

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2014

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	31	4	1	1	12	6	1	12
Worker characteristics								
Management, professional, and related	30	4	(³)	1	12	4	1	12
Professional and related	28	3	(³)	1	12	4	1	12
Teachers	25	2	—	—	13	2	—	11
Primary, secondary, and special education school teachers	28	2	—	—	15	3	—	12
Service	33	4	1	2	12	8	—	12
Protective service	44	7	—	3	15	12	—	17
Sales and office	32	4	2	2	13	5	1	12
Office and administrative support	32	4	2	2	14	5	1	12
Natural resources, construction, and maintenance	35	3	—	2	13	11	—	11
Production, transportation, and material moving ...	28	2	—	—	13	5	—	8
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	23	1	1	3	6	5	(³)	10
Lowest 10 percent	17	(³)	1	3	4	4	—	6
Second 25 percent	36	5	1	2	12	8	—	14
Third 25 percent	34	4	1	1	13	6	1	15
Highest 25 percent	32	5	(³)	—	18	3	—	11
Highest 10 percent	31	4	—	—	19	3	—	10
Establishment characteristics								
Service-providing industries	31	4	1	1	12	5	1	12
Education and health services	26	3	1	1	11	3	1	10
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	—	9
Health care and social assistance	41	8	4	6	9	5	4	15
Hospitals	43	5	—	5	9	5	5	17
Public administration	41	6	1	2	16	9	—	16
1 to 99 workers	32	—	4	7	10	8	—	11
1 to 49 workers	31	—	3	8	6	8	—	12
50 to 99 workers	34	—	4	5	15	9	—	9
100 workers or more	31	4	(³)	1	13	5	1	12
100 to 499 workers	31	1	2	2	13	7	1	11
500 workers or more	31	5	—	(³)	13	5	1	13

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2014—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
State government	41	11	—	—	12	7	2	20
Local government	28	1	1	2	12	5	—	9
Geographic areas								
Northeast	34	—	—	—	17	5	—	15
New England	41	—	—	—	24	9	—	15
Middle Atlantic	31	—	—	—	15	3	—	15
South	33	3	1	3	5	8	1	17
South Atlantic	41	5	—	4	5	6	3	24
West South Central	31	3	2	—	7	8	—	15
Midwest	25	1	1	—	14	7	—	7
East North Central	29	1	—	—	20	8	—	7
West North Central	18	—	—	—	4	—	—	7
West	31	11	—	—	20	1	—	6
Mountain	17	—	—	—	—	1	—	—
Pacific	37	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 ECEC data for March 2014.

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/glossary20132014.htm.