

Table 7. Cash balance plans: Employer contributions, private industry workers, 2019

(All workers participating in cash balance plans = 100 percent)

Characteristics	Flat rate percentage contribution	Mean flat rate (in percent)	Variable percentage contribution	Contributions vary by ¹				
				Social Security taxable wage base	Age	Service	Earnings	Other
Worker characteristics								
All workers	14	4.40	86	25	61	68	-	-
Management, professional, and related	16	4.66	84	-	61	66	-	-
Management, business, and financial	18	4.20	82	-	64	72	-	-
Professional and related	-	-	-	13	58	60	-	-
Sales and office	16	3.90	84	22	51	66	-	-
Sales and related	-	-	-	-	61	73	-	-
Office and administrative support	-	-	-	24	49	64	-	-
Natural resources, construction, and maintenance	-	-	-	-	70	-	-	-
Installation, maintenance, and repair	-	-	-	-	71	-	-	-
Production, transportation, and material moving	-	-	-	-	76	77	-	-
Transportation and material moving	-	-	-	-	68	90	-	-
Full time	14	4.37	86	24	63	67	-	-
Part time	-	-	-	-	-	84	-	-
Union	-	-	-	-	70	43	-	-
Nonunion	15	4.46	85	23	60	71	-	-
Average wage within the following categories ² :								
Second 25 percent	-	-	-	-	62	71	-	-
Third 25 percent	11	4.05	89	13	62	74	-	-
Highest 25 percent	18	4.67	82	-	61	63	-	-
Highest 10 percent	22	4.62	78	-	56	59	-	-
Service-providing industries	15	4.36	85	27	58	69	-	-
Trade, transportation, and utilities	-	-	-	-	62	96	-	-
Financial activities	29	3.90	71	-	35	67	-	-
Finance and insurance	26	4.02	74	-	36	70	-	-
Credit intermediation and related activities ..	-	-	-	-	33	75	-	-
Insurance carriers and related activities	-	-	-	-	42	68	-	-
Education and health services	-	-	-	-	68	86	-	-

See footnotes at end of table.

Table 7. Cash balance plans: Employer contributions, private industry workers, 2019—continued

(All workers participating in cash balance plans = 100 percent)

Characteristics	Flat rate percentage contribution	Mean flat rate (in percent)	Variable percentage contribution	Contributions vary by ¹				
				Social Security taxable wage base	Age	Service	Earnings	Other
1 to 99 workers	—	—	—	—	60	69	—	—
1 to 49 workers	—	—	—	—	60	68	—	—
100 workers or more	13	4.19	87	20	61	68	—	—
100 to 499 workers	—	—	—	—	47	60	—	—
500 workers or more	11	4.16	89	—	66	70	—	—
Geographic areas								
Northeast	12	4.02	88	18	56	76	—	—
New England	—	—	—	—	63	70	—	—
Middle Atlantic	—	—	—	21	53	77	—	—
South	—	—	—	—	62	77	—	—
South Atlantic	—	—	—	—	59	72	—	—
East South Central	—	—	—	—	74	90	—	—
West South Central	—	—	—	—	65	85	—	—
Midwest	—	—	—	21	69	48	—	—
East North Central	—	—	—	—	70	44	—	—
West North Central	—	—	—	—	65	66	—	—
West	—	—	—	—	57	56	—	—
Pacific	—	—	—	—	54	45	—	—

¹ The sum of individual categories may exceed the total because many workers may be in plans in which contributions vary by more than one characteristic.

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 2019."

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 Retirement Benefit Terms" at www.bls.gov/ncs/ebs/detailedprovisions/2019/ownership/private/glossary-retirement.htm.

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