

**Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2012**

(Includes workers in sick leave plans<sup>1</sup> that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	36	90	128	180	230	137
<b>Worker characteristics</b>						
Management, professional, and related .....	43	100	135	180	225	141
Professional and related .....	–	100	135	180	225	142
Teachers .....	–	100	150	180	240	147
Primary, secondary, and special education school teachers .....	–	100	145	180	240	145
Service .....	30	60	120	180	225	121
Protective service .....	–	–	120	180	231	119
Sales and office .....	–	90	130	180	240	142
Office and administrative support .....	40	90	130	180	240	142
Natural resources, construction, and maintenance .....	–	–	–	–	–	123
Production, transportation, and material moving ...	–	–	130	219	250	147
Full time .....	35	90	128	180	230	137
Part time .....	–	104	120	180	250	143
Union .....	83	120	160	200	250	160
Nonunion .....	26	60	120	180	212	114
Average wage within the following categories: <sup>3</sup>						
Lowest 25 percent .....	30	60	120	180	200	119
Lowest 10 percent .....	–	45	90	130	180	99
Second 25 percent .....	36	84	120	180	230	133
Third 25 percent .....	30	80	120	180	240	133
Highest 25 percent .....	60	120	160	180	240	156
Highest 10 percent .....	90	120	160	200	250	164
<b>Establishment characteristics</b>						
Service-providing industries .....	36	90	128	180	231	137
Education and health services .....	50	100	145	180	240	145
Educational services .....	45	100	150	180	240	146
Elementary and secondary schools .....	45	100	140	180	240	144
Junior colleges, colleges, and universities .....	90	120	180	180	200	159
Healthcare and social assistance .....	60	90	130	180	–	143
Hospitals .....	–	–	–	–	–	127
Public administration .....	–	60	120	180	225	119
1 to 99 workers .....	–	60	90	120	180	92
1 to 49 workers .....	–	–	–	120	–	80
50 to 99 workers .....	–	60	100	120	–	105
100 workers or more .....	43	90	137	180	240	144
100 to 499 workers .....	40	80	120	180	219	130
500 workers or more .....	–	110	150	200	240	151

See footnotes at end of table.

**Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2012—Continued**

(Includes workers in sick leave plans<sup>1</sup> that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government .....	—	120	180	180	240	156
Local government .....	—	80	120	180	230	132
<b>Geographic areas</b>						
New England .....	—	120	150	200	250	158
Middle Atlantic .....	150	160	200	200	300	192
East North Central .....	45	100	120	180	252	143
West North Central .....	—	—	120	145	180	109
South Atlantic .....	—	—	120	180	180	120
East South Central .....	—	—	—	—	—	144
West South Central .....	25	—	100	—	—	107
Mountain .....	—	—	—	—	—	106
Pacific .....	—	100	125	—	200	125

<sup>1</sup> Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

<sup>2</sup> 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.

<sup>3</sup> 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](http://www.bls.gov/ncs/ebs/glossary20112012.htm).