

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2015

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	58	42	81	19
Worker characteristics				
Management, professional, and related	58	42	81	19
Professional and related	59	41	80	20
Teachers	59	41	81	19
Primary, secondary, and special education school teachers	46	54	—	—
Service	60	40	81	19
Protective service	68	32	—	—
Sales and office	58	42	87	13
Office and administrative support	58	42	87	13
Natural resources, construction, and maintenance Production, transportation, and material moving ...	57	43	69	31
Production, transportation, and material moving ...	47	53	—	—
Full time	58	42	81	19
Part time	61	39	—	—
Union	56	44	79	21
Nonunion	60	40	82	18
Average wage within the following categories: ¹				
Lowest 25 percent	59	41	83	17
Lowest 10 percent	61	39	—	—
Second 25 percent	56	44	81	19
Third 25 percent	54	46	76	24
Highest 25 percent	64	36	85	15
Highest 10 percent	72	28	89	11
Establishment characteristics				
Service-providing industries	58	42	81	19
Education and health services	59	41	78	22
Educational services	59	41	78	22
Elementary and secondary schools	49	51	—	—
Junior colleges, colleges, and universities	69	31	80	20
Health care and social assistance	58	42	77	23
Hospitals	63	37	75	25
Public administration	56	44	83	17
1 to 99 workers	53	47	—	—
50 to 99 workers	33	67	—	—
100 workers or more	59	41	79	21
100 to 499 workers	61	39	88	12
500 workers or more	58	42	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 2015—continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	63	37	82	18
Local government	55	45	81	19
Geographic areas				
South	62	38	75	25
South Atlantic	55	45	70	30
East South Central	59	41	—	—
Midwest	59	41	84	16
East North Central	51	49	82	18
West	43	57	—	—
Mountain	49	51	—	—
Pacific	42	58	—	—

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 wage data for March 2015.

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/glossary20142015.htm.