

Table 4. Defined benefit retirement plans:¹ Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ²			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
All workers	89	78	6.9	6.9	11
Worker characteristics					
Management, professional, and related	90	80	7.0	6.9	10
Professional and related	91	81	7.1	6.9	9
Teachers	92	85	7.3	7.0	8
Primary, secondary, and special education school teachers	92	85	7.4	7.0	8
Service	90	76	7.2	7.0	10
Protective service	90	77	7.5	7.4	10
Sales and office	88	74	6.6	6.8	12
Office and administrative support	87	74	6.7	6.8	13
Natural resources, construction, and maintenance	89	74	6.2	6.0	11
Production, transportation, and material moving ...	84	66	6.7	6.8	16
Full time	89	78	6.9	6.9	11
Part time	88	71	7.3	7.0	12
Union	90	70	7.0	7.0	10
Nonunion	89	86	6.8	6.7	11
Average wage within the following categories: ³					
Lowest 25 percent	88	82	6.7	6.7	12
Lowest 10 percent	90	84	7.1	6.7	10
Second 25 percent	88	75	6.7	6.9	12
Third 25 percent	90	78	6.8	6.7	10
Highest 25 percent	91	76	7.4	7.0	9
Highest 10 percent	93	74	7.7	7.5	7
Establishment characteristics					
Service-providing industries	89	78	6.9	6.9	11
Education and health services	91	82	7.1	6.9	9
Educational services	92	84	7.1	7.0	8
Elementary and secondary schools	92	84	7.1	7.0	8
Junior colleges, colleges, and universities	94	85	7.1	7.0	6
Health care and social assistance	78	63	6.5	6.7	22
Hospitals	76	61	6.7	6.7	24
Public administration	87	71	6.8	6.9	13
1 to 99 workers	86	77	7.0	6.4	14
1 to 49 workers	94	80	6.7	6.4	6
100 workers or more	90	78	6.9	6.9	10
100 to 499 workers	87	78	7.2	6.9	13
500 workers or more	91	78	6.8	6.9	9

See footnotes at end of table.

Table 4. Defined benefit retirement plans:¹ Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2015—continued

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ²			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
State government	90	75	6.6	6.8	10
Local government	89	79	7.0	6.9	11
Geographic areas					
Northeast	97	56	6.8	6.9	3
New England	98	59	7.2	7.0	2
Middle Atlantic	96	56	6.6	6.9	4
South	92	91	6.1	6.4	8
South Atlantic	93	92	5.1	5.3	7
Midwest	88	80	7.7	7.0	12
East North Central	85	72	8.4	9.4	15
West North Central	95	94	6.9	6.0	5
West	80	69	8.0	8.0	20
Pacific	79	65	7.2	7.7	21

¹ The 2014 estimates are not strictly comparable to corresponding estimates in previous years. See technical note for more information.

² The employee contributes a fixed percentage of his or her earnings to the retirement plan.

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 wage data for March 2015.

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/glossary20142015.htm.