

Table 38. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2009

(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	30	4	1	1	11	6	1	12
Worker characteristics								
Management, professional, and related	29	5	1	1	11	4	1	12
Professional and related	27	4	(³)	1	11	4	1	11
Teachers	24	3	–	–	12	2	–	10
Primary, secondary, and special education school teachers	27	3	–	–	14	3	–	12
Registered nurses	34	4	–	4	8	8	–	12
Service	32	5	–	2	10	8	–	12
Protective service	42	7	–	2	11	13	–	16
Sales and office	32	5	2	2	12	6	1	12
Office and administrative support	32	5	1	2	12	6	1	12
Natural resources, construction, and maintenance	33	3	2	–	11	9	–	11
Production, transportation, and material moving ...	29	2	–	–	11	4	–	11
Full time	34	5	1	1	12	6	1	13
Part time	11	1	1	1	4	2	–	3
Union	35	5	–	–	19	5	–	12
Nonunion	26	4	1	2	5	6	1	11
Wage percentiles: ⁴								
Lowest 10 percent	17	(³)	–	3	4	4	–	6
Lowest 25 percent	23	2	1	2	6	5	(³)	9
Second 25 percent	33	6	1	1	11	7	1	12
Third 25 percent	34	5	1	1	12	7	1	15
Highest 25 percent	31	6	(³)	(³)	15	4	1	11
Highest 10 percent	30	5	–	–	16	3	(³)	10
Establishment characteristics								
Service-providing industries	30	5	1	1	11	6	1	12
Education and health services	25	4	1	1	11	3	1	10
Educational services	22	3	–	–	11	3	–	9
Elementary and secondary schools	23	2	–	–	12	3	–	9
Junior colleges, colleges, and universities	19	6	–	–	5	3	–	7
Health care and social assistance	44	8	3	7	10	5	4	15
Hospitals	40	4	–	7	9	4	4	13
Public administration	40	7	–	1	13	9	1	16
1 to 99 workers	30	2	5	5	9	9	–	8
1 to 49 workers	29	1	5	7	7	7	–	9
50 to 99 workers	33	2	–	–	12	11	–	7
100 workers or more	30	5	(³)	1	11	5	1	12
100 to 499 workers	32	2	1	2	13	7	1	12
500 workers or more	30	6	–	–	11	5	1	12

See footnotes at end of table.

Table 38. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2009—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	41	12	—	—	12	7	2	19
Local government	27	2	1	2	11	5	(³)	9
Geographic areas								
New England	36	—	—	—	17	10	—	19
Middle Atlantic	29	—	(³)	—	13	3	—	15
East North Central	29	1	—	—	19	8	—	5
West North Central	20	—	1	—	5	—	—	7
South Atlantic	35	6	—	3	3	6	3	20
West South Central	33	3	—	2	8	7	—	16
Mountain	23	—	—	—	—	5	—	—
Pacific	36	15	—	—	23	1	—	6

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 percent.

⁴ 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: 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/glossary20082009.htm.