

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2013

(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	85	95	83	78	94	32	15	48
Worker characteristics									
Management, professional, and related	91	87	95	86	81	93	32	15	46
Professional and related	91	87	95	87	81	93	31	14	44
Teachers	91	86	95	88	82	94	29	12	40
Primary, secondary, and special education school teachers	99	95	97	98	95	96	24	7	31
Service	83	79	95	76	73	95	28	13	45
Protective service	90	87	96	84	81	97	33	15	45
Sales and office	89	85	96	81	76	95	35	19	54
Office and administrative support	90	86	96	82	78	95	35	19	53
Natural resources, construction, and maintenance	95	92	96	89	85	96	34	19	56
Production, transportation, and material moving	86	82	95	78	75	96	24	11	45
Full time	99	94	95	92	87	94	36	17	48
Part time	39	35	91	36	33	92	9	4	40
Union	97	93	95	95	90	94	32	11	36
Nonunion	83	78	95	73	69	94	32	18	58
Average wage within the following categories: ³									
Lowest 25 percent	73	69	95	65	62	95	26	13	49
Lowest 10 percent	58	55	94	50	47	95	20	10	52
Second 25 percent	93	88	95	85	81	94	33	16	50
Third 25 percent	95	90	95	89	84	94	33	16	48
Highest 25 percent	98	93	95	94	88	94	35	16	45
Highest 10 percent	98	92	94	92	84	92	42	16	38
Establishment characteristics									
Service-providing industries	89	85	95	83	78	94	32	15	48
Education and health services	90	85	94	85	79	93	30	13	44
Educational services	90	86	95	87	82	93	27	10	39
Elementary and secondary schools	92	88	96	91	87	96	21	6	28
Junior colleges, colleges, and universities	86	79	91	76	64	84	47	26	55
Healthcare and social assistance	89	82	92	67	61	91	53	33	61
Hospitals	95	85	89	70	62	88	57	35	61
Public administration	91	87	96	85	82	95	35	17	50
1 to 99 workers	77	74	96	66	63	95	29	19	66
1 to 49 workers	69	66	95	56	52	93	26	17	65
50 to 99 workers	89	86	97	80	78	97	33	22	67
100 workers or more	91	86	95	86	81	94	32	15	45
100 to 499 workers	87	84	96	80	77	96	30	14	48
500 workers or more	92	87	95	88	82	93	33	15	45

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 2013—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	93	87	93	86	78	90	43	22	51
Local government	88	84	96	82	78	96	28	13	46
Geographic areas									
New England	86	82	96	83	79	96	—	7	—
Middle Atlantic	91	84	92	87	79	91	33	8	25
East North Central	84	82	97	79	76	96	44	15	34
West North Central	91	83	92	79	68	87	32	21	65
South Atlantic	90	84	93	87	80	91	48	17	35
East South Central	92	89	97	84	82	97	23	16	69
West South Central	89	86	97	76	74	97	24	17	70
Mountain	88	86	97	83	81	97	22	14	63
Pacific	91	88	98	86	84	98	19	17	89

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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the

threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2013

(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	86	80	6.4	6.4	14
Worker characteristics					
Management, professional, and related	86	81	6.5	6.4	14
Professional and related	87	82	6.5	6.5	13
Teachers	88	84	6.8	6.5	12
Primary, secondary, and special education school teachers	88	83	6.8	6.5	12
Service	86	80	6.7	6.6	14
Protective service	85	80	7.1	7.0	15
Sales and office	85	80	6.1	6.4	15
Office and administrative support	85	80	6.2	6.4	15
Natural resources, construction, and maintenance	81	77	5.8	6.0	19
Production, transportation, and material moving ...	84	75	6.3	6.4	16
Full time	86	80	6.4	6.4	14
Part time	87	79	6.6	7.0	13
Union	86	77	6.4	6.6	14
Nonunion	85	84	6.5	6.4	15
Average wage within the following categories: ²					
Lowest 25 percent	86	83	6.3	6.4	14
Lowest 10 percent	86	83	6.6	6.4	14
Second 25 percent	86	79	6.3	6.4	14
Third 25 percent	84	80	6.2	6.4	16
Highest 25 percent	87	80	6.8	6.6	13
Highest 10 percent	88	79	7.0	7.3	12
Establishment characteristics					
Service-providing industries	86	80	6.5	6.4	14
Education and health services	87	82	6.6	6.4	13
Educational services	88	83	6.6	6.5	12
Elementary and secondary schools	88	83	6.7	6.5	12
Junior colleges, colleges, and universities	89	85	6.6	6.5	11
Healthcare and social assistance	79	74	5.9	6.4	21
Hospitals	76	73	6.1	6.4	24
Public administration	83	77	6.3	6.4	17
1 to 99 workers	83	79	6.1	6.0	17
1 to 49 workers	89	85	5.8	6.0	11
50 to 99 workers	77	72	6.5	6.0	23
100 workers or more	86	80	6.5	6.4	14
100 to 499 workers	82	77	6.6	6.5	18
500 workers or more	87	82	6.4	6.4	13

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 2013—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	88	80	6.0	6.3	12
Local government	85	80	6.6	6.5	15
Geographic areas					
Middle Atlantic	94	93	5.6	6.5	6
East North Central	74	66	7.7	9.4	26
West North Central	95	95	6.0	5.0	5
South Atlantic	87	87	4.9	5.0	13
Pacific	77	64	6.9	7.0	23

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

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication,

"Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2013

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	60	40	81	19
Worker characteristics				
Management, professional, and related	60	40	81	19
Professional and related	61	39	79	21
Teachers	59	41	79	21
Primary, secondary, and special education school teachers	43	57	—	—
Service	61	39	79	21
Protective service	68	32	81	19
Sales and office	62	38	86	14
Office and administrative support	63	37	86	14
Natural resources, construction, and maintenance Production, transportation, and material moving ...	55	45	66	34
Production, transportation, and material moving ...	55	45	—	—
Full time	60	40	80	20
Part time	68	32	—	—
Union	54	46	75	25
Nonunion	63	37	83	17
Average wage within the following categories: ¹				
Lowest 25 percent	62	38	83	17
Lowest 10 percent	62	38	86	14
Second 25 percent	59	41	80	20
Third 25 percent	57	43	75	25
Highest 25 percent	62	38	84	16
Highest 10 percent	70	30	86	14
Establishment characteristics				
Service-providing industries	60	40	81	19
Education and health services	59	41	77	23
Educational services	59	41	77	23
Elementary and secondary schools	46	54	—	—
Junior colleges, colleges, and universities	70	30	81	19
Healthcare and social assistance	58	42	78	22
Hospitals	65	35	78	22
Public administration	60	40	83	17
1 to 99 workers	61	39	—	—
50 to 99 workers	36	64	—	—
100 workers or more	60	40	79	21
100 to 499 workers	58	42	86	14
500 workers or more	60	40	76	24

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2013—Continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	64	36	82	18
Local government	58	42	80	20
Geographic areas				
Middle Atlantic	85	15	—	—
East North Central	45	55	77	23
South Atlantic	51	49	70	30
East South Central	62	38	—	—
West South Central	—	—	92	8
Mountain	45	55	—	—
Pacific	46	54	86	14

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2013

(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	90	89	74	83
Teachers	88	79	89	88	73	82
Primary, secondary, and special education school teachers	98	87	89	98	80	82
Service	81	73	91	81	69	85
Protective service	88	81	92	88	77	87
Sales and office	87	78	90	87	73	84
Office and administrative support	87	79	90	87	73	84
Natural resources, construction, and maintenance	95	88	92	95	83	87
Production, transportation, and material moving ...	83	74	89	82	68	83
Full time	99	90	90	99	84	84
Part time	24	20	82	24	17	73
Union	95	87	91	95	79	84
Nonunion	80	72	89	80	68	84
Average wage within the following categories: ³						
Lowest 25 percent	69	59	86	68	56	82
Lowest 10 percent	54	44	82	54	42	78
Second 25 percent	91	84	92	91	78	86
Third 25 percent	94	85	91	94	80	86
Highest 25 percent	97	88	91	97	80	83
Highest 10 percent	97	90	93	97	82	85
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	72	82
Elementary and secondary schools	89	78	88	89	71	80
Junior colleges, colleges, and universities	84	78	93	84	72	86
Healthcare and social assistance	89	79	89	89	74	83
Hospitals	94	86	91	94	79	84
Public administration	88	82	93	88	78	88
1 to 99 workers	74	66	89	74	64	86
1 to 49 workers	64	58	90	64	55	86
50 to 99 workers	88	78	89	88	76	86
100 workers or more	89	80	90	89	74	84
100 to 499 workers	86	76	89	85	71	84
500 workers or more	90	82	91	90	76	84

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 2013—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	83	85	72	84
Worker characteristics									
Management, professional, and related	56	49	86	38	31	81	88	73	83
Professional and related	56	49	86	37	30	80	88	73	83
Teachers	55	48	86	36	29	81	87	72	82
Primary, secondary, and special education school teachers	61	52	86	39	31	81	96	79	82
Service	52	45	88	37	31	84	79	67	85
Protective service	59	53	89	42	35	85	86	74	87
Sales and office	59	51	87	41	35	85	85	72	84
Office and administrative support	58	51	88	42	35	84	85	72	84
Natural resources, construction, and maintenance	66	59	89	42	36	86	93	81	87
Production, transportation, and material moving	59	50	85	39	33	85	80	67	83
Full time	63	55	87	43	36	83	97	82	84
Part time	18	14	80	14	11	74	23	17	73
Union	74	65	88	56	48	86	92	77	84
Nonunion	41	35	85	24	19	77	80	67	84
Average wage within the following categories: ³									
Lowest 25 percent	36	30	84	22	17	77	67	55	82
Lowest 10 percent	22	18	79	12	8	72	54	42	78
Second 25 percent	61	54	88	41	35	85	89	76	85
Third 25 percent	60	53	88	40	34	83	93	80	86
Highest 25 percent	70	61	87	52	43	83	95	79	83
Highest 10 percent	73	64	88	55	47	85	95	81	85
Establishment characteristics									
Service-providing industries	56	49	87	38	32	83	85	72	84
Education and health services	54	46	86	35	28	80	86	71	82
Educational services	54	46	85	35	28	80	86	70	82
Elementary and secondary schools	54	45	84	36	28	79	87	70	80
Junior colleges, colleges, and universities	53	47	89	33	27	82	84	72	86
Healthcare and social assistance	56	48	86	33	27	82	87	74	84
Hospitals	58	51	88	30	25	84	94	79	85
Public administration	62	55	89	45	39	87	86	76	88
1 to 99 workers	41	37	91	31	26	84	72	62	87
1 to 49 workers	35	32	93	22	19	85	62	54	87
50 to 99 workers	50	45	89	43	36	83	85	74	87
100 workers or more	58	51	86	40	33	83	87	73	84
100 to 499 workers	53	47	88	32	28	89	83	70	84
500 workers or more	60	52	86	42	34	81	89	74	84

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 2013—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	82	89
Local government	85	76	89	85	70	82
Geographic areas						
New England	87	77	89	87	70	80
Middle Atlantic	86	81	94	86	77	90
East North Central	81	69	86	80	62	78
West North Central	85	75	88	85	69	81
South Atlantic	89	80	90	89	76	85
East South Central	92	85	93	92	84	92
West South Central	91	76	84	91	74	81
Mountain	87	79	91	87	72	83
Pacific	88	84	95	88	74	84

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 2013—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	59	54	91	42	36	85	91	80	89
Local government	55	47	85	38	31	82	84	69	82
Geographic areas									
New England	56	49	88	20	15	76	82	65	79
Middle Atlantic	68	63	92	57	51	90	84	76	90
East North Central	67	56	84	47	38	81	79	62	78
West North Central	55	49	90	12	10	79	77	63	82
South Atlantic	47	39	83	34	22	64	88	75	85
East South Central	28	18	64	7	7	88	92	84	92
West South Central	23	20	85	12	11	88	91	74	81
Mountain	71	63	90	—	—	—	87	72	83
Pacific	82	73	90	78	68	88	88	73	83

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 Surveyed occupations are classified into wage categories based on the average

wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2013

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	87	13	70	30
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	87	13	72	28
Protective service	87	13	78	22
Sales and office	88	12	72	28
Office and administrative support	88	12	72	28
Natural resources, construction, and maintenance	88	12	72	28
Production, transportation, and material moving	87	13	71	29
Full time	87	13	71	29
Part time	81	19	69	31
Union	87	13	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	87	13	72	28
Third 25 percent	88	12	70	30
Highest 25 percent	87	13	74	26
Highest 10 percent	89	11	79	21
Establishment characteristics				
Service-providing industries	87	13	70	30
Education and health services	86	14	66	34
Educational services	86	14	66	34
Elementary and secondary schools	86	14	64	36
Junior colleges, colleges, and universities	88	12	72	28
Healthcare and social assistance	86	14	70	30
Hospitals	87	13	71	29
Public administration	88	12	77	23
1 to 99 workers	90	10	70	30
1 to 49 workers	91	9	72	28
50 to 99 workers	90	10	68	32
100 workers or more	87	13	70	30
100 to 499 workers	88	12	69	31
500 workers or more	86	14	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 2013—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	88	12	82	18
West North Central	91	9	69	31
South Atlantic	86	14	65	35
East South Central	87	13	55	45
West South Central	86	14	53	47
Mountain	88	12	64	36
Pacific	85	15	75	25

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee

Compensation - March 2013."

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/glossary20122013.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 2013

(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	\$460.94	29	\$506.93	71	\$441.80	\$103.42
Worker characteristics							
Management, professional, and related	100	464.83	29	514.27	71	444.18	107.11
Professional and related	100	462.80	30	512.27	70	441.48	110.91
Teachers	100	469.93	33	516.00	67	447.27	112.52
Primary, secondary, and special education school teachers	100	470.50	33	512.50	67	449.46	119.00
Service	100	450.04	29	486.30	71	435.51	99.99
Protective service	100	469.92	30	506.46	70	454.54	100.10
Sales and office	100	466.00	30	513.58	70	445.74	99.23
Office and administrative support	100	466.55	29	519.19	71	444.87	100.14
Natural resources, construction, and maintenance	100	449.92	30	494.25	70	431.20	89.65
Production, transportation, and material moving ...	100	459.70	30	500.58	70	442.11	103.78
Full time	100	461.94	29	506.11	71	443.52	101.93
Part time	100	435.29	28	528.99	72	398.39	140.87
Union	100	503.17	33	548.33	67	480.77	119.87
Nonunion	100	419.76	26	454.87	74	407.61	88.98
Average wage within the following categories: ¹							
Lowest 25 percent	100	421.42	29	455.17	71	407.83	95.25
Lowest 10 percent	100	403.64	26	408.37	74	401.97	86.25
Second 25 percent	100	464.12	29	512.08	71	444.43	100.37
Third 25 percent	100	461.18	31	508.70	69	440.08	100.12
Highest 25 percent	100	485.86	29	537.13	71	464.97	114.30
Highest 10 percent	100	496.91	34	531.98	66	478.70	100.15
Establishment characteristics							
Service-providing industries	100	461.17	30	507.00	70	441.91	103.72
Education and health services	100	450.74	30	498.64	70	430.14	110.50
Educational services	100	452.16	29	499.59	71	432.36	110.61
Elementary and secondary schools	100	456.58	32	502.31	68	435.31	118.62
Junior colleges, colleges, and universities	100	441.42	23	484.98	77	428.57	82.99
Healthcare and social assistance	100	442.02	34	493.56	66	415.63	109.81
Hospitals	100	444.86	37	498.42	63	412.97	113.80
Public administration	100	477.82	27	529.43	73	458.66	94.35
1 to 99 workers	100	462.36	43	506.08	57	429.80	85.92
1 to 49 workers	100	465.18	40	492.19	60	447.50	76.18
50 to 99 workers	100	459.46	46	518.42	54	409.33	97.17
100 workers or more	100	460.77	28	507.09	72	442.97	105.12
100 to 499 workers	100	473.95	31	521.48	69	452.92	101.40
500 workers or more	100	456.49	27	501.75	73	439.90	106.26

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 2013—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	\$453.54	20	\$546.52	80	\$430.64	\$87.20
Local government	100	463.91	33	497.51	67	447.18	111.23
Geographic areas							
New England	100	521.63	14	540.17	86	518.67	118.10
Middle Atlantic	100	467.66	38	470.06	62	466.18	105.42
East North Central	100	496.10	19	558.40	81	481.30	86.39
West North Central	100	456.97	47	476.99	53	439.21	89.08
South Atlantic	100	429.55	20	484.12	80	416.04	89.76
East South Central	100	381.62	16	413.95	84	375.63	71.34
West South Central	100	395.14	45	450.41	55	350.06	120.57
Mountain	100	485.25	31	507.72	69	474.95	105.46
Pacific	100	533.71	32	640.40	68	484.15	146.11

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2013

(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	71	—	19	3	2	5	—
Worker characteristics								
Management, professional, and related	100	70	—	20	3	1	5	—
Professional and related	100	71	—	20	2	1	5	—
Teachers	100	72	—	19	—	1	5	—
Primary, secondary, and special education school teachers	100	73	—	16	—	1	6	—
Service	100	73	—	16	2	3	6	—
Protective service	100	76	—	11	3	3	6	—
Sales and office	100	70	—	20	3	2	4	—
Office and administrative support	100	70	—	21	4	2	4	—
Natural resources, construction, and maintenance	100	72	—	15	—	3	8	—
Production, transportation, and material moving	100	70	—	18	—	2	8	—
Full time	100	71	—	18	3	2	5	—
Part time	100	62	—	29	2	—	6	—
Union	100	72	—	14	4	3	7	—
Nonunion	100	70	—	23	2	(⁴)	4	—
Average wage within the following categories: ⁵								
Lowest 25 percent	100	74	—	19	—	(⁴)	4	—
Lowest 10 percent	100	79	—	14	—	—	6	—
Second 25 percent	100	73	—	17	3	1	4	—
Third 25 percent	100	74	—	16	2	2	6	—
Highest 25 percent	100	64	—	22	4	3	6	—
Highest 10 percent	100	65	—	20	3	4	7	—
Establishment characteristics								
Service-providing industries	100	71	—	18	3	2	5	—
Education and health services	100	70	—	23	2	1	4	—
Educational services	100	71	—	22	1	1	5	—
Elementary and secondary schools	100	74	—	17	1	2	6	—
Junior colleges, colleges, and universities	100	65	—	35	—	—	—	—
Healthcare and social assistance	100	63	—	29	—	—	3	—
Hospitals	100	66	—	25	—	—	—	—
Public administration	100	74	—	12	5	2	5	—
1 to 99 workers	100	68	—	17	—	—	9	—
1 to 49 workers	100	65	—	—	—	—	—	—
50 to 99 workers	100	71	—	17	—	—	—	—
100 workers or more	100	71	—	19	3	2	5	—
100 to 499 workers	100	74	—	15	—	4	4	—
500 workers or more	100	71	—	20	3	1	5	—

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 2013—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	66	—	29	4	—	—	—
Local government	100	74	—	13	2	2	7	—
Geographic areas								
New England	100	90	—	—	—	—	7	—
Middle Atlantic	100	49	—	26	—	12	11	—
East North Central	100	71	—	23	—	—	4	—
West North Central	100	67	—	21	—	—	—	—
South Atlantic	100	78	—	20	—	—	2	—
East South Central	100	71	—	—	—	—	—	—
West South Central	100	84	—	5	—	—	6	—
Mountain	100	75	—	—	—	—	—	—
Pacific	100	64	—	17	13	—	4	—

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 Surveyed occupations are classified into wage categories based on the average

wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.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 2013

(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	\$962.92	10	\$1,204.34	90	\$935.75	\$443.66
Worker characteristics							
Management, professional, and related	100	951.83	10	1,245.50	90	919.33	467.39
Professional and related	100	941.83	10	1,256.32	90	905.20	484.02
Teachers	100	924.49	13	1,278.81	87	873.06	508.91
Primary, secondary, and special education school teachers	100	916.17	14	1,288.08	86	856.19	538.23
Service	100	979.88	11	1,139.12	89	960.27	417.00
Protective service	100	1,070.49	11	1,163.16	89	1,059.42	352.16
Sales and office	100	989.08	9	1,163.38	91	971.34	408.21
Office and administrative support	100	992.06	9	1,174.12	91	974.18	406.98
Natural resources, construction, and maintenance	100	947.08	9	1,219.08	91	919.13	396.58
Production, transportation, and material moving ...	100	960.33	12	1,125.87	88	937.07	441.01
Full time	100	962.67	10	1,210.87	90	934.77	441.18
Part time	100	969.58	11	1,042.54	89	961.00	507.82
Union	100	1,109.37	17	1,217.25	83	1,086.71	424.69
Nonunion	100	820.23	3	1,132.99	97	810.35	459.41
Average wage within the following categories: ¹							
Lowest 25 percent	100	816.22	6	1,141.42	94	795.73	486.24
Lowest 10 percent	100	717.19	2	1,278.68	98	704.50	541.31
Second 25 percent	100	982.63	9	1,133.99	91	967.52	412.54
Third 25 percent	100	951.68	9	1,192.32	91	927.40	439.56
Highest 25 percent	100	1,059.50	15	1,263.35	85	1,024.35	441.07
Highest 10 percent	100	1,126.14	20	1,244.89	80	1,096.75	388.25
Establishment characteristics							
Service-providing industries	100	962.59	10	1,204.16	90	935.30	445.04
Education and health services	100	902.33	10	1,244.26	90	863.28	499.51
Educational services	100	887.46	11	1,250.67	89	842.97	510.26
Elementary and secondary schools	100	870.77	13	1,261.88	87	813.76	552.34
Junior colleges, colleges, and universities	100	947.52	5	1,177.29	95	935.30	369.87
Healthcare and social assistance	100	993.16	6	1,175.43	94	981.10	437.11
Hospitals	100	999.99	8	1,172.12	92	985.53	432.04
Public administration	100	1,066.46	10	1,115.78	90	1,061.22	355.56
1 to 99 workers	100	927.81	8	1,173.10	92	907.67	410.23
1 to 49 workers	100	930.88	8	1,065.23	92	919.82	379.39
50 to 99 workers	100	924.66	—	—	—	—	—
100 workers or more	100	967.22	10	1,207.12	90	939.29	447.88
100 to 499 workers	100	983.58	9	1,314.57	91	950.66	457.25
500 workers or more	100	961.92	11	1,178.21	89	935.53	444.78

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 2013—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	\$1,003.31	3	\$1,138.57	97	\$999.79	\$350.98
Local government	100	946.66	13	1,209.43	87	906.80	485.55
Geographic areas							
New England	100	1,257.37	9	1,255.07	91	1,257.59	365.93
Middle Atlantic	100	1,150.04	37	1,155.65	63	1,146.81	316.43
East North Central	100	1,220.59	12	1,306.14	88	1,208.70	306.89
West North Central	100	996.07	12	1,286.68	88	956.18	470.08
South Atlantic	100	836.04	(²)	1,061.32	100	835.41	450.00
East South Central	100	625.29	—	—	—	—	—
West South Central	100	639.08	—	—	—	—	—
Mountain	100	840.45	3	810.32	97	841.55	508.77
Pacific	100	1,126.86	11	1,272.22	89	1,107.97	473.19

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2013

(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	73	—	16	2	1	6	—
Worker characteristics								
Management, professional, and related	100	73	—	17	3	1	6	—
Professional and related	100	74	—	17	2	1	6	—
Teachers	100	75	—	16	1	1	7	—
Primary, secondary, and special education school teachers	100	75	—	14	—	1	7	—
Service	100	76	—	13	2	2	6	—
Protective service	100	79	—	9	3	3	5	—
Sales and office	100	71	—	19	3	1	6	—
Office and administrative support	100	71	—	19	3	1	6	—
Natural resources, construction, and maintenance	100	74	—	14	—	2	8	—
Production, transportation, and material moving ...	100	74	—	16	—	2	7	—
Full time	100	74	—	16	2	1	6	—
Part time	100	68	—	24	2	—	6	—
Union	100	71	—	13	3	3	8	—
Nonunion	100	75	—	18	2	(⁴)	4	—
Average wage within the following categories: ⁵								
Lowest 25 percent	100	77	—	15	—	(⁴)	6	—
Lowest 10 percent	100	81	—	11	—	—	7	—
Second 25 percent	100	75	—	16	2	1	5	—
Third 25 percent	100	75	—	14	2	1	8	—
Highest 25 percent	100	68	—	19	4	2	6	—
Highest 10 percent	100	70	—	17	3	3	7	—
Establishment characteristics								
Service-providing industries	100	74	—	16	2	1	6	—
Education and health services	100	73	—	19	1	1	5	—
Educational services	100	74	—	18	1	1	6	—
Elementary and secondary schools	100	76	—	14	1	1	7	—
Junior colleges, colleges, and universities	100	70	—	28	—	—	1	—
Healthcare and social assistance	100	69	—	24	—	—	4	—
Hospitals	100	74	—	18	—	—	5	—
Public administration	100	74	—	12	5	2	7	—
1 to 99 workers	100	75	—	11	—	—	10	—
1 to 49 workers	100	74	—	—	—	—	11	—
50 to 99 workers	100	76	—	12	—	—	—	—
100 workers or more	100	73	—	17	2	1	6	—
100 to 499 workers	100	75	—	13	—	3	6	—
500 workers or more	100	73	—	18	3	1	6	—

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 2013—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	67	—	27	3	—	—	—
Local government	100	76	—	11	2	2	8	—
Geographic areas								
New England	100	92	—	—	—	—	—	—
Middle Atlantic	100	50	—	26	—	12	10	—
East North Central	100	73	—	22	—	—	4	—
West North Central	100	73	—	—	—	—	12	—
South Atlantic	100	82	—	16	—	—	1	—
East South Central	100	74	—	—	—	—	—	—
West South Central	100	84	—	4	—	—	9	—
Mountain	100	81	—	—	—	—	6	—
Pacific	100	60	—	18	10	—	—	—

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 Surveyed occupations are classified into wage categories based on the average

wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2013

(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	\$22.51	\$41.57	\$72.95	\$114.34	\$183.78	\$124.42	\$211.00	\$363.00	\$613.57	\$832.85
Worker characteristics										
Management, professional, and related	21.32	40.00	72.95	117.48	204.87	129.99	218.62	407.88	666.18	872.00
Professional and related	21.21	41.27	74.96	126.30	212.00	130.20	226.22	409.57	666.18	909.67
Teachers	22.76	39.99	74.07	133.00	235.00	122.18	220.98	436.83	667.00	934.03
Primary, secondary, and special education school teachers	22.76	42.03	78.37	143.98	239.18	120.62	230.60	490.00	704.94	993.43
Service	22.76	47.00	72.49	113.53	163.00	129.99	201.81	318.64	533.34	744.84
Protective service	35.37	50.00	73.77	114.58	157.24	122.12	180.00	285.68	399.45	612.13
Sales and office	21.40	39.99	72.10	108.52	163.00	126.63	209.65	331.02	543.54	744.76
Office and administrative support	21.40	39.99	72.10	109.18	170.63	126.63	207.88	331.02	543.54	730.00
Natural resources, construction, and maintenance	24.81	38.80	68.83	108.52	136.70	111.86	180.00	310.57	516.08	703.03
Production, transportation, and material moving ...	26.10	50.83	84.20	115.34	189.53	118.31	214.58	378.57	660.72	872.00
Full time	21.96	40.64	72.95	114.34	181.80	126.63	211.00	363.00	611.83	826.69
Part time	27.51	49.05	91.29	158.28	250.67	96.47	210.47	365.73	671.83	1063.93
Union	27.86	51.67	76.56	124.49	203.81	100.00	180.00	292.80	498.48	877.82
Nonunion	20.00	33.94	62.63	107.00	157.06	159.11	245.34	433.00	666.18	823.00
Average wage within the following categories: ²										
Lowest 25 percent	20.00	–	62.00	108.52	169.23	159.11	236.00	449.44	666.44	853.00
Lowest 10 percent	20.00	22.76	50.00	105.85	158.28	180.00	282.15	536.80	667.00	896.00
Second 25 percent	22.76	40.03	72.10	114.09	164.70	116.83	201.81	322.15	543.54	741.31
Third 25 percent	22.76	44.56	73.31	113.00	180.32	125.21	212.50	357.00	610.07	830.14
Highest 25 percent	23.45	47.61	75.61	127.83	206.00	110.00	192.00	332.55	559.77	859.86
Highest 10 percent	22.76	47.09	72.95	121.51	187.57	117.94	195.75	318.64	483.71	730.00
Establishment characteristics										
Service-providing industries	22.00	41.17	72.95	114.34	185.00	125.21	211.00	363.72	615.31	834.00
Education and health services	20.00	40.00	73.31	120.36	212.00	130.20	232.00	418.64	667.00	912.54
Educational services	20.00	38.80	73.64	125.08	224.16	122.18	230.60	446.30	667.00	925.00
Elementary and secondary schools	21.62	39.88	79.52	143.65	241.59	119.69	247.18	504.39	707.23	1003.18
Junior colleges, colleges, and universities	20.00	–	64.63	89.22	129.92	165.00	220.20	330.74	–	667.00
Healthcare and social assistance	–	50.00	73.31	115.93	172.52	165.00	239.83	409.57	552.46	746.23
Hospitals	–	52.02	74.20	117.92	176.89	197.16	278.17	409.57	520.67	684.06
Public administration	22.76	46.30	72.76	108.09	152.36	115.78	186.48	295.36	449.44	657.53
1 to 99 workers	22.76	40.04	64.70	96.37	131.25	115.78	175.00	330.11	660.72	849.00
1 to 49 workers	22.72	–	50.00	90.95	117.48	118.31	162.96	–	658.41	805.50
50 to 99 workers	29.19	50.00	79.13	101.00	–	–	194.41	381.91	660.72	894.40
100 workers or more	21.67	41.85	72.95	115.42	185.60	129.99	212.32	365.92	598.98	832.85
100 to 499 workers	20.00	38.80	67.35	119.07	183.78	129.99	209.65	408.95	630.67	849.00
500 workers or more	22.76	44.13	73.64	115.34	187.03	130.20	213.00	353.81	580.23	823.70

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 2013—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	\$22.76	\$47.00	\$72.95	\$96.37	\$131.94	\$165.00	\$211.00	\$304.76	\$449.44	\$666.18
Local government	21.67	40.00	74.20	124.49	212.00	115.50	210.47	407.81	666.18	909.67
Geographic areas										
New England	49.15	71.91	106.02	148.31	191.43	134.02	223.63	300.24	448.89	630.67
Middle Atlantic	29.12	54.16	72.95	110.12	185.23	74.43	149.36	304.76	372.94	587.06
East North Central	30.90	47.64	72.10	92.19	140.00	95.74	139.60	209.65	332.55	649.00
West North Central	—	50.16	75.00	104.84	148.97	130.20	232.00	381.91	613.57	868.34
South Atlantic	22.76	30.38	56.73	97.68	125.62	132.00	184.02	328.31	638.15	769.48
East South Central	20.00	20.00	—	108.52	137.92	—	301.13	584.25	667.00	685.00
West South Central	—	63.00	101.98	157.00	235.00	313.75	409.57	450.67	690.40	925.00
Mountain	—	39.99	49.00	—	261.23	—	221.00	408.95	681.79	871.55
Pacific	23.40	46.30	83.34	162.15	285.14	78.83	175.00	291.76	533.34	1088.44

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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below

the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2013

(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	78	98	23	22	99	35	33	96
Worker characteristics									
Management, professional, and related	80	78	98	22	21	99	37	36	96
Professional and related	79	77	97	20	20	99	36	35	96
Teachers	78	76	97	18	18	99	36	35	96
Primary, secondary, and special education school teachers	85	84	98	18	18	98	39	38	98
Service	76	75	98	24	23	98	26	25	96
Protective service	85	85	99	23	22	97	26	25	96
Sales and office	79	78	98	25	24	99	35	34	97
Office and administrative support	80	78	98	25	25	99	35	34	97
Natural resources, construction, and maintenance	91	89	99	28	28	100	45	44	99
Production, transportation, and material moving	78	77	99	22	21	99	29	27	94
Full time	90	88	98	25	24	98	39	38	97
Part time	23	22	96	12	12	99	11	10	93
Union	86	85	98	28	27	99	34	33	97
Nonunion	74	72	97	19	18	98	35	34	96
Average wage within the following categories: ²									
Lowest 25 percent	62	61	98	19	18	98	27	26	96
Lowest 10 percent	48	46	96	13	13	99	20	19	97
Second 25 percent	84	82	98	25	24	99	34	33	96
Third 25 percent	85	83	98	25	24	98	39	37	96
Highest 25 percent	89	86	97	24	23	99	39	38	97
Highest 10 percent	90	86	96	26	26	100	34	33	97
Establishment characteristics									
Service-providing industries	79	78	98	23	22	99	34	33	96
Education and health services	79	77	97	20	20	98	36	35	96
Educational services	79	77	97	20	19	99	36	34	96
Elementary and secondary schools	78	76	98	19	19	99	34	33	97
Junior colleges, colleges, and universities	81	77	95	18	18	98	40	37	93
Healthcare and social assistance	81	79	97	25	25	97	38	37	97
Hospitals	90	87	97	23	22	97	42	41	98
Public administration	83	82	99	27	26	99	31	30	96
1 to 99 workers	63	63	99	20	20	99	37	35	96
1 to 49 workers	60	59	99	22	22	99	30	30	99
50 to 99 workers	68	67	99	17	17	98	46	43	94
100 workers or more	82	80	98	23	23	99	34	33	96
100 to 499 workers	75	73	98	19	18	98	32	31	98
500 workers or more	84	82	98	25	25	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 2013—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	82	97	26	26	98	35	33	94
Local government	77	76	98	22	21	99	35	34	97
Geographic areas									
New England	73	69	94	7	7	100	15	15	97
Middle Atlantic	84	84	100	43	43	100	18	18	98
East North Central	79	76	97	24	23	97	50	48	96
West North Central	79	78	99	13	13	100	58	58	100
South Atlantic	83	81	98	27	25	96	44	41	94
East South Central	85	80	94	—	—	—	19	18	95
West South Central	77	76	98	10	10	100	15	14	94
Mountain	80	79	99	19	19	99	64	61	95
Pacific	73	72	99	30	30	100	29	28	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee

Compensation - March 2013."

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/glossary20122013.htm.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2013

(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	11	89
Professional and related	11	89
Teachers	10	90
Primary, secondary, and special education school teachers	9	91
Service	12	88
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	10	90
Second 25 percent	10	90
Third 25 percent	11	89
Highest 25 percent	10	90
Highest 10 percent	13	87
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	12	88
Hospitals	11	89
Public administration	10	90
1 to 99 workers	8	92
1 to 49 workers	8	92
50 to 99 workers	7	93
100 workers or more	11	89
100 to 499 workers	11	89
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 2013—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	42	58
Middle Atlantic	7	93
East North Central	16	84
West North Central	5	95
South Atlantic	8	92
West South Central	7	93
Mountain	2	98
Pacific	2	98

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation -

March 2013."

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/glossary20122013.htm.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2013

(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	54	5	2
Worker characteristics					
Management, professional, and related	35	2	56	5	2
Professional and related	35	2	56	5	2
Teachers	33	1	59	5	2
Primary, secondary, and special education school teachers	30	1	62	5	2
Service	40	3	51	5	1
Protective service	37	4	53	6	1
Sales and office	38	—	52	6	—
Office and administrative support	38	—	52	6	—
Natural resources, construction, and maintenance	40	—	53	3	—
Production, transportation, and material moving ...	36	2	50	—	—
Full time	37	2	54	5	2
Part time	35	—	58	4	—
Union	33	2	56	8	(¹)
Nonunion	41	2	51	3	4
Average wage within the following categories: ²					
Lowest 25 percent	38	1	55	3	3
Lowest 10 percent	45	—	51	—	2
Second 25 percent	39	2	51	5	3
Third 25 percent	40	3	49	6	3
Highest 25 percent	32	2	59	6	1
Highest 10 percent	35	2	59	5	(¹)
Establishment characteristics					
Service-providing industries	37	2	54	5	2
Education and health services	37	1	55	5	2
Educational services	36	1	56	5	2
Elementary and secondary schools	30	1	61	5	3
Junior colleges, colleges, and universities	51	—	40	5	—
Healthcare and social assistance	47	—	48	3	—
Hospitals	44	—	52	—	—
Public administration	36	3	53	7	2
1 to 99 workers	31	1	61	3	4
1 to 49 workers	27	—	62	—	—
50 to 99 workers	36	—	60	—	—
100 workers or more	38	2	53	6	2
100 to 499 workers	37	—	57	4	—
500 workers or more	38	2	52	6	2

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2013—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	3
Local government	35	2	56	5	2
Geographic areas					
New England	22	—	65	—	—
Middle Atlantic	37	1	47	15	—
East North Central	45	—	49	4	—
West North Central	47	—	46	5	—
South Atlantic	52	2	33	2	10
East South Central	50	—	43	—	—
West South Central	19	—	80	1	—
Mountain	35	—	61	—	—
Pacific	15	4	75	5	—

¹ Less than 0.5.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2013

(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	–	49	23	25	–	1.4	–
Worker characteristics							
Management, professional, and related	–	47	23	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	–	54	19	23	5	1.4	1.0
Protective service	–	58	12	21	–	1.5	1.0
Sales and office	–	52	22	24	2	1.4	–
Office and administrative support	–	52	23	23	2	1.4	–
Natural resources, construction, and maintenance	–	49	23	24	–	1.4	–
Production, transportation, and material moving ...	–	40	35	22	–	1.5	1.5
Full time	–	49	23	25	–	1.4	1.4
Part time	–	64	–	–	–	1.2	1.0
Union	–	57	27	11	–	1.3	1.0
Nonunion	–	43	19	36	–	1.5	1.5
Average wage within the following categories: ²							
Lowest 25 percent	–	48	23	29	–	1.4	–
Lowest 10 percent	–	42	21	–	–	1.5	1.5
Second 25 percent	–	53	21	24	3	1.4	1.0
Third 25 percent	–	54	19	24	–	1.4	1.0
Highest 25 percent	–	42	28	22	–	1.5	1.5
Highest 10 percent	–	41	26	21	–	1.6	1.5
Establishment characteristics							
Service-providing industries	–	49	23	25	–	1.4	–
Education and health services	–	47	23	28	2	1.4	1.5
Educational services	–	44	23	30	2	1.5	1.5
Elementary and secondary schools	–	43	28	27	1	1.4	1.5
Junior colleges, colleges, and universities	–	44	–	–	5	1.5	–
Healthcare and social assistance	–	62	21	–	–	1.3	1.0
Hospitals	–	62	–	–	–	1.3	1.0
Public administration	–	59	18	17	–	1.4	1.0
1 to 99 workers	–	55	–	17	7	1.4	–
1 to 49 workers	–	50	–	–	–	1.4	–
50 to 99 workers	–	59	–	–	–	1.4	1.0
100 workers or more	–	49	23	25	–	1.4	–
100 to 499 workers	–	46	26	22	6	1.5	1.5
500 workers or more	–	50	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 2013—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	—	49	19	—	3	1.4	—
Local government	—	49	24	23	—	1.4	1.3
Geographic areas							
Middle Atlantic	—	27	51	6	15	1.7	1.5
East North Central	—	70	11	16	4	1.3	1.0
West North Central	—	38	—	—	—	1.4	1.5
South Atlantic	—	51	16	32	—	1.4	—
West South Central	—	35	—	—	—	1.5	1.5
Mountain	—	65	—	—	—	1.2	1.0
Pacific	—	81	—	—	—	1.1	1.0

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

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March

2013."

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/glossary20122013.htm.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2013

(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	51	\$50,000	\$50,000	\$100,000	–	\$400,000	49
Worker characteristics							
Management, professional, and related	52	50,000	50,000	100,000	–	400,000	48
Professional and related	52	50,000	50,000	100,000	–	400,000	48
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	53	50,000	50,000	100,000	250,000	500,000	47
Protective service	49	50,000	50,000	100,000	250,000	–	51
Sales and office	48	50,000	50,000	–	–	500,000	52
Office and administrative support	48	50,000	50,000	–	–	500,000	52
Natural resources, construction, and maintenance	46	–	50,000	100,000	–	400,000	54
Production, transportation, and material moving ...	47	50,000	–	100,000	–	450,000	53
Full time	51	50,000	50,000	100,000	–	450,000	49
Part time	50	50,000	50,000	–	–	–	50
Union	48	45,000	50,000	–	200,000	400,000	52
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	–	500,000	43
Second 25 percent	55	50,000	50,000	100,000	250,000	400,000	45
Third 25 percent	49	50,000	50,000	100,000	250,000	400,000	51
Highest 25 percent	47	50,000	50,000	100,000	250,000	–	53
Highest 10 percent	52	–	50,000	–	–	400,000	48
Establishment characteristics							
Service-providing industries	52	50,000	50,000	100,000	–	450,000	48
Education and health services	53	50,000	50,000	100,000	–	400,000	47
Educational services	53	50,000	50,000	100,000	–	400,000	47
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	57	50,000	–	–	–	–	43
Hospitals	61	50,000	100,000	–	400,000	–	39
Public administration	49	50,000	50,000	100,000	200,000	500,000	51
1 to 99 workers	30	50,000	–	–	250,000	500,000	70
1 to 49 workers	30	–	–	–	–	–	70
50 to 99 workers	30	50,000	–	–	250,000	500,000	70
100 workers or more	53	50,000	50,000	100,000	–	400,000	47
100 to 499 workers	54	50,000	50,000	100,000	150,000	250,000	46
500 workers or more	53	50,000	50,000	100,000	–	500,000	47

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2013—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	58	—	\$50,000	—	—	\$500,000	42
Local government	48	\$50,000	50,000	\$100,000	\$200,000	400,000	52
Geographic areas							
Middle Atlantic	32	—	40,000	50,000	—	—	68
East North Central	46	50,000	50,000	150,000	—	250,000	54
South Atlantic	39	50,000	50,000	200,000	280,000	—	61
West South Central	54	50,000	50,000	—	—	—	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using

percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, National Compensation Survey, March 2013

(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	42,500	50,000
Professional and related	5,000	10,000	20,000	40,000	50,000
Teachers	5,000	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	35,000	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	–	15,000	–	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	50,000
Second 25 percent	5,000	10,000	20,000	30,000	50,000
Third 25 percent	5,000	10,000	20,000	–	50,000
Highest 25 percent	5,000	10,000	25,000	50,000	50,000
Highest 10 percent	5,000	–	30,000	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	42,500	50,000
Educational services	5,000	10,000	20,000	45,000	50,000
Elementary and secondary schools	–	10,000	20,000	50,000	50,000
Junior colleges, colleges, and universities	5,000	–	20,000	25,000	50,000
Healthcare and social assistance	5,000	10,000	20,000	25,000	50,000
Hospitals	5,000	10,000	20,000	25,000	50,000
Public administration	5,000	10,000	20,000	25,000	50,000
1 to 99 workers	–	10,000	20,000	30,000	50,000
1 to 49 workers	10,000	10,000	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	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 2013—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	45,000	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	—	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
East South Central	10,000	10,000	—	20,000	50,000
West South Central	5,000	10,000	15,000	20,000	—
Mountain	10,000	15,000	20,000	50,000	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20122013.htm.

Table 22. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2013

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
All workers	53	35	8	4
Worker characteristics				
Management, professional, and related	54	32	9	4
Professional and related	53	32	11	5
Teachers	52	34	11	3
Primary, secondary, and special education school teachers	49	39	—	—
Service	54	34	7	4
Protective service	57	33	—	—
Sales and office	48	42	6	4
Office and administrative support	48	42	6	4
Natural resources, construction, and maintenance	56	35	—	—
Production, transportation, and material moving ...	53	38	—	—
Full time	53	36	8	3
Part time	58	21	—	—
Union	45	39	13	3
Nonunion	63	30	2	5
Average wage within the following categories: ²				
Lowest 25 percent	54	36	3	8
Lowest 10 percent	49	34	—	—
Second 25 percent	57	34	6	3
Third 25 percent	53	36	8	3
Highest 25 percent:				
Highest 10 percent	44	41	—	—
Establishment characteristics				
Service-providing industries	53	35	8	4
Education and health services	52	34	—	—
Educational services	50	35	8	6
Elementary and secondary schools	44	43	6	8
Junior colleges, colleges, and universities	72	—	15	—
Healthcare and social assistance	61	25	—	—
Hospitals	59	35	—	—
Public administration	52	37	9	2
1 to 99 workers	54	44	—	—
1 to 49 workers	60	—	—	—
50 to 99 workers	45	51	—	—
100 workers or more	53	33	9	4
100 to 499 workers	53	30	11	6
500 workers or more	53	34	9	4
State government	83	—	12	—

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2013—Continued

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
Local government	41	47	7	6
Geographic areas				
New England	76	—	—	—
Middle Atlantic	—	48	27	—
East North Central	48	—	—	—
West North Central	54	42	—	—
South Atlantic	70	28	—	3
West South Central	52	46	—	—
Mountain	—	61	—	—
Pacific	80	13	—	—

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

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for

Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2013

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	12	88
Worker characteristics		
Management, professional, and related	10	90
Professional and related	11	89
Teachers	9	91
Service	15	85
Protective service	19	81
Sales and office	14	86
Office and administrative support	15	85
Natural resources, construction, and maintenance	15	85
Production, transportation, and material moving	7	93
Full time	13	87
Part time	8	92
Union	15	85
Nonunion	9	91
Average wage within the following categories: ¹		
Lowest 25 percent	10	90
Second 25 percent	11	89
Third 25 percent	10	90
Highest 25 percent:		
Highest 10 percent	17	83
Establishment characteristics		
Service-providing industries	12	88
Education and health services	10	90
Educational services	7	93
Elementary and secondary schools	6	94
Junior colleges, colleges, and universities	6	94
Healthcare and social assistance	22	78
Public administration	18	82
100 workers or more	13	87
100 to 499 workers	19	81
500 workers or more	11	89
State government	14	86

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2013—Continued

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

Characteristics	Employee contribution required	Employee contribution not required
Local government	12	88
Geographic areas		
New England	—	100
Middle Atlantic	30	70
East North Central	19	81
West South Central	—	100

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2013

(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	3	—	86	9	—
Worker characteristics					
Management, professional, and related	—	—	87	8	2
Professional and related	—	—	87	7	2
Teachers	—	—	85	5	3
Primary, secondary, and special education school teachers	—	—	85	4	—
Service	2	—	85	10	—
Protective service	—	—	81	—	—
Sales and office	1	—	86	11	—
Office and administrative support	1	—	85	11	—
Natural resources, construction, and maintenance	—	—	87	8	—
Production, transportation, and material moving	19	—	72	—	—
Full time	3	—	86	9	—
Part time	—	—	83	8	—
Union	5	1	83	9	2
Nonunion	—	—	89	8	2
Average wage within the following categories: ¹					
Lowest 25 percent	—	—	89	6	3
Lowest 10 percent	—	—	90	3	—
Second 25 percent	3	—	83	11	—
Third 25 percent	—	—	85	9	—
Highest 25 percent:					
Highest 10 percent	—	—	87	6	3
Establishment characteristics					
Service-providing industries	3	—	86	9	—
Education and health services	—	—	87	7	2
Educational services	—	—	88	5	2
Elementary and secondary schools	—	—	89	4	2
Junior colleges, colleges, and universities	—	—	84	12	—
Healthcare and social assistance	—	—	83	13	—
Hospitals	—	—	89	11	—
Public administration	2	—	84	12	—
1 to 99 workers	—	—	88	5	—
1 to 49 workers	—	—	88	—	—
50 to 99 workers	—	—	89	—	—
100 workers or more	3	—	86	9	—
100 to 499 workers	—	—	86	10	—
500 workers or more	3	(²)	85	9	2
State government	—	—	81	17	—

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 2013—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
Local government	4	—	88	5	—
Geographic areas					
New England	—	—	89	—	—
Middle Atlantic	4	—	91	—	2
East North Central	3	—	74	19	—
West North Central	—	—	85	—	—
South Atlantic	—	—	84	—	—
West South Central	—	—	92	—	—
Mountain	—	—	90	—	—
Pacific	—	—	86	8	—

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2013

(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	84	13	22	26	26	52	16
Worker characteristics							
Management, professional, and related	83	–	22	26	–	52	17
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	86	–	25	26	26	52	14
Sales and office	82	–	22	26	26	52	18
Office and administrative support	82	–	22	26	26	52	18
Natural resources, construction, and maintenance	88	13	22	26	26	52	12
Production, transportation, and material moving ...	78	–	22	26	26	–	22
Full time	84	13	22	26	26	52	16
Union	79	–	25	26	26	52	21
Nonunion	89	13	21	26	–	52	11
Average wage within the following categories: ²							
Lowest 25 percent	85	18	21	26	26	52	15
Second 25 percent	89	–	22	26	–	52	11
Third 25 percent	83	–	24	26	–	52	17
Highest 25 percent:							
Highest 10 percent	66	–	24	26	26	52	34
Establishment characteristics							
Service-providing industries	83	13	22	26	26	52	17
Education and health services	81	–	22	26	–	52	19
Educational services	78	20	22	26	–	52	22
Elementary and secondary schools	75	–	22	26	52	52	25
Junior colleges, colleges, and universities	88	25	26	26	26	52	12
Healthcare and social assistance	93	13	20	26	26	52	7
Public administration	87	–	24	26	26	52	13
100 workers or more	83	–	22	26	26	52	17
100 to 499 workers	86	12	20	26	26	52	14
500 workers or more	82	–	24	26	26	52	18
State government	94	–	25	26	26	52	6

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2013—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	
Local government	79	13	22	26	26	52	21
Geographic areas							
Middle Atlantic	80	26	26	26	26	—	20
East North Central	56	—	20	26	52	52	44
West North Central	88	13	—	24	26	—	12
South Atlantic	94	22	22	—	52	52	6
Pacific	91	—	21	26	26	26	9

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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using

percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2013

(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	8	30	19	12	60.9	60.0
Worker characteristics								
Management, professional, and related	–	33	9	30	14	15	61.1	60.0
Professional and related	–	32	9	28	15	17	62.0	60.0
Teachers	–	35	6	29	10	20	62.7	60.0
Primary, secondary, and special education school teachers	–	39	4	27	10	21	62.2	60.0
Service	–	30	–	30	24	6	59.7	60.0
Protective service	–	38	–	33	24	5	58.8	60.0
Sales and office	–	24	9	30	30	7	60.9	60.0
Office and administrative support	–	23	9	31	30	7	61.0	60.0
Natural resources, construction, and maintenance	–	28	–	33	21	–	62.8	60.0
Production, transportation, and material moving	–	37	–	27	–	–	60.1	60.0
Full time	–	30	6	32	19	12	61.2	60.0
Part time	–	41	–	–	21	–	56.9	55.0
Union	–	20	9	35	26	9	61.1	60.0
Nonunion	–	42	6	25	12	15	60.6	60.0
Average wage within the following categories: ¹								
Lowest 25 percent	–	35	7	29	17	12	60.3	60.0
Lowest 10 percent	–	44	5	30	–	–	59.0	60.0
Second 25 percent	–	32	11	29	20	8	59.8	60.0
Third 25 percent	–	32	5	32	21	9	60.0	60.0
Highest 25 percent:								
Highest 10 percent	–	27	10	37	13	14	60.9	60.0
Establishment characteristics								
Service-providing industries	–	30	8	30	19	12	60.9	60.0
Education and health services	–	32	12	26	13	16	61.7	60.0
Educational services	–	35	12	24	11	18	62.0	60.0
Elementary and secondary schools	–	39	5	27	12	17	61.1	60.0
Junior colleges, colleges, and universities	–	21	29	16	8	–	66.7	60.0
Healthcare and social assistance	–	17	14	40	24	–	60.6	60.0
Hospitals	–	18	23	40	–	–	59.9	60.0
Public administration	–	29	–	31	32	5	60.0	60.0
1 to 99 workers	–	40	–	41	–	–	57.2	60.0
1 to 49 workers	–	55	–	31	–	–	55.4	50.0
50 to 99 workers	–	–	–	58	–	–	60.4	60.0
100 workers or more	–	29	9	29	20	13	61.3	60.0
100 to 499 workers	–	30	–	37	17	8	59.2	60.0
500 workers or more	–	29	9	27	20	14	61.9	60.0
State government	–	19	19	39	–	–	61.9	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 2013—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		
Local government	—	35	4	27	22	12	60.5	60.0
Geographic areas								
Middle Atlantic	—	19	4	26	47	4	61.7	66.0
East North Central	—	46	—	27	—	—	59.2	60.0
South Atlantic	—	58	—	22	5	15	59.1	50.0
West South Central	—	—	—	55	—	—	62.8	60.0
Mountain	—	—	—	46	—	—	66.6	60.0
Pacific	—	22	33	39	—	—	56.7	58.0

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2013

(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	72	\$170	–	\$625	\$831	\$1,662	28
Worker characteristics							
Management, professional, and related	74	185	\$500	692	831	2,000	26
Professional and related	73	170	500	692	831	1,662	27
Teachers	75	185	546	692	831	–	25
Primary, secondary, and special education school teachers	72	–	513	692	831	–	28
Service	69	135	200	500	692	1,500	31
Protective service	62	135	200	500	692	–	38
Sales and office	74	185	200	572	–	1,662	26
Office and administrative support	74	185	200	572	850	1,662	26
Natural resources, construction, and maintenance	66	135	–	584	692	1,500	34
Production, transportation, and material moving ...	58	170	–	692	1,000	1,500	42
Full time	72	170	–	692	831	1,662	28
Part time	65	–	185	200	476	700	35
Union	80	135	200	513	831	1,662	20
Nonunion	62	450	625	692	987	2,000	38
Average wage within the following categories: ²							
Lowest 25 percent	68	185	–	692	750	1,500	32
Lowest 10 percent	58	–	500	692	–	–	42
Second 25 percent	72	170	200	572	692	1,500	28
Third 25 percent	75	170	–	692	961	1,662	25
Highest 25 percent:							
Highest 10 percent	73	185	572	831	831	–	27
Establishment characteristics							
Service-providing industries	71	170	–	625	831	1,662	29
Education and health services	71	185	500	692	831	1,662	29
Educational services	73	185	500	692	831	–	27
Elementary and secondary schools	71	–	500	692	831	–	29
Healthcare and social assistance	63	135	–	–	–	2,000	37
Hospitals	64	170	–	987	1,500	2,000	36
Public administration	72	135	200	584	–	1,662	28
1 to 99 workers	69	–	462	692	–	–	31
50 to 99 workers	60	135	–	–	1,662	–	40
100 workers or more	72	170	200	600	831	1,662	28
100 to 499 workers	63	170	–	692	–	2,307	37
500 workers or more	74	170	200	600	831	1,500	26
State government	80	135	185	584	692	1,662	20

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2013—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	
Local government	68	\$200	\$450	\$692	\$850	—	32
Geographic areas							
Middle Atlantic	86	170	200	546	831	\$831	14
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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using

percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2013

(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	18	82
Protective service	19	81
Sales and office	19	81
Office and administrative support	20	80
Full time	18	82
Part time	21	79
Union	18	82
Nonunion	18	82
Average wage within the following categories: ¹		
Second 25 percent	16	84
Third 25 percent	14	86
Highest 25 percent	21	79
Highest 10 percent	19	81
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	17	83
Public administration	17	83
100 workers or more	18	82
100 to 499 workers	20	80
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 2013—Continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	20	80
Local government	18	82
Geographic areas		
Middle Atlantic	8	92
East North Central	38	62
West North Central	8	92
South Atlantic	6	94
Mountain	52	48

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer

Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2013

(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	95	4	—	—
Worker characteristics				
Management, professional, and related	95	3	—	—
Professional and related	95	3	—	—
Teachers	96	—	2	—
Primary, secondary, and special education school teachers	96	—	2	—
Service	94	5	—	—
Protective service	93	7	—	—
Sales and office	95	5	—	—
Office and administrative support	94	5	—	—
Natural resources, construction, and maintenance	98	—	—	—
Production, transportation, and material moving	96	—	—	—
Full time	95	4	—	—
Part time	95	—	—	—
Union	95	3	—	—
Nonunion	95	4	—	—
Average wage within the following categories: ¹				
Lowest 25 percent	94	5	—	—
Lowest 10 percent	97	—	—	—
Second 25 percent	94	5	—	—
Third 25 percent	95	4	—	—
Highest 25 percent	96	2	—	—
Highest 10 percent	95	—	2	—
Establishment characteristics				
Service-providing industries	95	4	—	—
Education and health services	96	3	—	—
Educational services	96	2	—	—
Elementary and secondary schools	97	—	2	—
Junior colleges, colleges, and universities	95	—	—	—
Healthcare and social assistance	94	—	—	—
Hospitals	94	—	—	—
Public administration	93	6	—	—
1 to 99 workers	91	6	2	—
1 to 49 workers	89	—	—	—
50 to 99 workers	94	—	—	—
100 workers or more	96	3	—	—
100 to 499 workers	96	—	—	—
500 workers or more	96	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 2013—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	89	—	—	—
Local government	97	2	—	—
Geographic areas				
New England	100	—	—	—
Middle Atlantic	95	—	—	—
East North Central	90	9	—	—
West North Central	96	—	—	—
South Atlantic	98	—	—	—
East South Central	89	—	—	—
West South Central	100	—	—	—
Mountain	98	—	—	—
Pacific	94	—	2	—

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2013

(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	43	23	13	4	60.6	60.0
Worker characteristics							
Management, professional, and related	15	40	27	13	5	60.9	60.0
Professional and related	16	38	27	13	6	60.9	60.0
Teachers	16	36	26	15	8	61.1	60.0
Primary, secondary, and special education school teachers	16	32	28	16	7	61.3	62.0
Service	22	46	17	10	5	60.2	60.0
Protective service	22	48	15	–	–	60.1	60.0
Sales and office	17	50	17	15	1	60.1	60.0
Office and administrative support	17	49	17	16	1	60.1	60.0
Natural resources, construction, and maintenance	18	42	23	–	–	60.3	60.0
Production, transportation, and material moving ...	17	54	–	–	–	61.1	60.0
Full time	16	44	24	13	4	60.7	60.0
Part time	41	23	10	–	–	59.0	60.0
Union	21	43	12	16	7	60.5	60.0
Nonunion	13	43	32	10	2	60.7	60.0
Average wage within the following categories: ¹							
Lowest 25 percent	18	41	26	12	3	60.7	60.0
Lowest 10 percent	21	38	24	–	–	60.2	60.0
Second 25 percent	17	44	24	11	4	60.5	60.0
Third 25 percent	13	46	24	13	4	61.3	60.0
Highest 25 percent	20	42	19	14	6	60.1	60.0
Highest 10 percent	19	48	17	12	4	59.5	60.0
Establishment characteristics							
Service-providing industries	17	43	23	13	4	60.7	60.0
Education and health services	17	42	24	12	5	60.7	60.0
Educational services	16	39	26	14	6	61.2	60.0
Elementary and secondary schools	17	32	29	16	6	61.4	62.0
Junior colleges, colleges, and universities	12	56	18	–	–	60.5	60.0
Healthcare and social assistance	23	59	–	–	–	57.5	60.0
Hospitals	25	57	–	–	–	57.1	60.0
Public administration	19	45	22	12	3	60.3	60.0
1 to 99 workers	–	42	–	14	6	62.1	60.0
1 to 49 workers	–	36	–	–	–	62.3	62.0
50 to 99 workers	–	47	–	–	–	62.0	60.0
100 workers or more	18	44	22	12	4	60.4	60.0
100 to 499 workers	23	42	16	15	5	60.0	60.0
500 workers or more	16	44	24	12	4	60.5	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 2013—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	51	25	—	—	60.9	60.0
Local government	19	41	22	13	5	60.5	60.0
Geographic areas							
Middle Atlantic	11	61	—	19	—	61.0	60.0
East North Central	48	19	—	13	—	57.6	60.0
West North Central	—	61	—	11	—	61.1	60.0
South Atlantic	8	34	53	—	—	61.3	62.0
East South Central	—	58	—	—	—	58.9	60.0
West South Central	—	78	—	—	—	59.4	60.0
Mountain	—	35	—	34	—	63.7	66.0
Pacific	14	52	20	—	—	61.0	60.0

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2013

(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	65	–	\$3,900	\$5,000	\$6,000	\$9,000	35
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	64	–	4,000	5,000	7,500	10,000	36
Protective service	65	–	4,500	5,000	7,500	10,000	35
Sales and office	59	–	–	5,000	6,000	9,000	41
Office and administrative support	59	–	–	5,000	6,000	9,000	41
Natural resources, construction, and maintenance	65	–	3,900	5,000	6,000	7,500	35
Production, transportation, and material moving ...	79	–	3,000	5,000	7,000	10,000	21
Full time	66	–	3,900	5,000	6,000	9,000	34
Part time	49	–	4,500	5,000	6,000	8,100	51
Union	62	–	3,500	5,000	6,000	9,000	38
Nonunion	67	–	3,900	5,000	6,000	8,750	33
Average wage within the following categories: ²							
Lowest 25 percent	60	–	3,900	5,000	6,000	8,000	40
Lowest 10 percent	54	–	3,900	5,000	6,500	10,000	46
Second 25 percent	66	–	–	5,000	6,000	9,000	34
Third 25 percent	66	–	3,900	5,000	6,000	9,400	34
Highest 25 percent	66	–	4,000	5,000	6,000	9,100	34
Highest 10 percent	71	\$2,500	4,500	5,000	7,000	8,000	29
Establishment characteristics							
Service-providing industries	65	–	3,900	5,000	6,000	9,000	35
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	–	8,000	37
Junior colleges, colleges, and universities	66	–	3,900	5,500	7,000	10,000	34
Healthcare and social assistance	57	800	4,000	5,000	7,000	8,000	43
Public administration	65	–	–	5,000	6,000	9,000	35
1 to 99 workers	66	–	3,900	5,000	5,000	7,000	34
1 to 49 workers	76	3,000	3,900	5,000	5,000	7,000	24
50 to 99 workers	56	–	–	5,000	5,000	–	44
100 workers or more	65	–	3,900	5,000	6,000	10,000	35
100 to 499 workers	58	–	4,000	5,000	6,000	9,400	42
500 workers or more	67	–	3,900	5,000	6,000	10,000	33

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2013—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	—	\$3,500	\$5,000	\$6,000	\$10,000	41
Local government	67	—	3,900	5,000	6,000	9,000	33
Geographic areas							
Middle Atlantic	78	—	—	5,000	6,500	7,500	22
East North Central	44	\$3,000	4,500	5,000	7,000	10,000	56
West North Central	58	3,000	4,500	5,000	5,250	7,500	42
South Atlantic	82	800	—	3,900	5,000	8,000	18
Mountain	44	—	5,000	5,000	7,000	10,000	56
Pacific	63	3,000	4,500	5,000	6,000	10,000	37

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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using

percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2013

(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	63	87	92	75	17	94
Professional and related	50	90	36	64	87	92	75	16	95
Teachers	30	88	12	68	85	92	72	16	94
Primary, secondary, and special education school teachers	26	95	8	77	89	97	74	17	98
Service	78	85	76	49	82	87	72	14	93
Protective service	87	90	88	54	89	92	81	16	96
Sales and office	85	89	84	53	83	89	78	16	94
Office and administrative support	86	90	85	54	84	90	79	16	95
Natural resources, construction, and maintenance	96	95	95	48	85	92	85	15	94
Production, transportation, and material moving ...	73	87	63	59	79	87	74	15	92
Full time	74	98	67	64	91	97	82	17	97
Part time	29	41	21	26	51	57	42	11	76
Union	69	97	57	70	94	98	81	20	98
Nonunion	66	82	62	48	77	84	70	12	91
Average wage within the following categories: ²									
Lowest 25 percent	63	75	56	42	71	79	64	13	88
Lowest 10 percent	49	62	41	35	61	68	52	10	82
Second 25 percent	87	93	84	56	88	93	81	16	95
Third 25 percent	74	93	66	62	88	93	80	17	96
Highest 25 percent	49	96	37	71	93	97	78	18	98
Highest 10 percent	46	98	36	63	95	97	80	18	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	95
Educational services	49	89	35	63	85	92	74	15	95
Elementary and secondary schools	41	90	26	70	85	93	72	16	94
Junior colleges, colleges, and universities	77	87	64	39	86	89	80	12	95
Healthcare and social assistance	89	89	87	55	83	87	70	19	95
Hospitals	94	93	93	53	87	90	74	22	95
Public administration	88	90	89	53	86	91	82	16	94
1 to 99 workers	69	79	66	46	73	79	62	13	88
1 to 49 workers	66	71	64	34	62	72	56	13	83
50 to 99 workers	74	90	69	62	89	90	69	12	94
100 workers or more	67	90	58	59	86	92	77	16	95
100 to 499 workers	64	87	60	59	80	87	67	14	92
500 workers or more	68	92	58	59	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 2013—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	84	51	90	93	88	18	97
Local government	59	88	51	60	83	90	71	15	93
Geographic areas									
New England	53	89	48	81	88	90	67	11	95
Middle Atlantic	63	89	59	68	92	91	78	9	94
East North Central	65	85	53	62	79	88	60	28	91
West North Central	69	90	58	48	82	88	72	—	89
South Atlantic	77	92	66	55	85	91	84	22	97
East South Central	71	90	64	40	82	90	86	—	91
West South Central	56	86	54	59	75	89	76	7	94
Mountain	58	83	53	51	86	91	76	—	96
Pacific	73	91	66	55	92	93	75	18	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey

publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2013

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	3	1	4	2	4	8	13	20	18	14	6	6	11	11
Worker characteristics														
Management, professional, and related	4	1	6	2	4	10	12	19	16	14	5	6	11	11
Professional and related	6	1	8	3	4	10	12	16	16	14	5	6	11	11
Teachers	11	2	13	4	6	11	11	11	8	8	6	8	10	10
Primary, secondary, and special education school teachers	15	—	19	—	—	7	13	11	4	—	—	7	9	9
Service	2	1	2	2	3	8	13	21	17	16	7	8	11	11
Protective service	—	1	—	—	2	9	15	27	20	19	5	2	11	11
Sales and office	—	—	2	2	4	7	14	20	24	13	6	5	11	11
Office and administrative support	—	—	2	2	4	7	14	20	24	14	6	5	11	11
Natural resources, construction, and maintenance	—	—	1	—	5	7	15	28	22	10	3	7	11	11
Production, transportation, and material moving	6	—	—	5	5	6	14	21	18	9	6	5	11	11
Full time	3	1	4	2	3	8	13	21	19	14	6	6	11	11
Part time	7	1	4	4	—	9	13	13	7	—	7	11	11	11
Union	2	1	5	2	2	7	11	20	22	14	7	8	11	11
Nonunion	3	1	3	3	5	10	15	20	16	13	5	5	11	11
Average wage within the following categories: ¹														
Lowest 25 percent	4	2	5	3	7	9	14	19	16	9	5	6	11	11
Lowest 10 percent	—	3	6	3	8	8	15	18	12	6	4	—	10	10
Second 25 percent	1	(²)	2	2	3	8	15	22	19	15	6	7	11	11
Third 25 percent	2	—	7	—	3	8	15	22	19	13	6	5	11	11
Highest 25 percent	5	1	3	3	3	9	8	17	19	18	6	8	11	12
Highest 10 percent	3	—	—	2	4	14	7	14	17	22	7	10	12	12
Establishment characteristics														
Service-providing industries	3	1	4	2	4	8	13	20	18	14	6	6	11	11
Education and health services	5	2	8	3	5	7	13	14	13	13	7	11	11	11
Educational services	6	2	7	3	6	8	14	13	9	11	8	14	11	11
Elementary and secondary schools	8	3	11	4	4	7	14	12	8	8	8	13	11	10
Junior colleges, colleges, and universities	2	—	1	—	—	9	13	—	11	15	8	15	12	11
Healthcare and social assistance	—	—	8	5	3	5	8	—	29	—	4	—	11	12
Hospitals	—	—	—	7	—	4	—	—	25	—	2	—	11	12
Public administration	(²)	(²)	—	—	2	9	13	27	25	16	5	1	11	11
1 to 99 workers	—	—	2	4	7	11	15	26	18	10	4	2	11	11
1 to 49 workers	—	—	—	—	—	7	18	30	17	10	4	3	11	11
50 to 99 workers	—	—	5	6	—	—	—	23	19	9	—	—	10	11
100 workers or more	3	1	4	2	3	8	13	19	19	14	6	7	11	11
100 to 499 workers	5	2	3	4	3	7	14	20	17	15	6	4	11	11
500 workers or more	3	1	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 2013—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	(²)	—	(²)	1	—	11	12	24	20	18	4	5	11	11
Local government	4	1	6	3	4	7	14	18	17	11	6	7	11	11
Geographic areas														
New England	—	—	—	—	—	—	—	—	29	—	—	—	12	12
Middle Atlantic	1	1	—	—	—	3	—	14	33	15	9	14	13	12
East North Central	6	—	—	4	4	17	23	11	14	10	5	3	10	10
West North Central	3	—	5	—	4	—	12	—	—	—	—	—	10	11
South Atlantic	1	—	10	—	3	—	13	24	22	8	6	2	11	11
East South Central	—	3	—	—	—	—	—	13	13	5	—	19	11	11
West South Central	—	—	5	3	4	6	6	20	8	28	8	6	11	11
Mountain	—	—	—	—	—	3	34	24	13	—	—	8	11	11
Pacific	—	—	—	—	3	—	10	25	13	20	10	6	11	11

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2013

(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	13
Worker characteristics			
Management, professional, and related	85	2	13
Professional and related	85	2	13
Teachers	86	3	11
Primary, secondary, and special education school teachers	86	2	12
Service	82	3	15
Protective service	81	5	14
Sales and office	84	3	13
Office and administrative support	84	3	13
Natural resources, construction, and maintenance	84	1	14
Production, transportation, and material moving ...	80	—	—
Full time	84	3	14
Part time	86	3	12
Union	85	3	12
Nonunion	83	2	15
Average wage within the following categories: ⁴			
Lowest 25 percent	84	1	15
Lowest 10 percent	83	1	16
Second 25 percent	85	2	13
Third 25 percent	80	3	17
Highest 25 percent	87	3	10
Highest 10 percent	88	3	9
Establishment characteristics			
Service-providing industries	84	3	14
Education and health services	86	2	12
Educational services	88	2	10
Elementary and secondary schools	86	2	12
Junior colleges, colleges, and universities	92	3	6
Healthcare and social assistance	72	3	25
Hospitals	70	4	25
Public administration	82	4	15
1 to 99 workers	80	4	16
1 to 49 workers	84	—	—
50 to 99 workers	77	—	—
100 workers or more	85	2	13
100 to 499 workers	87	2	11
500 workers or more	84	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 2013—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	82	3	16
Geographic areas			
New England	93	—	—
Middle Atlantic	94	4	2
East North Central	87	2	11
West North Central	81	—	—
South Atlantic	79	—	—
East South Central	83	2	15
West South Central	86	—	—
Mountain	83	—	—
Pacific	78	4	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The

categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2013

(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	60	17	(³)	11	12
Full time	8	14	60	17	(³)	11	12
Part time	–	22	53	14	–	10	11
Union	6	10	63	20	1	12	12
Nonunion	10	20	56	14	(³)	11	12
1 to 99 workers	–	21	55	19	–	11	12
1 to 49 workers	–	17	59	19	–	12	12
50 to 99 workers	4	–	49	20	–	11	12
100 workers or more	8	14	60	17	(³)	11	12
100 to 499 workers	–	12	61	18	–	11	12
500 workers or more	8	15	60	16	(³)	11	12
After 5 years							
All workers	8	15	58	19	(³)	12	12
Full time	7	14	58	20	(³)	12	12
Part time	–	22	55	14	–	10	11
Union	6	10	61	23	1	12	12
Nonunion	10	20	55	16	(³)	11	12
1 to 99 workers	–	21	54	22	–	11	12
1 to 49 workers	–	16	57	23	–	12	12
50 to 99 workers	–	–	50	20	–	11	12
100 workers or more	8	14	58	19	(³)	12	12
100 to 499 workers	–	11	57	22	–	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 2013—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	7	14	57	21	1	12	12
Part time	—	21	55	15	—	10	11
Union	6	10	60	24	1	12	12
Nonunion	10	20	54	16	(³)	11	12
1 to 99 workers	—	19	55	22	—	12	12
1 to 49 workers	—	15	57	24	—	12	12
50 to 99 workers	—	—	52	20	—	11	12
100 workers or more	8	14	57	20	(³)	12	12
100 to 499 workers	—	11	57	23	—	12	12
500 workers or more	8	15	57	19	(³)	12	12
After 20 years							
All workers	7	15	57	20	1	12	12
Full time	7	14	57	20	1	12	12
Part time	—	21	55	15	—	10	11
Union	5	9	61	23	2	12	12
Nonunion	10	20	53	16	1	11	12
1 to 99 workers	—	19	55	21	—	12	12
1 to 49 workers	—	15	57	22	—	13	12
50 to 99 workers	—	—	52	20	—	11	12
100 workers or more	8	14	57	20	1	12	12
100 to 499 workers	8	11	57	21	2	12	12
500 workers or more	8	15	57	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/eps/glossary20122013.htm.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2013

(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	64	29	8
Worker characteristics				
Management, professional, and related	93	64	29	7
Professional and related	93	63	30	7
Teachers	92	61	31	8
Primary, secondary, and special education school teachers	92	59	32	8
Service	91	65	25	9
Protective service	91	65	26	9
Sales and office	92	64	28	8
Office and administrative support	93	64	29	7
Natural resources, construction, and maintenance	—	58	—	—
Production, transportation, and material moving	97	63	35	3
Full time	92	63	29	8
Part time	94	68	26	6
Union	95	67	28	5
Nonunion	89	60	29	11
Average wage within the following categories: ²				
Lowest 25 percent	89	59	30	11
Lowest 10 percent	—	56	—	—
Second 25 percent	94	65	29	6
Third 25 percent	93	66	27	7
Highest 25 percent	93	64	29	7
Highest 10 percent	94	66	27	6
Establishment characteristics				
Service-providing industries	92	63	29	8
Education and health services	92	63	29	8
Educational services	92	63	29	8
Elementary and secondary schools	92	61	31	8
Junior colleges, colleges, and universities	93	70	23	7
Healthcare and social assistance	89	62	27	11
Hospitals	—	68	—	—
Public administration	95	67	29	5
1 to 99 workers	86	51	35	14
1 to 49 workers	82	49	33	18
50 to 99 workers	91	53	37	9
100 workers or more	93	65	28	7
100 to 499 workers	91	52	40	9
500 workers or more	94	70	24	6

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2013—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	76	19	5
Local government	91	59	33	9
Geographic areas				
New England	94	50	44	6
Middle Atlantic	94	64	29	6
East North Central	94	55	39	6
West North Central	95	47	48	5
South Atlantic	90	69	21	10
East South Central	—	60	—	—
West South Central	85	57	28	15
Mountain	—	73	—	—
Pacific	95	83	13	5

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

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer

Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2013

(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	40	90	128	180	240	138
Worker characteristics						
Management, professional, and related	45	92	135	180	230	142
Professional and related	–	100	140	180	230	143
Teachers	–	100	150	180	240	148
Primary, secondary, and special education school teachers	–	100	145	180	240	146
Service	30	60	120	180	225	123
Protective service	–	–	120	180	234	121
Sales and office	40	90	130	180	240	143
Office and administrative support	45	90	130	180	240	143
Natural resources, construction, and maintenance	–	–	–	–	–	125
Production, transportation, and material moving	–	–	130	219	250	147
Full time	37	90	128	180	234	137
Part time	–	105	130	199	255	147
Union	83	120	160	200	250	162
Nonunion	30	60	120	180	212	115
Average wage within the following categories: ³						
Lowest 25 percent	30	60	120	180	200	119
Lowest 10 percent	–	–	–	–	–	102
Second 25 percent	36	90	120	180	230	135
Third 25 percent	30	75	120	180	240	133
Highest 25 percent	–	120	160	182	240	159
Highest 10 percent	90	135	160	200	250	165
Establishment characteristics						
Service-providing industries	37	90	130	180	240	138
Education and health services	50	100	150	180	240	147
Educational services	45	100	150	180	240	147
Elementary and secondary schools	45	90	145	180	240	144
Junior colleges, colleges, and universities	90	120	180	180	200	162
Healthcare and social assistance	60	90	–	180	–	146
Hospitals	–	–	–	–	–	129
Public administration	30	60	120	180	225	120
1 to 99 workers	30	60	90	120	180	97
1 to 49 workers	–	–	–	120	–	79
50 to 99 workers	60	–	120	–	199	117
100 workers or more	42	90	139	180	240	144
100 to 499 workers	40	80	120	180	219	130
500 workers or more	–	110	156	200	240	152

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, National Compensation Survey, March 2013—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	157
Local government	36	83	120	180	230	133
Geographic areas						
New England	105	120	150	200	250	160
Middle Atlantic	150	160	200	200	300	192
East North Central	43	100	120	180	255	146
West North Central	45	—	120	145	180	112
South Atlantic	—	—	120	180	180	120
East South Central	—	—	—	—	—	144
West South Central	25	—	100	—	—	106
Mountain	—	—	—	—	—	107
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 Surveyed occupations are classified into wage categories

based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2013

(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	59	16	8	3	12	12
Full time	4	10	59	16	8	3	13	12
Part time	11	21	43	–	6	–	11	10
Union	3	13	60	14	6	4	12	11
Nonunion	4	9	57	18	10	1	13	12
1 to 99 workers	–	15	61	12	5	–	11	11
1 to 49 workers	4	19	63	–	6	–	11	10
50 to 99 workers	6	11	59	18	–	–	12	12
100 workers or more	4	10	58	17	9	3	13	12
100 to 499 workers	4	14	60	16	6	1	12	11
500 workers or more	4	8	58	17	10	4	13	12
After 5 years								
All workers	2	4	27	49	12	6	15	15
Full time	1	4	27	49	12	6	16	15
Part time	8	11	39	35	–	–	13	14
Union	1	6	23	53	9	8	15	15
Nonunion	2	3	31	45	14	4	16	15
1 to 99 workers	–	4	33	52	7	–	14	15
1 to 49 workers	–	2	35	50	9	–	14	15
50 to 99 workers	–	–	30	55	4	–	15	15
100 workers or more	2	4	26	48	13	7	16	15
100 to 499 workers	1	4	35	47	8	4	15	15
500 workers or more	2	5	23	48	14	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 2013—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	10	53	26	9	18	18
Full time	1	2	9	53	26	10	18	18
Part time	—	7	22	50	15	—	16	16
Union	(³)	3	10	51	26	11	18	18
Nonunion	2	1	10	54	25	8	18	18
1 to 99 workers	—	—	13	58	19	6	17	17
1 to 49 workers	—	—	15	53	22	5	17	17
50 to 99 workers	—	—	10	66	15	7	17	17
100 workers or more	1	2	9	52	27	10	18	18
100 to 499 workers	—	—	10	56	25	7	18	18
500 workers or more	1	2	9	50	27	11	19	18
After 20 years								
All workers	1	1	6	15	46	31	22	22
Full time	1	1	5	15	46	32	22	22
Part time	—	—	16	16	47	15	20	20
Union	(³)	2	5	11	47	35	22	22
Nonunion	2	1	6	18	45	29	22	22
1 to 99 workers	—	—	11	17	41	28	21	21
1 to 49 workers	—	—	13	14	40	29	20	21
50 to 99 workers	—	—	8	—	41	28	21	22
100 workers or more	1	1	5	14	47	32	22	22
100 to 499 workers	—	—	7	18	44	29	22	21
500 workers or more	1	1	4	13	48	33	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/glossary20122013.htm.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2013

(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	19	23	25	28	89	13	15	18	21
Professional and related	13	19	23	26	28	87	12	15	17	21
Service	11	17	21	25	28	89	11	14	17	21
Protective service	8	18	21	25	29	92	11	14	17	21
Sales and office	9	18	22	26	28	91	12	15	18	21
Office and administrative support	9	18	22	26	28	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	16	18	21	24	87	10	12	15	19
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	24	27	87	11	14	17	20
Lowest 10 percent	22	16	20	23	25	78	11	14	17	19
Second 25 percent	9	18	22	25	28	91	12	15	18	22
Third 25 percent	10	18	22	25	28	90	12	15	18	21
Highest 25 percent	9	20	24	27	30	91	13	15	18	21
Highest 10 percent	8	20	24	26	28	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	19	22	25	27	90	12	15	17	20
Educational services	3	15	17	18	20	97	12	15	17	20
Elementary and secondary schools	3	8	8	9	11	97	11	13	16	18
Junior colleges, colleges, and universities	4	23	27	28	30	96	15	17	19	22
Healthcare and social assistance	28	20	23	27	29	72	12	15	18	22
Hospitals	30	20	23	26	29	70	13	16	18	22
Public administration	8	18	22	26	29	92	12	15	18	22
1 to 99 workers	10	18	21	23	26	90	11	14	16	20
1 to 49 workers	8	17	20	22	24	92	11	14	17	20
50 to 99 workers	12	18	22	24	26	88	11	14	16	21
100 workers or more	10	18	22	25	28	90	12	15	18	21
100 to 499 workers	12	17	22	25	28	88	11	14	17	21
500 workers or more	10	18	22	25	28	90	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 2013—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	20	23	26	28	95	13	16	18	22
Local government	13	18	22	25	28	87	11	14	17	20
Geographic areas										
Middle Atlantic	3	18	21	25	28	97	13	16	19	22
East North Central	8	19	23	25	28	92	11	14	17	21
South Atlantic	8	19	21	23	27	92	12	15	17	21
East South Central	13	20	24	27	29	87	12	15	17	21
West South Central	17	15	19	22	25	83	11	14	16	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National

Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2013

(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	53	74
Professional and related	13	4	8	53	74
Teachers	12	2	5	51	71
Primary, secondary, and special education school teachers	8	1	3	49	71
Service	11	5	10	50	74
Protective service	12	5	13	55	80
Sales and office	15	5	16	50	72
Office and administrative support	16	5	16	51	74
Natural resources, construction, and maintenance	11	3	12	54	74
Production, transportation, and material moving ...	6	—	13	42	69
Full time	14	5	11	54	77
Part time	8	2	6	39	54
Union	16	2	13	56	84
Nonunion	11	6	8	49	66
Average wage within the following categories: ²					
Lowest 25 percent	9	4	5	43	62
Lowest 10 percent	8	—	3	38	53
Second 25 percent	16	5	14	53	78
Third 25 percent	15	4	13	57	78
Highest 25 percent	13	3	11	55	78
Highest 10 percent	16	4	10	54	79
Establishment characteristics					
Service-providing industries	13	4	11	52	74
Education and health services	13	4	7	51	73
Educational services	12	3	6	50	72
Elementary and secondary schools	8	1	2	46	70
Junior colleges, colleges, and universities	27	—	—	65	78
Healthcare and social assistance	15	—	15	58	79
Hospitals	18	—	—	62	81
Public administration	17	6	17	54	77
1 to 99 workers	8	5	4	35	49
1 to 49 workers	7	6	5	31	38
50 to 99 workers	—	2	4	41	65
100 workers or more	14	4	12	54	77
100 to 499 workers	9	2	6	38	55
500 workers or more	15	5	13	60	85

See footnotes at end of table.

Table 40. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	27	—	20	69	84
Local government	8	2	7	46	70
Geographic areas					
New England	—	—	5	35	76
Middle Atlantic	19	—	5	44	82
East North Central	9	1	14	48	66
West North Central	—	—	—	46	68
South Atlantic	10	—	5	60	83
East South Central	—	—	—	42	47
West South Central	6	2	5	46	62
Mountain	18	—	21	62	88
Pacific	14	4	26	65	82

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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile

estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 41. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2013

(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	60	60	24
Worker characteristics						
Management, professional, and related	24	37	56	63	60	24
Professional and related	24	37	55	63	60	24
Teachers	22	36	50	60	56	20
Primary, secondary, and special education school teachers	20	37	51	61	55	19
Service	20	28	50	54	57	23
Protective service	22	29	58	59	59	28
Sales and office	23	35	55	59	61	26
Office and administrative support	23	35	56	60	62	27
Natural resources, construction, and maintenance	24	38	55	59	63	22
Production, transportation, and material moving ...	21	32	40	43	56	14
Full time	25	38	58	64	64	26
Part time	13	16	29	34	36	14
Union	20	32	57	64	63	29
Nonunion	26	36	51	56	57	20
Average wage within the following categories: ¹						
Lowest 25 percent	21	29	44	49	51	18
Lowest 10 percent	17	24	35	39	48	14
Second 25 percent	24	34	58	61	64	27
Third 25 percent	24	39	59	65	62	28
Highest 25 percent	23	36	56	65	63	23
Highest 10 percent	20	32	49	60	60	26
Establishment characteristics						
Service-providing industries	23	34	54	59	60	24
Education and health services	23	36	54	62	59	22
Educational services	24	36	53	62	60	21
Elementary and secondary schools	21	36	50	58	55	19
Junior colleges, colleges, and universities	34	36	63	73	73	27
Healthcare and social assistance	19	41	56	59	54	28
Hospitals	21	50	56	57	56	27
Public administration	23	32	58	58	62	31
1 to 99 workers	19	22	35	39	43	19
1 to 49 workers	17	19	33	35	41	14
50 to 99 workers	23	25	37	44	46	26
100 workers or more	23	36	57	63	62	25
100 to 499 workers	15	30	41	44	55	18
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 2013—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	31	34	72	74	78	38
Local government	20	34	48	54	53	19
Geographic areas						
New England	—	—	42	41	55	—
Middle Atlantic	3	14	33	46	72	26
East North Central	22	16	40	46	54	24
West North Central	22	40	64	69	54	36
South Atlantic	34	46	64	70	58	24
East South Central	—	51	38	46	67	—
West South Central	19	39	65	67	63	15
Mountain	24	—	65	67	63	26
Pacific	27	46	65	69	54	27

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 42. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2013

(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	31	75	68
Professional and related	30	74	68
Teachers	27	73	66
Primary, secondary, and special education school teachers	21	74	65
Service	25	65	59
Protective service	25	73	66
Sales and office	29	70	65
Office and administrative support	29	71	66
Natural resources, construction, and maintenance	29	66	58
Production, transportation, and material moving ...	16	68	62
Full time	31	75	69
Part time	15	48	47
Union	26	78	72
Nonunion	30	65	60
Average wage within the following categories: ³			
Lowest 25 percent	21	58	53
Lowest 10 percent	17	45	40
Second 25 percent	32	75	69
Third 25 percent	32	77	71
Highest 25 percent	30	77	70
Highest 10 percent	33	80	75
Establishment characteristics			
Service-providing industries	28	71	65
Education and health services	31	73	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	38	72	61
Hospitals	41	73	60
Public administration	27	73	69
1 to 99 workers	17	47	40
1 to 49 workers	13	41	34
50 to 99 workers	24	56	49
100 workers or more	30	75	69
100 to 499 workers	18	63	55
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 2013—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
State government	48	86	84
Local government	22	66	59
Geographic areas			
New England	10	—	—
Middle Atlantic	16	85	79
East North Central	15	55	50
West North Central	—	62	48
South Atlantic	43	76	69
East South Central	—	56	49
West South Central	26	75	67
Mountain	23	74	74
Pacific	43	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with

earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2013

(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	13
Professional and related	29	3	(³)	1	12	4	1	12
Teachers	26	2	–	–	13	2	–	11
Primary, secondary, and special education school teachers	29	2	–	–	15	3	–	12
Service	33	4	1	2	11	8	–	12
Protective service	43	7	–	3	14	12	–	16
Sales and office	32	4	2	2	13	5	1	12
Office and administrative support	32	4	2	2	13	6	1	12
Natural resources, construction, and maintenance	34	3	–	2	13	11	–	10
Production, transportation, and material moving ...	28	2	–	–	12	5	–	9
Full time	35	4	1	2	14	6	1	14
Part time	9	1	–	1	3	1	–	3
Union	36	5	–	–	21	5	–	12
Nonunion	27	3	1	2	5	6	1	12
Average wage within the following categories: ⁴								
Lowest 25 percent	24	2	1	3	6	5	–	10
Lowest 10 percent	18	–	1	3	4	4	–	7
Second 25 percent	34	5	1	2	11	8	1	12
Third 25 percent	35	4	1	1	13	6	1	16
Highest 25 percent	32	5	(³)	–	18	4	(³)	11
Highest 10 percent	32	4	–	–	19	3	–	11
Establishment characteristics								
Service-providing industries	31	4	1	2	12	5	1	12
Education and health services	27	3	1	1	11	3	1	11
Educational services	24	2	–	–	11	3	–	10
Elementary and secondary schools	25	1	–	–	13	3	–	10
Junior colleges, colleges, and universities	22	6	–	–	6	3	–	10
Healthcare and social assistance	44	8	4	6	9	5	4	16
Hospitals	43	5	–	5	9	5	5	16
Public administration	40	6	1	2	15	9	–	16
1 to 99 workers	32	2	4	7	9	9	–	12
1 to 49 workers	32	–	3	9	6	9	–	12
50 to 99 workers	33	5	5	3	13	8	–	12
100 workers or more	31	4	(³)	1	13	5	1	12
100 to 499 workers	32	1	2	2	13	7	–	11
500 workers or more	31	5	–	(³)	12	5	1	13

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2013—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	42	11	—	—	12	7	2	21
Local government	27	1	1	2	12	5	(³)	9
Geographic areas								
New England	41	—	—	—	24	9	—	18
Middle Atlantic	31	—	—	—	15	3	—	15
East North Central	29	1	—	—	19	8	—	7
West North Central	19	—	—	—	4	—	—	8
South Atlantic	41	5	—	3	4	6	3	24
West South Central	32	3	2	—	7	9	—	15
Mountain	16	—	—	—	—	1	—	—
Pacific	36	14	—	—	27	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile

estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2013

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	50	48	33	28
Worker characteristics				
Management, professional, and related	53	52	34	29
Professional and related	54	52	34	28
Teachers	52	50	31	25
Primary, secondary, and special education school teachers	56	54	30	25
Service	42	41	30	24
Protective service	44	42	35	25
Sales and office	51	50	36	31
Office and administrative support	53	52	37	32
Natural resources, construction, and maintenance	46	46	33	27
Production, transportation, and material moving ...	40	41	30	28
Full time	55	54	37	31
Part time	21	21	14	13
Union	53	50	54	45
Nonunion	47	47	16	14
Average wage within the following categories: ²				
Lowest 25 percent	37	37	14	13
Lowest 10 percent	30	30	7	7
Second 25 percent	51	50	35	29
Third 25 percent	53	52	37	32
Highest 25 percent	58	56	48	39
Highest 10 percent	62	55	56	47
Establishment characteristics				
Service-providing industries	50	48	33	28
Education and health services	52	50	32	26
Educational services	53	51	32	27
Elementary and secondary schools	53	51	28	24
Junior colleges, colleges, and universities	53	51	45	34
Healthcare and social assistance	43	43	29	26
Hospitals	42	44	29	28
Public administration	48	47	38	31
1 to 99 workers	34	33	17	15
1 to 49 workers	27	26	11	10
50 to 99 workers	44	43	26	23
100 workers or more	52	51	36	30
100 to 499 workers	42	43	24	20
500 workers or more	55	53	40	33

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2013—Continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	59	58	43	34
Local government	46	45	30	26
Geographic areas				
New England	34	28	35	28
Middle Atlantic	60	53	56	48
East North Central	—	—	25	11
South Atlantic	45	45	11	6
East South Central	70	71	—	2
West South Central	55	56	10	11
Mountain	61	60	49	34
Pacific	82	80	83	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 Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories

were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2013

(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	—	—	15	74	7	2	17
Protective service	88	—	—	9	83	5	2	10
Sales and office	86	1	3	10	78	9	1	12
Office and administrative support	87	1	3	9	78	9	1	11
Natural resources, construction, and maintenance	95	—	—	4	90	5	—	—
Production, transportation, and material moving ...	81	—	6	—	75	7	—	—
Full time	98	1	1	(1)	90	9	(1)	1
Part time	21	2	17	59	17	6	5	71
Union	95	(1)	3	2	85	10	1	4
Nonunion	79	2	4	16	73	8	1	18
Average wage within the following categories: ²								
Lowest 25 percent	66	2	7	24	60	8	2	29
Lowest 10 percent	50	—	—	38	45	8	2	44
Second 25 percent	90	1	3	6	83	8	1	8
Third 25 percent	93	(1)	2	5	84	10	1	5
Highest 25 percent	97	(1)	1	2	88	9	1	3
Highest 10 percent	96	—	—	2	89	8	1	2
Establishment characteristics								
Service-providing industries	86	1	3	10	78	9	1	12
Education and health services	87	1	3	9	78	10	1	11
Educational services	87	1	4	9	77	10	1	11
Elementary and secondary schools	88	1	4	7	76	12	1	10
Junior colleges, colleges, and universities	83	1	3	13	80	4	1	15
Healthcare and social assistance	88	—	1	—	81	—	—	11
Hospitals	94	—	—	4	90	—	—	5
Public administration	88	1	3	9	82	7	1	11
1 to 99 workers	72	2	5	21	61	13	3	23
1 to 49 workers	62	—	—	29	56	8	4	32
50 to 99 workers	87	—	—	10	67	—	—	11
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 2013—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	31	56	1	12
Worker characteristics								
Management, professional, and related	84	5	3	8	32	58	1	10
Professional and related	84	5	3	8	30	58	1	10
Teachers	85	3	3	9	29	59	(1)	11
Primary, secondary, and special education school teachers	97	—	—	1	24	74	—	2
Service	72	9	4	15	27	54	1	18
Protective service	81	7	2	9	32	56	1	11
Sales and office	78	9	2	11	34	53	2	11
Office and administrative support	80	7	2	10	33	54	2	11
Natural resources, construction, and maintenance	88	7	—	—	34	62	—	—
Production, transportation, and material moving ...	73	9	—	—	22	60	—	—
Full time	92	7	(1)	1	36	63	—	—
Part time	20	3	15	61	4	20	5	71
Union	93	2	3	2	31	64	1	4
Nonunion	70	10	3	16	30	50	1	18
Average wage within the following categories: ²								
Lowest 25 percent	59	9	6	25	24	45	3	29
Lowest 10 percent	42	12	8	39	17	37	3	43
Second 25 percent	83	8	3	6	32	59	1	8
Third 25 percent	89	5	1	5	33	61	1	5
Highest 25 percent	93	4	1	2	35	62	(1)	3
Highest 10 percent	90	7	1	2	42	55	—	—
Establishment characteristics								
Service-providing industries	80	7	3	10	31	56	1	12
Education and health services	82	6	3	9	30	58	1	11
Educational services	84	4	4	9	26	62	1	12
Elementary and secondary schools	87	2	4	8	20	68	1	11
Junior colleges, colleges, and universities	73	11	2	14	46	38	1	15
Healthcare and social assistance	67	22	1	11	52	36	—	—
Hospitals	70	25	—	—	56	38	1	4
Public administration	83	5	2	9	34	54	1	11
1 to 99 workers	63	11	3	23	26	48	3	24
1 to 49 workers	52	12	4	32	22	42	4	32
50 to 99 workers	78	10	2	10	32	56	—	—
100 workers or more	83	6	3	8	31	58	1	10
100 to 499 workers	76	9	4	11	29	56	1	14
500 workers or more	85	5	2	7	32	58	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2013—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	7	(¹)	7
Local government	84	1	4	11	76	9	2	13
Geographic areas								
New England	83	3	3	11	71	16	2	11
Middle Atlantic	86	—	—	9	81	4	3	11
East North Central	79	1	6	14	77	3	2	18
West North Central	85	—	—	9	77	8	2	13
South Atlantic	89	(¹)	2	9	82	7	1	10
East South Central	91	—	—	7	85	—	—	—
West South Central	87	—	—	8	77	13	—	—
Mountain	86	—	—	11	79	—	—	13
Pacific	88	—	—	9	72	15	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2013—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	86	—	—	7	42	50	(¹)	7
Local government	78	7	4	11	27	59	1	13
Geographic areas								
New England	80	—	—	11	—	78	—	13
Middle Atlantic	83	3	4	10	32	54	—	—
East North Central	73	7	6	14	42	38	3	17
West North Central	73	—	—	9	31	54	—	—
South Atlantic	86	3	1	10	47	42	1	10
East South Central	84	—	—	—	23	69	—	—
West South Central	75	15	1	8	24	67	—	—
Mountain	81	6	2	11	20	66	2	12
Pacific	83	5	3	9	19	69	—	—

¹ Less than 0.5.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.

Table 46. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2013

(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	86
Worker characteristics							
Management, professional, and related	26	60	43	41	93	93	85
Professional and related	22	61	36	34	93	93	83
Teachers	9	64	12	10	92	92	78
Primary, secondary, and special education school teachers	7	74	8	7	98	98	83
Service	41	47	75	73	87	87	86
Protective service	51	52	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	47	47	94	95	96	96	97
Production, transportation, and material moving ...	36	56	59	59	91	94	89
Full time	39	62	66	65	99	99	94
Part time	7	18	19	18	50	51	45
Union	38	68	56	56	99	99	92
Nonunion	30	44	61	59	86	86	82
Average wage within the following categories: ²							
Lowest 25 percent	24	38	55	53	79	80	77
Lowest 10 percent	15	29	40	39	68	69	65
Second 25 percent	48	54	84	83	95	95	94
Third 25 percent	41	61	65	64	95	95	90
Highest 25 percent	26	69	37	35	98	98	86
Highest 10 percent	24	63	36	34	99	99	81
Establishment characteristics							
Service-providing industries	34	55	59	57	92	92	86
Education and health services	25	59	42	40	93	93	85
Educational services	20	60	35	33	93	93	83
Elementary and secondary schools	18	66	26	24	94	94	83
Junior colleges, colleges, and universities	28	38	64	62	89	89	85
Healthcare and social assistance	53	53	86	87	91	92	91
Hospitals	52	51	92	93	96	96	95
Public administration	51	51	88	87	91	91	91
1 to 99 workers	35	44	66	64	81	81	80
1 to 49 workers	28	32	64	62	73	73	73
50 to 99 workers	44	61	69	68	92	92	90
100 workers or more	34	57	58	56	93	93	87
100 to 499 workers	33	56	58	57	90	91	87
500 workers or more	34	57	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 2013—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	50	84	83	94	94	93
Local government	29	57	50	49	91	91	84
Geographic areas							
New England	45	78	46	46	92	92	86
Middle Atlantic	44	66	58	57	92	92	84
East North Central	34	60	53	52	87	88	85
West North Central	24	47	57	56	91	91	86
South Atlantic	36	54	65	64	93	94	89
East South Central	19	39	64	59	92	92	90
West South Central	27	53	54	52	93	93	88
Mountain	21	44	53	51	90	90	86
Pacific	40	54	66	65	93	93	85

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

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March

2013."

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20122013.htm.