

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2012

(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	31	4	1	1	12	6	1	12
Worker characteristics								
Management, professional, and related	30	4	(³)	1	12	4	1	12
Professional and related	28	3	(³)	1	12	4	1	11
Teachers	25	2	–	–	13	3	–	10
Primary, secondary, and special education school teachers	29	2	–	–	15	3	–	12
Service	34	4	1	2	12	9	–	13
Protective service	44	7	–	3	15	13	–	17
Sales and office	32	4	2	2	13	6	1	12
Office and administrative support	33	4	2	2	13	6	1	12
Natural resources, construction, and maintenance	34	4	–	3	12	11	–	10
Production, transportation, and material moving ...	29	2	–	–	13	5	–	8
Full time	35	4	1	2	14	7	1	13
Part time	10	1	–	–	3	2	–	3
Union	38	4	–	–	21	5	–	13
Nonunion	26	3	2	2	5	6	1	11
Average wage within the following categories: ⁴								
Lowest 25 percent	23	1	1	3	7	5	(³)	9
Lowest 10 percent	18	–	–	3	4	4	–	7
Second 25 percent	35	6	1	2	11	8	–	13
Third 25 percent	35	5	1	1	13	7	1	15
Highest 25 percent	33	4	(³)	–	17	4	(³)	12
Highest 10 percent	33	4	–	–	19	3	–	11
Establishment characteristics								
Service-providing industries	31	4	1	1	12	6	1	12
Education and health services	27	3	1	1	11	3	1	10
Educational services	24	2	–	–	11	3	–	9
Elementary and secondary schools	25	1	–	–	13	3	–	9
Junior colleges, colleges, and universities	20	6	–	–	6	3	–	8
Healthcare and social assistance	48	8	4	6	10	5	5	19
Hospitals	48	5	–	6	10	5	6	20
Public administration	42	7	1	2	16	9	–	16
1 to 99 workers	30	–	4	7	10	9	–	8
1 to 49 workers	29	–	3	9	7	10	–	8
50 to 99 workers	32	–	6	–	16	8	–	7
100 workers or more	31	4	(³)	1	13	5	1	12
100 to 499 workers	34	1	2	2	14	7	1	13
500 workers or more	30	5	–	(³)	12	5	1	12

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2012—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	43	11	—	—	13	7	2	21
Local government	27	1	1	2	12	5	(³)	9
Geographic areas								
New England	42	—	—	—	23	10	—	19
Middle Atlantic	31	—	—	—	15	3	—	16
East North Central	34	1	—	—	20	8	—	10
West North Central	18	—	—	—	4	—	—	7
South Atlantic	37	5	1	4	5	6	3	19
West South Central	32	3	—	—	7	9	—	14
Mountain	19	—	—	—	—	—	—	—
Pacific	36	13	—	—	26	1	—	4

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 The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2010." 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/glossary20112012.htm.