

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2015

(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	32	4	1	1	13	6	1	13
Worker characteristics								
Management, professional, and related	31	4	(³)	1	13	4	1	13
Professional and related	30	3	(³)	1	12	4	1	13
Teachers	28	2	—	—	13	2	—	13
Primary, secondary, and special education school teachers	31	2	—	—	15	3	—	15
Service	33	4	1	2	12	7	—	12
Protective service	45	7	—	3	15	11	—	17
Sales and office	33	4	2	2	14	6	1	12
Office and administrative support	33	4	2	2	14	6	1	12
Natural resources, construction, and maintenance	37	3	—	2	14	14	—	10
Production, transportation, and material moving ...	29	2	—	—	14	5	—	8
Full time	36	4	1	2	15	7	1	14
Part time	9	1	—	1	3	1	—	3
Union	39	5	—	—	22	5	—	13
Nonunion	26	3	1	2	5	6	1	12
Average wage within the following categories: ⁴								
Lowest 25 percent	24	2	1	3	7	5	—	9
Lowest 10 percent	17	(³)	1	3	4	5	—	6
Second 25 percent	35	5	1	2	13	8	1	14
Third 25 percent	35	4	1	1	13	6	1	15
Highest 25 percent	35	5	(³)	—	19	4	(³)	13
Highest 10 percent	37	5	—	—	20	3	—	14
Establishment characteristics								
Service-providing industries	32	4	1	1	13	6	1	13
Education and health services	27	3	1	1	12	3	1	11
Educational services	25	2	—	—	12	3	—	10
Elementary and secondary schools	26	1	—	—	14	3	—	11
Junior colleges, colleges, and universities	22	6	—	—	6	3	—	9
Health care and social assistance	40	8	4	6	9	6	4	14
Hospitals	40	5	—	6	8	5	5	16
Public administration	42	6	1	2	17	9	—	16
1 to 99 workers	34	—	4	7	11	10	—	10
1 to 49 workers	32	—	3	8	7	—	—	9
50 to 99 workers	38	—	5	6	16	10	—	11
100 workers or more	32	4	(³)	1	13	5	1	13
100 to 499 workers	31	1	2	1	13	7	1	11
500 workers or more	32	5	—	(³)	13	5	1	14

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2015—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	8	2	19
Local government	29	1	1	2	13	5	(³)	10
Geographic areas								
Northeast	39	—	—	—	19	5	—	19
New England	41	—	—	—	23	9	—	—
Middle Atlantic	38	—	—	—	17	3	—	20
South	33	3	1	3	5	8	1	16
South Atlantic	40	5	—	3	5	7	3	22
West South Central	31	3	2	—	7	8	—	15
Midwest	24	1	—	—	14	7	—	7
East North Central	28	1	—	—	19	8	—	7
West North Central	18	—	—	—	5	—	—	6
West	33	11	—	—	21	1	—	7
Mountain	17	—	—	—	—	1	—	—
Pacific	39	14	—	—	29	1	—	6

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 wage data for March 2015.

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/glossary20142015.htm.