

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.