

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2018

(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	35	4	2	1	17	7	(³)	11
Worker characteristics								
Management, professional, and related	36	4	1	(³)	17	6	(³)	12
Professional and related	35	4	1	(³)	17	6	–	12
Teachers	33	3	1	–	17	5	–	12
Primary, secondary, and special education school teachers	35	3	–	–	19	5	–	14
Service	33	3	2	2	15	8	–	10
Protective service	43	6	2	1	19	11	–	15
Sales and office	35	4	2	1	16	7	(³)	10
Office and administrative support	36	4	2	1	16	8	(³)	10
Natural resources, construction, and maintenance	40	–	2	3	15	–	–	9
Production, transportation, and material moving ...	37	–	–	–	16	9	–	14
Full time	39	4	2	1	18	8	(³)	12
Part time	15	2	2	1	5	1	–	5
Union	45	4	–	–	29	8	(³)	12
Nonunion	27	3	2	1	6	6	(³)	11
Average wage within the following categories: ⁴								
Lowest 25 percent	27	1	2	2	8	7	–	10
Lowest 10 percent	19	1	2	2	5	6	–	6
Second 25 percent	37	4	2	1	16	8	(³)	12
Third 25 percent	36	5	1	–	18	7	(³)	12
Highest 25 percent	42	5	1	–	25	7	–	12
Highest 10 percent	45	6	1	–	26	6	–	15
Establishment characteristics								
Service-providing industries	35	4	2	1	17	7	(³)	11
Education and health services	32	3	1	(³)	16	6	(³)	11
Educational services	31	3	1	–	17	5	–	10
Elementary and secondary schools	31	2	1	–	17	5	–	12
Junior colleges, colleges, and universities	31	6	–	–	14	6	–	7
Health care and social assistance	35	5	–	–	12	8	2	11
Hospitals	30	6	–	–	7	5	–	9
Public administration	43	6	2	1	19	10	–	14
1 to 99 workers	33	4	2	–	19	7	–	8
1 to 49 workers	31	6	2	–	16	–	–	8
50 to 99 workers	34	3	1	–	21	5	–	8
100 workers or more	36	3	1	1	16	7	(³)	12
100 to 499 workers	37	2	2	2	19	9	–	12
500 workers or more	35	4	1	(³)	15	7	(³)	13

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2018—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	—	15
Local government	32	2	2	1	16	6	(³)	10
Geographic areas								
Northeast	48	—	—	—	33	7	—	14
New England	55	—	—	—	37	17	—	—
Middle Atlantic	46	—	—	—	32	4	—	15
South	33	3	3	1	5	8	—	17
South Atlantic	48	4	4	2	9	8	—	27
East South Central	28	—	—	4	—	18	—	2
West South Central	15	2	—	—	—	4	—	7
Midwest	29	1	—	—	17	10	—	7
East North Central	31	1	—	—	23	9	—	6
West North Central	26	—	—	—	6	13	—	7
West	33	9	—	—	22	2	—	5
Mountain	14	—	—	—	2	—	—	5
Pacific	42	12	—	—	31	2	—	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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.