

**Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2015**

(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 .....   | 87                                   | 1                                       | 3  | 9  | 78                                       | 9   | 1   | 11   |
| <b>Worker characteristics</b>                                   |                                      |   |  |  |  |   |   |  |
| Management, professional, and related .....                     | 89                                   | 1                                       | 3  | 8  | 79                                       | 10  | 1   | 10   |
| Professional and related .....                                  | 88                                   | 1                                       | 3  | 8  | 78                                       | 11  | 1   | 10   |
| Teachers .....  | 88                                   | ( 1 )                                   | 3  | 9  | 78                                       | 11  | 1   | 11   |
| Primary, secondary, and special education school teachers ..... | 98                                   | —                                       | 1  | 1  | 85                                       | 13  | —   | —  |
| Service .....   | 81                                   | 1                                       | 4  | 14   | 75                                       | 7   | 2   | 16   |
| Protective service .....  | 89                                   | —                                       | —  | 8  | 84                                       | 5   | 2   | 9  |
| Sales and office .....  | 87                                   | 1                                       | 3  | 10   | 79                                       | 9   | 1   | 12   |
| Office and administrative support .....                         | 88                                   | ( 1 )                                   | 3  | 9  | 79                                       | 9   | 1   | 11   |
| Natural resources, construction, and maintenance .....          | 94                                   | —                                       | —  | 4  | 90                                       | 4   | 2   | 4  |
| Production, transportation, and material moving ...             | 81                                   | —                                       | 4  | —  | 75                                       | 7   | —   | —  |
| Full time .....   | 98                                   | 1                                       | 1  | ( 1 )                                      | 90                                       | 9   | ( 1 )                                       | 1  |
| Part time .....   | 22                                   | 2                                       | 17   | 59   | 18                                       | 7   | 5   | 71   |
| Union .....   | 95                                   | ( 1 )                                   | 3  | 2  | 85                                       | 10  | 1   | 4  |
| Nonunion .....  | 80                                   | 1                                       | 4  | 15   | 73                                       | 8   | 1   | 18   |
| Average wage within the following categories: <sup>2</sup>      |                                      |   |  |  |  |   |   |  |
| Lowest 25 percent .....   | 68                                   | 2                                       | 7  | 23   | 61                                       | 9   | 2   | 28   |
| Lowest 10 percent .....   | 52                                   | 3                                       | 9  | 37   | 45                                       | 9   | 3   | 43   |
| Second 25 percent .....   | 90                                   | 1                                       | 3  | 6  | 83                                       | 8   | 1   | 7  |
| Third 25 percent .....  | 93                                   | ( 1 )                                   | 1  | 5  | 83                                       | 10  | ( 1 )                                       | 6  |
| Highest 25 percent .....  | 97                                   | ( 1 )                                   | 1  | 2  | 89                                       | 8   | 1   | 2  |
| Highest 10 percent .....  | 96                                   | —                                       | —  | 2  | 88                                       | 8   | 1   | 3  |
| <b>Establishment characteristics</b>                            |                                      |   |  |  |  |   |   |  |
| Service-providing industries .....                              | 87                                   | 1                                       | 3  | 9  | 78                                       | 9   | 1   | 11   |
| Education and health services .....                             | 87                                   | 1                                       | 3  | 8  | 78                                       | 10  | 1   | 11   |
| Educational services .....                                      | 87                                   | 1                                       | 4  | 8  | 78                                       | 10  | 1   | 11   |
| Elementary and secondary schools .....                          | 88                                   | 1                                       | 4  | 7  | 76                                       | 12  | 1   | 10   |
| Junior colleges, colleges, and universities .....               | 85                                   | 1                                       | 2  | 12   | 82                                       | 4   | 1   | 13   |
| Health care and social assistance .....                         | 88                                   | —                                       | 1  | —  | 79                                       | —   | —   | 11   |
| Hospitals .....   | 93                                   | —                                       | —  | 4  | 89                                       | 6   | —   | —  |
| Public administration .....                                     | 88                                   | ( 1 )                                   | 3  | 9  | 82                                       | 7   | 1   | 11   |
| 1 to 99 workers .....   | 74                                   | —                                       | —  | 21   | 61                                       | 14  | 1   | 23   |
| 1 to 49 workers .....   | 65                                   | —                                       | —  | 28   | 60                                       | 6   | 2   | 32   |
| 50 to 99 workers .....  | 88                                   | —                                       | —  | 9  | 63                                       | 25  | —   | —  |
| 100 workers or more .....                                       | 88                                   | 1                                       | 3  | 8  | 81                                       | 8   | 1   | 10   |
| 100 to 499 workers .....  | 84                                   | —                                       | —  | 11   | 73                                       | 12  | 2   | 13   |
| 500 workers or more .....                                       | 90                                   | 1                                       | 3  | 7  | 84                                       | 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 2015—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 .....   | 81   | 6   | 3   | 10   | 32  | 56   | 1  | 12  |
| <b>Worker characteristics</b>                                   |  |   |   |  |   |  |  |   |
| Management, professional, and related .....                     | 84   | 5   | 3   | 8  | 33  | 56   | 1  | 10  |
| Professional and related .....                                  | 84   | 5   | 3   | 8  | 32  | 57   | 1  | 10  |
| Teachers .....  | 85   | 3   | 3   | 9  | 31  | 57   | 1  | 11  |
| Primary, secondary, and special education school teachers ..... | 97   | —   | —   | 1  | 27  | 70   | —  | 2   |
| Service .....   | 74   | 7   | 4   | 14   | 27  | 55   | 2  | 17  |
| Protective service .....  | 83   | 6   | 2   | 9  | 31  | 58   | 1  | 10  |
| Sales and office .....  | 81   | 7   | 2   | 10   | 34  | 54   | 1  | 11  |
| Office and administrative support .....                         | 82   | 6   | 2   | 10   | 34  | 54   | 1  | 11  |
| Natural resources, construction, and maintenance .....          | 88   | 6   | 2   | 4  | 33  | 61   | 2  | 4   |
| Production, transportation, and material moving ...             | 75   | 8   | —   | —  | 25  | 57   | —  | —   |
| Full time .....   | 92   | 7   | 1   | ( <sup>1</sup> )   | 37  | 62   | ( <sup>1</sup> )   | 1   |
| Part time .....   | 21   | 3   | 15  | 60   | 4   | 20   | 5  | 71  |
| Union .....   | 93   | 2   | 3   | 2  | 33  | 62   | 1  | 4   |
| Nonunion .....  | 72   | 9   | 3   | 16   | 31  | 50   | 1  | 18  |
| Average wage within the following categories: <sup>2</sup>      |  |   |   |  |   |  |  |   |
| Lowest 25 percent .....   | 62   | 8   | 6   | 24   | 24  | 46   | 2  | 28  |
| Lowest 10 percent .....   | 45   | 9   | 8   | 38   | 16  | 38   | 3  | 43  |
| Second 25 percent .....   | 84   | 7   | 3   | 6  | 33  | 58   | 1  | 8   |
| Third 25 percent .....  | 88   | 5   | 1   | 6  | 34  | 60   | 1  | 6   |
| Highest 25 percent .....  | 93   | 4   | 1   | 2  | 37  | 60   | ( <sup>1</sup> )   | 3   |
| Highest 10 percent .....  | 90   | 6   | 1   | 2  | 43  | 54   | —  | —   |
| <b>Establishment characteristics</b>                            |  |   |   |  |   |  |  |   |
| Service-providing industries .....                              | 81   | 6   | 3   | 10   | 32  | 55   | 1  | 12  |
| Education and health services .....                             | 82   | 6   | 3   | 9  | 31  | 57   | 1  | 11  |
| Educational services .....                                      | 85   | 3   | 4   | 8  | 28  | 60   | 1  | 11  |
| Elementary and secondary schools .....                          | 87   | 1   | 4   | 7  | 22  | 66   | 1  | 11  |
| Junior colleges, colleges, and universities .....               | 75   | 11  | 2   | 12   | 47  | 39   | 1  | 13  |
| Health care and social assistance .....                         | 67   | 22  | 1   | 11   | 52  | 36   | —  | —   |
| Hospitals .....   | 71   | 24  | —   | —  | 55  | 39   | 2  | 4   |
| Public administration .....                                     | 84   | 4   | 2   | 9  | 33  | 55   | 1  | 11  |
| 1 to 99 workers .....   | 65   | 10  | 3   | 21   | 27  | 48   | —  | —   |
| 1 to 49 workers .....   | 55   | 11  | 4   | 29   | —   | 44   | —  | 32  |
| 50 to 99 workers .....  | 79   | 10  | 2   | 9  | 35  | 54   | —  | —   |
| 100 workers or more .....                                       | 84   | 5   | 3   | 8  | 32  | 57   | 1  | 10  |
| 100 to 499 workers .....  | 77   | 8   | 4   | 11   | 30  | 55   | 1  | 14  |
| 500 workers or more .....                                       | 86   | 5   | 2   | 7  | 33  | 57   | 1  | 9   |

See footnotes at end of table.

**Table 45. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2015—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 .....   | 93                                   | 1                                       | 1  | 6  | 86                                       | 8   | ( 1 )                                       | 6  |
| Local government .....   | 84                                   | 1                                       | 4  | 11   | 76                                       | 9   | 2   | 13   |
| <b>Geographic areas</b>  |                                      |   |  |  |  |   |   |  |
| Northeast .....          | 86                                   | —                                       | —  | 8  | 79                                       | 8   | 2   | 10   |
| New England .....        | 83                                   | —                                       | —  | 11   | 70                                       | 17  | 2   | 12   |
| Middle Atlantic .....    | 88                                   | —                                       | —  | 7  | 83                                       | 5   | 2   | 10   |
| South .....              | 89                                   | 1                                       | 1  | 8  | 81                                       | 9   | ( 1 )                                       | 9  |
| South Atlantic .....     | 89                                   | ( 1 )                                   | 2  | 9  | 82                                       | 7   | 1   | 10   |
| East South Central ..... | 92                                   | —                                       | —  | 6  | 85                                       | —   | —   | —  |
| West South Central ..... | 89                                   | 2                                       | 1  | 8  | 77                                       | 14  | —   | 9  |
| Midwest .....            | 81                                   | 1                                       | 6  | 12   | 77                                       | 5   | 2   | 16   |
| East North Central ..... | 79                                   | 1                                       | 6  | 15   | 77                                       | 3   | 2   | 18   |
| West North Central ..... | 85                                   | —                                       | —  | 9  | 78                                       | 8   | 1   | 13   |
| West .....               | 87                                   | —                                       | —  | 9  | 75                                       | 13  | 1   | 12   |
| Mountain .....           | 86                                   | —                                       | —  | 11   | 79                                       | —   | —   | 13   |
| Pacific .....            | 88                                   | —                                       | —  | 9  | 73                                       | 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 2015—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 .....   | 87   | 7   | ( <sup>1</sup> )  | 6  | 42  | 51   | ( <sup>1</sup> )   | 6   |
| Local government .....   | 79   | 6   | 4   | 11   | 28  | 57   | 1  | 13  |
| <b>Geographic areas</b>  |  |   |   |  |   |  |  |   |
| Northeast .....          | 83   | 5   | 4   | 9  | 29  | 58   | 1  | 12  |
| New England .....        | 80   | —   | —   | 11   | —   | 75   | —  | 13  |
| Middle Atlantic .....    | 84   | 4   | 5   | 8  | 36  | 52   | 1  | 11  |
| South .....              | 84   | 6   | 1   | 8  | 35  | 55   | 1  | 9   |
| South Atlantic .....     | 87   | 3   | 1   | 9  | 48  | 41   | 1  | 10  |
| East South Central ..... | 84   | —   | —   | —  | 26  | 67   | —  | —   |
| West South Central ..... | 81   | 10  | 1   | 8  | 20  | 71   | —  | —   |
| Midwest .....            | 74   | 8   | 5   | 13   | 38  | 44   | 2  | 16  |
| East North Central ..... | 73   | 7   | 5   | 15   | 42  | 38   | 2  | 18  |
| West North Central ..... | 75   | —   | —   | 10   | 32  | 54   | —  | —   |
| West .....               | 83   | 5   | 3   | 10   | 21  | 67   | 1  | 12  |
| Mountain .....           | 80   | 6   | 2   | 11   | 21  | 66   | 2  | 12  |
| Pacific .....            | 84   | 4   | 3   | 9  | 21  | 67   | ( <sup>1</sup> )   | 12  |

<sup>1</sup> Less than 0.5.

<sup>2</sup> 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](http://www.bls.gov/ncs/ebs/glossary20142015.htm).