

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2012

(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	89	84	95	83	78	94	31	15	48
Worker characteristics									
Management, professional, and related	91	86	95	86	80	93	32	15	47
Professional and related	91	86	95	87	81	93	30	14	45
Teachers	91	87	96	88	83	94	28	12	41
Primary, secondary, and special education school teachers	99	96	97	98	95	97	24	7	30
Service	83	79	95	76	72	95	28	13	45
Protective service	91	87	96	84	80	96	32	15	45
Sales and office	89	85	95	80	76	94	34	18	54
Office and administrative support	90	86	96	82	77	94	34	18	53
Natural resources, construction, and maintenance	95	90	95	88	83	95	33	17	51
Production, transportation, and material moving	87	82	95	78	75	96	24	11	47
Full time	99	94	95	92	86	94	35	17	48
Part time	39	35	90	35	32	92	9	4	40
Union	97	92	95	95	89	94	31	11	36
Nonunion	83	78	95	73	68	94	31	18	58
Average wage within the following categories: ³									
Lowest 25 percent	73	69	94	65	61	95	26	13	49
Lowest 10 percent	59	55	93	51	48	95	19	9	50
Second 25 percent	93	88	95	86	80	94	33	16	49
Third 25 percent	94	89	94	88	82	93	32	16	50
Highest 25 percent	98	94	96	94	89	94	33	15	45
Highest 10 percent	98	94	96	92	86	94	39	15	39
Establishment characteristics									
Service-providing industries	89	84	95	83	78	94	31	15	48
Education and health services	90	85	94	85	79	93	30	14	45
Educational services	91	86	95	87	82	94	27	11	40
Elementary and secondary schools	92	88	96	91	87	96	21	6	28
Junior colleges, colleges, and universities	86	78	91	75	63	84	46	27	58
Healthcare and social assistance	88	81	91	65	59	91	53	33	63
Hospitals	95	85	89	68	60	88	57	37	64
Public administration	90	86	95	85	80	95	33	17	50
1 to 99 workers	77	73	95	65	61	94	29	19	68
1 to 49 workers	69	66	96	56	52	94	27	17	64
50 to 99 workers	89	84	95	79	75	95	31	23	73
100 workers or more	91	86	95	86	80	94	31	14	45
100 to 499 workers	87	83	96	80	77	96	28	14	50
500 workers or more	92	87	94	88	82	93	32	14	44

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2012—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	92	86	93	86	77	89	43	22	52
Local government	88	84	95	82	78	96	27	12	46
Geographic areas									
New England	84	79	95	80	76	94	—	—	—
Middle Atlantic	91	84	92	87	80	91	32	8	26
East North Central	85	81	96	79	75	95	44	15	33
West North Central	91	83	91	79	67	86	31	—	—
South Atlantic	90	83	92	87	79	91	46	16	35
East South Central	92	90	97	84	82	98	23	16	69
West South Central	88	86	98	76	75	98	22	16	74
Mountain	88	85	97	83	80	97	22	13	59
Pacific	91	88	97	86	84	98	19	17	88

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. See Technical Note for more details.

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 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.

Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2012

(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	83	78	6.6	6.4	17
Worker characteristics					
Management, professional, and related	84	78	6.6	6.4	16
Professional and related	85	—	—	—	15
Teachers	85	80	6.8	6.5	15
Primary, secondary, and special education school teachers	85	80	6.9	6.5	15
Service	84	79	6.8	6.5	16
Protective service	83	79	7.1	7.0	17
Sales and office	83	79	6.8	6.3	17
Office and administrative support	83	79	6.9	6.4	17
Natural resources, construction, and maintenance	80	76	5.8	6.0	20
Production, transportation, and material moving ...	83	76	6.3	6.4	17
Full time	83	78	6.5	6.4	17
Part time	86	78	7.6	7.0	14
Union	84	—	—	—	16
Nonunion	83	81	6.7	6.4	17
Average wage within the following categories: ²					
Lowest 25 percent	83	80	6.7	6.4	17
Lowest 10 percent	84	82	6.7	6.5	16
Second 25 percent	84	79	6.7	6.4	16
Highest 25 percent	85	79	6.7	6.5	15
Highest 10 percent	87	78	6.9	7.3	13
Establishment characteristics					
Service-providing industries	83	78	6.6	6.4	17
Education and health services	85	79	6.8	6.5	15
Educational services	86	80	6.9	6.5	14
Junior colleges, colleges, and universities	85	82	6.6	6.5	15
Healthcare and social assistance	75	69	5.7	5.0	25
Hospitals	72	70	5.8	5.9	28
Public administration	81	76	6.3	6.0	19
1 to 99 workers	80	76	7.6	6.0	20
1 to 49 workers	86	83	5.7	6.0	14
50 to 99 workers	72	67	—	6.3	28
100 workers or more	84	79	6.5	6.4	16
100 to 499 workers	81	75	6.7	6.5	19
500 workers or more	85	79	6.4	6.4	15

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 2012—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	84	78	6.0	6.0	16
Geographic areas					
New England	98	70	6.2	5.5	2
Middle Atlantic	94	93	5.5	6.3	6
East North Central	68	60	7.9	9.4	32
West North Central	95	95	5.9	5.0	5
Pacific	81	66	7.9	7.0	19

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

² 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: 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/glossary20112012.htm.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2012

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	59	41	81	19
Worker characteristics				
Management, professional, and related	58	42	80	20
Professional and related	58	42	78	22
Teachers	54	46	76	24
Primary, secondary, and special education school teachers	37	63	67	33
Service	60	40	80	20
Protective service	71	29	–	–
Sales and office	63	37	87	13
Office and administrative support	62	38	87	13
Natural resources, construction, and maintenance Production, transportation, and material moving ...	59	41	72	28
.....	54	46	–	–
Full time	59	41	81	19
Part time	67	33	–	–
Union	51	49	74	26
Nonunion	63	37	84	16
Average wage within the following categories: ¹				
Lowest 25 percent	61	39	82	18
Lowest 10 percent	62	38	83	17
Second 25 percent	60	40	83	17
Third 25 percent	56	44	76	24
Highest 25 percent	60	40	82	18
Highest 10 percent	70	30	87	13
Establishment characteristics				
Service-providing industries	59	41	81	19
Education and health services	56	44	75	25
Educational services	56	44	74	26
Elementary and secondary schools	41	59	67	33
Junior colleges, colleges, and universities	67	33	79	21
Healthcare and social assistance	57	43	79	21
Hospitals	64	36	78	22
Public administration	61	39	86	14
1 to 99 workers	62	38	–	–
50 to 99 workers	40	60	–	–
100 workers or more	58	42	79	21
100 to 499 workers	58	42	90	10
500 workers or more	59	41	75	25

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2012—Continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	62	38	81	19
Local government	57	43	80	20
Geographic areas				
Middle Atlantic	86	14	—	—
East North Central	44	56	78	22
South Atlantic	48	52	70	30
East South Central	63	37	—	—
West South Central	—	—	90	10
Mountain	44	56	—	—
Pacific	42	58	—	—

¹ 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: 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/glossary20112012.htm.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Healthcare ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	87	79	90	87	73	84
Worker characteristics						
Management, professional, and related	89	80	90	89	74	83
Professional and related	89	80	89	89	73	82
Teachers	88	79	89	88	72	82
Primary, secondary, and special education school teachers	98	87	89	98	80	82
Service	81	73	90	81	69	85
Protective service	89	81	92	89	77	87
Sales and office	87	79	90	87	73	84
Office and administrative support	87	79	90	87	73	83
Natural resources, construction, and maintenance	95	88	93	95	83	87
Production, transportation, and material moving ...	84	76	90	83	70	84
Full time	99	89	90	99	83	84
Part time	25	20	81	24	17	71
Union	95	87	91	95	79	83
Nonunion	80	72	89	80	68	84
Average wage within the following categories: ³						
Lowest 25 percent	69	59	87	68	55	81
Lowest 10 percent	54	45	84	54	43	79
Second 25 percent	91	83	91	91	78	86
Third 25 percent	93	85	91	93	79	85
Highest 25 percent	97	88	91	97	80	83
Highest 10 percent	97	90	92	97	82	84
Establishment characteristics						
Service-providing industries	87	79	90	87	73	84
Education and health services	88	78	89	88	72	82
Educational services	88	78	89	88	71	81
Elementary and secondary schools	89	78	88	89	71	80
Junior colleges, colleges, and universities	84	78	92	84	73	86
Healthcare and social assistance	88	78	89	88	73	84
Hospitals	94	85	90	94	79	84
Public administration	88	81	92	88	77	87
1 to 99 workers	73	66	90	73	63	87
1 to 49 workers	65	59	92	64	56	88
50 to 99 workers	87	76	88	87	74	85
100 workers or more	89	80	90	89	74	83
100 to 499 workers	86	77	90	85	72	84
500 workers or more	91	82	90	90	75	83

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2012—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	56	49	87	39	32	82	85	71	84
Worker characteristics									
Management, professional, and related	56	49	87	39	31	81	88	72	83
Professional and related	56	49	87	38	30	81	87	72	82
Teachers	55	48	87	35	29	82	87	71	82
Primary, secondary, and special education school teachers	60	52	87	38	31	82	96	78	81
Service	52	45	87	38	30	80	79	67	84
Protective service	61	55	90	45	36	80	86	74	86
Sales and office	59	52	88	43	36	84	85	72	84
Office and administrative support	58	51	88	43	36	84	85	71	84
Natural resources, construction, and maintenance	66	59	90	41	36	87	92	80	87
Production, transportation, and material moving	59	50	85	37	32	86	81	68	84
Full time	63	56	88	44	36	82	97	81	84
Part time	17	13	77	13	10	75	23	16	69
Union	75	65	88	56	48	85	92	77	83
Nonunion	41	35	87	25	19	75	80	67	84
Average wage within the following categories: ³									
Lowest 25 percent	35	29	85	22	17	75	67	54	81
Lowest 10 percent	21	17	83	12	9	74	53	42	79
Second 25 percent	60	53	88	43	35	82	89	76	85
Third 25 percent	60	53	89	42	34	83	92	78	85
Highest 25 percent	70	61	87	51	42	83	95	79	83
Highest 10 percent	75	67	89	56	48	85	95	80	84
Establishment characteristics									
Service-providing industries	56	49	88	39	32	81	85	71	83
Education and health services	53	46	87	35	28	80	86	70	82
Educational services	52	45	87	35	28	80	86	70	81
Elementary and secondary schools	53	45	85	36	28	80	87	69	80
Junior colleges, colleges, and universities	52	47	90	33	27	81	84	72	86
Healthcare and social assistance	58	50	87	35	28	81	86	73	84
Hospitals	61	54	87	32	27	83	93	78	84
Public administration	63	56	89	48	40	82	86	75	87
1 to 99 workers	42	37	90	30	25	83	71	62	87
1 to 49 workers	38	35	93	22	19	84	63	55	88
50 to 99 workers	48	41	85	42	35	83	84	72	86
100 workers or more	58	51	87	41	33	81	87	73	83
100 to 499 workers	54	48	89	33	29	87	83	70	85
500 workers or more	60	52	87	43	35	80	89	73	83

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Healthcare ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	92	86	93	92	81	88
Local government	86	76	89	85	70	82
Geographic areas						
New England	87	76	88	87	68	78
Middle Atlantic	86	80	94	86	77	89
East North Central	81	69	86	80	62	78
West North Central	85	77	91	85	71	84
South Atlantic	90	80	89	90	75	84
East South Central	92	85	93	92	85	92
West South Central	90	75	83	90	73	80
Mountain	87	80	92	87	70	80
Pacific	88	85	96	88	75	85

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2012—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	60	54	91	45	36	79	91	80	88
Local government	55	47	86	37	31	82	84	68	82
Geographic areas									
New England	57	51	90	20	16	79	83	64	77
Middle Atlantic	68	62	91	57	51	90	83	74	90
East North Central	66	55	83	45	35	76	79	61	78
West North Central	54	50	92	12	9	79	76	65	85
South Atlantic	46	39	85	39	25	63	88	74	84
East South Central	26	17	67	6	6	94	92	85	92
West South Central	23	20	87	11	10	85	90	73	80
Mountain	69	64	92	—	—	—	87	70	80
Pacific	82	73	90	78	69	88	88	74	84

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. See Technical Note for more details.

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 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: 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.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2012

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	87	13	71	29
Worker characteristics				
Management, professional, and related	87	13	69	31
Professional and related	87	13	68	32
Teachers	87	13	67	33
Primary, secondary, and special education school teachers	87	13	66	34
Service	88	12	73	27
Protective service	88	12	77	23
Sales and office	88	12	73	27
Office and administrative support	88	12	72	28
Natural resources, construction, and maintenance	88	12	72	28
Production, transportation, and material moving	87	13	70	30
Full time	87	13	71	29
Part time	83	17	69	31
Union	88	12	78	22
Nonunion	87	13	63	37
Average wage within the following categories: ¹				
Lowest 25 percent	87	13	63	37
Lowest 10 percent	88	12	56	44
Second 25 percent	88	12	73	27
Third 25 percent	88	12	71	29
Highest 25 percent	86	14	73	27
Highest 10 percent	89	11	79	21
Establishment characteristics				
Service-providing industries	87	13	71	29
Education and health services	87	13	67	33
Educational services	87	13	66	34
Elementary and secondary schools	87	13	64	36
Junior colleges, colleges, and universities	88	12	72	28
Healthcare and social assistance	86	14	72	28
Hospitals	86	14	73	27
Public administration	88	12	77	23
1 to 99 workers	91	9	71	29
1 to 49 workers	91	9	73	27
50 to 99 workers	91	9	68	32
100 workers or more	87	13	71	29
100 to 499 workers	88	12	70	30
500 workers or more	87	13	71	29

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2012—Continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government	87	13	74	26
Local government	87	13	69	31
Geographic areas				
New England	84	16	79	21
Middle Atlantic	89	11	87	13
East North Central	89	11	83	17
West North Central	91	9	69	31
South Atlantic	87	13	65	35
East South Central	87	13	55	45
West South Central	86	14	52	48
Mountain	88	12	63	37
Pacific	86	14	76	24

¹ 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: 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/glossary20112012.htm.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2012

(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	\$452.04	30	\$500.09	70	\$431.34	\$100.34
Worker characteristics							
Management, professional, and related	100	454.13	30	507.02	70	431.13	104.07
Professional and related	100	451.79	31	503.96	69	428.57	107.60
Teachers	100	457.23	34	506.75	66	431.29	109.82
Primary, secondary, and special education school teachers	100	457.82	36	504.07	64	432.27	116.23
Service	100	448.32	30	483.20	70	433.67	96.14
Protective service	100	465.53	30	499.90	70	450.92	99.22
Sales and office	100	456.00	30	503.93	70	435.55	94.91
Office and administrative support	100	457.08	29	509.38	71	435.33	96.34
Natural resources, construction, and maintenance	100	438.10	30	490.63	70	415.36	87.60
Production, transportation, and material moving ...	100	446.67	31	486.01	69	429.26	107.51
Full time	100	452.54	30	499.59	70	432.31	98.80
Part time	100	438.71	31	513.05	69	404.86	142.10
Union	100	495.23	35	540.14	65	470.74	116.58
Nonunion	100	409.64	25	444.62	75	397.97	86.59
Average wage within the following categories: ¹							
Lowest 25 percent	100	416.03	29	450.31	71	402.10	91.86
Lowest 10 percent	100	401.17	26	401.55	74	401.04	84.44
Second 25 percent	100	454.46	31	501.69	69	433.67	95.10
Third 25 percent	100	458.60	30	509.88	70	436.17	94.20
Highest 25 percent	100	468.37	30	521.90	70	445.09	114.41
Highest 10 percent	100	488.61	34	530.41	66	467.14	107.93
Establishment characteristics							
Service-providing industries	100	452.36	30	499.99	70	431.66	100.71
Education and health services	100	441.95	31	494.55	69	418.34	105.79
Educational services	100	443.00	31	493.64	69	419.85	106.36
Elementary and secondary schools	100	445.41	34	497.49	66	418.88	114.58
Junior colleges, colleges, and universities	100	434.22	24	474.30	76	421.56	80.85
Healthcare and social assistance	100	434.91	28	501.30	72	408.59	102.12
Hospitals	100	434.81	30	497.34	70	408.04	106.36
Public administration	100	469.03	28	517.79	72	450.20	93.78
1 to 99 workers	100	457.25	43	504.30	57	421.59	79.06
1 to 49 workers	100	450.86	37	488.25	63	428.61	71.97
50 to 99 workers	100	464.88	50	518.56	50	411.06	89.68
100 workers or more	100	451.39	28	499.30	72	432.30	102.44
100 to 499 workers	100	468.82	30	513.59	70	449.88	97.81
500 workers or more	100	445.89	28	494.54	72	426.88	103.87

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, National Compensation Survey, March 2012—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	\$446.51	19	\$538.20	81	\$425.12	\$82.83
Local government	100	454.16	34	492.04	66	434.29	108.66
Geographic areas							
New England	100	519.86	14	523.28	86	519.31	118.88
Middle Atlantic	100	461.04	39	471.82	61	454.03	107.99
East North Central	100	483.80	21	548.21	79	466.57	79.03
West North Central	100	449.93	47	472.75	53	429.53	91.90
South Atlantic	100	419.79	21	467.40	79	406.79	85.62
East South Central	100	374.12	16	397.30	84	369.66	67.96
West South Central	100	380.12	40	430.37	60	346.19	114.24
Mountain	100	482.10	33	510.08	67	468.38	108.64
Pacific	100	522.74	35	625.64	65	468.50	141.13

¹ 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: 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/glossary20112012.htm.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2012

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage							
	Total with contributory coverage	Flat dollar amount	Composite rate ¹	Varies ²	Flexible benefits ³	Percent of earnings	Exists, but unknown	Other
All workers	100	73	—	18	2	2	4	—
Worker characteristics								
Management, professional, and related	100	73	—	18	3	1	4	—
Professional and related	100	73	—	19	2	1	4	—
Teachers	100	74	—	17	—	1	5	—
Primary, secondary, and special education school teachers	100	74	—	15	—	2	6	—
Service	100	76	—	14	1	3	4	—
Protective service	100	78	—	11	—	3	5	—
Sales and office	100	71	—	21	2	1	3	—
Office and administrative support	100	71	—	22	3	2	3	—
Natural resources, construction, and maintenance	100	73	—	16	—	3	6	—
Production, transportation, and material moving ...	100	69	—	20	—	3	7	—
Full time	100	73	—	18	2	2	4	—
Part time	100	71	—	20	2	—	5	—
Union	100	71	—	16	3	3	6	—
Nonunion	100	75	—	19	2	(⁴)	3	—
Average wage within the following categories: ⁵								
Lowest 25 percent	100	76	—	18	—	(⁴)	3	—
Lowest 10 percent	100	83	—	12	—	—	4	—
Second 25 percent	100	74	—	19	2	2	3	—
Third 25 percent	100	77	—	14	2	2	4	—
Highest 25 percent	100	68	—	20	3	2	5	—
Highest 10 percent	100	69	—	18	3	4	6	—
Establishment characteristics								
Service-providing industries	100	73	—	18	2	2	4	—
Education and health services	100	73	—	20	1	1	4	—
Educational services	100	74	—	19	1	1	4	—
Elementary and secondary schools	100	75	—	16	1	2	5	—
Junior colleges, colleges, and universities	100	73	—	26	—	—	—	—
Healthcare and social assistance	100	63	—	31	—	—	3	—
Hospitals	100	69	—	25	—	—	—	—
Public administration	100	74	—	15	4	2	4	—
1 to 99 workers	100	73	—	17	—	—	6	—
1 to 49 workers	100	72	—	—	—	—	6	—
50 to 99 workers	100	73	—	16	—	—	—	—
100 workers or more	100	73	—	18	2	2	4	—
100 to 499 workers	100	76	—	13	—	4	3	—
500 workers or more	100	73	—	19	2	1	4	—

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage							
	Total with contributory coverage	Flat dollar amount	Composite rate ¹	Varies ²	Flexible benefits ³	Percent of earnings	Exists, but unknown	Other
State government	100	67	—	28	4	—	—	—
Local government	100	76	—	13	1	2	6	—
Geographic areas								
New England	100	91	—	—	—	—	—	—
Middle Atlantic	100	58	—	17	—	14	9	—
East North Central	100	77	—	19	—	—	4	—
West North Central	100	68	—	20	—	—	—	—
South Atlantic	100	78	—	20	—	—	2	—
East South Central	100	72	—	—	—	—	—	—
West South Central	100	86	—	4	—	—	4	—
Mountain	100	74	—	—	—	—	—	—
Pacific	100	63	—	21	9	—	3	—

¹ A composite rate is a set contribution covering more than one benefit area, for example, healthcare and life insurance. Cost data for individual plans cannot be determined.

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

³ Amount varies by options selected under a "cafeteria plan" or employer-sponsored reimbursement account.

⁴ Less than 0.5.

⁵ 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: 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/glossary20112012.htm.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2012

(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	\$941.04	11	\$1,212.70	89	\$908.87	\$430.26
Worker characteristics							
Management, professional, and related	100	926.77	11	1,234.22	89	890.29	454.93
Professional and related	100	916.09	11	1,248.35	89	874.92	470.55
Teachers	100	901.62	13	1,265.77	87	845.48	495.72
Primary, secondary, and special education school teachers	100	894.01	15	1,272.22	85	828.98	523.12
Service	100	969.37	12	1,209.41	88	938.00	400.15
Protective service	100	1,050.58	11	1,262.81	89	1,024.55	341.07
Sales and office	100	968.25	9	1,167.79	91	947.53	391.31
Office and administrative support	100	970.19	9	1,179.20	91	948.99	392.99
Natural resources, construction, and maintenance	100	921.62	9	1,194.50	91	895.66	380.82
Production, transportation, and material moving ...	100	925.71	12	1,109.46	88	899.78	450.74
Full time	100	939.95	11	1,217.26	89	907.29	427.60
Part time	100	970.21	12	1,104.36	88	952.02	502.96
Union	100	1,086.00	18	1,222.51	82	1,055.88	408.51
Nonunion	100	798.47	3	1,158.54	97	786.48	448.38
Average wage within the following categories: ¹							
Lowest 25 percent	100	796.19	6	1,199.84	94	770.78	477.74
Lowest 10 percent	100	711.01	2	1,311.16	98	698.27	532.00
Second 25 percent	100	960.33	9	1,148.96	91	941.48	389.84
Third 25 percent	100	952.36	10	1,209.13	90	925.20	411.68
Highest 25 percent	100	1,011.19	15	1,245.17	85	968.38	443.52
Highest 10 percent	100	1,115.20	21	1,245.51	79	1,080.62	397.99
Establishment characteristics							
Service-providing industries	100	940.80	11	1,211.89	89	908.61	431.87
Education and health services	100	884.74	11	1,241.19	89	840.82	483.69
Educational services	100	866.71	12	1,246.35	88	816.77	495.81
Elementary and secondary schools	100	848.54	14	1,256.49	86	784.54	538.03
Junior colleges, colleges, and universities	100	922.08	5	1,178.56	95	907.94	362.30
Healthcare and social assistance	100	1,005.59	7	1,180.00	93	993.33	406.81
Hospitals	100	1,017.69	8	1,187.41	92	1,002.40	401.22
Public administration	100	1,035.34	10	1,153.44	90	1,022.69	346.07
1 to 99 workers	100	925.24	8	1,314.34	92	889.13	391.20
1 to 49 workers	100	945.56	7	1,333.43	93	914.19	354.48
50 to 99 workers	100	901.30	—	—	—	—	—
100 workers or more	100	942.99	11	1,202.84	89	911.38	435.23
100 to 499 workers	100	981.97	10	1,313.04	90	947.04	440.27
500 workers or more	100	930.71	11	1,173.39	89	899.92	433.61

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, National Compensation Survey, March 2012—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	\$987.55	3	\$1,133.37	97	\$983.61	\$333.26
Local government	100	923.06	14	1,218.60	86	876.29	472.55
Geographic areas							
New England	100	1,244.72	9	1,210.41	91	1,248.23	362.05
Middle Atlantic	100	1,134.59	38	1,171.78	62	1,112.20	322.12
East North Central	100	1,188.11	13	1,314.70	87	1,168.38	286.44
West North Central	100	966.11	12	1,280.95	88	923.93	459.83
South Atlantic	100	813.17	1	1,125.93	99	811.18	431.21
East South Central	100	607.65	—	—	—	—	—
West South Central	100	605.33	—	—	—	—	—
Mountain	100	820.63	3	1,215.20	97	806.81	497.37
Pacific	100	1,100.65	12	1,227.39	88	1,083.67	451.26

¹ 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: 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/glossary20112012.htm.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2012

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage							
	Total with contributory coverage	Flat dollar amount	Composite rate ¹	Varies ²	Flexible benefits ³	Percent of earnings	Exists, but unknown	Other
All workers	100	77	—	14	2	1	5	—
Worker characteristics								
Management, professional, and related	100	77	—	14	2	1	5	—
Professional and related	100	77	—	15	2	1	5	—
Teachers	100	77	—	14	1	1	6	—
Primary, secondary, and special education school teachers	100	77	—	13	—	1	6	—
Service	100	80	—	11	2	2	5	—
Protective service	100	81	—	8	2	3	5	—
Sales and office	100	76	—	16	2	1	5	—
Office and administrative support	100	75	—	16	2	1	5	—
Natural resources, construction, and maintenance	100	80	—	10	2	2	6	—
Production, transportation, and material moving ...	100	74	—	16	—	2	6	—
Full time	100	77	—	14	2	1	5	—
Part time	100	77	—	16	2	—	4	—
Union	100	75	—	12	2	2	8	—
Nonunion	100	79	—	16	2	(⁴)	3	—
Average wage within the following categories: ⁵								
Lowest 25 percent	100	80	—	14	—	(⁴)	4	—
Lowest 10 percent	100	85	—	9	—	—	5	—
Second 25 percent	100	78	—	14	1	1	5	—
Third 25 percent	100	78	—	11	2	1	7	—
Highest 25 percent	100	73	—	16	3	2	5	—
Highest 10 percent	100	73	—	16	2	4	5	—
Establishment characteristics								
Service-providing industries	100	77	—	14	2	1	5	—
Education and health services	100	76	—	16	1	1	5	—
Educational services	100	77	—	15	1	1	5	—
Elementary and secondary schools	100	78	—	13	1	1	6	—
Junior colleges, colleges, and universities	100	78	—	21	—	—	—	—
Healthcare and social assistance	100	70	—	23	—	—	5	—
Hospitals	100	75	—	20	—	—	4	—
Public administration	100	78	—	11	4	2	5	—
1 to 99 workers	100	80	—	8	—	—	9	—
1 to 49 workers	100	83	—	—	—	—	7	—
50 to 99 workers	100	77	—	9	—	—	—	—
100 workers or more	100	77	—	15	2	1	5	—
100 to 499 workers	100	79	—	10	—	3	5	—
500 workers or more	100	76	—	16	2	1	5	—

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage							
	Total with contributory coverage	Flat dollar amount	Composite rate ¹	Varies ²	Flexible benefits ³	Percent of earnings	Exists, but unknown	Other
State government	100	72	—	22	3	—	—	—
Local government	100	80	—	10	1	2	6	—
Geographic areas								
New England	100	92	—	—	—	—	—	—
Middle Atlantic	100	61	—	17	—	13	7	—
East North Central	100	81	—	14	—	—	4	—
West North Central	100	74	—	—	—	—	—	—
South Atlantic	100	82	—	16	—	—	2	—
East South Central	100	78	—	—	—	—	—	—
West South Central	100	85	—	4	—	—	7	—
Mountain	100	78	—	—	—	—	6	—
Pacific	100	66	—	16	7	—	—	—

¹ A composite rate is a set contribution covering more than one benefit area, for example, healthcare and life insurance. Cost data for individual plans cannot be determined.

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

³ Amount varies by options selected under a "cafeteria plan" or employer-sponsored reimbursement account.

⁴ Less than 0.5.

⁵ 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: 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/glossary20112012.htm.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2012

(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	\$20.00	\$39.43	\$69.89	\$110.90	\$183.14	\$112.28	\$197.09	\$347.54	\$597.25	\$812.23
Worker characteristics										
Management, professional, and related	20.00	38.72	71.01	114.92	197.03	111.86	208.00	378.07	632.74	860.00
Professional and related	20.00	38.72	71.34	120.44	205.80	116.93	211.14	393.46	660.82	894.67
Teachers	20.00	38.00	71.34	127.59	209.00	108.33	208.06	418.64	667.00	933.92
Primary, secondary, and special education school teachers	21.62	38.34	75.61	136.04	231.80	110.29	208.92	475.96	704.94	961.66
Service	20.00	43.00	70.01	114.46	168.90	120.00	197.09	317.01	530.33	728.55
Protective service	32.28	50.00	75.00	116.39	161.66	128.68	180.00	277.16	418.64	602.00
Sales and office	20.00	37.34	62.31	101.87	170.92	113.53	180.00	297.89	530.00	736.33
Office and administrative support	20.00	37.96	62.31	101.98	172.52	115.50	180.00	306.56	539.35	735.85
Natural resources, construction, and maintenance	21.67	34.49	62.92	100.11	131.39	102.85	175.00	297.54	496.48	667.00
Production, transportation, and material moving ...	24.95	47.67	79.78	119.58	185.81	118.31	176.63	370.10	575.99	826.69
Full time	20.00	38.79	69.00	108.40	179.00	114.80	197.09	345.30	595.47	802.00
Part time	26.13	51.36	96.63	168.90	287.00	91.78	208.00	390.00	685.65	1054.84
Union	26.10	49.11	73.92	128.76	231.80	87.11	163.12	278.00	482.54	900.07
Nonunion	20.00	—	61.64	101.00	153.32	147.59	232.00	418.64	632.74	783.24
Average wage within the following categories: ²										
Lowest 25 percent	20.00	—	62.00	106.39	171.00	148.67	236.00	436.72	667.00	853.54
Lowest 10 percent	20.00	20.00	50.00	105.85	159.96	180.00	277.33	509.88	667.00	860.00
Second 25 percent	20.51	39.71	67.01	101.98	158.80	102.85	180.00	301.22	517.00	707.14
Third 25 percent	21.62	40.00	71.01	101.40	169.16	119.92	208.00	329.42	580.56	770.24
Highest 25 percent	21.62	43.90	74.40	132.52	224.68	94.76	180.00	318.88	605.00	897.86
Highest 10 percent	20.00	43.90	70.95	130.57	211.20	79.66	163.44	287.02	517.00	770.92
Establishment characteristics										
Service-providing industries	20.00	39.43	70.00	111.56	184.00	112.28	197.09	348.87	598.48	823.00
Education and health services	20.00	38.00	71.34	116.20	201.50	116.55	220.00	409.26	667.00	879.37
Educational services	20.00	36.82	70.95	117.19	206.23	104.81	220.00	421.53	667.00	901.22
Elementary and secondary schools	20.00	37.94	78.66	137.81	231.80	103.24	231.97	495.02	711.08	989.75
Junior colleges, colleges, and universities	20.00	—	59.45	82.00	118.05	—	208.00	287.02	508.92	667.00
Healthcare and social assistance	—	47.64	71.34	115.59	172.52	146.63	222.40	317.01	552.46	743.53
Hospitals	—	54.27	74.20	116.39	200.84	168.21	232.00	341.01	536.78	691.52
Public administration	21.62	43.00	69.00	102.98	156.49	111.86	180.00	285.16	429.86	632.74
1 to 99 workers	20.00	29.31	53.12	89.25	115.50	115.50	175.00	288.74	598.32	770.24
1 to 49 workers	20.00	21.62	48.88	89.25	115.50	111.86	154.05	255.41	512.26	658.41
50 to 99 workers	—	43.68	—	90.00	115.59	—	215.89	—	685.00	861.90
100 workers or more	20.00	39.99	70.95	114.92	186.00	111.86	205.30	349.84	597.25	823.25
100 to 499 workers	20.00	38.00	67.59	115.62	180.00	102.85	197.09	390.00	609.90	828.12
500 workers or more	21.62	40.00	71.33	114.92	190.73	116.93	208.00	343.07	595.47	817.00

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2012—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	\$20.00	\$41.27	\$67.59	\$84.88	\$131.39	\$130.20	\$197.09	\$277.16	\$418.64	\$632.74
Local government	20.00	38.00	73.00	124.49	209.00	100.28	202.54	399.45	638.13	894.67
Geographic areas										
New England	52.29	70.01	111.44	151.19	175.90	139.04	215.89	292.68	419.03	576.80
Middle Atlantic	29.31	51.29	71.34	97.44	184.07	67.72	145.87	277.33	301.22	574.99
East North Central	20.00	39.71	65.00	84.00	112.17	75.00	122.12	197.09	282.66	570.66
West North Central	31.25	46.32	87.17	120.49	140.93	130.20	232.00	412.65	614.84	879.64
South Atlantic	21.62	—	57.93	93.46	122.58	122.57	180.00	321.07	632.74	768.62
East South Central	20.00	20.00	—	—	131.39	—	292.00	—	667.00	685.00
West South Central	25.59	55.52	100.00	147.00	209.00	265.42	391.93	459.10	695.00	860.00
Mountain	—	39.99	51.36	116.57	287.83	—	221.00	475.96	634.37	774.22
Pacific	22.26	44.13	82.00	171.24	415.22	80.05	164.74	300.39	619.42	1135.17

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 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.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2012

(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	79	77	98	23	22	99	35	34	96
Worker characteristics									
Management, professional, and related	80	78	97	22	21	99	38	36	96
Professional and related	79	77	97	20	20	99	37	36	96
Teachers	78	76	97	18	18	98	37	36	97
Primary, secondary, and special education school teachers	85	84	98	18	17	98	39	38	98
Service	75	74	98	23	22	98	26	25	95
Protective service	86	85	99	22	22	99	26	25	96
Sales and office	79	77	98	25	24	99	35	34	97
Office and administrative support	79	77	98	25	25	99	35	34	97
Natural resources, construction, and maintenance	90	89	99	27	27	100	44	44	99
Production, transportation, and material moving	77	76	99	21	21	99	30	28	94
Full time	90	88	98	25	24	99	39	38	96
Part time	22	21	95	11	11	99	11	10	94
Union	86	84	98	27	27	98	34	33	97
Nonunion	73	71	97	19	19	99	36	34	96
Average wage within the following categories: ²									
Lowest 25 percent	62	60	98	18	18	99	27	26	96
Lowest 10 percent	48	46	96	13	13	100	20	19	98
Second 25 percent	83	81	98	25	25	98	35	34	97
Third 25 percent	84	83	98	25	24	98	38	36	96
Highest 25 percent	88	86	97	24	23	99	40	39	97
Highest 10 percent	90	86	96	28	28	100	36	35	97
Establishment characteristics									
Service-providing industries	79	77	98	22	22	99	35	33	96
Education and health services	79	77	97	20	20	98	37	35	96
Educational services	79	77	97	19	19	99	36	35	96
Elementary and secondary schools	78	76	98	19	19	99	35	34	97
Junior colleges, colleges, and universities	81	77	94	19	18	98	40	38	94
Healthcare and social assistance	79	76	97	27	26	98	40	38	97
Hospitals	89	86	96	25	24	97	46	45	98
Public administration	82	81	98	26	26	99	31	30	97
1 to 99 workers	61	60	98	19	19	99	35	34	96
1 to 49 workers	59	57	97	20	20	98	28	27	97
50 to 99 workers	65	64	98	17	17	100	47	44	94
100 workers or more	82	80	98	23	23	99	35	34	96
100 to 499 workers	74	73	98	18	18	98	34	33	98
500 workers or more	84	82	98	25	24	99	35	34	96

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2012—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	85	81	96	26	26	98	36	34	95
Local government	77	76	98	21	21	99	34	33	97
Geographic areas									
New England	73	68	93	7	7	100	17	16	97
Middle Atlantic	84	83	99	43	43	100	18	17	98
East North Central	79	75	95	23	23	97	50	48	96
West North Central	79	79	99	13	13	100	58	57	98
South Atlantic	83	81	98	26	25	97	43	41	95
East South Central	84	79	94	—	—	—	20	—	—
West South Central	76	75	98	10	10	100	15	15	94
Mountain	80	79	99	18	18	100	64	61	95
Pacific	72	71	99	30	29	100	30	30	99

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. See Technical Note for more details.

² 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.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2012

(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	10	90
Professional and related	11	89
Teachers	10	90
Primary, secondary, and special education school teachers	9	91
Service	11	89
Protective service	10	90
Sales and office	9	91
Office and administrative support	9	91
Natural resources, construction, and maintenance	7	93
Production, transportation, and material moving ...	7	93
Full time	10	90
Part time	9	91
Union	9	91
Nonunion	12	88
Average wage within the following categories: ¹		
Lowest 25 percent	11	89
Second 25 percent	9	91
Third 25 percent	11	89
Highest 25 percent	10	90
Highest 10 percent	12	88
Establishment characteristics		
Service-providing industries	10	90
Education and health services	10	90
Educational services	10	90
Elementary and secondary schools	9	91
Healthcare and social assistance	13	87
Hospitals	12	88
Public administration	10	90
1 to 99 workers	9	91
1 to 49 workers	8	92
100 workers or more	10	90
100 to 499 workers	10	90
500 workers or more	10	90

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2012—Continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	15	85
Local government	8	92
Geographic areas		
New England	40	60
Middle Atlantic	7	93
East North Central	15	85
West North Central	5	95
South Atlantic	8	92
West South Central	7	93
Mountain	2	98
Pacific	2	98

¹ 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: 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/glossary20112012.htm.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2012

(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	37	2	53	6	2
Worker characteristics					
Management, professional, and related	36	2	55	6	2
Professional and related	36	2	55	6	1
Teachers	33	1	59	7	1
Primary, secondary, and special education school teachers	30	1	62	7	1
Service	39	2	51	7	1
Protective service	38	3	51	6	1
Sales and office	39	2	51	7	2
Office and administrative support	39	2	51	6	2
Natural resources, construction, and maintenance	40	—	52	4	—
Production, transportation, and material moving ...	36	2	50	—	—
Full time	38	2	53	6	1
Part time	30	—	62	5	—
Union	33	2	57	8	1
Nonunion	42	2	50	4	2
Average wage within the following categories: ¹					
Lowest 25 percent	38	1	55	5	2
Lowest 10 percent	45	—	49	3	—
Second 25 percent	40	1	50	6	2
Third 25 percent	39	2	49	8	2
Highest 25 percent	33	2	58	6	1
Highest 10 percent	36	2	57	5	1
Establishment characteristics					
Service-providing industries	37	2	53	6	1
Education and health services	37	1	55	6	1
Educational services	35	1	56	6	1
Elementary and secondary schools	30	1	61	6	1
Junior colleges, colleges, and universities	50	—	40	5	—
Healthcare and social assistance	51	—	45	—	—
Hospitals	49	—	47	—	—
Public administration	36	3	53	7	2
1 to 99 workers	33	—	58	—	5
1 to 49 workers	33	—	54	5	—
50 to 99 workers	33	—	63	—	—
100 workers or more	38	2	53	7	1
100 to 499 workers	38	—	56	4	—
500 workers or more	38	2	52	7	1

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2012—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	42	2	47	5	4
Local government	35	2	56	7	1
Geographic areas					
New England	24	—	64	—	—
Middle Atlantic	38	—	46	14	—
East North Central	45	—	49	5	—
West North Central	47	—	46	5	—
South Atlantic	53	2	33	7	5
East South Central	51	—	—	—	—
West South Central	19	—	78	2	—
Mountain	35	—	61	—	—
Pacific	14	—	78	4	—

¹ 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: 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/glossary20112012.htm.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2012

(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	–	48	23	25	–	1.4	1.5
Worker characteristics							
Management, professional, and related	–	47	24	26	–	1.4	1.5
Professional and related	–	47	24	26	3	1.4	1.5
Teachers	–	45	25	27	4	1.5	1.5
Primary, secondary, and special education school teachers	–	47	27	24	2	1.4	–
Service	–	50	19	24	6	1.5	–
Protective service	–	56	12	22	–	1.5	1.0
Sales and office	–	51	22	24	2	1.4	–
Office and administrative support	–	50	23	24	2	1.4	–
Natural resources, construction, and maintenance	–	49	22	24	–	1.4	–
Production, transportation, and material moving ...	–	40	34	22	–	1.5	1.5
Full time	–	48	23	25	–	1.5	1.5
Part time	–	54	29	–	–	1.3	–
Union	–	56	28	11	–	1.4	1.0
Nonunion	–	42	19	36	–	1.5	1.5
Average wage within the following categories: ²							
Lowest 25 percent	–	47	23	29	1	1.4	1.5
Lowest 10 percent	–	43	19	–	–	1.5	1.5
Second 25 percent	–	50	21	26	3	1.4	–
Third 25 percent	–	52	20	24	–	1.4	–
Highest 25 percent	–	43	28	22	–	1.5	1.5
Highest 10 percent	–	42	27	21	–	1.5	1.5
Establishment characteristics							
Service-providing industries	–	48	23	25	–	1.4	1.5
Education and health services	–	46	23	29	2	1.5	1.5
Educational services	–	43	23	31	3	1.5	1.5
Elementary and secondary schools	–	43	28	28	1	1.4	1.5
Junior colleges, colleges, and universities	–	44	–	–	5	1.5	–
Healthcare and social assistance	–	61	20	–	–	1.4	1.0
Hospitals	–	62	–	–	–	1.4	1.0
Public administration	–	57	19	17	–	1.4	1.0
1 to 99 workers	–	47	–	–	6	1.4	–
1 to 49 workers	–	52	–	23	–	1.4	–
100 workers or more	–	48	23	26	–	1.4	1.5
100 to 499 workers	–	45	25	23	7	1.5	1.5
500 workers or more	–	49	22	26	–	1.4	–

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2012—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	—	47	19	—	4	1.5	1.5
Local government	—	48	25	23	—	1.4	1.3
Geographic areas							
New England	—	—	33	—	—	1.4	—
Middle Atlantic	—	26	51	8	15	1.7	1.5
East North Central	—	68	11	17	4	1.3	1.0
West North Central	—	37	—	—	—	1.5	1.5
South Atlantic	—	50	16	32	2	1.5	—
West South Central	—	34	—	—	—	1.5	1.5
Mountain	—	64	—	—	—	1.2	1.0
Pacific	—	76	—	—	—	1.2	1.0

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

² 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: 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/glossary20112012.htm.

Table 20. Life insurance plans: Maximum benefit amount, State and local government workers, National Compensation Survey, March 2012

(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	50	\$50,000	\$50,000	\$100,000	\$250,000	\$450,000	50
Worker characteristics							
Management, professional, and related	51	50,000	50,000	100,000	–	400,000	49
Professional and related	51	50,000	50,000	100,000	–	400,000	49
Teachers	48	50,000	50,000	–	–	350,000	52
Primary, secondary, and special education school teachers	42	50,000	50,000	–	100,000	–	58
Service	51	50,000	50,000	100,000	250,000	500,000	49
Protective service	47	50,000	50,000	100,000	250,000	–	53
Sales and office	47	50,000	50,000	100,000	–	500,000	53
Office and administrative support	47	50,000	50,000	100,000	–	500,000	53
Natural resources, construction, and maintenance	45	–	50,000	–	–	–	55
Production, transportation, and material moving ...	48	50,000	50,000	100,000	200,000	450,000	52
Full time	50	50,000	50,000	100,000	250,000	450,000	50
Part time	39	50,000	50,000	–	–	–	61
Union	46	40,000	50,000	–	–	400,000	54
Nonunion	53	50,000	50,000	100,000	250,000	500,000	47
Average wage within the following categories: ²							
Lowest 25 percent	54	50,000	50,000	100,000	150,000	500,000	46
Lowest 10 percent	57	50,000	–	100,000	–	–	43
Second 25 percent	52	50,000	50,000	100,000	–	400,000	48
Third 25 percent	49	50,000	50,000	100,000	250,000	450,000	51
Highest 25 percent	46	50,000	50,000	100,000	250,000	400,000	54
Highest 10 percent	50	–	50,000	–	–	400,000	50
Establishment characteristics							
Service-providing industries	51	50,000	50,000	100,000	250,000	450,000	49
Education and health services	53	50,000	50,000	100,000	–	400,000	47
Educational services	52	50,000	50,000	100,000	–	400,000	48
Elementary and secondary schools	42	50,000	50,000	–	144,000	250,000	58
Junior colleges, colleges, and universities	73	50,000	50,000	100,000	–	–	27
Healthcare and social assistance	56	50,000	–	–	–	–	44
Hospitals	61	50,000	100,000	–	400,000	–	39
Public administration	47	50,000	50,000	100,000	200,000	500,000	53
1 to 99 workers	40	50,000	100,000	–	200,000	–	60
1 to 49 workers	36	–	–	–	250,000	–	64
100 workers or more	51	50,000	50,000	100,000	250,000	500,000	49
100 to 499 workers	48	50,000	50,000	100,000	–	350,000	52
500 workers or more	52	50,000	50,000	100,000	–	500,000	48

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amount, State and local government workers, National Compensation Survey, March 2012—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	56	—	\$50,000	—	—	\$500,000	44
Local government	47	\$50,000	50,000	\$100,000	\$200,000	400,000	53
Geographic areas							
Middle Atlantic	34	—	40,000	50,000	100,000	—	66
East North Central	45	50,000	50,000	—	—	—	55
West North Central	46	—	—	400,000	500,000	—	54
South Atlantic	38	50,000	50,000	200,000	250,000	—	62
West South Central	54	50,000	50,000	—	250,000	—	46
Mountain	71	—	50,000	—	—	—	29

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 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: 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/glossary20112012.htm.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, National Compensation Survey, March 2012

(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	\$20,000	\$40,000	\$50,000
Worker characteristics					
Management, professional, and related	5,000	10,000	20,000	40,000	50,000
Professional and related	5,000	10,000	20,000	40,000	50,000
Teachers	–	10,000	25,000	50,000	50,000
Primary, secondary, and special education school teachers	–	10,000	25,000	50,000	50,000
Service	5,000	10,000	20,000	–	50,000
Protective service	5,000	10,000	20,000	30,000	50,000
Sales and office	5,000	10,000	20,000	25,000	50,000
Office and administrative support	5,000	10,000	20,000	25,000	50,000
Natural resources, construction, and maintenance	5,000	10,000	20,000	30,000	50,000
Production, transportation, and material moving ...	–	10,000	20,000	25,000	50,000
Full time	5,000	10,000	20,000	40,000	50,000
Part time	5,000	15,000	20,000	50,000	50,000
Union	5,000	10,000	25,000	50,000	50,000
Nonunion	5,000	10,000	–	25,000	50,000
Average wage within the following categories: ³					
Lowest 25 percent	5,000	10,000	20,000	25,000	50,000
Lowest 10 percent	–	10,000	20,000	25,000	46,000
Second 25 percent	5,000	10,000	20,000	30,000	50,000
Third 25 percent	5,000	10,000	20,000	30,000	50,000
Highest 25 percent	5,000	10,000	25,000	50,000	50,000
Highest 10 percent	5,000	–	–	50,000	50,000
Establishment characteristics					
Service-providing industries	5,000	10,000	20,000	40,000	50,000
Education and health services	5,000	10,000	20,000	40,000	50,000
Educational services	5,000	10,000	20,000	40,000	50,000
Elementary and secondary schools	–	10,000	–	50,000	50,000
Junior colleges, colleges, and universities	5,000	–	–	25,000	50,000
Healthcare and social assistance	5,000	10,000	20,000	30,000	50,000
Hospitals	5,000	10,000	20,000	–	50,000
Public administration	5,000	10,000	20,000	25,000	50,000
1 to 99 workers	5,000	10,000	20,000	30,000	50,000
1 to 49 workers	–	–	20,000	30,000	50,000
50 to 99 workers	5,000	10,000	20,000	–	50,000
100 workers or more	5,000	10,000	20,000	40,000	50,000
100 to 499 workers	–	10,000	20,000	–	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, National Compensation Survey, March 2012—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	\$25,000	\$50,000
Local government	—	10,000	20,000	40,000	50,000
Geographic areas					
New England	5,000	5,000	5,000	20,000	50,000
Middle Atlantic	5,000	—	40,000	50,000	50,000
East North Central	15,000	20,000	30,000	50,000	50,000
West North Central	10,000	15,000	20,000	—	50,000
South Atlantic	—	10,000	—	25,000	30,000
West South Central	5,000	10,000	—	20,000	—
Mountain	10,000	15,000	20,000	40,000	50,000
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 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: 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.

Table 22. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2012

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
All workers	50	—	8	—
Worker characteristics				
Management, professional, and related	51	—	9	—
Professional and related	49	—	10	—
Teachers	48	—	10	—
Primary, secondary, and special education school teachers	43	—	—	—
Service	53	—	7	—
Protective service	59	—	—	—
Sales and office	46	—	6	—
Office and administrative support	45	—	7	—
Natural resources, construction, and maintenance	54	—	—	—
Production, transportation, and material moving ...	43	—	5	—
Full time	50	—	8	—
Part time	51	—	13	—
Union	44	—	13	—
Nonunion	58	—	2	—
Average wage within the following categories: ²				
Lowest 25 percent	47	—	3	—
Lowest 10 percent	47	—	3	—
Second 25 percent	57	—	6	—
Third 25 percent	49	—	8	—
Highest 25 percent	49	—	13	—
Highest 10 percent	48	—	14	—
Establishment characteristics				
Service-providing industries	50	—	8	—
Education and health services	48	—	8	—
Educational services	46	—	8	—
Elementary and secondary schools	39	—	5	—
Junior colleges, colleges, and universities	70	—	15	—
Healthcare and social assistance	61	—	10	—
Hospitals	59	—	—	—
Public administration	52	—	9	—
1 to 99 workers	52	—	—	—
1 to 49 workers	58	—	—	—
100 workers or more	50	—	9	—
100 to 499 workers	46	—	11	—
500 workers or more	51	—	8	—

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2012—Continued

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
State government	82	—	12	—
Local government	38	—	6	—
Geographic areas				
Middle Atlantic	24	—	26	—
East North Central	44	—	—	—
West North Central	54	—	—	—
South Atlantic	62	—	—	—
West South Central	49	—	—	—
Pacific	77	—	6	—

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

² 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: 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/glossary20112012.htm.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2012

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	13	87
Worker characteristics		
Management, professional, and related	11	89
Professional and related	11	89
Teachers	9	91
Service	16	84
Protective service	19	81
Sales and office	15	85
Office and administrative support	16	84
Natural resources, construction, and maintenance	15	85
Production, transportation, and material moving ...	8	92
Full time	13	87
Part time	8	92
Union	16	84
Nonunion	9	91
Average wage within the following categories: ¹		
Lowest 25 percent	11	89
Lowest 10 percent	7	93
Second 25 percent	12	88
Third 25 percent	12	88
Highest 25 percent	15	85
Highest 10 percent	16	84
Establishment characteristics		
Service-providing industries	13	87
Education and health services	11	89
Educational services	8	92
Elementary and secondary schools	7	93
Junior colleges, colleges, and universities	6	94
Healthcare and social assistance	26	74
Hospitals	20	80
Public administration	18	82
100 workers or more	13	87
100 to 499 workers	21	79
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, National Compensation Survey, March 2012—Continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	14	86
Local government	12	88
Geographic areas		
New England	—	100
Middle Atlantic	31	69
East North Central	18	82
West South Central	—	100
Pacific	5	95

¹ 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: 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/glossary20112012.htm.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2012

(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	—	—	84	9	4
Worker characteristics					
Management, professional, and related	—	—	84	7	6
Professional and related	—	—	83	6	6
Teachers	—	—	78	4	11
Primary, secondary, and special education school teachers	—	—	74	2	15
Service	2	—	84	—	—
Protective service	—	—	79	—	—
Sales and office	—	—	84	11	3
Office and administrative support	—	—	83	11	4
Natural resources, construction, and maintenance	—	—	88	7	—
Production, transportation, and material moving	—	—	74	—	—
Full time	—	—	84	8	4
Part time	—	—	81	9	—
Union	5	1	80	8	6
Nonunion	—	—	89	9	2
Average wage within the following categories: ¹					
Lowest 25 percent	—	—	91	3	3
Lowest 10 percent	—	—	90	—	—
Second 25 percent	3	—	80	14	—
Third 25 percent	—	—	85	9	1
Highest 25 percent	—	—	80	7	9
Highest 10 percent	—	—	73	8	16
Establishment characteristics					
Service-providing industries	—	—	84	9	4
Education and health services	—	—	84	6	7
Educational services	—	—	84	5	7
Elementary and secondary schools	—	—	83	3	8
Junior colleges, colleges, and universities	—	—	83	13	—
Healthcare and social assistance	—	—	83	13	—
Hospitals	—	—	90	10	—
Public administration	2	—	84	12	—
1 to 99 workers	—	—	92	—	—
1 to 49 workers	—	—	89	—	—
50 to 99 workers	—	—	98	—	—
100 workers or more	—	—	83	9	4
100 to 499 workers	—	—	84	11	—
500 workers or more	3	(²)	82	9	5

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2012—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	—	—	81	18	—
Local government	—	—	85	5	6
Geographic areas					
New England	—	—	100	—	—
Middle Atlantic	4	—	83	—	11
East North Central	3	—	76	17	—
West North Central	—	—	85	—	—
South Atlantic	—	—	83	—	—
West South Central	—	—	91	—	—
Mountain	—	—	95	—	—
Pacific	—	—	85	9	4

¹ 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.

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/glossary20112012.htm.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2012

(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	83	13	22	26	26	52	17
Worker characteristics							
Management, professional, and related	82	–	22	26	–	52	18
Professional and related	80	–	22	26	–	52	20
Teachers	77	–	22	26	52	52	23
Primary, secondary, and special education school teachers	76	–	22	26	52	52	24
Service	86	–	24	26	26	52	14
Protective service	88	–	25	26	26	52	12
Sales and office	81	–	22	26	26	52	19
Office and administrative support	80	–	21	26	26	–	20
Natural resources, construction, and maintenance	89	13	22	26	26	52	11
Production, transportation, and material moving ...	78	–	22	26	–	52	22
Full time	83	13	22	26	26	52	17
Part time	80	20	26	26	26	–	20
Union	78	–	24	26	26	52	22
Nonunion	89	13	21	26	–	52	11
Average wage within the following categories: ²							
Lowest 25 percent	83	–	21	26	–	52	17
Second 25 percent	89	–	24	26	26	52	11
Third 25 percent	83	–	24	26	–	52	17
Highest 25 percent	79	–	22	26	26	52	21
Highest 10 percent	69	20	25	26	26	52	31
Establishment characteristics							
Service-providing industries	83	13	22	26	26	52	17
Education and health services	80	–	22	26	–	52	20
Educational services	77	20	22	26	–	52	23
Elementary and secondary schools	73	–	22	26	52	52	27
Junior colleges, colleges, and universities	89	25	26	26	26	52	11
Healthcare and social assistance	93	13	20	26	26	–	7
Public administration	88	–	24	26	26	52	12
100 workers or more	82	–	22	26	26	52	18
100 to 499 workers	86	12	20	26	26	52	14
500 workers or more	81	–	24	26	26	52	19

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2012—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	
State government	94	—	25	26	26	52	6
Local government	79	13	22	26	26	52	21
Geographic areas							
Middle Atlantic	79	26	26	26	26	26	21
East North Central	56	—	20	26	52	52	44
West North Central	88	13	—	24	26	—	12
South Atlantic	95	22	22	—	52	52	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 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: 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/glossary20112012.htm.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2012

(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	—	31	7	30	19	13	61.2	60.0
Worker characteristics								
Management, professional, and related	—	33	8	28	14	16	61.4	60.0
Professional and related	—	33	8	25	15	18	62.4	60.0
Teachers	—	39	7	22	10	23	63.2	60.0
Primary, secondary, and special education school teachers	—	45	4	17	10	24	62.5	60.0
Service	—	31	4	34	24	6	60.2	60.0
Protective service	—	36	—	36	21	6	59.3	60.0
Sales and office	—	24	8	32	28	8	61.1	60.0
Office and administrative support	—	24	8	32	27	9	61.2	60.0
Natural resources, construction, and maintenance	—	28	—	34	—	—	63.5	60.0
Production, transportation, and material moving	—	36	—	27	—	—	60.2	60.0
Full time	—	30	6	32	19	13	61.5	60.0
Part time	—	46	17	—	21	—	57.7	55.0
Union	—	21	7	36	26	11	61.7	60.0
Nonunion	—	43	6	25	11	15	60.6	60.0
Average wage within the following categories: ¹								
Lowest 25 percent	—	37	5	31	16	12	60.2	60.0
Lowest 10 percent	—	42	5	28	14	—	60.1	60.0
Second 25 percent	—	32	9	30	20	10	60.4	60.0
Third 25 percent	—	31	4	34	22	10	60.4	60.0
Highest 25 percent	—	27	9	27	18	19	63.2	60.0
Highest 10 percent	—	29	12	25	15	19	62.2	60.0
Establishment characteristics								
Service-providing industries	—	31	7	30	19	13	61.2	60.0
Education and health services	—	34	10	25	13	18	62.1	60.0
Educational services	—	38	10	21	11	20	62.4	60.0
Elementary and secondary schools	—	41	5	23	12	18	61.0	60.0
Junior colleges, colleges, and universities	—	21	29	—	8	—	67.7	60.0
Healthcare and social assistance	—	17	9	45	24	—	60.8	60.0
Hospitals	—	18	15	48	—	—	60.2	60.0
Public administration	—	28	—	33	30	6	60.4	60.0
1 to 99 workers	—	39	—	43	—	—	57.2	60.0
1 to 49 workers	—	54	—	33	—	—	55.5	50.0
50 to 99 workers	—	—	—	60	—	—	60.0	60.0
100 workers or more	—	30	8	29	19	15	61.7	60.0
100 to 499 workers	—	30	—	41	17	—	60.3	60.0
500 workers or more	—	30	9	26	20	16	62.1	60.0

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2012—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	—	19	15	41	—	—	62.6	60.0
Local government	—	36	3	26	21	13	60.7	60.0
Geographic areas								
Middle Atlantic	—	21	3	22	50	4	61.8	67.0
East North Central	—	46	—	27	—	—	59.2	60.0
South Atlantic	—	59	—	22	3	16	59.0	50.0
West South Central	—	—	—	56	—	—	63.3	60.0
Mountain	—	—	—	46	—	—	66.7	60.0
Pacific	—	22	29	44	—	—	57.0	58.0

¹ 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: 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/glossary20112012.htm.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2012

(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	70	\$170	–	\$600	\$831	\$1,662	30
Worker characteristics							
Management, professional, and related	72	170	\$500	692	917	2,000	28
Professional and related	71	170	–	692	831	2,000	29
Teachers	72	170	500	692	831	2,000	28
Primary, secondary, and special education school teachers	68	170	500	692	–	2,000	32
Service	67	135	200	513	692	1,500	33
Protective service	61	135	200	450	692	–	39
Sales and office	72	185	–	559	–	1,662	28
Office and administrative support	72	185	–	559	–	1,662	28
Natural resources, construction, and maintenance	63	135	–	572	692	1,500	37
Production, transportation, and material moving ...	58	170	–	550	–	1,000	42
Full time	71	170	–	692	850	1,662	29
Part time	59	135	185	200	500	769	41
Union	78	135	200	500	831	1,662	22
Nonunion	62	450	625	692	917	2,000	38
Average wage within the following categories: ²							
Lowest 25 percent	65	200	476	692	750	1,500	35
Lowest 10 percent	60	–	500	692	–	2,000	40
Second 25 percent	71	170	200	550	692	1,662	29
Third 25 percent	76	170	–	692	–	1,662	24
Highest 25 percent	68	135	200	572	961	2,000	32
Highest 10 percent	67	170	–	598	917	–	33
Establishment characteristics							
Service-providing industries	70	170	–	600	833	1,662	30
Education and health services	69	185	500	692	831	2,000	31
Educational services	70	185	500	692	831	–	30
Elementary and secondary schools	69	200	500	692	831	–	31
Healthcare and social assistance	64	135	–	572	–	2,000	36
Hospitals	64	170	–	–	1,500	2,000	36
Public administration	71	135	200	572	–	1,662	29
1 to 99 workers	68	–	450	692	–	1,662	32
100 workers or more	70	170	200	598	831	1,662	30
100 to 499 workers	58	170	500	692	1,500	2,310	42
500 workers or more	73	170	200	572	831	1,662	27

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2012—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	79	\$135	\$185	\$572	—	\$1,662	21
Local government	67	185	—	692	\$850	—	33
Geographic areas							
Middle Atlantic	85	170	200	476	572	831	15
East North Central	25	500	600	1,000	—	2,000	75
South Atlantic	79	500	692	692	692	2,000	21
Pacific	81	135	135	—	—	1,662	19

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 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: 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/glossary20112012.htm.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2012

(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	19	81
Professional and related	20	80
Teachers	22	78
Primary, secondary, and special education school teachers	24	76
Service	17	83
Protective service	19	81
Sales and office	17	83
Office and administrative support	18	82
Full time	18	82
Part time	21	79
Union	17	83
Nonunion	18	82
Average wage within the following categories: ¹		
Second 25 percent	14	86
Third 25 percent	15	85
Highest 25 percent	20	80
Highest 10 percent	20	80
Establishment characteristics		
Service-providing industries	18	82
Education and health services	20	80
Educational services	21	79
Elementary and secondary schools	23	77
Junior colleges, colleges, and universities	16	84
Public administration	16	84
100 workers or more	18	82
100 to 499 workers	19	81
500 workers or more	18	82

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2012—Continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	19	81
Local government	17	83
Geographic areas		
Middle Atlantic	9	91
East North Central	38	62
South Atlantic	5	95
Mountain	52	48
Pacific	7	93

¹ 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: 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/glossary20112012.htm.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2012

(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	94	3	1	1
Professional and related	94	3	1	1
Teachers	95	2	2	2
Primary, secondary, and special education school teachers	95	—	2	—
Service	94	5	—	—
Protective service	93	7	—	—
Sales and office	93	5	—	—
Office and administrative support	93	6	—	—
Natural resources, construction, and maintenance	98	—	—	—
Production, transportation, and material moving	94	—	—	—
Full time	94	4	1	1
Part time	92	—	—	—
Union	94	3	—	—
Nonunion	94	5	—	—
Average wage within the following categories: ¹				
Lowest 25 percent	93	6	—	—
Lowest 10 percent	97	—	—	—
Second 25 percent	94	5	—	—
Third 25 percent	94	5	—	—
Highest 25 percent	95	1	2	2
Highest 10 percent	95	—	2	—
Establishment characteristics				
Service-providing industries	94	4	1	1
Education and health services	94	3	1	1
Educational services	94	3	1	2
Elementary and secondary schools	96	—	2	—
Junior colleges, colleges, and universities	91	—	—	—
Healthcare and social assistance	94	—	—	—
Hospitals	94	—	—	—
Public administration	92	7	—	—
1 to 99 workers	91	5	4	—
1 to 49 workers	86	—	7	—
50 to 99 workers	96	—	—	—
100 workers or more	95	4	1	1
100 to 499 workers	95	3	—	—
500 workers or more	95	4	—	—

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2012—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	86	—	2	—
Local government	97	1	—	—
Geographic areas				
New England	100	—	—	—
Middle Atlantic	95	—	—	—
East North Central	87	—	—	—
West North Central	96	—	—	—
South Atlantic	98	—	—	—
East South Central	86	—	—	—
West South Central	100	—	—	—
Mountain	98	—	—	—
Pacific	91	—	4	—

¹ 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: 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/glossary20112012.htm.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2012

(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	17	41	23	–	–	60.8	60.0
Worker characteristics							
Management, professional, and related	15	39	27	–	–	61.1	60.0
Professional and related	16	37	27	–	–	61.1	60.0
Teachers	16	35	27	–	–	61.2	60.0
Primary, secondary, and special education school teachers	16	32	28	16	7	61.3	62.0
Service	22	45	17	10	7	60.4	60.0
Protective service	20	49	15	–	–	60.4	60.0
Sales and office	17	47	18	–	–	60.4	60.0
Office and administrative support	18	45	18	–	–	60.4	60.0
Natural resources, construction, and maintenance	19	41	23	–	–	60.3	60.0
Production, transportation, and material moving ...	19	55	–	–	–	60.8	60.0
Full time	16	42	24	–	–	60.9	60.0
Part time	41	22	10	–	–	59.3	60.0
Union	21	42	–	16	–	60.7	60.0
Nonunion	14	41	32	–	–	60.9	60.0
Average wage within the following categories: ¹							
Lowest 25 percent	19	39	26	12	4	60.6	60.0
Lowest 10 percent	18	39	25	–	–	60.7	60.0
Second 25 percent	16	42	25	–	–	60.8	60.0
Third 25 percent	–	42	25	13	–	61.6	60.0
Highest 25 percent	19	42	20	13	7	60.3	60.0
Highest 10 percent	22	43	17	–	–	59.2	60.0
Establishment characteristics							
Service-providing industries	17	42	23	–	–	60.9	60.0
Education and health services	17	39	25	–	–	61.0	60.0
Educational services	16	36	27	–	–	61.4	60.0
Elementary and secondary schools	17	32	30	15	6	61.4	62.0
Junior colleges, colleges, and universities	12	48	19	–	–	61.3	60.0
Healthcare and social assistance	23	53	–	–	–	58.1	60.0
Hospitals	25	49	–	–	–	58.1	60.0
Public administration	18	47	21	11	3	60.3	60.0
1 to 99 workers	–	38	–	14	7	61.9	60.0
1 to 49 workers	–	28	31	–	–	62.6	65.0
50 to 99 workers	–	47	–	–	–	61.3	60.0
100 workers or more	17	42	23	–	–	60.6	60.0
100 to 499 workers	22	43	16	14	5	60.1	60.0
500 workers or more	16	42	25	–	–	60.8	60.0

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2012—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	11	45	26	—	—	61.6	60.0
Local government	19	40	23	13	5	60.5	60.0
Geographic areas							
Middle Atlantic	11	59	—	20	—	61.1	60.0
East North Central	49	19	—	12	—	57.5	60.0
West North Central	—	48	—	—	—	62.3	60.0
South Atlantic	7	35	55	—	—	61.4	62.0
East South Central	—	55	—	—	—	59.1	60.0
West South Central	—	78	—	—	—	59.5	60.0
Mountain	—	35	—	34	—	63.7	66.0
Pacific	14	53	20	—	—	60.9	60.0

¹ 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: 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/glossary20112012.htm.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2012

(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	64	–	\$3,900	\$5,000	\$6,000	\$9,000	36
Worker characteristics							
Management, professional, and related	66	–	3,900	5,000	6,000	8,000	34
Professional and related	64	–	3,900	5,000	6,000	8,000	36
Teachers	64	–	3,900	5,000	6,000	8,000	36
Primary, secondary, and special education school teachers	61	–	3,500	5,000	5,250	8,000	39
Service	62	–	3,900	5,000	7,000	10,000	38
Protective service	62	–	4,500	5,000	7,500	10,000	38
Sales and office	58	–	–	5,000	6,000	9,000	42
Office and administrative support	59	–	3,000	5,000	6,000	9,000	41
Natural resources, construction, and maintenance	64	–	3,900	5,000	6,000	7,500	36
Production, transportation, and material moving ...	77	–	3,000	5,000	7,000	10,000	23
Full time	65	–	3,900	5,000	6,000	9,000	35
Part time	49	–	–	5,000	6,000	8,100	51
Union	62	\$2,000	3,500	5,000	6,000	9,000	38
Nonunion	67	–	3,900	5,000	6,000	9,000	33
Average wage within the following categories: ²							
Lowest 25 percent	60	–	3,900	5,000	6,000	8,000	40
Lowest 10 percent	55	–	3,900	5,000	7,000	10,000	45
Second 25 percent	64	–	–	5,000	6,000	9,000	36
Third 25 percent	65	–	3,900	5,000	6,000	9,400	35
Highest 25 percent	67	–	4,000	5,000	6,000	9,400	33
Highest 10 percent	69	2,500	4,400	5,000	7,000	8,000	31
Establishment characteristics							
Service-providing industries	64	–	3,900	5,000	6,000	9,000	36
Education and health services	63	–	3,900	5,000	6,000	8,000	37
Educational services	64	–	3,900	5,000	6,000	8,000	36
Elementary and secondary schools	63	–	3,500	5,000	5,500	8,000	37
Healthcare and social assistance	58	800	4,000	5,000	7,000	8,000	42
Public administration	63	–	–	5,000	6,000	9,000	37
1 to 99 workers	65	–	3,900	5,000	5,000	7,000	35
1 to 49 workers	74	–	3,900	3,900	5,000	7,000	26
50 to 99 workers	57	3,000	4,000	5,000	5,000	–	43
100 workers or more	64	–	3,900	5,000	6,000	9,500	36
100 to 499 workers	59	–	3,900	5,000	6,000	9,100	41
500 workers or more	66	–	3,900	5,000	6,000	10,000	34

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2012—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	59	—	—	\$5,000	\$7,000	\$10,000	41
Local government	66	—	\$3,900	5,000	6,000	9,000	34
Geographic areas							
Middle Atlantic	77	—	3,000	5,000	7,000	7,500	23
East North Central	44	\$3,000	4,500	5,250	7,000	10,000	56
West North Central	58	3,000	4,400	5,000	5,000	—	42
South Atlantic	80	800	—	3,900	5,000	8,000	20
Mountain	44	—	5,000	5,000	7,000	10,000	56
Pacific	62	3,000	5,000	5,000	6,000	10,000	38

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 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: 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/glossary20112012.htm.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
								Paid	Unpaid
All workers	67	89	59	58	85	90	75	16	94
Worker characteristics									
Management, professional, and related	55	90	43	64	87	92	75	17	94
Professional and related	49	90	36	65	87	92	75	16	94
Teachers	30	88	12	68	85	92	72	16	94
Primary, secondary, and special education school teachers	27	95	9	78	89	97	74	17	97
Service	78	85	75	50	81	87	72	15	93
Protective service	87	90	88	54	89	92	81	16	96
Sales and office	85	89	84	53	83	89	78	17	94
Office and administrative support	86	90	84	54	84	90	79	17	95
Natural resources, construction, and maintenance	96	95	95	47	85	92	84	15	93
Production, transportation, and material moving	73	87	63	60	79	87	73	15	92
Full time	74	98	67	64	91	97	82	17	97
Part time	29	40	20	27	51	57	42	11	76
Union	69	97	57	70	94	98	81	21	98
Nonunion	66	82	62	48	77	84	70	13	91
Average wage within the following categories: ²									
Lowest 25 percent	62	75	55	42	71	79	64	13	87
Lowest 10 percent	49	62	41	35	61	68	52	10	81
Second 25 percent	87	93	84	57	88	93	81	17	95
Third 25 percent	76	93	69	62	88	93	80	18	95
Highest 25 percent	49	96	36	71	92	97	78	18	98
Highest 10 percent	45	98	34	65	94	97	79	19	98
Establishment characteristics									
Service-providing industries	67	89	59	58	85	90	75	16	94
Education and health services	55	89	42	62	85	91	73	16	94
Educational services	50	89	36	64	85	92	74	15	94
Elementary and secondary schools	42	90	27	71	85	93	72	16	94
Junior colleges, colleges, and universities	77	87	66	40	86	89	80	12	95
Healthcare and social assistance	88	87	86	53	82	86	68	20	95
Hospitals	94	93	93	48	86	90	72	24	94
Public administration	88	89	89	53	86	91	82	16	94
1 to 99 workers	69	78	66	44	73	79	61	13	86
1 to 49 workers	66	70	65	34	64	72	56	13	81
50 to 99 workers	73	90	67	59	88	90	69	12	93
100 workers or more	67	90	58	60	86	92	77	17	95
100 to 499 workers	63	87	59	60	80	87	68	16	92
500 workers or more	68	91	58	60	88	94	81	17	96

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
								Paid	Unpaid
State government	90	93	85	52	90	93	88	19	97
Local government	59	87	51	60	83	90	71	15	93
Geographic areas									
New England	54	86	48	80	87	90	67	10	95
Middle Atlantic	62	89	58	69	91	91	78	10	94
East North Central	65	85	53	62	79	88	61	28	91
West North Central	69	90	58	48	82	88	72	—	89
South Atlantic	77	92	66	55	85	91	84	23	97
East South Central	71	90	66	40	82	90	86	—	91
West South Central	54	85	52	58	74	89	75	8	94
Mountain	59	83	54	51	87	91	76	—	96
Pacific	73	91	67	57	92	93	76	20	96

¹ The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

² 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.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2012

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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	4	4	2	4	8	13	20	18	13	5	7	11	11
Worker characteristics													
Management, professional, and related	6	6	3	4	10	13	19	17	13	5	6	11	11
Professional and related	7	8	3	4	10	12	16	16	13	5	6	11	11
Teachers	13	13	4	6	11	11	12	8	7	6	8	10	10
Primary, secondary, and special education school teachers	16	19	—	—	7	13	12	4	—	—	7	9	9
Service	3	2	2	3	8	14	21	17	15	7	8	11	11
Protective service	1	—	—	2	9	15	26	21	19	4	2	11	11
Sales and office	2	2	2	4	7	14	21	23	13	6	5	11	11
Office and administrative support	1	2	2	4	7	14	21	24	14	6	5	11	11
Natural resources, construction, and maintenance	—	1	—	—	7	16	26	22	10	3	7	11	11
Production, transportation, and material moving	7	4	5	7	5	14	21	18	9	5	5	10	11
Full time	4	4	2	3	8	13	21	19	13	5	6	11	11
Part time	9	—	4	—	9	13	15	7	10	7	11	11	11
Union	3	5	2	2	7	11	21	21	14	6	8	11	11
Nonunion	5	3	3	6	10	16	20	16	12	5	6	11	11
Average wage within the following categories: ¹													
Lowest 25 percent	6	5	3	7	9	14	19	15	9	5	7	11	11
Lowest 10 percent	12	6	—	7	7	15	19	12	6	4	—	10	11
Second 25 percent	1	2	2	3	8	15	22	20	15	5	7	11	11
Third 25 percent	2	7	1	3	8	15	21	19	13	6	5	11	11
Highest 25 percent	7	3	3	3	9	8	19	20	15	6	8	11	11
Highest 10 percent	4	—	—	4	13	7	15	20	18	7	9	12	12
Establishment characteristics													
Service-providing industries	4	4	2	4	8	14	20	18	13	6	7	11	11
Education and health services	7	8	3	6	7	12	14	12	12	7	12	11	11
Educational services	8	7	3	6	8	13	13	9	11	8	14	11	11
Elementary and secondary schools	10	11	4	5	7	14	12	7	9	8	13	11	10
Junior colleges, colleges, and universities	2	1	—	—	8	—	—	12	15	8	15	12	11
Healthcare and social assistance	—	8	5	4	6	9	—	29	14	4	—	11	11
Hospitals	—	—	8	5	4	—	—	27	17	3	—	10	11
Public administration	1	—	—	1	9	14	26	26	16	4	1	11	11
1 to 99 workers	2	2	5	7	11	14	28	16	10	3	2	11	11
1 to 49 workers	—	—	—	—	7	17	31	19	9	3	2	11	11
50 to 99 workers	4	4	—	—	—	—	24	—	11	—	—	10	11
100 workers or more	4	4	2	3	8	13	19	19	13	6	7	11	11
100 to 499 workers	7	3	3	3	8	15	21	19	11	6	4	11	11
500 workers or more	3	5	2	3	8	13	19	19	14	6	8	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 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	1	—	1	—	12	12	25	21	15	4	5	11	11
Local government	6	6	3	4	7	14	18	17	12	6	7	11	11
Geographic areas													
New England	—	—	—	—	—	—	—	29	—	—	—	12	12
Middle Atlantic	1	—	—	—	4	—	14	32	16	8	14	13	12
East North Central	7	3	4	4	17	23	11	14	10	5	3	10	10
West North Central	5	5	—	—	—	12	—	—	—	—	—	10	11
South Atlantic	2	10	—	3	—	13	23	22	9	5	2	11	11
East South Central	—	—	—	—	—	—	12	13	5	—	19	11	11
West South Central	7	5	3	4	7	7	21	9	23	8	7	11	11
Mountain	—	—	—	—	3	37	22	11	—	—	8	11	11
Pacific	2	—	—	2	—	11	26	13	18	10	6	11	11

¹ 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: 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/glossary20112012.htm.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2012

(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	84	3	14
Worker characteristics			
Management, professional, and related	85	2	13
Professional and related	85	2	13
Teachers	86	3	12
Primary, secondary, and special education school teachers	86	2	12
Service	81	3	16
Protective service	80	5	15
Sales and office	84	3	13
Office and administrative support	83	3	13
Natural resources, construction, and maintenance	84	2	14
Production, transportation, and material moving ...	80	—	—
Full time	83	3	14
Part time	85	3	12
Union	85	3	12
Nonunion	83	2	16
Average wage within the following categories: ⁴			
Lowest 25 percent	83	1	16
Lowest 10 percent	82	1	16
Second 25 percent	85	2	13
Third 25 percent	80	3	17
Highest 25 percent	86	4	11
Highest 10 percent	87	3	10
Establishment characteristics			
Service-providing industries	83	3	14
Education and health services	85	2	13
Educational services	88	2	11
Elementary and secondary schools	86	2	12
Junior colleges, colleges, and universities	91	3	6
Healthcare and social assistance	70	3	27
Hospitals	69	5	27
Public administration	81	4	15
1 to 99 workers	81	—	—
1 to 49 workers	82	—	—
50 to 99 workers	79	—	—
100 workers or more	84	3	14
100 to 499 workers	85	2	12
500 workers or more	83	3	14

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2012—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	91	2	7
Local government	81	3	16
Geographic areas			
New England	93	—	—
Middle Atlantic	94	4	2
East North Central	84	2	14
West North Central	82	—	—
South Atlantic	78	—	—
East South Central	81	2	17
West South Central	86	—	—
Mountain	82	—	—
Pacific	78	5	17

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 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: 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/glossary20112012.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2012

(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	8	15	59	17	(³)	11	12
Full time	8	14	60	17	(³)	11	12
Part time	–	21	53	15	–	10	11
Union	6	10	64	20	1	12	12
Nonunion	10	20	55	14	(³)	11	12
1 to 99 workers	–	19	57	18	–	11	12
1 to 49 workers	–	16	57	21	–	12	12
50 to 99 workers	6	–	56	–	–	11	12
100 workers or more	8	14	60	17	(³)	11	12
100 to 499 workers	–	13	58	19	–	11	12
500 workers or more	8	15	60	16	(³)	11	12
After 5 years							
All workers	8	15	58	19	(³)	11	12
Full time	8	14	58	20	(³)	12	12
Part time	–	21	55	14	–	10	11
Union	6	10	61	23	1	12	12
Nonunion	10	20	54	16	(³)	11	12
1 to 99 workers	–	19	55	21	–	11	12
1 to 49 workers	–	15	54	26	–	12	12
50 to 99 workers	6	–	56	–	–	11	12
100 workers or more	8	14	58	19	(³)	11	12
100 to 499 workers	–	12	55	23	–	12	12
500 workers or more	8	15	59	18	(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, National Compensation Survey, March 2012—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	8	15	57	20	(³)	12	12
Full time	8	14	57	21	(³)	12	12
Part time	—	20	55	15	—	10	11
Union	6	9	60	24	1	12	12
Nonunion	10	20	53	16	(³)	11	12
1 to 99 workers	—	18	55	22	—	12	12
1 to 49 workers	—	14	54	27	—	12	12
50 to 99 workers	6	—	56	—	—	11	12
100 workers or more	8	14	57	20	(³)	12	12
100 to 499 workers	—	11	55	24	—	12	12
500 workers or more	8	15	58	19	(³)	12	12
After 20 years							
All workers	8	15	57	20	1	12	12
Full time	7	14	57	20	1	12	12
Part time	—	20	55	15	—	10	11
Union	5	9	61	23	2	12	12
Nonunion	10	20	53	16	1	11	12
1 to 99 workers	—	18	54	21	—	12	12
1 to 49 workers	—	14	53	26	—	12	12
50 to 99 workers	6	—	56	—	—	11	12
100 workers or more	8	14	57	20	1	12	12
100 to 499 workers	9	11	56	22	2	12	12
500 workers or more	8	15	58	19	1	12	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/glossary20112012.htm.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2012

(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	63	29	8
Worker characteristics				
Management, professional, and related	93	63	30	7
Professional and related	93	63	30	7
Teachers	92	60	32	8
Primary, secondary, and special education school teachers	92	59	33	8
Service	91	65	26	9
Protective service	91	65	26	9
Sales and office	92	63	29	8
Office and administrative support	93	63	30	7
Production, transportation, and material moving ..	97	62	35	3
Full time	92	63	29	8
Part time	95	68	26	5
Union	95	67	29	5
Nonunion	90	60	30	10
Average wage within the following categories: ²				
Lowest 25 percent	90	59	30	10
Lowest 10 percent	87	55	32	13
Second 25 percent	93	64	29	7
Third 25 percent	93	66	27	7
Highest 25 percent	93	64	29	7
Highest 10 percent	93	66	28	7
Establishment characteristics				
Service-providing industries	92	63	29	8
Education and health services	92	62	30	8
Educational services	92	63	30	8
Elementary and secondary schools	92	61	32	8
Junior colleges, colleges, and universities	93	70	24	7
Healthcare and social assistance	88	60	29	12
Public administration	95	67	29	5
1 to 99 workers	88	52	37	12
1 to 49 workers	84	49	35	16
50 to 99 workers	94	55	39	6
100 workers or more	93	65	28	7
100 to 499 workers	91	50	40	9
500 workers or more	94	69	24	6

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2012—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	75	20	5
Local government	91	59	33	9
Geographic areas				
New England	95	50	45	5
Middle Atlantic	93	64	30	7
East North Central	94	54	40	6
West North Central	95	48	48	5
South Atlantic	91	69	22	9
West South Central	84	54	29	16
Pacific	96	83	13	4

¹ Plans that allow employees to accumulate unused sick leave from year to year.

² 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: 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/glossary20112012.htm.

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

(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	36	90	128	180	230	137
Worker characteristics						
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: ³						
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
Establishment characteristics						
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 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	—	120	180	180	240	156
Local government	—	80	120	180	230	132
Geographic areas						
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

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 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.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2012

(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	11	58	16	9	3	12	12
Full time	4	10	59	16	8	3	12	12
Part time	—	22	48	12	12	—	12	10
Union	3	13	60	13	7	4	12	11
Nonunion	5	8	57	18	10	1	13	12
1 to 99 workers	6	15	60	13	—	—	11	11
1 to 49 workers	5	18	61	—	6	—	11	10
50 to 99 workers	8	—	59	—	3	—	11	11
100 workers or more	4	10	58	17	9	3	13	12
100 to 499 workers	4	15	60	14	7	1	12	12
500 workers or more	4	8	57	17	10	4	13	12
After 5 years								
All workers	2	4	27	49	12	6	16	15
Full time	1	4	26	50	12	6	16	15
Part time	—	10	43	31	10	—	14	14
Union	1	6	22	53	10	8	15	15
Nonunion	2	3	30	47	14	4	16	15
1 to 99 workers	—	4	32	53	6	—	14	15
1 to 49 workers	—	—	35	49	9	—	14	15
50 to 99 workers	—	—	28	58	3	—	14	15
100 workers or more	1	4	26	49	13	6	16	15
100 to 499 workers	1	4	33	50	9	4	15	15
500 workers or more	1	5	24	49	15	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, National Compensation Survey, March 2012—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	2	9	53	27	9	18	18
Full time	1	1	8	53	27	9	18	18
Part time	—	6	15	49	23	—	17	17
Union	1	3	8	51	28	10	18	18
Nonunion	2	1	10	54	26	8	18	18
1 to 99 workers	—	—	12	60	19	5	17	17
1 to 49 workers	—	—	13	56	21	5	17	17
50 to 99 workers	—	—	10	65	17	6	17	17
100 workers or more	1	2	8	51	28	10	18	18
100 to 499 workers	1	2	10	53	27	7	18	18
500 workers or more	1	2	8	51	28	10	19	18
After 20 years								
All workers	1	1	5	14	48	31	22	22
Full time	1	1	5	14	48	32	22	22
Part time	1	5	9	17	50	18	20	21
Union	(³)	2	4	11	48	35	22	22
Nonunion	2	1	6	16	48	28	22	22
1 to 99 workers	—	—	9	16	46	26	21	21
1 to 49 workers	—	—	11	13	43	28	20	21
50 to 99 workers	—	—	7	—	49	23	21	22
100 workers or more	1	1	5	13	48	32	22	22
100 to 499 workers	—	—	7	15	43	32	22	21
500 workers or more	1	1	4	13	49	32	22	22

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 0.5.

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/glossary20112012.htm.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2012

(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	10	18	22	25	28	90	12	15	17	21
Worker characteristics										
Management, professional, and related	11	18	22	25	28	89	13	15	18	21
Professional and related	12	19	22	25	28	88	12	15	17	21
Service	11	17	21	24	27	89	11	14	17	21
Protective service	8	18	21	25	28	92	11	14	17	21
Sales and office	9	18	22	26	28	91	12	15	18	22
Office and administrative support	9	18	22	26	29	91	12	15	18	22
Natural resources, construction, and maintenance	8	18	21	25	27	92	11	14	17	21
Production, transportation, and material moving ...	8	15	19	22	24	92	10	14	17	21
Full time	10	18	22	25	28	90	12	15	18	21
Part time	13	15	18	21	23	87	11	13	16	20
Union	6	18	23	27	30	94	12	15	18	22
Nonunion	13	18	21	24	27	87	12	15	17	21
Average wage within the following categories: ²										
Lowest 25 percent	13	17	21	25	27	87	12	14	17	20
Lowest 10 percent	21	16	20	23	25	79	11	14	16	19
Second 25 percent	8	18	22	25	28	92	12	15	18	22
Third 25 percent	10	17	21	25	28	90	12	15	18	22
Highest 25 percent	9	20	23	26	29	91	12	15	18	21
Highest 10 percent	8	21	24	27	29	92	13	16	18	21
Establishment characteristics										
Service-providing industries	10	18	22	25	28	90	12	15	17	21
Education and health services	10	18	21	24	26	90	12	15	17	21
Educational services	4	15	16	18	20	96	13	15	17	20
Elementary and secondary schools	4	8	9	10	12	96	11	13	16	19
Junior colleges, colleges, and universities	4	23	27	28	30	96	14	17	19	22
Healthcare and social assistance	30	20	23	27	29	70	12	15	18	23
Hospitals	32	20	23	26	29	68	13	16	19	23
Public administration	8	18	22	26	29	92	12	15	18	22
1 to 99 workers	9	17	20	22	25	91	10	14	16	20
1 to 49 workers	8	17	20	22	24	92	11	14	16	20
100 workers or more	10	18	22	25	28	90	12	15	18	21
100 to 499 workers	13	17	21	25	28	87	11	14	17	21
500 workers or more	9	18	22	26	28	91	12	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2012—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	5	19	23	25	28	95	13	16	18	23
Local government	13	17	21	25	28	87	11	14	17	21
Geographic areas										
Middle Atlantic	3	18	21	25	28	97	13	17	19	22
East North Central	9	19	23	25	28	91	11	14	17	21
West North Central	14	16	22	25	27	86	11	14	17	21
South Atlantic	8	19	21	24	27	92	12	15	17	21
East South Central	13	20	23	27	29	87	11	14	17	21
Pacific	12	19	24	28	31	88	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 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: 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/glossary20112012.htm.

Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	13	4	11	52	74
Worker characteristics					
Management, professional, and related	14	4	9	54	75
Professional and related	13	4	8	53	74
Teachers	11	3	5	51	71
Primary, secondary, and special education school teachers	8	1	3	49	71
Service	11	5	10	50	73
Protective service	12	4	13	55	80
Sales and office	15	4	15	50	73
Office and administrative support	16	5	16	51	74
Natural resources, construction, and maintenance	11	2	12	54	74
Production, transportation, and material moving ...	6	—	12	42	68
Full time	14	5	11	55	78
Part time	8	2	7	38	54
Union	16	2	13	56	83
Nonunion	11	6	8	49	66
Average wage within the following categories: ²					
Lowest 25 percent	9	4	5	43	61
Lowest 10 percent	8	—	4	38	53
Second 25 percent	16	6	14	52	78
Third 25 percent	15	4	14	57	79
Highest 25 percent	12	3	11	56	79
Highest 10 percent	15	4	11	56	81
Establishment characteristics					
Service-providing industries	13	4	11	52	74
Education and health services	13	4	7	52	74
Educational services	12	3	6	50	72
Elementary and secondary schools	8	1	2	46	70
Junior colleges, colleges, and universities	26	—	—	65	77
Healthcare and social assistance	17	—	15	61	84
Hospitals	20	—	—	68	87
Public administration	17	5	17	54	77
1 to 99 workers	7	5	4	34	49
1 to 49 workers	6	6	5	31	39
50 to 99 workers	—	2	—	38	63
100 workers or more	14	4	12	55	78
100 to 499 workers	9	1	7	40	56
500 workers or more	15	5	13	59	85

See footnotes at end of table.

Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	28	—	21	70	86
Local government	8	2	7	46	70
Geographic areas					
New England	—	—	4	35	75
Middle Atlantic	19	—	5	43	81
East North Central	9	1	14	48	66
West North Central	—	—	—	46	68
South Atlantic	10	—	5	60	83
East South Central	—	—	3	42	47
West South Central	7	2	5	49	64
Mountain	18	—	21	62	88
Pacific	13	4	26	66	83

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 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.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account		
All workers	23	34	54	59	59	24
Worker characteristics						
Management, professional, and related	24	36	56	63	60	25
Professional and related	23	36	55	63	60	24
Teachers	22	36	51	60	56	20
Primary, secondary, and special education school teachers	20	38	51	61	55	19
Service	20	28	49	54	56	24
Protective service	22	29	57	59	58	28
Sales and office	23	35	55	60	60	26
Office and administrative support	23	35	56	60	61	27
Natural resources, construction, and maintenance	23	38	54	59	62	22
Production, transportation, and material moving ...	20	33	40	42	54	14
Full time	24	37	58	64	64	26
Part time	13	17	29	33	35	14
Union	19	32	56	63	62	29
Nonunion	25	36	52	56	56	20
Average wage within the following categories: ¹						
Lowest 25 percent	20	30	43	48	50	18
Lowest 10 percent	16	24	35	40	48	14
Second 25 percent	24	33	58	61	62	28
Third 25 percent	23	38	59	64	62	29
Highest 25 percent	23	36	56	65	63	24
Highest 10 percent	21	31	51	62	62	25
Establishment characteristics						
Service-providing industries	22	34	54	59	59	24
Education and health services	23	36	54	62	59	22
Educational services	24	36	53	62	59	21
Elementary and secondary schools	20	36	50	58	56	19
Junior colleges, colleges, and universities	34	36	63	72	73	27
Healthcare and social assistance	20	38	59	62	54	30
Hospitals	23	46	61	62	60	30
Public administration	22	32	57	58	60	31
1 to 99 workers	20	23	33	38	44	19
1 to 49 workers	18	20	32	34	40	14
50 to 99 workers	22	27	34	44	50	28
100 workers or more	23	36	57	63	61	25
100 to 499 workers	14	29	42	44	54	19
500 workers or more	26	38	62	69	64	27

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account		
State government	32	35	73	75	79	41
Local government	19	34	48	54	53	19
Geographic areas						
New England	15	7	42	41	55	—
Middle Atlantic	3	14	32	46	72	26
East North Central	21	16	40	46	54	24
West North Central	22	40	64	69	52	36
South Atlantic	33	46	64	69	56	24
East South Central	—	51	36	45	65	—
West South Central	18	36	67	70	65	17
Mountain	24	—	65	67	63	26
Pacific	27	48	65	68	53	28

¹ 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.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	28	71	65
Worker characteristics			
Management, professional, and related	30	74	68
Professional and related	29	74	68
Teachers	26	73	66
Primary, secondary, and special education school teachers	21	74	65
Service	24	65	59
Protective service	26	73	66
Sales and office	28	69	64
Office and administrative support	29	71	66
Natural resources, construction, and maintenance	28	66	57
Production, transportation, and material moving ...	16	68	62
Full time	30	75	68
Part time	14	48	46
Union	26	78	71
Nonunion	29	65	60
Average wage within the following categories: ³			
Lowest 25 percent	19	57	52
Lowest 10 percent	17	45	40
Second 25 percent	32	74	69
Third 25 percent	32	76	70
Highest 25 percent	29	77	69
Highest 10 percent	30	78	73
Establishment characteristics			
Service-providing industries	28	71	65
Education and health services	30	72	66
Educational services	30	73	67
Elementary and secondary schools	22	72	66
Junior colleges, colleges, and universities	56	74	71
Healthcare and social assistance	34	70	58
Hospitals	36	70	57
Public administration	26	73	69
1 to 99 workers	16	44	37
1 to 49 workers	14	40	33
50 to 99 workers	19	51	44
100 workers or more	29	75	69
100 to 499 workers	16	64	56
500 workers or more	34	78	73

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
State government	46	86	83
Local government	22	66	59
Geographic areas			
New England	10	—	73
Middle Atlantic	16	84	78
East North Central	15	55	50
West North Central	—	62	48
South Atlantic	43	76	69
East South Central	—	55	49
West South Central	22	74	66
Mountain	23	74	74
Pacific	42	74	72

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 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.

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.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	49	48	33	28
Worker characteristics				
Management, professional, and related	53	51	34	29
Professional and related	53	51	34	28
Teachers	52	50	31	25
Primary, secondary, and special education school teachers	56	54	30	25
Service	41	40	29	23
Protective service	43	42	34	25
Sales and office	51	50	37	31
Office and administrative support	52	52	37	32
Natural resources, construction, and maintenance	46	46	32	26
Production, transportation, and material moving ...	39	40	29	27
Full time	55	53	37	31
Part time	20	20	13	12
Union	53	50	53	44
Nonunion	46	47	16	14
Average wage within the following categories: ²				
Lowest 25 percent	36	37	14	12
Lowest 10 percent	30	31	7	7
Second 25 percent	51	50	34	28
Third 25 percent	52	51	38	32
Highest 25 percent	58	55	47	38
Highest 10 percent	60	54	56	47
Establishment characteristics				
Service-providing industries	49	48	33	28
Education and health services	51	50	32	26
Educational services	53	51	32	26
Elementary and secondary schools	53	51	28	24
Junior colleges, colleges, and universities	53	51	44	34
Healthcare and social assistance	39	40	30	28
Hospitals	37	40	31	31
Public administration	48	47	37	31
1 to 99 workers	33	33	17	15
1 to 49 workers	26	27	11	9
50 to 99 workers	44	43	25	23
100 workers or more	51	50	36	30
100 to 499 workers	41	41	24	20
500 workers or more	55	53	39	33

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	58	57	43	33
Local government	46	45	30	26
Geographic areas				
New England	33	27	35	28
Middle Atlantic	59	53	55	48
East North Central	—	—	23	—
South Atlantic	44	45	11	6
East South Central	69	70	—	2
West South Central	53	55	11	11
Mountain	61	60	49	34
Pacific	82	80	84	81

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 the Unmarried Domestic Partners Benefit Fact Sheet at: www.bls.gov/ncs/ebs_domestic2012.pdf.

² 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.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2012

(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	86	1	3	10	78	9	1	12
Worker characteristics								
Management, professional, and related	88	1	3	8	79	10	1	10
Professional and related	88	1	3	8	78	11	1	10
Teachers	88	(1)	3	9	77	11	1	11
Primary, secondary, and special education school teachers	98	—	—	1	85	13	—	—
Service	79	2	4	15	74	7	2	17
Protective service	88	—	—	9	84	5	2	10
Sales and office	86	1	3	10	78	9	1	12
Office and administrative support	87	1	3	10	78	10	1	12
Natural resources, construction, and maintenance	94	—	—	4	90	5	—	—
Production, transportation, and material moving ...	81	—	6	—	74	9	—	—
Full time	98	1	1	(1)	89	10	(1)	1
Part time	21	3	17	59	17	7	5	71
Union	94	1	3	2	85	10	1	4
Nonunion	79	2	4	16	72	8	1	19
Average wage within the following categories: ²								
Lowest 25 percent	66	2	7	24	59	9	2	29
Lowest 10 percent	50	—	—	37	45	8	2	44
Second 25 percent	90	1	3	6	82	9	1	8
Third 25 percent	92	1	2	5	84	9	1	6
Highest 25 percent	97	(1)	1	2	88	9	1	3
Highest 10 percent	96	1	1	2	89	8	1	2
Establishment characteristics								
Service-providing industries	86	1	3	10	78	9	1	12
Education and health services	87	1	4	9	78	10	1	11
Educational services	87	1	4	8	77	10	1	11
Elementary and secondary schools	88	1	4	7	76	12	1	10
Junior colleges, colleges, and universities	83	1	2	13	81	4	1	15
Healthcare and social assistance	87	1	1	11	79	—	—	12
Hospitals	93	—	—	5	89	—	—	6
Public administration	87	1	3	9	81	7	1	11
1 to 99 workers	71	2	6	21	59	14	3	24
1 to 49 workers	62	2	7	28	55	9	4	32
50 to 99 workers	86	—	—	10	64	—	—	12
100 workers or more	88	1	3	8	81	8	1	10
100 to 499 workers	83	—	—	11	73	12	1	13
500 workers or more	90	1	3	7	83	7	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2012—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	80	7	3	10	30	57	1	12
Worker characteristics								
Management, professional, and related	84	6	3	8	31	58	1	10
Professional and related	84	5	3	8	30	59	1	10
Teachers	85	3	3	9	28	60	(1)	11
Primary, secondary, and special education school teachers	97	—	—	1	24	74	—	2
Service	72	9	4	15	27	55	1	18
Protective service	82	7	2	9	31	58	1	10
Sales and office	78	9	2	11	32	55	2	11
Office and administrative support	80	8	2	11	32	55	2	11
Natural resources, construction, and maintenance	87	8	—	—	33	62	—	—
Production, transportation, and material moving ...	73	9	—	—	22	60	—	—
Full time	91	7	1	1	35	64	—	—
Part time	20	4	15	61	4	20	5	71
Union	92	3	3	2	30	65	1	4
Nonunion	70	11	3	17	30	51	1	18
Average wage within the following categories: ²								
Lowest 25 percent	59	10	6	26	23	45	3	29
Lowest 10 percent	43	11	8	39	16	38	3	43
Second 25 percent	83	8	3	6	32	59	1	8
Third 25 percent	87	6	1	6	32	61	1	6
Highest 25 percent	93	4	1	2	33	64	—	—
Highest 10 percent	91	6	1	2	39	58	—	—
Establishment characteristics								
Service-providing industries	80	7	3	10	30	57	1	12
Education and health services	81	6	3	9	29	59	1	11
Educational services	84	4	4	9	26	62	1	11
Elementary and secondary schools	87	2	4	7	20	69	1	10
Junior colleges, colleges, and universities	73	11	2	14	46	38	—	—
Healthcare and social assistance	64	23	1	12	52	35	1	11
Hospitals	67	27	—	—	55	38	1	5
Public administration	83	6	2	9	32	56	1	11
1 to 99 workers	61	12	4	23	26	47	3	24
1 to 49 workers	51	13	4	32	23	41	4	32
50 to 99 workers	76	11	3	10	31	56	—	—
100 workers or more	83	6	3	8	30	59	1	10
100 to 499 workers	76	9	4	11	27	58	1	14
500 workers or more	85	5	2	7	32	59	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2012—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	92	1	1	7	85	8	(1)	7
Local government	84	1	4	10	76	10	2	13
Geographic areas								
New England	82	—	—	12	71	16	—	—
Middle Atlantic	86	—	—	9	81	5	3	11
East North Central	79	1	6	14	77	3	2	18
West North Central	84	—	—	9	77	7	2	13
South Atlantic	89	1	1	9	82	7	(1)	10
East South Central	91	—	—	7	84	—	—	—
West South Central	87	—	—	8	76	14	—	—
Mountain	86	—	—	11	79	—	—	12
Pacific	88	(1)	3	9	72	17	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2012—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	85	—	—	7	43	50	—	—
Local government	78	7	4	11	26	60	1	13
Geographic areas								
New England	79	—	—	12	—	78	—	13
Middle Atlantic	83	3	4	10	30	55	—	—
East North Central	73	7	6	14	41	39	3	17
West North Central	73	—	—	10	30	55	—	—
South Atlantic	86	4	1	9	46	44	1	10
East South Central	84	—	—	—	23	69	—	—
West South Central	75	15	1	9	22	69	—	—
Mountain	81	6	2	11	20	67	2	12
Pacific	83	5	3	9	19	69	—	—

¹ Less than 0.5.

² 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: 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/glossary20112012.htm.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	34	55	59	57	92	92	87
Worker characteristics							
Management, professional, and related	26	60	43	41	93	93	85
Professional and related	21	61	36	34	93	93	84
Teachers	8	64	12	10	92	92	79
Primary, secondary, and special education school teachers	7	75	9	7	98	98	83
Service	41	48	75	73	87	87	86
Protective service	51	53	88	85	91	91	91
Sales and office	48	51	83	82	91	91	90
Office and administrative support	50	53	84	83	92	92	90
Natural resources, construction, and maintenance	46	46	94	94	96	96	97
Production, transportation, and material moving ...	36	56	58	58	91	94	90
Full time	39	62	66	65	99	99	94
Part time	7	18	18	17	50	51	46
Union	38	69	56	55	98	99	92
Nonunion	30	44	61	59	86	86	82
Average wage within the following categories: ²							
Lowest 25 percent	23	37	54	53	79	80	77
Lowest 10 percent	15	29	40	39	68	68	65
Second 25 percent	49	55	84	83	95	95	94
Third 25 percent	43	61	69	68	94	94	91
Highest 25 percent	25	69	36	34	98	98	87
Highest 10 percent	22	65	34	32	98	99	83
Establishment characteristics							
Service-providing industries	34	56	58	57	91	92	87
Education and health services	24	59	42	40	93	93	85
Educational services	20	60	35	33	93	93	84
Elementary and secondary schools	18	67	26	24	94	94	84
Junior colleges, colleges, and universities	29	39	65	64	88	89	85
Healthcare and social assistance	50	51	86	86	90	90	91
Hospitals	47	46	91	92	96	96	95
Public administration	52	52	88	87	91	91	91
1 to 99 workers	33	43	65	64	79	80	79
1 to 49 workers	28	32	64	62	72	73	73
50 to 99 workers	41	59	67	67	90	90	89
100 workers or more	34	57	58	56	93	94	88
100 to 499 workers	33	57	58	56	91	91	87
500 workers or more	34	58	58	56	94	94	88

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
State government	47	51	84	84	94	94	93
Local government	29	57	50	48	91	91	85
Geographic areas							
New England	45	76	45	46	90	91	86
Middle Atlantic	44	66	57	57	92	92	84
East North Central	33	61	53	52	87	87	84
West North Central	24	47	57	56	91	91	87
South Atlantic	36	55	65	63	93	94	89
East South Central	19	39	66	61	92	92	91
West South Central	25	51	52	49	92	93	87
Mountain	23	45	54	52	90	90	86
Pacific	41	56	67	65	93	93	86

¹ Includes workers with access to one or more of these leave benefits.

² 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: 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.