

**Table 10. Standard errors for savings and thrift plans: Automatic escalation features, private industry workers, National Compensation Survey, 2013**

Characteristics	Automatic escalation available	Automatic escalation features <sup>1</sup>				Automatic escalation not available	Not determinable
		Employee contribution escalates for predetermined number of years	Median number of years of escalation	Employee contribution escalates to specified percent of earnings	Median percent of earnings after maximum escalation		
<b>Worker characteristic</b>							
All workers .....	3.3	2.9	0.0	2.7	0.0	3.4	1.3
Management, professional, and related .....	5.5	4.4	—	3.8	0.7	5.2	1.9
Management, business, and financial .....	4.9	4.4	0.9	4.8	1.9	4.5	1.6
Professional and related .....	7.8	6.3	0.3	4.5	0.0	7.3	3.0
Service .....	—	—	—	—	—	8.2	—
Protective service .....	—	—	—	—	—	—	—
Sales and office .....	4.3	4.3	0.5	4.3	0.0	4.3	1.8
Sales and related .....	6.0	—	—	—	—	6.0	3.4
Office and administrative support .....	5.5	4.9	—	5.3	0.0	5.4	2.1
Natural resources, construction, and maintenance .....	5.9	4.0	0.0	5.6	1.2	6.0	1.0
Construction, extraction, farming, fishing, and forestry .....	—	—	—	—	—	—	—
Installation, maintenance, and repair .....	6.0	4.1	0.0	5.7	1.6	6.1	1.1
Production, transportation, and material moving .....	5.6	5.0	0.0	5.2	0.0	6.1	2.9
Production .....	6.4	5.5	0.0	6.2	0.9	6.8	3.9
Transportation and material moving .....	7.9	—	—	7.9	0.0	7.8	1.0
Full time .....	3.3	3.1	0.0	2.8	0.0	3.4	1.4
Part time .....	8.4	—	—	—	—	8.8	3.5
Union .....	10.2	—	—	—	—	9.7	1.9
Nonunion .....	3.3	3.1	0.0	2.6	0.0	3.4	1.4
Average wage within the following categories <sup>2</sup> :							
Lowest 25 percent .....	11.7	—	—	—	—	11.7	1.6
Lowest 10 percent .....	—	—	—	—	—	10.0	—
Second 25 percent .....	3.9	3.9	0.0	3.8	0.0	4.0	1.6
Third 25 percent .....	4.0	3.7	0.0	3.8	0.8	4.2	1.8
Highest 25 percent .....	5.1	4.5	—	4.0	0.4	4.8	1.9
Highest 10 percent .....	7.5	6.6	—	6.8	0.0	6.9	2.0
<b>Establishment characteristic</b>							
Goods-producing industries .....	5.0	4.9	0.0	4.7	—	5.9	2.6
Manufacturing .....	5.3	5.0	0.0	5.2	—	6.2	2.8
Service-providing industries .....	4.2	3.5	0.4	3.3	0.0	4.3	1.6
Trade, transportation, and utilities .....	6.6	3.2	0.0	7.8	0.0	6.2	1.2
Wholesale trade .....	11.1	—	—	11.8	0.0	10.5	5.0
Retail trade .....	—	—	—	—	—	10.0	—
Transportation and warehousing .....	—	—	—	—	—	—	—
Financial activities .....	5.9	—	—	5.3	0.0	7.5	3.9
Finance and insurance .....	6.2	—	—	6.0	0.0	8.0	4.6
Credit intermediation and related activities ..	—	—	—	—	—	8.5	—
Insurance carriers and related activities .....	7.0	—	—	7.2	2.2	9.8	8.7
Professional and business services .....	9.8	—	—	10.0	0.0	—	—
Professional and technical services .....	11.2	—	—	—	—	—	—
Education and health services .....	—	—	—	—	—	8.0	—
Educational services .....	—	—	—	—	—	—	—
Health care and social assistance .....	—	—	—	—	—	9.1	—

See footnotes at end of table.

**Table 10. Standard errors for savings and thrift plans: Automatic escalation features, private industry workers, National Compensation Survey, 2013—continued**

Characteristics	Automatic escalation available	Automatic escalation features <sup>1</sup>				Automatic escalation not available	Not determinable
		Employee contribution escalates for predetermined number of years	Median number of years of escalation	Employee contribution escalates to specified percent of earnings	Median percent of earnings after maximum escalation		
1 to 99 workers:							
1 to 49 workers .....	—	3.7	—	—	—	8.7	—
100 workers or more .....	3.9	3.6	0.0	3.2	0.0	3.8	1.5
100 to 499 workers .....	5.6	4.5	—	4.9	0.0	5.4	2.0
500 workers or more .....	5.0	4.8	0.0	5.1	0.6	5.2	2.2
<b>Geographic area</b>							
New England .....	—	—	—	—	—	13.0	—
Middle Atlantic .....	4.3	2.7	—	—	—	8.9	5.5
South Atlantic .....	8.0	—	—	5.6	1.9	6.6	3.8
West South Central .....	7.4	—	—	7.7	1.4	7.5	1.2
East North Central .....	7.1	8.1	0.0	7.1	0.0	9.0	2.8
West North Central .....	4.8	1.7	—	4.4	0.0	5.6	5.6
Mountain .....	—	—	—	—	—	—	8.3
Pacific .....	8.6	—	—	8.4	—	8.1	1.5

<sup>1</sup> The sum of the individual components may exceed the total because some workers may be in plans in which employee contribution is escalated based on both years of service and as a specified percent of earnings.

<sup>2</sup> 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 data from the National Compensation Survey publication,

"Employer Costs for Employee Compensation - March 2013."

Note: Dashes indicate that no data were reported or that data do 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/glossary20132014.htm](http://www.bls.gov/ncs/ebs/glossary20132014.htm).