

Table 64. Savings and thrift plans: Selected automatic escalation features, private industry workers, 2015

(All workers participating in savings and thrift plans with automatic enrollment = 100 percent)

Characteristics	Automatic escalation available	Automatic escalation features ¹				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		
Worker characteristics							
All workers	35	23	3	32	6.0	53	12
Management, professional, and related	35	26	3	29	6.0	49	16
Management, business, and financial	37	27	—	30	6.0	51	12
Service	—	—	—	—	—	68	—
Sales and office	38	22	3	36	6.0	51	11
Sales and related	24	—	—	24	—	71	4
Office and administrative support	43	26	3	40	6.0	43	13
Natural resources, construction, and maintenance	55	35	3	53	6.0	41	4
Installation, maintenance, and repair	59	37	3	56	6.0	36	5
Production, transportation, and material moving	30	14	—	29	—	62	8
Production	25	—	—	24	7.0	65	11
Transportation and material moving	37	—	—	36	10.0	59	4
Full time	34	23	3	31	6.0	53	13
Part time	48	—	—	48	—	49	3
Union	—	—	—	—	—	47	—
Nonunion	35	23	3	32	6.0	53	12
Average wage within the following categories ² :							
Lowest 25 percent	—	—	—	—	—	57	—
Second 25 percent	37	19	3	37	6.0	57	6
Third 25 percent	36	23	—	33	6.0	55	9
Highest 25 percent	34	25	3	29	6.0	48	17
Highest 10 percent	36	29	3	32	6.0	44	19
Establishment characteristics							
Goods-producing industries	28	16	—	24	8.0	55	17
Manufacturing	29	16	—	25	8.0	54	17
Service-providing industries	38	25	3	35	6.0	52	10
Trade, transportation, and utilities	36	—	—	34	—	60	4
Financial activities	54	45	3	54	6.0	34	12
Finance and insurance	55	46	3	55	6.0	35	10
Credit intermediation and related activities ..	64	59	2	64	5.0	35	2
Insurance carriers and related activities	48	35	4	48	7.0	38	14
Education and health services	—	—	—	—	—	—	9

See footnotes at end of table.

Table 64. Savings and thrift plans: Selected automatic escalation features, private industry workers, 2015—continued

(All workers participating in savings and thrift plans with automatic enrollment = 100 percent)

Characteristics	Automatic escalation available	Automatic escalation features ¹				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	39	33	3	36	6.0	54	7
1 to 49 workers	39	35	3	39	6.0	55	5
50 to 99 workers	38	—	—	29	7.0	52	10
100 workers or more	34	17	—	30	6.0	52	14
100 to 499 workers	29	11	4	27	7.0	61	10
500 workers or more	39	23	—	34	6.0	43	18
Geographic areas							
Northeast	—	—	—	—	—	52	—
New England	—	—	—	—	—	66	—
Middle Atlantic	—	—	—	—	—	48	—
South	35	18	3	28	6.0	51	14
South Atlantic	37	19	4	25	—	45	17
East South Central	43	—	—	41	6.0	50	7
West South Central	28	16	3	27	6.0	61	11
Midwest	32	22	3	30	6.0	62	7
East North Central	31	21	3	28	6.0	62	7
West North Central	35	—	—	35	10.0	61	4
West	37	24	3	36	7.0	46	16
Mountain	—	—	—	—	—	56	—

¹ 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.

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 data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2015."

Note: Because of rounding, sums of individual items may not equal totals. 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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.