

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2018

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	11	7	8	43	54
Worker characteristics					
Management, professional, and related	18	14	13	59	71
Management, business, and financial	19	21	14	59	70
Professional and related	17	11	13	60	71
Teachers	13	4	7	54	67
Primary, secondary, and special education school teachers	10	4	4	52	66
Registered nurses	24	3	12	80	86
Service	7	1	5	27	37
Protective service	11	2	8	42	59
Sales and office	9	6	7	43	56
Sales and related	5	4	3	39	53
Office and administrative support	11	7	8	46	58
Natural resources, construction, and maintenance	7	2	4	31	38
Construction, extraction, farming, fishing, and forestry	5	2	3	24	28
Installation, maintenance, and repair	10	1	4	37	47
Production, transportation, and material moving ...	5	3	3	42	52
Production	7	4	2	44	51
Transportation and material moving	3	3	4	40	53
Full time	13	8	9	49	60
Part time	4	2	3	25	36
Union	16	3	12	57	79
Nonunion	10	7	7	41	50
Average wage within the following categories: ³					
Lowest 25 percent	4	1	2	25	35
Lowest 10 percent	3	1	3	17	26
Second 25 percent	8	4	5	41	52
Third 25 percent	12	7	9	51	62
Highest 25 percent	20	16	14	61	74
Highest 10 percent	23	20	17	63	77
Establishment characteristics					
Goods-producing industries	9	6	3	45	51
Service-providing industries	11	7	8	43	55
Education and health services	15	4	9	54	67
Educational services	14	5	10	58	72
Elementary and secondary schools	10	3	4	53	68
Junior colleges, colleges, and universities	26	7	22	77	90
Health care and social assistance	15	4	9	51	64
Hospitals	34	2	17	85	94
Public administration	18	6	17	64	82

See footnotes at end of table.

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2018—continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	5	6	5	24	32
1 to 49 workers	4	6	5	20	28
50 to 99 workers	7	5	4	35	44
100 workers or more	16	8	10	63	76
100 to 499 workers	10	6	7	54	69
500 workers or more	24	10	15	73	85
Geographic areas					
Northeast	15	8	10	42	57
New England	18	11	12	47	61
Middle Atlantic	15	7	9	41	55
South	10	7	6	47	55
South Atlantic	11	7	6	47	57
East South Central	8	4	3	46	53
West South Central	10	7	6	50	53
Midwest	8	6	5	42	53
East North Central	8	7	6	41	52
West North Central	7	5	5	43	54
West	10	6	11	40	53
Mountain	11	8	9	42	52
Pacific	10	6	12	39	53

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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.

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 41. Financial benefits: Access, civilian workers,¹ March 2018

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ²	Healthcare flexible spending account ³		
All workers	29	18	42	45	23	21
Worker characteristics						
Management, professional, and related	42	28	61	65	33	28
Management, business, and financial	49	27	62	66	26	29
Professional and related	39	29	60	65	36	28
Teachers	35	35	55	61	56	23
Primary, secondary, and special education school teachers	35	38	54	62	58	21
Registered nurses	36	33	77	79	33	32
Service	14	11	25	26	16	11
Protective service	22	23	43	49	39	19
Sales and office	32	15	39	42	18	23
Sales and related	27	8	30	31	10	22
Office and administrative support	35	20	44	48	23	24
Natural resources, construction, and maintenance	20	13	28	31	17	15
Construction, extraction, farming, fishing, and forestry	14	9	17	21	16	10
Installation, maintenance, and repair	25	16	38	41	19	20
Production, transportation, and material moving	24	17	41	42	22	17
Production	27	19	40	41	19	19
Transportation and material moving	20	16	42	43	24	15
Full time	35	23	50	53	26	24
Part time	11	5	19	19	12	10
Union	28	21	58	64	47	25
Nonunion	29	18	39	42	19	20
Average wage within the following categories: ⁷						
Lowest 25 percent	12	8	20	21	11	11
Lowest 10 percent	7	6	14	13	8	7
Second 25 percent	28	17	39	42	21	19
Third 25 percent	35	23	51	55	28	24
Highest 25 percent	43	29	64	68	34	31
Highest 10 percent	47	28	67	72	33	31
Establishment characteristics						
Goods-producing industries	29	18	40	41	16	23
Service-providing industries	29	18	43	46	24	20
Education and health services	32	27	52	58	37	22
Educational services	37	35	60	66	56	25
Elementary and secondary schools	33	37	54	61	55	21
Junior colleges, colleges, and universities	48	36	79	82	65	37
Health care and social assistance	28	22	48	53	25	20
Hospitals	38	41	81	86	37	41
Public administration	35	35	64	69	66	31

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2018—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
All workers	7	2	1	6
Worker characteristics				
Management, professional, and related	9	3	2	6
Management, business, and financial	14	5	3	11
Professional and related	7	3	1	4
Teachers	(⁶)	—	—	—
Primary, secondary, and special education school teachers	—	—	—	—
Registered nurses	1	—	—	1
Service	3	(⁶)	(⁶)	3
Protective service	—	—	—	—
Sales and office	8	2	1	7
Sales and related	8	2	1	7
Office and administrative support	9	2	1	7
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	4	3	(⁶)	2
Installation, maintenance, and repair	2	—	—	—
Production, transportation, and material moving ... Production	7	4	1	3
Transportation and material moving	9	1	1	8
Production	5	1	1	5
Transportation and material moving	12	—	1	12
Full time	8	2	1	6
Part time	5	1	(⁶)	5
Union	7	2	(⁶)	5
Nonunion	7	2	1	6
Average wage within the following categories: ⁷				
Lowest 25 percent	4	(⁶)	(⁶)	4
Lowest 10 percent	2	(⁶)	(⁶)	2
Second 25 percent	6	1	1	6
Third 25 percent	8	2	1	6
Highest 25 percent	11	4	2	7
Highest 10 percent	13	6	3	8
Establishment characteristics				
Goods-producing industries	7	3	1	5
Service-providing industries	7	2	1	6
Education and health services	2	(⁶)	(⁶)	2
Educational services	1	(⁶)	1	—
Elementary and secondary schools	(⁶)	—	—	—
Junior colleges, colleges, and universities	1	1	1	—
Health care and social assistance	3	—	—	3
Hospitals	2	—	—	—
Public administration	1	—	1	—

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2018—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ²	Healthcare flexible spending account ³		
1 to 99 workers	19	10	24	27	14	10
1 to 49 workers	17	8	21	22	12	9
50 to 99 workers	24	17	34	39	22	13
100 workers or more	38	27	60	63	31	31
100 to 499 workers	36	20	50	52	24	27
500 workers or more	42	34	71	76	40	35
Geographic areas						
Northeast	24	13	41	46	26	21
New England	27	12	46	52	21	21
Middle Atlantic	23	14	39	44	27	21
South	28	23	43	45	23	22
South Atlantic	28	21	42	44	24	21
East South Central	28	24	41	42	21	25
West South Central	28	27	45	47	22	22
Midwest	32	19	43	46	22	19
East North Central	31	18	43	45	23	20
West North Central	35	23	44	49	20	17
West	30	14	41	43	21	20
Mountain	29	16	43	46	20	22
Pacific	30	13	39	42	21	19

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2018—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
1 to 99 workers	5	1	1	4
1 to 49 workers	5	1	1	4
50 to 99 workers	5	2	(⁶)	3
100 workers or more	9	3	1	7
100 to 499 workers	9	2	1	7
500 workers or more	10	3	2	8
Geographic areas				
Northeast	7	2	1	6
New England	8	1	1	6
Middle Atlantic	7	2	1	5
South	6	2	1	5
South Atlantic	6	2	1	5
East South Central	7	2	1	6
West South Central	6	2	1	5
Midwest	7	1	(⁶)	6
East North Central	7	1	(⁶)	7
West North Central	7	1	(⁶)	6
West	8	3	1	6
Mountain	8	2	1	7
Pacific	8	4	1	5

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Formerly referred to as Dependent care reimbursement account.

³ Formerly referred to as Healthcare reimbursement account.

⁴ 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.

⁵ The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

⁶ Less than 0.5.

⁷ 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, civilian workers,¹ March 2018

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
All workers	17	22	20
Worker characteristics			
Management, professional, and related	27	34	31
Management, business, and financial	31	30	27
Professional and related	26	36	32
Teachers	27	58	53
Primary, secondary, and special education school teachers	24	62	55
Registered nurses	22	23	18
Service	9	11	10
Protective service	17	43	39
Sales and office	16	18	17
Sales and related	12	10	9
Office and administrative support	19	23	22
Natural resources, construction, and maintenance	12	17	16
Construction, extraction, farming, fishing, and forestry	7	13	13
Installation, maintenance, and repair	16	20	18
Production, transportation, and material moving	13	19	17
Production	14	15	13
Transportation and material moving	12	22	20
Full time	21	26	24
Part time	6	7	7
Union	24	55	51
Nonunion	16	16	15
Average wage within the following categories: ⁴			
Lowest 25 percent	7	6	5
Lowest 10 percent	4	3	3
Second 25 percent	14	17	15
Third 25 percent	21	27	26
Highest 25 percent	31	40	36
Highest 10 percent	33	39	35
Establishment characteristics			
Goods-producing industries	14	17	15
Service-providing industries	18	23	20
Education and health services	22	32	28
Educational services	31	60	55
Elementary and secondary schools	23	60	54
Junior colleges, colleges, and universities	51	69	67
Health care and social assistance	16	14	11
Hospitals	27	30	23
Public administration	29	72	71

See footnotes at end of table.

Table 42. Health-related benefits: Access, civilian workers,¹ March 2018—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
1 to 99 workers	9	9	9
1 to 49 workers	8	7	7
50 to 99 workers	12	15	13
100 workers or more	26	34	30
100 to 499 workers	19	21	19
500 workers or more	35	49	44
Geographic areas			
Northeast	16	24	23
New England	16	23	22
Middle Atlantic	16	24	23
South	19	24	21
South Atlantic	19	23	19
East South Central	21	23	19
West South Central	19	26	24
Midwest	15	19	18
East North Central	15	19	17
West North Central	14	21	19
West	18	19	17
Mountain	19	16	14
Pacific	17	20	18

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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.

³ 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.

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: 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, civilian workers,¹ March 2018

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
All workers	39	6	3	10	6	6	2	5	10
Worker characteristics									
Management, professional, and related	45	6	5	12	3	9	2	6	13
Management, business, and financial	53	8	6	17	4	7	2	7	15
Professional and related	42	4	5	9	3	10	3	6	12
Teachers	28	—	2	1	1	14	4	(⁴)	11
Primary, secondary, and special education school teachers	31	—	2	1	—	17	4	—	12
Registered nurses	47	2	6	7	—	9	2	14	19
Service	25	1	1	6	6	4	3	4	5
Protective service	34	1	3	2	1	11	9	—	13
Sales and office	41	9	3	10	6	5	1	5	8
Sales and related	35	12	1	8	6	3	1	4	5
Office and administrative support	45	7	4	12	7	6	2	6	10
Natural resources, construction, and maintenance	40	6	2	12	11	3	2	4	10
Construction, extraction, farming, fishing, and forestry	37	4	1	12	13	2	—	1	7
Installation, maintenance, and repair	44	9	3	12	9	5	2	6	13
Production, transportation, and material moving ...	40	7	2	9	6	4	1	5	14
Production	43	11	2	12	6	3	1	4	15
Transportation and material moving	37	4	1	6	5	5	1	6	14
Full time	44	6	4	11	6	7	2	6	12
Part time	21	3	1	4	5	1	1	4	4
Union	39	5	4	2	1	17	4	3	15
Nonunion	39	6	3	11	6	4	2	6	9
Average wage within the following categories: ⁵									
Lowest 25 percent	24	4	1	5	6	2	2	5	4
Lowest 10 percent	20	1	—	6	6	1	(⁴)	3	3
Second 25 percent	41	5	2	10	8	4	2	5	10
Third 25 percent	45	6	4	12	5	8	2	6	13
Highest 25 percent	48	8	6	13	3	10	2	6	14
Highest 10 percent	50	8	6	14	2	12	2	7	15
Establishment characteristics									
Goods-producing industries	47	11	2	15	8	4	1	4	14
Service-providing industries	37	5	3	9	5	6	2	6	10
Education and health services	35	1	3	6	5	10	3	6	9
Educational services	28	—	3	1	1	14	4	(⁴)	9
Elementary and secondary schools	29	—	2	1	—	16	5	—	11
Junior colleges, colleges, and universities	27	—	5	—	1	12	4	1	6
Health care and social assistance	40	1	3	8	8	8	3	9	9
Hospitals	39	2	3	4	—	11	2	12	15
Public administration	43	—	6	2	1	19	10	—	14

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2018—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
1 to 99 workers	36	3	2	13	8	4	1	4	6
1 to 49 workers	36	3	2	14	10	3	1	3	6
50 to 99 workers	36	4	2	10	6	5	2	6	8
100 workers or more	41	8	4	7	3	8	3	7	14
100 to 499 workers	41	8	3	7	5	7	2	7	11
500 workers or more	42	7	5	6	1	10	3	6	17
Geographic areas									
Northeast	42	4	3	13	3	10	1	5	10
New England	40	4	3	14	1	9	3	4	7
Middle Atlantic	42	4	3	12	4	10	1	5	11
South	42	6	4	10	8	3	2	6	12
South Atlantic	44	6	4	11	9	4	2	7	13
East South Central	41	7	2	9	8	2	3	5	13
West South Central	39	7	3	11	7	2	2	5	10
Midwest	38	6	2	9	5	6	2	6	10
East North Central	40	7	2	10	6	6	2	5	10
West North Central	34	5	2	7	3	5	4	6	9
West	32	5	3	7	5	7	—	4	7
Mountain	33	5	2	9	7	3	1	3	8
Pacific	32	5	3	6	4	10	—	5	6

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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.

³ Includes all other bonuses provided to employees and not published separately.

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/nchs/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, civilian workers,²
March 2018**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	17	17	41	37
Worker characteristics				
Management, professional, and related	28	28	56	51
Management, business, and financial	24	24	62	58
Professional and related	30	29	53	48
Teachers	49	48	45	41
Primary, secondary, and special education school teachers	57	56	47	43
Registered nurses	23	23	48	44
Service	10	10	25	23
Protective service	34	34	44	39
Sales and office	14	14	42	38
Sales and related	7	7	35	32
Office and administrative support	18	18	46	43
Natural resources, construction, and maintenance	13	11	33	29
Construction, extraction, farming, fishing, and forestry	10	9	24	24
Installation, maintenance, and repair	16	12	41	34
Production, transportation, and material moving ...	14	12	36	32
Production	10	8	33	29
Transportation and material moving	17	16	38	34
Full time	21	20	49	44
Part time	7	7	17	16
Union	47	44	63	53
Nonunion	12	12	38	35
Average wage within the following categories: ³				
Lowest 25 percent	5	5	20	19
Lowest 10 percent	2	2	11	10
Second 25 percent	14	14	40	37
Third 25 percent	21	20	48	44
Highest 25 percent	33	31	62	55
Highest 10 percent	32	32	68	61
Establishment characteristics				
Goods-producing industries	11	10	37	35
Service-providing industries	18	18	42	38
Education and health services	28	27	44	41
Educational services	50	50	49	44
Elementary and secondary schools	57	56	45	42
Junior colleges, colleges, and universities	44	44	59	50
Health care and social assistance	13	13	41	39
Hospitals	28	28	54	48
Public administration	56	56	50	46

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, civilian workers,² March 2018—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers	8	8	28	28
1 to 49 workers	7	6	26	25
50 to 99 workers	13	13	35	34
100 workers or more	26	26	54	47
100 to 499 workers	18	18	48	44
500 workers or more	36	35	60	51
Geographic areas				
Northeast	23	23	48	43
New England	16	16	44	40
Middle Atlantic	25	25	49	45
South	17	16	33	30
South Atlantic	16	16	33	30
East South Central	17	14	31	28
West South Central	17	17	33	33
Midwest	11	10	31	26
East North Central	10	8	31	26
West North Central	13	13	30	27
West	21	21	59	56
Mountain	17	17	51	45
Pacific	23	23	63	61

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 Includes workers in private industry and state and local government. See Technical Note for further explanation.

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: 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, private industry workers, March 2018

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	10	7	7	40	50
Worker characteristics					
Management, professional, and related	19	17	14	58	68
Management, business, and financial	19	22	14	57	68
Professional and related	19	14	14	58	68
Service	6	1	4	22	32
Protective service	8	—	2	19	32
Sales and office	8	7	6	41	54
Sales and related	5	4	3	39	53
Office and administrative support	10	8	8	43	54
Natural resources, construction, and maintenance	7	1	3	28	34
Construction, extraction, farming, fishing, and forestry	4	1	2	20	23
Installation, maintenance, and repair	10	1	3	35	45
Production, transportation, and material moving ...	4	3	2	41	51
Production	7	4	2	44	50
Transportation and material moving	2	3	3	39	52
Full time	12	9	8	46	56
Part time	4	2	3	23	34
Union	16	2	8	57	76
Nonunion	9	8	7	39	48
Average wage within the following categories: ²					
Lowest 25 percent	4	1	3	23	33
Lowest 10 percent	3	—	—	16	26
Second 25 percent	6	4	4	36	48
Third 25 percent	11	7	7	47	56
Highest 25 percent	21	18	15	60	71
Highest 10 percent	25	24	18	64	76
Establishment characteristics					
Goods-producing industries	9	6	3	45	51
Construction	3	3	4	22	24
Manufacturing	12	8	3	56	64
Service-providing industries	10	7	8	39	50
Trade, transportation, and utilities	4	3	3	42	58
Wholesale trade	7	14	4	33	47
Retail trade	2	1	2	40	57
Transportation and warehousing	3	—	5	54	68
Utilities	17	—	13	77	83

See footnotes at end of table.

Table 40. Quality of life benefits: Access, private industry workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	42	14	21	70	80
Financial activities	20	17	16	60	68
Finance and insurance	26	21	20	74	81
Credit intermediation and related activities	28	13	14	73	81
Insurance carriers and related activities	18	30	26	73	78
Real estate and rental and leasing	—	5	4	19	32
Professional and business services	9	17	9	32	42
Professional and technical services	13	27	16	40	52
Administrative and waste services	2	5	5	15	23
Education and health services	15	4	10	49	62
Educational services	23	9	21	51	64
Junior colleges, colleges, and universities	32	9	33	75	87
Health care and social assistance	14	4	8	49	61
Leisure and hospitality	6	(³)	4	19	24
Accommodation and food services	5	—	4	18	23
Other services	3	6	2	16	24
1 to 99 workers	5	6	4	22	30
1 to 49 workers	4	6	4	19	27
50 to 99 workers	7	5	4	32	41
100 workers or more	16	9	10	62	74
100 to 499 workers	9	6	6	54	69
500 workers or more	27	12	16	74	83
Geographic areas					
Northeast	15	9	10	42	53
New England	17	12	13	46	58
Middle Atlantic	14	8	9	41	51
South	9	7	6	43	51
South Atlantic	10	7	6	42	52
East South Central	—	5	2	41	50
West South Central	9	7	6	45	49
Midwest	7	7	4	40	51
East North Central	8	7	5	39	50
West North Central	6	5	4	41	52
West	10	7	9	36	48
Mountain	10	8	8	38	48
Pacific	9	6	9	35	48

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.

³ 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 41. Financial benefits: Access, private industry workers, March 2018

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Payroll deduction IRA ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			
All workers	28	15	39	41	16	6	20
Worker characteristics							
Management, professional, and related	44	25	60	63	22	10	29
Management, business, and financial	50	25	61	65	20	9	29
Professional and related	40	25	59	63	23	10	29
Service	11	7	20	21	10	4	9
Protective service	—	—	20	27	7	4	9
Sales and office	31	13	37	39	14	4	23
Sales and related	27	8	30	31	10	2	22
Office and administrative support	34	17	41	45	17	6	24
Natural resources, construction, and maintenance	19	11	25	28	14	5	14
Construction, extraction, farming, fishing, and forestry	12	7	13	17	12	7	8
Installation, maintenance, and repair	24	15	36	39	16	4	20
Production, transportation, and material moving ...	23	16	40	41	20	6	17
Production	27	18	39	41	18	6	19
Transportation and material moving	20	14	41	42	21	6	14
Full time	34	19	46	49	18	7	23
Part time	10	4	18	17	10	3	10
Union	25	15	55	59	31	8	22
Nonunion	28	15	37	39	15	6	19
Average wage within the following categories: ⁷							
Lowest 25 percent	11	6	18	18	9	3	11
Lowest 10 percent	6	5	12	11	8	1	7
Second 25 percent	26	13	35	37	15	5	17
Third 25 percent	35	19	46	49	19	7	23
Highest 25 percent	44	26	63	67	24	10	31
Highest 10 percent	49	28	69	72	24	11	33
Establishment characteristics							
Goods-producing industries	29	18	40	41	16	6	23
Construction	15	9	14	18	10	3	8
Manufacturing	36	22	51	52	19	7	29
Service-providing industries	27	15	39	41	16	6	19
Trade, transportation, and utilities	27	11	38	40	13	3	21
Wholesale trade	26	17	40	45	15	4	13
Retail trade	26	5	28	29	8	1	23
Transportation and warehousing	28	21	59	60	28	7	18
Utilities	46	25	67	68	12	4	41

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
All workers	8	2	1	7
Worker characteristics				
Management, professional, and related	12	5	2	8
Management, business, and financial	16	6	3	12
Professional and related	9	4	1	6
Service	3	(⁶)	—	3
Protective service	—	—	—	—
Sales and office	9	2	1	8
Sales and related	8	2	1	7
Office and administrative support	10	3	2	8
Natural resources, construction, and maintenance	5	3	(⁶)	3
Construction, extraction, farming, fishing, and forestry	2	—	—	—
Installation, maintenance, and repair	7	5	1	4
Production, transportation, and material moving ...	9	1	1	9
Production	5	1	1	5
Transportation and material moving	13	—	1	12
Full time	9	3	1	7
Part time	5	1	(⁶)	5
Union	12	4	(⁶)	8
Nonunion	8	2	1	6
Average wage within the following categories: ⁷				
Lowest 25 percent	4	(⁶)	(⁶)	4
Lowest 10 percent	2	(⁶)	—	2
Second 25 percent	7	1	1	7
Third 25 percent	9	2	1	7
Highest 25 percent	14	6	2	10
Highest 10 percent	16	7	3	11
Establishment characteristics				
Goods-producing industries	7	3	1	5
Construction	2	—	—	2
Manufacturing	10	4	2	7
Service-providing industries	8	2	1	7
Trade, transportation, and utilities	10	2	1	9
Wholesale trade	6	2	2	5
Retail trade	8	2	(⁶)	7
Transportation and warehousing	22	—	—	21
Utilities	5	—	—	5

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Payroll deduction IRA ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			
Information	57	27	78	79	26	6	47
Financial activities	53	28	65	64	17	8	35
Finance and insurance	64	35	79	79	18	9	45
Credit intermediation and related activities	63	34	79	79	17	11	39
Insurance carriers and related activities	66	34	76	76	16	5	50
Real estate and rental and leasing	19	9	23	22	13	6	8
Professional and business services	32	16	37	41	21	9	16
Professional and technical services	44	21	46	51	22	12	26
Administrative and waste services	12	9	18	19	18	7	4
Education and health services	28	21	47	51	23	10	20
Educational services	34	23	57	60	34	17	28
Junior colleges, colleges, and universities	48	34	80	84	46	19	41
Health care and social assistance	27	21	45	50	21	9	19
Leisure and hospitality	7	4	16	17	6	2	9
Accommodation and food services	7	4	15	15	5	2	9
Other services	15	7	16	17	11	4	7
1 to 99 workers	18	9	22	25	12	4	9
1 to 49 workers	17	7	20	21	10	4	8
50 to 99 workers	23	14	31	35	17	6	12
100 workers or more	39	23	58	60	22	8	32
100 to 499 workers	36	18	49	50	19	8	28
500 workers or more	43	31	72	76	26	10	38
Geographic areas							
Northeast	26	14	40	44	19	8	20
New England	28	13	45	52	15	7	21
Middle Atlantic	25	14	38	42	20	9	19
South	26	18	38	39	15	6	21
South Atlantic	26	16	37	38	16	7	20
East South Central	25	18	36	37	13	5	24
West South Central	27	21	41	42	14	3	21
Midwest	31	18	41	43	17	4	18
East North Central	30	16	41	42	18	5	19
West North Central	33	21	41	45	13	4	16
West	28	10	36	39	15	7	19
Mountain	27	12	39	42	14	5	20
Pacific	28	10	35	38	16	8	18

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
Information	38	22	4	20
Financial activities	19	7	6	17
Finance and insurance	24	9	8	22
Credit intermediation and related activities	25	10	10	24
Insurance carriers and related activities	22	6	3	18
Real estate and rental and leasing	5	—	—	4
Professional and business services	8	2	—	6
Professional and technical services	10	4	—	8
Administrative and waste services	5	—	—	4
Education and health services	3	(⁶)	(⁶)	2
Educational services	2	1	1	—
Junior colleges, colleges, and universities	2	2	2	—
Health care and social assistance	3	—	—	3
Leisure and hospitality	4	—	—	3
Accommodation and food services	3	—	—	3
Other services	2	—	—	2
1 to 99 workers	5	2	1	4
1 to 49 workers	5	1	1	4
50 to 99 workers	5	2	(⁶)	4
100 workers or more	11	3	1	9
100 to 499 workers	10	2	1	8
500 workers or more	14	4	2	11
Geographic areas				
Northeast	8	2	1	7
New England	9	1	2	7
Middle Atlantic	8	2	1	6
South	7	2	1	6
South Atlantic	7	2	1	6
East South Central	8	2	1	7
West South Central	7	2	1	6
Midwest	8	1	1	7
East North Central	8	2	1	7
West North Central	7	1	(⁶)	7
West	9	4	1	7
Mountain	9	2	1	8
Pacific	9	4	1	6

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 An individual retirement plan that can be sponsored by the employer, but with no employer contributions. The employee establishes either a traditional (with tax-deductible contributions) or Roth (contributions are made post-tax but accumulate tax-free until retirement) IRA plan with a financial institution, and authorizes the payroll deduction by the employer.

⁵ The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

⁶ Less than 0.5.

⁷ 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, private industry 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	15	14	12
Worker characteristics			
Management, professional, and related	26	22	19
Management, business, and financial	30	24	21
Professional and related	24	21	18
Service	7	4	3
Protective service	4	—	3
Sales and office	15	13	12
Sales and related	11	9	8
Office and administrative support	17	16	15
Natural resources, construction, and maintenance	11	13	12
Construction, extraction, farming, fishing, and forestry	5	9	8
Installation, maintenance, and repair	15	17	15
Production, transportation, and material moving ...	13	17	15
Production	14	14	12
Transportation and material moving	12	20	18
Full time	19	17	15
Part time	6	5	5
Union	22	41	36
Nonunion	15	12	10
Average wage within the following categories: ³			
Lowest 25 percent	6	4	3
Lowest 10 percent	4	2	3
Second 25 percent	12	10	8
Third 25 percent	18	17	16
Highest 25 percent	30	29	25
Highest 10 percent	35	31	27
Establishment characteristics			
Goods-producing industries	14	16	14
Construction	3	6	7
Manufacturing	20	20	18
Service-providing industries	16	14	12
Trade, transportation, and utilities	12	15	14
Wholesale trade	13	9	7
Retail trade	8	8	6
Transportation and warehousing	19	38	36
Utilities	43	67	60

See footnotes at end of table.

Table 42. Health-related benefits: Access, private industry 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
Information	46	44	41
Financial activities	39	38	36
Finance and insurance	50	49	47
Credit intermediation and related activities	51	54	53
Insurance carriers and related activities	47	42	38
Real estate and rental and leasing	8	5	—
Professional and business services	16	10	8
Professional and technical services	22	11	10
Administrative and waste services	5	4	2
Education and health services	17	12	10
Educational services	30	29	31
Junior colleges, colleges, and universities	52	46	47
Health care and social assistance	14	10	7
Leisure and hospitality	5	1	2
Accommodation and food services	5	—	1
Other services	6	7	5
1 to 99 workers	8	6	5
1 to 49 workers	7	5	5
50 to 99 workers	10	7	6
100 workers or more	25	24	21
100 to 499 workers	18	16	14
500 workers or more	34	36	31
Geographic areas			
Northeast	15	16	15
New England	16	15	13
Middle Atlantic	15	16	15
South	16	15	12
South Atlantic	16	14	11
East South Central	—	14	11
West South Central	17	17	15
Midwest	14	13	12
East North Central	14	13	12
West North Central	13	14	13
West	15	12	11
Mountain	17	11	9
Pacific	14	13	12

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, private industry workers, March 2018

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	39	6	3	11	7	4	1	6	10
Worker characteristics									
Management, professional, and related	49	7	5	15	5	6	1	9	14
Management, business, and financial	55	9	6	20	4	5	1	8	15
Professional and related	46	6	5	13	5	7	1	9	13
Service	24	1	1	6	7	3	—	5	5
Protective service	—	3	—	—	—	2	—	—	—
Sales and office	42	9	3	11	7	4	1	6	8
Sales and related	35	12	1	8	6	3	1	4	5
Office and administrative support	47	8	4	13	8	4	1	7	9
Natural resources, construction, and maintenance	40	7	2	13	12	3	—	4	10
Construction, extraction, farming, fishing, and forestry	36	4	—	13	13	1	—	1	7
Installation, maintenance, and repair	44	9	3	13	10	4	—	7	13
Production, transportation, and material moving	40	8	2	9	6	4	1	5	14
Production	43	11	2	12	6	3	1	4	16
Transportation and material moving	36	4	1	7	6	5	—	6	13
Full time	46	8	4	13	7	5	1	6	12
Part time	22	3	1	5	5	1	1	5	3
Union	34	9	4	4	2	7	—	6	18
Nonunion	40	6	3	12	7	4	1	6	9
Average wage within the following categories: ³									
Lowest 25 percent	24	3	1	5	6	1	—	5	4
Lowest 10 percent	20	1	—	6	5	—	—	3	4
Second 25 percent	41	6	2	11	9	4	1	5	9
Third 25 percent	46	7	3	14	7	6	1	6	13
Highest 25 percent	51	10	6	16	4	7	1	8	15
Highest 10 percent	52	10	6	17	3	7	1	8	15
Establishment characteristics									
Goods-producing industries	47	11	2	15	8	4	1	4	14
Construction	38	4	—	16	13	—	—	2	5
Manufacturing	52	15	2	14	6	5	1	4	18
Service-providing industries	38	6	3	10	6	4	1	7	9
Trade, transportation, and utilities	37	11	1	8	7	2	1	5	8
Wholesale trade	44	5	2	15	11	3	—	4	9
Retail trade	35	14	(⁴)	6	6	2	—	5	3
Transportation and warehousing	37	6	—	6	4	4	—	4	19
Utilities	41	—	5	15	—	7	—	—	16

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2018—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
Information	73	19	10	21	—	20	—	26	28
Financial activities	65	12	7	22	6	4	1	8	19
Finance and insurance	74	15	8	23	5	3	2	10	23
Credit intermediation and related activities	71	13	4	19	4	5	1	11	26
Insurance carriers and related activities	74	15	15	23	6	2	3	10	20
Real estate and rental and leasing	39	5	—	17	8	5	—	3	7
Professional and business services	42	5	5	15	5	3	1	7	10
Professional and technical services	58	9	8	22	7	4	2	8	12
Administrative and waste services	26	—	—	7	4	3	—	6	6
Education and health services	37	1	3	8	8	7	—	9	9
Educational services	17	—	2	3	2	7	—	1	4
Junior colleges, colleges, and universities	18	—	3	—	3	8	—	3	4
Health care and social assistance	40	1	3	9	8	7	—	10	9
Leisure and hospitality	18	—	1	5	5	—	—	3	4
Accommodation and food services	18	—	1	5	4	—	—	3	4
Other services	25	1	—	6	11	1	—	3	4
1 to 99 workers	37	3	2	14	9	3	1	4	6
1 to 49 workers	37	3	2	14	10	3	1	3	6
50 to 99 workers	37	4	2	12	6	2	1	6	8
100 workers or more	43	10	4	8	4	6	1	8	14
100 to 499 workers	41	10	4	8	5	5	—	9	11
500 workers or more	45	11	5	8	1	7	1	8	20
Geographic areas									
Northeast	41	4	3	14	4	6	1	5	10
New England	37	5	3	16	1	4	1	5	7
Middle Atlantic	42	4	3	14	5	6	1	6	11
South	44	7	4	12	9	3	1	7	12
South Atlantic	44	6	4	12	10	3	1	8	11
East South Central	43	9	2	—	9	2	—	5	15
West South Central	44	8	4	13	8	2	1	5	10
Midwest	39	7	2	10	6	4	1	6	11
East North Central	41	8	2	11	7	4	1	6	11
West North Central	35	6	2	8	3	5	2	7	10
West	32	6	2	8	6	5	—	5	7
Mountain	36	6	2	10	8	3	—	4	9
Pacific	30	6	2	7	5	6	—	6	6

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

³ 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 44. Unmarried domestic partner benefits: Access¹, private industry 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	11	10	40	36
Worker characteristics				
Management, professional, and related	17	17	58	54
Management, business, and financial	19	19	64	59
Professional and related	16	16	56	50
Service	4	4	22	21
Protective service	–	–	37	31
Sales and office	10	10	41	38
Sales and related	6	7	35	31
Office and administrative support	12	11	46	42
Natural resources, construction, and maintenance	10	8	32	29
Construction, extraction, farming, fishing, and forestry	7	6	22	23
Installation, maintenance, and repair	13	9	41	34
Production, transportation, and material moving	12	11	35	31
Production	9	7	33	29
Transportation and material moving	14	14	38	34
Full time	13	12	48	44
Part time	5	5	16	16
Union	36	30	60	46
Nonunion	8	8	38	35
Average wage within the following categories: ²				
Lowest 25 percent	3	3	19	18
Lowest 10 percent	1	1	10	10
Second 25 percent	8	8	38	36
Third 25 percent	13	12	47	42
Highest 25 percent	22	21	62	56
Highest 10 percent	24	23	69	61
Establishment characteristics				
Goods-producing industries	10	9	37	35
Construction	6	6	22	24
Manufacturing	12	10	45	40
Service-providing industries	11	11	41	37
Trade, transportation, and utilities	10	9	42	37
Wholesale trade	7	6	38	35
Retail trade	6	6	37	34
Transportation and warehousing	22	21	54	47
Utilities	35	30	65	61

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
Information	32	20	80	46
Financial activities	29	28	65	63
Finance and insurance	37	35	75	72
Credit intermediation and related activities	40	38	75	71
Insurance carriers and related activities	28	27	72	68
Real estate and rental and leasing	8	6	36	37
Professional and business services	10	10	42	40
Professional and technical services	12	11	54	53
Administrative and waste services	4	4	25	23
Education and health services	11	11	43	40
Educational services	12	12	52	45
Junior colleges, colleges, and universities	15	15	68	56
Health care and social assistance	10	10	41	39
Leisure and hospitality	2	3	19	17
Accommodation and food services	2	2	17	16
Other services	7	8	19	20
1 to 99 workers	5	5	27	26
1 to 49 workers	5	4	25	24
50 to 99 workers	6	6	33	32
100 workers or more	18	17	55	48
100 to 499 workers	13	13	49	45
500 workers or more	25	23	64	53
Geographic areas				
Northeast	16	16	45	41
New England	13	13	44	40
Middle Atlantic	17	17	45	41
South	10	9	35	32
South Atlantic	10	10	35	31
East South Central	8	6	33	29
West South Central	9	9	35	34
Midwest	8	7	30	25
East North Central	7	6	29	24
West North Central	9	9	31	28
West	12	11	56	52
Mountain	9	9	48	43
Pacific	13	13	59	57

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: 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.