 to 99 workers | 1.8 | 0.3 | 1.8 | 0.2 | 0.2 |
| 1 to 49 workers | 1.9 | 0.2 | 1.9 | 0.4 | 0.2 |
| 50 to 99 workers | 2.9 | — | 3.0 | 0.5 | — |
| 100 workers or more | 1.1 | 0.2 | 1.1 | 0.2 | 0.2 |
| 100 to 499 workers | 1.7 | 0.4 | 1.8 | 0.4 | 0.2 |
| 500 workers or more | 1.2 | 0.3 | 1.0 | 0.3 | 0.2 |
| Geographic areas | | | | | |
| Northeast | 1.8 | 0.4 | 1.8 | 0.4 | 0.2 |
| Middle Atlantic | 2.3 | — | 2.2 | 0.5 | — |
| South | 1.7 | 0.5 | 1.5 | 0.2 | 0.3 |
| South Atlantic | 2.3 | 0.3 | 1.8 | 0.3 | 0.5 |
| East South Central | 2.2 | — | 2.3 | 1.0 | — |
| West South Central | 3.1 | — | 2.9 | 0.2 | — |
| Midwest | 1.9 | 0.1 | 1.9 | 0.4 | 0.2 |
| East North Central | 2.5 | 0.2 | 2.5 | 0.3 | 0.2 |
| West North Central | 2.7 | 0.1 | 2.6 | 1.1 | 0.4 |
| West | 2.6 | 0.5 | 2.7 | 0.4 | 0.1 |
| Mountain | 4.0 | 0.6 | 4.2 | — | — |
| Pacific | 3.5 | 0.6 | 3.6 | 0.6 | 0.2 |

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

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 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,¹ March 2017

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

| Characteristics | Multiple of annual earnings amounts ² | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|---|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| All workers | (³) | 61 | 10 | 24 | 5 | 1.4 | 1.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | (³) | 58 | 10 | 25 | 6 | 1.4 | 1.0 |
| Management, business, and financial | (³) | 56 | 9 | 28 | 7 | 1.5 | 1.0 |
| Professional and related | (³) | 60 | 11 | 24 | 5 | 1.4 | 1.0 |
| Teachers | — | 50 | 21 | 23 | — | 1.5 | — |
| Primary, secondary, and special education school teachers | — | 53 | 24 | 20 | — | 1.4 | 1.0 |
| Registered nurses | — | 79 | 8 | 12 | — | 1.2 | 1.0 |
| Service | — | 69 | 8 | 19 | — | 1.3 | 1.0 |
| Protective service | — | 59 | — | 19 | 8 | 1.4 | 1.0 |
| Sales and office | (³) | 62 | 10 | 22 | 4 | 1.4 | 1.0 |
| Sales and related | — | 67 | 11 | 20 | — | 1.3 | 1.0 |
| Office and administrative support | (³) | 61 | 10 | 23 | 6 | 1.4 | 1.0 |
| Natural resources, construction, and maintenance | 1 | 63 | 8 | 24 | 3 | 1.3 | 1.0 |
| Construction, extraction, farming, fishing, and forestry | — | 64 | — | 21 | 2 | 1.3 | 1.0 |
| Installation, maintenance, and repair | 1 | 63 | 7 | 26 | 3 | 1.3 | 1.0 |
| Production, transportation, and material moving | — | 61 | 11 | 24 | — | 1.4 | 1.0 |
| Transportation and material moving | — | 67 | 14 | 16 | — | 1.2 | 1.0 |
| Full time | (³) | 61 | 10 | 24 | 5 | 1.4 | 1.0 |
| Part time | — | 71 | 6 | 21 | — | 1.3 | 1.0 |
| Union | — | 62 | 13 | 18 | — | 1.4 | 1.0 |
| Nonunion | (³) | 61 | 10 | 24 | 4 | 1.4 | 1.0 |
| Average wage within the following categories: ⁴ | | | | | | | |
| Lowest 25 percent | — | 70 | 9 | 19 | — | 1.3 | 1.0 |
| Lowest 10 percent | — | 69 | 8 | — | — | 1.3 | 1.0 |
| Second 25 percent | 1 | 66 | 9 | 19 | 4 | 1.3 | 1.0 |
| Third 25 percent | 1 | 57 | 12 | 25 | 5 | 1.4 | 1.0 |
| Highest 25 percent | (³) | 58 | 9 | 27 | 5 | 1.4 | 1.0 |
| Highest 10 percent | (³) | 56 | 9 | 29 | 6 | 1.5 | 1.0 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1 | 63 | 10 | 22 | 4 | 1.4 | 1.0 |
| Education and health services | 1 | 66 | 12 | 18 | 4 | 1.3 | 1.0 |
| Educational services | 1 | 47 | 20 | 26 | 6 | 1.5 | 1.3 |
| Elementary and secondary schools | — | 49 | 23 | 25 | 4 | 1.4 | 1.3 |
| Junior colleges, colleges, and universities | 3 | 44 | 17 | 28 | 8 | 1.5 | 1.5 |
| Health care and social assistance | — | 74 | 9 | 14 | — | 1.2 | 1.0 |
| Hospitals | — | 76 | 9 | 13 | — | 1.2 | 1.0 |
| Public administration | — | 53 | 18 | 24 | 6 | 1.4 | 1.0 |

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,¹ March 2017—continued

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

| Characteristics | Multiple of annual earnings amounts ² | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|---------------------------|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| 1 to 99 workers | 1 | 61 | 10 | 23 | 4 | 1.4 | 1.0 |
| 1 to 49 workers | 1 | 62 | 9 | 25 | 4 | 1.4 | 1.0 |
| 50 to 99 workers | — | 60 | 13 | 21 | — | 1.3 | 1.0 |
| 100 workers or more | (³) | 61 | 10 | 24 | 5 | 1.4 | 1.0 |
| 100 to 499 workers | — | 60 | 10 | 24 | — | 1.4 | 1.0 |
| 500 workers or more | (³) | 62 | 11 | 24 | 4 | 1.3 | 1.0 |
| Geographic areas | | | | | | | |
| Northeast | 1 | 57 | 15 | 23 | 4 | 1.4 | 1.0 |
| Middle Atlantic | 1 | 56 | 15 | 24 | 4 | 1.4 | 1.0 |
| South | 1 | 62 | 8 | 25 | 4 | 1.4 | 1.0 |
| South Atlantic | 1 | 61 | 8 | 24 | 5 | 1.4 | 1.0 |
| East South Central | — | 63 | — | 24 | — | 1.4 | 1.0 |
| West South Central | — | 63 | 7 | 26 | — | 1.4 | 1.0 |
| Midwest | — | 60 | 10 | 25 | — | 1.4 | 1.0 |
| East North Central | — | 60 | 10 | 24 | 5 | 1.4 | 1.0 |
| West North Central | — | 61 | 11 | 25 | — | 1.4 | 1.0 |
| West | — | 64 | 9 | 21 | — | 1.4 | 1.0 |
| Mountain | — | 69 | — | 18 | 2 | 1.3 | 1.0 |
| Pacific | — | 61 | 7 | 23 | — | 1.4 | 1.0 |

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

² Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

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: Because of rounding, sums of individual items may not equal totals. 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 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,¹ March 2017

| Characteristics | Multiple of annual earnings amounts ² | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|---|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| All workers | 0.1 | 1.0 | 0.6 | 0.9 | 0.5 | (³) | 0.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | (³) | 1.5 | 0.7 | 1.2 | 0.9 | (³) | 0.0 |
| Management, business, and financial | 0.1 | 2.3 | 1.1 | 1.9 | 1.0 | (³) | 0.0 |
| Professional and related | 0.1 | 1.7 | 0.9 | 1.4 | 1.0 | (³) | 0.0 |
| Teachers | – | 3.7 | 2.3 | 2.4 | – | (³) | – |
| Primary, secondary, and special education school teachers | – | 5.4 | 3.6 | 3.6 | – | 0.1 | 0.2 |
| Registered nurses | – | 3.1 | 1.4 | 2.9 | – | (³) | 0.0 |
| Service | – | 3.4 | 1.4 | 3.1 | – | (³) | 0.0 |
| Protective service | – | 6.1 | – | 4.2 | 2.4 | 0.1 | 0.0 |
| Sales and office | 0.1 | 1.5 | 1.0 | 1.4 | 0.7 | (³) | 0.0 |
| Sales and related | – | 3.2 | 2.0 | 3.2 | – | (³) | 0.0 |
| Office and administrative support | 0.1 | 1.6 | 0.9 | 1.3 | 0.9 | (³) | 0.0 |
| Natural resources, construction, and maintenance | 0.4 | 2.7 | 1.7 | 2.7 | 0.6 | (³) | 0.0 |
| Construction, extraction, farming, fishing, and forestry | – | 7.2 | – | 5.6 | 0.9 | 0.1 | 0.0 |
| Installation, maintenance, and repair | 0.5 | 3.1 | 1.5 | 3.3 | 0.8 | (³) | 0.0 |
| Production, transportation, and material moving | – | 1.9 | 1.4 | 1.6 | – | (³) | 0.0 |
| Transportation and material moving | – | 2.5 | 2.0 | 1.9 | – | (³) | 0.0 |
| Full time | 0.1 | 1.1 | 0.6 | 0.9 | 0.5 | (³) | 0.0 |
| Part time | – | 4.9 | 1.2 | 4.7 | – | (³) | 0.0 |
| Union | – | 2.5 | 1.4 | 1.9 | – | (³) | 0.0 |
| Nonunion | 0.1 | 1.1 | 0.6 | 0.9 | 0.5 | (³) | 0.0 |
| Average wage within the following categories: ⁴ | | | | | | | |
| Lowest 25 percent | – | 3.3 | 1.4 | 3.1 | – | (³) | 0.0 |
| Lowest 10 percent | – | 8.8 | 2.0 | – | – | 0.1 | 0.0 |
| Second 25 percent | 0.1 | 1.5 | 0.9 | 1.2 | 0.9 | (³) | 0.0 |
| Third 25 percent | 0.3 | 1.4 | 1.1 | 1.2 | 0.7 | (³) | 0.0 |
| Highest 25 percent | 0.1 | 1.5 | 0.7 | 1.3 | 0.8 | (³) | 0.0 |
| Highest 10 percent | (³) | 2.1 | 1.1 | 1.9 | 1.0 | (³) | 0.0 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 0.1 | 1.2 | 0.6 | 1.0 | 0.6 | (³) | 0.0 |
| Education and health services | 0.1 | 2.1 | 1.0 | 1.7 | 1.2 | (³) | 0.0 |
| Educational services | 0.1 | 2.0 | 1.7 | 1.7 | 1.0 | (³) | 0.3 |
| Elementary and secondary schools | – | 3.5 | 2.8 | 3.3 | 1.5 | (³) | 0.3 |
| Junior colleges, colleges, and universities | 0.1 | 2.6 | 2.6 | 2.7 | 1.0 | (³) | 0.4 |
| Health care and social assistance | – | 3.0 | 1.2 | 2.4 | – | (³) | 0.0 |
| Hospitals | – | 2.7 | 1.7 | 2.9 | – | (³) | 0.0 |
| Public administration | – | 3.8 | 3.7 | 3.5 | 1.7 | (³) | 0.2 |

See footnotes at end of table.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,¹ March 2017—continued

| Characteristics | Multiple of annual earnings amounts ² | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|---------------------------|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| 1 to 99 workers | 0.2 | 2.0 | 1.3 | 1.7 | 0.7 | (³) | 0.0 |
| 1 to 49 workers | 0.2 | 2.6 | 1.6 | 2.1 | 1.0 | (³) | 0.0 |
| 50 to 99 workers | — | 3.3 | 2.4 | 2.6 | — | (³) | 0.0 |
| 100 workers or more | 0.1 | 1.1 | 0.6 | 1.0 | 0.7 | (³) | 0.0 |
| 100 to 499 workers | — | 1.8 | 0.7 | 1.5 | — | (³) | 0.0 |
| 500 workers or more | 0.1 | 1.6 | 1.1 | 1.6 | 0.4 | (³) | 0.0 |
| Geographic areas | | | | | | | |
| Northeast | 0.1 | 2.7 | 1.1 | 2.7 | 0.5 | (³) | 0.0 |
| Middle Atlantic | 0.2 | 3.6 | 1.1 | 3.5 | 0.6 | (³) | 0.0 |
| South | 0.2 | 1.6 | 0.9 | 1.2 | 0.9 | (³) | 0.0 |
| South Atlantic | 0.3 | 2.2 | 1.0 | 1.3 | 1.4 | (³) | 0.0 |
| East South Central | — | 5.0 | — | 3.2 | — | 0.1 | 0.0 |
| West South Central | — | 2.4 | 1.8 | 2.6 | — | (³) | 0.0 |
| Midwest | — | 1.9 | 1.2 | 1.7 | — | (³) | 0.0 |
| East North Central | — | 2.2 | 1.1 | 2.2 | 0.6 | (³) | 0.0 |
| West North Central | — | 3.7 | 2.7 | 2.7 | — | (³) | 0.0 |
| West | — | 2.6 | 1.8 | 1.9 | — | (³) | 0.0 |
| Mountain | — | 4.6 | — | 2.4 | 0.9 | (³) | 0.0 |
| Pacific | — | 2.9 | 2.0 | 2.8 | — | 0.1 | 0.0 |

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

² Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

³ Less than 0.05.

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 20. Life insurance plans: Maximum benefit amounts, civilian workers,¹ March 2017

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum benefit amount ² | | | | | With no maximum benefit amount |
|---|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 77 | \$50,000 | – | \$200,000 | \$500,000 | \$1,000,000 | 23 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 77 | 50,000 | \$100,000 | 300,000 | 750,000 | 1,500,000 | 23 |
| Management, business, and financial | 80 | 50,000 | 100,000 | 300,000 | 750,000 | – | 20 |
| Professional and related | 75 | 50,000 | 100,000 | 300,000 | 750,000 | – | 25 |
| Teachers | 62 | 50,000 | 50,000 | 200,000 | – | 500,000 | 38 |
| Primary, secondary, and special education school teachers | 54 | 50,000 | 50,000 | – | – | 500,000 | 46 |
| Registered nurses | 81 | 50,000 | – | 300,000 | – | 1,000,000 | 19 |
| Service | 77 | 50,000 | 50,000 | 200,000 | 500,000 | 1,000,000 | 23 |
| Protective service | 70 | – | 50,000 | 150,000 | 500,000 | – | 30 |
| Sales and office | 82 | 50,000 | 50,000 | 200,000 | 500,000 | 1,000,000 | 18 |
| Sales and related | 85 | 50,000 | 50,000 | – | 500,000 | 1,000,000 | 15 |
| Office and administrative support | 81 | 50,000 | 70,000 | 200,000 | 500,000 | 1,000,000 | 19 |
| Natural resources, construction, and maintenance | 74 | 50,000 | 50,000 | 200,000 | 500,000 | – | 26 |
| Installation, maintenance, and repair | 72 | 50,000 | 50,000 | – | 500,000 | – | 28 |
| Production, transportation, and material moving ... | 69 | 50,000 | 70,000 | – | 500,000 | 1,000,000 | 31 |
| Transportation and material moving | 71 | 50,000 | – | 100,000 | 300,000 | – | 29 |
| Full time | 77 | 50,000 | – | 200,000 | 500,000 | 1,000,000 | 23 |
| Part time | 64 | 50,000 | – | – | 500,000 | – | 36 |
| Union | 64 | 50,000 | – | 150,000 | – | 1,000,000 | 36 |
| Nonunion | 79 | 50,000 | – | 250,000 | 500,000 | 1,000,000 | 21 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 77 | 50,000 | 50,000 | 200,000 | 500,000 | 1,000,000 | 23 |
| Lowest 10 percent | 83 | 50,000 | – | – | – | 1,000,000 | 17 |
| Second 25 percent | 78 | 50,000 | 50,000 | 150,000 | 500,000 | 1,000,000 | 22 |
| Third 25 percent | 77 | 50,000 | 70,000 | 200,000 | 500,000 | 1,000,000 | 23 |
| Highest 25 percent | 76 | 50,000 | 100,000 | 300,000 | 1,000,000 | – | 24 |
| Highest 10 percent | 76 | 50,000 | – | 300,000 | 1,000,000 | 2,000,000 | 24 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 79 | 50,000 | – | 200,000 | 500,000 | 1,000,000 | 21 |
| Education and health services | 75 | 50,000 | – | 200,000 | 500,000 | 1,000,000 | 25 |
| Educational services | 63 | 50,000 | 50,000 | – | 300,000 | 500,000 | 37 |
| Elementary and secondary schools | 50 | 50,000 | 50,000 | – | 300,000 | 400,000 | 50 |
| Junior colleges, colleges, and universities | 77 | 50,000 | 50,000 | – | 400,000 | 500,000 | 23 |
| Health care and social assistance | 80 | 50,000 | 100,000 | – | 500,000 | 1,000,000 | 20 |
| Hospitals | 81 | 50,000 | 200,000 | 500,000 | 750,000 | 1,000,000 | 19 |
| Public administration | 59 | 40,000 | – | – | 300,000 | 500,000 | 41 |

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum benefit amount ² | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 79 | \$50,000 | \$50,000 | \$185,000 | \$500,000 | \$1,000,000 | 21 |
| 1 to 49 workers | 84 | 50,000 | 50,000 | 175,000 | 500,000 | 1,000,000 | 16 |
| 50 to 99 workers | 70 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 30 |
| 100 workers or more | 76 | 50,000 | 70,000 | 250,000 | 600,000 | 1,000,000 | 24 |
| 100 to 499 workers | 76 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 24 |
| 500 workers or more | 77 | 50,000 | — | 300,000 | 1,000,000 | 1,000,000 | 23 |
| Geographic areas | | | | | | | |
| Northeast | 74 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 26 |
| Middle Atlantic | 73 | 50,000 | 50,000 | — | 500,000 | 1,000,000 | 27 |
| South | 78 | 50,000 | — | 225,000 | 500,000 | — | 22 |
| South Atlantic | 77 | 50,000 | — | 250,000 | 750,000 | — | 23 |
| East South Central | 79 | 50,000 | — | — | 500,000 | 1,000,000 | 21 |
| West South Central | 79 | 50,000 | — | 200,000 | 500,000 | — | 21 |
| Midwest | 77 | 50,000 | 70,000 | 250,000 | 500,000 | — | 23 |
| East North Central | 79 | 50,000 | — | 250,000 | — | — | 21 |
| West North Central | 72 | 50,000 | 50,000 | — | 500,000 | 1,000,000 | 28 |
| West | 79 | 50,000 | — | 200,000 | — | 1,000,000 | 21 |
| Mountain | 81 | 50,000 | — | 250,000 | 1,000,000 | 1,000,000 | 19 |
| Pacific | 77 | 50,000 | 50,000 | 200,000 | — | 1,200,000 | 23 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 20. Standard errors for life insurance plans: Maximum benefit amounts, civilian workers,¹ March 2017

| Characteristics | With maximum benefit amount | Maximum benefit amount ² | | | | | With no maximum benefit amount |
|---|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 0.9 | \$0.00 | – | \$45,501.95 | \$20,402.21 | \$0.00 | 0.9 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.3 | 0.00 | \$15,618.02 | 18,248.29 | 51,613.95 | 445,964.40 | 1.3 |
| Management, business, and financial | 1.6 | 0.00 | 25,416.92 | 16,448.78 | 32,897.57 | – | 1.6 |
| Professional and related | 1.4 | 0.00 | 19,801.70 | 45,620.72 | 157,308.81 | – | 1.4 |
| Teachers | 3.8 | 0.00 | 4,562.07 | 55,799.19 | – | 0.00 | 3.8 |
| Primary, secondary, and special education school teachers | 5.9 | 0.00 | 14,426.54 | – | – | 0.00 | 5.9 |
| Registered nurses | 2.4 | 0.00 | – | 53,979.16 | – | 0.00 | 2.4 |
| Service | 2.6 | 3,160.70 | 4,913.50 | 25,806.98 | 0.00 | 45,620.72 | 2.6 |
| Protective service | 3.7 | – | 4,562.07 | 43,995.03 | 102,418.26 | – | 3.7 |
| Sales and office | 0.9 | 0.00 | 0.00 | 26,207.11 | 0.00 | 18,248.29 | 0.9 |
| Sales and related | 1.5 | 0.00 | 0.00 | – | 0.00 | 36,496.58 | 1.5 |
| Office and administrative support | 1.1 | 0.00 | 20,965.69 | 13,095.61 | 18,248.29 | 36,496.58 | 1.1 |
| Natural resources, construction, and maintenance | 3.0 | 0.00 | 0.00 | 42,483.64 | 29,211.51 | – | 3.0 |
| Installation, maintenance, and repair | 2.9 | 0.00 | 0.00 | – | 83,872.67 | – | 2.9 |
| Production, transportation, and material moving | 2.8 | 0.00 | 9,438.09 | – | 0.00 | 0.00 | 2.8 |
| Transportation and material moving | 4.0 | 0.00 | – | 0.00 | 84,613.83 | – | 4.0 |
| Full time | 0.9 | 0.00 | – | 50,447.52 | 25,806.98 | 0.00 | 0.9 |
| Part time | 3.6 | 0.00 | – | – | 95,258.86 | – | 3.6 |
| Union | 2.7 | 4,469.90 | – | 37,778.36 | – | 79,017.40 | 2.7 |
| Nonunion | 0.9 | 0.00 | – | 25,004.15 | 96,990.98 | 18,248.29 | 0.9 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 1.5 | 0.00 | 1,580.35 | 58,001.14 | 0.00 | 0.00 | 1.5 |
| Lowest 10 percent | 2.6 | 0.00 | – | – | – | 0.00 | 2.6 |
| Second 25 percent | 1.8 | 0.00 | 0.00 | 37,906.40 | 0.00 | 0.00 | 1.8 |
| Third 25 percent | 1.3 | 0.00 | 13,502.50 | 4,562.07 | 0.00 | 0.00 | 1.3 |
| Highest 25 percent | 1.4 | 0.00 | 0.00 | 4,562.07 | 266,012.22 | – | 1.4 |
| Highest 10 percent | 2.2 | 0.00 | – | 60,433.25 | 164,993.18 | 509,973.53 | 2.2 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 0.9 | 0.00 | – | 36,279.23 | 0.00 | 0.00 | 0.9 |
| Education and health services | 1.9 | 0.00 | – | 18,809.90 | 0.00 | 0.00 | 1.9 |
| Educational services | 2.0 | 0.00 | 0.00 | – | 12,903.49 | 0.00 | 2.0 |
| Elementary and secondary schools | 3.6 | 0.00 | 9,124.14 | – | 36,496.58 | 116,846.05 | 3.6 |
| Junior colleges, colleges, and universities | 1.9 | 0.00 | 0.00 | – | 87,515.71 | 0.00 | 1.9 |
| Health care and social assistance | 2.5 | 0.00 | 27,372.43 | – | 0.00 | 0.00 | 2.5 |
| Hospitals | 2.5 | 0.00 | 59,131.21 | 78,488.85 | 165,056.24 | 0.00 | 2.5 |
| Public administration | 4.0 | 11,396.05 | – | – | 35,630.92 | 0.00 | 4.0 |

See footnotes at end of table.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

| Characteristics | With maximum benefit amount | Maximum benefit amount ² | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 1.8 | \$0.00 | \$6,255.20 | \$48,572.68 | \$0.00 | \$0.00 | 1.8 |
| 1 to 49 workers | 1.7 | 0.00 | 9,911.36 | 47,734.19 | 0.00 | 0.00 | 1.7 |
| 50 to 99 workers | 3.4 | 0.00 | — | 58,351.74 | 0.00 | 45,620.72 | 3.4 |
| 100 workers or more | 1.0 | 0.00 | 17,118.41 | 9,124.14 | 163,536.12 | 124,101.77 | 1.0 |
| 100 to 499 workers | 1.8 | 0.00 | — | 4,562.07 | 0.00 | 235,112.74 | 1.8 |
| 500 workers or more | 1.3 | 0.00 | — | 29,565.61 | 256,614.01 | 203,409.07 | 1.3 |
| Geographic areas | | | | | | | |
| Northeast | 1.7 | 0.00 | — | 18,809.90 | 0.00 | 0.00 | 1.7 |
| Middle Atlantic | 2.1 | 0.00 | 11,613.14 | — | 0.00 | 0.00 | 2.1 |
| South | 1.2 | 0.00 | — | 48,922.77 | 71,553.30 | — | 1.2 |
| South Atlantic | 1.3 | 0.00 | — | 65,814.11 | 146,980.87 | — | 1.3 |
| East South Central | 3.3 | 0.00 | — | — | 112,859.43 | 176,688.28 | 3.3 |
| West South Central | 3.0 | 0.00 | — | 0.00 | 0.00 | — | 3.0 |
| Midwest | 2.1 | 0.00 | 18,920.23 | 68,418.91 | 0.00 | — | 2.1 |
| East North Central | 2.6 | 0.00 | — | 64,064.23 | — | — | 2.6 |
| West North Central | 2.9 | 0.00 | 0.00 | — | 0.00 | 0.00 | 2.9 |
| West | 2.5 | 0.00 | — | 49,506.36 | — | 121,045.45 | 2.5 |
| Mountain | 2.7 | 0.00 | — | 64,935.45 | 256,451.75 | 0.00 | 2.7 |
| Pacific | 3.7 | 0.00 | 0.00 | 11,684.61 | — | 330,364.57 | 3.7 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ civilian workers,² March 2017

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

| Characteristics | Flat dollar amounts ³ | | | | |
|---|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | – | \$10,000 | \$20,000 | \$40,000 | \$50,000 |
| Worker characteristics | | | | | |
| Management, professional, and related | – | 15,000 | 25,000 | 50,000 | 50,000 |
| Management, business, and financial | \$10,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Professional and related | 6,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Teachers | 6,000 | – | 25,000 | 50,000 | 50,000 |
| Primary, secondary, and special education school teachers | 10,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Registered nurses | – | 10,000 | – | 50,000 | 50,000 |
| Service | 5,000 | 10,000 | 15,000 | 25,000 | 50,000 |
| Protective service | 5,000 | 10,000 | – | – | 50,000 |
| Sales and office | – | – | 20,000 | 40,000 | 50,000 |
| Sales and related | – | 10,000 | – | 25,000 | 50,000 |
| Office and administrative support | – | – | 20,000 | 50,000 | 50,000 |
| Natural resources, construction, and maintenance | 10,000 | 10,000 | 20,000 | 25,000 | 50,000 |
| Construction, extraction, farming, fishing, and forestry | – | 10,000 | 20,000 | 25,000 | 50,000 |
| Installation, maintenance, and repair | 10,000 | 15,000 | 20,000 | 40,000 | 50,000 |
| Production, transportation, and material moving | 10,000 | 15,000 | 20,000 | 25,000 | 50,000 |
| Transportation and material moving | 10,000 | 15,000 | 20,000 | – | 50,000 |
| Full time | 10,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| Part time | 5,000 | 5,000 | – | – | 50,000 |
| Union | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| Nonunion | 10,000 | – | 20,000 | – | 50,000 |
| Average wage within the following categories: ⁴ | | | | | |
| Lowest 25 percent | 5,000 | 10,000 | 15,000 | 20,000 | – |
| Lowest 10 percent | 5,000 | – | – | 15,000 | – |
| Second 25 percent | 10,000 | 15,000 | 20,000 | 30,000 | 50,000 |
| Third 25 percent | 10,000 | 15,000 | 20,000 | 40,000 | 50,000 |
| Highest 25 percent | 6,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Highest 10 percent | 6,000 | – | 30,000 | 50,000 | – |
| Establishment characteristics | | | | | |
| Service-providing industries | 6,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| Education and health services | 6,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Educational services | 6,000 | – | 25,000 | 50,000 | 50,000 |
| Elementary and secondary schools | – | 15,000 | 25,000 | 50,000 | 50,000 |
| Junior colleges, colleges, and universities | 5,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Health care and social assistance | – | 10,000 | 25,000 | 50,000 | 50,000 |
| Hospitals | – | 10,000 | – | – | 50,000 |
| Public administration | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ civilian workers,² March 2017—continued

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

| Characteristics | Flat dollar amounts ³ | | | | |
|---------------------------|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| 1 to 99 workers | \$10,000 | \$15,000 | \$20,000 | — | \$50,000 |
| 1 to 49 workers | — | — | 20,000 | — | 50,000 |
| 50 to 99 workers | 10,000 | 15,000 | 20,000 | \$50,000 | 50,000 |
| 100 workers or more | 5,000 | 10,000 | 20,000 | 35,000 | 50,000 |
| 100 to 499 workers | 10,000 | 10,000 | 20,000 | 30,000 | 50,000 |
| 500 workers or more | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| Geographic areas | | | | | |
| Northeast | 5,000 | 10,000 | 20,000 | 50,000 | — |
| Middle Atlantic | 6,000 | 10,000 | 20,000 | 50,000 | — |
| South | 10,000 | 10,000 | 20,000 | 25,000 | 50,000 |
| South Atlantic | 10,000 | — | 20,000 | 25,000 | 50,000 |
| East South Central | 10,000 | 15,000 | 20,000 | 50,000 | 50,000 |
| West South Central | 5,000 | 10,000 | 15,000 | 25,000 | 50,000 |
| Midwest | 10,000 | 15,000 | — | 35,000 | 50,000 |
| East North Central | 10,000 | 15,000 | 20,000 | 35,000 | 50,000 |
| West North Central | 10,000 | 15,000 | 25,000 | 35,000 | 50,000 |
| West | 5,000 | — | 20,000 | 50,000 | 50,000 |
| Mountain | 10,000 | — | 25,000 | 50,000 | 50,000 |
| Pacific | 5,000 | 10,000 | 20,000 | 41,116 | 50,000 |

¹ Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

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

³ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,¹ civilian workers,² March 2017

| Characteristics | Flat dollar amounts ³ | | | | |
|---|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | – | \$0.00 | \$0.00 | \$2,904.00 | \$0.00 |
| Worker characteristics | | | | | |
| Management, professional, and related | – | 0.00 | 0.00 | 0.00 | 0.00 |
| Management, business, and financial | \$0.00 | 182.48 | 0.00 | 0.00 | 0.00 |
| Professional and related | 1,471.22 | 456.21 | 0.00 | 0.00 | 0.00 |
| Teachers | 258.07 | – | 0.00 | 0.00 | 0.00 |
| Primary, secondary, and special education school teachers | 2,667.93 | 1,946.25 | 0.00 | 0.00 | 0.00 |
| Registered nurses | – | 0.00 | – | 2,040.22 | 893.98 |
| Service | 0.00 | 0.00 | 0.00 | 2,234.95 | 0.00 |
| Protective service | 0.00 | 0.00 | – | – | 0.00 |
| Sales and office | – | – | 0.00 | 8,846.19 | 0.00 |
| Sales and related | – | 0.00 | – | 4,080.44 | 0.00 |
| Office and administrative support | – | – | 2,414.02 | 5,994.22 | 0.00 |
| Natural resources, construction, and maintenance | 0.00 | 2,523.61 | 0.00 | 6,402.52 | 0.00 |
| Construction, extraction, farming, fishing, and forestry | – | 0.00 | 2,908.30 | 0.00 | 7,067.53 |
| Installation, maintenance, and repair | 0.00 | 1,465.55 | 2,885.31 | 9,848.58 | 0.00 |
| Production, transportation, and material moving ... | 0.00 | 1,168.46 | 0.00 | 2,656.99 | 8,836.77 |
| Transportation and material moving | 0.00 | 3,069.84 | 0.00 | – | 7,242.06 |
| Full time | 0.00 | 2,354.67 | 0.00 | 2,876.63 | 0.00 |
| Part time | 0.00 | 0.00 | – | – | 0.00 |
| Union | 0.00 | 0.00 | 0.00 | 3,103.23 | 0.00 |
| Nonunion | 0.00 | – | 0.00 | – | 0.00 |
| Average wage within the following categories: ⁴ | | | | | |
| Lowest 25 percent | 0.00 | 0.00 | 1,290.35 | 912.41 | – |
| Lowest 10 percent | 0.00 | – | – | 1,824.83 | – |
| Second 25 percent | 0.00 | 4,441.87 | 0.00 | 6,090.66 | 0.00 |
| Third 25 percent | 0.00 | 2,297.40 | 0.00 | 3,212.94 | 0.00 |
| Highest 25 percent | 1,702.09 | 1,714.27 | 0.00 | 0.00 | 0.00 |
| Highest 10 percent | 547.45 | – | 6,893.41 | 0.00 | – |
| Establishment characteristics | | | | | |
| Service-providing industries | 816.09 | 0.00 | 0.00 | 8,140.88 | 0.00 |
| Education and health services | 729.93 | 1,471.22 | 0.00 | 0.00 | 0.00 |
| Educational services | 0.00 | – | 0.00 | 0.00 | 0.00 |
| Elementary and secondary schools | – | 3,314.34 | 0.00 | 0.00 | 0.00 |
| Junior colleges, colleges, and universities | 0.00 | 2,064.56 | 0.00 | 8,162.23 | 0.00 |
| Health care and social assistance | – | 2,351.13 | 5,770.62 | 1,277.38 | 0.00 |
| Hospitals | – | 0.00 | – | – | 729.93 |
| Public administration | 0.00 | 0.00 | 0.00 | 11,906.88 | 0.00 |

See footnotes at end of table.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,¹ civilian workers,² March 2017—continued

| Characteristics | Flat dollar amounts ³ | | | | |
|---------------------------|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| 1 to 99 workers | \$0.00 | \$930.48 | \$0.00 | — | \$0.00 |
| 1 to 49 workers | — | — | 0.00 | — | 0.00 |
| 50 to 99 workers | 0.00 | 0.00 | 912.41 | \$14,231.62 | 0.00 |
| 100 workers or more | 1,237.66 | 0.00 | 0.00 | 5,936.72 | 0.00 |
| 100 to 499 workers | 0.00 | 2,543.33 | 0.00 | 2,948.10 | 0.00 |
| 500 workers or more | 0.00 | 0.00 | 0.00 | 1,860.97 | 0.00 |
| Geographic areas | | | | | |
| Northeast | 0.00 | 0.00 | 0.00 | 0.00 | — |
| Middle Atlantic | 1,048.28 | 0.00 | 5,000.83 | 0.00 | — |
| South | 0.00 | 0.00 | 2,441.45 | 2,293.77 | 0.00 |
| South Atlantic | 0.00 | — | 0.00 | 1,580.35 | 0.00 |
| East South Central | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| West South Central | 912.41 | 0.00 | 2,040.22 | 0.00 | 9,304.84 |
| Midwest | 0.00 | 0.00 | — | 7,356.12 | 0.00 |
| East North Central | 0.00 | 0.00 | 5,770.62 | 7,093.40 | 0.00 |
| West North Central | 0.00 | 482.80 | 4,279.60 | 9,482.09 | 0.00 |
| West | 682.79 | — | 3,026.14 | 9,601.06 | 0.00 |
| Mountain | 0.00 | — | 3,871.05 | 8,185.33 | 0.00 |
| Pacific | 0.00 | 0.00 | 0.00 | 12,206.76 | 0.00 |

¹ Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

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

³ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 22. Short-term disability plans: Method of funding, civilian workers,¹ March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Non-commercially insured ² | Commercially insured | Legally required | Other |
|---|---------------------------------------|----------------------|------------------|------------------|
| All workers | 44 | 40 | 15 | 1 |
| Worker characteristics | | | | |
| Management, professional, and related | 48 | 39 | 12 | 1 |
| Management, business, and financial | 51 | 38 | 11 | (³) |
| Professional and related | 47 | 40 | 12 | 1 |
| Teachers | 49 | 35 | 14 | 3 |
| Primary, secondary, and special education school teachers | 49 | 39 | 10 | 2 |
| Registered nurses | 46 | 43 | — | — |
| Service | 29 | 41 | 30 | 1 |
| Protective service | 35 | 45 | — | — |
| Sales and office | 47 | 36 | — | — |
| Sales and related | 50 | 33 | 16 | — |
| Office and administrative support | 45 | 37 | 16 | 1 |
| Natural resources, construction, and maintenance | 37 | — | 15 | — |
| Installation, maintenance, and repair | 44 | 43 | — | — |
| Production, transportation, and material moving ... | 44 | 45 | — | — |
| Transportation and material moving | 39 | 45 | — | — |
| Full time | 46 | 41 | — | — |
| Part time | 27 | 28 | 44 | 1 |
| Union | 35 | 44 | — | — |
| Nonunion | 46 | 39 | 15 | (³) |
| Average wage within the following categories: ⁴ | | | | |
| Lowest 25 percent | 33 | 36 | — | — |
| Lowest 10 percent | 29 | — | 41 | — |
| Second 25 percent | 41 | 43 | 15 | 1 |
| Third 25 percent | 45 | 43 | — | — |
| Highest 25 percent | 50 | 37 | — | — |
| Highest 10 percent | 52 | 37 | — | — |
| Establishment characteristics | | | | |
| Service-providing industries | 44 | 39 | 17 | 1 |
| Education and health services | 36 | 48 | — | — |
| Educational services | 46 | 35 | 14 | 4 |
| Elementary and secondary schools | 41 | 39 | 13 | 6 |
| Junior colleges, colleges, and universities | 58 | 26 | — | — |
| Hospitals | 47 | 42 | 11 | — |
| Public administration | 36 | 46 | 13 | 5 |

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, civilian workers,¹ March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Non-commercially insured ² | Commercially insured | Legally required | Other |
|---------------------------|---------------------------------------|----------------------|------------------|------------------|
| 1 to 99 workers | 33 | 41 | — | — |
| 1 to 49 workers | 35 | 37 | — | — |
| 50 to 99 workers | 31 | 50 | 19 | 1 |
| 100 workers or more | 50 | 39 | — | — |
| 100 to 499 workers | 47 | 43 | 10 | 1 |
| 500 workers or more | 54 | 35 | 10 | 1 |
| Geographic areas | | | | |
| Northeast | — | 29 | 46 | — |
| Middle Atlantic | — | 25 | 54 | — |
| South | 54 | 45 | — | (³) |
| South Atlantic | 54 | 46 | — | (³) |
| East South Central | 54 | 46 | — | — |
| West South Central | 55 | 44 | — | — |
| West | 42 | 47 | — | — |
| Mountain | 39 | 60 | — | 1 |
| Pacific | 44 | 40 | — | — |

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

² Employer assumes all risks and expenses of providing the benefit.

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: Because of rounding, sums of individual items may not equal totals. 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 22. Standard errors for short-term disability plans: Method of funding, civilian workers,¹ March 2017

| Characteristics | Non-commercially insured ² | Commercially insured | Legally required | Other |
|---|---------------------------------------|----------------------|------------------|-------|
| All workers | 1.0 | 1.2 | 0.7 | 0.1 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.7 | 1.8 | 0.9 | 0.2 |
| Management, business, and financial | 2.8 | 2.1 | 2.1 | 0.1 |
| Professional and related | 2.1 | 2.5 | 1.6 | 0.2 |
| Teachers | 3.2 | 3.6 | 2.5 | 1.0 |
| Primary, secondary, and special education school teachers | 4.2 | 4.2 | 2.5 | 0.9 |
| Registered nurses | 4.6 | 5.4 | – | – |
| Service | 2.5 | 3.7 | 2.5 | 0.2 |
| Protective service | 6.6 | 7.3 | – | – |
| Sales and office | 1.6 | 1.6 | – | – |
| Sales and related | 2.2 | 2.3 | 2.1 | – |
| Office and administrative support | 1.9 | 2.1 | 1.6 | 0.1 |
| Natural resources, construction, and maintenance | 2.6 | – | 2.2 | – |
| Installation, maintenance, and repair | 3.9 | 2.6 | – | – |
| Production, transportation, and material moving ... | 2.6 | 2.5 | – | – |
| Transportation and material moving | 3.9 | 3.6 | – | – |
| Full time | 1.1 | 1.2 | – | – |
| Part time | 2.6 | 3.0 | 2.8 | 0.3 |
| Union | 1.9 | 2.3 | – | – |
| Nonunion | 1.2 | 1.2 | 0.7 | 0.1 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 2.2 | 2.8 | – | – |
| Lowest 10 percent | 4.9 | – | 4.9 | – |
| Second 25 percent | 1.8 | 2.0 | 1.7 | 0.1 |
| Third 25 percent | 1.6 | 1.9 | – | – |
| Highest 25 percent | 1.9 | 1.5 | – | – |
| Highest 10 percent | 2.4 | 2.4 | – | – |
| Establishment characteristics | | | | |
| Service-providing industries | 1.2 | 1.3 | 0.9 | 0.1 |
| Education and health services | 2.8 | 3.7 | – | – |
| Educational services | 2.5 | 2.5 | 1.9 | 1.0 |
| Elementary and secondary schools | 4.1 | 3.9 | 2.1 | 1.5 |
| Junior colleges, colleges, and universities | 2.9 | 2.6 | – | – |
| Hospitals | 4.7 | 4.4 | 2.1 | – |
| Public administration | 3.5 | 3.7 | 1.7 | 0.8 |

See footnotes at end of table.

Table 22. Standard errors for short-term disability plans: Method of funding, civilian workers,¹ March 2017—continued

| Characteristics | Non-commercially insured ² | Commercially insured | Legally required | Other |
|---------------------------|---------------------------------------|----------------------|------------------|-------|
| 1 to 99 workers | 1.8 | 2.3 | — | — |
| 1 to 49 workers | 2.1 | 2.6 | — | — |
| 50 to 99 workers | 2.8 | 3.7 | 2.8 | 0.3 |
| 100 workers or more | 1.5 | 1.5 | — | — |
| 100 to 499 workers | 2.0 | 2.1 | 1.0 | 0.3 |
| 500 workers or more | 2.0 | 2.1 | 0.7 | 0.2 |
| Geographic areas | | | | |
| Northeast | — | 2.4 | 1.8 | — |
| Middle Atlantic | — | 2.7 | 2.1 | — |
| South | 2.4 | 2.4 | — | 0.1 |
| South Atlantic | 3.3 | 3.3 | — | 0.1 |
| East South Central | 8.1 | 8.1 | — | — |
| West South Central | 3.2 | 3.2 | — | — |
| West | 2.9 | 2.3 | — | — |
| Mountain | 3.7 | 3.8 | — | 0.5 |
| Pacific | 4.1 | 2.7 | — | — |

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

² Employer assumes all risks and expenses of providing the benefit.

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 23. Short-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 16 | 84 |
| Worker characteristics | | |
| Management, professional, and related | 11 | 89 |
| Management, business, and financial | 11 | 89 |
| Professional and related | 12 | 88 |
| Teachers | 12 | 88 |
| Primary, secondary, and special education school teachers | 13 | 87 |
| Registered nurses | 14 | 86 |
| Service | 30 | 70 |
| Protective service | 22 | 78 |
| Sales and office | 17 | 83 |
| Sales and related | 19 | 81 |
| Office and administrative support | 15 | 85 |
| Natural resources, construction, and maintenance | 15 | 85 |
| Installation, maintenance, and repair | 12 | 88 |
| Production, transportation, and material moving | 13 | 87 |
| Transportation and material moving | 18 | 82 |
| Full time | 13 | 87 |
| Part time | 40 | 60 |
| Union | 17 | 83 |
| Nonunion | 15 | 85 |
| Average wage within the following categories: ² | | |
| Lowest 25 percent | 31 | 69 |
| Lowest 10 percent | 39 | 61 |
| Second 25 percent | 16 | 84 |
| Third 25 percent | 12 | 88 |
| Highest 25 percent | 12 | 88 |
| Highest 10 percent | 12 | 88 |
| Establishment characteristics | | |
| Service-providing industries | 17 | 83 |
| Education and health services | 14 | 86 |
| Educational services | 11 | 89 |
| Elementary and secondary schools | 14 | 86 |
| Junior colleges, colleges, and universities | 8 | 92 |
| Hospitals | 15 | 85 |
| Public administration | 14 | 86 |

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---------------------------|--------------------------------|------------------------------------|
| 1 to 99 workers | 21 | 79 |
| 1 to 49 workers | 22 | 78 |
| 50 to 99 workers | 19 | 81 |
| 100 workers or more | 12 | 88 |
| 100 to 499 workers | 14 | 86 |
| 500 workers or more | 11 | 89 |
| Geographic areas | | |
| Northeast | 38 | 62 |
| Middle Atlantic | 44 | 56 |
| South | 5 | 95 |
| South Atlantic | 6 | 94 |
| East South Central | 4 | 96 |
| West South Central | 5 | 95 |
| West | 9 | 91 |
| Mountain | 3 | 97 |
| Pacific | 12 | 88 |

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

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: Because of rounding, sums of individual items may not equal totals. 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 23. Standard errors for short-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 0.7 | 0.7 |
| Worker characteristics | | |
| Management, professional, and related | 0.7 | 0.7 |
| Management, business, and financial | 2.0 | 2.0 |
| Professional and related | 1.3 | 1.3 |
| Teachers | 1.7 | 1.7 |
| Primary, secondary, and special education school teachers | 2.4 | 2.4 |
| Registered nurses | 3.6 | 3.6 |
| Service | 2.3 | 2.3 |
| Protective service | 3.4 | 3.4 |
| Sales and office | 1.4 | 1.4 |
| Sales and related | 2.4 | 2.4 |
| Office and administrative support | 1.7 | 1.7 |
| Natural resources, construction, and maintenance | 1.9 | 1.9 |
| Installation, maintenance, and repair | 2.9 | 2.9 |
| Production, transportation, and material moving | 1.1 | 1.1 |
| Transportation and material moving | 1.7 | 1.7 |
| Full time | 0.5 | 0.5 |
| Part time | 3.2 | 3.2 |
| Union | 1.3 | 1.3 |
| Nonunion | 0.9 | 0.9 |
| Average wage within the following categories: ² | | |
| Lowest 25 percent | 2.0 | 2.0 |
| Lowest 10 percent | 3.5 | 3.5 |
| Second 25 percent | 1.5 | 1.5 |
| Third 25 percent | 1.0 | 1.0 |
| Highest 25 percent | 1.0 | 1.0 |
| Highest 10 percent | 1.4 | 1.4 |
| Establishment characteristics | | |
| Service-providing industries | 0.9 | 0.9 |
| Education and health services | 1.8 | 1.8 |
| Educational services | 1.4 | 1.4 |
| Elementary and secondary schools | 2.1 | 2.1 |
| Junior colleges, colleges, and universities | 1.5 | 1.5 |
| Hospitals | 3.3 | 3.3 |
| Public administration | 2.1 | 2.1 |

See footnotes at end of table.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|---------------------------|--------------------------------|------------------------------------|
| 1 to 99 workers | 1.6 | 1.6 |
| 1 to 49 workers | 2.0 | 2.0 |
| 50 to 99 workers | 3.1 | 3.1 |
| 100 workers or more | 0.8 | 0.8 |
| 100 to 499 workers | 1.5 | 1.5 |
| 500 workers or more | 0.8 | 0.8 |
| Geographic areas | | |
| Northeast | 1.8 | 1.8 |
| Middle Atlantic | 2.1 | 2.1 |
| South | 0.6 | 0.6 |
| South Atlantic | 0.9 | 0.9 |
| East South Central | 0.4 | 0.4 |
| West South Central | 1.4 | 1.4 |
| West | 1.0 | 1.0 |
| Mountain | 1.1 | 1.1 |
| Pacific | 1.5 | 1.5 |

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

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 24. Short-term disability plans: Method of benefit payment, civilian workers,¹
March 2017**

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---|---------------------|----------------------|----------------------------------|-----------------------------------|------------------|
| All workers | 5 | 2 | 71 | 21 | 1 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1 | 1 | 71 | 26 | 1 |
| Management, business, and financial | 2 | — | 60 | 36 | — |
| Professional and related | 1 | 1 | 77 | 19 | 1 |
| Teachers | — | — | 84 | 11 | 4 |
| Primary, secondary, and special education school teachers | — | — | 84 | 9 | 6 |
| Registered nurses | — | — | 91 | 6 | — |
| Service | 5 | — | 86 | 7 | — |
| Protective service | — | — | 86 | 8 | — |
| Sales and office | 2 | 1 | 71 | 25 | 1 |
| Sales and related | 3 | — | 70 | 24 | — |
| Office and administrative support | 2 | — | 72 | 25 | — |
| Natural resources, construction, and maintenance | 15 | — | 61 | 19 | — |
| Installation, maintenance, and repair | 6 | 3 | 61 | 30 | — |
| Production, transportation, and material moving ... | 14 | — | 64 | 18 | — |
| Transportation and material moving | 9 | — | 75 | 12 | — |
| Full time | 6 | 2 | 69 | 23 | 1 |
| Part time | — | 2 | 88 | 8 | — |
| Union | 15 | 7 | 64 | 12 | 1 |
| Nonunion | 3 | 1 | 72 | 23 | (²) |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 5 | — | 80 | 11 | — |
| Lowest 10 percent | 6 | 2 | 84 | 8 | — |
| Second 25 percent | 8 | 1 | 75 | 17 | (²) |
| Third 25 percent | 5 | 3 | 70 | 21 | 1 |
| Highest 25 percent | 3 | 2 | 65 | 29 | 1 |
| Highest 10 percent | 2 | 1 | 65 | 32 | 1 |
| Establishment characteristics | | | | | |
| Service-providing industries | 3 | 2 | 74 | 21 | 1 |
| Education and health services | 2 | — | 89 | 8 | — |
| Educational services | — | — | 84 | 12 | 3 |
| Elementary and secondary schools | — | — | 87 | 8 | 4 |
| Junior colleges, colleges, and universities | — | — | 78 | 20 | — |
| Hospitals | — | — | 91 | 6 | — |
| Public administration | — | — | 95 | 5 | — |

See footnotes at end of table.

**Table 24. Short-term disability plans: Method of benefit payment, civilian workers,¹
March 2017—continued**

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---------------------------|---------------------|----------------------|----------------------------------|-----------------------------------|------------------|
| 1 to 99 workers | 4 | 2 | 76 | 17 | 1 |
| 1 to 49 workers | 4 | 2 | 76 | 18 | 1 |
| 50 to 99 workers | 6 | — | 76 | 14 | — |
| 100 workers or more | 6 | 2 | 68 | 24 | 1 |
| 100 to 499 workers | 7 | 1 | 69 | 23 | (²) |
| 500 workers or more | 4 | 2 | 67 | 26 | 1 |
| Geographic areas | | | | | |
| Northeast | 2 | — | 83 | 14 | — |
| Middle Atlantic | 2 | — | 86 | 12 | — |
| South | 5 | 3 | 64 | 28 | (²) |
| South Atlantic | 5 | 4 | 65 | 26 | 1 |
| East South Central | — | 3 | 67 | 23 | — |
| West South Central | 5 | — | 60 | 34 | — |
| West | 3 | 1 | 72 | 21 | 2 |
| Mountain | 3 | — | 77 | 19 | — |
| Pacific | 3 | 2 | 69 | 22 | 3 |

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

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 24. Standard errors for short-term disability plans: Method of benefit payment, civilian workers,¹ March 2017

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| All workers | 0.3 | 0.3 | 0.9 | 0.9 | 0.1 |
| Worker characteristics | | | | | |
| Management, professional, and related | 0.4 | 0.3 | 1.5 | 1.4 | 0.2 |
| Management, business, and financial | 0.6 | – | 2.4 | 2.3 | – |
| Professional and related | 0.4 | 0.3 | 1.4 | 1.4 | 0.4 |
| Teachers | – | – | 2.2 | 1.7 | 1.2 |
| Primary, secondary, and special education school teachers | – | – | 2.8 | 1.6 | 1.5 |
| Registered nurses | – | – | 2.1 | 1.7 | – |
| Service | 1.3 | – | 3.1 | 1.2 | – |
| Protective service | – | – | 5.5 | 2.1 | – |
| Sales and office | 0.3 | 0.2 | 1.3 | 1.2 | 0.3 |
| Sales and related | 0.6 | – | 2.2 | 2.3 | – |
| Office and administrative support | 0.3 | – | 1.4 | 1.4 | – |
| Natural resources, construction, and maintenance | 1.3 | – | 2.6 | 2.3 | – |
| Installation, maintenance, and repair | 0.8 | 0.5 | 3.8 | 3.6 | – |
| Production, transportation, and material moving ... | 1.1 | – | 1.9 | 2.1 | – |
| Transportation and material moving | 1.5 | – | 2.2 | 2.5 | – |
| Full time | 0.4 | 0.3 | 0.9 | 0.9 | 0.1 |
| Part time | – | 0.7 | 1.4 | 1.5 | – |
| Union | 1.4 | 1.0 | 1.8 | 1.2 | 0.3 |
| Nonunion | 0.3 | 0.3 | 1.0 | 0.9 | 0.1 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 1.3 | – | 3.2 | 1.4 | – |
| Lowest 10 percent | 2.6 | 0.9 | 2.9 | 2.1 | – |
| Second 25 percent | 0.7 | 0.1 | 1.6 | 1.5 | 0.1 |
| Third 25 percent | 0.6 | 0.5 | 1.4 | 1.3 | 0.1 |
| Highest 25 percent | 0.4 | 0.3 | 1.6 | 1.6 | 0.2 |
| Highest 10 percent | 0.6 | 0.3 | 2.1 | 2.1 | 0.3 |
| Establishment characteristics | | | | | |
| Service-providing industries | 0.4 | 0.3 | 1.1 | 1.0 | 0.1 |
| Education and health services | 0.8 | – | 1.6 | 1.2 | – |
| Educational services | – | – | 1.7 | 1.4 | 0.7 |
| Elementary and secondary schools | – | – | 2.5 | 1.7 | 1.1 |
| Junior colleges, colleges, and universities | – | – | 2.0 | 2.1 | – |
| Hospitals | – | – | 2.1 | 1.6 | – |
| Public administration | – | – | 1.3 | 1.3 | – |

See footnotes at end of table.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, civilian workers,¹ March 2017—continued

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---------------------------|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| 1 to 99 workers | 0.7 | 0.6 | 1.6 | 1.1 | 0.1 |
| 1 to 49 workers | 0.8 | 0.5 | 1.7 | 1.3 | 0.2 |
| 50 to 99 workers | 1.3 | — | 3.1 | 2.0 | — |
| 100 workers or more | 0.5 | 0.3 | 1.2 | 1.2 | 0.1 |
| 100 to 499 workers | 0.5 | 0.2 | 1.8 | 1.8 | 0.2 |
| 500 workers or more | 0.7 | 0.5 | 1.7 | 1.7 | 0.2 |
| Geographic areas | | | | | |
| Northeast | 0.3 | — | 1.8 | 1.7 | — |
| Middle Atlantic | 0.4 | — | 2.0 | 1.9 | — |
| South | 0.7 | 0.6 | 2.0 | 1.5 | 0.1 |
| South Atlantic | 0.8 | 1.0 | 3.0 | 2.5 | 0.2 |
| East South Central | — | 0.8 | 4.6 | 2.2 | — |
| West South Central | 1.2 | — | 2.3 | 1.8 | — |
| West | 1.0 | 0.3 | 1.9 | 1.6 | 0.3 |
| Mountain | 1.3 | — | 2.1 | 1.3 | — |
| Pacific | 1.3 | 0.4 | 2.9 | 2.5 | 0.5 |

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

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 25. Short-term disability plans: Duration of benefits, civilian workers,¹ March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Fixed duration | Number of weeks ² | | | | | Duration varies |
|---|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 93 | 12 | 22 | 26 | 26 | 26 | 7 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 93 | 12 | 20 | 26 | 26 | 26 | 7 |
| Management, business, and financial | 94 | 12 | 20 | 26 | 26 | 26 | 6 |
| Professional and related | 92 | 12 | 20 | 26 | 26 | 26 | 8 |
| Teachers | 92 | 12 | 20 | 26 | 26 | 52 | 8 |
| Primary, secondary, and special education school teachers | 90 | 12 | 13 | 26 | — | 52 | 10 |
| Registered nurses | 94 | 12 | 18 | 26 | 26 | 26 | 6 |
| Service | 96 | 12 | 24 | 26 | 26 | 26 | 4 |
| Protective service | 95 | 12 | — | 26 | 26 | 26 | 5 |
| Sales and office | 92 | 12 | 24 | 26 | 26 | 26 | 8 |
| Sales and related | 89 | 12 | — | 26 | 26 | 26 | 11 |
| Office and administrative support | 93 | 13 | 25 | 26 | 26 | 26 | 7 |
| Natural resources, construction, and maintenance | 92 | 13 | 26 | 26 | 26 | — | 8 |
| Installation, maintenance, and repair | 90 | 13 | 25 | 26 | 26 | 52 | 10 |
| Production, transportation, and material moving ... | 91 | 13 | 25 | 26 | 26 | 26 | 9 |
| Transportation and material moving | 93 | 13 | 25 | 26 | 26 | 26 | 7 |
| Full time | 92 | 12 | 21 | 26 | 26 | 26 | 8 |
| Part time | 96 | 13 | 26 | 26 | 26 | 26 | 4 |
| Union | 90 | 13 | 26 | 26 | 26 | — | 10 |
| Nonunion | 93 | 12 | 21 | 26 | 26 | 26 | 7 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 95 | 12 | 22 | 26 | 26 | 26 | 5 |
| Lowest 10 percent | 95 | 12 | 26 | 26 | 26 | — | 5 |
| Second 25 percent | 94 | 12 | 24 | 26 | 26 | 26 | 6 |
| Third 25 percent | 92 | 12 | 21 | 26 | 26 | 26 | 8 |
| Highest 25 percent | 91 | 12 | 24 | 26 | 26 | 26 | 9 |
| Highest 10 percent | 92 | 12 | 25 | 26 | 26 | 26 | 8 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 93 | 12 | 22 | 26 | 26 | 26 | 7 |
| Education and health services | 94 | 12 | 18 | 26 | 26 | 26 | 6 |
| Educational services | 90 | 13 | 22 | 26 | 26 | 52 | 10 |
| Elementary and secondary schools | 87 | 12 | 20 | 26 | 26 | 52 | 13 |
| Junior colleges, colleges, and universities | 94 | 13 | 26 | 26 | 26 | 52 | 6 |
| Hospitals | 92 | 12 | 18 | 26 | 26 | 26 | 8 |
| Public administration | 88 | 20 | 25 | 26 | 26 | 52 | 12 |

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, civilian workers,¹ March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Fixed duration | Number of weeks ² | | | | | Duration varies |
|---------------------------|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 95 | 12 | 20 | 26 | 26 | 26 | 5 |
| 1 to 49 workers | 94 | 12 | 20 | 26 | 26 | 26 | 6 |
| 50 to 99 workers | 95 | 12 | 21 | 26 | 26 | 26 | 5 |
| 100 workers or more | 91 | 12 | 24 | 26 | 26 | 26 | 9 |
| 100 to 499 workers | 93 | 12 | 21 | 26 | 26 | 26 | 7 |
| 500 workers or more | 90 | 13 | 25 | 26 | 26 | 26 | 10 |
| Geographic areas | | | | | | | |
| Northeast | 95 | — | 26 | 26 | 26 | 26 | 5 |
| Middle Atlantic | 95 | 25 | 26 | 26 | 26 | 26 | 5 |
| South | 92 | 12 | 18 | 26 | 26 | 26 | 8 |
| South Atlantic | 92 | 12 | 20 | 26 | 26 | 36 | 8 |
| West South Central | 92 | 12 | 13 | 26 | 26 | 26 | 8 |
| West | 94 | 12 | 20 | 26 | 26 | 26 | 6 |
| Mountain | 94 | 11 | 13 | 22 | 26 | 26 | 6 |
| Pacific | 94 | 13 | 26 | 26 | 26 | 26 | 6 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 25. Standard errors for short-term disability plans: Duration of benefits, civilian workers,¹ March 2017

| Characteristics | Fixed duration | Number of weeks ² | | | | | Duration varies |
|---|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 0.5 | 0.0 | 2.3 | 0.0 | 0.0 | 0.0 | 0.5 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 0.8 | 0.0 | 1.6 | 0.0 | 0.0 | 0.0 | 0.8 |
| Management, business, and financial | 1.0 | 0.0 | 1.7 | 0.0 | 0.0 | 0.0 | 1.0 |
| Professional and related | 1.0 | 0.0 | 2.5 | 0.0 | 0.0 | 0.0 | 1.0 |
| Teachers | 1.3 | 0.5 | 4.6 | 0.0 | 0.0 | 0.0 | 1.3 |
| Primary, secondary, and special education school teachers | 2.4 | 0.0 | 2.5 | 0.0 | – | 0.0 | 2.4 |
| Registered nurses | 2.6 | 0.9 | 4.6 | 0.0 | 0.0 | 0.0 | 2.6 |
| Service | 0.5 | 0.9 | 4.7 | 0.0 | 0.0 | 0.0 | 0.5 |
| Protective service | 1.1 | 0.2 | – | 0.0 | 0.0 | 0.0 | 1.1 |
| Sales and office | 0.8 | 0.0 | 3.3 | 0.0 | 0.0 | 0.0 | 0.8 |
| Sales and related | 2.2 | 1.2 | – | 0.0 | 0.0 | 0.0 | 2.2 |
| Office and administrative support | 0.6 | 0.7 | 1.4 | 0.0 | 0.0 | 0.0 | 0.6 |
| Natural resources, construction, and maintenance | 1.3 | 0.0 | 1.0 | 0.0 | 0.0 | – | 1.3 |
| Installation, maintenance, and repair | 2.1 | 0.0 | 1.1 | 0.0 | 0.0 | 0.0 | 2.1 |
| Production, transportation, and material moving ... | 1.1 | 0.0 | 2.1 | 0.0 | 0.0 | 0.0 | 1.1 |
| Transportation and material moving | 1.4 | 0.0 | 1.4 | 0.0 | 0.0 | 0.0 | 1.4 |
| Full time | 0.6 | 0.0 | 0.6 | 0.0 | 0.0 | 0.0 | 0.6 |
| Part time | 0.7 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.7 |
| Union | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | – | 1.0 |
| Nonunion | 0.6 | 0.0 | 0.3 | 0.0 | 0.0 | 0.0 | 0.6 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 0.8 | 0.0 | 3.2 | 0.0 | 0.0 | 0.0 | 0.8 |
| Lowest 10 percent | 1.3 | 1.1 | 2.8 | 0.0 | 0.0 | – | 1.3 |
| Second 25 percent | 0.7 | 0.8 | 1.2 | 0.0 | 0.0 | 0.0 | 0.7 |
| Third 25 percent | 0.7 | 0.6 | 1.3 | 0.0 | 0.0 | 0.0 | 0.7 |
| Highest 25 percent | 1.0 | 0.0 | 1.9 | 0.0 | 0.0 | 0.0 | 1.0 |
| Highest 10 percent | 1.5 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 1.5 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 0.6 | 0.0 | 2.1 | 0.0 | 0.0 | 0.0 | 0.6 |
| Education and health services | 0.9 | 0.0 | 3.4 | 0.0 | 0.0 | 0.0 | 0.9 |
| Educational services | 0.9 | 1.0 | 2.8 | 0.0 | 0.0 | 0.0 | 0.9 |
| Elementary and secondary schools | 1.9 | 0.6 | 3.5 | 0.0 | 2.6 | 0.0 | 1.9 |
| Junior colleges, colleges, and universities | 1.0 | 1.7 | 0.3 | 0.0 | 0.0 | 0.0 | 1.0 |
| Hospitals | 2.8 | 1.0 | 3.8 | 0.0 | 0.0 | 0.0 | 2.8 |
| Public administration | 1.2 | 5.0 | 0.8 | 0.0 | 0.0 | 0.0 | 1.2 |

See footnotes at end of table.

Table 25. Standard errors for short-term disability plans: Duration of benefits, civilian workers,¹ March 2017—continued

| Characteristics | Fixed duration | Number of weeks ² | | | | | Duration varies |
|---------------------------|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 0.6 | 0.0 | 2.3 | 0.0 | 0.0 | 0.0 | 0.6 |
| 1 to 49 workers | 0.5 | 0.0 | 3.4 | 0.0 | 0.0 | 0.0 | 0.5 |
| 50 to 99 workers | 1.7 | 0.4 | 3.8 | 0.0 | 0.0 | 0.0 | 1.7 |
| 100 workers or more | 0.7 | 1.3 | 1.9 | 0.0 | 0.0 | 0.0 | 0.7 |
| 100 to 499 workers | 1.1 | 0.0 | 1.6 | 0.0 | 0.0 | 0.0 | 1.1 |
| 500 workers or more | 0.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.9 |
| Geographic areas | | | | | | | |
| Northeast | 0.7 | — | 0.0 | 0.0 | 0.0 | 0.0 | 0.7 |
| Middle Atlantic | 0.7 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.7 |
| South | 1.3 | 0.0 | 2.7 | 0.0 | 0.0 | 0.0 | 1.3 |
| South Atlantic | 1.4 | 0.0 | 3.8 | 0.0 | 0.0 | 3.2 | 1.4 |
| West South Central | 2.6 | 0.0 | 2.9 | 0.0 | 0.0 | 0.0 | 2.6 |
| West | 1.2 | 0.8 | 4.9 | 0.0 | 0.0 | 0.0 | 1.2 |
| Mountain | 2.3 | 0.0 | 0.0 | 2.3 | 0.0 | 0.0 | 2.3 |
| Pacific | 1.4 | 1.1 | 0.6 | 0.0 | 0.0 | 0.0 | 1.4 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 26. Short-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| All workers | 1 | 24 | 2 | 39 | 22 | 13 | 62.0 | 60.0 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | (²) | 18 | 2 | 39 | 25 | 17 | 64.1 | 60.0 |
| Management, business, and financial | 1 | 14 | 1 | 38 | 26 | 19 | 65.1 | 60.0 |
| Professional and related | (²) | 20 | 2 | 39 | 24 | 16 | 63.6 | 60.0 |
| Teachers | — | 32 | — | 17 | 31 | 17 | 63.6 | 60.0 |
| Primary, secondary, and special education school teachers | — | 33 | — | 15 | 38 | 13 | 63.4 | 66.0 |
| Registered nurses | — | 27 | — | 48 | 18 | — | 59.0 | 60.0 |
| Service | — | 33 | — | 36 | 20 | 7 | 59.1 | 60.0 |
| Protective service | — | 28 | — | 37 | 21 | 9 | 59.6 | 60.0 |
| Sales and office | 1 | 29 | 2 | 37 | 20 | 11 | 61.2 | 60.0 |
| Sales and related | — | 37 | — | 34 | 15 | 14 | 61.2 | 60.0 |
| Office and administrative support | 1 | 26 | 2 | 39 | 23 | 10 | 61.2 | 60.0 |
| Natural resources, construction, and maintenance | (²) | 32 | 1 | 34 | 21 | 12 | 60.7 | 60.0 |
| Installation, maintenance, and repair | — | 22 | — | 40 | 22 | 14 | 62.5 | 60.0 |
| Production, transportation, and material moving ... | 3 | 19 | (²) | 47 | 18 | 13 | 61.8 | 60.0 |
| Transportation and material moving | — | 23 | — | 46 | 19 | 11 | 61.4 | 60.0 |
| Full time | 1 | 22 | 1 | 41 | 21 | 14 | 62.4 | 60.0 |
| Part time | — | 36 | — | 24 | 29 | 6 | 59.3 | 60.0 |
| Union | 2 | 27 | 4 | 31 | 27 | 10 | 60.4 | 60.0 |
| Nonunion | 1 | 23 | 1 | 40 | 21 | 14 | 62.3 | 60.0 |
| Average wage within the following categories: ³ | | | | | | | | |
| Lowest 25 percent | — | 36 | — | 34 | 21 | 6 | 58.9 | 60.0 |
| Lowest 10 percent | — | 39 | — | 29 | 24 | 7 | 59.2 | 60.0 |
| Second 25 percent | 2 | 27 | 2 | 41 | 19 | 10 | 60.4 | 60.0 |
| Third 25 percent | 1 | 21 | 1 | 42 | 21 | 14 | 62.3 | 60.0 |
| Highest 25 percent | (²) | 18 | 2 | 37 | 24 | 19 | 64.8 | 60.0 |
| Highest 10 percent | — | 16 | — | 35 | 23 | 23 | 66.9 | 60.0 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 1 | 26 | 2 | 38 | 22 | 12 | 61.7 | 60.0 |
| Education and health services | (²) | 25 | 3 | 41 | 20 | 11 | 61.2 | 60.0 |
| Educational services | — | 36 | — | 17 | 25 | 16 | 62.4 | 60.0 |
| Elementary and secondary schools | — | 41 | 3 | 13 | 32 | 11 | 61.5 | 60.0 |
| Junior colleges, colleges, and universities | — | 28 | — | 23 | 16 | 21 | 64.3 | 60.0 |
| Hospitals | — | 24 | — | 52 | 15 | 6 | 59.4 | 60.0 |
| Public administration | — | 38 | 2 | 28 | 24 | 8 | 59.0 | 60.0 |

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---------------------------|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| 1 to 99 workers | — | 24 | — | 37 | 25 | 12 | 62.4 | 60.0 |
| 1 to 49 workers | — | 26 | — | 32 | 28 | 11 | 62.2 | 60.0 |
| 50 to 99 workers | — | 20 | — | 47 | 20 | 13 | 62.8 | 60.0 |
| 100 workers or more | 1 | 24 | 1 | 40 | 19 | 14 | 61.8 | 60.0 |
| 100 to 499 workers | 2 | 24 | 1 | 42 | 17 | 13 | 61.0 | 60.0 |
| 500 workers or more | — | 24 | — | 38 | 20 | 15 | 62.6 | 60.0 |
| Geographic areas | | | | | | | | |
| Northeast | — | 33 | — | 23 | 37 | 7 | 61.0 | 60.0 |
| Middle Atlantic | — | 36 | — | 20 | 38 | 5 | 60.4 | 60.0 |
| South | — | 23 | — | 50 | 11 | 15 | 62.2 | 60.0 |
| South Atlantic | — | 25 | — | 48 | 11 | 15 | 61.6 | 60.0 |
| East South Central | — | 19 | — | 48 | — | — | 64.3 | 60.0 |
| West South Central | — | 20 | — | 56 | 10 | 14 | 62.3 | 60.0 |
| West | — | 18 | — | 41 | 15 | 16 | 62.1 | 60.0 |
| Mountain | — | — | — | 53 | — | — | 62.4 | 60.0 |
| Pacific | — | 18 | — | 33 | 16 | 16 | 61.9 | 60.0 |

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

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| All workers | 0.2 | 1.0 | 0.3 | 1.4 | 1.3 | 0.9 | 0.3 | 0.0 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 0.1 | 1.2 | 0.3 | 2.1 | 1.8 | 1.3 | 0.4 | 0.0 |
| Management, business, and financial | 0.3 | 2.1 | 0.2 | 2.7 | 3.0 | 2.1 | 0.7 | 0.0 |
| Professional and related | 0.1 | 1.5 | 0.4 | 2.6 | 2.1 | 1.5 | 0.5 | 0.0 |
| Teachers | – | 2.9 | – | 2.1 | 4.0 | 2.7 | 0.8 | 3.9 |
| Primary, secondary, and special education school teachers | – | 3.8 | – | 2.6 | 4.8 | 2.7 | 1.0 | 6.9 |
| Registered nurses | – | 4.6 | – | 5.6 | 2.8 | – | 0.6 | 0.0 |
| Service | – | 3.2 | – | 3.3 | 2.9 | 2.0 | 0.6 | 0.0 |
| Protective service | – | 3.4 | – | 5.4 | 4.4 | 1.8 | 1.0 | 0.0 |
| Sales and office | 0.2 | 1.4 | 0.4 | 1.9 | 1.8 | 1.3 | 0.5 | 0.0 |
| Sales and related | – | 2.5 | – | 2.7 | 2.7 | 3.1 | 1.4 | 0.0 |
| Office and administrative support | 0.3 | 1.5 | 0.5 | 2.4 | 2.1 | 0.9 | 0.3 | 0.0 |
| Natural resources, construction, and maintenance | 0.1 | 2.8 | 0.3 | 2.7 | 2.3 | 2.6 | 0.8 | 0.0 |
| Installation, maintenance, and repair | – | 4.4 | – | 4.2 | 3.1 | 3.3 | 1.2 | 0.0 |
| Production, transportation, and material moving | 1.1 | 2.2 | 0.1 | 2.1 | 1.9 | 1.4 | 0.5 | 0.0 |
| Transportation and material moving | – | 2.7 | – | 3.2 | 2.4 | 1.2 | 0.7 | 0.0 |
| Full time | 0.2 | 0.9 | 0.2 | 1.3 | 1.2 | 0.9 | 0.3 | 0.0 |
| Part time | – | 3.1 | – | 4.3 | 3.4 | 0.9 | 0.5 | 0.0 |
| Union | 0.8 | 2.6 | 0.6 | 2.1 | 2.5 | 1.1 | 0.5 | 0.0 |
| Nonunion | 0.2 | 1.0 | 0.3 | 1.5 | 1.3 | 1.0 | 0.3 | 0.0 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | – | 3.9 | – | 3.6 | 2.9 | 0.7 | 0.5 | 0.0 |
| Lowest 10 percent | – | 6.2 | – | 5.6 | 3.8 | 1.4 | 0.9 | 0.0 |
| Second 25 percent | 0.6 | 1.5 | 0.5 | 1.9 | 1.6 | 1.1 | 0.4 | 0.0 |
| Third 25 percent | 0.3 | 1.3 | 0.1 | 1.9 | 1.4 | 1.4 | 0.3 | 0.0 |
| Highest 25 percent | 0.2 | 1.1 | 0.3 | 2.1 | 1.9 | 1.4 | 0.5 | 0.0 |
| Highest 10 percent | – | 1.4 | – | 2.9 | 2.2 | 2.3 | 0.8 | 0.9 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 0.2 | 1.1 | 0.3 | 1.6 | 1.5 | 0.9 | 0.3 | 0.0 |
| Education and health services | 0.1 | 2.1 | 0.3 | 3.6 | 3.3 | 1.8 | 0.5 | 0.0 |
| Educational services | – | 2.3 | – | 1.6 | 2.3 | 2.5 | 0.8 | 0.0 |
| Elementary and secondary schools | – | 2.9 | 0.7 | 2.4 | 3.1 | 2.2 | 0.8 | 0.0 |
| Junior colleges, colleges, and universities | – | 2.4 | – | 2.3 | 2.5 | 2.3 | 1.1 | 0.0 |
| Hospitals | – | 4.1 | – | 3.9 | 2.6 | 2.4 | 0.7 | 0.0 |
| Public administration | – | 2.5 | 0.3 | 2.2 | 2.4 | 2.1 | 0.5 | 0.0 |

See footnotes at end of table.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017—continued

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---------------------------|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| 1 to 99 workers | — | 2.3 | — | 2.5 | 2.5 | 1.4 | 0.5 | 0.0 |
| 1 to 49 workers | — | 2.5 | — | 2.3 | 3.0 | 1.7 | 0.6 | 0.0 |
| 50 to 99 workers | — | 3.0 | — | 4.5 | 3.5 | 2.8 | 1.0 | 0.0 |
| 100 workers or more | 0.4 | 1.3 | 0.2 | 1.7 | 1.1 | 0.9 | 0.3 | 0.0 |
| 100 to 499 workers | 0.7 | 1.9 | 0.2 | 2.6 | 1.5 | 1.4 | 0.5 | 0.0 |
| 500 workers or more | — | 1.7 | — | 2.0 | 1.4 | 1.6 | 0.5 | 0.0 |
| Geographic areas | | | | | | | | |
| Northeast | — | 1.6 | — | 2.5 | 3.0 | 0.8 | 0.4 | 0.0 |
| Middle Atlantic | — | 1.7 | — | 2.6 | 3.2 | 0.6 | 0.4 | 0.0 |
| South | — | 1.6 | — | 2.2 | 1.4 | 2.1 | 0.7 | 0.0 |
| South Atlantic | — | 2.0 | — | 2.9 | 2.1 | 2.2 | 0.4 | 0.0 |
| East South Central | — | 4.5 | — | 7.1 | — | — | 4.1 | 0.0 |
| West South Central | — | 3.1 | — | 3.6 | 1.4 | 3.2 | 1.2 | 0.0 |
| West | — | 2.9 | — | 3.2 | 3.0 | 2.5 | 0.7 | 0.0 |
| Mountain | — | — | — | 4.7 | — | — | 1.6 | 0.0 |
| Pacific | — | 3.0 | — | 4.5 | 4.1 | 1.7 | 0.5 | 0.0 |

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

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 27. Short-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ² | | | | | With no maximum benefit amount |
|---|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 74 | \$170 | \$230 | \$604 | \$1,250 | \$2,500 | 26 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 70 | 170 | 500 | 700 | 1,500 | 2,500 | 30 |
| Management, business, and financial | 71 | 170 | 559 | 1,000 | 1,750 | 2,500 | 29 |
| Professional and related | 70 | 170 | 500 | 692 | 1,500 | 2,500 | 30 |
| Teachers | 82 | 170 | – | 615 | 750 | 1,500 | 18 |
| Primary, secondary, and special education school teachers | 83 | 200 | – | 615 | 692 | 1,000 | 17 |
| Registered nurses | 61 | 170 | – | – | 2,307 | 2,800 | 39 |
| Service | 75 | 170 | 170 | 570 | 700 | 1,662 | 25 |
| Protective service | 78 | 170 | 250 | 595 | – | 2,500 | 22 |
| Sales and office | 79 | 170 | 200 | 615 | 1,250 | 2,500 | 21 |
| Sales and related | 83 | 170 | 200 | 500 | 1,200 | – | 17 |
| Office and administrative support | 78 | 170 | 200 | 625 | 1,250 | 2,500 | 22 |
| Natural resources, construction, and maintenance | 78 | 170 | 170 | 500 | – | 1,500 | 22 |
| Installation, maintenance, and repair | 76 | 170 | – | 600 | 1,000 | – | 24 |
| Production, transportation, and material moving ... | 73 | 170 | 350 | 515 | 1,000 | 1,600 | 27 |
| Transportation and material moving | 77 | 170 | 325 | 500 | 750 | 1,500 | 23 |
| Full time | 73 | 170 | 300 | 620 | 1,500 | 2,500 | 27 |
| Part time | 84 | 170 | 170 | 500 | 615 | – | 16 |
| Union | 81 | 170 | 200 | 500 | 624 | 1,500 | 19 |
| Nonunion | 73 | 170 | 300 | 633 | 1,500 | 2,500 | 27 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 82 | 170 | 170 | 500 | 634 | 1,666 | 18 |
| Second 25 percent | 76 | 170 | 200 | 600 | 1,154 | 2,300 | 24 |
| Third 25 percent | 71 | 170 | 350 | 633 | 1,385 | 2,325 | 29 |
| Highest 25 percent | 71 | 170 | 450 | 692 | 1,500 | 2,500 | 29 |
| Highest 10 percent | 69 | 170 | 300 | 700 | 1,800 | – | 31 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 75 | 170 | 200 | 604 | 1,250 | 2,500 | 25 |
| Education and health services | 68 | 170 | 230 | 633 | 1,150 | 2,500 | 32 |
| Educational services | 75 | 170 | 200 | 604 | 692 | 1,500 | 25 |
| Elementary and secondary schools | 79 | 170 | 200 | 604 | 692 | 1,000 | 21 |
| Junior colleges, colleges, and universities | 65 | 170 | 185 | 595 | 750 | 1,500 | 35 |
| Hospitals | 67 | 185 | – | 1,000 | 2,500 | 3,363 | 33 |
| Public administration | 70 | 135 | 200 | 600 | – | 1,500 | 30 |

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ² | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 77 | \$170 | \$175 | \$604 | \$1,000 | \$1,965 | 23 |
| 1 to 49 workers | 76 | 170 | 170 | 604 | 1,000 | 1,500 | 24 |
| 50 to 99 workers | 79 | 170 | 315 | 604 | 1,067 | 2,000 | 21 |
| 100 workers or more | 72 | 170 | 260 | 615 | 1,500 | 2,500 | 28 |
| 100 to 499 workers | 74 | 170 | 250 | 615 | 1,500 | 2,500 | 26 |
| 500 workers or more | 69 | 170 | 300 | 615 | 1,500 | 2,500 | 31 |
| Geographic areas | | | | | | | |
| Northeast | 88 | 170 | 170 | 500 | 633 | 1,200 | 12 |
| Middle Atlantic | 91 | 170 | 170 | — | 615 | — | 9 |
| South | 66 | 200 | 500 | 1,000 | 1,730 | 2,500 | 34 |
| South Atlantic | 70 | — | 500 | 750 | 1,730 | 2,500 | 30 |
| East South Central | 56 | 200 | 500 | 1,000 | 1,500 | 2,500 | 44 |
| West South Central | 64 | 250 | 500 | 1,000 | 2,000 | 2,500 | 36 |
| West | 76 | 185 | 500 | 1,000 | 1,731 | 2,400 | 24 |
| Mountain | 74 | — | — | 1,385 | 2,000 | 2,500 | 26 |
| Pacific | 77 | 170 | — | 595 | 1,500 | 2,400 | 23 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 27. Standard errors for short-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ² | | | | | With no maximum benefit amount |
|---|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 1.3 | \$0.00 | \$33.75 | \$9.29 | \$113.13 | \$211.40 | 1.3 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.7 | 0.00 | 10.77 | 67.47 | 190.07 | 135.14 | 1.7 |
| Management, business, and financial | 2.8 | 0.00 | 62.69 | 133.15 | 404.08 | 235.86 | 2.8 |
| Professional and related | 2.1 | 0.00 | 100.52 | 12.18 | 113.70 | 216.71 | 2.1 |
| Teachers | 2.1 | 0.00 | – | 80.12 | 131.50 | 224.76 | 2.1 |
| Primary, secondary, and special education school teachers | 2.7 | 34.62 | – | 91.61 | 0.00 | 27.37 | 2.7 |
| Registered nurses | 6.6 | 17.31 | – | – | 39.16 | 337.96 | 6.6 |
| Service | 3.1 | 0.00 | 11.10 | 78.65 | 79.52 | 256.12 | 3.1 |
| Protective service | 3.8 | 0.00 | 69.49 | 43.86 | – | 147.10 | 3.8 |
| Sales and office | 1.8 | 0.00 | 0.00 | 17.62 | 137.20 | 0.00 | 1.8 |
| Sales and related | 3.4 | 0.00 | 0.00 | 83.38 | 298.46 | – | 3.4 |
| Office and administrative support | 1.7 | 0.00 | 14.96 | 16.18 | 182.34 | 51.61 | 1.7 |
| Natural resources, construction, and maintenance | 3.2 | 0.00 | 16.65 | 9.12 | – | 356.19 | 3.2 |
| Installation, maintenance, and repair | 4.0 | 0.00 | – | 63.98 | 66.72 | – | 4.0 |
| Production, transportation, and material moving ... | 2.3 | 0.00 | 55.06 | 74.35 | 0.00 | 333.20 | 2.3 |
| Transportation and material moving | 3.0 | 0.00 | 67.61 | 6.21 | 172.75 | 0.00 | 3.0 |
| Full time | 1.3 | 0.00 | 48.45 | 16.16 | 93.89 | 31.61 | 1.3 |
| Part time | 2.4 | 0.00 | 0.00 | 68.09 | 22.57 | – | 2.4 |
| Union | 1.9 | 0.00 | 0.00 | 0.00 | 16.99 | 234.91 | 1.9 |
| Nonunion | 1.4 | 0.00 | 35.09 | 9.69 | 82.70 | 0.00 | 1.4 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 2.7 | 0.00 | 5.47 | 62.56 | 94.48 | 455.74 | 2.7 |
| Second 25 percent | 2.0 | 0.00 | 10.08 | 8.11 | 176.21 | 224.70 | 2.0 |
| Third 25 percent | 1.7 | 0.00 | 62.59 | 33.90 | 220.68 | 175.17 | 1.7 |
| Highest 25 percent | 1.9 | 0.00 | 106.69 | 35.75 | 203.24 | 222.02 | 1.9 |
| Highest 10 percent | 2.7 | 0.00 | 84.78 | 100.10 | 399.03 | – | 2.7 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.5 | 0.00 | 16.01 | 5.82 | 125.38 | 217.49 | 1.5 |
| Education and health services | 2.7 | 0.00 | 63.80 | 56.54 | 260.20 | 229.12 | 2.7 |
| Educational services | 2.2 | 0.00 | 16.65 | 15.35 | 125.28 | 275.14 | 2.2 |
| Elementary and secondary schools | 3.0 | 0.00 | 3.87 | 15.08 | 0.00 | 72.42 | 3.0 |
| Junior colleges, colleges, and universities | 2.9 | 0.00 | 0.00 | 2.04 | 148.48 | 233.30 | 2.9 |
| Hospitals | 2.7 | 18.77 | – | 131.59 | 215.77 | 489.82 | 2.7 |
| Public administration | 2.7 | 11.06 | 0.00 | 39.61 | – | 0.00 | 2.7 |

See footnotes at end of table.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ² | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 2.5 | \$0.00 | \$44.86 | \$5.99 | \$12.23 | \$520.38 | 2.5 |
| 1 to 49 workers | 3.0 | 0.00 | 14.54 | 11.95 | 0.00 | 258.29 | 3.0 |
| 50 to 99 workers | 3.8 | 0.00 | 73.98 | 5.21 | 221.83 | 427.30 | 3.8 |
| 100 workers or more | 1.4 | 0.00 | 49.38 | 9.46 | 0.00 | 0.00 | 1.4 |
| 100 to 499 workers | 1.9 | 0.00 | 59.10 | 19.48 | 0.00 | 0.00 | 1.9 |
| 500 workers or more | 2.0 | 0.00 | 58.36 | 29.18 | 113.78 | 0.00 | 2.0 |
| Geographic areas | | | | | | | |
| Northeast | 1.4 | 0.00 | 0.00 | 80.05 | 22.64 | 337.34 | 1.4 |
| Middle Atlantic | 1.4 | 0.00 | 0.00 | — | 4.01 | — | 1.4 |
| South | 3.1 | 42.97 | 0.00 | 58.77 | 202.95 | 69.94 | 3.1 |
| South Atlantic | 3.1 | — | 0.00 | 198.60 | 242.07 | 435.18 | 3.1 |
| East South Central | 12.4 | 0.00 | 0.00 | 0.00 | 156.98 | 0.00 | 12.4 |
| West South Central | 6.2 | 69.92 | 0.00 | 264.32 | 580.77 | 191.53 | 6.2 |
| West | 2.5 | 8.75 | 15.78 | 0.00 | 353.55 | 174.96 | 2.5 |
| Mountain | 4.3 | — | — | 349.43 | 498.61 | 268.57 | 4.3 |
| Pacific | 3.1 | 0.00 | — | 10.84 | 242.58 | 181.15 | 3.1 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 28. Long-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 8 | 92 |
| Worker characteristics | | |
| Management, professional, and related | 8 | 92 |
| Management, business, and financial | 6 | 94 |
| Professional and related | 9 | 91 |
| Teachers | 19 | 81 |
| Primary, secondary, and special education school teachers | 24 | 76 |
| Registered nurses | 5 | 95 |
| Service | 8 | 92 |
| Sales and office | 8 | 92 |
| Sales and related | 8 | 92 |
| Office and administrative support | 8 | 92 |
| Natural resources, construction, and maintenance Installation, maintenance, and repair | 10 | 90 |
| Production, transportation, and material moving ... Production | 11 | 89 |
| Transportation and material moving | 7 | 93 |
| Production | 6 | 94 |
| Transportation and material moving | 7 | 93 |
| Full time | 8 | 92 |
| Part time | 7 | 93 |
| Union | 13 | 87 |
| Nonunion | 7 | 93 |
| Average wage within the following categories: ² | | |
| Lowest 25 percent | 14 | 86 |
| Second 25 percent | 6 | 94 |
| Third 25 percent | 7 | 93 |
| Highest 25 percent | 8 | 92 |
| Highest 10 percent | 9 | 91 |
| Establishment characteristics | | |
| Goods-producing industries | 6 | 94 |
| Service-providing industries | 8 | 92 |
| Education and health services | 10 | 90 |
| Educational services | 17 | 83 |
| Elementary and secondary schools | 22 | 78 |
| Junior colleges, colleges, and universities | 11 | 89 |
| Health care and social assistance | 5 | 95 |
| Hospitals | 6 | 94 |
| Public administration | 15 | 85 |

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---------------------------|--------------------------------|------------------------------------|
| 1 to 99 workers | 7 | 93 |
| 1 to 49 workers | 6 | 94 |
| 50 to 99 workers | 9 | 91 |
| 100 workers or more | 8 | 92 |
| 100 to 499 workers | 7 | 93 |
| 500 workers or more | 9 | 91 |
| Geographic areas | | |
| Northeast | 7 | 93 |
| New England | 6 | 94 |
| Middle Atlantic | 7 | 93 |
| South | 8 | 92 |
| South Atlantic | 9 | 91 |
| West South Central | 6 | 94 |
| Midwest | 10 | 90 |
| East North Central | 12 | 88 |
| West North Central | 6 | 94 |
| West | 6 | 94 |
| Mountain | 10 | 90 |
| Pacific | 4 | 96 |

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

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: Because of rounding, sums of individual items may not equal totals. 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 28. Standard errors for long-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 0.5 | 0.5 |
| Worker characteristics | | |
| Management, professional, and related | 0.6 | 0.6 |
| Management, business, and financial | 0.9 | 0.9 |
| Professional and related | 0.6 | 0.6 |
| Teachers | 1.8 | 1.8 |
| Primary, secondary, and special education school teachers | 2.8 | 2.8 |
| Registered nurses | 1.3 | 1.3 |
| Service | 1.8 | 1.8 |
| Sales and office | 1.0 | 1.0 |
| Sales and related | 1.4 | 1.4 |
| Office and administrative support | 1.2 | 1.2 |
| Natural resources, construction, and maintenance | 1.5 | 1.5 |
| Installation, maintenance, and repair | 1.8 | 1.8 |
| Production, transportation, and material moving | 1.1 | 1.1 |
| Production | 1.4 | 1.4 |
| Transportation and material moving | 1.4 | 1.4 |
| Full time | 0.5 | 0.5 |
| Part time | 1.5 | 1.5 |
| Union | 1.1 | 1.1 |
| Nonunion | 0.6 | 0.6 |
| Average wage within the following categories: ² | | |
| Lowest 25 percent | 2.9 | 2.9 |
| Second 25 percent | 0.7 | 0.7 |
| Third 25 percent | 0.6 | 0.6 |
| Highest 25 percent | 0.7 | 0.7 |
| Highest 10 percent | 1.2 | 1.2 |
| Establishment characteristics | | |
| Goods-producing industries | 0.9 | 0.9 |
| Service-providing industries | 0.6 | 0.6 |
| Education and health services | 1.1 | 1.1 |
| Educational services | 1.2 | 1.2 |
| Elementary and secondary schools | 2.1 | 2.1 |
| Junior colleges, colleges, and universities | 1.2 | 1.2 |
| Health care and social assistance | 1.7 | 1.7 |
| Hospitals | 1.4 | 1.4 |
| Public administration | 2.1 | 2.1 |

See footnotes at end of table.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|---------------------------|--------------------------------|------------------------------------|
| 1 to 99 workers | 1.0 | 1.0 |
| 1 to 49 workers | 1.0 | 1.0 |
| 50 to 99 workers | 2.4 | 2.4 |
| 100 workers or more | 0.7 | 0.7 |
| 100 to 499 workers | 0.8 | 0.8 |
| 500 workers or more | 0.9 | 0.9 |
| Geographic areas | | |
| Northeast | 1.8 | 1.8 |
| New England | 1.0 | 1.0 |
| Middle Atlantic | 2.2 | 2.2 |
| South | 1.1 | 1.1 |
| South Atlantic | 1.6 | 1.6 |
| West South Central | 1.2 | 1.2 |
| Midwest | 0.6 | 0.6 |
| East North Central | 0.8 | 0.8 |
| West North Central | 1.2 | 1.2 |
| West | 0.6 | 0.6 |
| Mountain | 1.0 | 1.0 |
| Pacific | 0.8 | 0.8 |

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

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 29. Long-term disability plans: Method of benefit payment, civilian workers,¹ March 2017

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|---|----------------------------------|-----------------------------------|---------------------|------------------|
| All workers | 95 | 4 | 1 | (²) |
| Worker characteristics | | | | |
| Management, professional, and related | 95 | 4 | (²) | (²) |
| Management, business, and financial | 95 | 5 | — | — |
| Professional and related | 96 | 4 | (²) | (²) |
| Teachers | 96 | 2 | 2 | 1 |
| Primary, secondary, and special education school teachers | 95 | 1 | 2 | 1 |
| Registered nurses | 99 | — | — | — |
| Service | 97 | 2 | — | — |
| Protective service | 96 | — | — | — |
| Sales and office | 96 | 3 | (²) | (²) |
| Sales and related | 94 | 6 | — | — |
| Office and administrative support | 97 | 2 | (²) | (²) |
| Natural resources, construction, and maintenance | 89 | — | 7 | — |
| Installation, maintenance, and repair | 92 | 6 | — | — |
| Production, transportation, and material moving ... | 91 | 3 | 4 | 2 |
| Production | 88 | 5 | 4 | 2 |
| Transportation and material moving | 94 | 2 | — | — |
| Full time | 95 | 4 | 1 | (²) |
| Part time | 94 | 4 | — | — |
| Union | 90 | 2 | 7 | 2 |
| Nonunion | 96 | 4 | (²) | (²) |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 96 | 4 | — | — |
| Lowest 10 percent | 92 | — | — | — |
| Second 25 percent | 97 | 2 | (²) | (²) |
| Third 25 percent | 95 | 3 | 2 | 1 |
| Highest 25 percent | 94 | 5 | 1 | (²) |
| Highest 10 percent | 93 | 6 | 1 | (²) |
| Establishment characteristics | | | | |
| Goods-producing industries | 88 | 7 | 5 | 1 |
| Service-providing industries | 96 | 3 | 1 | (²) |
| Education and health services | 98 | 1 | 1 | (²) |
| Educational services | 96 | 2 | 1 | 1 |
| Elementary and secondary schools | 96 | 1 | 2 | 1 |
| Junior colleges, colleges, and universities | 96 | 3 | — | — |
| Health care and social assistance | 99 | — | — | — |
| Hospitals | 99 | — | — | — |
| Public administration | 98 | 2 | — | — |

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, civilian workers,¹ March 2017—continued

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|---------------------------|----------------------------------|-----------------------------------|---------------------|------------------|
| 1 to 99 workers | 95 | 4 | 1 | (²) |
| 1 to 49 workers | 94 | 5 | 1 | (²) |
| 50 to 99 workers | 96 | — | 2 | — |
| 100 workers or more | 95 | 3 | 1 | (²) |
| 100 to 499 workers | 96 | 3 | 1 | (²) |
| 500 workers or more | 95 | 4 | 1 | 1 |
| Geographic areas | | | | |
| Northeast | 95 | 3 | — | — |
| New England | 97 | — | 2 | — |
| Middle Atlantic | 94 | 4 | — | — |
| South | 96 | 4 | — | — |
| South Atlantic | 97 | 2 | — | — |
| East South Central | 92 | — | — | — |
| West South Central | 96 | 4 | — | — |
| Midwest | 92 | 4 | 3 | 1 |
| East North Central | 92 | 4 | 3 | 1 |
| West North Central | 93 | 5 | — | — |
| West | 97 | 2 | — | — |
| Mountain | 97 | 3 | — | — |
| Pacific | 96 | 2 | — | — |

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

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 29. Standard errors for long-term disability plans: Method of benefit payment, civilian workers,¹ March 2017

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|---|----------------------------------|-----------------------------------|---------------------|-------|
| All workers | 0.4 | 0.4 | 0.2 | 0.1 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.6 | 0.6 | 0.1 | 0.1 |
| Management, business, and financial | 1.0 | 1.0 | — | — |
| Professional and related | 0.6 | 0.5 | 0.1 | 0.1 |
| Teachers | 0.9 | 0.4 | 0.5 | 0.3 |
| Primary, secondary, and special education school teachers | 1.2 | 0.5 | 0.8 | 0.4 |
| Registered nurses | 0.9 | — | — | — |
| Service | 1.0 | 1.0 | — | — |
| Protective service | 1.9 | — | — | — |
| Sales and office | 0.6 | 0.6 | 0.1 | 0.1 |
| Sales and related | 1.6 | 1.7 | — | — |
| Office and administrative support | 0.5 | 0.5 | 0.1 | 0.1 |
| Natural resources, construction, and maintenance | 1.5 | — | 0.9 | — |
| Installation, maintenance, and repair | 1.8 | 1.6 | — | — |
| Production, transportation, and material moving ... | 1.4 | 1.2 | 1.2 | 0.7 |
| Production | 2.3 | 1.9 | 1.9 | 1.1 |
| Transportation and material moving | 1.6 | 0.7 | — | — |
| Full time | 0.4 | 0.4 | 0.2 | 0.1 |
| Part time | 1.9 | 1.7 | — | — |
| Union | 1.2 | 0.4 | 1.2 | 0.7 |
| Nonunion | 0.5 | 0.5 | (²) | 0.1 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 1.3 | 1.3 | — | — |
| Lowest 10 percent | 4.1 | — | — | — |
| Second 25 percent | 0.5 | 0.6 | 0.2 | 0.2 |
| Third 25 percent | 0.8 | 0.6 | 0.5 | 0.2 |
| Highest 25 percent | 0.7 | 0.7 | 0.1 | 0.1 |
| Highest 10 percent | 1.3 | 1.2 | 0.2 | 0.1 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.4 | 1.2 | 1.0 | 0.6 |
| Service-providing industries | 0.4 | 0.5 | 0.1 | 0.1 |
| Education and health services | 0.5 | 0.5 | 0.2 | 0.1 |
| Educational services | 0.6 | 0.3 | 0.4 | 0.3 |
| Elementary and secondary schools | 1.0 | 0.4 | 0.6 | 0.5 |
| Junior colleges, colleges, and universities | 0.5 | 0.4 | — | — |
| Health care and social assistance | 0.8 | — | — | — |
| Hospitals | 0.7 | — | — | — |
| Public administration | 0.6 | 0.6 | — | — |

See footnotes at end of table.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, civilian workers,¹ March 2017—continued

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|---------------------------|----------------------------------|-----------------------------------|---------------------|-------|
| 1 to 99 workers | 0.8 | 0.7 | 0.2 | 0.1 |
| 1 to 49 workers | 0.9 | 0.9 | 0.2 | 0.2 |
| 50 to 99 workers | 1.3 | — | 0.4 | — |
| 100 workers or more | 0.6 | 0.6 | 0.3 | 0.1 |
| 100 to 499 workers | 0.9 | 1.0 | 0.3 | 0.2 |
| 500 workers or more | 0.8 | 0.7 | 0.4 | 0.1 |
| Geographic areas | | | | |
| Northeast | 1.0 | 1.3 | — | — |
| New England | 1.0 | — | 0.8 | — |
| Middle Atlantic | 1.4 | 1.7 | — | — |
| South | 0.8 | 0.8 | — | — |
| South Atlantic | 1.0 | 1.0 | — | — |
| East South Central | 3.4 | — | — | — |
| West South Central | 1.0 | 0.9 | — | — |
| Midwest | 0.9 | 0.8 | 0.6 | 0.3 |
| East North Central | 0.8 | 0.9 | 0.7 | 0.5 |
| West North Central | 2.2 | 1.9 | — | — |
| West | 0.6 | 0.5 | — | — |
| Mountain | 0.8 | 0.7 | — | — |
| Pacific | 0.8 | 0.6 | — | — |

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

² Less than 0.05.

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 30. Long-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| All workers | 25 | 60 | 8 | 6 | 1 | 58.0 | 60.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 24 | 57 | 10 | 8 | 1 | 58.2 | 60.0 |
| Management, business, and financial | 23 | 63 | 7 | 6 | (²) | 58.0 | 60.0 |
| Professional and related | 25 | 54 | 12 | 8 | 1 | 58.3 | 60.0 |
| Teachers | 13 | 47 | 23 | 14 | 3 | 60.5 | 60.0 |
| Primary, secondary, and special education school teachers | 15 | 38 | 26 | 18 | 3 | 60.6 | 60.0 |
| Registered nurses | 40 | 55 | 4 | — | — | 55.8 | 60.0 |
| Service | 28 | 58 | 7 | 6 | 1 | 57.9 | 60.0 |
| Protective service | 24 | 49 | — | 14 | — | 59.3 | 60.0 |
| Sales and office | 26 | 62 | 5 | 6 | 1 | 57.7 | 60.0 |
| Sales and related | 21 | 67 | — | 5 | — | 58.0 | 60.0 |
| Office and administrative support | 27 | 61 | 6 | 6 | (²) | 57.6 | 60.0 |
| Natural resources, construction, and maintenance | 20 | 65 | 10 | — | — | 58.8 | 60.0 |
| Installation, maintenance, and repair | 21 | 69 | 7 | 3 | (²) | 58.3 | 60.0 |
| Production, transportation, and material moving ... | 25 | 66 | 5 | — | — | 57.8 | 60.0 |
| Production | 25 | 63 | 7 | — | — | 57.7 | 60.0 |
| Transportation and material moving | 24 | 69 | — | 4 | — | 57.9 | 60.0 |
| Full time | 25 | 60 | 8 | 6 | 1 | 58.0 | 60.0 |
| Part time | 25 | 60 | 7 | 7 | 1 | 58.4 | 60.0 |
| Union | 28 | 53 | 8 | 9 | 2 | 58.2 | 60.0 |
| Nonunion | 24 | 61 | 8 | 6 | 1 | 58.0 | 60.0 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 23 | 67 | 6 | — | — | 57.9 | 60.0 |
| Lowest 10 percent | — | 62 | 3 | — | — | 56.8 | 60.0 |
| Second 25 percent | 27 | 60 | 7 | 5 | 1 | 57.5 | 60.0 |
| Third 25 percent | 24 | 61 | 8 | 7 | (²) | 58.2 | 60.0 |
| Highest 25 percent | 25 | 58 | 9 | 7 | 1 | 58.2 | 60.0 |
| Highest 10 percent | 24 | 59 | 9 | 8 | 1 | 58.4 | 60.0 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 22 | 59 | 12 | — | — | 58.6 | 60.0 |
| Service-providing industries | 25 | 60 | 7 | 6 | 1 | 57.9 | 60.0 |
| Education and health services | 26 | 56 | 11 | 7 | 1 | 58.0 | 60.0 |
| Educational services | 13 | 49 | 22 | 14 | 3 | 60.6 | 60.0 |
| Elementary and secondary schools | 15 | 37 | 25 | 20 | 3 | 61.1 | 60.0 |
| Junior colleges, colleges, and universities | 10 | 65 | 17 | 6 | 2 | 60.0 | 60.0 |
| Health care and social assistance | 35 | 60 | 4 | 2 | — | 56.3 | 60.0 |
| Hospitals | 45 | 51 | 2 | 3 | — | 55.1 | 60.0 |
| Public administration | 19 | 45 | 14 | 20 | 2 | 60.3 | 60.0 |

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017—continued

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---------------------------|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| 1 to 99 workers | 19 | 64 | 10 | 6 | 1 | 58.9 | 60.0 |
| 1 to 49 workers | 20 | 66 | 8 | — | — | 58.6 | 60.0 |
| 50 to 99 workers | 19 | 59 | 13 | 8 | 1 | 59.3 | 60.0 |
| 100 workers or more | 28 | 58 | 7 | 6 | 1 | 57.6 | 60.0 |
| 100 to 499 workers | 24 | 62 | 7 | 7 | 1 | 58.2 | 60.0 |
| 500 workers or more | 31 | 55 | 7 | 6 | 1 | 57.1 | 60.0 |
| Geographic areas | | | | | | | |
| Northeast | 24 | 67 | — | 5 | — | 57.9 | 60.0 |
| New England | 25 | 62 | 7 | — | — | 57.8 | 60.0 |
| Middle Atlantic | 23 | 69 | — | 5 | — | 57.9 | 60.0 |
| South | 25 | 61 | 10 | 4 | (²) | 57.6 | 60.0 |
| South Atlantic | 25 | 57 | 13 | 5 | (²) | 57.8 | 60.0 |
| East South Central | 22 | 69 | 5 | 4 | — | 57.6 | 60.0 |
| West South Central | 27 | 66 | 4 | — | — | 57.2 | 60.0 |
| Midwest | 24 | 61 | 6 | 7 | 2 | 58.1 | 60.0 |
| East North Central | 27 | 59 | 6 | 7 | 1 | 57.8 | 60.0 |
| West North Central | 19 | 66 | 6 | 8 | 2 | 58.9 | 60.0 |
| West | 26 | 50 | 12 | 11 | 1 | 58.7 | 60.0 |
| Mountain | 24 | 53 | — | 13 | — | 59.2 | 60.0 |
| Pacific | 27 | 49 | 14 | — | — | 58.5 | 60.0 |

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

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| All workers | 1.0 | 1.1 | 0.6 | 0.4 | 0.1 | 0.1 | 0.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.3 | 1.7 | 0.9 | 0.7 | 0.1 | 0.2 | 0.0 |
| Management, business, and financial | 2.0 | 2.3 | 0.8 | 0.7 | 0.1 | 0.3 | 0.0 |
| Professional and related | 1.5 | 1.9 | 1.2 | 0.9 | 0.2 | 0.2 | 0.0 |
| Teachers | 1.4 | 3.3 | 2.2 | 1.8 | 0.9 | 0.4 | 0.0 |
| Primary, secondary, and special education school teachers | 2.0 | 5.0 | 3.0 | 2.5 | 1.4 | 0.6 | 0.8 |
| Registered nurses | 4.7 | 4.4 | 0.9 | – | – | 0.6 | 0.0 |
| Service | 4.7 | 4.4 | 1.2 | 1.0 | 0.4 | 0.6 | 0.0 |
| Protective service | 4.0 | 4.0 | – | 3.6 | – | 0.5 | 0.0 |
| Sales and office | 1.5 | 1.5 | 0.6 | 0.7 | 0.3 | 0.3 | 0.0 |
| Sales and related | 2.7 | 3.4 | – | 2.0 | – | 0.5 | 0.0 |
| Office and administrative support | 1.8 | 2.0 | 0.6 | 0.7 | 0.1 | 0.3 | 0.0 |
| Natural resources, construction, and maintenance | 3.1 | 3.7 | 1.6 | – | – | 0.7 | 0.0 |
| Installation, maintenance, and repair | 3.1 | 3.9 | 1.4 | 0.9 | 0.2 | 0.3 | 0.0 |
| Production, transportation, and material moving ... | 2.1 | 2.5 | 1.1 | – | – | 0.2 | 0.0 |
| Production | 3.2 | 3.6 | 1.6 | – | – | 0.4 | 0.0 |
| Transportation and material moving | 2.4 | 3.2 | – | 1.1 | – | 0.3 | 0.0 |
| Full time | 1.0 | 1.1 | 0.6 | 0.4 | 0.1 | 0.1 | 0.0 |
| Part time | 3.8 | 5.2 | 1.4 | 1.6 | 0.4 | 0.4 | 0.0 |
| Union | 2.3 | 2.3 | 1.1 | 1.0 | 0.4 | 0.3 | 0.0 |
| Nonunion | 1.1 | 1.2 | 0.7 | 0.5 | 0.1 | 0.2 | 0.0 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 3.8 | 3.9 | 0.9 | – | – | 0.5 | 0.0 |
| Lowest 10 percent | – | 9.8 | 1.7 | – | – | 1.1 | 0.0 |
| Second 25 percent | 2.1 | 2.2 | 0.7 | 0.5 | 0.3 | 0.3 | 0.0 |
| Third 25 percent | 1.4 | 1.4 | 0.8 | 0.7 | 0.1 | 0.2 | 0.0 |
| Highest 25 percent | 1.4 | 1.8 | 1.0 | 0.6 | 0.2 | 0.2 | 0.0 |
| Highest 10 percent | 2.1 | 2.6 | 1.3 | 0.9 | 0.1 | 0.2 | 0.0 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 2.1 | 2.1 | 2.1 | – | – | 0.4 | 0.0 |
| Service-providing industries | 1.2 | 1.3 | 0.6 | 0.5 | 0.1 | 0.2 | 0.0 |
| Education and health services | 2.3 | 2.2 | 1.2 | 0.8 | 0.3 | 0.3 | 0.0 |
| Educational services | 1.1 | 1.8 | 1.4 | 1.5 | 0.6 | 0.3 | 0.0 |
| Elementary and secondary schools | 1.6 | 2.9 | 2.2 | 2.4 | 1.2 | 0.4 | 0.8 |
| Junior colleges, colleges, and universities | 1.8 | 1.9 | 1.0 | 1.3 | 0.5 | 0.6 | 0.0 |
| Health care and social assistance | 3.8 | 3.4 | 1.7 | 0.7 | – | 0.5 | 0.0 |
| Hospitals | 4.4 | 3.6 | 0.3 | 1.1 | – | 0.6 | 0.0 |
| Public administration | 2.7 | 4.5 | 1.6 | 3.7 | 0.4 | 0.6 | 0.0 |

See footnotes at end of table.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017—continued

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---------------------------|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| 1 to 99 workers | 1.8 | 1.7 | 1.4 | 0.7 | 0.2 | 0.3 | 0.0 |
| 1 to 49 workers | 2.2 | 2.5 | 1.5 | — | — | 0.3 | 0.0 |
| 50 to 99 workers | 3.0 | 3.6 | 2.8 | 1.2 | 0.4 | 0.5 | 0.0 |
| 100 workers or more | 1.2 | 1.5 | 0.6 | 0.6 | 0.2 | 0.2 | 0.0 |
| 100 to 499 workers | 2.3 | 2.5 | 0.9 | 0.8 | 0.4 | 0.3 | 0.0 |
| 500 workers or more | 1.9 | 2.1 | 0.9 | 0.8 | 0.1 | 0.3 | 0.0 |
| Geographic areas | | | | | | | |
| Northeast | 3.0 | 3.1 | — | 1.2 | — | 0.4 | 0.0 |
| New England | 4.7 | 4.8 | 2.5 | — | — | 0.8 | 0.0 |
| Middle Atlantic | 3.6 | 3.9 | — | 1.5 | — | 0.4 | 0.0 |
| South | 1.8 | 1.7 | 0.6 | 0.5 | 0.1 | 0.2 | 0.0 |
| South Atlantic | 1.5 | 1.5 | 1.0 | 0.7 | 0.1 | 0.2 | 0.0 |
| East South Central | 3.9 | 3.2 | 0.8 | 1.5 | — | 0.7 | 0.0 |
| West South Central | 5.2 | 4.7 | 1.0 | — | — | 0.6 | 0.0 |
| Midwest | 1.3 | 1.6 | 1.1 | 0.9 | 0.3 | 0.2 | 0.0 |
| East North Central | 1.1 | 1.2 | 1.4 | 1.2 | 0.4 | 0.2 | 0.0 |
| West North Central | 3.2 | 4.3 | 1.3 | 1.1 | 0.7 | 0.4 | 0.0 |
| West | 2.0 | 2.8 | 2.2 | 1.3 | 0.4 | 0.3 | 0.0 |
| Mountain | 4.2 | 5.7 | — | 2.9 | — | 0.7 | 0.0 |
| Pacific | 1.9 | 2.8 | 2.3 | — | — | 0.3 | 0.0 |

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

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 31. Long-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ² | | | | | With no maximum benefit amount |
|---|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 87 | – | \$5,000 | \$7,500 | \$10,000 | \$15,000 | 13 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 87 | \$3,500 | 5,000 | 8,000 | 11,250 | 16,000 | 13 |
| Management, business, and financial | 88 | 5,000 | 6,000 | 10,000 | 15,000 | 20,000 | 12 |
| Professional and related | 86 | 3,000 | 5,000 | 7,500 | 10,000 | 15,000 | 14 |
| Teachers | 77 | 1,900 | 3,900 | 5,000 | 7,500 | 10,000 | 23 |
| Primary, secondary, and special education school teachers | 74 | – | 3,900 | 5,000 | 6,000 | 10,000 | 26 |
| Registered nurses | 85 | – | 5,000 | 7,500 | 10,000 | 15,000 | 15 |
| Service | 87 | 3,000 | 5,000 | 6,250 | 10,000 | 12,500 | 13 |
| Protective service | 71 | 2,500 | 4,500 | 5,000 | 6,000 | 10,000 | 29 |
| Sales and office | 88 | 3,900 | 5,000 | 9,000 | 12,500 | 20,000 | 12 |
| Sales and related | 90 | 5,000 | 5,000 | 10,000 | 15,000 | 20,000 | 10 |
| Office and administrative support | 88 | 3,500 | 5,000 | 8,000 | 12,000 | 20,000 | 12 |
| Natural resources, construction, and maintenance | 87 | – | 5,000 | 7,000 | 10,000 | 15,000 | 13 |
| Installation, maintenance, and repair | 89 | 3,000 | 4,800 | 6,000 | 10,000 | 15,000 | 11 |
| Production, transportation, and material moving ... | 83 | 3,000 | 5,000 | 7,000 | 10,000 | 15,000 | 17 |
| Production | 87 | 3,000 | 5,000 | 7,000 | 10,000 | 15,000 | 13 |
| Transportation and material moving | 79 | – | 4,000 | 6,500 | 10,000 | 12,500 | 21 |
| Full time | 87 | – | 5,000 | 7,500 | 10,000 | 15,000 | 13 |
| Part time | 83 | 4,000 | 5,000 | 7,000 | – | 15,000 | 17 |
| Union | 75 | 3,000 | 4,000 | 5,000 | 8,000 | 12,000 | 25 |
| Nonunion | 89 | 3,900 | 5,000 | 8,000 | 12,000 | 15,000 | 11 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 91 | 3,500 | 5,000 | 7,500 | 10,000 | 12,500 | 9 |
| Second 25 percent | 87 | 3,200 | 5,000 | 7,000 | 10,000 | 15,000 | 13 |
| Third 25 percent | 87 | – | 5,000 | 7,500 | 10,000 | 15,000 | 13 |
| Highest 25 percent | 86 | – | 5,000 | 8,500 | 12,500 | 17,500 | 14 |
| Highest 10 percent | 86 | 4,000 | 6,000 | 10,000 | 15,000 | 20,000 | 14 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 90 | – | 5,000 | 10,000 | 12,500 | 15,000 | 10 |
| Service-providing industries | 86 | – | 5,000 | 7,500 | 10,000 | 15,000 | 14 |
| Education and health services | 87 | 3,000 | 5,000 | 6,000 | 10,000 | 15,000 | 13 |
| Educational services | 78 | 2,000 | 4,000 | 5,000 | 8,500 | 13,000 | 22 |
| Elementary and secondary schools | 73 | 1,500 | 3,900 | 5,000 | 7,000 | 10,000 | 27 |
| Junior colleges, colleges, and universities | 83 | 3,000 | 5,000 | 7,500 | 10,000 | 20,000 | 17 |
| Health care and social assistance | 93 | – | 5,000 | 6,000 | 10,000 | 15,000 | 7 |
| Hospitals | 90 | 4,000 | 5,000 | 8,000 | 10,000 | 15,000 | 10 |
| Public administration | 66 | 3,000 | 4,000 | 5,000 | 6,250 | 10,000 | 34 |

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ² | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 88 | \$3,900 | \$5,000 | \$7,000 | \$10,000 | \$15,000 | 12 |
| 1 to 49 workers | 88 | 4,000 | 5,000 | 7,500 | 10,000 | — | 12 |
| 50 to 99 workers | 89 | — | 5,000 | 6,250 | 10,000 | 15,000 | 11 |
| 100 workers or more | 86 | 3,000 | 5,000 | 8,000 | — | 15,000 | 14 |
| 100 to 499 workers | 88 | — | 5,000 | 7,500 | 10,000 | 15,000 | 12 |
| 500 workers or more | 84 | 3,000 | 5,000 | 9,000 | 12,500 | 17,500 | 16 |
| Geographic areas | | | | | | | |
| Northeast | 91 | 3,000 | 5,000 | 7,500 | 11,000 | 15,000 | 9 |
| New England | 92 | 3,000 | 5,000 | 7,500 | — | 15,000 | 8 |
| Middle Atlantic | 91 | 3,000 | 5,000 | 7,500 | 12,000 | 17,333 | 9 |
| South | 90 | 3,900 | 5,000 | 7,500 | 10,000 | 15,000 | 10 |
| South Atlantic | 89 | 3,900 | 5,000 | 8,000 | 10,000 | 15,000 | 11 |
| East South Central | 89 | 3,000 | 5,000 | 6,000 | 10,000 | 15,000 | 11 |
| West South Central | 91 | 4,000 | 5,000 | — | 10,000 | 15,000 | 9 |
| Midwest | 79 | 3,000 | 5,000 | 6,500 | 10,000 | 15,000 | 21 |
| East North Central | 77 | 3,000 | 5,000 | 6,000 | 10,000 | 15,000 | 23 |
| West North Central | 84 | — | 5,000 | 8,000 | 12,500 | 17,500 | 16 |
| West | 88 | 4,000 | 5,000 | 8,000 | 12,000 | 20,000 | 12 |
| Mountain | 85 | 5,000 | 6,000 | 10,000 | 12,500 | 20,000 | 15 |
| Pacific | 90 | 3,500 | 5,000 | 8,000 | 10,000 | 20,000 | 10 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 31. Standard errors for long-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ² | | | | | With no maximum benefit amount |
|---|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 0.7 | – | \$0.00 | \$182.48 | \$534.24 | \$0.00 | 0.7 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.0 | \$579.05 | 0.00 | 632.32 | 1,242.62 | 2,164.24 | 1.0 |
| Management, business, and financial | 1.5 | 1,310.85 | 0.00 | 0.00 | 1,207.01 | 1,019.70 | 1.5 |
| Professional and related | 1.1 | 209.29 | 0.00 | 345.76 | 164.23 | 0.00 | 1.1 |
| Teachers | 2.0 | 291.97 | 25.81 | 0.00 | 288.53 | 990.54 | 2.0 |
| Primary, secondary, and special education school teachers | 3.4 | – | 72.99 | 0.00 | 260.44 | 1,727.95 | 3.4 |
| Registered nurses | 4.1 | – | 0.00 | 397.71 | 1,572.82 | 0.00 | 4.1 |
| Service | 1.6 | 283.19 | 0.00 | 1,298.56 | 0.00 | 932.95 | 1.6 |
| Protective service | 4.8 | 698.39 | 1,016.19 | 0.00 | 1,047.48 | 2,658.56 | 4.8 |
| Sales and office | 0.7 | 484.66 | 0.00 | 1,118.06 | 730.44 | 0.00 | 0.7 |
| Sales and related | 2.1 | 0.00 | 638.69 | 182.48 | 2,415.22 | 1,127.32 | 2.1 |
| Office and administrative support | 0.8 | 631.13 | 0.00 | 910.87 | 594.82 | 0.00 | 0.8 |
| Natural resources, construction, and maintenance | 1.9 | – | 103.23 | 586.01 | 516.14 | 0.00 | 1.9 |
| Installation, maintenance, and repair | 1.6 | 452.62 | 792.91 | 397.71 | 0.00 | 182.48 | 1.6 |
| Production, transportation, and material moving ... | 2.0 | 14.75 | 0.00 | 664.25 | 0.00 | 865.59 | 2.0 |
| Production | 2.7 | 0.00 | 0.00 | 700.84 | 456.21 | 0.00 | 2.7 |
| Transportation and material moving | 2.6 | – | 1,175.07 | 961.29 | 0.00 | 2,036.14 | 2.6 |
| Full time | 0.7 | – | 0.00 | 349.77 | 581.44 | 0.00 | 0.7 |
| Part time | 3.1 | 966.47 | 0.00 | 864.54 | – | 3,481.05 | 3.1 |
| Union | 1.7 | 223.49 | 372.71 | 182.48 | 986.48 | 1,521.89 | 1.7 |
| Nonunion | 0.7 | 369.80 | 0.00 | 129.03 | 1,133.29 | 1,732.54 | 0.7 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | 1.3 | 776.31 | 0.00 | 1,365.24 | 0.00 | 1,482.50 | 1.3 |
| Second 25 percent | 1.0 | 405.32 | 0.00 | 473.14 | 1,017.34 | 0.00 | 1.0 |
| Third 25 percent | 0.9 | – | 0.00 | 358.52 | 0.00 | 0.00 | 0.9 |
| Highest 25 percent | 1.1 | – | 0.00 | 1,269.34 | 739.08 | 3,532.32 | 1.1 |
| Highest 10 percent | 1.6 | 858.45 | 0.00 | 0.00 | 961.29 | 1,264.76 | 1.6 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 1.4 | – | 0.00 | 0.00 | 903.24 | 0.00 | 1.4 |
| Service-providing industries | 0.7 | – | 0.00 | 0.00 | 98.82 | 0.00 | 0.7 |
| Education and health services | 1.1 | 163.17 | 0.00 | 0.00 | 0.00 | 2,434.87 | 1.1 |
| Educational services | 1.3 | 135.33 | 131.59 | 1,091.09 | 1,050.31 | 1,347.42 | 1.3 |
| Elementary and secondary schools | 2.9 | 72.99 | 0.00 | 0.00 | 622.08 | 1,270.68 | 2.9 |
| Junior colleges, colleges, and universities | 2.6 | 787.64 | 0.00 | 706.75 | 0.00 | 4,510.06 | 2.6 |
| Health care and social assistance | 1.8 | – | 0.00 | 794.88 | 0.00 | 2,302.83 | 1.8 |
| Hospitals | 2.4 | 548.66 | 0.00 | 265.13 | 0.00 | 0.00 | 2.4 |
| Public administration | 3.4 | 142.49 | 293.11 | 0.00 | 755.27 | 0.00 | 3.4 |

See footnotes at end of table.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ² | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 0.9 | \$325.07 | \$0.00 | \$781.36 | \$0.00 | \$0.00 | 0.9 |
| 1 to 49 workers | 1.2 | 77.42 | 0.00 | 410.49 | 0.00 | — | 1.2 |
| 50 to 99 workers | 1.4 | — | 0.00 | 1,204.31 | 0.00 | 0.00 | 1.4 |
| 100 workers or more | 1.0 | 98.09 | 0.00 | 212.88 | — | 0.00 | 1.0 |
| 100 to 499 workers | 1.6 | — | 0.00 | 364.97 | 280.08 | 0.00 | 1.6 |
| 500 workers or more | 1.2 | 89.83 | 0.00 | 1,404.84 | 514.12 | 2,263.86 | 1.2 |
| Geographic areas | | | | | | | |
| Northeast | 1.4 | 57.82 | 0.00 | 328.98 | 1,214.57 | 3,418.06 | 1.4 |
| New England | 1.7 | 614.16 | 0.00 | 0.00 | — | 0.00 | 1.7 |
| Middle Atlantic | 1.8 | 56.55 | 0.00 | 491.35 | 1,935.19 | 3,725.85 | 1.8 |
| South | 1.1 | 429.72 | 0.00 | 499.75 | 172.21 | 0.00 | 1.1 |
| South Atlantic | 1.7 | 221.89 | 0.00 | 779.57 | 1,739.85 | 0.00 | 1.7 |
| East South Central | 2.7 | 220.33 | 0.00 | 570.25 | 0.00 | 0.00 | 2.7 |
| West South Central | 1.5 | 547.45 | 0.00 | — | 1,187.67 | 3,857.14 | 1.5 |
| Midwest | 1.4 | 178.65 | 0.00 | 934.91 | 1,305.67 | 0.00 | 1.4 |
| East North Central | 1.6 | 58.14 | 0.00 | 0.00 | 0.00 | 0.00 | 1.6 |
| West North Central | 2.5 | — | 0.00 | 447.50 | 1,730.31 | 2,568.86 | 2.5 |
| West | 1.3 | 91.24 | 978.46 | 1,120.16 | 1,837.81 | 2,375.00 | 1.3 |
| Mountain | 3.2 | 875.16 | 1,413.51 | 1,961.57 | 2,977.60 | 3,440.80 | 3.2 |
| Pacific | 1.0 | 626.47 | 930.48 | 508.01 | 1,529.49 | 4,823.12 | 1.0 |

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

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 32. Leave benefits: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave ² | |
|---|---------------|-----------------|----------------|--------------------|----------------------|---------------------|---------------------------|--------|
| | | | | | | | Paid | Unpaid |
| All workers | 76 | 72 | 74 | 59 | 62 | 34 | 15 | 88 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 81 | 89 | 77 | 78 | 81 | 51 | 25 | 93 |
| Management, business, and financial | 96 | 94 | 95 | 82 | 84 | 53 | 28 | 94 |
| Professional and related | 75 | 88 | 69 | 76 | 80 | 50 | 24 | 93 |
| Teachers | 36 | 85 | 20 | 75 | 80 | 56 | 24 | 93 |
| Primary, secondary, and special education school teachers | 32 | 96 | 19 | 81 | 87 | 59 | 27 | 96 |
| Registered nurses | 89 | 90 | 89 | 75 | 82 | 50 | 23 | 95 |
| Service | 54 | 51 | 55 | 36 | 40 | 19 | 9 | 81 |
| Protective service | 79 | 77 | 76 | 62 | 64 | 51 | 18 | 91 |
| Sales and office | 82 | 75 | 80 | 59 | 60 | 32 | 14 | 89 |
| Sales and related | 74 | 64 | 72 | 46 | 48 | 23 | 8 | 86 |
| Office and administrative support | 87 | 81 | 85 | 67 | 67 | 38 | 17 | 90 |
| Natural resources, construction, and maintenance | 82 | 63 | 80 | 49 | 51 | 24 | 10 | 85 |
| Construction, extraction, farming, fishing, and forestry | 70 | 51 | 68 | 34 | 38 | 17 | 8 | 82 |
| Installation, maintenance, and repair | 92 | 74 | 91 | 62 | 62 | 31 | 11 | 87 |
| Production, transportation, and material moving ... | 83 | 63 | 81 | 61 | 60 | 31 | 7 | 88 |
| Production | 90 | 62 | 87 | 65 | 63 | 31 | 8 | 88 |
| Transportation and material moving | 76 | 65 | 75 | 58 | 57 | 31 | 6 | 87 |
| Full time | 88 | 84 | 87 | 71 | 73 | 42 | 18 | 91 |
| Part time | 40 | 36 | 35 | 26 | 28 | 13 | 5 | 79 |
| Union | 80 | 87 | 74 | 82 | 84 | 54 | 19 | 93 |
| Nonunion | 75 | 69 | 74 | 56 | 58 | 31 | 14 | 87 |
| Average wage within the following categories: ³ | | | | | | | | |
| Lowest 25 percent | 54 | 46 | 52 | 31 | 33 | 14 | 6 | 81 |
| Lowest 10 percent | 42 | 31 | 42 | 22 | 25 | 9 | 4 | 77 |
| Second 25 percent | 83 | 72 | 82 | 62 | 64 | 32 | 13 | 88 |
| Third 25 percent | 89 | 85 | 88 | 72 | 74 | 43 | 18 | 91 |
| Highest 25 percent | 83 | 91 | 80 | 81 | 83 | 54 | 25 | 94 |
| Highest 10 percent | 83 | 92 | 80 | 82 | 85 | 57 | 26 | 94 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 90 | 67 | 88 | 62 | 63 | 32 | 9 | 88 |
| Service-providing industries | 73 | 72 | 71 | 59 | 61 | 35 | 16 | 88 |
| Education and health services | 73 | 84 | 67 | 73 | 76 | 44 | 21 | 93 |
| Educational services | 53 | 89 | 41 | 79 | 83 | 60 | 25 | 92 |
| Elementary and secondary schools | 40 | 91 | 27 | 79 | 84 | 59 | 26 | 92 |
| Junior colleges, colleges, and universities | 81 | 89 | 71 | 85 | 88 | 70 | 23 | 96 |
| Health care and social assistance | 85 | 81 | 83 | 69 | 72 | 34 | 18 | 94 |
| Hospitals | 93 | 93 | 93 | 84 | 88 | 49 | 28 | 95 |
| Public administration | 91 | 91 | 90 | 85 | 89 | 77 | 25 | 96 |

See footnotes at end of table.

Table 32. Leave benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave ² | |
|---------------------------|---------------|-----------------|----------------|--------------------|----------------------|---------------------|---------------------------|--------|
| | | | | | | | Paid | Unpaid |
| 1 to 99 workers | 69 | 61 | 68 | 45 | 48 | 21 | 11 | 82 |
| 1 to 49 workers | 68 | 59 | 67 | 40 | 43 | 19 | 10 | 80 |
| 50 to 99 workers | 71 | 67 | 69 | 57 | 60 | 28 | 13 | 88 |
| 100 workers or more | 82 | 82 | 80 | 74 | 75 | 48 | 19 | 94 |
| 100 to 499 workers | 82 | 77 | 79 | 67 | 67 | 38 | 15 | 94 |
| 500 workers or more | 83 | 88 | 81 | 83 | 86 | 60 | 24 | 95 |
| Geographic areas | | | | | | | | |
| Northeast | 75 | 74 | 73 | 66 | 73 | 39 | 18 | 87 |
| New England | 73 | 73 | 70 | 66 | 74 | 41 | 14 | 91 |
| Middle Atlantic | 76 | 74 | 74 | 66 | 72 | 39 | 19 | 86 |
| South | 78 | 70 | 76 | 62 | 65 | 38 | 15 | 87 |
| South Atlantic | 80 | 70 | 76 | 64 | 65 | 38 | 14 | 89 |
| East South Central | 80 | 70 | 79 | 57 | 63 | 36 | 12 | 84 |
| West South Central | 75 | 70 | 74 | 61 | 66 | 39 | 17 | 84 |
| Midwest | 74 | 67 | 74 | 59 | 59 | 30 | 13 | 90 |
| East North Central | 75 | 67 | 74 | 60 | 59 | 29 | 15 | 89 |
| West North Central | 72 | 68 | 73 | 58 | 60 | 31 | 11 | 91 |
| West | 74 | 77 | 71 | 50 | 50 | 30 | 14 | 90 |
| Mountain | 72 | 65 | 70 | 50 | 53 | 31 | 14 | 89 |
| Pacific | 75 | 83 | 71 | 51 | 48 | 29 | 14 | 90 |

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

² The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

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 32. Standard errors for leave benefits: Access, civilian workers,¹ March 2017

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave | |
|---|---------------|-----------------|----------------|--------------------|----------------------|---------------------|--------------|--------|
| | | | | | | | Paid | Unpaid |
| All workers | 0.6 | 0.8 | 0.8 | 0.7 | 0.7 | 0.6 | 0.4 | 0.5 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 0.8 | 0.9 | 0.9 | 1.0 | 1.0 | 1.2 | 0.8 | 0.6 |
| Management, business, and financial | 0.5 | 0.8 | 0.6 | 1.1 | 1.1 | 1.5 | 1.4 | 0.6 |
| Professional and related | 1.0 | 1.1 | 1.1 | 1.3 | 1.2 | 1.6 | 0.9 | 0.7 |
| Teachers | 2.2 | 2.1 | 2.2 | 2.2 | 2.4 | 2.3 | 1.5 | 1.1 |
| Primary, secondary, and special education school teachers | 2.9 | 2.3 | 3.2 | 2.5 | 2.8 | 2.6 | 1.8 | 0.9 |
| Registered nurses | 1.3 | 1.7 | 1.3 | 3.0 | 3.6 | 3.7 | 3.0 | 1.1 |
| Service | 1.5 | 1.6 | 1.8 | 1.4 | 1.7 | 1.1 | 1.0 | 1.5 |
| Protective service | 3.0 | 2.7 | 3.7 | 4.4 | 4.3 | 4.1 | 1.7 | 2.0 |
| Sales and office | 0.8 | 1.2 | 1.0 | 1.1 | 1.4 | 1.0 | 0.7 | 0.8 |
| Sales and related | 1.5 | 1.7 | 1.8 | 1.7 | 1.8 | 1.1 | 0.7 | 1.2 |
| Office and administrative support | 0.8 | 1.3 | 1.0 | 1.3 | 1.6 | 1.3 | 1.0 | 0.8 |
| Natural resources, construction, and maintenance | 1.4 | 1.7 | 1.6 | 1.5 | 1.7 | 1.1 | 0.7 | 1.3 |
| Construction, extraction, farming, fishing, and forestry | 2.8 | 2.4 | 3.1 | 2.0 | 2.6 | 1.7 | 1.2 | 1.8 |
| Installation, maintenance, and repair | 1.1 | 2.1 | 1.4 | 2.2 | 2.0 | 1.3 | 1.2 | 1.6 |
| Production, transportation, and material moving | 1.1 | 1.8 | 1.3 | 1.3 | 1.5 | 1.3 | 0.6 | 1.0 |
| Production | 1.3 | 2.5 | 1.5 | 2.1 | 2.1 | 1.8 | 0.8 | 1.3 |
| Transportation and material moving | 1.7 | 2.3 | 1.8 | 1.7 | 1.7 | 1.5 | 0.8 | 1.3 |
| Full time | 0.4 | 0.6 | 0.4 | 0.7 | 0.6 | 0.7 | 0.5 | 0.4 |
| Part time | 1.3 | 1.6 | 1.5 | 1.1 | 1.4 | 0.8 | 0.5 | 1.2 |
| Union | 1.1 | 1.0 | 1.3 | 1.2 | 1.3 | 1.2 | 0.9 | 0.9 |
| Nonunion | 0.7 | 0.8 | 0.8 | 0.8 | 0.8 | 0.7 | 0.5 | 0.5 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 1.4 | 1.5 | 1.7 | 1.0 | 1.3 | 0.7 | 0.8 | 1.0 |
| Lowest 10 percent | 1.8 | 1.8 | 2.0 | 1.3 | 2.0 | 1.3 | 0.7 | 1.5 |
| Second 25 percent | 1.0 | 1.2 | 1.0 | 1.2 | 1.1 | 0.9 | 0.8 | 0.8 |
| Third 25 percent | 0.7 | 0.7 | 0.8 | 1.1 | 1.0 | 0.9 | 0.7 | 0.6 |
| Highest 25 percent | 0.6 | 0.6 | 0.8 | 0.9 | 1.0 | 1.1 | 0.9 | 0.5 |
| Highest 10 percent | 1.1 | 1.0 | 1.3 | 1.4 | 1.5 | 2.0 | 1.5 | 0.8 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 0.9 | 1.7 | 1.2 | 1.3 | 1.3 | 1.1 | 0.6 | 0.8 |
| Service-providing industries | 0.7 | 0.8 | 0.9 | 0.8 | 0.8 | 0.7 | 0.5 | 0.5 |
| Education and health services | 1.2 | 1.7 | 1.3 | 1.4 | 1.3 | 1.5 | 1.1 | 0.9 |
| Educational services | 1.2 | 0.9 | 1.4 | 1.3 | 1.5 | 1.3 | 1.1 | 0.8 |
| Elementary and secondary schools | 1.5 | 1.2 | 1.4 | 1.8 | 2.1 | 1.7 | 1.3 | 1.0 |
| Junior colleges, colleges, and universities | 1.0 | 1.1 | 1.6 | 1.4 | 1.3 | 2.2 | 2.2 | 0.6 |
| Health care and social assistance | 1.7 | 2.6 | 1.8 | 2.1 | 1.7 | 2.2 | 1.6 | 1.4 |
| Hospitals | 0.7 | 0.9 | 0.7 | 1.8 | 1.5 | 2.2 | 2.1 | 1.3 |
| Public administration | 0.7 | 0.8 | 0.9 | 1.8 | 1.3 | 1.5 | 1.2 | 1.1 |

See footnotes at end of table.

Table 32. Standard errors for leave benefits: Access, civilian workers,¹ March 2017—continued

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave | |
|---------------------------|---------------|-----------------|----------------|--------------------|----------------------|---------------------|--------------|--------|
| | | | | | | | Paid | Unpaid |
| 1 to 99 workers | 1.1 | 1.2 | 1.2 | 1.1 | 1.2 | 0.9 | 0.5 | 0.9 |
| 1 to 49 workers | 1.2 | 1.3 | 1.3 | 1.2 | 1.3 | 1.0 | 0.7 | 1.2 |
| 50 to 99 workers | 1.8 | 1.9 | 2.2 | 2.0 | 2.3 | 1.5 | 1.3 | 1.5 |
| 100 workers or more | 0.7 | 0.7 | 0.8 | 0.7 | 0.7 | 0.9 | 0.7 | 0.4 |
| 100 to 499 workers | 1.1 | 1.3 | 1.2 | 1.1 | 1.1 | 1.3 | 1.0 | 0.6 |
| 500 workers or more | 1.1 | 1.2 | 1.2 | 1.2 | 1.3 | 1.4 | 1.1 | 0.6 |
| Geographic areas | | | | | | | | |
| Northeast | 1.3 | 1.4 | 1.2 | 1.4 | 1.5 | 1.7 | 0.8 | 1.1 |
| New England | 1.6 | 3.0 | 1.7 | 3.0 | 2.3 | 2.4 | 1.3 | 3.2 |
| Middle Atlantic | 1.6 | 1.6 | 1.5 | 1.5 | 2.0 | 2.0 | 1.0 | 1.0 |
| South | 1.1 | 1.5 | 1.3 | 1.4 | 1.2 | 1.0 | 0.6 | 0.9 |
| South Atlantic | 1.0 | 2.0 | 1.4 | 1.9 | 1.0 | 1.0 | 0.9 | 1.0 |
| East South Central | 3.0 | 2.6 | 2.6 | 5.1 | 5.0 | 4.5 | 1.7 | 3.2 |
| West South Central | 2.7 | 2.8 | 3.3 | 1.6 | 2.2 | 1.2 | 0.8 | 1.6 |
| Midwest | 1.5 | 2.0 | 2.1 | 1.0 | 1.4 | 1.1 | 0.8 | 0.5 |
| East North Central | 1.4 | 1.7 | 2.1 | 1.3 | 1.6 | 1.4 | 0.7 | 0.5 |
| West North Central | 3.6 | 5.1 | 4.6 | 1.6 | 2.7 | 1.8 | 1.9 | 1.1 |
| West | 0.8 | 0.8 | 1.2 | 1.2 | 1.6 | 1.1 | 1.3 | 1.0 |
| Mountain | 0.8 | 1.3 | 1.0 | 0.9 | 1.2 | 1.6 | 2.5 | 2.3 |
| Pacific | 1.1 | 0.9 | 1.7 | 1.7 | 2.3 | 1.4 | 1.6 | 0.9 |

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

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 33. Paid holidays: Number of days provided, civilian workers,¹ March 2017

(All workers with paid holidays = 100 percent)

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|---|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|------------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| All workers | 7 | 3 | 22 | 13 | 12 | 10 | 13 | 8 | 6 | 3 | 1 | 2 | 8 | 8 |
| Worker characteristics | | | | | | | | | | | | | | |
| Management, professional, and related | 2 | 1 | 16 | 13 | 13 | 12 | 15 | 10 | 9 | 4 | 2 | 3 | 9 | 9 |
| Management, business, and financial | 1 | 1 | 14 | 10 | 15 | 12 | 20 | 9 | 9 | 3 | 2 | 3 | 9 | 9 |
| Professional and related | 3 | 1 | 17 | 14 | 12 | 12 | 12 | 10 | 9 | 4 | 2 | 3 | 9 | 9 |
| Teachers | 6 | — | 17 | — | 5 | 6 | 12 | 12 | 7 | 6 | 4 | 12 | 10 | 10 |
| Primary, secondary, and special education school teachers | 9 | 5 | 26 | — | 4 | 4 | 9 | 10 | — | 3 | 3 | 13 | 9 | 7 |
| Registered nurses | — | 1 | 28 | 18 | 19 | 13 | 6 | 6 | 3 | 2 | 1 | — | 8 | 8 |
| Service | 12 | 6 | 26 | 16 | 9 | 6 | 7 | 6 | 6 | 3 | 1 | 2 | 7 | 7 |
| Protective service | — | — | — | 7 | 4 | 12 | 15 | 17 | 18 | 8 | 3 | 1 | 10 | 10 |
| Sales and office | 12 | 3 | 23 | 12 | 12 | 8 | 14 | 6 | 4 | 2 | 1 | 1 | 8 | 7 |
| Sales and related | 26 | 5 | 30 | 11 | 10 | 7 | 5 | 3 | 1 | — | — | — | 6 | 6 |
| Office and administrative support | 5 | 2 | 20 | 13 | 14 | 9 | 18 | 7 | 6 | 3 | 1 | 2 | 8 | 8 |
| Natural resources, construction, and maintenance | 5 | 5 | 30 | 17 | 11 | 8 | 11 | 6 | 3 | 2 | 1 | 1 | 8 | 7 |
| Construction, extraction, farming, fishing, and forestry | 7 | 6 | 30 | 15 | 12 | 8 | 7 | 6 | 3 | 3 | 1 | 2 | 8 | 7 |
| Installation, maintenance, and repair | 4 | 4 | 30 | 18 | 10 | 7 | 14 | 7 | 4 | 2 | 1 | 1 | 8 | 7 |
| Production, transportation, and material moving ... | 5 | 3 | 23 | 12 | 16 | 10 | 12 | 9 | 4 | 2 | (²) | 2 | 8 | 8 |
| Production | 3 | 2 | 21 | 10 | 13 | 13 | 17 | 11 | 5 | 2 | (²) | 3 | 9 | 9 |
| Transportation and material moving | 7 | 4 | 25 | 15 | 21 | 7 | 8 | 6 | 3 | 2 | (²) | 2 | 8 | 7 |
| Full time | 4 | 3 | 20 | 13 | 13 | 10 | 14 | 9 | 6 | 3 | 1 | 2 | 8 | 8 |
| Part time | 24 | 4 | 32 | 15 | 9 | 4 | 6 | 2 | 2 | 2 | (²) | 1 | 6 | 6 |
| Union | 2 | 2 | 14 | 9 | 11 | 8 | 12 | 15 | 13 | 5 | 3 | 5 | 10 | 10 |
| Nonunion | 8 | 3 | 23 | 14 | 13 | 10 | 13 | 6 | 5 | 2 | 1 | 2 | 8 | 8 |
| Average wage within the following categories: ³ | | | | | | | | | | | | | | |
| Lowest 25 percent | 19 | 7 | 33 | 15 | 9 | 5 | 6 | 2 | 1 | 1 | (²) | 1 | 6 | 6 |
| Lowest 10 percent | 23 | 5 | 37 | 15 | 9 | 3 | 4 | 1 | 1 | 1 | — | — | 6 | 6 |
| Second 25 percent | 6 | 4 | 24 | 15 | 13 | 9 | 12 | 7 | 5 | 2 | 1 | 2 | 8 | 8 |
| Third 25 percent | 3 | 2 | 19 | 13 | 13 | 10 | 16 | 10 | 7 | 3 | 2 | 3 | 9 | 9 |
| Highest 25 percent | 2 | 1 | 14 | 12 | 14 | 13 | 16 | 10 | 10 | 4 | 2 | 3 | 9 | 9 |
| Highest 10 percent | 2 | 1 | 11 | 11 | 14 | 13 | 17 | 9 | 13 | 5 | 1 | 3 | 9 | 9 |
| Establishment characteristics | | | | | | | | | | | | | | |
| Goods-producing industries | 3 | 3 | 18 | 12 | 12 | 14 | 17 | 9 | 8 | 2 | 1 | 2 | 9 | 9 |
| Service-providing industries | 8 | 3 | 23 | 14 | 13 | 9 | 12 | 7 | 6 | 3 | 1 | 2 | 8 | 8 |
| Education and health services | 3 | 3 | 24 | 16 | 9 | 8 | 10 | 7 | 8 | 5 | 3 | 5 | 9 | 8 |
| Educational services | 4 | 3 | 7 | 4 | 5 | 8 | 13 | 11 | 12 | 11 | 8 | 15 | 11 | 11 |
| Elementary and secondary schools | 6 | 4 | 13 | 6 | 4 | 7 | 11 | 11 | 7 | 7 | 6 | 16 | 11 | 10 |
| Junior colleges, colleges, and universities | 1 | 1 | 1 | 3 | 5 | 8 | 13 | 12 | 18 | 16 | 10 | 13 | 12 | 12 |
| Health care and social assistance | 3 | — | 32 | 21 | 10 | 8 | 8 | 5 | 6 | 2 | — | — | 8 | 7 |
| Hospitals | 1 | 2 | 32 | 23 | 12 | 10 | 8 | 5 | 4 | 2 | — | — | 8 | 7 |
| Public administration | — | — | — | — | 2 | 8 | 16 | 28 | 26 | 12 | 4 | 3 | 11 | 11 |

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ March 2017—continued

(All workers with paid holidays = 100 percent)

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|---------------------------|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|------------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| 1 to 99 workers | 9 | 4 | 26 | 15 | 12 | 9 | 11 | 6 | 3 | 2 | 1 | 1 | 7 | 7 |
| 1 to 49 workers | 9 | 4 | 27 | 16 | 12 | 8 | 11 | 5 | 3 | 2 | (²) | 1 | 7 | 7 |
| 50 to 99 workers | 9 | 4 | 25 | 13 | 13 | 10 | 10 | 7 | 4 | 2 | 1 | 1 | 8 | 7 |
| 100 workers or more | 5 | 2 | 18 | 12 | 13 | 10 | 14 | 9 | 8 | 4 | 2 | 3 | 9 | 9 |
| 100 to 499 workers | 7 | 3 | 21 | 12 | 13 | 10 | 13 | 8 | 6 | 3 | 2 | 2 | 8 | 8 |
| 500 workers or more | 1 | 1 | 14 | 11 | 12 | 10 | 16 | 12 | 11 | 5 | 2 | 4 | 9 | 10 |
| Geographic areas | | | | | | | | | | | | | | |
| Northeast | 6 | 2 | 16 | 14 | 11 | 9 | 13 | 10 | 10 | 3 | 1 | 3 | 9 | 9 |
| New England | 7 | — | 13 | 13 | 10 | 9 | 17 | 15 | 8 | 3 | — | 2 | 9 | 9 |
| Middle Atlantic | 6 | 3 | 17 | 14 | 11 | 8 | 12 | 9 | 11 | 3 | 1 | 3 | 9 | 8 |
| South | 9 | 3 | 22 | 13 | 12 | 11 | 12 | 6 | 5 | 3 | 1 | 2 | 8 | 8 |
| South Atlantic | 9 | 2 | 24 | 13 | 12 | 11 | 13 | 6 | 6 | 2 | 1 | 1 | 8 | 8 |
| East South Central | 10 | 5 | 21 | 11 | 11 | 9 | 14 | 7 | 5 | 6 | 1 | 2 | 8 | 8 |
| West South Central | 9 | 5 | 21 | 16 | 13 | 12 | 8 | 7 | 4 | 2 | 2 | 2 | 8 | 7 |
| Midwest | 5 | 2 | 26 | 14 | 14 | 9 | 13 | 6 | 4 | 3 | 1 | 3 | 8 | 8 |
| East North Central | 5 | 2 | 25 | 16 | 13 | 8 | 14 | 6 | 4 | 3 | 1 | 3 | 8 | 8 |
| West North Central | 4 | 2 | 30 | 11 | 15 | 9 | 12 | 8 | 4 | 2 | 1 | 2 | 8 | 8 |
| West | 6 | 4 | 21 | 13 | 13 | 9 | 13 | 9 | 6 | 3 | 2 | 2 | 8 | 8 |
| Mountain | 7 | 3 | 25 | 13 | 15 | 7 | 16 | 7 | 4 | 1 | 1 | 1 | 8 | 8 |
| Pacific | 6 | 5 | 19 | 12 | 12 | 9 | 12 | 10 | 6 | 3 | 2 | 2 | 8 | 8 |

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

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 33. Standard errors for paid holidays: Number of days provided, civilian workers,¹ March 2017

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|---|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| All workers | 0.4 | 0.4 | 0.8 | 0.7 | 0.5 | 0.5 | 0.4 | 0.3 | 0.4 | 0.2 | 0.2 | 0.2 | (²) | 0.0 |
| Worker characteristics | | | | | | | | | | | | | | |
| Management, professional, and related | 0.3 | 0.2 | 1.0 | 1.2 | 1.1 | 0.9 | 0.7 | 0.6 | 0.9 | 0.3 | 0.4 | 0.4 | 0.1 | 0.0 |
| Management, business, and financial | 0.3 | 0.2 | 1.3 | 1.0 | 1.5 | 1.1 | 1.1 | 0.8 | 1.0 | 0.4 | 0.3 | 0.5 | 0.1 | 0.0 |
| Professional and related | 0.4 | 0.3 | 1.5 | 1.7 | 1.2 | 1.3 | 0.9 | 0.7 | 1.1 | 0.4 | 0.5 | 0.4 | 0.1 | 0.1 |
| Teachers | 0.7 | – | 4.2 | – | 1.5 | 1.5 | 2.3 | 2.1 | 0.8 | 1.0 | 1.0 | 2.3 | 0.3 | 0.8 |
| Primary, secondary, and special education school teachers | 1.3 | 1.9 | 6.3 | – | 1.4 | 1.5 | 2.4 | 2.6 | – | 0.8 | 1.5 | 3.7 | 0.4 | 1.3 |
| Registered nurses | – | 0.5 | 3.9 | 3.5 | 5.4 | 3.4 | 1.3 | 1.4 | 0.6 | 0.9 | 0.3 | – | 0.1 | 1.0 |
| Service | 1.9 | 2.2 | 2.2 | 2.3 | 1.1 | 1.0 | 0.9 | 0.5 | 0.6 | 0.4 | 0.3 | 0.4 | 0.1 | 0.0 |
| Protective service | – | – | – | 2.9 | 1.6 | 3.2 | 2.3 | 1.8 | 3.2 | 1.2 | 1.3 | 0.5 | 0.3 | 0.6 |
| Sales and office | 0.7 | 0.4 | 1.1 | 0.8 | 0.9 | 0.6 | 0.7 | 0.5 | 0.4 | 0.4 | 0.1 | 0.2 | 0.1 | 0.4 |
| Sales and related | 2.0 | 0.8 | 1.6 | 1.2 | 1.2 | 1.2 | 0.7 | 0.6 | 0.3 | – | – | – | 0.1 | 0.0 |
| Office and administrative support | 0.5 | 0.4 | 1.5 | 1.0 | 1.2 | 0.6 | 1.1 | 0.6 | 0.5 | 0.2 | 0.2 | 0.3 | 0.1 | 0.0 |
| Natural resources, construction, and maintenance | 0.9 | 1.2 | 1.9 | 1.6 | 1.0 | 0.8 | 1.3 | 0.6 | 0.5 | 0.6 | 0.2 | 0.3 | 0.1 | 0.0 |
| Construction, extraction, farming, fishing, and forestry | 1.5 | 2.3 | 3.4 | 2.7 | 1.5 | 1.3 | 1.4 | 0.9 | 0.8 | 1.4 | 0.4 | 0.4 | 0.2 | 0.0 |
| Installation, maintenance, and repair | 1.0 | 0.9 | 2.0 | 2.1 | 1.2 | 0.9 | 1.8 | 0.8 | 0.6 | 0.3 | 0.2 | 0.3 | 0.1 | 0.0 |
| Production, transportation, and material moving ... | 0.7 | 0.5 | 1.5 | 1.2 | 1.2 | 0.9 | 0.9 | 0.8 | 0.6 | 0.4 | 0.1 | 0.5 | 0.1 | 0.0 |
| Production | 0.8 | 0.8 | 2.0 | 1.3 | 1.4 | 1.4 | 1.2 | 1.3 | 0.9 | 0.4 | 0.2 | 0.4 | 0.1 | 0.9 |
| Transportation and material moving | 1.0 | 0.8 | 1.9 | 1.7 | 1.7 | 0.9 | 1.3 | 0.9 | 0.5 | 0.7 | 0.2 | 0.9 | 0.1 | 0.7 |
| Full time | 0.4 | 0.4 | 0.8 | 0.7 | 0.5 | 0.5 | 0.5 | 0.4 | 0.4 | 0.2 | 0.2 | 0.2 | (²) | 0.0 |
| Part time | 1.7 | 0.9 | 1.6 | 2.3 | 1.1 | 0.7 | 0.7 | 0.4 | 0.3 | 0.4 | 0.2 | 0.3 | 0.1 | 0.0 |
| Union | 0.3 | 0.5 | 1.2 | 0.8 | 1.1 | 1.3 | 1.1 | 1.0 | 1.4 | 0.6 | 0.8 | 0.6 | 0.1 | 0.0 |
| Nonunion | 0.5 | 0.5 | 0.8 | 0.8 | 0.6 | 0.5 | 0.5 | 0.3 | 0.4 | 0.2 | 0.1 | 0.2 | (²) | 0.1 |
| Average wage within the following categories: ³ | | | | | | | | | | | | | | |
| Lowest 25 percent | 1.1 | 1.5 | 1.6 | 1.8 | 1.2 | 0.7 | 0.6 | 0.4 | 0.2 | 0.2 | 0.1 | 0.1 | 0.1 | 0.0 |
| Lowest 10 percent | 2.3 | 1.3 | 2.7 | 3.4 | 1.9 | 1.0 | 1.3 | 0.4 | 0.3 | 0.5 | – | – | 0.2 | 0.0 |
| Second 25 percent | 0.7 | 0.7 | 1.3 | 1.1 | 1.0 | 0.7 | 0.7 | 0.5 | 0.5 | 0.2 | 0.2 | 0.4 | 0.1 | 0.6 |
| Third 25 percent | 0.3 | 0.3 | 0.9 | 0.8 | 0.8 | 0.8 | 0.7 | 0.5 | 0.4 | 0.3 | 0.3 | 0.3 | 0.1 | 0.7 |
| Highest 25 percent | 0.3 | 0.2 | 1.0 | 0.9 | 1.1 | 1.0 | 0.7 | 0.7 | 1.0 | 0.4 | 0.3 | 0.4 | 0.1 | 0.0 |
| Highest 10 percent | 0.5 | 0.3 | 1.8 | 1.3 | 1.6 | 1.3 | 1.3 | 1.0 | 1.9 | 0.9 | 0.3 | 0.6 | 0.1 | 0.3 |
| Establishment characteristics | | | | | | | | | | | | | | |
| Goods-producing industries | 0.3 | 0.7 | 1.0 | 0.9 | 1.0 | 1.4 | 1.0 | 0.9 | 0.8 | 0.4 | 0.2 | 0.4 | 0.1 | 0.3 |
| Service-providing industries | 0.5 | 0.5 | 0.9 | 0.8 | 0.5 | 0.5 | 0.5 | 0.4 | 0.5 | 0.3 | 0.2 | 0.2 | 0.1 | 0.0 |
| Education and health services | 0.8 | 1.4 | 1.8 | 2.3 | 1.2 | 1.4 | 1.2 | 0.8 | 1.2 | 0.6 | 0.6 | 0.5 | 0.1 | 0.0 |
| Educational services | 0.4 | 0.7 | 0.9 | 0.9 | 0.5 | 1.2 | 1.0 | 1.2 | 0.7 | 1.2 | 0.8 | 1.3 | 0.1 | 0.0 |
| Elementary and secondary schools | 0.8 | 1.4 | 1.7 | 1.3 | 0.9 | 1.8 | 1.4 | 1.6 | 1.0 | 1.0 | 1.3 | 2.1 | 0.3 | 0.6 |
| Junior colleges, colleges, and universities | 0.4 | 0.3 | 0.3 | 0.4 | 0.6 | 1.1 | 1.1 | 1.8 | 1.6 | 2.2 | 1.1 | 1.5 | 0.1 | 0.0 |
| Health care and social assistance | 1.1 | – | 2.4 | 3.5 | 1.8 | 1.9 | 1.7 | 1.0 | 1.8 | 0.6 | – | – | 0.1 | 0.0 |
| Hospitals | 0.4 | 0.5 | 3.3 | 2.0 | 1.5 | 1.5 | 2.0 | 1.0 | 0.9 | 1.0 | – | – | 0.2 | 0.0 |
| Public administration | – | – | – | – | 0.5 | 1.1 | 1.4 | 1.7 | 2.1 | 1.0 | 1.1 | 0.7 | 0.1 | 0.0 |

See footnotes at end of table.

Table 33. Standard errors for paid holidays: Number of days provided, civilian workers,¹ March 2017—continued

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|---------------------------|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| 1 to 99 workers | 0.6 | 0.6 | 1.1 | 1.1 | 0.9 | 0.7 | 0.6 | 0.5 | 0.4 | 0.3 | 0.1 | 0.2 | 0.1 | 0.0 |
| 1 to 49 workers | 0.8 | 0.8 | 1.3 | 1.3 | 0.8 | 0.9 | 0.7 | 0.6 | 0.5 | 0.3 | 0.1 | 0.2 | 0.1 | 0.0 |
| 50 to 99 workers | 1.3 | 1.2 | 1.8 | 1.6 | 1.7 | 1.2 | 1.1 | 1.1 | 1.0 | 0.7 | 0.3 | 0.2 | 0.1 | 0.3 |
| 100 workers or more | 0.4 | 0.5 | 0.9 | 0.8 | 0.6 | 0.8 | 0.7 | 0.5 | 0.6 | 0.3 | 0.3 | 0.3 | 0.1 | 0.4 |
| 100 to 499 workers | 0.6 | 1.0 | 1.4 | 1.1 | 0.9 | 1.2 | 1.0 | 0.8 | 0.8 | 0.3 | 0.5 | 0.4 | 0.1 | 0.0 |
| 500 workers or more | 0.5 | 0.1 | 1.2 | 1.0 | 0.8 | 1.0 | 1.3 | 0.9 | 0.9 | 0.4 | 0.2 | 0.4 | 0.1 | 0.9 |
| Geographic areas | | | | | | | | | | | | | | |
| Northeast | 1.0 | 0.7 | 0.9 | 1.3 | 0.6 | 1.0 | 0.8 | 0.9 | 1.5 | 0.5 | 0.2 | 0.6 | 0.1 | 0.8 |
| New England | 2.0 | — | 2.9 | 3.3 | 1.1 | 1.8 | 2.0 | 3.2 | 1.8 | 1.1 | — | 0.9 | 0.2 | 0.0 |
| Middle Atlantic | 1.0 | 0.9 | 0.9 | 1.5 | 0.7 | 1.2 | 1.0 | 0.6 | 1.8 | 0.5 | 0.3 | 0.7 | 0.1 | 0.2 |
| South | 0.8 | 0.6 | 1.4 | 1.2 | 0.8 | 1.0 | 0.9 | 0.5 | 0.4 | 0.4 | 0.2 | 0.2 | 0.1 | 0.1 |
| South Atlantic | 1.4 | 0.8 | 2.0 | 1.7 | 1.2 | 1.5 | 1.2 | 0.6 | 0.4 | 0.6 | 0.3 | 0.2 | 0.1 | 0.0 |
| East South Central | 2.1 | 0.9 | 2.5 | 3.0 | 1.9 | 2.2 | 2.9 | 1.6 | 1.3 | 1.7 | 0.5 | 0.7 | 0.3 | 0.0 |
| West South Central | 0.6 | 1.2 | 2.5 | 2.0 | 1.0 | 1.3 | 1.0 | 0.8 | 0.8 | 0.4 | 0.5 | 0.5 | 0.1 | 0.9 |
| Midwest | 0.4 | 0.7 | 1.4 | 1.5 | 0.9 | 0.7 | 0.9 | 0.7 | 0.5 | 0.4 | 0.1 | 0.4 | 0.1 | 0.0 |
| East North Central | 0.4 | 1.0 | 1.7 | 2.2 | 1.0 | 0.9 | 1.2 | 0.4 | 0.6 | 0.5 | 0.2 | 0.5 | 0.1 | 0.0 |
| West North Central | 0.6 | 0.3 | 2.5 | 1.2 | 2.2 | 0.9 | 1.2 | 1.9 | 0.7 | 0.7 | 0.3 | 0.6 | 0.1 | 0.0 |
| West | 0.7 | 1.4 | 1.9 | 1.7 | 1.4 | 1.0 | 0.5 | 0.9 | 1.0 | 0.4 | 0.7 | 0.4 | 0.1 | 0.0 |
| Mountain | 1.8 | 0.7 | 3.8 | 3.3 | 2.9 | 1.6 | 1.2 | 1.1 | 1.6 | 0.2 | 0.3 | 0.4 | 0.2 | 0.8 |
| Pacific | 0.7 | 2.0 | 2.1 | 1.9 | 1.6 | 1.3 | 0.5 | 1.2 | 1.3 | 0.6 | 1.0 | 0.5 | 0.1 | 0.0 |

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

² Less than 0.05.

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 34. Paid sick leave: Type of provision, civilian workers,¹ March 2017

(All workers with paid sick leave = 100 percent)

| Characteristics | Sick leave provision | | |
|---|--|------------------------|---|
| | Fixed number of days per year ² | As needed ³ | As part of consolidated leave plan ⁴ |
| All workers | 71 | 4 | 25 |
| Worker characteristics | | | |
| Management, professional, and related | 68 | 5 | 26 |
| Management, business, and financial | 65 | 7 | 28 |
| Professional and related | 70 | 4 | 26 |
| Teachers | 90 | 2 | 8 |
| Primary, secondary, and special education school teachers | 91 | 1 | 8 |
| Registered nurses | 50 | 1 | 50 |
| Service | 73 | 1 | 26 |
| Protective service | 78 | 4 | 18 |
| Sales and office | 69 | 3 | 28 |
| Sales and related | 66 | 3 | 31 |
| Office and administrative support | 70 | 3 | 27 |
| Natural resources, construction, and maintenance | 76 | 5 | 19 |
| Construction, extraction, farming, fishing, and forestry | 76 | — | — |
| Installation, maintenance, and repair | 77 | 5 | 18 |
| Production, transportation, and material moving | 80 | 2 | 18 |
| Production | 75 | 3 | 22 |
| Transportation and material moving | 84 | 2 | 14 |
| Full time | 71 | 4 | 25 |
| Part time | 74 | 1 | 25 |
| Union | 88 | 2 | 10 |
| Nonunion | 68 | 4 | 28 |
| Average wage within the following categories: ⁵ | | | |
| Lowest 25 percent | 72 | 2 | 26 |
| Second 25 percent | 72 | 2 | 26 |
| Third 25 percent | 73 | 3 | 24 |
| Highest 25 percent | 69 | 6 | 25 |
| Highest 10 percent | 67 | 8 | 24 |
| Establishment characteristics | | | |
| Service-providing industries | 71 | 3 | 25 |
| Education and health services | 71 | 1 | 28 |
| Educational services | 91 | 2 | 7 |
| Elementary and secondary schools | 92 | 1 | 7 |
| Junior colleges, colleges, and universities | 91 | 4 | 6 |
| Health care and social assistance | 56 | (⁶) | 43 |
| Hospitals | 50 | 1 | 48 |
| Public administration | 87 | 3 | 10 |

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ March 2017—continued

(All workers with paid sick leave = 100 percent)

| Characteristics | Sick leave provision | | |
|---------------------------|--|------------------------|---|
| | Fixed number of days per year ² | As needed ³ | As part of consolidated leave plan ⁴ |
| 1 to 99 workers | 73 | 5 | 22 |
| 1 to 49 workers | 71 | 6 | 23 |
| 50 to 99 workers | 77 | 2 | 21 |
| 100 workers or more | 70 | 3 | 27 |
| 100 to 499 workers | 71 | 2 | 27 |
| 500 workers or more | 68 | 4 | 28 |
| Geographic areas | | | |
| Northeast | 75 | 4 | 21 |
| New England | 70 | 4 | 26 |
| Middle Atlantic | 77 | 5 | 19 |
| South | 70 | 4 | 26 |
| South Atlantic | 69 | 5 | 26 |
| East South Central | 76 | 5 | 19 |
| West South Central | 68 | 3 | 29 |
| Midwest | 70 | 3 | 27 |
| East North Central | 72 | 3 | 25 |
| West North Central | 66 | 3 | 31 |
| West | 71 | 3 | 25 |
| Mountain | 62 | 3 | 35 |
| Pacific | 75 | 3 | 22 |

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

² Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

³ Plan does not specify maximum number of days.

⁴ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

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.

⁶ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. 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 34. Standard errors for paid sick leave: Type of provision, civilian workers,¹ March 2017

| Characteristics | Sick leave provision | | |
|---|--|------------------------|---|
| | Fixed number of days per year ² | As needed ³ | As part of consolidated leave plan ⁴ |
| All workers | 0.9 | 0.4 | 0.8 |
| Worker characteristics | | | |
| Management, professional, and related | 0.9 | 0.6 | 0.9 |
| Management, business, and financial | 1.6 | 1.2 | 1.5 |
| Professional and related | 1.1 | 0.7 | 1.0 |
| Teachers | 1.1 | 0.4 | 1.2 |
| Primary, secondary, and special education school teachers | 1.6 | 0.3 | 1.6 |
| Registered nurses | 2.2 | 0.3 | 2.3 |
| Service | 2.0 | 0.3 | 1.9 |
| Protective service | 4.3 | 0.6 | 4.0 |
| Sales and office | 1.1 | 0.4 | 1.0 |
| Sales and related | 1.8 | 0.5 | 1.6 |
| Office and administrative support | 1.6 | 0.5 | 1.3 |
| Natural resources, construction, and maintenance | 2.3 | 1.4 | 1.9 |
| Construction, extraction, farming, fishing, and forestry | 3.6 | – | – |
| Installation, maintenance, and repair | 2.5 | 2.0 | 1.9 |
| Production, transportation, and material moving ... | 1.7 | 0.4 | 1.7 |
| Production | 2.4 | 0.5 | 2.2 |
| Transportation and material moving | 2.1 | 0.7 | 2.1 |
| Full time | 0.9 | 0.4 | 0.7 |
| Part time | 2.0 | 0.3 | 2.0 |
| Union | 1.1 | 0.3 | 1.0 |
| Nonunion | 1.0 | 0.4 | 0.9 |
| Average wage within the following categories: ⁵ | | | |
| Lowest 25 percent | 2.0 | 0.4 | 2.0 |
| Second 25 percent | 1.3 | 0.4 | 1.3 |
| Third 25 percent | 1.0 | 0.4 | 1.1 |
| Highest 25 percent | 1.1 | 0.9 | 0.9 |
| Highest 10 percent | 1.6 | 1.4 | 1.4 |
| Establishment characteristics | | | |
| Service-providing industries | 0.9 | 0.4 | 0.8 |
| Education and health services | 1.1 | 0.2 | 1.2 |
| Educational services | 0.7 | 0.3 | 0.7 |
| Elementary and secondary schools | 0.6 | 0.3 | 0.5 |
| Junior colleges, colleges, and universities | 1.4 | 0.7 | 1.1 |
| Health care and social assistance | 2.1 | 0.2 | 2.2 |
| Hospitals | 3.3 | 0.5 | 3.4 |
| Public administration | 1.1 | 0.7 | 1.0 |

See footnotes at end of table.

Table 34. Standard errors for paid sick leave: Type of provision, civilian workers,¹ March 2017—continued

| Characteristics | Sick leave provision | | |
|---------------------------|--|------------------------|---|
| | Fixed number of days per year ² | As needed ³ | As part of consolidated leave plan ⁴ |
| 1 to 99 workers | 1.0 | 0.6 | 1.1 |
| 1 to 49 workers | 1.1 | 0.7 | 1.3 |
| 50 to 99 workers | 2.2 | 0.8 | 2.0 |
| 100 workers or more | 1.3 | 0.5 | 1.1 |
| 100 to 499 workers | 1.3 | 0.3 | 1.2 |
| 500 workers or more | 1.9 | 0.9 | 1.5 |
| Geographic areas | | | |
| Northeast | 1.1 | 0.5 | 0.8 |
| New England | 2.2 | 1.2 | 1.4 |
| Middle Atlantic | 1.3 | 0.6 | 1.0 |
| South | 2.0 | 0.9 | 1.5 |
| South Atlantic | 3.1 | 1.5 | 2.0 |
| East South Central | 2.4 | 1.4 | 2.6 |
| West South Central | 3.3 | 0.8 | 2.8 |
| Midwest | 1.5 | 0.6 | 1.8 |
| East North Central | 1.7 | 0.8 | 2.0 |
| West North Central | 3.4 | 0.8 | 4.0 |
| West | 2.0 | 0.7 | 1.7 |
| Mountain | 4.4 | 1.3 | 4.3 |
| Pacific | 2.1 | 0.9 | 1.6 |

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

² Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

³ Plan does not specify maximum number of days.

⁴ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

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/eps/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² March 2017

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Paid sick leave days by length of service ³ | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 1 year | | | | | | | |
| All workers | 22 | 44 | 29 | 5 | 1 | 8 | 6 |
| Full time | 20 | 43 | 31 | 5 | 1 | 8 | 7 |
| Part time | 34 | 50 | 13 | 2 | (⁴) | 6 | 6 |
| Union | 16 | 27 | 47 | 10 | (⁴) | 9 | 10 |
| Nonunion | 24 | 48 | 24 | 4 | 1 | 8 | 6 |
| 1 to 99 workers | 27 | 48 | 21 | 3 | 1 | 7 | 6 |
| 1 to 49 workers | 27 | 51 | 19 | 3 | 1 | 7 | 5 |
| 50 to 99 workers | 29 | 42 | 26 | — | — | 7 | 6 |
| 100 workers or more | 18 | 40 | 35 | 7 | 1 | 9 | 8 |
| 100 to 499 workers | 22 | 47 | 26 | 5 | 1 | 8 | 6 |
| 500 workers or more | 13 | 33 | 45 | 9 | 1 | 10 | 10 |
| After 5 years | | | | | | | |
| All workers | 21 | 44 | 29 | 6 | 1 | 8 | 6 |
| Full time | 19 | 43 | 31 | 6 | 1 | 9 | 7 |
| Part time | 33 | 51 | 13 | 3 | (⁴) | 7 | 6 |
| Union | 14 | 27 | 47 | 11 | 1 | 10 | 10 |
| Nonunion | 23 | 48 | 24 | 4 | 1 | 8 | 6 |
| 1 to 99 workers | 27 | 48 | 21 | 3 | 1 | 7 | 6 |
| 1 to 49 workers | 26 | 51 | 19 | 3 | 1 | 7 | 6 |
| 50 to 99 workers | 28 | 42 | 25 | — | — | 7 | 6 |
| 100 workers or more | 16 | 40 | 35 | 7 | 1 | 9 | 8 |
| 100 to 499 workers | 21 | 47 | 26 | 5 | 1 | 8 | 6 |
| 500 workers or more | 12 | 32 | 44 | 10 | 2 | 10 | 10 |

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² March 2017—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Paid sick leave days by length of service ³ | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 10 years | | | | | | | |
| All workers | 21 | 43 | 29 | 6 | 1 | 9 | 7 |
| Full time | 19 | 42 | 31 | 6 | 1 | 9 | 7 |
| Part time | 32 | 50 | 14 | 3 | (⁴) | 7 | 6 |
| Union | 13 | 28 | 46 | 12 | 1 | 10 | 10 |
| Nonunion | 23 | 48 | 24 | 4 | 1 | 8 | 6 |
| 1 to 99 workers | 27 | 48 | 21 | 4 | 1 | 7 | 6 |
| 1 to 49 workers | 26 | 51 | 19 | 3 | 1 | 7 | 6 |
| 50 to 99 workers | 28 | 42 | 26 | — | — | 7 | 6 |
| 100 workers or more | 16 | 40 | 35 | 8 | 1 | 10 | 8 |
| 100 to 499 workers | 20 | 47 | 26 | 5 | 1 | 9 | 6 |
| 500 workers or more | 11 | 32 | 45 | 10 | 2 | 11 | 10 |
| After 20 years | | | | | | | |
| All workers | 21 | 43 | 29 | 6 | 1 | 9 | 7 |
| Full time | 19 | 42 | 31 | 6 | 1 | 9 | 7 |
| Part time | 32 | 50 | 14 | 3 | (⁴) | 7 | 6 |
| Union | 13 | 27 | 46 | 12 | 1 | 11 | 10 |
| Nonunion | 23 | 48 | 24 | 4 | 1 | 8 | 6 |
| 1 to 99 workers | 27 | 48 | 21 | 4 | 1 | 7 | 6 |
| 1 to 49 workers | 26 | 51 | 19 | 4 | 1 | 7 | 6 |
| 50 to 99 workers | 28 | 41 | 26 | — | — | 7 | 6 |
| 100 workers or more | 16 | 40 | 35 | 8 | 1 | 10 | 8 |
| 100 to 499 workers | 20 | 47 | 26 | 5 | 1 | 9 | 6 |
| 500 workers or more | 11 | 32 | 45 | 10 | 2 | 11 | 10 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

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

³ Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

⁴ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. 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 35. Standard errors for paid sick leave: Number of annual days by service requirement,¹ civilian workers,² March 2017

| Characteristics | Paid sick leave days by length of service ³ | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 1 year | | | | | | | |
| All workers | 0.7 | 0.7 | 0.7 | 0.2 | 0.1 | 0.1 | (⁴) |
| Full time | 0.8 | 0.7 | 0.8 | 0.3 | 0.1 | 0.1 | 0.7 |
| Part time | 2.1 | 2.0 | 1.1 | 0.4 | 0.2 | 0.1 | 0.8 |
| Union | 1.3 | 1.3 | 1.6 | 0.7 | 0.1 | 0.3 | 0.0 |
| Nonunion | 0.8 | 0.8 | 0.7 | 0.3 | 0.1 | 0.1 | 0.0 |
| 1 to 99 workers | 1.1 | 1.2 | 1.1 | 0.3 | 0.1 | 0.1 | 0.6 |
| 1 to 49 workers | 1.4 | 1.5 | 1.3 | 0.5 | 0.2 | 0.2 | 0.9 |
| 50 to 99 workers | 1.9 | 2.6 | 2.3 | – | – | 0.2 | (⁴) |
| 100 workers or more | 1.0 | 1.1 | 0.9 | 0.5 | 0.1 | 0.2 | 0.2 |
| 100 to 499 workers | 1.6 | 1.6 | 1.3 | 0.6 | 0.1 | 0.2 | (⁴) |
| 500 workers or more | 0.9 | 1.3 | 1.2 | 0.6 | 0.2 | 0.3 | 0.0 |
| After 5 years | | | | | | | |
| All workers | 0.7 | 0.7 | 0.7 | 0.3 | 0.1 | 0.1 | 0.4 |
| Full time | 0.8 | 0.8 | 0.8 | 0.3 | 0.1 | 0.1 | 0.4 |
| Part time | 1.9 | 1.9 | 1.2 | 0.5 | 0.2 | 0.1 | 0.8 |
| Union | 1.2 | 1.4 | 1.7 | 0.8 | 0.3 | 0.3 | 0.0 |
| Nonunion | 0.9 | 0.9 | 0.7 | 0.3 | 0.2 | 0.1 | 0.0 |
| 1 to 99 workers | 1.1 | 1.2 | 1.1 | 0.4 | 0.2 | 0.2 | 0.1 |
| 1 to 49 workers | 1.5 | 1.5 | 1.3 | 0.5 | 0.2 | 0.2 | 1.1 |
| 50 to 99 workers | 1.8 | 2.6 | 2.3 | – | – | 0.2 | (⁴) |
| 100 workers or more | 1.0 | 1.1 | 0.9 | 0.5 | 0.2 | 0.2 | (⁴) |
| 100 to 499 workers | 1.7 | 1.7 | 1.3 | 0.7 | 0.2 | 0.2 | (⁴) |
| 500 workers or more | 0.9 | 1.3 | 1.2 | 0.7 | 0.3 | 0.3 | 0.0 |

See footnotes at end of table.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,¹ civilian workers,² March 2017—continued

| Characteristics | Paid sick leave days by length of service ³ | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 10 years | | | | | | | |
| All workers | 0.7 | 0.7 | 0.8 | 0.3 | 0.1 | 0.1 | 0.5 |
| Full time | 0.8 | 0.9 | 0.9 | 0.3 | 0.1 | 0.1 | 0.2 |
| Part time | 1.9 | 2.0 | 1.3 | 0.5 | 0.2 | 0.1 | 0.3 |
| Union | 1.2 | 1.5 | 1.7 | 0.8 | 0.2 | 0.3 | 0.0 |
| Nonunion | 0.9 | 0.9 | 0.8 | 0.3 | 0.2 | 0.1 | 0.0 |
| 1 to 99 workers | 1.1 | 1.2 | 1.1 | 0.4 | 0.2 | 0.2 | 0.0 |
| 1 to 49 workers | 1.5 | 1.5 | 1.3 | 0.5 | 0.2 | 0.2 | 0.8 |
| 50 to 99 workers | 1.8 | 2.5 | 2.2 | — | — | 0.3 | (⁴) |
| 100 workers or more | 1.0 | 1.1 | 1.0 | 0.5 | 0.2 | 0.2 | 0.3 |
| 100 to 499 workers | 1.7 | 1.7 | 1.3 | 0.7 | 0.2 | 0.3 | (⁴) |
| 500 workers or more | 0.9 | 1.4 | 1.4 | 0.7 | 0.3 | 0.4 | 0.0 |
| After 20 years | | | | | | | |
| All workers | 0.7 | 0.7 | 0.7 | 0.3 | 0.1 | 0.1 | 0.4 |
| Full time | 0.8 | 0.9 | 0.9 | 0.3 | 0.1 | 0.2 | 0.1 |
| Part time | 1.9 | 2.0 | 1.3 | 0.6 | 0.2 | 0.1 | 0.2 |
| Union | 1.2 | 1.5 | 1.6 | 0.8 | 0.2 | 0.3 | 0.0 |
| Nonunion | 0.9 | 0.9 | 0.8 | 0.3 | 0.2 | 0.2 | 0.0 |
| 1 to 99 workers | 1.2 | 1.2 | 1.1 | 0.4 | 0.2 | 0.2 | 0.0 |
| 1 to 49 workers | 1.5 | 1.5 | 1.2 | 0.5 | 0.2 | 0.2 | 0.8 |
| 50 to 99 workers | 1.8 | 2.6 | 2.3 | — | — | 0.3 | (⁴) |
| 100 workers or more | 1.0 | 1.1 | 1.0 | 0.5 | 0.2 | 0.2 | 0.3 |
| 100 to 499 workers | 1.7 | 1.7 | 1.3 | 0.7 | 0.2 | 0.3 | (⁴) |
| 500 workers or more | 0.9 | 1.4 | 1.4 | 0.7 | 0.3 | 0.4 | 0.0 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

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

³ Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

⁴ Less than 0.05.

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 36. Paid sick leave: Carryover provisions, civilian workers,¹ March 2017

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Carryover provision ² | | | No carryover provision |
|---|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| All workers | 56 | 21 | 35 | 44 |
| Worker characteristics | | | | |
| Management, professional, and related | 67 | 30 | 37 | 33 |
| Management, business, and financial | 53 | 21 | 32 | 47 |
| Professional and related | 72 | 33 | 39 | 28 |
| Teachers | 86 | 49 | 37 | 14 |
| Primary, secondary, and special education school teachers | 88 | 50 | 38 | 12 |
| Service | 61 | 22 | 39 | 39 |
| Protective service | 76 | 45 | 31 | 24 |
| Sales and office | 49 | 15 | 34 | 51 |
| Sales and related | 47 | 7 | 39 | 53 |
| Office and administrative support | 51 | 19 | 31 | 49 |
| Natural resources, construction, and maintenance | 42 | 13 | 29 | 58 |
| Installation, maintenance, and repair | 41 | 13 | 28 | 59 |
| Production, transportation, and material moving ... | 41 | 10 | 31 | 59 |
| Transportation and material moving | 45 | 10 | 35 | 55 |
| Full time | 56 | 22 | 34 | 44 |
| Part time | 52 | 13 | 39 | 48 |
| Union | 73 | 36 | 37 | 27 |
| Nonunion | 51 | 17 | 35 | 49 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 48 | 12 | 36 | 52 |
| Second 25 percent | 52 | 19 | 34 | 48 |
| Third 25 percent | 58 | 21 | 36 | 42 |
| Highest 25 percent | 63 | 28 | 34 | 37 |
| Highest 10 percent | 60 | 25 | 35 | 40 |
| Establishment characteristics | | | | |
| Service-providing industries | 59 | 23 | 37 | 41 |
| Education and health services | 81 | 37 | 45 | 19 |
| Educational services | 87 | 51 | 35 | 13 |
| Elementary and secondary schools | 87 | 52 | 36 | 13 |
| Junior colleges, colleges, and universities | 89 | 56 | 33 | 11 |
| Health care and social assistance | 75 | 19 | 56 | 25 |
| Hospitals | 92 | 29 | 64 | 8 |
| Public administration | 94 | 58 | 36 | 6 |

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ March 2017—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Carryover provision ² | | | No carryover provision |
|---------------------------|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| 1 to 99 workers | 45 | 14 | 31 | 55 |
| 1 to 49 workers | 38 | 10 | 28 | 62 |
| 50 to 99 workers | 59 | 22 | 37 | 41 |
| 100 workers or more | 65 | 26 | 38 | 35 |
| 100 to 499 workers | 57 | 18 | 39 | 43 |
| 500 workers or more | 74 | 35 | 38 | 26 |
| Geographic areas | | | | |
| Northeast | 54 | 16 | 38 | 46 |
| New England | 58 | 13 | 44 | 42 |
| Middle Atlantic | 52 | 16 | 36 | 48 |
| South | 58 | 25 | 33 | 42 |
| South Atlantic | 60 | 27 | 33 | 40 |
| East South Central | 53 | 21 | 32 | 47 |
| West South Central | 56 | 24 | 32 | 44 |
| Midwest | 52 | 18 | 34 | 48 |
| East North Central | 49 | 18 | 31 | 51 |
| West North Central | 59 | 18 | 41 | 41 |
| West | 59 | 22 | 37 | 41 |
| Mountain | 68 | 23 | 45 | 32 |
| Pacific | 56 | 22 | 34 | 44 |

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.
² Plans that allow employees to accumulate unused sick leave from year to year.
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: Because of rounding, sums of individual items may not equal totals. 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 36. Standard errors for paid sick leave: Carryover provisions, civilian workers,¹ March 2017

| Characteristics | Carryover provision ² | | | No carryover provision |
|---|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| All workers | 0.9 | 0.6 | 1.0 | 0.9 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.2 | 0.9 | 1.3 | 1.2 |
| Management, business, and financial | 2.0 | 1.1 | 2.2 | 2.0 |
| Professional and related | 1.4 | 1.2 | 1.3 | 1.4 |
| Teachers | 1.2 | 2.3 | 2.3 | 1.2 |
| Primary, secondary, and special education school teachers | 1.4 | 2.8 | 2.8 | 1.4 |
| Service | 2.3 | 1.3 | 2.4 | 2.3 |
| Protective service | 6.7 | 4.5 | 3.7 | 6.7 |
| Sales and office | 1.6 | 0.9 | 1.5 | 1.6 |
| Sales and related | 2.9 | 0.9 | 3.0 | 2.9 |
| Office and administrative support | 1.9 | 1.3 | 1.5 | 1.9 |
| Natural resources, construction, and maintenance | 2.5 | 1.2 | 2.1 | 2.5 |
| Installation, maintenance, and repair | 3.2 | 2.0 | 2.5 | 3.2 |
| Production, transportation, and material moving | 1.7 | 1.3 | 1.9 | 1.7 |
| Transportation and material moving | 2.5 | 1.5 | 2.6 | 2.5 |
| Full time | 0.9 | 0.7 | 1.0 | 0.9 |
| Part time | 2.3 | 1.1 | 2.4 | 2.3 |
| Union | 1.5 | 1.6 | 1.6 | 1.5 |
| Nonunion | 1.1 | 0.6 | 1.1 | 1.1 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 2.5 | 0.9 | 2.6 | 2.5 |
| Second 25 percent | 1.3 | 1.0 | 1.1 | 1.3 |
| Third 25 percent | 1.2 | 0.9 | 1.3 | 1.2 |
| Highest 25 percent | 1.4 | 1.0 | 1.5 | 1.4 |
| Highest 10 percent | 2.2 | 1.3 | 2.2 | 2.2 |
| Establishment characteristics | | | | |
| Service-providing industries | 1.0 | 0.6 | 1.1 | 1.0 |
| Education and health services | 1.7 | 1.6 | 1.6 | 1.7 |
| Educational services | 0.9 | 1.6 | 1.7 | 0.9 |
| Elementary and secondary schools | 1.4 | 2.4 | 2.1 | 1.4 |
| Junior colleges, colleges, and universities | 1.6 | 2.4 | 2.7 | 1.6 |
| Health care and social assistance | 3.6 | 2.7 | 2.7 | 3.6 |
| Hospitals | 1.7 | 2.0 | 2.8 | 1.7 |
| Public administration | 1.0 | 2.2 | 1.8 | 1.0 |

See footnotes at end of table.

Table 36. Standard errors for paid sick leave: Carryover provisions, civilian workers,¹ March 2017—continued

| Characteristics | Carryover provision ² | | | No carryover provision |
|---------------------------|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| 1 to 99 workers | 1.5 | 0.8 | 1.4 | 1.5 |
| 1 to 49 workers | 1.5 | 0.9 | 1.4 | 1.5 |
| 50 to 99 workers | 2.8 | 1.7 | 2.9 | 2.8 |
| 100 workers or more | 1.1 | 0.9 | 1.2 | 1.1 |
| 100 to 499 workers | 1.8 | 1.2 | 1.8 | 1.8 |
| 500 workers or more | 1.3 | 1.1 | 1.3 | 1.3 |
| Geographic areas | | | | |
| Northeast | 1.7 | 1.2 | 2.2 | 1.7 |
| New England | 3.2 | 1.3 | 3.2 | 3.2 |
| Middle Atlantic | 1.9 | 1.4 | 2.3 | 1.9 |
| South | 1.5 | 1.1 | 1.8 | 1.5 |
| South Atlantic | 2.3 | 1.7 | 2.6 | 2.3 |
| East South Central | 3.2 | 1.7 | 3.6 | 3.2 |
| West South Central | 2.6 | 1.8 | 3.3 | 2.6 |
| Midwest | 2.0 | 1.4 | 1.8 | 2.0 |
| East North Central | 2.8 | 1.5 | 2.3 | 2.8 |
| West North Central | 1.4 | 2.9 | 2.4 | 1.4 |
| West | 1.9 | 1.0 | 2.0 | 1.9 |
| Mountain | 5.2 | 2.2 | 5.8 | 5.2 |
| Pacific | 1.9 | 1.0 | 1.9 | 1.9 |

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

² Plans that allow employees to accumulate unused sick leave from year to year.

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 38. Paid vacations: Number of annual days by service requirement,¹ civilian workers,² March 2017

(All workers with paid vacations = 100 percent)

| Characteristics | Paid vacation days by length of service ³ | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 1 year | | | | | | | | |
| All workers | 7 | 30 | 37 | 16 | 7 | 2 | 11 | 10 |
| Full time | 5 | 28 | 40 | 18 | 7 | 2 | 11 | 10 |
| Part time | 27 | 44 | 20 | 5 | 4 | 1 | 7 | 5 |
| Union | 7 | 31 | 43 | 13 | 4 | 1 | 10 | 10 |
| Nonunion | 8 | 30 | 36 | 17 | 7 | 2 | 11 | 10 |
| 1 to 99 workers | 11 | 39 | 35 | 11 | 4 | 1 | 9 | 10 |
| 1 to 49 workers | 11 | 39 | 36 | 10 | 4 | 1 | 9 | 10 |
| 50 to 99 workers | 9 | 39 | 34 | 14 | 4 | 1 | 9 | 10 |
| 100 workers or more | 5 | 23 | 39 | 21 | 9 | 3 | 12 | 10 |
| 100 to 499 workers | 6 | 28 | 40 | 18 | 6 | 2 | 11 | 10 |
| 500 workers or more | 3 | 16 | 39 | 24 | 14 | 4 | 14 | 12 |
| After 5 years | | | | | | | | |
| All workers | 2 | 10 | 32 | 35 | 15 | 6 | 15 | 15 |
| Full time | 1 | 8 | 31 | 37 | 16 | 6 | 15 | 15 |
| Part time | 7 | 27 | 37 | 20 | 6 | 2 | 12 | 10 |
| Union | 1 | 7 | 38 | 40 | 11 | 4 | 14 | 15 |
| Nonunion | 2 | 10 | 31 | 35 | 16 | 6 | 15 | 15 |
| 1 to 99 workers | 3 | 15 | 36 | 33 | 11 | 2 | 13 | 13 |
| 1 to 49 workers | 3 | 17 | 35 | 32 | 11 | 2 | 13 | 12 |
| 50 to 99 workers | 3 | 10 | 38 | 34 | 12 | 2 | 14 | 15 |
| 100 workers or more | 1 | 6 | 28 | 38 | 19 | 9 | 16 | 15 |
| 100 to 499 workers | 1 | 7 | 34 | 36 | 16 | 6 | 15 | 15 |
| 500 workers or more | 1 | 4 | 22 | 39 | 21 | 12 | 17 | 15 |

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ civilian workers,² March 2017—continued

(All workers with paid vacations = 100 percent)

| Characteristics | Paid vacation days by length of service ³ | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 10 years | | | | | | | | |
| All workers | 2 | 7 | 15 | 38 | 24 | 14 | 17 | 15 |
| Full time | 1 | 5 | 14 | 39 | 26 | 15 | 18 | 17 |
| Part time | 7 | 19 | 26 | 33 | 9 | 6 | 14 | 14 |
| Union | (⁴) | 3 | 12 | 52 | 24 | 9 | 18 | 15 |
| Nonunion | 2 | 7 | 16 | 36 | 24 | 15 | 17 | 15 |
| 1 to 99 workers | 3 | 11 | 22 | 36 | 21 | 7 | 15 | 15 |
| 1 to 49 workers | 3 | 13 | 23 | 35 | 19 | 7 | 15 | 15 |
| 50 to 99 workers | 3 | 7 | 19 | 39 | 25 | 7 | 16 | 15 |
| 100 workers or more | 1 | 3 | 10 | 40 | 26 | 20 | 19 | 19 |
| 100 to 499 workers | 1 | 4 | 13 | 42 | 24 | 16 | 18 | 16 |
| 500 workers or more | 1 | 3 | 8 | 37 | 28 | 24 | 20 | 20 |
| After 20 years | | | | | | | | |
| All workers | 2 | 6 | 11 | 19 | 33 | 29 | 20 | 20 |
| Full time | 1 | 5 | 11 | 18 | 35 | 30 | 21 | 20 |
| Part time | 6 | 18 | 15 | 25 | 20 | 15 | 16 | 16 |
| Union | (⁴) | 2 | 4 | 12 | 48 | 33 | 22 | 20 |
| Nonunion | 2 | 7 | 13 | 20 | 30 | 28 | 20 | 20 |
| 1 to 99 workers | 3 | 11 | 18 | 23 | 28 | 17 | 17 | 17 |
| 1 to 49 workers | 3 | 12 | 20 | 24 | 26 | 16 | 16 | 15 |
| 50 to 99 workers | 3 | 6 | 15 | 22 | 34 | 19 | 18 | 20 |
| 100 workers or more | 1 | 3 | 6 | 16 | 37 | 38 | 23 | 21 |
| 100 to 499 workers | 1 | 3 | 7 | 20 | 36 | 33 | 22 | 20 |
| 500 workers or more | 1 | 2 | 5 | 11 | 37 | 44 | 24 | 23 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

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

³ Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

⁴ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. 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 38. Standard errors for paid vacations: Number of annual days by service requirement,¹ civilian workers,² March 2017

| Characteristics | Paid vacation days by length of service ³ | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 1 year | | | | | | | | |
| All workers | 0.4 | 0.7 | 0.6 | 0.6 | 0.4 | 0.2 | 0.1 | 0.0 |
| Full time | 0.4 | 0.8 | 0.7 | 0.6 | 0.4 | 0.2 | 0.1 | 0.0 |
| Part time | 1.9 | 1.9 | 1.3 | 0.5 | 1.0 | 0.3 | 0.3 | 0.0 |
| Union | 0.7 | 1.8 | 1.8 | 1.2 | 0.7 | 0.3 | 0.2 | 0.0 |
| Nonunion | 0.5 | 0.7 | 0.6 | 0.6 | 0.4 | 0.2 | 0.1 | 0.0 |
| 1 to 99 workers | 0.8 | 1.3 | 0.9 | 0.8 | 0.7 | 0.2 | 0.2 | 0.3 |
| 1 to 49 workers | 0.9 | 1.5 | 1.3 | 0.8 | 0.8 | 0.3 | 0.2 | 0.7 |
| 50 to 99 workers | 1.6 | 2.2 | 1.8 | 1.8 | 1.2 | 0.4 | 0.3 | 0.2 |
| 100 workers or more | 0.4 | 0.8 | 0.9 | 0.8 | 0.6 | 0.3 | 0.1 | (⁴) |
| 100 to 499 workers | 0.6 | 1.1 | 1.2 | 1.1 | 0.8 | 0.5 | 0.1 | 0.0 |
| 500 workers or more | 0.5 | 1.4 | 1.5 | 1.1 | 0.9 | 0.5 | 0.2 | (⁴) |
| After 5 years | | | | | | | | |
| All workers | 0.2 | 0.5 | 0.7 | 0.8 | 0.5 | 0.4 | 0.1 | 0.0 |
| Full time | 0.2 | 0.5 | 0.7 | 0.9 | 0.6 | 0.4 | 0.1 | 0.0 |
| Part time | 1.2 | 1.8 | 2.1 | 1.5 | 1.0 | 0.5 | 0.2 | 0.0 |
| Union | 0.2 | 0.6 | 1.7 | 1.5 | 0.9 | 0.7 | 0.2 | 0.0 |
| Nonunion | 0.3 | 0.5 | 0.7 | 0.9 | 0.6 | 0.4 | 0.1 | 0.0 |
| 1 to 99 workers | 0.5 | 0.9 | 1.0 | 1.2 | 0.7 | 0.4 | 0.2 | 1.0 |
| 1 to 49 workers | 0.5 | 1.1 | 1.1 | 1.5 | 0.8 | 0.6 | 0.2 | 0.7 |
| 50 to 99 workers | 1.1 | 1.1 | 2.1 | 2.1 | 1.8 | 0.8 | 0.3 | 1.3 |
| 100 workers or more | 0.2 | 0.4 | 0.8 | 0.9 | 0.7 | 0.6 | 0.1 | 0.0 |
| 100 to 499 workers | 0.2 | 0.7 | 1.1 | 1.2 | 1.0 | 0.8 | 0.2 | 0.0 |
| 500 workers or more | 0.3 | 0.5 | 1.4 | 1.6 | 1.0 | 0.8 | 0.2 | (⁴) |

See footnotes at end of table.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,¹ civilian workers,² March 2017—continued

| Characteristics | Paid vacation days by length of service ³ | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 10 years | | | | | | | | |
| All workers | 0.2 | 0.4 | 0.4 | 0.7 | 0.8 | 0.6 | 0.1 | 0.1 |
| Full time | 0.2 | 0.4 | 0.5 | 0.7 | 0.8 | 0.6 | 0.1 | 0.5 |
| Part time | 1.2 | 2.0 | 1.5 | 1.5 | 1.0 | 0.9 | 0.3 | 1.1 |
| Union | 0.2 | 0.4 | 0.9 | 1.6 | 1.5 | 1.0 | 0.3 | 0.5 |
| Nonunion | 0.3 | 0.5 | 0.5 | 0.8 | 0.9 | 0.7 | 0.1 | 0.2 |
| 1 to 99 workers | 0.4 | 0.8 | 0.8 | 1.2 | 1.1 | 0.8 | 0.2 | 0.0 |
| 1 to 49 workers | 0.4 | 1.1 | 1.0 | 1.5 | 1.2 | 0.9 | 0.2 | 0.0 |
| 50 to 99 workers | 1.1 | 1.0 | 1.8 | 2.9 | 2.4 | 1.4 | 0.3 | 0.0 |
| 100 workers or more | 0.2 | 0.4 | 0.5 | 0.8 | 0.9 | 0.8 | 0.1 | 0.3 |
| 100 to 499 workers | 0.2 | 0.6 | 0.7 | 1.1 | 1.3 | 1.0 | 0.2 | 0.7 |
| 500 workers or more | 0.3 | 0.4 | 0.8 | 1.4 | 1.3 | 1.1 | 0.2 | 0.0 |
| After 20 years | | | | | | | | |
| All workers | 0.2 | 0.4 | 0.4 | 0.6 | 0.8 | 0.7 | 0.1 | 0.0 |
| Full time | 0.2 | 0.3 | 0.5 | 0.7 | 0.9 | 0.8 | 0.1 | 0.0 |
| Part time | 1.2 | 2.0 | 1.2 | 1.5 | 1.4 | 1.2 | 0.3 | 0.5 |
| Union | 0.2 | 0.3 | 0.5 | 1.0 | 1.8 | 1.7 | 0.2 | 0.6 |
| Nonunion | 0.3 | 0.5 | 0.5 | 0.7 | 0.8 | 0.8 | 0.2 | 0.0 |
| 1 to 99 workers | 0.4 | 0.8 | 0.8 | 1.0 | 1.0 | 1.0 | 0.2 | 1.5 |
| 1 to 49 workers | 0.4 | 1.1 | 0.9 | 1.4 | 1.2 | 1.1 | 0.2 | (⁴) |
| 50 to 99 workers | 1.1 | 1.0 | 1.8 | 1.9 | 2.0 | 1.8 | 0.4 | 0.0 |
| 100 workers or more | 0.2 | 0.3 | 0.5 | 0.7 | 1.1 | 1.1 | 0.1 | 0.7 |
| 100 to 499 workers | 0.2 | 0.6 | 0.5 | 1.0 | 1.3 | 1.4 | 0.2 | 0.0 |
| 500 workers or more | 0.3 | 0.4 | 0.7 | 0.9 | 1.6 | 1.3 | 0.2 | 0.9 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

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

³ Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

⁴ Less than 0.05.

Note: 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.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² March 2017

(All workers with paid vacations = 100 percent)

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|--|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| All workers | 33 | 15 | 19 | 22 | 24 | 67 | 9 | 13 | 15 | 18 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 41 | 17 | 21 | 24 | 26 | 59 | 11 | 15 | 17 | 20 |
| Management, business, and financial | 37 | 17 | 21 | 23 | 26 | 63 | 11 | 15 | 17 | 20 |
| Professional and related | 43 | 17 | 21 | 24 | 26 | 57 | 11 | 15 | 17 | 20 |
| Teachers | 21 | 12 | 13 | 13 | 13 | 79 | 12 | 14 | 16 | 18 |
| Registered nurses | 70 | 19 | 23 | 26 | 28 | 30 | 11 | 15 | 17 | 19 |
| Service | 32 | 14 | 18 | 21 | 23 | 68 | 7 | 11 | 14 | 16 |
| Protective service | 19 | 16 | 20 | 23 | 26 | 81 | 10 | 13 | 15 | 19 |
| Sales and office | 36 | 13 | 18 | 21 | 24 | 64 | 8 | 13 | 15 | 18 |
| Sales and related | 34 | 11 | 16 | 19 | 23 | 66 | 7 | 12 | 14 | 17 |
| Office and administrative support | 37 | 15 | 19 | 22 | 25 | 63 | 9 | 13 | 16 | 18 |
| Natural resources, construction, and maintenance | 19 | 11 | 15 | 18 | 21 | 81 | 7 | 11 | 13 | 16 |
| Construction, extraction, farming, fishing, and forestry | 22 | 10 | 14 | 17 | 19 | 78 | 7 | 11 | 13 | 15 |
| Installation, maintenance, and repair | 18 | 12 | 17 | 19 | 22 | 82 | 7 | 11 | 14 | 17 |
| Production, transportation, and material moving ... | 20 | 11 | 15 | 18 | 21 | 80 | 7 | 11 | 15 | 18 |
| Production | 22 | 11 | 15 | 18 | 21 | 78 | 7 | 11 | 15 | 18 |
| Transportation and material moving | 18 | 12 | 15 | 18 | 22 | 82 | 7 | 12 | 15 | 18 |
| Full time | 33 | 15 | 20 | 23 | 25 | 67 | 9 | 13 | 16 | 18 |
| Part time | 34 | 10 | 15 | 16 | 18 | 66 | 6 | 10 | 12 | 15 |
| Union | 15 | 15 | 20 | 23 | 27 | 85 | 9 | 13 | 17 | 21 |
| Nonunion | 36 | 15 | 19 | 22 | 24 | 64 | 9 | 12 | 15 | 17 |
| Average wage within the following categories: ³ | | | | | | | | | | |
| Lowest 25 percent | 30 | 11 | 16 | 18 | 20 | 70 | 6 | 11 | 13 | 15 |
| Lowest 10 percent | 23 | 10 | 15 | 17 | 19 | 77 | 5 | 10 | 12 | 13 |
| Second 25 percent | 33 | 14 | 19 | 22 | 25 | 67 | 8 | 12 | 15 | 17 |
| Third 25 percent | 32 | 15 | 19 | 23 | 25 | 68 | 9 | 13 | 16 | 19 |
| Highest 25 percent | 36 | 17 | 21 | 23 | 26 | 64 | 11 | 15 | 17 | 20 |
| Highest 10 percent | 36 | 17 | 21 | 23 | 26 | 64 | 12 | 16 | 18 | 21 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 24 | 11 | 15 | 18 | 21 | 76 | 7 | 11 | 15 | 18 |
| Service-providing industries | 35 | 15 | 19 | 22 | 25 | 65 | 9 | 13 | 16 | 18 |
| Education and health services | 49 | 17 | 21 | 24 | 26 | 51 | 11 | 15 | 17 | 19 |
| Educational services | 12 | 14 | 15 | 17 | 17 | 88 | 13 | 15 | 18 | 20 |
| Elementary and secondary schools | 13 | 11 | 12 | 12 | 12 | 87 | 11 | 13 | 16 | 18 |
| Junior colleges, colleges, and universities | 8 | 18 | 21 | 23 | 25 | 92 | 15 | 17 | 19 | 22 |
| Health care and social assistance | 62 | 17 | 22 | 25 | 27 | 38 | 10 | 14 | 17 | 19 |
| Hospitals | 77 | 20 | 25 | 28 | 31 | 23 | 13 | 16 | 19 | 21 |
| Public administration | 10 | 17 | 22 | 25 | 29 | 90 | 11 | 14 | 17 | 22 |

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² March 2017—continued

(All workers with paid vacations = 100 percent)

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|---------------------------|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| 1 to 99 workers | 28 | 12 | 17 | 19 | 20 | 72 | 8 | 12 | 14 | 16 |
| 1 to 49 workers | 27 | 12 | 16 | 19 | 20 | 73 | 8 | 12 | 14 | 15 |
| 50 to 99 workers | 30 | 13 | 17 | 20 | 21 | 70 | 8 | 12 | 15 | 17 |
| 100 workers or more | 37 | 16 | 20 | 23 | 27 | 63 | 10 | 14 | 17 | 20 |
| 100 to 499 workers | 37 | 14 | 19 | 22 | 25 | 63 | 9 | 13 | 16 | 20 |
| 500 workers or more | 38 | 18 | 22 | 25 | 28 | 62 | 11 | 14 | 17 | 21 |
| Geographic areas | | | | | | | | | | |
| Northeast | 29 | 16 | 20 | 22 | 25 | 71 | 9 | 14 | 16 | 19 |
| New England | 34 | 16 | 21 | 23 | 26 | 66 | 9 | 13 | 16 | 19 |
| Middle Atlantic | 27 | 15 | 19 | 22 | 25 | 73 | 9 | 14 | 16 | 19 |
| South | 31 | 14 | 18 | 21 | 24 | 69 | 8 | 12 | 15 | 17 |
| South Atlantic | 31 | 15 | 19 | 22 | 24 | 69 | 9 | 12 | 15 | 17 |
| East South Central | 24 | 15 | 19 | 22 | 25 | 76 | 8 | 12 | 15 | 17 |
| West South Central | 35 | 13 | 17 | 20 | 22 | 65 | 8 | 12 | 14 | 17 |
| Midwest | 36 | 15 | 19 | 23 | 25 | 64 | 8 | 13 | 16 | 19 |
| East North Central | 33 | 15 | 20 | 23 | 26 | 67 | 8 | 13 | 16 | 19 |
| West North Central | 40 | 14 | 19 | 21 | 24 | 60 | 8 | 12 | 16 | 19 |
| West | 37 | 14 | 19 | 22 | 24 | 63 | 9 | 13 | 15 | 18 |
| Mountain | 43 | 14 | 18 | 21 | 23 | 57 | 9 | 13 | 15 | 17 |
| Pacific | 34 | 14 | 19 | 22 | 24 | 66 | 9 | 13 | 15 | 18 |

¹ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

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: Because of rounding, sums of individual items may not equal totals. 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 39. Standard errors for consolidated leave plans:¹ Access, civilian workers,² March 2017

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|--|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| All workers | 0.7 | 0.2 | 0.2 | 0.2 | 0.2 | 0.7 | 0.1 | 0.1 | 0.1 | 0.1 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 1.2 | 0.4 | 0.4 | 0.4 | 0.4 | 1.2 | 0.1 | 0.2 | 0.2 | 0.2 |
| Management, business, and financial | 1.5 | 0.4 | 0.4 | 0.3 | 0.4 | 1.5 | 0.2 | 0.2 | 0.2 | 0.2 |
| Professional and related | 1.5 | 0.5 | 0.6 | 0.6 | 0.6 | 1.5 | 0.2 | 0.2 | 0.2 | 0.3 |
| Teachers | 5.3 | 0.8 | 1.0 | 1.1 | 1.2 | 5.3 | 0.7 | 0.9 | 1.1 | 1.4 |
| Registered nurses | 3.4 | 0.8 | 1.0 | 1.2 | 1.2 | 3.4 | 1.0 | 0.8 | 0.8 | 1.1 |
| Service | 2.0 | 0.4 | 0.4 | 0.5 | 0.6 | 2.0 | 0.1 | 0.2 | 0.3 | 0.4 |
| Protective service | 3.4 | 0.6 | 0.7 | 0.8 | 0.8 | 3.4 | 0.5 | 0.7 | 0.9 | 1.2 |
| Sales and office | 1.1 | 0.2 | 0.2 | 0.2 | 0.3 | 1.1 | 0.1 | 0.1 | 0.1 | 0.1 |
| Sales and related | 1.6 | 0.3 | 0.2 | 0.3 | 0.4 | 1.6 | 0.2 | 0.1 | 0.2 | 0.2 |
| Office and administrative support | 1.5 | 0.2 | 0.3 | 0.3 | 0.4 | 1.5 | 0.2 | 0.1 | 0.2 | 0.2 |
| Natural resources, construction, and maintenance | 1.5 | 0.4 | 0.4 | 0.5 | 0.6 | 1.5 | 0.1 | 0.2 | 0.3 | 0.4 |
| Construction, extraction, farming, fishing, and forestry | 2.3 | 0.8 | 0.8 | 0.9 | 1.1 | 2.3 | 0.3 | 0.3 | 0.4 | 0.5 |
| Installation, maintenance, and repair | 1.7 | 0.5 | 0.5 | 0.6 | 0.7 | 1.7 | 0.1 | 0.2 | 0.3 | 0.4 |
| Production, transportation, and material moving ... | 1.4 | 0.3 | 0.3 | 0.3 | 0.4 | 1.4 | 0.1 | 0.1 | 0.2 | 0.2 |
| Production | 1.5 | 0.4 | 0.4 | 0.4 | 0.5 | 1.5 | 0.2 | 0.2 | 0.3 | 0.3 |
| Transportation and material moving | 2.1 | 0.3 | 0.5 | 0.5 | 0.7 | 2.1 | 0.2 | 0.2 | 0.3 | 0.3 |
| Full time | 0.7 | 0.2 | 0.2 | 0.2 | 0.2 | 0.7 | 0.1 | 0.1 | 0.1 | 0.1 |
| Part time | 1.7 | 0.6 | 0.5 | 0.6 | 0.6 | 1.7 | 0.1 | 0.2 | 0.3 | 0.4 |
| Union | 1.2 | 0.6 | 1.0 | 1.2 | 1.2 | 1.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| Nonunion | 0.7 | 0.2 | 0.2 | 0.2 | 0.2 | 0.7 | 0.1 | 0.1 | 0.1 | 0.1 |
| Average wage within the following categories: ³ | | | | | | | | | | |
| Lowest 25 percent | 1.4 | 0.3 | 0.2 | 0.3 | 0.4 | 1.4 | 0.1 | 0.2 | 0.2 | 0.3 |
| Lowest 10 percent | 1.8 | 0.3 | 0.4 | 0.6 | 0.7 | 1.8 | 0.2 | 0.3 | 0.4 | 0.5 |
| Second 25 percent | 1.6 | 0.2 | 0.2 | 0.3 | 0.4 | 1.6 | 0.1 | 0.1 | 0.2 | 0.2 |
| Third 25 percent | 1.2 | 0.3 | 0.3 | 0.3 | 0.4 | 1.2 | 0.1 | 0.1 | 0.1 | 0.1 |
| Highest 25 percent | 1.1 | 0.4 | 0.4 | 0.4 | 0.4 | 1.1 | 0.1 | 0.1 | 0.2 | 0.2 |
| Highest 10 percent | 1.9 | 0.5 | 0.5 | 0.5 | 0.5 | 1.9 | 0.2 | 0.2 | 0.2 | 0.3 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 1.2 | 0.3 | 0.3 | 0.3 | 0.4 | 1.2 | 0.1 | 0.1 | 0.2 | 0.2 |
| Service-providing industries | 0.8 | 0.2 | 0.2 | 0.2 | 0.3 | 0.8 | 0.1 | 0.1 | 0.1 | 0.1 |
| Education and health services | 1.6 | 0.4 | 0.5 | 0.5 | 0.6 | 1.6 | 0.2 | 0.3 | 0.3 | 0.3 |
| Educational services | 1.8 | 0.7 | 0.9 | 1.0 | 1.1 | 1.8 | 0.2 | 0.2 | 0.2 | 0.2 |
| Elementary and secondary schools | 2.0 | 0.6 | 0.8 | 0.9 | 1.0 | 2.0 | 0.3 | 0.4 | 0.3 | 0.3 |
| Junior colleges, colleges, and universities | 1.9 | 0.7 | 0.8 | 0.9 | 0.9 | 1.9 | 0.2 | 0.1 | 0.2 | 0.2 |
| Health care and social assistance | 2.0 | 0.5 | 0.5 | 0.5 | 0.6 | 2.0 | 0.4 | 0.5 | 0.6 | 0.5 |
| Hospitals | 1.9 | 0.7 | 0.9 | 1.0 | 1.1 | 1.9 | 0.4 | 0.5 | 0.7 | 0.8 |
| Public administration | 1.4 | 0.6 | 0.8 | 1.0 | 1.0 | 1.4 | 0.1 | 0.1 | 0.1 | 0.3 |

See footnotes at end of table.

Table 39. Standard errors for consolidated leave plans:¹ Access, civilian workers,² March 2017—continued

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|---------------------------|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| 1 to 99 workers | 1.1 | 0.4 | 0.3 | 0.4 | 0.4 | 1.1 | 0.1 | 0.2 | 0.2 | 0.2 |
| 1 to 49 workers | 1.4 | 0.4 | 0.4 | 0.5 | 0.5 | 1.4 | 0.1 | 0.2 | 0.2 | 0.2 |
| 50 to 99 workers | 2.3 | 0.6 | 0.6 | 0.7 | 0.7 | 2.3 | 0.2 | 0.2 | 0.3 | 0.4 |
| 100 workers or more | 1.0 | 0.2 | 0.2 | 0.3 | 0.3 | 1.0 | 0.1 | 0.1 | 0.1 | 0.1 |
| 100 to 499 workers | 1.5 | 0.3 | 0.3 | 0.3 | 0.4 | 1.5 | 0.1 | 0.2 | 0.2 | 0.2 |
| 500 workers or more | 1.3 | 0.3 | 0.4 | 0.5 | 0.5 | 1.3 | 0.2 | 0.2 | 0.2 | 0.2 |
| Geographic areas | | | | | | | | | | |
| Northeast | 0.8 | 0.4 | 0.3 | 0.4 | 0.4 | 0.8 | 0.1 | 0.2 | 0.2 | 0.2 |
| New England | 1.6 | 0.9 | 0.4 | 0.5 | 0.6 | 1.6 | 0.2 | 0.3 | 0.3 | 0.4 |
| Middle Atlantic | 0.9 | 0.4 | 0.4 | 0.5 | 0.6 | 0.9 | 0.2 | 0.2 | 0.2 | 0.3 |
| South | 1.1 | 0.3 | 0.2 | 0.2 | 0.4 | 1.1 | 0.2 | 0.2 | 0.2 | 0.2 |
| South Atlantic | 1.4 | 0.5 | 0.3 | 0.4 | 0.5 | 1.4 | 0.3 | 0.3 | 0.4 | 0.4 |
| East South Central | 2.2 | 0.9 | 0.6 | 0.7 | 1.1 | 2.2 | 0.4 | 0.4 | 0.5 | 0.3 |
| West South Central | 2.0 | 0.5 | 0.4 | 0.3 | 0.6 | 2.0 | 0.2 | 0.2 | 0.3 | 0.3 |
| Midwest | 1.7 | 0.4 | 0.5 | 0.5 | 0.5 | 1.7 | 0.1 | 0.1 | 0.1 | 0.2 |
| East North Central | 2.4 | 0.7 | 0.7 | 0.7 | 0.7 | 2.4 | 0.1 | 0.1 | 0.1 | 0.2 |
| West North Central | 1.7 | 0.5 | 0.7 | 0.6 | 0.5 | 1.7 | 0.1 | 0.2 | 0.3 | 0.6 |
| West | 1.6 | 0.3 | 0.3 | 0.4 | 0.5 | 1.6 | 0.2 | 0.2 | 0.2 | 0.2 |
| Mountain | 3.4 | 0.5 | 0.5 | 0.7 | 1.0 | 3.4 | 0.2 | 0.2 | 0.3 | 0.4 |
| Pacific | 1.7 | 0.4 | 0.5 | 0.5 | 0.5 | 1.7 | 0.3 | 0.2 | 0.3 | 0.3 |

¹ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

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, 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 40. Standard errors for quality of life benefits: Access, civilian workers,¹ March 2017

| Characteristics | Childcare ² | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---|------------------------|--------------------|----------------------|-------------------|------------------------------|
| All workers | 0.5 | 0.3 | 0.3 | 0.7 | 0.7 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1.0 | 0.8 | 0.5 | 1.3 | 1.3 |
| Management, business, and financial | 1.3 | 1.6 | 0.9 | 1.8 | 1.5 |
| Professional and related | 1.2 | 0.8 | 0.6 | 1.5 | 1.5 |
| Teachers | 1.7 | 1.1 | 0.8 | 2.1 | 2.4 |
| Primary, secondary, and special education school teachers | 2.5 | 1.4 | 0.9 | 2.8 | 2.9 |
| Registered nurses | 2.1 | 1.3 | 1.4 | 3.1 | 2.3 |
| Service | 0.8 | 0.1 | 0.7 | 1.0 | 1.4 |
| Protective service | 1.6 | 0.8 | 1.4 | 3.2 | 4.4 |
| Sales and office | 0.6 | 0.5 | 0.4 | 1.1 | 1.2 |
| Sales and related | 0.9 | 1.0 | 0.4 | 1.5 | 1.4 |
| Office and administrative support | 0.7 | 0.5 | 0.5 | 1.2 | 1.5 |
| Natural resources, construction, and maintenance | 0.8 | 0.4 | 0.5 | 1.3 | 1.4 |
| Construction, extraction, farming, fishing, and forestry | 1.0 | 0.5 | 0.7 | 2.0 | 2.2 |
| Installation, maintenance, and repair | 0.9 | 0.4 | 0.6 | 1.4 | 1.8 |
| Production, transportation, and material moving ... | 0.4 | 0.5 | 0.4 | 1.2 | 1.7 |
| Production | 0.7 | 0.5 | 0.3 | 2.0 | 2.6 |
| Transportation and material moving | 0.5 | 0.8 | 0.7 | 1.5 | 1.9 |
| Full time | 0.6 | 0.4 | 0.3 | 0.8 | 0.8 |
| Part time | 0.4 | 0.3 | 0.4 | 1.0 | 1.3 |
| Union | 1.4 | 0.5 | 0.7 | 1.2 | 1.1 |
| Nonunion | 0.4 | 0.4 | 0.3 | 0.8 | 0.8 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 0.5 | 0.2 | 0.3 | 0.8 | 1.2 |
| Lowest 10 percent | 0.5 | 0.3 | 0.5 | 1.2 | 1.9 |
| Second 25 percent | 0.5 | 0.3 | 0.4 | 0.9 | 1.1 |
| Third 25 percent | 0.6 | 0.5 | 0.4 | 1.2 | 1.1 |
| Highest 25 percent | 1.2 | 1.0 | 0.6 | 1.2 | 1.2 |
| Highest 10 percent | 1.8 | 1.5 | 0.9 | 1.9 | 1.9 |
| Establishment characteristics | | | | | |
| Goods-producing industries | 1.2 | 0.9 | 0.4 | 1.3 | 1.5 |
| Service-providing industries | 0.5 | 0.4 | 0.3 | 0.8 | 0.8 |
| Education and health services | 1.2 | 0.6 | 0.5 | 1.7 | 2.0 |
| Educational services | 1.0 | 1.0 | 0.7 | 1.5 | 1.2 |
| Elementary and secondary schools | 1.2 | 1.3 | 0.9 | 1.9 | 1.6 |
| Junior colleges, colleges, and universities | 2.2 | 1.2 | 1.5 | 1.8 | 1.5 |
| Health care and social assistance | 1.9 | 0.7 | 0.7 | 2.7 | 3.2 |
| Hospitals | 3.0 | 0.7 | 2.0 | 2.1 | 1.1 |
| Public administration | 1.3 | 1.4 | 1.3 | 2.1 | 1.1 |

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, civilian workers,¹ March 2017—continued

| Characteristics | Childcare ² | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---------------------------|------------------------|--------------------|----------------------|-------------------|------------------------------|
| 1 to 99 workers | 0.5 | 0.4 | 0.3 | 1.0 | 1.0 |
| 1 to 49 workers | 0.4 | 0.5 | 0.4 | 1.0 | 1.2 |
| 50 to 99 workers | 1.1 | 0.8 | 0.6 | 1.9 | 1.9 |
| 100 workers or more | 0.7 | 0.5 | 0.4 | 0.8 | 0.7 |
| 100 to 499 workers | 0.7 | 0.6 | 0.7 | 1.3 | 1.4 |
| 500 workers or more | 1.2 | 0.9 | 0.7 | 1.3 | 1.1 |
| Geographic areas | | | | | |
| Northeast | 1.3 | 0.7 | 0.5 | 1.1 | 1.8 |
| New England | 2.1 | 1.5 | 1.3 | 2.7 | 3.0 |
| Middle Atlantic | 1.4 | 0.8 | 0.6 | 1.1 | 1.9 |
| South | 0.9 | 0.5 | 0.5 | 1.3 | 1.2 |
| South Atlantic | 1.4 | 0.6 | 0.6 | 1.5 | 1.4 |
| East South Central | 2.4 | 1.4 | 0.4 | 3.7 | 1.4 |
| West South Central | 1.3 | 0.8 | 1.0 | 2.7 | 3.0 |
| Midwest | 0.6 | 0.8 | 0.5 | 1.6 | 1.8 |
| East North Central | 0.7 | 1.0 | 0.7 | 2.3 | 2.4 |
| West North Central | 1.0 | 1.1 | 0.5 | 1.2 | 2.1 |
| West | 0.9 | 0.9 | 0.7 | 1.1 | 1.1 |
| Mountain | 0.7 | 1.2 | 0.6 | 1.5 | 1.6 |
| Pacific | 1.3 | 1.2 | 1.1 | 1.5 | 1.5 |

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 41. Standard errors for financial benefits: Access, civilian workers,¹ March 2017

| 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 | 0.8 | 0.4 | 0.7 | 0.7 | 0.7 | 0.6 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.2 | 1.0 | 1.3 | 1.4 | 1.1 | 1.2 |
| Management, business, and financial | 1.6 | 1.4 | 1.4 | 1.4 | 1.4 | 1.6 |
| Professional and related | 1.4 | 1.0 | 1.6 | 1.7 | 1.3 | 1.4 |
| Teachers | 1.5 | 1.6 | 2.1 | 1.9 | 1.7 | 1.8 |
| Primary, secondary, and special education school teachers | 2.0 | 2.2 | 2.4 | 2.1 | 2.4 | 2.3 |
| Registered nurses | 3.9 | 2.7 | 3.1 | 2.9 | 2.3 | 3.0 |
| Service | 0.9 | 0.6 | 1.0 | 1.1 | 1.0 | 1.0 |
| Protective service | 2.1 | 3.1 | 3.9 | 4.2 | 3.5 | 2.4 |
| Sales and office | 1.2 | 0.7 | 1.2 | 1.1 | 0.7 | 1.0 |
| Sales and related | 1.3 | 1.1 | 1.5 | 1.3 | 0.9 | 1.3 |
| Office and administrative support | 1.3 | 0.9 | 1.4 | 1.3 | 1.1 | 1.1 |
| Natural resources, construction, and maintenance | 0.8 | 0.8 | 1.2 | 1.2 | 1.3 | 0.9 |
| Construction, extraction, farming, fishing, and forestry | 1.6 | 1.2 | 1.6 | 1.5 | 1.7 | 1.4 |
| Installation, maintenance, and repair | 1.4 | 1.0 | 2.1 | 2.0 | 2.0 | 1.1 |
| Production, transportation, and material moving ... | 1.1 | 1.0 | 1.1 | 1.3 | 1.5 | 1.1 |
| Production | 1.6 | 1.5 | 1.7 | 1.9 | 1.9 | 1.4 |
| Transportation and material moving | 1.3 | 1.2 | 1.7 | 1.8 | 1.7 | 1.3 |
| Full time | 0.8 | 0.5 | 0.7 | 0.7 | 0.9 | 0.7 |
| Part time | 0.8 | 0.5 | 0.9 | 0.9 | 0.7 | 0.7 |
| Union | 1.1 | 1.1 | 1.3 | 1.2 | 1.2 | 1.4 |
| Nonunion | 0.9 | 0.5 | 0.8 | 0.8 | 0.7 | 0.6 |
| Average wage within the following categories: ⁶ | | | | | | |
| Lowest 25 percent | 0.7 | 0.5 | 0.9 | 0.9 | 0.7 | 0.6 |
| Lowest 10 percent | 0.7 | 0.9 | 1.0 | 1.1 | 0.9 | 1.0 |
| Second 25 percent | 0.9 | 0.8 | 1.1 | 1.2 | 1.1 | 0.8 |
| Third 25 percent | 1.1 | 0.8 | 1.1 | 1.0 | 1.1 | 1.0 |
| Highest 25 percent | 1.3 | 1.0 | 1.3 | 1.3 | 1.1 | 1.3 |
| Highest 10 percent | 2.1 | 1.5 | 2.1 | 2.0 | 1.6 | 2.2 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 1.4 | 1.0 | 1.2 | 1.3 | 1.2 | 1.2 |
| Service-providing industries | 0.9 | 0.5 | 0.8 | 0.8 | 0.8 | 0.6 |
| Education and health services | 1.5 | 1.0 | 1.8 | 2.0 | 1.7 | 1.5 |
| Educational services | 1.2 | 1.2 | 1.1 | 1.0 | 1.1 | 1.1 |
| Elementary and secondary schools | 1.7 | 1.5 | 1.5 | 1.4 | 1.4 | 1.2 |
| Junior colleges, colleges, and universities | 1.6 | 2.2 | 1.3 | 1.6 | 2.1 | 2.8 |
| Health care and social assistance | 2.3 | 1.6 | 2.8 | 3.3 | 2.6 | 2.5 |
| Hospitals | 2.0 | 2.6 | 2.2 | 1.6 | 2.9 | 2.9 |
| Public administration | 1.8 | 1.4 | 0.9 | 1.4 | 2.0 | 1.6 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,¹ March 2017—continued

| Characteristics | Stock options | | | |
|--|------------------|-------------|---------|-------|
| | Total | Performance | Signing | Other |
| All workers | 0.4 | 0.2 | 0.1 | 0.3 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.8 | 0.4 | 0.2 | 0.5 |
| Management, business, and financial | 1.5 | 0.7 | 0.4 | 1.0 |
| Professional and related | 0.7 | 0.5 | 0.3 | 0.4 |
| Teachers | (⁵) | — | — | — |
| Primary, secondary, and special education school teachers | — | — | — | — |
| Registered nurses | 0.5 | — | — | 0.3 |
| Service | 0.7 | 0.1 | 0.1 | 0.7 |
| Protective service | 0.5 | 0.1 | — | 0.3 |
| Sales and office | 0.6 | 0.2 | 0.2 | 0.6 |
| Sales and related | 0.8 | 0.3 | 0.3 | 0.8 |
| Office and administrative support | 0.8 | 0.3 | 0.2 | 0.8 |
| Natural resources, construction, and maintenance | 0.5 | 0.4 | 0.2 | 0.4 |
| Construction, extraction, farming, fishing, and forestry | 0.5 | — | — | 0.4 |
| Installation, maintenance, and repair | 0.9 | 0.7 | — | 0.7 |
| Production, transportation, and material moving ... | 1.0 | 0.2 | 0.1 | 0.9 |
| Production | 0.8 | 0.5 | 0.2 | 0.7 |
| Transportation and material moving | 1.5 | 0.2 | 0.2 | 1.5 |
| Full time | 0.5 | 0.2 | 0.1 | 0.4 |
| Part time | 0.5 | 0.1 | 0.1 | 0.5 |
| Union | 0.9 | 0.4 | 0.2 | 0.7 |
| Nonunion | 0.4 | 0.2 | 0.1 | 0.4 |
| Average wage within the following categories: ⁶ | | | | |
| Lowest 25 percent | 0.3 | 0.1 | 0.1 | 0.3 |
| Lowest 10 percent | 0.5 | — | — | 0.5 |
| Second 25 percent | 0.6 | 0.1 | 0.1 | 0.6 |
| Third 25 percent | 0.8 | 0.3 | 0.1 | 0.6 |
| Highest 25 percent | 0.9 | 0.6 | 0.3 | 0.5 |
| Highest 10 percent | 1.4 | 1.0 | 0.4 | 0.7 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.1 | 0.7 | 0.4 | 0.7 |
| Service-providing industries | 0.4 | 0.1 | 0.1 | 0.3 |
| Education and health services | 0.7 | 0.1 | 0.1 | 0.7 |
| Educational services | 0.3 | — | 0.2 | — |
| Elementary and secondary schools | 0.2 | — | — | — |
| Junior colleges, colleges, and universities | 0.5 | — | 0.5 | — |
| Health care and social assistance | 1.1 | 0.1 | 0.1 | — |
| Hospitals | 0.4 | — | — | — |
| Public administration | 0.5 | 0.2 | 0.4 | 0.3 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,¹ March 2017—continued

| 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 | 0.9 | 0.7 | 1.0 | 1.1 | 0.7 | 0.8 |
| 1 to 49 workers | 1.0 | 0.4 | 1.0 | 0.9 | 0.8 | 0.8 |
| 50 to 99 workers | 1.6 | 1.8 | 1.8 | 2.0 | 1.6 | 1.6 |
| 100 workers or more | 1.0 | 0.7 | 0.9 | 0.8 | 0.9 | 0.9 |
| 100 to 499 workers | 1.3 | 1.0 | 1.3 | 1.3 | 1.2 | 1.1 |
| 500 workers or more | 1.3 | 1.1 | 1.4 | 1.2 | 1.3 | 1.3 |
| Geographic areas | | | | | | |
| Northeast | 0.8 | 1.0 | 1.2 | 1.3 | 1.8 | 1.6 |
| New England | 1.0 | 1.5 | 2.2 | 3.1 | 3.1 | 1.9 |
| Middle Atlantic | 1.1 | 1.2 | 1.4 | 1.3 | 1.9 | 2.0 |
| South | 1.7 | 0.8 | 1.3 | 1.4 | 1.0 | 0.9 |
| South Atlantic | 2.2 | 1.3 | 1.8 | 1.8 | 1.6 | 0.9 |
| East South Central | 4.9 | 1.4 | 3.2 | 2.5 | 2.8 | 3.8 |
| West South Central | 2.8 | 1.2 | 2.4 | 2.8 | 1.4 | 1.2 |
| Midwest | 1.4 | 0.9 | 1.4 | 1.2 | 1.3 | 1.0 |
| East North Central | 1.8 | 1.0 | 1.7 | 1.5 | 1.8 | 1.4 |
| West North Central | 2.0 | 1.9 | 2.8 | 2.3 | 1.1 | 1.1 |
| West | 1.4 | 0.6 | 1.3 | 1.5 | 1.8 | 1.4 |
| Mountain | 2.8 | 1.2 | 1.7 | 2.7 | 1.9 | 2.6 |
| Pacific | 1.5 | 0.7 | 1.8 | 1.7 | 2.4 | 1.7 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,¹ March 2017—continued

| Characteristics | Stock options | | | |
|---------------------------|---------------|-------------|------------------|-------|
| | Total | Performance | Signing | Other |
| 1 to 99 workers | 0.5 | 0.2 | 0.1 | 0.5 |
| 1 to 49 workers | 0.6 | 0.2 | 0.2 | 0.6 |
| 50 to 99 workers | 0.9 | 0.4 | 0.2 | 0.8 |
| 100 workers or more | 0.6 | 0.3 | 0.2 | 0.5 |
| 100 to 499 workers | 0.5 | 0.3 | 0.2 | 0.4 |
| 500 workers or more | 1.1 | 0.5 | 0.4 | 0.9 |
| Geographic areas | | | | |
| Northeast | 1.1 | 0.4 | 0.2 | 0.8 |
| New England | 1.0 | 0.5 | 0.3 | 1.0 |
| Middle Atlantic | 1.3 | 0.5 | 0.3 | 1.0 |
| South | 0.4 | 0.2 | 0.2 | 0.4 |
| South Atlantic | 0.5 | 0.3 | 0.2 | 0.5 |
| East South Central | 0.8 | 0.4 | 0.5 | 1.6 |
| West South Central | 0.7 | 0.4 | 0.3 | 0.3 |
| Midwest | 0.6 | 0.2 | 0.2 | 0.5 |
| East North Central | 0.7 | 0.2 | 0.2 | 0.6 |
| West North Central | 1.2 | 0.3 | 0.2 | 0.9 |
| West | 1.0 | 0.5 | 0.3 | 0.8 |
| Mountain | 2.0 | 0.5 | (⁵) | 2.0 |
| Pacific | 1.1 | 0.7 | 0.4 | 0.8 |

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 Less than 0.05.

⁶ 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 42. Standard errors for health-related benefits: Access, civilian workers,¹ March 2017

| Characteristics | Long-term care insurance ² | Retiree healthcare benefits ³ | |
|---|---------------------------------------|--|-----------------|
| | | Under age 65 | Age 65 and over |
| All workers | 0.7 | 0.4 | 0.4 |
| Worker characteristics | | | |
| Management, professional, and related | 1.1 | 0.9 | 0.9 |
| Management, business, and financial | 1.8 | 1.4 | 1.4 |
| Professional and related | 1.2 | 1.1 | 1.1 |
| Teachers | 1.6 | 2.2 | 2.0 |
| Primary, secondary, and special education school teachers | 1.9 | 2.9 | 2.6 |
| Registered nurses | 2.6 | 1.9 | 2.0 |
| Service | 1.0 | 0.6 | 0.6 |
| Protective service | 2.2 | 4.2 | 4.1 |
| Sales and office | 0.9 | 0.8 | 0.9 |
| Sales and related | 1.4 | 1.0 | 0.9 |
| Office and administrative support | 0.9 | 0.9 | 1.1 |
| Natural resources, construction, and maintenance | 1.1 | 0.9 | 1.1 |
| Construction, extraction, farming, fishing, and forestry | 1.0 | 1.2 | 1.4 |
| Installation, maintenance, and repair | 1.9 | 1.2 | 1.4 |
| Production, transportation, and material moving ... | 1.0 | 1.0 | 1.1 |
| Production | 1.6 | 1.7 | 1.8 |
| Transportation and material moving | 1.2 | 1.2 | 1.3 |
| Full time | 0.7 | 0.5 | 0.5 |
| Part time | 0.7 | 0.4 | 0.6 |
| Union | 1.1 | 1.3 | 1.4 |
| Nonunion | 0.7 | 0.4 | 0.4 |
| Average wage within the following categories: ⁴ | | | |
| Lowest 25 percent | 0.7 | 0.5 | 0.4 |
| Lowest 10 percent | 0.8 | 0.5 | 0.6 |
| Second 25 percent | 0.8 | 0.6 | 0.6 |
| Third 25 percent | 0.8 | 0.8 | 0.9 |
| Highest 25 percent | 1.3 | 1.1 | 1.1 |
| Highest 10 percent | 2.0 | 1.8 | 1.7 |
| Establishment characteristics | | | |
| Goods-producing industries | 1.3 | 1.1 | 1.3 |
| Service-providing industries | 0.7 | 0.5 | 0.4 |
| Education and health services | 1.3 | 1.1 | 1.0 |
| Educational services | 1.1 | 1.4 | 1.3 |
| Elementary and secondary schools | 1.4 | 1.8 | 1.9 |
| Junior colleges, colleges, and universities | 2.6 | 1.8 | 1.7 |
| Health care and social assistance | 2.2 | 1.4 | 1.4 |
| Hospitals | 3.1 | 2.3 | 2.1 |
| Public administration | 1.6 | 1.4 | 1.6 |

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, civilian workers,¹ March 2017—continued

| Characteristics | Long-term care insurance ² | Retiree healthcare benefits ³ | |
|---------------------------|---------------------------------------|--|-----------------|
| | | Under age 65 | Age 65 and over |
| 1 to 99 workers | 0.6 | 0.5 | 0.5 |
| 1 to 49 workers | 0.6 | 0.5 | 0.5 |
| 50 to 99 workers | 1.5 | 1.1 | 1.0 |
| 100 workers or more | 1.0 | 0.8 | 0.8 |
| 100 to 499 workers | 1.1 | 1.0 | 0.9 |
| 500 workers or more | 1.4 | 1.4 | 1.5 |
| Geographic areas | | | |
| Northeast | 1.0 | 0.9 | 0.7 |
| New England | 1.5 | 1.5 | 1.3 |
| Middle Atlantic | 1.3 | 1.1 | 0.9 |
| South | 1.3 | 0.9 | 0.7 |
| South Atlantic | 1.9 | 1.2 | 1.1 |
| East South Central | 3.7 | 1.8 | 1.5 |
| West South Central | 1.9 | 1.8 | 1.1 |
| Midwest | 1.6 | 0.8 | 1.1 |
| East North Central | 2.1 | 0.8 | 1.3 |
| West North Central | 2.0 | 2.0 | 2.2 |
| West | 0.9 | 0.9 | 0.7 |
| Mountain | 1.7 | 0.8 | 0.7 |
| Pacific | 1.0 | 1.2 | 0.9 |

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.

Table 43. Standard errors for nonproduction bonuses: Access, civilian workers,¹ March 2017

| Characteristics | All nonproduction bonuses | 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 | 0.7 | 0.3 | 0.2 | 0.4 | 0.4 | 0.4 | 0.2 | 0.4 | 0.4 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.2 | 0.5 | 0.5 | 0.8 | 0.6 | 0.7 | 0.4 | 0.6 | 0.8 |
| Management, business, and financial | 1.5 | 0.8 | 0.6 | 1.3 | 0.7 | 0.8 | 0.2 | 0.8 | 1.0 |
| Professional and related | 1.4 | 0.5 | 0.6 | 0.8 | 0.8 | 0.7 | 0.5 | 0.7 | 1.0 |
| Teachers | 1.4 | – | 0.5 | 0.2 | 0.2 | 1.1 | 0.3 | – | 0.7 |
| Primary, secondary, and special education school teachers | 1.7 | – | 0.4 | 0.3 | – | 1.5 | 0.5 | – | 0.9 |
| Registered nurses | 3.6 | 0.7 | 2.6 | – | 1.4 | 1.9 | 0.7 | 2.9 | 2.9 |
| Service | 1.8 | 0.1 | 0.4 | 0.8 | 1.1 | 0.4 | 0.9 | 1.0 | 0.7 |
| Protective service | 3.5 | 0.5 | 0.6 | 0.5 | 0.3 | 1.7 | 1.0 | 0.2 | 2.5 |
| Sales and office | 1.0 | 0.5 | 0.4 | 0.6 | 0.5 | 0.4 | 0.2 | 0.4 | 0.5 |
| Sales and related | 1.3 | 0.9 | 0.3 | 0.9 | 0.7 | 0.5 | 0.2 | 0.5 | 0.8 |
| Office and administrative support | 1.3 | 0.5 | 0.5 | 0.9 | 0.6 | 0.4 | 0.3 | 0.6 | 0.6 |
| Natural resources, construction, and maintenance | 1.6 | 0.6 | 0.4 | 0.8 | 1.0 | 0.6 | 0.7 | 0.6 | 0.7 |
| Construction, extraction, farming, fishing, and forestry | 2.3 | 0.8 | 0.5 | 1.2 | 1.8 | 0.7 | – | 0.3 | 0.9 |
| Installation, maintenance, and repair | 2.3 | 0.9 | 0.7 | 1.4 | 1.5 | 0.9 | 0.6 | 1.0 | 1.0 |
| Production, transportation, and material moving ... | 1.3 | 0.6 | 0.4 | 0.8 | 0.6 | 0.5 | 0.2 | 0.8 | 1.1 |
| Production | 1.9 | 0.8 | 0.5 | 1.1 | 0.7 | 0.6 | 0.2 | 1.3 | 1.7 |
| Transportation and material moving | 1.9 | 0.8 | 0.4 | 1.2 | 0.9 | 0.7 | 0.4 | 0.8 | 1.5 |
| Full time | 0.7 | 0.3 | 0.3 | 0.5 | 0.4 | 0.4 | 0.2 | 0.4 | 0.5 |
| Part time | 1.0 | 0.2 | 0.2 | 0.7 | 0.5 | 0.2 | 0.4 | 0.6 | 0.6 |
| Union | 1.4 | 0.5 | 1.0 | 0.4 | 0.4 | 1.0 | 0.4 | 1.1 | 1.2 |
| Nonunion | 0.8 | 0.3 | 0.2 | 0.5 | 0.4 | 0.3 | 0.3 | 0.4 | 0.4 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 1.2 | 0.2 | 0.3 | 0.6 | 0.8 | 0.2 | 0.7 | 0.8 | 0.7 |
| Lowest 10 percent | 2.1 | 0.2 | 0.5 | 1.1 | 0.6 | 0.3 | 0.1 | 0.8 | 1.0 |
| Second 25 percent | 1.0 | 0.4 | 0.3 | 0.8 | 0.7 | 0.4 | 0.2 | 0.5 | 0.6 |
| Third 25 percent | 1.0 | 0.4 | 0.3 | 0.7 | 0.4 | 0.6 | 0.3 | 0.5 | 0.6 |
| Highest 25 percent | 1.3 | 0.7 | 0.7 | 0.8 | 0.5 | 0.8 | 0.3 | 0.6 | 0.9 |
| Highest 10 percent | 2.1 | 0.9 | 0.8 | 1.5 | 0.6 | 1.3 | 0.4 | 0.8 | 1.4 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 1.2 | 0.9 | 0.5 | 0.8 | 0.7 | 0.5 | 0.2 | 0.5 | 1.0 |
| Service-providing industries | 0.8 | 0.3 | 0.3 | 0.5 | 0.4 | 0.4 | 0.3 | 0.4 | 0.4 |
| Education and health services | 1.9 | 0.1 | 0.7 | 0.9 | 1.3 | 0.8 | 0.9 | 1.1 | 1.2 |
| Educational services | 1.0 | – | 0.2 | 0.2 | 0.2 | 1.0 | 0.4 | 0.1 | 0.4 |
| Elementary and secondary schools | 1.2 | – | 0.2 | 0.3 | – | 1.4 | 0.5 | – | 0.5 |
| Junior colleges, colleges, and universities | 1.7 | – | 0.6 | – | 0.3 | 1.3 | 1.1 | 0.2 | 0.7 |
| Health care and social assistance | 3.0 | 0.2 | 1.2 | 1.5 | 2.1 | 1.1 | 1.4 | 1.9 | 1.9 |
| Hospitals | 2.9 | 0.7 | 0.6 | 1.6 | 0.4 | 1.6 | 0.6 | 1.7 | 1.9 |
| Public administration | 1.9 | – | 1.1 | 0.7 | 0.4 | 1.6 | 1.0 | – | 1.7 |

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, civilian workers,¹ March 2017—continued

| Characteristics | All nonproduction bonuses | 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 |
|---------------------------|---------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|----------------|--------------------------|
| 1 to 99 workers | 1.0 | 0.3 | 0.2 | 0.7 | 0.6 | 0.3 | 0.3 | 0.4 | 0.6 |
| 1 to 49 workers | 1.4 | 0.3 | 0.2 | 0.8 | 0.7 | 0.3 | 0.3 | 0.4 | 0.5 |
| 50 to 99 workers | 2.1 | 0.5 | 0.5 | 1.3 | 1.1 | 0.5 | 0.4 | 0.8 | 1.4 |
| 100 workers or more | 1.1 | 0.4 | 0.5 | 0.4 | 0.4 | 0.6 | 0.4 | 0.6 | 0.7 |
| 100 to 499 workers | 1.5 | 0.5 | 0.8 | 0.6 | 0.7 | 0.8 | 0.7 | 1.1 | 0.9 |
| 500 workers or more | 1.5 | 0.7 | 0.4 | 0.6 | 0.3 | 0.6 | 0.4 | 0.4 | 1.0 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.4 | 0.7 | 0.4 | 0.8 | 0.5 | 0.7 | 0.2 | 0.8 | 0.9 |
| New England | 2.3 | 0.6 | 0.5 | 2.3 | 0.4 | 1.0 | 0.5 | 0.9 | 1.6 |
| Middle Atlantic | 1.8 | 0.9 | 0.5 | 1.0 | 0.6 | 0.8 | 0.2 | 1.0 | 1.1 |
| South | 1.1 | 0.3 | 0.6 | 0.6 | 0.7 | 0.5 | 0.3 | 0.6 | 0.9 |
| South Atlantic | 1.6 | 0.5 | 1.0 | 1.0 | 1.1 | 0.9 | 0.6 | 0.9 | 1.4 |
| East South Central | 2.5 | 0.3 | — | 1.5 | 1.0 | 0.6 | 0.6 | 1.2 | 1.8 |
| West South Central | 2.2 | 0.6 | 0.7 | 0.9 | 1.3 | 0.8 | 0.4 | 1.0 | 1.3 |
| Midwest | 1.3 | 0.7 | 0.3 | 1.0 | 0.4 | 0.6 | 0.3 | 0.6 | 0.7 |
| East North Central | 1.6 | 1.0 | 0.3 | 1.4 | 0.6 | 0.6 | 0.3 | 0.5 | 0.6 |
| West North Central | 2.3 | 0.4 | 0.6 | 1.1 | 0.4 | 1.3 | 0.6 | 1.4 | 1.6 |
| West | 1.9 | 0.5 | 0.3 | 0.9 | 1.0 | 1.0 | 0.8 | 1.0 | 0.5 |
| Mountain | 2.3 | 0.2 | 0.5 | 1.3 | 1.8 | 0.8 | 0.3 | 1.1 | 0.6 |
| Pacific | 2.5 | 0.7 | 0.3 | 1.1 | 1.2 | 1.5 | — | 1.4 | 0.7 |

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

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.

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.

Table 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.

Table 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 44. Standard errors for unmarried domestic partner benefits: Access¹, civilian workers,² March 2017

| Characteristics | Defined benefit retirement survivor benefits | | Healthcare benefits | |
|---|--|--------------|---------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| All workers | 0.5 | 0.5 | 0.7 | 0.7 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.2 | 1.2 | 1.0 | 1.0 |
| Management, business, and financial | 1.5 | 1.4 | 1.4 | 1.4 |
| Professional and related | 1.4 | 1.4 | 1.1 | 1.2 |
| Teachers | 2.9 | 2.9 | 2.1 | 2.0 |
| Primary, secondary, and special education school teachers | 3.3 | 3.3 | 2.4 | 2.3 |
| Registered nurses | 2.7 | 2.6 | 2.8 | 2.6 |
| Service | 0.6 | 0.6 | 1.6 | 1.6 |
| Protective service | 2.9 | 2.9 | 3.9 | 3.8 |
| Sales and office | 0.6 | 0.6 | 1.0 | 0.9 |
| Sales and related | 0.8 | 0.8 | 1.3 | 1.3 |
| Office and administrative support | 0.8 | 0.8 | 1.3 | 1.1 |
| Natural resources, construction, and maintenance | 1.1 | 1.0 | 1.3 | 1.5 |
| Construction, extraction, farming, fishing, and forestry | 1.6 | 1.6 | 1.9 | 2.1 |
| Installation, maintenance, and repair | 1.2 | 1.0 | 1.8 | 1.9 |
| Production, transportation, and material moving ... | 0.9 | 0.9 | 1.5 | 1.5 |
| Production | 1.3 | 1.2 | 2.3 | 2.2 |
| Transportation and material moving | 1.3 | 1.4 | 1.5 | 1.5 |
| Full time | 0.6 | 0.6 | 0.8 | 0.8 |
| Part time | 0.4 | 0.4 | 1.0 | 1.0 |
| Union | 1.5 | 1.4 | 1.4 | 1.6 |
| Nonunion | 0.5 | 0.5 | 0.8 | 0.8 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 0.4 | 0.4 | 1.1 | 1.1 |
| Lowest 10 percent | 0.4 | 0.4 | 1.0 | 0.9 |
| Second 25 percent | 0.6 | 0.6 | 1.1 | 1.1 |
| Third 25 percent | 0.9 | 0.9 | 1.2 | 1.1 |
| Highest 25 percent | 1.4 | 1.3 | 1.2 | 1.1 |
| Highest 10 percent | 2.0 | 1.8 | 2.0 | 1.8 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.2 | 1.0 | 1.7 | 1.7 |
| Service-providing industries | 0.5 | 0.5 | 0.7 | 0.7 |
| Education and health services | 1.2 | 1.2 | 1.5 | 1.6 |
| Educational services | 2.0 | 1.9 | 1.7 | 1.4 |
| Elementary and secondary schools | 2.8 | 2.6 | 2.0 | 1.9 |
| Junior colleges, colleges, and universities | 2.0 | 1.9 | 2.2 | 2.4 |
| Health care and social assistance | 1.5 | 1.5 | 2.3 | 2.5 |
| Hospitals | 2.4 | 2.2 | 2.0 | 2.0 |
| Public administration | 1.3 | 1.4 | 1.8 | 1.7 |

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, civilian workers,² March 2017—continued

| Characteristics | Defined benefit retirement survivor benefits | | Healthcare benefits | |
|---------------------------|--|--------------|---------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| 1 to 99 workers | 0.5 | 0.5 | 1.2 | 1.2 |
| 1 to 49 workers | 0.5 | 0.5 | 1.2 | 1.3 |
| 50 to 99 workers | 1.0 | 1.1 | 2.0 | 2.0 |
| 100 workers or more | 0.7 | 0.8 | 0.8 | 0.9 |
| 100 to 499 workers | 1.0 | 1.1 | 1.2 | 1.2 |
| 500 workers or more | 1.3 | 1.2 | 1.5 | 1.4 |
| Geographic areas | | | | |
| Northeast | 1.6 | 1.5 | 1.4 | 1.1 |
| New England | 2.2 | 2.4 | 2.6 | 2.3 |
| Middle Atlantic | 1.9 | 1.8 | 1.7 | 1.5 |
| South | 0.8 | 0.7 | 1.2 | 1.4 |
| South Atlantic | 1.0 | 0.8 | 1.5 | 1.9 |
| East South Central | 2.0 | 1.5 | 3.9 | 4.0 |
| West South Central | 1.6 | 1.6 | 2.0 | 2.1 |
| Midwest | 0.7 | 0.7 | 1.1 | 0.9 |
| East North Central | 0.5 | 0.7 | 1.2 | 1.1 |
| West North Central | 1.8 | 1.3 | 2.2 | 1.8 |
| West | 1.1 | 1.1 | 1.8 | 1.8 |
| Mountain | 1.1 | 1.1 | 3.9 | 3.6 |
| Pacific | 1.6 | 1.6 | 2.1 | 2.2 |

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 45. Medical care benefit combinations: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|---|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| All workers | 62 | 8 | 8 | 22 | 58 | 13 | 1 | 28 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 81 | 7 | 4 | 8 | 77 | 11 | 1 | 11 |
| Management, business, and financial | 86 | 9 | 1 | 3 | 84 | 11 | (²) | 4 |
| Professional and related | 79 | 6 | 5 | 10 | 74 | 11 | 1 | 14 |
| Teachers | 82 | 1 | 3 | 14 | 74 | 10 | 1 | 16 |
| Primary, secondary, and special education school teachers | 94 | — | — | 5 | 82 | 13 | — | — |
| Registered nurses | 82 | 4 | 6 | 7 | 75 | 11 | 1 | 13 |
| Service | 36 | 8 | 11 | 45 | 33 | 11 | 2 | 54 |
| Protective service | 66 | — | — | 20 | 64 | 4 | 6 | 25 |
| Sales and office | 60 | 8 | 12 | 20 | 54 | 13 | 2 | 31 |
| Sales and related | 46 | 8 | 21 | 25 | 40 | 14 | 2 | 44 |
| Office and administrative support | 68 | 8 | 7 | 17 | 63 | 13 | 2 | 23 |
| Natural resources, construction, and maintenance | 61 | 13 | 4 | 22 | 55 | 19 | 1 | 24 |
| Construction, extraction, farming, fishing, and forestry | 56 | 12 | 6 | 27 | 47 | 20 | 2 | 31 |
| Installation, maintenance, and repair | 67 | 14 | 2 | 17 | 63 | 18 | 1 | 19 |
| Production, transportation, and material moving | 66 | 9 | 5 | 20 | 62 | 13 | 1 | 24 |
| Production | 71 | 10 | 3 | 16 | 67 | 14 | 1 | 18 |
| Transportation and material moving | 62 | 8 | 7 | 23 | 57 | 13 | 1 | 29 |
| Full time | 78 | 10 | 3 | 10 | 73 | 14 | 1 | 11 |
| Part time | 16 | 3 | 22 | 59 | 11 | 8 | 2 | 79 |
| Union | 92 | 3 | 3 | 3 | 85 | 9 | 1 | 5 |
| Nonunion | 58 | 9 | 8 | 25 | 53 | 13 | 1 | 32 |
| Average wage within the following categories: ³ | | | | | | | | |
| Lowest 25 percent | 29 | 8 | 16 | 47 | 23 | 13 | 2 | 62 |
| Lowest 10 percent | 17 | 7 | 18 | 59 | 14 | 10 | 2 | 75 |
| Second 25 percent | 64 | 10 | 6 | 19 | 60 | 15 | 1 | 24 |
| Third 25 percent | 78 | 8 | 4 | 10 | 74 | 13 | 1 | 12 |
| Highest 25 percent | 88 | 6 | 2 | 4 | 84 | 10 | 1 | 6 |
| Highest 10 percent | 88 | 5 | 3 | 4 | 84 | 9 | 1 | 5 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 73 | 12 | 2 | 13 | 69 | 16 | 1 | 15 |
| Service-providing industries | 61 | 7 | 8 | 23 | 56 | 12 | 1 | 31 |
| Education and health services | 74 | 5 | 6 | 15 | 68 | 11 | 1 | 20 |
| Educational services | 84 | 2 | 4 | 10 | 77 | 10 | 1 | 13 |
| Elementary and secondary schools | 86 | 2 | 4 | 8 | 75 | 13 | 1 | 11 |
| Junior colleges, colleges, and universities | 88 | 2 | 3 | 7 | 86 | 4 | 1 | 9 |
| Health care and social assistance | 67 | 8 | 7 | 18 | 62 | 12 | 1 | 24 |
| Hospitals | 89 | 2 | 3 | 6 | 88 | 3 | 1 | 8 |
| Public administration | 89 | 1 | 2 | 8 | 83 | 7 | (²) | 10 |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|---|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| All workers | 27 | 44 | 1 | 28 | 51 | 19 | 7 | 22 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 41 | 47 | 1 | 11 | 64 | 23 | 3 | 9 |
| Management, business, and financial | 37 | 59 | (²) | 5 | 77 | 18 | 1 | 4 |
| Professional and related | 43 | 42 | 1 | 14 | 59 | 26 | 4 | 11 |
| Teachers | 70 | 14 | 2 | 14 | 39 | 45 | 1 | 15 |
| Primary, secondary, and special education school teachers | 87 | 8 | — | — | 34 | 61 | — | — |
| Registered nurses | 37 | 49 | — | — | 72 | 14 | 6 | 8 |
| Service | 15 | 29 | 1 | 55 | 27 | 17 | 10 | 46 |
| Protective service | 54 | 14 | 2 | 29 | 33 | 36 | 11 | 21 |
| Sales and office | 20 | 48 | 2 | 31 | 53 | 15 | 11 | 21 |
| Sales and related | 9 | 45 | 2 | 44 | 43 | 11 | 20 | 26 |
| Office and administrative support | 26 | 50 | 2 | 23 | 59 | 17 | 6 | 18 |
| Natural resources, construction, and maintenance | 27 | 47 | (²) | 25 | 52 | 22 | 4 | 22 |
| Construction, extraction, farming, fishing, and forestry | 29 | 38 | 1 | 32 | 42 | 26 | 5 | 27 |
| Installation, maintenance, and repair | 25 | 56 | — | — | 61 | 19 | 2 | 17 |
| Production, transportation, and material moving | 24 | 51 | 1 | 24 | 57 | 18 | 5 | 20 |
| Production | 22 | 59 | — | 19 | 68 | 14 | 3 | 16 |
| Transportation and material moving | 26 | 43 | 1 | 29 | 47 | 22 | 7 | 24 |
| Full time | 33 | 54 | (²) | 12 | 65 | 23 | 3 | 10 |
| Part time | 7 | 12 | 4 | 77 | 12 | 8 | 20 | 61 |
| Union | 80 | 14 | 2 | 4 | 45 | 50 | 1 | 5 |
| Nonunion | 18 | 49 | 1 | 33 | 53 | 14 | 8 | 25 |
| Average wage within the following categories: ³ | | | | | | | | |
| Lowest 25 percent | 7 | 30 | 2 | 62 | 25 | 12 | 15 | 48 |
| Lowest 10 percent | 3 | 20 | 1 | 75 | 14 | 10 | 17 | 59 |
| Second 25 percent | 21 | 54 | 1 | 24 | 55 | 20 | 5 | 20 |
| Third 25 percent | 35 | 52 | 1 | 13 | 64 | 23 | 3 | 10 |
| Highest 25 percent | 49 | 44 | 1 | 6 | 70 | 24 | 2 | 5 |
| Highest 10 percent | 47 | 47 | 1 | 6 | 74 | 20 | 2 | 4 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 26 | 59 | (²) | 15 | 68 | 17 | 2 | 13 |
| Service-providing industries | 27 | 41 | 1 | 31 | 49 | 19 | 8 | 24 |
| Education and health services | 41 | 39 | 1 | 19 | 52 | 27 | 5 | 16 |
| Educational services | 70 | 16 | 3 | 11 | 40 | 46 | 2 | 12 |
| Elementary and secondary schools | 81 | 7 | 3 | 9 | 28 | 60 | 1 | 11 |
| Junior colleges, colleges, and universities | 57 | 33 | 2 | 8 | 66 | 23 | 2 | 9 |
| Health care and social assistance | 21 | 53 | (²) | 25 | 60 | 14 | 7 | 19 |
| Hospitals | 45 | 46 | 1 | 8 | 78 | 13 | 2 | 7 |
| Public administration | 85 | 5 | 2 | 8 | 35 | 55 | 1 | 9 |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|---------------------------|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| 1 to 99 workers | 46 | 12 | 10 | 33 | 41 | 16 | 1 | 41 |
| 1 to 49 workers | 40 | 12 | 10 | 38 | 36 | 17 | 1 | 46 |
| 50 to 99 workers | 60 | 10 | 9 | 21 | 56 | 13 | 1 | 29 |
| 100 workers or more | 79 | 4 | 6 | 11 | 74 | 9 | 1 | 15 |
| 100 to 499 workers | 73 | 6 | 8 | 14 | 66 | 13 | 1 | 20 |
| 500 workers or more | 87 | 2 | 3 | 7 | 85 | 5 | 1 | 9 |
| Geographic areas | | | | | | | | |
| Northeast | 64 | 7 | 8 | 21 | 58 | 12 | 1 | 28 |
| New England | 64 | 5 | 9 | 21 | 58 | 11 | 2 | 29 |
| Middle Atlantic | 64 | 8 | 7 | 21 | 58 | 13 | 1 | 28 |
| South | 63 | 8 | 8 | 21 | 60 | 11 | 2 | 27 |
| South Atlantic | 63 | 7 | 8 | 22 | 60 | 11 | 1 | 28 |
| East South Central | 65 | 8 | 7 | 19 | 57 | 17 | 1 | 25 |
| West South Central | 62 | 10 | 9 | 20 | 61 | 10 | 2 | 27 |
| Midwest | 64 | 6 | 9 | 21 | 60 | 10 | 1 | 29 |
| East North Central | 63 | 7 | 9 | 21 | 60 | 11 | 1 | 28 |
| West North Central | 66 | 5 | 9 | 21 | 61 | 9 | 1 | 29 |
| West | 59 | 10 | 6 | 26 | 52 | 17 | 1 | 30 |
| Mountain | 60 | 8 | 6 | 25 | 55 | 14 | 1 | 30 |
| Pacific | 58 | 11 | 5 | 26 | 50 | 19 | 1 | 30 |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|---------------------------|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| 1 to 99 workers | 13 | 44 | 1 | 42 | 40 | 18 | 9 | 34 |
| 1 to 49 workers | 10 | 43 | 1 | 47 | 36 | 16 | 9 | 38 |
| 50 to 99 workers | 21 | 48 | 1 | 29 | 49 | 21 | 8 | 22 |
| 100 workers or more | 40 | 43 | 1 | 15 | 63 | 20 | 5 | 11 |
| 100 to 499 workers | 27 | 52 | 2 | 19 | 60 | 19 | 7 | 14 |
| 500 workers or more | 56 | 33 | 1 | 9 | 67 | 23 | 3 | 8 |
| Geographic areas | | | | | | | | |
| Northeast | 30 | 41 | 1 | 28 | 51 | 20 | 7 | 22 |
| New England | — | 43 | — | 30 | 51 | 19 | 8 | 22 |
| Middle Atlantic | 31 | 40 | 2 | 27 | 51 | 20 | 6 | 23 |
| South | 27 | 44 | 1 | 28 | 52 | 19 | 8 | 21 |
| South Atlantic | 29 | 42 | 1 | 29 | 55 | 16 | 8 | 22 |
| East South Central | 24 | 49 | 1 | 25 | 55 | 19 | 6 | 20 |
| West South Central | 26 | 46 | 1 | 28 | 47 | 24 | 8 | 20 |
| Midwest | 26 | 45 | 1 | 28 | 55 | 15 | 8 | 21 |
| East North Central | 26 | 45 | 1 | 28 | 55 | 15 | 8 | 21 |
| West North Central | 26 | 45 | 1 | 28 | 55 | 16 | 8 | 21 |
| West | 25 | 44 | 1 | 30 | 47 | 22 | 5 | 26 |
| Mountain | 20 | 48 | 1 | 31 | 50 | 18 | 6 | 26 |
| Pacific | 27 | 42 | 1 | 30 | 45 | 24 | 5 | 26 |

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

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 45. Standard errors for medical care benefit combinations: Access, civilian workers,¹ March 2017

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|---|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| All workers | 0.8 | 0.4 | 0.4 | 0.7 | 0.7 | 0.4 | 0.1 | 0.7 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 1.2 | 0.7 | 0.3 | 0.7 | 1.1 | 0.7 | 0.1 | 0.8 |
| Management, business, and financial | 1.4 | 0.9 | 0.3 | 0.7 | 1.6 | 1.3 | 0.1 | 0.8 |
| Professional and related | 1.4 | 0.8 | 0.4 | 0.8 | 1.3 | 0.9 | 0.2 | 1.0 |
| Teachers | 2.3 | 0.4 | 0.5 | 2.2 | 2.1 | 1.3 | 0.2 | 2.2 |
| Primary, secondary, and special education school teachers | 2.4 | – | – | 2.2 | 2.5 | 1.7 | – | – |
| Registered nurses | 2.2 | 1.2 | 1.6 | 1.0 | 2.8 | 1.7 | 0.3 | 1.8 |
| Service | 1.6 | 0.7 | 1.3 | 2.0 | 1.2 | 0.9 | 0.3 | 1.4 |
| Protective service | 3.9 | – | – | 2.5 | 3.3 | 0.6 | 2.4 | 2.4 |
| Sales and office | 1.2 | 0.7 | 0.6 | 1.1 | 1.1 | 0.7 | 0.1 | 1.2 |
| Sales and related | 1.7 | 1.1 | 1.2 | 1.9 | 1.6 | 1.1 | 0.3 | 1.8 |
| Office and administrative support | 1.6 | 0.7 | 0.6 | 1.4 | 1.4 | 0.8 | 0.2 | 1.5 |
| Natural resources, construction, and maintenance | 1.7 | 1.3 | 0.7 | 1.6 | 1.5 | 1.3 | 0.4 | 1.8 |
| Construction, extraction, farming, fishing, and forestry | 2.6 | 2.2 | 1.4 | 2.8 | 2.5 | 2.1 | 0.9 | 3.3 |
| Installation, maintenance, and repair | 2.3 | 1.7 | 0.5 | 1.8 | 1.8 | 1.5 | 0.2 | 1.8 |
| Production, transportation, and material moving ... | 1.5 | 0.9 | 0.9 | 1.1 | 1.7 | 1.0 | 0.2 | 1.2 |
| Production | 2.3 | 1.4 | 0.9 | 1.9 | 2.5 | 1.4 | 0.2 | 2.1 |
| Transportation and material moving | 1.8 | 1.1 | 1.1 | 1.4 | 1.9 | 1.1 | 0.2 | 1.4 |
| Full time | 0.7 | 0.5 | 0.3 | 0.5 | 0.6 | 0.5 | 0.1 | 0.5 |
| Part time | 0.9 | 0.4 | 1.5 | 1.7 | 0.8 | 0.7 | 0.2 | 1.0 |
| Union | 0.9 | 0.5 | 0.3 | 0.7 | 0.9 | 0.8 | 0.2 | 0.8 |
| Nonunion | 0.9 | 0.5 | 0.5 | 0.8 | 0.8 | 0.5 | 0.1 | 0.8 |
| Average wage within the following categories: ³ | | | | | | | | |
| Lowest 25 percent | 1.2 | 0.6 | 1.2 | 1.7 | 1.1 | 0.9 | 0.3 | 1.2 |
| Lowest 10 percent | 1.8 | 1.2 | 2.2 | 2.4 | 1.5 | 1.4 | 0.5 | 1.7 |
| Second 25 percent | 1.2 | 0.8 | 0.6 | 1.0 | 1.2 | 0.8 | 0.2 | 1.2 |
| Third 25 percent | 1.0 | 0.7 | 0.4 | 0.7 | 1.0 | 0.7 | 0.2 | 0.7 |
| Highest 25 percent | 1.0 | 0.7 | 0.3 | 0.5 | 1.0 | 0.8 | 0.1 | 0.6 |
| Highest 10 percent | 1.5 | 1.0 | 0.5 | 0.7 | 1.7 | 1.4 | 0.2 | 0.9 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 0.8 | 1.0 | 0.5 | 1.0 | 1.2 | 1.0 | 0.2 | 1.0 |
| Service-providing industries | 0.9 | 0.4 | 0.5 | 0.8 | 0.8 | 0.5 | 0.1 | 0.8 |
| Education and health services | 1.8 | 0.8 | 0.5 | 1.4 | 1.7 | 0.9 | 0.2 | 1.6 |
| Educational services | 1.2 | 0.5 | 0.4 | 0.8 | 1.2 | 0.9 | 0.3 | 0.9 |
| Elementary and secondary schools | 1.7 | 0.7 | 0.7 | 1.1 | 1.7 | 1.2 | 0.3 | 1.2 |
| Junior colleges, colleges, and universities | 1.2 | 0.6 | 0.7 | 0.9 | 1.1 | 0.8 | 0.4 | 0.9 |
| Health care and social assistance | 2.7 | 1.1 | 0.8 | 2.2 | 2.6 | 1.3 | 0.2 | 2.5 |
| Hospitals | 1.0 | 0.4 | 0.4 | 0.7 | 1.1 | 0.6 | 0.2 | 0.7 |
| Public administration | 1.0 | 0.2 | 0.4 | 0.8 | 1.1 | 0.9 | 0.2 | 0.8 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|---|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| All workers | 0.5 | 0.7 | 0.1 | 0.7 | 0.8 | 0.5 | 0.5 | 0.7 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 1.1 | 1.0 | 0.1 | 0.8 | 1.3 | 0.9 | 0.3 | 0.7 |
| Management, business, and financial | 1.6 | 1.6 | 0.1 | 0.8 | 1.4 | 1.2 | 0.3 | 0.7 |
| Professional and related | 1.3 | 1.2 | 0.2 | 0.9 | 1.4 | 1.0 | 0.4 | 0.8 |
| Teachers | 2.6 | 1.6 | 0.4 | 2.2 | 1.7 | 1.9 | 0.4 | 2.2 |
| Primary, secondary, and special education school teachers | 3.1 | 2.3 | — | — | 2.1 | 2.3 | — | — |
| Registered nurses | 3.6 | 3.9 | — | — | 2.9 | 2.4 | 1.6 | 1.0 |
| Service | 0.7 | 1.3 | 0.1 | 1.4 | 1.5 | 1.0 | 1.3 | 2.0 |
| Protective service | 4.9 | 3.0 | 0.6 | 3.5 | 2.6 | 3.6 | 2.5 | 2.6 |
| Sales and office | 0.7 | 1.3 | 0.2 | 1.2 | 1.2 | 0.7 | 0.6 | 1.1 |
| Sales and related | 1.0 | 1.6 | 0.3 | 1.9 | 1.5 | 1.3 | 1.1 | 1.9 |
| Office and administrative support | 0.8 | 1.6 | 0.2 | 1.5 | 1.5 | 0.8 | 0.6 | 1.4 |
| Natural resources, construction, and maintenance | 1.4 | 1.8 | 0.2 | 1.6 | 1.5 | 1.4 | 0.7 | 1.6 |
| Construction, extraction, farming, fishing, and forestry | 2.2 | 3.0 | 0.3 | 2.9 | 2.7 | 2.7 | 1.3 | 2.9 |
| Installation, maintenance, and repair | 1.5 | 2.1 | — | — | 2.1 | 1.7 | 0.5 | 1.8 |
| Production, transportation, and material moving ... | 1.1 | 1.3 | 0.2 | 1.2 | 1.7 | 1.3 | 0.9 | 1.1 |
| Production | 1.6 | 2.0 | — | 2.1 | 2.3 | 1.4 | 0.9 | 1.9 |
| Transportation and material moving | 1.5 | 1.5 | 0.3 | 1.4 | 2.2 | 1.9 | 1.1 | 1.4 |
| Full time | 0.6 | 0.7 | (²) | 0.6 | 0.7 | 0.5 | 0.3 | 0.5 |
| Part time | 0.6 | 0.8 | 0.3 | 1.1 | 0.9 | 0.8 | 1.5 | 1.7 |
| Union | 1.2 | 1.2 | 0.2 | 0.7 | 1.4 | 1.4 | 0.3 | 0.7 |
| Nonunion | 0.5 | 0.8 | 0.1 | 0.9 | 0.9 | 0.5 | 0.5 | 0.9 |
| Average wage within the following categories: ³ | | | | | | | | |
| Lowest 25 percent | 0.4 | 1.2 | 0.2 | 1.3 | 1.2 | 0.8 | 1.3 | 1.8 |
| Lowest 10 percent | 0.5 | 1.6 | 0.2 | 1.9 | 1.8 | 1.4 | 2.3 | 2.4 |
| Second 25 percent | 0.7 | 1.2 | 0.1 | 1.2 | 1.2 | 0.9 | 0.6 | 1.0 |
| Third 25 percent | 0.9 | 1.0 | 0.1 | 0.8 | 1.0 | 0.8 | 0.4 | 0.7 |
| Highest 25 percent | 1.3 | 1.2 | 0.1 | 0.6 | 1.2 | 0.9 | 0.3 | 0.5 |
| Highest 10 percent | 2.0 | 1.9 | 0.2 | 0.9 | 1.7 | 1.3 | 0.5 | 0.8 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 1.3 | 1.5 | 0.1 | 1.1 | 0.9 | 1.1 | 0.5 | 0.9 |
| Service-providing industries | 0.6 | 0.8 | 0.1 | 0.8 | 0.9 | 0.6 | 0.5 | 0.9 |
| Education and health services | 1.3 | 1.3 | 0.2 | 1.6 | 1.7 | 1.0 | 0.5 | 1.4 |
| Educational services | 1.2 | 0.9 | 0.3 | 0.8 | 1.0 | 0.9 | 0.4 | 0.8 |
| Elementary and secondary schools | 1.7 | 1.0 | 0.5 | 1.1 | 1.3 | 1.0 | 0.4 | 1.1 |
| Junior colleges, colleges, and universities | 1.9 | 1.7 | 0.7 | 0.9 | 1.9 | 1.8 | 0.5 | 1.0 |
| Health care and social assistance | 1.8 | 2.2 | 0.2 | 2.5 | 2.7 | 1.4 | 0.8 | 2.2 |
| Hospitals | 2.5 | 2.2 | 0.3 | 0.8 | 2.3 | 2.0 | 0.4 | 0.7 |
| Public administration | 1.0 | 0.8 | 0.5 | 0.8 | 1.2 | 1.2 | 0.2 | 1.0 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|---------------------------|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| 1 to 99 workers | 1.2 | 0.7 | 0.6 | 1.2 | 1.1 | 0.7 | 0.1 | 1.1 |
| 1 to 49 workers | 1.3 | 0.8 | 0.6 | 1.3 | 1.2 | 0.8 | 0.2 | 1.2 |
| 50 to 99 workers | 2.4 | 1.1 | 1.1 | 2.1 | 2.2 | 1.2 | 0.1 | 2.0 |
| 100 workers or more | 0.8 | 0.5 | 0.5 | 0.6 | 0.7 | 0.6 | 0.2 | 0.6 |
| 100 to 499 workers | 1.3 | 0.7 | 0.7 | 0.9 | 1.2 | 0.9 | 0.2 | 1.0 |
| 500 workers or more | 1.1 | 0.5 | 0.5 | 1.0 | 1.0 | 0.6 | 0.3 | 1.0 |
| Geographic areas | | | | | | | | |
| Northeast | 1.5 | 1.1 | 0.8 | 1.2 | 1.0 | 0.7 | 0.2 | 0.8 |
| New England | 2.0 | 1.1 | 2.5 | 2.3 | 1.8 | 0.7 | 0.7 | 1.9 |
| Middle Atlantic | 1.7 | 1.4 | 0.6 | 1.1 | 1.1 | 0.9 | 0.2 | 0.8 |
| South | 1.6 | 0.8 | 0.8 | 1.1 | 1.3 | 0.8 | 0.2 | 1.4 |
| South Atlantic | 1.9 | 1.1 | 0.9 | 1.4 | 1.9 | 0.9 | 0.3 | 1.5 |
| East South Central | 2.0 | 2.5 | 1.8 | 2.0 | 1.7 | 3.2 | 0.2 | 3.9 |
| West South Central | 4.0 | 1.1 | 2.0 | 2.4 | 2.8 | 1.1 | 0.6 | 3.0 |
| Midwest | 1.5 | 0.4 | 1.0 | 2.1 | 1.7 | 0.7 | 0.2 | 1.7 |
| East North Central | 1.6 | 0.5 | 1.5 | 2.6 | 1.6 | 0.9 | 0.3 | 1.8 |
| West North Central | 3.2 | 0.7 | 0.5 | 3.8 | 4.0 | 1.0 | 0.2 | 3.6 |
| West | 1.3 | 0.9 | 0.6 | 1.3 | 1.1 | 1.1 | 0.2 | 1.3 |
| Mountain | 1.2 | 1.5 | 1.1 | 1.5 | 1.6 | 1.4 | 0.2 | 1.6 |
| Pacific | 1.8 | 1.1 | 0.8 | 1.7 | 1.4 | 1.5 | 0.4 | 1.8 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|---------------------------|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| 1 to 99 workers | 0.6 | 1.1 | 0.1 | 1.1 | 1.1 | 0.7 | 0.6 | 1.2 |
| 1 to 49 workers | 0.5 | 1.2 | 0.1 | 1.2 | 1.2 | 0.8 | 0.6 | 1.3 |
| 50 to 99 workers | 1.4 | 2.1 | 0.3 | 2.1 | 2.5 | 1.5 | 1.0 | 2.1 |
| 100 workers or more | 0.8 | 0.8 | 0.1 | 0.6 | 0.8 | 0.6 | 0.5 | 0.6 |
| 100 to 499 workers | 1.1 | 1.1 | 0.2 | 1.0 | 1.3 | 0.9 | 0.7 | 0.9 |
| 500 workers or more | 1.3 | 1.3 | 0.2 | 1.1 | 1.2 | 0.8 | 0.5 | 1.0 |
| Geographic areas | | | | | | | | |
| Northeast | 1.5 | 1.2 | 0.2 | 0.8 | 1.1 | 0.9 | 0.8 | 1.2 |
| New England | — | 2.6 | — | 1.7 | 1.8 | 1.4 | 2.5 | 2.3 |
| Middle Atlantic | 1.5 | 1.3 | 0.3 | 0.8 | 1.2 | 1.0 | 0.6 | 1.1 |
| South | 0.8 | 1.3 | 0.1 | 1.4 | 1.7 | 1.0 | 0.8 | 1.1 |
| South Atlantic | 1.1 | 1.2 | 0.1 | 1.5 | 2.2 | 1.7 | 0.9 | 1.4 |
| East South Central | 2.9 | 2.6 | 0.3 | 3.6 | 2.2 | 2.0 | 2.1 | 1.7 |
| West South Central | 1.1 | 3.3 | 0.1 | 3.4 | 3.8 | 0.9 | 1.9 | 2.3 |
| Midwest | 1.1 | 1.3 | 0.1 | 1.7 | 1.2 | 0.8 | 1.2 | 2.3 |
| East North Central | 1.1 | 1.7 | 0.2 | 1.8 | 1.5 | 0.8 | 1.7 | 2.8 |
| West North Central | 2.5 | 1.7 | 0.2 | 3.6 | 2.2 | 1.7 | 0.5 | 3.9 |
| West | 1.2 | 1.7 | 0.2 | 1.3 | 1.4 | 1.1 | 0.6 | 1.3 |
| Mountain | 1.0 | 1.8 | 0.2 | 1.7 | 1.4 | 1.7 | 1.1 | 1.4 |
| Pacific | 1.6 | 2.3 | 0.2 | 1.8 | 2.0 | 1.5 | 0.7 | 1.8 |

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

² Less than 0.05.

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 46. Paid leave combinations: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

| Characteristics | Sick leave and vacation | Vacation and holidays |
|---|-------------------------|-----------------------|
| All workers | 63 | 70 |
| Worker characteristics | | |
| Management, professional, and related | 74 | 75 |
| Management, business, and financial | 92 | 95 |
| Professional and related | 67 | 67 |
| Teachers | 18 | 16 |
| Primary, secondary, and special education school teachers | 16 | 13 |
| Registered nurses | 86 | 86 |
| Service | 43 | 47 |
| Protective service | 70 | 73 |
| Sales and office | 71 | 77 |
| Sales and related | 59 | 67 |
| Office and administrative support | 78 | 83 |
| Natural resources, construction, and maintenance | 60 | 75 |
| Construction, extraction, farming, fishing, and forestry | 46 | 60 |
| Installation, maintenance, and repair | 73 | 89 |
| Production, transportation, and material moving ... | 60 | 78 |
| Production | 61 | 86 |
| Transportation and material moving | 60 | 71 |
| Full time | 76 | 84 |
| Part time | 25 | 28 |
| Union | 67 | 72 |
| Nonunion | 63 | 69 |
| Average wage within the following categories: ² | | |
| Lowest 25 percent | 38 | 44 |
| Lowest 10 percent | 25 | 33 |
| Second 25 percent | 67 | 79 |
| Third 25 percent | 79 | 85 |
| Highest 25 percent | 77 | 78 |
| Highest 10 percent | 78 | 78 |
| Establishment characteristics | | |
| Goods-producing industries | 65 | 85 |
| Service-providing industries | 63 | 67 |
| Education and health services | 63 | 64 |
| Educational services | 41 | 37 |
| Elementary and secondary schools | 27 | 22 |
| Junior colleges, colleges, and universities | 70 | 69 |
| Health care and social assistance | 78 | 81 |
| Hospitals | 92 | 92 |
| Public administration | 90 | 89 |

See footnotes at end of table.

Table 46. Paid leave combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

| Characteristics | Sick leave and vacation | Vacation and holidays |
|---------------------------|-------------------------|-----------------------|
| 1 to 99 workers | 54 | 62 |
| 1 to 49 workers | 53 | 62 |
| 50 to 99 workers | 56 | 63 |
| 100 workers or more | 73 | 77 |
| 100 to 499 workers | 69 | 76 |
| 500 workers or more | 77 | 79 |
| Geographic areas | | |
| Northeast | 66 | 70 |
| New England | 63 | 67 |
| Middle Atlantic | 66 | 71 |
| South | 64 | 72 |
| South Atlantic | 65 | 72 |
| East South Central | 64 | 75 |
| West South Central | 62 | 69 |
| Midwest | 61 | 69 |
| East North Central | 60 | 70 |
| West North Central | 62 | 67 |
| West | 64 | 68 |
| Mountain | 59 | 66 |
| Pacific | 67 | 68 |

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

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 46. Standard errors for paid leave combinations:
Access, civilian workers,¹ March 2017**

| Characteristics | Sick leave and vacation | Vacation and holidays |
|---|-------------------------|-----------------------|
| All workers | 0.8 | 0.7 |
| Worker characteristics | | |
| Management, professional, and related | 1.0 | 0.9 |
| Management, business, and financial | 0.9 | 0.7 |
| Professional and related | 1.3 | 1.1 |
| Teachers | 1.8 | 2.2 |
| Primary, secondary, and special education school teachers | 2.8 | 3.2 |
| Registered nurses | 1.8 | 1.4 |
| Service | 1.7 | 1.7 |
| Protective service | 3.5 | 3.6 |
| Sales and office | 1.2 | 1.0 |
| Sales and related | 1.6 | 1.7 |
| Office and administrative support | 1.2 | 1.0 |
| Natural resources, construction, and maintenance | 1.7 | 1.6 |
| Construction, extraction, farming, fishing, and forestry | 2.4 | 2.9 |
| Installation, maintenance, and repair | 2.2 | 1.6 |
| Production, transportation, and material moving | 1.8 | 1.4 |
| Production | 2.6 | 1.5 |
| Transportation and material moving | 2.2 | 1.9 |
| Full time | 0.6 | 0.4 |
| Part time | 1.3 | 1.3 |
| Union | 1.3 | 1.2 |
| Nonunion | 0.9 | 0.8 |
| Average wage within the following categories: ² | | |
| Lowest 25 percent | 1.5 | 1.5 |
| Lowest 10 percent | 1.8 | 1.7 |
| Second 25 percent | 1.2 | 1.0 |
| Third 25 percent | 0.9 | 0.8 |
| Highest 25 percent | 0.9 | 0.8 |
| Highest 10 percent | 1.4 | 1.3 |
| Establishment characteristics | | |
| Goods-producing industries | 1.9 | 1.3 |
| Service-providing industries | 0.9 | 0.8 |
| Education and health services | 1.7 | 1.4 |
| Educational services | 1.4 | 1.2 |
| Elementary and secondary schools | 1.4 | 1.3 |
| Junior colleges, colleges, and universities | 1.5 | 1.5 |
| Health care and social assistance | 2.6 | 2.0 |
| Hospitals | 0.9 | 0.9 |
| Public administration | 0.9 | 0.9 |

See footnotes at end of table.

**Table 46. Standard errors for paid leave combinations:
Access, civilian workers,¹ March 2017—continued**

| Characteristics | Sick leave and vacation | Vacation and holidays |
|---------------------------|-------------------------|-----------------------|
| 1 to 99 workers | 1.2 | 1.1 |
| 1 to 49 workers | 1.3 | 1.2 |
| 50 to 99 workers | 2.1 | 2.1 |
| 100 workers or more | 0.8 | 0.7 |
| 100 to 499 workers | 1.4 | 1.3 |
| 500 workers or more | 1.2 | 1.1 |
| Geographic areas | | |
| Northeast | 1.4 | 1.2 |
| New England | 2.0 | 1.5 |
| Middle Atlantic | 1.7 | 1.4 |
| South | 1.5 | 1.3 |
| South Atlantic | 2.0 | 1.5 |
| East South Central | 1.9 | 2.7 |
| West South Central | 3.0 | 3.1 |
| Midwest | 2.2 | 1.7 |
| East North Central | 2.2 | 1.7 |
| West North Central | 5.3 | 4.2 |
| West | 1.2 | 1.1 |
| Mountain | 1.6 | 0.7 |
| Pacific | 1.7 | 1.6 |

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

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 1. Establishments offering retirement and healthcare benefits: private industry workers, March 2017

(All establishments = 100 percent)

| Characteristics | Retirement benefits | | | Healthcare benefits |
|--|------------------------|-----------------|----------------------|---------------------|
| | All plans ¹ | Defined benefit | Defined contribution | |
| All establishments | 48 | 8 | 47 | 58 |
| Establishment characteristics | | | | |
| Goods-producing industries | 39 | 9 | 38 | 50 |
| Construction | 30 | 10 | 29 | 42 |
| Manufacturing | 50 | 8 | 49 | 60 |
| Service-providing industries | 49 | 8 | 48 | 59 |
| Trade, transportation, and utilities | 54 | 10 | 53 | 61 |
| Wholesale trade | 67 | – | 67 | 79 |
| Retail trade | 50 | 7 | 48 | 54 |
| Transportation and warehousing | 47 | 19 | 44 | 54 |
| Utilities | 95 | – | 95 | 98 |
| Information | 83 | 52 | 83 | 90 |
| Financial activities | 65 | 20 | 65 | 75 |
| Finance and insurance | 78 | 26 | 77 | 79 |
| Credit intermediation and related activities | 87 | 39 | 86 | 93 |
| Insurance carriers and related activities | 63 | 9 | 63 | 56 |
| Real estate and rental and leasing | 44 | – | 44 | 68 |
| Professional and business services | 52 | 2 | 52 | 62 |
| Professional and technical services | 59 | – | 59 | 68 |
| Administrative and waste services | 37 | – | 36 | 49 |
| Education and health services | 49 | 4 | 48 | 64 |
| Junior colleges, colleges, and universities | 96 | – | 95 | 99 |
| Health care and social assistance | 49 | 4 | 49 | 65 |
| Leisure and hospitality | 24 | – | 24 | 32 |
| Accommodation and food services | 24 | – | 24 | 29 |
| Other services | 34 | – | 32 | 47 |
| 1 to 99 workers | 46 | 7 | 45 | 57 |
| 1 to 49 workers | 45 | 7 | 44 | 55 |
| 50 to 99 workers | 75 | 16 | 73 | 85 |
| 100 workers or more | 89 | 31 | 86 | 94 |
| 100 to 499 workers | 88 | 28 | 85 | 93 |
| 500 workers or more | 94 | 50 | 94 | 97 |

See footnotes at end of table.

Table 1. Establishments offering retirement and healthcare benefits: private industry workers, March 2017—continued

(All establishments = 100 percent)

| Characteristics | Retirement benefits | | | Healthcare benefits |
|--------------------------|------------------------|-----------------|----------------------|---------------------|
| | All plans ¹ | Defined benefit | Defined contribution | |
| Geographic areas | | | | |
| Northeast | 54 | 10 | 52 | 62 |
| New England | 63 | 9 | 61 | 56 |
| Middle Atlantic | 50 | 10 | 49 | 64 |
| South | 43 | 7 | 43 | 56 |
| South Atlantic | 47 | 9 | 47 | 55 |
| East South Central | 34 | — | 34 | 65 |
| West South Central | 42 | 5 | 41 | 52 |
| Midwest | 48 | 10 | 47 | 57 |
| East North Central | 42 | 10 | 41 | 60 |
| West North Central | 60 | — | 60 | 51 |
| West | 51 | 7 | 50 | 59 |
| Mountain | 55 | 4 | 55 | 62 |
| Pacific | 48 | 9 | 46 | 58 |

¹ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because some employers offered both types of plans.

Note: Dash indicates no establishments 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 1. Standard errors for establishments offering retirement and healthcare benefits: private industry workers, March 2017

| Characteristics | Retirement benefits | | | Healthcare benefits |
|--|------------------------|-----------------|----------------------|---------------------|
| | All plans ¹ | Defined benefit | Defined contribution | |
| All establishments | 2.0 | 0.6 | 2.0 | 1.9 |
| Establishment characteristics | | | | |
| Goods-producing industries | 2.2 | 0.8 | 2.1 | 3.4 |
| Construction | 2.7 | 1.5 | 2.7 | 3.5 |
| Manufacturing | 4.5 | 1.3 | 4.3 | 7.9 |
| Service-providing industries | 2.3 | 0.7 | 2.3 | 2.1 |
| Trade, transportation, and utilities | 2.4 | 1.2 | 2.3 | 3.5 |
| Wholesale trade | 5.2 | – | 5.2 | 7.0 |
| Retail trade | 2.9 | 0.8 | 2.9 | 3.4 |
| Transportation and warehousing | 6.3 | 4.9 | 6.0 | 7.4 |
| Utilities | 5.4 | – | 5.4 | 2.0 |
| Information | 7.1 | 13.7 | 7.1 | 5.1 |
| Financial activities | 3.1 | 2.5 | 3.1 | 3.2 |
| Finance and insurance | 3.1 | 2.3 | 3.1 | 2.7 |
| Credit intermediation and related activities | 3.9 | 3.1 | 3.9 | 2.7 |
| Insurance carriers and related activities | 6.9 | 1.9 | 6.9 | 6.8 |
| Real estate and rental and leasing | 6.0 | – | 6.0 | 7.0 |
| Professional and business services | 5.3 | 0.5 | 5.2 | 4.0 |
| Professional and technical services | 7.6 | – | 7.6 | 8.0 |
| Administrative and waste services | 9.3 | – | 9.3 | 8.7 |
| Education and health services | 8.6 | 0.9 | 8.6 | 7.5 |
| Junior colleges, colleges, and universities | 3.6 | – | 4.0 | 0.7 |
| Health care and social assistance | 9.1 | 0.9 | 9.1 | 8.0 |
| Leisure and hospitality | 3.7 | – | 3.6 | 4.8 |
| Accommodation and food services | 3.8 | – | 3.8 | 5.1 |
| Other services | 4.3 | – | 4.0 | 5.6 |
| 1 to 99 workers | 2.0 | 0.7 | 2.0 | 2.0 |
| 1 to 49 workers | 2.1 | 0.7 | 2.1 | 2.0 |
| 50 to 99 workers | 2.7 | 2.0 | 2.7 | 2.3 |
| 100 workers or more | 1.5 | 3.1 | 1.6 | 1.2 |
| 100 to 499 workers | 1.7 | 3.3 | 1.8 | 1.3 |
| 500 workers or more | 1.5 | 6.7 | 1.5 | 1.0 |

See footnotes at end of table.

Table 1. Standard errors for establishments offering retirement and healthcare benefits: private industry workers, March 2017—continued

| Characteristics | Retirement benefits | | | Healthcare benefits |
|--------------------------|------------------------|-----------------|----------------------|---------------------|
| | All plans ¹ | Defined benefit | Defined contribution | |
| Geographic areas | | | | |
| Northeast | 3.4 | 1.1 | 3.4 | 3.3 |
| New England | 4.9 | 2.4 | 4.6 | 5.8 |
| Middle Atlantic | 4.8 | 1.0 | 4.7 | 3.5 |
| South | 2.4 | 1.0 | 2.4 | 2.4 |
| South Atlantic | 2.5 | 1.6 | 2.5 | 1.7 |
| East South Central | 7.2 | — | 7.2 | 7.6 |
| West South Central | 3.9 | 0.8 | 3.6 | 5.0 |
| Midwest | 5.7 | 1.5 | 5.7 | 4.8 |
| East North Central | 7.4 | 1.2 | 7.3 | 6.0 |
| West North Central | 4.1 | — | 4.0 | 8.1 |
| West | 4.2 | 1.3 | 4.2 | 4.7 |
| Mountain | 9.0 | 0.8 | 8.9 | 9.4 |
| Pacific | 3.9 | 1.8 | 3.9 | 4.8 |

¹ Includes defined benefit pension plans and defined contribution retirement plans.

Note: Dash indicates no establishments 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 2. Retirement benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017

(All workers = 100 percent)

| Characteristics | All retirement benefits ² | | | Defined benefit | | | Defined contribution | | |
|--|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 66 | 50 | 75 | 18 | 15 | 81 | 62 | 44 | 72 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 82 | 70 | 86 | 25 | 20 | 81 | 78 | 64 | 83 |
| Management, business, and financial | 87 | 76 | 88 | 28 | 23 | 82 | 84 | 72 | 86 |
| Professional and related | 79 | 67 | 84 | 23 | 19 | 80 | 75 | 60 | 81 |
| Service | 42 | 22 | 54 | 7 | 6 | 84 | 38 | 19 | 49 |
| Protective service | 61 | 32 | 52 | – | – | – | 57 | 27 | 48 |
| Sales and office | 70 | 51 | 72 | 16 | 11 | 71 | 67 | 47 | 70 |
| Sales and related | 67 | 41 | 61 | 11 | 7 | 59 | 63 | 38 | 59 |
| Office and administrative support | 72 | 57 | 79 | 19 | 14 | 75 | 69 | 53 | 77 |
| Natural resources, construction, and maintenance | 63 | 48 | 77 | 22 | 21 | 96 | 57 | 41 | 72 |
| Construction, extraction, farming, fishing, and forestry | 58 | 45 | 78 | 24 | 23 | 98 | 48 | 35 | 72 |
| Installation, maintenance, and repair | 67 | 51 | 76 | 20 | 19 | 94 | 65 | 47 | 72 |
| Production, transportation, and material moving | 71 | 53 | 75 | 22 | 19 | 83 | 63 | 44 | 70 |
| Production | 74 | 56 | 76 | 21 | 17 | 83 | 71 | 51 | 71 |
| Transportation and material moving | 68 | 50 | 74 | 24 | 20 | 84 | 56 | 39 | 69 |
| Full time | 77 | 60 | 78 | 22 | 18 | 83 | 73 | 54 | 75 |
| Part time | 38 | 21 | 56 | 8 | 5 | 65 | 33 | 17 | 53 |
| Union | 92 | 82 | 90 | 71 | 66 | 93 | 55 | 44 | 80 |
| Nonunion | 64 | 47 | 73 | 13 | 9 | 74 | 63 | 45 | 71 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 42 | 21 | 51 | 6 | 3 | 57 | 39 | 19 | 50 |
| Lowest 10 percent | 33 | 14 | 41 | 4 | 2 | 55 | 30 | 12 | 39 |
| Second 25 percent | 66 | 46 | 70 | 13 | 10 | 78 | 62 | 41 | 66 |
| Third 25 percent | 78 | 64 | 81 | 23 | 19 | 85 | 73 | 56 | 77 |
| Highest 25 percent | 88 | 77 | 88 | 35 | 29 | 84 | 82 | 70 | 84 |
| Highest 10 percent | 89 | 81 | 90 | 35 | 28 | 81 | 85 | 74 | 87 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 75 | 60 | 80 | 25 | 21 | 85 | 71 | 54 | 76 |
| Construction | 55 | 43 | 78 | 18 | 17 | 98 | 48 | 35 | 74 |
| Manufacturing | 84 | 67 | 80 | 28 | 23 | 81 | 81 | 62 | 76 |
| Service-providing industries | 65 | 48 | 74 | 17 | 13 | 80 | 60 | 43 | 71 |
| Trade, transportation, and utilities | 75 | 51 | 67 | 18 | 13 | 73 | 67 | 43 | 65 |
| Wholesale trade | 77 | 63 | 82 | 11 | 10 | 90 | 74 | 59 | 80 |
| Retail trade | 71 | 40 | 56 | 14 | 7 | 54 | 64 | 34 | 54 |
| Transportation and warehousing | 82 | 65 | 79 | 34 | 29 | 85 | 64 | 47 | 74 |
| Utilities | 97 | 94 | 97 | 76 | 67 | 88 | 97 | 82 | 85 |

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | All retirement benefits ² | | | Defined benefit | | | Defined contribution | | |
|--|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| Information | 89 | 80 | 90 | 38 | 35 | 92 | 89 | 75 | 84 |
| Financial activities | 84 | 74 | 88 | 38 | 29 | 76 | 83 | 71 | 85 |
| Finance and insurance | 92 | 84 | 91 | 48 | 36 | 75 | 91 | 80 | 88 |
| Credit intermediation and related activities | 94 | 84 | 90 | 47 | 33 | 70 | 93 | 81 | 87 |
| Insurance carriers and related activities | 89 | 82 | 92 | 48 | 42 | 88 | 89 | 78 | 88 |
| Real estate and rental and leasing | 59 | 43 | 74 | 7 | 7 | 94 | 58 | 41 | 71 |
| Professional and business services | 61 | 48 | 80 | 13 | 11 | 78 | 59 | 46 | 77 |
| Professional and technical services | 77 | 66 | 86 | 14 | 11 | 81 | 76 | 63 | 84 |
| Administrative and waste services | 39 | 25 | 64 | 5 | 4 | 86 | 37 | 23 | 62 |
| Education and health services | 72 | 57 | 79 | 17 | 15 | 84 | 67 | 50 | 75 |
| Educational services | 72 | 64 | 89 | 16 | 14 | 85 | 63 | 54 | 86 |
| Junior colleges, colleges, and universities | 88 | 78 | 89 | 16 | 11 | 68 | 85 | 74 | 88 |
| Health care and social assistance | 72 | 56 | 77 | 17 | 15 | 84 | 68 | 50 | 73 |
| Leisure and hospitality | 33 | 14 | 43 | 4 | 4 | 100 | 30 | 11 | 37 |
| Accommodation and food services | 31 | 12 | 38 | 3 | 3 | 100 | 29 | 10 | 33 |
| Other services | 48 | 36 | 75 | 10 | 10 | 96 | 43 | 30 | 71 |
| 1 to 99 workers | 53 | 37 | 71 | 9 | 7 | 81 | 50 | 35 | 69 |
| 1 to 49 workers | 49 | 34 | 71 | 7 | 6 | 82 | 47 | 32 | 69 |
| 50 to 99 workers | 65 | 46 | 70 | 14 | 11 | 79 | 60 | 41 | 68 |
| 100 workers or more | 83 | 65 | 78 | 29 | 24 | 81 | 76 | 56 | 74 |
| 100 to 499 workers | 79 | 58 | 73 | 20 | 16 | 79 | 72 | 51 | 70 |
| 500 workers or more | 89 | 76 | 85 | 43 | 36 | 83 | 83 | 66 | 79 |
| Geographic areas | | | | | | | | | |
| Northeast | 68 | 55 | 80 | 22 | 18 | 84 | 62 | 48 | 77 |
| New England | 71 | 55 | 78 | 19 | 16 | 84 | 66 | 50 | 75 |
| Middle Atlantic | 67 | 54 | 81 | 23 | 19 | 83 | 60 | 47 | 78 |
| South | 67 | 47 | 71 | 17 | 13 | 79 | 63 | 43 | 68 |
| South Atlantic | 68 | 50 | 74 | 20 | 15 | 78 | 63 | 45 | 71 |
| East South Central | 68 | 44 | 64 | 14 | 11 | 77 | 66 | 40 | 61 |
| West South Central | 65 | 45 | 69 | 14 | 12 | 83 | 62 | 41 | 66 |
| Midwest | 70 | 53 | 75 | 19 | 15 | 83 | 67 | 48 | 71 |
| East North Central | 70 | 52 | 75 | 19 | 16 | 85 | 66 | 47 | 71 |
| West North Central | 72 | 54 | 75 | 17 | 13 | 79 | 68 | 49 | 71 |
| West | 60 | 46 | 77 | 16 | 12 | 78 | 56 | 41 | 74 |
| Mountain | 63 | 47 | 75 | 12 | 9 | 75 | 60 | 44 | 73 |
| Pacific | 58 | 45 | 78 | 17 | 14 | 79 | 54 | 40 | 74 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

² Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

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 2. Standard errors for retirement benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017

| Characteristics | All retirement benefits ² | | | Defined benefit | | | Defined contribution | | |
|--|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.9 | 0.9 | 0.7 | 0.6 | 0.5 | 0.9 | 0.8 | 0.8 | 0.7 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.5 | 1.4 | 0.7 | 1.4 | 1.3 | 1.3 | 1.5 | 1.4 | 0.7 |
| Management, business, and financial | 1.5 | 1.6 | 0.9 | 2.0 | 1.8 | 1.4 | 1.4 | 1.5 | 0.8 |
| Professional and related | 1.9 | 1.8 | 0.9 | 1.7 | 1.5 | 1.9 | 1.9 | 1.6 | 0.9 |
| Service | 2.4 | 1.5 | 2.7 | 0.7 | 0.6 | 3.0 | 2.3 | 1.3 | 2.8 |
| Protective service | 6.0 | 4.5 | 11.1 | — | — | — | 6.4 | 4.6 | 11.5 |
| Sales and office | 1.1 | 1.1 | 0.9 | 0.8 | 0.7 | 2.2 | 1.1 | 1.0 | 0.8 |
| Sales and related | 1.8 | 1.5 | 1.3 | 1.1 | 1.0 | 4.6 | 1.6 | 1.4 | 1.3 |
| Office and administrative support | 1.5 | 1.6 | 1.1 | 0.9 | 0.7 | 1.8 | 1.5 | 1.5 | 1.1 |
| Natural resources, construction, and maintenance | 2.0 | 1.6 | 1.5 | 1.5 | 1.5 | 1.0 | 1.9 | 1.4 | 1.5 |
| Construction, extraction, farming, fishing, and forestry | 3.1 | 2.6 | 2.6 | 2.3 | 2.2 | 1.0 | 3.2 | 2.5 | 2.9 |
| Installation, maintenance, and repair | 2.4 | 2.0 | 1.5 | 1.7 | 1.6 | 1.3 | 2.3 | 1.9 | 1.4 |
| Production, transportation, and material moving ... | 1.3 | 1.1 | 0.9 | 1.0 | 0.7 | 2.1 | 1.6 | 1.3 | 1.0 |
| Production | 2.3 | 1.8 | 1.3 | 1.6 | 0.9 | 3.5 | 2.3 | 1.8 | 1.4 |
| Transportation and material moving | 1.5 | 1.7 | 1.6 | 1.5 | 1.3 | 1.8 | 2.1 | 2.0 | 1.7 |
| Full time | 0.7 | 0.8 | 0.7 | 0.7 | 0.6 | 0.9 | 0.7 | 0.8 | 0.7 |
| Part time | 1.6 | 0.9 | 1.6 | 0.7 | 0.5 | 2.2 | 1.4 | 0.9 | 1.9 |
| Union | 1.5 | 1.7 | 1.0 | 2.2 | 2.0 | 0.9 | 2.8 | 2.1 | 1.5 |
| Nonunion | 0.9 | 0.9 | 0.8 | 0.6 | 0.4 | 1.1 | 0.9 | 0.8 | 0.7 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 1.7 | 1.1 | 1.6 | 0.5 | 0.3 | 2.8 | 1.6 | 1.0 | 1.7 |
| Lowest 10 percent | 2.5 | 1.3 | 2.4 | 0.6 | 0.4 | 7.0 | 2.3 | 1.1 | 2.6 |
| Second 25 percent | 1.2 | 1.2 | 1.1 | 0.7 | 0.6 | 1.7 | 1.2 | 1.1 | 1.2 |
| Third 25 percent | 1.1 | 1.2 | 0.8 | 0.9 | 0.7 | 1.5 | 1.1 | 1.1 | 0.8 |
| Highest 25 percent | 1.1 | 1.2 | 0.7 | 1.6 | 1.4 | 1.1 | 1.3 | 1.2 | 0.6 |
| Highest 10 percent | 1.7 | 1.7 | 0.9 | 2.4 | 2.1 | 2.0 | 1.9 | 1.8 | 0.9 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 0.9 | 1.0 | 1.0 | 1.3 | 0.9 | 1.6 | 1.0 | 0.9 | 1.0 |
| Construction | 2.2 | 1.9 | 1.8 | 1.8 | 1.8 | 1.0 | 2.0 | 1.6 | 1.8 |
| Manufacturing | 1.4 | 1.4 | 1.0 | 1.8 | 1.2 | 1.9 | 1.5 | 1.4 | 1.1 |
| Service-providing industries | 1.1 | 1.0 | 0.8 | 0.7 | 0.6 | 1.1 | 1.0 | 0.9 | 0.8 |
| Trade, transportation, and utilities | 0.9 | 1.0 | 0.9 | 1.1 | 0.8 | 1.8 | 1.3 | 1.2 | 0.9 |
| Wholesale trade | 1.8 | 1.8 | 1.3 | 2.3 | 2.0 | 2.8 | 1.8 | 1.6 | 1.1 |
| Retail trade | 1.3 | 1.0 | 1.0 | 1.2 | 0.7 | 2.8 | 1.6 | 1.2 | 1.2 |
| Transportation and warehousing | 2.9 | 3.4 | 2.6 | 2.9 | 2.7 | 2.7 | 4.4 | 4.1 | 2.9 |
| Utilities | 2.1 | 2.2 | 0.8 | 6.3 | 5.7 | 2.3 | 2.1 | 3.4 | 2.3 |

See footnotes at end of table.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

| Characteristics | All retirement benefits ² | | | Defined benefit | | | Defined contribution | | | |
|--|--------------------------------------|---------------|--------------|-----------------|---------------|------------------|----------------------|---------------|--------------|--|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate | |
| Information | 2.9 | 3.1 | 1.3 | 4.4 | 4.3 | 2.0 | 3.0 | 2.6 | 1.5 | |
| Financial activities | 1.7 | 2.0 | 1.0 | 2.2 | 1.7 | 1.1 | 1.7 | 1.8 | 0.9 | |
| Finance and insurance | 0.9 | 1.0 | 0.6 | 2.2 | 1.7 | 1.2 | 0.9 | 0.9 | 0.6 | |
| Credit intermediation and related activities | 1.1 | 1.2 | 0.8 | 3.1 | 2.5 | 1.6 | 1.1 | 1.1 | 0.7 | |
| Insurance carriers and related activities | 1.7 | 1.7 | 0.9 | 2.6 | 2.6 | 1.5 | 1.7 | 1.8 | 1.0 | |
| Real estate and rental and leasing | 5.5 | 5.6 | 4.6 | 2.7 | 2.7 | 5.8 | 5.3 | 4.8 | 4.0 | |
| Professional and business services | 3.2 | 2.6 | 2.0 | 1.8 | 1.4 | 3.6 | 3.0 | 2.5 | 2.0 | |
| Professional and technical services | 3.6 | 3.7 | 2.1 | 3.7 | 2.9 | 6.6 | 3.6 | 3.5 | 2.1 | |
| Administrative and waste services | 4.6 | 3.5 | 4.8 | 1.9 | 1.7 | 5.7 | 4.5 | 3.2 | 4.4 | |
| Education and health services | 2.7 | 2.7 | 1.3 | 1.8 | 1.8 | 2.8 | 2.3 | 2.1 | 1.2 | |
| Educational services | 4.4 | 4.1 | 0.8 | 2.7 | 2.6 | 2.9 | 4.2 | 3.7 | 1.5 | |
| Junior colleges, colleges, and universities | 1.9 | 1.8 | 0.9 | 1.5 | 1.0 | 2.4 | 1.9 | 1.6 | 0.9 | |
| Health care and social assistance | 2.9 | 2.9 | 1.5 | 1.9 | 2.0 | 3.3 | 2.5 | 2.4 | 1.4 | |
| Leisure and hospitality | 3.3 | 1.7 | 3.5 | 0.9 | 0.9 | 0.2 | 3.1 | 1.4 | 3.5 | |
| Accommodation and food services | 3.8 | 1.7 | 3.9 | 0.8 | 0.8 | (⁴) | 3.5 | 1.5 | 3.9 | |
| Other services | 3.8 | 3.6 | 3.9 | 2.3 | 2.2 | 2.9 | 3.7 | 3.5 | 3.9 | |
| 1 to 99 workers | 1.3 | 1.2 | 1.3 | 0.6 | 0.5 | 1.5 | 1.3 | 1.1 | 1.3 | |
| 1 to 49 workers | 1.4 | 1.2 | 1.5 | 0.5 | 0.4 | 1.9 | 1.4 | 1.1 | 1.5 | |
| 50 to 99 workers | 2.7 | 2.7 | 2.5 | 1.5 | 1.3 | 3.2 | 2.7 | 2.7 | 2.5 | |
| 100 workers or more | 1.0 | 1.0 | 0.6 | 0.9 | 0.8 | 1.1 | 1.0 | 1.0 | 0.7 | |
| 100 to 499 workers | 1.3 | 1.3 | 0.9 | 1.2 | 1.0 | 1.8 | 1.3 | 1.2 | 1.0 | |
| 500 workers or more | 1.6 | 1.6 | 1.0 | 1.7 | 1.4 | 1.3 | 1.6 | 1.7 | 1.1 | |
| Geographic areas | | | | | | | | | | |
| Northeast | 2.0 | 1.9 | 1.4 | 1.6 | 1.5 | 2.3 | 1.6 | 1.4 | 1.3 | |
| New England | 3.3 | 1.8 | 2.7 | 2.5 | 2.4 | 3.4 | 3.5 | 1.6 | 2.5 | |
| Middle Atlantic | 2.1 | 2.3 | 1.7 | 1.6 | 1.5 | 2.6 | 1.5 | 1.7 | 1.5 | |
| South | 1.6 | 1.8 | 1.5 | 0.8 | 0.8 | 1.6 | 1.6 | 1.7 | 1.4 | |
| South Atlantic | 2.2 | 2.4 | 1.9 | 1.2 | 1.1 | 1.4 | 2.4 | 2.3 | 1.8 | |
| East South Central | 1.6 | 3.1 | 5.2 | 2.3 | 2.6 | 10.1 | 1.6 | 3.1 | 4.1 | |
| West South Central | 3.5 | 3.6 | 2.1 | 1.1 | 1.0 | 1.8 | 3.1 | 3.4 | 2.5 | |
| Midwest | 2.0 | 1.7 | 0.8 | 1.3 | 1.1 | 1.6 | 1.7 | 1.4 | 1.0 | |
| East North Central | 2.3 | 2.2 | 0.9 | 1.4 | 1.3 | 1.8 | 2.1 | 2.0 | 0.8 | |
| West North Central | 3.9 | 2.3 | 1.8 | 2.7 | 2.3 | 3.4 | 2.8 | 1.3 | 2.4 | |
| West | 1.2 | 1.0 | 1.6 | 1.4 | 1.1 | 2.0 | 1.5 | 1.1 | 1.4 | |
| Mountain | 2.1 | 1.5 | 2.6 | 0.9 | 0.6 | 0.8 | 2.0 | 1.6 | 3.0 | |
| Pacific | 1.4 | 1.3 | 1.9 | 2.0 | 1.6 | 2.7 | 2.0 | 1.4 | 1.5 | |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

² Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access to or as participating if they have access to or are participating in at least one of these plan types.

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 0.05.

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 3. Retirement benefit combinations: Access, private industry workers, March 2017

(All workers = 100 percent)

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|--|--|----------------------|---------------------------|
| All workers | 14 | 4 | 49 |
| Worker characteristics | | | |
| Management, professional, and related | 22 | 4 | 56 |
| Management, business, and financial | 26 | 3 | 58 |
| Professional and related | 19 | 4 | 56 |
| Service | 4 | 3 | 35 |
| Protective service | 8 | — | 49 |
| Sales and office | 12 | 4 | 55 |
| Sales and related | 7 | 4 | 56 |
| Office and administrative support | 16 | 3 | 54 |
| Natural resources, construction, and maintenance | 16 | 6 | 41 |
| Construction, extraction, farming, fishing, and forestry | 14 | 10 | 34 |
| Installation, maintenance, and repair | 18 | 2 | 47 |
| Production, transportation, and material moving ... | 15 | 7 | 48 |
| Production | 18 | 3 | 53 |
| Transportation and material moving | 12 | 12 | 44 |
| Full time | 17 | 4 | 56 |
| Part time | 3 | 5 | 29 |
| Union | 35 | 36 | 21 |
| Nonunion | 12 | 1 | 51 |
| Average wage within the following categories: ¹ | | | |
| Lowest 25 percent | 3 | 3 | 36 |
| Lowest 10 percent | 1 | 2 | 29 |
| Second 25 percent | 9 | 4 | 53 |
| Third 25 percent | 17 | 6 | 55 |
| Highest 25 percent | 30 | 5 | 53 |
| Highest 10 percent | 31 | 4 | 54 |
| Establishment characteristics | | | |
| Goods-producing industries | 21 | 4 | 50 |
| Construction | 10 | 8 | 38 |
| Manufacturing | 26 | 3 | 55 |
| Service-providing industries | 12 | 4 | 48 |
| Trade, transportation, and utilities | 10 | 8 | 57 |
| Wholesale trade | 9 | 2 | 65 |
| Retail trade | 6 | 7 | 58 |
| Transportation and warehousing | 15 | 19 | 48 |
| Utilities | 76 | — | 21 |
| Information | 38 | — | 51 |
| Financial activities | 37 | 1 | 46 |
| Finance and insurance | 47 | 1 | 44 |

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|---|--|----------------------|---------------------------|
| Credit intermediation and related activities | 47 | 1 | 46 |
| Insurance carriers and related activities | 48 | — | 41 |
| Real estate and rental and leasing | 7 | — | 51 |
| Professional and business services | 12 | 2 | 47 |
| Professional and technical services | 13 | — | 63 |
| Administrative and waste services | 4 | 1 | 34 |
| Education and health services | 12 | 5 | 55 |
| Educational services | 7 | 9 | 56 |
| Junior colleges, colleges, and universities | 12 | 4 | 72 |
| Health care and social assistance | 13 | 4 | 55 |
| Leisure and hospitality | — | 2 | 29 |
| Accommodation and food services | — | 2 | 29 |
| Other services | 5 | 5 | 38 |
| 1 to 99 workers | 6 | 3 | 44 |
| 1 to 49 workers | 5 | 2 | 41 |
| 50 to 99 workers | 9 | 5 | 52 |
| 100 workers or more | 23 | 7 | 54 |
| 100 to 499 workers | 14 | 6 | 59 |
| 500 workers or more | 36 | 7 | 46 |
| Geographic areas | | | |
| Northeast | 16 | 6 | 46 |
| New England | 14 | 5 | 52 |
| Middle Atlantic | 16 | 7 | 44 |
| South | 13 | 4 | 50 |
| South Atlantic | 15 | 4 | 48 |
| East South Central | 11 | 3 | 54 |
| West South Central | 11 | 3 | 51 |
| Midwest | 15 | 4 | 52 |
| East North Central | 15 | 4 | 51 |
| West North Central | 14 | 3 | 55 |
| West | 11 | 4 | 44 |
| Mountain | 8 | 3 | 51 |
| Pacific | 13 | 5 | 41 |

¹ 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 3. Standard errors for retirement benefit combinations:
Access, private industry workers, March 2017**

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|--|--|----------------------|---------------------------|
| All workers | 0.5 | 0.4 | 0.8 |
| Worker characteristics | | | |
| Management, professional, and related | 1.3 | 0.7 | 1.5 |
| Management, business, and financial | 1.7 | 0.9 | 2.1 |
| Professional and related | 1.4 | 1.0 | 1.7 |
| Service | 0.4 | 0.5 | 2.2 |
| Protective service | 2.4 | – | 8.0 |
| Sales and office | 0.6 | 0.4 | 1.0 |
| Sales and related | 0.7 | 0.6 | 1.5 |
| Office and administrative support | 0.8 | 0.3 | 1.5 |
| Natural resources, construction, and maintenance | 1.3 | 0.7 | 2.0 |
| Construction, extraction, farming, fishing, and forestry | 1.9 | 1.5 | 2.7 |
| Installation, maintenance, and repair | 1.6 | 0.4 | 2.8 |
| Production, transportation, and material moving ... | 1.1 | 0.9 | 1.5 |
| Production | 1.6 | 0.3 | 2.3 |
| Transportation and material moving | 1.2 | 1.6 | 1.7 |
| Full time | 0.7 | 0.4 | 0.9 |
| Part time | 0.2 | 0.7 | 1.4 |
| Union | 2.1 | 2.7 | 2.1 |
| Nonunion | 0.5 | 0.2 | 0.9 |
| Average wage within the following categories: ¹ | | | |
| Lowest 25 percent | 0.3 | 0.4 | 1.6 |
| Lowest 10 percent | 0.4 | 0.5 | 2.2 |
| Second 25 percent | 0.5 | 0.4 | 1.0 |
| Third 25 percent | 0.7 | 0.6 | 1.2 |
| Highest 25 percent | 1.6 | 0.8 | 1.4 |
| Highest 10 percent | 2.4 | 0.9 | 2.1 |
| Establishment characteristics | | | |
| Goods-producing industries | 1.2 | 0.5 | 1.3 |
| Construction | 1.4 | 1.3 | 1.7 |
| Manufacturing | 1.7 | 0.4 | 2.2 |
| Service-providing industries | 0.6 | 0.4 | 1.0 |
| Trade, transportation, and utilities | 0.6 | 1.0 | 1.4 |
| Wholesale trade | 1.9 | 0.7 | 2.3 |
| Retail trade | 0.7 | 0.9 | 1.7 |
| Transportation and warehousing | 2.2 | 3.3 | 3.3 |
| Utilities | 6.3 | – | 5.8 |
| Information | 4.5 | – | 3.0 |
| Financial activities | 2.2 | 0.2 | 1.6 |
| Finance and insurance | 2.2 | 0.1 | 2.0 |

See footnotes at end of table.

**Table 3. Standard errors for retirement benefit combinations:
Access, private industry workers, March 2017—continued**

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|---|--|----------------------|---------------------------|
| Credit intermediation and related activities | 3.1 | 0.2 | 3.1 |
| Insurance carriers and related activities | 2.6 | — | 2.7 |
| Real estate and rental and leasing | 2.5 | — | 4.2 |
| Professional and business services | 1.7 | 0.5 | 3.4 |
| Professional and technical services | 3.5 | — | 4.0 |
| Administrative and waste services | 1.6 | 0.6 | 4.7 |
| Education and health services | 1.1 | 1.3 | 1.9 |
| Educational services | 1.3 | 2.5 | 3.8 |
| Junior colleges, colleges, and universities | 1.3 | 1.1 | 1.9 |
| Health care and social assistance | 1.3 | 1.4 | 2.0 |
| Leisure and hospitality | — | 0.8 | 3.0 |
| Accommodation and food services | — | 0.8 | 3.5 |
| Other services | 1.8 | 1.2 | 3.8 |
| 1 to 99 workers | 0.5 | 0.3 | 1.3 |
| 1 to 49 workers | 0.4 | 0.2 | 1.4 |
| 50 to 99 workers | 1.4 | 0.9 | 2.8 |
| 100 workers or more | 0.9 | 0.7 | 1.2 |
| 100 to 499 workers | 1.0 | 0.8 | 1.5 |
| 500 workers or more | 1.6 | 1.1 | 1.9 |
| Geographic areas | | | |
| Northeast | 1.3 | 0.9 | 2.0 |
| New England | 2.0 | 1.1 | 4.6 |
| Middle Atlantic | 1.6 | 1.1 | 2.1 |
| South | 1.0 | 0.6 | 1.4 |
| South Atlantic | 1.3 | 1.1 | 1.4 |
| East South Central | 3.4 | 1.2 | 3.7 |
| West South Central | 0.9 | 0.5 | 3.1 |
| Midwest | 0.9 | 0.7 | 1.6 |
| East North Central | 1.0 | 0.8 | 2.2 |
| West North Central | 1.9 | 1.2 | 1.6 |
| West | 1.3 | 0.7 | 2.0 |
| Mountain | 0.6 | 0.4 | 2.4 |
| Pacific | 1.9 | 1.0 | 2.6 |

¹ 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 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2017

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

| Characteristics | Open plans ¹ | Soft freeze ² | | Hard freeze ³ |
|--|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| All workers | 63 | 22 | 3 | 12 |
| Worker characteristics | | | | |
| Management, professional, and related | 55 | 27 | 3 | 15 |
| Management, business, and financial | 56 | 23 | 3 | 18 |
| Professional and related | 55 | 29 | 3 | 13 |
| Service | 77 | 12 | — | — |
| Sales and office | 61 | 21 | 2 | 15 |
| Sales and related | 63 | 18 | — | — |
| Office and administrative support | 61 | 23 | 2 | 14 |
| Natural resources, construction, and maintenance | 77 | 16 | 2 | 5 |
| Construction, extraction, farming, fishing, and forestry | 94 | 3 | — | — |
| Installation, maintenance, and repair | 59 | 31 | 3 | 7 |
| Production, transportation, and material moving ... | 64 | 23 | 3 | 11 |
| Production | 49 | 31 | 3 | 16 |
| Transportation and material moving | 76 | 15 | 2 | 6 |
| Full time | 61 | 23 | 3 | 13 |
| Part time | 76 | 17 | — | — |
| Union | 80 | 16 | — | — |
| Nonunion | 51 | 26 | 4 | 19 |
| Average wage within the following categories: ⁴ | | | | |
| Lowest 25 percent | 68 | 20 | — | — |
| Lowest 10 percent | 73 | — | — | 4 |
| Second 25 percent | 66 | 16 | 3 | 15 |
| Third 25 percent | 62 | 22 | 2 | 13 |
| Highest 25 percent | 61 | 25 | 3 | 11 |
| Highest 10 percent | 57 | 26 | 4 | 13 |
| Establishment characteristics | | | | |
| Goods-producing industries | 58 | 26 | 3 | 13 |
| Construction | 98 | — | — | — |
| Manufacturing | 43 | 35 | 5 | 17 |
| Service-providing industries | 65 | 21 | 2 | 12 |
| Trade, transportation, and utilities | 72 | 21 | 2 | 5 |
| Wholesale trade | 71 | 23 | — | — |
| Retail trade | 68 | 24 | — | — |
| Transportation and warehousing | 76 | 18 | — | — |
| Utilities | 69 | 23 | 3 | 4 |
| Information | 29 | 57 | — | — |
| Financial activities | 54 | 18 | 3 | 25 |
| Finance and insurance | 53 | 19 | 2 | 26 |
| Credit intermediation and related activities | 47 | 17 | 3 | 34 |
| Insurance carriers and related activities | 66 | 22 | 2 | 10 |
| Real estate and rental and leasing | 87 | — | — | — |
| Professional and business services | 71 | — | — | 9 |
| Professional and technical services | 83 | — | — | — |
| Administrative and waste services | 43 | 38 | — | — |

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2017—continued

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

| Characteristics | Open plans ¹ | Soft freeze ² | | Hard freeze ³ |
|---|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| Establishment characteristics | | | | |
| Education and health services | 62 | 21 | — | — |
| Educational services | 58 | 32 | — | — |
| Junior colleges, colleges, and universities | 70 | 19 | — | — |
| Health care and social assistance | 63 | 20 | — | — |
| Leisure and hospitality | 94 | — | — | — |
| Accommodation and food services | 100 | — | — | — |
| Other services | 80 | 6 | — | — |
| 1 to 99 workers | 65 | 20 | 2 | 13 |
| 1 to 49 workers | 61 | 21 | 2 | 16 |
| 50 to 99 workers | 70 | 19 | — | — |
| 100 workers or more | 62 | 23 | 3 | 12 |
| 100 to 499 workers | 63 | 23 | 4 | 10 |
| 500 workers or more | 62 | 23 | 2 | 13 |
| Geographic areas | | | | |
| Northeast | 68 | 18 | 1 | 13 |
| New England | 70 | 18 | — | — |
| Middle Atlantic | 67 | 18 | 2 | 14 |
| South | 63 | 25 | 2 | 10 |
| South Atlantic | 65 | 23 | 3 | 9 |
| East South Central | 56 | 34 | — | — |
| West South Central | 62 | 25 | — | — |
| Midwest | 64 | 19 | 3 | 14 |
| East North Central | 66 | 17 | — | — |
| West North Central | 57 | 26 | — | — |
| West | 55 | 27 | — | — |
| Mountain | 69 | 17 | — | — |
| Pacific | 51 | 31 | — | — |

¹ Plans open to new participants.

² New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

³ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

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: Because of rounding, sums of individual items may not equal totals. 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 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2017

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

| Characteristics | Open plans ¹ | Soft freeze ² | | Hard freeze ³ |
|--|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| All workers | 1.8 | 1.4 | 0.5 | 1.2 |
| Worker characteristics | | | | |
| Management, professional, and related | 3.2 | 2.4 | 1.1 | 1.9 |
| Management, business, and financial | 3.7 | 2.7 | 1.2 | 2.4 |
| Professional and related | 4.2 | 3.2 | 1.1 | 2.4 |
| Service | 5.1 | 3.4 | – | – |
| Sales and office | 2.1 | 1.5 | 0.5 | 1.4 |
| Sales and related | 5.4 | 3.3 | – | – |
| Office and administrative support | 1.9 | 1.5 | 0.5 | 1.5 |
| Natural resources, construction, and maintenance | 2.5 | 2.2 | 0.5 | 0.9 |
| Construction, extraction, farming, fishing, and forestry | 1.6 | 1.4 | – | – |
| Installation, maintenance, and repair | 4.1 | 3.9 | 1.0 | 1.3 |
| Production, transportation, and material moving ... | 3.0 | 2.9 | 0.5 | 2.2 |
| Production | 4.5 | 4.6 | 0.8 | 4.3 |
| Transportation and material moving | 3.1 | 2.9 | 0.7 | 1.8 |
| Full time | 1.9 | 1.5 | 0.6 | 1.2 |
| Part time | 2.7 | 2.4 | – | – |
| Union | 1.7 | 1.7 | – | – |
| Nonunion | 2.4 | 1.8 | 0.9 | 2.0 |
| Average wage within the following categories: ⁴ | | | | |
| Lowest 25 percent | 4.8 | 4.3 | – | – |
| Lowest 10 percent | 13.0 | – | – | 1.9 |
| Second 25 percent | 2.9 | 1.8 | 0.7 | 2.1 |
| Third 25 percent | 2.1 | 1.7 | 0.4 | 1.8 |
| Highest 25 percent | 2.4 | 1.9 | 1.0 | 1.1 |
| Highest 10 percent | 3.8 | 3.1 | 1.6 | 1.9 |
| Establishment characteristics | | | | |
| Goods-producing industries | 2.9 | 3.3 | 0.8 | 2.3 |
| Construction | 1.2 | – | – | – |
| Manufacturing | 3.8 | 4.2 | 1.1 | 3.3 |
| Service-providing industries | 2.1 | 1.5 | 0.7 | 1.4 |
| Trade, transportation, and utilities | 2.3 | 2.2 | 0.4 | 0.9 |
| Wholesale trade | 5.7 | 5.7 | – | – |
| Retail trade | 3.4 | 2.8 | – | – |
| Transportation and warehousing | 4.5 | 4.3 | – | – |
| Utilities | 5.2 | 4.2 | 1.2 | 1.7 |
| Information | 4.4 | 5.0 | – | – |
| Financial activities | 2.1 | 1.7 | 0.8 | 2.0 |
| Finance and insurance | 2.1 | 1.9 | 0.5 | 1.8 |
| Credit intermediation and related activities | 3.2 | 1.7 | 0.8 | 3.2 |
| Insurance carriers and related activities | 4.1 | 3.0 | 0.8 | 2.0 |
| Real estate and rental and leasing | 7.9 | – | – | – |

See footnotes at end of table.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2017—continued

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

| Characteristics | Open plans ¹ | Soft freeze ² | | Hard freeze ³ |
|---|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| Establishment characteristics | | | | |
| Professional and business services | 5.7 | — | — | 2.7 |
| Professional and technical services | 7.9 | — | — | — |
| Administrative and waste services | 11.0 | 9.7 | — | — |
| Education and health services | 6.4 | 4.2 | — | — |
| Educational services | 7.4 | 8.7 | — | — |
| Junior colleges, colleges, and universities | 3.7 | 3.8 | — | — |
| Health care and social assistance | 7.3 | 4.5 | — | — |
| Leisure and hospitality | 4.9 | — | — | — |
| Accommodation and food services | 0.0 | — | — | — |
| Other services | 8.0 | 3.0 | — | — |
| 1 to 99 workers | 3.2 | 2.4 | 0.6 | 2.4 |
| 1 to 49 workers | 3.6 | 3.1 | 0.7 | 3.0 |
| 50 to 99 workers | 5.0 | 4.2 | — | — |
| 100 workers or more | 2.1 | 1.7 | 0.7 | 1.4 |
| 100 to 499 workers | 3.2 | 2.4 | 1.5 | 2.1 |
| 500 workers or more | 2.3 | 2.0 | 0.6 | 1.7 |
| Geographic areas | | | | |
| Northeast | 3.1 | 1.8 | 0.4 | 1.5 |
| New England | 3.9 | 3.9 | — | — |
| Middle Atlantic | 3.9 | 2.3 | 0.5 | 1.9 |
| South | 2.8 | 2.7 | 0.6 | 1.4 |
| South Atlantic | 4.1 | 3.7 | 0.9 | 1.9 |
| East South Central | 6.5 | 7.5 | — | — |
| West South Central | 4.0 | 3.9 | — | — |
| Midwest | 3.6 | 2.1 | 1.0 | 3.9 |
| East North Central | 4.6 | 1.4 | — | — |
| West North Central | 4.3 | 6.2 | — | — |
| West | 5.0 | 4.3 | — | — |
| Mountain | 3.3 | 2.6 | — | — |
| Pacific | 6.3 | 5.5 | — | — |

¹ Plans open to new participants.

² New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

³ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

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 6. Defined benefit frozen retirement plans:¹ Selected attributes, private industry workers, March 2017

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ² | | |
|--|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| All workers | — | — | 83 |
| Worker characteristics | | | |
| Management, professional, and related | — | — | 81 |
| Management, business, and financial | — | — | 84 |
| Professional and related | — | — | 80 |
| Service | — | — | 65 |
| Protective service | — | — | 99 |
| Sales and office | — | — | 84 |
| Sales and related | — | 7 | 93 |
| Office and administrative support | — | — | 82 |
| Natural resources, construction, and maintenance | — | — | 77 |
| Construction, extraction, farming, fishing, and forestry | — | — | 86 |
| Installation, maintenance, and repair | — | — | 75 |
| Production, transportation, and material moving | — | — | 93 |
| Production | — | — | 91 |
| Transportation and material moving | — | — | 95 |
| Full time | — | — | 83 |
| Part time | — | 16 | 84 |
| Union | — | — | 78 |
| Nonunion | — | — | 85 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | — | — | 83 |
| Second 25 percent | — | — | 87 |
| Third 25 percent | — | — | 83 |
| Highest 25 percent | — | — | 82 |
| Highest 10 percent | — | 16 | 84 |
| Establishment characteristics | | | |
| Goods-producing industries | — | — | 87 |
| Construction | — | — | 96 |
| Manufacturing | — | — | 87 |
| Service-providing industries | — | — | 81 |
| Trade, transportation, and utilities | — | 5 | 95 |
| Wholesale trade | — | — | 89 |
| Retail trade | — | — | 98 |

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, private industry workers, March 2017—continued

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ² | | |
|--|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| Transportation and warehousing | — | — | 100 |
| Utilities | — | 24 | 76 |
| Information | — | — | 82 |
| Financial activities | — | — | 75 |
| Finance and insurance | — | — | 75 |
| Credit intermediation and related activities | — | — | 68 |
| Insurance carriers and related activities | — | — | 91 |
| Professional and business services | — | — | 99 |
| Professional and technical services | — | — | 96 |
| Administrative and waste services | — | — | 100 |
| Education and health services | — | 34 | 66 |
| Junior colleges, colleges, and universities | — | 35 | 65 |
| Health care and social assistance | — | 32 | 68 |
| Other services | — | — | 79 |
| 1 to 99 workers | — | — | 77 |
| 1 to 49 workers | — | — | 71 |
| 50 to 99 workers | — | — | 89 |
| 100 workers or more | — | — | 85 |
| 100 to 499 workers | — | — | 83 |
| 500 workers or more | — | — | 86 |
| Geographic areas | | | |
| Northeast | — | 19 | 81 |
| New England | — | — | 79 |
| Middle Atlantic | — | 19 | 81 |
| South | — | 12 | 88 |
| South Atlantic | — | 12 | 88 |
| East South Central | — | — | 76 |
| West South Central | — | — | 95 |
| Midwest | — | — | 89 |
| East North Central | — | — | 86 |
| West North Central | — | 4 | 96 |
| West | — | — | 71 |
| Mountain | — | — | 82 |
| Pacific | — | — | 68 |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2016 are included in the "1 year" column. Those frozen between 2012 and 2015 are included in the "2 to 5 years" column and plans frozen before 2012 are included in the "Greater than 5 years" column.

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: Because of rounding, sums of individual items may not equal totals. 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 6. Standard errors for defined benefit frozen retirement plans:¹
Selected attributes, private industry workers, March 2017**

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ² | | |
|--|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| All workers | — | — | 2.3 |
| Worker characteristics | | | |
| Management, professional, and related | — | — | 3.4 |
| Management, business, and financial | — | — | 2.8 |
| Professional and related | — | — | 4.6 |
| Service | — | — | 11.4 |
| Protective service | — | — | 1.9 |
| Sales and office | — | — | 1.9 |
| Sales and related | — | 1.8 | 1.8 |
| Office and administrative support | — | — | 2.3 |
| Natural resources, construction, and maintenance | — | — | 6.3 |
| Construction, extraction, farming, fishing, and forestry | — | — | 9.2 |
| Installation, maintenance, and repair | — | — | 7.0 |
| Production, transportation, and material moving ... | — | — | 2.2 |
| Production | — | — | 2.9 |
| Transportation and material moving | — | — | 2.9 |
| Full time | — | — | 2.3 |
| Part time | — | 4.2 | 4.2 |
| Union | — | — | 4.0 |
| Nonunion | — | — | 2.4 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | — | — | 11.4 |
| Second 25 percent | — | — | 3.0 |
| Third 25 percent | — | — | 3.4 |
| Highest 25 percent | — | — | 2.6 |
| Highest 10 percent | — | 3.2 | 3.2 |
| Establishment characteristics | | | |
| Goods-producing industries | — | — | 3.0 |
| Construction | — | — | 4.9 |
| Manufacturing | — | — | 3.0 |
| Service-providing industries | — | — | 2.9 |
| Trade, transportation, and utilities | — | 1.5 | 1.5 |
| Wholesale trade | — | — | 6.6 |
| Retail trade | — | — | 1.0 |

See footnotes at end of table.

**Table 6. Standard errors for defined benefit frozen retirement plans:¹
Selected attributes, private industry workers, March 2017—continued**

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ² | | |
|--|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| Transportation and warehousing | — | — | 0.0 |
| Utilities | — | 5.9 | 5.9 |
| Information | — | — | 4.4 |
| Financial activities | — | — | 3.3 |
| Finance and insurance | — | — | 3.2 |
| Credit intermediation and related activities | — | — | 4.6 |
| Insurance carriers and related activities | — | — | 4.2 |
| Professional and business services | — | — | 1.1 |
| Professional and technical services | — | — | 4.8 |
| Administrative and waste services | — | — | 0.0 |
| Education and health services | — | 8.3 | 8.3 |
| Junior colleges, colleges, and universities | — | 9.7 | 9.7 |
| Health care and social assistance | — | 9.2 | 9.2 |
| Other services | — | — | 13.7 |
| 1 to 99 workers | — | — | 4.5 |
| 1 to 49 workers | — | — | 5.8 |
| 50 to 99 workers | — | — | 4.0 |
| 100 workers or more | — | — | 2.4 |
| 100 to 499 workers | — | — | 4.7 |
| 500 workers or more | — | — | 2.3 |
| Geographic areas | | | |
| Northeast | — | 2.4 | 2.4 |
| New England | — | — | 6.9 |
| Middle Atlantic | — | 2.5 | 2.5 |
| South | — | 3.1 | 3.1 |
| South Atlantic | — | 2.7 | 2.7 |
| East South Central | — | — | 14.7 |
| West South Central | — | — | 2.2 |
| Midwest | — | — | 5.0 |
| East North Central | — | — | 7.0 |
| West North Central | — | 1.0 | 1.0 |
| West | — | — | 7.7 |
| Mountain | — | — | 1.9 |
| Pacific | — | — | 9.5 |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2016 are included in the "1 year" column. Those frozen between 2012 and 2015 are included in the "2 to 5 years" column and plans frozen before 2012 are included in the "Greater than 5 years" column.

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 7. Defined benefit frozen retirement plans:¹ Plan alternatives, private industry workers, March 2017

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans ² | | | |
|--|--------------------------------|------------------------------|---|--------------------------|---|-------------------------------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan |
| All workers | 9 | 91 | 8 | 24 | 33 | 34 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 8 | 92 | 8 | 26 | 37 | 31 |
| Management, business, and financial | 7 | 93 | 6 | 29 | 40 | 29 |
| Professional and related | 9 | 91 | 8 | 25 | 36 | 33 |
| Service | 11 | 89 | — | — | 34 | 45 |
| Sales and office | 13 | 87 | 7 | 20 | 35 | 31 |
| Sales and related | 16 | 84 | — | — | 39 | 39 |
| Office and administrative support | 12 | 88 | 8 | 23 | 33 | 29 |
| Natural resources, construction, and maintenance | 7 | 93 | 9 | 37 | 33 | 20 |
| Production, transportation, and material moving ... | 9 | 91 | 9 | 24 | 20 | 42 |
| Transportation and material moving | 9 | 91 | — | 26 | 15 | 44 |
| Full time | 8 | 92 | 8 | 24 | 34 | 34 |
| Part time | 24 | 76 | 9 | — | — | 33 |
| Union | 4 | 96 | 11 | 40 | 22 | 28 |
| Nonunion | 11 | 89 | 7 | 20 | 35 | 35 |
| Average wage within the following categories: ³ | | | | | | |
| Lowest 25 percent | 25 | 75 | — | — | 24 | 32 |
| Second 25 percent | 12 | 88 | 12 | 13 | 32 | 36 |
| Third 25 percent | 9 | 91 | 10 | 24 | 23 | 39 |
| Highest 25 percent | 7 | 93 | 5 | 30 | 40 | 29 |
| Highest 10 percent | 7 | 93 | 4 | 31 | 45 | 28 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 7 | 93 | 8 | 22 | 37 | 36 |
| Construction | — | 100 | — | — | — | — |
| Manufacturing | 7 | 93 | — | 21 | 38 | 38 |
| Service-providing industries | 10 | 90 | 8 | 25 | 31 | 32 |
| Trade, transportation, and utilities | 15 | 85 | 11 | 21 | 21 | 39 |
| Retail trade | 35 | 65 | — | 11 | 20 | 42 |
| Financial activities | 4 | 96 | 3 | 16 | 50 | 28 |
| Finance and insurance | 4 | 96 | 3 | 16 | 49 | 28 |
| Credit intermediation and related activities | 4 | 96 | 5 | 11 | 43 | 38 |
| Insurance carriers and related activities | 5 | 95 | 2 | 30 | 53 | — |
| Professional and business services: | | | | | | |
| Professional and technical services | — | 100 | — | 70 | 80 | — |
| Education and health services | 12 | 88 | — | — | 21 | 42 |
| Health care and social assistance | 11 | 89 | — | — | 25 | 48 |
| 1 to 99 workers | 8 | 92 | — | 25 | 26 | 33 |
| 1 to 49 workers | 5 | 95 | — | 25 | 26 | 33 |
| 100 workers or more | 10 | 90 | 7 | 24 | 35 | 34 |
| 100 to 499 workers | 13 | 87 | 10 | 29 | 28 | 33 |
| 500 workers or more | 7 | 93 | 5 | 20 | 40 | 34 |

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, private industry workers, March 2017—continued

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans ² | | | |
|--------------------------|--------------------------------|------------------------------|---|--------------------------|---|-------------------------------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan |
| Geographic areas | | | | | | |
| Northeast | 10 | 90 | 4 | 17 | 34 | 39 |
| New England | 8 | 92 | — | — | 40 | 46 |
| South | 10 | 90 | 7 | 29 | 32 | 29 |
| South Atlantic | 12 | 88 | 4 | 24 | 39 | 32 |
| West South Central | 6 | 94 | — | 38 | 24 | — |
| Midwest | 10 | 90 | 13 | 25 | 24 | 37 |
| East North Central | 10 | 90 | — | 23 | 22 | 37 |
| West | 7 | 93 | — | 24 | 43 | 32 |
| Pacific | 8 | 92 | — | 26 | 43 | 33 |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The sum of the individual components may be greater than the total because some employers offer more than one alternative.

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: Because of rounding, sums of individual items may not equal totals. 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 7. Standard errors for frozen defined benefit retirement plans:¹ Plan alternatives, private industry workers, March 2017

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans | | | |
|--|--------------------------------|------------------------------|--|--------------------------|---|-------------------------------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan |
| All workers | 1.2 | 1.2 | 1.4 | 2.0 | 2.4 | 2.2 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.8 | 1.8 | 1.8 | 3.7 | 4.6 | 3.4 |
| Management, business, and financial | 2.2 | 2.2 | 1.7 | 4.2 | 5.1 | 4.6 |
| Professional and related | 2.3 | 2.3 | 2.6 | 3.9 | 5.3 | 3.7 |
| Service | 2.5 | 2.5 | – | – | 5.3 | 8.8 |
| Sales and office | 1.6 | 1.6 | 1.0 | 2.3 | 3.1 | 2.9 |
| Sales and related | 2.9 | 2.9 | – | – | 5.8 | 4.2 |
| Office and administrative support | 1.8 | 1.8 | 1.2 | 2.2 | 3.3 | 3.3 |
| Natural resources, construction, and maintenance | 3.0 | 3.0 | 1.7 | 5.6 | 5.2 | 3.9 |
| Production, transportation, and material moving | 2.8 | 2.8 | 2.9 | 2.9 | 2.6 | 3.5 |
| Transportation and material moving | 2.7 | 2.7 | – | 5.3 | 3.9 | 7.3 |
| Full time | 1.2 | 1.2 | 1.4 | 2.0 | 2.5 | 2.3 |
| Part time | 3.8 | 3.8 | 2.8 | – | – | 6.2 |
| Union | 1.2 | 1.2 | 1.4 | 4.5 | 3.4 | 4.3 |
| Nonunion | 1.4 | 1.4 | 1.7 | 2.3 | 3.1 | 2.3 |
| Average wage within the following categories: ² | | | | | | |
| Lowest 25 percent | 5.3 | 5.3 | – | – | 5.4 | 7.5 |
| Second 25 percent | 1.9 | 1.9 | 2.2 | 2.4 | 3.2 | 4.3 |
| Third 25 percent | 2.1 | 2.1 | 2.4 | 2.7 | 2.2 | 3.1 |
| Highest 25 percent | 1.4 | 1.4 | 1.1 | 3.2 | 4.3 | 3.0 |
| Highest 10 percent | 2.4 | 2.4 | 1.4 | 5.4 | 6.5 | 4.3 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 1.9 | 1.9 | 2.4 | 3.1 | 4.9 | 3.3 |
| Construction | – | 0.0 | – | – | – | – |
| Manufacturing | 2.0 | 2.0 | – | 2.5 | 4.9 | 3.3 |
| Service-providing industries | 1.4 | 1.4 | 1.6 | 2.6 | 2.5 | 3.0 |
| Trade, transportation, and utilities | 2.6 | 2.6 | 2.8 | 3.7 | 3.4 | 5.0 |
| Retail trade | 4.6 | 4.6 | – | 2.4 | 3.7 | 5.6 |
| Financial activities | 1.1 | 1.1 | 0.6 | 1.4 | 2.7 | 3.3 |
| Finance and insurance | 1.2 | 1.2 | 0.6 | 1.5 | 2.7 | 3.3 |
| Credit intermediation and related activities | 1.9 | 1.9 | 1.3 | 2.6 | 5.4 | 5.6 |
| Insurance carriers and related activities | 2.0 | 2.0 | 0.6 | 4.1 | 5.1 | – |
| Professional and business services: | | | | | | |
| Professional and technical services | – | 0.0 | – | 16.8 | 14.6 | – |
| Education and health services | 3.1 | 3.1 | – | – | 5.0 | 5.9 |
| Health care and social assistance | 2.9 | 2.9 | – | – | 5.5 | 7.0 |
| 1 to 99 workers | 2.4 | 2.4 | – | 3.8 | 2.8 | 5.3 |
| 1 to 49 workers | 1.8 | 1.8 | – | 5.2 | 3.3 | 6.6 |
| 100 workers or more | 1.5 | 1.5 | 1.4 | 2.2 | 3.2 | 2.3 |
| 100 to 499 workers | 2.5 | 2.5 | 2.5 | 4.3 | 4.5 | 4.7 |
| 500 workers or more | 2.0 | 2.0 | 1.4 | 2.7 | 3.8 | 3.7 |

See footnotes at end of table.

Table 7. Standard errors for frozen defined benefit retirement plans:¹ Plan alternatives, private industry workers, March 2017—continued

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans | | | |
|--------------------------|--------------------------------|------------------------------|--|--------------------------|---|-------------------------------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan |
| Geographic areas | | | | | | |
| Northeast | 2.8 | 2.8 | 0.9 | 2.7 | 3.4 | 3.0 |
| New England | 1.6 | 1.6 | – | – | 8.4 | 9.4 |
| South | 1.8 | 1.8 | 2.4 | 4.0 | 3.9 | 4.0 |
| South Atlantic | 2.7 | 2.7 | 1.1 | 4.6 | 6.2 | 3.8 |
| West South Central | 1.9 | 1.9 | – | 7.8 | 5.2 | – |
| Midwest | 2.5 | 2.5 | 3.2 | 3.0 | 3.5 | 3.1 |
| East North Central | 2.2 | 2.2 | – | 3.4 | 3.5 | 2.3 |
| West | 2.4 | 2.4 | – | 5.4 | 7.2 | 6.9 |
| Pacific | 2.8 | 2.8 | – | 6.2 | 8.6 | 7.9 |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

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 8. Defined contribution retirement plans: Selected attributes, private industry workers, March 2017

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

| Characteristics | Employee contribution | | Employee contribution option | |
|--|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| All workers | 68 | 32 | 82 | 18 |
| Worker characteristics | | | | |
| Management, professional, and related | 68 | 32 | 83 | 17 |
| Management, business, and financial | 70 | 30 | 85 | 15 |
| Professional and related | 66 | 34 | 83 | 17 |
| Service | 66 | 34 | 83 | 17 |
| Protective service | 79 | 21 | 87 | 13 |
| Sales and office | 67 | 33 | 78 | 22 |
| Sales and related | 68 | 32 | 74 | 26 |
| Office and administrative support | 67 | 33 | 80 | 20 |
| Natural resources, construction, and maintenance | 64 | 36 | 81 | 19 |
| Construction, extraction, farming, fishing, and forestry | 52 | 48 | 74 | 26 |
| Installation, maintenance, and repair | 72 | 28 | 86 | 14 |
| Production, transportation, and material moving ... | 71 | 29 | 84 | 16 |
| Production | 71 | 29 | 84 | 16 |
| Transportation and material moving | 70 | 30 | 84 | 16 |
| Full time | 68 | 32 | 83 | 17 |
| Part time | 62 | 38 | 75 | 25 |
| Union | 67 | 33 | 81 | 19 |
| Nonunion | 68 | 32 | 82 | 18 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 69 | 31 | 77 | 23 |
| Lowest 10 percent | 67 | 33 | 75 | 25 |
| Second 25 percent | 68 | 32 | 80 | 20 |
| Third 25 percent | 66 | 34 | 83 | 17 |
| Highest 25 percent | 68 | 32 | 83 | 17 |
| Highest 10 percent | 69 | 31 | 84 | 16 |
| Establishment characteristics | | | | |
| Goods-producing industries | 65 | 35 | 80 | 20 |
| Construction | 53 | 47 | 73 | 27 |
| Manufacturing | 68 | 32 | 82 | 18 |
| Service-providing industries | 68 | 32 | 82 | 18 |
| Trade, transportation, and utilities | 67 | 33 | 77 | 23 |
| Wholesale trade | 77 | 23 | 88 | 12 |
| Retail trade | 62 | 38 | 69 | 31 |
| Transportation and warehousing | 66 | 34 | 82 | 18 |
| Utilities | 82 | 18 | 93 | 7 |

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, private industry workers, March 2017—continued

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

| Characteristics | Employee contribution | | Employee contribution option | |
|--|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| Information | 83 | 17 | 92 | 8 |
| Financial activities | 70 | 30 | 80 | 20 |
| Finance and insurance | 70 | 30 | 79 | 21 |
| Credit intermediation and related activities | 68 | 32 | 76 | 24 |
| Insurance carriers and related activities | 74 | 26 | 84 | 16 |
| Real estate and rental and leasing | 71 | 29 | 85 | 15 |
| Professional and business services | 73 | 27 | 88 | 12 |
| Professional and technical services | 67 | 33 | 85 | 15 |
| Administrative and waste services | 82 | 18 | 87 | 13 |
| Education and health services | 61 | 39 | 82 | 18 |
| Educational services | 63 | 37 | 86 | 14 |
| Junior colleges, colleges, and universities | 58 | 42 | 83 | 17 |
| Health care and social assistance | 61 | 39 | 81 | 19 |
| Other services | 58 | 42 | 84 | 16 |
| 1 to 99 workers | 66 | 34 | 83 | 17 |
| 1 to 49 workers | 64 | 36 | 83 | 17 |
| 50 to 99 workers | 72 | 28 | 84 | 16 |
| 100 workers or more | 68 | 32 | 81 | 19 |
| 100 to 499 workers | 69 | 31 | 81 | 19 |
| 500 workers or more | 68 | 32 | 81 | 19 |
| Geographic areas | | | | |
| Northeast | 65 | 35 | 85 | 15 |
| New England | 67 | 33 | 85 | 15 |
| Middle Atlantic | 64 | 36 | 85 | 15 |
| South | 72 | 28 | 81 | 19 |
| South Atlantic | 69 | 31 | 79 | 21 |
| East South Central | 78 | 22 | 84 | 16 |
| West South Central | 74 | 26 | 82 | 18 |
| Midwest | 65 | 35 | 81 | 19 |
| East North Central | 64 | 36 | 82 | 18 |
| West North Central | 66 | 34 | 79 | 21 |
| West | 67 | 33 | 82 | 18 |
| Mountain | 68 | 32 | 83 | 17 |
| Pacific | 66 | 34 | 80 | 20 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 8. Standard errors for defined contribution retirement plans: Selected attributes, private industry workers, March 2017

| Characteristics | Employee contribution | | Employee contribution option | |
|--|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| All workers | 0.7 | 0.7 | 0.7 | 0.7 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.1 | 1.1 | 1.0 | 1.0 |
| Management, business, and financial | 1.6 | 1.6 | 1.2 | 1.2 |
| Professional and related | 1.2 | 1.2 | 1.2 | 1.2 |
| Service | 2.5 | 2.5 | 2.1 | 2.1 |
| Protective service | 5.1 | 5.1 | 3.0 | 3.0 |
| Sales and office | 1.0 | 1.0 | 0.9 | 0.9 |
| Sales and related | 1.4 | 1.4 | 1.3 | 1.3 |
| Office and administrative support | 1.3 | 1.3 | 1.1 | 1.1 |
| Natural resources, construction, and maintenance | 2.1 | 2.1 | 1.7 | 1.7 |
| Construction, extraction, farming, fishing, and forestry | 3.9 | 3.9 | 3.0 | 3.0 |
| Installation, maintenance, and repair | 2.3 | 2.3 | 2.1 | 2.1 |
| Production, transportation, and material moving | 1.7 | 1.7 | 1.3 | 1.3 |
| Production | 2.1 | 2.1 | 1.6 | 1.6 |
| Transportation and material moving | 2.1 | 2.1 | 1.5 | 1.5 |
| Full time | 0.9 | 0.9 | 0.7 | 0.7 |
| Part time | 2.0 | 2.0 | 2.0 | 2.0 |
| Union | 2.2 | 2.2 | 1.8 | 1.8 |
| Nonunion | 0.8 | 0.8 | 0.7 | 0.7 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 1.7 | 1.7 | 1.5 | 1.5 |
| Lowest 10 percent | 4.0 | 4.0 | 3.1 | 3.1 |
| Second 25 percent | 1.3 | 1.3 | 1.2 | 1.2 |
| Third 25 percent | 1.2 | 1.2 | 0.9 | 0.9 |
| Highest 25 percent | 1.1 | 1.1 | 0.9 | 0.9 |
| Highest 10 percent | 1.4 | 1.4 | 1.1 | 1.1 |
| Establishment characteristics | | | | |
| Goods-producing industries | 2.1 | 2.1 | 1.5 | 1.5 |
| Construction | 3.1 | 3.1 | 2.3 | 2.3 |
| Manufacturing | 2.3 | 2.3 | 1.8 | 1.8 |
| Service-providing industries | 0.8 | 0.8 | 0.8 | 0.8 |
| Trade, transportation, and utilities | 1.1 | 1.1 | 1.1 | 1.1 |
| Wholesale trade | 1.6 | 1.6 | 1.7 | 1.7 |
| Retail trade | 1.9 | 1.9 | 1.4 | 1.4 |
| Transportation and warehousing | 3.2 | 3.2 | 2.6 | 2.6 |
| Utilities | 2.7 | 2.7 | 2.3 | 2.3 |

See footnotes at end of table.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, private industry workers, March 2017—continued

| Characteristics | Employee contribution | | Employee contribution option | |
|--|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| Information | 3.4 | 3.4 | 2.6 | 2.6 |
| Financial activities | 1.0 | 1.0 | 1.2 | 1.2 |
| Finance and insurance | 1.3 | 1.3 | 1.1 | 1.1 |
| Credit intermediation and related activities | 1.5 | 1.5 | 1.8 | 1.8 |
| Insurance carriers and related activities | 2.8 | 2.8 | 1.5 | 1.5 |
| Real estate and rental and leasing | 5.1 | 5.1 | 4.5 | 4.5 |
| Professional and business services | 2.3 | 2.3 | 1.8 | 1.8 |
| Professional and technical services | 3.1 | 3.1 | 2.4 | 2.4 |
| Administrative and waste services | 4.6 | 4.6 | 3.3 | 3.3 |
| Education and health services | 2.1 | 2.1 | 2.4 | 2.4 |
| Educational services | 2.1 | 2.1 | 1.8 | 1.8 |
| Junior colleges, colleges, and universities | 2.2 | 2.2 | 2.2 | 2.2 |
| Health care and social assistance | 2.5 | 2.5 | 2.7 | 2.7 |
| Other services | 5.4 | 5.4 | 4.0 | 4.0 |
| 1 to 99 workers | 1.4 | 1.4 | 1.1 | 1.1 |
| 1 to 49 workers | 1.6 | 1.6 | 1.2 | 1.2 |
| 50 to 99 workers | 2.3 | 2.3 | 2.2 | 2.2 |
| 100 workers or more | 0.9 | 0.9 | 0.8 | 0.8 |
| 100 to 499 workers | 1.3 | 1.3 | 1.1 | 1.1 |
| 500 workers or more | 1.3 | 1.3 | 1.2 | 1.2 |
| Geographic areas | | | | |
| Northeast | 1.4 | 1.4 | 1.0 | 1.0 |
| New England | 4.2 | 4.2 | 3.1 | 3.1 |
| Middle Atlantic | 1.3 | 1.3 | 0.9 | 0.9 |
| South | 1.1 | 1.1 | 0.8 | 0.8 |
| South Atlantic | 1.4 | 1.4 | 1.1 | 1.1 |
| East South Central | 2.7 | 2.7 | 2.4 | 2.4 |
| West South Central | 2.2 | 2.2 | 1.1 | 1.1 |
| Midwest | 1.4 | 1.4 | 2.0 | 2.0 |
| East North Central | 1.8 | 1.8 | 2.5 | 2.5 |
| West North Central | 2.4 | 2.4 | 3.5 | 3.5 |
| West | 2.0 | 2.0 | 1.4 | 1.4 |
| Mountain | 5.0 | 5.0 | 2.7 | 2.7 |
| Pacific | 1.7 | 1.7 | 1.5 | 1.5 |

¹ 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/nchs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017

(All workers = 100 percent)

| Characteristics | Healthcare ² | | | Medical care | | |
|--|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 68 | 54 | 80 | 67 | 49 | 72 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 87 | 73 | 85 | 86 | 65 | 75 |
| Management, business, and financial | 95 | 81 | 85 | 95 | 73 | 76 |
| Professional and related | 82 | 69 | 84 | 82 | 61 | 74 |
| Service | 39 | 26 | 67 | 39 | 23 | 61 |
| Protective service | 41 | 24 | 60 | 41 | 21 | 52 |
| Sales and office | 67 | 52 | 78 | 66 | 47 | 71 |
| Sales and related | 55 | 41 | 75 | 54 | 37 | 69 |
| Office and administrative support | 75 | 60 | 80 | 74 | 53 | 71 |
| Natural resources, construction, and maintenance | 73 | 60 | 83 | 72 | 57 | 79 |
| Construction, extraction, farming, fishing, and forestry | 65 | 56 | 85 | 65 | 54 | 83 |
| Installation, maintenance, and repair | 80 | 65 | 81 | 79 | 60 | 76 |
| Production, transportation, and material moving ... | 75 | 60 | 80 | 75 | 55 | 74 |
| Production | 81 | 67 | 83 | 81 | 62 | 76 |
| Transportation and material moving | 69 | 53 | 77 | 69 | 49 | 71 |
| Full time | 86 | 69 | 81 | 85 | 63 | 73 |
| Part time | 19 | 13 | 66 | 19 | 11 | 60 |
| Union | 94 | 84 | 90 | 93 | 79 | 84 |
| Nonunion | 65 | 51 | 78 | 65 | 46 | 71 |
| Average wage within the following categories: ³ | | | | | | |
| Lowest 25 percent | 33 | 22 | 66 | 33 | 20 | 60 |
| Lowest 10 percent | 22 | 14 | 61 | 22 | 12 | 55 |
| Second 25 percent | 71 | 54 | 76 | 71 | 49 | 69 |
| Third 25 percent | 85 | 70 | 83 | 85 | 64 | 76 |
| Highest 25 percent | 92 | 80 | 87 | 92 | 72 | 78 |
| Highest 10 percent | 94 | 82 | 88 | 94 | 73 | 78 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 85 | 73 | 86 | 85 | 67 | 80 |
| Construction | 67 | 55 | 82 | 67 | 52 | 78 |
| Manufacturing | 93 | 81 | 87 | 92 | 74 | 80 |
| Service-providing industries | 64 | 50 | 78 | 64 | 45 | 70 |
| Trade, transportation, and utilities | 68 | 52 | 76 | 67 | 47 | 70 |
| Wholesale trade | 86 | 71 | 83 | 86 | 64 | 75 |
| Retail trade | 55 | 38 | 69 | 53 | 35 | 65 |
| Transportation and warehousing | 84 | 67 | 80 | 83 | 61 | 73 |
| Utilities | 99 | 90 | 91 | 98 | 77 | 79 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|--|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 42 | 32 | 77 | 23 | 18 | 79 | 66 | 48 | 73 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 60 | 48 | 80 | 34 | 27 | 80 | 85 | 64 | 75 |
| Management, business, and financial | 66 | 52 | 79 | 36 | 29 | 79 | 94 | 72 | 76 |
| Professional and related | 57 | 46 | 80 | 32 | 26 | 81 | 81 | 60 | 75 |
| Service | 21 | 14 | 66 | 11 | 8 | 71 | 37 | 23 | 62 |
| Protective service | 27 | 15 | 54 | — | — | — | 34 | 21 | 61 |
| Sales and office | 39 | 30 | 77 | 20 | 16 | 79 | 65 | 46 | 71 |
| Sales and related | 27 | 20 | 73 | 15 | 12 | 81 | 53 | 37 | 69 |
| Office and administrative support | 46 | 36 | 78 | 23 | 18 | 78 | 73 | 52 | 71 |
| Natural resources, construction, and maintenance | 37 | 30 | 80 | 24 | 19 | 82 | 71 | 56 | 79 |
| Construction, extraction, farming, fishing, and forestry | 29 | 25 | 87 | 20 | 18 | 92 | 64 | 53 | 83 |
| Installation, maintenance, and repair | 45 | 34 | 76 | 27 | 20 | 75 | 77 | 59 | 76 |
| Production, transportation, and material moving | 45 | 36 | 79 | 27 | 21 | 78 | 74 | 55 | 74 |
| Production | 49 | 39 | 80 | 26 | 21 | 79 | 80 | 61 | 76 |
| Transportation and material moving | 41 | 32 | 78 | 27 | 21 | 77 | 68 | 48 | 71 |
| Full time | 53 | 41 | 78 | 30 | 23 | 79 | 84 | 62 | 74 |
| Part time | 11 | 7 | 65 | 6 | 4 | 68 | 18 | 11 | 60 |
| Union | 73 | 62 | 86 | 55 | 47 | 84 | 93 | 78 | 84 |
| Nonunion | 38 | 29 | 76 | 20 | 15 | 77 | 63 | 45 | 71 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 16 | 10 | 66 | 8 | 6 | 68 | 31 | 19 | 61 |
| Lowest 10 percent | 10 | 6 | 64 | 6 | 4 | 65 | 22 | 12 | 56 |
| Second 25 percent | 40 | 30 | 76 | 21 | 16 | 78 | 69 | 48 | 69 |
| Third 25 percent | 52 | 41 | 79 | 30 | 24 | 80 | 83 | 63 | 76 |
| Highest 25 percent | 67 | 54 | 81 | 39 | 31 | 81 | 91 | 71 | 78 |
| Highest 10 percent | 70 | 55 | 80 | 41 | 33 | 81 | 93 | 72 | 78 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 52 | 43 | 83 | 32 | 27 | 84 | 83 | 66 | 80 |
| Construction | 30 | 25 | 84 | 18 | 16 | 88 | 65 | 51 | 78 |
| Manufacturing | 63 | 53 | 83 | 39 | 32 | 83 | 92 | 73 | 80 |
| Service-providing industries | 39 | 30 | 76 | 21 | 17 | 77 | 63 | 44 | 71 |
| Trade, transportation, and utilities | 35 | 27 | 76 | 21 | 16 | 77 | 66 | 46 | 70 |
| Wholesale trade | 48 | 39 | 82 | 30 | 24 | 81 | 84 | 63 | 75 |
| Retail trade | 23 | 16 | 69 | 12 | 9 | 76 | 53 | 34 | 65 |
| Transportation and warehousing | 54 | 43 | 79 | 34 | 25 | 75 | 82 | 60 | 73 |
| Utilities | 69 | 60 | 88 | 48 | 39 | 81 | 98 | 78 | 80 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Healthcare ² | | | Medical care | | |
|--|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| Information | 94 | 81 | 86 | 94 | 71 | 76 |
| Financial activities | 88 | 74 | 84 | 88 | 67 | 76 |
| Finance and insurance | 93 | 79 | 85 | 93 | 70 | 75 |
| Credit intermediation and related activities | 95 | 79 | 83 | 95 | 70 | 74 |
| Insurance carriers and related activities | 89 | 75 | 85 | 88 | 67 | 76 |
| Real estate and rental and leasing | 74 | 61 | 82 | 74 | 56 | 76 |
| Professional and business services | 65 | 53 | 80 | 65 | 47 | 72 |
| Professional and technical services | 82 | 70 | 86 | 82 | 63 | 77 |
| Administrative and waste services | 42 | 30 | 70 | 42 | 26 | 62 |
| Education and health services | 74 | 58 | 79 | 73 | 51 | 69 |
| Educational services | 75 | 63 | 84 | 75 | 56 | 74 |
| Junior colleges, colleges, and universities | 90 | 77 | 85 | 90 | 70 | 78 |
| Health care and social assistance | 73 | 57 | 78 | 73 | 50 | 68 |
| Leisure and hospitality | 32 | 21 | 66 | 32 | 20 | 62 |
| Accommodation and food services | 30 | 19 | 62 | 30 | 17 | 58 |
| Other services | 48 | 38 | 78 | 48 | 35 | 73 |
| 1 to 99 workers | 55 | 42 | 76 | 55 | 39 | 70 |
| 1 to 49 workers | 51 | 39 | 75 | 51 | 36 | 70 |
| 50 to 99 workers | 67 | 52 | 77 | 67 | 47 | 71 |
| 100 workers or more | 83 | 69 | 83 | 82 | 61 | 74 |
| 100 to 499 workers | 79 | 64 | 81 | 78 | 57 | 73 |
| 500 workers or more | 89 | 76 | 86 | 89 | 67 | 76 |
| Geographic areas | | | | | | |
| Northeast | 69 | 56 | 81 | 68 | 50 | 73 |
| New England | 67 | 53 | 79 | 67 | 46 | 70 |
| Middle Atlantic | 69 | 57 | 82 | 69 | 51 | 74 |
| South | 68 | 53 | 78 | 68 | 48 | 71 |
| South Atlantic | 68 | 53 | 78 | 67 | 47 | 71 |
| East South Central | 71 | 54 | 77 | 70 | 51 | 72 |
| West South Central | 67 | 53 | 79 | 67 | 48 | 72 |
| Midwest | 69 | 53 | 77 | 68 | 47 | 69 |
| East North Central | 69 | 53 | 76 | 69 | 47 | 69 |
| West North Central | 68 | 54 | 80 | 68 | 48 | 71 |
| West | 66 | 55 | 84 | 66 | 51 | 77 |
| Mountain | 66 | 55 | 83 | 66 | 50 | 76 |
| Pacific | 66 | 56 | 84 | 66 | 51 | 78 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|--|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| Information | 76 | 57 | 75 | 57 | 42 | 73 | 93 | 71 | 76 |
| Financial activities | 66 | 50 | 77 | 29 | 23 | 77 | 87 | 66 | 76 |
| Finance and insurance | 75 | 57 | 76 | 31 | 23 | 75 | 92 | 70 | 76 |
| Credit intermediation and related activities | 77 | 57 | 74 | 31 | 22 | 71 | 94 | 69 | 74 |
| Insurance carriers and related activities | 68 | 54 | 79 | 32 | 25 | 77 | 88 | 66 | 76 |
| Real estate and rental and leasing | 38 | 30 | 80 | 25 | 21 | 83 | 72 | 55 | 77 |
| Professional and business services | 39 | 30 | 78 | 22 | 16 | 74 | 64 | 46 | 72 |
| Professional and technical services | 49 | 41 | 83 | 30 | 24 | 78 | 82 | 63 | 77 |
| Administrative and waste services | 21 | 14 | 69 | 13 | 9 | 72 | 41 | 26 | 64 |
| Education and health services | 50 | 38 | 76 | 23 | 19 | 81 | 71 | 49 | 69 |
| Educational services | 52 | 40 | 76 | 26 | 19 | 74 | 75 | 56 | 74 |
| Junior colleges, colleges, and universities | 62 | 48 | 77 | 32 | 21 | 66 | 89 | 69 | 77 |
| Health care and social assistance | 49 | 38 | 76 | 23 | 19 | 83 | 70 | 48 | 68 |
| Leisure and hospitality | 17 | 11 | 68 | 11 | 8 | 70 | 30 | 19 | 64 |
| Accommodation and food services | 16 | 10 | 62 | 10 | 7 | 65 | 28 | 17 | 59 |
| Other services | 27 | 19 | 72 | 16 | 14 | 86 | 47 | 34 | 73 |
| 1 to 99 workers | 28 | 21 | 74 | 16 | 12 | 75 | 53 | 38 | 71 |
| 1 to 49 workers | 24 | 18 | 75 | 14 | 10 | 75 | 50 | 35 | 70 |
| 50 to 99 workers | 41 | 29 | 72 | 22 | 17 | 75 | 64 | 46 | 71 |
| 100 workers or more | 57 | 46 | 79 | 32 | 26 | 81 | 81 | 60 | 74 |
| 100 to 499 workers | 50 | 40 | 79 | 27 | 22 | 80 | 77 | 56 | 73 |
| 500 workers or more | 69 | 55 | 80 | 39 | 32 | 82 | 88 | 67 | 75 |
| Geographic areas | | | | | | | | | |
| Northeast | 45 | 36 | 79 | 23 | 18 | 80 | 67 | 49 | 73 |
| New England | 44 | 34 | 77 | 13 | 10 | 79 | 65 | 45 | 70 |
| Middle Atlantic | 46 | 36 | 79 | 26 | 21 | 80 | 68 | 50 | 74 |
| South | 37 | 28 | 75 | 20 | 15 | 77 | 65 | 47 | 72 |
| South Atlantic | 40 | 30 | 75 | 21 | 16 | 76 | 64 | 46 | 71 |
| East South Central | 33 | 25 | 76 | 18 | 14 | 79 | 70 | 50 | 72 |
| West South Central | 34 | 25 | 72 | 18 | 14 | 78 | 65 | 47 | 72 |
| Midwest | 42 | 32 | 76 | 23 | 17 | 76 | 68 | 47 | 70 |
| East North Central | 41 | 31 | 76 | 23 | 18 | 77 | 68 | 47 | 69 |
| West North Central | 43 | 33 | 77 | 22 | 16 | 75 | 67 | 48 | 71 |
| West | 45 | 36 | 81 | 29 | 24 | 82 | 65 | 50 | 77 |
| Mountain | 40 | 33 | 82 | 25 | 20 | 82 | 64 | 49 | 76 |
| Pacific | 47 | 38 | 81 | 31 | 25 | 81 | 65 | 51 | 78 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

² Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.

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 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017

| Characteristics | Healthcare ² | | | Medical care | | |
|--|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.8 | 0.8 | 0.4 | 0.9 | 0.7 | 0.5 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.0 | 1.1 | 0.8 | 1.0 | 1.1 | 0.9 |
| Management, business, and financial | 0.9 | 0.8 | 1.0 | 0.9 | 1.1 | 1.4 |
| Professional and related | 1.3 | 1.5 | 1.0 | 1.3 | 1.4 | 1.2 |
| Service | 1.6 | 1.4 | 1.7 | 1.6 | 1.4 | 1.8 |
| Protective service | 4.9 | 4.9 | 10.3 | 4.8 | 4.1 | 9.6 |
| Sales and office | 1.4 | 1.2 | 0.7 | 1.4 | 1.2 | 0.9 |
| Sales and related | 1.9 | 1.5 | 1.1 | 1.9 | 1.4 | 1.1 |
| Office and administrative support | 1.8 | 1.5 | 0.7 | 1.8 | 1.6 | 1.1 |
| Natural resources, construction, and maintenance | 1.7 | 1.5 | 0.8 | 1.7 | 1.5 | 0.8 |
| Construction, extraction, farming, fishing, and forestry | 3.1 | 2.5 | 1.2 | 3.1 | 2.5 | 1.2 |
| Installation, maintenance, and repair | 1.9 | 1.8 | 1.0 | 1.9 | 1.7 | 1.2 |
| Production, transportation, and material moving ... | 1.3 | 1.2 | 0.8 | 1.3 | 1.2 | 0.8 |
| Production | 2.1 | 2.1 | 1.1 | 2.1 | 2.2 | 1.3 |
| Transportation and material moving | 1.5 | 1.3 | 1.2 | 1.5 | 1.2 | 1.2 |
| Full time | 0.7 | 0.7 | 0.4 | 0.7 | 0.7 | 0.5 |
| Part time | 1.1 | 0.8 | 1.7 | 1.1 | 0.8 | 2.1 |
| Union | 1.4 | 1.4 | 0.9 | 1.4 | 1.3 | 0.9 |
| Nonunion | 0.9 | 0.8 | 0.4 | 0.9 | 0.8 | 0.5 |
| Average wage within the following categories: ³ | | | | | | |
| Lowest 25 percent | 1.2 | 1.0 | 1.1 | 1.2 | 1.0 | 1.2 |
| Lowest 10 percent | 2.1 | 1.6 | 2.6 | 2.0 | 1.5 | 2.8 |
| Second 25 percent | 1.3 | 1.0 | 0.8 | 1.4 | 1.1 | 1.0 |
| Third 25 percent | 0.9 | 1.0 | 0.7 | 0.9 | 1.0 | 0.7 |
| Highest 25 percent | 0.7 | 1.0 | 0.6 | 0.7 | 1.1 | 0.8 |
| Highest 10 percent | 0.9 | 1.2 | 0.8 | 0.9 | 1.4 | 1.3 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 1.0 | 1.2 | 0.5 | 1.1 | 1.1 | 0.5 |
| Construction | 2.3 | 2.1 | 1.7 | 2.4 | 2.1 | 1.6 |
| Manufacturing | 1.2 | 1.4 | 0.7 | 1.2 | 1.3 | 0.8 |
| Service-providing industries | 1.0 | 0.9 | 0.5 | 1.0 | 0.8 | 0.6 |
| Trade, transportation, and utilities | 0.9 | 0.8 | 0.9 | 0.9 | 0.7 | 0.9 |
| Wholesale trade | 2.0 | 1.8 | 1.1 | 1.9 | 1.9 | 1.2 |
| Retail trade | 1.2 | 0.9 | 1.0 | 1.3 | 1.0 | 1.1 |
| Transportation and warehousing | 3.4 | 2.1 | 2.0 | 3.7 | 2.1 | 2.1 |
| Utilities | 0.7 | 1.8 | 1.7 | 0.8 | 2.8 | 2.6 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|--|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.8 | 0.7 | 0.6 | 0.7 | 0.6 | 0.8 | 0.9 | 0.7 | 0.4 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.6 | 1.4 | 0.8 | 1.4 | 1.2 | 1.1 | 1.1 | 1.2 | 0.9 |
| Management, business, and financial | 1.7 | 1.6 | 1.1 | 1.9 | 1.5 | 1.6 | 0.9 | 1.1 | 1.4 |
| Professional and related | 1.9 | 1.6 | 1.0 | 1.7 | 1.5 | 1.3 | 1.4 | 1.5 | 1.1 |
| Service | 1.4 | 1.0 | 2.5 | 1.4 | 0.9 | 4.0 | 1.7 | 1.4 | 1.7 |
| Protective service | 4.9 | 3.9 | 15.5 | — | — | — | 5.5 | 4.1 | 7.5 |
| Sales and office | 1.1 | 1.0 | 1.0 | 1.0 | 0.8 | 1.2 | 1.4 | 1.2 | 0.9 |
| Sales and related | 1.5 | 1.4 | 2.5 | 1.3 | 1.2 | 2.5 | 1.9 | 1.4 | 1.2 |
| Office and administrative support | 1.4 | 1.1 | 0.8 | 1.3 | 1.1 | 1.2 | 1.8 | 1.6 | 1.1 |
| Natural resources, construction, and maintenance | 1.7 | 1.5 | 1.5 | 1.8 | 1.5 | 2.2 | 1.7 | 1.5 | 0.8 |
| Construction, extraction, farming, fishing, and forestry | 2.4 | 2.2 | 2.2 | 2.5 | 2.3 | 2.3 | 3.1 | 2.5 | 1.2 |
| Installation, maintenance, and repair | 2.4 | 2.1 | 2.1 | 2.4 | 1.8 | 2.2 | 1.8 | 1.7 | 1.1 |
| Production, transportation, and material moving ... | 1.5 | 1.3 | 1.1 | 1.4 | 1.2 | 1.5 | 1.3 | 1.2 | 0.8 |
| Production | 2.2 | 1.6 | 1.3 | 2.0 | 1.6 | 1.3 | 2.1 | 2.2 | 1.3 |
| Transportation and material moving | 2.3 | 2.0 | 1.6 | 2.1 | 1.8 | 2.5 | 1.5 | 1.2 | 1.3 |
| Full time | 0.9 | 0.8 | 0.5 | 0.9 | 0.7 | 0.7 | 0.8 | 0.7 | 0.4 |
| Part time | 0.8 | 0.7 | 2.6 | 0.6 | 0.5 | 3.4 | 1.1 | 0.8 | 2.0 |
| Union | 1.7 | 1.7 | 1.0 | 2.3 | 2.3 | 1.6 | 1.4 | 1.2 | 0.9 |
| Nonunion | 0.9 | 0.7 | 0.7 | 0.7 | 0.5 | 1.0 | 1.0 | 0.8 | 0.5 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 0.9 | 0.7 | 2.5 | 0.8 | 0.5 | 3.6 | 1.3 | 1.0 | 1.1 |
| Lowest 10 percent | 1.4 | 1.2 | 5.7 | 1.0 | 0.8 | 7.8 | 2.0 | 1.5 | 2.7 |
| Second 25 percent | 1.2 | 1.0 | 1.0 | 0.9 | 0.7 | 1.2 | 1.4 | 1.1 | 1.0 |
| Third 25 percent | 1.4 | 1.2 | 0.9 | 1.2 | 1.0 | 1.1 | 1.0 | 1.0 | 0.7 |
| Highest 25 percent | 1.4 | 1.4 | 0.8 | 1.5 | 1.3 | 1.0 | 0.9 | 1.1 | 0.8 |
| Highest 10 percent | 2.1 | 2.2 | 1.4 | 2.1 | 1.8 | 1.6 | 0.9 | 1.4 | 1.3 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 1.4 | 1.2 | 1.0 | 1.5 | 1.2 | 1.1 | 1.1 | 1.1 | 0.5 |
| Construction | 2.2 | 2.1 | 2.9 | 2.3 | 1.9 | 2.9 | 2.2 | 2.1 | 1.6 |
| Manufacturing | 1.8 | 1.4 | 1.1 | 2.0 | 1.6 | 1.0 | 1.3 | 1.4 | 0.8 |
| Service-providing industries | 0.9 | 0.8 | 0.7 | 0.8 | 0.7 | 0.9 | 1.0 | 0.8 | 0.5 |
| Trade, transportation, and utilities | 1.4 | 1.2 | 0.9 | 1.2 | 1.0 | 1.4 | 1.0 | 0.8 | 1.0 |
| Wholesale trade | 2.0 | 1.8 | 1.1 | 2.1 | 1.7 | 2.0 | 1.9 | 1.9 | 1.2 |
| Retail trade | 1.3 | 0.9 | 1.8 | 0.9 | 0.7 | 2.7 | 1.3 | 1.0 | 1.1 |
| Transportation and warehousing | 4.9 | 3.9 | 2.6 | 4.2 | 3.4 | 3.8 | 3.3 | 1.9 | 2.2 |
| Utilities | 7.8 | 7.3 | 1.5 | 6.6 | 5.5 | 2.7 | 0.9 | 2.8 | 2.6 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

| Characteristics | Healthcare ² | | | Medical care | | |
|--|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| Information | 1.4 | 2.0 | 1.5 | 1.4 | 2.0 | 1.9 |
| Financial activities | 1.1 | 1.1 | 0.4 | 1.0 | 1.0 | 0.6 |
| Finance and insurance | 0.7 | 0.6 | 0.4 | 0.7 | 0.8 | 0.7 |
| Credit intermediation and related activities | 0.9 | 1.0 | 0.9 | 0.8 | 1.1 | 1.1 |
| Insurance carriers and related activities | 1.8 | 1.7 | 1.2 | 1.8 | 1.7 | 1.4 |
| Real estate and rental and leasing | 3.5 | 3.9 | 2.1 | 3.4 | 3.3 | 1.9 |
| Professional and business services | 2.0 | 1.9 | 1.4 | 2.1 | 1.9 | 1.5 |
| Professional and technical services | 3.0 | 2.6 | 1.1 | 3.0 | 2.1 | 2.0 |
| Administrative and waste services | 3.2 | 3.2 | 3.5 | 3.3 | 2.7 | 3.4 |
| Education and health services | 2.3 | 2.3 | 1.1 | 2.3 | 2.0 | 1.3 |
| Educational services | 2.9 | 3.0 | 1.4 | 2.9 | 3.1 | 2.2 |
| Junior colleges, colleges, and universities | 1.7 | 1.7 | 1.1 | 1.7 | 1.8 | 1.4 |
| Health care and social assistance | 2.7 | 2.5 | 1.3 | 2.7 | 2.2 | 1.5 |
| Leisure and hospitality | 2.1 | 2.0 | 2.7 | 2.1 | 1.9 | 3.0 |
| Accommodation and food services | 2.4 | 2.3 | 3.7 | 2.4 | 2.3 | 4.0 |
| Other services | 3.4 | 2.8 | 2.7 | 3.4 | 2.4 | 2.8 |
| 1 to 99 workers | 1.2 | 1.0 | 0.7 | 1.2 | 0.9 | 0.8 |
| 1 to 49 workers | 1.2 | 1.2 | 1.0 | 1.2 | 1.1 | 1.1 |
| 50 to 99 workers | 2.3 | 2.2 | 1.5 | 2.3 | 2.1 | 1.6 |
| 100 workers or more | 0.8 | 0.8 | 0.4 | 0.8 | 0.8 | 0.6 |
| 100 to 499 workers | 1.1 | 1.1 | 0.7 | 1.1 | 1.1 | 0.8 |
| 500 workers or more | 1.5 | 1.4 | 0.6 | 1.5 | 1.3 | 0.9 |
| Geographic areas | | | | | | |
| Northeast | 0.9 | 1.2 | 1.0 | 0.9 | 1.4 | 1.5 |
| New England | 1.8 | 2.6 | 2.4 | 1.8 | 2.5 | 2.4 |
| Middle Atlantic | 0.8 | 1.1 | 0.9 | 0.8 | 1.4 | 1.7 |
| South | 1.7 | 1.5 | 0.7 | 1.7 | 1.3 | 0.7 |
| South Atlantic | 1.8 | 1.5 | 0.9 | 1.8 | 1.3 | 1.0 |
| East South Central | 4.3 | 3.5 | 1.5 | 4.5 | 3.0 | 2.1 |
| West South Central | 3.8 | 3.7 | 1.3 | 3.9 | 3.1 | 1.2 |
| Midwest | 1.9 | 1.5 | 0.7 | 1.9 | 1.3 | 0.6 |
| East North Central | 2.0 | 1.9 | 0.7 | 2.0 | 1.6 | 0.8 |
| West North Central | 4.2 | 2.6 | 1.5 | 4.2 | 2.6 | 1.2 |
| West | 1.5 | 1.5 | 0.8 | 1.6 | 1.8 | 1.2 |
| Mountain | 1.8 | 1.6 | 1.7 | 2.1 | 2.1 | 2.3 |
| Pacific | 2.1 | 2.2 | 0.9 | 2.2 | 2.4 | 1.3 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|--|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| Information | 3.2 | 2.7 | 2.9 | 3.6 | 2.5 | 2.6 | 1.6 | 2.2 | 2.1 |
| Financial activities | 1.8 | 1.4 | 0.6 | 1.7 | 1.3 | 1.0 | 1.0 | 0.9 | 0.6 |
| Finance and insurance | 1.3 | 1.1 | 0.7 | 1.6 | 1.2 | 1.1 | 0.7 | 0.8 | 0.7 |
| Credit intermediation and related activities | 1.8 | 1.3 | 0.9 | 2.3 | 1.7 | 1.6 | 0.7 | 1.1 | 1.1 |
| Insurance carriers and related activities | 2.6 | 2.0 | 1.3 | 3.3 | 2.4 | 2.1 | 1.7 | 1.7 | 1.5 |
| Real estate and rental and leasing | 5.6 | 4.4 | 3.0 | 4.0 | 3.3 | 2.8 | 3.2 | 2.9 | 1.8 |
| Professional and business services | 1.9 | 1.7 | 2.0 | 2.0 | 1.4 | 2.9 | 2.2 | 1.8 | 1.4 |
| Professional and technical services | 3.6 | 3.4 | 2.1 | 3.2 | 2.6 | 2.8 | 3.1 | 2.1 | 2.0 |
| Administrative and waste services | 2.8 | 2.4 | 5.7 | 2.3 | 1.7 | 6.7 | 3.2 | 2.7 | 3.1 |
| Education and health services | 3.1 | 2.6 | 1.2 | 2.3 | 2.0 | 1.8 | 2.3 | 1.9 | 1.3 |
| Educational services | 2.7 | 2.6 | 2.0 | 3.6 | 2.9 | 2.6 | 2.9 | 3.0 | 2.0 |
| Junior colleges, colleges, and universities | 2.5 | 1.8 | 1.3 | 2.6 | 2.3 | 3.4 | 1.7 | 1.7 | 1.4 |
| Health care and social assistance | 3.6 | 2.9 | 1.4 | 2.5 | 2.1 | 2.1 | 2.6 | 2.1 | 1.4 |
| Leisure and hospitality | 1.9 | 1.5 | 4.1 | 2.2 | 1.6 | 6.0 | 2.3 | 2.0 | 2.7 |
| Accommodation and food services | 1.8 | 1.5 | 5.8 | 2.0 | 1.4 | 8.1 | 2.8 | 2.5 | 3.6 |
| Other services | 3.8 | 3.1 | 3.8 | 3.5 | 2.9 | 2.8 | 3.4 | 2.4 | 2.8 |
| 1 to 99 workers | 1.0 | 0.9 | 1.1 | 0.9 | 0.7 | 1.7 | 1.2 | 0.9 | 0.7 |
| 1 to 49 workers | 1.1 | 0.9 | 1.4 | 0.9 | 0.7 | 2.0 | 1.3 | 1.1 | 1.1 |
| 50 to 99 workers | 2.3 | 1.9 | 2.0 | 1.9 | 1.5 | 3.2 | 2.7 | 2.1 | 1.7 |
| 100 workers or more | 1.2 | 1.0 | 0.6 | 0.9 | 0.8 | 0.8 | 0.8 | 0.8 | 0.6 |
| 100 to 499 workers | 1.5 | 1.3 | 1.0 | 1.4 | 1.2 | 1.2 | 1.1 | 1.0 | 0.8 |
| 500 workers or more | 2.0 | 1.6 | 0.9 | 1.7 | 1.4 | 1.0 | 1.5 | 1.2 | 0.8 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.5 | 1.4 | 1.0 | 1.6 | 1.5 | 1.4 | 0.9 | 1.3 | 1.3 |
| New England | 3.3 | 3.3 | 2.9 | 1.9 | 1.5 | 3.6 | 1.8 | 2.5 | 2.5 |
| Middle Atlantic | 1.2 | 1.1 | 0.9 | 1.7 | 1.6 | 1.5 | 0.8 | 1.3 | 1.4 |
| South | 1.4 | 1.3 | 1.3 | 0.9 | 0.6 | 1.5 | 1.7 | 1.3 | 0.7 |
| South Atlantic | 1.5 | 1.4 | 1.8 | 1.2 | 0.9 | 2.1 | 1.8 | 1.2 | 1.1 |
| East South Central | 4.4 | 3.0 | 2.2 | 2.8 | 1.7 | 4.5 | 4.5 | 3.2 | 2.2 |
| West South Central | 3.0 | 2.8 | 2.7 | 1.5 | 1.1 | 1.9 | 4.0 | 3.2 | 0.9 |
| Midwest | 2.0 | 1.6 | 0.9 | 2.0 | 1.4 | 1.2 | 2.0 | 1.4 | 0.5 |
| East North Central | 1.9 | 1.6 | 1.1 | 2.3 | 1.6 | 1.3 | 2.3 | 1.7 | 0.5 |
| West North Central | 4.6 | 3.6 | 1.7 | 4.1 | 2.6 | 2.7 | 4.1 | 2.5 | 1.1 |
| West | 1.5 | 1.5 | 1.0 | 1.5 | 1.4 | 1.5 | 1.7 | 1.7 | 1.1 |
| Mountain | 2.9 | 2.7 | 0.8 | 2.7 | 2.7 | 2.7 | 2.6 | 2.2 | 2.6 |
| Pacific | 1.7 | 1.8 | 1.4 | 1.7 | 1.6 | 1.9 | 2.2 | 2.2 | 1.1 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

² Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.

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 10. Medical care benefits: Share of premiums paid by employer and employee, private industry workers, March 2017

(In percent)

| Characteristics | Single coverage | | Family coverage | |
|--|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| All workers | 79 | 21 | 67 | 33 |
| Worker characteristics | | | | |
| Management, professional, and related | 80 | 20 | 68 | 32 |
| Management, business, and financial | 79 | 21 | 70 | 30 |
| Professional and related | 80 | 20 | 68 | 32 |
| Service | 77 | 23 | 62 | 38 |
| Protective service | 81 | 19 | 73 | 27 |
| Sales and office | 78 | 22 | 65 | 35 |
| Sales and related | 77 | 23 | 64 | 36 |
| Office and administrative support | 78 | 22 | 65 | 35 |
| Natural resources, construction, and maintenance | 79 | 21 | 68 | 32 |
| Construction, extraction, farming, fishing, and forestry | 79 | 21 | 68 | 32 |
| Installation, maintenance, and repair | 79 | 21 | 68 | 32 |
| Production, transportation, and material moving | 79 | 21 | 72 | 28 |
| Production | 79 | 21 | 73 | 27 |
| Transportation and material moving | 80 | 20 | 71 | 29 |
| Full time | 79 | 21 | 68 | 32 |
| Part time | 77 | 23 | 62 | 38 |
| Union | 87 | 13 | 83 | 17 |
| Nonunion | 77 | 23 | 65 | 35 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 75 | 25 | 59 | 41 |
| Lowest 10 percent | 74 | 26 | 59 | 41 |
| Second 25 percent | 78 | 22 | 66 | 34 |
| Third 25 percent | 79 | 21 | 68 | 32 |
| Highest 25 percent | 80 | 20 | 71 | 29 |
| Highest 10 percent | 80 | 20 | 72 | 28 |
| Establishment characteristics | | | | |
| Goods-producing industries | 80 | 20 | 72 | 28 |
| Construction | 79 | 21 | 66 | 34 |
| Manufacturing | 80 | 20 | 74 | 26 |
| Service-providing industries | 78 | 22 | 66 | 34 |
| Trade, transportation, and utilities | 78 | 22 | 67 | 33 |
| Wholesale trade | 77 | 23 | 68 | 32 |
| Retail trade | 76 | 24 | 61 | 39 |
| Transportation and warehousing | 83 | 17 | 74 | 26 |
| Utilities | 87 | 13 | 77 | 23 |

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, private industry workers, March 2017—continued

(In percent)

| Characteristics | Single coverage | | Family coverage | |
|--|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| Information | 80 | 20 | 76 | 24 |
| Financial activities | 79 | 21 | 70 | 30 |
| Finance and insurance | 79 | 21 | 71 | 29 |
| Credit intermediation and related activities | 79 | 21 | 70 | 30 |
| Insurance carriers and related activities | 80 | 20 | 73 | 27 |
| Real estate and rental and leasing | 77 | 23 | 63 | 37 |
| Professional and business services | 78 | 22 | 65 | 35 |
| Professional and technical services | 80 | 20 | 65 | 35 |
| Administrative and waste services | 74 | 26 | 60 | 40 |
| Education and health services | 79 | 21 | 64 | 36 |
| Educational services | 80 | 20 | 66 | 34 |
| Junior colleges, colleges, and universities | 80 | 20 | 69 | 31 |
| Health care and social assistance | 79 | 21 | 63 | 37 |
| Leisure and hospitality | 77 | 23 | 64 | 36 |
| Accommodation and food services | 74 | 26 | 61 | 39 |
| Other services | 80 | 20 | 66 | 34 |
| 1 to 99 workers | 78 | 22 | 63 | 37 |
| 1 to 49 workers | 78 | 22 | 64 | 36 |
| 50 to 99 workers | 77 | 23 | 62 | 38 |
| 100 workers or more | 80 | 20 | 70 | 30 |
| 100 to 499 workers | 79 | 21 | 66 | 34 |
| 500 workers or more | 81 | 19 | 76 | 24 |
| Geographic areas | | | | |
| Northeast | 81 | 19 | 72 | 28 |
| New England | 78 | 22 | 72 | 28 |
| Middle Atlantic | 82 | 18 | 72 | 28 |
| South | 78 | 22 | 64 | 36 |
| South Atlantic | 78 | 22 | 66 | 34 |
| East South Central | 78 | 22 | 66 | 34 |
| West South Central | 77 | 23 | 61 | 39 |
| Midwest | 78 | 22 | 69 | 31 |
| East North Central | 78 | 22 | 70 | 30 |
| West North Central | 78 | 22 | 67 | 33 |
| West | 80 | 20 | 67 | 33 |
| Mountain | 78 | 22 | 65 | 35 |
| Pacific | 81 | 19 | 68 | 32 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, private industry workers, March 2017

| Characteristics | Single coverage | | Family coverage | |
|--|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| All workers | 0.3 | 0.3 | 0.4 | 0.4 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.5 | 0.5 | 0.6 | 0.6 |
| Management, business, and financial | 0.5 | 0.5 | 0.7 | 0.7 |
| Professional and related | 0.7 | 0.7 | 0.8 | 0.8 |
| Service | 1.2 | 1.2 | 1.6 | 1.6 |
| Protective service | 3.3 | 3.3 | 5.6 | 5.6 |
| Sales and office | 0.4 | 0.4 | 0.6 | 0.6 |
| Sales and related | 0.6 | 0.6 | 0.8 | 0.8 |
| Office and administrative support | 0.4 | 0.4 | 0.8 | 0.8 |
| Natural resources, construction, and maintenance | 0.8 | 0.8 | 1.0 | 1.0 |
| Construction, extraction, farming, fishing, and forestry | 1.5 | 1.5 | 1.7 | 1.7 |
| Installation, maintenance, and repair | 0.7 | 0.7 | 1.0 | 1.0 |
| Production, transportation, and material moving ... | 0.6 | 0.6 | 0.9 | 0.9 |
| Production | 0.8 | 0.8 | 1.0 | 1.0 |
| Transportation and material moving | 0.8 | 0.8 | 1.3 | 1.3 |
| Full time | 0.3 | 0.3 | 0.4 | 0.4 |
| Part time | 1.7 | 1.7 | 1.7 | 1.7 |
| Union | 0.6 | 0.6 | 0.9 | 0.9 |
| Nonunion | 0.3 | 0.3 | 0.4 | 0.4 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 1.1 | 1.1 | 1.4 | 1.4 |
| Lowest 10 percent | 1.6 | 1.6 | 2.4 | 2.4 |
| Second 25 percent | 0.4 | 0.4 | 0.7 | 0.7 |
| Third 25 percent | 0.4 | 0.4 | 0.6 | 0.6 |
| Highest 25 percent | 0.4 | 0.4 | 0.5 | 0.5 |
| Highest 10 percent | 0.6 | 0.6 | 0.6 | 0.6 |
| Establishment characteristics | | | | |
| Goods-producing industries | 0.7 | 0.7 | 0.8 | 0.8 |
| Construction | 1.4 | 1.4 | 1.6 | 1.6 |
| Manufacturing | 0.6 | 0.6 | 0.7 | 0.7 |
| Service-providing industries | 0.3 | 0.3 | 0.4 | 0.4 |
| Trade, transportation, and utilities | 0.5 | 0.5 | 0.9 | 0.9 |
| Wholesale trade | 0.7 | 0.7 | 1.1 | 1.1 |
| Retail trade | 0.6 | 0.6 | 1.0 | 1.0 |
| Transportation and warehousing | 1.0 | 1.0 | 1.9 | 1.9 |
| Utilities | 0.8 | 0.8 | 2.4 | 2.4 |

See footnotes at end of table.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, private industry workers, March 2017—continued

| Characteristics | Single coverage | | Family coverage | |
|--|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| Information | 0.6 | 0.6 | 0.8 | 0.8 |
| Financial activities | 0.4 | 0.4 | 1.2 | 1.2 |
| Finance and insurance | 0.3 | 0.3 | 0.4 | 0.4 |
| Credit intermediation and related activities | 0.4 | 0.4 | 0.5 | 0.5 |
| Insurance carriers and related activities | 0.5 | 0.5 | 0.8 | 0.8 |
| Real estate and rental and leasing | 1.8 | 1.8 | 4.6 | 4.6 |
| Professional and business services | 0.9 | 0.9 | 1.1 | 1.1 |
| Professional and technical services | 1.5 | 1.5 | 1.5 | 1.5 |
| Administrative and waste services | 1.1 | 1.1 | 1.8 | 1.8 |
| Education and health services | 0.8 | 0.8 | 1.1 | 1.1 |
| Educational services | 0.8 | 0.8 | 1.5 | 1.5 |
| Junior colleges, colleges, and universities | 0.6 | 0.6 | 1.4 | 1.4 |
| Health care and social assistance | 1.0 | 1.0 | 1.3 | 1.3 |
| Leisure and hospitality | 1.2 | 1.2 | 2.3 | 2.3 |
| Accommodation and food services | 1.6 | 1.6 | 2.1 | 2.1 |
| Other services | 1.3 | 1.3 | 2.4 | 2.4 |
| 1 to 99 workers | 0.5 | 0.5 | 0.7 | 0.7 |
| 1 to 49 workers | 0.6 | 0.6 | 0.7 | 0.7 |
| 50 to 99 workers | 0.8 | 0.8 | 1.3 | 1.3 |
| 100 workers or more | 0.3 | 0.3 | 0.4 | 0.4 |
| 100 to 499 workers | 0.5 | 0.5 | 0.7 | 0.7 |
| 500 workers or more | 0.4 | 0.4 | 0.5 | 0.5 |
| Geographic areas | | | | |
| Northeast | 0.7 | 0.7 | 0.6 | 0.6 |
| New England | 0.8 | 0.8 | 1.0 | 1.0 |
| Middle Atlantic | 0.9 | 0.9 | 0.8 | 0.8 |
| South | 0.4 | 0.4 | 0.8 | 0.8 |
| South Atlantic | 0.6 | 0.6 | 1.0 | 1.0 |
| East South Central | 0.6 | 0.6 | 1.1 | 1.1 |
| West South Central | 1.0 | 1.0 | 1.6 | 1.6 |
| Midwest | 0.6 | 0.6 | 0.7 | 0.7 |
| East North Central | 0.9 | 0.9 | 0.9 | 0.9 |
| West North Central | 0.8 | 0.8 | 1.2 | 1.2 |
| West | 0.4 | 0.4 | 0.6 | 0.6 |
| Mountain | 1.0 | 1.0 | 1.2 | 1.2 |
| Pacific | 0.4 | 0.4 | 0.8 | 0.8 |

¹ 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 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2017

(All workers with single coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|--|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | 100 | \$433.91 | 15 | \$569.18 | 85 | \$410.86 | \$134.13 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 100 | 444.53 | 14 | 549.75 | 86 | 427.48 | 130.69 |
| Management, business, and financial | 100 | 428.23 | 11 | 529.67 | 89 | 415.57 | 130.79 |
| Professional and related | 100 | 454.46 | 16 | 558.40 | 84 | 435.13 | 130.62 |
| Service | 100 | 415.13 | 15 | 581.58 | 85 | 385.61 | 138.99 |
| Protective service | 100 | 406.44 | — | — | — | — | — |
| Sales and office | 100 | 425.48 | 13 | 602.59 | 87 | 400.02 | 134.65 |
| Sales and related | 100 | 409.68 | 9 | 661.15 | 91 | 384.85 | 129.15 |
| Office and administrative support | 100 | 433.07 | 14 | 584.91 | 86 | 407.75 | 137.45 |
| Natural resources, construction, and maintenance | 100 | 432.78 | 22 | 562.66 | 78 | 400.37 | 147.49 |
| Construction, extraction, farming, fishing, and forestry | 100 | 438.17 | 30 | 578.01 | 70 | 386.64 | 160.51 |
| Installation, maintenance, and repair | 100 | 428.63 | 15 | 540.89 | 85 | 409.42 | 138.92 |
| Production, transportation, and material moving ... | 100 | 436.17 | 16 | 563.45 | 84 | 413.07 | 130.85 |
| Production | 100 | 427.65 | 14 | 509.61 | 86 | 415.54 | 128.35 |
| Transportation and material moving | 100 | 446.64 | 19 | 609.69 | 81 | 409.82 | 134.12 |
| Full time | 100 | 433.03 | 15 | 553.32 | 85 | 412.96 | 133.81 |
| Part time | 100 | 447.37 | 19 | 756.05 | 81 | 377.05 | 139.37 |
| Union | 100 | 542.49 | 40 | 641.54 | 60 | 479.02 | 126.26 |
| Nonunion | 100 | 415.83 | 11 | 524.27 | 89 | 403.13 | 135.02 |
| Average wage within the following categories: ¹ | | | | | | | |
| Lowest 25 percent | 100 | 414.23 | 13 | 671.37 | 87 | 376.28 | 141.07 |
| Lowest 10 percent | 100 | 421.09 | 14 | 834.52 | 86 | 355.61 | 139.01 |
| Second 25 percent | 100 | 421.15 | 14 | 549.68 | 86 | 400.14 | 137.74 |
| Third 25 percent | 100 | 436.48 | 15 | 542.70 | 85 | 418.07 | 132.41 |
| Highest 25 percent | 100 | 448.36 | 16 | 574.90 | 84 | 425.38 | 130.35 |
| Highest 10 percent | 100 | 443.12 | 15 | 568.48 | 85 | 421.85 | 128.88 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 100 | 434.54 | 17 | 527.94 | 83 | 417.38 | 133.18 |
| Construction | 100 | 432.27 | 30 | 569.69 | 70 | 381.14 | 166.35 |
| Manufacturing | 100 | 435.49 | 13 | 501.18 | 87 | 426.40 | 124.41 |
| Service-providing industries | 100 | 433.73 | 14 | 582.37 | 86 | 408.97 | 134.41 |
| Trade, transportation, and utilities | 100 | 436.16 | 15 | 636.66 | 85 | 399.53 | 135.35 |
| Wholesale trade | 100 | 412.75 | 13 | 559.04 | 87 | 391.27 | 137.49 |
| Retail trade | 100 | 429.46 | 14 | 743.56 | 86 | 376.44 | 146.24 |
| Transportation and warehousing | 100 | 462.09 | 19 | 574.67 | 81 | 435.10 | 118.24 |
| Utilities | 100 | 512.24 | 20 | 504.82 | 80 | 514.09 | 98.89 |

See footnotes at end of table.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2017—continued

(All workers with single coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|--|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| Information | 100 | \$442.09 | 14 | \$592.94 | 86 | \$417.18 | \$119.25 |
| Financial activities | 100 | 417.36 | 9 | 574.09 | 91 | 402.54 | 123.25 |
| Finance and insurance | 100 | 412.71 | 8 | 530.79 | 92 | 402.38 | 118.68 |
| Credit intermediation and related activities | 100 | 411.86 | 7 | 525.17 | 93 | 403.95 | 118.76 |
| Insurance carriers and related activities | 100 | 415.64 | 11 | 529.24 | 89 | 402.15 | 116.21 |
| Real estate and rental and leasing | 100 | 435.48 | — | — | — | — | — |
| Professional and business services | 100 | 409.99 | 14 | 531.55 | 86 | 389.43 | 134.60 |
| Professional and technical services | 100 | 428.96 | 19 | 517.09 | 81 | 408.24 | 133.44 |
| Administrative and waste services | 100 | 389.14 | 9 | 584.57 | 91 | 368.69 | 146.07 |
| Education and health services | 100 | 462.04 | 11 | 583.53 | 89 | 446.72 | 133.55 |
| Educational services | 100 | 481.13 | 12 | 654.25 | 88 | 458.77 | 135.12 |
| Junior colleges, colleges, and universities | 100 | 488.84 | 7 | 652.57 | 93 | 476.43 | 131.87 |
| Health care and social assistance | 100 | 458.46 | 11 | 569.91 | 89 | 444.46 | 133.26 |
| Leisure and hospitality | 100 | 400.46 | 22 | 523.20 | 78 | 365.65 | 149.13 |
| Accommodation and food services | 100 | 382.95 | 16 | 537.79 | 84 | 353.42 | 153.41 |
| Other services | 100 | 461.39 | 30 | 589.70 | 70 | 403.28 | 175.02 |
| 1 to 99 workers | 100 | 423.04 | 17 | 539.53 | 83 | 401.04 | 141.95 |
| 1 to 49 workers | 100 | 426.29 | 19 | 544.45 | 81 | 400.77 | 140.72 |
| 50 to 99 workers | 100 | 415.80 | 12 | 522.94 | 88 | 401.60 | 144.50 |
| 100 workers or more | 100 | 442.13 | 14 | 595.38 | 86 | 418.07 | 128.38 |
| 100 to 499 workers | 100 | 438.78 | 13 | 640.37 | 87 | 407.90 | 133.11 |
| 500 workers or more | 100 | 446.66 | 14 | 537.28 | 86 | 431.97 | 121.92 |
| Geographic areas | | | | | | | |
| Northeast | 100 | 463.99 | 19 | 579.90 | 81 | 437.64 | 131.24 |
| New England | 100 | 441.38 | 15 | 585.06 | 85 | 418.89 | 145.01 |
| Middle Atlantic | 100 | 470.89 | 20 | 578.83 | 80 | 443.83 | 126.69 |
| South | 100 | 423.56 | 12 | 557.34 | 88 | 404.72 | 135.96 |
| South Atlantic | 100 | 433.89 | 12 | 580.26 | 88 | 414.10 | 137.12 |
| East South Central | 100 | 416.05 | 14 | 515.47 | 86 | 401.29 | 130.23 |
| West South Central | 100 | 410.52 | 13 | 544.46 | 87 | 390.93 | 137.05 |
| Midwest | 100 | 424.01 | 12 | 593.31 | 88 | 401.42 | 136.20 |
| East North Central | 100 | 431.54 | 12 | 609.09 | 88 | 408.32 | 137.23 |
| West North Central | 100 | 407.77 | 13 | 561.08 | 87 | 386.42 | 133.97 |
| West | 100 | 434.93 | 18 | 555.92 | 82 | 409.29 | 131.30 |
| Mountain | 100 | 419.12 | 14 | 550.96 | 86 | 397.44 | 134.55 |
| Pacific | 100 | 442.56 | 20 | 557.69 | 80 | 415.37 | 129.64 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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/eb/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2017

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|--|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | \$3.42 | 0.6 | \$8.75 | 0.6 | \$2.93 | \$1.34 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 6.28 | 1.3 | 11.68 | 1.3 | 5.91 | 2.30 |
| Management, business, and financial | 6.16 | 1.1 | 18.39 | 1.1 | 5.82 | 2.98 |
| Professional and related | 7.89 | 1.7 | 10.85 | 1.7 | 7.98 | 3.14 |
| Service | 10.02 | 2.6 | 33.40 | 2.6 | 10.80 | 5.56 |
| Protective service | 26.31 | — | — | — | — | — |
| Sales and office | 4.87 | 0.9 | 17.72 | 0.9 | 3.67 | 2.05 |
| Sales and related | 7.22 | 1.1 | 38.78 | 1.1 | 5.44 | 2.81 |
| Office and administrative support | 4.77 | 1.2 | 19.54 | 1.2 | 4.26 | 3.30 |
| Natural resources, construction, and maintenance | 6.60 | 2.2 | 14.65 | 2.2 | 7.17 | 4.21 |
| Construction, extraction, farming, fishing, and forestry | 11.39 | 4.5 | 23.14 | 4.5 | 12.54 | 7.46 |
| Installation, maintenance, and repair | 7.73 | 2.3 | 20.44 | 2.3 | 7.03 | 4.38 |
| Production, transportation, and material moving ... | 6.37 | 1.5 | 20.86 | 1.5 | 5.81 | 2.54 |
| Production | 8.38 | 1.5 | 16.56 | 1.5 | 8.37 | 3.13 |
| Transportation and material moving | 9.45 | 2.2 | 28.02 | 2.2 | 7.09 | 3.32 |
| Full time | 3.45 | 0.6 | 8.47 | 0.6 | 2.98 | 1.33 |
| Part time | 16.90 | 2.2 | 35.69 | 2.2 | 14.34 | 6.20 |
| Union | 9.08 | 2.4 | 19.16 | 2.4 | 6.69 | 2.92 |
| Nonunion | 3.66 | 0.6 | 10.28 | 0.6 | 3.22 | 1.45 |
| Average wage within the following categories: ¹ | | | | | | |
| Lowest 25 percent | 11.33 | 1.2 | 41.31 | 1.2 | 11.82 | 5.63 |
| Lowest 10 percent | 17.73 | 2.0 | 59.34 | 2.0 | 14.87 | 10.43 |
| Second 25 percent | 4.27 | 1.0 | 14.50 | 1.0 | 3.96 | 2.57 |
| Third 25 percent | 4.81 | 0.9 | 11.79 | 0.9 | 4.19 | 1.94 |
| Highest 25 percent | 4.88 | 1.2 | 8.30 | 1.2 | 4.70 | 2.19 |
| Highest 10 percent | 6.53 | 1.8 | 14.36 | 1.8 | 6.29 | 3.21 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 5.60 | 1.4 | 13.80 | 1.4 | 4.81 | 2.78 |
| Construction | 9.85 | 3.5 | 19.14 | 3.5 | 11.13 | 7.30 |
| Manufacturing | 6.33 | 1.3 | 17.47 | 1.3 | 5.73 | 2.80 |
| Service-providing industries | 4.09 | 0.7 | 10.56 | 0.7 | 3.49 | 1.50 |
| Trade, transportation, and utilities | 6.75 | 1.4 | 21.58 | 1.4 | 3.64 | 2.60 |
| Wholesale trade | 7.68 | 1.3 | 28.33 | 1.3 | 7.67 | 3.08 |
| Retail trade | 8.72 | 1.6 | 37.46 | 1.6 | 4.89 | 4.19 |
| Transportation and warehousing | 10.12 | 3.7 | 33.87 | 3.7 | 9.41 | 4.59 |
| Utilities | 10.29 | 4.9 | 36.02 | 4.9 | 9.42 | 4.70 |

See footnotes at end of table.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2017—continued

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|--|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| Information | \$10.34 | 2.3 | \$17.22 | 2.3 | \$9.33 | \$2.60 |
| Financial activities | 6.59 | 1.2 | 21.17 | 1.2 | 4.93 | 2.14 |
| Finance and insurance | 3.44 | 0.9 | 17.12 | 0.9 | 3.43 | 1.76 |
| Credit intermediation and related activities | 4.51 | 0.9 | 21.54 | 0.9 | 4.00 | 2.60 |
| Insurance carriers and related activities | 5.22 | 1.8 | 28.20 | 1.8 | 4.64 | 2.08 |
| Real estate and rental and leasing | 27.34 | — | — | — | — | — |
| Professional and business services | 9.28 | 1.9 | 21.78 | 1.9 | 7.57 | 4.14 |
| Professional and technical services | 14.98 | 3.9 | 24.50 | 3.9 | 12.90 | 6.01 |
| Administrative and waste services | 12.96 | 2.3 | 73.53 | 2.3 | 8.50 | 5.21 |
| Education and health services | 8.99 | 1.6 | 19.43 | 1.6 | 9.49 | 4.00 |
| Educational services | 7.54 | 1.6 | 38.31 | 1.6 | 6.86 | 5.02 |
| Junior colleges, colleges, and universities | 4.73 | 1.7 | 38.50 | 1.7 | 4.34 | 4.52 |
| Health care and social assistance | 10.39 | 2.0 | 22.89 | 2.0 | 10.91 | 4.66 |
| Leisure and hospitality | 14.04 | 4.6 | 29.68 | 4.6 | 21.88 | 8.92 |
| Accommodation and food services | 16.02 | 3.7 | 28.43 | 3.7 | 23.23 | 9.66 |
| Other services | 17.06 | 3.0 | 35.32 | 3.0 | 16.38 | 11.28 |
| 1 to 99 workers | 5.17 | 0.9 | 10.73 | 0.9 | 5.02 | 2.64 |
| 1 to 49 workers | 6.36 | 1.1 | 12.36 | 1.1 | 6.17 | 3.07 |
| 50 to 99 workers | 6.27 | 1.3 | 17.91 | 1.3 | 6.92 | 4.53 |
| 100 workers or more | 3.87 | 0.9 | 13.72 | 0.9 | 3.21 | 1.26 |
| 100 to 499 workers | 5.30 | 1.2 | 17.59 | 1.2 | 4.01 | 1.79 |
| 500 workers or more | 5.22 | 1.2 | 15.52 | 1.2 | 5.18 | 2.04 |
| Geographic areas | | | | | | |
| Northeast | 7.00 | 1.0 | 9.60 | 1.0 | 7.85 | 2.70 |
| New England | 11.29 | 2.2 | 46.93 | 2.2 | 10.89 | 4.89 |
| Middle Atlantic | 10.22 | 1.3 | 12.44 | 1.3 | 10.76 | 3.17 |
| South | 6.33 | 1.0 | 17.75 | 1.0 | 5.26 | 2.06 |
| South Atlantic | 10.60 | 1.5 | 26.43 | 1.5 | 8.75 | 2.36 |
| East South Central | 10.64 | 2.0 | 41.02 | 2.0 | 8.89 | 4.39 |
| West South Central | 8.26 | 1.5 | 23.36 | 1.5 | 7.05 | 4.60 |
| Midwest | 5.98 | 1.2 | 20.13 | 1.2 | 4.92 | 2.61 |
| East North Central | 7.25 | 1.6 | 15.80 | 1.6 | 7.05 | 3.44 |
| West North Central | 11.84 | 1.9 | 58.80 | 1.9 | 4.39 | 3.44 |
| West | 7.42 | 1.7 | 18.84 | 1.7 | 5.65 | 3.27 |
| Mountain | 15.20 | 1.6 | 25.11 | 1.6 | 13.27 | 2.87 |
| Pacific | 8.12 | 2.4 | 23.90 | 2.4 | 4.97 | 4.66 |

¹ 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 12. Medical care benefits, single coverage: Employee participation by type of contribution, private industry workers, March 2017

(All workers with contributory coverage = 100 percent)

| Characteristics | Single coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| All workers | 70 | 16 | 13 | 1 |
| Worker characteristics | | | | |
| Management, professional, and related | 68 | 16 | 14 | 2 |
| Management, business, and financial | 72 | 15 | 11 | 2 |
| Professional and related | 65 | – | 16 | – |
| Service | 77 | 14 | 8 | 1 |
| Protective service | 72 | 18 | 11 | – |
| Sales and office | 67 | 22 | 10 | 1 |
| Sales and related | 60 | 30 | 10 | 1 |
| Office and administrative support | 70 | 18 | 10 | 1 |
| Natural resources, construction, and maintenance | 73 | 9 | 17 | 1 |
| Construction, extraction, farming, fishing, and forestry | 73 | 9 | 17 | 1 |
| Installation, maintenance, and repair | 73 | 9 | 17 | 1 |
| Production, transportation, and material moving ... | 76 | 10 | 13 | 1 |
| Production | 80 | 9 | 11 | 1 |
| Transportation and material moving | 71 | 11 | 17 | 1 |
| Full time | 71 | 15 | 13 | 1 |
| Part time | 60 | 26 | – | – |
| Union | 73 | 9 | 16 | 2 |
| Nonunion | 70 | 16 | 12 | 1 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 72 | 17 | – | – |
| Lowest 10 percent | 82 | 12 | – | – |
| Second 25 percent | 70 | 18 | 12 | 1 |
| Third 25 percent | 72 | 14 | 13 | 1 |
| Highest 25 percent | 69 | 15 | 14 | 2 |
| Highest 10 percent | 69 | 17 | 12 | 1 |
| Establishment characteristics | | | | |
| Goods-producing industries | 76 | 10 | 13 | 1 |
| Construction | 81 | – | 11 | – |
| Manufacturing | 76 | 11 | 12 | 1 |
| Service-providing industries | 69 | 17 | 12 | 1 |
| Trade, transportation, and utilities | 63 | 22 | – | – |
| Wholesale trade | 80 | – | 12 | – |
| Retail trade | 50 | 38 | – | – |
| Transportation and warehousing | 65 | – | 22 | – |
| Utilities | 72 | – | – | – |

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, private industry workers, March 2017—continued

(All workers with contributory coverage = 100 percent)

| Characteristics | Single coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| Information | 76 | — | 17 | — |
| Financial activities | 62 | 25 | 12 | 2 |
| Finance and insurance | 58 | 29 | 11 | 2 |
| Credit intermediation and related activities | 61 | 30 | — | — |
| Insurance carriers and related activities | 58 | 24 | 14 | 4 |
| Real estate and rental and leasing | 76 | — | — | — |
| Professional and business services | 76 | 11 | — | — |
| Professional and technical services | 73 | 14 | — | — |
| Administrative and waste services | 84 | 7 | 10 | — |
| Education and health services | 69 | 15 | — | — |
| Educational services | 75 | 18 | — | — |
| Junior colleges, colleges, and universities | 66 | 27 | — | — |
| Health care and social assistance | 68 | — | 15 | — |
| Leisure and hospitality | 78 | 17 | — | — |
| Accommodation and food services | 75 | 19 | — | — |
| Other services | 73 | — | — | — |
| 1 to 99 workers | 75 | — | 13 | — |
| 1 to 49 workers | 73 | — | 14 | — |
| 50 to 99 workers | 78 | 11 | — | — |
| 100 workers or more | 67 | 19 | 13 | 1 |
| 100 to 499 workers | 71 | 17 | 11 | 1 |
| 500 workers or more | 62 | 21 | 15 | 2 |
| Geographic areas | | | | |
| Northeast | 71 | 16 | 12 | 2 |
| New England | 77 | 13 | 9 | 1 |
| Middle Atlantic | 69 | 17 | — | — |
| South | 72 | 16 | — | — |
| South Atlantic | 70 | 16 | — | — |
| East South Central | 83 | 10 | — | — |
| West South Central | 69 | 18 | 13 | (⁴) |
| Midwest | 70 | 14 | 15 | 1 |
| East North Central | 70 | 14 | 15 | 1 |
| West North Central | 70 | — | 15 | — |
| West | 69 | 17 | 13 | 1 |
| Mountain | 62 | 22 | — | — |
| Pacific | 72 | 14 | 13 | 1 |

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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: Because of rounding, sums of individual items may not equal totals. 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 12. Standard errors for medical care benefits, single coverage:
Employee participation by type of contribution, private industry workers,
March 2017**

| Characteristics | Single coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| All workers | 1.0 | 0.7 | 0.8 | 0.3 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.6 | 1.3 | 1.3 | 0.8 |
| Management, business, and financial | 1.5 | 1.2 | 1.1 | 0.3 |
| Professional and related | 2.2 | – | 1.8 | – |
| Service | 2.1 | 1.8 | 1.3 | 0.2 |
| Protective service | 4.2 | 4.0 | 3.1 | – |
| Sales and office | 1.2 | 1.0 | 0.9 | 0.2 |
| Sales and related | 2.2 | 1.6 | 1.6 | 0.3 |
| Office and administrative support | 1.4 | 1.1 | 1.0 | 0.2 |
| Natural resources, construction, and maintenance | 2.2 | 1.2 | 2.1 | 0.3 |
| Construction, extraction, farming, fishing, and forestry | 3.4 | 2.3 | 3.7 | 0.4 |
| Installation, maintenance, and repair | 2.6 | 1.2 | 2.3 | 0.2 |
| Production, transportation, and material moving ... | 1.7 | 1.0 | 1.4 | 0.4 |
| Production | 1.9 | 1.3 | 1.6 | 0.3 |
| Transportation and material moving | 2.8 | 1.5 | 2.3 | 0.7 |
| Full time | 0.9 | 0.7 | 0.8 | 0.2 |
| Part time | 3.3 | 2.5 | – | – |
| Union | 2.9 | 1.9 | 2.6 | 0.7 |
| Nonunion | 1.0 | 0.8 | 0.8 | 0.4 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 2.2 | 1.6 | – | – |
| Lowest 10 percent | 2.8 | 3.6 | – | – |
| Second 25 percent | 1.6 | 1.0 | 1.4 | 0.2 |
| Third 25 percent | 1.2 | 0.8 | 1.1 | 0.2 |
| Highest 25 percent | 1.3 | 1.3 | 1.2 | 0.4 |
| Highest 10 percent | 2.5 | 2.6 | 1.6 | 0.5 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.7 | 1.4 | 1.5 | 0.2 |
| Construction | 1.7 | – | 1.5 | – |
| Manufacturing | 2.1 | 1.7 | 1.8 | 0.3 |
| Service-providing industries | 1.1 | 0.8 | 0.9 | 0.4 |
| Trade, transportation, and utilities | 2.1 | 1.1 | – | – |
| Wholesale trade | 4.3 | – | 2.7 | – |
| Retail trade | 2.5 | 2.2 | – | – |
| Transportation and warehousing | 4.8 | – | 4.9 | – |
| Utilities | 6.3 | – | – | – |

See footnotes at end of table.

**Table 12. Standard errors for medical care benefits, single coverage:
Employee participation by type of contribution, private industry workers,
March 2017—continued**

| Characteristics | Single coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| Information | 3.9 | — | 4.4 | — |
| Financial activities | 2.4 | 2.1 | 1.2 | 0.3 |
| Finance and insurance | 2.2 | 2.3 | 1.2 | 0.4 |
| Credit intermediation and related activities | 3.3 | 3.3 | — | — |
| Insurance carriers and related activities | 2.8 | 3.1 | 2.1 | 1.1 |
| Real estate and rental and leasing | 6.6 | — | — | — |
| Professional and business services | 2.6 | 2.3 | — | — |
| Professional and technical services | 3.6 | 3.4 | — | — |
| Administrative and waste services | 3.9 | 3.0 | 2.4 | — |
| Education and health services | 2.9 | 2.0 | — | — |
| Educational services | 2.7 | 2.4 | — | — |
| Junior colleges, colleges, and universities | 3.2 | 3.2 | — | — |
| Health care and social assistance | 3.2 | — | 3.0 | — |
| Leisure and hospitality | 3.5 | 3.1 | — | — |
| Accommodation and food services | 4.4 | 3.8 | — | — |
| Other services | 5.1 | — | — | — |
| 1 to 99 workers | 1.3 | — | 1.1 | — |
| 1 to 49 workers | 1.6 | — | 1.2 | — |
| 50 to 99 workers | 2.8 | 1.9 | — | — |
| 100 workers or more | 1.3 | 1.0 | 1.1 | 0.3 |
| 100 to 499 workers | 1.5 | 1.2 | 1.3 | 0.3 |
| 500 workers or more | 1.9 | 1.5 | 1.4 | 0.7 |
| Geographic areas | | | | |
| Northeast | 2.3 | 1.7 | 1.5 | 0.7 |
| New England | 3.4 | 2.7 | 2.2 | 0.5 |
| Middle Atlantic | 2.8 | 2.0 | — | — |
| South | 1.3 | 0.9 | — | — |
| South Atlantic | 2.0 | 1.4 | — | — |
| East South Central | 3.7 | 1.6 | — | — |
| West South Central | 2.1 | 1.7 | 2.0 | (⁴) |
| Midwest | 1.9 | 1.0 | 1.8 | 0.4 |
| East North Central | 2.1 | 1.2 | 2.4 | 0.5 |
| West North Central | 4.0 | — | 2.6 | — |
| West | 2.5 | 2.5 | 2.2 | 0.4 |
| Mountain | 5.1 | 3.9 | — | — |
| Pacific | 2.6 | 3.2 | 1.9 | 0.5 |

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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 0.05.

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 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2017

(All workers with family coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|--|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | 100 | \$1,060.25 | 8 | \$1,435.46 | 92 | \$1,026.74 | \$546.83 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 100 | 1,092.27 | 6 | 1,365.28 | 94 | 1,075.55 | 531.80 |
| Management, business, and financial | 100 | 1,096.12 | 4 | 1,376.96 | 96 | 1,083.75 | 501.48 |
| Professional and related | 100 | 1,089.92 | 7 | 1,360.80 | 93 | 1,070.41 | 550.83 |
| Service | 100 | 964.40 | 11 | 1,509.91 | 89 | 897.15 | 619.07 |
| Protective service | 100 | 1,077.07 | — | — | — | — | — |
| Sales and office | 100 | 999.59 | 6 | 1,405.59 | 94 | 973.83 | 563.23 |
| Sales and related | 100 | 958.29 | 5 | 1,434.83 | 95 | 931.48 | 560.07 |
| Office and administrative support | 100 | 1,019.46 | 6 | 1,393.65 | 94 | 994.41 | 564.76 |
| Natural resources, construction, and maintenance | 100 | 1,056.83 | 16 | 1,454.69 | 84 | 993.60 | 599.13 |
| Construction, extraction, farming, fishing, and forestry | 100 | 1,029.34 | 24 | 1,518.38 | 76 | 904.52 | 642.28 |
| Installation, maintenance, and repair | 100 | 1,077.35 | 9 | 1,344.42 | 91 | 1,051.68 | 571.00 |
| Production, transportation, and material moving ... | 100 | 1,134.04 | 11 | 1,473.33 | 89 | 1,089.76 | 489.03 |
| Production | 100 | 1,142.66 | 10 | 1,466.12 | 90 | 1,107.95 | 455.41 |
| Transportation and material moving | 100 | 1,123.44 | 14 | 1,479.54 | 86 | 1,066.31 | 532.37 |
| Full time | 100 | 1,064.68 | 8 | 1,428.91 | 92 | 1,034.14 | 539.01 |
| Part time | 100 | 991.14 | 15 | 1,486.78 | 85 | 900.90 | 679.83 |
| Union | 100 | 1,374.51 | 35 | 1,527.68 | 65 | 1,293.63 | 441.62 |
| Nonunion | 100 | 1,008.53 | 4 | 1,299.60 | 96 | 996.84 | 558.61 |
| Average wage within the following categories: ¹ | | | | | | | |
| Lowest 25 percent | 100 | 898.73 | 8 | 1,388.40 | 92 | 855.48 | 644.17 |
| Lowest 10 percent | 100 | 868.33 | 9 | 1,396.69 | 91 | 812.03 | 622.62 |
| Second 25 percent | 100 | 1,015.57 | 8 | 1,391.62 | 92 | 982.82 | 563.91 |
| Third 25 percent | 100 | 1,076.22 | 8 | 1,430.34 | 92 | 1,045.84 | 543.00 |
| Highest 25 percent | 100 | 1,136.56 | 9 | 1,486.03 | 91 | 1,103.50 | 502.71 |
| Highest 10 percent | 100 | 1,137.29 | 8 | 1,423.64 | 92 | 1,114.51 | 481.88 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 100 | 1,137.03 | 11 | 1,453.23 | 89 | 1,100.77 | 486.95 |
| Construction | 100 | 999.13 | 22 | 1,505.80 | 78 | 884.04 | 680.02 |
| Manufacturing | 100 | 1,179.27 | 8 | 1,416.03 | 92 | 1,158.01 | 435.11 |
| Service-providing industries | 100 | 1,037.65 | 8 | 1,428.37 | 92 | 1,005.58 | 563.93 |
| Trade, transportation, and utilities | 100 | 1,050.46 | 10 | 1,451.93 | 90 | 1,006.32 | 565.77 |
| Wholesale trade | 100 | 1,080.97 | 8 | 1,444.32 | 92 | 1,048.97 | 521.43 |
| Retail trade | 100 | 920.36 | 8 | 1,434.66 | 92 | 872.55 | 644.50 |
| Transportation and warehousing | 100 | 1,191.04 | 14 | 1,476.84 | 86 | 1,142.13 | 494.18 |
| Utilities | 100 | 1,374.05 | — | — | — | — | — |

See footnotes at end of table.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2017—continued

(All workers with family coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|--|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| Information | 100 | \$1,193.57 | 12 | \$1,500.65 | 88 | \$1,152.71 | \$407.12 |
| Financial activities | 100 | 1,079.92 | 3 | 1,427.99 | 97 | 1,069.99 | 481.64 |
| Finance and insurance | 100 | 1,090.75 | 2 | 1,376.37 | 98 | 1,084.01 | 444.43 |
| Credit intermediation and related activities | 100 | 1,048.18 | 2 | 1,284.96 | 98 | 1,044.26 | 462.49 |
| Insurance carriers and related activities | 100 | 1,126.69 | 3 | 1,418.47 | 97 | 1,117.15 | 431.51 |
| Real estate and rental and leasing | 100 | 1,037.72 | — | — | — | — | — |
| Professional and business services | 100 | 950.02 | 5 | 1,253.41 | 95 | 935.56 | 553.66 |
| Professional and technical services | 100 | 956.65 | 5 | 1,113.58 | 95 | 948.51 | 561.01 |
| Administrative and waste services | 100 | 916.60 | 4 | 1,590.95 | 96 | 886.53 | 600.53 |
| Education and health services | 100 | 1,060.55 | 6 | 1,477.73 | 94 | 1,033.68 | 617.52 |
| Educational services | 100 | 1,110.17 | 4 | 1,618.04 | 96 | 1,089.69 | 562.56 |
| Junior colleges, colleges, and universities | 100 | 1,167.41 | 3 | 1,624.74 | 97 | 1,152.55 | 537.23 |
| Health care and social assistance | 100 | 1,051.00 | 6 | 1,461.57 | 94 | 1,022.61 | 628.38 |
| Leisure and hospitality | 100 | 978.51 | — | — | — | — | — |
| Accommodation and food services | 100 | 923.40 | — | — | — | — | — |
| Other services | 100 | 1,077.31 | 13 | 1,229.12 | 87 | 1,053.57 | 648.45 |
| 1 to 99 workers | 100 | 986.90 | 8 | 1,346.57 | 92 | 957.79 | 608.91 |
| 1 to 49 workers | 100 | 979.13 | 9 | 1,329.27 | 91 | 946.88 | 601.44 |
| 50 to 99 workers | 100 | 1,003.99 | 6 | 1,405.94 | 94 | 981.00 | 624.81 |
| 100 workers or more | 100 | 1,114.48 | 9 | 1,491.89 | 91 | 1,078.41 | 500.30 |
| 100 to 499 workers | 100 | 1,039.76 | 7 | 1,495.44 | 93 | 1,006.34 | 554.88 |
| 500 workers or more | 100 | 1,215.02 | 11 | 1,488.99 | 89 | 1,180.23 | 423.20 |
| Geographic areas | | | | | | | |
| Northeast | 100 | 1,154.18 | 12 | 1,467.88 | 88 | 1,113.68 | 500.99 |
| New England | 100 | 1,144.82 | 9 | 1,456.01 | 91 | 1,118.88 | 490.82 |
| Middle Atlantic | 100 | 1,157.15 | 13 | 1,470.18 | 87 | 1,111.93 | 504.40 |
| South | 100 | 1,016.54 | 6 | 1,450.19 | 94 | 989.45 | 577.80 |
| South Atlantic | 100 | 1,056.10 | 7 | 1,468.06 | 93 | 1,026.71 | 574.36 |
| East South Central | 100 | 1,004.01 | 7 | 1,398.21 | 93 | 975.12 | 527.68 |
| West South Central | 100 | 958.84 | 4 | 1,448.40 | 96 | 937.82 | 608.74 |
| Midwest | 100 | 1,069.21 | 8 | 1,404.70 | 92 | 1,041.32 | 528.05 |
| East North Central | 100 | 1,085.35 | 8 | 1,412.38 | 92 | 1,057.45 | 519.41 |
| West North Central | 100 | 1,034.68 | 8 | 1,386.96 | 92 | 1,007.05 | 546.42 |
| West | 100 | 1,040.91 | 10 | 1,415.71 | 90 | 1,001.06 | 554.16 |
| Mountain | 100 | 980.47 | 8 | 1,351.03 | 92 | 948.57 | 563.91 |
| Pacific | 100 | 1,070.00 | 11 | 1,439.39 | 89 | 1,027.03 | 549.34 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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/eps/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2017

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|--|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | \$8.27 | 0.5 | \$21.70 | 0.5 | \$9.06 | \$5.10 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 14.97 | 0.9 | 39.49 | 0.9 | 15.75 | 8.47 |
| Management, business, and financial | 16.42 | 0.7 | 39.30 | 0.7 | 16.28 | 12.10 |
| Professional and related | 19.25 | 1.2 | 53.37 | 1.2 | 20.41 | 10.28 |
| Service | 30.75 | 2.6 | 58.28 | 2.6 | 32.25 | 19.52 |
| Protective service | 117.02 | — | — | — | — | — |
| Sales and office | 11.97 | 0.7 | 30.48 | 0.7 | 12.66 | 7.47 |
| Sales and related | 18.30 | 1.0 | 52.58 | 1.0 | 19.40 | 14.66 |
| Office and administrative support | 15.05 | 0.8 | 35.07 | 0.8 | 15.25 | 10.95 |
| Natural resources, construction, and maintenance | 15.54 | 1.9 | 46.31 | 1.9 | 18.38 | 13.12 |
| Construction, extraction, farming, fishing, and forestry | 25.20 | 4.4 | 51.50 | 4.4 | 31.18 | 20.10 |
| Installation, maintenance, and repair | 20.84 | 1.6 | 97.31 | 1.6 | 23.17 | 16.72 |
| Production, transportation, and material moving ... | 20.46 | 1.2 | 28.40 | 1.2 | 20.98 | 10.48 |
| Production | 30.17 | 1.4 | 42.06 | 1.4 | 31.25 | 9.81 |
| Transportation and material moving | 23.15 | 2.0 | 41.20 | 2.0 | 22.16 | 19.94 |
| Full time | 8.41 | 0.5 | 24.15 | 0.5 | 9.30 | 5.62 |
| Part time | 34.33 | 2.3 | 19.56 | 2.3 | 37.25 | 20.64 |
| Union | 18.42 | 2.4 | 24.10 | 2.4 | 21.69 | 13.63 |
| Nonunion | 9.39 | 0.3 | 30.05 | 0.3 | 9.41 | 5.35 |
| Average wage within the following categories: ¹ | | | | | | |
| Lowest 25 percent | 30.96 | 1.0 | 45.23 | 1.0 | 31.21 | 16.16 |
| Lowest 10 percent | 38.81 | 1.4 | 25.55 | 1.4 | 41.28 | 35.07 |
| Second 25 percent | 12.85 | 0.9 | 44.07 | 0.9 | 13.96 | 11.21 |
| Third 25 percent | 12.22 | 0.7 | 32.25 | 0.7 | 12.21 | 8.36 |
| Highest 25 percent | 11.54 | 0.9 | 29.85 | 0.9 | 12.61 | 8.06 |
| Highest 10 percent | 15.00 | 1.3 | 38.95 | 1.3 | 15.81 | 10.01 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 17.79 | 1.4 | 30.11 | 1.4 | 18.55 | 7.88 |
| Construction | 19.38 | 3.7 | 48.03 | 3.7 | 22.91 | 21.07 |
| Manufacturing | 22.98 | 1.4 | 34.88 | 1.4 | 23.78 | 6.90 |
| Service-providing industries | 9.30 | 0.5 | 27.88 | 0.5 | 10.38 | 6.24 |
| Trade, transportation, and utilities | 14.35 | 1.4 | 27.50 | 1.4 | 12.18 | 12.89 |
| Wholesale trade | 22.55 | 1.1 | 55.61 | 1.1 | 25.21 | 16.75 |
| Retail trade | 19.51 | 1.2 | 43.69 | 1.2 | 20.77 | 17.04 |
| Transportation and warehousing | 34.85 | 3.5 | 50.56 | 3.5 | 31.97 | 27.23 |
| Utilities | 35.17 | — | — | — | — | — |

See footnotes at end of table.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2017—continued

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|--|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| Information | \$26.07 | 2.1 | \$48.05 | 2.1 | \$25.42 | \$11.89 |
| Financial activities | 21.87 | 0.6 | 28.40 | 0.6 | 21.57 | 12.27 |
| Finance and insurance | 9.89 | 0.3 | 65.64 | 0.3 | 10.31 | 5.39 |
| Credit intermediation and related activities | 12.53 | 0.4 | 31.52 | 0.4 | 12.43 | 8.19 |
| Insurance carriers and related activities | 19.85 | 0.7 | 111.31 | 0.7 | 20.06 | 11.25 |
| Real estate and rental and leasing | 85.23 | — | — | — | — | — |
| Professional and business services | 18.64 | 0.9 | 103.79 | 0.9 | 18.58 | 14.35 |
| Professional and technical services | 28.91 | 1.7 | 113.76 | 1.7 | 27.98 | 21.19 |
| Administrative and waste services | 28.92 | 1.5 | 151.23 | 1.5 | 24.80 | 25.28 |
| Education and health services | 25.31 | 1.3 | 39.47 | 1.3 | 26.90 | 14.39 |
| Educational services | 36.29 | 1.3 | 63.77 | 1.3 | 37.37 | 20.18 |
| Junior colleges, colleges, and universities | 36.47 | 0.7 | 65.00 | 0.7 | 36.96 | 20.15 |
| Health care and social assistance | 29.72 | 1.6 | 45.65 | 1.6 | 31.33 | 16.42 |
| Leisure and hospitality | 51.72 | — | — | — | — | — |
| Accommodation and food services | 51.16 | — | — | — | — | — |
| Other services | 76.17 | 3.8 | 110.97 | 3.8 | 75.49 | 41.77 |
| 1 to 99 workers | 13.98 | 0.7 | 35.56 | 0.7 | 14.61 | 9.74 |
| 1 to 49 workers | 14.61 | 0.9 | 43.87 | 0.9 | 14.79 | 10.34 |
| 50 to 99 workers | 25.30 | 0.9 | 55.96 | 0.9 | 25.95 | 20.51 |
| 100 workers or more | 9.69 | 0.7 | 20.75 | 0.7 | 10.66 | 6.34 |
| 100 to 499 workers | 14.85 | 0.8 | 25.07 | 0.8 | 13.70 | 10.13 |
| 500 workers or more | 11.17 | 1.3 | 34.95 | 1.3 | 12.85 | 6.76 |
| Geographic areas | | | | | | |
| Northeast | 14.41 | 1.3 | 49.09 | 1.3 | 22.54 | 8.96 |
| New England | 32.62 | 1.5 | 77.32 | 1.5 | 36.30 | 20.95 |
| Middle Atlantic | 18.16 | 1.9 | 57.21 | 1.9 | 29.59 | 9.33 |
| South | 16.20 | 0.8 | 28.73 | 0.8 | 16.74 | 9.35 |
| South Atlantic | 22.74 | 1.3 | 42.17 | 1.3 | 23.35 | 12.24 |
| East South Central | 43.72 | 1.8 | 39.39 | 1.8 | 50.41 | 10.49 |
| West South Central | 26.12 | 0.9 | 46.31 | 0.9 | 25.19 | 20.46 |
| Midwest | 11.70 | 1.1 | 57.10 | 1.1 | 11.21 | 11.30 |
| East North Central | 13.87 | 1.5 | 65.23 | 1.5 | 12.71 | 13.01 |
| West North Central | 21.54 | 1.1 | 118.55 | 1.1 | 21.62 | 20.21 |
| West | 18.96 | 1.0 | 32.94 | 1.0 | 19.99 | 9.62 |
| Mountain | 32.48 | 0.9 | 85.84 | 0.9 | 42.02 | 12.65 |
| Pacific | 23.18 | 1.4 | 33.31 | 1.4 | 21.48 | 12.84 |

¹ 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 14. Medical care benefits, family coverage: Employee participation by type of contribution, private industry workers, March 2017

(All workers with contributory coverage = 100 percent)

| Characteristics | Family coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| All workers | 70 | 15 | 13 | 1 |
| Worker characteristics | | | | |
| Management, professional, and related | 69 | 15 | 14 | 2 |
| Management, business, and financial | 72 | 15 | 11 | 2 |
| Professional and related | 67 | — | 15 | — |
| Service | 75 | 15 | — | — |
| Protective service | 71 | 18 | 11 | — |
| Sales and office | 66 | 21 | 12 | 1 |
| Sales and related | 57 | 30 | — | — |
| Office and administrative support | 70 | 17 | 12 | 1 |
| Natural resources, construction, and maintenance | 73 | 9 | 17 | 1 |
| Construction, extraction, farming, fishing, and forestry | 73 | — | 18 | — |
| Installation, maintenance, and repair | 73 | 9 | 16 | 1 |
| Production, transportation, and material moving ... | 76 | 9 | 14 | 1 |
| Production | 80 | 8 | 11 | (³) |
| Transportation and material moving | 72 | — | 17 | — |
| Full time | 71 | 15 | 13 | 1 |
| Part time | 60 | 26 | — | — |
| Union | 73 | 9 | 16 | 2 |
| Nonunion | 70 | 16 | 13 | 1 |
| Average wage within the following categories: ⁴ | | | | |
| Lowest 25 percent | 72 | 16 | — | — |
| Lowest 10 percent | 82 | — | 6 | — |
| Second 25 percent | 69 | 17 | 13 | 1 |
| Third 25 percent | 72 | 13 | 14 | 1 |
| Highest 25 percent | 69 | 15 | 14 | 2 |
| Highest 10 percent | 69 | 17 | 13 | 2 |
| Establishment characteristics | | | | |
| Goods-producing industries | 77 | 10 | 13 | 1 |
| Construction | 81 | — | 12 | — |
| Manufacturing | 77 | 11 | 12 | 1 |
| Service-providing industries | 69 | 17 | 13 | 1 |
| Trade, transportation, and utilities | 63 | 22 | 15 | 1 |
| Wholesale trade | 78 | — | 14 | — |
| Retail trade | 50 | 38 | — | — |
| Transportation and warehousing | 66 | — | 21 | — |
| Utilities | 70 | 8 | 22 | — |

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, private industry workers, March 2017—continued

(All workers with contributory coverage = 100 percent)

| Characteristics | Family coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| Information | 73 | — | 17 | — |
| Financial activities | 63 | 24 | 11 | 2 |
| Finance and insurance | 59 | 28 | 11 | 2 |
| Credit intermediation and related activities | 61 | 29 | — | — |
| Insurance carriers and related activities | 60 | 23 | 13 | 4 |
| Real estate and rental and leasing | 78 | — | — | — |
| Professional and business services | 76 | — | 12 | — |
| Professional and technical services | 75 | 12 | — | — |
| Administrative and waste services | 79 | — | 14 | — |
| Education and health services | 69 | 15 | — | — |
| Educational services | 74 | 18 | — | — |
| Junior colleges, colleges, and universities | 66 | 26 | — | — |
| Health care and social assistance | 68 | — | 15 | — |
| Leisure and hospitality | 76 | 17 | 7 | — |
| Accommodation and food services | 73 | 19 | — | — |
| Other services | 73 | — | 15 | — |
| 1 to 99 workers | 74 | — | 14 | — |
| 1 to 49 workers | 72 | — | 15 | — |
| 50 to 99 workers | 78 | — | 11 | — |
| 100 workers or more | 68 | 18 | 13 | 1 |
| 100 to 499 workers | 72 | 16 | 11 | 1 |
| 500 workers or more | 62 | 21 | 15 | 2 |
| Geographic areas | | | | |
| Northeast | 71 | 16 | 12 | 2 |
| New England | 78 | 13 | 8 | 1 |
| Middle Atlantic | 69 | 16 | — | — |
| South | 72 | 14 | 11 | 2 |
| South Atlantic | 72 | 15 | — | — |
| East South Central | 82 | 9 | — | — |
| West South Central | 68 | 15 | 16 | (³) |
| Midwest | 69 | 14 | 16 | 1 |
| East North Central | 70 | — | 15 | — |
| West North Central | 67 | — | 19 | — |
| West | 68 | 17 | 14 | 1 |
| Mountain | 61 | 23 | — | — |
| Pacific | 71 | 15 | — | — |

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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: Because of rounding, sums of individual items may not equal totals. 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 14. Standard errors for medical care benefits, family coverage:
Employee participation by type of contribution, private industry workers,
March 2017**

| Characteristics | Family coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| All workers | 0.9 | 0.7 | 0.8 | 0.3 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.5 | 1.3 | 1.2 | 0.8 |
| Management, business, and financial | 1.5 | 1.3 | 1.2 | 0.3 |
| Professional and related | 2.0 | – | 1.7 | – |
| Service | 2.0 | 1.8 | – | – |
| Protective service | 4.3 | 4.0 | 3.2 | – |
| Sales and office | 1.5 | 1.0 | 1.2 | 0.3 |
| Sales and related | 2.6 | 1.6 | – | – |
| Office and administrative support | 1.5 | 1.0 | 1.3 | 0.3 |
| Natural resources, construction, and maintenance | 2.3 | 1.2 | 2.1 | 0.3 |
| Construction, extraction, farming, fishing, and forestry | 3.9 | – | 3.8 | – |
| Installation, maintenance, and repair | 2.8 | 1.3 | 2.2 | 0.3 |
| Production, transportation, and material moving ... | 1.7 | 0.9 | 1.4 | 0.3 |
| Production | 2.0 | 1.3 | 1.6 | 0.2 |
| Transportation and material moving | 2.6 | – | 2.2 | – |
| Full time | 0.9 | 0.7 | 0.8 | 0.3 |
| Part time | 3.0 | 2.4 | – | – |
| Union | 2.9 | 1.8 | 2.6 | 0.7 |
| Nonunion | 1.0 | 0.8 | 0.8 | 0.4 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 2.0 | 1.4 | – | – |
| Lowest 10 percent | 2.4 | – | 2.1 | – |
| Second 25 percent | 1.5 | 1.0 | 1.4 | 0.2 |
| Third 25 percent | 1.2 | 0.8 | 0.9 | 0.2 |
| Highest 25 percent | 1.3 | 1.3 | 1.1 | 0.4 |
| Highest 10 percent | 2.4 | 2.4 | 1.5 | 0.5 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.6 | 1.3 | 1.4 | 0.1 |
| Construction | 2.2 | – | 1.3 | – |
| Manufacturing | 2.1 | 1.7 | 1.8 | 0.1 |
| Service-providing industries | 1.1 | 0.8 | 0.9 | 0.4 |
| Trade, transportation, and utilities | 2.2 | 1.1 | 1.6 | 0.3 |
| Wholesale trade | 4.5 | – | 3.2 | – |
| Retail trade | 2.8 | 2.3 | – | – |
| Transportation and warehousing | 4.8 | – | 4.6 | – |
| Utilities | 5.9 | 2.9 | 6.4 | – |

See footnotes at end of table.

**Table 14. Standard errors for medical care benefits, family coverage:
Employee participation by type of contribution, private industry workers,
March 2017—continued**

| Characteristics | Family coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| Information | 4.4 | — | 4.2 | — |
| Financial activities | 2.5 | 2.0 | 1.3 | 0.3 |
| Finance and insurance | 2.2 | 2.3 | 1.2 | 0.4 |
| Credit intermediation and related activities | 3.4 | 3.2 | — | — |
| Insurance carriers and related activities | 2.8 | 2.9 | 2.1 | 1.0 |
| Real estate and rental and leasing | 6.4 | — | — | — |
| Professional and business services | 2.4 | — | 1.5 | — |
| Professional and technical services | 2.7 | 2.8 | — | — |
| Administrative and waste services | 5.3 | — | 3.9 | — |
| Education and health services | 2.6 | 1.8 | — | — |
| Educational services | 2.8 | 2.3 | — | — |
| Junior colleges, colleges, and universities | 3.2 | 3.2 | — | — |
| Health care and social assistance | 2.9 | — | 2.9 | — |
| Leisure and hospitality | 3.6 | 3.2 | 2.5 | — |
| Accommodation and food services | 4.5 | 3.8 | — | — |
| Other services | 3.1 | — | 3.4 | — |
| 1 to 99 workers | 1.3 | — | 1.3 | — |
| 1 to 49 workers | 1.5 | — | 1.5 | — |
| 50 to 99 workers | 2.7 | — | 2.2 | — |
| 100 workers or more | 1.2 | 1.0 | 1.1 | 0.3 |
| 100 to 499 workers | 1.5 | 1.2 | 1.4 | 0.2 |
| 500 workers or more | 2.0 | 1.4 | 1.4 | 0.7 |
| Geographic areas | | | | |
| Northeast | 2.3 | 1.5 | 1.4 | 0.8 |
| New England | 3.0 | 2.7 | 1.8 | 0.5 |
| Middle Atlantic | 2.7 | 1.7 | — | — |
| South | 1.3 | 0.8 | 1.1 | 0.8 |
| South Atlantic | 1.6 | 1.0 | — | — |
| East South Central | 3.7 | 1.5 | — | — |
| West South Central | 2.4 | 2.0 | 2.6 | 0.1 |
| Midwest | 2.1 | 1.0 | 2.1 | 0.4 |
| East North Central | 2.0 | — | 2.4 | — |
| West North Central | 4.8 | — | 3.7 | — |
| West | 2.1 | 2.5 | 2.1 | 0.3 |
| Mountain | 4.3 | 4.0 | — | — |
| Pacific | 2.3 | 3.2 | — | — |

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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 15. Medical care benefits: Monthly employee contributions for single and family coverage, private industry workers, March 2017

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

| Characteristics | Single coverage ¹ | | | | | Family coverage ¹ | | | | |
|--|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$44.92 | \$80.00 | \$120.69 | \$165.92 | \$234.95 | \$198.00 | \$302.80 | \$454.36 | \$707.25 | \$1038.76 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 40.00 | 74.61 | 116.08 | 162.53 | 231.83 | 192.59 | 303.34 | 444.33 | 682.08 | 1038.76 |
| Management, business, and financial | 44.92 | 77.19 | 116.08 | 162.53 | 228.77 | 174.19 | 300.00 | 433.33 | 633.79 | 948.14 |
| Professional and related | 39.91 | 72.89 | 116.08 | 162.43 | 231.83 | 195.00 | 312.54 | 458.30 | 706.23 | 1086.42 |
| Service | 44.29 | 85.00 | 120.51 | 185.00 | 258.77 | 215.00 | 356.50 | 574.11 | 904.56 | 1106.41 |
| Protective service | – | 93.00 | 106.24 | 129.00 | 168.58 | 216.08 | 280.00 | 458.00 | 509.16 | 687.72 |
| Sales and office | 50.00 | 84.92 | 127.00 | 164.37 | 226.40 | 219.75 | 324.04 | 460.36 | 720.00 | 1038.85 |
| Sales and related | 54.92 | 85.17 | 126.00 | 161.94 | 215.00 | 215.00 | 298.63 | 433.54 | 640.18 | 1013.74 |
| Office and administrative support | 45.64 | 83.79 | 127.50 | 165.92 | 238.93 | 219.75 | 333.67 | 471.28 | 744.90 | 1051.65 |
| Natural resources, construction, and maintenance | 50.00 | 80.49 | 129.92 | 185.10 | 261.73 | 211.79 | 302.25 | 490.50 | 774.75 | 1118.57 |
| Construction, extraction, farming, fishing, and forestry | 51.67 | 89.80 | 144.00 | 210.14 | 268.94 | 247.83 | 360.11 | 539.06 | 847.91 | 1085.27 |
| Installation, maintenance, and repair | 48.00 | 77.30 | 123.50 | 169.00 | 252.68 | 187.42 | 289.42 | 440.00 | 737.00 | 1205.75 |
| Production, transportation, and material moving ... | 47.00 | 78.54 | 116.08 | 158.82 | 210.40 | 167.51 | 274.48 | 379.90 | 578.86 | 896.99 |
| Production | 43.33 | 75.01 | 116.02 | 156.53 | 210.40 | 159.75 | 257.66 | 370.00 | 544.49 | 844.52 |
| Transportation and material moving | 51.33 | 87.00 | 120.73 | 164.67 | 212.11 | 198.00 | 286.57 | 405.00 | 629.53 | 1002.92 |
| Full time | 44.92 | 79.79 | 120.38 | 164.37 | 234.35 | 196.78 | 300.00 | 448.50 | 691.17 | 1033.49 |
| Part time | – | 93.00 | 125.71 | 217.00 | 253.50 | 268.00 | 358.84 | 536.20 | 783.00 | 1106.41 |
| Union | 43.33 | 81.14 | 114.65 | 157.91 | 206.70 | 192.10 | 270.00 | 374.93 | 547.73 | 822.96 |
| Nonunion | 45.00 | 80.00 | 121.33 | 166.74 | 238.11 | 199.75 | 312.52 | 460.00 | 722.30 | 1078.79 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 54.62 | 87.32 | 125.58 | 185.06 | 274.52 | 232.18 | 353.23 | 536.20 | 850.84 | 1098.00 |
| Lowest 10 percent | 50.57 | 85.00 | 116.08 | 173.01 | 259.44 | 205.84 | 340.58 | 503.08 | 954.32 | 1209.08 |
| Second 25 percent | 50.00 | 82.42 | 122.00 | 164.37 | 245.32 | 216.00 | 309.00 | 459.60 | 765.69 | 1106.41 |
| Third 25 percent | 41.00 | 76.56 | 117.02 | 164.15 | 226.41 | 196.78 | 297.27 | 453.84 | 678.74 | 1013.71 |
| Highest 25 percent | 44.29 | 75.31 | 119.17 | 162.76 | 225.44 | 185.21 | 297.27 | 425.70 | 621.92 | 948.14 |
| Highest 10 percent | 44.79 | 77.92 | 118.69 | 161.94 | 225.44 | 183.74 | 290.00 | 405.45 | 587.22 | 938.40 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 43.33 | 75.01 | 116.50 | 161.94 | 233.66 | 179.40 | 274.48 | 388.55 | 599.62 | 896.99 |
| Construction | 47.36 | 93.70 | 137.63 | 207.64 | 268.94 | 253.97 | 381.33 | 553.58 | 854.83 | 1101.56 |
| Manufacturing | 42.25 | 71.41 | 108.42 | 156.52 | 198.40 | 155.69 | 252.46 | 357.51 | 515.96 | 779.99 |
| Service-providing industries | 45.50 | 82.59 | 121.45 | 166.49 | 235.63 | 205.59 | 324.30 | 470.46 | 746.30 | 1081.30 |
| Trade, transportation, and utilities | 52.10 | 83.27 | 122.00 | 166.74 | 222.63 | 203.50 | 290.00 | 435.00 | 687.14 | 1016.18 |
| Wholesale trade | 64.63 | 87.75 | 128.87 | 168.58 | 217.42 | 219.75 | 297.27 | 429.08 | 649.40 | 878.91 |
| Retail trade | 50.57 | 81.43 | 127.20 | 171.30 | 262.17 | 205.84 | 330.00 | 496.83 | 790.74 | 1200.58 |
| Transportation and warehousing | 51.33 | 80.82 | 111.31 | 159.40 | 200.00 | 174.19 | 280.00 | 386.01 | 606.91 | 1043.70 |
| Utilities | – | 54.74 | 87.00 | 135.00 | 204.75 | 132.35 | 211.77 | 349.00 | 550.22 | 878.83 |

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, private industry workers, March 2017—continued

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

| Characteristics | Single coverage ¹ | | | | | Family coverage ¹ | | | | |
|--|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| Information | \$47.67 | \$70.00 | \$116.08 | \$150.00 | \$190.00 | \$183.90 | \$290.00 | \$354.73 | \$496.83 | \$638.00 |
| Financial activities | 49.50 | 72.97 | 121.16 | 150.00 | 205.00 | 205.84 | 324.61 | 444.55 | 588.82 | 914.62 |
| Finance and insurance | 50.00 | 70.12 | 117.65 | 144.26 | 186.01 | 203.76 | 312.52 | 427.42 | 509.90 | 749.94 |
| Credit intermediation and related activities | 51.00 | 74.00 | 119.45 | 141.55 | 185.77 | 211.79 | 324.61 | 455.05 | 537.41 | 758.35 |
| Insurance carriers and related activities | 42.00 | 65.67 | 116.08 | 139.67 | 189.00 | 189.93 | 280.01 | 404.15 | 496.83 | 723.53 |
| Real estate and rental and leasing | — | — | 125.00 | 160.01 | 288.69 | 219.75 | 356.18 | 537.41 | 829.36 | 1205.75 |
| Professional and business services | 37.66 | 86.97 | 127.50 | 163.08 | 219.46 | 186.36 | 300.00 | 462.50 | 687.04 | 1106.19 |
| Professional and technical services | 35.00 | 83.60 | 119.17 | 154.00 | 215.00 | 192.59 | 300.00 | 462.50 | 687.04 | 1118.57 |
| Administrative and waste services | 64.63 | 112.00 | 141.90 | 168.58 | 227.50 | 219.75 | 360.11 | 487.00 | 720.00 | 1118.00 |
| Education and health services | 42.90 | 79.26 | 112.51 | 173.00 | 270.00 | 230.50 | 344.77 | 550.84 | 927.96 | 1106.41 |
| Educational services | 51.33 | 79.37 | 115.92 | 166.49 | 249.00 | 269.28 | 352.00 | 484.75 | 763.60 | 946.76 |
| Junior colleges, colleges, and universities | 45.88 | 69.68 | 109.37 | 175.73 | 238.79 | 270.00 | 345.60 | 461.00 | 606.05 | 935.22 |
| Health care and social assistance | 41.17 | 79.26 | 112.51 | 173.33 | 275.00 | 224.30 | 342.03 | 555.00 | 948.14 | 1120.62 |
| Leisure and hospitality | — | 93.00 | 151.41 | 217.00 | 284.23 | 224.24 | 376.12 | 548.76 | 890.96 | 1082.26 |
| Accommodation and food services | — | 108.34 | 154.31 | 217.00 | 284.23 | — | 406.72 | 651.86 | 910.18 | 1203.20 |
| Other services | 54.77 | 93.00 | 139.75 | 225.00 | 320.16 | — | 343.72 | 485.27 | 935.22 | 1235.20 |
| 1 to 99 workers | 52.10 | 86.97 | 127.00 | 173.75 | 258.30 | 221.84 | 339.00 | 496.83 | 829.36 | 1130.40 |
| 1 to 49 workers | 53.40 | 90.16 | 127.75 | 176.50 | 240.32 | 234.37 | 342.03 | 490.06 | 783.00 | 1118.57 |
| 50 to 99 workers | 50.06 | 83.27 | 123.28 | 173.01 | 275.00 | 200.00 | 312.30 | 511.69 | 890.96 | 1203.20 |
| 100 workers or more | 41.17 | 74.00 | 116.08 | 161.66 | 221.60 | 179.00 | 280.06 | 414.98 | 625.50 | 946.76 |
| 100 to 499 workers | 43.33 | 75.01 | 116.08 | 162.75 | 231.83 | 199.75 | 302.12 | 454.36 | 693.00 | 1015.84 |
| 500 workers or more | 40.00 | 71.50 | 115.83 | 157.99 | 201.07 | 144.00 | 250.58 | 363.00 | 499.63 | 671.68 |
| Geographic areas | | | | | | | | | | |
| Northeast | 50.00 | 81.00 | 118.76 | 164.72 | 229.65 | 177.86 | 280.00 | 397.50 | 595.47 | 923.72 |
| New England | 53.35 | 94.05 | 122.85 | 169.17 | 240.19 | 198.00 | 308.12 | 404.15 | 600.69 | 845.77 |
| Middle Atlantic | 47.02 | 75.53 | 116.50 | 162.50 | 217.42 | 167.51 | 276.75 | 394.52 | 587.16 | 970.06 |
| South | 40.00 | 81.14 | 123.28 | 168.58 | 243.87 | 198.00 | 302.25 | 470.17 | 787.53 | 1098.00 |
| South Atlantic | 40.00 | 80.99 | 123.00 | 168.58 | 251.46 | 200.00 | 300.00 | 461.00 | 751.62 | 1071.37 |
| East South Central | 38.12 | 78.00 | 118.76 | 154.00 | 235.63 | 153.00 | 281.13 | 406.26 | 735.83 | 1082.26 |
| West South Central | 44.92 | 86.85 | 125.80 | 170.72 | 247.46 | 211.79 | 345.60 | 506.07 | 882.95 | 1130.40 |
| Midwest | 50.06 | 78.98 | 123.00 | 163.10 | 234.95 | 205.40 | 308.66 | 455.18 | 681.00 | 957.68 |
| East North Central | 52.10 | 83.98 | 125.34 | 163.10 | 230.00 | 200.00 | 306.61 | 437.04 | 652.50 | 951.66 |
| West North Central | 44.31 | 73.15 | 117.65 | 162.53 | 240.74 | 216.67 | 320.75 | 478.08 | 720.00 | 1000.00 |
| West | 40.00 | 76.77 | 114.65 | 165.92 | 226.40 | 205.84 | 324.30 | 471.92 | 720.00 | 1078.79 |
| Mountain | 45.50 | 82.09 | 116.00 | 165.92 | 217.42 | 214.93 | 331.10 | 456.50 | 690.46 | 1051.65 |
| Pacific | — | 75.53 | 114.65 | 161.82 | 227.50 | 199.75 | 323.70 | 478.86 | 736.34 | 1078.79 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

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 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, private industry workers, March 2017

| Characteristics | Single coverage ¹ | | | | | Family coverage ¹ | | | | |
|--|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$1.36 | \$1.28 | \$1.33 | \$2.13 | \$4.20 | \$2.97 | \$5.25 | \$6.97 | \$17.56 | \$26.76 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 2.91 | 3.14 | 1.52 | 3.32 | 7.69 | 7.40 | 12.29 | 14.17 | 26.90 | 42.51 |
| Management, business, and financial | 0.70 | 4.00 | 2.58 | 4.28 | 12.60 | 15.95 | 18.67 | 8.87 | 24.35 | 61.52 |
| Professional and related | 3.89 | 4.70 | 2.87 | 8.56 | 9.38 | 6.17 | 13.75 | 15.90 | 23.15 | 26.01 |
| Service | 10.37 | 4.14 | 4.76 | 22.15 | 37.29 | 15.59 | 26.46 | 59.96 | 49.80 | 64.40 |
| Protective service | – | 15.37 | 18.47 | 2.78 | 7.45 | 48.57 | 51.23 | 77.67 | 141.07 | 179.77 |
| Sales and office | 3.46 | 2.99 | 1.55 | 1.68 | 11.33 | 7.11 | 10.23 | 5.46 | 26.09 | 16.47 |
| Sales and related | 4.38 | 3.62 | 4.93 | 5.66 | 9.51 | 6.88 | 15.54 | 15.65 | 44.11 | 114.30 |
| Office and administrative support | 4.93 | 4.98 | 1.68 | 3.75 | 14.56 | 9.07 | 11.52 | 13.23 | 27.52 | 36.37 |
| Natural resources, construction, and maintenance | 3.60 | 1.76 | 2.70 | 5.90 | 16.38 | 12.91 | 24.39 | 14.13 | 39.14 | 81.09 |
| Construction, extraction, farming, fishing, and forestry | 8.88 | 7.30 | 5.46 | 18.09 | 20.74 | 25.98 | 22.00 | 58.55 | 94.07 | 101.72 |
| Installation, maintenance, and repair | 5.39 | 3.77 | 3.98 | 11.29 | 18.90 | 11.71 | 15.40 | 22.09 | 54.83 | 55.81 |
| Production, transportation, and material moving ... | 4.07 | 1.80 | 1.80 | 1.62 | 6.45 | 17.02 | 6.80 | 10.96 | 18.71 | 74.07 |
| Production | 5.03 | 2.11 | 2.86 | 4.40 | 14.32 | 6.26 | 13.31 | 13.41 | 37.95 | 36.83 |
| Transportation and material moving | 5.70 | 3.11 | 5.00 | 7.05 | 7.76 | 9.04 | 7.77 | 25.00 | 40.01 | 54.29 |
| Full time | 1.20 | 1.24 | 1.38 | 1.91 | 4.54 | 3.27 | 2.92 | 9.65 | 20.76 | 21.45 |
| Part time | – | 9.83 | 11.69 | 32.73 | 23.77 | 41.05 | 3.50 | 40.63 | 27.14 | 147.31 |
| Union | 5.71 | 4.77 | 2.50 | 3.44 | 6.13 | 9.61 | 18.59 | 16.72 | 27.97 | 83.96 |
| Nonunion | 1.39 | 1.52 | 1.15 | 2.73 | 4.72 | 3.85 | 7.98 | 5.67 | 17.81 | 29.70 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 8.01 | 5.42 | 5.14 | 18.45 | 25.87 | 24.70 | 11.75 | 45.02 | 59.77 | 86.73 |
| Lowest 10 percent | 12.85 | 6.15 | 5.93 | 38.37 | 42.52 | 35.51 | 20.16 | 35.32 | 165.53 | 163.60 |
| Second 25 percent | 5.94 | 3.89 | 1.98 | 3.40 | 12.28 | 4.44 | 11.64 | 13.33 | 44.30 | 19.73 |
| Third 25 percent | 2.87 | 2.95 | 2.19 | 3.11 | 5.01 | 8.82 | 7.59 | 12.30 | 25.32 | 16.38 |
| Highest 25 percent | 2.47 | 2.95 | 2.61 | 3.49 | 5.20 | 6.62 | 8.89 | 9.44 | 20.99 | 17.54 |
| Highest 10 percent | 2.02 | 4.01 | 3.98 | 4.78 | 8.32 | 9.62 | 15.03 | 15.26 | 33.15 | 57.22 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 3.59 | 2.35 | 2.13 | 2.61 | 8.33 | 12.19 | 7.55 | 12.63 | 18.72 | 18.81 |
| Construction | 13.62 | 5.99 | 6.66 | 17.66 | 9.99 | 14.49 | 16.27 | 43.58 | 76.83 | 55.82 |
| Manufacturing | 3.15 | 2.16 | 6.81 | 5.13 | 7.52 | 6.79 | 10.20 | 9.85 | 27.19 | 26.45 |
| Service-providing industries | 1.64 | 2.39 | 1.27 | 2.92 | 6.30 | 3.17 | 7.44 | 10.31 | 22.41 | 17.84 |
| Trade, transportation, and utilities | 3.75 | 2.69 | 3.26 | 3.58 | 6.49 | 6.53 | 11.51 | 13.39 | 23.92 | 29.34 |
| Wholesale trade | 5.72 | 1.56 | 2.38 | 4.92 | 5.62 | 20.23 | 14.51 | 19.00 | 53.48 | 53.92 |
| Retail trade | 2.87 | 3.64 | 3.82 | 6.01 | 13.58 | 4.57 | 24.85 | 18.52 | 48.43 | 169.53 |
| Transportation and warehousing | 8.64 | 6.33 | 5.44 | 7.53 | 7.65 | 43.28 | 10.12 | 24.92 | 48.01 | 94.85 |
| Utilities | – | 1.66 | 8.61 | 11.51 | 7.28 | 10.67 | 15.16 | 14.35 | 133.50 | 119.64 |

See footnotes at end of table.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, private industry workers, March 2017—continued

| Characteristics | Single coverage ¹ | | | | | Family coverage ¹ | | | | |
|--|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| Information | \$4.52 | \$1.80 | \$0.00 | \$12.77 | \$24.16 | \$43.81 | \$5.63 | \$24.65 | \$1.63 | \$19.54 |
| Financial activities | 4.31 | 4.23 | 1.87 | 8.56 | 16.64 | 5.08 | 12.58 | 10.17 | 49.95 | 98.02 |
| Finance and insurance | 1.47 | 4.77 | 2.23 | 5.85 | 4.50 | 2.57 | 15.77 | 10.40 | 13.60 | 19.28 |
| Credit intermediation and related activities | 4.11 | 6.64 | 3.44 | 8.39 | 3.89 | 0.21 | 13.80 | 18.20 | 16.60 | 16.81 |
| Insurance carriers and related activities | 5.54 | 4.35 | 4.06 | 3.04 | 5.54 | 8.92 | 16.37 | 7.85 | 13.51 | 48.63 |
| Real estate and rental and leasing | — | — | 3.98 | 11.60 | 40.25 | 30.15 | 73.99 | 98.44 | 197.17 | 123.81 |
| Professional and business services | 4.50 | 5.30 | 4.02 | 2.70 | 8.33 | 14.35 | 26.75 | 28.21 | 40.22 | 43.30 |
| Professional and technical services | 3.48 | 6.06 | 9.71 | 9.18 | 22.22 | 12.06 | 24.70 | 30.89 | 44.50 | 21.84 |
| Administrative and waste services | 8.50 | 16.14 | 5.93 | 4.45 | 23.27 | 21.53 | 51.27 | 38.80 | 96.29 | 108.95 |
| Education and health services | 7.01 | 7.23 | 4.59 | 11.96 | 20.76 | 17.73 | 12.05 | 15.99 | 41.18 | 40.41 |
| Educational services | 0.79 | 5.88 | 5.66 | 14.74 | 20.44 | 17.05 | 9.88 | 26.75 | 82.94 | 39.81 |
| Junior colleges, colleges, and universities | 2.55 | 6.73 | 7.17 | 11.59 | 8.44 | 4.52 | 8.60 | 9.52 | 43.86 | 148.76 |
| Health care and social assistance | 9.35 | 9.78 | 5.63 | 14.81 | 22.57 | 17.01 | 15.94 | 27.83 | 31.73 | 91.02 |
| Leisure and hospitality | — | 15.71 | 27.64 | 4.86 | 23.44 | 53.21 | 56.30 | 113.69 | 109.44 | 149.28 |
| Accommodation and food services | — | 12.99 | 24.52 | 15.95 | 19.07 | — | 56.67 | 173.25 | 127.81 | 139.75 |
| Other services | 9.70 | 25.59 | 10.13 | 30.86 | 37.71 | — | 22.32 | 99.40 | 98.99 | 52.82 |
| 1 to 99 workers | 3.65 | 3.29 | 2.58 | 7.78 | 13.17 | 5.90 | 6.31 | 11.19 | 33.84 | 91.27 |
| 1 to 49 workers | 4.03 | 2.97 | 2.20 | 7.42 | 9.82 | 14.71 | 8.40 | 10.27 | 33.91 | 61.19 |
| 50 to 99 workers | 6.70 | 3.32 | 2.69 | 11.97 | 16.21 | 13.35 | 21.92 | 15.54 | 39.61 | 98.33 |
| 100 workers or more | 1.99 | 1.87 | 0.94 | 2.47 | 6.01 | 5.96 | 6.04 | 9.22 | 29.81 | 25.59 |
| 100 to 499 workers | 1.86 | 2.62 | 1.52 | 1.93 | 5.57 | 5.12 | 7.19 | 12.40 | 30.02 | 15.86 |
| 500 workers or more | 0.47 | 3.62 | 1.51 | 3.21 | 11.55 | 5.32 | 7.68 | 8.73 | 10.10 | 28.20 |
| Geographic areas | | | | | | | | | | |
| Northeast | 3.07 | 4.02 | 3.62 | 4.64 | 12.95 | 7.18 | 7.57 | 17.15 | 23.02 | 49.32 |
| New England | 4.85 | 6.69 | 5.36 | 13.01 | 28.23 | 18.38 | 20.15 | 13.27 | 44.00 | 63.99 |
| Middle Atlantic | 3.68 | 5.17 | 3.78 | 6.52 | 11.15 | 13.44 | 7.26 | 21.92 | 23.31 | 102.36 |
| South | 3.12 | 2.72 | 1.65 | 1.78 | 12.37 | 3.70 | 12.01 | 17.25 | 31.06 | 27.85 |
| South Atlantic | 4.94 | 2.71 | 1.85 | 5.59 | 18.99 | 5.29 | 5.96 | 20.43 | 32.93 | 67.23 |
| East South Central | 5.97 | 16.31 | 7.10 | 5.57 | 11.31 | 28.96 | 6.11 | 10.92 | 13.22 | 73.29 |
| West South Central | 6.81 | 4.36 | 5.91 | 5.87 | 29.17 | 23.17 | 19.54 | 31.25 | 52.81 | 67.66 |
| Midwest | 4.19 | 1.47 | 3.41 | 1.68 | 7.84 | 11.06 | 9.03 | 13.44 | 37.10 | 36.09 |
| East North Central | 3.33 | 3.44 | 3.74 | 2.01 | 10.26 | 12.44 | 8.18 | 15.24 | 42.43 | 39.25 |
| West North Central | 7.31 | 2.74 | 4.49 | 6.42 | 14.67 | 6.75 | 27.36 | 17.22 | 52.05 | 100.84 |
| West | 9.83 | 5.28 | 2.90 | 5.72 | 4.97 | 10.08 | 9.23 | 15.30 | 42.21 | 62.41 |
| Mountain | 3.79 | 6.93 | 1.96 | 7.22 | 11.15 | 22.23 | 14.41 | 22.33 | 97.10 | 91.27 |
| Pacific | — | 8.51 | 5.06 | 6.86 | 5.13 | 9.65 | 17.13 | 16.55 | 42.18 | 75.65 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

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 16. Insurance benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017

(All workers = 100 percent)

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|--|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 55 | 54 | 98 | 41 | 40 | 98 | 33 | 32 | 97 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 76 | 75 | 99 | 54 | 54 | 99 | 58 | 56 | 98 |
| Management, business, and financial | 84 | 83 | 99 | 66 | 65 | 98 | 65 | 63 | 97 |
| Professional and related | 71 | 70 | 99 | 48 | 48 | 100 | 54 | 53 | 98 |
| Service | 28 | 27 | 94 | 23 | 22 | 97 | 11 | 10 | 97 |
| Protective service | 50 | 48 | 95 | 32 | 32 | 98 | — | — | — |
| Sales and office | 54 | 52 | 98 | 41 | 39 | 96 | 32 | 31 | 95 |
| Sales and related | 42 | 40 | 96 | 33 | 31 | 93 | 20 | 18 | 93 |
| Office and administrative support | 62 | 61 | 98 | 46 | 45 | 98 | 41 | 39 | 96 |
| Natural resources, construction, and maintenance | 54 | 52 | 97 | 36 | 35 | 98 | 25 | 24 | 96 |
| Construction, extraction, farming, fishing, and forestry | 45 | 44 | 97 | 29 | 29 | 98 | 15 | 15 | 97 |
| Installation, maintenance, and repair | 62 | 60 | 98 | 42 | 41 | 98 | 33 | 31 | 95 |
| Production, transportation, and material moving | 62 | 60 | 97 | 46 | 44 | 96 | 30 | 29 | 96 |
| Production | 67 | 66 | 98 | 50 | 49 | 98 | 32 | 32 | 98 |
| Transportation and material moving | 56 | 54 | 95 | 42 | 39 | 94 | 28 | 26 | 94 |
| Full time | 71 | 70 | 98 | 50 | 49 | 98 | 44 | 43 | 97 |
| Part time | 12 | 11 | 89 | 15 | 14 | 94 | 4 | 4 | 96 |
| Union | 84 | 80 | 96 | 69 | 65 | 95 | 39 | 38 | 97 |
| Nonunion | 53 | 51 | 98 | 38 | 37 | 98 | 33 | 32 | 97 |
| Average wage within the following categories: ² | | | | | | | | | |
| Lowest 25 percent | 22 | 20 | 92 | 17 | 16 | 94 | 6 | 6 | 93 |
| Lowest 10 percent | 14 | 12 | 87 | 12 | 11 | 93 | 4 | 4 | 90 |
| Second 25 percent | 57 | 55 | 97 | 41 | 39 | 97 | 29 | 28 | 96 |
| Third 25 percent | 71 | 70 | 98 | 51 | 50 | 98 | 44 | 43 | 97 |
| Highest 25 percent | 83 | 82 | 99 | 62 | 62 | 99 | 62 | 61 | 97 |
| Highest 10 percent | 85 | 85 | 99 | 67 | 66 | 99 | 68 | 66 | 97 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 70 | 68 | 98 | 52 | 51 | 98 | 37 | 36 | 98 |
| Construction | 42 | 40 | 95 | 27 | 26 | 98 | 16 | 15 | 96 |
| Manufacturing | 82 | 80 | 98 | 63 | 62 | 98 | 46 | 44 | 98 |
| Service-providing industries | 53 | 51 | 98 | 39 | 38 | 97 | 33 | 32 | 97 |
| Trade, transportation, and utilities | 54 | 52 | 96 | 41 | 38 | 94 | 25 | 23 | 94 |
| Wholesale trade | 70 | 70 | 99 | 52 | 51 | 98 | 45 | 44 | 97 |
| Retail trade | 40 | 38 | 95 | 31 | 28 | 91 | 11 | 10 | 89 |
| Transportation and warehousing | 73 | 69 | 96 | 56 | 53 | 94 | 38 | 36 | 94 |
| Utilities | 95 | 95 | 100 | 44 | 44 | 100 | 84 | 83 | 99 |

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|--|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| Information | 88 | 87 | 99 | 81 | 80 | 100 | 74 | 73 | 99 |
| Financial activities | 82 | 81 | 99 | 63 | 62 | 99 | 65 | 63 | 96 |
| Finance and insurance | 90 | 90 | 99 | 71 | 70 | 99 | 76 | 74 | 96 |
| Credit intermediation and related activities | 93 | 92 | 100 | 71 | 70 | 99 | 82 | 78 | 95 |
| Insurance carriers and related activities | 86 | 86 | 99 | 68 | 67 | 100 | 71 | 70 | 98 |
| Real estate and rental and leasing | 54 | 52 | 97 | 37 | 36 | 97 | 30 | 29 | 95 |
| Professional and business services | 53 | 52 | 98 | 42 | 41 | 98 | 37 | 36 | 97 |
| Professional and technical services | 67 | 66 | 98 | 57 | 57 | 100 | 53 | 53 | 99 |
| Administrative and waste services | 31 | 30 | 96 | 22 | 21 | 98 | 14 | 13 | 92 |
| Education and health services | 62 | 62 | 99 | 36 | 36 | 99 | 44 | 44 | 98 |
| Educational services | 66 | 66 | 99 | 43 | 43 | 99 | 60 | 59 | 97 |
| Junior colleges, colleges, and universities | 87 | 87 | 99 | 49 | 49 | 99 | 83 | 80 | 96 |
| Health care and social assistance | 61 | 61 | 99 | 35 | 34 | 99 | 42 | 41 | 98 |
| Leisure and hospitality | 21 | 19 | 92 | 19 | 19 | 98 | 5 | 5 | 94 |
| Accommodation and food services | 19 | 17 | 91 | 18 | 18 | 97 | 3 | 3 | 91 |
| Other services | 34 | 32 | 95 | 27 | 27 | 99 | 19 | 18 | 94 |
| 1 to 99 workers | 40 | 39 | 97 | 30 | 29 | 98 | 23 | 22 | 97 |
| 1 to 49 workers | 36 | 35 | 98 | 28 | 27 | 98 | 21 | 20 | 97 |
| 50 to 99 workers | 54 | 52 | 97 | 37 | 36 | 97 | 29 | 29 | 98 |
| 100 workers or more | 74 | 72 | 98 | 54 | 52 | 97 | 46 | 44 | 97 |
| 100 to 499 workers | 66 | 64 | 97 | 48 | 46 | 97 | 37 | 36 | 97 |
| 500 workers or more | 85 | 84 | 99 | 64 | 62 | 98 | 60 | 58 | 96 |
| Geographic areas | | | | | | | | | |
| Northeast | 56 | 55 | 98 | 66 | 65 | 99 | 36 | 35 | 97 |
| New England | 57 | 56 | 98 | 42 | 41 | 97 | 37 | 36 | 98 |
| Middle Atlantic | 56 | 55 | 99 | 74 | 73 | 99 | 36 | 34 | 97 |
| South | 58 | 56 | 97 | 36 | 35 | 96 | 34 | 32 | 96 |
| South Atlantic | 57 | 56 | 98 | 38 | 37 | 96 | 34 | 33 | 96 |
| East South Central | 55 | 53 | 96 | 35 | 33 | 94 | 35 | 33 | 95 |
| West South Central | 60 | 57 | 96 | 33 | 32 | 97 | 31 | 30 | 96 |
| Midwest | 58 | 57 | 98 | 41 | 40 | 97 | 36 | 35 | 98 |
| East North Central | 58 | 57 | 98 | 44 | 42 | 97 | 36 | 35 | 98 |
| West North Central | 59 | 57 | 98 | 36 | 35 | 97 | 34 | 34 | 97 |
| West | 48 | 47 | 98 | 27 | 26 | 98 | 29 | 28 | 97 |
| Mountain | 52 | 51 | 98 | 30 | 30 | 98 | 31 | 30 | 97 |
| Pacific | 47 | 46 | 98 | 25 | 25 | 99 | 27 | 27 | 97 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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 16. Standard errors for insurance benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|--|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.8 | 0.8 | 0.2 | 0.8 | 0.8 | 0.3 | 0.8 | 0.8 | 0.4 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.4 | 1.5 | 0.2 | 1.7 | 1.7 | 0.4 | 1.6 | 1.6 | 0.4 |
| Management, business, and financial | 1.8 | 1.8 | 0.2 | 1.9 | 2.0 | 0.9 | 1.7 | 1.7 | 0.9 |
| Professional and related | 1.8 | 1.8 | 0.2 | 2.0 | 2.0 | 0.1 | 2.1 | 2.1 | 0.3 |
| Service | 1.5 | 1.4 | 1.3 | 1.5 | 1.5 | 0.9 | 1.1 | 1.1 | 1.2 |
| Protective service | 4.3 | 4.0 | 2.0 | 6.7 | 6.5 | 1.1 | — | — | — |
| Sales and office | 1.2 | 1.2 | 0.3 | 1.0 | 1.0 | 0.4 | 1.0 | 1.1 | 0.9 |
| Sales and related | 1.7 | 1.7 | 0.8 | 1.6 | 1.5 | 1.0 | 1.3 | 1.2 | 1.3 |
| Office and administrative support | 1.5 | 1.6 | 0.2 | 1.2 | 1.2 | 0.3 | 1.3 | 1.3 | 0.9 |
| Natural resources, construction, and maintenance | 1.8 | 1.8 | 0.5 | 1.8 | 1.8 | 0.7 | 1.3 | 1.3 | 1.0 |
| Construction, extraction, farming, fishing, and forestry | 3.3 | 3.3 | 1.2 | 2.6 | 2.6 | 1.4 | 1.9 | 1.8 | 1.3 |
| Installation, maintenance, and repair | 2.0 | 2.0 | 0.5 | 2.1 | 2.1 | 0.8 | 1.9 | 1.9 | 1.3 |
| Production, transportation, and material moving ... | 1.7 | 1.6 | 0.5 | 1.6 | 1.6 | 0.7 | 1.3 | 1.3 | 0.6 |
| Production | 2.6 | 2.6 | 0.7 | 1.9 | 1.9 | 0.4 | 2.0 | 1.9 | 0.4 |
| Transportation and material moving | 1.9 | 1.9 | 0.7 | 2.1 | 2.1 | 1.3 | 1.7 | 1.7 | 1.3 |
| Full time | 0.7 | 0.8 | 0.2 | 0.9 | 0.9 | 0.2 | 0.8 | 0.9 | 0.4 |
| Part time | 0.9 | 0.8 | 1.8 | 1.1 | 1.0 | 1.0 | 0.7 | 0.6 | 1.6 |
| Union | 1.4 | 1.5 | 0.7 | 2.1 | 2.1 | 1.0 | 2.5 | 2.5 | 0.6 |
| Nonunion | 0.8 | 0.9 | 0.2 | 0.8 | 0.8 | 0.3 | 0.7 | 0.8 | 0.4 |
| Average wage within the following categories: ² | | | | | | | | | |
| Lowest 25 percent | 1.2 | 1.0 | 1.2 | 1.0 | 0.9 | 1.1 | 0.6 | 0.6 | 1.8 |
| Lowest 10 percent | 1.5 | 1.2 | 3.5 | 1.2 | 1.1 | 1.9 | 0.9 | 0.8 | 4.8 |
| Second 25 percent | 1.5 | 1.4 | 0.3 | 1.4 | 1.4 | 0.3 | 1.1 | 1.1 | 0.8 |
| Third 25 percent | 1.1 | 1.1 | 0.2 | 1.3 | 1.4 | 0.3 | 1.1 | 1.2 | 0.4 |
| Highest 25 percent | 1.1 | 1.2 | 0.3 | 1.5 | 1.5 | 0.4 | 1.6 | 1.6 | 0.5 |
| Highest 10 percent | 2.1 | 2.1 | 0.4 | 2.5 | 2.5 | 0.9 | 2.4 | 2.4 | 0.9 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 1.2 | 1.2 | 0.4 | 1.4 | 1.5 | 0.4 | 1.3 | 1.3 | 0.5 |
| Construction | 2.2 | 1.9 | 1.1 | 2.7 | 2.9 | 1.4 | 1.6 | 1.5 | 1.3 |
| Manufacturing | 1.5 | 1.5 | 0.5 | 1.4 | 1.5 | 0.3 | 1.7 | 1.6 | 0.6 |
| Service-providing industries | 0.9 | 0.9 | 0.2 | 0.9 | 0.8 | 0.4 | 0.9 | 0.9 | 0.5 |
| Trade, transportation, and utilities | 1.1 | 1.0 | 0.4 | 1.3 | 1.2 | 0.6 | 1.1 | 1.1 | 0.9 |
| Wholesale trade | 2.1 | 2.1 | 0.4 | 2.9 | 2.8 | 0.4 | 2.6 | 2.5 | 0.8 |
| Retail trade | 1.5 | 1.4 | 0.7 | 1.3 | 1.3 | 1.0 | 1.0 | 0.9 | 1.9 |
| Transportation and warehousing | 4.1 | 4.1 | 1.1 | 4.0 | 4.0 | 1.9 | 4.2 | 4.1 | 1.5 |
| Utilities | 2.3 | 2.3 | 0.0 | 5.7 | 5.6 | 0.3 | 6.0 | 5.5 | 0.7 |

See footnotes at end of table.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,¹ private industry workers, March 2017—continued

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|--|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| Information | 2.4 | 2.4 | 0.3 | 2.9 | 2.9 | 0.2 | 3.6 | 3.6 | 0.5 |
| Financial activities | 1.4 | 1.3 | 0.2 | 1.9 | 1.9 | 0.3 | 1.5 | 1.4 | 0.7 |
| Finance and insurance | 0.7 | 0.8 | 0.2 | 1.5 | 1.5 | 0.2 | 1.5 | 1.2 | 0.7 |
| Credit intermediation and related activities | 0.7 | 0.8 | 0.2 | 2.4 | 2.4 | 0.3 | 1.7 | 1.5 | 1.1 |
| Insurance carriers and related activities | 1.8 | 1.8 | 0.3 | 2.7 | 2.7 | 0.1 | 1.9 | 1.9 | 0.4 |
| Real estate and rental and leasing | 5.0 | 4.8 | 1.0 | 5.0 | 4.9 | 1.7 | 3.8 | 3.7 | 2.5 |
| Professional and business services | 2.2 | 2.3 | 0.6 | 2.4 | 2.4 | 0.8 | 1.9 | 2.1 | 1.4 |
| Professional and technical services | 3.9 | 4.0 | 0.8 | 3.6 | 3.6 | 0.2 | 3.7 | 3.7 | 0.3 |
| Administrative and waste services | 2.4 | 2.5 | 0.9 | 3.6 | 3.5 | 1.4 | 2.2 | 1.6 | 5.2 |
| Education and health services | 2.6 | 2.5 | 0.2 | 2.0 | 2.0 | 0.2 | 2.8 | 2.7 | 0.5 |
| Educational services | 3.2 | 3.2 | 0.2 | 4.1 | 4.1 | 0.2 | 3.6 | 3.6 | 0.6 |
| Junior colleges, colleges, and universities | 2.2 | 2.2 | 0.3 | 2.8 | 2.8 | 0.3 | 2.4 | 2.3 | 0.6 |
| Health care and social assistance | 2.9 | 2.9 | 0.2 | 2.4 | 2.4 | 0.3 | 3.3 | 3.2 | 0.6 |
| Leisure and hospitality | 2.0 | 1.7 | 2.9 | 2.2 | 2.3 | 1.3 | 1.0 | 0.9 | 4.7 |
| Accommodation and food services | 2.2 | 1.8 | 3.7 | 2.3 | 2.3 | 1.6 | 1.1 | 1.0 | 8.3 |
| Other services | 3.2 | 3.2 | 1.4 | 3.2 | 3.1 | 1.4 | 2.9 | 2.8 | 2.4 |
| 1 to 99 workers | 1.2 | 1.1 | 0.3 | 1.0 | 1.0 | 0.5 | 0.9 | 0.9 | 0.6 |
| 1 to 49 workers | 1.2 | 1.2 | 0.3 | 1.0 | 1.0 | 0.6 | 1.1 | 1.1 | 0.7 |
| 50 to 99 workers | 2.5 | 2.4 | 0.8 | 2.0 | 2.0 | 0.6 | 2.0 | 1.9 | 0.9 |
| 100 workers or more | 0.9 | 0.9 | 0.3 | 1.2 | 1.2 | 0.3 | 1.3 | 1.3 | 0.5 |
| 100 to 499 workers | 1.4 | 1.4 | 0.4 | 1.6 | 1.6 | 0.4 | 1.5 | 1.5 | 0.3 |
| 500 workers or more | 1.3 | 1.3 | 0.4 | 1.8 | 1.6 | 0.6 | 2.0 | 1.9 | 0.8 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.2 | 1.2 | 0.4 | 1.3 | 1.5 | 0.5 | 1.8 | 1.9 | 0.7 |
| New England | 2.3 | 2.5 | 0.8 | 3.0 | 3.0 | 1.0 | 3.6 | 3.6 | 0.7 |
| Middle Atlantic | 1.3 | 1.3 | 0.4 | 1.4 | 1.8 | 0.6 | 2.1 | 2.2 | 1.0 |
| South | 1.5 | 1.6 | 0.5 | 1.5 | 1.5 | 0.6 | 1.3 | 1.4 | 1.0 |
| South Atlantic | 2.2 | 2.2 | 0.4 | 1.1 | 1.2 | 0.7 | 2.0 | 2.1 | 1.3 |
| East South Central | 1.8 | 2.5 | 2.0 | 3.6 | 3.9 | 2.7 | 3.9 | 5.2 | 4.1 |
| West South Central | 2.7 | 3.1 | 1.0 | 4.0 | 3.8 | 0.5 | 1.3 | 1.2 | 0.8 |
| Midwest | 1.9 | 1.7 | 0.4 | 1.6 | 1.6 | 0.7 | 1.4 | 1.4 | 0.4 |
| East North Central | 1.8 | 1.7 | 0.4 | 1.5 | 1.6 | 0.9 | 1.7 | 1.7 | 0.4 |
| West North Central | 4.6 | 4.1 | 0.9 | 3.7 | 3.6 | 0.5 | 2.5 | 2.5 | 0.6 |
| West | 1.2 | 1.3 | 0.2 | 1.4 | 1.4 | 0.2 | 1.8 | 1.7 | 0.5 |
| Mountain | 2.3 | 2.2 | 0.2 | 2.1 | 2.1 | 0.3 | 3.2 | 3.0 | 1.0 |
| Pacific | 1.4 | 1.5 | 0.3 | 1.8 | 1.8 | 0.3 | 2.1 | 2.0 | 0.6 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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 17. Life insurance plans: Employee contribution requirement, private industry workers, March 2017

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|--|--------------------------------|------------------------------------|
| All workers | 4 | 96 |
| Worker characteristics | | |
| Management, professional, and related | 3 | 97 |
| Management, business, and financial | 3 | 97 |
| Professional and related | 3 | 97 |
| Service | 8 | 92 |
| Sales and office | 5 | 95 |
| Sales and related | 9 | 91 |
| Office and administrative support | 3 | 97 |
| Natural resources, construction, and maintenance: | | |
| Construction, extraction, farming, fishing, and forestry | 4 | 96 |
| Production, transportation, and material moving ... | 4 | 96 |
| Transportation and material moving | 5 | 95 |
| Full time | 4 | 96 |
| Part time | 4 | 96 |
| Union | 1 | 99 |
| Nonunion | 5 | 95 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 8 | 92 |
| Lowest 10 percent | 5 | 95 |
| Second 25 percent | 5 | 95 |
| Third 25 percent | 4 | 96 |
| Highest 25 percent | 3 | 97 |
| Highest 10 percent | 3 | 97 |
| Establishment characteristics | | |
| Goods-producing industries: | | |
| Construction | 7 | 93 |
| Service-providing industries | 4 | 96 |
| Trade, transportation, and utilities | 6 | 94 |
| Wholesale trade | 5 | 95 |
| Retail trade | 9 | 91 |
| Financial activities | 3 | 97 |
| Finance and insurance | 3 | 97 |
| Credit intermediation and related activities | 2 | 98 |
| Insurance carriers and related activities ... | 3 | 97 |
| Real estate and rental and leasing | 7 | 93 |
| Professional and business services | 4 | 96 |
| Professional and technical services | 2 | 98 |

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, private industry workers, March 2017—continued

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| Education and health services | 2 | 98 |
| Educational services | 2 | 98 |
| Junior colleges, colleges, and universities | 2 | 98 |
| Health care and social assistance | 2 | 98 |
| 1 to 99 workers | 7 | 93 |
| 1 to 49 workers | 7 | 93 |
| 50 to 99 workers | 6 | 94 |
| 100 workers or more | 3 | 97 |
| 100 to 499 workers | 4 | 96 |
| 500 workers or more | 2 | 98 |
| Geographic areas | | |
| Northeast | 4 | 96 |
| Middle Atlantic | 4 | 96 |
| South | 5 | 95 |
| South Atlantic | 6 | 94 |
| East South Central | 7 | 93 |
| West South Central | 4 | 96 |
| Midwest | 3 | 97 |
| East North Central | 3 | 97 |
| West | 4 | 96 |
| Mountain | 5 | 95 |
| Pacific | 3 | 97 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 17. Standard errors for life insurance plans: Employee contribution requirement, private industry workers, March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|--|--------------------------------|------------------------------------|
| All workers | 0.5 | 0.5 |
| Worker characteristics | | |
| Management, professional, and related | 0.4 | 0.4 |
| Management, business, and financial | 0.5 | 0.5 |
| Professional and related | 0.5 | 0.5 |
| Service | 1.9 | 1.9 |
| Sales and office | 0.6 | 0.6 |
| Sales and related | 1.2 | 1.2 |
| Office and administrative support | 0.4 | 0.4 |
| Natural resources, construction, and maintenance: | | |
| Construction, extraction, farming, fishing, and forestry | 1.1 | 1.1 |
| Production, transportation, and material moving ... | 0.8 | 0.8 |
| Transportation and material moving | 1.2 | 1.2 |
| Full time | 0.5 | 0.5 |
| Part time | 1.0 | 1.0 |
| Union | 0.3 | 0.3 |
| Nonunion | 0.5 | 0.5 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 2.2 | 2.2 |
| Lowest 10 percent | 2.2 | 2.2 |
| Second 25 percent | 0.7 | 0.7 |
| Third 25 percent | 0.4 | 0.4 |
| Highest 25 percent | 0.4 | 0.4 |
| Highest 10 percent | 0.7 | 0.7 |
| Establishment characteristics | | |
| Goods-producing industries: | | |
| Construction | 1.3 | 1.3 |
| Service-providing industries | 0.5 | 0.5 |
| Trade, transportation, and utilities | 0.9 | 0.9 |
| Wholesale trade | 1.2 | 1.2 |
| Retail trade | 1.3 | 1.3 |
| Financial activities | 0.5 | 0.5 |
| Finance and insurance | 0.6 | 0.6 |
| Credit intermediation and related activities | 0.9 | 0.9 |
| Insurance carriers and related activities | 1.1 | 1.1 |
| Real estate and rental and leasing | 2.9 | 2.9 |
| Professional and business services | 1.3 | 1.3 |
| Professional and technical services | 0.7 | 0.7 |

See footnotes at end of table.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, private industry workers, March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| Education and health services | 0.6 | 0.6 |
| Educational services | 0.8 | 0.8 |
| Junior colleges, colleges, and universities | 0.9 | 0.9 |
| Health care and social assistance | 0.7 | 0.7 |
| 1 to 99 workers | 1.0 | 1.0 |
| 1 to 49 workers | 1.0 | 1.0 |
| 50 to 99 workers | 1.6 | 1.6 |
| 100 workers or more | 0.4 | 0.4 |
| 100 to 499 workers | 0.6 | 0.6 |
| 500 workers or more | 0.6 | 0.6 |
| Geographic areas | | |
| Northeast | 1.0 | 1.0 |
| Middle Atlantic | 1.3 | 1.3 |
| South | 1.1 | 1.1 |
| South Atlantic | 1.7 | 1.7 |
| East South Central | 2.2 | 2.2 |
| West South Central | 1.6 | 1.6 |
| Midwest | 0.6 | 0.6 |
| East North Central | 0.8 | 0.8 |
| West | 0.6 | 0.6 |
| Mountain | 1.1 | 1.1 |
| Pacific | 0.7 | 0.7 |

¹ 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 18. Life insurance plans: Method of benefit payment, private industry workers, March 2017

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Basic life insurance method of payment | | | | |
|--|--|--------------------------------------|--------------------|------------------------|------------------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| All workers | 62 | 2 | 34 | 2 | 1 |
| Worker characteristics | | | | | |
| Management, professional, and related | 72 | 1 | 25 | 1 | 1 |
| Management, business, and financial | 75 | 2 | 22 | 1 | 1 |
| Professional and related | 70 | 1 | 27 | 1 | (¹) |
| Service | 52 | — | 45 | 2 | — |
| Sales and office | 64 | 3 | 31 | 1 | 1 |
| Sales and related | 60 | 4 | 33 | 2 | 1 |
| Office and administrative support | 66 | 2 | 30 | — | — |
| Natural resources, construction, and maintenance: | | | | | |
| Construction, extraction, farming, fishing, and forestry | 22 | (¹) | 75 | 3 | — |
| Production, transportation, and material moving ... | 53 | 1 | 42 | 3 | 1 |
| Transportation and material moving | 54 | 2 | 41 | — | — |
| Full time | 62 | 2 | 34 | 2 | 1 |
| Part time | 49 | — | 44 | 5 | — |
| Union | 45 | 1 | 46 | 7 | 1 |
| Nonunion | 64 | 2 | 33 | 1 | (¹) |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 46 | 1 | 50 | 2 | (¹) |
| Lowest 10 percent | 42 | — | 52 | 4 | — |
| Second 25 percent | 58 | 2 | 39 | 1 | (¹) |
| Third 25 percent | 60 | 1 | 36 | 2 | 1 |
| Highest 25 percent | 71 | 2 | 25 | 1 | 1 |
| Highest 10 percent | 75 | 3 | 20 | 1 | 1 |
| Establishment characteristics | | | | | |
| Goods-producing industries: | | | | | |
| Construction | 22 | — | 75 | 2 | — |
| Service-providing industries | 64 | 2 | 32 | 1 | 1 |
| Trade, transportation, and utilities | 56 | 3 | 37 | 3 | 1 |
| Wholesale trade | 55 | 4 | 36 | 4 | 2 |
| Retail trade | 52 | 4 | 38 | 4 | 1 |
| Transportation and warehousing | 61 | — | 38 | — | — |
| Utilities | 78 | 4 | 18 | — | — |
| Financial activities | 79 | — | 19 | — | — |
| Finance and insurance | 82 | — | 16 | — | — |
| Credit intermediation and related activities | 83 | — | 15 | — | — |
| Insurance carriers and related activities | 82 | 1 | 16 | — | — |
| Real estate and rental and leasing | 61 | — | 39 | — | — |
| Professional and business services | 64 | 3 | 33 | — | — |
| Professional and technical services | 62 | — | 35 | — | — |

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, private industry workers, March 2017—continued

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Basic life insurance method of payment | | | | |
|---|--|--------------------------------------|--------------------|------------------------|------------------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| Education and health services | 67 | — | 30 | 2 | — |
| Educational services | 63 | — | 34 | 1 | — |
| Junior colleges, colleges, and universities | 71 | — | 25 | 2 | — |
| Health care and social assistance | 68 | — | 29 | 2 | — |
| Leisure and hospitality | 46 | — | 54 | — | — |
| Accommodation and food services | 42 | — | 58 | — | — |
| 1 to 99 workers | 50 | 1 | 47 | 2 | 1 |
| 1 to 49 workers | 50 | 1 | 47 | 1 | 1 |
| 50 to 99 workers | 50 | — | 46 | 2 | — |
| 100 workers or more | 69 | 2 | 26 | 2 | 1 |
| 100 to 499 workers | 62 | 3 | 32 | 2 | 1 |
| 500 workers or more | 78 | 1 | 19 | 2 | (¹) |
| Geographic areas | | | | | |
| Northeast | 69 | — | 26 | 2 | — |
| Middle Atlantic | 68 | — | 27 | 3 | — |
| South | 63 | 2 | 34 | 1 | 1 |
| South Atlantic | 67 | 2 | 29 | 1 | 1 |
| East South Central | 55 | — | 37 | — | — |
| West South Central | 59 | — | 39 | 1 | — |
| Midwest | 58 | 1 | 38 | 3 | 1 |
| East North Central | 57 | — | 39 | 2 | — |
| West | 57 | 2 | 40 | — | — |
| Mountain | 59 | 2 | 39 | — | (¹) |
| Pacific | 56 | — | 40 | 2 | — |

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 18. Standard errors for life insurance plans: Method of benefit payment, private industry workers, March 2017

| Characteristics | Basic life insurance method of payment | | | | |
|--|--|--------------------------------------|--------------------|------------------------|-------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| All workers | 1.1 | 0.3 | 1.1 | 0.2 | 0.1 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1.8 | 0.3 | 1.7 | 0.3 | 0.2 |
| Management, business, and financial | 1.6 | 0.4 | 1.6 | 0.3 | 0.3 |
| Professional and related | 2.4 | 0.3 | 2.2 | 0.4 | 0.2 |
| Service | 3.0 | — | 2.9 | 0.5 | — |
| Sales and office | 1.4 | 0.6 | 1.4 | 0.2 | 0.2 |
| Sales and related | 2.2 | 1.9 | 2.1 | 0.4 | 0.3 |
| Office and administrative support | 1.7 | 0.4 | 1.8 | — | — |
| Natural resources, construction, and maintenance: | | | | | |
| Construction, extraction, farming, fishing, and forestry | 3.1 | 0.2 | 3.4 | 1.0 | — |
| Production, transportation, and material moving ... | 1.9 | 0.3 | 2.1 | 0.6 | 0.3 |
| Transportation and material moving | 2.5 | 0.5 | 2.8 | — | — |
| Full time | 1.1 | 0.3 | 1.1 | 0.2 | 0.1 |
| Part time | 3.9 | — | 4.1 | 1.0 | — |
| Union | 2.3 | 0.3 | 2.2 | 0.9 | 0.4 |
| Nonunion | 1.3 | 0.3 | 1.2 | 0.2 | 0.1 |
| Average wage within the following categories: ¹ | | | | | |
| Lowest 25 percent | 2.2 | 0.3 | 2.3 | 0.4 | 0.1 |
| Lowest 10 percent | 4.2 | — | 4.0 | 1.1 | — |
| Second 25 percent | 1.6 | 0.4 | 1.6 | 0.3 | 0.2 |
| Third 25 percent | 1.6 | 0.3 | 1.5 | 0.4 | 0.2 |
| Highest 25 percent | 1.6 | 0.5 | 1.5 | 0.2 | 0.2 |
| Highest 10 percent | 2.4 | 0.9 | 2.2 | 0.3 | 0.3 |
| Establishment characteristics | | | | | |
| Goods-producing industries: | | | | | |
| Construction | 3.1 | — | 3.1 | 0.7 | — |
| Service-providing industries | 1.4 | 0.3 | 1.4 | 0.3 | 0.1 |
| Trade, transportation, and utilities | 1.7 | 0.4 | 1.7 | 0.5 | 0.4 |
| Wholesale trade | 2.0 | 0.6 | 2.1 | 0.9 | 0.7 |
| Retail trade | 2.1 | 0.8 | 1.8 | 0.9 | 0.5 |
| Transportation and warehousing | 4.5 | — | 4.8 | — | — |
| Utilities | 3.9 | 1.8 | 3.4 | — | — |
| Financial activities | 2.2 | — | 2.1 | — | — |
| Finance and insurance | 1.8 | — | 1.6 | — | — |
| Credit intermediation and related activities | 2.3 | — | 1.8 | — | — |
| Insurance carriers and related activities | 2.0 | 0.4 | 1.9 | — | — |
| Real estate and rental and leasing | 6.5 | — | 6.6 | — | — |
| Professional and business services | 3.6 | 1.2 | 3.4 | — | — |
| Professional and technical services | 4.8 | — | 4.8 | — | — |

See footnotes at end of table.

Table 18. Standard errors for life insurance plans: Method of benefit payment, private industry workers, March 2017—continued

| Characteristics | Basic life insurance method of payment | | | | |
|---|--|--------------------------------------|--------------------|------------------------|-------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| Education and health services | 3.3 | — | 3.0 | 0.6 | — |
| Educational services | 3.1 | — | 2.9 | 0.4 | — |
| Junior colleges, colleges, and universities | 3.0 | — | 3.1 | 0.7 | — |
| Health care and social assistance | 3.7 | — | 3.4 | 0.7 | — |
| Leisure and hospitality | 4.5 | — | 4.5 | — | — |
| Accommodation and food services | 5.4 | — | 5.4 | — | — |
| 1 to 99 workers | 2.0 | 0.4 | 2.0 | 0.3 | 0.1 |
| 1 to 49 workers | 2.1 | 0.2 | 2.1 | 0.4 | 0.2 |
| 50 to 99 workers | 3.3 | — | 3.4 | 0.6 | — |
| 100 workers or more | 1.4 | 0.3 | 1.4 | 0.3 | 0.2 |
| 100 to 499 workers | 1.9 | 0.5 | 2.0 | 0.5 | 0.2 |
| 500 workers or more | 1.4 | 0.4 | 1.2 | 0.3 | 0.2 |
| Geographic areas | | | | | |
| Northeast | 2.3 | — | 2.2 | 0.6 | — |
| Middle Atlantic | 2.8 | — | 2.7 | 0.7 | — |
| South | 1.8 | 0.6 | 1.7 | 0.3 | 0.2 |
| South Atlantic | 2.4 | 0.3 | 2.1 | 0.4 | 0.2 |
| East South Central | 2.0 | — | 3.4 | — | — |
| West South Central | 3.4 | — | 3.4 | 0.2 | — |
| Midwest | 2.3 | 0.2 | 2.3 | 0.5 | 0.2 |
| East North Central | 3.0 | — | 3.2 | 0.4 | — |
| West | 3.2 | 0.5 | 3.3 | — | — |
| Mountain | 5.0 | 0.8 | 5.2 | — | 0.1 |
| Pacific | 4.3 | — | 4.3 | 0.8 | — |

¹ 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 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, private industry workers, March 2017

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

| Characteristics | Multiple of annual earnings amounts ¹ | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|--|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| All workers | 1 | 63 | 9 | 23 | 5 | 1.4 | 1.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | (²) | 61 | 8 | 25 | 6 | 1.4 | 1.0 |
| Management, business, and financial | (²) | 57 | 8 | 27 | 7 | 1.4 | 1.0 |
| Professional and related | (²) | 63 | 8 | 23 | 5 | 1.4 | 1.0 |
| Service | – | 74 | 6 | 18 | – | 1.2 | 1.0 |
| Sales and office | (²) | 63 | 10 | 22 | 5 | 1.4 | 1.0 |
| Sales and related | – | 67 | 11 | 20 | – | 1.3 | 1.0 |
| Office and administrative support | (²) | 62 | 9 | 23 | 6 | 1.4 | 1.0 |
| Natural resources, construction, and maintenance: | | | | | | | |
| Construction, extraction, farming, fishing, and forestry | – | 65 | – | – | 2 | 1.3 | 1.0 |
| Production, transportation, and material moving | – | 61 | 11 | 24 | – | 1.4 | 1.0 |
| Transportation and material moving | – | 68 | 14 | 15 | – | 1.2 | 1.0 |
| Full time | 1 | 62 | 9 | 23 | 5 | 1.4 | 1.0 |
| Part time | – | 74 | 4 | 20 | – | 1.3 | 1.0 |
| Union | – | 70 | 4 | 21 | – | 1.3 | 1.0 |
| Nonunion | 1 | 62 | 9 | 24 | 4 | 1.4 | 1.0 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | – | 72 | 7 | 19 | – | 1.3 | 1.0 |
| Lowest 10 percent | – | 72 | 6 | – | – | 1.3 | 1.0 |
| Second 25 percent | (²) | 69 | 8 | 18 | 4 | 1.3 | 1.0 |
| Third 25 percent | 1 | 59 | 11 | 24 | 5 | 1.4 | 1.0 |
| Highest 25 percent | (²) | 60 | 8 | 27 | 5 | 1.4 | 1.0 |
| Highest 10 percent | (²) | 58 | 7 | 29 | 6 | 1.4 | 1.0 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries: | | | | | | | |
| Construction | – | 74 | – | – | – | 1.2 | 1.0 |
| Service-providing industries | 1 | 65 | 9 | 21 | 4 | 1.3 | 1.0 |
| Trade, transportation, and utilities | – | 66 | 12 | 19 | – | 1.3 | 1.0 |
| Wholesale trade | – | 46 | 27 | 25 | – | 1.4 | 1.5 |
| Retail trade | – | 78 | 5 | 16 | – | 1.2 | 1.0 |
| Transportation and warehousing | – | 66 | 11 | 17 | – | 1.3 | 1.0 |
| Utilities | – | 61 | – | 28 | 7 | 1.4 | 1.0 |
| Financial activities | – | 63 | 7 | 25 | – | 1.4 | 1.0 |
| Finance and insurance | – | 62 | 6 | 26 | – | 1.4 | 1.0 |
| Credit intermediation and related activities | – | 63 | 6 | 24 | 7 | 1.4 | 1.0 |
| Insurance carriers and related activities | – | 61 | 6 | 30 | – | 1.4 | 1.0 |
| Real estate and rental and leasing | – | 70 | – | – | – | 1.3 | 1.0 |
| Professional and business services | – | 57 | 9 | 26 | 8 | 1.5 | 1.0 |
| Professional and technical services | – | 52 | – | 25 | 13 | 1.6 | – |

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, private industry workers, March 2017—continued

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

| Characteristics | Multiple of annual earnings amounts ¹ | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|---|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| Education and health services | — | 73 | 8 | 15 | — | 1.2 | 1.0 |
| Educational services | 4 | 56 | 11 | 23 | 5 | 1.4 | 1.0 |
| Junior colleges, colleges, and universities | 6 | 50 | 15 | 23 | 6 | 1.4 | 1.0 |
| Health care and social assistance | — | 76 | 8 | 14 | — | 1.2 | 1.0 |
| Leisure and hospitality | — | 80 | — | — | — | 1.2 | 1.0 |
| Accommodation and food services | — | 94 | — | — | — | 1.0 | 1.0 |
| 1 to 99 workers | 1 | 62 | 10 | 23 | 4 | 1.4 | 1.0 |
| 1 to 49 workers | 1 | 62 | 9 | 24 | 4 | 1.4 | 1.0 |
| 50 to 99 workers | — | 61 | 12 | 22 | — | 1.3 | 1.0 |
| 100 workers or more | (²) | 63 | 8 | 23 | 5 | 1.4 | 1.0 |
| 100 to 499 workers | — | 62 | 8 | 24 | — | 1.4 | 1.0 |
| 500 workers or more | 1 | 65 | 9 | 23 | 3 | 1.3 | 1.0 |
| Geographic areas | | | | | | | |
| Northeast | 1 | 60 | 12 | 24 | 3 | 1.4 | 1.0 |
| Middle Atlantic | 1 | 59 | 10 | 27 | 3 | 1.4 | 1.0 |
| South | 1 | 64 | 8 | 23 | 5 | 1.4 | 1.0 |
| South Atlantic | 1 | 64 | 7 | 22 | 5 | 1.4 | 1.0 |
| East South Central | — | 65 | — | 20 | — | 1.4 | 1.0 |
| West South Central | — | 64 | 7 | 26 | — | 1.4 | 1.0 |
| Midwest | — | 62 | 8 | 25 | — | 1.4 | 1.0 |
| East North Central | — | 62 | 10 | 24 | 5 | 1.4 | 1.0 |
| West | — | 64 | 9 | 21 | — | 1.4 | 1.0 |
| Mountain | — | 71 | — | 16 | 2 | 1.3 | 1.0 |
| Pacific | — | 60 | 7 | 24 | — | 1.4 | 1.0 |

¹ Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, private industry workers, March 2017

| Characteristics | Multiple of annual earnings amounts ¹ | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|--|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| All workers | 0.1 | 1.2 | 0.6 | 1.0 | 0.6 | (²) | 0.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 0.1 | 1.7 | 0.8 | 1.4 | 1.0 | (²) | 0.0 |
| Management, business, and financial | 0.1 | 2.5 | 1.1 | 2.0 | 1.1 | (²) | 0.0 |
| Professional and related | 0.1 | 2.0 | 1.1 | 1.7 | 1.2 | (²) | 0.0 |
| Service | – | 4.1 | 1.4 | 3.9 | – | (²) | 0.0 |
| Sales and office | 0.1 | 1.7 | 1.1 | 1.5 | 0.8 | (²) | 0.0 |
| Sales and related | – | 3.2 | 2.0 | 3.2 | – | (²) | 0.0 |
| Office and administrative support | 0.1 | 1.9 | 1.1 | 1.3 | 1.0 | (²) | 0.0 |
| Natural resources, construction, and maintenance: | | | | | | | |
| Construction, extraction, farming, fishing, and forestry | – | 8.9 | – | – | 0.9 | 0.1 | 0.0 |
| Production, transportation, and material moving | – | 1.9 | 1.4 | 1.6 | – | (²) | 0.0 |
| Transportation and material moving | – | 2.6 | 2.1 | 1.9 | – | (²) | 0.0 |
| Full time | 0.1 | 1.2 | 0.6 | 1.0 | 0.6 | (²) | 0.0 |
| Part time | – | 5.4 | 1.3 | 5.2 | – | 0.1 | 0.0 |
| Union | – | 3.9 | 1.3 | 2.9 | – | 0.1 | 0.0 |
| Nonunion | 0.1 | 1.2 | 0.7 | 1.0 | 0.5 | (²) | 0.0 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | – | 4.3 | 1.7 | 4.0 | – | (²) | 0.0 |
| Lowest 10 percent | – | 10.3 | 2.1 | – | – | 0.1 | 0.0 |
| Second 25 percent | 0.1 | 1.6 | 1.1 | 1.3 | 1.0 | (²) | 0.0 |
| Third 25 percent | 0.4 | 1.7 | 1.3 | 1.4 | 0.9 | (²) | 0.0 |
| Highest 25 percent | 0.1 | 1.7 | 0.8 | 1.5 | 0.8 | (²) | 0.0 |
| Highest 10 percent | 0.1 | 2.3 | 1.1 | 2.1 | 1.1 | (²) | 0.0 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries: | | | | | | | |
| Construction | – | 7.9 | – | – | – | 0.1 | 0.0 |
| Service-providing industries | 0.1 | 1.4 | 0.7 | 1.1 | 0.6 | (²) | 0.0 |
| Trade, transportation, and utilities | – | 1.8 | 1.7 | 1.7 | – | (²) | 0.0 |
| Wholesale trade | – | 4.0 | 4.2 | 4.5 | – | (²) | 0.3 |
| Retail trade | – | 1.7 | 1.1 | 1.6 | – | (²) | 0.0 |
| Transportation and warehousing | – | 4.2 | 2.7 | 3.0 | – | (²) | 0.0 |
| Utilities | – | 5.7 | – | 4.8 | 1.8 | 0.1 | 0.0 |
| Financial activities | – | 1.8 | 1.0 | 1.8 | – | (²) | 0.0 |
| Finance and insurance | – | 1.5 | 1.1 | 1.7 | – | (²) | 0.0 |
| Credit intermediation and related activities | – | 2.6 | 1.7 | 2.1 | 1.2 | (²) | 0.0 |
| Insurance carriers and related activities | – | 2.8 | 1.7 | 2.9 | – | (²) | 0.0 |
| Real estate and rental and leasing | – | 6.8 | – | – | – | 0.1 | 0.0 |
| Professional and business services | – | 4.1 | 2.3 | 3.1 | 2.0 | 0.1 | 0.0 |
| Professional and technical services | – | 5.2 | – | 3.9 | 3.6 | 0.1 | – |

See footnotes at end of table.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, private industry workers, March 2017—continued

| Characteristics | Multiple of annual earnings amounts ¹ | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|---|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| Education and health services | – | 2.8 | 1.2 | 2.3 | – | (²) | 0.0 |
| Educational services | 0.4 | 3.6 | 1.9 | 2.6 | 1.3 | 0.1 | 0.0 |
| Junior colleges, colleges, and universities | 0.4 | 3.8 | 2.7 | 3.4 | 1.5 | (²) | 0.0 |
| Health care and social assistance | – | 3.2 | 1.4 | 2.6 | – | (²) | 0.0 |
| Leisure and hospitality | – | 6.3 | – | – | – | 0.1 | 0.0 |
| Accommodation and food services | – | 3.7 | – | – | – | (²) | 0.0 |
| 1 to 99 workers | 0.2 | 2.1 | 1.4 | 1.8 | 0.7 | (²) | 0.0 |
| 1 to 49 workers | 0.2 | 2.8 | 1.6 | 2.1 | 1.0 | (²) | 0.0 |
| 50 to 99 workers | – | 3.9 | 2.5 | 2.9 | – | (²) | 0.0 |
| 100 workers or more | 0.1 | 1.3 | 0.7 | 1.1 | 0.8 | (²) | 0.0 |
| 100 to 499 workers | – | 1.9 | 0.8 | 1.5 | – | (²) | 0.0 |
| 500 workers or more | 0.1 | 2.0 | 1.3 | 1.9 | 0.5 | (²) | 0.0 |
| Geographic areas | | | | | | | |
| Northeast | 0.1 | 3.1 | 1.1 | 3.1 | 0.5 | (²) | 0.0 |
| Middle Atlantic | 0.2 | 4.3 | 1.1 | 4.1 | 0.6 | (²) | 0.0 |
| South | 0.2 | 1.8 | 1.0 | 1.3 | 1.0 | (²) | 0.0 |
| South Atlantic | 0.4 | 2.7 | 1.3 | 1.6 | 1.6 | (²) | 0.0 |
| East South Central | – | 5.0 | – | 2.9 | – | 0.1 | 0.0 |
| West South Central | – | 2.5 | 1.8 | 2.8 | – | (²) | 0.0 |
| Midwest | – | 2.0 | 1.1 | 1.8 | – | (²) | 0.0 |
| East North Central | – | 2.5 | 1.4 | 2.2 | 0.7 | (²) | 0.0 |
| West | – | 2.8 | 2.0 | 2.2 | – | (²) | 0.0 |
| Mountain | – | 5.1 | – | 2.5 | 1.1 | (²) | 0.0 |
| Pacific | – | 2.9 | 2.2 | 3.1 | – | 0.1 | 0.0 |

¹ Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

² Less than 0.05.

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 20. Life insurance plans: Maximum benefit amounts, private industry workers, March 2017

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|--|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 80 | \$50,000 | \$70,000 | \$250,000 | \$600,000 | \$1,000,000 | 20 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 81 | 50,000 | 100,000 | — | 1,000,000 | — | 19 |
| Management, business, and financial | 82 | 50,000 | 100,000 | 300,000 | 750,000 | 2,000,000 | 18 |
| Professional and related | 81 | 50,000 | 100,000 | 350,000 | 1,000,000 | — | 19 |
| Service | 83 | 50,000 | 50,000 | — | 500,000 | 1,000,000 | 17 |
| Sales and office | 84 | 50,000 | 50,000 | 200,000 | 500,000 | 1,000,000 | 16 |
| Sales and related | 85 | 50,000 | 50,000 | — | 500,000 | 1,000,000 | 15 |
| Office and administrative support | 83 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 17 |
| Production, transportation, and material moving ... | 69 | 50,000 | 70,000 | — | 500,000 | 1,000,000 | 31 |
| Transportation and material moving | 71 | 50,000 | — | 100,000 | 300,000 | — | 29 |
| Full time | 80 | 50,000 | 70,000 | 250,000 | 600,000 | 1,000,000 | 20 |
| Part time | 68 | 50,000 | — | — | 500,000 | 1,000,000 | 32 |
| Union | 68 | 50,000 | — | — | 500,000 | 1,000,000 | 32 |
| Nonunion | 81 | 50,000 | — | 250,000 | 600,000 | 1,000,000 | 19 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 77 | 50,000 | 50,000 | 300,000 | 500,000 | 1,000,000 | 23 |
| Lowest 10 percent | 90 | 50,000 | — | — | — | — | 10 |
| Second 25 percent | 81 | 50,000 | 50,000 | 150,000 | 500,000 | 1,000,000 | 19 |
| Third 25 percent | 79 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 21 |
| Highest 25 percent | 79 | 50,000 | 100,000 | 375,000 | 1,000,000 | 2,000,000 | 21 |
| Highest 10 percent | 80 | 50,000 | 100,000 | 300,000 | 1,000,000 | 2,000,000 | 20 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries: | | | | | | | |
| Construction | 76 | 50,000 | 50,000 | — | — | — | 24 |
| Service-providing industries | | | | | | | |
| Trade, transportation, and utilities | 76 | 50,000 | 50,000 | 100,000 | 500,000 | 1,000,000 | 24 |
| Wholesale trade | 85 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 15 |
| Retail trade | 74 | 50,000 | 50,000 | 50,000 | 500,000 | — | 26 |
| Transportation and warehousing | 74 | 50,000 | — | 100,000 | 300,000 | 500,000 | 26 |
| Utilities | 66 | 50,000 | — | — | — | 1,000,000 | 34 |
| Financial activities | 85 | 50,000 | 100,000 | 300,000 | 750,000 | 2,000,000 | 15 |
| Finance and insurance | 83 | 50,000 | 100,000 | 300,000 | 1,000,000 | 2,000,000 | 17 |
| Credit intermediation and related activities | 89 | 50,000 | 100,000 | 300,000 | 700,000 | 2,000,000 | 11 |
| Insurance carriers and related activities | 71 | 100,000 | 200,000 | 500,000 | 1,000,000 | 2,000,000 | 29 |
| Professional and business services | 88 | 50,000 | — | — | — | — | 12 |
| Professional and technical services | 89 | 50,000 | — | — | 750,000 | 1,000,000 | 11 |
| Education and health services | 82 | 50,000 | 100,000 | 250,000 | 500,000 | 1,000,000 | 18 |
| Educational services | 88 | 50,000 | 50,000 | 200,000 | — | 500,000 | 12 |
| Junior colleges, colleges, and universities | 91 | 50,000 | 50,000 | 200,000 | 500,000 | 500,000 | 9 |
| Health care and social assistance | 82 | 50,000 | 100,000 | 250,000 | 500,000 | 1,000,000 | 18 |
| Leisure and hospitality | 86 | — | — | — | — | 1,000,000 | 14 |

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, private industry workers, March 2017—continued

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 81 | \$50,000 | \$50,000 | \$200,000 | \$500,000 | \$1,000,000 | 19 |
| 1 to 49 workers | 85 | 50,000 | 50,000 | — | 500,000 | 1,000,000 | 15 |
| 50 to 99 workers | 75 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 25 |
| 100 workers or more | 79 | 50,000 | 90,000 | 300,000 | 750,000 | — | 21 |
| 100 to 499 workers | 78 | 50,000 | — | 200,000 | 500,000 | — | 22 |
| 500 workers or more | 80 | 50,000 | 100,000 | 400,000 | 1,000,000 | 1,500,000 | 20 |
| Geographic areas | | | | | | | |
| Northeast | 79 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 21 |
| Middle Atlantic | 78 | 50,000 | — | 250,000 | 500,000 | 1,000,000 | 22 |
| South | 81 | 50,000 | — | 250,000 | — | — | 19 |
| South Atlantic | 82 | 50,000 | — | 300,000 | — | 2,000,000 | 18 |
| East South Central | 78 | 50,000 | — | — | 500,000 | 1,000,000 | 22 |
| West South Central | 80 | 50,000 | — | 200,000 | 500,000 | 1,000,000 | 20 |
| Midwest | 80 | 50,000 | 70,000 | 250,000 | 500,000 | — | 20 |
| East North Central | 82 | 50,000 | 100,000 | 250,000 | 700,000 | — | 18 |
| West | 79 | 50,000 | — | 250,000 | 1,000,000 | 1,200,000 | 21 |
| Mountain | 81 | 50,000 | — | — | 1,000,000 | 1,000,000 | 19 |
| Pacific | 77 | 50,000 | — | 200,000 | — | — | 23 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 20. Standard errors for life insurance plans: Maximum benefit amounts, private industry workers, March 2017

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|--|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 0.9 | \$0.00 | \$15,430.33 | \$16,090.60 | \$134,870.77 | \$98,270.04 | 0.9 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.3 | 0.00 | 0.00 | – | 256,289.39 | – | 1.3 |
| Management, business, and financial | 1.7 | 0.00 | 15,430.33 | 84,613.83 | 202,177.52 | 397,712.21 | 1.7 |
| Professional and related | 1.4 | 0.00 | 0.00 | 85,119.02 | 117,556.37 | – | 1.4 |
| Service | 3.2 | 6,451.74 | 12,035.57 | – | 9,124.14 | 0.00 | 3.2 |
| Sales and office | 1.0 | 0.00 | 912.41 | 13,190.62 | 0.00 | 81,608.82 | 1.0 |
| Sales and related | 1.4 | 0.00 | 0.00 | – | 0.00 | 36,496.58 | 1.4 |
| Office and administrative support | 1.2 | 0.00 | – | 42,999.80 | 52,414.22 | 205,850.07 | 1.2 |
| Production, transportation, and material moving ... | 2.9 | 0.00 | 13,222.14 | – | 0.00 | 0.00 | 2.9 |
| Transportation and material moving | 4.2 | 0.00 | – | 0.00 | 86,077.00 | – | 4.2 |
| Full time | 1.0 | 0.00 | 15,697.77 | 16,372.69 | 134,407.03 | 189,202.27 | 1.0 |
| Part time | 3.6 | 0.00 | – | – | 83,124.91 | 268,659.17 | 3.6 |
| Union | 3.6 | 0.00 | – | – | 67,048.49 | 236,524.84 | 3.6 |
| Nonunion | 0.9 | 0.00 | – | 9,124.14 | 130,637.86 | 138,974.82 | 0.9 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 1.9 | 0.00 | 10,282.39 | 87,734.23 | 0.00 | 36,496.58 | 1.9 |
| Lowest 10 percent | 2.8 | 0.00 | – | – | – | – | 2.8 |
| Second 25 percent | 1.9 | 0.00 | 0.00 | 13,807.34 | 0.00 | 0.00 | 1.9 |
| Third 25 percent | 1.3 | 0.00 | – | 26,943.27 | 0.00 | 0.00 | 1.3 |
| Highest 25 percent | 1.4 | 0.00 | 0.00 | 76,886.82 | 53,202.44 | 258,069.76 | 1.4 |
| Highest 10 percent | 2.3 | 0.00 | 13,347.47 | 76,021.15 | 0.00 | 258,069.76 | 2.3 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries: | | | | | | | |
| Construction | 6.9 | 0.00 | 0.00 | – | – | – | 6.9 |
| Service-providing industries | 0.9 | 0.00 | – | 21,878.93 | – | 297,060.60 | 0.9 |
| Trade, transportation, and utilities | 1.7 | 0.00 | 0.00 | 15,803.48 | 104,031.25 | 0.00 | 1.7 |
| Wholesale trade | 2.9 | 0.00 | – | 34,175.98 | 31,606.96 | 0.00 | 2.9 |
| Retail trade | 2.1 | 0.00 | 0.00 | 0.00 | 55,500.00 | – | 2.1 |
| Transportation and warehousing | 5.9 | 0.00 | – | 0.00 | 68,278.84 | 84,490.75 | 5.9 |
| Utilities | 7.0 | 0.00 | – | – | – | 0.00 | 7.0 |
| Financial activities | 1.2 | 0.00 | 0.00 | 0.00 | 171,912.04 | 0.00 | 1.2 |
| Finance and insurance | 1.3 | 0.00 | 0.00 | 0.00 | 213,200.61 | 0.00 | 1.3 |
| Credit intermediation and related activities | 1.2 | 0.00 | 0.00 | 65,153.03 | 126,756.66 | 0.00 | 1.2 |
| Insurance carriers and related activities ... | 2.9 | 8,160.88 | 59,025.52 | 0.00 | 0.00 | 598,310.12 | 2.9 |
| Professional and business services | 2.5 | 0.00 | – | – | – | – | 2.5 |
| Professional and technical services | 3.0 | 0.00 | – | – | 199,065.32 | 0.00 | 3.0 |
| Education and health services | 2.1 | 0.00 | 24,294.91 | 59,831.01 | 0.00 | 0.00 | 2.1 |
| Educational services | 2.7 | 0.00 | 9,124.14 | 58,423.03 | – | 9,124.14 | 2.7 |
| Junior colleges, colleges, and universities | 2.1 | 0.00 | 0.00 | 32,438.87 | 31,606.96 | 73,277.73 | 2.1 |
| Health care and social assistance | 2.4 | 0.00 | 16,624.98 | 69,487.41 | 105,422.36 | 0.00 | 2.4 |
| Leisure and hospitality | 3.9 | – | – | – | – | 51,613.95 | 3.9 |

See footnotes at end of table.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, private industry workers, March 2017—continued

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 1.7 | \$0.00 | \$5,983.10 | \$54,256.06 | \$0.00 | \$0.00 | 1.7 |
| 1 to 49 workers | 1.6 | 0.00 | 9,569.48 | — | 0.00 | 0.00 | 1.6 |
| 50 to 99 workers | 3.8 | 0.00 | — | 53,397.68 | 0.00 | 0.00 | 3.8 |
| 100 workers or more | 1.1 | 0.00 | 23,404.81 | 27,081.96 | 51,613.95 | — | 1.1 |
| 100 to 499 workers | 1.8 | 0.00 | — | 31,816.98 | 18,248.29 | — | 1.8 |
| 500 workers or more | 1.6 | 0.00 | 0.00 | 116,578.57 | 0.00 | 348,035.56 | 1.6 |
| Geographic areas | | | | | | | |
| Northeast | 1.6 | 0.00 | — | 57,162.60 | 0.00 | 0.00 | 1.6 |
| Middle Atlantic | 1.9 | 0.00 | — | 35,630.92 | 31,934.50 | 0.00 | 1.9 |
| South | 1.3 | 0.00 | — | 33,524.24 | — | — | 1.3 |
| South Atlantic | 1.3 | 0.00 | — | 37,619.81 | — | 353,376.57 | 1.3 |
| East South Central | 3.2 | 0.00 | — | — | 0.00 | 0.00 | 3.2 |
| West South Central | 3.0 | 0.00 | — | 52,414.22 | 0.00 | 273,724.31 | 3.0 |
| Midwest | 2.2 | 0.00 | 15,908.49 | 40,517.77 | 82,117.29 | — | 2.2 |
| East North Central | 2.6 | 0.00 | 28,953.89 | 60,240.08 | 170,208.70 | — | 2.6 |
| West | 2.8 | 0.00 | — | 41,401.90 | 184,072.68 | 309,952.42 | 2.8 |
| Mountain | 3.5 | 0.00 | — | — | 0.00 | 0.00 | 3.5 |
| Pacific | 3.9 | 0.00 | — | 36,621.82 | — | — | 3.9 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ private industry workers, March 2017

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

| Characteristics | Flat dollar amounts ² | | | | |
|--|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$10,000 | \$10,000 | \$20,000 | \$35,000 | \$50,000 |
| Worker characteristics | | | | | |
| Management, professional, and related | 10,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Management, business, and financial | 10,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Professional and related | 10,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Service | 5,000 | 10,000 | — | 20,000 | — |
| Sales and office | 10,000 | — | 20,000 | 40,000 | 50,000 |
| Sales and related | — | 10,000 | — | 25,000 | 50,000 |
| Office and administrative support | 10,000 | 15,000 | 20,000 | 50,000 | 50,000 |
| Natural resources, construction, and maintenance: | | | | | |
| Construction, extraction, farming, fishing, and forestry | — | 10,000 | 20,000 | 25,000 | — |
| Production, transportation, and material moving ... | 10,000 | 15,000 | 20,000 | 25,000 | 45,000 |
| Transportation and material moving | 10,000 | 15,000 | 20,000 | 35,000 | 45,000 |
| Full time | 10,000 | 15,000 | 20,000 | 35,000 | 50,000 |
| Part time | 5,000 | 5,000 | — | — | 50,000 |
| Union | 5,000 | 10,000 | — | 35,000 | 50,000 |
| Nonunion | 10,000 | 15,000 | 20,000 | — | 50,000 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 5,000 | 10,000 | 15,000 | 20,000 | 25,000 |
| Lowest 10 percent | 5,000 | — | — | 15,000 | — |
| Second 25 percent | 10,000 | — | 20,000 | 25,000 | 50,000 |
| Third 25 percent | 10,000 | 15,000 | 20,000 | 40,000 | 50,000 |
| Highest 25 percent | 10,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Highest 10 percent | — | 15,000 | — | 50,000 | — |
| Establishment characteristics | | | | | |
| Goods-producing industries: | | | | | |
| Construction | 10,000 | 10,000 | — | — | 50,000 |
| Service-providing industries | 10,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| Trade, transportation, and utilities | 10,000 | 10,000 | 20,000 | 25,000 | 50,000 |
| Wholesale trade | 10,000 | 15,000 | 20,000 | 25,000 | 50,000 |
| Retail trade | 5,000 | 10,000 | 15,000 | 20,000 | — |
| Transportation and warehousing | 10,000 | 15,000 | — | 40,000 | 50,000 |
| Utilities | 10,000 | 12,500 | — | 50,000 | 50,000 |
| Financial activities | 15,000 | 15,000 | 25,000 | 50,000 | — |
| Finance and insurance | 15,000 | 25,000 | 45,000 | 50,000 | — |
| Credit intermediation and related activities | — | 20,000 | 25,000 | 50,000 | — |
| Insurance carriers and related activities | 15,000 | 25,000 | 50,000 | — | 100,000 |
| Real estate and rental and leasing | — | 15,000 | — | — | 50,000 |
| Professional and business services | 10,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Professional and technical services | — | — | — | 50,000 | — |

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ private industry workers, March 2017—continued

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

| Characteristics | Flat dollar amounts ² | | | | |
|---|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| Education and health services | \$10,000 | — | \$25,000 | \$50,000 | \$50,000 |
| Educational services | 10,000 | \$15,000 | 25,000 | 50,000 | 50,000 |
| Junior colleges, colleges, and universities | 10,000 | 10,000 | — | 50,000 | 50,000 |
| Health care and social assistance | 10,000 | — | 25,000 | 50,000 | 50,000 |
| Leisure and hospitality | 5,000 | — | — | 15,000 | — |
| Accommodation and food services | 5,000 | — | — | 15,000 | 20,000 |
| 1 to 99 workers | 10,000 | 15,000 | 20,000 | 40,000 | 50,000 |
| 1 to 49 workers | 10,000 | — | 20,000 | 40,000 | 50,000 |
| 50 to 99 workers | 10,000 | 15,000 | 20,000 | — | 50,000 |
| 100 workers or more | 10,000 | 10,000 | 20,000 | 30,000 | 50,000 |
| 100 to 499 workers | 10,000 | 10,000 | 20,000 | 25,000 | 50,000 |
| 500 workers or more | — | 10,000 | 20,000 | 35,000 | 50,000 |
| Geographic areas | | | | | |
| Northeast | — | 10,000 | 20,000 | 50,000 | — |
| Middle Atlantic | 10,000 | 10,000 | — | 50,000 | — |
| South | 10,000 | — | 20,000 | — | 50,000 |
| South Atlantic | 10,000 | 10,000 | 20,000 | 25,000 | 50,000 |
| East South Central | 10,000 | 15,000 | 20,000 | 50,000 | 50,000 |
| West South Central | 10,000 | — | — | 25,000 | 50,000 |
| Midwest | 10,000 | 15,000 | 20,000 | 30,000 | 50,000 |
| East North Central | 10,000 | 15,000 | 20,000 | — | 50,000 |
| West | — | 10,000 | 20,000 | — | 50,000 |
| Mountain | 10,000 | — | 20,000 | — | 50,000 |
| Pacific | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |

¹ Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,¹ private industry workers, March 2017

| Characteristics | Flat dollar amounts ² | | | | |
|--|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$0.00 | \$1,858.73 | \$0.00 | \$7,082.83 | \$0.00 |
| Worker characteristics | | | | | |
| Management, professional, and related | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Management, business, and financial | 0.00 | 0.00 | 0.00 | 1,824.83 | 0.00 |
| Professional and related | 0.00 | 0.00 | 912.41 | 0.00 | 2,737.24 |
| Service | 0.00 | 0.00 | – | 3,871.05 | – |
| Sales and office | 0.00 | – | 0.00 | 11,896.43 | 0.00 |
| Sales and related | – | 0.00 | – | 4,279.60 | 0.00 |
| Office and administrative support | 0.00 | 2,106.47 | 5,474.49 | 3,160.70 | 0.00 |
| Natural resources, construction, and maintenance: | | | | | |
| Construction, extraction, farming, fishing, and forestry | – | 584.23 | 3,433.39 | 0.00 | – |
| Production, transportation, and material moving ... | 0.00 | 948.21 | 0.00 | 2,322.63 | 8,043.75 |
| Transportation and material moving | 0.00 | 2,644.43 | 0.00 | 7,517.32 | 8,751.57 |
| Full time | 0.00 | 3,795.03 | 0.00 | 7,177.98 | 0.00 |
| Part time | 0.00 | 0.00 | – | – | 0.00 |
| Union | 0.00 | 0.00 | – | 4,706.68 | 0.00 |
| Nonunion | 0.00 | 456.21 | 0.00 | – | 0.00 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 0.00 | 0.00 | 1,672.48 | 0.00 | 2,580.70 |
| Lowest 10 percent | 0.00 | – | – | 4,375.79 | – |
| Second 25 percent | 0.00 | – | 0.00 | 258.07 | 0.00 |
| Third 25 percent | 0.00 | 0.00 | 0.00 | 5,969.87 | 0.00 |
| Highest 25 percent | 0.00 | 0.00 | 0.00 | 0.00 | 364.97 |
| Highest 10 percent | – | 912.41 | – | 0.00 | – |
| Establishment characteristics | | | | | |
| Goods-producing industries: | | | | | |
| Construction | 2,015.59 | 0.00 | – | – | 0.00 |
| Service-providing industries | 0.00 | 1,377.72 | 0.00 | 8,140.45 | 0.00 |
| Trade, transportation, and utilities | 0.00 | 1,499.25 | 0.00 | 0.00 | 0.00 |
| Wholesale trade | 0.00 | 0.00 | 912.41 | 0.00 | 912.41 |
| Retail trade | 0.00 | 0.00 | 0.00 | 0.00 | – |
| Transportation and warehousing | 0.00 | 4,398.56 | – | 5,698.03 | 4,181.21 |
| Utilities | 0.00 | 1,766.88 | – | 0.00 | 0.00 |
| Financial activities | 774.21 | 2,414.02 | 1,824.83 | 0.00 | – |
| Finance and insurance | 0.00 | 3,871.05 | 12,675.67 | 0.00 | – |
| Credit intermediation and related activities | – | 2,414.02 | 4,913.50 | 0.00 | – |
| Insurance carriers and related activities | 0.00 | 0.00 | 9,124.14 | – | 0.00 |
| Real estate and rental and leasing | – | 0.00 | – | – | 8,160.88 |
| Professional and business services | 0.00 | 3,871.05 | 4,469.90 | 0.00 | 0.00 |
| Professional and technical services | – | – | – | 0.00 | – |

See footnotes at end of table.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,¹ private industry workers, March 2017—continued

| Characteristics | Flat dollar amounts ² | | | | |
|---|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| Education and health services | \$0.00 | – | \$4,375.79 | \$0.00 | \$0.00 |
| Educational services | 0.00 | \$2,580.70 | 3,866.74 | 3,160.70 | 0.00 |
| Junior colleges, colleges, and universities | 0.00 | 0.00 | – | 0.00 | 0.00 |
| Health care and social assistance | 0.00 | – | 5,842.30 | 1,277.38 | 0.00 |
| Leisure and hospitality | 0.00 | – | – | 4,279.60 | – |
| Accommodation and food services | 0.00 | – | – | 0.00 | 3,289.76 |
| 1 to 99 workers | 0.00 | 0.00 | 0.00 | 8,893.12 | 0.00 |
| 1 to 49 workers | 1,824.83 | – | 0.00 | 9,612.88 | 0.00 |
| 50 to 99 workers | 0.00 | 0.00 | 0.00 | – | 0.00 |
| 100 workers or more | 0.00 | 0.00 | 0.00 | 3,160.70 | 0.00 |
| 100 to 499 workers | 0.00 | 1,982.27 | 0.00 | 2,948.10 | 0.00 |
| 500 workers or more | – | 0.00 | 1,290.35 | 7,230.56 | 0.00 |
| Geographic areas | | | | | |
| Northeast | – | 0.00 | 3,413.94 | 0.00 | – |
| Middle Atlantic | 1,824.83 | 1,580.35 | – | 0.00 | – |
| South | 0.00 | – | 2,293.77 | – | 0.00 |
| South Atlantic | 0.00 | 1,040.31 | 3,042.60 | 6,174.83 | 0.00 |
| East South Central | 0.00 | 0.00 | 1,290.35 | 0.00 | 0.00 |
| West South Central | 0.00 | – | – | 3,977.12 | 3,160.70 |
| Midwest | 0.00 | 2,656.99 | 0.00 | 2,521.96 | 0.00 |
| East North Central | 0.00 | 3,944.54 | 0.00 | – | 0.00 |
| West | – | 516.14 | 0.00 | – | 0.00 |
| Mountain | 0.00 | – | 4,997.50 | – | 0.00 |
| Pacific | 182.48 | 364.97 | 0.00 | 11,893.63 | 0.00 |

¹ Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 22. Short-term disability plans: Method of funding, private industry workers, March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|--|---------------------------------------|----------------------|------------------|------------------|
| All workers | 44 | 40 | – | – |
| Worker characteristics | | | | |
| Management, professional, and related | 48 | 40 | 12 | (²) |
| Management, business, and financial | 51 | 38 | – | – |
| Professional and related | 46 | 41 | 13 | (²) |
| Service | – | 40 | 33 | – |
| Sales and office | 47 | 36 | – | – |
| Sales and related | 50 | 33 | 16 | – |
| Office and administrative support | 46 | 37 | – | – |
| Natural resources, construction, and maintenance | 37 | – | 16 | – |
| Installation, maintenance, and repair | 44 | 43 | – | – |
| Production, transportation, and material moving ... | 44 | 45 | – | – |
| Transportation and material moving | 38 | 45 | – | – |
| Full time | 46 | 41 | – | – |
| Part time | – | 28 | 45 | – |
| Nonunion | 45 | 39 | 16 | (²) |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 31 | 33 | 35 | – |
| Lowest 10 percent | 27 | 29 | 43 | – |
| Second 25 percent | 41 | 43 | – | – |
| Third 25 percent | 45 | 42 | 12 | (²) |
| Highest 25 percent | 49 | 38 | – | – |
| Highest 10 percent | 52 | 37 | 11 | (²) |
| Establishment characteristics | | | | |
| Service-providing industries | 43 | 38 | 18 | (²) |
| Trade, transportation, and utilities | 44 | 37 | – | – |
| Wholesale trade | 35 | 48 | 17 | – |
| Retail trade | 52 | 27 | 21 | – |
| Transportation and warehousing | 41 | 41 | – | – |
| Information | 67 | 28 | 5 | – |
| Financial activities | 66 | 27 | – | – |
| Finance and insurance | 73 | 23 | 4 | – |
| Credit intermediation and related activities | 76 | 21 | 3 | – |
| Insurance carriers and related activities | 71 | 24 | 5 | – |
| Real estate and rental and leasing | 25 | 49 | – | – |
| Professional and business services | 41 | 38 | – | – |
| Professional and technical services | 38 | 40 | – | – |
| Education and health services | 31 | 53 | – | – |
| Educational services | 41 | 38 | – | – |
| Junior colleges, colleges, and universities | 59 | 28 | – | – |
| Leisure and hospitality | 32 | 32 | 35 | – |
| Accommodation and food services | 37 | 27 | 36 | – |
| Other services | 25 | 44 | 31 | – |

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, private industry workers, March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|---------------------------|---------------------------------------|----------------------|------------------|------------------|
| 1 to 99 workers | 32 | 42 | — | — |
| 1 to 49 workers | 34 | 38 | — | — |
| 50 to 99 workers | 30 | 50 | — | — |
| 100 workers or more | 51 | 39 | 10 | (²) |
| 100 to 499 workers | 48 | 43 | 9 | (²) |
| 500 workers or more | 56 | 34 | 10 | (²) |
| Geographic areas | | | | |
| Northeast | 25 | 27 | 47 | (²) |
| Middle Atlantic | 21 | 23 | 56 | (²) |
| South | 53 | 47 | — | (²) |
| South Atlantic | 51 | 49 | — | (²) |
| East South Central | 55 | 45 | — | — |
| West South Central | 56 | 43 | — | — |
| West | 41 | 48 | — | — |
| Mountain | 39 | 61 | — | — |
| Pacific | 43 | 40 | — | — |

¹ Employer assumes all risks and expenses of providing the benefit.

² Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 22. Standard errors for short-term disability plans: Method of funding, private industry workers, March 2017

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|--|---------------------------------------|----------------------|------------------|------------------|
| All workers | 1.1 | 1.3 | – | – |
| Worker characteristics | | | | |
| Management, professional, and related | 2.0 | 2.1 | 1.1 | 0.1 |
| Management, business, and financial | 2.9 | 2.2 | – | – |
| Professional and related | 2.5 | 3.0 | 2.0 | 0.1 |
| Service | – | 4.3 | 3.1 | – |
| Sales and office | 1.7 | 1.7 | – | – |
| Sales and related | 2.2 | 2.2 | 2.0 | – |
| Office and administrative support | 2.0 | 2.3 | – | – |
| Natural resources, construction, and maintenance | 2.7 | – | 2.3 | – |
| Installation, maintenance, and repair | 3.9 | 2.7 | – | – |
| Production, transportation, and material moving ... | 2.7 | 2.5 | – | – |
| Transportation and material moving | 4.0 | 3.7 | – | – |
| Full time | 1.2 | 1.3 | – | – |
| Part time | – | 3.2 | 3.0 | – |
| Nonunion | 1.2 | 1.3 | 0.7 | (²) |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 2.7 | 3.2 | 3.0 | – |
| Lowest 10 percent | 4.5 | 3.9 | 5.8 | – |
| Second 25 percent | 2.0 | 2.2 | – | – |
| Third 25 percent | 1.8 | 2.1 | 1.4 | 0.1 |
| Highest 25 percent | 1.9 | 1.7 | – | – |
| Highest 10 percent | 2.7 | 2.7 | 1.3 | 0.2 |
| Establishment characteristics | | | | |
| Service-providing industries | 1.3 | 1.5 | 1.0 | 0.1 |
| Trade, transportation, and utilities | 1.7 | 1.7 | – | – |
| Wholesale trade | 3.1 | 3.1 | 1.8 | – |
| Retail trade | 2.1 | 2.4 | 1.9 | – |
| Transportation and warehousing | 6.2 | 5.6 | – | – |
| Information | 3.9 | 3.6 | 1.1 | – |
| Financial activities | 2.2 | 2.0 | – | – |
| Finance and insurance | 1.6 | 1.6 | 0.3 | – |
| Credit intermediation and related activities | 2.1 | 2.0 | 1.0 | – |
| Insurance carriers and related activities | 2.5 | 3.0 | 0.9 | – |
| Real estate and rental and leasing | 5.4 | 7.6 | – | – |
| Professional and business services | 3.8 | 3.6 | – | – |
| Professional and technical services | 5.1 | 4.0 | – | – |
| Education and health services | 3.5 | 4.6 | – | – |
| Educational services | 5.6 | 5.3 | – | – |
| Junior colleges, colleges, and universities | 2.7 | 3.0 | – | – |
| Leisure and hospitality | 4.4 | 5.8 | 5.0 | – |
| Accommodation and food services | 5.4 | 5.9 | 6.2 | – |
| Other services | 5.1 | 6.0 | 4.9 | – |

See footnotes at end of table.

Table 22. Standard errors for short-term disability plans: Method of funding, private industry workers, March 2017—continued

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|---------------------------|---------------------------------------|----------------------|------------------|-------|
| 1 to 99 workers | 1.9 | 2.4 | — | — |
| 1 to 49 workers | 2.1 | 2.7 | — | — |
| 50 to 99 workers | 3.1 | 3.9 | — | — |
| 100 workers or more | 1.6 | 1.7 | 0.5 | 0.1 |
| 100 to 499 workers | 2.2 | 2.2 | 1.0 | 0.2 |
| 500 workers or more | 2.3 | 2.5 | 1.0 | 0.1 |
| Geographic areas | | | | |
| Northeast | 1.3 | 2.5 | 1.9 | 0.2 |
| Middle Atlantic | 1.4 | 2.8 | 2.2 | 0.1 |
| South | 2.6 | 2.6 | — | 0.1 |
| South Atlantic | 3.6 | 3.7 | — | 0.1 |
| East South Central | 8.3 | 8.3 | — | — |
| West South Central | 3.4 | 3.4 | — | — |
| West | 3.3 | 2.7 | — | — |
| Mountain | 4.0 | 4.0 | — | — |
| Pacific | 4.7 | 3.3 | — | — |

¹ Employer assumes all risks and expenses of providing the benefit.

² Less than 0.05.

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 23. Short-term disability plans: Employee contribution requirement, private industry workers, March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|--|--------------------------------|------------------------------------|
| All workers | 16 | 84 |
| Worker characteristics | | |
| Management, professional, and related | 12 | 88 |
| Management, business, and financial | 11 | 89 |
| Professional and related | 12 | 88 |
| Service | 33 | 67 |
| Sales and office | 17 | 83 |
| Sales and related | 19 | 81 |
| Office and administrative support | 16 | 84 |
| Natural resources, construction, and maintenance | 16 | 84 |
| Installation, maintenance, and repair | 13 | 87 |
| Production, transportation, and material moving ... | 13 | 87 |
| Transportation and material moving | 18 | 82 |
| Full time | 13 | 87 |
| Part time | 41 | 59 |
| Nonunion | 16 | 84 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 36 | 64 |
| Lowest 10 percent | 41 | 59 |
| Second 25 percent | 17 | 83 |
| Third 25 percent | 13 | 87 |
| Highest 25 percent | 11 | 89 |
| Highest 10 percent | 12 | 88 |
| Establishment characteristics | | |
| Service-providing industries | 18 | 82 |
| Trade, transportation, and utilities | 21 | 79 |
| Wholesale trade | 21 | 79 |
| Retail trade | 23 | 77 |
| Transportation and warehousing | 17 | 83 |
| Information | 6 | 94 |
| Financial activities | 7 | 93 |
| Finance and insurance | 5 | 95 |
| Credit intermediation and related activities | 3 | 97 |
| Insurance carriers and related activities ... | 6 | 94 |
| Real estate and rental and leasing | 24 | 76 |
| Professional and business services | 19 | 81 |
| Professional and technical services | 16 | 84 |
| Education and health services | 15 | 85 |
| Educational services | 9 | 91 |
| Junior colleges, colleges, and universities | 6 | 94 |
| Leisure and hospitality | 35 | 65 |
| Accommodation and food services | 35 | 65 |
| Other services | 22 | 78 |

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, private industry workers, March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---------------------------|--------------------------------|------------------------------------|
| 1 to 99 workers | 22 | 78 |
| 1 to 49 workers | 23 | 77 |
| 50 to 99 workers | 20 | 80 |
| 100 workers or more | 12 | 88 |
| 100 to 499 workers | 13 | 87 |
| 500 workers or more | 11 | 89 |
| Geographic areas | | |
| Northeast | 39 | 61 |
| Middle Atlantic | 45 | 55 |
| South | 5 | 95 |
| South Atlantic | 6 | 94 |
| East South Central | 4 | 96 |
| West South Central | 5 | 95 |
| West | 9 | 91 |
| Mountain | 3 | 97 |
| Pacific | 13 | 87 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 23. Standard errors for short-term disability plans: Employee contribution requirement, private industry workers, March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|--|--------------------------------|------------------------------------|
| All workers | 0.7 | 0.7 |
| Worker characteristics | | |
| Management, professional, and related | 0.8 | 0.8 |
| Management, business, and financial | 2.1 | 2.1 |
| Professional and related | 1.5 | 1.5 |
| Service | 2.7 | 2.7 |
| Sales and office | 1.3 | 1.3 |
| Sales and related | 2.3 | 2.3 |
| Office and administrative support | 1.7 | 1.7 |
| Natural resources, construction, and maintenance | 1.9 | 1.9 |
| Installation, maintenance, and repair | 3.1 | 3.1 |
| Production, transportation, and material moving ... | 1.2 | 1.2 |
| Transportation and material moving | 1.8 | 1.8 |
| Full time | 0.6 | 0.6 |
| Part time | 3.3 | 3.3 |
| Nonunion | 0.9 | 0.9 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 2.4 | 2.4 |
| Lowest 10 percent | 4.3 | 4.3 |
| Second 25 percent | 1.5 | 1.5 |
| Third 25 percent | 1.1 | 1.1 |
| Highest 25 percent | 0.9 | 0.9 |
| Highest 10 percent | 1.7 | 1.7 |
| Establishment characteristics | | |
| Service-providing industries | 0.9 | 0.9 |
| Trade, transportation, and utilities | 1.0 | 1.0 |
| Wholesale trade | 2.2 | 2.2 |
| Retail trade | 2.7 | 2.7 |
| Transportation and warehousing | 4.3 | 4.3 |
| Information | 1.9 | 1.9 |
| Financial activities | 0.8 | 0.8 |
| Finance and insurance | 0.6 | 0.6 |
| Credit intermediation and related activities | 0.6 | 0.6 |
| Insurance carriers and related activities ... | 1.2 | 1.2 |
| Real estate and rental and leasing | 6.0 | 6.0 |
| Professional and business services | 2.7 | 2.7 |
| Professional and technical services | 2.5 | 2.5 |
| Education and health services | 2.3 | 2.3 |
| Educational services | 1.4 | 1.4 |
| Junior colleges, colleges, and universities | 1.6 | 1.6 |
| Leisure and hospitality | 3.5 | 3.5 |
| Accommodation and food services | 4.7 | 4.7 |
| Other services | 4.4 | 4.4 |

See footnotes at end of table.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, private industry workers, March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|---------------------------|--------------------------------|------------------------------------|
| 1 to 99 workers | 1.7 | 1.7 |
| 1 to 49 workers | 2.1 | 2.1 |
| 50 to 99 workers | 3.3 | 3.3 |
| 100 workers or more | 0.8 | 0.8 |
| 100 to 499 workers | 1.5 | 1.5 |
| 500 workers or more | 0.9 | 0.9 |
| Geographic areas | | |
| Northeast | 1.9 | 1.9 |
| Middle Atlantic | 2.2 | 2.2 |
| South | 0.7 | 0.7 |
| South Atlantic | 0.9 | 0.9 |
| East South Central | 0.5 | 0.5 |
| West South Central | 1.5 | 1.5 |
| West | 1.0 | 1.0 |
| Mountain | 1.4 | 1.4 |
| Pacific | 1.5 | 1.5 |

¹ 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 24. Short-term disability plans: Method of benefit payment, private industry workers, March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|--|---------------------|----------------------|----------------------------------|-----------------------------------|------------------|
| All workers | 6 | 2 | 69 | 23 | (¹) |
| Worker characteristics | | | | | |
| Management, professional, and related | 1 | 1 | 69 | 28 | (¹) |
| Management, business, and financial | – | 2 | 59 | 37 | – |
| Professional and related | – | 1 | 75 | 22 | – |
| Service | 6 | – | 84 | 7 | – |
| Sales and office | 2 | 1 | 70 | 26 | 1 |
| Sales and related | 3 | – | 70 | 24 | – |
| Office and administrative support | 2 | – | 70 | 27 | – |
| Natural resources, construction, and maintenance | 16 | – | 59 | 20 | – |
| Installation, maintenance, and repair | 6 | 3 | 60 | 31 | – |
| Production, transportation, and material moving ... | 14 | – | 64 | 18 | – |
| Transportation and material moving | 9 | – | 75 | 12 | – |
| Full time | 6 | 2 | 67 | 24 | (¹) |
| Part time | – | 2 | 88 | 8 | – |
| Nonunion | 3 | 1 | 71 | 24 | (¹) |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 4 | – | 82 | 10 | – |
| Lowest 10 percent | – | – | 83 | 8 | – |
| Second 25 percent | 8 | 1 | 73 | 17 | (¹) |
| Third 25 percent | 6 | 3 | 68 | 22 | 1 |
| Highest 25 percent | 4 | 2 | 63 | 31 | (¹) |
| Highest 10 percent | 2 | 1 | 63 | 34 | (¹) |
| Establishment characteristics | | | | | |
| Service-providing industries | 3 | 2 | 72 | 23 | (¹) |
| Trade, transportation, and utilities | 5 | 3 | 74 | 17 | 1 |
| Wholesale trade | 4 | 2 | 75 | 19 | – |
| Retail trade | 3 | – | 78 | 15 | – |
| Transportation and warehousing | 10 | – | 70 | 15 | – |
| Information | – | – | 31 | 66 | – |
| Financial activities | – | – | 49 | 49 | – |
| Finance and insurance | (¹) | – | 44 | 55 | – |
| Credit intermediation and related activities | – | – | 32 | 67 | – |
| Insurance carriers and related activities | – | – | 59 | 40 | – |
| Real estate and rental and leasing | – | – | 78 | – | – |
| Professional and business services | – | – | 75 | 25 | – |
| Professional and technical services | – | – | 80 | 20 | – |
| Education and health services | 2 | – | 90 | 7 | – |
| Educational services | 1 | – | 84 | 14 | – |
| Junior colleges, colleges, and universities | – | – | 77 | 21 | – |
| Leisure and hospitality | 9 | – | 80 | 7 | – |
| Accommodation and food services | 6 | – | 81 | 8 | – |
| Other services | – | – | 81 | 7 | – |

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, private industry workers, March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---------------------------|---------------------|----------------------|----------------------------------|-----------------------------------|------------------|
| 1 to 99 workers | 5 | 2 | 76 | 17 | 1 |
| 1 to 49 workers | 4 | 2 | 76 | 18 | 1 |
| 50 to 99 workers | 6 | — | 75 | 15 | — |
| 100 workers or more | 6 | 2 | 65 | 26 | (¹) |
| 100 to 499 workers | 7 | — | 67 | 24 | — |
| 500 workers or more | 5 | 3 | 62 | 29 | (¹) |
| Geographic areas | | | | | |
| Northeast | 3 | — | 82 | 15 | — |
| Middle Atlantic | 2 | — | 85 | 13 | — |
| South | 6 | 3 | 61 | 30 | (¹) |
| South Atlantic | 6 | 4 | 62 | 27 | 1 |
| East South Central | — | 3 | 65 | 24 | — |
| West South Central | 5 | — | 57 | 36 | — |
| West | 4 | 2 | 69 | 24 | 2 |
| Mountain | 4 | — | 74 | 21 | — |
| Pacific | 4 | 2 | 65 | 26 | 2 |

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 24. Standard errors for short-term disability plans: Method of benefit payment, private industry workers, March 2017

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|--|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| All workers | 0.4 | 0.3 | 1.0 | 0.9 | 0.1 |
| Worker characteristics | | | | | |
| Management, professional, and related | 0.4 | 0.3 | 1.7 | 1.6 | 0.2 |
| Management, business, and financial | – | 0.6 | 2.6 | 2.4 | – |
| Professional and related | – | 0.4 | 1.7 | 1.7 | – |
| Service | 1.4 | – | 3.4 | 1.4 | – |
| Sales and office | 0.3 | 0.2 | 1.4 | 1.3 | 0.3 |
| Sales and related | 0.6 | – | 2.2 | 2.3 | – |
| Office and administrative support | 0.3 | – | 1.6 | 1.5 | – |
| Natural resources, construction, and maintenance | 1.4 | – | 2.9 | 2.5 | – |
| Installation, maintenance, and repair | 0.9 | 0.5 | 4.1 | 3.8 | – |
| Production, transportation, and material moving ... | 1.2 | – | 2.0 | 2.1 | – |
| Transportation and material moving | 1.6 | – | 2.3 | 2.5 | – |
| Full time | 0.4 | 0.3 | 1.0 | 1.0 | 0.1 |
| Part time | – | 0.8 | 1.5 | 1.6 | – |
| Nonunion | 0.3 | 0.3 | 1.1 | 1.0 | 0.1 |
| Average wage within the following categories: ¹ | | | | | |
| Lowest 25 percent | 1.1 | – | 3.4 | 1.4 | – |
| Lowest 10 percent | – | – | 3.3 | 2.4 | – |
| Second 25 percent | 0.7 | 0.1 | 1.8 | 1.7 | 0.1 |
| Third 25 percent | 0.7 | 0.6 | 1.5 | 1.4 | 0.1 |
| Highest 25 percent | 0.5 | 0.4 | 1.6 | 1.7 | 0.1 |
| Highest 10 percent | 0.7 | 0.3 | 2.3 | 2.3 | 0.2 |
| Establishment characteristics | | | | | |
| Service-providing industries | 0.4 | 0.3 | 1.2 | 1.1 | 0.1 |
| Trade, transportation, and utilities | 0.8 | 0.5 | 1.2 | 1.3 | 0.3 |
| Wholesale trade | 0.9 | 0.8 | 2.6 | 2.1 | – |
| Retail trade | 0.6 | – | 1.7 | 1.3 | – |
| Transportation and warehousing | 2.8 | – | 3.2 | 4.0 | – |
| Information | – | – | 3.4 | 3.5 | – |
| Financial activities | – | – | 2.4 | 2.6 | – |
| Finance and insurance | 0.1 | – | 2.3 | 2.4 | – |
| Credit intermediation and related activities | – | – | 2.8 | 2.9 | – |
| Insurance carriers and related activities | – | – | 2.9 | 3.0 | – |
| Real estate and rental and leasing | – | – | 5.4 | – | – |
| Professional and business services | – | – | 3.5 | 3.5 | – |
| Professional and technical services | – | – | 3.4 | 3.4 | – |
| Education and health services | 1.0 | – | 2.0 | 1.6 | – |
| Educational services | 0.5 | – | 2.9 | 2.5 | – |
| Junior colleges, colleges, and universities | – | – | 2.1 | 2.1 | – |
| Leisure and hospitality | 2.3 | – | 5.9 | 2.3 | – |
| Accommodation and food services | 2.4 | – | 5.3 | 2.8 | – |
| Other services | – | – | 6.9 | 2.9 | – |

See footnotes at end of table.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, private industry workers, March 2017—continued

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---------------------------|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| 1 to 99 workers | 0.7 | 0.7 | 1.6 | 1.2 | 0.1 |
| 1 to 49 workers | 0.8 | 0.5 | 1.8 | 1.3 | 0.2 |
| 50 to 99 workers | 1.3 | — | 3.3 | 2.2 | — |
| 100 workers or more | 0.5 | 0.3 | 1.4 | 1.3 | 0.1 |
| 100 to 499 workers | 0.5 | — | 1.9 | 1.9 | — |
| 500 workers or more | 0.9 | 0.6 | 2.0 | 2.1 | 0.2 |
| Geographic areas | | | | | |
| Northeast | 0.4 | — | 1.9 | 1.8 | — |
| Middle Atlantic | 0.4 | — | 2.2 | 2.1 | — |
| South | 0.8 | 0.7 | 2.1 | 1.7 | 0.1 |
| South Atlantic | 0.8 | 1.1 | 3.2 | 2.8 | 0.1 |
| East South Central | — | 0.9 | 4.8 | 2.5 | — |
| West South Central | 1.4 | — | 2.7 | 2.1 | — |
| West | 1.1 | 0.3 | 2.3 | 2.0 | 0.3 |
| Mountain | 1.4 | — | 2.4 | 1.6 | — |
| Pacific | 1.6 | 0.5 | 3.6 | 3.1 | 0.4 |

¹ 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 25. Short-term disability plans: Duration of benefits, private industry workers, March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|--|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 93 | 12 | 22 | 26 | 26 | 26 | 7 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 94 | 12 | 20 | 26 | 26 | 26 | 6 |
| Management, business, and financial | 95 | 12 | 20 | 26 | 26 | 26 | 5 |
| Professional and related | 93 | 12 | 20 | 26 | 26 | 26 | 7 |
| Service | 98 | 12 | – | 26 | 26 | 26 | 2 |
| Sales and office | 92 | 12 | 21 | 26 | 26 | 26 | 8 |
| Sales and related | 89 | 12 | – | 26 | 26 | 26 | 11 |
| Office and administrative support | 94 | 13 | 24 | 26 | 26 | 26 | 6 |
| Natural resources, construction, and maintenance | 93 | 13 | 26 | 26 | 26 | – | 7 |
| Installation, maintenance, and repair | 90 | 13 | 26 | 26 | 26 | 52 | 10 |
| Production, transportation, and material moving ... | 91 | 13 | 25 | 26 | 26 | 26 | 9 |
| Transportation and material moving | 94 | 13 | 25 | 26 | 26 | 26 | 6 |
| Full time | 93 | 12 | 21 | 26 | 26 | 26 | 7 |
| Part time | 98 | 13 | 26 | 26 | 26 | 26 | 2 |
| Nonunion | 93 | 12 | 21 | 26 | 26 | 26 | 7 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 95 | 12 | 21 | 26 | 26 | 26 | 5 |
| Lowest 10 percent | 95 | 12 | – | 26 | 26 | – | 5 |
| Second 25 percent | 95 | 13 | 24 | 26 | 26 | 26 | 5 |
| Third 25 percent | 93 | 12 | 20 | 26 | 26 | 26 | 7 |
| Highest 25 percent | 92 | 12 | 24 | 26 | 26 | 26 | 8 |
| Highest 10 percent | 92 | 12 | 25 | 26 | 26 | 26 | 8 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 94 | 12 | 21 | 26 | 26 | 26 | 6 |
| Trade, transportation, and utilities | 91 | 13 | 24 | 26 | 26 | 26 | 9 |
| Wholesale trade | 92 | 12 | 24 | 26 | 26 | 26 | 8 |
| Retail trade | 89 | 12 | 21 | 26 | 26 | 26 | 11 |
| Information | 89 | 13 | 26 | 26 | 26 | 52 | 11 |
| Financial activities | 94 | 13 | 25 | 26 | 26 | 26 | 6 |
| Finance and insurance | 94 | 13 | 25 | 26 | 26 | 26 | 6 |
| Credit intermediation and related activities | 93 | 12 | 26 | 26 | 26 | 26 | 7 |
| Insurance carriers and related activities | 96 | 13 | 24 | 26 | 26 | 26 | 4 |
| Professional and business services | 93 | 12 | 18 | 26 | 26 | 26 | 7 |
| Education and health services | 97 | 12 | – | 26 | 26 | 26 | 3 |
| Educational services | 93 | 12 | 25 | 26 | 26 | 26 | 7 |
| Junior colleges, colleges, and universities | 89 | 13 | 24 | 26 | 26 | 26 | 11 |
| Accommodation and food services | 100 | 13 | 26 | 26 | 26 | – | – |

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, private industry workers, March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|---------------------------|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 95 | 12 | 20 | 26 | 26 | 26 | 5 |
| 1 to 49 workers | 95 | 12 | 18 | 26 | 26 | 26 | 5 |
| 50 to 99 workers | 95 | 12 | 20 | 26 | 26 | 26 | 5 |
| 100 workers or more | 92 | 12 | 24 | 26 | 26 | 26 | 8 |
| 100 to 499 workers | 93 | 12 | 21 | 26 | 26 | 26 | 7 |
| 500 workers or more | 91 | 13 | 25 | 26 | 26 | 26 | 9 |
| Geographic areas | | | | | | | |
| Northeast | 95 | — | 26 | 26 | 26 | 26 | 5 |
| Middle Atlantic | 95 | 25 | 26 | 26 | 26 | 26 | 5 |
| South | 91 | 12 | 16 | 26 | 26 | 26 | 9 |
| South Atlantic | 92 | 12 | 16 | 26 | 26 | 26 | 8 |
| West South Central | 92 | 12 | — | 26 | 26 | 26 | 8 |
| West | 95 | 12 | — | 26 | 26 | 26 | 5 |
| Mountain | 95 | 11 | 13 | 22 | 26 | 26 | 5 |
| Pacific | 95 | 13 | 26 | 26 | 26 | 26 | 5 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 25. Standard errors for short-term disability plans: Duration of benefits, private industry workers, March 2017

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|--|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 0.6 | 0.0 | 2.7 | 0.0 | 0.0 | 0.0 | 0.6 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 0.9 | 0.0 | 2.4 | 0.0 | 0.0 | 0.0 | 0.9 |
| Management, business, and financial | 1.1 | 0.0 | 3.2 | 0.0 | 0.0 | 0.0 | 1.1 |
| Professional and related | 1.1 | 0.0 | 4.1 | 0.0 | 0.0 | 0.0 | 1.1 |
| Service | 0.5 | 0.7 | – | 0.0 | 0.0 | 0.0 | 0.5 |
| Sales and office | 0.9 | 0.0 | 3.7 | 0.0 | 0.0 | 0.0 | 0.9 |
| Sales and related | 2.2 | 1.4 | – | 0.0 | 0.0 | 0.0 | 2.2 |
| Office and administrative support | 0.6 | 0.9 | 1.5 | 0.0 | 0.0 | 0.0 | 0.6 |
| Natural resources, construction, and maintenance | 1.4 | 0.0 | 0.6 | 0.0 | 0.0 | – | 1.4 |
| Installation, maintenance, and repair | 2.3 | 0.0 | 1.2 | 0.0 | 0.0 | 7.8 | 2.3 |
| Production, transportation, and material moving ... | 1.1 | 0.0 | 1.9 | 0.0 | 0.0 | 0.0 | 1.1 |
| Transportation and material moving | 1.4 | 0.0 | 1.4 | 0.0 | 0.0 | 0.0 | 1.4 |
| Full time | 0.6 | 0.0 | 0.7 | 0.0 | 0.0 | 0.0 | 0.6 |
| Part time | 0.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.7 |
| Nonunion | 0.6 | 0.0 | 0.4 | 0.0 | 0.0 | 0.0 | 0.6 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 1.0 | 0.0 | 2.9 | 0.0 | 0.0 | 0.0 | 1.0 |
| Lowest 10 percent | 1.6 | 0.6 | – | 0.0 | 0.0 | – | 1.6 |
| Second 25 percent | 0.8 | 0.2 | 1.3 | 0.0 | 0.0 | 0.0 | 0.8 |
| Third 25 percent | 0.8 | 0.0 | 1.3 | 0.0 | 0.0 | 0.0 | 0.8 |
| Highest 25 percent | 1.1 | 0.0 | 3.4 | 0.0 | 0.0 | 0.0 | 1.1 |
| Highest 10 percent | 1.6 | 0.0 | 3.4 | 0.0 | 0.0 | 0.0 | 1.6 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 0.7 | 0.0 | 2.8 | 0.0 | 0.0 | 0.0 | 0.7 |
| Trade, transportation, and utilities | 1.3 | 0.3 | 3.0 | 0.0 | 0.0 | 0.0 | 1.3 |
| Wholesale trade | 1.9 | 1.0 | 2.6 | 0.0 | 0.0 | 0.0 | 1.9 |
| Retail trade | 1.9 | 0.3 | 1.3 | 0.0 | 0.0 | 0.0 | 1.9 |
| Information | 2.3 | 1.2 | 1.0 | 0.0 | 0.0 | 0.0 | 2.3 |
| Financial activities | 0.8 | 0.6 | 0.8 | 0.0 | 0.0 | 0.0 | 0.8 |
| Finance and insurance | 0.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.8 |
| Credit intermediation and related activities | 1.0 | 1.2 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| Insurance carriers and related activities | 1.5 | 0.0 | 5.7 | 0.0 | 0.0 | 0.0 | 1.5 |
| Professional and business services | 2.3 | 0.0 | 3.1 | 0.0 | 0.0 | 0.0 | 2.3 |
| Education and health services | 0.9 | 0.0 | – | 0.0 | 0.0 | 0.0 | 0.9 |
| Educational services | 1.6 | 1.3 | 3.3 | 0.0 | 0.0 | 0.0 | 1.6 |
| Junior colleges, colleges, and universities | 2.2 | 0.0 | 2.5 | 0.0 | 0.0 | 0.0 | 2.2 |
| Accommodation and food services | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | – | – |

See footnotes at end of table.

Table 25. Standard errors for short-term disability plans: Duration of benefits, private industry workers, March 2017—continued

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|---------------------------|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 0.7 | 0.0 | 3.2 | 0.0 | 0.0 | 0.0 | 0.7 |
| 1 to 49 workers | 0.5 | 0.0 | 4.6 | 0.0 | 0.0 | 0.0 | 0.5 |
| 50 to 99 workers | 1.8 | 0.4 | 5.3 | 0.0 | 0.0 | 0.0 | 1.8 |
| 100 workers or more | 0.8 | 1.4 | 1.4 | 0.0 | 0.0 | 0.0 | 0.8 |
| 100 to 499 workers | 1.1 | 0.0 | 2.9 | 0.0 | 0.0 | 0.0 | 1.1 |
| 500 workers or more | 1.1 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 | 1.1 |
| Geographic areas | | | | | | | |
| Northeast | 0.7 | — | 0.0 | 0.0 | 0.0 | 0.0 | 0.7 |
| Middle Atlantic | 0.8 | 0.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.8 |
| South | 1.5 | 0.0 | 4.0 | 0.0 | 0.0 | 0.0 | 1.5 |
| South Atlantic | 1.6 | 0.0 | 4.2 | 0.0 | 0.0 | 0.0 | 1.6 |
| West South Central | 2.8 | 0.0 | — | 0.0 | 0.0 | 0.0 | 2.8 |
| West | 1.2 | 1.3 | — | 0.0 | 0.0 | 0.0 | 1.2 |
| Mountain | 1.7 | 0.0 | 0.0 | 3.5 | 0.0 | 0.0 | 1.7 |
| Pacific | 1.7 | 0.9 | 0.6 | 0.0 | 0.0 | 0.0 | 1.7 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 26. Short-term disability plans: Fixed percent of annual earnings, private industry workers, March 2017

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| All workers | 1 | 23 | 1 | 41 | 21 | 13 | 62.3 | 60.0 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | – | 15 | – | 42 | 24 | 18 | 64.8 | 60.0 |
| Management, business, and financial | – | 12 | – | 40 | 27 | 20 | 65.7 | 60.0 |
| Professional and related | – | 16 | – | 44 | 23 | 17 | 64.3 | 60.0 |
| Service | – | 33 | – | 36 | 19 | 7 | 59.0 | 60.0 |
| Sales and office | 1 | 28 | 1 | 39 | 20 | 12 | 61.4 | 60.0 |
| Sales and related | – | 37 | – | 34 | 14 | 14 | 61.2 | 60.0 |
| Office and administrative support | 1 | 24 | 1 | 41 | 22 | 11 | 61.4 | 60.0 |
| Natural resources, construction, and maintenance | – | 32 | – | 34 | 22 | 11 | 60.5 | 60.0 |
| Installation, maintenance, and repair | – | 22 | – | 41 | 23 | 13 | 62.4 | 60.0 |
| Production, transportation, and material moving ... | 3 | 18 | (1) | 47 | 18 | 13 | 61.9 | 60.0 |
| Transportation and material moving | – | 22 | – | 46 | 19 | 11 | 61.5 | 60.0 |
| Full time | 1 | 21 | 1 | 43 | 20 | 15 | 62.7 | 60.0 |
| Part time | – | 35 | – | 25 | 30 | 6 | 59.5 | 60.0 |
| Nonunion | 1 | 22 | 1 | 41 | 21 | 14 | 62.6 | 60.0 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | – | 36 | – | 33 | 23 | 6 | 59.0 | 60.0 |
| Lowest 10 percent | – | 33 | – | 32 | 26 | 7 | 59.9 | 60.0 |
| Second 25 percent | 2 | 27 | 2 | 42 | 19 | 9 | 60.2 | 60.0 |
| Third 25 percent | 1 | 20 | (1) | 46 | 19 | 14 | 62.1 | 60.0 |
| Highest 25 percent | 1 | 16 | (1) | 39 | 24 | 20 | 65.5 | 60.0 |
| Highest 10 percent | – | 16 | – | 38 | 22 | 25 | 67.5 | 60.0 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 1 | 24 | 1 | 41 | 21 | 12 | 62.0 | 60.0 |
| Trade, transportation, and utilities | – | 30 | – | 37 | 19 | 12 | 61.3 | 60.0 |
| Wholesale trade | – | 11 | – | 53 | 25 | 10 | 63.4 | 60.0 |
| Retail trade | – | 46 | – | 28 | 15 | 10 | 58.5 | 60.0 |
| Transportation and warehousing | – | 25 | – | 38 | 20 | 16 | 63.5 | 60.0 |
| Information | – | 14 | – | 60 | – | 13 | 62.3 | 60.0 |
| Financial activities | – | 20 | – | 37 | 19 | 24 | 65.5 | 60.0 |
| Finance and insurance | – | 18 | – | 35 | 20 | 27 | 66.8 | 60.0 |
| Credit intermediation and related activities | – | 28 | – | 35 | 22 | 15 | 63.0 | 60.0 |
| Insurance carriers and related activities | – | 14 | – | 37 | 21 | 27 | 66.1 | 60.0 |
| Real estate and rental and leasing | – | – | – | 43 | – | – | 60.9 | 60.0 |
| Professional and business services | – | 11 | – | 42 | 31 | 14 | 65.0 | 60.0 |
| Professional and technical services | – | 13 | – | 39 | 29 | 18 | 66.2 | 60.0 |
| Education and health services | – | 21 | – | 49 | 19 | 10 | 61.2 | 60.0 |
| Educational services | – | 34 | – | 26 | 19 | 21 | 64.2 | 60.0 |
| Junior colleges, colleges, and universities | – | 24 | – | 36 | 11 | 29 | 67.8 | 60.0 |
| Leisure and hospitality | – | 47 | – | 26 | 17 | – | 56.4 | 58.0 |
| Accommodation and food services | – | 50 | – | 24 | 17 | – | 56.3 | 58.0 |
| Other services | – | 37 | – | 22 | 28 | 6 | 58.7 | 60.0 |

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, private industry workers, March 2017—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---------------------------|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| 1 to 99 workers | — | 23 | — | 37 | 26 | 12 | 62.6 | 60.0 |
| 1 to 49 workers | — | 24 | — | 33 | 29 | 12 | 62.4 | 60.0 |
| 50 to 99 workers | — | 18 | — | 48 | 21 | 12 | 63.1 | 60.0 |
| 100 workers or more | 2 | 23 | (¹) | 43 | 17 | 15 | 62.0 | 60.0 |
| 100 to 499 workers | — | 23 | — | 43 | 17 | 15 | 61.3 | 60.0 |
| 500 workers or more | — | 23 | — | 44 | 18 | 15 | 62.9 | 60.0 |
| Geographic areas | | | | | | | | |
| Northeast | — | 34 | — | 24 | 35 | 7 | 60.8 | 60.0 |
| Middle Atlantic | — | 37 | — | 22 | 35 | 6 | 60.2 | 60.0 |
| South | — | 19 | — | 53 | 11 | 16 | 62.5 | 60.0 |
| South Atlantic | — | 18 | — | 53 | 12 | 15 | 62.3 | 60.0 |
| East South Central | — | 20 | — | 48 | — | — | 63.9 | 60.0 |
| West South Central | — | 19 | — | 57 | 10 | 14 | 62.1 | 60.0 |
| West | — | 16 | — | 41 | 16 | 18 | 63.0 | 60.0 |
| Mountain | — | — | — | 51 | — | — | 62.6 | 60.0 |
| Pacific | — | 15 | — | 34 | 19 | 19 | 63.2 | 60.0 |

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, private industry workers, March 2017

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| All workers | 0.3 | 1.1 | 0.3 | 1.5 | 1.5 | 0.9 | 0.3 | 0.0 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | – | 1.3 | – | 2.4 | 2.1 | 1.5 | 0.4 | 0.0 |
| Management, business, and financial | – | 2.0 | – | 2.9 | 3.2 | 2.3 | 0.8 | 1.8 |
| Professional and related | – | 1.7 | – | 3.3 | 2.5 | 1.7 | 0.6 | 0.0 |
| Service | – | 3.6 | – | 4.0 | 3.2 | 2.4 | 0.6 | 0.0 |
| Sales and office | 0.2 | 1.5 | 0.4 | 2.0 | 1.8 | 1.4 | 0.6 | 0.0 |
| Sales and related | – | 2.6 | – | 2.7 | 2.6 | 3.1 | 1.4 | 0.0 |
| Office and administrative support | 0.3 | 1.6 | 0.5 | 2.7 | 2.3 | 1.0 | 0.3 | 0.0 |
| Natural resources, construction, and maintenance | – | 3.2 | – | 3.1 | 2.5 | 2.8 | 0.9 | 0.0 |
| Installation, maintenance, and repair | – | 4.9 | – | 4.6 | 3.5 | 3.5 | 1.3 | 0.0 |
| Production, transportation, and material moving ... | 1.1 | 2.1 | 0.1 | 2.1 | 1.9 | 1.4 | 0.5 | 0.0 |
| Transportation and material moving | – | 2.5 | – | 3.4 | 2.4 | 1.3 | 0.7 | 0.0 |
| Full time | 0.3 | 1.0 | 0.2 | 1.4 | 1.3 | 1.0 | 0.3 | 0.0 |
| Part time | – | 3.1 | – | 4.7 | 3.6 | 0.9 | 0.5 | 0.0 |
| Nonunion | 0.2 | 1.1 | 0.3 | 1.6 | 1.4 | 1.0 | 0.3 | 0.0 |
| Average wage within the following categories: ¹ | | | | | | | | |
| Lowest 25 percent | – | 4.5 | – | 3.9 | 3.3 | 0.8 | 0.6 | 0.0 |
| Lowest 10 percent | – | 6.1 | – | 6.0 | 5.1 | 1.9 | 0.9 | 0.0 |
| Second 25 percent | 0.7 | 1.9 | 0.6 | 2.4 | 1.6 | 1.1 | 0.4 | 0.0 |
| Third 25 percent | 0.3 | 1.4 | 0.1 | 2.0 | 1.6 | 1.6 | 0.3 | 0.0 |
| Highest 25 percent | 0.3 | 1.3 | (²) | 2.3 | 2.1 | 1.6 | 0.6 | 0.0 |
| Highest 10 percent | – | 1.6 | – | 3.3 | 2.4 | 2.7 | 1.0 | 0.9 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 0.3 | 1.3 | 0.4 | 1.8 | 1.7 | 1.0 | 0.3 | 0.0 |
| Trade, transportation, and utilities | – | 1.9 | – | 1.9 | 1.3 | 1.2 | 0.6 | 0.0 |
| Wholesale trade | – | 2.4 | – | 3.9 | 3.8 | 2.2 | 1.0 | 0.0 |
| Retail trade | – | 1.9 | – | 2.6 | 1.5 | 1.6 | 0.4 | 0.0 |
| Transportation and warehousing | – | 5.2 | – | 5.1 | 5.1 | 3.1 | 1.8 | 0.0 |
| Information | – | 2.7 | – | 5.2 | – | 2.8 | 1.1 | 0.0 |
| Financial activities | – | 4.5 | – | 2.6 | 2.8 | 2.8 | 1.2 | 0.0 |
| Finance and insurance | – | 2.6 | – | 2.4 | 2.3 | 2.8 | 1.1 | 1.1 |
| Credit intermediation and related activities | – | 4.0 | – | 3.5 | 4.7 | 2.4 | 1.2 | 0.0 |
| Insurance carriers and related activities | – | 2.6 | – | 4.0 | 3.8 | 3.7 | 1.0 | 5.3 |
| Real estate and rental and leasing | – | – | – | 8.1 | – | – | 2.4 | 0.0 |
| Professional and business services | – | 1.5 | – | 4.0 | 4.6 | 3.0 | 1.0 | 0.0 |
| Professional and technical services | – | 2.0 | – | 4.1 | 4.4 | 3.9 | 1.5 | 3.3 |
| Education and health services | – | 2.5 | – | 4.5 | 4.2 | 2.2 | 0.6 | 0.0 |
| Educational services | – | 4.4 | – | 4.3 | 4.9 | 5.0 | 1.3 | 0.0 |
| Junior colleges, colleges, and universities | – | 3.0 | – | 3.3 | 1.9 | 2.8 | 1.1 | 0.0 |
| Leisure and hospitality | – | 7.2 | – | 6.6 | 2.7 | – | 0.8 | 10.0 |
| Accommodation and food services | – | 8.7 | – | 7.2 | 4.3 | – | 1.0 | 11.2 |
| Other services | – | 4.6 | – | 5.0 | 3.9 | 2.6 | 1.1 | 1.6 |

See footnotes at end of table.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, private industry workers, March 2017—continued

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---------------------------|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| 1 to 99 workers | — | 2.4 | — | 2.7 | 2.6 | 1.5 | 0.6 | 0.0 |
| 1 to 49 workers | — | 2.6 | — | 2.3 | 3.1 | 1.8 | 0.6 | 0.0 |
| 50 to 99 workers | — | 3.2 | — | 4.8 | 3.8 | 3.0 | 1.1 | 0.0 |
| 100 workers or more | 0.5 | 1.6 | 0.1 | 1.9 | 1.3 | 1.1 | 0.3 | 0.0 |
| 100 to 499 workers | — | 2.1 | — | 2.8 | 1.6 | 1.6 | 0.5 | 0.0 |
| 500 workers or more | — | 2.1 | — | 2.4 | 1.8 | 2.0 | 0.6 | 0.0 |
| Geographic areas | | | | | | | | |
| Northeast | — | 1.6 | — | 2.7 | 3.1 | 0.8 | 0.4 | 0.0 |
| Middle Atlantic | — | 1.7 | — | 2.9 | 3.3 | 0.7 | 0.4 | 0.0 |
| South | — | 1.7 | — | 2.6 | 1.8 | 2.5 | 0.8 | 0.0 |
| South Atlantic | — | 2.2 | — | 3.3 | 2.6 | 2.9 | 0.5 | 0.0 |
| East South Central | — | 5.3 | — | 8.7 | — | — | 4.5 | 0.0 |
| West South Central | — | 3.1 | — | 4.4 | 1.8 | 3.3 | 1.1 | 0.0 |
| West | — | 3.8 | — | 3.6 | 3.7 | 2.8 | 0.9 | 0.0 |
| Mountain | — | — | — | 4.5 | — | — | 1.9 | 0.0 |
| Pacific | — | 4.0 | — | 5.5 | 5.0 | 2.0 | 0.6 | 0.0 |

¹ 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.

² Less than 0.05.

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 27. Short-term disability plans: Maximum benefit amounts, private industry workers, March 2017

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ¹ | | | | | With no maximum benefit amount |
|--|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 74 | \$170 | \$250 | \$604 | \$1,500 | \$2,500 | 26 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 68 | 170 | 559 | 1,000 | 2,000 | 2,800 | 32 |
| Management, business, and financial | 70 | 170 | 559 | 1,000 | 2,000 | 2,500 | 30 |
| Professional and related | 67 | 170 | 559 | – | 2,000 | 2,889 | 33 |
| Service | 75 | 170 | 170 | 570 | 633 | 1,500 | 25 |
| Sales and office | 80 | 170 | 200 | 615 | 1,250 | 2,500 | 20 |
| Sales and related | 83 | 170 | 200 | 500 | 1,250 | – | 17 |
| Office and administrative support | 79 | 170 | 200 | 633 | 1,385 | 2,500 | 21 |
| Natural resources, construction, and maintenance | 80 | 170 | 170 | 500 | 800 | – | 20 |
| Installation, maintenance, and repair | 76 | 170 | – | 560 | 1,000 | – | 24 |
| Production, transportation, and material moving ... | 73 | 170 | 350 | 510 | 1,000 | 1,600 | 27 |
| Transportation and material moving | 77 | 170 | 350 | 500 | 800 | 1,500 | 23 |
| Full time | 72 | 170 | 300 | 620 | 1,500 | 2,500 | 28 |
| Part time | 85 | 170 | 170 | 500 | 615 | – | 15 |
| Nonunion | 73 | 170 | 275 | 620 | 1,500 | 2,500 | 27 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 83 | 170 | 170 | 500 | 633 | – | 17 |
| Lowest 10 percent | 92 | 170 | 170 | – | 633 | – | 8 |
| Second 25 percent | 76 | 170 | 200 | 584 | 1,067 | 2,300 | 24 |
| Third 25 percent | 71 | 170 | 350 | 615 | 1,500 | 2,500 | 29 |
| Highest 25 percent | 70 | 170 | 500 | 750 | 1,800 | 2,565 | 30 |
| Highest 10 percent | 66 | 170 | 559 | 1,000 | 2,020 | 3,461 | 34 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 75 | 170 | 200 | 604 | 1,500 | 2,500 | 25 |
| Trade, transportation, and utilities | 81 | 170 | 200 | 500 | 750 | 2,308 | 19 |
| Wholesale trade | 78 | 170 | 500 | 615 | 1,000 | 2,000 | 22 |
| Retail trade | 85 | 170 | 200 | 200 | 633 | – | 15 |
| Transportation and warehousing | 78 | 170 | – | 500 | 633 | 1,167 | 22 |
| Information | 75 | 170 | – | 2,000 | 2,500 | – | 25 |
| Financial activities | 64 | 170 | 615 | 1,250 | 2,500 | 5,000 | 36 |
| Finance and insurance | 57 | – | 900 | 1,500 | 3,000 | 6,500 | 43 |
| Credit intermediation and related activities | 63 | 170 | – | 2,000 | – | 8,077 | 37 |
| Insurance carriers and related activities | 56 | – | 1,000 | 1,250 | 2,500 | – | 44 |
| Professional and business services | 80 | 170 | 500 | – | 1,500 | 2,500 | 20 |
| Professional and technical services | 79 | 170 | 559 | 1,000 | 1,500 | 2,000 | 21 |
| Education and health services | 65 | 170 | – | 633 | 1,500 | 2,500 | 35 |
| Educational services | 69 | 170 | 170 | 595 | – | 2,000 | 31 |
| Junior colleges, colleges, and universities | 45 | 170 | 170 | – | 1,500 | 2,000 | 55 |
| Leisure and hospitality | 80 | 170 | 170 | – | 633 | 1,500 | 20 |
| Other services | 82 | 170 | 170 | 615 | 1,000 | 1,480 | 18 |

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, private industry workers, March 2017—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ¹ | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 78 | \$170 | — | \$604 | \$1,000 | \$2,000 | 22 |
| 1 to 49 workers | 77 | 170 | \$170 | 604 | 1,000 | 1,500 | 23 |
| 50 to 99 workers | 79 | 170 | 300 | 604 | 1,150 | 2,000 | 21 |
| 100 workers or more | 71 | 170 | 300 | 615 | 1,600 | 2,500 | 29 |
| 100 to 499 workers | 74 | 170 | 230 | 604 | 1,500 | 2,500 | 26 |
| 500 workers or more | 67 | 170 | 475 | 633 | 2,076 | 2,650 | 33 |
| Geographic areas | | | | | | | |
| Northeast | 87 | 170 | 170 | 559 | 633 | 1,500 | 13 |
| Middle Atlantic | 91 | 170 | 170 | 500 | 615 | — | 9 |
| South | 65 | 200 | 500 | 1,000 | 2,000 | 2,500 | 35 |
| South Atlantic | 68 | 200 | 500 | 1,000 | 1,750 | 3,000 | 32 |
| West South Central | 62 | 200 | 500 | — | 2,307 | 2,500 | 38 |
| West | 75 | 200 | 559 | 1,000 | 2,000 | 2,500 | 25 |
| Mountain | 73 | — | — | — | — | 2,308 | 27 |
| Pacific | 76 | 200 | 559 | — | 2,000 | 2,500 | 24 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 27. Standard errors for short-term disability plans: Maximum benefit amounts, private industry workers, March 2017

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ¹ | | | | | With no maximum benefit amount |
|--|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 1.4 | \$0.00 | \$44.23 | \$8.03 | \$203.03 | \$27.37 | 1.4 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 2.0 | 0.00 | 25.27 | 136.25 | 256.17 | 441.65 | 2.0 |
| Management, business, and financial | 3.0 | 0.00 | 20.93 | 95.22 | 293.57 | 460.32 | 3.0 |
| Professional and related | 2.6 | 0.00 | 63.18 | – | 389.14 | 492.63 | 2.6 |
| Service | 3.8 | 0.00 | 9.48 | 101.58 | 68.63 | 329.23 | 3.8 |
| Sales and office | 1.9 | 0.00 | 0.00 | 17.22 | 251.64 | 0.00 | 1.9 |
| Sales and related | 3.4 | 0.00 | 0.00 | 82.88 | 317.51 | – | 3.4 |
| Office and administrative support | 1.8 | 0.00 | 35.74 | 17.88 | 219.55 | 0.00 | 1.8 |
| Natural resources, construction, and maintenance | 3.4 | 0.00 | 14.48 | 15.91 | 238.13 | – | 3.4 |
| Installation, maintenance, and repair | 4.2 | 0.00 | – | 87.14 | 80.78 | – | 4.2 |
| Production, transportation, and material moving ... | 2.4 | 0.00 | 47.08 | 78.61 | 27.37 | 374.76 | 2.4 |
| Transportation and material moving | 3.3 | 0.00 | 65.45 | 5.94 | 227.87 | 0.00 | 3.3 |
| Full time | 1.4 | 0.00 | 41.44 | 16.01 | 3.65 | 0.00 | 1.4 |
| Part time | 2.5 | 0.00 | 0.00 | 30.10 | 25.02 | – | 2.5 |
| Nonunion | 1.5 | 0.00 | 48.27 | 17.38 | 45.62 | 0.00 | 1.5 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 2.8 | 0.00 | 0.00 | 82.09 | 21.59 | – | 2.8 |
| Lowest 10 percent | 2.9 | 0.00 | 0.00 | – | 74.32 | – | 2.9 |
| Second 25 percent | 2.4 | 0.00 | 0.00 | 19.07 | 160.50 | 389.10 | 2.4 |
| Third 25 percent | 1.9 | 0.00 | 53.63 | 21.87 | 82.70 | 33.82 | 1.9 |
| Highest 25 percent | 2.1 | 0.00 | 6.91 | 169.07 | 321.67 | 494.90 | 2.1 |
| Highest 10 percent | 3.2 | 0.00 | 69.99 | 95.42 | 383.93 | 871.04 | 3.2 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.6 | 0.00 | 41.89 | 4.24 | 167.43 | 18.25 | 1.6 |
| Trade, transportation, and utilities | 1.8 | 0.00 | 0.00 | 0.00 | 145.27 | 356.24 | 1.8 |
| Wholesale trade | 3.3 | 0.00 | 22.35 | 16.77 | 171.91 | 170.89 | 3.3 |
| Retail trade | 1.9 | 0.00 | 32.32 | 0.00 | 12.19 | – | 1.9 |
| Transportation and warehousing | 5.1 | 0.00 | – | 0.00 | 153.52 | 314.57 | 5.1 |
| Information | 4.4 | 0.00 | – | 353.82 | 204.02 | – | 4.4 |
| Financial activities | 2.9 | 0.00 | 44.58 | 229.48 | 85.60 | 892.93 | 2.9 |
| Finance and insurance | 2.6 | – | 262.23 | 185.70 | 0.00 | 1,376.00 | 2.6 |
| Credit intermediation and related activities | 4.3 | 0.00 | – | 542.62 | – | 0.00 | 4.3 |
| Insurance carriers and related activities | 4.1 | – | 166.25 | 341.85 | 258.07 | – | 4.1 |
| Professional and business services | 3.5 | 0.00 | 82.70 | – | 194.41 | 114.35 | 3.5 |
| Professional and technical services | 4.1 | 0.00 | 37.52 | 286.85 | 18.25 | 296.49 | 4.1 |
| Education and health services | 3.6 | 0.00 | – | 67.08 | 282.31 | 167.56 | 3.6 |
| Educational services | 5.1 | 0.00 | 0.00 | 41.52 | – | 491.16 | 5.1 |
| Junior colleges, colleges, and universities | 3.4 | 0.00 | 0.00 | – | 0.00 | 210.15 | 3.4 |
| Leisure and hospitality | 5.9 | 0.00 | 41.12 | – | 165.07 | 150.20 | 5.9 |
| Other services | 4.7 | 0.00 | 0.00 | 20.20 | 0.00 | 263.04 | 4.7 |

See footnotes at end of table.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, private industry workers, March 2017—continued

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ¹ | | | | | With no maximum benefit amount |
|---------------------------|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 2.5 | \$0.00 | – | \$6.40 | \$30.48 | \$355.54 | 2.5 |
| 1 to 49 workers | 3.0 | 0.00 | \$27.51 | 11.63 | 0.00 | 303.67 | 3.0 |
| 50 to 99 workers | 4.0 | 0.00 | 63.38 | 4.86 | 242.55 | 505.65 | 4.0 |
| 100 workers or more | 1.6 | 0.00 | 29.52 | 14.81 | 207.79 | 88.88 | 1.6 |
| 100 to 499 workers | 2.1 | 0.00 | 62.16 | 14.92 | 72.70 | 0.00 | 2.1 |
| 500 workers or more | 2.4 | 0.00 | 89.96 | 108.90 | 317.93 | 314.05 | 2.4 |
| Geographic areas | | | | | | | |
| Northeast | 1.4 | 0.00 | 0.00 | 69.08 | 13.18 | 425.64 | 1.4 |
| Middle Atlantic | 1.5 | 0.00 | 0.00 | 134.70 | 0.00 | – | 1.5 |
| South | 3.5 | 0.00 | 0.00 | 0.00 | 265.61 | 425.20 | 3.5 |
| South Atlantic | 3.4 | 12.84 | 106.01 | 0.00 | 263.39 | 266.50 | 3.4 |
| West South Central | 7.2 | 49.14 | 0.00 | – | 399.25 | 297.29 | 7.2 |
| West | 2.9 | 32.52 | 59.17 | 73.90 | 333.07 | 186.54 | 2.9 |
| Mountain | 4.8 | – | – | – | – | 254.54 | 4.8 |
| Pacific | 3.6 | 29.33 | 49.26 | – | 269.63 | 746.97 | 3.6 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 28. Long-term disability plans: Employee contribution requirement, private industry workers, March 2017

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|--|--------------------------------|------------------------------------|
| All workers | 6 | 94 |
| Worker characteristics | | |
| Management, professional, and related | 5 | 95 |
| Management, business, and financial | 5 | 95 |
| Professional and related | 5 | 95 |
| Service | 5 | 95 |
| Sales and office | 7 | 93 |
| Sales and related | 8 | 92 |
| Office and administrative support | 7 | 93 |
| Natural resources, construction, and maintenance | 9 | 91 |
| Installation, maintenance, and repair | 10 | 90 |
| Production, transportation, and material moving ... | 7 | 93 |
| Production | 6 | 94 |
| Transportation and material moving | 7 | 93 |
| Full time | 6 | 94 |
| Part time | 3 | 97 |
| Union | 9 | 91 |
| Nonunion | 6 | 94 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 11 | 89 |
| Second 25 percent | 6 | 94 |
| Third 25 percent | 6 | 94 |
| Highest 25 percent | 6 | 94 |
| Highest 10 percent | 6 | 94 |
| Establishment characteristics | | |
| Goods-producing industries | 5 | 95 |
| Construction | 5 | 95 |
| Manufacturing | 6 | 94 |
| Service-providing industries | 6 | 94 |
| Trade, transportation, and utilities | 10 | 90 |
| Wholesale trade | 7 | 93 |
| Retail trade | 11 | 89 |
| Transportation and warehousing | 12 | 88 |
| Utilities | 17 | 83 |

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, private industry workers, March 2017—continued

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|--|--------------------------------|------------------------------------|
| Information | 2 | 98 |
| Financial activities | 4 | 96 |
| Finance and insurance | 3 | 97 |
| Credit intermediation and related activities | 2 | 98 |
| Insurance carriers and related activities | 4 | 96 |
| Real estate and rental and leasing | 18 | 82 |
| Professional and business services | 7 | 93 |
| Professional and technical services | 7 | 93 |
| Education and health services | 5 | 95 |
| Educational services | 8 | 92 |
| Junior colleges, colleges, and universities | 10 | 90 |
| Health care and social assistance | 4 | 96 |
| 1 to 99 workers | 6 | 94 |
| 1 to 49 workers | 5 | 95 |
| 50 to 99 workers | 6 | 94 |
| 100 workers or more | 6 | 94 |
| 100 to 499 workers | 5 | 95 |
| 500 workers or more | 7 | 93 |
| Geographic areas | | |
| Northeast | 7 | 93 |
| New England | 6 | 94 |
| Middle Atlantic | 7 | 93 |
| South | 7 | 93 |
| South Atlantic | 7 | 93 |
| West South Central | 6 | 94 |
| Midwest | 6 | 94 |
| East North Central | 6 | 94 |
| West North Central | 6 | 94 |
| West | 4 | 96 |
| Mountain | 5 | 95 |
| Pacific | 4 | 96 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 28. Standard errors for long-term disability plans: Employee contribution requirement, private industry workers, March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|--|--------------------------------|------------------------------------|
| All workers | 0.7 | 0.7 |
| Worker characteristics | | |
| Management, professional, and related | 0.7 | 0.7 |
| Management, business, and financial | 0.9 | 0.9 |
| Professional and related | 0.7 | 0.7 |
| Service | 2.1 | 2.1 |
| Sales and office | 1.1 | 1.1 |
| Sales and related | 1.4 | 1.4 |
| Office and administrative support | 1.4 | 1.4 |
| Natural resources, construction, and maintenance | 1.5 | 1.5 |
| Installation, maintenance, and repair | 1.8 | 1.8 |
| Production, transportation, and material moving ... | 1.1 | 1.1 |
| Production | 1.4 | 1.4 |
| Transportation and material moving | 1.5 | 1.5 |
| Full time | 0.7 | 0.7 |
| Part time | 1.3 | 1.3 |
| Union | 1.6 | 1.6 |
| Nonunion | 0.6 | 0.6 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 2.4 | 2.4 |
| Second 25 percent | 1.2 | 1.2 |
| Third 25 percent | 0.7 | 0.7 |
| Highest 25 percent | 0.8 | 0.8 |
| Highest 10 percent | 1.3 | 1.3 |
| Establishment characteristics | | |
| Goods-producing industries | 0.8 | 0.8 |
| Construction | 1.9 | 1.9 |
| Manufacturing | 1.0 | 1.0 |
| Service-providing industries | 0.8 | 0.8 |
| Trade, transportation, and utilities | 1.4 | 1.4 |
| Wholesale trade | 1.9 | 1.9 |
| Retail trade | 2.4 | 2.4 |
| Transportation and warehousing | 2.4 | 2.4 |
| Utilities | 4.2 | 4.2 |

See footnotes at end of table.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, private industry workers, March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|--|--------------------------------|------------------------------------|
| Information | 1.1 | 1.1 |
| Financial activities | 0.6 | 0.6 |
| Finance and insurance | 0.4 | 0.4 |
| Credit intermediation and related activities | 0.4 | 0.4 |
| Insurance carriers and related activities | 0.7 | 0.7 |
| Real estate and rental and leasing | 5.3 | 5.3 |
| Professional and business services | 2.3 | 2.3 |
| Professional and technical services | 2.2 | 2.2 |
| Education and health services | 1.5 | 1.5 |
| Educational services | 1.5 | 1.5 |
| Junior colleges, colleges, and universities | 1.4 | 1.4 |
| Health care and social assistance | 1.8 | 1.8 |
| 1 to 99 workers | 1.1 | 1.1 |
| 1 to 49 workers | 1.0 | 1.0 |
| 50 to 99 workers | 2.7 | 2.7 |
| 100 workers or more | 0.8 | 0.8 |
| 100 to 499 workers | 0.7 | 0.7 |
| 500 workers or more | 1.3 | 1.3 |
| Geographic areas | | |
| Northeast | 2.1 | 2.1 |
| New England | 1.0 | 1.0 |
| Middle Atlantic | 2.5 | 2.5 |
| South | 1.3 | 1.3 |
| South Atlantic | 2.0 | 2.0 |
| West South Central | 1.4 | 1.4 |
| Midwest | 0.8 | 0.8 |
| East North Central | 0.9 | 0.9 |
| West North Central | 1.6 | 1.6 |
| West | 0.7 | 0.7 |
| Mountain | 0.8 | 0.8 |
| Pacific | 1.0 | 1.0 |

¹ 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 29. Long-term disability plans: Method of benefit payment, private industry workers, March 2017

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|--|----------------------------------|-----------------------------------|---------------------|------------------|
| All workers | 94 | 4 | 1 | (¹) |
| Worker characteristics | | | | |
| Management, professional, and related | 95 | 5 | – | – |
| Management, business, and financial | 95 | 5 | – | – |
| Professional and related | 95 | 4 | – | – |
| Service | 97 | – | 1 | – |
| Protective service | 92 | – | – | – |
| Sales and office | 96 | 3 | (¹) | (¹) |
| Sales and related | 94 | 6 | – | – |
| Office and administrative support | 97 | 2 | (¹) | (¹) |
| Natural resources, construction, and maintenance | 87 | – | 8 | – |
| Installation, maintenance, and repair | 91 | 6 | – | – |
| Production, transportation, and material moving ... | 91 | 4 | 4 | 2 |
| Production | 88 | 5 | 5 | 2 |
| Transportation and material moving | 94 | 2 | – | – |
| Full time | 94 | 4 | 1 | (¹) |
| Part time | 94 | 5 | – | – |
| Union | 85 | – | 11 | – |
| Nonunion | 96 | 4 | (¹) | (¹) |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 94 | 6 | – | – |
| Lowest 10 percent | 90 | – | – | – |
| Second 25 percent | 97 | 2 | (¹) | 1 |
| Third 25 percent | 94 | 3 | 2 | 1 |
| Highest 25 percent | 93 | 5 | 1 | (¹) |
| Highest 10 percent | 92 | 7 | – | – |
| Establishment characteristics | | | | |
| Goods-producing industries | 87 | 7 | 5 | 1 |
| Construction | 84 | – | 15 | – |
| Manufacturing | 90 | 6 | 3 | 1 |
| Service-providing industries | 96 | 3 | (¹) | (¹) |
| Trade, transportation, and utilities | 91 | 7 | – | – |
| Wholesale trade | 93 | 4 | – | – |
| Retail trade | 86 | 13 | – | – |
| Transportation and warehousing | 93 | 5 | – | – |
| Utilities | 89 | – | – | – |

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, private industry workers, March 2017—continued

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|--|----------------------------------|-----------------------------------|---------------------|------------------|
| Information | 94 | 5 | — | — |
| Financial activities | 99 | 1 | (¹) | — |
| Finance and insurance | 99 | 1 | — | — |
| Credit intermediation and related activities | 99 | 1 | — | — |
| Insurance carriers and related activities | 98 | — | — | — |
| Real estate and rental and leasing | 96 | — | — | — |
| Professional and business services | 96 | 4 | — | — |
| Professional and technical services | 97 | 3 | — | — |
| Education and health services | 98 | 1 | — | — |
| Educational services | 97 | 3 | — | — |
| Junior colleges, colleges, and universities | 95 | 4 | — | — |
| Health care and social assistance | 99 | — | — | — |
| Leisure and hospitality | 94 | — | — | — |
| Accommodation and food services | 89 | — | — | — |
| Other services | 99 | — | — | — |
| 1 to 99 workers | 95 | 4 | 1 | (¹) |
| 1 to 49 workers | 94 | 5 | 1 | (¹) |
| 50 to 99 workers | 96 | — | 1 | — |
| 100 workers or more | 94 | 4 | 1 | (¹) |
| 100 to 499 workers | 96 | 3 | 1 | (¹) |
| 500 workers or more | 93 | 5 | 2 | (¹) |
| Geographic areas | | | | |
| Northeast | 95 | 4 | — | — |
| New England | 97 | — | 2 | — |
| Middle Atlantic | 94 | 5 | — | — |
| South | 95 | 4 | — | — |
| South Atlantic | 97 | 3 | — | — |
| East South Central | 91 | — | — | — |
| West South Central | 95 | 4 | — | — |
| Midwest | 91 | 4 | 3 | 1 |
| East North Central | 91 | 4 | — | — |
| West North Central | 92 | 5 | — | — |
| West | 97 | 3 | — | — |
| Mountain | 96 | 4 | — | — |
| Pacific | 97 | 3 | — | — |

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 29. Standard errors for long-term disability plans: Method of benefit payment, private industry workers, March 2017

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|--|----------------------------------|-----------------------------------|---------------------|-------|
| All workers | 0.5 | 0.5 | 0.2 | 0.1 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.7 | 0.7 | – | – |
| Management, business, and financial | 1.1 | 1.1 | – | – |
| Professional and related | 0.7 | 0.7 | – | – |
| Service | 1.3 | – | 0.2 | – |
| Protective service | 5.7 | – | – | – |
| Sales and office | 0.6 | 0.6 | 0.1 | 0.1 |
| Sales and related | 1.6 | 1.7 | – | – |
| Office and administrative support | 0.5 | 0.5 | 0.1 | 0.1 |
| Natural resources, construction, and maintenance | 1.7 | – | 1.0 | – |
| Installation, maintenance, and repair | 1.9 | 1.7 | – | – |
| Production, transportation, and material moving ... | 1.5 | 1.2 | 1.2 | 0.8 |
| Production | 2.4 | 1.9 | 1.9 | 1.1 |
| Transportation and material moving | 1.7 | 0.7 | – | – |
| Full time | 0.5 | 0.5 | 0.2 | 0.1 |
| Part time | 2.3 | 2.1 | – | – |
| Union | 2.2 | – | 2.2 | – |
| Nonunion | 0.6 | 0.5 | (¹) | 0.1 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 1.8 | 1.8 | – | – |
| Lowest 10 percent | 5.3 | – | – | – |
| Second 25 percent | 0.6 | 0.6 | 0.2 | 0.2 |
| Third 25 percent | 0.9 | 0.8 | 0.5 | 0.3 |
| Highest 25 percent | 0.9 | 0.8 | 0.2 | 0.1 |
| Highest 10 percent | 1.5 | 1.5 | – | – |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.4 | 1.2 | 1.0 | 0.6 |
| Construction | 2.3 | – | 2.3 | – |
| Manufacturing | 1.8 | 1.5 | 1.2 | 0.7 |
| Service-providing industries | 0.5 | 0.5 | 0.1 | 0.1 |
| Trade, transportation, and utilities | 1.4 | 1.1 | – | – |
| Wholesale trade | 2.1 | 1.4 | – | – |
| Retail trade | 2.6 | 2.4 | – | – |
| Transportation and warehousing | 2.2 | 1.8 | – | – |
| Utilities | 3.9 | – | – | – |

See footnotes at end of table.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, private industry workers, March 2017—continued

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|--|----------------------------------|-----------------------------------|---------------------|-------|
| Information | 1.3 | 1.3 | — | — |
| Financial activities | 0.3 | 0.3 | 0.1 | — |
| Finance and insurance | 0.4 | 0.4 | — | — |
| Credit intermediation and related activities | 0.2 | 0.2 | — | — |
| Insurance carriers and related activities | 1.0 | — | — | — |
| Real estate and rental and leasing | 0.6 | — | — | — |
| Professional and business services | 1.9 | 1.9 | — | — |
| Professional and technical services | 1.3 | 1.3 | — | — |
| Education and health services | 0.7 | 0.7 | — | — |
| Educational services | 0.8 | 0.7 | — | — |
| Junior colleges, colleges, and universities | 1.0 | 0.8 | — | — |
| Health care and social assistance | 0.9 | — | — | — |
| Leisure and hospitality | 5.6 | — | — | — |
| Accommodation and food services | 11.1 | — | — | — |
| Other services | 1.1 | — | — | — |
| 1 to 99 workers | 0.8 | 0.8 | 0.2 | 0.1 |
| 1 to 49 workers | 1.0 | 1.0 | 0.1 | 0.2 |
| 50 to 99 workers | 1.5 | — | 0.5 | — |
| 100 workers or more | 0.7 | 0.7 | 0.3 | 0.2 |
| 100 to 499 workers | 1.0 | 1.1 | 0.3 | 0.2 |
| 500 workers or more | 1.0 | 1.0 | 0.5 | 0.2 |
| Geographic areas | | | | |
| Northeast | 1.1 | 1.4 | — | — |
| New England | 1.1 | — | 0.9 | — |
| Middle Atlantic | 1.5 | 1.8 | — | — |
| South | 0.9 | 0.9 | — | — |
| South Atlantic | 1.2 | 1.1 | — | — |
| East South Central | 4.1 | — | — | — |
| West South Central | 1.1 | 1.0 | — | — |
| Midwest | 1.1 | 1.0 | 0.8 | 0.4 |
| East North Central | 1.0 | 1.1 | — | — |
| West North Central | 2.8 | 2.3 | — | — |
| West | 0.6 | 0.6 | — | — |
| Mountain | 1.0 | 1.0 | — | — |
| Pacific | 0.8 | 0.7 | — | — |

¹ Less than 0.05.

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 30. Long-term disability plans: Fixed percent of annual earnings, private industry workers, March 2017

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| All workers | 26 | 63 | 6 | 4 | (¹) | 57.6 | 60.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 26 | 61 | 7 | 5 | (¹) | 57.7 | 60.0 |
| Management, business, and financial | 24 | 65 | 6 | 5 | (¹) | 57.8 | 60.0 |
| Professional and related | 28 | 59 | 8 | 6 | (¹) | 57.7 | 60.0 |
| Service | 32 | 63 | — | 2 | — | 57.0 | 60.0 |
| Protective service | 23 | 65 | — | — | — | 58.4 | 60.0 |
| Sales and office | 27 | 64 | 4 | 5 | 1 | 57.4 | 60.0 |
| Sales and related | 21 | 67 | — | 5 | — | 58.1 | 60.0 |
| Office and administrative support | 28 | 63 | 4 | 4 | (¹) | 57.2 | 60.0 |
| Natural resources, construction, and maintenance | 21 | 67 | 9 | — | — | 58.6 | 60.0 |
| Installation, maintenance, and repair | 22 | 71 | 5 | — | — | 58.0 | 60.0 |
| Production, transportation, and material moving ... | 25 | 66 | 5 | — | — | 57.6 | 60.0 |
| Production | 25 | 63 | 7 | — | — | 57.6 | 60.0 |
| Transportation and material moving | 25 | 70 | — | 3 | — | 57.6 | 60.0 |
| Full time | 26 | 63 | 6 | 4 | (¹) | 57.6 | 60.0 |
| Part time | 25 | 66 | — | 6 | — | 57.9 | 60.0 |
| Union | 32 | 61 | 5 | 1 | 1 | 57.2 | 60.0 |
| Nonunion | 26 | 63 | 6 | 5 | (¹) | 57.7 | 60.0 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 26 | 69 | — | 3 | — | 57.4 | 60.0 |
| Lowest 10 percent | — | 65 | — | — | — | 56.3 | 60.0 |
| Second 25 percent | 29 | 63 | 4 | 3 | 1 | 57.0 | 60.0 |
| Third 25 percent | 25 | 64 | 6 | 5 | (¹) | 57.8 | 60.0 |
| Highest 25 percent | 26 | 62 | 7 | 5 | (¹) | 57.9 | 60.0 |
| Highest 10 percent | 25 | 61 | 8 | 6 | (¹) | 58.2 | 60.0 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 22 | 59 | 12 | — | — | 58.5 | 60.0 |
| Construction | — | 72 | 13 | — | — | 60.5 | 60.0 |
| Manufacturing | 24 | 57 | 12 | 7 | — | 58.4 | 60.0 |
| Service-providing industries | 27 | 64 | 4 | 4 | (¹) | 57.4 | 60.0 |
| Trade, transportation, and utilities | 23 | 70 | 4 | 3 | (¹) | 57.9 | 60.0 |
| Wholesale trade | 18 | 77 | — | 3 | — | 57.8 | 60.0 |
| Retail trade | 17 | 74 | — | 5 | — | 58.5 | 60.0 |
| Transportation and warehousing | 31 | 65 | — | — | — | 57.3 | 60.0 |
| Utilities | 33 | 35 | 23 | — | — | 58.8 | 60.0 |

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, private industry workers, March 2017—continued

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| Information | 31 | 61 | 2 | 6 | 1 | 56.8 | 60.0 |
| Financial activities | 29 | 61 | 5 | — | — | 57.6 | 60.0 |
| Finance and insurance | 32 | 58 | — | 5 | — | 57.3 | 60.0 |
| Credit intermediation and related activities | 30 | 59 | — | 7 | — | 57.6 | 60.0 |
| Insurance carriers and related activities | 35 | 53 | 8 | — | — | 56.9 | 60.0 |
| Real estate and rental and leasing | — | 85 | — | — | — | 59.7 | 60.0 |
| Professional and business services | 24 | 64 | — | 6 | — | 57.6 | 60.0 |
| Professional and technical services | 28 | 56 | — | 9 | — | 57.2 | 60.0 |
| Education and health services | 30 | 62 | 4 | 3 | (¹) | 57.0 | 60.0 |
| Educational services | 5 | 71 | 11 | 11 | 2 | 61.0 | 60.0 |
| Junior colleges, colleges, and universities | 5 | 78 | 8 | 6 | 4 | 60.7 | 60.0 |
| Health care and social assistance | 36 | 60 | — | — | — | 56.1 | 60.0 |
| Leisure and hospitality | — | 57 | — | — | — | 56.0 | 60.0 |
| Accommodation and food services | 71 | — | — | — | — | 52.9 | 50.0 |
| Other services | — | 76 | 6 | — | — | 60.0 | 60.0 |
| 1 to 99 workers | 20 | 68 | 8 | 4 | (¹) | 58.5 | 60.0 |
| 1 to 49 workers | 20 | 69 | 7 | — | — | 58.4 | 60.0 |
| 50 to 99 workers | 20 | 65 | — | 5 | — | 58.7 | 60.0 |
| 100 workers or more | 30 | 60 | 5 | 5 | (¹) | 57.1 | 60.0 |
| 100 to 499 workers | 25 | 65 | 5 | 5 | (¹) | 57.8 | 60.0 |
| 500 workers or more | 35 | 56 | 5 | 4 | (¹) | 56.4 | 60.0 |
| Geographic areas | | | | | | | |
| Northeast | 25 | 68 | — | 4 | — | 57.7 | 60.0 |
| New England | 26 | 63 | 7 | — | — | 57.7 | 60.0 |
| Middle Atlantic | 24 | 69 | — | 4 | — | 57.7 | 60.0 |
| South | 28 | 64 | 4 | 3 | (¹) | 57.0 | 60.0 |
| South Atlantic | 29 | 62 | — | 4 | — | 57.0 | 60.0 |
| East South Central | 25 | 68 | 4 | 3 | — | 57.1 | 60.0 |
| West South Central | 29 | 65 | 4 | — | — | 56.9 | 60.0 |
| Midwest | 22 | 67 | 6 | 5 | (¹) | 58.2 | 60.0 |
| East North Central | 22 | 68 | 6 | 4 | (¹) | 57.9 | 60.0 |
| West North Central | 20 | 67 | — | 7 | — | 58.9 | 60.0 |
| West | 30 | 51 | 12 | 6 | 1 | 57.9 | 60.0 |
| Mountain | 29 | 57 | — | 3 | — | 58.0 | 60.0 |
| Pacific | 31 | 48 | 13 | — | — | 57.9 | 60.0 |

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, private industry workers, March 2017

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| All workers | 1.2 | 1.2 | 0.7 | 0.5 | 0.1 | 0.2 | 0.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.5 | 1.9 | 1.1 | 0.7 | 0.1 | 0.2 | 0.0 |
| Management, business, and financial | 2.2 | 2.4 | 0.8 | 0.8 | 0.1 | 0.4 | 0.0 |
| Professional and related | 2.0 | 2.4 | 1.5 | 1.0 | 0.1 | 0.3 | 0.0 |
| Service | 6.5 | 6.6 | – | 0.6 | – | 0.7 | 0.0 |
| Protective service | 6.3 | 7.2 | – | – | – | 0.9 | 0.0 |
| Sales and office | 1.7 | 1.6 | 0.7 | 0.7 | 0.3 | 0.3 | 0.0 |
| Sales and related | 2.7 | 3.4 | – | 2.0 | – | 0.5 | 0.0 |
| Office and administrative support | 2.1 | 2.1 | 0.6 | 0.7 | 0.2 | 0.3 | 0.0 |
| Natural resources, construction, and maintenance | 3.5 | 4.0 | 1.8 | – | – | 0.7 | 0.0 |
| Installation, maintenance, and repair | 3.5 | 4.0 | 1.3 | – | – | 0.4 | 0.0 |
| Production, transportation, and material moving ... | 2.2 | 2.6 | 1.1 | – | – | 0.3 | 0.0 |
| Production | 3.2 | 3.7 | 1.6 | – | – | 0.4 | 0.0 |
| Transportation and material moving | 2.6 | 3.2 | – | 1.1 | – | 0.3 | 0.0 |
| Full time | 1.2 | 1.2 | 0.7 | 0.5 | 0.1 | 0.2 | 0.0 |
| Part time | 4.7 | 5.6 | – | 1.7 | – | 0.5 | 0.0 |
| Union | 3.7 | 3.5 | 1.4 | 0.6 | 0.3 | 0.4 | 0.0 |
| Nonunion | 1.2 | 1.2 | 0.7 | 0.5 | 0.1 | 0.2 | 0.0 |
| Average wage within the following categories: ¹ | | | | | | | |
| Lowest 25 percent | 5.1 | 5.1 | – | 0.7 | – | 0.6 | 0.0 |
| Lowest 10 percent | – | 12.9 | – | – | – | 1.3 | 0.0 |
| Second 25 percent | 2.6 | 2.8 | 0.8 | 0.5 | 0.4 | 0.4 | 0.0 |
| Third 25 percent | 1.5 | 1.4 | 0.8 | 0.6 | 0.1 | 0.2 | 0.0 |
| Highest 25 percent | 1.6 | 2.0 | 1.3 | 0.7 | 0.1 | 0.2 | 0.0 |
| Highest 10 percent | 2.4 | 3.0 | 1.7 | 1.0 | 0.1 | 0.3 | 0.0 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 2.1 | 2.1 | 2.1 | – | – | 0.4 | 0.0 |
| Construction | – | 5.8 | 3.6 | – | – | 1.7 | 0.0 |
| Manufacturing | 2.0 | 2.3 | 2.3 | 1.4 | – | 0.3 | 0.0 |
| Service-providing industries | 1.4 | 1.4 | 0.7 | 0.5 | 0.1 | 0.2 | 0.0 |
| Trade, transportation, and utilities | 2.0 | 2.7 | 1.0 | 0.7 | 0.2 | 0.3 | 0.0 |
| Wholesale trade | 3.2 | 4.2 | – | 1.2 | – | 0.5 | 0.0 |
| Retail trade | 3.9 | 4.9 | – | 1.5 | – | 0.6 | 0.0 |
| Transportation and warehousing | 5.2 | 5.9 | – | – | – | 0.5 | 0.0 |
| Utilities | 3.5 | 2.5 | 2.8 | – | – | 0.8 | 0.0 |

See footnotes at end of table.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, private industry workers, March 2017—continued

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| Information | 4.0 | 4.1 | 0.9 | 1.9 | 0.3 | 0.5 | 0.0 |
| Financial activities | 1.7 | 1.9 | 0.8 | — | — | 0.2 | 0.0 |
| Finance and insurance | 1.7 | 1.7 | — | 1.1 | — | 0.2 | 0.0 |
| Credit intermediation and related activities | 2.4 | 2.6 | — | 1.5 | — | 0.3 | 0.0 |
| Insurance carriers and related activities | 2.0 | 1.9 | 2.2 | — | — | 0.4 | 0.0 |
| Real estate and rental and leasing | — | 3.4 | — | — | — | 0.5 | 0.0 |
| Professional and business services | 3.7 | 4.5 | — | 1.5 | — | 0.5 | 0.0 |
| Professional and technical services | 4.5 | 5.2 | — | 2.3 | — | 0.7 | 0.0 |
| Education and health services | 3.4 | 3.0 | 1.6 | 0.8 | 0.1 | 0.5 | 0.0 |
| Educational services | 1.3 | 3.0 | 2.4 | 3.0 | 0.5 | 0.2 | 0.0 |
| Junior colleges, colleges, and universities | 1.2 | 2.5 | 1.1 | 1.6 | 0.8 | 0.2 | 0.0 |
| Health care and social assistance | 4.0 | 3.6 | — | — | — | 0.5 | 0.0 |
| Leisure and hospitality | — | 14.1 | — | — | — | 1.4 | 6.1 |
| Accommodation and food services | 19.8 | — | — | — | — | 2.0 | 0.0 |
| Other services | — | 6.9 | 3.0 | — | — | 0.6 | 0.0 |
| 1 to 99 workers | 1.9 | 1.9 | 1.5 | 0.7 | 0.2 | 0.3 | 0.0 |
| 1 to 49 workers | 2.3 | 2.6 | 1.4 | — | — | 0.3 | 0.0 |
| 50 to 99 workers | 3.4 | 4.3 | — | 1.4 | — | 0.5 | 0.0 |
| 100 workers or more | 1.4 | 1.6 | 0.6 | 0.6 | 0.1 | 0.2 | 0.0 |
| 100 to 499 workers | 2.6 | 2.7 | 0.8 | 0.8 | 0.2 | 0.3 | 0.0 |
| 500 workers or more | 2.5 | 2.6 | 1.2 | 0.9 | 0.1 | 0.4 | 0.0 |
| Geographic areas | | | | | | | |
| Northeast | 3.2 | 3.3 | — | 1.2 | — | 0.4 | 0.0 |
| New England | 4.8 | 5.2 | 2.3 | — | — | 0.7 | 0.0 |
| Middle Atlantic | 3.9 | 4.0 | — | 1.5 | — | 0.5 | 0.0 |
| South | 2.1 | 1.9 | 0.7 | 0.5 | 0.1 | 0.3 | 0.0 |
| South Atlantic | 1.8 | 2.0 | — | 0.8 | — | 0.3 | 0.0 |
| East South Central | 5.3 | 3.7 | 1.1 | 1.5 | — | 1.0 | 0.0 |
| West South Central | 5.3 | 5.0 | 1.0 | — | — | 0.6 | 0.0 |
| Midwest | 1.3 | 1.7 | 1.3 | 1.0 | 0.2 | 0.2 | 0.0 |
| East North Central | 1.1 | 1.4 | 1.7 | 1.3 | 0.2 | 0.2 | 0.0 |
| West North Central | 3.6 | 4.4 | — | 0.7 | — | 0.3 | 0.0 |
| West | 2.6 | 2.8 | 2.8 | 1.5 | 0.5 | 0.5 | 0.0 |
| Mountain | 6.1 | 4.9 | — | 1.3 | — | 1.0 | 0.0 |
| Pacific | 2.2 | 3.0 | 2.8 | — | — | 0.4 | 0.0 |

¹ 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 31. Long-term disability plans: Maximum benefit amounts, private industry workers, March 2017

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ¹ | | | | | With no maximum benefit amount |
|--|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 90 | – | \$5,000 | \$8,000 | \$12,000 | \$15,000 | 10 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 91 | \$4,000 | 5,000 | 10,000 | 12,500 | 20,000 | 9 |
| Management, business, and financial | 90 | 5,000 | 6,000 | 10,000 | 15,000 | 20,833 | 10 |
| Professional and related | 91 | – | 5,000 | 8,000 | 12,000 | 15,000 | 9 |
| Service | 94 | 4,000 | 5,000 | 7,500 | 10,000 | 12,500 | 6 |
| Sales and office | 90 | 4,000 | 5,000 | 10,000 | 12,650 | 20,000 | 10 |
| Sales and related | 90 | 5,000 | 5,000 | 10,000 | 15,000 | 20,833 | 10 |
| Office and administrative support | 90 | 4,000 | 5,000 | 10,000 | 12,500 | 20,000 | 10 |
| Natural resources, construction, and maintenance | 89 | – | 5,000 | 7,000 | 10,000 | 15,000 | 11 |
| Installation, maintenance, and repair | 90 | 3,000 | 5,000 | 6,000 | 10,000 | 15,000 | 10 |
| Production, transportation, and material moving ... | 84 | 3,000 | 5,000 | 7,000 | 10,000 | 15,000 | 16 |
| Production | 87 | 3,000 | 5,000 | 7,000 | 10,000 | 15,000 | 13 |
| Transportation and material moving | 79 | – | 4,000 | 7,000 | 10,000 | 12,500 | 21 |
| Full time | 90 | – | 5,000 | 8,000 | 12,000 | 15,000 | 10 |
| Part time | 89 | 4,000 | 5,000 | 7,000 | – | – | 11 |
| Union | 81 | – | – | 6,000 | 10,000 | 12,500 | 19 |
| Nonunion | 90 | 4,000 | 5,000 | 9,000 | 12,000 | – | 10 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 95 | 4,000 | 5,000 | 7,500 | 10,000 | 13,000 | 5 |
| Lowest 10 percent | 94 | – | 5,000 | – | 10,000 | 10,000 | 6 |
| Second 25 percent | 90 | – | 5,000 | 7,500 | 10,000 | 15,000 | 10 |
| Third 25 percent | 89 | – | 5,000 | 8,000 | 10,000 | 15,000 | 11 |
| Highest 25 percent | 89 | 4,000 | 6,000 | 10,000 | 15,000 | 20,000 | 11 |
| Highest 10 percent | 87 | 5,000 | 6,000 | 10,000 | 15,000 | 20,833 | 13 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 90 | – | 5,000 | 10,000 | 12,500 | 15,000 | 10 |
| Manufacturing | 90 | – | 5,000 | 10,000 | 12,000 | 15,000 | 10 |
| Service-providing industries | 89 | – | 5,000 | 8,000 | 12,000 | 16,000 | 11 |
| Trade, transportation, and utilities | 84 | – | 5,000 | 7,000 | 10,000 | 15,000 | 16 |
| Wholesale trade | 87 | 5,000 | 5,000 | 7,500 | 10,000 | 15,000 | 13 |
| Retail trade | 89 | 5,000 | 5,000 | 7,000 | 8,500 | 11,000 | 11 |
| Transportation and warehousing | 82 | – | – | 7,000 | 10,000 | 12,500 | 18 |
| Utilities | 68 | – | – | 15,000 | 15,000 | 15,000 | 32 |

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, private industry workers, March 2017—continued

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ¹ | | | | | With no maximum benefit amount |
|--|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| Information | 95 | \$4,000 | — | \$10,000 | \$15,000 | \$20,000 | 5 |
| Financial activities | 87 | 5,000 | \$8,000 | — | 20,833 | 30,000 | 13 |
| Finance and insurance | 85 | 5,000 | 10,000 | 12,500 | 20,833 | 30,000 | 15 |
| Credit intermediation and related activities | 88 | — | 8,333 | 12,500 | 20,833 | 30,000 | 12 |
| Insurance carriers and related activities | 78 | 5,000 | 10,000 | — | — | 30,000 | 22 |
| Professional and business services | 87 | — | 6,000 | 10,000 | 15,000 | 17,333 | 13 |
| Professional and technical services | 93 | 5,000 | 6,000 | 10,000 | 15,000 | — | 7 |
| Education and health services | 94 | — | 5,000 | 7,000 | 10,000 | 15,000 | 6 |
| Educational services | 92 | — | 5,000 | 7,500 | 10,000 | 20,000 | 8 |
| Junior colleges, colleges, and universities | 90 | 5,000 | 6,000 | 8,000 | 12,000 | 20,000 | 10 |
| Health care and social assistance | 94 | — | 5,000 | 6,000 | 10,000 | 15,000 | 6 |
| Leisure and hospitality: | | | | | | | |
| Accommodation and food services | 100 | 5,000 | — | 10,000 | 10,000 | 12,000 | — |
| 1 to 99 workers | 90 | 4,000 | 5,000 | 7,500 | 10,000 | 15,000 | 10 |
| 1 to 49 workers | 89 | 4,000 | 5,000 | 7,500 | 10,000 | — | 11 |
| 50 to 99 workers | 93 | — | 5,000 | 7,500 | 10,000 | 15,000 | 7 |
| 100 workers or more | 89 | — | 5,000 | 10,000 | 12,500 | — | 11 |
| 100 to 499 workers | 90 | — | 5,000 | 8,000 | 10,500 | 15,000 | 10 |
| 500 workers or more | 88 | — | 5,000 | 10,000 | 15,000 | 20,000 | 12 |
| Geographic areas | | | | | | | |
| Northeast | 92 | 3,000 | 5,000 | 7,500 | 12,000 | 17,333 | 8 |
| New England | 93 | 3,000 | 5,000 | 7,500 | — | 15,000 | 7 |
| Middle Atlantic | 91 | 3,000 | 5,000 | 8,000 | 12,000 | 17,333 | 9 |
| South | 90 | 4,000 | 5,000 | 10,000 | 12,000 | 15,000 | 10 |
| South Atlantic | 89 | 4,000 | 6,000 | 10,000 | 13,000 | 15,000 | 11 |
| East South Central | 89 | 3,000 | 5,000 | 6,000 | 10,000 | 15,000 | 11 |
| West South Central | 91 | 4,000 | 5,000 | 10,000 | 12,000 | — | 9 |
| Midwest | 86 | 3,000 | 5,000 | 7,500 | — | 15,000 | 14 |
| East North Central | 85 | 3,000 | 5,000 | 6,000 | 10,000 | 15,000 | 15 |
| West North Central | 89 | — | 5,000 | 10,000 | 15,000 | 20,000 | 11 |
| West | 91 | 4,000 | 6,000 | 10,000 | 15,000 | 20,833 | 9 |
| Mountain | 92 | 5,000 | 6,000 | 10,000 | 15,000 | 20,000 | 8 |
| Pacific | 91 | 4,000 | 6,000 | 10,000 | — | 20,833 | 9 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 31. Standard errors for long-term disability plans: Maximum benefit amounts, private industry workers, March 2017

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ¹ | | | | | With no maximum benefit amount |
|--|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 0.7 | – | \$0.00 | \$454.14 | \$520.39 | \$1,452.24 | 0.7 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.2 | \$211.67 | 281.67 | 1,211.16 | 1,573.09 | 3,843.11 | 1.2 |
| Management, business, and financial | 1.8 | 180.65 | 0.00 | 0.00 | 364.97 | 1,485.51 | 1.8 |
| Professional and related | 1.4 | – | 0.00 | 427.96 | 1,519.15 | 958.42 | 1.4 |
| Service | 1.6 | 921.81 | 0.00 | 288.53 | 0.00 | 2,885.31 | 1.6 |
| Sales and office | 0.8 | 260.34 | 0.00 | 273.72 | 2,954.44 | 744.69 | 0.8 |
| Sales and related | 2.1 | 0.00 | 916.97 | 0.00 | 2,101.91 | 1,167.60 | 2.1 |
| Office and administrative support | 0.8 | 987.56 | 0.00 | 1,443.32 | 2,335.58 | 644.92 | 0.8 |
| Natural resources, construction, and maintenance | 2.2 | – | 96.56 | 547.45 | 1,590.85 | 0.00 | 2.2 |
| Installation, maintenance, and repair | 1.8 | 720.93 | 776.79 | 1,274.12 | 0.00 | 0.00 | 1.8 |
| Production, transportation, and material moving ... | 2.1 | 13.47 | 0.00 | 387.10 | 0.00 | 474.10 | 2.1 |
| Production | 2.7 | 0.00 | 0.00 | 729.93 | 525.08 | 0.00 | 2.7 |
| Transportation and material moving | 2.8 | – | 1,177.44 | 893.98 | 0.00 | 2,130.05 | 2.8 |
| Full time | 0.7 | – | 0.00 | 874.58 | 463.17 | 1,414.75 | 0.7 |
| Part time | 2.8 | 742.97 | 0.00 | 909.88 | – | – | 2.8 |
| Union | 2.4 | – | – | 1,079.81 | 0.00 | 2,969.20 | 2.4 |
| Nonunion | 0.7 | 18.25 | 0.00 | 1,427.98 | 593.07 | – | 0.7 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 1.2 | 625.52 | 0.00 | 915.95 | 0.00 | 2,854.85 | 1.2 |
| Lowest 10 percent | 2.3 | – | 0.00 | – | 1,986.47 | 0.00 | 2.3 |
| Second 25 percent | 1.1 | – | 0.00 | 241.40 | 1,584.48 | 0.00 | 1.1 |
| Third 25 percent | 0.9 | – | 0.00 | 194.59 | 358.10 | 182.48 | 0.9 |
| Highest 25 percent | 1.3 | 594.72 | 1,304.62 | 0.00 | 1,694.73 | 1,450.17 | 1.3 |
| Highest 10 percent | 1.9 | 930.48 | 368.60 | 0.00 | 0.00 | 3,252.86 | 1.9 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 1.4 | – | 0.00 | 0.00 | 928.92 | 430.20 | 1.4 |
| Manufacturing | 1.7 | – | 0.00 | 0.00 | 570.67 | 0.00 | 1.7 |
| Service-providing industries | 0.8 | – | 0.00 | 91.24 | 1,111.30 | 1,843.06 | 0.8 |
| Trade, transportation, and utilities | 1.4 | – | 0.00 | 408.04 | 0.00 | 0.00 | 1.4 |
| Wholesale trade | 1.9 | 408.04 | 0.00 | 1,132.28 | 0.00 | 0.00 | 1.9 |
| Retail trade | 3.1 | 557.99 | 0.00 | 0.00 | 2,199.28 | 1,750.31 | 3.1 |
| Transportation and warehousing | 2.8 | – | – | 898.62 | 965.61 | 3,031.63 | 2.8 |
| Utilities | 4.6 | – | – | 4,190.16 | 0.00 | 2,737.24 | 4.6 |

See footnotes at end of table.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, private industry workers, March 2017—continued

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ¹ | | | | | With no maximum benefit amount |
|--|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| Information | 2.3 | \$0.00 | – | \$0.00 | \$0.00 | \$3,672.40 | 2.3 |
| Financial activities | 1.2 | 121.72 | \$979.86 | – | 526.57 | 0.00 | 1.2 |
| Finance and insurance | 1.0 | 121.72 | 328.98 | 553.12 | 0.00 | 0.00 | 1.0 |
| Credit intermediation and related activities | 1.3 | – | 1,552.54 | 332.12 | 0.00 | 0.00 | 1.3 |
| Insurance carriers and related activities | 2.3 | 0.00 | 2,025.89 | – | – | 912.41 | 2.3 |
| Professional and business services | 2.8 | – | 1,482.50 | 182.48 | 1,792.82 | 3,629.54 | 2.8 |
| Professional and technical services | 2.6 | 482.80 | 0.00 | 516.14 | 0.00 | – | 2.6 |
| Education and health services | 1.5 | – | 0.00 | 1,305.94 | 0.00 | 1,257.68 | 1.5 |
| Educational services | 1.4 | – | 0.00 | 158.03 | 489.65 | 0.00 | 1.4 |
| Junior colleges, colleges, and universities | 1.4 | 0.00 | 1,224.13 | 2,126.14 | 1,371.17 | 3,289.76 | 1.4 |
| Health care and social assistance | 1.9 | – | 0.00 | 1,444.60 | 0.00 | 2,541.69 | 1.9 |
| Leisure and hospitality: | | | | | | | |
| Accommodation and food services | 0.0 | 0.00 | – | 0.00 | 816.09 | 2,731.15 | – |
| 1 to 99 workers | 0.9 | 0.00 | 0.00 | 129.03 | 182.48 | 316.07 | 0.9 |
| 1 to 49 workers | 1.1 | 0.00 | 0.00 | 241.40 | 682.79 | – | 1.1 |
| 50 to 99 workers | 1.5 | – | 0.00 | 899.73 | 182.48 | 0.00 | 1.5 |
| 100 workers or more | 1.1 | – | 0.00 | 333.47 | 556.87 | – | 1.1 |
| 100 to 499 workers | 1.7 | – | 0.00 | 182.48 | 1,521.11 | 0.00 | 1.7 |
| 500 workers or more | 1.4 | – | 968.49 | 0.00 | 569.80 | 688.86 | 1.4 |
| Geographic areas | | | | | | | |
| Northeast | 1.4 | 54.65 | 0.00 | 555.00 | 1,718.14 | 3,002.15 | 1.4 |
| New England | 1.8 | 521.62 | 0.00 | 129.03 | – | 0.00 | 1.8 |
| Middle Atlantic | 1.8 | 66.91 | 0.00 | 638.69 | 1,225.31 | 4,016.26 | 1.8 |
| South | 1.4 | 0.00 | 0.00 | 1,374.69 | 1,988.02 | 182.48 | 1.4 |
| South Atlantic | 2.2 | 343.34 | 1,079.58 | 0.00 | 3,037.89 | 995.75 | 2.2 |
| East South Central | 2.9 | 350.62 | 0.00 | 900.16 | 0.00 | 0.00 | 2.9 |
| West South Central | 1.8 | 1,094.90 | 0.00 | 2,083.09 | 1,889.27 | – | 1.8 |
| Midwest | 1.6 | 127.88 | 0.00 | 645.17 | – | 0.00 | 1.6 |
| East North Central | 1.9 | 0.00 | 0.00 | 652.35 | 316.20 | 0.00 | 1.9 |
| West North Central | 2.7 | – | 694.39 | 2,096.57 | 3,193.45 | 3,165.24 | 2.7 |
| West | 1.0 | 182.48 | 0.00 | 204.02 | 3,888.41 | 1,216.07 | 1.0 |
| Mountain | 2.0 | 547.45 | 0.00 | 0.00 | 2,639.70 | 486.68 | 2.0 |
| Pacific | 1.1 | 0.00 | 0.00 | 1,110.00 | – | 5,566.55 | 1.1 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same as or less than the benefit shown. The remaining percentiles follow the same logic.

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 32. Leave benefits: Access, private industry workers, March 2017

(All workers = 100 percent)

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave ¹ | |
|--|---------------|-----------------|----------------|--------------------|----------------------|---------------------|---------------------------|--------|
| | | | | | | | Paid | Unpaid |
| All workers | 77 | 68 | 76 | 56 | 57 | 29 | 13 | 87 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 90 | 88 | 88 | 76 | 79 | 45 | 24 | 93 |
| Management, business, and financial | 97 | 93 | 97 | 82 | 83 | 48 | 29 | 94 |
| Professional and related | 86 | 85 | 83 | 73 | 76 | 42 | 22 | 93 |
| Service | 50 | 46 | 52 | 30 | 33 | 11 | 7 | 79 |
| Protective service | 64 | 58 | 58 | 32 | 30 | 16 | 5 | 84 |
| Sales and office | 82 | 73 | 80 | 57 | 58 | 29 | 13 | 88 |
| Sales and related | 74 | 64 | 72 | 46 | 48 | 23 | 8 | 86 |
| Office and administrative support | 87 | 79 | 85 | 64 | 64 | 32 | 16 | 89 |
| Natural resources, construction, and maintenance | 80 | 60 | 78 | 46 | 47 | 20 | 9 | 84 |
| Construction, extraction, farming, fishing, and forestry | 67 | 47 | 65 | 29 | 33 | 12 | 7 | 80 |
| Installation, maintenance, and repair | 92 | 73 | 91 | 61 | 61 | 28 | 10 | 87 |
| Production, transportation, and material moving ... | 83 | 62 | 82 | 61 | 59 | 30 | 6 | 88 |
| Production | 90 | 62 | 87 | 64 | 63 | 31 | 7 | 88 |
| Transportation and material moving | 77 | 63 | 76 | 57 | 55 | 28 | 5 | 87 |
| Full time | 90 | 81 | 91 | 67 | 69 | 35 | 16 | 90 |
| Part time | 41 | 35 | 36 | 24 | 25 | 11 | 5 | 79 |
| Union | 89 | 79 | 89 | 76 | 77 | 40 | 12 | 92 |
| Nonunion | 76 | 67 | 75 | 54 | 55 | 28 | 13 | 87 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 51 | 43 | 50 | 27 | 30 | 11 | 6 | 80 |
| Lowest 10 percent | 41 | 30 | 42 | 21 | 24 | 9 | 4 | 76 |
| Second 25 percent | 82 | 69 | 82 | 58 | 59 | 26 | 11 | 88 |
| Third 25 percent | 90 | 81 | 89 | 68 | 69 | 35 | 14 | 90 |
| Highest 25 percent | 92 | 89 | 91 | 78 | 80 | 48 | 24 | 93 |
| Highest 10 percent | 93 | 92 | 92 | 80 | 83 | 53 | 24 | 94 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 90 | 67 | 88 | 61 | 62 | 32 | 9 | 88 |
| Construction | 73 | 51 | 68 | 32 | 34 | 10 | 5 | 78 |
| Manufacturing | 97 | 74 | 96 | 75 | 75 | 42 | 10 | 92 |
| Service-providing industries | 75 | 69 | 74 | 55 | 56 | 28 | 14 | 87 |
| Trade, transportation, and utilities | 81 | 69 | 80 | 57 | 57 | 29 | 7 | 89 |
| Wholesale trade | 92 | 80 | 89 | 68 | 69 | 28 | 10 | 87 |
| Retail trade | 75 | 62 | 74 | 48 | 47 | 23 | 7 | 88 |
| Transportation and warehousing | 86 | 74 | 87 | 70 | 71 | 45 | 6 | 93 |
| Utilities | 100 | 98 | 99 | 88 | 86 | 58 | 13 | 96 |

See footnotes at end of table.

Table 32. Leave benefits: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave ¹ | |
|--|---------------|-----------------|----------------|--------------------|----------------------|---------------------|---------------------------|--------|
| | | | | | | | Paid | Unpaid |
| Information | 97 | 96 | 96 | 92 | 89 | 50 | 34 | 97 |
| Financial activities | 94 | 93 | 94 | 83 | 86 | 54 | 31 | 94 |
| Finance and insurance | 98 | 96 | 97 | 90 | 92 | 66 | 38 | 96 |
| Credit intermediation and related activities | 98 | 95 | 98 | 91 | 93 | 68 | 34 | 97 |
| Insurance carriers and related activities | 97 | 95 | 96 | 87 | 91 | 61 | 40 | 95 |
| Real estate and rental and leasing | 84 | 85 | 85 | 61 | 65 | 18 | 10 | 87 |
| Professional and business services | 78 | 69 | 75 | 52 | 54 | 28 | 16 | 82 |
| Professional and technical services | 92 | 87 | 90 | 67 | 73 | 42 | 27 | 87 |
| Administrative and waste services | 60 | 47 | 55 | 27 | 27 | 9 | 6 | 75 |
| Education and health services | 82 | 80 | 79 | 68 | 70 | 31 | 18 | 93 |
| Educational services | 65 | 79 | 56 | 72 | 71 | 40 | 20 | 89 |
| Junior colleges, colleges, and universities | 81 | 84 | 73 | 88 | 90 | 58 | 22 | 95 |
| Health care and social assistance | 85 | 80 | 83 | 67 | 70 | 30 | 18 | 93 |
| Leisure and hospitality | 37 | 38 | 42 | 17 | 24 | 8 | 6 | 78 |
| Accommodation and food services | 34 | 35 | 42 | 16 | 22 | 6 | 5 | 77 |
| Other services | 65 | 62 | 68 | 40 | 36 | 14 | 9 | 80 |
| 1 to 99 workers | 70 | 59 | 69 | 43 | 45 | 18 | 10 | 81 |
| 1 to 49 workers | 68 | 58 | 67 | 39 | 42 | 17 | 9 | 79 |
| 50 to 99 workers | 73 | 63 | 72 | 54 | 56 | 22 | 12 | 87 |
| 100 workers or more | 86 | 79 | 85 | 71 | 72 | 41 | 17 | 94 |
| 100 to 499 workers | 84 | 75 | 82 | 65 | 65 | 34 | 13 | 94 |
| 500 workers or more | 90 | 86 | 90 | 82 | 83 | 52 | 23 | 94 |
| Geographic areas | | | | | | | | |
| Northeast | 77 | 71 | 76 | 62 | 70 | 33 | 17 | 86 |
| New England | 75 | 71 | 73 | 62 | 71 | 36 | 13 | 90 |
| Middle Atlantic | 77 | 71 | 76 | 61 | 69 | 33 | 18 | 84 |
| South | 80 | 66 | 79 | 58 | 60 | 31 | 12 | 85 |
| South Atlantic | 80 | 66 | 78 | 61 | 61 | 32 | 13 | 88 |
| East South Central | 81 | 66 | 83 | 54 | 59 | 28 | 10 | 83 |
| West South Central | 79 | 66 | 78 | 56 | 60 | 31 | 13 | 82 |
| Midwest | 76 | 64 | 77 | 56 | 55 | 26 | 11 | 89 |
| East North Central | 77 | 63 | 77 | 57 | 55 | 26 | 12 | 88 |
| West North Central | 73 | 64 | 76 | 55 | 56 | 27 | 10 | 90 |
| West | 74 | 75 | 72 | 46 | 45 | 24 | 14 | 89 |
| Mountain | 73 | 61 | 72 | 47 | 50 | 26 | 15 | 88 |
| Pacific | 75 | 82 | 72 | 45 | 42 | 23 | 13 | 90 |

¹ The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

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 32. Standard errors for leave benefits: Access, private industry workers, March 2017

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave | |
|--|---------------|-----------------|----------------|--------------------|----------------------|---------------------|--------------|--------|
| | | | | | | | Paid | Unpaid |
| All workers | 0.7 | 0.9 | 0.9 | 0.8 | 0.8 | 0.7 | 0.5 | 0.5 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 0.9 | 1.2 | 1.0 | 1.4 | 1.3 | 1.7 | 1.0 | 0.7 |
| Management, business, and financial | 0.5 | 0.9 | 0.7 | 1.2 | 1.3 | 1.8 | 1.7 | 0.7 |
| Professional and related | 1.3 | 1.5 | 1.4 | 1.8 | 1.7 | 2.2 | 1.3 | 1.0 |
| Service | 1.8 | 1.9 | 2.0 | 1.5 | 1.8 | 1.3 | 1.1 | 1.8 |
| Protective service | 7.3 | 5.2 | 8.4 | 7.1 | 5.1 | 3.8 | 1.5 | 4.1 |
| Sales and office | 0.8 | 1.3 | 1.1 | 1.2 | 1.5 | 1.1 | 0.8 | 0.8 |
| Sales and related | 1.6 | 1.7 | 1.8 | 1.7 | 1.8 | 1.1 | 0.7 | 1.2 |
| Office and administrative support | 0.9 | 1.4 | 1.1 | 1.5 | 1.9 | 1.5 | 1.1 | 1.0 |
| Natural resources, construction, and maintenance | 1.5 | 1.8 | 1.7 | 1.6 | 1.7 | 0.9 | 0.7 | 1.4 |
| Construction, extraction, farming, fishing, and forestry | 3.0 | 2.6 | 3.3 | 1.8 | 2.6 | 1.2 | 1.4 | 1.9 |
| Installation, maintenance, and repair | 1.1 | 2.3 | 1.5 | 2.4 | 2.1 | 1.3 | 1.3 | 1.7 |
| Production, transportation, and material moving ... | 1.2 | 1.9 | 1.4 | 1.3 | 1.5 | 1.3 | 0.6 | 1.0 |
| Production | 1.3 | 2.5 | 1.5 | 2.2 | 2.2 | 1.8 | 0.8 | 1.3 |
| Transportation and material moving | 1.8 | 2.5 | 1.9 | 1.8 | 1.8 | 1.6 | 0.8 | 1.3 |
| Full time | 0.5 | 0.7 | 0.5 | 0.8 | 0.7 | 0.8 | 0.6 | 0.5 |
| Part time | 1.4 | 1.8 | 1.7 | 1.3 | 1.5 | 0.9 | 0.5 | 1.3 |
| Union | 1.7 | 2.0 | 1.7 | 2.1 | 2.2 | 1.9 | 1.3 | 1.4 |
| Nonunion | 0.7 | 0.9 | 0.9 | 0.9 | 0.9 | 0.7 | 0.5 | 0.6 |
| Average wage within the following categories: ¹ | | | | | | | | |
| Lowest 25 percent | 1.6 | 1.6 | 1.8 | 1.0 | 1.4 | 0.7 | 0.9 | 1.1 |
| Lowest 10 percent | 1.9 | 1.8 | 2.1 | 1.5 | 2.1 | 1.4 | 0.7 | 1.7 |
| Second 25 percent | 1.1 | 1.3 | 1.2 | 1.4 | 1.3 | 1.0 | 0.8 | 0.9 |
| Third 25 percent | 0.8 | 0.9 | 0.9 | 1.2 | 1.1 | 0.9 | 0.8 | 0.8 |
| Highest 25 percent | 0.6 | 0.8 | 0.8 | 1.1 | 1.3 | 1.5 | 1.1 | 0.7 |
| Highest 10 percent | 1.0 | 1.2 | 1.1 | 1.6 | 1.7 | 2.5 | 1.8 | 1.0 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 0.9 | 1.7 | 1.2 | 1.3 | 1.3 | 1.1 | 0.7 | 0.8 |
| Construction | 2.0 | 2.0 | 2.5 | 2.1 | 2.7 | 1.3 | 1.0 | 1.5 |
| Manufacturing | 0.6 | 2.4 | 0.8 | 1.3 | 1.2 | 1.6 | 1.0 | 0.8 |
| Service-providing industries | 0.8 | 1.0 | 1.0 | 0.9 | 1.0 | 0.8 | 0.6 | 0.6 |
| Trade, transportation, and utilities | 1.0 | 1.5 | 0.8 | 1.1 | 1.2 | 1.1 | 0.5 | 0.8 |
| Wholesale trade | 1.8 | 2.2 | 1.4 | 2.5 | 2.4 | 2.7 | 1.2 | 1.4 |
| Retail trade | 1.1 | 1.7 | 1.2 | 1.3 | 1.7 | 1.3 | 0.8 | 1.1 |
| Transportation and warehousing | 3.3 | 4.3 | 3.2 | 3.5 | 3.3 | 4.0 | 1.4 | 2.0 |
| Utilities | 0.3 | 0.4 | 1.0 | 3.4 | 3.6 | 4.8 | 1.9 | 2.4 |

See footnotes at end of table.

Table 32. Standard errors for leave benefits: Access, private industry workers, March 2017—continued

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave | |
|--|---------------|-----------------|----------------|--------------------|----------------------|---------------------|--------------|--------|
| | | | | | | | Paid | Unpaid |
| Information | 0.9 | 1.4 | 1.3 | 1.8 | 2.8 | 3.5 | 3.5 | 0.9 |
| Financial activities | 0.8 | 0.9 | 0.8 | 1.5 | 1.2 | 1.8 | 1.0 | 0.8 |
| Finance and insurance | 0.4 | 0.8 | 0.4 | 1.0 | 0.9 | 1.4 | 1.5 | 0.6 |
| Credit intermediation and related activities | 0.3 | 1.2 | 0.3 | 1.2 | 1.0 | 1.9 | 2.3 | 0.5 |
| Insurance carriers and related activities | 0.9 | 1.1 | 0.9 | 2.0 | 1.7 | 2.2 | 2.0 | 1.1 |
| Real estate and rental and leasing | 3.0 | 2.8 | 2.9 | 3.8 | 3.5 | 4.1 | 2.7 | 2.9 |
| Professional and business services | 1.8 | 2.3 | 2.4 | 2.1 | 2.0 | 2.0 | 1.8 | 1.9 |
| Professional and technical services | 1.8 | 2.4 | 2.2 | 3.1 | 3.3 | 3.3 | 3.3 | 3.0 |
| Administrative and waste services | 3.4 | 3.1 | 4.3 | 2.2 | 1.8 | 2.4 | 1.4 | 3.0 |
| Education and health services | 1.8 | 2.6 | 1.9 | 2.1 | 1.8 | 2.3 | 1.5 | 1.4 |
| Educational services | 2.8 | 3.2 | 3.3 | 4.3 | 4.4 | 3.4 | 2.0 | 2.3 |
| Junior colleges, colleges, and universities | 2.0 | 1.5 | 2.1 | 1.8 | 1.7 | 3.1 | 2.1 | 1.2 |
| Health care and social assistance | 1.9 | 2.9 | 2.0 | 2.2 | 1.7 | 2.5 | 1.7 | 1.6 |
| Leisure and hospitality | 2.2 | 2.5 | 2.5 | 2.4 | 2.3 | 1.8 | 1.4 | 2.6 |
| Accommodation and food services | 2.8 | 2.7 | 2.9 | 2.6 | 2.8 | 1.8 | 1.4 | 2.8 |
| Other services | 3.2 | 4.3 | 2.7 | 3.8 | 2.8 | 2.7 | 2.1 | 4.0 |
| 1 to 99 workers | 1.2 | 1.2 | 1.3 | 1.2 | 1.3 | 0.9 | 0.6 | 1.0 |
| 1 to 49 workers | 1.2 | 1.3 | 1.3 | 1.2 | 1.3 | 1.0 | 0.7 | 1.3 |
| 50 to 99 workers | 2.0 | 2.2 | 2.4 | 2.4 | 2.7 | 1.7 | 1.4 | 1.6 |
| 100 workers or more | 0.8 | 0.9 | 0.9 | 0.8 | 0.8 | 1.2 | 0.9 | 0.5 |
| 100 to 499 workers | 1.2 | 1.5 | 1.3 | 1.2 | 1.2 | 1.5 | 1.1 | 0.7 |
| 500 workers or more | 1.5 | 1.6 | 1.5 | 1.8 | 1.8 | 2.1 | 1.4 | 0.7 |
| Geographic areas | | | | | | | | |
| Northeast | 1.5 | 1.6 | 1.4 | 1.6 | 1.8 | 1.8 | 0.9 | 1.3 |
| New England | 2.1 | 3.3 | 2.0 | 3.3 | 2.8 | 2.6 | 1.3 | 3.4 |
| Middle Atlantic | 1.9 | 1.9 | 1.7 | 1.7 | 2.4 | 2.1 | 1.1 | 1.2 |
| South | 1.3 | 1.7 | 1.6 | 1.7 | 1.4 | 1.1 | 0.7 | 1.1 |
| South Atlantic | 1.1 | 2.4 | 1.6 | 2.2 | 1.2 | 1.2 | 1.0 | 1.1 |
| East South Central | 3.6 | 3.0 | 3.2 | 6.6 | 5.9 | 5.5 | 1.9 | 4.3 |
| West South Central | 3.2 | 3.2 | 3.8 | 1.9 | 2.7 | 1.1 | 1.0 | 1.9 |
| Midwest | 1.6 | 2.3 | 2.3 | 1.4 | 1.7 | 1.5 | 0.9 | 0.6 |
| East North Central | 1.5 | 2.0 | 2.2 | 1.6 | 1.9 | 1.9 | 0.8 | 0.6 |
| West North Central | 4.0 | 5.9 | 5.3 | 2.6 | 3.5 | 2.3 | 2.1 | 1.4 |
| West | 0.9 | 1.0 | 1.4 | 1.3 | 1.8 | 1.2 | 1.7 | 1.1 |
| Mountain | 0.9 | 1.5 | 1.3 | 1.3 | 1.2 | 1.2 | 3.3 | 2.6 |
| Pacific | 1.3 | 1.1 | 1.9 | 1.8 | 2.5 | 1.6 | 1.8 | 1.1 |

¹ 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 33. Paid holidays: Number of days provided, private industry workers, March 2017

(All workers with paid holidays = 100 percent)

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|--|------------------|--------|--------|--------|--------|--------|---------|---------|------------------|---------|------------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| All workers | 7 | 3 | 25 | 15 | 14 | 10 | 12 | 6 | 4 | 2 | 1 | 2 | 8 | 7 |
| Worker characteristics | | | | | | | | | | | | | | |
| Management, professional, and related | 2 | 1 | 18 | 15 | 15 | 13 | 15 | 8 | 7 | 2 | 1 | 2 | 9 | 8 |
| Management, business, and financial | 1 | 1 | 16 | 11 | 16 | 13 | 21 | 8 | 7 | 2 | 1 | 2 | 9 | 9 |
| Professional and related | 2 | 1 | 20 | 17 | 14 | 13 | 12 | 8 | 7 | 2 | 1 | 2 | 9 | 8 |
| Service | 14 | 8 | 32 | 19 | 10 | 6 | 5 | 2 | 2 | 1 | (¹) | 1 | 7 | 6 |
| Protective service | — | — | 29 | — | — | — | 4 | — | — | — | — | 1 | 7 | 7 |
| Sales and office | 13 | 3 | 26 | 14 | 13 | 9 | 14 | 4 | 2 | 1 | (¹) | 1 | 7 | 7 |
| Sales and related | 26 | 5 | 30 | 11 | 10 | 7 | 5 | 3 | 1 | — | — | — | 6 | 6 |
| Office and administrative support | 6 | 2 | 23 | 15 | 15 | 10 | 18 | 5 | 3 | 1 | 1 | 1 | 8 | 8 |
| Natural resources, construction, and maintenance | 6 | 6 | 33 | 18 | 11 | 8 | 10 | 4 | 2 | 1 | 1 | 1 | 7 | 7 |
| Construction, extraction, farming, fishing, and forestry | 8 | 7 | 35 | 17 | 13 | 9 | 5 | 2 | — | — | — | 1 | 7 | 7 |
| Installation, maintenance, and repair | 4 | 4 | 32 | 19 | 10 | 7 | 13 | 5 | 3 | 1 | 1 | 1 | 8 | 7 |
| Production, transportation, and material moving | 5 | 3 | 24 | 13 | 17 | 10 | 13 | 8 | 4 | 2 | (¹) | 2 | 8 | 8 |
| Production | 3 | 2 | 21 | 10 | 13 | 13 | 17 | 11 | 5 | 2 | (¹) | 3 | 9 | 9 |
| Transportation and material moving | 7 | 4 | 26 | 16 | 21 | 7 | 8 | 5 | 2 | — | — | 2 | 8 | 7 |
| Full time | 5 | 3 | 23 | 15 | 15 | 11 | 14 | 6 | 4 | 2 | 1 | 2 | 8 | 8 |
| Part time | 25 | 4 | 34 | 15 | 9 | 3 | 5 | 1 | 1 | 1 | (¹) | (¹) | 6 | 6 |
| Union | — | 2 | 20 | 13 | 17 | 10 | 12 | 9 | 7 | 2 | — | 4 | 9 | 8 |
| Nonunion | 8 | 3 | 25 | 15 | 13 | 10 | 12 | 5 | 4 | 1 | (¹) | 1 | 8 | 7 |
| Average wage within the following categories: ² | | | | | | | | | | | | | | |
| Lowest 25 percent | 21 | 7 | 35 | 16 | 9 | 5 | 4 | 2 | 1 | — | — | (¹) | 6 | 6 |
| Lowest 10 percent | 25 | 4 | 39 | 13 | 10 | 3 | 4 | — | — | — | — | — | 6 | 6 |
| Second 25 percent | 7 | 5 | 28 | 17 | 13 | 9 | 12 | 5 | 2 | 1 | (¹) | 1 | 7 | 7 |
| Third 25 percent | 3 | 2 | 23 | 15 | 15 | 11 | 15 | 7 | 4 | 1 | 1 | 2 | 8 | 8 |
| Highest 25 percent | 2 | 1 | 16 | 14 | 16 | 14 | 16 | 8 | 8 | 3 | 1 | 2 | 9 | 9 |
| Highest 10 percent | 1 | 1 | 13 | 12 | 16 | 14 | 17 | 8 | 11 | 3 | 1 | 2 | 9 | 9 |
| Establishment characteristics | | | | | | | | | | | | | | |
| Goods-producing industries | 3 | 3 | 19 | 12 | 12 | 14 | 17 | 8 | 7 | 2 | 1 | 2 | 9 | 9 |
| Construction | 7 | 8 | 39 | 19 | 13 | 10 | 4 | 1 | — | — | — | — | 7 | 6 |
| Manufacturing | 2 | 2 | 11 | 9 | 12 | 16 | 21 | 11 | 10 | 3 | 1 | 3 | 9 | 9 |
| Service-providing industries | 9 | 3 | 26 | 16 | 14 | 9 | 11 | 5 | 3 | 1 | 1 | 1 | 8 | 7 |
| Trade, transportation, and utilities | 17 | 5 | 32 | 13 | 13 | 6 | 6 | 4 | 1 | 1 | (¹) | 1 | 7 | 6 |
| Wholesale trade | 3 | 2 | 26 | 16 | 15 | 11 | 14 | 6 | 2 | — | — | 2 | 8 | 8 |
| Retail trade | 32 | 8 | 39 | 11 | 5 | 2 | 1 | 1 | (¹) | — | — | — | 5 | 6 |
| Transportation and warehousing | — | 4 | 25 | 14 | 29 | 4 | 8 | 7 | 2 | — | — | — | 8 | 8 |
| Utilities | — | — | — | — | 10 | 28 | 15 | 21 | — | — | — | — | 10 | 9 |

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, private industry workers, March 2017—continued

(All workers with paid holidays = 100 percent)

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days | |
|--|------------------|--------|--------|--------|--------|--------|---------|---------|---------|------------------|------------------|----------------------|---------------------|-----------------------|----|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | | |
| Information | — | — | 17 | 32 | 10 | 12 | 17 | 8 | — | — | — | — | — | 8 | 8 |
| Financial activities | 1 | — | 10 | 9 | 18 | 17 | 36 | 6 | 3 | 1 | — | — | — | 9 | 9 |
| Finance and insurance | — | — | 6 | 6 | 18 | 18 | 43 | 6 | 2 | 1 | — | — | — | 9 | 10 |
| Credit intermediation and related activities | — | — | 5 | 4 | 15 | 7 | 62 | 5 | 2 | — | — | — | — | 9 | 10 |
| Insurance carriers and related activities | — | — | 9 | 10 | 24 | 23 | 22 | 6 | 3 | — | — | — | — | 9 | 9 |
| Real estate and rental and leasing | 5 | — | 25 | 22 | 16 | 13 | — | 5 | — | — | — | — | — | 8 | 7 |
| Professional and business services | 6 | 2 | 23 | 13 | 19 | 12 | 11 | 7 | 5 | — | — | — | — | 8 | 8 |
| Professional and technical services | 5 | — | 13 | 13 | 24 | 13 | 14 | 6 | 6 | — | — | — | — | 8 | 8 |
| Administrative and waste services | 9 | 4 | 35 | 12 | 12 | 10 | — | 7 | — | — | — | — | — | 7 | 7 |
| Education and health services | 3 | — | 30 | 20 | 10 | 8 | 8 | 5 | 5 | 2 | — | — | 3 | 8 | 7 |
| Educational services | — | 2 | — | 5 | 7 | 10 | 15 | 12 | 11 | 9 | 6 | 18 | 12 | 12 | 11 |
| Junior colleges, colleges, and universities | — | 2 | — | 4 | 7 | 7 | 12 | 11 | 16 | 15 | 7 | 18 | 12 | 12 | 12 |
| Health care and social assistance | 3 | — | 34 | 22 | 11 | 8 | 7 | 4 | 5 | 1 | — | — | — | 7 | 7 |
| Leisure and hospitality | 18 | — | 29 | 26 | 13 | 4 | — | 2 | — | — | — | — | — | 6 | 6 |
| Accommodation and food services | 19 | — | 25 | 32 | 14 | 3 | — | — | — | — | — | — | — | 6 | 7 |
| Other services | 9 | 3 | 20 | 13 | 16 | 4 | 18 | — | — | 7 | — | 5 | 8 | 8 | 8 |
| 1 to 99 workers | 10 | 4 | 28 | 16 | 13 | 9 | 11 | 4 | 3 | 1 | (¹) | 1 | 7 | 7 | 7 |
| 1 to 49 workers | 10 | 4 | 28 | 17 | 12 | 8 | 11 | 4 | 3 | 1 | (¹) | 1 | 7 | 7 | 7 |
| 50 to 99 workers | 9 | 4 | 28 | 14 | 15 | 10 | 10 | 5 | 3 | — | — | (¹) | 7 | 7 | 7 |
| 100 workers or more | 5 | 2 | 21 | 14 | 15 | 11 | 14 | 7 | 5 | 2 | 1 | 2 | 8 | 8 | 8 |
| 100 to 499 workers | 8 | 3 | 23 | 14 | 14 | 11 | 13 | 6 | 4 | 2 | — | — | 8 | 8 | 8 |
| 500 workers or more | — | — | 17 | 15 | 16 | 11 | 17 | 9 | 7 | 2 | 1 | 3 | 9 | 9 | 9 |
| Geographic areas | | | | | | | | | | | | | | | |
| Northeast | 7 | 3 | 19 | 16 | 12 | 10 | 14 | 8 | 7 | 2 | (¹) | 2 | 8 | 8 | 8 |
| New England | 8 | — | 15 | 15 | 11 | 10 | 17 | 11 | 5 | 2 | — | 2 | 8 | 8 | 8 |
| Middle Atlantic | 6 | 3 | 20 | 16 | 13 | 10 | 13 | 7 | 7 | 2 | — | — | 8 | 8 | 8 |
| South | 10 | 4 | 25 | 15 | 13 | 11 | 11 | 5 | 3 | 1 | 1 | 1 | 7 | 7 | 7 |
| South Atlantic | 10 | 3 | 26 | 14 | 13 | 11 | 12 | 4 | 3 | 1 | 1 | 1 | 7 | 7 | 7 |
| East South Central | 10 | 4 | 23 | 12 | 11 | 9 | 15 | 7 | 4 | — | — | 2 | 8 | 8 | 8 |
| West South Central | 10 | 5 | 24 | 18 | 14 | 13 | 8 | 5 | 2 | (¹) | (¹) | 1 | 7 | 7 | 7 |
| Midwest | 5 | 2 | 29 | 15 | 15 | 8 | 13 | 5 | 3 | 2 | (¹) | 2 | 8 | 7 | 7 |
| East North Central | 5 | 2 | 27 | 17 | 15 | 8 | 14 | 5 | 3 | 2 | (¹) | 3 | 8 | 7 | 7 |
| West North Central | 4 | — | 34 | 12 | 17 | 9 | 11 | 6 | 3 | 2 | — | 1 | 8 | 7 | 7 |
| West | 7 | 5 | 24 | 14 | 15 | 9 | 12 | 7 | 4 | — | — | 1 | 8 | 7 | 7 |
| Mountain | 9 | 3 | 28 | 15 | 16 | 7 | 12 | 5 | 4 | — | — | — | 7 | 7 | 7 |
| Pacific | 7 | 5 | 22 | 14 | 14 | 10 | 12 | 7 | 5 | — | — | 1 | 8 | 8 | 8 |

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 33. Standard errors for paid holidays: Number of days provided, private industry workers, March 2017

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|--|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|------------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| All workers | 0.4 | 0.5 | 0.9 | 0.8 | 0.6 | 0.6 | 0.5 | 0.4 | 0.4 | 0.2 | 0.2 | 0.2 | 0.1 | 0.5 |
| Worker characteristics | | | | | | | | | | | | | | |
| Management, professional, and related | 0.4 | 0.2 | 1.2 | 1.5 | 1.3 | 1.1 | 0.9 | 0.7 | 1.1 | 0.3 | 0.5 | 0.4 | 0.1 | 0.4 |
| Management, business, and financial | 0.3 | 0.3 | 1.4 | 1.1 | 1.7 | 1.2 | 1.2 | 0.9 | 1.1 | 0.4 | 0.3 | 0.5 | 0.1 | 0.0 |
| Professional and related | 0.5 | 0.2 | 1.9 | 2.1 | 1.6 | 1.7 | 1.1 | 0.8 | 1.3 | 0.4 | 0.6 | 0.4 | 0.1 | 0.0 |
| Service | 2.4 | 2.7 | 2.8 | 2.8 | 1.3 | 1.3 | 0.9 | 0.6 | 0.7 | 0.3 | (¹) | 0.4 | 0.1 | 0.2 |
| Protective service | – | – | 8.3 | – | – | – | 1.7 | – | – | – | – | 0.5 | 0.4 | 0.4 |
| Sales and office | 0.8 | 0.4 | 1.3 | 0.9 | 0.9 | 0.7 | 0.8 | 0.5 | 0.4 | 0.4 | 0.1 | 0.1 | 0.1 | 0.0 |
| Sales and related | 2.0 | 0.8 | 1.6 | 1.2 | 1.2 | 1.2 | 0.7 | 0.6 | 0.3 | – | – | – | 0.1 | 0.0 |
| Office and administrative support | 0.5 | 0.5 | 1.8 | 1.1 | 1.3 | 0.7 | 1.2 | 0.7 | 0.5 | 0.2 | 0.2 | 0.2 | 0.1 | 0.0 |
| Natural resources, construction, and maintenance | 1.0 | 1.3 | 2.1 | 1.8 | 1.1 | 0.8 | 1.4 | 0.5 | 0.5 | 0.4 | 0.2 | 0.2 | 0.1 | 0.0 |
| Construction, extraction, farming, fishing, and forestry | 1.7 | 2.7 | 3.9 | 3.1 | 1.6 | 1.5 | 1.4 | 0.7 | – | – | – | 0.4 | 0.1 | 0.9 |
| Installation, maintenance, and repair | 1.1 | 1.0 | 2.2 | 2.2 | 1.3 | 1.0 | 1.8 | 0.7 | 0.6 | 0.3 | 0.1 | 0.3 | 0.1 | 0.0 |
| Production, transportation, and material moving ... | 0.7 | 0.6 | 1.6 | 1.2 | 1.2 | 1.0 | 0.9 | 0.8 | 0.6 | 0.4 | 0.1 | 0.5 | 0.1 | 0.0 |
| Production | 0.8 | 0.8 | 2.0 | 1.3 | 1.4 | 1.5 | 1.3 | 1.3 | 0.9 | 0.4 | 0.2 | 0.4 | 0.1 | 0.8 |
| Transportation and material moving | 1.1 | 0.8 | 2.1 | 1.7 | 1.8 | 0.9 | 1.4 | 0.8 | 0.5 | – | – | 0.9 | 0.1 | 0.0 |
| Full time | 0.5 | 0.5 | 1.0 | 0.8 | 0.6 | 0.6 | 0.5 | 0.4 | 0.5 | 0.2 | 0.2 | 0.2 | 0.1 | 0.0 |
| Part time | 1.8 | 0.9 | 1.7 | 2.5 | 1.2 | 0.7 | 0.7 | 0.3 | 0.2 | 0.4 | (¹) | 0.2 | 0.1 | 0.0 |
| Union | – | 0.7 | 2.0 | 1.3 | 2.0 | 2.1 | 1.7 | 1.2 | 2.0 | 0.6 | – | 0.7 | 0.2 | 0.0 |
| Nonunion | 0.5 | 0.5 | 0.9 | 0.9 | 0.6 | 0.5 | 0.5 | 0.4 | 0.4 | 0.2 | 0.1 | 0.2 | 0.1 | 0.0 |
| Average wage within the following categories: ² | | | | | | | | | | | | | | |
| Lowest 25 percent | 1.4 | 1.7 | 1.7 | 2.1 | 1.3 | 0.8 | 0.6 | 0.4 | 0.2 | – | – | 0.1 | 0.1 | 0.0 |
| Lowest 10 percent | 2.5 | 1.4 | 2.7 | 3.0 | 2.2 | 1.2 | 1.5 | – | – | – | – | – | 0.1 | 0.0 |
| Second 25 percent | 0.7 | 0.9 | 1.6 | 1.2 | 1.1 | 0.8 | 0.8 | 0.5 | 0.6 | 0.2 | 0.1 | 0.4 | 0.1 | 0.0 |
| Third 25 percent | 0.4 | 0.3 | 1.1 | 1.0 | 0.8 | 0.8 | 0.8 | 0.5 | 0.5 | 0.2 | 0.4 | 0.3 | 0.1 | 0.0 |
| Highest 25 percent | 0.4 | 0.2 | 1.2 | 1.1 | 1.2 | 1.2 | 0.8 | 0.8 | 1.1 | 0.5 | 0.2 | 0.4 | 0.1 | 0.3 |
| Highest 10 percent | 0.5 | 0.3 | 2.0 | 1.6 | 1.8 | 1.5 | 1.5 | 1.1 | 2.1 | 0.9 | 0.3 | 0.6 | 0.1 | 0.0 |
| Establishment characteristics | | | | | | | | | | | | | | |
| Goods-producing industries | 0.3 | 0.7 | 1.0 | 0.9 | 1.0 | 1.4 | 1.0 | 1.0 | 0.8 | 0.3 | 0.2 | 0.4 | 0.1 | 0.6 |
| Construction | 1.3 | 2.3 | 2.6 | 2.4 | 1.0 | 1.6 | 0.8 | 0.4 | – | – | – | – | 0.1 | 0.0 |
| Manufacturing | 0.5 | 0.6 | 0.9 | 1.1 | 1.4 | 1.8 | 1.4 | 1.3 | 1.1 | 0.5 | 0.2 | 0.5 | 0.1 | 0.3 |
| Service-providing industries | 0.6 | 0.6 | 1.1 | 1.0 | 0.6 | 0.6 | 0.5 | 0.4 | 0.5 | 0.2 | 0.2 | 0.2 | 0.1 | 0.0 |
| Trade, transportation, and utilities | 1.0 | 0.6 | 1.3 | 1.2 | 0.8 | 0.6 | 0.7 | 0.5 | 0.3 | 0.1 | 0.1 | 0.3 | 0.1 | 0.0 |
| Wholesale trade | 1.2 | 1.0 | 2.3 | 2.3 | 1.7 | 1.6 | 2.3 | 1.2 | 0.6 | – | – | 0.7 | 0.1 | 0.2 |
| Retail trade | 1.6 | 1.2 | 1.5 | 1.5 | 1.0 | 0.5 | 0.2 | 0.3 | 0.1 | – | – | – | 0.1 | 0.0 |
| Transportation and warehousing | – | 1.6 | 3.7 | 2.9 | 3.4 | 1.6 | 1.7 | 1.8 | 1.0 | – | – | – | 0.2 | 0.2 |
| Utilities | – | – | – | – | 2.4 | 3.6 | 3.6 | 2.7 | – | – | – | – | 0.2 | 1.2 |

See footnotes at end of table.

Table 33. Standard errors for paid holidays: Number of days provided, private industry workers, March 2017—continued

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|--|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| Information | — | — | 2.5 | 2.9 | 1.1 | 3.0 | 3.1 | 1.8 | — | — | — | — | 0.1 | 1.2 |
| Financial activities | 0.4 | — | 1.3 | 1.6 | 1.3 | 1.4 | 1.4 | 0.8 | 0.7 | 0.3 | — | — | 0.1 | 0.0 |
| Finance and insurance | — | — | 0.6 | 0.9 | 1.8 | 1.6 | 1.7 | 0.8 | 0.5 | 0.3 | — | — | (¹) | 0.2 |
| Credit intermediation and related activities | — | — | 0.9 | 0.5 | 1.9 | 1.1 | 2.3 | 1.1 | 0.6 | — | — | — | 0.1 | 0.0 |
| Insurance carriers and related activities | — | — | 1.4 | 2.0 | 2.9 | 3.0 | 2.8 | 1.7 | 1.0 | — | — | — | 0.1 | 0.0 |
| Real estate and rental and leasing | 1.8 | — | 5.8 | 6.6 | 3.6 | 2.9 | — | 1.8 | — | — | — | — | 0.2 | 0.8 |
| Professional and business services | 1.4 | 0.8 | 2.1 | 1.7 | 1.9 | 1.3 | 1.6 | 1.2 | 1.3 | — | — | — | 0.1 | 0.0 |
| Professional and technical services | 2.4 | — | 2.7 | 2.7 | 3.1 | 1.7 | 2.3 | 1.1 | 2.3 | — | — | — | 0.2 | 0.0 |
| Administrative and waste services | 2.1 | 1.8 | 3.0 | 2.1 | 2.0 | 2.7 | — | 2.2 | — | — | — | — | 0.2 | 0.6 |
| Education and health services | 1.1 | — | 2.4 | 3.2 | 1.6 | 1.9 | 1.5 | 0.9 | 1.7 | 0.6 | — | 0.5 | 0.1 | 0.0 |
| Educational services | — | 0.8 | — | 1.5 | 1.2 | 3.1 | 3.0 | 2.1 | 1.2 | 1.9 | 1.3 | 2.8 | 0.3 | 0.0 |
| Junior colleges, colleges, and universities | — | 1.0 | — | 0.7 | 1.0 | 1.0 | 1.3 | 2.4 | 1.4 | 3.1 | 1.7 | 1.9 | 0.2 | 0.2 |
| Health care and social assistance | 1.3 | — | 2.6 | 3.8 | 1.9 | 2.1 | 1.7 | 1.0 | 2.0 | 0.6 | — | — | 0.2 | 0.0 |
| Leisure and hospitality | 3.5 | — | 5.2 | 4.9 | 2.7 | 1.4 | — | 0.9 | — | — | — | — | 0.2 | 1.0 |
| Accommodation and food services | 3.7 | — | 5.0 | 5.7 | 3.4 | 1.6 | — | — | — | — | — | — | 0.2 | 1.4 |
| Other services | 2.0 | 1.1 | 2.8 | 2.0 | 3.5 | 1.2 | 4.1 | — | — | 2.6 | — | 2.4 | 0.3 | 0.0 |
| 1 to 99 workers | 0.7 | 0.7 | 1.2 | 1.2 | 0.9 | 0.7 | 0.6 | 0.5 | 0.5 | 0.3 | 0.1 | 0.2 | 0.1 | 0.0 |
| 1 to 49 workers | 0.8 | 0.8 | 1.4 | 1.4 | 0.9 | 0.9 | 0.8 | 0.6 | 0.5 | 0.2 | 0.1 | 0.2 | 0.1 | 0.0 |
| 50 to 99 workers | 1.5 | 1.3 | 2.0 | 1.7 | 1.9 | 1.4 | 1.4 | 1.1 | 1.1 | — | — | 0.2 | 0.1 | 0.0 |
| 100 workers or more | 0.5 | 0.7 | 1.2 | 1.0 | 0.7 | 0.9 | 0.8 | 0.6 | 0.7 | 0.3 | 0.3 | 0.3 | 0.1 | 0.0 |
| 100 to 499 workers | 0.7 | 1.1 | 1.5 | 1.2 | 1.0 | 1.2 | 1.0 | 0.8 | 0.9 | 0.3 | — | — | 0.1 | 0.1 |
| 500 workers or more | — | — | 1.6 | 1.4 | 1.2 | 1.3 | 1.6 | 1.1 | 1.1 | 0.4 | 0.3 | 0.5 | 0.1 | 1.3 |
| Geographic areas | | | | | | | | | | | | | | |
| Northeast | 1.1 | 0.8 | 1.1 | 1.5 | 0.7 | 1.1 | 0.9 | 1.0 | 1.6 | 0.5 | 0.1 | 0.4 | 0.1 | 0.0 |
| New England | 2.3 | — | 3.3 | 3.7 | 1.3 | 2.2 | 2.1 | 3.4 | 1.7 | 0.8 | — | 0.9 | 0.2 | 1.0 |
| Middle Atlantic | 1.1 | 1.0 | 1.1 | 1.6 | 0.9 | 1.4 | 1.1 | 0.7 | 2.1 | 0.5 | — | — | 0.1 | 0.0 |
| South | 1.0 | 0.7 | 1.6 | 1.4 | 0.9 | 1.2 | 0.9 | 0.5 | 0.4 | 0.4 | 0.2 | 0.2 | 0.1 | 0.0 |
| South Atlantic | 1.6 | 0.9 | 2.4 | 2.0 | 1.4 | 1.9 | 1.4 | 0.6 | 0.4 | 0.3 | 0.3 | 0.2 | 0.1 | 0.0 |
| East South Central | 2.4 | 1.3 | 2.5 | 3.5 | 1.7 | 2.6 | 3.0 | 1.9 | 1.6 | — | — | 0.6 | 0.4 | 1.4 |
| West South Central | 0.6 | 1.3 | 3.0 | 2.2 | 1.0 | 1.4 | 1.0 | 0.5 | 0.4 | 0.1 | 0.1 | 0.5 | 0.1 | 0.0 |
| Midwest | 0.4 | 0.8 | 1.6 | 1.7 | 1.0 | 0.7 | 1.0 | 0.8 | 0.6 | 0.4 | 0.1 | 0.5 | 0.1 | 0.3 |
| East North Central | 0.5 | 1.1 | 2.0 | 2.4 | 1.1 | 1.0 | 1.2 | 0.8 | 0.8 | 0.5 | 0.1 | 0.6 | 0.1 | 0.7 |
| West North Central | 0.7 | — | 2.6 | 1.3 | 2.2 | 0.8 | 1.5 | 1.9 | 0.8 | 0.8 | — | 0.6 | 0.1 | 0.4 |
| West | 0.9 | 1.6 | 2.2 | 2.0 | 1.7 | 1.2 | 0.6 | 0.9 | 1.2 | — | — | 0.4 | 0.1 | 1.0 |
| Mountain | 2.1 | 0.6 | 4.3 | 3.7 | 3.4 | 1.7 | 1.4 | 1.2 | 1.8 | — | — | — | 0.2 | 0.0 |
| Pacific | 0.9 | 2.3 | 2.5 | 2.3 | 1.9 | 1.5 | 0.6 | 1.1 | 1.5 | — | — | 0.6 | 0.2 | 0.8 |

¹ Less than 0.05.

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 34. Paid sick leave: Type of provision, private industry workers, March 2017

(All workers with paid sick leave = 100 percent)

| Characteristics | Sick leave provision | | |
|--|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| All workers | 67 | 4 | 29 |
| Worker characteristics | | | |
| Management, professional, and related | 60 | 7 | 33 |
| Management, business, and financial | 61 | 8 | 31 |
| Professional and related | 60 | 6 | 34 |
| Service | 69 | 1 | 30 |
| Protective service | 62 | — | — |
| Sales and office | 67 | 3 | 30 |
| Sales and related | 65 | 3 | 31 |
| Office and administrative support | 67 | 3 | 29 |
| Natural resources, construction, and maintenance | 75 | 5 | 19 |
| Installation, maintenance, and repair | 76 | 6 | 19 |
| Production, transportation, and material moving ... | 79 | 2 | 19 |
| Transportation and material moving | 83 | 2 | 15 |
| Full time | 67 | 5 | 29 |
| Part time | 72 | 1 | 27 |
| Union | 85 | 2 | 13 |
| Nonunion | 65 | 4 | 30 |
| Average wage within the following categories: ⁴ | | | |
| Lowest 25 percent | 71 | 2 | 28 |
| Second 25 percent | 69 | 2 | 29 |
| Third 25 percent | 69 | 4 | 27 |
| Highest 25 percent | 62 | 8 | 30 |
| Highest 10 percent | 60 | 10 | 29 |
| Establishment characteristics | | | |
| Goods-producing industries | 70 | 6 | 24 |
| Construction | 73 | 6 | 21 |
| Manufacturing | 69 | 6 | 26 |
| Service-providing industries | 67 | 4 | 29 |
| Trade, transportation, and utilities | 72 | 3 | 24 |
| Wholesale trade | 79 | 5 | 16 |
| Retail trade | 64 | 3 | 33 |
| Transportation and warehousing | 84 | — | — |
| Utilities | 79 | 2 | 19 |
| Information | 71 | 9 | 20 |
| Financial activities | 62 | 5 | 33 |
| Finance and insurance | 61 | 5 | 35 |
| Credit intermediation and related activities | 70 | 2 | 28 |
| Insurance carriers and related activities ... | 47 | 5 | 48 |
| Real estate and rental and leasing | 67 | 4 | 28 |
| Professional and business services | 66 | 8 | 26 |
| Professional and technical services | 61 | 8 | 31 |

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, March 2017—continued

(All workers with paid sick leave = 100 percent)

| Characteristics | Sick leave provision | | |
|---|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| Education and health services | 59 | 1 | 40 |
| Educational services | 83 | 5 | 12 |
| Junior colleges, colleges, and universities | 82 | 8 | 10 |
| Health care and social assistance | 55 | — | — |
| Leisure and hospitality | 77 | — | — |
| Accommodation and food services | 77 | — | — |
| Other services | 72 | 5 | 24 |
| 1 to 99 workers | 71 | 5 | 24 |
| 1 to 49 workers | 70 | 6 | 24 |
| 50 to 99 workers | 74 | 2 | 24 |
| 100 workers or more | 64 | 3 | 33 |
| 100 to 499 workers | 68 | 2 | 30 |
| 500 workers or more | 58 | 5 | 37 |
| Geographic areas | | | |
| Northeast | 71 | 5 | 25 |
| New England | 64 | 5 | 31 |
| Middle Atlantic | 73 | 5 | 22 |
| South | 66 | 5 | 30 |
| South Atlantic | 65 | 6 | 29 |
| East South Central | 72 | 5 | 23 |
| West South Central | 63 | 3 | 34 |
| Midwest: | | | |
| East North Central | 68 | 3 | 29 |
| West | 69 | 4 | 28 |
| Mountain | 56 | 4 | 40 |
| Pacific | 73 | 4 | 23 |

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² Plan does not specify maximum number of days.

³ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

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: Because of rounding, sums of individual items may not equal totals. 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 34. Standard errors for paid sick leave: Type of provision, private industry workers, March 2017

| Characteristics | Sick leave provision | | |
|--|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| All workers | 1.1 | 0.5 | 0.9 |
| Worker characteristics | | | |
| Management, professional, and related | 1.2 | 0.9 | 1.1 |
| Management, business, and financial | 1.8 | 1.4 | 1.7 |
| Professional and related | 1.5 | 1.0 | 1.4 |
| Service | 2.5 | 0.3 | 2.6 |
| Protective service | 11.5 | – | – |
| Sales and office | 1.3 | 0.4 | 1.1 |
| Sales and related | 1.8 | 0.5 | 1.7 |
| Office and administrative support | 1.8 | 0.5 | 1.5 |
| Natural resources, construction, and maintenance | 2.5 | 1.6 | 2.1 |
| Installation, maintenance, and repair | 2.6 | 2.1 | 2.1 |
| Production, transportation, and material moving ... | 1.8 | 0.5 | 1.8 |
| Transportation and material moving | 2.2 | 0.7 | 2.3 |
| Full time | 1.1 | 0.5 | 0.9 |
| Part time | 2.3 | 0.3 | 2.3 |
| Union | 2.1 | 0.4 | 1.9 |
| Nonunion | 1.1 | 0.5 | 1.0 |
| Average wage within the following categories: ⁴ | | | |
| Lowest 25 percent | 2.4 | 0.4 | 2.3 |
| Second 25 percent | 1.5 | 0.5 | 1.6 |
| Third 25 percent | 1.3 | 0.5 | 1.3 |
| Highest 25 percent | 1.3 | 1.1 | 1.1 |
| Highest 10 percent | 1.8 | 1.7 | 1.6 |
| Establishment characteristics | | | |
| Goods-producing industries | 2.4 | 1.0 | 2.2 |
| Construction | 4.0 | 1.7 | 3.6 |
| Manufacturing | 3.0 | 1.1 | 2.7 |
| Service-providing industries | 1.2 | 0.5 | 1.0 |
| Trade, transportation, and utilities | 1.6 | 0.6 | 1.5 |
| Wholesale trade | 3.1 | 1.4 | 2.4 |
| Retail trade | 1.9 | 0.7 | 1.9 |
| Transportation and warehousing | 3.6 | – | – |
| Utilities | 3.5 | 0.8 | 3.7 |
| Information | 2.5 | 2.3 | 1.8 |
| Financial activities | 1.4 | 0.6 | 1.5 |
| Finance and insurance | 1.6 | 0.6 | 1.6 |
| Credit intermediation and related activities | 2.0 | 0.5 | 2.0 |
| Insurance carriers and related activities | 3.1 | 1.4 | 2.9 |
| Real estate and rental and leasing | 3.6 | 1.7 | 4.3 |
| Professional and business services | 3.1 | 2.0 | 2.5 |
| Professional and technical services | 3.3 | 2.0 | 3.1 |

See footnotes at end of table.

Table 34. Standard errors for paid sick leave: Type of provision, private industry workers, March 2017—continued

| Characteristics | Sick leave provision | | |
|---|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| Education and health services | 1.8 | 0.2 | 1.8 |
| Educational services | 2.5 | 1.2 | 2.4 |
| Junior colleges, colleges, and universities | 2.4 | 1.8 | 1.6 |
| Health care and social assistance | 2.1 | — | — |
| Leisure and hospitality | 3.8 | — | — |
| Accommodation and food services | 3.7 | — | — |
| Other services | 2.9 | 1.5 | 3.2 |
| 1 to 99 workers | 1.2 | 0.7 | 1.2 |
| 1 to 49 workers | 1.2 | 0.8 | 1.4 |
| 50 to 99 workers | 2.7 | 1.0 | 2.4 |
| 100 workers or more | 1.7 | 0.6 | 1.4 |
| 100 to 499 workers | 1.5 | 0.3 | 1.4 |
| 500 workers or more | 2.7 | 1.4 | 2.1 |
| Geographic areas | | | |
| Northeast | 1.2 | 0.7 | 1.0 |
| New England | 2.7 | 1.5 | 1.8 |
| Middle Atlantic | 1.4 | 0.9 | 1.2 |
| South | 2.4 | 1.1 | 1.7 |
| South Atlantic | 3.8 | 1.9 | 2.5 |
| East South Central | 2.2 | 1.5 | 2.4 |
| West South Central | 3.9 | 0.9 | 3.4 |
| Midwest: | | | |
| East North Central | 1.9 | 1.0 | 2.4 |
| West | 2.4 | 0.9 | 2.0 |
| Mountain | 5.3 | 1.7 | 5.2 |
| Pacific | 2.5 | 1.1 | 1.9 |

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² Plan does not specify maximum number of days.

³ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

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 35. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, March 2017

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Paid sick leave days by length of service ² | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 1 year | | | | | | | |
| All workers | 26 | 52 | 19 | 2 | 1 | 7 | 6 |
| Full time | 24 | 52 | 21 | 2 | 1 | 7 | 6 |
| Part time | 36 | 53 | 8 | – | – | 6 | 5 |
| Union | 25 | 46 | 26 | 3 | (³) | 7 | 6 |
| Nonunion | 26 | 53 | 18 | 2 | 1 | 7 | 6 |
| 1 to 99 workers | 30 | 53 | 15 | 2 | 1 | 6 | 5 |
| 1 to 49 workers | 29 | 54 | 15 | 2 | 1 | 6 | 5 |
| 50 to 99 workers | 32 | 49 | 17 | – | – | 6 | 5 |
| 100 workers or more | 22 | 52 | 22 | 3 | 1 | 8 | 6 |
| 100 to 499 workers | 26 | 54 | 17 | 2 | 1 | 7 | 6 |
| 500 workers or more | 16 | 48 | 31 | 4 | 1 | 9 | 7 |
| After 5 years | | | | | | | |
| All workers | 25 | 53 | 19 | 3 | 1 | 7 | 6 |
| Full time | 23 | 52 | 21 | 3 | 2 | 8 | 6 |
| Part time | 35 | 54 | 8 | – | – | 6 | 5 |
| Union | 21 | 48 | 27 | 3 | 1 | 8 | 6 |
| Nonunion | 25 | 53 | 18 | 2 | 1 | 7 | 6 |
| 1 to 99 workers | 29 | 53 | 15 | 2 | 1 | 7 | 5 |
| 1 to 49 workers | 28 | 54 | 15 | 2 | 1 | 7 | 5 |
| 50 to 99 workers | 31 | 50 | 17 | – | – | 6 | 5 |
| 100 workers or more | 20 | 52 | 23 | 3 | 2 | 8 | 6 |
| 100 to 499 workers | 24 | 55 | 17 | 2 | 1 | 7 | 6 |

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, March 2017—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Paid sick leave days by length of service ² | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| 500 workers or more | 14 | 47 | 32 | 4 | 3 | 10 | 7 |
| After 10 years | | | | | | | |
| All workers | 24 | 52 | 19 | 3 | 1 | 8 | 6 |
| Full time | 22 | 52 | 21 | 3 | 2 | 8 | 6 |
| Part time | 34 | 53 | 10 | — | — | 6 | 5 |
| Union | 20 | 49 | 27 | 3 | 2 | 9 | 6 |
| Nonunion | 25 | 53 | 18 | 3 | 1 | 8 | 6 |
| 1 to 99 workers | 29 | 53 | 16 | 2 | 1 | 7 | 5 |
| 1 to 49 workers | 28 | 54 | 15 | 2 | 1 | 7 | 5 |
| 50 to 99 workers | 31 | 49 | 17 | — | — | 7 | 5 |
| 100 workers or more | 20 | 52 | 23 | 3 | 2 | 9 | 6 |
| 100 to 499 workers | 24 | 55 | 18 | 2 | 1 | 8 | 6 |
| 500 workers or more | 13 | 47 | 32 | 5 | 3 | 11 | 7 |
| After 20 years | | | | | | | |
| All workers | 24 | 52 | 19 | 3 | 1 | 8 | 6 |
| Full time | 22 | 52 | 21 | 3 | 2 | 8 | 6 |
| Part time | 34 | 53 | 10 | — | — | 6 | 5 |
| Union | 20 | 48 | 27 | 3 | 2 | 9 | 6 |
| Nonunion | 25 | 53 | 18 | 3 | 1 | 8 | 6 |
| 1 to 99 workers | 29 | 53 | 16 | 2 | 1 | 7 | 5 |
| 1 to 49 workers | 28 | 54 | 15 | 2 | 1 | 7 | 5 |
| 50 to 99 workers | 31 | 49 | 18 | — | — | 7 | 5 |
| 100 workers or more | 20 | 52 | 23 | 3 | 2 | 9 | 6 |
| 100 to 499 workers | 24 | 55 | 18 | 2 | 1 | 8 | 6 |
| 500 workers or more | 13 | 47 | 32 | 5 | 3 | 11 | 7 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

² Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

³ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. 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 35. Standard errors for paid sick leave: Number of annual days by service requirement,¹ private industry workers, March 2017

| Characteristics | Paid sick leave days by length of service ² | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 1 year | | | | | | | |
| All workers | 0.9 | 0.9 | 0.8 | 0.2 | 0.1 | 0.1 | 0.4 |
| Full time | 0.9 | 1.0 | 0.9 | 0.3 | 0.1 | 0.1 | (³) |
| Part time | 2.2 | 2.3 | 1.1 | – | – | 0.1 | 0.2 |
| Union | 2.6 | 3.0 | 3.5 | 0.6 | 0.2 | 0.3 | 0.3 |
| Nonunion | 0.9 | 1.0 | 0.8 | 0.2 | 0.1 | 0.1 | 0.7 |
| 1 to 99 workers | 1.3 | 1.4 | 1.3 | 0.3 | 0.2 | 0.1 | 0.0 |
| 1 to 49 workers | 1.5 | 1.7 | 1.3 | 0.4 | 0.2 | 0.2 | 0.0 |
| 50 to 99 workers | 2.5 | 3.1 | 2.9 | – | – | 0.3 | 0.3 |
| 100 workers or more | 1.4 | 1.6 | 1.1 | 0.4 | 0.2 | 0.2 | 0.0 |
| 100 to 499 workers | 2.0 | 2.1 | 1.4 | 0.6 | 0.1 | 0.2 | 0.6 |
| 500 workers or more | 1.2 | 2.1 | 1.6 | 0.7 | 0.4 | 0.5 | 0.5 |
| After 5 years | | | | | | | |
| All workers | 0.9 | 1.0 | 0.8 | 0.3 | 0.2 | 0.1 | 0.0 |
| Full time | 1.0 | 1.2 | 0.9 | 0.3 | 0.2 | 0.2 | 0.0 |
| Part time | 2.1 | 2.2 | 1.2 | – | – | 0.1 | 0.2 |
| Union | 2.3 | 3.1 | 3.5 | 0.6 | 0.5 | 0.3 | (³) |
| Nonunion | 1.0 | 1.1 | 0.8 | 0.3 | 0.2 | 0.2 | (³) |
| 1 to 99 workers | 1.3 | 1.5 | 1.2 | 0.3 | 0.2 | 0.2 | 0.0 |
| 1 to 49 workers | 1.5 | 1.7 | 1.3 | 0.4 | 0.2 | 0.2 | (³) |
| 50 to 99 workers | 2.4 | 3.1 | 2.9 | – | – | 0.3 | 0.4 |
| 100 workers or more | 1.3 | 1.6 | 1.1 | 0.5 | 0.3 | 0.3 | 0.0 |
| 100 to 499 workers | 2.0 | 2.2 | 1.4 | 0.6 | 0.3 | 0.3 | 0.1 |

See footnotes at end of table.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,¹ private industry workers, March 2017—continued

| Characteristics | Paid sick leave days by length of service ² | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| 500 workers or more | 1.2 | 2.1 | 1.6 | 1.0 | 0.6 | 0.6 | 0.3 |
| After 10 years | | | | | | | |
| All workers | 0.9 | 1.0 | 0.9 | 0.3 | 0.2 | 0.2 | 0.0 |
| Full time | 1.0 | 1.2 | 1.0 | 0.3 | 0.2 | 0.2 | 0.0 |
| Part time | 2.1 | 2.2 | 1.3 | — | — | 0.1 | 0.6 |
| Union | 2.4 | 3.2 | 3.5 | 0.6 | 0.5 | 0.5 | 0.2 |
| Nonunion | 1.0 | 1.1 | 0.8 | 0.3 | 0.2 | 0.2 | 0.0 |
| 1 to 99 workers | 1.3 | 1.4 | 1.2 | 0.4 | 0.2 | 0.2 | (³) |
| 1 to 49 workers | 1.5 | 1.7 | 1.3 | 0.5 | 0.2 | 0.2 | (³) |
| 50 to 99 workers | 2.4 | 3.0 | 2.8 | — | — | 0.4 | 0.5 |
| 100 workers or more | 1.3 | 1.6 | 1.2 | 0.5 | 0.3 | 0.3 | (³) |
| 100 to 499 workers | 2.0 | 2.1 | 1.4 | 0.6 | 0.3 | 0.3 | 0.0 |
| 500 workers or more | 1.2 | 2.4 | 2.0 | 1.0 | 0.6 | 0.7 | 0.8 |
| After 20 years | | | | | | | |
| All workers | 0.9 | 1.0 | 0.9 | 0.3 | 0.2 | 0.2 | 0.0 |
| Full time | 1.0 | 1.2 | 1.0 | 0.3 | 0.2 | 0.2 | 0.0 |
| Part time | 2.1 | 2.2 | 1.3 | — | — | 0.1 | 0.7 |
| Union | 2.4 | 3.2 | 3.4 | 0.6 | 0.5 | 0.5 | 0.2 |
| Nonunion | 1.0 | 1.1 | 0.9 | 0.3 | 0.2 | 0.2 | 0.0 |
| 1 to 99 workers | 1.3 | 1.5 | 1.3 | 0.4 | 0.2 | 0.2 | (³) |
| 1 to 49 workers | 1.6 | 1.7 | 1.2 | 0.5 | 0.2 | 0.2 | (³) |
| 50 to 99 workers | 2.4 | 3.0 | 3.0 | — | — | 0.4 | 0.5 |
| 100 workers or more | 1.3 | 1.6 | 1.2 | 0.5 | 0.3 | 0.4 | (³) |
| 100 to 499 workers | 2.0 | 2.1 | 1.4 | 0.6 | 0.3 | 0.3 | 0.0 |
| 500 workers or more | 1.2 | 2.4 | 1.9 | 1.0 | 0.6 | 0.8 | 0.8 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

² Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

³ Less than 0.05.

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 36. Paid sick leave: Carryover provisions, private industry workers, March 2017

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|--|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| All workers | 45 | 10 | 36 | 55 |
| Worker characteristics | | | | |
| Management, professional, and related | 53 | 13 | 40 | 47 |
| Management, business, and financial | 44 | 11 | 33 | 56 |
| Professional and related | 58 | 14 | 44 | 42 |
| Service | 50 | 9 | 42 | 50 |
| Sales and office | 43 | 9 | 34 | 57 |
| Sales and related | 46 | 7 | 40 | 54 |
| Office and administrative support | 41 | 10 | 31 | 59 |
| Natural resources, construction, and maintenance | 34 | 6 | 28 | 66 |
| Installation, maintenance, and repair | 35 | 9 | 26 | 65 |
| Production, transportation, and material moving ... | 38 | 7 | 31 | 62 |
| Transportation and material moving | 41 | 6 | 34 | 59 |
| Full time | 45 | 10 | 35 | 55 |
| Union | 49 | 9 | 41 | 51 |
| Nonunion | 45 | 10 | 35 | 55 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 43 | 7 | 35 | 57 |
| Second 25 percent | 44 | 9 | 35 | 56 |
| Third 25 percent | 46 | 9 | 36 | 54 |
| Highest 25 percent | 48 | 11 | 37 | 52 |
| Highest 10 percent | 46 | 11 | 35 | 54 |
| Establishment characteristics | | | | |
| Goods-producing industries: | | | | |
| Construction | 31 | 2 | 29 | 69 |
| Service-providing industries | | | | |
| Trade, transportation, and utilities | 44 | 7 | 37 | 56 |
| Wholesale trade | 29 | 7 | 21 | 71 |
| Retail trade | 47 | 7 | 40 | 53 |
| Transportation and warehousing | 53 | 5 | 48 | 47 |
| Utilities | 55 | — | — | 45 |
| Information | 24 | 12 | 12 | 76 |
| Financial activities | | | | |
| Finance and insurance | 38 | 9 | 29 | 62 |
| Finance and insurance | 42 | 9 | 33 | 58 |
| Credit intermediation and related activities | 40 | 9 | 32 | 60 |
| Insurance carriers and related activities | 48 | 13 | 35 | 52 |
| Real estate and rental and leasing | 26 | — | — | 74 |
| Professional and business services | 36 | 9 | 27 | 64 |
| Professional and technical services | 41 | 14 | 27 | 59 |
| Education and health services | | | | |
| Educational services | 72 | 13 | 58 | 28 |
| Educational services | 71 | 15 | 56 | 29 |
| Junior colleges, colleges, and universities | 82 | 25 | 57 | 18 |
| Health care and social assistance | 72 | 13 | 59 | 28 |
| Leisure and hospitality | | | | |
| Accommodation and food services | 45 | 11 | 34 | 55 |
| Other services | 49 | — | — | 51 |
| Other services | 48 | 9 | 39 | 52 |

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, private industry workers, March 2017—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|---------------------------|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| 1 to 99 workers | 38 | 8 | 30 | 62 |
| 1 to 49 workers | 34 | 6 | 27 | 66 |
| 50 to 99 workers | 50 | 11 | 39 | 50 |
| 100 workers or more | 52 | 11 | 41 | 48 |
| 100 to 499 workers | 48 | 10 | 38 | 52 |
| 500 workers or more | 60 | 13 | 46 | 40 |
| Geographic areas | | | | |
| Northeast | 42 | 8 | 34 | 58 |
| New England | 46 | 5 | 40 | 54 |
| Middle Atlantic | 41 | 8 | 33 | 59 |
| South | 48 | 12 | 36 | 52 |
| South Atlantic | 51 | 14 | 38 | 49 |
| East South Central | 42 | 6 | 36 | 58 |
| West South Central | 45 | 11 | 34 | 55 |
| West | 49 | 9 | 40 | 51 |
| Mountain | 57 | 8 | 49 | 43 |
| Pacific | 46 | 9 | 37 | 54 |

¹ Plans that allow employees to accumulate unused sick leave from year to year.

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: Because of rounding, sums of individual items may not equal totals. 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 36. Standard errors for paid sick leave: Carryover provisions, private industry workers, March 2017

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|--|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| All workers | 1.1 | 0.6 | 1.2 | 1.1 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.7 | 1.1 | 1.8 | 1.7 |
| Management, business, and financial | 2.3 | 1.3 | 2.6 | 2.3 |
| Professional and related | 2.1 | 1.5 | 2.1 | 2.1 |
| Service | 2.9 | 1.1 | 3.1 | 2.9 |
| Sales and office | 1.8 | 1.0 | 1.6 | 1.8 |
| Sales and related | 2.9 | 0.9 | 3.0 | 2.9 |
| Office and administrative support | 2.2 | 1.5 | 1.7 | 2.2 |
| Natural resources, construction, and maintenance | 2.7 | 1.3 | 2.3 | 2.7 |
| Installation, maintenance, and repair | 3.3 | 1.8 | 2.7 | 3.3 |
| Production, transportation, and material moving ... | 1.8 | 1.2 | 1.9 | 1.8 |
| Transportation and material moving | 2.8 | 1.4 | 2.8 | 2.8 |
| Full time | 1.1 | 0.7 | 1.2 | 1.1 |
| Union | 3.0 | 2.2 | 3.0 | 3.0 |
| Nonunion | 1.2 | 0.6 | 1.3 | 1.2 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 2.8 | 1.0 | 2.8 | 2.8 |
| Second 25 percent | 1.7 | 1.2 | 1.5 | 1.7 |
| Third 25 percent | 1.4 | 0.9 | 1.6 | 1.4 |
| Highest 25 percent | 1.7 | 1.2 | 2.0 | 1.7 |
| Highest 10 percent | 2.8 | 1.3 | 3.0 | 2.8 |
| Establishment characteristics | | | | |
| Goods-producing industries: | | | | |
| Construction | 3.2 | 0.9 | 3.1 | 3.2 |
| Service-providing industries | | | | |
| Trade, transportation, and utilities | 1.0 | 0.8 | 1.4 | 1.0 |
| Wholesale trade | 2.8 | 1.5 | 3.1 | 2.8 |
| Retail trade | 1.9 | 0.9 | 2.0 | 1.9 |
| Transportation and warehousing | 3.3 | 1.7 | 4.0 | 3.3 |
| Utilities | 6.5 | – | – | 6.5 |
| Information | 3.4 | 2.7 | 2.1 | 3.4 |
| Financial activities | | | | |
| Finance and insurance | 2.2 | 1.3 | 2.4 | 2.2 |
| Credit intermediation and related activities | 2.3 | 1.5 | 2.5 | 2.3 |
| Credit intermediation and related activities | 2.6 | 1.6 | 2.5 | 2.6 |
| Insurance carriers and related activities | 5.1 | 3.7 | 5.9 | 5.1 |
| Real estate and rental and leasing | 5.9 | – | – | 5.9 |
| Professional and business services | 3.1 | 1.6 | 3.7 | 3.1 |
| Professional and technical services | 4.8 | 3.3 | 4.2 | 4.8 |
| Education and health services | | | | |
| Educational services | 3.2 | 2.2 | 2.7 | 3.2 |
| Educational services | 3.8 | 2.8 | 4.1 | 3.8 |
| Junior colleges, colleges, and universities | 2.9 | 4.3 | 4.7 | 2.9 |
| Health care and social assistance | 3.9 | 2.9 | 3.2 | 3.9 |
| Leisure and hospitality | 4.4 | 2.1 | 4.3 | 4.4 |
| Accommodation and food services | 5.5 | – | – | 5.5 |
| Other services | 5.9 | 2.7 | 5.6 | 5.9 |

See footnotes at end of table.

Table 36. Standard errors for paid sick leave: Carryover provisions, private industry workers, March 2017—continued

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|---------------------------|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| 1 to 99 workers | 1.7 | 0.9 | 1.6 | 1.7 |
| 1 to 49 workers | 1.6 | 1.0 | 1.6 | 1.6 |
| 50 to 99 workers | 3.6 | 1.8 | 3.3 | 3.6 |
| 100 workers or more | 1.4 | 1.0 | 1.6 | 1.4 |
| 100 to 499 workers | 2.1 | 1.4 | 2.0 | 2.1 |
| 500 workers or more | 2.1 | 1.4 | 2.1 | 2.1 |
| Geographic areas | | | | |
| Northeast | 2.3 | 1.2 | 2.8 | 2.3 |
| New England | 4.0 | 0.8 | 4.3 | 4.0 |
| Middle Atlantic | 2.5 | 1.4 | 3.1 | 2.5 |
| South | 1.7 | 1.4 | 2.1 | 1.7 |
| South Atlantic | 2.7 | 2.3 | 2.9 | 2.7 |
| East South Central | 3.9 | 1.3 | 4.8 | 3.9 |
| West South Central | 2.9 | 2.4 | 4.1 | 2.9 |
| West | 2.3 | 0.6 | 2.4 | 2.3 |
| Mountain | 6.9 | 0.8 | 7.1 | 6.9 |
| Pacific | 2.3 | 0.8 | 2.3 | 2.3 |

¹ Plans that allow employees to accumulate unused sick leave from year to year.
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 37. Paid sick leave: Limit on days accumulated, private industry workers, March 2017

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

| Characteristics | Limit on paid sick leave days accumulated (in number of days) ² | | | | | Mean number of days |
|--|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 5 | 10 | 30 | 65 | 120 | 50 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 6 | 20 | 45 | 90 | 130 | 63 |
| Management, business, and financial | 5 | 14 | 30 | 60 | 120 | 57 |
| Professional and related | 8 | 25 | 50 | 90 | 130 | 66 |
| Service | 5 | — | 21 | — | 90 | 35 |
| Protective service | — | — | — | — | — | 55 |
| Sales and office | 5 | 10 | 30 | 60 | 115 | 44 |
| Sales and related | 6 | 10 | 30 | 30 | — | 33 |
| Office and administrative support | 5 | — | 30 | 72 | 120 | 51 |
| Natural resources, construction, and maintenance | 5 | 7 | 18 | 60 | 120 | 45 |
| Installation, maintenance, and repair | 5 | 10 | 30 | — | 150 | 57 |
| Production, transportation, and material moving ... | 5 | 10 | 20 | 73 | 150 | 50 |
| Transportation and material moving | 6 | 10 | 24 | 115 | 151 | 63 |
| Full time | 5 | 10 | 30 | 65 | 120 | 52 |
| Union | 6 | — | 60 | 130 | 180 | 83 |
| Nonunion | 5 | 10 | 30 | 60 | 108 | 44 |
| Average wage within the following categories: ³ | | | | | | |
| Lowest 25 percent | 5 | 10 | 20 | 30 | 69 | 30 |
| Second 25 percent | 5 | 10 | 30 | 65 | 120 | 49 |
| Third 25 percent | 5 | 10 | 30 | 69 | 120 | 52 |
| Highest 25 percent | 6 | 14 | 38 | 90 | 150 | 63 |
| Highest 10 percent | — | 15 | 40 | 120 | 198 | 70 |
| Establishment characteristics | | | | | | |
| Goods-producing industries: | | | | | | |
| Construction | 5 | 5 | 10 | — | — | 17 |
| Service-providing industries | | | | | | |
| Trade, transportation, and utilities | 6 | 13 | 30 | 72 | 120 | 54 |
| Wholesale trade | 5 | 11 | 30 | 73 | 150 | 52 |
| Retail trade | — | 10 | 20 | 30 | 60 | 28 |
| Transportation and warehousing | 5 | — | 30 | 30 | — | 31 |
| Utilities | — | — | — | 150 | 184 | 94 |
| Information | — | — | — | — | — | 77 |
| Information | — | — | — | — | 130 | 75 |
| Financial activities | 10 | 20 | — | 90 | — | 72 |
| Finance and insurance | 15 | 20 | 52 | 90 | 180 | 78 |
| Credit intermediation and related activities | — | — | — | 90 | 110 | 65 |
| Insurance carriers and related activities | 15 | — | 60 | 130 | 365 | 105 |
| Real estate and rental and leasing | — | — | — | — | — | 29 |
| Professional and business services | 5 | 10 | — | 50 | 60 | 33 |
| Professional and technical services | — | 6 | — | 42 | 50 | 26 |
| Education and health services | 11 | 30 | 60 | 90 | 130 | 69 |
| Educational services | 12 | 20 | — | — | 130 | 67 |
| Junior colleges, colleges, and universities | 12 | 24 | 60 | 120 | 130 | 77 |
| Health care and social assistance | 11 | 30 | 60 | 90 | 120 | 69 |
| Leisure and hospitality | 5 | 6 | 10 | 19 | 60 | 21 |
| Accommodation and food services | — | — | — | — | — | 17 |
| Other services | — | 13 | 30 | 50 | 90 | 39 |

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, private industry workers, March 2017—continued

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

| Characteristics | Limit on paid sick leave days accumulated (in number of days) ² | | | | | Mean number of days |
|---------------------------|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 5 | 10 | 30 | 40 | 90 | 42 |
| 1 to 49 workers | 5 | 10 | 30 | 35 | — | 31 |
| 50 to 99 workers | 6 | 10 | 30 | 75 | — | 62 |
| 100 workers or more | 6 | 10 | 38 | 75 | 130 | 56 |
| 100 to 499 workers | 5 | 10 | 30 | 60 | 100 | 41 |
| 500 workers or more | 6 | 15 | 60 | 120 | 151 | 75 |
| Geographic areas | | | | | | |
| Northeast | 5 | — | 50 | 100 | 150 | 64 |
| New England | 5 | — | — | — | 137 | 54 |
| Middle Atlantic | — | 15 | 50 | 107 | 165 | 68 |
| South | 6 | 11 | 30 | 65 | 120 | 51 |
| South Atlantic | 7 | — | 30 | 65 | 120 | 57 |
| East South Central | 5 | 10 | 30 | 60 | 90 | 44 |
| West South Central | — | — | 30 | 73 | 108 | 46 |
| West | 6 | 10 | 24 | 50 | 110 | 42 |
| Mountain | 6 | — | — | — | 120 | 46 |
| Pacific | 6 | 9 | 24 | 50 | 100 | 40 |

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 37. Standard errors for paid sick leave: Limit on days accumulated, private industry workers, March 2017

| Characteristics | Limit on paid sick leave days accumulated (in number of days) ¹ | | | | | Mean number of days |
|--|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 1.2 | 0.0 | 0.0 | 4.0 | 0.0 | 2.6 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.6 | 3.0 | 7.3 | 12.1 | 5.8 | 5.9 |
| Management, business, and financial | 1.0 | 2.8 | 0.0 | 2.4 | 24.3 | 11.2 |
| Professional and related | 2.1 | 6.7 | 4.4 | 0.0 | 8.1 | 4.5 |
| Service | 1.4 | – | 4.9 | – | 11.4 | 3.0 |
| Protective service | – | – | – | – | – | 13.6 |
| Sales and office | 0.6 | 0.0 | 0.0 | 0.0 | 12.0 | 2.0 |
| Sales and related | 1.2 | 0.0 | 5.2 | 1.3 | – | 2.6 |
| Office and administrative support | 0.4 | – | 7.8 | 8.2 | 4.0 | 2.9 |
| Natural resources, construction, and maintenance | 0.2 | 1.9 | 5.3 | 7.9 | 17.1 | 5.1 |
| Installation, maintenance, and repair | 1.1 | 2.2 | 4.0 | – | 41.5 | 8.0 |
| Production, transportation, and material moving ... | 0.2 | 2.1 | 2.1 | 19.2 | 7.6 | 4.8 |
| Transportation and material moving | 0.4 | 0.8 | 6.0 | 6.5 | 14.2 | 7.1 |
| Full time | 0.9 | 0.5 | 0.0 | 4.9 | 0.0 | 2.9 |
| Union | 0.0 | – | 16.6 | 16.1 | 33.8 | 6.8 |
| Nonunion | 0.5 | 0.0 | 0.0 | 0.5 | 16.0 | 2.8 |
| Average wage within the following categories: ² | | | | | | |
| Lowest 25 percent | 1.0 | 2.4 | 0.3 | 2.5 | 14.1 | 1.8 |
| Second 25 percent | 0.9 | 0.0 | 0.0 | 6.2 | 8.7 | 3.6 |
| Third 25 percent | 0.6 | 0.4 | 0.0 | 7.1 | 1.8 | 2.8 |
| Highest 25 percent | 0.3 | 2.9 | 4.7 | 4.0 | 12.8 | 4.3 |
| Highest 10 percent | – | 4.2 | 10.4 | 19.9 | 55.2 | 8.1 |
| Establishment characteristics | | | | | | |
| Goods-producing industries: | | | | | | |
| Construction | 0.0 | 0.7 | 2.8 | – | – | 2.3 |
| Service-providing industries | | | | | | |
| Trade, transportation, and utilities | 1.0 | 3.2 | 0.0 | 16.0 | 25.7 | 3.4 |
| Wholesale trade | – | 2.6 | 4.7 | 2.6 | 3.4 | 3.8 |
| Retail trade | 0.0 | – | 0.8 | 2.2 | – | 2.4 |
| Transportation and warehousing | – | – | – | 3.9 | 19.2 | 7.7 |
| Utilities | – | – | – | – | – | 4.6 |
| Information | – | – | – | – | 22.4 | 9.1 |
| Financial activities | 2.9 | 1.1 | – | 0.0 | – | 4.9 |
| Finance and insurance | 3.1 | 3.2 | 11.0 | 0.0 | 25.7 | 5.7 |
| Credit intermediation and related activities | – | – | – | 9.1 | 19.0 | 10.4 |
| Insurance carriers and related activities | 0.0 | – | 8.3 | 35.8 | 0.0 | 10.0 |
| Real estate and rental and leasing | – | – | – | – | – | 4.4 |
| Professional and business services | 0.0 | 2.3 | – | 3.3 | 10.7 | 3.0 |
| Professional and technical services | – | 1.7 | – | 9.5 | 6.1 | 3.3 |
| Education and health services | 2.7 | 1.9 | 10.3 | 3.8 | 7.5 | 7.0 |
| Educational services | 2.9 | 0.0 | – | – | 3.7 | 3.6 |
| Junior colleges, colleges, and universities | 2.5 | 3.9 | 0.0 | 1.6 | 1.2 | 3.1 |
| Health care and social assistance | 3.3 | 0.5 | 10.2 | 10.6 | 14.0 | 8.6 |
| Leisure and hospitality | 0.7 | 0.6 | 0.8 | 5.2 | 13.3 | 3.3 |
| Accommodation and food services | – | – | – | – | – | 3.4 |
| Other services | – | 2.1 | 3.2 | 10.6 | 0.0 | 4.2 |

See footnotes at end of table.

Table 37. Standard errors for paid sick leave: Limit on days accumulated, private industry workers, March 2017—continued

| Characteristics | Limit on paid sick leave days accumulated (in number of days) ¹ | | | | | Mean number of days |
|---------------------------|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 0.8 | 0.0 | 1.6 | 9.4 | 13.8 | 5.6 |
| 1 to 49 workers | 0.5 | 0.2 | 5.3 | 5.9 | — | 1.7 |
| 50 to 99 workers | 1.2 | 1.1 | 1.2 | 20.4 | — | 13.9 |
| 100 workers or more | 1.1 | 0.0 | 6.2 | 13.8 | 2.3 | 2.3 |
| 100 to 499 workers | 1.0 | 0.0 | 5.6 | 0.0 | 16.9 | 2.5 |
| 500 workers or more | 0.0 | 2.5 | 1.9 | 6.5 | 17.9 | 4.1 |
| Geographic areas | | | | | | |
| Northeast | 0.4 | — | 7.9 | 17.8 | 26.4 | 4.7 |
| New England | 1.2 | — | — | — | 14.2 | 9.2 |
| Middle Atlantic | — | 3.8 | 5.1 | 17.6 | 33.3 | 5.4 |
| South | 1.3 | 2.9 | 0.0 | 9.4 | 6.9 | 6.3 |
| South Atlantic | 1.7 | — | 0.4 | 12.4 | 4.0 | 11.1 |
| East South Central | 0.3 | 2.7 | 1.6 | 2.2 | 23.5 | 6.3 |
| West South Central | — | — | 1.5 | 5.9 | 31.0 | 3.7 |
| West | 0.0 | 0.9 | 6.5 | 10.3 | 9.4 | 2.2 |
| Mountain | 0.0 | — | — | — | 24.4 | 6.6 |
| Pacific | 0.0 | 1.8 | 6.9 | 10.8 | 12.9 | 2.0 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 38. Paid vacations: Number of annual days by service requirement,¹ private industry workers, March 2017

(All workers with paid vacations = 100 percent)

| Characteristics | Paid vacation days by length of service ² | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 1 year | | | | | | | | |
| All workers | 8 | 33 | 35 | 16 | 6 | 2 | 10 | 10 |
| Full time | 5 | 31 | 37 | 18 | 7 | 2 | 11 | 10 |
| Part time | 28 | 45 | 19 | 4 | 4 | 1 | 7 | 5 |
| Union | 8 | 40 | 35 | 12 | 3 | 1 | 9 | 10 |
| Nonunion | 8 | 32 | 35 | 17 | 7 | 2 | 11 | 10 |
| 1 to 99 workers | 11 | 40 | 34 | 11 | 4 | 1 | 9 | 9 |
| 1 to 49 workers | 12 | 40 | 35 | 9 | 4 | 1 | 9 | 9 |
| 50 to 99 workers | 9 | 41 | 31 | 14 | 4 | 1 | 9 | 10 |
| 100 workers or more | 5 | 25 | 36 | 22 | 9 | 3 | 12 | 10 |
| 100 to 499 workers | 7 | 30 | 37 | 19 | 6 | 2 | 11 | 10 |
| 500 workers or more | 3 | 19 | 34 | 25 | 14 | 5 | 14 | 12 |
| After 5 years | | | | | | | | |
| All workers | 2 | 11 | 32 | 34 | 15 | 6 | 15 | 15 |
| Full time | 1 | 8 | 31 | 36 | 17 | 6 | 15 | 15 |
| Part time | 7 | 28 | 37 | 19 | 6 | 2 | 12 | 10 |
| Union | — | 7 | 44 | 35 | 10 | — | 14 | 13 |
| Nonunion | 2 | 11 | 31 | 34 | 16 | 6 | 15 | 15 |
| 1 to 99 workers | 3 | 15 | 36 | 32 | 11 | 2 | 13 | 12 |
| 1 to 49 workers | 3 | 17 | 35 | 31 | 11 | 2 | 13 | 12 |
| 50 to 99 workers | 3 | 10 | 38 | 33 | 13 | 3 | 14 | 14 |
| 100 workers or more | 1 | 6 | 29 | 36 | 19 | 9 | 16 | 15 |
| 100 to 499 workers | 1 | 8 | 34 | 35 | 17 | 6 | 15 | 15 |
| 500 workers or more | 1 | 4 | 21 | 37 | 22 | 14 | 18 | 15 |

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ private industry workers, March 2017—continued

(All workers with paid vacations = 100 percent)

| Characteristics | Paid vacation days by length of service ² | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 10 years | | | | | | | | |
| All workers | 2 | 7 | 16 | 37 | 24 | 14 | 17 | 15 |
| Full time | 1 | 5 | 14 | 38 | 26 | 16 | 18 | 16 |
| Part time | 7 | 19 | 27 | 33 | 8 | 6 | 13 | 13 |
| Union | — | — | 11 | 55 | 23 | 8 | 17 | 15 |
| Nonunion | 2 | 8 | 17 | 35 | 24 | 15 | 17 | 15 |
| 1 to 99 workers | 3 | 11 | 22 | 35 | 21 | 7 | 15 | 15 |
| 1 to 49 workers | 3 | 13 | 23 | 34 | 19 | 7 | 15 | 15 |
| 50 to 99 workers | 3 | 7 | 19 | 39 | 24 | 8 | 16 | 15 |
| 100 workers or more | 1 | 3 | 10 | 39 | 26 | 21 | 19 | 20 |
| 100 to 499 workers | 1 | 4 | 13 | 41 | 25 | 17 | 18 | 16 |
| 500 workers or more | 1 | 2 | 7 | 35 | 29 | 27 | 21 | 20 |
| After 20 years | | | | | | | | |
| All workers | 2 | 7 | 12 | 20 | 31 | 28 | 20 | 20 |
| Full time | 1 | 5 | 12 | 19 | 33 | 30 | 20 | 20 |
| Part time | 7 | 19 | 16 | 26 | 18 | 15 | 16 | 16 |
| Union | — | — | 4 | 12 | 48 | 34 | 22 | 20 |
| Nonunion | 2 | 7 | 13 | 21 | 29 | 28 | 19 | 20 |
| 1 to 99 workers | 3 | 11 | 19 | 24 | 27 | 16 | 17 | 15 |
| 1 to 49 workers | 3 | 13 | 20 | 24 | 24 | 16 | 16 | 15 |
| 50 to 99 workers | 3 | 6 | 16 | 23 | 34 | 18 | 18 | 20 |
| 100 workers or more | 1 | 3 | 6 | 17 | 35 | 40 | 23 | 20 |
| 100 to 499 workers | 1 | 4 | 6 | 21 | 35 | 34 | 22 | 20 |
| 500 workers or more | 1 | 2 | 4 | 11 | 34 | 48 | 24 | 24 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

Note: Because of rounding, sums of individual items may not equal totals. 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 38. Standard errors for paid vacations: Number of annual days by service requirement,¹ private industry workers, March 2017

| Characteristics | Paid vacation days by length of service ² | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 1 year | | | | | | | | |
| All workers | 0.5 | 0.8 | 0.7 | 0.6 | 0.4 | 0.2 | 0.1 | 0.0 |
| Full time | 0.5 | 0.9 | 0.8 | 0.7 | 0.4 | 0.2 | 0.1 | 0.0 |
| Part time | 2.0 | 2.0 | 1.3 | 0.5 | 1.0 | 0.3 | 0.3 | 0.0 |
| Union | 1.1 | 2.8 | 2.5 | 1.8 | 0.9 | 0.3 | 0.3 | 0.7 |
| Nonunion | 0.5 | 0.8 | 0.7 | 0.6 | 0.4 | 0.2 | 0.1 | 0.0 |
| 1 to 99 workers | 0.8 | 1.3 | 1.0 | 0.8 | 0.7 | 0.2 | 0.2 | 1.5 |
| 1 to 49 workers | 0.9 | 1.6 | 1.3 | 0.8 | 0.8 | 0.3 | 0.2 | 1.5 |
| 50 to 99 workers | 1.8 | 2.4 | 2.0 | 1.8 | 1.3 | 0.4 | 0.3 | 2.2 |
| 100 workers or more | 0.5 | 0.9 | 1.1 | 0.9 | 0.7 | 0.4 | 0.1 | 0.0 |
| 100 to 499 workers | 0.7 | 1.2 | 1.4 | 1.3 | 0.9 | 0.5 | 0.2 | 0.0 |
| 500 workers or more | 0.7 | 1.9 | 1.9 | 1.4 | 1.1 | 0.6 | 0.2 | 0.1 |
| After 5 years | | | | | | | | |
| All workers | 0.3 | 0.5 | 0.7 | 0.9 | 0.6 | 0.5 | 0.1 | 0.0 |
| Full time | 0.2 | 0.5 | 0.8 | 1.0 | 0.7 | 0.5 | 0.1 | 0.0 |
| Part time | 1.2 | 1.9 | 2.1 | 1.5 | 1.0 | 0.5 | 0.3 | 0.0 |
| Union | – | 1.1 | 2.4 | 2.0 | 1.3 | – | 0.3 | 2.2 |
| Nonunion | 0.3 | 0.6 | 0.8 | 1.0 | 0.6 | 0.5 | 0.1 | 0.0 |
| 1 to 99 workers | 0.5 | 0.9 | 1.1 | 1.3 | 0.7 | 0.4 | 0.2 | 0.8 |
| 1 to 49 workers | 0.5 | 1.2 | 1.2 | 1.6 | 0.9 | 0.6 | 0.2 | 1.2 |
| 50 to 99 workers | 1.2 | 1.1 | 2.4 | 2.3 | 2.0 | 0.9 | 0.3 | 1.9 |
| 100 workers or more | 0.2 | 0.5 | 1.0 | 1.1 | 0.8 | 0.7 | 0.1 | 0.0 |
| 100 to 499 workers | 0.2 | 0.8 | 1.2 | 1.3 | 1.0 | 0.9 | 0.2 | 0.0 |
| 500 workers or more | 0.4 | 0.7 | 1.8 | 2.0 | 1.3 | 1.0 | 0.3 | (³) |

See footnotes at end of table.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,¹ private industry workers, March 2017—continued

| Characteristics | Paid vacation days by length of service ² | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 10 years | | | | | | | | |
| All workers | 0.3 | 0.5 | 0.4 | 0.7 | 0.8 | 0.7 | 0.1 | (³) |
| Full time | 0.2 | 0.4 | 0.5 | 0.8 | 0.9 | 0.7 | 0.1 | 0.8 |
| Part time | 1.2 | 2.1 | 1.6 | 1.5 | 1.0 | 0.9 | 0.3 | 0.9 |
| Union | — | — | 1.3 | 2.5 | 2.1 | 1.3 | 0.4 | 0.0 |
| Nonunion | 0.3 | 0.5 | 0.5 | 0.8 | 0.9 | 0.7 | 0.1 | (³) |
| 1 to 99 workers | 0.5 | 0.9 | 0.9 | 1.3 | 1.2 | 0.8 | 0.2 | 0.0 |
| 1 to 49 workers | 0.5 | 1.1 | 1.0 | 1.6 | 1.3 | 0.9 | 0.2 | 0.0 |
| 50 to 99 workers | 1.2 | 1.1 | 2.0 | 3.2 | 2.6 | 1.5 | 0.4 | 0.0 |
| 100 workers or more | 0.2 | 0.4 | 0.6 | 0.9 | 1.0 | 0.9 | 0.1 | 0.8 |
| 100 to 499 workers | 0.2 | 0.7 | 0.7 | 1.2 | 1.4 | 1.1 | 0.2 | 0.9 |
| 500 workers or more | 0.4 | 0.6 | 1.0 | 1.9 | 1.6 | 1.4 | 0.3 | 0.0 |
| After 20 years | | | | | | | | |
| All workers | 0.3 | 0.5 | 0.4 | 0.7 | 0.9 | 0.8 | 0.1 | 0.0 |
| Full time | 0.2 | 0.4 | 0.5 | 0.7 | 1.0 | 0.8 | 0.1 | 0.0 |
| Part time | 1.2 | 2.2 | 1.3 | 1.5 | 1.5 | 1.2 | 0.3 | 1.2 |
| Union | — | — | 0.6 | 1.2 | 2.5 | 2.5 | 0.3 | 0.0 |
| Nonunion | 0.3 | 0.5 | 0.5 | 0.8 | 0.9 | 0.8 | 0.2 | 0.0 |
| 1 to 99 workers | 0.4 | 0.9 | 0.9 | 1.1 | 1.1 | 1.0 | 0.2 | 1.0 |
| 1 to 49 workers | 0.5 | 1.1 | 0.9 | 1.5 | 1.3 | 1.1 | 0.3 | 0.0 |
| 50 to 99 workers | 1.2 | 1.1 | 2.0 | 2.2 | 2.2 | 2.0 | 0.4 | (³) |
| 100 workers or more | 0.2 | 0.4 | 0.6 | 0.9 | 1.2 | 1.2 | 0.2 | (³) |
| 100 to 499 workers | 0.2 | 0.7 | 0.5 | 1.2 | 1.5 | 1.6 | 0.2 | 0.0 |
| 500 workers or more | 0.4 | 0.5 | 0.9 | 1.1 | 2.0 | 1.6 | 0.3 | 1.0 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

³ Less than 0.05.

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 39. Consolidated leave plans:¹ Access, private industry workers, March 2017

(All workers with paid vacations = 100 percent)

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|--|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| All workers | 35 | 14 | 19 | 22 | 24 | 65 | 8 | 12 | 15 | 17 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 45 | 17 | 21 | 24 | 26 | 55 | 11 | 15 | 17 | 19 |
| Management, business, and financial | 41 | 17 | 21 | 23 | 26 | 59 | 11 | 15 | 17 | 19 |
| Professional and related | 48 | 17 | 21 | 24 | 26 | 52 | 11 | 15 | 17 | 19 |
| Service | 37 | 14 | 18 | 21 | 22 | 63 | 6 | 11 | 13 | 14 |
| Protective service | 39 | 16 | 19 | 22 | 25 | 61 | 6 | 8 | 10 | 12 |
| Sales and office | 38 | 13 | 18 | 21 | 24 | 62 | 8 | 12 | 15 | 17 |
| Sales and related | 34 | 11 | 16 | 19 | 23 | 66 | 7 | 12 | 14 | 17 |
| Office and administrative support | 41 | 15 | 19 | 22 | 25 | 59 | 8 | 13 | 15 | 18 |
| Natural resources, construction, and maintenance | 20 | 10 | 15 | 18 | 20 | 80 | 7 | 11 | 13 | 15 |
| Construction, extraction, farming, fishing, and forestry | 23 | 9 | 13 | 16 | 17 | 77 | 7 | 10 | 12 | 13 |
| Installation, maintenance, and repair | 18 | 11 | 16 | 19 | 22 | 82 | 7 | 11 | 14 | 16 |
| Production, transportation, and material moving ... | 20 | 11 | 15 | 18 | 21 | 80 | 7 | 11 | 15 | 18 |
| Production | 22 | 11 | 15 | 18 | 21 | 78 | 7 | 11 | 15 | 18 |
| Transportation and material moving | 19 | 12 | 15 | 18 | 22 | 81 | 7 | 12 | 15 | 18 |
| Full time | 36 | 15 | 19 | 22 | 25 | 64 | 8 | 13 | 15 | 18 |
| Part time | 35 | 10 | 15 | 16 | 18 | 65 | 6 | 10 | 12 | 14 |
| Union | 18 | 14 | 19 | 23 | 26 | 82 | 8 | 13 | 16 | 21 |
| Nonunion | 38 | 14 | 19 | 22 | 24 | 62 | 8 | 12 | 15 | 17 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 31 | 11 | 16 | 18 | 20 | 69 | 6 | 10 | 13 | 14 |
| Lowest 10 percent | 22 | 10 | 15 | 17 | 19 | 78 | 5 | 10 | 12 | 13 |
| Second 25 percent | 35 | 14 | 18 | 22 | 24 | 65 | 7 | 12 | 14 | 17 |
| Third 25 percent | 35 | 15 | 19 | 22 | 25 | 65 | 8 | 13 | 15 | 18 |
| Highest 25 percent | 40 | 17 | 21 | 23 | 26 | 60 | 10 | 14 | 17 | 20 |
| Highest 10 percent | 38 | 17 | 21 | 23 | 25 | 62 | 12 | 15 | 18 | 20 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 24 | 11 | 15 | 18 | 21 | 76 | 7 | 11 | 14 | 18 |
| Construction | 24 | 10 | 14 | 16 | 17 | 76 | 6 | 10 | 11 | 13 |
| Manufacturing | 24 | 12 | 16 | 19 | 22 | 76 | 8 | 12 | 15 | 19 |
| Service-providing industries | 38 | 15 | 19 | 22 | 25 | 62 | 8 | 12 | 15 | 17 |
| Trade, transportation, and utilities | 27 | 11 | 16 | 19 | 23 | 73 | 7 | 11 | 14 | 17 |
| Wholesale trade | 22 | 11 | 16 | 18 | 21 | 78 | 8 | 12 | 15 | 17 |
| Retail trade | 35 | 10 | 16 | 19 | 23 | 65 | 6 | 11 | 13 | 16 |
| Transportation and warehousing | 14 | 12 | 17 | 22 | 28 | 86 | 8 | 12 | 16 | 19 |
| Utilities | 25 | 14 | 17 | 19 | 24 | 75 | 9 | 13 | 16 | 20 |

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, private industry workers, March 2017—continued

(All workers with paid vacations = 100 percent)

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|--|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| Information | 28 | 16 | 22 | 25 | 27 | 72 | 11 | 14 | 17 | 21 |
| Financial activities | 42 | 16 | 20 | 23 | 26 | 58 | 11 | 14 | 16 | 19 |
| Finance and insurance | 45 | 17 | 21 | 24 | 26 | 55 | 12 | 15 | 17 | 20 |
| Credit intermediation and related activities | 34 | 16 | 20 | 24 | 26 | 66 | 12 | 15 | 17 | 20 |
| Insurance carriers and related activities | 64 | 17 | 21 | 24 | 26 | 36 | 10 | 14 | 16 | 20 |
| Real estate and rental and leasing | 31 | 14 | 18 | 20 | 21 | 69 | 9 | 12 | 14 | 15 |
| Professional and business services | 38 | 16 | 20 | 22 | 24 | 62 | 9 | 13 | 15 | 17 |
| Professional and technical services | 43 | 17 | 20 | 22 | 24 | 57 | 10 | 14 | 16 | 18 |
| Administrative and waste services | 38 | 15 | 19 | 22 | 24 | 62 | 6 | 11 | 13 | 14 |
| Education and health services | 60 | 17 | 21 | 25 | 26 | 40 | 10 | 14 | 17 | 19 |
| Educational services | 21 | 13 | 15 | 17 | 18 | 79 | 13 | 17 | 19 | 20 |
| Junior colleges, colleges, and universities | 15 | 17 | 21 | 24 | 26 | 85 | 14 | 17 | 19 | 21 |
| Health care and social assistance | 64 | 17 | 22 | 25 | 27 | 36 | 10 | 14 | 17 | 18 |
| Leisure and hospitality | 23 | 11 | 16 | 19 | 21 | 77 | 6 | 10 | 12 | 13 |
| Accommodation and food services | 23 | 11 | 16 | 19 | 21 | 77 | 5 | 10 | 12 | 12 |
| Other services | 27 | 11 | 14 | 15 | 17 | 73 | 8 | 12 | 14 | 15 |
| 1 to 99 workers | 29 | 12 | 17 | 19 | 20 | 71 | 7 | 11 | 14 | 15 |
| 1 to 49 workers | 28 | 12 | 16 | 19 | 20 | 72 | 7 | 11 | 13 | 15 |
| 50 to 99 workers | 32 | 13 | 17 | 20 | 21 | 68 | 7 | 12 | 14 | 16 |
| 100 workers or more | 42 | 16 | 20 | 23 | 27 | 58 | 9 | 13 | 16 | 20 |
| 100 to 499 workers | 39 | 14 | 19 | 22 | 25 | 61 | 8 | 13 | 16 | 19 |
| 500 workers or more | 45 | 18 | 22 | 26 | 28 | 55 | 10 | 14 | 17 | 20 |
| Geographic areas | | | | | | | | | | |
| Northeast | 32 | 16 | 20 | 22 | 25 | 68 | 9 | 13 | 16 | 18 |
| New England | 37 | 16 | 21 | 23 | 27 | 63 | 9 | 13 | 16 | 18 |
| Middle Atlantic | 30 | 15 | 19 | 22 | 25 | 70 | 9 | 13 | 16 | 18 |
| South | 34 | 14 | 18 | 21 | 23 | 66 | 8 | 12 | 14 | 16 |
| South Atlantic | 34 | 15 | 19 | 21 | 24 | 66 | 8 | 12 | 14 | 16 |
| East South Central | 26 | 15 | 19 | 22 | 25 | 74 | 7 | 11 | 14 | 16 |
| West South Central | 38 | 13 | 17 | 19 | 22 | 62 | 8 | 12 | 14 | 16 |
| Midwest | 37 | 15 | 19 | 23 | 25 | 63 | 7 | 12 | 16 | 18 |
| East North Central | 35 | 15 | 20 | 23 | 26 | 65 | 7 | 12 | 16 | 18 |
| West North Central | 43 | 14 | 19 | 21 | 24 | 57 | 8 | 12 | 15 | 18 |
| West | 40 | 14 | 18 | 21 | 23 | 60 | 8 | 12 | 15 | 17 |
| Mountain | 45 | 14 | 18 | 21 | 23 | 55 | 8 | 12 | 15 | 17 |
| Pacific | 37 | 14 | 19 | 22 | 23 | 63 | 8 | 13 | 15 | 17 |

¹ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

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: Because of rounding, sums of individual items may not equal totals. 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 39. Standard errors for consolidated leave plans:¹ Access, private industry workers, March 2017

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|--|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| All workers | 0.7 | 0.2 | 0.2 | 0.2 | 0.2 | 0.7 | 0.1 | 0.1 | 0.1 | 0.1 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 1.4 | 0.4 | 0.4 | 0.5 | 0.5 | 1.4 | 0.2 | 0.2 | 0.2 | 0.3 |
| Management, business, and financial | 1.6 | 0.5 | 0.4 | 0.3 | 0.4 | 1.6 | 0.2 | 0.2 | 0.2 | 0.3 |
| Professional and related | 1.7 | 0.5 | 0.6 | 0.7 | 0.7 | 1.7 | 0.2 | 0.3 | 0.3 | 0.3 |
| Service | 2.3 | 0.5 | 0.4 | 0.5 | 0.7 | 2.3 | 0.2 | 0.3 | 0.4 | 0.5 |
| Protective service | 9.4 | 0.9 | 1.1 | 1.3 | 1.3 | 9.4 | 0.6 | 1.2 | 1.9 | 2.6 |
| Sales and office | 1.2 | 0.2 | 0.2 | 0.2 | 0.3 | 1.2 | 0.1 | 0.1 | 0.1 | 0.2 |
| Sales and related | 1.6 | 0.3 | 0.2 | 0.3 | 0.4 | 1.6 | 0.2 | 0.1 | 0.2 | 0.2 |
| Office and administrative support | 1.8 | 0.2 | 0.3 | 0.3 | 0.4 | 1.8 | 0.2 | 0.2 | 0.2 | 0.2 |
| Natural resources, construction, and maintenance | 1.7 | 0.5 | 0.4 | 0.5 | 0.6 | 1.7 | 0.1 | 0.2 | 0.3 | 0.3 |
| Construction, extraction, farming, fishing, and forestry | 2.8 | 0.8 | 0.7 | 0.9 | 1.0 | 2.8 | 0.3 | 0.3 | 0.4 | 0.5 |
| Installation, maintenance, and repair | 1.8 | 0.5 | 0.6 | 0.6 | 0.8 | 1.8 | 0.1 | 0.2 | 0.3 | 0.4 |
| Production, transportation, and material moving ... | 1.4 | 0.3 | 0.3 | 0.3 | 0.4 | 1.4 | 0.1 | 0.1 | 0.2 | 0.2 |
| Production | 1.6 | 0.4 | 0.4 | 0.4 | 0.5 | 1.6 | 0.2 | 0.2 | 0.3 | 0.3 |
| Transportation and material moving | 2.2 | 0.3 | 0.5 | 0.5 | 0.7 | 2.2 | 0.2 | 0.2 | 0.3 | 0.4 |
| Full time | 0.8 | 0.2 | 0.2 | 0.2 | 0.2 | 0.8 | 0.1 | 0.1 | 0.1 | 0.1 |
| Part time | 1.8 | 0.6 | 0.5 | 0.6 | 0.6 | 1.8 | 0.1 | 0.2 | 0.3 | 0.4 |
| Union | 1.5 | 0.7 | 1.2 | 1.5 | 1.5 | 1.5 | 0.3 | 0.2 | 0.2 | 0.2 |
| Nonunion | 0.8 | 0.2 | 0.2 | 0.2 | 0.3 | 0.8 | 0.1 | 0.1 | 0.1 | 0.2 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 1.5 | 0.3 | 0.3 | 0.4 | 0.5 | 1.5 | 0.1 | 0.2 | 0.3 | 0.3 |
| Lowest 10 percent | 1.7 | 0.4 | 0.5 | 0.7 | 0.7 | 1.7 | 0.2 | 0.3 | 0.5 | 0.6 |
| Second 25 percent | 1.8 | 0.2 | 0.2 | 0.3 | 0.3 | 1.8 | 0.1 | 0.1 | 0.2 | 0.2 |
| Third 25 percent | 1.1 | 0.3 | 0.3 | 0.4 | 0.5 | 1.1 | 0.1 | 0.1 | 0.1 | 0.2 |
| Highest 25 percent | 1.3 | 0.4 | 0.4 | 0.4 | 0.4 | 1.3 | 0.1 | 0.2 | 0.2 | 0.2 |
| Highest 10 percent | 2.0 | 0.5 | 0.5 | 0.5 | 0.5 | 2.0 | 0.2 | 0.2 | 0.3 | 0.3 |
| Establishment characteristics | | | | | | | | | | |
| Goods-producing industries | 1.2 | 0.3 | 0.3 | 0.3 | 0.4 | 1.2 | 0.1 | 0.1 | 0.2 | 0.2 |
| Construction | 3.0 | 0.7 | 0.7 | 0.6 | 0.7 | 3.0 | 0.2 | 0.2 | 0.2 | 0.3 |
| Manufacturing | 1.5 | 0.5 | 0.5 | 0.5 | 0.5 | 1.5 | 0.1 | 0.2 | 0.2 | 0.3 |
| Service-providing industries | 0.9 | 0.2 | 0.2 | 0.2 | 0.3 | 0.9 | 0.1 | 0.1 | 0.1 | 0.2 |
| Trade, transportation, and utilities | 1.2 | 0.1 | 0.1 | 0.2 | 0.3 | 1.2 | 0.1 | 0.1 | 0.1 | 0.2 |
| Wholesale trade | 2.0 | 0.4 | 0.4 | 0.5 | 0.6 | 2.0 | 0.2 | 0.2 | 0.2 | 0.3 |
| Retail trade | 1.9 | 0.2 | 0.2 | 0.2 | 0.3 | 1.9 | 0.1 | 0.1 | 0.1 | 0.2 |
| Transportation and warehousing | 2.7 | 0.8 | 1.0 | 1.1 | 2.0 | 2.7 | 0.3 | 0.3 | 0.4 | 0.4 |
| Utilities | 4.5 | 1.1 | 0.8 | 1.1 | 1.7 | 4.5 | 0.3 | 0.2 | 0.3 | 0.6 |

See footnotes at end of table.

Table 39. Standard errors for consolidated leave plans:¹ Access, private industry workers, March 2017—continued

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|--|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| Information | 2.7 | 0.8 | 0.6 | 0.6 | 0.7 | 2.7 | 0.2 | 0.3 | 0.3 | 0.4 |
| Financial activities | 1.3 | 0.2 | 0.2 | 0.2 | 0.3 | 1.3 | 0.3 | 0.4 | 0.4 | 0.4 |
| Finance and insurance | 1.3 | 0.2 | 0.2 | 0.2 | 0.3 | 1.3 | 0.3 | 0.4 | 0.4 | 0.4 |
| Credit intermediation and related activities | 2.3 | 0.3 | 0.3 | 0.4 | 0.4 | 2.3 | 0.5 | 0.6 | 0.7 | 0.7 |
| Insurance carriers and related activities | 1.8 | 0.3 | 0.3 | 0.4 | 0.4 | 1.8 | 0.2 | 0.3 | 0.3 | 0.4 |
| Real estate and rental and leasing | 4.3 | 1.1 | 1.0 | 1.0 | 1.1 | 4.3 | 0.7 | 0.7 | 0.9 | 1.0 |
| Professional and business services | 2.5 | 0.5 | 0.5 | 0.5 | 0.5 | 2.5 | 0.3 | 0.3 | 0.4 | 0.5 |
| Professional and technical services | 3.6 | 0.7 | 0.6 | 0.5 | 0.6 | 3.6 | 0.4 | 0.3 | 0.4 | 0.5 |
| Administrative and waste services | 3.6 | 0.5 | 0.9 | 0.9 | 0.9 | 3.6 | 0.3 | 0.6 | 0.8 | 0.9 |
| Education and health services | 2.0 | 0.5 | 0.5 | 0.6 | 0.6 | 2.0 | 0.4 | 0.4 | 0.5 | 0.5 |
| Educational services | 3.2 | 0.9 | 1.3 | 1.6 | 1.9 | 3.2 | 0.4 | 0.3 | 0.3 | 0.3 |
| Junior colleges, colleges, and universities | 1.7 | 0.6 | 0.6 | 0.7 | 0.8 | 1.7 | 0.3 | 0.2 | 0.3 | 0.4 |
| Health care and social assistance | 2.1 | 0.5 | 0.5 | 0.6 | 0.7 | 2.1 | 0.4 | 0.6 | 0.6 | 0.6 |
| Leisure and hospitality | 3.1 | 0.8 | 0.9 | 0.9 | 1.2 | 3.1 | 0.3 | 0.4 | 0.5 | 0.6 |
| Accommodation and food services | 3.2 | 0.9 | 0.9 | 1.0 | 1.3 | 3.2 | 0.2 | 0.4 | 0.5 | 0.6 |
| Other services | 2.7 | 1.0 | 1.1 | 1.3 | 1.6 | 2.7 | 0.8 | 0.7 | 0.7 | 0.8 |
| 1 to 99 workers | 1.2 | 0.4 | 0.3 | 0.4 | 0.4 | 1.2 | 0.1 | 0.2 | 0.2 | 0.2 |
| 1 to 49 workers | 1.4 | 0.4 | 0.4 | 0.5 | 0.5 | 1.4 | 0.1 | 0.2 | 0.2 | 0.2 |
| 50 to 99 workers | 2.4 | 0.6 | 0.6 | 0.7 | 0.7 | 2.4 | 0.2 | 0.3 | 0.3 | 0.4 |
| 100 workers or more | 1.1 | 0.2 | 0.3 | 0.3 | 0.3 | 1.1 | 0.1 | 0.1 | 0.1 | 0.2 |
| 100 to 499 workers | 1.6 | 0.3 | 0.3 | 0.3 | 0.4 | 1.6 | 0.2 | 0.2 | 0.2 | 0.2 |
| 500 workers or more | 1.5 | 0.3 | 0.4 | 0.5 | 0.5 | 1.5 | 0.2 | 0.2 | 0.3 | 0.3 |
| Geographic areas | | | | | | | | | | |
| Northeast | 0.8 | 0.4 | 0.3 | 0.4 | 0.5 | 0.8 | 0.2 | 0.2 | 0.2 | 0.3 |
| New England | 1.9 | 1.0 | 0.4 | 0.5 | 0.6 | 1.9 | 0.3 | 0.3 | 0.4 | 0.5 |
| Middle Atlantic | 0.9 | 0.5 | 0.4 | 0.5 | 0.6 | 0.9 | 0.2 | 0.2 | 0.2 | 0.3 |
| South | 1.2 | 0.4 | 0.3 | 0.3 | 0.4 | 1.2 | 0.2 | 0.2 | 0.3 | 0.3 |
| South Atlantic | 1.7 | 0.5 | 0.4 | 0.4 | 0.5 | 1.7 | 0.3 | 0.4 | 0.4 | 0.4 |
| East South Central | 2.5 | 1.0 | 0.6 | 0.8 | 1.1 | 2.5 | 0.5 | 0.5 | 0.6 | 0.5 |
| West South Central | 2.2 | 0.6 | 0.4 | 0.3 | 0.6 | 2.2 | 0.3 | 0.2 | 0.2 | 0.3 |
| Midwest | 1.8 | 0.5 | 0.5 | 0.5 | 0.5 | 1.8 | 0.1 | 0.1 | 0.2 | 0.2 |
| East North Central | 2.6 | 0.7 | 0.8 | 0.8 | 0.8 | 2.6 | 0.2 | 0.2 | 0.1 | 0.2 |
| West North Central | 1.7 | 0.5 | 0.7 | 0.6 | 0.5 | 1.7 | 0.2 | 0.3 | 0.4 | 0.4 |
| West | 1.9 | 0.4 | 0.4 | 0.5 | 0.6 | 1.9 | 0.2 | 0.2 | 0.2 | 0.3 |
| Mountain | 4.2 | 0.5 | 0.6 | 0.8 | 1.2 | 4.2 | 0.2 | 0.3 | 0.3 | 0.4 |
| Pacific | 1.9 | 0.5 | 0.5 | 0.6 | 0.6 | 1.9 | 0.3 | 0.2 | 0.3 | 0.3 |

¹ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

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, 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 40. Standard errors for quality of life benefits: Access, private industry workers, March 2017

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|--|------------------------|--------------------|----------------------|-------------------|------------------------------|
| All workers | 0.6 | 0.4 | 0.3 | 0.8 | 0.8 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1.3 | 1.0 | 0.7 | 1.6 | 1.6 |
| Management, business, and financial | 1.5 | 1.9 | 1.0 | 2.0 | 1.7 |
| Professional and related | 1.7 | 1.0 | 0.9 | 2.1 | 2.0 |
| Service | 0.9 | 0.1 | 0.8 | 1.1 | 1.7 |
| Protective service | – | – | 1.3 | 5.7 | 7.2 |
| Sales and office | 0.6 | 0.5 | 0.4 | 1.2 | 1.3 |
| Sales and related | 0.9 | 1.0 | 0.4 | 1.6 | 1.4 |
| Office and administrative support | 0.8 | 0.5 | 0.6 | 1.4 | 1.6 |
| Natural resources, construction, and maintenance | 0.8 | 0.4 | 0.5 | 1.3 | 1.4 |
| Construction, extraction, farming, fishing, and forestry | 0.9 | – | 0.7 | 1.9 | 2.2 |
| Installation, maintenance, and repair | 1.0 | 0.5 | 0.6 | 1.6 | 2.0 |
| Production, transportation, and material moving ... | 0.5 | 0.5 | 0.3 | 1.2 | 1.7 |
| Production | 0.8 | 0.6 | 0.3 | 2.0 | 2.6 |
| Transportation and material moving | 0.5 | 0.9 | 0.6 | 1.6 | 1.9 |
| Full time | 0.7 | 0.5 | 0.4 | 0.9 | 0.9 |
| Part time | 0.5 | 0.3 | 0.5 | 1.1 | 1.5 |
| Union | 2.4 | 0.7 | 0.9 | 1.8 | 2.1 |
| Nonunion | 0.5 | 0.4 | 0.3 | 0.9 | 0.9 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 0.5 | 0.2 | 0.3 | 1.0 | 1.4 |
| Lowest 10 percent | 0.6 | 0.3 | 0.7 | 1.4 | 2.3 |
| Second 25 percent | 0.6 | 0.3 | 0.4 | 1.0 | 1.2 |
| Third 25 percent | 0.7 | 0.5 | 0.4 | 1.3 | 1.4 |
| Highest 25 percent | 1.4 | 1.2 | 0.8 | 1.5 | 1.5 |
| Highest 10 percent | 2.2 | 1.9 | 1.2 | 2.3 | 2.2 |
| Establishment characteristics | | | | | |
| Goods-producing industries | 1.2 | 0.9 | 0.4 | 1.4 | 1.6 |
| Construction | 1.1 | 0.7 | 1.0 | 1.7 | 1.7 |
| Manufacturing | 1.6 | 1.2 | 0.4 | 1.3 | 2.0 |
| Service-providing industries | 0.6 | 0.4 | 0.4 | 0.9 | 1.0 |
| Trade, transportation, and utilities | 0.5 | 0.5 | 0.3 | 1.2 | 1.4 |
| Wholesale trade | 1.7 | 1.5 | 0.6 | 2.1 | 2.6 |
| Retail trade | 0.4 | 0.2 | 0.3 | 1.9 | 2.0 |
| Transportation and warehousing | 0.7 | 1.1 | 1.4 | 3.5 | 4.0 |
| Utilities | 3.1 | – | 2.6 | 4.9 | 5.4 |

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, private industry workers, March 2017—continued

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|--|------------------------|--------------------|----------------------|-------------------|------------------------------|
| Information | 4.1 | 2.4 | 2.7 | 2.9 | 2.5 |
| Financial activities | 1.2 | 0.9 | 1.1 | 1.9 | 2.2 |
| Finance and insurance | 1.5 | 1.3 | 1.5 | 1.3 | 1.2 |
| Credit intermediation and related activities | 2.2 | 1.2 | 1.9 | 2.0 | 1.8 |
| Insurance carriers and related activities | 1.9 | 2.2 | 2.6 | 2.1 | 1.8 |
| Real estate and rental and leasing | – | 2.2 | 1.7 | 4.0 | 5.3 |
| Professional and business services | 1.3 | 1.3 | 1.2 | 2.5 | 2.3 |
| Professional and technical services | 2.7 | 2.7 | 2.4 | 4.0 | 4.1 |
| Administrative and waste services | 1.0 | 1.0 | 1.4 | 2.2 | 2.3 |
| Education and health services | 1.9 | 0.7 | 0.8 | 2.4 | 2.9 |
| Educational services | 1.9 | 2.3 | 2.7 | 3.2 | 3.0 |
| Junior colleges, colleges, and universities | 2.0 | 2.0 | 2.4 | 2.3 | 2.3 |
| Health care and social assistance | 2.1 | 0.7 | 0.8 | 2.8 | 3.4 |
| Leisure and hospitality | 1.6 | – | 1.4 | 2.0 | 1.9 |
| Accommodation and food services | 1.3 | – | 1.4 | 2.2 | 2.4 |
| Other services | 1.1 | 2.3 | 0.9 | 2.8 | 3.2 |
| 1 to 99 workers | 0.5 | 0.4 | 0.4 | 1.0 | 1.1 |
| 1 to 49 workers | 0.4 | 0.5 | 0.4 | 1.1 | 1.2 |
| 50 to 99 workers | 1.3 | 0.8 | 0.7 | 2.1 | 2.1 |
| 100 workers or more | 0.9 | 0.6 | 0.5 | 0.9 | 0.9 |
| 100 to 499 workers | 0.8 | 0.7 | 0.7 | 1.4 | 1.5 |
| 500 workers or more | 1.7 | 1.4 | 1.1 | 1.8 | 1.5 |
| Geographic areas | | | | | |
| Northeast | 1.5 | 0.8 | 0.5 | 1.2 | 1.9 |
| New England | 2.3 | 1.6 | 1.5 | 2.9 | 3.3 |
| Middle Atlantic | 1.6 | 0.9 | 0.6 | 1.2 | 1.8 |
| South | 1.1 | 0.5 | 0.5 | 1.5 | 1.4 |
| South Atlantic | 1.8 | 0.7 | 0.6 | 1.6 | 1.6 |
| East South Central | 3.0 | 1.5 | 0.3 | 4.4 | 1.6 |
| West South Central | 1.3 | 1.0 | 1.1 | 3.1 | 3.5 |
| Midwest | 0.6 | 0.8 | 0.5 | 2.0 | 2.1 |
| East North Central | 0.8 | 1.1 | 0.7 | 2.8 | 2.8 |
| West North Central | 1.1 | 1.2 | 0.5 | 1.5 | 2.5 |
| West | 1.1 | 1.0 | 0.9 | 1.3 | 1.3 |
| Mountain | 0.8 | 1.4 | 0.5 | 1.8 | 2.1 |
| Pacific | 1.5 | 1.3 | 1.3 | 1.8 | 1.7 |

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, 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 41. Standard errors for financial benefits: Access, private industry workers, March 2017

| 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 | 0.8 | 0.5 | 0.8 | 0.8 | 0.8 | 0.5 | 0.7 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.6 | 1.3 | 1.8 | 1.8 | 1.4 | 1.0 | 1.5 |
| Management, business, and financial | 1.8 | 1.6 | 1.7 | 1.7 | 1.6 | 0.9 | 1.8 |
| Professional and related | 1.9 | 1.4 | 2.3 | 2.3 | 1.8 | 1.5 | 2.0 |
| Service | 1.0 | 0.6 | 1.2 | 1.3 | 1.3 | 1.0 | 1.0 |
| Protective service | — | — | 5.6 | 6.3 | 2.6 | 2.3 | 3.4 |
| Sales and office | 1.2 | 0.8 | 1.3 | 1.2 | 0.6 | 0.4 | 1.1 |
| Sales and related | 1.4 | 1.1 | 1.5 | 1.3 | 0.9 | 0.4 | 1.3 |
| Office and administrative support | 1.4 | 1.0 | 1.5 | 1.5 | 1.2 | 0.7 | 1.3 |
| Natural resources, construction, and maintenance | 0.8 | 0.9 | 1.3 | 1.3 | 1.5 | 0.6 | 0.8 |
| Construction, extraction, farming, fishing, and forestry | 1.6 | 1.2 | 1.8 | 1.6 | 2.0 | 1.1 | 1.3 |
| Installation, maintenance, and repair | 1.4 | 1.1 | 2.3 | 2.1 | 2.2 | 0.7 | 1.1 |
| Production, transportation, and material moving ... | 1.1 | 1.0 | 1.2 | 1.3 | 1.5 | 0.5 | 1.1 |
| Production | 1.6 | 1.6 | 1.7 | 1.9 | 1.9 | 0.8 | 1.4 |
| Transportation and material moving | 1.3 | 1.2 | 1.8 | 1.9 | 1.8 | 0.5 | 1.4 |
| Full time | 0.9 | 0.6 | 0.8 | 0.8 | 1.0 | 0.6 | 0.8 |
| Part time | 0.8 | 0.5 | 1.1 | 1.0 | 0.8 | 0.5 | 0.7 |
| Union | 1.8 | 1.5 | 2.1 | 2.1 | 2.0 | 1.7 | 2.6 |
| Nonunion | 0.9 | 0.6 | 0.9 | 0.9 | 0.7 | 0.4 | 0.7 |
| Average wage within the following categories: ⁵ | | | | | | | |
| Lowest 25 percent | 0.7 | 0.5 | 1.0 | 1.0 | 0.8 | 0.6 | 0.7 |
| Lowest 10 percent | 0.6 | 0.9 | 1.3 | 1.1 | 1.1 | 0.5 | 1.1 |
| Second 25 percent | 1.0 | 0.8 | 1.3 | 1.3 | 1.2 | 0.6 | 0.9 |
| Third 25 percent | 1.1 | 0.9 | 1.2 | 1.2 | 1.1 | 0.7 | 1.1 |
| Highest 25 percent | 1.6 | 1.2 | 1.6 | 1.6 | 1.5 | 0.8 | 1.6 |
| Highest 10 percent | 2.5 | 1.7 | 2.3 | 2.4 | 1.9 | 0.8 | 2.7 |
| Establishment characteristics | | | | | | | |
| Goods-producing industries | 1.4 | 1.0 | 1.3 | 1.3 | 1.2 | 0.6 | 1.2 |
| Construction | 1.4 | 1.2 | 1.5 | 1.5 | 1.4 | 0.7 | 1.2 |
| Manufacturing | 1.6 | 1.4 | 1.2 | 1.6 | 1.6 | 0.8 | 1.6 |
| Service-providing industries | 0.9 | 0.6 | 0.9 | 1.0 | 0.9 | 0.6 | 0.7 |
| Trade, transportation, and utilities | 1.1 | 0.7 | 1.2 | 1.2 | 0.9 | 0.5 | 1.2 |
| Wholesale trade | 2.3 | 2.5 | 2.8 | 2.4 | 2.2 | 1.3 | 1.3 |
| Retail trade | 1.0 | 0.7 | 1.1 | 1.1 | 0.7 | 0.2 | 1.2 |
| Transportation and warehousing | 2.3 | 3.1 | 5.0 | 5.2 | 2.8 | 1.5 | 3.3 |
| Utilities | 6.3 | 3.6 | 7.5 | 6.2 | 2.9 | 1.4 | 4.9 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, private industry workers, March 2017—continued

| Characteristics | Stock options | | | |
|--|---------------|-------------|---------|-------|
| | Total | Performance | Signing | Other |
| All workers | 0.4 | 0.2 | 0.1 | 0.4 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.0 | 0.6 | 0.3 | 0.6 |
| Management, business, and financial | 1.6 | 0.8 | 0.4 | 1.2 |
| Professional and related | 1.0 | 0.7 | 0.4 | 0.6 |
| Service | 0.8 | 0.1 | 0.1 | 0.8 |
| Protective service | 0.4 | — | — | 0.4 |
| Sales and office | 0.6 | 0.2 | 0.2 | 0.6 |
| Sales and related | 0.8 | 0.3 | 0.3 | 0.8 |
| Office and administrative support | 0.9 | 0.3 | 0.2 | 0.9 |
| Natural resources, construction, and maintenance | 0.5 | 0.5 | 0.2 | 0.5 |
| Construction, extraction, farming, fishing, and forestry | 0.5 | — | — | 0.5 |
| Installation, maintenance, and repair | 0.9 | 0.8 | — | 0.8 |
| Production, transportation, and material moving | 1.0 | 0.3 | 0.1 | 1.0 |
| Production | 0.8 | 0.5 | 0.2 | 0.7 |
| Transportation and material moving | 1.6 | 0.2 | 0.2 | 1.6 |
| Full time | 0.6 | 0.3 | 0.2 | 0.4 |
| Part time | 0.6 | 0.1 | 0.1 | 0.5 |
| Union | 1.6 | 0.8 | 0.2 | 1.4 |
| Nonunion | 0.5 | 0.2 | 0.1 | 0.4 |
| Average wage within the following categories: ⁵ | | | | |
| Lowest 25 percent | 0.3 | 0.1 | 0.1 | 0.3 |
| Lowest 10 percent | 0.4 | — | — | 0.4 |
| Second 25 percent | 0.7 | 0.2 | 0.1 | 0.7 |
| Third 25 percent | 0.9 | 0.4 | 0.1 | 0.8 |
| Highest 25 percent | 1.1 | 0.7 | 0.4 | 0.6 |
| Highest 10 percent | 1.7 | 1.2 | 0.6 | 0.8 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.1 | 0.7 | 0.4 | 0.7 |
| Construction | 0.8 | — | — | 0.6 |
| Manufacturing | 1.6 | 1.0 | 0.6 | 1.1 |
| Service-providing industries | 0.5 | 0.2 | 0.1 | 0.4 |
| Trade, transportation, and utilities | 0.8 | 0.2 | 0.2 | 0.8 |
| Wholesale trade | 1.1 | 0.5 | 0.4 | 0.9 |
| Retail trade | 1.0 | 0.3 | 0.2 | 1.1 |
| Transportation and warehousing | 3.6 | — | — | 3.5 |
| Utilities | 2.2 | — | — | 2.2 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, private industry workers, March 2017—continued

| 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 | 2.7 | 2.6 | 2.8 | 3.2 | 2.3 | 0.8 | 3.7 |
| Financial activities | 1.5 | 1.4 | 2.6 | 2.3 | 1.2 | 1.2 | 2.1 |
| Finance and insurance | 1.1 | 1.5 | 1.6 | 1.5 | 1.2 | 1.2 | 2.2 |
| Credit intermediation and related activities | 1.6 | 2.2 | 1.9 | 1.7 | 1.7 | 1.5 | 2.9 |
| Insurance carriers and related activities | 2.1 | 2.9 | 2.9 | 2.6 | 2.3 | 2.3 | 2.3 |
| Real estate and rental and leasing | 3.8 | 2.8 | 6.0 | 5.3 | 3.4 | 2.3 | 2.5 |
| Professional and business services | 2.5 | 2.0 | 2.2 | 1.9 | 1.8 | 1.1 | 1.8 |
| Professional and technical services | 4.3 | 3.6 | 4.0 | 4.2 | 4.0 | 2.1 | 3.3 |
| Administrative and waste services | 1.4 | 1.7 | 2.5 | 2.0 | 1.9 | 1.2 | 0.7 |
| Education and health services | 2.1 | 1.6 | 2.7 | 3.1 | 2.5 | 2.0 | 2.3 |
| Educational services | 2.7 | 2.7 | 3.0 | 2.9 | 2.5 | 2.1 | 2.7 |
| Junior colleges, colleges, and universities | 2.9 | 3.7 | 2.8 | 1.8 | 3.5 | 2.0 | 2.0 |
| Health care and social assistance | 2.4 | 1.9 | 3.1 | 3.6 | 2.8 | 2.2 | 2.8 |
| Leisure and hospitality | 1.5 | 1.1 | 2.0 | 1.8 | 1.2 | 0.8 | 1.7 |
| Accommodation and food services | 1.8 | 1.1 | 1.9 | 1.9 | 1.4 | 1.0 | 1.9 |
| Other services | 1.9 | 1.7 | 2.5 | 2.6 | — | 2.1 | 1.6 |
| 1 to 99 workers | 0.9 | 0.7 | 1.0 | 1.1 | 0.7 | 0.4 | 0.8 |
| 1 to 49 workers | 1.0 | 0.5 | 1.0 | 1.0 | 0.8 | 0.3 | 0.8 |
| 50 to 99 workers | 1.8 | 1.9 | 2.0 | 2.3 | 1.7 | 0.9 | 1.8 |
| 100 workers or more | 1.2 | 0.8 | 1.2 | 1.0 | 1.1 | 1.0 | 1.1 |
| 100 to 499 workers | 1.4 | 1.1 | 1.5 | 1.4 | 1.4 | 1.3 | 1.2 |
| 500 workers or more | 1.9 | 1.6 | 1.9 | 1.7 | 1.7 | 1.2 | 1.6 |
| Geographic areas | | | | | | | |
| Northeast | 0.8 | 1.1 | 1.4 | 1.5 | 2.1 | 1.3 | 1.9 |
| New England | 1.3 | 1.6 | 2.5 | 3.3 | 3.7 | 2.1 | 1.9 |
| Middle Atlantic | 1.0 | 1.4 | 1.6 | 1.5 | 2.1 | 1.2 | 2.3 |
| South | 1.8 | 1.0 | 1.6 | 1.6 | 1.0 | 0.8 | 1.0 |
| South Atlantic | 2.5 | 1.6 | 2.2 | 2.4 | 1.6 | 1.2 | 1.2 |
| East South Central | 5.1 | 1.6 | 3.5 | 2.8 | 2.8 | 2.2 | 4.7 |
| West South Central | 3.1 | 1.5 | 2.6 | 3.0 | 1.1 | 0.5 | 1.3 |
| Midwest | 1.5 | 1.1 | 1.7 | 1.5 | 1.4 | 0.5 | 1.1 |
| East North Central | 1.9 | 1.2 | 2.1 | 1.7 | 2.0 | 0.6 | 1.5 |
| West North Central | 1.8 | 2.2 | 3.2 | 2.9 | 1.4 | 0.7 | 1.3 |
| West | 1.6 | 0.7 | 1.5 | 1.6 | 2.1 | 1.4 | 1.5 |
| Mountain | 3.3 | 1.6 | 1.6 | 2.9 | 2.1 | 0.8 | 2.7 |
| Pacific | 1.7 | 0.8 | 2.0 | 2.0 | 2.9 | 2.1 | 1.8 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, private industry workers, March 2017—continued

| Characteristics | Stock options | | | |
|--|---------------|-------------|------------------|-------|
| | Total | Performance | Signing | Other |
| Information | 4.9 | 3.8 | — | 2.6 |
| Financial activities | 1.4 | 0.8 | 0.8 | 1.3 |
| Finance and insurance | 1.4 | 1.1 | 1.1 | 1.4 |
| Credit intermediation and related activities | 2.1 | 1.9 | 1.9 | 2.1 |
| Insurance carriers and related activities | 1.9 | 1.1 | 0.5 | 1.6 |
| Real estate and rental and leasing | 2.1 | — | — | 2.2 |
| Professional and business services | 1.1 | 0.6 | 0.3 | 0.8 |
| Professional and technical services | 1.5 | 0.9 | — | 1.4 |
| Administrative and waste services | 1.6 | — | — | 1.5 |
| Education and health services | 1.0 | 0.1 | 0.1 | — |
| Educational services | — | — | — | — |
| Junior colleges, colleges, and universities | — | — | — | — |
| Health care and social assistance | 1.2 | 0.1 | — | — |
| Leisure and hospitality | 1.3 | — | — | 1.2 |
| Accommodation and food services | 1.4 | — | — | 1.4 |
| Other services | 0.8 | — | — | — |
| 1 to 99 workers | 0.6 | 0.2 | 0.1 | 0.5 |
| 1 to 49 workers | 0.6 | 0.2 | 0.2 | 0.6 |
| 50 to 99 workers | 1.0 | 0.5 | 0.2 | 1.0 |
| 100 workers or more | 0.7 | 0.4 | 0.2 | 0.6 |
| 100 to 499 workers | 0.6 | 0.3 | 0.2 | 0.5 |
| 500 workers or more | 1.6 | 0.8 | 0.5 | 1.3 |
| Geographic areas | | | | |
| Northeast | 1.3 | 0.4 | 0.3 | 1.0 |
| New England | 1.2 | 0.6 | 0.4 | 1.2 |
| Middle Atlantic | 1.5 | 0.6 | 0.3 | 1.1 |
| South | 0.4 | 0.2 | 0.2 | 0.5 |
| South Atlantic | 0.6 | 0.3 | 0.2 | 0.6 |
| East South Central | 1.0 | 0.4 | 0.5 | 1.9 |
| West South Central | 0.7 | 0.5 | 0.4 | 0.4 |
| Midwest | 0.7 | 0.2 | 0.2 | 0.6 |
| East North Central | 0.9 | 0.2 | 0.3 | 0.7 |
| West North Central | 1.4 | 0.4 | 0.1 | 1.0 |
| West | 1.2 | 0.6 | 0.4 | 1.0 |
| Mountain | 2.3 | 0.6 | (⁶) | 2.3 |
| Pacific | 1.3 | 0.9 | 0.5 | 0.9 |

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 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.

⁶ Less than 0.05.

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 42. Standard errors for health-related benefits: Access, private industry workers, March 2017

| Characteristics | Long-term care insurance ¹ | Retiree healthcare benefits ² | |
|--|---------------------------------------|--|-----------------|
| | | Under age 65 | Age 65 and over |
| All workers | 0.7 | 0.5 | 0.5 |
| Worker characteristics | | | |
| Management, professional, and related | 1.4 | 1.1 | 1.1 |
| Management, business, and financial | 2.1 | 1.7 | 1.6 |
| Professional and related | 1.6 | 1.3 | 1.4 |
| Service | 1.1 | 0.6 | 0.5 |
| Protective service | 1.7 | – | 1.7 |
| Sales and office | 1.0 | 0.8 | 0.9 |
| Sales and related | 1.4 | 1.0 | 0.9 |
| Office and administrative support | 1.0 | 0.9 | 1.1 |
| Natural resources, construction, and maintenance | 1.3 | 0.8 | 1.1 |
| Construction, extraction, farming, fishing, and forestry | 1.1 | 1.2 | 1.3 |
| Installation, maintenance, and repair | 2.0 | 1.3 | 1.7 |
| Production, transportation, and material moving ... | 1.0 | 1.0 | 1.1 |
| Production | 1.6 | 1.7 | 1.8 |
| Transportation and material moving | 1.2 | 1.3 | 1.3 |
| Full time | 0.8 | 0.5 | 0.5 |
| Part time | 0.8 | 0.4 | 0.6 |
| Union | 1.8 | 2.1 | 2.2 |
| Nonunion | 0.8 | 0.4 | 0.5 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | 0.8 | 0.6 | 0.4 |
| Lowest 10 percent | 0.9 | 0.5 | 0.6 |
| Second 25 percent | 0.9 | 0.6 | 0.6 |
| Third 25 percent | 0.9 | 0.7 | 0.8 |
| Highest 25 percent | 1.6 | 1.4 | 1.3 |
| Highest 10 percent | 2.4 | 2.2 | 2.1 |
| Establishment characteristics | | | |
| Goods-producing industries | 1.3 | 1.2 | 1.3 |
| Construction | 0.8 | 0.9 | 1.1 |
| Manufacturing | 1.6 | 1.7 | 1.7 |
| Service-providing industries | 0.8 | 0.5 | 0.5 |
| Trade, transportation, and utilities | 1.0 | 0.9 | 0.9 |
| Wholesale trade | 2.5 | 1.8 | 1.3 |
| Retail trade | 0.9 | 0.8 | 0.7 |
| Transportation and warehousing | 2.0 | 3.0 | 3.3 |
| Utilities | 4.9 | 7.1 | 5.7 |

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, private industry workers, March 2017—continued

| Characteristics | Long-term care insurance ¹ | Retiree healthcare benefits ² | |
|--|---------------------------------------|--|-----------------|
| | | Under age 65 | Age 65 and over |
| Information | 4.0 | 3.0 | 2.7 |
| Financial activities | 2.0 | 1.9 | 1.7 |
| Finance and insurance | 1.9 | 2.1 | 2.0 |
| Credit intermediation and related activities | 2.7 | 2.6 | 2.2 |
| Insurance carriers and related activities | 2.1 | 3.4 | 3.2 |
| Real estate and rental and leasing | 2.6 | 1.5 | 1.2 |
| Professional and business services | 1.8 | 1.5 | 1.4 |
| Professional and technical services | 3.2 | 2.7 | 2.4 |
| Administrative and waste services | 1.0 | 2.0 | 1.2 |
| Education and health services | 1.7 | 1.2 | 1.3 |
| Educational services | 2.3 | 2.1 | 4.0 |
| Junior colleges, colleges, and universities | 3.1 | 2.9 | 2.8 |
| Health care and social assistance | 2.0 | 1.4 | 1.5 |
| Leisure and hospitality | 1.9 | 0.7 | 0.7 |
| Accommodation and food services | 2.0 | 0.7 | 0.9 |
| Other services | 2.2 | 2.2 | 2.1 |
| 1 to 99 workers | 0.7 | 0.4 | 0.5 |
| 1 to 49 workers | 0.6 | 0.4 | 0.5 |
| 50 to 99 workers | 1.7 | 1.1 | 1.1 |
| 100 workers or more | 1.2 | 0.9 | 1.0 |
| 100 to 499 workers | 1.2 | 1.0 | 0.9 |
| 500 workers or more | 2.0 | 1.8 | 2.1 |
| Geographic areas | | | |
| Northeast | 1.1 | 0.6 | 0.6 |
| New England | 1.9 | 1.6 | 1.4 |
| Middle Atlantic | 1.4 | 0.6 | 0.6 |
| South | 1.5 | 0.9 | 0.9 |
| South Atlantic | 2.1 | 1.3 | 1.4 |
| East South Central | 3.8 | 1.8 | 2.2 |
| West South Central | 2.5 | 1.9 | 1.1 |
| Midwest | 1.8 | 0.9 | 1.2 |
| East North Central | 2.4 | 1.0 | 1.4 |
| West North Central | 1.8 | 1.8 | 2.2 |
| West | 1.0 | 1.0 | 0.8 |
| Mountain | 1.7 | 1.0 | 0.5 |
| Pacific | 1.2 | 1.4 | 1.1 |

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 43. Standard errors for nonproduction bonuses: Access, private industry workers, March 2017

| Characteristics | All nonproduction bonuses | 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 ¹ |
|--|---------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|----------------|--------------------------|
| All workers | 0.8 | 0.3 | 0.3 | 0.5 | 0.4 | 0.4 | 0.3 | 0.4 | 0.5 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.6 | 0.7 | 0.7 | 1.0 | 0.8 | 0.8 | 0.5 | 0.7 | 1.1 |
| Management, business, and financial | 1.8 | 0.9 | 0.6 | 1.5 | 0.8 | 0.8 | 0.3 | 0.8 | 1.2 |
| Professional and related | 2.0 | 0.7 | 0.9 | 1.2 | 1.2 | 0.9 | 0.8 | 0.9 | 1.4 |
| Service | 2.0 | 0.1 | 0.4 | 1.0 | 1.2 | 0.4 | — | 1.2 | 0.9 |
| Protective service | — | 1.3 | — | — | — | 1.2 | — | 0.4 | — |
| Sales and office | 1.0 | 0.5 | 0.4 | 0.7 | 0.5 | 0.4 | 0.2 | 0.5 | 0.5 |
| Sales and related | 1.3 | 0.9 | 0.3 | 0.9 | 0.7 | 0.5 | 0.2 | 0.5 | 0.8 |
| Office and administrative support | 1.3 | 0.5 | 0.6 | 1.0 | 0.7 | 0.4 | 0.2 | 0.7 | 0.6 |
| Natural resources, construction, and maintenance | 1.7 | 0.7 | 0.5 | 0.9 | 1.1 | 0.6 | 0.4 | 0.6 | 0.7 |
| Construction, extraction, farming, fishing, and forestry | 2.4 | 0.9 | 0.5 | 1.3 | 2.0 | — | — | 0.4 | 1.0 |
| Installation, maintenance, and repair | 2.4 | 1.0 | 0.7 | 1.6 | 1.6 | 1.0 | 0.7 | 1.1 | 1.0 |
| Production, transportation, and material moving ... | 1.3 | 0.6 | 0.4 | 0.8 | 0.7 | 0.5 | 0.2 | 0.8 | 1.1 |
| Production | 1.9 | 0.8 | 0.5 | 1.1 | 0.7 | 0.6 | 0.2 | 1.3 | 1.7 |
| Transportation and material moving | 2.1 | 0.8 | 0.4 | 1.3 | 0.9 | 0.6 | — | 0.8 | 1.6 |
| Full time | 0.9 | 0.4 | 0.3 | 0.6 | 0.5 | 0.4 | 0.2 | 0.4 | 0.6 |
| Part time | 1.1 | 0.3 | 0.2 | 0.7 | 0.6 | 0.2 | 0.4 | 0.6 | 0.7 |
| Union | 2.5 | 1.0 | 1.8 | 0.8 | 0.6 | 1.2 | 0.5 | 1.9 | 2.1 |
| Nonunion | 0.9 | 0.4 | 0.2 | 0.5 | 0.5 | 0.3 | 0.3 | 0.4 | 0.5 |
| Average wage within the following categories: ² | | | | | | | | | |
| Lowest 25 percent | 1.4 | 0.3 | 0.3 | 0.7 | 0.9 | 0.2 | 0.9 | 0.9 | 0.8 |
| Lowest 10 percent | 2.4 | 0.2 | 0.6 | 1.1 | 0.6 | 0.3 | 0.2 | 0.9 | 1.1 |
| Second 25 percent | 1.3 | 0.4 | 0.3 | 0.9 | 0.8 | 0.3 | 0.2 | 0.5 | 0.6 |
| Third 25 percent | 1.1 | 0.4 | 0.3 | 0.9 | 0.5 | 0.6 | 0.2 | 0.7 | 0.7 |
| Highest 25 percent | 1.6 | 0.8 | 0.8 | 1.0 | 0.6 | 0.8 | 0.3 | 0.8 | 1.2 |
| Highest 10 percent | 2.5 | 1.2 | 1.0 | 1.8 | 0.7 | 1.3 | 0.4 | 1.1 | 1.8 |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries | 1.2 | 1.0 | 0.5 | 0.8 | 0.7 | 0.5 | 0.2 | 0.5 | 1.1 |
| Construction | 1.5 | 1.1 | — | 1.7 | 1.6 | 0.6 | — | 0.6 | 0.8 |
| Manufacturing | 1.7 | 1.3 | 0.5 | 0.9 | 0.7 | 0.7 | 0.3 | 0.7 | 1.7 |
| Service-providing industries | 0.9 | 0.3 | 0.3 | 0.5 | 0.5 | 0.4 | 0.3 | 0.5 | 0.5 |
| Trade, transportation, and utilities | 1.2 | 0.7 | 0.3 | 0.7 | 0.5 | 0.4 | 0.2 | 0.6 | 0.8 |
| Wholesale trade | 2.6 | 1.7 | 0.7 | 1.4 | 1.2 | 1.3 | 0.5 | 0.9 | 1.2 |
| Retail trade | 1.3 | 0.8 | 0.1 | 0.8 | 0.5 | 0.2 | 0.5 | 0.7 | 0.4 |
| Transportation and warehousing | 3.4 | 1.3 | — | 1.5 | 1.8 | 1.1 | — | 1.8 | 2.9 |
| Utilities | 5.5 | — | 1.9 | 2.7 | — | 2.1 | — | — | 3.3 |

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, private industry workers, March 2017—continued

| Characteristics | All nonproduction bonuses | 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 ¹ |
|--|---------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|----------------|--------------------------|
| Information | 3.5 | 3.1 | 2.5 | 2.7 | 0.7 | 2.8 | — | 3.8 | 2.5 |
| Financial activities | 1.3 | 1.1 | 0.8 | 1.2 | 0.8 | 0.7 | 0.4 | 0.8 | 1.1 |
| Finance and insurance | 1.4 | 1.1 | 1.0 | 1.4 | 0.7 | 0.4 | 0.5 | 1.0 | 1.2 |
| Credit intermediation and related activities | 2.1 | 1.7 | 1.4 | 2.1 | 0.8 | 0.7 | 0.4 | 1.4 | 1.4 |
| Insurance carriers and related activities | 1.9 | 1.8 | 2.4 | 1.9 | 1.1 | 0.7 | 1.4 | 1.3 | 2.0 |
| Real estate and rental and leasing | 4.3 | — | — | 4.2 | 2.3 | — | — | — | 2.0 |
| Professional and business services | 2.7 | 0.8 | 0.4 | 1.8 | 0.8 | 1.0 | 0.4 | 1.0 | 1.3 |
| Professional and technical services | 3.8 | 1.6 | 0.9 | 2.8 | 1.4 | 2.2 | 0.7 | 1.6 | 2.7 |
| Administrative and waste services | 2.5 | 0.6 | — | 1.6 | 0.8 | 0.5 | — | 1.1 | 1.3 |
| Education and health services | 2.8 | 0.2 | 1.1 | 1.4 | 2.0 | 1.1 | 1.4 | 1.7 | 1.7 |
| Educational services | 2.2 | — | 0.5 | 0.8 | 0.6 | 1.5 | — | 0.6 | 0.9 |
| Junior colleges, colleges, and universities | 2.1 | — | 0.6 | — | 0.7 | 1.5 | — | 0.7 | 0.3 |
| Health care and social assistance | 3.3 | 0.3 | — | 1.6 | 2.3 | 1.2 | 1.6 | 2.0 | 1.9 |
| Leisure and hospitality | 2.8 | — | 0.6 | 1.5 | 0.9 | — | — | 0.6 | 1.3 |
| Accommodation and food services | 3.0 | — | 0.7 | 1.7 | 0.9 | — | — | 0.6 | 1.6 |
| Other services | 3.0 | 0.7 | — | 1.5 | 1.7 | 1.4 | — | 1.2 | 1.4 |
| 1 to 99 workers | 1.1 | 0.3 | 0.2 | 0.8 | 0.6 | 0.3 | 0.3 | 0.4 | 0.6 |
| 1 to 49 workers | 1.4 | 0.3 | 0.2 | 0.9 | 0.7 | 0.3 | 0.3 | 0.4 | 0.5 |
| 50 to 99 workers | 2.3 | 0.6 | 0.5 | 1.5 | 1.2 | 0.6 | — | 0.9 | 1.6 |
| 100 workers or more | 1.3 | 0.6 | 0.6 | 0.5 | 0.5 | 0.6 | 0.5 | 0.8 | 0.8 |
| 100 to 499 workers | 1.6 | 0.6 | 0.9 | 0.7 | 0.8 | 0.8 | 0.8 | 1.2 | 0.9 |
| 500 workers or more | 2.0 | 1.1 | 0.6 | 0.7 | 0.5 | 0.7 | 0.3 | 0.6 | 1.4 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.6 | 0.9 | 0.4 | 0.9 | 0.6 | 0.6 | 0.2 | 0.9 | 1.0 |
| New England | 2.6 | 0.7 | 0.5 | 2.6 | 0.5 | 1.2 | 0.4 | 1.0 | 1.5 |
| Middle Atlantic | 2.1 | 1.1 | 0.5 | 1.1 | 0.8 | 0.7 | 0.2 | 1.2 | 1.2 |
| South | 1.3 | 0.4 | 0.7 | 0.7 | 0.9 | 0.5 | 0.4 | 0.7 | 1.1 |
| South Atlantic | 1.7 | 0.6 | 1.2 | 1.1 | 1.3 | 0.8 | 0.7 | 1.1 | 1.7 |
| East South Central | 2.8 | 0.4 | — | 1.7 | 1.3 | 0.6 | — | 1.5 | 2.1 |
| West South Central | 2.6 | 0.7 | 0.8 | 1.0 | 1.5 | 0.9 | 0.2 | 1.2 | 1.5 |
| Midwest | 1.5 | 0.8 | 0.3 | 1.1 | 0.5 | 0.6 | 0.3 | 0.7 | 0.7 |
| East North Central | 1.8 | 1.2 | 0.3 | 1.6 | 0.6 | 0.6 | 0.3 | 0.6 | 0.6 |
| West North Central | 2.7 | 0.5 | 0.6 | 1.2 | 0.5 | 1.5 | 0.8 | 1.7 | 1.9 |
| West | 2.1 | 0.6 | 0.3 | 1.0 | 1.2 | 1.0 | — | 1.2 | 0.6 |
| Mountain | 2.7 | 0.2 | 0.4 | 1.5 | 2.1 | 1.1 | 0.2 | 1.3 | 0.6 |
| Pacific | 2.8 | 0.9 | 0.3 | 1.3 | 1.4 | 1.5 | — | 1.6 | 0.9 |

¹ Includes all other bonuses provided to employees and not published separately.

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 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 44. Standard errors for unmarried domestic partner benefits: Access¹, private industry workers, March 2017

| Characteristics | Defined benefit retirement survivor benefits | | Healthcare benefits | |
|--|--|--------------|---------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| All workers | 0.5 | 0.5 | 0.8 | 0.8 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.5 | 1.4 | 1.3 | 1.3 |
| Management, business, and financial | 1.7 | 1.6 | 1.6 | 1.6 |
| Professional and related | 1.6 | 1.6 | 1.5 | 1.6 |
| Service | 0.6 | 0.6 | 1.9 | 1.8 |
| Protective service | 2.6 | 2.7 | 6.6 | 6.2 |
| Sales and office | 0.6 | 0.6 | 1.1 | 1.0 |
| Sales and related | 0.8 | 0.8 | 1.3 | 1.3 |
| Office and administrative support | 0.7 | 0.7 | 1.5 | 1.3 |
| Natural resources, construction, and maintenance | 1.2 | 1.0 | 1.5 | 1.6 |
| Construction, extraction, farming, fishing, and forestry | 1.7 | 1.7 | 2.0 | 2.2 |
| Installation, maintenance, and repair | 1.3 | 0.9 | 1.9 | 2.0 |
| Production, transportation, and material moving ... | 1.0 | 1.0 | 1.5 | 1.5 |
| Production | 1.4 | 1.3 | 2.3 | 2.2 |
| Transportation and material moving | 1.4 | 1.5 | 1.6 | 1.6 |
| Full time | 0.7 | 0.6 | 0.9 | 0.9 |
| Part time | 0.4 | 0.4 | 1.1 | 1.1 |
| Union | 2.2 | 2.0 | 2.1 | 2.6 |
| Nonunion | 0.5 | 0.5 | 0.9 | 0.9 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 0.3 | 0.3 | 1.1 | 1.2 |
| Lowest 10 percent | 0.3 | 0.4 | 0.9 | 0.9 |
| Second 25 percent | 0.6 | 0.6 | 1.2 | 1.3 |
| Third 25 percent | 0.8 | 0.8 | 1.4 | 1.4 |
| Highest 25 percent | 1.7 | 1.6 | 1.5 | 1.5 |
| Highest 10 percent | 2.3 | 2.1 | 2.3 | 2.2 |
| Establishment characteristics | | | | |
| Goods-producing industries | 1.2 | 1.0 | 1.7 | 1.7 |
| Construction | 1.1 | 0.7 | 1.0 | 1.3 |
| Manufacturing | 1.4 | 1.3 | 2.2 | 2.3 |
| Service-providing industries | 0.6 | 0.5 | 0.9 | 0.9 |
| Trade, transportation, and utilities | 0.6 | 0.6 | 1.3 | 1.1 |
| Wholesale trade | 1.4 | 1.0 | 2.1 | 2.2 |
| Retail trade | 0.6 | 0.6 | 1.2 | 1.2 |
| Transportation and warehousing | 2.8 | 3.1 | 4.1 | 3.4 |
| Utilities | 5.6 | 6.0 | 5.4 | 5.3 |

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, private industry workers, March 2017—continued

| Characteristics | Defined benefit retirement survivor benefits | | Healthcare benefits | |
|--|--|--------------|---------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| Information | 4.0 | 2.7 | 2.9 | 4.4 |
| Financial activities | 1.5 | 1.5 | 2.0 | 1.6 |
| Finance and insurance | 1.8 | 1.7 | 1.6 | 1.5 |
| Credit intermediation and related activities | 2.6 | 2.8 | 2.4 | 1.9 |
| Insurance carriers and related activities | 2.8 | 2.5 | 2.8 | 3.1 |
| Real estate and rental and leasing | 1.3 | 1.4 | 4.7 | 3.8 |
| Professional and business services | 2.1 | 2.0 | 2.0 | 2.1 |
| Professional and technical services | 2.8 | 3.0 | 3.4 | 3.1 |
| Administrative and waste services | 1.6 | 1.6 | 2.5 | 2.2 |
| Education and health services | 1.4 | 1.4 | 2.2 | 2.4 |
| Educational services | 1.9 | 1.7 | 3.1 | 2.8 |
| Junior colleges, colleges, and universities | 1.3 | 1.3 | 2.3 | 2.6 |
| Health care and social assistance | 1.7 | 1.7 | 2.5 | 2.7 |
| Leisure and hospitality | 0.7 | 0.7 | 2.6 | 2.5 |
| Accommodation and food services | 0.6 | 0.6 | 2.7 | 2.6 |
| Other services | 2.2 | 2.2 | 2.9 | 3.0 |
| 1 to 99 workers | 0.4 | 0.4 | 1.3 | 1.2 |
| 1 to 49 workers | 0.5 | 0.4 | 1.3 | 1.3 |
| 50 to 99 workers | 1.0 | 1.0 | 2.3 | 2.2 |
| 100 workers or more | 0.9 | 0.9 | 1.0 | 1.1 |
| 100 to 499 workers | 1.1 | 1.2 | 1.3 | 1.4 |
| 500 workers or more | 1.7 | 1.6 | 2.0 | 2.0 |
| Geographic areas | | | | |
| Northeast | 1.7 | 1.5 | 1.6 | 1.3 |
| New England | 2.3 | 2.4 | 2.7 | 2.4 |
| Middle Atlantic | 2.0 | 1.8 | 2.0 | 1.9 |
| South | 0.7 | 0.7 | 1.4 | 1.6 |
| South Atlantic | 0.9 | 0.8 | 1.9 | 2.3 |
| East South Central | 1.6 | 0.9 | 4.8 | 4.8 |
| West South Central | 1.4 | 1.4 | 2.1 | 2.3 |
| Midwest | 0.7 | 0.6 | 1.3 | 1.1 |
| East North Central | 0.4 | 0.6 | 1.4 | 1.3 |
| West North Central | 1.9 | 1.3 | 2.7 | 2.2 |
| West | 1.4 | 1.3 | 2.1 | 2.0 |
| Mountain | 0.8 | 0.8 | 4.5 | 4.3 |
| Pacific | 2.0 | 1.9 | 2.4 | 2.4 |

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 45. Medical care benefit combinations: Access, private industry workers, March 2017

(All workers = 100 percent)

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|--|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| All workers | 58 | 9 | 8 | 24 | 54 | 13 | 1 | 31 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 78 | 9 | 4 | 9 | 75 | 12 | 1 | 13 |
| Management, business, and financial | 85 | 10 | 1 | 3 | 84 | 12 | (¹) | 4 |
| Professional and related | 74 | 8 | 6 | 12 | 70 | 12 | 1 | 17 |
| Service | 30 | 9 | 12 | 50 | 27 | 12 | 2 | 60 |
| Protective service | 37 | — | — | 35 | 36 | — | — | 45 |
| Sales and office | 57 | 9 | 13 | 21 | 52 | 14 | 2 | 32 |
| Sales and related | 46 | 8 | 21 | 25 | 40 | 14 | 2 | 44 |
| Office and administrative support | 65 | 9 | 7 | 19 | 60 | 14 | 2 | 24 |
| Natural resources, construction, and maintenance | 59 | 14 | 4 | 23 | 52 | 20 | 1 | 26 |
| Construction, extraction, farming, fishing, and forestry | 52 | 13 | 6 | 29 | 43 | 22 | 2 | 33 |
| Installation, maintenance, and repair | 65 | 15 | 3 | 18 | 61 | 19 | 1 | 20 |
| Production, transportation, and material moving | 65 | 9 | 5 | 20 | 61 | 14 | 1 | 24 |
| Production | 71 | 10 | 3 | 16 | 67 | 14 | 1 | 18 |
| Transportation and material moving | 60 | 8 | 7 | 24 | 55 | 13 | 1 | 30 |
| Full time | 74 | 12 | 3 | 11 | 70 | 15 | 1 | 13 |
| Part time | 16 | 3 | 22 | 60 | 10 | 8 | 2 | 80 |
| Union | 89 | 4 | 2 | 4 | 83 | 11 | 1 | 6 |
| Nonunion | 55 | 10 | 9 | 26 | 51 | 14 | 1 | 34 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 25 | 8 | 17 | 50 | 20 | 13 | 2 | 65 |
| Lowest 10 percent | 15 | 7 | 18 | 60 | 12 | 10 | 2 | 76 |
| Second 25 percent | 59 | 11 | 7 | 23 | 56 | 15 | 1 | 28 |
| Third 25 percent | 74 | 11 | 4 | 11 | 70 | 15 | 1 | 15 |
| Highest 25 percent | 85 | 7 | 2 | 5 | 82 | 11 | 1 | 7 |
| Highest 10 percent | 87 | 7 | 3 | 4 | 84 | 9 | 1 | 5 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 73 | 12 | 2 | 13 | 69 | 16 | 1 | 15 |
| Construction | 51 | 16 | 5 | 28 | 41 | 26 | 1 | 32 |
| Manufacturing | 83 | 10 | 1 | 6 | 82 | 11 | 1 | 7 |
| Service-providing industries | 55 | 9 | 9 | 27 | 51 | 13 | 1 | 35 |
| Trade, transportation, and utilities | 60 | 7 | 15 | 18 | 51 | 15 | 2 | 31 |
| Wholesale trade | 73 | 13 | 4 | 10 | 69 | 17 | 2 | 13 |
| Retail trade | 48 | 6 | 24 | 23 | 37 | 17 | 3 | 43 |
| Transportation and warehousing | 79 | 4 | 4 | 13 | 72 | — | — | 16 |
| Utilities | 96 | — | — | — | 95 | — | — | — |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|--|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| All workers | 17 | 50 | 1 | 32 | 54 | 13 | 8 | 25 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 25 | 61 | (1) | 13 | 74 | 13 | 4 | 9 |
| Management, business, and financial | 28 | 67 | — | — | 83 | 12 | 1 | 3 |
| Professional and related | 23 | 59 | (1) | 18 | 69 | 13 | 5 | 13 |
| Service | 6 | 32 | 1 | 61 | 27 | 12 | 11 | 50 |
| Protective service | — | 30 | — | 58 | 34 | 7 | 23 | 37 |
| Sales and office | 14 | 52 | 2 | 33 | 54 | 11 | 12 | 22 |
| Sales and related | 9 | 45 | 2 | 44 | 43 | 11 | 20 | 26 |
| Office and administrative support | 17 | 56 | 1 | 25 | 62 | 12 | 7 | 19 |
| Natural resources, construction, and maintenance | — | 51 | — | 27 | 53 | 19 | 4 | 24 |
| Construction, extraction, farming, fishing, and forestry | — | 42 | — | 35 | 43 | 22 | 6 | 30 |
| Installation, maintenance, and repair | 20 | 59 | — | 21 | 62 | 17 | 3 | 18 |
| Production, transportation, and material moving ... | 22 | 53 | 1 | 25 | 58 | 16 | 5 | 20 |
| Production | 21 | 60 | — | 19 | 68 | 13 | 3 | 16 |
| Transportation and material moving | 23 | 46 | 1 | 30 | 49 | 20 | 7 | 24 |
| Full time | 21 | 64 | (1) | 15 | 70 | 16 | 3 | 11 |
| Part time | 6 | 13 | 2 | 79 | 12 | 6 | 21 | 61 |
| Union | 70 | 24 | 1 | 5 | 54 | 40 | 1 | 5 |
| Nonunion | 12 | 53 | 1 | 34 | 54 | 11 | 9 | 27 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 4 | 29 | 2 | 66 | 22 | 10 | 17 | 51 |
| Lowest 10 percent | 3 | 19 | 1 | 77 | 13 | 9 | 17 | 61 |
| Second 25 percent | 12 | 58 | 1 | 29 | 55 | 15 | 6 | 23 |
| Third 25 percent | 23 | 62 | (1) | 15 | 69 | 16 | 4 | 11 |
| Highest 25 percent | 35 | 58 | (1) | 8 | 80 | 12 | 2 | 5 |
| Highest 10 percent | 35 | 59 | — | — | 82 | 11 | 3 | 4 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 25 | 60 | — | — | 69 | 16 | 2 | 13 |
| Construction | — | 50 | — | 33 | 43 | 24 | 5 | 29 |
| Manufacturing | 28 | 64 | — | 8 | 80 | 12 | 1 | 6 |
| Service-providing industries | 16 | 48 | 1 | 35 | 51 | 13 | 9 | 27 |
| Trade, transportation, and utilities | 16 | 51 | 2 | 31 | 52 | 15 | 14 | 19 |
| Wholesale trade | — | 75 | — | 14 | 71 | 15 | 4 | 10 |
| Retail trade | 10 | 43 | 4 | 43 | 41 | 12 | 22 | 24 |
| Transportation and warehousing | 33 | 50 | — | — | 60 | 23 | 3 | 14 |
| Utilities | 76 | 23 | — | — | 96 | — | — | — |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|--|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| Information | 87 | 6 | 2 | 5 | 88 | — | — | 6 |
| Financial activities | 80 | 8 | 4 | 8 | 81 | 8 | 1 | 11 |
| Finance and insurance | 89 | 3 | 3 | 5 | 89 | 4 | 1 | 6 |
| Credit intermediation and related activities | 91 | 3 | 2 | 3 | 92 | 3 | 1 | 4 |
| Insurance carriers and related activities | 85 | 3 | 4 | 8 | 84 | 4 | 2 | 10 |
| Real estate and rental and leasing | 50 | 23 | 8 | 18 | 54 | — | — | 26 |
| Professional and business services | 53 | 12 | 8 | 27 | 51 | 14 | 2 | 33 |
| Professional and technical services | 70 | 12 | 6 | 12 | 67 | — | — | 17 |
| Administrative and waste services | 28 | 14 | 10 | 48 | 27 | 15 | 4 | 54 |
| Education and health services | 66 | 8 | 7 | 20 | 61 | 12 | 1 | 25 |
| Educational services | 69 | 5 | 2 | 23 | 66 | — | — | 24 |
| Junior colleges, colleges, and universities | 87 | 3 | 1 | 9 | 87 | — | — | 10 |
| Health care and social assistance | 65 | 8 | 7 | 19 | 60 | 13 | 1 | 26 |
| Leisure and hospitality | 23 | 9 | 10 | 58 | 20 | — | — | 68 |
| Accommodation and food services | 21 | 9 | 10 | 60 | 19 | — | — | 69 |
| Other services | 38 | 10 | 10 | 42 | 33 | — | — | 51 |
| 1 to 99 workers | 43 | 12 | 10 | 35 | 39 | 16 | 1 | 43 |
| 1 to 49 workers | 39 | 13 | 10 | 39 | 34 | 17 | 1 | 47 |
| 50 to 99 workers | 56 | 11 | 10 | 23 | 53 | 14 | 1 | 32 |
| 100 workers or more | 77 | 5 | 6 | 12 | 72 | 10 | 1 | 16 |
| 100 to 499 workers | 71 | 7 | 8 | 14 | 65 | 13 | 2 | 21 |
| 500 workers or more | 86 | 3 | 4 | 7 | 84 | 5 | 1 | 10 |
| Geographic areas | | | | | | | | |
| Northeast | 60 | 8 | 8 | 24 | 55 | 13 | 1 | 31 |
| New England | 61 | 6 | 10 | 23 | 55 | 12 | 2 | 31 |
| Middle Atlantic | 60 | 9 | 7 | 24 | 55 | 14 | 1 | 30 |
| South | 58 | 10 | 9 | 23 | 56 | 12 | 2 | 31 |
| South Atlantic | 59 | 8 | 9 | 24 | 56 | 11 | 1 | 32 |
| East South Central | 61 | — | — | 22 | 54 | 17 | 1 | 28 |
| West South Central | 55 | 12 | 10 | 23 | 57 | 10 | 2 | 31 |
| Midwest | 61 | 7 | 9 | 22 | 57 | 11 | 1 | 31 |
| East North Central | 61 | 8 | 9 | 22 | 57 | 12 | 1 | 30 |
| West North Central | 62 | 5 | 9 | 23 | 58 | 10 | 1 | 31 |
| West | 54 | 12 | 6 | 28 | 47 | 19 | 1 | 33 |
| Mountain | 56 | 9 | 7 | 27 | 50 | 15 | 1 | 33 |
| Pacific | 53 | 13 | 6 | 29 | 45 | 20 | 1 | 33 |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|--|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| Information | 38 | 56 | — | — | 87 | 6 | 2 | 5 |
| Financial activities | 38 | 50 | (¹) | 12 | 79 | 9 | 4 | 8 |
| Finance and insurance | 47 | 45 | (¹) | 7 | 89 | 4 | 3 | 5 |
| Credit intermediation and related activities | 47 | 48 | 1 | 5 | 91 | 4 | 2 | 3 |
| Insurance carriers and related activities | 47 | 41 | — | — | 85 | 3 | 4 | 8 |
| Real estate and rental and leasing | 7 | 66 | — | 26 | 50 | 24 | 8 | 18 |
| Professional and business services | — | 52 | — | 35 | 52 | 14 | 8 | 27 |
| Professional and technical services | — | 68 | — | 18 | 70 | 12 | 6 | 12 |
| Administrative and waste services | 5 | 37 | — | 58 | 27 | 15 | 10 | 48 |
| Education and health services | 17 | 56 | (¹) | 26 | 61 | 13 | 7 | 20 |
| Educational services | — | 59 | — | 25 | 60 | 15 | 2 | 23 |
| Junior colleges, colleges, and universities | 16 | 74 | — | — | 83 | 7 | 1 | 9 |
| Health care and social assistance | 17 | 56 | (¹) | 26 | 61 | 13 | 7 | 19 |
| Leisure and hospitality | 3 | 28 | (¹) | 68 | 21 | 11 | 10 | 59 |
| Accommodation and food services | — | 28 | — | 70 | 19 | 11 | 10 | 60 |
| Other services | — | 39 | — | 51 | 34 | 14 | 8 | 43 |
| 1 to 99 workers | 8 | 47 | 1 | 44 | 41 | 15 | 10 | 35 |
| 1 to 49 workers | 7 | 45 | (¹) | 48 | 37 | 14 | 10 | 39 |
| 50 to 99 workers | 13 | 54 | 1 | 32 | 51 | 16 | 9 | 24 |
| 100 workers or more | 28 | 54 | 1 | 17 | 70 | 12 | 6 | 12 |
| 100 to 499 workers | 19 | 59 | 1 | 21 | 65 | 13 | 8 | 15 |
| 500 workers or more | 42 | 46 | 1 | 10 | 79 | 10 | 3 | 8 |
| Geographic areas | | | | | | | | |
| Northeast | 21 | 47 | 1 | 31 | 54 | 14 | 8 | 24 |
| New England | — | 48 | — | 33 | 57 | 10 | 10 | 24 |
| Middle Atlantic | 22 | 47 | 1 | 30 | 54 | 15 | 7 | 24 |
| South | 16 | 51 | 1 | 32 | 55 | 13 | 9 | 24 |
| South Atlantic | 19 | 48 | 1 | 32 | 55 | 12 | 9 | 24 |
| East South Central | — | 57 | — | 29 | 58 | 12 | 8 | 22 |
| West South Central | 14 | 53 | 1 | 33 | 52 | 14 | 10 | 23 |
| Midwest | 18 | 50 | 1 | 31 | 58 | 11 | 9 | 22 |
| East North Central | 19 | 50 | 1 | 31 | 57 | 12 | 9 | 22 |
| West North Central | — | 51 | — | 32 | 59 | 9 | 9 | 23 |
| West | 15 | 51 | 1 | 34 | 50 | 16 | 6 | 29 |
| Mountain | 11 | 55 | 1 | 34 | 53 | 12 | 7 | 28 |
| Pacific | 17 | 49 | 1 | 34 | 48 | 17 | 5 | 29 |

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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/ebbs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Standard errors for medical care benefit combinations: Access, private industry workers, March 2017

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|--|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| All workers | 0.9 | 0.5 | 0.5 | 0.8 | 0.8 | 0.5 | 0.1 | 0.8 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 1.6 | 1.0 | 0.4 | 0.9 | 1.4 | 0.9 | 0.2 | 1.1 |
| Management, business, and financial | 1.6 | 1.1 | 0.4 | 0.7 | 1.8 | 1.5 | 0.1 | 0.8 |
| Professional and related | 2.0 | 1.2 | 0.6 | 1.1 | 1.8 | 1.3 | 0.2 | 1.4 |
| Service | 1.9 | 0.8 | 1.4 | 2.3 | 1.4 | 1.1 | 0.4 | 1.7 |
| Protective service | 5.6 | – | – | 5.3 | 4.6 | – | – | 3.7 |
| Sales and office | 1.3 | 0.7 | 0.7 | 1.2 | 1.2 | 0.8 | 0.1 | 1.3 |
| Sales and related | 1.7 | 1.1 | 1.2 | 1.9 | 1.7 | 1.2 | 0.3 | 1.8 |
| Office and administrative support | 1.8 | 0.8 | 0.7 | 1.5 | 1.6 | 0.9 | 0.2 | 1.7 |
| Natural resources, construction, and maintenance | 1.8 | 1.4 | 0.8 | 1.7 | 1.7 | 1.4 | 0.5 | 1.9 |
| Construction, extraction, farming, fishing, and forestry | 2.8 | 2.4 | 1.6 | 3.0 | 2.7 | 2.4 | 1.0 | 3.5 |
| Installation, maintenance, and repair | 2.4 | 1.9 | 0.6 | 1.9 | 2.0 | 1.6 | 0.2 | 1.9 |
| Production, transportation, and material moving ... | 1.5 | 1.0 | 0.9 | 1.1 | 1.8 | 1.1 | 0.2 | 1.3 |
| Production | 2.3 | 1.4 | 0.9 | 2.0 | 2.6 | 1.4 | 0.2 | 2.1 |
| Transportation and material moving | 1.9 | 1.2 | 1.2 | 1.5 | 2.0 | 1.1 | 0.3 | 1.4 |
| Full time | 0.9 | 0.6 | 0.4 | 0.6 | 0.8 | 0.5 | 0.2 | 0.6 |
| Part time | 1.0 | 0.4 | 1.5 | 1.7 | 0.9 | 0.7 | 0.2 | 1.1 |
| Union | 1.6 | 0.9 | 0.5 | 1.3 | 1.4 | 1.3 | 0.3 | 1.4 |
| Nonunion | 1.0 | 0.5 | 0.6 | 0.9 | 0.9 | 0.5 | 0.1 | 0.9 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 1.2 | 0.7 | 1.4 | 1.8 | 1.1 | 0.9 | 0.3 | 1.2 |
| Lowest 10 percent | 1.9 | 1.2 | 2.5 | 2.7 | 1.5 | 1.5 | 0.5 | 1.9 |
| Second 25 percent | 1.3 | 0.9 | 0.7 | 1.2 | 1.5 | 0.9 | 0.2 | 1.4 |
| Third 25 percent | 1.2 | 0.8 | 0.4 | 0.8 | 1.1 | 0.8 | 0.2 | 0.9 |
| Highest 25 percent | 1.2 | 0.8 | 0.4 | 0.6 | 1.1 | 0.9 | 0.2 | 0.7 |
| Highest 10 percent | 1.8 | 1.3 | 0.7 | 0.8 | 2.1 | 1.6 | 0.3 | 0.9 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 0.8 | 1.0 | 0.5 | 1.0 | 1.3 | 1.0 | 0.2 | 1.0 |
| Construction | 2.2 | 2.1 | 0.9 | 2.2 | 2.0 | 2.2 | 0.4 | 2.5 |
| Manufacturing | 1.5 | 1.3 | 0.4 | 1.1 | 1.5 | 1.2 | 0.2 | 1.2 |
| Service-providing industries | 1.1 | 0.5 | 0.6 | 1.0 | 0.9 | 0.6 | 0.2 | 1.0 |
| Trade, transportation, and utilities | 1.0 | 0.5 | 0.7 | 0.8 | 1.1 | 0.9 | 0.2 | 0.8 |
| Wholesale trade | 1.8 | 2.1 | 0.9 | 2.0 | 2.3 | 1.6 | 0.6 | 1.9 |
| Retail trade | 1.0 | 0.7 | 1.0 | 1.1 | 1.4 | 1.2 | 0.4 | 1.2 |
| Transportation and warehousing | 3.6 | 0.9 | 1.3 | 2.8 | 4.4 | – | – | 3.4 |
| Utilities | 2.1 | – | – | – | 2.4 | – | – | – |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, private industry workers, March 2017—continued

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|--|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| All workers | 0.6 | 0.8 | 0.1 | 0.8 | 0.9 | 0.6 | 0.5 | 0.8 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 1.5 | 1.3 | 0.1 | 1.0 | 1.6 | 1.1 | 0.4 | 0.8 |
| Management, business, and financial | 2.0 | 2.0 | — | — | 1.4 | 1.3 | 0.4 | 0.7 |
| Professional and related | 1.7 | 1.6 | 0.1 | 1.3 | 2.0 | 1.4 | 0.6 | 1.1 |
| Service | 0.7 | 1.4 | 0.1 | 1.7 | 1.7 | 0.9 | 1.4 | 2.3 |
| Protective service | — | 5.2 | — | 4.9 | 5.1 | 2.2 | 4.6 | 5.4 |
| Sales and office | 0.7 | 1.3 | 0.2 | 1.3 | 1.3 | 0.8 | 0.6 | 1.2 |
| Sales and related | 1.0 | 1.6 | 0.3 | 1.9 | 1.6 | 1.3 | 1.1 | 1.9 |
| Office and administrative support | 0.8 | 1.7 | 0.2 | 1.7 | 1.8 | 0.8 | 0.7 | 1.6 |
| Natural resources, construction, and maintenance | — | 2.0 | — | 1.8 | 1.7 | 1.5 | 0.8 | 1.7 |
| Construction, extraction, farming, fishing, and forestry | — | 3.3 | — | 3.1 | 2.9 | 2.8 | 1.5 | 3.0 |
| Installation, maintenance, and repair | 1.7 | 2.4 | — | 1.9 | 2.3 | 1.8 | 0.6 | 1.9 |
| Production, transportation, and material moving | 1.1 | 1.4 | 0.1 | 1.3 | 1.7 | 1.3 | 0.9 | 1.1 |
| Production | 1.6 | 2.1 | — | 2.1 | 2.3 | 1.5 | 0.9 | 2.0 |
| Transportation and material moving | 1.5 | 1.6 | 0.3 | 1.5 | 2.2 | 2.0 | 1.1 | 1.5 |
| Full time | 0.7 | 0.9 | (¹) | 0.7 | 0.9 | 0.6 | 0.4 | 0.6 |
| Part time | 0.6 | 0.9 | 0.3 | 1.1 | 1.0 | 0.8 | 1.6 | 1.7 |
| Union | 2.2 | 2.2 | 0.3 | 1.3 | 2.7 | 2.8 | 0.5 | 1.3 |
| Nonunion | 0.6 | 0.9 | 0.1 | 0.9 | 0.9 | 0.5 | 0.6 | 0.9 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 0.4 | 1.1 | 0.2 | 1.2 | 1.1 | 0.9 | 1.4 | 1.8 |
| Lowest 10 percent | 0.5 | 1.8 | 0.3 | 2.0 | 1.7 | 1.3 | 2.5 | 2.7 |
| Second 25 percent | 0.7 | 1.4 | 0.1 | 1.4 | 1.4 | 1.0 | 0.7 | 1.2 |
| Third 25 percent | 0.9 | 1.1 | 0.1 | 0.9 | 1.1 | 0.9 | 0.4 | 0.8 |
| Highest 25 percent | 1.6 | 1.5 | (¹) | 0.7 | 1.4 | 1.1 | 0.4 | 0.6 |
| Highest 10 percent | 2.4 | 2.3 | — | — | 1.9 | 1.5 | 0.7 | 0.8 |
| Establishment characteristics | | | | | | | | |
| Goods-producing industries | 1.3 | 1.6 | — | — | 0.9 | 1.1 | 0.5 | 1.0 |
| Construction | — | 2.6 | — | 2.4 | 2.0 | 2.3 | 0.9 | 2.2 |
| Manufacturing | 1.8 | 2.2 | — | 1.2 | 1.6 | 1.5 | 0.4 | 1.1 |
| Service-providing industries | 0.7 | 0.9 | 0.1 | 1.0 | 1.1 | 0.7 | 0.6 | 1.0 |
| Trade, transportation, and utilities | 1.0 | 1.1 | 0.3 | 0.9 | 1.2 | 1.1 | 0.7 | 0.8 |
| Wholesale trade | — | 2.2 | — | 1.9 | 1.8 | 2.3 | 0.9 | 2.0 |
| Retail trade | 0.9 | 1.5 | 0.6 | 1.3 | 1.1 | 1.1 | 1.0 | 1.1 |
| Transportation and warehousing | 3.2 | 3.4 | — | — | 4.8 | 3.4 | 1.3 | 2.9 |
| Utilities | 6.0 | 6.2 | — | — | 2.1 | — | — | — |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, private industry workers, March 2017—continued

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|--|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| Information | 2.9 | 2.3 | 0.7 | 1.1 | 2.4 | — | — | 1.4 |
| Financial activities | 1.9 | 1.5 | 0.5 | 1.0 | 1.4 | 0.8 | 0.3 | 1.0 |
| Finance and insurance | 0.8 | 0.6 | 0.3 | 0.7 | 0.9 | 0.6 | 0.3 | 0.7 |
| Credit intermediation and related activities | 1.0 | 0.9 | 0.4 | 0.7 | 0.8 | 0.8 | 0.3 | 0.7 |
| Insurance carriers and related activities | 1.7 | 0.9 | 0.7 | 1.7 | 1.9 | 0.8 | 0.7 | 1.7 |
| Real estate and rental and leasing | 5.8 | 5.2 | 2.2 | 3.4 | 4.8 | — | — | 3.6 |
| Professional and business services | 2.9 | 1.6 | 1.4 | 2.3 | 2.2 | 1.3 | 0.5 | 2.1 |
| Professional and technical services | 4.2 | 2.6 | 1.9 | 2.4 | 3.9 | — | — | 3.0 |
| Administrative and waste services | 3.3 | 1.8 | 2.8 | 3.9 | 2.5 | 1.8 | 0.9 | 3.1 |
| Education and health services | 2.7 | 1.2 | 0.8 | 2.2 | 2.5 | 1.3 | 0.2 | 2.4 |
| Educational services | 4.3 | 1.9 | 1.1 | 3.0 | 3.2 | — | — | 2.9 |
| Junior colleges, colleges, and universities | 2.0 | 1.1 | 0.6 | 1.6 | 2.2 | — | — | 1.7 |
| Health care and social assistance | 2.9 | 1.2 | 0.9 | 2.4 | 2.9 | 1.4 | 0.2 | 2.7 |
| Leisure and hospitality | 2.5 | 1.5 | 1.9 | 3.1 | 2.0 | — | — | 2.2 |
| Accommodation and food services | 2.8 | 1.5 | 2.1 | 3.6 | 2.1 | — | — | 2.5 |
| Other services | 3.5 | 2.3 | 2.2 | 3.3 | 3.2 | — | — | 3.3 |
| 1 to 99 workers | 1.2 | 0.7 | 0.6 | 1.2 | 1.2 | 0.8 | 0.2 | 1.2 |
| 1 to 49 workers | 1.3 | 0.9 | 0.7 | 1.3 | 1.2 | 0.9 | 0.2 | 1.2 |
| 50 to 99 workers | 2.7 | 1.3 | 1.2 | 2.4 | 2.5 | 1.4 | 0.2 | 2.3 |
| 100 workers or more | 1.0 | 0.6 | 0.6 | 0.8 | 0.9 | 0.7 | 0.2 | 0.8 |
| 100 to 499 workers | 1.5 | 0.8 | 0.7 | 1.0 | 1.3 | 1.0 | 0.2 | 1.1 |
| 500 workers or more | 1.6 | 0.7 | 0.6 | 1.4 | 1.5 | 0.9 | 0.4 | 1.4 |
| Geographic areas | | | | | | | | |
| Northeast | 1.8 | 1.3 | 1.0 | 1.3 | 1.1 | 0.7 | 0.2 | 0.9 |
| New England | 2.2 | 1.3 | 2.9 | 2.6 | 2.1 | 0.7 | 0.8 | 2.1 |
| Middle Atlantic | 2.1 | 1.6 | 0.7 | 1.2 | 1.2 | 0.9 | 0.2 | 0.9 |
| South | 1.9 | 0.9 | 1.0 | 1.3 | 1.6 | 0.9 | 0.3 | 1.6 |
| South Atlantic | 2.2 | 1.2 | 1.1 | 1.6 | 2.1 | 1.1 | 0.3 | 1.8 |
| East South Central | 2.4 | — | — | 2.1 | 2.0 | 4.1 | 0.3 | 4.6 |
| West South Central | 4.7 | 1.2 | 2.3 | 2.8 | 3.2 | 1.1 | 0.8 | 3.5 |
| Midwest | 1.7 | 0.5 | 1.1 | 2.3 | 1.9 | 0.8 | 0.2 | 1.9 |
| East North Central | 1.8 | 0.6 | 1.6 | 2.7 | 1.8 | 1.0 | 0.3 | 2.0 |
| West North Central | 3.7 | 0.8 | 0.5 | 4.4 | 4.6 | 1.2 | 0.2 | 4.2 |
| West | 1.5 | 1.1 | 0.7 | 1.4 | 1.3 | 1.3 | 0.3 | 1.5 |
| Mountain | 1.7 | 1.8 | 1.3 | 1.8 | 2.3 | 1.9 | 0.2 | 2.0 |
| Pacific | 2.0 | 1.3 | 0.9 | 1.9 | 1.5 | 1.8 | 0.4 | 1.9 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, private industry workers, March 2017—continued

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|--|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| Information | 4.5 | 4.3 | — | — | 2.9 | 2.4 | 0.7 | 1.1 |
| Financial activities | 2.2 | 2.2 | 0.1 | 1.1 | 1.9 | 1.5 | 0.5 | 1.0 |
| Finance and insurance | 2.2 | 2.0 | 0.1 | 0.7 | 0.9 | 0.7 | 0.3 | 0.7 |
| Credit intermediation and related activities | 3.1 | 3.2 | 0.1 | 0.8 | 1.1 | 0.8 | 0.4 | 0.7 |
| Insurance carriers and related activities | 2.6 | 2.6 | — | — | 1.7 | 0.9 | 0.7 | 1.7 |
| Real estate and rental and leasing | 2.7 | 4.1 | — | 3.4 | 5.6 | 5.2 | 2.2 | 3.4 |
| Professional and business services | — | 2.2 | — | 2.1 | 2.7 | 1.6 | 1.4 | 2.3 |
| Professional and technical services | — | 3.0 | — | 3.0 | 4.1 | 2.6 | 1.9 | 2.4 |
| Administrative and waste services | 1.9 | 3.4 | — | 3.3 | 3.4 | 1.8 | 2.8 | 3.9 |
| Education and health services | 1.8 | 2.0 | 0.2 | 2.4 | 2.5 | 1.4 | 0.8 | 2.1 |
| Educational services | — | 3.0 | — | 2.9 | 4.1 | 2.3 | 1.1 | 3.0 |
| Junior colleges, colleges, and universities | 1.5 | 1.8 | — | — | 1.9 | 1.3 | 0.6 | 1.6 |
| Health care and social assistance | 1.9 | 2.4 | 0.2 | 2.7 | 2.7 | 1.5 | 0.9 | 2.3 |
| Leisure and hospitality | 0.9 | 1.8 | 0.1 | 2.2 | 2.2 | 1.5 | 1.9 | 3.1 |
| Accommodation and food services | — | 2.1 | — | 2.4 | 2.5 | 1.5 | 2.1 | 3.6 |
| Other services | — | 4.0 | — | 3.4 | 3.5 | 2.2 | 2.0 | 3.3 |
| 1 to 99 workers | 0.6 | 1.2 | 0.1 | 1.2 | 1.2 | 0.7 | 0.6 | 1.2 |
| 1 to 49 workers | 0.5 | 1.3 | 0.1 | 1.3 | 1.3 | 0.8 | 0.6 | 1.3 |
| 50 to 99 workers | 1.4 | 2.4 | 0.3 | 2.3 | 2.7 | 1.6 | 1.2 | 2.4 |
| 100 workers or more | 0.9 | 1.0 | 0.1 | 0.8 | 1.1 | 0.7 | 0.6 | 0.8 |
| 100 to 499 workers | 1.1 | 1.3 | 0.2 | 1.1 | 1.5 | 1.0 | 0.7 | 1.0 |
| 500 workers or more | 1.7 | 1.9 | 0.1 | 1.5 | 1.7 | 1.0 | 0.6 | 1.4 |
| Geographic areas | | | | | | | | |
| Northeast | 1.6 | 1.3 | 0.2 | 0.9 | 1.4 | 1.0 | 0.9 | 1.3 |
| New England | — | 2.9 | — | 2.0 | 2.1 | 1.4 | 2.9 | 2.5 |
| Middle Atlantic | 1.6 | 1.4 | 0.3 | 0.9 | 1.5 | 1.2 | 0.8 | 1.2 |
| South | 0.8 | 1.5 | 0.1 | 1.7 | 2.0 | 1.2 | 1.0 | 1.2 |
| South Atlantic | 1.2 | 1.3 | (¹) | 1.8 | 2.4 | 2.0 | 1.1 | 1.6 |
| East South Central | — | 3.2 | — | 4.0 | 3.3 | 2.0 | 2.4 | 2.1 |
| West South Central | 1.1 | 3.8 | 0.1 | 3.9 | 4.5 | 1.2 | 2.2 | 2.7 |
| Midwest | 1.3 | 1.5 | 0.1 | 1.9 | 1.4 | 0.9 | 1.2 | 2.4 |
| East North Central | 1.4 | 1.9 | 0.2 | 2.0 | 1.7 | 1.0 | 1.7 | 2.8 |
| West North Central | — | 2.0 | — | 4.0 | 2.5 | 1.9 | 0.6 | 4.5 |
| West | 1.4 | 2.1 | 0.2 | 1.5 | 1.8 | 1.3 | 0.7 | 1.5 |
| Mountain | 0.7 | 2.1 | 0.2 | 2.0 | 1.7 | 1.9 | 1.3 | 1.8 |
| Pacific | 2.0 | 2.9 | 0.3 | 2.0 | 2.4 | 1.7 | 0.8 | 2.0 |

¹ Less than 0.05.

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 46. Paid leave combinations: Access, private industry workers, March 2017

(All workers = 100 percent)

| Characteristics | Sick leave and vacation | Vacation and holidays |
|--|-------------------------|-----------------------|
| All workers | 64 | 72 |
| Worker characteristics | | |
| Management, professional, and related | 84 | 86 |
| Management, business, and financial | 92 | 96 |
| Professional and related | 80 | 81 |
| Service | 38 | 43 |
| Protective service | 45 | 53 |
| Sales and office | 70 | 76 |
| Sales and related | 59 | 67 |
| Office and administrative support | 77 | 83 |
| Natural resources, construction, and maintenance | 57 | 73 |
| Construction, extraction, farming, fishing, and forestry | 41 | 56 |
| Installation, maintenance, and repair | 71 | 89 |
| Production, transportation, and material moving ... | 60 | 79 |
| Production | 60 | 86 |
| Transportation and material moving | 61 | 73 |
| Full time | 78 | 88 |
| Part time | 25 | 28 |
| Union | 77 | 86 |
| Nonunion | 63 | 70 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 35 | 42 |
| Lowest 10 percent | 26 | 32 |
| Second 25 percent | 66 | 78 |
| Third 25 percent | 77 | 86 |
| Highest 25 percent | 87 | 90 |
| Highest 10 percent | 89 | 91 |
| Establishment characteristics | | |
| Goods-producing industries | 64 | 85 |
| Construction | 46 | 62 |
| Manufacturing | 73 | 95 |
| Service-providing industries | 64 | 69 |
| Trade, transportation, and utilities | 66 | 76 |
| Wholesale trade | 79 | 89 |
| Retail trade | 57 | 68 |
| Transportation and warehousing | 73 | 84 |
| Utilities | 97 | 99 |

See footnotes at end of table.

Table 46. Paid leave combinations: Access, private industry workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Sick leave and vacation | Vacation and holidays |
|--|-------------------------|-----------------------|
| Information | 95 | 95 |
| Financial activities | 91 | 93 |
| Finance and insurance | 95 | 97 |
| Credit intermediation and related activities | 95 | 98 |
| Insurance carriers and related activities | 94 | 95 |
| Real estate and rental and leasing | 80 | 82 |
| Professional and business services | 66 | 72 |
| Professional and technical services | 85 | 89 |
| Administrative and waste services | 42 | 49 |
| Education and health services | 74 | 76 |
| Educational services | 55 | 53 |
| Junior colleges, colleges, and universities | 71 | 71 |
| Health care and social assistance | 77 | 80 |
| Leisure and hospitality | 27 | 30 |
| Accommodation and food services | 25 | 29 |
| Other services | 56 | 61 |
| 1 to 99 workers | 54 | 63 |
| 1 to 49 workers | 53 | 62 |
| 50 to 99 workers | 58 | 67 |
| 100 workers or more | 76 | 82 |
| 100 to 499 workers | 71 | 79 |
| 500 workers or more | 84 | 88 |
| Geographic areas | | |
| Northeast | 67 | 72 |
| New England | 65 | 69 |
| Middle Atlantic | 68 | 73 |
| South | 64 | 74 |
| South Atlantic | 64 | 74 |
| East South Central | 64 | 78 |
| West South Central | 63 | 73 |
| Midwest | 62 | 71 |
| East North Central | 61 | 72 |
| West North Central | 62 | 70 |
| West | 64 | 68 |
| Mountain | 59 | 68 |
| Pacific | 66 | 68 |

¹ 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 46. Standard errors for paid leave combinations:
Access, private industry workers, March 2017**

| Characteristics | Sick leave and vacation | Vacation and holidays |
|--|-------------------------|-----------------------|
| All workers | 0.9 | 0.8 |
| Worker characteristics | | |
| Management, professional, and related | 1.3 | 1.1 |
| Management, business, and financial | 1.0 | 0.7 |
| Professional and related | 1.7 | 1.5 |
| Service | 1.8 | 1.9 |
| Protective service | 6.0 | 8.2 |
| Sales and office | 1.3 | 1.0 |
| Sales and related | 1.6 | 1.7 |
| Office and administrative support | 1.4 | 1.1 |
| Natural resources, construction, and maintenance | 1.8 | 1.7 |
| Construction, extraction, farming, fishing, and forestry | 2.6 | 3.1 |
| Installation, maintenance, and repair | 2.4 | 1.7 |
| Production, transportation, and material moving | 1.9 | 1.4 |
| Production | 2.6 | 1.6 |
| Transportation and material moving | 2.4 | 2.0 |
| Full time | 0.7 | 0.5 |
| Part time | 1.4 | 1.3 |
| Union | 2.0 | 1.8 |
| Nonunion | 1.0 | 0.8 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 1.5 | 1.6 |
| Lowest 10 percent | 1.9 | 1.8 |
| Second 25 percent | 1.3 | 1.2 |
| Third 25 percent | 1.0 | 1.0 |
| Highest 25 percent | 0.9 | 0.8 |
| Highest 10 percent | 1.3 | 1.1 |
| Establishment characteristics | | |
| Goods-producing industries | 1.9 | 1.3 |
| Construction | 1.6 | 2.4 |
| Manufacturing | 2.5 | 0.9 |
| Service-providing industries | 1.1 | 0.9 |
| Trade, transportation, and utilities | 1.5 | 1.0 |
| Wholesale trade | 2.1 | 1.5 |
| Retail trade | 1.5 | 1.3 |
| Transportation and warehousing | 4.3 | 3.4 |
| Utilities | 1.0 | 1.0 |

See footnotes at end of table.

**Table 46. Standard errors for paid leave combinations:
Access, private industry workers, March
2017—continued**

| Characteristics | Sick leave and vacation | Vacation and holidays |
|--|-------------------------|-----------------------|
| Information | 1.5 | 1.5 |
| Financial activities | 1.0 | 0.8 |
| Finance and insurance | 0.8 | 0.4 |
| Credit intermediation and related activities | 1.2 | 0.3 |
| Insurance carriers and related activities | 1.1 | 1.0 |
| Real estate and rental and leasing | 3.2 | 3.0 |
| Professional and business services | 2.2 | 1.9 |
| Professional and technical services | 2.6 | 2.2 |
| Administrative and waste services | 3.0 | 3.2 |
| Education and health services | 2.5 | 2.0 |
| Educational services | 3.2 | 3.1 |
| Junior colleges, colleges, and universities | 2.0 | 2.1 |
| Health care and social assistance | 2.8 | 2.2 |
| Leisure and hospitality | 2.5 | 2.1 |
| Accommodation and food services | 2.8 | 2.6 |
| Other services | 3.7 | 2.9 |
| 1 to 99 workers | 1.3 | 1.2 |
| 1 to 49 workers | 1.4 | 1.2 |
| 50 to 99 workers | 2.4 | 2.4 |
| 100 workers or more | 1.0 | 0.9 |
| 100 to 499 workers | 1.6 | 1.4 |
| 500 workers or more | 1.7 | 1.5 |
| Geographic areas | | |
| Northeast | 1.6 | 1.4 |
| New England | 2.3 | 1.9 |
| Middle Atlantic | 1.9 | 1.6 |
| South | 1.7 | 1.6 |
| South Atlantic | 2.4 | 1.8 |
| East South Central | 2.0 | 3.2 |
| West South Central | 3.4 | 3.7 |
| Midwest | 2.5 | 1.9 |
| East North Central | 2.3 | 1.7 |
| West North Central | 6.3 | 4.7 |
| West | 1.4 | 1.3 |
| Mountain | 1.8 | 0.9 |
| Pacific | 1.9 | 1.8 |

¹ 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 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017

(All workers = 100 percent)

| Characteristics | All retirement benefits ² | | | Defined benefit | | | Defined contribution | | |
|--|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 91 | 80 | 88 | 86 | 74 | 86 | 37 | 16 | 44 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 94 | 81 | 86 | 89 | 75 | 85 | 39 | 16 | 40 |
| Professional and related | 93 | 80 | 86 | 88 | 75 | 85 | 39 | 15 | 39 |
| Teachers | 94 | 81 | 86 | 91 | 77 | 85 | 37 | 13 | 34 |
| Primary, secondary, and special education school teachers | 99 | 86 | 87 | 99 | 85 | 87 | 32 | 8 | 26 |
| Service | 84 | 76 | 90 | 78 | 69 | 89 | 31 | 16 | 50 |
| Protective service | 92 | 86 | 94 | 89 | 81 | 91 | 33 | 18 | 52 |
| Sales and office | 91 | 80 | 88 | 85 | 73 | 86 | 37 | 18 | 49 |
| Office and administrative support | 92 | 81 | 88 | 86 | 74 | 86 | 37 | 18 | 49 |
| Natural resources, construction, and maintenance | 97 | 89 | 91 | 90 | 81 | 90 | 39 | 21 | 53 |
| Production, transportation, and material moving ... | 90 | 80 | 89 | 87 | 77 | 89 | 27 | 12 | 46 |
| Full time | 99 | 87 | 88 | 94 | 81 | 86 | 40 | 18 | 44 |
| Part time | 46 | 39 | 84 | 40 | 35 | 87 | 16 | 7 | 42 |
| Union | 97 | 83 | 86 | 94 | 80 | 85 | 34 | 12 | 36 |
| Nonunion | 86 | 77 | 89 | 79 | 69 | 88 | 39 | 19 | 50 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 78 | 68 | 87 | 71 | 62 | 88 | 30 | 13 | 44 |
| Lowest 10 percent | 67 | 58 | 87 | 58 | 51 | 88 | 25 | 12 | 47 |
| Second 25 percent | 94 | 83 | 88 | 88 | 77 | 87 | 39 | 18 | 48 |
| Third 25 percent | 98 | 86 | 88 | 93 | 81 | 86 | 38 | 18 | 46 |
| Highest 25 percent | 97 | 84 | 87 | 92 | 78 | 85 | 41 | 16 | 39 |
| Highest 10 percent | 96 | 82 | 85 | 91 | 75 | 83 | 45 | 17 | 38 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 91 | 80 | 88 | 86 | 74 | 86 | 37 | 16 | 44 |
| Education and health services | 93 | 79 | 85 | 88 | 74 | 84 | 38 | 14 | 38 |
| Educational services | 93 | 79 | 86 | 90 | 76 | 85 | 35 | 12 | 33 |
| Elementary and secondary schools | 93 | 80 | 86 | 92 | 79 | 86 | 27 | 7 | 26 |
| Junior colleges, colleges, and universities | 92 | 76 | 83 | 83 | 66 | 79 | 59 | 25 | 43 |
| Health care and social assistance | 93 | 78 | 83 | 73 | 60 | 82 | 55 | 31 | 56 |
| Hospitals | 93 | 77 | 83 | 69 | 56 | 81 | 59 | 36 | 61 |
| Public administration | 91 | 84 | 92 | 87 | 78 | 90 | 36 | 19 | 52 |
| 1 to 99 workers | 87 | 79 | 90 | 83 | 75 | 90 | 28 | 12 | 43 |
| 1 to 49 workers | 85 | 78 | 91 | 81 | 73 | 91 | 25 | 11 | 46 |
| 50 to 99 workers | 90 | 80 | 89 | 85 | 76 | 89 | 30 | 12 | 40 |
| 100 workers or more | 93 | 80 | 87 | 87 | 74 | 85 | 40 | 18 | 44 |
| 100 to 499 workers | 91 | 81 | 90 | 87 | 77 | 89 | 30 | 13 | 43 |
| 500 workers or more | 93 | 80 | 86 | 87 | 72 | 84 | 44 | 20 | 45 |

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | All retirement benefits ² | | | Defined benefit | | | Defined contribution | | |
|--------------------------|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 96 | 83 | 87 | 91 | 76 | 84 | 49 | 21 | 43 |
| Local government | 90 | 79 | 88 | 84 | 74 | 87 | 33 | 15 | 44 |
| Geographic areas | | | | | | | | | |
| Northeast | 91 | 80 | 88 | 87 | 76 | 88 | 31 | 9 | 28 |
| New England | 86 | 68 | 80 | 78 | 64 | 83 | 15 | — | — |
| Middle Atlantic | 93 | 84 | 90 | 90 | 80 | 89 | 36 | 8 | 23 |
| South | 94 | 83 | 89 | 89 | 78 | 88 | 42 | 17 | 41 |
| South Atlantic | 92 | 79 | 87 | 88 | 74 | 85 | 57 | 21 | 38 |
| East South Central | 94 | 85 | 91 | 89 | 81 | 91 | 39 | 19 | 48 |
| West South Central | 97 | 87 | 90 | 90 | 81 | 90 | 21 | 10 | 47 |
| Midwest | 90 | 76 | 85 | 83 | 69 | 84 | 41 | 17 | 42 |
| East North Central | 88 | 74 | 84 | 82 | 68 | 83 | 47 | 17 | 36 |
| West North Central | 92 | 80 | 87 | 84 | 72 | 86 | 30 | 17 | 57 |
| West | 89 | 78 | 88 | 84 | 71 | 85 | 29 | 20 | 68 |
| Mountain | 86 | 78 | 91 | 77 | 67 | 87 | 34 | 25 | 74 |
| Pacific | 90 | 79 | 87 | 86 | 73 | 84 | 28 | 18 | 64 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

² Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

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 2. Standard errors for retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017

| Characteristics | All retirement benefits ² | | | Defined benefit | | | Defined contribution | | |
|---|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.6 | 0.8 | 0.6 | 0.6 | 0.8 | 0.7 | 0.9 | 0.6 | 1.2 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 0.4 | 0.9 | 0.7 | 0.7 | 1.0 | 0.8 | 1.0 | 0.7 | 1.4 |
| Professional and related | 0.4 | 1.0 | 0.8 | 0.8 | 1.1 | 0.9 | 1.0 | 0.8 | 1.5 |
| Teachers | 0.6 | 1.3 | 1.2 | 0.7 | 1.4 | 1.1 | 1.2 | 0.9 | 1.7 |
| Primary, secondary, and special education school teachers | 0.6 | 1.2 | 1.3 | 0.6 | 1.2 | 1.2 | 1.0 | 0.9 | 2.5 |
| Service | 1.8 | 2.1 | 0.9 | 1.5 | 1.7 | 1.0 | 1.7 | 1.3 | 2.9 |
| Protective service | 1.6 | 1.8 | 0.8 | 1.4 | 1.6 | 1.0 | 1.9 | 1.9 | 4.8 |
| Sales and office | 1.1 | 1.5 | 1.1 | 1.3 | 1.6 | 1.3 | 2.0 | 1.4 | 2.4 |
| Office and administrative support | 1.1 | 1.6 | 1.1 | 1.3 | 1.7 | 1.3 | 2.1 | 1.4 | 2.4 |
| Natural resources, construction, and maintenance | 1.1 | 1.9 | 1.6 | 2.0 | 2.2 | 1.7 | 3.3 | 2.2 | 4.9 |
| Production, transportation, and material moving ... | 2.7 | 2.2 | 2.0 | 3.0 | 2.3 | 2.4 | 3.1 | 2.5 | 6.0 |
| Full time | 0.2 | 0.6 | 0.6 | 0.5 | 0.7 | 0.7 | 0.8 | 0.7 | 1.3 |
| Part time | 2.5 | 2.2 | 1.8 | 2.2 | 2.0 | 1.4 | 2.0 | 0.9 | 4.5 |
| Union | 0.3 | 0.9 | 0.8 | 0.5 | 0.9 | 0.9 | 1.0 | 0.6 | 1.3 |
| Nonunion | 1.0 | 1.2 | 0.8 | 1.1 | 1.3 | 0.9 | 1.3 | 1.0 | 1.6 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 1.7 | 1.7 | 0.9 | 1.6 | 1.5 | 0.8 | 1.7 | 1.0 | 2.1 |
| Lowest 10 percent | 2.9 | 2.8 | 1.5 | 2.5 | 2.4 | 1.3 | 3.0 | 1.7 | 3.2 |
| Second 25 percent | 0.6 | 1.2 | 1.0 | 1.1 | 1.5 | 1.2 | 1.6 | 1.4 | 2.5 |
| Third 25 percent | 0.3 | 1.2 | 1.1 | 0.7 | 1.4 | 1.1 | 1.0 | 0.8 | 1.5 |
| Highest 25 percent | 0.7 | 1.0 | 0.8 | 0.9 | 1.0 | 0.9 | 1.6 | 1.1 | 1.9 |
| Highest 10 percent | 1.1 | 1.6 | 1.3 | 1.3 | 1.8 | 1.7 | 2.0 | 1.6 | 2.5 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 0.6 | 0.8 | 0.6 | 0.6 | 0.9 | 0.7 | 0.9 | 0.6 | 1.2 |
| Education and health services | 0.5 | 1.0 | 0.8 | 0.8 | 1.1 | 0.8 | 1.1 | 0.8 | 1.5 |
| Educational services | 0.5 | 1.0 | 0.8 | 0.5 | 1.0 | 0.8 | 1.0 | 0.6 | 1.4 |
| Elementary and secondary schools | 0.5 | 1.1 | 0.9 | 0.6 | 1.1 | 0.8 | 0.9 | 0.6 | 1.8 |
| Junior colleges, colleges, and universities | 1.5 | 2.2 | 1.5 | 1.9 | 2.6 | 2.1 | 2.7 | 1.7 | 2.6 |
| Health care and social assistance | 1.4 | 3.3 | 2.8 | 4.3 | 4.6 | 3.5 | 4.6 | 3.7 | 3.9 |
| Hospitals | 1.5 | 3.2 | 2.5 | 5.4 | 4.9 | 3.6 | 5.8 | 4.6 | 4.6 |
| Public administration | 0.9 | 1.3 | 0.9 | 1.2 | 1.3 | 1.1 | 1.3 | 1.2 | 2.5 |
| 1 to 99 workers | 1.2 | 1.7 | 1.3 | 1.3 | 1.7 | 1.2 | 1.9 | 1.4 | 3.9 |
| 1 to 49 workers | 2.0 | 2.3 | 1.7 | 2.1 | 2.5 | 1.8 | 2.9 | 2.6 | 7.6 |
| 50 to 99 workers | 1.4 | 2.2 | 1.7 | 2.1 | 2.5 | 1.4 | 2.3 | 1.5 | 3.9 |
| 100 workers or more | 0.6 | 0.8 | 0.6 | 0.7 | 0.9 | 0.7 | 1.0 | 0.7 | 1.2 |
| 100 to 499 workers | 0.9 | 1.4 | 1.1 | 1.1 | 1.5 | 1.1 | 2.0 | 1.2 | 2.7 |
| 500 workers or more | 0.8 | 1.0 | 0.7 | 0.9 | 1.2 | 0.9 | 1.2 | 0.9 | 1.5 |

See footnotes at end of table.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

| Characteristics | All retirement benefits ² | | | Defined benefit | | | Defined contribution | | |
|--------------------------|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 0.8 | 1.5 | 1.2 | 1.2 | 1.8 | 1.5 | 1.9 | 1.3 | 2.0 |
| Local government | 0.7 | 0.9 | 0.6 | 0.8 | 0.9 | 0.6 | 1.1 | 0.8 | 1.5 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.1 | 1.7 | 1.5 | 1.0 | 1.6 | 1.4 | 1.7 | 1.0 | 2.6 |
| New England | 2.4 | 4.8 | 5.2 | 2.2 | 5.1 | 5.1 | 4.3 | — | — |
| Middle Atlantic | 1.1 | 1.2 | 0.8 | 1.2 | 0.9 | 0.9 | 1.7 | 0.7 | 1.6 |
| South | 0.7 | 1.2 | 1.0 | 1.2 | 1.5 | 1.1 | 1.2 | 0.9 | 1.4 |
| South Atlantic | 1.3 | 2.2 | 1.6 | 1.2 | 2.4 | 1.9 | 1.4 | 1.3 | 1.7 |
| East South Central | 0.5 | 2.5 | 2.6 | 1.8 | 2.4 | 2.7 | 4.2 | 1.3 | 3.9 |
| West South Central | 1.0 | 1.4 | 1.1 | 3.0 | 2.7 | 1.2 | 2.7 | 1.7 | 3.7 |
| Midwest | 1.9 | 2.1 | 0.7 | 1.3 | 1.4 | 1.1 | 2.5 | 1.7 | 2.8 |
| East North Central | 2.8 | 3.1 | 1.0 | 1.5 | 2.0 | 1.6 | 3.4 | 2.4 | 3.4 |
| West North Central | 1.4 | 1.8 | 0.9 | 2.5 | 1.9 | 1.0 | 3.2 | 1.9 | 5.5 |
| West | 1.0 | 1.8 | 1.5 | 1.3 | 1.8 | 1.5 | 1.9 | 1.6 | 3.3 |
| Mountain | 2.2 | 4.0 | 2.8 | 2.0 | 3.0 | 2.1 | 4.2 | 4.0 | 5.9 |
| Pacific | 1.0 | 1.8 | 1.7 | 1.6 | 2.1 | 2.0 | 1.9 | 1.4 | 3.7 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

² Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

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 3. Retirement benefit combinations: Access, State and local government workers, March 2017

(All workers = 100 percent)

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|---|--|----------------------|---------------------------|
| All workers | 31 | 55 | 5 |
| Worker characteristics | | | |
| Management, professional, and related | 34 | 54 | 5 |
| Professional and related | 34 | 55 | 5 |
| Teachers | 35 | 57 | 3 |
| Primary, secondary, and special education school teachers | 32 | 67 | – |
| Service | 25 | 53 | 6 |
| Protective service | 31 | 58 | 3 |
| Sales and office | 31 | 54 | 6 |
| Office and administrative support | 32 | 55 | 5 |
| Natural resources, construction, and maintenance | 31 | 59 | 8 |
| Production, transportation, and material moving | 23 | 64 | 4 |
| Full time | 35 | 59 | 5 |
| Part time | 11 | 29 | 5 |
| Union | 32 | 63 | 3 |
| Nonunion | 31 | 48 | 8 |
| Average wage within the following categories: ¹ | | | |
| Lowest 25 percent | 23 | 48 | 7 |
| Lowest 10 percent | 16 | 42 | 9 |
| Second 25 percent | 33 | 55 | 6 |
| Third 25 percent | 33 | 60 | 5 |
| Highest 25 percent | 37 | 55 | 4 |
| Highest 10 percent | 40 | 51 | 5 |
| Establishment characteristics | | | |
| Service-providing industries | 31 | 54 | 5 |
| Education and health services | 33 | 55 | 5 |
| Educational services | 32 | 57 | 3 |
| Elementary and secondary schools | 27 | 65 | 1 |
| Junior colleges, colleges, and universities | 50 | 33 | 9 |
| Health care and social assistance | 35 | 38 | 20 |
| Hospitals | 35 | 34 | 25 |
| Public administration | 32 | 55 | 4 |
| 1 to 99 workers | 23 | 60 | 5 |
| 1 to 49 workers | 20 | 60 | 5 |
| 50 to 99 workers | 25 | 59 | 5 |
| 100 workers or more | 34 | 53 | 6 |
| 100 to 499 workers | 27 | 60 | 4 |
| 500 workers or more | 37 | 49 | 7 |

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|--------------------------|--|----------------------|---------------------------|
| State government | 43 | 47 | 5 |
| Local government | 27 | 57 | 5 |
| Geographic areas | | | |
| Northeast | 26 | 61 | 4 |
| New England | — | 70 | 8 |
| Middle Atlantic | 32 | 58 | 3 |
| South | 37 | 52 | 5 |
| South Atlantic | 53 | 35 | 4 |
| East South Central | 34 | 55 | 5 |
| West South Central | 14 | 76 | 7 |
| Midwest | 34 | 48 | 7 |
| East North Central | 41 | 41 | 6 |
| West North Central | 22 | 62 | 8 |
| West | 24 | 60 | 5 |
| Mountain | 25 | 53 | 9 |
| Pacific | 24 | 63 | 4 |

¹ 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 3. Standard errors for retirement benefit combinations:
Access, State and local government workers, March 2017**

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|---|--|----------------------|---------------------------|
| All workers | 0.7 | 0.8 | 0.5 |
| Worker characteristics | | | |
| Management, professional, and related | 0.9 | 1.0 | 0.5 |
| Professional and related | 1.0 | 1.1 | 0.6 |
| Teachers | 1.1 | 1.3 | 0.3 |
| Primary, secondary, and special education school teachers | 1.2 | 1.2 | – |
| Service | 1.2 | 1.4 | 1.1 |
| Protective service | 1.8 | 1.9 | 0.9 |
| Sales and office | 1.9 | 1.8 | 0.9 |
| Office and administrative support | 1.9 | 1.8 | 0.9 |
| Natural resources, construction, and maintenance | 4.2 | 3.2 | 1.9 |
| Production, transportation, and material moving ... | 2.8 | 3.7 | 1.5 |
| Full time | 0.8 | 0.8 | 0.5 |
| Part time | 1.5 | 1.8 | 1.1 |
| Union | 1.1 | 1.1 | 0.4 |
| Nonunion | 1.0 | 1.0 | 0.8 |
| Average wage within the following categories: ¹ | | | |
| Lowest 25 percent | 1.3 | 1.3 | 0.9 |
| Lowest 10 percent | 2.1 | 1.9 | 1.5 |
| Second 25 percent | 1.5 | 1.8 | 0.8 |
| Third 25 percent | 1.0 | 1.1 | 0.6 |
| Highest 25 percent | 1.5 | 1.5 | 0.5 |
| Highest 10 percent | 2.0 | 2.0 | 0.7 |
| Establishment characteristics | | | |
| Service-providing industries | 0.7 | 0.8 | 0.5 |
| Education and health services | 1.0 | 1.1 | 0.6 |
| Educational services | 1.0 | 0.9 | 0.3 |
| Elementary and secondary schools | 0.9 | 0.8 | 0.3 |
| Junior colleges, colleges, and universities | 2.6 | 2.7 | 1.4 |
| Health care and social assistance | 3.6 | 4.9 | 3.5 |
| Hospitals | 4.2 | 6.4 | 4.7 |
| Public administration | 1.1 | 1.2 | 0.9 |
| 1 to 99 workers | 1.9 | 1.9 | 1.0 |
| 1 to 49 workers | 2.6 | 3.3 | 1.2 |
| 50 to 99 workers | 2.4 | 2.5 | 1.5 |
| 100 workers or more | 0.9 | 1.1 | 0.5 |
| 100 to 499 workers | 1.8 | 2.1 | 0.7 |
| 500 workers or more | 1.2 | 1.3 | 0.7 |

See footnotes at end of table.

**Table 3. Standard errors for retirement benefit combinations:
Access, State and local government workers, March
2017—continued**

| Characteristics | Defined benefit and defined contribution | Defined benefit only | Defined contribution only |
|--------------------------|--|----------------------|---------------------------|
| State government | 1.9 | 2.1 | 0.9 |
| Local government | 0.9 | 0.9 | 0.6 |
| Geographic areas | | | |
| Northeast | 1.5 | 1.2 | 0.7 |
| New England | — | 3.1 | 2.2 |
| Middle Atlantic | 1.2 | 1.4 | 0.9 |
| South | 1.0 | 1.4 | 0.9 |
| South Atlantic | 1.5 | 2.0 | 0.8 |
| East South Central | 2.8 | 4.0 | 1.8 |
| West South Central | 1.6 | 3.1 | 2.2 |
| Midwest | 1.7 | 1.5 | 1.3 |
| East North Central | 1.8 | 1.5 | 1.9 |
| West North Central | 3.3 | 3.5 | 1.3 |
| West | 1.9 | 2.0 | 0.9 |
| Mountain | 4.4 | 3.2 | 0.9 |
| Pacific | 1.9 | 2.5 | 1.2 |

¹ 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 4. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, March 2017

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

| Characteristics | Employee contribution required | Fixed percent of annual earnings ¹ | | | Employee contribution not required |
|---|--------------------------------|---|---------------------------------------|---|------------------------------------|
| | | Total | Mean fixed percent of annual earnings | Median fixed percent of annual earnings | |
| All workers | 91 | 78 | 7.1 | 7.0 | 9 |
| Worker characteristics | | | | | |
| Management, professional, and related | 91 | 79 | 7.3 | 7.2 | 9 |
| Professional and related | 92 | 80 | 7.4 | 7.2 | 8 |
| Teachers | 92 | 83 | 7.7 | 7.3 | 8 |
| Primary, secondary, and special education school teachers | 92 | 84 | 7.7 | 7.2 | 8 |
| Service | 92 | 78 | 7.1 | 7.0 | 8 |
| Protective service | 92 | 75 | 7.3 | 7.0 | 8 |
| Sales and office | 88 | 76 | 6.6 | 6.6 | 12 |
| Office and administrative support | 88 | 77 | 6.6 | 6.6 | 12 |
| Natural resources, construction, and maintenance | 88 | 78 | 6.5 | 6.0 | 12 |
| Production, transportation, and material moving ... | 88 | 76 | 6.2 | 6.0 | 12 |
| Full time | 91 | 79 | 7.1 | 7.0 | 9 |
| Part time | 90 | 75 | 7.2 | 7.0 | 10 |
| Union | 91 | 70 | 7.3 | 7.0 | 9 |
| Nonunion | 90 | 87 | 6.9 | 7.0 | 10 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 91 | 84 | 6.6 | 6.6 | 9 |
| Lowest 10 percent | 93 | 88 | 6.8 | 7.0 | 7 |
| Second 25 percent | 89 | 78 | 6.8 | 6.8 | 11 |
| Third 25 percent | 91 | 78 | 7.0 | 7.0 | 9 |
| Highest 25 percent | 92 | 74 | 7.8 | 7.5 | 8 |
| Highest 10 percent | 95 | 70 | 8.2 | 8.0 | 5 |
| Establishment characteristics | | | | | |
| Service-providing industries | 91 | 78 | 7.1 | 7.0 | 9 |
| Education and health services | 92 | 82 | 7.3 | 7.2 | 8 |
| Educational services | 93 | 83 | 7.3 | 7.2 | 7 |
| Elementary and secondary schools | 93 | 83 | 7.3 | 7.2 | 7 |
| Junior colleges, colleges, and universities | 93 | 80 | 7.3 | 7.2 | 7 |
| Health care and social assistance | – | 74 | 6.9 | 7.0 | – |
| Hospitals | – | 74 | 7.0 | 7.7 | – |
| Public administration | 90 | 74 | 6.7 | 6.3 | 10 |
| 1 to 99 workers | 90 | 78 | 7.3 | 7.0 | 10 |
| 1 to 49 workers | 90 | 74 | 7.0 | 6.5 | 10 |
| 50 to 99 workers | 90 | 82 | 7.6 | 7.0 | 10 |
| 100 workers or more | 91 | 78 | 7.0 | 7.0 | 9 |
| 100 to 499 workers | 89 | 78 | 7.0 | 6.9 | 11 |
| 500 workers or more | 92 | 78 | 7.0 | 7.2 | 8 |

See footnotes at end of table.

Table 4. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, March 2017—continued

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

| Characteristics | Employee contribution required | Fixed percent of annual earnings ¹ | | | Employee contribution not required |
|--------------------------|--------------------------------|---|---------------------------------------|---|------------------------------------|
| | | Total | Mean fixed percent of annual earnings | Median fixed percent of annual earnings | |
| State government | 91 | 75 | 6.7 | 6.8 | 9 |
| Local government | 90 | 79 | 7.2 | 7.0 | 10 |
| Geographic areas | | | | | |
| Northeast | 98 | 54 | 6.7 | 7.1 | 2 |
| New England | — | 58 | 7.2 | 7.1 | — |
| Middle Atlantic | 97 | 53 | 6.6 | 7.1 | 3 |
| South | 94 | 93 | 6.3 | 6.4 | 6 |
| South Atlantic | 98 | 97 | 5.3 | 6.0 | 2 |
| East South Central | 82 | 82 | 7.1 | 7.2 | 18 |
| West South Central | 94 | 94 | 7.5 | 7.2 | 6 |
| Midwest | 87 | 80 | 7.8 | 6.8 | 13 |
| East North Central | 83 | 73 | 8.3 | 8.5 | 17 |
| West North Central | 95 | 93 | 7.1 | 6.0 | 5 |
| West | 82 | 72 | 8.3 | 8.0 | 18 |
| Mountain | 83 | 83 | 8.9 | 8.0 | 17 |
| Pacific | 81 | 67 | 8.0 | 7.4 | 19 |

¹ The employee contributes a fixed percentage of his or her earnings to the retirement plan.

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: Because of rounding, sums of individual items may not equal totals. 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 4. Standard errors for defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, March 2017

| Characteristics | Employee contribution required | Fixed percent of annual earnings ¹ | | | Employee contribution not required |
|---|--------------------------------|---|---------------------------------------|---|------------------------------------|
| | | Total | Mean fixed percent of annual earnings | Median fixed percent of annual earnings | |
| All workers | 0.7 | 0.8 | (²) | 0.0 | 0.7 |
| Worker characteristics | | | | | |
| Management, professional, and related | 0.7 | 1.0 | 0.1 | (²) | 0.7 |
| Professional and related | 0.7 | 1.1 | 0.1 | 0.0 | 0.7 |
| Teachers | 0.8 | 1.1 | 0.1 | 0.3 | 0.8 |
| Primary, secondary, and special education school teachers | 0.8 | 1.1 | 0.1 | 0.1 | 0.8 |
| Service | 1.1 | 1.7 | 0.1 | 0.0 | 1.1 |
| Protective service | 1.7 | 2.9 | 0.2 | 0.3 | 1.7 |
| Sales and office | 1.2 | 1.5 | 0.1 | 0.2 | 1.2 |
| Office and administrative support | 1.2 | 1.5 | 0.1 | 0.2 | 1.2 |
| Natural resources, construction, and maintenance | 3.1 | 3.6 | 0.2 | 0.1 | 3.1 |
| Production, transportation, and material moving | 3.0 | 3.0 | 0.2 | (²) | 3.0 |
| Full time | 0.7 | 0.8 | (²) | 0.0 | 0.7 |
| Part time | 2.3 | 3.0 | 0.2 | 0.0 | 2.3 |
| Union | 0.9 | 1.3 | 0.1 | 0.0 | 0.9 |
| Nonunion | 1.0 | 1.1 | 0.1 | (²) | 1.0 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 0.9 | 1.4 | 0.1 | 0.3 | 0.9 |
| Lowest 10 percent | 1.7 | 2.4 | 0.2 | 0.5 | 1.7 |
| Second 25 percent | 1.4 | 1.5 | 0.1 | 0.2 | 1.4 |
| Third 25 percent | 1.1 | 1.6 | 0.1 | 0.0 | 1.1 |
| Highest 25 percent | 0.7 | 1.2 | 0.1 | 0.1 | 0.7 |
| Highest 10 percent | 0.9 | 1.5 | 0.2 | 0.2 | 0.9 |
| Establishment characteristics | | | | | |
| Service-providing industries | 0.7 | 0.8 | (²) | 0.0 | 0.7 |
| Education and health services | 0.8 | 0.9 | 0.1 | 0.0 | 0.8 |
| Educational services | 0.7 | 0.9 | (²) | 0.0 | 0.7 |
| Elementary and secondary schools | 0.8 | 1.2 | (²) | 0.0 | 0.8 |
| Junior colleges, colleges, and universities | 1.1 | 1.9 | 0.1 | 0.3 | 1.1 |
| Health care and social assistance | – | 5.0 | 0.4 | 0.6 | – |
| Hospitals | – | 7.3 | 0.3 | 0.7 | – |
| Public administration | 1.5 | 2.0 | 0.1 | 0.2 | 1.5 |
| 1 to 99 workers | 1.2 | 1.9 | 0.2 | 0.0 | 1.2 |
| 1 to 49 workers | 1.7 | 2.4 | 0.2 | 0.4 | 1.7 |
| 50 to 99 workers | 2.1 | 3.1 | 0.2 | 0.1 | 2.1 |
| 100 workers or more | 0.7 | 0.9 | 0.1 | 0.1 | 0.7 |
| 100 to 499 workers | 1.3 | 1.9 | 0.1 | 0.2 | 1.3 |
| 500 workers or more | 1.0 | 1.3 | 0.1 | 0.0 | 1.0 |

See footnotes at end of table.

Table 4. Standard errors for defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, March 2017—continued

| Characteristics | Employee contribution required | Fixed percent of annual earnings ¹ | | | Employee contribution not required |
|--------------------------|--------------------------------|---|---------------------------------------|---|------------------------------------|
| | | Total | Mean fixed percent of annual earnings | Median fixed percent of annual earnings | |
| State government | 1.0 | 1.6 | 0.1 | 0.1 | 1.0 |
| Local government | 0.9 | 1.0 | (²) | 0.1 | 0.9 |
| Geographic areas | | | | | |
| Northeast | 0.6 | 2.5 | 0.1 | 0.1 | 0.6 |
| New England | — | 6.5 | 0.4 | 0.3 | — |
| Middle Atlantic | 0.8 | 2.7 | 0.1 | 0.1 | 0.8 |
| South | 0.9 | 0.9 | 0.1 | 0.6 | 0.9 |
| South Atlantic | 0.5 | 0.8 | 0.1 | 0.0 | 0.5 |
| East South Central | 4.0 | 3.8 | 0.1 | 0.3 | 4.0 |
| West South Central | 1.3 | 1.3 | 0.1 | 0.1 | 1.3 |
| Midwest | 1.6 | 2.2 | 0.1 | 0.1 | 1.6 |
| East North Central | 2.5 | 3.3 | 0.1 | 0.7 | 2.5 |
| West North Central | 0.6 | 1.0 | 0.2 | 0.0 | 0.6 |
| West | 1.9 | 1.8 | 0.1 | 0.0 | 1.9 |
| Mountain | 2.9 | 2.9 | 0.3 | 0.2 | 2.9 |
| Pacific | 2.3 | 2.2 | 0.1 | 0.9 | 2.3 |

¹ The employee contributes a fixed percentage of his or her earnings to the retirement plan.

² Less than 0.05.

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 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2017

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

| Characteristics | Open plans ¹ | Soft freeze ² | | Hard freeze ³ |
|---|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| All workers | 44 | 56 | (⁴) | (⁴) |
| Worker characteristics | | | | |
| Management, professional, and related | 42 | 57 | (⁴) | (⁴) |
| Professional and related | 43 | 57 | — | — |
| Teachers | 44 | 55 | — | — |
| Primary, secondary, and special education school teachers | 45 | 55 | — | — |
| Service | 45 | 55 | — | — |
| Protective service | 47 | 53 | — | — |
| Sales and office | 44 | 56 | — | — |
| Office and administrative support | 44 | 56 | — | — |
| Natural resources, construction, and maintenance | 54 | 46 | — | — |
| Production, transportation, and material moving ... | 43 | 57 | — | — |
| Full time | 43 | 56 | (⁴) | (⁴) |
| Part time | 48 | 52 | — | (⁴) |
| Union | 39 | 61 | — | — |
| Nonunion | 48 | 51 | — | — |
| Average wage within the following categories: ⁵ | | | | |
| Lowest 25 percent | 49 | 51 | — | — |
| Lowest 10 percent | 50 | 50 | — | — |
| Second 25 percent | 46 | 54 | — | — |
| Third 25 percent | 43 | 57 | — | — |
| Highest 25 percent | 38 | 61 | — | — |
| Highest 10 percent | 34 | 66 | — | — |
| Establishment characteristics | | | | |
| Service-providing industries | 44 | 56 | (⁴) | (⁴) |
| Education and health services | 43 | 56 | — | — |
| Educational services | 43 | 56 | — | — |
| Elementary and secondary schools | 44 | 56 | — | — |
| Junior colleges, colleges, and universities | 41 | 59 | — | — |
| Health care and social assistance | 44 | 56 | — | — |
| Hospitals | 48 | 52 | — | — |
| Public administration | 42 | 57 | — | — |
| 1 to 99 workers | 46 | 54 | — | — |
| 1 to 49 workers | 45 | 55 | — | — |
| 50 to 99 workers | 47 | 53 | — | (⁴) |
| 100 workers or more | 43 | 57 | (⁴) | (⁴) |
| 100 to 499 workers | 49 | 50 | — | — |
| 500 workers or more | 40 | 60 | — | — |

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2017—continued

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

| Characteristics | Open plans ¹ | Soft freeze ² | | Hard freeze ³ |
|--------------------------|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| State government | 38 | 61 | — | — |
| Local government | 45 | 54 | (⁴) | (⁴) |
| Geographic areas | | | | |
| Northeast | 28 | 70 | — | — |
| New England | 32 | 66 | — | — |
| Middle Atlantic | 28 | 72 | — | — |
| South | 47 | 52 | — | — |
| South Atlantic | 57 | 43 | — | — |
| East South Central | 38 | 62 | — | — |
| West South Central | 39 | 61 | — | — |
| Midwest | 55 | 45 | — | — |
| East North Central | 55 | 45 | — | — |
| West North Central | 54 | 46 | — | — |
| West | 40 | 60 | — | — |
| Mountain | 41 | 58 | — | — |
| Pacific | 40 | 60 | — | — |

¹ Plans open to new participants.

² New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

³ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

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: Because of rounding, sums of individual items may not equal totals. 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 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2017

| Characteristics | Open plans ¹ | Soft freeze ² | | Hard freeze ³ |
|---|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| All workers | 1.0 | 1.0 | 0.1 | (⁴) |
| Worker characteristics | | | | |
| Management, professional, and related | 1.2 | 1.3 | 0.2 | (⁴) |
| Professional and related | 1.4 | 1.4 | – | – |
| Teachers | 1.9 | 1.9 | – | – |
| Primary, secondary, and special education school teachers | 2.1 | 2.1 | – | – |
| Service | 1.3 | 1.3 | – | – |
| Protective service | 1.9 | 1.8 | – | – |
| Sales and office | 1.6 | 1.6 | – | – |
| Office and administrative support | 1.6 | 1.6 | – | – |
| Natural resources, construction, and maintenance | 4.4 | 4.4 | – | – |
| Production, transportation, and material moving ... | 4.0 | 4.0 | – | – |
| Full time | 1.0 | 1.0 | 0.1 | (⁴) |
| Part time | 3.3 | 3.3 | – | (⁴) |
| Union | 1.2 | 1.2 | – | – |
| Nonunion | 1.4 | 1.4 | – | – |
| Average wage within the following categories: ⁵ | | | | |
| Lowest 25 percent | 1.5 | 1.6 | – | – |
| Lowest 10 percent | 2.6 | 2.7 | – | – |
| Second 25 percent | 1.7 | 1.7 | – | – |
| Third 25 percent | 2.0 | 1.9 | – | – |
| Highest 25 percent | 1.2 | 1.2 | – | – |
| Highest 10 percent | 1.6 | 1.6 | – | – |
| Establishment characteristics | | | | |
| Service-providing industries | 1.0 | 1.0 | 0.1 | (⁴) |
| Education and health services | 1.2 | 1.2 | – | – |
| Educational services | 1.3 | 1.3 | – | – |
| Elementary and secondary schools | 1.5 | 1.5 | – | – |
| Junior colleges, colleges, and universities | 1.5 | 1.5 | – | – |
| Health care and social assistance | 3.6 | 3.6 | – | – |
| Hospitals | 4.4 | 4.4 | – | – |
| Public administration | 1.5 | 1.4 | – | – |
| 1 to 99 workers | 1.8 | 1.8 | – | – |
| 1 to 49 workers | 2.7 | 2.6 | – | – |
| 50 to 99 workers | 2.3 | 2.3 | – | (⁴) |
| 100 workers or more | 1.1 | 1.1 | 0.1 | (⁴) |
| 100 to 499 workers | 2.0 | 2.0 | – | – |
| 500 workers or more | 1.1 | 1.1 | – | – |

See footnotes at end of table.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2017—continued

| Characteristics | Open plans ¹ | Soft freeze ² | | Hard freeze ³ |
|--------------------------|-------------------------|--|---|--------------------------|
| | | All participants still accruing benefits | Some participants still accruing benefits | |
| State government | 1.6 | 1.6 | — | — |
| Local government | 1.2 | 1.2 | 0.1 | (⁴) |
| Geographic areas | | | | |
| Northeast | 2.1 | 2.2 | — | — |
| New England | 4.9 | 4.2 | — | — |
| Middle Atlantic | 2.3 | 2.6 | — | — |
| South | 1.6 | 1.5 | — | — |
| South Atlantic | 2.5 | 2.5 | — | — |
| East South Central | 2.5 | 2.5 | — | — |
| West South Central | 1.7 | 1.7 | — | — |
| Midwest | 2.3 | 2.1 | — | — |
| East North Central | 1.8 | 1.8 | — | — |
| West North Central | 5.5 | 4.9 | — | — |
| West | 2.2 | 2.3 | — | — |
| Mountain | 6.1 | 6.5 | — | — |
| Pacific | 1.8 | 1.8 | — | — |

¹ Plans open to new participants.

² New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

³ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

⁴ Less than 0.05.

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/nce/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, March 2017

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ² | | |
|---|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| All workers | 1 | 31 | 69 |
| Worker characteristics | | | |
| Management, professional, and related | (³) | 31 | 68 |
| Professional and related | (³) | 31 | 68 |
| Teachers | — | — | 70 |
| Primary, secondary, and special education school teachers | — | 30 | 70 |
| Service | — | — | 68 |
| Protective service | — | — | 67 |
| Sales and office | 1 | 31 | 68 |
| Office and administrative support | 1 | 31 | 68 |
| Natural resources, construction, and maintenance | — | — | 67 |
| Production, transportation, and material moving ... | — | — | 76 |
| Full time | 1 | 30 | 69 |
| Part time | 1 | 39 | 60 |
| Union | 1 | 31 | 68 |
| Nonunion | — | — | 69 |
| Average wage within the following categories: ⁴ | | | |
| Lowest 25 percent | — | — | 72 |
| Lowest 10 percent | — | — | 77 |
| Second 25 percent | 1 | 35 | 64 |
| Third 25 percent | — | — | 71 |
| Highest 25 percent | (³) | 33 | 67 |
| Highest 10 percent | (³) | 41 | 58 |
| Establishment characteristics | | | |
| Service-providing industries | 1 | 31 | 68 |
| Education and health services | — | — | 70 |
| Educational services | (³) | 29 | 70 |
| Elementary and secondary schools | — | 30 | 70 |
| Junior colleges, colleges, and universities | 1 | 29 | 70 |
| Health care and social assistance | — | — | 64 |
| Hospitals | — | — | 69 |
| Public administration | — | — | 66 |
| 1 to 99 workers | — | — | 62 |
| 1 to 49 workers | — | — | 59 |
| 50 to 99 workers | — | 36 | 64 |
| 100 workers or more | 1 | 29 | 71 |
| 100 to 499 workers | — | — | 68 |
| 500 workers or more | 1 | 28 | 72 |

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, March 2017—continued

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ² | | |
|--------------------------|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| State government | 1 | 28 | 71 |
| Local government | — | — | 68 |
| Geographic areas | | | |
| Northeast | — | 22 | 78 |
| New England | — | 49 | 51 |
| Middle Atlantic | — | 15 | 85 |
| South | — | — | 74 |
| South Atlantic | — | — | 75 |
| East South Central | — | 57 | 43 |
| West South Central | — | 12 | 88 |
| Midwest | — | — | 74 |
| East North Central | — | — | 86 |
| West North Central | — | — | 53 |
| West | 1 | 51 | 48 |
| Mountain | — | — | 79 |
| Pacific | 1 | 63 | 35 |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2016 are included in the "1 year" column. Those frozen between 2012 and 2015 are included in the "2 to 5 years" column and plans frozen before 2012 are included in the "Greater than 5 years" column.

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: Because of rounding, sums of individual items may not equal totals. 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 6. Standard errors for defined benefit frozen retirement plans:¹
Selected attributes, State and local government workers, March 2017**

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ² | | |
|---|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| All workers | 0.2 | 1.1 | 1.0 |
| Worker characteristics | | | |
| Management, professional, and related | 0.1 | 1.3 | 1.3 |
| Professional and related | 0.1 | 1.3 | 1.3 |
| Teachers | – | – | 1.9 |
| Primary, secondary, and special education school teachers | – | 2.3 | 2.3 |
| Service | – | – | 2.1 |
| Protective service | – | – | 3.8 |
| Sales and office | 0.3 | 2.1 | 2.1 |
| Office and administrative support | 0.3 | 2.1 | 2.1 |
| Natural resources, construction, and maintenance Production, transportation, and material moving ... | – | – | 3.9 |
| Full time | 0.2 | 1.1 | 1.1 |
| Part time | 0.2 | 4.9 | 5.0 |
| Union | 0.2 | 1.7 | 1.7 |
| Nonunion | – | – | 1.3 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | – | – | 1.7 |
| Lowest 10 percent | – | – | 3.1 |
| Second 25 percent | 0.2 | 2.0 | 1.9 |
| Third 25 percent | – | – | 2.2 |
| Highest 25 percent | 0.1 | 1.6 | 1.7 |
| Highest 10 percent | 0.2 | 1.9 | 2.0 |
| Establishment characteristics | | | |
| Service-providing industries | 0.2 | 1.1 | 1.0 |
| Education and health services | – | – | 1.3 |
| Educational services | (⁴) | 1.4 | 1.4 |
| Elementary and secondary schools | – | 1.7 | 1.7 |
| Junior colleges, colleges, and universities | 0.1 | 1.9 | 1.9 |
| Health care and social assistance | – | – | 4.5 |
| Hospitals | – | – | 5.1 |
| Public administration | – | – | 2.2 |
| 1 to 99 workers | – | – | 2.6 |
| 1 to 49 workers | – | – | 4.8 |
| 50 to 99 workers | – | 3.0 | 3.0 |
| 100 workers or more | 0.3 | 1.2 | 1.2 |
| 100 to 499 workers | – | – | 2.1 |
| 500 workers or more | 0.2 | 1.2 | 1.2 |

See footnotes at end of table.

**Table 6. Standard errors for defined benefit frozen retirement plans:¹
Selected attributes, State and local government workers, March
2017—continued**

| Characteristics | Time since plan closed to new workers or stopped accruing benefits ² | | |
|--------------------------|---|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| State government | 0.2 | 1.6 | 1.7 |
| Local government | — | — | 1.3 |
| Geographic areas | | | |
| Northeast | — | 2.2 | 2.2 |
| New England | — | 6.4 | 6.4 |
| Middle Atlantic | — | 1.7 | 1.7 |
| South | — | — | 1.6 |
| South Atlantic | — | — | 2.4 |
| East South Central | — | 3.2 | 3.2 |
| West South Central | — | 1.4 | 1.4 |
| Midwest | — | — | 3.0 |
| East North Central | — | — | 2.0 |
| West North Central | — | — | 5.9 |
| West | 0.2 | 2.3 | 2.3 |
| Mountain | — | — | 2.7 |
| Pacific | 0.2 | 2.8 | 2.8 |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2016 are included in the "1 year" column. Those frozen between 2012 and 2015 are included in the "2 to 5 years" column and plans frozen before 2012 are included in the "Greater than 5 years" column.

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 0.05.

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 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, March 2017

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans ² | | | | |
|---|--------------------------------|------------------------------|---|--------------------------|---|-------------------------------|-------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan | Other |
| All workers | – | 100 | 93 | 5 | – | 18 | – |
| Worker characteristics | | | | | | | |
| Management, professional, and related | – | 100 | 94 | 5 | – | 17 | – |
| Professional and related | – | 100 | 94 | 4 | – | 17 | – |
| Teachers | – | 100 | 95 | 5 | – | 18 | – |
| Primary, secondary, and special education school teachers | – | 100 | 95 | 5 | – | 19 | – |
| Service | – | 100 | 90 | 8 | – | 17 | – |
| Protective service | – | 100 | 90 | 9 | – | 18 | – |
| Sales and office | – | 100 | 92 | 6 | – | 21 | – |
| Office and administrative support | – | 100 | 92 | 6 | – | 21 | – |
| Natural resources, construction, and maintenance | – | 100 | 89 | 7 | – | 14 | – |
| Production, transportation, and material moving | – | 100 | 91 | 4 | – | 15 | – |
| Full time | – | 100 | 92 | 6 | – | 18 | – |
| Part time | – | 100 | 98 | 2 | – | 8 | – |
| Union | – | 100 | 95 | 4 | – | 18 | – |
| Nonunion | – | 100 | 90 | 8 | – | 17 | – |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | – | 100 | 91 | 7 | – | 20 | – |
| Lowest 10 percent | – | 100 | 91 | – | – | 17 | – |
| Second 25 percent | – | 100 | 90 | 7 | – | 19 | – |
| Third 25 percent | – | 100 | 93 | 5 | – | 15 | – |
| Highest 25 percent | – | 100 | 95 | 4 | – | 17 | – |
| Highest 10 percent | – | 100 | 95 | 4 | – | 17 | – |
| Establishment characteristics | | | | | | | |
| Service-providing industries | – | 100 | 93 | 5 | – | 18 | – |
| Education and health services | – | 100 | 95 | 4 | – | 17 | – |
| Educational services | – | 100 | 95 | 4 | – | 17 | – |
| Elementary and secondary schools | – | 100 | 95 | 4 | – | 18 | – |
| Junior colleges, colleges, and universities | – | 100 | 96 | 3 | – | 14 | – |
| Health care and social assistance | – | 100 | 88 | – | – | 16 | – |
| Hospitals | – | 100 | 92 | – | – | – | – |
| Public administration | – | 100 | 89 | 8 | – | 20 | – |
| 1 to 99 workers | – | 100 | 91 | 7 | – | 15 | – |
| 1 to 49 workers | – | 100 | 92 | 6 | – | 12 | – |
| 50 to 99 workers | – | 100 | 91 | 8 | – | 18 | – |
| 100 workers or more | – | 100 | 93 | 5 | – | 18 | – |
| 100 to 499 workers | – | 100 | 93 | 3 | – | 21 | – |
| 500 workers or more | – | 100 | 93 | 6 | – | 17 | – |

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, March 2017—continued

(All workers participating in frozen defined benefit plans = 100 percent)

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans ² | | | | |
|--------------------------|--------------------------------|------------------------------|---|--------------------------|---|-------------------------------|-------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan | Other |
| State government | — | 100 | 92 | 6 | — | 19 | — |
| Local government | — | 100 | 93 | 5 | — | 17 | — |
| Geographic areas | | | | | | | |
| Northeast | — | 100 | 97 | 3 | — | 18 | — |
| New England | — | 100 | 94 | — | — | — | — |
| Middle Atlantic | — | 100 | 98 | 2 | — | 21 | — |
| South | — | 100 | 91 | 7 | — | 24 | — |
| South Atlantic | — | 100 | 86 | 11 | — | 47 | — |
| East South Central | — | 100 | 92 | — | — | 23 | — |
| West South Central | — | 100 | 96 | — | — | 3 | — |
| Midwest | — | 100 | 90 | 6 | — | 16 | — |
| East North Central | — | 100 | 90 | 3 | — | 25 | — |
| West North Central | — | 100 | 89 | 10 | — | — | — |
| West | — | 100 | 92 | 6 | — | 8 | — |
| Mountain | — | 100 | 91 | — | — | — | — |
| Pacific | — | 100 | 93 | 4 | — | 8 | — |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The sum of the individual components may be greater than the total because some employers offer more than one alternative.

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 7. Standard errors for defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, March 2017

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans | | | | |
|---|--------------------------------|------------------------------|--|--------------------------|---|-------------------------------|-------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan | Other |
| All workers | – | 0.0 | 0.8 | 0.7 | – | 0.9 | – |
| Worker characteristics | | | | | | | |
| Management, professional, and related | – | 0.0 | 0.8 | 0.8 | – | 1.1 | – |
| Professional and related | – | 0.0 | 0.9 | 0.9 | – | 1.2 | – |
| Teachers | – | 0.0 | 1.1 | 1.2 | – | 1.4 | – |
| Primary, secondary, and special education school teachers | – | 0.0 | 1.3 | 1.4 | – | 1.7 | – |
| Service | – | 0.0 | 1.8 | 1.6 | – | 1.5 | – |
| Protective service | – | 0.0 | 2.7 | 2.5 | – | 2.4 | – |
| Sales and office | – | 0.0 | 1.2 | 1.1 | – | 2.0 | – |
| Office and administrative support | – | 0.0 | 1.2 | 1.1 | – | 2.1 | – |
| Natural resources, construction, and maintenance | – | 0.0 | 3.0 | 1.9 | – | 2.6 | – |
| Production, transportation, and material moving | – | 0.0 | 2.6 | 1.5 | – | 3.5 | – |
| Full time | – | 0.0 | 0.8 | 0.8 | – | 0.9 | – |
| Part time | – | 0.0 | 0.9 | 0.9 | – | 1.9 | – |
| Union | – | 0.0 | 0.7 | 0.7 | – | 1.3 | – |
| Nonunion | – | 0.0 | 1.3 | 1.3 | – | 1.0 | – |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | – | 0.0 | 1.6 | 1.4 | – | 1.8 | – |
| Lowest 10 percent | – | 0.0 | 3.3 | – | – | 3.0 | – |
| Second 25 percent | – | 0.0 | 1.6 | 1.4 | – | 1.6 | – |
| Third 25 percent | – | 0.0 | 1.0 | 1.0 | – | 1.0 | – |
| Highest 25 percent | – | 0.0 | 1.0 | 0.9 | – | 1.7 | – |
| Highest 10 percent | – | 0.0 | 1.8 | 1.8 | – | 2.8 | – |
| Establishment characteristics | | | | | | | |
| Service-providing industries | – | 0.0 | 0.8 | 0.7 | – | 0.9 | – |
| Education and health services | – | 0.0 | 0.9 | 0.9 | – | 1.2 | – |
| Educational services | – | 0.0 | 0.9 | 0.9 | – | 1.2 | – |
| Elementary and secondary schools | – | 0.0 | 1.0 | 1.1 | – | 1.7 | – |
| Junior colleges, colleges, and universities | – | 0.0 | 1.2 | 1.1 | – | 2.0 | – |
| Health care and social assistance | – | 0.0 | 4.8 | – | – | 4.7 | – |
| Hospitals | – | 0.0 | 3.4 | – | – | – | – |
| Public administration | – | 0.0 | 1.6 | 1.4 | – | 1.6 | – |
| 1 to 99 workers | – | 0.0 | 1.5 | 1.3 | – | 2.5 | – |
| 1 to 49 workers | – | 0.0 | 2.5 | 2.1 | – | 2.8 | – |
| 50 to 99 workers | – | 0.0 | 2.0 | 2.0 | – | 3.7 | – |
| 100 workers or more | – | 0.0 | 0.9 | 0.8 | – | 0.9 | – |
| 100 to 499 workers | – | 0.0 | 1.5 | 1.1 | – | 2.7 | – |
| 500 workers or more | – | 0.0 | 1.1 | 1.1 | – | 1.1 | – |

See footnotes at end of table.

Table 7. Standard errors for defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, March 2017—continued

| Characteristics | No alternative to frozen plans | Alternatives to frozen plans | Alternatives to frozen plans | | | | |
|--------------------------|--------------------------------|------------------------------|--|--------------------------|---|-------------------------------|-------|
| | | | Modified existing defined benefit plan | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan | Other |
| State government | — | 0.0 | 1.5 | 1.6 | — | 1.6 | — |
| Local government | — | 0.0 | 0.8 | 0.8 | — | 1.2 | — |
| Geographic areas | | | | | | | |
| Northeast | — | 0.0 | 1.1 | 1.1 | — | 2.4 | — |
| New England | — | 0.0 | 4.7 | — | — | — | — |
| Middle Atlantic | — | 0.0 | 0.6 | 0.7 | — | 2.6 | — |
| South | — | 0.0 | 1.7 | 1.7 | — | 1.3 | — |
| South Atlantic | — | 0.0 | 3.0 | 2.8 | — | 2.5 | — |
| East South Central | — | 0.0 | 5.1 | — | — | 3.3 | — |
| West South Central | — | 0.0 | 1.6 | — | — | 0.6 | — |
| Midwest | — | 0.0 | 1.5 | 0.8 | — | 2.9 | — |
| East North Central | — | 0.0 | 2.2 | 0.4 | — | 4.1 | — |
| West North Central | — | 0.0 | 1.8 | 2.2 | — | — | — |
| West | — | 0.0 | 1.3 | 1.3 | — | 1.1 | — |
| Mountain | — | 0.0 | 4.3 | — | — | — | — |
| Pacific | — | 0.0 | 0.5 | 1.0 | — | 0.8 | — |

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

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 8. Defined contribution retirement plans: Selected attributes, State and local government workers, March 2017

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

| Characteristics | Employee contribution | | Employee contribution option | |
|--|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| All workers | 72 | 28 | 89 | 11 |
| Worker characteristics | | | | |
| Management, professional, and related | 74 | 26 | 90 | 10 |
| Professional and related | 75 | 25 | 90 | 10 |
| Teachers | 78 | 22 | 95 | 5 |
| Primary, secondary, and special education school teachers | 71 | 29 | 97 | 3 |
| Service | 63 | 37 | 87 | 13 |
| Protective service | 59 | 41 | – | – |
| Sales and office | 72 | 28 | 89 | 11 |
| Office and administrative support | 71 | 29 | 89 | 11 |
| Natural resources, construction, and maintenance | 73 | 27 | – | – |
| Full time | 72 | 28 | 89 | 11 |
| Part time | 71 | 29 | – | – |
| Union | 68 | 32 | 87 | 13 |
| Nonunion | 73 | 27 | 90 | 10 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 69 | 31 | 88 | 12 |
| Lowest 10 percent | 71 | 29 | 83 | 17 |
| Second 25 percent | 71 | 29 | 88 | 12 |
| Third 25 percent | 68 | 32 | 88 | 12 |
| Highest 25 percent | 79 | 21 | 93 | 7 |
| Highest 10 percent | 82 | 18 | 93 | 7 |
| Establishment characteristics | | | | |
| Service-providing industries | 72 | 28 | 90 | 10 |
| Education and health services | 74 | 26 | 89 | 11 |
| Educational services | 75 | 25 | 93 | 7 |
| Elementary and secondary schools | 71 | 29 | 95 | 5 |
| Junior colleges, colleges, and universities | 78 | 22 | 91 | 9 |
| Health care and social assistance | 73 | 27 | 82 | 18 |
| Hospitals | 76 | 24 | – | – |
| Public administration | 66 | 34 | 91 | 9 |
| 1 to 99 workers | 65 | 35 | – | – |
| 50 to 99 workers | 56 | 44 | – | – |
| 100 workers or more | 73 | 27 | 89 | 11 |
| 100 to 499 workers | 58 | 42 | 87 | 13 |
| 500 workers or more | 78 | 22 | 90 | 10 |

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, March 2017—continued

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

| Characteristics | Employee contribution | | Employee contribution option | |
|--------------------------|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| State government | 73 | 27 | 86 | 14 |
| Local government | 71 | 29 | 91 | 9 |
| Geographic areas | | | | |
| Northeast | 68 | 32 | 83 | 17 |
| South | 83 | 17 | 89 | 11 |
| South Atlantic | 80 | 20 | 91 | 9 |
| East South Central | 93 | 7 | — | — |
| Midwest | 57 | 43 | 85 | 15 |
| East North Central | 46 | 54 | 82 | 18 |
| West | 70 | 30 | — | — |
| Mountain | 74 | 26 | — | — |
| Pacific | 67 | 33 | — | — |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 8. Standard errors for defined contribution retirement plans: Selected attributes, State and local government workers, March 2017

| Characteristics | Employee contribution | | Employee contribution option | |
|--|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| All workers | 1.7 | 1.7 | 1.2 | 1.2 |
| Worker characteristics | | | | |
| Management, professional, and related | 2.0 | 2.0 | 1.3 | 1.3 |
| Professional and related | 2.3 | 2.3 | 1.4 | 1.4 |
| Teachers | 3.0 | 3.0 | 1.2 | 1.2 |
| Primary, secondary, and special education school teachers | 6.5 | 6.5 | 0.7 | 0.7 |
| Service | 3.1 | 3.1 | 2.5 | 2.5 |
| Protective service | 3.9 | 3.9 | – | – |
| Sales and office | 3.0 | 3.0 | 2.2 | 2.2 |
| Office and administrative support | 3.1 | 3.1 | 2.3 | 2.3 |
| Natural resources, construction, and maintenance | 5.2 | 5.2 | – | – |
| Full time | 1.8 | 1.8 | 1.2 | 1.2 |
| Part time | 6.9 | 6.9 | – | – |
| Union | 2.6 | 2.6 | 2.0 | 2.0 |
| Nonunion | 2.1 | 2.1 | 1.6 | 1.6 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 2.3 | 2.3 | 2.4 | 2.4 |
| Lowest 10 percent | 4.2 | 4.2 | 3.8 | 3.8 |
| Second 25 percent | 2.8 | 2.8 | 1.8 | 1.8 |
| Third 25 percent | 3.2 | 3.2 | 1.8 | 1.8 |
| Highest 25 percent | 2.0 | 2.0 | 1.9 | 1.9 |
| Highest 10 percent | 3.1 | 3.1 | 2.4 | 2.4 |
| Establishment characteristics | | | | |
| Service-providing industries | 1.8 | 1.8 | 1.2 | 1.2 |
| Education and health services | 2.4 | 2.4 | 1.9 | 1.9 |
| Educational services | 2.4 | 2.4 | 1.7 | 1.7 |
| Elementary and secondary schools | 5.1 | 5.1 | 1.6 | 1.6 |
| Junior colleges, colleges, and universities | 2.5 | 2.5 | 2.1 | 2.1 |
| Health care and social assistance | 5.8 | 5.8 | 4.5 | 4.5 |
| Hospitals | 5.9 | 5.9 | – | – |
| Public administration | 2.8 | 2.8 | 1.2 | 1.2 |
| 1 to 99 workers | 5.0 | 5.0 | – | – |
| 50 to 99 workers | 5.7 | 5.7 | – | – |
| 100 workers or more | 1.9 | 1.9 | 1.3 | 1.3 |
| 100 to 499 workers | 3.8 | 3.8 | 2.5 | 2.5 |
| 500 workers or more | 2.1 | 2.1 | 1.6 | 1.6 |

See footnotes at end of table.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, State and local government workers, March 2017—continued

| Characteristics | Employee contribution | | Employee contribution option | |
|--------------------------|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| State government | 2.3 | 2.3 | 2.0 | 2.0 |
| Local government | 2.7 | 2.7 | 1.5 | 1.5 |
| Geographic areas | | | | |
| Northeast | 5.8 | 5.8 | 4.6 | 4.6 |
| South | 2.4 | 2.4 | 2.1 | 2.1 |
| South Atlantic | 3.1 | 3.1 | 2.2 | 2.2 |
| East South Central | 1.9 | 1.9 | — | — |
| Midwest | 2.6 | 2.6 | 1.7 | 1.7 |
| East North Central | 2.1 | 2.1 | 1.7 | 1.7 |
| West | 4.2 | 4.2 | — | — |
| Mountain | 6.7 | 6.7 | — | — |
| Pacific | 5.4 | 5.4 | — | — |

¹ 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 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017

(All workers = 100 percent)

| Characteristics | Healthcare ² | | | Medical care | | |
|---|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 89 | 79 | 89 | 89 | 71 | 80 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 92 | 82 | 89 | 92 | 72 | 79 |
| Professional and related | 91 | 81 | 88 | 91 | 71 | 78 |
| Teachers | 92 | 80 | 87 | 92 | 71 | 77 |
| Primary, secondary, and special education school teachers | 99 | 85 | 86 | 99 | 75 | 76 |
| Service | 81 | 72 | 90 | 80 | 65 | 81 |
| Protective service | 89 | 82 | 92 | 89 | 73 | 82 |
| Sales and office | 89 | 80 | 90 | 89 | 73 | 83 |
| Office and administrative support | 90 | 81 | 90 | 90 | 74 | 83 |
| Natural resources, construction, and maintenance | 96 | 86 | 90 | 95 | 78 | 82 |
| Production, transportation, and material moving ... | 85 | 77 | 91 | 85 | 69 | 82 |
| Full time | 99 | 89 | 90 | 99 | 80 | 80 |
| Part time | 27 | 23 | 86 | 27 | 19 | 70 |
| Union | 95 | 86 | 90 | 95 | 73 | 77 |
| Nonunion | 84 | 74 | 89 | 83 | 69 | 83 |
| Average wage within the following categories: ³ | | | | | | |
| Lowest 25 percent | 72 | 63 | 88 | 72 | 58 | 80 |
| Lowest 10 percent | 59 | 50 | 85 | 59 | 46 | 78 |
| Second 25 percent | 93 | 84 | 90 | 93 | 76 | 81 |
| Third 25 percent | 97 | 87 | 89 | 97 | 78 | 81 |
| Highest 25 percent | 95 | 86 | 91 | 95 | 74 | 78 |
| Highest 10 percent | 93 | 87 | 94 | 93 | 74 | 80 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 89 | 79 | 89 | 89 | 71 | 80 |
| Education and health services | 90 | 79 | 88 | 90 | 70 | 78 |
| Educational services | 90 | 79 | 88 | 90 | 69 | 77 |
| Elementary and secondary schools | 90 | 78 | 86 | 90 | 68 | 76 |
| Junior colleges, colleges, and universities | 90 | 82 | 92 | 90 | 74 | 82 |
| Health care and social assistance | 91 | 83 | 91 | 91 | 77 | 84 |
| Hospitals | 91 | 84 | 92 | 91 | 77 | 84 |
| Public administration | 90 | 82 | 91 | 90 | 75 | 83 |
| 1 to 99 workers | 86 | 77 | 90 | 85 | 68 | 80 |
| 1 to 49 workers | 82 | 73 | 89 | 82 | 67 | 82 |
| 50 to 99 workers | 89 | 80 | 90 | 89 | 69 | 78 |
| 100 workers or more | 90 | 80 | 89 | 90 | 72 | 80 |
| 100 to 499 workers | 86 | 78 | 90 | 86 | 69 | 80 |
| 500 workers or more | 92 | 82 | 89 | 92 | 73 | 80 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|---|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 58 | 49 | 85 | 37 | 31 | 85 | 88 | 70 | 80 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 59 | 49 | 84 | 36 | 30 | 83 | 90 | 71 | 79 |
| Professional and related | 58 | 48 | 83 | 35 | 29 | 83 | 90 | 70 | 78 |
| Teachers | 56 | 45 | 81 | 33 | 27 | 81 | 90 | 69 | 77 |
| Primary, secondary, and special education school teachers | 58 | 47 | 81 | 36 | 29 | 81 | 97 | 74 | 76 |
| Service | 52 | 45 | 87 | 34 | 30 | 86 | 79 | 64 | 81 |
| Protective service | 60 | 54 | 89 | 43 | 38 | 89 | 88 | 73 | 83 |
| Sales and office | 58 | 50 | 87 | 39 | 34 | 88 | 88 | 73 | 83 |
| Office and administrative support | 59 | 51 | 87 | 39 | 34 | 88 | 89 | 74 | 83 |
| Natural resources, construction, and maintenance | 66 | 59 | 89 | 40 | 36 | 91 | 93 | 77 | 83 |
| Production, transportation, and material moving | 61 | 51 | 83 | 45 | 38 | 85 | 83 | 70 | 84 |
| Full time | 64 | 55 | 85 | 41 | 34 | 85 | 98 | 79 | 81 |
| Part time | 19 | 15 | 80 | 14 | 12 | 87 | 26 | 18 | 70 |
| Union | 74 | 63 | 85 | 54 | 47 | 88 | 94 | 73 | 77 |
| Nonunion | 44 | 37 | 84 | 23 | 18 | 79 | 82 | 68 | 83 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 37 | 31 | 83 | 20 | 16 | 80 | 71 | 57 | 80 |
| Lowest 10 percent | 27 | 22 | 81 | 12 | 9 | 74 | 58 | 45 | 78 |
| Second 25 percent | 66 | 56 | 86 | 42 | 36 | 87 | 92 | 75 | 82 |
| Third 25 percent | 60 | 51 | 86 | 39 | 33 | 85 | 96 | 78 | 81 |
| Highest 25 percent | 71 | 60 | 84 | 48 | 41 | 86 | 93 | 73 | 78 |
| Highest 10 percent | 75 | 64 | 86 | 55 | 48 | 87 | 92 | 73 | 80 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 58 | 49 | 85 | 37 | 31 | 85 | 88 | 70 | 80 |
| Education and health services | 57 | 47 | 82 | 33 | 28 | 82 | 89 | 69 | 78 |
| Educational services | 56 | 46 | 82 | 33 | 27 | 82 | 88 | 68 | 77 |
| Elementary and secondary schools | 54 | 44 | 82 | 33 | 27 | 82 | 88 | 67 | 75 |
| Junior colleges, colleges, and universities | 62 | 51 | 82 | 34 | 28 | 82 | 88 | 72 | 82 |
| Health care and social assistance | 61 | 51 | 83 | 34 | 29 | 85 | 91 | 77 | 84 |
| Hospitals | 61 | 51 | 84 | 30 | 26 | 87 | 91 | 77 | 84 |
| Public administration | 60 | 53 | 88 | 42 | 38 | 88 | 89 | 74 | 84 |
| 1 to 99 workers | 59 | 47 | 81 | 39 | 32 | 82 | 84 | 68 | 81 |
| 1 to 49 workers | 54 | 43 | 80 | 37 | 30 | 80 | 81 | 66 | 82 |
| 50 to 99 workers | 63 | 51 | 82 | 40 | 34 | 85 | 87 | 69 | 79 |
| 100 workers or more | 58 | 50 | 86 | 36 | 31 | 86 | 89 | 71 | 80 |
| 100 to 499 workers | 54 | 46 | 85 | 34 | 29 | 86 | 85 | 68 | 80 |
| 500 workers or more | 59 | 51 | 87 | 37 | 32 | 86 | 91 | 72 | 80 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Healthcare ² | | | Medical care | | |
|--------------------------|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 96 | 89 | 93 | 96 | 82 | 86 |
| Local government | 87 | 76 | 88 | 87 | 67 | 78 |
| Geographic areas | | | | | | |
| Northeast | 88 | 79 | 91 | 87 | 68 | 78 |
| New England | 89 | 79 | 89 | 88 | 64 | 73 |
| Middle Atlantic | 87 | 80 | 91 | 87 | 69 | 80 |
| South | 93 | 81 | 88 | 93 | 77 | 83 |
| South Atlantic | 91 | 81 | 89 | 91 | 75 | 83 |
| East South Central | 92 | 84 | 92 | 92 | 83 | 90 |
| West South Central | 96 | 80 | 84 | 96 | 78 | 81 |
| Midwest | 85 | 74 | 87 | 85 | 64 | 75 |
| East North Central | 83 | 73 | 88 | 83 | 64 | 77 |
| West North Central | 88 | 75 | 86 | 88 | 63 | 72 |
| West | 88 | 82 | 93 | 88 | 70 | 80 |
| Mountain | 86 | 77 | 90 | 86 | 67 | 78 |
| Pacific | 89 | 84 | 95 | 89 | 72 | 81 |

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|--------------------------|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 65 | 55 | 86 | 42 | 37 | 87 | 94 | 81 | 86 |
| Local government | 56 | 47 | 84 | 35 | 29 | 84 | 85 | 67 | 78 |
| Geographic areas | | | | | | | | | |
| Northeast | 68 | 61 | 89 | 48 | 42 | 88 | 86 | 68 | 79 |
| New England | 61 | 55 | 90 | — | — | — | 88 | 64 | 73 |
| Middle Atlantic | 70 | 62 | 89 | 59 | 52 | 89 | 86 | 69 | 81 |
| South | 38 | 30 | 80 | 19 | 14 | 71 | 91 | 76 | 83 |
| South Atlantic | 44 | 37 | 84 | 26 | 19 | 74 | 91 | 75 | 83 |
| East South Central | 30 | 23 | 77 | 10 | 8 | 77 | 92 | 82 | 89 |
| West South Central | 32 | 24 | 74 | 14 | 9 | 62 | 92 | 75 | 81 |
| Midwest | 60 | 52 | 86 | 31 | 26 | 85 | 82 | 61 | 75 |
| East North Central | 62 | 53 | 86 | 42 | 37 | 87 | 82 | 63 | 77 |
| West North Central | 58 | 51 | 87 | — | 7 | — | 82 | 58 | 70 |
| West | 80 | 68 | 84 | 62 | 56 | 90 | 88 | 70 | 80 |
| Mountain | 69 | 59 | 85 | 31 | 26 | 84 | 86 | 68 | 79 |
| Pacific | 86 | 72 | 84 | 77 | 70 | 91 | 88 | 71 | 80 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

² Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.

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 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017

| Characteristics | Healthcare ² | | | Medical care | | |
|---|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.5 | 0.6 | 0.4 | 0.6 | 0.7 | 0.5 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 0.5 | 0.6 | 0.4 | 0.5 | 0.7 | 0.6 |
| Professional and related | 0.5 | 0.6 | 0.4 | 0.5 | 0.8 | 0.7 |
| Teachers | 0.7 | 0.9 | 0.5 | 0.7 | 1.1 | 1.0 |
| Primary, secondary, and special education school teachers | 0.6 | 0.6 | 0.6 | 0.6 | 1.2 | 1.3 |
| Service | 1.2 | 1.2 | 0.7 | 1.2 | 1.3 | 1.0 |
| Protective service | 1.2 | 1.4 | 0.8 | 1.2 | 1.3 | 1.3 |
| Sales and office | 1.2 | 1.2 | 0.7 | 1.2 | 1.2 | 0.8 |
| Office and administrative support | 1.2 | 1.2 | 0.7 | 1.2 | 1.2 | 0.8 |
| Natural resources, construction, and maintenance | 1.2 | 2.4 | 2.4 | 1.2 | 2.2 | 2.2 |
| Production, transportation, and material moving ... | 4.5 | 4.2 | 1.1 | 4.5 | 3.4 | 2.1 |
| Full time | 0.2 | 0.4 | 0.4 | 0.2 | 0.5 | 0.5 |
| Part time | 1.5 | 1.4 | 1.6 | 1.6 | 1.3 | 2.6 |
| Union | 0.4 | 0.6 | 0.5 | 0.4 | 0.9 | 0.9 |
| Nonunion | 1.0 | 1.0 | 0.5 | 1.0 | 1.1 | 0.6 |
| Average wage within the following categories: ³ | | | | | | |
| Lowest 25 percent | 1.6 | 1.4 | 0.6 | 1.6 | 1.4 | 0.8 |
| Lowest 10 percent | 2.1 | 2.0 | 1.2 | 2.1 | 2.0 | 1.6 |
| Second 25 percent | 0.6 | 0.7 | 0.7 | 0.6 | 1.0 | 0.8 |
| Third 25 percent | 0.4 | 0.6 | 0.5 | 0.4 | 0.8 | 0.7 |
| Highest 25 percent | 0.9 | 1.0 | 0.5 | 0.9 | 1.4 | 0.9 |
| Highest 10 percent | 1.4 | 1.4 | 0.5 | 1.4 | 1.9 | 1.3 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 0.5 | 0.6 | 0.4 | 0.5 | 0.7 | 0.5 |
| Education and health services | 0.5 | 0.7 | 0.5 | 0.5 | 0.9 | 0.7 |
| Educational services | 0.5 | 0.8 | 0.5 | 0.6 | 1.0 | 0.8 |
| Elementary and secondary schools | 0.7 | 0.8 | 0.5 | 0.7 | 1.0 | 1.0 |
| Junior colleges, colleges, and universities | 1.6 | 1.9 | 0.8 | 1.6 | 1.9 | 1.2 |
| Health care and social assistance | 1.2 | 2.0 | 1.5 | 1.2 | 2.1 | 1.7 |
| Hospitals | 1.1 | 2.2 | 1.8 | 1.1 | 2.6 | 2.3 |
| Public administration | 0.9 | 1.0 | 0.7 | 0.9 | 1.0 | 0.8 |
| 1 to 99 workers | 1.4 | 1.2 | 0.7 | 1.4 | 1.2 | 1.0 |
| 1 to 49 workers | 2.2 | 1.9 | 1.2 | 2.3 | 2.0 | 1.6 |
| 50 to 99 workers | 1.5 | 1.6 | 0.9 | 1.5 | 2.0 | 1.9 |
| 100 workers or more | 0.6 | 0.7 | 0.4 | 0.6 | 0.7 | 0.6 |
| 100 to 499 workers | 1.4 | 1.4 | 0.6 | 1.4 | 1.4 | 1.1 |
| 500 workers or more | 0.9 | 0.9 | 0.5 | 0.9 | 1.1 | 0.8 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|---|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 1.1 | 0.9 | 0.7 | 1.0 | 0.7 | 1.0 | 0.6 | 0.7 | 0.5 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.2 | 1.1 | 0.9 | 1.2 | 1.0 | 1.2 | 0.6 | 0.8 | 0.6 |
| Professional and related | 1.3 | 1.2 | 0.9 | 1.3 | 1.0 | 1.3 | 0.6 | 0.9 | 0.7 |
| Teachers | 1.7 | 1.6 | 1.4 | 1.7 | 1.3 | 1.8 | 0.8 | 1.3 | 1.0 |
| Primary, secondary, and special education school teachers | 2.0 | 1.9 | 1.6 | 2.0 | 1.7 | 2.2 | 0.8 | 1.3 | 1.2 |
| Service | 1.9 | 1.5 | 1.2 | 1.4 | 1.2 | 1.6 | 1.2 | 1.3 | 1.1 |
| Protective service | 3.2 | 2.7 | 1.7 | 2.5 | 2.1 | 2.1 | 1.3 | 1.3 | 1.3 |
| Sales and office | 2.2 | 1.8 | 1.1 | 1.7 | 1.4 | 1.3 | 1.2 | 1.2 | 0.8 |
| Office and administrative support | 2.2 | 1.9 | 1.1 | 1.7 | 1.4 | 1.3 | 1.3 | 1.2 | 0.8 |
| Natural resources, construction, and maintenance | 4.1 | 3.7 | 1.2 | 4.7 | 4.2 | 1.5 | 1.5 | 2.3 | 2.2 |
| Production, transportation, and material moving ... | 4.6 | 3.5 | 2.5 | 4.9 | 4.2 | 3.5 | 4.5 | 3.8 | 2.0 |
| Full time | 1.3 | 1.1 | 0.7 | 1.1 | 0.8 | 1.0 | 0.3 | 0.6 | 0.5 |
| Part time | 1.4 | 1.2 | 2.7 | 1.4 | 1.2 | 1.9 | 1.5 | 1.2 | 2.6 |
| Union | 1.2 | 1.2 | 0.8 | 1.3 | 1.2 | 1.2 | 0.6 | 1.0 | 0.9 |
| Nonunion | 1.5 | 1.2 | 1.1 | 1.2 | 0.9 | 1.5 | 1.1 | 1.1 | 0.6 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 1.7 | 1.3 | 1.2 | 1.4 | 1.0 | 2.0 | 1.6 | 1.4 | 0.9 |
| Lowest 10 percent | 2.1 | 1.6 | 2.2 | 1.3 | 0.9 | 3.7 | 2.1 | 2.0 | 1.6 |
| Second 25 percent | 2.0 | 1.7 | 0.8 | 1.4 | 1.2 | 1.2 | 0.7 | 1.1 | 0.8 |
| Third 25 percent | 1.8 | 1.8 | 1.2 | 1.6 | 1.3 | 1.5 | 0.5 | 0.8 | 0.7 |
| Highest 25 percent | 1.5 | 1.4 | 0.8 | 1.6 | 1.7 | 1.4 | 1.0 | 1.4 | 0.9 |
| Highest 10 percent | 1.6 | 1.6 | 1.0 | 2.1 | 2.1 | 1.8 | 1.5 | 1.8 | 1.1 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 1.1 | 1.0 | 0.7 | 1.0 | 0.7 | 1.0 | 0.6 | 0.7 | 0.5 |
| Education and health services | 1.3 | 1.1 | 1.0 | 1.3 | 1.0 | 1.3 | 0.6 | 0.9 | 0.7 |
| Educational services | 1.4 | 1.2 | 1.1 | 1.4 | 1.0 | 1.4 | 0.7 | 1.0 | 0.8 |
| Elementary and secondary schools | 1.6 | 1.5 | 1.1 | 1.6 | 1.2 | 1.7 | 0.9 | 1.2 | 1.0 |
| Junior colleges, colleges, and universities | 2.4 | 2.2 | 2.0 | 2.6 | 2.1 | 2.1 | 1.7 | 1.9 | 1.2 |
| Health care and social assistance | 4.1 | 2.7 | 2.7 | 3.3 | 3.2 | 3.0 | 1.2 | 2.1 | 1.7 |
| Hospitals | 5.3 | 3.4 | 2.5 | 4.7 | 4.4 | 2.3 | 1.1 | 2.6 | 2.3 |
| Public administration | 2.4 | 2.1 | 0.9 | 1.5 | 1.3 | 1.3 | 0.9 | 0.9 | 0.8 |
| 1 to 99 workers | 2.4 | 2.3 | 1.6 | 2.1 | 1.8 | 1.9 | 1.4 | 1.3 | 1.0 |
| 1 to 49 workers | 4.1 | 3.6 | 2.0 | 3.4 | 2.8 | 3.1 | 2.4 | 2.0 | 1.6 |
| 50 to 99 workers | 2.5 | 2.4 | 2.0 | 2.7 | 2.0 | 2.4 | 1.5 | 2.1 | 1.9 |
| 100 workers or more | 1.5 | 1.2 | 0.8 | 1.1 | 0.9 | 1.0 | 0.6 | 0.8 | 0.6 |
| 100 to 499 workers | 2.0 | 1.7 | 1.6 | 1.9 | 1.6 | 2.2 | 1.6 | 1.6 | 1.1 |
| 500 workers or more | 1.8 | 1.5 | 0.8 | 1.5 | 1.2 | 1.1 | 0.9 | 1.0 | 0.8 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

| Characteristics | Healthcare ² | | | Medical care | | |
|--------------------------|-------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 0.8 | 0.9 | 0.6 | 0.8 | 0.9 | 0.7 |
| Local government | 0.6 | 0.7 | 0.4 | 0.7 | 0.8 | 0.6 |
| Geographic areas | | | | | | |
| Northeast | 1.3 | 1.3 | 0.6 | 1.4 | 1.7 | 1.7 |
| New England | 0.9 | 1.0 | 1.4 | 1.3 | 3.9 | 4.3 |
| Middle Atlantic | 1.7 | 1.8 | 0.6 | 1.8 | 1.8 | 1.6 |
| South | 0.8 | 1.0 | 0.6 | 0.8 | 1.0 | 0.6 |
| South Atlantic | 1.5 | 1.4 | 0.8 | 1.5 | 1.4 | 0.7 |
| East South Central | 1.3 | 1.2 | 1.1 | 1.3 | 1.8 | 0.9 |
| West South Central | 1.1 | 1.8 | 1.2 | 1.1 | 1.9 | 1.3 |
| Midwest | 1.3 | 1.1 | 0.9 | 1.3 | 1.1 | 0.9 |
| East North Central | 1.9 | 1.3 | 1.0 | 1.9 | 1.5 | 0.8 |
| West North Central | 1.3 | 2.0 | 1.7 | 1.3 | 1.7 | 2.2 |
| West | 1.0 | 1.4 | 0.8 | 1.0 | 1.7 | 1.2 |
| Mountain | 2.1 | 3.1 | 1.5 | 2.1 | 4.0 | 2.9 |
| Pacific | 1.0 | 1.5 | 0.9 | 1.0 | 1.7 | 1.2 |

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

| Characteristics | Dental care | | | Vision care | | | Outpatient prescription drug coverage | | |
|--------------------------|-------------|---------------|--------------|-------------|---------------|--------------|---------------------------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 1.6 | 1.5 | 1.2 | 1.6 | 1.5 | 1.4 | 0.9 | 0.9 | 0.6 |
| Local government | 1.3 | 1.1 | 0.7 | 1.2 | 0.9 | 1.2 | 0.7 | 0.9 | 0.6 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.6 | 1.4 | 1.0 | 1.5 | 1.4 | 1.2 | 1.4 | 1.6 | 1.5 |
| New England | 2.8 | 3.0 | 1.2 | — | — | — | 1.3 | 3.9 | 4.3 |
| Middle Atlantic | 1.8 | 1.3 | 1.2 | 1.5 | 1.3 | 1.2 | 1.8 | 1.8 | 1.3 |
| South | 2.4 | 1.7 | 1.8 | 1.6 | 1.0 | 2.5 | 0.9 | 1.0 | 0.7 |
| South Atlantic | 3.3 | 2.3 | 1.6 | 2.9 | 1.6 | 2.7 | 1.5 | 1.4 | 0.7 |
| East South Central | 5.8 | 5.3 | 6.2 | 2.4 | 2.4 | 7.9 | 1.3 | 1.7 | 0.7 |
| West South Central | 4.2 | 2.8 | 4.8 | 1.7 | 1.2 | 7.1 | 1.4 | 1.9 | 1.6 |
| Midwest | 1.8 | 1.7 | 1.0 | 3.0 | 2.2 | 2.5 | 1.6 | 1.3 | 0.8 |
| East North Central | 2.2 | 1.6 | 0.9 | 4.1 | 3.1 | 2.6 | 2.0 | 1.7 | 0.6 |
| West North Central | 3.2 | 3.9 | 2.5 | — | 2.2 | — | 2.5 | 2.2 | 1.9 |
| West | 1.5 | 2.1 | 1.3 | 1.5 | 1.6 | 1.2 | 1.1 | 1.9 | 1.3 |
| Mountain | 3.6 | 4.8 | 3.3 | 2.6 | 2.3 | 2.0 | 2.1 | 4.0 | 2.9 |
| Pacific | 1.3 | 2.0 | 1.2 | 1.3 | 1.8 | 1.4 | 1.2 | 2.1 | 1.4 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

² Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.

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 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2017

(In percent)

| Characteristics | Single coverage | | Family coverage | |
|---|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| All workers | 86 | 14 | 71 | 29 |
| Worker characteristics | | | | |
| Management, professional, and related | 85 | 15 | 70 | 30 |
| Professional and related | 85 | 15 | 69 | 31 |
| Teachers | 84 | 16 | 66 | 34 |
| Primary, secondary, and special education school teachers | 84 | 16 | 65 | 35 |
| Service | 87 | 13 | 73 | 27 |
| Protective service | 88 | 12 | 78 | 22 |
| Sales and office | 88 | 12 | 72 | 28 |
| Office and administrative support | 88 | 12 | 72 | 28 |
| Natural resources, construction, and maintenance Production, transportation, and material moving ... | 89 | 11 | 74 | 26 |
| Production, transportation, and material moving ... | 86 | 14 | 70 | 30 |
| Full time | 86 | 14 | 71 | 29 |
| Part time | 85 | 15 | 70 | 30 |
| Union | 86 | 14 | 76 | 24 |
| Nonunion | 87 | 13 | 66 | 34 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 87 | 13 | 66 | 34 |
| Lowest 10 percent | 87 | 13 | 60 | 40 |
| Second 25 percent | 87 | 13 | 74 | 26 |
| Third 25 percent | 86 | 14 | 69 | 31 |
| Highest 25 percent | 85 | 15 | 74 | 26 |
| Highest 10 percent | 85 | 15 | 75 | 25 |
| Establishment characteristics | | | | |
| Service-providing industries | 86 | 14 | 71 | 29 |
| Education and health services | 85 | 15 | 67 | 33 |
| Educational services | 85 | 15 | 66 | 34 |
| Elementary and secondary schools | 84 | 16 | 64 | 36 |
| Junior colleges, colleges, and universities | 86 | 14 | 71 | 29 |
| Health care and social assistance | 87 | 13 | 74 | 26 |
| Hospitals | 87 | 13 | 75 | 25 |
| Public administration | 88 | 12 | 77 | 23 |
| 1 to 99 workers | 87 | 13 | 73 | 27 |
| 1 to 49 workers | 88 | 12 | 72 | 28 |
| 50 to 99 workers | 86 | 14 | 73 | 27 |
| 100 workers or more | 86 | 14 | 70 | 30 |
| 100 to 499 workers | 87 | 13 | 71 | 29 |
| 500 workers or more | 86 | 14 | 70 | 30 |

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2017—continued

(In percent)

| Characteristics | Single coverage | | Family coverage | |
|--------------------------|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| State government | 86 | 14 | 74 | 26 |
| Local government | 87 | 13 | 70 | 30 |
| Geographic areas | | | | |
| Northeast | 84 | 16 | 82 | 18 |
| New England | 77 | 23 | 77 | 23 |
| Middle Atlantic | 87 | 13 | 84 | 16 |
| South | 86 | 14 | 63 | 37 |
| South Atlantic | 85 | 15 | 65 | 35 |
| East South Central | 88 | 12 | 63 | 37 |
| West South Central | 87 | 13 | 59 | 41 |
| Midwest | 87 | 13 | 73 | 27 |
| East North Central | 85 | 15 | 74 | 26 |
| West North Central | 90 | 10 | 72 | 28 |
| West | 87 | 13 | 75 | 25 |
| Mountain | 87 | 13 | 71 | 29 |
| Pacific | 87 | 13 | 77 | 23 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2017

| Characteristics | Single coverage | | Family coverage | |
|---|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| All workers | 0.3 | 0.3 | 0.3 | 0.3 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.4 | 0.4 | 0.5 | 0.5 |
| Professional and related | 0.4 | 0.4 | 0.5 | 0.5 |
| Teachers | 0.5 | 0.5 | 0.6 | 0.6 |
| Primary, secondary, and special education school teachers | 0.6 | 0.6 | 0.7 | 0.7 |
| Service | 0.4 | 0.4 | 0.5 | 0.5 |
| Protective service | 0.5 | 0.5 | 0.5 | 0.5 |
| Sales and office | 0.3 | 0.3 | 0.8 | 0.8 |
| Office and administrative support | 0.3 | 0.3 | 0.8 | 0.8 |
| Natural resources, construction, and maintenance | 0.7 | 0.7 | 1.7 | 1.7 |
| Production, transportation, and material moving | 0.9 | 0.9 | 1.5 | 1.5 |
| Full time | 0.2 | 0.2 | 0.3 | 0.3 |
| Part time | 1.2 | 1.2 | 2.0 | 2.0 |
| Union | 0.3 | 0.3 | 0.4 | 0.4 |
| Nonunion | 0.4 | 0.4 | 0.5 | 0.5 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 0.4 | 0.4 | 0.5 | 0.5 |
| Lowest 10 percent | 0.7 | 0.7 | 1.1 | 1.1 |
| Second 25 percent | 0.4 | 0.4 | 0.6 | 0.6 |
| Third 25 percent | 0.4 | 0.4 | 0.6 | 0.6 |
| Highest 25 percent | 0.4 | 0.4 | 0.6 | 0.6 |
| Highest 10 percent | 0.6 | 0.6 | 0.6 | 0.6 |
| Establishment characteristics | | | | |
| Service-providing industries | 0.3 | 0.3 | 0.3 | 0.3 |
| Education and health services | 0.4 | 0.4 | 0.5 | 0.5 |
| Educational services | 0.4 | 0.4 | 0.5 | 0.5 |
| Elementary and secondary schools | 0.5 | 0.5 | 0.7 | 0.7 |
| Junior colleges, colleges, and universities | 0.8 | 0.8 | 0.9 | 0.9 |
| Health care and social assistance | 0.9 | 0.9 | 1.1 | 1.1 |
| Hospitals | 1.3 | 1.3 | 2.3 | 2.3 |
| Public administration | 0.3 | 0.3 | 0.4 | 0.4 |
| 1 to 99 workers | 0.7 | 0.7 | 0.8 | 0.8 |
| 1 to 49 workers | 0.8 | 0.8 | 1.2 | 1.2 |
| 50 to 99 workers | 0.8 | 0.8 | 1.1 | 1.1 |
| 100 workers or more | 0.3 | 0.3 | 0.4 | 0.4 |
| 100 to 499 workers | 0.5 | 0.5 | 0.7 | 0.7 |
| 500 workers or more | 0.4 | 0.4 | 0.5 | 0.5 |

See footnotes at end of table.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2017—continued

| Characteristics | Single coverage | | Family coverage | |
|--------------------------|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| State government | 0.5 | 0.5 | 0.6 | 0.6 |
| Local government | 0.3 | 0.3 | 0.4 | 0.4 |
| Geographic areas | | | | |
| Northeast | 0.3 | 0.3 | 0.4 | 0.4 |
| New England | 0.9 | 0.9 | 0.9 | 0.9 |
| Middle Atlantic | 0.4 | 0.4 | 0.5 | 0.5 |
| South | 0.5 | 0.5 | 0.5 | 0.5 |
| South Atlantic | 0.7 | 0.7 | 0.8 | 0.8 |
| East South Central | 1.1 | 1.1 | 0.7 | 0.7 |
| West South Central | 0.8 | 0.8 | 1.2 | 1.2 |
| Midwest | 0.6 | 0.6 | 0.7 | 0.7 |
| East North Central | 0.9 | 0.9 | 0.8 | 0.8 |
| West North Central | 0.4 | 0.4 | 1.4 | 1.4 |
| West | 0.4 | 0.4 | 0.9 | 0.9 |
| Mountain | 1.0 | 1.0 | 2.6 | 2.6 |
| Pacific | 0.5 | 0.5 | 0.7 | 0.7 |

¹ 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 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2017

(All workers with single coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|---|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | 100 | \$536.13 | 22 | \$566.64 | 78 | \$527.53 | \$113.95 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 100 | 526.07 | 21 | 564.14 | 79 | 515.87 | 121.13 |
| Professional and related | 100 | 522.84 | 21 | 559.04 | 79 | 513.06 | 125.42 |
| Teachers | 100 | 518.29 | 22 | 552.08 | 78 | 508.51 | 137.84 |
| Primary, secondary, and special education school teachers | 100 | 513.98 | 24 | 545.99 | 76 | 503.94 | 143.36 |
| Service | 100 | 548.09 | 23 | 559.29 | 77 | 544.69 | 109.52 |
| Protective service | 100 | 575.14 | 22 | 562.53 | 78 | 578.88 | 105.17 |
| Sales and office | 100 | 549.82 | 23 | 570.78 | 77 | 543.56 | 97.52 |
| Office and administrative support | 100 | 550.30 | 23 | 572.71 | 77 | 543.57 | 96.26 |
| Natural resources, construction, and maintenance | 100 | 550.34 | 25 | 577.06 | 75 | 541.44 | 87.68 |
| Production, transportation, and material moving ... | 100 | 563.22 | 21 | 610.63 | 79 | 550.30 | 116.08 |
| Full time | 100 | 535.61 | 22 | 565.07 | 78 | 527.42 | 113.07 |
| Part time | 100 | 549.23 | 28 | 597.21 | 72 | 530.45 | 137.91 |
| Union | 100 | 564.57 | 24 | 576.60 | 76 | 560.81 | 133.62 |
| Nonunion | 100 | 510.75 | 20 | 556.22 | 80 | 499.14 | 97.16 |
| Average wage within the following categories: ¹ | | | | | | | |
| Lowest 25 percent | 100 | 516.78 | 25 | 559.64 | 75 | 502.63 | 102.51 |
| Lowest 10 percent | 100 | 489.74 | 27 | 543.03 | 73 | 469.71 | 99.24 |
| Second 25 percent | 100 | 545.42 | 22 | 565.99 | 78 | 539.69 | 105.43 |
| Third 25 percent | 100 | 533.69 | 20 | 559.64 | 80 | 527.14 | 113.06 |
| Highest 25 percent | 100 | 546.41 | 22 | 580.05 | 78 | 537.08 | 130.74 |
| Highest 10 percent | 100 | 556.83 | 25 | 568.10 | 75 | 553.08 | 151.26 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 100 | 536.91 | 22 | 566.77 | 78 | 528.53 | 114.02 |
| Education and health services | 100 | 516.81 | 22 | 557.13 | 78 | 505.47 | 122.75 |
| Educational services | 100 | 518.41 | 22 | 556.33 | 78 | 507.65 | 127.91 |
| Elementary and secondary schools | 100 | 510.51 | 24 | 543.39 | 76 | 500.29 | 136.21 |
| Junior colleges, colleges, and universities | 100 | 538.11 | 17 | 594.74 | 83 | 526.43 | 108.05 |
| Health care and social assistance | 100 | 507.74 | 21 | 561.95 | 79 | 493.32 | 93.96 |
| Hospitals | 100 | 505.69 | 21 | 573.36 | 79 | 487.81 | 87.69 |
| Public administration | 100 | 570.63 | 22 | 584.88 | 78 | 566.48 | 101.13 |
| 1 to 99 workers | 100 | 532.52 | 23 | 579.78 | 77 | 518.47 | 107.75 |
| 1 to 49 workers | 100 | 529.05 | 28 | 548.80 | 72 | 521.27 | 108.19 |
| 50 to 99 workers | 100 | 535.78 | 18 | 625.77 | 82 | 516.17 | 107.39 |
| 100 workers or more | 100 | 537.19 | 22 | 562.58 | 78 | 530.14 | 115.73 |
| 100 to 499 workers | 100 | 548.62 | 21 | 549.56 | 79 | 548.38 | 110.76 |
| 500 workers or more | 100 | 532.00 | 22 | 568.16 | 78 | 521.72 | 118.02 |

See footnotes at end of table.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2017—continued

(All workers with single coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|--------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| State government | 100 | \$534.32 | 12 | \$577.98 | 88 | \$528.26 | \$103.04 |
| Local government | 100 | 536.85 | 26 | 564.53 | 74 | 527.19 | 119.06 |
| Geographic areas | | | | | | | |
| Northeast | 100 | 546.41 | 24 | 562.81 | 76 | 541.34 | 143.46 |
| New England | 100 | 522.21 | 2 | 575.92 | 98 | 520.93 | 160.65 |
| Middle Atlantic | 100 | 553.76 | 30 | 562.50 | 70 | 549.99 | 136.16 |
| South | 100 | 503.78 | 22 | 558.13 | 78 | 487.84 | 102.19 |
| South Atlantic | 100 | 518.47 | 13 | 586.01 | 87 | 508.44 | 103.37 |
| East South Central | 100 | 526.32 | 19 | 521.56 | 81 | 527.44 | 86.52 |
| West South Central | 100 | 471.33 | 38 | 554.08 | 62 | 419.75 | 110.39 |
| Midwest | 100 | 556.04 | 17 | 552.99 | 83 | 556.68 | 113.57 |
| East North Central | 100 | 555.94 | 11 | 555.26 | 89 | 556.03 | 121.86 |
| West North Central | 100 | 556.22 | 29 | 551.30 | 71 | 558.25 | 93.81 |
| West | 100 | 569.80 | 23 | 593.61 | 77 | 562.58 | 112.55 |
| Mountain | 100 | 498.98 | 18 | 545.22 | 82 | 488.95 | 87.97 |
| Pacific | 100 | 600.87 | 25 | 608.37 | 75 | 598.28 | 124.47 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2017

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|---|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | \$3.64 | 0.8 | \$5.24 | 0.8 | \$4.34 | \$2.75 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 4.68 | 0.9 | 5.73 | 0.9 | 5.59 | 3.82 |
| Professional and related | 5.20 | 1.0 | 6.18 | 1.0 | 6.27 | 4.40 |
| Teachers | 6.85 | 1.6 | 7.72 | 1.6 | 8.22 | 7.34 |
| Primary, secondary, and special education school teachers | 8.76 | 1.8 | 8.86 | 1.8 | 11.03 | 8.30 |
| Service | 5.89 | 1.7 | 10.98 | 1.7 | 7.70 | 3.71 |
| Protective service | 8.01 | 1.9 | 14.62 | 1.9 | 11.11 | 4.58 |
| Sales and office | 6.23 | 1.5 | 11.06 | 1.5 | 7.78 | 2.56 |
| Office and administrative support | 6.37 | 1.4 | 10.48 | 1.4 | 8.05 | 2.71 |
| Natural resources, construction, and maintenance | 15.13 | 3.1 | 23.09 | 3.1 | 16.93 | 4.23 |
| Production, transportation, and material moving ... | 14.55 | 3.0 | 37.19 | 3.0 | 15.95 | 7.54 |
| Full time | 3.63 | 0.8 | 5.42 | 0.8 | 4.29 | 2.73 |
| Part time | 13.98 | 3.0 | 11.57 | 3.0 | 18.37 | 10.29 |
| Union | 5.01 | 1.3 | 7.69 | 1.3 | 5.61 | 3.97 |
| Nonunion | 5.21 | 1.2 | 7.51 | 1.2 | 6.23 | 2.66 |
| Average wage within the following categories: ¹ | | | | | | |
| Lowest 25 percent | 5.14 | 1.5 | 8.99 | 1.5 | 6.64 | 3.54 |
| Lowest 10 percent | 8.03 | 2.1 | 11.92 | 2.1 | 10.19 | 4.92 |
| Second 25 percent | 6.40 | 1.4 | 9.11 | 1.4 | 7.65 | 3.14 |
| Third 25 percent | 5.69 | 1.2 | 7.69 | 1.2 | 6.97 | 4.61 |
| Highest 25 percent | 6.38 | 1.4 | 9.75 | 1.4 | 7.23 | 4.13 |
| Highest 10 percent | 6.02 | 1.5 | 8.71 | 1.5 | 8.46 | 7.10 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 3.66 | 0.8 | 5.25 | 0.8 | 4.38 | 2.78 |
| Education and health services | 4.74 | 1.0 | 6.54 | 1.0 | 5.61 | 4.27 |
| Educational services | 4.87 | 1.1 | 7.28 | 1.1 | 5.61 | 5.06 |
| Elementary and secondary schools | 5.76 | 1.3 | 6.82 | 1.3 | 7.66 | 6.10 |
| Junior colleges, colleges, and universities | 10.57 | 2.4 | 28.69 | 2.4 | 11.57 | 5.47 |
| Health care and social assistance | 15.49 | 3.3 | 18.38 | 3.3 | 19.69 | 3.15 |
| Hospitals | 28.00 | 3.8 | 11.67 | 3.8 | 36.32 | 3.70 |
| Public administration | 5.77 | 1.4 | 8.53 | 1.4 | 7.39 | 2.53 |
| 1 to 99 workers | 7.69 | 2.4 | 13.30 | 2.4 | 8.68 | 3.69 |
| 1 to 49 workers | 11.24 | 3.8 | 16.65 | 3.8 | 13.33 | 4.28 |
| 50 to 99 workers | 10.95 | 2.3 | 26.14 | 2.3 | 10.55 | 5.36 |
| 100 workers or more | 4.88 | 0.9 | 6.12 | 0.9 | 6.07 | 2.95 |
| 100 to 499 workers | 9.19 | 1.9 | 11.46 | 1.9 | 11.35 | 4.72 |
| 500 workers or more | 5.10 | 1.0 | 7.97 | 1.0 | 6.14 | 3.50 |

See footnotes at end of table.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2017—continued

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|--------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| State government | \$6.47 | 1.0 | \$6.16 | 1.0 | \$7.32 | \$3.20 |
| Local government | 4.81 | 1.1 | 6.22 | 1.1 | 5.93 | 3.58 |
| Geographic areas | | | | | | |
| Northeast | 7.88 | 1.4 | 6.99 | 1.4 | 9.32 | 4.15 |
| New England | 8.95 | 0.5 | 18.44 | 0.5 | 9.24 | 7.26 |
| Middle Atlantic | 10.02 | 1.9 | 7.13 | 1.9 | 13.12 | 6.58 |
| South | 5.47 | 1.0 | 6.86 | 1.0 | 6.55 | 5.01 |
| South Atlantic | 9.96 | 1.2 | 16.53 | 1.2 | 10.79 | 8.03 |
| East South Central | 12.63 | 1.6 | 19.83 | 1.6 | 14.75 | 6.77 |
| West South Central | 4.45 | 2.4 | 8.15 | 2.4 | 6.60 | 7.74 |
| Midwest | 9.58 | 2.3 | 15.13 | 2.3 | 10.71 | 5.65 |
| East North Central | 12.92 | 1.4 | 26.08 | 1.4 | 13.63 | 7.86 |
| West North Central | 12.89 | 6.3 | 17.64 | 6.3 | 15.77 | 3.57 |
| West | 6.57 | 1.8 | 14.29 | 1.8 | 7.37 | 5.14 |
| Mountain | 15.90 | 3.6 | 21.66 | 3.6 | 21.71 | 7.70 |
| Pacific | 7.50 | 2.1 | 17.80 | 2.1 | 7.17 | 6.65 |

¹ 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 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, March 2017

(All workers with contributory coverage = 100 percent)

| Characteristics | Single coverage | | | |
|---|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| All workers | 62 | 26 | 7 | 6 |
| Worker characteristics | | | | |
| Management, professional, and related | 61 | 27 | 6 | 5 |
| Professional and related | 61 | 28 | 6 | 5 |
| Teachers | 62 | 27 | 7 | 4 |
| Primary, secondary, and special education school teachers | 65 | 25 | 7 | 4 |
| Service | 66 | 22 | 5 | 7 |
| Protective service | 68 | 19 | 3 | 10 |
| Sales and office | 57 | 28 | 7 | 7 |
| Office and administrative support | 58 | 28 | 7 | 8 |
| Natural resources, construction, and maintenance | 71 | 18 | 8 | 3 |
| Production, transportation, and material moving ... | 60 | 22 | 15 | 4 |
| Full time | 62 | 26 | 6 | 6 |
| Part time | 53 | 25 | 12 | 10 |
| Union | 66 | 16 | 8 | 10 |
| Nonunion | 58 | 34 | 6 | 2 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 60 | 30 | 6 | 4 |
| Lowest 10 percent | 62 | 32 | — | — |
| Second 25 percent | 63 | 25 | 6 | 6 |
| Third 25 percent | 62 | 27 | 6 | 5 |
| Highest 25 percent | 62 | 22 | 7 | 8 |
| Highest 10 percent | 61 | 24 | 7 | 9 |
| Establishment characteristics | | | | |
| Service-providing industries | 62 | 26 | 7 | 6 |
| Education and health services | 60 | 30 | 6 | 4 |
| Educational services | 61 | 29 | 6 | 4 |
| Elementary and secondary schools | 65 | 24 | 7 | 4 |
| Junior colleges, colleges, and universities | 51 | 41 | — | — |
| Health care and social assistance | 54 | 38 | — | — |
| Hospitals | 55 | 40 | — | — |
| Public administration | 64 | 21 | 7 | 9 |
| 1 to 99 workers | 62 | 23 | 9 | 6 |
| 1 to 49 workers | 66 | — | 10 | — |
| 50 to 99 workers | 58 | 28 | 9 | 5 |
| 100 workers or more | 62 | 27 | 6 | 6 |
| 100 to 499 workers | 63 | 26 | 6 | 6 |
| 500 workers or more | 61 | 27 | 6 | 6 |

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, March 2017—continued

(All workers with contributory coverage = 100 percent)

| Characteristics | Single coverage | | | |
|--------------------------|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| State government | 51 | 38 | 4 | 7 |
| Local government | 67 | 20 | 8 | 5 |
| Geographic areas | | | | |
| Northeast | 64 | 20 | 7 | 9 |
| New England | 80 | 10 | — | — |
| Middle Atlantic | 57 | 24 | 6 | 13 |
| South | 56 | 38 | — | — |
| South Atlantic | 45 | 49 | 6 | — |
| East South Central | 49 | 51 | — | — |
| West South Central | 83 | 9 | — | — |
| Midwest | 73 | 20 | 5 | 2 |
| East North Central | 74 | 18 | 5 | 2 |
| West North Central | 69 | 23 | — | — |
| West | 61 | 13 | 10 | 17 |
| Mountain | 75 | 18 | — | — |
| Pacific | 54 | 11 | 13 | 23 |

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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: Because of rounding, sums of individual items may not equal totals. 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 12. Standard errors for medical care benefits, single coverage:
Employee participation by type of contribution, State and local government
workers, March 2017**

| Characteristics | Single coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| All workers | 1.2 | 1.1 | 0.7 | 0.4 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.5 | 1.5 | 0.8 | 0.6 |
| Professional and related | 1.8 | 1.8 | 0.9 | 0.6 |
| Teachers | 2.5 | 2.3 | 1.0 | 0.5 |
| Primary, secondary, and special education school teachers | 2.7 | 2.6 | 1.1 | 0.6 |
| Service | 2.5 | 1.4 | 1.1 | 1.2 |
| Protective service | 3.4 | 2.0 | 1.2 | 2.5 |
| Sales and office | 2.6 | 2.4 | 1.1 | 1.0 |
| Office and administrative support | 2.6 | 2.3 | 1.1 | 1.0 |
| Natural resources, construction, and maintenance | 5.4 | 4.5 | 1.8 | 1.2 |
| Production, transportation, and material moving ... | 5.0 | 4.9 | 2.1 | 1.5 |
| Full time | 1.2 | 1.2 | 0.7 | 0.4 |
| Part time | 4.7 | 3.9 | 3.0 | 3.0 |
| Union | 1.5 | 1.6 | 1.0 | 0.8 |
| Nonunion | 1.8 | 1.7 | 0.8 | 0.4 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 1.7 | 1.5 | 1.1 | 0.7 |
| Lowest 10 percent | 2.5 | 2.2 | — | — |
| Second 25 percent | 2.3 | 1.9 | 0.9 | 0.7 |
| Third 25 percent | 2.5 | 2.4 | 0.8 | 0.7 |
| Highest 25 percent | 1.8 | 1.7 | 1.1 | 1.1 |
| Highest 10 percent | 2.7 | 2.8 | 1.8 | 1.3 |
| Establishment characteristics | | | | |
| Service-providing industries | 1.2 | 1.1 | 0.7 | 0.4 |
| Education and health services | 1.6 | 1.6 | 0.8 | 0.6 |
| Educational services | 1.7 | 1.7 | 0.9 | 0.5 |
| Elementary and secondary schools | 1.7 | 1.8 | 0.9 | 0.5 |
| Junior colleges, colleges, and universities | 3.1 | 3.0 | — | — |
| Health care and social assistance | 4.6 | 4.5 | — | — |
| Hospitals | 4.9 | 4.5 | — | — |
| Public administration | 2.1 | 1.4 | 1.3 | 0.9 |
| 1 to 99 workers | 3.2 | 2.8 | 1.9 | 1.0 |
| 1 to 49 workers | 6.0 | — | 2.8 | — |
| 50 to 99 workers | 3.3 | 3.3 | 2.4 | 1.1 |
| 100 workers or more | 1.3 | 1.2 | 0.7 | 0.6 |
| 100 to 499 workers | 3.1 | 2.8 | 1.6 | 1.2 |
| 500 workers or more | 1.6 | 1.5 | 0.9 | 0.7 |

See footnotes at end of table.

**Table 12. Standard errors for medical care benefits, single coverage:
Employee participation by type of contribution, State and local government
workers, March 2017—continued**

| Characteristics | Single coverage | | | |
|--------------------------|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| State government | 2.1 | 2.0 | 1.1 | 0.7 |
| Local government | 1.4 | 1.3 | 0.8 | 0.7 |
| Geographic areas | | | | |
| Northeast | 3.3 | 3.3 | 1.5 | 1.3 |
| New England | 5.5 | 1.5 | — | — |
| Middle Atlantic | 4.2 | 4.6 | 1.5 | 1.8 |
| South | 1.8 | 1.9 | — | — |
| South Atlantic | 3.0 | 3.2 | 1.7 | — |
| East South Central | 1.6 | 1.1 | — | — |
| West South Central | 2.5 | 0.7 | — | — |
| Midwest | 1.9 | 1.9 | 1.1 | 0.8 |
| East North Central | 1.9 | 2.1 | 1.4 | 0.6 |
| West North Central | 5.1 | 4.3 | — | — |
| West | 2.7 | 1.7 | 1.7 | 1.5 |
| Mountain | 5.9 | 3.9 | — | — |
| Pacific | 3.0 | 1.6 | 2.4 | 2.3 |

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2017

(All workers with family coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|---|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | 100 | \$1,132.28 | 7 | \$1,445.97 | 93 | \$1,109.11 | \$480.14 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 100 | 1,099.66 | 7 | 1,434.28 | 93 | 1,074.30 | 498.33 |
| Professional and related | 100 | 1,086.65 | 7 | 1,425.10 | 93 | 1,062.34 | 512.50 |
| Teachers | 100 | 1,028.54 | 7 | 1,440.33 | 93 | 998.13 | 560.46 |
| Primary, secondary, and special education school teachers | 100 | 1,010.85 | 8 | 1,442.40 | 92 | 973.54 | 585.71 |
| Service | 100 | 1,183.50 | 7 | 1,478.43 | 93 | 1,162.22 | 456.07 |
| Protective service | 100 | 1,303.70 | 8 | 1,507.90 | 92 | 1,285.06 | 392.31 |
| Sales and office | 100 | 1,156.83 | 6 | 1,390.48 | 94 | 1,141.24 | 448.63 |
| Office and administrative support | 100 | 1,157.12 | 6 | 1,391.24 | 94 | 1,141.24 | 445.59 |
| Natural resources, construction, and maintenance | 100 | 1,197.18 | 7 | 1,564.79 | 93 | 1,169.47 | 432.54 |
| Production, transportation, and material moving ... | 100 | 1,210.94 | 7 | 1,509.18 | 93 | 1,187.68 | 496.15 |
| Full time | 100 | 1,130.86 | 7 | 1,437.99 | 93 | 1,108.83 | 478.14 |
| Part time | 100 | 1,169.22 | 12 | 1,564.69 | 88 | 1,116.66 | 535.13 |
| Union | 100 | 1,283.66 | 12 | 1,444.43 | 88 | 1,262.55 | 475.47 |
| Nonunion | 100 | 998.15 | 3 | 1,451.82 | 97 | 985.59 | 483.90 |
| Average wage within the following categories: ¹ | | | | | | | |
| Lowest 25 percent | 100 | 1,014.33 | 4 | 1,554.97 | 96 | 990.67 | 505.22 |
| Lowest 10 percent | 100 | 885.02 | 3 | 1,541.91 | 97 | 862.33 | 573.73 |
| Second 25 percent | 100 | 1,195.14 | 8 | 1,407.43 | 92 | 1,177.37 | 438.37 |
| Third 25 percent | 100 | 1,083.41 | 5 | 1,385.62 | 95 | 1,065.94 | 496.10 |
| Highest 25 percent | 100 | 1,223.25 | 10 | 1,467.16 | 90 | 1,196.95 | 477.55 |
| Highest 10 percent | 100 | 1,268.22 | 14 | 1,441.12 | 86 | 1,240.23 | 512.48 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 100 | 1,132.90 | 7 | 1,446.49 | 93 | 1,109.68 | 480.57 |
| Education and health services | 100 | 1,056.50 | 7 | 1,444.10 | 93 | 1,028.17 | 526.41 |
| Educational services | 100 | 1,035.46 | 7 | 1,466.34 | 93 | 1,003.66 | 546.14 |
| Elementary and secondary schools | 100 | 999.71 | 8 | 1,456.72 | 92 | 959.43 | 585.27 |
| Junior colleges, colleges, and universities | 100 | 1,125.16 | 3 | 1,393.48 | 97 | 1,117.08 | 445.04 |
| Health care and social assistance | 100 | 1,174.55 | 6 | 1,311.40 | 94 | 1,165.10 | 416.19 |
| Hospitals | 100 | 1,228.51 | 7 | 1,382.52 | 93 | 1,216.57 | 398.76 |
| Public administration | 100 | 1,252.79 | 8 | 1,484.91 | 92 | 1,233.68 | 402.03 |
| 1 to 99 workers | 100 | 1,127.11 | 8 | 1,517.96 | 92 | 1,092.78 | 442.42 |
| 1 to 49 workers | 100 | 1,117.32 | 9 | 1,445.40 | 91 | 1,086.55 | 444.63 |
| 50 to 99 workers | 100 | 1,136.34 | 8 | 1,595.09 | 92 | 1,098.59 | 440.36 |
| 100 workers or more | 100 | 1,133.77 | 6 | 1,420.28 | 94 | 1,113.74 | 490.85 |
| 100 to 499 workers | 100 | 1,161.98 | 3 | 1,416.15 | 97 | 1,153.80 | 459.75 |
| 500 workers or more | 100 | 1,121.02 | 8 | 1,421.00 | 92 | 1,094.66 | 505.67 |

See footnotes at end of table.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2017—continued

(All workers with family coverage medical care benefits = 100 percent)

| Characteristics | Total | | Employee contribution not required | | Employee contribution required | | |
|--------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| State government | 100 | \$1,158.98 | 1 | \$1,199.46 | 99 | \$1,158.42 | \$402.21 |
| Local government | 100 | 1,121.67 | 9 | 1,460.78 | 91 | 1,087.85 | 513.73 |
| Geographic areas | | | | | | | |
| Northeast | 100 | 1,360.30 | 21 | 1,455.61 | 79 | 1,335.06 | 402.13 |
| New England | 100 | 1,324.38 | — | — | — | — | — |
| Middle Atlantic | 100 | 1,371.21 | 27 | 1,456.58 | 73 | 1,340.09 | 394.79 |
| South | 100 | 914.46 | 1 | 1,522.39 | 99 | 907.92 | 520.23 |
| South Atlantic | 100 | 976.85 | 1 | 1,569.42 | 99 | 971.14 | 497.98 |
| East South Central | 100 | 894.55 | — | — | — | — | — |
| West South Central | 100 | 835.79 | 1 | 1,569.06 | 99 | 830.50 | 567.70 |
| Midwest | 100 | 1,240.24 | 5 | 1,308.55 | 95 | 1,236.41 | 481.50 |
| East North Central | 100 | 1,265.81 | 3 | 1,257.81 | 97 | 1,266.05 | 468.89 |
| West North Central | 100 | 1,193.02 | — | — | — | — | — |
| West | 100 | 1,257.86 | 8 | 1,486.47 | 92 | 1,239.03 | 453.66 |
| Mountain | 100 | 1,061.68 | 5 | 1,409.31 | 95 | 1,041.67 | 458.56 |
| Pacific | 100 | 1,345.78 | 9 | 1,508.42 | 91 | 1,330.53 | 451.38 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2017

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|---|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| All workers | \$9.15 | 0.6 | \$25.32 | 0.6 | \$10.24 | \$7.08 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 12.46 | 0.7 | 27.99 | 0.7 | 13.71 | 9.59 |
| Professional and related | 13.53 | 0.7 | 25.02 | 0.7 | 14.74 | 11.03 |
| Teachers | 16.36 | 1.1 | 33.89 | 1.1 | 18.52 | 16.81 |
| Primary, secondary, and special education school teachers | 19.69 | 1.3 | 31.14 | 1.3 | 21.93 | 19.25 |
| Service | 17.60 | 0.8 | 33.62 | 0.8 | 19.85 | 10.27 |
| Protective service | 24.13 | 1.1 | 40.73 | 1.1 | 27.90 | 9.30 |
| Sales and office | 19.13 | 0.8 | 32.16 | 0.8 | 19.97 | 13.20 |
| Office and administrative support | 18.99 | 0.8 | 32.17 | 0.8 | 19.79 | 12.71 |
| Natural resources, construction, and maintenance | 41.09 | 1.8 | 171.03 | 1.8 | 40.05 | 30.06 |
| Production, transportation, and material moving ... | 43.58 | 2.5 | 98.31 | 2.5 | 45.80 | 20.62 |
| Full time | 9.33 | 0.6 | 26.55 | 0.6 | 10.31 | 7.17 |
| Part time | 41.09 | 2.4 | 49.94 | 2.4 | 42.22 | 29.68 |
| Union | 13.59 | 0.9 | 16.69 | 0.9 | 15.45 | 8.77 |
| Nonunion | 12.65 | 0.5 | 94.32 | 0.5 | 12.72 | 8.68 |
| Average wage within the following categories: ¹ | | | | | | |
| Lowest 25 percent | 13.27 | 0.7 | 83.50 | 0.7 | 16.06 | 8.80 |
| Lowest 10 percent | 24.29 | 0.9 | 43.46 | 0.9 | 23.64 | 16.13 |
| Second 25 percent | 18.84 | 1.0 | 36.85 | 1.0 | 19.42 | 10.40 |
| Third 25 percent | 14.67 | 1.0 | 46.86 | 1.0 | 15.67 | 12.79 |
| Highest 25 percent | 17.65 | 0.9 | 21.86 | 0.9 | 19.57 | 12.17 |
| Highest 10 percent | 17.55 | 1.6 | 19.94 | 1.6 | 20.81 | 14.47 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 9.11 | 0.6 | 25.65 | 0.6 | 10.23 | 6.95 |
| Education and health services | 12.34 | 0.8 | 30.62 | 0.8 | 14.34 | 10.69 |
| Educational services | 11.83 | 0.9 | 32.93 | 0.9 | 14.27 | 12.70 |
| Elementary and secondary schools | 12.93 | 1.1 | 25.33 | 1.1 | 16.13 | 14.00 |
| Junior colleges, colleges, and universities | 16.37 | 1.4 | 106.93 | 1.4 | 17.81 | 17.57 |
| Health care and social assistance | 48.56 | 1.3 | 95.76 | 1.3 | 53.05 | 10.85 |
| Hospitals | 89.46 | 1.3 | 51.98 | 1.3 | 96.99 | 21.15 |
| Public administration | 10.89 | 0.7 | 45.82 | 0.7 | 13.10 | 7.76 |
| 1 to 99 workers | 18.14 | 1.4 | 71.61 | 1.4 | 19.88 | 17.04 |
| 1 to 49 workers | 25.36 | 2.1 | 110.28 | 2.1 | 28.91 | 24.94 |
| 50 to 99 workers | 28.55 | 1.6 | 104.13 | 1.6 | 32.59 | 21.73 |
| 100 workers or more | 11.29 | 0.5 | 20.68 | 0.5 | 12.10 | 8.02 |
| 100 to 499 workers | 20.14 | 0.8 | 61.84 | 0.8 | 21.62 | 14.27 |
| 500 workers or more | 13.65 | 0.6 | 23.63 | 0.6 | 14.88 | 9.51 |

See footnotes at end of table.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2017—continued

| Characteristics | Average flat monthly employer premium | Employee contribution not required | | Employee contribution required | | |
|--------------------------|---------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|--|
| | | Percent of participating employees | Average flat monthly employer premium | Percent of participating employees | Average flat monthly employer premium | Average flat monthly employee contribution |
| State government | \$11.54 | 0.4 | \$111.79 | 0.4 | \$11.54 | \$11.34 |
| Local government | 11.23 | 0.7 | 23.58 | 0.7 | 12.79 | 8.82 |
| Geographic areas | | | | | | |
| Northeast | 19.12 | 1.2 | 23.11 | 1.2 | 21.78 | 11.88 |
| New England | 29.82 | — | — | — | — | — |
| Middle Atlantic | 22.37 | 1.6 | 23.42 | 1.6 | 27.63 | 19.00 |
| South | 12.29 | 0.3 | 91.08 | 0.3 | 12.86 | 10.85 |
| South Atlantic | 16.33 | 0.3 | 115.02 | 0.3 | 15.65 | 15.97 |
| East South Central | 41.75 | — | — | — | — | — |
| West South Central | 20.15 | 0.3 | 195.19 | 0.3 | 21.40 | 22.19 |
| Midwest | 24.19 | 2.0 | 117.47 | 2.0 | 26.17 | 9.03 |
| East North Central | 35.03 | 0.7 | 119.07 | 0.7 | 35.59 | 12.69 |
| West North Central | 21.68 | — | — | — | — | — |
| West | 17.94 | 1.3 | 36.59 | 1.3 | 20.58 | 21.57 |
| Mountain | 40.08 | 2.3 | 38.84 | 2.3 | 46.24 | 58.83 |
| Pacific | 20.74 | 1.6 | 46.07 | 1.6 | 22.70 | 16.02 |

¹ 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 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, March 2017

(All workers with contributory coverage = 100 percent)

| Characteristics | Family coverage | | | |
|---|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| All workers | 66 | 23 | 6 | 5 |
| Worker characteristics | | | | |
| Management, professional, and related | 64 | 24 | 6 | 5 |
| Professional and related | 65 | 24 | 6 | 4 |
| Teachers | 66 | 23 | 7 | 3 |
| Primary, secondary, and special education school teachers | 68 | 21 | 7 | 4 |
| Service | 71 | 18 | 5 | 6 |
| Protective service | 72 | 16 | 3 | 8 |
| Sales and office | 62 | 25 | 7 | 7 |
| Office and administrative support | 62 | 24 | 7 | 7 |
| Natural resources, construction, and maintenance | 74 | 17 | 6 | 4 |
| Production, transportation, and material moving | 62 | 20 | 12 | 6 |
| Full time | 66 | 23 | 6 | 5 |
| Part time | 57 | 22 | — | — |
| Union | 66 | 16 | 8 | 10 |
| Nonunion | 65 | 28 | 5 | 2 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 67 | 24 | 6 | 3 |
| Lowest 10 percent | 70 | 25 | — | — |
| Second 25 percent | 66 | 23 | 6 | 6 |
| Third 25 percent | 66 | 24 | 6 | 4 |
| Highest 25 percent | 64 | 20 | 8 | 8 |
| Highest 10 percent | 64 | 21 | 8 | 8 |
| Establishment characteristics | | | | |
| Service-providing industries | 65 | 23 | 6 | 5 |
| Education and health services | 64 | 26 | 6 | 4 |
| Educational services | 65 | 24 | 7 | 4 |
| Elementary and secondary schools | 69 | 21 | 7 | 4 |
| Junior colleges, colleges, and universities | 57 | 34 | 6 | 2 |
| Health care and social assistance | 59 | 34 | — | — |
| Hospitals | 60 | 35 | — | — |
| Public administration | 67 | 19 | 6 | 8 |
| 1 to 99 workers | 63 | 22 | 10 | 5 |
| 1 to 49 workers | 66 | 18 | 11 | 6 |
| 50 to 99 workers | 61 | 26 | 9 | 4 |
| 100 workers or more | 66 | 23 | 5 | 5 |
| 100 to 499 workers | 68 | 22 | 5 | 5 |
| 500 workers or more | 66 | 23 | 6 | 6 |

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, March 2017—continued

(All workers with contributory coverage = 100 percent)

| Characteristics | Family coverage | | | |
|--------------------------|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| State government | 54 | 36 | 3 | 7 |
| Local government | 71 | 17 | 8 | 4 |
| Geographic areas | | | | |
| Northeast | 64 | 19 | 7 | 9 |
| New England | 80 | 10 | — | — |
| Middle Atlantic | 58 | 23 | 6 | 13 |
| South | 65 | 30 | — | — |
| South Atlantic | 51 | 43 | 5 | — |
| East South Central | 57 | 42 | — | — |
| West South Central | 89 | 6 | — | — |
| Midwest | 75 | 17 | 5 | 2 |
| East North Central | 76 | 16 | — | — |
| West North Central | 73 | 19 | — | — |
| West | 59 | 14 | 11 | 16 |
| Mountain | 76 | 15 | — | — |
| Pacific | 52 | 13 | 14 | 21 |

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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: Because of rounding, sums of individual items may not equal totals. 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 14. Standard errors for medical care benefits, family coverage:
Employee participation by type of contribution, State and local government
workers, March 2017**

| Characteristics | Family coverage | | | |
|--|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| All workers | 1.1 | 1.0 | 0.6 | 0.4 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.4 | 1.3 | 0.8 | 0.5 |
| Professional and related | 1.6 | 1.5 | 0.9 | 0.6 |
| Teachers | 2.1 | 1.9 | 1.1 | 0.5 |
| Primary, secondary, and special education school teachers | 2.3 | 2.1 | 1.2 | 0.7 |
| Service | 1.8 | 1.2 | 0.7 | 1.0 |
| Protective service | 2.4 | 1.7 | 1.1 | 2.1 |
| Sales and office | 2.4 | 2.0 | 1.2 | 0.9 |
| Office and administrative support | 2.4 | 1.9 | 1.1 | 0.9 |
| Natural resources, construction, and maintenance | 5.2 | 4.2 | 1.4 | 1.3 |
| Production, transportation, and material moving ... | 4.8 | 4.5 | 1.4 | 2.3 |
| Full time | 1.1 | 1.0 | 0.6 | 0.4 |
| Part time | 4.5 | 3.4 | — | — |
| Union | 1.5 | 1.5 | 0.9 | 0.7 |
| Nonunion | 1.6 | 1.4 | 0.7 | 0.3 |
| Average wage within the following categories: ³ | | | | |
| Lowest 25 percent | 1.5 | 1.2 | 0.9 | 0.6 |
| Lowest 10 percent | 2.2 | 1.8 | — | — |
| Second 25 percent | 2.1 | 1.7 | 0.7 | 0.6 |
| Third 25 percent | 2.2 | 2.0 | 0.8 | 0.6 |
| Highest 25 percent | 1.6 | 1.5 | 1.2 | 0.8 |
| Highest 10 percent | 2.5 | 2.4 | 1.6 | 1.2 |
| Establishment characteristics | | | | |
| Service-providing industries | 1.1 | 1.0 | 0.6 | 0.4 |
| Education and health services | 1.4 | 1.4 | 0.8 | 0.5 |
| Educational services | 1.4 | 1.4 | 1.0 | 0.5 |
| Elementary and secondary schools | 1.4 | 1.4 | 1.0 | 0.5 |
| Junior colleges, colleges, and universities | 3.0 | 2.6 | 1.7 | 0.5 |
| Health care and social assistance | 4.4 | 4.1 | — | — |
| Hospitals | 5.0 | 4.5 | — | — |
| Public administration | 2.0 | 1.3 | 1.0 | 0.8 |
| 1 to 99 workers | 3.0 | 2.7 | 1.8 | 0.8 |
| 1 to 49 workers | 5.3 | 4.9 | 2.7 | 1.4 |
| 50 to 99 workers | 3.0 | 3.0 | 2.2 | 1.0 |
| 100 workers or more | 1.2 | 1.0 | 0.5 | 0.5 |
| 100 to 499 workers | 2.5 | 2.4 | 1.3 | 0.9 |
| 500 workers or more | 1.5 | 1.3 | 0.8 | 0.6 |

See footnotes at end of table.

**Table 14. Standard errors for medical care benefits, family coverage:
Employee participation by type of contribution, State and local government
workers, March 2017—continued**

| Characteristics | Family coverage | | | |
|--------------------------|--------------------|---------------------|----------------------------|--------------------|
| | Flat dollar amount | Varies ¹ | Exists, but amount unknown | Other ² |
| State government | 2.0 | 1.9 | 0.9 | 0.6 |
| Local government | 1.2 | 1.0 | 0.8 | 0.6 |
| Geographic areas | | | | |
| Northeast | 3.2 | 3.1 | 1.5 | 1.2 |
| New England | 5.4 | 1.5 | — | — |
| Middle Atlantic | 3.9 | 4.2 | 1.4 | 1.7 |
| South | 1.6 | 1.5 | — | — |
| South Atlantic | 3.0 | 2.9 | 1.5 | — |
| East South Central | 0.8 | 0.7 | — | — |
| West South Central | 1.8 | 0.6 | — | — |
| Midwest | 1.7 | 1.9 | 1.5 | 0.8 |
| East North Central | 1.9 | 2.1 | — | — |
| West North Central | 3.3 | 3.8 | — | — |
| West | 2.7 | 1.6 | 1.4 | 1.5 |
| Mountain | 5.0 | 3.5 | — | — |
| Pacific | 3.4 | 1.6 | 1.9 | 2.2 |

¹ Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

² Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

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 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, March 2017

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

| Characteristics | Single coverage ¹ | | | | | Family coverage ¹ | | | | |
|---|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$25.00 | \$50.00 | \$87.67 | \$135.94 | \$205.14 | \$166.66 | \$241.12 | \$395.47 | \$598.70 | \$954.37 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 28.68 | 50.00 | 90.91 | 144.83 | 232.00 | 157.22 | 241.12 | 404.72 | 638.14 | 981.98 |
| Professional and related | 29.20 | 51.45 | 95.42 | 150.00 | 238.80 | 166.66 | 248.84 | 421.56 | 651.25 | 1008.76 |
| Teachers | 30.66 | 54.17 | 100.00 | 166.72 | 278.60 | 137.57 | 261.60 | 484.80 | 723.76 | 1098.92 |
| Primary, secondary, and special education school teachers | 30.66 | 54.88 | 101.05 | 173.34 | 305.60 | 137.57 | 273.00 | 501.74 | 812.92 | 1173.02 |
| Service | 28.60 | 50.00 | 86.67 | 130.80 | 205.14 | 180.00 | 245.77 | 390.00 | 590.48 | 848.98 |
| Protective service | – | 50.00 | 88.31 | 130.00 | 203.99 | 177.94 | 226.59 | 347.41 | 531.20 | 656.87 |
| Sales and office | 19.90 | 40.00 | 80.74 | 115.29 | 177.01 | 114.47 | 219.00 | 374.30 | 590.48 | 842.37 |
| Office and administrative support | 19.83 | 38.78 | 79.12 | 115.29 | 176.16 | 113.75 | 216.67 | 375.19 | 590.48 | 842.37 |
| Natural resources, construction, and maintenance | 21.75 | 38.00 | 77.54 | 114.40 | 160.34 | 150.00 | 242.00 | 358.09 | 531.20 | 796.95 |
| Production, transportation, and material moving ... | – | 40.78 | 86.36 | 131.92 | 199.78 | – | 270.40 | 385.00 | 651.25 | 998.00 |
| Full time | 24.34 | 50.00 | 87.50 | 135.94 | 203.99 | 157.22 | 241.00 | 395.47 | 593.00 | 942.00 |
| Part time | 38.00 | 69.63 | 104.56 | 150.85 | 275.66 | 199.40 | 301.52 | 432.14 | 710.78 | 1123.28 |
| Union | 33.88 | 63.50 | 101.17 | 161.93 | 238.94 | 125.00 | 230.00 | 355.04 | 573.00 | 974.90 |
| Nonunion | 20.00 | 40.00 | 81.08 | 123.62 | 177.01 | 180.00 | 253.50 | 433.08 | 627.73 | 918.67 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 20.00 | 42.06 | 84.00 | 125.00 | 188.00 | 180.00 | 257.88 | 452.67 | 656.87 | 974.90 |
| Lowest 10 percent | 20.00 | 38.00 | 84.00 | 123.62 | 182.77 | 209.20 | 320.29 | 579.33 | 722.00 | 1053.96 |
| Second 25 percent | 23.31 | 46.00 | 84.00 | 127.17 | 188.00 | 140.23 | 221.00 | 363.12 | 574.84 | 809.52 |
| Third 25 percent | 21.42 | 49.32 | 88.60 | 135.94 | 206.42 | 173.18 | 254.52 | 433.08 | 647.63 | 974.90 |
| Highest 25 percent | 32.00 | 63.70 | 99.92 | 162.75 | 254.11 | 125.00 | 226.59 | 363.70 | 568.48 | 974.90 |
| Highest 10 percent | 34.16 | 68.92 | 115.29 | 184.50 | – | 121.72 | 241.00 | 396.60 | 590.27 | 1387.71 |
| Establishment characteristics | | | | | | | | | | |
| Service-providing industries | 24.98 | 50.00 | 87.67 | 135.94 | 205.14 | 166.18 | 242.00 | 396.60 | 600.00 | 949.00 |
| Education and health services | 28.68 | 50.00 | 94.08 | 149.57 | 238.80 | 173.18 | 255.00 | 456.88 | 669.87 | 1029.95 |
| Educational services | 30.66 | 51.45 | 97.68 | 160.46 | 247.00 | 157.22 | 264.98 | 476.04 | 710.78 | 1059.70 |
| Elementary and secondary schools | 30.00 | 54.17 | 99.92 | 169.98 | 276.80 | 149.94 | 300.00 | 519.43 | 825.82 | 1146.07 |
| Junior colleges, colleges, and universities | 30.66 | 50.00 | 85.00 | 130.00 | 186.16 | 171.00 | 211.00 | 346.00 | 507.15 | 663.73 |
| Health care and social assistance | – | – | 85.00 | 110.81 | 144.58 | 210.80 | 253.50 | 385.00 | 531.44 | 667.00 |
| Hospitals | – | 29.20 | 81.08 | 100.12 | 135.94 | 210.80 | 253.50 | 385.00 | 507.15 | 601.00 |
| Public administration | 23.31 | 50.00 | 84.00 | 128.00 | 182.00 | 140.23 | 209.20 | 342.24 | 505.14 | 698.84 |
| 1 to 99 workers | 21.75 | 51.45 | 88.62 | 123.44 | 177.74 | 102.00 | 202.24 | 352.22 | 583.64 | 796.95 |
| 1 to 49 workers | 20.00 | 43.40 | 100.00 | 149.57 | 203.40 | – | 218.43 | 413.51 | 593.00 | 796.95 |
| 50 to 99 workers | 33.23 | 57.03 | 87.99 | 105.18 | 165.91 | 113.00 | 193.33 | 306.56 | 531.20 | 697.83 |
| 100 workers or more | 28.00 | 49.56 | 85.76 | 137.14 | 214.54 | 180.00 | 248.28 | 400.00 | 620.43 | 972.00 |
| 100 to 499 workers | 23.83 | 50.00 | 85.00 | 135.94 | 214.54 | 140.23 | 209.20 | 355.04 | 590.92 | 990.00 |
| 500 workers or more | 28.68 | 47.91 | 88.17 | 137.72 | 215.00 | 199.40 | 276.25 | 433.08 | 627.73 | 940.00 |

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, March 2017—continued

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

| Characteristics | Single coverage ¹ | | | | | Family coverage ¹ | | | | |
|--------------------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| State government | \$29.20 | \$50.00 | \$87.99 | \$124.00 | \$170.00 | \$171.00 | \$211.00 | \$340.00 | \$507.15 | \$593.00 |
| Local government | 23.83 | 50.00 | 87.67 | 143.96 | 228.70 | 152.98 | 255.00 | 432.00 | 663.73 | 1024.44 |
| Geographic areas | | | | | | | | | | |
| Northeast | 54.17 | 84.59 | 117.21 | 177.01 | 233.73 | — | 253.73 | 384.18 | 469.10 | 590.88 |
| New England | 73.97 | 119.18 | 162.75 | 184.50 | 250.00 | 208.15 | 306.55 | 412.94 | 494.22 | 590.88 |
| Middle Atlantic | 44.98 | 68.09 | 115.29 | 160.34 | 215.20 | — | 196.50 | 353.50 | 452.67 | 587.50 |
| South | 20.00 | 38.00 | 79.12 | 128.00 | 182.77 | 186.00 | 312.79 | 501.86 | 651.25 | 956.00 |
| South Atlantic | 20.00 | 37.28 | 73.75 | 110.50 | 163.34 | 180.00 | 253.50 | 419.08 | 598.70 | 796.95 |
| East South Central | 16.25 | — | — | 116.00 | 163.62 | 219.00 | 342.24 | 480.88 | 667.00 | — |
| West South Central | 30.00 | 52.39 | 92.80 | 157.10 | 242.00 | 219.00 | 350.66 | 546.74 | 666.44 | 1020.00 |
| Midwest | 28.68 | 51.45 | 86.00 | 118.32 | 193.33 | 133.99 | 211.00 | 321.52 | 647.00 | 1146.07 |
| East North Central | 30.00 | 65.45 | 88.31 | 126.86 | 216.00 | 133.99 | 211.00 | 289.06 | 583.00 | 1156.12 |
| West North Central | 24.98 | 32.42 | 67.71 | 100.12 | 172.04 | — | 215.33 | 387.85 | 716.22 | 1146.07 |
| West | 29.20 | 45.53 | 83.03 | 134.00 | 226.62 | — | 203.98 | 318.60 | 586.84 | 924.00 |
| Mountain | 16.75 | 38.78 | 54.47 | 89.20 | 164.61 | 140.23 | 211.60 | 322.80 | 641.00 | 974.90 |
| Pacific | 34.26 | 52.65 | 102.81 | 168.14 | 268.44 | 89.31 | 199.29 | 303.60 | 560.96 | 913.06 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

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 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, March 2017

| Characteristics | Single coverage ¹ | | | | | Family coverage ¹ | | | | |
|---|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$4.02 | \$1.85 | \$1.91 | \$3.14 | \$6.97 | \$23.17 | \$7.29 | \$7.69 | \$12.21 | \$36.54 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 2.45 | 2.62 | 5.95 | 7.87 | 17.88 | 20.41 | 8.59 | 20.47 | 24.69 | 21.71 |
| Professional and related | 1.72 | 4.07 | 6.31 | 7.08 | 13.75 | 20.83 | 9.03 | 23.82 | 17.00 | 38.43 |
| Teachers | 1.99 | 6.05 | 3.57 | 7.15 | 25.05 | 15.07 | 19.49 | 12.72 | 31.87 | 35.31 |
| Primary, secondary, and special education school teachers | 4.16 | 5.83 | 3.84 | 9.26 | 25.13 | 16.16 | 27.12 | 13.79 | 44.10 | 19.96 |
| Service | 3.51 | 2.65 | 2.68 | 3.98 | 3.50 | 7.00 | 6.94 | 15.85 | 0.64 | 50.31 |
| Protective service | – | 2.15 | 4.42 | 4.52 | 9.16 | 19.01 | 18.72 | 9.18 | 27.84 | 13.00 |
| Sales and office | 1.94 | 4.90 | 6.59 | 4.15 | 8.36 | 30.59 | 13.13 | 18.20 | 6.16 | 55.30 |
| Office and administrative support | 2.14 | 5.24 | 6.18 | 2.71 | 9.18 | 28.01 | 12.79 | 18.31 | 4.87 | 57.15 |
| Natural resources, construction, and maintenance | 3.19 | 6.89 | 7.96 | 2.71 | 9.75 | 28.54 | 37.91 | 22.59 | 67.28 | 58.52 |
| Production, transportation, and material moving ... | – | 4.88 | 11.38 | 11.11 | 25.44 | – | 21.98 | 25.05 | 68.52 | 117.26 |
| Full time | 3.57 | 2.52 | 2.29 | 3.43 | 4.95 | 21.94 | 8.43 | 8.58 | 8.24 | 36.81 |
| Part time | 8.54 | 13.66 | 7.55 | 30.38 | 17.32 | 8.88 | 37.82 | 39.92 | 87.66 | 61.73 |
| Union | 1.52 | 5.90 | 3.56 | 10.52 | 10.44 | 12.08 | 15.80 | 14.31 | 18.95 | 23.22 |
| Nonunion | 1.51 | 2.91 | 4.76 | 4.99 | 5.47 | 2.26 | 14.52 | 18.65 | 24.52 | 45.25 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 2.82 | 4.51 | 2.20 | 5.17 | 7.65 | 0.00 | 19.45 | 17.41 | 14.72 | 51.91 |
| Lowest 10 percent | 1.82 | 3.83 | 13.62 | 6.30 | 5.74 | 6.69 | 24.30 | 9.21 | 47.61 | 44.76 |
| Second 25 percent | 2.90 | 2.78 | 1.98 | 4.05 | 10.45 | 28.52 | 12.47 | 12.96 | 27.80 | 16.43 |
| Third 25 percent | 5.66 | 3.88 | 2.18 | 4.02 | 15.92 | 10.99 | 7.14 | 22.91 | 17.53 | 17.93 |
| Highest 25 percent | 2.50 | 6.02 | 2.73 | 7.16 | 20.88 | 18.13 | 13.85 | 28.62 | 42.53 | 51.28 |
| Highest 10 percent | 3.30 | 7.84 | 11.13 | 5.43 | – | 29.96 | 26.79 | 19.08 | 40.25 | 145.73 |
| Establishment characteristics | | | | | | | | | | |
| Service-providing industries | 3.81 | 1.89 | 2.11 | 3.02 | 8.70 | 24.47 | 7.17 | 7.91 | 16.08 | 34.59 |
| Education and health services | 1.50 | 3.95 | 5.99 | 7.53 | 11.05 | 11.43 | 15.47 | 14.74 | 12.65 | 27.56 |
| Educational services | 2.13 | 4.49 | 3.31 | 8.13 | 7.82 | 24.44 | 19.39 | 16.73 | 32.01 | 23.21 |
| Elementary and secondary schools | 2.97 | 5.42 | 2.60 | 6.01 | 23.90 | 22.51 | 13.21 | 36.27 | 36.49 | 24.71 |
| Junior colleges, colleges, and universities | 3.58 | 7.29 | 4.11 | 12.17 | 18.11 | 47.97 | 3.43 | 45.10 | 30.11 | 42.01 |
| Health care and social assistance | – | – | 3.37 | 9.60 | 12.15 | 1.67 | 9.31 | 13.00 | 69.24 | 18.70 |
| Hospitals | – | 2.61 | 8.45 | 9.25 | 16.32 | 0.22 | 12.77 | 27.78 | 43.87 | 77.96 |
| Public administration | 4.09 | 2.15 | 3.33 | 3.14 | 7.49 | 27.38 | 11.36 | 6.86 | 18.19 | 55.14 |
| 1 to 99 workers | 2.64 | 4.53 | 7.09 | 6.12 | 2.38 | 16.25 | 25.80 | 21.27 | 19.02 | 82.01 |
| 1 to 49 workers | 1.33 | 8.53 | 8.57 | 5.55 | 29.59 | – | 32.98 | 32.23 | 28.08 | 164.81 |
| 50 to 99 workers | 6.80 | 10.04 | 2.96 | 7.22 | 13.68 | 18.67 | 30.92 | 10.98 | 43.20 | 65.51 |
| 100 workers or more | 2.68 | 2.19 | 2.29 | 2.03 | 9.71 | 0.87 | 8.47 | 17.88 | 25.35 | 19.23 |
| 100 to 499 workers | 6.08 | 1.56 | 2.27 | 9.10 | 13.66 | 31.49 | 6.07 | 18.25 | 50.47 | 51.30 |
| 500 workers or more | 0.98 | 3.23 | 3.69 | 3.11 | 13.57 | 9.37 | 10.76 | 17.82 | 20.36 | 40.43 |

See footnotes at end of table.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, March 2017—continued

| Characteristics | Single coverage ¹ | | | | | Family coverage ¹ | | | | |
|--------------------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| State government | \$2.07 | \$5.45 | \$4.21 | \$7.32 | \$7.87 | \$11.00 | \$1.25 | \$19.47 | \$21.12 | \$23.38 |
| Local government | 3.45 | 1.66 | 2.11 | 8.83 | 17.07 | 22.19 | 11.06 | 17.89 | 11.21 | 38.90 |
| Geographic areas | | | | | | | | | | |
| Northeast | 5.80 | 11.44 | 5.22 | 6.91 | 24.04 | — | 21.97 | 20.01 | 15.46 | 23.59 |
| New England | 17.50 | 12.64 | 7.20 | 5.43 | 14.15 | 35.49 | 26.79 | 23.76 | 3.00 | 47.95 |
| Middle Atlantic | 10.11 | 4.63 | 3.11 | 8.55 | 27.24 | — | 27.20 | 40.20 | 0.00 | 71.75 |
| South | 1.09 | 5.12 | 6.03 | 3.97 | 7.60 | 10.87 | 15.00 | 19.50 | 11.79 | 35.60 |
| South Atlantic | 2.16 | 8.93 | 1.65 | 5.17 | 9.60 | 0.00 | 18.18 | 45.58 | 15.64 | 14.20 |
| East South Central | 4.59 | — | — | 23.29 | 15.49 | 35.19 | 9.74 | 6.59 | 0.00 | — |
| West South Central | 4.51 | 9.12 | 11.39 | 7.39 | 10.23 | 31.01 | 7.32 | 22.66 | 29.50 | 34.88 |
| Midwest | 4.20 | 7.92 | 2.49 | 12.00 | 42.74 | 28.67 | 0.70 | 15.62 | 54.07 | 21.00 |
| East North Central | 7.12 | 12.93 | 1.83 | 10.71 | 59.51 | 30.92 | 0.93 | 18.17 | 46.45 | 197.06 |
| West North Central | 6.40 | 3.25 | 12.06 | 8.93 | 28.08 | — | 21.78 | 9.29 | 76.83 | 43.07 |
| West | 7.67 | 2.99 | 5.39 | 14.49 | 17.61 | — | 14.22 | 28.96 | 50.00 | 70.70 |
| Mountain | 4.65 | 7.43 | 5.27 | 5.56 | 29.89 | 12.91 | 13.37 | 91.63 | 85.48 | 100.65 |
| Pacific | 4.44 | 12.41 | 20.42 | 28.54 | 21.64 | 25.20 | 21.62 | 33.92 | 80.21 | 62.66 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

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 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017

(All workers = 100 percent)

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|---|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 81 | 79 | 98 | 26 | 25 | 96 | 38 | 37 | 97 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 83 | 81 | 98 | 25 | 24 | 95 | 40 | 39 | 97 |
| Professional and related | 82 | 80 | 98 | 24 | 23 | 95 | 40 | 38 | 97 |
| Teachers | 81 | 80 | 98 | 22 | 20 | 94 | 39 | 38 | 97 |
| Primary, secondary, and special education school teachers | 86 | 85 | 98 | 20 | 19 | 95 | 38 | 37 | 97 |
| Service | 75 | 73 | 97 | 25 | 24 | 98 | 31 | 30 | 98 |
| Protective service | 86 | 84 | 97 | 29 | 29 | 99 | 32 | 32 | 100 |
| Sales and office | 82 | 79 | 97 | 29 | 28 | 98 | 38 | 38 | 98 |
| Office and administrative support | 82 | 80 | 97 | 28 | 28 | 98 | 38 | 38 | 98 |
| Natural resources, construction, and maintenance | 90 | 88 | 99 | 32 | 31 | 96 | 38 | 37 | 96 |
| Production, transportation, and material moving ... | 80 | 78 | 98 | 29 | 26 | 91 | 33 | 32 | 96 |
| Full time | 91 | 89 | 98 | 28 | 27 | 96 | 42 | 41 | 98 |
| Part time | 24 | 22 | 95 | 14 | 14 | 94 | 13 | 12 | 91 |
| Union | 88 | 87 | 98 | 26 | 26 | 98 | 38 | 37 | 98 |
| Nonunion | 75 | 73 | 97 | 25 | 24 | 95 | 38 | 37 | 97 |
| Average wage within the following categories: ² | | | | | | | | | |
| Lowest 25 percent | 65 | 63 | 97 | 20 | 19 | 93 | 29 | 28 | 97 |
| Lowest 10 percent | 52 | 50 | 97 | 17 | 16 | 92 | 24 | 23 | 96 |
| Second 25 percent | 87 | 85 | 98 | 30 | 29 | 97 | 40 | 39 | 98 |
| Third 25 percent | 87 | 85 | 98 | 26 | 25 | 96 | 42 | 41 | 98 |
| Highest 25 percent | 88 | 86 | 98 | 28 | 27 | 98 | 42 | 40 | 97 |
| Highest 10 percent | 84 | 82 | 97 | 34 | 33 | 99 | 37 | 35 | 96 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 81 | 79 | 98 | 26 | 25 | 96 | 38 | 37 | 97 |
| Education and health services | 82 | 80 | 97 | 24 | 22 | 94 | 40 | 38 | 96 |
| Educational services | 81 | 79 | 98 | 23 | 21 | 94 | 38 | 37 | 97 |
| Elementary and secondary schools | 79 | 77 | 98 | 21 | 19 | 94 | 34 | 33 | 97 |
| Junior colleges, colleges, and universities | 86 | 84 | 97 | 30 | 28 | 93 | 48 | 46 | 96 |
| Health care and social assistance | 88 | 84 | 96 | 30 | 29 | 97 | 52 | 49 | 95 |
| Hospitals | 88 | 84 | 95 | 40 | 39 | 98 | 62 | 59 | 95 |
| Public administration | 84 | 81 | 97 | 30 | 30 | 99 | 35 | 34 | 99 |
| 1 to 99 workers | 74 | 73 | 98 | 22 | 21 | 95 | 34 | 34 | 98 |
| 1 to 49 workers | 70 | 69 | 98 | 25 | 24 | 96 | 32 | 32 | 99 |
| 50 to 99 workers | 79 | 77 | 98 | 18 | 17 | 95 | 36 | 35 | 97 |
| 100 workers or more | 83 | 81 | 97 | 27 | 26 | 96 | 39 | 38 | 97 |
| 100 to 499 workers | 77 | 75 | 97 | 22 | 21 | 97 | 35 | 34 | 98 |
| 500 workers or more | 86 | 84 | 97 | 30 | 29 | 96 | 41 | 39 | 97 |

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|--------------------------|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 90 | 87 | 97 | 29 | 28 | 95 | 38 | 37 | 98 |
| Local government | 78 | 77 | 98 | 25 | 24 | 96 | 38 | 36 | 97 |
| Geographic areas | | | | | | | | | |
| Northeast | 82 | 80 | 98 | 34 | 34 | 99 | 16 | 16 | 99 |
| New England | 82 | 75 | 92 | 11 | 11 | 100 | 17 | 17 | 99 |
| Middle Atlantic | 82 | 82 | 99 | 42 | 41 | 99 | 15 | 15 | 99 |
| South | 82 | 80 | 97 | 23 | 22 | 94 | 34 | 33 | 96 |
| South Atlantic | 85 | 82 | 97 | 34 | 31 | 93 | 46 | 44 | 96 |
| East South Central | 74 | 71 | 96 | — | — | — | 32 | 31 | 97 |
| West South Central | 82 | 80 | 97 | 13 | 12 | 97 | 17 | 17 | 99 |
| Midwest | 81 | 79 | 98 | 22 | 21 | 92 | 56 | 55 | 98 |
| East North Central | 80 | 78 | 97 | 31 | 29 | 91 | 63 | 61 | 97 |
| West North Central | 81 | 80 | 99 | 6 | 6 | 96 | 44 | 44 | 99 |
| West | 79 | 78 | 98 | 27 | 27 | 100 | 44 | 43 | 97 |
| Mountain | 82 | 82 | 100 | 29 | 29 | 99 | 62 | 60 | 96 |
| Pacific | 78 | 77 | 98 | 26 | 26 | 100 | 36 | 35 | 97 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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 16. Standard errors for insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|---|----------------|---------------|--------------|-----------------------|---------------|--------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.8 | 0.8 | 0.2 | 1.0 | 1.0 | 0.5 | 1.2 | 1.2 | 0.3 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 0.9 | 0.9 | 0.3 | 1.0 | 1.0 | 0.5 | 1.5 | 1.5 | 0.5 |
| Professional and related | 1.0 | 1.0 | 0.4 | 1.1 | 1.0 | 0.5 | 1.7 | 1.7 | 0.5 |
| Teachers | 1.3 | 1.3 | 0.5 | 1.6 | 1.6 | 1.1 | 2.4 | 2.4 | 0.5 |
| Primary, secondary, and special education school teachers | 1.5 | 1.4 | 0.5 | 1.6 | 1.5 | 0.7 | 2.4 | 2.3 | 0.3 |
| Service | 1.3 | 1.4 | 0.5 | 1.9 | 1.9 | 0.5 | 1.9 | 1.9 | 0.5 |
| Protective service | 1.6 | 1.6 | 0.5 | 2.7 | 2.7 | 0.4 | 2.8 | 2.8 | 0.2 |
| Sales and office | 1.5 | 1.5 | 0.3 | 1.4 | 1.4 | 0.4 | 1.3 | 1.3 | 0.4 |
| Office and administrative support | 1.6 | 1.5 | 0.3 | 1.3 | 1.3 | 0.4 | 1.4 | 1.3 | 0.4 |
| Natural resources, construction, and maintenance | 2.2 | 2.2 | 0.6 | 4.8 | 4.5 | 1.6 | 4.7 | 4.4 | 1.5 |
| Production, transportation, and material moving | 4.5 | 4.5 | 0.7 | 3.9 | 3.8 | 4.8 | 3.2 | 3.1 | 1.3 |
| Full time | 0.8 | 0.8 | 0.2 | 1.1 | 1.2 | 0.4 | 1.3 | 1.3 | 0.3 |
| Part time | 1.7 | 1.6 | 1.0 | 1.4 | 1.2 | 2.3 | 1.3 | 1.2 | 2.0 |
| Union | 1.0 | 1.0 | 0.3 | 1.3 | 1.2 | 0.6 | 1.4 | 1.4 | 0.5 |
| Nonunion | 1.2 | 1.2 | 0.4 | 1.4 | 1.4 | 0.9 | 1.6 | 1.6 | 0.5 |
| Average wage within the following categories: ² | | | | | | | | | |
| Lowest 25 percent | 1.6 | 1.5 | 0.4 | 1.3 | 1.4 | 1.5 | 1.3 | 1.3 | 0.6 |
| Lowest 10 percent | 2.0 | 2.1 | 0.7 | 1.8 | 1.7 | 2.6 | 1.6 | 1.5 | 1.1 |
| Second 25 percent | 1.0 | 1.0 | 0.3 | 1.8 | 1.8 | 0.5 | 1.8 | 1.8 | 0.5 |
| Third 25 percent | 1.1 | 1.1 | 0.4 | 1.8 | 1.8 | 0.6 | 2.3 | 2.3 | 0.3 |
| Highest 25 percent | 1.2 | 1.3 | 0.3 | 1.6 | 1.5 | 0.5 | 1.6 | 1.6 | 0.8 |
| Highest 10 percent | 1.6 | 1.7 | 0.6 | 2.1 | 2.1 | 0.4 | 1.8 | 1.7 | 1.4 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 0.8 | 0.8 | 0.2 | 1.0 | 1.0 | 0.5 | 1.2 | 1.2 | 0.3 |
| Education and health services | 1.0 | 1.0 | 0.4 | 1.1 | 1.0 | 0.5 | 1.7 | 1.7 | 0.5 |
| Educational services | 1.2 | 1.2 | 0.4 | 1.1 | 1.1 | 0.6 | 1.9 | 1.9 | 0.5 |
| Elementary and secondary schools | 1.4 | 1.4 | 0.4 | 1.0 | 1.0 | 0.8 | 2.0 | 1.9 | 0.4 |
| Junior colleges, colleges, and universities | 1.6 | 1.7 | 0.6 | 1.8 | 1.9 | 1.4 | 2.7 | 2.7 | 1.2 |
| Health care and social assistance | 1.9 | 1.9 | 1.3 | 3.6 | 3.4 | 1.2 | 3.9 | 3.7 | 1.9 |
| Hospitals | 2.8 | 2.4 | 1.7 | 4.5 | 4.2 | 1.1 | 3.9 | 3.9 | 2.7 |
| Public administration | 1.1 | 1.1 | 0.2 | 1.7 | 1.7 | 0.3 | 1.6 | 1.6 | 0.3 |
| 1 to 99 workers | 1.7 | 1.8 | 0.4 | 2.0 | 1.9 | 1.7 | 2.0 | 2.0 | 0.4 |
| 1 to 49 workers | 2.6 | 2.8 | 0.8 | 3.3 | 3.2 | 2.6 | 3.2 | 3.2 | 0.5 |
| 50 to 99 workers | 2.2 | 2.2 | 0.4 | 2.4 | 2.1 | 2.7 | 3.0 | 3.0 | 0.9 |
| 100 workers or more | 0.8 | 0.8 | 0.2 | 1.2 | 1.2 | 0.6 | 1.4 | 1.4 | 0.4 |
| 100 to 499 workers | 1.9 | 1.8 | 0.4 | 2.2 | 2.1 | 1.6 | 2.3 | 2.2 | 0.7 |
| 500 workers or more | 1.1 | 1.1 | 0.4 | 1.3 | 1.3 | 0.4 | 1.4 | 1.4 | 0.6 |

See footnotes at end of table.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

| Characteristics | Life insurance | | | Short-term disability | | | Long-term disability | | |
|--------------------------|----------------|---------------|--------------|-----------------------|---------------|------------------|----------------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 0.8 | 0.9 | 0.5 | 1.7 | 1.7 | 0.8 | 1.5 | 1.5 | 0.5 |
| Local government | 1.0 | 1.0 | 0.3 | 1.1 | 1.1 | 0.7 | 1.3 | 1.3 | 0.4 |
| Geographic areas | | | | | | | | | |
| Northeast | 1.8 | 1.8 | 0.7 | 2.3 | 2.2 | 0.8 | 1.9 | 1.9 | 0.5 |
| New England | 2.4 | 3.0 | 2.6 | 2.0 | 2.0 | 0.0 | 2.3 | 2.3 | 0.6 |
| Middle Atlantic | 2.2 | 2.2 | 0.2 | 3.1 | 2.9 | 0.9 | 2.6 | 2.6 | 0.8 |
| South | 1.0 | 1.0 | 0.4 | 1.9 | 2.0 | 1.2 | 2.1 | 2.1 | 0.6 |
| South Atlantic | 0.9 | 1.3 | 0.6 | 3.2 | 3.5 | 1.7 | 3.3 | 3.3 | 0.9 |
| East South Central | 1.9 | 2.1 | 0.7 | — | — | — | 6.1 | 5.8 | 0.9 |
| West South Central | 2.6 | 2.3 | 0.7 | 2.1 | 1.9 | 2.3 | 2.6 | 2.5 | 0.4 |
| Midwest | 2.0 | 2.1 | 0.5 | 1.3 | 1.4 | 0.9 | 2.8 | 2.8 | 0.7 |
| East North Central | 2.8 | 2.9 | 0.7 | 1.8 | 1.8 | 1.0 | 2.3 | 2.3 | 0.9 |
| West North Central | 2.6 | 2.4 | 0.4 | 2.5 | 2.3 | 1.6 | 6.5 | 6.6 | 0.5 |
| West | 2.2 | 2.0 | 0.2 | 1.9 | 1.9 | 0.3 | 2.6 | 2.5 | 0.6 |
| Mountain | 4.4 | 4.4 | 0.3 | 4.9 | 4.8 | 0.9 | 7.1 | 6.9 | 0.5 |
| Pacific | 2.4 | 2.2 | 0.2 | 1.5 | 1.5 | (³) | 2.2 | 2.2 | 0.9 |

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

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 0.05.

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 17. Life insurance plans: Employee contribution requirement, State and local government workers, March 2017

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 10 | 90 |
| Worker characteristics | | |
| Management, professional, and related | 11 | 89 |
| Professional and related | 11 | 89 |
| Teachers | 11 | 89 |
| Primary, secondary, and special education school teachers | 10 | 90 |
| Service | 9 | 91 |
| Protective service | 7 | 93 |
| Sales and office | 10 | 90 |
| Office and administrative support | 9 | 91 |
| Natural resources, construction, and maintenance | 7 | 93 |
| Full time | 10 | 90 |
| Part time | 14 | 86 |
| Union | 9 | 91 |
| Nonunion | 11 | 89 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 12 | 88 |
| Lowest 10 percent | 14 | 86 |
| Second 25 percent | 8 | 92 |
| Third 25 percent | 8 | 92 |
| Highest 25 percent | 12 | 88 |
| Highest 10 percent | 11 | 89 |
| Establishment characteristics | | |
| Service-providing industries | 10 | 90 |
| Education and health services | 12 | 88 |
| Educational services | 11 | 89 |
| Elementary and secondary schools | 10 | 90 |
| Junior colleges, colleges, and universities | 14 | 86 |
| Health care and social assistance | 13 | 87 |
| Hospitals | 10 | 90 |
| Public administration | 7 | 93 |
| 1 to 99 workers | 9 | 91 |
| 1 to 49 workers | 9 | 91 |
| 50 to 99 workers | 8 | 92 |
| 100 workers or more | 10 | 90 |
| 100 to 499 workers | 8 | 92 |
| 500 workers or more | 11 | 89 |

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, March 2017—continued

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 13 | 87 |
| Local government | 9 | 91 |
| Geographic areas | | |
| Northeast | 14 | 86 |
| New England | 41 | 59 |
| Middle Atlantic | 6 | 94 |
| South | 10 | 90 |
| South Atlantic | 10 | 90 |
| East South Central | 13 | 87 |
| West South Central | 7 | 93 |
| Midwest | 12 | 88 |
| East North Central | 14 | 86 |
| West North Central | 7 | 93 |
| West | 5 | 95 |
| Mountain | 8 | 92 |
| Pacific | 4 | 96 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 17. Standard errors for life insurance plans: Employee contribution requirement, State and local government workers, March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 0.6 | 0.6 |
| Worker characteristics | | |
| Management, professional, and related | 0.6 | 0.6 |
| Professional and related | 0.7 | 0.7 |
| Teachers | 0.9 | 0.9 |
| Primary, secondary, and special education school teachers | 0.8 | 0.8 |
| Service | 1.3 | 1.3 |
| Protective service | 2.1 | 2.1 |
| Sales and office | 1.2 | 1.2 |
| Office and administrative support | 1.1 | 1.1 |
| Natural resources, construction, and maintenance | 1.4 | 1.4 |
| Full time | 0.6 | 0.6 |
| Part time | 3.2 | 3.2 |
| Union | 0.8 | 0.8 |
| Nonunion | 0.9 | 0.9 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 1.2 | 1.2 |
| Lowest 10 percent | 2.2 | 2.2 |
| Second 25 percent | 0.9 | 0.9 |
| Third 25 percent | 1.0 | 1.0 |
| Highest 25 percent | 0.9 | 0.9 |
| Highest 10 percent | 1.6 | 1.6 |
| Establishment characteristics | | |
| Service-providing industries | 0.6 | 0.6 |
| Education and health services | 0.7 | 0.7 |
| Educational services | 0.7 | 0.7 |
| Elementary and secondary schools | 0.6 | 0.6 |
| Junior colleges, colleges, and universities | 2.1 | 2.1 |
| Health care and social assistance | 2.4 | 2.4 |
| Hospitals | 2.4 | 2.4 |
| Public administration | 0.9 | 0.9 |
| 1 to 99 workers | 2.0 | 2.0 |
| 1 to 49 workers | 2.5 | 2.5 |
| 50 to 99 workers | 2.2 | 2.2 |
| 100 workers or more | 0.6 | 0.6 |
| 100 to 499 workers | 1.4 | 1.4 |
| 500 workers or more | 0.8 | 0.8 |

See footnotes at end of table.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, State and local government workers, March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 1.4 | 1.4 |
| Local government | 0.6 | 0.6 |
| Geographic areas | | |
| Northeast | 1.7 | 1.7 |
| New England | 4.0 | 4.0 |
| Middle Atlantic | 1.9 | 1.9 |
| South | 0.8 | 0.8 |
| South Atlantic | 1.3 | 1.3 |
| East South Central | 2.0 | 2.0 |
| West South Central | 1.1 | 1.1 |
| Midwest | 1.3 | 1.3 |
| East North Central | 2.0 | 2.0 |
| West North Central | 0.6 | 0.6 |
| West | 1.0 | 1.0 |
| Mountain | 1.9 | 1.9 |
| Pacific | 1.1 | 1.1 |

¹ 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 18. Life insurance plans: Method of benefit payment, State and local government workers, March 2017

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Basic life insurance method of payment | | | | |
|---|--|--------------------------------------|--------------------|------------------------|-------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| All workers | 36 | 1 | 53 | 6 | 4 |
| Worker characteristics | | | | | |
| Management, professional, and related | 35 | 1 | 54 | 5 | 4 |
| Professional and related | 34 | 1 | 55 | 5 | 4 |
| Teachers | 30 | 1 | 60 | 5 | 5 |
| Primary, secondary, and special education school teachers | 27 | 1 | 63 | 4 | 6 |
| Service | 36 | 2 | 54 | 6 | 2 |
| Protective service | 35 | 2 | 53 | 7 | 2 |
| Sales and office | 38 | 2 | 51 | 6 | 4 |
| Office and administrative support | 38 | 1 | 51 | 6 | 4 |
| Natural resources, construction, and maintenance | 37 | — | 53 | 7 | — |
| Production, transportation, and material moving ... | 36 | — | 44 | 17 | — |
| Full time | 36 | 1 | 53 | 6 | 4 |
| Part time | 31 | — | 60 | — | 3 |
| Union | 32 | 1 | 58 | 8 | 1 |
| Nonunion | 40 | 1 | 48 | 4 | 7 |
| Average wage within the following categories: ¹ | | | | | |
| Lowest 25 percent | 36 | 1 | 55 | 3 | 5 |
| Lowest 10 percent | 40 | — | 53 | 3 | — |
| Second 25 percent | 39 | 2 | 51 | 6 | 2 |
| Third 25 percent | 35 | 1 | 52 | 7 | 5 |
| Highest 25 percent | 34 | 1 | 56 | 6 | 2 |
| Highest 10 percent | 32 | — | 60 | 6 | — |
| Establishment characteristics | | | | | |
| Service-providing industries | 36 | 1 | 53 | 6 | 4 |
| Education and health services | 35 | 1 | 55 | 4 | 4 |
| Educational services | 32 | 1 | 58 | 4 | 5 |
| Elementary and secondary schools | 27 | 1 | 64 | 3 | 5 |
| Junior colleges, colleges, and universities | 44 | 2 | 45 | 7 | 3 |
| Health care and social assistance | 57 | — | 35 | 4 | — |
| Hospitals | 64 | — | 29 | — | — |
| Public administration | 36 | 2 | 52 | 7 | 3 |
| 1 to 99 workers | 29 | — | 62 | — | 6 |
| 1 to 49 workers | 21 | — | 67 | — | 9 |
| 50 to 99 workers | 36 | — | 59 | — | 3 |
| 100 workers or more | 38 | 1 | 51 | 7 | 3 |
| 100 to 499 workers | 34 | 2 | 54 | 6 | 4 |
| 500 workers or more | 40 | 1 | 50 | 7 | 3 |

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, March 2017—continued

(All workers with basic life insurance coverage = 100 percent)

| Characteristics | Basic life insurance method of payment | | | | |
|--------------------------|--|--------------------------------------|--------------------|------------------------|-------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| State government | 40 | 1 | 47 | 7 | 5 |
| Local government | 35 | 1 | 56 | 5 | 3 |
| Geographic areas | | | | | |
| Northeast | 33 | — | 51 | 12 | — |
| New England | 19 | — | 74 | — | — |
| Middle Atlantic | 38 | — | 44 | 14 | — |
| South | 41 | 1 | 46 | 4 | 8 |
| South Atlantic | 54 | — | 30 | — | 14 |
| East South Central | 44 | — | 39 | 13 | — |
| West South Central | 21 | — | 74 | 4 | — |
| Midwest | 40 | 1 | 52 | 5 | 2 |
| East North Central | 41 | — | 53 | 4 | — |
| West North Central | 39 | — | 49 | 7 | — |
| West | 26 | 1 | 69 | 4 | 1 |
| Mountain | 40 | — | 56 | — | — |
| Pacific | 19 | 1 | 75 | 5 | 1 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 18. Standard errors for life insurance plans: Method of benefit payment, State and local government workers, March 2017

| Characteristics | Basic life insurance method of payment | | | | |
|---|--|--------------------------------------|--------------------|------------------------|-------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| All workers | 1.0 | 0.2 | 1.0 | 0.4 | 0.4 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1.4 | 0.2 | 1.3 | 0.5 | 0.8 |
| Professional and related | 1.5 | 0.2 | 1.5 | 0.6 | 1.0 |
| Teachers | 1.7 | 0.2 | 1.6 | 0.8 | 1.7 |
| Primary, secondary, and special education school teachers | 1.9 | 0.2 | 1.8 | 0.7 | 1.7 |
| Service | 2.1 | 0.6 | 2.0 | 0.8 | 0.6 |
| Protective service | 3.6 | 0.9 | 3.6 | 1.1 | 0.9 |
| Sales and office | 2.2 | 0.6 | 2.7 | 0.9 | 0.6 |
| Office and administrative support | 2.3 | 0.4 | 2.7 | 0.9 | 0.6 |
| Natural resources, construction, and maintenance | 4.4 | – | 5.5 | 1.8 | – |
| Production, transportation, and material moving ... | 4.6 | – | 3.7 | 3.3 | – |
| Full time | 1.0 | 0.2 | 1.0 | 0.4 | 0.4 |
| Part time | 3.4 | – | 3.4 | – | 1.3 |
| Union | 1.4 | 0.3 | 1.4 | 0.7 | 0.2 |
| Nonunion | 1.5 | 0.3 | 1.5 | 0.5 | 0.7 |
| Average wage within the following categories: ¹ | | | | | |
| Lowest 25 percent | 1.7 | 0.4 | 1.8 | 0.7 | 0.9 |
| Lowest 10 percent | 2.4 | – | 2.6 | 1.2 | – |
| Second 25 percent | 1.4 | 0.4 | 1.6 | 0.6 | 0.3 |
| Third 25 percent | 1.8 | 0.4 | 1.6 | 1.0 | 1.7 |
| Highest 25 percent | 1.5 | 0.3 | 1.6 | 0.7 | 0.3 |
| Highest 10 percent | 1.6 | – | 2.3 | 1.3 | – |
| Establishment characteristics | | | | | |
| Service-providing industries | 1.1 | 0.2 | 1.1 | 0.4 | 0.4 |
| Education and health services | 1.3 | 0.3 | 1.3 | 0.6 | 0.6 |
| Educational services | 1.4 | 0.3 | 1.5 | 0.6 | 0.6 |
| Elementary and secondary schools | 1.6 | 0.2 | 1.7 | 0.6 | 0.5 |
| Junior colleges, colleges, and universities | 2.0 | 0.6 | 2.7 | 1.4 | 1.2 |
| Health care and social assistance | 4.1 | – | 3.5 | 1.2 | – |
| Hospitals | 6.0 | – | 4.7 | – | – |
| Public administration | 2.5 | 0.4 | 2.5 | 0.6 | 0.3 |
| 1 to 99 workers | 2.6 | – | 2.9 | – | 0.8 |
| 1 to 49 workers | 3.0 | – | 3.8 | – | 1.8 |
| 50 to 99 workers | 3.6 | – | 3.8 | – | 0.4 |
| 100 workers or more | 1.2 | 0.3 | 1.3 | 0.5 | 0.4 |
| 100 to 499 workers | 2.3 | 0.5 | 2.4 | 1.5 | 0.7 |
| 500 workers or more | 1.7 | 0.4 | 1.6 | 0.6 | 0.4 |

See footnotes at end of table.

Table 18. Standard errors for life insurance plans: Method of benefit payment, State and local government workers, March 2017—continued

| Characteristics | Basic life insurance method of payment | | | | |
|--------------------------|--|--------------------------------------|--------------------|------------------------|-------|
| | Fixed multiple of annual earnings | Variable multiple of annual earnings | Flat dollar amount | Variable dollar amount | Other |
| State government | 1.9 | 0.4 | 1.8 | 0.9 | 0.9 |
| Local government | 1.3 | 0.3 | 1.4 | 0.5 | 0.3 |
| Geographic areas | | | | | |
| Northeast | 2.1 | — | 2.0 | 1.1 | — |
| New England | 3.2 | — | 2.5 | — | — |
| Middle Atlantic | 2.3 | — | 2.1 | 1.4 | — |
| South | 1.6 | 0.4 | 1.4 | 0.7 | 0.9 |
| South Atlantic | 2.6 | — | 2.0 | — | 1.7 |
| East South Central | 3.3 | — | 3.4 | 2.2 | — |
| West South Central | 2.5 | — | 2.7 | 1.0 | — |
| Midwest | 2.8 | 0.3 | 3.2 | 1.2 | 0.5 |
| East North Central | 2.8 | — | 3.6 | 1.3 | — |
| West North Central | 6.2 | — | 6.0 | 2.2 | — |
| West | 1.9 | 0.3 | 1.8 | 0.7 | 0.3 |
| Mountain | 2.4 | — | 3.3 | — | — |
| Pacific | 2.3 | 0.4 | 2.0 | 0.8 | 0.5 |

¹ 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 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2017

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

| Characteristics | Multiple of annual earnings amounts ¹ | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|---|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| All workers | — | 49 | 20 | 26 | 5 | 1.5 | 1.3 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | — | 47 | 22 | 26 | 5 | 1.5 | 1.4 |
| Professional and related | — | 48 | 23 | 24 | 5 | 1.5 | 1.3 |
| Teachers | — | 44 | 25 | 24 | 8 | 1.5 | 1.5 |
| Primary, secondary, and special education school teachers | — | 47 | 28 | 21 | — | 1.5 | 1.3 |
| Service | — | 52 | 18 | 21 | 9 | 1.5 | 1.0 |
| Protective service | — | 51 | — | 24 | — | 1.6 | — |
| Sales and office | — | 50 | 19 | 28 | 3 | 1.4 | — |
| Office and administrative support | — | 51 | 19 | 28 | 3 | 1.4 | — |
| Natural resources, construction, and maintenance | — | 53 | 12 | 33 | — | 1.4 | — |
| Production, transportation, and material moving ... | — | 48 | — | 30 | — | 1.4 | 1.3 |
| Full time | — | 49 | 20 | 26 | 5 | 1.5 | 1.3 |
| Part time | — | 53 | 15 | 29 | — | 1.4 | — |
| Union | — | 49 | 28 | 15 | 8 | 1.5 | 1.1 |
| Nonunion | — | 48 | 14 | 35 | 3 | 1.5 | 1.5 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | — | 53 | 19 | 25 | 3 | 1.4 | 1.0 |
| Lowest 10 percent | — | 51 | 22 | 24 | 2 | 1.4 | — |
| Second 25 percent | — | 48 | 20 | 27 | 5 | 1.5 | 1.4 |
| Third 25 percent | — | 52 | 18 | 26 | 4 | 1.4 | 1.0 |
| Highest 25 percent | — | 43 | 22 | 26 | 9 | 1.6 | 1.5 |
| Highest 10 percent | — | 39 | 22 | 28 | 10 | 1.6 | 1.5 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | — | 49 | 20 | 26 | 5 | 1.5 | 1.3 |
| Education and health services | — | 46 | 23 | 25 | 6 | 1.5 | 1.5 |
| Educational services | — | 42 | 24 | 28 | 7 | 1.5 | 1.5 |
| Elementary and secondary schools | — | 44 | 26 | 25 | 4 | 1.5 | 1.5 |
| Junior colleges, colleges, and universities | — | 39 | 18 | 32 | 11 | 1.6 | 1.5 |
| Health care and social assistance | — | 59 | 19 | — | — | 1.4 | 1.0 |
| Hospitals | — | 64 | 16 | — | — | 1.4 | 1.0 |
| Public administration | — | 53 | 18 | 24 | 6 | 1.4 | 1.0 |
| 1 to 99 workers | — | 57 | 17 | 22 | — | 1.4 | 1.0 |
| 1 to 49 workers | — | 58 | — | — | — | 1.4 | 1.0 |
| 50 to 99 workers | — | 57 | 22 | — | — | 1.4 | 1.0 |
| 100 workers or more | — | 47 | 21 | 27 | 6 | 1.5 | 1.5 |
| 100 to 499 workers | — | 41 | 26 | 28 | 5 | 1.5 | 1.5 |
| 500 workers or more | — | 49 | 19 | 26 | 6 | 1.5 | 1.2 |

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2017—continued

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

| Characteristics | Multiple of annual earnings amounts ¹ | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|--------------------------|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| State government | — | 50 | 20 | 23 | 7 | 1.5 | 1.1 |
| Local government | — | 48 | 20 | 27 | 5 | 1.5 | 1.4 |
| Geographic areas | | | | | | | |
| Northeast | — | 34 | 45 | 8 | 13 | 1.6 | 1.5 |
| New England | — | 50 | — | — | — | 1.5 | — |
| Middle Atlantic | — | 32 | 48 | 7 | 13 | 1.6 | 1.5 |
| South | — | 49 | 12 | 36 | 2 | 1.5 | 1.3 |
| South Atlantic | — | 48 | 13 | 36 | — | 1.5 | 1.3 |
| East South Central | — | 51 | — | 43 | — | 1.5 | — |
| West South Central | — | 52 | — | 31 | — | 1.5 | — |
| Midwest | — | 48 | 23 | 22 | 6 | 1.4 | — |
| East North Central | — | 51 | 13 | 28 | 9 | 1.5 | — |
| West North Central | — | 44 | 43 | 11 | — | 1.3 | — |
| West | — | 63 | 10 | 23 | — | 1.4 | 1.0 |
| Mountain | — | 54 | — | 31 | — | 1.4 | 1.0 |
| Pacific | — | 72 | — | 13 | — | 1.4 | 1.0 |

¹ Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

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: Because of rounding, sums of individual items may not equal totals. 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 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2017

| Characteristics | Multiple of annual earnings amounts ¹ | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|---|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| All workers | – | 1.8 | 1.7 | 1.7 | 0.8 | (²) | 0.3 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | – | 2.0 | 1.9 | 2.0 | 1.0 | (²) | 0.2 |
| Professional and related | – | 2.1 | 2.0 | 2.0 | 1.2 | (²) | 0.3 |
| Teachers | – | 2.5 | 2.5 | 2.6 | 2.2 | 0.1 | 0.2 |
| Primary, secondary, and special education school teachers | – | 3.3 | 2.8 | 3.1 | – | 0.1 | 0.2 |
| Service | – | 4.0 | 2.8 | 3.1 | 2.5 | 0.1 | 0.3 |
| Protective service | – | 6.7 | – | 5.6 | – | 0.1 | – |
| Sales and office | – | 3.6 | 2.9 | 3.9 | 0.8 | (²) | – |
| Office and administrative support | – | 3.6 | 2.8 | 3.9 | 0.8 | (²) | – |
| Natural resources, construction, and maintenance | – | 4.4 | 3.2 | 4.0 | – | (²) | – |
| Production, transportation, and material moving ... | – | 6.5 | – | 6.7 | – | 0.1 | 0.4 |
| Full time | – | 1.9 | 1.8 | 1.8 | 0.9 | (²) | 0.3 |
| Part time | – | 7.5 | 2.9 | 7.3 | – | 0.1 | – |
| Union | – | 2.6 | 2.5 | 2.0 | 1.5 | (²) | 0.2 |
| Nonunion | – | 2.3 | 1.9 | 2.3 | 0.7 | (²) | 0.2 |
| Average wage within the following categories: ³ | | | | | | | |
| Lowest 25 percent | – | 3.6 | 3.1 | 2.8 | 0.9 | (²) | 0.1 |
| Lowest 10 percent | – | 5.5 | 5.1 | 4.0 | 0.6 | (²) | – |
| Second 25 percent | – | 2.9 | 2.8 | 2.6 | 0.9 | (²) | 0.4 |
| Third 25 percent | – | 2.3 | 2.1 | 2.3 | 1.1 | (²) | 0.1 |
| Highest 25 percent | – | 2.5 | 1.8 | 2.1 | 2.1 | (²) | 0.0 |
| Highest 10 percent | – | 3.8 | 3.7 | 3.2 | 2.2 | (²) | 0.0 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | – | 1.8 | 1.7 | 1.7 | 0.9 | (²) | 0.3 |
| Education and health services | – | 2.2 | 2.0 | 2.3 | 1.1 | (²) | 0.2 |
| Educational services | – | 2.1 | 2.3 | 2.3 | 1.3 | (²) | 0.0 |
| Elementary and secondary schools | – | 3.2 | 3.0 | 3.2 | 1.8 | 0.1 | 0.2 |
| Junior colleges, colleges, and universities | – | 3.3 | 4.2 | 4.2 | 1.7 | (²) | 0.0 |
| Health care and social assistance | – | 5.9 | 4.5 | – | – | 0.1 | 0.0 |
| Hospitals | – | 5.5 | 4.0 | – | – | 0.1 | 0.0 |
| Public administration | – | 3.8 | 3.7 | 3.5 | 1.7 | (²) | 0.2 |
| 1 to 99 workers | – | 5.4 | 4.9 | 5.0 | – | 0.1 | 0.0 |
| 1 to 49 workers | – | 9.6 | – | – | – | 0.1 | 0.2 |
| 50 to 99 workers | – | 7.3 | 6.4 | – | – | 0.1 | 0.1 |
| 100 workers or more | – | 1.8 | 1.7 | 1.7 | 0.9 | (²) | 0.2 |
| 100 to 499 workers | – | 3.6 | 3.0 | 3.5 | 1.8 | 0.1 | 0.0 |
| 500 workers or more | – | 2.0 | 2.0 | 1.8 | 1.0 | (²) | 0.2 |

See footnotes at end of table.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2017—continued

| Characteristics | Multiple of annual earnings amounts ¹ | | | | | Mean multiple of annual earnings | Median multiple of annual earnings |
|--------------------------|--|--------------------|---------------------------------------|--------------------|---------------------------------|----------------------------------|------------------------------------|
| | Less than 1.0 times earnings | 1.0 times earnings | Over 1.0 and under 2.0 times earnings | 2.0 times earnings | Greater than 2.0 times earnings | | |
| State government | — | 2.6 | 3.1 | 2.3 | 1.4 | (²) | 0.3 |
| Local government | — | 2.0 | 1.7 | 2.0 | 1.0 | (²) | 0.2 |
| Geographic areas | | | | | | | |
| Northeast | — | 3.4 | 2.7 | 2.5 | 2.8 | 0.1 | 0.0 |
| New England | — | 7.6 | — | — | — | 0.1 | — |
| Middle Atlantic | — | 3.4 | 2.4 | 2.5 | 3.4 | 0.1 | 0.0 |
| South | — | 2.8 | 2.3 | 3.1 | 1.0 | (²) | 0.3 |
| South Atlantic | — | 2.7 | 2.3 | 3.3 | — | (²) | 0.2 |
| East South Central | — | 10.9 | — | 12.3 | — | 0.1 | — |
| West South Central | — | 7.5 | — | 6.4 | — | 0.1 | — |
| Midwest | — | 3.4 | 4.5 | 3.6 | 1.5 | (²) | — |
| East North Central | — | 3.2 | 2.4 | 4.8 | 2.2 | (²) | — |
| West North Central | — | 7.5 | 10.9 | 3.3 | — | (²) | — |
| West | — | 4.6 | 2.8 | 3.5 | — | 0.1 | 0.0 |
| Mountain | — | 7.2 | — | 5.4 | — | 0.1 | 0.2 |
| Pacific | — | 6.3 | — | 3.7 | — | 0.1 | 0.0 |

¹ Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

² Less than 0.05.

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 20. Life insurance plans: Maximum benefit amounts, State and local government workers, March 2017

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|---|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 57 | \$50,000 | \$50,000 | \$150,000 | \$300,000 | \$500,000 | 43 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 55 | 50,000 | 50,000 | 150,000 | 300,000 | 500,000 | 45 |
| Professional and related | 54 | 50,000 | 50,000 | – | 250,000 | 500,000 | 46 |
| Teachers | 48 | 50,000 | 50,000 | – | 250,000 | 400,000 | 52 |
| Primary, secondary, and special education school teachers | 44 | 50,000 | 50,000 | – | 250,000 | – | 56 |
| Service | 54 | 40,000 | 50,000 | 150,000 | 300,000 | 500,000 | 46 |
| Protective service | 58 | 40,000 | – | 150,000 | 300,000 | – | 42 |
| Sales and office | 63 | 40,000 | 50,000 | – | 250,000 | 500,000 | 37 |
| Office and administrative support | 64 | 40,000 | 50,000 | – | 250,000 | 500,000 | 36 |
| Natural resources, construction, and maintenance | 69 | 50,000 | 100,000 | – | 300,000 | – | 31 |
| Production, transportation, and material moving ... | 68 | 50,000 | 50,000 | – | – | 500,000 | 32 |
| Full time | 58 | 50,000 | 50,000 | 150,000 | 300,000 | 500,000 | 42 |
| Part time | 31 | 50,000 | 50,000 | – | – | 500,000 | 69 |
| Union | 59 | 40,000 | 50,000 | 150,000 | 250,000 | 500,000 | 41 |
| Nonunion | 56 | 50,000 | 50,000 | 150,000 | 320,000 | 500,000 | 44 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 59 | 40,000 | 50,000 | – | 300,000 | 500,000 | 41 |
| Lowest 10 percent | 54 | 50,000 | – | 100,000 | – | 500,000 | 46 |
| Second 25 percent | 63 | – | 50,000 | 150,000 | 250,000 | 500,000 | 37 |
| Third 25 percent | 58 | 50,000 | 50,000 | 150,000 | 300,000 | 500,000 | 42 |
| Highest 25 percent | 50 | 50,000 | 50,000 | – | 250,000 | 500,000 | 50 |
| Highest 10 percent | 49 | 50,000 | 50,000 | – | 250,000 | 500,000 | 51 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 57 | 50,000 | 50,000 | 150,000 | 300,000 | 500,000 | 43 |
| Education and health services | 54 | 50,000 | 50,000 | 100,000 | 250,000 | 500,000 | 46 |
| Educational services | 51 | 50,000 | 50,000 | 100,000 | 250,000 | 400,000 | 49 |
| Elementary and secondary schools | 45 | 50,000 | 50,000 | – | 250,000 | – | 55 |
| Junior colleges, colleges, and universities | 63 | – | 50,000 | 100,000 | 250,000 | 400,000 | 37 |
| Health care and social assistance | 63 | 50,000 | 50,000 | – | – | 500,000 | 37 |
| Hospitals | 66 | 50,000 | – | – | 500,000 | 500,000 | 34 |
| Public administration | 59 | 40,000 | – | – | 300,000 | 500,000 | 41 |
| 1 to 99 workers | 43 | 40,000 | – | – | 250,000 | 500,000 | 57 |
| 1 to 49 workers | 57 | 40,000 | – | – | – | – | 43 |
| 50 to 99 workers | 36 | – | – | – | 250,000 | – | 64 |
| 100 workers or more | 60 | 50,000 | 50,000 | 150,000 | 300,000 | 500,000 | 40 |
| 100 to 499 workers | 54 | 40,000 | 50,000 | – | – | 350,000 | 46 |
| 500 workers or more | 63 | 50,000 | 50,000 | 150,000 | 300,000 | 500,000 | 37 |

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, March 2017—continued

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|--------------------------|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 60 | \$40,000 | \$50,000 | — | \$200,000 | \$400,000 | 40 |
| Local government | 56 | 50,000 | — | \$175,000 | 300,000 | 500,000 | 44 |
| Geographic areas | | | | | | | |
| Northeast | 32 | 40,000 | 40,000 | 40,000 | — | — | 68 |
| Middle Atlantic | 33 | 40,000 | 40,000 | 40,000 | — | — | 67 |
| South | 59 | 50,000 | — | 150,000 | 300,000 | 500,000 | 41 |
| South Atlantic | 51 | 50,000 | 100,000 | 200,000 | 350,000 | 500,000 | 49 |
| West South Central | 69 | 50,000 | 50,000 | — | — | — | 31 |
| Midwest | 56 | — | 50,000 | — | 250,000 | 500,000 | 44 |
| East North Central | 57 | 50,000 | 50,000 | — | 200,000 | — | 43 |
| West North Central | 54 | — | — | — | 400,000 | 500,000 | 46 |
| West | 81 | 50,000 | 50,000 | 150,000 | 300,000 | 500,000 | 19 |
| Mountain | 79 | 50,000 | 100,000 | 175,000 | 300,000 | 500,000 | 21 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 20. Standard errors for life insurance plans: Maximum benefit amounts, State and local government workers, March 2017

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|---|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 1.9 | \$7,954.24 | \$0.00 | \$3,649.66 | \$64,517.44 | \$0.00 | 1.9 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 2.5 | 1,824.83 | 0.00 | 32,038.61 | 67,048.49 | 0.00 | 2.5 |
| Professional and related | 2.8 | 0.00 | 0.00 | – | 64,517.44 | 0.00 | 2.8 |
| Teachers | 4.0 | 0.00 | 0.00 | – | 18,248.29 | 65,795.14 | 4.0 |
| Primary, secondary, and special education school teachers | 5.0 | 0.00 | 0.00 | – | 30,261.36 | – | 5.0 |
| Service | 3.2 | 7,742.09 | 9,124.14 | 0.00 | 60,522.72 | 0.00 | 3.2 |
| Protective service | 4.6 | 7,523.96 | – | 0.00 | 63,705.87 | – | 4.6 |
| Sales and office | 3.8 | 5,770.62 | 0.00 | – | 70,083.88 | 0.00 | 3.8 |
| Office and administrative support | 3.7 | 5,474.49 | 0.00 | – | 61,882.95 | 0.00 | 3.7 |
| Natural resources, construction, and maintenance | 4.8 | 0.00 | 12,903.49 | – | 41,812.08 | – | 4.8 |
| Production, transportation, and material moving | 5.3 | 11,684.61 | 0.00 | – | – | 145,128.39 | 5.3 |
| Full time | 1.9 | 9,482.09 | 0.00 | 0.00 | 65,159.42 | 0.00 | 1.9 |
| Part time | 5.2 | 0.00 | 0.00 | – | – | 0.00 | 5.2 |
| Union | 3.4 | 0.00 | 0.00 | 42,395.37 | 12,903.49 | 87,515.71 | 3.4 |
| Nonunion | 2.1 | 0.00 | 10,834.32 | 10,201.10 | 55,417.44 | 0.00 | 2.1 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 2.6 | 7,954.24 | 0.00 | – | 34,139.42 | 0.00 | 2.6 |
| Lowest 10 percent | 4.0 | 0.00 | – | 12,376.59 | – | 0.00 | 4.0 |
| Second 25 percent | 2.6 | – | 0.00 | 9,124.14 | 56,245.00 | 0.00 | 2.6 |
| Third 25 percent | 2.4 | 5,161.40 | 0.00 | 6,451.74 | 45,620.72 | 0.00 | 2.4 |
| Highest 25 percent | 3.3 | 0.00 | 0.00 | – | 50,801.08 | 70,675.31 | 3.3 |
| Highest 10 percent | 4.3 | 13,031.88 | 0.00 | – | 62,551.98 | 129,678.45 | 4.3 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.9 | 6,579.51 | 0.00 | 5,474.49 | 55,500.00 | 0.00 | 1.9 |
| Education and health services | 2.5 | 0.00 | 0.00 | 24,260.62 | 51,613.95 | 0.00 | 2.5 |
| Educational services | 2.6 | 0.00 | 0.00 | 24,753.18 | 15,803.48 | 51,613.95 | 2.6 |
| Elementary and secondary schools | 3.9 | 0.00 | 0.00 | – | 32,897.57 | – | 3.9 |
| Junior colleges, colleges, and universities | 3.3 | – | 0.00 | 28,621.32 | 30,261.36 | 0.00 | 3.3 |
| Health care and social assistance | 6.5 | 14,368.72 | 0.00 | – | – | 0.00 | 6.5 |
| Hospitals | 8.3 | 0.00 | – | – | 0.00 | 0.00 | 8.3 |
| Public administration | 4.0 | 11,396.05 | – | – | 35,630.92 | 0.00 | 4.0 |
| 1 to 99 workers | 5.2 | 5,474.49 | – | – | 57,162.60 | 0.00 | 5.2 |
| 1 to 49 workers | 8.3 | 9,741.92 | – | – | – | – | 8.3 |
| 50 to 99 workers | 6.6 | – | – | – | 74,684.34 | – | 6.6 |
| 100 workers or more | 1.7 | 4,080.44 | 0.00 | 4,594.80 | 32,897.57 | 0.00 | 1.7 |
| 100 to 499 workers | 3.8 | 2,580.70 | 0.00 | – | – | 91,013.05 | 3.8 |
| 500 workers or more | 2.2 | 0.00 | 0.00 | 28,853.08 | 17,455.51 | 0.00 | 2.2 |

See footnotes at end of table.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, State and local government workers, March 2017—continued

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|--------------------------|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 3.0 | \$912.41 | \$5,770.62 | – | \$0.00 | \$79,542.44 | 3.0 |
| Local government | 2.3 | 0.00 | – | \$43,237.28 | 12,903.49 | 0.00 | 2.3 |
| Geographic areas | | | | | | | |
| Northeast | 3.7 | 0.00 | 0.00 | 3,649.66 | – | – | 3.7 |
| Middle Atlantic | 4.1 | 0.00 | 0.00 | 0.00 | – | – | 4.1 |
| South | 2.6 | 0.00 | – | 31,606.96 | 34,139.42 | 0.00 | 2.6 |
| South Atlantic | 2.9 | 0.00 | 0.00 | 0.00 | 53,786.03 | 0.00 | 2.9 |
| West South Central | 7.5 | 0.00 | 0.00 | – | – | – | 7.5 |
| Midwest | 4.6 | – | 4,562.07 | – | 24,567.51 | 0.00 | 4.6 |
| East North Central | 5.6 | 0.00 | 4,562.07 | – | 51,815.18 | – | 5.6 |
| West North Central | 7.8 | – | – | – | 0.00 | 0.00 | 7.8 |
| West | 3.9 | 0.00 | 0.00 | 25,400.54 | 20,402.21 | 83,604.25 | 3.9 |
| Mountain | 5.4 | 6,451.74 | 28,137.30 | 38,710.46 | 18,609.67 | 109,489.73 | 5.4 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, March 2017

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

| Characteristics | Flat dollar amounts ² | | | | |
|---|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$5,000 | \$10,000 | \$25,000 | \$45,000 | \$50,000 |
| Worker characteristics | | | | | |
| Management, professional, and related | 5,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Professional and related | 5,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Teachers | 6,000 | – | 25,000 | 50,000 | 50,000 |
| Primary, secondary, and special education school teachers | – | – | 25,000 | 50,000 | 50,000 |
| Service | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| Protective service | 5,000 | 10,000 | 20,000 | 50,000 | – |
| Sales and office | 5,000 | 10,000 | 20,000 | – | 50,000 |
| Office and administrative support | 5,000 | 10,000 | 20,000 | – | 50,000 |
| Natural resources, construction, and maintenance | – | 10,000 | 25,000 | – | 50,000 |
| Production, transportation, and material moving | – | 10,000 | 20,000 | 30,000 | 50,000 |
| Full time | 5,000 | 10,000 | 25,000 | 45,000 | 50,000 |
| Part time | – | 10,000 | 25,000 | 50,000 | 50,000 |
| Union | 5,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Nonunion | 5,000 | 10,000 | 20,000 | 35,000 | 50,000 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 5,000 | 10,000 | 20,000 | 30,000 | 50,000 |
| Lowest 10 percent | 5,000 | 10,000 | – | 25,000 | 50,000 |
| Second 25 percent | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| Third 25 percent | 5,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Highest 25 percent | 5,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Highest 10 percent | 5,000 | – | 25,000 | 50,000 | 50,000 |
| Establishment characteristics | | | | | |
| Service-providing industries | 5,000 | 10,000 | 25,000 | 45,000 | 50,000 |
| Education and health services | 5,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Educational services | 6,000 | 10,000 | 25,000 | 50,000 | 50,000 |
| Elementary and secondary schools | 6,000 | – | 25,000 | 50,000 | 50,000 |
| Junior colleges, colleges, and universities | 5,000 | – | 25,000 | 41,116 | 50,000 |
| Health care and social assistance | 5,000 | – | 25,000 | 50,000 | 50,000 |
| Hospitals | 5,000 | – | – | 50,000 | 57,000 |
| Public administration | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| 1 to 99 workers | – | 10,000 | 25,000 | 50,000 | 50,000 |
| 1 to 49 workers | 5,000 | 10,000 | 20,000 | 50,000 | 50,000 |
| 50 to 99 workers | 10,000 | – | 28,000 | 50,000 | 50,000 |
| 100 workers or more | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |
| 100 to 499 workers | – | 15,000 | 25,000 | 45,000 | 50,000 |
| 500 workers or more | 5,000 | 10,000 | 20,000 | 40,000 | 50,000 |

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, March 2017—continued

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

| Characteristics | Flat dollar amounts ² | | | | |
|--------------------------|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| State government | \$5,000 | \$5,000 | \$20,000 | \$30,000 | \$50,000 |
| Local government | — | — | 25,000 | 50,000 | 50,000 |
| Geographic areas | | | | | |
| Northeast | 5,000 | 6,000 | — | 50,000 | 50,000 |
| New England | 5,000 | 5,000 | — | 40,000 | 50,000 |
| Middle Atlantic | 5,000 | 6,000 | 20,000 | 50,000 | 50,000 |
| South | 5,000 | 10,000 | — | 25,000 | 50,000 |
| South Atlantic | 10,000 | 15,000 | 25,000 | 25,000 | — |
| East South Central | 10,000 | 15,000 | 20,000 | — | 50,000 |
| West South Central | 5,000 | — | — | 20,000 | 40,000 |
| Midwest | 10,000 | 20,000 | 30,000 | 50,000 | 50,000 |
| East North Central | — | — | 30,000 | 50,000 | 50,000 |
| West North Central | 10,000 | 20,000 | 25,000 | 50,000 | 50,000 |
| West | 5,000 | 15,000 | 25,000 | 50,000 | 50,000 |
| Mountain | 15,000 | 25,000 | 50,000 | 50,000 | 57,000 |
| Pacific | 5,000 | 10,000 | 25,000 | 50,000 | 50,000 |

¹ Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, March 2017

| Characteristics | Flat dollar amounts ² | | | | |
|---|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$0.00 | \$0.00 | \$5,544.00 | \$7,046.96 | \$0.00 |
| Worker characteristics | | | | | |
| Management, professional, and related | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Professional and related | 0.00 | 0.00 | 0.00 | 1,290.35 | 0.00 |
| Teachers | 0.00 | – | 0.00 | 0.00 | 0.00 |
| Primary, secondary, and special education school teachers | – | – | 1,290.35 | 0.00 | 0.00 |
| Service | 0.00 | 0.00 | 912.41 | 4,120.90 | 0.00 |
| Protective service | 0.00 | 0.00 | 3,160.70 | 5,156.72 | – |
| Sales and office | 0.00 | 0.00 | 0.00 | – | 0.00 |
| Office and administrative support | 0.00 | 0.00 | 0.00 | – | 0.00 |
| Natural resources, construction, and maintenance | – | 912.41 | 6,642.48 | – | 0.00 |
| Production, transportation, and material moving | – | 2,620.71 | 1,580.35 | 5,241.42 | 0.00 |
| Full time | 0.00 | 0.00 | 5,862.22 | 7,134.25 | 0.00 |
| Part time | – | 1,974.38 | 5,913.12 | 6,477.50 | 0.00 |
| Union | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Nonunion | 0.00 | 0.00 | 912.41 | 9,195.04 | 0.00 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 0.00 | 0.00 | 0.00 | 3,849.48 | 0.00 |
| Lowest 10 percent | 0.00 | 0.00 | – | 5,345.22 | 0.00 |
| Second 25 percent | 0.00 | 0.00 | 5,164.62 | 6,766.65 | 0.00 |
| Third 25 percent | 0.00 | 0.00 | 6,948.74 | 9,544.05 | 0.00 |
| Highest 25 percent | 0.00 | 0.00 | 4,161.25 | 0.00 | 0.00 |
| Highest 10 percent | 446.99 | – | 1,824.83 | 0.00 | 0.00 |
| Establishment characteristics | | | | | |
| Service-providing industries | 0.00 | 0.00 | 6,158.63 | 7,293.31 | 0.00 |
| Education and health services | 364.97 | 0.00 | 0.00 | 2,166.86 | 0.00 |
| Educational services | 816.09 | 1,907.36 | 0.00 | 2,599.98 | 0.00 |
| Elementary and secondary schools | 1,067.95 | – | 0.00 | 0.00 | 0.00 |
| Junior colleges, colleges, and universities | 0.00 | – | 0.00 | 9,329.03 | 0.00 |
| Health care and social assistance | 0.00 | – | 6,386.90 | 12,704.67 | 6,996.50 |
| Hospitals | 912.41 | – | – | 6,552.27 | 9,894.54 |
| Public administration | 0.00 | 0.00 | 0.00 | 11,906.88 | 0.00 |
| 1 to 99 workers | – | 2,187.89 | 547.45 | 0.00 | 0.00 |
| 1 to 49 workers | 0.00 | 0.00 | 4,562.07 | 0.00 | 0.00 |
| 50 to 99 workers | 0.00 | – | 4,562.07 | 0.00 | 0.00 |
| 100 workers or more | 0.00 | 0.00 | 3,667.86 | 1,869.73 | 0.00 |
| 100 to 499 workers | – | 3,102.21 | 3,413.94 | 7,221.21 | 0.00 |
| 500 workers or more | 0.00 | 0.00 | 2,234.95 | 1,824.83 | 0.00 |

See footnotes at end of table.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, March 2017—continued

| Characteristics | Flat dollar amounts ² | | | | |
|--------------------------|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| State government | \$0.00 | \$0.00 | \$2,885.31 | \$3,977.12 | \$0.00 |
| Local government | — | — | 0.00 | 0.00 | 0.00 |
| Geographic areas | | | | | |
| Northeast | 0.00 | 0.00 | — | 2,885.31 | 0.00 |
| New England | 0.00 | 0.00 | — | 7,603.92 | 0.00 |
| Middle Atlantic | 0.00 | 0.00 | 2,420.91 | 0.00 | 0.00 |
| South | 0.00 | 0.00 | — | 0.00 | 13,777.16 |
| South Atlantic | 0.00 | 4,469.90 | 5,842.30 | 0.00 | — |
| East South Central | 0.00 | 0.00 | 0.00 | — | 0.00 |
| West South Central | 0.00 | — | — | 3,026.14 | 0.00 |
| Midwest | 1,721.54 | 0.00 | 0.00 | 0.00 | 0.00 |
| East North Central | — | — | 0.00 | 0.00 | 0.00 |
| West North Central | 1,368.62 | 2,580.70 | 4,080.44 | 0.00 | 0.00 |
| West | 0.00 | 1,824.83 | 0.00 | 0.00 | 0.00 |
| Mountain | 2,737.24 | 0.00 | 10,303.42 | 0.00 | 0.00 |
| Pacific | 0.00 | 0.00 | 6,052.27 | 0.00 | 0.00 |

¹ Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 22. Short-term disability plans: Method of funding, State and local government workers, March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|---|---------------------------------------|----------------------|------------------|-------|
| All workers | 46 | 40 | 10 | 5 |
| Worker characteristics | | | | |
| Management, professional, and related | 49 | 38 | 9 | 4 |
| Professional and related | 50 | 37 | — | — |
| Teachers | 55 | 32 | 10 | 4 |
| Primary, secondary, and special education school teachers | 53 | 38 | 6 | 3 |
| Service | 35 | 46 | 14 | 5 |
| Protective service | 32 | 54 | — | — |
| Sales and office | 45 | 37 | 10 | 7 |
| Office and administrative support | 44 | 38 | 10 | 8 |
| Natural resources, construction, and maintenance | 42 | 44 | 8 | 6 |
| Production, transportation, and material moving ... | 54 | 31 | — | — |
| Full time | 47 | 41 | 8 | 4 |
| Part time | 29 | 27 | 31 | 13 |
| Union | 37 | 42 | 16 | 6 |
| Nonunion | 53 | 38 | 5 | 4 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 41 | 39 | 10 | 10 |
| Lowest 10 percent | 35 | 40 | — | — |
| Second 25 percent | 39 | 48 | 8 | 5 |
| Third 25 percent | 54 | 32 | 10 | 4 |
| Highest 25 percent | 47 | 39 | 11 | 3 |
| Highest 10 percent | 45 | 39 | — | — |
| Establishment characteristics | | | | |
| Service-providing industries | 46 | 39 | 10 | 5 |
| Education and health services | 51 | 35 | 9 | 5 |
| Educational services | 50 | 34 | 10 | 6 |
| Elementary and secondary schools | 46 | 38 | 8 | 8 |
| Junior colleges, colleges, and universities | 58 | 24 | — | — |
| Health care and social assistance | 55 | 42 | — | — |
| Hospitals | 59 | 41 | — | — |
| Public administration | 36 | 46 | 13 | 5 |
| 1 to 99 workers | 54 | 27 | 10 | 9 |
| 1 to 49 workers | 63 | 16 | — | — |
| 50 to 99 workers | 42 | 42 | — | — |
| 100 workers or more | 43 | 43 | 10 | 4 |
| 100 to 499 workers | 40 | 41 | 15 | 5 |
| 500 workers or more | 45 | 43 | 8 | 4 |

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, State and local government workers, March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|--------------------------|---------------------------------------|----------------------|------------------|-------|
| State government | 65 | 23 | — | — |
| Local government | 38 | 46 | 9 | 7 |
| Geographic areas | | | | |
| Northeast | — | 44 | 33 | — |
| New England | 59 | 41 | — | — |
| Middle Atlantic | — | 44 | 36 | — |
| South | 65 | 34 | — | — |
| South Atlantic | 74 | 25 | — | — |
| East South Central | — | 61 | — | — |
| Midwest | 45 | 36 | — | 18 |
| East North Central | 46 | 34 | — | 20 |
| West | 47 | 44 | — | — |
| Mountain | 35 | 57 | — | — |
| Pacific | 53 | 38 | — | — |

¹ Employer assumes all risks and expenses of providing the benefit.

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: Because of rounding, sums of individual items may not equal totals. 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 22. Standard errors for short-term disability plans: Method of funding, State and local government workers, March 2017

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|---|---------------------------------------|----------------------|------------------|-------|
| All workers | 1.4 | 1.7 | 0.9 | 0.8 |
| Worker characteristics | | | | |
| Management, professional, and related | 2.1 | 2.0 | 0.7 | 1.1 |
| Professional and related | 2.6 | 2.4 | — | — |
| Teachers | 4.3 | 3.1 | 1.7 | 1.5 |
| Primary, secondary, and special education school teachers | 4.7 | 3.9 | 1.5 | 1.1 |
| Service | 3.0 | 4.2 | 2.7 | 1.4 |
| Protective service | 3.9 | 5.0 | — | — |
| Sales and office | 2.7 | 2.4 | 3.0 | 1.0 |
| Office and administrative support | 2.9 | 2.2 | 2.6 | 1.0 |
| Natural resources, construction, and maintenance | 6.0 | 6.3 | 1.4 | 1.6 |
| Production, transportation, and material moving ... | 6.8 | 5.5 | — | — |
| Full time | 1.5 | 1.7 | 0.9 | 0.7 |
| Part time | 4.4 | 4.8 | 3.7 | 2.8 |
| Union | 2.3 | 2.7 | 1.4 | 1.3 |
| Nonunion | 1.8 | 2.4 | 0.8 | 1.3 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 2.8 | 3.5 | 2.3 | 1.5 |
| Lowest 10 percent | 5.6 | 6.5 | — | — |
| Second 25 percent | 2.9 | 3.1 | 1.7 | 1.4 |
| Third 25 percent | 3.2 | 2.7 | 1.6 | 1.0 |
| Highest 25 percent | 3.2 | 2.8 | 1.0 | 1.0 |
| Highest 10 percent | 4.5 | 3.4 | — | — |
| Establishment characteristics | | | | |
| Service-providing industries | 1.4 | 1.7 | 0.9 | 0.8 |
| Education and health services | 2.0 | 2.2 | 1.3 | 1.3 |
| Educational services | 2.0 | 2.5 | 1.4 | 1.5 |
| Elementary and secondary schools | 3.0 | 3.4 | 1.7 | 1.8 |
| Junior colleges, colleges, and universities | 5.2 | 4.2 | — | — |
| Health care and social assistance | 5.3 | 5.1 | — | — |
| Hospitals | 5.7 | 5.7 | — | — |
| Public administration | 3.5 | 3.7 | 1.7 | 0.8 |
| 1 to 99 workers | 4.9 | 5.5 | 2.7 | 2.9 |
| 1 to 49 workers | 5.2 | 4.5 | — | — |
| 50 to 99 workers | 6.6 | 7.5 | — | — |
| 100 workers or more | 1.6 | 1.6 | 0.9 | 0.9 |
| 100 to 499 workers | 3.8 | 4.0 | 2.6 | 2.3 |
| 500 workers or more | 2.0 | 2.1 | 0.8 | 1.0 |

See footnotes at end of table.

Table 22. Standard errors for short-term disability plans: Method of funding, State and local government workers, March 2017—continued

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|--------------------------|---------------------------------------|----------------------|------------------|-------|
| State government | 3.2 | 2.8 | — | — |
| Local government | 1.8 | 2.2 | 1.0 | 1.1 |
| Geographic areas | | | | |
| Northeast | — | 3.6 | 2.1 | — |
| New England | 11.3 | 11.3 | — | — |
| Middle Atlantic | — | 3.8 | 2.0 | — |
| South | 1.9 | 1.9 | — | — |
| South Atlantic | 2.1 | 2.1 | — | — |
| East South Central | — | 12.9 | — | — |
| Midwest | 3.3 | 5.8 | — | 3.1 |
| East North Central | 3.4 | 6.1 | — | 3.4 |
| West | 3.2 | 3.6 | — | — |
| Mountain | 7.1 | 7.6 | — | — |
| Pacific | 3.7 | 4.3 | — | — |

¹ Employer assumes all risks and expenses of providing the benefit.

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 23. Short-term disability plans: Employee contribution requirement, State and local government workers, March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 12 | 88 |
| Worker characteristics | | |
| Management, professional, and related | 11 | 89 |
| Professional and related | 11 | 89 |
| Teachers | 13 | 87 |
| Primary, secondary, and special education school teachers | 12 | 88 |
| Service | 18 | 82 |
| Protective service | 17 | 83 |
| Sales and office | 14 | 86 |
| Office and administrative support | 13 | 87 |
| Natural resources, construction, and maintenance | 7 | 93 |
| Production, transportation, and material moving ... | 12 | 88 |
| Full time | 11 | 89 |
| Part time | 27 | 73 |
| Union | 17 | 83 |
| Nonunion | 8 | 92 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 10 | 90 |
| Lowest 10 percent | 11 | 89 |
| Second 25 percent | 11 | 89 |
| Third 25 percent | 12 | 88 |
| Highest 25 percent | 16 | 84 |
| Highest 10 percent | 15 | 85 |
| Establishment characteristics | | |
| Service-providing industries | 12 | 88 |
| Education and health services | 12 | 88 |
| Educational services | 12 | 88 |
| Elementary and secondary schools | 13 | 87 |
| Junior colleges, colleges, and universities | 11 | 89 |
| Public administration | 14 | 86 |
| 100 workers or more | 15 | 85 |
| 100 to 499 workers | 24 | 76 |
| 500 workers or more | 11 | 89 |

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 10 | 90 |
| Local government | 13 | 87 |
| Geographic areas | | |
| Northeast | 34 | 66 |
| Middle Atlantic | 36 | 64 |
| South | 4 | 96 |
| South Atlantic | 5 | 95 |
| Midwest | 7 | 93 |
| East North Central | 7 | 93 |
| West | 6 | 94 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 23. Standard errors for short-term disability plans: Employee contribution requirement, State and local government workers, March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 1.3 | 1.3 |
| Worker characteristics | | |
| Management, professional, and related | 1.3 | 1.3 |
| Professional and related | 1.4 | 1.4 |
| Teachers | 2.3 | 2.3 |
| Primary, secondary, and special education school teachers | 2.6 | 2.6 |
| Service | 3.6 | 3.6 |
| Protective service | 4.4 | 4.4 |
| Sales and office | 3.2 | 3.2 |
| Office and administrative support | 2.9 | 2.9 |
| Natural resources, construction, and maintenance | 2.5 | 2.5 |
| Production, transportation, and material moving | 3.1 | 3.1 |
| Full time | 1.3 | 1.3 |
| Part time | 3.2 | 3.2 |
| Union | 2.0 | 2.0 |
| Nonunion | 1.1 | 1.1 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 1.7 | 1.7 |
| Lowest 10 percent | 2.5 | 2.5 |
| Second 25 percent | 1.7 | 1.7 |
| Third 25 percent | 2.2 | 2.2 |
| Highest 25 percent | 1.9 | 1.9 |
| Highest 10 percent | 2.1 | 2.1 |
| Establishment characteristics | | |
| Service-providing industries | 1.3 | 1.3 |
| Education and health services | 1.8 | 1.8 |
| Educational services | 1.9 | 1.9 |
| Elementary and secondary schools | 2.1 | 2.1 |
| Junior colleges, colleges, and universities | 2.2 | 2.2 |
| Public administration | 2.1 | 2.1 |
| 100 workers or more | 1.5 | 1.5 |
| 100 to 499 workers | 3.6 | 3.6 |
| 500 workers or more | 1.2 | 1.2 |

See footnotes at end of table.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, State and local government workers, March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 2.1 | 2.1 |
| Local government | 1.5 | 1.5 |
| Geographic areas | | |
| Northeast | 3.1 | 3.1 |
| Middle Atlantic | 3.2 | 3.2 |
| South | 1.3 | 1.3 |
| South Atlantic | 1.7 | 1.7 |
| Midwest | 1.6 | 1.6 |
| East North Central | 1.7 | 1.7 |
| West | 2.6 | 2.6 |

¹ 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 24. Short-term disability plans: Method of benefit payment, State and local government workers, March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| All workers | — | — | 88 | 8 | 2 |
| Worker characteristics | | | | | |
| Management, professional, and related | — | — | 86 | 10 | 3 |
| Professional and related | — | — | 86 | 9 | 4 |
| Teachers | — | — | 82 | 11 | 6 |
| Primary, secondary, and special education school teachers | — | — | 82 | 9 | 7 |
| Service | — | — | 95 | 4 | — |
| Protective service | — | — | 95 | — | — |
| Sales and office | — | — | 92 | 6 | — |
| Office and administrative support | — | — | 92 | 6 | — |
| Natural resources, construction, and maintenance | — | — | 89 | 8 | — |
| Production, transportation, and material moving | — | — | 74 | — | — |
| Full time | — | — | 88 | 8 | 2 |
| Part time | — | — | 87 | 7 | — |
| Union | — | — | 86 | 8 | 3 |
| Nonunion | — | — | 90 | 8 | — |
| Average wage within the following categories: ¹ | | | | | |
| Lowest 25 percent | — | — | 92 | 6 | — |
| Lowest 10 percent | — | — | 92 | 5 | — |
| Second 25 percent | — | — | 90 | 7 | — |
| Third 25 percent | — | — | 89 | 9 | — |
| Highest 25 percent | — | — | 83 | 10 | 4 |
| Highest 10 percent | — | — | 82 | 14 | — |
| Establishment characteristics | | | | | |
| Service-providing industries | — | — | 88 | 8 | 2 |
| Education and health services | — | — | 86 | 10 | 4 |
| Educational services | — | — | 85 | 11 | 4 |
| Elementary and secondary schools | — | — | 87 | 7 | 5 |
| Junior colleges, colleges, and universities | — | — | 79 | 19 | — |
| Health care and social assistance | — | — | 92 | 5 | — |
| Hospitals | — | — | 92 | — | — |
| Public administration | — | — | 95 | 5 | — |
| 1 to 99 workers | — | — | 86 | — | — |
| 1 to 49 workers | — | — | 85 | — | — |
| 50 to 99 workers | — | — | 88 | 5 | — |
| 100 workers or more | — | — | 89 | 8 | 2 |
| 100 to 499 workers | — | — | 91 | 7 | — |
| 500 workers or more | — | — | 88 | 8 | 2 |

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|--------------------------|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| State government | — | — | 87 | 10 | — |
| Local government | — | — | 88 | 7 | 2 |
| Geographic areas | | | | | |
| Northeast | — | — | 94 | — | — |
| New England | — | — | 64 | — | — |
| Middle Atlantic | — | — | 96 | — | — |
| South | — | — | 86 | 12 | — |
| South Atlantic | — | — | 83 | 15 | — |
| East South Central | — | — | 97 | — | — |
| Midwest | — | — | 80 | 16 | — |
| East North Central | — | — | 78 | 17 | — |
| West | — | — | 91 | 3 | 6 |
| Mountain | — | — | 91 | 9 | — |
| Pacific | — | — | 91 | — | 9 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 24. Standard errors for short-term disability plans: Method of benefit payment, State and local government workers, March 2017

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| All workers | — | — | 1.2 | 1.0 | 0.6 |
| Worker characteristics | | | | | |
| Management, professional, and related | — | — | 1.7 | 1.5 | 0.9 |
| Professional and related | — | — | 2.0 | 1.7 | 1.1 |
| Teachers | — | — | 2.9 | 2.2 | 1.7 |
| Primary, secondary, and special education school teachers | — | — | 3.2 | 1.6 | 1.7 |
| Service | — | — | 1.6 | 1.3 | — |
| Protective service | — | — | 2.1 | — | — |
| Sales and office | — | — | 1.9 | 1.7 | — |
| Office and administrative support | — | — | 1.6 | 1.3 | — |
| Natural resources, construction, and maintenance | — | — | 3.8 | 2.8 | — |
| Production, transportation, and material moving ... | — | — | 5.9 | — | — |
| Full time | — | — | 1.1 | 0.9 | 0.5 |
| Part time | — | — | 3.8 | 2.8 | — |
| Union | — | — | 1.8 | 1.4 | 0.9 |
| Nonunion | — | — | 1.1 | 0.8 | — |
| Average wage within the following categories: ¹ | | | | | |
| Lowest 25 percent | — | — | 1.8 | 1.4 | — |
| Lowest 10 percent | — | — | 3.0 | 2.1 | — |
| Second 25 percent | — | — | 1.8 | 1.4 | — |
| Third 25 percent | — | — | 1.8 | 1.4 | — |
| Highest 25 percent | — | — | 2.2 | 1.9 | 1.4 |
| Highest 10 percent | — | — | 2.3 | 2.7 | — |
| Establishment characteristics | | | | | |
| Service-providing industries | — | — | 1.2 | 1.0 | 0.6 |
| Education and health services | — | — | 1.8 | 1.6 | 1.1 |
| Educational services | — | — | 2.0 | 1.9 | 1.0 |
| Elementary and secondary schools | — | — | 2.2 | 1.3 | 1.3 |
| Junior colleges, colleges, and universities | — | — | 3.3 | 4.0 | — |
| Health care and social assistance | — | — | 3.1 | 1.1 | — |
| Hospitals | — | — | 2.3 | — | — |
| Public administration | — | — | 1.3 | 1.3 | — |
| 1 to 99 workers | — | — | 4.2 | — | — |
| 1 to 49 workers | — | — | 5.8 | — | — |
| 50 to 99 workers | — | — | 5.4 | 2.7 | — |
| 100 workers or more | — | — | 1.5 | 1.3 | 0.7 |
| 100 to 499 workers | — | — | 2.3 | 2.0 | — |
| 500 workers or more | — | — | 2.0 | 1.7 | 0.7 |

See footnotes at end of table.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, State and local government workers, March 2017—continued

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|--------------------------|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| State government | — | — | 2.2 | 1.8 | — |
| Local government | — | — | 1.6 | 1.4 | 0.5 |
| Geographic areas | | | | | |
| Northeast | — | — | 1.4 | — | — |
| New England | — | — | 8.5 | — | — |
| Middle Atlantic | — | — | 1.4 | — | — |
| South | — | — | 2.8 | 2.4 | — |
| South Atlantic | — | — | 3.7 | 3.2 | — |
| East South Central | — | — | 2.0 | — | — |
| Midwest | — | — | 3.0 | 1.6 | — |
| East North Central | — | — | 3.2 | 1.7 | — |
| West | — | — | 1.6 | 0.6 | 1.6 |
| Mountain | — | — | 1.3 | 1.3 | — |
| Pacific | — | — | 2.4 | — | 2.3 |

¹ 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 25. Short-term disability plans: Duration of benefits, State and local government workers, March 2017

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|---|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 87 | 13 | 22 | 26 | 26 | 52 | 13 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 88 | 13 | 21 | 26 | 26 | 52 | 12 |
| Professional and related | 89 | 13 | 21 | 26 | – | 52 | 11 |
| Teachers | 91 | 12 | 20 | 26 | 52 | 52 | 9 |
| Primary, secondary, and special education school teachers | 88 | 12 | 13 | 26 | – | 52 | 12 |
| Service | 90 | 13 | 22 | 26 | 26 | – | 10 |
| Protective service | 94 | – | 24 | 26 | 26 | – | 6 |
| Sales and office | 83 | 20 | 26 | 26 | 26 | 52 | 17 |
| Office and administrative support | 83 | 20 | 26 | 26 | 26 | 52 | 17 |
| Natural resources, construction, and maintenance | 86 | 12 | 22 | 26 | – | 52 | 14 |
| Production, transportation, and material moving ... | 68 | 12 | 22 | 26 | 26 | – | 32 |
| Full time | 87 | 13 | 22 | 26 | 26 | 52 | 13 |
| Part time | 81 | – | 26 | 26 | 26 | – | 19 |
| Union | 85 | 13 | 26 | 26 | 26 | – | 15 |
| Nonunion | 89 | 13 | 21 | 26 | 52 | 52 | 11 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 85 | 13 | 21 | 26 | – | 52 | 15 |
| Second 25 percent | 87 | 13 | 22 | 26 | 26 | 52 | 13 |
| Third 25 percent | 88 | 13 | 24 | 26 | – | 52 | 12 |
| Highest 25 percent | 87 | 13 | 24 | 26 | 26 | – | 13 |
| Highest 10 percent | 94 | 13 | 22 | 26 | 26 | – | 6 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 87 | 13 | 22 | 26 | 26 | 52 | 13 |
| Education and health services | 87 | 13 | 20 | 26 | 30 | 52 | 13 |
| Educational services | 88 | 13 | 21 | 26 | – | 52 | 12 |
| Elementary and secondary schools | 83 | 12 | 18 | 26 | – | 52 | 17 |
| Public administration | 88 | 20 | 25 | 26 | 26 | 52 | 12 |

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, March 2017—continued

(All workers with short-term disability coverage = 100 percent)

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|---------------------------|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 88 | — | 25 | 26 | — | 52 | 12 |
| 100 workers or more | 87 | 12 | 22 | 26 | 26 | 52 | 13 |
| 100 to 499 workers | 86 | 13 | 22 | 26 | — | 52 | 14 |
| 500 workers or more | 87 | 12 | 22 | 26 | 26 | 52 | 13 |
| State government | 95 | 21 | 26 | 26 | — | 52 | 5 |
| Local government | 84 | 12 | 20 | 26 | 26 | 52 | 16 |
| Geographic areas | | | | | | | |
| Northeast | 93 | 26 | 26 | 26 | 26 | 26 | 7 |
| Middle Atlantic | 93 | 26 | 26 | 26 | 26 | 26 | 7 |
| Midwest | 59 | 12 | 13 | 26 | 26 | 52 | 41 |
| East North Central | 55 | 12 | — | 26 | 26 | 52 | 45 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 25. Standard errors for short-term disability plans: Duration of benefits, State and local government workers, March 2017

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|---|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 1.2 | 0.3 | 1.5 | 0.0 | 0.0 | 0.0 | 1.2 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.8 | 0.9 | 0.9 | 0.0 | 0.0 | 0.0 | 1.8 |
| Professional and related | 1.9 | 1.3 | 1.4 | 0.0 | – | 0.0 | 1.9 |
| Teachers | 1.7 | 1.1 | 5.8 | 0.0 | 12.3 | 0.0 | 1.7 |
| Primary, secondary, and special education school teachers | 2.4 | 0.0 | 1.1 | 0.3 | – | 0.0 | 2.4 |
| Service | 1.2 | 2.0 | 1.7 | 0.0 | 0.0 | – | 1.2 |
| Protective service | 1.2 | – | 3.2 | 0.0 | 0.0 | – | 1.2 |
| Sales and office | 2.4 | 3.1 | 1.1 | 0.0 | 0.7 | 0.0 | 2.4 |
| Office and administrative support | 2.4 | 2.9 | 0.9 | 0.0 | 1.6 | 0.0 | 2.4 |
| Natural resources, construction, and maintenance | 2.8 | 0.9 | 4.1 | 0.0 | – | 0.0 | 2.8 |
| Production, transportation, and material moving ... | 6.4 | 2.4 | 6.0 | 0.0 | 0.0 | – | 6.4 |
| Full time | 1.2 | 0.7 | 1.3 | 0.0 | 0.0 | 0.0 | 1.2 |
| Part time | 4.2 | – | 0.8 | 0.0 | 0.0 | – | 4.2 |
| Union | 1.6 | 0.0 | 1.6 | 0.0 | 0.0 | – | 1.6 |
| Nonunion | 2.4 | 0.9 | 0.0 | 0.0 | 5.1 | 0.0 | 2.4 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 2.2 | 1.3 | 1.0 | 0.0 | – | 0.0 | 2.2 |
| Second 25 percent | 1.9 | 0.0 | 1.4 | 0.0 | 0.0 | 0.0 | 1.9 |
| Third 25 percent | 1.9 | 1.3 | 1.8 | 0.0 | – | 0.0 | 1.9 |
| Highest 25 percent | 1.9 | 0.0 | 3.4 | 0.0 | 0.0 | – | 1.9 |
| Highest 10 percent | 2.3 | 1.4 | 3.9 | 0.0 | 0.0 | – | 2.3 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.2 | 0.3 | 1.5 | 0.0 | 0.0 | 0.0 | 1.2 |
| Education and health services | 2.1 | 1.1 | 2.1 | 0.0 | 8.9 | 0.0 | 2.1 |
| Educational services | 1.4 | 1.0 | 2.4 | 0.0 | – | 0.0 | 1.4 |
| Elementary and secondary schools | 2.0 | 0.4 | 3.9 | 0.0 | – | 0.0 | 2.0 |
| Public administration | 1.2 | 5.0 | 0.8 | 0.0 | 0.0 | 0.0 | 1.2 |

See footnotes at end of table.

Table 25. Standard errors for short-term disability plans: Duration of benefits, State and local government workers, March 2017—continued

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|---------------------------|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| 1 to 99 workers | 3.4 | – | 1.0 | 0.0 | – | 0.0 | 3.4 |
| 100 workers or more | 1.5 | 1.3 | 1.4 | 0.0 | 0.0 | 0.0 | 1.5 |
| 100 to 499 workers | 2.9 | 1.8 | 3.2 | 0.0 | – | 0.0 | 2.9 |
| 500 workers or more | 2.0 | 0.8 | 1.5 | 0.0 | 0.0 | 0.0 | 2.0 |
| State government | 2.5 | 0.0 | 0.0 | 0.0 | – | 0.0 | 2.5 |
| Local government | 1.2 | 0.5 | 0.7 | 0.0 | 0.0 | 0.0 | 1.2 |
| Geographic areas | | | | | | | |
| Northeast | 1.3 | 0.4 | 0.0 | 0.0 | 0.0 | 0.0 | 1.3 |
| Middle Atlantic | 1.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.3 |
| Midwest | 2.9 | 0.0 | 1.8 | 0.3 | 0.0 | 0.0 | 2.9 |
| East North Central | 2.8 | 0.0 | – | 0.0 | 0.0 | 0.0 | 2.8 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2017

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| All workers | – | 34 | – | 24 | 24 | 10 | 60.3 | 60.0 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | – | 34 | – | 21 | 26 | 10 | 60.6 | 60.0 |
| Professional and related | – | 33 | – | 22 | 27 | 11 | 61.1 | 60.0 |
| Teachers | – | 36 | – | 12 | 35 | 13 | 62.5 | 60.0 |
| Primary, secondary, and special education school teachers | – | 35 | – | 13 | 37 | 13 | 63.0 | 60.0 |
| Service | – | 32 | – | 33 | 21 | 11 | 59.8 | 60.0 |
| Protective service | – | 32 | – | 33 | 22 | 11 | 60.0 | 60.0 |
| Sales and office | – | 36 | 11 | 20 | 25 | – | 59.1 | 60.0 |
| Office and administrative support | – | 36 | 11 | 20 | 25 | – | 59.1 | 60.0 |
| Natural resources, construction, and maintenance | – | 32 | – | 30 | 17 | – | 62.6 | 60.0 |
| Production, transportation, and material moving | – | 44 | – | 31 | – | – | 58.9 | 60.0 |
| Full time | – | 33 | – | 25 | 25 | 11 | 60.5 | 60.0 |
| Part time | – | 52 | 8 | 13 | – | 9 | 57.4 | 50.0 |
| Union | – | 26 | 10 | 19 | 36 | 8 | 61.5 | 60.0 |
| Nonunion | – | 42 | – | 28 | 14 | 12 | 59.1 | 60.0 |
| Average wage within the following categories: ¹ | | | | | | | | |
| Lowest 25 percent | – | 45 | – | 31 | 14 | 9 | 57.9 | 60.0 |
| Lowest 10 percent | – | 40 | – | 33 | 19 | – | 58.7 | 60.0 |
| Second 25 percent | – | 29 | – | 24 | 28 | 10 | 60.8 | 60.0 |
| Third 25 percent | – | 39 | – | 25 | 21 | 11 | 60.2 | 60.0 |
| Highest 25 percent | – | 28 | 12 | 17 | 31 | – | 61.6 | 60.0 |
| Highest 10 percent | – | 23 | 13 | 15 | 40 | – | 62.1 | 60.0 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | – | 35 | – | 24 | 24 | 10 | 60.2 | 60.0 |
| Education and health services | – | 34 | – | 18 | 25 | 12 | 60.9 | 60.0 |
| Educational services | – | 38 | – | 12 | 28 | 13 | 61.3 | 60.0 |
| Elementary and secondary schools | – | 40 | 4 | 12 | 32 | 12 | 61.5 | 60.0 |
| Junior colleges, colleges, and universities | – | 32 | 21 | 11 | 21 | – | 60.9 | 55.0 |
| Health care and social assistance | – | – | 18 | 46 | – | 9 | 59.3 | 60.0 |
| Hospitals | – | – | 21 | 42 | – | – | 58.8 | 60.0 |
| Public administration | – | 38 | 2 | 28 | 24 | 8 | 59.0 | 60.0 |
| 1 to 99 workers | – | 48 | – | 27 | 13 | – | 58.0 | 60.0 |
| 1 to 49 workers | – | 53 | – | 27 | – | – | 56.5 | 50.0 |
| 50 to 99 workers | – | 40 | – | 28 | 14 | – | 59.9 | 60.0 |
| 100 workers or more | – | 31 | – | 23 | 27 | 10 | 60.8 | 60.0 |
| 100 to 499 workers | – | 38 | – | 30 | 27 | – | 58.0 | 60.0 |
| 500 workers or more | – | 29 | – | 21 | 27 | 13 | 61.8 | 60.0 |

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2017—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--------------------------|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| State government | — | 33 | 15 | 29 | 14 | — | 59.4 | 60.0 |
| Local government | — | 35 | 4 | 22 | 28 | 11 | 60.6 | 60.0 |
| Geographic areas | | | | | | | | |
| Northeast | — | 22 | — | 9 | 57 | 6 | 62.4 | 67.0 |
| Middle Atlantic | — | 23 | 6 | 8 | 59 | — | 61.9 | 67.0 |
| South | — | 49 | — | 27 | 10 | 14 | 60.1 | 60.0 |
| South Atlantic | — | 63 | — | — | 8 | 12 | 57.9 | 50.0 |
| Midwest | — | 46 | — | 17 | 18 | 19 | 60.1 | 60.0 |
| East North Central | — | 51 | — | 15 | 16 | 17 | 59.4 | 50.0 |
| West | — | 22 | 20 | 41 | 11 | 5 | 58.3 | 60.0 |
| Mountain | — | — | — | 64 | 23 | — | 61.4 | 60.0 |
| Pacific | — | 30 | 31 | 29 | 6 | 4 | 56.7 | 55.0 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2017

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| All workers | - | 1.7 | - | 2.0 | 1.6 | 1.4 | 0.5 | 0.0 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | - | 2.2 | - | 2.2 | 2.0 | 1.6 | 0.7 | 0.0 |
| Professional and related | - | 2.7 | - | 2.3 | 2.3 | 1.8 | 0.8 | 0.0 |
| Teachers | - | 3.2 | - | 1.8 | 3.3 | 2.5 | 1.1 | 3.5 |
| Primary, secondary, and special education school teachers | - | 4.0 | - | 1.9 | 4.1 | 3.1 | 1.2 | 8.3 |
| Service | - | 3.0 | - | 3.8 | 2.8 | 2.4 | 0.6 | 0.0 |
| Protective service | - | 3.7 | - | 5.1 | 4.5 | 3.1 | 0.7 | 0.0 |
| Sales and office | - | 2.6 | 2.6 | 3.1 | 3.3 | - | 0.7 | 0.5 |
| Office and administrative support | - | 2.8 | 2.6 | 2.8 | 3.2 | - | 0.7 | 0.9 |
| Natural resources, construction, and maintenance | - | 5.1 | - | 5.7 | 4.3 | - | 2.0 | 0.0 |
| Production, transportation, and material moving | - | 9.1 | - | 6.3 | - | - | 1.7 | 6.0 |
| Full time | - | 1.8 | - | 2.1 | 1.4 | 1.4 | 0.5 | 0.0 |
| Part time | - | 6.4 | 2.0 | 3.1 | - | 2.0 | 1.3 | 5.3 |
| Union | - | 2.0 | 1.3 | 1.7 | 2.4 | 1.7 | 0.5 | 0.0 |
| Nonunion | - | 2.8 | - | 2.8 | 1.9 | 2.1 | 0.8 | 0.9 |
| Average wage within the following categories: ¹ | | | | | | | | |
| Lowest 25 percent | - | 3.5 | - | 3.2 | 2.6 | 2.0 | 0.7 | 2.4 |
| Lowest 10 percent | - | 7.4 | - | 6.8 | 5.4 | - | 1.2 | 2.6 |
| Second 25 percent | - | 3.2 | - | 3.0 | 2.7 | 1.8 | 0.7 | 0.0 |
| Third 25 percent | - | 3.8 | - | 3.0 | 2.7 | 2.0 | 0.8 | 0.0 |
| Highest 25 percent | - | 2.5 | 2.2 | 2.3 | 3.0 | - | 0.7 | 0.0 |
| Highest 10 percent | - | 2.7 | 1.8 | 3.4 | 4.8 | - | 0.9 | 6.7 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | - | 1.7 | - | 2.0 | 1.6 | 1.4 | 0.5 | 0.0 |
| Education and health services | - | 2.6 | - | 2.7 | 2.1 | 2.0 | 0.9 | 0.0 |
| Educational services | - | 2.5 | - | 1.4 | 2.0 | 2.3 | 1.0 | 0.7 |
| Elementary and secondary schools | - | 3.0 | 0.8 | 1.5 | 2.4 | 2.6 | 1.0 | 0.0 |
| Junior colleges, colleges, and universities | - | 3.4 | 2.2 | 2.5 | 3.7 | - | 2.0 | 3.1 |
| Health care and social assistance | - | - | 4.4 | 10.8 | - | 2.6 | 1.1 | 0.0 |
| Hospitals | - | - | 5.5 | 12.3 | - | - | 1.2 | 1.6 |
| Public administration | - | 2.5 | 0.3 | 2.2 | 2.4 | 2.1 | 0.5 | 0.0 |
| 1 to 99 workers | - | 4.1 | - | 3.9 | 2.8 | - | 0.9 | 7.6 |
| 1 to 49 workers | - | 5.3 | - | 5.9 | - | - | 1.1 | 6.1 |
| 50 to 99 workers | - | 6.4 | - | 5.4 | 3.5 | - | 1.7 | 1.8 |
| 100 workers or more | - | 2.2 | - | 2.4 | 1.9 | 1.4 | 0.6 | 0.0 |
| 100 to 499 workers | - | 4.5 | - | 4.5 | 5.6 | - | 0.8 | 0.0 |
| 500 workers or more | - | 2.8 | - | 2.7 | 1.8 | 2.0 | 0.9 | 0.0 |

See footnotes at end of table.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2017—continued

| Characteristics | Fixed percent of annual earnings | | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--------------------------|----------------------------------|------------|------------------|------------|------------------|-------------------------|---------------------------------------|---|
| | Less than 50 percent | 50 percent | 51 to 59 percent | 60 percent | 61 to 69 percent | Greater than 69 percent | | |
| State government | — | 2.4 | 1.6 | 3.0 | 2.5 | — | 1.0 | 1.1 |
| Local government | — | 2.1 | 0.6 | 2.4 | 1.7 | 1.7 | 0.5 | 0.0 |
| Geographic areas | | | | | | | | |
| Northeast | — | 2.4 | — | 2.0 | 3.1 | 2.5 | 0.7 | 0.2 |
| Middle Atlantic | — | 2.7 | 0.9 | 1.8 | 3.4 | — | 0.7 | 0.0 |
| South | — | 4.6 | — | 4.3 | 2.2 | 3.2 | 1.4 | 11.1 |
| South Atlantic | — | 6.0 | — | — | 1.8 | 2.6 | 0.9 | 0.0 |
| Midwest | — | 3.5 | — | 3.1 | 2.9 | 3.2 | 1.1 | 0.0 |
| East North Central | — | 3.1 | — | 3.0 | 2.4 | 3.1 | 1.2 | 10.2 |
| West | — | 2.8 | 2.3 | 4.1 | 2.8 | 1.6 | 0.4 | 0.0 |
| Mountain | — | — | — | 8.9 | 6.2 | — | 0.4 | 0.0 |
| Pacific | — | 3.7 | 2.7 | 4.0 | 2.8 | 1.5 | 0.5 | 1.4 |

¹ 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 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, March 2017

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ¹ | | | | | With no maximum benefit amount |
|---|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 75 | \$170 | \$200 | \$615 | \$800 | \$1,500 | 25 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 79 | 185 | 200 | 615 | 716 | 1,150 | 21 |
| Professional and related | 80 | 185 | 200 | 615 | 692 | 1,150 | 20 |
| Teachers | 85 | 200 | 225 | 692 | 692 | 1,000 | 15 |
| Primary, secondary, and special education school teachers | 84 | 200 | 225 | 692 | 692 | 1,000 | 16 |
| Service | 74 | 170 | 200 | 615 | 1,000 | – | 26 |
| Protective service | 77 | 135 | 200 | 633 | 1,000 | 2,300 | 23 |
| Sales and office | 73 | 185 | 200 | 604 | 716 | 1,385 | 27 |
| Office and administrative support | 72 | 170 | 200 | 604 | 692 | 1,385 | 28 |
| Natural resources, construction, and maintenance | 61 | 170 | – | 692 | 1,000 | 1,500 | 39 |
| Production, transportation, and material moving ... | 59 | 170 | 170 | – | 692 | 1,000 | 41 |
| Full time | 76 | 170 | 200 | 633 | 831 | 1,500 | 24 |
| Part time | 69 | 170 | 170 | 185 | 615 | 716 | 31 |
| Union | 77 | 135 | 185 | – | 633 | 1,000 | 23 |
| Nonunion | 73 | 185 | 500 | 692 | 1,000 | 1,750 | 27 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 72 | 170 | – | 692 | 923 | 1,270 | 28 |
| Lowest 10 percent | 78 | 170 | – | 633 | 1,000 | 1,270 | 22 |
| Second 25 percent | 72 | 185 | 200 | 576 | 923 | 1,500 | 28 |
| Third 25 percent | 77 | 170 | – | 692 | 1,000 | 1,500 | 23 |
| Highest 25 percent | 79 | 170 | 185 | 570 | 692 | 1,000 | 21 |
| Highest 10 percent | 83 | – | 185 | 225 | 633 | 800 | 17 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 75 | 170 | 200 | 615 | 800 | 1,500 | 25 |
| Education and health services | 78 | 185 | 200 | 633 | 808 | – | 22 |
| Educational services | 78 | 185 | 200 | 615 | 692 | 1,000 | 22 |
| Elementary and secondary schools | 76 | 185 | 200 | 615 | 692 | 1,000 | 24 |
| Junior colleges, colleges, and universities | 84 | 185 | 185 | 595 | 692 | 923 | 16 |
| Health care and social assistance | 79 | 185 | – | 961 | – | – | 21 |
| Public administration | 70 | 135 | 200 | 600 | – | 1,500 | 30 |
| 1 to 99 workers | 70 | 135 | 135 | 594 | 692 | 1,270 | 30 |
| 1 to 49 workers | 68 | 135 | 135 | – | 692 | – | 32 |
| 50 to 99 workers | 73 | 135 | – | 692 | – | 1,270 | 27 |
| 100 workers or more | 76 | 185 | 200 | 615 | 831 | 1,500 | 24 |
| 100 to 499 workers | 75 | 170 | – | 692 | 900 | 1,000 | 25 |
| 500 workers or more | 77 | 185 | 200 | 600 | 808 | 1,662 | 23 |

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, March 2017—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ¹ | | | | | With no maximum benefit amount |
|--------------------------|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 82 | \$135 | \$185 | \$595 | \$692 | — | 18 |
| Local government | 72 | 170 | 200 | 615 | 961 | \$1,500 | 28 |
| Geographic areas | | | | | | | |
| Northeast | 93 | 170 | 185 | 200 | 615 | 716 | 7 |
| Middle Atlantic | 96 | 170 | 185 | 200 | 604 | 633 | 4 |
| South | 78 | 500 | 600 | 692 | 692 | 1,000 | 22 |
| South Atlantic | 82 | 500 | 692 | 692 | 692 | — | 18 |
| Midwest | 30 | — | 580 | 923 | 1,270 | 1,500 | 70 |
| East North Central | 27 | — | 580 | 923 | 1,000 | 1,500 | 73 |
| West | 80 | 135 | 185 | 594 | 1,385 | 2,310 | 20 |
| Pacific | 80 | 135 | 135 | 185 | 594 | 1,075 | 20 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 27. Standard errors for short-term disability plans: Maximum benefit amounts, State and local government workers, March 2017

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ¹ | | | | | With no maximum benefit amount |
|---|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 1.7 | \$0.00 | \$0.00 | \$15.14 | \$88.88 | \$136.00 | 1.7 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 2.3 | 17.09 | 0.00 | 22.59 | 73.50 | 339.39 | 2.3 |
| Professional and related | 2.4 | 17.53 | 10.20 | 32.42 | 109.33 | 317.55 | 2.4 |
| Teachers | 2.8 | 5.47 | 13.69 | 85.47 | 0.00 | 46.60 | 2.8 |
| Primary, secondary, and special education school teachers | 3.0 | 0.00 | 23.26 | 57.93 | 0.00 | 27.37 | 3.0 |
| Service | 2.3 | 12.77 | 21.36 | 26.48 | 19.36 | – | 2.3 |
| Protective service | 2.7 | 0.00 | 33.29 | 52.83 | 179.66 | 13.66 | 2.7 |
| Sales and office | 3.2 | 21.90 | 4.56 | 22.66 | 51.01 | 330.38 | 3.2 |
| Office and administrative support | 3.0 | 18.36 | 0.00 | 20.76 | 67.35 | 318.65 | 3.0 |
| Natural resources, construction, and maintenance | 6.0 | 21.18 | – | 46.54 | 68.11 | 20.99 | 6.0 |
| Production, transportation, and material moving ... | 7.2 | 0.00 | 0.00 | – | 26.00 | 198.91 | 7.2 |
| Full time | 1.7 | 3.87 | 12.07 | 31.68 | 106.47 | 41.97 | 1.7 |
| Part time | 4.0 | 48.22 | 0.00 | 38.08 | 39.62 | 38.92 | 4.0 |
| Union | 2.3 | 38.71 | 0.00 | – | 80.03 | 92.27 | 2.3 |
| Nonunion | 2.8 | 7.74 | 47.32 | 0.00 | 75.67 | 510.49 | 2.8 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 2.5 | 11.29 | – | 15.23 | 189.56 | 314.33 | 2.5 |
| Lowest 10 percent | 4.2 | 9.48 | – | 109.11 | 235.39 | 303.74 | 4.2 |
| Second 25 percent | 2.9 | 21.90 | 0.00 | 23.22 | 148.38 | 95.81 | 2.9 |
| Third 25 percent | 2.5 | 0.00 | – | 0.00 | 157.95 | 286.99 | 2.5 |
| Highest 25 percent | 2.3 | 23.03 | 14.22 | 164.17 | 24.66 | 94.28 | 2.3 |
| Highest 10 percent | 3.3 | – | 0.00 | 26.60 | 49.80 | 91.73 | 3.3 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.7 | 0.00 | 0.00 | 15.41 | 96.01 | 196.92 | 1.7 |
| Education and health services | 2.4 | 0.00 | 12.07 | 67.65 | 143.56 | – | 2.4 |
| Educational services | 2.6 | 0.00 | 9.12 | 30.71 | 0.00 | 34.42 | 2.6 |
| Elementary and secondary schools | 3.1 | 16.65 | 28.85 | 101.32 | 0.00 | 72.42 | 3.1 |
| Junior colleges, colleges, and universities | 4.0 | 8.21 | 0.00 | 1.64 | 0.00 | 62.82 | 4.0 |
| Health care and social assistance | 6.0 | 0.00 | – | 214.16 | – | – | 6.0 |
| Public administration | 2.7 | 11.06 | 0.00 | 39.61 | – | 0.00 | 2.7 |
| 1 to 99 workers | 6.3 | 0.00 | 33.80 | 79.92 | 35.74 | 355.68 | 6.3 |
| 1 to 49 workers | 8.4 | 1.82 | 9.03 | – | 0.00 | – | 8.4 |
| 50 to 99 workers | 6.6 | 0.00 | – | 53.54 | – | 251.83 | 6.6 |
| 100 workers or more | 2.1 | 7.24 | 0.00 | 13.72 | 104.73 | 168.45 | 2.1 |
| 100 to 499 workers | 3.7 | 36.93 | – | 75.98 | 180.62 | 0.00 | 3.7 |
| 500 workers or more | 3.0 | 0.00 | 0.00 | 13.02 | 130.55 | 385.41 | 3.0 |

See footnotes at end of table.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, State and local government workers, March 2017—continued

| Characteristics | With maximum benefit amount | Maximum weekly benefit amount ¹ | | | | | With no maximum benefit amount |
|--------------------------|-----------------------------|--|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 2.5 | \$0.00 | \$0.00 | \$38.84 | \$0.00 | – | 2.5 |
| Local government | 2.2 | 0.00 | 0.00 | 21.52 | 163.38 | \$86.53 | 2.2 |
| Geographic areas | | | | | | | |
| Northeast | 2.4 | 0.00 | 9.48 | 11.17 | 16.55 | 135.45 | 2.4 |
| Middle Atlantic | 1.6 | 0.00 | 9.87 | 7.90 | 12.16 | 0.00 | 1.6 |
| South | 3.7 | 37.32 | 71.91 | 0.00 | 5.11 | 67.05 | 3.7 |
| South Atlantic | 3.8 | 31.91 | 0.00 | 0.00 | 0.00 | – | 3.8 |
| Midwest | 6.1 | – | 155.51 | 0.00 | 162.14 | 132.38 | 6.1 |
| East North Central | 5.9 | – | 166.48 | 0.00 | 224.65 | 0.00 | 5.9 |
| West | 3.0 | 0.00 | 15.80 | 150.59 | 282.32 | 144.52 | 3.0 |
| Pacific | 3.3 | 0.00 | 0.00 | 0.00 | 147.40 | 126.61 | 3.3 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 28. Long-term disability plans: Employee contribution requirement, State and local government workers, March 2017

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 18 | 82 |
| Worker characteristics | | |
| Management, professional, and related | 20 | 80 |
| Professional and related | 21 | 79 |
| Teachers | 25 | 75 |
| Primary, secondary, and special education school teachers | 30 | 70 |
| Service | 14 | 86 |
| Sales and office | 15 | 85 |
| Office and administrative support | 15 | 85 |
| Natural resources, construction, and maintenance | 13 | 87 |
| Full time | 18 | 82 |
| Part time | 21 | 79 |
| Union | 18 | 82 |
| Nonunion | 18 | 82 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 18 | 82 |
| Lowest 10 percent | 21 | 79 |
| Second 25 percent | 13 | 87 |
| Third 25 percent | 18 | 82 |
| Highest 25 percent | 21 | 79 |
| Highest 10 percent | 20 | 80 |
| Establishment characteristics | | |
| Service-providing industries | 18 | 82 |
| Education and health services | 20 | 80 |
| Educational services | 22 | 78 |
| Elementary and secondary schools | 26 | 74 |
| Junior colleges, colleges, and universities | 13 | 87 |
| Health care and social assistance | 14 | 86 |
| Public administration | 15 | 85 |
| 1 to 99 workers | 23 | 77 |
| 1 to 49 workers | 19 | 81 |
| 50 to 99 workers | 26 | 74 |
| 100 workers or more | 17 | 83 |
| 100 to 499 workers | 21 | 79 |
| 500 workers or more | 15 | 85 |

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, March 2017—continued

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 18 | 82 |
| Local government | 18 | 82 |
| Geographic areas | | |
| South | 14 | 86 |
| South Atlantic | 19 | 81 |
| Midwest | 27 | 73 |
| East North Central | 35 | 65 |
| West North Central | 4 | 96 |
| West | 14 | 86 |
| Mountain | 27 | 73 |
| Pacific | 4 | 96 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 28. Standard errors for long-term disability plans: Employee contribution requirement, State and local government workers, March 2017

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 1.0 | 1.0 |
| Worker characteristics | | |
| Management, professional, and related | 1.4 | 1.4 |
| Professional and related | 1.5 | 1.5 |
| Teachers | 2.1 | 2.1 |
| Primary, secondary, and special education school teachers | 2.8 | 2.8 |
| Service | 3.3 | 3.3 |
| Sales and office | 1.8 | 1.8 |
| Office and administrative support | 1.8 | 1.8 |
| Natural resources, construction, and maintenance | 3.5 | 3.5 |
| Full time | 1.0 | 1.0 |
| Part time | 4.0 | 4.0 |
| Union | 1.4 | 1.4 |
| Nonunion | 1.3 | 1.3 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 1.9 | 1.9 |
| Lowest 10 percent | 3.4 | 3.4 |
| Second 25 percent | 1.5 | 1.5 |
| Third 25 percent | 1.8 | 1.8 |
| Highest 25 percent | 1.6 | 1.6 |
| Highest 10 percent | 2.6 | 2.6 |
| Establishment characteristics | | |
| Service-providing industries | 1.1 | 1.1 |
| Education and health services | 1.2 | 1.2 |
| Educational services | 1.3 | 1.3 |
| Elementary and secondary schools | 2.0 | 2.0 |
| Junior colleges, colleges, and universities | 2.0 | 2.0 |
| Health care and social assistance | 3.1 | 3.1 |
| Public administration | 2.1 | 2.1 |
| 1 to 99 workers | 3.6 | 3.6 |
| 1 to 49 workers | 4.9 | 4.9 |
| 50 to 99 workers | 5.0 | 5.0 |
| 100 workers or more | 1.2 | 1.2 |
| 100 to 499 workers | 3.6 | 3.6 |
| 500 workers or more | 1.3 | 1.3 |

See footnotes at end of table.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, State and local government workers, March 2017—continued

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 2.2 | 2.2 |
| Local government | 1.2 | 1.2 |
| Geographic areas | | |
| South | 1.0 | 1.0 |
| South Atlantic | 1.1 | 1.1 |
| Midwest | 2.4 | 2.4 |
| East North Central | 3.4 | 3.4 |
| West North Central | 1.9 | 1.9 |
| West | 1.7 | 1.7 |
| Mountain | 2.8 | 2.8 |
| Pacific | 1.9 | 1.9 |

¹ 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 29. Long-term disability plans: Method of benefit payment, State and local government workers, March 2017

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|---|----------------------------------|-----------------------------------|---------------------|-------|
| All workers | 97 | 2 | 1 | 1 |
| Worker characteristics | | | | |
| Management, professional, and related | 97 | 1 | 1 | 1 |
| Professional and related | 96 | 1 | 1 | 1 |
| Teachers | 95 | 1 | 2 | 1 |
| Primary, secondary, and special education school teachers | 94 | 1 | 3 | 2 |
| Service | 97 | — | — | — |
| Protective service | 97 | — | — | — |
| Sales and office | 98 | 2 | — | — |
| Office and administrative support | 98 | 2 | — | — |
| Natural resources, construction, and maintenance | 98 | — | — | — |
| Production, transportation, and material moving | 96 | — | — | — |
| Full time | 97 | 2 | 1 | 1 |
| Part time | 96 | — | — | — |
| Union | 96 | 1 | 2 | 1 |
| Nonunion | 97 | 2 | — | — |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 98 | 1 | — | — |
| Lowest 10 percent | 100 | — | — | — |
| Second 25 percent | 97 | 2 | — | — |
| Third 25 percent | 98 | 1 | — | — |
| Highest 25 percent | 95 | 2 | 3 | 1 |
| Highest 10 percent | 95 | — | 4 | — |
| Establishment characteristics | | | | |
| Service-providing industries | 97 | 2 | 1 | 1 |
| Education and health services | 96 | 2 | 1 | 1 |
| Educational services | 96 | 1 | 2 | 1 |
| Elementary and secondary schools | 95 | 1 | 2 | 2 |
| Junior colleges, colleges, and universities | 97 | — | — | — |
| Health care and social assistance | 98 | — | — | — |
| Hospitals | 97 | — | — | — |
| Public administration | 98 | 2 | — | — |
| 1 to 99 workers | 96 | 1 | 3 | — |
| 1 to 49 workers | 96 | 2 | — | — |
| 50 to 99 workers | 95 | — | 4 | — |
| 100 workers or more | 97 | 2 | — | — |
| 100 to 499 workers | 95 | 3 | — | — |
| 500 workers or more | 98 | 1 | — | 1 |

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, March 2017—continued

(All workers with long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|--------------------------|----------------------------------|-----------------------------------|---------------------|-------|
| State government | 97 | 3 | — | — |
| Local government | 97 | 1 | 1 | 1 |
| Geographic areas | | | | |
| Northeast | 92 | — | 8 | — |
| New England | 100 | — | — | — |
| Middle Atlantic | 89 | — | 11 | — |
| South | 100 | — | — | — |
| South Atlantic | 100 | — | — | — |
| East South Central | 99 | — | — | — |
| West South Central | 99 | — | — | — |
| Midwest | 95 | 5 | — | — |
| East North Central | 95 | 5 | — | — |
| West North Central | 97 | 3 | — | — |
| West | 97 | — | — | 2 |
| Mountain | 100 | — | — | — |
| Pacific | 95 | — | — | 4 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 29. Standard errors for long-term disability plans: Method of benefit payment, State and local government workers, March 2017

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|---|----------------------------------|-----------------------------------|---------------------|-------|
| All workers | 0.5 | 0.3 | 0.3 | 0.2 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.6 | 0.3 | 0.4 | 0.2 |
| Professional and related | 0.7 | 0.3 | 0.4 | 0.3 |
| Teachers | 1.1 | 0.4 | 0.8 | 0.4 |
| Primary, secondary, and special education school teachers | 1.4 | 0.5 | 1.0 | 0.5 |
| Service | 1.4 | — | — | — |
| Protective service | 1.9 | — | — | — |
| Sales and office | 0.7 | 0.6 | — | — |
| Office and administrative support | 0.7 | 0.6 | — | — |
| Natural resources, construction, and maintenance | 1.1 | — | — | — |
| Production, transportation, and material moving ... | 1.9 | — | — | — |
| Full time | 0.5 | 0.3 | 0.3 | 0.2 |
| Part time | 2.5 | — | — | — |
| Union | 0.9 | 0.4 | 0.6 | 0.3 |
| Nonunion | 0.5 | 0.4 | — | — |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 0.6 | 0.6 | — | — |
| Lowest 10 percent | (²) | — | — | — |
| Second 25 percent | 0.7 | 0.6 | — | — |
| Third 25 percent | 0.5 | 0.3 | — | — |
| Highest 25 percent | 1.2 | 0.7 | 0.7 | 0.4 |
| Highest 10 percent | 1.2 | — | 1.1 | — |
| Establishment characteristics | | | | |
| Service-providing industries | 0.5 | 0.3 | 0.3 | 0.2 |
| Education and health services | 0.7 | 0.4 | 0.4 | 0.3 |
| Educational services | 0.8 | 0.3 | 0.5 | 0.4 |
| Elementary and secondary schools | 1.1 | 0.4 | 0.7 | 0.6 |
| Junior colleges, colleges, and universities | 0.7 | — | — | — |
| Health care and social assistance | 1.7 | — | — | — |
| Hospitals | 2.3 | — | — | — |
| Public administration | 0.6 | 0.6 | — | — |
| 1 to 99 workers | 1.2 | 0.3 | 1.1 | — |
| 1 to 49 workers | 1.9 | 0.4 | — | — |
| 50 to 99 workers | 1.3 | — | 1.2 | — |
| 100 workers or more | 0.5 | 0.4 | — | — |
| 100 to 499 workers | 1.2 | 0.8 | — | — |
| 500 workers or more | 0.4 | 0.4 | — | 0.2 |

See footnotes at end of table.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, State and local government workers, March 2017—continued

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|--------------------------|----------------------------------|-----------------------------------|---------------------|-------|
| State government | 0.7 | 0.7 | — | — |
| Local government | 0.6 | 0.3 | 0.4 | 0.3 |
| Geographic areas | | | | |
| Northeast | 2.2 | — | 2.2 | — |
| New England | 0.0 | — | — | — |
| Middle Atlantic | 3.3 | — | 3.3 | — |
| South | 0.2 | — | — | — |
| South Atlantic | 0.2 | — | — | — |
| East South Central | 0.5 | — | — | — |
| West South Central | 0.8 | — | — | — |
| Midwest | 0.9 | 0.9 | — | — |
| East North Central | 1.2 | 1.2 | — | — |
| West North Central | 0.6 | 1.0 | — | — |
| West | 1.3 | — | — | 0.7 |
| Mountain | 0.1 | — | — | — |
| Pacific | 2.3 | — | — | 1.3 |

¹ 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.

² Less than 0.05.

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 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2017

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| All workers | 18 | 43 | 21 | 16 | 2 | 60.2 | 60.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 17 | 40 | 23 | 17 | 2 | 60.1 | 60.0 |
| Professional and related | 17 | 40 | 24 | 16 | 3 | 60.2 | 60.0 |
| Teachers | 17 | 33 | 29 | 17 | 4 | 60.5 | 60.0 |
| Primary, secondary, and special education school teachers | 19 | 27 | 29 | 22 | 4 | 60.6 | 63.0 |
| Service | 21 | 48 | 14 | 14 | 3 | 59.9 | 60.0 |
| Protective service | 24 | 45 | — | 16 | — | 59.5 | 60.0 |
| Sales and office | 16 | 47 | 19 | 16 | 1 | 60.3 | 60.0 |
| Office and administrative support | 16 | 47 | 20 | 16 | 1 | 60.5 | 60.0 |
| Natural resources, construction, and maintenance | 17 | 51 | 16 | — | — | 60.0 | 60.0 |
| Production, transportation, and material moving ... | — | 52 | — | — | — | 61.1 | 60.0 |
| Full time | 17 | 43 | 20 | 17 | 2 | 60.2 | 60.0 |
| Part time | 25 | 38 | 23 | — | — | 60.0 | 60.0 |
| Union | 23 | 44 | 12 | 18 | 4 | 59.3 | 60.0 |
| Nonunion | 13 | 43 | 28 | 15 | 1 | 60.9 | 60.0 |
| Average wage within the following categories: ¹ | | | | | | | |
| Lowest 25 percent | 16 | 45 | 24 | 13 | 2 | 60.7 | 60.0 |
| Lowest 10 percent | 14 | 47 | 25 | — | — | 60.5 | 60.0 |
| Second 25 percent | 17 | 49 | 18 | 15 | 1 | 59.8 | 60.0 |
| Third 25 percent | 18 | 38 | 23 | 19 | 1 | 60.3 | 60.0 |
| Highest 25 percent | 20 | 42 | 18 | 17 | 4 | 59.9 | 60.0 |
| Highest 10 percent | 17 | 48 | 20 | — | — | 59.8 | 60.0 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 18 | 43 | 21 | 16 | 2 | 60.1 | 60.0 |
| Education and health services | 17 | 41 | 25 | 14 | 2 | 60.0 | 60.0 |
| Educational services | 17 | 38 | 27 | 16 | 3 | 60.4 | 60.0 |
| Elementary and secondary schools | 17 | 30 | 28 | 21 | 4 | 61.1 | 62.0 |
| Junior colleges, colleges, and universities | 14 | 53 | 26 | — | — | 59.5 | 60.0 |
| Health care and social assistance | — | 57 | 15 | — | — | 58.2 | 60.0 |
| Hospitals | — | 62 | 12 | — | — | 58.0 | 60.0 |
| Public administration | 19 | 45 | 14 | 20 | 2 | 60.3 | 60.0 |
| 1 to 99 workers | 14 | 26 | 33 | 24 | 3 | 62.0 | 65.0 |
| 1 to 49 workers | 17 | 33 | 27 | 24 | — | 60.9 | 62.0 |
| 50 to 99 workers | — | 19 | 39 | 24 | — | 62.9 | 65.0 |
| 100 workers or more | 19 | 48 | 17 | 14 | 2 | 59.7 | 60.0 |
| 100 to 499 workers | 15 | 40 | 21 | 19 | 5 | 61.2 | 60.0 |
| 500 workers or more | 20 | 51 | 16 | 12 | 1 | 59.0 | 60.0 |

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2017—continued

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--------------------------|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| State government | — | 42 | 29 | 15 | — | 60.4 | 60.0 |
| Local government | 19 | 44 | 18 | 17 | 3 | 60.1 | 60.0 |
| Geographic areas | | | | | | | |
| Northeast | — | 57 | 16 | 14 | — | 60.7 | 60.0 |
| New England | — | 48 | — | — | — | 60.1 | 60.0 |
| Middle Atlantic | — | 61 | — | 13 | — | 60.9 | 60.0 |
| South | 9 | 47 | 38 | — | — | 61.0 | 60.0 |
| South Atlantic | — | 34 | 52 | 5 | — | 61.5 | 62.0 |
| East South Central | — | 70 | 15 | — | — | 60.2 | 60.0 |
| West South Central | — | 75 | 6 | 8 | — | 59.8 | 60.0 |
| Midwest | 36 | 33 | 8 | 17 | 6 | 57.7 | 60.0 |
| East North Central | 44 | 22 | 9 | 21 | 5 | 57.1 | 60.0 |
| West North Central | — | 60 | 7 | — | 10 | 59.3 | 60.0 |
| West | — | 47 | 14 | 29 | — | 61.8 | 60.0 |
| Mountain | — | 41 | 8 | 44 | — | 62.9 | 66.0 |
| Pacific | 12 | 52 | 19 | — | — | 60.9 | 60.0 |

¹ 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: Because of rounding, sums of individual items may not equal totals. 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 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2017

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|---|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| All workers | 1.4 | 2.0 | 1.0 | 1.5 | 0.5 | 0.3 | 0.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.7 | 2.0 | 1.4 | 1.6 | 0.6 | 0.4 | 0.0 |
| Professional and related | 1.9 | 2.2 | 1.8 | 1.6 | 0.7 | 0.4 | 0.0 |
| Teachers | 2.0 | 2.4 | 2.3 | 2.0 | 1.2 | 0.6 | 2.0 |
| Primary, secondary, and special education school teachers | 2.6 | 2.8 | 2.9 | 2.6 | 1.7 | 0.9 | 1.4 |
| Service | 2.9 | 3.6 | 2.4 | 2.6 | 1.1 | 0.4 | 0.0 |
| Protective service | 5.1 | 4.9 | – | 4.6 | – | 0.6 | 0.0 |
| Sales and office | 1.7 | 3.2 | 2.1 | 2.9 | 0.5 | 0.3 | 0.0 |
| Office and administrative support | 1.7 | 3.3 | 2.1 | 2.9 | 0.5 | 0.3 | 0.0 |
| Natural resources, construction, and maintenance | 3.1 | 6.0 | 4.3 | – | – | 0.6 | 0.0 |
| Production, transportation, and material moving | – | 8.4 | – | – | – | 0.8 | 0.0 |
| Full time | 1.4 | 2.0 | 1.1 | 1.6 | 0.5 | 0.3 | 0.0 |
| Part time | 4.7 | 5.1 | 4.4 | – | – | 0.9 | 0.0 |
| Union | 2.0 | 2.6 | 1.5 | 2.1 | 0.8 | 0.5 | 0.0 |
| Nonunion | 2.0 | 3.0 | 1.2 | 1.8 | 0.3 | 0.3 | 0.0 |
| Average wage within the following categories: ¹ | | | | | | | |
| Lowest 25 percent | 1.8 | 3.0 | 1.6 | 1.9 | 0.8 | 0.4 | 0.0 |
| Lowest 10 percent | 3.3 | 5.2 | 2.9 | – | – | 0.5 | 0.0 |
| Second 25 percent | 2.0 | 2.9 | 1.8 | 2.4 | 0.3 | 0.5 | 0.0 |
| Third 25 percent | 2.3 | 2.9 | 2.7 | 2.0 | 0.6 | 0.4 | 0.0 |
| Highest 25 percent | 1.9 | 2.5 | 1.8 | 2.4 | 1.0 | 0.6 | 0.0 |
| Highest 10 percent | 2.1 | 4.2 | 2.2 | – | – | 0.6 | 0.0 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.4 | 2.0 | 1.0 | 1.6 | 0.5 | 0.3 | 0.0 |
| Education and health services | 1.8 | 2.2 | 1.3 | 1.6 | 0.7 | 0.4 | 0.0 |
| Educational services | 1.3 | 2.0 | 1.4 | 1.8 | 0.9 | 0.4 | 0.0 |
| Elementary and secondary schools | 1.6 | 2.7 | 1.9 | 2.6 | 1.5 | 0.6 | 1.1 |
| Junior colleges, colleges, and universities | 3.1 | 2.4 | 1.5 | – | – | 1.1 | 0.0 |
| Health care and social assistance | – | 8.1 | 2.5 | – | – | 1.3 | 0.0 |
| Hospitals | – | 8.3 | 1.6 | – | – | 1.3 | 0.0 |
| Public administration | 2.7 | 4.5 | 1.6 | 3.7 | 0.4 | 0.6 | 0.0 |
| 1 to 99 workers | 3.3 | 2.9 | 3.4 | 3.6 | 0.8 | 0.7 | 2.1 |
| 1 to 49 workers | 4.0 | 4.5 | 5.4 | 5.9 | – | 0.7 | 4.0 |
| 50 to 99 workers | – | 4.2 | 5.8 | 4.7 | – | 1.1 | 1.6 |
| 100 workers or more | 1.9 | 2.2 | 1.2 | 1.7 | 0.6 | 0.5 | 0.0 |
| 100 to 499 workers | 3.5 | 3.0 | 2.7 | 3.0 | 2.3 | 1.2 | 0.0 |
| 500 workers or more | 2.1 | 2.7 | 1.7 | 1.8 | 0.3 | 0.5 | 0.0 |

See footnotes at end of table.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2017—continued

| Characteristics | Fixed percent of annual earnings | | | | | Mean fixed percent of annual earnings | Median fixed percent of annual earnings |
|--------------------------|----------------------------------|------------|------------------|------------|-------------------------|---------------------------------------|---|
| | Less than 60 percent | 60 percent | 61 to 66 percent | 67 percent | Greater than 67 percent | | |
| State government | — | 2.6 | 1.2 | 2.0 | — | 0.8 | 0.0 |
| Local government | 1.7 | 2.4 | 1.3 | 1.9 | 0.7 | 0.4 | 0.0 |
| Geographic areas | | | | | | | |
| Northeast | — | 5.5 | 4.5 | 3.4 | — | 0.8 | 0.0 |
| New England | — | 13.5 | — | — | — | 2.2 | 0.0 |
| Middle Atlantic | — | 5.6 | — | 3.3 | — | 0.4 | 0.0 |
| South | 2.8 | 3.2 | 1.8 | — | — | 0.5 | 0.0 |
| South Atlantic | — | 4.4 | 2.4 | 1.6 | — | 0.6 | 1.1 |
| East South Central | — | 4.8 | 4.1 | — | — | 0.9 | 0.0 |
| West South Central | — | 4.5 | 2.0 | 2.4 | — | 0.6 | 0.0 |
| Midwest | 1.8 | 1.9 | 1.6 | 1.8 | 1.3 | 0.7 | 0.0 |
| East North Central | 2.1 | 1.8 | 2.1 | 1.9 | 1.5 | 0.8 | 0.0 |
| West North Central | — | 6.7 | 2.3 | — | 2.8 | 1.9 | 0.0 |
| West | — | 5.3 | 2.0 | 4.8 | — | 0.5 | 0.0 |
| Mountain | — | 8.8 | 2.9 | 7.4 | — | 0.7 | 6.0 |
| Pacific | 2.7 | 6.4 | 3.0 | — | — | 0.7 | 0.0 |

¹ 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 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, March 2017

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ¹ | | | | | With no maximum benefit amount |
|---|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 72 | – | \$3,900 | \$5,000 | \$7,000 | \$10,000 | 28 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 73 | – | 3,900 | 5,000 | 7,500 | 10,000 | 27 |
| Professional and related | 73 | \$1,500 | 3,900 | 5,000 | 7,000 | 10,000 | 27 |
| Teachers | 70 | – | 3,900 | 5,000 | 6,000 | 10,000 | 30 |
| Primary, secondary, and special education school teachers | 68 | 800 | 3,900 | 5,000 | 6,000 | 8,000 | 32 |
| Service | 71 | – | 3,900 | 5,000 | 6,000 | 10,000 | 29 |
| Protective service | 71 | 3,000 | 3,900 | 5,000 | 6,000 | 10,000 | 29 |
| Sales and office | 73 | 3,000 | 3,900 | 5,000 | 7,500 | 10,000 | 27 |
| Office and administrative support | 73 | 3,000 | 3,900 | 5,000 | 7,500 | 10,000 | 27 |
| Natural resources, construction, and maintenance | 71 | 3,000 | 3,900 | 5,000 | 6,500 | 10,000 | 29 |
| Production, transportation, and material moving ... | 67 | 3,900 | 5,000 | 5,000 | 6,000 | 10,000 | 33 |
| Full time | 73 | – | 3,900 | 5,000 | 7,000 | 10,000 | 27 |
| Part time | 59 | 2,500 | 5,000 | 6,000 | 7,500 | 10,000 | 41 |
| Union | 68 | 3,000 | 5,000 | 5,000 | 7,500 | 10,000 | 32 |
| Nonunion | 76 | 800 | 3,900 | 5,000 | 7,000 | 10,000 | 24 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 69 | 1,000 | 3,900 | 5,000 | 6,500 | 10,000 | 31 |
| Lowest 10 percent | 70 | 800 | – | 5,000 | 6,111 | 10,000 | 30 |
| Second 25 percent | 73 | 2,500 | 4,000 | 5,000 | 7,000 | 10,000 | 27 |
| Third 25 percent | 72 | – | 3,900 | 5,000 | 7,000 | 10,000 | 28 |
| Highest 25 percent | 73 | 3,102 | 5,000 | 5,000 | 8,000 | 10,000 | 27 |
| Highest 10 percent | 73 | 3,000 | 5,000 | 5,000 | 7,500 | 10,000 | 27 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 72 | – | 3,900 | 5,000 | 7,000 | 10,000 | 28 |
| Education and health services | 73 | 1,500 | 3,900 | 5,000 | 7,500 | 10,000 | 27 |
| Educational services | 71 | 1,500 | 3,900 | 5,000 | 7,000 | 10,000 | 29 |
| Elementary and secondary schools | 68 | – | 3,900 | 5,000 | 6,000 | 8,333 | 32 |
| Junior colleges, colleges, and universities | 77 | – | 3,900 | 5,000 | 9,200 | 13,000 | 23 |
| Health care and social assistance | 86 | – | 5,000 | 5,000 | 10,000 | – | 14 |
| Hospitals | 86 | – | 5,000 | – | 10,000 | 15,000 | 14 |
| Public administration | 66 | 3,000 | 4,000 | 5,000 | 6,250 | 10,000 | 34 |
| 1 to 99 workers | 69 | 800 | 3,900 | 5,000 | 6,250 | 10,000 | 31 |
| 1 to 49 workers | 68 | 2,500 | 3,900 | 5,000 | 6,000 | 10,000 | 32 |
| 50 to 99 workers | 70 | 800 | 3,900 | 5,000 | 6,666 | – | 30 |
| 100 workers or more | 73 | – | 3,900 | 5,000 | 7,500 | 10,000 | 27 |
| 100 to 499 workers | 72 | 3,000 | 3,900 | 5,000 | 6,000 | 10,000 | 28 |
| 500 workers or more | 73 | – | 4,000 | 5,000 | 7,500 | 10,000 | 27 |

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, March 2017—continued

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ¹ | | | | | With no maximum benefit amount |
|--------------------------|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 74 | — | \$3,900 | \$5,000 | \$7,500 | — | 26 |
| Local government | 72 | \$2,500 | 3,900 | 5,000 | 7,000 | \$10,000 | 28 |
| Geographic areas | | | | | | | |
| Northeast | 81 | — | 5,000 | 5,000 | 7,500 | 13,000 | 19 |
| South | 89 | 800 | 3,900 | 5,000 | 6,000 | 10,000 | 11 |
| South Atlantic | 90 | 800 | — | 3,900 | 5,000 | 10,000 | 10 |
| West South Central | 85 | — | 5,000 | 5,000 | 6,000 | 10,000 | 15 |
| Midwest | 49 | — | 5,000 | 5,000 | 7,500 | 11,250 | 51 |
| East North Central | 45 | — | 5,000 | 5,000 | 7,000 | 11,250 | 55 |
| West North Central | 60 | — | 5,000 | 5,000 | 7,500 | — | 40 |
| West | 76 | 3,102 | 5,000 | 6,000 | 8,000 | 10,000 | 24 |
| Mountain | 66 | 4,000 | 5,000 | 6,000 | 9,000 | — | 34 |
| Pacific | 84 | 3,000 | 4,000 | 5,500 | 8,000 | 10,000 | 16 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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: Because of rounding, sums of individual items may not equal totals. 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 31. Standard errors for long-term disability plans: Maximum benefit amounts, State and local government workers, March 2017

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ¹ | | | | | With no maximum benefit amount |
|---|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 1.4 | – | \$0.00 | \$0.00 | \$622.05 | \$0.00 | 1.4 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.7 | – | 0.00 | 0.00 | 371.75 | 258.07 | 1.7 |
| Professional and related | 1.9 | \$218.79 | 0.00 | 0.00 | 487.66 | 258.07 | 1.9 |
| Teachers | 2.6 | – | 0.00 | 0.00 | 473.11 | 827.23 | 2.6 |
| Primary, secondary, and special education school teachers | 4.0 | 136.56 | 274.33 | 0.00 | 0.00 | 412.38 | 4.0 |
| Service | 3.2 | – | 388.39 | 0.00 | 582.79 | 454.74 | 3.2 |
| Protective service | 5.3 | 653.70 | 1,041.27 | 0.00 | 0.00 | 1,755.06 | 5.3 |
| Sales and office | 2.8 | 328.98 | 0.00 | 101.46 | 990.72 | 0.00 | 2.8 |
| Office and administrative support | 2.8 | 316.07 | 0.00 | 192.97 | 1,167.68 | 0.00 | 2.8 |
| Natural resources, construction, and maintenance | 4.5 | 712.61 | 1,030.53 | 446.99 | 1,590.85 | 1,154.12 | 4.5 |
| Production, transportation, and material moving ... | 6.4 | 593.98 | 764.47 | 182.48 | 795.42 | 912.41 | 6.4 |
| Full time | 1.4 | – | 0.00 | 0.00 | 563.63 | 0.00 | 1.4 |
| Part time | 5.7 | 466.31 | 874.97 | 577.06 | 387.10 | 412.91 | 5.7 |
| Union | 2.2 | 74.45 | 0.00 | 0.00 | 717.51 | 0.00 | 2.2 |
| Nonunion | 1.9 | 103.23 | 0.00 | 0.00 | 600.58 | 446.99 | 1.9 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 2.3 | 268.04 | 0.00 | 0.00 | 798.87 | 0.00 | 2.3 |
| Lowest 10 percent | 3.9 | 72.99 | – | 0.00 | 718.62 | 0.00 | 3.9 |
| Second 25 percent | 2.2 | 474.10 | 555.60 | 0.00 | 702.57 | 0.00 | 2.2 |
| Third 25 percent | 2.7 | – | 0.00 | 0.00 | 510.35 | 0.00 | 2.7 |
| Highest 25 percent | 2.7 | 154.45 | 91.24 | 0.00 | 471.44 | 1,933.37 | 2.7 |
| Highest 10 percent | 3.4 | 74.91 | 1,005.31 | 0.00 | 584.23 | 547.45 | 3.4 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.4 | – | 0.00 | 0.00 | 608.25 | 0.00 | 1.4 |
| Education and health services | 1.6 | 418.92 | 0.00 | 0.00 | 237.62 | 1,091.83 | 1.6 |
| Educational services | 1.8 | 344.43 | 0.00 | 0.00 | 387.10 | 0.00 | 1.8 |
| Elementary and secondary schools | 3.2 | – | 103.23 | 0.00 | 437.58 | 797.62 | 3.2 |
| Junior colleges, colleges, and universities | 4.1 | – | 755.71 | 965.61 | 1,366.80 | 3,695.78 | 4.1 |
| Health care and social assistance | 3.7 | – | 0.00 | 1,315.90 | 1,842.99 | – | 3.7 |
| Hospitals | 4.1 | – | 0.00 | – | 1,750.31 | 3,739.79 | 4.1 |
| Public administration | 3.4 | 142.49 | 293.11 | 0.00 | 755.27 | 0.00 | 3.4 |
| 1 to 99 workers | 3.9 | 0.00 | 0.00 | 0.00 | 916.00 | 632.14 | 3.9 |
| 1 to 49 workers | 6.9 | 670.48 | 0.00 | 0.00 | 735.61 | 364.97 | 6.9 |
| 50 to 99 workers | 4.5 | 0.00 | 607.70 | 0.00 | 1,687.35 | – | 4.5 |
| 100 workers or more | 1.8 | – | 118.26 | 0.00 | 506.04 | 0.00 | 1.8 |
| 100 to 499 workers | 4.3 | 778.07 | 57.71 | 0.00 | 282.57 | 1,177.76 | 4.3 |
| 500 workers or more | 1.8 | – | 339.69 | 129.03 | 664.25 | 2,112.39 | 1.8 |

See footnotes at end of table.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, State and local government workers, March 2017—continued

| Characteristics | With maximum benefit amount | Maximum monthly benefit amount ¹ | | | | | With no maximum benefit amount |
|--------------------------|-----------------------------|---|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 2.8 | – | \$0.00 | \$0.00 | \$832.85 | – | 2.8 |
| Local government | 1.9 | \$506.70 | 141.35 | 0.00 | 653.39 | \$0.00 | 1.9 |
| Geographic areas | | | | | | | |
| Northeast | 4.8 | – | 0.00 | 493.98 | 2,220.00 | 2,706.66 | 4.8 |
| South | 1.6 | 0.00 | 336.12 | 1,381.47 | 0.00 | 0.00 | 1.6 |
| South Atlantic | 1.7 | 0.00 | – | 0.00 | 204.02 | 2,264.55 | 1.7 |
| West South Central | 4.2 | – | 0.00 | 855.92 | 1,132.28 | 0.00 | 4.2 |
| Midwest | 2.5 | – | 0.00 | 0.00 | 333.89 | 1,983.80 | 2.5 |
| East North Central | 2.0 | – | 0.00 | 0.00 | 706.75 | 1,707.12 | 2.0 |
| West North Central | 6.0 | – | 0.00 | 605.23 | 643.48 | – | 6.0 |
| West | 3.8 | 177.71 | 341.39 | 810.97 | 379.84 | 1,860.97 | 3.8 |
| Mountain | 7.0 | 223.49 | 0.00 | 0.00 | 1,356.49 | – | 7.0 |
| Pacific | 3.7 | 87.30 | 1,061.46 | 948.21 | 145.99 | 0.00 | 3.7 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

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 32. Leave benefits: Access, State and local government workers, March 2017

(All workers = 100 percent)

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave ¹ | |
|---|---------------|-----------------|----------------|--------------------|----------------------|---------------------|---------------------------|--------|
| | | | | | | | Paid | Unpaid |
| All workers | 68 | 91 | 60 | 82 | 87 | 70 | 25 | 94 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 57 | 93 | 47 | 83 | 88 | 69 | 26 | 94 |
| Professional and related | 52 | 93 | 40 | 82 | 88 | 67 | 27 | 94 |
| Teachers | 32 | 92 | 15 | 81 | 87 | 64 | 27 | 94 |
| Primary, secondary, and special education school teachers | 28 | 99 | 13 | 85 | 91 | 64 | 29 | 96 |
| Service | 78 | 84 | 74 | 78 | 84 | 67 | 23 | 93 |
| Protective service | 90 | 91 | 89 | 85 | 90 | 78 | 27 | 97 |
| Sales and office | 88 | 92 | 86 | 83 | 89 | 75 | 25 | 95 |
| Office and administrative support | 88 | 92 | 86 | 84 | 89 | 75 | 25 | 96 |
| Natural resources, construction, and maintenance | 96 | 95 | 97 | 87 | 89 | 70 | 24 | 95 |
| Production, transportation, and material moving | 71 | 89 | 63 | 81 | 86 | 71 | 20 | 93 |
| Full time | 74 | 99 | 67 | 87 | 93 | 75 | 27 | 97 |
| Part time | 34 | 45 | 23 | 50 | 55 | 39 | 12 | 78 |
| Union | 69 | 97 | 57 | 90 | 93 | 71 | 28 | 95 |
| Nonunion | 67 | 86 | 63 | 76 | 83 | 69 | 22 | 94 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 64 | 78 | 58 | 71 | 78 | 61 | 21 | 89 |
| Lowest 10 percent | 51 | 65 | 44 | 63 | 70 | 52 | 17 | 88 |
| Second 25 percent | 88 | 95 | 85 | 85 | 90 | 75 | 26 | 96 |
| Third 25 percent | 70 | 97 | 63 | 87 | 92 | 76 | 25 | 97 |
| Highest 25 percent | 52 | 96 | 41 | 87 | 91 | 69 | 28 | 95 |
| Highest 10 percent | 49 | 94 | 37 | 87 | 89 | 71 | 27 | 95 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 67 | 91 | 60 | 82 | 87 | 70 | 25 | 94 |
| Education and health services | 55 | 92 | 44 | 82 | 88 | 67 | 25 | 94 |
| Educational services | 49 | 92 | 37 | 81 | 87 | 66 | 26 | 93 |
| Elementary and secondary schools | 39 | 92 | 26 | 80 | 87 | 63 | 27 | 92 |
| Junior colleges, colleges, and universities | 81 | 92 | 70 | 83 | 87 | 77 | 23 | 97 |
| Health care and social assistance | 92 | 93 | 91 | 86 | 92 | 76 | 21 | 95 |
| Hospitals | 92 | 93 | 90 | 86 | 91 | 73 | 19 | 92 |
| Public administration | 91 | 91 | 90 | 85 | 89 | 77 | 25 | 96 |
| 1 to 99 workers | 64 | 89 | 56 | 79 | 85 | 66 | 22 | 92 |
| 1 to 49 workers | 71 | 87 | 65 | 80 | 82 | 65 | 22 | 93 |
| 50 to 99 workers | 57 | 92 | 46 | 78 | 88 | 67 | 22 | 91 |
| 100 workers or more | 69 | 92 | 62 | 83 | 88 | 71 | 26 | 95 |
| 100 to 499 workers | 68 | 90 | 60 | 80 | 83 | 61 | 29 | 93 |
| 500 workers or more | 70 | 93 | 63 | 85 | 90 | 76 | 24 | 96 |

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave ¹ | |
|--------------------------|---------------|-----------------|----------------|--------------------|----------------------|---------------------|---------------------------|--------|
| | | | | | | | Paid | Unpaid |
| State government | 93 | 95 | 87 | 90 | 94 | 87 | 22 | 98 |
| Local government | 60 | 90 | 52 | 80 | 85 | 64 | 26 | 93 |
| Geographic areas | | | | | | | | |
| Northeast | 64 | 90 | 57 | 93 | 92 | 74 | 23 | 94 |
| New England | 59 | 90 | 54 | 92 | 90 | 72 | 19 | 95 |
| Middle Atlantic | 66 | 90 | 58 | 93 | 93 | 75 | 24 | 94 |
| South | 69 | 92 | 62 | 82 | 91 | 78 | 27 | 95 |
| South Atlantic | 77 | 91 | 66 | 82 | 90 | 76 | 20 | 94 |
| East South Central | 71 | 90 | 61 | 72 | 85 | 77 | 25 | 92 |
| West South Central | 56 | 94 | 56 | 86 | 95 | 81 | 37 | 97 |
| Midwest | 66 | 90 | 55 | 79 | 84 | 55 | 29 | 95 |
| East North Central | 67 | 89 | 54 | 79 | 84 | 56 | 37 | 95 |
| West North Central | 63 | 92 | 56 | 79 | 84 | 55 | — | 96 |
| West | 71 | 92 | 67 | 77 | 81 | 66 | 19 | 92 |
| Mountain | 66 | 87 | 61 | 66 | 73 | 61 | — | 98 |
| Pacific | 74 | 94 | 69 | 82 | 85 | 68 | 21 | 89 |

¹ The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

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 32. Standard errors for leave benefits: Access, State and local government workers, March 2017

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave | |
|---|---------------|-----------------|----------------|--------------------|----------------------|---------------------|--------------|--------|
| | | | | | | | Paid | Unpaid |
| All workers | 0.9 | 0.6 | 0.9 | 0.9 | 0.9 | 1.0 | 0.8 | 0.6 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 1.2 | 0.7 | 1.2 | 0.9 | 1.1 | 1.2 | 1.0 | 0.6 |
| Professional and related | 1.3 | 0.8 | 1.3 | 0.9 | 1.2 | 1.4 | 1.1 | 0.7 |
| Teachers | 2.0 | 1.1 | 1.7 | 1.1 | 1.7 | 1.9 | 1.4 | 0.9 |
| Primary, secondary, and special education school teachers | 2.3 | 0.8 | 2.1 | 1.3 | 1.8 | 2.1 | 1.7 | 0.7 |
| Service | 1.3 | 1.4 | 1.4 | 1.6 | 1.3 | 1.6 | 1.3 | 1.0 |
| Protective service | 1.2 | 1.2 | 1.3 | 1.9 | 1.3 | 2.2 | 1.7 | 0.8 |
| Sales and office | 1.3 | 1.1 | 1.4 | 1.5 | 1.2 | 1.5 | 2.1 | 0.8 |
| Office and administrative support | 1.3 | 1.1 | 1.4 | 1.4 | 1.2 | 1.6 | 2.1 | 0.7 |
| Natural resources, construction, and maintenance | 1.2 | 1.5 | 1.1 | 3.0 | 2.7 | 4.1 | 2.1 | 1.6 |
| Production, transportation, and material moving ... | 3.8 | 2.3 | 4.4 | 3.1 | 3.2 | 3.3 | 2.8 | 2.7 |
| Full time | 0.8 | 0.4 | 0.8 | 0.9 | 0.9 | 1.0 | 0.8 | 0.5 |
| Part time | 2.1 | 2.2 | 1.9 | 2.1 | 2.2 | 2.0 | 1.5 | 2.0 |
| Union | 1.0 | 0.5 | 1.3 | 0.9 | 1.0 | 1.3 | 1.1 | 0.7 |
| Nonunion | 1.2 | 1.1 | 1.1 | 1.3 | 1.2 | 1.4 | 1.0 | 0.8 |
| Average wage within the following categories: ¹ | | | | | | | | |
| Lowest 25 percent | 1.7 | 1.5 | 1.6 | 1.7 | 1.5 | 1.6 | 1.2 | 1.2 |
| Lowest 10 percent | 2.5 | 2.4 | 2.4 | 2.7 | 2.3 | 2.4 | 1.8 | 1.6 |
| Second 25 percent | 1.0 | 0.7 | 1.0 | 1.5 | 1.2 | 1.6 | 1.7 | 0.7 |
| Third 25 percent | 2.0 | 1.0 | 1.9 | 1.2 | 1.3 | 1.4 | 1.3 | 0.7 |
| Highest 25 percent | 1.3 | 0.8 | 1.7 | 1.1 | 1.1 | 1.5 | 1.6 | 0.6 |
| Highest 10 percent | 2.1 | 1.4 | 2.7 | 1.8 | 1.7 | 2.1 | 1.9 | 1.1 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 0.8 | 0.6 | 0.9 | 0.9 | 0.9 | 1.0 | 0.8 | 0.6 |
| Education and health services | 1.1 | 0.8 | 1.2 | 0.9 | 1.1 | 1.3 | 1.1 | 0.7 |
| Educational services | 1.2 | 0.9 | 1.3 | 0.9 | 1.2 | 1.4 | 1.1 | 0.7 |
| Elementary and secondary schools | 1.6 | 1.0 | 1.4 | 1.2 | 1.6 | 1.5 | 1.2 | 0.9 |
| Junior colleges, colleges, and universities | 1.5 | 1.9 | 2.3 | 1.9 | 1.8 | 2.7 | 2.9 | 0.7 |
| Health care and social assistance | 1.6 | 1.4 | 0.7 | 2.2 | 2.0 | 4.3 | 2.9 | 1.6 |
| Hospitals | 1.4 | 1.4 | 1.3 | 2.4 | 2.6 | 5.8 | 3.6 | 2.5 |
| Public administration | 0.7 | 0.8 | 0.9 | 1.8 | 1.3 | 1.5 | 1.2 | 1.1 |
| 1 to 99 workers | 1.7 | 1.2 | 1.6 | 1.9 | 2.0 | 2.2 | 2.0 | 1.3 |
| 1 to 49 workers | 2.5 | 2.1 | 2.4 | 2.8 | 2.7 | 2.8 | 3.6 | 2.0 |
| 50 to 99 workers | 2.4 | 1.4 | 2.4 | 2.4 | 2.0 | 2.9 | 2.4 | 1.9 |
| 100 workers or more | 1.1 | 0.7 | 1.0 | 1.0 | 0.8 | 1.1 | 1.1 | 0.7 |
| 100 to 499 workers | 2.1 | 1.2 | 1.8 | 2.3 | 2.0 | 2.0 | 2.3 | 1.2 |
| 500 workers or more | 1.3 | 0.9 | 1.3 | 1.2 | 1.1 | 1.2 | 1.4 | 0.7 |

See footnotes at end of table.

Table 32. Standard errors for leave benefits: Access, State and local government workers, March 2017—continued

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave | |
|--------------------------|---------------|-----------------|----------------|--------------------|----------------------|---------------------|--------------|--------|
| | | | | | | | Paid | Unpaid |
| State government | 1.0 | 1.1 | 1.1 | 1.3 | 1.1 | 1.6 | 1.9 | 0.4 |
| Local government | 1.0 | 0.7 | 1.1 | 1.1 | 1.1 | 1.2 | 1.0 | 0.7 |
| Geographic areas | | | | | | | | |
| Northeast | 2.3 | 1.4 | 3.3 | 1.1 | 1.6 | 1.9 | 1.8 | 1.2 |
| New England | 2.1 | 1.0 | 2.7 | 2.4 | 3.1 | 3.2 | 3.5 | 2.6 |
| Middle Atlantic | 2.9 | 1.8 | 4.2 | 1.3 | 1.7 | 2.3 | 2.6 | 1.3 |
| South | 1.5 | 1.3 | 1.4 | 1.5 | 1.3 | 1.6 | 1.2 | 1.1 |
| South Atlantic | 1.7 | 1.6 | 1.6 | 1.7 | 1.7 | 2.0 | 0.9 | 1.2 |
| East South Central | 6.9 | 1.0 | 6.1 | 7.0 | 5.2 | 6.4 | 5.3 | 4.8 |
| West South Central | 1.4 | 2.9 | 1.6 | 2.0 | 1.4 | 2.2 | 2.0 | 1.4 |
| Midwest | 1.8 | 1.1 | 1.4 | 2.1 | 2.3 | 2.2 | 2.0 | 0.7 |
| East North Central | 2.5 | 1.7 | 2.0 | 1.4 | 1.9 | 2.0 | 1.2 | 1.0 |
| West North Central | 2.2 | 0.7 | 1.1 | 5.3 | 5.4 | 4.9 | — | 1.0 |
| West | 1.3 | 0.9 | 1.4 | 2.2 | 2.0 | 2.4 | 1.9 | 1.4 |
| Mountain | 1.5 | 2.2 | 3.5 | 6.6 | 5.3 | 6.3 | — | 1.3 |
| Pacific | 1.8 | 0.8 | 1.2 | 1.2 | 1.7 | 2.0 | 1.8 | 1.9 |

¹ 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 33. Paid holidays: Number of days provided, State and local government workers, March 2017

(All workers with paid holidays = 100 percent)

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|---|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| All workers | 2 | 2 | 5 | 3 | 4 | 7 | 15 | 20 | 18 | 12 | 6 | 6 | 11 | 11 |
| Worker characteristics | | | | | | | | | | | | | | |
| Management, professional, and related | 4 | 2 | 7 | 4 | 3 | 7 | 13 | 19 | 15 | 12 | 6 | 7 | 11 | 11 |
| Professional and related | 4 | 3 | 8 | 5 | 3 | 7 | 13 | 18 | 14 | 12 | 6 | 7 | 11 | 11 |
| Teachers | 9 | 4 | 15 | 8 | 4 | 6 | 12 | 13 | 8 | 6 | 5 | 10 | 10 | 10 |
| Primary, secondary, and special education school teachers | 12 | 6 | 22 | 8 | — | 4 | 10 | — | 3 | 3 | 4 | 11 | 9 | 8 |
| Service | 2 | 1 | 4 | 3 | 4 | 7 | 18 | 19 | 21 | 12 | 6 | 5 | 11 | 11 |
| Protective service | — | — | — | 2 | — | 7 | 20 | 23 | 26 | 12 | 4 | 1 | 11 | 11 |
| Sales and office | — | — | 2 | 1 | 4 | 8 | 14 | 22 | 24 | 11 | 6 | 7 | 11 | 11 |
| Office and administrative support | — | — | 2 | 1 | 4 | 8 | 14 | 21 | 24 | 11 | 6 | 7 | 11 | 11 |
| Natural resources, construction, and maintenance | — | — | — | — | 4 | 6 | 20 | 27 | 15 | — | 4 | 8 | 11 | 11 |
| Production, transportation, and material moving | — | — | 4 | — | 9 | 8 | — | 25 | 17 | 12 | — | — | 10 | 11 |
| Full time | 2 | 1 | 5 | 3 | 4 | 7 | 15 | 21 | 19 | 12 | 6 | 6 | 11 | 11 |
| Part time | 8 | 3 | 6 | 4 | 4 | 5 | 15 | 15 | 16 | 10 | 6 | 9 | 10 | 11 |
| Union | 3 | — | 6 | 3 | — | 4 | 13 | 24 | 22 | 10 | 5 | 7 | 11 | 11 |
| Nonunion | 2 | 2 | 3 | 3 | 6 | 10 | 16 | 17 | 15 | 13 | 6 | 6 | 11 | 11 |
| Average wage within the following categories: ¹ | | | | | | | | | | | | | | |
| Lowest 25 percent | 3 | 2 | 5 | 3 | 5 | 8 | 16 | 16 | 17 | 13 | 5 | 6 | 11 | 11 |
| Lowest 10 percent | 4 | 4 | 8 | 4 | 9 | 6 | 15 | 11 | 13 | 14 | 5 | 7 | 11 | 10 |
| Second 25 percent | (²) | 1 | 3 | 2 | 4 | 8 | 16 | 22 | 20 | 12 | 7 | 6 | 11 | 11 |
| Third 25 percent | 2 | 2 | 8 | 4 | 2 | 6 | 15 | 23 | 18 | 10 | 5 | 6 | 11 | 11 |
| Highest 25 percent | 4 | 1 | 3 | 4 | 3 | 7 | 12 | 19 | 19 | 12 | 6 | 9 | 11 | 11 |
| Highest 10 percent | — | — | 1 | 7 | 4 | 7 | 10 | 18 | 21 | 13 | 4 | 12 | 12 | 12 |
| Establishment characteristics | | | | | | | | | | | | | | |
| Service-providing industries | 2 | 2 | 5 | 3 | 4 | 7 | 15 | 20 | 18 | 12 | 6 | 7 | 11 | 11 |
| Education and health services | 4 | 3 | 8 | 5 | 4 | 7 | 13 | 13 | 13 | 12 | 7 | 11 | 11 | 11 |
| Educational services | 5 | 3 | 8 | 4 | 4 | 6 | 13 | 11 | 13 | 12 | 8 | 13 | 11 | 11 |
| Elementary and secondary schools | 8 | 5 | 13 | 6 | 4 | 4 | 12 | 10 | 8 | 8 | 6 | 16 | 11 | 10 |
| Junior colleges, colleges, and universities | — | — | — | 2 | 3 | 9 | 14 | 13 | 19 | 17 | 11 | 10 | 12 | 12 |
| Health care and social assistance | — | — | — | 8 | — | 8 | 16 | 19 | 16 | — | 2 | — | 10 | 10 |
| Hospitals | — | — | 14 | 13 | — | — | — | 15 | 17 | — | 1 | — | 9 | 10 |
| Public administration | — | — | — | — | 2 | 8 | 16 | 28 | 26 | 12 | 4 | 3 | 11 | 11 |
| 1 to 99 workers | 3 | — | 3 | 3 | — | 5 | 16 | 27 | 15 | 14 | 4 | 7 | 11 | 11 |
| 1 to 49 workers | — | — | 3 | — | 2 | 5 | 17 | 29 | 15 | 16 | 3 | 5 | 11 | 11 |
| 50 to 99 workers | 5 | — | 2 | — | 3 | 5 | 15 | 24 | 14 | 11 | 5 | 9 | 11 | 11 |
| 100 workers or more | 2 | 1 | 5 | 3 | 4 | 8 | 15 | 19 | 19 | 11 | 6 | 6 | 11 | 11 |
| 100 to 499 workers | 5 | — | 4 | — | 3 | 9 | 14 | 21 | 17 | 11 | 7 | 5 | 11 | 11 |
| 500 workers or more | 1 | 1 | 6 | 3 | 5 | 8 | 15 | 18 | 21 | 11 | 5 | 7 | 11 | 11 |

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2017—continued

(All workers with paid holidays = 100 percent)

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|--------------------------|------------------|--------|------------------|--------|--------|--------|---------|---------|---------|---------|---------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| State government | — | — | (²) | 2 | 3 | 9 | 12 | 26 | 23 | 16 | 6 | 2 | 11 | 11 |
| Local government | 3 | 2 | 7 | 4 | 4 | 6 | 16 | 18 | 16 | 9 | 5 | 9 | 11 | 11 |
| Geographic areas | | | | | | | | | | | | | | |
| Northeast | — | — | — | — | 2 | 1 | 7 | 27 | 34 | 8 | 5 | 12 | 12 | 12 |
| New England | — | — | — | — | — | — | — | 40 | 24 | — | — | — | 11 | 11 |
| Middle Atlantic | — | — | — | — | — | 1 | 6 | 23 | 38 | 8 | 6 | 13 | 12 | 12 |
| South | 3 | 2 | 7 | 2 | 6 | 9 | 13 | 17 | 17 | 14 | 6 | 5 | 11 | 11 |
| South Atlantic | — | — | 10 | 3 | 4 | 10 | 15 | 17 | 21 | 9 | 4 | 4 | 11 | 11 |
| East South Central | 7 | 8 | — | — | — | 7 | 13 | 9 | — | 21 | 4 | — | 10 | 10 |
| West South Central | — | — | — | — | 7 | 9 | 7 | 20 | 16 | 18 | — | 6 | 12 | 12 |
| Midwest | 4 | 2 | 6 | 8 | 4 | 10 | 18 | 16 | 13 | 9 | 5 | 5 | 10 | 10 |
| East North Central | 5 | — | 6 | 9 | — | 9 | 15 | 14 | 13 | 13 | 6 | 6 | 10 | 11 |
| West North Central | 4 | 3 | — | 5 | — | 13 | 24 | 19 | 14 | — | 3 | 3 | 10 | 10 |
| West | — | — | 3 | 1 | 2 | 6 | 22 | 26 | 13 | 13 | 5 | 7 | 11 | 11 |
| Mountain | — | — | — | — | 4 | 8 | 42 | 17 | 6 | 3 | 4 | 6 | 11 | 10 |
| Pacific | — | — | 2 | — | 1 | 5 | 13 | 30 | 15 | 18 | 6 | 7 | 12 | 11 |

¹ 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.

² Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. 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 33. Standard errors for paid holidays: Number of days provided, State and local government workers, March 2017

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|---|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| All workers | 0.3 | 0.4 | 0.6 | 0.5 | 0.5 | 0.7 | 0.8 | 1.1 | 0.9 | 0.9 | 0.6 | 0.7 | 0.1 | 0.0 |
| Worker characteristics | | | | | | | | | | | | | | |
| Management, professional, and related | 0.3 | 0.7 | 0.8 | 0.8 | 0.6 | 0.9 | 1.0 | 1.5 | 0.9 | 1.1 | 0.7 | 1.1 | 0.1 | 0.0 |
| Professional and related | 0.4 | 0.9 | 1.1 | 1.0 | 0.6 | 1.1 | 1.2 | 1.6 | 1.1 | 1.3 | 0.8 | 1.2 | 0.1 | 0.0 |
| Teachers | 1.0 | 1.7 | 2.5 | 1.7 | 1.1 | 1.8 | 1.9 | 2.6 | 1.2 | 1.3 | 1.3 | 2.2 | 0.3 | 0.3 |
| Primary, secondary, and special education school teachers | 1.6 | 2.5 | 3.5 | 1.8 | — | 1.8 | 2.8 | — | 1.4 | 1.1 | 2.0 | 3.1 | 0.4 | 1.5 |
| Service | 0.5 | 0.4 | 1.1 | 0.6 | 1.1 | 1.1 | 1.8 | 1.6 | 2.4 | 1.3 | 1.2 | 0.7 | 0.1 | 0.0 |
| Protective service | — | — | — | 0.9 | — | 1.5 | 2.6 | 1.9 | 3.5 | 1.9 | 1.8 | 0.7 | 0.1 | 0.0 |
| Sales and office | — | — | 0.6 | 0.4 | 0.8 | 1.3 | 1.6 | 1.4 | 2.1 | 1.1 | 1.0 | 1.2 | 0.1 | 0.3 |
| Office and administrative support | — | — | 0.6 | 0.4 | 0.8 | 1.3 | 1.6 | 1.4 | 2.1 | 1.1 | 1.0 | 1.3 | 0.1 | 0.3 |
| Natural resources, construction, and maintenance | — | — | — | — | 1.2 | 1.5 | 2.5 | 4.3 | 2.6 | — | 1.0 | 1.7 | 0.1 | 0.0 |
| Production, transportation, and material moving | — | — | 1.7 | — | 2.7 | 2.7 | — | 4.0 | 2.7 | 3.4 | — | — | 0.3 | 0.0 |
| Full time | 0.2 | 0.4 | 0.5 | 0.4 | 0.5 | 0.8 | 0.8 | 1.1 | 1.0 | 1.0 | 0.6 | 0.7 | 0.1 | 0.0 |
| Part time | 3.0 | 1.1 | 1.2 | 1.4 | 1.7 | 1.2 | 3.0 | 3.6 | 2.6 | 1.6 | 2.1 | 2.9 | 0.4 | 0.2 |
| Union | 0.4 | — | 0.7 | 0.6 | — | 0.7 | 1.1 | 1.6 | 1.6 | 1.1 | 0.8 | 1.0 | 0.1 | 0.0 |
| Nonunion | 0.5 | 0.4 | 0.7 | 0.5 | 1.0 | 1.2 | 1.2 | 1.3 | 1.4 | 1.4 | 0.7 | 0.7 | 0.1 | 0.0 |
| Average wage within the following categories: ¹ | | | | | | | | | | | | | | |
| Lowest 25 percent | 0.9 | 0.6 | 0.9 | 0.6 | 1.2 | 0.9 | 1.3 | 1.5 | 1.5 | 1.7 | 0.9 | 1.0 | 0.2 | 0.0 |
| Lowest 10 percent | 1.0 | 1.1 | 1.8 | 1.2 | 2.8 | 1.6 | 1.9 | 2.2 | 2.5 | 3.1 | 1.5 | 1.7 | 0.3 | 1.0 |
| Second 25 percent | 0.2 | 0.3 | 0.6 | 0.5 | 0.8 | 0.9 | 1.3 | 1.6 | 1.3 | 1.3 | 1.1 | 0.8 | 0.1 | 0.0 |
| Third 25 percent | 0.5 | 0.8 | 0.7 | 1.0 | 0.4 | 0.9 | 1.5 | 1.6 | 1.5 | 0.9 | 0.7 | 0.9 | 0.2 | 0.0 |
| Highest 25 percent | 0.4 | 0.5 | 0.9 | 0.4 | 0.7 | 1.1 | 1.0 | 1.8 | 1.2 | 1.3 | 1.1 | 1.7 | 0.2 | 0.0 |
| Highest 10 percent | — | — | 0.5 | 0.7 | 0.9 | 1.6 | 1.5 | 3.0 | 2.3 | 1.7 | 1.3 | 2.4 | 0.3 | 0.7 |
| Establishment characteristics | | | | | | | | | | | | | | |
| Service-providing industries | 0.3 | 0.4 | 0.6 | 0.5 | 0.5 | 0.7 | 0.8 | 1.1 | 0.9 | 0.9 | 0.6 | 0.7 | 0.1 | 0.0 |
| Education and health services | 0.4 | 0.8 | 1.0 | 0.8 | 0.8 | 1.0 | 1.3 | 1.4 | 0.9 | 1.3 | 0.7 | 1.2 | 0.2 | 0.0 |
| Educational services | 0.5 | 1.0 | 0.8 | 0.9 | 0.4 | 1.1 | 1.1 | 1.4 | 0.9 | 1.3 | 0.9 | 1.5 | 0.2 | 0.0 |
| Elementary and secondary schools | 0.9 | 1.7 | 1.4 | 1.2 | 0.9 | 0.7 | 1.5 | 1.7 | 1.1 | 1.1 | 1.2 | 2.3 | 0.3 | 0.6 |
| Junior colleges, colleges, and universities | — | — | — | 0.5 | 1.0 | 1.6 | 1.4 | 2.5 | 2.2 | 2.7 | 1.4 | 2.0 | 0.2 | 0.0 |
| Health care and social assistance | — | — | — | 2.0 | — | 2.3 | 4.3 | 3.6 | 2.4 | — | 0.7 | — | 0.2 | 1.2 |
| Hospitals | — | — | 3.6 | 3.2 | — | — | — | 4.3 | 3.0 | — | 0.6 | — | 0.3 | 0.7 |
| Public administration | — | — | — | — | 0.5 | 1.1 | 1.4 | 1.7 | 2.1 | 1.0 | 1.1 | 0.7 | 0.1 | 0.0 |
| 1 to 99 workers | 0.8 | — | 0.9 | 1.3 | — | 1.6 | 2.1 | 2.1 | 1.9 | 2.7 | 1.1 | 1.0 | 0.2 | 0.0 |
| 1 to 49 workers | — | — | 1.2 | — | 1.0 | 1.5 | 3.9 | 4.1 | 2.8 | 3.9 | 1.4 | 1.7 | 0.2 | 0.0 |
| 50 to 99 workers | 1.4 | — | 0.9 | — | 1.3 | 2.6 | 3.4 | 3.7 | 2.6 | 2.8 | 1.9 | 1.8 | 0.2 | 0.0 |
| 100 workers or more | 0.5 | 0.4 | 0.6 | 0.4 | 0.6 | 0.7 | 0.9 | 1.2 | 1.1 | 0.8 | 0.6 | 0.7 | 0.1 | 0.0 |
| 100 to 499 workers | 1.0 | — | 1.5 | — | 0.9 | 1.6 | 2.1 | 2.6 | 2.0 | 1.7 | 1.5 | 1.2 | 0.2 | 0.0 |
| 500 workers or more | 0.4 | 0.3 | 0.5 | 0.4 | 0.9 | 1.1 | 1.3 | 1.6 | 1.3 | 1.0 | 0.6 | 0.9 | 0.1 | 0.0 |

See footnotes at end of table.

Table 33. Standard errors for paid holidays: Number of days provided, State and local government workers, March 2017—continued

| Characteristics | Paid holidays | | | | | | | | | | | | Mean number of days | Median number of days |
|--------------------------|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 days | 6 days | 7 days | 8 days | 9 days | 10 days | 11 days | 12 days | 13 days | 14 days | Greater than 14 days | | |
| State government | — | — | 0.1 | 0.3 | 0.6 | 1.4 | 1.2 | 1.8 | 1.7 | 1.8 | 0.6 | 0.8 | 0.1 | 0.3 |
| Local government | 0.4 | 0.6 | 0.8 | 0.6 | 0.7 | 0.6 | 1.0 | 1.3 | 1.1 | 0.8 | 0.8 | 1.0 | 0.1 | 0.0 |
| Geographic areas | | | | | | | | | | | | | | |
| Northeast | — | — | — | — | 0.8 | 0.4 | 1.0 | 2.3 | 2.1 | 1.7 | 1.2 | 2.7 | 0.3 | 0.0 |
| New England | — | — | — | — | — | — | — | 7.1 | 5.9 | — | — | — | 0.1 | 0.2 |
| Middle Atlantic | — | — | — | — | — | 0.5 | 0.8 | 2.0 | 2.0 | 1.6 | 1.5 | 3.2 | 0.3 | 0.0 |
| South | 0.5 | 0.5 | 0.8 | 0.6 | 1.1 | 1.2 | 1.3 | 1.7 | 1.5 | 1.7 | 1.1 | 0.9 | 0.1 | 0.0 |
| South Atlantic | — | — | 0.8 | 0.8 | 0.9 | 1.9 | 1.8 | 1.4 | 1.1 | 2.7 | 0.9 | 0.9 | 0.1 | 0.0 |
| East South Central | 0.7 | 2.2 | — | — | — | 2.9 | 2.6 | 2.4 | — | 1.0 | 1.2 | — | 0.3 | 1.0 |
| West South Central | — | — | — | — | 2.5 | 1.7 | 2.8 | 5.3 | 4.2 | 3.5 | — | 1.2 | 0.2 | 1.2 |
| Midwest | 0.2 | 0.9 | 1.8 | 1.7 | 1.4 | 2.0 | 2.0 | 3.1 | 2.4 | 1.1 | 1.0 | 0.8 | 0.1 | 0.0 |
| East North Central | 0.2 | — | 2.5 | 2.5 | — | 2.7 | 2.5 | 3.9 | 3.4 | 1.5 | 1.4 | 1.1 | 0.1 | 0.7 |
| West North Central | 0.5 | 1.7 | — | 1.2 | — | 2.4 | 3.1 | 4.9 | 2.0 | — | 1.1 | 1.2 | 0.1 | 0.0 |
| West | — | — | 1.0 | 0.6 | 0.5 | 1.4 | 1.9 | 2.3 | 1.7 | 1.9 | 1.3 | 1.1 | 0.2 | 0.0 |
| Mountain | — | — | — | — | 1.3 | 1.1 | 4.3 | 3.8 | 1.5 | 1.5 | 1.0 | 3.0 | 0.6 | 0.0 |
| Pacific | — | — | 0.4 | — | 0.3 | 2.0 | 2.0 | 2.7 | 2.3 | 2.7 | 1.7 | 1.0 | 0.1 | 0.0 |

¹ 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/nchs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2017

(All workers with paid sick leave = 100 percent)

| Characteristics | Sick leave provision | | |
|---|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| All workers | 89 | 2 | 10 |
| Worker characteristics | | | |
| Management, professional, and related | 90 | 1 | 9 |
| Professional and related | 90 | 1 | 9 |
| Teachers | 92 | 1 | 7 |
| Primary, secondary, and special education school teachers | 93 | (⁴) | 7 |
| Service | 86 | 4 | 10 |
| Protective service | 86 | 6 | 8 |
| Sales and office | 88 | 2 | 10 |
| Office and administrative support | 88 | 2 | 10 |
| Natural resources, construction, and maintenance | 83 | — | — |
| Production, transportation, and material moving ... | 88 | — | — |
| Full time | 88 | 2 | 10 |
| Part time | 89 | 2 | 9 |
| Union | 92 | 2 | 7 |
| Nonunion | 86 | 1 | 13 |
| Average wage within the following categories: ⁵ | | | |
| Lowest 25 percent | 89 | 1 | 10 |
| Lowest 10 percent | 87 | 2 | 11 |
| Second 25 percent | 88 | 2 | 11 |
| Third 25 percent | 85 | 2 | 13 |
| Highest 25 percent | 92 | 2 | 7 |
| Highest 10 percent | 92 | 1 | 7 |
| Establishment characteristics | | | |
| Service-providing industries | 89 | 2 | 10 |
| Education and health services | 90 | 1 | 9 |
| Educational services | 93 | 1 | 6 |
| Elementary and secondary schools | 93 | 1 | 7 |
| Junior colleges, colleges, and universities | 95 | 1 | 3 |
| Health care and social assistance | 67 | — | — |
| Hospitals | 59 | — | — |
| Public administration | 87 | 3 | 10 |
| 1 to 99 workers | 89 | — | — |
| 1 to 49 workers | 86 | — | — |
| 50 to 99 workers | 93 | — | — |
| 100 workers or more | 88 | 2 | 10 |
| 100 to 499 workers | 90 | — | — |
| 500 workers or more | 87 | 2 | 10 |

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2017—continued

(All workers with paid sick leave = 100 percent)

| Characteristics | Sick leave provision | | |
|--------------------------|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| State government | 89 | 1 | 10 |
| Local government | 88 | 2 | 10 |
| Geographic areas | | | |
| Northeast | 95 | — | — |
| New England | 99 | — | — |
| Middle Atlantic | 94 | — | — |
| South | 86 | 1 | 12 |
| South Atlantic | 85 | 1 | 14 |
| East South Central | 92 | — | — |
| West South Central | 85 | 2 | 13 |
| Midwest | 91 | 1 | 8 |
| East North Central | 91 | 2 | 8 |
| West North Central | 91 | — | — |
| West | 85 | — | — |
| Mountain | 86 | — | — |
| Pacific | 85 | — | — |

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² Plan does not specify maximum number of days.

³ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

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: Because of rounding, sums of individual items may not equal totals. 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 34. Standard errors for paid sick leave: Type of provision, State and local government workers, March 2017

| Characteristics | Sick leave provision | | |
|---|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| All workers | 0.7 | 0.2 | 0.7 |
| Worker characteristics | | | |
| Management, professional, and related | 0.9 | 0.1 | 0.9 |
| Professional and related | 1.0 | 0.1 | 1.0 |
| Teachers | 1.2 | 0.2 | 1.0 |
| Primary, secondary, and special education school teachers | 1.4 | 0.2 | 1.3 |
| Service | 1.2 | 0.5 | 1.0 |
| Protective service | 1.6 | 1.1 | 1.3 |
| Sales and office | 1.3 | 0.7 | 1.1 |
| Office and administrative support | 1.2 | 0.7 | 1.1 |
| Natural resources, construction, and maintenance | 3.0 | – | – |
| Production, transportation, and material moving ... | 2.5 | – | – |
| Full time | 0.8 | 0.3 | 0.7 |
| Part time | 1.2 | 0.7 | 1.4 |
| Union | 0.7 | 0.4 | 0.7 |
| Nonunion | 1.3 | 0.3 | 1.3 |
| Average wage within the following categories: ⁴ | | | |
| Lowest 25 percent | 0.8 | 0.3 | 0.8 |
| Lowest 10 percent | 2.0 | 0.5 | 1.9 |
| Second 25 percent | 1.3 | 0.5 | 1.3 |
| Third 25 percent | 1.4 | 0.5 | 1.3 |
| Highest 25 percent | 0.9 | 0.2 | 0.8 |
| Highest 10 percent | 1.4 | 0.3 | 1.3 |
| Establishment characteristics | | | |
| Service-providing industries | 0.7 | 0.2 | 0.7 |
| Education and health services | 0.9 | 0.2 | 0.9 |
| Educational services | 0.5 | 0.1 | 0.5 |
| Elementary and secondary schools | 0.6 | 0.2 | 0.6 |
| Junior colleges, colleges, and universities | 1.4 | 0.3 | 1.4 |
| Health care and social assistance | 5.9 | – | – |
| Hospitals | 7.9 | – | – |
| Public administration | 1.1 | 0.7 | 1.0 |
| 1 to 99 workers | 1.4 | – | – |
| 1 to 49 workers | 2.3 | – | – |
| 50 to 99 workers | 2.5 | – | – |
| 100 workers or more | 0.9 | 0.3 | 0.9 |
| 100 to 499 workers | 1.1 | – | – |
| 500 workers or more | 1.1 | 0.4 | 1.0 |

See footnotes at end of table.

Table 34. Standard errors for paid sick leave: Type of provision, State and local government workers, March 2017—continued

| Characteristics | Sick leave provision | | |
|--------------------------|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| State government | 1.2 | 0.3 | 1.2 |
| Local government | 0.9 | 0.3 | 0.8 |
| Geographic areas | | | |
| Northeast | 1.1 | — | — |
| New England | 0.8 | — | — |
| Middle Atlantic | 1.5 | — | — |
| South | 1.4 | 0.3 | 1.3 |
| South Atlantic | 2.0 | 0.1 | 2.0 |
| East South Central | 3.8 | — | — |
| West South Central | 2.0 | 0.6 | 1.8 |
| Midwest | 1.2 | 0.6 | 1.2 |
| East North Central | 1.7 | 0.8 | 1.4 |
| West North Central | 1.3 | — | — |
| West | 1.7 | — | — |
| Mountain | 4.5 | — | — |
| Pacific | 1.5 | — | — |

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² Plan does not specify maximum number of days.

³ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

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 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, March 2017

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Paid sick leave days by length of service ² | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 1 year | | | | | | | |
| All workers | 9 | 14 | 62 | 14 | (³) | 11 | 12 |
| Full time | 8 | 13 | 63 | 15 | (³) | 11 | 12 |
| Part time | 19 | 28 | 46 | – | – | 9 | 10 |
| Union | – | 10 | 65 | 16 | – | 12 | 12 |
| Nonunion | – | 18 | 59 | 12 | – | 11 | 12 |
| 1 to 99 workers | – | 15 | 61 | 12 | – | 10 | 12 |
| 1 to 49 workers | – | 15 | 63 | 14 | – | 11 | 12 |
| 50 to 99 workers | 16 | 14 | 59 | 10 | – | 10 | 10 |
| 100 workers or more | 8 | 14 | 63 | 15 | (³) | 11 | 12 |
| 100 to 499 workers | – | 14 | 65 | 15 | – | 12 | 12 |
| 500 workers or more | 9 | 14 | 62 | 15 | (³) | 11 | 12 |
| After 5 years | | | | | | | |
| All workers | 9 | 14 | 61 | 16 | (³) | 11 | 12 |
| Full time | 8 | 13 | 62 | 17 | (³) | 12 | 12 |
| Part time | 18 | 28 | 46 | – | – | 9 | 10 |
| Union | – | 10 | 64 | 18 | – | 12 | 12 |
| Nonunion | 9 | 18 | 58 | 14 | (³) | 11 | 12 |
| 1 to 99 workers | – | 14 | 60 | 14 | – | 11 | 12 |
| 1 to 49 workers | – | 14 | 63 | 16 | – | 11 | 12 |
| 50 to 99 workers | 16 | 14 | 58 | 12 | – | 10 | 10 |
| 100 workers or more | 8 | 14 | 61 | 17 | (³) | 12 | 12 |
| 100 to 499 workers | – | 14 | 63 | 17 | – | 12 | 12 |
| 500 workers or more | 9 | 14 | 60 | 16 | (³) | 11 | 12 |

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, March 2017—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Paid sick leave days by length of service ² | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 10 years | | | | | | | |
| All workers | 9 | 14 | 60 | 17 | (³) | 11 | 12 |
| Full time | 8 | 13 | 62 | 17 | (³) | 12 | 12 |
| Part time | 18 | 28 | 46 | — | — | 9 | 10 |
| Union | — | 10 | 63 | 19 | — | 12 | 12 |
| Nonunion | 9 | 19 | 58 | 14 | (³) | 11 | 12 |
| 1 to 99 workers | — | 14 | 60 | 14 | — | 11 | 12 |
| 1 to 49 workers | — | 14 | 62 | 17 | — | 12 | 12 |
| 50 to 99 workers | 16 | 13 | 59 | 12 | — | 10 | 10 |
| 100 workers or more | 8 | 14 | 61 | 17 | (³) | 12 | 12 |
| 100 to 499 workers | — | 14 | 62 | 18 | — | 12 | 12 |
| 500 workers or more | 9 | 14 | 60 | 17 | (³) | 11 | 12 |
| After 20 years | | | | | | | |
| All workers | 9 | 14 | 60 | 17 | (³) | 12 | 12 |
| Full time | 8 | 13 | 61 | 18 | (³) | 12 | 12 |
| Part time | 18 | 28 | 46 | — | — | 9 | 10 |
| Union | 8 | 10 | 63 | 19 | 1 | 12 | 12 |
| Nonunion | 9 | 19 | 58 | 14 | (³) | 11 | 12 |
| 1 to 99 workers | — | 14 | 60 | 14 | — | 11 | 12 |
| 1 to 49 workers | — | 14 | 62 | 17 | — | 12 | 12 |
| 50 to 99 workers | 16 | 13 | 58 | 13 | — | 10 | 10 |
| 100 workers or more | 8 | 14 | 60 | 18 | 1 | 12 | 12 |
| 100 to 499 workers | 5 | 14 | 61 | 18 | 1 | 12 | 12 |
| 500 workers or more | 9 | 14 | 60 | 17 | (³) | 11 | 12 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

² Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

³ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. 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 35. Standard errors for paid sick leave: Number of annual days by service requirement,¹ State and local government workers, March 2017

| Characteristics | Paid sick leave days by length of service ² | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 1 year | | | | | | | |
| All workers | 0.9 | 0.8 | 1.3 | 0.7 | 0.1 | 0.2 | 0.0 |
| Full time | 1.0 | 0.8 | 1.3 | 0.7 | 0.1 | 0.2 | 0.0 |
| Part time | 2.8 | 2.6 | 3.8 | – | – | 0.4 | 0.1 |
| Union | – | 0.8 | 1.5 | 1.0 | – | 0.4 | 0.0 |
| Nonunion | – | 1.4 | 1.9 | 1.0 | – | 0.2 | 0.0 |
| 1 to 99 workers | – | 2.3 | 3.0 | 1.3 | – | 0.2 | 1.3 |
| 1 to 49 workers | – | 4.0 | 4.8 | 3.0 | – | 0.3 | (³) |
| 50 to 99 workers | 2.2 | 2.2 | 2.9 | 2.3 | – | 0.3 | 0.2 |
| 100 workers or more | 1.1 | 1.1 | 1.4 | 1.1 | 0.1 | 0.3 | 0.0 |
| 100 to 499 workers | – | 1.5 | 2.1 | 1.8 | – | 0.8 | 0.0 |
| 500 workers or more | 1.5 | 1.2 | 1.5 | 1.1 | 0.1 | 0.2 | 0.0 |
| After 5 years | | | | | | | |
| All workers | 0.9 | 0.8 | 1.4 | 0.7 | 0.1 | 0.2 | 0.0 |
| Full time | 0.9 | 0.8 | 1.4 | 0.8 | 0.1 | 0.2 | 0.0 |
| Part time | 2.8 | 2.7 | 3.8 | – | – | 0.3 | (³) |
| Union | – | 0.8 | 1.6 | 1.1 | – | 0.4 | 0.0 |
| Nonunion | 1.6 | 1.2 | 1.9 | 1.0 | 0.2 | 0.2 | 0.0 |
| 1 to 99 workers | – | 2.3 | 3.1 | 1.6 | – | 0.2 | 0.6 |
| 1 to 49 workers | – | 3.9 | 5.1 | 3.4 | – | 0.3 | (³) |
| 50 to 99 workers | 2.2 | 2.2 | 2.9 | 2.2 | – | 0.3 | 0.7 |
| 100 workers or more | 1.1 | 1.0 | 1.5 | 1.2 | 0.2 | 0.3 | 0.0 |
| 100 to 499 workers | – | 1.6 | 2.2 | 1.8 | – | 0.8 | 0.0 |
| 500 workers or more | 1.4 | 1.1 | 1.7 | 1.2 | 0.2 | 0.2 | 0.0 |

See footnotes at end of table.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,¹ State and local government workers, March 2017—continued

| Characteristics | Paid sick leave days by length of service ² | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 29 days | Greater than 29 days | | |
| After 10 years | | | | | | | |
| All workers | 0.9 | 0.8 | 1.3 | 0.7 | 0.1 | 0.2 | 0.0 |
| Full time | 0.9 | 0.8 | 1.4 | 0.7 | 0.1 | 0.2 | 0.0 |
| Part time | 2.8 | 2.7 | 3.8 | – | – | 0.3 | (³) |
| Union | – | 0.8 | 1.5 | 1.1 | – | 0.4 | 0.0 |
| Nonunion | 1.6 | 1.3 | 1.9 | 1.0 | 0.2 | 0.2 | 0.0 |
| 1 to 99 workers | – | 2.0 | 2.8 | 1.7 | – | 0.2 | 0.6 |
| 1 to 49 workers | – | 3.2 | 4.7 | 3.6 | – | 0.3 | (³) |
| 50 to 99 workers | 2.2 | 2.2 | 3.0 | 2.2 | – | 0.3 | 0.7 |
| 100 workers or more | 1.0 | 1.0 | 1.6 | 1.2 | 0.2 | 0.3 | 0.0 |
| 100 to 499 workers | – | 1.7 | 2.2 | 1.8 | – | 0.8 | (³) |
| 500 workers or more | 1.4 | 1.1 | 1.8 | 1.3 | 0.2 | 0.2 | 0.0 |
| After 20 years | | | | | | | |
| All workers | 0.9 | 0.8 | 1.3 | 0.7 | 0.2 | 0.2 | 0.0 |
| Full time | 0.9 | 0.8 | 1.4 | 0.8 | 0.2 | 0.2 | 0.0 |
| Part time | 2.8 | 2.7 | 3.7 | – | – | 0.3 | (³) |
| Union | 0.9 | 0.8 | 1.5 | 1.1 | 0.3 | 0.4 | 0.0 |
| Nonunion | 1.6 | 1.3 | 1.9 | 1.1 | 0.1 | 0.2 | 0.0 |
| 1 to 99 workers | – | 2.0 | 2.8 | 1.6 | – | 0.2 | 0.4 |
| 1 to 49 workers | – | 3.2 | 4.7 | 3.6 | – | 0.4 | (³) |
| 50 to 99 workers | 2.2 | 2.2 | 3.0 | 2.1 | – | 0.3 | 0.9 |
| 100 workers or more | 1.0 | 1.0 | 1.6 | 1.1 | 0.2 | 0.3 | 0.0 |
| 100 to 499 workers | 1.0 | 1.7 | 2.2 | 1.8 | 0.4 | 0.8 | (³) |
| 500 workers or more | 1.4 | 1.1 | 1.8 | 1.3 | 0.2 | 0.2 | 0.0 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

² Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

³ Less than 0.05.

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 36. Paid sick leave: Carryover provisions, State and local government workers, March 2017

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|---|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| All workers | 92 | 60 | 33 | 8 |
| Worker characteristics | | | | |
| Management, professional, and related | 92 | 60 | 31 | 8 |
| Professional and related | 91 | 60 | 32 | 9 |
| Teachers | 90 | 57 | 33 | 10 |
| Primary, secondary, and special education school teachers | 90 | 56 | 34 | 10 |
| Service | 90 | 58 | 32 | 10 |
| Protective service | 93 | 58 | 35 | 7 |
| Sales and office | 94 | 60 | 34 | 6 |
| Office and administrative support | 94 | 60 | 35 | 6 |
| Natural resources, construction, and maintenance | 96 | 55 | 41 | 4 |
| Production, transportation, and material moving | 93 | 53 | 40 | 7 |
| Full time | 92 | 60 | 33 | 8 |
| Part time | 90 | 57 | 33 | 10 |
| Union | 93 | 60 | 33 | 7 |
| Nonunion | 91 | 59 | 32 | 9 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 91 | 56 | 35 | 9 |
| Lowest 10 percent | 89 | 55 | 34 | 11 |
| Second 25 percent | 94 | 64 | 30 | 6 |
| Third 25 percent | 92 | 61 | 32 | 8 |
| Highest 25 percent | 92 | 58 | 33 | 8 |
| Highest 10 percent | 90 | 57 | 33 | 10 |
| Establishment characteristics | | | | |
| Service-providing industries | 92 | 60 | 33 | 8 |
| Education and health services | 91 | 61 | 30 | 9 |
| Educational services | 90 | 60 | 30 | 10 |
| Elementary and secondary schools | 90 | 57 | 33 | 10 |
| Junior colleges, colleges, and universities | 91 | 69 | 22 | 9 |
| Health care and social assistance | – | 67 | – | – |
| Hospitals | – | 68 | – | – |
| Public administration | 94 | 58 | 36 | 6 |
| 1 to 99 workers | 91 | 58 | 33 | 9 |
| 1 to 49 workers | 90 | 55 | 35 | 10 |
| 50 to 99 workers | 93 | 61 | 32 | 7 |
| 100 workers or more | 92 | 60 | 32 | 8 |
| 100 to 499 workers | 95 | 54 | 41 | 5 |
| 500 workers or more | 91 | 63 | 28 | 9 |

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2017—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|--------------------------|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| State government | 95 | 74 | 21 | 5 |
| Local government | 91 | 55 | 37 | 9 |
| Geographic areas | | | | |
| Northeast | 94 | 44 | 50 | 6 |
| New England | 94 | 38 | 56 | 6 |
| Middle Atlantic | 94 | 46 | 48 | 6 |
| South | 89 | 66 | 23 | 11 |
| South Atlantic | 91 | 71 | 20 | 9 |
| East South Central | 90 | 67 | 23 | 10 |
| West South Central | 87 | 60 | 28 | 13 |
| Midwest | 90 | 49 | 42 | 10 |
| East North Central | 91 | 52 | 39 | 9 |
| West North Central | 90 | 42 | 47 | 10 |
| West | 97 | 73 | 24 | 3 |
| Mountain | — | 64 | — | — |
| Pacific | 97 | 77 | 20 | 3 |

¹ Plans that allow employees to accumulate unused sick leave from year to year.

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: Because of rounding, sums of individual items may not equal totals. 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 36. Standard errors for paid sick leave: Carryover provisions, State and local government workers, March 2017

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|---|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| All workers | 0.6 | 1.2 | 1.2 | 0.6 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.7 | 1.4 | 1.5 | 0.7 |
| Professional and related | 0.8 | 1.7 | 1.7 | 0.8 |
| Teachers | 1.2 | 2.1 | 2.0 | 1.2 |
| Primary, secondary, and special education school teachers | 1.4 | 2.6 | 2.5 | 1.4 |
| Service | 1.5 | 2.2 | 2.0 | 1.5 |
| Protective service | 1.3 | 3.4 | 2.9 | 1.3 |
| Sales and office | 0.7 | 2.0 | 1.8 | 0.7 |
| Office and administrative support | 0.7 | 2.0 | 1.8 | 0.7 |
| Natural resources, construction, and maintenance | 1.3 | 3.3 | 3.2 | 1.3 |
| Production, transportation, and material moving ... | 2.3 | 4.2 | 4.2 | 2.3 |
| Full time | 0.6 | 1.2 | 1.2 | 0.6 |
| Part time | 2.4 | 3.9 | 3.4 | 2.4 |
| Union | 0.8 | 1.6 | 1.6 | 0.8 |
| Nonunion | 1.0 | 1.6 | 1.5 | 1.0 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 1.2 | 2.0 | 1.8 | 1.2 |
| Lowest 10 percent | 2.2 | 3.8 | 3.4 | 2.2 |
| Second 25 percent | 0.7 | 1.7 | 1.5 | 0.7 |
| Third 25 percent | 0.9 | 1.6 | 1.9 | 0.9 |
| Highest 25 percent | 1.0 | 1.7 | 1.6 | 1.0 |
| Highest 10 percent | 1.5 | 2.5 | 1.6 | 1.5 |
| Establishment characteristics | | | | |
| Service-providing industries | 0.6 | 1.2 | 1.2 | 0.6 |
| Education and health services | 0.8 | 1.6 | 1.6 | 0.8 |
| Educational services | 0.8 | 1.7 | 1.7 | 0.8 |
| Elementary and secondary schools | 1.2 | 2.5 | 2.1 | 1.2 |
| Junior colleges, colleges, and universities | 1.8 | 3.5 | 3.4 | 1.8 |
| Health care and social assistance | – | 4.9 | – | – |
| Hospitals | – | 5.1 | – | – |
| Public administration | 1.0 | 2.2 | 1.8 | 1.0 |
| 1 to 99 workers | 1.7 | 2.8 | 2.7 | 1.7 |
| 1 to 49 workers | 3.1 | 3.9 | 3.7 | 3.1 |
| 50 to 99 workers | 1.8 | 3.7 | 4.1 | 1.8 |
| 100 workers or more | 0.7 | 1.3 | 1.3 | 0.7 |
| 100 to 499 workers | 1.3 | 2.7 | 2.9 | 1.3 |
| 500 workers or more | 0.8 | 1.5 | 1.3 | 0.8 |

See footnotes at end of table.

Table 36. Standard errors for paid sick leave: Carryover provisions, State and local government workers, March 2017—continued

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|--------------------------|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| State government | 0.9 | 2.0 | 1.8 | 0.9 |
| Local government | 0.8 | 1.5 | 1.4 | 0.8 |
| Geographic areas | | | | |
| Northeast | 1.0 | 2.5 | 2.3 | 1.0 |
| New England | 2.1 | 4.1 | 4.7 | 2.1 |
| Middle Atlantic | 1.1 | 3.0 | 2.7 | 1.1 |
| South | 1.1 | 1.9 | 2.0 | 1.1 |
| South Atlantic | 1.3 | 3.3 | 2.9 | 1.3 |
| East South Central | 1.9 | 2.7 | 2.1 | 1.9 |
| West South Central | 2.5 | 2.6 | 4.0 | 2.5 |
| Midwest | 1.6 | 2.9 | 2.7 | 1.6 |
| East North Central | 1.9 | 2.3 | 1.5 | 1.9 |
| West North Central | 3.0 | 7.0 | 6.9 | 3.0 |
| West | 1.0 | 2.7 | 2.6 | 1.0 |
| Mountain | — | 7.6 | — | — |
| Pacific | 1.3 | 2.1 | 1.6 | 1.3 |

¹ Plans that allow employees to accumulate unused sick leave from year to year.

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 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2017

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

| Characteristics | Limit on paid sick leave days accumulated ² | | | | | Mean number of days |
|---|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 30 | 75 | 125 | 180 | 250 | 137 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 30 | 90 | 150 | 190 | 260 | 147 |
| Professional and related | 30 | 90 | 150 | 190 | 252 | 147 |
| Teachers | 30 | 100 | 160 | 200 | 260 | 156 |
| Primary, secondary, and special education school teachers | – | 100 | 160 | 200 | 260 | 160 |
| Service | 25 | 45 | 120 | 165 | 250 | 120 |
| Protective service | 30 | 45 | 120 | 150 | 250 | 119 |
| Sales and office | 30 | 60 | 120 | 200 | 255 | 135 |
| Office and administrative support | 30 | 60 | 120 | 200 | 255 | 134 |
| Natural resources, construction, and maintenance | 13 | 48 | 100 | 132 | 200 | 107 |
| Production, transportation, and material moving ... | 10 | – | 120 | 200 | 240 | 125 |
| Full time | 30 | 75 | 125 | 180 | 250 | 137 |
| Part time | 10 | – | 150 | 200 | 250 | 145 |
| Union | 30 | 110 | 160 | 200 | 280 | 160 |
| Nonunion | 20 | 60 | 100 | 150 | 200 | 113 |
| Average wage within the following categories: ³ | | | | | | |
| Lowest 25 percent | – | 60 | 115 | 180 | 240 | 118 |
| Lowest 10 percent | – | – | 90 | 120 | 200 | 104 |
| Second 25 percent | – | 60 | 120 | 180 | 240 | 130 |
| Third 25 percent | 30 | 75 | 120 | 180 | 250 | 134 |
| Highest 25 percent | – | 110 | 160 | 200 | 265 | 162 |
| Highest 10 percent | – | 139 | 160 | 200 | 250 | 168 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 28 | 75 | 128 | 180 | 250 | 138 |
| Education and health services | 30 | 90 | 150 | 197 | 260 | 148 |
| Educational services | 27 | 90 | 160 | 200 | 260 | 150 |
| Elementary and secondary schools | 28 | 90 | 160 | 200 | 260 | 151 |
| Junior colleges, colleges, and universities | 15 | 100 | 150 | 200 | 240 | 148 |
| Health care and social assistance | – | – | – | – | – | 129 |
| Hospitals | – | – | – | – | – | 104 |
| Public administration | 30 | 56 | 120 | 165 | 240 | 121 |
| 1 to 99 workers | 40 | 90 | 120 | 180 | 260 | 135 |
| 1 to 49 workers | 40 | – | 120 | 175 | 200 | 128 |
| 50 to 99 workers | – | 90 | 120 | 190 | 285 | 142 |
| 100 workers or more | 25 | 75 | 132 | 185 | 250 | 138 |
| 100 to 499 workers | – | 60 | 120 | 180 | 260 | 134 |
| 500 workers or more | 27 | 90 | 145 | 200 | 240 | 141 |

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2017—continued

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

| Characteristics | Limit on paid sick leave days accumulated ² | | | | | Mean number of days |
|--------------------------|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 40 | 90 | 130 | 200 | 300 | 152 |
| Local government | 27 | 71 | 125 | 180 | 240 | 134 |
| Geographic areas | | | | | | |
| Northeast | 40 | 120 | 175 | 200 | 300 | 170 |
| New England | — | 120 | 150 | 190 | 230 | 151 |
| Middle Atlantic | 38 | 160 | 190 | 200 | 300 | 178 |
| South | — | 60 | 96 | 150 | 180 | 108 |
| South Atlantic | — | 90 | 120 | 162 | 180 | 118 |
| East South Central | — | 72 | 150 | 160 | — | 125 |
| West South Central | 20 | — | 90 | 120 | 180 | 90 |
| Midwest | — | 60 | 120 | 185 | 265 | 139 |
| East North Central | — | — | 137 | 240 | 340 | 160 |
| West North Central | — | 60 | 114 | 150 | 185 | 108 |
| West | — | 60 | 120 | 180 | 248 | 123 |
| Mountain | — | — | — | — | — | 126 |
| Pacific | — | — | 130 | 180 | 248 | 120 |

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 37. Standard errors for paid sick leave: Limit on days accumulated, State and local government workers, March 2017

| Characteristics | Limit on paid sick leave days accumulated ¹ | | | | | Mean number of days |
|---|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 4.8 | 10.3 | 8.3 | 6.0 | 6.7 | 2.7 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.0 | 0.0 | 1.8 | 11.0 | 11.7 | 3.6 |
| Professional and related | 2.8 | 2.4 | 3.9 | 10.0 | 12.9 | 3.7 |
| Teachers | 6.8 | 7.6 | 0.5 | 7.9 | 4.6 | 4.8 |
| Primary, secondary, and special education school teachers | – | 9.3 | 1.7 | 5.8 | 17.2 | 5.0 |
| Service | 6.1 | 13.4 | 10.3 | 17.6 | 13.6 | 4.9 |
| Protective service | 3.2 | 12.3 | 16.7 | 17.8 | 41.6 | 7.9 |
| Sales and office | 1.7 | 16.6 | 0.0 | 23.5 | 15.4 | 7.2 |
| Office and administrative support | 1.4 | 15.3 | 0.0 | 23.2 | 14.5 | 7.2 |
| Natural resources, construction, and maintenance | 3.8 | 13.0 | 15.8 | 7.7 | 31.4 | 5.0 |
| Production, transportation, and material moving ... | 0.0 | – | 12.3 | 30.2 | 28.7 | 12.4 |
| Full time | 0.7 | 11.8 | 8.1 | 2.3 | 7.0 | 2.6 |
| Part time | 2.7 | – | 24.5 | 18.5 | 21.4 | 11.5 |
| Union | 2.9 | 13.2 | 0.0 | 0.0 | 30.3 | 4.3 |
| Nonunion | 5.1 | 1.0 | 14.0 | 14.7 | 15.6 | 2.8 |
| Average wage within the following categories: ² | | | | | | |
| Lowest 25 percent | – | 9.9 | 16.1 | 9.4 | 15.6 | 5.1 |
| Lowest 10 percent | – | – | 2.6 | 24.4 | 19.2 | 5.1 |
| Second 25 percent | – | 8.2 | 0.0 | 0.0 | 10.7 | 4.3 |
| Third 25 percent | 6.4 | 18.4 | 6.6 | 7.8 | 12.6 | 5.1 |
| Highest 25 percent | – | 14.4 | 1.3 | 0.0 | 26.0 | 5.1 |
| Highest 10 percent | – | 19.4 | 3.3 | 4.8 | 39.0 | 7.1 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 3.9 | 10.3 | 8.0 | 6.4 | 7.4 | 2.7 |
| Education and health services | 4.4 | 1.6 | 8.0 | 11.2 | 9.8 | 3.8 |
| Educational services | 5.1 | 4.0 | 7.2 | 6.7 | 9.6 | 4.0 |
| Elementary and secondary schools | 3.6 | 3.5 | 5.8 | 11.1 | 7.5 | 4.6 |
| Junior colleges, colleges, and universities | 2.9 | 17.5 | 23.0 | 20.6 | 44.4 | 8.5 |
| Health care and social assistance | – | – | – | – | – | 11.5 |
| Hospitals | – | – | – | – | – | 12.5 |
| Public administration | 7.9 | 9.8 | 0.0 | 18.6 | 17.5 | 4.2 |
| 1 to 99 workers | 7.1 | 22.5 | 0.0 | 7.5 | 29.9 | 8.2 |
| 1 to 49 workers | 6.1 | – | 0.9 | 31.8 | 32.6 | 9.1 |
| 50 to 99 workers | – | 21.2 | 11.7 | 13.3 | 38.4 | 11.2 |
| 100 workers or more | 5.0 | 13.4 | 8.7 | 13.1 | 10.7 | 3.8 |
| 100 to 499 workers | – | 1.9 | 9.9 | 10.9 | 20.5 | 7.7 |
| 500 workers or more | 3.8 | 10.6 | 14.7 | 21.5 | 7.2 | 5.1 |

See footnotes at end of table.

Table 37. Standard errors for paid sick leave: Limit on days accumulated, State and local government workers, March 2017—continued

| Characteristics | Limit on paid sick leave days accumulated ¹ | | | | | Mean number of days |
|--------------------------|--|-----------------|--------------------------|-----------------|-----------------|---------------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 3.1 | 19.6 | 23.9 | 6.8 | 0.0 | 6.3 |
| Local government | 5.6 | 13.6 | 8.9 | 2.7 | 8.2 | 3.1 |
| Geographic areas | | | | | | |
| Northeast | 4.2 | 4.6 | 10.8 | 0.0 | 4.9 | 3.7 |
| New England | — | 8.8 | 27.9 | 15.8 | 32.3 | 5.9 |
| Middle Atlantic | 9.3 | 7.1 | 19.3 | 9.3 | 0.0 | 5.7 |
| South | — | 4.1 | 27.0 | 3.9 | 0.0 | 4.8 |
| South Atlantic | — | 6.7 | 19.8 | 26.5 | 10.9 | 8.8 |
| East South Central | — | 17.6 | 36.7 | 12.2 | — | 9.5 |
| West South Central | 3.0 | — | 11.6 | 0.0 | 0.0 | 5.9 |
| Midwest | — | 10.6 | 0.0 | 9.7 | 28.3 | 5.2 |
| East North Central | — | — | 19.2 | 23.7 | 20.3 | 8.3 |
| West North Central | — | 16.1 | 17.8 | 0.8 | 7.6 | 5.3 |
| West | — | 7.4 | 3.1 | 0.0 | 17.0 | 7.3 |
| Mountain | — | — | — | — | — | 14.3 |
| Pacific | — | — | 11.0 | 0.0 | 38.6 | 6.2 |

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

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 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, March 2017

(All workers with paid vacations = 100 percent)

| Characteristics | Paid vacation days by length of service ² | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 1 year | | | | | | | | |
| All workers | 4 | 12 | 57 | 16 | 10 | 1 | 13 | 12 |
| Full time | 3 | 11 | 58 | 16 | 10 | 2 | 13 | 12 |
| Part time | 9 | 27 | 44 | 15 | – | – | 11 | 10 |
| Union | 4 | 14 | 58 | 15 | 7 | 2 | 12 | 11 |
| Nonunion | 3 | 10 | 56 | 17 | 12 | 1 | 13 | 12 |
| 1 to 99 workers | 7 | 17 | 58 | 14 | – | – | 11 | 11 |
| 1 to 49 workers | 7 | 16 | 59 | 13 | 5 | – | 11 | 12 |
| 50 to 99 workers | 7 | 19 | 56 | 16 | – | – | 11 | 10 |
| 100 workers or more | 3 | 10 | 57 | 17 | 12 | 2 | 13 | 12 |
| 100 to 499 workers | 3 | 12 | 64 | 11 | 8 | 1 | 12 | 12 |
| 500 workers or more | 3 | 10 | 54 | 19 | 13 | 2 | 13 | 12 |
| After 5 years | | | | | | | | |
| All workers | 2 | 5 | 29 | 46 | 14 | 6 | 16 | 15 |
| Full time | 1 | 4 | 28 | 46 | 14 | 6 | 16 | 15 |
| Part time | 4 | 13 | 38 | 33 | 9 | 3 | 14 | 14 |
| Union | 2 | 6 | 26 | 49 | 13 | 5 | 15 | 15 |
| Nonunion | 2 | 4 | 30 | 43 | 14 | 6 | 16 | 15 |
| 1 to 99 workers | – | 6 | 36 | 45 | 10 | – | 14 | 15 |
| 1 to 49 workers | – | 7 | 36 | 42 | 11 | – | 15 | 15 |
| 50 to 99 workers | – | 5 | 36 | 47 | 8 | – | 14 | 15 |
| 100 workers or more | 1 | 5 | 27 | 46 | 15 | 7 | 16 | 15 |
| 100 to 499 workers | 1 | 5 | 35 | 47 | 7 | 5 | 15 | 15 |
| 500 workers or more | 1 | 5 | 23 | 46 | 18 | 7 | 16 | 15 |

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, March 2017—continued

(All workers with paid vacations = 100 percent)

| Characteristics | Paid vacation days by length of service ² | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 10 years | | | | | | | | |
| All workers | 1 | 3 | 12 | 47 | 26 | 11 | 18 | 18 |
| Full time | 1 | 3 | 11 | 48 | 27 | 11 | 18 | 18 |
| Part time | 3 | 9 | 22 | 42 | 18 | 6 | 16 | 16 |
| Union | 1 | 3 | 12 | 48 | 25 | 12 | 18 | 18 |
| Nonunion | 1 | 3 | 12 | 47 | 27 | 10 | 18 | 18 |
| 1 to 99 workers | 2 | 2 | 12 | 54 | 25 | 5 | 17 | 17 |
| 1 to 49 workers | 2 | 2 | 9 | 60 | 21 | 6 | 18 | 17 |
| 50 to 99 workers | — | — | 17 | 44 | 30 | 4 | 17 | 17 |
| 100 workers or more | 1 | 3 | 12 | 46 | 26 | 12 | 19 | 18 |
| 100 to 499 workers | 1 | 3 | 14 | 51 | 23 | 8 | 18 | 18 |
| 500 workers or more | — | — | 11 | 43 | 28 | 14 | 19 | 19 |
| After 20 years | | | | | | | | |
| All workers | 1 | 2 | 7 | 13 | 47 | 30 | 22 | 22 |
| Full time | 1 | 2 | 6 | 13 | 47 | 31 | 22 | 22 |
| Part time | — | — | 13 | 22 | 39 | 17 | 19 | 20 |
| Union | — | — | 5 | 11 | 48 | 33 | 22 | 22 |
| Nonunion | 1 | 3 | 7 | 15 | 46 | 28 | 22 | 22 |
| 1 to 99 workers | 2 | 1 | 7 | 16 | 46 | 27 | 21 | 21 |
| 1 to 49 workers | 2 | 1 | 6 | 17 | 49 | 26 | 21 | 21 |
| 50 to 99 workers | — | — | 10 | 15 | 42 | 30 | 21 | 21 |
| 100 workers or more | 1 | 2 | 6 | 12 | 47 | 31 | 22 | 22 |
| 100 to 499 workers | — | — | 7 | 16 | 46 | 28 | 22 | 21 |
| 500 workers or more | — | — | 6 | 11 | 48 | 33 | 23 | 23 |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

Note: Because of rounding, sums of individual items may not equal totals. 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 38. Standard errors for paid vacations: Number of annual days by service requirement,¹ State and local government workers, March 2017

| Characteristics | Paid vacation days by length of service ² | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 1 year | | | | | | | | |
| All workers | 0.5 | 0.7 | 1.2 | 0.7 | 0.6 | 0.3 | 0.1 | (³) |
| Full time | 0.5 | 0.8 | 1.2 | 0.8 | 0.7 | 0.3 | 0.1 | (³) |
| Part time | 2.4 | 3.6 | 3.5 | 2.4 | – | – | 0.4 | 0.7 |
| Union | 0.7 | 1.2 | 2.0 | 0.9 | 1.1 | 0.5 | 0.2 | 0.9 |
| Nonunion | 0.6 | 0.9 | 1.3 | 1.2 | 0.8 | 0.4 | 0.2 | 0.0 |
| 1 to 99 workers | 1.6 | 1.7 | 2.3 | 2.0 | – | – | 0.3 | 1.0 |
| 1 to 49 workers | 1.8 | 2.4 | 3.5 | 2.8 | 1.6 | – | 0.3 | 1.0 |
| 50 to 99 workers | 2.6 | 3.4 | 5.2 | 3.6 | – | – | 0.4 | 0.4 |
| 100 workers or more | 0.5 | 0.8 | 1.4 | 0.9 | 0.8 | 0.4 | 0.1 | 0.0 |
| 100 to 499 workers | 0.7 | 1.4 | 2.8 | 2.0 | 1.4 | 0.6 | 0.2 | (³) |
| 500 workers or more | 0.6 | 1.0 | 1.7 | 1.2 | 1.0 | 0.5 | 0.2 | (³) |
| After 5 years | | | | | | | | |
| All workers | 0.4 | 0.4 | 1.1 | 1.0 | 0.7 | 0.7 | 0.1 | (³) |
| Full time | 0.4 | 0.5 | 1.1 | 1.1 | 0.8 | 0.7 | 0.1 | (³) |
| Part time | 1.4 | 1.8 | 3.5 | 3.6 | 2.0 | 0.9 | 0.4 | 1.0 |
| Union | 0.4 | 0.6 | 1.5 | 1.5 | 0.9 | 1.1 | 0.2 | 0.0 |
| Nonunion | 0.5 | 0.6 | 1.5 | 1.4 | 1.0 | 1.0 | 0.2 | 0.0 |
| 1 to 99 workers | – | 1.1 | 2.7 | 2.6 | 1.7 | – | 0.2 | 0.0 |
| 1 to 49 workers | – | 1.4 | 4.4 | 3.8 | 2.2 | – | 0.3 | 0.0 |
| 50 to 99 workers | – | 1.8 | 3.1 | 4.3 | 2.5 | – | 0.4 | 0.0 |
| 100 workers or more | 0.4 | 0.5 | 1.1 | 1.2 | 0.8 | 0.8 | 0.1 | 0.0 |
| 100 to 499 workers | 0.7 | 0.9 | 2.9 | 2.5 | 1.4 | 1.1 | 0.2 | 0.0 |
| 500 workers or more | 0.5 | 0.6 | 1.4 | 1.5 | 1.1 | 1.0 | 0.2 | (³) |

See footnotes at end of table.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,¹ State and local government workers, March 2017—continued

| Characteristics | Paid vacation days by length of service ² | | | | | | Mean number of days | Median number of days |
|---------------------------|--|-------------|---------------|---------------|---------------|----------------------|---------------------|-----------------------|
| | Less than 5 days | 5 to 9 days | 10 to 14 days | 15 to 19 days | 20 to 24 days | Greater than 24 days | | |
| After 10 years | | | | | | | | |
| All workers | 0.3 | 0.4 | 0.7 | 1.1 | 1.1 | 0.7 | 0.1 | (³) |
| Full time | 0.3 | 0.4 | 0.8 | 1.2 | 1.1 | 0.8 | 0.1 | (³) |
| Part time | 1.3 | 1.9 | 3.5 | 3.6 | 3.4 | 1.3 | 0.4 | 0.9 |
| Union | 0.3 | 0.6 | 0.8 | 1.7 | 1.6 | 1.2 | 0.2 | (³) |
| Nonunion | 0.5 | 0.5 | 1.0 | 1.5 | 1.4 | 1.1 | 0.2 | (³) |
| 1 to 99 workers | 0.7 | 0.7 | 1.5 | 2.4 | 2.1 | 1.0 | 0.3 | 0.2 |
| 1 to 49 workers | 0.9 | 0.9 | 1.9 | 3.2 | 2.6 | 1.6 | 0.3 | 0.4 |
| 50 to 99 workers | — | — | 2.9 | 3.9 | 4.0 | 1.5 | 0.4 | 1.4 |
| 100 workers or more | 0.3 | 0.4 | 0.7 | 1.3 | 1.2 | 0.9 | 0.1 | 0.2 |
| 100 to 499 workers | 0.7 | 0.7 | 1.8 | 2.2 | 2.0 | 1.4 | 0.2 | 0.3 |
| 500 workers or more | — | — | 0.9 | 1.6 | 1.7 | 1.1 | 0.2 | 0.8 |
| After 20 years | | | | | | | | |
| All workers | 0.3 | 0.4 | 0.6 | 0.7 | 1.1 | 1.1 | 0.2 | (³) |
| Full time | 0.3 | 0.4 | 0.6 | 0.7 | 1.1 | 1.1 | 0.2 | 0.1 |
| Part time | — | — | 2.7 | 5.3 | 3.8 | 2.9 | 0.5 | 0.1 |
| Union | — | — | 0.7 | 1.2 | 1.7 | 1.7 | 0.3 | 0.2 |
| Nonunion | 0.5 | 0.5 | 0.8 | 1.2 | 1.6 | 1.7 | 0.2 | 0.1 |
| 1 to 99 workers | 0.7 | 0.5 | 1.6 | 2.4 | 2.4 | 1.9 | 0.3 | 0.2 |
| 1 to 49 workers | 0.9 | 0.6 | 1.4 | 3.8 | 3.4 | 2.4 | 0.4 | 0.6 |
| 50 to 99 workers | — | — | 2.8 | 2.6 | 4.4 | 3.3 | 0.5 | 0.5 |
| 100 workers or more | 0.3 | 0.4 | 0.5 | 0.8 | 1.3 | 1.2 | 0.2 | 0.5 |
| 100 to 499 workers | — | — | 1.0 | 2.1 | 2.3 | 1.8 | 0.3 | 0.6 |
| 500 workers or more | — | — | 0.7 | 1.0 | 1.7 | 1.6 | 0.3 | (³) |

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

³ Less than 0.05.

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 39. Consolidated leave plans:¹ Access, State and local government workers, March 2017

(All workers with paid vacations = 100 percent)

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|---|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| All workers | 14 | 17 | 21 | 23 | 26 | 86 | 12 | 15 | 18 | 21 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 16 | 17 | 20 | 23 | 25 | 84 | 13 | 16 | 18 | 22 |
| Professional and related | 18 | 17 | 19 | 22 | 24 | 82 | 13 | 15 | 18 | 22 |
| Teachers | 16 | 13 | 13 | 14 | 14 | 84 | 13 | 15 | 17 | 19 |
| Primary, secondary, and special education school teachers | 19 | 12 | 12 | 12 | 12 | 81 | 11 | 13 | 15 | 18 |
| Service | 14 | 17 | 20 | 24 | 27 | 86 | 11 | 14 | 17 | 21 |
| Protective service | 10 | 17 | 21 | 24 | 28 | 90 | 11 | 14 | 17 | 21 |
| Sales and office | 11 | 18 | 22 | 25 | 28 | 89 | 11 | 15 | 18 | 22 |
| Office and administrative support | 11 | 18 | 22 | 25 | 29 | 89 | 11 | 15 | 18 | 22 |
| Natural resources, construction, and maintenance | 15 | 18 | 22 | 25 | 30 | 85 | 11 | 14 | 17 | 22 |
| Full time | 14 | 18 | 21 | 24 | 27 | 86 | 12 | 15 | 18 | 22 |
| Part time | 20 | 11 | 14 | 16 | 18 | 80 | 11 | 13 | 16 | 20 |
| Union | 11 | 18 | 22 | 25 | 28 | 89 | 11 | 14 | 17 | 22 |
| Nonunion | 17 | 17 | 20 | 23 | 25 | 83 | 12 | 15 | 18 | 21 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 14 | 17 | 20 | 23 | 26 | 86 | 11 | 14 | 17 | 20 |
| Lowest 10 percent | 19 | 15 | 19 | 21 | 23 | 81 | 11 | 14 | 17 | 20 |
| Second 25 percent | 13 | 17 | 21 | 24 | 27 | 87 | 12 | 15 | 18 | 22 |
| Third 25 percent | 16 | 17 | 20 | 23 | 26 | 84 | 12 | 15 | 18 | 22 |
| Highest 25 percent | 14 | 18 | 21 | 24 | 26 | 86 | 13 | 16 | 18 | 22 |
| Highest 10 percent | 11 | 19 | 23 | 25 | 28 | 89 | 14 | 16 | 18 | 21 |
| Establishment characteristics | | | | | | | | | | |
| Service-providing industries | 14 | 17 | 21 | 23 | 26 | 86 | 12 | 15 | 18 | 21 |
| Education and health services | 16 | 18 | 20 | 23 | 25 | 84 | 13 | 15 | 18 | 21 |
| Educational services | 7 | 14 | 15 | 16 | 17 | 93 | 13 | 15 | 17 | 20 |
| Elementary and secondary schools | 9 | 12 | 13 | 13 | 13 | 91 | 11 | 13 | 16 | 18 |
| Health care and social assistance | 40 | 20 | 23 | 26 | 29 | 60 | 13 | 16 | 18 | 23 |
| Hospitals | 51 | 20 | 23 | 27 | 30 | 49 | 13 | 16 | 19 | 23 |
| Public administration | 10 | 17 | 22 | 25 | 29 | 90 | 11 | 14 | 17 | 22 |
| 1 to 99 workers | 10 | 15 | 19 | 22 | 25 | 90 | 11 | 14 | 17 | 21 |
| 100 workers or more | 15 | 18 | 21 | 24 | 27 | 85 | 12 | 15 | 18 | 22 |
| 100 to 499 workers | 15 | 17 | 20 | 22 | 25 | 85 | 11 | 14 | 17 | 21 |
| 500 workers or more | 16 | 18 | 21 | 24 | 27 | 84 | 13 | 15 | 18 | 22 |

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, March 2017—continued

(All workers with paid vacations = 100 percent)

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|--------------------------|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| State government | 9 | 18 | 21 | 24 | 27 | 91 | 13 | 16 | 19 | 23 |
| Local government | 17 | 17 | 20 | 23 | 26 | 83 | 11 | 14 | 17 | 21 |
| Geographic areas | | | | | | | | | | |
| Northeast | 5 | 16 | 19 | 22 | 25 | 95 | 11 | 15 | 18 | 22 |
| New England | 6 | 11 | 15 | 19 | 21 | 94 | 10 | 14 | 18 | 23 |
| Middle Atlantic | 5 | 19 | 20 | 24 | 26 | 95 | 12 | 16 | 19 | 22 |
| South | 13 | 18 | 21 | 23 | 27 | 87 | 12 | 15 | 17 | 21 |
| South Atlantic | 14 | 18 | 21 | 24 | 28 | 86 | 12 | 15 | 17 | 21 |
| East South Central | 13 | 19 | 20 | 24 | 27 | 87 | 12 | 15 | 18 | 21 |
| Midwest | 20 | 16 | 19 | 21 | 24 | 80 | 12 | 14 | 18 | 22 |
| East North Central | 21 | 16 | 19 | 22 | 25 | 79 | 12 | 15 | 18 | 22 |
| West | 18 | 18 | 22 | 25 | 28 | 82 | 12 | 15 | 17 | 21 |
| Mountain | 25 | 17 | 19 | 22 | 25 | 75 | 13 | 15 | 18 | 21 |
| Pacific | 15 | 20 | 24 | 28 | 31 | 85 | 12 | 15 | 17 | 21 |

¹ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

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: Because of rounding, sums of individual items may not equal totals. 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 39. Standard errors for consolidated leave plans:¹ Access, State and local government workers, March 2017

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|---|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| All workers | 1.2 | 0.3 | 0.3 | 0.3 | 0.4 | 1.2 | 0.1 | 0.1 | 0.1 | 0.2 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 1.8 | 0.5 | 0.5 | 0.6 | 0.7 | 1.8 | 0.1 | 0.2 | 0.2 | 0.2 |
| Professional and related | 2.2 | 0.5 | 0.6 | 0.7 | 0.9 | 2.2 | 0.2 | 0.2 | 0.2 | 0.3 |
| Teachers | 4.8 | 1.1 | 1.2 | 1.2 | 1.3 | 4.8 | 0.5 | 0.5 | 0.6 | 0.9 |
| Primary, secondary, and special education school teachers | 5.6 | 1.1 | 1.2 | 1.2 | 1.2 | 5.6 | 0.8 | 1.0 | 1.1 | 1.5 |
| Service | 1.3 | 0.7 | 0.7 | 1.0 | 1.0 | 1.3 | 0.2 | 0.2 | 0.2 | 0.2 |
| Protective service | 1.7 | 0.9 | 0.9 | 1.1 | 1.1 | 1.7 | 0.2 | 0.2 | 0.2 | 0.3 |
| Sales and office | 1.2 | 0.6 | 0.6 | 0.8 | 0.8 | 1.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| Office and administrative support | 1.2 | 0.6 | 0.7 | 0.8 | 0.8 | 1.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| Natural resources, construction, and maintenance | 3.0 | 1.2 | 1.3 | 1.5 | 1.3 | 3.0 | 0.2 | 0.2 | 0.3 | 1.6 |
| Full time | 1.2 | 0.2 | 0.3 | 0.3 | 0.4 | 1.2 | 0.1 | 0.1 | 0.1 | 0.2 |
| Part time | 2.8 | 1.1 | 1.2 | 1.5 | 1.7 | 2.8 | 0.4 | 0.3 | 0.3 | 0.4 |
| Union | 1.7 | 0.6 | 0.9 | 1.1 | 1.1 | 1.7 | 0.1 | 0.1 | 0.1 | 0.3 |
| Nonunion | 1.6 | 0.5 | 0.6 | 0.7 | 0.7 | 1.6 | 0.1 | 0.1 | 0.1 | 0.2 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 1.1 | 0.7 | 0.7 | 0.9 | 0.9 | 1.1 | 0.1 | 0.1 | 0.2 | 0.2 |
| Lowest 10 percent | 3.0 | 1.4 | 1.4 | 1.7 | 1.8 | 3.0 | 0.3 | 0.3 | 0.3 | 0.4 |
| Second 25 percent | 1.5 | 0.5 | 0.6 | 0.7 | 0.8 | 1.5 | 0.1 | 0.2 | 0.2 | 0.2 |
| Third 25 percent | 1.8 | 0.5 | 0.7 | 0.8 | 0.9 | 1.8 | 0.2 | 0.2 | 0.2 | 0.3 |
| Highest 25 percent | 1.9 | 0.8 | 1.0 | 1.1 | 1.3 | 1.9 | 0.2 | 0.2 | 0.2 | 0.2 |
| Highest 10 percent | 2.3 | 1.2 | 1.3 | 1.6 | 1.6 | 2.3 | 0.4 | 0.4 | 0.3 | 0.3 |
| Establishment characteristics | | | | | | | | | | |
| Service-providing industries | 1.2 | 0.3 | 0.3 | 0.3 | 0.4 | 1.2 | 0.1 | 0.1 | 0.1 | 0.2 |
| Education and health services | 2.0 | 0.4 | 0.5 | 0.5 | 0.7 | 2.0 | 0.2 | 0.2 | 0.2 | 0.3 |
| Educational services | 1.7 | 1.2 | 1.4 | 1.4 | 1.5 | 1.7 | 0.2 | 0.2 | 0.2 | 0.3 |
| Elementary and secondary schools | 1.5 | 0.6 | 0.7 | 0.8 | 0.9 | 1.5 | 0.3 | 0.4 | 0.4 | 0.4 |
| Health care and social assistance | 4.9 | 0.4 | 0.5 | 0.5 | 0.6 | 4.9 | 0.4 | 0.5 | 0.5 | 0.7 |
| Hospitals | 4.5 | 0.3 | 0.5 | 0.5 | 0.6 | 4.5 | 0.5 | 0.6 | 0.6 | 1.2 |
| Public administration | 1.4 | 0.6 | 0.8 | 1.0 | 1.0 | 1.4 | 0.1 | 0.1 | 0.1 | 0.3 |
| 1 to 99 workers | 1.9 | 0.8 | 1.0 | 1.1 | 1.4 | 1.9 | 0.2 | 0.2 | 0.3 | 0.3 |
| 100 workers or more | 1.4 | 0.3 | 0.3 | 0.4 | 0.4 | 1.4 | 0.1 | 0.1 | 0.1 | 0.2 |
| 100 to 499 workers | 2.5 | 0.6 | 0.7 | 0.9 | 1.1 | 2.5 | 0.2 | 0.2 | 0.2 | 0.3 |
| 500 workers or more | 1.6 | 0.4 | 0.4 | 0.5 | 0.6 | 1.6 | 0.1 | 0.2 | 0.2 | 0.3 |

See footnotes at end of table.

Table 39. Standard errors for consolidated leave plans:¹ Access, State and local government workers, March 2017—continued

| Characteristics | With consolidated leave plan | | | | | With no consolidated leave plan | | | | |
|--------------------------|------------------------------|---|---------|----------|----------|---------------------------------|--|---------|----------|----------|
| | Access | Paid days by length of service (Mean number of days) | | | | Access | Paid vacation days by length of service (Mean number of days) | | | |
| | | 1 year | 5 years | 10 years | 20 years | | 1 year | 5 years | 10 years | 20 years |
| State government | 1.5 | 0.7 | 0.9 | 0.9 | 1.0 | 1.5 | 0.1 | 0.1 | 0.2 | 0.1 |
| Local government | 1.4 | 0.3 | 0.3 | 0.4 | 0.5 | 1.4 | 0.1 | 0.2 | 0.2 | 0.2 |
| Geographic areas | | | | | | | | | | |
| Northeast | 1.3 | 1.8 | 1.9 | 2.7 | 2.8 | 1.3 | 0.3 | 0.3 | 0.3 | 0.4 |
| New England | 1.1 | 1.0 | 0.3 | 0.8 | 0.6 | 1.1 | 0.5 | 0.7 | 0.9 | 0.9 |
| Middle Atlantic | 1.7 | 1.8 | 2.3 | 3.5 | 3.6 | 1.7 | 0.4 | 0.4 | 0.3 | 0.4 |
| South | 1.4 | 0.4 | 0.5 | 0.5 | 0.6 | 1.4 | 0.1 | 0.2 | 0.2 | 0.3 |
| South Atlantic | 1.4 | 0.3 | 0.5 | 0.5 | 0.6 | 1.4 | 0.1 | 0.2 | 0.2 | 0.2 |
| East South Central | 2.1 | 0.9 | 1.1 | 1.7 | 1.7 | 2.1 | 0.4 | 0.6 | 0.6 | 0.8 |
| Midwest | 3.3 | 0.7 | 0.6 | 0.6 | 0.8 | 3.3 | 0.2 | 0.2 | 0.1 | 0.5 |
| East North Central | 3.8 | 0.9 | 0.8 | 0.6 | 0.8 | 3.8 | 0.2 | 0.2 | 0.1 | 0.3 |
| West | 3.0 | 0.4 | 0.4 | 0.4 | 0.6 | 3.0 | 0.2 | 0.2 | 0.3 | 0.2 |
| Mountain | 7.4 | 0.8 | 1.1 | 1.2 | 1.7 | 7.4 | 0.2 | 0.3 | 0.4 | 0.5 |
| Pacific | 2.8 | 0.7 | 0.6 | 0.7 | 0.8 | 2.8 | 0.3 | 0.3 | 0.3 | 0.2 |

¹ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

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 40. Standard errors for quality of life benefits: Access, State and local government workers, March 2017

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---|------------------------|--------------------|----------------------|-------------------|------------------------------|
| All workers | 0.8 | 0.7 | 0.5 | 1.2 | 0.8 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1.1 | 1.0 | 0.6 | 1.4 | 1.1 |
| Professional and related | 1.1 | 0.9 | 0.6 | 1.4 | 1.3 |
| Teachers | 1.3 | 1.1 | 0.7 | 1.8 | 1.9 |
| Primary, secondary, and special education school teachers | 1.7 | 1.4 | 0.6 | 2.3 | 2.3 |
| Service | 1.1 | 0.5 | 1.0 | 2.4 | 1.7 |
| Protective service | 1.5 | 0.9 | 1.8 | 3.2 | 1.9 |
| Sales and office | 1.3 | 0.8 | 1.0 | 2.0 | 1.5 |
| Office and administrative support | 1.3 | 0.8 | 1.0 | 2.0 | 1.6 |
| Natural resources, construction, and maintenance | 2.5 | 2.2 | 2.2 | 4.1 | 3.1 |
| Production, transportation, and material moving ... | 2.9 | – | 4.2 | 3.9 | 3.9 |
| Full time | 0.9 | 0.8 | 0.6 | 1.2 | 0.8 |
| Part time | 0.7 | 0.6 | 1.1 | 2.7 | 2.8 |
| Union | 1.0 | 0.8 | 0.9 | 1.6 | 1.3 |
| Nonunion | 1.2 | 0.9 | 0.8 | 1.4 | 1.0 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 1.1 | 0.6 | 0.8 | 1.9 | 1.6 |
| Lowest 10 percent | 1.3 | 0.7 | 0.9 | 2.9 | 2.4 |
| Second 25 percent | 1.0 | 0.9 | 1.1 | 1.6 | 1.2 |
| Third 25 percent | 1.5 | 1.0 | 0.9 | 1.5 | 1.6 |
| Highest 25 percent | 1.1 | 1.1 | 0.9 | 1.6 | 1.4 |
| Highest 10 percent | 1.2 | 1.1 | 1.7 | 2.3 | 2.4 |
| Establishment characteristics | | | | | |
| Service-providing industries | 0.8 | 0.7 | 0.5 | 1.3 | 0.8 |
| Education and health services | 1.2 | 0.8 | 0.6 | 1.5 | 1.1 |
| Educational services | 1.2 | 0.9 | 0.5 | 1.7 | 1.2 |
| Elementary and secondary schools | 1.4 | 1.1 | 0.4 | 2.0 | 1.7 |
| Junior colleges, colleges, and universities | 3.1 | 1.3 | 2.0 | 2.7 | 2.0 |
| Health care and social assistance | 3.3 | 2.4 | 3.1 | 2.7 | 2.4 |
| Hospitals | 3.1 | 2.0 | – | 3.3 | 2.3 |
| Public administration | 1.3 | 1.4 | 1.3 | 2.1 | 1.1 |
| 1 to 99 workers | 1.5 | 1.6 | 1.2 | 1.8 | 1.9 |
| 1 to 49 workers | 2.1 | 1.9 | 2.2 | 2.4 | 2.9 |
| 50 to 99 workers | 1.8 | 2.0 | 1.8 | 2.7 | 2.5 |
| 100 workers or more | 1.0 | 0.7 | 0.7 | 1.5 | 1.0 |
| 100 to 499 workers | 1.3 | 1.2 | 1.4 | 3.0 | 2.8 |
| 500 workers or more | 1.4 | 0.8 | 0.9 | 1.4 | 1.2 |

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, State and local government workers, March 2017—continued

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|--------------------------|------------------------|--------------------|----------------------|-------------------|------------------------------|
| State government | 2.4 | 1.2 | 1.6 | 1.2 | 1.0 |
| Local government | 0.9 | 0.8 | 0.6 | 1.5 | 1.2 |
| Geographic areas | | | | | |
| Northeast | 1.5 | 0.8 | 1.2 | 2.3 | 1.8 |
| New England | 3.1 | — | — | 2.8 | 3.4 |
| Middle Atlantic | 1.5 | — | 1.1 | 3.1 | 2.1 |
| South | 1.6 | 1.4 | 0.7 | 1.9 | 1.1 |
| South Atlantic | 1.4 | 2.6 | 1.2 | 3.2 | 1.0 |
| East South Central | 1.2 | — | 1.2 | 2.9 | 3.5 |
| West South Central | — | 1.7 | 1.2 | 2.5 | 2.1 |
| Midwest | 1.7 | 1.2 | 1.3 | 2.9 | 1.9 |
| East North Central | 2.3 | 1.6 | 1.4 | 4.0 | 2.2 |
| West North Central | 2.5 | — | 2.6 | 3.7 | 3.6 |
| West | 1.4 | 1.3 | 1.4 | 2.8 | 2.1 |
| Mountain | 2.8 | 1.3 | 3.8 | 7.2 | 1.0 |
| Pacific | 1.6 | 1.9 | 1.0 | 2.4 | 3.0 |

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 41. Standard errors for financial benefits: Access, State and local government workers, March 2017

| Characteristics | Health savings account | Section 125 cafeteria benefits | | | Savings plans with no employer contribution ³ | Financial planning |
|---|------------------------|--------------------------------|---|---|--|--------------------|
| | | Flexible benefits | Dependent care flexible spending account ¹ | Healthcare flexible spending account ² | | |
| All workers | 0.9 | 0.9 | 0.9 | 0.8 | 1.1 | 0.9 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.0 | 1.3 | 1.1 | 0.8 | 1.1 | 1.1 |
| Professional and related | 1.1 | 1.4 | 1.3 | 1.0 | 1.1 | 1.2 |
| Teachers | 1.4 | 1.7 | 1.9 | 1.4 | 1.2 | 1.6 |
| Primary, secondary, and special education school teachers | 1.8 | 2.1 | 2.0 | 1.5 | 1.5 | 1.4 |
| Service | 1.5 | 2.1 | 1.4 | 1.7 | 1.9 | 1.3 |
| Protective service | 2.0 | 3.4 | 2.6 | 2.8 | 3.2 | 2.2 |
| Sales and office | 1.8 | 1.8 | 1.7 | 1.5 | 1.9 | 1.6 |
| Office and administrative support | 1.8 | 1.8 | 1.7 | 1.5 | 2.0 | 1.7 |
| Natural resources, construction, and maintenance | 4.0 | 4.0 | 3.8 | 4.5 | 4.1 | 4.9 |
| Production, transportation, and material moving ... | 2.6 | 3.3 | 4.9 | 4.9 | 4.8 | 4.3 |
| Full time | 1.0 | 1.0 | 1.0 | 0.9 | 1.1 | 0.9 |
| Part time | 1.7 | 2.6 | 2.7 | 2.5 | 2.1 | 1.8 |
| Union | 1.2 | 1.2 | 1.1 | 1.1 | 1.3 | 1.1 |
| Nonunion | 1.3 | 1.2 | 1.2 | 1.0 | 1.5 | 1.2 |
| Average wage within the following categories: ⁵ | | | | | | |
| Lowest 25 percent | 1.6 | 1.7 | 1.9 | 1.7 | 1.7 | 1.2 |
| Lowest 10 percent | 2.4 | 2.5 | 2.7 | 2.6 | 2.8 | 1.5 |
| Second 25 percent | 1.3 | 1.3 | 1.4 | 1.1 | 1.7 | 1.3 |
| Third 25 percent | 1.5 | 1.8 | 1.7 | 1.7 | 1.4 | 1.7 |
| Highest 25 percent | 1.2 | 1.3 | 1.5 | 1.5 | 1.4 | 1.3 |
| Highest 10 percent | 2.0 | 1.8 | 2.1 | 2.0 | 2.1 | 1.7 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 0.9 | 0.9 | 0.9 | 0.8 | 1.0 | 0.9 |
| Education and health services | 1.1 | 1.2 | 1.2 | 0.9 | 1.2 | 1.1 |
| Educational services | 1.2 | 1.2 | 1.4 | 1.1 | 1.2 | 1.1 |
| Elementary and secondary schools | 1.7 | 1.6 | 1.7 | 1.4 | 1.4 | 1.1 |
| Junior colleges, colleges, and universities | 2.0 | 2.2 | 1.8 | 2.4 | 2.7 | 4.2 |
| Health care and social assistance | 3.8 | 4.4 | 3.4 | 1.9 | 5.0 | 3.4 |
| Hospitals | 5.0 | 5.6 | 3.8 | 2.0 | 4.2 | 5.8 |
| Public administration | 1.8 | 1.4 | 0.9 | 1.4 | 2.0 | 1.6 |
| 1 to 99 workers | 2.1 | 2.2 | 2.2 | 2.1 | 1.9 | 1.9 |
| 1 to 49 workers | 3.1 | 3.4 | 2.7 | 3.1 | 2.9 | 3.4 |
| 50 to 99 workers | 3.5 | 3.3 | 3.2 | 2.7 | 3.1 | 3.2 |
| 100 workers or more | 1.1 | 1.1 | 1.0 | 0.9 | 1.3 | 1.1 |
| 100 to 499 workers | 2.8 | 2.4 | 2.1 | 2.1 | 2.5 | 2.1 |
| 500 workers or more | 1.2 | 1.3 | 1.5 | 1.3 | 1.5 | 1.7 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, State and local government workers, March 2017—continued

| Characteristics | Stock options | | | |
|---|---------------|------------------|---------|------------------|
| | Total | Performance | Signing | Other |
| All workers | 0.2 | 0.1 | 0.2 | 0.1 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.2 | — | 0.2 | 0.1 |
| Professional and related | 0.2 | — | 0.2 | 0.1 |
| Teachers | — | — | — | — |
| Primary, secondary, and special education school teachers | — | — | — | — |
| Service | 0.5 | — | 0.3 | 0.4 |
| Protective service | — | — | — | — |
| Sales and office | 0.5 | — | 0.5 | — |
| Office and administrative support | 0.5 | — | 0.5 | — |
| Natural resources, construction, and maintenance Production, transportation, and material moving ... | — | — | — | — |
| Full time | 0.2 | 0.1 | 0.2 | 0.2 |
| Part time | 0.2 | — | 0.2 | 0.2 |
| Union | 0.2 | 0.1 | 0.2 | 0.1 |
| Nonunion | 0.4 | (⁴) | 0.3 | 0.2 |
| Average wage within the following categories: ⁵ | | | | |
| Lowest 25 percent | 0.3 | — | 0.3 | 0.3 |
| Lowest 10 percent | 0.4 | — | — | — |
| Second 25 percent | 0.4 | — | 0.3 | 0.3 |
| Third 25 percent | 0.3 | — | 0.3 | 0.2 |
| Highest 25 percent | 0.2 | 0.1 | 0.2 | 0.1 |
| Highest 10 percent | 0.3 | — | 0.3 | — |
| Establishment characteristics | | | | |
| Service-providing industries | 0.2 | 0.1 | 0.2 | 0.1 |
| Education and health services | 0.2 | — | 0.2 | 0.2 |
| Educational services | 0.2 | — | — | — |
| Elementary and secondary schools | 0.2 | — | — | — |
| Junior colleges, colleges, and universities | — | — | — | — |
| Health care and social assistance | 0.8 | — | — | — |
| Hospitals | 1.3 | — | — | — |
| Public administration | 0.5 | 0.2 | 0.4 | 0.3 |
| 1 to 99 workers | — | — | — | — |
| 1 to 49 workers | — | — | — | — |
| 50 to 99 workers | — | — | — | — |
| 100 workers or more | 0.2 | 0.1 | 0.2 | 0.2 |
| 100 to 499 workers | 0.8 | — | — | 0.5 |
| 500 workers or more | 0.3 | — | 0.3 | (⁴) |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, State and local government workers, March 2017—continued

| Characteristics | Health savings account | Section 125 cafeteria benefits | | | Savings plans with no employer contribution ³ | Financial planning |
|--------------------------|------------------------|--------------------------------|---|---|--|--------------------|
| | | Flexible benefits | Dependent care flexible spending account ¹ | Healthcare flexible spending account ² | | |
| State government | 1.8 | 1.7 | 1.5 | 1.6 | 2.0 | 2.5 |
| Local government | 1.2 | 1.2 | 1.1 | 0.9 | 1.3 | 0.9 |
| Geographic areas | | | | | | |
| Northeast | 1.8 | 1.1 | 1.4 | 1.9 | 2.0 | 1.8 |
| New England | 4.8 | — | 4.3 | 6.6 | 5.0 | 3.9 |
| Middle Atlantic | 1.8 | 1.1 | 1.3 | 1.3 | 2.0 | 2.2 |
| South | 1.5 | 1.3 | 1.4 | 1.3 | 1.9 | 1.5 |
| South Atlantic | 1.8 | 1.9 | 1.4 | 1.6 | 1.3 | 2.4 |
| East South Central | 3.3 | 3.9 | 6.2 | 4.3 | 6.5 | 3.7 |
| West South Central | 2.9 | 2.1 | 2.6 | 2.3 | 4.2 | 2.0 |
| Midwest | 2.3 | 2.2 | 2.2 | 1.4 | 2.3 | 1.2 |
| East North Central | 2.2 | 2.8 | 1.7 | 1.6 | 3.0 | 1.4 |
| West North Central | 5.2 | 3.3 | 5.5 | 2.9 | 3.8 | 2.1 |
| West | 1.8 | 2.6 | 1.5 | 1.6 | 2.0 | 2.2 |
| Mountain | 3.2 | 4.9 | 2.6 | 3.5 | 3.6 | 5.5 |
| Pacific | 2.2 | 3.0 | 1.8 | 1.7 | 2.4 | 1.7 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, State and local government workers, March 2017—continued

| Characteristics | Stock options | | | |
|--------------------------|---------------|-------------|---------|-------|
| | Total | Performance | Signing | Other |
| State government | 0.5 | — | 0.5 | — |
| Local government | 0.3 | — | 0.2 | 0.2 |
| Geographic areas | | | | |
| Northeast | 0.4 | — | 0.4 | — |
| New England | — | — | — | — |
| Middle Atlantic | 0.5 | — | 0.5 | — |
| South | 0.4 | — | 0.4 | — |
| South Atlantic | — | — | — | — |
| East South Central | — | — | — | — |
| West South Central | — | — | — | — |
| Midwest | 0.3 | — | — | — |
| East North Central | — | — | — | — |
| West North Central | — | — | — | — |
| West | 0.3 | — | — | 0.3 |
| Mountain | — | — | — | — |
| Pacific | 0.4 | — | — | — |

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 0.05.

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 42. Standard errors for health-related benefits: Access, State and local government workers, March 2017

| Characteristics | Long-term care insurance ¹ | Retiree healthcare benefits ² | |
|---|---------------------------------------|--|-----------------|
| | | Under age 65 | Age 65 and over |
| All workers | 0.9 | 1.1 | 1.1 |
| Worker characteristics | | | |
| Management, professional, and related | 1.1 | 1.2 | 1.2 |
| Professional and related | 1.2 | 1.4 | 1.2 |
| Teachers | 1.8 | 2.1 | 1.7 |
| Primary, secondary, and special education school teachers | 2.0 | 2.2 | 1.8 |
| Service | 1.6 | 1.7 | 1.7 |
| Protective service | 2.4 | 2.5 | 2.2 |
| Sales and office | 1.4 | 2.1 | 2.3 |
| Office and administrative support | 1.4 | 2.1 | 2.3 |
| Natural resources, construction, and maintenance | 3.2 | 5.3 | 3.9 |
| Production, transportation, and material moving ... | 3.1 | 4.3 | 4.5 |
| Full time | 0.9 | 1.1 | 1.0 |
| Part time | 1.4 | 1.9 | 2.0 |
| Union | 1.1 | 1.6 | 1.6 |
| Nonunion | 1.2 | 1.3 | 1.3 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | 1.2 | 1.6 | 1.9 |
| Lowest 10 percent | 2.2 | 2.3 | 2.3 |
| Second 25 percent | 1.6 | 1.6 | 1.4 |
| Third 25 percent | 1.8 | 1.6 | 1.3 |
| Highest 25 percent | 1.5 | 1.7 | 1.4 |
| Highest 10 percent | 2.1 | 1.9 | 2.4 |
| Establishment characteristics | | | |
| Service-providing industries | 0.8 | 1.1 | 1.1 |
| Education and health services | 1.2 | 1.4 | 1.2 |
| Educational services | 1.1 | 1.5 | 1.2 |
| Elementary and secondary schools | 1.6 | 1.8 | 1.8 |
| Junior colleges, colleges, and universities | 3.1 | 2.6 | 2.5 |
| Health care and social assistance | 5.0 | 3.4 | 3.9 |
| Hospitals | 5.7 | 4.3 | 4.7 |
| Public administration | 1.6 | 1.4 | 1.6 |
| 1 to 99 workers | 1.6 | 2.1 | 2.5 |
| 1 to 49 workers | 2.5 | 2.9 | 3.9 |
| 50 to 99 workers | 2.8 | 2.7 | 2.6 |
| 100 workers or more | 1.0 | 1.2 | 1.1 |
| 100 to 499 workers | 1.7 | 2.6 | 2.5 |
| 500 workers or more | 1.5 | 1.3 | 1.2 |

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, State and local government workers, March 2017—continued

| Characteristics | Long-term care insurance ¹ | Retiree healthcare benefits ² | |
|--------------------------|---------------------------------------|--|-----------------|
| | | Under age 65 | Age 65 and over |
| State government | 2.0 | 1.8 | 1.5 |
| Local government | 1.0 | 1.3 | 1.3 |
| Geographic areas | | | |
| Northeast | 2.2 | 2.2 | 2.4 |
| New England | 3.7 | 3.0 | 3.4 |
| Middle Atlantic | 2.5 | 2.6 | 2.8 |
| South | 1.4 | 1.7 | 1.6 |
| South Atlantic | 1.8 | 1.5 | 1.9 |
| East South Central | 3.3 | 7.5 | 6.1 |
| West South Central | 2.8 | 2.6 | 2.4 |
| Midwest | 1.9 | 2.8 | 3.1 |
| East North Central | 1.2 | 2.7 | 4.3 |
| West North Central | 5.0 | 6.4 | 3.7 |
| West | 1.7 | 2.0 | 1.9 |
| Mountain | 4.7 | 4.5 | 4.1 |
| Pacific | 1.2 | 1.7 | 2.0 |

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 43. Standard errors for nonproduction bonuses: Access, State and local government workers, March 2017

| Characteristics | All nonproduction bonuses | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ¹ |
|---|---------------------------|----------------------------|-------------------|------------------|-----------------------------------|-----------------|----------------|--------------------------|
| All workers | 0.9 | 0.3 | 0.3 | 0.2 | 0.9 | 0.4 | 0.1 | 0.7 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 1.2 | 0.4 | 0.3 | 0.1 | 1.1 | 0.4 | 0.1 | 0.8 |
| Professional and related | 1.3 | 0.4 | 0.4 | 0.1 | 1.2 | 0.4 | – | 0.8 |
| Teachers | 1.5 | 0.6 | 0.3 | – | 1.3 | 0.4 | – | 1.0 |
| Primary, secondary, and special education school teachers | 1.5 | 0.5 | 0.3 | – | 1.8 | 0.5 | – | 1.1 |
| Service | 1.2 | 0.6 | 0.6 | 0.4 | 1.0 | 0.8 | – | 1.1 |
| Protective service | 1.9 | 1.2 | – | 0.5 | 1.8 | 1.4 | – | 2.3 |
| Sales and office | 1.9 | 0.9 | 0.6 | 0.1 | 1.4 | 1.1 | 0.2 | 1.2 |
| Office and administrative support | 2.0 | 0.9 | 0.6 | 0.1 | 1.4 | 1.1 | 0.2 | 1.2 |
| Natural resources, construction, and maintenance | 3.7 | – | 0.7 | 1.0 | 1.9 | – | – | 2.4 |
| Production, transportation, and material moving ... | 3.7 | – | – | 1.0 | 3.9 | 2.2 | – | 2.4 |
| Full time | 1.0 | 0.4 | 0.3 | 0.1 | 1.0 | 0.5 | 0.1 | 0.8 |
| Part time | 1.7 | 0.4 | – | 0.4 | 0.9 | 0.4 | – | 0.9 |
| Union | 1.5 | 0.5 | – | – | 1.6 | 0.7 | 0.1 | 0.8 |
| Nonunion | 0.9 | 0.4 | 0.4 | 0.3 | 0.7 | 0.5 | 0.2 | 0.9 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 1.1 | 0.3 | 0.5 | 0.4 | 0.7 | 0.9 | – | 1.0 |
| Lowest 10 percent | 1.6 | 0.1 | 1.0 | 0.3 | 0.8 | 1.3 | – | 1.0 |
| Second 25 percent | 1.4 | 0.4 | 0.3 | 0.2 | 1.4 | 0.8 | – | 1.1 |
| Third 25 percent | 1.5 | 0.6 | 0.4 | – | 1.3 | 0.7 | 0.1 | 1.3 |
| Highest 25 percent | 1.7 | 0.8 | 0.4 | – | 1.8 | 0.6 | – | 0.8 |
| Highest 10 percent | 2.5 | 1.5 | – | – | 2.7 | 0.8 | – | 1.2 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 0.9 | 0.3 | 0.3 | 0.2 | 0.9 | 0.4 | 0.1 | 0.7 |
| Education and health services | 1.1 | 0.3 | 0.3 | – | 1.1 | 0.5 | 0.2 | 0.6 |
| Educational services | 1.2 | 0.3 | 0.3 | – | 1.2 | 0.5 | – | 0.6 |
| Elementary and secondary schools | 1.3 | 0.2 | 0.2 | – | 1.6 | 0.6 | – | 0.6 |
| Junior colleges, colleges, and universities | 3.0 | 0.8 | – | – | 2.1 | 1.7 | – | 1.1 |
| Health care and social assistance | 3.4 | 1.6 | – | – | 2.9 | 2.0 | 1.1 | 2.5 |
| Hospitals | 4.9 | 1.6 | – | – | 2.0 | 2.4 | – | 1.8 |
| Public administration | 1.9 | 1.1 | 0.7 | 0.4 | 1.6 | 1.0 | – | 1.7 |
| 1 to 99 workers | 2.2 | 1.0 | 0.4 | – | 1.9 | 1.8 | – | 1.2 |
| 1 to 49 workers | 3.7 | 1.3 | – | – | 2.6 | – | – | 1.7 |
| 50 to 99 workers | 3.3 | 1.3 | 0.2 | – | 3.0 | 1.2 | – | 1.5 |
| 100 workers or more | 1.0 | 0.4 | 0.4 | 0.2 | 1.0 | 0.6 | 0.2 | 0.7 |
| 100 to 499 workers | 2.1 | 0.5 | 0.7 | 0.5 | 1.7 | 1.1 | – | 1.5 |
| 500 workers or more | 1.5 | 0.5 | 0.4 | (³) | 1.3 | 0.8 | 0.2 | 0.9 |

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, State and local government workers, March 2017—continued

| Characteristics | All nonproduction bonuses | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ¹ |
|--------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|----------------|--------------------------|
| State government | 2.0 | 0.9 | 0.2 | — | 1.5 | 1.7 | — | 1.4 |
| Local government | 1.0 | 0.2 | 0.4 | 0.2 | 1.0 | 0.5 | 0.1 | 0.7 |
| Geographic areas | | | | | | | | |
| Northeast | 1.9 | — | — | — | 2.0 | 0.6 | — | 1.2 |
| New England | 3.0 | — | — | — | 3.1 | 1.7 | — | — |
| Middle Atlantic | 2.4 | — | — | — | 2.4 | 0.7 | — | 1.1 |
| South | 1.2 | 0.4 | 0.5 | 0.3 | 0.9 | 0.7 | — | 1.4 |
| South Atlantic | 1.9 | 0.8 | 0.9 | 0.3 | 1.8 | 0.6 | — | 2.7 |
| East South Central | 2.7 | — | — | 1.2 | 0.8 | 2.3 | — | 0.4 |
| West South Central | 1.8 | 0.4 | — | — | 0.3 | 1.5 | — | 1.5 |
| Midwest | 1.5 | 0.5 | — | — | 1.8 | 0.9 | — | 1.1 |
| East North Central | 1.5 | 0.3 | — | — | 2.5 | 1.1 | — | 1.2 |
| West North Central | 3.3 | — | — | — | 1.8 | 1.9 | — | 2.5 |
| West | 2.6 | 1.0 | — | — | 2.5 | 0.7 | — | 1.0 |
| Mountain | 1.9 | — | 0.8 | — | 0.7 | — | — | 1.4 |
| Pacific | 3.5 | 1.1 | — | — | 3.6 | — | — | 1.3 |

¹ Includes all other bonuses provided to employees and not published separately.

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 0.05.

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.

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, State and local government workers, March 2017

| Characteristics | Defined benefit retirement survivor benefits | | Healthcare benefits | |
|---|--|--------------|---------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| All workers | 1.3 | 1.2 | 1.2 | 1.1 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.8 | 1.8 | 1.4 | 1.2 |
| Professional and related | 2.0 | 2.0 | 1.5 | 1.4 |
| Teachers | 2.5 | 2.7 | 1.8 | 1.7 |
| Primary, secondary, and special education school teachers | 2.5 | 2.6 | 1.8 | 1.7 |
| Service | 1.7 | 1.7 | 1.8 | 1.6 |
| Protective service | 2.4 | 2.4 | 2.7 | 2.8 |
| Sales and office | 1.9 | 1.9 | 1.9 | 2.0 |
| Office and administrative support | 1.8 | 1.8 | 1.9 | 1.9 |
| Natural resources, construction, and maintenance | 5.7 | 5.5 | 4.1 | 4.1 |
| Production, transportation, and material moving ... | 4.3 | 4.5 | 4.3 | 4.3 |
| Full time | 1.3 | 1.3 | 1.2 | 1.2 |
| Part time | 2.1 | 2.2 | 1.8 | 1.7 |
| Union | 1.7 | 1.7 | 1.4 | 1.4 |
| Nonunion | 1.5 | 1.5 | 1.5 | 1.4 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 1.6 | 1.7 | 1.7 | 1.6 |
| Lowest 10 percent | 1.9 | 1.9 | 2.0 | 2.0 |
| Second 25 percent | 1.7 | 1.7 | 1.7 | 1.8 |
| Third 25 percent | 2.0 | 2.1 | 2.0 | 1.9 |
| Highest 25 percent | 1.8 | 1.6 | 1.5 | 1.5 |
| Highest 10 percent | 2.7 | 2.6 | 2.3 | 2.5 |
| Establishment characteristics | | | | |
| Service-providing industries | 1.3 | 1.3 | 1.2 | 1.1 |
| Education and health services | 1.9 | 1.9 | 1.6 | 1.4 |
| Educational services | 2.1 | 2.0 | 1.8 | 1.6 |
| Elementary and secondary schools | 2.4 | 2.2 | 1.8 | 1.7 |
| Junior colleges, colleges, and universities | 3.1 | 3.2 | 3.1 | 3.4 |
| Health care and social assistance | 4.0 | 4.5 | 3.0 | 3.4 |
| Hospitals | 5.8 | 6.2 | 4.1 | 5.0 |
| Public administration | 1.3 | 1.4 | 1.8 | 1.7 |
| 1 to 99 workers | 2.3 | 2.3 | 2.1 | 2.0 |
| 1 to 49 workers | 3.5 | 3.6 | 3.3 | 3.4 |
| 50 to 99 workers | 2.8 | 2.9 | 3.4 | 3.3 |
| 100 workers or more | 1.4 | 1.3 | 1.4 | 1.2 |
| 100 to 499 workers | 2.8 | 2.6 | 2.0 | 2.0 |
| 500 workers or more | 1.4 | 1.4 | 1.7 | 1.6 |

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, State and local government workers, March 2017—continued

| Characteristics | Defined benefit retirement survivor benefits | | Healthcare benefits | |
|--------------------------|--|--------------|---------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| State government | 2.0 | 2.0 | 1.9 | 2.0 |
| Local government | 1.5 | 1.4 | 1.4 | 1.3 |
| Geographic areas | | | | |
| Northeast | 3.3 | 3.1 | 2.7 | 3.1 |
| New England | 8.2 | 7.9 | 6.2 | 7.2 |
| Middle Atlantic | 3.0 | 2.6 | 2.5 | 3.3 |
| South | 2.2 | 2.1 | 2.1 | 1.7 |
| South Atlantic | 3.1 | 3.1 | 3.4 | 2.9 |
| East South Central | 3.5 | 3.8 | 0.9 | 1.2 |
| West South Central | 4.5 | 3.8 | 3.5 | 2.6 |
| Midwest | 2.4 | 2.8 | 1.9 | 1.7 |
| East North Central | 2.7 | 3.3 | 2.2 | 1.8 |
| West North Central | 4.9 | 5.3 | 3.5 | 3.2 |
| West | 2.3 | 2.4 | 2.3 | 2.1 |
| Mountain | 4.8 | 5.1 | 6.1 | 5.1 |
| Pacific | 2.4 | 2.4 | 1.7 | 1.6 |

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.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2017

(All workers = 100 percent)

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|---|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| All workers | 88 | 1 | 4 | 8 | 81 | 8 | 1 | 10 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 91 | 1 | 3 | 5 | 82 | 9 | 1 | 8 |
| Professional and related | 90 | 1 | 3 | 6 | 81 | 10 | 1 | 8 |
| Teachers | 91 | 1 | 3 | 5 | 81 | 11 | (1) | 8 |
| Primary, secondary, and special education school teachers | 99 | — | — | — | 86 | 13 | — | — |
| Service | 78 | 2 | 5 | 14 | 74 | 7 | 1 | 18 |
| Protective service | 89 | — | — | 8 | 85 | — | — | 10 |
| Sales and office | 88 | 1 | 3 | 8 | 81 | 7 | 1 | 11 |
| Office and administrative support | 89 | 1 | 3 | 8 | 82 | — | — | 10 |
| Natural resources, construction, and maintenance | 95 | — | 3 | — | 89 | 6 | — | — |
| Production, transportation, and material moving ... | 85 | — | 6 | 10 | 79 | 6 | — | — |
| Full time | 99 | (1) | (1) | 1 | 91 | 8 | (1) | 1 |
| Part time | 23 | 4 | 23 | 50 | 19 | 8 | 4 | 68 |
| Union | 94 | 1 | 3 | 2 | 88 | 8 | 1 | 4 |
| Nonunion | 82 | 1 | 4 | 12 | 75 | 9 | 1 | 16 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 70 | 2 | 8 | 20 | 64 | 8 | 1 | 26 |
| Lowest 10 percent | 56 | 3 | 11 | 30 | 51 | 8 | 1 | 40 |
| Second 25 percent | 92 | 1 | 2 | 5 | 86 | 7 | 1 | 6 |
| Third 25 percent | 97 | (1) | 1 | 2 | 87 | 10 | — | — |
| Highest 25 percent | 95 | (1) | 2 | 3 | 87 | 8 | — | — |
| Highest 10 percent | 92 | — | 4 | — | 84 | 9 | — | — |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 88 | 1 | 4 | 8 | 81 | 8 | 1 | 11 |
| Education and health services | 89 | 1 | 4 | 6 | 81 | 9 | 1 | 9 |
| Educational services | 89 | 1 | 4 | 6 | 80 | 10 | 1 | 9 |
| Elementary and secondary schools | 89 | 1 | 4 | 6 | 78 | 12 | 1 | 9 |
| Junior colleges, colleges, and universities | 88 | 2 | 4 | 6 | 85 | — | — | 9 |
| Health care and social assistance | 91 | — | — | 6 | 87 | — | — | 9 |
| Hospitals | 91 | — | — | 6 | 87 | — | — | 9 |
| Public administration | 89 | 1 | 2 | 8 | 83 | 7 | (1) | 10 |
| 1 to 99 workers | 84 | 2 | 4 | 11 | 74 | 12 | 1 | 14 |
| 1 to 49 workers | 81 | 1 | 5 | 14 | 69 | — | — | 17 |
| 50 to 99 workers | 86 | 2 | 3 | 8 | 78 | 11 | 1 | 11 |
| 100 workers or more | 89 | 1 | 3 | 7 | 83 | 7 | 1 | 9 |
| 100 to 499 workers | 85 | 1 | 5 | 8 | 77 | 10 | 1 | 13 |
| 500 workers or more | 91 | 1 | 3 | 6 | 86 | 6 | 1 | 8 |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|---|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| All workers | 83 | 6 | 3 | 8 | 35 | 54 | 1 | 10 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 86 | 6 | 3 | 6 | 38 | 54 | 1 | 7 |
| Professional and related | 85 | 6 | 3 | 6 | 37 | 54 | 1 | 8 |
| Teachers | 89 | 3 | 2 | 6 | 36 | 56 | 1 | 7 |
| Primary, secondary, and special education school teachers | 98 | — | — | — | 32 | 67 | — | — |
| Service | 73 | 7 | 5 | 15 | 28 | 52 | 3 | 17 |
| Protective service | 86 | 3 | 3 | 8 | 32 | 58 | 2 | 9 |
| Sales and office | 83 | 6 | 3 | 9 | 36 | 53 | 1 | 10 |
| Office and administrative support | 84 | 6 | 2 | 8 | 36 | 54 | 1 | 9 |
| Natural resources, construction, and maintenance | 87 | 8 | 2 | 2 | 38 | 57 | — | — |
| Production, transportation, and material moving ... | 81 | 4 | 6 | 10 | 26 | 59 | — | — |
| Full time | 93 | 6 | (¹) | 1 | 40 | 59 | — | — |
| Part time | 21 | 6 | 19 | 54 | 7 | 20 | 9 | 64 |
| Union | 92 | 4 | 3 | 2 | 33 | 62 | 1 | 4 |
| Nonunion | 76 | 8 | 3 | 13 | 37 | 47 | 2 | 15 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 64 | 8 | 7 | 21 | 26 | 46 | 4 | 24 |
| Lowest 10 percent | 50 | 9 | 8 | 33 | 19 | 40 | 6 | 35 |
| Second 25 percent | 86 | 7 | 2 | 5 | 38 | 55 | 1 | 6 |
| Third 25 percent | 93 | 5 | 1 | 2 | 38 | 60 | (¹) | 2 |
| Highest 25 percent | 90 | 5 | 2 | 3 | 40 | 55 | 1 | 4 |
| Highest 10 percent | 88 | 5 | 3 | 4 | 43 | 50 | — | — |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 83 | 6 | 3 | 8 | 35 | 53 | 1 | 10 |
| Education and health services | 84 | 6 | 3 | 7 | 37 | 53 | 1 | 9 |
| Educational services | 86 | 4 | 4 | 7 | 34 | 56 | 1 | 9 |
| Elementary and secondary schools | 88 | 1 | 4 | 7 | 26 | 64 | 1 | 9 |
| Junior colleges, colleges, and universities | 79 | 10 | 3 | 7 | 57 | 33 | 2 | 8 |
| Health care and social assistance | 71 | 20 | 2 | 7 | 54 | 37 | — | — |
| Hospitals | 66 | 24 | 2 | 7 | 59 | 32 | — | — |
| Public administration | 85 | 5 | 2 | 8 | 35 | 55 | 1 | 9 |
| 1 to 99 workers | 79 | 6 | 3 | 11 | 26 | 59 | 1 | 13 |
| 1 to 49 workers | 76 | 5 | 4 | 14 | 23 | 59 | 2 | 16 |
| 50 to 99 workers | 82 | 7 | 3 | 9 | 29 | 59 | 1 | 10 |
| 100 workers or more | 84 | 6 | 3 | 7 | 38 | 52 | 1 | 9 |
| 100 to 499 workers | 82 | 4 | 5 | 9 | 28 | 58 | 2 | 12 |
| 500 workers or more | 85 | 7 | 2 | 6 | 43 | 49 | 1 | 7 |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|--------------------------|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| State government | 95 | 1 | (¹) | 4 | 90 | 6 | (¹) | 4 |
| Local government | 85 | 1 | 5 | 9 | 77 | 9 | 1 | 13 |
| Geographic areas | | | | | | | | |
| Northeast | 86 | 1 | 6 | 7 | 80 | 7 | 2 | 11 |
| New England | 83 | — | — | 10 | 80 | — | — | 11 |
| Middle Atlantic | 87 | (¹) | 7 | 6 | 80 | 7 | 2 | 11 |
| South | 92 | 1 | 2 | 5 | 82 | 11 | — | — |
| South Atlantic | 90 | 1 | 2 | 7 | 84 | — | — | 8 |
| East South Central | 91 | — | — | 5 | 74 | 18 | — | 8 |
| West South Central | 95 | — | — | 3 | 82 | 13 | — | — |
| Midwest | 84 | 1 | 6 | 9 | 80 | 5 | 1 | 15 |
| East North Central | 82 | 1 | 7 | 10 | 79 | 4 | 1 | 16 |
| West North Central | 87 | — | — | 7 | 81 | — | — | 12 |
| West | 87 | 1 | 2 | 10 | 79 | — | — | 12 |
| Mountain | 85 | — | — | 13 | 82 | — | — | 14 |
| Pacific | 88 | 1 | 3 | 8 | 78 | 11 | — | — |

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|--------------------------|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| State government | 90 | 6 | (¹) | 4 | 48 | 48 | — | — |
| Local government | 80 | 6 | 4 | 10 | 31 | 55 | 2 | 12 |
| Geographic areas | | | | | | | | |
| Northeast | 82 | 5 | 5 | 8 | 30 | 57 | — | — |
| New England | 76 | 12 | — | — | 15 | 73 | — | — |
| Middle Atlantic | 84 | 3 | 6 | 7 | 35 | 52 | — | — |
| South | 87 | 5 | 2 | 6 | 41 | 52 | 1 | 6 |
| South Atlantic | 86 | 5 | 2 | 8 | 55 | 36 | 1 | 8 |
| East South Central | 86 | 6 | — | — | 39 | 53 | — | 8 |
| West South Central | 90 | 6 | 1 | 4 | 20 | 76 | — | — |
| Midwest | 77 | 7 | 5 | 10 | 38 | 47 | 3 | 12 |
| East North Central | 76 | 7 | 6 | 11 | 44 | 40 | 4 | 13 |
| West North Central | 80 | 8 | 4 | 8 | 28 | 60 | 2 | 11 |
| West | 82 | 6 | 2 | 10 | 28 | 59 | — | — |
| Mountain | 77 | — | — | 13 | 33 | 53 | — | — |
| Pacific | 84 | 5 | 2 | 9 | 26 | 63 | — | — |

¹ Less than 0.5.

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: Because of rounding, sums of individual items may not equal totals. 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 45. Standard errors for medical care benefit combinations: Access, State and local government workers, March 2017

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|---|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| All workers | 0.6 | 0.1 | 0.3 | 0.5 | 0.8 | 0.6 | 0.2 | 0.6 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 0.5 | 0.2 | 0.3 | 0.4 | 0.9 | 0.8 | 0.2 | 0.5 |
| Professional and related | 0.5 | 0.2 | 0.4 | 0.4 | 1.0 | 0.8 | 0.3 | 0.5 |
| Teachers | 0.8 | 0.3 | 0.5 | 0.6 | 1.3 | 1.2 | 0.2 | 0.8 |
| Primary, secondary, and special education school teachers | 0.6 | – | – | – | 1.5 | 1.6 | – | – |
| Service | 1.4 | 0.4 | 1.0 | 1.6 | 1.3 | 0.9 | 0.3 | 1.2 |
| Protective service | 1.3 | – | – | 1.5 | 1.6 | – | – | 1.1 |
| Sales and office | 1.3 | 0.3 | 0.5 | 1.0 | 1.5 | 1.1 | 0.3 | 1.2 |
| Office and administrative support | 1.3 | 0.3 | 0.5 | 1.0 | 1.6 | – | – | 1.2 |
| Natural resources, construction, and maintenance | 1.3 | – | 0.9 | – | 2.1 | 1.8 | – | – |
| Production, transportation, and material moving ... | 4.5 | – | 2.3 | 2.7 | 4.6 | 1.5 | – | – |
| Full time | 0.2 | 0.1 | 0.1 | 0.2 | 0.8 | 0.7 | 0.1 | 0.2 |
| Part time | 1.4 | 0.7 | 2.1 | 2.6 | 1.4 | 1.0 | 1.2 | 1.7 |
| Union | 0.5 | 0.2 | 0.3 | 0.2 | 0.9 | 0.8 | 0.3 | 0.5 |
| Nonunion | 1.1 | 0.2 | 0.5 | 0.9 | 1.3 | 0.9 | 0.2 | 0.9 |
| Average wage within the following categories: ¹ | | | | | | | | |
| Lowest 25 percent | 1.7 | 0.5 | 1.1 | 1.6 | 1.7 | 0.7 | 0.4 | 1.5 |
| Lowest 10 percent | 2.4 | 0.8 | 1.7 | 2.5 | 2.1 | 1.2 | 0.4 | 2.1 |
| Second 25 percent | 0.8 | 0.3 | 0.5 | 0.5 | 1.0 | 0.9 | 0.3 | 0.7 |
| Third 25 percent | 0.4 | 0.1 | 0.2 | 0.3 | 1.1 | 1.0 | – | – |
| Highest 25 percent | 0.9 | 0.2 | 0.5 | 0.7 | 1.3 | 1.0 | – | – |
| Highest 10 percent | 1.5 | – | 0.8 | – | 1.7 | 1.2 | – | – |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 0.6 | 0.1 | 0.3 | 0.5 | 0.8 | 0.6 | 0.2 | 0.5 |
| Education and health services | 0.5 | 0.2 | 0.4 | 0.4 | 1.0 | 0.8 | 0.3 | 0.5 |
| Educational services | 0.6 | 0.2 | 0.5 | 0.4 | 1.1 | 0.9 | 0.3 | 0.6 |
| Elementary and secondary schools | 0.8 | 0.2 | 0.7 | 0.5 | 1.4 | 1.2 | 0.2 | 0.8 |
| Junior colleges, colleges, and universities | 1.7 | 0.6 | 1.0 | 1.4 | 1.7 | – | – | 1.2 |
| Health care and social assistance | 1.3 | – | – | 1.3 | 1.9 | – | – | 1.2 |
| Hospitals | 1.2 | – | – | 1.4 | 2.7 | – | – | 1.3 |
| Public administration | 1.0 | 0.2 | 0.4 | 0.8 | 1.1 | 0.9 | 0.2 | 0.8 |
| 1 to 99 workers | 1.4 | 0.4 | 0.7 | 1.1 | 1.7 | 1.2 | 0.3 | 1.4 |
| 1 to 49 workers | 2.3 | 0.5 | 0.9 | 2.0 | 2.7 | – | – | 2.3 |
| 50 to 99 workers | 1.6 | 0.6 | 0.9 | 1.4 | 2.3 | 1.8 | 0.2 | 1.5 |
| 100 workers or more | 0.6 | 0.1 | 0.4 | 0.5 | 0.8 | 0.6 | 0.2 | 0.5 |
| 100 to 499 workers | 1.4 | 0.3 | 1.1 | 0.9 | 1.9 | 1.2 | 0.3 | 1.4 |
| 500 workers or more | 0.8 | 0.2 | 0.4 | 0.8 | 1.2 | 0.7 | 0.3 | 0.8 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, March 2017—continued

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|---|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| All workers | 0.6 | 0.4 | 0.3 | 0.5 | 0.8 | 0.8 | 0.3 | 0.6 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 0.8 | 0.5 | 0.3 | 0.4 | 1.0 | 1.0 | 0.3 | 0.5 |
| Professional and related | 0.8 | 0.6 | 0.4 | 0.4 | 1.0 | 1.1 | 0.4 | 0.5 |
| Teachers | 0.8 | 0.4 | 0.5 | 0.6 | 1.2 | 1.3 | 0.4 | 0.7 |
| Primary, secondary, and special education school teachers | 0.6 | — | — | — | 1.0 | 1.2 | — | — |
| Service | 1.3 | 0.8 | 0.9 | 1.5 | 1.2 | 1.3 | 0.9 | 1.6 |
| Protective service | 1.4 | 0.9 | 1.0 | 1.5 | 1.7 | 2.0 | 1.0 | 1.5 |
| Sales and office | 1.3 | 0.9 | 0.5 | 1.0 | 1.9 | 1.9 | 0.4 | 1.3 |
| Office and administrative support | 1.4 | 0.9 | 0.4 | 1.0 | 2.0 | 1.8 | 0.3 | 1.4 |
| Natural resources, construction, and maintenance | 1.9 | 1.9 | 0.9 | 0.9 | 3.1 | 3.3 | — | — |
| Production, transportation, and material moving ... | 4.6 | 1.5 | 2.3 | 2.7 | 3.2 | 4.8 | — | — |
| Full time | 0.5 | 0.5 | 0.1 | 0.2 | 0.8 | 0.8 | — | — |
| Part time | 1.4 | 0.7 | 1.9 | 2.4 | 0.7 | 1.6 | 2.1 | 2.8 |
| Union | 0.6 | 0.4 | 0.3 | 0.2 | 1.1 | 1.1 | 0.3 | 0.3 |
| Nonunion | 1.1 | 0.7 | 0.4 | 0.9 | 1.1 | 1.0 | 0.5 | 1.2 |
| Average wage within the following categories: ¹ | | | | | | | | |
| Lowest 25 percent | 1.6 | 0.7 | 0.8 | 1.6 | 1.4 | 1.3 | 0.9 | 1.9 |
| Lowest 10 percent | 2.2 | 1.0 | 1.4 | 2.5 | 2.0 | 2.1 | 1.7 | 3.0 |
| Second 25 percent | 1.1 | 0.9 | 0.5 | 0.5 | 1.6 | 1.7 | 0.3 | 0.6 |
| Third 25 percent | 0.7 | 0.6 | 0.2 | 0.3 | 1.0 | 1.0 | 0.1 | 0.3 |
| Highest 25 percent | 1.0 | 0.5 | 0.5 | 0.7 | 1.5 | 1.5 | 0.4 | 0.9 |
| Highest 10 percent | 1.5 | 0.8 | 0.8 | 1.2 | 1.9 | 2.0 | — | — |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 0.7 | 0.4 | 0.3 | 0.5 | 0.8 | 0.8 | 0.3 | 0.6 |
| Education and health services | 0.8 | 0.6 | 0.4 | 0.5 | 1.1 | 1.1 | 0.3 | 0.4 |
| Educational services | 0.6 | 0.4 | 0.4 | 0.5 | 1.0 | 0.9 | 0.3 | 0.5 |
| Elementary and secondary schools | 0.8 | 0.4 | 0.6 | 0.5 | 0.9 | 1.0 | 0.3 | 0.7 |
| Junior colleges, colleges, and universities | 2.2 | 1.6 | 1.0 | 1.4 | 2.6 | 2.5 | 0.9 | 1.8 |
| Health care and social assistance | 4.0 | 3.3 | 0.5 | 1.5 | 4.5 | 4.9 | — | — |
| Hospitals | 5.2 | 4.6 | 0.7 | 1.5 | 5.8 | 6.2 | — | — |
| Public administration | 1.0 | 0.8 | 0.5 | 0.8 | 1.2 | 1.2 | 0.2 | 1.0 |
| 1 to 99 workers | 1.4 | 1.0 | 0.7 | 1.2 | 1.7 | 2.0 | 0.4 | 1.5 |
| 1 to 49 workers | 2.3 | 1.2 | 1.0 | 1.9 | 2.6 | 3.2 | 0.6 | 2.6 |
| 50 to 99 workers | 2.2 | 1.5 | 0.8 | 1.4 | 2.3 | 2.5 | 0.4 | 1.5 |
| 100 workers or more | 0.7 | 0.5 | 0.3 | 0.5 | 0.9 | 1.1 | 0.3 | 0.6 |
| 100 to 499 workers | 1.5 | 0.7 | 1.0 | 0.9 | 2.0 | 2.1 | 0.7 | 1.2 |
| 500 workers or more | 1.0 | 0.7 | 0.4 | 0.8 | 1.2 | 1.3 | 0.3 | 0.8 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, March 2017—continued

| Characteristics | Medical care and retirement benefits | | | | Medical care and life insurance benefits | | | |
|--------------------------|--------------------------------------|---|--|--|--|---|---|--|
| | Medical care and retirement benefits | Medical care and no retirement benefits | Retirement benefits and no medical care benefits | No medical care and no retirement benefits | Medical care and life insurance benefits | Medical care and no life insurance benefits | Life insurance and no medical care benefits | No medical care and no life insurance benefits |
| State government | 0.8 | 0.3 | 0.1 | 0.7 | 0.9 | 0.7 | 0.1 | 0.7 |
| Local government | 0.7 | 0.2 | 0.4 | 0.6 | 1.0 | 0.8 | 0.2 | 0.7 |
| Geographic areas | | | | | | | | |
| Northeast | 1.4 | 0.3 | 1.1 | 0.9 | 1.4 | 1.0 | 0.7 | 1.7 |
| New England | 1.4 | — | — | 1.5 | 2.5 | — | — | 1.1 |
| Middle Atlantic | 1.8 | 0.1 | 1.4 | 1.1 | 1.6 | 1.2 | 0.9 | 2.2 |
| South | 0.9 | 0.3 | 0.4 | 0.7 | 1.1 | 1.1 | — | — |
| South Atlantic | 1.5 | 0.4 | 0.4 | 1.2 | 1.3 | — | — | 1.2 |
| East South Central | 1.9 | — | — | 0.8 | 1.9 | 2.3 | — | 1.3 |
| West South Central | 1.1 | — | — | 0.9 | 2.6 | 2.7 | — | — |
| Midwest | 1.5 | 0.3 | 0.8 | 1.7 | 2.0 | 1.0 | 0.2 | 1.3 |
| East North Central | 2.2 | 0.4 | 0.9 | 2.5 | 2.7 | 1.1 | 0.2 | 1.9 |
| West North Central | 1.5 | — | — | 1.4 | 2.5 | — | — | 1.4 |
| West | 1.1 | 0.2 | 0.3 | 0.9 | 2.2 | — | — | 1.0 |
| Mountain | 2.1 | — | — | 2.2 | 4.4 | — | — | 2.1 |
| Pacific | 1.2 | 0.3 | 0.4 | 0.9 | 2.4 | 2.1 | — | — |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, March 2017—continued

| Characteristics | Medical care benefits and defined benefit retirement | | | | Medical care benefits and defined contribution retirement | | | |
|--------------------------|--|---|---|--|---|--|--|---|
| | Medical care benefits and defined benefit retirement | Medical care benefits and no defined benefit retirement | Defined benefit retirement and no medical care benefits | No medical care benefits and no defined benefit retirement | Medical care benefits and defined contribution retirement | Medical care benefits and no defined contribution retirement | Defined contribution retirement and no medical care benefits | No medical care benefits and no defined contribution retirement |
| State government | 1.2 | 1.0 | 0.1 | 0.8 | 1.9 | 2.1 | — | — |
| Local government | 0.8 | 0.5 | 0.4 | 0.6 | 0.9 | 0.8 | 0.4 | 0.8 |
| Geographic areas | | | | | | | | |
| Northeast | 1.4 | 0.6 | 1.0 | 1.0 | 1.7 | 1.8 | — | — |
| New England | 2.2 | 2.3 | — | — | 4.3 | 4.4 | — | — |
| Middle Atlantic | 1.7 | 0.8 | 1.2 | 1.2 | 1.6 | 1.8 | — | — |
| South | 1.2 | 0.9 | 0.3 | 0.8 | 1.2 | 1.4 | 0.3 | 0.7 |
| South Atlantic | 1.4 | 0.8 | 0.3 | 1.3 | 1.4 | 2.0 | 0.3 | 1.3 |
| East South Central | 2.5 | 1.8 | — | — | 4.2 | 3.8 | — | 1.3 |
| West South Central | 2.8 | 2.1 | 0.2 | 1.2 | 2.5 | 3.0 | — | — |
| Midwest | 1.1 | 0.9 | 0.7 | 1.5 | 1.7 | 1.4 | 1.1 | 2.3 |
| East North Central | 1.3 | 1.3 | 0.8 | 2.2 | 1.9 | 1.2 | 1.7 | 3.4 |
| West North Central | 1.9 | 1.1 | 1.4 | 1.7 | 3.4 | 3.5 | 0.8 | 0.9 |
| West | 1.2 | 0.8 | 0.4 | 1.0 | 1.9 | 1.9 | — | — |
| Mountain | 1.9 | — | — | 2.2 | 4.1 | 3.1 | — | — |
| Pacific | 1.6 | 1.1 | 0.5 | 1.0 | 2.0 | 2.3 | — | — |

¹ 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 46. Paid leave combinations: Access, State and local government workers, March 2017

(All workers = 100 percent)

| Characteristics | Sick leave and vacation | Vacation and holidays |
|---|-------------------------|-----------------------|
| All workers | 60 | 58 |
| Worker characteristics | | |
| Management, professional, and related | 46 | 43 |
| Professional and related | 39 | 36 |
| Teachers | 15 | 10 |
| Primary, secondary, and special education school teachers | 12 | 8 |
| Service | 73 | 72 |
| Protective service | 88 | 88 |
| Sales and office | 85 | 84 |
| Office and administrative support | 86 | 85 |
| Natural resources, construction, and maintenance | 95 | 95 |
| Production, transportation, and material moving ... | 61 | 60 |
| Full time | 66 | 64 |
| Part time | 21 | 20 |
| Union | 57 | 55 |
| Nonunion | 63 | 60 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 57 | 55 |
| Lowest 10 percent | 42 | 41 |
| Second 25 percent | 85 | 84 |
| Third 25 percent | 62 | 60 |
| Highest 25 percent | 40 | 37 |
| Highest 10 percent | 37 | 34 |
| Establishment characteristics | | |
| Service-providing industries | 59 | 57 |
| Education and health services | 44 | 40 |
| Educational services | 36 | 33 |
| Elementary and secondary schools | 25 | 21 |
| Junior colleges, colleges, and universities | 69 | 68 |
| Health care and social assistance | 91 | 90 |
| Hospitals | 90 | 89 |
| Public administration | 90 | 89 |
| 1 to 99 workers | 55 | 52 |
| 1 to 49 workers | 64 | 63 |
| 50 to 99 workers | 46 | 41 |
| 100 workers or more | 61 | 60 |
| 100 to 499 workers | 60 | 58 |
| 500 workers or more | 62 | 60 |

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

| Characteristics | Sick leave and vacation | Vacation and holidays |
|--------------------------|-------------------------|-----------------------|
| State government | 86 | 86 |
| Local government | 51 | 49 |
| Geographic areas | | |
| Northeast | 56 | 55 |
| New England | 53 | 53 |
| Middle Atlantic | 57 | 56 |
| South | 61 | 59 |
| South Atlantic | 66 | 64 |
| East South Central | 60 | 59 |
| West South Central | 55 | 51 |
| Midwest | 54 | 52 |
| East North Central | 53 | 52 |
| West North Central | 56 | 52 |
| West | 66 | 63 |
| Mountain | 61 | 56 |
| Pacific | 68 | 67 |

¹ 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 46. Standard errors for paid leave combinations:
Access, State and local government workers, March 2017**

| Characteristics | Sick leave and vacation | Vacation and holidays |
|--|-------------------------|-----------------------|
| All workers | 0.9 | 0.9 |
| Worker characteristics | | |
| Management, professional, and related | 1.3 | 1.1 |
| Professional and related | 1.3 | 1.2 |
| Teachers | 1.7 | 1.6 |
| Primary, secondary, and special education school teachers | 2.1 | 2.1 |
| Service | 1.4 | 1.4 |
| Protective service | 1.3 | 1.5 |
| Sales and office | 1.5 | 1.5 |
| Office and administrative support | 1.5 | 1.5 |
| Natural resources, construction, and maintenance | 1.5 | 1.3 |
| Production, transportation, and material moving ... | 3.4 | 4.6 |
| Full time | 0.9 | 0.8 |
| Part time | 1.8 | 2.0 |
| Union | 1.4 | 1.1 |
| Nonunion | 1.2 | 1.2 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 1.7 | 1.7 |
| Lowest 10 percent | 2.4 | 2.5 |
| Second 25 percent | 1.1 | 1.2 |
| Third 25 percent | 2.0 | 2.0 |
| Highest 25 percent | 1.7 | 1.3 |
| Highest 10 percent | 2.7 | 2.0 |
| Establishment characteristics | | |
| Service-providing industries | 0.9 | 0.9 |
| Education and health services | 1.3 | 1.1 |
| Educational services | 1.3 | 1.0 |
| Elementary and secondary schools | 1.3 | 1.2 |
| Junior colleges, colleges, and universities | 2.2 | 2.1 |
| Health care and social assistance | 0.8 | 1.2 |
| Hospitals | 1.2 | 1.5 |
| Public administration | 0.9 | 0.9 |
| 1 to 99 workers | 1.6 | 1.4 |
| 1 to 49 workers | 2.5 | 2.5 |
| 50 to 99 workers | 2.4 | 1.9 |
| 100 workers or more | 1.1 | 1.0 |
| 100 to 499 workers | 1.8 | 1.7 |
| 500 workers or more | 1.4 | 1.3 |

See footnotes at end of table.

**Table 46. Standard errors for paid leave combinations:
Access, State and local government workers, March
2017—continued**

| Characteristics | Sick leave and vacation | Vacation and holidays |
|--------------------------|-------------------------|-----------------------|
| State government | 1.2 | 1.0 |
| Local government | 1.1 | 1.0 |
| Geographic areas | | |
| Northeast | 3.2 | 2.6 |
| New England | 3.0 | 2.1 |
| Middle Atlantic | 4.0 | 3.4 |
| South | 1.5 | 1.5 |
| South Atlantic | 1.6 | 1.9 |
| East South Central | 6.7 | 6.2 |
| West South Central | 2.1 | 1.8 |
| Midwest | 1.4 | 1.7 |
| East North Central | 2.1 | 2.4 |
| West North Central | 1.2 | 2.1 |
| West | 1.5 | 1.0 |
| Mountain | 3.5 | 2.3 |
| Pacific | 1.3 | 0.9 |

¹ 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.

Appendix table 1. Survey establishment response, March 2017

| Establishments | Civilian | Private industry | State and local governments |
|--|-----------|------------------|-----------------------------|
| Total in sampling frame ¹ | 6,211,244 | 5,978,422 | 232,822 |
| Total in sample | 11,400 | 9,802 | 1,598 |
| Responding ² | 8,175 | 6,728 | 1,447 |
| Refused ³ | 2,149 | 2,009 | 140 |
| Out of business or not in survey scope | 1,076 | 1,065 | 11 |

¹ The sampling frame was developed from state unemployment insurance reports and is based on the 2012 North American Industry Classification System (NAICS). With some minor exceptions, an establishment is a single economic unit that engages in one, or predominantly one, type of economic activity. For private industry, the establishment is usually at a single physical location such as a mine, factory, office, or store; if a sampled establishment is owned by a larger entity with many locations, only the employment and characteristics of the establishment selected for the sample are considered for the survey. For state and local governments, an establishment can include more than one physical location, such as a school district or a police department.

² Establishments that provided data at the initial interview.

³ Establishments that did not provide data at the initial interview. Data for establishments not responding at the time of update interviews are imputed. Detailed information on nonresponse adjustment and imputation can be found in BLS Handbook of Methods, Chapter 8, "National Compensation Measures," Bureau of Labor Statistics, on the Internet at www.bls.gov/opub/hom/pdf/homch8.pdf.

Source: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. Number of workers represented,¹ March 2017

| Occupational group ² | Civilian workers | Private industry workers | State and local government workers |
|--|------------------|--------------------------|------------------------------------|
| All workers | 135,130,100 | 115,818,600 | 19,311,400 |
| Management, professional, and related | 41,997,200 | 30,926,300 | 11,070,900 |
| Management, business, and financial ... | 12,124,700 | 10,499,300 | – |
| Professional and related | 29,872,400 | 20,427,000 | 9,445,400 |
| Teachers | 6,873,700 | – | 5,126,600 |
| Primary, secondary, and special education school teachers | 4,696,300 | – | 3,934,100 |
| Registered nurses | 3,141,400 | – | – |
| Service | 29,105,500 | 25,183,000 | 3,922,400 |
| Protective service | 3,247,200 | 1,391,000 | 1,856,200 |
| Sales and office | 33,398,500 | 30,687,000 | 2,711,500 |
| Sales and related | 12,452,600 | 12,366,800 | – |
| Office and administrative support | 20,945,800 | 18,320,200 | 2,625,700 |
| Natural resources, construction, and maintenance | 10,590,600 | 9,742,500 | 848,100 |
| Construction, extraction, farming, fishing, and forestry | 5,124,400 | 4,641,700 | – |
| Installation, maintenance, and repair | 5,466,200 | 5,100,800 | – |
| Production, transportation, and material moving | 20,038,400 | 19,279,900 | 758,500 |
| Production | 9,640,600 | 9,519,300 | – |
| Transportation and material moving | 10,397,800 | 9,760,500 | – |

¹ The numbers of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

² The 2010 Standard Occupational Classification system is used to classify workers.

Note: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no estimates for this characteristic are provided in this publication.

Source: Bureau of Labor Statistics, National Compensation Survey.

Technical Note

Estimates in this release are from the National Compensation Survey (NCS), conducted by the U.S. Department of Labor, Bureau of Labor Statistics (BLS). This publication contains March 2017 estimates on civilian, private industry, and state and local government workers in the United States. Workers in the civilian economy are defined as those employed in private industry and state and local government. Excluded from the civilian economy are workers employed in federal and quasi-federal agencies, military personnel, agricultural workers, volunteers, unpaid workers, individuals receiving long-term disability compensation, and those working overseas. In addition, private industry excludes workers in private households, the self-employed, workers who set their own pay (e.g., proprietors, owners, major stockholders, and partners in unincorporated firms), and family members paid token wages.

The NCS provides comprehensive measures of compensation cost levels and trends and also provides benefits incidence estimates on the percentage of workers with access to and participating in employer-provided benefit plans. The survey covers a broad range of benefits including holidays and vacations, sick leave, life insurance, and detailed provisions for health care and retirement plans. Archived NCS releases are available at www.bls.gov/ncs/ncspubs.htm.

Calculation details

Average hourly earnings from sampled occupations within an establishment were used to produce estimates for worker groups within six earnings categories: the lowest 10 percent, the lowest 25 percent, the second 25 percent, the third 25 percent, the highest 25 percent, and the highest 10 percent. The categories are based on unpublished March 2017 wages and salaries from the *Employer Costs for Employee Compensation*.

The percentiles were computed using earnings and scheduled hours of work reported for individual workers in sampled establishment jobs. Establishments in the survey are asked to report only individual worker earnings for each sampled job. For the calculation of the hourly percentile values, the individual worker hourly earnings are weighted and arrayed from lowest to highest. The values corresponding to the percentiles are:

| Characteristics | Hourly wage percentiles | | | | |
|---|-------------------------|---------|----------------|---------|---------|
| | 10 | 25 | 50 (median) | 75 | 90 |
| Civilian workers | \$10.00 | \$12.86 | \$19.23 | \$30.95 | \$47.02 |
| Private industry workers | \$9.79 | \$12.25 | \$18.16 | \$29.44 | \$46.10 |
| State and local government workers | \$13.19 | \$17.79 | \$26.50 | \$37.75 | \$51.18 |

The lowest 10-percent and 25-percent wage categories include those occupations with an average hourly wage less than the 10th percentile value and 25th percentile value, respectively. The second 25-percent category includes those occupations that make at or above the 25th percentile value but less than the

50th percentile value. The third 25-percent category includes those occupations that make at or above the 50th percentile value but less than the 75th percentile value. Finally, the highest 25- and 10-percent wage categories include those occupations with an average wage value greater than or equal to the 75th and 90th percentile value, respectively.

(Note: Individual workers can fall into an earnings category different from the average for the occupation into which they are classified because average hourly earnings for the occupation are used to produce the benefit estimates.)

Selected concepts and terms

Access

Employees are considered to have access to a benefit plan if it is available for their use. For example, if an employee is permitted to participate in a medical care plan offered by the employer, but the employee declines to do so, he or she is placed in a category with those having access to medical care benefits.

Participation

Employees in contributory plans are considered participants in an insurance or retirement plan if they have paid required contributions and fulfilled any applicable service requirements. Employees in noncontributory plans are counted as participating regardless of whether they have fulfilled the service requirements. (Note: **Incidence** can mean either access or rates of participation in a benefit plan.)

Take-up rates

Take-up rates are the percentage of workers with access to a plan who participate in the plan. They are computed by using the number of workers participating in a plan divided by the number of workers with access to the plan, multiplied by 100, and rounded to the nearest one percent. Since the computation of take-up rates is based on the number of workers collected rather than rounded percentage estimates, the take-up rates in the tables may not equal the ratio of participation to access estimates.

Comparing private and public sector data

Incidence of employee benefits in state and local government should not be directly compared to private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities but are rare in state and local government. Administrative support and professional occupations (including teachers) account for two-thirds of the state and local government workforce, compared with one-half of private industry.

Leave benefits for teachers

Primary, secondary, and special education teachers typically have a work schedule of 37 or 38 weeks per year. Because of this work schedule, they are generally not offered vacations or holidays. In many cases,

the time off during winter and spring breaks during the school year are not considered vacation days for the purposes of this survey.

Medical care premiums

The estimates for medical care premiums are not based on actual decisions regarding medical coverage made by employees; instead they are based on the assumption that all employees in the occupation can opt for single or family coverage. Monthly premiums are collected when possible. Annual premiums are converted to monthly premiums by dividing by 12 months.

Retirement plans

Differences in retirement plan participation are influenced by type of plan offered. In defined benefit plans participation is often mandatory, after meeting eligibility requirements, while participation in defined contribution plans is often voluntary.

For additional definitions of benefit terms, see the Glossary of Employee Benefit Terms available online at www.bls.gov/ncs/ebs/glossary20162017.htm.

Sample rotation

The state and local government sample was replaced in its entirety for the March 2017 reference period. It was last replaced with the March 2007 reference period. The government sample is replaced less frequently than the private industry sample. One-third of the private industry sample is rotated each year except in years when the government sample is replaced.

Sample size

See appendix table 1.

Survey scope

See appendix table 2.

Geographic areas

The census regions are defined as follows:

Northeast: New England and Middle Atlantic

South: South Atlantic, East South Central, and West South Central

Midwest: East North Central and West North Central

West: Mountain and Pacific

The census divisions are defined as follows:

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont

Middle Atlantic: New Jersey, New York, and Pennsylvania

South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia

East South Central: Alabama, Kentucky, Mississippi, and Tennessee

West South Central: Arkansas, Louisiana, Oklahoma, and Texas

East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin

West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming

Pacific: Alaska, California, Hawaii, Oregon, and Washington

Additional information

For research articles on employee benefits, see the *Monthly Labor Review* at www.bls.gov/opub/mlr/home.htm and *Beyond the Numbers: Pay and Benefits* at www.bls.gov/opub/btn/. For further technical information, see Chapter 8, "National Compensation Measures," of the *BLS Handbook of Methods* at www.bls.gov/opub/hom/pdf/homch8.pdf.