

**Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2009**

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

Characteristics	Employee contribution required	Fixed percent of earnings <sup>1</sup>			Employee contribution not required
		Total	Mean fixed percent of earnings	Median fixed percent of earnings	
All workers .....	78	72	6.4	6.4	22
<b>Worker characteristics</b>					
Management, professional, and related .....	79	72	6.5	6.4	21
Professional and related .....	80	73	6.5	6.4	20
Teachers .....	81	75	6.8	6.4	19
Primary, secondary, and special education school teachers .....	80	75	6.8	6.4	20
Registered nurses .....	73	68	6.3	6.0	27
Service .....	78	72	6.7	6.5	22
Protective service .....	75	70	7.1	7.0	25
Sales and office .....	76	71	6.0	6.0	24
Office and administrative support .....	76	70	6.0	6.0	24
Natural resources, construction, and maintenance .....	75	72	5.8	6.0	25
Production, transportation, and material moving ...	80	73	6.2	6.0	20
Full time .....	77	72	6.4	6.4	23
Part time .....	87	76	6.8	7.0	13
Union .....	78	69	6.4	6.5	22
Nonunion .....	78	75	6.4	6.4	22
Wage percentiles: <sup>2</sup>					
Lowest 10 percent .....	80	77	6.4	6.4	20
Lowest 25 percent .....	78	74	6.3	6.4	22
Second 25 percent .....	77	71	6.2	6.0	23
Third 25 percent .....	74	69	6.3	6.3	26
Highest 25 percent .....	82	74	6.6	6.4	18
Highest 10 percent .....	85	75	6.9	7.3	15
<b>Establishment characteristics</b>					
Service-providing industries .....	78	72	6.4	6.4	22
Education and health services .....	81	74	6.5	6.4	19
Educational services .....	82	75	6.6	6.4	18
Elementary and secondary schools .....	81	76	6.6	6.4	19
Junior colleges, colleges, and universities .....	84	71	6.4	6.4	16
Health care and social assistance .....	72	65	6.1	5.5	28
Hospitals .....	64	60	5.7	5.5	36
Public administration .....	73	67	6.2	6.0	27
1 to 99 workers .....	79	73	6.0	6.0	21
1 to 49 workers .....	85	81	5.9	6.0	15
50 to 99 workers .....	73	65	6.1	6.0	27
100 workers or more .....	78	72	6.4	6.4	22
100 to 499 workers .....	79	73	6.4	6.4	21
500 workers or more .....	77	71	6.4	6.4	23

See footnotes at end of table.

**Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2009—Continued**

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

Characteristics	Employee contribution required	Fixed percent of earnings <sup>1</sup>			Employee contribution not required
		Total	Mean fixed percent of earnings	Median fixed percent of earnings	
State government .....	78	66	5.9	6.0	22
Local government .....	78	74	6.5	6.4	22
<b>Geographic areas</b>					
New England .....	99	64	6.2	5.5	1
Middle Atlantic .....	93	92	5.2	5.5	7
East North Central .....	67	60	7.9	9.4	33
West North Central .....	95	95	5.7	4.3	5
South Atlantic .....	55	54	5.6	6.0	45
East South Central .....	91	91	6.3	7.3	9
West South Central .....	—	—	—	—	—
Mountain .....	—	—	—	—	—
Pacific .....	77	59	6.7	7.0	23

<sup>1</sup> The employee contributes a fixed percentage of his or her earnings to the retirement plan.

<sup>2</sup> The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical

Note for more details.

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/glossary20082009.htm](http://www.bls.gov/ncs/ebs/glossary20082009.htm).