

**Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2016**

(Includes workers in sick leave plans<sup>1</sup> that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated <sup>2</sup>					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers .....	43	90	130	180	240	138
<b>Worker characteristics</b>						
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: <sup>3</sup>						
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
<b>Establishment characteristics</b>						
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<sup>1</sup> that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated <sup>2</sup>					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
<b>Geographic areas</b>						
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

<sup>1</sup> Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

<sup>2</sup> 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.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 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](http://www.bls.gov/ncs/ebs/glossary20152016.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.