

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2018

(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	83	90	86	77	89	37	17	45
Worker characteristics									
Management, professional, and related	94	84	90	89	78	88	39	17	42
Professional and related	93	83	89	88	77	88	39	16	42
Teachers	94	84	89	91	80	88	38	13	36
Primary, secondary, and special education school teachers	99	90	91	99	89	90	32	9	28
Service	84	78	92	78	72	91	31	16	50
Protective service	92	86	94	89	81	92	34	19	55
Sales and office	91	82	90	86	75	88	37	18	49
Office and administrative support	92	83	90	87	76	88	37	18	48
Natural resources, construction, and maintenance	97	91	93	90	82	92	40	21	54
Production, transportation, and material moving ...	90	82	91	87	79	91	27	13	47
Full time	99	90	91	94	83	89	40	18	46
Part time	45	39	86	40	36	90	16	6	38
Union	97	88	90	95	84	89	34	13	38
Nonunion	86	78	90	79	70	89	39	20	51
Average wage within the following categories: ³									
Lowest 25 percent	78	70	90	71	64	90	30	13	44
Lowest 10 percent	68	59	88	59	53	90	25	10	41
Second 25 percent	94	86	91	89	79	89	38	18	49
Third 25 percent	98	89	90	93	83	89	39	19	48
Highest 25 percent	97	87	90	93	82	88	41	17	41
Highest 10 percent	95	85	89	91	78	86	45	18	39
Establishment characteristics									
Service-providing industries	91	83	90	86	77	89	37	17	45
Education and health services	93	83	89	88	77	88	38	15	39
Educational services	93	83	89	90	80	88	35	12	35
Elementary and secondary schools	93	84	91	92	84	91	28	8	29
Junior colleges, colleges, and universities	92	78	85	82	67	81	59	26	43
Health care and social assistance	93	81	87	73	62	84	55	31	56
Hospitals	93	79	85	68	55	80	58	36	63
Public administration	91	85	94	87	79	91	36	19	54
1 to 99 workers	87	83	94	83	78	94	28	12	43
1 to 49 workers	85	80	94	81	76	93	25	12	48
50 to 99 workers	89	85	95	85	81	94	32	12	39
100 workers or more	93	83	89	87	76	88	40	18	46
100 to 499 workers	91	83	92	87	79	91	30	13	43
500 workers or more	93	82	88	87	75	86	44	20	47

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2018—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	95	86	90	90	78	86	48	22	45
Local government	90	81	90	85	76	90	33	15	45
Geographic areas									
Northeast	91	84	92	87	80	92	31	9	30
New England	85	74	87	78	70	90	16	—	—
Middle Atlantic	93	87	93	90	83	93	36	9	25
South	94	84	90	89	79	89	42	18	42
South Atlantic	92	81	89	88	76	86	57	22	39
East South Central	94	86	91	89	79	89	40	21	53
West South Central	97	88	91	90	83	91	21	10	47
Midwest	90	78	87	83	71	85	41	18	44
East North Central	89	77	87	82	69	84	47	19	40
West North Central	92	81	88	85	74	86	30	17	58
West	89	83	93	84	76	91	29	19	66
Mountain	86	81	94	78	71	91	32	24	75
Pacific	91	84	92	87	79	91	28	17	61

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 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.

Table 3. Retirement benefit combinations: Access, State and local government workers, March 2018

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	32	54	5
Worker characteristics			
Management, professional, and related	34	54	5
Professional and related	34	55	5
Teachers	35	56	3
Primary, secondary, and special education school teachers	32	67	–
Service	25	53	6
Protective service	31	58	3
Sales and office	32	54	6
Office and administrative support	32	55	5
Natural resources, construction, and maintenance	32	58	8
Production, transportation, and material moving	23	63	4
Full time	35	59	5
Part time	11	29	5
Union	32	63	3
Nonunion	31	47	8
Average wage within the following categories: ¹			
Lowest 25 percent	23	48	7
Lowest 10 percent	17	42	8
Second 25 percent	32	57	5
Third 25 percent	35	59	5
Highest 25 percent	37	55	4
Highest 10 percent	40	51	5
Establishment characteristics			
Service-providing industries	32	54	5
Education and health services	33	54	5
Educational services	33	57	3
Elementary and secondary schools	27	65	–
Junior colleges, colleges, and universities	50	33	9
Health care and social assistance	36	37	19
Hospitals	34	35	25
Public administration	32	55	4
1 to 99 workers	24	59	4
1 to 49 workers	20	61	5
50 to 99 workers	28	58	4
100 workers or more	34	53	6
100 to 499 workers	27	61	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 2018—continued

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
State government	43	47	5
Local government	28	57	5
Geographic areas			
Northeast	26	61	4
New England	—	70	8
Middle Atlantic	32	58	3
South	37	51	5
South Atlantic	54	34	4
East South Central	35	54	5
West South Central	15	76	6
Midwest	34	49	7
East North Central	41	41	7
West North Central	23	62	7
West	24	60	5
Mountain	24	54	8
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 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.

Table 4. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, March 2018

(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	79	7.1	7.0	9
Worker characteristics					
Management, professional, and related	92	80	7.3	7.2	8
Professional and related	92	81	7.4	7.2	8
Teachers	92	83	7.7	7.3	8
Primary, secondary, and special education school teachers	92	84	7.7	7.3	8
Service	92	78	7.1	7.0	8
Protective service	92	76	7.3	7.2	8
Sales and office	88	76	6.7	6.8	12
Office and administrative support	88	77	6.7	6.8	12
Natural resources, construction, and maintenance	89	78	6.5	6.3	11
Production, transportation, and material moving ...	88	76	6.3	6.3	12
Full time	91	79	7.1	7.0	9
Part time	90	76	7.1	7.0	10
Union	91	71	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	6.7	6.8	9
Lowest 10 percent	94	90	6.8	7.2	6
Second 25 percent	90	78	6.8	7.0	10
Third 25 percent	91	79	7.0	7.0	9
Highest 25 percent	91	74	7.9	7.5	9
Highest 10 percent	94	71	8.2	8.0	6
Establishment characteristics					
Service-providing industries	91	79	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	92	83	7.4	7.2	8
Junior colleges, colleges, and universities	94	82	7.3	7.5	6
Health care and social assistance	–	75	6.9	7.0	–
Hospitals	–	72	7.0	7.5	–
Public administration	90	74	6.7	6.3	10
1 to 99 workers	90	79	7.4	7.0	10
1 to 49 workers	89	73	7.2	7.0	11
50 to 99 workers	91	83	7.5	7.0	9
100 workers or more	91	79	7.0	7.1	9
100 to 499 workers	88	79	7.0	6.9	12
500 workers or more	93	79	7.0	7.2	7

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 2018—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	92	76	6.7	7.0	8
Local government	90	80	7.2	7.1	10
Geographic areas					
Northeast	98	55	6.7	7.2	2
New England	—	61	7.2	7.3	—
Middle Atlantic	97	53	6.6	7.2	3
South	94	94	6.4	7.0	6
South Atlantic	98	97	5.3	6.0	2
East South Central	81	81	7.1	7.5	19
West South Central	95	95	7.5	7.5	5
Midwest	87	80	7.7	6.8	13
East North Central	82	73	8.2	8.0	18
West North Central	95	93	7.1	6.0	5
West	82	72	8.4	8.0	18
Mountain	84	84	8.9	8.0	16
Pacific	82	68	8.1	8.0	18

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 2018.

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

Source: U.S. 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 2018

(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	43	56	(⁴)	(⁴)
Worker characteristics				
Management, professional, and related	42	58	(⁴)	(⁴)
Professional and related	42	57	(⁴)	(⁴)
Teachers	43	57	—	—
Primary, secondary, and special education school teachers	43	56	—	—
Service	45	55	—	—
Protective service	47	53	—	—
Sales and office	45	55	—	—
Office and administrative support	45	55	—	—
Natural resources, construction, and maintenance	54	46	—	—
Production, transportation, and material moving ...	46	54	—	—
Full time	43	56	(⁴)	(⁴)
Part time	48	52	—	(⁴)
Union	39	61	(⁴)	(⁴)
Nonunion	48	51	—	—
Average wage within the following categories: ⁵				
Lowest 25 percent	48	51	—	—
Lowest 10 percent	47	53	—	—
Second 25 percent	46	54	—	—
Third 25 percent	44	56	—	—
Highest 25 percent	37	62	(⁴)	(⁴)
Highest 10 percent	32	68	—	—
Establishment characteristics				
Service-providing industries	44	56	(⁴)	(⁴)
Education and health services	42	57	(⁴)	(⁴)
Educational services	42	58	(⁴)	(⁴)
Elementary and secondary schools	43	57	—	—
Junior colleges, colleges, and universities	39	61	—	—
Health care and social assistance	46	54	—	—
Hospitals	49	51	—	—
Public administration	43	56	—	—
1 to 99 workers	47	53	—	—
1 to 49 workers	47	53	—	—
50 to 99 workers	47	53	—	—
100 workers or more	42	57	(⁴)	(⁴)
100 to 499 workers	50	50	—	—
500 workers or more	39	61	(⁴)	(⁴)

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2018—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	39	61	—	—
Local government	45	55	(⁴)	(⁴)
Geographic areas				
Northeast	29	70	—	—
New England	34	64	—	—
Middle Atlantic	27	72	—	—
South	48	52	(⁴)	—
South Atlantic	58	42	—	—
East South Central	38	62	—	—
West South Central	39	61	—	—
Midwest	53	47	—	—
East North Central	53	47	—	—
West North Central	52	47	—	—
West	41	59	—	—
Mountain	41	59	—	—
Pacific	41	59	—	—

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 2018.

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

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

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, March 2018

(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	(³)	22	78
Worker characteristics			
Management, professional, and related	1	22	78
Professional and related	1	21	78
Teachers	1	19	80
Primary, secondary, and special education school teachers	1	20	80
Service	–	–	77
Protective service	–	23	77
Sales and office	–	–	78
Office and administrative support	–	–	77
Natural resources, construction, and maintenance	–	24	76
Production, transportation, and material moving ...	–	–	82
Full time	(³)	21	78
Part time	1	30	69
Union	1	21	79
Nonunion	(³)	24	76
Average wage within the following categories: ⁴			
Lowest 25 percent	(³)	21	79
Lowest 10 percent	–	–	84
Second 25 percent	–	–	74
Third 25 percent	–	–	80
Highest 25 percent	1	22	77
Highest 10 percent	1	29	70
Establishment characteristics			
Service-providing industries	(³)	22	77
Education and health services	1	21	78
Educational services	1	21	79
Elementary and secondary schools	1	20	79
Junior colleges, colleges, and universities	–	22	78
Health care and social assistance	–	24	76
Hospitals	–	24	76
Public administration	–	24	76
1 to 99 workers	1	28	71
1 to 49 workers	1	33	65
50 to 99 workers	–	–	76
100 workers or more	–	–	79
100 to 499 workers	–	–	76
500 workers or more	–	–	81

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, March 2018—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	—	21	79
Local government	1	22	77
Geographic areas			
Northeast	—	3	97
New England	—	—	98
Middle Atlantic	—	3	97
South	—	21	79
South Atlantic	—	11	89
East South Central	—	59	41
West South Central	—	12	88
Midwest	2	17	80
East North Central	4	14	83
West North Central	—	24	76
West	—	47	53
Mountain	—	—	86
Pacific	—	61	39

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 2017 are included in the "1 year" column. Those frozen between 2013 and 2016 are included in the "2 to 5 years" column and plans frozen before 2013 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 2018.

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

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

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, March 2018

(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	1	17	–
Worker characteristics							
Management, professional, and related	–	100	94	5	1	16	–
Professional and related	–	100	94	4	1	16	–
Teachers	–	100	95	5	1	17	–
Primary, secondary, and special education school teachers	–	100	95	5	1	18	–
Service	–	100	91	7	–	17	–
Protective service	–	100	90	9	–	18	–
Sales and office	–	100	92	6	–	20	–
Office and administrative support	–	100	92	6	–	21	–
Natural resources, construction, and maintenance	–	100	89	6	–	14	–
Production, transportation, and material moving ...	–	100	91	4	–	16	–
Full time	–	100	93	5	1	18	–
Part time	–	100	98	2	1	8	–
Union	–	100	94	4	1	18	–
Nonunion	–	100	91	7	1	16	–
Average wage within the following categories: ³							
Lowest 25 percent	–	100	92	6	(⁴)	19	–
Lowest 10 percent	–	100	94	6	–	17	–
Second 25 percent	–	100	91	6	–	19	–
Third 25 percent	–	100	93	5	–	15	–
Highest 25 percent	–	100	95	4	1	17	–
Highest 10 percent	–	100	94	4	1	16	–
Establishment characteristics							
Service-providing industries	–	100	93	5	1	17	–
Education and health services	–	100	95	4	1	17	–
Educational services	–	100	96	4	1	16	–
Elementary and secondary schools	–	100	95	4	1	17	–
Junior colleges, colleges, and universities	–	100	96	3	–	14	–
Health care and social assistance	–	100	89	–	–	17	–
Hospitals	–	100	92	–	–	9	–
Public administration	–	100	89	8	–	20	–
1 to 99 workers	–	100	92	6	1	15	–
1 to 49 workers	–	100	92	6	2	11	–
50 to 99 workers	–	100	93	6	–	19	–
100 workers or more	–	100	93	5	–	18	–
100 to 499 workers	–	100	94	3	–	20	–
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 2018—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	5	—	19	—
Local government	—	100	93	5	1	16	—
Geographic areas							
Northeast	—	100	97	3	—	18	—
New England	—	100	93	—	—	—	—
Middle Atlantic	—	100	98	2	—	20	—
South	—	100	92	6	—	23	—
South Atlantic	—	100	86	10	—	46	—
East South Central	—	100	93	—	—	23	—
West South Central	—	100	96	—	—	3	—
Midwest	—	100	90	6	3	14	—
East North Central	—	100	91	3	4	21	—
West North Central	—	100	89	—	—	—	—
West	—	100	92	6	—	8	—
Mountain	—	100	91	—	—	7	—
Pacific	—	100	93	5	—	9	—

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 2018.

⁴ Less than 0.5.

Note: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

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

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, March 2018

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	71	29	88	12
Worker characteristics				
Management, professional, and related	73	27	89	11
Professional and related	73	27	89	11
Teachers	78	22	95	5
Primary, secondary, and special education school teachers	73	27	98	2
Service	61	39	86	14
Protective service	60	40	–	–
Sales and office	71	29	89	11
Office and administrative support	70	30	88	12
Natural resources, construction, and maintenance	73	27	–	–
Full time	71	29	88	12
Part time	67	33	–	–
Union	67	33	85	15
Nonunion	73	27	90	10
Average wage within the following categories: ¹				
Lowest 25 percent	66	34	88	12
Lowest 10 percent	65	35	82	18
Second 25 percent	71	29	87	13
Third 25 percent	66	34	85	15
Highest 25 percent	79	21	93	7
Highest 10 percent	81	19	92	8
Establishment characteristics				
Service-providing industries	71	29	89	11
Education and health services	73	27	88	12
Educational services	74	26	91	9
Elementary and secondary schools	71	29	92	8
Junior colleges, colleges, and universities	76	24	90	10
Health care and social assistance	70	30	82	18
Hospitals	74	26	–	–
Public administration	67	33	90	10
1 to 99 workers	68	32	–	–
1 to 49 workers	74	26	–	–
50 to 99 workers	62	38	–	–
100 workers or more	71	29	88	12
100 to 499 workers	59	41	87	13
500 workers or more	75	25	89	11

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, March 2018—continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	71	29	85	15
Local government	71	29	90	10
Geographic areas				
Northeast	63	37	75	25
South	82	18	88	12
South Atlantic	79	21	91	9
East South Central	93	7	86	14
West South Central	78	22	81	19
Midwest	56	44	85	15
East North Central	47	53	82	18
West North Central	80	20	92	8
West	71	29	—	—
Mountain	—	—	100	—
Pacific	66	34	—	—

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 2018.

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

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

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2018

(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	70	79
Worker characteristics						
Management, professional, and related	92	81	88	92	72	78
Professional and related	91	80	87	91	71	78
Teachers	92	80	86	92	71	77
Primary, secondary, and special education school teachers	99	85	85	99	75	76
Service	81	72	89	81	64	79
Protective service	89	82	92	89	71	80
Sales and office	89	80	90	89	74	84
Office and administrative support	90	81	90	90	75	84
Natural resources, construction, and maintenance Production, transportation, and material moving ...	96 84	84 76	88 90	95 84	75 67	79 79
Full time	99	88	89	99	79	80
Part time	27	23	84	27	19	70
Union	95	85	90	95	74	78
Nonunion	84	73	88	84	68	81
Average wage within the following categories: ³						
Lowest 25 percent	72	63	86	72	57	79
Lowest 10 percent	60	50	83	60	47	78
Second 25 percent	93	83	89	93	75	80
Third 25 percent	97	86	88	97	78	80
Highest 25 percent	95	86	90	95	74	77
Highest 10 percent	93	86	93	93	75	80
Establishment characteristics						
Service-providing industries	89	79	89	89	70	79
Education and health services	90	79	87	90	70	78
Educational services	90	78	87	90	70	77
Elementary and secondary schools	90	77	85	90	68	76
Junior colleges, colleges, and universities	90	82	91	90	74	82
Health care and social assistance	91	82	90	91	75	83
Hospitals	90	82	91	90	75	83
Public administration	90	82	91	90	74	82
1 to 99 workers	86	76	88	85	68	80
1 to 49 workers	83	73	88	82	66	80
50 to 99 workers	89	79	89	89	70	79
100 workers or more	90	80	89	90	71	79
100 to 499 workers	86	77	89	86	67	78
500 workers or more	92	81	88	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 2018—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	32	85	88	70	79
Worker characteristics									
Management, professional, and related	59	49	83	37	31	84	91	71	78
Professional and related	58	48	83	35	29	83	90	70	78
Teachers	57	46	81	34	28	82	91	70	77
Primary, secondary, and special education school teachers	59	48	82	36	30	82	98	74	76
Service	53	46	86	35	30	86	80	64	80
Protective service	61	55	90	44	39	89	89	71	80
Sales and office	58	50	86	39	35	88	88	74	84
Office and administrative support	59	50	86	40	35	88	89	75	84
Natural resources, construction, and maintenance	67	60	89	41	37	90	93	73	79
Production, transportation, and material moving	61	53	86	46	40	87	83	67	81
Full time	65	55	85	41	35	85	98	78	80
Part time	19	15	77	14	12	87	27	19	69
Union	75	64	86	55	48	88	94	73	78
Nonunion	44	37	83	22	18	79	83	67	81
Average wage within the following categories: ³									
Lowest 25 percent	37	31	83	21	17	81	72	57	79
Lowest 10 percent	26	21	81	12	9	79	59	46	78
Second 25 percent	66	55	84	40	35	86	92	74	81
Third 25 percent	61	52	85	40	34	86	96	77	80
Highest 25 percent	72	61	85	49	43	86	94	72	77
Highest 10 percent	75	65	86	55	47	87	92	74	80
Establishment characteristics									
Service-providing industries	58	49	85	37	32	85	88	70	79
Education and health services	57	47	82	34	28	83	89	70	78
Educational services	57	46	82	34	28	82	89	69	77
Elementary and secondary schools	54	44	82	33	28	83	89	67	76
Junior colleges, colleges, and universities	63	52	81	36	29	81	89	73	82
Health care and social assistance	61	50	82	35	30	87	91	75	83
Hospitals	60	49	82	31	28	91	90	75	83
Public administration	60	53	88	43	38	89	89	73	82
1 to 99 workers	59	48	80	39	32	82	84	67	80
1 to 49 workers	56	45	80	37	31	83	81	65	81
50 to 99 workers	63	50	81	41	33	81	87	69	79
100 workers or more	58	50	86	37	32	87	89	70	79
100 to 499 workers	54	47	87	33	29	88	85	66	77
500 workers or more	60	51	85	38	33	86	91	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 2018—continued

(All workers = 100 percent)

Characteristics	Healthcare ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	96	87	91	96	80	83
Local government	87	76	87	87	67	78
Geographic areas						
Northeast	88	79	91	87	68	78
New England	89	78	88	88	64	72
Middle Atlantic	87	80	91	87	70	80
South	93	79	86	93	75	82
South Atlantic	91	79	87	91	73	81
East South Central	92	82	89	92	78	85
West South Central	96	79	83	96	77	80
Midwest	85	74	87	85	64	76
East North Central	84	74	88	84	66	78
West North Central	88	75	85	88	62	71
West	88	82	93	88	70	79
Mountain	86	77	90	86	64	74
Pacific	89	85	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 2018—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	85	43	37	86	94	79	84
Local government	56	47	84	35	30	85	86	66	78
Geographic areas									
Northeast	68	62	90	48	43	89	86	69	80
New England	61	54	89	—	—	—	88	64	73
Middle Atlantic	71	64	90	59	53	90	86	70	82
South	38	30	79	19	14	73	91	74	81
South Atlantic	44	36	82	25	19	75	91	73	81
East South Central	29	22	76	11	10	86	92	77	84
West South Central	32	23	74	14	9	64	92	74	80
Midwest	62	52	85	32	27	84	83	62	75
East North Central	63	53	84	44	37	86	83	65	78
West North Central	58	51	87	—	7	—	82	57	70
West	81	69	85	64	57	89	88	70	79
Mountain	69	59	85	31	27	86	86	65	75
Pacific	87	74	85	79	71	90	89	72	81

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 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.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, March 2018

(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	85	15	66	34
Primary, secondary, and special education school teachers	85	15	65	35
Service	88	12	73	27
Protective service	89	11	78	22
Sales and office	88	12	73	27
Office and administrative support	88	12	73	27
Natural resources, construction, and maintenance	89	11	75	25
Production, transportation, and material moving ...	86	14	70	30
Full time	87	13	71	29
Part time	85	15	70	30
Union	86	14	76	24
Nonunion	87	13	67	33
Average wage within the following categories: ¹				
Lowest 25 percent	87	13	66	34
Lowest 10 percent	88	12	62	38
Second 25 percent	87	13	74	26
Third 25 percent	86	14	70	30
Highest 25 percent	85	15	75	25
Highest 10 percent	85	15	76	24
Establishment characteristics				
Service-providing industries	86	14	71	29
Education and health services	85	15	68	32
Educational services	85	15	67	33
Elementary and secondary schools	85	15	65	35
Junior colleges, colleges, and universities	86	14	72	28
Health care and social assistance	87	13	75	25
Hospitals	87	13	75	25
Public administration	88	12	77	23
1 to 99 workers	87	13	74	26
1 to 49 workers	89	11	73	27
50 to 99 workers	86	14	74	26
100 workers or more	86	14	71	29
100 to 499 workers	87	13	72	28
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 2018—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	85	15	83	17
New England	78	22	77	23
Middle Atlantic	87	13	84	16
South	87	13	63	37
South Atlantic	86	14	66	34
East South Central	88	12	62	38
West South Central	87	13	58	42
Midwest	87	13	74	26
East North Central	85	15	76	24
West North Central	90	10	71	29
West	87	13	75	25
Mountain	87	13	72	28
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 2018.

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

Source: U.S. 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 2018

(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	\$551.12	22	\$582.81	78	\$542.05	\$116.83
Worker characteristics							
Management, professional, and related	100	543.81	21	583.66	79	533.11	123.89
Professional and related	100	540.08	22	577.46	78	529.76	127.75
Teachers	100	535.96	23	570.89	77	525.64	139.02
Primary, secondary, and special education school teachers	100	533.42	25	566.11	75	522.76	144.83
Service	100	559.63	24	568.80	76	556.68	111.56
Protective service	100	575.86	24	552.23	76	583.38	106.22
Sales and office	100	559.73	23	585.61	77	552.08	102.38
Office and administrative support	100	560.40	23	588.04	77	552.21	101.18
Natural resources, construction, and maintenance	100	563.20	26	595.01	74	552.22	89.94
Production, transportation, and material moving ...	100	574.12	22	617.97	78	561.88	119.19
Full time	100	551.22	22	581.90	78	542.54	115.83
Part time	100	548.47	26	601.86	74	528.80	144.04
Union	100	579.30	24	592.86	76	574.91	135.79
Nonunion	100	525.05	20	571.56	80	513.28	100.24
Average wage within the following categories: ¹							
Lowest 25 percent	100	529.20	25	572.94	75	514.19	105.58
Lowest 10 percent	100	510.20	30	559.05	70	489.10	106.57
Second 25 percent	100	555.79	22	579.60	78	549.21	109.12
Third 25 percent	100	554.18	20	579.69	80	547.62	116.09
Highest 25 percent	100	561.86	22	597.72	78	551.81	132.66
Highest 10 percent	100	574.09	25	594.82	75	567.03	152.34
Establishment characteristics							
Service-providing industries	100	552.00	22	582.96	78	543.18	116.93
Education and health services	100	534.75	22	573.95	78	523.70	124.82
Educational services	100	535.45	22	573.76	78	524.50	130.00
Elementary and secondary schools	100	528.64	24	566.09	76	516.65	139.48
Junior colleges, colleges, and universities	100	551.32	16	596.21	84	542.60	107.84
Health care and social assistance	100	530.72	21	575.13	79	519.25	96.00
Hospitals	100	521.61	21	585.40	79	504.48	94.60
Public administration	100	579.98	23	598.56	77	574.47	104.22
1 to 99 workers	100	552.13	23	598.63	77	537.90	109.61
1 to 49 workers	100	546.90	29	575.33	71	534.87	106.40
50 to 99 workers	100	556.72	18	632.76	82	540.18	112.03
100 workers or more	100	550.83	22	577.95	78	543.22	118.87
100 to 499 workers	100	561.97	22	564.19	78	561.36	111.06
500 workers or more	100	545.89	22	583.92	78	535.13	122.34

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 2018—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	\$542.65	12	\$588.13	88	\$536.18	\$105.02
Local government	100	554.48	26	581.80	74	544.81	122.40
Geographic areas							
Northeast	100	565.39	25	599.14	75	553.96	147.85
New England	100	547.75	2	571.84	98	547.21	165.71
Middle Atlantic	100	570.78	32	599.71	68	556.94	139.96
South	100	514.82	23	567.61	77	499.18	105.24
South Atlantic	100	537.33	13	599.65	87	527.69	106.50
East South Central	100	527.22	18	524.21	82	527.89	87.84
West South Central	100	476.52	39	561.87	61	422.69	114.22
Midwest	100	576.58	17	571.61	83	577.63	117.49
East North Central	100	570.91	11	545.57	89	573.90	123.91
West North Central	100	587.62	31	589.02	69	586.99	101.38
West	100	582.70	23	603.08	77	576.63	112.92
Mountain	100	520.46	16	552.32	84	514.47	85.07
Pacific	100	608.33	26	615.86	74	605.70	125.95

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

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

Source: U.S. 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 2018

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
All workers	61	26	7	6
Worker characteristics				
Management, professional, and related	60	28	7	5
Professional and related	61	28	7	5
Teachers	63	26	7	4
Primary, secondary, and special education school teachers	64	24	8	5
Service	65	23	6	7
Protective service	67	19	4	10
Sales and office	58	27	8	7
Office and administrative support	58	27	8	7
Natural resources, construction, and maintenance	71	19	7	3
Production, transportation, and material moving ...	60	20	16	4
Full time	62	26	7	6
Part time	51	28	13	8
Union	65	17	7	10
Nonunion	58	34	7	2
Average wage within the following categories: ³				
Lowest 25 percent	59	30	8	3
Lowest 10 percent	62	31	6	1
Second 25 percent	63	25	7	6
Third 25 percent	63	27	6	4
Highest 25 percent	61	23	8	9
Highest 10 percent	59	23	8	10
Establishment characteristics				
Service-providing industries	61	26	7	6
Education and health services	60	30	6	4
Educational services	61	28	7	4
Elementary and secondary schools	64	23	8	5
Junior colleges, colleges, and universities	53	40	—	—
Health care and social assistance	52	41	—	—
Hospitals	48	47	—	5
Public administration	63	21	7	9
1 to 99 workers	60	23	10	7
1 to 49 workers	68	17	9	6
50 to 99 workers	54	28	11	7
100 workers or more	62	27	6	5
100 to 499 workers	63	26	7	5
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 2018—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	39	4	7
Local government	66	20	9	5
Geographic areas				
Northeast	65	19	8	8
New England	77	10	—	—
Middle Atlantic	59	23	6	11
South	57	36	—	—
South Atlantic	45	48	—	—
East South Central	53	44	—	—
West South Central	83	—	9	—
Midwest	72	21	5	2
East North Central	73	20	4	2
West North Central	69	25	—	—
West	57	17	10	17
Mountain	68	21	8	3
Pacific	51	15	11	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 2018.

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

Source: U.S. 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 2018

(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	\$1,175.30	7	\$1,528.42	93	\$1,148.24	\$486.15
Worker characteristics							
Management, professional, and related	100	1,141.85	7	1,518.84	93	1,112.14	504.68
Professional and related	100	1,129.37	7	1,512.50	93	1,099.53	518.09
Teachers	100	1,068.49	7	1,532.23	93	1,030.89	565.35
Primary, secondary, and special education school teachers	100	1,050.66	9	1,537.47	91	1,004.14	590.05
Service	100	1,223.94	7	1,563.92	93	1,198.53	464.13
Protective service	100	1,328.74	9	1,570.70	91	1,305.94	404.71
Sales and office	100	1,210.87	7	1,478.74	93	1,191.80	454.86
Office and administrative support	100	1,211.80	7	1,482.08	93	1,192.44	451.65
Natural resources, construction, and maintenance	100	1,242.11	7	1,650.60	93	1,210.40	425.47
Production, transportation, and material moving ...	100	1,235.12	7	1,537.97	93	1,213.39	505.21
Full time	100	1,174.24	7	1,524.07	93	1,148.08	484.15
Part time	100	1,202.55	11	1,597.60	89	1,152.58	539.97
Union	100	1,332.79	12	1,527.40	88	1,306.27	480.31
Nonunion	100	1,030.62	3	1,532.67	97	1,017.04	491.00
Average wage within the following categories: ¹							
Lowest 25 percent	100	1,043.01	4	1,622.58	96	1,018.87	513.07
Lowest 10 percent	100	938.91	5	1,497.44	95	911.05	567.59
Second 25 percent	100	1,232.51	8	1,471.02	92	1,213.02	445.61
Third 25 percent	100	1,139.73	6	1,525.85	94	1,115.29	497.31
Highest 25 percent	100	1,271.17	10	1,535.02	90	1,240.36	485.34
Highest 10 percent	100	1,314.24	16	1,512.47	84	1,277.68	511.06
Establishment characteristics							
Service-providing industries	100	1,176.55	7	1,529.10	93	1,149.45	486.88
Education and health services	100	1,101.57	7	1,513.09	93	1,069.39	531.11
Educational services	100	1,079.74	7	1,531.01	93	1,043.44	551.65
Elementary and secondary schools	100	1,042.96	9	1,535.89	91	994.79	592.12
Junior colleges, colleges, and universities	100	1,171.56	—	—	—	—	—
Health care and social assistance	100	1,224.49	6	1,391.11	94	1,213.55	417.02
Hospitals	100	1,260.42	7	1,455.99	93	1,245.65	410.90
Public administration	100	1,296.37	7	1,583.80	93	1,273.66	412.06
1 to 99 workers	100	1,173.44	8	1,616.41	92	1,137.05	442.87
1 to 49 workers	100	1,149.53	9	1,553.46	91	1,111.83	447.48
50 to 99 workers	100	1,194.79	7	1,687.51	93	1,159.14	438.82
100 workers or more	100	1,175.83	7	1,500.97	93	1,151.43	498.49
100 to 499 workers	100	1,201.49	3	1,503.76	97	1,190.86	462.98
500 workers or more	100	1,164.49	9	1,500.48	91	1,133.03	515.06

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 2018—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	\$1,198.99	1	\$1,246.53	99	\$1,198.36	\$410.13
Local government	100	1,165.92	9	1,544.04	91	1,126.63	518.94
Geographic areas							
Northeast	100	1,415.61	23	1,559.56	77	1,373.72	416.24
New England	100	1,394.08	—	—	—	—	—
Middle Atlantic	100	1,422.16	29	1,560.60	71	1,365.40	408.73
South	100	939.53	1	1,523.22	99	933.44	528.22
South Atlantic	100	1,018.65	1	1,568.53	99	1,012.83	496.70
East South Central	100	887.21	—	—	—	—	—
West South Central	100	852.11	—	—	—	—	—
Midwest	100	1,290.91	4	1,428.33	96	1,284.70	474.66
East North Central	100	1,322.40	3	1,300.69	97	1,322.97	449.37
West North Central	100	1,231.43	—	—	—	—	—
West	100	1,307.75	8	1,505.31	92	1,290.46	462.19
Mountain	100	1,116.26	6	1,421.64	94	1,097.84	457.22
Pacific	100	1,388.15	9	1,527.42	91	1,374.32	464.35

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 2018.

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

Source: U.S. 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 2018

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
All workers	63	24	7	5
Worker characteristics				
Management, professional, and related	62	26	7	5
Professional and related	63	26	7	4
Teachers	66	23	8	4
Primary, secondary, and special education school teachers	68	20	8	4
Service	68	21	6	6
Protective service	69	19	4	8
Sales and office	60	25	7	7
Office and administrative support	61	25	7	7
Natural resources, construction, and maintenance	73	16	6	4
Production, transportation, and material moving ...	62	18	13	7
Full time	64	24	7	5
Part time	54	25	—	—
Union	66	16	8	9
Nonunion	61	31	6	2
Average wage within the following categories: ³				
Lowest 25 percent	63	27	7	3
Lowest 10 percent	66	28	—	—
Second 25 percent	63	25	7	6
Third 25 percent	65	24	7	4
Highest 25 percent	62	21	8	8
Highest 10 percent	61	21	9	10
Establishment characteristics				
Service-providing industries	63	24	7	5
Education and health services	63	27	6	4
Educational services	65	25	7	3
Elementary and secondary schools	68	20	8	4
Junior colleges, colleges, and universities	56	36	6	1
Health care and social assistance	54	40	—	—
Hospitals	50	45	—	—
Public administration	63	22	6	8
1 to 99 workers	61	23	10	6
1 to 49 workers	64	19	11	6
50 to 99 workers	59	25	10	6
100 workers or more	64	25	6	5
100 to 499 workers	66	23	6	5
500 workers or more	63	25	6	5

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 2018—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies ¹	Exists, but amount unknown	Other ²
State government	49	41	4	7
Local government	70	17	9	4
Geographic areas				
Northeast	65	18	8	8
New England	77	10	—	—
Middle Atlantic	60	22	6	12
South	62	33	—	—
South Atlantic	51	42	—	—
East South Central	60	38	—	—
West South Central	77	17	—	—
Midwest	75	18	5	2
East North Central	76	17	4	3
West North Central	74	19	—	—
West	55	17	12	16
Mountain	69	19	—	—
Pacific	49	16	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 2018.

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

Source: U.S. 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 2018

(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	\$26.69	\$50.00	\$93.27	\$139.66	\$216.70	\$147.92	\$245.77	\$392.80	\$625.00	\$984.58
Worker characteristics										
Management, professional, and related	28.15	51.19	98.31	149.65	241.88	144.16	244.16	409.89	660.34	1016.00
Professional and related	29.30	53.15	100.08	153.84	248.87	148.76	250.32	420.00	669.52	1050.30
Teachers	30.00	54.36	103.60	172.41	305.09	144.16	267.18	500.47	771.54	1126.00
Primary, secondary, and special education school teachers	29.77	55.00	104.70	184.50	317.62	148.76	281.36	541.74	854.64	1176.68
Service	28.00	50.00	90.58	136.86	212.16	180.00	247.39	385.00	592.00	913.00
Protective service	25.00	50.00	90.58	135.94	203.96	180.00	243.23	348.00	511.34	667.12
Sales and office	20.00	41.15	85.00	129.20	181.88	120.44	232.68	378.74	587.57	836.80
Office and administrative support	20.00	40.00	85.00	128.61	181.88	118.10	232.68	378.74	589.94	836.80
Natural resources, construction, and maintenance	–	43.40	84.00	120.00	169.20	142.82	250.00	348.35	524.16	720.05
Production, transportation, and material moving ...	–	42.94	97.68	143.00	219.66	–	273.33	396.29	686.00	1096.60
Full time	25.00	50.00	90.98	139.56	213.82	147.36	244.46	392.57	618.48	974.90
Part time	39.45	82.01	119.23	–	292.91	199.29	293.80	432.14	735.47	1126.08
Union	34.16	62.73	106.67	162.07	242.89	125.00	222.69	363.50	585.85	983.44
Nonunion	20.00	44.01	84.00	128.00	184.00	180.00	253.50	425.50	649.19	984.58
Average wage within the following categories: ²										
Lowest 25 percent	22.49	46.12	85.68	132.05	203.00	180.00	266.34	435.82	664.50	1053.00
Lowest 10 percent	20.00	38.69	86.67	132.45	221.42	210.34	320.73	561.47	716.80	1126.08
Second 25 percent	21.37	47.61	86.53	135.30	193.97	127.00	217.87	363.50	561.47	819.38
Third 25 percent	27.34	50.00	95.70	138.21	219.31	150.00	254.59	432.00	664.42	995.48
Highest 25 percent	31.54	59.24	104.04	164.87	258.93	115.45	224.54	375.19	589.56	993.24
Highest 10 percent	31.54	68.09	110.55	195.10	441.47	133.64	227.10	399.23	591.75	1290.28
Establishment characteristics										
Service-providing industries	26.28	50.00	93.61	141.22	219.66	147.34	245.77	396.93	633.00	984.58
Education and health services	28.50	53.00	98.22	151.00	247.22	165.00	262.03	472.88	685.00	1073.66
Educational services	30.89	54.36	101.00	163.29	264.82	148.76	266.34	486.19	723.76	1098.32
Elementary and secondary schools	29.77	55.00	104.19	179.06	305.09	148.76	300.00	546.14	877.00	1176.68
Junior colleges, colleges, and universities	31.54	50.00	87.38	132.24	185.00	–	211.30	351.24	507.15	675.26
Health care and social assistance	–	45.50	84.74	117.00	156.27	198.80	252.01	378.28	522.32	667.00
Hospitals	–	–	83.40	104.50	143.59	211.00	253.50	384.94	507.15	667.00
Public administration	23.31	49.69	89.33	135.87	185.12	123.16	216.74	343.55	500.16	717.19
1 to 99 workers	21.75	53.15	97.68	125.00	184.12	102.00	195.74	350.98	583.64	785.37
1 to 49 workers	21.37	44.74	101.98	150.05	200.37	–	208.15	399.23	593.00	899.24
50 to 99 workers	33.60	55.00	90.69	117.92	174.38	111.22	195.47	326.28	558.51	695.00
100 workers or more	28.00	50.00	90.89	145.00	228.90	180.00	250.86	404.30	649.19	1002.05
100 to 499 workers	–	49.70	86.39	139.46	221.48	137.57	215.16	355.74	622.14	1023.77
500 workers or more	28.15	50.00	95.61	146.56	230.16	191.73	281.56	432.02	654.34	986.96

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 2018—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	\$31.54	\$50.00	\$90.89	\$130.00	\$178.82	\$171.00	\$211.00	\$331.37	\$485.97	\$656.35
Local government	23.83	50.00	94.97	151.05	241.33	144.16	264.44	423.40	667.00	1060.73
Geographic areas										
Northeast	50.65	97.88	129.12	184.50	241.88	86.00	264.98	402.12	494.00	650.39
New England	70.10	124.02	165.57	200.37	259.17	195.47	312.91	418.16	508.30	653.78
Middle Atlantic	44.67	73.39	124.22	165.38	237.96	—	234.76	389.96	485.97	650.39
South	20.00	43.88	83.49	132.23	189.16	186.29	306.56	499.44	667.00	1037.00
South Atlantic	21.07	49.32	74.19	114.40	174.38	180.00	260.40	422.23	640.10	834.51
East South Central	16.25	—	—	130.00	172.09	225.27	349.73	489.58	667.00	—
West South Central	30.00	58.37	98.38	157.10	259.22	232.55	348.00	539.70	798.86	1096.60
Midwest	30.00	56.00	89.83	127.97	—	144.16	213.27	318.98	596.08	1130.21
East North Central	—	68.78	90.89	133.61	219.31	129.15	211.00	286.46	519.00	1010.15
West North Central	29.77	36.00	79.17	113.36	—	165.00	222.69	396.93	796.95	1183.88
West	—	42.13	78.12	127.17	225.83	102.21	199.29	322.80	593.09	968.91
Mountain	16.75	40.00	51.00	89.20	178.80	125.06	222.08	363.12	669.52	974.90
Pacific	34.66	49.55	103.92	152.58	255.88	95.00	—	310.78	585.85	911.78

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 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.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2018

(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	80	98	26	25	96	38	37	98
Worker characteristics									
Management, professional, and related	83	81	98	25	24	95	41	40	97
Professional and related	82	80	98	25	24	95	40	39	97
Teachers	82	80	98	22	21	95	40	39	97
Primary, secondary, and special education school teachers	87	86	98	21	20	95	39	39	98
Service	75	74	97	25	25	98	31	31	98
Protective service	86	84	98	29	29	99	32	32	100
Sales and office	82	80	97	29	28	98	38	38	98
Office and administrative support	82	80	97	29	28	98	38	37	98
Natural resources, construction, and maintenance	89	88	99	33	32	96	40	38	96
Production, transportation, and material moving ...	80	78	98	29	26	92	33	32	96
Full time	91	89	98	28	27	96	42	41	98
Part time	24	23	95	15	14	97	14	13	93
Union	89	87	98	27	26	98	38	38	98
Nonunion	75	73	97	26	25	94	38	37	97
Average wage within the following categories: ²									
Lowest 25 percent	65	63	97	20	19	94	30	29	97
Lowest 10 percent	52	50	96	17	16	93	23	22	96
Second 25 percent	87	85	97	30	29	97	40	39	98
Third 25 percent	87	86	98	27	25	96	42	41	98
Highest 25 percent	88	86	98	29	28	98	42	41	97
Highest 10 percent	84	82	97	33	33	99	37	36	97
Establishment characteristics									
Service-providing industries	82	80	98	26	25	96	38	37	98
Education and health services	82	80	97	24	23	95	40	39	97
Educational services	81	79	98	23	22	94	38	37	97
Elementary and secondary schools	79	78	98	21	20	95	35	34	97
Junior colleges, colleges, and universities	86	83	96	28	26	93	48	46	96
Health care and social assistance	87	84	96	32	31	96	52	50	97
Hospitals	87	83	95	43	42	97	63	61	98
Public administration	83	81	98	30	30	99	35	34	98
1 to 99 workers	74	73	99	22	21	96	35	35	99
1 to 49 workers	69	68	99	24	23	95	32	32	99
50 to 99 workers	79	78	99	19	19	97	38	37	98
100 workers or more	84	81	97	28	27	96	39	38	97
100 to 499 workers	79	76	97	22	22	97	36	35	98
500 workers or more	86	84	97	30	29	96	41	40	97

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, March 2018—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	96	30	28	95	38	37	97
Local government	79	77	98	25	24	97	38	37	98
Geographic areas									
Northeast	82	80	97	33	33	100	16	16	99
New England	82	75	92	11	11	100	17	16	99
Middle Atlantic	82	81	99	40	40	100	16	15	98
South	82	80	97	23	22	94	34	33	96
South Atlantic	85	82	97	33	31	93	45	43	96
East South Central	74	72	96	—	—	—	32	31	97
West South Central	83	81	97	13	13	97	17	17	99
Midwest	81	79	98	24	22	93	58	57	99
East North Central	81	78	97	34	31	93	64	63	99
West North Central	81	80	100	6	6	98	46	46	99
West	80	79	99	28	28	99	46	44	97
Mountain	82	82	100	29	28	98	62	60	96
Pacific	79	78	98	28	28	100	38	37	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 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.

Table 17. Life insurance plans: Employee contribution requirement, State and local government workers, March 2018

(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	10	90
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	13	87
Union	9	91
Nonunion	11	89
Average wage within the following categories: ¹		
Lowest 25 percent	11	89
Lowest 10 percent	13	87
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	11	89
Educational services	11	89
Elementary and secondary schools	10	90
Junior colleges, colleges, and universities	14	86
Health care and social assistance	12	88
Hospitals	10	90
Public administration	7	93
1 to 99 workers	9	91
1 to 49 workers	9	91
50 to 99 workers	9	91
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 2018—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	42	58
Middle Atlantic	5	95
South	10	90
South Atlantic	10	90
East South Central	12	88
West South Central	8	92
Midwest	11	89
East North Central	14	86
West North Central	6	94
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 2018.

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

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

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, March 2018

(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	2	53	6	3
Worker characteristics					
Management, professional, and related	34	3	54	5	4
Professional and related	34	2	55	5	4
Teachers	29	2	59	5	5
Primary, secondary, and special education school teachers	27	2	63	4	5
Service	37	2	53	6	2
Protective service	36	2	53	7	2
Sales and office	38	2	50	6	4
Office and administrative support	39	2	50	6	4
Natural resources, construction, and maintenance	36	—	53	7	—
Production, transportation, and material moving ...	36	—	44	17	—
Full time	36	2	53	6	3
Part time	32	—	59	—	3
Union	32	1	58	8	1
Nonunion	39	3	48	4	6
Average wage within the following categories: ¹					
Lowest 25 percent	37	2	54	3	5
Lowest 10 percent	38	1	54	4	3
Second 25 percent	39	2	51	6	3
Third 25 percent	35	2	52	7	4
Highest 25 percent	33	3	55	7	2
Highest 10 percent	30	2	59	7	1
Establishment characteristics					
Service-providing industries	36	2	53	6	3
Education and health services	35	2	54	4	4
Educational services	31	2	58	4	4
Elementary and secondary schools	27	2	63	3	5
Junior colleges, colleges, and universities	43	4	43	7	3
Health care and social assistance	57	—	35	4	—
Hospitals	65	—	28	—	—
Public administration	35	2	53	7	3
1 to 99 workers	28	3	62	2	5
1 to 49 workers	18	—	70	3	—
50 to 99 workers	37	—	55	—	3
100 workers or more	37	2	51	7	3
100 to 499 workers	34	3	53	6	4
500 workers or more	39	2	49	7	3

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, State and local government workers, March 2018—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	39	3	46	7	5
Local government	34	2	56	5	3
Geographic areas					
Northeast	33	—	52	12	—
New England	19	—	74	—	—
Middle Atlantic	37	—	45	14	—
South	40	3	46	4	8
South Atlantic	51	5	29	2	14
East South Central	44	—	39	12	—
West South Central	21	—	74	4	—
Midwest	41	2	50	5	1
East North Central	42	—	52	4	—
West North Central	38	—	48	7	—
West	26	1	68	4	1
Mountain	40	—	56	—	—
Pacific	18	1	74	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 2018.

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

Source: U.S. 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 2018

(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	—	50	20	24	6	1.5	1.1
Worker characteristics							
Management, professional, and related	—	48	23	23	6	1.5	1.3
Professional and related	—	49	23	22	6	1.5	1.3
Teachers	—	46	25	21	8	1.5	1.3
Primary, secondary, and special education school teachers	—	48	28	19	5	1.5	1.3
Service	—	52	18	20	9	1.5	1.0
Protective service	—	52	—	24	—	1.6	—
Sales and office	—	51	19	27	3	1.4	—
Office and administrative support	—	51	19	27	3	1.4	—
Natural resources, construction, and maintenance	—	55	11	32	—	1.4	1.0
Production, transportation, and material moving ...	—	49	—	28	—	1.4	1.3
Full time	—	50	20	24	6	1.5	1.1
Part time	—	48	20	29	—	1.5	—
Union	—	50	28	15	8	1.5	1.1
Nonunion	—	50	14	32	4	1.5	—
Average wage within the following categories: ²							
Lowest 25 percent	—	54	20	23	3	1.4	1.0
Lowest 10 percent	—	54	22	22	—	1.4	1.0
Second 25 percent	—	49	20	25	5	1.5	—
Third 25 percent	—	52	19	25	4	1.4	1.0
Highest 25 percent	—	45	22	23	10	1.6	1.5
Highest 10 percent	—	42	22	25	11	1.6	1.5
Establishment characteristics							
Service-providing industries	—	50	21	24	6	1.5	1.1
Education and health services	—	47	23	23	7	1.5	1.4
Educational services	—	43	24	25	7	1.5	1.5
Elementary and secondary schools	—	44	26	24	6	1.5	1.5
Junior colleges, colleges, and universities	—	43	19	28	11	1.6	1.5
Health care and social assistance	—	58	20	—	4	1.4	1.0
Hospitals	—	62	17	—	—	1.4	1.0
Public administration	—	55	17	22	6	1.4	1.0
1 to 99 workers	—	59	17	18	6	1.4	1.0
1 to 49 workers	—	65	—	—	—	1.4	1.0
50 to 99 workers	—	56	22	—	—	1.4	1.0
100 workers or more	—	48	21	25	6	1.5	1.3
100 to 499 workers	—	41	27	28	5	1.5	1.5
500 workers or more	—	51	19	24	6	1.5	1.0

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, March 2018—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	—	52	21	19	8	1.4	1.0
Local government	—	49	20	26	5	1.5	1.3
Geographic areas							
Northeast	—	35	45	8	12	1.6	1.5
New England	—	51	—	—	—	1.5	—
Middle Atlantic	—	32	48	7	13	1.6	1.5
South	—	51	13	33	3	1.5	1.0
South Atlantic	—	51	14	31	4	1.5	1.0
East South Central	—	52	—	41	—	1.5	—
West South Central	—	52	—	30	—	1.5	—
Midwest	—	49	22	21	7	1.4	1.1
East North Central	—	52	12	27	9	1.5	1.0
West North Central	—	44	44	11	—	1.3	—
West	—	62	11	22	—	1.4	1.0
Mountain	—	54	—	32	—	1.4	1.0
Pacific	—	71	—	—	—	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 2018.

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

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

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, March 2018

(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	59	\$50,000	\$50,000	\$150,000	\$300,000	\$500,000	41
Worker characteristics							
Management, professional, and related	56	50,000	50,000	150,000	300,000	500,000	44
Professional and related	55	50,000	50,000	150,000	300,000	500,000	45
Teachers	49	50,000	50,000	120,000	250,000	400,000	51
Primary, secondary, and special education school teachers	45	50,000	50,000	–	250,000	–	55
Service	55	50,000	50,000	150,000	250,000	500,000	45
Protective service	58	40,000	–	150,000	250,000	500,000	42
Sales and office	65	40,000	50,000	–	250,000	500,000	35
Office and administrative support	65	40,000	50,000	–	250,000	500,000	35
Natural resources, construction, and maintenance	71	50,000	100,000	–	300,000	–	29
Production, transportation, and material moving ...	68	50,000	50,000	–	–	500,000	32
Full time	60	50,000	50,000	150,000	300,000	500,000	40
Part time	34	50,000	50,000	50,000	–	500,000	66
Union	58	40,000	50,000	130,000	250,000	500,000	42
Nonunion	59	50,000	50,000	150,000	325,000	500,000	41
Average wage within the following categories: ²							
Lowest 25 percent	62	–	50,000	–	300,000	500,000	38
Lowest 10 percent	59	50,000	–	–	–	500,000	41
Second 25 percent	63	50,000	50,000	150,000	300,000	500,000	37
Third 25 percent	57	50,000	50,000	150,000	300,000	500,000	43
Highest 25 percent	53	50,000	50,000	150,000	250,000	500,000	47
Highest 10 percent	54	50,000	50,000	–	250,000	450,000	46
Establishment characteristics							
Service-providing industries	58	50,000	50,000	150,000	300,000	500,000	42
Education and health services	55	50,000	50,000	–	300,000	500,000	45
Educational services	52	50,000	50,000	–	250,000	400,000	48
Elementary and secondary schools	47	50,000	50,000	–	250,000	–	53
Junior colleges, colleges, and universities	63	50,000	50,000	100,000	250,000	400,000	37
Health care and social assistance	64	–	50,000	–	500,000	500,000	36
Hospitals	67	50,000	–	250,000	500,000	500,000	33
Public administration	61	40,000	–	150,000	300,000	500,000	39
1 to 99 workers	45	40,000	–	100,000	250,000	500,000	55
1 to 49 workers	65	40,000	–	150,000	–	–	35
50 to 99 workers	37	–	–	–	250,000	–	63
100 workers or more	61	50,000	50,000	150,000	300,000	500,000	39
100 to 499 workers	56	40,000	50,000	–	200,000	350,000	44
500 workers or more	64	50,000	50,000	150,000	300,000	500,000	36

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, State and local government workers, March 2018—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	61	\$40,000	\$50,000	—	\$200,000	\$400,000	39
Local government	58	50,000	50,000	—	300,000	500,000	42
Geographic areas							
Northeast	33	40,000	40,000	\$40,000	—	—	67
New England	33	50,000	—	—	—	500,000	67
Middle Atlantic	33	40,000	40,000	40,000	—	—	67
South	62	50,000	—	150,000	300,000	500,000	38
South Atlantic	56	50,000	100,000	200,000	325,000	500,000	44
West South Central	69	50,000	50,000	—	—	—	31
Midwest	55	50,000	50,000	200,000	250,000	500,000	45
East North Central	59	50,000	50,000	—	200,000	—	41
West North Central	47	—	—	200,000	500,000	500,000	53
West	82	50,000	50,000	150,000	300,000	500,000	18
Mountain	80	50,000	100,000	175,000	300,000	500,000	20

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

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

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

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

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, March 2018

(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	\$50,000	\$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	–	–	50,000
Production, transportation, and material moving ...	–	10,000	20,000	30,000	50,000
Full time	5,000	10,000	25,000	50,000	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	–	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	25,000	40,000	50,000
Third 25 percent	5,000	10,000	20,000	50,000	50,000
Highest 25 percent	5,000	10,000	30,000	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	50,000	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	40,000	50,000
Health care and social assistance	5,000	–	25,000	50,000	50,000
Hospitals	5,000	–	25,000	50,000	50,000
Public administration	5,000	10,000	20,000	35,000	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	20,000	30,000	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	50,000	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 2018—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	6,000	—	25,000	50,000	50,000
Geographic areas					
Northeast	5,000	6,000	20,000	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	—
South Atlantic	10,000	—	20,000	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	—	25,000	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	48,000	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 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.

Table 22. Short-term disability plans: Method of funding, State and local government workers, March 2018

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

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
All workers	46	43	—	—
Worker characteristics				
Management, professional, and related	49	41	—	—
Professional and related	50	40	—	—
Teachers	54	34	—	—
Primary, secondary, and special education school teachers	52	41	—	—
Service	36	49	—	—
Protective service	33	54	—	—
Sales and office	45	44	—	—
Office and administrative support	45	45	—	—
Natural resources, construction, and maintenance	41	49	—	—
Production, transportation, and material moving ...	54	40	—	—
Full time	47	44	9	(2)
Part time	31	36	—	—
Union	37	45	16	1
Nonunion	53	42	—	—
Average wage within the following categories: ³				
Lowest 25 percent	40	47	—	—
Lowest 10 percent	29	52	—	—
Second 25 percent	42	48	—	—
Third 25 percent	53	37	—	—
Highest 25 percent	45	43	—	—
Highest 10 percent	45	43	—	—
Establishment characteristics				
Service-providing industries	46	43	—	—
Education and health services	50	40	—	—
Educational services	49	39	—	—
Elementary and secondary schools	44	46	—	—
Junior colleges, colleges, and universities	59	24	—	—
Health care and social assistance	52	45	—	—
Hospitals	56	44	—	—
Public administration	38	48	—	—
1 to 99 workers	52	36	—	—
1 to 49 workers	61	26	—	—
50 to 99 workers	41	47	—	—
100 workers or more	44	45	—	—
100 to 499 workers	43	42	—	—
500 workers or more	44	46	—	—

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, State and local government workers, March 2018—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	52	9	1
Geographic areas				
Northeast	—	44	37	—
New England	60	40	—	—
Middle Atlantic	—	44	40	—
South	65	35	—	—
South Atlantic	74	26	—	—
East South Central	—	60	—	—
West South Central	40	60	—	—
Midwest	47	52	—	—
East North Central	47	51	—	—
West North Central	45	55	—	—
West	47	47	—	—
Mountain	33	67	—	—
Pacific	53	38	—	—

¹ Employer assumes all risks and expenses of providing the benefit.

² Less than 0.5.

³ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

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

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

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, March 2018

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	13	87
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	18	82
Sales and office	14	86
Office and administrative support	14	86
Natural resources, construction, and maintenance	6	94
Production, transportation, and material moving ...	12	88
Full time	11	89
Part time	26	74
Union	17	83
Nonunion	9	91
Average wage within the following categories: ¹		
Lowest 25 percent	11	89
Lowest 10 percent	11	89
Second 25 percent	12	88
Third 25 percent	12	88
Highest 25 percent	15	85
Highest 10 percent	13	87
Establishment characteristics		
Service-providing industries	13	87
Education and health services	12	88
Educational services	12	88
Elementary and secondary schools	14	86
Junior colleges, colleges, and universities	9	91
Public administration	15	85
1 to 99 workers	6	94
100 workers or more	14	86
100 to 499 workers	20	80
500 workers or more	12	88

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, March 2018—continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	10	90
Local government	14	86
Geographic areas		
Northeast	34	66
Middle Atlantic	37	63
South	4	96
South Atlantic	5	95
Midwest	7	93
East North Central	7	93
West	7	93

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 2018.

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

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

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, March 2018

(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	9	2
Worker characteristics					
Management, professional, and related	—	—	85	10	3
Professional and related	—	—	86	10	4
Teachers	—	—	82	11	6
Primary, secondary, and special education school teachers	—	—	83	9	7
Service	—	—	94	5	—
Protective service	—	—	95	4	—
Sales and office	—	—	91	7	—
Office and administrative support	—	—	92	7	—
Natural resources, construction, and maintenance	—	—	89	8	—
Production, transportation, and material moving	—	—	73	—	—
Full time	—	—	88	9	2
Part time	—	—	86	9	—
Union	—	—	86	8	3
Nonunion	—	—	89	9	—
Average wage within the following categories: ¹					
Lowest 25 percent	—	—	92	7	—
Lowest 10 percent	—	—	95	3	—
Second 25 percent	—	—	89	8	—
Third 25 percent	—	—	89	9	—
Highest 25 percent	—	—	83	11	4
Highest 10 percent	—	—	80	16	—
Establishment characteristics					
Service-providing industries	—	—	88	9	2
Education and health services	—	—	86	10	4
Educational services	—	—	85	10	4
Elementary and secondary schools	—	—	88	7	4
Junior colleges, colleges, and universities	—	—	79	20	—
Health care and social assistance	—	—	88	9	—
Hospitals	—	—	88	8	—
Public administration	—	—	94	6	—
1 to 99 workers	—	—	85	—	—
1 to 49 workers	—	—	88	—	—
50 to 99 workers	—	—	83	—	—
100 workers or more	—	—	88	9	2
100 to 499 workers	—	—	89	8	—
500 workers or more	—	—	88	9	2

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, March 2018—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	—	—	86	11	—
Local government	—	—	88	8	2
Geographic areas					
Northeast	—	—	94	—	—
New England	—	—	63	—	—
Middle Atlantic	—	—	97	—	—
South	—	—	86	12	—
South Atlantic	—	—	82	15	—
East South Central	—	—	97	—	—
West South Central	—	—	92	—	—
Midwest	—	—	77	19	—
East North Central	—	—	75	21	—
West	—	—	92	2	6
Mountain	—	—	94	6	—
Pacific	—	—	91	—	8

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

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

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

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, March 2018

(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	12	21	26	26	52	13
Worker characteristics							
Management, professional, and related	88	12	21	26	26	52	12
Professional and related	88	12	20	26	26	52	12
Teachers	91	12	–	26	–	52	9
Primary, secondary, and special education school teachers	88	12	13	26	–	52	12
Service	89	13	22	26	26	–	11
Protective service	94	13	22	26	26	–	6
Sales and office	84	–	25	26	26	52	16
Office and administrative support	83	–	26	26	26	52	17
Natural resources, construction, and maintenance	87	12	–	26	–	52	13
Production, transportation, and material moving ...	68	12	20	26	26	–	32
Full time	87	12	21	26	26	52	13
Part time	79	–	26	26	26	–	21
Union	85	12	24	26	26	26	15
Nonunion	88	12	21	26	52	52	12
Average wage within the following categories: ²							
Lowest 25 percent	83	12	20	26	–	52	17
Second 25 percent	88	12	22	26	26	52	12
Third 25 percent	87	12	22	26	–	52	13
Highest 25 percent	88	13	21	26	26	–	12
Highest 10 percent	92	12	25	26	26	–	8
Establishment characteristics							
Service-providing industries	87	12	21	26	26	52	13
Education and health services	86	12	20	26	26	52	14
Educational services	88	12	20	26	–	52	12
Elementary and secondary schools	83	12	13	26	–	52	17
Public administration	88	–	25	26	26	52	12
1 to 99 workers	88	16	25	26	–	52	12
100 workers or more	87	12	21	26	26	52	13
100 to 499 workers	86	–	21	26	26	52	14
500 workers or more	87	12	21	26	26	52	13

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, March 2018—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	
State government	95	21	26	26	—	52	5
Local government	84	12	18	26	26	52	16
Geographic areas							
Northeast	93	26	26	26	26	26	7
Middle Atlantic	93	26	26	26	26	26	7
Midwest	57	12	13	26	26	52	43
East North Central	53	12	16	26	26	52	47
West	91	—	20	26	26	26	9

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

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

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

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

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2018

(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	–	35	–	24	24	10	60.2	60.0
Worker characteristics								
Management, professional, and related	–	36	–	21	25	10	60.5	60.0
Professional and related	–	36	–	22	26	11	61.0	60.0
Teachers	–	37	–	13	32	13	62.5	60.0
Primary, secondary, and special education school teachers	–	35	–	15	36	12	62.8	60.0
Service	–	32	–	33	22	10	59.9	60.0
Protective service	–	30	–	33	23	11	60.3	60.0
Sales and office	–	37	9	22	25	–	59.0	60.0
Office and administrative support	–	37	9	21	25	–	59.1	60.0
Natural resources, construction, and maintenance	–	32	–	29	19	–	62.6	60.0
Production, transportation, and material moving	–	43	–	33	–	–	58.9	60.0
Full time	–	34	–	25	24	10	60.5	60.0
Part time	–	57	8	13	–	8	56.5	50.0
Union	–	27	10	19	35	8	61.4	60.0
Nonunion	–	42	–	29	14	12	59.2	60.0
Average wage within the following categories: ¹								
Lowest 25 percent	–	46	–	32	13	9	58.0	60.0
Lowest 10 percent	–	38	–	35	19	–	59.1	60.0
Second 25 percent	–	33	–	25	25	10	60.3	60.0
Third 25 percent	–	39	–	23	24	11	60.5	60.0
Highest 25 percent	–	27	12	19	31	–	61.6	60.0
Highest 10 percent	–	24	15	16	35	–	62.0	60.0
Establishment characteristics								
Service-providing industries	–	36	–	24	24	10	60.1	60.0
Education and health services	–	36	–	19	23	11	60.7	60.0
Educational services	–	39	–	13	26	13	61.2	60.0
Elementary and secondary schools	–	42	4	14	30	10	60.9	60.0
Junior colleges, colleges, and universities	–	33	21	–	17	17	61.7	55.0
Health care and social assistance	–	–	–	46	–	6	58.7	60.0
Hospitals	–	–	–	41	–	–	58.1	60.0
Public administration	–	38	–	27	25	8	59.1	60.0
1 to 99 workers	–	48	–	26	16	–	57.6	60.0
1 to 49 workers	–	52	–	26	–	–	56.7	50.0
50 to 99 workers	–	42	–	26	21	–	58.8	60.0
100 workers or more	–	33	–	24	25	10	60.8	60.0
100 to 499 workers	–	41	–	29	24	4	58.1	60.0
500 workers or more	–	29	–	22	26	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 2018—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	14	28	14	—	59.8	60.0
Local government	—	37	3	23	27	10	60.3	60.0
Geographic areas								
Northeast	—	26	—	9	53	6	61.8	67.0
Middle Atlantic	—	27	—	7	55	—	61.2	67.0
South	—	48	—	27	10	15	60.4	60.0
South Atlantic	—	62	—	—	8	13	58.1	50.0
West South Central	—	—	—	50	—	—	63.9	60.0
Midwest	—	48	—	17	17	19	60.0	60.0
East North Central	—	52	—	15	15	19	59.7	50.0
West	—	22	19	41	15	3	58.5	60.0
Mountain	—	—	—	67	23	—	61.0	60.0
Pacific	—	29	28	28	12	3	57.3	58.0

¹ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

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

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

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, March 2018

(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	74	\$170	\$200	\$604	\$800	\$1,500	26
Worker characteristics							
Management, professional, and related	78	170	200	615	723	1,160	22
Professional and related	79	170	200	615	720	1,150	21
Teachers	84	185	225	692	692	1,000	16
Primary, secondary, and special education school teachers	84	200	225	692	692	1,000	16
Service	74	170	200	600	1,000	–	26
Protective service	77	135	200	570	1,000	2,300	23
Sales and office	71	170	200	600	692	1,270	29
Office and administrative support	70	170	200	595	692	1,270	30
Natural resources, construction, and maintenance	62	170	–	692	1,000	1,500	38
Production, transportation, and material moving ...	59	170	170	–	692	1,000	41
Full time	75	170	200	615	808	1,500	25
Part time	70	170	170	185	615	731	30
Union	77	135	185	225	633	1,000	23
Nonunion	72	185	500	692	1,000	1,500	28
Average wage within the following categories: ²							
Lowest 25 percent	70	170	–	692	923	1,500	30
Lowest 10 percent	75	170	–	576	1,000	1,500	25
Second 25 percent	72	170	200	580	800	1,500	28
Third 25 percent	76	170	–	692	923	1,500	24
Highest 25 percent	78	170	185	–	692	1,000	22
Highest 10 percent	82	135	185	200	633	831	18
Establishment characteristics							
Service-providing industries	74	170	200	604	750	1,500	26
Education and health services	76	185	200	633	808	1,160	24
Educational services	77	170	200	615	692	1,000	23
Elementary and secondary schools	75	170	200	615	692	1,000	25
Junior colleges, colleges, and universities	81	185	185	595	692	923	19
Health care and social assistance	75	185	–	923	–	–	25
Public administration	71	135	200	576	–	1,500	29
1 to 99 workers	72	135	170	576	692	1,270	28
1 to 49 workers	66	135	135	–	692	–	34
50 to 99 workers	80	135	–	633	–	1,270	20
100 workers or more	75	170	200	615	808	1,500	25
100 to 499 workers	73	170	–	692	1,000	1,000	27
500 workers or more	75	170	200	576	750	1,500	25

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, March 2018—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	81	\$135	\$185	\$595	\$692	—	19
Local government	72	170	200	604	1,000	\$1,500	28
Geographic areas							
Northeast	93	170	170	200	604	637	7
Middle Atlantic	96	170	170	200	604	633	4
South	78	500	576	692	692	1,000	22
South Atlantic	81	500	692	692	692	—	19
Midwest	30	—	500	923	1,270	1,500	70
East North Central	25	—	580	923	1,000	1,500	75
West	80	135	185	594	1,385	2,310	20
Mountain	78	—	1,000	1,500	2,310	2,310	22
Pacific	81	135	135	185	—	1,000	19

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 2018.

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

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

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, March 2018

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	17	83
Worker characteristics		
Management, professional, and related	19	81
Professional and related	20	80
Teachers	24	76
Primary, secondary, and special education school teachers	28	72
Service	14	86
Sales and office	14	86
Office and administrative support	14	86
Natural resources, construction, and maintenance	13	87
Full time	17	83
Part time	19	81
Union	16	84
Nonunion	18	82
Average wage within the following categories: ¹		
Lowest 25 percent	18	82
Lowest 10 percent	22	78
Second 25 percent	12	88
Third 25 percent	18	82
Highest 25 percent	20	80
Highest 10 percent	17	83
Establishment characteristics		
Service-providing industries	17	83
Education and health services	19	81
Educational services	21	79
Elementary and secondary schools	24	76
Junior colleges, colleges, and universities	13	87
Health care and social assistance	13	87
Public administration	15	85
1 to 99 workers	22	78
1 to 49 workers	17	83
50 to 99 workers	26	74
100 workers or more	16	84
100 to 499 workers	20	80
500 workers or more	14	86

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, March 2018—continued

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

Characteristics	Employee contribution required	Employee contribution not required
State government	18	82
Local government	17	83
Geographic areas		
South	14	86
South Atlantic	19	81
Midwest	24	76
East North Central	32	68
West North Central	4	96
West	14	86
Mountain	27	73

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 2018.

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

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

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, March 2018

(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	98	2	—	—
Average wage within the following categories: ¹				
Lowest 25 percent	98	—	—	—
Lowest 10 percent	100	—	—	—
Second 25 percent	97	2	—	—
Third 25 percent	98	1	—	—
Highest 25 percent	95	2	3	1
Highest 10 percent	94	—	4	—
Establishment characteristics				
Service-providing industries	97	2	1	1
Education and health services	96	2	1	1
Educational services	96	2	2	1
Elementary and secondary schools	95	1	2	2
Junior colleges, colleges, and universities	97	—	—	—
Health care and social assistance	99	—	—	—
Hospitals	98	—	—	—
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	96	2	—	—
500 workers or more	98	1	—	—

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, March 2018—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	—	—	—
South	100	—	—	—
South Atlantic	100	—	—	—
East South Central	99	—	—	—
West South Central	99	—	—	—
Midwest	95	4	—	—
East North Central	95	5	—	—
West North Central	97	2	—	—
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 2018.

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

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

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, March 2018

(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	42	20	17	2	60.2	60.0
Worker characteristics							
Management, professional, and related	18	39	23	18	3	60.3	60.0
Professional and related	17	39	24	17	3	60.4	60.0
Teachers	17	32	28	19	4	60.8	62.0
Primary, secondary, and special education school teachers	18	26	28	23	5	61.0	63.0
Service	22	48	13	14	3	59.7	60.0
Protective service	25	46	–	17	–	59.4	60.0
Sales and office	16	47	19	17	1	60.4	60.0
Office and administrative support	16	46	19	17	1	60.5	60.0
Natural resources, construction, and maintenance	17	49	–	18	–	60.2	60.0
Production, transportation, and material moving ...	–	51	–	–	–	61.1	60.0
Full time	18	43	20	17	2	60.2	60.0
Part time	25	34	23	–	–	60.5	60.0
Union	23	42	11	20	4	59.5	60.0
Nonunion	14	42	28	15	1	60.8	60.0
Average wage within the following categories: ¹							
Lowest 25 percent	17	45	23	14	2	60.3	60.0
Lowest 10 percent	17	44	22	–	–	60.1	60.0
Second 25 percent	18	47	17	16	1	59.7	60.0
Third 25 percent	17	39	23	19	2	60.5	60.0
Highest 25 percent	19	41	18	18	4	60.2	60.0
Highest 10 percent	–	45	19	17	–	60.3	60.0
Establishment characteristics							
Service-providing industries	18	42	20	17	2	60.2	60.0
Education and health services	17	40	25	15	3	60.2	60.0
Educational services	17	37	27	16	3	60.6	60.0
Elementary and secondary schools	17	29	28	22	4	61.3	63.0
Junior colleges, colleges, and universities	14	53	27	–	–	59.6	60.0
Health care and social assistance	–	57	14	–	–	58.0	60.0
Hospitals	–	61	12	–	–	57.7	60.0
Public administration	20	44	13	20	2	60.3	60.0
1 to 99 workers	13	25	34	25	4	62.7	65.0
1 to 49 workers	13	30	27	30	–	61.8	65.0
50 to 99 workers	–	20	39	21	–	63.4	65.0
100 workers or more	19	47	17	15	2	59.6	60.0
100 to 499 workers	17	38	20	22	4	61.0	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 2018—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	30	15	—	60.4	60.0
Local government	19	43	17	18	3	60.2	60.0
Geographic areas							
Northeast	—	55	15	14	—	60.1	60.0
New England	—	48	—	—	—	59.3	60.0
Middle Atlantic	—	58	—	13	—	60.5	60.0
South	9	47	38	—	—	61.0	60.0
South Atlantic	—	34	52	5	—	61.5	62.0
East South Central	—	69	15	—	—	60.2	60.0
West South Central	—	75	6	9	—	59.8	60.0
Midwest	35	32	8	18	7	58.1	60.0
East North Central	43	22	8	21	6	57.6	60.0
West North Central	15	59	—	—	9	59.2	60.0
West	—	45	14	31	—	61.9	60.0
Mountain	5	42	—	44	—	63.0	66.0
Pacific	13	48	18	—	—	61.0	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 2018.

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

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

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, March 2018

(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	73	\$2,400	\$3,900	\$5,000	\$7,500	\$10,000	27
Worker characteristics							
Management, professional, and related	73	–	3,900	5,000	7,500	10,000	27
Professional and related	74	1,500	3,900	5,000	7,200	10,000	26
Teachers	72	–	3,900	5,000	6,000	9,450	28
Primary, secondary, and special education school teachers	69	–	3,900	5,000	6,000	8,000	31
Service	72	–	3,900	5,000	6,000	10,000	28
Protective service	72	3,000	–	5,000	6,000	10,000	28
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	8,000	10,000	27
Natural resources, construction, and maintenance	72	3,000	4,000	5,000	8,000	10,000	28
Production, transportation, and material moving ...	67	3,900	5,000	5,000	6,000	10,000	33
Full time	73	–	3,900	5,000	7,500	10,000	27
Part time	61	2,500	–	6,000	7,500	10,000	39
Union	70	3,000	5,000	5,000	7,500	10,000	30
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	6,111	10,000	31
Lowest 10 percent	68	800	–	5,000	7,000	10,000	32
Second 25 percent	74	2,500	3,900	5,000	7,500	10,000	26
Third 25 percent	74	1,500	3,900	5,000	7,000	10,000	26
Highest 25 percent	73	3,102	5,000	5,000	8,000	10,000	27
Highest 10 percent	75	3,000	5,000	5,000	7,500	10,000	25
Establishment characteristics							
Service-providing industries	73	–	3,900	5,000	7,500	10,000	27
Education and health services	74	1,500	3,900	5,000	7,500	10,000	26
Educational services	72	1,500	3,900	5,000	7,000	10,000	28
Elementary and secondary schools	69	–	3,900	5,000	6,000	8,250	31
Junior colleges, colleges, and universities	79	–	4,000	6,000	10,000	15,000	21
Health care and social assistance	83	–	5,000	–	10,000	–	17
Public administration	67	3,102	4,000	5,000	6,250	10,000	33
1 to 99 workers	70	800	3,900	5,000	6,250	10,000	30
1 to 49 workers	70	2,500	3,900	5,000	6,000	10,000	30
50 to 99 workers	70	800	–	5,000	7,500	10,000	30
100 workers or more	74	2,500	3,900	5,000	7,500	10,000	26
100 to 499 workers	72	3,000	3,900	5,000	6,000	10,000	28
500 workers or more	74	–	4,000	5,000	8,000	10,000	26

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, March 2018—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	75	—	\$3,900	\$5,000	\$7,500	\$15,000	25
Local government	72	\$2,500	3,900	5,000	7,000	10,000	28
Geographic areas							
Northeast	80	2,500	5,000	5,000	—	13,000	20
Middle Atlantic	79	2,500	5,000	5,000	6,500	—	21
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	51	—	5,000	5,000	7,500	11,667	49
East North Central	48	—	5,000	5,000	7,500	11,667	52
West North Central	61	5,000	5,000	5,000	7,500	—	39
West	77	3,102	5,000	6,000	8,000	10,000	23
Mountain	65	4,000	5,000	6,000	8,333	—	35
Pacific	86	3,000	4,000	6,000	8,000	10,000	14

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 2018.

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

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

Table 32. Leave benefits: Access, State and local government workers, March 2018

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
								Paid	Unpaid
All workers	68	91	61	59	82	87	70	25	94
Worker characteristics									
Management, professional, and related	57	93	47	63	83	88	70	26	94
Professional and related	52	93	40	64	82	88	68	27	94
Teachers	32	92	15	69	81	87	65	27	94
Primary, secondary, and special education school teachers	28	99	13	82	85	91	64	29	96
Service	78	85	74	53	78	84	68	23	92
Protective service	90	91	89	53	85	90	78	27	97
Sales and office	88	92	86	55	83	88	74	24	95
Office and administrative support	88	93	87	55	84	89	75	25	95
Natural resources, construction, and maintenance	96	96	97	57	88	90	70	26	95
Production, transportation, and material moving	73	89	62	58	82	86	72	20	93
Full time	74	99	67	65	88	93	75	27	97
Part time	33	44	24	24	50	55	39	12	78
Union	70	97	58	70	90	93	72	28	95
Nonunion	67	86	63	51	75	83	69	23	93
Average wage within the following categories: ²									
Lowest 25 percent	65	79	59	46	71	78	61	21	90
Lowest 10 percent	52	65	44	39	62	69	51	16	89
Second 25 percent	89	95	85	57	85	90	75	26	96
Third 25 percent	70	97	63	70	87	92	76	25	96
Highest 25 percent	53	95	41	66	87	91	69	29	95
Highest 10 percent	49	93	37	54	87	89	72	28	95
Establishment characteristics									
Service-providing industries	68	91	60	59	82	87	70	25	94
Education and health services	55	92	45	63	82	87	68	26	94
Educational services	50	92	37	65	81	87	67	26	93
Elementary and secondary schools	39	93	26	72	81	87	62	27	92
Junior colleges, colleges, and universities	81	90	69	42	83	87	80	24	97
Health care and social assistance	92	92	92	52	84	91	75	23	94
Hospitals	91	92	92	52	84	90	71	23	91
Public administration	91	92	90	54	85	89	77	24	96
1 to 99 workers	64	89	55	61	80	85	65	22	92
1 to 49 workers	70	86	66	51	81	82	65	23	93
50 to 99 workers	57	92	44	70	79	88	65	20	91
100 workers or more	70	92	63	59	83	88	72	26	95
100 to 499 workers	69	90	61	63	80	84	63	29	93
500 workers or more	70	93	63	57	84	90	76	25	95

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
								Paid	Unpaid
State government	92	95	86	51	90	93	88	23	98
Local government	60	90	52	62	80	85	64	26	93
Geographic areas									
Northeast	64	90	57	73	93	92	75	23	94
New England	60	90	55	82	92	90	72	20	95
Middle Atlantic	65	90	58	70	93	93	75	24	94
South	69	92	62	57	81	90	77	27	94
South Atlantic	78	91	66	60	81	89	75	21	94
East South Central	71	90	60	45	72	85	78	23	92
West South Central	56	94	56	57	86	95	81	37	97
Midwest	66	89	55	65	79	84	56	30	95
East North Central	69	88	55	66	79	84	56	36	95
West North Central	61	91	57	62	80	84	56	18	96
West	72	93	67	49	78	82	68	20	92
Mountain	66	88	60	45	66	73	61	—	98
Pacific	74	95	70	50	84	85	70	23	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 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.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2018

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	3	1	5	3	4	7	15	21	18	10	7	7	11	11
Worker characteristics														
Management, professional, and related	4	2	7	3	3	7	13	20	15	11	7	8	11	11
Professional and related	5	2	8	4	3	7	13	19	13	10	7	7	11	11
Teachers	9	4	16	7	4	6	12	14	7	6	6	10	10	10
Primary, secondary, and special education school teachers	13	6	23	8	3	4	11	—	3	3	—	11	9	8
Service	2	1	4	2	4	7	18	20	21	9	8	5	11	11
Protective service	—	—	—	2	2	7	20	24	25	10	6	1	11	11
Sales and office	—	—	1	1	4	8	14	22	25	10	7	7	12	11
Office and administrative support	—	—	1	1	4	8	14	22	25	10	8	7	12	11
Natural resources, construction, and maintenance	—	—	—	—	4	7	19	28	15	—	3	8	11	11
Production, transportation, and material moving	—	—	4	—	9	8	—	24	19	—	4	—	10	11
Full time	2	1	5	3	4	7	15	21	19	10	7	7	11	11
Part time	—	—	4	3	4	5	15	16	16	9	6	9	10	11
Union	3	—	6	3	—	4	13	24	22	10	5	7	11	11
Nonunion	2	1	3	2	6	10	16	18	16	10	9	6	11	11
Average wage within the following categories: ¹														
Lowest 25 percent	4	2	5	2	6	8	16	17	16	11	7	6	11	11
Lowest 10 percent	5	3	8	4	8	6	15	12	14	13	6	6	11	11
Second 25 percent	(²) 1	2	2	4	8	15	22	21	10	8	6	6	11	11
Third 25 percent	3	2	7	3	2	6	14	25	18	9	5	5	11	11
Highest 25 percent	4	—	4	4	—	7	13	19	19	11	7	10	11	11
Highest 10 percent	—	—	2	7	3	7	12	17	20	13	5	12	12	11
Establishment characteristics														
Service-providing industries	3	1	5	3	4	7	15	21	18	10	7	7	11	11
Education and health services	4	3	8	4	4	7	14	14	14	11	8	11	11	11
Educational services	5	3	8	4	4	6	13	12	12	11	9	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	4	8	14	13	18	16	13	10	12	12
Health care and social assistance	—	—	9	4	—	10	16	22	18	—	—	—	10	11
Hospitals	—	—	—	—	—	—	—	19	22	—	—	—	10	11
Public administration	—	—	—	—	2	8	16	29	25	10	7	3	11	11
1 to 99 workers	—	—	3	3	3	5	16	26	14	13	5	8	11	11
1 to 49 workers	—	—	4	—	2	5	17	30	15	14	5	5	11	11
50 to 99 workers	5	—	2	5	—	6	14	22	13	11	4	11	11	11
100 workers or more	3	1	5	3	4	8	14	20	20	10	8	6	11	11
100 to 499 workers	5	—	4	—	3	8	14	22	17	9	9	5	11	11
500 workers or more	2	1	5	3	4	8	14	18	21	10	7	7	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, March 2018—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)	1	3	9	12	26	23	13	10	3	11	11
Local government	4	2	7	3	4	6	16	18	16	9	5	9	11	11
Geographic areas														
Northeast	—	—	—	—	2	1	7	27	34	9	5	12	12	12
New England	—	—	—	—	—	—	—	40	24	—	—	—	11	11
Middle Atlantic	—	—	—	—	—	—	6	23	38	8	6	13	12	12
South	3	1	7	1	5	9	13	17	18	9	10	5	11	11
South Atlantic	2	—	10	—	4	10	15	18	21	10	4	5	11	11
East South Central	8	6	4	—	8	—	14	—	—	21	3	—	10	11
West South Central	—	—	—	—	5	10	7	20	15	—	27	5	12	12
Midwest	4	2	6	7	4	10	19	17	12	9	4	5	10	10
East North Central	5	—	7	9	—	9	16	14	12	13	6	6	10	11
West North Central	4	—	—	4	—	11	26	—	12	—	1	3	10	10
West	—	—	3	2	2	6	20	26	13	14	6	7	11	11
Mountain	—	—	—	—	4	8	40	18	6	3	4	6	11	10
Pacific	—	—	2	2	1	5	12	30	16	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 2018.

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

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

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2018

(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	88	2	11
Worker characteristics			
Management, professional, and related	89	1	10
Professional and related	89	1	10
Teachers	92	1	7
Primary, secondary, and special education school teachers	92	—	—
Service	85	4	11
Protective service	85	6	9
Sales and office	87	2	11
Office and administrative support	87	2	11
Natural resources, construction, and maintenance	83	—	—
Production, transportation, and material moving ...	87	—	—
Full time	88	2	11
Part time	88	1	11
Union	91	2	7
Nonunion	85	1	14
Average wage within the following categories: ⁴			
Lowest 25 percent	89	1	10
Lowest 10 percent	86	1	13
Second 25 percent	87	2	12
Third 25 percent	85	2	14
Highest 25 percent	91	2	7
Highest 10 percent	90	2	8
Establishment characteristics			
Service-providing industries	88	2	11
Education and health services	89	1	10
Educational services	93	1	6
Elementary and secondary schools	92	1	7
Junior colleges, colleges, and universities	94	1	5
Health care and social assistance	64	—	—
Hospitals	53	—	—
Public administration	86	3	11
1 to 99 workers	89	—	—
1 to 49 workers	87	—	—
50 to 99 workers	91	—	—
100 workers or more	87	2	11
100 to 499 workers	91	—	—
500 workers or more	86	2	12

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, March 2018—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	88	1	11
Local government	87	2	11
Geographic areas			
Northeast	95	—	—
New England	97	—	—
Middle Atlantic	94	—	—
South	86	1	13
South Atlantic	86	1	14
East South Central	91	—	—
West South Central	84	—	—
Midwest	89	2	9
East North Central	89	2	8
West North Central	88	—	—
West	84	—	—
Mountain	86	—	—
Pacific	83	—	—

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

² Plan does not specify maximum number of days.

³ A consolidated leave plan provides a single amount of time off for workers to use for multiple purposes, such as vacation, illness, or personal business.

⁴ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

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

Source: U.S. 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 2018

(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	15	62	14	(³)	11	12
Full time	8	14	63	15	(³)	11	12
Part time	20	27	48	–	–	9	10
Union	8	10	66	16	(³)	12	12
Nonunion	–	20	59	12	–	11	12
1 to 99 workers	–	13	62	13	–	11	12
1 to 49 workers	–	13	65	14	–	11	12
50 to 99 workers	16	13	59	–	–	10	10
100 workers or more	8	15	62	15	(³)	11	12
100 to 499 workers	–	14	64	15	–	12	12
500 workers or more	–	15	61	14	–	11	12
After 5 years							
All workers	8	14	61	16	(³)	11	12
Full time	8	13	62	17	(³)	12	12
Part time	19	27	48	–	–	9	10
Union	8	9	65	18	1	12	12
Nonunion	–	20	57	14	–	11	12
1 to 99 workers	–	12	61	14	–	11	12
1 to 49 workers	–	12	65	16	–	12	12
50 to 99 workers	16	–	58	13	–	10	10
100 workers or more	7	15	61	16	(³)	12	12
100 to 499 workers	–	15	62	17	–	12	12
500 workers or more	–	15	60	16	–	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 2018—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	8	14	61	16	(³)	12	12
Full time	8	13	62	17	(³)	12	12
Part time	19	27	47	—	—	9	10
Union	8	9	64	18	1	12	12
Nonunion	—	20	57	14	—	11	12
1 to 99 workers	—	12	61	15	—	11	12
1 to 49 workers	—	13	63	17	—	12	12
50 to 99 workers	16	—	60	13	—	10	10
100 workers or more	7	15	60	17	(³)	12	12
100 to 499 workers	—	15	62	18	—	12	12
500 workers or more	—	15	60	16	—	11	12
After 20 years							
All workers	8	14	60	17	1	12	12
Full time	8	13	61	17	(³)	12	12
Part time	19	27	47	—	—	9	10
Union	8	9	63	19	1	12	12
Nonunion	9	20	57	14	(³)	11	12
1 to 99 workers	—	12	61	15	—	11	12
1 to 49 workers	—	13	63	17	—	12	12
50 to 99 workers	16	—	59	14	—	10	10
100 workers or more	7	15	60	17	1	12	12
100 to 499 workers	—	15	61	18	—	12	12
500 workers or more	8	15	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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

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

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2018

(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	32	8
Worker characteristics				
Management, professional, and related	92	61	31	8
Professional and related	91	60	31	9
Teachers	90	58	32	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	34	6
Natural resources, construction, and maintenance	96	56	40	4
Production, transportation, and material moving ...	93	52	41	7
Full time	92	60	32	8
Part time	91	58	32	9
Union	93	60	33	7
Nonunion	91	60	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	65	29	6
Third 25 percent	93	61	32	7
Highest 25 percent	91	58	33	9
Highest 10 percent	90	58	32	10
Establishment characteristics				
Service-providing industries	92	60	32	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	92	72	20	8
Health care and social assistance	–	63	–	–
Hospitals	–	61	–	–
Public administration	94	58	36	6
1 to 99 workers	91	58	33	9
1 to 49 workers	90	58	33	10
50 to 99 workers	91	57	34	9
100 workers or more	92	60	32	8
100 to 499 workers	94	55	39	6
500 workers or more	92	63	29	8

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, State and local government workers, March 2018—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	37	57	6
Middle Atlantic	94	46	48	6
South	90	66	24	10
South Atlantic	91	70	21	9
East South Central	89	65	24	11
West South Central	88	60	27	12
Midwest	90	49	41	10
East North Central	91	53	38	9
West North Central	88	42	46	12
West	97	74	23	3
Mountain	—	64	—	—
Pacific	97	78	18	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 2018.

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

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

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2018

(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	29	75	125	180	250	137
Worker characteristics						
Management, professional, and related	30	90	150	190	250	146
Professional and related	30	90	150	186	245	145
Teachers	30	100	160	200	260	155
Primary, secondary, and special education school teachers	34	100	160	200	260	159
Service	25	56	120	180	250	124
Protective service	30	45	120	150	250	121
Sales and office	30	–	120	200	255	135
Office and administrative support	30	–	120	200	255	134
Natural resources, construction, and maintenance	13	48	90	130	200	101
Production, transportation, and material moving ...	10	–	120	180	240	121
Full time	30	80	125	180	250	137
Part time	8	–	135	200	240	133
Union	30	100	160	200	273	158
Nonunion	–	60	105	150	200	114
Average wage within the following categories: ³						
Lowest 25 percent	20	60	115	180	240	119
Lowest 10 percent	–	–	90	120	195	104
Second 25 percent	–	60	120	180	240	129
Third 25 percent	30	80	120	180	250	134
Highest 25 percent	–	110	160	200	260	160
Highest 10 percent	–	130	160	200	240	164
Establishment characteristics						
Service-providing industries	28	75	125	180	250	137
Education and health services	30	90	150	191	259	148
Educational services	27	90	160	200	259	150
Elementary and secondary schools	30	90	160	200	260	151
Junior colleges, colleges, and universities	15	100	150	200	220	146
Health care and social assistance	–	–	–	–	–	126
Hospitals	–	–	–	–	–	101
Public administration	–	54	120	165	240	120
1 to 99 workers	40	90	120	180	260	136
1 to 49 workers	40	–	120	175	200	126
50 to 99 workers	–	90	120	190	260	144
100 workers or more	24	72	130	185	250	137
100 to 499 workers	–	60	120	185	260	133
500 workers or more	27	90	135	185	240	139

See footnotes at end of table.

Table 37. Paid sick leave: Limit on days accumulated, State and local government workers, March 2018—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	125	200	300	151
Local government	25	68	120	180	240	134
Geographic areas						
Northeast	40	120	170	200	300	169
New England	—	115	130	190	230	149
Middle Atlantic	38	160	180	200	300	178
South	—	60	105	150	180	109
South Atlantic	—	90	120	180	180	120
East South Central	—	72	—	150	180	124
West South Central	20	—	90	120	180	90
Midwest	—	60	120	180	265	137
East North Central	—	—	132	240	340	157
West North Central	30	60	115	150	180	108
West	—	54	120	180	248	120
Mountain	—	—	—	—	—	125
Pacific	10	—	125	180	248	115

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 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.

Table 38. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, March 2018

(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	2	13	12
Full time	3	11	57	16	10	2	13	12
Part time	9	24	46	15	–	–	11	10
Union	5	14	58	15	7	2	12	11
Nonunion	3	10	56	17	12	2	13	12
1 to 99 workers	7	16	58	14	–	–	11	11
1 to 49 workers	8	16	58	14	–	–	11	12
50 to 99 workers	6	18	58	15	–	–	11	10
100 workers or more	3	10	56	17	12	2	13	12
100 to 499 workers	3	13	64	10	8	1	12	12
500 workers or more	3	9	52	20	13	2	14	12
After 5 years								
All workers	2	5	28	45	14	6	16	15
Full time	2	4	28	46	14	6	16	15
Part time	5	13	35	35	8	4	14	15
Union	2	6	26	49	12	5	15	15
Nonunion	2	4	30	43	15	7	16	15
1 to 99 workers	2	5	36	45	10	2	15	15
1 to 49 workers	–	7	35	43	10	–	15	15
50 to 99 workers	–	–	38	47	9	–	15	15
100 workers or more	2	5	26	46	15	7	16	15
100 to 499 workers	2	5	35	47	5	6	15	15
500 workers or more	1	4	22	45	19	8	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 2018—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	2	11	47	26	12	19	18
Part time	4	8	21	44	16	8	16	17
Union	1	3	12	48	24	12	18	18
Nonunion	1	3	11	47	27	11	19	18
1 to 99 workers	2	1	12	54	24	6	17	17
1 to 49 workers	3	2	10	59	21	6	18	17
50 to 99 workers	—	—	16	48	28	5	17	17
100 workers or more	1	3	11	45	26	13	19	18
100 to 499 workers	1	4	14	50	23	8	18	18
500 workers or more	—	—	10	43	28	15	19	19
After 20 years								
All workers	1	2	6	13	47	31	22	22
Full time	1	2	6	12	47	32	22	22
Part time	—	—	12	20	40	19	19	20
Union	1	2	6	11	47	34	22	22
Nonunion	1	2	7	14	47	29	22	22
1 to 99 workers	2	1	7	15	46	28	21	21
1 to 49 workers	2	1	6	18	48	26	21	21
50 to 99 workers	—	—	9	12	45	31	21	21
100 workers or more	1	2	6	12	47	32	22	22
100 to 499 workers	1	2	8	15	46	29	22	21
500 workers or more	—	—	6	11	47	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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

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

Table 39. Consolidated leave plans:¹ Access, State and local government workers, March 2018

(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	24	27	86	12	15	18	21
Worker characteristics										
Management, professional, and related	15	18	21	23	26	85	13	16	18	22
Professional and related	17	17	20	23	25	83	13	16	18	22
Service	14	17	20	24	27	86	11	14	17	21
Protective service	10	17	21	24	29	90	11	14	17	21
Sales and office	11	18	22	25	28	89	11	15	18	22
Office and administrative support	10	18	22	26	29	90	11	15	18	22
Natural resources, construction, and maintenance	17	17	21	24	28	83	11	14	17	22
Production, transportation, and material moving ...	9	15	19	21	26	91	11	14	17	21
Full time	13	18	21	24	28	87	12	15	18	22
Part time	21	12	15	17	18	79	11	13	16	20
Union	9	19	23	26	30	91	11	15	17	22
Nonunion	18	17	20	23	26	82	13	15	18	21
Average wage within the following categories: ²										
Lowest 25 percent	15	16	20	23	25	85	11	14	17	20
Lowest 10 percent	20	15	19	22	23	80	11	14	17	20
Second 25 percent	12	18	21	25	28	88	12	15	18	22
Third 25 percent	15	17	21	24	26	85	12	15	18	22
Highest 25 percent	14	19	22	25	27	86	13	16	18	22
Highest 10 percent	10	20	23	26	29	90	14	16	19	21
Establishment characteristics										
Service-providing industries	13	18	21	24	27	87	12	15	18	21
Education and health services	16	18	21	24	26	84	13	15	18	21
Educational services	7	15	16	17	17	93	13	15	17	20
Elementary and secondary schools	9	13	14	14	14	91	11	13	16	18
Health care and social assistance	39	20	23	27	30	61	13	16	19	23
Hospitals	54	20	24	27	30	46	13	16	19	23
Public administration	10	18	22	26	30	90	11	14	17	22
1 to 99 workers	10	14	19	22	25	90	11	14	17	21
1 to 49 workers	7	14	18	21	24	93	11	14	17	21
50 to 99 workers	13	14	19	22	25	87	11	14	17	21
100 workers or more	15	18	21	24	27	85	12	15	18	22
100 to 499 workers	13	17	20	22	26	87	11	14	17	21
500 workers or more	16	18	22	25	28	84	13	15	18	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, State and local government workers, March 2018—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	7	20	24	26	29	93	13	16	19	23
Local government	18	17	20	23	26	82	11	14	17	21
Geographic areas										
Northeast	5	17	19	23	25	95	11	15	18	22
Middle Atlantic	5	19	20	24	26	95	12	16	19	22
South	14	17	21	24	27	86	12	15	17	21
South Atlantic	14	18	21	24	28	86	12	15	17	21
East South Central	12	20	21	25	30	88	12	15	18	21
West South Central	17	16	20	22	25	83	12	14	17	21
Midwest	17	16	19	22	24	83	12	14	18	22
East North Central	14	17	20	24	27	86	12	15	18	22
West North Central	21	15	18	20	21	79	12	14	17	23
West	17	18	22	26	29	83	12	15	18	21
Mountain	24	17	19	22	25	76	13	15	18	21
Pacific	14	20	24	28	31	86	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 2018.

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

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

Table 40. Quality of life benefits: Access, State and local government workers, March 2018

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	14	5	12	63	79
Worker characteristics					
Management, professional, and related	15	5	11	64	79
Professional and related	14	4	10	63	78
Teachers	12	3	6	59	73
Primary, secondary, and special education school teachers	9	—	3	56	71
Service	12	3	9	59	76
Protective service	13	3	13	61	82
Sales and office	16	4	13	64	82
Office and administrative support	16	4	13	64	83
Natural resources, construction, and maintenance	13	7	16	66	79
Production, transportation, and material moving ...	10	—	21	65	76
Full time	16	5	13	67	82
Part time	5	2	6	41	55
Union	15	3	16	58	82
Nonunion	13	5	8	67	76
Average wage within the following categories: ²					
Lowest 25 percent	12	3	6	60	69
Lowest 10 percent	8	3	3	56	61
Second 25 percent	16	5	16	66	84
Third 25 percent	17	5	14	68	82
Highest 25 percent	12	5	12	59	81
Highest 10 percent	12	5	13	55	80
Establishment characteristics					
Service-providing industries	14	4	11	63	79
Education and health services	14	4	7	63	77
Educational services	12	3	6	60	75
Elementary and secondary schools	8	2	3	54	70
Junior colleges, colleges, and universities	22	6	16	78	91
Health care and social assistance	26	6	14	81	92
Hospitals	26	6	—	79	95
Public administration	18	6	17	64	82
1 to 99 workers	10	4	11	57	64
1 to 49 workers	11	4	16	54	61
50 to 99 workers	10	3	6	59	67
100 workers or more	16	5	12	65	83
100 to 499 workers	13	5	10	54	70
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 2018—continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	30	7	22	85	93
Local government	9	4	8	56	74
Geographic areas					
Northeast	20	2	8	46	80
New England	19	—	—	54	80
Middle Atlantic	20	—	7	43	80
South	13	6	5	74	80
South Atlantic	16	8	5	74	87
East South Central	7	—	9	71	69
West South Central	—	6	3	75	75
Midwest	13	4	12	59	69
East North Central	14	5	13	61	69
West North Central	13	—	12	57	70
West	12	5	24	62	84
Mountain	13	5	17	67	81
Pacific	12	5	27	59	85

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 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.

Table 41. Financial benefits: Access, State and local government workers, March 2018

(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			Signing	Other
All workers	36	37	63	69	63	27	1	(⁴)
Worker characteristics								
Management, professional, and related	38	38	65	71	66	27	1	(⁴)
Professional and related	37	38	64	70	65	26	(⁴)	(⁴)
Teachers	38	39	59	67	63	24	–	–
Primary, secondary, and special education school teachers	38	41	58	67	63	22	–	–
Service	31	34	59	64	58	24	–	–
Protective service	30	35	62	67	64	28	–	–
Sales and office	38	37	64	70	64	27	1	–
Office and administrative support	38	37	64	70	65	28	1	–
Natural resources, construction, and maintenance	34	38	60	65	57	28	–	–
Production, transportation, and material moving	30	40	58	62	64	25	–	–
Full time	39	40	68	75	68	29	1	(⁴)
Part time	20	19	33	34	35	13	–	–
Union	31	29	62	70	65	28	(⁴)	(⁴)
Nonunion	40	44	64	68	62	25	1	1
Average wage within the following categories: ⁵								
Lowest 25 percent	32	37	56	60	53	23	1	–
Lowest 10 percent	28	37	48	53	47	18	–	–
Second 25 percent	38	36	65	71	65	29	1	–
Third 25 percent	38	44	70	75	71	30	1	1
Highest 25 percent	37	31	62	70	65	25	1	–
Highest 10 percent	34	26	53	67	65	23	–	–
Establishment characteristics								
Service-providing industries	36	37	63	69	63	27	1	(⁴)
Education and health services	38	39	63	70	64	26	1	(⁴)
Educational services	38	39	61	68	63	24	–	–
Elementary and secondary schools	35	39	55	63	59	21	–	–
Junior colleges, colleges, and universities	49	37	78	81	75	34	–	–
Health care and social assistance	36	37	79	85	70	34	–	–
Hospitals	32	37	82	84	73	33	–	–
Public administration	35	35	64	69	66	31	1	–
1 to 99 workers	32	31	51	55	52	24	–	–
1 to 49 workers	32	29	44	50	49	25	–	–
50 to 99 workers	32	33	57	61	54	22	–	–
100 workers or more	37	39	66	73	67	27	1	1
100 to 499 workers	35	34	59	63	60	24	1	–
500 workers or more	38	41	70	78	70	29	–	(⁴)

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, March 2018—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			Signing	Other
State government	47	40	84	86	82	44	1	—
Local government	32	36	56	63	57	21	—	(⁴)
Geographic areas								
Northeast	15	9	47	58	70	26	—	—
New England	20	—	49	55	57	22	—	—
Middle Atlantic	13	11	46	59	74	27	—	—
South	41	54	71	76	67	27	1	—
South Atlantic	41	50	75	78	71	27	—	—
East South Central	43	59	63	69	64	33	—	—
West South Central	39	58	69	76	64	26	—	—
Midwest	40	31	57	66	61	25	—	—
East North Central	39	30	55	63	61	25	—	—
West North Central	43	35	62	70	61	24	—	—
West	42	37	67	69	53	27	—	1
Mountain	38	43	69	69	58	32	—	—
Pacific	43	34	66	69	51	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 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.

Table 42. Health-related benefits: Access, State and local government workers, March 2018

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	29	68	64
Worker characteristics			
Management, professional, and related	32	70	65
Professional and related	31	70	64
Teachers	29	69	62
Primary, secondary, and special education school teachers	27	70	61
Service	24	62	58
Protective service	28	71	68
Sales and office	30	70	68
Office and administrative support	30	71	68
Natural resources, construction, and maintenance	24	62	62
Production, transportation, and material moving ...	22	62	58
Full time	32	74	69
Part time	14	33	29
Union	28	72	68
Nonunion	31	65	60
Average wage within the following categories: ³			
Lowest 25 percent	22	56	51
Lowest 10 percent	17	46	41
Second 25 percent	32	71	67
Third 25 percent	35	75	71
Highest 25 percent	30	72	67
Highest 10 percent	29	73	68
Establishment characteristics			
Service-providing industries	29	68	64
Education and health services	31	69	62
Educational services	31	69	62
Elementary and secondary schools	24	65	57
Junior colleges, colleges, and universities	51	81	77
Health care and social assistance	34	68	62
Hospitals	36	67	62
Public administration	29	72	71
1 to 99 workers	24	60	56
1 to 49 workers	26	55	54
50 to 99 workers	22	66	58
100 workers or more	31	70	66
100 to 499 workers	22	61	56
500 workers or more	36	75	71

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
State government	51	88	87
Local government	22	62	56
Geographic areas			
Northeast	21	75	73
New England	13	70	73
Middle Atlantic	23	76	73
South	35	74	70
South Atlantic	38	75	72
East South Central	35	68	58
West South Central	29	77	72
Midwest	23	62	55
East North Central	23	60	54
West North Central	24	65	57
West	34	58	54
Mountain	29	46	44
Pacific	36	64	58

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 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.

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.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, March 2018

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	57	57	48	44
Worker characteristics				
Management, professional, and related	59	59	49	45
Professional and related	59	58	48	44
Teachers	61	60	47	43
Primary, secondary, and special education school teachers	64	63	49	45
Service	51	51	44	41
Protective service	54	54	49	45
Sales and office	60	60	51	46
Office and administrative support	60	60	51	46
Natural resources, construction, and maintenance	50	50	45	39
Production, transportation, and material moving ...	56	57	45	43
Full time	62	61	52	47
Part time	30	29	25	24
Union	60	60	66	60
Nonunion	54	54	33	30
Average wage within the following categories: ²				
Lowest 25 percent	47	47	31	29
Lowest 10 percent	40	39	23	22
Second 25 percent	56	56	50	46
Third 25 percent	60	60	51	47
Highest 25 percent	65	64	61	54
Highest 10 percent	64	64	65	60
Establishment characteristics				
Service-providing industries	57	57	48	44
Education and health services	60	59	48	43
Educational services	62	61	48	43
Elementary and secondary schools	62	61	46	42
Junior colleges, colleges, and universities	60	59	53	46
Health care and social assistance	49	48	43	41
Hospitals	48	49	35	35
Public administration	56	56	50	46
1 to 99 workers	56	55	45	43
1 to 49 workers	47	46	45	41
50 to 99 workers	64	63	46	46
100 workers or more	57	58	49	44
100 to 499 workers	53	54	43	41
500 workers or more	60	59	52	45

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	62	62	52	45
Local government	55	55	47	43
Geographic areas				
Northeast	63	63	67	61
New England	36	34	48	42
Middle Atlantic	72	72	74	67
South	57	57	24	22
South Atlantic	51	52	26	21
East South Central	63	60	21	21
West South Central	62	64	22	23
Midwest	31	30	41	33
East North Central	30	27	50	37
West North Central	34	35	25	24
West	77	77	79	77
Mountain	67	65	66	58
Pacific	82	82	85	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 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.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2018

(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	3	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	82	10	1	8
Teachers	91	1	2	5	82	11	(1)	7
Primary, secondary, and special education school teachers	99	—	—	1	87	12	—	—
Service	79	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	7	—	—
Production, transportation, and material moving ...	84	—	6	10	79	6	—	—
Full time	99	(1)	(1)	1	91	8	(1)	1
Part time	23	4	22	50	20	7	5	68
Union	94	1	3	2	88	7	1	4
Nonunion	83	1	4	12	75	9	1	16
Average wage within the following categories: ²								
Lowest 25 percent	70	2	8	20	64	9	1	26
Lowest 10 percent	57	3	11	29	51	9	1	39
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	88	8	—	—
Highest 10 percent	92	—	—	4	84	9	—	—
Establishment characteristics								
Service-providing industries	88	1	3	8	81	8	1	10
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	1	3	7	85	—	—	9
Health care and social assistance	90	—	—	7	87	—	—	9
Hospitals	90	—	—	7	87	—	—	9
Public administration	89	1	2	8	83	7	(1)	9
1 to 99 workers	84	2	4	11	74	12	1	14
1 to 49 workers	81	1	4	13	68	—	—	17
50 to 99 workers	86	2	3	8	79	10	1	11
100 workers or more	89	1	3	7	83	7	1	9
100 to 499 workers	85	1	5	8	78	9	1	13
500 workers or more	91	1	2	6	85	7	1	7

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2018—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	36	53	1	10
Worker characteristics								
Management, professional, and related	86	6	2	6	38	53	1	7
Professional and related	86	6	3	6	38	54	1	8
Teachers	89	3	2	6	37	56	1	7
Primary, secondary, and special education school teachers	99	—	—	1	32	67	—	—
Service	74	7	4	15	29	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	5	2	8	36	54	1	9
Natural resources, construction, and maintenance	87	8	3	2	38	57	—	—
Production, transportation, and material moving ...	81	4	6	10	26	58	—	—
Full time	93	6	(¹)	1	40	59	—	—
Part time	21	7	19	54	7	20	9	64
Union	92	3	3	2	34	62	1	4
Nonunion	76	8	3	13	37	46	2	15
Average wage within the following categories: ²								
Lowest 25 percent	64	8	7	21	27	46	3	24
Lowest 10 percent	51	9	8	32	19	40	6	34
Second 25 percent	86	7	2	5	37	56	1	6
Third 25 percent	92	5	1	2	39	58	(¹)	3
Highest 25 percent	91	4	2	3	40	55	—	—
Highest 10 percent	88	5	3	4	43	50	—	—
Establishment characteristics								
Service-providing industries	83	6	3	8	36	53	1	10
Education and health services	84	6	3	7	37	53	1	9
Educational services	87	4	3	6	34	56	1	9
Elementary and secondary schools	89	1	4	6	26	64	1	9
Junior colleges, colleges, and universities	80	10	3	7	58	32	—	—
Health care and social assistance	71	20	2	7	55	36	—	—
Hospitals	66	25	2	7	58	33	—	—
Public administration	85	5	1	8	35	55	1	9
1 to 99 workers	80	6	3	11	27	59	1	13
1 to 49 workers	77	5	4	14	23	59	2	16
50 to 99 workers	82	6	3	9	31	58	—	—
100 workers or more	84	6	3	7	38	52	1	9
100 to 499 workers	82	4	5	9	28	58	2	11
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 2018—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	86	1	4	9	78	9	1	12
Geographic areas								
Northeast	86	1	6	7	80	7	2	11
New England	84	—	—	10	81	—	—	11
Middle Atlantic	86	(¹)	7	6	80	7	2	11
South	92	1	2	6	82	11	—	—
South Atlantic	90	1	2	8	84	—	—	8
East South Central	91	—	—	5	74	18	—	8
West South Central	95	—	—	3	83	13	—	—
Midwest	84	1	6	9	80	5	1	14
East North Central	83	1	6	10	80	4	1	15
West North Central	87	1	5	7	80	—	—	12
West	87	1	2	10	80	—	—	12
Mountain	85	—	—	13	82	—	—	14
Pacific	88	1	3	8	79	—	—	10

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, State and local government workers, March 2018—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	47	—	—
Local government	81	6	4	9	31	55	2	11
Geographic areas								
Northeast	82	5	5	8	30	57	1	12
New England	76	12	—	—	15	73	—	—
Middle Atlantic	84	3	6	7	35	52	—	—
South	87	5	2	6	41	51	1	6
South Atlantic	86	5	2	8	56	35	1	8
East South Central	86	6	—	—	40	52	—	8
West South Central	90	6	1	4	20	76	—	—
Midwest	78	7	5	10	38	47	3	12
East North Central	77	8	5	11	44	40	3	13
West North Central	81	7	4	8	28	60	2	11
West	82	6	2	10	28	60	1	11
Mountain	77	—	—	13	32	54	—	—
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 2018.

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

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

Table 46. Paid leave combinations: Access, State and local government workers, March 2018

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	36	59	60	58	93	93	87
Worker characteristics							
Management, professional, and related	27	62	47	44	94	94	86
Professional and related	23	64	40	37	94	94	85
Teachers	9	68	14	10	94	94	80
Primary, secondary, and special education school teachers	9	81	13	8	100	100	87
Service	45	52	74	73	86	87	85
Protective service	51	52	88	88	91	92	91
Sales and office	50	54	86	84	93	93	92
Office and administrative support	50	54	86	85	94	94	93
Natural resources, construction, and maintenance	57	56	95	95	97	98	98
Production, transportation, and material moving ...	35	56	61	61	91	91	86
Full time	40	65	67	64	99	99	95
Part time	11	21	21	20	51	52	42
Union	39	69	57	56	98	98	91
Nonunion	32	49	63	60	88	88	85
Average wage within the following categories: ²							
Lowest 25 percent	30	44	58	56	81	81	78
Lowest 10 percent	22	37	43	42	68	69	65
Second 25 percent	48	56	85	84	96	96	94
Third 25 percent	42	69	62	60	98	98	94
Highest 25 percent	25	65	41	38	97	97	86
Highest 10 percent	22	53	36	34	95	95	75
Establishment characteristics							
Service-providing industries	35	58	60	58	92	93	87
Education and health services	25	62	44	41	94	94	86
Educational services	21	64	36	33	94	94	85
Elementary and secondary schools	17	72	26	21	94	94	84
Junior colleges, colleges, and universities	33	41	68	68	93	93	87
Health care and social assistance	52	52	91	91	93	94	93
Hospitals	51	51	91	91	93	94	93
Public administration	53	53	90	90	93	93	92
1 to 99 workers	32	61	54	52	90	90	86
1 to 49 workers	35	51	65	63	87	88	85
50 to 99 workers	30	70	44	41	92	92	87
100 workers or more	37	58	62	60	93	94	88
100 to 499 workers	39	62	61	60	91	91	88
500 workers or more	36	56	62	60	95	95	88

See footnotes at end of table.

Table 46. Paid leave combinations: Access, State and local government workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
State government	47	50	85	86	96	96	95
Local government	32	62	52	49	91	92	85
Geographic areas							
Northeast	46	71	56	55	92	92	85
New England	50	82	54	54	91	91	90
Middle Atlantic	45	68	56	56	92	92	84
South	31	56	62	59	94	94	91
South Atlantic	39	59	66	65	92	92	90
East South Central	—	43	59	59	93	93	91
West South Central	25	56	56	52	97	97	91
Midwest	36	64	55	53	90	90	88
East North Central	38	66	54	54	89	89	87
West North Central	32	61	57	51	92	92	89
West	34	48	67	64	94	94	83
Mountain	24	45	60	55	89	89	84
Pacific	39	50	70	68	96	96	83

¹ Includes workers with access to one or more of these leave benefits.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

Note: 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.