

Table 7. Standard errors for cash balance plans: Employer contributions, private industry workers, 2019

Characteristics	Flat rate percentage contribution	Mean flat rate (in percent)	Variable percentage contribution	Contributions vary by				
				Social Security taxable wage base	Age	Service	Earnings	Other
Worker characteristics								
All workers	2.8	0.25	2.8	5.9	4.3	5.0	—	—
Management, professional, and related	3.5	0.29	3.5	—	5.7	6.6	—	—
Management, business, and financial	4.8	0.12	4.8	—	6.8	6.5	—	—
Professional and related	—	—	—	3.0	9.0	10.7	—	—
Sales and office	4.4	0.11	4.4	5.1	4.8	7.2	—	—
Sales and related	—	—	—	—	14.7	12.2	—	—
Office and administrative support	—	—	—	5.8	6.7	7.0	—	—
Natural resources, construction, and maintenance	—	—	—	—	11.4	—	—	—
Installation, maintenance, and repair	—	—	—	—	12.4	—	—	—
Production, transportation, and material moving	—	—	—	—	7.4	11.6	—	—
Transportation and material moving	—	—	—	—	11.6	9.1	—	—
Full time	2.9	0.23	2.9	6.1	4.2	5.2	—	—
Part time	—	—	—	—	—	7.1	—	—
Union	—	—	—	—	9.6	10.0	—	—
Nonunion	2.9	0.24	2.9	6.6	4.6	5.4	—	—
Average wage within the following categories ¹ :								
Second 25 percent	—	—	—	—	14.9	10.5	—	—
Third 25 percent	3.1	0.22	3.1	3.4	5.9	6.2	—	—
Highest 25 percent	4.0	0.29	4.0	—	5.2	6.0	—	—
Highest 10 percent	5.1	0.40	5.1	—	5.5	7.7	—	—
Service-providing industries	3.0	0.25	3.0	6.2	4.7	5.2	—	—
Trade, transportation, and utilities	—	—	—	—	9.0	2.9	—	—
Financial activities	5.1	0.14	5.1	—	5.4	5.9	—	—
Finance and insurance	4.8	0.13	4.8	—	5.4	5.8	—	—
Credit intermediation and related activities ..	—	—	—	—	7.7	7.1	—	—
Insurance carriers and related activities	—	—	—	—	8.4	9.7	—	—
Education and health services	—	—	—	—	16.3	6.9	—	—

See footnotes at end of table.

Table 7. Standard errors for cash balance plans: Employer contributions, private industry workers, 2019—continued

Characteristics	Flat rate percentage contribution	Mean flat rate (in percent)	Variable percentage contribution	Contributions vary by				
				Social Security taxable wage base	Age	Service	Earnings	Other
1 to 99 workers	—	—	—	—	12.6	9.2	—	—
1 to 49 workers	—	—	—	—	15.4	10.7	—	—
100 workers or more	3.1	0.19	3.1	4.8	3.9	6.2	—	—
100 to 499 workers	—	—	—	—	7.3	8.2	—	—
500 workers or more	3.2	0.24	3.2	—	5.2	7.2	—	—
Geographic areas								
Northeast	3.4	0.21	3.4	2.7	5.9	8.9	—	—
New England	—	—	—	—	12.3	12.9	—	—
Middle Atlantic	—	—	—	3.2	6.6	10.9	—	—
South	—	—	—	—	9.8	5.8	—	—
South Atlantic	—	—	—	—	14.1	9.3	—	—
East South Central	—	—	—	—	12.7	5.5	—	—
West South Central	—	—	—	—	19.0	9.4	—	—
Midwest	—	—	—	5.7	5.4	11.3	—	—
East North Central	—	—	—	—	6.3	12.5	—	—
West North Central	—	—	—	—	9.6	19.0	—	—
West	—	—	—	—	7.5	9.4	—	—
Pacific	—	—	—	—	9.9	11.9	—	—

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 data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2019."

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 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.