

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017

(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	91	80	88	86	74	86	37	16	44
Worker characteristics									
Management, professional, and related	94	81	86	89	75	85	39	16	40
Professional and related	93	80	86	88	75	85	39	15	39
Teachers	94	81	86	91	77	85	37	13	34
Primary, secondary, and special education school teachers	99	86	87	99	85	87	32	8	26
Service	84	76	90	78	69	89	31	16	50
Protective service	92	86	94	89	81	91	33	18	52
Sales and office	91	80	88	85	73	86	37	18	49
Office and administrative support	92	81	88	86	74	86	37	18	49
Natural resources, construction, and maintenance	97	89	91	90	81	90	39	21	53
Production, transportation, and material moving ...	90	80	89	87	77	89	27	12	46
Full time	99	87	88	94	81	86	40	18	44
Part time	46	39	84	40	35	87	16	7	42
Union	97	83	86	94	80	85	34	12	36
Nonunion	86	77	89	79	69	88	39	19	50
Average wage within the following categories: ³									
Lowest 25 percent	78	68	87	71	62	88	30	13	44
Lowest 10 percent	67	58	87	58	51	88	25	12	47
Second 25 percent	94	83	88	88	77	87	39	18	48
Third 25 percent	98	86	88	93	81	86	38	18	46
Highest 25 percent	97	84	87	92	78	85	41	16	39
Highest 10 percent	96	82	85	91	75	83	45	17	38
Establishment characteristics									
Service-providing industries	91	80	88	86	74	86	37	16	44
Education and health services	93	79	85	88	74	84	38	14	38
Educational services	93	79	86	90	76	85	35	12	33
Elementary and secondary schools	93	80	86	92	79	86	27	7	26
Junior colleges, colleges, and universities	92	76	83	83	66	79	59	25	43
Health care and social assistance	93	78	83	73	60	82	55	31	56
Hospitals	93	77	83	69	56	81	59	36	61
Public administration	91	84	92	87	78	90	36	19	52
1 to 99 workers	87	79	90	83	75	90	28	12	43
1 to 49 workers	85	78	91	81	73	91	25	11	46
50 to 99 workers	90	80	89	85	76	89	30	12	40
100 workers or more	93	80	87	87	74	85	40	18	44
100 to 499 workers	91	81	90	87	77	89	30	13	43
500 workers or more	93	80	86	87	72	84	44	20	45

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—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
State government	96	83	87	91	76	84	49	21	43
Local government	90	79	88	84	74	87	33	15	44
Geographic areas									
Northeast	91	80	88	87	76	88	31	9	28
New England	86	68	80	78	64	83	15	—	—
Middle Atlantic	93	84	90	90	80	89	36	8	23
South	94	83	89	89	78	88	42	17	41
South Atlantic	92	79	87	88	74	85	57	21	38
East South Central	94	85	91	89	81	91	39	19	48
West South Central	97	87	90	90	81	90	21	10	47
Midwest	90	76	85	83	69	84	41	17	42
East North Central	88	74	84	82	68	83	47	17	36
West North Central	92	80	87	84	72	86	30	17	57
West	89	78	88	84	71	85	29	20	68
Mountain	86	78	91	77	67	87	34	25	74
Pacific	90	79	87	86	73	84	28	18	64

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.

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Retirement benefit combinations: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	31	55	5
Worker characteristics			
Management, professional, and related	34	54	5
Professional and related	34	55	5
Teachers	35	57	3
Primary, secondary, and special education school teachers	32	67	–
Service	25	53	6
Protective service	31	58	3
Sales and office	31	54	6
Office and administrative support	32	55	5
Natural resources, construction, and maintenance	31	59	8
Production, transportation, and material moving	23	64	4
Full time	35	59	5
Part time	11	29	5
Union	32	63	3
Nonunion	31	48	8
Average wage within the following categories: ¹			
Lowest 25 percent	23	48	7
Lowest 10 percent	16	42	9
Second 25 percent	33	55	6
Third 25 percent	33	60	5
Highest 25 percent	37	55	4
Highest 10 percent	40	51	5
Establishment characteristics			
Service-providing industries	31	54	5
Education and health services	33	55	5
Educational services	32	57	3
Elementary and secondary schools	27	65	1
Junior colleges, colleges, and universities	50	33	9
Health care and social assistance	35	38	20
Hospitals	35	34	25
Public administration	32	55	4
1 to 99 workers	23	60	5
1 to 49 workers	20	60	5
50 to 99 workers	25	59	5
100 workers or more	34	53	6
100 to 499 workers	27	60	4
500 workers or more	37	49	7

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
State government	43	47	5
Local government	27	57	5
Geographic areas			
Northeast	26	61	4
New England	—	70	8
Middle Atlantic	32	58	3
South	37	52	5
South Atlantic	53	35	4
East South Central	34	55	5
West South Central	14	76	7
Midwest	34	48	7
East North Central	41	41	6
West North Central	22	62	8
West	24	60	5
Mountain	25	53	9
Pacific	24	63	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 4. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, March 2017

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ¹			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
All workers	91	78	7.1	7.0	9
Worker characteristics					
Management, professional, and related	91	79	7.3	7.2	9
Professional and related	92	80	7.4	7.2	8
Teachers	92	83	7.7	7.3	8
Primary, secondary, and special education school teachers	92	84	7.7	7.2	8
Service	92	78	7.1	7.0	8
Protective service	92	75	7.3	7.0	8
Sales and office	88	76	6.6	6.6	12
Office and administrative support	88	77	6.6	6.6	12
Natural resources, construction, and maintenance	88	78	6.5	6.0	12
Production, transportation, and material moving ...	88	76	6.2	6.0	12
Full time	91	79	7.1	7.0	9
Part time	90	75	7.2	7.0	10
Union	91	70	7.3	7.0	9
Nonunion	90	87	6.9	7.0	10
Average wage within the following categories: ²					
Lowest 25 percent	91	84	6.6	6.6	9
Lowest 10 percent	93	88	6.8	7.0	7
Second 25 percent	89	78	6.8	6.8	11
Third 25 percent	91	78	7.0	7.0	9
Highest 25 percent	92	74	7.8	7.5	8
Highest 10 percent	95	70	8.2	8.0	5
Establishment characteristics					
Service-providing industries	91	78	7.1	7.0	9
Education and health services	92	82	7.3	7.2	8
Educational services	93	83	7.3	7.2	7
Elementary and secondary schools	93	83	7.3	7.2	7
Junior colleges, colleges, and universities	93	80	7.3	7.2	7
Health care and social assistance	–	74	6.9	7.0	–
Hospitals	–	74	7.0	7.7	–
Public administration	90	74	6.7	6.3	10
1 to 99 workers	90	78	7.3	7.0	10
1 to 49 workers	90	74	7.0	6.5	10
50 to 99 workers	90	82	7.6	7.0	10
100 workers or more	91	78	7.0	7.0	9
100 to 499 workers	89	78	7.0	6.9	11
500 workers or more	92	78	7.0	7.2	8

See footnotes at end of table.

Table 4. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, March 2017—continued

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ¹			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
State government	91	75	6.7	6.8	9
Local government	90	79	7.2	7.0	10
Geographic areas					
Northeast	98	54	6.7	7.1	2
New England	—	58	7.2	7.1	—
Middle Atlantic	97	53	6.6	7.1	3
South	94	93	6.3	6.4	6
South Atlantic	98	97	5.3	6.0	2
East South Central	82	82	7.1	7.2	18
West South Central	94	94	7.5	7.2	6
Midwest	87	80	7.8	6.8	13
East North Central	83	73	8.3	8.5	17
West North Central	95	93	7.1	6.0	5
West	82	72	8.3	8.0	18
Mountain	83	83	8.9	8.0	17
Pacific	81	67	8.0	7.4	19

¹ The employee contributes a fixed percentage of his or her earnings to the retirement plan.

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 2017.

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/glossary20162017.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 2017

(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	44	56	(⁴)	(⁴)
Worker characteristics				
Management, professional, and related	42	57	(⁴)	(⁴)
Professional and related	43	57	—	—
Teachers	44	55	—	—
Primary, secondary, and special education school teachers	45	55	—	—
Service	45	55	—	—
Protective service	47	53	—	—
Sales and office	44	56	—	—
Office and administrative support	44	56	—	—
Natural resources, construction, and maintenance	54	46	—	—
Production, transportation, and material moving ...	43	57	—	—
Full time	43	56	(⁴)	(⁴)
Part time	48	52	—	(⁴)
Union	39	61	—	—
Nonunion	48	51	—	—
Average wage within the following categories: ⁵				
Lowest 25 percent	49	51	—	—
Lowest 10 percent	50	50	—	—
Second 25 percent	46	54	—	—
Third 25 percent	43	57	—	—
Highest 25 percent	38	61	—	—
Highest 10 percent	34	66	—	—
Establishment characteristics				
Service-providing industries	44	56	(⁴)	(⁴)
Education and health services	43	56	—	—
Educational services	43	56	—	—
Elementary and secondary schools	44	56	—	—
Junior colleges, colleges, and universities	41	59	—	—
Health care and social assistance	44	56	—	—
Hospitals	48	52	—	—
Public administration	42	57	—	—
1 to 99 workers	46	54	—	—
1 to 49 workers	45	55	—	—
50 to 99 workers	47	53	—	(⁴)
100 workers or more	43	57	(⁴)	(⁴)
100 to 499 workers	49	50	—	—
500 workers or more	40	60	—	—

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2017—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	38	61	—	—
Local government	45	54	(⁴)	(⁴)
Geographic areas				
Northeast	28	70	—	—
New England	32	66	—	—
Middle Atlantic	28	72	—	—
South	47	52	—	—
South Atlantic	57	43	—	—
East South Central	38	62	—	—
West South Central	39	61	—	—
Midwest	55	45	—	—
East North Central	55	45	—	—
West North Central	54	46	—	—
West	40	60	—	—
Mountain	41	58	—	—
Pacific	40	60	—	—

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 2017.

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/glossary20162017.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 2017

(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	1	31	69
Worker characteristics			
Management, professional, and related	(³)	31	68
Professional and related	(³)	31	68
Teachers	—	—	70
Primary, secondary, and special education school teachers	—	30	70
Service	—	—	68
Protective service	—	—	67
Sales and office	1	31	68
Office and administrative support	1	31	68
Natural resources, construction, and maintenance	—	—	67
Production, transportation, and material moving ...	—	—	76
Full time	1	30	69
Part time	1	39	60
Union	1	31	68
Nonunion	—	—	69
Average wage within the following categories: ⁴			
Lowest 25 percent	—	—	72
Lowest 10 percent	—	—	77
Second 25 percent	1	35	64
Third 25 percent	—	—	71
Highest 25 percent	(³)	33	67
Highest 10 percent	(³)	41	58
Establishment characteristics			
Service-providing industries	1	31	68
Education and health services	—	—	70
Educational services	(³)	29	70
Elementary and secondary schools	—	30	70
Junior colleges, colleges, and universities	1	29	70
Health care and social assistance	—	—	64
Hospitals	—	—	69
Public administration	—	—	66
1 to 99 workers	—	—	62
1 to 49 workers	—	—	59
50 to 99 workers	—	36	64
100 workers or more	1	29	71
100 to 499 workers	—	—	68
500 workers or more	1	28	72

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, March 2017—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	1	28	71
Local government	—	—	68
Geographic areas			
Northeast	—	22	78
New England	—	49	51
Middle Atlantic	—	15	85
South	—	—	74
South Atlantic	—	—	75
East South Central	—	57	43
West South Central	—	12	88
Midwest	—	—	74
East North Central	—	—	86
West North Central	—	—	53
West	1	51	48
Mountain	—	—	79
Pacific	1	63	35

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 2016 are included in the "1 year" column. Those frozen between 2012 and 2015 are included in the "2 to 5 years" column and plans frozen before 2012 are included in the "Greater than 5 years" column.

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 2017.

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/glossary20162017.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 2017

(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
All workers	–	100	93	5	–	18	–
Worker characteristics							
Management, professional, and related	–	100	94	5	–	17	–
Professional and related	–	100	94	4	–	17	–
Teachers	–	100	95	5	–	18	–
Primary, secondary, and special education school teachers	–	100	95	5	–	19	–
Service	–	100	90	8	–	17	–
Protective service	–	100	90	9	–	18	–
Sales and office	–	100	92	6	–	21	–
Office and administrative support	–	100	92	6	–	21	–
Natural resources, construction, and maintenance	–	100	89	7	–	14	–
Production, transportation, and material moving	–	100	91	4	–	15	–
Full time	–	100	92	6	–	18	–
Part time	–	100	98	2	–	8	–
Union	–	100	95	4	–	18	–
Nonunion	–	100	90	8	–	17	–
Average wage within the following categories: ³							
Lowest 25 percent	–	100	91	7	–	20	–
Lowest 10 percent	–	100	91	–	–	17	–
Second 25 percent	–	100	90	7	–	19	–
Third 25 percent	–	100	93	5	–	15	–
Highest 25 percent	–	100	95	4	–	17	–
Highest 10 percent	–	100	95	4	–	17	–
Establishment characteristics							
Service-providing industries	–	100	93	5	–	18	–
Education and health services	–	100	95	4	–	17	–
Educational services	–	100	95	4	–	17	–
Elementary and secondary schools	–	100	95	4	–	18	–
Junior colleges, colleges, and universities	–	100	96	3	–	14	–
Health care and social assistance	–	100	88	–	–	16	–
Hospitals	–	100	92	–	–	–	–
Public administration	–	100	89	8	–	20	–
1 to 99 workers	–	100	91	7	–	15	–
1 to 49 workers	–	100	92	6	–	12	–
50 to 99 workers	–	100	91	8	–	18	–
100 workers or more	–	100	93	5	–	18	–
100 to 499 workers	–	100	93	3	–	21	–
500 workers or more	–	100	93	6	–	17	–

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, March 2017—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
State government	—	100	92	6	—	19	—
Local government	—	100	93	5	—	17	—
Geographic areas							
Northeast	—	100	97	3	—	18	—
New England	—	100	94	—	—	—	—
Middle Atlantic	—	100	98	2	—	21	—
South	—	100	91	7	—	24	—
South Atlantic	—	100	86	11	—	47	—
East South Central	—	100	92	—	—	23	—
West South Central	—	100	96	—	—	3	—
Midwest	—	100	90	6	—	16	—
East North Central	—	100	90	3	—	25	—
West North Central	—	100	89	10	—	—	—
West	—	100	92	6	—	8	—
Mountain	—	100	91	—	—	—	—
Pacific	—	100	93	4	—	8	—

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, March 2017

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	72	28	89	11
Worker characteristics				
Management, professional, and related	74	26	90	10
Professional and related	75	25	90	10
Teachers	78	22	95	5
Primary, secondary, and special education school teachers	71	29	97	3
Service	63	37	87	13
Protective service	59	41	—	—
Sales and office	72	28	89	11
Office and administrative support	71	29	89	11
Natural resources, construction, and maintenance	73	27	—	—
Full time	72	28	89	11
Part time	71	29	—	—
Union	68	32	87	13
Nonunion	73	27	90	10
Average wage within the following categories: ¹				
Lowest 25 percent	69	31	88	12
Lowest 10 percent	71	29	83	17
Second 25 percent	71	29	88	12
Third 25 percent	68	32	88	12
Highest 25 percent	79	21	93	7
Highest 10 percent	82	18	93	7
Establishment characteristics				
Service-providing industries	72	28	90	10
Education and health services	74	26	89	11
Educational services	75	25	93	7
Elementary and secondary schools	71	29	95	5
Junior colleges, colleges, and universities	78	22	91	9
Health care and social assistance	73	27	82	18
Hospitals	76	24	—	—
Public administration	66	34	91	9
1 to 99 workers	65	35	—	—
50 to 99 workers	56	44	—	—
100 workers or more	73	27	89	11
100 to 499 workers	58	42	87	13
500 workers or more	78	22	90	10

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, March 2017—continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	73	27	86	14
Local government	71	29	91	9
Geographic areas				
Northeast	68	32	83	17
South	83	17	89	11
South Atlantic	80	20	91	9
East South Central	93	7	—	—
Midwest	57	43	85	15
East North Central	46	54	82	18
West	70	30	—	—
Mountain	74	26	—	—
Pacific	67	33	—	—

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 2017.

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/glossary20162017.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 2017

(All workers = 100 percent)

Characteristics	Healthcare ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	89	79	89	89	71	80
Worker characteristics						
Management, professional, and related	92	82	89	92	72	79
Professional and related	91	81	88	91	71	78
Teachers	92	80	87	92	71	77
Primary, secondary, and special education school teachers	99	85	86	99	75	76
Service	81	72	90	80	65	81
Protective service	89	82	92	89	73	82
Sales and office	89	80	90	89	73	83
Office and administrative support	90	81	90	90	74	83
Natural resources, construction, and maintenance	96	86	90	95	78	82
Production, transportation, and material moving	85	77	91	85	69	82
Full time	99	89	90	99	80	80
Part time	27	23	86	27	19	70
Union	95	86	90	95	73	77
Nonunion	84	74	89	83	69	83
Average wage within the following categories: ³						
Lowest 25 percent	72	63	88	72	58	80
Lowest 10 percent	59	50	85	59	46	78
Second 25 percent	93	84	90	93	76	81
Third 25 percent	97	87	89	97	78	81
Highest 25 percent	95	86	91	95	74	78
Highest 10 percent	93	87	94	93	74	80
Establishment characteristics						
Service-providing industries	89	79	89	89	71	80
Education and health services	90	79	88	90	70	78
Educational services	90	79	88	90	69	77
Elementary and secondary schools	90	78	86	90	68	76
Junior colleges, colleges, and universities	90	82	92	90	74	82
Health care and social assistance	91	83	91	91	77	84
Hospitals	91	84	92	91	77	84
Public administration	90	82	91	90	75	83
1 to 99 workers	86	77	90	85	68	80
1 to 49 workers	82	73	89	82	67	82
50 to 99 workers	89	80	90	89	69	78
100 workers or more	90	80	89	90	72	80
100 to 499 workers	86	78	90	86	69	80
500 workers or more	92	82	89	92	73	80

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—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	37	31	85	88	70	80
Worker characteristics									
Management, professional, and related	59	49	84	36	30	83	90	71	79
Professional and related	58	48	83	35	29	83	90	70	78
Teachers	56	45	81	33	27	81	90	69	77
Primary, secondary, and special education school teachers	58	47	81	36	29	81	97	74	76
Service	52	45	87	34	30	86	79	64	81
Protective service	60	54	89	43	38	89	88	73	83
Sales and office	58	50	87	39	34	88	88	73	83
Office and administrative support	59	51	87	39	34	88	89	74	83
Natural resources, construction, and maintenance	66	59	89	40	36	91	93	77	83
Production, transportation, and material moving ...	61	51	83	45	38	85	83	70	84
Full time	64	55	85	41	34	85	98	79	81
Part time	19	15	80	14	12	87	26	18	70
Union	74	63	85	54	47	88	94	73	77
Nonunion	44	37	84	23	18	79	82	68	83
Average wage within the following categories: ³									
Lowest 25 percent	37	31	83	20	16	80	71	57	80
Lowest 10 percent	27	22	81	12	9	74	58	45	78
Second 25 percent	66	56	86	42	36	87	92	75	82
Third 25 percent	60	51	86	39	33	85	96	78	81
Highest 25 percent	71	60	84	48	41	86	93	73	78
Highest 10 percent	75	64	86	55	48	87	92	73	80
Establishment characteristics									
Service-providing industries	58	49	85	37	31	85	88	70	80
Education and health services	57	47	82	33	28	82	89	69	78
Educational services	56	46	82	33	27	82	88	68	77
Elementary and secondary schools	54	44	82	33	27	82	88	67	75
Junior colleges, colleges, and universities	62	51	82	34	28	82	88	72	82
Health care and social assistance	61	51	83	34	29	85	91	77	84
Hospitals	61	51	84	30	26	87	91	77	84
Public administration	60	53	88	42	38	88	89	74	84
1 to 99 workers	59	47	81	39	32	82	84	68	81
1 to 49 workers	54	43	80	37	30	80	81	66	82
50 to 99 workers	63	51	82	40	34	85	87	69	79
100 workers or more	58	50	86	36	31	86	89	71	80
100 to 499 workers	54	46	85	34	29	86	85	68	80
500 workers or more	59	51	87	37	32	86	91	72	80

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Healthcare ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	96	89	93	96	82	86
Local government	87	76	88	87	67	78
Geographic areas						
Northeast	88	79	91	87	68	78
New England	89	79	89	88	64	73
Middle Atlantic	87	80	91	87	69	80
South	93	81	88	93	77	83
South Atlantic	91	81	89	91	75	83
East South Central	92	84	92	92	83	90
West South Central	96	80	84	96	78	81
Midwest	85	74	87	85	64	75
East North Central	83	73	88	83	64	77
West North Central	88	75	86	88	63	72
West	88	82	93	88	70	80
Mountain	86	77	90	86	67	78
Pacific	89	84	95	89	72	81

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—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	65	55	86	42	37	87	94	81	86
Local government	56	47	84	35	29	84	85	67	78
Geographic areas									
Northeast	68	61	89	48	42	88	86	68	79
New England	61	55	90	—	—	—	88	64	73
Middle Atlantic	70	62	89	59	52	89	86	69	81
South	38	30	80	19	14	71	91	76	83
South Atlantic	44	37	84	26	19	74	91	75	83
East South Central	30	23	77	10	8	77	92	82	89
West South Central	32	24	74	14	9	62	92	75	81
Midwest	60	52	86	31	26	85	82	61	75
East North Central	62	53	86	42	37	87	82	63	77
West North Central	58	51	87	—	7	—	82	58	70
West	80	68	84	62	56	90	88	70	80
Mountain	69	59	85	31	26	84	86	68	79
Pacific	86	72	84	77	70	91	88	71	80

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.

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 2017.

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/glossary20162017.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 2017

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	86	14	71	29
Worker characteristics				
Management, professional, and related	85	15	70	30
Professional and related	85	15	69	31
Teachers	84	16	66	34
Primary, secondary, and special education school teachers	84	16	65	35
Service	87	13	73	27
Protective service	88	12	78	22
Sales and office	88	12	72	28
Office and administrative support	88	12	72	28
Natural resources, construction, and maintenance Production, transportation, and material moving ...	89	11	74	26
Production, transportation, and material moving ...	86	14	70	30
Full time	86	14	71	29
Part time	85	15	70	30
Union	86	14	76	24
Nonunion	87	13	66	34
Average wage within the following categories: ¹				
Lowest 25 percent	87	13	66	34
Lowest 10 percent	87	13	60	40
Second 25 percent	87	13	74	26
Third 25 percent	86	14	69	31
Highest 25 percent	85	15	74	26
Highest 10 percent	85	15	75	25
Establishment characteristics				
Service-providing industries	86	14	71	29
Education and health services	85	15	67	33
Educational services	85	15	66	34
Elementary and secondary schools	84	16	64	36
Junior colleges, colleges, and universities	86	14	71	29
Health care and social assistance	87	13	74	26
Hospitals	87	13	75	25
Public administration	88	12	77	23
1 to 99 workers	87	13	73	27
1 to 49 workers	88	12	72	28
50 to 99 workers	86	14	73	27
100 workers or more	86	14	70	30
100 to 499 workers	87	13	71	29
500 workers or more	86	14	70	30

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 2017—continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government	86	14	74	26
Local government	87	13	70	30
Geographic areas				
Northeast	84	16	82	18
New England	77	23	77	23
Middle Atlantic	87	13	84	16
South	86	14	63	37
South Atlantic	85	15	65	35
East South Central	88	12	63	37
West South Central	87	13	59	41
Midwest	87	13	73	27
East North Central	85	15	74	26
West North Central	90	10	72	28
West	87	13	75	25
Mountain	87	13	71	29
Pacific	87	13	77	23

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 2017.

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/glossary20162017.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 2017

(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	\$536.13	22	\$566.64	78	\$527.53	\$113.95
Worker characteristics							
Management, professional, and related	100	526.07	21	564.14	79	515.87	121.13
Professional and related	100	522.84	21	559.04	79	513.06	125.42
Teachers	100	518.29	22	552.08	78	508.51	137.84
Primary, secondary, and special education school teachers	100	513.98	24	545.99	76	503.94	143.36
Service	100	548.09	23	559.29	77	544.69	109.52
Protective service	100	575.14	22	562.53	78	578.88	105.17
Sales and office	100	549.82	23	570.78	77	543.56	97.52
Office and administrative support	100	550.30	23	572.71	77	543.57	96.26
Natural resources, construction, and maintenance	100	550.34	25	577.06	75	541.44	87.68
Production, transportation, and material moving ...	100	563.22	21	610.63	79	550.30	116.08
Full time	100	535.61	22	565.07	78	527.42	113.07
Part time	100	549.23	28	597.21	72	530.45	137.91
Union	100	564.57	24	576.60	76	560.81	133.62
Nonunion	100	510.75	20	556.22	80	499.14	97.16
Average wage within the following categories: ¹							
Lowest 25 percent	100	516.78	25	559.64	75	502.63	102.51
Lowest 10 percent	100	489.74	27	543.03	73	469.71	99.24
Second 25 percent	100	545.42	22	565.99	78	539.69	105.43
Third 25 percent	100	533.69	20	559.64	80	527.14	113.06
Highest 25 percent	100	546.41	22	580.05	78	537.08	130.74
Highest 10 percent	100	556.83	25	568.10	75	553.08	151.26
Establishment characteristics							
Service-providing industries	100	536.91	22	566.77	78	528.53	114.02
Education and health services	100	516.81	22	557.13	78	505.47	122.75
Educational services	100	518.41	22	556.33	78	507.65	127.91
Elementary and secondary schools	100	510.51	24	543.39	76	500.29	136.21
Junior colleges, colleges, and universities	100	538.11	17	594.74	83	526.43	108.05
Health care and social assistance	100	507.74	21	561.95	79	493.32	93.96
Hospitals	100	505.69	21	573.36	79	487.81	87.69
Public administration	100	570.63	22	584.88	78	566.48	101.13
1 to 99 workers	100	532.52	23	579.78	77	518.47	107.75
1 to 49 workers	100	529.05	28	548.80	72	521.27	108.19
50 to 99 workers	100	535.78	18	625.77	82	516.17	107.39
100 workers or more	100	537.19	22	562.58	78	530.14	115.73
100 to 499 workers	100	548.62	21	549.56	79	548.38	110.76
500 workers or more	100	532.00	22	568.16	78	521.72	118.02

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 2017—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	\$534.32	12	\$577.98	88	\$528.26	\$103.04
Local government	100	536.85	26	564.53	74	527.19	119.06
Geographic areas							
Northeast	100	546.41	24	562.81	76	541.34	143.46
New England	100	522.21	2	575.92	98	520.93	160.65
Middle Atlantic	100	553.76	30	562.50	70	549.99	136.16
South	100	503.78	22	558.13	78	487.84	102.19
South Atlantic	100	518.47	13	586.01	87	508.44	103.37
East South Central	100	526.32	19	521.56	81	527.44	86.52
West South Central	100	471.33	38	554.08	62	419.75	110.39
Midwest	100	556.04	17	552.99	83	556.68	113.57
East North Central	100	555.94	11	555.26	89	556.03	121.86
West North Central	100	556.22	29	551.30	71	558.25	93.81
West	100	569.80	23	593.61	77	562.58	112.55
Mountain	100	498.98	18	545.22	82	488.95	87.97
Pacific	100	600.87	25	608.37	75	598.28	124.47

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 2017.

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/glossary20162017.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 2017

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
All workers	62	26	7	6
Worker characteristics				
Management, professional, and related	61	27	6	5
Professional and related	61	28	6	5
Teachers	62	27	7	4
Primary, secondary, and special education school teachers	65	25	7	4
Service	66	22	5	7
Protective service	68	19	3	10
Sales and office	57	28	7	7
Office and administrative support	58	28	7	8
Natural resources, construction, and maintenance	71	18	8	3
Production, transportation, and material moving ...	60	22	15	4
Full time	62	26	6	6
Part time	53	25	12	10
Union	66	16	8	10
Nonunion	58	34	6	2
Average wage within the following categories: ³				
Lowest 25 percent	60	30	6	4
Lowest 10 percent	62	32	—	—
Second 25 percent	63	25	6	6
Third 25 percent	62	27	6	5
Highest 25 percent	62	22	7	8
Highest 10 percent	61	24	7	9
Establishment characteristics				
Service-providing industries	62	26	7	6
Education and health services	60	30	6	4
Educational services	61	29	6	4
Elementary and secondary schools	65	24	7	4
Junior colleges, colleges, and universities	51	41	—	—
Health care and social assistance	54	38	—	—
Hospitals	55	40	—	—
Public administration	64	21	7	9
1 to 99 workers	62	23	9	6
1 to 49 workers	66	—	10	—
50 to 99 workers	58	28	9	5
100 workers or more	62	27	6	6
100 to 499 workers	63	26	6	6
500 workers or more	61	27	6	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 2017—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
State government	51	38	4	7
Local government	67	20	8	5
Geographic areas				
Northeast	64	20	7	9
New England	80	10	—	—
Middle Atlantic	57	24	6	13
South	56	38	—	—
South Atlantic	45	49	6	—
East South Central	49	51	—	—
West South Central	83	9	—	—
Midwest	73	20	5	2
East North Central	74	18	5	2
West North Central	69	23	—	—
West	61	13	10	17
Mountain	75	18	—	—
Pacific	54	11	13	23

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 2017.

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/glossary20162017.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 2017

(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	\$1,132.28	7	\$1,445.97	93	\$1,109.11	\$480.14
Worker characteristics							
Management, professional, and related	100	1,099.66	7	1,434.28	93	1,074.30	498.33
Professional and related	100	1,086.65	7	1,425.10	93	1,062.34	512.50
Teachers	100	1,028.54	7	1,440.33	93	998.13	560.46
Primary, secondary, and special education school teachers	100	1,010.85	8	1,442.40	92	973.54	585.71
Service	100	1,183.50	7	1,478.43	93	1,162.22	456.07
Protective service	100	1,303.70	8	1,507.90	92	1,285.06	392.31
Sales and office	100	1,156.83	6	1,390.48	94	1,141.24	448.63
Office and administrative support	100	1,157.12	6	1,391.24	94	1,141.24	445.59
Natural resources, construction, and maintenance	100	1,197.18	7	1,564.79	93	1,169.47	432.54
Production, transportation, and material moving ...	100	1,210.94	7	1,509.18	93	1,187.68	496.15
Full time	100	1,130.86	7	1,437.99	93	1,108.83	478.14
Part time	100	1,169.22	12	1,564.69	88	1,116.66	535.13
Union	100	1,283.66	12	1,444.43	88	1,262.55	475.47
Nonunion	100	998.15	3	1,451.82	97	985.59	483.90
Average wage within the following categories: ¹							
Lowest 25 percent	100	1,014.33	4	1,554.97	96	990.67	505.22
Lowest 10 percent	100	885.02	3	1,541.91	97	862.33	573.73
Second 25 percent	100	1,195.14	8	1,407.43	92	1,177.37	438.37
Third 25 percent	100	1,083.41	5	1,385.62	95	1,065.94	496.10
Highest 25 percent	100	1,223.25	10	1,467.16	90	1,196.95	477.55
Highest 10 percent	100	1,268.22	14	1,441.12	86	1,240.23	512.48
Establishment characteristics							
Service-providing industries	100	1,132.90	7	1,446.49	93	1,109.68	480.57
Education and health services	100	1,056.50	7	1,444.10	93	1,028.17	526.41
Educational services	100	1,035.46	7	1,466.34	93	1,003.66	546.14
Elementary and secondary schools	100	999.71	8	1,456.72	92	959.43	585.27
Junior colleges, colleges, and universities	100	1,125.16	3	1,393.48	97	1,117.08	445.04
Health care and social assistance	100	1,174.55	6	1,311.40	94	1,165.10	416.19
Hospitals	100	1,228.51	7	1,382.52	93	1,216.57	398.76
Public administration	100	1,252.79	8	1,484.91	92	1,233.68	402.03
1 to 99 workers	100	1,127.11	8	1,517.96	92	1,092.78	442.42
1 to 49 workers	100	1,117.32	9	1,445.40	91	1,086.55	444.63
50 to 99 workers	100	1,136.34	8	1,595.09	92	1,098.59	440.36
100 workers or more	100	1,133.77	6	1,420.28	94	1,113.74	490.85
100 to 499 workers	100	1,161.98	3	1,416.15	97	1,153.80	459.75
500 workers or more	100	1,121.02	8	1,421.00	92	1,094.66	505.67

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 2017—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	\$1,158.98	1	\$1,199.46	99	\$1,158.42	\$402.21
Local government	100	1,121.67	9	1,460.78	91	1,087.85	513.73
Geographic areas							
Northeast	100	1,360.30	21	1,455.61	79	1,335.06	402.13
New England	100	1,324.38	—	—	—	—	—
Middle Atlantic	100	1,371.21	27	1,456.58	73	1,340.09	394.79
South	100	914.46	1	1,522.39	99	907.92	520.23
South Atlantic	100	976.85	1	1,569.42	99	971.14	497.98
East South Central	100	894.55	—	—	—	—	—
West South Central	100	835.79	1	1,569.06	99	830.50	567.70
Midwest	100	1,240.24	5	1,308.55	95	1,236.41	481.50
East North Central	100	1,265.81	3	1,257.81	97	1,266.05	468.89
West North Central	100	1,193.02	—	—	—	—	—
West	100	1,257.86	8	1,486.47	92	1,239.03	453.66
Mountain	100	1,061.68	5	1,409.31	95	1,041.67	458.56
Pacific	100	1,345.78	9	1,508.42	91	1,330.53	451.38

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 2017.

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/glossary20162017.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 2017

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
All workers	66	23	6	5
Worker characteristics				
Management, professional, and related	64	24	6	5
Professional and related	65	24	6	4
Teachers	66	23	7	3
Primary, secondary, and special education school teachers	68	21	7	4
Service	71	18	5	6
Protective service	72	16	3	8
Sales and office	62	25	7	7
Office and administrative support	62	24	7	7
Natural resources, construction, and maintenance	74	17	6	4
Production, transportation, and material moving	62	20	12	6
Full time	66	23	6	5
Part time	57	22	—	—
Union	66	16	8	10
Nonunion	65	28	5	2
Average wage within the following categories: ³				
Lowest 25 percent	67	24	6	3
Lowest 10 percent	70	25	—	—
Second 25 percent	66	23	6	6
Third 25 percent	66	24	6	4
Highest 25 percent	64	20	8	8
Highest 10 percent	64	21	8	8
Establishment characteristics				
Service-providing industries	65	23	6	5
Education and health services	64	26	6	4
Educational services	65	24	7	4
Elementary and secondary schools	69	21	7	4
Junior colleges, colleges, and universities	57	34	6	2
Health care and social assistance	59	34	—	—
Hospitals	60	35	—	—
Public administration	67	19	6	8
1 to 99 workers	63	22	10	5
1 to 49 workers	66	18	11	6
50 to 99 workers	61	26	9	4
100 workers or more	66	23	5	5
100 to 499 workers	68	22	5	5
500 workers or more	66	23	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 2017—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
State government	54	36	3	7
Local government	71	17	8	4
Geographic areas				
Northeast	64	19	7	9
New England	80	10	—	—
Middle Atlantic	58	23	6	13
South	65	30	—	—
South Atlantic	51	43	5	—
East South Central	57	42	—	—
West South Central	89	6	—	—
Midwest	75	17	5	2
East North Central	76	16	—	—
West North Central	73	19	—	—
West	59	14	11	16
Mountain	76	15	—	—
Pacific	52	13	14	21

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 2017.

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/glossary20162017.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 2017

(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	\$25.00	\$50.00	\$87.67	\$135.94	\$205.14	\$166.66	\$241.12	\$395.47	\$598.70	\$954.37
Worker characteristics										
Management, professional, and related	28.68	50.00	90.91	144.83	232.00	157.22	241.12	404.72	638.14	981.98
Professional and related	29.20	51.45	95.42	150.00	238.80	166.66	248.84	421.56	651.25	1008.76
Teachers	30.66	54.17	100.00	166.72	278.60	137.57	261.60	484.80	723.76	1098.92
Primary, secondary, and special education school teachers	30.66	54.88	101.05	173.34	305.60	137.57	273.00	501.74	812.92	1173.02
Service	28.60	50.00	86.67	130.80	205.14	180.00	245.77	390.00	590.48	848.98
Protective service	–	50.00	88.31	130.00	203.99	177.94	226.59	347.41	531.20	656.87
Sales and office	19.90	40.00	80.74	115.29	177.01	114.47	219.00	374.30	590.48	842.37
Office and administrative support	19.83	38.78	79.12	115.29	176.16	113.75	216.67	375.19	590.48	842.37
Natural resources, construction, and maintenance	21.75	38.00	77.54	114.40	160.34	150.00	242.00	358.09	531.20	796.95
Production, transportation, and material moving ...	–	40.78	86.36	131.92	199.78	–	270.40	385.00	651.25	998.00
Full time	24.34	50.00	87.50	135.94	203.99	157.22	241.00	395.47	593.00	942.00
Part time	38.00	69.63	104.56	150.85	275.66	199.40	301.52	432.14	710.78	1123.28
Union	33.88	63.50	101.17	161.93	238.94	125.00	230.00	355.04	573.00	974.90
Nonunion	20.00	40.00	81.08	123.62	177.01	180.00	253.50	433.08	627.73	918.67
Average wage within the following categories: ²										
Lowest 25 percent	20.00	42.06	84.00	125.00	188.00	180.00	257.88	452.67	656.87	974.90
Lowest 10 percent	20.00	38.00	84.00	123.62	182.77	209.20	320.29	579.33	722.00	1053.96
Second 25 percent	23.31	46.00	84.00	127.17	188.00	140.23	221.00	363.12	574.84	809.52
Third 25 percent	21.42	49.32	88.60	135.94	206.42	173.18	254.52	433.08	647.63	974.90
Highest 25 percent	32.00	63.70	99.92	162.75	254.11	125.00	226.59	363.70	568.48	974.90
Highest 10 percent	34.16	68.92	115.29	184.50	–	121.72	241.00	396.60	590.27	1387.71
Establishment characteristics										
Service-providing industries	24.98	50.00	87.67	135.94	205.14	166.18	242.00	396.60	600.00	949.00
Education and health services	28.68	50.00	94.08	149.57	238.80	173.18	255.00	456.88	669.87	1029.95
Educational services	30.66	51.45	97.68	160.46	247.00	157.22	264.98	476.04	710.78	1059.70
Elementary and secondary schools	30.00	54.17	99.92	169.98	276.80	149.94	300.00	519.43	825.82	1146.07
Junior colleges, colleges, and universities	30.66	50.00	85.00	130.00	186.16	171.00	211.00	346.00	507.15	663.73
Health care and social assistance	–	–	85.00	110.81	144.58	210.80	253.50	385.00	531.44	667.00
Hospitals	–	29.20	81.08	100.12	135.94	210.80	253.50	385.00	507.15	601.00
Public administration	23.31	50.00	84.00	128.00	182.00	140.23	209.20	342.24	505.14	698.84
1 to 99 workers	21.75	51.45	88.62	123.44	177.74	102.00	202.24	352.22	583.64	796.95
1 to 49 workers	20.00	43.40	100.00	149.57	203.40	–	218.43	413.51	593.00	796.95
50 to 99 workers	33.23	57.03	87.99	105.18	165.91	113.00	193.33	306.56	531.20	697.83
100 workers or more	28.00	49.56	85.76	137.14	214.54	180.00	248.28	400.00	620.43	972.00
100 to 499 workers	23.83	50.00	85.00	135.94	214.54	140.23	209.20	355.04	590.92	990.00
500 workers or more	28.68	47.91	88.17	137.72	215.00	199.40	276.25	433.08	627.73	940.00

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 2017—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	\$29.20	\$50.00	\$87.99	\$124.00	\$170.00	\$171.00	\$211.00	\$340.00	\$507.15	\$593.00
Local government	23.83	50.00	87.67	143.96	228.70	152.98	255.00	432.00	663.73	1024.44
Geographic areas										
Northeast	54.17	84.59	117.21	177.01	233.73	—	253.73	384.18	469.10	590.88
New England	73.97	119.18	162.75	184.50	250.00	208.15	306.55	412.94	494.22	590.88
Middle Atlantic	44.98	68.09	115.29	160.34	215.20	—	196.50	353.50	452.67	587.50
South	20.00	38.00	79.12	128.00	182.77	186.00	312.79	501.86	651.25	956.00
South Atlantic	20.00	37.28	73.75	110.50	163.34	180.00	253.50	419.08	598.70	796.95
East South Central	16.25	—	—	116.00	163.62	219.00	342.24	480.88	667.00	—
West South Central	30.00	52.39	92.80	157.10	242.00	219.00	350.66	546.74	666.44	1020.00
Midwest	28.68	51.45	86.00	118.32	193.33	133.99	211.00	321.52	647.00	1146.07
East North Central	30.00	65.45	88.31	126.86	216.00	133.99	211.00	289.06	583.00	1156.12
West North Central	24.98	32.42	67.71	100.12	172.04	—	215.33	387.85	716.22	1146.07
West	29.20	45.53	83.03	134.00	226.62	—	203.98	318.60	586.84	924.00
Mountain	16.75	38.78	54.47	89.20	164.61	140.23	211.60	322.80	641.00	974.90
Pacific	34.26	52.65	102.81	168.14	268.44	89.31	199.29	303.60	560.96	913.06

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 2017.

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/glossary20162017.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 2017

(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	81	79	98	26	25	96	38	37	97
Worker characteristics									
Management, professional, and related	83	81	98	25	24	95	40	39	97
Professional and related	82	80	98	24	23	95	40	38	97
Teachers	81	80	98	22	20	94	39	38	97
Primary, secondary, and special education school teachers	86	85	98	20	19	95	38	37	97
Service	75	73	97	25	24	98	31	30	98
Protective service	86	84	97	29	29	99	32	32	100
Sales and office	82	79	97	29	28	98	38	38	98
Office and administrative support	82	80	97	28	28	98	38	38	98
Natural resources, construction, and maintenance	90	88	99	32	31	96	38	37	96
Production, transportation, and material moving ...	80	78	98	29	26	91	33	32	96
Full time	91	89	98	28	27	96	42	41	98
Part time	24	22	95	14	14	94	13	12	91
Union	88	87	98	26	26	98	38	37	98
Nonunion	75	73	97	25	24	95	38	37	97
Average wage within the following categories: ²									
Lowest 25 percent	65	63	97	20	19	93	29	28	97
Lowest 10 percent	52	50	97	17	16	92	24	23	96
Second 25 percent	87	85	98	30	29	97	40	39	98
Third 25 percent	87	85	98	26	25	96	42	41	98
Highest 25 percent	88	86	98	28	27	98	42	40	97
Highest 10 percent	84	82	97	34	33	99	37	35	96
Establishment characteristics									
Service-providing industries	81	79	98	26	25	96	38	37	97
Education and health services	82	80	97	24	22	94	40	38	96
Educational services	81	79	98	23	21	94	38	37	97
Elementary and secondary schools	79	77	98	21	19	94	34	33	97
Junior colleges, colleges, and universities	86	84	97	30	28	93	48	46	96
Health care and social assistance	88	84	96	30	29	97	52	49	95
Hospitals	88	84	95	40	39	98	62	59	95
Public administration	84	81	97	30	30	99	35	34	99
1 to 99 workers	74	73	98	22	21	95	34	34	98
1 to 49 workers	70	69	98	25	24	96	32	32	99
50 to 99 workers	79	77	98	18	17	95	36	35	97
100 workers or more	83	81	97	27	26	96	39	38	97
100 to 499 workers	77	75	97	22	21	97	35	34	98
500 workers or more	86	84	97	30	29	96	41	39	97

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2017—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	90	87	97	29	28	95	38	37	98
Local government	78	77	98	25	24	96	38	36	97
Geographic areas									
Northeast	82	80	98	34	34	99	16	16	99
New England	82	75	92	11	11	100	17	17	99
Middle Atlantic	82	82	99	42	41	99	15	15	99
South	82	80	97	23	22	94	34	33	96
South Atlantic	85	82	97	34	31	93	46	44	96
East South Central	74	71	96	—	—	—	32	31	97
West South Central	82	80	97	13	12	97	17	17	99
Midwest	81	79	98	22	21	92	56	55	98
East North Central	80	78	97	31	29	91	63	61	97
West North Central	81	80	99	6	6	96	44	44	99
West	79	78	98	27	27	100	44	43	97
Mountain	82	82	100	29	29	99	62	60	96
Pacific	78	77	98	26	26	100	36	35	97

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.

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, March 2017

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	10	90
Worker characteristics		
Management, professional, and related	11	89
Professional and related	11	89
Teachers	11	89
Primary, secondary, and special education school teachers	10	90
Service	9	91
Protective service	7	93
Sales and office	10	90
Office and administrative support	9	91
Natural resources, construction, and maintenance	7	93
Full time	10	90
Part time	14	86
Union	9	91
Nonunion	11	89
Average wage within the following categories: ¹		
Lowest 25 percent	12	88
Lowest 10 percent	14	86
Second 25 percent	8	92
Third 25 percent	8	92
Highest 25 percent	12	88
Highest 10 percent	11	89
Establishment characteristics		
Service-providing industries	10	90
Education and health services	12	88
Educational services	11	89
Elementary and secondary schools	10	90
Junior colleges, colleges, and universities	14	86
Health care and social assistance	13	87
Hospitals	10	90
Public administration	7	93
1 to 99 workers	9	91
1 to 49 workers	9	91
50 to 99 workers	8	92
100 workers or more	10	90
100 to 499 workers	8	92
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 2017—continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	13	87
Local government	9	91
Geographic areas		
Northeast	14	86
New England	41	59
Middle Atlantic	6	94
South	10	90
South Atlantic	10	90
East South Central	13	87
West South Central	7	93
Midwest	12	88
East North Central	14	86
West North Central	7	93
West	5	95
Mountain	8	92
Pacific	4	96

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, March 2017

(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	36	1	53	6	4
Worker characteristics					
Management, professional, and related	35	1	54	5	4
Professional and related	34	1	55	5	4
Teachers	30	1	60	5	5
Primary, secondary, and special education school teachers	27	1	63	4	6
Service	36	2	54	6	2
Protective service	35	2	53	7	2
Sales and office	38	2	51	6	4
Office and administrative support	38	1	51	6	4
Natural resources, construction, and maintenance	37	—	53	7	—
Production, transportation, and material moving ...	36	—	44	17	—
Full time	36	1	53	6	4
Part time	31	—	60	—	3
Union	32	1	58	8	1
Nonunion	40	1	48	4	7
Average wage within the following categories: ¹					
Lowest 25 percent	36	1	55	3	5
Lowest 10 percent	40	—	53	3	—
Second 25 percent	39	2	51	6	2
Third 25 percent	35	1	52	7	5
Highest 25 percent	34	1	56	6	2
Highest 10 percent	32	—	60	6	—
Establishment characteristics					
Service-providing industries	36	1	53	6	4
Education and health services	35	1	55	4	4
Educational services	32	1	58	4	5
Elementary and secondary schools	27	1	64	3	5
Junior colleges, colleges, and universities	44	2	45	7	3
Health care and social assistance	57	—	35	4	—
Hospitals	64	—	29	—	—
Public administration	36	2	52	7	3
1 to 99 workers	29	—	62	—	6
1 to 49 workers	21	—	67	—	9
50 to 99 workers	36	—	59	—	3
100 workers or more	38	1	51	7	3
100 to 499 workers	34	2	54	6	4
500 workers or more	40	1	50	7	3

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, March 2017—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	40	1	47	7	5
Local government	35	1	56	5	3
Geographic areas					
Northeast	33	—	51	12	—
New England	19	—	74	—	—
Middle Atlantic	38	—	44	14	—
South	41	1	46	4	8
South Atlantic	54	—	30	—	14
East South Central	44	—	39	13	—
West South Central	21	—	74	4	—
Midwest	40	1	52	5	2
East North Central	41	—	53	4	—
West North Central	39	—	49	7	—
West	26	1	69	4	1
Mountain	40	—	56	—	—
Pacific	19	1	75	5	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 2017.

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/glossary20162017.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 2017

(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	—	49	20	26	5	1.5	1.3
Worker characteristics							
Management, professional, and related	—	47	22	26	5	1.5	1.4
Professional and related	—	48	23	24	5	1.5	1.3
Teachers	—	44	25	24	8	1.5	1.5
Primary, secondary, and special education school teachers	—	47	28	21	—	1.5	1.3
Service	—	52	18	21	9	1.5	1.0
Protective service	—	51	—	24	—	1.6	—
Sales and office	—	50	19	28	3	1.4	—
Office and administrative support	—	51	19	28	3	1.4	—
Natural resources, construction, and maintenance	—	53	12	33	—	1.4	—
Production, transportation, and material moving ...	—	48	—	30	—	1.4	1.3
Full time	—	49	20	26	5	1.5	1.3
Part time	—	53	15	29	—	1.4	—
Union	—	49	28	15	8	1.5	1.1
Nonunion	—	48	14	35	3	1.5	1.5
Average wage within the following categories: ²							
Lowest 25 percent	—	53	19	25	3	1.4	1.0
Lowest 10 percent	—	51	22	24	2	1.4	—
Second 25 percent	—	48	20	27	5	1.5	1.4
Third 25 percent	—	52	18	26	4	1.4	1.0
Highest 25 percent	—	43	22	26	9	1.6	1.5
Highest 10 percent	—	39	22	28	10	1.6	1.5
Establishment characteristics							
Service-providing industries	—	49	20	26	5	1.5	1.3
Education and health services	—	46	23	25	6	1.5	1.5
Educational services	—	42	24	28	7	1.5	1.5
Elementary and secondary schools	—	44	26	25	4	1.5	1.5
Junior colleges, colleges, and universities	—	39	18	32	11	1.6	1.5
Health care and social assistance	—	59	19	—	—	1.4	1.0
Hospitals	—	64	16	—	—	1.4	1.0
Public administration	—	53	18	24	6	1.4	1.0
1 to 99 workers	—	57	17	22	—	1.4	1.0
1 to 49 workers	—	58	—	—	—	1.4	1.0
50 to 99 workers	—	57	22	—	—	1.4	1.0
100 workers or more	—	47	21	27	6	1.5	1.5
100 to 499 workers	—	41	26	28	5	1.5	1.5
500 workers or more	—	49	19	26	6	1.5	1.2

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2017—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	—	50	20	23	7	1.5	1.1
Local government	—	48	20	27	5	1.5	1.4
Geographic areas							
Northeast	—	34	45	8	13	1.6	1.5
New England	—	50	—	—	—	1.5	—
Middle Atlantic	—	32	48	7	13	1.6	1.5
South	—	49	12	36	2	1.5	1.3
South Atlantic	—	48	13	36	—	1.5	1.3
East South Central	—	51	—	43	—	1.5	—
West South Central	—	52	—	31	—	1.5	—
Midwest	—	48	23	22	6	1.4	—
East North Central	—	51	13	28	9	1.5	—
West North Central	—	44	43	11	—	1.3	—
West	—	63	10	23	—	1.4	1.0
Mountain	—	54	—	31	—	1.4	1.0
Pacific	—	72	—	13	—	1.4	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, March 2017

(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	57	\$50,000	\$50,000	\$150,000	\$300,000	\$500,000	43
Worker characteristics							
Management, professional, and related	55	50,000	50,000	150,000	300,000	500,000	45
Professional and related	54	50,000	50,000	–	250,000	500,000	46
Teachers	48	50,000	50,000	–	250,000	400,000	52
Primary, secondary, and special education school teachers	44	50,000	50,000	–	250,000	–	56
Service	54	40,000	50,000	150,000	300,000	500,000	46
Protective service	58	40,000	–	150,000	300,000	–	42
Sales and office	63	40,000	50,000	–	250,000	500,000	37
Office and administrative support	64	40,000	50,000	–	250,000	500,000	36
Natural resources, construction, and maintenance	69	50,000	100,000	–	300,000	–	31
Production, transportation, and material moving ...	68	50,000	50,000	–	–	500,000	32
Full time	58	50,000	50,000	150,000	300,000	500,000	42
Part time	31	50,000	50,000	–	–	500,000	69
Union	59	40,000	50,000	150,000	250,000	500,000	41
Nonunion	56	50,000	50,000	150,000	320,000	500,000	44
Average wage within the following categories: ²							
Lowest 25 percent	59	40,000	50,000	–	300,000	500,000	41
Lowest 10 percent	54	50,000	–	100,000	–	500,000	46
Second 25 percent	63	–	50,000	150,000	250,000	500,000	37
Third 25 percent	58	50,000	50,000	150,000	300,000	500,000	42
Highest 25 percent	50	50,000	50,000	–	250,000	500,000	50
Highest 10 percent	49	50,000	50,000	–	250,000	500,000	51
Establishment characteristics							
Service-providing industries	57	50,000	50,000	150,000	300,000	500,000	43
Education and health services	54	50,000	50,000	100,000	250,000	500,000	46
Educational services	51	50,000	50,000	100,000	250,000	400,000	49
Elementary and secondary schools	45	50,000	50,000	–	250,000	–	55
Junior colleges, colleges, and universities	63	–	50,000	100,000	250,000	400,000	37
Health care and social assistance	63	50,000	50,000	–	–	500,000	37
Hospitals	66	50,000	–	–	500,000	500,000	34
Public administration	59	40,000	–	–	300,000	500,000	41
1 to 99 workers	43	40,000	–	–	250,000	500,000	57
1 to 49 workers	57	40,000	–	–	–	–	43
50 to 99 workers	36	–	–	–	250,000	–	64
100 workers or more	60	50,000	50,000	150,000	300,000	500,000	40
100 to 499 workers	54	40,000	50,000	–	–	350,000	46
500 workers or more	63	50,000	50,000	150,000	300,000	500,000	37

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, March 2017—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	60	\$40,000	\$50,000	—	\$200,000	\$400,000	40
Local government	56	50,000	—	\$175,000	300,000	500,000	44
Geographic areas							
Northeast	32	40,000	40,000	40,000	—	—	68
Middle Atlantic	33	40,000	40,000	40,000	—	—	67
South	59	50,000	—	150,000	300,000	500,000	41
South Atlantic	51	50,000	100,000	200,000	350,000	500,000	49
West South Central	69	50,000	50,000	—	—	—	31
Midwest	56	—	50,000	—	250,000	500,000	44
East North Central	57	50,000	50,000	—	200,000	—	43
West North Central	54	—	—	—	400,000	500,000	46
West	81	50,000	50,000	150,000	300,000	500,000	19
Mountain	79	50,000	100,000	175,000	300,000	500,000	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 2017.

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/glossary20162017.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 2017

(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	\$25,000	\$45,000	\$50,000
Worker characteristics					
Management, professional, and related	5,000	10,000	25,000	50,000	50,000
Professional and related	5,000	10,000	25,000	50,000	50,000
Teachers	6,000	–	25,000	50,000	50,000
Primary, secondary, and special education school teachers	–	–	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	50,000	–
Sales and office	5,000	10,000	20,000	–	50,000
Office and administrative support	5,000	10,000	20,000	–	50,000
Natural resources, construction, and maintenance	–	10,000	25,000	–	50,000
Production, transportation, and material moving ...	–	10,000	20,000	30,000	50,000
Full time	5,000	10,000	25,000	45,000	50,000
Part time	–	10,000	25,000	50,000	50,000
Union	5,000	10,000	25,000	50,000	50,000
Nonunion	5,000	10,000	20,000	35,000	50,000
Average wage within the following categories: ³					
Lowest 25 percent	5,000	10,000	20,000	30,000	50,000
Lowest 10 percent	5,000	10,000	–	25,000	50,000
Second 25 percent	5,000	10,000	20,000	40,000	50,000
Third 25 percent	5,000	10,000	25,000	50,000	50,000
Highest 25 percent	5,000	10,000	25,000	50,000	50,000
Highest 10 percent	5,000	–	25,000	50,000	50,000
Establishment characteristics					
Service-providing industries	5,000	10,000	25,000	45,000	50,000
Education and health services	5,000	10,000	25,000	50,000	50,000
Educational services	6,000	10,000	25,000	50,000	50,000
Elementary and secondary schools	6,000	–	25,000	50,000	50,000
Junior colleges, colleges, and universities	5,000	–	25,000	41,116	50,000
Health care and social assistance	5,000	–	25,000	50,000	50,000
Hospitals	5,000	–	–	50,000	57,000
Public administration	5,000	10,000	20,000	40,000	50,000
1 to 99 workers	–	10,000	25,000	50,000	50,000
1 to 49 workers	5,000	10,000	20,000	50,000	50,000
50 to 99 workers	10,000	–	28,000	50,000	50,000
100 workers or more	5,000	10,000	20,000	40,000	50,000
100 to 499 workers	–	15,000	25,000	45,000	50,000
500 workers or more	5,000	10,000	20,000	40,000	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 2017—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	\$30,000	\$50,000
Local government	—	—	25,000	50,000	50,000
Geographic areas					
Northeast	5,000	6,000	—	50,000	50,000
New England	5,000	5,000	—	40,000	50,000
Middle Atlantic	5,000	6,000	20,000	50,000	50,000
South	5,000	10,000	—	25,000	50,000
South Atlantic	10,000	15,000	25,000	25,000	—
East South Central	10,000	15,000	20,000	—	50,000
West South Central	5,000	—	—	20,000	40,000
Midwest	10,000	20,000	30,000	50,000	50,000
East North Central	—	—	30,000	50,000	50,000
West North Central	10,000	20,000	25,000	50,000	50,000
West	5,000	15,000	25,000	50,000	50,000
Mountain	15,000	25,000	50,000	50,000	57,000
Pacific	5,000	10,000	25,000	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 22. Short-term disability plans: Method of funding, State and local government workers, March 2017

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
All workers	46	40	10	5
Worker characteristics				
Management, professional, and related	49	38	9	4
Professional and related	50	37	—	—
Teachers	55	32	10	4
Primary, secondary, and special education school teachers	53	38	6	3
Service	35	46	14	5
Protective service	32	54	—	—
Sales and office	45	37	10	7
Office and administrative support	44	38	10	8
Natural resources, construction, and maintenance	42	44	8	6
Production, transportation, and material moving ...	54	31	—	—
Full time	47	41	8	4
Part time	29	27	31	13
Union	37	42	16	6
Nonunion	53	38	5	4
Average wage within the following categories: ²				
Lowest 25 percent	41	39	10	10
Lowest 10 percent	35	40	—	—
Second 25 percent	39	48	8	5
Third 25 percent	54	32	10	4
Highest 25 percent	47	39	11	3
Highest 10 percent	45	39	—	—
Establishment characteristics				
Service-providing industries	46	39	10	5
Education and health services	51	35	9	5
Educational services	50	34	10	6
Elementary and secondary schools	46	38	8	8
Junior colleges, colleges, and universities	58	24	—	—
Health care and social assistance	55	42	—	—
Hospitals	59	41	—	—
Public administration	36	46	13	5
1 to 99 workers	54	27	10	9
1 to 49 workers	63	16	—	—
50 to 99 workers	42	42	—	—
100 workers or more	43	43	10	4
100 to 499 workers	40	41	15	5
500 workers or more	45	43	8	4

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, State and local government workers, March 2017—continued

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
State government	65	23	—	—
Local government	38	46	9	7
Geographic areas				
Northeast	—	44	33	—
New England	59	41	—	—
Middle Atlantic	—	44	36	—
South	65	34	—	—
South Atlantic	74	25	—	—
East South Central	—	61	—	—
Midwest	45	36	—	18
East North Central	46	34	—	20
West	47	44	—	—
Mountain	35	57	—	—
Pacific	53	38	—	—

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, March 2017

(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	11	89
Teachers	13	87
Primary, secondary, and special education school teachers	12	88
Service	18	82
Protective service	17	83
Sales and office	14	86
Office and administrative support	13	87
Natural resources, construction, and maintenance	7	93
Production, transportation, and material moving ...	12	88
Full time	11	89
Part time	27	73
Union	17	83
Nonunion	8	92
Average wage within the following categories: ¹		
Lowest 25 percent	10	90
Lowest 10 percent	11	89
Second 25 percent	11	89
Third 25 percent	12	88
Highest 25 percent	16	84
Highest 10 percent	15	85
Establishment characteristics		
Service-providing industries	12	88
Education and health services	12	88
Educational services	12	88
Elementary and secondary schools	13	87
Junior colleges, colleges, and universities	11	89
Public administration	14	86
100 workers or more	15	85
100 to 499 workers	24	76
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 2017—continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	10	90
Local government	13	87
Geographic areas		
Northeast	34	66
Middle Atlantic	36	64
South	4	96
South Atlantic	5	95
Midwest	7	93
East North Central	7	93
West	6	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 2017.

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/glossary20162017.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 2017

(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	—	—	88	8	2
Worker characteristics					
Management, professional, and related	—	—	86	10	3
Professional and related	—	—	86	9	4
Teachers	—	—	82	11	6
Primary, secondary, and special education school teachers	—	—	82	9	7
Service	—	—	95	4	—
Protective service	—	—	95	—	—
Sales and office	—	—	92	6	—
Office and administrative support	—	—	92	6	—
Natural resources, construction, and maintenance	—	—	89	8	—
Production, transportation, and material moving	—	—	74	—	—
Full time	—	—	88	8	2
Part time	—	—	87	7	—
Union	—	—	86	8	3
Nonunion	—	—	90	8	—
Average wage within the following categories: ¹					
Lowest 25 percent	—	—	92	6	—
Lowest 10 percent	—	—	92	5	—
Second 25 percent	—	—	90	7	—
Third 25 percent	—	—	89	9	—
Highest 25 percent	—	—	83	10	4
Highest 10 percent	—	—	82	14	—
Establishment characteristics					
Service-providing industries	—	—	88	8	2
Education and health services	—	—	86	10	4
Educational services	—	—	85	11	4
Elementary and secondary schools	—	—	87	7	5
Junior colleges, colleges, and universities	—	—	79	19	—
Health care and social assistance	—	—	92	5	—
Hospitals	—	—	92	—	—
Public administration	—	—	95	5	—
1 to 99 workers	—	—	86	—	—
1 to 49 workers	—	—	85	—	—
50 to 99 workers	—	—	88	5	—
100 workers or more	—	—	89	8	2
100 to 499 workers	—	—	91	7	—
500 workers or more	—	—	88	8	2

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, March 2017—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	—	—	87	10	—
Local government	—	—	88	7	2
Geographic areas					
Northeast	—	—	94	—	—
New England	—	—	64	—	—
Middle Atlantic	—	—	96	—	—
South	—	—	86	12	—
South Atlantic	—	—	83	15	—
East South Central	—	—	97	—	—
Midwest	—	—	80	16	—
East North Central	—	—	78	17	—
West	—	—	91	3	6
Mountain	—	—	91	9	—
Pacific	—	—	91	—	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, March 2017

(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	87	13	22	26	26	52	13
Worker characteristics							
Management, professional, and related	88	13	21	26	26	52	12
Professional and related	89	13	21	26	–	52	11
Teachers	91	12	20	26	52	52	9
Primary, secondary, and special education school teachers	88	12	13	26	–	52	12
Service	90	13	22	26	26	–	10
Protective service	94	–	24	26	26	–	6
Sales and office	83	20	26	26	26	52	17
Office and administrative support	83	20	26	26	26	52	17
Natural resources, construction, and maintenance	86	12	22	26	–	52	14
Production, transportation, and material moving ...	68	12	22	26	26	–	32
Full time	87	13	22	26	26	52	13
Part time	81	–	26	26	26	–	19
Union	85	13	26	26	26	–	15
Nonunion	89	13	21	26	52	52	11
Average wage within the following categories: ²							
Lowest 25 percent	85	13	21	26	–	52	15
Second 25 percent	87	13	22	26	26	52	13
Third 25 percent	88	13	24	26	–	52	12
Highest 25 percent	87	13	24	26	26	–	13
Highest 10 percent	94	13	22	26	26	–	6
Establishment characteristics							
Service-providing industries	87	13	22	26	26	52	13
Education and health services	87	13	20	26	30	52	13
Educational services	88	13	21	26	–	52	12
Elementary and secondary schools	83	12	18	26	–	52	17
Public administration	88	20	25	26	26	52	12

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, March 2017—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	
1 to 99 workers	88	—	25	26	—	52	12
100 workers or more	87	12	22	26	26	52	13
100 to 499 workers	86	13	22	26	—	52	14
500 workers or more	87	12	22	26	26	52	13
State government	95	21	26	26	—	52	5
Local government	84	12	20	26	26	52	16
Geographic areas							
Northeast	93	26	26	26	26	26	7
Middle Atlantic	93	26	26	26	26	26	7
Midwest	59	12	13	26	26	52	41
East North Central	55	12	—	26	26	52	45

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 2017.

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/glossary20162017.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 2017

(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	–	34	–	24	24	10	60.3	60.0
Worker characteristics								
Management, professional, and related	–	34	–	21	26	10	60.6	60.0
Professional and related	–	33	–	22	27	11	61.1	60.0
Teachers	–	36	–	12	35	13	62.5	60.0
Primary, secondary, and special education school teachers	–	35	–	13	37	13	63.0	60.0
Service	–	32	–	33	21	11	59.8	60.0
Protective service	–	32	–	33	22	11	60.0	60.0
Sales and office	–	36	11	20	25	–	59.1	60.0
Office and administrative support	–	36	11	20	25	–	59.1	60.0
Natural resources, construction, and maintenance	–	32	–	30	17	–	62.6	60.0
Production, transportation, and material moving	–	44	–	31	–	–	58.9	60.0
Full time	–	33	–	25	25	11	60.5	60.0
Part time	–	52	8	13	–	9	57.4	50.0
Union	–	26	10	19	36	8	61.5	60.0
Nonunion	–	42	–	28	14	12	59.1	60.0
Average wage within the following categories: ¹								
Lowest 25 percent	–	45	–	31	14	9	57.9	60.0
Lowest 10 percent	–	40	–	33	19	–	58.7	60.0
Second 25 percent	–	29	–	24	28	10	60.8	60.0
Third 25 percent	–	39	–	25	21	11	60.2	60.0
Highest 25 percent	–	28	12	17	31	–	61.6	60.0
Highest 10 percent	–	23	13	15	40	–	62.1	60.0
Establishment characteristics								
Service-providing industries	–	35	–	24	24	10	60.2	60.0
Education and health services	–	34	–	18	25	12	60.9	60.0
Educational services	–	38	–	12	28	13	61.3	60.0
Elementary and secondary schools	–	40	4	12	32	12	61.5	60.0
Junior colleges, colleges, and universities	–	32	21	11	21	–	60.9	55.0
Health care and social assistance	–	–	18	46	–	9	59.3	60.0
Hospitals	–	–	21	42	–	–	58.8	60.0
Public administration	–	38	2	28	24	8	59.0	60.0
1 to 99 workers	–	48	–	27	13	–	58.0	60.0
1 to 49 workers	–	53	–	27	–	–	56.5	50.0
50 to 99 workers	–	40	–	28	14	–	59.9	60.0
100 workers or more	–	31	–	23	27	10	60.8	60.0
100 to 499 workers	–	38	–	30	27	–	58.0	60.0
500 workers or more	–	29	–	21	27	13	61.8	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 2017—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	—	33	15	29	14	—	59.4	60.0
Local government	—	35	4	22	28	11	60.6	60.0
Geographic areas								
Northeast	—	22	—	9	57	6	62.4	67.0
Middle Atlantic	—	23	6	8	59	—	61.9	67.0
South	—	49	—	27	10	14	60.1	60.0
South Atlantic	—	63	—	—	8	12	57.9	50.0
Midwest	—	46	—	17	18	19	60.1	60.0
East North Central	—	51	—	15	16	17	59.4	50.0
West	—	22	20	41	11	5	58.3	60.0
Mountain	—	—	—	64	23	—	61.4	60.0
Pacific	—	30	31	29	6	4	56.7	55.0

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, March 2017

(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	75	\$170	\$200	\$615	\$800	\$1,500	25
Worker characteristics							
Management, professional, and related	79	185	200	615	716	1,150	21
Professional and related	80	185	200	615	692	1,150	20
Teachers	85	200	225	692	692	1,000	15
Primary, secondary, and special education school teachers	84	200	225	692	692	1,000	16
Service	74	170	200	615	1,000	–	26
Protective service	77	135	200	633	1,000	2,300	23
Sales and office	73	185	200	604	716	1,385	27
Office and administrative support	72	170	200	604	692	1,385	28
Natural resources, construction, and maintenance	61	170	–	692	1,000	1,500	39
Production, transportation, and material moving ...	59	170	170	–	692	1,000	41
Full time	76	170	200	633	831	1,500	24
Part time	69	170	170	185	615	716	31
Union	77	135	185	–	633	1,000	23
Nonunion	73	185	500	692	1,000	1,750	27
Average wage within the following categories: ²							
Lowest 25 percent	72	170	–	692	923	1,270	28
Lowest 10 percent	78	170	–	633	1,000	1,270	22
Second 25 percent	72	185	200	576	923	1,500	28
Third 25 percent	77	170	–	692	1,000	1,500	23
Highest 25 percent	79	170	185	570	692	1,000	21
Highest 10 percent	83	–	185	225	633	800	17
Establishment characteristics							
Service-providing industries	75	170	200	615	800	1,500	25
Education and health services	78	185	200	633	808	–	22
Educational services	78	185	200	615	692	1,000	22
Elementary and secondary schools	76	185	200	615	692	1,000	24
Junior colleges, colleges, and universities	84	185	185	595	692	923	16
Health care and social assistance	79	185	–	961	–	–	21
Public administration	70	135	200	600	–	1,500	30
1 to 99 workers	70	135	135	594	692	1,270	30
1 to 49 workers	68	135	135	–	692	–	32
50 to 99 workers	73	135	–	692	–	1,270	27
100 workers or more	76	185	200	615	831	1,500	24
100 to 499 workers	75	170	–	692	900	1,000	25
500 workers or more	77	185	200	600	808	1,662	23

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, March 2017—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	82	\$135	\$185	\$595	\$692	—	18
Local government	72	170	200	615	961	\$1,500	28
Geographic areas							
Northeast	93	170	185	200	615	716	7
Middle Atlantic	96	170	185	200	604	633	4
South	78	500	600	692	692	1,000	22
South Atlantic	82	500	692	692	692	—	18
Midwest	30	—	580	923	1,270	1,500	70
East North Central	27	—	580	923	1,000	1,500	73
West	80	135	185	594	1,385	2,310	20
Pacific	80	135	135	185	594	1,075	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, March 2017

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	18	82
Worker characteristics		
Management, professional, and related	20	80
Professional and related	21	79
Teachers	25	75
Primary, secondary, and special education school teachers	30	70
Service	14	86
Sales and office	15	85
Office and administrative support	15	85
Natural resources, construction, and maintenance	13	87
Full time	18	82
Part time	21	79
Union	18	82
Nonunion	18	82
Average wage within the following categories: ¹		
Lowest 25 percent	18	82
Lowest 10 percent	21	79
Second 25 percent	13	87
Third 25 percent	18	82
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	22	78
Elementary and secondary schools	26	74
Junior colleges, colleges, and universities	13	87
Health care and social assistance	14	86
Public administration	15	85
1 to 99 workers	23	77
1 to 49 workers	19	81
50 to 99 workers	26	74
100 workers or more	17	83
100 to 499 workers	21	79
500 workers or more	15	85

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, March 2017—continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	18	82
Local government	18	82
Geographic areas		
South	14	86
South Atlantic	19	81
Midwest	27	73
East North Central	35	65
West North Central	4	96
West	14	86
Mountain	27	73
Pacific	4	96

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 2017.

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/glossary20162017.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 2017

(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	97	2	1	1
Worker characteristics				
Management, professional, and related	97	1	1	1
Professional and related	96	1	1	1
Teachers	95	1	2	1
Primary, secondary, and special education school teachers	94	1	3	2
Service	97	—	—	—
Protective service	97	—	—	—
Sales and office	98	2	—	—
Office and administrative support	98	2	—	—
Natural resources, construction, and maintenance	98	—	—	—
Production, transportation, and material moving	96	—	—	—
Full time	97	2	1	1
Part time	96	—	—	—
Union	96	1	2	1
Nonunion	97	2	—	—
Average wage within the following categories: ¹				
Lowest 25 percent	98	1	—	—
Lowest 10 percent	100	—	—	—
Second 25 percent	97	2	—	—
Third 25 percent	98	1	—	—
Highest 25 percent	95	2	3	1
Highest 10 percent	95	—	4	—
Establishment characteristics				
Service-providing industries	97	2	1	1
Education and health services	96	2	1	1
Educational services	96	1	2	1
Elementary and secondary schools	95	1	2	2
Junior colleges, colleges, and universities	97	—	—	—
Health care and social assistance	98	—	—	—
Hospitals	97	—	—	—
Public administration	98	2	—	—
1 to 99 workers	96	1	3	—
1 to 49 workers	96	2	—	—
50 to 99 workers	95	—	4	—
100 workers or more	97	2	—	—
100 to 499 workers	95	3	—	—
500 workers or more	98	1	—	1

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, March 2017—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	97	3	—	—
Local government	97	1	1	1
Geographic areas				
Northeast	92	—	8	—
New England	100	—	—	—
Middle Atlantic	89	—	11	—
South	100	—	—	—
South Atlantic	100	—	—	—
East South Central	99	—	—	—
West South Central	99	—	—	—
Midwest	95	5	—	—
East North Central	95	5	—	—
West North Central	97	3	—	—
West	97	—	—	2
Mountain	100	—	—	—
Pacific	95	—	—	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 2017.

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/glossary20162017.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 2017

(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	18	43	21	16	2	60.2	60.0
Worker characteristics							
Management, professional, and related	17	40	23	17	2	60.1	60.0
Professional and related	17	40	24	16	3	60.2	60.0
Teachers	17	33	29	17	4	60.5	60.0
Primary, secondary, and special education school teachers	19	27	29	22	4	60.6	63.0
Service	21	48	14	14	3	59.9	60.0
Protective service	24	45	—	16	—	59.5	60.0
Sales and office	16	47	19	16	1	60.3	60.0
Office and administrative support	16	47	20	16	1	60.5	60.0
Natural resources, construction, and maintenance	17	51	16	—	—	60.0	60.0
Production, transportation, and material moving ...	—	52	—	—	—	61.1	60.0
Full time	17	43	20	17	2	60.2	60.0
Part time	25	38	23	—	—	60.0	60.0
Union	23	44	12	18	4	59.3	60.0
Nonunion	13	43	28	15	1	60.9	60.0
Average wage within the following categories: ¹							
Lowest 25 percent	16	45	24	13	2	60.7	60.0
Lowest 10 percent	14	47	25	—	—	60.5	60.0
Second 25 percent	17	49	18	15	1	59.8	60.0
Third 25 percent	18	38	23	19	1	60.3	60.0
Highest 25 percent	20	42	18	17	4	59.9	60.0
Highest 10 percent	17	48	20	—	—	59.8	60.0
Establishment characteristics							
Service-providing industries	18	43	21	16	2	60.1	60.0
Education and health services	17	41	25	14	2	60.0	60.0
Educational services	17	38	27	16	3	60.4	60.0
Elementary and secondary schools	17	30	28	21	4	61.1	62.0
Junior colleges, colleges, and universities	14	53	26	—	—	59.5	60.0
Health care and social assistance	—	57	15	—	—	58.2	60.0
Hospitals	—	62	12	—	—	58.0	60.0
Public administration	19	45	14	20	2	60.3	60.0
1 to 99 workers	14	26	33	24	3	62.0	65.0
1 to 49 workers	17	33	27	24	—	60.9	62.0
50 to 99 workers	—	19	39	24	—	62.9	65.0
100 workers or more	19	48	17	14	2	59.7	60.0
100 to 499 workers	15	40	21	19	5	61.2	60.0
500 workers or more	20	51	16	12	1	59.0	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 2017—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	—	42	29	15	—	60.4	60.0
Local government	19	44	18	17	3	60.1	60.0
Geographic areas							
Northeast	—	57	16	14	—	60.7	60.0
New England	—	48	—	—	—	60.1	60.0
Middle Atlantic	—	61	—	13	—	60.9	60.0
South	9	47	38	—	—	61.0	60.0
South Atlantic	—	34	52	5	—	61.5	62.0
East South Central	—	70	15	—	—	60.2	60.0
West South Central	—	75	6	8	—	59.8	60.0
Midwest	36	33	8	17	6	57.7	60.0
East North Central	44	22	9	21	5	57.1	60.0
West North Central	—	60	7	—	10	59.3	60.0
West	—	47	14	29	—	61.8	60.0
Mountain	—	41	8	44	—	62.9	66.0
Pacific	12	52	19	—	—	60.9	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, March 2017

(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	72	–	\$3,900	\$5,000	\$7,000	\$10,000	28
Worker characteristics							
Management, professional, and related	73	–	3,900	5,000	7,500	10,000	27
Professional and related	73	\$1,500	3,900	5,000	7,000	10,000	27
Teachers	70	–	3,900	5,000	6,000	10,000	30
Primary, secondary, and special education school teachers	68	800	3,900	5,000	6,000	8,000	32
Service	71	–	3,900	5,000	6,000	10,000	29
Protective service	71	3,000	3,900	5,000	6,000	10,000	29
Sales and office	73	3,000	3,900	5,000	7,500	10,000	27
Office and administrative support	73	3,000	3,900	5,000	7,500	10,000	27
Natural resources, construction, and maintenance	71	3,000	3,900	5,000	6,500	10,000	29
Production, transportation, and material moving ...	67	3,900	5,000	5,000	6,000	10,000	33
Full time	73	–	3,900	5,000	7,000	10,000	27
Part time	59	2,500	5,000	6,000	7,500	10,000	41
Union	68	3,000	5,000	5,000	7,500	10,000	32
Nonunion	76	800	3,900	5,000	7,000	10,000	24
Average wage within the following categories: ²							
Lowest 25 percent	69	1,000	3,900	5,000	6,500	10,000	31
Lowest 10 percent	70	800	–	5,000	6,111	10,000	30
Second 25 percent	73	2,500	4,000	5,000	7,000	10,000	27
Third 25 percent	72	–	3,900	5,000	7,000	10,000	28
Highest 25 percent	73	3,102	5,000	5,000	8,000	10,000	27
Highest 10 percent	73	3,000	5,000	5,000	7,500	10,000	27
Establishment characteristics							
Service-providing industries	72	–	3,900	5,000	7,000	10,000	28
Education and health services	73	1,500	3,900	5,000	7,500	10,000	27
Educational services	71	1,500	3,900	5,000	7,000	10,000	29
Elementary and secondary schools	68	–	3,900	5,000	6,000	8,333	32
Junior colleges, colleges, and universities	77	–	3,900	5,000	9,200	13,000	23
Health care and social assistance	86	–	5,000	5,000	10,000	–	14
Hospitals	86	–	5,000	–	10,000	15,000	14
Public administration	66	3,000	4,000	5,000	6,250	10,000	34
1 to 99 workers	69	800	3,900	5,000	6,250	10,000	31
1 to 49 workers	68	2,500	3,900	5,000	6,000	10,000	32
50 to 99 workers	70	800	3,900	5,000	6,666	–	30
100 workers or more	73	–	3,900	5,000	7,500	10,000	27
100 to 499 workers	72	3,000	3,900	5,000	6,000	10,000	28
500 workers or more	73	–	4,000	5,000	7,500	10,000	27

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, March 2017—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	74	—	\$3,900	\$5,000	\$7,500	—	26
Local government	72	\$2,500	3,900	5,000	7,000	\$10,000	28
Geographic areas							
Northeast	81	—	5,000	5,000	7,500	13,000	19
South	89	800	3,900	5,000	6,000	10,000	11
South Atlantic	90	800	—	3,900	5,000	10,000	10
West South Central	85	—	5,000	5,000	6,000	10,000	15
Midwest	49	—	5,000	5,000	7,500	11,250	51
East North Central	45	—	5,000	5,000	7,000	11,250	55
West North Central	60	—	5,000	5,000	7,500	—	40
West	76	3,102	5,000	6,000	8,000	10,000	24
Mountain	66	4,000	5,000	6,000	9,000	—	34
Pacific	84	3,000	4,000	5,500	8,000	10,000	16

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 32. Leave benefits: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
							Paid	Unpaid
All workers	68	91	60	82	87	70	25	94
Worker characteristics								
Management, professional, and related	57	93	47	83	88	69	26	94
Professional and related	52	93	40	82	88	67	27	94
Teachers	32	92	15	81	87	64	27	94
Primary, secondary, and special education school teachers	28	99	13	85	91	64	29	96
Service	78	84	74	78	84	67	23	93
Protective service	90	91	89	85	90	78	27	97
Sales and office	88	92	86	83	89	75	25	95
Office and administrative support	88	92	86	84	89	75	25	96
Natural resources, construction, and maintenance	96	95	97	87	89	70	24	95
Production, transportation, and material moving	71	89	63	81	86	71	20	93
Full time	74	99	67	87	93	75	27	97
Part time	34	45	23	50	55	39	12	78
Union	69	97	57	90	93	71	28	95
Nonunion	67	86	63	76	83	69	22	94
Average wage within the following categories: ²								
Lowest 25 percent	64	78	58	71	78	61	21	89
Lowest 10 percent	51	65	44	63	70	52	17	88
Second 25 percent	88	95	85	85	90	75	26	96
Third 25 percent	70	97	63	87	92	76	25	97
Highest 25 percent	52	96	41	87	91	69	28	95
Highest 10 percent	49	94	37	87	89	71	27	95
Establishment characteristics								
Service-providing industries	67	91	60	82	87	70	25	94
Education and health services	55	92	44	82	88	67	25	94
Educational services	49	92	37	81	87	66	26	93
Elementary and secondary schools	39	92	26	80	87	63	27	92
Junior colleges, colleges, and universities	81	92	70	83	87	77	23	97
Health care and social assistance	92	93	91	86	92	76	21	95
Hospitals	92	93	90	86	91	73	19	92
Public administration	91	91	90	85	89	77	25	96
1 to 99 workers	64	89	56	79	85	66	22	92
1 to 49 workers	71	87	65	80	82	65	22	93
50 to 99 workers	57	92	46	78	88	67	22	91
100 workers or more	69	92	62	83	88	71	26	95
100 to 499 workers	68	90	60	80	83	61	29	93
500 workers or more	70	93	63	85	90	76	24	96

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
							Paid	Unpaid
State government	93	95	87	90	94	87	22	98
Local government	60	90	52	80	85	64	26	93
Geographic areas								
Northeast	64	90	57	93	92	74	23	94
New England	59	90	54	92	90	72	19	95
Middle Atlantic	66	90	58	93	93	75	24	94
South	69	92	62	82	91	78	27	95
South Atlantic	77	91	66	82	90	76	20	94
East South Central	71	90	61	72	85	77	25	92
West South Central	56	94	56	86	95	81	37	97
Midwest	66	90	55	79	84	55	29	95
East North Central	67	89	54	79	84	56	37	95
West North Central	63	92	56	79	84	55	—	96
West	71	92	67	77	81	66	19	92
Mountain	66	87	61	66	73	61	—	98
Pacific	74	94	69	82	85	68	21	89

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2017

(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	2	2	5	3	4	7	15	20	18	12	6	6	11	11
Worker characteristics														
Management, professional, and related	4	2	7	4	3	7	13	19	15	12	6	7	11	11
Professional and related	4	3	8	5	3	7	13	18	14	12	6	7	11	11
Teachers	9	4	15	8	4	6	12	13	8	6	5	10	10	10
Primary, secondary, and special education school teachers	12	6	22	8	—	4	10	—	3	3	4	11	9	8
Service	2	1	4	3	4	7	18	19	21	12	6	5	11	11
Protective service	—	—	—	2	—	7	20	23	26	12	4	1	11	11
Sales and office	—	—	2	1	4	8	14	22	24	11	6	7	11	11
Office and administrative support	—	—	2	1	4	8	14	21	24	11	6	7	11	11
Natural resources, construction, and maintenance	—	—	—	—	4	6	20	27	15	—	4	8	11	11
Production, transportation, and material moving	—	—	4	—	9	8	—	25	17	12	—	—	10	11
Full time	2	1	5	3	4	7	15	21	19	12	6	6	11	11
Part time	8	3	6	4	4	5	15	15	16	10	6	9	10	11
Union	3	—	6	3	—	4	13	24	22	10	5	7	11	11
Nonunion	2	2	3	3	6	10	16	17	15	13	6	6	11	11
Average wage within the following categories: ¹														
Lowest 25 percent	3	2	5	3	5	8	16	16	17	13	5	6	11	11
Lowest 10 percent	4	4	8	4	9	6	15	11	13	14	5	7	11	10
Second 25 percent	(²)	1	3	2	4	8	16	22	20	12	7	6	11	11
Third 25 percent	2	2	8	4	2	6	15	23	18	10	5	6	11	11
Highest 25 percent	4	1	3	4	3	7	12	19	19	12	6	9	11	11
Highest 10 percent	—	—	1	7	4	7	10	18	21	13	4	12	12	12
Establishment characteristics														
Service-providing industries	2	2	5	3	4	7	15	20	18	12	6	7	11	11
Education and health services	4	3	8	5	4	7	13	13	13	12	7	11	11	11
Educational services	5	3	8	4	4	6	13	11	13	12	8	13	11	11
Elementary and secondary schools	8	5	13	6	4	4	12	10	8	8	6	16	11	10
Junior colleges, colleges, and universities	—	—	—	2	3	9	14	13	19	17	11	10	12	12
Health care and social assistance	—	—	—	8	—	8	16	19	16	—	2	—	10	10
Hospitals	—	—	14	13	—	—	—	15	17	—	1	—	9	10
Public administration	—	—	—	—	2	8	16	28	26	12	4	3	11	11
1 to 99 workers	3	—	3	3	—	5	16	27	15	14	4	7	11	11
1 to 49 workers	—	—	3	—	2	5	17	29	15	16	3	5	11	11
50 to 99 workers	5	—	2	—	3	5	15	24	14	11	5	9	11	11
100 workers or more	2	1	5	3	4	8	15	19	19	11	6	6	11	11
100 to 499 workers	5	—	4	—	3	9	14	21	17	11	7	5	11	11
500 workers or more	1	1	6	3	5	8	15	18	21	11	5	7	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2017—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	—	—	(²)	2	3	9	12	26	23	16	6	2	11	11
Local government	3	2	7	4	4	6	16	18	16	9	5	9	11	11
Geographic areas														
Northeast	—	—	—	—	2	1	7	27	34	8	5	12	12	12
New England	—	—	—	—	—	—	—	40	24	—	—	—	11	11
Middle Atlantic	—	—	—	—	—	1	6	23	38	8	6	13	12	12
South	3	2	7	2	6	9	13	17	17	14	6	5	11	11
South Atlantic	—	—	10	3	4	10	15	17	21	9	4	4	11	11
East South Central	7	8	—	—	—	7	13	9	—	21	4	—	10	10
West South Central	—	—	—	—	7	9	7	20	16	18	—	6	12	12
Midwest	4	2	6	8	4	10	18	16	13	9	5	5	10	10
East North Central	5	—	6	9	—	9	15	14	13	13	6	6	10	11
West North Central	4	3	—	5	—	13	24	19	14	—	3	3	10	10
West	—	—	3	1	2	6	22	26	13	13	5	7	11	11
Mountain	—	—	—	—	4	8	42	17	6	3	4	6	11	10
Pacific	—	—	2	—	1	5	13	30	15	18	6	7	12	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2017

(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	89	2	10
Worker characteristics			
Management, professional, and related	90	1	9
Professional and related	90	1	9
Teachers	92	1	7
Primary, secondary, and special education school teachers	93	(⁴)	7
Service	86	4	10
Protective service	86	6	8
Sales and office	88	2	10
Office and administrative support	88	2	10
Natural resources, construction, and maintenance	83	—	—
Production, transportation, and material moving ...	88	—	—
Full time	88	2	10
Part time	89	2	9
Union	92	2	7
Nonunion	86	1	13
Average wage within the following categories: ⁵			
Lowest 25 percent	89	1	10
Lowest 10 percent	87	2	11
Second 25 percent	88	2	11
Third 25 percent	85	2	13
Highest 25 percent	92	2	7
Highest 10 percent	92	1	7
Establishment characteristics			
Service-providing industries	89	2	10
Education and health services	90	1	9
Educational services	93	1	6
Elementary and secondary schools	93	1	7
Junior colleges, colleges, and universities	95	1	3
Health care and social assistance	67	—	—
Hospitals	59	—	—
Public administration	87	3	10
1 to 99 workers	89	—	—
1 to 49 workers	86	—	—
50 to 99 workers	93	—	—
100 workers or more	88	2	10
100 to 499 workers	90	—	—
500 workers or more	87	2	10

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2017—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	89	1	10
Local government	88	2	10
Geographic areas			
Northeast	95	—	—
New England	99	—	—
Middle Atlantic	94	—	—
South	86	1	12
South Atlantic	85	1	14
East South Central	92	—	—
West South Central	85	2	13
Midwest	91	1	8
East North Central	91	2	8
West North Central	91	—	—
West	85	—	—
Mountain	86	—	—
Pacific	85	—	—

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 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 2017.

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/glossary20162017.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 2017

(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	9	14	62	14	(³)	11	12
Full time	8	13	63	15	(³)	11	12
Part time	19	28	46	–	–	9	10
Union	–	10	65	16	–	12	12
Nonunion	–	18	59	12	–	11	12
1 to 99 workers	–	15	61	12	–	10	12
1 to 49 workers	–	15	63	14	–	11	12
50 to 99 workers	16	14	59	10	–	10	10
100 workers or more	8	14	63	15	(³)	11	12
100 to 499 workers	–	14	65	15	–	12	12
500 workers or more	9	14	62	15	(³)	11	12
After 5 years							
All workers	9	14	61	16	(³)	11	12
Full time	8	13	62	17	(³)	12	12
Part time	18	28	46	–	–	9	10
Union	–	10	64	18	–	12	12
Nonunion	9	18	58	14	(³)	11	12
1 to 99 workers	–	14	60	14	–	11	12
1 to 49 workers	–	14	63	16	–	11	12
50 to 99 workers	16	14	58	12	–	10	10
100 workers or more	8	14	61	17	(³)	12	12
100 to 499 workers	–	14	63	17	–	12	12
500 workers or more	9	14	60	16	(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 2017—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	9	14	60	17	(³)	11	12
Full time	8	13	62	17	(³)	12	12
Part time	18	28	46	—	—	9	10
Union	—	10	63	19	—	12	12
Nonunion	9	19	58	14	(³)	11	12
1 to 99 workers	—	14	60	14	—	11	12
1 to 49 workers	—	14	62	17	—	12	12
50 to 99 workers	16	13	59	12	—	10	10
100 workers or more	8	14	61	17	(³)	12	12
100 to 499 workers	—	14	62	18	—	12	12
500 workers or more	9	14	60	17	(³)	11	12
After 20 years							
All workers	9	14	60	17	(³)	12	12
Full time	8	13	61	18	(³)	12	12
Part time	18	28	46	—	—	9	10
Union	8	10	63	19	1	12	12
Nonunion	9	19	58	14	(³)	11	12
1 to 99 workers	—	14	60	14	—	11	12
1 to 49 workers	—	14	62	17	—	12	12
50 to 99 workers	16	13	58	13	—	10	10
100 workers or more	8	14	60	18	1	12	12
100 to 499 workers	5	14	61	18	1	12	12
500 workers or more	9	14	60	17	(³)	11	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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2017

(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	60	33	8
Worker characteristics				
Management, professional, and related	92	60	31	8
Professional and related	91	60	32	9
Teachers	90	57	33	10
Primary, secondary, and special education school teachers	90	56	34	10
Service	90	58	32	10
Protective service	93	58	35	7
Sales and office	94	60	34	6
Office and administrative support	94	60	35	6
Natural resources, construction, and maintenance	96	55	41	4
Production, transportation, and material moving	93	53	40	7
Full time	92	60	33	8
Part time	90	57	33	10
Union	93	60	33	7
Nonunion	91	59	32	9
Average wage within the following categories: ²				
Lowest 25 percent	91	56	35	9
Lowest 10 percent	89	55	34	11
Second 25 percent	94	64	30	6
Third 25 percent	92	61	32	8
Highest 25 percent	92	58	33	8
Highest 10 percent	90	57	33	10
Establishment characteristics				
Service-providing industries	92	60	33	8
Education and health services	91	61	30	9
Educational services	90	60	30	10
Elementary and secondary schools	90	57	33	10
Junior colleges, colleges, and universities	91	69	22	9
Health care and social assistance	–	67	–	–
Hospitals	–	68	–	–
Public administration	94	58	36	6
1 to 99 workers	91	58	33	9
1 to 49 workers	90	55	35	10
50 to 99 workers	93	61	32	7
100 workers or more	92	60	32	8
100 to 499 workers	95	54	41	5
500 workers or more	91	63	28	9

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2017—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	74	21	5
Local government	91	55	37	9
Geographic areas				
Northeast	94	44	50	6
New England	94	38	56	6
Middle Atlantic	94	46	48	6
South	89	66	23	11
South Atlantic	91	71	20	9
East South Central	90	67	23	10
West South Central	87	60	28	13
Midwest	90	49	42	10
East North Central	91	52	39	9
West North Central	90	42	47	10
West	97	73	24	3
Mountain	—	64	—	—
Pacific	97	77	20	3

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2017

(Includes workers in sick leave plans¹ 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	30	75	125	180	250	137
Worker characteristics						
Management, professional, and related	30	90	150	190	260	147
Professional and related	30	90	150	190	252	147
Teachers	30	100	160	200	260	156
Primary, secondary, and special education school teachers	–	100	160	200	260	160
Service	25	45	120	165	250	120
Protective service	30	45	120	150	250	119
Sales and office	30	60	120	200	255	135
Office and administrative support	30	60	120	200	255	134
Natural resources, construction, and maintenance	13	48	100	132	200	107
Production, transportation, and material moving	10	–	120	200	240	125
Full time	30	75	125	180	250	137
Part time	10	–	150	200	250	145
Union	30	110	160	200	280	160
Nonunion	20	60	100	150	200	113
Average wage within the following categories: ³						
Lowest 25 percent	–	60	115	180	240	118
Lowest 10 percent	–	–	90	120	200	104
Second 25 percent	–	60	120	180	240	130
Third 25 percent	30	75	120	180	250	134
Highest 25 percent	–	110	160	200	265	162
Highest 10 percent	–	139	160	200	250	168
Establishment characteristics						
Service-providing industries	28	75	128	180	250	138
Education and health services	30	90	150	197	260	148
Educational services	27	90	160	200	260	150
Elementary and secondary schools	28	90	160	200	260	151
Junior colleges, colleges, and universities	15	100	150	200	240	148
Health care and social assistance	–	–	–	–	–	129
Hospitals	–	–	–	–	–	104
Public administration	30	56	120	165	240	121
1 to 99 workers	40	90	120	180	260	135
1 to 49 workers	40	–	120	175	200	128
50 to 99 workers	–	90	120	190	285	142
100 workers or more	25	75	132	185	250	138
100 to 499 workers	–	60	120	180	260	134
500 workers or more	27	90	145	200	240	141

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2017—continued

(Includes workers in sick leave plans¹ 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	40	90	130	200	300	152
Local government	27	71	125	180	240	134
Geographic areas						
Northeast	40	120	175	200	300	170
New England	—	120	150	190	230	151
Middle Atlantic	38	160	190	200	300	178
South	—	60	96	150	180	108
South Atlantic	—	90	120	162	180	118
East South Central	—	72	150	160	—	125
West South Central	20	—	90	120	180	90
Midwest	—	60	120	185	265	139
East North Central	—	—	137	240	340	160
West North Central	—	60	114	150	185	108
West	—	60	120	180	248	123
Mountain	—	—	—	—	—	126
Pacific	—	—	130	180	248	120

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 2017.

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/glossary20162017.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 2017

(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	4	12	57	16	10	1	13	12
Full time	3	11	58	16	10	2	13	12
Part time	9	27	44	15	–	–	11	10
Union	4	14	58	15	7	2	12	11
Nonunion	3	10	56	17	12	1	13	12
1 to 99 workers	7	17	58	14	–	–	11	11
1 to 49 workers	7	16	59	13	5	–	11	12
50 to 99 workers	7	19	56	16	–	–	11	10
100 workers or more	3	10	57	17	12	2	13	12
100 to 499 workers	3	12	64	11	8	1	12	12
500 workers or more	3	10	54	19	13	2	13	12
After 5 years								
All workers	2	5	29	46	14	6	16	15
Full time	1	4	28	46	14	6	16	15
Part time	4	13	38	33	9	3	14	14
Union	2	6	26	49	13	5	15	15
Nonunion	2	4	30	43	14	6	16	15
1 to 99 workers	–	6	36	45	10	–	14	15
1 to 49 workers	–	7	36	42	11	–	15	15
50 to 99 workers	–	5	36	47	8	–	14	15
100 workers or more	1	5	27	46	15	7	16	15
100 to 499 workers	1	5	35	47	7	5	15	15
500 workers or more	1	5	23	46	18	7	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 2017—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	3	12	47	26	11	18	18
Full time	1	3	11	48	27	11	18	18
Part time	3	9	22	42	18	6	16	16
Union	1	3	12	48	25	12	18	18
Nonunion	1	3	12	47	27	10	18	18
1 to 99 workers	2	2	12	54	25	5	17	17
1 to 49 workers	2	2	9	60	21	6	18	17
50 to 99 workers	—	—	17	44	30	4	17	17
100 workers or more	1	3	12	46	26	12	19	18
100 to 499 workers	1	3	14	51	23	8	18	18
500 workers or more	—	—	11	43	28	14	19	19
After 20 years								
All workers	1	2	7	13	47	30	22	22
Full time	1	2	6	13	47	31	22	22
Part time	—	—	13	22	39	17	19	20
Union	—	—	5	11	48	33	22	22
Nonunion	1	3	7	15	46	28	22	22
1 to 99 workers	2	1	7	16	46	27	21	21
1 to 49 workers	2	1	6	17	49	26	21	21
50 to 99 workers	—	—	10	15	42	30	21	21
100 workers or more	1	2	6	12	47	31	22	22
100 to 499 workers	—	—	7	16	46	28	22	21
500 workers or more	—	—	6	11	48	33	23	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.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, March 2017

(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	14	17	21	23	26	86	12	15	18	21
Worker characteristics										
Management, professional, and related	16	17	20	23	25	84	13	16	18	22
Professional and related	18	17	19	22	24	82	13	15	18	22
Teachers	16	13	13	14	14	84	13	15	17	19
Primary, secondary, and special education school teachers	19	12	12	12	12	81	11	13	15	18
Service	14	17	20	24	27	86	11	14	17	21
Protective service	10	17	21	24	28	90	11	14	17	21
Sales and office	11	18	22	25	28	89	11	15	18	22
Office and administrative support	11	18	22	25	29	89	11	15	18	22
Natural resources, construction, and maintenance	15	18	22	25	30	85	11	14	17	22
Full time	14	18	21	24	27	86	12	15	18	22
Part time	20	11	14	16	18	80	11	13	16	20
Union	11	18	22	25	28	89	11	14	17	22
Nonunion	17	17	20	23	25	83	12	15	18	21
Average wage within the following categories: ²										
Lowest 25 percent	14	17	20	23	26	86	11	14	17	20
Lowest 10 percent	19	15	19	21	23	81	11	14	17	20
Second 25 percent	13	17	21	24	27	87	12	15	18	22
Third 25 percent	16	17	20	23	26	84	12	15	18	22
Highest 25 percent	14	18	21	24	26	86	13	16	18	22
Highest 10 percent	11	19	23	25	28	89	14	16	18	21
Establishment characteristics										
Service-providing industries	14	17	21	23	26	86	12	15	18	21
Education and health services	16	18	20	23	25	84	13	15	18	21
Educational services	7	14	15	16	17	93	13	15	17	20
Elementary and secondary schools	9	12	13	13	13	91	11	13	16	18
Health care and social assistance	40	20	23	26	29	60	13	16	18	23
Hospitals	51	20	23	27	30	49	13	16	19	23
Public administration	10	17	22	25	29	90	11	14	17	22
1 to 99 workers	10	15	19	22	25	90	11	14	17	21
100 workers or more	15	18	21	24	27	85	12	15	18	22
100 to 499 workers	15	17	20	22	25	85	11	14	17	21
500 workers or more	16	18	21	24	27	84	13	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, March 2017—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	9	18	21	24	27	91	13	16	19	23
Local government	17	17	20	23	26	83	11	14	17	21
Geographic areas										
Northeast	5	16	19	22	25	95	11	15	18	22
New England	6	11	15	19	21	94	10	14	18	23
Middle Atlantic	5	19	20	24	26	95	12	16	19	22
South	13	18	21	23	27	87	12	15	17	21
South Atlantic	14	18	21	24	28	86	12	15	17	21
East South Central	13	19	20	24	27	87	12	15	18	21
Midwest	20	16	19	21	24	80	12	14	18	22
East North Central	21	16	19	22	25	79	12	15	18	22
West	18	18	22	25	28	82	12	15	17	21
Mountain	25	17	19	22	25	75	13	15	18	21
Pacific	15	20	24	28	31	85	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Quality of life benefits: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	14	4	11	63	78
Worker characteristics					
Management, professional, and related	15	5	11	63	78
Professional and related	14	4	10	62	77
Teachers	11	3	6	58	72
Primary, secondary, and special education school teachers	9	3	3	56	70
Service	12	3	9	59	75
Protective service	13	3	13	61	81
Sales and office	16	4	13	64	82
Office and administrative support	17	4	12	64	82
Natural resources, construction, and maintenance	13	7	15	65	78
Production, transportation, and material moving ...	11	—	21	66	76
Full time	16	5	12	66	82
Part time	5	2	6	41	55
Union	15	3	16	57	81
Nonunion	13	5	8	67	75
Average wage within the following categories: ²					
Lowest 25 percent	13	3	6	59	69
Lowest 10 percent	9	3	3	56	62
Second 25 percent	16	5	15	66	84
Third 25 percent	17	5	13	68	82
Highest 25 percent	12	5	12	58	79
Highest 10 percent	12	5	13	54	79
Establishment characteristics					
Service-providing industries	14	4	11	63	78
Education and health services	13	4	7	63	77
Educational services	12	3	6	60	74
Elementary and secondary schools	8	2	3	54	69
Junior colleges, colleges, and universities	22	6	15	77	91
Health care and social assistance	25	6	14	81	92
Hospitals	25	6	—	79	95
Public administration	17	6	17	64	82
1 to 99 workers	10	4	10	56	64
1 to 49 workers	10	4	15	53	60
50 to 99 workers	9	4	6	59	68
100 workers or more	16	5	12	65	82
100 to 499 workers	13	5	10	54	69
500 workers or more	17	4	13	70	89

See footnotes at end of table.

Table 40. Quality of life benefits: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	30	7	21	85	93
Local government	9	4	8	55	73
Geographic areas					
Northeast	20	2	9	45	79
New England	19	—	—	53	79
Middle Atlantic	21	—	8	42	78
South	13	6	5	74	80
South Atlantic	16	8	5	74	87
East South Central	6	—	9	71	69
West South Central	—	6	3	75	74
Midwest	13	4	12	59	69
East North Central	13	4	13	60	68
West North Central	12	—	11	57	70
West	12	5	23	61	83
Mountain	12	5	17	67	81
Pacific	12	5	26	59	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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning	Stock options		
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			Performance	Signing	Other
All workers	35	37	62	68	63	26	(⁴)	1	1
Worker characteristics									
Management, professional, and related	37	38	64	71	65	27	–	1	(⁴)
Professional and related	36	38	63	70	64	26	–	(⁴)	(⁴)
Teachers	37	39	58	66	62	24	–	–	–
Primary, secondary, and special education school teachers	37	41	57	67	62	22	–	–	–
Service	31	35	58	63	58	23	–	1	1
Protective service	30	35	61	67	64	28	–	–	–
Sales and office	36	37	64	70	63	27	–	1	–
Office and administrative support	36	38	64	70	64	28	–	1	–
Natural resources, construction, and maintenance	33	37	60	64	57	27	–	–	–
Production, transportation, and material moving	31	41	59	63	64	25	–	–	–
Full time	38	40	67	74	68	29	(⁴)	1	1
Part time	19	19	32	33	35	13	–	1	(⁴)
Union	30	29	61	69	64	28	(⁴)	1	(⁴)
Nonunion	39	45	63	68	61	25	(⁴)	1	1
Average wage within the following categories: ⁵									
Lowest 25 percent	31	38	55	59	53	22	–	1	1
Lowest 10 percent	28	38	50	55	47	17	–	–	–
Second 25 percent	37	35	65	71	64	29	–	1	1
Third 25 percent	37	45	70	74	71	30	–	1	1
Highest 25 percent	35	31	61	70	64	25	(⁴)	1	(⁴)
Highest 10 percent	33	26	52	67	64	23	–	1	–
Establishment characteristics									
Service-providing industries	35	37	62	68	63	26	(⁴)	1	1
Education and health services	36	39	63	70	63	25	–	1	(⁴)
Educational services	36	39	60	67	62	24	–	–	–
Elementary and secondary schools	34	40	54	63	58	21	–	–	–
Junior colleges, colleges, and universities	45	37	77	81	73	33	–	–	–
Health care and social assistance	35	39	79	85	69	34	–	–	–
Hospitals	31	38	82	84	73	34	–	–	–
Public administration	35	35	64	69	65	31	(⁴)	1	1
1 to 99 workers	32	31	51	56	50	23	–	–	–
1 to 49 workers	32	30	45	50	49	23	–	–	–
50 to 99 workers	31	33	57	62	52	24	–	–	–
100 workers or more	36	39	66	72	67	27	(⁴)	1	1
100 to 499 workers	35	36	59	62	59	23	–	–	1
500 workers or more	36	41	69	78	70	29	–	1	(⁴)

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning	Stock options		
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			Performance	Signing	Other
State government	45	40	83	86	82	44	—	1	—
Local government	31	36	55	63	57	21	—	1	1
Geographic areas									
Northeast	13	10	46	57	70	26	—	1	—
New England	20	—	46	55	56	21	—	—	—
Middle Atlantic	11	11	45	58	74	27	—	1	—
South	40	55	71	76	67	27	—	1	—
South Atlantic	40	51	75	78	71	26	—	—	—
East South Central	43	59	63	69	64	33	—	—	—
West South Central	38	58	69	75	64	26	—	—	—
Midwest	39	32	57	66	61	25	—	—	—
East North Central	38	30	55	64	61	25	—	—	—
West North Central	41	36	61	69	61	25	—	—	—
West	40	37	66	68	52	27	—	—	1
Mountain	37	43	69	69	58	33	—	—	—
Pacific	42	34	65	68	49	24	—	—	—

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 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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Health-related benefits: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	28	68	63
Worker characteristics			
Management, professional, and related	31	70	65
Professional and related	30	69	63
Teachers	28	69	61
Primary, secondary, and special education school teachers	26	69	61
Service	24	62	57
Protective service	27	70	68
Sales and office	28	70	67
Office and administrative support	28	70	68
Natural resources, construction, and maintenance	24	62	62
Production, transportation, and material moving ...	23	62	58
Full time	31	74	69
Part time	13	33	29
Union	26	72	67
Nonunion	30	64	60
Average wage within the following categories: ³			
Lowest 25 percent	21	56	51
Lowest 10 percent	18	47	42
Second 25 percent	30	70	66
Third 25 percent	34	74	71
Highest 25 percent	29	72	67
Highest 10 percent	29	72	68
Establishment characteristics			
Service-providing industries	28	68	63
Education and health services	30	68	61
Educational services	30	68	61
Elementary and secondary schools	24	65	57
Junior colleges, colleges, and universities	50	80	76
Health care and social assistance	32	68	61
Hospitals	35	66	61
Public administration	28	72	71
1 to 99 workers	23	59	55
1 to 49 workers	25	55	53
50 to 99 workers	21	64	58
100 workers or more	30	70	66
100 to 499 workers	21	62	57
500 workers or more	35	75	70

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
State government	48	87	87
Local government	22	62	56
Geographic areas			
Northeast	21	75	73
New England	13	70	72
Middle Atlantic	23	77	73
South	35	74	70
South Atlantic	38	75	72
East South Central	35	68	58
West South Central	29	77	72
Midwest	20	61	54
East North Central	18	59	53
West North Central	24	65	57
West	33	57	53
Mountain	28	45	43
Pacific	35	63	57

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2017

(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	34	3	1	1	16	7	(³)	11
Worker characteristics								
Management, professional, and related	35	4	1	(³)	17	6	(³)	12
Professional and related	33	3	1	(³)	17	6	–	12
Teachers	31	2	1	–	16	5	–	12
Primary, secondary, and special education school teachers	33	2	1	–	18	5	–	12
Service	32	3	2	2	15	8	–	10
Protective service	42	6	–	1	19	11	–	15
Sales and office	34	4	2	1	16	8	(³)	10
Office and administrative support	34	4	2	1	16	8	(³)	10
Natural resources, construction, and maintenance	39	–	2	3	15	–	–	9
Production, transportation, and material moving ...	37	–	–	2	16	9	–	14
Full time	38	4	1	1	18	8	(³)	12
Part time	14	2	–	1	5	1	–	4
Union	45	4	–	–	29	8	(³)	13
Nonunion	26	3	2	1	6	6	(³)	10
Average wage within the following categories: ⁴								
Lowest 25 percent	26	1	2	2	8	6	–	9
Lowest 10 percent	19	(³)	3	2	4	6	–	5
Second 25 percent	37	4	1	1	17	9	–	13
Third 25 percent	35	4	1	–	17	7	(³)	11
Highest 25 percent	41	5	1	–	24	6	–	12
Highest 10 percent	44	6	–	–	25	6	–	15
Establishment characteristics								
Service-providing industries	34	3	1	1	16	7	(³)	11
Education and health services	31	3	1	–	15	6	(³)	10
Educational services	31	2	1	–	16	5	–	10
Elementary and secondary schools	30	2	1	–	17	5	–	10
Junior colleges, colleges, and universities	32	5	–	–	14	6	–	8
Health care and social assistance	35	5	–	–	12	8	2	12
Hospitals	29	6	–	–	7	5	–	9
Public administration	41	6	2	1	19	10	–	14
1 to 99 workers	32	4	1	–	18	7	–	8
1 to 49 workers	32	6	–	–	16	–	–	7
50 to 99 workers	32	3	2	–	20	3	–	8
100 workers or more	35	3	1	1	16	7	(³)	12
100 to 499 workers	36	2	2	2	18	8	–	11
500 workers or more	35	4	1	(³)	14	7	(³)	13

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2017—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	9	(³)	—	19	11	—	17
Local government	31	2	2	1	15	6	(³)	9
Geographic areas								
Northeast	47	—	—	—	32	7	—	14
New England	55	—	—	—	36	17	—	—
Middle Atlantic	44	—	—	—	31	4	—	15
South	32	2	2	1	5	8	—	15
South Atlantic	45	4	4	1	9	8	—	24
East South Central	27	—	—	5	2	18	—	3
West South Central	14	1	—	—	1	4	—	7
Midwest	29	1	—	—	16	11	—	9
East North Central	29	1	—	—	20	9	—	10
West North Central	28	—	—	—	7	13	—	8
West	33	9	—	—	22	2	—	5
Mountain	14	—	2	—	2	—	—	5
Pacific	42	12	—	—	31	—	—	5

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	58	57	48	43
Worker characteristics				
Management, professional, and related	60	59	49	44
Professional and related	59	59	48	43
Teachers	61	60	46	42
Primary, secondary, and special education school teachers	64	63	48	45
Service	52	52	44	40
Protective service	54	54	49	45
Sales and office	61	61	51	46
Office and administrative support	61	61	51	46
Natural resources, construction, and maintenance	50	51	45	39
Production, transportation, and material moving ...	56	57	45	43
Full time	62	62	51	47
Part time	31	30	25	25
Union	61	61	65	59
Nonunion	55	55	33	30
Average wage within the following categories: ²				
Lowest 25 percent	47	47	31	29
Lowest 10 percent	41	41	24	23
Second 25 percent	57	57	50	47
Third 25 percent	61	61	50	46
Highest 25 percent	65	65	61	54
Highest 10 percent	64	64	64	57
Establishment characteristics				
Service-providing industries	58	57	48	43
Education and health services	61	60	47	42
Educational services	62	61	47	43
Elementary and secondary schools	63	61	46	42
Junior colleges, colleges, and universities	60	59	51	43
Health care and social assistance	51	50	44	41
Hospitals	48	49	36	35
Public administration	56	56	50	46
1 to 99 workers	58	57	46	44
1 to 49 workers	50	49	45	41
50 to 99 workers	65	64	47	47
100 workers or more	57	57	48	43
100 to 499 workers	54	54	43	41
500 workers or more	59	59	50	44

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	63	62	51	43
Local government	56	56	46	43
Geographic areas				
Northeast	63	63	65	60
New England	36	34	48	42
Middle Atlantic	72	73	71	65
South	57	58	24	21
South Atlantic	52	52	26	21
East South Central	63	60	22	21
West South Central	63	64	21	23
Midwest	33	31	41	33
East North Central	32	29	50	38
West North Central	34	34	25	24
West	77	77	79	76
Mountain	67	66	66	58
Pacific	81	82	84	85

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 www.bls.gov/opub/btn/volume-3/employer-sponsored-benefits-extended-to-domestic-partners.htm.

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2017

(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	88	1	4	8	81	8	1	10
Worker characteristics								
Management, professional, and related	91	1	3	5	82	9	1	8
Professional and related	90	1	3	6	81	10	1	8
Teachers	91	1	3	5	81	11	(1)	8
Primary, secondary, and special education school teachers	99	—	—	—	86	13	—	—
Service	78	2	5	14	74	7	1	18
Protective service	89	—	—	8	85	—	—	10
Sales and office	88	1	3	8	81	7	1	11
Office and administrative support	89	1	3	8	82	—	—	10
Natural resources, construction, and maintenance	95	—	3	—	89	6	—	—
Production, transportation, and material moving ...	85	—	6	10	79	6	—	—
Full time	99	(1)	(1)	1	91	8	(1)	1
Part time	23	4	23	50	19	8	4	68
Union	94	1	3	2	88	8	1	4
Nonunion	82	1	4	12	75	9	1	16
Average wage within the following categories: ²								
Lowest 25 percent	70	2	8	20	64	8	1	26
Lowest 10 percent	56	3	11	30	51	8	1	40
Second 25 percent	92	1	2	5	86	7	1	6
Third 25 percent	97	(1)	1	2	87	10	—	—
Highest 25 percent	95	(1)	2	3	87	8	—	—
Highest 10 percent	92	—	4	—	84	9	—	—
Establishment characteristics								
Service-providing industries	88	1	4	8	81	8	1	11
Education and health services	89	1	4	6	81	9	1	9
Educational services	89	1	4	6	80	10	1	9
Elementary and secondary schools	89	1	4	6	78	12	1	9
Junior colleges, colleges, and universities	88	2	4	6	85	—	—	9
Health care and social assistance	91	—	—	6	87	—	—	9
Hospitals	91	—	—	6	87	—	—	9
Public administration	89	1	2	8	83	7	(1)	10
1 to 99 workers	84	2	4	11	74	12	1	14
1 to 49 workers	81	1	5	14	69	—	—	17
50 to 99 workers	86	2	3	8	78	11	1	11
100 workers or more	89	1	3	7	83	7	1	9
100 to 499 workers	85	1	5	8	77	10	1	13
500 workers or more	91	1	3	6	86	6	1	8

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2017—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	83	6	3	8	35	54	1	10
Worker characteristics								
Management, professional, and related	86	6	3	6	38	54	1	7
Professional and related	85	6	3	6	37	54	1	8
Teachers	89	3	2	6	36	56	1	7
Primary, secondary, and special education school teachers	98	—	—	—	32	67	—	—
Service	73	7	5	15	28	52	3	17
Protective service	86	3	3	8	32	58	2	9
Sales and office	83	6	3	9	36	53	1	10
Office and administrative support	84	6	2	8	36	54	1	9
Natural resources, construction, and maintenance	87	8	2	2	38	57	—	—
Production, transportation, and material moving ...	81	4	6	10	26	59	—	—
Full time	93	6	(¹)	1	40	59	—	—
Part time	21	6	19	54	7	20	9	64
Union	92	4	3	2	33	62	1	4
Nonunion	76	8	3	13	37	47	2	15
Average wage within the following categories: ²								
Lowest 25 percent	64	8	7	21	26	46	4	24
Lowest 10 percent	50	9	8	33	19	40	6	35
Second 25 percent	86	7	2	5	38	55	1	6
Third 25 percent	93	5	1	2	38	60	(¹)	2
Highest 25 percent	90	5	2	3	40	55	1	4
Highest 10 percent	88	5	3	4	43	50	—	—
Establishment characteristics								
Service-providing industries	83	6	3	8	35	53	1	10
Education and health services	84	6	3	7	37	53	1	9
Educational services	86	4	4	7	34	56	1	9
Elementary and secondary schools	88	1	4	7	26	64	1	9
Junior colleges, colleges, and universities	79	10	3	7	57	33	2	8
Health care and social assistance	71	20	2	7	54	37	—	—
Hospitals	66	24	2	7	59	32	—	—
Public administration	85	5	2	8	35	55	1	9
1 to 99 workers	79	6	3	11	26	59	1	13
1 to 49 workers	76	5	4	14	23	59	2	16
50 to 99 workers	82	7	3	9	29	59	1	10
100 workers or more	84	6	3	7	38	52	1	9
100 to 499 workers	82	4	5	9	28	58	2	12
500 workers or more	85	7	2	6	43	49	1	7

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2017—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	95	1	(¹)	4	90	6	(¹)	4
Local government	85	1	5	9	77	9	1	13
Geographic areas								
Northeast	86	1	6	7	80	7	2	11
New England	83	—	—	10	80	—	—	11
Middle Atlantic	87	(¹)	7	6	80	7	2	11
South	92	1	2	5	82	11	—	—
South Atlantic	90	1	2	7	84	—	—	8
East South Central	91	—	—	5	74	18	—	8
West South Central	95	—	—	3	82	13	—	—
Midwest	84	1	6	9	80	5	1	15
East North Central	82	1	7	10	79	4	1	16
West North Central	87	—	—	7	81	—	—	12
West	87	1	2	10	79	—	—	12
Mountain	85	—	—	13	82	—	—	14
Pacific	88	1	3	8	78	11	—	—

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2017—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	90	6	(¹)	4	48	48	—	—
Local government	80	6	4	10	31	55	2	12
Geographic areas								
Northeast	82	5	5	8	30	57	—	—
New England	76	12	—	—	15	73	—	—
Middle Atlantic	84	3	6	7	35	52	—	—
South	87	5	2	6	41	52	1	6
South Atlantic	86	5	2	8	55	36	1	8
East South Central	86	6	—	—	39	53	—	8
West South Central	90	6	1	4	20	76	—	—
Midwest	77	7	5	10	38	47	3	12
East North Central	76	7	6	11	44	40	4	13
West North Central	80	8	4	8	28	60	2	11
West	82	6	2	10	28	59	—	—
Mountain	77	—	—	13	33	53	—	—
Pacific	84	5	2	9	26	63	—	—

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Paid leave combinations: Access, State and local government workers, March 2017

(All workers = 100 percent)

Characteristics	Sick leave and vacation	Vacation and holidays
All workers	60	58
Worker characteristics		
Management, professional, and related	46	43
Professional and related	39	36
Teachers	15	10
Primary, secondary, and special education school teachers	12	8
Service	73	72
Protective service	88	88
Sales and office	85	84
Office and administrative support	86	85
Natural resources, construction, and maintenance	95	95
Production, transportation, and material moving ...	61	60
Full time	66	64
Part time	21	20
Union	57	55
Nonunion	63	60
Average wage within the following categories: ¹		
Lowest 25 percent	57	55
Lowest 10 percent	42	41
Second 25 percent	85	84
Third 25 percent	62	60
Highest 25 percent	40	37
Highest 10 percent	37	34
Establishment characteristics		
Service-providing industries	59	57
Education and health services	44	40
Educational services	36	33
Elementary and secondary schools	25	21
Junior colleges, colleges, and universities	69	68
Health care and social assistance	91	90
Hospitals	90	89
Public administration	90	89
1 to 99 workers	55	52
1 to 49 workers	64	63
50 to 99 workers	46	41
100 workers or more	61	60
100 to 499 workers	60	58
500 workers or more	62	60

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, March 2017—continued

(All workers = 100 percent)

Characteristics	Sick leave and vacation	Vacation and holidays
State government	86	86
Local government	51	49
Geographic areas		
Northeast	56	55
New England	53	53
Middle Atlantic	57	56
South	61	59
South Atlantic	66	64
East South Central	60	59
West South Central	55	51
Midwest	54	52
East North Central	53	52
West North Central	56	52
West	66	63
Mountain	61	56
Pacific	68	67

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 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.