National Compensation Survey: Employee Benefits in the United States, March 2016

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Contents

Overview

Tables organized by ownership

Employee benefits data tables: United States, March 2016

- Civilian (includes private industry and state and local government establishments)
- Private industry (excludes agricultural establishments, private households, and the self-employed)
- State and local government (excludes Federal employees)

Technical note
Appendix table 1: Survey establishment response
Appendix table 2: Number of workers represented

Overview

The National Compensation Survey (NCS) provides comprehensive measures of compensation cost trends, the incidence of benefits, and detailed benefit provisions. This bulletin presents estimates of the incidence and key provisions of selected employee benefit plans. Estimates presented are on benefits for civilian workers—workers in private industry and in state and local government—by various employee and employer characteristics. For the purposes of the NCS, the Federal Government, agricultural, and household workers, and workers who are self-employed, are excluded.

For more information on these data and recent and historical NCS benefits data, call the information line at (202) 691–6199, use the contact EBS link to send email, or visit the benefits home page. Information is made available to sensory-impaired individuals upon request (Voice phone: (202) 691–5200; Federal Relay Service: 1 (800) 877–8339). Data requests also may be sent to U.S. Bureau of Labor Statistics, Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue NE, Room 4175, Washington, DC 20212. Material in this publication is in the public domain and, with appropriate credit, may be reproduced without permission.

U. S. Bureau of Labor Statistics (BLS) field economists collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing, designed the survey, processed the data, and prepared the survey for publication. The survey could not have been conducted without the cooperation of the many private businesses and state and local government agencies and jurisdictions that provided benefits data included in this bulletin. BLS thanks these respondents for their cooperation.

Civilian Tables

Types of Benefits:

- Retirement benefits
- Healthcare benefits
- Life, short-term, and long-term disability insurance benefits
- Paid leave benefits
- Other benefits (Quality of life, financial, health-related, nonproduction bonuses, and unmarried domestic partner)
- Benefit combinations (Retirement, medical care, and paid leave)

Table 2. Retirement benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016

(All workers = 100 percent)

Characteristics	All retirement benefits[3]			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	69	54	78	27	23	85	58	40	69
Worker characteristics									
Management, professional, and related	84	72	86	41	35	85	66	51	77
Management, business, and financial	86	76	88	35	30	84	77	65	84
Professional and related	83	70	85	43	37	85	62	45	74
Teachers	84	73	87	70	60	86	36	19	52
Primary, secondary, and special education school teachers	94	83	88	87	77	88	31	12	39
Registered nurses	88	72	81	37	31	84	78	57	73
Service	47	31	65	17	15	89	37	18	50
Protective service	78	62	79	54	50	91	43	20	46
Sales and office	71	52	74	21	17	79	63	44	69
Sales and related	66	41	61	11	8	66	62	37	59
Office and administrative support	74	59	80	27	22	82	64	48	74
Natural resources, construction, and maintenance	65	53	81	28	27	95	54	39	72
Construction, extraction, farming, fishing, and forestry	62	50	82	31	30	97	45	32	71
Installation, maintenance, and repair	69	55	80	26	24	94	62	45	72
Production, transportation, and material moving	71	54	76	25	21	85	62	43	69
Production	74	56	76	22	18	84	71	49	70
Transportation and material moving	68	52	76	27	23	86	54	37	68
Full time	80	65	81	33	29	87	67	48	72
Part time	37	22	59	10	8	73	31	16	53
Union	94	84	90	81	74	91	45	29	65
Nonunion	65	49	75	18	15	81	60	42	70
Average wage within the following categories:[4]									
Lowest 25 percent	44	24	56	9	6	72	38	20	51
Lowest 10 percent	33	15	45	5	3	59	30	12	42
Second 25 percent	71	52	74	22	19	86	60	39	66
Third 25 percent	81	68	84	35	31	87	66	50	76
Highest 25 percent	89	79	89	48	41	87	71	57	80
Highest 10 percent	90	80	89	47	39	84	75	61	81
Establishment characteristics									
Goods-producing industries	75	60	81	26	22	87	70	53	76
Service-providing industries	69	53	77	28	23	85	56	38	68
Education and health services	79	65	83	42	36	86	54	37	68
Educational services	87	77	88	72	62	86	37	21	56
Elementary and secondary schools	89	80	89	84	75	89	26	10	38
Junior colleges, colleges, and universities	88	77	87	54	42	77	62	44	70
Health care and social assistance	73	57	78	21	18	85	66	48	72
Hospitals	91	78	85	45	37	84	79	60	76
Public administration	91	83	92	87	79	91	34	16	46

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

(All workers = 100 percent)

Characteristics	All retirement benefits[3]			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	53	38	71	11	9	85	48	33	68
1 to 49 workers	48	34	71	8	7	85	45	31	68
50 to 99 workers	67	48	72	18	15	84	58	39	67
100 workers or more	86	70	82	43	37	85	66	47	70
100 to 499 workers	81	62	77	27	23	85	69	48	70
500 workers or more	91	78	86	61	52	86	64	45	71
Geographic areas									
Northeast	71	58	82	31	27	86	57	42	73
New England	72	59	81	28	25	91	57	43	76
Middle Atlantic	71	58	82	32	27	85	57	42	73
South	70	52	74	27	23	85	59	38	65
South Atlantic	70	54	76	29	25	84	61	40	65
East South Central	73	51	70	27	23	84	58	36	61
West South Central	68	50	74	24	21	86	56	37	67
Midwest	73	57	78	27	23	84	63	43	69
East North Central	72	56	78	27	23	87	63	43	69
West North Central	75	58	77	27	22	79	63	44	70
West	63	50	80	25	21	86	50	37	74
Mountain	66	50	76	20	16	82	55	39	72
Pacific	62	51	81	27	24	87	48	36	75

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[3] Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016

Characteristics	All retirement benefits[3]			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.8	0.7	0.5	0.6	0.5	0.6	0.8	0.6	0.6
Worker characteristics									
Management, professional, and related	1.2	1.1	0.5	1.1	1.0	0.8	1.3	1.1	0.7
Management, business, and financial	1.4	1.3	0.8	1.6	1.5	1.1	1.4	1.4	0.8
Professional and related	1.4	1.3	0.7	1.3	1.2	0.9	1.5	1.2	0.9
Teachers	2.2	2.1	1.2	2.5	2.2	1.0	2.1	1.3	2.3
Primary, secondary, and special education school teachers	2.4	2.5	1.5	3.2	3.0	1.0	2.6	1.5	2.9
Registered nurses	1.7	2.5	2.4	3.1	3.0	1.8	2.3	2.5	2.6
Service	2.1	1.3	1.9	0.8	0.8	1.1	2.0	1.1	2.1
Protective service	2.7	3.5	4.9	4.2	3.8	1.1	3.5	2.2	6.3
Sales and office	1.0	0.9	0.7	0.8	0.7	1.4	1.0	0.9	0.7
Sales and related	1.9	1.5	1.1	1.0	0.9	3.4	1.7	1.4	1.2
Office and administrative support	1.3	1.4	1.0	0.9	0.8	1.2	1.3	1.3	1.1
Natural resources, construction, and maintenance	1.8	1.5	1.3	1.5	1.5	0.6	1.6	1.2	1.5
Construction, extraction, farming, fishing, and forestry	2.8	2.3	2.2	2.3	2.3	0.7	2.8	2.1	2.9
Installation, maintenance, and repair	2.1	1.8	1.3	1.6	1.5	1.1	2.0	1.6	1.3
Production, transportation, and material moving	1.3	1.3	0.9	1.1	0.8	1.5	1.5	1.3	1.1
Production	2.2	2.0	1.2	1.6	1.1	3.0	2.2	1.9	1.3
Transportation and material moving	1.6	1.8	1.5	1.5	1.3	1.1	1.8	1.9	1.9
Full time	0.6	0.6	0.5	0.7	0.6	0.6	0.7	0.6	0.5
Part time	1.4	0.9	1.5	0.7	0.5	1.7	1.3	0.8	1.8
Union	0.8	0.9	0.6	1.2	1.2	0.6	1.7	1.4	1.5
Nonunion	0.8	0.7	0.6	0.6	0.5	0.8	0.9	0.7	0.6
Average wage within the following categories:[4]									
Lowest 25 percent	1.6	1.1	1.4	0.6	0.5	2.0	1.4	1.0	1.5
Lowest 10 percent	2.1	1.1	2.2	0.6	0.3	4.0	2.0	1.0	2.3
Second 25 percent	1.1	1.1	0.9	0.8	0.7	1.0	1.1	1.0	1.1
Third 25 percent	0.9	0.9	0.6	1.0	0.8	1.1	1.0	0.9	0.8
Highest 25 percent	1.0	1.0	0.5	1.3	1.2	0.7	1.2	1.0	0.7
Highest 10 percent	1.4	1.4	0.7	1.9	1.7	1.2	1.6	1.6	0.9
Establishment characteristics									
Goods-producing industries	1.0	1.0	0.9	1.3	1.0	1.5	1.0	1.0	1.1
Service-providing industries	0.9	0.8	0.6	0.6	0.6	0.7	0.9	0.7	0.6
Education and health services	1.9	1.8	0.7	1.5	1.4	1.2	1.7	1.4	1.0
Educational services	1.2	1.2	0.7	1.4	1.3	1.2	1.6	1.1	1.7
Elementary and secondary schools	1.6	1.6	0.8	1.7	1.7	1.0	1.9	1.1	2.6
Junior colleges, colleges, and universities	1.2	1.6	1.4	2.7	1.7	4.1	2.6	1.5	1.8
Health care and social assistance	2.8	2.6	1.1	1.8	1.8	2.4	2.5	2.1	1.1
Hospitals	1.2	1.6	1.2	2.6	2.4	2.5	2.2	2.0	1.3
Public administration	1.5	1.5	0.8	1.6	1.7	0.9	2.7	2.0	4.3

See footnotes at end of table.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

Characteristics	All retirement benefits[3]			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	1.3	1.1	1.1	0.6	0.5	1.2	1.2	1.0	1.2
1 to 49 workers	1.4	1.1	1.4	0.6	0.5	1.6	1.3	1.0	1.4
50 to 99 workers	2.5	2.2	1.7	1.5	1.4	2.4	2.5	2.2	2.0
100 workers or more	0.7	0.7	0.5	0.8	0.7	0.7	0.9	0.7	0.6
100 to 499 workers	1.3	1.1	0.7	1.1	1.0	1.1	1.3	1.2	0.8
500 workers or more	0.9	0.9	0.6	1.3	1.0	0.9	1.1	1.0	1.0
Geographic areas									
Northeast	1.6	1.6	1.1	1.5	1.4	1.5	1.3	1.1	1.1
New England	2.4	1.6	2.5	2.5	2.4	2.0	2.6	1.2	2.5
Middle Atlantic	1.7	1.8	1.1	1.5	1.3	1.7	1.3	1.3	1.2
South	1.4	1.4	1.0	0.9	0.8	1.0	1.4	1.3	1.2
South Atlantic	1.8	1.9	1.3	1.1	1.1	1.1	2.0	1.9	1.6
East South Central	1.4	3.0	4.1	3.2	3.2	4.3	2.5	2.8	4.1
West South Central	3.3	2.7	1.0	1.1	1.0	1.3	2.8	2.3	1.1
Midwest	1.8	1.4	0.8	1.2	1.0	1.6	1.6	1.2	1.0
East North Central	2.1	1.8	0.6	1.1	1.1	0.9	1.9	1.6	0.8
West North Central	3.2	2.1	1.9	2.9	2.1	4.1	2.6	1.5	2.5
West	1.3	1.0	0.9	1.1	1.0	0.9	1.6	1.2	0.9
Mountain	2.0	1.8	1.1	1.4	1.3	1.3	2.4	2.0	1.4
Pacific	1.7	1.1	1.2	1.5	1.3	1.2	2.0	1.5	1.1

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[3] Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Retirement benefit combinations: Access, civilian workers,[1] March 2016

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	15	12	42
Worker characteristics			
Management, professional, and related	23	17	43
Management, business, and financial	27	9	51
Professional and related	22	21	40
Teachers	22	47	14
Primary, secondary, and special education school teachers	23	63	8
Registered nurses	27	10	51
Service	6	11	30
Protective service	19	35	24
Sales and office	13	8	50
Sales and related	7	4	55
Office and administrative support	17	10	47
Natural resources, construction, and maintenance	17	11	37
Construction, extraction, farming, fishing, and forestry	15	16	30
Installation, maintenance, and repair	19	7	43
Production, transportation, and material moving	15	9	46
Production	19	3	52
Transportation and material moving	13	14	41
Full time	19	14	47
Part time	4	7	27
Union	33	49	12
Nonunion	13	6	47
Average wage within the following categories:[2]			
Lowest 25 percent	4	5	35
Lowest 10 percent	1	3	28
Second 25 percent	11	11	48
Third 25 percent	20	15	46
Highest 25 percent	30	18	41
Highest 10 percent	31	15	43
Establishment characteristics			
Goods-producing industries	21	5	49
Service-providing industries	15	13	41
Education and health services	17	24	37
Educational services	22	50	15
Elementary and secondary schools	21	64	5
Junior colleges, colleges, and universities	28	26	34
Health care and social assistance	14	7	52
Hospitals	32	12	46
Public administration	30	57	4

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
1 to 99 workers	7	4	42
1 to 49 workers	6	3	40
50 to 99 workers	10	8	48
100 workers or more	24	19	42
100 to 499 workers	15	12	53
500 workers or more	33	27	30
Geographic areas			
Northeast	17	14	40
New England	13	15	44
Middle Atlantic	19	14	39
South	16	11	43
South Atlantic	20	9	41
East South Central	13	15	46
West South Central	11	12	45
Midwest	17	10	46
East North Central	18	9	45
West North Central	15	12	48
West	12	13	38
Mountain	9	11	46
Pacific	13	14	35

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Standard errors for retirement benefit combinations: Access, civilian workers,[1] March 2016

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	0.5	0.4	0.8
Worker characteristics			
Management, professional, and related	1.0	0.8	1.3
Management, business, and financial	1.5	0.8	1.9
Professional and related	1.1	1.0	1.3
Teachers	1.8	2.2	1.7
Primary, secondary, and special education school teachers	2.0	3.0	2.3
Registered nurses	2.2	2.2	3.3
Service	0.5	0.6	1.9
Protective service	2.1	3.3	4.3
Sales and office	0.6	0.5	1.0
Sales and related	0.7	0.7	1.7
Office and administrative support	0.7	0.6	1.3
Natural resources, construction, and maintenance	1.1	0.9	1.7
Construction, extraction, farming, fishing, and forestry	1.7	1.8	2.3
Installation, maintenance, and repair	1.4	0.6	2.4
Production, transportation, and material moving	1.0	0.8	1.5
Production	1.6	0.4	2.1
Transportation and material moving	1.2	1.5	1.7
Full time	0.6	0.5	0.8
Part time	0.3	0.6	1.2
Union	1.5	1.6	1.2
Nonunion	0.5	0.3	0.9
Average wage within the following categories:[2]			
Lowest 25 percent	0.3	0.6	1.4
Lowest 10 percent	0.2	0.5	1.9
Second 25 percent	0.6	0.5	1.0
Third 25 percent	0.8	0.7	1.1
Highest 25 percent	1.3	0.7	1.2
Highest 10 percent	1.9	1.0	1.8
Establishment characteristics			
Goods-producing industries	1.2	0.5	1.3
Service-providing industries	0.5	0.5	0.9
Education and health services	1.1	1.2	1.3
Educational services	1.6	1.7	0.9
Elementary and secondary schools	1.8	2.1	0.7
Junior colleges, colleges, and universities	3.7	2.4	2.4
Health care and social assistance	1.2	1.4	2.0
Hospitals	2.6	2.0	2.4
Public administration	2.6	2.6	0.9

See footnotes at end of table.

Table 3. Standard errors for retirement benefit combinations: Access, civilian workers,[1] March 2016—continued

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
1 to 99 workers	0.5	0.4	1.2
1 to 49 workers	0.4	0.3	1.3
50 to 99 workers	1.2	1.2	2.5
100 workers or more	0.8	0.7	1.0
100 to 499 workers	1.0	0.8	1.5
500 workers or more	1.2	1.1	1.2
Geographic areas			
Northeast	1.1	0.8	1.7
New England	1.8	1.5	3.4
Middle Atlantic	1.4	0.9	1.8
South	0.9	0.8	1.3
South Atlantic	1.2	1.1	1.3
East South Central	3.0	2.7	3.7
West South Central	0.9	0.8	2.9
Midwest	1.0	0.7	1.5
East North Central	0.9	0.9	1.9
West North Central	2.3	1.3	1.9
West	1.2	0.8	1.9
Mountain	0.7	1.4	2.5
Pacific	1.7	1.0	2.4

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,[1] March 2016

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

Characteristics	Open plans[2]	Soft freeze[3]		Hard freeze[4]
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	52	40	1	7
Worker characteristics				
Management, professional, and related	47	45	2	7
Management, business, and financial	50	35	2	13
Professional and related	45	49	1	5
Teachers	41	58	–	–
Primary, secondary, and special education school teachers	41	58	–	–
Registered nurses	56	30	–	–
Service	53	43	–	–
Protective service	46	53	–	–
Sales and office	52	37	1	10
Sales and related	57	22	1	19
Office and administrative support	51	40	1	8
Natural resources, construction, and maintenance	67	29	1	3
Construction, extraction, farming, fishing, and forestry	76	22	–	–
Installation, maintenance, and repair	55	38	3	4
Production, transportation, and material moving	59	29	2	9
Production	48	33	3	15
Transportation and material moving	67	26	2	5
Full time	51	40	2	7
Part time	62	33	–	–
Union	56	42	([5])	1
Nonunion	49	38	2	11
Average wage within the following categories:[6]				
Lowest 25 percent	55	37	–	–
Lowest 10 percent	69	27	–	4
Second 25 percent	55	36	1	8
Third 25 percent	53	38	1	7
Highest 25 percent	49	43	2	6
Highest 10 percent	46	44	–	–
Establishment characteristics				
Goods-producing industries	55	29	3	13
Service-providing industries	52	41	1	6
Education and health services	46	50	–	–
Educational services	40	59	([5])	1
Elementary and secondary schools	40	59	–	–
Junior colleges, colleges, and universities	39	60	1	1
Health care and social assistance	59	29	–	–
Hospitals	57	30	–	–
Public administration	41	59	–	–

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,[1] March 2016—continued

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

Characteristics	Open plans[2]	Soft freeze[3]		Hard freeze[4]
		All participants still accruing benefits	Some participants still accruing benefits	
1 to 99 workers	60	28	1	11
1 to 49 workers	57	28	1	13
50 to 99 workers	64	27	–	–
100 workers or more	50	43	2	6
100 to 499 workers	54	37	3	7
500 workers or more	48	45	1	6
Geographic areas				
Northeast	50	41	1	8
New England	53	40	1	6
Middle Atlantic	49	41	1	9
South	53	41	1	5
South Atlantic	58	36	2	5
East South Central	43	53	–	–
West South Central	49	45	–	–
Midwest	59	31	2	8
East North Central	61	29	2	8
West North Central	54	36	–	–
West	45	46	–	–
Mountain	53	39	–	–
Pacific	42	49	–	–

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Plans open to new participants.
[3] New employees are not allowed in the plan. Benefit accruals may continue for existing participants.
[4] Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.
[5] Less than 0.5.
[6] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,[1] March 2016

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

Characteristics	Open plans[2]	Soft freeze[3]		Hard freeze[4]
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	1.2	1.1	0.3	0.5
Worker characteristics				
Management, professional, and related	1.8	1.6	0.6	0.7
Management, business, and financial	2.8	2.3	0.8	1.5
Professional and related	1.9	1.8	0.5	0.7
Teachers	1.8	1.9	–	–
Primary, secondary, and special education school teachers	1.9	2.0	–	–
Registered nurses	6.2	4.7	–	–
Service	2.3	2.1	–	–
Protective service	3.0	3.0	–	–
Sales and office	1.7	1.5	0.3	0.8
Sales and related	5.7	3.2	0.7	3.4
Office and administrative support	1.4	1.4	0.3	0.8
Natural resources, construction, and maintenance	2.4	2.3	0.3	0.7
Construction, extraction, farming, fishing, and forestry	2.7	2.7	–	–
Installation, maintenance, and repair	3.3	3.1	0.7	1.0
Production, transportation, and material moving	2.6	2.7	0.5	1.8
Production	4.3	4.6	0.8	3.8
Transportation and material moving	2.6	2.7	0.6	1.4
Full time	1.3	1.2	0.3	0.6
Part time	2.3	2.1	–	–
Union	1.5	1.6	0.1	0.2
Nonunion	1.7	1.5	0.6	1.0
Average wage within the following categories:[5]				
Lowest 25 percent	3.0	3.1	–	–
Lowest 10 percent	4.8	4.4	–	1.6
Second 25 percent	1.8	1.6	0.4	0.9
Third 25 percent	1.4	1.4	0.3	1.0
Highest 25 percent	1.7	1.6	0.6	0.6
Highest 10 percent	2.7	2.5	–	–
Establishment characteristics				
Goods-producing industries	3.0	3.6	0.7	2.0
Service-providing industries	1.3	1.2	0.4	0.5
Education and health services	2.1	2.0	–	–
Educational services	1.5	1.5	0.1	0.3
Elementary and secondary schools	1.6	1.6	–	–
Junior colleges, colleges, and universities	1.9	1.9	0.1	0.3
Health care and social assistance	5.5	4.1	–	–
Hospitals	3.6	3.2	–	–
Public administration	1.7	1.7	–	–

See footnotes at end of table.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,[1] March 2016—continued

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

Characteristics	Open plans[2]	Soft freeze[3]		Hard freeze[4]
		All participants still accruing benefits	Some participants still accruing benefits	
1 to 99 workers	2.4	2.1	0.5	1.5
1 to 49 workers	2.9	2.6	0.6	2.2
50 to 99 workers	3.4	3.2	–	–
100 workers or more	1.3	1.2	0.4	0.6
100 to 499 workers	2.3	2.1	1.0	1.0
500 workers or more	1.4	1.4	0.3	0.6
Geographic areas				
Northeast	2.5	2.1	0.3	0.7
New England	3.7	4.2	0.6	1.5
Middle Atlantic	3.0	2.4	0.3	0.9
South	2.1	2.1	0.3	0.7
South Atlantic	3.3	3.1	0.4	1.0
East South Central	3.2	3.4	–	–
West South Central	2.9	2.8	–	–
Midwest	2.1	1.9	0.6	1.9
East North Central	2.8	1.7	0.8	2.4
West North Central	2.7	4.2	–	–
West	2.8	2.7	–	–
Mountain	3.6	3.9	–	–
Pacific	3.5	3.4	–	–

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Plans open to new participants.
[3] New employees are not allowed in the plan. Benefit accruals may continue for existing participants.
[4] Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.
[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Defined benefit frozen retirement plans:[1] Selected attributes, civilian workers,[2] March 2016

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits[3]		
	1 year	2 to 5 years	Greater than 5 years
All workers	–	–	59
Worker characteristics			
Management, professional, and related	–	–	56
Management, business, and financial	–	–	67
Professional and related	–	–	53
Teachers	–	54	–
Primary, secondary, and special education school teachers	–	52	–
Registered nurses	–	–	59
Service	–	–	51
Protective service	–	53	–
Sales and office	–	–	63
Sales and related	–	13	87
Office and administrative support	–	–	59
Natural resources, construction, and maintenance	–	–	57
Construction, extraction, farming, fishing, and forestry	–	51	–
Installation, maintenance, and repair	–	–	61
Production, transportation, and material moving	–	20	80
Production	–	19	81
Transportation and material moving	–	21	79
Full time	–	–	60
Part time	–	–	57
Union	–	51	–
Nonunion	–	–	67
Average wage within the following categories:[4]			
Lowest 25 percent	–	–	67
Lowest 10 percent	–	–	65
Second 25 percent	–	–	57
Third 25 percent	–	–	59
Highest 25 percent	–	–	59
Highest 10 percent	–	–	59
Establishment characteristics			
Goods-producing industries	–	25	75
Service-providing industries	–	–	57
Education and health services	–	51	–
Educational services	–	54	–
Elementary and secondary schools	–	52	–
Junior colleges, colleges, and universities	–	59	41
Health care and social assistance	–	–	55
Hospitals	–	–	66
Public administration	–	56	–

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:[1] Selected attributes, civilian workers,[2] March 2016—continued

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits[3]		
	1 year	2 to 5 years	Greater than 5 years
1 to 99 workers	–	–	63
1 to 49 workers	–	–	62
50 to 99 workers	–	–	64
100 workers or more	–	–	59
100 to 499 workers	–	–	66
500 workers or more	–	–	56
Geographic areas			
Northeast	–	–	69
New England	–	50	50
Middle Atlantic	–	–	75
South	–	37	63
South Atlantic	–	47	53
East South Central	–	45	55
West South Central	–	16	84
Midwest	–	–	60
East North Central	–	–	56
West North Central	–	–	66
West	–	55	45
Mountain	–	46	54
Pacific	–	57	43

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[3] The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2015 are included in the "1 year" column. Those frozen between 2011 and 2014 are included in the "2 to 5 year" column and plans frozen before 2011 are included in the "Greater than 5 years" column.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Standard errors for defined benefit frozen retirement plans:[1] Selected attributes, civilian workers,[2] March 2016

Characteristics	Time since plan closed to new workers or stopped accruing benefits[3]		
	1 year	2 to 5 years	Greater than 5 years
All workers	–	–	1.7
Worker characteristics			
Management, professional, and related	–	–	2.1
Management, business, and financial	–	–	2.6
Professional and related	–	–	2.3
Teachers	–	3.1	–
Primary, secondary, and special education school teachers	–	3.3	–
Registered nurses	–	–	8.9
Service	–	–	3.0
Protective service	–	3.9	–
Sales and office	–	–	2.1
Sales and related	–	3.4	3.4
Office and administrative support	–	–	2.3
Natural resources, construction, and maintenance	–	–	3.9
Construction, extraction, farming, fishing, and forestry	–	6.0	–
Installation, maintenance, and repair	–	–	4.9
Production, transportation, and material moving	–	2.7	2.7
Production	–	4.0	4.0
Transportation and material moving	–	3.1	3.1
Full time	–	–	1.7
Part time	–	–	3.6
Union	–	2.4	–
Nonunion	–	–	2.0
Average wage within the following categories:[4]			
Lowest 25 percent	–	–	4.2
Lowest 10 percent	–	–	7.5
Second 25 percent	–	–	2.8
Third 25 percent	–	–	2.3
Highest 25 percent	–	–	1.9
Highest 10 percent	–	–	2.6
Establishment characteristics			
Goods-producing industries	–	4.2	4.2
Service-providing industries	–	–	1.9
Education and health services	–	2.5	–
Educational services	–	2.5	–
Elementary and secondary schools	–	2.8	–
Junior colleges, colleges, and universities	–	3.7	3.7
Health care and social assistance	–	–	8.1
Hospitals	–	–	6.1
Public administration	–	3.2	–

See footnotes at end of table.

Table 6. Standard errors for defined benefit frozen retirement plans:[1] Selected attributes, civilian workers,[2] March 2016—continued

Characteristics	Time since plan closed to new workers or stopped accruing benefits[3]		
	1 year	2 to 5 years	Greater than 5 years
1 to 99 workers	–	–	4.0
1 to 49 workers	–	–	4.5
50 to 99 workers	–	–	6.0
100 workers or more	–	–	1.7
100 to 499 workers	–	–	3.2
500 workers or more	–	–	1.9
Geographic areas			
Northeast	–	–	2.2
New England	–	4.5	4.5
Middle Atlantic	–	–	2.2
South	–	2.6	2.6
South Atlantic	–	4.2	4.2
East South Central	–	7.7	7.7
West South Central	–	1.4	1.4
Midwest	–	–	4.8
East North Central	–	–	5.5
West North Central	–	–	9.2
West	–	4.1	4.1
Mountain	–	9.4	9.4
Pacific	–	4.7	4.7

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[3] The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2015 are included in the "1 year" column. Those frozen between 2011 and 2014 are included in the "2 to 5 year" column and plans frozen before 2011 are included in the "Greater than 5 years" column.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Defined benefit frozen retirement plans:[1] Plan alternatives, civilian workers,[2] March 2016

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans[3]				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
All workers	5	95	56	14	14	24	([4])
Worker characteristics							
Management, professional, and related	4	96	61	13	14	22	([4])
Management, business, and financial	6	94	39	20	23	25	–
Professional and related	3	97	68	11	11	21	–
Service	2	98	80	4	6	22	–
Sales and office	10	90	45	14	17	24	([4])
Sales and related	23	77	–	–	30	35	–
Office and administrative support	7	93	52	15	15	22	1
Natural resources, construction, and maintenance	3	97	49	23	19	16	–
Production, transportation, and material moving	9	91	25	20	17	38	–
Transportation and material moving	6	94	40	19	9	37	–
Full time	5	95	56	14	15	24	([4])
Part time	12	88	58	8	6	25	–
Union	1	99	76	12	6	22	–
Nonunion	8	92	42	15	20	25	–
Average wage within the following categories:[5]							
Lowest 25 percent	12	88	56	8	11	22	–
Second 25 percent	6	94	59	11	12	25	–
Third 25 percent	5	95	54	15	11	27	–
Highest 25 percent	4	96	57	15	17	22	–
Highest 10 percent	4	96	53	15	22	24	–
Establishment characteristics							
Goods-producing industries	7	93	11	22	36	33	–
Service-providing industries	5	95	63	12	11	23	([4])
Education and health services	2	98	80	6	4	21	–
Health care and social assistance	8	92	34	–	16	36	–
Hospitals	12	88	30	6	14	41	–

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:[1] Plan alternatives, civilian workers,[2] March 2016—continued

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans[3]				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
1 to 99 workers	9	91	36	16	16	28	–
1 to 49 workers	4	96	30	17	19	32	–
100 workers or more	4	96	60	13	14	23	([4])
100 to 499 workers	9	91	46	22	16	24	–
500 workers or more	3	97	66	9	12	23	–
Geographic areas							
Northeast	5	95	60	9	13	28	–
New England	4	96	63	8	13	18	–
Middle Atlantic	5	95	59	9	13	31	–
South	5	95	57	16	13	24	–
South Atlantic	8	92	48	15	17	37	–
West South Central	2	98	64	14	10	–	–
Midwest	6	94	51	14	12	27	–
East North Central	6	94	54	12	11	30	–
West	4	96	56	15	18	16	–
Pacific	5	95	54	16	19	17	–

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[3] The sum of the individual components may be greater than the total because some employers offer more than one alternative.
[4] Less than 0.5.
[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Standard errors for frozen defined benefit retirement plans:[1] Plan alternatives, civilian workers,[2] March 2016

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
All workers	0.6	0.6	1.6	1.1	1.2	1.3	0.1
Worker characteristics							
Management, professional, and related	0.8	0.8	2.1	1.6	2.0	1.7	0.1
Management, business, and financial	1.5	1.5	2.4	2.7	2.9	3.0	–
Professional and related	0.7	0.7	2.2	1.5	2.0	1.7	–
Service	0.6	0.6	2.8	0.9	1.5	2.2	–
Sales and office	1.1	1.1	2.3	1.5	1.5	1.7	0.2
Sales and related	3.3	3.3	–	–	4.4	4.6	–
Office and administrative support	1.0	1.0	2.4	1.5	1.6	1.8	0.3
Natural resources, construction, and maintenance	1.4	1.4	3.6	3.2	3.3	2.0	–
Production, transportation, and material moving	2.9	2.9	3.1	2.4	2.1	3.1	–
Transportation and material moving	1.6	1.6	4.3	3.6	2.4	4.8	–
Full time	0.6	0.6	1.6	1.1	1.3	1.4	0.1
Part time	2.0	2.0	3.1	1.9	2.2	3.7	–
Union	0.3	0.3	1.9	1.6	1.1	1.6	–
Nonunion	1.0	1.0	2.2	1.4	1.9	1.7	–
Average wage within the following categories:[3]							
Lowest 25 percent	2.1	2.1	4.9	2.0	2.4	3.4	–
Second 25 percent	1.0	1.0	2.3	1.5	1.2	2.3	–
Third 25 percent	1.0	1.0	2.3	1.7	1.1	1.8	–
Highest 25 percent	0.9	0.9	1.9	1.6	2.3	1.6	–
Highest 10 percent	1.4	1.4	3.0	2.7	3.8	2.5	–
Establishment characteristics							
Goods-producing industries	1.8	1.8	2.3	2.8	4.8	2.8	–
Service-providing industries	0.6	0.6	1.7	1.2	0.9	1.5	0.1
Education and health services	0.7	0.7	2.4	1.5	1.1	1.7	–
Health care and social assistance	2.0	2.0	4.8	–	3.8	4.3	–
Hospitals	3.3	3.3	4.4	1.0	3.9	6.9	–

See footnotes at end of table.

Table 7. Standard errors for frozen defined benefit retirement plans:[1] Plan alternatives, civilian workers,[2] March 2016—continued

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
1 to 99 workers	2.3	2.3	3.2	2.6	2.2	3.7	–
1 to 49 workers	1.2	1.2	3.6	3.1	2.7	5.1	–
100 workers or more	0.6	0.6	1.7	1.2	1.5	1.4	0.1
100 to 499 workers	1.7	1.7	3.0	3.0	2.8	2.7	–
500 workers or more	0.6	0.6	1.8	1.0	1.5	1.6	–
Geographic areas							
Northeast	1.3	1.3	1.9	1.1	1.2	2.0	–
New England	1.4	1.4	5.6	1.7	3.6	5.0	–
Middle Atlantic	1.6	1.6	2.0	1.6	1.1	2.2	–
South	0.8	0.8	2.8	1.9	1.5	2.6	–
South Atlantic	1.4	1.4	3.8	2.1	2.6	3.8	–
West South Central	0.6	0.6	3.8	2.8	2.1	–	–
Midwest	1.7	1.7	3.0	1.6	2.0	2.2	–
East North Central	1.2	1.2	3.8	1.6	2.3	3.2	–
West	1.2	1.2	4.2	3.2	4.0	3.5	–
Pacific	1.5	1.5	4.9	3.8	4.9	4.2	–

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,[1] March 2016

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	67	33	82	18
Worker characteristics				
Management, professional, and related	68	32	84	16
Management, business, and financial	70	30	85	15
Professional and related	67	33	83	17
Teachers	63	37	84	16
Primary, secondary, and special education school teachers	66	34	–	–
Registered nurses	60	40	80	20
Service	66	34	83	17
Protective service	77	23	88	12
Sales and office	66	34	78	22
Sales and related	67	33	74	26
Office and administrative support	66	34	80	20
Natural resources, construction, and maintenance	64	36	80	20
Construction, extraction, farming, fishing, and forestry	53	47	74	26
Installation, maintenance, and repair	71	29	85	15
Production, transportation, and material moving	69	31	83	17
Production	69	31	83	17
Transportation and material moving	69	31	83	17
Full time	68	32	83	17
Part time	62	38	75	25
Union	65	35	81	19
Nonunion	67	33	82	18
Average wage within the following categories:[2]				
Lowest 25 percent	68	32	77	23
Lowest 10 percent	66	34	74	26
Second 25 percent	67	33	81	19
Third 25 percent	66	34	83	17
Highest 25 percent	68	32	84	16
Highest 10 percent	70	30	85	15
Establishment characteristics				
Goods-producing industries	66	34	81	19
Service-providing industries	68	32	82	18
Education and health services	61	39	81	19
Educational services	63	37	83	17
Elementary and secondary schools	63	37	–	–
Junior colleges, colleges, and universities	62	38	81	19
Health care and social assistance	61	39	81	19
Hospitals	66	34	80	20
Public administration	61	39	88	12

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,[1] March 2016—continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
1 to 99 workers	66	34	83	17
1 to 49 workers	65	35	83	17
50 to 99 workers	69	31	83	17
100 workers or more	68	32	81	19
100 to 499 workers	69	31	82	18
500 workers or more	67	33	81	19
Geographic areas				
Northeast	66	34	85	15
New England	66	34	84	16
Middle Atlantic	66	34	85	15
South	71	29	81	19
South Atlantic	68	32	79	21
East South Central	77	23	84	16
West South Central	74	26	82	18
Midwest	64	36	81	19
East North Central	63	37	81	19
West North Central	66	34	80	20
West	66	34	82	18
Mountain	67	33	83	17
Pacific	65	35	82	18

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, civilian workers,[1] March 2016

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	0.8	0.8	0.6	0.6
Worker characteristics				
Management, professional, and related	1.1	1.1	0.9	0.9
Management, business, and financial	1.5	1.5	1.1	1.1
Professional and related	1.4	1.4	1.2	1.2
Teachers	3.8	3.8	2.9	2.9
Primary, secondary, and special education school teachers	6.2	6.2	–	–
Registered nurses	3.4	3.4	2.8	2.8
Service	2.2	2.2	1.8	1.8
Protective service	3.8	3.8	2.6	2.6
Sales and office	0.9	0.9	0.9	0.9
Sales and related	1.2	1.2	1.3	1.3
Office and administrative support	1.3	1.3	1.0	1.0
Natural resources, construction, and maintenance	2.1	2.1	1.6	1.6
Construction, extraction, farming, fishing, and forestry	3.5	3.5	2.9	2.9
Installation, maintenance, and repair	2.4	2.4	2.0	2.0
Production, transportation, and material moving	1.8	1.8	1.4	1.4
Production	2.3	2.3	1.8	1.8
Transportation and material moving	2.0	2.0	1.6	1.6
Full time	1.0	1.0	0.7	0.7
Part time	2.0	2.0	2.0	2.0
Union	2.5	2.5	1.8	1.8
Nonunion	0.8	0.8	0.6	0.6
Average wage within the following categories:[2]				
Lowest 25 percent	1.6	1.6	1.2	1.2
Lowest 10 percent	3.5	3.5	2.8	2.8
Second 25 percent	1.4	1.4	1.1	1.1
Third 25 percent	1.2	1.2	0.8	0.8
Highest 25 percent	1.1	1.1	0.9	0.9
Highest 10 percent	1.5	1.5	0.9	0.9
Establishment characteristics				
Goods-producing industries	2.2	2.2	1.5	1.5
Service-providing industries	0.8	0.8	0.7	0.7
Education and health services	2.1	2.1	2.2	2.2
Educational services	2.8	2.8	2.4	2.4
Elementary and secondary schools	5.6	5.6	–	–
Junior colleges, colleges, and universities	3.2	3.2	2.4	2.4
Health care and social assistance	2.5	2.5	2.7	2.7
Hospitals	1.6	1.6	1.9	1.9
Public administration	7.5	7.5	3.2	3.2

See footnotes at end of table.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, civilian workers,[1] March 2016—continued

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
1 to 99 workers	1.3	1.3	1.0	1.0
1 to 49 workers	1.5	1.5	1.2	1.2
50 to 99 workers	2.0	2.0	2.1	2.1
100 workers or more	1.0	1.0	0.8	0.8
100 to 499 workers	1.2	1.2	0.9	0.9
500 workers or more	1.3	1.3	1.1	1.1
Geographic areas				
Northeast	1.4	1.4	1.0	1.0
New England	3.9	3.9	3.0	3.0
Middle Atlantic	1.2	1.2	0.8	0.8
South	1.2	1.2	0.8	0.8
South Atlantic	1.6	1.6	1.2	1.2
East South Central	2.3	2.3	1.9	1.9
West South Central	2.4	2.4	1.2	1.2
Midwest	1.6	1.6	1.9	1.9
East North Central	2.0	2.0	2.4	2.4
West North Central	2.7	2.7	3.1	3.1
West	2.1	2.1	1.3	1.3
Mountain	4.7	4.7	2.5	2.5
Pacific	2.2	2.2	1.5	1.5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016

(All workers = 100 percent)

Characteristics	Healthcare[3]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	71	58	81	70	52	75
Worker characteristics						
Management, professional, and related	87	75	86	87	68	78
Management, business, and financial	94	81	86	94	73	78
Professional and related	84	73	86	84	66	78
Teachers	82	72	88	81	66	81
Primary, secondary, and special education school teachers	94	84	89	94	76	81
Registered nurses	88	73	83	88	63	72
Service	45	32	71	45	29	65
Protective service	69	57	83	68	52	77
Sales and office	69	55	80	68	49	73
Sales and related	56	41	74	55	37	68
Office and administrative support	77	63	82	76	57	75
Natural resources, construction, and maintenance	75	64	85	74	60	81
Construction, extraction, farming, fishing, and forestry	69	59	86	68	56	82
Installation, maintenance, and repair	81	68	85	80	64	79
Production, transportation, and material moving	75	60	81	74	55	75
Production	81	65	81	80	61	75
Transportation and material moving	69	56	81	69	51	74
Full time	88	73	83	88	66	76
Part time	20	14	67	19	12	61
Union	94	85	91	94	79	84
Nonunion	67	53	79	66	48	72
Average wage within the following categories:[4]						
Lowest 25 percent	37	24	66	36	22	61
Lowest 10 percent	23	12	54	22	11	49
Second 25 percent	75	60	79	75	54	73
Third 25 percent	87	74	85	87	68	79
Highest 25 percent	93	82	88	93	74	79
Highest 10 percent	94	83	88	94	74	79
Establishment characteristics						
Goods-producing industries	85	72	85	84	66	79
Service-providing industries	68	55	81	68	50	74
Education and health services	79	66	83	79	59	75
Educational services	86	75	88	85	69	80
Elementary and secondary schools	87	76	87	87	70	80
Junior colleges, colleges, and universities	88	79	89	88	71	80
Health care and social assistance	75	60	80	75	53	70
Hospitals	92	80	87	91	69	76
Public administration	88	80	91	88	76	86

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	44	35	79	26	20	79	69	52	75
Worker characteristics									
Management, professional, and related	60	49	82	34	28	80	86	67	78
Management, business, and financial	64	53	82	37	30	82	92	72	78
Professional and related	58	47	81	34	27	80	83	64	78
Teachers	54	45	83	31	25	80	79	64	81
Primary, secondary, and special education school teachers	62	52	83	35	28	81	90	73	81
Registered nurses	66	50	77	34	25	75	86	61	71
Service	27	19	73	17	13	76	43	28	65
Protective service	47	37	80	31	24	78	64	51	79
Sales and office	40	31	77	22	17	78	67	49	73
Sales and related	28	20	72	16	12	76	54	37	67
Office and administrative support	48	38	79	25	20	79	74	56	75
Natural resources, construction, and maintenance	41	34	83	26	22	84	73	59	81
Construction, extraction, farming, fishing, and forestry	34	31	89	23	21	92	67	55	82
Installation, maintenance, and repair	47	38	80	29	23	79	78	62	79
Production, transportation, and material moving	45	36	80	26	21	80	73	55	75
Production	49	38	78	26	20	77	79	60	76
Transportation and material moving	42	35	82	27	22	82	68	50	74
Full time	55	44	80	32	26	80	86	65	76
Part time	12	8	68	7	5	68	19	12	61
Union	74	64	86	55	47	85	92	78	84
Nonunion	39	30	77	21	16	77	65	47	72
Average wage within the following categories:[4]									
Lowest 25 percent	17	12	67	10	7	69	35	21	61
Lowest 10 percent	10	6	60	6	4	67	22	11	49
Second 25 percent	43	34	78	24	19	79	73	53	72
Third 25 percent	56	45	81	32	26	82	86	67	79
Highest 25 percent	68	56	82	41	33	81	92	73	79
Highest 10 percent	72	59	82	45	36	80	93	73	79
Establishment characteristics									
Goods-producing industries	52	44	83	31	26	83	83	66	79
Service-providing industries	43	34	79	25	19	79	67	49	74
Education and health services	53	42	79	27	22	79	77	57	74
Educational services	55	45	81	32	26	80	84	68	80
Elementary and secondary schools	55	45	81	32	26	81	85	69	80
Junior colleges, colleges, and universities	58	47	82	33	25	76	87	70	80
Health care and social assistance	51	40	78	24	19	79	72	50	69
Hospitals	71	55	78	34	27	79	91	69	76
Public administration	63	54	86	46	39	86	86	74	86

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

(All workers = 100 percent)

Characteristics	Healthcare[3]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	56	43	76	56	40	71
1 to 49 workers	52	39	74	52	37	70
50 to 99 workers	68	54	79	67	49	73
100 workers or more	85	72	85	84	65	77
100 to 499 workers	80	66	83	79	59	75
500 workers or more	89	78	88	89	71	79
Geographic areas						
Northeast	71	58	82	71	53	75
New England	69	55	79	69	50	73
Middle Atlantic	72	60	83	71	54	76
South	72	57	80	71	53	74
South Atlantic	71	57	80	71	52	73
East South Central	76	60	79	75	56	74
West South Central	71	56	79	70	52	74
Midwest	71	57	81	71	51	72
East North Central	71	57	80	70	51	72
West North Central	72	59	82	71	52	73
West	69	58	85	69	53	78
Mountain	68	56	82	68	51	75
Pacific	69	60	86	69	55	79

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	30	22	75	17	13	74	54	38	71
1 to 49 workers	25	19	76	15	11	74	50	35	70
50 to 99 workers	42	31	73	23	17	75	65	48	73
100 workers or more	58	47	82	34	28	82	83	64	77
100 to 499 workers	51	41	81	29	24	82	79	59	75
500 workers or more	66	55	82	39	32	82	88	70	79
Geographic areas									
Northeast	47	38	81	26	21	80	69	52	75
New England	44	34	79	13	10	76	67	48	72
Middle Atlantic	49	39	81	30	24	80	70	53	76
South	38	29	76	20	15	75	70	51	74
South Atlantic	42	32	78	23	17	75	68	50	74
East South Central	32	24	75	16	12	73	75	56	74
West South Central	35	26	74	19	14	76	69	51	74
Midwest	46	36	78	24	19	79	69	50	72
East North Central	45	35	78	26	21	79	69	50	72
West North Central	47	37	79	20	16	78	69	50	73
West	50	41	83	35	29	83	68	53	78
Mountain	44	38	85	27	22	83	67	50	75
Pacific	52	43	82	39	32	84	69	54	79

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[3] Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016

Characteristics	Healthcare[3]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.8	0.6	0.4	0.8	0.6	0.5
Worker characteristics						
Management, professional, and related	0.8	0.9	0.6	0.8	0.9	0.7
Management, business, and financial	0.9	0.9	0.7	0.9	0.9	0.9
Professional and related	1.0	1.2	0.7	1.0	1.2	0.9
Teachers	2.0	2.0	0.7	2.0	1.9	0.9
Primary, secondary, and special education school teachers	2.2	2.2	0.8	2.2	2.1	1.0
Registered nurses	1.3	2.1	1.6	1.4	2.1	2.0
Service	1.7	1.2	1.4	1.7	1.1	1.3
Protective service	3.0	3.8	3.2	3.0	3.7	3.5
Sales and office	1.2	1.0	0.6	1.2	0.9	0.7
Sales and related	1.8	1.4	1.1	1.8	1.3	1.3
Office and administrative support	1.5	1.3	0.6	1.5	1.3	0.9
Natural resources, construction, and maintenance	1.5	1.4	0.9	1.6	1.4	1.0
Construction, extraction, farming, fishing, and forestry	2.7	2.2	1.5	2.7	2.2	1.5
Installation, maintenance, and repair	1.8	1.7	0.9	1.7	1.7	1.1
Production, transportation, and material moving	1.3	1.3	0.8	1.4	1.3	0.7
Production	2.2	2.1	1.1	2.2	2.1	1.1
Transportation and material moving	1.6	1.6	1.1	1.7	1.5	1.2
Full time	0.6	0.6	0.4	0.6	0.5	0.5
Part time	1.1	0.8	1.5	1.1	0.7	1.6
Union	0.7	0.8	0.6	0.7	0.8	0.6
Nonunion	0.9	0.7	0.4	0.9	0.6	0.5
Average wage within the following categories:[4]						
Lowest 25 percent	1.3	0.9	1.2	1.3	0.9	1.0
Lowest 10 percent	1.3	0.8	2.2	1.3	0.7	2.1
Second 25 percent	1.1	0.9	0.7	1.1	1.0	0.8
Third 25 percent	0.7	0.7	0.6	0.7	0.7	0.6
Highest 25 percent	0.7	0.8	0.5	0.7	0.8	0.7
Highest 10 percent	1.1	1.0	0.7	1.1	1.2	1.1
Establishment characteristics						
Goods-producing industries	0.9	0.8	0.5	0.9	0.8	0.6
Service-providing industries	0.9	0.7	0.5	0.9	0.7	0.5
Education and health services	1.6	1.4	0.9	1.6	1.3	1.1
Educational services	0.8	0.9	0.5	0.8	0.9	0.7
Elementary and secondary schools	1.0	1.1	0.7	1.0	1.1	0.8
Junior colleges, colleges, and universities	1.3	1.5	0.8	1.3	1.7	1.4
Health care and social assistance	2.5	2.1	1.4	2.5	1.9	1.8
Hospitals	0.7	1.1	0.9	0.8	1.1	1.0
Public administration	1.5	1.5	0.6	1.5	1.5	0.7

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.7	0.6	0.5	0.6	0.5	0.6	0.8	0.6	0.5
Worker characteristics									
Management, professional, and related	1.2	1.1	0.6	1.2	1.0	1.0	0.9	1.0	0.7
Management, business, and financial	1.5	1.3	0.8	1.7	1.4	1.3	1.0	0.9	0.9
Professional and related	1.4	1.2	0.7	1.3	1.0	1.2	1.0	1.2	1.0
Teachers	2.2	1.9	1.0	1.8	1.6	1.4	2.3	2.0	0.8
Primary, secondary, and special education school teachers	2.6	2.4	1.2	2.4	2.0	1.7	3.0	2.6	0.9
Registered nurses	2.9	2.9	2.1	4.0	2.8	5.7	1.3	2.1	2.1
Service	1.3	1.0	1.7	1.2	0.9	2.1	1.7	1.1	1.5
Protective service	2.8	3.1	4.7	2.8	2.5	6.3	3.9	3.6	2.6
Sales and office	1.0	0.9	0.8	0.9	0.7	1.4	1.2	0.9	0.7
Sales and related	1.4	1.3	2.7	1.2	1.0	3.0	1.8	1.3	1.3
Office and administrative support	1.2	1.0	0.6	1.1	1.0	1.3	1.6	1.4	0.9
Natural resources, construction, and maintenance	1.8	1.6	1.4	1.7	1.5	1.5	1.5	1.4	1.0
Construction, extraction, farming, fishing, and forestry	2.4	2.2	1.7	2.5	2.3	2.0	2.7	2.2	1.6
Installation, maintenance, and repair	2.4	1.9	1.5	2.0	1.6	2.0	1.7	1.7	1.0
Production, transportation, and material moving	1.6	1.4	1.3	1.4	1.2	1.3	1.3	1.2	0.7
Production	1.9	1.8	1.9	1.9	1.7	2.2	2.1	2.0	1.1
Transportation and material moving	2.4	2.1	1.6	1.9	1.7	1.5	1.6	1.5	1.3
Full time	0.7	0.7	0.5	0.7	0.6	0.6	0.6	0.6	0.5
Part time	0.9	0.6	1.8	0.6	0.4	2.3	1.1	0.6	1.6
Union	1.2	1.1	0.6	1.4	1.2	1.0	0.8	0.8	0.6
Nonunion	0.7	0.6	0.6	0.6	0.5	0.9	0.9	0.6	0.5
Average wage within the following categories:[4]									
Lowest 25 percent	0.8	0.6	1.7	0.7	0.5	2.1	1.3	0.9	1.2
Lowest 10 percent	1.2	0.8	3.7	0.7	0.5	4.8	1.3	0.7	2.1
Second 25 percent	1.1	0.9	0.8	0.9	0.8	1.0	1.1	1.0	0.8
Third 25 percent	1.2	1.1	0.7	1.0	0.9	0.8	0.8	0.8	0.6
Highest 25 percent	1.1	1.0	0.6	1.3	1.0	1.1	0.8	0.9	0.7
Highest 10 percent	1.6	1.6	1.1	1.9	1.5	2.1	1.1	1.3	1.1
Establishment characteristics									
Goods-producing industries	1.4	1.4	1.3	1.6	1.4	1.1	0.9	0.8	0.6
Service-providing industries	0.8	0.7	0.6	0.6	0.5	0.7	0.9	0.6	0.5
Education and health services	2.0	1.8	0.9	1.5	1.2	1.4	1.5	1.3	1.1
Educational services	1.5	1.4	0.9	1.5	1.3	1.1	0.9	1.0	0.7
Elementary and secondary schools	1.8	1.6	1.2	1.8	1.5	1.3	1.1	1.1	0.8
Junior colleges, colleges, and universities	2.8	2.7	1.4	2.5	2.2	2.4	1.3	1.7	1.4
Health care and social assistance	3.1	2.7	1.2	2.2	1.7	2.4	2.4	1.9	1.8
Hospitals	1.9	1.7	1.5	2.3	2.0	2.3	0.8	1.2	1.1
Public administration	2.5	2.2	0.9	2.3	2.1	1.2	1.8	1.7	0.6

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

Characteristics	Healthcare[3]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	1.2	0.8	0.7	1.2	0.7	0.8
1 to 49 workers	1.2	0.9	1.1	1.2	0.8	1.1
50 to 99 workers	2.6	2.4	1.5	2.7	2.2	1.7
100 workers or more	0.6	0.7	0.4	0.6	0.6	0.5
100 to 499 workers	1.0	1.0	0.6	1.0	0.9	0.8
500 workers or more	0.9	0.9	0.4	0.9	0.9	0.5
Geographic areas						
Northeast	0.9	1.1	0.9	0.9	1.3	1.1
New England	1.9	2.2	1.7	1.9	2.3	1.8
Middle Atlantic	0.9	1.1	1.0	0.9	1.3	1.2
South	1.5	1.3	0.6	1.5	1.0	0.7
South Atlantic	1.7	1.5	0.8	1.6	1.2	0.9
East South Central	3.7	3.9	2.0	3.8	3.3	2.3
West South Central	3.5	2.7	0.9	3.6	2.0	1.4
Midwest	1.7	1.1	0.6	1.7	1.1	0.8
East North Central	1.8	1.3	0.7	1.7	1.0	0.7
West North Central	3.7	2.2	1.5	3.7	2.6	2.0
West	1.3	1.2	1.0	1.4	1.3	1.2
Mountain	2.5	1.6	2.5	2.6	2.1	2.8
Pacific	1.6	1.7	1.0	1.6	1.6	1.1

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	0.9	0.8	0.9	0.9	0.6	1.6	1.2	0.7	0.9
1 to 49 workers	1.0	0.8	1.3	0.9	0.6	1.7	1.2	0.8	1.2
50 to 99 workers	2.6	2.3	2.3	1.9	1.5	3.4	2.7	2.2	1.7
100 workers or more	0.9	0.8	0.6	0.8	0.7	0.6	0.7	0.6	0.4
100 to 499 workers	1.4	1.3	0.9	1.3	1.1	1.0	1.1	0.9	0.8
500 workers or more	1.3	1.1	0.7	1.2	1.1	0.8	0.9	0.9	0.4
Geographic areas									
Northeast	1.3	1.3	1.0	1.4	1.0	1.3	0.9	1.1	0.9
New England	2.9	2.7	2.3	2.1	1.5	3.0	2.0	2.2	1.8
Middle Atlantic	1.0	1.2	1.2	1.5	1.0	1.5	0.9	1.1	0.9
South	1.3	1.1	1.0	0.9	0.7	1.6	1.5	1.0	0.8
South Atlantic	1.5	1.3	1.3	1.2	1.0	2.0	1.5	1.1	1.0
East South Central	3.3	2.5	2.6	2.4	1.2	5.9	3.9	3.3	2.3
West South Central	2.6	2.5	1.9	1.4	1.4	2.8	3.7	2.1	1.5
Midwest	1.8	1.5	1.0	1.5	1.1	0.8	1.8	1.2	0.7
East North Central	1.7	1.5	1.2	1.8	1.4	0.9	2.0	1.2	0.5
West North Central	4.2	3.6	1.7	2.7	2.0	1.4	3.9	2.8	1.9
West	1.1	1.0	1.1	1.2	1.0	1.1	1.4	1.2	1.2
Mountain	2.2	2.0	0.8	2.3	2.2	1.8	2.5	2.1	2.8
Pacific	1.1	1.1	1.5	1.3	1.0	1.4	1.6	1.5	1.0

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[3] Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, civilian workers,[1] March 2016

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	81	19	68	32
Worker characteristics				
Management, professional, and related	82	18	69	31
Management, business, and financial	81	19	71	29
Professional and related	83	17	68	32
Teachers	86	14	66	34
Primary, secondary, and special education school teachers	85	15	65	35
Registered nurses	81	19	69	31
Service	82	18	67	33
Protective service	87	13	77	23
Sales and office	79	21	66	34
Sales and related	75	25	63	37
Office and administrative support	80	20	67	33
Natural resources, construction, and maintenance	81	19	69	31
Construction, extraction, farming, fishing, and forestry	82	18	69	31
Installation, maintenance, and repair	80	20	70	30
Production, transportation, and material moving	80	20	71	29
Production	79	21	71	29
Transportation and material moving	81	19	70	30
Full time	81	19	69	31
Part time	78	22	64	36
Union	87	13	80	20
Nonunion	79	21	65	35
Average wage within the following categories:[2]				
Lowest 25 percent	77	23	61	39
Lowest 10 percent	75	25	61	39
Second 25 percent	80	20	66	34
Third 25 percent	82	18	70	30
Highest 25 percent	82	18	72	28
Highest 10 percent	82	18	73	27
Establishment characteristics				
Goods-producing industries	80	20	72	28
Service-providing industries	81	19	68	32
Education and health services	82	18	65	35
Educational services	85	15	66	34
Elementary and secondary schools	86	14	64	36
Junior colleges, colleges, and universities	85	15	70	30
Health care and social assistance	80	20	65	35
Hospitals	81	19	72	28
Public administration	87	13	77	23

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, civilian workers,[1] March 2016—continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
1 to 99 workers	80	20	64	36
1 to 49 workers	81	19	65	35
50 to 99 workers	78	22	64	36
100 workers or more	81	19	71	29
100 to 499 workers	79	21	68	32
500 workers or more	83	17	73	27
Geographic areas				
Northeast	82	18	75	25
New England	79	21	73	27
Middle Atlantic	83	17	76	24
South	80	20	63	37
South Atlantic	79	21	66	34
East South Central	80	20	61	39
West South Central	79	21	59	41
Midwest	80	20	70	30
East North Central	79	21	71	29
West North Central	81	19	68	32
West	83	17	70	30
Mountain	81	19	68	32
Pacific	83	17	71	29

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, civilian workers,[1] March 2016

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	0.3	0.3	0.4	0.4
Worker characteristics				
Management, professional, and related	0.3	0.3	0.5	0.5
Management, business, and financial	0.4	0.4	0.6	0.6
Professional and related	0.4	0.4	0.7	0.7
Teachers	0.6	0.6	0.9	0.9
Primary, secondary, and special education school teachers	0.7	0.7	1.0	1.0
Registered nurses	1.1	1.1	2.1	2.1
Service	0.8	0.8	1.3	1.3
Protective service	0.7	0.7	1.0	1.0
Sales and office	0.4	0.4	0.6	0.6
Sales and related	0.7	0.7	0.9	0.9
Office and administrative support	0.4	0.4	0.7	0.7
Natural resources, construction, and maintenance	0.8	0.8	0.9	0.9
Construction, extraction, farming, fishing, and forestry	1.4	1.4	1.5	1.5
Installation, maintenance, and repair	0.6	0.6	0.8	0.8
Production, transportation, and material moving	0.6	0.6	0.9	0.9
Production	1.0	1.0	1.1	1.1
Transportation and material moving	0.7	0.7	1.3	1.3
Full time	0.3	0.3	0.4	0.4
Part time	0.9	0.9	1.4	1.4
Union	0.4	0.4	0.6	0.6
Nonunion	0.3	0.3	0.4	0.4
Average wage within the following categories:[2]				
Lowest 25 percent	0.9	0.9	1.3	1.3
Lowest 10 percent	1.7	1.7	1.9	1.9
Second 25 percent	0.4	0.4	0.7	0.7
Third 25 percent	0.3	0.3	0.5	0.5
Highest 25 percent	0.3	0.3	0.4	0.4
Highest 10 percent	0.5	0.5	0.6	0.6
Establishment characteristics				
Goods-producing industries	0.8	0.8	0.9	0.9
Service-providing industries	0.3	0.3	0.4	0.4
Education and health services	0.5	0.5	0.8	0.8
Educational services	0.6	0.6	0.8	0.8
Elementary and secondary schools	0.6	0.6	0.9	0.9
Junior colleges, colleges, and universities	0.9	0.9	1.7	1.7
Health care and social assistance	0.7	0.7	1.3	1.3
Hospitals	0.8	0.8	0.9	0.9
Public administration	0.5	0.5	0.9	0.9

See footnotes at end of table.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, civilian workers,[1] March 2016—continued

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
1 to 99 workers	0.4	0.4	0.6	0.6
1 to 49 workers	0.5	0.5	0.8	0.8
50 to 99 workers	0.9	0.9	1.2	1.2
100 workers or more	0.3	0.3	0.4	0.4
100 to 499 workers	0.4	0.4	0.6	0.6
500 workers or more	0.3	0.3	0.5	0.5
Geographic areas				
Northeast	0.4	0.4	0.5	0.5
New England	0.7	0.7	1.0	1.0
Middle Atlantic	0.5	0.5	0.6	0.6
South	0.5	0.5	0.8	0.8
South Atlantic	0.7	0.7	1.1	1.1
East South Central	1.5	1.5	2.0	2.0
West South Central	0.7	0.7	0.9	0.9
Midwest	0.6	0.6	0.8	0.8
East North Central	0.7	0.7	0.9	0.9
West North Central	1.1	1.1	1.5	1.5
West	0.4	0.4	0.5	0.5
Mountain	0.8	0.8	1.0	1.0
Pacific	0.6	0.6	0.7	0.7

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,[1] March 2016

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	$436.83	18	$546.95	82	$413.48	$123.60
Worker characteristics							
Management, professional, and related	100	453.22	18	543.30	82	433.48	120.99
Management, business, and financial	100	436.25	15	546.34	85	417.42	117.49
Professional and related	100	461.09	20	542.25	80	441.39	122.71
Teachers	100	507.77	23	558.39	77	492.50	120.49
Primary, secondary, and special education school teachers	100	509.00	24	562.08	76	491.79	125.10
Registered nurses	100	445.47	17	586.74	83	415.77	123.36
Service	100	450.49	21	551.07	79	423.92	121.28
Protective service	100	510.20	25	536.50	75	501.65	107.32
Sales and office	100	411.63	13	543.44	87	392.09	124.69
Sales and related	100	380.51	8	560.26	92	364.97	131.53
Office and administrative support	100	423.92	15	539.89	85	403.68	121.77
Natural resources, construction, and maintenance	100	443.22	24	586.94	76	397.20	134.66
Construction, extraction, farming, fishing, and forestry	100	461.75	31	605.68	69	395.31	139.50
Installation, maintenance, and repair	100	427.89	18	560.01	82	398.50	131.31
Production, transportation, and material moving	100	418.28	17	523.20	83	397.42	124.32
Production	100	402.74	15	505.23	85	386.23	124.66
Transportation and material moving	100	435.32	20	537.18	80	410.56	123.92
Full time	100	438.31	18	546.60	82	415.34	122.96
Part time	100	412.42	18	552.81	82	382.78	134.09
Union	100	527.80	33	586.70	67	499.40	125.42
Nonunion	100	411.71	13	520.19	87	395.01	123.20
Average wage within the following categories:[2]							
Lowest 25 percent	100	390.67	14	524.82	86	368.43	130.16
Lowest 10 percent	100	396.10	11	594.78	89	372.21	142.31
Second 25 percent	100	419.87	17	530.63	83	398.13	126.45
Third 25 percent	100	444.09	19	550.57	81	419.26	120.14
Highest 25 percent	100	459.94	18	560.88	82	437.41	121.94
Highest 10 percent	100	455.56	17	531.96	83	440.14	124.11
Establishment characteristics							
Goods-producing industries	100	420.66	19	540.24	81	393.53	122.80
Service-providing industries	100	440.48	17	548.57	83	417.91	123.77
Education and health services	100	461.80	17	557.29	83	441.70	120.52
Educational services	100	496.00	22	545.68	78	481.60	119.05
Elementary and secondary schools	100	504.11	25	549.25	75	488.81	124.97
Junior colleges, colleges, and universities	100	485.75	16	531.96	84	476.76	105.45
Health care and social assistance	100	431.94	13	574.88	87	410.68	121.66
Hospitals	100	449.45	12	560.50	88	434.57	115.87
Public administration	100	534.35	21	561.66	79	527.12	101.55

See footnotes at end of table.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,[1] March 2016—continued

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
1 to 99 workers	100	$427.67	22	$545.76	78	$395.18	$129.72
1 to 49 workers	100	432.60	23	550.22	77	397.86	126.83
50 to 99 workers	100	416.74	19	533.84	81	389.51	135.81
100 workers or more	100	442.14	15	547.93	85	423.29	120.31
100 to 499 workers	100	422.95	14	560.52	86	400.63	126.29
500 workers or more	100	459.80	16	537.95	84	444.70	114.67
Geographic areas							
Northeast	100	468.40	20	552.95	80	446.83	128.55
New England	100	463.71	15	575.80	85	444.59	139.73
Middle Atlantic	100	469.91	22	548.11	78	447.62	124.58
South	100	414.03	16	519.69	84	394.65	123.28
South Atlantic	100	423.36	15	532.42	85	404.89	123.74
East South Central	100	398.54	16	494.99	84	380.55	117.90
West South Central	100	406.97	17	514.17	83	384.89	125.50
Midwest	100	427.69	14	577.68	86	402.61	125.42
East North Central	100	429.74	12	591.03	88	406.61	129.73
West North Central	100	423.43	18	558.46	82	393.78	115.91
West	100	455.65	22	552.04	78	429.25	117.95
Mountain	100	433.50	17	532.21	83	412.92	114.49
Pacific	100	465.24	23	558.39	77	436.88	119.58

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,[1] March 2016

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	$2.28	0.6	$5.69	0.6	$2.34	$1.31
Worker characteristics						
Management, professional, and related	3.87	1.2	8.39	1.2	3.48	1.67
Management, business, and financial	5.45	1.2	13.26	1.2	5.00	2.06
Professional and related	4.52	1.5	8.97	1.5	4.22	2.24
Teachers	7.37	2.0	11.42	2.0	8.60	4.24
Primary, secondary, and special education school teachers	8.85	1.9	12.46	1.9	10.36	5.16
Registered nurses	9.90	3.5	27.45	3.5	8.51	3.34
Service	4.87	2.1	14.41	2.1	5.98	4.06
Protective service	9.69	3.0	26.01	3.0	8.26	4.35
Sales and office	3.70	0.8	8.29	0.8	3.93	1.97
Sales and related	7.32	1.0	20.49	1.0	6.64	2.75
Office and administrative support	3.67	0.9	8.78	0.9	4.19	2.52
Natural resources, construction, and maintenance	6.96	2.0	10.99	2.0	6.28	4.15
Construction, extraction, farming, fishing, and forestry	12.92	3.6	15.21	3.6	9.50	8.29
Installation, maintenance, and repair	5.61	2.1	15.97	2.1	7.16	3.65
Production, transportation, and material moving	5.48	1.2	13.75	1.2	5.61	2.93
Production	7.48	1.4	14.94	1.4	8.11	3.94
Transportation and material moving	6.81	2.1	18.81	2.1	6.89	3.61
Full time	2.44	0.6	6.04	0.6	2.48	1.26
Part time	6.74	1.9	14.00	1.9	7.11	5.40
Union	5.31	1.4	10.40	1.4	5.33	2.60
Nonunion	2.53	0.6	7.80	0.6	2.42	1.42
Average wage within the following categories:[2]						
Lowest 25 percent	6.78	1.6	13.35	1.6	6.71	3.43
Lowest 10 percent	11.58	1.8	31.09	1.8	11.57	7.79
Second 25 percent	3.32	0.7	10.92	0.7	3.62	2.38
Third 25 percent	3.87	0.8	9.00	0.8	3.89	1.64
Highest 25 percent	3.89	1.1	7.93	1.1	4.14	1.69
Highest 10 percent	5.26	1.8	12.74	1.8	6.13	2.41
Establishment characteristics						
Goods-producing industries	6.85	1.5	12.08	1.5	5.58	2.95
Service-providing industries	2.36	0.7	6.38	0.7	2.53	1.45
Education and health services	3.82	1.4	11.25	1.4	3.53	2.41
Educational services	4.72	1.8	10.54	1.8	5.02	4.19
Elementary and secondary schools	5.84	1.9	13.68	1.9	5.90	4.53
Junior colleges, colleges, and universities	8.62	3.3	8.98	3.3	9.37	6.88
Health care and social assistance	6.27	2.0	20.94	2.0	5.05	2.61
Hospitals	7.66	2.0	18.16	2.0	5.98	2.82
Public administration	9.49	1.7	9.44	1.7	11.71	4.12

See footnotes at end of table.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,[1] March 2016—continued

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
1 to 99 workers	$4.02	1.0	$10.20	1.0	$4.60	$2.55
1 to 49 workers	5.71	1.3	11.51	1.3	5.73	2.98
50 to 99 workers	7.81	1.7	13.41	1.7	8.91	5.33
100 workers or more	2.72	0.7	7.87	0.7	2.63	1.42
100 to 499 workers	4.22	0.9	12.71	0.9	3.68	2.03
500 workers or more	3.28	1.0	9.99	1.0	3.04	1.94
Geographic areas						
Northeast	4.97	0.8	8.94	0.8	6.68	1.32
New England	8.27	2.0	20.28	2.0	8.10	3.20
Middle Atlantic	6.69	0.9	9.85	0.9	9.04	1.83
South	2.88	0.9	7.35	0.9	3.19	2.77
South Atlantic	4.26	1.2	10.53	1.2	5.05	3.82
East South Central	6.40	1.9	14.66	1.9	6.97	8.77
West South Central	4.49	1.7	11.44	1.7	4.40	3.69
Midwest	6.12	1.5	11.05	1.5	4.52	1.87
East North Central	7.48	1.7	12.58	1.7	5.62	2.00
West North Central	10.72	2.8	19.41	2.8	7.81	3.88
West	5.11	1.7	15.01	1.7	5.51	2.83
Mountain	5.92	1.5	37.05	1.5	7.63	4.57
Pacific	6.82	2.3	15.39	2.3	7.41	3.58

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, civilian workers,[1] March 2016

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies[2]	Exists, but amount unknown	Other[3]
All workers	70	16	13	2
Worker characteristics				
Management, professional, and related	69	15	13	2
Management, business, and financial	73	13	12	2
Professional and related	67	17	14	3
Teachers	71	19	7	4
Primary, secondary, and special education school teachers	71	16	8	4
Registered nurses	61	16	21	2
Service	71	17	9	2
Protective service	67	17	10	6
Sales and office	67	21	11	2
Sales and related	60	28	11	1
Office and administrative support	70	17	11	2
Natural resources, construction, and maintenance	72	11	15	2
Construction, extraction, farming, fishing, and forestry	70	–	15	–
Installation, maintenance, and repair	73	11	15	1
Production, transportation, and material moving	74	10	14	1
Production	77	11	12	([4])
Transportation and material moving	71	10	18	2
Full time	70	15	13	2
Part time	60	24	14	2
Union	72	10	12	6
Nonunion	69	17	13	1
Average wage within the following categories:[5]				
Lowest 25 percent	71	21	8	1
Lowest 10 percent	78	15	–	–
Second 25 percent	69	18	12	1
Third 25 percent	71	14	13	2
Highest 25 percent	69	14	14	3
Highest 10 percent	70	13	14	3
Establishment characteristics				
Goods-producing industries	74	11	14	1
Service-providing industries	69	17	12	2
Education and health services	69	18	11	2
Educational services	69	21	7	3
Elementary and secondary schools	70	18	8	4
Junior colleges, colleges, and universities	68	27	–	–
Health care and social assistance	68	16	14	1
Hospitals	60	21	17	2
Public administration	67	17	6	9

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, civilian workers,[1] March 2016—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies[2]	Exists, but amount unknown	Other[3]
1 to 99 workers	74	12	13	1
1 to 49 workers	73	12	14	1
50 to 99 workers	77	11	11	1
100 workers or more	67	18	12	2
100 to 499 workers	70	16	13	1
500 workers or more	65	20	12	3
Geographic areas				
Northeast	71	14	11	3
New England	79	10	10	2
Middle Atlantic	69	16	12	4
South	71	18	11	1
South Atlantic	69	20	–	–
East South Central	76	18	–	–
West South Central	71	–	15	–
Midwest	70	14	15	1
East North Central	70	15	14	1
West North Central	71	–	16	–
West	66	16	14	4
Mountain	63	20	15	2
Pacific	68	14	14	5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.
[3] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.
[4] Less than 0.5.
[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Standard errors for medical care benefits, single coverage: Employee participation by type of contribution, civilian workers,[1] March 2016

Characteristics	Single coverage			
	Flat dollar amount	Varies[2]	Exists, but amount unknown	Other[3]
All workers	0.9	0.7	0.7	0.2
Worker characteristics				
Management, professional, and related	1.2	0.9	1.0	0.3
Management, business, and financial	1.4	1.0	1.0	0.4
Professional and related	1.5	1.1	1.4	0.4
Teachers	2.4	2.1	1.1	0.9
Primary, secondary, and special education school teachers	2.7	2.2	1.4	1.2
Registered nurses	3.3	2.4	2.9	0.8
Service	2.0	1.5	1.1	0.3
Protective service	3.1	2.8	1.9	1.0
Sales and office	1.1	0.9	0.8	0.3
Sales and related	2.2	1.6	1.4	0.3
Office and administrative support	1.4	1.1	0.9	0.4
Natural resources, construction, and maintenance	1.9	1.1	1.9	0.7
Construction, extraction, farming, fishing, and forestry	2.9	–	3.2	–
Installation, maintenance, and repair	2.5	1.1	2.1	0.2
Production, transportation, and material moving	2.1	1.4	1.5	0.3
Production	2.7	2.0	1.8	0.1
Transportation and material moving	2.8	1.6	2.2	0.6
Full time	0.9	0.7	0.7	0.2
Part time	3.0	2.4	2.1	0.6
Union	1.4	0.9	1.2	0.6
Nonunion	1.0	0.7	0.7	0.2
Average wage within the following categories:[4]				
Lowest 25 percent	2.7	2.3	1.0	0.2
Lowest 10 percent	3.5	3.1	–	–
Second 25 percent	1.3	1.0	1.1	0.3
Third 25 percent	1.2	0.9	0.9	0.3
Highest 25 percent	1.1	0.7	1.0	0.3
Highest 10 percent	1.9	1.0	1.7	0.4
Establishment characteristics				
Goods-producing industries	1.9	1.7	1.4	0.4
Service-providing industries	1.0	0.7	0.7	0.2
Education and health services	1.8	1.5	1.4	0.4
Educational services	2.2	2.0	0.8	0.6
Elementary and secondary schools	2.4	2.0	1.2	0.6
Junior colleges, colleges, and universities	3.7	3.4	–	–
Health care and social assistance	2.6	2.1	2.4	0.5
Hospitals	3.5	3.1	2.3	0.9
Public administration	2.8	2.1	1.1	1.4

See footnotes at end of table.

Table 12. Standard errors for medical care benefits, single coverage: Employee participation by type of contribution, civilian workers,[1] March 2016—continued

Characteristics	Single coverage			
	Flat dollar amount	Varies[2]	Exists, but amount unknown	Other[3]
1 to 99 workers	1.4	1.1	1.1	0.3
1 to 49 workers	1.8	1.4	1.2	0.3
50 to 99 workers	2.8	1.6	2.2	0.6
100 workers or more	1.1	0.8	0.8	0.3
100 to 499 workers	1.3	0.9	1.3	0.3
500 workers or more	1.5	1.2	1.0	0.5
Geographic areas				
Northeast	1.4	1.0	1.3	0.7
New England	2.3	1.7	2.1	0.9
Middle Atlantic	1.8	1.3	1.7	0.9
South	1.5	1.1	0.7	0.3
South Atlantic	1.6	1.6	–	–
East South Central	6.1	4.2	–	–
West South Central	2.1	–	1.0	–
Midwest	2.1	1.2	1.7	0.4
East North Central	2.5	1.5	2.2	0.4
West North Central	3.7	–	2.1	–
West	2.1	1.9	1.7	0.4
Mountain	5.0	4.1	3.8	0.6
Pacific	2.0	2.0	1.7	0.5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

[3] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,[1] March 2016

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	$1,030.76	8	$1,425.77	92	$997.67	$503.73
Worker characteristics							
Management, professional, and related	100	1,058.37	6	1,400.66	94	1,035.86	496.36
Management, business, and financial	100	1,074.96	5	1,426.73	95	1,057.60	462.74
Professional and related	100	1,050.66	7	1,392.35	93	1,025.51	512.36
Teachers	100	1,037.91	6	1,401.41	94	1,014.26	537.37
Primary, secondary, and special education school teachers	100	1,025.01	7	1,388.21	93	997.86	561.66
Registered nurses	100	1,066.97	8	1,536.44	92	1,023.35	511.21
Service	100	1,018.32	10	1,379.33	90	976.17	531.99
Protective service	100	1,171.55	11	1,244.95	89	1,162.49	403.70
Sales and office	100	964.14	4	1,453.21	96	941.54	511.76
Sales and related	100	892.12	4	1,517.94	96	868.49	529.92
Office and administrative support	100	992.44	5	1,433.62	95	970.57	504.55
Natural resources, construction, and maintenance	100	1,052.26	15	1,512.12	85	970.40	537.17
Construction, extraction, farming, fishing, and forestry	100	1,074.62	22	1,567.04	78	937.97	590.03
Installation, maintenance, and repair	100	1,034.12	10	1,412.84	90	993.21	499.99
Production, transportation, and material moving	100	1,056.34	10	1,410.28	90	1,015.48	471.09
Production	100	1,046.52	8	1,427.25	92	1,012.81	442.40
Transportation and material moving	100	1,067.07	13	1,398.45	87	1,018.56	504.15
Full time	100	1,036.44	7	1,422.61	93	1,005.00	501.25
Part time	100	937.68	11	1,461.17	89	872.76	546.15
Union	100	1,286.26	23	1,482.31	77	1,226.53	432.00
Nonunion	100	960.36	3	1,319.52	97	947.63	519.42
Average wage within the following categories:[2]							
Lowest 25 percent	100	870.16	6	1,380.03	94	839.46	556.58
Lowest 10 percent	100	917.12	4	1,519.82	96	893.98	574.61
Second 25 percent	100	968.49	6	1,330.61	94	943.81	530.34
Third 25 percent	100	1,057.63	8	1,456.68	92	1,020.85	490.30
Highest 25 percent	100	1,111.80	9	1,461.30	91	1,077.87	475.44
Highest 10 percent	100	1,133.68	9	1,409.10	91	1,107.46	450.75
Establishment characteristics							
Goods-producing industries	100	1,081.79	12	1,448.86	88	1,033.60	459.69
Service-providing industries	100	1,019.29	7	1,416.99	93	990.01	513.13
Education and health services	100	1,001.67	6	1,403.26	94	977.10	548.33
Educational services	100	1,017.78	6	1,379.19	94	994.02	536.87
Elementary and secondary schools	100	989.04	7	1,347.92	93	960.83	577.73
Junior colleges, colleges, and universities	100	1,083.56	4	1,505.79	96	1,065.98	447.28
Health care and social assistance	100	987.43	5	1,427.52	95	962.27	558.37
Hospitals	100	1,113.00	5	1,502.30	95	1,090.49	452.46
Public administration	100	1,200.00	8	1,343.45	92	1,187.65	388.99

See footnotes at end of table.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,[1] March 2016—continued

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
1 to 99 workers	100	$963.30	8	$1,399.62	92	$924.11	$563.57
1 to 49 workers	100	953.06	8	1,349.68	92	917.74	556.09
50 to 99 workers	100	985.79	8	1,506.69	92	938.15	580.02
100 workers or more	100	1,069.40	7	1,442.37	93	1,039.44	469.76
100 to 499 workers	100	1,017.96	6	1,504.52	94	986.44	502.09
500 workers or more	100	1,116.60	9	1,402.40	91	1,089.44	439.26
Geographic areas							
Northeast	100	1,169.52	14	1,425.42	86	1,128.41	453.11
New England	100	1,180.89	10	1,518.04	90	1,145.37	470.41
Middle Atlantic	100	1,165.79	15	1,406.45	85	1,122.48	447.06
South	100	926.43	4	1,456.58	96	904.05	546.98
South Atlantic	100	987.27	5	1,489.16	95	958.89	517.88
East South Central	100	853.12	4	1,275.01	96	837.21	540.19
West South Central	100	865.62	2	1,491.74	98	852.08	597.55
Midwest	100	1,054.32	7	1,395.83	93	1,027.19	485.63
East North Central	100	1,077.00	7	1,403.59	93	1,052.17	475.23
West North Central	100	1,007.73	8	1,381.69	92	975.38	507.19
West	100	1,055.56	9	1,429.54	91	1,019.38	490.73
Mountain	100	968.81	6	1,277.27	94	947.66	470.66
Pacific	100	1,093.43	10	1,472.75	90	1,051.88	499.82

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,[1] March 2016

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	$6.74	0.4	$16.80	0.4	$6.69	$5.22
Worker characteristics						
Management, professional, and related	10.00	0.6	28.65	0.6	9.28	8.07
Management, business, and financial	14.49	0.7	42.55	0.7	14.19	9.11
Professional and related	12.26	0.8	35.26	0.8	11.21	9.94
Teachers	18.88	0.7	36.85	0.7	19.47	13.92
Primary, secondary, and special education school teachers	21.20	0.9	42.03	0.9	22.04	16.95
Registered nurses	31.61	2.6	53.44	2.6	29.38	36.88
Service	19.67	1.9	49.47	1.9	21.45	16.27
Protective service	23.21	2.7	69.98	2.7	23.92	14.13
Sales and office	11.87	0.5	38.76	0.5	12.30	6.88
Sales and related	18.48	0.6	83.34	0.6	18.83	13.84
Office and administrative support	12.10	0.5	39.99	0.5	12.32	9.99
Natural resources, construction, and maintenance	16.45	1.7	33.05	1.7	14.69	14.50
Construction, extraction, farming, fishing, and forestry	29.02	3.5	38.82	3.5	20.97	23.73
Installation, maintenance, and repair	17.30	1.4	70.04	1.4	20.12	17.01
Production, transportation, and material moving	17.01	1.1	25.08	1.1	17.18	10.55
Production	24.11	1.1	46.13	1.1	23.51	12.26
Transportation and material moving	22.25	1.9	30.15	1.9	22.75	16.64
Full time	7.22	0.5	18.24	0.5	6.99	5.37
Part time	24.14	1.8	38.34	1.8	24.39	19.22
Union	11.25	1.4	15.46	1.4	12.04	9.86
Nonunion	8.22	0.3	35.19	0.3	7.79	5.83
Average wage within the following categories:[2]						
Lowest 25 percent	23.51	1.2	45.17	1.2	24.66	12.08
Lowest 10 percent	34.55	0.8	125.02	0.8	39.06	27.09
Second 25 percent	10.68	0.5	44.49	0.5	11.13	10.70
Third 25 percent	9.87	0.6	18.90	0.6	9.59	8.13
Highest 25 percent	9.30	0.7	20.67	0.7	9.41	7.58
Highest 10 percent	14.40	1.2	39.40	1.2	14.29	8.78
Establishment characteristics						
Goods-producing industries	16.63	1.5	34.10	1.5	13.93	10.85
Service-providing industries	7.21	0.4	18.86	0.4	7.34	6.10
Education and health services	13.21	0.6	27.82	0.6	12.75	12.29
Educational services	16.91	0.5	29.28	0.5	17.25	11.50
Elementary and secondary schools	19.46	0.7	37.38	0.7	19.73	13.74
Junior colleges, colleges, and universities	32.45	0.6	28.86	0.6	33.17	16.02
Health care and social assistance	20.66	1.2	57.29	1.2	18.26	20.40
Hospitals	22.72	1.2	86.51	1.2	20.26	12.16
Public administration	17.24	0.9	37.40	0.9	18.40	15.71

See footnotes at end of table.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,[1] March 2016—continued

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
1 to 99 workers	$11.01	0.7	$34.95	0.7	$11.75	$10.85
1 to 49 workers	14.34	1.0	55.40	1.0	13.77	12.08
50 to 99 workers	23.36	0.9	42.47	0.9	23.85	18.31
100 workers or more	7.52	0.5	17.92	0.5	7.52	5.39
100 to 499 workers	11.87	0.7	27.77	0.7	11.57	7.90
500 workers or more	8.69	0.7	22.49	0.7	8.80	6.93
Geographic areas						
Northeast	14.46	0.8	27.61	0.8	17.99	7.30
New England	26.02	1.8	53.88	1.8	27.23	16.50
Middle Atlantic	17.11	1.1	30.85	1.1	23.26	9.14
South	12.66	0.7	38.32	0.7	11.89	8.66
South Atlantic	17.45	1.2	53.15	1.2	15.56	10.85
East South Central	30.83	0.8	136.14	0.8	32.59	21.38
West South Central	17.52	0.7	63.79	0.7	18.44	16.88
Midwest	13.72	1.0	41.87	1.0	12.56	13.25
East North Central	17.14	1.5	53.67	1.5	15.72	12.36
West North Central	23.58	0.8	68.42	0.8	21.63	31.56
West	11.47	1.0	31.70	1.0	10.22	10.52
Mountain	11.70	0.9	33.66	0.9	11.88	22.75
Pacific	15.26	1.3	41.44	1.3	13.65	11.13

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,[1] March 2016

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies[2]	Exists, but amount unknown	Other[3]
All workers	71	15	13	2
Worker characteristics				
Management, professional, and related	71	14	13	2
Management, business, and financial	74	12	12	2
Professional and related	69	15	13	2
Teachers	73	17	7	3
Primary, secondary, and special education school teachers	75	14	8	4
Registered nurses	64	15	20	2
Service	71	16	11	2
Protective service	70	15	9	6
Sales and office	67	19	11	2
Sales and related	60	28	11	1
Office and administrative support	70	16	12	2
Natural resources, construction, and maintenance	72	11	16	2
Construction, extraction, farming, fishing, and forestry	69	–	17	–
Installation, maintenance, and repair	74	11	14	1
Production, transportation, and material moving	74	10	15	1
Production	77	10	12	([4])
Transportation and material moving	71	10	18	1
Full time	71	14	13	2
Part time	63	23	–	–
Union	73	10	12	5
Nonunion	70	16	13	1
Average wage within the following categories:[5]				
Lowest 25 percent	70	19	10	([4])
Lowest 10 percent	79	14	–	–
Second 25 percent	70	17	12	1
Third 25 percent	72	13	13	2
Highest 25 percent	70	13	14	3
Highest 10 percent	71	13	13	3
Establishment characteristics				
Goods-producing industries	74	11	14	1
Service-providing industries	70	15	13	2
Education and health services	70	16	11	2
Educational services	72	18	7	3
Elementary and secondary schools	74	15	8	3
Junior colleges, colleges, and universities	69	26	–	–
Health care and social assistance	69	14	15	1
Hospitals	61	19	17	3
Public administration	69	16	6	9

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,[1] March 2016—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies[2]	Exists, but amount unknown	Other[3]
1 to 99 workers	75	11	13	1
1 to 49 workers	74	11	15	1
50 to 99 workers	78	10	11	1
100 workers or more	68	17	12	2
100 to 499 workers	71	15	14	1
500 workers or more	66	19	11	3
Geographic areas				
Northeast	72	13	11	3
New England	80	10	9	1
Middle Atlantic	69	15	12	4
South	72	16	11	1
South Atlantic	71	18	–	–
East South Central	77	17	–	–
West South Central	70	11	17	1
Midwest	71	13	15	1
East North Central	71	14	14	1
West North Central	71	–	17	–
West	67	15	15	3
Mountain	66	18	14	1
Pacific	68	13	15	4

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.
[3] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.
[4] Less than 0.5.
[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 14. Standard errors for medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,[1] March 2016

Characteristics	Family coverage			
	Flat dollar amount	Varies[2]	Exists, but amount unknown	Other[3]
All workers	0.9	0.6	0.6	0.2
Worker characteristics				
Management, professional, and related	1.2	0.8	1.0	0.3
Management, business, and financial	1.4	0.9	1.1	0.4
Professional and related	1.5	1.0	1.3	0.3
Teachers	2.2	1.9	1.0	0.7
Primary, secondary, and special education school teachers	2.3	1.8	1.3	1.0
Registered nurses	3.3	2.2	2.8	0.7
Service	1.7	1.3	1.5	0.2
Protective service	2.9	2.5	1.7	1.0
Sales and office	1.1	0.8	0.9	0.3
Sales and related	2.3	1.6	1.3	0.6
Office and administrative support	1.3	0.9	1.0	0.4
Natural resources, construction, and maintenance	2.0	1.0	1.9	0.7
Construction, extraction, farming, fishing, and forestry	3.2	–	3.2	–
Installation, maintenance, and repair	2.6	1.0	2.2	0.3
Production, transportation, and material moving	2.0	1.3	1.4	0.3
Production	2.5	1.9	1.8	0.2
Transportation and material moving	2.5	1.5	1.9	0.5
Full time	0.9	0.6	0.6	0.2
Part time	2.9	2.2	–	–
Union	1.4	0.8	1.2	0.6
Nonunion	1.0	0.7	0.7	0.2
Average wage within the following categories:[4]				
Lowest 25 percent	2.5	2.1	1.5	0.2
Lowest 10 percent	3.1	2.9	–	–
Second 25 percent	1.2	0.9	1.0	0.3
Third 25 percent	1.2	0.8	0.8	0.3
Highest 25 percent	1.1	0.7	1.0	0.3
Highest 10 percent	1.8	0.9	1.6	0.4
Establishment characteristics				
Goods-producing industries	1.9	1.7	1.4	0.3
Service-providing industries	0.9	0.7	0.7	0.2
Education and health services	1.7	1.3	1.4	0.4
Educational services	2.1	1.9	0.8	0.5
Elementary and secondary schools	2.0	1.7	1.1	0.5
Junior colleges, colleges, and universities	4.6	4.3	–	–
Health care and social assistance	2.6	1.9	2.5	0.6
Hospitals	3.4	2.7	2.4	1.2
Public administration	2.5	1.9	1.1	1.2

See footnotes at end of table.

Table 14. Standard errors for medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,[1] March 2016—continued

Characteristics	Family coverage			
	Flat dollar amount	Varies[2]	Exists, but amount unknown	Other[3]
1 to 99 workers	1.3	0.9	1.1	0.3
1 to 49 workers	1.7	1.3	1.2	0.3
50 to 99 workers	2.5	1.4	2.0	0.5
100 workers or more	1.0	0.7	0.7	0.3
100 to 499 workers	1.2	0.8	1.1	0.2
500 workers or more	1.5	1.1	0.9	0.4
Geographic areas				
Northeast	1.6	0.9	1.4	0.7
New England	2.1	1.6	2.0	0.5
Middle Atlantic	2.0	1.1	1.7	0.9
South	1.4	1.0	0.6	0.3
South Atlantic	1.4	1.2	–	–
East South Central	5.5	4.2	–	–
West South Central	2.0	1.2	1.0	0.6
Midwest	2.3	1.2	1.8	0.3
East North Central	2.6	1.5	2.3	0.4
West North Central	4.3	–	2.5	–
West	1.5	1.6	1.4	0.4
Mountain	3.5	3.4	3.4	0.5
Pacific	1.4	1.8	1.4	0.5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

[3] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,[1] March 2016

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage[2]					Family coverage[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$37.65	$68.87	$107.74	$152.15	$222.72	$179.82	$270.98	$412.72	$657.55	$1015.74
Worker characteristics										
Management, professional, and related	34.00	63.98	101.57	145.43	227.50	171.76	267.00	407.50	637.13	992.80
Management, business, and financial	44.61	69.33	103.66	145.14	202.90	167.88	266.48	397.92	581.00	847.71
Professional and related	30.00	60.82	100.00	146.28	240.51	179.00	267.84	415.25	667.00	1049.05
Teachers	21.00	51.00	90.36	148.37	259.15	161.63	258.42	476.77	728.97	1073.94
Primary, secondary, and special education school teachers	22.76	57.08	92.60	150.58	273.00	163.07	272.37	485.68	783.60	1098.00
Registered nurses	47.84	70.00	92.95	140.96	211.02	174.90	286.71	396.91	635.67	1036.13
Service	30.00	65.43	97.50	151.00	236.40	180.00	271.87	441.88	741.16	1059.00
Protective service	35.51	53.80	83.00	125.00	165.00	153.40	214.77	329.71	536.97	731.71
Sales and office	43.33	73.67	113.63	156.00	217.42	195.00	284.24	424.24	673.56	1020.48
Sales and related	55.63	81.27	120.50	161.92	219.00	224.16	291.73	420.99	682.19	951.92
Office and administrative support	35.50	68.65	109.50	155.01	211.34	185.00	281.41	427.08	673.56	1027.70
Natural resources, construction, and maintenance	38.78	79.00	118.02	165.35	234.19	175.70	272.22	418.68	669.19	1129.67
Construction, extraction, farming, fishing, and forestry	38.50	80.51	105.51	171.33	234.47	203.53	296.42	465.66	746.51	1150.89
Installation, maintenance, and repair	39.41	78.98	124.67	159.46	232.84	132.30	261.72	392.83	601.17	1083.00
Production, transportation, and material moving	45.37	75.26	113.88	156.83	214.77	177.09	260.00	385.96	577.41	906.06
Production	40.75	75.01	111.15	153.87	207.89	152.12	254.58	377.12	524.65	869.50
Transportation and material moving	50.70	77.99	117.24	160.11	230.63	196.41	266.48	408.39	691.94	1055.55
Full time	37.74	68.87	107.25	151.44	215.03	179.42	270.00	410.25	651.40	1015.74
Part time	32.65	70.00	117.68	198.19	236.40	209.00	305.85	493.28	691.94	1019.78
Union	30.65	66.00	100.51	160.01	236.40	118.32	222.93	334.82	561.47	894.59
Nonunion	39.37	69.44	108.87	151.36	215.00	190.67	288.69	428.94	667.00	1035.02
Average wage within the following categories:[3]										
Lowest 25 percent	38.00	74.16	113.54	163.15	236.40	218.00	308.09	486.68	731.71	1005.88
Lowest 10 percent	53.21	74.87	117.86	202.57	236.40	223.00	288.41	501.32	731.71	1024.75
Second 25 percent	35.93	69.62	108.42	155.98	230.63	182.87	281.41	431.67	691.94	1081.30
Third 25 percent	37.65	67.15	107.25	151.00	210.62	170.67	260.00	399.49	626.46	987.06
Highest 25 percent	37.56	67.68	104.30	150.08	215.57	167.60	264.59	388.60	598.76	931.80
Highest 10 percent	42.26	70.00	105.78	149.99	217.23	161.87	263.30	361.00	558.96	829.57
Establishment characteristics										
Goods-producing industries	40.00	70.80	107.70	153.87	210.37	153.00	254.58	371.70	543.32	869.50
Service-providing industries	36.30	68.35	107.74	152.07	227.50	182.18	274.78	425.00	673.56	1028.71
Education and health services	30.00	60.43	95.73	143.40	243.00	181.85	286.23	457.93	766.88	1098.00
Educational services	20.00	47.58	89.00	146.36	242.99	162.25	258.00	476.04	716.80	1055.55
Elementary and secondary schools	20.22	50.00	91.63	156.52	273.00	151.49	271.98	553.00	815.19	1122.52
Junior colleges, colleges, and universities	20.00	40.00	81.24	132.40	189.76	176.26	241.00	381.72	578.86	685.00
Health care and social assistance	30.00	69.07	100.00	141.71	243.00	205.59	295.51	436.75	821.76	1106.41
Hospitals	42.90	78.03	104.02	134.60	193.12	192.44	286.71	377.24	550.00	799.44
Public administration	28.20	50.00	77.97	118.50	163.32	–	199.98	315.38	511.29	696.19

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,[1] March 2016—continued

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage[2]					Family coverage[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers	$40.00	$72.42	$113.16	$157.55	$236.40	$187.06	$296.42	$455.64	$785.52	$1106.41
1 to 49 workers	35.00	73.48	112.51	151.66	211.84	189.85	299.71	433.30	746.23	1106.08
50 to 99 workers	44.50	71.00	116.00	176.27	267.00	185.08	294.12	512.00	843.87	1106.41
100 workers or more	37.00	67.15	104.72	150.00	211.15	175.20	260.84	393.98	578.86	887.40
100 to 499 workers	41.16	71.46	109.95	159.19	235.63	195.91	284.24	427.08	650.55	942.49
500 workers or more	32.48	62.28	96.58	139.49	197.23	145.16	235.11	356.47	545.29	803.00
Geographic areas										
Northeast	46.19	73.86	112.51	159.70	227.50	157.63	249.91	361.76	554.14	850.83
New England	51.48	89.38	124.49	176.29	249.15	174.78	280.01	386.27	568.61	840.60
Middle Atlantic	45.43	70.54	104.99	152.82	215.03	150.00	231.99	352.78	543.10	887.40
South	34.76	68.35	108.97	154.20	219.46	199.16	305.92	478.32	704.17	1058.59
South Atlantic	39.00	67.68	108.28	153.82	234.00	180.00	281.65	429.21	663.68	1015.49
East South Central	–	–	105.03	151.00	221.00	206.09	317.00	474.46	685.00	1024.75
West South Central	35.00	74.00	115.66	156.00	210.15	254.58	359.57	536.97	850.65	1106.41
Midwest	43.33	73.32	108.23	151.66	235.63	179.23	258.00	396.79	613.70	1008.12
East North Central	45.00	77.97	109.95	158.00	240.72	169.81	254.30	392.14	576.34	974.59
West North Central	35.40	67.16	100.75	145.14	211.84	192.44	263.60	412.55	670.00	1052.39
West	30.00	60.93	96.12	146.72	205.45	144.28	251.56	399.34	620.88	1009.72
Mountain	36.30	63.98	91.69	147.86	195.17	191.52	261.88	378.77	604.89	912.43
Pacific	30.00	60.47	98.91	146.63	206.90	125.00	250.26	406.00	641.65	1036.24

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,[1] March 2016

Characteristics	Single coverage[2]					Family coverage[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$2.06	$1.61	$1.63	$1.72	$7.78	$2.99	$3.67	$4.95	$13.54	$23.71
Worker characteristics										
Management, professional, and related	1.89	2.46	2.66	3.07	10.54	7.28	7.43	8.52	16.67	44.72
Management, business, and financial	3.25	2.40	4.28	4.70	6.53	11.17	12.31	10.19	23.41	46.76
Professional and related	0.84	2.10	2.53	4.70	7.01	10.02	9.21	14.62	17.09	38.40
Teachers	4.07	5.13	4.57	9.68	21.30	25.36	14.92	16.25	37.32	33.28
Primary, secondary, and special education school teachers	4.29	9.19	5.81	11.13	13.51	24.64	24.36	26.80	49.20	33.73
Registered nurses	6.80	4.14	7.60	8.71	18.32	26.06	34.92	21.97	93.20	155.18
Service	4.04	6.21	6.44	2.65	9.42	6.81	9.90	26.17	31.69	36.77
Protective service	5.17	2.98	5.41	3.17	15.56	29.99	13.46	14.31	25.94	29.45
Sales and office	5.22	2.94	2.83	3.18	9.08	6.25	7.57	5.87	13.96	36.56
Sales and related	3.47	5.46	3.25	6.38	7.84	7.74	16.83	9.65	41.71	56.81
Office and administrative support	5.83	2.94	2.27	4.12	12.68	7.64	10.27	10.47	15.70	31.70
Natural resources, construction, and maintenance	4.96	6.75	5.25	5.92	16.39	16.29	10.23	15.68	40.46	47.31
Construction, extraction, farming, fishing, and forestry	7.13	9.09	5.21	11.08	21.58	23.97	12.56	24.59	58.85	30.46
Installation, maintenance, and repair	6.93	10.21	4.27	9.80	21.27	35.10	18.41	16.93	33.30	78.11
Production, transportation, and material moving	4.46	2.83	3.03	5.20	16.18	10.26	9.02	11.26	18.75	56.42
Production	3.63	3.41	4.13	6.03	20.08	17.87	14.79	21.38	13.01	33.05
Transportation and material moving	4.21	4.41	4.39	4.62	16.63	13.17	10.04	20.61	53.55	92.19
Full time	1.75	1.69	1.63	1.29	4.93	3.31	3.97	5.39	15.08	23.42
Part time	8.77	6.25	8.41	15.56	5.80	20.85	31.57	38.68	3.99	149.24
Union	2.98	2.42	2.98	5.07	0.00	21.96	7.44	13.11	31.96	51.59
Nonunion	2.18	1.66	1.41	1.30	5.49	7.43	5.26	5.16	7.80	23.44
Average wage within the following categories:[3]										
Lowest 25 percent	5.31	4.34	5.89	6.89	0.00	12.29	17.39	17.98	27.42	35.57
Lowest 10 percent	12.35	5.27	10.59	5.82	9.60	16.91	26.95	64.87	23.54	73.25
Second 25 percent	4.69	2.72	2.36	4.74	11.35	7.63	8.72	10.74	46.21	22.38
Third 25 percent	3.01	2.17	2.10	1.42	4.53	6.56	4.40	7.44	22.18	54.38
Highest 25 percent	2.19	2.05	2.94	2.91	10.48	6.72	4.16	8.55	18.80	39.09
Highest 10 percent	4.00	3.00	4.51	4.55	22.07	14.08	2.92	8.70	20.16	28.19
Establishment characteristics										
Goods-producing industries	3.21	3.59	2.41	4.88	7.66	17.87	8.23	14.13	10.88	30.64
Service-providing industries	2.42	1.75	2.03	1.79	8.25	3.81	5.88	5.85	11.38	22.63
Education and health services	1.08	4.91	4.57	5.34	5.51	9.44	10.72	23.78	46.96	30.60
Educational services	2.44	6.43	4.07	7.77	11.90	16.69	10.10	20.67	41.66	35.40
Elementary and secondary schools	3.67	4.96	3.79	7.54	10.24	18.95	17.13	30.09	38.56	29.38
Junior colleges, colleges, and universities	2.34	8.13	6.12	6.19	9.34	19.61	16.50	33.80	47.60	4.16
Health care and social assistance	6.03	5.21	4.39	7.23	7.37	17.69	10.02	32.72	55.26	25.76
Hospitals	5.39	3.34	5.06	5.27	8.40	25.25	14.75	12.53	21.81	87.72
Public administration	2.37	0.86	4.55	6.37	5.97	–	19.76	16.87	41.93	56.93

See footnotes at end of table.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,[1] March 2016—continued

Characteristics	Single coverage[2]					Family coverage[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers	$5.86	$3.09	$2.06	$5.00	$8.33	$6.28	$8.79	$16.28	$28.25	$5.59
1 to 49 workers	7.31	3.71	2.36	2.98	5.87	8.92	11.33	18.49	36.30	17.09
50 to 99 workers	8.20	5.12	5.61	11.80	23.80	9.33	11.61	27.54	46.16	18.97
100 workers or more	2.00	2.10	1.99	1.98	6.67	7.53	3.99	4.80	10.51	15.79
100 to 499 workers	3.26	2.99	1.80	4.35	3.10	6.73	7.75	6.78	24.31	35.54
500 workers or more	3.68	3.64	3.38	3.30	3.19	6.29	7.87	7.15	17.54	41.88
Geographic areas										
Northeast	1.42	2.86	1.69	3.02	11.88	8.50	12.11	10.23	17.22	40.05
New England	6.70	6.90	4.47	12.46	25.66	10.96	14.10	10.79	20.26	78.69
Middle Atlantic	1.24	2.43	3.78	5.63	9.70	11.48	10.55	11.10	23.53	47.58
South	3.20	3.82	2.18	5.32	13.12	6.12	6.28	12.07	27.68	26.93
South Atlantic	3.00	3.99	2.84	8.52	20.08	2.95	7.91	9.63	15.81	54.26
East South Central	–	–	9.85	13.25	23.47	20.10	17.22	59.38	17.20	51.87
West South Central	8.22	5.50	1.83	6.27	14.44	12.73	10.92	19.82	52.61	16.07
Midwest	2.74	3.07	1.64	2.73	4.05	11.25	4.70	12.93	38.38	82.32
East North Central	3.01	2.95	4.49	5.22	9.23	7.33	9.84	18.64	41.75	69.86
West North Central	8.63	7.71	8.77	6.63	24.65	15.06	9.62	26.38	58.65	164.20
West	1.19	5.00	6.52	4.51	4.98	21.34	7.79	12.42	25.45	47.69
Mountain	1.72	9.19	11.40	16.23	13.84	15.63	19.75	44.78	41.23	76.90
Pacific	0.00	5.99	6.60	3.54	6.91	26.03	6.88	19.05	22.44	61.34

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Insurance benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	59	57	98	38	37	97	34	33	97
Worker characteristics									
Management, professional, and related	77	76	99	45	45	99	52	51	97
Management, business, and financial	83	83	99	61	60	98	62	60	96
Professional and related	74	73	98	39	38	99	48	47	97
Teachers	73	71	98	23	22	97	41	39	96
Primary, secondary, and special education school teachers	82	81	98	21	21	98	41	40	97
Registered nurses	77	77	99	42	42	99	52	51	98
Service	34	32	95	23	21	94	13	13	96
Protective service	71	69	97	26	25	98	20	19	97
Sales and office	56	55	98	39	37	96	33	32	97
Sales and related	42	40	96	31	29	93	20	19	94
Office and administrative support	64	63	98	43	42	98	40	39	98
Natural resources, construction, and maintenance	58	56	97	36	35	98	27	26	97
Construction, extraction, farming, fishing, and forestry	51	49	97	30	29	100	19	18	97
Installation, maintenance, and repair	65	63	97	41	40	98	35	33	96
Production, transportation, and material moving	63	60	97	45	43	96	30	29	96
Production	68	66	98	50	49	98	33	32	98
Transportation and material moving	58	55	96	40	38	95	28	26	94
Full time	74	73	98	46	45	98	44	42	97
Part time	12	11	89	14	13	90	5	5	95
Union	85	83	97	50	48	96	37	36	97
Nonunion	54	53	98	36	35	97	33	32	97
Average wage within the following categories:[3]									
Lowest 25 percent	24	22	92	18	17	91	8	8	94
Lowest 10 percent	14	12	86	12	11	92	4	4	89
Second 25 percent	61	60	98	39	37	96	32	31	97
Third 25 percent	75	74	98	47	46	98	45	43	97
Highest 25 percent	84	83	99	53	52	99	57	55	97
Highest 10 percent	86	85	99	57	57	99	62	60	98
Establishment characteristics									
Goods-producing industries	70	68	98	51	51	99	37	36	97
Service-providing industries	57	55	98	36	34	97	33	32	96
Education and health services	69	68	99	31	30	98	42	40	97
Educational services	77	75	98	26	25	97	43	41	96
Elementary and secondary schools	76	74	98	23	23	98	37	36	97
Junior colleges, colleges, and universities	85	83	98	32	31	96	58	54	94
Health care and social assistance	63	63	99	34	33	99	41	40	98
Hospitals	90	89	99	48	47	99	60	59	98
Public administration	82	81	98	26	26	98	31	29	94

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	41	39	97	29	28	97	23	23	97
1 to 49 workers	36	35	98	27	26	96	21	20	97
50 to 99 workers	55	52	95	34	33	97	30	29	97
100 workers or more	76	74	98	47	45	97	44	42	97
100 to 499 workers	68	66	98	45	44	97	37	36	97
500 workers or more	85	83	98	48	47	98	51	49	96
Geographic areas									
Northeast	59	58	98	61	60	99	33	32	97
New England	58	56	97	37	36	97	33	33	98
Middle Atlantic	60	59	99	70	69	99	33	32	97
South	61	59	97	33	32	96	33	32	96
South Atlantic	60	59	98	37	35	96	35	34	96
East South Central	62	59	96	29	27	94	33	32	95
West South Central	62	60	96	30	29	97	30	29	97
Midwest	62	60	98	38	37	96	38	37	97
East North Central	61	59	97	41	39	96	38	37	97
West North Central	64	63	98	32	31	97	39	38	97
West	51	50	98	26	25	97	30	29	96
Mountain	54	53	98	29	28	96	35	34	95
Pacific	50	49	98	24	24	97	28	27	96

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.7	0.7	0.2	0.7	0.6	0.3	0.7	0.7	0.3
Worker characteristics									
Management, professional, and related	1.1	1.1	0.2	1.3	1.3	0.3	1.1	1.2	0.4
Management, business, and financial	1.6	1.6	0.1	1.8	1.8	0.8	1.4	1.4	0.8
Professional and related	1.3	1.3	0.2	1.4	1.3	0.2	1.5	1.5	0.4
Teachers	2.2	2.1	0.4	1.6	1.5	0.8	2.3	2.2	0.8
Primary, secondary, and special education school teachers	2.5	2.5	0.4	2.0	1.9	1.0	2.9	2.8	0.8
Registered nurses	2.5	2.5	0.2	2.9	2.9	0.5	3.3	3.3	0.4
Service	1.2	1.1	1.1	1.5	1.3	1.3	1.0	1.0	0.9
Protective service	2.7	2.7	0.6	2.8	2.7	0.5	2.4	2.3	1.3
Sales and office	1.1	1.1	0.3	0.8	0.8	0.3	1.0	1.0	0.5
Sales and related	1.6	1.6	0.8	1.5	1.5	0.9	1.2	1.2	1.3
Office and administrative support	1.4	1.4	0.2	1.0	1.0	0.3	1.1	1.1	0.3
Natural resources, construction, and maintenance	1.6	1.5	0.5	1.7	1.7	0.4	1.1	1.1	0.8
Construction, extraction, farming, fishing, and forestry	2.8	2.8	0.9	2.4	2.4	0.3	1.5	1.5	1.0
Installation, maintenance, and repair	1.9	1.9	0.5	1.8	1.8	0.7	1.8	1.8	1.0
Production, transportation, and material moving	1.6	1.6	0.5	1.5	1.4	0.6	1.3	1.3	0.7
Production	2.5	2.4	0.6	1.8	1.8	0.2	2.0	2.0	0.7
Transportation and material moving	1.9	1.9	0.7	1.9	1.9	1.1	1.6	1.6	1.4
Full time	0.6	0.6	0.2	0.8	0.8	0.2	0.8	0.8	0.3
Part time	0.9	0.7	1.6	1.0	0.8	1.5	0.6	0.6	1.4
Union	1.1	1.1	0.5	1.4	1.4	0.8	1.5	1.5	0.6
Nonunion	0.8	0.8	0.2	0.7	0.7	0.3	0.7	0.7	0.3
Average wage within the following categories:[3]									
Lowest 25 percent	1.2	1.1	1.0	1.1	1.0	1.3	0.6	0.6	1.3
Lowest 10 percent	1.5	1.2	3.4	1.2	1.1	2.3	0.8	0.7	4.9
Second 25 percent	1.2	1.2	0.3	1.1	1.1	0.4	1.0	1.0	0.5
Third 25 percent	0.9	1.0	0.2	1.0	1.1	0.2	1.0	1.0	0.3
Highest 25 percent	0.9	0.9	0.2	1.3	1.2	0.4	1.2	1.2	0.5
Highest 10 percent	1.5	1.5	0.2	2.0	1.9	0.2	1.7	1.8	0.5
Establishment characteristics									
Goods-producing industries	1.1	1.1	0.4	1.6	1.6	0.2	1.4	1.4	0.7
Service-providing industries	0.8	0.8	0.2	0.7	0.7	0.4	0.8	0.8	0.4
Education and health services	1.7	1.7	0.2	1.3	1.3	0.3	1.9	1.8	0.4
Educational services	1.3	1.3	0.3	1.6	1.5	0.7	1.9	1.8	0.7
Elementary and secondary schools	1.8	1.8	0.3	2.0	2.0	0.9	2.2	2.2	1.0
Junior colleges, colleges, and universities	1.5	1.5	0.5	2.3	2.1	1.2	3.4	3.2	0.9
Health care and social assistance	2.6	2.6	0.2	2.1	2.1	0.4	3.0	2.9	0.5
Hospitals	0.7	0.8	0.3	2.6	2.6	0.3	2.3	2.4	0.5
Public administration	2.1	2.0	0.3	1.8	1.8	1.3	1.9	1.9	1.4

See footnotes at end of table.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,[1] civilian workers,[2] March 2016—continued

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	1.1	1.1	0.4	0.9	0.9	0.6	0.8	0.8	0.5
1 to 49 workers	1.2	1.2	0.3	1.0	1.0	0.8	1.0	1.0	0.7
50 to 99 workers	2.8	2.7	1.1	2.0	1.9	0.6	2.0	1.9	0.9
100 workers or more	0.7	0.7	0.2	0.9	0.9	0.3	1.0	1.0	0.4
100 to 499 workers	1.2	1.2	0.3	1.4	1.3	0.3	1.4	1.4	0.4
500 workers or more	1.0	0.9	0.2	1.1	1.1	0.5	1.3	1.2	0.5
Geographic areas									
Northeast	1.1	1.1	0.4	1.2	1.4	0.4	1.5	1.6	0.6
New England	2.2	2.2	0.9	2.6	2.5	0.3	2.9	2.9	0.6
Middle Atlantic	1.2	1.2	0.4	1.4	1.7	0.5	1.8	1.9	0.8
South	1.3	1.4	0.4	1.3	1.3	0.5	1.1	1.1	0.7
South Atlantic	1.8	1.8	0.3	1.2	1.2	0.5	1.7	1.7	0.7
East South Central	1.7	2.3	1.5	2.8	2.7	2.4	3.1	4.0	3.6
West South Central	2.8	3.1	0.9	3.5	3.3	0.3	1.3	1.2	0.6
Midwest	1.7	1.6	0.4	1.4	1.3	0.8	1.5	1.5	0.4
East North Central	1.6	1.5	0.5	1.6	1.6	1.1	1.9	1.8	0.4
West North Central	4.2	3.6	0.8	2.6	2.5	0.7	2.5	2.5	0.8
West	1.2	1.1	0.2	1.2	1.1	0.9	1.5	1.4	0.7
Mountain	1.6	1.6	0.2	2.1	1.8	1.9	3.0	3.0	1.3
Pacific	1.5	1.4	0.3	1.4	1.3	1.0	1.6	1.6	0.9

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Life insurance plans: Employee contribution requirement, civilian workers,[1] March 2016

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	6	94
Worker characteristics		
Management, professional, and related	5	95
Management, business, and financial	4	96
Professional and related	6	94
Teachers	9	91
Primary, secondary, and special education school teachers	9	91
Registered nurses	4	96
Service	9	91
Sales and office	6	94
Sales and related	9	91
Office and administrative support	4	96
Natural resources, construction, and maintenance	5	95
Construction, extraction, farming, fishing, and forestry	4	96
Installation, maintenance, and repair	5	95
Production, transportation, and material moving	5	95
Transportation and material moving	5	95
Full time	6	94
Part time	5	95
Union	5	95
Nonunion	6	94
Average wage within the following categories:[2]		
Lowest 25 percent	9	91
Lowest 10 percent	6	94
Second 25 percent	5	95
Third 25 percent	5	95
Highest 25 percent	5	95
Highest 10 percent	5	95
Establishment characteristics		
Service-providing industries	6	94
Education and health services	6	94
Educational services	9	91
Elementary and secondary schools	9	91
Health care and social assistance	3	97
Hospitals	4	96
Public administration	10	90

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, civilian workers,[1] March 2016—continued

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	7	93
1 to 49 workers	8	92
50 to 99 workers	5	95
100 workers or more	5	95
100 to 499 workers	5	95
500 workers or more	5	95
Geographic areas		
Northeast	6	94
New England	11	89
Middle Atlantic	5	95
South	7	93
South Atlantic	6	94
West South Central	5	95
Midwest	5	95
East North Central	6	94
West North Central	3	97
West	4	96
Mountain	5	95
Pacific	3	97

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, civilian workers,[1] March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	0.5	0.5
Worker characteristics		
Management, professional, and related	0.6	0.6
Management, business, and financial	0.5	0.5
Professional and related	0.7	0.7
Teachers	1.4	1.4
Primary, secondary, and special education school teachers	1.3	1.3
Registered nurses	1.0	1.0
Service	1.5	1.5
Sales and office	0.6	0.6
Sales and related	1.2	1.2
Office and administrative support	0.5	0.5
Natural resources, construction, and maintenance	0.7	0.7
Construction, extraction, farming, fishing, and forestry	0.9	0.9
Installation, maintenance, and repair	1.0	1.0
Production, transportation, and material moving	0.7	0.7
Transportation and material moving	1.0	1.0
Full time	0.5	0.5
Part time	0.9	0.9
Union	0.5	0.5
Nonunion	0.6	0.6
Average wage within the following categories:[2]		
Lowest 25 percent	1.8	1.8
Lowest 10 percent	2.0	2.0
Second 25 percent	0.6	0.6
Third 25 percent	0.5	0.5
Highest 25 percent	0.4	0.4
Highest 10 percent	0.7	0.7
Establishment characteristics		
Service-providing industries	0.6	0.6
Education and health services	1.0	1.0
Educational services	2.0	2.0
Elementary and secondary schools	1.6	1.6
Health care and social assistance	0.7	0.7
Hospitals	1.1	1.1
Public administration	1.2	1.2

See footnotes at end of table.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, civilian workers,[1] March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	1.0	1.0
1 to 49 workers	1.3	1.3
50 to 99 workers	1.0	1.0
100 workers or more	0.5	0.5
100 to 499 workers	0.6	0.6
500 workers or more	0.9	0.9
Geographic areas		
Northeast	0.9	0.9
New England	1.7	1.7
Middle Atlantic	1.1	1.1
South	1.2	1.2
South Atlantic	1.4	1.4
West South Central	1.3	1.3
Midwest	0.7	0.7
East North Central	1.0	1.0
West North Central	0.9	0.9
West	0.5	0.5
Mountain	1.0	1.0
Pacific	0.5	0.5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Life insurance plans: Method of benefit payment, civilian workers,[1] March 2016

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers	57	2	38	2	1
Worker characteristics					
Management, professional, and related	63	1	33	2	1
Management, business, and financial	70	2	26	1	1
Professional and related	59	1	36	2	1
Teachers	40	1	53	4	3
Primary, secondary, and special education school teachers	33	1	59	4	3
Registered nurses	74	–	24	2	–
Service	50	1	44	3	1
Protective service	40	3	52	5	1
Sales and office	61	2	34	2	1
Sales and related	60	–	34	2	–
Office and administrative support	62	2	34	2	1
Natural resources, construction, and maintenance	40	1	55	3	1
Construction, extraction, farming, fishing, and forestry	25	–	70	4	–
Installation, maintenance, and repair	52	1	45	2	1
Production, transportation, and material moving	52	1	43	3	1
Transportation and material moving	53	2	41	3	1
Full time	58	2	37	2	1
Part time	51	–	42	5	–
Union	40	1	51	7	1
Nonunion	62	2	34	1	1
Average wage within the following categories:[2]					
Lowest 25 percent	50	1	47	2	1
Lowest 10 percent	42	–	54	3	–
Second 25 percent	54	2	41	2	1
Third 25 percent	57	1	37	3	1
Highest 25 percent	63	2	32	2	1
Highest 10 percent	67	2	28	2	1
Establishment characteristics					
Service-providing industries	59	2	36	2	1
Education and health services	55	1	39	3	1
Educational services	42	1	50	4	3
Elementary and secondary schools	33	–	59	4	–
Junior colleges, colleges, and universities	60	2	33	4	1
Health care and social assistance	66	–	31	2	–
Hospitals	76	–	21	2	–
Public administration	36	3	52	7	2

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, civilian workers,[1] March 2016—continued

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
1 to 99 workers	49	–	48	2	–
1 to 49 workers	50	([3])	47	1	1
50 to 99 workers	47	–	49	2	–
100 workers or more	62	2	33	3	1
100 to 499 workers	60	3	34	2	([3])
500 workers or more	63	1	31	3	1
Geographic areas					
Northeast	62	–	31	4	–
New England	62	–	33	2	–
Middle Atlantic	63	–	31	5	–
South	60	2	35	1	2
South Atlantic	65	2	30	1	3
East South Central	54	–	37	3	–
West South Central	54	–	43	1	–
Midwest	56	1	40	3	([3])
East North Central	55	1	41	2	1
West North Central	57	–	37	4	–
West	51	2	45	2	([3])
Mountain	55	1	43	–	–
Pacific	49	–	47	3	–

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

[3] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Standard errors for life insurance plans: Method of benefit payment, civilian workers,[1] March 2016

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers	1.0	0.2	0.9	0.2	0.1
Worker characteristics					
Management, professional, and related	1.5	0.2	1.4	0.2	0.2
Management, business, and financial	1.7	0.3	1.5	0.3	0.3
Professional and related	1.8	0.2	1.7	0.3	0.2
Teachers	2.6	0.3	2.5	0.7	0.6
Primary, secondary, and special education school teachers	3.0	0.4	2.9	0.9	0.7
Registered nurses	3.6	–	3.4	0.7	–
Service	2.4	0.3	2.3	0.5	0.2
Protective service	3.6	0.7	3.8	1.3	0.2
Sales and office	1.2	0.6	1.2	0.3	0.2
Sales and related	2.1	–	2.1	0.4	–
Office and administrative support	1.5	0.4	1.5	0.3	0.2
Natural resources, construction, and maintenance	1.6	0.3	1.7	0.5	0.2
Construction, extraction, farming, fishing, and forestry	2.5	–	2.8	1.2	–
Installation, maintenance, and repair	2.0	0.4	1.9	0.4	0.3
Production, transportation, and material moving	1.9	0.3	1.9	0.5	0.3
Transportation and material moving	2.3	0.4	2.4	0.7	0.5
Full time	0.9	0.2	0.9	0.2	0.2
Part time	3.4	–	3.5	0.9	–
Union	1.6	0.2	1.4	0.6	0.2
Nonunion	1.1	0.3	1.1	0.2	0.2
Average wage within the following categories:[2]					
Lowest 25 percent	2.1	0.2	2.0	0.3	0.2
Lowest 10 percent	4.4	–	4.3	1.1	–
Second 25 percent	1.3	0.3	1.3	0.3	0.2
Third 25 percent	1.4	0.2	1.3	0.3	0.2
Highest 25 percent	1.3	0.4	1.3	0.3	0.1
Highest 10 percent	1.9	0.7	1.7	0.3	0.2
Establishment characteristics					
Service-providing industries	1.1	0.2	1.1	0.2	0.2
Education and health services	2.4	0.2	2.2	0.5	0.3
Educational services	2.4	0.4	2.3	0.5	0.7
Elementary and secondary schools	2.4	–	2.3	0.6	–
Junior colleges, colleges, and universities	4.2	1.0	4.0	0.9	0.6
Health care and social assistance	3.6	–	3.3	0.8	–
Hospitals	2.1	–	1.9	0.6	–
Public administration	2.5	0.6	2.6	0.7	0.5

See footnotes at end of table.

Table 18. Standard errors for life insurance plans: Method of benefit payment, civilian workers,[1] March 2016—continued

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
1 to 99 workers	1.9	–	1.9	0.2	–
1 to 49 workers	2.0	0.1	1.9	0.3	0.3
50 to 99 workers	3.3	–	3.4	0.6	–
100 workers or more	1.1	0.2	1.0	0.3	0.2
100 to 499 workers	1.6	0.4	1.6	0.4	0.2
500 workers or more	1.3	0.3	1.1	0.3	0.3
Geographic areas					
Northeast	1.8	–	1.6	0.6	–
New England	2.9	–	3.1	0.9	–
Middle Atlantic	2.2	–	1.9	0.6	–
South	1.5	0.5	1.4	0.2	0.4
South Atlantic	2.2	0.3	1.8	0.2	0.6
East South Central	3.2	–	3.9	1.0	–
West South Central	2.6	–	2.6	0.3	–
Midwest	2.1	0.2	2.1	0.5	0.2
East North Central	2.8	0.2	2.9	0.3	0.2
West North Central	3.1	–	2.8	1.3	–
West	2.4	0.4	2.4	0.5	0.1
Mountain	3.3	0.4	3.5	–	–
Pacific	3.2	–	3.1	0.6	–

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,[1] March 2016

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts[2]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers	([3])	61	10	24	4	1.4	1.0
Worker characteristics							
Management, professional, and related	([3])	58	10	26	5	1.4	1.0
Management, business, and financial	([3])	55	9	28	7	1.5	1.0
Professional and related	([3])	60	11	25	5	1.4	1.0
Teachers	–	50	19	27	–	1.4	–
Primary, secondary, and special education school teachers	–	52	22	25	–	1.4	–
Registered nurses	–	78	8	12	–	1.2	1.0
Service	–	69	8	20	–	1.3	1.0
Protective service	–	61	–	19	7	1.4	1.0
Sales and office	([3])	62	10	23	4	1.4	1.0
Sales and related	–	68	10	21	–	1.3	1.0
Office and administrative support	([3])	60	11	24	5	1.4	1.0
Natural resources, construction, and maintenance	1	61	10	25	2	1.3	1.0
Construction, extraction, farming, fishing, and forestry	–	59	16	23	2	1.3	1.0
Installation, maintenance, and repair	1	62	8	26	2	1.3	1.0
Production, transportation, and material moving	–	59	13	25	–	1.4	1.0
Transportation and material moving	–	65	15	19	–	1.3	1.0
Full time	([3])	60	10	25	4	1.4	1.0
Part time	–	73	6	18	–	1.2	1.0
Union	([3])	65	14	17	5	1.3	1.0
Nonunion	([3])	60	10	26	4	1.4	1.0
Average wage within the following categories:[4]							
Lowest 25 percent	–	69	7	21	–	1.3	1.0
Lowest 10 percent	–	65	–	–	–	1.3	1.0
Second 25 percent	([3])	66	11	20	3	1.3	1.0
Third 25 percent	1	57	12	25	5	1.4	1.0
Highest 25 percent	([3])	58	9	28	5	1.4	1.0
Highest 10 percent	([3])	56	9	29	6	1.4	1.0
Establishment characteristics							
Service-providing industries	([3])	63	10	23	4	1.4	1.0
Education and health services	1	65	12	20	3	1.3	1.0
Educational services	1	46	18	31	3	1.5	1.5
Elementary and secondary schools	–	47	23	30	1	1.4	1.5
Junior colleges, colleges, and universities	3	45	13	33	6	1.5	1.5
Health care and social assistance	–	75	8	14	–	1.2	1.0
Hospitals	–	77	9	14	–	1.2	1.0
Public administration	–	56	19	19	–	1.4	1.0

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,[1] March 2016—continued

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts[2]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
1 to 99 workers	1	60	10	25	5	1.4	1.0
1 to 49 workers	–	60	9	26	–	1.4	1.0
50 to 99 workers	–	60	12	22	–	1.4	1.0
100 workers or more	([3])	61	11	24	4	1.4	1.0
100 to 499 workers	–	61	9	24	–	1.4	1.0
500 workers or more	1	61	12	25	3	1.3	1.0
Geographic areas							
Northeast	1	57	16	23	4	1.4	1.0
New England	–	62	17	19	–	1.3	1.0
Middle Atlantic	1	55	15	25	4	1.4	1.0
South	([3])	61	8	26	4	1.4	1.0
South Atlantic	1	62	8	25	4	1.4	1.0
East South Central	–	56	8	32	–	1.4	–
West South Central	–	62	9	26	–	1.4	1.0
Midwest	–	61	10	25	–	1.4	1.0
East North Central	–	63	10	23	5	1.4	1.0
West North Central	–	56	11	29	–	1.4	1.0
West	–	65	8	21	–	1.3	1.0
Mountain	–	70	–	17	–	1.2	1.0
Pacific	–	63	–	23	7	1.4	1.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,[1] March 2016

Characteristics	Multiple of annual earnings amounts[2]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers	0.1	1.1	0.6	1.1	0.5	([3])	0.0
Worker characteristics							
Management, professional, and related	([3])	1.6	0.8	1.5	0.9	([3])	0.0
Management, business, and financial	0.1	2.1	1.2	1.8	1.0	([3])	0.0
Professional and related	0.1	2.0	1.0	1.9	0.9	([3])	0.0
Teachers	–	4.7	2.6	4.6	–	([3])	–
Primary, secondary, and special education school teachers	–	6.0	3.6	4.9	–	0.1	–
Registered nurses	–	3.4	1.5	3.2	–	([3])	0.0
Service	–	3.2	1.2	3.2	–	([3])	0.0
Protective service	–	5.5	–	4.2	2.2	0.1	0.0
Sales and office	0.1	1.4	1.0	1.4	0.6	([3])	0.0
Sales and related	–	3.6	1.9	3.2	–	([3])	0.0
Office and administrative support	0.1	1.5	1.0	1.3	0.8	([3])	0.0
Natural resources, construction, and maintenance	0.4	2.7	1.5	2.6	0.5	([3])	0.0
Construction, extraction, farming, fishing, and forestry	–	6.1	4.4	5.2	0.8	0.1	0.0
Installation, maintenance, and repair	0.6	3.0	1.2	3.2	0.6	([3])	0.0
Production, transportation, and material moving	–	1.7	1.5	1.6	–	([3])	0.0
Transportation and material moving	–	2.7	1.9	2.4	–	([3])	0.0
Full time	0.1	1.1	0.7	1.1	0.5	([3])	0.0
Part time	–	4.6	1.4	4.4	–	([3])	0.0
Union	0.2	2.7	1.6	2.0	1.8	([3])	0.0
Nonunion	0.1	1.2	0.7	1.1	0.4	([3])	0.0
Average wage within the following categories:[4]							
Lowest 25 percent	–	3.7	1.2	3.6	–	([3])	0.0
Lowest 10 percent	–	9.7	–	–	–	0.1	0.0
Second 25 percent	0.1	1.4	1.1	1.3	0.7	([3])	0.0
Third 25 percent	0.2	1.6	1.1	1.6	0.9	([3])	0.0
Highest 25 percent	0.1	1.5	0.8	1.5	0.7	([3])	0.0
Highest 10 percent	0.1	2.1	1.2	2.1	0.9	([3])	0.0
Establishment characteristics							
Service-providing industries	0.1	1.3	0.7	1.2	0.5	([3])	0.0
Education and health services	0.1	2.7	1.3	2.8	1.1	([3])	0.0
Educational services	0.1	3.9	2.4	5.2	0.5	([3])	0.3
Elementary and secondary schools	–	4.1	3.0	4.6	0.2	([3])	0.3
Junior colleges, colleges, and universities	0.3	6.1	2.5	8.3	1.0	0.1	0.4
Health care and social assistance	–	3.1	1.3	2.5	–	([3])	0.0
Hospitals	–	3.5	1.8	3.2	–	([3])	0.0
Public administration	–	4.2	2.3	3.1	–	0.1	0.0

See footnotes at end of table.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,[1] March 2016—continued

Characteristics	Multiple of annual earnings amounts[2]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
1 to 99 workers	0.1	2.0	1.5	1.6	0.7	([3])	0.0
1 to 49 workers	–	2.7	1.8	2.0	–	([3])	0.0
50 to 99 workers	–	4.1	2.1	3.0	–	([3])	0.0
100 workers or more	0.1	1.3	0.7	1.3	0.6	([3])	0.0
100 to 499 workers	–	1.8	0.8	1.5	–	([3])	0.0
500 workers or more	0.1	2.0	1.2	2.1	0.3	([3])	0.0
Geographic areas							
Northeast	0.1	2.6	1.1	2.6	0.5	([3])	0.0
New England	–	5.7	4.2	4.3	–	([3])	0.0
Middle Atlantic	0.2	3.4	1.2	3.5	0.7	([3])	0.0
South	0.1	1.6	1.0	1.6	0.8	([3])	0.0
South Atlantic	0.1	1.9	1.1	1.5	1.2	([3])	0.0
East South Central	–	7.3	3.0	7.4	–	0.1	–
West South Central	–	1.9	2.1	2.3	–	([3])	0.0
Midwest	–	2.2	1.3	2.2	–	([3])	0.0
East North Central	–	2.3	1.2	2.1	0.6	([3])	0.0
West North Central	–	4.3	3.1	4.7	–	([3])	0.0
West	–	2.8	2.0	2.4	–	([3])	0.0
Mountain	–	5.4	–	2.5	–	([3])	0.0
Pacific	–	3.1	–	3.4	2.8	([3])	0.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.
[3] Less than 0.05.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 20. Life insurance plans: Maximum benefit amounts, civilian workers,[1] March 2016

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	76	$50,000	$70,000	$200,000	$500,000	$1,000,000	24
Worker characteristics							
Management, professional, and related	77	50,000	100,000	300,000	750,000	–	23
Management, business, and financial	80	50,000	100,000	300,000	750,000	–	20
Professional and related	75	50,000	100,000	300,000	750,000	–	25
Teachers	65	50,000	50,000	–	–	500,000	35
Primary, secondary, and special education school teachers	57	50,000	50,000	100,000	–	500,000	43
Registered nurses	81	50,000	–	300,000	750,000	1,000,000	19
Service	75	50,000	–	200,000	500,000	1,000,000	25
Protective service	60	–	50,000	–	–	750,000	40
Sales and office	81	50,000	50,000	200,000	500,000	1,000,000	19
Sales and related	84	50,000	50,000	100,000	500,000	1,000,000	16
Office and administrative support	79	50,000	–	200,000	500,000	1,000,000	21
Natural resources, construction, and maintenance	70	50,000	50,000	200,000	500,000	–	30
Construction, extraction, farming, fishing, and forestry	71	50,000	100,000	200,000	–	1,000,000	29
Installation, maintenance, and repair	70	50,000	50,000	–	500,000	2,000,000	30
Production, transportation, and material moving	69	50,000	70,000	–	500,000	1,000,000	31
Transportation and material moving	71	50,000	–	100,000	300,000	–	29
Full time	76	50,000	70,000	200,000	500,000	1,000,000	24
Part time	67	50,000	50,000	–	–	750,000	33
Union	61	50,000	–	150,000	400,000	1,000,000	39
Nonunion	79	50,000	75,000	250,000	500,000	1,000,000	21
Average wage within the following categories:[3]							
Lowest 25 percent	77	50,000	50,000	–	500,000	1,000,000	23
Lowest 10 percent	80	50,000	–	–	500,000	1,000,000	20
Second 25 percent	77	50,000	50,000	150,000	500,000	1,000,000	23
Third 25 percent	76	50,000	–	200,000	500,000	1,000,000	24
Highest 25 percent	75	50,000	100,000	300,000	–	–	25
Highest 10 percent	76	50,000	100,000	300,000	1,000,000	2,000,000	24
Establishment characteristics							
Service-providing industries	78	50,000	–	200,000	500,000	1,000,000	22
Education and health services	75	50,000	–	200,000	500,000	1,000,000	25
Educational services	66	50,000	50,000	–	300,000	500,000	34
Elementary and secondary schools	53	50,000	50,000	100,000	250,000	300,000	47
Junior colleges, colleges, and universities	80	50,000	50,000	–	400,000	500,000	20
Health care and social assistance	79	50,000	100,000	–	500,000	1,000,000	21
Hospitals	80	50,000	–	500,000	–	1,000,000	20
Public administration	50	50,000	50,000	–	250,000	–	50

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, civilian workers,[1] March 2016—continued

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	79	$50,000	$50,000	$170,000	$500,000	$1,000,000	21
1 to 49 workers	82	50,000	50,000	–	500,000	1,000,000	18
50 to 99 workers	74	50,000	–	200,000	500,000	1,000,000	26
100 workers or more	75	50,000	–	250,000	650,000	1,000,000	25
100 to 499 workers	76	50,000	–	200,000	500,000	1,000,000	24
500 workers or more	74	50,000	100,000	300,000	1,000,000	–	26
Geographic areas							
Northeast	74	50,000	–	–	500,000	1,000,000	26
New England	77	50,000	–	200,000	500,000	–	23
Middle Atlantic	73	50,000	–	250,000	500,000	1,000,000	27
South	77	50,000	–	200,000	500,000	–	23
South Atlantic	75	50,000	–	250,000	750,000	2,000,000	25
East South Central	82	50,000	–	100,000	–	1,000,000	18
West South Central	78	50,000	–	–	500,000	1,000,000	22
Midwest	75	50,000	70,000	250,000	500,000	1,000,000	25
East North Central	77	50,000	–	–	500,000	–	23
West North Central	71	50,000	50,000	250,000	500,000	1,000,000	29
West	77	50,000	–	200,000	–	1,000,000	23
Mountain	81	50,000	–	200,000	1,000,000	1,000,000	19
Pacific	75	50,000	–	200,000	–	–	25

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, civilian workers,[1] March 2016

Characteristics	With maximum benefit amount	Maximum benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	0.9	$0.00	$16,040.96	$35,737.45	$6,689.54	$0.00	0.9
Worker characteristics							
Management, professional, and related	1.2	0.00	0.00	31,984.14	55,061.90	–	1.2
Management, business, and financial	1.5	0.00	5,050.50	56,430.58	86,964.07	–	1.5
Professional and related	1.4	0.00	7,358.50	71,871.36	187,873.79	–	1.4
Teachers	3.7	0.00	0.00	–	–	0.00	3.7
Primary, secondary, and special education school teachers	5.6	0.00	0.00	26,978.03	–	58,318.09	5.6
Registered nurses	2.1	0.00	–	55,163.39	182,098.19	0.00	2.1
Service	2.6	0.00	–	47,772.90	0.00	49,157.91	2.6
Protective service	5.3	–	0.00	–	–	134,666.02	5.3
Sales and office	0.9	0.00	0.00	30,420.88	0.00	18,920.89	0.9
Sales and related	1.4	0.00	0.00	27,581.70	0.00	115,091.27	1.4
Office and administrative support	1.2	0.00	–	16,661.67	0.00	62,753.49	1.2
Natural resources, construction, and maintenance	2.7	0.00	0.00	30,065.76	55,567.53	–	2.7
Construction, extraction, farming, fishing, and forestry	5.6	0.00	29,774.11	19,663.16	–	0.00	5.6
Installation, maintenance, and repair	2.6	0.00	0.00	–	101,009.90	586,852.62	2.6
Production, transportation, and material moving	3.0	0.00	5,309.66	–	0.00	0.00	3.0
Transportation and material moving	3.9	0.00	–	0.00	87,097.76	–	3.9
Full time	0.9	0.00	14,671.32	50,003.44	24,119.49	0.00	0.9
Part time	3.6	0.00	3,784.18	–	–	88,241.15	3.6
Union	2.5	0.00	–	25,252.48	82,582.69	0.00	2.5
Nonunion	0.9	0.00	22,317.43	47,459.76	72,667.05	18,920.89	0.9
Average wage within the following categories:[3]							
Lowest 25 percent	1.6	0.00	0.00	–	0.00	0.00	1.6
Lowest 10 percent	3.4	0.00	–	–	47,302.22	261,235.05	3.4
Second 25 percent	1.6	0.00	0.00	12,762.84	0.00	0.00	1.6
Third 25 percent	1.3	0.00	–	34,572.71	0.00	0.00	1.3
Highest 25 percent	1.2	0.00	0.00	9,460.44	–	–	1.2
Highest 10 percent	1.9	0.00	17,520.99	39,138.12	149,283.29	423,083.92	1.9
Establishment characteristics							
Service-providing industries	0.9	0.00	–	17,883.99	0.00	13,379.09	0.9
Education and health services	1.9	0.00	–	19,855.67	0.00	0.00	1.9
Educational services	3.2	0.00	0.00	–	50,906.51	0.00	3.2
Elementary and secondary schools	4.5	0.00	0.00	21,260.55	37,841.78	49,629.02	4.5
Junior colleges, colleges, and universities	2.7	0.00	0.00	–	54,756.28	35,555.41	2.7
Health care and social assistance	2.1	0.00	17,068.17	–	18,320.07	0.00	2.1
Hospitals	2.7	0.00	–	53,982.59	–	0.00	2.7
Public administration	4.0	0.00	7,079.55	–	41,323.84	–	4.0

See footnotes at end of table.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, civilian workers,[1] March 2016—continued

Characteristics	With maximum benefit amount	Maximum benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	1.7	$0.00	$12,639.52	$48,322.41	$0.00	$0.00	1.7
1 to 49 workers	1.7	0.00	9,554.58	–	0.00	0.00	1.7
50 to 99 workers	3.4	0.00	–	53,995.02	0.00	66,895.44	3.4
100 workers or more	1.1	0.00	–	7,479.14	165,490.18	106,193.22	1.1
100 to 499 workers	1.7	0.00	–	0.00	0.00	26,758.18	1.7
500 workers or more	1.5	0.00	14,095.74	15,195.72	189,090.59	–	1.5
Geographic areas							
Northeast	1.5	0.00	–	–	3,344.77	0.00	1.5
New England	2.5	0.00	–	9,460.44	0.00	–	2.5
Middle Atlantic	1.8	0.00	–	24,360.23	47,302.22	0.00	1.8
South	1.3	0.00	–	34,598.59	106,298.52	–	1.3
South Atlantic	1.7	0.00	–	51,077.64	155,846.28	505,049.50	1.7
East South Central	3.4	0.00	–	28,961.94	–	137,908.48	3.4
West South Central	2.7	0.00	–	–	0.00	149,582.75	2.7
Midwest	2.1	0.00	16,013.04	58,666.20	0.00	259,084.93	2.1
East North Central	2.6	0.00	–	–	142,849.57	–	2.6
West North Central	3.7	0.00	10,889.79	67,418.52	0.00	0.00	3.7
West	2.4	0.00	–	19,765.31	–	277,031.14	2.4
Mountain	3.2	0.00	–	48,604.04	270,905.89	0.00	3.2
Pacific	3.2	0.00	–	32,074.95	–	–	3.2

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,[1] civilian workers,[2] March 2016

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts[3]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$10,000	$10,000	$20,000	$40,000	$50,000
Worker characteristics					
Management, professional, and related	10,000	–	25,000	50,000	50,000
Management, business, and financial	10,000	15,000	25,000	50,000	50,000
Professional and related	–	10,000	25,000	50,000	50,000
Teachers	–	10,000	25,000	50,000	50,000
Primary, secondary, and special education school teachers	10,000	10,000	25,000	50,000	50,000
Registered nurses	5,000	10,000	–	50,000	50,000
Service	–	10,000	15,000	25,000	50,000
Protective service	5,000	10,000	–	25,000	50,000
Sales and office	–	10,000	20,000	40,000	50,000
Sales and related	–	10,000	20,000	25,000	50,000
Office and administrative support	–	10,000	20,000	50,000	50,000
Natural resources, construction, and maintenance	10,000	10,000	20,000	25,000	50,000
Construction, extraction, farming, fishing, and forestry	–	10,000	20,000	25,000	50,000
Installation, maintenance, and repair	10,000	12,500	20,000	40,000	50,000
Production, transportation, and material moving	10,000	15,000	20,000	25,000	50,000
Transportation and material moving	10,000	–	20,000	30,000	50,000
Full time	10,000	10,000	20,000	–	50,000
Part time	5,000	–	–	–	50,000
Union	5,000	10,000	20,000	41,116	50,000
Nonunion	10,000	–	20,000	30,000	50,000
Average wage within the following categories:[4]					
Lowest 25 percent	5,000	10,000	15,000	20,000	30,000
Lowest 10 percent	5,000	10,000	15,000	20,000	–
Second 25 percent	10,000	10,000	20,000	27,000	50,000
Third 25 percent	10,000	10,000	20,000	35,000	50,000
Highest 25 percent	–	12,500	25,000	50,000	50,000
Highest 10 percent	–	15,000	–	50,000	–
Establishment characteristics					
Service-providing industries	10,000	10,000	20,000	40,000	50,000
Education and health services	–	10,000	20,000	50,000	50,000
Educational services	–	10,000	25,000	50,000	50,000
Elementary and secondary schools	10,000	10,000	25,000	50,000	50,000
Junior colleges, colleges, and universities	5,000	10,000	20,000	–	50,000
Health care and social assistance	–	10,000	20,000	50,000	50,000
Hospitals	5,000	10,000	15,000	25,000	50,000
Public administration	5,000	10,000	20,000	30,000	50,000

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,[1] civilian workers,[2] March 2016—continued

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts[3]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers	$10,000	$15,000	$20,000	$40,000	$50,000
1 to 49 workers	10,000	15,000	20,000	40,000	50,000
50 to 99 workers	10,000	15,000	20,000	–	50,000
100 workers or more	5,000	10,000	20,000	35,000	50,000
100 to 499 workers	10,000	10,000	20,000	30,000	50,000
500 workers or more	5,000	10,000	20,000	40,000	50,000
Geographic areas					
Northeast	5,000	10,000	20,000	50,000	50,000
New England	5,000	–	–	–	50,000
Middle Atlantic	–	10,000	25,000	50,000	50,000
South	10,000	10,000	–	25,000	50,000
South Atlantic	10,000	10,000	20,000	25,000	50,000
East South Central	10,000	15,000	20,000	50,000	50,000
West South Central	–	10,000	15,000	25,000	50,000
Midwest	10,000	15,000	20,000	33,000	50,000
East North Central	10,000	15,000	20,000	30,000	50,000
West North Central	10,000	15,000	20,000	40,000	50,000
West	10,000	–	20,000	41,116	50,000
Mountain	10,000	–	20,000	–	50,000
Pacific	5,000	10,000	20,000	41,116	50,000

[1] Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[3] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,[1] civilian workers,[2] March 2016

Characteristics	Flat dollar amounts[3]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$0.00	$0.00	$0.00	$6,497.79	$0.00
Worker characteristics					
Management, professional, and related	453.11	–	0.00	0.00	0.00
Management, business, and financial	0.00	668.95	0.00	0.00	0.00
Professional and related	–	2,766.27	668.95	0.00	0.00
Teachers	–	267.58	0.00	983.16	0.00
Primary, secondary, and special education school teachers	791.29	2,655.67	0.00	1,383.94	0.00
Registered nurses	550.33	598.33	–	14,513.98	0.00
Service	–	0.00	0.00	3,080.10	0.00
Protective service	0.00	1,744.42	–	3,475.99	0.00
Sales and office	–	675.61	0.00	9,938.58	0.00
Sales and related	–	0.00	5,516.34	5,181.70	0.00
Office and administrative support	–	1,976.53	2,590.85	3,065.53	0.00
Natural resources, construction, and maintenance	0.00	428.34	0.00	5,439.14	0.00
Construction, extraction, farming, fishing, and forestry	–	0.00	3,609.88	0.00	0.00
Installation, maintenance, and repair	0.00	3,508.03	1,158.66	8,975.71	0.00
Production, transportation, and material moving	0.00	3,218.64	0.00	856.68	7,136.02
Transportation and material moving	668.95	–	0.00	5,545.47	7,862.90
Full time	0.00	0.00	0.00	–	0.00
Part time	0.00	–	–	–	0.00
Union	0.00	0.00	0.00	3,921.74	0.00
Nonunion	0.00	–	0.00	4,640.44	0.00
Average wage within the following categories:[4]					
Lowest 25 percent	652.02	0.00	0.00	668.95	5,870.05
Lowest 10 percent	0.00	0.00	4,230.84	5,006.00	–
Second 25 percent	0.00	2,525.47	0.00	4,707.46	0.00
Third 25 percent	0.00	1,650.84	0.00	6,155.11	0.00
Highest 25 percent	–	3,554.91	0.00	0.00	0.00
Highest 10 percent	–	1,495.83	–	0.00	–
Establishment characteristics					
Service-providing industries	1,575.44	0.00	0.00	2,299.77	0.00
Education and health services	–	0.00	5,690.44	6,334.20	0.00
Educational services	–	0.00	6,337.79	7,637.05	0.00
Elementary and secondary schools	2,839.21	0.00	5,363.33	2,419.08	0.00
Junior colleges, colleges, and universities	133.79	0.00	3,465.67	–	0.00
Health care and social assistance	–	0.00	5,006.00	10,668.31	0.00
Hospitals	0.00	1,196.66	4,386.63	6,520.16	0.00
Public administration	0.00	0.00	1,158.66	5,870.05	0.00

See footnotes at end of table.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,[1] civilian workers,[2] March 2016—continued

Characteristics	Flat dollar amounts[3]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers	$0.00	$0.00	$0.00	$7,267.94	$0.00
1 to 49 workers	0.00	2,165.59	668.95	8,825.13	0.00
50 to 99 workers	0.00	0.00	1,638.60	–	0.00
100 workers or more	972.91	0.00	0.00	5,831.91	0.00
100 to 499 workers	0.00	0.00	0.00	4,463.49	0.00
500 workers or more	0.00	0.00	0.00	149.31	0.00
Geographic areas					
Northeast	0.00	0.00	4,505.40	0.00	7,829.91
New England	0.00	–	–	–	10,577.10
Middle Atlantic	–	0.00	0.00	0.00	12,568.51
South	93.65	0.00	–	0.00	0.00
South Atlantic	1,502.87	0.00	5,882.24	0.00	0.00
East South Central	0.00	3,435.20	0.00	0.00	0.00
West South Central	–	0.00	2,675.82	0.00	9,967.20
Midwest	0.00	0.00	0.00	6,263.93	0.00
East North Central	0.00	0.00	0.00	4,347.69	0.00
West North Central	0.00	884.94	4,192.59	9,888.77	0.00
West	1,687.04	–	946.04	10,858.68	0.00
Mountain	0.00	–	0.00	–	0.00
Pacific	1,383.94	668.95	2,590.85	11,788.51	0.00

[1] Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[3] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 22. Short-term disability plans: Method of funding, civilian workers,[1] March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured[2]	Commercially insured	Legally required	Other
All workers	44	41	–	–
Worker characteristics				
Management, professional, and related	47	40	12	1
Management, business, and financial	51	39	–	–
Professional and related	45	42	–	–
Teachers	43	40	14	2
Primary, secondary, and special education school teachers	40	44	–	–
Registered nurses	44	43	–	–
Service	28	42	28	1
Protective service	45	34	–	–
Sales and office	47	37	15	([3])
Sales and related	51	33	–	–
Office and administrative support	46	39	15	1
Natural resources, construction, and maintenance	38	–	15	–
Installation, maintenance, and repair	43	44	–	–
Production, transportation, and material moving	44	45	–	–
Production	48	45	–	–
Transportation and material moving	39	45	–	–
Full time	45	42	–	–
Part time	26	30	43	1
Union	36	44	–	–
Nonunion	45	40	–	–
Average wage within the following categories:[4]				
Lowest 25 percent	34	34	32	1
Lowest 10 percent	–	29	47	–
Second 25 percent	41	45	13	1
Third 25 percent	45	43	–	–
Highest 25 percent	48	39	–	–
Highest 10 percent	49	39	12	1
Establishment characteristics				
Goods-producing industries	44	46	–	–
Service-providing industries	43	40	–	–
Education and health services	35	49	–	–
Educational services	43	41	13	3
Elementary and secondary schools	37	47	12	5
Junior colleges, colleges, and universities	58	29	–	–
Health care and social assistance	30	54	–	–
Public administration	49	41	–	–

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, civilian workers,[1] March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured[2]	Commercially insured	Legally required	Other
1 to 99 workers	32	43	–	–
1 to 49 workers	33	40	–	–
50 to 99 workers	30	51	–	–
100 workers or more	50	39	–	–
100 to 499 workers	47	43	10	1
500 workers or more	54	35	–	–
Geographic areas				
Northeast	–	30	44	–
Middle Atlantic	21	26	53	1
South	53	47	–	([3])
South Atlantic	51	49	–	1
East South Central	54	46	–	–
West South Central	56	44	–	–
Midwest	57	41	–	–
East North Central	57	41	–	–
West	41	50	8	1
Mountain	37	62	–	1
Pacific	44	43	13	1

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Employer assumes all risks and expenses of providing the benefit.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 22. Standard errors for short-term disability plans: Method of funding, civilian workers,[1] March 2016

Characteristics	Non-commercially insured[2]	Commercially insured	Legally required	Other
All workers	1.0	1.2	–	–
Worker characteristics				
Management, professional, and related	1.6	1.8	0.9	0.2
Management, business, and financial	2.6	2.0	–	–
Professional and related	2.1	2.6	–	–
Teachers	3.4	4.2	2.7	0.5
Primary, secondary, and special education school teachers	4.2	4.9	–	–
Registered nurses	4.5	5.5	–	–
Service	3.0	4.0	2.6	0.4
Protective service	6.4	6.5	–	–
Sales and office	1.6	1.7	0.9	0.2
Sales and related	2.1	2.2	–	–
Office and administrative support	1.9	2.1	1.6	0.3
Natural resources, construction, and maintenance	2.5	–	2.1	–
Installation, maintenance, and repair	3.3	2.5	–	–
Production, transportation, and material moving	2.5	2.4	–	–
Production	3.0	2.8	–	–
Transportation and material moving	3.9	3.6	–	–
Full time	1.1	1.2	–	–
Part time	2.3	2.8	2.2	0.4
Union	2.1	2.4	–	–
Nonunion	1.1	1.2	–	–
Average wage within the following categories:[3]				
Lowest 25 percent	2.9	3.1	2.7	0.4
Lowest 10 percent	–	3.9	5.7	–
Second 25 percent	1.8	1.9	1.5	0.2
Third 25 percent	1.7	1.9	–	–
Highest 25 percent	1.6	1.6	–	–
Highest 10 percent	2.1	2.2	1.2	0.2
Establishment characteristics				
Goods-producing industries	2.0	2.0	–	–
Service-providing industries	1.2	1.4	–	–
Education and health services	2.7	3.6	–	–
Educational services	3.2	3.2	1.9	0.6
Elementary and secondary schools	4.4	4.5	2.7	1.0
Junior colleges, colleges, and universities	2.7	2.6	–	–
Health care and social assistance	4.0	5.5	–	–
Public administration	4.3	4.1	–	–

See footnotes at end of table.

Table 22. Standard errors for short-term disability plans: Method of funding, civilian workers,[1] March 2016—continued

Characteristics	Non-commercially insured[2]	Commercially insured	Legally required	Other
1 to 99 workers	1.6	2.1	–	–
1 to 49 workers	1.9	2.5	–	–
50 to 99 workers	2.6	3.8	–	–
100 workers or more	1.5	1.5	–	–
100 to 499 workers	1.9	2.0	1.0	0.2
500 workers or more	2.0	2.1	–	–
Geographic areas				
Northeast	–	2.2	1.8	–
Middle Atlantic	1.2	2.4	2.1	0.5
South	2.6	2.7	–	0.1
South Atlantic	3.9	4.0	–	0.1
East South Central	7.9	7.9	–	–
West South Central	2.8	2.8	–	–
Midwest	1.6	1.6	–	–
East North Central	1.9	2.0	–	–
West	2.3	2.3	0.8	0.2
Mountain	3.9	4.0	–	0.4
Pacific	2.9	2.6	1.2	0.3

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Employer assumes all risks and expenses of providing the benefit.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 23. Short-term disability plans: Employee contribution requirement, civilian workers,[1] March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	16	84
Worker characteristics		
Management, professional, and related	11	89
Management, business, and financial	10	90
Professional and related	12	88
Teachers	11	89
Primary, secondary, and special education school teachers	14	86
Registered nurses	13	87
Service	32	68
Protective service	22	78
Sales and office	16	84
Sales and related	20	80
Office and administrative support	15	85
Natural resources, construction, and maintenance	16	84
Installation, maintenance, and repair	12	88
Production, transportation, and material moving	12	88
Production	8	92
Transportation and material moving	17	83
Full time	13	87
Part time	41	59
Union	17	83
Nonunion	15	85
Average wage within the following categories:[2]		
Lowest 25 percent	34	66
Lowest 10 percent	46	54
Second 25 percent	15	85
Third 25 percent	12	88
Highest 25 percent	12	88
Highest 10 percent	12	88
Establishment characteristics		
Goods-producing industries	11	89
Service-providing industries	17	83
Education and health services	14	86
Educational services	10	90
Elementary and secondary schools	11	89
Junior colleges, colleges, and universities	6	94
Health care and social assistance	16	84
Public administration	15	85

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, civilian workers,[1] March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	22	78
1 to 49 workers	24	76
50 to 99 workers	19	81
100 workers or more	12	88
100 to 499 workers	13	87
500 workers or more	10	90
Geographic areas		
Northeast	37	63
Middle Atlantic	43	57
South	5	95
South Atlantic	5	95
East South Central	6	94
West South Central	4	96
Midwest	6	94
East North Central	7	93
West	9	91
Mountain	4	96
Pacific	11	89

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, civilian workers,[1] March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	0.6	0.6
Worker characteristics		
Management, professional, and related	0.7	0.7
Management, business, and financial	1.6	1.6
Professional and related	1.3	1.3
Teachers	1.8	1.8
Primary, secondary, and special education school teachers	2.8	2.8
Registered nurses	3.5	3.5
Service	2.3	2.3
Protective service	4.1	4.1
Sales and office	1.2	1.2
Sales and related	2.0	2.0
Office and administrative support	1.4	1.4
Natural resources, construction, and maintenance	1.7	1.7
Installation, maintenance, and repair	2.4	2.4
Production, transportation, and material moving	1.1	1.1
Production	1.2	1.2
Transportation and material moving	1.8	1.8
Full time	0.5	0.5
Part time	2.8	2.8
Union	1.2	1.2
Nonunion	0.7	0.7
Average wage within the following categories:[2]		
Lowest 25 percent	2.3	2.3
Lowest 10 percent	4.2	4.2
Second 25 percent	1.2	1.2
Third 25 percent	0.8	0.8
Highest 25 percent	0.8	0.8
Highest 10 percent	1.4	1.4
Establishment characteristics		
Goods-producing industries	1.1	1.1
Service-providing industries	0.7	0.7
Education and health services	1.6	1.6
Educational services	1.1	1.1
Elementary and secondary schools	2.0	2.0
Junior colleges, colleges, and universities	1.1	1.1
Health care and social assistance	2.8	2.8
Public administration	2.6	2.6

See footnotes at end of table.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, civilian workers,[1] March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	1.5	1.5
1 to 49 workers	1.8	1.8
50 to 99 workers	2.7	2.7
100 workers or more	0.7	0.7
100 to 499 workers	1.4	1.4
500 workers or more	0.8	0.8
Geographic areas		
Northeast	1.5	1.5
Middle Atlantic	1.7	1.7
South	0.6	0.6
South Atlantic	0.8	0.8
East South Central	1.3	1.3
West South Central	1.4	1.4
Midwest	0.9	0.9
East North Central	1.2	1.2
West	0.7	0.7
Mountain	0.7	0.7
Pacific	1.1	1.1

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 24. Short-term disability plans: Method of benefit payment, civilian workers,[1] March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers	5	2	71	21	1
Worker characteristics					
Management, professional, and related	2	1	72	25	1
Management, business, and financial	2	1	63	34	([2])
Professional and related	1	1	78	19	1
Teachers	–	–	89	5	2
Primary, secondary, and special education school teachers	–	–	88	3	2
Registered nurses	–	–	91	7	–
Service	6	–	86	6	–
Protective service	–	–	79	–	–
Sales and office	2	1	72	25	1
Sales and related	3	–	70	24	–
Office and administrative support	2	1	72	25	([2])
Natural resources, construction, and maintenance	15	–	61	19	–
Installation, maintenance, and repair	6	–	61	30	–
Production, transportation, and material moving	14	–	65	17	–
Production	18	–	55	22	–
Transportation and material moving	9	–	76	12	–
Full time	6	2	70	22	1
Part time	2	–	89	7	–
Union	15	7	66	12	1
Nonunion	3	1	73	23	1
Average wage within the following categories:[3]					
Lowest 25 percent	5	–	82	10	–
Lowest 10 percent	5	–	87	6	–
Second 25 percent	8	1	74	17	([2])
Third 25 percent	6	3	71	20	1
Highest 25 percent	3	2	66	28	1
Highest 10 percent	2	1	66	30	1
Establishment characteristics					
Goods-producing industries	15	–	57	23	–
Service-providing industries	3	1	75	20	1
Education and health services	3	–	90	6	–
Educational services	2	–	88	7	–
Elementary and secondary schools	–	–	90	3	2
Junior colleges, colleges, and universities	1	–	82	16	–
Health care and social assistance	3	–	91	6	–
Public administration	2	–	85	11	–

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, civilian workers,[1] March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
1 to 99 workers	5	2	77	16	1
1 to 49 workers	4	2	77	16	1
50 to 99 workers	7	–	76	14	–
100 workers or more	6	2	68	24	1
100 to 499 workers	6	–	69	23	–
500 workers or more	5	2	68	24	1
Geographic areas					
Northeast	3	1	83	13	([2])
Middle Atlantic	2	–	86	11	–
South	6	3	64	27	1
South Atlantic	6	3	67	24	1
East South Central	7	–	64	25	–
West South Central	5	–	60	33	–
Midwest	10	2	65	23	([2])
East North Central	10	–	66	22	–
West	4	2	73	20	2
Mountain	3	–	76	19	–
Pacific	4	2	71	20	3

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Less than 0.5.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, civilian workers,[1] March 2016

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers	0.3	0.2	0.8	0.9	0.1
Worker characteristics					
Management, professional, and related	0.4	0.2	1.3	1.3	0.2
Management, business, and financial	0.6	0.4	2.1	2.0	0.1
Professional and related	0.5	0.3	1.3	1.3	0.4
Teachers	–	–	2.9	1.0	0.8
Primary, secondary, and special education school teachers	–	–	4.4	1.2	1.1
Registered nurses	–	–	2.2	1.9	–
Service	1.3	–	2.5	1.1	–
Protective service	–	–	6.0	–	–
Sales and office	0.3	0.2	1.3	1.3	0.3
Sales and related	0.7	–	2.1	2.1	–
Office and administrative support	0.3	0.2	1.5	1.5	0.2
Natural resources, construction, and maintenance	1.3	–	2.7	2.4	–
Installation, maintenance, and repair	0.9	–	3.7	3.6	–
Production, transportation, and material moving	1.1	–	2.0	2.1	–
Production	1.5	–	2.9	2.9	–
Transportation and material moving	1.5	–	2.2	2.4	–
Full time	0.4	0.3	0.8	0.9	0.1
Part time	0.8	–	1.2	0.9	–
Union	1.3	1.0	1.7	1.1	0.3
Nonunion	0.3	0.3	1.0	1.0	0.1
Average wage within the following categories:[2]					
Lowest 25 percent	1.3	–	2.6	1.0	–
Lowest 10 percent	2.5	–	2.6	1.2	–
Second 25 percent	0.7	0.1	1.8	1.6	0.2
Third 25 percent	0.6	0.5	1.4	1.2	0.2
Highest 25 percent	0.5	0.3	1.3	1.4	0.2
Highest 10 percent	0.6	0.4	1.8	1.9	0.2
Establishment characteristics					
Goods-producing industries	0.8	–	1.8	1.9	–
Service-providing industries	0.4	0.3	1.0	1.0	0.1
Education and health services	0.9	–	1.5	1.2	–
Educational services	1.2	–	1.5	0.7	–
Elementary and secondary schools	–	–	2.3	1.0	0.9
Junior colleges, colleges, and universities	0.5	–	1.6	1.5	–
Health care and social assistance	1.1	–	2.2	1.7	–
Public administration	0.8	–	2.7	2.4	–

See footnotes at end of table.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, civilian workers,[1] March 2016—continued

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
1 to 99 workers	0.7	0.6	1.4	1.1	0.2
1 to 49 workers	0.8	0.8	1.8	1.4	0.2
50 to 99 workers	1.3	–	2.7	2.1	–
100 workers or more	0.5	0.2	1.1	1.1	0.2
100 to 499 workers	0.6	–	1.8	1.7	–
500 workers or more	0.7	0.5	1.6	1.6	0.2
Geographic areas					
Northeast	0.4	0.3	1.8	1.7	0.1
Middle Atlantic	0.4	–	2.0	2.0	–
South	0.7	0.5	1.6	1.7	0.2
South Atlantic	0.9	0.9	2.2	2.6	0.1
East South Central	3.0	–	5.1	2.6	–
West South Central	1.1	–	2.7	2.1	–
Midwest	0.8	0.6	1.2	1.8	0.1
East North Central	1.0	–	1.4	2.3	–
West	1.0	0.3	1.9	1.5	0.6
Mountain	1.3	–	2.7	1.8	–
Pacific	1.3	0.5	2.6	2.2	0.9

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 25. Short-term disability plans: Duration of benefits, civilian workers,[1] March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks[2]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	93	12	21	26	26	26	7
Worker characteristics							
Management, professional, and related	92	12	20	26	26	26	8
Management, business, and financial	95	12	20	26	26	26	5
Professional and related	91	12	21	26	26	26	9
Teachers	84	12	20	26	–	52	16
Primary, secondary, and special education school teachers	80	12	20	26	–	52	20
Registered nurses	95	12	–	26	26	26	5
Service	95	12	–	26	26	26	5
Protective service	93	12	–	26	26	26	7
Sales and office	92	12	21	26	26	26	8
Sales and related	90	11	–	26	26	26	10
Office and administrative support	93	12	21	26	26	26	7
Natural resources, construction, and maintenance	92	13	26	26	26	–	8
Installation, maintenance, and repair	89	13	25	26	26	52	11
Production, transportation, and material moving	92	13	24	26	26	26	8
Production	90	13	21	26	26	26	10
Transportation and material moving	94	13	25	26	26	26	6
Full time	92	12	21	26	26	26	8
Part time	95	13	26	26	26	26	5
Union	88	13	26	26	26	36	12
Nonunion	94	12	21	26	26	26	6
Average wage within the following categories:[3]							
Lowest 25 percent	93	12	21	26	26	26	7
Lowest 10 percent	94	13	26	26	26	26	6
Second 25 percent	94	12	21	26	26	26	6
Third 25 percent	92	12	20	26	26	26	8
Highest 25 percent	91	12	24	26	26	26	9
Highest 10 percent	91	12	24	26	26	26	9
Establishment characteristics							
Goods-producing industries	92	12	22	26	26	26	8
Service-providing industries	93	12	21	26	26	26	7
Education and health services	92	12	20	26	26	26	8
Educational services	83	13	22	26	26	52	17
Elementary and secondary schools	80	13	21	26	–	52	20
Junior colleges, colleges, and universities	88	13	26	26	26	–	12
Health care and social assistance	97	12	–	26	26	26	3
Public administration	88	–	24	26	26	52	12

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, civilian workers,[1] March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks[2]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	95	12	18	26	26	26	5
1 to 49 workers	94	12	18	26	26	26	6
50 to 99 workers	97	12	20	26	26	26	3
100 workers or more	91	12	22	26	26	26	9
100 to 499 workers	93	12	18	26	26	26	7
500 workers or more	90	13	25	26	26	26	10
Geographic areas							
Northeast	94	–	26	26	26	26	6
Middle Atlantic	94	25	26	26	26	26	6
South	92	12	18	26	26	26	8
South Atlantic	93	12	18	26	26	36	7
East South Central	90	12	21	26	26	26	10
West South Central	92	12	13	26	26	26	8
Midwest	90	12	13	26	26	26	10
East North Central	90	12	15	26	26	26	10
West	94	11	13	26	26	26	6
Mountain	93	11	13	21	26	26	7
Pacific	95	12	25	26	26	26	5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 25. Standard errors for short-term disability plans: Duration of benefits, civilian workers,[1] March 2016

Characteristics	Fixed duration	Number of weeks[2]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	0.5	0.0	0.5	0.0	0.0	0.0	0.5
Worker characteristics							
Management, professional, and related	0.8	0.0	1.4	0.0	0.0	0.0	0.8
Management, business, and financial	1.0	0.0	2.4	0.0	0.0	0.0	1.0
Professional and related	0.9	0.0	2.7	0.0	0.0	0.0	0.9
Teachers	2.0	1.3	1.8	0.0	–	0.0	2.0
Primary, secondary, and special education school teachers	2.9	1.5	2.9	0.0	–	0.0	2.9
Registered nurses	2.0	0.5	–	0.0	0.0	0.0	2.0
Service	0.7	0.1	–	0.0	0.0	0.0	0.7
Protective service	1.9	0.0	–	0.0	0.0	1.7	1.9
Sales and office	0.6	0.0	0.7	0.0	0.0	0.0	0.6
Sales and related	1.4	1.3	–	0.0	0.0	0.0	1.4
Office and administrative support	0.6	0.0	2.1	0.0	0.0	0.0	0.6
Natural resources, construction, and maintenance	1.3	0.0	1.7	0.0	0.0	–	1.3
Installation, maintenance, and repair	2.2	0.0	1.7	0.0	0.0	5.5	2.2
Production, transportation, and material moving	1.1	0.0	2.7	0.0	0.0	0.0	1.1
Production	1.6	1.3	4.1	0.0	0.0	0.0	1.6
Transportation and material moving	1.3	0.0	2.1	0.0	0.0	0.0	1.3
Full time	0.5	0.0	1.2	0.0	0.0	0.0	0.5
Part time	0.8	1.7	0.0	0.0	0.0	0.0	0.8
Union	1.0	0.0	0.7	0.0	0.0	8.9	1.0
Nonunion	0.5	0.0	1.2	0.0	0.0	0.0	0.5
Average wage within the following categories:[3]							
Lowest 25 percent	1.0	0.0	2.6	0.0	0.0	0.0	1.0
Lowest 10 percent	1.2	1.1	2.2	0.0	0.0	0.0	1.2
Second 25 percent	0.7	0.0	1.0	0.0	0.0	0.0	0.7
Third 25 percent	0.7	0.0	0.9	0.0	0.0	0.0	0.7
Highest 25 percent	0.8	0.0	3.1	0.0	0.0	0.0	0.8
Highest 10 percent	1.1	0.0	2.3	0.0	0.0	0.0	1.1
Establishment characteristics							
Goods-producing industries	0.9	0.5	4.0	0.0	0.0	0.0	0.9
Service-providing industries	0.5	0.0	0.4	0.0	0.0	0.0	0.5
Education and health services	0.9	0.0	3.3	0.0	0.0	0.0	0.9
Educational services	1.9	0.0	1.4	0.0	0.0	0.0	1.9
Elementary and secondary schools	3.1	0.4	1.5	0.0	–	0.0	3.1
Junior colleges, colleges, and universities	1.6	0.5	0.3	0.0	0.0	–	1.6
Health care and social assistance	1.0	0.0	–	0.0	0.0	0.0	1.0
Public administration	2.1	–	3.3	0.0	0.0	1.7	2.1

See footnotes at end of table.

Table 25. Standard errors for short-term disability plans: Duration of benefits, civilian workers,[1] March 2016—continued

Characteristics	Fixed duration	Number of weeks[2]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	0.5	0.0	3.1	0.0	0.0	0.0	0.5
1 to 49 workers	0.6	0.0	4.8	0.0	0.0	0.0	0.6
50 to 99 workers	0.7	0.4	4.7	0.0	0.0	0.0	0.7
100 workers or more	0.7	0.4	1.4	0.0	0.0	0.0	0.7
100 to 499 workers	1.0	0.0	3.4	0.0	0.0	0.0	1.0
500 workers or more	0.9	0.0	0.4	0.0	0.0	0.0	0.9
Geographic areas							
Northeast	0.6	–	0.0	0.0	0.0	0.0	0.6
Middle Atlantic	0.7	1.6	0.0	0.0	0.0	0.0	0.7
South	1.1	0.0	4.9	0.0	0.0	0.0	1.1
South Atlantic	1.4	0.0	4.7	0.0	0.0	8.6	1.4
East South Central	2.2	0.0	3.7	0.0	0.0	0.0	2.2
West South Central	2.5	0.0	3.0	0.0	0.0	0.0	2.5
Midwest	1.0	0.0	3.6	0.0	0.0	0.0	1.0
East North Central	1.3	0.0	4.0	0.0	0.0	0.0	1.3
West	0.9	0.6	0.7	0.0	0.0	0.0	0.9
Mountain	2.1	0.0	1.3	5.0	0.0	0.0	2.1
Pacific	0.9	0.8	0.3	0.0	0.0	0.0	0.9

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 26. Short-term disability plans: Fixed percent of annual earnings, civilian workers,[1] March 2016

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers	1	24	1	39	22	13	62.0	60.0
Worker characteristics								
Management, professional, and related	([2])	19	1	39	24	16	63.8	60.0
Management, business, and financial	1	15	1	38	28	17	64.5	60.0
Professional and related	([2])	20	2	40	22	16	63.4	60.0
Teachers	–	30	4	27	19	19	63.5	60.0
Primary, secondary, and special education school teachers	–	31	3	28	23	15	62.3	60.0
Registered nurses	–	30	1	46	18	–	59.0	60.0
Service	–	31	–	36	22	8	59.8	60.0
Protective service	–	30	–	37	23	5	58.9	60.0
Sales and office	1	29	1	38	20	11	60.8	60.0
Sales and related	–	37	–	36	15	11	60.0	60.0
Office and administrative support	1	26	2	39	22	10	61.1	60.0
Natural resources, construction, and maintenance	([2])	30	1	34	23	12	60.9	60.0
Installation, maintenance, and repair	–	19	–	43	23	13	62.6	60.0
Production, transportation, and material moving	3	18	([2])	46	19	14	62.1	60.0
Production	–	13	–	48	18	17	62.6	60.0
Transportation and material moving	–	21	–	45	21	11	61.6	60.0
Full time	1	22	1	41	21	14	62.3	60.0
Part time	–	35	–	24	31	6	59.7	60.0
Union	2	25	3	34	25	11	60.7	60.0
Nonunion	1	23	1	41	21	13	62.2	60.0
Average wage within the following categories:[3]								
Lowest 25 percent	–	35	–	35	22	6	59.1	60.0
Lowest 10 percent	–	35	–	29	27	6	59.6	60.0
Second 25 percent	2	25	1	42	19	11	60.8	60.0
Third 25 percent	1	21	1	42	22	13	62.1	60.0
Highest 25 percent	([2])	19	1	38	24	17	64.3	60.0
Highest 10 percent	–	19	–	38	22	20	65.2	60.0
Establishment characteristics								
Goods-producing industries	–	16	–	42	20	20	63.1	60.0
Service-providing industries	1	25	1	39	22	12	61.8	60.0
Education and health services	–	25	–	42	19	12	61.3	60.0
Educational services	–	34	5	25	18	18	62.8	60.0
Elementary and secondary schools	–	37	3	26	22	12	61.0	60.0
Junior colleges, colleges, and universities	–	25	11	26	10	29	67.2	60.0
Health care and social assistance	–	20	–	50	19	9	60.6	60.0
Public administration	–	30	–	30	32	5	59.9	60.0

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, civilian workers,[1] March 2016—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
1 to 99 workers	–	23	–	38	27	12	62.4	60.0
1 to 49 workers	–	25	–	35	27	11	62.0	60.0
50 to 99 workers	–	17	–	44	25	13	63.2	60.0
100 workers or more	1	24	1	41	19	14	61.7	60.0
100 to 499 workers	2	22	([2])	43	19	13	61.2	60.0
500 workers or more	–	26	–	38	19	14	62.2	60.0
Geographic areas								
Northeast	–	31	–	24	36	7	61.2	60.0
Middle Atlantic	–	34	–	22	37	6	60.6	60.0
South	–	23	–	50	12	15	61.6	60.0
South Atlantic	–	24	–	47	13	15	61.4	60.0
East South Central	–	22	–	49	–	–	62.5	60.0
West South Central	–	19	–	57	10	13	61.6	60.0
Midwest	–	15	–	50	16	19	63.9	60.0
East North Central	–	16	–	50	16	18	63.6	60.0
West	–	19	–	41	17	15	61.9	60.0
Mountain	–	16	–	52	–	–	63.0	60.0
Pacific	–	21	–	34	19	14	61.2	60.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Less than 0.5.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, civilian workers,[1] March 2016

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers	0.2	0.9	0.1	1.4	1.3	0.9	0.2	0.0
Worker characteristics								
Management, professional, and related	0.1	1.1	0.2	2.2	1.8	1.5	0.4	0.0
Management, business, and financial	0.3	1.8	0.2	3.3	3.6	1.8	0.5	0.0
Professional and related	0.1	1.3	0.2	2.8	2.0	1.7	0.5	0.0
Teachers	–	3.4	0.6	2.7	4.0	2.4	0.8	0.0
Primary, secondary, and special education school teachers	–	4.2	0.7	3.3	4.7	2.8	1.0	0.0
Registered nurses	–	3.8	0.2	5.0	2.9	–	0.6	0.0
Service	–	2.7	–	3.2	2.7	2.3	0.5	0.0
Protective service	–	4.6	–	6.8	4.5	1.8	1.1	0.0
Sales and office	0.3	1.2	0.3	1.7	1.7	0.8	0.3	0.0
Sales and related	–	1.8	–	2.5	2.2	1.2	0.5	0.0
Office and administrative support	0.4	1.4	0.4	2.3	2.0	0.9	0.3	0.0
Natural resources, construction, and maintenance	0.1	3.0	0.4	2.8	2.5	2.4	0.8	0.0
Installation, maintenance, and repair	–	3.6	–	4.2	3.6	3.2	1.1	0.0
Production, transportation, and material moving	1.1	2.1	0.1	2.1	2.0	1.4	0.5	0.0
Production	–	3.6	–	3.9	3.3	2.1	0.7	0.0
Transportation and material moving	–	2.3	–	3.0	2.4	1.2	0.7	0.0
Full time	0.2	0.9	0.1	1.4	1.3	1.0	0.3	0.0
Part time	–	2.5	–	4.3	3.4	0.9	0.5	0.0
Union	0.8	2.5	0.5	2.0	2.3	1.4	0.5	0.0
Nonunion	0.2	1.0	0.2	1.5	1.4	1.0	0.3	0.0
Average wage within the following categories:[2]								
Lowest 25 percent	–	3.0	–	2.9	2.4	0.7	0.5	0.0
Lowest 10 percent	–	4.8	–	4.4	2.9	1.4	0.7	0.0
Second 25 percent	0.6	1.6	0.3	2.0	1.6	1.4	0.4	0.0
Third 25 percent	0.3	1.4	0.2	1.8	1.5	1.4	0.3	0.0
Highest 25 percent	0.2	1.1	0.2	2.3	2.0	1.4	0.4	0.0
Highest 10 percent	–	1.8	–	3.1	2.2	2.2	0.7	0.0
Establishment characteristics								
Goods-producing industries	–	2.5	–	2.4	2.6	2.2	0.5	0.0
Service-providing industries	0.2	1.0	0.2	1.5	1.5	0.9	0.3	0.0
Education and health services	–	1.9	–	3.4	3.2	1.9	0.5	0.0
Educational services	–	2.9	0.7	2.3	2.3	2.4	0.9	0.0
Elementary and secondary schools	–	3.6	0.7	3.6	3.4	2.5	0.8	0.0
Junior colleges, colleges, and universities	–	3.3	1.1	2.8	1.2	4.1	1.8	0.0
Health care and social assistance	–	2.5	–	3.9	4.0	2.7	0.7	0.0
Public administration	–	4.3	–	5.4	3.8	1.3	0.6	0.0

See footnotes at end of table.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, civilian workers,[1] March 2016—continued

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
1 to 99 workers	–	1.9	–	2.5	2.4	1.3	0.4	0.0
1 to 49 workers	–	2.3	–	2.6	2.7	1.7	0.6	0.0
50 to 99 workers	–	2.2	–	4.0	4.0	2.4	0.8	0.0
100 workers or more	0.4	1.3	0.2	1.7	1.1	1.0	0.3	0.0
100 to 499 workers	0.7	1.9	0.2	2.7	1.8	1.5	0.4	0.0
500 workers or more	–	1.8	–	1.9	1.4	1.7	0.5	0.0
Geographic areas								
Northeast	–	1.4	–	2.5	3.0	0.7	0.4	0.0
Middle Atlantic	–	1.5	–	2.8	3.2	0.6	0.4	0.0
South	–	1.5	–	2.6	1.8	2.0	0.5	0.0
South Atlantic	–	1.9	–	3.6	2.7	2.9	0.5	0.0
East South Central	–	4.7	–	6.8	–	–	2.3	0.0
West South Central	–	2.7	–	4.3	1.5	3.0	0.9	0.0
Midwest	–	2.1	–	1.8	1.9	2.1	0.4	0.0
East North Central	–	2.8	–	2.0	2.3	2.3	0.5	0.0
West	–	2.4	–	2.7	3.0	2.4	0.7	0.0
Mountain	–	4.2	–	4.1	–	–	1.4	0.0
Pacific	–	2.9	–	3.8	4.0	1.7	0.6	0.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 27. Short-term disability plans: Maximum benefit amounts, civilian workers,[1] March 2016

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	73	$170	$275	$604	$1,250	$2,500	27
Worker characteristics							
Management, professional, and related	69	170	500	750	1,500	2,500	31
Management, business, and financial	67	170	559	1,000	1,500	2,500	33
Professional and related	70	170	500	700	1,500	2,500	30
Teachers	77	170	500	692	1,000	2,000	23
Primary, secondary, and special education school teachers	79	–	500	692	831	–	21
Registered nurses	59	170	–	–	2,307	3,000	41
Service	74	170	170	535	700	1,500	26
Protective service	71	170	–	576	–	2,500	29
Sales and office	79	170	200	604	1,250	2,500	21
Sales and related	85	170	200	500	1,250	–	15
Office and administrative support	77	170	200	615	1,300	2,500	23
Natural resources, construction, and maintenance	78	170	185	500	1,000	–	22
Installation, maintenance, and repair	75	170	350	600	1,000	2,300	25
Production, transportation, and material moving	72	170	350	561	1,000	1,846	28
Production	69	170	350	604	1,500	2,500	31
Transportation and material moving	75	170	350	500	800	1,500	25
Full time	72	170	346	615	1,500	2,500	28
Part time	84	170	170	500	604	–	16
Union	80	170	200	500	808	1,662	20
Nonunion	72	170	315	615	1,500	2,500	28
Average wage within the following categories:[3]							
Lowest 25 percent	83	170	170	500	636	1,500	17
Lowest 10 percent	90	170	170	500	615	–	10
Second 25 percent	75	170	220	600	1,250	2,309	25
Third 25 percent	70	170	350	615	1,400	2,325	30
Highest 25 percent	70	170	500	700	1,500	2,500	30
Highest 10 percent	68	170	500	831	1,800	2,500	32
Establishment characteristics							
Goods-producing industries	71	170	350	615	1,200	2,300	29
Service-providing industries	74	170	249	604	1,269	2,500	26
Education and health services	68	170	–	615	1,154	2,500	32
Educational services	72	170	–	692	831	2,000	28
Elementary and secondary schools	78	170	–	692	831	–	22
Junior colleges, colleges, and universities	57	170	185	604	1,039	2,000	43
Health care and social assistance	66	170	–	615	1,500	2,500	34
Public administration	72	170	200	615	–	1,662	28

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, civilian workers,[1] March 2016—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	77	$170	–	$604	$1,000	$1,965	23
1 to 49 workers	77	170	$170	604	1,000	1,500	23
50 to 99 workers	79	170	315	604	1,200	2,500	21
100 workers or more	71	170	300	615	1,500	2,500	29
100 to 499 workers	73	170	300	604	1,500	2,500	27
500 workers or more	68	170	–	625	1,500	2,500	32
Geographic areas							
Northeast	87	170	170	572	615	1,480	13
Middle Atlantic	90	170	170	500	604	1,000	10
South	67	215	500	1,000	1,730	2,500	33
South Atlantic	70	–	500	–	1,730	2,500	30
East South Central	62	200	500	1,000	1,500	2,500	38
West South Central	65	250	500	–	–	2,500	35
Midwest	59	250	500	900	1,500	2,500	41
East North Central	59	270	500	–	1,500	2,500	41
West	73	185	500	1,000	1,662	2,500	27
Mountain	70	–	–	–	–	2,500	30
Pacific	75	170	–	–	1,662	2,500	25

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, civilian workers,[1] March 2016

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	1.1	$0.00	$45.83	$0.00	$214.50	$128.97	1.1
Worker characteristics							
Management, professional, and related	1.9	0.00	50.31	71.84	255.40	0.00	1.9
Management, business, and financial	3.0	0.00	19.93	165.43	316.49	0.00	3.0
Professional and related	2.3	0.00	14.65	56.38	296.70	40.14	2.3
Teachers	2.7	5.31	149.10	0.00	146.87	372.93	2.7
Primary, secondary, and special education school teachers	3.2	–	36.86	0.00	71.50	–	3.2
Registered nurses	7.2	43.25	–	–	41.31	353.19	7.2
Service	2.9	0.00	31.86	63.09	107.77	275.33	2.9
Protective service	5.9	15.66	–	31.84	–	0.00	5.9
Sales and office	1.5	0.00	0.00	1.93	205.71	18.92	1.5
Sales and related	1.7	0.00	0.00	76.67	284.68	–	1.7
Office and administrative support	1.7	0.00	33.36	14.13	215.61	51.25	1.7
Natural resources, construction, and maintenance	3.2	0.00	31.79	17.08	213.96	–	3.2
Installation, maintenance, and repair	4.0	12.04	67.37	55.76	152.53	592.35	4.0
Production, transportation, and material moving	2.4	0.00	41.00	71.94	22.34	354.99	2.4
Production	2.8	27.59	47.11	42.23	40.14	298.97	2.8
Transportation and material moving	3.5	0.00	60.68	1.89	217.55	0.00	3.5
Full time	1.2	0.00	58.30	4.20	28.96	0.00	1.2
Part time	1.8	0.00	0.00	16.42	9.48	–	1.8
Union	2.1	0.00	30.31	6.58	83.81	244.17	2.1
Nonunion	1.3	0.00	26.19	3.55	53.11	0.00	1.3
Average wage within the following categories:[3]							
Lowest 25 percent	2.4	0.00	7.24	57.47	108.37	293.10	2.4
Lowest 10 percent	2.2	0.00	0.00	124.72	3.23	–	2.2
Second 25 percent	1.9	0.00	50.22	5.43	162.26	171.59	1.9
Third 25 percent	1.5	0.00	75.81	21.58	192.44	236.83	1.5
Highest 25 percent	1.9	0.00	0.00	51.61	132.78	0.00	1.9
Highest 10 percent	2.7	0.00	34.94	97.28	402.37	547.84	2.7
Establishment characteristics							
Goods-producing industries	1.9	0.00	46.08	19.06	240.03	197.73	1.9
Service-providing industries	1.3	0.00	58.31	0.00	272.16	100.78	1.3
Education and health services	2.5	0.00	–	103.53	328.20	236.47	2.5
Educational services	2.7	0.00	–	82.66	170.16	381.11	2.7
Elementary and secondary schools	3.2	14.75	–	77.80	6.19	–	3.2
Junior colleges, colleges, and universities	4.1	0.00	0.00	44.50	90.32	183.69	4.1
Health care and social assistance	3.6	0.00	–	78.80	357.57	501.85	3.6
Public administration	4.0	38.71	22.79	11.11	–	95.50	4.0

See footnotes at end of table.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, civilian workers,[1] March 2016—continued

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	2.1	$0.00	–	$3.51	$25.69	$494.28	2.1
1 to 49 workers	2.6	0.00	$32.83	8.11	0.00	0.00	2.6
50 to 99 workers	3.3	0.00	85.21	5.58	228.73	580.54	3.3
100 workers or more	1.4	0.00	22.59	10.56	13.38	0.00	1.4
100 to 499 workers	1.9	0.00	50.81	9.99	0.00	0.00	1.9
500 workers or more	2.0	0.00	–	85.63	61.49	0.00	2.0
Geographic areas							
Northeast	1.2	0.00	0.00	33.52	0.00	400.37	1.2
Middle Atlantic	1.3	0.00	0.00	78.10	9.96	180.28	1.3
South	2.9	47.39	0.00	89.68	193.53	0.00	2.9
South Atlantic	3.7	–	0.00	–	208.05	116.60	3.7
East South Central	8.1	0.00	0.00	0.00	48.24	51.95	8.1
West South Central	5.8	67.49	0.00	–	–	120.25	5.8
Midwest	2.3	30.21	20.89	247.74	0.00	0.00	2.3
East North Central	2.8	30.13	84.82	–	108.77	0.00	2.8
West	3.4	8.25	7.23	0.00	227.00	119.65	3.4
Mountain	5.3	–	–	–	–	124.81	5.3
Pacific	4.3	8.80	–	–	161.77	194.16	4.3

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 28. Long-term disability plans: Employee contribution requirement, civilian workers,[1] March 2016

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	7	93
Worker characteristics		
Management, professional, and related	7	93
Management, business, and financial	5	95
Professional and related	8	92
Teachers	18	82
Primary, secondary, and special education school teachers	21	79
Registered nurses	5	95
Service	9	91
Protective service	13	87
Sales and office	7	93
Sales and related	7	93
Office and administrative support	8	92
Natural resources, construction, and maintenance	10	90
Construction, extraction, farming, fishing, and forestry	8	92
Installation, maintenance, and repair	12	88
Production, transportation, and material moving	6	94
Production	6	94
Transportation and material moving	6	94
Full time	8	92
Part time	6	94
Union	12	88
Nonunion	7	93
Average wage within the following categories:[2]		
Lowest 25 percent	12	88
Second 25 percent	7	93
Third 25 percent	7	93
Highest 25 percent	7	93
Highest 10 percent	8	92
Establishment characteristics		
Goods-producing industries	5	95
Service-providing industries	8	92
Education and health services	9	91
Educational services	17	83
Elementary and secondary schools	20	80
Junior colleges, colleges, and universities	12	88
Health care and social assistance	4	96
Hospitals	5	95
Public administration	14	86

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, civilian workers,[1] March 2016—continued

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	6	94
1 to 49 workers	5	95
50 to 99 workers	8	92
100 workers or more	8	92
100 to 499 workers	7	93
500 workers or more	9	91
Geographic areas		
Northeast	7	93
New England	6	94
Middle Atlantic	7	93
South	6	94
South Atlantic	7	93
West South Central	5	95
Midwest	9	91
East North Central	11	89
West North Central	6	94
West	7	93
Pacific	4	96

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, civilian workers,[1] March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	0.7	0.7
Worker characteristics		
Management, professional, and related	0.7	0.7
Management, business, and financial	0.9	0.9
Professional and related	0.8	0.8
Teachers	2.6	2.6
Primary, secondary, and special education school teachers	3.6	3.6
Registered nurses	1.6	1.6
Service	1.6	1.6
Protective service	2.8	2.8
Sales and office	1.1	1.1
Sales and related	1.3	1.3
Office and administrative support	1.3	1.3
Natural resources, construction, and maintenance	1.7	1.7
Construction, extraction, farming, fishing, and forestry	2.9	2.9
Installation, maintenance, and repair	1.9	1.9
Production, transportation, and material moving	1.0	1.0
Production	1.2	1.2
Transportation and material moving	1.3	1.3
Full time	0.7	0.7
Part time	1.4	1.4
Union	1.3	1.3
Nonunion	0.7	0.7
Average wage within the following categories:[2]		
Lowest 25 percent	2.3	2.3
Second 25 percent	1.2	1.2
Third 25 percent	0.8	0.8
Highest 25 percent	0.7	0.7
Highest 10 percent	1.0	1.0
Establishment characteristics		
Goods-producing industries	0.8	0.8
Service-providing industries	0.8	0.8
Education and health services	1.5	1.5
Educational services	2.5	2.5
Elementary and secondary schools	4.1	4.1
Junior colleges, colleges, and universities	2.1	2.1
Health care and social assistance	1.7	1.7
Hospitals	1.7	1.7
Public administration	2.9	2.9

See footnotes at end of table.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, civilian workers,[1] March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	1.3	1.3
1 to 49 workers	0.9	0.9
50 to 99 workers	3.0	3.0
100 workers or more	0.7	0.7
100 to 499 workers	0.8	0.8
500 workers or more	1.0	1.0
Geographic areas		
Northeast	1.8	1.8
New England	0.9	0.9
Middle Atlantic	2.3	2.3
South	1.1	1.1
South Atlantic	1.6	1.6
West South Central	1.1	1.1
Midwest	0.8	0.8
East North Central	1.1	1.1
West North Central	1.2	1.2
West	2.2	2.2
Pacific	1.1	1.1

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 29. Long-term disability plans: Method of benefit payment, civilian workers,[1] March 2016

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers	94	4	1	([2])
Worker characteristics				
Management, professional, and related	95	4	([2])	([2])
Management, business, and financial	95	5	–	–
Professional and related	95	4	–	–
Teachers	97	2	–	–
Primary, secondary, and special education school teachers	97	–	–	–
Registered nurses	99	–	–	–
Service	96	3	–	–
Protective service	93	6	–	–
Sales and office	96	4	([2])	([2])
Sales and related	91	9	–	–
Office and administrative support	97	2	([2])	([2])
Natural resources, construction, and maintenance	89	–	6	–
Construction, extraction, farming, fishing, and forestry	84	–	15	–
Installation, maintenance, and repair	92	5	–	–
Production, transportation, and material moving	91	4	4	2
Production	88	5	–	–
Transportation and material moving	95	2	–	–
Full time	95	4	1	([2])
Part time	90	8	2	–
Union	90	2	7	1
Nonunion	95	4	([2])	([2])
Average wage within the following categories:[3]				
Lowest 25 percent	93	6	1	–
Lowest 10 percent	84	–	–	–
Second 25 percent	96	3	([2])	1
Third 25 percent	94	3	2	1
Highest 25 percent	94	5	1	([2])
Highest 10 percent	93	6	–	–
Establishment characteristics				
Goods-producing industries	88	7	5	1
Service-providing industries	96	4	1	([2])
Education and health services	98	2	–	–
Educational services	97	3	–	–
Elementary and secondary schools	97	–	–	–
Junior colleges, colleges, and universities	95	4	–	–
Health care and social assistance	98	–	–	–
Hospitals	98	–	–	–
Public administration	93	6	–	–

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, civilian workers,[1] March 2016—continued

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
1 to 99 workers	94	5	1	([2])
1 to 49 workers	93	6	–	–
50 to 99 workers	96	–	1	–
100 workers or more	95	4	1	([2])
100 to 499 workers	95	3	1	([2])
500 workers or more	94	4	1	([2])
Geographic areas				
Northeast	95	4	1	1
New England	96	–	2	–
Middle Atlantic	94	5	–	–
South	95	5	–	–
South Atlantic	96	3	–	–
East South Central	90	–	–	–
West South Central	95	4	–	–
Midwest	92	5	3	1
East North Central	91	5	–	–
West North Central	93	5	–	–
West	97	3	([2])	([2])
Mountain	97	3	–	–
Pacific	97	2	([2])	1

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Less than 0.5.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, civilian workers,[1] March 2016

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers	0.5	0.5	0.2	0.1
Worker characteristics				
Management, professional, and related	0.6	0.6	0.1	0.1
Management, business, and financial	1.0	1.0	–	–
Professional and related	0.6	0.6	–	–
Teachers	0.9	0.7	–	–
Primary, secondary, and special education school teachers	1.2	–	–	–
Registered nurses	0.8	–	–	–
Service	1.0	1.0	–	–
Protective service	1.9	1.7	–	–
Sales and office	0.7	0.6	0.1	0.1
Sales and related	1.7	1.8	–	–
Office and administrative support	0.5	0.5	0.1	0.2
Natural resources, construction, and maintenance	1.3	–	0.8	–
Construction, extraction, farming, fishing, and forestry	2.1	–	1.9	–
Installation, maintenance, and repair	1.7	1.5	–	–
Production, transportation, and material moving	1.4	1.2	1.2	0.7
Production	2.3	1.8	–	–
Transportation and material moving	1.6	0.7	–	–
Full time	0.5	0.4	0.2	0.1
Part time	2.2	2.0	0.6	–
Union	1.2	0.5	1.2	0.7
Nonunion	0.5	0.5	0.1	0.1
Average wage within the following categories:[2]				
Lowest 25 percent	1.4	1.4	0.3	–
Lowest 10 percent	5.2	–	–	–
Second 25 percent	0.6	0.6	0.1	0.2
Third 25 percent	0.7	0.6	0.5	0.2
Highest 25 percent	0.7	0.7	0.1	0.1
Highest 10 percent	1.3	1.3	–	–
Establishment characteristics				
Goods-producing industries	1.3	1.1	1.0	0.6
Service-providing industries	0.5	0.5	0.1	0.1
Education and health services	0.6	0.6	–	–
Educational services	0.8	0.7	–	–
Elementary and secondary schools	1.0	–	–	–
Junior colleges, colleges, and universities	1.6	1.6	–	–
Health care and social assistance	0.9	–	–	–
Hospitals	0.8	–	–	–
Public administration	1.9	1.7	–	–

See footnotes at end of table.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, civilian workers,[1] March 2016—continued

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
1 to 99 workers	0.8	0.8	0.2	0.1
1 to 49 workers	0.9	0.9	–	–
50 to 99 workers	1.4	–	0.4	–
100 workers or more	0.6	0.6	0.3	0.1
100 to 499 workers	0.9	0.9	0.2	0.2
500 workers or more	0.8	0.8	0.4	0.1
Geographic areas				
Northeast	1.1	1.2	0.3	0.3
New England	1.3	–	0.8	–
Middle Atlantic	1.4	1.7	–	–
South	0.8	0.8	–	–
South Atlantic	1.1	1.1	–	–
East South Central	3.7	–	–	–
West South Central	0.8	0.7	–	–
Midwest	1.0	0.9	0.6	0.3
East North Central	1.0	1.0	–	–
West North Central	2.1	1.8	–	–
West	0.6	0.5	0.1	0.1
Mountain	0.9	0.9	–	–
Pacific	0.8	0.7	0.2	0.2

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 30. Long-term disability plans: Fixed percent of annual earnings, civilian workers,[1] March 2016

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers	27	59	8	6	1	57.9	60.0
Worker characteristics							
Management, professional, and related	26	56	10	6	1	58.1	60.0
Management, business, and financial	26	61	7	5	([2])	57.7	60.0
Professional and related	26	53	12	7	2	58.3	60.0
Teachers	13	49	20	12	6	60.9	60.0
Primary, secondary, and special education school teachers	14	42	24	13	6	61.0	60.0
Registered nurses	42	52	3	–	–	55.5	60.0
Service	28	59	7	5	2	58.0	60.0
Protective service	22	54	12	7	5	59.7	60.0
Sales and office	29	60	6	5	1	57.4	60.0
Sales and related	21	68	6	–	–	58.2	60.0
Office and administrative support	31	58	6	5	([2])	57.2	60.0
Natural resources, construction, and maintenance	22	62	10	4	2	58.7	60.0
Construction, extraction, farming, fishing, and forestry	21	53	19	–	–	59.8	60.0
Installation, maintenance, and repair	22	67	7	4	1	58.2	60.0
Production, transportation, and material moving	25	64	6	–	–	57.9	60.0
Production	26	63	6	–	–	57.6	60.0
Transportation and material moving	24	66	5	–	–	58.1	60.0
Full time	26	58	8	5	1	57.9	60.0
Part time	27	59	5	7	2	58.2	60.0
Union	28	52	9	8	4	58.7	60.0
Nonunion	26	60	8	5	1	57.8	60.0
Average wage within the following categories:[3]							
Lowest 25 percent	24	64	7	–	–	57.9	60.0
Lowest 10 percent	–	69	–	–	–	57.2	60.0
Second 25 percent	28	60	7	5	1	57.5	60.0
Third 25 percent	26	59	9	5	1	58.0	60.0
Highest 25 percent	27	56	9	6	2	58.0	60.0
Highest 10 percent	27	57	9	6	1	57.9	60.0
Establishment characteristics							
Goods-producing industries	24	57	12	–	–	58.4	60.0
Service-providing industries	27	59	8	5	1	57.8	60.0
Education and health services	27	55	10	6	2	58.1	60.0
Educational services	12	50	21	13	5	61.1	60.0
Elementary and secondary schools	15	38	26	15	6	61.3	60.0
Junior colleges, colleges, and universities	8	68	13	8	4	60.7	60.0
Health care and social assistance	37	59	–	1	–	56.1	60.0
Hospitals	47	47	–	3	–	54.8	60.0
Public administration	19	45	19	15	3	60.5	60.0

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, civilian workers,[1] March 2016—continued

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
1 to 99 workers	22	64	8	5	1	58.4	60.0
1 to 49 workers	21	66	7	5	1	58.5	60.0
50 to 99 workers	23	60	–	5	–	58.3	60.0
100 workers or more	29	56	8	6	1	57.6	60.0
100 to 499 workers	25	62	6	6	1	58.0	60.0
500 workers or more	32	50	10	6	1	57.3	60.0
Geographic areas							
Northeast	25	66	4	5	([2])	57.9	60.0
New England	25	62	7	–	–	57.9	60.0
Middle Atlantic	25	67	2	5	([2])	57.9	60.0
South	28	59	9	4	1	57.3	60.0
South Atlantic	28	55	12	4	1	57.4	60.0
East South Central	24	68	4	–	–	57.4	60.0
West South Central	29	64	4	2	([2])	56.9	60.0
Midwest	24	60	7	6	3	58.4	60.0
East North Central	27	58	7	5	2	58.0	60.0
West North Central	19	63	7	7	3	59.3	60.0
West	28	49	13	8	1	58.3	60.0
Mountain	26	50	–	–	–	59.0	60.0
Pacific	30	49	13	8	1	57.9	60.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Less than 0.5.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, civilian workers,[1] March 2016

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers	1.1	1.2	0.8	0.5	0.2	0.2	0.0
Worker characteristics							
Management, professional, and related	1.4	1.7	1.0	0.7	0.3	0.2	0.0
Management, business, and financial	2.3	2.4	0.8	0.7	0.1	0.3	0.0
Professional and related	1.6	1.9	1.3	0.9	0.4	0.3	0.0
Teachers	1.8	3.9	2.4	1.8	1.9	0.5	0.0
Primary, secondary, and special education school teachers	2.4	5.4	3.3	2.5	2.0	0.7	0.3
Registered nurses	3.9	3.8	0.9	–	–	0.5	0.0
Service	4.7	4.7	1.5	0.9	0.5	0.6	0.0
Protective service	3.8	4.7	3.0	2.9	2.5	0.8	0.0
Sales and office	1.5	1.5	0.7	0.6	0.3	0.3	0.0
Sales and related	2.4	3.2	1.8	–	–	0.5	0.0
Office and administrative support	1.7	1.7	0.7	0.6	0.1	0.3	0.0
Natural resources, construction, and maintenance	2.7	2.9	1.8	1.2	0.9	0.6	0.0
Construction, extraction, farming, fishing, and forestry	5.4	6.3	4.4	–	–	1.5	0.0
Installation, maintenance, and repair	2.7	3.0	1.4	0.8	0.3	0.3	0.0
Production, transportation, and material moving	2.2	2.4	1.5	–	–	0.3	0.0
Production	3.2	3.3	1.6	–	–	0.4	0.0
Transportation and material moving	2.5	3.0	2.6	–	–	0.4	0.0
Full time	1.1	1.2	0.8	0.5	0.2	0.2	0.0
Part time	4.1	5.5	1.1	1.7	0.7	0.4	0.0
Union	2.4	2.2	1.5	1.5	0.8	0.4	0.0
Nonunion	1.1	1.3	0.8	0.5	0.1	0.2	0.0
Average wage within the following categories:[2]							
Lowest 25 percent	3.8	4.1	1.4	–	–	0.5	0.0
Lowest 10 percent	–	11.4	–	–	–	1.2	0.0
Second 25 percent	2.2	2.5	0.9	0.8	0.3	0.3	0.0
Third 25 percent	1.5	1.3	1.0	0.6	0.2	0.2	0.0
Highest 25 percent	1.4	1.7	1.1	0.7	0.3	0.2	0.0
Highest 10 percent	2.2	2.5	1.5	0.8	0.3	0.3	0.0
Establishment characteristics							
Goods-producing industries	2.1	2.0	2.1	–	–	0.4	0.0
Service-providing industries	1.3	1.4	0.8	0.5	0.2	0.2	0.0
Education and health services	2.7	2.6	1.5	0.9	0.5	0.4	0.0
Educational services	1.6	2.6	2.3	1.7	1.1	0.4	0.0
Elementary and secondary schools	2.5	3.7	3.4	2.5	1.5	0.6	1.2
Junior colleges, colleges, and universities	1.4	2.4	1.4	1.4	1.3	0.2	0.0
Health care and social assistance	4.0	3.8	–	0.5	–	0.5	0.0
Hospitals	4.5	3.9	–	1.1	–	0.6	3.5
Public administration	3.2	4.1	3.4	3.6	1.2	0.6	0.0

See footnotes at end of table.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, civilian workers,[1] March 2016—continued

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
1 to 99 workers	1.9	2.1	1.5	0.7	0.3	0.3	0.0
1 to 49 workers	2.1	2.5	1.4	0.9	0.3	0.3	0.0
50 to 99 workers	3.4	3.8	–	1.1	–	0.5	0.0
100 workers or more	1.2	1.4	0.8	0.6	0.2	0.2	0.0
100 to 499 workers	2.4	2.6	0.9	0.8	0.3	0.3	0.0
500 workers or more	2.0	2.0	1.1	0.8	0.3	0.3	0.0
Geographic areas							
Northeast	2.8	3.0	0.8	1.2	0.2	0.4	0.0
New England	4.3	4.9	2.1	–	–	0.7	0.0
Middle Atlantic	3.4	3.6	0.6	1.4	0.2	0.4	0.0
South	2.0	2.0	1.0	0.4	0.2	0.3	0.0
South Atlantic	1.9	2.2	1.7	0.7	0.2	0.3	0.0
East South Central	4.9	4.2	1.1	–	–	0.9	0.0
West South Central	5.3	4.9	1.0	0.6	0.1	0.6	0.0
Midwest	1.4	1.7	1.7	0.9	0.6	0.2	0.0
East North Central	1.4	1.7	2.3	1.3	0.6	0.3	0.0
West North Central	2.9	3.6	1.8	1.0	1.1	0.3	0.0
West	2.3	2.8	2.4	1.6	0.4	0.5	0.0
Mountain	4.3	5.6	–	–	–	0.9	0.0
Pacific	2.6	3.0	2.3	1.5	0.5	0.5	0.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 31. Long-term disability plans: Maximum benefit amounts, civilian workers,[1] March 2016

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	86	$3,000	$5,000	$7,500	$10,000	$15,000	14
Worker characteristics							
Management, professional, and related	87	–	5,000	8,000	12,000	15,000	13
Management, business, and financial	90	4,000	6,000	10,000	15,000	20,000	10
Professional and related	85	3,000	5,000	7,500	10,000	15,000	15
Teachers	74	2,000	3,900	5,000	7,500	10,000	26
Primary, secondary, and special education school teachers	70	–	3,900	5,000	6,000	10,000	30
Registered nurses	85	–	5,000	7,500	10,000	15,000	15
Service	85	3,900	5,000	7,000	10,000	12,500	15
Protective service	65	–	4,500	5,000	8,000	10,000	35
Sales and office	88	3,000	5,000	8,000	12,000	20,000	12
Sales and related	90	5,000	5,000	10,000	15,000	20,000	10
Office and administrative support	87	3,000	5,000	8,000	12,000	20,000	13
Natural resources, construction, and maintenance	84	3,000	5,000	7,000	10,000	15,000	16
Construction, extraction, farming, fishing, and forestry	77	3,000	5,000	7,000	–	15,000	23
Installation, maintenance, and repair	87	3,000	4,800	6,000	10,000	15,000	13
Production, transportation, and material moving	82	3,000	5,000	7,000	10,000	15,000	18
Production	87	3,000	5,000	7,000	10,000	15,000	13
Transportation and material moving	77	–	4,000	7,000	10,000	12,500	23
Full time	86	3,000	5,000	7,500	10,000	15,000	14
Part time	83	–	5,000	7,000	10,000	15,000	17
Union	71	2,500	3,102	5,000	8,000	11,000	29
Nonunion	89	3,500	5,000	8,000	–	15,000	11
Average wage within the following categories:[3]							
Lowest 25 percent	89	3,500	5,000	7,000	10,000	14,500	11
Lowest 10 percent	93	5,000	5,000	6,000	10,000	10,000	7
Second 25 percent	88	3,000	5,000	6,000	10,000	15,000	12
Third 25 percent	85	3,000	5,000	7,500	10,000	15,000	15
Highest 25 percent	85	–	5,000	8,500	12,500	15,000	15
Highest 10 percent	85	4,000	6,000	10,000	15,000	20,000	15
Establishment characteristics							
Goods-producing industries	90	–	5,000	10,000	12,000	15,000	10
Service-providing industries	85	3,000	5,000	7,500	10,000	15,000	15
Education and health services	85	3,000	5,000	6,000	10,000	12,500	15
Educational services	75	2,000	3,900	5,000	8,000	12,000	25
Elementary and secondary schools	70	–	3,900	5,000	–	9,450	30
Junior colleges, colleges, and universities	81	3,000	5,000	7,000	10,000	20,000	19
Health care and social assistance	91	–	5,000	6,000	10,000	15,000	9
Hospitals	87	–	5,000	8,000	10,000	15,000	13
Public administration	66	–	3,333	5,000	6,500	10,000	34

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, civilian workers,[1] March 2016—continued

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	89	$4,000	$5,000	$7,500	$10,000	$15,000	11
1 to 49 workers	88	3,900	5,000	7,000	10,000	16,000	12
50 to 99 workers	90	4,500	5,000	7,500	10,000	15,000	10
100 workers or more	85	3,000	5,000	8,000	–	15,000	15
100 to 499 workers	86	–	5,000	7,500	10,000	15,000	14
500 workers or more	83	3,000	5,000	8,000	12,000	16,000	17
Geographic areas							
Northeast	92	3,000	5,000	7,500	11,000	15,000	8
New England	91	3,000	5,000	7,500	11,000	15,000	9
Middle Atlantic	92	3,000	5,000	8,000	11,000	17,333	8
South	90	3,000	5,000	7,500	10,000	15,000	10
South Atlantic	89	–	5,000	8,000	10,000	15,000	11
East South Central	88	3,000	5,000	6,000	10,000	15,000	12
West South Central	92	4,000	5,000	8,000	10,000	15,000	8
Midwest	79	3,000	5,000	6,000	10,000	15,000	21
East North Central	78	3,000	5,000	6,000	10,000	15,000	22
West North Central	82	4,000	5,000	7,000	12,500	15,000	18
West	84	4,000	5,000	8,500	12,000	15,000	16
Pacific	85	3,102	5,000	8,000	10,000	15,000	15

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, civilian workers,[1] March 2016

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	0.9	$56.26	$0.00	$66.90	$307.25	$0.00	0.9
Worker characteristics							
Management, professional, and related	1.3	–	0.00	461.49	1,253.29	133.79	1.3
Management, business, and financial	1.7	905.05	0.00	0.00	737.96	272.99	1.7
Professional and related	1.5	111.41	0.00	372.94	55.66	0.00	1.5
Teachers	3.2	545.70	56.76	0.00	637.35	0.00	3.2
Primary, secondary, and special education school teachers	4.2	–	412.84	0.00	406.40	2,050.55	4.2
Registered nurses	4.0	–	0.00	458.61	2,095.41	0.00	4.0
Service	2.1	660.76	0.00	990.72	0.00	1,295.84	2.1
Protective service	6.2	–	903.52	1,119.37	802.75	638.14	6.2
Sales and office	1.0	152.00	0.00	303.24	541.40	445.93	1.0
Sales and related	1.9	0.00	189.21	449.32	3,313.35	2,086.13	1.9
Office and administrative support	1.2	428.34	0.00	551.63	473.42	72.05	1.2
Natural resources, construction, and maintenance	2.2	463.89	228.62	1,086.92	0.00	0.00	2.2
Construction, extraction, farming, fishing, and forestry	4.8	599.54	0.00	291.59	–	0.00	4.8
Installation, maintenance, and repair	2.3	525.57	829.07	563.67	0.00	1,435.17	2.3
Production, transportation, and material moving	2.2	0.00	0.00	547.56	0.00	835.52	2.2
Production	2.5	0.00	0.00	691.97	299.17	200.69	2.5
Transportation and material moving	3.2	–	1,164.88	996.72	0.00	1,905.05	3.2
Full time	0.9	48.04	0.00	203.31	383.21	0.00	0.9
Part time	3.1	–	0.00	1,502.76	1,379.08	0.00	3.1
Union	2.4	280.97	457.69	33.45	432.92	1,863.49	2.4
Nonunion	0.8	645.99	0.00	115.87	–	0.00	0.8
Average wage within the following categories:[3]							
Lowest 25 percent	2.2	722.34	0.00	1,231.47	0.00	2,792.83	2.2
Lowest 10 percent	2.5	732.80	0.00	1,175.91	1,573.11	2,053.16	2.5
Second 25 percent	1.1	0.00	0.00	1,156.11	0.00	0.00	1.1
Third 25 percent	1.5	11.68	0.00	163.86	0.00	0.00	1.5
Highest 25 percent	1.2	–	0.00	1,412.90	915.95	1,603.93	1.2
Highest 10 percent	1.8	748.99	0.00	0.00	200.69	3,553.62	1.8
Establishment characteristics							
Goods-producing industries	1.3	–	0.00	759.79	814.11	0.00	1.3
Service-providing industries	1.1	38.86	0.00	0.00	0.00	0.00	1.1
Education and health services	2.2	99.54	133.79	0.00	0.00	2,592.42	2.2
Educational services	3.7	517.02	108.75	167.24	231.73	2,013.27	3.7
Elementary and secondary schools	4.6	–	372.73	0.00	–	1,138.82	4.6
Junior colleges, colleges, and universities	5.4	554.22	0.00	453.99	0.00	3,316.99	5.4
Health care and social assistance	1.9	–	0.00	824.18	0.00	3,193.51	1.9
Hospitals	2.7	–	0.00	728.03	0.00	707.95	2.7
Public administration	4.0	–	879.92	0.00	884.84	1,001.20	4.0

See footnotes at end of table.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, civilian workers,[1] March 2016—continued

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[2]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	1.2	$241.49	$0.00	$599.23	$0.00	$0.00	1.2
1 to 49 workers	1.1	553.28	0.00	1,149.90	0.00	1,441.20	1.1
50 to 99 workers	2.4	926.89	0.00	299.17	439.94	0.00	2.4
100 workers or more	1.1	0.00	0.00	642.23	–	0.00	1.1
100 to 499 workers	1.5	–	0.00	360.24	541.65	0.00	1.5
500 workers or more	1.7	491.58	0.00	325.84	691.65	2,214.45	1.7
Geographic areas							
Northeast	1.2	4.42	0.00	448.75	1,459.63	2,609.70	1.2
New England	2.1	406.28	0.00	0.00	1,587.08	0.00	2.1
Middle Atlantic	1.4	275.82	0.00	685.47	1,747.01	3,205.21	1.4
South	1.3	601.20	0.00	509.46	0.00	0.00	1.3
South Atlantic	2.0	–	93.65	627.53	1,177.07	0.00	2.0
East South Central	2.6	27.22	0.00	906.44	0.00	0.00	2.6
West South Central	1.6	885.55	0.00	2,201.91	807.44	2,087.92	1.6
Midwest	2.0	184.96	0.00	422.70	326.08	0.00	2.0
East North Central	1.7	0.00	0.00	0.00	0.00	0.00	1.7
West North Central	4.8	849.25	0.00	1,084.35	2,109.88	0.00	4.8
West	2.4	325.85	634.63	1,414.51	1,477.95	4,214.81	2.4
Pacific	1.8	418.45	231.73	1,196.45	2,302.80	3,322.68	1.8

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 32. Leave benefits: Access, civilian workers,[1] March 2016

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave[2]	
								Paid	Unpaid
All workers	75	68	73	42	60	62	35	14	88
Worker characteristics									
Management, professional, and related	81	84	76	59	79	82	52	22	93
Management, business, and financial	96	89	95	61	82	84	52	27	93
Professional and related	74	82	68	59	77	81	52	20	93
Teachers	35	83	16	62	79	85	63	15	93
Primary, secondary, and special education school teachers	31	93	16	75	85	92	68	16	97
Registered nurses	89	79	88	65	75	82	48	23	95
Service	54	48	55	26	37	41	20	8	81
Protective service	77	72	76	42	63	67	53	11	90
Sales and office	81	70	80	44	59	60	33	13	88
Sales and related	73	60	72	36	46	48	24	8	86
Office and administrative support	86	77	85	49	67	67	38	16	90
Natural resources, construction, and maintenance	81	60	79	31	49	52	27	9	84
Construction, extraction, farming, fishing, and forestry	69	48	67	20	36	40	20	8	81
Installation, maintenance, and repair	92	72	90	41	62	64	33	10	87
Production, transportation, and material moving	82	61	80	34	61	60	31	6	88
Production	90	58	87	34	65	63	31	8	89
Transportation and material moving	76	63	74	34	58	57	31	5	87
Full time	88	80	87	50	71	74	43	16	91
Part time	39	31	35	18	26	28	13	5	79
Union	79	86	74	60	84	87	59	15	94
Nonunion	75	65	73	39	56	58	32	13	87
Average wage within the following categories:[3]									
Lowest 25 percent	53	41	51	21	31	33	14	6	80
Lowest 10 percent	40	28	40	12	21	23	9	4	75
Second 25 percent	83	70	82	44	63	65	34	12	89
Third 25 percent	88	79	87	50	72	74	44	15	91
Highest 25 percent	83	87	79	61	81	84	55	22	94
Highest 10 percent	83	90	79	61	83	86	58	23	94
Establishment characteristics									
Goods-producing industries	89	63	87	35	62	63	33	9	88
Service-providing industries	73	68	71	44	60	62	36	14	88
Education and health services	73	79	66	58	74	78	46	18	93
Educational services	53	87	40	60	83	88	66	16	94
Elementary and secondary schools	42	90	28	70	83	90	67	16	94
Junior colleges, colleges, and universities	79	87	67	42	88	90	72	15	95
Health care and social assistance	86	74	83	57	69	71	33	19	93
Hospitals	94	84	93	67	84	87	48	29	96
Public administration	88	89	88	53	86	90	81	16	93

See footnotes at end of table.

Table 32. Leave benefits: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave[2]	
								Paid	Unpaid
1 to 99 workers	69	56	68	29	44	46	20	9	81
1 to 49 workers	68	54	67	27	40	43	18	9	79
50 to 99 workers	73	62	72	36	55	55	25	10	87
100 workers or more	82	79	79	55	76	78	50	17	94
100 to 499 workers	82	74	80	50	68	69	39	14	93
500 workers or more	81	85	77	61	85	87	63	21	95
Geographic areas									
Northeast	74	70	73	53	66	73	39	16	87
New England	70	68	69	47	65	74	40	13	90
Middle Atlantic	76	71	75	55	66	72	39	17	85
South	78	66	76	41	62	65	39	13	87
South Atlantic	79	66	76	43	64	65	39	14	89
East South Central	78	68	78	34	60	65	39	9	85
West South Central	75	66	74	42	59	64	38	13	84
Midwest	75	64	74	39	60	60	31	13	89
East North Central	75	63	74	40	60	60	30	14	89
West North Central	74	65	73	39	61	62	35	10	90
West	74	71	70	39	52	51	31	14	89
Mountain	71	61	69	42	52	56	33	14	87
Pacific	75	76	70	37	52	49	31	14	89

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 32. Standard errors for leave benefits: Access, civilian workers,[1] March 2016

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave	
								Paid	Unpaid
All workers	0.7	0.7	0.7	0.7	0.7	0.7	0.6	0.4	0.5
Worker characteristics									
Management, professional, and related	0.8	0.9	0.8	1.1	1.0	0.9	1.3	0.7	0.6
Management, business, and financial	0.5	0.9	0.6	1.6	1.2	1.1	1.6	1.4	1.0
Professional and related	1.0	1.2	1.0	1.3	1.3	1.2	1.6	0.9	0.7
Teachers	2.3	2.0	2.3	2.0	2.2	2.0	2.1	1.2	0.9
Primary, secondary, and special education school teachers	2.9	2.3	3.1	2.9	2.4	2.3	2.3	1.4	0.6
Registered nurses	1.2	2.9	1.2	1.9	2.9	3.6	3.9	3.0	1.1
Service	1.8	1.7	1.7	1.6	1.3	1.6	1.1	1.0	1.6
Protective service	2.8	3.9	3.2	3.7	4.2	3.8	3.9	1.6	1.7
Sales and office	0.8	1.1	1.0	1.2	1.1	1.4	1.0	0.7	0.8
Sales and related	1.7	1.6	1.7	1.5	1.7	1.8	1.1	0.8	1.4
Office and administrative support	0.8	1.0	0.9	1.4	1.3	1.6	1.3	1.0	0.9
Natural resources, construction, and maintenance	1.3	1.6	1.5	1.2	1.5	1.6	1.1	0.7	1.2
Construction, extraction, farming, fishing, and forestry	2.4	2.2	2.8	1.6	1.7	2.2	1.4	1.2	1.8
Installation, maintenance, and repair	1.2	2.1	1.5	1.6	2.2	2.0	1.3	1.2	1.5
Production, transportation, and material moving	1.3	1.8	1.2	1.2	1.3	1.5	1.3	0.6	0.9
Production	1.2	2.2	1.5	1.8	2.1	2.0	1.7	0.7	1.2
Transportation and material moving	2.1	2.4	1.6	1.6	1.8	1.8	1.5	0.8	1.2
Full time	0.4	0.6	0.4	0.7	0.7	0.6	0.7	0.5	0.4
Part time	1.4	1.4	1.4	1.1	1.2	1.4	0.9	0.5	1.3
Union	1.0	1.0	1.1	1.4	1.1	1.1	1.2	1.0	0.8
Nonunion	0.7	0.8	0.8	0.7	0.8	0.8	0.7	0.5	0.6
Average wage within the following categories:[2]									
Lowest 25 percent	1.6	1.4	1.6	1.1	1.1	1.3	0.7	0.8	1.1
Lowest 10 percent	1.5	1.5	1.5	0.8	1.3	1.7	1.2	0.7	1.5
Second 25 percent	0.9	1.1	1.1	1.3	1.3	1.2	1.0	0.8	0.9
Third 25 percent	0.7	0.8	0.7	1.1	0.9	1.0	0.9	0.7	0.6
Highest 25 percent	0.7	0.8	0.8	1.1	0.9	0.9	1.2	0.8	0.6
Highest 10 percent	0.9	1.1	1.2	1.5	1.2	1.2	1.8	1.3	1.0
Establishment characteristics									
Goods-producing industries	0.8	1.5	1.2	1.4	1.3	1.2	1.1	0.6	0.7
Service-providing industries	0.8	0.8	0.8	0.7	0.8	0.8	0.7	0.5	0.6
Education and health services	1.2	1.6	1.2	1.8	1.4	1.2	1.6	1.0	0.9
Educational services	1.3	0.9	1.2	1.3	1.4	1.2	1.3	1.1	0.7
Elementary and secondary schools	1.5	1.2	1.3	1.6	1.9	1.7	1.7	1.3	0.7
Junior colleges, colleges, and universities	1.6	1.2	1.6	2.6	1.5	1.2	2.1	1.6	0.9
Health care and social assistance	1.6	2.6	1.8	2.7	2.0	1.7	2.3	1.6	1.4
Hospitals	0.7	1.8	0.8	2.2	2.3	1.9	2.7	2.4	1.3
Public administration	1.5	1.4	1.5	2.3	1.6	1.5	1.8	1.8	1.3

See footnotes at end of table.

Table 32. Standard errors for leave benefits: Access, civilian workers,[1] March 2016—continued

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave	
								Paid	Unpaid
1 to 99 workers	1.2	1.2	1.2	0.9	1.1	1.2	0.9	0.5	1.0
1 to 49 workers	1.3	1.3	1.3	1.2	1.1	1.3	1.0	0.6	1.2
50 to 99 workers	2.4	2.2	2.4	2.2	2.3	2.5	1.6	1.3	1.4
100 workers or more	0.6	0.7	0.7	0.8	0.7	0.6	0.9	0.7	0.4
100 to 499 workers	1.1	1.2	1.1	1.2	1.2	1.0	1.2	0.9	0.7
500 workers or more	0.9	1.0	0.9	1.1	1.1	1.1	1.4	1.0	0.5
Geographic areas									
Northeast	1.2	1.2	1.1	1.3	1.4	1.5	1.6	0.8	1.2
New England	1.4	2.7	1.6	2.8	2.7	1.8	2.3	1.2	3.3
Middle Atlantic	1.6	1.4	1.3	1.5	1.5	2.0	1.9	1.0	1.0
South	1.2	1.4	1.2	1.2	1.4	1.2	1.1	0.6	0.9
South Atlantic	1.0	2.0	1.3	1.7	1.7	1.1	1.2	0.9	0.9
East South Central	4.0	3.5	2.5	1.8	5.6	5.1	5.1	1.7	3.6
West South Central	2.8	2.2	2.9	2.1	1.7	2.2	1.2	0.9	1.7
Midwest	1.4	1.9	1.9	1.4	1.1	1.4	1.3	0.8	0.6
East North Central	1.2	1.6	1.9	1.7	1.2	1.7	1.6	0.7	0.6
West North Central	3.8	4.7	4.1	2.6	2.4	2.8	2.2	1.9	1.3
West	1.4	1.3	1.4	1.4	1.1	1.4	1.0	1.3	1.5
Mountain	0.9	1.6	1.2	3.4	1.3	1.7	1.5	2.8	2.8
Pacific	1.9	1.8	1.9	1.2	1.4	1.9	1.3	1.5	1.8

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 33. Paid holidays: Number of days provided, civilian workers,[1] March 2016

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	7	3	22	14	12	10	12	8	6	3	2	2	8	8
Worker characteristics														
Management, professional, and related	2	1	16	13	13	13	14	10	9	3	3	3	9	9
Management, business, and financial	1	1	15	10	15	13	19	10	8	3	2	3	9	9
Professional and related	3	1	17	15	12	13	12	10	9	3	3	3	9	9
Teachers	8	–	15	–	7	10	11	10	7	3	7	11	10	10
Primary, secondary, and special education school teachers	10	–	23	–	–	5	10	9	4	1	–	12	10	9
Registered nurses	–	–	28	21	19	14	5	6	3	2	1	–	8	7
Service	12	6	26	16	8	6	7	6	5	3	2	3	8	7
Protective service	–	–	–	6	6	13	12	19	15	8	4	3	10	10
Sales and office	12	3	23	13	12	9	13	6	4	2	1	1	8	7
Sales and related	28	5	29	11	9	7	5	3	1	–	–	–	6	6
Office and administrative support	5	2	20	14	13	10	18	7	5	2	2	2	8	8
Natural resources, construction, and maintenance	5	5	29	16	11	8	11	7	5	2	1	2	8	7
Construction, extraction, farming, fishing, and forestry	7	6	30	13	13	9	6	6	5	3	1	1	8	7
Installation, maintenance, and repair	4	5	29	17	9	7	14	7	4	2	1	2	8	7
Production, transportation, and material moving	5	3	23	12	16	10	13	9	4	2	1	3	8	8
Production	3	2	21	10	12	14	16	11	5	2	([2])	3	9	9
Transportation and material moving	8	4	25	14	20	7	9	6	2	2	1	2	8	7
Full time	4	3	21	13	13	11	13	9	6	3	2	2	8	8
Part time	25	4	30	15	9	4	6	2	1	1	([2])	1	6	6
Union	2	2	14	8	11	8	12	15	13	5	4	6	10	10
Nonunion	8	3	23	15	13	10	12	7	4	2	1	2	8	8
Average wage within the following categories:[3]														
Lowest 25 percent	20	7	32	15	10	5	5	2	1	1	([2])	1	6	6
Lowest 10 percent	27	6	33	16	9	3	3	1	–	–	–	–	6	6
Second 25 percent	6	4	24	15	12	9	12	7	4	2	1	2	8	8
Third 25 percent	3	2	18	12	13	11	16	10	7	3	2	3	9	9
Highest 25 percent	2	1	14	12	14	13	14	10	10	4	2	3	9	9
Highest 10 percent	2	1	12	11	14	14	16	9	12	4	2	3	9	9
Establishment characteristics														
Goods-producing industries	3	3	18	11	12	14	16	9	8	2	1	2	9	9
Service-providing industries	8	3	22	14	12	9	11	8	5	3	2	2	8	8
Education and health services	3	3	25	16	9	8	9	7	7	4	4	6	9	8
Educational services	4	2	6	4	6	9	13	14	9	9	9	16	11	11
Elementary and secondary schools	6	2	11	4	4	9	13	12	6	6	11	14	11	10
Junior colleges, colleges, and universities	2	1	1	3	7	9	11	16	13	13	9	17	12	12
Health care and social assistance	3	–	33	22	10	7	7	4	6	2	–	1	8	7
Hospitals	2	–	32	24	12	9	6	–	5	3	1	–	8	7
Public administration	([2])	([2])	–	–	2	9	15	28	26	10	7	2	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, civilian workers,[1] March 2016—continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
1 to 99 workers	10	4	27	16	12	9	11	5	3	1	1	1	7	7
1 to 49 workers	10	5	27	16	11	8	11	6	3	1	([2])	1	7	7
50 to 99 workers	9	3	27	14	14	12	9	4	3	2	1	1	7	7
100 workers or more	5	2	17	12	13	11	14	10	8	4	3	3	9	9
100 to 499 workers	7	3	21	13	14	10	13	7	6	3	2	2	8	8
500 workers or more	2	1	13	10	12	11	15	13	11	5	4	5	10	10
Geographic areas														
Northeast	6	3	17	14	11	9	14	9	10	4	1	3	9	8
New England	7	2	13	14	10	9	16	12	9	5	1	3	9	9
Middle Atlantic	6	3	18	14	11	9	13	8	10	3	1	3	9	8
South	10	3	22	13	12	11	11	7	5	2	2	2	8	8
South Atlantic	10	3	23	12	12	11	12	7	5	2	2	1	8	8
East South Central	10	4	19	–	11	10	14	8	5	–	–	5	8	8
West South Central	9	5	21	16	13	12	8	7	3	1	3	2	8	7
Midwest	5	2	25	14	14	9	14	7	5	3	1	2	8	8
East North Central	6	2	23	15	14	9	15	6	4	3	1	3	8	8
West North Central	4	1	29	12	14	9	12	–	6	2	–	2	8	8
West	6	4	22	12	13	10	12	9	5	3	2	2	8	8
Mountain	7	3	27	12	15	8	13	7	5	1	–	–	8	8
Pacific	6	5	20	12	12	10	11	10	5	3	3	2	8	8

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Less than 0.5.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 33. Standard errors for paid holidays: Number of days provided, civilian workers,[1] March 2016

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	0.4	0.4	0.7	0.7	0.5	0.5	0.4	0.4	0.4	0.2	0.2	0.2	([2])	0.0
Worker characteristics														
Management, professional, and related	0.3	0.2	1.0	1.2	1.1	0.9	0.7	0.8	0.8	0.3	0.4	0.3	0.1	0.0
Management, business, and financial	0.3	0.2	1.4	0.9	1.5	1.1	1.0	1.0	0.9	0.4	0.3	0.5	0.1	0.0
Professional and related	0.4	0.2	1.4	1.7	1.3	1.3	0.9	1.0	1.0	0.3	0.6	0.3	0.1	0.2
Teachers	1.5	–	4.2	–	1.9	1.9	2.0	2.1	1.0	0.6	2.1	2.5	0.4	1.4
Primary, secondary, and special education school teachers	2.3	–	6.4	–	–	1.4	2.1	2.5	0.8	0.5	–	3.5	0.5	1.6
Registered nurses	–	–	3.5	4.0	5.6	3.6	1.1	1.5	0.6	0.5	0.2	–	0.1	1.2
Service	1.9	2.0	2.5	2.2	1.0	1.0	0.7	0.6	0.6	0.4	0.2	0.5	0.1	0.0
Protective service	–	–	–	2.5	2.3	3.1	1.9	2.5	2.1	1.4	1.0	1.3	0.3	1.0
Sales and office	0.8	0.4	0.9	0.7	0.8	0.7	0.6	0.5	0.4	0.4	0.1	0.2	0.1	0.1
Sales and related	2.1	0.8	1.5	1.1	1.1	1.2	0.7	0.5	0.3	–	–	–	0.1	0.0
Office and administrative support	0.5	0.3	1.3	0.9	1.1	0.8	1.0	0.7	0.6	0.2	0.2	0.2	0.1	0.0
Natural resources, construction, and maintenance	0.8	1.1	1.8	1.6	1.0	0.8	1.3	0.7	0.5	0.6	0.2	0.3	0.1	0.0
Construction, extraction, farming, fishing, and forestry	1.4	2.2	3.2	2.4	1.5	1.3	1.0	1.1	0.9	1.4	0.4	0.4	0.1	0.0
Installation, maintenance, and repair	1.0	0.8	2.0	2.3	1.2	0.9	1.7	0.8	0.6	0.3	0.3	0.4	0.1	0.0
Production, transportation, and material moving	0.8	0.5	1.5	1.1	1.1	1.0	0.9	0.8	0.6	0.4	0.2	0.5	0.1	0.0
Production	1.0	0.6	2.0	1.3	1.4	1.6	1.2	1.3	0.9	0.4	0.2	0.5	0.1	0.6
Transportation and material moving	1.0	0.7	1.8	1.6	1.7	0.9	1.3	0.9	0.4	0.6	0.2	0.8	0.1	0.7
Full time	0.4	0.4	0.8	0.7	0.5	0.6	0.4	0.5	0.4	0.2	0.2	0.2	([2])	0.0
Part time	1.7	0.9	2.0	2.3	1.1	0.6	0.7	0.4	0.2	0.4	0.1	0.2	0.1	0.0
Union	0.3	0.4	1.2	0.8	1.2	1.4	1.1	1.3	1.0	0.5	0.8	0.5	0.1	0.0
Nonunion	0.5	0.5	0.8	0.8	0.5	0.5	0.4	0.4	0.4	0.2	0.1	0.2	([2])	0.4
Average wage within the following categories:[3]														
Lowest 25 percent	1.2	1.4	1.8	1.8	1.2	0.7	0.6	0.4	0.2	0.2	0.1	0.3	0.1	0.0
Lowest 10 percent	2.2	1.4	3.8	3.2	1.9	1.1	1.1	0.4	–	–	–	–	0.1	0.0
Second 25 percent	0.6	0.6	1.3	1.1	0.9	0.8	0.7	0.5	0.5	0.2	0.2	0.4	0.1	0.8
Third 25 percent	0.3	0.3	0.9	0.8	0.7	0.8	0.7	0.8	0.4	0.3	0.4	0.4	0.1	0.1
Highest 25 percent	0.3	0.2	1.0	0.9	1.1	1.0	0.7	0.8	1.0	0.5	0.3	0.4	0.1	0.0
Highest 10 percent	0.6	0.2	1.7	1.4	1.6	1.3	1.3	1.2	1.9	0.8	0.3	0.6	0.1	0.1
Establishment characteristics														
Goods-producing industries	0.4	0.7	1.0	0.9	1.0	1.4	0.9	1.0	0.8	0.4	0.3	0.4	0.1	0.2
Service-providing industries	0.5	0.4	0.9	0.8	0.5	0.5	0.4	0.5	0.4	0.2	0.2	0.2	0.1	0.0
Education and health services	0.8	1.3	1.7	2.2	1.1	1.4	0.9	1.2	1.0	0.5	0.7	0.5	0.1	0.0
Educational services	0.7	0.4	0.9	0.9	1.0	1.2	1.3	2.2	0.7	0.9	1.2	1.2	0.1	0.0
Elementary and secondary schools	1.2	0.7	1.6	1.2	1.2	1.8	1.7	1.7	0.8	1.0	1.8	1.1	0.2	1.1
Junior colleges, colleges, and universities	0.6	0.4	0.3	0.9	2.3	1.8	1.6	4.5	1.5	1.6	1.4	1.9	0.2	1.5
Health care and social assistance	1.1	–	2.3	3.3	1.5	1.9	1.1	1.0	1.4	0.5	–	0.3	0.1	0.0
Hospitals	0.6	–	3.1	2.6	1.4	1.3	1.3	–	0.9	0.8	0.4	–	0.2	0.0
Public administration	0.1	0.1	–	–	0.7	2.8	1.8	2.4	2.3	1.2	1.0	0.8	0.1	0.0

See footnotes at end of table.

Table 33. Standard errors for paid holidays: Number of days provided, civilian workers,[1] March 2016—continued

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
1 to 99 workers	0.6	0.6	1.1	1.1	0.8	0.7	0.5	0.5	0.4	0.3	0.1	0.2	0.1	0.0
1 to 49 workers	0.9	0.7	1.3	1.3	0.8	0.8	0.6	0.6	0.5	0.3	0.1	0.2	0.1	0.0
50 to 99 workers	1.5	1.0	2.2	1.7	1.9	1.4	1.3	0.7	1.1	0.8	0.2	0.2	0.1	0.0
100 workers or more	0.4	0.5	0.9	0.8	0.6	0.8	0.7	0.7	0.5	0.3	0.3	0.3	0.1	0.0
100 to 499 workers	0.6	1.0	1.4	1.0	0.9	1.1	0.9	0.8	0.8	0.3	0.5	0.4	0.1	0.0
500 workers or more	0.4	0.2	1.1	1.0	0.8	1.0	0.9	1.2	0.8	0.4	0.4	0.5	0.1	0.1
Geographic areas														
Northeast	0.9	0.7	1.0	1.3	0.7	1.0	1.0	0.9	1.1	0.5	0.2	0.4	0.1	0.6
New England	1.5	0.9	2.8	3.4	0.9	1.7	2.0	3.0	1.8	1.2	0.2	1.0	0.2	0.3
Middle Atlantic	1.0	0.9	0.9	1.4	0.9	1.3	1.2	0.6	1.3	0.5	0.2	0.4	0.1	0.0
South	0.9	0.5	1.2	1.2	0.8	1.1	0.7	0.5	0.4	0.4	0.3	0.3	0.1	0.2
South Atlantic	1.4	0.6	1.7	1.6	1.2	1.7	1.0	0.8	0.5	0.4	0.4	0.3	0.1	0.1
East South Central	2.5	1.2	1.9	–	1.8	2.8	2.3	1.6	1.6	–	–	1.0	0.3	0.0
West South Central	1.0	1.2	2.5	2.0	1.0	1.1	0.9	0.7	0.5	0.2	0.4	0.5	0.1	0.1
Midwest	0.4	0.5	1.5	1.4	0.8	0.7	0.8	1.2	0.7	0.4	0.2	0.4	0.1	0.0
East North Central	0.6	0.7	1.7	2.0	1.0	0.9	1.1	0.8	0.8	0.5	0.2	0.5	0.1	0.0
West North Central	0.6	0.3	2.6	1.2	1.5	0.9	0.9	–	1.5	0.6	–	0.6	0.1	0.0
West	0.6	1.3	1.9	1.7	1.3	1.1	0.6	0.9	1.0	0.4	0.7	0.4	0.1	0.0
Mountain	0.8	0.5	4.7	3.3	2.8	2.1	1.2	1.2	1.6	0.5	–	–	0.1	1.1
Pacific	0.8	1.8	1.8	2.0	1.4	1.4	0.7	1.2	1.2	0.6	0.9	0.5	0.1	0.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Less than 0.05.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, civilian workers,[1] March 2016

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year[2]	As needed[3]	As part of consolidated leave plan[4]
All workers	73	4	23
Worker characteristics			
Management, professional, and related	71	6	24
Management, business, and financial	67	8	25
Professional and related	72	5	23
Teachers	88	3	9
Primary, secondary, and special education school teachers	89	1	10
Registered nurses	58	1	41
Service	74	1	24
Protective service	77	3	20
Sales and office	71	4	26
Office and administrative support	72	4	24
Natural resources, construction, and maintenance	80	4	16
Installation, maintenance, and repair	79	6	15
Full time	73	4	23
Union	87	2	11
Nonunion	70	4	25
Average wage within the following categories:[5]			
Second 25 percent	74	2	24
Third 25 percent	75	3	22
Highest 25 percent	71	7	22
Highest 10 percent	70	9	21
Establishment characteristics			
Service-providing industries	73	4	23
Education and health services	75	1	24
Educational services	89	2	8
Elementary and secondary schools	90	1	8
Junior colleges, colleges, and universities	88	5	7
Health care and social assistance	63	1	36
Hospitals	58	2	40
Public administration	84	3	13

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, civilian workers,[1] March 2016—continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year[2]	As needed[3]	As part of consolidated leave plan[4]
1 to 99 workers	75	5	20
1 to 49 workers	74	7	20
50 to 99 workers	77	2	21
100 workers or more	72	3	25
100 to 499 workers	72	2	26
500 workers or more	73	4	23
Geographic areas			
Northeast	77	5	18
New England	73	4	23
Middle Atlantic	79	5	16
South	72	5	23
South Atlantic	71	5	23
East South Central	77	5	18
West South Central	72	3	25
Midwest	73	3	24
West North Central	72	2	26
West	72	3	25
Mountain	60	5	36
Pacific	76	3	21

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.
[3] Plan does not specify maximum number of days.
[4] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.
[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Standard errors for paid sick leave: Type of provision, civilian workers,[1] March 2016

Characteristics	Sick leave provision		
	Fixed number of days per year[2]	As needed[3]	As part of consolidated leave plan[4]
All workers	0.8	0.4	0.7
Worker characteristics			
Management, professional, and related	1.0	0.8	0.9
Management, business, and financial	1.7	1.4	1.6
Professional and related	1.3	0.8	1.2
Teachers	1.3	0.6	1.2
Primary, secondary, and special education school teachers	1.6	0.5	1.5
Registered nurses	3.2	0.4	3.1
Service	2.0	0.3	2.0
Protective service	4.0	0.6	4.1
Sales and office	1.2	0.4	1.1
Office and administrative support	1.6	0.5	1.4
Natural resources, construction, and maintenance	2.0	1.3	1.7
Installation, maintenance, and repair	2.3	2.2	1.7
Full time	0.9	0.4	0.7
Union	1.1	0.3	1.0
Nonunion	0.9	0.4	0.8
Average wage within the following categories:[5]			
Second 25 percent	1.3	0.3	1.3
Third 25 percent	1.0	0.4	1.0
Highest 25 percent	1.1	1.0	0.9
Highest 10 percent	1.7	1.4	1.6
Establishment characteristics			
Service-providing industries	0.9	0.4	0.7
Education and health services	1.0	0.2	1.0
Educational services	0.9	0.4	0.8
Elementary and secondary schools	1.1	0.4	1.0
Junior colleges, colleges, and universities	1.3	0.9	1.1
Health care and social assistance	1.8	0.2	1.8
Hospitals	3.6	0.5	3.5
Public administration	1.6	0.6	1.4

See footnotes at end of table.

Table 34. Standard errors for paid sick leave: Type of provision, civilian workers,[1] March 2016—continued

Characteristics	Sick leave provision		
	Fixed number of days per year[2]	As needed[3]	As part of consolidated leave plan[4]
1 to 99 workers	1.2	0.6	1.2
1 to 49 workers	1.4	0.9	1.4
50 to 99 workers	2.2	0.5	2.1
100 workers or more	1.2	0.4	1.0
100 to 499 workers	1.4	0.3	1.4
500 workers or more	1.8	0.8	1.3
Geographic areas			
Northeast	0.9	0.6	0.7
New England	2.5	1.1	1.9
Middle Atlantic	0.9	0.8	0.7
South	1.9	0.8	1.3
South Atlantic	3.3	1.4	2.1
East South Central	2.1	1.2	1.8
West South Central	2.3	0.8	2.2
Midwest	1.2	0.7	1.5
West North Central	2.4	0.6	2.6
West	1.7	0.8	1.5
Mountain	5.0	2.0	4.8
Pacific	1.3	0.7	1.1

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

[3] Plan does not specify maximum number of days.

[4] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 35. Paid sick leave: Number of annual days by service requirement,[1] civilian workers,[2] March 2016

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service[3]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	21	44	29	6	1	8	6
Full time	19	43	31	6	1	8	6
Union	15	27	46	12	([4])	10	10
Nonunion	23	49	24	4	1	8	6
1 to 99 workers	27	51	18	3	1	7	5
1 to 49 workers	27	52	17	3	1	7	5
50 to 99 workers	28	48	21	–	–	7	5
100 workers or more	17	39	36	7	1	9	8
100 to 499 workers	22	48	24	5	1	8	6
500 workers or more	12	30	47	10	1	10	10
After 5 years							
All workers	20	44	28	6	1	8	6
Full time	19	43	30	7	1	9	7
Union	13	27	45	13	1	10	10
Nonunion	22	49	24	4	1	8	6
1 to 99 workers	26	51	18	3	1	7	5
1 to 49 workers	26	52	17	4	1	7	5
50 to 99 workers	27	49	21	3	([4])	7	5
100 workers or more	16	39	35	8	2	9	8
100 to 499 workers	21	49	24	5	1	8	6
500 workers or more	11	30	46	11	2	11	10

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,[1] civilian workers,[2] March 2016—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service[3]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	20	44	28	7	1	9	6
Full time	18	43	30	7	1	9	7
Union	13	27	45	14	1	10	10
Nonunion	22	48	24	4	1	8	6
1 to 99 workers	26	51	18	4	1	7	5
1 to 49 workers	26	52	17	4	1	7	5
50 to 99 workers	27	48	21	4	([4])	7	5
100 workers or more	15	39	36	9	2	10	9
100 to 499 workers	20	48	24	5	1	9	6
500 workers or more	10	30	46	12	2	11	10
After 20 years							
All workers	20	44	28	7	1	9	6
Full time	18	43	30	7	2	9	7
Union	13	27	45	14	1	11	10
Nonunion	22	48	24	4	2	9	6
1 to 99 workers	26	51	18	4	1	7	5
1 to 49 workers	26	52	17	4	1	7	5
50 to 99 workers	27	48	21	4	([4])	7	5
100 workers or more	15	39	35	8	2	10	9
100 to 499 workers	20	48	24	5	2	9	6
500 workers or more	10	30	46	12	2	12	10

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[3] Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

[4] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,[1] civilian workers,[2] March 2016

Characteristics	Paid sick leave days by length of service[3]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	0.7	0.8	0.8	0.4	0.1	0.1	([4])
Full time	0.8	0.9	0.9	0.5	0.1	0.1	0.6
Union	1.2	1.4	1.7	1.3	0.1	0.1	0.0
Nonunion	0.9	1.0	0.8	0.3	0.1	0.1	0.0
1 to 99 workers	1.2	1.3	1.3	0.4	0.1	0.2	0.3
1 to 49 workers	1.4	1.5	1.2	0.5	0.2	0.2	0.4
50 to 99 workers	2.1	2.9	2.8	–	–	0.2	0.9
100 workers or more	0.9	1.1	1.0	0.7	0.1	0.2	0.2
100 to 499 workers	1.6	1.7	1.3	0.6	0.2	0.2	0.0
500 workers or more	0.9	1.4	1.5	1.1	0.2	0.3	0.0
After 5 years							
All workers	0.7	0.9	0.8	0.4	0.1	0.1	0.3
Full time	0.8	1.0	0.8	0.5	0.1	0.1	0.5
Union	1.2	1.4	1.8	1.2	0.2	0.2	0.0
Nonunion	0.9	1.0	0.8	0.4	0.2	0.1	0.0
1 to 99 workers	1.2	1.4	1.2	0.4	0.2	0.2	1.1
1 to 49 workers	1.4	1.5	1.2	0.5	0.2	0.2	1.0
50 to 99 workers	2.1	3.0	2.8	0.8	0.2	0.3	1.4
100 workers or more	0.9	1.1	1.0	0.7	0.2	0.2	0.4
100 to 499 workers	1.6	1.7	1.3	0.6	0.2	0.2	0.0
500 workers or more	0.8	1.3	1.3	1.0	0.3	0.3	0.0

See footnotes at end of table.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,[1] civilian workers,[2] March 2016—continued

Characteristics	Paid sick leave days by length of service[3]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	0.7	0.9	0.8	0.4	0.1	0.1	0.6
Full time	0.8	1.0	0.8	0.5	0.2	0.2	0.4
Union	1.2	1.4	1.8	1.2	0.2	0.2	0.0
Nonunion	0.9	1.0	0.8	0.4	0.2	0.2	0.0
1 to 99 workers	1.2	1.3	1.2	0.4	0.2	0.2	1.1
1 to 49 workers	1.4	1.5	1.2	0.5	0.3	0.3	1.0
50 to 99 workers	2.1	2.9	2.7	1.1	0.2	0.3	1.0
100 workers or more	0.9	1.1	1.0	0.7	0.2	0.2	0.3
100 to 499 workers	1.6	1.7	1.3	0.7	0.2	0.3	([4])
500 workers or more	0.8	1.5	1.4	1.1	0.3	0.3	0.0
After 20 years							
All workers	0.7	0.9	0.8	0.5	0.2	0.2	0.5
Full time	0.8	1.0	0.8	0.5	0.2	0.2	0.3
Union	1.2	1.4	1.8	1.3	0.4	0.2	0.0
Nonunion	0.9	1.0	0.8	0.4	0.2	0.2	0.0
1 to 99 workers	1.2	1.4	1.3	0.4	0.2	0.2	1.1
1 to 49 workers	1.4	1.5	1.2	0.5	0.3	0.3	1.0
50 to 99 workers	2.1	2.9	2.7	1.1	0.2	0.3	1.0
100 workers or more	0.9	1.1	1.0	0.8	0.2	0.3	0.4
100 to 499 workers	1.6	1.7	1.3	0.7	0.3	0.3	([4])
500 workers or more	0.8	1.5	1.4	1.2	0.3	0.4	0.0

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.
[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[3] Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.
[4] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 36. Paid sick leave: Carryover provisions, civilian workers,[1] March 2016

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision[2]			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	57	22	35	43
Worker characteristics				
Management, professional, and related	66	30	35	34
Management, business, and financial	52	21	31	48
Professional and related	71	34	37	29
Teachers	87	49	38	13
Primary, secondary, and special education school teachers	87	50	37	13
Registered nurses	86	28	58	14
Service	65	24	41	35
Protective service	81	54	27	19
Sales and office	52	17	34	48
Office and administrative support	51	20	31	49
Natural resources, construction, and maintenance	43	15	27	57
Installation, maintenance, and repair	42	14	28	58
Full time	57	23	34	43
Union	73	39	34	27
Nonunion	52	17	35	48
Average wage within the following categories:[3]				
Second 25 percent	55	20	34	45
Third 25 percent	59	24	35	41
Highest 25 percent	61	27	33	39
Highest 10 percent	58	26	32	42
Establishment characteristics				
Service-providing industries	61	24	37	39
Education and health services	81	37	44	19
Educational services	88	53	35	12
Elementary and secondary schools	87	54	34	13
Junior colleges, colleges, and universities	90	54	36	10
Health care and social assistance	73	20	53	27
Hospitals	89	28	61	11
Public administration	95	67	28	5

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, civilian workers,[1] March 2016—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision[2]			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
1 to 99 workers	40	10	30	60
1 to 49 workers	38	10	28	62
50 to 99 workers	47	12	35	53
100 workers or more	68	30	38	32
100 to 499 workers	60	18	42	40
500 workers or more	76	41	35	24
Geographic areas				
Northeast	53	19	34	47
New England	59	17	42	41
Middle Atlantic	51	19	32	49
South	59	26	33	41
South Atlantic	62	29	32	38
East South Central	57	24	33	43
West South Central	56	22	34	44
Midwest	54	18	36	46
West North Central	62	19	43	38
West	59	22	37	41
Mountain	66	22	44	34
Pacific	57	22	35	43

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Plans that allow employees to accumulate unused sick leave from year to year.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 36. Standard errors for paid sick leave: Carryover provisions, civilian workers,[1] March 2016

Characteristics	Carryover provision[2]			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	0.9	0.7	0.9	0.9
Worker characteristics				
Management, professional, and related	1.2	1.1	1.3	1.2
Management, business, and financial	1.9	1.3	1.9	1.9
Professional and related	1.4	1.4	1.4	1.4
Teachers	1.3	2.1	2.3	1.3
Primary, secondary, and special education school teachers	1.4	2.5	2.7	1.4
Registered nurses	3.6	3.6	3.7	3.6
Service	2.2	1.4	2.5	2.2
Protective service	4.5	4.0	2.9	4.5
Sales and office	1.5	1.1	1.3	1.5
Office and administrative support	1.8	1.5	1.4	1.8
Natural resources, construction, and maintenance	2.0	1.4	1.8	2.0
Installation, maintenance, and repair	2.6	1.8	2.2	2.6
Full time	0.9	0.8	0.9	0.9
Union	1.4	1.6	1.6	1.4
Nonunion	1.1	0.8	1.1	1.1
Average wage within the following categories:[3]				
Second 25 percent	1.2	1.2	1.2	1.2
Third 25 percent	1.4	1.3	1.3	1.4
Highest 25 percent	1.4	0.9	1.5	1.4
Highest 10 percent	2.2	1.2	2.1	2.2
Establishment characteristics				
Service-providing industries	1.0	0.8	1.0	1.0
Education and health services	1.6	1.7	1.5	1.6
Educational services	1.1	1.6	1.6	1.1
Elementary and secondary schools	1.3	2.0	2.0	1.3
Junior colleges, colleges, and universities	1.8	3.2	2.4	1.8
Health care and social assistance	2.9	3.0	2.9	2.9
Hospitals	2.7	2.7	3.8	2.7
Public administration	1.1	2.5	2.3	1.1

See footnotes at end of table.

Table 36. Standard errors for paid sick leave: Carryover provisions, civilian workers,[1] March 2016—continued

Characteristics	Carryover provision[2]			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
1 to 99 workers	1.5	1.1	1.4	1.5
1 to 49 workers	1.6	1.0	1.7	1.6
50 to 99 workers	3.2	2.2	2.7	3.2
100 workers or more	0.9	1.1	1.1	0.9
100 to 499 workers	1.4	1.4	1.6	1.4
500 workers or more	1.1	1.4	1.4	1.1
Geographic areas				
Northeast	1.3	1.1	1.7	1.3
New England	2.7	1.6	3.3	2.7
Middle Atlantic	1.5	1.3	1.9	1.5
South	1.3	1.5	1.5	1.3
South Atlantic	1.7	2.3	2.0	1.7
East South Central	3.5	4.1	2.6	3.5
West South Central	2.5	1.5	3.1	2.5
Midwest	2.0	1.6	1.6	2.0
West North Central	1.6	3.6	2.4	1.6
West	2.4	1.2	2.4	2.4
Mountain	5.9	1.5	5.7	5.9
Pacific	2.6	1.5	2.6	2.6

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Plans that allow employees to accumulate unused sick leave from year to year.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 38. Paid vacations: Number of annual days by service requirement,[1] civilian workers,[2] March 2016

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service[3]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	8	30	38	16	7	2	11	10
Full time	5	28	40	18	7	2	11	10
Part time	27	45	19	4	4	1	7	5
Union	6	31	45	13	4	1	10	10
Nonunion	8	30	36	16	7	2	11	10
1 to 99 workers	11	40	35	10	4	1	9	9
1 to 49 workers	12	40	35	9	4	1	9	9
50 to 99 workers	10	39	34	12	4	1	9	10
100 workers or more	5	23	40	21	9	3	12	10
100 to 499 workers	6	29	38	19	6	2	11	10
500 workers or more	3	16	41	23	13	4	13	12
After 5 years								
All workers	2	10	32	36	15	6	15	15
Full time	1	8	31	38	16	6	15	15
Part time	7	25	39	20	6	2	12	10
Union	1	8	36	42	10	4	14	15
Nonunion	2	11	31	34	16	6	15	15
1 to 99 workers	3	15	37	32	11	2	13	12
1 to 49 workers	3	17	37	30	11	2	13	12
50 to 99 workers	2	11	37	36	11	3	14	15
100 workers or more	1	6	28	38	18	8	16	15
100 to 499 workers	1	8	33	36	17	6	15	15
500 workers or more	1	4	22	41	20	12	17	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,[1] civilian workers,[2] March 2016—continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service[3]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	7	15	39	24	14	17	15
Full time	1	5	14	39	26	15	18	17
Part time	7	18	26	35	8	6	14	15
Union	([4])	3	11	52	25	9	18	15
Nonunion	2	8	16	36	24	15	17	15
1 to 99 workers	3	12	22	36	20	7	15	15
1 to 49 workers	3	13	24	34	18	7	15	15
50 to 99 workers	2	8	17	42	25	7	16	15
100 workers or more	1	3	10	40	27	19	19	19
100 to 499 workers	1	4	13	42	24	17	18	16
500 workers or more	1	2	7	39	29	22	20	20
After 20 years								
All workers	2	7	12	19	32	29	20	20
Full time	1	5	11	18	34	31	20	20
Part time	6	17	14	26	21	14	16	16
Union	([4])	2	5	12	46	35	22	21
Nonunion	2	7	13	21	30	28	20	20
1 to 99 workers	3	11	19	23	28	16	17	16
1 to 49 workers	3	13	21	24	24	15	16	15
50 to 99 workers	2	7	14	23	37	17	18	20
100 workers or more	1	3	6	16	36	39	23	21
100 to 499 workers	1	3	7	20	35	34	22	20
500 workers or more	1	2	4	11	37	44	24	23

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[3] Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

[4] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,[1] civilian workers,[2] March 2016

Characteristics	Paid vacation days by length of service[3]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	0.4	0.7	0.6	0.6	0.4	0.2	0.1	0.0
Full time	0.4	0.7	0.7	0.6	0.4	0.2	0.1	0.0
Part time	2.0	2.1	1.3	0.5	1.0	0.3	0.3	0.0
Union	0.8	1.7	1.8	1.2	0.7	0.2	0.2	0.0
Nonunion	0.4	0.7	0.7	0.6	0.4	0.2	0.1	0.0
1 to 99 workers	0.7	1.2	1.0	0.7	0.7	0.2	0.2	1.3
1 to 49 workers	0.9	1.4	1.2	0.8	0.8	0.2	0.2	1.5
50 to 99 workers	1.5	2.2	2.0	1.7	1.3	0.4	0.4	0.9
100 workers or more	0.4	0.8	1.0	0.8	0.6	0.3	0.1	([4])
100 to 499 workers	0.6	1.1	1.4	1.2	0.8	0.4	0.2	0.0
500 workers or more	0.5	1.2	1.4	1.2	0.9	0.4	0.2	0.0
After 5 years								
All workers	0.2	0.4	0.7	0.8	0.5	0.4	0.1	0.0
Full time	0.2	0.4	0.7	0.8	0.6	0.4	0.1	0.0
Part time	0.9	1.5	2.0	1.2	1.0	0.5	0.2	0.0
Union	0.1	0.8	1.6	1.4	1.0	0.6	0.2	0.0
Nonunion	0.2	0.4	0.7	0.9	0.6	0.4	0.1	0.0
1 to 99 workers	0.3	0.8	1.0	1.2	0.7	0.4	0.2	0.3
1 to 49 workers	0.4	1.1	1.2	1.4	0.9	0.5	0.2	1.2
50 to 99 workers	1.0	1.3	2.1	2.3	1.8	0.9	0.3	1.5
100 workers or more	0.2	0.5	0.8	1.0	0.8	0.6	0.1	0.0
100 to 499 workers	0.2	0.7	1.1	1.3	1.1	0.8	0.2	0.0
500 workers or more	0.2	0.5	1.4	1.5	1.2	0.7	0.2	([4])

See footnotes at end of table.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,[1] civilian workers,[2] March 2016—continued

Characteristics	Paid vacation days by length of service[3]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	0.2	0.3	0.4	0.6	0.7	0.6	0.1	([4])
Full time	0.2	0.3	0.5	0.7	0.8	0.6	0.1	0.6
Part time	0.9	1.6	1.4	1.6	1.1	0.9	0.3	1.1
Union	0.1	0.6	0.9	1.7	1.4	0.9	0.2	0.4
Nonunion	0.2	0.4	0.5	0.7	0.8	0.6	0.1	([4])
1 to 99 workers	0.3	0.7	0.9	1.1	1.0	0.7	0.2	0.0
1 to 49 workers	0.4	0.9	1.0	1.4	1.2	0.9	0.2	0.0
50 to 99 workers	1.0	1.2	1.5	2.6	2.3	1.4	0.4	0.0
100 workers or more	0.1	0.3	0.5	0.8	0.9	0.7	0.1	0.4
100 to 499 workers	0.2	0.5	0.6	1.1	1.3	1.0	0.2	0.8
500 workers or more	0.2	0.4	0.6	1.4	1.3	1.1	0.2	([4])
After 20 years								
All workers	0.2	0.3	0.4	0.6	0.8	0.7	0.1	0.0
Full time	0.2	0.3	0.5	0.6	0.8	0.8	0.1	0.0
Part time	0.9	1.7	1.0	1.4	1.5	1.1	0.3	0.6
Union	0.1	0.5	0.5	0.9	1.8	1.8	0.2	1.1
Nonunion	0.2	0.4	0.5	0.7	0.8	0.8	0.1	0.0
1 to 99 workers	0.3	0.7	0.9	1.0	1.0	0.9	0.2	1.3
1 to 49 workers	0.4	0.9	0.9	1.4	1.2	1.1	0.2	0.0
50 to 99 workers	1.0	1.2	1.4	1.7	2.2	1.8	0.4	0.0
100 workers or more	0.1	0.3	0.4	0.6	1.1	1.0	0.1	0.4
100 to 499 workers	0.2	0.5	0.6	1.0	1.4	1.4	0.2	0.0
500 workers or more	0.2	0.4	0.6	0.8	1.5	1.4	0.2	1.0

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[3] Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

[4] Less than 0.05.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:[1] Access, civilian workers,[2] March 2016

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers	32	15	19	22	24	68	9	13	15	18
Worker characteristics										
Management, professional, and related	40	17	21	24	26	60	11	15	17	20
Management, business, and financial	36	17	21	23	26	64	11	15	17	20
Professional and related	42	17	21	24	26	58	11	15	17	20
Teachers	19	13	15	16	16	81	12	14	16	17
Registered nurses	68	18	22	26	28	32	11	15	17	19
Service	31	14	19	21	23	69	7	12	14	16
Protective service	18	16	20	23	27	82	10	13	15	19
Sales and office	35	13	18	21	24	65	8	13	15	18
Sales and related	32	11	17	19	23	68	7	12	14	17
Office and administrative support	37	15	19	22	25	63	9	13	16	18
Natural resources, construction, and maintenance	18	11	15	18	20	82	8	11	14	16
Construction, extraction, farming, fishing, and forestry	20	9	13	16	18	80	8	12	14	16
Installation, maintenance, and repair	17	12	17	20	23	83	7	11	14	17
Production, transportation, and material moving	20	11	15	18	21	80	7	11	15	18
Production	22	10	15	18	20	78	7	11	14	17
Transportation and material moving	17	12	16	18	22	83	7	12	15	18
Full time	32	15	20	23	25	68	9	13	16	18
Part time	32	10	15	17	19	68	6	10	12	15
Union	14	15	20	23	27	86	9	13	17	21
Nonunion	35	15	19	22	24	65	9	13	15	17
Average wage within the following categories:[3]										
Lowest 25 percent	30	11	16	18	21	70	6	11	13	15
Lowest 10 percent	22	10	15	17	19	78	6	10	12	14
Second 25 percent	31	14	19	22	24	69	8	12	15	17
Third 25 percent	31	15	20	23	25	69	9	13	16	19
Highest 25 percent	35	17	21	23	26	65	11	15	17	20
Highest 10 percent	36	17	21	23	25	64	12	16	18	21
Establishment characteristics										
Goods-producing industries	24	11	15	18	20	76	7	12	15	18
Service-providing industries	34	15	20	22	25	66	9	13	15	18
Education and health services	47	17	21	25	27	53	11	15	17	19
Educational services	10	14	16	17	19	90	13	15	18	20
Elementary and secondary schools	8	10	10	11	11	92	11	14	16	18
Junior colleges, colleges, and universities	8	19	23	25	27	92	14	17	19	22
Health care and social assistance	59	17	22	25	27	41	10	14	17	19
Hospitals	72	20	25	28	31	28	13	16	20	22
Public administration	10	18	22	26	30	90	11	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:[1] Access, civilian workers,[2] March 2016—continued

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
1 to 99 workers	28	13	17	19	20	72	7	12	14	15
1 to 49 workers	27	12	16	19	20	73	7	12	13	15
50 to 99 workers	30	14	18	20	21	70	7	12	15	17
100 workers or more	36	16	20	24	27	64	10	14	17	20
100 to 499 workers	37	14	19	22	25	63	9	13	16	20
500 workers or more	34	18	22	25	28	66	11	14	17	21
Geographic areas										
Northeast	28	16	20	22	25	72	10	14	16	19
New England	32	18	21	23	26	68	9	13	16	18
Middle Atlantic	27	15	19	22	25	73	10	14	16	19
South	30	14	18	21	24	70	8	12	15	17
South Atlantic	30	15	19	22	24	70	9	12	15	17
East South Central	24	16	20	23	25	76	8	12	15	17
West South Central	34	13	17	19	22	66	8	12	14	17
Midwest	34	15	19	23	25	66	8	13	16	19
East North Central	32	15	20	23	26	68	8	13	16	19
West North Central	39	14	19	22	24	61	8	13	16	19
West	36	14	19	22	24	64	9	13	15	18
Mountain	43	13	18	21	23	57	8	13	15	17
Pacific	33	14	19	22	24	67	9	13	15	18

[1] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Standard errors for consolidated leave plans:[1] Access, civilian workers,[2] March 2016

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers	0.6	0.2	0.2	0.2	0.2	0.6	0.1	0.1	0.1	0.1
Worker characteristics										
Management, professional, and related	1.2	0.4	0.4	0.4	0.4	1.2	0.2	0.2	0.2	0.2
Management, business, and financial	1.5	0.5	0.3	0.4	0.4	1.5	0.2	0.2	0.2	0.3
Professional and related	1.6	0.5	0.5	0.6	0.6	1.6	0.2	0.2	0.2	0.3
Teachers	4.7	2.0	2.5	2.6	2.6	4.7	0.8	1.0	1.2	1.4
Registered nurses	3.2	0.8	1.0	1.2	1.2	3.2	1.0	0.8	0.8	0.9
Service	1.8	0.5	0.4	0.5	0.7	1.8	0.2	0.2	0.3	0.4
Protective service	3.1	0.6	0.8	1.0	1.0	3.1	0.4	0.6	0.8	1.1
Sales and office	1.1	0.2	0.2	0.3	0.3	1.1	0.1	0.1	0.1	0.1
Sales and related	1.4	0.3	0.2	0.3	0.4	1.4	0.1	0.1	0.2	0.2
Office and administrative support	1.6	0.2	0.3	0.3	0.4	1.6	0.2	0.1	0.2	0.2
Natural resources, construction, and maintenance	1.4	0.5	0.4	0.5	0.6	1.4	0.4	0.4	0.4	0.5
Construction, extraction, farming, fishing, and forestry	2.2	0.7	0.7	0.9	1.0	2.2	0.9	0.9	0.9	1.0
Installation, maintenance, and repair	1.6	0.5	0.6	0.6	0.8	1.6	0.1	0.1	0.2	0.3
Production, transportation, and material moving	1.4	0.3	0.3	0.3	0.4	1.4	0.1	0.1	0.2	0.2
Production	1.6	0.4	0.4	0.4	0.5	1.6	0.2	0.2	0.3	0.3
Transportation and material moving	2.0	0.4	0.4	0.5	0.8	2.0	0.2	0.2	0.3	0.4
Full time	0.7	0.2	0.2	0.2	0.2	0.7	0.1	0.1	0.1	0.1
Part time	1.7	0.6	0.5	0.6	0.6	1.7	0.2	0.2	0.2	0.3
Union	1.2	0.6	1.0	1.2	1.2	1.2	0.2	0.2	0.2	0.2
Nonunion	0.7	0.2	0.2	0.2	0.2	0.7	0.1	0.1	0.1	0.1
Average wage within the following categories:[3]										
Lowest 25 percent	1.3	0.3	0.3	0.3	0.4	1.3	0.1	0.2	0.2	0.3
Lowest 10 percent	1.5	0.3	0.5	0.6	0.7	1.5	0.2	0.3	0.4	0.5
Second 25 percent	1.6	0.3	0.3	0.3	0.4	1.6	0.1	0.1	0.1	0.2
Third 25 percent	1.1	0.3	0.3	0.3	0.4	1.1	0.1	0.1	0.1	0.1
Highest 25 percent	1.2	0.4	0.4	0.4	0.4	1.2	0.2	0.2	0.2	0.2
Highest 10 percent	1.9	0.5	0.5	0.5	0.5	1.9	0.4	0.4	0.4	0.4
Establishment characteristics										
Goods-producing industries	1.2	0.4	0.3	0.4	0.4	1.2	0.2	0.2	0.3	0.3
Service-providing industries	0.7	0.2	0.2	0.2	0.3	0.7	0.1	0.1	0.1	0.1
Education and health services	1.7	0.4	0.5	0.5	0.6	1.7	0.3	0.3	0.3	0.3
Educational services	1.1	1.0	1.3	1.4	1.5	1.1	0.3	0.3	0.3	0.3
Elementary and secondary schools	1.5	0.6	0.6	0.7	0.8	1.5	0.2	0.2	0.2	0.3
Junior colleges, colleges, and universities	1.1	1.2	1.4	1.2	1.1	1.1	0.4	0.4	0.4	0.4
Health care and social assistance	2.1	0.5	0.5	0.6	0.6	2.1	0.4	0.4	0.4	0.4
Hospitals	2.3	0.7	0.9	1.0	1.1	2.3	0.4	0.4	0.4	0.4
Public administration	1.5	0.4	0.6	0.9	0.8	1.5	0.2	0.2	0.2	0.2

See footnotes at end of table.

Table 39. Standard errors for consolidated leave plans:[1] Access, civilian workers,[2] March 2016—continued

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
1 to 99 workers	1.1	0.4	0.3	0.4	0.4	1.1	0.1	0.2	0.2	0.2
1 to 49 workers	1.4	0.4	0.4	0.5	0.5	1.4	0.2	0.2	0.2	0.2
50 to 99 workers	2.5	0.8	0.6	0.7	0.7	2.5	0.2	0.2	0.3	0.4
100 workers or more	1.0	0.2	0.2	0.2	0.3	1.0	0.1	0.1	0.1	0.1
100 to 499 workers	1.5	0.3	0.3	0.3	0.4	1.5	0.2	0.2	0.1	0.2
500 workers or more	1.2	0.3	0.4	0.5	0.5	1.2	0.2	0.2	0.2	0.2
Geographic areas										
Northeast	0.8	0.5	0.3	0.4	0.4	0.8	0.2	0.2	0.3	0.3
New England	1.6	1.6	0.4	0.4	0.5	1.6	0.2	0.3	0.3	0.4
Middle Atlantic	0.9	0.4	0.4	0.5	0.5	0.9	0.3	0.3	0.3	0.4
South	1.1	0.3	0.3	0.3	0.4	1.1	0.2	0.2	0.2	0.2
South Atlantic	1.1	0.5	0.4	0.5	0.6	1.1	0.2	0.3	0.3	0.3
East South Central	2.6	0.7	0.4	0.5	0.6	2.6	0.5	0.4	0.5	0.5
West South Central	2.2	0.5	0.4	0.4	0.7	2.2	0.2	0.2	0.2	0.3
Midwest	1.5	0.4	0.5	0.5	0.5	1.5	0.2	0.2	0.2	0.2
East North Central	2.2	0.6	0.8	0.8	0.7	2.2	0.2	0.2	0.2	0.2
West North Central	1.3	0.5	0.6	0.5	0.4	1.3	0.4	0.4	0.3	0.3
West	1.6	0.4	0.4	0.5	0.6	1.6	0.2	0.2	0.2	0.2
Mountain	3.3	0.4	0.6	0.8	1.2	3.3	0.3	0.3	0.3	0.4
Pacific	1.7	0.5	0.5	0.6	0.6	1.7	0.3	0.2	0.3	0.3

[1] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Quality of life benefits: Access, civilian workers,[1] March 2016

(All workers = 100 percent)

Characteristics	Childcare[2]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	11	6	7	41	54
Worker characteristics					
Management, professional, and related	18	12	12	55	69
Management, business, and financial	18	19	14	57	70
Professional and related	18	9	11	55	68
Teachers	14	3	7	49	66
Primary, secondary, and special education school teachers	11	–	4	47	67
Registered nurses	23	4	10	71	83
Service	8	1	5	26	39
Protective service	11	4	8	43	62
Sales and office	9	6	6	42	56
Sales and related	4	4	3	38	53
Office and administrative support	12	7	8	45	58
Natural resources, construction, and maintenance	7	1	4	30	39
Construction, extraction, farming, fishing, and forestry	4	1	3	22	29
Installation, maintenance, and repair	11	2	4	38	50
Production, transportation, and material moving	4	3	2	38	51
Production	7	3	1	42	50
Transportation and material moving	2	3	2	35	52
Full time	13	8	8	47	60
Part time	5	2	3	25	37
Union	17	2	10	54	78
Nonunion	10	7	6	39	50
Average wage within the following categories:[3]					
Lowest 25 percent	4	1	2	24	35
Lowest 10 percent	2	1	2	16	28
Second 25 percent	8	3	5	39	53
Third 25 percent	13	7	9	49	61
Highest 25 percent	19	15	13	58	72
Highest 10 percent	22	19	15	62	77
Establishment characteristics					
Goods-producing industries	8	6	3	43	50
Service-providing industries	11	6	8	41	55
Education and health services	16	4	8	51	68
Educational services	14	5	10	51	71
Elementary and secondary schools	9	2	4	46	68
Junior colleges, colleges, and universities	29	–	22	68	82
Health care and social assistance	17	3	7	51	65
Hospitals	35	3	16	83	94
Public administration	16	5	17	55	77

See footnotes at end of table.

Table 40. Quality of life benefits: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	Childcare[2]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	5	4	3	22	32
1 to 49 workers	4	5	3	19	27
50 to 99 workers	7	4	4	31	45
100 workers or more	16	8	10	60	76
100 to 499 workers	10	7	6	52	67
500 workers or more	24	9	15	68	85
Geographic areas					
Northeast	15	8	9	40	56
New England	16	10	11	40	57
Middle Atlantic	15	8	9	40	56
South	10	6	5	44	55
South Atlantic	11	7	5	47	59
East South Central	–	5	1	37	50
West South Central	9	6	5	44	51
Midwest	9	6	5	40	53
East North Central	9	6	6	39	52
West North Central	8	6	5	43	56
West	10	5	10	39	53
Mountain	11	6	9	36	49
Pacific	10	5	10	41	54

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Standard errors for quality of life benefits: Access, civilian workers,[1] March 2016

Characteristics	Childcare[2]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	0.5	0.3	0.3	0.7	0.7
Worker characteristics					
Management, professional, and related	1.0	0.7	0.6	1.2	1.2
Management, business, and financial	1.2	1.5	0.9	1.8	1.6
Professional and related	1.2	0.7	0.7	1.4	1.5
Teachers	1.8	0.9	1.0	2.1	2.3
Primary, secondary, and special education school teachers	2.3	–	1.0	2.4	2.5
Registered nurses	2.2	1.4	1.5	2.9	2.3
Service	0.9	0.2	0.7	1.0	1.5
Protective service	2.0	0.9	1.2	3.4	4.1
Sales and office	0.6	0.5	0.4	1.1	1.2
Sales and related	0.9	1.0	0.4	1.6	1.5
Office and administrative support	0.7	0.5	0.6	1.2	1.4
Natural resources, construction, and maintenance	0.8	0.4	0.5	1.3	1.4
Construction, extraction, farming, fishing, and forestry	0.8	0.4	0.7	2.0	2.1
Installation, maintenance, and repair	1.0	0.4	0.6	1.6	1.9
Production, transportation, and material moving	0.4	0.5	0.3	1.2	1.6
Production	0.7	0.5	0.3	1.9	2.6
Transportation and material moving	0.5	0.8	0.6	1.6	2.0
Full time	0.6	0.4	0.4	0.7	0.8
Part time	0.4	0.3	0.4	1.0	1.4
Union	1.5	0.5	0.7	1.3	1.2
Nonunion	0.5	0.4	0.3	0.8	0.8
Average wage within the following categories:[3]					
Lowest 25 percent	0.6	0.2	0.3	0.9	1.3
Lowest 10 percent	0.5	0.3	0.3	1.0	1.6
Second 25 percent	0.5	0.4	0.4	1.0	1.1
Third 25 percent	0.7	0.5	0.6	1.1	1.2
Highest 25 percent	1.1	0.9	0.6	1.2	1.1
Highest 10 percent	1.5	1.3	1.0	1.8	1.7
Establishment characteristics					
Goods-producing industries	1.1	0.8	0.4	1.3	1.5
Service-providing industries	0.5	0.4	0.3	0.8	0.8
Education and health services	1.3	0.7	0.8	1.7	2.0
Educational services	1.5	1.3	1.2	1.6	1.6
Elementary and secondary schools	1.0	0.9	0.9	1.7	1.6
Junior colleges, colleges, and universities	4.4	–	3.2	4.0	4.0
Health care and social assistance	1.9	0.7	0.8	2.5	3.1
Hospitals	3.0	1.4	2.3	2.1	1.3
Public administration	1.9	1.6	1.3	2.4	2.2

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, civilian workers,[1] March 2016—continued

Characteristics	Childcare[2]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	0.5	0.4	0.3	0.9	1.0
1 to 49 workers	0.5	0.5	0.4	1.0	1.1
50 to 99 workers	1.2	0.7	0.5	2.0	2.2
100 workers or more	0.7	0.5	0.5	0.8	0.8
100 to 499 workers	0.8	0.6	0.8	1.4	1.5
500 workers or more	1.1	0.9	0.9	1.3	1.0
Geographic areas					
Northeast	1.3	0.7	0.4	1.2	1.7
New England	2.0	1.4	1.2	2.6	2.7
Middle Atlantic	1.3	0.8	0.5	1.3	1.7
South	1.0	0.6	0.4	1.3	1.2
South Atlantic	1.5	0.7	0.5	1.4	1.3
East South Central	–	2.4	0.4	3.9	2.3
West South Central	1.1	0.8	0.9	2.6	3.0
Midwest	0.6	0.7	0.8	1.7	1.8
East North Central	0.6	0.8	0.7	2.4	2.4
West North Central	1.2	1.1	2.0	1.4	2.3
West	0.9	0.8	0.8	1.3	1.2
Mountain	1.0	1.2	0.7	2.0	1.9
Pacific	1.2	1.0	1.1	1.6	1.5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, civilian workers,[1] March 2016

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[4]	Financial planning
		Flexible benefits	Dependent care flexible spending account[2]	Healthcare flexible spending account[3]		
All workers	25	19	40	43	23	20
Worker characteristics						
Management, professional, and related	36	28	58	62	33	27
Management, business, and financial	46	29	62	65	27	30
Professional and related	32	28	56	61	36	27
Teachers	23	32	50	58	53	21
Primary, secondary, and special education school teachers	20	34	50	59	55	20
Registered nurses	32	35	70	73	31	32
Service	10	10	23	24	17	12
Protective service	19	22	44	47	38	21
Sales and office	29	17	38	41	19	23
Sales and related	25	10	30	31	10	21
Office and administrative support	31	21	43	46	24	25
Natural resources, construction, and maintenance	18	13	28	31	20	16
Construction, extraction, farming, fishing, and forestry	13	9	17	21	19	10
Installation, maintenance, and repair	23	17	38	41	21	21
Production, transportation, and material moving	21	18	38	39	19	15
Production	25	19	39	40	18	17
Transportation and material moving	18	16	37	38	21	13
Full time	31	23	47	51	26	23
Part time	9	6	18	18	13	11
Union	23	22	54	58	45	25
Nonunion	25	18	38	40	19	19
Average wage within the following categories:[7]						
Lowest 25 percent	10	7	18	18	12	11
Lowest 10 percent	4	4	11	11	8	6
Second 25 percent	25	19	38	41	22	19
Third 25 percent	31	24	49	52	28	25
Highest 25 percent	38	29	61	65	33	29
Highest 10 percent	42	29	65	69	33	31
Establishment characteristics						
Goods-producing industries	26	17	39	40	16	20
Service-providing industries	25	19	40	43	24	20
Education and health services	26	28	50	56	37	22
Educational services	28	33	55	62	55	23
Elementary and secondary schools	22	34	50	57	55	19
Junior colleges, colleges, and universities	46	35	71	78	63	34
Health care and social assistance	25	24	46	51	24	22
Hospitals	35	45	77	83	37	41
Public administration	25	32	58	60	63	30

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total[5]	Performance	Signing	Other
All workers	7	2	1	5
Worker characteristics				
Management, professional, and related	8	4	2	5
Management, business, and financial	13	6	3	9
Professional and related	6	3	1	3
Teachers	–	–	–	–
Primary, secondary, and special education school teachers	–	–	–	–
Registered nurses	1	–	–	([6])
Service	2	([6])	([6])	2
Protective service	([6])	–	–	([6])
Sales and office	9	2	1	7
Sales and related	9	2	1	8
Office and administrative support	8	3	2	7
Natural resources, construction, and maintenance	5	3	1	3
Construction, extraction, farming, fishing, and forestry	2	–	–	2
Installation, maintenance, and repair	7	4	–	4
Production, transportation, and material moving	9	1	1	8
Production	5	1	1	4
Transportation and material moving	11	([6])	1	11
Full time	7	3	1	5
Part time	4	1	([6])	4
Union	6	2	([6])	4
Nonunion	7	2	1	5
Average wage within the following categories:[7]				
Lowest 25 percent	4	1	([6])	3
Lowest 10 percent	2	([6])	–	2
Second 25 percent	6	1	1	6
Third 25 percent	7	2	1	5
Highest 25 percent	10	5	2	6
Highest 10 percent	13	7	3	7
Establishment characteristics				
Goods-producing industries	8	3	1	5
Service-providing industries	6	2	1	5
Education and health services	1	([6])	([6])	–
Educational services	–	–	–	–
Elementary and secondary schools	–	–	–	–
Junior colleges, colleges, and universities	–	–	–	–
Health care and social assistance	2	([6])	–	–
Hospitals	–	–	–	–
Public administration	–	–	–	–

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[4]	Financial planning
		Flexible benefits	Dependent care flexible spending account[2]	Healthcare flexible spending account[3]		
1 to 99 workers	16	9	21	23	14	10
1 to 49 workers	15	7	19	20	12	9
50 to 99 workers	20	15	30	33	19	14
100 workers or more	34	28	58	61	32	30
100 to 499 workers	33	21	48	50	23	26
500 workers or more	35	35	69	74	41	33
Geographic areas						
Northeast	21	14	38	42	26	21
New England	22	13	42	47	24	20
Middle Atlantic	21	14	37	41	27	21
South	24	23	41	43	23	21
South Atlantic	25	21	40	43	23	22
East South Central	29	25	33	36	24	18
West South Central	22	24	45	46	23	20
Midwest	28	20	42	44	23	20
East North Central	27	17	41	42	24	19
West North Central	31	26	45	49	21	21
West	26	15	38	41	20	20
Mountain	26	13	36	38	17	21
Pacific	26	16	39	42	22	19

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total[5]	Performance	Signing	Other
1 to 99 workers	4	2	1	3
1 to 49 workers	4	1	1	3
50 to 99 workers	6	2	1	5
100 workers or more	9	3	1	6
100 to 499 workers	9	3	1	6
500 workers or more	9	3	1	7
Geographic areas				
Northeast	7	2	1	5
New England	5	1	1	5
Middle Atlantic	7	2	1	5
South	6	2	1	5
South Atlantic	6	2	1	5
East South Central	7	1	1	6
West South Central	5	2	1	4
Midwest	6	2	1	6
East North Central	6	2	1	6
West North Central	6	2	([6])	5
West	8	4	1	5
Mountain	7	2	1	5
Pacific	8	4	1	5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Formerly referred to as Dependent care reimbursement account.
[3] Formerly referred to as Healthcare reimbursement account.
[4] Savings plans established by the employer on behalf of the employee, but with no employer contribution. These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.
[5] The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.
[6] Less than 0.5.
[7] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Standard errors for financial benefits: Access, civilian workers,[1] March 2016

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[4]	Financial planning
		Flexible benefits	Dependent care flexible spending account[2]	Healthcare flexible spending account[3]		
All workers	0.7	0.5	0.7	0.7	0.7	0.6
Worker characteristics						
Management, professional, and related	1.2	1.0	1.4	1.4	1.1	1.2
Management, business, and financial	1.5	1.3	1.5	1.5	1.3	1.4
Professional and related	1.3	1.1	1.7	1.7	1.4	1.4
Teachers	1.6	2.0	2.3	2.4	2.2	1.8
Primary, secondary, and special education school teachers	1.7	2.4	2.8	2.7	2.8	2.5
Registered nurses	3.6	3.0	3.1	2.9	2.4	2.9
Service	0.7	0.6	1.1	1.1	1.1	0.8
Protective service	2.3	2.5	3.6	3.6	3.5	2.4
Sales and office	1.1	0.7	1.1	1.0	0.7	1.0
Sales and related	1.3	1.0	1.4	1.3	0.9	1.3
Office and administrative support	1.3	0.9	1.3	1.3	1.1	1.1
Natural resources, construction, and maintenance	0.9	0.8	1.2	1.3	1.4	0.9
Construction, extraction, farming, fishing, and forestry	1.4	1.0	1.6	1.6	1.9	1.4
Installation, maintenance, and repair	1.4	1.0	2.1	1.9	2.1	1.1
Production, transportation, and material moving	1.0	1.0	1.1	1.3	1.5	1.0
Production	1.6	1.5	1.6	1.9	1.8	1.4
Transportation and material moving	1.2	1.1	1.7	1.9	1.8	1.2
Full time	0.7	0.5	0.7	0.7	0.9	0.7
Part time	0.7	0.5	1.0	0.9	0.7	0.6
Union	1.2	1.2	1.4	1.3	1.3	1.5
Nonunion	0.8	0.5	0.8	0.8	0.7	0.6
Average wage within the following categories:[5]						
Lowest 25 percent	0.6	0.5	1.0	1.0	0.8	0.5
Lowest 10 percent	0.5	0.8	1.0	1.0	0.9	0.7
Second 25 percent	0.8	0.8	1.1	1.1	1.2	0.8
Third 25 percent	1.0	0.7	1.1	1.0	1.2	1.1
Highest 25 percent	1.2	0.9	1.3	1.3	1.1	1.2
Highest 10 percent	1.9	1.3	1.8	1.7	1.4	2.0
Establishment characteristics						
Goods-producing industries	1.2	1.0	1.2	1.3	1.3	1.1
Service-providing industries	0.8	0.5	0.8	0.8	0.8	0.7
Education and health services	1.5	1.2	1.9	2.1	1.7	1.6
Educational services	1.6	1.6	1.9	1.9	1.5	1.3
Elementary and secondary schools	1.6	2.2	2.4	2.3	1.9	1.5
Junior colleges, colleges, and universities	3.3	2.5	4.2	3.9	2.6	2.8
Health care and social assistance	2.2	1.7	2.8	3.3	2.6	2.6
Hospitals	2.2	2.5	2.1	1.8	3.0	2.8
Public administration	1.8	2.1	2.3	2.2	2.3	2.3

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,[1] March 2016—continued

Characteristics	Stock options			
	Total	Performance	Signing	Other
All workers	0.4	0.2	0.1	0.3
Worker characteristics				
Management, professional, and related	0.8	0.4	0.2	0.5
Management, business, and financial	1.4	0.7	0.3	1.0
Professional and related	0.7	0.5	0.3	0.4
Teachers	–	–	–	–
Primary, secondary, and special education school teachers	–	–	–	–
Registered nurses	0.4	–	–	0.2
Service	0.5	0.1	0.1	0.5
Protective service	0.2	–	–	0.1
Sales and office	0.5	0.2	0.2	0.5
Sales and related	0.8	0.2	0.3	0.8
Office and administrative support	0.8	0.2	0.2	0.8
Natural resources, construction, and maintenance	0.6	0.4	0.2	0.5
Construction, extraction, farming, fishing, and forestry	0.8	–	–	0.7
Installation, maintenance, and repair	0.8	0.7	–	0.7
Production, transportation, and material moving	1.0	0.2	0.1	0.9
Production	0.8	0.5	0.2	0.7
Transportation and material moving	1.5	0.1	0.2	1.5
Full time	0.5	0.2	0.1	0.3
Part time	0.5	0.1	0.1	0.5
Union	0.9	0.5	0.1	0.7
Nonunion	0.4	0.2	0.1	0.3
Average wage within the following categories:[5]				
Lowest 25 percent	0.3	0.1	0.1	0.3
Lowest 10 percent	0.4	0.1	–	0.4
Second 25 percent	0.6	0.1	0.1	0.6
Third 25 percent	0.7	0.3	0.1	0.6
Highest 25 percent	0.9	0.6	0.3	0.5
Highest 10 percent	1.5	1.0	0.4	0.7
Establishment characteristics				
Goods-producing industries	1.1	0.7	0.5	0.7
Service-providing industries	0.4	0.1	0.1	0.3
Education and health services	0.7	0.1	0.1	–
Educational services	–	–	–	–
Elementary and secondary schools	–	–	–	–
Junior colleges, colleges, and universities	–	–	–	–
Health care and social assistance	1.1	0.1	–	–
Hospitals	–	–	–	–
Public administration	–	–	–	–

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,[1] March 2016—continued

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[4]	Financial planning
		Flexible benefits	Dependent care flexible spending account[2]	Healthcare flexible spending account[3]		
1 to 99 workers	0.8	0.7	1.0	1.1	0.7	0.7
1 to 49 workers	0.9	0.5	0.9	0.9	0.7	0.7
50 to 99 workers	1.8	1.9	2.2	2.5	1.7	1.7
100 workers or more	1.0	0.7	0.9	0.9	0.9	0.9
100 to 499 workers	1.4	1.1	1.4	1.4	1.2	1.1
500 workers or more	1.2	1.2	1.3	1.2	1.3	1.1
Geographic areas						
Northeast	0.8	1.0	1.3	1.3	1.8	1.6
New England	1.5	1.5	2.4	2.9	3.3	1.8
Middle Atlantic	1.0	1.3	1.5	1.4	1.8	2.0
South	1.5	0.9	1.3	1.4	1.0	0.9
South Atlantic	2.0	1.3	1.8	1.9	1.4	1.0
East South Central	4.2	1.7	3.2	3.0	3.7	3.7
West South Central	2.4	1.4	2.3	2.7	1.1	1.2
Midwest	1.3	1.0	1.6	1.4	1.3	1.1
East North Central	1.7	1.0	2.0	1.7	1.6	1.3
West North Central	2.1	2.0	2.7	2.4	1.9	1.9
West	1.1	0.8	1.3	1.4	1.7	1.4
Mountain	2.2	1.9	2.2	3.1	1.9	2.2
Pacific	1.3	0.7	1.5	1.4	2.3	1.7

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,[1] March 2016—continued

Characteristics	Stock options			
	Total	Performance	Signing	Other
1 to 99 workers	0.5	0.2	0.1	0.4
1 to 49 workers	0.5	0.2	0.2	0.5
50 to 99 workers	1.0	0.4	0.1	0.9
100 workers or more	0.5	0.3	0.2	0.4
100 to 499 workers	0.6	0.3	0.1	0.5
500 workers or more	0.9	0.5	0.3	0.7
Geographic areas				
Northeast	1.0	0.4	0.3	0.8
New England	0.9	0.5	0.3	0.9
Middle Atlantic	1.2	0.5	0.4	0.9
South	0.4	0.2	0.1	0.4
South Atlantic	0.5	0.3	0.2	0.6
East South Central	0.7	0.3	0.4	1.4
West South Central	0.8	0.5	0.3	0.4
Midwest	0.7	0.1	0.2	0.5
East North Central	0.8	0.2	0.2	0.6
West North Central	1.5	0.3	0.1	1.1
West	1.0	0.5	0.3	0.7
Mountain	2.2	0.5	([6])	2.0
Pacific	0.9	0.7	0.4	0.5

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Formerly referred to as Dependent care reimbursement account.
[3] Formerly referred to as Healthcare reimbursement account.
[4] Savings plans established by the employer on behalf of the employee, but with no employer contribution. These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.
[5] 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 2016.
[6] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Health-related benefits: Access, civilian workers,[1] March 2016

(All workers = 100 percent)

Characteristics	Long-term care insurance[2]	Retiree healthcare benefits[3]	
		Under age 65	Age 65 and over
All workers	18	23	21
Worker characteristics			
Management, professional, and related	28	36	32
Management, business, and financial	33	33	30
Professional and related	26	37	34
Teachers	26	60	55
Primary, secondary, and special education school teachers	20	65	58
Registered nurses	23	23	16
Service	9	13	12
Protective service	17	48	40
Sales and office	18	19	17
Sales and related	13	9	8
Office and administrative support	21	24	23
Natural resources, construction, and maintenance	13	18	18
Construction, extraction, farming, fishing, and forestry	8	14	14
Installation, maintenance, and repair	17	22	21
Production, transportation, and material moving	13	19	17
Production	14	15	14
Transportation and material moving	13	22	19
Full time	22	28	25
Part time	7	9	8
Union	24	59	53
Nonunion	17	17	15
Average wage within the following categories:[4]			
Lowest 25 percent	7	7	6
Lowest 10 percent	4	4	4
Second 25 percent	14	19	17
Third 25 percent	22	29	27
Highest 25 percent	32	41	37
Highest 10 percent	37	42	39
Establishment characteristics			
Goods-producing industries	15	17	15
Service-providing industries	19	24	22
Education and health services	22	35	31
Educational services	31	63	59
Elementary and secondary schools	22	67	62
Junior colleges, colleges, and universities	56	63	61
Health care and social assistance	17	16	12
Hospitals	30	33	23
Public administration	25	73	68

See footnotes at end of table.

Table 42. Health-related benefits: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance[2]	Retiree healthcare benefits[3]	
		Under age 65	Age 65 and over
1 to 99 workers	9	8	8
1 to 49 workers	8	7	7
50 to 99 workers	13	13	11
100 workers or more	27	37	33
100 to 499 workers	19	22	19
500 workers or more	36	54	48
Geographic areas			
Northeast	17	25	24
New England	16	22	21
Middle Atlantic	17	26	25
South	21	25	21
South Atlantic	23	25	21
East South Central	20	24	20
West South Central	18	25	22
Midwest	16	20	18
East North Central	16	19	18
West North Central	15	22	19
West	19	21	20
Mountain	17	18	16
Pacific	19	23	21

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

[3] A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Standard errors for health-related benefits: Access, civilian workers,[1] March 2016

Characteristics	Long-term care insurance[2]	Retiree healthcare benefits[3]	
		Under age 65	Age 65 and over
All workers	0.7	0.5	0.5
Worker characteristics			
Management, professional, and related	1.1	0.9	0.9
Management, business, and financial	1.8	1.5	1.4
Professional and related	1.2	1.1	1.1
Teachers	1.3	2.1	2.0
Primary, secondary, and special education school teachers	1.5	2.7	2.6
Registered nurses	2.2	1.9	2.2
Service	1.0	0.7	0.6
Protective service	2.1	4.1	3.6
Sales and office	0.9	0.9	1.0
Sales and related	1.3	1.0	1.0
Office and administrative support	1.0	1.0	1.2
Natural resources, construction, and maintenance	1.2	0.9	1.2
Construction, extraction, farming, fishing, and forestry	1.1	1.2	1.4
Installation, maintenance, and repair	1.9	1.3	1.6
Production, transportation, and material moving	1.0	1.1	1.1
Production	1.6	1.6	1.8
Transportation and material moving	1.1	1.5	1.5
Full time	0.7	0.5	0.5
Part time	0.7	0.6	0.7
Union	1.1	1.3	1.3
Nonunion	0.7	0.5	0.5
Average wage within the following categories:[4]			
Lowest 25 percent	0.8	0.6	0.5
Lowest 10 percent	0.7	0.6	0.6
Second 25 percent	0.8	0.7	0.7
Third 25 percent	0.9	0.9	0.9
Highest 25 percent	1.3	1.1	1.1
Highest 10 percent	1.8	1.7	1.6
Establishment characteristics			
Goods-producing industries	1.3	1.1	1.3
Service-providing industries	0.7	0.5	0.5
Education and health services	1.3	1.1	1.2
Educational services	1.5	1.4	1.4
Elementary and secondary schools	1.3	1.6	1.8
Junior colleges, colleges, and universities	3.6	2.6	2.6
Health care and social assistance	2.0	1.3	1.5
Hospitals	2.9	2.6	2.4
Public administration	1.8	2.0	2.0

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, civilian workers,[1] March 2016—continued

Characteristics	Long-term care insurance[2]	Retiree healthcare benefits[3]	
		Under age 65	Age 65 and over
1 to 99 workers	0.6	0.5	0.5
1 to 49 workers	0.6	0.5	0.5
50 to 99 workers	1.5	1.5	1.5
100 workers or more	1.0	0.8	0.8
100 to 499 workers	1.1	1.0	0.9
500 workers or more	1.3	1.3	1.5
Geographic areas			
Northeast	1.0	0.8	0.7
New England	1.6	1.8	1.6
Middle Atlantic	1.2	0.8	0.8
South	1.3	1.0	0.9
South Atlantic	1.8	1.3	1.4
East South Central	3.9	2.2	2.3
West South Central	2.1	1.9	1.3
Midwest	1.6	1.0	1.2
East North Central	2.1	0.9	1.2
West North Central	2.4	2.3	2.8
West	0.9	1.0	0.8
Mountain	1.5	1.6	1.4
Pacific	1.0	1.2	1.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[2] A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

[3] A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Nonproduction bonuses: Access, civilian workers,[1] March 2016

(All workers = 100 percent)

Characteristics	All nonproduction bonuses[2]	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[3]
All workers	38	6	3	9	6	5	2	5	12
Worker characteristics									
Management, professional, and related	43	5	5	10	4	9	2	6	13
Management, business, and financial	52	8	6	16	5	7	2	7	15
Professional and related	40	4	4	8	4	9	3	6	13
Teachers	25	–	2	1	([4])	12	2	([4])	10
Primary, secondary, and special education school teachers	29	–	2	1	–	15	2	–	12
Registered nurses	46	2	7	–	3	9	3	15	16
Service	24	1	2	5	6	4	3	4	7
Protective service	32	1	5	1	2	10	7	–	13
Sales and office	40	9	3	11	5	4	1	5	12
Sales and related	33	11	1	8	5	2	1	3	13
Office and administrative support	44	7	4	12	6	5	2	7	12
Natural resources, construction, and maintenance	39	6	2	11	9	4	2	4	11
Construction, extraction, farming, fishing, and forestry	32	2	1	12	9	2	2	1	7
Installation, maintenance, and repair	44	9	3	11	9	6	2	6	14
Production, transportation, and material moving	40	7	2	9	6	4	1	4	15
Production	43	10	2	10	7	3	1	4	16
Transportation and material moving	36	5	1	7	6	4	1	4	13
Full time	43	6	4	11	6	7	2	5	14
Part time	20	3	1	4	5	1	1	4	5
Union	36	5	5	2	1	15	3	4	15
Nonunion	38	6	3	10	6	4	2	5	11
Average wage within the following categories:[5]									
Lowest 25 percent	24	3	1	5	6	1	2	4	7
Lowest 10 percent	17	1	1	5	6	1	1	2	4
Second 25 percent	39	5	2	9	7	4	2	5	12
Third 25 percent	45	6	3	12	5	7	2	5	14
Highest 25 percent	47	8	6	11	4	10	2	6	15
Highest 10 percent	49	8	6	12	3	11	2	7	16
Establishment characteristics									
Goods-producing industries	47	10	3	13	9	4	1	3	15
Service-providing industries	36	5	3	8	5	5	2	5	11
Education and health services	32	1	3	5	5	9	3	6	10
Educational services	25	–	2	1	([4])	12	3	([4])	9
Elementary and secondary schools	26	–	1	1	([4])	14	3	–	10
Junior colleges, colleges, and universities	23	–	5	1	1	10	2	1	8
Health care and social assistance	37	1	3	8	8	6	4	11	10
Hospitals	42	3	4	5	2	10	3	16	15
Public administration	42	–	6	1	2	18	9	–	16

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses[2]	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[3]
1 to 99 workers	34	3	1	12	9	3	1	3	6
1 to 49 workers	34	3	1	13	9	2	1	2	6
50 to 99 workers	35	4	2	10	6	4	2	5	8
100 workers or more	41	8	5	6	3	8	3	7	17
100 to 499 workers	40	8	4	6	4	6	2	8	16
500 workers or more	41	7	5	5	1	10	3	6	17
Geographic areas									
Northeast	38	4	2	12	3	8	2	5	11
New England	36	5	3	12	2	8	2	4	9
Middle Atlantic	38	3	2	12	3	8	1	5	12
South	41	5	4	9	8	3	2	5	15
South Atlantic	42	5	5	9	8	3	3	6	16
East South Central	37	5	–	9	8	2	2	5	13
West South Central	41	6	3	10	9	3	2	5	14
Midwest	36	7	2	8	5	5	2	5	11
East North Central	37	7	3	9	6	5	2	5	10
West North Central	34	7	2	8	2	5	3	5	11
West	33	5	3	7	5	7	–	5	8
Mountain	34	5	2	10	6	3	1	3	10
Pacific	32	5	4	5	4	9	–	5	8

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] 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.
[3] Includes all other bonuses provided to employees and not published separately.
[4] Less than 0.5.
[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Standard errors for nonproduction bonuses: Access, civilian workers,[1] March 2016

Characteristics	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[2]
All workers	0.6	0.3	0.2	0.4	0.3	0.3	0.2	0.4	0.4
Worker characteristics									
Management, professional, and related	1.3	0.5	0.6	0.7	0.6	0.6	0.4	0.5	0.8
Management, business, and financial	1.7	0.8	0.9	1.3	0.7	0.7	0.3	0.7	1.0
Professional and related	1.5	0.5	0.6	0.8	0.8	0.7	0.5	0.6	1.0
Teachers	1.5	–	0.3	0.2	0.2	1.0	0.4	0.1	0.9
Primary, secondary, and special education school teachers	1.9	–	0.4	0.3	–	1.4	0.5	–	1.3
Registered nurses	3.7	0.7	2.5	–	1.5	1.9	0.6	2.7	2.8
Service	1.7	0.2	0.4	0.8	1.1	0.4	0.8	1.1	0.6
Protective service	3.4	0.4	1.7	0.5	0.8	1.5	1.1	–	2.2
Sales and office	0.9	0.4	0.3	0.6	0.4	0.4	0.2	0.4	0.5
Sales and related	1.1	0.8	0.2	0.8	0.7	0.5	0.2	0.5	0.9
Office and administrative support	1.2	0.4	0.5	0.9	0.5	0.4	0.2	0.6	0.6
Natural resources, construction, and maintenance	1.6	0.6	0.5	0.9	0.9	0.5	0.7	0.5	0.7
Construction, extraction, farming, fishing, and forestry	2.3	0.7	0.4	1.2	1.6	0.5	0.8	0.3	1.1
Installation, maintenance, and repair	2.1	0.9	0.7	1.4	1.4	0.9	0.6	0.9	1.0
Production, transportation, and material moving	1.3	0.6	0.4	0.8	0.6	0.5	0.2	0.7	1.1
Production	1.9	0.8	0.5	1.1	0.8	0.7	0.2	1.2	1.6
Transportation and material moving	2.1	0.9	0.4	1.2	0.9	0.7	0.4	0.7	1.5
Full time	0.7	0.3	0.3	0.5	0.4	0.4	0.2	0.4	0.5
Part time	1.0	0.2	0.2	0.6	0.5	0.2	0.4	0.6	0.5
Union	1.5	0.5	1.0	0.4	0.3	1.0	0.4	1.0	1.2
Nonunion	0.7	0.3	0.2	0.5	0.4	0.3	0.3	0.4	0.4
Average wage within the following categories:[3]									
Lowest 25 percent	1.1	0.3	0.3	0.6	0.8	0.2	0.7	0.7	0.5
Lowest 10 percent	1.7	0.2	0.5	1.0	0.6	0.3	0.1	0.5	0.6
Second 25 percent	1.0	0.3	0.3	0.7	0.6	0.3	0.2	0.5	0.6
Third 25 percent	1.0	0.4	0.3	0.8	0.4	0.6	0.3	0.5	0.6
Highest 25 percent	1.3	0.7	0.7	0.8	0.5	0.7	0.3	0.6	0.9
Highest 10 percent	1.9	1.0	1.1	1.2	0.7	1.1	0.3	0.9	1.4
Establishment characteristics									
Goods-producing industries	1.3	0.9	0.5	0.9	0.7	0.5	0.2	0.5	0.9
Service-providing industries	0.7	0.3	0.2	0.4	0.4	0.4	0.3	0.4	0.5
Education and health services	1.6	0.2	0.7	0.9	1.1	0.7	0.8	1.1	1.0
Educational services	1.2	–	0.2	0.2	0.2	0.9	0.4	0.1	0.8
Elementary and secondary schools	1.6	–	0.3	0.3	0.2	1.1	0.5	–	1.1
Junior colleges, colleges, and universities	2.0	–	0.5	0.3	0.3	1.3	0.9	0.3	1.2
Health care and social assistance	2.5	0.3	1.2	1.4	1.9	1.0	1.3	1.8	1.7
Hospitals	3.0	0.9	0.7	1.2	0.7	1.4	0.7	1.5	1.8
Public administration	2.3	–	0.9	0.5	0.8	1.8	1.3	–	2.0

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, civilian workers,[1] March 2016—continued

Characteristics	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[2]
1 to 99 workers	1.0	0.3	0.2	0.8	0.5	0.3	0.3	0.4	0.5
1 to 49 workers	1.2	0.3	0.3	0.9	0.6	0.3	0.3	0.4	0.6
50 to 99 workers	2.2	0.7	0.5	1.3	1.2	0.5	0.5	1.0	0.8
100 workers or more	0.9	0.5	0.4	0.4	0.4	0.5	0.4	0.6	0.6
100 to 499 workers	1.4	0.6	0.8	0.6	0.7	0.7	0.7	1.1	1.0
500 workers or more	1.2	0.6	0.4	0.4	0.3	0.6	0.3	0.4	0.9
Geographic areas									
Northeast	1.3	0.7	0.3	0.8	0.4	0.6	0.2	0.7	0.8
New England	2.3	0.6	0.4	2.2	0.4	1.2	0.6	0.7	1.6
Middle Atlantic	1.8	0.9	0.4	1.1	0.6	0.7	0.2	0.9	1.0
South	0.9	0.4	0.6	0.6	0.7	0.4	0.3	0.6	0.9
South Atlantic	1.2	0.5	1.0	1.0	0.9	0.7	0.5	0.9	1.5
East South Central	2.8	0.5	–	1.7	1.0	0.6	0.7	1.3	1.7
West South Central	1.6	0.6	0.6	0.8	1.4	0.8	0.3	1.0	1.0
Midwest	1.4	0.7	0.3	1.0	0.4	0.6	0.4	0.6	0.6
East North Central	1.6	1.0	0.2	1.3	0.6	0.7	0.3	0.5	0.7
West North Central	2.8	0.7	0.6	1.2	0.6	1.3	0.8	1.4	1.2
West	1.6	0.5	0.3	0.7	0.9	0.9	–	1.0	0.5
Mountain	2.6	0.2	0.5	1.3	1.7	0.9	0.2	1.1	0.8
Pacific	1.9	0.7	0.4	0.9	1.1	1.2	–	1.3	0.7

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Includes all other bonuses provided to employees and not published separately.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Unmarried domestic partner benefits: Access[1], civilian workers,[2] March 2016

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	16	16	38	34
Worker characteristics				
Management, professional, and related	26	26	52	46
Management, business, and financial	24	24	59	54
Professional and related	27	26	49	42
Teachers	43	41	35	29
Primary, secondary, and special education school teachers	51	49	33	29
Registered nurses	21	22	45	38
Service	10	10	23	20
Protective service	28	28	34	27
Sales and office	13	13	41	37
Sales and related	6	6	35	31
Office and administrative support	18	18	44	41
Natural resources, construction, and maintenance	13	11	29	25
Construction, extraction, farming, fishing, and forestry	11	11	19	20
Installation, maintenance, and repair	15	11	38	29
Production, transportation, and material moving	11	11	33	30
Production	9	8	31	29
Transportation and material moving	14	14	35	30
Full time	20	19	45	40
Part time	6	6	17	16
Union	43	39	56	45
Nonunion	12	12	35	32
Average wage within the following categories:[3]				
Lowest 25 percent	5	6	19	18
Lowest 10 percent	2	2	9	9
Second 25 percent	13	13	36	33
Third 25 percent	20	19	45	39
Highest 25 percent	30	28	58	50
Highest 10 percent	32	30	67	59
Establishment characteristics				
Goods-producing industries	10	9	35	32
Service-providing industries	17	17	39	34
Education and health services	26	25	40	35
Educational services	44	43	38	31
Elementary and secondary schools	48	47	30	26
Junior colleges, colleges, and universities	40	39	57	44
Health care and social assistance	13	14	42	37
Hospitals	23	24	52	42
Public administration	49	48	40	33

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access[1], civilian workers,[2] March 2016—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers	6	6	25	24
1 to 49 workers	5	6	24	23
50 to 99 workers	9	8	30	29
100 workers or more	26	25	50	43
100 to 499 workers	16	16	46	42
500 workers or more	37	35	55	44
Geographic areas				
Northeast	20	20	45	39
New England	15	15	41	36
Middle Atlantic	22	22	46	40
South	17	16	30	28
South Atlantic	16	16	32	28
East South Central	20	19	28	26
West South Central	15	15	29	28
Midwest	9	8	28	22
East North Central	7	6	28	21
West North Central	13	12	28	25
West	21	20	56	53
Mountain	14	14	43	38
Pacific	23	23	62	59

[1] The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at:www.bls.gov/ncs/ebs_domestic2012.pdf.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Standard errors for unmarried domestic partner benefits: Access[1], civilian workers,[2] March 2016

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	0.6	0.5	0.7	0.7
Worker characteristics				
Management, professional, and related	1.2	1.1	1.1	1.1
Management, business, and financial	1.5	1.4	1.6	1.7
Professional and related	1.4	1.3	1.2	1.2
Teachers	2.2	2.2	1.8	1.8
Primary, secondary, and special education school teachers	2.7	2.7	2.4	2.3
Registered nurses	2.7	2.7	2.7	2.3
Service	0.7	0.7	1.8	1.8
Protective service	2.6	2.5	3.1	2.9
Sales and office	0.7	0.6	1.0	1.0
Sales and related	0.8	0.8	1.3	1.3
Office and administrative support	0.8	0.8	1.3	1.1
Natural resources, construction, and maintenance	1.1	1.0	1.4	1.5
Construction, extraction, farming, fishing, and forestry	1.7	1.6	1.9	2.2
Installation, maintenance, and repair	1.2	0.9	1.7	1.9
Production, transportation, and material moving	0.9	0.9	1.4	1.4
Production	1.3	1.2	2.2	2.1
Transportation and material moving	1.3	1.4	1.5	1.6
Full time	0.7	0.7	0.8	0.8
Part time	0.5	0.5	0.9	1.0
Union	1.6	1.5	1.4	1.6
Nonunion	0.6	0.6	0.8	0.8
Average wage within the following categories:[3]				
Lowest 25 percent	0.5	0.5	1.2	1.3
Lowest 10 percent	0.3	0.4	0.8	0.9
Second 25 percent	0.6	0.6	1.2	1.2
Third 25 percent	1.0	1.0	1.2	1.2
Highest 25 percent	1.3	1.2	1.3	1.3
Highest 10 percent	1.9	1.7	1.9	1.8
Establishment characteristics				
Goods-producing industries	1.2	1.0	1.7	1.7
Service-providing industries	0.6	0.6	0.8	0.8
Education and health services	1.4	1.4	1.6	1.7
Educational services	1.8	1.8	1.5	1.5
Elementary and secondary schools	1.9	1.9	1.4	1.3
Junior colleges, colleges, and universities	3.6	3.6	3.3	3.6
Health care and social assistance	1.9	1.9	2.5	2.6
Hospitals	2.9	2.9	2.1	2.3
Public administration	2.5	2.5	1.9	2.2

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access[1], civilian workers,[2] March 2016—continued

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers	0.5	0.5	1.2	1.1
1 to 49 workers	0.5	0.5	1.2	1.2
50 to 99 workers	1.2	1.2	2.1	2.1
100 workers or more	0.8	0.9	0.9	0.9
100 to 499 workers	1.1	1.1	1.2	1.3
500 workers or more	1.4	1.3	1.3	1.3
Geographic areas				
Northeast	1.3	1.2	1.5	1.3
New England	2.0	2.1	2.6	2.4
Middle Atlantic	1.7	1.5	1.9	1.8
South	0.8	0.7	1.2	1.4
South Atlantic	0.9	0.9	1.6	1.9
East South Central	3.1	2.8	3.8	3.9
West South Central	1.3	1.2	2.0	2.4
Midwest	1.2	1.1	1.3	1.3
East North Central	0.6	0.7	1.4	1.2
West North Central	3.2	3.0	2.9	2.9
West	1.3	1.3	2.0	1.9
Mountain	1.0	1.0	4.2	4.0
Pacific	1.9	1.8	2.4	2.4

[1] The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at:www.bls.gov/ncs/ebs_domestic2012.pdf.

[2] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Medical care benefit combinations: Access, civilian workers,[1] March 2016

(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	62	8	7	22	57	13	1	28
Worker characteristics								
Management, professional, and related	80	7	4	9	76	11	1	12
Management, business, and financial	85	9	1	5	83	11	([2])	6
Professional and related	78	6	5	11	73	11	1	15
Teachers	80	1	3	15	72	10	1	18
Primary, secondary, and special education school teachers	93	1	2	5	81	13	–	–
Registered nurses	83	4	5	8	77	11	1	12
Service	37	8	10	45	32	13	2	53
Protective service	66	–	–	20	63	5	7	24
Sales and office	60	8	11	21	54	14	2	31
Sales and related	47	8	20	25	40	15	2	43
Office and administrative support	68	8	6	18	63	13	1	23
Natural resources, construction, and maintenance	61	13	4	21	56	18	1	24
Construction, extraction, farming, fishing, and forestry	56	12	6	26	49	19	2	30
Installation, maintenance, and repair	66	14	3	17	64	17	1	19
Production, transportation, and material moving	66	8	5	21	61	13	1	25
Production	71	9	3	17	67	13	1	19
Transportation and material moving	61	7	7	24	56	13	2	30
Full time	78	10	3	10	73	14	1	11
Part time	17	3	21	60	10	9	2	78
Union	91	3	3	4	84	10	1	5
Nonunion	57	9	8	25	53	13	1	32
Average wage within the following categories:[3]								
Lowest 25 percent	28	8	15	49	22	14	2	62
Lowest 10 percent	16	7	17	60	12	11	2	75
Second 25 percent	65	10	6	19	60	15	1	24
Third 25 percent	78	9	4	10	74	13	1	12
Highest 25 percent	87	6	2	5	83	10	1	6
Highest 10 percent	88	6	2	4	85	8	1	6
Establishment characteristics								
Goods-producing industries	72	12	2	13	69	15	1	15
Service-providing industries	61	8	8	24	55	13	1	31
Education and health services	73	6	5	16	67	12	1	20
Educational services	83	2	4	11	75	10	1	13
Elementary and secondary schools	85	2	4	9	74	13	1	12
Junior colleges, colleges, and universities	86	2	2	10	84	4	1	11
Health care and social assistance	66	8	7	19	62	13	1	24
Hospitals	89	3	2	6	89	2	1	8
Public administration	88	1	3	9	82	7	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,[1] March 2016—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	26	44	1	29	51	19	7	23
Worker characteristics								
Management, professional, and related	40	47	1	12	63	24	3	10
Management, business, and financial	35	59	–	–	76	18	1	5
Professional and related	42	43	1	15	58	26	4	12
Teachers	67	14	2	16	35	46	1	17
Primary, secondary, and special education school teachers	85	8	1	5	31	63	–	–
Registered nurses	36	51	–	–	73	15	4	8
Service	16	29	1	54	27	18	9	46
Protective service	53	16	2	30	32	36	11	21
Sales and office	19	48	2	30	53	15	11	21
Sales and related	10	45	2	43	43	12	19	26
Office and administrative support	25	50	1	23	58	17	6	19
Natural resources, construction, and maintenance	28	46	([2])	25	50	25	4	22
Construction, extraction, farming, fishing, and forestry	31	38	1	31	40	29	6	26
Installation, maintenance, and repair	26	55	–	–	59	21	3	17
Production, transportation, and material moving	24	50	1	25	57	17	5	21
Production	22	59	–	–	68	13	3	17
Transportation and material moving	26	43	1	30	47	21	7	25
Full time	33	55	([2])	12	64	24	3	10
Part time	7	13	4	77	12	8	19	62
Union	80	14	2	4	44	50	1	5
Nonunion	17	49	1	33	52	14	8	26
Average wage within the following categories:[3]								
Lowest 25 percent	7	29	2	62	24	12	15	50
Lowest 10 percent	3	19	2	76	13	9	16	61
Second 25 percent	21	54	1	24	55	20	5	20
Third 25 percent	35	52	([2])	13	63	24	3	10
Highest 25 percent	47	45	([2])	7	69	24	2	5
Highest 10 percent	46	48	([2])	6	73	20	2	5
Establishment characteristics								
Goods-producing industries	26	59	([2])	16	67	17	2	13
Service-providing industries	26	42	1	31	48	20	7	25
Education and health services	40	39	1	20	50	29	4	17
Educational services	69	16	3	12	36	50	1	13
Elementary and secondary schools	80	6	4	9	25	62	1	12
Junior colleges, colleges, and universities	53	35	1	11	61	27	1	11
Health care and social assistance	21	54	([2])	25	59	15	6	19
Hospitals	44	47	1	8	76	15	2	6
Public administration	84	4	2	9	33	55	1	11

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,[1] March 2016—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
1 to 99 workers	44	12	9	35	40	16	1	43
1 to 49 workers	39	13	9	39	35	18	1	47
50 to 99 workers	57	10	9	24	54	13	1	32
100 workers or more	80	4	6	10	74	10	1	14
100 to 499 workers	73	6	7	13	66	13	2	19
500 workers or more	87	2	4	7	84	6	1	10
Geographic areas								
Northeast	64	7	8	22	58	13	1	28
New England	63	5	9	22	56	13	2	29
Middle Atlantic	64	8	7	21	59	12	1	28
South	63	8	7	21	60	12	2	27
South Atlantic	63	8	7	22	59	12	1	28
East South Central	67	9	6	18	60	15	2	23
West South Central	60	10	8	22	60	10	2	28
Midwest	64	6	9	21	60	10	1	28
East North Central	63	7	9	21	59	11	1	29
West North Central	67	5	8	20	63	9	1	28
West	58	11	5	26	50	18	1	30
Mountain	59	8	6	26	53	15	1	32
Pacific	57	12	5	26	49	20	1	30

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,[1] March 2016—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
1 to 99 workers	10	46	1	43	40	16	9	35
1 to 49 workers	8	44	([2])	47	36	16	9	39
50 to 99 workers	17	50	1	32	50	17	8	24
100 workers or more	42	42	1	14	61	23	5	11
100 to 499 workers	26	54	2	19	62	18	7	14
500 workers or more	59	30	1	10	61	28	3	8
Geographic areas								
Northeast	30	41	1	28	51	20	7	23
New England	27	41	1	30	49	20	8	23
Middle Atlantic	31	40	1	27	51	20	6	23
South	26	45	1	28	52	19	7	22
South Atlantic	29	42	1	29	54	17	7	22
East South Central	27	49	–	–	52	23	6	19
West South Central	23	47	1	29	48	22	8	22
Midwest	26	45	1	28	55	16	8	22
East North Central	25	45	1	28	55	16	8	22
West North Central	26	45	1	28	56	16	8	21
West	24	45	1	30	45	23	5	27
Mountain	19	49	1	31	49	19	6	27
Pacific	26	43	1	30	44	25	4	26

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Less than 0.5.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,[1] March 2016

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	0.8	0.4	0.4	0.7	0.8	0.4	0.1	0.7
Worker characteristics								
Management, professional, and related	1.3	0.7	0.3	0.7	1.1	0.7	0.1	0.8
Management, business, and financial	1.5	1.0	0.3	0.8	1.6	1.2	0.1	0.9
Professional and related	1.5	0.8	0.4	0.8	1.3	0.9	0.2	1.0
Teachers	2.2	0.3	0.5	2.1	2.2	1.2	0.3	2.0
Primary, secondary, and special education school teachers	2.4	0.5	0.5	2.2	2.6	1.7	–	–
Registered nurses	1.8	1.2	1.0	1.0	2.6	2.0	0.3	1.4
Service	1.6	0.7	1.1	2.1	1.2	1.1	0.3	1.7
Protective service	3.4	–	–	2.1	3.2	1.3	2.3	2.2
Sales and office	1.2	0.6	0.6	1.1	1.2	0.7	0.2	1.2
Sales and related	1.7	1.2	1.1	1.8	1.6	1.1	0.3	1.7
Office and administrative support	1.5	0.6	0.5	1.3	1.4	0.8	0.2	1.5
Natural resources, construction, and maintenance	1.6	1.3	0.7	1.5	1.5	1.2	0.4	1.7
Construction, extraction, farming, fishing, and forestry	2.5	2.0	1.4	2.6	2.4	2.0	0.8	3.1
Installation, maintenance, and repair	2.1	1.6	0.5	1.7	1.9	1.4	0.3	1.8
Production, transportation, and material moving	1.5	0.8	0.9	1.2	1.7	1.0	0.2	1.3
Production	2.2	0.9	0.8	2.1	2.4	1.5	0.3	2.2
Transportation and material moving	1.9	1.1	1.1	1.5	2.0	1.0	0.3	1.6
Full time	0.7	0.5	0.3	0.5	0.7	0.5	0.1	0.5
Part time	1.1	0.3	1.4	1.5	0.9	0.7	0.2	1.1
Union	0.8	0.5	0.3	0.6	1.1	0.9	0.2	0.7
Nonunion	0.9	0.5	0.5	0.8	0.8	0.5	0.1	0.8
Average wage within the following categories:[3]								
Lowest 25 percent	1.2	0.6	1.2	1.8	1.2	0.8	0.3	1.3
Lowest 10 percent	1.6	1.1	2.0	2.2	1.4	1.1	0.5	1.3
Second 25 percent	1.1	0.8	0.4	1.0	1.2	0.8	0.2	1.1
Third 25 percent	1.0	0.8	0.4	0.7	1.0	0.7	0.2	0.7
Highest 25 percent	1.0	0.7	0.3	0.6	0.9	0.7	0.2	0.7
Highest 10 percent	1.4	1.0	0.4	1.0	1.5	1.1	0.2	1.1
Establishment characteristics								
Goods-producing industries	0.9	1.0	0.4	0.8	1.2	1.0	0.2	0.9
Service-providing industries	0.9	0.4	0.5	0.8	0.8	0.4	0.1	0.8
Education and health services	1.9	0.8	0.5	1.5	1.7	0.9	0.1	1.6
Educational services	1.2	0.5	0.4	0.8	1.3	1.1	0.2	0.8
Elementary and secondary schools	1.6	0.7	0.4	1.0	1.8	1.5	0.3	1.0
Junior colleges, colleges, and universities	1.4	0.4	0.5	1.1	1.5	0.8	0.2	1.3
Health care and social assistance	2.8	1.3	0.8	2.3	2.6	1.3	0.2	2.5
Hospitals	1.2	0.8	0.4	0.7	0.8	0.4	0.4	0.6
Public administration	1.6	0.2	0.5	1.4	2.1	1.4	0.2	1.5

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,[1] March 2016—continued

Characteristics	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
	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
All workers	0.6	0.7	0.1	0.8	0.8	0.6	0.4	0.7
Worker characteristics								
Management, professional, and related	1.1	1.1	0.1	0.8	1.4	1.0	0.3	0.7
Management, business, and financial	1.6	1.7	–	–	1.4	1.2	0.3	0.9
Professional and related	1.3	1.2	0.1	1.0	1.5	1.2	0.4	0.8
Teachers	2.4	1.7	0.4	2.1	2.1	2.0	0.3	2.1
Primary, secondary, and special education school teachers	3.1	2.3	0.4	2.2	2.6	2.8	–	–
Registered nurses	3.4	3.2	–	–	2.5	2.4	1.0	1.0
Service	0.8	1.5	0.1	1.7	1.5	0.9	1.1	2.1
Protective service	4.2	2.8	0.4	2.9	2.7	3.1	2.4	2.2
Sales and office	0.8	1.2	0.2	1.2	1.2	0.8	0.5	1.1
Sales and related	1.0	1.6	0.3	1.8	1.6	1.3	1.0	1.8
Office and administrative support	0.9	1.5	0.2	1.5	1.5	0.9	0.5	1.4
Natural resources, construction, and maintenance	1.4	1.7	0.1	1.6	1.6	1.4	0.7	1.5
Construction, extraction, farming, fishing, and forestry	2.2	2.8	0.2	2.7	2.7	2.6	1.4	2.6
Installation, maintenance, and repair	1.6	2.1	–	–	2.0	1.6	0.5	1.7
Production, transportation, and material moving	1.1	1.4	0.2	1.3	1.6	1.1	0.8	1.2
Production	1.7	2.1	–	–	2.2	1.0	0.8	2.1
Transportation and material moving	1.6	1.5	0.3	1.6	2.0	1.8	1.0	1.5
Full time	0.7	0.8	([2])	0.6	0.8	0.6	0.3	0.5
Part time	0.6	0.9	0.3	1.1	1.0	0.7	1.4	1.5
Union	1.2	1.2	0.2	0.6	1.6	1.6	0.3	0.6
Nonunion	0.6	0.8	0.1	0.9	0.9	0.5	0.5	0.8
Average wage within the following categories:[3]								
Lowest 25 percent	0.5	1.2	0.2	1.3	1.1	0.8	1.2	1.8
Lowest 10 percent	0.4	1.2	0.3	1.3	1.6	1.3	2.0	2.2
Second 25 percent	0.7	1.2	0.1	1.1	1.2	0.9	0.4	1.0
Third 25 percent	1.0	1.1	0.1	0.8	1.0	1.0	0.4	0.7
Highest 25 percent	1.3	1.3	0.1	0.7	1.2	1.0	0.3	0.6
Highest 10 percent	1.9	2.0	0.1	1.1	1.6	1.3	0.4	1.0
Establishment characteristics								
Goods-producing industries	1.4	1.6	([2])	0.9	0.9	1.0	0.4	0.8
Service-providing industries	0.6	0.8	0.1	0.9	0.9	0.6	0.5	0.8
Education and health services	1.4	1.3	0.2	1.6	1.8	1.3	0.5	1.5
Educational services	1.3	1.0	0.3	0.8	1.6	1.4	0.3	0.8
Elementary and secondary schools	1.6	0.9	0.4	1.1	1.8	1.7	0.2	1.0
Junior colleges, colleges, and universities	2.7	2.4	0.4	1.2	2.6	2.3	0.3	1.2
Health care and social assistance	1.8	2.1	0.2	2.5	2.7	1.7	0.8	2.3
Hospitals	2.6	2.3	0.2	0.8	2.3	2.2	0.4	0.7
Public administration	1.7	0.8	0.5	1.4	2.6	2.6	0.3	1.6

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,[1] March 2016—continued

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
1 to 99 workers	1.3	0.7	0.6	1.2	1.1	0.8	0.2	1.2
1 to 49 workers	1.4	0.8	0.6	1.2	1.2	0.9	0.2	1.2
50 to 99 workers	2.8	1.0	1.4	2.4	2.9	1.2	0.3	2.6
100 workers or more	0.8	0.4	0.4	0.6	0.7	0.6	0.2	0.6
100 to 499 workers	1.3	0.7	0.6	1.0	1.2	1.0	0.2	1.0
500 workers or more	0.9	0.4	0.4	0.8	1.0	0.6	0.3	0.8
Geographic areas								
Northeast	1.5	1.1	0.8	1.1	1.1	0.6	0.2	1.0
New England	2.2	1.0	2.7	1.7	2.0	1.1	0.5	2.2
Middle Atlantic	1.6	1.3	0.5	1.1	1.2	0.8	0.1	0.9
South	1.7	0.7	0.7	1.1	1.4	0.7	0.2	1.4
South Atlantic	1.9	1.0	0.6	1.4	1.8	1.0	0.2	1.7
East South Central	2.4	2.2	2.3	1.6	2.1	2.6	0.5	3.5
West South Central	4.2	1.1	1.7	2.7	3.3	0.9	0.7	3.2
Midwest	1.5	0.4	1.0	1.9	1.8	0.7	0.2	1.7
East North Central	1.6	0.5	1.5	2.3	1.6	0.8	0.2	1.7
West North Central	3.3	0.6	0.5	3.6	4.2	1.2	0.2	3.7
West	1.4	1.0	0.6	1.3	1.2	1.0	0.2	1.3
Mountain	2.0	1.7	1.1	2.3	1.8	1.6	0.3	2.4
Pacific	1.8	1.1	0.8	1.6	1.6	1.2	0.3	1.5

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, civilian workers,[1] March 2016—continued

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
1 to 99 workers	0.6	1.2	0.1	1.2	1.2	0.7	0.6	1.2
1 to 49 workers	0.6	1.2	0.1	1.2	1.3	0.8	0.6	1.2
50 to 99 workers	1.5	2.6	0.3	2.6	2.8	1.4	1.3	2.4
100 workers or more	0.8	0.9	0.1	0.6	0.9	0.7	0.4	0.6
100 to 499 workers	1.1	1.4	0.2	1.1	1.4	1.0	0.6	1.0
500 workers or more	1.3	1.2	0.1	0.9	1.1	1.0	0.4	0.8
Geographic areas								
Northeast	1.5	1.1	0.2	0.9	1.2	1.0	0.8	1.1
New England	2.5	2.4	0.4	2.0	1.6	1.4	2.7	1.7
Middle Atlantic	1.6	1.2	0.3	0.8	1.4	1.2	0.5	1.2
South	0.9	1.3	0.1	1.5	1.7	1.1	0.7	1.1
South Atlantic	1.1	1.2	([2])	1.6	2.1	1.6	0.6	1.4
East South Central	3.5	2.8	–	–	3.2	3.2	2.3	1.6
West South Central	1.1	3.4	0.1	3.6	3.8	0.9	1.6	2.6
Midwest	1.2	1.2	0.2	1.7	1.4	0.9	1.1	2.0
East North Central	1.1	1.5	0.2	1.8	1.6	1.0	1.6	2.3
West North Central	3.0	2.2	0.2	3.6	2.6	1.8	0.4	3.8
West	1.1	1.8	0.2	1.3	1.7	1.3	0.6	1.4
Mountain	1.4	2.8	0.2	2.6	2.3	2.2	1.1	2.3
Pacific	1.5	2.2	0.2	1.5	2.2	1.7	0.7	1.7

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Less than 0.05.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Paid leave combinations: Access, civilian workers,[1] March 2016

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[2]	Personal leave, sick leave, paid family leave, or vacation[2]	Personal leave, vacation, or holidays[2]
All workers	37	37	60	69	73	82	83
Worker characteristics							
Management, professional, and related	47	54	69	75	91	93	91
Management, business, and financial	59	56	88	94	94	97	97
Professional and related	42	53	62	66	89	92	89
Teachers	10	57	15	14	87	89	77
Primary, secondary, and special education school teachers	9	72	14	13	97	99	87
Registered nurses	61	53	75	86	91	94	94
Service	23	22	41	46	52	64	66
Protective service	40	40	67	71	74	82	83
Sales and office	43	39	68	76	75	84	86
Sales and related	35	31	56	66	64	76	80
Office and administrative support	47	44	74	83	82	88	90
Natural resources, construction, and maintenance	30	27	57	74	65	82	86
Construction, extraction, farming, fishing, and forestry	19	17	44	59	51	72	77
Installation, maintenance, and repair	41	36	70	89	78	93	94
Production, transportation, and material moving	32	27	58	77	68	84	86
Production	33	24	57	86	68	88	91
Transportation and material moving	31	30	58	70	67	80	81
Full time	46	46	73	84	85	94	94
Part time	13	13	22	27	38	49	51
Union	44	56	66	72	90	95	92
Nonunion	36	34	59	69	70	80	82
Average wage within the following categories:[3]							
Lowest 25 percent	18	17	34	43	46	60	63
Lowest 10 percent	10	9	23	30	32	47	51
Second 25 percent	40	38	65	78	76	88	89
Third 25 percent	47	44	75	85	85	92	92
Highest 25 percent	49	56	72	78	92	95	94
Highest 10 percent	51	57	74	78	94	96	92
Establishment characteristics							
Goods-producing industries	34	27	61	84	71	90	92
Service-providing industries	38	39	60	67	73	81	82
Education and health services	41	51	59	63	86	90	88
Educational services	22	57	39	37	91	91	83
Elementary and secondary schools	18	67	27	24	94	94	84
Junior colleges, colleges, and universities	32	40	65	65	90	91	85
Health care and social assistance	53	48	72	81	83	89	91
Hospitals	65	58	83	92	93	95	96
Public administration	51	51	87	87	91	91	91

See footnotes at end of table.

Table 46. Paid leave combinations: Access, civilian workers,[1] March 2016—continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[2]	Personal leave, sick leave, paid family leave, or vacation[2]	Personal leave, vacation, or holidays[2]
1 to 99 workers	27	25	51	62	61	74	76
1 to 49 workers	25	23	50	61	58	72	74
50 to 99 workers	32	31	56	65	67	79	82
100 workers or more	47	49	69	76	85	90	90
100 to 499 workers	45	43	67	77	80	88	89
500 workers or more	50	56	70	75	90	93	91
Geographic areas							
Northeast	46	46	63	70	77	83	83
New England	38	39	57	64	76	82	82
Middle Atlantic	49	49	64	71	78	84	84
South	36	37	60	71	72	83	86
South Atlantic	39	38	61	72	71	83	86
East South Central	29	30	61	73	72	85	86
West South Central	36	37	59	69	72	84	86
Midwest	35	34	58	69	70	81	82
East North Central	35	34	57	69	70	81	82
West North Central	34	33	59	69	71	81	82
West	34	35	60	67	75	82	80
Mountain	35	36	56	66	68	78	80
Pacific	34	34	62	67	79	84	80

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Includes workers with access to one or more of these leave benefits.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Standard errors for paid leave combinations: Access, civilian workers,[1] March 2016

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[2]	Personal leave, sick leave, paid family leave, or vacation[2]	Personal leave, vacation, or holidays[2]
All workers	0.7	0.7	0.8	0.7	0.7	0.6	0.7
Worker characteristics							
Management, professional, and related	1.1	1.1	1.0	0.9	0.7	0.6	0.6
Management, business, and financial	1.6	1.7	0.9	0.6	0.7	0.5	0.5
Professional and related	1.3	1.4	1.3	1.0	0.9	0.7	0.7
Teachers	1.1	2.1	1.8	2.3	2.0	1.6	1.8
Primary, secondary, and special education school teachers	1.5	2.9	2.6	3.1	2.1	0.5	1.5
Registered nurses	2.0	2.8	2.9	1.3	1.3	0.8	0.7
Service	1.3	1.3	1.7	1.8	1.8	1.8	1.8
Protective service	3.3	3.2	3.9	3.3	4.3	3.3	2.6
Sales and office	1.1	1.1	1.1	0.9	1.1	0.9	0.9
Sales and related	1.4	1.3	1.7	1.7	1.8	1.7	1.8
Office and administrative support	1.4	1.3	1.0	0.9	1.0	0.9	0.8
Natural resources, construction, and maintenance	1.2	1.3	1.6	1.5	1.5	1.4	1.2
Construction, extraction, farming, fishing, and forestry	1.6	1.8	2.1	2.7	2.2	2.7	2.4
Installation, maintenance, and repair	1.7	1.8	2.1	1.6	2.0	1.3	1.0
Production, transportation, and material moving	1.3	1.2	1.7	1.3	1.6	1.1	1.3
Production	1.8	1.6	2.2	1.5	2.1	1.5	1.3
Transportation and material moving	1.7	1.6	2.3	1.9	2.2	1.4	1.8
Full time	0.7	0.7	0.6	0.4	0.6	0.4	0.4
Part time	0.8	0.8	1.2	1.2	1.5	1.6	1.7
Union	1.5	1.4	1.2	1.1	0.8	0.7	0.7
Nonunion	0.7	0.7	0.9	0.8	0.8	0.7	0.7
Average wage within the following categories:[3]							
Lowest 25 percent	1.1	1.0	1.5	1.5	1.3	1.4	1.8
Lowest 10 percent	0.8	0.7	1.3	1.3	1.6	1.5	1.7
Second 25 percent	1.2	1.2	1.1	1.0	1.1	0.9	0.8
Third 25 percent	1.1	1.1	0.8	0.7	0.7	0.6	0.5
Highest 25 percent	1.1	1.2	0.9	0.8	0.6	0.6	0.5
Highest 10 percent	1.6	1.6	1.4	1.2	1.0	0.8	0.8
Establishment characteristics							
Goods-producing industries	1.4	1.7	1.5	1.2	1.4	0.9	0.8
Service-providing industries	0.7	0.7	0.9	0.8	0.8	0.7	0.8
Education and health services	1.8	1.5	1.7	1.3	1.6	1.1	1.0
Educational services	1.0	1.4	1.2	1.2	0.7	0.7	1.0
Elementary and secondary schools	1.2	1.8	1.3	1.3	0.8	0.8	1.2
Junior colleges, colleges, and universities	2.2	2.5	1.6	1.6	1.1	1.1	1.5
Health care and social assistance	2.7	2.3	2.6	1.9	2.7	1.8	1.4
Hospitals	2.2	2.6	1.8	0.8	1.0	0.6	0.7
Public administration	2.3	2.3	1.5	1.6	1.3	1.4	1.4

See footnotes at end of table.

Table 46. Standard errors for paid leave combinations: Access, civilian workers,[1] March 2016—continued

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[2]	Personal leave, sick leave, paid family leave, or vacation[2]	Personal leave, vacation, or holidays[2]
1 to 99 workers	1.0	1.0	1.3	1.2	1.2	1.1	1.2
1 to 49 workers	1.2	1.1	1.4	1.2	1.3	1.2	1.4
50 to 99 workers	2.1	2.1	2.2	2.6	2.2	2.3	2.1
100 workers or more	0.8	0.8	0.8	0.7	0.6	0.6	0.6
100 to 499 workers	1.2	1.1	1.3	1.2	1.0	0.9	1.0
500 workers or more	1.1	1.3	1.1	0.9	0.6	0.5	0.6
Geographic areas							
Northeast	1.3	1.6	1.1	1.1	1.0	1.0	1.0
New England	2.3	2.7	2.0	1.6	2.8	2.1	1.2
Middle Atlantic	1.6	2.0	1.3	1.3	1.0	1.2	1.3
South	1.2	1.3	1.4	1.4	1.4	1.1	1.0
South Atlantic	1.9	2.0	2.0	1.6	2.1	1.1	0.7
East South Central	1.8	2.2	2.7	3.0	3.0	3.2	3.4
West South Central	2.1	2.2	2.4	3.1	2.3	2.5	2.5
Midwest	1.4	1.3	1.9	1.6	1.7	1.7	1.7
East North Central	1.7	1.5	1.7	1.3	1.3	1.6	1.8
West North Central	2.7	2.2	4.8	4.1	4.5	3.9	3.6
West	1.1	1.1	1.5	1.3	1.3	1.2	1.5
Mountain	2.6	2.5	1.7	1.0	2.5	2.2	1.8
Pacific	1.1	1.1	2.1	1.8	1.6	1.5	2.0

[1] Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.
[2] Includes workers with access to one or more of these leave benefits.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Private Industry Tables

Types of Benefits:

- Establishment data (Retirement and healthcare)
- Retirement benefits
- Healthcare benefits
- Life, short-term, and long-term disability insurance benefits
- Paid leave benefits
- Other benefits (Quality of life, financial, health-related, nonproduction bonuses, and unmarried domestic partner)
- Benefit combinations (Medical care and paid leave)

Table 1. Establishments offering retirement and healthcare benefits: private industry workers, March 2016

(All establishments = 100 percent)

Characteristics	Retirement benefits			Healthcare benefits
	All plans[1]	Defined benefit	Defined contribution	
All establishments	47	8	46	57
Establishment characteristics				
Goods-producing industries	38	9	36	49
Construction	29	10	27	40
Manufacturing	50	7	49	60
Service-providing industries	48	8	47	59
Trade, transportation, and utilities	54	9	52	60
Wholesale trade	65	–	65	76
Retail trade	50	7	48	54
Transportation and warehousing	46	19	44	53
Utilities	95	–	95	98
Information	84	50	84	90
Financial activities	61	18	61	73
Finance and insurance	76	26	76	80
Credit intermediation and related activities	86	39	86	93
Insurance carriers and related activities	61	9	60	59
Real estate and rental and leasing	37	–	37	61
Professional and business services	50	2	50	61
Professional and technical services	57	–	57	65
Administrative and waste services	35	–	35	50
Education and health services	48	4	48	65
Educational services	42	–	–	48
Junior colleges, colleges, and universities	96	–	95	99
Health care and social assistance	49	4	49	66
Leisure and hospitality	24	–	24	32
Accommodation and food services	24	–	24	29
Other services	33	–	31	47
1 to 99 workers	45	7	44	56
1 to 49 workers	44	6	43	55
50 to 99 workers	77	18	74	84
100 workers or more	90	31	87	94
100 to 499 workers	89	28	86	94
500 workers or more	95	51	95	97

See footnotes at end of table.

Table 1. Establishments offering retirement and healthcare benefits: private industry workers, March 2016—continued

(All establishments = 100 percent)

Characteristics	Retirement benefits			Healthcare benefits
	All plans[1]	Defined benefit	Defined contribution	
Geographic areas				
Northeast	53	10	52	61
New England	64	10	62	56
Middle Atlantic	49	10	48	62
South	42	7	42	56
South Atlantic	46	8	45	55
East South Central	33	–	33	64
West South Central	42	4	41	51
Midwest	48	9	47	57
East North Central	42	10	41	60
West North Central	59	–	58	52
West	48	7	47	58
Mountain	53	4	53	59
Pacific	45	9	44	58

[1] Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because some employers offered both types of plans.

Note: Dash indicates no establishments 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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 1. Standard errors for establishments offering retirement and healthcare benefits: private industry workers, March 2016

Characteristics	Retirement benefits			Healthcare benefits
	All plans[1]	Defined benefit	Defined contribution	
All establishments	1.9	0.6	1.9	1.7
Establishment characteristics				
Goods-producing industries	2.2	0.9	2.0	3.0
Construction	2.2	1.6	2.2	2.9
Manufacturing	4.6	1.1	4.4	7.6
Service-providing industries	2.2	0.7	2.2	2.0
Trade, transportation, and utilities	2.3	1.2	2.2	3.2
Wholesale trade	4.8	–	4.8	6.5
Retail trade	2.8	0.8	2.8	3.2
Transportation and warehousing	5.9	4.9	5.7	6.6
Utilities	5.4	–	5.4	2.0
Information	6.6	13.8	6.6	4.8
Financial activities	3.9	2.3	3.9	3.7
Finance and insurance	3.2	2.5	3.1	2.6
Credit intermediation and related activities	3.5	3.1	3.5	2.6
Insurance carriers and related activities	6.1	1.8	6.1	6.7
Real estate and rental and leasing	6.3	–	6.3	8.1
Professional and business services	5.2	0.5	5.1	4.1
Professional and technical services	7.6	–	7.6	8.0
Administrative and waste services	8.8	–	8.8	8.2
Education and health services	8.4	0.8	8.4	7.6
Educational services	12.2	–	–	13.8
Junior colleges, colleges, and universities	3.6	–	4.0	0.7
Health care and social assistance	8.9	0.8	8.9	8.0
Leisure and hospitality	3.6	–	3.6	4.8
Accommodation and food services	3.8	–	3.7	5.1
Other services	4.2	–	3.9	5.5
1 to 99 workers	2.0	0.7	2.0	1.8
1 to 49 workers	2.1	0.7	2.1	1.9
50 to 99 workers	2.5	2.2	2.5	2.6
100 workers or more	1.3	3.1	1.4	1.1
100 to 499 workers	1.4	3.2	1.6	1.2
500 workers or more	1.5	6.7	1.5	1.2

See footnotes at end of table.

Table 1. Standard errors for establishments offering retirement and healthcare benefits: private industry workers, March 2016—continued

Characteristics	Retirement benefits			Healthcare benefits
	All plans[1]	Defined benefit	Defined contribution	
Geographic areas				
Northeast	3.3	1.0	3.3	3.0
New England	5.7	2.6	5.4	5.8
Middle Atlantic	4.6	0.9	4.4	3.0
South	2.5	1.1	2.4	2.3
South Atlantic	2.7	1.6	2.7	1.4
East South Central	7.2	–	7.1	8.2
West South Central	3.9	0.7	3.6	4.6
Midwest	5.6	1.4	5.6	4.8
East North Central	7.3	1.2	7.2	5.9
West North Central	4.4	–	4.4	8.0
West	4.1	1.2	4.1	3.8
Mountain	8.7	0.7	8.7	8.8
Pacific	3.8	1.7	3.8	3.2

[1] Includes defined benefit pension plans and defined contribution retirement plans.

Note: Dash indicates no establishments 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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 2. Retirement benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016

(All workers = 100 percent)

Characteristics	All retirement benefits[2]			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	66	49	75	18	15	83	62	44	72
Worker characteristics									
Management, professional, and related	81	69	85	25	21	83	77	63	82
Management, business, and financial	85	75	88	28	23	83	83	71	86
Professional and related	79	65	83	23	19	83	75	60	80
Service	41	23	56	7	6	86	38	19	51
Protective service	60	31	52	–	–	–	56	27	48
Sales and office	69	50	72	16	11	74	66	46	70
Sales and related	66	41	61	11	7	65	63	37	59
Office and administrative support	72	56	78	19	14	78	68	52	76
Natural resources, construction, and maintenance	62	49	79	22	21	97	56	41	73
Construction, extraction, farming, fishing, and forestry	57	45	79	24	23	99	47	34	72
Installation, maintenance, and repair	67	52	78	21	19	94	64	47	73
Production, transportation, and material moving	70	53	75	22	19	84	63	44	69
Production	74	56	75	21	18	84	71	50	70
Transportation and material moving	67	50	74	23	20	85	56	39	69
Full time	77	60	78	21	18	85	72	54	75
Part time	37	21	56	8	5	68	33	17	53
Union	91	81	90	70	65	94	55	44	80
Nonunion	64	46	73	13	10	77	62	44	71
Average wage within the following categories:[3]									
Lowest 25 percent	42	22	52	6	4	63	39	19	49
Lowest 10 percent	33	14	42	4	2	52	30	12	40
Second 25 percent	65	45	69	13	10	80	61	40	66
Third 25 percent	78	64	82	23	20	86	72	56	78
Highest 25 percent	87	76	88	34	29	86	82	69	84
Highest 10 percent	88	79	90	35	29	84	84	73	87
Establishment characteristics									
Goods-producing industries	74	60	80	25	22	87	70	53	76
Construction	55	43	79	19	18	96	46	34	74
Manufacturing	83	67	81	28	23	83	81	61	76
Service-providing industries	64	47	74	16	13	82	60	42	71
Trade, transportation, and utilities	74	50	67	18	14	76	66	42	64
Wholesale trade	77	62	81	11	10	93	75	59	79
Retail trade	71	39	56	14	8	61	63	34	53
Transportation and warehousing	82	65	80	34	29	86	64	46	73
Utilities	97	93	96	76	70	91	96	80	84

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	All retirement benefits[2]			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Information	89	79	89	38	35	92	89	74	83
Financial activities	83	73	88	38	30	79	82	70	85
Finance and insurance	92	84	92	48	37	78	91	80	88
Credit intermediation and related activities	94	85	91	48	35	73	93	81	87
Insurance carriers and related activities	90	83	92	48	43	90	89	78	87
Real estate and rental and leasing	54	39	72	7	6	95	54	38	70
Professional and business services	60	47	79	13	11	82	59	46	77
Professional and technical services	76	65	85	14	12	87	75	63	84
Administrative and waste services	38	24	63	4	4	90	38	23	62
Education and health services	72	56	79	17	14	84	66	50	75
Educational services	72	64	88	16	13	82	63	54	85
Junior colleges, colleges, and universities	88	77	88	16	10	64	84	74	88
Health care and social assistance	71	55	77	17	15	84	67	49	73
Leisure and hospitality	32	14	45	4	4	100	30	12	40
Accommodation and food services	31	13	41	3	3	100	29	10	36
Other services	47	37	78	9	9	94	43	32	75
1 to 99 workers	52	36	70	9	7	84	49	34	68
1 to 49 workers	47	33	70	7	6	85	46	31	69
50 to 99 workers	65	46	70	14	12	83	60	40	67
100 workers or more	83	66	79	29	24	83	77	57	74
100 to 499 workers	80	59	74	20	17	81	74	52	71
500 workers or more	90	76	85	43	36	84	82	64	78
Geographic areas									
Northeast	68	55	80	22	19	85	62	48	77
New England	70	55	78	19	17	88	65	49	76
Middle Atlantic	68	55	81	23	20	84	61	47	78
South	66	47	71	17	14	82	63	42	67
South Atlantic	67	49	73	19	16	82	63	44	69
East South Central	68	44	65	14	11	80	65	40	62
West South Central	64	45	70	14	11	82	62	41	67
Midwest	70	53	76	19	16	84	66	48	72
East North Central	70	53	76	19	16	85	65	47	72
West North Central	72	54	75	17	14	80	69	49	71
West	59	45	77	15	12	82	55	40	74
Mountain	62	46	74	11	9	78	59	42	72
Pacific	57	45	78	17	14	83	53	39	74

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016

Characteristics	All retirement benefits[2]			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.9	0.8	0.6	0.6	0.5	0.8	0.9	0.7	0.6
Worker characteristics									
Management, professional, and related	1.6	1.4	0.7	1.4	1.3	1.3	1.5	1.3	0.6
Management, business, and financial	1.6	1.5	0.9	1.9	1.7	1.3	1.5	1.5	0.8
Professional and related	1.9	1.9	0.9	1.6	1.5	1.7	1.9	1.7	0.9
Service	2.4	1.4	2.2	0.7	0.6	2.6	2.3	1.3	2.3
Protective service	5.8	4.2	10.6	–	–	–	6.4	4.5	11.0
Sales and office	1.1	1.0	0.8	0.7	0.7	1.9	1.1	0.9	0.8
Sales and related	1.9	1.5	1.1	1.0	0.9	3.6	1.7	1.4	1.2
Office and administrative support	1.5	1.6	1.1	0.8	0.7	1.7	1.5	1.4	1.1
Natural resources, construction, and maintenance	1.9	1.6	1.4	1.5	1.5	0.6	1.8	1.3	1.6
Construction, extraction, farming, fishing, and forestry	3.0	2.4	2.6	2.4	2.4	0.5	3.1	2.3	3.2
Installation, maintenance, and repair	2.3	1.9	1.4	1.6	1.5	1.1	2.1	1.7	1.3
Production, transportation, and material moving	1.4	1.3	1.0	1.1	0.8	1.7	1.5	1.4	1.1
Production	2.2	2.0	1.3	1.6	1.1	3.1	2.2	1.9	1.3
Transportation and material moving	1.7	1.9	1.6	1.6	1.4	1.3	1.9	2.1	2.0
Full time	0.7	0.7	0.6	0.7	0.6	0.8	0.7	0.7	0.5
Part time	1.6	0.9	1.6	0.7	0.5	2.0	1.4	0.9	1.8
Union	1.4	1.6	0.9	2.2	2.2	0.7	2.7	2.2	1.3
Nonunion	0.9	0.8	0.6	0.5	0.5	1.0	0.9	0.7	0.6
Average wage within the following categories:[3]									
Lowest 25 percent	1.8	1.1	1.5	0.5	0.3	2.5	1.6	1.0	1.6
Lowest 10 percent	2.4	1.2	2.3	0.6	0.3	4.6	2.3	1.2	2.5
Second 25 percent	1.2	1.1	1.1	0.7	0.6	1.9	1.3	1.1	1.1
Third 25 percent	1.1	1.0	0.8	1.0	0.8	1.2	1.1	0.9	0.8
Highest 25 percent	1.2	1.2	0.6	1.6	1.4	1.0	1.3	1.2	0.7
Highest 10 percent	1.9	1.9	0.9	2.5	2.2	1.6	2.0	1.9	0.9
Establishment characteristics									
Goods-producing industries	1.0	1.0	0.9	1.4	1.0	1.5	1.0	1.0	1.1
Construction	2.3	1.9	2.0	1.9	1.9	1.0	2.2	1.5	2.3
Manufacturing	1.5	1.4	0.9	1.8	1.3	2.0	1.4	1.4	1.0
Service-providing industries	1.1	0.9	0.7	0.6	0.6	1.0	1.0	0.8	0.6
Trade, transportation, and utilities	0.8	1.0	1.0	1.1	0.9	1.6	1.2	1.2	1.0
Wholesale trade	1.7	1.8	1.5	2.2	2.0	2.5	1.8	1.6	1.2
Retail trade	1.3	1.2	1.0	1.2	0.7	2.4	1.6	1.3	1.3
Transportation and warehousing	2.8	3.4	2.6	3.2	2.7	1.8	4.2	4.1	3.1
Utilities	2.1	2.4	1.4	6.2	5.5	1.6	2.2	3.3	2.4

See footnotes at end of table.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

Characteristics	All retirement benefits[2]			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Information	3.0	2.8	0.9	4.3	4.1	1.9	3.0	2.3	1.3
Financial activities	1.9	2.2	1.1	2.2	1.8	0.9	1.8	1.9	1.0
Finance and insurance	0.9	1.1	0.7	2.2	1.7	0.9	0.9	1.1	0.7
Credit intermediation and related activities	1.1	1.4	1.0	3.1	2.6	1.5	1.0	1.2	0.9
Insurance carriers and related activities	1.6	1.8	1.0	2.4	2.4	1.4	1.6	1.8	1.2
Real estate and rental and leasing	5.4	5.2	4.6	2.6	2.6	5.4	5.3	4.5	3.8
Professional and business services	3.2	2.4	1.9	1.7	1.5	3.3	2.9	2.2	1.8
Professional and technical services	3.5	3.4	1.8	3.6	3.2	3.3	3.5	3.5	1.7
Administrative and waste services	4.5	3.3	4.9	1.7	1.5	3.9	4.3	3.0	4.9
Education and health services	2.8	2.6	1.0	1.7	1.7	2.5	2.5	2.1	1.0
Educational services	4.1	3.8	1.0	2.5	2.4	3.0	4.0	3.5	1.5
Junior colleges, colleges, and universities	1.9	1.5	1.2	1.5	1.1	2.7	1.9	1.6	1.1
Health care and social assistance	3.0	2.8	1.2	1.9	1.9	2.8	2.7	2.3	1.1
Leisure and hospitality	3.3	1.9	3.5	0.9	0.9	0.4	3.2	1.6	3.4
Accommodation and food services	3.8	2.1	3.9	0.8	0.8	([4])	3.6	1.8	3.8
Other services	3.7	3.2	2.7	2.1	2.1	3.8	3.5	3.0	2.8
1 to 99 workers	1.3	1.1	1.2	0.6	0.5	1.5	1.3	1.0	1.2
1 to 49 workers	1.4	1.1	1.4	0.5	0.5	1.9	1.3	1.1	1.4
50 to 99 workers	2.6	2.3	1.8	1.4	1.2	3.2	2.6	2.3	2.0
100 workers or more	1.0	0.9	0.6	0.9	0.8	0.9	1.0	0.9	0.6
100 to 499 workers	1.4	1.3	0.7	1.2	1.1	1.6	1.4	1.2	0.8
500 workers or more	1.4	1.4	0.9	1.6	1.3	1.2	1.3	1.4	1.0
Geographic areas									
Northeast	1.9	1.8	1.3	1.6	1.4	2.3	1.5	1.3	1.1
New England	2.7	1.6	2.8	2.6	2.5	3.1	2.9	1.5	2.6
Middle Atlantic	2.0	2.1	1.3	1.6	1.4	2.5	1.5	1.5	1.1
South	1.7	1.6	1.2	0.8	0.8	1.5	1.6	1.5	1.2
South Atlantic	2.1	2.2	1.6	1.1	1.1	1.4	2.3	2.2	1.5
East South Central	1.6	2.8	4.7	2.4	2.4	8.5	1.4	3.4	4.5
West South Central	3.8	3.1	1.2	1.1	1.0	2.3	3.3	2.6	1.2
Midwest	2.1	1.6	0.9	1.3	1.1	1.2	1.7	1.3	1.0
East North Central	2.4	2.1	0.7	1.2	1.2	1.3	2.1	1.7	0.6
West North Central	3.9	2.6	2.2	3.0	2.6	2.9	2.8	1.6	2.7
West	1.5	1.0	1.0	1.2	1.0	1.3	1.7	1.3	0.9
Mountain	2.3	2.0	1.3	0.9	0.6	1.1	2.4	2.1	1.5
Pacific	1.9	1.2	1.5	1.7	1.5	1.7	2.2	1.6	1.1

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.
[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 2016.
[4] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Retirement benefit combinations: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	13	4	48
Worker characteristics			
Management, professional, and related	21	3	56
Management, business, and financial	26	2	57
Professional and related	19	4	56
Service	4	3	34
Protective service	8	4	48
Sales and office	12	4	54
Sales and related	7	4	55
Office and administrative support	15	3	53
Natural resources, construction, and maintenance	16	6	40
Construction, extraction, farming, fishing, and forestry	13	10	34
Installation, maintenance, and repair	18	2	46
Production, transportation, and material moving	15	7	48
Production	19	3	52
Transportation and material moving	12	11	44
Full time	17	4	55
Part time	3	5	29
Union	34	35	21
Nonunion	11	1	51
Average wage within the following categories:[1]			
Lowest 25 percent	3	3	36
Lowest 10 percent	1	3	29
Second 25 percent	8	4	53
Third 25 percent	17	5	55
Highest 25 percent	29	5	53
Highest 10 percent	31	4	53
Establishment characteristics			
Goods-producing industries	21	4	49
Construction	10	9	36
Manufacturing	26	3	55
Service-providing industries	12	4	48
Trade, transportation, and utilities	10	8	56
Wholesale trade	9	2	66
Retail trade	6	8	57
Transportation and warehousing	16	18	48
Utilities	75	–	21
Information	37	–	51
Financial activities	37	1	45
Finance and insurance	47	1	44

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
Credit intermediation and related activities	47	1	46
Insurance carriers and related activities	48	–	42
Real estate and rental and leasing	6	–	48
Professional and business services	12	–	47
Professional and technical services	13	–	62
Administrative and waste services	4	–	34
Education and health services	12	5	54
Educational services	7	9	56
Junior colleges, colleges, and universities	12	4	72
Health care and social assistance	13	5	54
Leisure and hospitality	–	2	28
Accommodation and food services	–	2	28
Other services	5	4	38
1 to 99 workers	6	2	43
1 to 49 workers	5	1	41
50 to 99 workers	9	5	51
100 workers or more	22	7	54
100 to 499 workers	14	6	59
500 workers or more	35	7	47
Geographic areas			
Northeast	16	6	46
New England	14	5	51
Middle Atlantic	16	7	44
South	13	3	50
South Atlantic	15	4	48
East South Central	11	3	54
West South Central	11	2	51
Midwest	14	4	52
East North Central	15	4	51
West North Central	14	3	55
West	11	4	44
Mountain	8	4	51
Pacific	12	5	40

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Standard errors for retirement benefit combinations: Access, private industry workers, March 2016

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	0.5	0.4	0.9
Worker characteristics			
Management, professional, and related	1.2	0.7	1.6
Management, business, and financial	1.6	0.8	2.1
Professional and related	1.4	0.9	1.8
Service	0.4	0.5	2.2
Protective service	2.4	2.0	7.9
Sales and office	0.6	0.4	1.0
Sales and related	0.7	0.7	1.7
Office and administrative support	0.7	0.3	1.4
Natural resources, construction, and maintenance	1.2	0.8	1.8
Construction, extraction, farming, fishing, and forestry	1.8	1.6	2.6
Installation, maintenance, and repair	1.5	0.4	2.6
Production, transportation, and material moving	1.1	0.9	1.5
Production	1.6	0.4	2.1
Transportation and material moving	1.3	1.5	1.8
Full time	0.7	0.4	0.9
Part time	0.3	0.6	1.3
Union	2.0	2.6	2.1
Nonunion	0.5	0.2	1.0
Average wage within the following categories:[1]			
Lowest 25 percent	0.3	0.4	1.6
Lowest 10 percent	0.2	0.5	2.2
Second 25 percent	0.5	0.4	1.1
Third 25 percent	0.7	0.6	1.2
Highest 25 percent	1.5	0.7	1.4
Highest 10 percent	2.4	0.9	2.2
Establishment characteristics			
Goods-producing industries	1.2	0.5	1.3
Construction	1.3	1.5	1.7
Manufacturing	1.6	0.5	2.0
Service-providing industries	0.6	0.4	1.0
Trade, transportation, and utilities	0.6	1.0	1.3
Wholesale trade	1.8	0.7	2.3
Retail trade	0.7	1.0	1.7
Transportation and warehousing	2.5	3.2	3.3
Utilities	6.1	–	5.7
Information	4.4	–	2.9
Financial activities	2.2	0.2	1.6
Finance and insurance	2.2	0.1	1.8

See footnotes at end of table.

Table 3. Standard errors for retirement benefit combinations: Access, private industry workers, March 2016—continued

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
Credit intermediation and related activities	3.1	0.2	3.0
Insurance carriers and related activities	2.5	–	2.5
Real estate and rental and leasing	2.4	–	4.2
Professional and business services	1.6	–	3.3
Professional and technical services	3.4	–	4.0
Administrative and waste services	1.6	–	4.5
Education and health services	1.1	1.3	2.0
Educational services	1.2	2.3	3.6
Junior colleges, colleges, and universities	1.2	1.2	1.9
Health care and social assistance	1.2	1.4	2.2
Leisure and hospitality	–	0.7	3.1
Accommodation and food services	–	0.8	3.6
Other services	1.8	1.0	3.6
1 to 99 workers	0.5	0.3	1.2
1 to 49 workers	0.4	0.3	1.4
50 to 99 workers	1.3	0.9	2.6
100 workers or more	0.9	0.7	1.1
100 to 499 workers	1.1	0.8	1.6
500 workers or more	1.5	1.2	1.7
Geographic areas			
Northeast	1.2	0.9	1.9
New England	2.1	1.0	3.9
Middle Atlantic	1.4	1.1	2.0
South	0.9	0.6	1.4
South Atlantic	1.2	1.1	1.4
East South Central	3.4	1.2	3.8
West South Central	0.9	0.7	3.3
Midwest	0.9	0.7	1.6
East North Central	0.9	0.8	2.2
West North Central	2.1	1.1	1.5
West	1.2	0.6	2.2
Mountain	0.6	0.4	2.6
Pacific	1.7	0.9	2.9

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2016

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

Characteristics	Open plans[1]	Soft freeze[2]		Hard freeze[3]
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	62	23	3	12
Worker characteristics				
Management, professional, and related	55	27	3	15
Management, business, and financial	55	23	3	19
Professional and related	55	29	4	13
Service	76	13	–	–
Sales and office	59	24	2	15
Sales and related	58	20	2	20
Office and administrative support	59	25	2	14
Natural resources, construction, and maintenance	76	17	2	4
Construction, extraction, farming, fishing, and forestry	92	5	–	–
Installation, maintenance, and repair	59	31	4	6
Production, transportation, and material moving	62	24	3	11
Production	48	32	3	16
Transportation and material moving	74	17	2	6
Full time	60	24	3	13
Part time	75	18	–	–
Union	79	18	–	–
Nonunion	50	27	4	19
Average wage within the following categories:[4]				
Lowest 25 percent	65	23	–	–
Lowest 10 percent	79	16	–	5
Second 25 percent	64	18	2	16
Third 25 percent	63	22	3	13
Highest 25 percent	59	27	3	11
Highest 10 percent	57	26	–	–
Establishment characteristics				
Goods-producing industries	56	28	3	13
Construction	93	5	–	–
Manufacturing	42	36	4	18
Service-providing industries	64	22	2	12
Trade, transportation, and utilities	69	24	1	6
Wholesale trade	68	23	–	–
Retail trade	63	28	–	–
Transportation and warehousing	75	19	–	–
Utilities	68	25	–	–
Information	30	56	–	–

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2016—continued

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

Characteristics	Open plans[1]	Soft freeze[2]		Hard freeze[3]
		All participants still accruing benefits	Some participants still accruing benefits	
Establishment characteristics				
Financial activities	55	19	3	23
Finance and insurance	53	20	3	24
Credit intermediation and related activities	46	18	2	33
Insurance carriers and related activities	68	20	3	9
Real estate and rental and leasing	86	–	–	–
Professional and business services	70	–	–	10
Professional and technical services	83	–	–	–
Education and health services	62	22	–	–
Educational services	58	30	–	–
Junior colleges, colleges, and universities	66	19	–	–
Health care and social assistance	63	20	–	–
Leisure and hospitality	93	–	–	–
Accommodation and food services	100	–	–	–
Other services	79	–	–	–
1 to 99 workers	64	20	2	14
1 to 49 workers	59	22	2	17
50 to 99 workers	71	18	–	–
100 workers or more	61	24	3	12
100 to 499 workers	61	25	4	10
500 workers or more	61	24	2	13
Geographic areas				
Northeast	67	18	1	13
New England	70	19	–	–
Middle Atlantic	66	18	1	14
South	62	26	2	10
South Atlantic	63	25	3	9
East South Central	55	35	–	–
West South Central	62	24	–	–
Midwest	63	20	3	14
East North Central	66	17	–	–
West North Central	54	29	–	–
West	53	30	–	–
Mountain	67	17	–	–
Pacific	48	34	–	–

[1] Plans open to new participants.
[2] New employees are not allowed in the plan. Benefit accruals may continue for existing participants.
[3] Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2016

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

Characteristics	Open plans[1]	Soft freeze[2]		Hard freeze[3]
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	1.8	1.5	0.6	1.0
Worker characteristics				
Management, professional, and related	3.2	2.5	1.2	1.7
Management, business, and financial	3.6	2.5	1.2	2.4
Professional and related	4.1	3.4	1.3	2.0
Service	4.8	3.3	–	–
Sales and office	2.1	1.6	0.4	1.4
Sales and related	6.0	3.1	0.8	3.8
Office and administrative support	1.9	1.8	0.5	1.3
Natural resources, construction, and maintenance	3.1	2.7	0.5	1.0
Construction, extraction, farming, fishing, and forestry	2.7	2.4	–	–
Installation, maintenance, and repair	4.4	4.1	1.0	1.3
Production, transportation, and material moving	3.0	3.0	0.6	2.1
Production	4.5	4.8	0.9	4.0
Transportation and material moving	3.0	3.0	0.7	1.8
Full time	1.9	1.6	0.6	1.1
Part time	2.7	2.3	–	–
Union	2.0	2.0	–	–
Nonunion	2.3	1.9	0.9	1.6
Average wage within the following categories:[4]				
Lowest 25 percent	4.2	3.9	–	–
Lowest 10 percent	5.1	4.6	–	2.1
Second 25 percent	2.6	1.9	0.8	1.7
Third 25 percent	2.2	2.0	0.5	1.8
Highest 25 percent	2.5	2.1	1.1	1.1
Highest 10 percent	4.1	3.4	–	–
Establishment characteristics				
Goods-producing industries	3.1	3.7	0.7	2.1
Construction	2.3	2.1	–	–
Manufacturing	3.8	4.2	1.0	3.1
Service-providing industries	2.0	1.6	0.8	1.2
Trade, transportation, and utilities	2.3	2.3	0.3	1.0
Wholesale trade	5.8	5.6	–	–
Retail trade	3.7	2.9	–	–
Transportation and warehousing	4.8	4.7	–	–
Utilities	5.2	4.4	–	–
Information	4.5	5.0	–	–

See footnotes at end of table.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2016—continued

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

Characteristics	Open plans[1]	Soft freeze[2]		Hard freeze[3]
		All participants still accruing benefits	Some participants still accruing benefits	
Establishment characteristics				
Financial activities	2.0	1.8	0.8	1.7
Finance and insurance	2.2	2.0	0.5	1.6
Credit intermediation and related activities	3.2	1.9	0.7	3.1
Insurance carriers and related activities	4.0	3.1	0.9	1.9
Real estate and rental and leasing	8.0	–	–	–
Professional and business services	6.4	–	–	2.6
Professional and technical services	8.1	–	–	–
Education and health services	6.2	4.5	–	–
Educational services	6.9	8.3	–	–
Junior colleges, colleges, and universities	5.0	4.5	–	–
Health care and social assistance	7.0	5.0	–	–
Leisure and hospitality	5.7	–	–	–
Accommodation and food services	0.0	–	–	–
Other services	8.6	–	–	–
1 to 99 workers	3.0	2.5	0.6	2.0
1 to 49 workers	3.5	3.0	0.8	2.9
50 to 99 workers	4.3	3.7	–	–
100 workers or more	2.1	1.7	0.8	1.1
100 to 499 workers	3.2	2.6	1.7	1.7
500 workers or more	2.4	2.2	0.7	1.4
Geographic areas				
Northeast	2.9	1.8	0.4	1.4
New England	3.8	3.9	–	–
Middle Atlantic	3.6	2.2	0.5	1.7
South	3.0	2.6	0.6	1.4
South Atlantic	4.2	3.5	0.8	1.8
East South Central	5.9	7.5	–	–
West South Central	4.3	3.6	–	–
Midwest	3.1	2.7	1.1	3.2
East North Central	3.9	1.5	–	–
West North Central	3.6	7.7	–	–
West	5.2	4.8	–	–
Mountain	3.1	2.8	–	–
Pacific	6.5	6.1	–	–

[1] Plans open to new participants.
[2] New employees are not allowed in the plan. Benefit accruals may continue for existing participants.
[3] Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Defined benefit frozen retirement plans:[1] Selected attributes, private industry workers, March 2016

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits[2]		
	1 year	2 to 5 years	Greater than 5 years
All workers	–	–	77
Worker characteristics			
Management, professional, and related	–	–	75
Management, business, and financial	–	–	80
Professional and related	–	–	71
Service	–	–	61
Protective service	–	–	99
Sales and office	–	–	80
Sales and related	–	–	91
Office and administrative support	–	–	76
Natural resources, construction, and maintenance	–	30	70
Construction, extraction, farming, fishing, and forestry	–	–	65
Installation, maintenance, and repair	–	29	71
Production, transportation, and material moving	–	14	86
Production	–	17	83
Transportation and material moving	–	7	93
Full time	–	–	77
Part time	–	–	80
Union	–	34	66
Nonunion	–	–	80
Average wage within the following categories:[3]			
Lowest 25 percent	–	–	81
Lowest 10 percent	–	–	61
Second 25 percent	–	–	79
Third 25 percent	–	–	79
Highest 25 percent	–	–	75
Highest 10 percent	–	–	77
Establishment characteristics			
Goods-producing industries	–	23	77
Construction	–	–	74
Manufacturing	–	24	76
Service-providing industries	–	–	77
Trade, transportation, and utilities	–	10	90
Wholesale trade	–	–	79
Retail trade	–	8	92

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:[1] Selected attributes, private industry workers, March 2016—continued

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits[2]		
	1 year	2 to 5 years	Greater than 5 years
Transportation and warehousing	–	–	100
Utilities	–	29	71
Information	–	20	80
Financial activities	–	26	74
Finance and insurance	–	27	73
Credit intermediation and related activities	–	32	68
Insurance carriers and related activities	–	–	88
Professional and business services	–	–	99
Professional and technical services	–	–	96
Administrative and waste services	–	–	99
Education and health services	–	–	57
Junior colleges, colleges, and universities	–	46	54
Health care and social assistance	–	–	58
1 to 99 workers	–	–	70
1 to 49 workers	–	–	67
50 to 99 workers	–	23	77
100 workers or more	–	–	79
100 to 499 workers	–	–	81
500 workers or more	–	–	78
Geographic areas			
Northeast	–	–	77
New England	–	–	78
Middle Atlantic	–	–	77
South	–	16	84
South Atlantic	–	19	81
East South Central	–	–	78
West South Central	–	–	94
Midwest	–	–	83
East North Central	–	–	80
West North Central	–	–	88
West	–	38	62
Mountain	–	25	75
Pacific	–	41	59

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2015 are included in the "1 year" column. Those frozen between 2011 and 2014 are included in the "2 to 5 year" column and plans frozen before 2011 are included in the "Greater than 5 years" column.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Standard errors for defined benefit frozen retirement plans:[1] Selected attributes, private industry workers, March 2016

Characteristics	Time since plan closed to new workers or stopped accruing benefits[2]		
	1 year	2 to 5 years	Greater than 5 years
All workers	–	–	2.5
Worker characteristics			
Management, professional, and related	–	–	3.7
Management, business, and financial	–	–	2.9
Professional and related	–	–	5.1
Service	–	–	11.3
Protective service	–	–	1.5
Sales and office	–	–	2.4
Sales and related	–	–	3.1
Office and administrative support	–	–	3.0
Natural resources, construction, and maintenance	–	6.8	6.8
Construction, extraction, farming, fishing, and forestry	–	–	18.2
Installation, maintenance, and repair	–	7.3	7.3
Production, transportation, and material moving	–	2.9	2.9
Production	–	4.1	4.1
Transportation and material moving	–	3.0	3.0
Full time	–	–	2.6
Part time	–	–	4.5
Union	–	5.1	5.1
Nonunion	–	–	2.7
Average wage within the following categories:[3]			
Lowest 25 percent	–	–	9.0
Lowest 10 percent	–	–	13.7
Second 25 percent	–	–	4.3
Third 25 percent	–	–	3.9
Highest 25 percent	–	–	2.9
Highest 10 percent	–	–	3.9
Establishment characteristics			
Goods-producing industries	–	4.5	4.5
Construction	–	–	19.5
Manufacturing	–	4.2	4.2
Service-providing industries	–	–	3.3
Trade, transportation, and utilities	–	2.1	2.1
Wholesale trade	–	–	9.3
Retail trade	–	2.4	2.4

See footnotes at end of table.

Table 6. Standard errors for defined benefit frozen retirement plans:[1] Selected attributes, private industry workers, March 2016—continued

Characteristics	Time since plan closed to new workers or stopped accruing benefits[2]		
	1 year	2 to 5 years	Greater than 5 years
Transportation and warehousing	–	–	0.0
Utilities	–	5.1	5.1
Information	–	4.7	4.7
Financial activities	–	3.5	3.5
Finance and insurance	–	3.5	3.5
Credit intermediation and related activities	–	4.4	4.4
Insurance carriers and related activities	–	–	4.1
Professional and business services	–	–	1.1
Professional and technical services	–	–	4.6
Administrative and waste services	–	–	1.4
Education and health services	–	–	10.7
Junior colleges, colleges, and universities	–	9.8	9.8
Health care and social assistance	–	–	12.1
1 to 99 workers	–	–	4.5
1 to 49 workers	–	–	5.7
50 to 99 workers	–	5.6	5.6
100 workers or more	–	–	2.7
100 to 499 workers	–	–	4.8
500 workers or more	–	–	3.8
Geographic areas			
Northeast	–	–	2.4
New England	–	–	7.4
Middle Atlantic	–	–	2.2
South	–	3.2	3.2
South Atlantic	–	3.9	3.9
East South Central	–	–	13.8
West South Central	–	–	2.4
Midwest	–	–	6.5
East North Central	–	–	9.6
West North Central	–	–	3.9
West	–	6.1	6.1
Mountain	–	6.2	6.2
Pacific	–	7.1	7.1

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2015 are included in the "1 year" column. Those frozen between 2011 and 2014 are included in the "2 to 5 year" column and plans frozen before 2011 are included in the "Greater than 5 years" column.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Defined benefit frozen retirement plans:[1] Plan alternatives, private industry workers, March 2016

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans[2]			
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
All workers	12	88	8	23	32	33
Worker characteristics						
Management, professional, and related	10	90	7	26	37	31
Management, business, and financial	10	90	6	28	37	28
Professional and related	10	90	8	24	37	33
Service	12	88	–	–	35	45
Sales and office	18	82	6	20	31	30
Sales and related	25	75	–	–	33	38
Office and administrative support	16	84	7	24	31	27
Natural resources, construction, and maintenance	7	93	–	35	34	18
Production, transportation, and material moving:						
Transportation and material moving	9	91	–	25	15	46
Full time	11	89	8	24	33	32
Part time	29	71	8	–	–	40
Union	3	97	11	37	27	27
Nonunion	14	86	7	20	33	35
Average wage within the following categories:[3]						
Lowest 25 percent	29	71	–	–	24	30
Second 25 percent	15	85	10	14	27	38
Third 25 percent	11	89	8	25	25	37
Highest 25 percent	9	91	7	27	39	29
Highest 10 percent	9	91	6	27	45	28
Establishment characteristics						
Goods-producing industries	7	93	8	22	38	34
Manufacturing	7	93	6	19	40	36
Service-providing industries	14	86	7	24	30	33
Trade, transportation, and utilities	18	82	9	20	21	39
Retail trade	37	63	–	10	20	39
Financial activities	10	90	3	16	44	27
Finance and insurance	11	89	4	16	43	27
Credit intermediation and related activities	6	94	5	13	42	35
Insurance carriers and related activities	14	86	2	29	44	–
Professional and business services:						
Professional and technical services	–	100	–	80	81	–
Education and health services	12	88	–	–	21	43
Health care and social assistance	11	89	–	–	24	48

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:[1] Plan alternatives, private industry workers, March 2016—continued

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans[2]			
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
1 to 99 workers	12	88	11	19	23	35
1 to 49 workers	6	94	–	20	26	40
100 workers or more	12	88	6	25	35	32
100 to 499 workers	16	84	8	33	30	30
500 workers or more	8	92	5	19	38	34
Geographic areas						
Northeast	13	87	3	17	33	37
Middle Atlantic	13	87	3	18	32	35
South	13	87	7	27	30	30
South Atlantic	17	83	4	21	34	32
West South Central	6	94	–	35	26	–
Midwest	11	89	13	23	24	37
East North Central	12	88	14	21	22	37

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] The sum of the individual components may be greater than the total because some employers offer more than one alternative.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Standard errors for frozen defined benefit retirement plans:[1] Plan alternatives, private industry workers, March 2016

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans			
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
All workers	1.4	1.4	1.2	1.9	2.4	2.0
Worker characteristics						
Management, professional, and related	2.0	2.0	1.6	3.6	4.7	3.2
Management, business, and financial	2.5	2.5	1.6	4.0	4.8	4.2
Professional and related	2.4	2.4	2.3	3.9	5.6	3.7
Service	2.5	2.5	–	–	4.6	8.0
Sales and office	1.8	1.8	0.9	2.3	2.6	2.5
Sales and related	3.6	3.6	–	–	4.9	4.8
Office and administrative support	2.0	2.0	1.1	2.3	2.9	2.9
Natural resources, construction, and maintenance	2.8	2.8	–	5.8	5.8	3.4
Production, transportation, and material moving:						
Transportation and material moving	2.6	2.6	–	5.3	4.1	6.6
Full time	1.5	1.5	1.2	2.0	2.5	2.1
Part time	4.4	4.4	2.4	–	–	6.8
Union	1.2	1.2	2.0	5.0	4.6	4.1
Nonunion	1.6	1.6	1.4	2.1	2.9	2.1
Average wage within the following categories:[2]						
Lowest 25 percent	5.0	5.0	–	–	4.9	6.5
Second 25 percent	2.1	2.1	1.7	2.6	3.2	4.2
Third 25 percent	2.5	2.5	1.5	3.4	2.7	2.9
Highest 25 percent	1.9	1.9	1.5	2.9	4.2	2.9
Highest 10 percent	2.9	2.9	1.7	5.1	6.5	4.2
Establishment characteristics						
Goods-producing industries	1.9	1.9	2.2	3.0	5.0	3.0
Manufacturing	2.1	2.1	2.8	2.5	5.2	3.0
Service-providing industries	1.7	1.7	1.4	2.5	2.4	2.8
Trade, transportation, and utilities	2.9	2.9	2.2	3.6	3.2	4.4
Retail trade	5.0	5.0	–	2.0	4.1	5.7
Financial activities	1.7	1.7	0.6	1.6	2.6	3.2
Finance and insurance	1.8	1.8	0.6	1.6	2.5	3.2
Credit intermediation and related activities	2.0	2.0	1.2	2.8	4.9	4.9
Insurance carriers and related activities	3.0	3.0	0.6	4.0	5.1	–
Professional and business services:						
Professional and technical services	–	0.0	–	14.4	14.3	–
Education and health services	2.9	2.9	–	–	4.7	6.0
Health care and social assistance	2.6	2.6	–	–	5.3	7.1

See footnotes at end of table.

Table 7. Standard errors for frozen defined benefit retirement plans:[1] Plan alternatives, private industry workers, March 2016—continued

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans			
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
1 to 99 workers	3.4	3.4	3.0	3.3	3.2	4.5
1 to 49 workers	1.6	1.6	–	3.9	3.6	6.4
100 workers or more	1.6	1.6	1.2	2.5	3.3	2.3
100 to 499 workers	3.0	3.0	2.1	4.8	4.8	4.4
500 workers or more	1.9	1.9	1.6	2.5	3.9	3.5
Geographic areas						
Northeast	3.1	3.1	0.8	2.4	2.9	3.0
Middle Atlantic	3.6	3.6	1.0	3.2	2.8	3.3
South	1.7	1.7	2.2	3.6	3.3	3.5
South Atlantic	2.3	2.3	1.2	4.1	4.9	3.5
West South Central	1.8	1.8	–	5.9	5.3	–
Midwest	3.1	3.1	2.6	2.4	4.0	2.4
East North Central	2.2	2.2	3.7	2.8	3.7	2.8

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Defined contribution retirement plans: Selected attributes, private industry workers, March 2016

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	68	32	82	18
Worker characteristics				
Management, professional, and related	69	31	84	16
Management, business, and financial	70	30	85	15
Professional and related	67	33	83	17
Service	67	33	84	16
Protective service	81	19	87	13
Sales and office	66	34	78	22
Sales and related	67	33	74	26
Office and administrative support	66	34	80	20
Natural resources, construction, and maintenance	64	36	81	19
Construction, extraction, farming, fishing, and forestry	52	48	74	26
Installation, maintenance, and repair	71	29	85	15
Production, transportation, and material moving	69	31	83	17
Production	70	30	83	17
Transportation and material moving	69	31	83	17
Full time	68	32	83	17
Part time	62	38	75	25
Union	67	33	81	19
Nonunion	68	32	82	18
Average wage within the following categories:[1]				
Lowest 25 percent	68	32	76	24
Lowest 10 percent	68	32	74	26
Second 25 percent	67	33	81	19
Third 25 percent	67	33	83	17
Highest 25 percent	68	32	84	16
Highest 10 percent	70	30	85	15
Establishment characteristics				
Goods-producing industries	66	34	81	19
Construction	54	46	74	26
Manufacturing	68	32	83	17
Service-providing industries	68	32	82	18
Trade, transportation, and utilities	66	34	77	23
Wholesale trade	77	23	88	12
Retail trade	60	40	69	31
Transportation and warehousing	64	36	80	20
Utilities	79	21	93	7

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, private industry workers, March 2016—continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
Information	82	18	92	8
Financial activities	69	31	79	21
Finance and insurance	70	30	78	22
Credit intermediation and related activities	67	33	75	25
Insurance carriers and related activities	74	26	83	17
Real estate and rental and leasing	68	32	–	–
Professional and business services	74	26	88	12
Professional and technical services	70	30	86	14
Administrative and waste services	79	21	88	12
Education and health services	61	39	82	18
Educational services	64	36	86	14
Junior colleges, colleges, and universities	57	43	81	19
Health care and social assistance	61	39	81	19
Other services	58	42	84	16
1 to 99 workers	66	34	83	17
1 to 49 workers	65	35	83	17
50 to 99 workers	70	30	83	17
100 workers or more	68	32	81	19
100 to 499 workers	69	31	82	18
500 workers or more	68	32	81	19
Geographic areas				
Northeast	66	34	85	15
New England	65	35	84	16
Middle Atlantic	66	34	85	15
South	71	29	81	19
South Atlantic	68	32	79	21
East South Central	78	22	85	15
West South Central	74	26	82	18
Midwest	64	36	81	19
East North Central	64	36	81	19
West North Central	65	35	80	20
West	67	33	82	18
Mountain	68	32	84	16
Pacific	66	34	81	19

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, private industry workers, March 2016

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	0.8	0.8	0.7	0.7
Worker characteristics				
Management, professional, and related	1.2	1.2	1.0	1.0
Management, business, and financial	1.5	1.5	1.1	1.1
Professional and related	1.4	1.4	1.3	1.3
Service	2.4	2.4	2.0	2.0
Protective service	4.3	4.3	3.1	3.1
Sales and office	0.9	0.9	0.9	0.9
Sales and related	1.2	1.2	1.3	1.3
Office and administrative support	1.4	1.4	1.1	1.1
Natural resources, construction, and maintenance	2.2	2.2	1.7	1.7
Construction, extraction, farming, fishing, and forestry	3.7	3.7	3.0	3.0
Installation, maintenance, and repair	2.5	2.5	2.1	2.1
Production, transportation, and material moving	1.8	1.8	1.4	1.4
Production	2.4	2.4	1.9	1.9
Transportation and material moving	2.0	2.0	1.6	1.6
Full time	1.0	1.0	0.7	0.7
Part time	2.0	2.0	2.1	2.1
Union	2.2	2.2	1.9	1.9
Nonunion	0.8	0.8	0.6	0.6
Average wage within the following categories:[1]				
Lowest 25 percent	1.7	1.7	1.4	1.4
Lowest 10 percent	3.6	3.6	2.9	2.9
Second 25 percent	1.4	1.4	1.2	1.2
Third 25 percent	1.3	1.3	0.9	0.9
Highest 25 percent	1.2	1.2	0.9	0.9
Highest 10 percent	1.5	1.5	1.0	1.0
Establishment characteristics				
Goods-producing industries	2.3	2.3	1.5	1.5
Construction	3.3	3.3	1.8	1.8
Manufacturing	2.5	2.5	1.8	1.8
Service-providing industries	0.8	0.8	0.8	0.8
Trade, transportation, and utilities	1.1	1.1	1.1	1.1
Wholesale trade	1.5	1.5	1.3	1.3
Retail trade	1.8	1.8	1.5	1.5
Transportation and warehousing	3.4	3.4	2.8	2.8
Utilities	2.8	2.8	2.3	2.3

See footnotes at end of table.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, private industry workers, March 2016—continued

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
Information	3.5	3.5	2.6	2.6
Financial activities	1.1	1.1	1.2	1.2
Finance and insurance	1.2	1.2	1.2	1.2
Credit intermediation and related activities	1.3	1.3	1.7	1.7
Insurance carriers and related activities	2.5	2.5	1.7	1.7
Real estate and rental and leasing	5.5	5.5	–	–
Professional and business services	2.8	2.8	1.7	1.7
Professional and technical services	3.7	3.7	2.4	2.4
Administrative and waste services	3.9	3.9	3.2	3.2
Education and health services	2.3	2.3	2.4	2.4
Educational services	2.4	2.4	2.0	2.0
Junior colleges, colleges, and universities	2.2	2.2	2.2	2.2
Health care and social assistance	2.6	2.6	2.8	2.8
Other services	5.1	5.1	3.5	3.5
1 to 99 workers	1.3	1.3	1.0	1.0
1 to 49 workers	1.5	1.5	1.3	1.3
50 to 99 workers	2.0	2.0	2.1	2.1
100 workers or more	1.0	1.0	0.8	0.8
100 to 499 workers	1.2	1.2	1.0	1.0
500 workers or more	1.3	1.3	1.2	1.2
Geographic areas				
Northeast	1.4	1.4	1.0	1.0
New England	4.0	4.0	3.1	3.1
Middle Atlantic	1.2	1.2	0.8	0.8
South	1.2	1.2	0.8	0.8
South Atlantic	1.7	1.7	1.2	1.2
East South Central	2.3	2.3	1.8	1.8
West South Central	2.5	2.5	1.2	1.2
Midwest	1.6	1.6	2.0	2.0
East North Central	2.0	2.0	2.5	2.5
West North Central	2.6	2.6	3.3	3.3
West	2.1	2.1	1.3	1.3
Mountain	4.9	4.9	2.5	2.5
Pacific	2.0	2.0	1.5	1.5

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Healthcare[2]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	68	54	80	67	49	73
Worker characteristics						
Management, professional, and related	87	74	85	86	66	77
Management, business, and financial	95	81	86	94	73	77
Professional and related	82	70	85	82	62	76
Service	39	25	64	39	23	58
Protective service	40	24	60	40	20	51
Sales and office	67	52	78	66	47	71
Sales and related	55	41	74	55	37	67
Office and administrative support	75	60	81	74	54	73
Natural resources, construction, and maintenance	73	61	84	72	58	80
Construction, extraction, farming, fishing, and forestry	65	56	85	65	53	82
Installation, maintenance, and repair	79	66	84	79	62	79
Production, transportation, and material moving	74	60	80	74	55	74
Production	81	65	81	80	61	75
Transportation and material moving	68	55	80	68	49	73
Full time	86	70	81	86	63	74
Part time	20	13	65	19	11	59
Union	93	84	90	93	78	85
Nonunion	65	51	78	65	46	71
Average wage within the following categories:[3]						
Lowest 25 percent	34	21	62	33	19	57
Lowest 10 percent	22	12	52	22	11	48
Second 25 percent	71	55	77	71	50	70
Third 25 percent	85	71	83	85	65	77
Highest 25 percent	92	80	87	92	72	78
Highest 10 percent	93	81	87	93	72	78
Establishment characteristics						
Goods-producing industries	84	71	85	84	66	79
Construction	67	55	81	67	52	77
Manufacturing	92	79	86	92	73	79
Service-providing industries	65	51	78	64	46	71
Trade, transportation, and utilities	68	52	77	67	47	70
Wholesale trade	85	70	82	85	63	74
Retail trade	56	39	70	54	35	65
Transportation and warehousing	83	69	83	83	61	73
Utilities	99	93	95	99	83	84

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	42	33	78	24	18	78	66	48	73
Worker characteristics									
Management, professional, and related	60	49	81	34	27	80	85	65	76
Management, business, and financial	65	53	82	36	29	81	93	72	78
Professional and related	58	47	80	32	25	79	81	61	76
Service	22	15	67	13	10	71	37	22	59
Protective service	30	18	59	17	–	–	34	20	59
Sales and office	38	29	76	20	15	76	65	46	71
Sales and related	28	20	72	15	12	76	54	36	67
Office and administrative support	46	36	78	23	18	77	73	53	73
Natural resources, construction, and maintenance	38	32	83	25	21	84	71	57	80
Construction, extraction, farming, fishing, and forestry	31	27	89	21	20	93	64	52	82
Installation, maintenance, and repair	45	35	79	27	21	77	77	60	79
Production, transportation, and material moving	45	36	80	26	20	79	73	54	74
Production	48	38	78	25	19	76	79	60	76
Transportation and material moving	41	34	82	26	21	82	67	49	73
Full time	53	42	79	30	24	79	84	62	74
Part time	12	8	67	7	4	66	19	11	60
Union	73	63	87	54	45	84	92	78	84
Nonunion	39	30	77	20	16	77	64	45	71
Average wage within the following categories:[3]									
Lowest 25 percent	16	10	65	9	6	68	32	18	58
Lowest 10 percent	10	6	60	6	4	65	22	10	48
Second 25 percent	40	31	77	21	17	78	69	49	70
Third 25 percent	53	42	80	29	23	80	84	64	76
Highest 25 percent	67	54	82	39	31	80	91	71	78
Highest 10 percent	70	57	81	42	33	79	92	72	78
Establishment characteristics									
Goods-producing industries	52	43	83	31	26	83	83	66	79
Construction	30	26	85	19	17	90	66	51	77
Manufacturing	62	52	83	37	30	81	91	72	79
Service-providing industries	40	31	77	22	17	77	63	45	71
Trade, transportation, and utilities	36	28	78	21	16	78	66	46	70
Wholesale trade	47	38	81	29	22	78	83	61	73
Retail trade	24	17	71	13	10	75	53	34	65
Transportation and warehousing	54	45	82	34	28	83	82	60	73
Utilities	71	64	91	51	42	82	99	84	85

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Healthcare[2]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Information	94	84	89	94	77	82
Financial activities	88	75	85	88	69	78
Finance and insurance	93	80	85	93	73	78
Credit intermediation and related activities	95	80	84	95	73	76
Insurance carriers and related activities	89	78	87	89	72	80
Real estate and rental and leasing	71	59	82	71	56	79
Professional and business services	66	53	81	66	49	74
Professional and technical services	83	70	84	83	65	78
Administrative and waste services	43	32	75	42	29	69
Education and health services	74	60	80	74	52	70
Educational services	76	64	84	76	57	75
Junior colleges, colleges, and universities	90	75	84	90	68	76
Health care and social assistance	74	59	79	73	51	70
Leisure and hospitality	31	18	59	31	17	55
Accommodation and food services	30	16	53	30	15	49
Other services	46	37	80	46	35	75
1 to 99 workers	56	42	75	55	39	70
1 to 49 workers	52	38	74	52	36	69
50 to 99 workers	67	53	79	66	47	72
100 workers or more	83	69	83	82	62	75
100 to 499 workers	80	65	82	79	58	74
500 workers or more	88	76	86	88	68	77
Geographic areas						
Northeast	68	55	80	68	50	73
New England	66	51	78	66	46	71
Middle Atlantic	69	56	81	69	51	74
South	68	53	78	68	48	71
South Atlantic	68	53	78	67	48	71
East South Central	71	54	76	71	49	69
West South Central	67	53	78	67	49	73
Midwest	69	55	79	69	49	71
East North Central	69	55	79	69	49	71
West North Central	69	56	81	69	49	72
West	66	54	83	65	50	76
Mountain	65	53	81	65	48	74
Pacific	66	55	84	66	51	78

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Information	73	57	79	54	42	79	92	76	82
Financial activities	65	51	79	29	22	77	87	68	78
Finance and insurance	74	58	79	31	23	75	93	73	78
Credit intermediation and related activities	77	59	76	32	23	73	95	72	76
Insurance carriers and related activities	69	56	81	32	24	76	89	71	80
Real estate and rental and leasing	36	29	81	23	20	85	69	54	78
Professional and business services	39	31	79	23	17	76	65	48	74
Professional and technical services	49	40	82	32	25	78	82	64	78
Administrative and waste services	21	15	72	12	9	74	41	29	70
Education and health services	51	39	77	24	18	77	71	50	70
Educational services	53	39	73	27	19	70	75	57	76
Junior colleges, colleges, and universities	61	44	72	32	21	67	89	67	76
Health care and social assistance	50	39	77	23	18	79	71	49	69
Leisure and hospitality	18	12	65	14	10	70	30	17	56
Accommodation and food services	18	11	60	14	9	66	29	14	50
Other services	26	20	76	15	13	83	46	34	75
1 to 99 workers	29	22	74	17	12	73	54	37	70
1 to 49 workers	25	19	76	15	11	73	50	35	69
50 to 99 workers	42	30	71	22	16	73	64	46	72
100 workers or more	57	46	81	32	26	81	82	61	75
100 to 499 workers	50	40	80	28	23	81	78	57	74
500 workers or more	69	56	81	38	31	82	88	67	77
Geographic areas									
Northeast	44	35	79	22	17	77	67	49	73
New England	41	32	77	12	9	75	64	45	70
Middle Atlantic	45	36	79	26	20	77	67	50	74
South	38	29	76	20	15	76	66	47	71
South Atlantic	41	31	77	22	17	77	65	46	72
East South Central	33	26	78	18	13	73	71	49	69
West South Central	36	27	74	19	14	76	65	47	72
Midwest	43	33	77	23	18	77	68	48	71
East North Central	42	32	77	23	18	76	68	48	71
West North Central	45	35	77	22	17	78	68	49	72
West	45	37	82	30	25	82	65	50	76
Mountain	41	34	84	26	21	83	64	47	74
Pacific	47	38	81	32	26	82	65	51	78

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016

Characteristics	Healthcare[2]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.9	0.7	0.5	0.9	0.6	0.5
Worker characteristics						
Management, professional, and related	1.1	1.2	0.7	1.1	1.2	0.9
Management, business, and financial	0.9	1.0	0.8	0.9	0.9	1.0
Professional and related	1.4	1.7	1.0	1.4	1.7	1.3
Service	1.9	1.3	1.8	1.9	1.2	1.7
Protective service	4.9	5.1	10.2	5.0	4.5	10.5
Sales and office	1.3	1.0	0.6	1.3	1.0	0.8
Sales and related	1.8	1.4	1.1	1.8	1.3	1.3
Office and administrative support	1.7	1.4	0.7	1.7	1.5	1.0
Natural resources, construction, and maintenance	1.7	1.5	1.0	1.7	1.6	1.1
Construction, extraction, farming, fishing, and forestry	3.0	2.4	1.7	3.0	2.4	1.8
Installation, maintenance, and repair	1.9	1.8	1.0	1.8	1.8	1.1
Production, transportation, and material moving	1.4	1.3	0.8	1.4	1.3	0.7
Production	2.2	2.1	1.1	2.2	2.1	1.1
Transportation and material moving	1.7	1.6	1.2	1.7	1.6	1.3
Full time	0.7	0.6	0.5	0.7	0.6	0.5
Part time	1.2	0.8	1.7	1.2	0.7	1.8
Union	1.2	1.4	1.0	1.2	1.3	1.1
Nonunion	0.9	0.7	0.5	0.9	0.6	0.6
Average wage within the following categories:[3]						
Lowest 25 percent	1.3	0.9	1.3	1.3	0.8	1.1
Lowest 10 percent	1.4	0.8	2.4	1.4	0.7	2.2
Second 25 percent	1.4	1.1	0.8	1.4	1.1	0.9
Third 25 percent	0.9	0.8	0.7	0.9	0.9	0.8
Highest 25 percent	0.8	0.9	0.5	0.8	1.0	0.8
Highest 10 percent	1.4	1.3	0.9	1.4	1.6	1.3
Establishment characteristics						
Goods-producing industries	0.9	0.9	0.5	0.9	0.8	0.6
Construction	2.2	2.1	1.9	2.3	2.1	1.9
Manufacturing	1.3	1.2	0.5	1.3	1.3	0.6
Service-providing industries	1.0	0.8	0.5	1.0	0.7	0.6
Trade, transportation, and utilities	1.0	0.7	0.7	1.0	0.7	0.7
Wholesale trade	1.8	1.4	0.9	1.8	1.5	1.0
Retail trade	1.2	0.9	0.8	1.3	0.9	0.8
Transportation and warehousing	3.3	3.0	1.6	3.5	3.3	2.1
Utilities	0.7	1.5	1.3	0.8	2.5	2.6

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.8	0.7	0.6	0.7	0.5	0.8	0.9	0.6	0.5
Worker characteristics									
Management, professional, and related	1.5	1.3	0.7	1.5	1.2	1.3	1.2	1.2	1.0
Management, business, and financial	1.7	1.5	0.9	1.9	1.6	1.5	1.0	0.9	0.9
Professional and related	1.8	1.6	1.0	1.8	1.4	1.8	1.5	1.7	1.4
Service	1.5	1.1	2.3	1.4	1.0	2.8	1.9	1.2	1.9
Protective service	5.0	4.5	14.3	5.0	–	–	5.6	4.5	9.2
Sales and office	1.1	1.0	0.9	0.9	0.8	1.6	1.3	1.0	0.8
Sales and related	1.4	1.3	2.7	1.2	1.0	3.1	1.8	1.3	1.3
Office and administrative support	1.3	1.0	0.7	1.2	1.0	1.5	1.7	1.5	1.0
Natural resources, construction, and maintenance	1.9	1.7	1.6	1.9	1.6	1.8	1.7	1.6	1.1
Construction, extraction, farming, fishing, and forestry	2.7	2.5	2.1	2.8	2.5	2.4	3.0	2.5	1.8
Installation, maintenance, and repair	2.5	2.0	1.7	2.1	1.7	2.2	1.8	1.8	1.1
Production, transportation, and material moving	1.6	1.4	1.4	1.4	1.2	1.4	1.4	1.2	0.8
Production	2.0	1.9	1.9	1.9	1.7	2.3	2.2	2.1	1.1
Transportation and material moving	2.5	2.2	1.7	2.0	1.8	1.7	1.7	1.5	1.4
Full time	0.8	0.8	0.6	0.8	0.6	0.7	0.7	0.6	0.5
Part time	0.9	0.7	2.0	0.7	0.4	2.6	1.2	0.7	1.8
Union	1.8	1.7	0.9	2.2	1.8	1.9	1.2	1.2	1.0
Nonunion	0.8	0.7	0.6	0.7	0.5	1.0	0.9	0.7	0.6
Average wage within the following categories:[3]									
Lowest 25 percent	0.9	0.6	1.8	0.7	0.4	2.0	1.4	0.8	1.2
Lowest 10 percent	1.1	0.6	3.8	0.8	0.5	4.7	1.4	0.7	2.3
Second 25 percent	1.2	1.0	1.1	1.0	0.8	1.3	1.4	1.2	1.0
Third 25 percent	1.4	1.3	0.9	1.1	0.9	1.1	0.9	0.9	0.8
Highest 25 percent	1.3	1.2	0.8	1.6	1.3	1.3	1.0	1.1	0.8
Highest 10 percent	2.0	2.0	1.4	2.4	1.9	2.7	1.4	1.6	1.3
Establishment characteristics									
Goods-producing industries	1.5	1.5	1.3	1.6	1.4	1.1	0.9	0.8	0.6
Construction	2.3	2.0	2.4	2.3	2.0	2.1	2.2	2.2	1.9
Manufacturing	1.6	1.5	1.4	2.1	1.9	1.3	1.2	1.2	0.6
Service-providing industries	0.9	0.8	0.7	0.7	0.5	0.9	1.0	0.7	0.6
Trade, transportation, and utilities	1.6	1.3	1.2	1.2	1.0	1.7	1.0	0.8	0.7
Wholesale trade	1.9	1.9	1.7	2.1	1.6	2.9	1.8	1.5	1.1
Retail trade	1.3	1.0	1.3	1.0	0.7	2.3	1.3	0.9	0.8
Transportation and warehousing	5.0	4.0	2.8	4.0	3.4	2.4	3.2	3.0	2.0
Utilities	7.0	7.0	1.5	6.3	5.2	2.3	0.8	2.2	2.3

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

Characteristics	Healthcare[2]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Information	1.4	1.9	1.6	1.4	2.1	2.1
Financial activities	1.2	1.3	0.6	1.2	1.2	0.7
Finance and insurance	0.7	0.9	0.6	0.7	1.0	0.8
Credit intermediation and related activities	0.8	0.9	0.8	0.7	1.0	0.9
Insurance carriers and related activities	1.7	1.9	1.1	1.7	2.0	1.2
Real estate and rental and leasing	4.1	4.5	2.9	4.1	4.4	3.0
Professional and business services	2.1	1.8	1.3	2.2	1.6	1.7
Professional and technical services	2.9	2.6	1.4	2.9	2.4	1.8
Administrative and waste services	2.9	2.6	3.1	3.0	2.4	3.4
Education and health services	2.3	2.0	1.3	2.3	1.9	1.7
Educational services	2.7	2.8	1.3	2.7	2.8	2.1
Junior colleges, colleges, and universities	1.7	1.6	1.3	1.7	1.6	1.5
Health care and social assistance	2.7	2.2	1.5	2.6	2.0	1.9
Leisure and hospitality	2.4	1.6	2.9	2.5	1.6	2.5
Accommodation and food services	3.0	1.8	2.6	3.0	1.7	2.3
Other services	3.3	2.8	1.9	3.3	2.6	2.3
1 to 99 workers	1.2	0.8	0.8	1.2	0.7	0.9
1 to 49 workers	1.2	0.9	1.1	1.2	0.8	1.1
50 to 99 workers	2.8	2.6	1.6	2.8	2.3	1.8
100 workers or more	0.8	0.8	0.5	0.8	0.8	0.6
100 to 499 workers	1.2	1.1	0.7	1.2	1.0	0.9
500 workers or more	1.4	1.3	0.5	1.4	1.3	0.6
Geographic areas						
Northeast	1.0	1.2	1.1	1.0	1.4	1.2
New England	2.1	2.4	2.0	2.1	2.5	2.2
Middle Atlantic	1.0	1.2	1.2	1.0	1.4	1.3
South	1.8	1.5	0.7	1.8	1.2	0.9
South Atlantic	1.9	1.7	1.0	1.9	1.4	1.1
East South Central	4.2	4.2	2.4	4.4	3.4	2.7
West South Central	4.1	3.1	1.0	4.3	2.3	1.6
Midwest	1.9	1.3	0.7	1.9	1.2	0.9
East North Central	2.0	1.4	0.7	1.9	1.1	0.7
West North Central	4.4	2.6	1.7	4.5	3.0	2.3
West	1.5	1.4	1.2	1.6	1.4	1.4
Mountain	2.8	1.7	2.8	3.0	2.3	3.2
Pacific	1.7	1.8	1.2	1.8	1.8	1.3

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Information	3.1	2.7	2.3	3.3	2.8	2.9	1.8	2.2	2.1
Financial activities	2.0	1.8	0.8	1.5	1.2	1.1	1.2	1.2	0.7
Finance and insurance	1.2	1.3	0.9	1.5	1.2	1.3	0.7	1.0	0.8
Credit intermediation and related activities	1.8	1.8	1.3	2.5	1.9	1.9	0.8	1.0	0.9
Insurance carriers and related activities	2.4	1.8	1.0	2.8	2.1	2.3	1.6	2.0	1.3
Real estate and rental and leasing	6.1	5.2	2.9	3.9	3.4	2.9	3.8	4.0	3.1
Professional and business services	1.8	1.4	1.7	1.8	1.2	3.5	2.3	1.5	1.5
Professional and technical services	3.5	3.1	1.7	3.2	2.7	3.4	3.0	2.4	1.8
Administrative and waste services	2.9	2.3	5.3	2.4	1.8	7.4	3.0	2.4	3.0
Education and health services	3.0	2.6	1.3	2.2	1.6	2.3	2.3	1.8	1.8
Educational services	2.5	2.5	2.0	3.4	2.8	2.8	2.6	2.7	1.9
Junior colleges, colleges, and universities	2.3	1.9	1.9	2.4	2.5	3.7	1.7	1.4	1.4
Health care and social assistance	3.4	2.9	1.4	2.3	1.8	2.7	2.6	2.0	2.0
Leisure and hospitality	2.2	1.5	3.3	2.4	1.8	3.6	2.4	1.5	2.8
Accommodation and food services	2.2	1.5	3.6	2.5	1.7	4.5	3.1	1.7	2.4
Other services	3.7	3.1	2.9	3.3	2.7	2.9	3.3	2.6	2.3
1 to 99 workers	0.9	0.8	1.0	0.9	0.6	1.7	1.2	0.7	0.9
1 to 49 workers	1.1	0.9	1.4	0.9	0.6	1.7	1.2	0.8	1.2
50 to 99 workers	2.8	2.4	2.5	2.0	1.6	3.7	2.8	2.3	1.8
100 workers or more	1.1	1.0	0.7	1.0	0.9	0.8	0.8	0.8	0.5
100 to 499 workers	1.6	1.4	1.0	1.4	1.3	1.2	1.2	1.0	0.9
500 workers or more	1.8	1.5	0.9	1.6	1.5	1.1	1.4	1.3	0.6
Geographic areas									
Northeast	1.4	1.5	1.3	1.6	1.0	1.6	1.0	1.2	1.1
New England	3.2	3.0	2.8	2.3	1.6	3.6	2.1	2.4	2.2
Middle Atlantic	1.1	1.3	1.4	1.7	1.0	1.9	1.0	1.1	1.1
South	1.4	1.3	1.1	1.0	0.8	1.8	1.8	1.1	1.0
South Atlantic	1.6	1.4	1.5	1.4	1.1	2.4	1.7	1.2	1.3
East South Central	3.8	3.0	2.3	3.0	1.5	6.5	4.4	3.4	2.6
West South Central	3.0	2.9	2.1	1.6	1.6	3.1	4.3	2.5	1.7
Midwest	2.0	1.7	1.2	1.6	1.2	0.8	2.1	1.3	0.8
East North Central	1.9	1.6	1.5	1.9	1.4	1.0	2.2	1.3	0.6
West North Central	4.8	4.0	2.0	3.2	2.3	1.5	4.5	3.0	2.2
West	1.1	1.0	1.3	1.2	1.0	1.5	1.5	1.4	1.4
Mountain	2.3	2.1	0.9	2.2	2.2	2.0	2.8	2.3	3.3
Pacific	1.2	1.1	1.9	1.4	1.0	1.9	1.8	1.7	1.3

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, private industry workers, March 2016

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	79	21	68	32
Worker characteristics				
Management, professional, and related	80	20	69	31
Management, business, and financial	80	20	70	30
Professional and related	80	20	68	32
Service	80	20	64	36
Protective service	83	17	72	28
Sales and office	77	23	65	35
Sales and related	75	25	63	37
Office and administrative support	78	22	66	34
Natural resources, construction, and maintenance	80	20	69	31
Construction, extraction, farming, fishing, and forestry	81	19	68	32
Installation, maintenance, and repair	79	21	69	31
Production, transportation, and material moving	80	20	71	29
Production	79	21	71	29
Transportation and material moving	81	19	71	29
Full time	79	21	68	32
Part time	77	23	63	37
Union	87	13	83	17
Nonunion	78	22	65	35
Average wage within the following categories:[1]				
Lowest 25 percent	76	24	62	38
Lowest 10 percent	75	25	62	38
Second 25 percent	78	22	64	36
Third 25 percent	80	20	68	32
Highest 25 percent	81	19	72	28
Highest 10 percent	81	19	73	27
Establishment characteristics				
Goods-producing industries	80	20	72	28
Construction	82	18	68	32
Manufacturing	80	20	74	26
Service-providing industries	79	21	67	33
Trade, transportation, and utilities	78	22	66	34
Wholesale trade	79	21	69	31
Retail trade	74	26	60	40
Transportation and warehousing	82	18	72	28
Utilities	84	16	77	23

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, private industry workers, March 2016—continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
Information	81	19	77	23
Financial activities	79	21	69	31
Finance and insurance	79	21	72	28
Credit intermediation and related activities	79	21	70	30
Insurance carriers and related activities	80	20	74	26
Real estate and rental and leasing	76	24	60	40
Professional and business services	78	22	64	36
Professional and technical services	82	18	68	32
Administrative and waste services	72	28	56	44
Education and health services	79	21	64	36
Educational services	80	20	66	34
Junior colleges, colleges, and universities	80	20	71	29
Health care and social assistance	79	21	64	36
Leisure and hospitality	83	17	72	28
Accommodation and food services	80	20	70	30
Other services	85	15	66	34
1 to 99 workers	79	21	64	36
1 to 49 workers	80	20	64	36
50 to 99 workers	77	23	63	37
100 workers or more	79	21	71	29
100 to 499 workers	78	22	67	33
500 workers or more	80	20	75	25
Geographic areas				
Northeast	81	19	73	27
New England	79	21	71	29
Middle Atlantic	82	18	74	26
South	78	22	63	37
South Atlantic	77	23	65	35
East South Central	78	22	65	35
West South Central	78	22	60	40
Midwest	78	22	69	31
East North Central	78	22	70	30
West North Central	79	21	67	33
West	82	18	69	31
Mountain	80	20	68	32
Pacific	82	18	69	31

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, private industry workers, March 2016

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	0.3	0.3	0.4	0.4
Worker characteristics				
Management, professional, and related	0.4	0.4	0.6	0.6
Management, business, and financial	0.5	0.5	0.6	0.6
Professional and related	0.6	0.6	0.9	0.9
Service	1.3	1.3	1.9	1.9
Protective service	3.2	3.2	3.8	3.8
Sales and office	0.4	0.4	0.7	0.7
Sales and related	0.7	0.7	0.9	0.9
Office and administrative support	0.4	0.4	0.8	0.8
Natural resources, construction, and maintenance	0.8	0.8	1.0	1.0
Construction, extraction, farming, fishing, and forestry	1.6	1.6	1.7	1.7
Installation, maintenance, and repair	0.7	0.7	0.9	0.9
Production, transportation, and material moving	0.7	0.7	0.9	0.9
Production	1.1	1.1	1.1	1.1
Transportation and material moving	0.7	0.7	1.4	1.4
Full time	0.3	0.3	0.4	0.4
Part time	1.0	1.0	1.6	1.6
Union	0.6	0.6	0.8	0.8
Nonunion	0.3	0.3	0.4	0.4
Average wage within the following categories:[1]				
Lowest 25 percent	0.9	0.9	1.3	1.3
Lowest 10 percent	1.4	1.4	2.1	2.1
Second 25 percent	0.5	0.5	0.9	0.9
Third 25 percent	0.4	0.4	0.6	0.6
Highest 25 percent	0.4	0.4	0.5	0.5
Highest 10 percent	0.7	0.7	0.7	0.7
Establishment characteristics				
Goods-producing industries	0.8	0.8	0.9	0.9
Construction	1.2	1.2	1.7	1.7
Manufacturing	0.9	0.9	1.0	1.0
Service-providing industries	0.3	0.3	0.5	0.5
Trade, transportation, and utilities	0.4	0.4	0.7	0.7
Wholesale trade	0.5	0.5	0.8	0.8
Retail trade	0.6	0.6	1.2	1.2
Transportation and warehousing	0.8	0.8	1.8	1.8
Utilities	1.2	1.2	2.1	2.1

See footnotes at end of table.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, private industry workers, March 2016—continued

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
Information	0.7	0.7	0.7	0.7
Financial activities	0.4	0.4	0.9	0.9
Finance and insurance	0.3	0.3	0.4	0.4
Credit intermediation and related activities	0.3	0.3	0.5	0.5
Insurance carriers and related activities	0.6	0.6	0.7	0.7
Real estate and rental and leasing	1.9	1.9	4.1	4.1
Professional and business services	0.6	0.6	1.1	1.1
Professional and technical services	0.9	0.9	1.2	1.2
Administrative and waste services	1.0	1.0	1.8	1.8
Education and health services	0.6	0.6	1.2	1.2
Educational services	0.7	0.7	1.6	1.6
Junior colleges, colleges, and universities	0.7	0.7	1.2	1.2
Health care and social assistance	0.8	0.8	1.4	1.4
Leisure and hospitality	2.0	2.0	2.7	2.7
Accommodation and food services	2.2	2.2	2.6	2.6
Other services	1.4	1.4	2.9	2.9
1 to 99 workers	0.4	0.4	0.7	0.7
1 to 49 workers	0.6	0.6	0.8	0.8
50 to 99 workers	0.9	0.9	1.3	1.3
100 workers or more	0.3	0.3	0.5	0.5
100 to 499 workers	0.4	0.4	0.6	0.6
500 workers or more	0.3	0.3	0.5	0.5
Geographic areas				
Northeast	0.5	0.5	0.7	0.7
New England	0.8	0.8	1.1	1.1
Middle Atlantic	0.6	0.6	0.8	0.8
South	0.6	0.6	0.9	0.9
South Atlantic	0.8	0.8	1.3	1.3
East South Central	1.7	1.7	2.0	2.0
West South Central	0.8	0.8	1.0	1.0
Midwest	0.6	0.6	0.9	0.9
East North Central	0.8	0.8	1.1	1.1
West North Central	1.0	1.0	1.8	1.8
West	0.5	0.5	0.6	0.6
Mountain	0.8	0.8	1.1	1.1
Pacific	0.7	0.7	0.7	0.7

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2016

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	$417.09	16	$544.22	84	$393.24	$126.68
Worker characteristics							
Management, professional, and related	100	428.35	16	537.19	84	408.19	124.23
Management, business, and financial	100	423.01	13	547.42	87	404.43	120.51
Professional and related	100	431.62	17	532.46	83	410.62	126.62
Service	100	415.00	19	546.10	81	384.75	128.62
Protective service	100	377.74	–	–	–	–	–
Sales and office	100	397.58	11	543.59	89	378.78	127.87
Sales and related	100	378.71	7	568.22	93	363.90	131.91
Office and administrative support	100	406.32	13	537.38	87	386.16	125.86
Natural resources, construction, and maintenance	100	433.61	24	588.55	76	384.53	136.27
Construction, extraction, farming, fishing, and forestry	100	451.49	32	605.62	68	378.34	143.42
Installation, maintenance, and repair	100	419.69	18	564.43	82	388.50	131.68
Production, transportation, and material moving	100	414.48	17	521.81	83	393.67	124.11
Production	100	400.56	15	504.47	85	383.99	124.53
Transportation and material moving	100	431.01	19	536.57	81	405.94	123.58
Full time	100	418.63	16	545.35	84	394.83	126.24
Part time	100	394.08	16	527.00	84	369.42	133.30
Union	100	499.82	39	582.29	61	446.14	129.40
Nonunion	100	403.17	12	522.85	88	387.12	126.37
Average wage within the following categories:[1]							
Lowest 25 percent	100	384.76	13	541.91	87	362.66	133.75
Lowest 10 percent	100	401.06	11	596.52	89	378.39	143.60
Second 25 percent	100	404.07	15	529.81	85	382.35	128.60
Third 25 percent	100	418.77	17	540.78	83	393.73	126.26
Highest 25 percent	100	436.29	17	557.39	83	412.04	123.07
Highest 10 percent	100	429.25	15	510.06	85	415.15	122.21
Establishment characteristics							
Goods-producing industries	100	419.57	19	539.53	81	392.36	122.79
Construction	100	450.32	31	593.84	69	385.06	133.93
Manufacturing	100	410.30	15	503.79	85	394.23	118.20
Service-providing industries	100	416.37	15	545.91	85	393.49	127.78
Trade, transportation, and utilities	100	407.74	14	538.61	86	386.44	132.95
Wholesale trade	100	409.57	16	501.65	84	392.25	130.46
Retail trade	100	377.53	11	561.17	89	355.87	143.07
Transportation and warehousing	100	450.42	17	550.87	83	430.09	119.17
Utilities	100	466.16	22	539.23	78	444.93	113.36

See footnotes at end of table.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2016—continued

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
Information	100	$413.97	15	$624.47	85	$377.05	$109.50
Financial activities	100	398.11	8	599.32	92	379.46	116.06
Finance and insurance	100	396.59	8	571.99	92	381.60	111.79
Credit intermediation and related activities	100	396.30	6	562.52	94	385.11	111.18
Insurance carriers and related activities	100	392.92	10	575.98	90	372.43	109.70
Real estate and rental and leasing	100	404.18	–	–	–	–	–
Professional and business services	100	407.73	15	474.44	85	396.08	132.40
Professional and technical services	100	439.07	21	480.18	79	428.39	123.62
Administrative and waste services	100	363.79	6	475.20	94	356.56	145.19
Education and health services	100	426.97	12	573.78	88	407.19	125.00
Educational services	100	451.70	13	569.97	87	434.51	127.26
Junior colleges, colleges, and universities	100	461.00	7	523.44	93	456.20	124.11
Health care and social assistance	100	422.41	12	574.54	88	402.20	124.58
Leisure and hospitality	100	445.29	32	543.58	68	398.04	134.78
Accommodation and food services	100	443.54	25	581.90	75	397.85	140.60
Other services	100	479.80	42	589.72	58	399.57	143.45
1 to 99 workers	100	422.81	21	547.99	79	390.63	131.71
1 to 49 workers	100	429.25	22	549.53	78	395.54	128.12
50 to 99 workers	100	407.91	17	543.44	83	379.92	139.54
100 workers or more	100	412.76	12	539.44	88	395.04	123.22
100 to 499 workers	100	408.88	13	556.38	87	387.40	128.44
500 workers or more	100	418.00	12	514.52	88	405.23	116.26
Geographic areas							
Northeast	100	451.38	19	552.33	81	427.41	127.57
New England	100	434.29	16	555.79	84	411.01	140.26
Middle Atlantic	100	456.78	20	551.46	80	432.85	123.36
South	100	398.61	13	517.65	87	380.60	129.88
South Atlantic	100	401.96	13	526.47	87	383.01	132.60
East South Central	100	393.91	15	515.65	85	372.67	129.51
West South Central	100	395.42	13	503.07	87	380.49	125.62
Midwest	100	406.31	13	580.21	87	380.66	128.48
East North Central	100	409.22	12	583.82	88	385.25	132.03
West North Central	100	399.90	15	573.63	85	370.24	120.47
West	100	427.99	20	539.89	80	399.87	118.66
Mountain	100	418.50	14	544.38	86	397.41	116.49
Pacific	100	432.26	23	538.61	77	401.09	119.74

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2016

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	$2.52	0.7	$7.36	0.7	$2.40	$1.38
Worker characteristics						
Management, professional, and related	4.83	1.4	12.67	1.4	3.79	1.87
Management, business, and financial	5.93	1.3	17.03	1.3	5.19	2.27
Professional and related	6.26	1.9	14.26	1.9	5.15	2.70
Service	6.52	3.1	22.90	3.1	7.63	5.64
Protective service	15.94	–	–	–	–	–
Sales and office	3.84	0.8	9.82	0.8	4.00	2.11
Sales and related	7.39	1.0	22.61	1.0	6.68	2.77
Office and administrative support	3.83	1.0	10.44	1.0	4.30	2.80
Natural resources, construction, and maintenance	7.94	2.2	12.23	2.2	6.99	4.45
Construction, extraction, farming, fishing, and forestry	15.16	4.1	17.51	4.1	10.60	9.35
Installation, maintenance, and repair	6.06	2.3	17.98	2.3	7.90	3.85
Production, transportation, and material moving	5.73	1.3	14.68	1.3	5.84	3.04
Production	7.60	1.4	15.22	1.4	8.22	3.98
Transportation and material moving	7.32	2.3	20.85	2.3	7.41	3.80
Full time	2.71	0.7	7.87	0.7	2.56	1.31
Part time	7.07	2.1	14.38	2.1	7.65	5.81
Union	8.22	2.4	15.67	2.4	6.46	3.30
Nonunion	2.74	0.6	9.35	0.6	2.55	1.44
Average wage within the following categories:[1]						
Lowest 25 percent	6.47	1.5	17.15	1.5	6.18	3.96
Lowest 10 percent	12.16	1.8	38.49	1.8	13.53	9.33
Second 25 percent	3.99	0.9	15.28	0.9	4.19	2.54
Third 25 percent	4.07	1.0	12.17	1.0	3.56	1.84
Highest 25 percent	4.51	1.2	10.36	1.2	4.62	1.90
Highest 10 percent	6.16	2.1	15.65	2.1	7.05	2.57
Establishment characteristics						
Goods-producing industries	6.92	1.5	12.20	1.5	5.63	2.99
Construction	12.55	3.6	13.37	3.6	9.29	7.28
Manufacturing	6.48	1.3	15.78	1.3	6.41	2.98
Service-providing industries	2.62	0.8	8.88	0.8	2.60	1.55
Trade, transportation, and utilities	3.97	1.2	15.39	1.2	3.44	2.32
Wholesale trade	6.76	1.6	19.82	1.6	6.61	3.74
Retail trade	6.24	1.5	22.48	1.5	5.64	3.24
Transportation and warehousing	10.13	3.2	32.43	3.2	9.81	4.61
Utilities	15.80	4.6	46.32	4.6	7.44	6.78

See footnotes at end of table.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2016—continued

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
Information	$7.42	2.9	$22.66	2.9	$7.74	$3.25
Financial activities	5.09	1.0	16.38	1.0	3.60	1.84
Finance and insurance	3.92	0.8	24.96	0.8	2.42	1.99
Credit intermediation and related activities	5.95	0.9	31.70	0.9	5.53	2.47
Insurance carriers and related activities	7.39	2.0	39.81	2.0	3.38	2.39
Real estate and rental and leasing	23.07	–	–	–	–	–
Professional and business services	7.33	1.7	15.58	1.7	7.70	3.74
Professional and technical services	11.95	3.3	17.58	3.3	13.91	5.74
Administrative and waste services	7.06	2.2	46.05	2.2	8.72	5.68
Education and health services	5.70	1.9	22.25	1.9	4.55	2.51
Educational services	8.06	2.5	40.91	2.5	7.42	4.94
Junior colleges, colleges, and universities	6.62	1.7	29.01	1.7	6.96	3.76
Health care and social assistance	6.96	2.2	25.34	2.2	5.35	2.81
Leisure and hospitality	8.62	6.0	29.13	6.0	15.16	10.16
Accommodation and food services	14.79	5.6	48.32	5.6	15.65	12.20
Other services	14.93	3.4	27.14	3.4	16.44	14.98
1 to 99 workers	4.19	1.0	10.75	1.0	4.73	2.66
1 to 49 workers	5.93	1.3	12.10	1.3	5.92	3.08
50 to 99 workers	8.21	1.5	13.90	1.5	9.10	5.63
100 workers or more	3.05	0.8	12.97	0.8	2.64	1.43
100 to 499 workers	4.68	1.0	15.69	1.0	3.83	2.11
500 workers or more	3.91	1.3	21.60	1.3	3.19	1.64
Geographic areas						
Northeast	6.02	0.9	11.56	0.9	7.95	1.44
New England	7.90	2.3	22.94	2.3	6.63	3.35
Middle Atlantic	8.30	1.1	13.23	1.1	10.84	2.11
South	3.06	0.9	9.47	0.9	3.32	3.01
South Atlantic	4.43	1.3	13.20	1.3	4.92	4.59
East South Central	7.59	2.2	21.14	2.2	9.38	7.82
West South Central	4.94	1.3	15.02	1.3	4.84	4.15
Midwest	6.80	1.6	13.74	1.6	4.43	2.02
East North Central	8.49	2.0	15.11	2.0	5.78	2.26
West North Central	11.38	2.4	27.74	2.4	6.82	3.99
West	4.98	2.0	18.46	2.0	4.55	2.99
Mountain	6.37	1.3	48.80	1.3	8.95	4.83
Pacific	6.64	2.9	19.20	2.9	5.23	3.80

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, private industry workers, March 2016

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
All workers	71	15	14	1
Worker characteristics				
Management, professional, and related	70	13	16	1
Management, business, and financial	75	12	13	1
Professional and related	67	14	18	1
Service	72	16	10	1
Protective service	60	–	24	–
Sales and office	67	20	11	1
Sales and related	60	28	11	1
Office and administrative support	71	16	12	1
Natural resources, construction, and maintenance	73	–	16	–
Construction, extraction, farming, fishing, and forestry	71	–	17	–
Installation, maintenance, and repair	74	10	15	([3])
Production, transportation, and material moving	75	10	15	1
Production	78	11	12	([3])
Transportation and material moving	72	9	18	1
Full time	71	14	14	1
Part time	59	25	14	2
Union	76	6	15	3
Nonunion	70	16	14	1
Average wage within the following categories:[4]				
Lowest 25 percent	70	22	8	1
Lowest 10 percent	80	13	–	–
Second 25 percent	70	17	12	1
Third 25 percent	72	12	15	1
Highest 25 percent	70	12	16	2
Highest 10 percent	71	12	16	1
Establishment characteristics				
Goods-producing industries	75	11	14	1
Construction	80	–	10	–
Manufacturing	74	12	13	1
Service-providing industries	69	16	14	1
Trade, transportation, and utilities	63	21	–	–
Wholesale trade	80	7	13	–
Retail trade	53	36	–	–
Transportation and warehousing	64	–	25	–
Utilities	67	–	24	–

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, private industry workers, March 2016—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
Information	81	–	12	–
Financial activities	69	17	12	2
Finance and insurance	66	20	12	3
Credit intermediation and related activities	70	20	9	1
Insurance carriers and related activities	59	20	15	6
Real estate and rental and leasing	81	–	–	–
Professional and business services	74	–	15	–
Professional and technical services	73	–	18	–
Administrative and waste services	77	–	13	–
Education and health services	71	14	14	1
Educational services	77	16	6	1
Junior colleges, colleges, and universities	74	19	6	1
Health care and social assistance	70	–	15	–
Leisure and hospitality	68	23	–	–
Accommodation and food services	64	29	–	–
Other services	70	–	–	–
1 to 99 workers	75	11	13	1
1 to 49 workers	73	12	14	1
50 to 99 workers	77	–	11	–
100 workers or more	68	17	14	1
100 to 499 workers	70	15	14	1
500 workers or more	64	19	15	2
Geographic areas				
Northeast	73	13	12	2
New England	77	11	10	2
Middle Atlantic	72	14	12	2
South	72	15	12	([3])
South Atlantic	72	16	–	–
East South Central	79	13	–	–
West South Central	70	14	15	([3])
Midwest	70	13	16	1
East North Central	70	14	15	1
West North Central	70	–	18	–
West	66	16	16	1
Mountain	62	21	–	–
Pacific	69	14	16	1

[1] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.
[2] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Standard errors for medical care benefits, single coverage: Employee participation by type of contribution, private industry workers, March 2016

Characteristics	Single coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
All workers	1.0	0.7	0.8	0.2
Worker characteristics				
Management, professional, and related	1.4	1.0	1.3	0.3
Management, business, and financial	1.5	1.0	1.1	0.3
Professional and related	1.9	1.3	1.9	0.4
Service	2.6	2.0	1.6	0.4
Protective service	7.3	–	6.4	–
Sales and office	1.2	0.9	0.9	0.3
Sales and related	2.3	1.6	1.4	0.3
Office and administrative support	1.5	1.2	1.1	0.4
Natural resources, construction, and maintenance	2.2	–	2.1	–
Construction, extraction, farming, fishing, and forestry	3.4	–	3.8	–
Installation, maintenance, and repair	2.7	1.1	2.4	0.2
Production, transportation, and material moving	2.2	1.5	1.5	0.3
Production	2.7	2.0	1.8	0.1
Transportation and material moving	3.0	1.7	2.4	0.6
Full time	1.0	0.7	0.8	0.2
Part time	3.3	2.6	2.3	0.7
Union	2.5	1.3	2.3	1.0
Nonunion	1.1	0.7	0.8	0.2
Average wage within the following categories:[3]				
Lowest 25 percent	2.7	2.3	0.9	0.1
Lowest 10 percent	3.8	3.4	–	–
Second 25 percent	1.7	1.2	1.3	0.2
Third 25 percent	1.3	1.0	1.1	0.3
Highest 25 percent	1.3	0.8	1.3	0.4
Highest 10 percent	2.2	1.1	1.9	0.4
Establishment characteristics				
Goods-producing industries	2.0	1.8	1.4	0.3
Construction	1.8	–	1.7	–
Manufacturing	2.6	2.2	1.7	0.2
Service-providing industries	1.2	0.8	0.9	0.2
Trade, transportation, and utilities	2.2	1.4	–	–
Wholesale trade	3.7	2.0	2.6	–
Retail trade	3.0	2.3	–	–
Transportation and warehousing	5.2	–	5.0	–
Utilities	5.8	–	6.1	–

See footnotes at end of table.

Table 12. Standard errors for medical care benefits, single coverage: Employee participation by type of contribution, private industry workers, March 2016—continued

Characteristics	Single coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
Information	3.0	–	2.2	–
Financial activities	2.6	2.0	1.3	0.5
Finance and insurance	1.9	2.0	1.3	0.6
Credit intermediation and related activities	2.8	2.8	1.5	0.3
Insurance carriers and related activities	3.3	2.6	2.3	1.6
Real estate and rental and leasing	6.8	–	–	–
Professional and business services	2.6	–	2.3	–
Professional and technical services	4.1	–	4.6	–
Administrative and waste services	3.9	–	2.8	–
Education and health services	2.4	1.9	2.3	0.5
Educational services	2.8	2.6	1.4	0.1
Junior colleges, colleges, and universities	2.4	1.8	1.6	0.2
Health care and social assistance	2.8	–	2.7	–
Leisure and hospitality	4.0	3.9	–	–
Accommodation and food services	5.5	4.8	–	–
Other services	6.5	–	–	–
1 to 99 workers	1.4	1.1	1.1	0.2
1 to 49 workers	1.9	1.5	1.2	0.2
50 to 99 workers	2.9	–	2.4	–
100 workers or more	1.3	0.9	1.1	0.3
100 to 499 workers	1.4	0.9	1.4	0.2
500 workers or more	2.0	1.4	1.5	0.6
Geographic areas				
Northeast	1.6	1.2	1.6	0.7
New England	2.6	2.0	2.2	1.1
Middle Atlantic	2.1	1.4	2.0	0.8
South	1.5	1.0	0.9	0.2
South Atlantic	1.4	1.4	–	–
East South Central	6.8	3.6	–	–
West South Central	2.3	1.5	1.2	0.1
Midwest	2.4	1.3	1.9	0.4
East North Central	2.8	1.6	2.6	0.5
West North Central	4.4	–	2.4	–
West	2.5	2.2	2.0	0.3
Mountain	5.8	4.7	–	–
Pacific	2.4	2.4	2.1	0.3

[1] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

[2] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2016

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	$1,014.30	8	$1,444.13	92	$977.66	$511.47
Worker characteristics							
Management, professional, and related	100	1,052.65	6	1,413.10	94	1,029.05	498.90
Management, business, and financial	100	1,067.91	4	1,456.29	96	1,049.89	474.13
Professional and related	100	1,043.25	7	1,396.72	93	1,015.82	514.63
Service	100	955.46	11	1,401.21	89	900.11	578.68
Protective service	100	939.62	–	–	–	–	–
Sales and office	100	943.61	4	1,486.39	96	921.16	521.14
Sales and related	100	889.57	4	1,529.62	96	866.81	531.19
Office and administrative support	100	968.63	4	1,470.11	96	946.53	516.45
Natural resources, construction, and maintenance	100	1,035.69	16	1,522.77	84	942.18	551.94
Construction, extraction, farming, fishing, and forestry	100	1,056.11	24	1,570.37	76	891.72	623.14
Installation, maintenance, and repair	100	1,020.18	10	1,434.66	90	974.43	506.44
Production, transportation, and material moving	100	1,056.93	10	1,418.34	90	1,014.50	467.37
Production	100	1,042.27	8	1,429.99	92	1,008.00	442.23
Transportation and material moving	100	1,074.33	13	1,409.92	87	1,022.69	499.00
Full time	100	1,021.50	8	1,441.81	92	986.73	509.51
Part time	100	907.62	11	1,468.01	89	838.04	541.64
Union	100	1,305.12	34	1,515.80	66	1,198.57	418.40
Nonunion	100	965.87	4	1,331.82	96	952.32	522.15
Average wage within the following categories:[1]							
Lowest 25 percent	100	881.02	6	1,401.86	94	849.77	555.30
Lowest 10 percent	100	963.68	4	1,511.58	96	938.77	575.10
Second 25 percent	100	946.60	6	1,358.17	94	918.73	542.47
Third 25 percent	100	1,029.02	8	1,461.87	92	989.29	509.37
Highest 25 percent	100	1,096.72	9	1,482.50	91	1,057.48	474.14
Highest 10 percent	100	1,096.43	8	1,397.69	92	1,069.94	452.80
Establishment characteristics							
Goods-producing industries	100	1,079.94	12	1,449.65	88	1,031.62	460.13
Construction	100	1,015.76	21	1,534.60	79	875.04	614.08
Manufacturing	100	1,103.13	9	1,389.25	91	1,075.41	412.63
Service-providing industries	100	995.06	7	1,441.37	93	962.65	525.75
Trade, transportation, and utilities	100	992.60	8	1,454.23	92	952.48	527.64
Wholesale trade	100	1,052.62	8	1,491.55	92	1,013.40	492.08
Retail trade	100	858.70	5	1,484.33	95	826.88	575.01
Transportation and warehousing	100	1,121.22	13	1,415.33	87	1,076.80	490.74
Utilities	100	1,262.53	–	–	–	–	–

See footnotes at end of table.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2016—continued

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
Information	100	$1,130.17	11	$1,737.08	89	$1,055.96	$360.86
Financial activities	100	1,016.67	2	1,465.64	98	1,005.25	459.34
Finance and insurance	100	1,037.03	2	1,384.89	98	1,028.66	420.17
Credit intermediation and related activities	100	992.65	1	1,491.05	99	986.17	437.25
Insurance carriers and related activities	100	1,059.79	3	1,266.12	97	1,053.45	396.11
Real estate and rental and leasing	100	934.63	–	–	–	–	–
Professional and business services	100	935.67	4	1,253.88	96	922.38	532.98
Professional and technical services	100	1,003.16	6	1,226.63	94	989.17	496.49
Administrative and waste services	100	814.06	–	–	–	–	–
Education and health services	100	977.46	5	1,455.75	95	950.96	566.87
Educational services	100	1,036.66	4	1,632.88	96	1,012.56	527.28
Junior colleges, colleges, and universities	100	1,117.23	3	1,615.10	97	1,101.91	479.58
Health care and social assistance	100	966.45	5	1,432.50	95	939.30	574.36
Leisure and hospitality	100	1,115.95	–	–	–	–	–
Accommodation and food services	100	1,086.99	13	1,376.33	87	1,045.13	536.43
Other services	100	1,047.39	16	1,403.84	84	980.97	623.99
1 to 99 workers	100	959.27	8	1,411.76	92	918.64	573.57
1 to 49 workers	100	948.20	8	1,353.29	92	912.33	564.39
50 to 99 workers	100	984.70	8	1,540.61	92	933.19	594.75
100 workers or more	100	1,055.56	8	1,470.56	92	1,021.58	465.26
100 to 499 workers	100	1,004.02	6	1,516.14	94	970.79	504.78
500 workers or more	100	1,125.21	10	1,431.29	90	1,092.86	409.81
Geographic areas							
Northeast	100	1,128.61	12	1,444.63	88	1,086.75	465.11
New England	100	1,116.89	11	1,465.01	89	1,074.46	493.03
Middle Atlantic	100	1,132.39	12	1,438.67	88	1,090.75	456.00
South	100	951.60	5	1,463.55	95	923.99	551.61
South Atlantic	100	990.54	7	1,496.93	93	954.40	534.59
East South Central	100	941.56	5	1,275.01	95	923.86	520.23
West South Central	100	892.35	3	1,506.00	97	875.93	593.95
Midwest	100	1,013.59	7	1,423.37	93	980.44	498.50
East North Central	100	1,035.47	7	1,422.00	93	1,004.83	486.47
West North Central	100	965.77	8	1,426.21	92	926.90	524.91
West	100	1,015.77	9	1,444.99	91	972.19	499.01
Mountain	100	974.72	7	1,341.76	93	948.91	465.44
Pacific	100	1,034.42	10	1,474.55	90	983.22	514.92

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2016

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	$7.39	0.5	$20.72	0.5	$7.17	$5.86
Worker characteristics						
Management, professional, and related	12.07	0.8	39.36	0.8	10.76	10.14
Management, business, and financial	16.19	0.8	51.34	0.8	15.72	10.17
Professional and related	15.74	1.1	50.34	1.1	13.55	13.67
Service	26.05	2.8	73.04	2.8	28.09	23.61
Protective service	55.45	–	–	–	–	–
Sales and office	12.84	0.5	48.51	0.5	13.32	7.31
Sales and related	18.68	0.5	88.62	0.5	19.05	14.02
Office and administrative support	13.40	0.5	53.24	0.5	13.56	11.20
Natural resources, construction, and maintenance	18.78	1.9	35.28	1.9	17.69	15.87
Construction, extraction, farming, fishing, and forestry	34.01	4.1	41.08	4.1	24.50	26.79
Installation, maintenance, and repair	18.71	1.6	75.55	1.6	22.05	18.80
Production, transportation, and material moving	17.76	1.1	25.86	1.1	17.92	10.96
Production	24.49	1.1	47.07	1.1	23.84	12.41
Transportation and material moving	23.93	2.1	30.93	2.1	24.53	17.90
Full time	8.00	0.6	22.61	0.6	7.54	6.12
Part time	26.90	2.1	43.07	2.1	27.18	21.11
Union	18.04	2.5	19.82	2.5	19.91	12.99
Nonunion	8.47	0.4	38.42	0.4	7.89	6.32
Average wage within the following categories:[1]						
Lowest 25 percent	21.87	1.2	46.02	1.2	23.58	16.03
Lowest 10 percent	46.42	1.0	126.59	1.0	52.16	30.60
Second 25 percent	13.15	0.7	57.62	0.7	13.78	12.69
Third 25 percent	11.30	0.7	26.72	0.7	10.57	8.97
Highest 25 percent	11.07	0.9	24.57	0.9	11.18	9.52
Highest 10 percent	17.41	1.5	52.23	1.5	16.82	10.05
Establishment characteristics						
Goods-producing industries	16.82	1.5	34.78	1.5	14.07	10.98
Construction	24.11	3.7	45.60	3.7	16.12	29.37
Manufacturing	17.52	1.3	51.84	1.3	16.43	11.47
Service-providing industries	7.97	0.6	25.08	0.6	7.99	7.11
Trade, transportation, and utilities	12.06	1.1	28.59	1.1	11.25	8.89
Wholesale trade	18.94	1.6	97.22	1.6	18.34	14.97
Retail trade	21.23	0.6	86.86	0.6	22.62	14.31
Transportation and warehousing	35.23	3.0	49.96	3.0	34.70	22.44
Utilities	31.63	–	–	–	–	–

See footnotes at end of table.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, private industry workers, March 2016—continued

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
Information	$18.78	2.1	$37.23	2.1	$17.88	$11.28
Financial activities	14.92	0.6	54.17	0.6	15.32	12.27
Finance and insurance	11.49	0.4	86.21	0.4	10.62	7.07
Credit intermediation and related activities	14.39	0.4	87.78	0.4	13.66	7.08
Insurance carriers and related activities	13.59	0.7	70.51	0.7	13.85	8.87
Real estate and rental and leasing	58.92	–	–	–	–	–
Professional and business services	21.75	1.1	108.73	1.1	20.70	13.03
Professional and technical services	31.96	1.9	126.91	1.9	31.29	17.28
Administrative and waste services	28.50	–	–	–	–	–
Education and health services	18.81	1.0	42.51	1.0	17.07	19.04
Educational services	29.67	1.5	61.34	1.5	26.71	16.06
Junior colleges, colleges, and universities	23.77	0.9	67.22	0.9	22.99	15.57
Health care and social assistance	22.87	1.3	61.64	1.3	19.84	22.40
Leisure and hospitality	28.19	–	–	–	–	–
Accommodation and food services	32.34	3.2	129.66	3.2	39.55	45.36
Other services	69.85	4.3	169.40	4.3	64.66	32.28
1 to 99 workers	11.24	0.8	36.88	0.8	12.16	11.23
1 to 49 workers	14.65	1.0	58.05	1.0	14.23	12.43
50 to 99 workers	24.58	0.9	45.19	0.9	25.09	19.42
100 workers or more	8.39	0.6	24.30	0.6	8.10	6.13
100 to 499 workers	12.15	0.8	31.12	0.8	11.63	8.66
500 workers or more	9.73	1.1	34.82	1.1	9.22	7.61
Geographic areas						
Northeast	17.50	1.1	40.90	1.1	21.32	8.44
New England	27.65	2.2	53.13	2.2	28.47	18.39
Middle Atlantic	21.03	1.4	49.77	1.4	27.70	10.78
South	12.99	0.9	39.41	0.9	12.07	9.84
South Atlantic	19.46	1.5	55.49	1.5	17.03	11.50
East South Central	18.17	1.0	136.14	1.0	23.00	28.37
West South Central	19.90	0.9	67.18	0.9	21.05	19.15
Midwest	15.59	1.2	49.71	1.2	13.63	15.05
East North Central	19.01	1.7	61.59	1.7	16.59	13.84
West North Central	28.43	0.5	84.49	0.5	25.04	36.88
West	13.09	1.1	37.29	1.1	10.94	11.41
Mountain	10.02	1.0	34.02	1.0	9.40	26.21
Pacific	18.28	1.6	48.78	1.6	15.46	11.08

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, private industry workers, March 2016

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
All workers	71	14	14	1
Worker characteristics				
Management, professional, and related	71	12	15	1
Management, business, and financial	75	11	13	1
Professional and related	69	13	17	1
Service	70	16	–	–
Protective service	60	–	25	–
Sales and office	67	19	12	1
Sales and related	59	28	11	2
Office and administrative support	71	15	13	1
Natural resources, construction, and maintenance	72	–	17	–
Construction, extraction, farming, fishing, and forestry	70	–	19	–
Installation, maintenance, and repair	74	10	15	1
Production, transportation, and material moving	75	9	15	1
Production	77	10	12	([3])
Transportation and material moving	71	–	19	–
Full time	72	13	14	1
Part time	61	24	–	–
Union	76	5	16	3
Nonunion	70	15	14	1
Average wage within the following categories:[4]				
Lowest 25 percent	68	21	–	–
Lowest 10 percent	81	13	–	–
Second 25 percent	70	16	13	1
Third 25 percent	73	11	15	1
Highest 25 percent	71	12	16	2
Highest 10 percent	72	12	15	1
Establishment characteristics				
Goods-producing industries	74	10	14	1
Construction	80	–	12	–
Manufacturing	74	11	14	1
Service-providing industries	70	14	14	1
Trade, transportation, and utilities	64	20	–	–
Wholesale trade	80	–	14	–
Retail trade	53	35	–	–
Transportation and warehousing	65	–	25	–
Utilities	65	–	27	–

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, private industry workers, March 2016—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
Information	81	–	12	–
Financial activities	69	17	12	2
Finance and insurance	66	19	12	3
Credit intermediation and related activities	70	20	9	1
Insurance carriers and related activities	61	19	15	5
Real estate and rental and leasing	81	6	–	–
Professional and business services	75	–	16	–
Professional and technical services	74	–	17	–
Administrative and waste services	74	–	16	–
Education and health services	71	–	15	–
Educational services	77	15	7	1
Junior colleges, colleges, and universities	73	18	8	1
Health care and social assistance	70	–	17	–
Leisure and hospitality	70	21	–	–
Accommodation and food services	66	25	–	–
Other services	75	–	14	–
1 to 99 workers	75	10	14	1
1 to 49 workers	74	11	15	1
50 to 99 workers	78	–	11	–
100 workers or more	68	16	15	1
100 to 499 workers	70	14	15	1
500 workers or more	65	18	15	2
Geographic areas				
Northeast	74	12	12	2
New England	78	11	10	1
Middle Atlantic	72	13	13	2
South	73	14	13	1
South Atlantic	73	15	–	–
East South Central	80	12	–	–
West South Central	69	13	18	1
Midwest	70	13	16	1
East North Central	71	–	15	–
West North Central	69	–	19	–
West	67	15	17	1
Mountain	64	19	–	–
Pacific	68	13	18	1

[1] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.
[2] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 14. Standard errors for medical care benefits, family coverage: Employee participation by type of contribution, private industry workers, March 2016

Characteristics	Family coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
All workers	1.0	0.7	0.8	0.2
Worker characteristics				
Management, professional, and related	1.4	0.9	1.4	0.3
Management, business, and financial	1.5	0.9	1.2	0.2
Professional and related	2.0	1.1	1.9	0.4
Service	2.3	1.7	–	–
Protective service	7.2	–	6.3	–
Sales and office	1.2	0.8	1.0	0.4
Sales and related	2.3	1.7	1.3	0.7
Office and administrative support	1.5	1.0	1.2	0.4
Natural resources, construction, and maintenance	2.3	–	2.2	–
Construction, extraction, farming, fishing, and forestry	3.8	–	3.9	–
Installation, maintenance, and repair	2.9	1.1	2.5	0.3
Production, transportation, and material moving	2.1	1.4	1.5	0.3
Production	2.6	1.9	1.8	0.2
Transportation and material moving	2.8	–	2.1	–
Full time	1.0	0.7	0.8	0.2
Part time	3.2	2.5	–	–
Union	2.5	1.2	2.2	0.9
Nonunion	1.0	0.7	0.8	0.2
Average wage within the following categories:[3]				
Lowest 25 percent	2.6	2.1	–	–
Lowest 10 percent	3.5	3.2	–	–
Second 25 percent	1.5	1.1	1.2	0.2
Third 25 percent	1.3	0.9	1.0	0.3
Highest 25 percent	1.3	0.8	1.2	0.4
Highest 10 percent	2.1	1.0	1.8	0.4
Establishment characteristics				
Goods-producing industries	1.9	1.7	1.5	0.3
Construction	2.2	–	1.6	–
Manufacturing	2.6	2.1	1.9	0.2
Service-providing industries	1.1	0.7	0.9	0.2
Trade, transportation, and utilities	2.1	1.3	–	–
Wholesale trade	3.3	–	2.3	–
Retail trade	3.0	2.3	–	–
Transportation and warehousing	5.2	–	4.9	–
Utilities	5.2	–	5.8	–

See footnotes at end of table.

Table 14. Standard errors for medical care benefits, family coverage: Employee participation by type of contribution, private industry workers, March 2016—continued

Characteristics	Family coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
Information	3.4	–	2.2	–
Financial activities	2.4	1.9	1.3	0.5
Finance and insurance	1.7	1.9	1.3	0.6
Credit intermediation and related activities	2.6	2.7	1.5	0.3
Insurance carriers and related activities	3.3	2.5	2.3	1.4
Real estate and rental and leasing	6.5	2.8	–	–
Professional and business services	2.3	–	2.3	–
Professional and technical services	3.5	–	4.1	–
Administrative and waste services	4.6	–	3.7	–
Education and health services	2.4	–	2.4	–
Educational services	3.1	2.7	1.3	0.7
Junior colleges, colleges, and universities	2.5	2.0	1.9	0.2
Health care and social assistance	2.9	–	2.8	–
Leisure and hospitality	4.2	3.2	–	–
Accommodation and food services	5.8	4.4	–	–
Other services	3.6	–	3.4	–
1 to 99 workers	1.4	1.0	1.1	0.3
1 to 49 workers	1.7	1.3	1.2	0.3
50 to 99 workers	2.7	–	2.2	–
100 workers or more	1.2	0.8	1.0	0.3
100 to 499 workers	1.3	0.9	1.3	0.2
500 workers or more	2.0	1.3	1.5	0.7
Geographic areas				
Northeast	1.9	1.0	1.6	0.7
New England	2.3	1.8	2.1	0.6
Middle Atlantic	2.3	1.3	2.0	0.9
South	1.4	0.9	0.8	0.3
South Atlantic	1.3	1.0	–	–
East South Central	5.6	3.1	–	–
West South Central	2.3	1.4	1.1	0.2
Midwest	2.6	1.3	2.1	0.4
East North Central	3.0	–	2.7	–
West North Central	5.0	–	2.8	–
West	1.7	2.0	1.7	0.3
Mountain	4.1	4.0	–	–
Pacific	1.6	2.3	1.7	0.4

[1] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.
[2] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, private industry workers, March 2016

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage[1]					Family coverage[1]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$43.33	$74.40	$112.51	$156.28	$227.50	$191.72	$281.65	$418.48	$660.09	$1024.75
Worker characteristics										
Management, professional, and related	42.27	70.00	108.88	149.99	227.96	185.92	288.48	407.50	628.00	1008.12
Management, business, and financial	44.92	73.66	108.20	150.70	205.20	176.50	289.42	406.80	598.76	890.96
Professional and related	38.00	68.36	108.98	148.71	243.00	195.56	287.14	412.70	641.00	1049.57
Service	–	74.00	105.07	159.09	236.40	200.00	302.69	499.72	816.09	1099.31
Protective service	–	53.80	114.87	126.70	158.84	223.00	302.31	460.95	662.90	–
Sales and office	46.19	77.99	117.42	159.70	219.00	206.00	292.23	427.41	682.19	1027.70
Sales and related	56.30	81.54	121.24	162.49	219.00	223.69	291.73	421.16	682.19	951.92
Office and administrative support	43.33	74.40	115.66	159.19	219.00	198.00	294.28	432.83	680.04	1036.24
Natural resources, construction, and maintenance	43.21	80.75	122.81	168.58	232.84	185.08	290.00	431.81	690.00	1140.06
Construction, extraction, farming, fishing, and forestry	49.02	82.28	107.69	177.57	232.75	226.77	328.13	493.57	787.49	1150.89
Installation, maintenance, and repair	40.00	80.75	125.00	160.01	232.84	–	269.88	396.39	607.94	1094.67
Production, transportation, and material moving	46.00	75.83	114.78	158.93	215.03	177.09	259.48	384.99	574.78	891.11
Production	40.75	75.01	111.15	154.80	209.14	152.12	254.58	377.12	524.29	869.50
Transportation and material moving	53.40	78.71	120.07	160.11	230.63	195.82	266.48	407.16	691.94	1048.07
Full time	43.33	74.40	112.08	155.02	217.42	189.43	281.41	414.68	652.50	1027.70
Part time	–	74.41	118.61	204.91	236.40	215.34	321.51	506.85	691.94	894.37
Union	35.00	80.59	119.05	179.86	236.40	167.12	242.38	356.99	557.78	802.63
Nonunion	43.95	74.00	111.99	153.62	217.42	195.00	289.91	425.00	666.62	1049.05
Average wage within the following categories:[2]										
Lowest 25 percent	46.73	77.99	114.78	170.45	236.40	210.23	299.72	475.81	731.71	1024.75
Lowest 10 percent	53.80	76.00	124.75	202.57	236.40	230.06	299.71	501.32	731.71	1000.19
Second 25 percent	41.24	75.00	113.88	158.93	230.63	200.66	296.42	436.00	732.57	1081.30
Third 25 percent	44.61	74.40	114.85	154.31	219.46	183.90	271.90	412.89	650.55	1035.59
Highest 25 percent	43.33	73.00	109.61	154.10	214.48	177.65	278.73	396.03	584.00	893.06
Highest 10 percent	45.50	74.00	110.00	152.02	215.57	173.69	273.79	366.55	553.40	829.57
Establishment characteristics										
Goods-producing industries	40.00	70.80	107.70	153.87	210.37	152.12	254.58	368.33	542.88	869.50
Construction	35.90	69.33	105.07	173.82	234.19	221.07	315.14	498.33	773.05	1184.55
Manufacturing	41.24	70.00	108.15	150.57	200.08	142.99	238.33	342.75	496.83	771.25
Service-providing industries	44.61	75.00	114.26	157.43	233.18	200.00	293.11	431.61	691.94	1049.57
Trade, transportation, and utilities	52.00	79.50	120.63	171.28	236.40	203.50	282.86	431.59	691.94	949.66
Wholesale trade	52.15	77.99	114.83	155.29	204.57	198.91	271.90	398.60	653.80	913.37
Retail trade	52.00	80.34	131.20	200.31	236.40	223.17	332.95	503.79	732.94	1011.86
Transportation and warehousing	54.00	81.60	116.28	163.15	215.03	198.00	272.86	427.29	616.99	891.11
Utilities	29.00	66.18	97.82	137.38	208.46	179.69	236.00	344.63	465.54	871.33

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, private industry workers, March 2016—continued

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage[1]					Family coverage[1]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
Information	$43.33	$66.80	$101.00	$140.98	$181.98	$145.16	$244.23	$319.00	$455.13	$596.03
Financial activities	49.69	71.39	117.42	141.50	192.00	195.66	298.57	412.20	576.00	906.86
Finance and insurance	49.69	68.00	112.39	135.84	187.97	193.43	280.01	400.63	501.26	760.63
Credit intermediation and related activities	49.37	65.92	113.29	134.58	183.00	193.43	288.27	412.20	508.31	782.12
Insurance carriers and related activities	49.89	65.67	109.43	134.95	177.98	192.29	263.49	390.84	460.79	663.68
Real estate and rental and leasing	–	97.21	125.61	160.00	211.78	278.94	352.00	560.80	893.94	1167.74
Professional and business services	45.50	82.00	124.67	162.53	244.95	195.00	323.15	439.16	673.56	1033.93
Professional and technical services	38.00	78.12	112.08	144.50	240.51	189.85	310.18	431.67	634.73	900.56
Administrative and waste services	53.80	94.00	135.90	173.61	247.91	233.74	385.00	459.06	793.37	1059.00
Education and health services	33.85	70.00	102.14	150.20	243.36	212.47	303.31	455.58	823.54	1106.41
Educational services	38.00	71.00	103.00	161.75	238.79	215.34	312.92	472.62	695.56	987.30
Junior colleges, colleges, and universities	33.40	68.20	101.00	154.62	214.00	200.00	291.00	419.99	573.35	751.24
Health care and social assistance	32.00	69.81	101.96	147.00	243.36	210.97	302.12	445.70	850.65	1106.41
Leisure and hospitality	56.17	78.71	114.73	158.84	210.10	215.34	272.79	437.62	668.90	1051.55
Accommodation and food services	60.59	78.71	117.68	184.64	216.00	215.34	294.73	459.10	744.24	1024.75
Other services	–	81.00	120.00	174.01	254.31	223.77	302.55	569.80	902.16	1158.99
1 to 99 workers	40.75	74.87	114.83	159.71	238.08	193.43	302.31	459.82	793.37	1106.41
1 to 49 workers	37.67	74.68	113.28	152.07	214.16	193.15	302.38	440.00	762.07	1106.08
50 to 99 workers	45.00	76.91	121.15	181.58	276.35	198.63	301.72	518.76	854.22	1106.41
100 workers or more	43.51	74.10	110.00	154.80	211.15	182.00	270.00	396.72	562.94	851.45
100 to 499 workers	44.61	78.04	112.31	161.92	236.40	206.22	290.00	426.98	643.95	933.00
500 workers or more	43.21	72.00	107.10	148.00	190.86	145.16	241.45	349.91	480.45	646.42
Geographic areas										
Northeast	46.23	73.86	113.16	160.01	232.90	162.49	256.03	375.40	573.92	893.61
New England	54.25	92.16	123.50	184.15	259.11	181.77	291.09	407.30	618.85	877.96
Middle Atlantic	46.19	70.54	108.20	153.87	216.60	159.14	236.00	361.93	556.20	898.15
South	46.49	79.90	116.00	163.08	232.31	211.90	305.92	456.80	732.57	1081.30
South Atlantic	49.02	78.71	117.04	166.47	236.40	202.03	292.37	443.81	691.94	1049.05
East South Central	53.00	82.27	108.98	163.15	234.79	196.76	297.62	427.29	691.94	1072.91
West South Central	39.91	80.00	116.08	155.02	202.57	252.51	340.58	513.46	814.00	1106.41
Midwest	45.45	74.87	112.83	156.32	236.40	181.99	280.00	412.55	620.67	1008.92
East North Central	47.00	79.08	117.14	160.11	240.72	177.28	280.49	409.28	593.34	959.33
West North Central	43.33	70.00	106.67	150.20	216.00	201.48	280.00	422.18	682.19	1053.92
West	30.95	67.88	102.49	147.50	200.00	187.29	272.86	409.50	608.89	1015.74
Mountain	38.00	70.11	103.63	147.86	181.10	201.48	279.32	365.47	563.89	902.16
Pacific	30.00	66.23	101.06	147.32	206.90	177.28	270.00	429.98	650.59	1052.93

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, private industry workers, March 2016

Characteristics	Single coverage[1]					Family coverage[1]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$1.42	$1.25	$1.43	$2.88	$8.69	$7.18	$5.14	$6.39	$14.84	$24.91
Worker characteristics										
Management, professional, and related	2.97	1.63	2.15	3.62	11.13	11.05	6.08	9.75	19.32	64.68
Management, business, and financial	1.12	4.54	4.15	4.87	7.27	14.75	11.96	9.48	28.51	55.70
Professional and related	3.78	3.02	2.60	4.57	7.44	11.90	7.46	14.92	27.85	42.97
Service	–	5.16	8.78	11.49	4.44	20.27	16.36	45.17	50.02	38.40
Protective service	–	7.88	30.52	12.74	15.71	50.05	15.59	106.63	108.66	–
Sales and office	3.51	3.03	2.21	2.34	9.55	7.96	9.49	5.07	15.31	26.34
Sales and related	3.35	5.58	3.45	6.30	8.16	8.03	17.36	9.06	40.44	57.09
Office and administrative support	4.07	3.85	2.69	3.24	16.90	8.79	10.72	9.22	22.49	24.07
Natural resources, construction, and maintenance	8.02	1.84	4.58	5.70	18.24	18.01	15.45	12.87	58.57	43.12
Construction, extraction, farming, fishing, and forestry	12.76	3.29	12.63	17.36	25.29	17.04	30.32	46.48	69.08	42.22
Installation, maintenance, and repair	9.76	6.42	1.99	9.83	22.23	–	17.61	18.29	44.82	81.81
Production, transportation, and material moving	4.97	3.03	2.57	5.57	16.46	11.03	9.39	11.96	21.39	56.00
Production	3.61	3.49	4.27	6.18	19.79	18.00	15.72	22.36	12.96	30.86
Transportation and material moving	5.33	3.91	4.15	4.28	16.81	14.94	11.23	20.83	56.84	114.46
Full time	1.58	1.22	1.44	2.38	5.78	7.07	4.21	5.93	16.40	24.45
Part time	–	6.67	8.93	22.60	3.85	10.47	28.99	38.28	1.16	207.23
Union	4.36	2.28	4.37	15.19	0.37	18.01	9.83	17.25	62.66	75.19
Nonunion	1.54	1.72	1.60	2.49	6.35	4.40	3.84	5.76	15.33	24.91
Average wage within the following categories:[2]										
Lowest 25 percent	5.89	4.21	5.29	7.92	0.00	14.33	18.81	23.78	19.31	25.02
Lowest 10 percent	7.68	8.23	13.29	4.75	10.13	19.06	33.52	72.10	24.29	108.83
Second 25 percent	7.13	3.44	3.26	5.25	13.12	8.51	8.44	15.07	60.38	24.26
Third 25 percent	1.85	2.04	1.88	2.91	9.45	5.91	5.85	8.28	26.46	36.06
Highest 25 percent	2.33	2.56	2.14	3.94	11.06	10.14	8.44	8.22	21.73	47.49
Highest 10 percent	1.96	3.02	2.74	5.19	23.34	15.65	12.17	12.21	20.82	33.60
Establishment characteristics										
Goods-producing industries	3.16	3.57	2.41	4.90	7.56	17.84	8.67	14.37	10.68	31.23
Construction	4.66	7.70	5.91	11.06	22.80	23.50	26.05	48.30	54.38	50.38
Manufacturing	3.57	4.23	1.94	3.94	13.22	17.26	12.57	8.89	20.43	78.90
Service-providing industries	1.78	2.43	1.67	3.11	6.29	4.03	6.04	3.87	15.63	23.97
Trade, transportation, and utilities	2.24	2.01	3.55	5.76	1.43	5.42	11.46	5.79	6.08	36.05
Wholesale trade	5.42	4.16	4.90	3.36	2.95	19.79	8.95	13.33	46.64	110.71
Retail trade	3.32	1.96	4.18	6.56	0.00	15.82	22.96	27.84	33.05	64.90
Transportation and warehousing	4.32	2.84	5.96	3.80	26.89	14.43	22.11	13.99	38.98	158.69
Utilities	7.24	10.28	8.89	29.19	11.20	17.01	15.08	10.04	43.32	123.48

See footnotes at end of table.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, private industry workers, March 2016—continued

Characteristics	Single coverage[1]					Family coverage[1]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
Information	$4.27	$5.85	$10.10	$9.47	$11.83	$23.99	$9.69	$22.22	$44.53	$24.88
Financial activities	2.91	4.02	2.87	3.64	2.58	4.76	12.38	5.82	47.09	63.76
Finance and insurance	2.77	3.58	2.14	2.80	4.73	2.15	17.60	4.46	6.39	40.36
Credit intermediation and related activities	2.72	3.40	2.23	2.57	6.27	1.97	14.41	3.00	9.03	50.80
Insurance carriers and related activities	7.28	7.65	1.91	2.04	9.75	13.04	23.19	7.89	13.70	49.33
Real estate and rental and leasing	–	16.74	5.85	8.56	30.25	75.01	60.15	95.93	99.00	26.43
Professional and business services	0.94	4.23	7.11	5.09	9.92	14.27	23.34	25.72	21.30	24.35
Professional and technical services	8.69	6.71	3.56	4.53	37.91	10.47	26.46	34.22	16.39	167.16
Administrative and waste services	8.68	14.95	2.81	7.83	21.67	21.87	57.63	45.54	181.31	25.89
Education and health services	7.35	4.41	3.82	4.96	6.36	15.92	8.34	31.63	43.98	24.11
Educational services	9.82	3.20	6.07	3.98	21.96	13.43	12.36	21.87	60.62	57.10
Junior colleges, colleges, and universities	5.41	4.08	2.33	7.02	10.94	20.14	17.37	15.28	24.57	62.31
Health care and social assistance	8.23	5.65	4.82	7.90	7.01	19.72	11.34	40.60	59.74	25.11
Leisure and hospitality	6.20	5.81	12.62	15.84	9.57	17.11	18.87	46.65	88.85	55.62
Accommodation and food services	12.60	7.53	15.31	36.82	22.19	19.79	39.91	50.15	87.67	65.80
Other services	–	15.55	8.31	37.93	58.52	21.66	27.01	117.17	90.42	34.22
1 to 99 workers	6.00	2.96	2.12	4.74	7.64	8.19	6.76	19.04	23.66	7.20
1 to 49 workers	7.42	3.65	2.15	2.81	6.18	10.21	8.55	19.73	35.89	14.17
50 to 99 workers	7.37	6.32	4.55	15.00	24.64	13.50	15.66	24.89	50.57	36.05
100 workers or more	1.40	1.10	1.67	2.40	7.66	9.64	5.66	2.37	9.46	29.99
100 to 499 workers	1.94	3.24	2.53	3.23	2.62	8.32	7.80	6.84	26.11	39.46
500 workers or more	0.78	2.10	2.10	5.31	4.07	12.19	9.92	10.01	15.47	22.50
Geographic areas										
Northeast	2.96	3.35	2.63	2.66	11.80	6.26	13.97	16.69	21.43	35.09
New England	5.62	5.01	6.46	15.24	29.31	5.72	17.80	12.40	46.74	76.16
Middle Atlantic	1.65	2.26	3.97	5.64	13.52	6.18	14.98	15.50	30.91	51.77
South	4.48	3.18	0.99	4.88	14.07	9.45	9.11	17.30	33.55	31.88
South Atlantic	2.63	3.83	1.28	6.97	7.25	7.10	7.79	12.70	20.39	35.12
East South Central	9.76	11.87	2.60	15.56	22.21	21.06	30.23	6.33	82.80	52.61
West South Central	11.91	4.93	3.19	9.11	6.43	14.18	16.83	28.49	62.11	28.42
Midwest	3.35	2.14	3.11	5.26	4.08	15.57	10.49	9.92	51.08	90.76
East North Central	3.83	2.98	2.61	5.06	9.15	13.47	13.78	12.09	42.80	82.40
West North Central	4.90	4.53	4.31	5.71	27.34	15.06	12.45	23.70	68.51	182.95
West	4.83	2.70	6.07	3.97	5.31	14.09	13.54	13.87	32.12	45.57
Mountain	4.16	7.61	14.07	13.57	11.52	20.69	25.60	46.63	72.24	105.17
Pacific	1.04	5.45	7.01	3.38	5.92	28.78	17.49	14.31	22.98	58.79

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Insurance benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	55	54	98	40	39	97	33	32	97
Worker characteristics									
Management, professional, and related	75	75	99	53	53	99	57	56	97
Management, business, and financial	83	83	99	66	65	98	65	63	97
Professional and related	71	71	99	47	47	100	53	52	98
Service	27	25	94	22	21	93	11	11	97
Protective service	50	47	95	31	31	98	–	–	–
Sales and office	54	52	98	40	38	96	32	31	97
Sales and related	41	40	96	32	29	93	20	19	94
Office and administrative support	62	61	98	45	44	98	41	40	98
Natural resources, construction, and maintenance	54	53	97	36	36	98	25	24	96
Construction, extraction, farming, fishing, and forestry	46	44	97	30	30	100	16	15	97
Installation, maintenance, and repair	62	61	97	42	41	98	34	32	96
Production, transportation, and material moving	62	60	97	46	44	96	30	29	96
Production	68	66	98	50	49	98	32	32	98
Transportation and material moving	56	54	95	42	40	95	28	26	94
Full time	71	70	98	50	49	98	44	43	97
Part time	12	10	88	15	13	89	5	4	95
Union	84	80	96	69	66	95	39	38	96
Nonunion	52	51	98	38	37	97	33	32	97
Average wage within the following categories:[2]									
Lowest 25 percent	21	19	91	17	16	91	7	6	93
Lowest 10 percent	13	11	83	13	11	91	4	3	87
Second 25 percent	57	55	97	40	38	96	29	28	97
Third 25 percent	71	70	98	50	50	99	45	44	98
Highest 25 percent	82	82	99	61	60	99	62	60	97
Highest 10 percent	85	85	99	65	65	99	68	67	98
Establishment characteristics									
Goods-producing industries	70	68	98	52	51	99	37	36	97
Construction	42	40	96	28	27	99	16	15	97
Manufacturing	82	80	98	62	61	98	46	44	97
Service-providing industries	52	51	97	38	37	97	33	32	97
Trade, transportation, and utilities	54	52	96	40	37	93	24	23	94
Wholesale trade	70	69	99	52	51	99	45	43	97
Retail trade	40	38	94	31	28	90	11	10	90
Transportation and warehousing	74	70	95	55	52	94	38	35	93
Utilities	96	96	100	44	44	100	82	81	99

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Information	88	87	99	80	80	99	74	73	99
Financial activities	81	80	99	64	63	99	65	62	97
Finance and insurance	90	90	100	72	72	99	76	74	97
Credit intermediation and related activities	93	93	100	71	71	99	81	78	97
Insurance carriers and related activities	87	86	100	71	71	99	71	70	98
Real estate and rental and leasing	51	49	97	36	35	97	29	28	95
Professional and business services	53	52	98	41	40	98	38	37	97
Professional and technical services	67	66	98	52	52	99	53	52	98
Administrative and waste services	31	30	96	23	23	98	16	15	97
Education and health services	62	62	99	36	35	99	44	43	98
Educational services	67	66	98	44	44	100	63	61	97
Junior colleges, colleges, and universities	87	86	98	49	49	99	83	80	96
Health care and social assistance	62	61	99	34	34	99	41	40	98
Leisure and hospitality	18	17	90	18	17	91	5	5	95
Accommodation and food services	17	15	88	17	15	89	4	3	93
Other services	34	32	95	26	26	100	20	19	96
1 to 99 workers	40	39	97	29	28	97	23	22	97
1 to 49 workers	35	34	98	27	26	97	21	20	97
50 to 99 workers	54	52	95	35	34	97	29	28	97
100 workers or more	74	72	98	54	52	97	46	45	97
100 to 499 workers	67	65	98	48	47	97	38	37	97
500 workers or more	85	84	99	63	62	98	60	58	97
Geographic areas									
Northeast	56	55	98	66	65	99	36	35	97
New England	56	54	98	42	41	97	36	36	98
Middle Atlantic	56	55	98	74	73	99	36	35	97
South	57	55	97	36	35	96	34	32	97
South Atlantic	56	55	98	38	37	96	34	33	97
East South Central	56	53	96	34	32	94	36	34	95
West South Central	60	57	96	33	32	97	32	31	98
Midwest	59	57	98	41	39	97	36	35	97
East North Central	58	56	98	43	42	96	36	35	98
West North Central	61	59	98	36	35	98	36	35	97
West	48	47	98	26	25	96	29	28	96
Mountain	50	49	98	30	29	96	31	30	97
Pacific	46	45	98	24	23	97	27	26	96

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.8	0.8	0.2	0.7	0.7	0.3	0.7	0.8	0.4
Worker characteristics									
Management, professional, and related	1.4	1.4	0.2	1.6	1.6	0.4	1.4	1.4	0.5
Management, business, and financial	1.8	1.8	0.1	1.9	1.9	0.8	1.6	1.5	0.9
Professional and related	1.7	1.8	0.2	1.9	1.9	0.2	2.0	2.0	0.5
Service	1.4	1.2	1.5	1.7	1.5	1.6	1.2	1.2	1.1
Protective service	4.5	4.3	1.9	5.8	5.6	0.8	–	–	–
Sales and office	1.2	1.2	0.3	0.9	0.9	0.3	1.0	1.0	0.5
Sales and related	1.6	1.6	0.8	1.6	1.5	0.9	1.2	1.2	1.3
Office and administrative support	1.5	1.5	0.2	1.1	1.1	0.3	1.2	1.2	0.4
Natural resources, construction, and maintenance	1.7	1.6	0.6	1.8	1.8	0.5	1.2	1.2	0.9
Construction, extraction, farming, fishing, and forestry	3.0	3.0	1.1	2.6	2.6	0.4	1.6	1.5	1.3
Installation, maintenance, and repair	2.0	2.0	0.6	1.9	1.9	0.8	1.9	1.9	1.1
Production, transportation, and material moving	1.7	1.6	0.5	1.5	1.5	0.6	1.4	1.4	0.8
Production	2.5	2.5	0.6	1.8	1.8	0.3	2.0	2.0	0.7
Transportation and material moving	2.0	2.0	0.7	2.0	2.0	1.2	1.7	1.7	1.4
Full time	0.7	0.7	0.2	0.9	0.9	0.2	0.8	0.8	0.4
Part time	0.9	0.8	1.8	1.1	0.9	1.6	0.7	0.6	1.6
Union	1.4	1.6	0.9	1.9	1.8	1.1	2.4	2.4	0.8
Nonunion	0.8	0.8	0.2	0.8	0.8	0.3	0.7	0.7	0.4
Average wage within the following categories:[2]									
Lowest 25 percent	1.3	1.1	1.4	1.1	1.0	1.4	0.7	0.6	1.8
Lowest 10 percent	1.5	1.2	3.9	1.2	1.1	2.5	0.8	0.7	6.2
Second 25 percent	1.5	1.5	0.3	1.3	1.3	0.4	1.1	1.0	0.5
Third 25 percent	1.1	1.1	0.2	1.3	1.3	0.2	1.2	1.2	0.4
Highest 25 percent	1.1	1.1	0.2	1.6	1.5	0.4	1.5	1.5	0.5
Highest 10 percent	1.9	1.9	0.2	2.2	2.2	0.2	2.0	2.1	0.5
Establishment characteristics									
Goods-producing industries	1.1	1.1	0.4	1.6	1.6	0.2	1.4	1.4	0.7
Construction	1.9	1.8	0.9	2.4	2.4	0.4	1.5	1.4	1.2
Manufacturing	1.4	1.4	0.5	1.6	1.5	0.2	1.7	1.7	0.8
Service-providing industries	0.9	0.9	0.3	0.8	0.8	0.4	0.8	0.8	0.4
Trade, transportation, and utilities	1.2	1.2	0.4	1.1	1.1	0.6	1.1	1.1	0.8
Wholesale trade	1.9	1.8	0.3	2.3	2.1	0.4	2.5	2.3	0.8
Retail trade	1.5	1.4	0.8	1.3	1.2	1.0	1.0	0.9	1.8
Transportation and warehousing	4.2	4.2	1.1	3.8	3.8	1.7	3.7	3.5	1.7
Utilities	2.3	2.3	([3])	5.4	5.4	0.2	6.1	5.6	0.7

See footnotes at end of table.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,[1] private industry workers, March 2016—continued

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
Information	2.2	2.3	0.3	2.8	2.8	0.2	3.5	3.5	0.5
Financial activities	1.5	1.5	0.2	2.1	2.1	0.3	1.5	1.5	0.6
Finance and insurance	0.9	0.9	0.1	1.8	1.7	0.2	1.4	1.2	0.7
Credit intermediation and related activities	0.8	0.9	0.1	2.4	2.4	0.2	1.5	1.4	1.0
Insurance carriers and related activities	1.8	1.8	0.2	2.7	2.7	0.5	2.0	1.9	0.8
Real estate and rental and leasing	5.2	5.0	1.0	5.0	5.0	1.5	3.7	3.7	2.2
Professional and business services	2.4	2.4	0.5	2.4	2.4	0.8	1.9	2.0	1.0
Professional and technical services	3.7	3.8	0.6	3.5	3.4	0.3	3.8	3.8	1.1
Administrative and waste services	3.0	3.0	0.9	3.5	3.5	1.3	2.1	2.1	1.5
Education and health services	2.4	2.5	0.2	1.9	1.9	0.3	2.7	2.6	0.5
Educational services	3.0	3.0	0.6	3.9	3.9	0.2	3.3	3.4	0.6
Junior colleges, colleges, and universities	2.1	2.0	0.7	2.6	2.6	0.2	2.4	2.1	0.6
Health care and social assistance	2.8	2.8	0.2	2.3	2.3	0.4	3.2	3.1	0.6
Leisure and hospitality	2.1	1.6	3.3	2.3	2.1	2.8	1.1	1.1	4.0
Accommodation and food services	2.2	1.7	4.2	2.4	2.2	3.5	1.2	1.1	6.6
Other services	3.2	3.1	1.3	3.2	3.2	0.1	2.8	2.8	1.2
1 to 99 workers	1.1	1.1	0.5	0.9	0.9	0.6	0.8	0.8	0.5
1 to 49 workers	1.2	1.2	0.3	1.0	1.0	0.8	1.1	1.1	0.7
50 to 99 workers	3.0	2.9	1.2	2.0	2.0	0.6	2.1	2.0	0.9
100 workers or more	0.9	0.9	0.3	1.2	1.1	0.3	1.2	1.2	0.4
100 to 499 workers	1.3	1.3	0.3	1.5	1.5	0.3	1.5	1.5	0.5
500 workers or more	1.4	1.4	0.3	1.6	1.5	0.6	1.7	1.7	0.6
Geographic areas									
Northeast	1.2	1.2	0.4	1.5	1.7	0.5	1.8	1.8	0.6
New England	2.3	2.5	0.8	3.1	3.1	0.3	3.4	3.3	0.5
Middle Atlantic	1.3	1.3	0.6	1.7	2.1	0.6	2.1	2.2	0.8
South	1.5	1.6	0.5	1.5	1.5	0.5	1.2	1.2	0.7
South Atlantic	2.1	2.1	0.3	1.2	1.2	0.5	1.8	1.8	0.6
East South Central	1.3	2.3	2.0	3.3	3.2	2.4	3.6	4.8	3.9
West South Central	3.2	3.6	1.1	4.0	3.8	0.3	1.4	1.2	0.7
Midwest	2.0	1.8	0.5	1.5	1.5	0.9	1.6	1.6	0.4
East North Central	1.8	1.7	0.6	1.8	1.8	1.2	2.1	2.1	0.4
West North Central	5.0	4.4	0.9	3.0	2.8	0.7	2.3	2.3	1.1
West	1.2	1.2	0.2	1.3	1.2	1.1	1.6	1.6	0.9
Mountain	1.8	1.8	0.2	2.3	1.9	2.1	3.0	3.0	1.6
Pacific	1.6	1.5	0.3	1.5	1.5	1.2	1.8	1.8	1.0

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] 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 2016.
[3] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Life insurance plans: Employee contribution requirement, private industry workers, March 2016

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	4	96
Worker characteristics		
Management, professional, and related	3	97
Management, business, and financial	3	97
Professional and related	3	97
Service	8	92
Sales and office	5	95
Sales and related	9	91
Office and administrative support	3	97
Natural resources, construction, and maintenance	4	96
Construction, extraction, farming, fishing, and forestry	4	96
Production, transportation, and material moving	4	96
Transportation and material moving	4	96
Full time	4	96
Part time	4	96
Union	1	99
Nonunion	5	95
Average wage within the following categories:[1]		
Lowest 25 percent	8	92
Lowest 10 percent	5	95
Second 25 percent	5	95
Third 25 percent	4	96
Highest 25 percent	3	97
Highest 10 percent	3	97
Establishment characteristics		
Goods-producing industries:		
Construction	8	92
Service-providing industries	4	96
Trade, transportation, and utilities	6	94
Retail trade	9	91
Financial activities	3	97
Finance and insurance	3	97
Credit intermediation and related activities	3	97
Insurance carriers and related activities	3	97
Real estate and rental and leasing	6	94
Professional and business services	4	96
Professional and technical services	2	98
Education and health services	2	98
Educational services	2	98
Junior colleges, colleges, and universities	2	98
Health care and social assistance	2	98

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, private industry workers, March 2016—continued

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	7	93
1 to 49 workers	8	92
50 to 99 workers	4	96
100 workers or more	3	97
100 to 499 workers	4	96
500 workers or more	2	98
Geographic areas		
Northeast	4	96
New England	3	97
Middle Atlantic	4	96
South	5	95
South Atlantic	5	95
East South Central	7	93
West South Central	4	96
Midwest	3	97
East North Central	4	96
West	4	96
Mountain	5	95
Pacific	3	97

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, private industry workers, March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	0.5	0.5
Worker characteristics		
Management, professional, and related	0.4	0.4
Management, business, and financial	0.5	0.5
Professional and related	0.5	0.5
Service	2.0	2.0
Sales and office	0.6	0.6
Sales and related	1.2	1.2
Office and administrative support	0.5	0.5
Natural resources, construction, and maintenance	0.7	0.7
Construction, extraction, farming, fishing, and forestry	1.2	1.2
Production, transportation, and material moving	0.8	0.8
Transportation and material moving	1.1	1.1
Full time	0.5	0.5
Part time	0.9	0.9
Union	0.2	0.2
Nonunion	0.6	0.6
Average wage within the following categories:[1]		
Lowest 25 percent	1.8	1.8
Lowest 10 percent	2.3	2.3
Second 25 percent	0.8	0.8
Third 25 percent	0.4	0.4
Highest 25 percent	0.4	0.4
Highest 10 percent	0.6	0.6
Establishment characteristics		
Goods-producing industries:		
Construction	1.3	1.3
Service-providing industries	0.6	0.6
Trade, transportation, and utilities	0.9	0.9
Retail trade	1.2	1.2
Financial activities	0.5	0.5
Finance and insurance	0.7	0.7
Credit intermediation and related activities	1.0	1.0
Insurance carriers and related activities	1.3	1.3
Real estate and rental and leasing	2.4	2.4
Professional and business services	1.2	1.2
Professional and technical services	0.7	0.7
Education and health services	0.7	0.7
Educational services	0.8	0.8
Junior colleges, colleges, and universities	0.9	0.9
Health care and social assistance	0.8	0.8

See footnotes at end of table.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, private industry workers, March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	1.0	1.0
1 to 49 workers	1.4	1.4
50 to 99 workers	1.0	1.0
100 workers or more	0.4	0.4
100 to 499 workers	0.6	0.6
500 workers or more	0.5	0.5
Geographic areas		
Northeast	1.0	1.0
New England	1.1	1.1
Middle Atlantic	1.3	1.3
South	1.1	1.1
South Atlantic	1.7	1.7
East South Central	2.7	2.7
West South Central	1.5	1.5
Midwest	0.7	0.7
East North Central	0.9	0.9
West	0.6	0.6
Mountain	1.2	1.2
Pacific	0.6	0.6

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Life insurance plans: Method of benefit payment, private industry workers, March 2016

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers	62	2	34	2	([1])
Worker characteristics					
Management, professional, and related	72	1	25	1	([1])
Management, business, and financial	75	2	22	1	1
Professional and related	70	1	27	1	([1])
Service	56	–	42	2	–
Protective service	47	–	52	–	–
Sales and office	64	2	32	1	1
Sales and related	60	–	34	2	–
Office and administrative support	66	2	31	–	–
Natural resources, construction, and maintenance	41	1	56	2	([1])
Construction, extraction, farming, fishing, and forestry	22	–	74	4	–
Production, transportation, and material moving	53	1	42	3	1
Transportation and material moving	55	2	40	2	1
Full time	63	2	34	1	1
Part time	55	–	38	5	–
Union	46	1	45	6	1
Nonunion	65	2	32	1	([1])
Average wage within the following categories:[2]					
Lowest 25 percent	49	1	47	2	1
Lowest 10 percent	41	–	54	3	–
Second 25 percent	58	1	39	1	([1])
Third 25 percent	60	1	36	2	1
Highest 25 percent	71	2	25	2	([1])
Highest 10 percent	76	3	20	1	1
Establishment characteristics					
Goods-producing industries:					
Construction	21	–	76	2	–
Service-providing industries	65	2	31	1	1
Trade, transportation, and utilities	57	2	37	3	1
Retail trade	53	3	39	4	1
Transportation and warehousing	60	–	38	–	–
Utilities	77	5	19	–	–
Financial activities	79	1	19	([1])	1
Finance and insurance	82	2	16	–	–
Credit intermediation and related activities	84	–	13	–	–
Insurance carriers and related activities	80	1	18	–	–
Real estate and rental and leasing	63	–	36	–	–
Professional and business services	65	2	33	–	–
Professional and technical services	63	–	34	–	–

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, private industry workers, March 2016—continued

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
Education and health services	67	–	30	2	–
Educational services	63	–	34	1	–
Junior colleges, colleges, and universities	71	–	25	2	–
Health care and social assistance	68	–	30	2	–
Leisure and hospitality	52	–	48	–	–
Accommodation and food services	50	–	50	–	–
1 to 99 workers	50	–	47	1	–
1 to 49 workers	52	([1])	46	1	1
50 to 99 workers	47	–	49	2	–
100 workers or more	70	2	26	2	([1])
100 to 499 workers	64	3	31	2	([1])
500 workers or more	78	1	19	2	([1])
Geographic areas					
Northeast	69	–	26	2	–
New England	71	2	26	–	–
Middle Atlantic	69	–	27	3	–
South	63	2	33	1	1
South Atlantic	67	2	30	1	([1])
East South Central	55	–	37	–	–
West South Central	61	1	36	–	–
Midwest	58	1	38	3	([1])
East North Central	57	1	39	2	1
West	58	2	38	1	([1])
Mountain	59	1	39	–	–
Pacific	58	–	38	2	–

[1] Less than 0.5.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Standard errors for life insurance plans: Method of benefit payment, private industry workers, March 2016

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers	1.1	0.2	1.1	0.2	0.1
Worker characteristics					
Management, professional, and related	1.8	0.3	1.6	0.3	0.1
Management, business, and financial	1.8	0.4	1.6	0.3	0.1
Professional and related	2.3	0.3	2.2	0.4	0.1
Service	3.4	–	3.2	0.5	–
Protective service	10.1	–	10.2	–	–
Sales and office	1.3	0.6	1.3	0.2	0.2
Sales and related	2.1	–	2.2	0.4	–
Office and administrative support	1.6	0.4	1.7	–	–
Natural resources, construction, and maintenance	1.9	0.2	2.0	0.5	0.2
Construction, extraction, farming, fishing, and forestry	3.0	–	3.3	1.4	–
Production, transportation, and material moving	2.0	0.3	2.0	0.5	0.3
Transportation and material moving	2.5	0.5	2.6	0.7	0.6
Full time	1.1	0.3	1.0	0.2	0.1
Part time	4.1	–	4.1	1.0	–
Union	2.3	0.2	2.1	0.9	0.4
Nonunion	1.2	0.3	1.2	0.2	0.1
Average wage within the following categories:[1]					
Lowest 25 percent	2.3	0.3	2.3	0.4	0.2
Lowest 10 percent	4.7	–	4.5	1.2	–
Second 25 percent	1.5	0.3	1.6	0.4	0.1
Third 25 percent	1.6	0.2	1.5	0.3	0.2
Highest 25 percent	1.4	0.5	1.4	0.2	0.1
Highest 10 percent	2.1	0.9	1.9	0.3	0.2
Establishment characteristics					
Goods-producing industries:					
Construction	3.1	–	3.0	0.6	–
Service-providing industries	1.3	0.3	1.3	0.3	0.1
Trade, transportation, and utilities	1.8	0.4	1.9	0.4	0.3
Retail trade	2.1	0.5	1.9	0.8	0.4
Transportation and warehousing	4.6	–	5.0	–	–
Utilities	3.7	1.7	3.3	–	–
Financial activities	2.0	0.7	1.9	0.1	0.2
Finance and insurance	1.6	0.8	1.3	–	–
Credit intermediation and related activities	2.2	–	1.6	–	–
Insurance carriers and related activities	1.7	0.5	1.6	–	–
Real estate and rental and leasing	6.3	–	6.4	–	–
Professional and business services	3.2	1.2	3.0	–	–
Professional and technical services	4.7	–	4.7	–	–

See footnotes at end of table.

Table 18. Standard errors for life insurance plans: Method of benefit payment, private industry workers, March 2016—continued

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
Education and health services	3.5	–	3.2	0.7	–
Educational services	3.2	–	3.0	0.3	–
Junior colleges, colleges, and universities	3.0	–	3.0	0.5	–
Health care and social assistance	4.0	–	3.6	0.8	–
Leisure and hospitality	5.5	–	5.5	–	–
Accommodation and food services	5.9	–	5.9	–	–
1 to 99 workers	2.0	–	2.0	0.2	–
1 to 49 workers	2.0	0.1	2.0	0.3	0.2
50 to 99 workers	3.6	–	3.6	0.6	–
100 workers or more	1.2	0.3	1.2	0.3	0.1
100 to 499 workers	1.8	0.4	1.8	0.5	0.2
500 workers or more	1.3	0.3	1.1	0.3	0.2
Geographic areas					
Northeast	2.2	–	1.9	0.6	–
New England	2.9	0.9	3.2	–	–
Middle Atlantic	2.8	–	2.4	0.8	–
South	1.7	0.6	1.6	0.3	0.2
South Atlantic	2.5	0.4	2.1	0.3	0.2
East South Central	1.5	–	3.8	–	–
West South Central	2.8	0.5	3.0	–	–
Midwest	2.3	0.2	2.4	0.5	0.2
East North Central	3.2	0.2	3.4	0.3	0.3
West	2.9	0.4	2.9	0.5	0.2
Mountain	4.1	0.4	4.1	–	–
Pacific	3.9	–	3.8	0.8	–

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, private industry workers, March 2016

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts[1]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers	([2])	63	9	24	4	1.4	1.0
Worker characteristics							
Management, professional, and related	([2])	60	8	25	6	1.4	1.0
Management, business, and financial	([2])	56	8	28	7	1.5	1.0
Professional and related	([2])	63	8	23	5	1.4	1.0
Service	–	75	5	18	–	1.2	1.0
Protective service	–	73	–	–	–	1.2	1.0
Sales and office	([2])	63	9	23	4	1.4	1.0
Sales and related	–	68	10	21	–	1.3	1.0
Office and administrative support	([2])	61	9	23	6	1.4	1.0
Natural resources, construction, and maintenance	–	64	8	25	–	1.3	1.0
Construction, extraction, farming, fishing, and forestry	–	62	–	–	2	1.3	1.0
Production, transportation, and material moving	–	60	12	25	–	1.4	1.0
Transportation and material moving	–	67	13	18	–	1.3	1.0
Full time	([2])	62	9	24	4	1.4	1.0
Part time	–	75	4	18	–	1.2	1.0
Union	–	71	4	20	–	1.3	1.0
Nonunion	([2])	62	9	24	4	1.4	1.0
Average wage within the following categories:[3]							
Lowest 25 percent	–	72	6	19	–	1.3	1.0
Lowest 10 percent	–	66	6	–	–	1.3	1.0
Second 25 percent	([2])	69	9	18	3	1.3	1.0
Third 25 percent	1	58	11	25	5	1.4	1.0
Highest 25 percent	([2])	60	7	28	5	1.4	1.0
Highest 10 percent	([2])	58	7	29	5	1.4	1.0
Establishment characteristics							
Goods-producing industries:							
Construction	–	72	–	–	–	1.2	1.0
Service-providing industries	1	65	8	22	4	1.3	1.0
Trade, transportation, and utilities	–	65	12	21	–	1.3	1.0
Retail trade	–	79	4	16	–	1.2	1.0
Transportation and warehousing	–	64	11	21	–	1.3	1.0
Utilities	–	63	–	27	7	1.4	1.0
Financial activities	–	63	6	26	–	1.4	1.0
Finance and insurance	–	62	5	27	–	1.4	1.0
Credit intermediation and related activities	–	64	6	24	7	1.4	1.0
Insurance carriers and related activities	–	60	5	32	–	1.4	1.0
Real estate and rental and leasing	–	71	–	–	–	1.3	1.0

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, private industry workers, March 2016—continued

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts[1]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
Professional and business services	–	55	9	28	8	1.5	1.0
Professional and technical services	–	49	–	28	13	1.6	–
Education and health services	1	73	8	15	3	1.2	1.0
Educational services	4	56	11	23	6	1.4	1.0
Junior colleges, colleges, and universities	7	48	15	23	7	1.4	1.0
Health care and social assistance	–	76	7	14	–	1.2	1.0
Leisure and hospitality	–	80	–	–	–	1.2	1.0
Accommodation and food services	–	95	–	–	–	1.0	1.0
1 to 99 workers	1	61	9	25	5	1.4	1.0
1 to 49 workers	–	61	9	26	–	1.4	1.0
50 to 99 workers	–	61	11	23	–	1.4	1.0
100 workers or more	([2])	64	8	23	4	1.4	1.0
100 to 499 workers	–	63	8	24	–	1.4	1.0
500 workers or more	1	64	9	23	3	1.3	1.0
Geographic areas							
Northeast	1	59	12	25	3	1.4	1.0
New England	–	62	16	20	–	1.3	1.0
Middle Atlantic	1	59	10	27	3	1.4	1.0
South	([2])	64	7	23	4	1.4	1.0
South Atlantic	1	65	7	22	5	1.4	1.0
East South Central	–	65	–	21	–	1.4	1.0
West South Central	–	64	7	26	–	1.4	1.0
Midwest	–	61	8	26	–	1.4	1.0
East North Central	–	62	9	24	5	1.4	1.0
West	–	64	8	22	–	1.4	1.0
Mountain	–	70	–	17	–	1.2	1.0
Pacific	–	61	6	24	–	1.4	1.0

[1] Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.
[2] Less than 0.5.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, private industry workers, March 2016

Characteristics	Multiple of annual earnings amounts[1]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers	0.1	1.1	0.6	1.0	0.5	([2])	0.0
Worker characteristics							
Management, professional, and related	([2])	1.6	0.8	1.4	1.0	([2])	0.0
Management, business, and financial	0.1	2.2	1.3	1.9	1.1	([2])	0.0
Professional and related	0.1	2.1	1.0	1.8	1.2	([2])	0.0
Service	–	3.9	1.4	3.9	–	([2])	0.0
Protective service	–	10.6	–	–	–	0.1	0.0
Sales and office	0.1	1.5	1.1	1.4	0.7	([2])	0.0
Sales and related	–	3.7	1.9	3.2	–	([2])	0.0
Office and administrative support	0.1	1.6	1.1	1.3	0.9	([2])	0.0
Natural resources, construction, and maintenance	–	3.2	1.7	3.0	–	([2])	0.0
Construction, extraction, farming, fishing, and forestry	–	8.4	–	–	0.9	0.1	0.0
Production, transportation, and material moving	–	1.8	1.5	1.6	–	([2])	0.0
Transportation and material moving	–	2.9	2.0	2.6	–	([2])	0.0
Full time	0.1	1.1	0.7	1.0	0.6	([2])	0.0
Part time	–	5.1	1.1	4.8	–	0.1	0.0
Union	–	3.8	1.2	2.7	–	0.1	0.0
Nonunion	0.1	1.1	0.7	1.0	0.5	([2])	0.0
Average wage within the following categories:[3]							
Lowest 25 percent	–	4.3	1.4	3.9	–	([2])	0.0
Lowest 10 percent	–	11.2	2.5	–	–	0.1	0.0
Second 25 percent	0.1	1.6	1.2	1.3	0.9	([2])	0.0
Third 25 percent	0.2	1.6	1.2	1.3	1.0	([2])	0.0
Highest 25 percent	([2])	1.6	0.9	1.5	0.8	([2])	0.0
Highest 10 percent	0.1	2.2	1.3	2.2	1.0	([2])	0.0
Establishment characteristics							
Goods-producing industries:							
Construction	–	7.1	–	–	–	0.1	0.0
Service-providing industries	0.1	1.3	0.7	1.1	0.6	([2])	0.0
Trade, transportation, and utilities	–	1.7	1.4	1.8	–	([2])	0.0
Retail trade	–	1.8	0.8	1.7	–	([2])	0.0
Transportation and warehousing	–	4.3	2.6	3.4	–	([2])	0.0
Utilities	–	5.9	–	4.8	1.8	0.1	0.0
Financial activities	–	1.7	1.0	1.8	–	([2])	0.0
Finance and insurance	–	1.5	1.0	1.7	–	([2])	0.0
Credit intermediation and related activities	–	2.6	1.7	2.0	1.3	([2])	0.0
Insurance carriers and related activities	–	3.1	1.6	3.1	–	([2])	0.0
Real estate and rental and leasing	–	7.0	–	–	–	0.1	0.0

See footnotes at end of table.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, private industry workers, March 2016—continued

Characteristics	Multiple of annual earnings amounts[1]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
Professional and business services	–	4.0	2.5	3.0	2.0	([2])	0.1
Professional and technical services	–	5.5	–	4.1	3.5	0.1	–
Education and health services	0.1	2.8	1.2	2.2	1.5	([2])	0.0
Educational services	0.4	3.3	1.8	2.3	1.3	([2])	0.0
Junior colleges, colleges, and universities	0.4	3.7	2.6	3.2	1.6	([2])	0.1
Health care and social assistance	–	3.3	1.4	2.6	–	([2])	0.0
Leisure and hospitality	–	5.8	–	–	–	0.1	0.0
Accommodation and food services	–	3.5	–	–	–	([2])	0.0
1 to 99 workers	0.1	2.1	1.5	1.6	0.7	([2])	0.0
1 to 49 workers	–	2.8	1.9	2.0	–	([2])	0.0
50 to 99 workers	–	4.2	2.0	3.2	–	([2])	0.0
100 workers or more	0.1	1.3	0.7	1.1	0.8	([2])	0.0
100 to 499 workers	–	1.8	0.8	1.5	–	([2])	0.0
500 workers or more	0.1	2.1	1.3	1.8	0.4	([2])	0.0
Geographic areas							
Northeast	0.1	2.8	1.1	2.9	0.4	([2])	0.0
New England	–	5.9	4.4	4.5	–	([2])	0.0
Middle Atlantic	0.2	3.8	1.0	3.9	0.5	([2])	0.0
South	0.1	1.5	1.1	1.2	0.9	([2])	0.0
South Atlantic	0.1	2.1	1.2	1.5	1.5	([2])	0.0
East South Central	–	4.6	–	2.7	–	0.1	0.0
West South Central	–	2.1	2.1	2.4	–	([2])	0.0
Midwest	–	2.2	1.1	1.9	–	([2])	0.0
East North Central	–	2.6	1.3	2.4	0.7	([2])	0.0
West	–	3.0	2.1	2.6	–	([2])	0.0
Mountain	–	6.0	–	2.7	–	([2])	0.0
Pacific	–	3.2	1.9	3.6	–	([2])	0.0

[1] Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.
[2] Less than 0.05.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 20. Life insurance plans: Maximum benefit amounts, private industry workers, March 2016

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	79	$50,000	$75,000	$250,000	$550,000	$1,000,000	21
Worker characteristics							
Management, professional, and related	81	50,000	100,000	350,000	1,000,000	–	19
Management, business, and financial	81	50,000	100,000	350,000	–	2,000,000	19
Professional and related	80	50,000	100,000	350,000	1,000,000	1,500,000	20
Service	81	50,000	–	–	500,000	1,000,000	19
Sales and office	83	50,000	50,000	200,000	500,000	1,000,000	17
Sales and related	84	50,000	50,000	–	500,000	1,000,000	16
Office and administrative support	83	50,000	–	200,000	500,000	1,000,000	17
Natural resources, construction, and maintenance	74	50,000	50,000	200,000	–	–	26
Production, transportation, and material moving	70	50,000	70,000	–	500,000	1,000,000	30
Transportation and material moving	72	50,000	–	100,000	–	–	28
Full time	80	50,000	–	250,000	600,000	1,000,000	20
Part time	70	50,000	50,000	–	–	750,000	30
Union	66	50,000	70,000	–	500,000	1,000,000	34
Nonunion	81	50,000	–	250,000	600,000	1,000,000	19
Average wage within the following categories:[2]							
Lowest 25 percent	77	50,000	50,000	–	500,000	1,000,000	23
Lowest 10 percent	81	50,000	–	–	500,000	–	19
Second 25 percent	81	50,000	50,000	150,000	500,000	1,000,000	19
Third 25 percent	79	50,000	95,000	200,000	500,000	1,000,000	21
Highest 25 percent	79	50,000	100,000	400,000	1,000,000	2,000,000	21
Highest 10 percent	79	50,000	100,000	–	1,000,000	2,000,000	21
Establishment characteristics							
Service-providing industries	82	50,000	70,000	250,000	–	–	18
Trade, transportation, and utilities	76	50,000	50,000	100,000	500,000	1,000,000	24
Retail trade	74	50,000	50,000	50,000	500,000	–	26
Transportation and warehousing	74	50,000	–	100,000	300,000	500,000	26
Utilities	65	50,000	–	–	–	1,000,000	35
Financial activities	85	50,000	100,000	300,000	700,000	2,000,000	15
Finance and insurance	83	50,000	100,000	300,000	–	2,000,000	17
Credit intermediation and related activities	89	50,000	100,000	250,000	700,000	2,000,000	11
Insurance carriers and related activities	71	100,000	–	500,000	1,000,000	2,000,000	29
Professional and business services	87	50,000	100,000	–	–	–	13
Professional and technical services	89	50,000	–	450,000	750,000	1,000,000	11
Education and health services	82	50,000	100,000	250,000	500,000	1,000,000	18
Educational services	86	50,000	–	–	500,000	500,000	14
Junior colleges, colleges, and universities	88	50,000	50,000	200,000	500,000	500,000	12
Health care and social assistance	81	50,000	100,000	–	500,000	1,000,000	19
Leisure and hospitality	86	–	–	–	–	1,000,000	14

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, private industry workers, March 2016—continued

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	81	$50,000	$50,000	$175,000	$500,000	$1,000,000	19
1 to 49 workers	83	50,000	50,000	–	500,000	1,000,000	17
50 to 99 workers	76	50,000	–	200,000	500,000	1,000,000	24
100 workers or more	78	50,000	100,000	300,000	750,000	–	22
100 to 499 workers	78	50,000	–	200,000	500,000	1,000,000	22
500 workers or more	79	50,000	100,000	500,000	1,000,000	1,500,000	21
Geographic areas							
Northeast	78	50,000	–	250,000	500,000	1,000,000	22
New England	78	50,000	–	200,000	500,000	–	22
Middle Atlantic	78	50,000	–	250,000	–	1,000,000	22
South	81	50,000	–	250,000	–	–	19
South Atlantic	81	50,000	–	300,000	–	2,000,000	19
East South Central	78	50,000	–	–	500,000	1,000,000	22
West South Central	80	50,000	100,000	250,000	500,000	1,000,000	20
Midwest	80	50,000	70,000	250,000	500,000	–	20
East North Central	82	50,000	–	250,000	–	–	18
West	78	50,000	100,000	220,000	1,000,000	1,200,000	22
Mountain	82	50,000	–	250,000	1,000,000	1,000,000	18
Pacific	76	50,000	–	200,000	–	1,500,000	24

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, private industry workers, March 2016

Characteristics	With maximum benefit amount	Maximum benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	0.9	$0.00	$17,379.95	$12,705.20	$134,915.02	$108,072.89	0.9
Worker characteristics							
Management, professional, and related	1.2	0.00	0.00	81,414.80	291,129.70	–	1.2
Management, business, and financial	1.5	0.00	3,344.77	93,713.33	–	505,049.50	1.5
Professional and related	1.3	0.00	0.00	85,414.24	171,205.29	415,236.98	1.3
Service	3.1	0.00	–	–	0.00	0.00	3.1
Sales and office	1.0	0.00	668.95	18,320.07	0.00	90,741.39	1.0
Sales and related	1.4	0.00	0.00	–	0.00	115,091.27	1.4
Office and administrative support	1.2	0.00	–	45,326.29	18,920.89	184,539.29	1.2
Natural resources, construction, and maintenance	3.0	0.00	0.00	8,974.97	–	–	3.0
Production, transportation, and material moving	3.1	0.00	6,756.11	–	0.00	0.00	3.1
Transportation and material moving	4.1	0.00	–	9,460.44	–	–	4.1
Full time	0.9	0.00	–	1,337.91	148,343.56	215,108.11	0.9
Part time	3.7	0.00	5,351.64	–	–	93,653.62	3.7
Union	3.6	0.00	12,389.21	–	38,498.31	247,784.18	3.6
Nonunion	0.9	0.00	–	6,722.91	145,948.62	185,988.57	0.9
Average wage within the following categories:[2]							
Lowest 25 percent	2.0	0.00	0.00	–	0.00	42,308.39	2.0
Lowest 10 percent	3.6	0.00	–	–	88,494.35	–	3.6
Second 25 percent	1.8	0.00	0.00	18,246.64	0.00	0.00	1.8
Third 25 percent	1.4	0.00	26,336.76	55,593.13	0.00	0.00	1.4
Highest 25 percent	1.3	0.00	0.00	80,388.73	0.00	401,372.64	1.3
Highest 10 percent	2.0	0.00	0.00	–	0.00	163,859.70	2.0
Establishment characteristics							
Service-providing industries	0.9	0.00	18,802.26	31,738.91	–	–	0.9
Trade, transportation, and utilities	1.6	0.00	0.00	16,385.97	75,089.95	0.00	1.6
Retail trade	2.1	0.00	0.00	0.00	63,814.18	–	2.1
Transportation and warehousing	6.1	0.00	–	0.00	72,358.48	93,653.62	6.1
Utilities	6.7	0.00	–	–	–	188,260.46	6.7
Financial activities	1.3	0.00	0.00	21,026.89	149,881.62	0.00	1.3
Finance and insurance	1.4	0.00	0.00	9,601.30	–	0.00	1.4
Credit intermediation and related activities	1.2	0.00	0.00	18,802.26	131,938.43	0.00	1.2
Insurance carriers and related activities	3.1	24,304.32	–	0.00	0.00	443,734.15	3.1
Professional and business services	2.1	0.00	7,479.14	–	–	–	2.1
Professional and technical services	3.0	0.00	–	133,120.25	176,988.70	0.00	3.0
Education and health services	2.0	0.00	22,186.71	70,160.53	0.00	0.00	2.0
Educational services	3.3	0.00	–	–	112,535.55	32,771.94	3.3
Junior colleges, colleges, and universities	3.0	0.00	0.00	42,603.52	6,689.54	82,338.48	3.0
Health care and social assistance	2.2	0.00	15,645.53	–	126,350.95	0.00	2.2
Leisure and hospitality	3.9	–	–	–	–	80,274.53	3.9

See footnotes at end of table.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, private industry workers, March 2016—continued

Characteristics	With maximum benefit amount	Maximum benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	1.7	$0.00	$11,759.15	$48,433.41	$0.00	$0.00	1.7
1 to 49 workers	1.7	0.00	8,192.98	–	0.00	0.00	1.7
50 to 99 workers	3.6	0.00	–	53,849.79	0.00	33,447.72	3.6
100 workers or more	1.1	0.00	13,528.77	21,851.37	21,154.20	–	1.1
100 to 499 workers	1.7	0.00	–	14,686.56	0.00	147,776.86	1.7
500 workers or more	1.6	0.00	0.00	94,263.25	0.00	96,477.98	1.6
Geographic areas							
Northeast	1.5	0.00	–	39,577.91	30,102.95	0.00	1.5
New England	2.5	0.00	–	6,689.54	0.00	–	2.5
Middle Atlantic	1.8	0.00	–	47,302.22	–	0.00	1.8
South	1.3	0.00	–	37,598.57	–	–	1.3
South Atlantic	1.4	0.00	–	38,787.82	–	363,335.24	1.4
East South Central	3.3	0.00	–	–	0.00	0.00	3.3
West South Central	2.9	0.00	26,379.21	74,190.63	0.00	149,582.75	2.9
Midwest	2.1	0.00	15,602.56	50,906.51	29,916.55	–	2.1
East North Central	2.7	0.00	–	68,834.08	–	–	2.7
West	2.6	0.00	22,447.38	48,870.31	235,182.91	348,563.12	2.6
Mountain	3.5	0.00	–	63,151.56	0.00	0.00	3.5
Pacific	3.4	0.00	–	54,682.68	–	447,149.86	3.4

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,[1] private industry workers, March 2016

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$10,000	$10,000	$20,000	$30,000	$50,000
Worker characteristics					
Management, professional, and related	10,000	15,000	25,000	50,000	50,000
Management, business, and financial	10,000	15,000	25,000	50,000	50,000
Professional and related	10,000	15,000	25,000	50,000	50,000
Service	10,000	10,000	15,000	20,000	30,000
Protective service	5,000	–	10,000	10,000	–
Sales and office	10,000	–	20,000	50,000	50,000
Sales and related	–	10,000	–	25,000	50,000
Office and administrative support	10,000	15,000	–	50,000	50,000
Natural resources, construction, and maintenance	10,000	10,000	20,000	25,000	50,000
Construction, extraction, farming, fishing, and forestry	–	10,000	20,000	25,000	50,000
Production, transportation, and material moving	10,000	15,000	20,000	25,000	45,000
Transportation and material moving	10,000	–	20,000	30,000	45,000
Full time	10,000	–	20,000	30,000	50,000
Part time	5,000	5,000	–	–	50,000
Union	5,000	10,000	15,000	–	50,000
Nonunion	10,000	15,000	20,000	–	50,000
Average wage within the following categories:[3]					
Lowest 25 percent	5,000	10,000	15,000	20,000	25,000
Lowest 10 percent	5,000	10,000	15,000	–	30,000
Second 25 percent	10,000	–	20,000	25,000	50,000
Third 25 percent	10,000	15,000	20,000	35,000	50,000
Highest 25 percent	10,000	15,000	25,000	50,000	50,000
Highest 10 percent	10,000	15,000	25,000	50,000	–
Establishment characteristics					
Goods-producing industries:					
Construction	10,000	10,000	18,000	–	50,000
Service-providing industries	10,000	10,000	20,000	40,000	50,000
Trade, transportation, and utilities	10,000	10,000	20,000	25,000	50,000
Retail trade	5,000	10,000	15,000	20,000	–
Transportation and warehousing	10,000	–	20,000	40,000	50,000
Utilities	10,000	12,500	–	50,000	50,000
Financial activities	15,000	15,000	–	50,000	50,000
Finance and insurance	15,000	25,000	50,000	50,000	–
Credit intermediation and related activities	–	20,000	25,000	50,000	–
Insurance carriers and related activities	–	25,000	50,000	50,000	–
Real estate and rental and leasing	–	15,000	15,000	–	50,000

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,[1] private industry workers, March 2016—continued

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
Professional and business services	$10,000	–	–	$50,000	$50,000
Professional and technical services	–	–	–	50,000	–
Education and health services	10,000	–	–	50,000	50,000
Educational services	10,000	–	–	50,000	50,000
Junior colleges, colleges, and universities	10,000	$10,000	–	50,000	50,000
Health care and social assistance	10,000	–	–	50,000	50,000
Leisure and hospitality	10,000	10,000	$15,000	–	–
Accommodation and food services	10,000	10,000	15,000	–	20,000
1 to 99 workers	10,000	15,000	20,000	40,000	50,000
1 to 49 workers	10,000	15,000	20,000	40,000	50,000
50 to 99 workers	10,000	15,000	20,000	–	50,000
100 workers or more	10,000	10,000	20,000	27,000	50,000
100 to 499 workers	10,000	10,000	20,000	25,000	50,000
500 workers or more	–	10,000	20,000	30,000	50,000
Geographic areas					
Northeast	–	10,000	20,000	50,000	–
New England	–	10,000	20,000	–	–
Middle Atlantic	10,000	10,000	20,000	50,000	–
South	10,000	10,000	20,000	–	50,000
South Atlantic	10,000	10,000	20,000	25,000	50,000
East South Central	10,000	15,000	25,000	50,000	50,000
West South Central	10,000	–	–	25,000	50,000
Midwest	10,000	15,000	20,000	25,000	50,000
East North Central	10,000	15,000	20,000	25,000	50,000
West	10,000	–	20,000	–	50,000
Mountain	10,000	–	20,000	–	50,000
Pacific	–	15,000	20,000	–	50,000

[1] Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,[1] private industry workers, March 2016

Characteristics	Flat dollar amounts[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$0.00	$2,637.92	$0.00	$8,527.79	$0.00
Worker characteristics					
Management, professional, and related	0.00	0.00	0.00	0.00	0.00
Management, business, and financial	0.00	0.00	0.00	0.00	0.00
Professional and related	0.00	0.00	0.00	0.00	0.00
Service	1,754.85	0.00	1,396.82	2,675.82	7,079.55
Protective service	0.00	–	0.00	0.00	–
Sales and office	747.91	–	0.00	12,745.29	0.00
Sales and related	–	0.00	–	6,520.16	0.00
Office and administrative support	0.00	4,005.91	–	0.00	0.00
Natural resources, construction, and maintenance	0.00	2,313.46	0.00	3,707.72	0.00
Construction, extraction, farming, fishing, and forestry	–	473.02	5,432.96	0.00	9,554.58
Production, transportation, and material moving	0.00	1,948.02	0.00	668.95	8,317.66
Transportation and material moving	0.00	–	0.00	6,524.28	8,924.96
Full time	0.00	–	0.00	7,527.15	0.00
Part time	0.00	0.00	–	–	0.00
Union	0.00	0.00	3,708.93	–	299.17
Nonunion	0.00	0.00	0.00	–	0.00
Average wage within the following categories:[3]					
Lowest 25 percent	0.00	0.00	0.00	668.95	4,915.79
Lowest 10 percent	0.00	668.95	3,664.01	–	6,275.35
Second 25 percent	0.00	–	0.00	3,157.58	0.00
Third 25 percent	0.00	0.00	0.00	5,874.62	0.00
Highest 25 percent	0.00	0.00	0.00	0.00	4,080.07
Highest 10 percent	1,929.56	668.95	3,208.19	0.00	–
Establishment characteristics					
Goods-producing industries:					
Construction	1,465.61	0.00	5,043.40	–	0.00
Service-providing industries	0.00	1,935.35	0.00	7,049.14	0.00
Trade, transportation, and utilities	1,532.77	473.02	668.95	0.00	0.00
Retail trade	0.00	0.00	0.00	0.00	–
Transportation and warehousing	0.00	–	5,945.80	4,230.84	5,138.34
Utilities	0.00	1,379.08	–	0.00	0.00
Financial activities	0.00	4,386.63	–	0.00	11,093.35
Finance and insurance	0.00	668.95	2,838.13	0.00	–
Credit intermediation and related activities	–	2,758.17	4,283.40	0.00	–
Insurance carriers and related activities	–	0.00	0.00	0.00	–
Real estate and rental and leasing	–	0.00	3,539.77	–	9,854.31

See footnotes at end of table.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,[1] private industry workers, March 2016—continued

Characteristics	Flat dollar amounts[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
Professional and business services	$0.00	–	–	$0.00	$0.00
Professional and technical services	–	–	–	0.00	–
Education and health services	0.00	–	–	7,963.65	0.00
Educational services	0.00	–	–	8,999.86	0.00
Junior colleges, colleges, and universities	0.00	$0.00	–	3,602.43	0.00
Health care and social assistance	756.84	–	–	9,347.19	0.00
Leisure and hospitality	0.00	0.00	$0.00	–	–
Accommodation and food services	0.00	0.00	0.00	–	5,267.35
1 to 99 workers	0.00	0.00	0.00	7,894.80	0.00
1 to 49 workers	0.00	334.48	668.95	8,061.94	0.00
50 to 99 workers	0.00	0.00	1,769.89	–	0.00
100 workers or more	0.00	0.00	0.00	4,327.05	0.00
100 to 499 workers	0.00	0.00	0.00	3,325.99	0.00
500 workers or more	–	0.00	3,564.97	6,507.80	0.00
Geographic areas					
Northeast	–	0.00	946.04	0.00	–
New England	–	0.00	0.00	–	–
Middle Atlantic	946.04	0.00	3,957.59	0.00	–
South	0.00	2,312.49	1,390.40	–	0.00
South Atlantic	0.00	0.00	4,912.15	3,376.73	0.00
East South Central	0.00	0.00	6,756.11	0.00	0.00
West South Central	0.00	–	–	1,337.91	5,516.34
Midwest	0.00	1,875.46	0.00	4,390.71	0.00
East North Central	0.00	3,088.08	0.00	0.00	0.00
West	0.00	–	668.95	–	0.00
Mountain	0.00	–	2,411.95	–	0.00
Pacific	–	1,465.61	1,892.09	–	0.00

[1] Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 22. Short-term disability plans: Method of funding, private industry workers, March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured[1]	Commercially insured	Legally required	Other
All workers	43	41	–	–
Worker characteristics				
Management, professional, and related	47	41	–	–
Management, business, and financial	50	39	–	–
Professional and related	44	42	–	–
Service	–	42	32	–
Protective service	36	–	–	–
Sales and office	47	37	–	–
Sales and related	51	33	16	–
Office and administrative support	46	38	–	–
Natural resources, construction, and maintenance	37	–	15	–
Installation, maintenance, and repair	43	44	–	–
Production, transportation, and material moving	44	45	–	–
Production	49	45	–	–
Transportation and material moving	39	45	–	–
Full time	45	42	–	–
Part time	–	29	45	–
Nonunion	44	40	–	–
Average wage within the following categories:[2]				
Lowest 25 percent	–	33	35	–
Lowest 10 percent	23	27	50	–
Second 25 percent	40	44	–	–
Third 25 percent	45	43	–	–
Highest 25 percent	47	39	–	–
Highest 10 percent	50	38	–	–
Establishment characteristics				
Goods-producing industries	44	46	–	–
Manufacturing	49	46	–	–
Service-providing industries	43	39	–	–
Trade, transportation, and utilities	45	36	–	–
Wholesale trade	35	47	18	–
Retail trade	54	26	20	–
Transportation and warehousing	41	41	–	–
Information	66	28	6	–
Financial activities	66	27	–	–
Finance and insurance	73	23	4	–
Credit intermediation and related activities	76	21	3	–
Insurance carriers and related activities	71	24	5	–
Real estate and rental and leasing	25	50	–	–

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, private industry workers, March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured[1]	Commercially insured	Legally required	Other
Professional and business services	37	43	–	–
Professional and technical services	32	46	–	–
Education and health services	31	52	–	–
Educational services	40	38	–	–
Junior colleges, colleges, and universities	59	28	–	–
Leisure and hospitality	26	37	37	–
Accommodation and food services	30	31	39	–
Other services	29	42	29	–
1 to 99 workers	32	43	–	–
1 to 49 workers	33	40	–	–
50 to 99 workers	30	50	–	–
100 workers or more	50	39	–	–
100 to 499 workers	46	44	9	([3])
500 workers or more	55	34	–	–
Geographic areas				
Northeast	–	28	46	–
Middle Atlantic	–	23	55	–
South	52	48	–	([3])
South Atlantic	49	51	–	–
East South Central	53	47	–	–
West South Central	56	44	–	–
Midwest	58	41	–	–
East North Central	58	41	–	–
West	39	51	–	–
Mountain	38	62	–	–
Pacific	40	45	–	–

[1] Employer assumes all risks and expenses of providing the benefit.
[2] 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 2016.
[3] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 22. Standard errors for short-term disability plans: Method of funding, private industry workers, March 2016

Characteristics	Non-commercially insured[1]	Commercially insured	Legally required	Other
All workers	1.1	1.3	–	–
Worker characteristics				
Management, professional, and related	1.8	2.0	–	–
Management, business, and financial	2.7	2.1	–	–
Professional and related	2.4	3.1	–	–
Service	–	4.6	3.2	–
Protective service	10.8	–	–	–
Sales and office	1.7	1.8	–	–
Sales and related	2.1	2.2	1.5	–
Office and administrative support	2.0	2.2	–	–
Natural resources, construction, and maintenance	2.6	–	2.3	–
Installation, maintenance, and repair	3.5	2.6	–	–
Production, transportation, and material moving	2.6	2.5	–	–
Production	3.0	2.8	–	–
Transportation and material moving	4.0	3.7	–	–
Full time	1.2	1.3	–	–
Part time	–	3.0	2.4	–
Nonunion	1.1	1.2	–	–
Average wage within the following categories:[2]				
Lowest 25 percent	–	2.9	3.1	–
Lowest 10 percent	4.1	4.0	6.0	–
Second 25 percent	2.0	2.1	–	–
Third 25 percent	1.8	2.1	–	–
Highest 25 percent	1.7	1.7	–	–
Highest 10 percent	2.3	2.4	–	–
Establishment characteristics				
Goods-producing industries	2.0	2.1	–	–
Manufacturing	2.6	2.6	–	–
Service-providing industries	1.3	1.5	–	–
Trade, transportation, and utilities	1.7	1.6	–	–
Wholesale trade	2.9	3.1	1.8	–
Retail trade	2.0	2.3	2.0	–
Transportation and warehousing	6.2	5.5	–	–
Information	3.2	3.3	1.6	–
Financial activities	2.2	2.0	–	–
Finance and insurance	1.6	1.6	0.3	–
Credit intermediation and related activities	1.9	1.7	1.0	–
Insurance carriers and related activities	2.7	3.0	0.7	–
Real estate and rental and leasing	5.4	7.5	–	–

See footnotes at end of table.

Table 22. Standard errors for short-term disability plans: Method of funding, private industry workers, March 2016—continued

Characteristics	Non-commercially insured[1]	Commercially insured	Legally required	Other
Professional and business services	4.0	3.8	–	–
Professional and technical services	3.9	4.1	–	–
Education and health services	3.3	4.6	–	–
Educational services	5.3	5.3	–	–
Junior colleges, colleges, and universities	2.8	3.2	–	–
Leisure and hospitality	6.4	7.1	5.2	–
Accommodation and food services	7.7	7.4	6.5	–
Other services	5.1	5.9	4.0	–
1 to 99 workers	1.7	2.1	–	–
1 to 49 workers	1.9	2.5	–	–
50 to 99 workers	2.7	3.9	–	–
100 workers or more	1.7	1.7	–	–
100 to 499 workers	2.0	2.0	1.0	0.2
500 workers or more	2.4	2.5	–	–
Geographic areas				
Northeast	–	2.3	2.0	–
Middle Atlantic	–	2.6	2.3	–
South	2.8	2.8	–	0.1
South Atlantic	4.3	4.3	–	–
East South Central	8.0	8.0	–	–
West South Central	2.9	2.9	–	–
Midwest	1.7	1.7	–	–
East North Central	2.1	2.1	–	–
West	2.5	2.5	–	–
Mountain	4.3	4.3	–	–
Pacific	3.2	2.9	–	–

[1] Employer assumes all risks and expenses of providing the benefit.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 23. Short-term disability plans: Employee contribution requirement, private industry workers, March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	16	84
Worker characteristics		
Management, professional, and related	11	89
Management, business, and financial	10	90
Professional and related	12	88
Service	35	65
Protective service	28	72
Sales and office	17	83
Sales and related	20	80
Office and administrative support	15	85
Natural resources, construction, and maintenance	16	84
Installation, maintenance, and repair	11	89
Production, transportation, and material moving	12	88
Production	8	92
Transportation and material moving	17	83
Full time	13	87
Part time	43	57
Nonunion	16	84
Average wage within the following categories:[1]		
Lowest 25 percent	37	63
Lowest 10 percent	48	52
Second 25 percent	16	84
Third 25 percent	12	88
Highest 25 percent	12	88
Highest 10 percent	12	88
Establishment characteristics		
Goods-producing industries	11	89
Manufacturing	7	93
Service-providing industries	17	83
Trade, transportation, and utilities	20	80
Wholesale trade	21	79
Retail trade	22	78
Transportation and warehousing	17	83
Information	5	95
Financial activities	7	93
Finance and insurance	5	95
Credit intermediation and related activities	3	97
Insurance carriers and related activities	6	94
Real estate and rental and leasing	24	76

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, private industry workers, March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
Professional and business services	18	82
Professional and technical services	17	83
Education and health services	15	85
Educational services	9	91
Junior colleges, colleges, and universities	6	94
Leisure and hospitality	42	58
Accommodation and food services	45	55
Other services	21	79
1 to 99 workers	23	77
1 to 49 workers	24	76
50 to 99 workers	19	81
100 workers or more	12	88
100 to 499 workers	13	87
500 workers or more	10	90
Geographic areas		
Northeast	38	62
Middle Atlantic	44	56
South	5	95
South Atlantic	5	95
East South Central	5	95
West South Central	4	96
Midwest	6	94
East North Central	6	94
West	10	90
Mountain	4	96
Pacific	13	87

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, private industry workers, March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	0.6	0.6
Worker characteristics		
Management, professional, and related	0.7	0.7
Management, business, and financial	1.7	1.7
Professional and related	1.5	1.5
Service	2.7	2.7
Protective service	6.8	6.8
Sales and office	1.3	1.3
Sales and related	2.0	2.0
Office and administrative support	1.5	1.5
Natural resources, construction, and maintenance	1.8	1.8
Installation, maintenance, and repair	2.5	2.5
Production, transportation, and material moving	1.1	1.1
Production	1.2	1.2
Transportation and material moving	1.9	1.9
Full time	0.5	0.5
Part time	2.9	2.9
Nonunion	0.8	0.8
Average wage within the following categories:[1]		
Lowest 25 percent	2.6	2.6
Lowest 10 percent	4.2	4.2
Second 25 percent	1.2	1.2
Third 25 percent	1.1	1.1
Highest 25 percent	0.9	0.9
Highest 10 percent	1.5	1.5
Establishment characteristics		
Goods-producing industries	1.1	1.1
Manufacturing	1.2	1.2
Service-providing industries	0.7	0.7
Trade, transportation, and utilities	1.2	1.2
Wholesale trade	2.3	2.3
Retail trade	2.1	2.1
Transportation and warehousing	4.2	4.2
Information	1.9	1.9
Financial activities	0.8	0.8
Finance and insurance	0.6	0.6
Credit intermediation and related activities	0.7	0.7
Insurance carriers and related activities	1.2	1.2
Real estate and rental and leasing	5.2	5.2

See footnotes at end of table.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, private industry workers, March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
Professional and business services	2.3	2.3
Professional and technical services	2.5	2.5
Education and health services	2.1	2.1
Educational services	1.3	1.3
Junior colleges, colleges, and universities	1.7	1.7
Leisure and hospitality	4.2	4.2
Accommodation and food services	6.4	6.4
Other services	4.7	4.7
1 to 99 workers	1.5	1.5
1 to 49 workers	1.8	1.8
50 to 99 workers	2.8	2.8
100 workers or more	0.8	0.8
100 to 499 workers	1.4	1.4
500 workers or more	1.0	1.0
Geographic areas		
Northeast	1.6	1.6
Middle Atlantic	1.8	1.8
South	0.6	0.6
South Atlantic	0.8	0.8
East South Central	1.1	1.1
West South Central	1.4	1.4
Midwest	0.9	0.9
East North Central	1.2	1.2
West	0.8	0.8
Mountain	0.7	0.7
Pacific	1.3	1.3

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 24. Short-term disability plans: Method of benefit payment, private industry workers, March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers	6	2	70	22	1
Worker characteristics					
Management, professional, and related	1	1	70	27	1
Management, business, and financial	2	–	61	35	–
Professional and related	–	1	76	21	–
Service	6	–	86	5	–
Protective service	–	–	79	–	–
Sales and office	2	1	71	25	1
Sales and related	3	–	70	24	–
Office and administrative support	2	–	71	26	–
Natural resources, construction, and maintenance	16	–	58	20	–
Installation, maintenance, and repair	6	–	60	31	–
Production, transportation, and material moving	14	–	64	18	–
Production	18	–	55	22	–
Transportation and material moving	9	–	76	12	–
Full time	6	2	68	23	1
Part time	–	2	89	7	–
Nonunion	3	1	72	23	1
Average wage within the following categories:[1]					
Lowest 25 percent	5	2	82	10	1
Lowest 10 percent	6	–	86	6	–
Second 25 percent	8	1	73	17	([2])
Third 25 percent	6	2	69	21	1
Highest 25 percent	4	2	64	30	1
Highest 10 percent	2	2	63	33	([2])
Establishment characteristics					
Goods-producing industries	15	–	57	23	–
Manufacturing	13	–	57	26	–
Service-providing industries	3	2	74	22	([2])
Trade, transportation, and utilities	5	3	74	18	1
Wholesale trade	4	2	76	18	–
Retail trade	3	–	77	16	–
Transportation and warehousing	9	–	71	15	–
Information	–	–	32	66	–

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, private industry workers, March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
Financial activities	–	–	53	45	–
Finance and insurance	([2])	–	49	50	–
Credit intermediation and related activities	–	–	41	59	–
Insurance carriers and related activities	–	–	56	42	–
Real estate and rental and leasing	–	–	77	–	–
Professional and business services	–	–	77	22	–
Professional and technical services	–	–	83	16	–
Education and health services	2	–	90	7	–
Educational services	1	–	86	12	–
Junior colleges, colleges, and universities	–	–	78	21	–
Leisure and hospitality	12	–	81	–	–
Accommodation and food services	–	–	83	–	–
Other services	–	–	85	–	–
1 to 99 workers	5	2	76	16	1
1 to 49 workers	4	2	77	16	1
50 to 99 workers	7	–	75	15	–
100 workers or more	6	2	66	26	([2])
100 to 499 workers	7	–	68	24	–
500 workers or more	5	3	63	28	1
Geographic areas					
Northeast	3	–	82	14	–
Middle Atlantic	2	–	85	12	–
South	6	3	62	28	1
South Atlantic	6	4	65	25	1
East South Central	–	3	63	26	–
West South Central	5	–	58	35	–
Midwest	10	–	64	23	–
East North Central	11	–	65	22	–
West	4	2	70	23	2
Mountain	4	–	75	21	–
Pacific	4	2	67	24	3

[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 2016.
[2] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, private industry workers, March 2016

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers	0.4	0.3	0.9	1.0	0.1
Worker characteristics					
Management, professional, and related	0.4	0.3	1.4	1.4	0.2
Management, business, and financial	0.6	–	2.2	2.2	–
Professional and related	–	0.3	1.5	1.5	–
Service	1.5	–	2.8	1.1	–
Protective service	–	–	9.9	–	–
Sales and office	0.3	0.2	1.4	1.3	0.3
Sales and related	0.7	–	2.1	2.1	–
Office and administrative support	0.3	–	1.6	1.6	–
Natural resources, construction, and maintenance	1.4	–	2.9	2.6	–
Installation, maintenance, and repair	0.9	–	4.0	3.8	–
Production, transportation, and material moving	1.1	–	2.0	2.2	–
Production	1.5	–	2.9	2.9	–
Transportation and material moving	1.6	–	2.3	2.5	–
Full time	0.4	0.3	0.9	1.0	0.1
Part time	–	0.8	1.2	1.0	–
Nonunion	0.3	0.3	1.0	1.0	0.1
Average wage within the following categories:[1]					
Lowest 25 percent	1.2	1.1	2.4	1.2	0.2
Lowest 10 percent	2.9	–	3.0	1.3	–
Second 25 percent	0.7	0.3	1.7	1.7	0.2
Third 25 percent	0.6	0.4	1.5	1.4	0.1
Highest 25 percent	0.5	0.4	1.4	1.5	0.2
Highest 10 percent	0.7	0.4	2.0	2.0	0.2
Establishment characteristics					
Goods-producing industries	0.7	–	1.8	1.9	–
Manufacturing	1.1	–	2.3	2.1	–
Service-providing industries	0.4	0.3	1.1	1.1	0.1
Trade, transportation, and utilities	0.8	0.5	1.2	1.2	0.3
Wholesale trade	0.8	0.8	2.3	1.9	–
Retail trade	0.6	–	1.7	1.2	–
Transportation and warehousing	2.8	–	3.2	4.0	–
Information	–	–	3.7	3.8	–

See footnotes at end of table.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, private industry workers, March 2016—continued

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
Financial activities	–	–	2.4	2.5	–
Finance and insurance	0.1	–	2.3	2.3	–
Credit intermediation and related activities	–	–	3.1	3.1	–
Insurance carriers and related activities	–	–	2.9	3.0	–
Real estate and rental and leasing	–	–	5.4	–	–
Professional and business services	–	–	3.7	3.7	–
Professional and technical services	–	–	3.2	3.3	–
Education and health services	1.0	–	1.9	1.5	–
Educational services	0.4	–	2.1	1.7	–
Junior colleges, colleges, and universities	–	–	1.9	2.0	–
Leisure and hospitality	2.9	–	5.3	–	–
Accommodation and food services	–	–	4.7	–	–
Other services	–	–	4.9	–	–
1 to 99 workers	0.7	0.6	1.5	1.2	0.2
1 to 49 workers	0.9	0.9	1.9	1.4	0.2
50 to 99 workers	1.3	–	2.8	2.2	–
100 workers or more	0.5	0.3	1.3	1.3	0.2
100 to 499 workers	0.6	–	1.9	1.8	–
500 workers or more	0.9	0.6	1.9	2.0	0.2
Geographic areas					
Northeast	0.4	–	1.9	1.9	–
Middle Atlantic	0.4	–	2.2	2.2	–
South	0.7	0.6	1.7	1.8	0.2
South Atlantic	0.9	1.0	2.4	2.9	0.1
East South Central	–	0.8	5.2	2.7	–
West South Central	1.1	–	2.9	2.3	–
Midwest	0.8	–	1.3	2.0	–
East North Central	1.1	–	1.4	2.5	–
West	1.2	0.3	2.2	1.8	0.7
Mountain	1.5	–	2.8	1.8	–
Pacific	1.6	0.5	3.1	2.7	1.0

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 25. Short-term disability plans: Duration of benefits, private industry workers, March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks[1]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	93	12	21	26	26	26	7
Worker characteristics							
Management, professional, and related	94	12	18	26	26	26	6
Management, business, and financial	95	12	18	26	26	26	5
Professional and related	93	12	19	26	26	26	7
Service	97	12	–	26	26	26	3
Sales and office	93	12	21	26	26	26	7
Sales and related	90	11	–	26	26	26	10
Office and administrative support	94	12	21	26	26	26	6
Natural resources, construction, and maintenance	92	13	26	26	26	–	8
Installation, maintenance, and repair	89	13	25	26	26	52	11
Production, transportation, and material moving	92	13	24	26	26	26	8
Production	90	13	21	26	26	26	10
Transportation and material moving	94	13	25	26	26	26	6
Full time	93	12	20	26	26	26	7
Part time	96	13	26	26	26	26	4
Nonunion	94	12	21	26	26	26	6
Average wage within the following categories:[2]							
Lowest 25 percent	94	12	21	26	26	26	6
Lowest 10 percent	95	13	26	26	26	26	5
Second 25 percent	95	12	22	26	26	26	5
Third 25 percent	93	12	20	26	26	26	7
Highest 25 percent	93	12	22	26	26	26	7
Highest 10 percent	94	12	24	26	26	26	6
Establishment characteristics							
Goods-producing industries	92	12	22	26	26	26	8
Manufacturing	92	12	24	26	26	26	8
Service-providing industries	94	12	21	26	26	26	6
Trade, transportation, and utilities	90	13	24	26	26	26	10
Wholesale trade	93	12	24	26	26	26	7
Retail trade	87	12	21	26	26	26	13
Information	87	13	26	26	26	52	13

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, private industry workers, March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks[1]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Financial activities	94	13	25	26	26	26	6
Finance and insurance	93	13	25	26	26	26	7
Credit intermediation and related activities	93	12	26	26	26	26	7
Insurance carriers and related activities	95	13	24	26	26	26	5
Professional and business services	96	12	–	26	26	26	4
Education and health services	96	12	–	26	26	26	4
Educational services	92	12	24	26	26	26	8
Junior colleges, colleges, and universities	87	13	24	26	26	26	13
Accommodation and food services	100	13	26	26	26	–	–
1 to 99 workers	95	12	18	26	26	26	5
1 to 49 workers	94	12	18	26	26	26	6
50 to 99 workers	98	12	20	26	26	26	2
100 workers or more	92	12	22	26	26	26	8
100 to 499 workers	93	12	18	26	26	26	7
500 workers or more	92	13	25	26	26	26	8
Geographic areas							
Northeast	95	13	26	26	26	26	5
Middle Atlantic	95	25	26	26	26	26	5
South	92	12	–	26	26	26	8
South Atlantic	93	12	–	26	26	26	7
East South Central	90	12	20	26	26	26	10
West South Central	92	12	–	26	26	26	8
Midwest	93	12	13	26	26	26	7
East North Central	92	12	13	26	26	26	8
West	95	11	13	26	26	26	5
Mountain	95	11	12	–	26	26	5
Pacific	95	12	25	26	26	26	5

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 25. Standard errors for short-term disability plans: Duration of benefits, private industry workers, March 2016

Characteristics	Fixed duration	Number of weeks[1]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	0.5	0.0	0.6	0.0	0.0	0.0	0.5
Worker characteristics							
Management, professional, and related	0.9	0.0	3.0	0.0	0.0	0.0	0.9
Management, business, and financial	1.1	0.0	3.4	0.0	0.0	0.0	1.1
Professional and related	1.0	0.0	4.5	0.0	0.0	0.0	1.0
Service	0.6	0.1	–	0.0	0.0	0.0	0.6
Sales and office	0.6	0.0	1.0	0.0	0.0	0.0	0.6
Sales and related	1.4	1.2	–	0.0	0.0	0.0	1.4
Office and administrative support	0.6	0.0	3.0	0.0	0.0	0.0	0.6
Natural resources, construction, and maintenance	1.4	0.0	1.5	0.0	0.0	–	1.4
Installation, maintenance, and repair	2.4	0.0	1.0	0.0	0.0	9.4	2.4
Production, transportation, and material moving	1.1	0.0	2.8	0.0	0.0	0.0	1.1
Production	1.6	1.4	4.0	0.0	0.0	0.0	1.6
Transportation and material moving	1.4	0.0	2.1	0.0	0.0	0.0	1.4
Full time	0.5	0.0	1.4	0.0	0.0	0.0	0.5
Part time	0.7	1.1	0.0	0.0	0.0	0.0	0.7
Nonunion	0.5	0.0	1.5	0.0	0.0	0.0	0.5
Average wage within the following categories:[2]							
Lowest 25 percent	1.0	0.0	3.4	0.0	0.0	0.0	1.0
Lowest 10 percent	1.2	0.0	0.0	0.0	0.0	0.0	1.2
Second 25 percent	0.8	0.1	2.6	0.0	0.0	0.0	0.8
Third 25 percent	0.7	0.0	2.4	0.0	0.0	0.0	0.7
Highest 25 percent	0.8	0.0	2.9	0.0	0.0	0.0	0.8
Highest 10 percent	1.1	0.0	3.5	0.0	0.0	0.0	1.1
Establishment characteristics							
Goods-producing industries	0.9	0.5	4.2	0.0	0.0	0.0	0.9
Manufacturing	0.8	0.1	4.1	0.0	0.0	0.0	0.8
Service-providing industries	0.6	0.0	0.4	0.0	0.0	0.0	0.6
Trade, transportation, and utilities	1.4	0.0	2.9	0.0	0.0	0.0	1.4
Wholesale trade	2.0	1.1	4.3	0.0	0.0	0.0	2.0
Retail trade	1.6	0.7	1.2	0.0	0.0	0.0	1.6
Information	2.5	2.9	0.8	0.0	0.0	0.0	2.5

See footnotes at end of table.

Table 25. Standard errors for short-term disability plans: Duration of benefits, private industry workers, March 2016—continued

Characteristics	Fixed duration	Number of weeks[1]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Financial activities	0.9	0.5	1.1	0.0	0.0	0.0	0.9
Finance and insurance	0.9	0.0	0.0	0.0	0.0	0.0	0.9
Credit intermediation and related activities	1.3	1.4	0.3	0.0	0.0	0.0	1.3
Insurance carriers and related activities	1.5	0.0	4.0	0.0	0.0	0.0	1.5
Professional and business services	1.7	0.0	–	0.0	0.0	0.0	1.7
Education and health services	0.9	0.0	–	0.0	0.0	0.0	0.9
Educational services	1.6	0.1	5.3	0.0	0.0	0.0	1.6
Junior colleges, colleges, and universities	2.1	0.0	1.9	0.0	0.0	0.0	2.1
Accommodation and food services	0.0	1.1	0.9	0.0	0.0	–	–
1 to 99 workers	0.4	0.0	3.2	0.0	0.0	0.0	0.4
1 to 49 workers	0.6	0.0	5.3	0.0	0.0	0.0	0.6
50 to 99 workers	0.6	0.7	5.7	0.0	0.0	0.0	0.6
100 workers or more	0.7	0.2	1.8	0.0	0.0	0.0	0.7
100 to 499 workers	1.1	0.0	4.2	0.0	0.0	0.0	1.1
500 workers or more	0.9	0.0	0.0	0.0	0.0	0.0	0.9
Geographic areas							
Northeast	0.7	2.9	0.0	0.0	0.0	0.0	0.7
Middle Atlantic	0.7	3.6	0.0	0.0	0.0	0.0	0.7
South	1.2	0.0	–	0.0	0.0	0.0	1.2
South Atlantic	1.5	0.0	–	0.0	0.0	0.0	1.5
East South Central	2.3	0.0	4.6	0.0	0.0	0.0	2.3
West South Central	2.7	0.0	–	0.0	0.0	0.0	2.7
Midwest	0.9	0.0	1.5	0.0	0.0	0.0	0.9
East North Central	1.2	0.0	2.6	0.0	0.0	0.0	1.2
West	0.9	0.7	0.0	0.0	0.0	0.0	0.9
Mountain	1.8	0.0	1.4	–	0.0	0.0	1.8
Pacific	0.9	0.9	0.6	0.0	0.0	0.0	0.9

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 26. Short-term disability plans: Fixed percent of annual earnings, private industry workers, March 2016

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers	1	23	1	41	22	13	62.1	60.0
Worker characteristics								
Management, professional, and related	–	16	–	41	25	17	64.3	60.0
Management, business, and financial	–	14	–	38	29	18	65.1	60.0
Professional and related	–	17	–	43	23	16	63.8	60.0
Service	–	31	–	38	21	8	59.7	60.0
Protective service	–	21	–	45	–	–	59.1	60.0
Sales and office	1	29	1	39	19	11	60.8	60.0
Sales and related	–	37	–	36	15	11	60.0	60.0
Office and administrative support	1	26	1	40	21	11	61.2	60.0
Natural resources, construction, and maintenance	–	30	–	35	23	11	60.7	60.0
Installation, maintenance, and repair	–	19	–	42	24	13	62.8	60.0
Production, transportation, and material moving	3	17	([1])	47	19	14	62.1	60.0
Production	–	13	–	48	17	17	62.6	60.0
Transportation and material moving	–	20	–	45	21	11	61.7	60.0
Full time	1	21	([1])	43	21	14	62.4	60.0
Part time	–	33	–	26	32	6	59.9	60.0
Nonunion	1	22	1	41	22	13	62.4	60.0
Average wage within the following categories:[2]								
Lowest 25 percent	–	35	–	33	24	6	59.3	60.0
Lowest 10 percent	–	37	–	26	28	6	59.4	60.0
Second 25 percent	–	25	–	44	19	11	60.6	60.0
Third 25 percent	–	21	–	44	20	14	62.2	60.0
Highest 25 percent	1	17	([1])	39	26	18	64.6	60.0
Highest 10 percent	–	18	–	38	23	20	65.6	60.0
Establishment characteristics								
Goods-producing industries	–	16	–	42	20	20	63.1	60.0
Manufacturing	–	13	–	44	18	23	64.1	60.0
Service-providing industries	1	24	1	40	22	12	61.9	60.0
Trade, transportation, and utilities	–	29	–	39	19	12	61.3	60.0
Wholesale trade	–	13	–	54	24	8	62.6	60.0
Retail trade	–	43	–	30	14	10	58.8	60.0
Transportation and warehousing	–	24	–	38	20	16	63.6	60.0
Information	–	16	–	60	–	–	61.4	60.0

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, private industry workers, March 2016—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
Financial activities	–	28	–	33	17	21	63.9	60.0
Finance and insurance	–	28	–	30	18	23	64.6	60.0
Credit intermediation and related activities	–	44	–	28	17	11	59.8	60.0
Insurance carriers and related activities	–	15	–	36	23	26	66.0	60.0
Real estate and rental and leasing	–	–	–	43	–	–	60.9	60.0
Professional and business services	–	11	–	43	33	12	64.3	60.0
Professional and technical services	–	13	–	39	32	15	65.4	60.0
Education and health services	–	22	–	47	19	11	61.3	60.0
Educational services	–	31	–	28	19	21	64.7	60.0
Junior colleges, colleges, and universities	–	24	–	34	11	30	68.5	60.0
Leisure and hospitality	–	43	–	28	24	–	57.3	60.0
Accommodation and food services	–	45	–	26	25	–	57.4	60.0
Other services	–	29	5	20	34	–	61.6	60.0
1 to 99 workers	–	22	–	38	27	12	62.5	60.0
1 to 49 workers	–	25	–	35	27	12	62.2	60.0
50 to 99 workers	–	17	–	44	25	14	63.3	60.0
100 workers or more	2	23	([1])	43	18	14	61.8	60.0
100 to 499 workers	–	21	–	43	19	14	61.4	60.0
500 workers or more	–	25	–	43	18	14	62.4	60.0
Geographic areas								
Northeast	–	32	–	24	35	7	61.1	60.0
Middle Atlantic	–	36	–	22	36	6	60.5	60.0
South	–	20	–	53	12	14	61.8	60.0
South Atlantic	–	19	–	51	14	15	62.0	60.0
East South Central	–	22	–	51	–	–	61.4	60.0
West South Central	–	19	–	57	10	12	61.6	60.0
Midwest	–	13	–	52	16	19	64.1	60.0
East North Central	–	13	–	52	16	18	63.9	60.0
West	–	19	–	42	18	17	62.5	60.0
Mountain	–	17	–	54	–	–	62.7	60.0
Pacific	–	20	–	34	22	17	62.4	60.0

[1] Less than 0.5.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, private industry workers, March 2016

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers	0.3	0.9	0.1	1.5	1.5	0.9	0.3	0.0
Worker characteristics								
Management, professional, and related	–	1.2	–	2.6	2.2	1.7	0.4	0.0
Management, business, and financial	–	1.9	–	3.6	3.9	2.0	0.6	2.3
Professional and related	–	1.4	–	3.4	2.4	2.0	0.6	0.0
Service	–	3.2	–	3.7	3.0	2.7	0.6	0.0
Protective service	–	5.1	–	11.1	–	–	2.0	0.0
Sales and office	0.4	1.3	0.3	1.8	1.8	0.8	0.3	0.0
Sales and related	–	1.8	–	2.5	2.2	1.2	0.5	0.0
Office and administrative support	0.5	1.5	0.4	2.4	2.2	1.0	0.3	0.0
Natural resources, construction, and maintenance	–	3.2	–	3.0	2.7	2.6	0.8	0.0
Installation, maintenance, and repair	–	3.9	–	4.5	3.8	3.4	1.1	0.0
Production, transportation, and material moving	1.1	2.2	0.1	2.1	2.1	1.4	0.5	0.0
Production	–	3.6	–	3.9	3.3	2.2	0.7	0.0
Transportation and material moving	–	2.4	–	3.0	2.5	1.2	0.7	0.0
Full time	0.3	1.0	0.1	1.5	1.5	1.0	0.3	0.0
Part time	–	2.6	–	4.6	3.6	1.0	0.5	0.0
Nonunion	0.2	1.0	0.2	1.6	1.4	1.0	0.3	0.0
Average wage within the following categories:[1]								
Lowest 25 percent	–	3.7	–	3.2	3.0	0.7	0.6	0.0
Lowest 10 percent	–	6.4	–	4.8	4.1	1.4	1.0	0.0
Second 25 percent	–	1.8	–	2.4	1.7	1.4	0.4	0.0
Third 25 percent	–	1.5	–	2.0	1.7	1.5	0.3	0.0
Highest 25 percent	0.3	1.1	0.1	2.5	2.4	1.5	0.5	0.0
Highest 10 percent	–	1.9	–	3.4	2.5	2.5	0.8	0.0
Establishment characteristics								
Goods-producing industries	–	2.5	–	2.4	2.6	2.2	0.5	0.0
Manufacturing	–	2.8	–	2.8	3.3	2.2	0.5	0.0
Service-providing industries	0.3	1.0	0.2	1.7	1.7	1.0	0.3	0.0
Trade, transportation, and utilities	–	1.8	–	1.8	1.3	1.2	0.6	0.0
Wholesale trade	–	2.2	–	4.0	3.3	2.0	0.9	0.0
Retail trade	–	2.1	–	2.7	1.6	1.5	0.5	0.0
Transportation and warehousing	–	5.2	–	5.1	5.0	3.1	1.8	0.0
Information	–	2.7	–	5.3	–	–	0.9	0.0

See footnotes at end of table.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, private industry workers, March 2016—continued

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
Financial activities	–	4.3	–	2.4	2.4	2.6	1.2	0.0
Finance and insurance	–	3.0	–	1.9	1.9	2.6	1.1	0.0
Credit intermediation and related activities	–	4.5	–	2.7	3.8	2.7	1.2	0.0
Insurance carriers and related activities	–	2.3	–	3.9	3.2	3.4	1.0	6.6
Real estate and rental and leasing	–	–	–	8.0	–	–	2.4	0.0
Professional and business services	–	1.5	–	4.0	5.2	2.4	0.8	1.3
Professional and technical services	–	2.1	–	4.7	4.7	3.3	1.1	4.1
Education and health services	–	2.1	–	4.2	4.1	2.3	0.6	0.0
Educational services	–	4.3	–	4.4	4.5	4.2	1.2	0.0
Junior colleges, colleges, and universities	–	3.0	–	3.7	1.7	3.2	1.2	0.0
Leisure and hospitality	–	6.6	–	6.7	2.8	–	0.8	4.7
Accommodation and food services	–	7.8	–	7.3	4.0	–	0.9	7.3
Other services	–	3.7	2.7	4.4	4.9	–	2.0	1.1
1 to 99 workers	–	1.9	–	2.5	2.5	1.3	0.5	0.0
1 to 49 workers	–	2.4	–	2.6	2.7	1.8	0.6	0.0
50 to 99 workers	–	2.2	–	4.1	4.2	2.5	0.8	0.0
100 workers or more	0.5	1.4	0.1	1.9	1.3	1.1	0.3	0.0
100 to 499 workers	–	2.0	–	2.8	1.9	1.6	0.5	0.0
500 workers or more	–	2.2	–	2.4	1.7	2.1	0.6	0.0
Geographic areas								
Northeast	–	1.5	–	2.7	3.3	0.7	0.4	0.0
Middle Atlantic	–	1.6	–	3.0	3.5	0.6	0.4	0.0
South	–	1.4	–	2.8	2.0	2.2	0.5	0.0
South Atlantic	–	1.6	–	4.0	3.1	3.3	0.6	0.0
East South Central	–	4.7	–	6.8	–	–	2.0	0.0
West South Central	–	2.8	–	4.6	1.6	3.1	0.9	0.0
Midwest	–	2.2	–	1.8	2.0	2.2	0.4	0.0
East North Central	–	2.9	–	2.1	2.5	2.5	0.5	0.0
West	–	2.8	–	3.0	3.6	2.9	0.8	0.0
Mountain	–	4.7	–	4.5	–	–	1.6	0.0
Pacific	–	3.4	–	4.3	5.0	2.2	0.8	0.0

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 27. Short-term disability plans: Maximum benefit amounts, private industry workers, March 2016

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	73	$170	$275	$604	$1,500	$2,500	27
Worker characteristics							
Management, professional, and related	68	170	524	1,000	1,800	2,500	32
Management, business, and financial	66	170	559	1,000	1,750	2,500	34
Professional and related	69	170	500	750	1,800	2,500	31
Service	75	170	170	535	615	1,500	25
Sales and office	79	170	200	604	1,385	2,500	21
Sales and related	86	170	200	500	1,250	–	14
Office and administrative support	77	170	200	615	1,385	2,500	23
Natural resources, construction, and maintenance	79	170	170	500	1,000	–	21
Installation, maintenance, and repair	75	170	350	595	1,000	2,300	25
Production, transportation, and material moving	72	170	350	528	1,000	1,846	28
Production	69	170	350	604	1,500	2,500	31
Transportation and material moving	76	170	360	500	800	1,500	24
Full time	72	170	300	615	1,500	2,500	28
Part time	86	170	170	500	604	–	14
Nonunion	72	170	300	614	1,500	2,500	28
Average wage within the following categories:[2]							
Lowest 25 percent	84	170	170	500	615	1,500	16
Lowest 10 percent	90	170	170	–	604	–	10
Second 25 percent	77	170	200	600	1,250	2,309	23
Third 25 percent	70	170	350	604	1,500	2,500	30
Highest 25 percent	70	170	500	750	1,750	2,500	30
Highest 10 percent	67	170	500	1,000	2,000	2,565	33
Establishment characteristics							
Goods-producing industries	71	170	350	604	1,200	2,308	29
Manufacturing	65	200	400	750	1,500	2,500	35
Service-providing industries	74	170	230	604	1,500	2,500	26
Trade, transportation, and utilities	81	170	200	500	750	2,300	19
Wholesale trade	78	170	500	604	1,000	2,000	22
Retail trade	85	170	200	200	615	–	15
Transportation and warehousing	78	170	–	500	604	–	22
Information	78	170	–	2,000	2,500	–	22

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, private industry workers, March 2016—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Financial activities	58	$170	$614	$1,250	$2,500	$5,000	42
Finance and insurance	51	–	–	1,500	3,000	6,230	49
Credit intermediation and related activities	50	170	–	–	3,456	8,077	50
Insurance carriers and related activities	57	–	1,000	1,250	2,500	–	43
Professional and business services	78	170	559	–	1,500	2,500	22
Professional and technical services	79	170	559	–	1,500	2,000	21
Education and health services	66	170	–	615	1,500	2,500	34
Educational services	69	170	170	595	–	1,923	31
Junior colleges, colleges, and universities	45	170	170	–	1,500	2,000	55
Other services	79	170	170	604	1,000	1,480	21
1 to 99 workers	78	170	–	604	1,000	2,000	22
1 to 49 workers	77	170	170	600	1,000	1,500	23
50 to 99 workers	80	170	315	604	1,200	2,500	20
100 workers or more	70	170	300	604	1,500	2,500	30
100 to 499 workers	74	170	300	604	1,500	2,500	26
500 workers or more	66	170	385	615	2,300	2,565	34
Geographic areas							
Northeast	87	170	170	572	615	1,500	13
Middle Atlantic	90	170	170	500	604	1,000	10
South	66	200	500	1,000	1,800	2,500	34
South Atlantic	67	200	500	1,000	1,750	2,500	33
East South Central	64	200	500	1,000	1,500	2,500	36
West South Central	65	–	500	–	2,300	2,500	35
Midwest	61	250	500	–	1,500	2,500	39
East North Central	62	250	475	750	1,500	2,500	38
West	72	200	500	1,000	1,800	2,500	28
Mountain	70	–	–	–	1,500	2,500	30
Pacific	73	200	500	–	1,965	2,500	27

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, private industry workers, March 2016

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	1.2	$0.00	$47.19	$2.07	$219.17	$22.30	1.2
Worker characteristics							
Management, professional, and related	2.2	0.00	54.35	258.83	307.18	241.42	2.2
Management, business, and financial	3.2	0.00	26.25	68.86	388.23	62.94	3.2
Professional and related	2.7	0.00	38.25	216.82	362.46	539.17	2.7
Service	3.4	0.00	17.50	65.66	154.80	321.77	3.4
Sales and office	1.5	0.00	0.00	2.27	208.09	0.00	1.5
Sales and related	1.8	0.00	0.00	77.23	300.81	–	1.8
Office and administrative support	1.8	0.00	37.32	14.11	206.52	13.38	1.8
Natural resources, construction, and maintenance	3.5	0.00	39.33	0.00	161.94	–	3.5
Installation, maintenance, and repair	4.3	16.55	68.14	73.22	166.77	541.20	4.3
Production, transportation, and material moving	2.4	0.00	41.41	72.41	22.34	335.45	2.4
Production	2.8	27.60	47.59	42.59	40.14	295.64	2.8
Transportation and material moving	3.6	0.00	58.69	0.00	236.16	0.00	3.6
Full time	1.3	0.00	65.54	12.24	0.00	0.00	1.3
Part time	1.8	0.00	0.00	18.04	9.33	–	1.8
Nonunion	1.4	0.00	33.36	13.30	25.68	0.00	1.4
Average wage within the following categories:[2]							
Lowest 25 percent	2.5	0.00	0.00	44.29	0.00	22.21	2.5
Lowest 10 percent	2.5	0.00	0.00	–	12.34	–	2.5
Second 25 percent	2.2	0.00	3.78	9.71	170.94	200.68	2.2
Third 25 percent	1.6	0.00	62.72	11.58	103.69	33.11	1.6
Highest 25 percent	2.2	0.00	16.94	131.76	345.35	53.91	2.2
Highest 10 percent	2.9	0.00	48.66	210.16	365.46	751.27	2.9
Establishment characteristics							
Goods-producing industries	1.9	0.00	47.71	17.84	215.74	209.33	1.9
Manufacturing	2.4	57.30	61.92	80.02	81.41	63.10	2.4
Service-providing industries	1.5	0.00	62.27	1.69	165.16	0.00	1.5
Trade, transportation, and utilities	1.8	0.00	0.00	0.00	109.75	411.52	1.8
Wholesale trade	2.8	0.00	25.03	12.82	110.53	318.42	2.8
Retail trade	1.9	0.00	0.00	0.00	9.78	–	1.9
Transportation and warehousing	5.0	0.00	–	0.00	175.80	–	5.0
Information	4.7	0.00	–	312.13	226.66	–	4.7

See footnotes at end of table.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, private industry workers, March 2016—continued

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Financial activities	3.0	$0.00	$30.31	$206.35	$72.37	$784.28	3.0
Finance and insurance	2.4	–	–	182.67	69.11	1,455.79	2.4
Credit intermediation and related activities	4.2	0.00	–	–	564.00	0.00	4.2
Insurance carriers and related activities	4.0	–	166.03	312.95	341.10	–	4.0
Professional and business services	3.6	0.00	74.51	–	149.58	13.38	3.6
Professional and technical services	4.3	0.00	42.79	–	0.00	322.56	4.3
Education and health services	3.1	0.00	–	16.20	321.81	284.79	3.1
Educational services	4.8	0.00	0.00	45.38	–	478.42	4.8
Junior colleges, colleges, and universities	3.5	0.00	0.00	–	73.47	209.99	3.5
Other services	4.5	0.00	0.00	9.76	100.34	272.16	4.5
1 to 99 workers	2.1	0.00	–	4.76	24.08	523.44	2.1
1 to 49 workers	2.6	0.00	18.56	7.29	0.00	0.00	2.6
50 to 99 workers	3.4	0.00	73.77	2.97	235.08	615.12	3.4
100 workers or more	1.7	0.00	23.28	11.10	231.38	0.00	1.7
100 to 499 workers	2.0	0.00	67.19	8.62	31.41	0.00	2.0
500 workers or more	2.5	0.00	115.10	82.12	433.05	337.47	2.5
Geographic areas							
Northeast	1.2	0.00	0.00	42.73	0.00	230.27	1.2
Middle Atlantic	1.4	0.00	0.00	94.11	1.48	266.79	1.4
South	3.2	19.64	0.00	0.00	261.66	96.20	3.2
South Atlantic	4.2	49.71	43.99	0.00	262.29	547.54	4.2
East South Central	8.1	0.00	0.00	0.00	59.83	38.55	8.1
West South Central	6.3	–	0.00	–	518.71	237.76	6.3
Midwest	2.4	30.39	31.15	–	13.38	0.00	2.4
East North Central	2.8	31.88	88.86	207.05	135.27	0.00	2.8
West	4.0	5.05	34.28	0.00	362.34	139.95	4.0
Mountain	5.9	–	–	–	312.92	240.62	5.9
Pacific	5.4	37.39	38.67	–	234.20	128.16	5.4

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 28. Long-term disability plans: Employee contribution requirement, private industry workers, March 2016

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	6	94
Worker characteristics		
Management, professional, and related	5	95
Management, business, and financial	4	96
Professional and related	5	95
Service	5	95
Sales and office	6	94
Sales and related	7	93
Office and administrative support	6	94
Natural resources, construction, and maintenance	10	90
Installation, maintenance, and repair	12	88
Production, transportation, and material moving	6	94
Production	6	94
Transportation and material moving	6	94
Full time	6	94
Part time	2	98
Union	8	92
Nonunion	5	95
Average wage within the following categories:[1]		
Lowest 25 percent	9	91
Second 25 percent	6	94
Third 25 percent	5	95
Highest 25 percent	5	95
Highest 10 percent	6	94
Establishment characteristics		
Goods-producing industries	5	95
Manufacturing	5	95
Service-providing industries	6	94
Trade, transportation, and utilities	10	90
Wholesale trade	8	92
Retail trade	9	91
Transportation and warehousing	11	89
Utilities	18	82

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, private industry workers, March 2016—continued

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
Information	2	98
Financial activities	5	95
Finance and insurance	3	97
Credit intermediation and related activities	2	98
Insurance carriers and related activities	4	96
Real estate and rental and leasing	19	81
Professional and business services	6	94
Professional and technical services	6	94
Education and health services	5	95
Educational services	8	92
Junior colleges, colleges, and universities	11	89
Health care and social assistance	4	96
1 to 99 workers	5	95
1 to 49 workers	5	95
50 to 99 workers	6	94
100 workers or more	6	94
100 to 499 workers	5	95
500 workers or more	7	93
Geographic areas		
Northeast	7	93
New England	6	94
Middle Atlantic	7	93
South	6	94
South Atlantic	7	93
West South Central	6	94
Midwest	6	94
East North Central	6	94
West North Central	5	95
West	4	96
Mountain	5	95
Pacific	3	97

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, private industry workers, March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	0.6	0.6
Worker characteristics		
Management, professional, and related	0.6	0.6
Management, business, and financial	0.9	0.9
Professional and related	0.7	0.7
Service	2.0	2.0
Sales and office	1.1	1.1
Sales and related	1.4	1.4
Office and administrative support	1.3	1.3
Natural resources, construction, and maintenance	1.7	1.7
Installation, maintenance, and repair	2.0	2.0
Production, transportation, and material moving	1.1	1.1
Production	1.3	1.3
Transportation and material moving	1.3	1.3
Full time	0.7	0.7
Part time	1.1	1.1
Union	1.3	1.3
Nonunion	0.6	0.6
Average wage within the following categories:[1]		
Lowest 25 percent	2.0	2.0
Second 25 percent	1.1	1.1
Third 25 percent	0.7	0.7
Highest 25 percent	0.8	0.8
Highest 10 percent	1.2	1.2
Establishment characteristics		
Goods-producing industries	0.8	0.8
Manufacturing	1.0	1.0
Service-providing industries	0.8	0.8
Trade, transportation, and utilities	1.4	1.4
Wholesale trade	2.3	2.3
Retail trade	1.9	1.9
Transportation and warehousing	2.4	2.4
Utilities	4.1	4.1

See footnotes at end of table.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, private industry workers, March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
Information	1.1	1.1
Financial activities	0.7	0.7
Finance and insurance	0.5	0.5
Credit intermediation and related activities	0.6	0.6
Insurance carriers and related activities	0.9	0.9
Real estate and rental and leasing	5.4	5.4
Professional and business services	2.2	2.2
Professional and technical services	1.9	1.9
Education and health services	1.5	1.5
Educational services	1.6	1.6
Junior colleges, colleges, and universities	1.6	1.6
Health care and social assistance	1.8	1.8
1 to 99 workers	1.1	1.1
1 to 49 workers	0.9	0.9
50 to 99 workers	2.7	2.7
100 workers or more	0.8	0.8
100 to 499 workers	0.8	0.8
500 workers or more	1.2	1.2
Geographic areas		
Northeast	2.0	2.0
New England	1.0	1.0
Middle Atlantic	2.5	2.5
South	1.2	1.2
South Atlantic	1.9	1.9
West South Central	1.1	1.1
Midwest	0.8	0.8
East North Central	1.0	1.0
West North Central	1.3	1.3
West	0.9	0.9
Mountain	1.2	1.2
Pacific	1.2	1.2

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 29. Long-term disability plans: Method of benefit payment, private industry workers, March 2016

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers	94	4	1	([1])
Worker characteristics				
Management, professional, and related	95	5	–	–
Management, business, and financial	95	5	–	–
Professional and related	95	4	–	–
Service	97	2	–	–
Protective service	95	–	–	–
Sales and office	96	4	([1])	([1])
Sales and related	91	9	–	–
Office and administrative support	97	2	([1])	([1])
Natural resources, construction, and maintenance	88	–	7	–
Installation, maintenance, and repair	92	6	–	–
Production, transportation, and material moving	91	4	4	2
Production	88	5	–	–
Transportation and material moving	94	1	–	–
Full time	94	4	1	([1])
Part time	89	9	1	–
Union	85	–	10	–
Nonunion	95	4	([1])	([1])
Average wage within the following categories:[2]				
Lowest 25 percent	91	8	–	–
Lowest 10 percent	80	–	–	–
Second 25 percent	97	3	([1])	1
Third 25 percent	95	3	2	1
Highest 25 percent	93	5	1	([1])
Highest 10 percent	92	7	([1])	([1])
Establishment characteristics				
Goods-producing industries	88	7	5	1
Construction	85	–	15	–
Manufacturing	89	6	3	1
Service-providing industries	96	4	([1])	([1])
Trade, transportation, and utilities	90	8	1	1
Wholesale trade	93	4	–	–
Retail trade	81	18	–	–
Transportation and warehousing	93	4	–	–
Utilities	88	–	–	–

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, private industry workers, March 2016—continued

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
Information	93	6	–	–
Financial activities	99	1	([1])	–
Finance and insurance	99	1	–	–
Credit intermediation and related activities	99	1	–	–
Insurance carriers and related activities	98	–	–	–
Real estate and rental and leasing	96	–	–	–
Professional and business services	96	4	–	–
Professional and technical services	97	3	–	–
Administrative and waste services	100	–	–	–
Education and health services	98	1	–	–
Educational services	97	3	–	–
Junior colleges, colleges, and universities	96	4	–	–
Health care and social assistance	99	–	–	–
Leisure and hospitality	95	–	–	–
Accommodation and food services	92	–	–	–
Other services	99	–	–	–
1 to 99 workers	94	5	1	([1])
1 to 49 workers	93	6	–	–
50 to 99 workers	96	–	1	–
100 workers or more	94	4	1	([1])
100 to 499 workers	95	3	1	([1])
500 workers or more	93	5	2	([1])
Geographic areas				
Northeast	95	4	–	–
New England	97	–	2	–
Middle Atlantic	94	5	–	–
South	95	5	–	–
South Atlantic	96	4	–	–
East South Central	91	–	–	–
West South Central	95	5	–	–
Midwest	91	5	–	–
East North Central	91	4	–	–
West North Central	91	6	–	–
West	97	3	–	–
Mountain	97	3	–	–
Pacific	97	2	–	–

[1] Less than 0.5.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, private industry workers, March 2016

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers	0.5	0.5	0.2	0.1
Worker characteristics				
Management, professional, and related	0.7	0.7	–	–
Management, business, and financial	1.1	1.1	–	–
Professional and related	0.7	0.7	–	–
Service	1.2	1.2	–	–
Protective service	3.7	–	–	–
Sales and office	0.7	0.7	0.1	0.1
Sales and related	1.8	1.8	–	–
Office and administrative support	0.5	0.5	0.1	0.2
Natural resources, construction, and maintenance	1.6	–	0.9	–
Installation, maintenance, and repair	1.8	1.7	–	–
Production, transportation, and material moving	1.5	1.2	1.2	0.8
Production	2.3	1.8	–	–
Transportation and material moving	1.7	0.7	–	–
Full time	0.5	0.5	0.2	0.1
Part time	2.7	2.5	0.6	–
Union	2.2	–	2.1	–
Nonunion	0.6	0.5	([1])	0.1
Average wage within the following categories:[2]				
Lowest 25 percent	1.9	1.9	–	–
Lowest 10 percent	6.5	–	–	–
Second 25 percent	0.6	0.6	0.1	0.2
Third 25 percent	0.9	0.8	0.4	0.2
Highest 25 percent	0.8	0.8	0.3	0.1
Highest 10 percent	1.5	1.4	0.1	0.1
Establishment characteristics				
Goods-producing industries	1.3	1.1	1.0	0.6
Construction	2.1	–	2.1	–
Manufacturing	1.8	1.5	1.1	0.7
Service-providing industries	0.5	0.6	0.1	0.1
Trade, transportation, and utilities	1.6	1.4	0.7	0.4
Wholesale trade	2.1	1.4	–	–
Retail trade	2.7	2.7	–	–
Transportation and warehousing	2.1	1.6	–	–
Utilities	3.8	–	–	–

See footnotes at end of table.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, private industry workers, March 2016—continued

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
Information	1.6	1.6	–	–
Financial activities	0.4	0.4	0.1	–
Finance and insurance	0.4	0.4	–	–
Credit intermediation and related activities	0.3	0.3	–	–
Insurance carriers and related activities	1.0	–	–	–
Real estate and rental and leasing	0.6	–	–	–
Professional and business services	1.8	1.8	–	–
Professional and technical services	1.3	1.3	–	–
Administrative and waste services	0.0	–	–	–
Education and health services	0.7	0.7	–	–
Educational services	0.7	0.6	–	–
Junior colleges, colleges, and universities	0.9	0.7	–	–
Health care and social assistance	0.9	–	–	–
Leisure and hospitality	4.7	–	–	–
Accommodation and food services	8.3	–	–	–
Other services	1.0	–	–	–
1 to 99 workers	0.8	0.8	0.2	0.2
1 to 49 workers	1.0	1.0	–	–
50 to 99 workers	1.5	–	0.5	–
100 workers or more	0.7	0.7	0.3	0.2
100 to 499 workers	1.0	1.0	0.3	0.2
500 workers or more	1.0	1.0	0.5	0.2
Geographic areas				
Northeast	1.1	1.3	–	–
New England	1.2	–	0.8	–
Middle Atlantic	1.5	1.8	–	–
South	1.0	0.9	–	–
South Atlantic	1.3	1.3	–	–
East South Central	4.0	–	–	–
West South Central	0.8	0.7	–	–
Midwest	1.1	1.0	–	–
East North Central	1.0	1.1	–	–
West North Central	2.8	2.3	–	–
West	0.6	0.6	–	–
Mountain	1.1	1.1	–	–
Pacific	0.8	0.7	–	–

[1] Less than 0.05.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 30. Long-term disability plans: Fixed percent of annual earnings, private industry workers, March 2016

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers	28	61	6	4	1	57.4	60.0
Worker characteristics							
Management, professional, and related	28	59	7	5	([1])	57.4	60.0
Management, business, and financial	27	62	6	4	([1])	57.4	60.0
Professional and related	29	57	8	5	1	57.5	60.0
Service	31	63	–	2	–	57.0	60.0
Protective service	24	65	–	–	–	57.5	60.0
Sales and office	30	61	4	4	1	57.1	60.0
Sales and related	21	68	5	–	–	58.1	60.0
Office and administrative support	33	59	4	4	([1])	56.8	60.0
Natural resources, construction, and maintenance	22	66	8	–	–	58.5	60.0
Installation, maintenance, and repair	23	70	4	–	–	57.8	60.0
Production, transportation, and material moving	25	65	6	–	–	57.7	60.0
Production	26	63	6	–	–	57.6	60.0
Transportation and material moving	25	67	–	3	–	57.8	60.0
Full time	28	61	6	4	1	57.4	60.0
Part time	24	67	–	5	–	58.0	60.0
Union	33	59	7	1	1	57.3	60.0
Nonunion	28	61	6	5	([1])	57.4	60.0
Average wage within the following categories:[2]							
Lowest 25 percent	24	70	–	3	–	57.6	60.0
Lowest 10 percent	–	65	–	–	–	56.4	60.0
Second 25 percent	30	62	4	3	1	56.9	60.0
Third 25 percent	27	62	6	4	([1])	57.6	60.0
Highest 25 percent	28	59	7	5	1	57.6	60.0
Highest 10 percent	27	59	8	5	1	57.8	60.0
Establishment characteristics							
Goods-producing industries	23	58	12	–	–	58.5	60.0
Construction	–	68	14	–	–	60.3	60.0
Manufacturing	24	57	12	–	–	58.3	60.0
Service-providing industries	29	62	5	4	([1])	57.2	60.0
Trade, transportation, and utilities	23	69	5	3	([1])	57.8	60.0
Wholesale trade	20	75	–	2	–	57.6	60.0
Retail trade	14	77	7	–	–	58.8	60.0
Transportation and warehousing	32	64	–	–	–	57.2	60.0
Utilities	36	32	22	–	–	58.5	60.0

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, private industry workers, March 2016—continued

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
Information	31	61	2	5	1	56.6	60.0
Financial activities	37	53	6	4	([1])	56.8	60.0
Finance and insurance	40	49	6	5	([1])	56.5	60.0
Credit intermediation and related activities	42	46	–	6	–	56.4	60.0
Insurance carriers and related activities	36	53	8	–	–	56.7	60.0
Real estate and rental and leasing	–	82	–	–	–	59.5	60.0
Professional and business services	27	62	6	–	–	57.2	60.0
Professional and technical services	29	56	–	8	–	56.7	60.0
Administrative and waste services	28	62	–	–	–	57.6	60.0
Education and health services	31	61	4	3	1	56.9	60.0
Educational services	4	72	10	11	2	61.0	60.0
Junior colleges, colleges, and universities	4	77	8	7	3	60.7	60.0
Health care and social assistance	38	58	–	–	–	55.9	60.0
Leisure and hospitality	–	62	–	–	–	56.4	60.0
Other services	–	76	–	–	–	60.3	60.0
1 to 99 workers	22	66	7	4	([1])	58.2	60.0
1 to 49 workers	21	67	7	–	–	58.3	60.0
50 to 99 workers	24	62	–	4	–	58.0	60.0
100 workers or more	32	58	5	4	1	56.9	60.0
100 to 499 workers	25	64	5	5	1	57.7	60.0
500 workers or more	38	53	5	4	([1])	56.1	60.0
Geographic areas							
Northeast	27	66	3	4	([1])	57.5	60.0
New England	27	62	6	–	–	57.5	60.0
Middle Atlantic	26	67	–	4	–	57.6	60.0
South	31	62	4	3	([1])	56.7	60.0
South Atlantic	32	59	4	4	1	56.6	60.0
East South Central	25	68	4	3	–	57.1	60.0
West South Central	31	63	4	–	–	56.7	60.0
Midwest	23	65	6	5	1	58.2	60.0
East North Central	23	65	7	4	1	57.9	60.0
West North Central	22	64	–	7	–	58.6	60.0
West	32	51	12	5	1	57.6	60.0
Mountain	31	55	–	3	–	57.8	60.0
Pacific	32	48	12	–	–	57.5	60.0

[1] Less than 0.5.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, private industry workers, March 2016

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers	1.2	1.3	0.8	0.5	0.1	0.2	0.0
Worker characteristics							
Management, professional, and related	1.6	2.0	1.1	0.7	0.1	0.2	0.0
Management, business, and financial	2.5	2.6	0.8	0.7	0.1	0.4	0.0
Professional and related	1.9	2.2	1.5	1.0	0.2	0.3	0.0
Service	6.4	6.5	–	0.5	–	0.7	0.0
Protective service	6.7	8.4	–	–	–	1.1	0.0
Sales and office	1.6	1.6	0.6	0.7	0.3	0.3	0.0
Sales and related	2.4	3.2	1.8	–	–	0.5	0.0
Office and administrative support	1.8	1.9	0.5	0.6	0.1	0.3	0.0
Natural resources, construction, and maintenance	3.1	3.2	1.8	–	–	0.7	0.0
Installation, maintenance, and repair	3.0	3.2	1.0	–	–	0.4	0.0
Production, transportation, and material moving	2.3	2.5	1.6	–	–	0.3	0.0
Production	3.3	3.4	1.6	–	–	0.4	0.0
Transportation and material moving	2.7	3.2	–	1.2	–	0.4	0.0
Full time	1.2	1.3	0.8	0.5	0.1	0.2	0.0
Part time	4.4	5.2	–	1.6	–	0.4	0.0
Union	3.7	3.2	2.3	0.5	0.3	0.5	0.0
Nonunion	1.2	1.3	0.7	0.5	0.1	0.2	0.0
Average wage within the following categories:[1]							
Lowest 25 percent	4.7	4.8	–	0.8	–	0.6	0.0
Lowest 10 percent	–	14.3	–	–	–	1.5	0.0
Second 25 percent	2.5	2.8	0.7	0.5	0.4	0.4	0.0
Third 25 percent	1.7	1.4	0.9	0.6	0.1	0.2	0.0
Highest 25 percent	1.5	1.9	1.3	0.7	0.1	0.2	0.0
Highest 10 percent	2.4	2.7	1.6	0.9	0.2	0.4	0.0
Establishment characteristics							
Goods-producing industries	2.1	2.0	2.2	–	–	0.4	0.0
Construction	–	4.8	3.7	–	–	1.6	0.0
Manufacturing	2.1	2.3	2.4	–	–	0.3	0.0
Service-providing industries	1.5	1.5	0.8	0.5	0.1	0.2	0.0
Trade, transportation, and utilities	1.8	2.4	1.0	0.6	0.2	0.3	0.0
Wholesale trade	3.6	4.5	–	1.1	–	0.6	0.0
Retail trade	3.0	4.1	2.4	–	–	0.5	0.0
Transportation and warehousing	5.4	6.2	–	–	–	0.5	0.0
Utilities	3.8	2.5	3.0	–	–	0.8	0.0

See footnotes at end of table.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, private industry workers, March 2016—continued

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
Information	3.4	3.4	0.9	2.4	0.3	0.5	0.0
Financial activities	2.0	2.1	0.8	1.0	0.1	0.2	0.0
Finance and insurance	1.8	1.8	0.8	1.1	0.1	0.3	0.0
Credit intermediation and related activities	2.9	3.1	–	1.5	–	0.3	0.0
Insurance carriers and related activities	2.0	1.9	2.0	–	–	0.4	0.0
Real estate and rental and leasing	–	3.9	–	–	–	0.5	0.0
Professional and business services	3.5	4.2	2.6	–	–	0.5	0.0
Professional and technical services	4.7	4.8	–	2.0	–	0.8	0.0
Administrative and waste services	6.2	7.7	–	–	–	0.9	0.0
Education and health services	3.6	3.4	1.6	0.8	0.2	0.5	0.0
Educational services	1.2	2.7	2.2	2.7	0.5	0.2	0.0
Junior colleges, colleges, and universities	1.3	2.3	1.1	1.5	0.8	0.2	0.0
Health care and social assistance	4.3	4.1	–	–	–	0.6	0.0
Leisure and hospitality	–	13.1	–	–	–	1.3	2.7
Other services	–	6.7	–	–	–	0.7	0.0
1 to 99 workers	2.0	2.1	1.5	0.6	0.2	0.3	0.0
1 to 49 workers	2.2	2.6	1.4	–	–	0.3	0.0
50 to 99 workers	3.6	4.0	–	1.0	–	0.5	0.0
100 workers or more	1.4	1.6	0.7	0.6	0.1	0.2	0.0
100 to 499 workers	2.6	2.9	0.9	0.7	0.2	0.4	0.0
500 workers or more	2.6	2.5	1.1	0.9	0.1	0.4	0.0
Geographic areas							
Northeast	3.1	3.2	0.7	1.2	0.1	0.4	0.0
New England	4.7	5.0	2.2	–	–	0.7	0.0
Middle Atlantic	3.7	3.8	–	1.5	–	0.5	0.0
South	2.3	2.2	0.7	0.5	0.1	0.3	0.0
South Atlantic	2.1	2.6	1.0	0.7	0.2	0.3	0.0
East South Central	5.4	4.4	1.2	1.3	–	1.0	0.0
West South Central	5.6	5.3	1.1	–	–	0.7	0.0
Midwest	1.2	1.9	2.0	1.1	0.2	0.2	0.0
East North Central	1.0	2.0	2.7	1.4	0.3	0.2	0.0
West North Central	3.2	4.4	–	1.1	–	0.2	0.0
West	2.7	3.0	2.7	1.2	0.5	0.5	0.0
Mountain	5.4	5.1	–	1.3	–	1.0	0.0
Pacific	3.0	3.5	2.8	–	–	0.6	0.0

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 31. Long-term disability plans: Maximum benefit amounts, private industry workers, March 2016

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	90	–	$5,000	$8,000	$12,000	$15,000	10
Worker characteristics							
Management, professional, and related	91	$4,000	5,000	10,000	12,500	–	9
Management, business, and financial	91	5,000	6,000	10,000	15,000	20,000	9
Professional and related	91	3,500	5,000	8,000	12,000	15,000	9
Service	93	4,000	5,000	7,500	10,000	12,500	7
Sales and office	91	–	5,000	9,000	12,500	20,000	9
Sales and related	91	5,000	5,000	10,000	15,000	20,000	9
Office and administrative support	91	3,000	5,000	8,333	12,500	20,000	9
Natural resources, construction, and maintenance	88	3,500	5,000	7,000	10,000	15,000	12
Installation, maintenance, and repair	88	3,500	5,000	6,000	10,000	15,000	12
Production, transportation, and material moving	82	3,000	5,000	7,000	10,000	15,000	18
Production	88	3,000	5,000	7,000	10,000	15,000	12
Transportation and material moving	77	–	–	7,000	10,000	12,500	23
Full time	89	–	5,000	8,000	12,000	15,000	11
Part time	91	4,000	5,000	7,000	10,000	15,000	9
Union	79	–	–	6,000	10,000	12,500	21
Nonunion	91	4,000	5,000	8,500	12,000	15,000	9
Average wage within the following categories:[2]							
Lowest 25 percent	95	4,000	5,000	7,500	10,000	12,500	5
Second 25 percent	91	3,000	5,000	7,500	10,000	15,000	9
Third 25 percent	88	–	5,000	8,000	10,000	15,000	12
Highest 25 percent	89	4,000	6,000	10,000	15,000	17,333	11
Highest 10 percent	87	5,000	6,000	10,000	15,000	20,000	13
Establishment characteristics							
Goods-producing industries	91	–	5,000	10,000	12,000	15,000	9
Manufacturing	90	–	5,000	10,000	12,000	15,000	10
Service-providing industries	89	–	5,000	8,000	12,000	15,000	11
Trade, transportation, and utilities	84	–	5,000	7,000	10,000	15,000	16
Wholesale trade	87	5,000	5,000	7,500	10,000	15,000	13
Transportation and warehousing	80	–	–	7,500	10,000	12,500	20
Utilities	66	–	–	12,000	15,000	15,000	34

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, private industry workers, March 2016—continued

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Information	94	$4,000	$5,000	$10,000	$15,000	$20,000	6
Financial activities	89	–	7,000	10,000	20,833	30,000	11
Finance and insurance	88	2,500	8,000	12,000	20,833	30,000	12
Credit intermediation and related activities	94	2,500	6,000	12,000	20,833	30,000	6
Insurance carriers and related activities	78	5,000	9,500	–	17,333	30,000	22
Professional and business services	85	–	5,000	10,000	15,000	15,000	15
Professional and technical services	91	5,000	6,000	10,000	15,000	15,000	9
Administrative and waste services	72	–	–	–	15,000	20,833	28
Education and health services	94	4,000	5,000	–	10,000	15,000	6
Educational services	93	–	5,000	7,500	10,000	20,000	7
Junior colleges, colleges, and universities	90	5,000	5,000	8,000	12,000	20,000	10
Health care and social assistance	94	4,000	5,000	6,000	10,000	15,000	6
Accommodation and food services	100	5,000	–	–	10,000	12,000	–
1 to 99 workers	91	4,000	5,000	7,500	10,000	15,000	9
1 to 49 workers	89	4,000	5,000	7,500	10,000	–	11
50 to 99 workers	94	5,000	5,000	7,500	10,000	15,000	6
100 workers or more	89	3,000	5,000	10,000	12,500	15,000	11
100 to 499 workers	89	–	5,000	8,000	10,500	15,000	11
500 workers or more	88	3,000	5,000	10,000	15,000	20,000	12
Geographic areas							
Northeast	92	3,000	5,000	8,000	12,000	17,333	8
New England	92	3,000	5,000	7,500	11,000	15,000	8
Middle Atlantic	92	3,000	5,000	8,000	12,000	17,333	8
South	90	4,000	5,000	10,000	10,900	15,000	10
South Atlantic	90	4,000	5,000	10,000	12,500	15,000	10
East South Central	88	3,000	5,000	6,000	10,000	15,000	12
West South Central	92	4,000	5,000	10,000	10,625	–	8
Midwest	86	3,000	5,000	7,000	–	15,000	14
East North Central	84	3,000	5,000	6,000	10,000	15,000	16
West North Central	90	–	5,000	8,000	12,500	16,000	10
West	90	4,000	6,000	10,000	15,000	20,000	10
Mountain	92	5,000	6,000	10,000	15,000	20,000	8
Pacific	89	4,000	6,000	10,000	12,500	–	11

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, private industry workers, March 2016

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	0.7	–	$0.00	$246.50	$467.00	$0.00	0.7
Worker characteristics							
Management, professional, and related	1.2	$68.22	307.79	485.70	2,029.04	–	1.2
Management, business, and financial	1.8	0.00	0.00	0.00	0.00	722.26	1.8
Professional and related	1.4	790.46	0.00	273.98	1,127.51	0.00	1.4
Service	1.8	423.08	0.00	458.61	0.00	1,172.10	1.8
Sales and office	0.7	–	0.00	1,234.93	1,268.05	0.00	0.7
Sales and related	1.9	0.00	267.58	200.69	3,008.58	1,891.31	1.9
Office and administrative support	0.8	241.03	0.00	1,080.88	698.55	0.00	0.8
Natural resources, construction, and maintenance	2.5	620.29	0.00	547.56	707.95	0.00	2.5
Installation, maintenance, and repair	2.5	757.37	225.47	1,454.88	0.00	348.34	2.5
Production, transportation, and material moving	2.2	10.81	0.00	473.02	0.00	513.83	2.2
Production	2.5	0.00	0.00	711.11	458.61	0.00	2.5
Transportation and material moving	3.4	–	–	808.30	0.00	2,489.55	3.4
Full time	0.7	–	0.00	525.84	302.13	0.00	0.7
Part time	2.5	1,022.21	0.00	1,089.80	2,922.04	231.73	2.5
Union	2.9	–	–	1,117.78	0.00	2,915.90	2.9
Nonunion	0.7	181.11	0.00	1,393.41	476.56	801.49	0.7
Average wage within the following categories:[2]							
Lowest 25 percent	1.3	953.11	0.00	1,238.52	0.00	2,059.68	1.3
Second 25 percent	1.0	183.19	0.00	671.54	1,243.59	0.00	1.0
Third 25 percent	1.1	–	0.00	262.89	72.45	0.00	1.1
Highest 25 percent	1.3	310.86	1,028.84	0.00	579.33	2,986.96	1.3
Highest 10 percent	1.9	133.79	756.84	0.00	0.00	1,501.89	1.9
Establishment characteristics							
Goods-producing industries	1.3	–	0.00	491.58	965.03	0.00	1.3
Manufacturing	1.7	–	0.00	231.73	634.63	0.00	1.7
Service-providing industries	0.8	–	0.00	141.01	1,185.47	531.40	0.8
Trade, transportation, and utilities	1.4	–	0.00	620.36	0.00	0.00	1.4
Wholesale trade	1.8	610.36	0.00	1,341.25	0.00	0.00	1.8
Transportation and warehousing	3.1	–	–	704.79	1,189.16	3,678.64	3.1
Utilities	5.3	–	–	2,654.83	0.00	0.00	5.3

See footnotes at end of table.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, private industry workers, March 2016—continued

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Information	2.2	$0.00	$1,383.94	$0.00	$0.00	$3,224.19	2.2
Financial activities	1.1	–	1,342.86	671.93	1,051.40	0.00	1.1
Finance and insurance	1.0	379.93	674.86	0.00	0.00	0.00	1.0
Credit intermediation and related activities	1.3	0.00	360.24	151.66	0.00	0.00	1.3
Insurance carriers and related activities	2.1	0.00	1,630.38	–	3,349.73	0.00	2.1
Professional and business services	2.5	–	1,396.82	0.00	0.00	546.31	2.5
Professional and technical services	3.0	618.20	133.79	0.00	0.00	0.00	3.0
Administrative and waste services	6.6	–	–	–	3,522.03	5,401.09	6.6
Education and health services	1.5	924.36	0.00	–	0.00	1,557.39	1.5
Educational services	1.4	–	0.00	353.98	359.00	637.30	1.4
Junior colleges, colleges, and universities	1.4	992.22	378.42	835.52	1,552.67	4,335.32	1.4
Health care and social assistance	1.8	904.20	0.00	1,270.05	0.00	3,249.08	1.8
Accommodation and food services	0.0	0.00	–	–	0.00	2,767.89	–
1 to 99 workers	0.9	66.90	0.00	115.87	66.90	0.00	0.9
1 to 49 workers	1.0	557.41	0.00	821.37	0.00	–	1.0
50 to 99 workers	1.4	590.34	946.04	528.12	1,212.45	0.00	1.4
100 workers or more	1.0	92.05	0.00	824.65	405.53	531.45	1.0
100 to 499 workers	1.6	–	0.00	448.75	1,415.51	0.00	1.6
500 workers or more	1.3	41.63	641.64	0.00	1,121.37	919.66	1.3
Geographic areas							
Northeast	1.2	17.66	0.00	505.05	1,089.26	3,092.21	1.2
New England	2.2	450.58	0.00	250.30	1,619.60	688.73	2.2
Middle Atlantic	1.5	13.96	0.00	294.97	886.21	3,684.65	1.5
South	1.3	13.38	0.00	2,191.27	1,345.68	0.00	1.3
South Atlantic	2.2	69.52	1,262.18	989.96	2,838.30	0.00	2.2
East South Central	2.7	18.20	0.00	1,116.20	0.00	0.00	2.7
West South Central	1.7	613.11	0.00	2,455.16	1,098.95	–	1.7
Midwest	1.5	169.30	0.00	654.75	–	0.00	1.5
East North Central	1.7	4.42	0.00	411.17	435.03	0.00	1.7
West North Central	2.5	–	136.60	1,215.07	3,394.57	2,255.21	2.5
West	1.5	133.79	0.00	0.00	3,730.85	4,321.10	1.5
Mountain	1.7	353.98	0.00	0.00	3,088.08	2,868.39	1.7
Pacific	2.1	94.60	378.42	559.69	3,342.52	–	2.1

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 32. Leave benefits: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave[1]	
								Paid	Unpaid
All workers	77	64	76	40	56	57	29	13	87
Worker characteristics									
Management, professional, and related	89	82	88	58	76	79	45	24	93
Management, business, and financial	97	89	97	61	81	83	48	28	93
Professional and related	85	78	83	56	73	76	43	22	93
Service	50	42	52	22	30	33	11	7	79
Protective service	64	47	58	28	30	34	15	5	82
Sales and office	81	69	79	43	57	58	29	13	88
Sales and related	73	60	72	36	46	48	24	8	85
Office and administrative support	86	75	85	48	64	64	33	16	89
Natural resources, construction, and maintenance	79	56	77	29	46	48	21	8	83
Construction, extraction, farming, fishing, and forestry	66	42	63	17	29	34	12	7	80
Installation, maintenance, and repair	91	69	90	40	60	61	29	9	87
Production, transportation, and material moving	83	59	81	33	60	59	29	6	88
Production	89	57	87	33	64	63	31	8	89
Transportation and material moving	76	61	75	32	57	55	28	5	87
Full time	90	76	91	48	67	69	35	16	90
Part time	40	30	36	18	24	26	11	5	79
Union	89	76	88	51	75	77	39	11	91
Nonunion	76	63	75	39	54	55	28	13	86
Average wage within the following categories:[2]									
Lowest 25 percent	52	39	50	19	28	30	11	6	80
Lowest 10 percent	40	27	41	11	20	22	8	4	76
Second 25 percent	82	65	81	41	58	59	26	11	87
Third 25 percent	89	75	88	47	67	69	35	14	90
Highest 25 percent	92	84	91	58	78	80	48	24	92
Highest 10 percent	93	87	92	60	79	83	53	24	94
Establishment characteristics									
Goods-producing industries	89	63	87	35	61	62	32	9	88
Construction	71	47	68	18	32	35	10	5	78
Manufacturing	97	70	96	42	75	75	42	10	92
Service-providing industries	74	64	74	41	55	56	28	14	87
Trade, transportation, and utilities	81	66	79	38	57	57	29	7	89
Wholesale trade	92	77	89	40	68	69	28	10	87
Retail trade	74	58	73	34	48	47	23	7	87
Transportation and warehousing	87	74	87	43	71	71	44	6	93
Utilities	100	92	98	61	88	87	58	10	96

See footnotes at end of table.

Table 32. Leave benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave[1]	
								Paid	Unpaid
Information	97	92	96	81	92	92	53	33	97
Financial activities	94	89	94	61	82	86	54	31	93
Finance and insurance	97	91	97	68	90	92	65	37	96
Credit intermediation and related activities	98	93	98	63	91	93	69	34	97
Insurance carriers and related activities	97	87	96	76	87	90	60	39	95
Real estate and rental and leasing	83	81	85	39	59	66	17	10	83
Professional and business services	78	64	75	38	52	54	29	16	82
Professional and technical services	91	80	90	48	67	72	42	27	86
Administrative and waste services	61	42	55	21	28	29	11	6	74
Education and health services	83	73	79	56	68	70	32	19	93
Educational services	65	75	56	48	73	72	41	20	90
Junior colleges, colleges, and universities	81	83	73	50	88	90	58	21	95
Health care and social assistance	86	73	83	57	67	70	30	18	93
Leisure and hospitality	36	34	41	12	17	23	8	6	77
Accommodation and food services	33	31	41	11	16	22	6	5	77
Other services	64	57	68	30	40	37	15	8	79
1 to 99 workers	69	55	68	28	42	45	18	9	81
1 to 49 workers	68	53	67	26	39	42	17	9	79
50 to 99 workers	73	60	72	34	53	53	23	10	87
100 workers or more	87	75	85	54	72	73	41	18	94
100 to 499 workers	85	72	83	48	66	66	35	14	93
500 workers or more	89	80	89	62	82	83	51	23	95
Geographic areas									
Northeast	76	67	76	49	62	70	33	17	85
New England	73	65	73	41	61	71	35	13	89
Middle Atlantic	78	68	77	52	62	69	33	18	84
South	79	62	78	39	58	60	31	12	85
South Atlantic	79	61	78	41	61	60	32	12	88
East South Central	79	62	81	33	54	59	28	9	83
West South Central	79	63	78	39	56	60	32	14	82
Midwest	76	60	77	36	57	56	26	11	89
East North Central	76	60	77	36	57	55	26	12	88
West North Central	75	60	76	37	57	57	28	10	91
West	74	68	71	36	46	45	24	13	88
Mountain	73	58	71	41	47	51	27	14	86
Pacific	75	73	71	34	45	42	23	13	88

[1] The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 32. Standard errors for leave benefits: Access, private industry workers, March 2016

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave	
								Paid	Unpaid
All workers	0.8	0.9	0.8	0.7	0.7	0.8	0.6	0.5	0.6
Worker characteristics									
Management, professional, and related	0.8	1.2	1.0	1.3	1.3	1.2	1.6	0.9	0.7
Management, business, and financial	0.3	0.9	0.4	1.8	1.3	1.2	1.8	1.5	1.0
Professional and related	1.2	1.6	1.3	1.7	1.8	1.6	2.2	1.2	0.9
Service	2.1	2.0	2.0	1.9	1.5	1.7	1.2	1.1	1.8
Protective service	6.8	6.7	7.4	7.1	6.9	5.2	3.6	1.5	3.9
Sales and office	0.9	1.2	1.0	1.2	1.2	1.5	1.0	0.7	0.9
Sales and related	1.7	1.6	1.8	1.5	1.7	1.8	1.1	0.8	1.4
Office and administrative support	0.9	1.1	1.1	1.6	1.4	1.8	1.3	1.1	1.0
Natural resources, construction, and maintenance	1.4	1.7	1.6	1.3	1.5	1.6	0.9	0.7	1.4
Construction, extraction, farming, fishing, and forestry	2.7	2.5	3.1	1.7	1.6	2.3	1.1	1.3	2.0
Installation, maintenance, and repair	1.3	2.3	1.7	1.7	2.3	2.1	1.4	1.2	1.6
Production, transportation, and material moving	1.4	1.8	1.3	1.3	1.4	1.5	1.3	0.6	0.9
Production	1.3	2.2	1.5	1.8	2.1	2.1	1.7	0.7	1.2
Transportation and material moving	2.2	2.5	1.7	1.7	1.9	1.9	1.6	0.8	1.3
Full time	0.5	0.7	0.5	0.8	0.8	0.7	0.7	0.6	0.5
Part time	1.6	1.5	1.6	1.2	1.3	1.5	0.9	0.6	1.4
Union	1.5	1.8	1.5	2.5	1.9	2.0	1.8	1.2	1.4
Nonunion	0.8	0.9	0.9	0.8	0.8	0.9	0.7	0.5	0.7
Average wage within the following categories:[1]									
Lowest 25 percent	1.7	1.4	1.7	1.1	1.1	1.4	0.7	0.9	1.2
Lowest 10 percent	1.6	1.5	1.7	0.9	1.4	1.8	1.2	0.7	1.8
Second 25 percent	1.2	1.3	1.4	1.4	1.4	1.3	1.0	0.8	1.0
Third 25 percent	0.8	1.1	0.8	1.3	1.2	1.1	0.9	0.8	0.7
Highest 25 percent	0.5	0.9	0.8	1.3	1.1	1.2	1.5	1.0	0.8
Highest 10 percent	0.8	1.3	1.1	1.8	1.5	1.6	2.3	1.5	1.2
Establishment characteristics									
Goods-producing industries	0.8	1.5	1.2	1.4	1.3	1.2	1.1	0.6	0.7
Construction	2.1	2.3	2.6	1.4	2.0	2.4	1.3	1.0	1.6
Manufacturing	0.6	2.1	0.6	1.7	1.4	1.2	1.6	1.0	0.8
Service-providing industries	0.9	1.0	1.0	0.8	0.9	0.9	0.7	0.6	0.7
Trade, transportation, and utilities	1.0	1.5	0.8	1.0	1.1	1.2	1.1	0.5	0.8
Wholesale trade	1.8	2.4	1.4	1.9	2.4	2.4	2.6	1.1	1.4
Retail trade	1.3	1.5	1.2	1.3	1.3	1.5	1.2	0.8	1.0
Transportation and warehousing	3.3	4.0	3.2	2.5	3.5	3.2	3.8	1.4	2.0
Utilities	0.3	3.2	1.2	5.8	3.3	3.6	5.0	2.3	2.4

See footnotes at end of table.

Table 32. Standard errors for leave benefits: Access, private industry workers, March 2016—continued

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave	
								Paid	Unpaid
Information	0.9	1.8	1.3	2.7	1.9	2.2	2.8	3.5	0.9
Financial activities	0.9	1.0	0.8	1.6	1.6	1.2	1.9	1.0	1.2
Finance and insurance	0.4	0.9	0.3	1.4	0.9	0.8	1.5	1.5	0.6
Credit intermediation and related activities	0.4	1.3	0.3	2.3	1.1	1.0	1.9	2.2	0.5
Insurance carriers and related activities	0.9	1.8	0.8	1.8	2.0	1.7	2.2	2.0	1.1
Real estate and rental and leasing	2.9	2.9	2.7	4.0	4.2	3.6	3.9	2.7	4.1
Professional and business services	1.7	2.0	2.4	1.8	2.0	1.9	1.9	1.7	1.8
Professional and technical services	1.9	2.5	2.3	4.1	3.1	3.1	3.2	3.1	3.0
Administrative and waste services	3.0	3.4	4.1	2.5	1.9	1.7	2.3	1.4	2.7
Education and health services	1.7	2.5	1.8	2.6	2.0	1.8	2.2	1.5	1.4
Educational services	2.5	2.6	3.1	2.1	4.1	4.2	3.4	1.9	2.2
Junior colleges, colleges, and universities	2.0	1.9	1.8	2.1	1.8	1.7	3.1	2.0	1.2
Health care and social assistance	1.8	2.8	1.9	2.9	2.1	1.8	2.5	1.7	1.5
Leisure and hospitality	2.6	2.5	2.6	1.9	2.2	2.2	1.7	1.4	2.9
Accommodation and food services	3.1	2.8	3.0	1.9	2.4	2.7	1.7	1.4	3.1
Other services	3.2	3.9	2.6	3.3	3.7	2.8	2.6	2.1	4.2
1 to 99 workers	1.3	1.3	1.2	1.0	1.2	1.2	0.9	0.5	1.0
1 to 49 workers	1.3	1.4	1.3	1.2	1.1	1.3	0.9	0.6	1.2
50 to 99 workers	2.6	2.3	2.6	2.3	2.5	2.6	1.6	1.4	1.5
100 workers or more	0.7	0.9	0.8	1.0	0.9	0.8	1.1	0.8	0.5
100 to 499 workers	1.1	1.3	1.2	1.3	1.3	1.1	1.4	1.0	0.8
500 workers or more	1.3	1.6	1.2	1.4	1.6	1.7	1.9	1.4	0.7
Geographic areas									
Northeast	1.4	1.3	1.3	1.4	1.6	1.7	1.7	0.8	1.3
New England	1.3	3.0	1.9	3.2	3.1	2.2	2.6	1.3	3.9
Middle Atlantic	1.8	1.5	1.4	1.7	1.7	2.3	2.0	1.1	1.1
South	1.4	1.6	1.4	1.3	1.6	1.4	1.1	0.7	1.1
South Atlantic	1.1	2.3	1.4	2.0	1.9	1.3	1.3	0.9	1.1
East South Central	4.8	3.9	3.1	1.8	6.5	5.9	5.3	1.9	4.3
West South Central	3.2	2.6	3.3	2.4	1.9	2.5	1.1	0.9	2.0
Midwest	1.6	2.2	2.1	1.6	1.3	1.7	1.5	0.8	0.7
East North Central	1.3	1.8	2.1	1.9	1.3	1.9	1.8	0.8	0.7
West North Central	4.5	5.7	4.8	3.1	2.9	3.4	2.3	1.9	1.5
West	1.5	1.4	1.6	1.5	1.1	1.5	1.0	1.5	1.7
Mountain	0.9	1.7	1.3	3.7	1.3	1.8	1.2	3.2	3.3
Pacific	2.2	2.0	2.2	1.2	1.5	2.0	1.4	1.6	2.0

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 33. Paid holidays: Number of days provided, private industry workers, March 2016

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	8	3	24	15	14	10	12	6	4	2	1	2	8	7
Worker characteristics														
Management, professional, and related	2	1	18	15	15	13	15	8	7	2	1	2	9	8
Management, business, and financial	1	1	17	11	16	14	20	8	7	2	1	2	9	9
Professional and related	2	1	19	18	14	13	12	8	7	2	1	2	9	8
Service	14	8	33	20	10	6	4	2	1	1	([1])	1	6	6
Protective service	–	–	28	–	–	–	3	–	–	–	–	1	7	7
Sales and office	14	3	25	14	13	9	13	4	2	1	([1])	1	7	7
Sales and related	28	5	29	11	9	7	5	3	1	–	–	–	6	6
Office and administrative support	6	2	23	16	15	10	18	5	3	1	1	1	8	8
Natural resources, construction, and maintenance	6	6	33	18	11	8	10	4	2	1	1	1	7	7
Construction, extraction, farming, fishing, and forestry	8	7	35	16	14	9	5	2	–	–	–	1	7	6
Installation, maintenance, and repair	4	5	31	19	10	7	13	6	3	1	1	1	8	7
Production, transportation, and material moving	5	3	24	12	16	11	13	8	3	2	([1])	3	8	8
Production	3	2	21	10	12	14	16	11	5	–	–	3	9	9
Transportation and material moving	8	4	27	15	21	7	8	5	2	–	–	2	8	7
Full time	5	3	23	15	14	11	13	7	4	2	1	2	8	8
Part time	27	5	32	16	9	3	5	1	1	1	–	–	6	6
Union	–	2	21	12	17	10	12	10	7	2	–	4	9	8
Nonunion	9	3	25	16	13	10	12	5	3	1	([1])	1	8	7
Average wage within the following categories:[2]														
Lowest 25 percent	22	7	34	15	9	5	4	1	([1])	–	–	([1])	6	6
Lowest 10 percent	27	7	33	15	10	3	3	1	–	–	–	–	6	6
Second 25 percent	8	4	28	17	13	9	11	5	2	1	([1])	1	7	7
Third 25 percent	4	2	22	15	15	11	16	7	4	1	1	2	8	8
Highest 25 percent	2	1	16	13	16	14	15	8	8	3	1	2	9	9
Highest 10 percent	2	1	14	12	16	15	16	8	11	3	1	2	9	9
Establishment characteristics														
Goods-producing industries	3	3	19	12	12	14	16	8	8	2	1	2	9	9
Construction	7	8	38	19	13	10	4	1	–	–	–	–	7	6
Manufacturing	2	1	12	9	12	16	21	11	10	3	1	3	9	9
Service-providing industries	9	3	26	16	14	9	11	5	3	1	1	1	8	7
Trade, transportation, and utilities	18	5	31	13	13	6	7	4	1	1	([1])	1	7	6
Wholesale trade	3	2	27	15	15	12	14	7	2	–	–	2	8	8
Retail trade	34	8	37	11	5	2	1	1	([1])	–	–	–	5	6
Transportation and warehousing	2	5	24	14	29	4	10	7	–	–	–	–	8	8
Utilities	–	–	–	–	–	28	15	21	–	–	–	–	10	10

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, private industry workers, March 2016—continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
Information	–	–	16	32	12	15	14	7	–	–	–	–	8	8
Financial activities	1	–	11	10	17	17	36	6	2	1	–	–	9	9
Finance and insurance	–	–	6	6	17	18	43	6	2	1	–	–	9	10
Credit intermediation and related activities	–	–	5	4	14	7	62	5	1	–	–	–	9	10
Insurance carriers and related activities	–	–	9	11	22	24	23	7	3	–	–	–	9	9
Real estate and rental and leasing	5	–	28	23	16	12	–	5	–	–	–	–	7	7
Professional and business services	6	2	23	13	18	13	11	8	5	1	–	–	8	8
Professional and technical services	5	–	12	13	24	13	14	7	6	–	–	–	8	8
Administrative and waste services	9	4	35	12	12	11	9	7	–	–	–	–	7	7
Education and health services	3	4	31	21	10	8	7	5	5	2	2	3	8	7
Educational services	–	2	–	5	7	10	13	13	11	9	7	19	12	11
Junior colleges, colleges, and universities	–	2	–	4	7	7	12	12	15	14	8	17	12	12
Health care and social assistance	3	–	35	23	10	7	6	3	4	1	–	1	7	7
Leisure and hospitality	18	6	28	26	13	4	–	3	–	–	–	–	6	6
Accommodation and food services	19	6	24	32	14	4	–	–	–	–	–	–	6	7
Other services	10	3	19	13	16	4	18	–	2	7	–	–	8	8
1 to 99 workers	10	4	28	16	12	9	10	5	2	1	([1])	1	7	7
1 to 49 workers	11	5	28	17	11	8	11	5	2	1	([1])	1	7	7
50 to 99 workers	10	3	29	15	15	12	9	3	2	–	–	([1])	7	7
100 workers or more	5	2	20	14	15	11	14	7	5	2	1	2	8	8
100 to 499 workers	8	3	23	14	15	10	13	6	4	2	–	–	8	8
500 workers or more	–	–	17	15	16	12	16	9	6	2	1	3	9	9
Geographic areas														
Northeast	7	3	19	16	12	10	15	8	6	2	1	2	8	8
New England	8	2	14	15	11	10	17	–	5	2	–	2	8	8
Middle Atlantic	6	3	20	16	12	9	14	7	7	2	([1])	2	8	8
South	11	4	24	15	13	12	11	5	3	1	1	1	7	7
South Atlantic	11	3	25	14	13	11	12	4	3	1	–	–	7	7
East South Central	10	4	23	–	10	–	14	7	4	–	–	2	8	8
West South Central	10	5	23	18	14	13	8	5	2	([1])	([1])	1	7	7
Midwest	5	2	28	16	15	9	13	5	3	2	([1])	3	8	7
East North Central	6	–	26	17	15	8	14	5	3	2	–	3	8	7
West North Central	4	–	33	13	15	9	11	6	3	2	–	2	8	7
West	7	5	25	14	14	10	11	6	4	–	–	1	8	7
Mountain	8	3	30	14	16	9	11	5	4	–	–	–	7	7
Pacific	7	5	23	14	13	11	11	7	4	–	–	1	8	8

[1] Less than 0.5.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 33. Standard errors for paid holidays: Number of days provided, private industry workers, March 2016

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	0.4	0.4	0.8	0.8	0.5	0.6	0.4	0.4	0.4	0.2	0.2	0.2	([1])	0.3
Worker characteristics														
Management, professional, and related	0.3	0.2	1.1	1.4	1.3	1.0	0.8	0.7	1.0	0.3	0.5	0.4	0.1	0.2
Management, business, and financial	0.3	0.2	1.5	1.0	1.6	1.1	1.1	0.9	1.0	0.4	0.3	0.5	0.1	0.0
Professional and related	0.5	0.2	1.8	2.1	1.6	1.6	1.1	0.9	1.2	0.4	0.6	0.4	0.1	0.0
Service	2.4	2.6	3.1	2.7	1.3	1.2	0.8	0.6	0.5	0.3	([1])	0.4	0.1	0.0
Protective service	–	–	8.0	–	–	–	1.6	–	–	–	–	0.4	0.4	0.3
Sales and office	0.8	0.4	1.0	0.8	0.9	0.7	0.7	0.5	0.4	0.4	0.1	0.1	0.1	0.0
Sales and related	2.1	0.8	1.6	1.1	1.1	1.2	0.7	0.5	0.3	–	–	–	0.1	0.0
Office and administrative support	0.5	0.4	1.5	1.0	1.3	0.9	1.1	0.7	0.5	0.2	0.2	0.2	0.1	0.0
Natural resources, construction, and maintenance	0.9	1.2	2.0	1.8	1.1	0.8	1.4	0.5	0.5	0.4	0.2	0.2	0.1	0.0
Construction, extraction, farming, fishing, and forestry	1.6	2.7	3.8	2.8	1.7	1.4	1.1	0.7	–	–	–	0.4	0.1	1.1
Installation, maintenance, and repair	1.1	0.8	2.2	2.4	1.4	0.9	1.8	0.7	0.6	0.3	0.3	0.3	0.1	0.0
Production, transportation, and material moving	0.8	0.5	1.5	1.2	1.2	1.0	0.9	0.8	0.6	0.4	0.2	0.5	0.1	0.0
Production	1.1	0.6	2.0	1.3	1.4	1.6	1.2	1.3	0.9	–	–	0.5	0.1	1.0
Transportation and material moving	1.0	0.8	2.0	1.7	1.8	0.9	1.4	0.8	0.4	–	–	0.9	0.1	0.0
Full time	0.4	0.4	0.9	0.8	0.6	0.6	0.5	0.4	0.4	0.2	0.2	0.2	0.1	0.0
Part time	1.8	0.9	2.1	2.5	1.2	0.7	0.7	0.3	0.2	0.4	–	–	0.1	0.0
Union	–	0.7	1.9	1.4	1.9	2.1	1.7	1.2	1.4	0.6	–	0.7	0.1	0.2
Nonunion	0.5	0.5	0.8	0.8	0.6	0.5	0.4	0.4	0.4	0.2	0.1	0.2	([1])	0.0
Average wage within the following categories:[2]														
Lowest 25 percent	1.4	1.6	1.9	2.0	1.4	0.7	0.6	0.3	0.2	–	–	0.1	0.1	0.0
Lowest 10 percent	2.9	1.6	3.4	3.3	2.1	1.2	1.0	0.4	–	–	–	–	0.2	0.0
Second 25 percent	0.7	0.8	1.6	1.3	1.1	0.8	0.7	0.5	0.4	0.2	0.1	0.4	0.1	0.0
Third 25 percent	0.5	0.3	1.1	1.0	0.8	0.8	0.8	0.6	0.4	0.2	0.4	0.3	0.1	0.0
Highest 25 percent	0.3	0.2	1.1	1.1	1.2	1.1	0.7	0.8	1.1	0.5	0.2	0.4	0.1	0.5
Highest 10 percent	0.6	0.2	1.8	1.6	1.8	1.4	1.4	1.2	2.0	0.9	0.2	0.6	0.1	0.0
Establishment characteristics														
Goods-producing industries	0.4	0.7	1.0	0.9	1.0	1.4	0.9	1.0	0.8	0.4	0.3	0.4	0.1	0.4
Construction	1.3	2.4	2.7	2.2	1.2	1.6	0.8	0.4	–	–	–	–	0.1	0.2
Manufacturing	0.6	0.4	1.1	1.2	1.4	1.8	1.3	1.3	1.0	0.5	0.3	0.5	0.1	0.4
Service-providing industries	0.5	0.5	1.0	1.0	0.6	0.6	0.5	0.4	0.4	0.2	0.2	0.2	0.1	0.0
Trade, transportation, and utilities	0.9	0.6	1.2	1.1	0.8	0.5	0.8	0.5	0.3	0.1	0.1	0.3	0.1	0.0
Wholesale trade	0.9	0.9	2.0	2.1	1.3	1.7	2.1	1.3	0.5	–	–	0.7	0.1	0.3
Retail trade	1.4	1.2	1.6	1.5	1.0	0.5	0.3	0.3	0.1	–	–	–	0.1	0.0
Transportation and warehousing	0.8	1.6	3.5	2.8	3.1	1.6	2.1	1.8	–	–	–	–	0.2	0.1
Utilities	–	–	–	–	–	3.6	3.0	2.8	–	–	–	–	0.2	1.3

See footnotes at end of table.

Table 33. Standard errors for paid holidays: Number of days provided, private industry workers, March 2016—continued

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
Information	–	–	2.5	2.9	1.4	2.5	2.4	1.5	–	–	–	–	0.1	1.2
Financial activities	0.4	–	1.5	1.7	1.1	1.3	1.3	0.8	0.5	0.3	–	–	0.1	0.0
Finance and insurance	–	–	0.6	0.9	1.5	1.4	1.6	0.8	0.4	0.3	–	–	([1])	0.2
Credit intermediation and related activities	–	–	0.9	0.5	1.8	1.1	2.3	1.1	0.5	–	–	–	0.1	0.0
Insurance carriers and related activities	–	–	1.3	2.1	2.3	2.5	2.3	1.7	1.0	–	–	–	0.1	0.0
Real estate and rental and leasing	1.8	–	6.4	6.6	3.5	2.9	–	1.7	–	–	–	–	0.2	0.3
Professional and business services	1.4	0.8	1.9	1.6	1.9	1.3	1.4	1.1	1.2	0.7	–	–	0.1	0.0
Professional and technical services	2.3	–	2.7	2.7	3.1	1.7	2.3	1.2	2.3	–	–	–	0.2	([1])
Administrative and waste services	2.1	1.8	2.8	2.1	2.2	2.7	2.3	2.0	–	–	–	–	0.2	0.5
Education and health services	1.0	1.8	2.2	3.1	1.5	1.9	1.1	0.8	1.3	0.5	0.8	0.5	0.1	0.0
Educational services	–	0.8	–	1.5	1.1	3.1	2.8	2.3	1.2	2.0	1.4	3.0	0.2	0.0
Junior colleges, colleges, and universities	–	0.9	–	0.7	1.0	1.0	1.3	2.5	1.4	3.3	2.0	2.2	0.2	0.3
Health care and social assistance	1.2	–	2.4	3.6	1.7	2.0	1.2	0.9	1.5	0.5	–	0.4	0.1	0.0
Leisure and hospitality	3.5	2.6	6.4	5.3	2.7	1.5	–	0.8	–	–	–	–	0.2	1.2
Accommodation and food services	3.4	3.0	6.8	6.4	3.3	1.8	–	–	–	–	–	–	0.2	1.4
Other services	2.1	1.2	2.4	2.1	3.4	1.1	4.0	–	0.9	2.6	–	–	0.3	0.0
1 to 99 workers	0.7	0.6	1.2	1.1	0.8	0.8	0.5	0.5	0.4	0.3	0.1	0.2	0.1	0.0
1 to 49 workers	0.9	0.7	1.4	1.3	0.8	0.9	0.6	0.6	0.5	0.3	0.1	0.2	0.1	0.0
50 to 99 workers	1.6	1.1	2.3	1.8	2.0	1.4	1.3	0.7	1.0	–	–	0.2	0.1	0.0
100 workers or more	0.5	0.7	1.1	1.0	0.7	0.9	0.8	0.7	0.6	0.3	0.3	0.3	0.1	0.0
100 to 499 workers	0.6	1.1	1.6	1.1	1.0	1.2	1.0	0.9	0.9	0.3	–	–	0.1	0.0
500 workers or more	–	–	1.5	1.4	1.2	1.4	1.3	1.1	0.8	0.4	0.3	0.6	0.1	0.9
Geographic areas														
Northeast	1.0	0.8	1.1	1.5	0.8	1.2	1.1	0.9	1.2	0.5	0.2	0.4	0.1	0.0
New England	1.7	1.1	3.2	3.8	1.0	1.9	2.3	–	1.7	0.9	–	0.9	0.2	1.1
Middle Atlantic	1.1	1.0	1.0	1.6	1.0	1.5	1.4	0.6	1.5	0.6	0.2	0.4	0.1	0.0
South	1.0	0.6	1.4	1.4	0.9	1.2	0.7	0.5	0.3	0.4	0.2	0.2	0.1	0.0
South Atlantic	1.6	0.7	2.0	1.9	1.4	1.9	1.1	0.6	0.4	0.3	–	–	0.1	0.0
East South Central	2.9	1.4	2.1	–	1.8	–	2.4	1.9	1.6	–	–	0.6	0.4	1.4
West South Central	1.0	1.3	2.8	2.2	1.1	1.2	0.9	0.5	0.4	0.1	0.1	0.5	0.1	0.0
Midwest	0.5	0.5	1.6	1.6	0.9	0.7	0.9	0.8	0.6	0.4	0.1	0.5	0.1	0.5
East North Central	0.6	–	1.9	2.2	1.1	0.9	1.2	0.8	0.8	0.5	–	0.6	0.1	1.0
West North Central	0.7	–	2.7	1.1	1.8	0.9	1.0	1.7	0.9	0.7	–	0.7	0.1	0.1
West	0.6	1.5	2.1	2.0	1.5	1.2	0.5	1.0	1.1	–	–	0.4	0.1	0.7
Mountain	0.8	0.6	5.1	3.6	3.1	2.4	0.8	1.2	1.8	–	–	–	0.1	0.0
Pacific	0.9	2.1	2.0	2.4	1.7	1.4	0.7	1.3	1.4	–	–	0.6	0.2	1.1

[1] Less than 0.05.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, private industry workers, March 2016

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year[1]	As needed[2]	As part of consolidated leave plan[3]
All workers	70	4	25
Worker characteristics			
Management, professional, and related	64	7	28
Management, business, and financial	64	9	27
Professional and related	64	6	29
Service	71	1	28
Sales and office	69	4	27
Sales and related	67	4	29
Office and administrative support	70	4	26
Natural resources, construction, and maintenance	78	5	17
Installation, maintenance, and repair	78	6	15
Production, transportation, and material moving	82	2	16
Transportation and material moving	85	1	13
Full time	70	5	26
Union	85	2	13
Nonunion	68	5	27
Average wage within the following categories:[4]			
Lowest 25 percent	72	2	27
Second 25 percent	72	2	26
Third 25 percent	73	4	23
Highest 25 percent	66	8	26
Highest 10 percent	64	11	26
Establishment characteristics			
Goods-producing industries:			
Construction	77	4	19
Service-providing industries	70	4	26
Trade, transportation, and utilities	74	3	22
Wholesale trade	81	6	13
Retail trade	67	3	31
Transportation and warehousing	85	1	14
Utilities	82	2	16
Information	73	11	17
Financial activities	63	6	31
Finance and insurance	63	5	32
Credit intermediation and related activities	72	2	26
Insurance carriers and related activities	49	6	45
Real estate and rental and leasing	66	–	–
Professional and business services	68	8	23
Professional and technical services	64	8	29
Education and health services	66	1	33
Educational services	85	5	10
Junior colleges, colleges, and universities	84	8	8
Health care and social assistance	62	–	–
Leisure and hospitality	75	–	–
Accommodation and food services	74	–	–
Other services	74	6	20

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, private industry workers, March 2016—continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year[1]	As needed[2]	As part of consolidated leave plan[3]
1 to 99 workers	74	5	20
1 to 49 workers	73	7	20
50 to 99 workers	77	2	22
100 workers or more	67	3	30
100 to 499 workers	70	2	28
500 workers or more	62	5	32
Geographic areas			
Northeast	74	5	21
New England	67	5	28
Middle Atlantic	76	5	19
South	69	5	26
South Atlantic	68	6	26
East South Central	73	6	21
West South Central	68	3	28
Midwest	70	3	27
East North Central	71	3	26
West	69	4	27
Mountain	55	5	40
Pacific	75	3	22

[1] Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.
[2] Plan does not specify maximum number of days.
[3] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Standard errors for paid sick leave: Type of provision, private industry workers, March 2016

Characteristics	Sick leave provision		
	Fixed number of days per year[1]	As needed[2]	As part of consolidated leave plan[3]
All workers	1.0	0.5	0.8
Worker characteristics			
Management, professional, and related	1.3	1.0	1.2
Management, business, and financial	1.9	1.6	1.9
Professional and related	1.8	1.2	1.7
Service	2.6	0.4	2.6
Sales and office	1.3	0.4	1.2
Sales and related	1.9	0.7	1.7
Office and administrative support	1.9	0.5	1.6
Natural resources, construction, and maintenance	2.4	1.6	2.0
Installation, maintenance, and repair	2.6	2.4	1.9
Production, transportation, and material moving	1.5	0.3	1.4
Transportation and material moving	1.6	0.3	1.5
Full time	1.1	0.5	0.9
Union	2.2	0.4	1.9
Nonunion	1.0	0.5	0.9
Average wage within the following categories:[4]			
Lowest 25 percent	2.1	0.3	2.0
Second 25 percent	1.7	0.3	1.7
Third 25 percent	1.2	0.5	1.2
Highest 25 percent	1.4	1.2	1.2
Highest 10 percent	2.0	1.7	1.8
Establishment characteristics			
Goods-producing industries:			
Construction	3.5	1.1	3.3
Service-providing industries	1.1	0.5	0.9
Trade, transportation, and utilities	1.3	0.5	1.2
Wholesale trade	2.7	1.6	1.8
Retail trade	1.8	0.6	1.8
Transportation and warehousing	2.9	0.6	3.0
Utilities	3.0	0.8	3.1
Information	3.0	2.3	2.3
Financial activities	1.6	1.2	1.6
Finance and insurance	1.6	0.7	1.6
Credit intermediation and related activities	2.0	0.6	2.0
Insurance carriers and related activities	3.1	1.6	2.8
Real estate and rental and leasing	4.7	–	–
Professional and business services	3.2	2.2	2.7
Professional and technical services	3.9	2.5	3.6
Education and health services	1.6	0.2	1.7
Educational services	2.3	1.1	2.3
Junior colleges, colleges, and universities	1.8	1.5	1.5
Health care and social assistance	1.9	–	–
Leisure and hospitality	4.0	–	–
Accommodation and food services	3.9	–	–
Other services	3.5	1.4	3.2

See footnotes at end of table.

Table 34. Standard errors for paid sick leave: Type of provision, private industry workers, March 2016—continued

Characteristics	Sick leave provision		
	Fixed number of days per year[1]	As needed[2]	As part of consolidated leave plan[3]
1 to 99 workers	1.3	0.7	1.3
1 to 49 workers	1.4	0.9	1.5
50 to 99 workers	2.4	0.5	2.3
100 workers or more	1.6	0.6	1.3
100 to 499 workers	1.5	0.3	1.5
500 workers or more	2.7	1.4	2.0
Geographic areas			
Northeast	1.0	0.8	0.9
New England	3.1	1.3	2.2
Middle Atlantic	1.1	0.9	0.9
South	2.4	1.0	1.6
South Atlantic	4.1	1.8	2.6
East South Central	2.4	1.5	2.1
West South Central	2.8	1.0	2.6
Midwest	1.5	0.8	1.8
East North Central	1.7	1.1	2.1
West	2.0	0.9	1.8
Mountain	5.9	2.4	5.7
Pacific	1.5	0.9	1.3

[1] Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.
[2] Plan does not specify maximum number of days.
[3] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 35. Paid sick leave: Number of annual days by service requirement,[1] private industry workers, March 2016

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service[2]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	25	53	19	2	1	7	6
Full time	23	52	21	2	1	7	6
Union	25	46	26	3	([3])	7	6
Nonunion	25	54	18	2	1	7	6
1 to 99 workers	29	53	16	2	1	6	5
1 to 49 workers	28	54	15	2	1	7	5
50 to 99 workers	30	51	17	–	–	6	5
100 workers or more	21	52	23	3	1	8	6
100 to 499 workers	25	55	17	2	1	7	6
500 workers or more	16	46	33	4	2	9	7
After 5 years							
All workers	24	53	20	3	1	8	6
Full time	22	52	21	3	2	8	6
Union	22	46	27	4	1	8	6
Nonunion	24	54	19	2	2	8	6
1 to 99 workers	28	53	16	2	1	7	5
1 to 49 workers	27	54	15	3	1	7	5
50 to 99 workers	29	51	17	2	1	6	5
100 workers or more	20	52	23	3	2	8	6
100 to 499 workers	24	56	17	2	2	7	6

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,[1] private industry workers, March 2016—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service[2]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
500 workers or more	14	46	33	4	3	10	7
After 10 years							
All workers	23	52	20	3	2	8	6
Full time	22	52	22	3	2	8	6
Union	21	47	27	4	1	8	6
Nonunion	24	53	19	3	2	8	6
1 to 99 workers	28	53	16	3	1	7	5
1 to 49 workers	27	54	15	3	1	7	5
50 to 99 workers	29	50	17	2	1	6	5
100 workers or more	19	52	24	3	2	9	6
100 to 499 workers	23	56	18	2	2	8	6
500 workers or more	13	46	34	4	3	11	8
After 20 years							
All workers	23	52	20	3	2	8	6
Full time	22	52	22	3	2	9	6
Union	21	47	28	4	1	8	6
Nonunion	24	53	19	3	2	8	6
1 to 99 workers	28	53	16	3	1	7	5
1 to 49 workers	27	53	15	3	1	7	5
50 to 99 workers	29	50	17	2	1	7	5
100 workers or more	19	52	24	3	2	9	6
100 to 499 workers	23	56	18	2	2	8	6
500 workers or more	13	46	34	4	3	11	8

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

[2] Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

[3] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,[1] private industry workers, March 2016

Characteristics	Paid sick leave days by length of service[2]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	0.8	1.0	0.8	0.2	0.1	0.1	0.1
Full time	0.9	1.1	0.9	0.3	0.1	0.2	0.0
Union	2.5	2.9	3.4	0.7	0.1	0.3	0.7
Nonunion	1.0	1.1	0.8	0.3	0.1	0.2	0.2
1 to 99 workers	1.2	1.4	1.3	0.3	0.1	0.2	0.0
1 to 49 workers	1.5	1.5	1.2	0.5	0.2	0.2	([3])
50 to 99 workers	2.3	3.2	3.1	–	–	0.2	([3])
100 workers or more	1.3	1.5	1.1	0.4	0.2	0.2	0.0
100 to 499 workers	1.8	2.0	1.4	0.6	0.2	0.3	0.3
500 workers or more	1.2	2.3	1.9	0.7	0.4	0.5	0.2
After 5 years							
All workers	0.9	1.1	0.8	0.3	0.2	0.1	0.0
Full time	1.0	1.2	0.9	0.3	0.2	0.2	0.0
Union	2.3	3.0	3.5	0.7	0.4	0.3	([3])
Nonunion	1.0	1.1	0.8	0.3	0.2	0.2	0.0
1 to 99 workers	1.2	1.5	1.3	0.4	0.2	0.2	0.0
1 to 49 workers	1.5	1.5	1.1	0.5	0.2	0.2	0.1
50 to 99 workers	2.3	3.3	3.0	0.6	0.2	0.3	0.1
100 workers or more	1.2	1.6	1.1	0.5	0.3	0.3	0.0
100 to 499 workers	1.9	2.1	1.4	0.6	0.2	0.2	0.2

See footnotes at end of table.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,[1] private industry workers, March 2016—continued

Characteristics	Paid sick leave days by length of service[2]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
500 workers or more	1.1	2.3	1.8	1.0	0.6	0.6	0.8
After 10 years							
All workers	0.9	1.1	0.8	0.3	0.2	0.2	0.0
Full time	1.0	1.2	0.9	0.3	0.2	0.2	0.0
Union	2.4	3.0	3.5	0.7	0.3	0.4	0.1
Nonunion	1.0	1.2	0.8	0.3	0.2	0.2	0.0
1 to 99 workers	1.2	1.4	1.3	0.4	0.2	0.2	([3])
1 to 49 workers	1.5	1.6	1.2	0.5	0.3	0.3	0.2
50 to 99 workers	2.3	3.1	3.0	1.0	0.2	0.3	0.1
100 workers or more	1.2	1.6	1.2	0.5	0.3	0.3	([3])
100 to 499 workers	1.9	2.0	1.4	0.6	0.2	0.3	([3])
500 workers or more	1.1	2.5	2.1	1.0	0.6	0.7	0.9
After 20 years							
All workers	0.9	1.1	0.8	0.3	0.2	0.2	0.0
Full time	1.0	1.2	0.9	0.3	0.2	0.2	0.0
Union	2.4	3.1	3.4	0.7	0.3	0.4	0.1
Nonunion	1.0	1.2	0.9	0.3	0.2	0.2	0.0
1 to 99 workers	1.2	1.4	1.3	0.4	0.2	0.2	([3])
1 to 49 workers	1.5	1.6	1.2	0.5	0.3	0.3	0.2
50 to 99 workers	2.3	3.1	3.0	1.0	0.2	0.3	0.1
100 workers or more	1.2	1.6	1.1	0.5	0.3	0.4	([3])
100 to 499 workers	1.9	2.0	1.4	0.6	0.2	0.3	([3])
500 workers or more	1.1	2.5	2.1	1.0	0.6	0.8	0.9

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.
[2] Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.
[3] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 38. Paid vacations: Number of annual days by service requirement,[1] private industry workers, March 2016

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service[2]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	8	33	35	16	7	2	10	10
Full time	5	31	37	17	7	2	11	10
Part time	28	46	18	4	4	1	7	5
Union	8	40	36	12	3	1	9	10
Nonunion	8	32	35	16	7	2	10	10
1 to 99 workers	11	41	34	10	4	1	9	8
1 to 49 workers	12	41	34	9	4	1	9	8
50 to 99 workers	10	41	33	12	4	1	9	10
100 workers or more	5	26	36	21	9	3	12	10
100 to 499 workers	7	30	36	19	6	2	11	10
500 workers or more	3	19	35	24	14	5	13	12
After 5 years								
All workers	2	11	32	34	15	6	15	15
Full time	1	9	31	36	17	6	15	15
Part time	7	26	39	19	6	2	12	10
Union	–	8	44	35	10	–	14	13
Nonunion	2	11	31	34	16	6	15	15
1 to 99 workers	3	16	37	31	11	2	13	12
1 to 49 workers	4	17	37	30	11	2	13	11
50 to 99 workers	3	11	37	35	11	3	13	14
100 workers or more	1	7	28	36	19	9	16	15
100 to 499 workers	1	8	33	35	18	6	15	15
500 workers or more	–	–	22	38	21	14	18	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,[1] private industry workers, March 2016—continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service[2]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	8	16	37	23	14	17	15
Full time	1	6	15	37	26	15	18	15
Part time	7	18	26	35	8	6	14	14
Union	–	–	12	54	23	8	17	15
Nonunion	2	8	17	35	23	15	17	15
1 to 99 workers	3	12	22	35	20	7	15	15
1 to 49 workers	3	14	24	34	18	7	15	15
50 to 99 workers	3	8	17	40	25	7	16	15
100 workers or more	1	3	10	38	26	21	19	20
100 to 499 workers	1	4	13	41	24	18	18	16
500 workers or more	–	–	6	35	30	26	21	20
After 20 years								
All workers	2	7	12	20	31	28	20	20
Full time	1	6	12	19	32	30	20	20
Part time	6	18	14	27	20	14	16	16
Union	–	–	4	13	46	34	22	20
Nonunion	2	8	13	21	29	27	19	20
1 to 99 workers	3	12	19	24	27	16	17	15
1 to 49 workers	3	13	21	24	24	15	16	15
50 to 99 workers	3	7	14	23	37	17	18	20
100 workers or more	1	3	6	16	34	40	23	20
100 to 499 workers	1	4	7	20	34	34	22	20
500 workers or more	–	–	4	11	34	49	24	24

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

[2] Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,[1] private industry workers, March 2016

Characteristics	Paid vacation days by length of service[2]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	0.4	0.8	0.7	0.6	0.4	0.2	0.1	0.0
Full time	0.4	0.8	0.8	0.7	0.4	0.2	0.1	0.0
Part time	2.1	2.1	1.3	0.5	1.0	0.3	0.3	0.0
Union	1.2	2.6	2.5	1.7	0.9	0.3	0.3	0.9
Nonunion	0.5	0.8	0.7	0.6	0.4	0.2	0.1	0.0
1 to 99 workers	0.7	1.3	1.0	0.7	0.7	0.2	0.2	1.2
1 to 49 workers	0.9	1.4	1.3	0.8	0.8	0.3	0.2	1.3
50 to 99 workers	1.5	2.3	2.1	1.7	1.3	0.4	0.4	2.6
100 workers or more	0.5	0.9	1.1	0.9	0.7	0.4	0.1	0.0
100 to 499 workers	0.7	1.2	1.5	1.3	0.9	0.4	0.2	0.0
500 workers or more	0.6	1.7	1.8	1.4	1.1	0.6	0.2	0.3
After 5 years								
All workers	0.2	0.5	0.8	0.9	0.6	0.4	0.1	0.0
Full time	0.2	0.5	0.8	0.9	0.7	0.5	0.1	0.0
Part time	1.0	1.5	2.0	1.3	1.1	0.5	0.3	0.0
Union	–	1.2	2.3	1.8	1.5	–	0.3	2.1
Nonunion	0.2	0.5	0.8	0.9	0.6	0.4	0.1	0.0
1 to 99 workers	0.4	0.8	1.1	1.3	0.8	0.4	0.2	0.8
1 to 49 workers	0.4	1.1	1.2	1.4	1.0	0.5	0.2	1.2
50 to 99 workers	1.1	1.4	2.2	2.4	1.9	0.9	0.4	2.0
100 workers or more	0.2	0.6	0.9	1.1	0.9	0.7	0.1	0.0
100 to 499 workers	0.2	0.7	1.1	1.4	1.1	0.8	0.2	0.0
500 workers or more	–	–	1.9	2.0	1.3	0.9	0.3	([3])

See footnotes at end of table.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,[1] private industry workers, March 2016—continued

Characteristics	Paid vacation days by length of service[2]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	0.2	0.4	0.5	0.7	0.8	0.6	0.1	0.0
Full time	0.2	0.4	0.5	0.7	0.9	0.7	0.1	0.7
Part time	1.0	1.7	1.5	1.6	1.1	0.9	0.3	1.1
Union	–	–	1.3	2.6	2.1	1.3	0.4	0.0
Nonunion	0.2	0.4	0.5	0.8	0.9	0.7	0.1	([3])
1 to 99 workers	0.3	0.7	0.9	1.1	1.0	0.8	0.2	0.0
1 to 49 workers	0.4	1.0	1.0	1.4	1.2	0.9	0.2	0.0
50 to 99 workers	1.1	1.2	1.5	2.7	2.4	1.5	0.4	0.0
100 workers or more	0.2	0.4	0.6	0.9	1.0	0.9	0.1	0.8
100 to 499 workers	0.2	0.6	0.7	1.2	1.4	1.0	0.2	0.7
500 workers or more	–	–	0.9	1.8	1.6	1.4	0.3	0.0
After 20 years								
All workers	0.2	0.4	0.5	0.6	0.9	0.8	0.1	0.0
Full time	0.2	0.4	0.5	0.7	0.9	0.8	0.1	0.0
Part time	0.9	1.8	1.0	1.4	1.5	1.2	0.3	0.3
Union	–	–	0.7	1.3	2.5	2.5	0.3	0.0
Nonunion	0.2	0.4	0.5	0.7	0.8	0.8	0.1	0.0
1 to 99 workers	0.3	0.7	0.9	1.0	1.1	0.9	0.2	0.6
1 to 49 workers	0.4	1.0	1.0	1.5	1.3	1.1	0.3	0.0
50 to 99 workers	1.1	1.3	1.5	1.7	2.3	1.9	0.5	([3])
100 workers or more	0.2	0.4	0.5	0.7	1.2	1.1	0.1	([3])
100 to 499 workers	0.2	0.6	0.6	1.0	1.4	1.5	0.2	0.0
500 workers or more	–	–	0.8	1.0	1.9	1.8	0.3	1.3

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

[2] Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

[3] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:[1] Access, private industry workers, March 2016

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers	35	14	19	22	24	65	8	12	15	17
Worker characteristics										
Management, professional, and related	45	17	21	24	26	55	11	15	17	19
Management, business, and financial	40	17	20	23	25	60	11	15	17	19
Professional and related	47	17	21	24	26	53	11	15	17	19
Service	36	14	18	21	23	64	6	11	13	14
Protective service	38	16	19	22	25	62	6	9	11	13
Sales and office	37	13	18	21	24	63	8	12	15	17
Sales and related	32	11	17	19	23	68	7	12	14	17
Office and administrative support	40	14	19	22	24	60	8	13	15	18
Natural resources, construction, and maintenance	19	10	15	18	20	81	7	11	13	15
Construction, extraction, farming, fishing, and forestry	23	9	12	15	17	77	7	11	13	14
Installation, maintenance, and repair	18	12	17	20	22	82	7	11	14	16
Production, transportation, and material moving	20	11	15	18	21	80	7	11	14	18
Production	23	10	15	18	20	77	7	11	14	17
Transportation and material moving	17	12	16	18	22	83	7	12	15	18
Full time	35	15	19	22	25	65	8	13	15	18
Part time	33	10	15	17	19	67	6	10	12	15
Union	19	14	19	22	26	81	8	12	16	21
Nonunion	37	14	19	22	24	63	8	12	15	17
Average wage within the following categories:[2]										
Lowest 25 percent	30	11	16	18	20	70	6	10	13	14
Lowest 10 percent	21	10	15	17	19	79	5	10	12	13
Second 25 percent	34	14	18	22	24	66	7	11	14	16
Third 25 percent	34	15	19	22	25	66	8	13	15	18
Highest 25 percent	39	17	21	23	26	61	10	14	17	20
Highest 10 percent	38	17	21	23	25	62	12	15	18	21
Establishment characteristics										
Goods-producing industries	24	11	15	18	20	76	7	12	15	18
Construction	25	10	14	16	17	75	7	11	12	13
Manufacturing	24	12	16	19	21	76	8	12	15	19
Service-providing industries	37	15	19	22	25	63	8	12	15	17
Trade, transportation, and utilities	26	11	16	19	23	74	7	12	14	17
Wholesale trade	22	12	16	19	21	78	8	12	15	17
Retail trade	32	10	16	19	24	68	6	11	13	16
Transportation and warehousing	14	11	16	21	26	86	8	12	16	19
Utilities	22	15	18	20	25	78	9	13	16	21

See footnotes at end of table.

Table 39. Consolidated leave plans:[1] Access, private industry workers, March 2016—continued

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
Information	29	18	22	25	27	71	11	14	17	21
Financial activities	40	16	20	24	26	60	11	14	16	18
Finance and insurance	44	17	21	24	27	56	12	15	17	20
Credit intermediation and related activities	33	16	20	24	26	67	12	15	17	20
Insurance carriers and related activities	62	17	21	25	27	38	10	14	16	19
Real estate and rental and leasing	27	13	17	20	21	73	8	11	13	14
Professional and business services	38	16	19	22	24	62	9	13	15	17
Professional and technical services	44	16	19	22	24	56	10	14	16	18
Administrative and waste services	38	14	19	22	23	62	6	11	12	14
Education and health services	57	17	21	25	27	43	10	14	17	18
Educational services	20	13	16	17	18	80	13	17	19	20
Junior colleges, colleges, and universities	14	18	21	24	26	86	14	17	19	21
Health care and social assistance	61	17	22	25	27	39	10	14	17	18
Leisure and hospitality	23	11	16	19	21	77	6	10	12	13
Accommodation and food services	24	10	16	18	21	76	5	10	12	12
Other services	27	11	14	16	17	73	8	12	14	15
1 to 99 workers	28	12	17	19	20	72	7	11	14	15
1 to 49 workers	27	12	16	18	20	73	7	11	13	15
50 to 99 workers	31	14	17	20	21	69	7	12	14	16
100 workers or more	41	16	20	24	27	59	9	13	17	20
100 to 499 workers	39	14	19	22	25	61	8	13	16	19
500 workers or more	44	18	22	25	28	56	10	14	17	21
Geographic areas										
Northeast	31	16	20	22	25	69	9	13	16	18
New England	36	17	21	23	26	64	9	13	15	18
Middle Atlantic	30	15	19	22	24	70	9	14	16	18
South	33	14	18	21	23	67	8	12	14	16
South Atlantic	33	15	19	22	24	67	8	12	14	16
East South Central	26	15	19	22	25	74	7	11	14	16
West South Central	35	12	17	19	22	65	8	12	14	16
Midwest	37	15	19	23	25	63	8	12	16	18
East North Central	34	15	20	23	26	66	8	12	16	18
West North Central	42	14	18	21	24	58	8	12	15	18
West	39	14	18	21	23	61	8	12	15	17
Mountain	46	13	18	21	23	54	8	12	15	17
Pacific	36	14	19	22	23	64	8	12	15	17

[1] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Standard errors for consolidated leave plans:[1] Access, private industry workers, March 2016

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers	0.7	0.2	0.2	0.2	0.2	0.7	0.1	0.1	0.1	0.1
Worker characteristics										
Management, professional, and related	1.4	0.4	0.4	0.4	0.4	1.4	0.2	0.2	0.2	0.3
Management, business, and financial	1.7	0.5	0.3	0.4	0.4	1.7	0.2	0.2	0.2	0.3
Professional and related	1.8	0.5	0.5	0.6	0.6	1.8	0.3	0.3	0.3	0.3
Service	2.1	0.5	0.4	0.5	0.7	2.1	0.2	0.3	0.4	0.5
Protective service	8.8	0.9	1.0	1.3	1.2	8.8	0.5	1.1	1.7	2.4
Sales and office	1.2	0.2	0.2	0.3	0.3	1.2	0.1	0.1	0.1	0.1
Sales and related	1.4	0.3	0.2	0.3	0.4	1.4	0.1	0.1	0.2	0.2
Office and administrative support	1.8	0.2	0.3	0.3	0.4	1.8	0.2	0.2	0.2	0.2
Natural resources, construction, and maintenance	1.6	0.5	0.5	0.5	0.6	1.6	0.4	0.4	0.5	0.5
Construction, extraction, farming, fishing, and forestry	2.6	0.7	0.7	1.0	1.1	2.6	1.0	1.1	1.1	1.2
Installation, maintenance, and repair	1.7	0.5	0.6	0.6	0.8	1.7	0.1	0.2	0.3	0.3
Production, transportation, and material moving	1.4	0.3	0.3	0.3	0.4	1.4	0.1	0.1	0.2	0.3
Production	1.6	0.4	0.4	0.4	0.5	1.6	0.2	0.2	0.3	0.3
Transportation and material moving	2.1	0.4	0.4	0.5	0.8	2.1	0.2	0.2	0.3	0.4
Full time	0.7	0.2	0.2	0.2	0.2	0.7	0.1	0.1	0.1	0.1
Part time	1.8	0.7	0.6	0.6	0.6	1.8	0.2	0.2	0.2	0.4
Union	1.6	0.7	1.2	1.4	1.4	1.6	0.3	0.2	0.2	0.2
Nonunion	0.7	0.2	0.2	0.2	0.3	0.7	0.1	0.1	0.1	0.1
Average wage within the following categories:[2]										
Lowest 25 percent	1.5	0.3	0.3	0.3	0.4	1.5	0.1	0.2	0.3	0.3
Lowest 10 percent	1.4	0.4	0.5	0.7	0.7	1.4	0.2	0.3	0.5	0.6
Second 25 percent	1.7	0.2	0.3	0.3	0.4	1.7	0.1	0.1	0.2	0.2
Third 25 percent	1.1	0.3	0.3	0.4	0.5	1.1	0.1	0.1	0.1	0.2
Highest 25 percent	1.3	0.4	0.4	0.4	0.4	1.3	0.2	0.2	0.3	0.3
Highest 10 percent	1.9	0.5	0.5	0.5	0.5	1.9	0.4	0.4	0.5	0.5
Establishment characteristics										
Goods-producing industries	1.2	0.4	0.3	0.4	0.4	1.2	0.2	0.2	0.3	0.3
Construction	2.7	0.6	0.6	0.6	0.7	2.7	0.7	0.8	0.8	0.9
Manufacturing	1.6	0.5	0.5	0.5	0.5	1.6	0.1	0.2	0.2	0.3
Service-providing industries	0.8	0.2	0.2	0.2	0.3	0.8	0.1	0.1	0.1	0.1
Trade, transportation, and utilities	0.9	0.2	0.2	0.2	0.4	0.9	0.1	0.1	0.1	0.2
Wholesale trade	2.1	0.4	0.4	0.4	0.5	2.1	0.2	0.2	0.3	0.4
Retail trade	1.5	0.2	0.2	0.3	0.4	1.5	0.1	0.1	0.1	0.2
Transportation and warehousing	2.7	1.0	1.3	1.5	2.4	2.7	0.3	0.3	0.4	0.4
Utilities	3.2	1.1	0.8	1.1	1.7	3.2	0.3	0.2	0.2	0.5

See footnotes at end of table.

Table 39. Standard errors for consolidated leave plans:[1] Access, private industry workers, March 2016—continued

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
Information	2.9	2.7	0.7	0.9	1.1	2.9	0.3	0.3	0.3	0.4
Financial activities	1.3	0.2	0.2	0.2	0.3	1.3	0.3	0.3	0.4	0.4
Finance and insurance	1.3	0.2	0.2	0.2	0.3	1.3	0.3	0.3	0.4	0.3
Credit intermediation and related activities	2.3	0.2	0.3	0.4	0.4	2.3	0.4	0.6	0.7	0.6
Insurance carriers and related activities	1.7	0.3	0.4	0.5	0.5	1.7	0.2	0.2	0.3	0.5
Real estate and rental and leasing	4.0	0.8	0.5	0.7	0.8	4.0	0.4	0.5	0.6	0.7
Professional and business services	2.4	0.5	0.5	0.5	0.6	2.4	0.3	0.3	0.4	0.4
Professional and technical services	3.6	0.7	0.5	0.5	0.6	3.6	0.4	0.4	0.5	0.6
Administrative and waste services	3.1	0.7	1.0	1.1	1.1	3.1	0.3	0.5	0.7	0.8
Education and health services	2.1	0.5	0.5	0.6	0.6	2.1	0.3	0.4	0.4	0.4
Educational services	2.8	0.9	1.3	1.6	1.8	2.8	0.4	0.3	0.3	0.3
Junior colleges, colleges, and universities	1.7	0.7	0.6	0.7	0.9	1.7	0.3	0.2	0.2	0.3
Health care and social assistance	2.3	0.5	0.5	0.6	0.7	2.3	0.4	0.5	0.5	0.5
Leisure and hospitality	3.0	0.8	0.8	0.8	1.0	3.0	0.3	0.4	0.5	0.6
Accommodation and food services	3.0	0.9	0.8	0.9	1.2	3.0	0.3	0.4	0.5	0.7
Other services	2.5	1.1	1.2	1.3	1.7	2.5	0.6	0.6	0.6	0.6
1 to 99 workers	1.1	0.4	0.3	0.4	0.4	1.1	0.1	0.2	0.2	0.2
1 to 49 workers	1.5	0.4	0.4	0.5	0.5	1.5	0.2	0.2	0.2	0.2
50 to 99 workers	2.6	0.8	0.6	0.7	0.8	2.6	0.2	0.3	0.4	0.5
100 workers or more	1.1	0.2	0.2	0.3	0.3	1.1	0.1	0.1	0.1	0.2
100 to 499 workers	1.6	0.3	0.3	0.3	0.4	1.6	0.2	0.2	0.2	0.2
500 workers or more	1.4	0.3	0.5	0.6	0.5	1.4	0.2	0.2	0.3	0.3
Geographic areas										
Northeast	0.8	0.6	0.3	0.4	0.4	0.8	0.3	0.3	0.3	0.4
New England	1.8	1.7	0.4	0.4	0.5	1.8	0.2	0.3	0.3	0.5
Middle Atlantic	0.9	0.4	0.4	0.5	0.5	0.9	0.3	0.3	0.4	0.4
South	1.1	0.4	0.3	0.3	0.4	1.1	0.2	0.2	0.2	0.2
South Atlantic	1.2	0.5	0.4	0.5	0.6	1.2	0.2	0.3	0.3	0.3
East South Central	3.0	0.8	0.4	0.4	0.6	3.0	0.5	0.4	0.5	0.4
West South Central	2.4	0.5	0.5	0.4	0.7	2.4	0.2	0.2	0.2	0.3
Midwest	1.6	0.4	0.5	0.5	0.5	1.6	0.2	0.1	0.2	0.2
East North Central	2.4	0.6	0.8	0.8	0.7	2.4	0.3	0.2	0.2	0.2
West North Central	1.4	0.6	0.7	0.5	0.4	1.4	0.2	0.2	0.3	0.3
West	1.8	0.4	0.4	0.5	0.6	1.8	0.2	0.2	0.2	0.3
Mountain	3.6	0.4	0.6	0.8	1.2	3.6	0.3	0.3	0.4	0.5
Pacific	1.9	0.5	0.5	0.6	0.6	1.9	0.3	0.2	0.3	0.3

[1] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Quality of life benefits: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Childcare[1]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	10	7	6	39	51
Worker characteristics					
Management, professional, and related	19	15	13	56	67
Management, business, and financial	18	21	13	57	69
Professional and related	19	12	12	55	65
Service	8	([2])	4	22	33
Protective service	–	–	2	27	38
Sales and office	8	7	5	41	54
Sales and related	4	4	3	38	53
Office and administrative support	11	8	7	44	55
Natural resources, construction, and maintenance	7	1	3	27	36
Construction, extraction, farming, fishing, and forestry	3	–	2	17	23
Installation, maintenance, and repair	11	2	3	37	47
Production, transportation, and material moving	4	3	1	38	50
Production	7	3	1	42	50
Transportation and material moving	2	3	2	35	50
Full time	12	8	7	45	56
Part time	4	2	3	24	35
Union	17	3	6	52	74
Nonunion	10	7	6	38	48
Average wage within the following categories:[3]					
Lowest 25 percent	4	1	2	23	34
Lowest 10 percent	2	1	2	15	27
Second 25 percent	8	3	4	36	49
Third 25 percent	10	7	7	47	56
Highest 25 percent	21	17	13	58	70
Highest 10 percent	23	24	16	63	75
Establishment characteristics					
Goods-producing industries	8	6	2	42	50
Construction	3	2	3	17	21
Manufacturing	11	8	2	54	63
Service-providing industries	11	7	7	39	51
Trade, transportation, and utilities	3	3	2	41	58
Wholesale trade	6	13	3	36	49
Retail trade	2	([2])	1	39	57
Transportation and warehousing	2	2	4	52	68
Utilities	14	–	13	73	82

See footnotes at end of table.

Table 40. Quality of life benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Childcare[1]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	41	14	19	73	82
Financial activities	21	17	17	60	70
Finance and insurance	26	21	22	72	80
Credit intermediation and related activities	29	13	19	71	81
Insurance carriers and related activities	17	28	23	71	78
Real estate and rental and leasing	–	5	5	21	37
Professional and business services	10	14	7	30	40
Professional and technical services	14	24	13	38	48
Administrative and waste services	3	4	4	14	23
Education and health services	17	4	8	50	64
Educational services	18	9	23	50	66
Junior colleges, colleges, and universities	30	11	33	74	88
Health care and social assistance	17	3	6	50	64
Leisure and hospitality	7	–	6	17	25
Accommodation and food services	7	–	5	16	25
Other services	3	9	3	19	27
1 to 99 workers	5	5	3	22	31
1 to 49 workers	4	5	3	19	27
50 to 99 workers	7	4	4	30	44
100 workers or more	17	9	10	61	75
100 to 499 workers	10	7	6	53	68
500 workers or more	29	12	15	73	85
Geographic areas					
Northeast	15	9	10	39	52
New England	16	12	12	41	54
Middle Atlantic	14	9	9	39	52
South	10	6	5	42	52
South Atlantic	11	6	5	44	54
East South Central	7	3	1	36	50
West South Central	9	6	5	43	48
Midwest	8	6	4	39	51
East North Central	9	6	4	38	50
West North Central	6	6	4	42	54
West	9	6	7	35	47
Mountain	10	6	7	33	44
Pacific	9	5	8	36	49

[1] A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.
[2] Less than 0.5.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Standard errors for quality of life benefits: Access, private industry workers, March 2016

Characteristics	Childcare[1]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	0.5	0.4	0.3	0.8	0.8
Worker characteristics					
Management, professional, and related	1.2	0.9	0.7	1.5	1.6
Management, business, and financial	1.3	1.7	1.0	2.0	1.8
Professional and related	1.7	1.0	0.9	1.9	2.0
Service	1.0	0.1	0.8	1.1	1.7
Protective service	–	–	1.1	5.5	7.0
Sales and office	0.6	0.5	0.4	1.2	1.2
Sales and related	0.9	1.0	0.4	1.6	1.5
Office and administrative support	0.8	0.6	0.6	1.4	1.6
Natural resources, construction, and maintenance	0.8	0.4	0.5	1.3	1.4
Construction, extraction, farming, fishing, and forestry	0.9	–	0.7	1.9	2.1
Installation, maintenance, and repair	1.1	0.4	0.7	1.6	2.0
Production, transportation, and material moving	0.4	0.5	0.3	1.2	1.7
Production	0.7	0.5	0.3	2.0	2.6
Transportation and material moving	0.5	0.8	0.6	1.6	2.1
Full time	0.6	0.4	0.3	0.8	0.9
Part time	0.5	0.3	0.5	1.1	1.5
Union	2.5	0.7	0.8	1.7	1.9
Nonunion	0.5	0.4	0.3	0.8	0.9
Average wage within the following categories:[2]					
Lowest 25 percent	0.5	0.2	0.3	1.0	1.4
Lowest 10 percent	0.6	0.2	0.4	1.0	1.7
Second 25 percent	0.6	0.4	0.4	1.0	1.2
Third 25 percent	0.7	0.5	0.5	1.3	1.4
Highest 25 percent	1.3	1.1	0.8	1.4	1.4
Highest 10 percent	1.9	1.7	1.1	2.2	2.0
Establishment characteristics					
Goods-producing industries	1.1	0.8	0.4	1.3	1.5
Construction	1.1	0.7	1.0	1.8	1.8
Manufacturing	1.4	1.1	0.4	1.3	1.9
Service-providing industries	0.6	0.4	0.4	0.9	0.9
Trade, transportation, and utilities	0.5	0.5	0.4	1.2	1.3
Wholesale trade	1.6	1.5	0.7	1.8	2.3
Retail trade	0.4	0.2	0.4	1.7	1.8
Transportation and warehousing	0.7	1.1	1.4	3.4	4.1
Utilities	2.7	–	2.3	4.9	5.4

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, private industry workers, March 2016—continued

Characteristics	Childcare[1]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	3.9	2.5	2.6	3.0	2.6
Financial activities	1.3	0.9	1.1	2.0	2.3
Finance and insurance	1.6	1.3	1.5	1.3	1.3
Credit intermediation and related activities	2.3	1.1	1.9	2.0	1.8
Insurance carriers and related activities	2.1	2.4	2.5	2.1	1.8
Real estate and rental and leasing	–	2.1	1.9	3.9	5.4
Professional and business services	1.2	1.3	1.2	2.4	2.3
Professional and technical services	2.7	2.6	2.4	4.0	4.1
Administrative and waste services	1.2	1.2	1.4	2.1	2.3
Education and health services	1.8	0.7	0.7	2.3	2.9
Educational services	1.8	2.3	2.6	3.0	2.7
Junior colleges, colleges, and universities	2.0	2.0	2.4	2.4	2.3
Health care and social assistance	2.1	0.6	0.7	2.7	3.3
Leisure and hospitality	1.6	–	1.3	2.0	2.1
Accommodation and food services	1.4	–	1.3	2.2	2.7
Other services	1.0	2.3	0.9	2.8	3.2
1 to 99 workers	0.5	0.4	0.3	1.0	1.0
1 to 49 workers	0.5	0.5	0.4	1.0	1.1
50 to 99 workers	1.3	0.8	0.6	2.1	2.2
100 workers or more	0.9	0.6	0.6	1.0	0.9
100 to 499 workers	0.9	0.7	0.9	1.5	1.6
500 workers or more	1.5	1.1	1.1	1.8	1.4
Geographic areas					
Northeast	1.4	0.8	0.5	1.3	1.8
New England	2.2	1.6	1.4	2.9	3.1
Middle Atlantic	1.5	0.9	0.6	1.4	1.8
South	1.1	0.5	0.5	1.4	1.4
South Atlantic	1.8	0.6	0.6	1.5	1.5
East South Central	3.0	1.6	0.3	4.2	1.7
West South Central	1.2	1.0	1.1	2.9	3.4
Midwest	0.6	0.8	0.6	1.9	2.0
East North Central	0.7	1.0	0.7	2.7	2.7
West North Central	0.9	1.2	0.8	1.4	2.5
West	0.9	0.9	0.9	1.3	1.4
Mountain	1.0	1.4	0.5	2.1	2.0
Pacific	1.3	1.2	1.3	1.7	1.8

[1] A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[3]	Payroll deduction IRA[4]	Financial planning
		Flexible benefits	Dependent care flexible spending account[1]	Healthcare flexible spending account[2]			
All workers	25	16	37	40	17	6	20
Worker characteristics							
Management, professional, and related	40	26	58	62	23	9	28
Management, business, and financial	49	28	62	65	21	9	30
Professional and related	35	25	56	60	24	10	28
Service	8	7	19	19	10	4	10
Protective service	12	–	25	29	8	5	12
Sales and office	29	15	36	39	15	5	23
Sales and related	25	10	30	31	10	3	21
Office and administrative support	32	19	40	44	18	7	24
Natural resources, construction, and maintenance	17	11	25	28	15	6	15
Construction, extraction, farming, fishing, and forestry	11	6	13	16	14	7	9
Installation, maintenance, and repair	23	15	37	39	17	4	20
Production, transportation, and material moving	21	17	37	39	18	5	15
Production	25	19	38	39	17	6	17
Transportation and material moving	18	15	36	38	18	5	13
Full time	31	20	45	48	19	7	23
Part time	9	5	17	17	10	3	10
Union	25	14	51	52	28	8	22
Nonunion	25	16	36	38	15	6	19
Average wage within the following categories:[7]							
Lowest 25 percent	9	6	16	16	9	3	10
Lowest 10 percent	3	4	10	10	8	1	5
Second 25 percent	23	15	34	36	15	6	17
Third 25 percent	32	21	46	49	20	8	23
Highest 25 percent	42	27	61	65	24	9	31
Highest 10 percent	46	29	68	70	24	10	33
Establishment characteristics							
Goods-producing industries	26	17	39	40	16	6	20
Construction	13	7	12	16	12	5	8
Manufacturing	33	22	51	51	17	6	25
Service-providing industries	25	16	37	40	17	6	19
Trade, transportation, and utilities	25	13	36	38	14	3	20
Wholesale trade	23	19	40	44	13	5	15
Retail trade	25	7	28	29	10	1	22
Transportation and warehousing	26	25	54	55	26	7	19
Utilities	45	34	70	73	13	5	43

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total[5]	Performance	Signing	Other
All workers	8	2	1	6
Worker characteristics				
Management, professional, and related	10	5	2	6
Management, business, and financial	15	7	3	10
Professional and related	8	4	1	4
Service	2	([6])	([6])	2
Protective service	1	–	–	1
Sales and office	9	3	1	8
Sales and related	9	2	1	8
Office and administrative support	10	3	2	8
Natural resources, construction, and maintenance	5	3	1	3
Construction, extraction, farming, fishing, and forestry	3	–	–	2
Installation, maintenance, and repair	8	4	–	4
Production, transportation, and material moving	9	1	1	8
Production	6	1	1	4
Transportation and material moving	12	([6])	1	11
Full time	9	3	1	6
Part time	5	1	([6])	4
Union	12	4	1	7
Nonunion	7	2	1	6
Average wage within the following categories:[7]				
Lowest 25 percent	4	([6])	([6])	3
Lowest 10 percent	2	([6])	–	2
Second 25 percent	7	1	1	6
Third 25 percent	8	3	1	6
Highest 25 percent	13	6	2	8
Highest 10 percent	16	9	3	9
Establishment characteristics				
Goods-producing industries	8	3	1	5
Construction	4	–	–	2
Manufacturing	11	5	2	6
Service-providing industries	8	2	1	6
Trade, transportation, and utilities	11	2	1	10
Wholesale trade	6	1	1	5
Retail trade	9	2	1	8
Transportation and warehousing	21	–	–	20
Utilities	10	–	–	10

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[3]	Payroll deduction IRA[4]	Financial planning
		Flexible benefits	Dependent care flexible spending account[1]	Healthcare flexible spending account[2]			
Information	50	26	80	80	26	4	51
Financial activities	50	31	65	65	20	11	37
Finance and insurance	61	37	77	78	21	12	47
Credit intermediation and related activities	60	37	79	79	21	13	42
Insurance carriers and related activities	61	36	73	75	18	7	52
Real estate and rental and leasing	19	10	27	26	14	7	6
Professional and business services	28	15	35	37	20	8	15
Professional and technical services	39	19	44	48	22	13	25
Administrative and waste services	12	8	16	17	16	6	5
Education and health services	26	24	47	52	23	9	22
Educational services	29	25	57	59	34	16	26
Junior colleges, colleges, and universities	43	35	79	82	46	20	40
Health care and social assistance	26	23	45	50	21	8	21
Leisure and hospitality	4	3	13	14	7	3	9
Accommodation and food services	3	3	12	12	7	3	9
Other services	14	9	14	16	–	5	6
1 to 99 workers	16	9	21	23	13	5	10
1 to 49 workers	15	7	18	19	11	4	9
50 to 99 workers	20	14	30	33	17	6	13
100 workers or more	36	25	58	60	21	8	31
100 to 499 workers	35	20	48	50	18	8	27
500 workers or more	38	34	73	76	25	8	38
Geographic areas							
Northeast	24	15	39	42	20	8	20
New England	24	15	41	47	19	9	19
Middle Atlantic	24	15	38	40	20	8	20
South	23	19	37	39	16	6	21
South Atlantic	24	17	36	38	16	7	22
East South Central	24	19	31	34	14	6	19
West South Central	21	22	41	42	15	3	20
Midwest	29	19	41	43	18	5	18
East North Central	28	17	41	42	19	5	19
West North Central	32	24	41	45	15	5	18
West	25	10	34	36	14	6	18
Mountain	26	10	32	34	11	2	20
Pacific	25	10	35	37	16	8	17

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total[5]	Performance	Signing	Other
Information	32	20	–	13
Financial activities	19	8	7	17
Finance and insurance	23	11	9	21
Credit intermediation and related activities	27	13	11	25
Insurance carriers and related activities	17	6	2	13
Real estate and rental and leasing	6	–	–	6
Professional and business services	8	3	1	5
Professional and technical services	8	4	–	5
Administrative and waste services	5	–	–	4
Education and health services	2	([6])	([6])	–
Educational services	–	–	–	–
Junior colleges, colleges, and universities	–	–	–	–
Health care and social assistance	2	([6])	–	–
Leisure and hospitality	–	–	–	–
Accommodation and food services	–	–	–	–
Other services	2	–	–	–
1 to 99 workers	5	2	1	4
1 to 49 workers	4	1	1	3
50 to 99 workers	6	2	1	5
100 workers or more	11	4	2	9
100 to 499 workers	10	3	1	7
500 workers or more	14	4	2	11
Geographic areas				
Northeast	8	2	2	6
New England	6	1	1	5
Middle Atlantic	8	2	2	6
South	7	2	1	5
South Atlantic	7	2	1	6
East South Central	9	1	1	7
West South Central	6	2	1	4
Midwest	7	2	1	6
East North Central	7	2	1	6
West North Central	8	2	([6])	6
West	9	4	1	6
Mountain	8	2	1	6
Pacific	9	5	2	5

[1] Formerly referred to as Dependent care reimbursement account.
[2] Formerly referred to as Healthcare reimbursement account.
[3] Savings plans established by the employer on behalf of the employee, but with no employer contribution. These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.
[4] An individual retirement plan that can be sponsored by the employer, but with no employer contributions. The employee establishes either a traditional (with tax-deductible contributions) or Roth (contributions are made post-tax but accumulate tax-free until retirement) IRA plan with a financial institution, and authorizes the payroll deduction by the employer.
[5] The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.
[6] Less than 0.5.
[7] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Standard errors for financial benefits: Access, private industry workers, March 2016

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[3]	Payroll deduction IRA[4]	Financial planning
		Flexible benefits	Dependent care flexible spending account[1]	Healthcare flexible spending account[2]			
All workers	0.8	0.5	0.8	0.8	0.8	0.5	0.6
Worker characteristics							
Management, professional, and related	1.4	1.2	1.7	1.7	1.3	1.0	1.5
Management, business, and financial	1.6	1.5	1.6	1.6	1.4	0.8	1.6
Professional and related	1.8	1.4	2.2	2.3	1.7	1.4	1.9
Service	0.8	0.6	1.2	1.2	1.3	0.9	0.9
Protective service	3.4	–	5.1	6.0	2.5	2.2	3.0
Sales and office	1.2	0.8	1.2	1.1	0.7	0.4	1.0
Sales and related	1.3	1.0	1.4	1.3	0.9	0.4	1.3
Office and administrative support	1.4	1.0	1.4	1.4	1.1	0.6	1.2
Natural resources, construction, and maintenance	0.9	0.9	1.3	1.3	1.5	0.7	0.8
Construction, extraction, farming, fishing, and forestry	1.5	1.1	1.8	1.7	2.0	1.2	1.3
Installation, maintenance, and repair	1.5	1.0	2.2	2.0	2.2	0.7	1.1
Production, transportation, and material moving	1.0	1.0	1.2	1.3	1.5	0.5	1.0
Production	1.6	1.5	1.6	1.9	1.8	0.9	1.4
Transportation and material moving	1.3	1.2	1.8	2.0	2.0	0.6	1.3
Full time	0.8	0.6	0.8	0.8	1.0	0.6	0.8
Part time	0.7	0.5	1.1	0.9	0.8	0.5	0.7
Union	1.8	1.5	2.0	2.0	2.0	1.6	2.5
Nonunion	0.8	0.5	0.8	0.9	0.7	0.4	0.6
Average wage within the following categories:[5]							
Lowest 25 percent	0.6	0.5	1.1	1.1	0.8	0.6	0.6
Lowest 10 percent	0.5	0.8	1.1	1.1	1.1	0.4	0.8
Second 25 percent	0.9	0.8	1.1	1.2	1.2	0.6	0.9
Third 25 percent	1.1	0.9	1.2	1.3	1.2	0.7	1.1
Highest 25 percent	1.4	1.1	1.5	1.5	1.3	0.7	1.5
Highest 10 percent	2.2	1.6	2.1	2.1	1.6	0.8	2.4
Establishment characteristics							
Goods-producing industries	1.2	1.0	1.2	1.3	1.3	0.6	1.1
Construction	1.3	1.2	1.5	1.5	1.5	0.9	1.2
Manufacturing	1.6	1.3	1.1	1.4	1.5	0.8	1.5
Service-providing industries	0.9	0.6	0.9	0.9	0.8	0.6	0.7
Trade, transportation, and utilities	1.0	0.6	1.2	1.1	1.0	0.5	1.1
Wholesale trade	2.2	2.9	2.5	2.5	2.1	1.2	1.1
Retail trade	0.9	0.7	1.1	1.0	0.8	0.2	1.2
Transportation and warehousing	2.3	2.9	4.9	5.2	3.0	1.8	3.3
Utilities	6.2	3.7	7.3	6.1	2.9	1.4	4.9

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, private industry workers, March 2016—continued

Characteristics	Stock options			
	Total	Performance	Signing	Other
All workers	0.4	0.2	0.1	0.3
Worker characteristics				
Management, professional, and related	1.0	0.6	0.3	0.6
Management, business, and financial	1.6	0.8	0.4	1.1
Professional and related	1.0	0.7	0.4	0.6
Service	0.6	0.1	0.1	0.6
Protective service	0.3	–	–	0.3
Sales and office	0.6	0.2	0.2	0.6
Sales and related	0.8	0.2	0.3	0.8
Office and administrative support	0.9	0.3	0.2	0.9
Natural resources, construction, and maintenance	0.6	0.5	0.3	0.5
Construction, extraction, farming, fishing, and forestry	0.9	–	–	0.8
Installation, maintenance, and repair	0.9	0.8	–	0.7
Production, transportation, and material moving	1.0	0.2	0.1	1.0
Production	0.8	0.5	0.2	0.7
Transportation and material moving	1.6	0.2	0.2	1.6
Full time	0.5	0.3	0.2	0.4
Part time	0.5	0.1	0.1	0.5
Union	1.7	0.9	0.2	1.3
Nonunion	0.4	0.2	0.1	0.4
Average wage within the following categories:[5]				
Lowest 25 percent	0.4	0.1	0.1	0.3
Lowest 10 percent	0.5	0.1	–	0.4
Second 25 percent	0.6	0.1	0.1	0.6
Third 25 percent	0.8	0.3	0.2	0.7
Highest 25 percent	1.0	0.7	0.4	0.6
Highest 10 percent	1.8	1.2	0.5	0.9
Establishment characteristics				
Goods-producing industries	1.1	0.7	0.5	0.7
Construction	1.2	–	–	0.8
Manufacturing	1.6	0.9	0.6	1.0
Service-providing industries	0.5	0.2	0.1	0.4
Trade, transportation, and utilities	0.8	0.2	0.1	0.8
Wholesale trade	1.0	0.4	0.4	0.9
Retail trade	1.0	0.3	0.2	1.0
Transportation and warehousing	3.4	–	–	3.3
Utilities	2.2	–	–	2.2

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, private industry workers, March 2016—continued

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[3]	Payroll deduction IRA[4]	Financial planning
		Flexible benefits	Dependent care flexible spending account[1]	Healthcare flexible spending account[2]			
Information	2.7	2.5	2.7	3.0	2.3	0.8	3.7
Financial activities	1.6	1.4	2.6	2.3	1.1	1.0	2.0
Finance and insurance	1.1	1.6	1.6	1.5	1.1	1.1	2.2
Credit intermediation and related activities	1.5	2.2	1.8	1.7	1.7	1.4	2.9
Insurance carriers and related activities	2.2	2.9	2.7	2.5	2.2	2.0	2.4
Real estate and rental and leasing	3.8	2.7	5.9	5.2	3.1	2.0	2.3
Professional and business services	2.4	1.8	2.1	1.8	1.6	1.2	1.8
Professional and technical services	4.1	3.4	3.9	4.0	3.6	2.2	3.2
Administrative and waste services	1.3	1.7	2.7	1.9	1.8	1.2	0.8
Education and health services	2.1	1.6	2.7	3.0	2.4	1.9	2.3
Educational services	2.7	2.6	2.9	2.6	2.5	2.0	2.5
Junior colleges, colleges, and universities	2.8	3.7	3.0	1.8	3.4	2.0	1.9
Health care and social assistance	2.3	1.9	3.1	3.6	2.7	2.1	2.8
Leisure and hospitality	1.1	1.1	1.9	1.6	1.2	0.8	1.4
Accommodation and food services	1.1	1.0	1.9	1.7	1.4	1.0	1.7
Other services	1.9	1.6	2.4	2.5	–	2.0	1.6
1 to 99 workers	0.8	0.7	1.0	1.1	0.7	0.4	0.8
1 to 49 workers	0.9	0.5	1.0	0.9	0.7	0.3	0.7
50 to 99 workers	1.9	2.0	2.3	2.6	1.7	0.9	1.7
100 workers or more	1.2	0.8	1.1	1.0	1.1	1.0	1.1
100 to 499 workers	1.6	1.2	1.5	1.5	1.2	1.3	1.2
500 workers or more	1.7	1.6	1.9	1.6	1.7	1.0	1.6
Geographic areas							
Northeast	0.9	1.1	1.4	1.5	2.1	1.3	1.8
New England	1.6	1.7	2.6	3.3	3.9	2.4	2.0
Middle Atlantic	1.1	1.4	1.6	1.6	2.1	1.2	2.3
South	1.7	0.9	1.5	1.6	1.0	0.7	1.0
South Atlantic	2.4	1.5	2.1	2.3	1.5	1.2	1.1
East South Central	4.8	1.5	3.4	2.7	2.6	2.1	4.5
West South Central	2.7	1.4	2.6	3.0	1.2	0.5	1.3
Midwest	1.5	1.0	1.8	1.6	1.4	0.5	1.1
East North Central	1.9	1.1	2.3	1.9	1.8	0.6	1.4
West North Central	2.2	2.1	3.0	2.8	2.0	0.8	1.3
West	1.2	0.7	1.3	1.5	1.9	1.4	1.5
Mountain	2.3	1.6	1.8	3.1	1.5	0.8	2.5
Pacific	1.3	0.7	1.7	1.6	2.7	2.0	1.9

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, private industry workers, March 2016—continued

Characteristics	Stock options			
	Total	Performance	Signing	Other
Information	4.4	3.6	–	2.1
Financial activities	1.5	0.8	0.8	1.4
Finance and insurance	1.5	1.1	1.2	1.5
Credit intermediation and related activities	2.2	1.8	1.9	2.1
Insurance carriers and related activities	2.0	1.1	0.5	1.6
Real estate and rental and leasing	2.0	–	–	2.1
Professional and business services	1.1	0.5	0.3	0.8
Professional and technical services	1.5	0.9	–	1.4
Administrative and waste services	1.6	–	–	1.4
Education and health services	1.0	0.1	0.1	–
Educational services	–	–	–	–
Junior colleges, colleges, and universities	–	–	–	–
Health care and social assistance	1.2	0.1	–	–
Leisure and hospitality	–	–	–	–
Accommodation and food services	–	–	–	–
Other services	0.8	–	–	–
1 to 99 workers	0.5	0.2	0.1	0.5
1 to 49 workers	0.5	0.2	0.2	0.5
50 to 99 workers	1.0	0.4	0.2	0.9
100 workers or more	0.7	0.4	0.2	0.6
100 to 499 workers	0.6	0.4	0.2	0.5
500 workers or more	1.4	0.7	0.5	1.1
Geographic areas				
Northeast	1.2	0.4	0.3	0.9
New England	1.1	0.5	0.4	1.1
Middle Atlantic	1.4	0.6	0.4	1.0
South	0.5	0.3	0.2	0.5
South Atlantic	0.6	0.3	0.2	0.7
East South Central	0.9	0.4	0.5	1.7
West South Central	0.9	0.6	0.3	0.4
Midwest	0.8	0.2	0.2	0.6
East North Central	0.9	0.2	0.3	0.7
West North Central	1.7	0.3	0.1	1.3
West	1.1	0.6	0.3	0.9
Mountain	2.5	0.6	([6])	2.3
Pacific	1.1	0.8	0.5	0.6

[1] Formerly referred to as Dependent care reimbursement account.
[2] Formerly referred to as Healthcare reimbursement account.
[3] Savings plans established by the employer on behalf of the employee, but with no employer contribution. These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.
[4] An individual retirement plan that can be sponsored by the employer, but with no employer contributions. The employee establishes either a traditional (with tax-deductible contributions) or Roth (contributions are made post-tax but accumulate tax-free until retirement) IRA plan with a financial institution, and authorizes the payroll deduction by the employer.
[5] 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 2016.
[6] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Health-related benefits: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Long-term care insurance[1]	Retiree healthcare benefits[2]	
		Under age 65	Age 65 and over
All workers	17	15	13
Worker characteristics			
Management, professional, and related	28	23	20
Management, business, and financial	33	27	23
Professional and related	25	21	18
Service	7	5	4
Protective service	6	–	4
Sales and office	17	14	13
Sales and related	13	9	8
Office and administrative support	20	18	16
Natural resources, construction, and maintenance	11	13	13
Construction, extraction, farming, fishing, and forestry	5	8	8
Installation, maintenance, and repair	16	19	18
Production, transportation, and material moving	13	17	15
Production	13	15	13
Transportation and material moving	13	19	16
Full time	20	18	16
Part time	6	5	5
Union	23	41	36
Nonunion	16	12	11
Average wage within the following categories:[3]			
Lowest 25 percent	6	4	4
Lowest 10 percent	4	3	3
Second 25 percent	13	10	8
Third 25 percent	19	19	17
Highest 25 percent	33	30	26
Highest 10 percent	39	32	29
Establishment characteristics			
Goods-producing industries	15	16	15
Construction	3	6	6
Manufacturing	21	21	18
Service-providing industries	17	15	13
Trade, transportation, and utilities	14	15	13
Wholesale trade	16	9	7
Retail trade	10	9	7
Transportation and warehousing	21	36	33
Utilities	43	60	54

See footnotes at end of table.

Table 42. Health-related benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance[1]	Retiree healthcare benefits[2]	
		Under age 65	Age 65 and over
Information	49	48	43
Financial activities	40	39	37
Finance and insurance	50	50	47
Credit intermediation and related activities	52	53	52
Insurance carriers and related activities	44	44	41
Real estate and rental and leasing	9	5	3
Professional and business services	18	12	10
Professional and technical services	24	13	12
Administrative and waste services	7	6	4
Education and health services	18	13	11
Educational services	32	28	31
Junior colleges, colleges, and universities	53	43	45
Health care and social assistance	15	11	8
Leisure and hospitality	6	2	2
Accommodation and food services	6	2	2
Other services	7	8	7
1 to 99 workers	9	7	6
1 to 49 workers	8	6	6
50 to 99 workers	13	11	9
100 workers or more	26	25	21
100 to 499 workers	19	16	14
500 workers or more	37	38	32
Geographic areas			
Northeast	17	15	15
New England	17	13	12
Middle Atlantic	17	16	16
South	18	16	13
South Atlantic	19	17	13
East South Central	16	17	14
West South Central	17	16	14
Midwest	15	14	13
East North Central	16	14	13
West North Central	14	15	14
West	16	13	11
Mountain	16	10	9
Pacific	15	14	12

[1] A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

[2] A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Standard errors for health-related benefits: Access, private industry workers, March 2016

Characteristics	Long-term care insurance[1]	Retiree healthcare benefits[2]	
		Under age 65	Age 65 and over
All workers	0.7	0.5	0.5
Worker characteristics			
Management, professional, and related	1.4	1.1	1.1
Management, business, and financial	2.1	1.6	1.5
Professional and related	1.6	1.2	1.4
Service	1.1	0.6	0.5
Protective service	1.5	–	1.4
Sales and office	1.0	0.9	1.0
Sales and related	1.3	1.0	1.0
Office and administrative support	1.0	1.0	1.2
Natural resources, construction, and maintenance	1.3	0.8	1.1
Construction, extraction, farming, fishing, and forestry	1.1	1.1	1.2
Installation, maintenance, and repair	2.1	1.2	1.6
Production, transportation, and material moving	1.0	1.1	1.1
Production	1.6	1.6	1.8
Transportation and material moving	1.2	1.5	1.6
Full time	0.8	0.5	0.5
Part time	0.8	0.5	0.6
Union	1.7	2.0	2.3
Nonunion	0.7	0.4	0.5
Average wage within the following categories:[3]			
Lowest 25 percent	0.7	0.5	0.5
Lowest 10 percent	0.8	0.7	0.7
Second 25 percent	0.8	0.6	0.6
Third 25 percent	1.0	0.7	0.8
Highest 25 percent	1.5	1.3	1.3
Highest 10 percent	2.3	2.1	2.0
Establishment characteristics			
Goods-producing industries	1.3	1.1	1.3
Construction	0.7	0.9	1.1
Manufacturing	1.5	1.6	1.7
Service-providing industries	0.8	0.5	0.5
Trade, transportation, and utilities	1.0	1.0	1.0
Wholesale trade	2.6	1.7	1.2
Retail trade	1.0	1.0	0.9
Transportation and warehousing	1.9	3.2	3.5
Utilities	4.9	7.0	5.6

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, private industry workers, March 2016—continued

Characteristics	Long-term care insurance[1]	Retiree healthcare benefits[2]	
		Under age 65	Age 65 and over
Information	4.3	2.9	2.6
Financial activities	2.0	1.9	1.8
Finance and insurance	1.9	2.2	2.1
Credit intermediation and related activities	2.7	2.6	2.3
Insurance carriers and related activities	2.2	3.4	3.3
Real estate and rental and leasing	2.6	1.5	1.1
Professional and business services	1.8	1.5	1.4
Professional and technical services	3.2	2.7	2.3
Administrative and waste services	0.9	2.1	1.3
Education and health services	1.7	1.1	1.3
Educational services	2.2	2.0	3.8
Junior colleges, colleges, and universities	3.0	2.9	2.7
Health care and social assistance	2.1	1.3	1.5
Leisure and hospitality	1.8	0.7	0.7
Accommodation and food services	1.9	0.6	0.8
Other services	2.2	2.2	2.0
1 to 99 workers	0.6	0.5	0.5
1 to 49 workers	0.6	0.5	0.5
50 to 99 workers	1.6	1.4	1.4
100 workers or more	1.2	0.8	0.9
100 to 499 workers	1.2	1.0	0.9
500 workers or more	1.9	1.8	2.0
Geographic areas			
Northeast	1.1	0.6	0.6
New England	1.8	1.5	1.4
Middle Atlantic	1.4	0.6	0.6
South	1.5	0.9	0.9
South Atlantic	2.1	1.2	1.4
East South Central	3.5	1.9	2.2
West South Central	2.4	1.9	1.1
Midwest	1.8	1.0	1.3
East North Central	2.4	1.0	1.4
West North Central	2.2	2.4	2.9
West	0.9	0.9	0.8
Mountain	1.6	1.0	0.5
Pacific	1.2	1.3	1.1

[1] A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

[2] A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	All nonproduction bonuses[1]	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[2]
All workers	38	6	3	10	6	4	1	6	11
Worker characteristics									
Management, professional, and related	47	7	5	14	5	6	2	8	13
Management, business, and financial	53	10	6	18	5	5	1	8	15
Professional and related	44	6	5	12	5	7	2	9	12
Service	23	1	2	5	7	2	–	5	6
Protective service	–	3	–	–	–	2	–	1	–
Sales and office	40	9	3	11	6	3	1	6	12
Sales and related	33	11	1	8	5	2	1	3	13
Office and administrative support	45	8	4	14	6	3	1	8	11
Natural resources, construction, and maintenance	39	6	2	12	10	3	1	4	11
Construction, extraction, farming, fishing, and forestry	32	3	1	13	10	–	–	1	7
Installation, maintenance, and repair	45	9	3	12	9	5	1	7	15
Production, transportation, and material moving	40	8	2	9	7	3	1	4	15
Production	44	10	2	10	7	3	1	4	16
Transportation and material moving	37	5	1	8	6	3	–	5	14
Full time	44	7	4	13	7	5	1	6	14
Part time	21	3	1	4	5	1	1	5	5
Union	33	9	5	4	2	5	1	6	17
Nonunion	39	6	3	11	7	4	1	6	11
Average wage within the following categories:[3]									
Lowest 25 percent	23	4	1	5	6	1	2	4	7
Lowest 10 percent	16	1	1	5	5	–	([4])	2	3
Second 25 percent	39	6	2	11	8	3	1	5	11
Third 25 percent	45	7	3	14	6	5	1	6	14
Highest 25 percent	50	10	6	14	5	7	1	8	16
Highest 10 percent	51	10	7	15	4	7	1	8	17
Establishment characteristics									
Goods-producing industries	47	10	3	14	9	4	1	3	15
Construction	37	3	–	15	12	1	–	2	5
Manufacturing	53	14	3	13	7	5	1	4	19
Service-providing industries	36	6	3	10	6	4	1	6	11
Trade, transportation, and utilities	37	11	1	7	6	2	1	4	15
Wholesale trade	42	7	1	13	9	5	1	3	10
Retail trade	33	13	1	5	6	1	1	4	13
Transportation and warehousing	43	9	–	4	4	3	–	–	24
Utilities	47	–	6	15	–	6	–	–	21

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses[1]	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[2]
Information	74	21	12	18	2	19	–	27	28
Financial activities	64	13	7	23	5	3	2	9	17
Finance and insurance	72	16	8	24	5	3	2	11	20
Credit intermediation and related activities	71	15	6	20	5	3	1	13	21
Insurance carriers and related activities	72	16	14	26	6	2	5	10	19
Real estate and rental and leasing	41	–	–	19	6	–	–	–	8
Professional and business services	40	4	5	14	6	3	1	6	9
Professional and technical services	56	8	7	24	8	4	2	5	11
Administrative and waste services	24	1	–	5	4	2	–	7	4
Education and health services	34	1	2	8	7	6	3	10	8
Educational services	17	–	2	3	1	9	–	2	3
Junior colleges, colleges, and universities	18	–	3	–	2	11	–	3	2
Health care and social assistance	37	1	2	9	8	6	4	11	9
Leisure and hospitality	17	–	2	4	5	–	–	2	5
Accommodation and food services	17	–	2	4	5	–	–	2	5
Other services	25	–	–	7	6	4	–	3	4
1 to 99 workers	34	3	1	13	9	2	1	3	6
1 to 49 workers	34	3	1	13	9	2	1	2	6
50 to 99 workers	34	4	2	11	7	3	1	5	8
100 workers or more	43	10	5	8	3	5	2	9	18
100 to 499 workers	41	9	4	7	5	5	2	9	17
500 workers or more	46	11	6	8	2	6	2	10	19
Geographic areas									
Northeast	37	4	3	14	3	5	1	6	10
New England	35	6	3	14	2	5	1	5	8
Middle Atlantic	38	4	3	14	4	5	1	6	10
South	42	6	4	11	9	2	1	6	14
South Atlantic	42	6	5	10	9	3	2	6	14
East South Central	42	6	–	11	9	2	–	6	16
West South Central	43	7	4	11	10	2	1	6	14
Midwest	38	8	3	10	5	3	1	6	11
East North Central	39	8	3	10	7	3	1	6	11
West North Central	37	8	3	9	2	4	2	6	13
West	33	6	2	8	6	5	–	5	8
Mountain	37	6	2	12	7	3	1	4	9
Pacific	31	6	2	6	5	6	–	6	8

[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] 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 2016.
[4] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Standard errors for nonproduction bonuses: Access, private industry workers, March 2016

Characteristics	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[1]
All workers	0.7	0.3	0.3	0.5	0.4	0.3	0.2	0.4	0.5
Worker characteristics									
Management, professional, and related	1.6	0.7	0.7	0.9	0.8	0.8	0.5	0.7	1.0
Management, business, and financial	1.9	0.9	1.0	1.5	0.8	0.8	0.2	0.8	1.1
Professional and related	2.0	0.7	0.9	1.1	1.1	0.9	0.7	0.9	1.3
Service	1.9	0.2	0.4	1.0	1.2	0.4	–	1.2	0.7
Protective service	–	1.1	–	–	–	1.1	–	0.4	–
Sales and office	1.0	0.5	0.4	0.7	0.4	0.4	0.2	0.5	0.6
Sales and related	1.2	0.8	0.2	0.8	0.7	0.5	0.2	0.5	0.9
Office and administrative support	1.3	0.5	0.6	1.0	0.6	0.4	0.2	0.6	0.7
Natural resources, construction, and maintenance	1.7	0.7	0.5	1.0	1.0	0.6	0.4	0.6	0.8
Construction, extraction, farming, fishing, and forestry	2.4	0.8	0.5	1.4	1.8	–	–	0.3	1.2
Installation, maintenance, and repair	2.3	1.0	0.8	1.5	1.5	1.0	0.7	1.0	1.0
Production, transportation, and material moving	1.4	0.7	0.4	0.8	0.7	0.5	0.2	0.8	1.1
Production	1.9	0.8	0.5	1.1	0.8	0.7	0.2	1.2	1.6
Transportation and material moving	2.2	0.9	0.4	1.3	0.9	0.7	–	0.7	1.6
Full time	0.8	0.4	0.3	0.5	0.4	0.4	0.2	0.4	0.5
Part time	1.1	0.3	0.2	0.7	0.6	0.2	0.4	0.6	0.5
Union	2.4	1.0	1.8	0.8	0.6	1.2	0.5	1.9	2.0
Nonunion	0.8	0.4	0.2	0.5	0.4	0.3	0.3	0.4	0.5
Average wage within the following categories:[2]									
Lowest 25 percent	1.3	0.3	0.3	0.6	0.8	0.2	0.8	0.8	0.5
Lowest 10 percent	1.8	0.2	0.5	1.0	0.5	–	0.2	0.4	0.7
Second 25 percent	1.3	0.4	0.3	0.9	0.7	0.3	0.3	0.5	0.6
Third 25 percent	1.1	0.5	0.4	0.9	0.5	0.6	0.2	0.6	0.7
Highest 25 percent	1.6	0.8	0.9	0.9	0.6	0.8	0.3	0.7	1.1
Highest 10 percent	2.4	1.3	1.3	1.5	0.8	1.3	0.3	1.1	1.7
Establishment characteristics									
Goods-producing industries	1.3	0.9	0.5	0.9	0.7	0.5	0.2	0.5	0.9
Construction	1.7	1.0	–	1.6	1.4	0.4	–	0.5	1.0
Manufacturing	1.8	1.3	0.6	1.1	0.7	0.8	0.3	0.7	1.6
Service-providing industries	0.8	0.3	0.3	0.5	0.5	0.4	0.3	0.5	0.5
Trade, transportation, and utilities	1.2	0.7	0.3	0.7	0.5	0.4	0.2	0.6	1.0
Wholesale trade	2.4	1.6	0.5	1.1	1.2	1.3	0.5	1.1	1.4
Retail trade	1.1	0.8	0.2	0.8	0.5	0.2	0.4	0.7	0.7
Transportation and warehousing	3.3	1.7	–	1.4	1.8	0.9	–	–	3.4
Utilities	5.5	–	1.9	2.7	–	2.1	–	–	3.2

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, private industry workers, March 2016—continued

Characteristics	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[1]
Information	3.4	3.0	2.4	2.6	0.8	2.8	–	3.7	2.5
Financial activities	1.4	1.0	0.7	1.1	0.7	0.7	0.4	0.8	1.1
Finance and insurance	1.4	1.1	0.9	1.4	0.7	0.4	0.5	0.9	1.2
Credit intermediation and related activities	2.0	1.8	1.3	2.0	0.8	0.7	0.4	1.3	1.5
Insurance carriers and related activities	2.0	1.6	2.2	1.8	1.1	0.7	1.3	1.3	2.0
Real estate and rental and leasing	4.5	–	–	4.0	2.4	–	–	–	2.3
Professional and business services	2.3	0.9	0.5	1.7	0.8	0.9	0.4	1.0	1.2
Professional and technical services	3.4	1.6	1.3	2.6	1.3	1.9	0.7	1.5	2.7
Administrative and waste services	2.8	0.6	–	1.5	0.9	0.4	–	1.1	1.2
Education and health services	2.4	0.2	1.1	1.3	1.8	1.0	1.2	1.7	1.5
Educational services	2.1	–	0.4	0.8	0.5	1.4	–	0.4	1.0
Junior colleges, colleges, and universities	1.9	–	0.6	–	0.7	1.4	–	0.7	0.3
Health care and social assistance	2.7	0.3	1.2	1.6	2.0	1.1	1.5	2.0	1.8
Leisure and hospitality	2.7	–	0.6	1.5	0.8	–	–	0.5	1.2
Accommodation and food services	2.9	–	0.7	1.6	0.8	–	–	0.5	1.5
Other services	2.9	–	–	1.5	1.8	1.4	–	1.2	1.3
1 to 99 workers	1.0	0.3	0.2	0.8	0.6	0.3	0.3	0.4	0.5
1 to 49 workers	1.3	0.3	0.3	0.9	0.6	0.3	0.3	0.4	0.6
50 to 99 workers	2.3	0.7	0.5	1.4	1.2	0.5	0.5	1.0	0.8
100 workers or more	1.2	0.6	0.6	0.5	0.5	0.6	0.5	0.7	0.8
100 to 499 workers	1.6	0.7	0.8	0.6	0.8	0.8	0.8	1.2	1.1
500 workers or more	1.8	1.1	0.5	0.7	0.5	0.7	0.3	0.7	1.3
Geographic areas									
Northeast	1.5	0.8	0.3	0.9	0.5	0.7	0.2	0.8	0.9
New England	2.5	0.7	0.5	2.5	0.5	1.3	0.3	0.8	1.7
Middle Atlantic	2.0	1.1	0.4	1.2	0.7	0.7	0.2	1.1	1.1
South	1.0	0.4	0.6	0.7	0.8	0.5	0.3	0.7	1.0
South Atlantic	1.4	0.6	1.1	1.1	1.1	0.8	0.6	1.1	1.8
East South Central	2.6	0.4	–	1.9	1.2	0.6	–	1.4	2.1
West South Central	1.8	0.7	0.7	0.9	1.5	0.9	0.2	1.2	1.1
Midwest	1.6	0.8	0.3	1.1	0.5	0.7	0.3	0.7	0.7
East North Central	1.8	1.1	0.2	1.5	0.6	0.7	0.3	0.6	0.7
West North Central	3.2	0.8	0.8	1.4	0.7	1.5	0.7	1.7	1.4
West	1.8	0.6	0.3	0.9	1.1	0.9	–	1.1	0.6
Mountain	2.9	0.3	0.5	1.4	2.0	1.0	0.2	1.3	0.7
Pacific	2.2	0.8	0.4	1.0	1.3	1.3	–	1.5	0.8

[1] Includes all other bonuses provided to employees and not published separately.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Unmarried domestic partner benefits: Access[1], private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	11	10	39	35
Worker characteristics				
Management, professional, and related	17	17	57	51
Management, business, and financial	20	20	62	57
Professional and related	16	15	55	48
Service	4	5	21	19
Protective service	7	7	31	27
Sales and office	10	10	41	38
Sales and related	6	6	35	31
Office and administrative support	13	13	45	42
Natural resources, construction, and maintenance	9	7	28	24
Construction, extraction, farming, fishing, and forestry	7	6	17	19
Installation, maintenance, and repair	12	8	39	29
Production, transportation, and material moving	10	10	33	30
Production	8	7	31	29
Transportation and material moving	12	12	35	31
Full time	13	12	47	42
Part time	5	5	17	16
Union	33	28	58	44
Nonunion	8	9	37	34
Average wage within the following categories:[2]				
Lowest 25 percent	3	4	18	18
Lowest 10 percent	1	2	8	8
Second 25 percent	8	8	37	34
Third 25 percent	12	12	45	40
Highest 25 percent	22	20	61	53
Highest 10 percent	24	23	69	61
Establishment characteristics				
Goods-producing industries	10	9	35	32
Construction	6	6	18	20
Manufacturing	11	9	43	38
Service-providing industries	11	11	40	35
Trade, transportation, and utilities	9	9	40	35
Wholesale trade	5	4	35	31
Retail trade	6	6	37	33
Transportation and warehousing	19	18	53	44
Utilities	37	33	60	55

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access[1], private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
Information	35	21	83	45
Financial activities	29	28	63	60
Finance and insurance	37	36	73	69
Credit intermediation and related activities	38	37	73	69
Insurance carriers and related activities	33	32	69	65
Real estate and rental and leasing	4	5	33	33
Professional and business services	9	11	38	38
Professional and technical services	10	12	51	52
Administrative and waste services	5	5	21	20
Education and health services	11	12	44	39
Educational services	13	13	53	43
Junior colleges, colleges, and universities	17	17	70	54
Health care and social assistance	11	11	42	38
Leisure and hospitality	3	3	20	17
Accommodation and food services	2	2	19	16
Other services	8	9	20	21
1 to 99 workers	5	5	26	25
1 to 49 workers	5	5	24	23
50 to 99 workers	6	6	30	30
100 workers or more	17	17	55	47
100 to 499 workers	13	13	49	45
500 workers or more	25	23	64	50
Geographic areas				
Northeast	15	16	44	38
New England	11	13	42	38
Middle Atlantic	16	17	44	38
South	10	10	34	31
South Atlantic	11	11	35	31
East South Central	8	8	33	30
West South Central	9	8	32	31
Midwest	7	7	29	23
East North Central	6	6	28	22
West North Central	10	9	30	26
West	11	11	53	50
Mountain	8	8	43	38
Pacific	13	12	58	55

[1] The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at:www.bls.gov/ncs/ebs_domestic2012.pdf.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Standard errors for unmarried domestic partner benefits: Access[1], private industry workers, March 2016

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	0.5	0.5	0.8	0.8
Worker characteristics				
Management, professional, and related	1.3	1.2	1.3	1.4
Management, business, and financial	1.7	1.6	1.7	1.8
Professional and related	1.5	1.4	1.5	1.6
Service	0.7	0.7	2.1	2.0
Protective service	2.8	2.9	6.4	5.8
Sales and office	0.6	0.6	1.1	1.0
Sales and related	0.8	0.8	1.3	1.3
Office and administrative support	0.7	0.7	1.4	1.3
Natural resources, construction, and maintenance	1.2	1.0	1.5	1.6
Construction, extraction, farming, fishing, and forestry	1.8	1.7	2.1	2.4
Installation, maintenance, and repair	1.2	0.9	1.8	2.1
Production, transportation, and material moving	1.0	1.0	1.4	1.5
Production	1.3	1.2	2.2	2.1
Transportation and material moving	1.3	1.4	1.6	1.7
Full time	0.6	0.6	1.0	1.0
Part time	0.5	0.5	1.0	1.1
Union	2.3	2.1	2.1	2.6
Nonunion	0.5	0.5	0.9	0.9
Average wage within the following categories:[2]				
Lowest 25 percent	0.4	0.4	1.3	1.4
Lowest 10 percent	0.2	0.4	0.9	1.2
Second 25 percent	0.6	0.6	1.3	1.3
Third 25 percent	0.8	0.8	1.4	1.4
Highest 25 percent	1.5	1.3	1.5	1.5
Highest 10 percent	2.2	1.9	2.3	2.1
Establishment characteristics				
Goods-producing industries	1.2	1.0	1.7	1.7
Construction	1.6	1.0	1.3	1.2
Manufacturing	1.3	1.1	2.1	2.2
Service-providing industries	0.6	0.5	0.9	0.9
Trade, transportation, and utilities	0.6	0.7	1.2	1.1
Wholesale trade	1.3	0.9	1.9	1.9
Retail trade	0.7	0.7	1.2	1.2
Transportation and warehousing	2.7	3.0	4.1	3.6
Utilities	5.5	5.9	5.3	5.2

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access[1], private industry workers, March 2016—continued

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
Information	3.9	2.6	2.6	4.3
Financial activities	1.6	1.6	2.0	1.7
Finance and insurance	1.9	1.8	1.7	1.6
Credit intermediation and related activities	2.6	2.8	2.3	1.8
Insurance carriers and related activities	3.0	2.6	2.9	3.1
Real estate and rental and leasing	1.2	1.3	4.6	3.8
Professional and business services	1.8	1.8	2.1	2.2
Professional and technical services	2.4	2.6	3.3	3.1
Administrative and waste services	1.5	1.5	2.8	2.5
Education and health services	1.7	1.7	2.3	2.4
Educational services	1.9	1.6	3.1	2.9
Junior colleges, colleges, and universities	1.4	1.3	2.2	2.7
Health care and social assistance	1.9	1.9	2.7	2.7
Leisure and hospitality	0.6	0.7	2.5	2.4
Accommodation and food services	0.5	0.5	2.7	2.6
Other services	2.1	2.1	2.7	2.9
1 to 99 workers	0.5	0.5	1.2	1.2
1 to 49 workers	0.5	0.5	1.2	1.2
50 to 99 workers	1.0	1.0	2.2	2.2
100 workers or more	0.8	0.8	1.1	1.1
100 to 499 workers	1.1	1.2	1.2	1.4
500 workers or more	1.5	1.3	1.8	1.8
Geographic areas				
Northeast	1.4	1.3	1.6	1.4
New England	2.2	2.4	2.8	2.5
Middle Atlantic	1.8	1.5	2.1	1.9
South	0.6	0.6	1.4	1.6
South Atlantic	0.9	0.8	1.9	2.2
East South Central	1.7	0.7	4.5	4.6
West South Central	1.1	1.1	2.4	2.7
Midwest	0.7	0.7	1.4	1.2
East North Central	0.5	0.7	1.5	1.3
West North Central	2.1	1.4	2.7	2.4
West	1.5	1.4	2.3	2.2
Mountain	1.0	0.9	4.7	4.4
Pacific	2.2	2.0	2.6	2.7

[1] The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at:www.bls.gov/ncs/ebs_domestic2012.pdf.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2016

(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	58	9	8	25	54	14	1	31
Worker characteristics								
Management, professional, and related	77	9	4	10	75	12	1	13
Management, business, and financial	84	10	1	4	83	11	([1])	5
Professional and related	73	9	5	13	70	12	1	17
Service	30	9	11	50	25	14	2	59
Protective service	35	–	–	35	34	–	–	44
Sales and office	57	9	12	22	52	14	2	32
Sales and related	46	8	20	25	40	15	2	44
Office and administrative support	65	9	7	19	60	14	2	25
Natural resources, construction, and maintenance	58	14	4	23	53	19	1	26
Construction, extraction, farming, fishing, and forestry	51	14	6	29	44	21	2	33
Installation, maintenance, and repair	64	15	3	19	61	17	1	20
Production, transportation, and material moving	65	9	5	21	61	13	1	25
Production	71	10	3	17	67	13	1	19
Transportation and material moving	60	8	7	25	55	13	1	31
Full time	74	12	3	11	70	15	1	13
Part time	16	3	21	60	10	9	2	79
Union	88	4	2	5	83	10	1	7
Nonunion	55	10	8	27	51	14	1	34
Average wage within the following categories:[2]								
Lowest 25 percent	25	8	17	50	19	14	2	65
Lowest 10 percent	15	7	18	60	11	11	2	76
Second 25 percent	59	12	6	23	55	15	1	28
Third 25 percent	74	11	4	11	71	14	1	14
Highest 25 percent	84	8	2	6	82	11	1	7
Highest 10 percent	86	7	2	5	85	8	1	7
Establishment characteristics								
Goods-producing industries	72	12	2	13	69	15	1	15
Construction	50	17	5	28	41	26	1	32
Manufacturing	82	10	1	7	81	11	1	8
Service-providing industries	55	9	9	27	51	13	1	34
Trade, transportation, and utilities	60	7	14	19	52	15	2	31
Wholesale trade	73	12	4	11	69	16	1	14
Retail trade	48	6	22	24	37	17	3	43
Transportation and warehousing	78	5	4	13	73	–	–	17
Utilities	96	–	–	–	95	–	–	–

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2016—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	17	50	1	32	54	13	8	25
Worker characteristics								
Management, professional, and related	25	62	([1])	13	74	13	4	10
Management, business, and financial	28	66	–	–	82	13	1	4
Professional and related	23	59	([1])	18	69	13	5	13
Service	6	33	1	60	27	12	11	50
Protective service	–	30	–	58	32	8	23	37
Sales and office	14	52	2	32	54	12	12	22
Sales and related	9	46	2	43	43	12	19	26
Office and administrative support	17	56	1	25	62	12	6	20
Natural resources, construction, and maintenance	–	50	–	28	52	21	4	24
Construction, extraction, farming, fishing, and forestry	–	42	–	35	41	24	6	29
Installation, maintenance, and repair	21	58	–	21	61	17	3	19
Production, transportation, and material moving	22	52	1	25	58	16	5	21
Production	21	59	–	–	68	12	3	17
Transportation and material moving	22	46	1	31	49	19	7	25
Full time	21	64	([1])	14	69	16	3	11
Part time	6	13	2	79	13	6	20	61
Union	69	24	1	6	54	39	2	6
Nonunion	12	53	1	34	54	11	8	27
Average wage within the following categories:[2]								
Lowest 25 percent	4	28	2	66	23	10	16	51
Lowest 10 percent	3	19	1	77	13	9	17	61
Second 25 percent	12	59	1	29	55	15	6	24
Third 25 percent	23	62	([1])	15	69	16	4	11
Highest 25 percent	34	58	([1])	8	79	13	2	6
Highest 10 percent	35	58	–	–	82	11	2	5
Establishment characteristics								
Goods-producing industries	25	59	–	–	68	16	2	14
Construction	–	49	–	33	41	26	5	28
Manufacturing	28	63	–	–	79	12	1	7
Service-providing industries	16	49	1	35	51	13	9	27
Trade, transportation, and utilities	16	51	2	31	52	14	14	20
Wholesale trade	–	74	–	15	71	14	4	11
Retail trade	10	44	4	42	42	12	21	25
Transportation and warehousing	34	49	–	–	60	23	3	14
Utilities	76	23	–	–	95	–	–	–

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2016—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
Information	87	6	2	5	88	–	–	6
Financial activities	79	9	3	9	80	8	1	11
Finance and insurance	90	4	2	5	89	4	1	6
Credit intermediation and related activities	92	3	2	3	92	3	1	4
Insurance carriers and related activities	86	3	3	7	85	4	1	9
Real estate and rental and leasing	48	24	7	22	51	–	–	29
Professional and business services	53	13	7	27	51	15	2	32
Professional and technical services	71	12	5	12	66	–	–	17
Administrative and waste services	28	14	10	47	27	15	4	53
Education and health services	65	9	6	20	61	13	1	25
Educational services	70	6	2	22	67	–	–	24
Junior colleges, colleges, and universities	87	–	–	9	87	–	–	10
Health care and social assistance	64	9	7	20	60	13	1	25
Leisure and hospitality	22	9	10	59	18	–	–	68
Accommodation and food services	21	9	10	60	16	–	–	70
Other services	36	10	11	43	32	14	2	52
1 to 99 workers	42	13	9	36	39	17	1	44
1 to 49 workers	38	14	9	39	34	18	1	47
50 to 99 workers	56	10	9	25	53	13	1	33
100 workers or more	77	5	6	11	72	10	2	16
100 to 499 workers	72	7	8	13	65	13	2	20
500 workers or more	86	3	4	8	84	5	1	11
Geographic areas								
Northeast	60	8	8	24	55	13	1	31
New England	60	–	–	24	53	12	2	32
Middle Atlantic	60	9	8	24	55	14	1	31
South	58	10	8	24	56	12	2	31
South Atlantic	59	9	8	24	55	12	1	31
East South Central	61	10	7	22	54	17	2	27
West South Central	55	12	9	24	58	9	2	31
Midwest	62	7	9	22	58	11	1	30
East North Central	61	8	9	22	57	12	1	30
West North Central	63	5	9	22	60	9	1	31
West	53	12	6	29	46	19	1	33
Mountain	56	9	7	28	49	16	1	34
Pacific	52	14	5	29	45	21	1	33

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, private industry workers, March 2016—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
Information	37	56	–	–	87	6	2	5
Financial activities	37	50	([1])	12	79	9	3	9
Finance and insurance	47	46	([1])	7	89	4	2	5
Credit intermediation and related activities	47	48	–	–	91	4	2	3
Insurance carriers and related activities	48	42	–	–	86	3	3	7
Real estate and rental and leasing	7	64	–	29	47	24	7	22
Professional and business services	–	53	–	34	52	14	7	27
Professional and technical services	–	69	–	17	71	12	5	12
Administrative and waste services	4	38	–	58	28	15	10	47
Education and health services	17	57	([1])	26	60	14	6	20
Educational services	–	60	–	24	61	15	2	22
Junior colleges, colleges, and universities	15	74	–	–	83	–	–	9
Health care and social assistance	17	56	([1])	26	60	14	7	20
Leisure and hospitality	3	28	([1])	69	20	11	9	60
Accommodation and food services	–	27	–	70	19	11	10	61
Other services	–	38	–	53	33	13	10	44
1 to 99 workers	8	47	([1])	44	40	15	9	36
1 to 49 workers	6	45	([1])	48	37	15	9	39
50 to 99 workers	14	53	1	33	51	15	9	25
100 workers or more	28	54	1	17	71	12	6	12
100 to 499 workers	19	60	1	20	66	13	8	14
500 workers or more	42	46	1	11	78	10	4	8
Geographic areas								
Northeast	21	46	1	31	54	14	8	24
New England	–	47	–	34	56	–	–	25
Middle Atlantic	22	46	1	31	54	15	7	24
South	16	52	1	32	55	13	8	24
South Atlantic	18	49	1	32	55	13	8	25
East South Central	–	58	–	28	58	13	7	22
West South Central	13	53	([1])	33	53	14	9	24
Midwest	18	51	1	30	58	11	9	23
East North Central	18	51	1	30	57	12	9	22
West North Central	–	52	–	31	60	8	9	23
West	15	51	1	34	49	16	5	29
Mountain	11	54	1	34	52	13	6	29
Pacific	–	49	–	34	48	18	5	29

[1] Less than 0.5.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Standard errors for medical care benefit combinations: Access, private industry workers, March 2016

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	0.9	0.5	0.5	0.8	0.8	0.4	0.1	0.8
Worker characteristics								
Management, professional, and related	1.7	1.0	0.4	0.9	1.4	0.9	0.2	1.1
Management, business, and financial	1.6	1.2	0.3	0.9	1.8	1.4	0.1	0.9
Professional and related	2.1	1.2	0.6	1.2	1.7	1.2	0.2	1.4
Service	1.9	0.8	1.2	2.4	1.4	1.3	0.4	1.9
Protective service	5.3	–	–	4.9	5.1	–	–	3.4
Sales and office	1.2	0.7	0.6	1.1	1.2	0.7	0.2	1.2
Sales and related	1.7	1.2	1.1	1.8	1.6	1.1	0.3	1.7
Office and administrative support	1.7	0.7	0.6	1.5	1.6	0.9	0.2	1.7
Natural resources, construction, and maintenance	1.8	1.4	0.8	1.6	1.6	1.3	0.4	1.8
Construction, extraction, farming, fishing, and forestry	2.8	2.3	1.6	2.8	2.6	2.2	0.9	3.4
Installation, maintenance, and repair	2.3	1.7	0.6	1.8	2.1	1.6	0.3	1.9
Production, transportation, and material moving	1.6	0.8	0.9	1.2	1.8	1.0	0.2	1.4
Production	2.3	1.0	0.8	2.1	2.5	1.5	0.3	2.2
Transportation and material moving	2.1	1.2	1.1	1.6	2.1	1.1	0.3	1.7
Full time	0.9	0.6	0.3	0.5	0.8	0.6	0.2	0.6
Part time	1.2	0.4	1.5	1.6	0.9	0.7	0.2	1.2
Union	1.5	1.0	0.5	1.1	1.4	1.1	0.3	1.2
Nonunion	1.0	0.5	0.5	0.9	0.9	0.5	0.1	0.9
Average wage within the following categories:[2]								
Lowest 25 percent	1.3	0.6	1.4	1.9	1.2	0.9	0.4	1.3
Lowest 10 percent	1.6	1.2	2.2	2.6	1.4	1.1	0.6	1.5
Second 25 percent	1.3	0.9	0.5	1.2	1.5	1.0	0.2	1.4
Third 25 percent	1.2	0.9	0.5	0.8	1.1	0.8	0.2	0.9
Highest 25 percent	1.3	0.9	0.3	0.8	1.1	0.8	0.2	0.8
Highest 10 percent	1.9	1.2	0.5	1.3	1.9	1.3	0.2	1.4
Establishment characteristics								
Goods-producing industries	0.9	1.0	0.4	0.8	1.2	1.0	0.2	0.9
Construction	2.1	2.2	1.0	2.1	1.9	1.9	0.3	2.4
Manufacturing	1.5	1.1	0.4	1.2	1.4	1.2	0.3	1.3
Service-providing industries	1.1	0.5	0.6	1.0	1.0	0.5	0.1	1.0
Trade, transportation, and utilities	1.0	0.5	0.7	0.8	1.2	0.8	0.3	0.9
Wholesale trade	1.7	2.1	0.9	1.8	2.0	1.2	0.6	1.7
Retail trade	1.1	0.8	1.0	1.1	1.3	1.0	0.4	1.2
Transportation and warehousing	3.5	0.9	1.2	2.7	4.4	–	–	3.3
Utilities	2.2	–	–	–	2.3	–	–	–

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, private industry workers, March 2016—continued

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	0.6	0.8	0.1	0.9	0.9	0.6	0.5	0.8
Worker characteristics								
Management, professional, and related	1.4	1.4	0.1	1.1	1.6	1.1	0.4	0.9
Management, business, and financial	1.9	1.9	–	–	1.5	1.3	0.3	0.9
Professional and related	1.6	1.6	0.1	1.4	2.1	1.4	0.6	1.2
Service	0.7	1.7	0.1	1.9	1.8	0.9	1.2	2.4
Protective service	–	4.9	–	5.1	4.9	2.7	4.6	5.1
Sales and office	0.7	1.3	0.2	1.3	1.2	0.8	0.6	1.2
Sales and related	1.0	1.6	0.3	1.8	1.6	1.3	1.1	1.8
Office and administrative support	0.8	1.6	0.2	1.7	1.7	0.8	0.6	1.5
Natural resources, construction, and maintenance	–	1.9	–	1.7	1.7	1.5	0.8	1.6
Construction, extraction, farming, fishing, and forestry	–	3.1	–	3.0	2.9	2.7	1.6	2.8
Installation, maintenance, and repair	1.6	2.3	–	1.8	2.2	1.7	0.6	1.8
Production, transportation, and material moving	1.2	1.4	0.1	1.4	1.6	1.2	0.9	1.2
Production	1.7	2.1	–	–	2.2	1.0	0.8	2.1
Transportation and material moving	1.7	1.6	0.3	1.7	2.1	1.9	1.1	1.6
Full time	0.7	0.9	([1])	0.7	0.9	0.6	0.3	0.5
Part time	0.6	0.9	0.3	1.2	1.1	0.8	1.5	1.6
Union	2.2	2.2	0.3	1.2	2.6	2.6	0.5	1.1
Nonunion	0.6	0.9	0.1	0.9	1.0	0.5	0.5	0.9
Average wage within the following categories:[2]								
Lowest 25 percent	0.4	1.2	0.2	1.3	1.2	0.8	1.4	1.9
Lowest 10 percent	0.4	1.2	0.3	1.4	1.6	1.3	2.2	2.6
Second 25 percent	0.6	1.4	0.1	1.4	1.4	1.0	0.5	1.2
Third 25 percent	1.0	1.1	0.1	0.9	1.1	1.0	0.5	0.8
Highest 25 percent	1.6	1.5	([1])	0.8	1.3	1.0	0.3	0.8
Highest 10 percent	2.5	2.4	–	–	2.0	1.5	0.5	1.3
Establishment characteristics								
Goods-producing industries	1.4	1.6	–	–	0.9	1.0	0.4	0.8
Construction	–	2.5	–	2.3	2.2	2.4	1.0	2.1
Manufacturing	1.8	2.3	–	–	1.5	1.2	0.4	1.2
Service-providing industries	0.6	0.9	0.1	1.0	1.1	0.7	0.6	1.0
Trade, transportation, and utilities	1.1	1.1	0.3	1.0	1.2	1.1	0.7	0.8
Wholesale trade	–	2.3	–	1.8	1.8	2.2	0.9	1.8
Retail trade	0.9	1.4	0.5	1.3	1.1	1.1	1.1	1.1
Transportation and warehousing	3.4	3.4	–	–	4.6	3.3	1.3	2.8
Utilities	6.1	6.1	–	–	2.3	–	–	–

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, private industry workers, March 2016—continued

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
Information	2.9	2.3	0.7	1.1	2.2	–	–	1.4
Financial activities	2.0	1.6	0.5	1.1	1.6	0.9	0.2	1.2
Finance and insurance	0.9	0.7	0.4	0.6	1.0	0.7	0.3	0.7
Credit intermediation and related activities	1.0	0.9	0.4	0.7	0.9	0.8	0.3	0.7
Insurance carriers and related activities	1.6	0.7	0.8	1.6	1.9	0.8	0.7	1.6
Real estate and rental and leasing	5.8	5.0	1.9	4.1	5.1	–	–	4.1
Professional and business services	3.0	1.7	1.3	2.2	2.4	1.5	0.5	2.1
Professional and technical services	4.1	2.6	1.4	2.4	3.7	–	–	2.9
Administrative and waste services	3.1	1.9	2.7	3.7	2.9	1.9	0.9	2.9
Education and health services	2.8	1.3	0.8	2.2	2.4	1.2	0.2	2.4
Educational services	4.0	1.8	1.0	2.8	3.0	–	–	2.7
Junior colleges, colleges, and universities	1.9	–	–	1.6	2.1	–	–	1.7
Health care and social assistance	3.1	1.4	0.9	2.5	2.8	1.4	0.2	2.7
Leisure and hospitality	2.7	1.3	1.8	3.2	2.0	–	–	2.5
Accommodation and food services	3.0	1.4	2.0	3.9	2.2	–	–	3.0
Other services	3.2	2.1	2.4	3.5	3.1	1.8	0.9	3.3
1 to 99 workers	1.3	0.7	0.6	1.2	1.2	0.8	0.2	1.2
1 to 49 workers	1.4	0.8	0.6	1.3	1.2	1.0	0.2	1.2
50 to 99 workers	2.9	1.1	1.5	2.6	3.0	1.2	0.3	2.7
100 workers or more	1.0	0.5	0.5	0.7	0.9	0.7	0.2	0.8
100 to 499 workers	1.5	0.7	0.7	1.1	1.4	1.0	0.2	1.1
500 workers or more	1.5	0.6	0.6	1.3	1.5	0.8	0.4	1.3
Geographic areas								
Northeast	1.7	1.2	1.0	1.2	1.1	0.7	0.2	1.1
New England	2.3	–	–	2.0	2.1	1.2	0.6	2.4
Middle Atlantic	1.9	1.5	0.6	1.2	1.3	0.9	0.1	1.0
South	2.0	0.8	0.8	1.3	1.6	0.8	0.3	1.7
South Atlantic	2.2	1.1	0.7	1.6	2.0	1.0	0.2	1.9
East South Central	2.4	2.7	2.7	1.7	1.8	3.3	0.6	4.0
West South Central	4.9	1.2	1.9	3.1	3.8	1.0	0.8	3.7
Midwest	1.8	0.5	1.2	2.2	2.0	0.8	0.2	1.9
East North Central	1.8	0.6	1.7	2.6	1.8	1.0	0.2	1.9
West North Central	4.0	0.7	0.5	4.4	5.1	1.4	0.2	4.4
West	1.6	1.1	0.7	1.5	1.3	1.0	0.3	1.4
Mountain	2.2	1.9	1.2	2.6	2.0	1.7	0.3	2.8
Pacific	2.0	1.3	0.9	1.8	1.7	1.3	0.4	1.6

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, private industry workers, March 2016—continued

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
Information	4.4	4.2	–	–	3.0	2.4	0.7	1.1
Financial activities	2.2	2.2	0.1	1.2	2.0	1.6	0.5	1.1
Finance and insurance	2.2	2.0	0.1	0.7	0.9	0.7	0.3	0.6
Credit intermediation and related activities	3.1	3.2	–	–	1.0	0.8	0.3	0.6
Insurance carriers and related activities	2.4	2.2	–	–	1.6	0.7	0.8	1.6
Real estate and rental and leasing	2.6	4.5	–	4.1	5.6	5.0	1.9	4.1
Professional and business services	–	2.2	–	2.2	2.7	1.6	1.3	2.2
Professional and technical services	–	3.5	–	2.9	4.1	2.7	1.4	2.4
Administrative and waste services	1.7	3.3	–	3.0	3.0	1.7	2.7	3.7
Education and health services	1.7	2.0	0.1	2.4	2.6	1.6	0.8	2.2
Educational services	–	3.0	–	2.7	3.9	2.2	0.9	2.8
Junior colleges, colleges, and universities	1.5	1.9	–	–	2.0	–	–	1.6
Health care and social assistance	1.9	2.3	0.2	2.7	2.9	1.8	0.9	2.5
Leisure and hospitality	0.8	2.1	0.1	2.5	2.4	1.4	1.8	3.2
Accommodation and food services	–	2.6	–	3.0	2.7	1.6	2.0	3.9
Other services	–	3.6	–	3.3	3.2	2.1	2.3	3.5
1 to 99 workers	0.5	1.2	0.1	1.2	1.2	0.7	0.6	1.2
1 to 49 workers	0.5	1.2	0.1	1.2	1.3	0.8	0.6	1.2
50 to 99 workers	1.3	2.7	0.4	2.8	2.9	1.3	1.4	2.6
100 workers or more	0.9	1.0	0.1	0.8	1.1	0.7	0.5	0.7
100 to 499 workers	1.1	1.5	0.2	1.2	1.6	1.1	0.7	1.1
500 workers or more	1.6	1.8	0.1	1.4	1.5	1.0	0.6	1.3
Geographic areas								
Northeast	1.6	1.2	0.2	1.0	1.3	1.1	1.0	1.2
New England	–	2.7	–	2.2	2.0	–	–	1.9
Middle Atlantic	1.7	1.3	0.3	0.9	1.5	1.3	0.6	1.3
South	0.8	1.5	0.1	1.8	1.9	1.1	0.8	1.3
South Atlantic	1.1	1.4	([1])	1.9	2.4	1.9	0.7	1.6
East South Central	–	3.3	–	3.9	3.4	1.8	2.7	1.7
West South Central	1.1	3.9	0.1	4.2	4.4	1.1	1.9	3.0
Midwest	1.3	1.4	0.1	1.9	1.5	0.9	1.2	2.3
East North Central	1.2	1.7	0.2	2.0	1.7	1.0	1.8	2.6
West North Central	–	2.1	–	4.3	2.8	1.9	0.5	4.5
West	1.2	2.1	0.2	1.4	1.9	1.4	0.7	1.5
Mountain	0.7	3.0	0.2	2.9	2.4	2.0	1.2	2.6
Pacific	–	2.7	–	1.6	2.5	1.8	0.8	1.9

[1] Less than 0.05.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Paid leave combinations: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[1]	Personal leave, sick leave, paid family leave, or vacation[1]	Personal leave, vacation, or holidays[1]
All workers	38	34	60	71	70	81	83
Worker characteristics							
Management, professional, and related	55	51	79	86	89	93	93
Management, business, and financial	61	56	88	96	95	98	98
Professional and related	52	49	74	81	87	91	91
Service	20	18	35	42	46	61	63
Protective service	26	24	39	53	52	68	71
Sales and office	42	38	66	76	74	83	85
Sales and related	35	32	56	66	64	76	80
Office and administrative support	47	43	73	82	80	87	89
Natural resources, construction, and maintenance	29	25	53	72	62	81	84
Construction, extraction, farming, fishing, and forestry	16	14	38	55	46	69	75
Installation, maintenance, and repair	40	34	67	88	76	92	93
Production, transportation, and material moving	32	26	58	78	67	83	86
Production	33	23	56	85	68	88	91
Transportation and material moving	31	28	59	71	66	78	81
Full time	47	42	74	88	82	93	94
Part time	14	12	23	28	37	48	52
Union	49	44	74	86	83	91	92
Nonunion	37	33	59	70	69	80	82
Average wage within the following categories:[2]							
Lowest 25 percent	18	15	33	42	43	58	62
Lowest 10 percent	9	8	23	31	30	46	51
Second 25 percent	38	34	63	77	72	85	87
Third 25 percent	46	41	72	85	82	91	92
Highest 25 percent	56	52	82	90	91	95	95
Highest 10 percent	58	55	85	90	93	95	95
Establishment characteristics							
Goods-producing industries	34	27	61	84	71	89	92
Construction	17	15	43	61	50	73	79
Manufacturing	42	32	69	95	80	97	98
Service-providing industries	39	36	60	69	70	79	81
Trade, transportation, and utilities	37	33	63	75	71	83	85
Wholesale trade	40	36	76	89	82	91	93
Retail trade	33	29	55	67	65	77	81
Transportation and warehousing	43	40	73	84	77	88	89
Utilities	60	56	91	98	96	100	100

See footnotes at end of table.

Table 46. Paid leave combinations: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[1]	Personal leave, sick leave, paid family leave, or vacation[1]	Personal leave, vacation, or holidays[1]
Information	80	76	91	95	96	97	98
Financial activities	61	57	87	93	94	96	96
Finance and insurance	68	64	90	97	97	98	98
Credit intermediation and related activities	63	61	93	97	97	99	99
Insurance carriers and related activities	75	67	86	96	96	98	98
Real estate and rental and leasing	38	36	78	81	84	90	88
Professional and business services	38	34	62	72	69	78	82
Professional and technical services	47	44	80	89	86	92	93
Administrative and waste services	20	18	38	50	45	59	67
Education and health services	50	47	68	76	82	88	90
Educational services	31	43	53	53	81	83	80
Junior colleges, colleges, and universities	41	45	70	71	88	90	87
Health care and social assistance	53	47	71	80	82	89	91
Leisure and hospitality	11	11	25	28	35	51	49
Accommodation and food services	10	10	22	26	33	50	48
Other services	28	24	52	60	63	75	74
1 to 99 workers	27	24	51	62	60	74	76
1 to 49 workers	25	22	49	61	58	72	74
50 to 99 workers	32	29	55	65	65	79	82
100 workers or more	52	47	72	83	82	89	90
100 to 499 workers	47	41	68	80	79	87	89
500 workers or more	60	55	79	87	88	92	93
Geographic areas							
Northeast	46	42	64	72	75	82	83
New England	37	32	60	68	74	80	81
Middle Atlantic	49	46	65	74	75	82	83
South	38	34	60	73	68	81	85
South Atlantic	39	36	60	73	67	81	85
East South Central	32	28	61	75	67	83	86
West South Central	37	33	61	73	69	82	85
Midwest	35	30	58	72	67	80	82
East North Central	35	30	58	72	67	80	82
West North Central	36	30	59	71	67	78	81
West	34	32	60	67	72	80	79
Mountain	37	35	57	68	65	76	79
Pacific	33	31	61	67	76	82	79

[1] Includes workers with access to one or more of these leave benefits.
[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Standard errors for paid leave combinations: Access, private industry workers, March 2016

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[1]	Personal leave, sick leave, paid family leave, or vacation[1]	Personal leave, vacation, or holidays[1]
All workers	0.7	0.7	0.9	0.8	0.8	0.7	0.8
Worker characteristics							
Management, professional, and related	1.4	1.4	1.3	1.0	1.0	0.7	0.7
Management, business, and financial	1.7	1.9	0.9	0.5	0.6	0.4	0.3
Professional and related	1.8	1.8	1.8	1.4	1.3	1.0	1.0
Service	1.5	1.5	2.0	2.0	2.1	2.1	2.1
Protective service	6.2	5.9	6.7	7.5	7.9	7.4	6.3
Sales and office	1.2	1.2	1.2	1.0	1.2	1.0	1.0
Sales and related	1.4	1.3	1.7	1.7	1.8	1.7	1.8
Office and administrative support	1.6	1.5	1.2	1.0	1.1	1.0	0.9
Natural resources, construction, and maintenance	1.3	1.5	1.6	1.6	1.6	1.5	1.3
Construction, extraction, farming, fishing, and forestry	1.7	2.0	2.3	2.9	2.4	3.0	2.7
Installation, maintenance, and repair	1.8	2.0	2.3	1.8	2.2	1.4	1.1
Production, transportation, and material moving	1.3	1.2	1.8	1.4	1.7	1.1	1.3
Production	1.8	1.6	2.2	1.5	2.1	1.5	1.3
Transportation and material moving	1.8	1.7	2.5	2.0	2.3	1.4	1.9
Full time	0.8	0.8	0.6	0.5	0.7	0.5	0.5
Part time	0.9	0.8	1.3	1.3	1.6	1.7	1.8
Union	2.5	2.5	1.8	1.6	1.5	1.3	1.2
Nonunion	0.8	0.8	0.9	0.8	0.9	0.8	0.8
Average wage within the following categories:[2]							
Lowest 25 percent	1.1	1.1	1.5	1.6	1.4	1.5	1.8
Lowest 10 percent	0.8	0.8	1.4	1.5	1.6	1.6	1.7
Second 25 percent	1.4	1.3	1.3	1.4	1.2	1.1	1.0
Third 25 percent	1.3	1.3	1.1	0.8	0.9	0.7	0.6
Highest 25 percent	1.3	1.4	0.9	0.7	0.8	0.7	0.5
Highest 10 percent	1.8	1.9	1.3	1.0	1.3	1.1	0.8
Establishment characteristics							
Goods-producing industries	1.4	1.8	1.6	1.2	1.4	0.9	0.8
Construction	1.5	1.4	1.9	2.6	2.4	2.5	1.6
Manufacturing	1.7	2.1	2.1	0.8	1.9	0.5	0.5
Service-providing industries	0.8	0.8	1.0	0.9	1.0	0.9	0.9
Trade, transportation, and utilities	1.1	1.0	1.4	1.0	1.4	0.8	0.8
Wholesale trade	2.0	2.1	2.5	1.5	2.0	1.1	1.6
Retail trade	1.3	1.1	1.4	1.3	1.2	1.0	1.1
Transportation and warehousing	2.6	2.4	4.0	3.4	3.6	3.2	3.1
Utilities	5.4	5.6	3.4	1.2	2.0	0.3	0.3

See footnotes at end of table.

Table 46. Standard errors for paid leave combinations: Access, private industry workers, March 2016—continued

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[1]	Personal leave, sick leave, paid family leave, or vacation[1]	Personal leave, vacation, or holidays[1]
Information	2.8	2.9	1.9	1.5	1.1	1.2	0.8
Financial activities	1.5	1.5	1.0	0.9	0.9	0.7	0.7
Finance and insurance	1.4	1.5	1.0	0.4	0.6	0.3	0.3
Credit intermediation and related activities	2.3	2.2	1.4	0.4	0.5	0.2	0.3
Insurance carriers and related activities	1.9	2.0	1.9	0.9	1.2	0.6	0.7
Real estate and rental and leasing	4.0	3.8	3.0	2.9	2.9	2.4	2.5
Professional and business services	1.9	1.7	1.9	1.9	1.9	2.3	2.0
Professional and technical services	4.1	3.7	2.5	2.2	2.4	1.9	1.8
Administrative and waste services	2.7	2.2	3.1	3.1	3.3	4.2	3.9
Education and health services	2.6	2.2	2.4	1.9	2.5	1.7	1.4
Educational services	2.0	2.2	2.9	2.9	2.0	2.0	1.8
Junior colleges, colleges, and universities	1.9	1.9	2.2	2.0	1.7	1.4	1.6
Health care and social assistance	2.9	2.4	2.8	2.1	2.9	1.9	1.5
Leisure and hospitality	1.8	1.7	2.4	2.3	2.5	2.8	2.9
Accommodation and food services	1.7	1.6	2.8	2.8	2.7	3.2	3.6
Other services	2.9	2.6	3.2	2.8	4.2	3.4	3.2
1 to 99 workers	1.0	1.0	1.3	1.3	1.2	1.1	1.3
1 to 49 workers	1.2	1.2	1.4	1.3	1.3	1.2	1.5
50 to 99 workers	2.2	2.1	2.4	2.7	2.4	2.5	2.2
100 workers or more	1.0	1.0	0.9	0.8	0.8	0.8	0.7
100 to 499 workers	1.3	1.2	1.4	1.3	1.1	1.1	1.1
500 workers or more	1.6	1.8	1.6	1.3	0.9	0.8	0.7
Geographic areas							
Northeast	1.5	1.8	1.3	1.3	1.1	1.1	1.1
New England	2.7	3.0	2.4	1.8	3.2	2.4	1.4
Middle Atlantic	1.8	2.3	1.4	1.5	1.1	1.4	1.5
South	1.4	1.5	1.6	1.6	1.6	1.3	1.2
South Atlantic	2.1	2.3	2.3	1.8	2.5	1.3	0.8
East South Central	1.9	2.3	3.2	3.7	3.3	3.7	4.1
West South Central	2.4	2.5	2.8	3.5	2.7	2.9	2.9
Midwest	1.6	1.5	2.2	1.8	2.0	1.9	1.9
East North Central	1.9	1.8	2.0	1.4	1.5	1.8	2.1
West North Central	3.1	2.7	5.7	4.8	5.4	4.7	4.2
West	1.2	1.2	1.7	1.5	1.4	1.4	1.7
Mountain	2.9	2.7	1.9	1.0	2.8	2.5	2.0
Pacific	1.1	1.1	2.4	2.1	1.8	1.7	2.3

[1] Includes workers with access to one or more of these leave benefits.
[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

State and Local Government Tables

Types of Benefits:

- Retirement benefits
- Healthcare benefits
- Life, short-term, and long-term disability insurance benefits
- Paid leave benefits
- Other benefits (Quality of life, financial, health-related, nonproduction bonuses, and unmarried domestic partner)
- Benefit combinations (Medical care and paid leave)

Table 2. Retirement benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	All retirement benefits[2]			Defined benefit			Defined contribution		
	Access	Participation[3]	Take-up rate[3]	Access	Participation[3]	Take-up rate[3]	Access	Participation	Take-up rate
All workers	90	81	90	85	75	88	33	15	46
Worker characteristics									
Management, professional, and related	92	81	89	87	75	87	34	15	45
Professional and related	92	81	89	87	76	87	33	14	43
Teachers	91	80	88	88	76	86	32	12	38
Primary, secondary, and special education school teachers	99	88	89	99	87	88	28	8	29
Service	86	78	90	79	71	90	30	13	44
Protective service	92	85	92	86	79	92	33	14	43
Sales and office	91	82	90	85	76	89	36	17	48
Office and administrative support	92	83	90	86	77	89	36	17	47
Natural resources, construction, and maintenance	97	91	94	90	83	92	35	20	57
Production, transportation, and material moving	85	78	91	78	72	91	26	11	42
Full time	99	89	90	93	82	88	37	17	46
Part time	40	34	85	37	32	87	10	4	36
Union	97	87	89	95	84	88	33	12	35
Nonunion	84	76	90	76	67	89	33	18	55
Average wage within the following categories:[4]									
Lowest 25 percent	76	68	89	70	62	89	27	13	46
Lowest 10 percent	63	55	87	57	49	87	20	9	47
Second 25 percent	93	84	90	87	77	89	33	16	47
Third 25 percent	95	86	91	89	79	89	36	17	48
Highest 25 percent	98	87	89	94	82	87	36	15	42
Highest 10 percent	97	84	86	91	76	83	42	17	39
Establishment characteristics									
Service-providing industries	90	81	90	85	75	88	33	15	46
Education and health services	92	81	88	86	74	86	33	14	42
Educational services	92	81	88	89	77	86	29	11	38
Elementary and secondary schools	92	82	89	92	81	88	23	7	28
Junior colleges, colleges, and universities	89	77	86	78	62	79	49	26	53
Health care and social assistance	91	79	87	69	59	86	55	33	60
Hospitals	94	79	84	69	58	83	57	35	61
Public administration	91	83	92	87	79	91	34	16	46
1 to 99 workers	80	72	91	70	62	88	28	17	60
1 to 49 workers	73	66	91	62	55	88	24	14	58
50 to 99 workers	90	81	90	82	72	89	34	21	61
100 workers or more	92	82	90	87	77	88	34	15	44
100 to 499 workers	88	81	92	81	74	91	31	15	50
500 workers or more	93	83	89	89	78	87	35	15	42

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	All retirement benefits[2]			Defined benefit			Defined contribution		
	Access	Participation[3]	Take-up rate[3]	Access	Participation[3]	Take-up rate[3]	Access	Participation	Take-up rate
State government	94	84	90	87	75	86	44	21	49
Local government	89	80	90	84	75	89	29	13	44
Geographic areas									
Northeast	91	82	90	87	77	89	30	8	25
New England	85	81	95	82	77	95	–	9	–
Middle Atlantic	93	82	88	88	77	87	36	7	19
South	92	82	89	86	76	88	37	16	44
South Atlantic	90	81	89	88	76	87	50	18	37
East South Central	95	83	87	87	76	87	27	–	–
West South Central	92	83	91	83	75	91	20	14	69
Midwest	87	77	89	79	68	86	40	16	41
East North Central	85	78	91	79	71	90	44	14	32
West North Central	91	77	85	79	62	78	33	20	59
West	91	83	91	86	78	91	22	18	82
Mountain	88	77	88	83	71	86	24	16	65
Pacific	92	86	93	88	81	92	22	19	90

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.
[3] The 2014 estimates are not strictly comparable to corresponding estimates in previous years. See technical note for more information.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016

Characteristics	All retirement benefits[2]			Defined benefit			Defined contribution		
	Access	Participation[3]	Take-up rate[3]	Access	Participation[3]	Take-up rate[3]	Access	Participation	Take-up rate
All workers	0.6	0.9	0.6	0.9	1.1	1.0	1.7	1.2	2.5
Worker characteristics									
Management, professional, and related	0.6	0.9	0.7	1.0	1.1	1.1	1.9	1.4	2.6
Professional and related	0.6	0.9	0.7	1.0	1.2	1.1	1.9	1.4	2.7
Teachers	0.8	1.1	0.9	1.1	1.2	1.1	2.0	1.4	3.2
Primary, secondary, and special education school teachers	0.2	1.0	0.9	0.3	1.1	1.0	2.1	1.2	3.1
Service	1.4	1.5	0.8	1.7	1.8	1.0	1.9	1.2	3.3
Protective service	1.1	1.3	1.0	2.1	2.1	1.1	3.0	1.9	5.0
Sales and office	1.4	1.6	0.8	1.9	1.8	1.5	2.6	2.2	4.0
Office and administrative support	1.2	1.4	0.8	1.7	1.7	1.6	2.6	2.2	4.1
Natural resources, construction, and maintenance	1.6	1.9	1.1	2.4	2.5	1.3	3.8	2.7	4.8
Production, transportation, and material moving	4.8	4.4	1.8	4.9	4.5	1.8	3.9	2.4	6.7
Full time	0.1	0.6	0.6	0.8	1.0	1.0	1.9	1.3	2.5
Part time	1.9	1.8	2.0	1.9	1.8	2.0	1.1	0.5	3.5
Union	0.4	0.8	0.7	0.7	1.1	1.0	2.2	1.9	3.9
Nonunion	1.1	1.3	0.9	1.6	1.5	1.3	2.1	1.3	2.9
Average wage within the following categories:[4]									
Lowest 25 percent	1.7	1.8	0.9	2.0	2.1	0.9	2.4	1.5	3.4
Lowest 10 percent	3.1	3.3	1.7	3.6	3.8	1.8	2.6	1.7	5.1
Second 25 percent	0.7	1.1	1.1	1.4	1.7	1.8	2.3	1.8	3.7
Third 25 percent	1.4	1.5	0.9	1.5	1.7	1.4	2.4	1.8	3.2
Highest 25 percent	0.3	0.8	0.8	1.0	1.1	1.0	1.8	1.4	2.7
Highest 10 percent	0.7	1.2	1.1	2.0	2.3	2.0	2.7	2.3	4.0
Establishment characteristics									
Service-providing industries	0.6	0.9	0.6	0.9	1.0	1.0	1.7	1.2	2.5
Education and health services	0.5	0.9	0.8	1.0	1.3	1.5	2.0	1.4	2.6
Educational services	0.5	0.9	0.8	0.8	1.1	1.2	1.9	1.1	2.5
Elementary and secondary schools	0.5	0.9	0.9	0.5	1.0	1.0	1.9	1.0	2.7
Junior colleges, colleges, and universities	1.6	2.3	2.1	3.0	2.5	4.7	4.1	2.8	3.7
Health care and social assistance	1.3	1.8	1.6	4.0	3.8	4.6	4.4	3.6	4.1
Hospitals	1.6	2.1	1.9	5.0	4.3	6.3	5.0	4.6	4.7
Public administration	1.5	1.5	0.8	1.6	1.7	0.9	2.7	2.0	4.3
1 to 99 workers	2.9	3.0	1.6	3.6	3.5	1.8	3.7	2.6	5.0
1 to 49 workers	4.4	4.6	2.4	4.8	4.8	2.9	3.9	3.2	7.9
50 to 99 workers	1.5	2.3	2.3	2.6	3.1	2.5	6.6	4.6	7.6
100 workers or more	0.5	0.8	0.6	0.9	1.0	1.1	1.7	1.2	2.6
100 to 499 workers	1.5	1.6	0.8	1.9	1.9	1.0	2.6	2.0	4.6
500 workers or more	0.5	0.9	0.8	0.9	1.2	1.4	1.9	1.3	2.4

See footnotes at end of table.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

Characteristics	All retirement benefits[2]			Defined benefit			Defined contribution		
	Access	Participation[3]	Take-up rate[3]	Access	Participation[3]	Take-up rate[3]	Access	Participation	Take-up rate
State government	0.8	1.4	1.3	1.7	2.4	3.2	3.3	2.8	4.7
Local government	0.7	1.0	0.6	1.0	1.2	0.8	1.6	1.0	2.2
Geographic areas									
Northeast	1.1	1.7	1.3	1.6	2.0	1.7	2.3	1.2	3.1
New England	2.8	4.1	2.3	5.0	6.1	2.1	–	2.9	–
Middle Atlantic	1.2	1.9	1.5	1.3	1.7	2.1	2.9	1.2	2.8
South	1.1	1.6	1.1	1.4	1.5	1.3	3.0	1.3	3.0
South Atlantic	1.8	2.2	1.5	1.8	2.0	1.7	4.4	1.4	2.8
East South Central	1.4	3.9	3.8	4.1	3.7	4.1	7.3	–	–
West South Central	1.6	2.6	1.5	2.1	2.6	1.5	1.9	2.1	6.0
Midwest	1.6	1.9	1.2	2.7	2.8	3.6	3.6	3.0	5.4
East North Central	2.5	2.4	1.0	2.9	2.8	1.3	3.9	3.4	6.3
West North Central	1.3	2.9	2.3	5.1	5.4	7.7	7.2	5.3	7.4
West	0.8	1.2	0.9	1.4	1.8	1.0	4.1	4.0	3.6
Mountain	1.7	2.2	1.7	2.9	3.4	1.9	5.4	4.2	6.5
Pacific	0.9	1.5	1.1	1.6	2.2	1.3	5.3	5.2	2.7

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.
[3] The 2014 estimates are not strictly comparable to corresponding estimates in previous years. See technical note for more information.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Retirement benefit combinations: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	27	57	6
Worker characteristics			
Management, professional, and related	29	58	5
Professional and related	28	59	5
Teachers	28	60	3
Primary, secondary, and special education school teachers	27	71	–
Service	23	56	7
Protective service	27	58	6
Sales and office	29	56	6
Office and administrative support	29	57	6
Natural resources, construction, and maintenance	29	62	6
Production, transportation, and material moving	19	60	7
Full time	31	62	6
Part time	7	30	3
Union	31	64	2
Nonunion	24	51	9
Average wage within the following categories:[1]			
Lowest 25 percent	20	49	7
Lowest 10 percent	14	43	6
Second 25 percent	27	60	6
Third 25 percent	30	59	6
Highest 25 percent	32	62	4
Highest 10 percent	36	55	6
Establishment characteristics			
Service-providing industries	27	57	6
Education and health services	27	59	5
Educational services	26	62	3
Elementary and secondary schools	23	69	1
Junior colleges, colleges, and universities	38	40	11
Health care and social assistance	33	36	22
Hospitals	32	37	25
Public administration	30	57	4
1 to 99 workers	19	51	10
1 to 49 workers	14	48	11
50 to 99 workers	26	56	8
100 workers or more	29	58	5
100 to 499 workers	24	58	7
500 workers or more	30	58	4

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
State government	37	50	7
Local government	24	60	5
Geographic areas			
Northeast	25	61	4
New England	8	73	–
Middle Atlantic	32	57	4
South	31	55	5
South Atlantic	47	40	3
East South Central	–	68	–
West South Central	11	72	9
Midwest	32	47	8
East North Central	39	41	6
West North Central	–	58	–
West	17	69	5
Mountain	18	64	6
Pacific	–	71	5

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Standard errors for retirement benefit combinations: Access, State and local government workers, March 2016

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	1.7	1.7	0.7
Worker characteristics			
Management, professional, and related	1.9	1.9	0.8
Professional and related	1.9	1.8	0.8
Teachers	2.1	1.9	0.9
Primary, secondary, and special education school teachers	2.1	2.1	–
Service	1.7	2.2	1.1
Protective service	2.7	3.1	1.8
Sales and office	2.7	2.6	1.2
Office and administrative support	2.7	2.6	1.2
Natural resources, construction, and maintenance	3.2	3.9	1.8
Production, transportation, and material moving	3.2	4.3	2.4
Full time	1.9	1.9	0.8
Part time	1.0	2.0	0.6
Union	2.2	2.2	0.5
Nonunion	2.2	2.2	1.2
Average wage within the following categories:[1]			
Lowest 25 percent	2.0	3.0	1.1
Lowest 10 percent	1.8	4.5	1.6
Second 25 percent	2.3	2.4	1.0
Third 25 percent	2.4	2.4	1.0
Highest 25 percent	1.9	1.8	0.9
Highest 10 percent	2.7	2.7	1.9
Establishment characteristics			
Service-providing industries	1.7	1.7	0.7
Education and health services	2.1	1.9	0.8
Educational services	2.0	1.8	0.6
Elementary and secondary schools	1.9	1.8	0.2
Junior colleges, colleges, and universities	5.5	3.8	2.6
Health care and social assistance	4.2	4.5	3.4
Hospitals	4.8	5.5	4.5
Public administration	2.6	2.6	0.9
1 to 99 workers	2.9	4.9	2.1
1 to 49 workers	2.3	5.2	2.9
50 to 99 workers	6.2	5.8	2.7
100 workers or more	1.8	1.7	0.7
100 to 499 workers	2.4	2.7	1.3
500 workers or more	2.0	1.9	0.7

See footnotes at end of table.

Table 3. Standard errors for retirement benefit combinations: Access, State and local government workers, March 2016—continued

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
State government	3.8	3.3	1.6
Local government	1.5	1.6	0.7
Geographic areas			
Northeast	2.3	2.4	1.0
New England	1.6	5.1	–
Middle Atlantic	3.1	2.8	0.7
South	3.2	2.9	1.0
South Atlantic	4.6	3.8	0.7
East South Central	–	7.5	–
West South Central	2.1	1.9	1.6
Midwest	3.6	3.7	2.2
East North Central	3.6	4.3	1.9
West North Central	–	7.2	–
West	4.2	4.0	1.3
Mountain	4.1	6.2	2.7
Pacific	–	5.0	1.5

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 4. Defined benefit retirement plans:[1] Employee contribution requirement and method of contribution, State and local government workers, March 2016

(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	7.1	7.0	11
Worker characteristics					
Management, professional, and related	90	80	7.1	7.0	10
Professional and related	91	81	7.2	7.1	9
Teachers	92	85	7.5	7.2	8
Primary, secondary, and special education school teachers	92	86	7.5	7.2	8
Service	90	75	7.4	7.0	10
Protective service	91	77	7.8	8.0	9
Sales and office	88	76	6.7	6.9	12
Office and administrative support	88	76	6.8	7.0	12
Natural resources, construction, and maintenance	90	75	6.2	6.1	10
Production, transportation, and material moving	85	67	6.8	6.9	15
Full time	89	78	7.0	7.0	11
Part time	88	70	7.4	7.0	12
Union	90	69	7.2	7.0	10
Nonunion	89	87	6.9	7.0	11
Average wage within the following categories:[3]					
Lowest 25 percent	88	82	6.8	6.8	12
Lowest 10 percent	89	84	7.2	7.2	11
Second 25 percent	88	76	6.9	7.0	12
Third 25 percent	90	77	6.9	6.8	10
Highest 25 percent	90	76	7.6	7.2	10
Highest 10 percent	93	75	7.9	7.5	7
Establishment characteristics					
Service-providing industries	89	78	7.1	7.0	11
Education and health services	91	81	7.2	7.0	9
Educational services	92	84	7.2	7.0	8
Elementary and secondary schools	92	84	7.3	7.0	8
Junior colleges, colleges, and universities	93	84	7.3	7.2	7
Health care and social assistance	75	59	6.6	6.3	25
Hospitals	71	52	7.2	7.5	29
Public administration	87	72	6.9	7.0	13
1 to 99 workers	88	78	7.0	6.6	12
1 to 49 workers	92	77	6.6	6.2	8
100 workers or more	90	78	7.1	7.0	10
100 to 499 workers	86	77	7.3	7.0	14
500 workers or more	91	78	7.0	7.0	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, March 2016—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	73	6.8	7.0	10
Local government	89	79	7.1	7.0	11
Geographic areas					
Northeast	97	57	6.7	7.0	3
New England	98	59	7.2	7.3	2
Middle Atlantic	96	57	6.6	7.0	4
South	92	92	6.3	6.7	8
South Atlantic	94	92	5.2	6.0	6
East South Central	89	88	7.9	8.5	11
West South Central	93	92	7.2	7.2	7
Midwest	88	80	7.8	7.0	12
East North Central	85	73	8.4	9.4	15
West North Central	95	95	7.0	6.0	5
West	80	69	8.3	8.0	20
Pacific	79	65	7.6	7.4	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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 4. Standard errors for defined benefit retirement plans:[1] Employee contribution requirement and method of contribution, State and local government workers, March 2016

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	1.4	1.7	0.1	0.0	1.4
Worker characteristics					
Management, professional, and related	1.5	1.8	0.1	([3])	1.5
Professional and related	1.4	1.7	0.1	0.1	1.4
Teachers	1.4	1.7	0.1	([3])	1.4
Primary, secondary, and special education school teachers	1.4	1.8	0.1	([3])	1.4
Service	1.4	2.0	0.1	0.2	1.4
Protective service	1.7	2.6	0.2	0.2	1.7
Sales and office	2.3	2.7	0.2	0.2	2.3
Office and administrative support	2.3	2.7	0.2	0.1	2.3
Natural resources, construction, and maintenance	1.9	2.5	0.2	0.2	1.9
Production, transportation, and material moving	3.0	3.5	0.2	0.2	3.0
Full time	1.4	1.6	0.1	0.0	1.4
Part time	2.0	3.5	0.2	0.0	2.0
Union	2.0	2.2	0.1	0.0	2.0
Nonunion	1.4	1.5	0.2	0.2	1.4
Average wage within the following categories:[4]					
Lowest 25 percent	1.6	2.1	0.3	0.3	1.6
Lowest 10 percent	2.0	2.8	0.4	0.4	2.0
Second 25 percent	1.7	2.1	0.1	([3])	1.7
Third 25 percent	2.1	2.2	0.2	0.2	2.1
Highest 25 percent	1.4	1.9	0.1	0.1	1.4
Highest 10 percent	1.5	2.0	0.1	0.3	1.5
Establishment characteristics					
Service-providing industries	1.4	1.7	0.1	0.0	1.4
Education and health services	1.3	1.6	0.1	0.1	1.3
Educational services	1.2	1.5	0.1	0.1	1.2
Elementary and secondary schools	1.3	1.7	0.1	0.1	1.3
Junior colleges, colleges, and universities	2.5	2.8	0.2	0.2	2.5
Health care and social assistance	4.6	4.6	0.2	1.0	4.6
Hospitals	6.0	6.2	0.4	0.9	6.0
Public administration	2.4	2.5	0.2	([3])	2.4
1 to 99 workers	3.1	4.2	0.5	0.6	3.1
1 to 49 workers	2.2	4.3	0.4	0.6	2.2
100 workers or more	1.4	1.6	0.1	([3])	1.4
100 to 499 workers	2.6	3.0	0.2	0.1	2.6
500 workers or more	1.1	1.4	0.1	0.0	1.1

See footnotes at end of table.

Table 4. Standard errors for defined benefit retirement plans:[1] Employee contribution requirement and method of contribution, State and local government workers, March 2016—continued

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	2.7	2.8	0.2	0.2	2.7
Local government	1.3	1.7	0.1	0.0	1.3
Geographic areas					
Northeast	0.8	2.8	0.1	0.1	0.8
New England	0.8	7.1	0.2	0.4	0.8
Middle Atlantic	1.1	2.8	0.1	0.1	1.1
South	1.2	1.2	0.2	0.4	1.2
South Atlantic	1.4	1.5	0.2	1.2	1.4
East South Central	3.3	3.3	0.4	1.1	3.3
West South Central	2.6	2.6	0.1	0.0	2.6
Midwest	2.2	2.7	0.3	0.2	2.2
East North Central	3.6	4.3	0.2	0.5	3.6
West North Central	1.5	1.5	0.5	0.1	1.5
West	5.4	5.5	0.3	([3])	5.4
Pacific	6.1	5.8	0.1	0.4	6.1

[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] Less than 0.05.
[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2016

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

Characteristics	Open plans[1]	Soft freeze[2]		Hard freeze[3]
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	41	59	([4])	([4])
Worker characteristics				
Management, professional, and related	40	60	–	–
Professional and related	40	60	–	–
Teachers	41	59	–	–
Primary, secondary, and special education school teachers	40	59	–	–
Service	42	58	–	–
Protective service	45	55	–	([4])
Sales and office	40	60	–	–
Office and administrative support	40	60	–	–
Natural resources, construction, and maintenance	43	57	–	–
Production, transportation, and material moving	42	58	–	–
Full time	41	59	–	–
Part time	39	60	–	–
Union	36	64	–	–
Nonunion	46	54	–	–
Average wage within the following categories:[5]				
Lowest 25 percent	45	55	–	–
Lowest 10 percent	39	60	–	–
Second 25 percent	44	56	–	–
Third 25 percent	39	61	–	–
Highest 25 percent	37	63	–	–
Highest 10 percent	31	68	–	–
Establishment characteristics				
Service-providing industries	41	59	([4])	([4])
Education and health services	40	60	–	–
Educational services	39	61	–	–
Elementary and secondary schools	40	60	–	–
Junior colleges, colleges, and universities	36	64	–	–
Health care and social assistance	45	55	–	–
Hospitals	48	52	–	–
Public administration	41	59	–	–
1 to 99 workers	49	51	–	–
1 to 49 workers	51	49	–	–
50 to 99 workers	48	52	–	–
100 workers or more	40	60	([4])	([4])
100 to 499 workers	42	58	–	–
500 workers or more	39	61	([4])	([4])

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2016—continued

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

Characteristics	Open plans[1]	Soft freeze[2]		Hard freeze[3]
		All participants still accruing benefits	Some participants still accruing benefits	
State government	37	63	–	–
Local government	42	58	([4])	([4])
Geographic areas				
Northeast	24	75	1	–
New England	32	66	–	–
Middle Atlantic	21	78	–	–
South	44	56	–	–
South Atlantic	51	49	–	–
East South Central	35	65	–	–
West South Central	37	63	–	–
Midwest	53	47	–	([4])
East North Central	51	48	–	1
West North Central	55	45	–	–
West	37	63	–	–
Mountain	40	60	–	–
Pacific	37	63	–	–

[1] Plans open to new participants.
[2] New employees are not allowed in the plan. Benefit accruals may continue for existing participants.
[3] Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.
[4] Less than 0.5.
[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2016

Characteristics	Open plans[1]	Soft freeze[2]		Hard freeze[3]
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	1.3	1.3	([4])	([4])
Worker characteristics				
Management, professional, and related	1.4	1.4	–	–
Professional and related	1.5	1.5	–	–
Teachers	1.9	1.9	–	–
Primary, secondary, and special education school teachers	2.0	2.0	–	–
Service	1.7	1.7	–	–
Protective service	2.3	2.3	–	([4])
Sales and office	2.2	2.2	–	–
Office and administrative support	2.1	2.0	–	–
Natural resources, construction, and maintenance	3.6	3.6	–	–
Production, transportation, and material moving	3.7	3.7	–	–
Full time	1.3	1.3	–	–
Part time	2.4	2.4	–	–
Union	1.4	1.4	–	–
Nonunion	2.0	2.0	–	–
Average wage within the following categories:[5]				
Lowest 25 percent	2.2	2.2	–	–
Lowest 10 percent	3.4	3.4	–	–
Second 25 percent	1.8	1.8	–	–
Third 25 percent	1.9	1.9	–	–
Highest 25 percent	1.2	1.2	–	–
Highest 10 percent	2.1	2.1	–	–
Establishment characteristics				
Service-providing industries	1.3	1.3	([4])	([4])
Education and health services	1.5	1.5	–	–
Educational services	1.5	1.5	–	–
Elementary and secondary schools	1.6	1.6	–	–
Junior colleges, colleges, and universities	2.1	2.1	–	–
Health care and social assistance	3.3	3.3	–	–
Hospitals	4.5	4.5	–	–
Public administration	1.7	1.7	–	–
1 to 99 workers	3.5	3.5	–	–
1 to 49 workers	6.0	6.0	–	–
50 to 99 workers	3.0	3.1	–	–
100 workers or more	1.3	1.3	0.1	([4])
100 to 499 workers	2.4	2.4	–	–
500 workers or more	1.4	1.4	([4])	([4])

See footnotes at end of table.

Table 5. Standard errors for defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2016—continued

Characteristics	Open plans[1]	Soft freeze[2]		Hard freeze[3]
		All participants still accruing benefits	Some participants still accruing benefits	
State government	1.9	1.9	–	–
Local government	1.5	1.5	0.1	([4])
Geographic areas				
Northeast	1.6	1.5	0.3	–
New England	4.1	3.6	–	–
Middle Atlantic	1.6	1.6	–	–
South	2.6	2.6	–	–
South Atlantic	4.5	4.5	–	–
East South Central	3.6	3.6	–	–
West South Central	3.1	3.1	–	–
Midwest	2.4	2.4	–	0.2
East North Central	3.1	3.0	–	0.2
West North Central	4.2	4.2	–	–
West	2.3	2.3	–	–
Mountain	4.8	4.8	–	–
Pacific	2.6	2.6	–	–

[1] Plans open to new participants.
[2] New employees are not allowed in the plan. Benefit accruals may continue for existing participants.
[3] Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.
[4] Less than 0.05.
[5] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Defined benefit frozen retirement plans:[1] Selected attributes, State and local government workers, March 2016

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits[2]		
	1 year	2 to 5 years	Greater than 5 years
All workers	–	54	–
Worker characteristics			
Management, professional, and related	–	55	–
Professional and related	–	55	–
Teachers	–	54	–
Primary, secondary, and special education school teachers	–	52	–
Service	–	50	–
Protective service	–	56	–
Sales and office	–	57	–
Office and administrative support	–	57	–
Natural resources, construction, and maintenance	–	56	–
Production, transportation, and material moving	–	44	56
Full time	–	53	–
Part time	–	60	–
Union	–	56	–
Nonunion	–	51	–
Average wage within the following categories:[3]			
Lowest 25 percent	–	52	–
Lowest 10 percent	–	–	53
Second 25 percent	–	58	–
Third 25 percent	–	54	–
Highest 25 percent	–	52	48
Highest 10 percent	–	55	45
Establishment characteristics			
Service-providing industries	–	54	–
Education and health services	–	53	–
Educational services	–	54	–
Elementary and secondary schools	–	53	–
Junior colleges, colleges, and universities	–	60	40
Health care and social assistance	–	–	50
Hospitals	–	50	50
Public administration	–	56	–
1 to 99 workers	–	50	–
1 to 49 workers	–	–	49
50 to 99 workers	–	52	–
100 workers or more	–	54	–
100 to 499 workers	–	51	–
500 workers or more	–	55	45

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:[1] Selected attributes, State and local government workers, March 2016—continued

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits[2]		
	1 year	2 to 5 years	Greater than 5 years
State government	–	53	47
Local government	–	54	–
Geographic areas			
Northeast	–	36	64
New England	–	65	35
Middle Atlantic	–	26	74
South	–	52	48
South Atlantic	–	73	27
East South Central	–	55	45
West South Central	–	21	79
Midwest	–	65	–
East North Central	–	70	30
West	–	68	32
Mountain	–	57	43
Pacific	–	71	29

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2015 are included in the "1 year" column. Those frozen between 2011 and 2014 are included in the "2 to 5 year" column and plans frozen before 2011 are included in the "Greater than 5 years" column.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Standard errors for defined benefit frozen retirement plans:[1] Selected attributes, State and local government workers, March 2016

Characteristics	Time since plan closed to new workers or stopped accruing benefits[2]		
	1 year	2 to 5 years	Greater than 5 years
All workers	–	2.4	–
Worker characteristics			
Management, professional, and related	–	2.6	–
Professional and related	–	2.6	–
Teachers	–	3.1	–
Primary, secondary, and special education school teachers	–	3.2	–
Service	–	2.8	–
Protective service	–	3.6	–
Sales and office	–	3.1	–
Office and administrative support	–	3.1	–
Natural resources, construction, and maintenance	–	4.1	–
Production, transportation, and material moving	–	4.5	4.5
Full time	–	2.4	–
Part time	–	4.3	–
Union	–	2.7	–
Nonunion	–	3.1	–
Average wage within the following categories:[3]			
Lowest 25 percent	–	3.9	–
Lowest 10 percent	–	–	5.5
Second 25 percent	–	2.9	–
Third 25 percent	–	2.8	–
Highest 25 percent	–	2.6	2.6
Highest 10 percent	–	4.0	4.0
Establishment characteristics			
Service-providing industries	–	2.3	–
Education and health services	–	2.4	–
Educational services	–	2.5	–
Elementary and secondary schools	–	2.8	–
Junior colleges, colleges, and universities	–	3.9	3.9
Health care and social assistance	–	–	4.3
Hospitals	–	4.4	4.4
Public administration	–	3.2	–
1 to 99 workers	–	8.2	–
1 to 49 workers	–	–	6.9
50 to 99 workers	–	11.2	–
100 workers or more	–	2.1	–
100 to 499 workers	–	4.0	–
500 workers or more	–	2.1	2.1

See footnotes at end of table.

Table 6. Standard errors for defined benefit frozen retirement plans:[1] Selected attributes, State and local government workers, March 2016—continued

Characteristics	Time since plan closed to new workers or stopped accruing benefits[2]		
	1 year	2 to 5 years	Greater than 5 years
State government	–	3.3	3.3
Local government	–	2.6	–
Geographic areas			
Northeast	–	3.1	3.1
New England	–	4.2	4.2
Middle Atlantic	–	3.5	3.5
South	–	3.6	3.6
South Atlantic	–	4.5	4.5
East South Central	–	11.2	11.2
West South Central	–	1.8	1.8
Midwest	–	7.8	–
East North Central	–	6.6	6.6
West	–	5.4	5.4
Mountain	–	11.5	11.5
Pacific	–	6.4	6.4

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2015 are included in the "1 year" column. Those frozen between 2011 and 2014 are included in the "2 to 5 year" column and plans frozen before 2011 are included in the "Greater than 5 years" column.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Defined benefit frozen retirement plans:[1] Plan alternatives, State and local government workers, March 2016

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans[2]				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
Worker characteristics							
Management, professional, and related	–	100	94	6	–	17	–
Professional and related	–	100	94	6	–	16	–
Teachers	–	100	96	4	–	17	–
Primary, secondary, and special education school teachers	–	100	96	4	–	17	–
Sales and office	–	100	93	7	–	18	–
Office and administrative support	–	100	93	7	–	18	–
Natural resources, construction, and maintenance	–	100	86	10	–	14	–
Production, transportation, and material moving	–	100	90	7	–	21	–
Part time	–	100	96	4	–	13	–
Union	–	100	95	5	–	20	–
Average wage within the following categories:[3]							
Lowest 25 percent	–	100	92	7	–	18	–
Lowest 10 percent	–	100	94	6	–	15	–
Highest 25 percent	–	100	96	4	–	17	–
Highest 10 percent	–	100	96	3	–	22	–
Establishment characteristics							
Service-providing industries:							
Education and health services	–	100	95	5	–	16	–
Educational services	–	100	95	5	–	16	–
Elementary and secondary schools	–	100	96	4	–	18	–
Junior colleges, colleges, and universities	–	100	93	6	–	12	–
Health care and social assistance	–	100	92	8	–	10	–
Hospitals	–	100	93	7	–	4	–
1 to 99 workers	–	100	89	–	–	–	–
1 to 49 workers	–	100	92	–	–	–	–
50 to 99 workers	–	100	86	–	–	–	–
100 workers or more:							
100 to 499 workers	–	100	90	9	–	17	–
State government	–	100	90	10	–	16	–

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:[1] Plan alternatives, State and local government workers, March 2016—continued

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans[2]				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
Geographic areas							
Northeast	–	100	97	3	–	23	–
New England	–	100	96	4	–	4	–
Middle Atlantic	–	100	97	3	–	29	–
South:							
East South Central	–	100	89	–	–	–	–
West South Central	–	100	95	–	–	–	–
Midwest	–	100	94	5	–	15	–
East North Central	–	100	97	–	–	22	–
West North Central	–	100	88	–	–	–	–
West	–	100	93	7	–	7	–
Mountain	–	100	94	–	–	–	–
Pacific	–	100	92	–	–	–	–

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] The sum of the individual components may be greater than the total because some employers offer more than one alternative.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Standard errors for defined benefit frozen retirement plans:[1] Plan alternatives, State and local government workers, March 2016

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
Worker characteristics							
Management, professional, and related	–	0.0	1.0	1.0	–	1.8	–
Professional and related	–	0.0	1.0	1.0	–	1.7	–
Teachers	–	0.0	0.9	0.9	–	1.9	–
Primary, secondary, and special education school teachers	–	0.0	0.8	0.8	–	2.0	–
Sales and office	–	0.0	1.5	1.5	–	2.2	–
Office and administrative support	–	0.0	1.5	1.5	–	2.2	–
Natural resources, construction, and maintenance	–	0.0	2.1	2.1	–	2.4	–
Production, transportation, and material moving	–	0.0	3.1	2.5	–	4.3	–
Part time	–	0.0	1.6	1.6	–	3.0	–
Union	–	0.0	1.1	1.1	–	1.7	–
Average wage within the following categories:[2]							
Lowest 25 percent	–	0.0	1.4	1.4	–	2.9	–
Lowest 10 percent	–	0.0	1.4	1.4	–	3.0	–
Highest 25 percent	–	0.0	0.6	0.6	–	1.6	–
Highest 10 percent	–	0.0	0.8	0.8	–	3.1	–
Establishment characteristics							
Service-providing industries:							
Education and health services	–	0.0	0.9	0.9	–	1.6	–
Educational services	–	0.0	0.9	0.9	–	1.7	–
Elementary and secondary schools	–	0.0	0.7	0.7	–	1.8	–
Junior colleges, colleges, and universities	–	0.0	2.7	2.7	–	2.9	–
Health care and social assistance	–	0.0	1.8	1.8	–	2.2	–
Hospitals	–	0.0	1.1	1.1	–	0.7	–
1 to 99 workers	–	0.0	3.7	–	–	–	–
1 to 49 workers	–	0.0	4.6	–	–	–	–
50 to 99 workers	–	0.0	4.6	–	–	–	–
100 workers or more:							
100 to 499 workers	–	0.0	1.6	1.6	–	2.9	–
State government	–	0.0	2.5	2.5	–	3.0	–

See footnotes at end of table.

Table 7. Standard errors for defined benefit frozen retirement plans:[1] Plan alternatives, State and local government workers, March 2016—continued

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans				
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
Geographic areas							
Northeast	–	0.0	0.7	0.7	–	2.5	–
New England	–	0.0	0.9	0.9	–	1.7	–
Middle Atlantic	–	0.0	0.9	0.9	–	3.0	–
South:							
East South Central	–	0.0	7.2	–	–	–	–
West South Central	–	0.0	2.2	–	–	–	–
Midwest	–	0.0	2.1	2.1	–	4.0	–
East North Central	–	0.0	1.1	–	–	5.9	–
West North Central	–	0.0	5.8	–	–	–	–
West	–	0.0	2.7	2.7	–	2.8	–
Mountain	–	0.0	5.3	–	–	–	–
Pacific	–	0.0	3.1	–	–	–	–

[1] Plans closed to new workers or plans that cease accruals for some or all plan participants.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, March 2016

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	61	39	83	17
Worker characteristics				
Management, professional, and related	62	38	83	17
Professional and related	63	37	82	18
Teachers	61	39	82	18
Primary, secondary, and special education school teachers	50	50	–	–
Service	62	38	82	18
Protective service	72	28	–	–
Sales and office	60	40	89	11
Office and administrative support	60	40	88	12
Natural resources, construction, and maintenance	62	38	74	26
Production, transportation, and material moving	54	46	–	–
Full time	61	39	83	17
Part time	65	35	–	–
Union	58	42	80	20
Nonunion	63	37	85	15
Average wage within the following categories:[1]				
Lowest 25 percent	59	41	84	16
Lowest 10 percent	57	43	–	–
Second 25 percent	62	38	83	17
Third 25 percent	56	44	78	22
Highest 25 percent	68	32	87	13
Highest 10 percent	75	25	89	11
Establishment characteristics				
Service-providing industries	61	39	84	16
Education and health services	62	38	79	21
Educational services	62	38	80	20
Elementary and secondary schools	52	48	–	–
Junior colleges, colleges, and universities	72	28	81	19
Health care and social assistance	61	39	79	21
Hospitals	65	35	77	23
Public administration	61	39	88	12
1 to 99 workers	56	44	–	–
50 to 99 workers	37	63	–	–
100 workers or more	62	38	82	18
100 to 499 workers	60	40	89	11
500 workers or more	63	37	80	20

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, March 2016—continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	66	34	84	16
Local government	59	41	83	17
Geographic areas				
South	69	31	81	19
South Atlantic	67	33	–	–
East South Central	60	40	–	–
Midwest	59	41	83	17
East North Central	48	52	81	19
West	45	55	–	–
Mountain	46	54	–	–
Pacific	44	56	–	–

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, State and local government workers, March 2016

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	4.5	4.5	2.4	2.4
Worker characteristics				
Management, professional, and related	4.9	4.9	3.0	3.0
Professional and related	5.1	5.1	3.5	3.5
Teachers	6.7	6.7	5.3	5.3
Primary, secondary, and special education school teachers	7.5	7.5	–	–
Service	4.8	4.8	3.6	3.6
Protective service	6.7	6.7	–	–
Sales and office	7.5	7.5	2.0	2.0
Office and administrative support	7.8	7.8	2.0	2.0
Natural resources, construction, and maintenance	7.3	7.3	6.9	6.9
Production, transportation, and material moving	8.6	8.6	–	–
Full time	4.5	4.5	2.5	2.5
Part time	7.0	7.0	–	–
Union	8.9	8.9	5.0	5.0
Nonunion	3.6	3.6	2.4	2.4
Average wage within the following categories:[1]				
Lowest 25 percent	3.9	3.9	3.1	3.1
Lowest 10 percent	5.1	5.1	–	–
Second 25 percent	6.5	6.5	2.9	2.9
Third 25 percent	6.7	6.7	4.7	4.7
Highest 25 percent	4.3	4.3	2.8	2.8
Highest 10 percent	5.2	5.2	3.2	3.2
Establishment characteristics				
Service-providing industries	4.5	4.5	2.5	2.5
Education and health services	5.2	5.2	3.8	3.8
Educational services	6.2	6.2	5.1	5.1
Elementary and secondary schools	7.1	7.1	–	–
Junior colleges, colleges, and universities	8.0	8.0	5.7	5.7
Health care and social assistance	5.5	5.5	3.7	3.7
Hospitals	6.4	6.4	4.2	4.2
Public administration	7.5	7.5	3.2	3.2
1 to 99 workers	6.5	6.5	–	–
50 to 99 workers	9.0	9.0	–	–
100 workers or more	4.7	4.7	2.8	2.8
100 to 499 workers	6.2	6.2	2.6	2.6
500 workers or more	4.9	4.9	3.5	3.5

See footnotes at end of table.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, State and local government workers, March 2016—continued

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	7.6	7.6	4.1	4.1
Local government	3.8	3.8	3.0	3.0
Geographic areas				
South	4.4	4.4	4.3	4.3
South Atlantic	6.0	6.0	–	–
East South Central	10.8	10.8	–	–
Midwest	8.8	8.8	3.7	3.7
East North Central	6.6	6.6	3.5	3.5
West	10.2	10.2	–	–
Mountain	11.4	11.4	–	–
Pacific	13.1	13.1	–	–

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Healthcare[2]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	88	79	89	88	73	83
Worker characteristics						
Management, professional, and related	89	79	89	89	73	82
Professional and related	89	79	89	89	72	82
Teachers	89	79	89	88	72	82
Primary, secondary, and special education school teachers	98	87	89	98	80	82
Service	83	74	90	82	69	84
Protective service	90	81	91	90	76	85
Sales and office	89	81	90	89	75	83
Office and administrative support	90	81	90	90	75	83
Natural resources, construction, and maintenance	97	87	90	95	81	85
Production, transportation, and material moving	83	74	90	81	68	85
Full time	99	89	90	99	82	83
Part time	25	20	80	24	17	71
Union	95	87	91	95	79	84
Nonunion	82	71	87	81	67	82
Average wage within the following categories:[3]						
Lowest 25 percent	71	61	86	70	57	81
Lowest 10 percent	57	47	83	56	45	80
Second 25 percent	92	82	90	91	77	84
Third 25 percent	94	84	89	94	78	83
Highest 25 percent	97	89	91	97	80	82
Highest 10 percent	97	90	93	96	80	83
Establishment characteristics						
Service-providing industries	88	79	89	88	72	83
Education and health services	89	79	89	88	72	81
Educational services	89	79	89	88	72	82
Elementary and secondary schools	89	78	88	88	72	81
Junior colleges, colleges, and universities	87	81	93	87	72	83
Health care and social assistance	91	78	86	90	70	77
Hospitals	94	83	89	94	73	78
Public administration	88	80	91	88	76	86
1 to 99 workers	77	66	86	76	63	83
1 to 49 workers	70	60	87	69	57	84
50 to 99 workers	88	75	86	88	72	82
100 workers or more	90	80	90	89	74	83
100 to 499 workers	85	76	89	85	70	82
500 workers or more	91	82	90	91	75	83

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	58	49	85	38	32	84	86	71	83
Worker characteristics									
Management, professional, and related	59	49	84	37	31	82	88	72	82
Professional and related	59	49	83	36	30	81	87	71	82
Teachers	58	48	84	35	28	82	87	71	82
Primary, secondary, and special education school teachers	64	53	83	37	31	82	96	79	82
Service	53	45	86	37	31	85	80	67	84
Protective service	59	52	88	42	36	85	87	74	85
Sales and office	62	53	86	43	37	86	87	74	84
Office and administrative support	62	53	85	44	37	86	88	74	84
Natural resources, construction, and maintenance	66	58	88	42	37	88	93	80	86
Production, transportation, and material moving	61	50	83	42	37	88	80	68	85
Full time	66	56	85	43	36	84	97	81	83
Part time	17	13	77	14	11	79	23	17	70
Union	76	66	86	56	48	86	92	77	84
Nonunion	43	35	82	23	18	79	81	66	82
Average wage within the following categories:[3]									
Lowest 25 percent	37	30	82	21	17	80	69	56	82
Lowest 10 percent	23	18	80	11	8	73	56	45	80
Second 25 percent	63	53	85	41	34	84	89	75	85
Third 25 percent	62	52	85	40	34	86	92	77	83
Highest 25 percent	73	63	86	53	44	84	95	78	82
Highest 10 percent	76	66	87	56	48	86	95	79	83
Establishment characteristics									
Service-providing industries	58	49	85	38	32	84	86	71	83
Education and health services	57	47	84	34	28	82	87	71	81
Educational services	56	47	84	34	28	82	87	71	82
Elementary and secondary schools	56	46	82	34	28	82	87	70	81
Junior colleges, colleges, and universities	56	49	88	34	27	82	87	72	83
Health care and social assistance	62	52	84	38	31	82	88	68	77
Hospitals	63	54	86	35	29	82	92	72	78
Public administration	63	54	86	46	39	86	86	74	86
1 to 99 workers	43	37	86	30	27	87	73	62	84
1 to 49 workers	36	31	85	24	20	84	65	55	84
50 to 99 workers	53	47	88	39	35	91	85	71	83
100 workers or more	61	51	84	40	33	83	88	73	83
100 to 499 workers	56	48	86	33	29	87	83	69	83
500 workers or more	62	52	84	42	34	82	89	74	83

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Healthcare[2]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	94	86	92	94	79	85
Local government	86	76	88	86	70	82
Geographic areas						
Northeast	88	80	91	88	74	84
New England	87	75	86	87	70	81
Middle Atlantic	88	82	93	88	75	85
South	91	80	87	91	76	84
South Atlantic	90	79	88	90	74	83
East South Central	95	87	91	95	85	90
West South Central	91	76	84	90	74	82
Midwest	82	71	87	82	63	78
East North Central	80	71	88	79	62	78
West North Central	86	72	84	86	66	77
West	89	84	94	89	75	84
Mountain	87	79	92	87	73	85
Pacific	90	85	95	90	75	84

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	62	54	87	43	36	84	91	78	85
Local government	57	48	84	37	31	84	84	69	82
Geographic areas									
Northeast	68	60	88	48	42	88	86	72	85
New England	57	48	84	21	16	79	83	66	80
Middle Atlantic	72	64	90	58	52	89	87	75	86
South	39	30	77	20	14	70	90	76	84
South Atlantic	49	40	80	28	19	69	88	73	83
East South Central	28	17	62	8	6	76	95	85	90
West South Central	29	22	76	16	11	73	89	73	82
Midwest	63	54	86	34	30	87	77	60	78
East North Central	66	56	85	47	42	88	79	62	79
West North Central	57	49	87	13	10	78	74	58	77
West	80	70	88	66	58	87	89	75	84
Mountain	71	64	89	–	–	–	87	73	85
Pacific	83	72	87	78	68	88	90	75	84

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016

Characteristics	Healthcare[2]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	0.7	0.8	0.5	0.7	0.7	0.5
Worker characteristics						
Management, professional, and related	0.7	0.8	0.6	0.7	0.7	0.6
Professional and related	0.6	0.7	0.6	0.6	0.7	0.6
Teachers	0.8	0.9	0.7	0.9	0.9	0.7
Primary, secondary, and special education school teachers	0.3	0.8	0.7	0.5	0.8	0.8
Service	1.4	1.4	0.8	1.4	1.3	0.9
Protective service	1.2	1.2	0.9	1.2	1.2	1.1
Sales and office	1.6	1.8	0.8	1.6	1.9	1.1
Office and administrative support	1.6	1.8	0.8	1.6	1.9	1.1
Natural resources, construction, and maintenance	1.6	1.9	1.3	1.6	2.1	1.7
Production, transportation, and material moving	4.7	4.4	1.5	4.8	4.3	1.9
Full time	0.1	0.5	0.5	0.2	0.5	0.5
Part time	1.6	1.2	2.5	1.7	1.2	2.6
Union	0.5	0.7	0.5	0.5	0.7	0.6
Nonunion	1.2	1.3	0.7	1.2	1.2	0.8
Average wage within the following categories:[3]						
Lowest 25 percent	1.7	1.6	1.0	1.8	1.7	1.1
Lowest 10 percent	3.2	3.2	1.7	3.2	3.2	1.9
Second 25 percent	0.9	1.2	0.7	0.9	1.3	0.8
Third 25 percent	1.4	1.5	0.8	1.4	1.4	0.8
Highest 25 percent	0.4	0.6	0.6	0.5	0.7	0.7
Highest 10 percent	0.7	0.9	0.7	0.8	1.3	1.2
Establishment characteristics						
Service-providing industries	0.7	0.8	0.5	0.7	0.7	0.5
Education and health services	0.6	0.7	0.5	0.6	0.7	0.7
Educational services	0.6	0.7	0.5	0.6	0.7	0.7
Elementary and secondary schools	0.5	0.7	0.7	0.5	0.7	0.7
Junior colleges, colleges, and universities	1.9	2.1	0.9	1.9	2.5	2.0
Health care and social assistance	1.4	2.0	1.6	1.4	1.9	1.7
Hospitals	1.5	2.3	1.6	1.5	2.2	1.7
Public administration	1.5	1.5	0.6	1.5	1.5	0.7
1 to 99 workers	3.1	3.3	1.8	3.2	3.3	1.9
1 to 49 workers	4.6	4.5	2.4	4.8	4.3	2.3
50 to 99 workers	1.9	2.7	2.3	1.9	2.8	2.6
100 workers or more	0.6	0.7	0.4	0.6	0.7	0.5
100 to 499 workers	1.6	1.7	0.9	1.6	1.7	1.1
500 workers or more	0.5	0.7	0.5	0.6	0.7	0.6

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	1.5	1.3	0.7	1.4	1.2	0.7	0.9	0.9	0.5
Worker characteristics									
Management, professional, and related	1.7	1.5	0.8	1.5	1.3	0.8	0.8	0.8	0.5
Professional and related	1.7	1.5	0.9	1.6	1.4	0.9	0.7	0.8	0.6
Teachers	1.8	1.7	1.1	1.8	1.6	1.2	0.9	1.0	0.7
Primary, secondary, and special education school teachers	2.2	1.9	1.2	2.2	1.9	1.4	0.7	0.9	0.8
Service	1.9	1.8	0.9	1.9	1.7	1.5	1.6	1.4	0.9
Protective service	3.0	2.8	1.1	3.2	2.9	2.4	1.7	1.7	1.1
Sales and office	2.4	2.3	1.3	2.5	2.3	1.3	1.9	2.2	1.1
Office and administrative support	2.4	2.3	1.4	2.4	2.2	1.3	1.9	2.1	1.1
Natural resources, construction, and maintenance	4.1	3.8	1.5	3.4	3.2	1.7	1.7	2.2	1.7
Production, transportation, and material moving	4.4	3.9	2.0	4.4	4.0	1.9	4.7	4.3	1.9
Full time	1.7	1.5	0.7	1.5	1.3	0.7	0.6	0.7	0.5
Part time	1.3	1.0	2.1	1.3	1.0	3.1	1.7	1.2	2.6
Union	1.5	1.5	0.7	1.7	1.5	0.7	0.9	1.0	0.5
Nonunion	2.1	1.8	1.5	1.5	1.2	1.7	1.3	1.3	0.8
Average wage within the following categories:[3]									
Lowest 25 percent	1.9	1.6	1.4	1.6	1.3	1.6	1.9	1.8	1.1
Lowest 10 percent	2.3	2.1	2.5	1.5	1.3	4.2	3.2	3.2	1.9
Second 25 percent	2.3	2.1	0.9	1.9	1.7	1.4	1.6	1.7	0.7
Third 25 percent	2.2	2.0	1.1	2.1	1.8	1.2	1.4	1.4	0.8
Highest 25 percent	1.4	1.3	0.7	1.5	1.4	0.9	0.7	0.8	0.7
Highest 10 percent	2.0	1.9	1.0	2.4	2.2	1.2	1.0	1.4	1.1
Establishment characteristics									
Service-providing industries	1.5	1.3	0.7	1.4	1.2	0.7	0.9	0.9	0.5
Education and health services	1.7	1.6	0.9	1.6	1.4	1.0	0.7	0.8	0.7
Educational services	1.8	1.7	1.0	1.7	1.5	1.2	0.7	0.8	0.7
Elementary and secondary schools	1.9	1.6	1.2	1.8	1.6	1.3	0.6	0.8	0.7
Junior colleges, colleges, and universities	4.3	4.1	1.4	3.7	3.3	3.1	1.9	2.6	2.0
Health care and social assistance	3.4	3.0	1.6	4.1	3.3	2.1	1.9	2.1	1.5
Hospitals	5.0	4.5	1.6	5.4	4.3	2.9	2.0	2.4	1.8
Public administration	2.5	2.2	0.9	2.3	2.1	1.2	1.8	1.7	0.6
1 to 99 workers	4.0	3.6	1.9	3.9	3.5	2.0	3.6	3.5	1.8
1 to 49 workers	4.8	4.4	2.5	3.9	3.3	3.3	5.3	4.5	2.2
50 to 99 workers	7.1	6.3	2.7	6.7	6.2	1.6	2.3	2.9	2.5
100 workers or more	1.5	1.4	0.7	1.3	1.2	0.8	0.8	0.8	0.5
100 to 499 workers	2.9	2.6	1.2	2.3	2.2	1.5	1.7	1.8	1.2
500 workers or more	1.8	1.6	0.9	1.6	1.4	0.9	0.8	0.9	0.6

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

Characteristics	Healthcare[2]			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	0.9	1.3	0.8	0.9	1.4	1.1
Local government	0.8	0.8	0.5	0.8	0.8	0.6
Geographic areas						
Northeast	1.4	1.7	0.9	1.3	1.5	1.1
New England	3.1	3.0	2.0	3.1	3.2	1.6
Middle Atlantic	1.7	2.3	1.0	1.7	1.9	1.4
South	1.0	1.1	0.8	1.0	1.2	0.8
South Atlantic	1.7	1.5	1.0	1.7	1.5	1.1
East South Central	1.6	2.6	2.1	1.6	2.5	2.2
West South Central	1.5	1.9	1.6	1.6	2.0	1.1
Midwest	1.9	2.0	1.1	2.0	1.6	1.1
East North Central	2.7	2.5	1.1	2.8	1.9	1.1
West North Central	2.1	3.2	2.4	2.1	2.6	2.3
West	0.8	1.0	0.5	0.8	1.1	0.9
Mountain	1.7	2.0	1.3	1.7	2.1	1.8
Pacific	0.9	1.1	0.6	0.9	1.3	1.0

See footnotes at end of table.

Table 9. Standard errors for healthcare benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	3.6	3.4	1.2	2.9	2.6	1.8	1.8	1.9	1.1
Local government	1.4	1.2	0.8	1.4	1.3	0.8	0.8	0.9	0.6
Geographic areas									
Northeast	2.5	2.6	0.9	3.0	3.0	1.1	1.5	1.6	1.0
New England	3.8	3.7	2.0	4.3	3.7	4.4	3.3	3.4	1.6
Middle Atlantic	3.2	3.3	1.0	3.8	3.7	1.0	1.9	2.0	1.3
South	2.5	2.0	2.2	1.6	1.1	2.3	1.1	1.2	0.8
South Atlantic	4.0	3.5	1.9	2.4	1.8	2.7	1.9	1.6	1.0
East South Central	6.0	2.8	10.0	2.2	1.6	6.3	1.6	2.5	2.2
West South Central	2.7	2.4	4.8	2.6	2.0	5.0	1.6	2.0	1.1
Midwest	3.5	3.1	1.1	2.7	2.5	1.4	2.9	2.5	1.1
East North Central	2.7	2.3	1.3	3.8	3.6	1.5	2.6	1.7	1.2
West North Central	8.5	7.5	1.9	2.5	2.3	3.6	6.5	6.2	2.3
West	2.4	2.4	0.8	4.5	3.9	0.9	0.8	1.1	0.9
Mountain	5.7	5.5	1.9	–	–	–	1.7	2.1	1.8
Pacific	2.1	2.3	0.9	2.3	2.0	1.0	0.9	1.3	1.0

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

[2] Healthcare is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in healthcare.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2016

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	87	13	71	29
Worker characteristics				
Management, professional, and related	87	13	69	31
Professional and related	87	13	68	32
Teachers	87	13	67	33
Primary, secondary, and special education school teachers	86	14	66	34
Service	88	12	74	26
Protective service	88	12	78	22
Sales and office	88	12	73	27
Office and administrative support	88	12	73	27
Natural resources, construction, and maintenance	86	14	74	26
Production, transportation, and material moving	84	16	67	33
Full time	87	13	71	29
Part time	85	15	70	30
Union	87	13	78	22
Nonunion	87	13	64	36
Average wage within the following categories:[1]				
Lowest 25 percent	87	13	65	35
Lowest 10 percent	88	12	58	42
Second 25 percent	88	12	73	27
Third 25 percent	88	12	71	29
Highest 25 percent	86	14	73	27
Highest 10 percent	87	13	77	23
Establishment characteristics				
Service-providing industries	87	13	71	29
Education and health services	87	13	67	33
Educational services	86	14	66	34
Elementary and secondary schools	86	14	64	36
Junior colleges, colleges, and universities	88	12	70	30
Health care and social assistance	88	12	74	26
Hospitals	88	12	73	27
Public administration	87	13	77	23
1 to 99 workers	91	9	73	27
1 to 49 workers	91	9	74	26
50 to 99 workers	91	9	71	29
100 workers or more	87	13	70	30
100 to 499 workers	86	14	70	30
500 workers or more	87	13	71	29

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2016—continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government	87	13	74	26
Local government	87	13	69	31
Geographic areas				
Northeast	85	15	82	18
New England	82	18	79	21
Middle Atlantic	87	13	84	16
South	87	13	60	40
South Atlantic	88	12	68	32
East South Central	87	13	49	51
West South Central	85	15	55	45
Midwest	87	13	76	24
East North Central	86	14	78	22
West North Central	89	11	74	26
West	88	12	75	25
Mountain	89	11	67	33
Pacific	88	12	78	22

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2016

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	0.5	0.5	0.8	0.8
Worker characteristics				
Management, professional, and related	0.5	0.5	0.8	0.8
Professional and related	0.5	0.5	0.9	0.9
Teachers	0.6	0.6	1.0	1.0
Primary, secondary, and special education school teachers	0.6	0.6	1.0	1.0
Service	0.5	0.5	1.2	1.2
Protective service	0.6	0.6	1.0	1.0
Sales and office	0.6	0.6	1.4	1.4
Office and administrative support	0.6	0.6	1.4	1.4
Natural resources, construction, and maintenance	1.2	1.2	1.6	1.6
Production, transportation, and material moving	1.5	1.5	2.3	2.3
Full time	0.5	0.5	0.8	0.8
Part time	1.2	1.2	2.0	2.0
Union	0.4	0.4	0.7	0.7
Nonunion	0.7	0.7	1.3	1.3
Average wage within the following categories:[1]				
Lowest 25 percent	0.8	0.8	1.5	1.5
Lowest 10 percent	1.5	1.5	2.3	2.3
Second 25 percent	0.6	0.6	1.1	1.1
Third 25 percent	0.5	0.5	1.1	1.1
Highest 25 percent	0.4	0.4	0.7	0.7
Highest 10 percent	0.5	0.5	1.1	1.1
Establishment characteristics				
Service-providing industries	0.4	0.4	0.8	0.8
Education and health services	0.6	0.6	0.9	0.9
Educational services	0.6	0.6	1.0	1.0
Elementary and secondary schools	0.6	0.6	0.9	0.9
Junior colleges, colleges, and universities	1.2	1.2	2.5	2.5
Health care and social assistance	0.9	0.9	1.4	1.4
Hospitals	1.2	1.2	1.9	1.9
Public administration	0.5	0.5	0.9	0.9
1 to 99 workers	0.9	0.9	2.6	2.6
1 to 49 workers	1.1	1.1	2.4	2.4
50 to 99 workers	1.4	1.4	4.5	4.5
100 workers or more	0.5	0.5	0.8	0.8
100 to 499 workers	0.6	0.6	1.8	1.8
500 workers or more	0.5	0.5	0.9	0.9

See footnotes at end of table.

Table 10. Standard errors for medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2016—continued

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government	0.9	0.9	1.5	1.5
Local government	0.4	0.4	0.8	0.8
Geographic areas				
Northeast	0.4	0.4	0.5	0.5
New England	1.5	1.5	1.7	1.7
Middle Atlantic	0.3	0.3	0.4	0.4
South	0.7	0.7	1.5	1.5
South Atlantic	0.8	0.8	1.8	1.8
East South Central	2.2	2.2	2.9	2.9
West South Central	1.0	1.0	2.5	2.5
Midwest	1.2	1.2	1.1	1.1
East North Central	0.6	0.6	1.4	1.4
West North Central	2.5	2.5	1.9	1.9
West	0.8	0.8	1.2	1.2
Mountain	1.9	1.9	1.7	1.7
Pacific	0.8	0.8	1.5	1.5

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2016

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	$516.48	24	$554.12	76	$504.38	$109.74
Worker characteristics							
Management, professional, and related	100	518.31	24	553.65	76	507.07	111.56
Professional and related	100	517.44	24	555.71	76	505.39	114.58
Teachers	100	521.39	26	554.44	74	510.07	120.26
Primary, secondary, and special education school teachers	100	520.89	26	559.95	74	507.17	126.16
Service	100	521.75	25	558.50	75	509.36	105.27
Protective service	100	536.30	25	566.67	75	526.21	106.97
Sales and office	100	513.01	24	542.95	76	503.70	98.07
Office and administrative support	100	514.37	23	547.46	77	504.64	98.16
Natural resources, construction, and maintenance	100	508.47	26	576.64	74	485.01	123.53
Production, transportation, and material moving	100	488.81	23	541.45	77	473.13	128.42
Full time	100	515.45	24	549.79	76	504.54	108.70
Part time	100	544.88	30	648.96	70	499.57	140.95
Union	100	559.81	25	594.77	75	548.37	121.76
Nonunion	100	471.70	24	510.97	76	459.31	97.43
Average wage within the following categories:[1]							
Lowest 25 percent	100	479.43	26	527.66	74	462.59	105.31
Lowest 10 percent	100	464.29	28	515.86	72	444.00	98.59
Second 25 percent	100	517.67	24	549.88	76	507.55	99.99
Third 25 percent	100	527.20	26	563.05	74	514.77	102.31
Highest 25 percent	100	532.84	22	570.93	78	521.88	126.54
Highest 10 percent	100	553.80	26	583.74	74	543.14	132.44
Establishment characteristics							
Service-providing industries	100	516.59	24	553.75	76	504.60	109.57
Education and health services	100	507.60	25	546.83	75	494.78	113.63
Educational services	100	506.38	25	542.76	75	494.41	116.81
Elementary and secondary schools	100	508.12	26	544.44	74	495.51	123.76
Junior colleges, colleges, and universities	100	499.93	22	533.58	78	490.69	92.81
Health care and social assistance	100	516.07	24	576.36	76	497.30	91.77
Hospitals	100	512.19	27	566.07	73	492.50	95.83
Public administration	100	534.35	21	561.66	79	527.12	101.55
1 to 99 workers	100	506.09	40	527.25	60	492.13	87.31
1 to 49 workers	100	502.76	42	557.69	58	463.21	90.59
50 to 99 workers	100	509.99	37	487.37	63	523.47	83.74
100 workers or more	100	517.74	22	559.87	78	505.53	111.85
100 to 499 workers	100	512.11	22	575.74	78	494.27	111.12
500 workers or more	100	519.45	23	555.20	77	508.99	112.07

See footnotes at end of table.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2016—continued

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
State government	100	$514.38	14	$536.24	86	$510.71	$91.17
Local government	100	517.28	28	557.60	72	501.51	118.15
Geographic areas							
Northeast	100	538.40	25	554.91	75	532.89	132.88
New England	100	575.40	–	–	–	–	–
Middle Atlantic	100	525.40	31	538.81	69	519.47	130.55
South	100	468.27	24	523.66	76	450.98	96.83
South Atlantic	100	502.70	19	547.59	81	492.04	88.46
East South Central	100	410.54	18	450.63	82	401.76	86.65
West South Central	100	451.74	36	528.72	64	408.32	124.84
Midwest	100	531.01	21	570.35	79	520.28	108.97
East North Central	100	541.59	15	622.42	85	527.20	116.74
West North Central	100	514.49	31	531.06	69	506.96	93.99
West	100	571.13	27	589.29	73	564.28	114.73
Mountain	100	505.65	31	505.29	69	505.81	102.48
Pacific	100	595.23	26	626.46	74	584.28	118.92

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2016

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	$5.11	1.4	$7.30	1.4	$6.01	$3.45
Worker characteristics						
Management, professional, and related	5.99	2.1	8.66	2.1	7.18	3.63
Professional and related	6.07	2.2	9.91	2.2	7.05	3.99
Teachers	6.66	2.2	11.30	2.2	7.80	4.97
Primary, secondary, and special education school teachers	7.11	1.8	12.26	1.8	8.08	5.67
Service	6.46	1.9	10.16	1.9	7.29	4.34
Protective service	7.72	2.8	15.81	2.8	8.36	4.95
Sales and office	8.39	2.0	14.47	2.0	10.26	4.39
Office and administrative support	8.61	1.9	16.05	1.9	10.50	4.54
Natural resources, construction, and maintenance	9.74	3.7	16.31	3.7	8.34	10.97
Production, transportation, and material moving	12.81	3.8	24.20	3.8	13.38	9.77
Full time	5.14	1.4	7.42	1.4	6.04	3.40
Part time	14.12	3.4	26.60	3.4	10.51	12.98
Union	6.10	1.1	6.21	1.1	7.49	3.92
Nonunion	6.10	2.4	9.44	2.4	6.92	5.05
Average wage within the following categories:[1]						
Lowest 25 percent	7.06	2.4	14.63	2.4	7.65	6.88
Lowest 10 percent	12.48	4.1	23.08	4.1	12.98	13.06
Second 25 percent	7.17	1.6	10.88	1.6	7.96	4.61
Third 25 percent	8.41	1.9	8.29	1.9	10.90	3.63
Highest 25 percent	4.80	1.6	9.89	1.6	5.26	3.95
Highest 10 percent	6.83	2.6	13.71	2.6	7.10	6.99
Establishment characteristics						
Service-providing industries	5.16	1.3	7.47	1.3	6.09	3.49
Education and health services	5.58	2.1	9.96	2.1	6.18	4.56
Educational services	5.60	2.2	10.63	2.2	6.25	5.11
Elementary and secondary schools	6.15	2.0	13.43	2.0	6.40	4.87
Junior colleges, colleges, and universities	13.12	5.0	9.34	5.0	15.86	10.12
Health care and social assistance	13.34	3.2	25.55	3.2	14.25	4.00
Hospitals	16.51	4.3	27.01	4.3	18.75	5.41
Public administration	9.49	1.7	9.44	1.7	11.71	4.12
1 to 99 workers	16.10	4.5	22.25	4.5	19.89	4.71
1 to 49 workers	12.43	5.3	19.19	5.3	10.52	6.11
50 to 99 workers	27.68	8.4	29.18	8.4	37.68	7.38
100 workers or more	4.84	1.3	5.78	1.3	5.71	3.60
100 to 499 workers	10.41	2.3	16.29	2.3	11.46	6.22
500 workers or more	4.78	1.5	5.73	1.5	5.71	4.29

See footnotes at end of table.

Table 11. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2016—continued

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
State government	$13.81	2.9	$8.33	2.9	$15.92	$5.31
Local government	4.39	1.2	8.39	1.2	4.78	3.42
Geographic areas						
Northeast	6.79	1.3	7.17	1.3	7.96	3.27
New England	24.29	–	–	–	–	–
Middle Atlantic	4.67	1.1	5.44	1.1	6.06	3.06
South	7.65	2.2	9.11	2.2	8.79	6.15
South Atlantic	10.59	2.3	10.33	2.3	12.84	5.45
East South Central	13.66	4.0	27.53	4.0	10.96	19.83
West South Central	9.88	5.4	16.85	5.4	11.21	7.76
Midwest	8.34	4.3	14.69	4.3	9.21	4.62
East North Central	6.27	2.4	24.49	2.4	5.16	3.46
West North Central	19.59	8.9	14.39	8.9	25.23	11.05
West	15.41	1.7	23.50	1.7	17.62	7.93
Mountain	22.87	4.9	49.34	4.9	16.32	14.03
Pacific	16.85	1.3	11.14	1.3	21.83	9.59

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, March 2016

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
All workers	66	22	7	6
Worker characteristics				
Management, professional, and related	66	22	7	6
Professional and related	67	21	7	5
Teachers	68	20	7	5
Primary, secondary, and special education school teachers	69	17	9	5
Service	69	19	6	5
Protective service	68	17	7	7
Sales and office	64	24	6	6
Office and administrative support	64	25	5	7
Natural resources, construction, and maintenance	65	21	9	4
Production, transportation, and material moving	62	23	11	4
Full time	66	22	7	6
Part time	71	20	6	3
Union	69	15	8	8
Nonunion	63	29	5	3
Average wage within the following categories:[3]				
Lowest 25 percent	66	24	6	4
Lowest 10 percent	73	20	–	–
Second 25 percent	66	23	6	5
Third 25 percent	67	21	8	5
Highest 25 percent	65	19	7	9
Highest 10 percent	67	16	7	9
Establishment characteristics				
Service-providing industries	66	21	7	6
Education and health services	66	24	6	4
Educational services	67	22	7	4
Elementary and secondary schools	68	19	9	4
Junior colleges, colleges, and universities	64	32	–	–
Health care and social assistance	56	34	5	5
Hospitals	60	28	7	5
Public administration	67	17	6	9
1 to 99 workers	61	25	–	–
1 to 49 workers	57	27	–	–
50 to 99 workers	66	24	–	–
100 workers or more	66	21	7	6
100 to 499 workers	72	17	7	4
500 workers or more	65	22	7	6

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, March 2016—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
State government	63	31	1	5
Local government	68	17	9	6
Geographic areas				
Northeast	63	18	9	10
New England	86	7	–	–
Middle Atlantic	52	24	10	14
South	65	27	–	–
South Atlantic	59	36	–	–
East South Central	67	–	4	–
West South Central	74	–	12	–
Midwest	72	19	–	–
East North Central	70	22	–	–
West North Central	76	13	–	–
West	65	16	5	14
Mountain	72	–	–	–
Pacific	63	16	4	17

[1] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.
[2] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Standard errors for medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, March 2016

Characteristics	Single coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
All workers	2.1	1.7	0.7	0.7
Worker characteristics				
Management, professional, and related	2.3	1.9	0.9	0.9
Professional and related	2.4	2.1	1.0	0.8
Teachers	2.7	2.3	1.3	1.1
Primary, secondary, and special education school teachers	2.7	2.2	1.6	1.4
Service	2.4	2.1	1.0	0.6
Protective service	3.5	3.2	1.6	1.1
Sales and office	3.2	2.8	1.2	1.4
Office and administrative support	3.1	2.7	1.1	1.4
Natural resources, construction, and maintenance	3.6	2.7	2.1	1.2
Production, transportation, and material moving	3.8	3.2	2.8	0.7
Full time	2.1	1.8	0.7	0.7
Part time	3.9	3.4	2.4	0.9
Union	1.6	1.1	1.0	0.9
Nonunion	3.7	3.3	0.8	1.0
Average wage within the following categories:[3]				
Lowest 25 percent	3.9	3.3	1.0	1.6
Lowest 10 percent	5.9	4.9	–	–
Second 25 percent	2.7	2.3	1.0	0.8
Third 25 percent	2.7	2.2	1.1	0.8
Highest 25 percent	2.0	1.6	1.2	1.0
Highest 10 percent	2.6	2.0	1.9	1.4
Establishment characteristics				
Service-providing industries	2.0	1.7	0.7	0.7
Education and health services	2.5	2.2	0.9	0.7
Educational services	2.7	2.4	1.0	0.8
Elementary and secondary schools	2.6	2.2	1.3	0.7
Junior colleges, colleges, and universities	6.2	5.9	–	–
Health care and social assistance	4.7	4.4	1.9	1.0
Hospitals	6.6	6.1	2.9	1.0
Public administration	2.8	2.1	1.1	1.4
1 to 99 workers	5.5	4.3	–	–
1 to 49 workers	7.3	6.0	–	–
50 to 99 workers	7.3	6.1	–	–
100 workers or more	2.1	1.8	0.7	0.7
100 to 499 workers	3.3	2.6	1.5	1.4
500 workers or more	2.4	2.1	0.9	0.7

See footnotes at end of table.

Table 12. Standard errors for medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, March 2016—continued

Characteristics	Single coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
State government	3.8	3.4	0.6	1.5
Local government	2.0	1.6	1.0	0.7
Geographic areas				
Northeast	2.4	1.9	1.9	2.0
New England	4.7	3.0	–	–
Middle Atlantic	2.4	2.2	1.5	2.9
South	4.7	4.1	–	–
South Atlantic	5.5	5.3	–	–
East South Central	14.0	–	1.2	–
West South Central	5.8	–	2.2	–
Midwest	3.5	3.0	–	–
East North Central	4.9	4.4	–	–
West North Central	3.9	3.1	–	–
West	2.4	2.1	1.1	1.6
Mountain	6.1	–	–	–
Pacific	2.5	1.8	0.9	2.2

[1] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

[2] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2016

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	$1,096.42	7	$1,346.20	93	$1,076.95	$473.07
Worker characteristics							
Management, professional, and related	100	1,073.21	6	1,368.86	94	1,053.55	489.74
Professional and related	100	1,064.67	6	1,382.73	94	1,043.66	508.10
Teachers	100	1,047.51	7	1,391.12	93	1,021.98	536.74
Primary, secondary, and special education school teachers	100	1,040.56	8	1,385.57	92	1,012.07	562.04
Service	100	1,141.71	9	1,328.34	91	1,122.57	442.12
Protective service	100	1,217.09	9	1,336.86	91	1,205.32	393.73
Sales and office	100	1,110.58	8	1,329.34	92	1,092.61	442.22
Office and administrative support	100	1,113.09	7	1,326.25	93	1,096.38	442.26
Natural resources, construction, and maintenance	100	1,161.90	9	1,379.02	91	1,141.65	447.51
Production, transportation, and material moving	100	1,045.31	–	–	–	–	–
Full time	100	1,094.25	7	1,342.62	93	1,075.28	469.44
Part time	100	1,156.82	11	1,410.92	89	1,125.59	578.98
Union	100	1,265.14	12	1,376.29	88	1,250.14	443.49
Nonunion	100	922.08	2	1,193.10	98	915.38	500.67
Average wage within the following categories:[1]							
Lowest 25 percent	100	940.63	5	1,258.58	95	923.52	518.78
Lowest 10 percent	100	820.69	–	–	–	–	–
Second 25 percent	100	1,122.80	7	1,301.18	93	1,110.07	425.06
Third 25 percent	100	1,099.70	8	1,391.83	92	1,074.64	473.42
Highest 25 percent	100	1,183.46	9	1,375.69	91	1,165.29	478.56
Highest 10 percent	100	1,283.13	14	1,420.84	86	1,261.60	457.20
Establishment characteristics							
Service-providing industries	100	1,094.89	7	1,344.81	93	1,075.69	473.60
Education and health services	100	1,033.08	6	1,347.69	94	1,011.45	523.97
Educational services	100	1,013.39	7	1,344.96	93	989.58	539.17
Elementary and secondary schools	100	997.17	7	1,322.56	93	971.27	572.50
Junior colleges, colleges, and universities	100	1,064.44	5	1,465.24	95	1,045.24	428.63
Health care and social assistance	100	1,169.82	5	1,375.48	95	1,159.96	420.74
Hospitals	100	1,153.13	7	1,376.38	93	1,137.60	434.00
Public administration	100	1,200.00	8	1,343.45	92	1,187.65	388.99
1 to 99 workers	100	1,027.27	8	1,208.11	92	1,010.95	404.84
1 to 49 workers	100	1,053.39	9	1,283.09	91	1,030.43	383.26
50 to 99 workers	100	997.11	7	1,100.98	93	988.87	429.29
100 workers or more	100	1,104.77	7	1,365.64	93	1,084.82	481.21
100 to 499 workers	100	1,105.97	6	1,430.22	94	1,085.21	485.14
500 workers or more	100	1,104.41	7	1,349.80	93	1,084.71	480.00

See footnotes at end of table.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2016—continued

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
State government	100	$1,138.78	1	$1,440.12	99	$1,134.77	$375.19
Local government	100	1,080.22	9	1,341.23	91	1,052.85	513.87
Geographic areas							
Northeast	100	1,335.10	22	1,385.02	78	1,320.60	397.77
New England	100	1,423.55	4	2,005.30	96	1,396.25	390.38
Middle Atlantic	100	1,304.01	29	1,351.14	71	1,284.90	401.26
South	100	838.80	([2])	1,089.96	100	837.95	531.61
South Atlantic	100	975.27	–	–	–	–	–
East South Central	100	624.54	–	–	100	624.54	589.19
West South Central	100	763.34	–	–	–	–	–
Midwest	100	1,248.83	7	1,250.37	93	1,248.71	424.61
East North Central	100	1,300.80	6	1,272.44	94	1,302.46	415.77
West North Central	100	1,168.22	–	–	–	–	–
West	100	1,220.04	7	1,347.56	93	1,210.17	457.22
Mountain	100	940.44	6	919.51	94	941.70	495.49
Pacific	100	1,322.76	8	1,463.30	92	1,310.99	442.85

[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 2016.
[2] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2016

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	$16.10	0.5	$17.97	0.5	$17.00	$10.84
Worker characteristics						
Management, professional, and related	17.72	0.6	24.17	0.6	18.28	12.25
Professional and related	19.33	0.6	25.71	0.6	19.86	12.71
Teachers	21.29	0.8	37.99	0.8	22.20	15.81
Primary, secondary, and special education school teachers	23.03	1.0	42.38	1.0	24.20	18.13
Service	24.57	1.0	27.50	1.0	26.75	13.32
Protective service	22.24	1.8	52.19	1.8	24.24	15.40
Sales and office	26.35	1.7	19.42	1.7	27.44	16.97
Office and administrative support	26.68	1.4	20.83	1.4	28.12	17.52
Natural resources, construction, and maintenance	33.90	1.9	94.20	1.9	35.23	31.06
Production, transportation, and material moving	44.29	–	–	–	–	–
Full time	16.44	0.5	19.85	0.5	17.31	10.58
Part time	38.39	1.6	47.61	1.6	41.64	39.87
Union	12.77	0.8	18.26	0.8	13.73	14.72
Nonunion	25.60	0.4	58.32	0.4	26.31	13.94
Average wage within the following categories:[1]						
Lowest 25 percent	32.57	0.8	42.43	0.8	34.36	14.51
Lowest 10 percent	56.31	–	–	–	–	–
Second 25 percent	21.40	0.6	29.38	0.6	22.53	15.35
Third 25 percent	20.10	1.1	23.08	1.1	21.70	16.07
Highest 25 percent	17.26	0.7	26.41	0.7	17.67	12.14
Highest 10 percent	27.22	1.0	32.46	1.0	29.07	18.96
Establishment characteristics						
Service-providing industries	16.30	0.4	18.23	0.4	17.15	10.93
Education and health services	18.58	0.5	25.79	0.5	19.36	12.94
Educational services	19.58	0.6	27.60	0.6	20.34	13.77
Elementary and secondary schools	20.15	0.7	34.28	0.7	20.98	14.74
Junior colleges, colleges, and universities	48.20	0.7	17.70	0.7	49.72	23.03
Health care and social assistance	37.07	0.6	81.47	0.6	37.47	19.11
Hospitals	53.03	0.9	86.04	0.9	54.08	23.52
Public administration	17.24	0.9	37.40	0.9	18.40	15.71
1 to 99 workers	53.08	1.7	74.87	1.7	57.48	27.28
1 to 49 workers	55.22	2.7	104.12	2.7	60.60	30.26
50 to 99 workers	75.25	3.0	105.11	3.0	80.51	46.00
100 workers or more	15.95	0.5	18.36	0.5	16.72	11.18
100 to 499 workers	42.52	1.3	55.92	1.3	43.70	18.71
500 workers or more	15.77	0.4	18.17	0.4	16.61	12.99

See footnotes at end of table.

Table 13. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, March 2016—continued

Characteristics	Average flat monthly employer premium	Employee contribution not required		Employee contribution required		
		Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
State government	$28.02	0.3	$32.49	0.3	$28.39	$15.59
Local government	17.09	0.6	18.93	0.6	18.11	10.79
Geographic areas						
Northeast	16.83	0.8	16.13	0.8	20.88	12.00
New England	58.85	1.1	88.97	1.1	59.07	32.62
Middle Atlantic	11.10	1.0	14.35	1.0	14.93	8.69
South	28.58	0.2	98.59	0.2	28.57	16.85
South Atlantic	31.36	–	–	–	–	–
East South Central	62.52	–	–	0.0	62.52	16.06
West South Central	38.12	–	–	–	–	–
Midwest	22.57	1.6	64.82	1.6	22.94	22.13
East North Central	18.98	1.7	72.22	1.7	21.07	24.59
West North Central	40.32	–	–	–	–	–
West	25.03	1.2	49.30	1.2	26.16	25.62
Mountain	46.51	1.6	109.16	1.6	50.58	41.64
Pacific	22.20	1.6	45.65	1.6	22.44	31.94

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, March 2016

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
All workers	70	19	7	5
Worker characteristics				
Management, professional, and related	70	19	6	5
Professional and related	70	19	6	4
Teachers	71	18	7	4
Primary, secondary, and special education school teachers	73	15	9	4
Service	72	16	6	5
Protective service	71	15	6	7
Sales and office	67	22	5	6
Office and administrative support	67	22	5	6
Natural resources, construction, and maintenance	69	17	9	4
Production, transportation, and material moving	65	20	11	4
Full time	69	19	7	5
Part time	76	17	5	2
Union	71	14	8	7
Nonunion	69	23	5	3
Average wage within the following categories:[3]				
Lowest 25 percent	71	19	6	3
Lowest 10 percent	77	15	–	–
Second 25 percent	70	20	6	4
Third 25 percent	69	18	8	5
Highest 25 percent	68	18	6	8
Highest 10 percent	70	15	6	8
Establishment characteristics				
Service-providing industries	70	18	7	5
Education and health services	70	20	6	3
Educational services	71	19	7	3
Elementary and secondary schools	72	16	9	3
Junior colleges, colleges, and universities	67	30	–	–
Health care and social assistance	63	28	–	–
Hospitals	67	22	–	–
Public administration	69	16	6	9
1 to 99 workers	72	17	–	–
1 to 49 workers	71	17	–	–
50 to 99 workers	74	–	6	–
100 workers or more	69	19	6	5
100 to 499 workers	73	15	7	4
500 workers or more	68	20	6	6

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, March 2016—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
State government	64	30	1	5
Local government	72	14	9	5
Geographic areas				
Northeast	63	18	9	10
New England	87	7	–	–
Middle Atlantic	52	23	10	14
South	69	22	–	–
South Atlantic	66	29	–	–
East South Central	68	–	3	–
West South Central	76	–	14	–
Midwest	75	16	7	2
East North Central	72	20	6	1
West North Central	78	11	–	–
West	70	15	4	11
Mountain	80	–	6	–
Pacific	66	16	3	15

[1] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.
[2] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 14. Standard errors for medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, March 2016

Characteristics	Family coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
All workers	1.9	1.6	0.6	0.6
Worker characteristics				
Management, professional, and related	2.2	1.8	0.8	0.7
Professional and related	2.2	1.9	0.9	0.6
Teachers	2.4	2.1	1.2	0.9
Primary, secondary, and special education school teachers	2.3	1.8	1.4	1.1
Service	2.1	1.8	1.0	0.5
Protective service	3.2	2.9	1.5	1.2
Sales and office	2.8	2.4	1.0	1.2
Office and administrative support	2.8	2.4	1.0	1.2
Natural resources, construction, and maintenance	3.2	2.3	1.9	1.1
Production, transportation, and material moving	3.8	3.0	2.5	1.3
Full time	1.9	1.6	0.7	0.6
Part time	3.0	2.8	1.9	0.7
Union	1.5	1.0	1.0	0.7
Nonunion	3.3	2.9	0.7	0.8
Average wage within the following categories:[3]				
Lowest 25 percent	3.2	2.6	1.1	1.3
Lowest 10 percent	4.3	3.5	–	–
Second 25 percent	2.5	2.1	0.9	0.7
Third 25 percent	2.3	1.7	1.0	0.8
Highest 25 percent	1.9	1.7	1.0	0.9
Highest 10 percent	2.6	1.9	1.7	1.2
Establishment characteristics				
Service-providing industries	1.9	1.6	0.6	0.5
Education and health services	2.4	2.1	0.9	0.6
Educational services	2.6	2.3	0.9	0.6
Elementary and secondary schools	2.2	1.8	1.2	0.6
Junior colleges, colleges, and universities	7.1	6.9	–	–
Health care and social assistance	4.4	3.9	–	–
Hospitals	6.0	5.3	–	–
Public administration	2.5	1.9	1.1	1.2
1 to 99 workers	4.5	3.3	–	–
1 to 49 workers	5.5	4.2	–	–
50 to 99 workers	6.3	–	2.4	–
100 workers or more	1.9	1.6	0.7	0.5
100 to 499 workers	2.9	2.3	1.5	1.2
500 workers or more	2.3	2.0	0.8	0.5

See footnotes at end of table.

Table 14. Standard errors for medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, March 2016—continued

Characteristics	Family coverage			
	Flat dollar amount	Varies[1]	Exists, but amount unknown	Other[2]
State government	4.2	3.8	0.7	1.4
Local government	1.7	1.3	0.9	0.5
Geographic areas				
Northeast	2.4	1.8	1.8	2.0
New England	4.5	2.8	–	–
Middle Atlantic	2.6	2.1	1.5	3.0
South	3.8	3.5	–	–
South Atlantic	4.3	4.2	–	–
East South Central	13.9	–	0.9	–
West South Central	3.5	–	2.4	–
Midwest	3.3	2.7	2.0	0.7
East North Central	4.1	3.7	2.3	0.1
West North Central	5.3	2.9	–	–
West	2.1	1.6	0.8	1.3
Mountain	4.4	–	2.3	–
Pacific	2.5	1.5	0.8	1.8

[1] Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

[2] Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, March 2016

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage[1]					Family coverage[1]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$20.24	$47.49	$82.00	$126.03	$203.46	$135.32	$226.64	$375.65	$647.44	$950.43
Worker characteristics										
Management, professional, and related	20.00	45.00	83.00	131.93	214.71	134.53	229.70	400.80	667.00	985.55
Professional and related	20.00	43.83	84.00	138.00	229.01	140.89	241.00	428.97	674.17	1019.78
Teachers	20.00	45.00	85.93	148.37	269.99	133.82	241.00	460.16	726.88	1078.26
Primary, secondary, and special education school teachers	20.00	50.00	90.36	154.00	283.34	140.89	257.28	484.10	770.06	1128.08
Service	25.88	50.00	78.37	123.47	186.48	145.01	218.00	350.15	593.00	889.32
Protective service	36.30	52.39	82.12	124.88	168.12	143.98	209.00	324.92	513.28	710.79
Sales and office	20.00	40.00	77.97	118.50	173.32	–	226.64	354.29	599.54	888.00
Office and administrative support	20.00	39.99	77.97	118.50	172.24	–	221.00	356.93	600.00	884.30
Natural resources, construction, and maintenance	28.20	47.87	85.86	126.18	248.80	129.99	189.14	317.00	558.22	1028.71
Production, transportation, and material moving	32.83	52.52	98.99	135.18	205.82	196.41	267.84	394.86	748.87	1122.52
Full time	20.24	47.00	81.60	124.88	200.94	135.32	226.64	375.15	640.00	931.80
Part time	–	60.00	100.95	154.50	270.18	119.76	233.70	394.22	852.86	1282.78
Union	28.20	55.62	84.62	135.58	214.71	85.64	207.43	320.88	561.47	979.39
Nonunion	20.00	38.38	73.42	118.50	189.76	180.00	258.79	482.00	667.00	922.15
Average wage within the following categories:[2]										
Lowest 25 percent	20.00	38.41	76.74	118.80	204.00	180.00	250.95	499.38	670.62	987.14
Lowest 10 percent	20.00	–	–	122.40	204.02	184.02	309.96	578.86	685.00	998.00
Second 25 percent	21.00	41.34	77.97	121.18	182.61	118.32	216.97	350.15	578.60	826.69
Third 25 percent	20.00	50.00	81.24	118.53	185.00	–	220.98	359.42	619.20	907.41
Highest 25 percent	27.39	54.78	88.94	148.37	242.99	135.62	231.00	359.42	661.02	1018.73
Highest 10 percent	30.01	54.23	88.48	149.28	266.65	–	222.08	350.15	608.96	950.43
Establishment characteristics										
Service-providing industries	20.22	47.00	82.00	125.87	203.46	135.32	226.64	375.65	651.28	952.74
Education and health services	20.00	40.00	84.00	132.40	234.47	143.70	241.30	461.84	685.00	1048.00
Educational services	20.00	39.99	84.00	139.21	242.99	140.89	241.00	476.04	716.80	1078.26
Elementary and secondary schools	20.00	45.64	90.05	152.97	273.00	140.89	263.30	529.93	795.12	1128.08
Junior colleges, colleges, and universities	20.00	–	–	107.74	154.61	140.23	220.98	350.15	578.86	685.00
Health care and social assistance	–	–	81.24	112.63	139.59	175.20	258.00	356.93	558.20	770.16
Hospitals	20.00	–	83.00	118.00	–	–	297.92	387.72	551.36	722.00
Public administration	28.20	50.00	77.97	118.50	163.32	–	199.98	315.38	511.29	696.19
1 to 99 workers	22.76	49.00	71.94	103.52	148.37	120.25	192.44	340.46	609.00	746.23
1 to 49 workers	22.76	–	83.00	107.56	153.10	144.07	192.44	340.46	578.86	723.74
50 to 99 workers	–	49.00	62.49	101.51	126.93	–	–	347.82	609.00	885.00
100 workers or more	20.15	47.00	83.00	129.88	208.25	137.24	226.64	379.66	659.08	979.64
100 to 499 workers	20.00	44.10	84.00	131.32	206.22	134.53	234.54	427.37	667.00	1006.00
500 workers or more	20.45	48.29	82.47	129.52	209.00	137.27	226.64	367.49	641.76	958.36

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, March 2016—continued

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage[1]					Family coverage[1]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government	$20.00	$40.00	$75.00	$105.23	$143.50	–	$198.21	$304.04	$495.15	$667.00
Local government	22.84	50.00	88.06	138.44	237.38	$138.90	248.00	427.00	685.81	1031.97
Geographic areas										
Northeast	43.33	74.11	103.78	148.37	202.99	129.99	234.12	347.82	438.73	652.51
New England	43.33	82.12	124.88	163.26	214.71	139.04	255.88	334.82	448.71	626.80
Middle Atlantic	42.88	71.06	81.24	137.53	196.42	101.07	212.90	350.15	431.18	757.15
South	20.00	38.00	70.24	118.00	168.80	180.00	305.97	538.06	667.00	986.59
South Atlantic	–	49.88	70.00	103.52	132.00	157.96	182.59	335.80	578.86	815.19
East South Central	20.00	20.00	38.00	–	143.50	283.23	361.30	667.00	685.00	–
West South Central	–	54.98	102.46	163.32	289.00	316.00	462.50	551.36	883.29	1094.65
Midwest	–	61.21	84.02	122.34	198.15	–	209.00	280.00	536.66	976.59
East North Central	40.88	66.99	84.74	121.18	231.16	120.00	209.00	255.89	476.77	1132.00
West North Central	20.00	–	84.00	127.03	162.11	–	241.00	380.96	605.00	885.00
West	26.00	40.00	72.00	137.76	240.05	74.28	197.95	320.39	643.21	979.64
Mountain	30.00	39.99	51.00	–	242.99	136.98	221.00	427.37	760.11	979.64
Pacific	23.82	50.50	76.74	139.00	237.20	72.52	–	298.84	608.96	984.57

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, March 2016

Characteristics	Single coverage[1]					Family coverage[1]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$2.64	$6.85	$1.91	$4.67	$9.40	$14.99	$7.14	$19.27	$38.61	$45.48
Worker characteristics										
Management, professional, and related	0.96	5.86	2.09	7.04	14.06	14.62	13.80	25.17	7.40	37.52
Professional and related	0.30	5.99	1.80	6.70	15.88	18.71	14.69	29.50	13.71	31.40
Teachers	0.66	7.62	3.14	8.39	23.10	33.50	17.45	28.41	39.50	35.49
Primary, secondary, and special education school teachers	1.56	6.18	4.73	9.25	15.43	28.13	22.25	43.09	43.82	53.16
Service	6.98	4.07	2.89	4.81	10.50	22.98	10.54	14.52	29.02	44.63
Protective service	5.39	3.99	5.15	4.66	18.22	26.40	17.84	15.52	44.66	63.19
Sales and office	1.25	4.75	5.91	8.07	14.48	–	14.05	17.07	23.25	42.26
Office and administrative support	0.98	4.88	6.02	8.11	14.48	–	14.68	17.72	25.37	45.57
Natural resources, construction, and maintenance	7.20	4.77	9.06	10.39	54.15	17.42	24.76	16.00	29.55	192.60
Production, transportation, and material moving	3.58	10.65	3.32	11.69	46.83	18.31	11.31	34.58	96.56	95.59
Full time	2.72	6.64	1.82	4.16	8.54	14.15	7.48	19.76	39.62	37.11
Part time	–	16.33	11.27	14.19	26.86	25.04	16.32	57.54	139.00	103.90
Union	4.03	3.45	2.25	4.98	16.71	17.59	9.74	10.99	40.37	60.08
Nonunion	0.00	2.34	8.80	3.17	17.60	1.36	18.96	43.68	4.28	56.30
Average wage within the following categories:[2]										
Lowest 25 percent	0.02	3.56	10.47	6.36	27.32	3.20	21.07	56.03	15.92	45.47
Lowest 10 percent	0.00	–	–	15.03	36.35	41.94	64.80	32.58	12.07	55.72
Second 25 percent	2.79	5.25	3.73	5.10	17.50	22.20	14.26	16.73	24.77	95.16
Third 25 percent	2.73	4.90	1.85	3.88	14.44	–	11.58	17.54	43.62	51.87
Highest 25 percent	3.10	4.98	3.24	6.27	13.58	12.01	10.13	12.83	34.61	35.39
Highest 10 percent	5.20	7.32	6.28	10.54	33.11	–	15.50	12.89	47.51	78.74
Establishment characteristics										
Service-providing industries	2.54	6.73	1.97	4.64	9.46	15.52	7.11	19.89	39.06	46.54
Education and health services	0.05	5.88	2.42	7.77	14.23	16.53	17.23	31.17	20.97	34.31
Educational services	0.04	5.16	2.80	9.41	16.17	13.66	14.55	30.43	44.35	38.34
Elementary and secondary schools	0.94	6.30	4.04	9.73	15.77	15.64	19.34	32.46	45.86	33.63
Junior colleges, colleges, and universities	0.00	–	–	16.00	16.82	33.29	16.66	57.32	133.21	13.08
Health care and social assistance	–	–	0.79	9.59	14.34	34.09	11.29	48.21	37.55	88.38
Hospitals	3.74	–	6.20	3.14	–	–	59.04	75.11	40.09	104.73
Public administration	2.37	0.86	4.55	6.37	5.97	–	19.76	16.87	41.93	56.93
1 to 99 workers	4.92	8.65	7.98	3.81	17.92	25.92	24.42	55.98	18.97	91.99
1 to 49 workers	5.75	–	12.54	17.72	9.48	23.76	27.04	61.48	35.08	85.59
50 to 99 workers	–	13.25	10.97	12.62	20.78	–	–	104.16	34.52	189.97
100 workers or more	2.49	6.86	2.71	6.17	12.87	15.28	8.97	20.73	32.16	48.08
100 to 499 workers	3.48	7.04	5.90	11.27	24.97	28.05	13.64	37.93	28.52	46.48
500 workers or more	3.45	9.16	2.23	6.81	15.46	18.54	8.95	18.35	41.12	51.11

See footnotes at end of table.

Table 15. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, March 2016—continued

Characteristics	Single coverage[1]					Family coverage[1]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government	$1.61	$5.29	$10.59	$6.16	$5.69	–	$21.79	$49.74	$79.88	$62.67
Local government	4.10	2.88	2.93	7.50	10.56	$8.79	13.15	23.71	30.76	28.94
Geographic areas										
Northeast	2.42	9.96	7.70	5.22	13.13	17.50	21.14	13.57	15.64	63.77
New England	10.15	17.63	6.71	9.44	27.91	35.51	9.04	19.22	20.38	85.98
Middle Atlantic	5.15	16.18	0.23	8.16	12.84	10.63	22.48	5.72	20.70	94.96
South	0.71	5.60	8.14	6.92	13.89	1.68	25.17	43.14	12.42	44.65
South Atlantic	–	9.19	3.93	4.16	5.85	23.81	30.82	38.48	5.47	64.75
East South Central	0.00	0.00	8.37	–	33.92	63.17	42.88	36.25	3.50	–
West South Central	–	6.27	11.82	6.50	14.64	72.79	40.42	1.89	36.69	29.31
Midwest	–	11.43	1.70	5.49	30.89	–	6.45	26.74	81.52	124.33
East North Central	7.16	6.10	2.66	5.03	45.48	28.50	2.56	23.56	93.94	187.84
West North Central	4.33	–	13.44	20.06	35.82	–	21.02	107.47	74.05	151.03
West	3.58	2.83	8.48	22.30	24.90	10.03	32.98	35.68	77.92	69.98
Mountain	6.17	([3])	11.90	–	46.27	13.88	3.01	66.04	202.37	123.68
Pacific	4.35	9.73	10.43	25.84	34.10	9.70	–	43.16	58.79	96.62

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

[2] 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 2016.

[3] Less than 0.005.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Insurance benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	80	78	98	24	23	96	36	34	95
Worker characteristics									
Management, professional, and related	80	78	98	23	22	96	38	36	94
Professional and related	79	77	98	21	20	96	37	35	95
Teachers	79	77	98	20	19	96	37	35	96
Primary, secondary, and special education school teachers	86	84	98	20	19	97	39	37	97
Service	77	76	98	23	23	96	28	26	95
Protective service	86	85	98	22	22	98	27	26	97
Sales and office	81	80	98	25	25	98	38	36	97
Office and administrative support	82	80	98	25	25	98	38	36	97
Natural resources, construction, and maintenance	93	91	99	28	27	99	44	43	99
Production, transportation, and material moving	77	74	97	22	22	97	29	28	95
Full time	90	88	98	26	25	97	40	38	95
Part time	22	21	96	12	11	92	10	10	92
Union	86	85	98	28	27	98	35	33	97
Nonunion	74	72	97	20	19	95	37	34	94
Average wage within the following categories:[2]									
Lowest 25 percent	64	62	98	19	18	96	29	27	95
Lowest 10 percent	50	49	97	15	15	95	23	22	95
Second 25 percent	84	83	98	25	24	96	35	33	93
Third 25 percent	84	83	98	26	25	97	39	37	95
Highest 25 percent	89	87	97	25	24	98	40	39	96
Highest 10 percent	89	85	96	29	29	98	33	32	97
Establishment characteristics									
Service-providing industries	80	78	98	24	23	96	36	34	95
Education and health services	80	78	98	22	21	95	37	36	95
Educational services	79	78	98	21	20	96	37	35	95
Elementary and secondary schools	78	76	98	20	20	97	35	33	96
Junior colleges, colleges, and universities	84	81	97	22	20	91	42	38	91
Health care and social assistance	83	79	95	27	25	93	43	41	96
Hospitals	91	87	96	27	25	95	45	44	98
Public administration	82	81	98	26	26	98	31	29	94
1 to 99 workers	64	62	96	20	18	90	39	36	91
1 to 49 workers	64	62	97	20	17	87	32	30	92
50 to 99 workers	64	62	96	21	19	94	48	44	91
100 workers or more	82	80	98	24	23	97	35	34	96
100 to 499 workers	75	73	98	20	19	97	34	33	97
500 workers or more	85	83	98	25	25	97	36	34	95

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	86	84	97	26	25	94	36	33	91
Local government	78	76	98	23	22	97	36	34	97
Geographic areas									
Northeast	81	79	98	34	34	98	17	16	97
New England	71	66	92	7	7	100	17	15	93
Middle Atlantic	85	84	99	44	43	98	17	17	98
South	82	80	97	18	18	95	31	29	92
South Atlantic	83	81	98	28	26	93	43	40	92
East South Central	89	85	96	–	–	–	21	19	91
West South Central	76	75	98	11	11	100	16	15	94
Midwest	79	77	98	21	19	94	54	52	97
East North Central	79	76	97	26	24	93	50	48	96
West North Central	79	79	100	12	12	97	59	59	100
West	76	75	99	27	26	99	41	39	95
Mountain	80	79	99	23	22	98	66	60	90
Pacific	75	73	98	28	28	99	31	31	98

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	1.1	1.1	0.3	1.1	1.1	0.7	1.7	1.7	0.8
Worker characteristics									
Management, professional, and related	1.3	1.3	0.4	1.3	1.2	1.0	1.8	1.7	0.9
Professional and related	1.4	1.3	0.4	1.2	1.1	0.9	1.8	1.8	0.9
Teachers	1.5	1.5	0.4	1.6	1.5	1.2	2.2	2.1	1.0
Primary, secondary, and special education school teachers	1.7	1.7	0.4	1.9	1.8	1.3	2.5	2.4	0.9
Service	1.7	1.7	0.4	1.7	1.6	0.8	1.7	1.6	1.3
Protective service	1.7	1.7	0.4	2.7	2.6	0.6	2.2	2.1	1.6
Sales and office	2.1	2.1	0.4	2.2	2.2	0.8	2.9	2.9	0.7
Office and administrative support	2.1	2.1	0.4	2.1	2.1	0.8	2.9	2.9	0.7
Natural resources, construction, and maintenance	2.0	2.1	0.5	3.2	3.2	0.3	3.9	3.9	0.6
Production, transportation, and material moving	4.7	4.6	1.4	2.5	2.4	1.8	3.6	3.4	1.9
Full time	1.1	1.1	0.3	1.2	1.2	0.7	2.0	1.9	0.7
Part time	1.6	1.4	1.6	1.5	1.4	2.3	1.4	1.3	2.4
Union	1.6	1.6	0.3	1.4	1.4	0.7	1.6	1.6	0.9
Nonunion	1.6	1.6	0.4	1.6	1.5	1.1	2.4	2.2	1.0
Average wage within the following categories:[2]									
Lowest 25 percent	1.8	1.8	0.4	1.5	1.5	0.9	2.4	2.3	1.2
Lowest 10 percent	3.0	2.8	0.6	2.1	2.0	1.6	3.4	3.2	1.2
Second 25 percent	1.4	1.4	0.3	1.7	1.5	1.7	2.7	2.6	1.5
Third 25 percent	1.9	1.8	0.5	1.7	1.7	1.1	2.1	2.1	1.2
Highest 25 percent	1.3	1.3	0.5	1.2	1.2	0.5	1.7	1.7	0.8
Highest 10 percent	1.4	1.5	0.9	2.0	2.0	0.6	2.4	2.4	0.9
Establishment characteristics									
Service-providing industries	1.1	1.1	0.3	1.1	1.1	0.7	1.8	1.7	0.8
Education and health services	1.3	1.2	0.4	1.3	1.2	0.9	2.2	2.1	0.9
Educational services	1.4	1.3	0.3	1.5	1.4	1.0	2.2	2.1	1.0
Elementary and secondary schools	1.7	1.7	0.4	1.7	1.6	1.1	2.1	2.0	1.2
Junior colleges, colleges, and universities	2.1	2.2	0.7	2.9	2.6	2.6	5.2	5.0	2.0
Health care and social assistance	2.6	2.7	1.3	2.9	2.8	1.7	4.3	4.3	2.1
Hospitals	1.7	2.1	1.1	4.1	3.9	2.1	6.0	5.9	0.9
Public administration	2.1	2.0	0.3	1.8	1.8	1.3	1.9	1.9	1.4
1 to 99 workers	4.1	4.0	1.3	3.3	3.0	3.9	4.9	4.7	2.5
1 to 49 workers	4.7	4.8	1.4	4.0	3.6	6.2	5.4	5.0	3.9
50 to 99 workers	8.0	7.8	2.4	5.1	4.9	4.1	5.4	5.3	3.1
100 workers or more	1.1	1.1	0.3	1.1	1.1	0.6	1.7	1.7	0.8
100 to 499 workers	2.4	2.4	0.4	2.0	1.9	1.2	2.6	2.5	0.9
500 workers or more	1.0	1.0	0.3	1.3	1.3	0.6	1.9	1.9	0.9

See footnotes at end of table.

Table 16. Standard errors for insurance benefits: Access, participation, and take-up rates,[1] State and local government workers, March 2016—continued

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	2.4	2.3	0.5	2.6	2.4	1.7	3.8	3.7	1.9
Local government	1.2	1.2	0.3	1.1	1.1	0.7	1.6	1.6	0.8
Geographic areas									
Northeast	1.6	1.4	0.8	2.1	2.1	0.5	1.5	1.6	1.4
New England	3.2	1.8	2.9	2.2	2.2	0.0	3.5	3.7	5.1
Middle Atlantic	1.9	1.9	0.2	2.7	2.7	0.6	1.7	1.6	0.7
South	2.1	2.0	0.4	2.2	2.0	1.8	3.0	2.7	1.8
South Atlantic	3.3	3.3	0.3	3.5	3.2	2.2	5.0	4.6	2.3
East South Central	3.4	2.1	1.6	–	–	–	5.8	5.5	6.5
West South Central	3.4	3.3	0.4	2.5	2.5	0.4	2.8	2.8	1.8
Midwest	1.7	1.9	0.8	1.8	1.8	1.7	3.8	3.9	1.1
East North Central	2.5	2.6	1.3	2.1	2.0	1.9	3.2	3.1	1.7
West North Central	2.2	2.2	0.1	2.9	2.9	3.6	8.0	8.0	0.1
West	3.2	3.1	0.5	2.1	2.1	0.5	3.3	3.3	0.9
Mountain	5.4	4.8	0.8	5.3	5.3	2.2	7.7	8.0	2.0
Pacific	4.0	4.0	0.6	2.1	2.1	0.2	2.1	2.1	0.8

[1] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, March 2016

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	11	89
Worker characteristics		
Management, professional, and related	12	88
Professional and related	12	88
Teachers	11	89
Primary, secondary, and special education school teachers	10	90
Service	12	88
Protective service	10	90
Sales and office	9	91
Office and administrative support	9	91
Natural resources, construction, and maintenance	8	92
Production, transportation, and material moving	8	92
Full time	11	89
Part time	11	89
Union	9	91
Nonunion	13	87
Average wage within the following categories:[1]		
Lowest 25 percent	12	88
Second 25 percent	10	90
Third 25 percent	11	89
Highest 25 percent	12	88
Highest 10 percent	14	86
Establishment characteristics		
Service-providing industries	11	89
Education and health services	12	88
Educational services	11	89
Elementary and secondary schools	10	90
Health care and social assistance	13	87
Hospitals	11	89
Public administration	10	90
1 to 99 workers	10	90
1 to 49 workers	8	92
100 workers or more	11	89
100 to 499 workers	11	89
500 workers or more	11	89

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, March 2016—continued

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government	16	84
Local government	9	91
Geographic areas		
Northeast	16	84
New England	49	51
Middle Atlantic	6	94
South	13	87
South Atlantic	8	92
West South Central	7	93
Midwest	12	88
East North Central	15	85
West North Central	6	94
West	2	98
Mountain	2	98
Pacific	2	98

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, State and local government workers, March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	1.6	1.6
Worker characteristics		
Management, professional, and related	1.7	1.7
Professional and related	1.8	1.8
Teachers	1.7	1.7
Primary, secondary, and special education school teachers	1.4	1.4
Service	2.1	2.1
Protective service	1.8	1.8
Sales and office	1.7	1.7
Office and administrative support	1.7	1.7
Natural resources, construction, and maintenance	1.9	1.9
Production, transportation, and material moving	2.0	2.0
Full time	1.6	1.6
Part time	2.8	2.8
Union	0.9	0.9
Nonunion	3.1	3.1
Average wage within the following categories:[1]		
Lowest 25 percent	3.2	3.2
Second 25 percent	1.9	1.9
Third 25 percent	1.4	1.4
Highest 25 percent	1.4	1.4
Highest 10 percent	2.3	2.3
Establishment characteristics		
Service-providing industries	1.6	1.6
Education and health services	2.2	2.2
Educational services	2.5	2.5
Elementary and secondary schools	1.7	1.7
Health care and social assistance	2.7	2.7
Hospitals	3.2	3.2
Public administration	1.2	1.2
1 to 99 workers	2.7	2.7
1 to 49 workers	2.6	2.6
100 workers or more	1.7	1.7
100 to 499 workers	2.8	2.8
500 workers or more	2.0	2.0

See footnotes at end of table.

Table 17. Standard errors for life insurance plans: Employee contribution requirement, State and local government workers, March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
State government	4.2	4.2
Local government	1.1	1.1
Geographic areas		
Northeast	2.0	2.0
New England	6.5	6.5
Middle Atlantic	1.1	1.1
South	3.8	3.8
South Atlantic	0.8	0.8
West South Central	1.9	1.9
Midwest	2.5	2.5
East North Central	3.6	3.6
West North Central	2.2	2.2
West	0.8	0.8
Mountain	0.9	0.9
Pacific	1.1	1.1

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, March 2016

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers	38	2	52	5	2
Worker characteristics					
Management, professional, and related	37	1	54	5	3
Professional and related	37	1	54	5	3
Teachers	34	1	58	5	3
Primary, secondary, and special education school teachers	31	1	61	4	3
Service	40	3	50	6	2
Protective service	37	4	52	7	1
Sales and office	39	–	50	7	–
Office and administrative support	39	–	51	6	–
Natural resources, construction, and maintenance	40	3	52	–	–
Production, transportation, and material moving	37	–	51	–	–
Full time	38	2	52	5	3
Part time	30	–	62	4	–
Union	33	2	57	8	1
Nonunion	43	2	48	3	4
Average wage within the following categories:[1]					
Lowest 25 percent	39	1	54	3	3
Lowest 10 percent	47	–	48	–	3
Second 25 percent	41	2	48	6	3
Third 25 percent	41	3	47	6	3
Highest 25 percent	33	1	59	6	1
Highest 10 percent	35	2	58	5	([2])
Establishment characteristics					
Service-providing industries	38	2	53	5	2
Education and health services	39	1	53	4	3
Educational services	37	1	55	4	3
Elementary and secondary schools	32	1	60	4	3
Junior colleges, colleges, and universities	53	–	37	5	–
Health care and social assistance	52	–	42	4	–
Hospitals	49	–	46	3	–
Public administration	36	3	52	7	2
1 to 99 workers	31	2	59	3	4
1 to 49 workers	24	–	64	–	–
50 to 99 workers	42	–	52	4	–
100 workers or more	39	2	52	6	2
100 to 499 workers	39	–	54	4	–
500 workers or more	39	2	51	6	3

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, March 2016—continued

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
State government	44	2	44	6	3
Local government	36	2	55	5	2
Geographic areas					
Northeast	33	1	52	14	–
New England	18	–	69	–	–
Middle Atlantic	37	1	47	15	–
South	45	2	45	2	6
South Atlantic	54	2	32	1	11
East South Central	54	–	36	6	–
West South Central	22	–	75	2	–
Midwest	47	–	46	4	–
East North Central	45	–	49	3	–
West North Central	50	3	42	6	–
West	20	–	73	4	–
Mountain	36	–	61	–	–
Pacific	14	–	79	5	–

[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 2016.
[2] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Standard errors for life insurance plans: Method of benefit payment, State and local government workers, March 2016

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers	2.1	0.3	1.9	0.5	0.6
Worker characteristics					
Management, professional, and related	2.4	0.3	2.3	0.5	0.7
Professional and related	2.6	0.4	2.4	0.6	0.6
Teachers	2.5	0.4	2.5	0.8	0.7
Primary, secondary, and special education school teachers	2.4	0.4	2.5	1.0	0.7
Service	2.4	0.5	2.4	0.9	0.4
Protective service	3.2	0.9	3.4	1.8	0.2
Sales and office	3.3	–	2.9	1.4	–
Office and administrative support	3.2	–	2.9	1.1	–
Natural resources, construction, and maintenance	3.2	1.4	3.6	–	–
Production, transportation, and material moving	4.1	–	4.5	–	–
Full time	2.1	0.3	2.0	0.5	0.6
Part time	4.0	–	4.0	1.1	–
Union	2.0	0.4	1.9	0.8	0.1
Nonunion	3.0	0.5	2.8	0.5	1.2
Average wage within the following categories:[1]					
Lowest 25 percent	3.0	0.4	2.9	0.6	1.2
Lowest 10 percent	5.0	–	4.6	–	0.9
Second 25 percent	3.1	0.5	3.0	0.6	1.0
Third 25 percent	2.7	0.7	2.6	0.9	0.8
Highest 25 percent	1.8	0.3	1.8	0.8	0.2
Highest 10 percent	3.1	0.5	2.8	0.9	0.1
Establishment characteristics					
Service-providing industries	2.1	0.3	2.0	0.5	0.6
Education and health services	2.8	0.4	2.6	0.6	0.8
Educational services	2.9	0.4	2.8	0.6	0.9
Elementary and secondary schools	2.4	0.3	2.4	0.6	0.9
Junior colleges, colleges, and universities	7.0	–	6.5	1.5	–
Health care and social assistance	4.9	–	4.7	0.7	–
Hospitals	5.7	–	5.3	0.8	–
Public administration	2.5	0.6	2.6	0.7	0.5
1 to 99 workers	5.0	0.9	5.3	1.2	2.0
1 to 49 workers	5.0	–	6.0	–	–
50 to 99 workers	6.2	–	6.5	1.2	–
100 workers or more	2.2	0.4	2.0	0.5	0.6
100 to 499 workers	3.0	–	3.0	1.1	–
500 workers or more	2.6	0.4	2.4	0.5	0.7

See footnotes at end of table.

Table 18. Standard errors for life insurance plans: Method of benefit payment, State and local government workers, March 2016—continued

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
State government	5.1	0.9	4.8	1.4	0.8
Local government	1.7	0.3	1.5	0.4	0.6
Geographic areas					
Northeast	2.1	0.4	2.2	1.5	–
New England	4.8	–	5.2	–	–
Middle Atlantic	2.2	0.2	2.2	1.4	–
South	3.7	0.7	3.4	0.6	1.6
South Atlantic	4.6	0.7	4.4	0.3	3.1
East South Central	11.4	–	10.3	2.9	–
West South Central	3.5	–	3.7	0.4	–
Midwest	5.3	–	4.9	1.0	–
East North Central	4.1	–	3.8	0.9	–
West North Central	11.2	1.3	10.5	2.3	–
West	1.9	–	2.3	1.0	–
Mountain	4.0	–	5.7	–	–
Pacific	1.9	–	2.1	1.1	–

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2016

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts[1]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers	–	47	21	28	–	1.4	1.5
Worker characteristics							
Management, professional, and related	–	46	22	29	–	1.4	1.5
Professional and related	–	46	22	29	3	1.4	1.5
Teachers	–	45	22	30	3	1.5	1.5
Primary, secondary, and special education school teachers	–	47	24	28	–	1.4	1.5
Service	–	50	17	27	6	1.5	–
Protective service	–	55	10	24	–	1.6	1.0
Sales and office	–	50	22	26	–	1.4	–
Office and administrative support	–	50	23	25	–	1.4	–
Natural resources, construction, and maintenance	–	47	23	27	–	1.4	1.4
Production, transportation, and material moving	–	37	38	22	–	1.5	1.5
Full time	–	47	21	28	–	1.5	1.5
Part time	–	56	31	–	–	1.3	1.0
Union	–	55	29	12	–	1.4	1.0
Nonunion	–	42	16	40	–	1.5	1.5
Average wage within the following categories:[2]							
Lowest 25 percent	–	46	22	31	–	1.4	1.5
Lowest 10 percent	–	43	–	–	–	1.5	1.5
Second 25 percent	–	50	19	29	3	1.4	–
Third 25 percent	–	52	20	26	–	1.4	–
Highest 25 percent	–	41	25	26	–	1.5	1.5
Highest 10 percent	–	43	26	–	8	1.5	1.5
Establishment characteristics							
Service-providing industries	–	47	21	28	–	1.4	1.5
Education and health services	–	45	21	32	2	1.5	1.5
Educational services	–	42	21	34	2	1.5	1.5
Elementary and secondary schools	–	43	26	31	1	1.5	1.5
Junior colleges, colleges, and universities	–	43	–	–	4	1.6	–
Health care and social assistance	–	60	21	–	–	1.3	1.0
Hospitals	–	59	–	–	–	1.3	–
Public administration	–	56	19	19	–	1.4	1.0
1 to 99 workers	–	56	–	–	–	1.4	–
1 to 49 workers	–	52	–	–	–	1.5	–
50 to 99 workers	–	60	–	–	–	1.3	–
100 workers or more	–	47	21	29	–	1.5	1.5
100 to 499 workers	–	41	27	27	6	1.5	1.5
500 workers or more	–	48	20	29	–	1.4	1.4

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2016—continued

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts[1]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
State government	–	47	18	–	3	1.5	1.5
Local government	–	47	23	26	–	1.4	1.5
Geographic areas							
Northeast	–	31	50	6	13	1.6	1.5
Middle Atlantic	–	26	53	6	15	1.7	1.5
South	–	41	14	43	–	1.5	1.5
South Atlantic	–	47	14	38	–	1.5	–
East South Central	–	–	–	66	–	1.7	2.0
West South Central	–	36	–	30	–	1.5	1.5
Midwest	–	55	–	–	2	1.3	1.0
East North Central	–	70	11	15	4	1.3	1.0
West North Central	–	35	–	–	–	1.5	1.5
West	–	76	–	–	–	1.2	1.0
Mountain	–	70	–	–	–	1.2	1.0
Pacific	–	82	–	–	–	1.1	1.0

[1] Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2016

Characteristics	Multiple of annual earnings amounts[1]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers	–	3.6	2.6	5.0	–	([2])	0.3
Worker characteristics							
Management, professional, and related	–	4.4	3.1	6.0	–	([2])	0.1
Professional and related	–	4.7	3.3	6.2	0.4	0.1	0.2
Teachers	–	4.9	3.1	5.8	0.6	0.1	0.1
Primary, secondary, and special education school teachers	–	5.2	3.5	5.2	–	([2])	0.4
Service	–	4.4	2.4	5.1	1.7	0.1	–
Protective service	–	6.0	2.0	5.4	–	0.1	0.1
Sales and office	–	4.2	3.4	5.7	–	([2])	–
Office and administrative support	–	4.3	3.5	5.7	–	([2])	–
Natural resources, construction, and maintenance	–	4.2	3.4	4.0	–	([2])	0.3
Production, transportation, and material moving	–	6.4	6.5	4.0	–	0.1	([2])
Full time	–	3.6	2.6	5.0	–	([2])	0.2
Part time	–	8.1	8.0	–	–	0.1	0.3
Union	–	3.1	3.3	3.2	–	([2])	0.0
Nonunion	–	5.3	2.6	6.8	–	0.1	0.1
Average wage within the following categories:[3]							
Lowest 25 percent	–	6.0	4.5	7.8	–	0.1	0.3
Lowest 10 percent	–	10.0	–	–	–	0.1	0.4
Second 25 percent	–	4.3	3.2	5.8	1.0	([2])	–
Third 25 percent	–	4.2	3.0	5.1	–	([2])	–
Highest 25 percent	–	3.4	2.7	4.3	–	([2])	0.0
Highest 10 percent	–	6.1	4.2	–	1.3	0.1	0.1
Establishment characteristics							
Service-providing industries	–	3.7	2.6	5.1	–	([2])	0.3
Education and health services	–	5.3	3.4	7.2	0.3	0.1	0.1
Educational services	–	5.1	3.4	7.1	0.3	0.1	0.0
Elementary and secondary schools	–	4.2	3.3	5.1	0.3	([2])	0.1
Junior colleges, colleges, and universities	–	10.2	–	–	1.0	0.1	–
Health care and social assistance	–	8.2	5.4	–	–	0.1	0.0
Hospitals	–	11.4	–	–	–	0.1	–
Public administration	–	4.2	2.3	3.1	–	0.1	0.0
1 to 99 workers	–	10.1	–	–	–	0.1	–
1 to 49 workers	–	11.0	–	–	–	0.1	–
50 to 99 workers	–	13.6	–	–	–	0.1	–
100 workers or more	–	3.7	2.6	5.1	–	([2])	0.2
100 to 499 workers	–	5.4	4.8	6.5	1.8	0.1	0.0
500 workers or more	–	4.6	2.6	6.1	–	0.1	0.4

See footnotes at end of table.

Table 19. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2016—continued

Characteristics	Multiple of annual earnings amounts[1]					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
State government	–	8.1	4.0	–	0.7	0.1	0.3
Local government	–	3.0	2.5	3.3	–	([2])	0.4
Geographic areas							
Northeast	–	6.3	5.0	2.5	3.2	0.1	0.0
Middle Atlantic	–	6.0	5.1	2.6	3.6	0.1	0.0
South	–	5.9	2.7	7.1	–	0.1	0.3
South Atlantic	–	5.3	2.5	5.6	–	0.1	–
East South Central	–	–	–	17.2	–	0.2	0.0
West South Central	–	5.5	–	8.0	–	0.1	0.0
Midwest	–	7.4	–	–	0.5	0.1	0.3
East North Central	–	5.2	2.2	4.5	0.4	([2])	0.0
West North Central	–	9.2	–	–	–	0.1	0.2
West	–	5.4	–	–	–	([2])	0.0
Mountain	–	8.3	–	–	–	0.1	0.0
Pacific	–	6.7	–	–	–	0.1	0.0

[1] Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.
[2] Less than 0.05.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, March 2016

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	54	$50,000	$50,000	$100,000	$250,000	$500,000	46
Worker characteristics							
Management, professional, and related	55	50,000	50,000	100,000	250,000	400,000	45
Professional and related	55	50,000	50,000	100,000	250,000	400,000	45
Teachers	54	50,000	50,000	100,000	250,000	350,000	46
Primary, secondary, and special education school teachers	49	50,000	50,000	–	200,000	250,000	51
Service	55	50,000	–	–	250,000	–	45
Protective service	50	50,000	–	–	280,000	750,000	50
Sales and office	51	50,000	50,000	–	–	500,000	49
Office and administrative support	51	50,000	–	–	–	500,000	49
Natural resources, construction, and maintenance	47	–	50,000	100,000	200,000	–	53
Production, transportation, and material moving	45	50,000	–	100,000	–	–	55
Full time	54	50,000	50,000	100,000	250,000	500,000	46
Part time	37	50,000	–	150,000	–	–	63
Union	52	50,000	50,000	–	250,000	400,000	48
Nonunion	55	50,000	–	100,000	250,000	500,000	45
Average wage within the following categories:[2]							
Lowest 25 percent	57	50,000	–	100,000	200,000	500,000	43
Lowest 10 percent	61	50,000	–	100,000	–	–	39
Second 25 percent	55	50,000	50,000	–	250,000	400,000	45
Third 25 percent	52	50,000	50,000	–	250,000	500,000	48
Highest 25 percent	52	50,000	50,000	100,000	300,000	600,000	48
Highest 10 percent	56	50,000	50,000	100,000	–	500,000	44
Establishment characteristics							
Service-providing industries	54	50,000	50,000	100,000	250,000	500,000	46
Education and health services	57	50,000	50,000	100,000	250,000	400,000	43
Educational services	57	50,000	50,000	100,000	250,000	400,000	43
Elementary and secondary schools	49	50,000	50,000	100,000	200,000	300,000	51
Junior colleges, colleges, and universities	74	50,000	50,000	100,000	–	–	26
Health care and social assistance	56	50,000	–	–	500,000	–	44
Hospitals	59	–	100,000	–	–	–	41
Public administration	50	50,000	50,000	–	250,000	–	50
1 to 99 workers	35	50,000	100,000	–	–	–	65
1 to 49 workers	31	50,000	–	–	–	–	69
100 workers or more	55	50,000	50,000	100,000	250,000	500,000	45
100 to 499 workers	50	50,000	–	100,000	200,000	350,000	50
500 workers or more	57	50,000	50,000	–	–	500,000	43

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, March 2016—continued

(All workers with fixed multiple of earnings formula life insurance coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	59	–	$50,000	–	–	–	41
Local government	51	$50,000	50,000	$100,000	$250,000	$500,000	49
Geographic areas							
Northeast	33	–	40,000	50,000	–	350,000	67
New England	53	50,000	–	100,000	–	–	47
Middle Atlantic	30	25,000	40,000	50,000	–	350,000	70
South	58	50,000	–	100,000	250,000	–	42
South Atlantic	45	50,000	–	200,000	–	750,000	55
West South Central	58	50,000	50,000	–	250,000	–	42
Midwest	49	50,000	–	–	400,000	500,000	51
East North Central	49	50,000	50,000	150,000	200,000	300,000	51
West	76	50,000	50,000	–	–	300,000	24
Mountain	80	50,000	50,000	–	–	–	20

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, State and local government workers, March 2016

Characteristics	With maximum benefit amount	Maximum benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	3.8	$0.00	$0.00	$16,914.36	$31,111.77	$120,597.47	3.8
Worker characteristics							
Management, professional, and related	4.3	0.00	0.00	10,992.04	27,581.70	11,586.63	4.3
Professional and related	4.6	0.00	0.00	0.00	38,573.79	62,395.91	4.6
Teachers	4.5	0.00	0.00	0.00	63,462.59	86,706.40	4.5
Primary, secondary, and special education school teachers	5.3	0.00	0.00	–	51,928.10	62,395.91	5.3
Service	4.3	0.00	–	–	46,148.16	–	4.3
Protective service	5.3	0.00	–	–	55,183.67	0.00	5.3
Sales and office	5.1	0.00	8,355.24	–	–	79,995.31	5.1
Office and administrative support	5.3	0.00	–	–	–	117,210.28	5.3
Natural resources, construction, and maintenance	4.5	–	0.00	22,075.50	26,758.18	–	4.5
Production, transportation, and material moving	6.8	0.00	–	0.00	–	–	6.8
Full time	3.8	0.00	0.00	10,754.16	28,000.36	120,225.83	3.8
Part time	7.6	0.00	–	0.00	–	–	7.6
Union	3.7	1,337.91	0.00	–	26,123.50	94,604.44	3.7
Nonunion	5.0	0.00	–	5,050.50	59,859.27	97,171.24	5.0
Average wage within the following categories:[2]							
Lowest 25 percent	5.7	0.00	–	0.00	32,081.93	94,663.55	5.7
Lowest 10 percent	8.3	0.00	–	0.00	–	–	8.3
Second 25 percent	4.8	0.00	10,298.42	–	61,551.08	40,137.26	4.8
Third 25 percent	5.2	0.00	0.00	–	44,994.33	147,017.86	5.2
Highest 25 percent	2.8	0.00	0.00	19,503.20	54,243.09	166,164.83	2.8
Highest 10 percent	5.0	1,337.91	0.00	19,480.25	–	91,722.41	5.0
Establishment characteristics							
Service-providing industries	3.8	0.00	0.00	15,629.50	31,190.78	119,666.20	3.8
Education and health services	4.6	0.00	0.00	12,762.84	55,551.42	73,280.28	4.6
Educational services	4.7	0.00	0.00	0.00	53,516.35	57,374.30	4.7
Elementary and secondary schools	5.0	0.00	0.00	0.00	40,137.26	49,043.99	5.0
Junior colleges, colleges, and universities	5.3	9,831.58	9,460.44	15,313.07	–	–	5.3
Health care and social assistance	7.5	3,784.18	–	–	146,560.57	–	7.5
Hospitals	9.8	–	17,055.06	–	–	–	9.8
Public administration	4.0	0.00	7,079.55	–	41,323.84	–	4.0
1 to 99 workers	8.2	0.00	24,267.47	–	–	–	8.2
1 to 49 workers	9.1	14,159.10	–	–	–	–	9.1
100 workers or more	3.8	0.00	0.00	15,592.81	39,206.66	129,887.45	3.8
100 to 499 workers	6.1	0.00	–	0.00	55,567.53	68,465.78	6.1
500 workers or more	4.3	0.00	0.00	–	–	112,336.55	4.3

See footnotes at end of table.

Table 20. Standard errors for life insurance plans: Maximum benefit amounts, State and local government workers, March 2016—continued

Characteristics	With maximum benefit amount	Maximum benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	6.6	–	$13,278.37	–	–	–	6.6
Local government	3.4	$0.00	0.00	$5,886.80	$11,586.63	$111,937.48	3.4
Geographic areas							
Northeast	5.0	–	4,437.34	946.04	–	95,076.29	5.0
New England	13.0	7,079.55	–	7,079.55	–	–	13.0
Middle Atlantic	5.3	6,520.16	0.00	0.00	–	78,012.82	5.3
South	5.6	0.00	–	19,698.18	57,545.63	–	5.6
South Atlantic	5.9	0.00	–	0.00	–	214,065.41	5.9
West South Central	6.2	0.00	0.00	–	22,186.71	–	6.2
Midwest	7.9	0.00	–	–	9,460.44	107,032.71	7.9
East North Central	4.1	0.00	0.00	20,823.72	47,885.18	51,708.92	4.1
West	5.5	0.00	0.00	–	–	27,435.29	5.5
Mountain	5.6	8,849.44	0.00	–	–	–	5.6

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,[1] State and local government workers, March 2016

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$5,000	$10,000	$20,000	$40,000	$50,000
Worker characteristics					
Management, professional, and related	5,000	10,000	20,000	45,000	50,000
Professional and related	5,000	10,000	–	45,000	50,000
Teachers	–	10,000	25,000	50,000	50,000
Primary, secondary, and special education school teachers	–	10,000	25,000	50,000	50,000
Service	5,000	10,000	20,000	40,000	50,000
Protective service	5,000	10,000	20,000	40,000	50,000
Sales and office	5,000	10,000	20,000	30,000	50,000
Office and administrative support	5,000	10,000	20,000	30,000	50,000
Natural resources, construction, and maintenance	–	10,000	20,000	–	50,000
Production, transportation, and material moving	–	10,000	20,000	30,000	50,000
Full time	5,000	10,000	20,000	40,000	50,000
Part time	–	–	25,000	50,000	50,000
Union	5,000	10,000	25,000	50,000	50,000
Nonunion	5,000	10,000	15,000	25,000	50,000
Average wage within the following categories:[3]					
Lowest 25 percent	–	10,000	20,000	25,000	50,000
Lowest 10 percent	–	10,000	15,000	25,000	50,000
Second 25 percent	5,000	10,000	20,000	30,000	50,000
Third 25 percent	5,000	10,000	20,000	40,000	50,000
Highest 25 percent	5,000	10,000	25,000	50,000	50,000
Highest 10 percent	5,000	–	35,000	50,000	50,000
Establishment characteristics					
Service-providing industries	5,000	10,000	20,000	40,000	50,000
Education and health services	5,000	10,000	20,000	45,000	50,000
Educational services	–	10,000	25,000	45,000	50,000
Elementary and secondary schools	–	10,000	25,000	50,000	50,000
Junior colleges, colleges, and universities	5,000	–	20,000	25,000	50,000
Health care and social assistance	5,000	–	–	–	50,000
Hospitals	5,000	–	–	–	50,000
Public administration	5,000	10,000	20,000	30,000	50,000
1 to 99 workers	–	10,000	20,000	–	50,000
1 to 49 workers	–	10,000	20,000	30,000	50,000
50 to 99 workers	10,000	–	20,000	–	50,000
100 workers or more	5,000	10,000	20,000	41,116	50,000
100 to 499 workers	–	10,000	20,000	40,000	50,000
500 workers or more	5,000	10,000	20,000	41,116	50,000

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,[1] State and local government workers, March 2016—continued

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government	$5,000	$5,000	$20,000	$25,000	$50,000
Local government	–	10,000	20,000	50,000	50,000
Geographic areas					
Northeast	5,000	5,000	25,000	50,000	50,000
New England	5,000	5,000	–	–	50,000
Middle Atlantic	5,000	–	40,000	50,000	50,000
South	5,000	10,000	–	25,000	–
South Atlantic	–	10,000	–	25,000	30,000
East South Central	–	10,000	15,000	–	50,000
West South Central	5,000	10,000	10,000	20,000	–
Midwest	10,000	20,000	25,000	50,000	50,000
East North Central	–	20,000	30,000	50,000	50,000
West North Central	10,000	15,000	–	–	50,000
West	5,000	10,000	20,000	50,000	50,000
Mountain	10,000	15,000	20,000	50,000	50,000
Pacific	5,000	10,000	–	50,000	50,000

[1] Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,[1] State and local government workers, March 2016

Characteristics	Flat dollar amounts[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	$0.00	$0.00	$0.00	$2,864.27	$0.00
Worker characteristics					
Management, professional, and related	0.00	0.00	5,715.55	6,614.50	0.00
Professional and related	0.00	0.00	–	5,691.32	0.00
Teachers	–	0.00	0.00	668.95	0.00
Primary, secondary, and special education school teachers	–	587.01	0.00	1,086.92	0.00
Service	0.00	0.00	668.95	4,187.64	0.00
Protective service	0.00	0.00	1,158.66	9,064.26	0.00
Sales and office	0.00	0.00	0.00	4,385.61	0.00
Office and administrative support	0.00	0.00	0.00	4,777.29	0.00
Natural resources, construction, and maintenance	–	0.00	1,892.09	–	0.00
Production, transportation, and material moving	–	0.00	856.68	4,821.24	0.00
Full time	0.00	0.00	0.00	1,636.96	0.00
Part time	–	–	4,682.68	0.00	0.00
Union	0.00	0.00	0.00	0.00	0.00
Nonunion	0.00	0.00	2,769.31	0.00	0.00
Average wage within the following categories:[3]					
Lowest 25 percent	–	0.00	0.00	0.00	0.00
Lowest 10 percent	–	0.00	802.05	3,539.77	8,491.24
Second 25 percent	0.00	0.00	0.00	8,817.25	0.00
Third 25 percent	0.00	0.00	0.00	4,157.00	0.00
Highest 25 percent	0.00	0.00	0.00	0.00	0.00
Highest 10 percent	299.17	–	6,750.05	0.00	0.00
Establishment characteristics					
Service-providing industries	0.00	0.00	0.00	3,075.15	0.00
Education and health services	299.17	0.00	5,324.81	5,888.17	0.00
Educational services	–	0.00	6,066.50	7,068.31	0.00
Elementary and secondary schools	–	0.00	4,617.24	3,227.45	0.00
Junior colleges, colleges, and universities	0.00	–	3,980.14	5,362.08	1,247.38
Health care and social assistance	0.00	–	–	–	0.00
Hospitals	0.00	–	–	–	0.00
Public administration	0.00	0.00	1,158.66	5,870.05	0.00
1 to 99 workers	–	0.00	1,337.91	–	0.00
1 to 49 workers	–	0.00	3,602.43	5,676.27	0.00
50 to 99 workers	1,892.09	–	5,831.81	–	0.00
100 workers or more	0.00	0.00	0.00	4,094.17	0.00
100 to 499 workers	–	378.42	0.00	6,972.95	0.00
500 workers or more	0.00	0.00	1,283.28	7,144.15	0.00

See footnotes at end of table.

Table 21. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,[1] State and local government workers, March 2016—continued

Characteristics	Flat dollar amounts[2]				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government	$0.00	$189.21	$4,487.48	$0.00	$0.00
Local government	–	0.00	1,465.61	5,515.12	0.00
Geographic areas					
Northeast	0.00	1,331.20	6,381.42	0.00	0.00
New England	0.00	0.00	–	–	0.00
Middle Atlantic	0.00	–	0.00	0.00	0.00
South	0.00	0.00	–	946.04	–
South Atlantic	–	0.00	–	0.00	1,337.91
East South Central	–	0.00	1,769.89	–	0.00
West South Central	0.00	0.00	2,334.64	3,842.85	–
Midwest	334.48	0.00	5,879.57	0.00	0.00
East North Central	–	668.95	5,176.51	0.00	5,351.64
West North Central	0.00	3,784.18	–	–	0.00
West	0.00	0.00	3,602.43	3,448.79	0.00
Mountain	0.00	0.00	0.00	6,982.81	0.00
Pacific	0.00	0.00	–	5,140.13	0.00

[1] Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 22. Short-term disability plans: Method of funding, State and local government workers, March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured[1]	Commercially insured	Legally required	Other
All workers	48	40	8	3
Worker characteristics				
Management, professional, and related	49	38	9	3
Professional and related	47	39	10	4
Teachers	49	37	10	3
Primary, secondary, and special education school teachers	46	41	–	–
Service	48	42	7	3
Protective service	55	35	–	–
Sales and office	45	45	7	4
Office and administrative support	44	45	7	4
Natural resources, construction, and maintenance	52	39	–	–
Production, transportation, and material moving	51	41	–	–
Full time	49	41	8	3
Part time	47	35	10	8
Union	40	45	13	2
Nonunion	59	34	2	4
Average wage within the following categories:[2]				
Lowest 25 percent	48	43	3	6
Lowest 10 percent	49	40	–	–
Second 25 percent	52	40	6	2
Third 25 percent	48	42	8	2
Highest 25 percent	46	38	14	3
Highest 10 percent	42	45	–	–
Establishment characteristics				
Service-providing industries	48	41	8	3
Education and health services	46	41	–	–
Educational services	45	42	8	5
Elementary and secondary schools	42	46	6	6
Junior colleges, colleges, and universities	57	30	–	–
Health care and social assistance	54	34	–	–
Hospitals	48	48	–	–
Public administration	49	41	–	–
1 to 99 workers	46	52	–	–
1 to 49 workers	54	46	–	–
50 to 99 workers	–	61	–	–
100 workers or more	49	39	9	3
100 to 499 workers	50	33	–	–
500 workers or more	48	40	8	3

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, State and local government workers, March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured[1]	Commercially insured	Legally required	Other
State government	74	13	13	–
Local government	39	50	7	4
Geographic areas				
Northeast	–	49	26	–
New England	76	–	–	–
Middle Atlantic	–	51	28	–
South	64	33	–	3
South Atlantic	68	29	–	3
West South Central	49	48	–	–
Midwest	55	40	–	–
East North Central	53	41	–	–
West North Central	60	–	–	–
West	52	40	5	3
Mountain	–	68	–	–
Pacific	61	32	–	–

[1] Employer assumes all risks and expenses of providing the benefit.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 22. Standard errors for short-term disability plans: Method of funding, State and local government workers, March 2016

Characteristics	Non-commercially insured[1]	Commercially insured	Legally required	Other
All workers	2.4	2.4	1.1	0.5
Worker characteristics				
Management, professional, and related	2.7	2.8	1.2	0.6
Professional and related	2.9	2.8	1.5	0.8
Teachers	4.2	4.3	2.6	0.7
Primary, secondary, and special education school teachers	4.5	4.9	–	–
Service	3.8	3.5	1.9	0.8
Protective service	6.6	6.2	–	–
Sales and office	4.4	3.7	1.4	1.3
Office and administrative support	4.1	3.5	1.5	1.2
Natural resources, construction, and maintenance	6.5	6.1	–	–
Production, transportation, and material moving	7.8	7.4	–	–
Full time	2.6	2.5	1.1	0.5
Part time	5.9	5.5	1.3	2.7
Union	3.2	3.1	1.9	0.6
Nonunion	3.5	3.3	0.2	0.9
Average wage within the following categories:[2]				
Lowest 25 percent	4.8	4.5	0.6	1.6
Lowest 10 percent	8.2	7.3	–	–
Second 25 percent	3.4	3.2	1.2	0.7
Third 25 percent	3.6	3.6	1.3	0.5
Highest 25 percent	2.7	2.5	2.0	0.6
Highest 10 percent	2.3	2.7	–	–
Establishment characteristics				
Service-providing industries	2.4	2.4	1.1	0.5
Education and health services	3.3	3.6	–	–
Educational services	3.9	4.1	1.4	0.9
Elementary and secondary schools	4.4	4.7	1.6	1.2
Junior colleges, colleges, and universities	5.5	4.5	–	–
Health care and social assistance	4.7	5.0	–	–
Hospitals	5.7	5.8	–	–
Public administration	4.3	4.1	–	–
1 to 99 workers	9.4	9.6	–	–
1 to 49 workers	13.2	13.2	–	–
50 to 99 workers	–	13.5	–	–
100 workers or more	2.4	2.4	1.2	0.6
100 to 499 workers	5.0	4.5	–	–
500 workers or more	2.6	2.7	0.8	0.6

See footnotes at end of table.

Table 22. Standard errors for short-term disability plans: Method of funding, State and local government workers, March 2016—continued

Characteristics	Non-commercially insured[1]	Commercially insured	Legally required	Other
State government	3.4	3.1	1.7	–
Local government	2.3	2.5	1.2	0.7
Geographic areas				
Northeast	–	3.2	3.4	–
New England	22.2	–	–	–
Middle Atlantic	–	3.1	3.6	–
South	6.2	6.3	–	0.8
South Atlantic	7.3	7.5	–	0.7
West South Central	12.6	12.9	–	–
Midwest	4.5	3.6	–	–
East North Central	4.8	3.4	–	–
West North Central	10.4	–	–	–
West	5.0	4.8	1.0	1.1
Mountain	–	8.8	–	–
Pacific	4.8	3.8	–	–

[1] Employer assumes all risks and expenses of providing the benefit.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	12	88
Worker characteristics		
Management, professional, and related	11	89
Professional and related	12	88
Teachers	12	88
Primary, secondary, and special education school teachers	14	86
Service	16	84
Sales and office	13	87
Office and administrative support	14	86
Natural resources, construction, and maintenance	13	87
Production, transportation, and material moving	7	93
Full time	12	88
Part time	12	88
Union	15	85
Nonunion	9	91
Average wage within the following categories:[1]		
Lowest 25 percent	11	89
Lowest 10 percent	13	87
Second 25 percent	11	89
Third 25 percent	10	90
Highest 25 percent	16	84
Highest 10 percent	12	88
Establishment characteristics		
Service-providing industries	12	88
Education and health services	12	88
Educational services	10	90
Elementary and secondary schools	10	90
Junior colleges, colleges, and universities	6	94
Health care and social assistance	20	80
Public administration	15	85
100 workers or more	13	87
100 to 499 workers	23	77
500 workers or more	11	89

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government	14	86
Local government	12	88
Geographic areas		
Northeast	29	71
New England	–	100
Middle Atlantic	31	69
South	5	95
South Atlantic	5	95
West South Central	–	100
Midwest	13	87
East North Central	17	83

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, State and local government workers, March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	1.4	1.4
Worker characteristics		
Management, professional, and related	1.3	1.3
Professional and related	1.6	1.6
Teachers	2.5	2.5
Primary, secondary, and special education school teachers	3.1	3.1
Service	2.6	2.6
Sales and office	1.9	1.9
Office and administrative support	2.0	2.0
Natural resources, construction, and maintenance	3.6	3.6
Production, transportation, and material moving	2.8	2.8
Full time	1.5	1.5
Part time	3.0	3.0
Union	2.1	2.1
Nonunion	1.5	1.5
Average wage within the following categories:[1]		
Lowest 25 percent	2.3	2.3
Lowest 10 percent	3.5	3.5
Second 25 percent	1.9	1.9
Third 25 percent	1.6	1.6
Highest 25 percent	2.3	2.3
Highest 10 percent	1.7	1.7
Establishment characteristics		
Service-providing industries	1.4	1.4
Education and health services	1.6	1.6
Educational services	1.5	1.5
Elementary and secondary schools	1.7	1.7
Junior colleges, colleges, and universities	1.2	1.2
Health care and social assistance	4.2	4.2
Public administration	2.6	2.6
100 workers or more	1.5	1.5
100 to 499 workers	4.3	4.3
500 workers or more	1.2	1.2

See footnotes at end of table.

Table 23. Standard errors for short-term disability plans: Employee contribution requirement, State and local government workers, March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
State government	2.5	2.5
Local government	1.6	1.6
Geographic areas		
Northeast	3.7	3.7
New England	–	0.0
Middle Atlantic	3.8	3.8
South	1.4	1.4
South Atlantic	1.0	1.0
West South Central	–	0.0
Midwest	3.0	3.0
East North Central	3.7	3.7

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers	3	–	87	8	–
Worker characteristics					
Management, professional, and related	–	–	88	7	2
Professional and related	–	–	88	5	2
Teachers	–	–	87	4	3
Primary, secondary, and special education school teachers	–	–	87	3	–
Service	3	–	86	–	–
Protective service	–	–	80	–	–
Sales and office	1	–	87	10	–
Office and administrative support	2	–	86	11	–
Natural resources, construction, and maintenance	–	–	88	7	–
Production, transportation, and material moving	19	–	74	–	–
Full time	3	–	87	8	–
Part time	–	–	87	8	–
Union	5	–	85	7	–
Nonunion	1	–	90	9	–
Average wage within the following categories:[1]					
Lowest 25 percent	3	–	92	4	–
Lowest 10 percent	–	–	95	–	–
Second 25 percent	3	–	81	14	–
Third 25 percent	–	–	85	8	–
Highest 25 percent	–	–	90	6	2
Highest 10 percent	–	–	91	4	3
Establishment characteristics					
Service-providing industries	3	–	87	8	–
Education and health services	–	–	89	6	2
Educational services	–	–	89	4	2
Elementary and secondary schools	–	–	90	3	2
Junior colleges, colleges, and universities	–	–	88	8	–
Health care and social assistance	–	–	84	16	–
Hospitals	–	–	89	11	–
Public administration	2	–	85	11	–
1 to 99 workers	–	–	94	–	–
1 to 49 workers	–	–	91	–	–
50 to 99 workers	–	–	97	–	–
100 workers or more	3	–	86	9	–
100 to 499 workers	–	–	84	11	–
500 workers or more	3	–	87	8	–

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
State government	–	–	80	18	–
Local government	4	–	89	4	–
Geographic areas					
Northeast	3	–	94	1	–
New England	–	–	89	–	–
Middle Atlantic	4	–	94	1	–
South	–	–	85	10	–
South Atlantic	–	–	83	–	–
East South Central	–	–	100	–	–
West South Central	–	–	91	–	–
Midwest	–	–	75	19	–
East North Central	3	–	75	19	–
West North Central	–	–	76	–	–
West	–	–	90	5	3
Mountain	–	–	91	–	–
Pacific	–	–	90	4	4

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, State and local government workers, March 2016

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers	1.0	–	1.6	1.1	–
Worker characteristics					
Management, professional, and related	–	–	2.0	0.9	0.7
Professional and related	–	–	2.5	1.0	0.8
Teachers	–	–	4.2	1.0	1.0
Primary, secondary, and special education school teachers	–	–	5.4	1.2	–
Service	1.2	–	3.4	–	–
Protective service	–	–	6.7	–	–
Sales and office	0.7	–	2.2	1.9	–
Office and administrative support	0.7	–	2.3	1.9	–
Natural resources, construction, and maintenance	–	–	4.4	2.6	–
Production, transportation, and material moving	5.3	–	6.4	–	–
Full time	1.1	–	1.6	1.2	–
Part time	–	–	3.4	1.9	–
Union	1.8	–	2.0	0.8	–
Nonunion	0.3	–	2.4	2.3	–
Average wage within the following categories:[1]					
Lowest 25 percent	1.3	–	1.9	1.0	–
Lowest 10 percent	–	–	2.0	–	–
Second 25 percent	1.4	–	3.3	3.0	–
Third 25 percent	–	–	3.4	1.1	–
Highest 25 percent	–	–	1.8	1.2	0.8
Highest 10 percent	–	–	2.1	1.5	0.9
Establishment characteristics					
Service-providing industries	1.0	–	1.6	1.1	–
Education and health services	–	–	1.8	0.7	0.7
Educational services	–	–	2.1	0.8	0.8
Elementary and secondary schools	–	–	2.6	0.8	1.0
Junior colleges, colleges, and universities	–	–	2.5	1.8	–
Health care and social assistance	–	–	2.0	2.0	–
Hospitals	–	–	2.0	2.0	–
Public administration	0.8	–	2.7	2.4	–
1 to 99 workers	–	–	3.9	–	–
1 to 49 workers	–	–	5.5	–	–
50 to 99 workers	–	–	3.8	–	–
100 workers or more	1.1	–	1.6	1.2	–
100 to 499 workers	–	–	3.2	2.0	–
500 workers or more	1.3	–	1.9	1.5	–

See footnotes at end of table.

Table 24. Standard errors for short-term disability plans: Method of benefit payment, State and local government workers, March 2016—continued

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
State government	–	–	3.3	3.2	–
Local government	1.4	–	1.8	1.0	–
Geographic areas					
Northeast	1.2	–	1.8	0.3	–
New England	–	–	11.9	–	–
Middle Atlantic	1.3	–	1.8	0.4	–
South	–	–	3.7	3.1	–
South Atlantic	–	–	4.5	–	–
East South Central	–	–	0.0	–	–
West South Central	–	–	5.4	–	–
Midwest	–	–	3.7	2.5	–
East North Central	1.3	–	3.4	2.1	–
West North Central	–	–	11.5	–	–
West	–	–	2.8	1.8	1.3
Mountain	–	–	6.5	–	–
Pacific	–	–	3.1	1.4	1.7

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, March 2016

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks[1]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	83	13	22	26	26	52	17
Worker characteristics							
Management, professional, and related	82	13	22	26	–	52	18
Professional and related	80	13	22	26	–	52	20
Teachers	78	13	22	26	52	52	22
Primary, secondary, and special education school teachers	75	13	20	26	52	52	25
Service	86	13	24	26	26	52	14
Protective service	88	–	25	26	26	52	12
Sales and office	82	–	21	26	26	52	18
Office and administrative support	82	–	21	26	26	52	18
Natural resources, construction, and maintenance	89	–	24	26	26	52	11
Production, transportation, and material moving	78	–	24	26	26	52	22
Full time	84	13	22	26	26	52	16
Part time	79	20	24	26	26	–	21
Union	78	–	24	26	26	52	22
Nonunion	90	13	21	26	52	52	10
Average wage within the following categories:[2]							
Lowest 25 percent	83	13	21	26	–	52	17
Second 25 percent	88	–	22	26	26	52	12
Third 25 percent	84	–	24	26	–	52	16
Highest 25 percent	79	13	24	26	26	52	21
Highest 10 percent	67	–	26	26	26	52	33
Establishment characteristics							
Service-providing industries	83	13	22	26	26	52	17
Education and health services	80	13	22	26	–	52	20
Educational services	78	–	22	26	–	52	22
Elementary and secondary schools	74	13	21	26	52	52	26
Junior colleges, colleges, and universities	89	22	26	26	26	52	11
Health care and social assistance	94	13	18	26	26	52	6
Public administration	88	–	24	26	26	52	12
100 workers or more	83	13	22	26	26	52	17
100 to 499 workers	87	12	20	26	26	52	13
500 workers or more	82	–	24	26	–	52	18
State government	94	–	25	26	26	52	6
Local government	79	13	21	26	26	52	21

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, March 2016—continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks[1]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Geographic areas							
Northeast	78	26	26	26	26	–	22
Middle Atlantic	78	26	26	26	26	–	22
South	96	13	22	26	52	52	4
South Atlantic	95	20	24	–	52	52	5
Midwest	63	13	20	26	–	52	37
East North Central	58	–	20	26	52	52	42
West North Central	80	12	–	24	26	26	20
Pacific	94	–	–	26	26	–	6

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 25. Standard errors for short-term disability plans: Duration of benefits, State and local government workers, March 2016

Characteristics	Fixed duration	Number of weeks[1]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	1.9	0.8	1.2	0.0	3.8	0.0	1.9
Worker characteristics							
Management, professional, and related	1.7	0.7	1.6	0.0	–	0.0	1.7
Professional and related	1.9	0.6	1.9	0.0	–	0.0	1.9
Teachers	2.8	0.2	2.6	0.0	0.0	0.0	2.8
Primary, secondary, and special education school teachers	3.4	0.1	1.3	0.0	0.0	0.0	3.4
Service	3.0	2.4	2.7	0.0	0.0	0.0	3.0
Protective service	3.3	–	1.1	0.0	0.0	8.6	3.3
Sales and office	3.4	–	1.6	0.0	0.0	0.0	3.4
Office and administrative support	3.4	–	1.4	0.0	0.0	0.0	3.4
Natural resources, construction, and maintenance	3.2	–	3.2	0.0	0.5	3.6	3.2
Production, transportation, and material moving	6.3	–	3.9	0.0	0.0	12.3	6.3
Full time	1.8	0.8	1.2	0.0	7.6	0.0	1.8
Part time	6.0	0.0	4.1	0.0	0.0	–	6.0
Union	2.1	–	3.0	0.0	0.0	0.0	2.1
Nonunion	2.9	1.4	0.9	0.0	14.6	0.0	2.9
Average wage within the following categories:[2]							
Lowest 25 percent	4.1	2.6	0.8	0.0	–	0.0	4.1
Second 25 percent	2.1	–	2.2	0.0	3.3	0.0	2.1
Third 25 percent	2.1	–	3.3	0.0	–	0.0	2.1
Highest 25 percent	2.5	0.0	3.2	0.0	0.0	0.0	2.5
Highest 10 percent	3.7	–	1.8	0.0	0.0	6.1	3.7
Establishment characteristics							
Service-providing industries	1.9	0.7	1.3	0.0	3.5	0.0	1.9
Education and health services	2.4	1.6	1.8	0.0	–	0.0	2.4
Educational services	2.8	–	0.5	0.0	–	0.0	2.8
Elementary and secondary schools	3.4	1.6	1.3	0.0	3.5	0.0	3.4
Junior colleges, colleges, and universities	2.1	4.5	0.0	0.0	2.7	0.0	2.1
Health care and social assistance	2.1	1.5	1.8	0.9	0.0	0.0	2.1
Public administration	2.1	–	3.3	0.0	0.0	1.7	2.1
100 workers or more	1.9	1.4	1.4	0.0	3.0	0.0	1.9
100 to 499 workers	2.2	0.3	1.9	0.0	0.0	0.5	2.2
500 workers or more	2.1	–	2.6	0.0	–	0.0	2.1
State government	1.2	–	2.2	0.0	3.8	0.0	1.2
Local government	2.5	0.2	1.5	0.0	7.7	0.0	2.5

See footnotes at end of table.

Table 25. Standard errors for short-term disability plans: Duration of benefits, State and local government workers, March 2016—continued

Characteristics	Fixed duration	Number of weeks[1]					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
Geographic areas							
Northeast	3.2	0.0	0.0	0.0	0.0	–	3.2
Middle Atlantic	3.2	0.0	0.0	0.0	0.0	–	3.2
South	1.4	1.9	1.3	0.4	0.0	0.0	1.4
South Atlantic	1.8	3.6	2.7	–	0.0	0.0	1.8
Midwest	5.9	1.4	0.0	0.3	–	0.0	5.9
East North Central	7.5	–	2.7	0.0	1.6	0.0	7.5
West North Central	2.6	0.9	–	3.6	0.0	3.5	2.6
Pacific	2.4	–	–	0.0	0.0	–	2.4

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2016

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers	–	32	7	29	22	11	60.7	60.0
Worker characteristics								
Management, professional, and related	–	32	8	29	18	13	60.8	60.0
Professional and related	–	33	8	26	19	14	61.4	60.0
Teachers	–	34	6	26	16	17	62.1	60.0
Primary, secondary, and special education school teachers	–	35	3	27	18	16	61.6	60.0
Service	–	33	5	28	29	6	60.1	60.0
Protective service	–	39	–	30	25	5	58.7	60.0
Sales and office	–	26	8	29	30	7	60.6	60.0
Office and administrative support	–	25	8	29	30	7	60.7	60.0
Natural resources, construction, and maintenance	–	31	–	32	22	–	62.4	60.0
Production, transportation, and material moving	–	42	–	21	20	–	59.4	60.0
Full time	–	30	6	30	22	11	61.0	60.0
Part time	–	51	–	6	27	–	56.9	50.0
Union	–	24	8	30	29	9	61.2	60.0
Nonunion	–	41	5	27	14	13	60.0	60.0
Average wage within the following categories:[1]								
Lowest 25 percent	–	39	3	29	19	–	59.7	60.0
Lowest 10 percent	–	44	4	28	–	–	58.6	60.0
Second 25 percent	–	33	9	25	25	9	60.2	60.0
Third 25 percent	–	32	5	30	24	9	60.0	60.0
Highest 25 percent	–	25	9	30	21	15	62.3	60.0
Highest 10 percent	–	22	11	39	14	14	62.1	60.0
Establishment characteristics								
Service-providing industries	–	32	7	28	22	11	60.7	60.0
Education and health services	–	33	10	25	18	15	61.4	60.0
Educational services	–	35	9	23	17	17	61.7	60.0
Elementary and secondary schools	–	37	4	26	19	14	60.7	60.0
Junior colleges, colleges, and universities	–	26	25	14	7	–	65.4	58.0
Health care and social assistance	–	21	15	36	23	–	60.1	60.0
Hospitals	–	21	23	32	–	–	59.7	60.0
Public administration	–	30	–	30	32	5	59.9	60.0
1 to 99 workers	–	42	–	37	–	–	57.3	60.0
1 to 49 workers	–	54	–	–	–	–	55.7	50.0
50 to 99 workers	–	–	–	45	–	–	59.3	60.0
100 workers or more	–	31	7	28	23	12	61.1	60.0
100 to 499 workers	–	32	–	38	22	6	59.1	60.0
500 workers or more	–	30	9	25	23	13	61.5	60.0

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2016—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
State government	–	20	16	38	12	–	62.4	60.0
Local government	–	36	3	25	26	10	60.1	60.0
Geographic areas								
Northeast	–	19	–	26	47	6	62.3	66.0
Middle Atlantic	–	20	–	26	48	4	61.8	66.0
South	–	48	–	27	9	16	60.2	60.0
South Atlantic	–	58	–	20	11	11	57.5	50.0
West South Central	–	–	–	54	–	–	62.4	60.0
Midwest	–	40	–	26	17	18	61.6	60.0
East North Central	–	46	–	25	–	16	60.5	60.0
West	–	23	22	35	–	–	58.8	60.0
Mountain	–	–	–	38	28	–	65.6	66.0
Pacific	–	27	29	34	–	–	56.7	58.0

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2016

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers	–	2.7	0.9	2.6	1.6	1.7	0.7	0.0
Worker characteristics								
Management, professional, and related	–	2.9	1.2	2.8	1.6	2.0	0.7	0.0
Professional and related	–	3.2	1.0	2.5	1.9	2.4	0.9	0.0
Teachers	–	4.2	0.9	3.0	2.7	3.0	1.2	0.0
Primary, secondary, and special education school teachers	–	4.8	0.9	3.0	3.5	3.2	1.3	0.0
Service	–	3.7	0.7	3.9	3.5	1.4	0.7	0.0
Protective service	–	6.5	–	6.2	6.4	1.9	1.0	0.0
Sales and office	–	4.8	2.5	5.0	5.6	1.8	0.9	0.0
Office and administrative support	–	4.4	2.6	4.9	4.9	1.8	0.8	0.0
Natural resources, construction, and maintenance	–	5.3	–	7.0	5.8	–	2.7	0.0
Production, transportation, and material moving	–	6.7	–	5.5	4.9	–	1.3	1.4
Full time	–	2.7	0.9	2.7	1.7	1.8	0.7	0.0
Part time	–	6.8	–	2.0	3.7	–	1.0	6.4
Union	–	2.6	1.3	3.6	2.7	2.0	0.5	0.0
Nonunion	–	4.4	0.7	3.7	2.3	2.9	1.3	1.5
Average wage within the following categories:[1]								
Lowest 25 percent	–	4.9	0.8	4.2	2.3	–	1.4	0.0
Lowest 10 percent	–	7.6	1.5	5.9	–	–	1.4	7.2
Second 25 percent	–	4.0	1.5	3.9	2.7	1.2	0.6	0.0
Third 25 percent	–	3.8	0.7	4.4	3.4	2.2	0.8	0.0
Highest 25 percent	–	2.7	1.6	2.7	2.7	2.6	0.9	0.0
Highest 10 percent	–	2.9	1.7	3.2	2.3	3.2	1.2	0.0
Establishment characteristics								
Service-providing industries	–	2.7	0.9	2.6	1.6	1.7	0.7	0.0
Education and health services	–	3.6	1.0	2.6	2.0	2.8	1.1	0.0
Educational services	–	3.9	1.1	2.8	2.3	3.2	1.2	0.0
Elementary and secondary schools	–	4.1	0.9	3.6	2.8	3.0	1.0	0.0
Junior colleges, colleges, and universities	–	6.5	4.2	3.6	1.3	–	4.1	5.1
Health care and social assistance	–	3.9	2.5	5.9	4.4	–	1.1	0.0
Hospitals	–	5.3	4.8	7.1	–	–	1.6	0.8
Public administration	–	4.3	–	5.4	3.8	1.3	0.6	0.0
1 to 99 workers	–	9.5	–	9.9	–	–	1.2	4.0
1 to 49 workers	–	11.7	–	–	–	–	1.3	10.4
50 to 99 workers	–	–	–	12.7	–	–	1.9	0.0
100 workers or more	–	2.7	1.0	2.4	1.7	1.9	0.7	0.0
100 to 499 workers	–	5.3	–	6.5	4.7	2.0	0.9	0.0
500 workers or more	–	2.8	1.1	2.3	1.9	2.3	0.9	0.0

See footnotes at end of table.

Table 26. Standard errors for short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2016—continued

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
State government	–	2.9	2.3	6.8	2.0	–	1.7	0.0
Local government	–	3.0	0.9	2.3	1.9	1.7	0.6	0.0
Geographic areas								
Northeast	–	3.6	–	2.7	2.7	1.3	0.6	1.3
Middle Atlantic	–	3.7	–	2.5	2.7	1.3	0.5	3.0
South	–	6.3	–	5.3	1.9	4.0	1.9	11.6
South Atlantic	–	6.8	–	5.7	2.3	2.3	1.3	1.9
West South Central	–	–	–	11.4	–	–	2.6	0.0
Midwest	–	7.5	–	5.0	4.3	4.8	1.7	1.3
East North Central	–	8.7	–	5.6	–	4.7	2.0	8.0
West	–	4.1	4.5	6.2	–	–	0.8	1.0
Mountain	–	–	–	8.4	8.1	–	2.5	7.9
Pacific	–	5.1	6.1	8.0	–	–	0.5	3.7

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, March 2016

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	73	$185	–	$692	$850	$1,662	27
Worker characteristics							
Management, professional, and related	75	185	$500	692	917	2,000	25
Professional and related	75	185	500	692	831	2,000	25
Teachers	77	185	513	692	831	2,000	23
Primary, secondary, and special education school teachers	77	225	513	692	831	–	23
Service	67	170	200	600	850	1,500	33
Protective service	61	135	200	546	700	–	39
Sales and office	76	200	–	604	923	1,662	24
Office and administrative support	76	200	–	604	987	1,662	24
Natural resources, construction, and maintenance	68	–	–	615	692	1,500	32
Production, transportation, and material moving	62	170	–	692	–	–	38
Full time	74	185	500	692	917	1,662	26
Part time	56	170	200	–	700	–	44
Union	78	170	200	604	850	1,662	22
Nonunion	66	225	576	692	–	2,000	34
Average wage within the following categories:[2]							
Lowest 25 percent	68	200	500	692	769	–	32
Lowest 10 percent	66	–	–	692	–	–	34
Second 25 percent	69	185	200	604	833	1,662	31
Third 25 percent	78	170	–	692	–	–	22
Highest 25 percent	74	170	–	692	831	1,662	26
Highest 10 percent	77	170	513	831	831	–	23
Establishment characteristics							
Service-providing industries	72	185	–	692	900	1,662	28
Education and health services	73	185	500	692	850	2,000	27
Educational services	74	185	500	692	831	–	26
Elementary and secondary schools	74	200	500	692	831	–	26
Health care and social assistance	68	170	546	987	–	2,000	32
Hospitals	66	170	–	987	1,500	2,000	34
Public administration	72	170	200	615	–	1,662	28
1 to 99 workers	68	–	500	692	–	1,662	32
100 workers or more	73	185	–	692	831	1,662	27
100 to 499 workers	67	170	500	692	–	2,307	33
500 workers or more	75	185	–	692	831	1,662	25

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, March 2016—continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	79	$135	–	$615	–	$1,662	21
Local government	71	200	$476	692	$917	–	29
Geographic areas							
Northeast	87	170	200	584	831	850	13
Middle Atlantic	88	170	200	546	831	831	12
South	76	500	576	692	692	–	24
South Atlantic	83	500	692	692	692	–	17
Midwest	32	–	500	900	1,500	2,000	68
East North Central	28	500	–	1,000	–	2,308	72
West	79	135	185	–	1,662	2,500	21
Pacific	79	135	185	–	–	–	21

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, State and local government workers, March 2016

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	2.4	$4.92	–	$20.04	$152.84	$324.61	2.4
Worker characteristics							
Management, professional, and related	2.4	0.00	$12.08	0.00	121.76	311.14	2.4
Professional and related	2.6	0.00	11.68	0.00	174.07	321.88	2.6
Teachers	3.4	24.64	55.70	0.00	127.04	494.08	3.4
Primary, secondary, and special education school teachers	3.4	62.35	61.89	0.00	78.33	–	3.4
Service	4.2	12.44	0.00	53.25	152.20	231.04	4.2
Protective service	7.6	0.00	20.59	98.69	23.99	–	7.6
Sales and office	4.1	5.68	–	70.29	272.68	114.21	4.1
Office and administrative support	3.8	11.35	–	56.95	287.94	165.90	3.8
Natural resources, construction, and maintenance	6.9	–	–	55.08	50.49	314.92	6.9
Production, transportation, and material moving	7.4	34.41	–	120.55	–	–	7.4
Full time	2.3	3.48	57.39	8.96	127.44	416.52	2.3
Part time	6.9	8.75	11.87	–	160.19	–	6.9
Union	2.5	0.00	0.00	34.98	188.56	189.68	2.5
Nonunion	4.1	43.56	61.81	0.00	–	439.95	4.1
Average wage within the following categories:[2]							
Lowest 25 percent	4.1	0.00	3.65	8.96	91.86	–	4.1
Lowest 10 percent	7.7	–	–	20.70	–	–	7.7
Second 25 percent	3.5	3.48	0.00	53.47	221.69	206.76	3.5
Third 25 percent	3.1	13.61	–	8.96	–	–	3.1
Highest 25 percent	2.7	0.00	–	46.14	142.53	407.32	2.7
Highest 10 percent	2.5	7.51	151.73	17.68	0.00	–	2.5
Establishment characteristics							
Service-providing industries	2.4	2.84	–	17.93	129.13	375.82	2.4
Education and health services	3.0	0.00	0.00	0.00	175.03	390.03	3.0
Educational services	3.4	0.00	0.00	0.00	5.68	–	3.4
Elementary and secondary schools	3.1	35.71	12.30	0.00	25.81	–	3.1
Health care and social assistance	5.5	29.24	32.68	107.05	–	478.58	5.5
Hospitals	6.5	21.89	–	8.16	285.70	326.10	6.5
Public administration	4.0	38.71	22.79	11.11	–	95.50	4.0
1 to 99 workers	9.1	–	96.27	35.86	–	440.47	9.1
100 workers or more	2.5	15.80	–	28.35	157.07	473.26	2.5
100 to 499 workers	5.6	6.66	114.20	44.26	–	507.16	5.6
500 workers or more	2.7	0.00	–	42.31	54.49	365.30	2.7

See footnotes at end of table.

Table 27. Standard errors for short-term disability plans: Maximum benefit amounts, State and local government workers, March 2016—continued

Characteristics	With maximum benefit amount	Maximum weekly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	4.8	$0.00	–	$8.07	–	$0.00	4.8
Local government	2.7	0.00	$51.02	0.00	$124.60	–	2.7
Geographic areas							
Northeast	3.2	0.00	0.00	52.22	0.00	65.28	3.2
Middle Atlantic	3.2	0.00	0.00	40.73	0.00	76.11	3.2
South	4.8	0.00	96.97	0.00	0.00	–	4.8
South Atlantic	4.1	0.00	185.40	0.00	0.00	–	4.1
Midwest	6.2	–	145.71	164.29	326.91	449.73	6.2
East North Central	6.8	37.84	–	86.43	–	342.30	6.8
West	4.5	0.00	0.00	–	147.10	315.90	4.5
Pacific	4.6	0.00	0.00	–	–	–	4.6

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, March 2016

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	17	83
Worker characteristics		
Management, professional, and related	19	81
Professional and related	20	80
Teachers	23	77
Primary, secondary, and special education school teachers	25	75
Service	17	83
Protective service	16	84
Sales and office	17	83
Office and administrative support	17	83
Full time	17	83
Part time	21	79
Union	16	84
Nonunion	18	82
Average wage within the following categories:[1]		
Lowest 25 percent	22	78
Second 25 percent	14	86
Third 25 percent	12	88
Highest 25 percent	21	79
Highest 10 percent	20	80
Establishment characteristics		
Service-providing industries	18	82
Education and health services	20	80
Educational services	21	79
Elementary and secondary schools	24	76
Public administration	14	86
100 workers or more	17	83
100 to 499 workers	19	81
500 workers or more	17	83

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, March 2016—continued

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government	18	82
Local government	17	83
Geographic areas		
Northeast	6	94
Middle Atlantic	8	92
South	7	93
South Atlantic	7	93
Midwest	25	75
East North Central	38	62
West North Central	8	92
Pacific	8	92

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, State and local government workers, March 2016

Characteristics	Employee contribution required	Employee contribution not required
All workers	2.7	2.7
Worker characteristics		
Management, professional, and related	2.4	2.4
Professional and related	2.5	2.5
Teachers	3.2	3.2
Primary, secondary, and special education school teachers	4.0	4.0
Service	2.5	2.5
Protective service	3.6	3.6
Sales and office	4.7	4.7
Office and administrative support	4.8	4.8
Full time	2.8	2.8
Part time	4.7	4.7
Union	2.2	2.2
Nonunion	3.4	3.4
Average wage within the following categories:[1]		
Lowest 25 percent	6.4	6.4
Second 25 percent	3.3	3.3
Third 25 percent	2.5	2.5
Highest 25 percent	1.9	1.9
Highest 10 percent	3.2	3.2
Establishment characteristics		
Service-providing industries	2.7	2.7
Education and health services	3.2	3.2
Educational services	3.5	3.5
Elementary and secondary schools	4.6	4.6
Public administration	2.9	2.9
100 workers or more	1.9	1.9
100 to 499 workers	3.5	3.5
500 workers or more	2.1	2.1

See footnotes at end of table.

Table 28. Standard errors for long-term disability plans: Employee contribution requirement, State and local government workers, March 2016—continued

Characteristics	Employee contribution required	Employee contribution not required
State government	4.3	4.3
Local government	3.4	3.4
Geographic areas		
Northeast	1.4	1.4
Middle Atlantic	1.7	1.7
South	1.6	1.6
South Atlantic	1.4	1.4
Midwest	3.4	3.4
East North Central	3.1	3.1
West North Central	2.7	2.7
Pacific	2.6	2.6

[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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, March 2016

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers	95	3	–	–
Worker characteristics				
Management, professional, and related	96	3	–	–
Professional and related	95	3	–	–
Teachers	97	–	–	–
Primary, secondary, and special education school teachers	97	–	–	–
Service	94	4	–	–
Protective service	92	6	–	–
Sales and office	95	4	–	–
Office and administrative support	95	4	–	–
Natural resources, construction, and maintenance	97	–	–	–
Production, transportation, and material moving	96	–	–	–
Full time	95	3	–	–
Part time	93	–	–	–
Union	97	–	1	–
Nonunion	94	5	–	–
Average wage within the following categories:[1]				
Lowest 25 percent	94	5	–	–
Lowest 10 percent	96	3	–	–
Second 25 percent	95	4	–	–
Third 25 percent	95	4	–	–
Highest 25 percent	97	–	–	–
Highest 10 percent	96	–	–	–
Establishment characteristics				
Service-providing industries	95	3	–	–
Education and health services	96	3	–	–
Educational services	96	3	–	–
Elementary and secondary schools	97	–	–	–
Junior colleges, colleges, and universities	95	–	–	–
Health care and social assistance	92	–	–	–
Hospitals	95	–	–	–
Public administration	93	6	–	–
1 to 99 workers	93	5	–	–
1 to 49 workers	91	6	–	–
50 to 99 workers	96	–	–	–
100 workers or more	96	3	–	–
100 to 499 workers	95	–	–	–
500 workers or more	96	3	–	–

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, March 2016—continued

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
State government	88	–	–	–
Local government	98	1	–	–
Geographic areas				
Northeast	95	–	–	–
New England	92	–	–	–
Middle Atlantic	97	–	–	–
South	96	–	–	–
South Atlantic	98	–	–	–
East South Central	82	–	–	–
West South Central	100	–	–	–
Midwest	94	6	–	–
East North Central	91	8	–	–
West North Central	98	–	–	–
West	97	–	1	–
Mountain	100	–	–	–
Pacific	95	–	–	–

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, State and local government workers, March 2016

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers	0.9	0.9	–	–
Worker characteristics				
Management, professional, and related	1.0	1.0	–	–
Professional and related	1.1	1.0	–	–
Teachers	1.2	–	–	–
Primary, secondary, and special education school teachers	1.4	–	–	–
Service	1.6	1.3	–	–
Protective service	2.2	2.0	–	–
Sales and office	1.4	1.3	–	–
Office and administrative support	1.5	1.4	–	–
Natural resources, construction, and maintenance	0.9	–	–	–
Production, transportation, and material moving	2.0	–	–	–
Full time	0.9	0.9	–	–
Part time	2.9	–	–	–
Union	1.0	–	0.6	–
Nonunion	1.2	1.4	–	–
Average wage within the following categories:[1]				
Lowest 25 percent	1.5	1.4	–	–
Lowest 10 percent	1.4	1.0	–	–
Second 25 percent	1.0	1.1	–	–
Third 25 percent	1.3	1.3	–	–
Highest 25 percent	1.0	–	–	–
Highest 10 percent	1.9	–	–	–
Establishment characteristics				
Service-providing industries	0.9	0.9	–	–
Education and health services	1.0	1.1	–	–
Educational services	1.2	1.1	–	–
Elementary and secondary schools	1.1	–	–	–
Junior colleges, colleges, and universities	3.5	–	–	–
Health care and social assistance	4.2	–	–	–
Hospitals	4.0	–	–	–
Public administration	1.9	1.7	–	–
1 to 99 workers	2.3	2.1	–	–
1 to 49 workers	2.9	2.4	–	–
50 to 99 workers	2.9	–	–	–
100 workers or more	0.9	0.9	–	–
100 to 499 workers	1.9	–	–	–
500 workers or more	1.0	1.1	–	–

See footnotes at end of table.

Table 29. Standard errors for long-term disability plans: Method of benefit payment, State and local government workers, March 2016—continued

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
State government	3.0	–	–	–
Local government	0.7	0.5	–	–
Geographic areas				
Northeast	2.8	–	–	–
New England	9.0	–	–	–
Middle Atlantic	2.3	–	–	–
South	1.1	–	–	–
South Atlantic	1.2	–	–	–
East South Central	4.2	–	–	–
West South Central	0.3	–	–	–
Midwest	2.0	1.7	–	–
East North Central	2.9	2.5	–	–
West North Central	1.6	–	–	–
West	1.5	–	0.5	–
Mountain	0.4	–	–	–
Pacific	2.5	–	–	–

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2016

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers	17	43	22	13	5	60.7	60.0
Worker characteristics							
Management, professional, and related	16	40	25	13	6	60.8	60.0
Professional and related	16	38	26	13	7	60.9	60.0
Teachers	17	35	25	14	8	61.1	60.0
Primary, secondary, and special education school teachers	18	31	27	16	8	61.2	62.0
Service	20	47	16	12	5	60.6	60.0
Protective service	21	50	13	–	–	60.3	60.0
Sales and office	17	49	18	16	1	60.3	60.0
Office and administrative support	17	48	17	16	1	60.3	60.0
Natural resources, construction, and maintenance	20	43	21	–	–	60.0	60.0
Production, transportation, and material moving	16	53	–	–	–	61.2	60.0
Full time	16	44	22	13	4	60.7	60.0
Part time	41	20	13	–	–	59.1	60.0
Union	22	43	12	15	7	60.4	60.0
Nonunion	13	43	31	11	2	60.9	60.0
Average wage within the following categories:[1]							
Lowest 25 percent	15	42	26	14	3	61.0	60.0
Lowest 10 percent	–	38	30	–	–	61.4	60.0
Second 25 percent	16	47	21	12	3	60.4	60.0
Third 25 percent	15	43	24	13	4	61.3	60.0
Highest 25 percent	21	41	18	13	7	60.1	60.0
Highest 10 percent	20	49	18	–	–	59.2	60.0
Establishment characteristics							
Service-providing industries	17	43	22	13	5	60.7	60.0
Education and health services	17	41	24	12	5	60.7	60.0
Educational services	16	38	26	13	6	61.2	60.0
Elementary and secondary schools	18	31	29	15	7	61.4	62.0
Junior colleges, colleges, and universities	12	56	19	–	–	60.6	60.0
Health care and social assistance	21	60	–	5	–	58.1	60.0
Hospitals	–	55	–	6	–	57.4	60.0
Public administration	19	45	19	15	3	60.5	60.0
1 to 99 workers	–	38	–	17	–	61.9	60.0
1 to 49 workers	–	40	–	–	–	62.2	60.0
50 to 99 workers	–	36	–	–	–	61.6	60.0
100 workers or more	17	44	22	12	4	60.5	60.0
100 to 499 workers	21	44	15	15	5	60.2	60.0
500 workers or more	16	44	24	11	4	60.6	60.0

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2016—continued

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
State government	11	54	23	–	–	61.0	60.0
Local government	19	40	22	14	5	60.6	60.0
Geographic areas							
Northeast	6	61	–	20	–	61.9	60.0
Middle Atlantic	7	64	–	18	–	61.5	60.0
South	10	44	37	–	–	60.7	60.0
South Atlantic	10	34	49	–	–	61.1	62.0
East South Central	–	62	–	–	–	59.9	60.0
West South Central	–	79	–	–	–	59.6	60.0
Midwest	30	37	12	10	11	59.5	60.0
East North Central	46	19	12	12	12	58.1	60.0
West North Central	–	61	–	7	–	61.4	60.0
West	–	44	21	23	–	61.7	60.0
Mountain	–	–	24	35	–	63.5	66.0
Pacific	18	51	18	–	–	60.3	60.0

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2016

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers	2.0	2.7	2.3	1.9	1.0	0.4	0.0
Worker characteristics							
Management, professional, and related	1.9	3.0	2.6	1.7	1.4	0.5	0.0
Professional and related	2.0	3.2	2.9	1.7	1.6	0.5	0.0
Teachers	2.5	3.6	3.0	2.3	2.7	0.7	2.4
Primary, secondary, and special education school teachers	2.8	4.2	3.5	2.9	2.5	0.8	2.2
Service	3.2	3.2	2.1	2.5	1.7	0.6	0.0
Protective service	4.5	5.6	3.4	–	–	0.9	0.0
Sales and office	3.1	4.0	4.1	2.1	0.4	0.5	0.0
Office and administrative support	3.1	4.1	4.3	2.1	0.4	0.5	0.0
Natural resources, construction, and maintenance	3.4	5.3	4.7	–	–	0.7	0.0
Production, transportation, and material moving	4.5	6.9	–	–	–	1.3	0.0
Full time	1.9	2.7	2.3	1.9	1.0	0.4	0.0
Part time	6.7	5.2	3.7	–	–	1.3	0.0
Union	2.6	2.9	1.8	2.8	1.6	0.7	0.0
Nonunion	2.1	3.5	3.7	1.9	0.9	0.4	0.0
Average wage within the following categories:[1]							
Lowest 25 percent	3.0	5.3	4.0	3.9	0.9	0.6	0.5
Lowest 10 percent	–	7.4	5.9	–	–	0.9	3.2
Second 25 percent	3.0	4.1	3.7	1.6	1.0	0.6	0.0
Third 25 percent	2.2	3.6	2.9	2.7	1.3	0.5	0.0
Highest 25 percent	2.1	2.3	2.3	1.7	2.2	0.5	0.0
Highest 10 percent	3.5	4.1	3.2	–	–	0.6	0.0
Establishment characteristics							
Service-providing industries	2.0	2.7	2.3	1.9	1.0	0.4	0.0
Education and health services	2.3	3.7	2.7	2.0	1.3	0.5	0.0
Educational services	2.5	3.6	3.1	2.2	1.5	0.6	0.5
Elementary and secondary schools	2.9	3.8	3.6	2.8	1.8	0.7	2.0
Junior colleges, colleges, and universities	3.0	6.1	3.6	–	–	0.4	0.0
Health care and social assistance	5.6	7.7	–	2.0	–	0.9	0.0
Hospitals	–	11.0	–	2.8	–	1.2	0.0
Public administration	3.2	4.1	3.4	3.6	1.2	0.6	0.0
1 to 99 workers	–	7.9	–	4.6	–	1.4	4.7
1 to 49 workers	–	8.9	–	–	–	1.3	4.4
50 to 99 workers	–	9.7	–	–	–	2.1	6.1
100 workers or more	1.8	2.6	2.5	1.8	1.1	0.4	0.0
100 to 499 workers	2.8	4.4	3.3	3.5	2.0	0.7	0.0
500 workers or more	2.0	3.1	2.8	1.7	1.1	0.4	0.0

See footnotes at end of table.

Table 30. Standard errors for long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2016—continued

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
State government	2.9	7.1	4.5	–	–	0.4	0.0
Local government	2.1	2.7	2.3	2.4	1.3	0.5	0.0
Geographic areas							
Northeast	1.5	6.8	–	4.8	–	0.5	0.0
Middle Atlantic	1.9	5.4	–	2.9	–	0.4	0.0
South	2.1	4.1	4.8	–	–	0.4	0.7
South Atlantic	2.2	4.4	5.6	–	–	0.5	0.0
East South Central	–	12.5	–	–	–	2.0	0.0
West South Central	–	6.9	–	–	–	0.7	0.0
Midwest	5.5	5.9	3.0	1.7	2.5	1.0	0.0
East North Central	6.7	2.4	3.0	2.8	3.3	1.8	6.7
West North Central	–	6.7	–	2.0	–	0.5	0.0
West	–	6.3	3.9	5.3	–	0.7	3.5
Mountain	–	–	7.2	8.6	–	1.1	0.0
Pacific	1.5	3.5	2.6	–	–	0.3	0.0

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, March 2016

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	66	–	$3,900	$5,000	$6,000	$10,000	34
Worker characteristics							
Management, professional, and related	68	–	3,900	5,000	6,000	9,000	32
Professional and related	66	–	3,900	5,000	6,000	9,000	34
Teachers	66	–	3,900	5,000	6,000	8,000	34
Primary, secondary, and special education school teachers	63	–	3,500	5,000	6,000	8,000	37
Service	64	–	4,000	5,000	7,000	10,000	36
Protective service	65	–	4,000	5,000	7,500	10,000	35
Sales and office	61	–	3,000	5,000	6,000	9,000	39
Office and administrative support	62	–	3,000	5,000	6,000	9,000	38
Natural resources, construction, and maintenance	65	–	3,333	5,000	7,000	10,000	35
Production, transportation, and material moving	80	–	3,102	5,000	7,500	10,000	20
Full time	67	–	3,900	5,000	6,000	10,000	33
Part time	48	–	4,500	5,000	6,000	–	52
Union	62	$2,500	3,500	5,000	6,500	10,000	38
Nonunion	70	–	3,900	5,000	6,000	10,000	30
Average wage within the following categories:[2]							
Lowest 25 percent	64	–	3,900	5,000	6,000	8,000	36
Lowest 10 percent	58	–	3,900	5,000	6,000	8,000	42
Second 25 percent	63	–	–	5,000	7,000	9,450	37
Third 25 percent	68	–	3,900	5,000	6,000	10,000	32
Highest 25 percent	69	–	4,000	5,000	7,000	10,000	31
Highest 10 percent	72	–	4,000	5,000	6,500	8,000	28
Establishment characteristics							
Service-providing industries	66	–	3,900	5,000	6,500	10,000	34
Education and health services	65	–	3,900	5,000	6,000	9,450	35
Educational services	66	–	3,900	5,000	6,000	9,100	34
Elementary and secondary schools	65	–	3,900	5,000	6,000	8,000	35
Health care and social assistance	57	800	4,000	5,000	7,000	–	43
Public administration	66	–	3,333	5,000	6,500	10,000	34
1 to 99 workers	62	3,000	3,900	5,000	5,000	7,000	38
1 to 49 workers	72	3,000	3,900	5,000	5,000	6,000	28
50 to 99 workers	52	–	–	5,000	5,000	–	48
100 workers or more	67	–	3,900	5,000	7,000	10,000	33
100 to 499 workers	59	–	4,000	5,000	6,000	10,000	41
500 workers or more	69	–	3,900	5,000	7,000	10,000	31

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, March 2016—continued

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	59	–	$3,000	$5,000	$6,000	$10,000	41
Local government	68	–	3,900	5,000	6,500	9,400	32
Geographic areas							
Northeast	83	–	4,000	5,000	6,500	10,000	17
Middle Atlantic	83	–	–	5,000	7,000	10,000	17
South	85	$800	–	3,900	6,000	9,000	15
South Atlantic	84	800	–	3,900	–	9,000	16
Midwest	52	3,500	5,000	5,000	7,000	9,450	48
East North Central	46	3,000	4,500	5,000	7,500	10,000	54
West North Central	59	3,900	5,000	5,000	6,000	7,778	41
West	56	3,000	5,000	5,000	6,000	10,000	44
Mountain	47	–	5,000	5,500	6,500	9,000	53
Pacific	64	3,000	–	5,000	6,000	10,000	36

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, State and local government workers, March 2016

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	3.8	–	$437.04	$0.00	$806.32	$971.62	3.8
Worker characteristics							
Management, professional, and related	3.7	–	339.05	0.00	133.79	839.61	3.7
Professional and related	3.8	–	523.99	0.00	117.75	807.11	3.8
Teachers	3.8	–	288.60	0.00	94.60	966.40	3.8
Primary, secondary, and special education school teachers	4.3	–	826.17	115.87	738.13	428.40	4.3
Service	4.0	–	277.43	0.00	643.11	0.00	4.0
Protective service	6.2	–	850.04	0.00	929.34	0.00	6.2
Sales and office	5.6	–	558.56	0.00	0.00	1,370.95	5.6
Office and administrative support	5.9	–	464.97	0.00	149.58	1,269.25	5.9
Natural resources, construction, and maintenance	5.1	–	869.58	133.79	1,185.39	2,033.17	5.1
Production, transportation, and material moving	5.8	–	851.88	964.78	679.97	0.00	5.8
Full time	3.8	–	490.93	0.00	816.00	1,080.07	3.8
Part time	6.5	–	935.10	0.00	1,667.46	–	6.5
Union	3.7	$237.06	748.72	0.00	688.02	1,199.80	3.7
Nonunion	4.5	–	602.62	0.00	838.20	1,228.33	4.5
Average wage within the following categories:[2]							
Lowest 25 percent	6.5	–	889.58	313.77	458.61	1,073.73	6.5
Lowest 10 percent	9.3	–	1,105.62	615.00	592.41	1,190.57	9.3
Second 25 percent	5.7	–	–	0.00	1,007.88	884.49	5.7
Third 25 percent	3.8	–	1,042.26	0.00	390.06	469.27	3.8
Highest 25 percent	2.9	–	566.68	0.00	440.13	568.57	2.9
Highest 10 percent	5.8	–	684.04	0.00	780.88	696.00	5.8
Establishment characteristics							
Service-providing industries	3.8	–	373.24	0.00	792.58	836.17	3.8
Education and health services	4.9	–	433.36	0.00	770.83	1,060.65	4.9
Educational services	5.0	–	474.78	0.00	449.83	1,040.33	5.0
Elementary and secondary schools	5.0	–	1,117.82	94.60	117.50	349.27	5.0
Health care and social assistance	6.6	191.09	958.64	189.21	877.33	–	6.6
Public administration	4.0	–	879.92	0.00	884.84	1,001.20	4.0
1 to 99 workers	10.2	548.99	483.13	66.90	0.00	1,301.49	10.2
1 to 49 workers	8.1	208.56	0.00	339.00	133.79	1,344.58	8.1
50 to 99 workers	12.9	–	–	66.90	327.72	–	12.9
100 workers or more	3.3	–	555.33	0.00	831.87	99.45	3.3
100 to 499 workers	4.2	–	870.36	0.00	1,364.40	828.34	4.2
500 workers or more	4.6	–	965.51	0.00	660.08	526.74	4.6

See footnotes at end of table.

Table 31. Standard errors for long-term disability plans: Maximum benefit amounts, State and local government workers, March 2016—continued

Characteristics	With maximum benefit amount	Maximum monthly benefit amount[1]					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	9.1	–	$875.49	$0.00	$1,143.11	$133.79	9.1
Local government	3.4	–	57.16	0.00	749.70	833.75	3.4
Geographic areas							
Northeast	4.1	–	1,107.32	0.00	680.99	2,821.72	4.1
Middle Atlantic	4.7	–	–	0.00	417.76	1,354.33	4.7
South	3.7	$0.00	–	23.17	882.41	1,627.64	3.7
South Atlantic	4.6	0.00	–	0.00	–	1,594.30	4.6
Midwest	5.2	531.67	211.54	0.00	1,091.00	900.06	5.2
East North Central	6.1	401.37	594.58	605.88	676.33	0.00	6.1
West North Central	10.1	374.79	0.00	0.00	1,550.55	997.84	10.1
West	8.0	366.40	824.85	0.00	364.93	682.20	8.0
Mountain	13.9	–	0.00	473.02	936.54	1,714.66	13.9
Pacific	4.5	616.75	–	0.00	0.00	327.72	4.5

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 32. Leave benefits: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave[1]	
								Paid	Unpaid
All workers	67	90	59	58	85	91	76	16	94
Worker characteristics									
Management, professional, and related	55	91	42	63	87	92	75	17	95
Professional and related	49	91	35	64	87	92	74	16	95
Teachers	30	89	10	69	85	92	72	16	94
Primary, secondary, and special education school teachers	26	96	9	80	90	97	74	17	98
Service	78	86	76	51	82	88	74	15	93
Protective service	87	90	89	53	88	92	81	15	96
Sales and office	86	91	85	53	85	91	79	16	95
Office and administrative support	87	92	86	54	85	92	80	16	95
Natural resources, construction, and maintenance	96	96	97	47	87	93	85	15	94
Production, transportation, and material moving	74	89	64	63	80	88	74	16	94
Full time	74	98	66	64	92	97	82	17	98
Part time	28	43	21	28	50	57	41	12	75
Union	69	97	57	70	94	98	81	20	97
Nonunion	66	84	61	49	78	85	71	13	91
Average wage within the following categories:[2]									
Lowest 25 percent	64	77	57	44	73	80	66	14	88
Lowest 10 percent	49	65	43	36	63	71	56	10	82
Second 25 percent	87	94	84	56	88	93	81	17	96
Third 25 percent	74	93	65	64	88	94	80	17	96
Highest 25 percent	48	97	35	70	93	97	77	17	98
Highest 10 percent	45	98	33	61	95	97	79	18	98
Establishment characteristics									
Service-providing industries	67	90	59	58	85	91	76	16	94
Education and health services	55	91	42	63	85	92	73	16	95
Educational services	49	91	35	64	85	93	74	15	95
Elementary and secondary schools	41	91	26	72	85	93	72	16	95
Junior colleges, colleges, and universities	78	90	63	37	87	90	81	12	95
Health care and social assistance	91	91	89	54	84	89	70	22	95
Hospitals	93	93	93	47	86	89	71	24	94
Public administration	88	89	88	53	86	90	81	16	93
1 to 99 workers	71	81	66	47	77	81	62	13	87
1 to 49 workers	69	74	68	39	69	75	59	14	83
50 to 99 workers	73	90	65	59	89	89	67	13	94
100 workers or more	67	91	58	60	87	92	78	17	95
100 to 499 workers	63	88	60	60	80	88	68	15	92
500 workers or more	68	92	58	60	89	94	81	17	96

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave[1]	
								Paid	Unpaid
State government	90	95	83	51	92	94	89	19	97
Local government	59	88	51	61	83	90	71	15	93
Geographic areas									
Northeast	60	90	55	74	91	92	76	10	94
New England	52	89	47	83	87	91	66	11	95
Middle Atlantic	63	91	58	70	93	92	79	10	94
South	69	91	61	53	82	91	82	16	95
South Atlantic	77	92	65	53	85	91	84	22	97
East South Central	72	93	63	38	84	91	86	–	91
West South Central	53	88	52	63	77	90	77	11	95
Midwest	67	87	55	58	80	88	64	21	90
East North Central	66	86	53	65	79	88	60	27	91
West North Central	69	90	58	48	82	88	71	–	90
West	70	91	64	55	92	94	77	16	96
Mountain	58	83	53	55	86	91	76	–	96
Pacific	74	94	68	55	94	95	77	18	96

[1] The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 32. Standard errors for leave benefits: Access, State and local government workers, March 2016

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave	
								Paid	Unpaid
All workers	1.0	0.6	1.0	1.4	1.0	0.7	1.0	1.1	0.5
Worker characteristics									
Management, professional, and related	1.5	0.8	1.2	1.6	1.1	0.8	1.0	1.1	0.6
Professional and related	1.6	0.7	1.2	1.6	1.2	0.8	1.0	1.2	0.5
Teachers	2.0	1.1	1.3	1.5	1.3	0.8	1.3	1.3	0.7
Primary, secondary, and special education school teachers	2.0	1.0	1.5	1.7	1.2	0.6	1.4	1.5	0.5
Service	1.6	1.3	1.5	2.1	1.4	1.2	1.5	1.3	1.1
Protective service	1.7	1.1	1.3	2.9	1.7	1.3	1.8	2.2	0.9
Sales and office	1.5	1.4	1.6	2.4	1.8	1.5	2.2	2.1	1.2
Office and administrative support	1.5	1.3	1.5	2.4	1.7	1.3	2.0	2.0	1.0
Natural resources, construction, and maintenance	1.6	1.7	1.6	3.6	2.4	2.1	2.7	2.2	1.8
Production, transportation, and material moving	2.9	3.1	4.1	5.0	4.9	5.0	4.7	2.8	2.0
Full time	1.1	0.4	0.9	1.7	0.8	0.6	0.9	1.1	0.4
Part time	1.9	2.2	2.0	2.0	2.7	2.5	2.5	1.7	2.3
Union	1.2	0.4	1.3	1.3	0.8	0.6	1.2	1.6	0.3
Nonunion	1.6	1.1	1.4	2.0	1.6	1.1	1.4	1.4	0.9
Average wage within the following categories:[1]									
Lowest 25 percent	1.5	1.5	1.8	2.1	1.9	1.6	1.9	1.6	1.1
Lowest 10 percent	2.6	2.8	2.7	3.0	2.7	2.5	3.3	1.9	2.0
Second 25 percent	1.1	0.8	1.2	2.2	1.2	0.9	1.4	1.6	0.6
Third 25 percent	2.0	1.4	2.0	2.3	1.8	1.8	1.7	1.4	1.4
Highest 25 percent	1.8	0.6	1.4	1.5	0.8	0.5	1.3	1.4	0.4
Highest 10 percent	2.6	0.5	1.9	2.5	1.0	0.8	1.6	1.6	0.5
Establishment characteristics									
Service-providing industries	1.0	0.6	1.0	1.4	1.0	0.7	1.0	1.1	0.5
Education and health services	1.5	0.6	1.3	1.7	1.3	0.9	1.1	1.3	0.5
Educational services	1.5	0.7	1.3	1.6	1.2	0.6	1.1	1.2	0.6
Elementary and secondary schools	1.6	0.9	1.3	1.7	1.3	0.6	1.3	1.4	0.7
Junior colleges, colleges, and universities	2.3	1.5	2.2	3.8	2.1	1.6	2.7	2.1	1.3
Health care and social assistance	1.4	1.4	1.6	4.1	4.4	4.7	3.2	4.3	2.0
Hospitals	1.6	1.7	1.6	5.1	6.6	7.0	4.3	6.3	2.5
Public administration	1.5	1.4	1.5	2.3	1.6	1.5	1.8	1.8	1.3
1 to 99 workers	2.9	2.7	3.1	3.5	2.7	2.9	3.4	2.6	2.6
1 to 49 workers	4.4	4.3	4.5	4.6	4.1	4.5	4.6	3.0	4.2
50 to 99 workers	3.4	1.7	3.8	5.2	1.8	2.6	4.7	3.7	1.7
100 workers or more	1.1	0.6	1.0	1.5	1.1	0.7	1.1	1.3	0.4
100 to 499 workers	2.3	1.4	1.9	2.7	2.3	1.7	2.6	2.1	1.1
500 workers or more	1.2	0.6	1.1	1.6	1.1	0.8	1.1	1.3	0.4

See footnotes at end of table.

Table 32. Standard errors for leave benefits: Access, State and local government workers, March 2016—continued

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave	
								Paid	Unpaid
State government	1.3	0.8	1.3	3.2	2.0	1.8	1.6	2.5	0.7
Local government	1.1	0.8	1.1	1.5	1.1	0.8	1.2	1.2	0.6
Geographic areas									
Northeast	1.9	1.3	1.4	1.2	1.2	0.7	2.5	1.4	0.8
New England	5.2	3.1	3.1	2.9	3.5	1.6	3.1	3.0	2.3
Middle Atlantic	1.8	1.5	1.5	1.4	1.0	0.9	3.2	1.5	0.7
South	2.0	0.8	1.7	3.0	2.0	1.3	1.4	1.9	0.7
South Atlantic	2.6	1.1	2.4	3.9	3.1	1.7	2.2	2.8	0.8
East South Central	4.8	1.2	3.5	6.4	4.3	3.6	3.5	–	2.2
West South Central	3.6	1.9	2.9	5.0	3.5	2.2	1.8	3.1	1.1
Midwest	2.0	1.8	1.7	2.4	2.1	2.1	2.9	2.7	1.8
East North Central	2.5	2.7	1.9	2.6	2.4	2.1	3.2	2.1	2.3
West North Central	3.2	1.9	3.2	3.6	3.9	4.2	5.3	–	3.1
West	1.7	1.2	2.1	3.0	1.2	0.9	1.8	2.5	0.6
Mountain	3.2	3.1	4.5	5.7	2.9	2.3	3.5	–	1.3
Pacific	2.0	1.1	2.4	3.5	1.2	0.9	2.2	3.3	0.7

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2016

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	3	1	4	2	4	8	13	21	19	9	8	7	11	11
Worker characteristics														
Management, professional, and related	4	1	6	3	4	10	12	19	17	8	9	7	11	11
Professional and related	5	1	8	3	5	10	12	17	16	7	9	6	11	11
Teachers	11	–	13	–	6	12	11	11	8	3	10	9	10	10
Primary, secondary, and special education school teachers	14	–	19	–	–	6	12	11	5	–	–	8	9	10
Service	1	1	2	2	3	8	15	21	18	11	8	9	11	11
Protective service	–	1	–	–	2	9	16	26	21	13	7	4	11	11
Sales and office	–	–	2	2	5	7	14	22	24	10	8	6	11	11
Office and administrative support	–	–	2	2	4	7	14	22	24	10	9	6	11	11
Natural resources, construction, and maintenance	–	–	–	–	6	6	15	26	24	–	3	7	11	11
Production, transportation, and material moving	7	–	5	6	7	5	13	22	17	7	6	–	10	11
Full time	2	1	4	2	4	8	13	21	20	9	8	7	11	11
Part time	7	2	4	5	10	7	16	14	8	8	7	13	11	10
Union	2	1	5	2	2	6	12	22	23	11	7	8	11	11
Nonunion	3	1	3	3	6	11	15	20	16	8	9	6	11	11
Average wage within the following categories:[1]														
Lowest 25 percent	3	2	5	4	7	9	15	19	16	7	7	7	11	11
Lowest 10 percent	5	4	6	–	7	8	16	15	16	6	4	–	10	11
Second 25 percent	1	([2])	2	2	3	7	15	22	20	10	9	8	11	11
Third 25 percent	2	–	7	–	3	8	15	22	21	8	8	5	11	11
Highest 25 percent	5	1	2	3	3	9	9	19	20	11	8	9	11	11
Highest 10 percent	3	–	–	2	4	15	8	18	20	11	10	8	11	11
Establishment characteristics														
Service-providing industries	3	1	4	2	4	8	14	21	18	9	8	7	11	11
Education and health services	5	2	7	4	5	8	12	14	12	9	10	12	11	11
Educational services	6	2	7	3	5	8	12	14	9	8	10	15	11	11
Elementary and secondary schools	7	3	11	3	4	7	14	12	7	6	11	14	11	11
Junior colleges, colleges, and universities	2	–	1	–	–	10	10	–	12	12	9	17	12	11
Health care and social assistance	–	–	7	7	3	7	10	–	29	9	10	–	11	11
Hospitals	–	–	–	9	–	4	–	–	27	13	8	–	10	11
Public administration	([2])	([2])	–	–	2	9	15	28	26	10	7	2	11	11
1 to 99 workers	2	–	2	4	9	10	15	24	17	–	5	2	11	11
1 to 49 workers	–	–	–	–	–	6	18	28	18	–	5	3	11	11
50 to 99 workers	–	–	5	8	–	–	–	18	–	–	5	–	10	10
100 workers or more	3	1	4	2	3	8	13	20	19	9	9	8	11	11
100 to 499 workers	3	2	3	4	4	8	15	21	18	10	8	5	11	11
500 workers or more	3	1	5	2	3	8	13	20	19	9	9	9	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2016—continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
State government	1	–	–	1	3	11	11	25	21	10	10	6	12	11
Local government	4	1	6	3	5	7	15	19	18	9	7	7	11	11
Geographic areas														
Northeast	1	1	–	–	–	3	5	17	37	13	6	13	12	12
New England	–	–	–	–	–	–	–	16	33	25	2	–	12	12
Middle Atlantic	1	1	–	–	–	3	4	17	39	9	7	14	13	12
South	3	1	7	2	6	8	11	21	15	6	11	8	11	11
South Atlantic	1	–	10	–	2	–	12	24	19	7	9	4	11	11
East South Central	–	3	–	–	–	7	–	13	–	–	–	21	11	10
West South Central	2	–	4	–	6	7	7	21	12	6	25	7	11	11
Midwest	5	–	3	5	4	13	21	–	18	7	4	2	10	10
East North Central	5	–	3	4	3	16	23	10	16	9	6	–	10	10
West North Central	3	–	3	–	5	–	18	–	–	–	–	–	10	11
West	–	–	–	2	3	–	16	27	12	14	9	6	11	11
Mountain	–	–	–	–	–	3	35	22	14	–	–	7	11	11
Pacific	–	–	–	2	3	–	11	29	12	15	11	6	11	11

[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 2016.
[2] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 33. Standard errors for paid holidays: Number of days provided, State and local government workers, March 2016

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	0.4	0.2	0.4	0.6	0.6	1.3	1.1	2.0	1.3	0.8	0.8	0.6	0.1	0.0
Worker characteristics														
Management, professional, and related	0.7	0.3	0.7	0.8	0.9	1.8	1.1	2.7	1.4	0.8	1.3	0.5	0.1	0.0
Professional and related	0.9	0.4	1.0	1.0	1.1	1.6	1.1	3.0	1.5	0.9	1.5	0.5	0.1	0.0
Teachers	2.1	–	2.0	–	2.5	2.5	1.8	2.8	1.1	0.7	3.0	2.1	0.3	1.0
Primary, secondary, and special education school teachers	2.9	–	3.0	–	–	1.5	2.3	3.0	1.0	–	–	1.0	0.4	1.5
Service	0.3	0.3	0.5	0.6	0.4	1.5	1.5	1.7	1.7	1.3	0.9	1.9	0.1	([1])
Protective service	–	0.2	–	–	0.8	2.5	2.4	2.6	2.5	1.8	1.3	1.9	0.1	([1])
Sales and office	–	–	0.5	0.5	0.9	1.5	2.0	2.5	2.6	1.1	1.0	1.2	0.1	0.2
Office and administrative support	–	–	0.5	0.5	0.9	1.6	2.1	2.6	2.5	1.2	1.0	1.3	0.1	0.4
Natural resources, construction, and maintenance	–	–	–	–	1.3	1.6	2.4	3.6	2.8	–	0.7	1.7	0.2	0.1
Production, transportation, and material moving	2.6	–	1.7	2.6	2.5	1.4	3.8	4.7	2.7	1.9	1.4	–	0.2	0.2
Full time	0.4	0.2	0.4	0.5	0.5	1.4	1.1	2.0	1.4	0.8	0.8	0.6	0.1	0.0
Part time	1.8	0.7	1.2	2.0	2.5	1.7	2.7	3.6	2.3	1.9	1.7	1.4	0.2	1.0
Union	0.6	0.3	0.7	0.7	0.6	1.5	1.1	2.4	1.7	1.0	0.9	0.7	0.1	0.3
Nonunion	0.6	0.4	0.6	0.7	1.1	1.9	2.0	2.4	1.6	1.1	1.3	1.0	0.1	0.0
Average wage within the following categories:[2]														
Lowest 25 percent	0.8	0.6	0.6	0.8	1.3	1.8	2.4	2.1	1.9	1.3	0.8	1.3	0.2	0.0
Lowest 10 percent	1.0	1.3	1.2	–	1.5	2.1	3.7	3.0	2.6	2.6	1.1	–	0.4	1.2
Second 25 percent	0.4	0.2	0.5	0.6	1.1	1.6	1.5	2.8	1.9	1.1	1.0	1.7	0.1	0.2
Third 25 percent	0.5	–	1.1	–	0.9	2.0	1.3	2.6	1.7	0.9	1.5	0.6	0.1	0.0
Highest 25 percent	1.1	0.4	0.5	1.6	0.7	1.3	0.9	2.6	1.5	1.2	1.4	1.5	0.2	0.1
Highest 10 percent	1.5	–	–	0.7	1.3	2.3	1.3	4.3	2.2	1.6	2.2	1.6	0.2	0.9
Establishment characteristics														
Service-providing industries	0.4	0.2	0.4	0.6	0.6	1.3	1.1	2.0	1.3	0.8	0.8	0.6	0.1	0.0
Education and health services	0.8	0.4	0.9	1.0	1.2	1.1	1.3	3.3	1.2	0.9	1.3	1.0	0.1	0.0
Educational services	1.0	0.5	0.9	1.1	1.4	1.3	1.4	2.8	0.9	0.9	1.5	1.2	0.1	0.0
Elementary and secondary schools	1.4	0.8	1.3	1.2	1.3	1.1	1.8	1.8	0.8	1.1	2.0	1.1	0.2	1.5
Junior colleges, colleges, and universities	0.9	–	0.2	–	–	2.9	2.4	–	2.2	1.6	1.9	2.7	0.2	1.0
Health care and social assistance	–	–	2.7	1.8	1.1	1.9	2.4	–	4.3	2.3	2.1	–	0.3	0.7
Hospitals	–	–	–	2.9	–	1.5	–	–	5.6	3.4	2.4	–	0.3	0.8
Public administration	0.1	0.1	–	–	0.7	2.8	1.8	2.4	2.3	1.2	1.0	0.8	0.1	0.0
1 to 99 workers	0.8	–	0.9	1.4	2.8	2.5	2.5	3.3	3.8	–	1.3	0.6	0.2	0.0
1 to 49 workers	–	–	–	–	–	1.6	3.5	5.7	4.3	–	1.8	0.7	0.2	0.0
50 to 99 workers	–	–	2.0	2.8	–	–	–	4.7	–	–	2.1	–	0.4	0.7
100 workers or more	0.5	0.3	0.5	0.6	0.6	1.3	1.1	2.2	1.4	0.8	0.9	0.6	0.1	0.0
100 to 499 workers	0.9	0.7	1.0	1.4	0.9	1.7	2.2	2.8	2.2	1.7	1.4	1.0	0.2	0.0
500 workers or more	0.5	0.2	0.6	0.5	0.7	1.4	1.1	2.5	1.6	0.8	1.1	0.8	0.1	0.0

See footnotes at end of table.

Table 33. Standard errors for paid holidays: Number of days provided, State and local government workers, March 2016—continued

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
State government	0.2	–	–	0.5	1.6	3.0	1.7	4.8	2.9	1.5	1.3	1.4	0.1	0.3
Local government	0.7	0.4	0.7	0.8	0.7	0.8	1.4	1.5	1.1	0.8	1.0	0.5	0.1	0.0
Geographic areas														
Northeast	0.6	0.1	–	–	–	0.5	1.1	2.3	2.4	1.7	1.0	1.0	0.1	0.0
New England	–	–	–	–	–	–	–	4.7	7.8	7.2	0.7	–	0.2	0.0
Middle Atlantic	0.6	0.1	–	–	–	0.5	0.9	2.7	2.0	0.9	1.3	0.5	0.1	0.0
South	0.8	0.4	0.9	0.6	1.2	2.3	2.0	2.4	1.9	1.4	1.7	1.3	0.1	0.0
South Atlantic	0.5	–	1.2	–	0.8	–	2.2	3.5	3.0	2.1	2.4	1.4	0.2	0.0
East South Central	–	1.4	–	–	–	2.4	–	3.5	–	–	–	5.2	0.3	1.1
West South Central	1.1	–	1.6	–	1.9	0.8	2.6	4.5	3.3	1.9	3.8	1.3	0.2	0.8
Midwest	1.1	–	0.9	2.1	0.8	2.3	2.1	–	3.9	1.1	1.1	0.6	0.2	0.7
East North Central	1.6	–	1.2	1.3	0.9	2.7	2.6	2.0	3.4	1.4	1.7	–	0.2	0.0
West North Central	1.0	–	1.3	–	1.6	–	3.0	–	–	–	–	–	0.3	0.7
West	–	–	–	0.6	1.2	–	2.7	3.6	1.3	1.9	1.7	0.7	0.2	0.0
Mountain	–	–	–	–	–	1.5	5.8	4.1	3.8	–	–	2.2	0.3	1.2
Pacific	–	–	–	0.7	0.5	–	2.2	4.5	1.4	1.8	2.1	0.4	0.2	0.0

[1] Less than 0.05.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2016

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year[1]	As needed[2]	As part of consolidated leave plan[3]
All workers	87	2	11
Worker characteristics			
Management, professional, and related	87	2	11
Professional and related	87	2	11
Teachers	89	2	8
Primary, secondary, and special education school teachers	90	1	8
Service	85	3	12
Protective service	84	5	11
Sales and office	86	3	11
Office and administrative support	86	3	11
Natural resources, construction, and maintenance	88	–	–
Production, transportation, and material moving	83	–	–
Full time	86	2	11
Part time	88	2	10
Union	89	2	9
Nonunion	84	2	14
Average wage within the following categories:[4]			
Lowest 25 percent	86	1	13
Lowest 10 percent	87	–	–
Second 25 percent	87	2	11
Third 25 percent	84	3	13
Highest 25 percent	89	2	8
Highest 10 percent	91	2	7
Establishment characteristics			
Service-providing industries	86	2	11
Education and health services	88	2	10
Educational services	91	2	8
Elementary and secondary schools	90	1	8
Junior colleges, colleges, and universities	91	3	6
Health care and social assistance	72	3	25
Hospitals	69	5	27
Public administration	84	3	13
1 to 99 workers	84	3	13
1 to 49 workers	84	–	–
50 to 99 workers	84	–	–
100 workers or more	87	2	11
100 to 499 workers	88	2	10
500 workers or more	87	2	11

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2016—continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year[1]	As needed[2]	As part of consolidated leave plan[3]
State government	90	2	8
Local government	85	2	13
Geographic areas			
Northeast	94	4	2
New England	96	–	–
Middle Atlantic	93	5	2
South	86	1	13
South Atlantic	85	–	–
East South Central	87	2	11
West South Central	85	2	13
Midwest	87	2	11
East North Central	90	2	8
West North Central	83	–	–
West	82	2	16
Mountain	83	–	–
Pacific	81	–	–

[1] Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.
[2] Plan does not specify maximum number of days.
[3] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Standard errors for paid sick leave: Type of provision, State and local government workers, March 2016

Characteristics	Sick leave provision		
	Fixed number of days per year[1]	As needed[2]	As part of consolidated leave plan[3]
All workers	0.8	0.3	0.8
Worker characteristics			
Management, professional, and related	1.0	0.4	0.9
Professional and related	1.0	0.4	1.0
Teachers	1.2	0.7	1.0
Primary, secondary, and special education school teachers	1.2	0.5	1.1
Service	1.4	0.5	1.3
Protective service	2.1	0.8	1.8
Sales and office	1.6	0.9	1.3
Office and administrative support	1.6	0.8	1.3
Natural resources, construction, and maintenance	2.2	–	–
Production, transportation, and material moving	3.8	–	–
Full time	0.8	0.3	0.8
Part time	2.4	0.8	2.3
Union	0.9	0.5	0.8
Nonunion	1.4	0.5	1.3
Average wage within the following categories:[4]			
Lowest 25 percent	1.6	0.4	1.6
Lowest 10 percent	2.4	–	–
Second 25 percent	1.1	0.5	1.0
Third 25 percent	1.4	0.7	1.3
Highest 25 percent	0.9	0.4	0.8
Highest 10 percent	1.2	0.6	1.1
Establishment characteristics			
Service-providing industries	0.9	0.3	0.8
Education and health services	1.0	0.4	0.9
Educational services	1.0	0.4	0.9
Elementary and secondary schools	1.1	0.4	1.1
Junior colleges, colleges, and universities	1.8	1.1	1.4
Health care and social assistance	2.9	0.6	2.9
Hospitals	4.0	1.1	4.2
Public administration	1.6	0.6	1.4
1 to 99 workers	2.3	1.4	2.2
1 to 49 workers	4.3	–	–
50 to 99 workers	3.5	–	–
100 workers or more	0.9	0.3	0.8
100 to 499 workers	1.9	0.6	1.9
500 workers or more	1.0	0.3	1.0

See footnotes at end of table.

Table 34. Standard errors for paid sick leave: Type of provision, State and local government workers, March 2016—continued

Characteristics	Sick leave provision		
	Fixed number of days per year[1]	As needed[2]	As part of consolidated leave plan[3]
State government	1.1	0.8	0.9
Local government	1.0	0.4	1.0
Geographic areas			
Northeast	1.2	0.9	0.7
New England	2.0	–	–
Middle Atlantic	1.5	1.3	0.5
South	1.6	0.4	1.6
South Atlantic	2.5	–	–
East South Central	2.8	0.9	3.0
West South Central	2.8	0.9	2.6
Midwest	1.6	0.6	1.6
East North Central	2.2	0.8	2.4
West North Central	2.7	–	–
West	2.0	0.9	1.9
Mountain	5.0	–	–
Pacific	2.0	–	–

[1] Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.
[2] Plan does not specify maximum number of days.
[3] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 35. Paid sick leave: Number of annual days by service requirement,[1] State and local government workers, March 2016

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service[2]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	7	15	61	17	([3])	11	12
Full time	7	14	61	17	([3])	11	12
Part time	–	23	52	13	–	10	10
Union	6	10	64	19	([3])	12	12
Nonunion	9	20	57	14	([3])	11	12
1 to 99 workers	–	21	56	20	–	12	12
1 to 49 workers	–	16	59	22	–	12	12
50 to 99 workers	–	26	52	19	–	11	12
100 workers or more	8	14	61	16	([3])	11	12
100 to 499 workers	6	13	62	18	1	12	12
500 workers or more	8	14	61	16	([3])	11	12
After 5 years							
All workers	7	14	59	19	([3])	12	12
Full time	7	14	59	20	([3])	12	12
Part time	–	23	54	13	–	10	11
Union	6	10	62	22	([3])	12	12
Nonunion	8	20	56	16	([3])	11	12
1 to 99 workers	–	20	56	21	–	12	12
1 to 49 workers	–	15	57	25	–	12	12
50 to 99 workers	–	25	55	–	–	11	12
100 workers or more	8	14	59	19	([3])	12	12
100 to 499 workers	6	13	58	22	1	12	12
500 workers or more	8	14	60	18	([3])	11	12

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,[1] State and local government workers, March 2016—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service[2]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	7	15	58	20	([3])	12	12
Full time	7	14	58	21	([3])	12	12
Part time	–	22	54	13	–	10	11
Union	6	9	61	23	([3])	12	12
Nonunion	8	20	55	16	([3])	11	12
1 to 99 workers	–	19	56	22	–	12	12
1 to 49 workers	–	14	58	26	–	13	12
50 to 99 workers	–	25	55	–	–	11	12
100 workers or more	8	14	58	20	([3])	12	12
100 to 499 workers	6	12	58	23	1	12	12
500 workers or more	8	15	58	19	([3])	12	12
After 20 years							
All workers	7	15	58	20	1	12	12
Full time	7	14	58	20	1	12	12
Part time	–	22	54	14	–	10	11
Union	6	9	61	23	2	12	12
Nonunion	8	20	54	16	1	11	12
1 to 99 workers	–	19	56	21	–	12	12
1 to 49 workers	–	14	58	24	–	13	12
50 to 99 workers	–	25	55	–	–	11	12
100 workers or more	7	14	58	19	1	12	12
100 to 499 workers	6	12	58	21	2	12	12
500 workers or more	8	15	58	19	1	12	12

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.
[2] Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.
[3] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,[1] State and local government workers, March 2016

Characteristics	Paid sick leave days by length of service[2]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	0.8	1.0	1.7	1.6	0.1	0.2	0.0
Full time	0.9	1.1	1.8	1.7	0.1	0.2	0.0
Part time	–	2.2	3.3	2.4	–	0.3	0.6
Union	0.8	0.9	2.1	2.1	0.1	0.2	0.0
Nonunion	1.5	1.7	2.7	1.8	0.1	0.2	0.0
1 to 99 workers	–	3.1	3.6	3.5	–	0.3	([3])
1 to 49 workers	–	3.8	5.5	4.2	–	0.5	([3])
50 to 99 workers	–	5.4	5.4	5.5	–	0.4	1.2
100 workers or more	0.9	1.1	1.9	1.8	0.1	0.2	0.0
100 to 499 workers	1.2	2.4	2.4	2.2	0.3	0.3	0.0
500 workers or more	1.2	1.2	2.2	2.0	0.1	0.2	0.0
After 5 years							
All workers	0.8	1.1	1.6	1.5	0.1	0.2	0.0
Full time	0.9	1.1	1.7	1.6	0.1	0.2	0.0
Part time	–	2.3	3.1	2.3	–	0.3	0.6
Union	0.8	0.9	2.0	2.0	0.1	0.1	0.0
Nonunion	1.5	1.8	2.4	1.7	0.1	0.2	0.0
1 to 99 workers	–	3.2	3.6	3.4	–	0.3	([3])
1 to 49 workers	–	3.7	5.3	4.2	–	0.4	([3])
50 to 99 workers	–	5.4	5.2	–	–	0.4	1.0
100 workers or more	0.9	1.1	1.7	1.7	0.1	0.2	0.0
100 to 499 workers	1.2	2.5	2.6	2.7	0.3	0.3	0.0
500 workers or more	1.2	1.2	1.9	1.7	0.1	0.2	0.0

See footnotes at end of table.

Table 35. Standard errors for paid sick leave: Number of annual days by service requirement,[1] State and local government workers, March 2016—continued

Characteristics	Paid sick leave days by length of service[2]					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	0.8	1.3	1.6	1.6	0.1	0.2	0.0
Full time	0.9	1.4	1.7	1.6	0.1	0.2	0.0
Part time	–	2.3	3.2	2.3	–	0.3	0.5
Union	0.8	0.9	2.0	2.0	0.1	0.2	0.0
Nonunion	1.5	2.4	2.3	1.7	0.1	0.2	0.0
1 to 99 workers	–	3.2	3.6	3.5	–	0.3	([3])
1 to 49 workers	–	3.8	5.4	4.4	–	0.5	0.2
50 to 99 workers	–	5.4	5.2	–	–	0.4	1.0
100 workers or more	0.9	1.4	1.8	1.7	0.1	0.2	0.0
100 to 499 workers	1.2	2.6	2.7	2.9	0.3	0.3	0.0
500 workers or more	1.2	1.6	2.0	1.8	0.1	0.2	0.0
After 20 years							
All workers	0.8	1.3	1.7	1.7	0.4	0.2	0.0
Full time	0.9	1.4	1.7	1.8	0.4	0.2	0.0
Part time	–	2.3	3.2	2.3	–	0.3	0.5
Union	0.7	0.9	2.1	2.1	0.7	0.2	0.0
Nonunion	1.5	2.4	2.3	1.8	0.2	0.2	0.0
1 to 99 workers	–	3.2	3.6	3.3	–	0.4	([3])
1 to 49 workers	–	3.8	5.4	4.2	–	0.5	0.2
50 to 99 workers	–	5.4	5.2	–	–	0.4	1.0
100 workers or more	0.9	1.4	1.8	1.9	0.4	0.2	0.0
100 to 499 workers	1.2	2.6	2.7	2.8	0.9	0.3	0.0
500 workers or more	1.2	1.6	2.0	2.0	0.3	0.2	0.0

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.
[2] Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.
[3] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2016

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision[1]			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	92	63	29	8
Worker characteristics				
Management, professional, and related	92	62	30	8
Professional and related	92	61	31	8
Teachers	90	57	32	10
Primary, secondary, and special education school teachers	89	56	33	11
Service	92	66	26	8
Protective service	91	65	27	9
Sales and office	93	64	29	7
Office and administrative support	93	64	30	7
Natural resources, construction, and maintenance	–	61	–	–
Production, transportation, and material moving	96	61	35	4
Full time	92	62	30	8
Part time	94	67	28	6
Union	94	66	28	6
Nonunion	90	59	30	10
Average wage within the following categories:[2]				
Lowest 25 percent	92	61	31	8
Lowest 10 percent	91	58	33	9
Second 25 percent	93	64	29	7
Third 25 percent	92	65	27	8
Highest 25 percent	91	61	31	9
Highest 10 percent	91	59	32	9
Establishment characteristics				
Service-providing industries	92	62	30	8
Education and health services	91	61	30	9
Educational services	91	61	30	9
Elementary and secondary schools	90	59	32	10
Junior colleges, colleges, and universities	93	70	23	7
Health care and social assistance	90	59	31	10
Hospitals	–	64	–	–
Public administration	95	67	28	5
1 to 99 workers	89	50	39	11
1 to 49 workers	–	53	–	–
50 to 99 workers	–	46	–	–
100 workers or more	92	64	28	8
100 to 499 workers	93	49	43	7
500 workers or more	92	69	23	8

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2016—continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Carryover provision[1]			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
State government	95	75	20	5
Local government	91	58	33	9
Geographic areas				
Northeast	94	59	35	6
New England	95	48	47	5
Middle Atlantic	94	64	30	6
South	88	63	25	12
South Atlantic	88	69	19	12
East South Central	–	58	–	–
West South Central	87	55	32	13
Midwest	94	51	43	6
East North Central	93	53	39	7
West North Central	95	46	49	5
West	96	78	18	4
Mountain	–	66	–	–
Pacific	96	82	13	4

[1] Plans that allow employees to accumulate unused sick leave from year to year.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 36. Standard errors for paid sick leave: Carryover provisions, State and local government workers, March 2016

Characteristics	Carryover provision[1]			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	0.8	1.6	1.4	0.8
Worker characteristics				
Management, professional, and related	0.8	1.7	1.6	0.8
Professional and related	0.9	1.8	1.7	0.9
Teachers	1.2	1.9	1.9	1.2
Primary, secondary, and special education school teachers	1.3	2.3	2.2	1.3
Service	1.6	2.2	1.8	1.6
Protective service	2.6	3.3	3.0	2.6
Sales and office	1.1	2.7	2.5	1.1
Office and administrative support	1.2	2.8	2.6	1.2
Natural resources, construction, and maintenance	–	3.7	–	–
Production, transportation, and material moving	1.0	4.5	4.4	1.0
Full time	0.9	1.7	1.5	0.9
Part time	2.2	2.8	2.4	2.2
Union	0.8	1.5	1.5	0.8
Nonunion	1.4	2.7	2.0	1.4
Average wage within the following categories:[2]				
Lowest 25 percent	1.6	2.5	2.0	1.6
Lowest 10 percent	2.4	3.6	3.6	2.4
Second 25 percent	1.3	2.5	2.3	1.3
Third 25 percent	1.5	2.5	2.2	1.5
Highest 25 percent	0.9	1.3	1.2	0.9
Highest 10 percent	1.4	2.2	1.9	1.4
Establishment characteristics				
Service-providing industries	0.8	1.6	1.4	0.8
Education and health services	1.0	1.8	1.6	1.0
Educational services	1.0	1.8	1.7	1.0
Elementary and secondary schools	1.1	2.1	2.1	1.1
Junior colleges, colleges, and universities	2.3	3.6	2.5	2.3
Health care and social assistance	2.4	4.7	4.1	2.4
Hospitals	–	6.2	–	–
Public administration	1.1	2.5	2.3	1.1
1 to 99 workers	2.6	4.8	4.4	2.6
1 to 49 workers	–	7.1	–	–
50 to 99 workers	–	7.7	–	–
100 workers or more	0.8	1.6	1.4	0.8
100 to 499 workers	1.1	3.4	3.2	1.1
500 workers or more	1.0	1.6	1.5	1.0

See footnotes at end of table.

Table 36. Standard errors for paid sick leave: Carryover provisions, State and local government workers, March 2016—continued

Characteristics	Carryover provision[1]			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
State government	1.6	3.4	2.7	1.6
Local government	0.8	1.5	1.5	0.8
Geographic areas				
Northeast	1.4	2.0	1.7	1.4
New England	2.1	4.0	4.5	2.1
Middle Atlantic	1.8	2.4	1.5	1.8
South	1.8	3.3	2.8	1.8
South Atlantic	2.1	4.4	4.4	2.1
East South Central	–	8.1	–	–
West South Central	2.5	5.7	4.4	2.5
Midwest	0.9	3.5	3.2	0.9
East North Central	1.0	3.0	2.6	1.0
West North Central	1.5	8.3	7.7	1.5
West	0.7	2.4	2.6	0.7
Mountain	–	3.4	–	–
Pacific	0.7	2.9	2.8	0.7

[1] Plans that allow employees to accumulate unused sick leave from year to year.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2016

(Includes workers in sick leave plans[1] that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated[2]					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	43	90	130	180	240	138
Worker characteristics						
Management, professional, and related	50	100	139	180	230	143
Professional and related	60	100	145	180	230	145
Teachers	60	100	160	180	240	149
Primary, secondary, and special education school teachers	60	100	150	180	240	148
Service	30	60	120	180	225	123
Protective service	30	–	120	180	234	124
Sales and office	40	90	121	180	240	139
Office and administrative support	45	90	120	180	240	139
Natural resources, construction, and maintenance	–	–	–	–	–	124
Production, transportation, and material moving	–	–	135	200	250	146
Full time	43	90	130	180	240	138
Part time	–	93	130	180	250	146
Union	80	120	160	200	250	160
Nonunion	30	60	120	180	200	117
Average wage within the following categories:[3]						
Lowest 25 percent	30	60	120	180	200	116
Lowest 10 percent	30	50	100	150	199	107
Second 25 percent	45	90	130	180	240	139
Third 25 percent	45	89	120	180	240	135
Highest 25 percent	60	120	160	181	240	157
Highest 10 percent	90	125	160	200	250	162
Establishment characteristics						
Service-providing industries	43	90	130	180	240	138
Education and health services	56	100	145	180	240	146
Educational services	53	100	145	180	240	146
Elementary and secondary schools	50	90	135	180	240	144
Junior colleges, colleges, and universities	90	130	165	180	200	160
Health care and social assistance	–	90	–	180	225	150
Hospitals	–	–	–	–	–	137
Public administration	30	60	120	180	212	121
1 to 99 workers	30	60	–	120	180	99
1 to 49 workers	–	–	–	–	–	98
50 to 99 workers	–	–	–	–	–	100
100 workers or more	45	90	140	180	240	145
100 to 499 workers	35	80	120	180	219	131
500 workers or more	60	110	150	200	240	153

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2016—continued

(Includes workers in sick leave plans[1] that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated[2]					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	–	120	180	180	240	161
Local government	40	90	120	180	230	133
Geographic areas						
Northeast	105	150	175	200	250	176
New England	105	120	165	200	219	161
Middle Atlantic	–	160	180	200	300	184
South	30	70	120	180	240	125
South Atlantic	60	90	120	180	180	126
East South Central	–	–	–	–	–	147
West South Central	25	–	100	175	–	108
Midwest	45	80	120	180	205	131
East North Central	45	100	120	180	255	145
West North Central	45	–	120	145	180	113
West	–	–	120	156	200	122
Mountain	–	–	–	–	–	117
Pacific	–	100	125	–	200	126

[1] Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.
[2] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 37. Standard errors for paid sick leave: Limit on days accumulated, State and local government workers, March 2016

Characteristics	Limit on paid sick leave days accumulated[1]					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	4.6	0.0	10.5	0.0	17.1	2.9
Worker characteristics						
Management, professional, and related	10.7	11.9	11.0	0.0	23.5	3.5
Professional and related	7.1	9.3	11.9	0.0	24.0	3.6
Teachers	2.2	14.7	17.5	0.0	27.1	4.7
Primary, secondary, and special education school teachers	9.1	12.7	22.2	6.8	7.9	5.4
Service	0.9	5.3	5.3	8.5	20.1	5.8
Protective service	2.6	–	11.3	28.5	25.1	8.1
Sales and office	9.4	0.0	5.8	6.2	4.9	6.2
Office and administrative support	10.1	0.0	5.8	4.8	4.9	6.2
Natural resources, construction, and maintenance	–	–	–	–	–	7.6
Production, transportation, and material moving	–	–	14.8	23.2	20.6	10.8
Full time	4.6	0.0	11.5	0.0	20.3	3.1
Part time	–	16.7	11.1	26.9	25.2	9.5
Union	11.7	0.0	12.5	5.8	5.9	3.7
Nonunion	0.7	1.7	6.1	8.9	36.0	3.7
Average wage within the following categories:[2]						
Lowest 25 percent	1.2	2.2	8.4	20.3	25.4	4.7
Lowest 10 percent	2.4	10.2	20.3	41.4	31.0	6.9
Second 25 percent	4.4	0.0	13.1	2.4	15.1	4.8
Third 25 percent	8.7	12.2	3.7	0.0	6.2	5.6
Highest 25 percent	17.3	0.0	5.4	16.2	15.6	4.3
Highest 10 percent	8.4	9.0	0.5	22.6	30.6	4.2
Establishment characteristics						
Service-providing industries	4.9	0.0	10.7	0.0	16.8	3.0
Education and health services	8.1	12.9	10.6	0.1	18.9	3.8
Educational services	9.9	10.3	10.5	0.0	17.1	3.7
Elementary and secondary schools	10.6	11.0	14.5	0.1	9.7	4.8
Junior colleges, colleges, and universities	12.2	14.8	19.5	6.6	56.6	5.1
Health care and social assistance	–	15.0	–	25.9	59.4	13.3
Hospitals	–	–	–	–	–	9.9
Public administration	4.2	10.8	0.0	23.4	27.5	5.8
1 to 99 workers	6.8	7.0	–	1.5	5.2	5.1
1 to 49 workers	–	–	–	–	–	7.2
50 to 99 workers	–	–	–	–	–	9.0
100 workers or more	3.2	7.6	9.0	0.0	4.4	3.4
100 to 499 workers	8.7	13.1	0.0	0.7	24.9	6.4
500 workers or more	4.4	14.2	12.8	19.8	1.3	4.1

See footnotes at end of table.

Table 37. Standard errors for paid sick leave: Limit on days accumulated, State and local government workers, March 2016—continued

Characteristics	Limit on paid sick leave days accumulated[1]					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	–	2.9	13.0	9.3	62.6	6.6
Local government	7.3	9.0	0.7	0.0	14.3	3.4
Geographic areas						
Northeast	10.1	19.4	16.1	1.3	59.0	5.5
New England	8.3	0.0	26.5	18.7	30.7	11.9
Middle Atlantic	–	0.0	15.9	18.0	10.7	4.7
South	4.0	16.1	3.3	0.0	67.8	4.9
South Atlantic	1.9	4.5	28.9	0.0	2.8	6.0
East South Central	–	–	–	–	–	12.5
West South Central	6.3	–	24.9	48.3	–	10.2
Midwest	2.7	15.1	0.0	20.2	23.2	5.0
East North Central	8.3	7.1	0.0	5.6	55.8	8.0
West North Central	5.7	–	5.1	32.2	0.0	5.8
West	–	–	4.1	43.2	33.8	6.9
Mountain	–	–	–	–	–	9.8
Pacific	–	23.0	7.3	–	27.1	8.9

[1] The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 38. Paid vacations: Number of annual days by service requirement,[1] State and local government workers, March 2016

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service[2]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	3	11	58	18	9	1	13	12
Full time	2	10	59	18	9	1	13	12
Part time	10	25	45	13	–	–	10	10
Union	3	13	61	16	6	1	12	11
Nonunion	3	9	56	20	11	1	13	12
1 to 99 workers	–	13	62	15	6	–	12	12
1 to 49 workers	2	15	67	–	7	–	12	11
50 to 99 workers	6	–	54	25	4	–	12	12
100 workers or more	3	10	58	18	9	1	13	12
100 to 499 workers	2	15	61	14	7	1	12	12
500 workers or more	3	9	57	20	10	2	13	12
After 5 years								
All workers	2	5	26	50	13	5	16	15
Full time	1	4	25	51	14	5	16	15
Part time	9	12	43	27	–	–	13	12
Union	2	7	21	54	11	5	15	15
Nonunion	2	3	30	46	15	5	16	15
1 to 99 workers	–	4	34	51	8	–	15	15
1 to 49 workers	–	–	37	48	8	–	15	15
50 to 99 workers	–	–	28	55	8	–	15	15
100 workers or more	2	5	24	49	14	5	16	15
100 to 499 workers	–	–	33	49	9	5	15	15
500 workers or more	2	5	22	50	16	6	16	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,[1] State and local government workers, March 2016—continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service[2]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	1	2	9	52	26	10	18	18
Full time	1	1	9	52	27	10	19	18
Part time	–	7	23	47	16	–	16	15
Union	([3])	3	9	49	28	11	18	18
Nonunion	1	1	10	54	25	9	18	18
1 to 99 workers	–	–	10	63	18	7	17	17
1 to 49 workers	–	–	–	59	21	7	17	17
50 to 99 workers	–	–	–	68	13	7	18	18
100 workers or more	1	2	9	50	28	10	19	18
100 to 499 workers	–	–	10	53	26	8	18	18
500 workers or more	1	2	9	49	28	11	19	18
After 20 years								
All workers	1	1	6	14	46	32	22	22
Full time	1	1	5	13	46	33	22	22
Part time	–	–	16	19	44	14	19	20
Union	([3])	2	5	10	46	36	22	23
Nonunion	1	1	7	17	46	29	22	22
1 to 99 workers	–	–	8	20	43	28	21	21
1 to 49 workers	–	–	–	21	41	27	21	21
50 to 99 workers	–	–	8	–	46	29	22	22
100 workers or more	1	1	6	13	46	33	22	22
100 to 499 workers	–	–	7	16	44	31	22	21
500 workers or more	1	1	5	12	47	34	22	23

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

[2] Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

[3] Less than 0.5.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,[1] State and local government workers, March 2016

Characteristics	Paid vacation days by length of service[2]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	0.4	0.8	1.8	1.8	1.1	0.3	0.2	0.0
Full time	0.4	0.8	1.9	1.8	1.1	0.3	0.2	0.0
Part time	2.0	2.7	4.9	2.8	–	–	0.4	0.0
Union	0.5	1.3	1.8	1.0	1.0	0.4	0.1	0.7
Nonunion	0.5	0.8	3.0	3.0	1.9	0.4	0.3	0.0
1 to 99 workers	–	2.7	4.0	3.3	1.2	–	0.3	0.3
1 to 49 workers	1.0	3.6	5.3	–	2.1	–	0.4	1.6
50 to 99 workers	1.8	–	5.5	5.9	1.8	–	0.4	([3])
100 workers or more	0.4	0.9	1.8	1.8	1.2	0.3	0.2	0.0
100 to 499 workers	0.7	2.3	2.7	2.3	1.5	0.1	0.3	0.5
500 workers or more	0.5	0.9	2.1	2.0	1.4	0.4	0.2	0.0
After 5 years								
All workers	0.3	0.6	1.5	1.5	1.8	0.6	0.2	0.0
Full time	0.3	0.6	1.5	1.6	1.9	0.6	0.2	0.0
Part time	1.7	1.9	5.7	4.1	–	–	0.4	0.7
Union	0.2	1.1	1.2	1.8	0.8	0.9	0.2	0.0
Nonunion	0.4	0.4	2.4	2.3	3.1	0.7	0.3	([3])
1 to 99 workers	–	1.7	4.3	4.3	1.7	–	0.3	0.0
1 to 49 workers	–	–	5.7	5.5	2.2	–	0.4	([3])
50 to 99 workers	–	–	4.7	6.2	2.4	–	0.4	0.0
100 workers or more	0.3	0.6	1.5	1.6	2.1	0.7	0.2	0.0
100 to 499 workers	–	–	2.8	2.9	1.7	1.3	0.3	0.0
500 workers or more	0.4	0.7	1.6	1.7	2.4	0.7	0.2	([3])

See footnotes at end of table.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,[1] State and local government workers, March 2016—continued

Characteristics	Paid vacation days by length of service[2]						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	0.3	0.4	0.8	1.7	1.6	0.8	0.2	([3])
Full time	0.3	0.4	0.8	1.8	1.6	0.9	0.2	([3])
Part time	–	1.4	2.8	5.6	2.6	–	0.5	1.2
Union	0.1	0.8	0.7	1.9	1.4	1.2	0.2	([3])
Nonunion	0.4	0.2	1.3	2.6	2.6	1.1	0.3	([3])
1 to 99 workers	–	–	2.8	4.3	2.6	1.6	0.4	0.9
1 to 49 workers	–	–	–	5.5	3.8	2.5	0.5	0.7
50 to 99 workers	–	–	–	6.2	3.0	2.5	0.5	2.2
100 workers or more	0.3	0.4	0.7	1.7	1.8	0.9	0.2	([3])
100 to 499 workers	–	–	1.6	2.9	2.1	1.8	0.3	([3])
500 workers or more	0.3	0.6	0.7	1.8	2.1	1.0	0.2	0.2
After 20 years								
All workers	0.3	0.3	0.7	1.3	1.8	1.7	0.2	0.3
Full time	0.3	0.4	0.7	1.3	1.9	1.8	0.2	0.6
Part time	–	–	2.3	3.0	6.0	3.2	0.6	0.0
Union	0.1	0.7	0.6	0.8	2.3	2.1	0.2	1.2
Nonunion	0.4	0.2	1.1	2.1	2.5	2.5	0.3	0.2
1 to 99 workers	–	–	2.7	4.9	4.2	4.1	0.5	0.7
1 to 49 workers	–	–	–	5.5	5.0	4.5	0.7	0.6
50 to 99 workers	–	–	2.9	–	7.4	8.0	0.9	1.2
100 workers or more	0.3	0.4	0.5	1.1	1.9	1.9	0.2	0.7
100 to 499 workers	–	–	1.6	2.3	3.4	3.3	0.4	0.8
500 workers or more	0.3	0.5	0.4	1.3	2.0	2.0	0.2	0.4

[1] Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

[2] Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time off for workers to use for multiple purposes.

[3] Less than 0.05.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:[1] Access, State and local government workers, March 2016

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers	11	18	22	25	28	89	12	15	18	21
Worker characteristics										
Management, professional, and related	13	18	22	25	27	87	13	15	18	22
Professional and related	15	19	22	25	27	85	13	15	18	21
Service	10	18	22	25	28	90	11	14	17	21
Protective service	8	18	21	25	29	92	11	14	17	21
Sales and office	10	18	23	26	29	90	12	15	18	22
Office and administrative support	10	18	23	26	29	90	12	15	18	22
Natural resources, construction, and maintenance	7	19	23	26	29	93	11	14	17	21
Production, transportation, and material moving	8	15	20	23	24	92	11	14	17	21
Full time	11	18	22	25	28	89	12	15	18	22
Part time	14	15	18	21	23	86	9	12	15	18
Union	6	19	24	28	31	94	11	15	18	22
Nonunion	15	18	21	24	27	85	12	15	17	21
Average wage within the following categories:[2]										
Lowest 25 percent	14	17	21	24	27	86	11	14	17	20
Lowest 10 percent	19	17	21	24	26	81	12	14	17	20
Second 25 percent	10	19	23	26	29	90	12	15	18	22
Third 25 percent	11	18	22	25	28	89	12	15	18	22
Highest 25 percent	10	20	23	26	28	90	13	15	18	21
Highest 10 percent	9	21	24	27	29	91	13	16	18	21
Establishment characteristics										
Service-providing industries	11	18	22	25	28	89	12	15	18	21
Education and health services	12	19	21	24	26	88	13	15	18	21
Educational services	4	16	17	18	20	96	13	15	17	20
Elementary and secondary schools	4	10	10	11	12	96	11	13	16	18
Junior colleges, colleges, and universities	5	23	27	29	30	95	15	17	19	22
Health care and social assistance	31	20	23	26	28	69	12	16	19	23
Hospitals	34	20	23	26	28	66	13	17	20	23
Public administration	10	18	22	26	30	90	11	15	18	22
1 to 99 workers	12	18	21	23	26	88	11	14	17	21
100 workers or more	11	18	22	26	28	89	12	15	18	22
100 to 499 workers	13	18	22	26	29	87	11	14	17	21
500 workers or more	10	18	22	25	28	90	12	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:[1] Access, State and local government workers, March 2016—continued

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
State government	6	19	22	25	27	94	13	16	19	23
Local government	14	18	22	25	28	86	11	14	17	21
Geographic areas										
Northeast	3	20	23	26	28	97	12	16	19	22
Middle Atlantic	3	19	23	26	30	97	12	16	19	22
South	14	17	20	23	26	86	12	15	17	21
South Atlantic	9	18	20	23	26	91	12	15	17	21
East South Central	13	20	25	28	30	87	12	15	18	21
West South Central	24	16	18	21	24	76	12	14	17	21
Midwest	11	18	23	26	28	89	11	14	17	21
East North Central	9	19	23	25	29	91	11	14	17	21
West	12	19	24	28	31	88	12	15	17	21
Pacific	13	19	25	29	31	87	12	15	17	21

[1] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Standard errors for consolidated leave plans:[1] Access, State and local government workers, March 2016

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers	1.1	0.4	0.4	0.5	0.6	1.1	0.2	0.2	0.2	0.2
Worker characteristics										
Management, professional, and related	1.4	0.6	0.7	0.8	0.8	1.4	0.4	0.3	0.3	0.3
Professional and related	1.6	0.7	0.8	0.9	1.0	1.6	0.4	0.3	0.3	0.3
Service	1.3	0.5	0.6	0.7	0.7	1.3	0.2	0.2	0.2	0.3
Protective service	1.8	0.7	1.0	1.3	1.3	1.8	0.2	0.3	0.3	0.4
Sales and office	1.6	0.6	0.7	0.9	0.8	1.6	0.2	0.2	0.2	0.3
Office and administrative support	1.4	0.6	0.7	0.9	0.9	1.4	0.2	0.2	0.2	0.3
Natural resources, construction, and maintenance	1.5	0.8	0.9	1.0	1.1	1.5	0.2	0.2	0.2	0.3
Production, transportation, and material moving	2.3	1.5	1.4	1.9	2.1	2.3	0.3	0.4	0.4	0.4
Full time	1.1	0.4	0.5	0.5	0.5	1.1	0.2	0.2	0.2	0.2
Part time	3.1	1.3	1.6	2.5	2.8	3.1	0.4	0.3	0.4	0.5
Union	1.2	0.6	0.7	0.9	1.0	1.2	0.1	0.1	0.2	0.2
Nonunion	1.6	0.5	0.5	0.6	0.6	1.6	0.3	0.3	0.3	0.3
Average wage within the following categories:[2]										
Lowest 25 percent	1.9	0.4	0.5	0.7	0.6	1.9	0.3	0.3	0.3	0.4
Lowest 10 percent	3.6	0.6	0.7	0.9	1.0	3.6	0.5	0.6	0.6	0.8
Second 25 percent	1.1	0.5	0.5	0.7	0.7	1.1	0.2	0.2	0.2	0.2
Third 25 percent	1.3	0.5	0.8	1.0	1.2	1.3	0.3	0.3	0.3	0.3
Highest 25 percent	1.5	1.0	1.2	1.2	1.2	1.5	0.2	0.2	0.2	0.2
Highest 10 percent	1.9	1.4	1.7	1.6	1.6	1.9	0.3	0.3	0.2	0.2
Establishment characteristics										
Service-providing industries	1.1	0.4	0.4	0.5	0.6	1.1	0.2	0.2	0.2	0.2
Education and health services	1.2	0.7	0.7	0.8	0.8	1.2	0.4	0.3	0.3	0.3
Educational services	0.7	2.0	2.6	2.5	2.4	0.7	0.4	0.4	0.3	0.4
Elementary and secondary schools	0.7	0.7	0.7	0.8	1.0	0.7	0.2	0.2	0.2	0.4
Junior colleges, colleges, and universities	1.5	2.9	3.4	2.8	2.2	1.5	0.7	0.6	0.6	0.6
Health care and social assistance	3.1	0.7	0.6	0.9	0.9	3.1	0.4	0.4	0.3	0.3
Hospitals	4.8	0.8	0.8	1.0	1.2	4.8	0.6	0.5	0.3	0.4
Public administration	1.5	0.4	0.6	0.9	0.8	1.5	0.2	0.2	0.2	0.2
1 to 99 workers	3.2	0.8	0.7	0.8	0.9	3.2	0.3	0.3	0.4	0.6
100 workers or more	1.1	0.4	0.5	0.6	0.7	1.1	0.2	0.2	0.2	0.2
100 to 499 workers	2.3	0.7	0.8	1.1	1.3	2.3	0.2	0.2	0.2	0.3
500 workers or more	1.1	0.5	0.7	0.7	0.8	1.1	0.3	0.3	0.2	0.2

See footnotes at end of table.

Table 39. Standard errors for consolidated leave plans:[1] Access, State and local government workers, March 2016—continued

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
State government	1.4	1.3	1.4	1.4	0.9	1.4	0.4	0.4	0.3	0.3
Local government	1.4	0.4	0.5	0.6	0.7	1.4	0.1	0.1	0.2	0.2
Geographic areas										
Northeast	1.0	1.6	1.1	1.3	1.4	1.0	0.3	0.3	0.2	0.3
Middle Atlantic	0.9	1.5	1.4	1.8	1.6	0.9	0.4	0.3	0.3	0.3
South	1.6	0.5	0.4	0.6	0.6	1.6	0.3	0.3	0.3	0.4
South Atlantic	1.4	0.6	0.6	0.7	1.0	1.4	0.3	0.2	0.3	0.4
East South Central	2.5	1.7	0.6	0.6	0.2	2.5	1.3	1.3	1.3	1.6
West South Central	5.0	0.7	0.8	1.1	1.1	5.0	0.2	0.3	0.4	0.5
Midwest	2.5	1.1	1.3	1.2	1.3	2.5	0.6	0.6	0.4	0.3
East North Central	2.3	2.1	2.4	2.2	2.4	2.3	0.4	0.3	0.3	0.4
West	2.7	0.5	0.7	1.1	1.1	2.7	0.3	0.3	0.3	0.4
Pacific	3.3	0.6	0.8	1.2	1.3	3.3	0.3	0.4	0.4	0.4

[1] A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Quality of life benefits: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Childcare[1]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	13	4	11	53	75
Worker characteristics					
Management, professional, and related	14	4	10	55	75
Professional and related	14	4	9	54	75
Teachers	12	3	5	52	71
Primary, secondary, and special education school teachers	9	1	3	50	71
Service	12	5	10	51	74
Protective service	12	5	13	56	81
Sales and office	16	4	16	52	75
Office and administrative support	16	4	17	54	77
Natural resources, construction, and maintenance	11	3	12	57	76
Production, transportation, and material moving	6	–	12	43	69
Full time	14	4	12	56	78
Part time	8	2	7	38	55
Union	16	2	14	56	84
Nonunion	11	6	8	51	67
Average wage within the following categories:[2]					
Lowest 25 percent	9	4	5	44	63
Lowest 10 percent	7	–	3	40	56
Second 25 percent	17	5	15	54	79
Third 25 percent	15	4	13	58	78
Highest 25 percent	13	3	12	57	80
Highest 10 percent	17	5	12	58	82
Establishment characteristics					
Service-providing industries	14	4	11	53	75
Education and health services	14	4	7	53	74
Educational services	13	3	6	51	72
Elementary and secondary schools	8	1	3	47	71
Junior colleges, colleges, and universities	28	–	–	65	78
Health care and social assistance	18	–	16	64	88
Hospitals	21	–	–	68	90
Public administration	16	5	17	55	77
1 to 99 workers	8	4	5	37	48
1 to 49 workers	7	5	7	35	41
50 to 99 workers	–	–	–	41	58
100 workers or more	14	4	12	55	78
100 to 499 workers	10	2	6	41	59
500 workers or more	16	5	14	60	85

See footnotes at end of table.

Table 40. Quality of life benefits: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Childcare[1]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	28	–	22	70	86
Local government	8	2	7	47	71
Geographic areas					
Northeast	19	–	5	41	80
New England	17	–	5	35	75
Middle Atlantic	20	–	5	43	82
South	11	7	5	55	71
South Atlantic	10	8	5	62	83
East South Central	–	–	–	42	47
West South Central	7	2	5	50	64
Midwest	12	–	–	48	67
East North Central	10	1	15	49	66
West North Central	–	–	–	47	69
West	15	4	25	67	85
Mountain	17	–	21	64	89
Pacific	14	4	27	68	84

[1] A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Standard errors for quality of life benefits: Access, State and local government workers, March 2016

Characteristics	Childcare[1]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	1.3	1.0	1.1	1.6	1.4
Worker characteristics					
Management, professional, and related	1.3	1.1	1.2	1.7	1.6
Professional and related	1.3	1.0	1.2	1.8	1.6
Teachers	1.4	0.9	1.0	2.0	1.7
Primary, secondary, and special education school teachers	1.1	0.3	0.8	1.9	1.7
Service	1.6	1.4	0.9	2.2	1.8
Protective service	1.9	1.2	1.5	2.8	2.5
Sales and office	1.9	1.2	1.9	2.5	2.2
Office and administrative support	2.0	1.2	2.0	2.5	2.1
Natural resources, construction, and maintenance	2.4	1.0	1.8	3.8	2.7
Production, transportation, and material moving	1.3	–	2.5	4.6	5.6
Full time	1.4	1.2	1.2	1.7	1.5
Part time	1.3	0.7	1.5	2.7	2.4
Union	1.5	0.6	1.2	1.9	1.4
Nonunion	1.8	1.8	1.3	2.4	2.1
Average wage within the following categories:[2]					
Lowest 25 percent	1.6	1.3	0.8	2.4	2.3
Lowest 10 percent	2.2	–	0.8	3.2	3.4
Second 25 percent	1.9	1.7	2.0	2.3	1.9
Third 25 percent	1.5	0.9	1.4	2.0	1.9
Highest 25 percent	1.3	0.9	1.0	2.0	1.5
Highest 10 percent	2.1	2.0	2.1	2.7	2.1
Establishment characteristics					
Service-providing industries	1.3	1.0	1.1	1.6	1.4
Education and health services	1.7	1.4	1.7	1.9	1.8
Educational services	1.9	1.5	1.4	1.9	1.9
Elementary and secondary schools	1.0	0.3	0.4	1.8	1.7
Junior colleges, colleges, and universities	7.0	–	–	6.2	6.3
Health care and social assistance	2.5	–	4.2	3.2	2.3
Hospitals	3.8	–	–	3.3	2.8
Public administration	1.9	1.6	1.3	2.4	2.2
1 to 99 workers	1.7	1.2	1.6	3.7	4.8
1 to 49 workers	2.0	1.6	2.1	5.3	5.2
50 to 99 workers	–	–	–	6.9	7.0
100 workers or more	1.3	1.2	1.2	1.8	1.4
100 to 499 workers	1.4	0.7	1.1	3.0	2.8
500 workers or more	1.6	1.5	1.5	1.9	1.5

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, State and local government workers, March 2016—continued

Characteristics	Childcare[1]	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	4.2	–	4.0	4.1	3.6
Local government	0.6	0.3	0.5	1.6	1.4
Geographic areas					
Northeast	1.3	–	0.9	2.6	2.0
New England	4.0	–	2.0	7.0	2.1
Middle Atlantic	1.1	–	1.0	2.4	2.7
South	2.4	2.5	0.6	3.3	2.9
South Atlantic	2.3	2.8	0.9	4.0	2.2
East South Central	–	–	–	9.9	9.6
West South Central	1.3	0.7	1.0	4.8	4.0
Midwest	2.5	–	–	2.6	2.8
East North Central	1.0	0.4	2.1	3.1	2.3
West North Central	–	–	–	4.4	6.2
West	2.3	0.9	1.8	3.3	2.0
Mountain	3.5	–	4.1	6.1	3.9
Pacific	2.9	1.0	1.9	4.0	2.2

[1] A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[3]	Financial planning
		Flexible benefits	Dependent care flexible spending account[1]	Healthcare flexible spending account[2]		
All workers	26	34	55	61	61	25
Worker characteristics						
Management, professional, and related	27	36	57	64	62	25
Professional and related	26	36	56	64	62	24
Teachers	25	36	52	62	58	20
Primary, secondary, and special education school teachers	21	37	51	62	58	18
Service	23	28	52	56	59	24
Protective service	25	29	59	61	61	29
Sales and office	27	35	58	62	64	27
Office and administrative support	27	35	59	63	65	28
Natural resources, construction, and maintenance	26	36	55	57	62	25
Production, transportation, and material moving	22	31	42	44	57	15
Full time	28	37	60	66	66	26
Part time	14	16	30	34	35	15
Union	21	32	57	65	65	29
Nonunion	29	36	54	58	58	21
Average wage within the following categories:[4]						
Lowest 25 percent	24	30	46	50	54	20
Lowest 10 percent	22	25	38	41	50	15
Second 25 percent	27	35	60	63	64	27
Third 25 percent	26	38	59	64	63	28
Highest 25 percent	26	34	59	67	66	23
Highest 10 percent	25	30	53	64	64	26
Establishment characteristics						
Service-providing industries	26	34	55	61	61	24
Education and health services	27	36	55	63	61	23
Educational services	28	36	55	63	61	22
Elementary and secondary schools	22	36	51	59	57	19
Junior colleges, colleges, and universities	48	35	67	76	74	30
Health care and social assistance	20	39	61	65	61	30
Hospitals	24	44	61	62	62	30
Public administration	25	32	58	60	63	30
1 to 99 workers	18	22	34	38	45	21
1 to 49 workers	16	19	34	37	40	18
50 to 99 workers	22	27	34	39	50	25
100 workers or more	27	36	58	64	64	25
100 to 499 workers	18	30	44	47	57	20
500 workers or more	30	37	63	70	66	27

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[3]	Financial planning
		Flexible benefits	Dependent care flexible spending account[1]	Healthcare flexible spending account[2]		
State government	40	33	74	76	79	41
Local government	21	34	49	56	55	19
Geographic areas						
Northeast	6	12	36	46	68	26
New England	–	–	43	43	56	–
Middle Atlantic	3	14	34	47	73	27
South	33	44	62	66	63	20
South Atlantic	33	46	65	69	58	25
East South Central	50	51	40	46	70	–
West South Central	23	37	70	73	66	16
Midwest	24	25	50	55	57	28
East North Central	23	16	41	47	57	24
West North Central	25	41	65	70	56	36
West	31	44	67	70	58	28
Mountain	28	–	66	67	64	26
Pacific	32	46	67	71	56	29

[1] Formerly referred to as Dependent care reimbursement account.
[2] Formerly referred to as Healthcare reimbursement account.
[3] Savings plans established by the employer on behalf of the employee, but with no employer contribution. These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Standard errors for financial benefits: Access, State and local government workers, March 2016

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[3]	Financial planning
		Flexible benefits	Dependent care flexible spending account[1]	Healthcare flexible spending account[2]		
All workers	1.3	1.6	1.7	1.8	1.4	1.3
Worker characteristics						
Management, professional, and related	1.5	1.7	2.0	2.0	1.6	1.5
Professional and related	1.6	1.8	2.0	2.1	1.6	1.6
Teachers	1.8	2.2	2.3	2.3	2.0	1.4
Primary, secondary, and special education school teachers	1.8	2.5	2.5	2.5	2.4	1.7
Service	1.7	1.9	2.1	2.2	1.9	1.4
Protective service	2.6	2.5	2.9	2.9	2.8	2.7
Sales and office	2.3	2.6	2.4	2.4	2.3	2.5
Office and administrative support	2.4	2.7	2.4	2.5	2.3	2.6
Natural resources, construction, and maintenance	3.0	3.2	3.7	4.0	3.9	4.0
Production, transportation, and material moving	3.7	3.5	3.9	3.8	4.9	2.2
Full time	1.4	1.7	1.9	2.0	1.5	1.5
Part time	2.1	1.7	2.1	2.2	2.3	1.5
Union	1.6	1.8	2.0	1.6	1.5	1.6
Nonunion	1.7	2.3	2.3	2.7	2.2	1.8
Average wage within the following categories:[4]						
Lowest 25 percent	1.6	2.5	2.4	2.9	2.4	1.5
Lowest 10 percent	2.4	2.4	2.9	3.4	3.4	1.8
Second 25 percent	1.9	1.9	2.3	2.3	2.2	2.2
Third 25 percent	2.1	2.2	2.2	2.3	2.2	2.5
Highest 25 percent	1.4	1.6	1.9	1.6	1.5	1.3
Highest 10 percent	2.1	2.1	2.4	2.3	2.6	2.0
Establishment characteristics						
Service-providing industries	1.4	1.6	1.7	1.8	1.4	1.3
Education and health services	1.7	1.9	2.2	2.2	1.6	1.6
Educational services	2.0	2.0	2.2	2.4	1.8	1.5
Elementary and secondary schools	1.7	2.3	2.6	2.6	2.0	1.4
Junior colleges, colleges, and universities	5.0	3.4	6.4	6.1	3.3	4.5
Health care and social assistance	2.8	3.5	3.7	3.3	4.2	4.1
Hospitals	4.2	4.8	4.6	3.6	5.8	5.3
Public administration	1.8	2.1	2.3	2.2	2.3	2.3
1 to 99 workers	2.6	3.2	3.5	3.7	4.9	3.2
1 to 49 workers	2.8	2.9	3.7	3.8	5.3	3.9
50 to 99 workers	5.4	5.9	6.6	7.5	6.4	5.2
100 workers or more	1.4	1.5	1.7	1.7	1.4	1.4
100 to 499 workers	2.2	2.5	2.9	3.1	3.1	2.2
500 workers or more	1.6	1.8	1.8	1.8	1.6	1.7

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, State and local government workers, March 2016—continued

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution[3]	Financial planning
		Flexible benefits	Dependent care flexible spending account[1]	Healthcare flexible spending account[2]		
State government	3.1	2.8	3.7	3.8	2.8	3.7
Local government	1.3	1.7	1.9	1.9	1.6	1.0
Geographic areas						
Northeast	1.5	2.6	2.9	3.0	3.0	1.4
New England	–	–	6.9	6.4	4.2	–
Middle Atlantic	1.0	3.3	3.1	3.3	3.8	1.4
South	2.1	2.9	2.8	3.4	2.7	2.1
South Atlantic	3.4	4.2	2.8	2.7	4.3	3.2
East South Central	7.1	8.2	8.9	12.1	6.9	–
West South Central	2.5	4.6	3.4	3.8	2.4	3.3
Midwest	3.0	2.7	3.0	2.1	2.9	3.7
East North Central	3.4	2.4	2.8	2.0	3.9	2.8
West North Central	5.8	6.4	5.8	3.7	4.0	7.9
West	3.6	4.0	4.8	4.7	2.2	2.7
Mountain	7.1	–	14.2	14.4	4.5	2.6
Pacific	4.1	2.4	3.6	2.9	2.2	3.6

[1] Formerly referred to as Dependent care reimbursement account.
[2] Formerly referred to as Healthcare reimbursement account.
[3] Savings plans established by the employer on behalf of the employee, but with no employer contribution. These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.
[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Health-related benefits: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Long-term care insurance[1]	Retiree healthcare benefits[2]	
		Under age 65	Age 65 and over
All workers	28	72	66
Worker characteristics			
Management, professional, and related	30	75	69
Professional and related	30	74	68
Teachers	27	73	66
Primary, secondary, and special education school teachers	22	75	66
Service	25	66	61
Protective service	26	73	66
Sales and office	28	71	66
Office and administrative support	28	73	68
Natural resources, construction, and maintenance	26	64	60
Production, transportation, and material moving	15	69	63
Full time	30	75	69
Part time	13	49	48
Union	26	78	72
Nonunion	29	66	61
Average wage within the following categories:[3]			
Lowest 25 percent	20	59	54
Lowest 10 percent	19	48	44
Second 25 percent	31	75	70
Third 25 percent	32	76	71
Highest 25 percent	29	78	70
Highest 10 percent	32	80	76
Establishment characteristics			
Service-providing industries	28	71	66
Education and health services	31	73	67
Educational services	30	73	67
Elementary and secondary schools	22	73	66
Junior colleges, colleges, and universities	57	75	71
Health care and social assistance	36	73	62
Hospitals	34	71	60
Public administration	25	73	68
1 to 99 workers	16	47	42
1 to 49 workers	14	43	41
50 to 99 workers	18	52	45
100 workers or more	30	75	69
100 to 499 workers	15	64	57
500 workers or more	34	79	73

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance[1]	Retiree healthcare benefits[2]	
		Under age 65	Age 65 and over
State government	44	85	84
Local government	22	67	60
Geographic areas			
Northeast	15	83	77
New England	11	78	74
Middle Atlantic	17	84	78
South	36	71	65
South Atlantic	42	75	70
East South Central	–	55	49
West South Central	23	76	68
Midwest	16	59	51
East North Central	13	57	53
West North Central	–	62	48
West	37	76	73
Mountain	24	74	73
Pacific	42	76	74

[1] A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

[2] A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Standard errors for health-related benefits: Access, State and local government workers, March 2016

Characteristics	Long-term care insurance[1]	Retiree healthcare benefits[2]	
		Under age 65	Age 65 and over
All workers	1.5	1.4	1.3
Worker characteristics			
Management, professional, and related	1.5	1.3	1.3
Professional and related	1.6	1.3	1.2
Teachers	1.5	1.4	1.5
Primary, secondary, and special education school teachers	1.4	1.5	1.8
Service	2.0	2.0	2.1
Protective service	2.8	2.5	2.9
Sales and office	2.2	2.5	2.5
Office and administrative support	2.2	2.5	2.4
Natural resources, construction, and maintenance	3.2	4.3	3.8
Production, transportation, and material moving	2.8	3.8	4.1
Full time	1.6	1.5	1.3
Part time	1.2	2.5	2.5
Union	1.5	1.4	1.2
Nonunion	2.2	2.2	2.1
Average wage within the following categories:[3]			
Lowest 25 percent	1.9	2.5	2.5
Lowest 10 percent	2.7	3.6	3.5
Second 25 percent	2.4	1.9	1.8
Third 25 percent	1.8	1.9	2.0
Highest 25 percent	1.6	1.4	1.4
Highest 10 percent	2.5	2.2	2.0
Establishment characteristics			
Service-providing industries	1.5	1.4	1.3
Education and health services	1.9	1.5	1.4
Educational services	1.9	1.6	1.6
Elementary and secondary schools	1.3	1.7	1.7
Junior colleges, colleges, and universities	5.5	3.7	3.7
Health care and social assistance	4.3	3.3	4.1
Hospitals	6.2	4.4	5.4
Public administration	1.8	2.0	2.0
1 to 99 workers	2.6	4.4	4.7
1 to 49 workers	2.6	4.2	4.8
50 to 99 workers	5.0	7.6	7.5
100 workers or more	1.6	1.3	1.2
100 to 499 workers	1.9	2.9	2.8
500 workers or more	1.9	1.3	1.3

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, State and local government workers, March 2016—continued

Characteristics	Long-term care insurance[1]	Retiree healthcare benefits[2]	
		Under age 65	Age 65 and over
State government	4.2	2.4	2.3
Local government	1.1	1.5	1.4
Geographic areas			
Northeast	1.0	1.4	1.6
New England	2.9	2.8	2.5
Middle Atlantic	0.8	1.6	2.0
South	3.1	3.0	2.8
South Atlantic	3.0	2.4	2.6
East South Central	–	10.4	8.5
West South Central	2.9	3.3	3.5
Midwest	3.9	2.4	2.7
East North Central	2.5	3.0	2.9
West North Central	–	3.7	5.6
West	2.7	2.9	2.2
Mountain	3.4	5.6	5.3
Pacific	3.4	3.4	2.2

[1] A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

[2] A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2016

(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	33	4	1	1	15	6	1	13
Worker characteristics								
Management, professional, and related	33	4	1	1	15	4	1	14
Professional and related	31	4	([3])	1	14	4	([3])	13
Teachers	29	2	–	–	15	2	–	13
Primary, secondary, and special education school teachers	32	2	–	–	17	3	–	14
Service	33	4	1	2	13	7	–	12
Protective service	44	6	–	3	16	12	–	16
Sales and office	35	4	1	2	16	6	1	14
Office and administrative support	36	4	1	2	16	6	1	14
Natural resources, construction, and maintenance	38	3	–	2	16	14	–	10
Production, transportation, and material moving	30	2	–	–	17	5	–	8
Full time	37	4	1	1	17	7	1	15
Part time	10	1	1	1	4	1	–	3
Union	40	5	–	–	25	6	–	12
Nonunion	28	3	1	2	5	6	1	14
Average wage within the following categories:[4]								
Lowest 25 percent	24	1	1	3	7	5	([3])	10
Lowest 10 percent	18	([3])	1	2	4	4	–	8
Second 25 percent	37	6	1	1	15	8	–	14
Third 25 percent	37	5	1	1	16	7	1	15
Highest 25 percent	36	5	([3])	–	21	4	([3])	13
Highest 10 percent	41	5	–	–	22	4	–	15
Establishment characteristics								
Service-providing industries	33	4	1	1	15	6	1	13
Education and health services	29	3	1	1	13	4	1	12
Educational services	27	2	([3])	–	13	3	–	11
Elementary and secondary schools	27	1	–	–	15	3	–	11
Junior colleges, colleges, and universities	26	6	–	–	9	3	–	11
Health care and social assistance	43	9	3	6	13	6	4	18
Hospitals	44	6	–	6	15	6	4	20
Public administration	42	6	1	2	18	9	–	16
1 to 99 workers	35	–	3	7	12	10	–	10
1 to 49 workers	31	–	–	8	8	–	–	9
50 to 99 workers	41	–	–	5	18	10	–	12
100 workers or more	33	4	1	1	15	5	1	13
100 to 499 workers	31	1	2	–	15	6	1	12
500 workers or more	34	5	–	([3])	15	5	1	14

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2016—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	46	11	–	–	17	8	2	22
Local government	29	2	1	2	14	5	([3])	10
Geographic areas								
Northeast	39	–	([3])	–	25	6	–	19
New England	41	–	–	–	25	10	–	–
Middle Atlantic	39	–	–	–	25	4	–	20
South	35	4	2	3	5	7	1	18
South Atlantic	44	6	2	3	5	7	2	25
West South Central	32	3	–	–	7	7	–	16
Midwest	25	1	1	–	15	7	–	5
East North Central	30	1	–	–	20	8	–	6
West North Central	17	–	–	–	5	–	–	5
West	35	11	–	–	22	1	–	7
Mountain	17	–	–	–	–	1	–	–
Pacific	41	14	–	–	30	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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Standard errors for nonproduction bonuses: Access, State and local government workers, March 2016

Characteristics	All nonproduction bonuses	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[1]
All workers	1.3	0.4	0.2	0.3	0.8	0.6	0.2	0.9
Worker characteristics								
Management, professional, and related	1.5	0.3	0.2	0.3	1.0	0.6	0.1	1.0
Professional and related	1.5	0.4	0.2	0.3	1.0	0.6	0.1	0.9
Teachers	1.6	0.4	–	–	1.2	0.5	–	1.1
Primary, secondary, and special education school teachers	1.9	0.4	–	–	1.5	0.6	–	1.4
Service	1.9	0.9	0.5	0.7	1.4	0.9	–	1.4
Protective service	2.9	1.7	–	1.3	2.1	1.7	–	2.7
Sales and office	1.8	0.7	0.4	0.7	1.4	0.9	0.3	1.4
Office and administrative support	1.9	0.7	0.4	0.6	1.4	0.9	0.3	1.4
Natural resources, construction, and maintenance	3.5	0.7	–	0.9	1.8	3.6	–	1.6
Production, transportation, and material moving	3.6	0.7	–	–	2.8	1.3	–	1.7
Full time	1.5	0.4	0.2	0.4	0.9	0.7	0.2	1.0
Part time	1.2	0.2	0.3	0.5	0.8	0.5	–	0.8
Union	1.6	0.6	–	–	1.4	0.8	–	0.9
Nonunion	1.9	0.4	0.4	0.6	0.7	0.9	0.4	1.4
Average wage within the following categories:[2]								
Lowest 25 percent	1.9	0.3	0.4	0.8	0.8	1.0	0.1	1.4
Lowest 10 percent	2.5	0.2	0.4	1.0	0.8	1.3	–	1.5
Second 25 percent	2.0	0.9	0.4	0.4	1.2	1.2	–	1.4
Third 25 percent	2.0	0.7	0.3	0.5	1.5	0.8	0.2	1.3
Highest 25 percent	1.4	0.5	0.1	–	1.2	0.5	0.2	1.0
Highest 10 percent	2.2	0.8	–	–	1.5	0.8	–	1.3
Establishment characteristics								
Service-providing industries	1.3	0.4	0.2	0.3	0.9	0.6	0.2	0.9
Education and health services	1.5	0.3	0.2	0.3	1.0	0.5	0.1	0.8
Educational services	1.5	0.3	0.2	–	1.1	0.5	–	1.0
Elementary and secondary schools	1.7	0.3	–	–	1.2	0.6	–	1.2
Junior colleges, colleges, and universities	3.1	0.7	–	–	1.8	1.4	–	1.9
Health care and social assistance	4.1	1.4	0.9	1.7	2.0	1.1	1.0	2.3
Hospitals	6.1	1.2	–	2.8	2.9	1.1	1.6	2.9
Public administration	2.3	0.9	0.5	0.8	1.8	1.3	–	2.0
1 to 99 workers	3.6	–	1.3	2.0	1.7	2.9	–	1.5
1 to 49 workers	4.7	–	–	2.8	2.1	–	–	1.8
50 to 99 workers	6.5	–	–	2.2	4.2	2.9	–	2.9
100 workers or more	1.3	0.4	0.2	0.2	0.9	0.5	0.2	1.0
100 to 499 workers	2.7	0.2	0.7	–	1.8	1.1	0.2	1.7
500 workers or more	1.4	0.5	–	0.2	0.9	0.5	0.3	1.1

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, State and local government workers, March 2016—continued

Characteristics	All nonproduction bonuses	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus[1]
State government	3.2	1.2	–	–	2.2	2.0	0.7	2.6
Local government	1.4	0.3	0.3	0.5	0.9	0.6	0.2	0.8
Geographic areas								
Northeast	2.4	–	0.1	–	1.5	1.1	–	1.4
New England	4.4	–	–	–	2.3	3.1	–	–
Middle Atlantic	2.8	–	–	–	1.9	1.0	–	1.0
South	2.4	0.8	0.5	0.8	0.7	1.2	0.5	1.9
South Atlantic	2.7	1.4	0.8	1.0	0.8	1.6	0.9	2.9
West South Central	3.1	0.7	–	–	1.6	1.9	–	2.6
Midwest	2.7	0.4	0.2	–	1.9	1.6	–	1.0
East North Central	3.3	0.5	–	–	2.6	1.7	–	1.4
West North Central	3.8	–	–	–	2.2	–	–	1.2
West	2.6	1.1	–	–	2.6	0.5	–	1.3
Mountain	4.7	–	–	–	–	0.5	–	–
Pacific	2.3	1.5	–	–	3.2	0.7	–	1.2

[1] Includes all other bonuses provided to employees and not published separately.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Unmarried domestic partner benefits: Access[1], State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	50	49	35	29
Worker characteristics				
Management, professional, and related	53	51	35	30
Professional and related	53	52	35	29
Teachers	52	50	33	27
Primary, secondary, and special education school teachers	56	54	31	26
Service	43	42	32	25
Protective service	44	43	37	28
Sales and office	54	53	39	34
Office and administrative support	55	55	40	34
Natural resources, construction, and maintenance	46	46	33	27
Production, transportation, and material moving	39	40	31	30
Full time	55	54	39	32
Part time	20	21	14	13
Union	53	51	55	45
Nonunion	47	47	18	15
Average wage within the following categories:[2]				
Lowest 25 percent	38	39	15	13
Lowest 10 percent	32	33	8	7
Second 25 percent	51	50	37	31
Third 25 percent	52	51	39	33
Highest 25 percent	58	55	49	40
Highest 10 percent	63	56	59	50
Establishment characteristics				
Service-providing industries	50	49	35	29
Education and health services	52	50	33	28
Educational services	53	52	33	27
Elementary and secondary schools	53	52	29	24
Junior colleges, colleges, and universities	54	53	48	37
Health care and social assistance	40	40	33	30
Hospitals	37	40	33	32
Public administration	49	48	40	33
1 to 99 workers	34	34	18	16
1 to 49 workers	28	28	14	13
50 to 99 workers	43	42	23	21
100 workers or more	52	51	37	31
100 to 499 workers	40	41	25	21
500 workers or more	56	54	41	34

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access[1], State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	58	57	46	36
Local government	47	46	31	27
Geographic areas				
Northeast	53	47	52	44
New England	34	27	35	28
Middle Atlantic	61	54	58	51
South	53	54	11	9
South Atlantic	45	45	13	8
East South Central	71	72	–	–
West South Central	56	57	12	12
Midwest	–	–	23	–
East North Central	–	–	25	11
West	77	76	76	70
Mountain	61	61	49	34
Pacific	83	82	86	83

[1] The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at:www.bls.gov/ncs/ebs_domestic2012.pdf.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Standard errors for unmarried domestic partner benefits: Access[1], State and local government workers, March 2016

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	2.0	2.0	1.3	1.5
Worker characteristics				
Management, professional, and related	2.0	2.1	1.5	1.7
Professional and related	2.0	2.1	1.6	1.7
Teachers	1.9	2.0	1.6	1.5
Primary, secondary, and special education school teachers	2.3	2.3	1.7	1.5
Service	2.2	2.2	1.5	1.5
Protective service	2.9	2.7	2.4	2.5
Sales and office	3.0	2.9	2.5	2.6
Office and administrative support	3.0	2.9	2.4	2.5
Natural resources, construction, and maintenance	3.5	3.5	3.0	2.9
Production, transportation, and material moving	4.1	4.2	3.7	3.8
Full time	2.1	2.1	1.5	1.7
Part time	1.8	1.8	1.3	1.2
Union	2.0	2.1	1.7	1.8
Nonunion	2.8	2.8	1.7	1.9
Average wage within the following categories:[2]				
Lowest 25 percent	2.9	2.8	1.1	1.1
Lowest 10 percent	4.4	4.3	1.0	1.0
Second 25 percent	2.9	2.9	2.0	2.4
Third 25 percent	2.7	2.7	2.2	2.4
Highest 25 percent	1.6	1.7	1.7	1.6
Highest 10 percent	2.2	2.2	2.6	2.4
Establishment characteristics				
Service-providing industries	2.0	2.0	1.3	1.5
Education and health services	2.1	2.1	1.8	2.0
Educational services	2.0	2.0	1.7	1.7
Elementary and secondary schools	1.8	1.8	1.4	1.2
Junior colleges, colleges, and universities	4.8	4.9	5.3	5.7
Health care and social assistance	5.9	6.0	4.3	5.2
Hospitals	8.7	8.5	6.0	7.4
Public administration	2.5	2.5	1.9	2.2
1 to 99 workers	4.2	4.2	2.5	2.3
1 to 49 workers	4.4	4.3	2.5	2.2
50 to 99 workers	7.0	7.0	4.9	4.5
100 workers or more	2.0	2.1	1.5	1.7
100 to 499 workers	3.3	3.6	2.1	2.1
500 workers or more	2.2	2.2	1.8	1.8

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access[1], State and local government workers, March 2016—continued

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	4.3	4.3	4.2	4.5
Local government	1.6	1.7	1.2	1.0
Geographic areas				
Northeast	2.4	2.6	2.7	3.0
New England	3.4	3.3	6.2	7.1
Middle Atlantic	3.1	3.3	2.9	3.0
South	3.0	3.0	1.2	1.0
South Atlantic	4.2	4.1	1.6	1.1
East South Central	6.9	7.1	–	–
West South Central	3.4	3.3	2.3	2.1
Midwest	–	–	4.9	–
East North Central	–	–	3.2	3.4
West	2.3	2.3	2.8	2.7
Mountain	4.4	4.3	6.6	4.4
Pacific	2.1	2.0	1.0	2.0

[1] The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners. For more information, see the Unmarried Domestic Partners Benefit Fact Sheet at:www.bls.gov/ncs/ebs_domestic2012.pdf.

[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2016

(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	79	9	1	11
Worker characteristics								
Management, professional, and related	88	1	3	8	79	10	1	10
Professional and related	88	1	3	8	78	11	1	10
Teachers	88	–	–	9	78	11	1	11
Primary, secondary, and special education school teachers	98	–	1	1	85	12	–	–
Service	82	1	4	13	76	7	2	16
Protective service	89	–	–	8	85	5	1	9
Sales and office	89	–	–	8	81	9	1	10
Office and administrative support	89	–	–	7	81	9	1	10
Natural resources, construction, and maintenance	95	–	2	–	91	4	–	–
Production, transportation, and material moving	80	–	6	–	74	7	3	16
Full time	98	([1])	1	([1])	90	9	([1])	1
Part time	21	3	19	57	17	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:[2]								
Lowest 25 percent	69	1	7	22	62	9	2	27
Lowest 10 percent	54	2	9	35	48	8	2	41
Second 25 percent	90	1	3	6	83	9	1	7
Third 25 percent	93	–	–	5	84	10	([1])	6
Highest 25 percent	96	([1])	2	2	88	9	1	2
Highest 10 percent	96	–	–	2	88	9	1	3
Establishment characteristics								
Service-providing industries	87	1	3	9	79	9	1	11
Education and health services	88	1	4	8	78	10	1	10
Educational services	87	1	4	8	78	10	1	10
Elementary and secondary schools	88	1	5	7	76	12	2	10
Junior colleges, colleges, and universities	86	1	3	10	83	4	1	12
Health care and social assistance	90	–	–	8	82	–	–	9
Hospitals	92	–	–	4	90	–	–	6
Public administration	88	1	3	9	82	7	1	11
1 to 99 workers	75	2	5	19	63	14	2	22
1 to 49 workers	66	2	6	25	62	7	2	29
50 to 99 workers	87	–	–	10	64	–	–	12
100 workers or more	89	1	3	7	81	8	1	10
100 to 499 workers	84	1	4	11	73	12	2	13
500 workers or more	90	1	3	6	84	7	1	8

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2016—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	82	6	3	9	32	56	1	11
Worker characteristics								
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	–	28	70	–	2
Service	75	7	4	14	28	54	1	16
Protective service	84	5	2	9	32	57	1	9
Sales and office	83	7	2	8	35	55	1	9
Office and administrative support	84	6	2	8	34	56	1	9
Natural resources, construction, and maintenance	89	7	–	–	33	62	–	–
Production, transportation, and material moving	73	8	–	–	24	57	–	–
Full time	92	6	1	([1])	37	62	([1])	1
Part time	20	4	17	59	4	20	6	70
Union	92	3	3	2	33	63	1	4
Nonunion	72	9	3	15	32	50	1	17
Average wage within the following categories:[2]								
Lowest 25 percent	63	7	7	23	25	46	2	27
Lowest 10 percent	49	8	8	36	17	39	3	41
Second 25 percent	84	7	3	6	33	59	1	8
Third 25 percent	88	6	1	6	35	58	1	6
Highest 25 percent	92	4	2	2	36	61	([1])	3
Highest 10 percent	90	6	2	2	42	54	–	–
Establishment characteristics								
Service-providing industries	82	6	3	9	32	56	1	11
Education and health services	83	6	4	8	32	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	76	11	2	11	48	39	1	12
Health care and social assistance	68	23	1	9	54	36	1	8
Hospitals	68	25	1	5	56	38	2	5
Public administration	84	4	2	9	33	55	1	11
1 to 99 workers	66	11	4	19	27	50	–	–
1 to 49 workers	57	12	5	26	–	47	–	29
50 to 99 workers	79	9	3	10	34	54	–	–
100 workers or more	84	5	3	8	33	57	1	10
100 to 499 workers	77	8	4	11	30	55	1	14
500 workers or more	86	5	3	7	34	57	1	8

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2016—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	85	1	4	10	76	9	2	13
Geographic areas								
Northeast	87	1	4	8	79	9	2	10
New England	83	–	–	11	70	17	–	–
Middle Atlantic	88	–	–	7	82	5	2	10
South	90	1	2	8	82	9	1	9
South Atlantic	89	1	1	9	83	7	1	10
East South Central	94	–	–	4	89	6	–	5
West South Central	90	1	2	8	76	15	–	–
Midwest	81	1	6	12	77	5	2	16
East North Central	78	1	7	14	76	3	3	18
West North Central	85	–	–	9	78	8	1	13
West	88	–	–	8	75	13	1	11
Mountain	85	–	–	10	79	–	–	13
Pacific	89	–	–	7	74	16	1	10

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2016—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	([1])	6	44	50	([1])	6
Local government	80	6	4	10	28	58	1	13
Geographic areas								
Northeast	83	5	4	8	29	59	1	12
New England	80	–	–	11	–	75	–	13
Middle Atlantic	84	4	5	7	36	52	1	11
South	85	6	1	8	36	55	1	9
South Atlantic	87	3	1	9	49	40	1	10
East South Central	86	–	–	4	27	69	–	–
West South Central	81	9	2	8	20	71	–	–
Midwest	73	8	6	13	38	44	2	16
East North Central	73	6	6	14	41	38	3	18
West North Central	75	–	–	10	32	54	–	–
West	84	5	3	8	22	67	1	11
Mountain	80	6	2	11	23	64	1	12
Pacific	85	5	3	8	21	69	–	–

[1] Less than 0.5.
[2] 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, March 2016

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	0.7	0.1	0.3	0.6	1.2	1.0	0.2	0.6
Worker characteristics								
Management, professional, and related	0.7	0.2	0.3	0.6	1.3	1.2	0.2	0.7
Professional and related	0.6	0.2	0.4	0.5	1.4	1.3	0.2	0.6
Teachers	0.9	–	–	0.8	1.6	1.4	0.4	0.8
Primary, secondary, and special education school teachers	0.5	–	0.5	0.2	1.8	1.7	–	–
Service	1.5	0.2	0.4	1.4	1.7	0.9	0.3	1.4
Protective service	1.2	–	–	1.1	1.7	1.0	0.4	1.2
Sales and office	1.7	–	–	1.2	2.2	1.9	0.2	1.5
Office and administrative support	1.6	–	–	1.2	2.2	1.9	0.2	1.5
Natural resources, construction, and maintenance	1.6	–	0.3	–	2.0	1.2	–	–
Production, transportation, and material moving	4.8	–	2.1	–	4.7	2.0	1.6	4.7
Full time	0.2	0.1	0.1	0.1	1.2	1.1	0.1	0.1
Part time	1.6	0.6	1.4	2.0	1.4	1.1	0.8	1.8
Union	0.5	0.2	0.4	0.4	1.6	1.6	0.3	0.4
Nonunion	1.2	0.2	0.4	1.1	1.7	1.3	0.2	1.2
Average wage within the following categories:[1]								
Lowest 25 percent	1.9	0.4	0.7	1.7	1.9	1.1	0.4	1.7
Lowest 10 percent	3.3	0.7	1.0	3.0	3.1	1.7	0.5	3.1
Second 25 percent	1.0	0.3	0.5	0.7	1.5	1.3	0.3	0.9
Third 25 percent	1.4	–	–	1.4	1.9	1.5	0.1	1.4
Highest 25 percent	0.5	0.1	0.4	0.3	1.4	1.2	0.4	0.4
Highest 10 percent	0.8	–	–	0.7	1.5	1.3	0.4	0.8
Establishment characteristics								
Service-providing industries	0.7	0.1	0.3	0.6	1.2	1.0	0.2	0.6
Education and health services	0.6	0.2	0.3	0.5	1.3	1.2	0.2	0.6
Educational services	0.6	0.2	0.4	0.5	1.4	1.2	0.2	0.6
Elementary and secondary schools	0.6	0.2	0.4	0.4	1.7	1.6	0.3	0.5
Junior colleges, colleges, and universities	1.9	0.2	0.8	1.6	2.1	1.1	0.3	1.8
Health care and social assistance	1.4	–	–	1.4	2.6	–	–	1.4
Hospitals	1.6	–	–	1.6	1.7	–	–	1.5
Public administration	1.6	0.2	0.5	1.4	2.1	1.4	0.2	1.5
1 to 99 workers	3.4	0.8	1.3	2.8	4.1	3.6	0.6	3.1
1 to 49 workers	4.8	1.2	1.8	4.4	4.8	2.2	0.9	4.6
50 to 99 workers	2.0	–	–	1.5	7.9	–	–	1.8
100 workers or more	0.6	0.1	0.3	0.6	1.1	0.9	0.2	0.6
100 to 499 workers	1.6	0.4	0.5	1.5	2.4	2.0	0.4	1.5
500 workers or more	0.6	0.1	0.3	0.5	1.1	0.8	0.2	0.5

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, March 2016—continued

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	1.0	0.7	0.2	0.6	1.6	1.6	0.1	0.7
Worker characteristics								
Management, professional, and related	1.0	0.8	0.3	0.6	1.9	1.8	0.1	0.7
Professional and related	1.0	0.8	0.3	0.5	1.8	1.7	0.1	0.6
Teachers	1.2	0.9	0.5	0.8	1.9	1.9	0.2	0.9
Primary, secondary, and special education school teachers	0.6	–	0.5	–	2.1	2.1	–	0.5
Service	1.7	1.2	0.4	1.4	1.9	2.2	0.2	1.4
Protective service	2.1	1.8	0.4	1.1	2.9	3.1	0.4	1.1
Sales and office	2.1	1.2	0.5	1.3	2.5	2.5	0.4	1.5
Office and administrative support	2.0	1.1	0.6	1.3	2.6	2.6	0.4	1.5
Natural resources, construction, and maintenance	2.4	1.8	–	–	3.6	3.9	–	–
Production, transportation, and material moving	4.8	2.5	–	–	3.7	4.2	–	–
Full time	0.8	0.8	0.1	0.1	1.8	1.9	0.1	0.2
Part time	1.5	0.7	1.3	2.0	0.7	1.7	0.8	1.8
Union	0.7	0.6	0.4	0.4	2.2	2.1	0.1	0.5
Nonunion	1.7	1.1	0.4	1.1	2.1	2.2	0.2	1.2
Average wage within the following categories:[1]								
Lowest 25 percent	2.0	1.1	0.7	1.7	2.3	2.8	0.4	1.7
Lowest 10 percent	3.7	1.7	1.0	3.0	2.3	4.3	0.5	3.1
Second 25 percent	1.5	1.0	0.5	0.7	2.2	2.3	0.2	0.9
Third 25 percent	1.5	0.9	0.2	1.4	2.4	2.3	0.2	1.4
Highest 25 percent	1.0	0.9	0.4	0.3	1.8	1.8	0.1	0.5
Highest 10 percent	2.0	2.0	0.4	0.7	2.7	2.6	–	–
Establishment characteristics								
Service-providing industries	1.0	0.7	0.2	0.6	1.6	1.6	0.1	0.7
Education and health services	1.0	0.8	0.3	0.5	2.0	1.8	0.2	0.6
Educational services	0.8	0.6	0.4	0.5	1.8	1.7	0.2	0.6
Elementary and secondary schools	0.6	0.3	0.4	0.4	1.9	1.7	0.2	0.6
Junior colleges, colleges, and universities	3.0	2.5	0.6	1.7	4.2	3.7	0.4	1.7
Health care and social assistance	3.9	3.3	0.3	1.4	4.3	4.4	0.3	1.4
Hospitals	4.9	4.2	0.4	1.6	5.0	5.4	0.5	1.5
Public administration	1.7	0.8	0.5	1.4	2.6	2.6	0.3	1.6
1 to 99 workers	3.8	2.1	1.2	2.9	3.3	4.7	–	–
1 to 49 workers	5.0	2.9	1.7	4.5	–	5.1	–	4.5
50 to 99 workers	2.8	2.7	1.0	1.5	6.5	5.6	–	–
100 workers or more	0.9	0.7	0.3	0.6	1.7	1.6	0.1	0.6
100 to 499 workers	1.9	1.4	0.5	1.5	2.5	2.7	0.2	1.6
500 workers or more	0.9	0.7	0.3	0.5	1.9	1.8	0.1	0.5

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, March 2016—continued

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	0.9	0.2	0.2	0.8	2.4	2.2	0.1	0.9
Local government	0.8	0.2	0.3	0.7	1.2	1.0	0.2	0.7
Geographic areas								
Northeast	1.3	0.5	0.5	1.1	1.6	1.1	0.4	1.3
New England	3.0	–	–	2.7	3.6	3.8	–	–
Middle Atlantic	1.7	–	–	1.2	2.0	0.8	0.7	1.5
South	1.1	0.2	0.3	1.0	2.1	1.7	0.2	1.0
South Atlantic	1.9	0.3	0.2	1.6	3.3	2.7	0.1	1.7
East South Central	2.1	–	–	0.9	3.4	2.3	–	1.6
West South Central	1.6	0.2	0.7	1.6	3.6	2.6	–	–
Midwest	1.9	0.3	0.8	1.7	1.9	0.9	0.5	1.8
East North Central	2.8	0.3	1.0	2.5	2.7	1.2	0.7	2.5
West North Central	1.9	–	–	1.5	2.3	1.4	0.5	2.0
West	0.8	–	–	0.9	3.2	3.3	0.2	0.8
Mountain	2.0	–	–	1.7	5.5	–	–	1.5
Pacific	0.8	–	–	1.1	4.0	4.2	0.3	0.9

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, March 2016—continued

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	1.7	1.5	0.1	0.9	3.3	3.2	0.2	0.8
Local government	1.0	0.7	0.3	0.7	1.5	1.6	0.2	0.8
Geographic areas								
Northeast	1.8	1.4	0.5	1.1	2.3	2.3	0.2	1.3
New England	5.2	–	–	2.7	–	5.1	–	3.1
Middle Atlantic	1.7	0.7	0.6	1.3	2.8	2.8	0.3	1.5
South	1.4	0.9	0.2	1.0	3.0	2.9	0.1	1.0
South Atlantic	1.9	0.7	0.2	1.6	4.4	3.8	0.1	1.7
East South Central	4.1	–	–	1.4	6.8	7.5	–	–
West South Central	1.9	1.6	0.7	1.6	1.9	1.9	–	–
Midwest	2.6	1.9	0.8	1.7	3.4	3.3	0.5	1.8
East North Central	2.9	1.9	1.0	2.4	3.7	3.5	0.7	2.7
West North Central	4.9	–	–	1.6	6.7	6.7	–	–
West	1.5	1.3	0.5	0.8	4.0	3.7	0.2	0.9
Mountain	3.3	2.9	0.6	1.7	5.1	5.8	0.5	1.7
Pacific	1.7	1.5	0.6	0.9	5.2	4.6	–	–

[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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Paid leave combinations: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[1]	Personal leave, sick leave, paid family leave, or vacation[1]	Personal leave, vacation, or holidays[1]
All workers	34	56	58	57	92	93	87
Worker characteristics							
Management, professional, and related	25	61	42	40	94	94	85
Professional and related	21	62	35	33	94	94	84
Teachers	8	65	10	8	93	93	79
Primary, secondary, and special education school teachers	7	77	9	7	99	99	86
Service	43	50	76	74	88	88	86
Protective service	50	51	88	85	91	92	92
Sales and office	48	51	85	83	93	93	91
Office and administrative support	49	53	85	84	93	94	92
Natural resources, construction, and maintenance	46	46	95	96	97	97	97
Production, transportation, and material moving	37	60	59	59	91	95	92
Full time	38	63	65	64	99	100	95
Part time	8	21	19	18	52	53	45
Union	38	69	57	55	98	98	92
Nonunion	30	46	60	59	87	88	83
Average wage within the following categories:[2]							
Lowest 25 percent	25	41	56	54	81	82	78
Lowest 10 percent	15	30	42	41	70	70	65
Second 25 percent	47	54	83	82	96	96	94
Third 25 percent	41	62	64	64	95	95	92
Highest 25 percent	24	69	35	33	98	98	86
Highest 10 percent	23	61	32	31	98	98	78
Establishment characteristics							
Service-providing industries	33	56	58	57	92	93	87
Education and health services	24	60	41	40	94	94	85
Educational services	20	61	35	32	94	94	84
Elementary and secondary schools	18	69	26	23	95	95	84
Junior colleges, colleges, and universities	27	37	62	62	91	91	84
Health care and social assistance	52	53	89	89	93	94	92
Hospitals	47	46	92	93	95	95	94
Public administration	51	51	87	87	91	91	91
1 to 99 workers	34	45	66	65	83	83	82
1 to 49 workers	31	37	67	66	76	76	76
50 to 99 workers	38	57	64	62	92	93	90
100 workers or more	33	58	57	56	94	94	88
100 to 499 workers	34	57	59	56	91	92	87
500 workers or more	33	58	57	56	95	95	88

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[1]	Personal leave, sick leave, paid family leave, or vacation[1]	Personal leave, vacation, or holidays[1]
State government	47	51	83	83	95	96	92
Local government	29	58	50	48	91	92	85
Geographic areas							
Northeast	45	71	54	53	93	93	86
New England	44	80	45	45	91	92	88
Middle Atlantic	45	67	57	57	93	94	85
South	29	51	60	58	94	94	89
South Atlantic	34	52	64	63	93	94	89
East South Central	17	37	62	60	95	95	89
West South Central	27	57	52	48	94	94	89
Midwest	31	57	54	53	88	89	86
East North Central	36	64	52	52	87	87	84
West North Central	23	47	58	56	91	91	88
West	35	53	64	62	94	94	87
Mountain	23	48	52	51	90	90	87
Pacific	39	54	68	67	95	95	87

[1] Includes workers with access to one or more of these leave benefits.
[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Standard errors for paid leave combinations: Access, State and local government workers, March 2016

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[1]	Personal leave, sick leave, paid family leave, or vacation[1]	Personal leave, vacation, or holidays[1]
All workers	1.2	1.4	0.9	1.0	0.6	0.6	0.8
Worker characteristics							
Management, professional, and related	1.3	1.5	1.3	1.3	0.7	0.7	1.1
Professional and related	1.2	1.6	1.2	1.2	0.6	0.6	1.1
Teachers	1.1	1.6	1.3	1.2	0.8	0.8	1.6
Primary, secondary, and special education school teachers	1.3	2.0	1.5	1.5	0.5	0.5	1.6
Service	2.0	2.1	1.4	1.6	1.3	1.4	1.4
Protective service	2.9	2.9	1.2	1.8	1.1	1.1	1.1
Sales and office	2.5	2.4	1.7	1.7	1.3	1.2	1.3
Office and administrative support	2.4	2.4	1.6	1.7	1.2	1.1	1.3
Natural resources, construction, and maintenance	3.5	3.6	1.7	1.6	1.6	1.6	1.6
Production, transportation, and material moving	4.1	4.9	3.3	3.5	3.1	1.7	2.0
Full time	1.3	1.6	0.9	1.0	0.3	0.2	0.7
Part time	1.2	1.8	1.6	1.5	2.3	2.5	2.3
Union	1.5	1.3	1.3	1.3	0.2	0.2	0.5
Nonunion	1.6	2.0	1.4	1.5	1.0	1.0	1.3
Average wage within the following categories:[2]							
Lowest 25 percent	1.9	2.1	1.7	1.8	1.5	1.5	1.4
Lowest 10 percent	2.3	3.0	2.7	2.9	2.7	2.7	2.5
Second 25 percent	2.1	2.1	1.2	1.3	0.6	0.6	0.7
Third 25 percent	2.0	2.3	1.9	2.0	1.4	1.4	1.5
Highest 25 percent	1.2	1.5	1.4	1.3	0.3	0.3	1.3
Highest 10 percent	1.9	2.4	1.9	1.9	0.4	0.4	2.7
Establishment characteristics							
Service-providing industries	1.2	1.4	0.9	1.0	0.6	0.6	0.8
Education and health services	1.2	1.7	1.3	1.3	0.5	0.5	1.0
Educational services	1.2	1.7	1.3	1.4	0.5	0.5	1.1
Elementary and secondary schools	1.3	1.8	1.3	1.4	0.7	0.7	1.2
Junior colleges, colleges, and universities	3.2	3.8	2.2	2.3	1.5	1.5	2.2
Health care and social assistance	3.9	4.2	1.5	1.6	1.1	1.1	1.4
Hospitals	5.2	5.2	1.6	1.6	1.6	1.5	1.6
Public administration	2.3	2.3	1.5	1.6	1.3	1.4	1.4
1 to 99 workers	3.4	3.5	3.1	3.2	2.5	2.5	2.6
1 to 49 workers	4.2	4.3	4.5	4.6	4.1	4.1	4.1
50 to 99 workers	5.7	5.2	3.8	4.2	1.6	1.6	1.6
100 workers or more	1.2	1.5	1.0	1.0	0.5	0.5	0.8
100 to 499 workers	2.4	2.8	1.9	2.1	1.3	1.2	1.7
500 workers or more	1.3	1.6	1.1	1.2	0.5	0.5	0.9

See footnotes at end of table.

Table 46. Standard errors for paid leave combinations: Access, State and local government workers, March 2016—continued

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave[1]	Personal leave, sick leave, paid family leave, or vacation[1]	Personal leave, vacation, or holidays[1]
State government	3.0	3.2	1.3	1.3	0.9	0.9	1.2
Local government	1.1	1.5	1.1	1.1	0.7	0.7	0.9
Geographic areas							
Northeast	1.1	1.2	1.5	1.5	0.9	0.8	0.8
New England	2.8	3.4	3.1	4.0	2.3	2.0	1.5
Middle Atlantic	1.0	1.3	1.6	1.4	0.9	1.0	1.0
South	2.2	2.9	1.6	1.8	0.7	0.7	1.5
South Atlantic	3.2	3.9	2.2	2.4	1.1	1.1	2.3
East South Central	3.4	6.7	3.5	4.3	1.4	1.5	3.9
West South Central	3.4	4.6	2.8	3.2	1.1	1.1	2.1
Midwest	2.1	2.3	1.7	1.7	1.8	1.8	1.7
East North Central	2.6	2.5	1.9	1.9	2.6	2.6	2.2
West North Central	3.0	3.3	3.1	3.0	1.9	1.9	2.6
West	3.0	3.1	2.1	2.0	1.1	1.1	1.5
Mountain	5.3	6.5	4.7	4.5	2.1	2.1	2.5
Pacific	3.6	3.4	2.4	2.3	1.3	1.3	1.9

[1] Includes workers with access to one or more of these leave benefits.
[2] 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 1. Survey establishment response, March 2016

Establishments	Civilian	Private industry	State and local governments
Total in sampling frame[1]	6,173,978	5,946,179	227,799
Total in sample	11,400	9,811	1,589
Responding[2]	8,358	6,886	1,472
Refused[3]	2,102	2,009	93
Out of business or not in survey scope	940	916	24

[1] The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2012 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For state and local governments, an establishment is defined as all locations of a government entity.

[2] Establishments that provided data at the initial interview.

[3] Establishments that did not provide data at the initial interview. Data for establishments not responding at the time of update interviews are imputed. Detailed information on nonresponse adjustment and imputation can be found in BLS Handbook of Methods, Chapter 8, “National Compensation Measures,” Bureau of Labor Statistics, on the Internet at www.bls.gov/opub/hom/pdf/homch8.pdf.

Source: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. Number of workers represented,[1] March 2016

Occupational group[2]	Civilian workers	Private industry workers	State and local government workers
All workers	133,189,200	114,163,700	19,025,500
Management, professional, and related	41,161,500	30,594,900	10,566,700
Management, business, and financial	12,096,200	10,524,200	–
Professional and related	29,065,400	20,070,700	8,994,700
Teachers	6,698,400	–	5,045,200
Primary, secondary, and special education school teachers	4,466,600	–	3,738,900
Registered nurses	3,029,800	–	–
Service	28,598,200	24,593,500	4,004,600
Protective service	3,265,900	1,394,000	1,871,900
Sales and office	33,202,200	30,552,300	2,649,900
Sales and related	12,487,200	12,372,400	–
Office and administrative support	20,715,000	18,179,900	2,535,100
Natural resources, construction, and maintenance	10,523,800	9,531,000	992,800
Construction, extraction, farming, fishing, and forestry	5,103,100	4,532,900	–
Installation, maintenance, and repair	5,420,700	4,998,100	–
Production, transportation, and material moving	19,703,600	18,892,100	811,500
Production	9,428,000	9,318,100	–
Transportation and material moving	10,275,600	9,574,000	–

[1] The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

[2] The 2010 Standard Occupational Classification system is used to classify workers.

Note: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no estimates for this characteristic are provided in this publication.

Source: Bureau of Labor Statistics, National Compensation Survey.

Technical Note

Data in this release are from the National Compensation Survey (NCS), conducted by the U.S. Department of Labor, Bureau of Labor Statistics (BLS). This publication contains March 2016 data on civilian, private industry, and state and local government workers in the United States. Excluded are federal government workers, the military, agricultural workers, private household workers, and the self-employed. This release provides data on the incidence and key provisions of selected benefit plans, as well as on premiums paid by employers and employees for medical care and employee contribution requirements in retirement plans.

Calculation details

Average hourly earnings from sampled occupations within an establishment were used to produce estimates for worker groups within six earnings categories: the lowest 10 percent, the lowest 25 percent, the second 25 percent, the third 25 percent, the highest 25 percent, and the highest 10 percent. The categories are based on unpublished March 2016 wages and salaries from the *Employer Costs for Employee Compensation*.

The percentiles were computed using earnings and scheduled hours of work reported for individual workers in sampled establishment jobs. Establishments in the survey are asked to report only individual worker earnings for each sampled job. For the calculation of the hourly percentile values, the individual worker hourly earnings are weighted and arrayed from lowest to highest. The values corresponding to the percentiles are:

Characteristics	**Hourly wage percentiles**				
	10	**25**	**50 (median)**	**75**	**90**
Civilian workers	$9.54	$12.40	$18.52	$29.80	$45.36
Private industry workers	$9.37	$12.00	$17.73	$28.60	$44.33
State and local government workers	$12.70	$16.71	$24.20	$35.99	$49.79

The lowest 10-percent and 25-percent wage categories include those occupations with an average hourly wage less than the 10th percentile value and 25th percentile value, respectively. The second 25-percent category includes those occupations that make at or above the 25th percentile value but less than the 50th percentile value. The third 25-percent category includes those occupations that make at or above the 50th percentile value but less than the 75th percentile value. Finally, the highest 25- and 10-percent wage categories include those occupations with an average wage value greater than or equal to the 75th and 90th percentile value, respectively.

(Note: Individual workers can fall into an earnings category different from the average for the occupation into which they are classified because average hourly earnings for the occupation are used to produce the benefit estimates.)

Access

Employees are considered to have access to a benefit plan if it is available for their use. For example, if an employee is permitted to participate in a medical care plan offered by the employer, but the employee declines to do so, he or she is placed in a category with those having access to medical care.

Participation

Employees in contributory plans are considered participants in an insurance or retirement plan if they have paid required contributions and fulfilled any applicable service requirements. Employees in noncontributory plans are counted as participating regardless of whether they have fulfilled the service requirements. (Note: **Incidence** can mean either access or rates of participation in a benefit plan.)

Take-up rates

Take-up rates are the percentage of workers with access to a plan who participate in the plan. They are computed by using the number of workers participating in a plan divided by the number of workers with access to the plan, multiplied by 100, and rounded to the nearest one percent. Since the computation of take-up rates is based on the number of workers collected rather than rounded percentage estimates, the take-up rates in the tables may not equal the ratio of participation to access estimates.

Comparing private and public sector data

Incidence of employee benefits in state and local government should not be directly compared to private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities but are rare in state and local government. Administrative support and professional occupations (including teachers) account for two-thirds of the state and local government workforce, compared with one-half of private industry.

Leave benefits for teachers

Primary, secondary, and special education teachers typically have a work schedule of 37 or 38 weeks per year. Because of this work schedule, they are generally not offered vacations or holidays. In many cases, the time off during winter and spring breaks during the school year are not considered vacation days for the purposes of this survey.

Medical care premiums

The estimates for medical care premiums are not based on actual decisions regarding medical coverage made by employees; instead they are based on the assumption that all employees in the occupation can opt for single or family coverage. In instances where annual premiums are collected, the values are converted to a monthly premium amount using the annual work schedule. Annual work schedules may be less than twelve months.

Retirement plans

Differences in retirement plan participation are influenced by type of plan offered. In defined benefit plans participation is often mandatory, after meeting eligibility requirements, while participation in defined contribution plans is often voluntary.

For additional benefit term definitions, see the **glossary**.

Sample size

See **appendix table 1**.

Survey scope

See **appendix table 2**.

Additional information:

For research articles on employee benefits, see the *Monthly Labor Review* at www.bls.gov/opub/mlr/home.htm and *Beyond the Numbers: Pay and Benefits* at www.bls.gov/opub/btn/. For further technical information, see Chapter 8, "National Compensation Measures," of the *BLS Handbook of Methods* at www.bls.gov/opub/hom/pdf/homch8.pdf.