

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	All retirement benefits ²			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	90	85	95	84	79	94	29	17	57
Worker characteristics									
Management, professional, and related	92	87	95	87	82	94	29	16	56
Professional and related	91	87	95	87	82	94	28	15	55
Teachers	91	87	96	89	84	94	24	12	51
Primary, secondary, and special education school teachers	97	94	97	96	94	97	16	8	48
Service	83	79	95	77	73	95	27	16	58
Protective service	91	87	96	84	81	96	32	18	56
Sales and office	90	86	96	81	77	95	33	20	61
Office and administrative support	91	88	96	83	78	95	33	20	60
Natural resources, construction, and maintenance	94	91	96	87	83	95	33	19	57
Production, transportation, and material moving	88	84	96	79	77	96	22	14	66
Full time	99	94	96	92	87	95	33	19	58
Part time	40	36	89	37	34	90	9	5	53
Union	97	93	96	96	91	95	26	13	50
Nonunion	83	79	95	74	69	93	32	20	62
Average wage within the following categories: ³									
Lowest 25 percent	74	69	94	66	62	94	25	15	58
Lowest 10 percent	60	56	94	51	48	94	20	12	60
Second 25 percent	94	89	95	87	82	94	31	17	55
Third 25 percent	95	91	96	89	84	95	31	18	57
Highest 25 percent	98	94	96	94	89	94	29	17	59
Highest 10 percent	97	94	96	92	87	94	32	19	58
Establishment characteristics									
Service-providing industries	90	85	95	84	79	94	29	17	58
Education and health services	91	87	95	86	80	93	27	16	57
Educational services	91	87	96	88	83	94	23	12	53
Elementary and secondary schools	92	89	97	92	88	96	16	7	45
Junior colleges, colleges, and universities	86	79	92	78	65	84	48	30	61
Health care and social assistance	92	84	91	69	62	89	56	38	68
Hospitals	94	84	90	68	59	88	61	41	68
Public administration	90	86	96	84	80	96	32	18	57
1 to 99 workers	77	74	96	65	61	95	26	19	71
1 to 49 workers	71	68	95	56	52	93	26	19	73
50 to 99 workers	87	84	97	78	75	97	27	18	69
100 workers or more	91	87	95	86	81	94	30	16	56
100 to 499 workers	88	84	96	81	77	95	25	15	60
500 workers or more	93	88	95	88	83	94	31	17	55

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	All retirement benefits ²			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	92	87	94	87	78	90	43	25	59
Local government	89	85	96	83	79	96	24	14	57
Geographic areas									
New England	86	82	96	85	81	96	8	6	85
Middle Atlantic	92	87	94	89	82	92	20	10	53
East North Central	85	82	96	80	76	96	35	14	41
West North Central	89	82	92	77	65	84	32	24	73
South Atlantic	91	85	94	88	81	92	46	19	41
East South Central	90	86	96	80	78	97	25	15	60
West South Central	90	88	98	77	76	98	24	18	73
Mountain	89	87	97	84	81	97	21	15	69
Pacific	92	89	97	87	85	97	26	23	87

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

² Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or participating in at least one of these plan types.

³ The categories are based on the average wage for each occupation surveyed, which

may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2010

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Employee contribution required	Fixed percent of annual earnings ¹			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
All workers	79	72	6.4	6.4	21
Worker characteristics					
Management, professional, and related	79	72	6.4	6.4	21
Professional and related	80	74	6.5	6.4	20
Teachers	82	75	6.7	6.4	18
Primary, secondary, and special education school teachers	81	76	6.8	6.4	19
Service	78	72	6.7	6.5	22
Protective service	75	69	7.1	7.1	25
Sales and office	78	72	6.0	6.0	22
Office and administrative support	77	71	6.1	6.0	23
Natural resources, construction, and maintenance	75	72	5.8	6.0	25
Production, transportation, and material moving ...	80	73	6.2	6.0	20
Full time	78	72	6.4	6.4	22
Part time	88	76	6.5	7.0	12
Union	79	69	6.4	6.3	21
Nonunion	78	75	6.4	6.4	22
Average wage within the following categories: ²					
Lowest 25 percent	78	74	6.3	6.4	22
Lowest 10 percent	79	76	6.4	6.4	21
Second 25 percent	79	72	6.2	6.0	21
Third 25 percent	74	68	6.4	6.3	26
Highest 25 percent	82	74	6.6	6.4	18
Highest 10 percent	85	74	6.8	7.3	15
Establishment characteristics					
Service-providing industries	79	72	6.4	6.4	21
Education and health services	81	74	6.5	6.4	19
Educational services	82	76	6.6	6.4	18
Elementary and secondary schools	82	76	6.6	6.4	18
Junior colleges, colleges, and universities	83	71	6.4	6.4	17
Health care and social assistance	69	62	5.6	5.5	31
Hospitals	64	60	5.8	6.0	36
Public administration	73	67	6.2	6.0	27
1 to 99 workers	80	73	5.9	6.0	20
1 to 49 workers	85	80	5.6	6.0	15
50 to 99 workers	74	66	6.3	6.0	26
100 workers or more	78	72	6.4	6.4	22
100 to 499 workers	79	73	6.4	6.4	21
500 workers or more	78	72	6.4	6.4	22

See footnotes at end of table.

Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Employee contribution required	Fixed percent of annual earnings ¹			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
State government	77	65	5.9	6.0	23
Local government	79	74	6.5	6.4	21
Geographic areas					
New England	99	63	5.8	5.0	1
Middle Atlantic	93	92	5.2	5.5	7
East North Central	66	59	7.8	9.4	34
West North Central	94	94	5.8	4.5	6
South Atlantic	57	56	5.6	6.0	43
East South Central	91	91	6.3	7.3	9
Pacific	78	59	6.7	7.0	22

¹ The employee contributes a fixed percentage of his or her earnings to the retirement plan.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See

Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 4. Defined benefit retirement plans: Open and frozen plans, State and local government workers, National Compensation Survey, March 2010

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Open plans ¹	Frozen plans ²
All workers	91	9
Worker characteristics		
Management, professional, and related	90	10
Professional and related	90	10
Teachers	91	9
Primary, secondary, and special education school teachers	92	8
Service	91	9
Protective service	91	9
Sales and office	91	9
Office and administrative support	92	8
Natural resources, construction, and maintenance Production, transportation, and material moving ...	94	6
Production, transportation, and material moving ...	90	10
Full time	91	9
Part time	90	10
Union	86	14
Nonunion	95	5
Average wage within the following categories: ³		
Lowest 25 percent	94	6
Lowest 10 percent	95	5
Second 25 percent	91	9
Third 25 percent	91	9
Highest 25 percent	88	12
Highest 10 percent	86	14
Establishment characteristics		
Service-providing industries	91	9
Education and health services	91	9
Educational services	92	8
Elementary and secondary schools	91	9
Junior colleges, colleges, and universities	94	6
Health care and social assistance	87	13
Hospitals	86	14
Public administration	89	11
1 to 99 workers	94	6
1 to 49 workers	95	5
50 to 99 workers	92	8
100 workers or more	90	10
100 to 499 workers	89	11
500 workers or more	91	9

See footnotes at end of table.

Table 4. Defined benefit retirement plans: Open and frozen plans, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Open plans ¹	Frozen plans ²
State government	90	10
Local government	91	9
Geographic areas		
New England	74	26
Middle Atlantic	78	22
East North Central	90	10
South Atlantic	98	2
West South Central	94	6
Pacific	88	12

¹ Plans open to new participants.

² Plans closed to new workers or plans that cease accruals for some or all plan participants.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in

the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 5. Defined benefit frozen retirement plans:¹ Benefits accrual, State and local government workers, National Compensation Survey, March 2010

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Retirement benefit accrual ²		
	All existing participants continue to accrue benefits	Some existing participants continue to accrue benefits	No existing participants continue to accrue benefits
All workers	99	—	—
Worker characteristics			
Management, professional, and related	99	—	—
Professional and related	99	—	1
Teachers	100	—	—
Primary, secondary, and special education school teachers	100	—	—
Service	99	—	—
Protective service	100	—	—
Sales and office	100	—	—
Office and administrative support	100	—	—
Natural resources, construction, and maintenance	100	—	—
Production, transportation, and material moving ...	100	—	—
Full time	99	—	—
Part time	100	—	—
Union	100	—	—
Nonunion	97	—	3
Average wage within the following categories: ³			
Lowest 25 percent	98	—	—
Lowest 10 percent	93	—	—
Second 25 percent	99	—	—
Third 25 percent	99	—	—
Highest 25 percent	100	—	—
Highest 10 percent	100	—	—
Establishment characteristics			
Service-providing industries	99	—	—
Education and health services	99	—	1
Educational services	100	—	—
Elementary and secondary schools	100	—	—
Junior colleges, colleges, and universities	100	—	—
Health care and social assistance	91	—	—
Hospitals	94	—	—
Public administration	100	—	—
1 to 99 workers	100	—	—
1 to 49 workers	100	—	—
50 to 99 workers	100	—	—
100 workers or more	99	—	—
100 to 499 workers	98	—	—
500 workers or more	99	—	—

See footnotes at end of table.

Table 5. Defined benefit frozen retirement plans:¹ Benefits accrual, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Retirement benefit accrual ²		
	All existing participants continue to accrue benefits	Some existing participants continue to accrue benefits	No existing participants continue to accrue benefits
State government	100	—	—
Local government	99	—	—
Geographic areas			
New England	100	—	—
Middle Atlantic	100	—	—
East North Central	100	—	—
West North Central	100	—	—
South Atlantic	90	—	—
West South Central	99	—	—
Mountain	100	—	—
Pacific	100	—	—

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² Benefit accruals are for existing participants since the plan was closed to new workers or stopped accruing benefits.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in

the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, National Compensation Survey, March 2010

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Time since plan closed to new workers or stopped accruing benefits		
	1 year	2 to 5 years	Greater than 5 years
All workers	—	—	95
Worker characteristics			
Management, professional, and related	—	5	95
Professional and related	—	4	96
Teachers	—	—	97
Primary, secondary, and special education school teachers	—	—	97
Service	—	—	95
Protective service	—	—	95
Sales and office	—	—	95
Office and administrative support	—	—	95
Natural resources, construction, and maintenance	—	—	98
Production, transportation, and material moving ...	—	—	99
Full time	—	—	95
Part time	—	—	99
Union	—	3	97
Nonunion	—	—	89
Average wage within the following categories: ²			
Lowest 25 percent	—	—	91
Lowest 10 percent	—	—	91
Second 25 percent	—	8	92
Third 25 percent	—	4	96
Highest 25 percent	—	3	97
Highest 10 percent	—	—	97
Establishment characteristics			
Service-providing industries	—	—	95
Education and health services	—	5	95
Educational services	—	4	96
Elementary and secondary schools	—	2	98
Junior colleges, colleges, and universities	—	—	88
Health care and social assistance	—	11	89
Hospitals	—	—	90
Public administration	—	—	94
1 to 99 workers	—	—	97
50 to 99 workers	—	—	95
100 workers or more	—	5	95
100 to 499 workers	—	—	90
500 workers or more	—	3	97

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Time since plan closed to new workers or stopped accruing benefits		
	1 year	2 to 5 years	Greater than 5 years
State government	—	—	88
Local government	—	—	97
Geographic areas			
New England	—	—	97
Middle Atlantic	—	—	100
East North Central	—	—	99
West North Central	—	—	95
South Atlantic	—	—	86
West South Central	—	—	77
Mountain	—	—	100
Pacific	—	—	92

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for

more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, National Compensation Survey, March 2010

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Alternatives to frozen plans available	Alternatives for employees in frozen plans ²		
		New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
All workers	100	94	1	18
Worker characteristics				
Management, professional, and related	100	97	1	–
Professional and related	100	97	1	–
Teachers	100	100	–	–
Primary, secondary, and special education school teachers	100	100	–	10
Service	100	90	2	–
Protective service	100	88	–	–
Sales and office	100	90	–	32
Office and administrative support	100	89	–	34
Natural resources, construction, and maintenance	100	94	–	–
Production, transportation, and material moving	100	98	–	–
Full time	100	94	1	19
Part time	100	98	–	–
Union	100	96	–	–
Nonunion	100	90	4	20
Average wage within the following categories: ³				
Lowest 25 percent	100	89	4	–
Lowest 10 percent	100	72	–	–
Second 25 percent	100	93	1	–
Third 25 percent	100	91	–	–
Highest 25 percent	100	99	–	12
Highest 10 percent	100	100	–	4
Establishment characteristics				
Service-providing industries	100	95	1	18
Education and health services	100	97	1	11
Educational services	100	98	–	10
Elementary and secondary schools	100	98	–	10
Junior colleges, colleges, and universities	100	97	–	–
Health care and social assistance	100	89	–	–
Hospitals	100	94	–	8
Public administration	100	91	–	–
1 to 99 workers	100	84	–	42
1 to 49 workers	100	71	–	54
50 to 99 workers	100	92	–	–
100 workers or more	100	95	1	–
100 to 499 workers	100	91	–	–
500 workers or more	100	97	–	15

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	Alternatives to frozen plans available	Alternatives for employees in frozen plans ²		
		New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
State government	100	91	—	—
Local government	100	96	1	12
Geographic areas				
New England	100	98	—	—
Middle Atlantic	100	99	—	—
East North Central	100	88	—	—
West North Central	100	88	—	—
South Atlantic	100	69	—	23
West South Central	100	90	—	—
Mountain	100	92	—	—
Pacific	100	99	—	50

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The sum of the individual components may be greater than the total because some employers offer more than one alternative.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2010

(All workers participating in defined contribution plans = 100 percent)

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	58	42	77	23
Worker characteristics				
Management, professional, and related	56	44	74	26
Professional and related	55	45	73	27
Teachers	52	48	72	28
Primary, secondary, and special education school teachers	37	63	64	36
Service	60	40	78	22
Protective service	64	36	80	20
Sales and office	59	41	84	16
Office and administrative support	58	42	84	16
Natural resources, construction, and maintenance Production, transportation, and material moving ...	66	34	78	22
.....	57	43	–	–
Full time	58	42	77	23
Part time	62	38	75	25
Union	43	57	65	35
Nonunion	66	34	83	17
Average wage within the following categories: ¹				
Lowest 25 percent	62	38	83	17
Lowest 10 percent	63	37	83	17
Second 25 percent	61	39	80	20
Third 25 percent	54	46	72	28
Highest 25 percent	56	44	74	26
Highest 10 percent	61	39	71	29
Establishment characteristics				
Service-providing industries	58	42	77	23
Education and health services	55	45	71	29
Educational services	53	47	67	33
Elementary and secondary schools	38	62	59	41
Junior colleges, colleges, and universities	64	36	74	26
Health care and social assistance	61	39	81	19
Hospitals	64	36	79	21
Public administration	59	41	83	17
1 to 99 workers	62	38	–	–
1 to 49 workers	71	29	–	–
50 to 99 workers	48	52	–	–
100 workers or more	57	43	75	25
100 to 499 workers	62	38	91	9
500 workers or more	56	44	70	30

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers participating in defined contribution plans = 100 percent)

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
State government	57	43	74	26
Local government	59	41	79	21
Geographic areas				
Middle Atlantic	72	28	80	20
East North Central	44	56	80	20
South Atlantic	49	51	65	35
East South Central	79	21	—	—
West South Central	—	—	92	8
Mountain	48	52	—	—
Pacific	36	64	66	34

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 9. Health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Health care ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	88	78	89	88	73	83
Worker characteristics						
Management, professional, and related	90	79	88	90	73	81
Professional and related	89	78	88	89	73	82
Teachers	89	79	88	89	73	82
Primary, secondary, and special education school teachers	95	84	88	95	78	82
Service	81	73	89	81	68	85
Protective service	89	81	91	89	77	87
Sales and office	88	80	91	88	75	84
Office and administrative support	89	81	91	89	75	84
Natural resources, construction, and maintenance	95	85	90	95	81	86
Production, transportation, and material moving ...	84	75	90	82	69	84
Full time	99	88	89	99	82	84
Part time	28	22	76	28	19	68
Union	96	87	90	95	79	83
Nonunion	82	71	87	81	67	82
Average wage within the following categories: ³						
Lowest 25 percent	69	59	85	69	56	81
Lowest 10 percent	53	43	82	53	41	79
Second 25 percent	92	83	90	91	78	85
Third 25 percent	95	84	89	95	79	83
Highest 25 percent	97	87	89	97	79	82
Highest 10 percent	97	88	91	97	80	82
Establishment characteristics						
Service-providing industries	88	78	89	88	72	83
Education and health services	89	78	88	89	72	81
Educational services	89	78	88	88	72	81
Elementary and secondary schools	89	77	86	89	71	80
Junior colleges, colleges, and universities	86	79	92	86	75	87
Health care and social assistance	91	80	88	91	76	83
Hospitals	94	83	88	94	77	82
Public administration	88	80	90	88	75	84
1 to 99 workers	76	67	88	75	64	85
1 to 49 workers	68	60	87	68	58	86
50 to 99 workers	87	77	89	86	73	84
100 workers or more	90	80	89	89	74	82
100 to 499 workers	85	77	90	85	72	85
500 workers or more	91	81	88	91	74	82

See footnotes at end of table.

Table 9. Health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Health care ²			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	94	87	92	94	82	88
Local government	86	75	87	86	69	81
Geographic areas						
New England	85	76	90	85	71	84
Middle Atlantic	87	82	94	87	78	91
East North Central	81	70	86	81	63	78
West North Central	84	71	85	84	67	80
South Atlantic	91	79	87	91	74	81
East South Central	94	82	87	94	80	85
West South Central	90	77	85	90	74	82
Mountain	87	78	89	86	68	79
Pacific	90	84	93	90	75	83

See footnotes at end of table.

Table 9. Health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	54	47	86	37	30	81	86	71	83
Worker characteristics									
Management, professional, and related	55	47	86	38	30	80	89	72	81
Professional and related	54	46	85	36	29	81	88	72	81
Teachers	53	46	86	34	28	83	88	71	82
Primary, secondary, and special education school teachers	58	50	87	36	31	84	94	76	81
Service	49	42	86	35	28	80	79	67	84
Protective service	58	50	86	42	34	81	87	75	86
Sales and office	57	50	87	40	33	82	87	73	84
Office and administrative support	57	50	87	40	33	82	87	74	84
Natural resources, construction, and maintenance	62	55	89	40	33	84	94	80	85
Production, transportation, and material moving	58	51	87	35	29	82	82	68	83
Full time	61	53	86	42	34	81	97	81	83
Part time	17	13	79	13	10	77	27	19	68
Union	70	61	86	50	44	87	94	78	83
Nonunion	41	36	86	27	19	72	81	66	82
Average wage within the following categories: ³									
Lowest 25 percent	34	29	85	23	17	73	68	55	81
Lowest 10 percent	21	17	82	13	9	69	52	41	79
Second 25 percent	59	51	87	41	32	80	90	76	85
Third 25 percent	58	51	87	39	32	82	94	78	83
Highest 25 percent	67	57	85	47	40	84	95	78	82
Highest 10 percent	69	60	87	50	43	87	95	79	83
Establishment characteristics									
Service-providing industries	54	47	86	37	30	81	86	71	83
Education and health services	52	45	86	34	28	81	87	71	81
Educational services	51	44	86	34	28	82	87	71	81
Elementary and secondary schools	51	44	86	34	28	82	87	70	80
Junior colleges, colleges, and universities	50	44	88	33	27	81	86	74	86
Health care and social assistance	60	52	85	40	30	76	90	74	83
Hospitals	61	52	85	38	28	75	93	75	81
Public administration	59	50	86	43	34	79	87	74	84
1 to 99 workers	41	36	87	31	24	80	74	63	84
1 to 49 workers	35	31	88	24	20	82	67	57	85
50 to 99 workers	52	44	85	40	31	78	86	72	84
100 workers or more	56	48	86	38	31	81	88	73	82
100 to 499 workers	54	48	89	35	30	84	83	70	85
500 workers or more	57	48	85	39	31	80	90	73	82

See footnotes at end of table.

Table 9. Health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	59	52	88	49	37	76	93	82	88
Local government	53	45	85	33	28	83	84	68	81
Geographic areas									
New England	49	42	86	20	18	86	83	69	83
Middle Atlantic	59	53	90	44	40	91	85	77	91
East North Central	63	52	83	46	35	76	79	62	78
West North Central	53	43	82	10	8	82	83	66	79
South Atlantic	48	40	84	39	24	62	90	73	81
East South Central	23	19	83	11	8	68	93	79	85
West South Central	24	20	86	15	11	75	88	72	81
Mountain	74	65	88	34	29	84	86	68	79
Pacific	84	74	89	71	65	92	89	74	83

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

² Health care is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage. If workers have access to or participate in at least one of these benefits, they are considered as having access to or participating in health care.

³ The categories are based on the average wage for each occupation surveyed,

which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 10. Health care benefits:¹ Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2010

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	89	11	73	27
Worker characteristics				
Management, professional, and related	89	11	73	27
Professional and related	89	11	72	28
Teachers	90	10	72	28
Primary, secondary, and special education school teachers	90	10	70	30
Service	88	12	73	27
Protective service	88	12	76	24
Sales and office	89	11	73	27
Office and administrative support	89	11	74	26
Natural resources, construction, and maintenance	89	11	74	26
Production, transportation, and material moving ...	89	11	74	26
Full time	89	11	73	27
Part time	87	13	74	26
Union	90	10	81	19
Nonunion	87	13	63	37
Average wage within the following categories: ²				
Lowest 25 percent	88	12	65	35
Lowest 10 percent	87	13	59	41
Second 25 percent	88	12	74	26
Third 25 percent	88	12	72	28
Highest 25 percent	89	11	77	23
Highest 10 percent	90	10	81	19
Establishment characteristics				
Service-providing industries	89	11	73	27
Education and health services	89	11	71	29
Educational services	89	11	71	29
Elementary and secondary schools	90	10	70	30
Junior colleges, colleges, and universities	88	12	74	26
Health care and social assistance	83	17	70	30
Hospitals	81	19	69	31
Public administration	88	12	76	24
1 to 99 workers	90	10	72	28
1 to 49 workers	91	9	72	28
50 to 99 workers	89	11	72	28
100 workers or more	88	12	73	27
100 to 499 workers	91	9	73	27
500 workers or more	88	12	73	27

See footnotes at end of table.

Table 10. Health care benefits:¹ Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2010—Continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government	87	13	75	25
Local government	89	11	72	28
Geographic areas				
New England	85	15	78	22
Middle Atlantic	91	9	89	11
East North Central	91	9	83	17
West North Central	89	11	65	35
South Atlantic	86	14	61	39
East South Central	89	11	57	43
West South Central	85	15	52	48
Mountain	86	14	62	38
Pacific	90	10	82	18

¹ Health care is a collective term for the following benefits: medical, dental, and vision care benefits; and outpatient prescription drug coverage.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational

Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 11. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2010

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	89	11	73	27
Worker characteristics				
Management, professional, and related	89	11	72	28
Professional and related	88	12	71	29
Teachers	89	11	70	30
Primary, secondary, and special education school teachers	89	11	69	31
Service	89	11	74	26
Protective service	89	11	78	22
Sales and office	89	11	74	26
Office and administrative support	89	11	74	26
Natural resources, construction, and maintenance	90	10	76	24
Production, transportation, and material moving	89	11	74	26
Full time	89	11	73	27
Part time	86	14	74	26
Union	90	10	81	19
Nonunion	89	11	65	35
Average wage within the following categories: ¹				
Lowest 25 percent	89	11	66	34
Lowest 10 percent	89	11	60	40
Second 25 percent	89	11	75	25
Third 25 percent	90	10	73	27
Highest 25 percent	88	12	76	24
Highest 10 percent	89	11	81	19
Establishment characteristics				
Service-providing industries	89	11	73	27
Education and health services	89	11	70	30
Educational services	89	11	69	31
Elementary and secondary schools	89	11	68	32
Junior colleges, colleges, and universities	89	11	72	28
Health care and social assistance	86	14	74	26
Hospitals	86	14	74	26
Public administration	89	11	79	21
1 to 99 workers	91	9	71	29
1 to 49 workers	92	8	71	29
50 to 99 workers	90	10	71	29
100 workers or more	89	11	73	27
100 to 499 workers	90	10	73	27
500 workers or more	88	12	73	27

See footnotes at end of table.

Table 11. Medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2010—Continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
State government	88	12	75	25
Local government	90	10	72	28
Geographic areas				
New England	85	15	82	18
Middle Atlantic	92	8	90	10
East North Central	90	10	85	15
West North Central	90	10	70	30
South Atlantic	88	12	66	34
East South Central	91	9	59	41
West South Central	87	13	54	46
Mountain	90	10	69	31
Pacific	87	13	79	21

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 12. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2010

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	\$427.29	36	\$458.38	64	\$409.76	\$85.18
Worker characteristics							
Management, professional, and related	100	434.40	36	469.85	64	414.43	88.66
Professional and related	100	434.88	36	472.90	64	413.26	90.94
Teachers	100	446.74	41	475.88	59	426.62	94.48
Primary, secondary, and special education school teachers	100	457.25	41	492.64	59	432.59	98.39
Service	100	417.13	36	438.11	64	405.57	81.16
Protective service	100	421.49	32	455.28	68	405.36	75.56
Sales and office	100	425.55	37	451.69	63	410.43	81.87
Office and administrative support	100	427.33	36	456.89	64	410.72	81.64
Natural resources, construction, and maintenance	100	408.95	35	442.47	65	390.56	78.43
Production, transportation, and material moving ...	100	411.43	37	447.50	63	389.84	78.73
Full time	100	427.51	36	457.76	64	410.45	84.03
Part time	100	421.95	36	473.58	64	393.32	112.71
Union	100	466.15	39	516.60	61	434.37	91.37
Nonunion	100	389.71	34	393.48	66	387.81	79.66
Average wage within the following categories: ¹							
Lowest 25 percent	100	398.48	39	414.73	61	388.21	87.57
Lowest 10 percent	100	373.00	39	367.78	61	376.35	84.67
Second 25 percent	100	424.47	34	450.91	66	410.80	79.31
Third 25 percent	100	427.34	38	460.49	62	407.04	79.31
Highest 25 percent	100	448.71	34	495.34	66	424.46	92.45
Highest 10 percent	100	461.80	36	500.45	64	439.69	89.13
Establishment characteristics							
Service-providing industries	100	427.76	36	458.36	64	410.43	85.47
Education and health services	100	425.80	37	456.64	63	407.49	92.24
Educational services	100	428.93	39	455.28	61	412.20	93.41
Elementary and secondary schools	100	438.24	42	466.64	58	418.08	99.71
Junior colleges, colleges, and universities	100	398.91	31	407.56	69	395.04	78.45
Health care and social assistance	100	404.82	27	469.91	73	381.17	85.71
Hospitals	100	399.26	30	452.53	70	375.92	90.17
Public administration	100	431.77	32	474.26	68	411.61	74.27
1 to 99 workers	100	425.88	45	437.42	55	416.45	76.69
1 to 49 workers	100	426.06	45	431.25	55	421.73	73.70
50 to 99 workers	100	425.66	44	445.22	56	410.10	80.30
100 workers or more	100	427.47	35	461.85	65	409.04	86.10
100 to 499 workers	100	459.74	39	505.17	61	430.90	80.02
500 workers or more	100	416.59	34	444.96	66	402.25	87.99

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with single coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
State government	100	\$414.72	24	\$460.39	76	\$400.39	\$76.60
Local government	100	432.27	41	457.92	59	414.55	89.55
Geographic areas							
New England	100	450.25	23	501.72	77	435.24	103.55
Middle Atlantic	100	427.98	47	433.94	53	422.61	78.24
East North Central	100	491.33	25	592.23	75	457.76	66.26
West North Central	100	411.05	46	440.12	54	386.71	87.90
South Atlantic	100	386.78	33	405.27	67	377.73	83.14
East South Central	100	403.85	40	375.96	60	422.26	69.65
West South Central	100	358.18	40	379.26	60	343.98	100.25
Pacific	100	483.90	34	595.43	66	426.59	100.55

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 13. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2010

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage							
	Total with contributory coverage	Flat dollar amount	Composite rate ¹	Varies ²	Flexible benefits ³	Percent of earnings	Exists, but unknown	Other
All workers	100	77	—	13	3	1	5	—
Worker characteristics								
Management, professional, and related	100	77	—	13	3	1	5	—
Professional and related	100	77	—	14	2	1	5	—
Teachers	100	79	—	12	2	—	6	—
Primary, secondary, and special education school teachers	100	78	—	10	2	—	7	—
Service	100	78	—	12	2	1	6	—
Protective service	100	80	—	11	2	—	5	—
Sales and office	100	77	—	15	2	1	3	—
Office and administrative support	100	78	—	15	2	1	3	—
Natural resources, construction, and maintenance	100	79	—	14	2	1	4	—
Production, transportation, and material moving	100	77	—	11	—	—	10	—
Full time	100	77	—	13	3	1	5	—
Part time	100	74	—	14	4	—	7	—
Union	100	75	—	14	2	2	6	—
Nonunion	100	79	—	13	3	(⁴)	4	—
Average wage within the following categories: ⁵								
Lowest 25 percent	100	80	—	11	3	(⁴)	5	—
Lowest 10 percent	100	82	—	10	—	—	6	—
Second 25 percent	100	79	—	15	1	1	3	—
Third 25 percent	100	78	—	11	2	1	6	—
Highest 25 percent	100	73	—	15	3	2	5	—
Highest 10 percent	100	70	—	16	4	3	6	—
Establishment characteristics								
Service-providing industries	100	77	—	13	3	1	5	—
Education and health services	100	77	—	15	2	1	5	—
Educational services	100	78	—	13	2	1	5	—
Elementary and secondary schools	100	79	—	11	2	—	7	—
Junior colleges, colleges, and universities	100	77	—	21	—	—	—	—
Health care and social assistance	100	70	—	21	—	—	5	—
Hospitals	100	76	—	16	—	—	5	—
Public administration	100	78	—	12	4	2	4	—
1 to 99 workers	100	70	—	17	7	—	6	—
1 to 49 workers	100	61	—	20	10	—	—	—
50 to 99 workers	100	80	—	—	—	—	3	—
100 workers or more	100	78	—	13	2	1	5	—
100 to 499 workers	100	83	—	11	3	—	3	—
500 workers or more	100	76	—	13	2	2	5	—

See footnotes at end of table.

Table 13. Medical care benefits, single coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage							
	Total with contributory coverage	Flat dollar amount	Composite rate ¹	Varies ²	Flexible benefits ³	Percent of earnings	Exists, but unknown	Other
State government	100	70	—	21	4	—	—	—
Local government	100	81	—	9	2	(⁴)	7	—
Geographic areas								
New England	100	84	—	—	—	—	—	—
Middle Atlantic	100	69	—	11	—	10	11	—
East North Central	100	79	—	17	—	—	4	—
West North Central	100	71	—	—	—	—	7	—
South Atlantic	100	92	—	5	—	—	2	—
East South Central	100	73	—	27	—	—	—	—
West South Central	100	80	—	—	—	—	8	—
Mountain	100	77	—	—	7	—	—	—
Pacific	100	64	—	22	8	—	2	—

¹ A composite rate is a set contribution covering more than one benefit area, for example, health care and life insurance. Cost data for individual plans cannot be determined.

² Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

³ Amount varies by options selected under a "cafeteria plan" or employer-sponsored reimbursement account.

⁴ Less than 0.5 percent.

⁵ The categories are based on the average wage for each occupation surveyed,

which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 14. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2010

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	\$877.25	13	\$1,115.05	87	\$842.64	\$354.66
Worker characteristics							
Management, professional, and related	100	870.05	13	1,120.96	87	832.55	372.56
Professional and related	100	861.66	13	1,132.95	87	820.47	384.07
Teachers	100	854.16	15	1,151.86	85	799.82	411.40
Primary, secondary, and special education school teachers	100	855.04	15	1,222.58	85	790.40	430.42
Service	100	892.47	13	1,124.45	87	859.14	338.33
Protective service	100	953.24	12	1,197.71	88	919.81	296.30
Sales and office	100	886.88	12	1,101.02	88	858.31	330.63
Office and administrative support	100	885.84	11	1,107.58	89	857.15	328.85
Natural resources, construction, and maintenance	100	876.33	11	—	89	850.90	312.49
Production, transportation, and material moving ...	100	865.00	15	1,085.11	85	826.61	338.99
Full time	100	874.76	13	1,119.36	87	839.00	354.56
Part time	100	937.32	12	1,000.39	88	929.09	356.99
Union	100	1,024.64	22	1,133.69	78	993.66	319.86
Nonunion	100	735.47	4	1,006.35	96	725.21	381.71
Average wage within the following categories: ¹							
Lowest 25 percent	100	763.81	7	1,131.91	93	736.44	394.86
Lowest 10 percent	100	672.82	4	1,127.53	96	653.87	434.68
Second 25 percent	100	895.19	11	1,069.27	89	873.64	325.75
Third 25 percent	100	867.95	12	1,094.48	88	837.96	340.63
Highest 25 percent	100	947.30	19	1,141.45	81	902.71	359.65
Highest 10 percent	100	1,016.90	24	1,083.41	76	995.96	321.62
Establishment characteristics							
Service-providing industries	100	876.97	13	1,112.78	87	842.51	355.70
Education and health services	100	834.78	13	1,123.99	87	791.04	398.20
Educational services	100	823.15	14	1,129.56	86	773.62	408.77
Elementary and secondary schools	100	819.45	17	1,134.53	83	757.14	439.20
Junior colleges, colleges, and universities	100	837.65	6	1,093.87	94	820.77	325.00
Health care and social assistance	100	912.10	8	1,059.36	92	899.35	332.49
Hospitals	100	906.94	10	1,062.28	90	889.14	325.64
Public administration	100	950.67	12	1,094.67	88	931.84	284.32
1 to 99 workers	100	852.86	8	1,222.34	92	821.83	341.12
1 to 49 workers	100	845.10	7	1,255.20	93	814.88	336.63
50 to 99 workers	100	862.42	9	—	91	830.59	346.78
100 workers or more	100	880.39	13	1,107.04	87	845.49	356.51
100 to 499 workers	100	937.83	14	1,216.48	86	891.50	358.67
500 workers or more	100	861.17	13	1,067.02	87	830.31	355.80

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with family coverage medical care benefits = 100 percent)

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
State government	100	\$891.23	3	\$1,044.32	97	\$886.56	\$298.28
Local government	100	871.66	17	1,120.10	83	822.23	380.86
Geographic areas							
New England	100	1,127.06	14	1,146.67	86	1,123.93	298.68
Middle Atlantic	100	1,058.66	45	1,075.18	55	1,045.34	240.36
East North Central	100	1,118.14	15	1,261.11	85	1,092.83	236.34
West North Central	100	910.51	12	1,262.62	88	862.34	415.40
South Atlantic	100	748.81	1	924.44	99	746.79	383.42
East South Central	100	591.04	—	—	—	—	—
West South Central	100	577.96	—	—	—	—	—
Pacific	100	990.62	13	1,123.92	87	969.99	321.58

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 15. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2010

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage							
	Total with contributory coverage	Flat dollar amount	Composite rate ¹	Varies ²	Flexible benefits ³	Percent of earnings	Exists, but unknown	Other
All workers	100	82	—	9	2	1	6	—
Worker characteristics								
Management, professional, and related	100	81	—	10	2	1	6	—
Professional and related	100	82	—	10	2	1	6	—
Teachers	100	83	—	8	—	—	7	—
Primary, secondary, and special education school teachers	100	83	—	7	—	—	8	—
Service	100	83	—	8	1	1	6	—
Protective service	100	84	—	8	—	—	5	—
Sales and office	100	83	—	9	2	1	5	—
Office and administrative support	100	83	—	10	1	1	5	—
Natural resources, construction, and maintenance	100	84	—	8	2	1	5	—
Production, transportation, and material moving	100	80	—	9	—	—	9	—
Full time	100	82	—	9	2	1	6	—
Part time	100	79	—	11	2	—	—	—
Union	100	78	—	10	2	2	8	—
Nonunion	100	84	—	9	2	(⁴)	4	—
Average wage within the following categories: ⁵								
Lowest 25 percent	100	85	—	8	2	(⁴)	6	—
Lowest 10 percent	100	86	—	6	—	—	7	—
Second 25 percent	100	84	—	10	1	1	4	—
Third 25 percent	100	83	—	7	2	1	7	—
Highest 25 percent	100	78	—	12	3	1	6	—
Highest 10 percent	100	76	—	14	3	2	4	—
Establishment characteristics								
Service-providing industries	100	82	—	9	2	1	6	—
Education and health services	100	82	—	11	1	1	6	—
Educational services	100	83	—	10	1	(⁴)	6	—
Elementary and secondary schools	100	83	—	8	1	—	7	—
Junior colleges, colleges, and universities	100	83	—	15	—	—	1	—
Health care and social assistance	100	75	—	16	—	—	6	—
Hospitals	100	82	—	11	—	—	5	—
Public administration	100	82	—	8	3	1	5	—
1 to 99 workers	100	79	—	9	4	—	8	—
1 to 49 workers	100	77	—	—	6	—	8	—
50 to 99 workers	100	82	—	8	—	—	7	—
100 workers or more	100	82	—	9	2	1	5	—
100 to 499 workers	100	87	—	7	1	—	4	—
500 workers or more	100	81	—	10	2	1	6	—

See footnotes at end of table.

Table 15. Medical care benefits, family coverage: Employee participation by type of contribution, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage							
	Total with contributory coverage	Flat dollar amount	Composite rate ¹	Varies ²	Flexible benefits ³	Percent of earnings	Exists, but unknown	Other
State government	100	75	—	15	3	—	—	—
Local government	100	85	—	7	1	(⁴)	7	—
Geographic areas								
New England	100	86	—	—	—	—	—	—
Middle Atlantic	100	72	—	10	—	9	8	—
East North Central	100	84	—	12	—	—	4	—
West North Central	100	77	—	—	—	—	9	—
South Atlantic	100	94	—	4	—	—	2	—
East South Central	100	84	—	—	—	—	—	—
West South Central	100	84	—	—	—	—	9	—
Mountain	100	73	—	—	5	—	—	—
Pacific	100	70	—	16	5	—	—	—

¹ A composite rate is a set contribution covering more than one benefit area, for example, health care and life insurance. Cost data for individual plans cannot be determined.

² Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

³ Amount varies by options selected under a "cafeteria plan" or employer-sponsored reimbursement account.

⁴ Less than 0.5 percent.

⁵ The categories are based on the average wage for each occupation surveyed,

which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 16. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2010

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage ¹					Family coverage ¹				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	\$20.00	\$38.47	\$64.54	\$98.84	\$155.70	\$83.70	\$175.08	\$294.58	\$510.00	\$672.54
Worker characteristics										
Management, professional, and related	20.60	39.00	66.36	105.00	166.98	84.97	176.18	318.37	533.00	715.00
Professional and related	20.54	38.96	67.58	106.94	169.50	82.70	176.02	327.53	533.00	751.15
Teachers	20.00	37.91	68.70	112.00	174.95	82.70	164.03	334.40	546.00	785.17
Primary, secondary, and special education school teachers	21.64	39.00	72.76	117.54	175.18	90.00	158.71	375.00	567.00	794.50
Service	21.56	39.71	60.40	94.06	150.62	82.87	177.41	290.39	473.46	609.00
Protective service	24.28	40.00	59.86	87.92	143.10	79.00	170.96	248.02	384.76	570.97
Sales and office	18.00	35.32	64.32	95.18	146.56	86.76	178.00	285.09	473.46	582.00
Office and administrative support	18.00	33.09	61.90	95.78	146.56	85.00	175.08	285.44	472.06	581.88
Natural resources, construction, and maintenance	19.56	30.68	62.00	93.46	135.04	75.01	161.43	246.05	425.05	581.00
Production, transportation, and material moving ...	20.60	36.31	59.86	91.37	162.73	95.52	143.32	246.00	466.60	680.48
Full time	20.00	38.16	64.35	97.39	151.95	84.58	176.18	294.58	510.00	667.00
Part time	29.44	40.02	86.40	155.84	214.58	63.96	141.00	294.58	512.58	744.45
Union	21.13	37.00	63.37	101.32	174.00	71.48	128.11	220.25	409.22	692.21
Nonunion	19.41	39.00	66.00	97.62	146.56	120.74	208.14	367.84	533.00	658.00
Average wage within the following categories: ²										
Lowest 25 percent	19.41	39.67	66.80	105.70	171.46	133.55	212.00	368.54	533.00	697.61
Lowest 10 percent	18.00	37.53	66.00	105.99	171.07	153.82	234.41	453.94	563.00	741.22
Second 25 percent	19.86	37.05	60.04	93.84	144.85	82.00	168.29	267.56	447.80	581.00
Third 25 percent	20.60	39.00	64.00	93.66	145.00	82.31	169.24	293.80	517.00	680.48
Highest 25 percent	20.76	36.58	67.52	106.60	171.06	76.42	148.23	266.66	486.03	715.00
Highest 10 percent	21.74	33.18	57.87	94.72	156.23	73.82	128.11	223.95	415.62	598.40
Establishment characteristics										
Service-providing industries	20.00	38.47	64.54	98.84	156.00	83.70	175.60	295.62	512.58	675.07
Education and health services	18.75	38.66	66.81	110.56	174.00	86.36	178.44	342.87	538.19	756.62
Educational services	18.32	36.40	66.90	111.36	175.18	85.39	178.60	353.40	551.42	767.99
Elementary and secondary schools	20.54	39.00	73.92	124.10	187.64	90.00	176.18	431.10	579.28	810.92
Junior colleges, colleges, and universities	15.14	31.00	57.85	81.46	123.34	78.00	180.00	252.00	462.36	563.00
Health care and social assistance	29.19	47.21	66.00	106.22	146.56	97.49	171.46	294.58	432.30	575.42
Hospitals	31.00	49.91	76.23	115.28	153.00	130.20	193.36	299.19	432.07	563.40
Public administration	22.00	38.48	58.07	93.46	135.90	78.02	170.96	247.76	381.59	533.00
1 to 99 workers	22.47	37.34	64.35	93.46	143.10	83.78	170.96	294.58	487.56	656.68
1 to 49 workers	17.12	31.00	56.62	93.46	143.10	81.00	170.96	273.20	498.00	563.00
50 to 99 workers	26.31	46.77	78.14	93.46	144.85	96.84	168.29	294.58	473.46	694.00
100 workers or more	20.00	38.47	64.54	100.94	162.57	83.00	176.02	295.98	517.00	675.07
100 to 499 workers	21.15	39.00	61.56	98.12	145.00	85.39	170.96	300.66	510.00	701.00
500 workers or more	19.56	37.91	65.41	102.09	169.50	82.00	176.38	294.58	517.00	650.00

See footnotes at end of table.

Table 16. Medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2010—Continued

(Includes workers participating in medical care benefits with flat dollar amount contributory coverage)

Characteristics	Single coverage ¹					Family coverage ¹				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government	\$24.32	\$41.86	\$57.93	\$90.00	\$131.37	\$84.97	\$179.59	\$244.12	\$393.68	\$533.00
Local government	19.48	35.49	66.80	106.94	172.40	83.00	167.04	325.70	533.00	740.47
Geographic areas										
New England	30.00	49.43	83.24	141.64	191.25	—	—	—	—	—
Middle Atlantic	25.00	43.66	59.54	77.89	120.24	55.90	120.01	216.41	248.90	448.49
East North Central	19.00	31.00	48.72	74.56	113.00	60.41	78.00	159.98	247.76	466.60
West North Central	24.98	50.00	79.44	115.28	169.50	130.20	208.82	375.00	605.00	813.95
South Atlantic	23.10	50.00	66.00	93.46	129.00	140.48	180.00	294.58	533.00	642.29
East South Central	18.00	24.32	54.50	107.62	165.86	164.03	233.62	486.00	563.00	581.00
West South Central	22.00	46.00	86.00	135.42	191.34	230.00	367.84	429.26	606.16	778.28
Mountain	17.33	24.60	39.00	90.82	175.18	83.00	178.00	285.68	529.88	792.79
Pacific	18.20	28.61	79.13	123.50	175.18	75.02	115.52	250.87	423.28	684.00

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers pay the same as or more than the premium shown, and half pay the same as or less than the premium shown. At the 25th percentile, one-fourth of participating workers pay the same or less than the premium shown. The remaining percentiles follow the same logic.

² The categories are based on the average wage for each occupation surveyed, which

may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 17. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	80	78	97	23	23	98	35	33	96
Worker characteristics									
Management, professional, and related	81	78	97	22	22	98	37	36	96
Professional and related	80	77	97	20	20	98	37	35	96
Teachers	79	77	97	18	18	99	37	36	97
Primary, secondary, and special education school teachers	83	82	98	15	15	99	39	38	98
Service	75	72	97	23	22	97	27	26	96
Protective service	84	83	98	23	22	97	27	26	95
Sales and office	81	79	97	26	26	99	34	33	97
Office and administrative support	81	79	97	26	26	99	34	33	97
Natural resources, construction, and maintenance	90	89	99	30	29	99	41	40	98
Production, transportation, and material moving ...	76	75	99	21	21	100	29	28	96
Full time	90	88	97	25	25	98	39	38	97
Part time	23	22	94	12	11	97	12	11	95
Union	87	85	98	28	27	98	34	33	97
Nonunion	74	72	97	19	19	98	35	34	96
Average wage within the following categories: ²									
Lowest 25 percent	62	59	96	18	18	99	27	26	96
Lowest 10 percent	46	44	96	13	13	99	19	18	98
Second 25 percent	84	82	98	26	25	98	33	32	96
Third 25 percent	85	84	98	26	26	98	39	38	97
Highest 25 percent	89	86	97	24	24	99	39	38	96
Highest 10 percent	89	86	97	29	29	100	37	36	98
Establishment characteristics									
Service-providing industries	80	77	97	23	23	98	34	33	96
Education and health services	80	77	97	20	20	98	36	35	96
Educational services	79	77	97	19	19	99	36	34	96
Elementary and secondary schools	78	77	98	18	18	99	35	34	97
Junior colleges, colleges, and universities	82	77	94	21	20	98	37	34	93
Health care and social assistance	82	80	97	27	25	95	41	40	97
Hospitals	89	85	96	24	24	96	48	47	98
Public administration	82	80	98	28	27	98	31	30	96
1 to 99 workers	64	62	97	21	21	99	33	32	97
1 to 49 workers	61	59	96	23	22	99	28	28	99
50 to 99 workers	69	67	97	18	18	100	40	38	95
100 workers or more	82	80	97	24	23	98	35	34	96
100 to 499 workers	73	71	98	18	17	96	34	33	98
500 workers or more	85	83	97	26	25	99	35	34	96

See footnotes at end of table.

Table 17. Insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
State government	86	82	95	28	27	97	35	33	94
Local government	78	76	98	22	21	99	35	34	97
Geographic areas									
New England	72	69	96	10	10	100	18	17	97
Middle Atlantic	84	84	99	41	40	99	17	16	98
East North Central	78	74	95	23	22	96	51	49	97
West North Central	77	76	99	12	12	100	56	55	99
South Atlantic	84	81	97	26	26	97	43	41	94
East South Central	83	78	94	—	—	—	21	20	96
West South Central	76	74	98	10	9	99	16	15	95
Mountain	83	82	98	23	23	100	62	59	95
Pacific	76	75	99	34	33	100	30	30	99

¹ The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational

Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 18. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2010

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	11	89
Worker characteristics		
Management, professional, and related	11	89
Professional and related	11	89
Teachers	10	90
Primary, secondary, and special education school teachers	10	90
Service	11	89
Protective service	11	89
Sales and office	10	90
Office and administrative support	10	90
Natural resources, construction, and maintenance	8	92
Production, transportation, and material moving ...	7	93
Full time	11	89
Part time	9	91
Union	8	92
Nonunion	13	87
Average wage within the following categories: ¹		
Lowest 25 percent	12	88
Second 25 percent	11	89
Third 25 percent	10	90
Highest 25 percent	10	90
Highest 10 percent	13	87
Establishment characteristics		
Service-providing industries	11	89
Education and health services	11	89
Educational services	10	90
Elementary and secondary schools	9	91
Health care and social assistance	14	86
Hospitals	13	87
Public administration	11	89
1 to 99 workers	11	89
1 to 49 workers	10	90
100 workers or more	11	89
100 to 499 workers	11	89
500 workers or more	11	89

See footnotes at end of table.

Table 18. Life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government	18	82
Local government	8	92
Geographic areas		
Middle Atlantic	7	93
East North Central	15	85
West North Central	6	94
South Atlantic	12	88
West South Central	6	94
Mountain	6	94
Pacific	1	99

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See

Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 19. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2010

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers	38	2	53	6	2
Worker characteristics					
Management, professional, and related	37	2	55	5	2
Professional and related	36	2	56	5	1
Teachers	33	1	60	5	1
Primary, secondary, and special education school teachers	30	1	63	6	1
Service	40	2	49	6	2
Protective service	39	3	49	6	3
Sales and office	41	2	50	7	1
Office and administrative support	41	2	50	6	1
Natural resources, construction, and maintenance	43	—	49	5	—
Production, transportation, and material moving ...	35	2	51	—	—
Full time	39	2	52	6	2
Part time	30	2	62	4	2
Union	32	2	58	8	1
Nonunion	44	2	47	4	2
Average wage within the following categories: ¹					
Lowest 25 percent	41	1	52	4	1
Lowest 10 percent	48	—	47	3	—
Second 25 percent	42	2	47	6	3
Third 25 percent	40	2	48	8	2
Highest 25 percent	33	2	60	4	1
Highest 10 percent	34	2	59	4	1
Establishment characteristics					
Service-providing industries	38	2	53	6	2
Education and health services	37	1	55	5	1
Educational services	35	1	57	5	1
Elementary and secondary schools	30	1	63	5	1
Junior colleges, colleges, and universities	51	3	38	5	2
Health care and social assistance	53	—	43	3	—
Hospitals	54	—	43	—	—
Public administration	39	3	49	6	2
1 to 99 workers	35	1	57	3	4
1 to 49 workers	33	—	55	4	—
50 to 99 workers	38	—	58	—	—
100 workers or more	39	2	52	6	1
100 to 499 workers	40	—	55	2	—
500 workers or more	38	2	51	7	2

See footnotes at end of table.

Table 19. Life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with basic life insurance coverage = 100 percent)

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
State government	47	2	42	5	4
Local government	35	1	56	6	1
Geographic areas					
Middle Atlantic	37	—	48	14	—
East North Central	43	—	51	4	—
West North Central	47	—	46	6	—
South Atlantic	61	2	25	6	6
East South Central	51	—	—	—	—
West South Central	22	—	75	—	—
Mountain	31	—	64	—	—
Pacific	15	3	79	—	—

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 20. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2010

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts ¹					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
All workers	–	46	24	26	–	1.5	1.5
Worker characteristics							
Management, professional, and related	–	43	26	27	–	1.5	1.5
Professional and related	–	43	27	27	3	1.5	1.5
Teachers	–	42	25	29	3	1.5	1.5
Primary, secondary, and special education school teachers	–	44	27	27	2	1.4	1.5
Service	–	49	21	24	7	1.5	–
Protective service	–	54	15	21	11	1.5	1.0
Sales and office	–	48	24	26	2	1.4	1.5
Office and administrative support	–	48	25	25	2	1.4	1.5
Natural resources, construction, and maintenance	–	56	18	21	–	1.4	1.0
Production, transportation, and material moving ...	–	42	27	27	–	1.5	1.5
Full time	–	46	24	26	–	1.5	1.5
Part time	–	54	23	18	–	1.4	–
Union	–	54	29	12	–	1.4	1.0
Nonunion	–	40	21	36	–	1.5	1.5
Average wage within the following categories: ²							
Lowest 25 percent	–	47	24	28	2	1.4	1.5
Lowest 10 percent	–	40	22	–	2	1.5	1.5
Second 25 percent	–	46	24	26	3	1.4	1.5
Third 25 percent	–	52	20	24	–	1.4	–
Highest 25 percent	–	39	29	25	–	1.5	1.5
Highest 10 percent	–	39	27	25	–	1.6	1.5
Establishment characteristics							
Service-providing industries	–	46	24	26	–	1.5	1.5
Education and health services	–	43	24	31	3	1.5	1.5
Educational services	–	40	24	33	2	1.5	1.5
Elementary and secondary schools	–	41	27	31	2	1.5	1.5
Junior colleges, colleges, and universities	–	41	17	–	4	1.5	–
Health care and social assistance	–	55	23	–	3	1.4	–
Hospitals	–	56	17	–	5	1.5	–
Public administration	–	53	24	17	–	1.4	1.0
1 to 99 workers	–	44	32	–	6	1.4	1.5
1 to 49 workers	–	44	28	–	–	1.4	1.5
50 to 99 workers	–	45	37	–	–	1.5	1.5
100 workers or more	–	46	24	27	–	1.5	1.5
100 to 499 workers	–	44	26	23	6	1.5	1.5
500 workers or more	–	47	23	28	–	1.5	1.5

See footnotes at end of table.

Table 20. Life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with fixed multiple of annual earnings formula life insurance coverage = 100 percent)

Characteristics	Multiple of annual earnings amounts ¹					Mean multiple of annual earnings	Median multiple of annual earnings
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Greater than 2.0 times earnings		
State government	—	42	26	—	3	1.5	1.5
Local government	—	48	24	24	—	1.4	1.5
Geographic areas							
Middle Atlantic	—	25	51	9	15	1.7	1.5
East North Central	—	67	12	17	4	1.3	1.0
West North Central	—	38	—	—	—	1.5	1.5
South Atlantic	—	45	21	32	3	1.5	1.5
West South Central	—	37	38	24	—	1.5	1.5
Mountain	—	68	—	—	—	1.2	1.0
Pacific	—	72	15	—	2	1.2	1.0

¹ Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, National Compensation Survey, March 2010

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts ²				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	\$5,000	\$10,000	\$20,000	\$40,000	\$50,000
Worker characteristics					
Management, professional, and related	5,000	10,000	20,000	45,000	50,000
Professional and related	5,000	10,000	20,000	45,000	50,000
Teachers	5,000	10,000	25,000	50,000	50,000
Service	5,000	10,000	20,000	35,000	50,000
Protective service	5,000	10,000	15,000	30,000	50,000
Sales and office	5,000	10,000	20,000	30,000	50,000
Office and administrative support	5,000	10,000	20,000	30,000	50,000
Full time	5,000	10,000	20,000	40,000	50,000
Part time	5,000	13,750	25,000	50,000	50,000
Union	5,000	10,000	25,000	50,000	50,000
Nonunion	5,000	10,000	15,000	25,000	50,000
Average wage within the following categories: ³					
Lowest 25 percent	5,000	10,000	20,000	25,000	50,000
Lowest 10 percent	5,000	10,000	20,000	25,000	50,000
Second 25 percent	5,000	10,000	20,000	30,000	50,000
Third 25 percent	5,000	10,000	20,000	30,000	50,000
Highest 25 percent	5,000	10,000	25,000	50,000	50,000
Establishment characteristics					
Service-providing industries	5,000	10,000	20,000	40,000	50,000
Education and health services	5,000	10,000	20,000	40,000	50,000
Educational services	5,000	10,000	20,000	45,000	50,000
Junior colleges, colleges, and universities	5,000	5,000	10,000	27,500	50,000
Health care and social assistance	5,000	10,000	20,000	25,000	50,000
Hospitals	5,000	10,000	15,000	25,000	50,000
Public administration	5,000	10,000	20,000	30,000	50,000
1 to 99 workers	5,000	10,000	20,000	25,000	50,000
1 to 49 workers	5,000	10,000	20,000	25,000	50,000
50 to 99 workers	5,000	10,000	15,000	25,000	50,000
100 workers or more	5,000	10,000	20,000	40,000	50,000
500 workers or more	5,000	10,000	20,000	40,000	50,000

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(Includes workers participating in life insurance plans with flat-dollar amount formulas)

Characteristics	Flat dollar amounts ²				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
State government	\$5,000	\$5,000	\$15,000	\$25,000	\$50,000
Local government	6,000	10,000	20,000	40,000	50,000
Geographic areas					
East North Central	15,000	20,000	30,000	50,000	50,000
West North Central	10,000	15,000	20,000	40,000	50,000
South Atlantic	5,000	10,000	10,000	25,000	30,000
Mountain	10,000	15,000	20,000	40,000	50,000
Pacific	5,000	10,000	20,000	50,000	50,000

¹ Includes participants in plans providing a fixed benefit amount. Dollar amounts can be a flat amount or can vary by the employee's earnings or length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 22. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2010

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
All workers	51	22	8	19
Worker characteristics				
Management, professional, and related	52	20	9	18
Professional and related	49	18	11	22
Teachers	45	22	12	21
Primary, secondary, and special education school teachers	46	30	—	—
Service	52	22	7	19
Protective service	60	24	—	—
Sales and office	50	23	6	21
Office and administrative support	49	24	6	20
Natural resources, construction, and maintenance	48	26	—	—
Production, transportation, and material moving ...	46	32	—	—
Full time	51	23	7	18
Part time	48	7	17	27
Union	45	20	13	22
Nonunion	59	24	2	15
Average wage within the following categories: ²				
Lowest 25 percent	47	26	4	23
Lowest 10 percent	45	26	4	25
Second 25 percent	55	21	6	18
Third 25 percent	50	23	8	19
Highest 25 percent	51	19	13	17
Establishment characteristics				
Service-providing industries	51	22	8	19
Education and health services	49	21	9	21
Educational services	45	23	9	23
Elementary and secondary schools	36	27	7	30
Junior colleges, colleges, and universities	70	—	16	—
Health care and social assistance	68	—	—	11
Hospitals	67	—	—	14
Public administration	54	22	8	16
1 to 99 workers	51	36	—	—
1 to 49 workers	62	—	—	6
50 to 99 workers	—	45	—	—
100 workers or more	51	20	9	20
100 to 499 workers	46	28	12	14
500 workers or more	52	18	8	21

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Non-commercially insured ¹	Commercially insured	Legally required	Other
State government	83	—	12	—
Local government	38	29	6	27
Geographic areas				
New England	—	32	—	—
Middle Atlantic	25	10	26	40
East North Central	48	—	—	32
South Atlantic	59	—	—	—
West South Central	60	—	—	—
Mountain	34	60	—	—
Pacific	76	14	8	3

¹ Employer assumes all risks and expenses of providing the benefit.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more

details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2010

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	12	88
Worker characteristics		
Management, professional, and related	11	89
Professional and related	11	89
Teachers	9	91
Service	15	85
Protective service	16	84
Sales and office	13	87
Office and administrative support	13	87
Natural resources, construction, and maintenance	12	88
Full time	12	88
Part time	10	90
Union	15	85
Nonunion	9	91
Average wage within the following categories: ¹		
Lowest 25 percent	10	90
Lowest 10 percent	8	92
Second 25 percent	12	88
Third 25 percent	12	88
Highest 25 percent	15	85
Establishment characteristics		
Service-providing industries	12	88
Education and health services	11	89
Educational services	8	92
Elementary and secondary schools	9	91
Junior colleges, colleges, and universities	4	96
Health care and social assistance	27	73
Hospitals	31	69
Public administration	16	84
100 workers or more	13	87
100 to 499 workers	18	82
500 workers or more	12	88

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government	13	87
Local government	12	88
Geographic areas		
New England	—	100
Middle Atlantic	31	69
East North Central	19	81
West South Central	—	100
Mountain	14	86
Pacific	5	95

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2010

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers	3	1	84	8	4
Worker characteristics					
Management, professional, and related	—	—	83	8	6
Professional and related	—	—	82	7	7
Teachers	—	—	74	6	12
Primary, secondary, and special education school teachers	—	—	79	5	4
Service	3	—	86	9	—
Protective service	—	—	82	—	—
Sales and office	—	—	85	10	3
Office and administrative support	—	—	84	10	3
Natural resources, construction, and maintenance	—	—	86	11	—
Production, transportation, and material moving	—	—	77	—	—
Full time	3	1	84	9	4
Part time	4	—	83	8	—
Union	5	1	79	9	6
Nonunion	—	—	89	8	2
Average wage within the following categories: ¹					
Lowest 25 percent	—	—	90	5	3
Lowest 10 percent	—	—	89	—	—
Second 25 percent	3	—	81	13	—
Third 25 percent	—	—	86	7	1
Highest 25 percent	2	1	79	8	9
Establishment characteristics					
Service-providing industries	3	1	84	8	4
Education and health services	—	—	82	6	7
Educational services	4	1	82	6	7
Elementary and secondary schools	—	—	81	4	9
Junior colleges, colleges, and universities	—	—	84	12	—
Health care and social assistance	—	—	86	10	—
Hospitals	—	—	92	7	—
Public administration	2	—	86	11	—
1 to 99 workers	—	—	89	—	—
1 to 49 workers	—	—	85	—	—
50 to 99 workers	—	—	97	—	—
100 workers or more	3	1	83	9	4
100 to 499 workers	—	3	85	10	—
500 workers or more	3	(²)	83	9	5

See footnotes at end of table.

Table 24. Short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
State government	—	—	83	16	—
Local government	4	1	84	5	6
Geographic areas					
New England	—	—	88	—	—
Middle Atlantic	3	1	83	1	12
East North Central	3	—	77	16	—
South Atlantic	—	—	83	13	—
West South Central	—	—	88	—	—
Mountain	—	—	96	—	—
Pacific	—	—	85	8	4

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2010

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks ¹					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	84	15	24	26	26	52	16
Worker characteristics							
Management, professional, and related	83	–	–	–	–	–	17
Professional and related	81	20	24	26	48	52	19
Teachers	77	20	24	26	52	52	23
Primary, secondary, and special education school teachers	87	20	22	26	52	52	13
Service	86	18	24	26	26	52	14
Protective service	88	–	–	–	–	–	12
Sales and office	82	13	22	26	26	52	18
Office and administrative support	82	12	22	26	26	52	18
Natural resources, construction, and maintenance	86	–	–	–	–	–	14
Production, transportation, and material moving ...	72	–	–	–	–	–	28
Full time	84	13	22	26	26	52	16
Part time	83	21	26	26	26	26	17
Union	78	20	26	26	26	52	22
Nonunion	90	13	22	26	52	52	10
Average wage within the following categories: ²							
Lowest 25 percent	85	–	–	–	–	–	15
Second 25 percent	88	20	25	26	26	52	12
Third 25 percent	84	–	–	–	–	–	16
Highest 25 percent	79	20	24	26	26	52	21
Establishment characteristics							
Service-providing industries	83	15	24	26	26	52	17
Education and health services	80	20	22	26	48	52	20
Educational services	78	21	24	26	52	52	22
Elementary and secondary schools	73	20	22	26	52	52	27
Junior colleges, colleges, and universities	90	25	26	26	26	52	10
Health care and social assistance	94	13	20	26	26	26	6
Public administration	88	–	–	–	–	–	12
1 to 99 workers:							
1 to 49 workers	97	20	26	26	52	52	3
100 workers or more	83	18	24	26	26	52	17
100 to 499 workers	84	12	20	26	26	48	16
500 workers or more	83	20	25	26	26	52	17

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with short-term disability coverage = 100 percent)

Characteristics	Fixed duration	Number of weeks ¹					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	95	—	—	—	—	—	5
Local government	79	—	—	—	—	—	21
Geographic areas							
Middle Atlantic	77	26	26	26	26	26	23
East North Central	55	—	—	—	—	—	45
South Atlantic	96	—	—	—	—	—	4
Pacific	91	—	—	—	—	—	9

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2010

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers	—	31	8	31	17	13	61.0	60.0
Worker characteristics								
Management, professional, and related	—	33	10	29	13	15	61.1	60.0
Professional and related	—	33	11	25	14	18	62.1	60.0
Teachers	—	40	8	19	9	24	63.4	60.0
Primary, secondary, and special education school teachers	—	47	5	14	10	25	62.2	58.0
Service	—	31	4	33	23	9	60.7	60.0
Protective service	—	34	—	37	17	10	60.4	60.0
Sales and office	—	23	7	37	24	9	60.9	60.0
Office and administrative support	—	23	7	37	24	9	60.9	60.0
Natural resources, construction, and maintenance	—	35	—	30	—	—	62.2	60.0
Production, transportation, and material moving	—	37	—	28	—	—	60.0	60.0
Full time	—	30	7	33	17	14	61.2	60.0
Part time	—	43	19	7	23	—	58.7	55.0
Union	—	20	8	36	25	12	62.0	60.0
Nonunion	—	43	7	26	9	15	60.0	58.0
Average wage within the following categories: ¹								
Lowest 25 percent	—	36	5	31	15	13	60.4	60.0
Lowest 10 percent	—	41	5	30	—	—	60.0	60.0
Second 25 percent	—	30	8	33	20	10	60.6	60.0
Third 25 percent	—	34	6	33	18	10	59.8	60.0
Highest 25 percent	—	26	11	28	17	19	62.9	60.0
Establishment characteristics								
Service-providing industries	—	31	8	31	17	13	61.1	60.0
Education and health services	—	34	12	24	13	17	61.8	60.0
Educational services	—	38	12	20	11	20	62.1	60.0
Elementary and secondary schools	—	44	5	21	12	18	60.6	60.0
Junior colleges, colleges, and universities	—	22	31	14	6	—	66.5	58.0
Health care and social assistance	—	15	12	48	23	—	59.9	60.0
Hospitals	—	—	—	47	—	—	59.0	60.0
Public administration	—	27	4	36	25	8	60.5	60.0
1 to 99 workers	—	42	—	41	—	2	57.1	60.0
1 to 49 workers	—	51	—	39	—	—	55.7	—
50 to 99 workers	—	—	—	44	—	5	59.4	60.0
100 workers or more	—	30	9	30	18	15	61.6	60.0
100 to 499 workers	—	29	—	41	15	13	61.1	60.0
500 workers or more	—	30	10	27	18	15	61.7	60.0

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
State government	—	19	17	42	10	—	62.2	60.0
Local government	—	36	4	26	20	13	60.5	60.0
Geographic areas								
New England	—	—	—	—	19	68	80.5	—
Middle Atlantic	—	20	3	23	50	4	62.0	67.0
East North Central	—	47	—	30	—	11	59.1	60.0
South Atlantic	—	61	—	22	3	14	58.0	50.0
West South Central	—	—	—	57	—	—	61.8	60.0
Mountain	—	—	—	47	—	—	66.7	60.0
Pacific	—	21	29	43	5	—	57.3	60.0

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2010

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	70	\$135	\$200	\$561	\$831	\$1,662	30
Worker characteristics							
Management, professional, and related	72	—	—	—	—	—	28
Professional and related	73	170	200	692	831	1,662	27
Teachers	73	170	476	692	831	2,000	27
Primary, secondary, and special education school teachers	71	170	500	692	693	2,000	29
Service	67	135	200	502	692	1,500	33
Protective service	62	135	200	546	692	1,500	38
Sales and office	73	135	200	500	692	1,662	27
Office and administrative support	73	135	200	500	700	1,662	27
Natural resources, construction, and maintenance	57	—	—	—	—	—	43
Production, transportation, and material moving ...	56	170	170	550	692	1,000	44
Full time	70	170	200	625	831	1,662	30
Part time	62	135	185	200	476	769	38
Union	79	135	184	476	831	1,662	21
Nonunion	60	400	625	692	769	1,662	40
Average wage within the following categories: ²							
Lowest 25 percent	63	200	500	692	750	1,662	37
Lowest 10 percent	54	—	—	—	—	—	46
Second 25 percent	69	135	200	502	692	1,500	31
Third 25 percent	75	170	200	625	750	1,662	25
Highest 25 percent	71	135	185	546	917	1,662	29
Establishment characteristics							
Service-providing industries	69	135	200	561	831	1,662	31
Education and health services	70	184	450	692	831	1,500	30
Educational services	71	—	—	—	—	—	29
Elementary and secondary schools	71	—	—	—	—	—	29
Health care and social assistance	63	135	184	521	961	1,662	37
Hospitals	60	—	—	—	—	—	40
Public administration	70	135	200	546	959	1,662	30
1 to 99 workers	62	—	—	—	—	—	38
1 to 49 workers	67	135	400	625	692	692	33
50 to 99 workers	54	135	625	1,000	1,662	1,662	46
100 workers or more	71	135	200	550	831	1,662	29
100 to 499 workers	57	—	—	—	—	—	43
500 workers or more	74	135	200	546	769	1,500	26

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with fixed percent of annual earnings short-term disability coverage = 100 percent)

Characteristics	With maximum benefit amount	Maximum weekly benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	79	\$135	\$185	\$546	\$692	\$1,662	21
Local government	66	—	—	—	—	—	34
Geographic areas							
Middle Atlantic	87	170	200	450	546	831	13
East North Central	19	500	550	900	1,039	1,500	81
South Atlantic	81	500	692	692	692	2,000	19
West South Central	62	—	—	—	—	—	38
Pacific	83	—	—	—	—	—	17

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2010

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
All workers	18	82
Worker characteristics		
Management, professional, and related	19	81
Professional and related	19	81
Teachers	21	79
Primary, secondary, and special education school teachers	22	78
Service	17	83
Protective service	18	82
Sales and office	16	84
Office and administrative support	17	83
Full time	18	82
Part time	22	78
Union	18	82
Nonunion	17	83
Average wage within the following categories: ¹		
Lowest 25 percent	20	80
Second 25 percent	14	86
Third 25 percent	16	84
Highest 25 percent	20	80
Highest 10 percent	20	80
Establishment characteristics		
Service-providing industries	18	82
Education and health services	19	81
Educational services	20	80
Elementary and secondary schools	21	79
Junior colleges, colleges, and universities	18	82
Health care and social assistance	13	87
Hospitals	15	85
Public administration	16	84
100 workers or more	18	82
100 to 499 workers	17	83
500 workers or more	18	82

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with long-term disability coverage = 100 percent)

Characteristics	Employee contribution required	Employee contribution not required
State government	20	80
Local government	17	83
Geographic areas		
Middle Atlantic	6	94
East North Central	37	63
West North Central	8	92
South Atlantic	6	94
Mountain	51	49

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for

more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2010

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers	94	4	1	1
Worker characteristics				
Management, professional, and related	94	4	1	1
Professional and related	94	4	1	1
Teachers	96	2	—	—
Primary, secondary, and special education school teachers	96	—	—	—
Service	93	5	—	—
Protective service	93	6	—	—
Sales and office	93	5	—	—
Office and administrative support	93	6	—	—
Natural resources, construction, and maintenance	97	—	—	—
Production, transportation, and material moving	95	—	—	—
Full time	94	4	1	1
Part time	93	5	—	—
Union	94	3	—	—
Nonunion	94	5	—	—
Average wage within the following categories: ¹				
Lowest 25 percent	93	6	—	—
Lowest 10 percent	96	4	—	—
Second 25 percent	92	6	—	—
Third 25 percent	95	4	—	—
Highest 25 percent	95	2	1	1
Highest 10 percent	96	—	—	—
Establishment characteristics				
Service-providing industries	94	4	1	1
Education and health services	95	3	—	—
Educational services	95	3	—	—
Elementary and secondary schools	96	—	1	—
Junior colleges, colleges, and universities	91	—	—	—
Health care and social assistance	93	—	—	—
Hospitals	93	—	—	—
Public administration	92	7	—	—
1 to 99 workers	89	8	3	—
1 to 49 workers	86	—	5	—
50 to 99 workers	93	—	—	—
100 workers or more	95	4	1	1
100 to 499 workers	96	2	—	—
500 workers or more	94	4	—	—

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
State government	86	—	1	—
Local government	97	1	1	1
Geographic areas				
New England	99	—	—	—
Middle Atlantic	93	3	—	—
East North Central	87	—	—	—
West North Central	97	—	—	—
South Atlantic	98	—	—	—
East South Central	87	—	—	—
West South Central	100	—	—	—
Mountain	98	—	—	—
Pacific	92	—	3	—

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2010

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers	18	41	23	–	–	60.8	60.0
Worker characteristics							
Management, professional, and related	16	37	26	–	–	61.2	60.0
Professional and related	16	35	27	–	–	61.3	60.0
Teachers	16	32	28	–	–	61.9	62.0
Primary, secondary, and special education school teachers	16	30	28	18	8	61.9	62.0
Service	23	44	19	9	5	60.1	60.0
Protective service	22	47	20	–	–	60.0	60.0
Sales and office	19	46	18	–	–	60.2	60.0
Office and administrative support	19	45	18	–	–	60.2	60.0
Natural resources, construction, and maintenance	20	44	22	–	–	60.0	60.0
Production, transportation, and material moving ...	23	49	–	–	–	60.2	60.0
Full time	17	42	24	–	–	60.9	60.0
Part time	39	20	–	16	–	59.4	60.0
Union	22	39	–	16	–	61.0	60.0
Nonunion	15	42	30	–	–	60.6	60.0
Average wage within the following categories: ¹							
Lowest 25 percent	18	39	27	–	–	60.7	60.0
Lowest 10 percent	20	44	22	–	–	60.1	60.0
Second 25 percent	20	42	21	–	–	60.4	60.0
Third 25 percent	16	40	25	–	–	61.3	60.0
Highest 25 percent	18	41	20	14	7	60.7	60.0
Highest 10 percent	22	40	19	–	–	59.7	60.0
Establishment characteristics							
Service-providing industries	18	41	23	–	–	60.9	60.0
Education and health services	18	37	24	–	–	61.1	60.0
Educational services	17	34	27	–	–	61.6	60.0
Elementary and secondary schools	18	30	28	17	7	61.7	62.0
Junior colleges, colleges, and universities	13	45	22	–	–	61.3	60.0
Health care and social assistance	24	56	–	–	–	57.9	60.0
Hospitals	26	53	–	–	–	57.7	60.0
Public administration	20	46	22	–	–	60.0	60.0
1 to 99 workers	14	41	21	17	6	62.0	60.0
1 to 49 workers	–	35	–	–	–	61.9	60.0
50 to 99 workers	–	47	–	–	–	62.2	60.0
100 workers or more	19	41	23	–	–	60.6	60.0
100 to 499 workers	24	40	15	15	6	60.2	60.0
500 workers or more	17	41	26	–	–	60.8	60.0

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with a fixed percent of annual earnings long-term disability coverage = 100 percent)

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
State government	11	44	27	—	—	61.6	60.0
Local government	20	39	22	14	5	60.6	60.0
Geographic areas							
Middle Atlantic	13	56	—	21	—	61.3	60.0
East North Central	49	18	—	14	—	57.6	60.0
West North Central	—	43	—	11	—	62.3	60.0
South Atlantic	8	37	53	2	—	61.1	62.0
East South Central	—	60	16	—	—	58.8	60.0
West South Central	—	79	—	—	—	59.3	60.0
Mountain	—	39	20	36	—	63.5	66.0
Pacific	15	47	26	—	—	61.1	60.0

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2010

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	64	—	—	—	—	—	36
Worker characteristics							
Management, professional, and related	66	—	—	—	—	—	34
Professional and related	65	—	—	—	—	—	35
Teachers	65	\$1,500	\$3,500	\$5,000	\$6,000	\$8,750	35
Primary, secondary, and special education school teachers	62	—	—	—	—	—	38
Service	62	2,000	3,900	5,000	7,500	10,000	38
Protective service	64	—	—	—	—	—	36
Sales and office	59	—	—	—	—	—	41
Office and administrative support	60	—	—	—	—	—	40
Natural resources, construction, and maintenance	65	—	—	—	—	—	35
Production, transportation, and material moving ...	70	—	—	—	—	—	30
Full time	65	1,500	3,900	5,000	6,000	9,000	35
Part time	51	2,333	4,000	5,000	7,000	10,000	49
Union	61	2,000	3,000	5,000	6,000	9,100	39
Nonunion	67	—	—	—	—	—	33
Average wage within the following categories: ²							
Lowest 25 percent	63	—	—	—	—	—	37
Lowest 10 percent	59	—	—	—	—	—	41
Second 25 percent	62	—	—	—	—	—	38
Third 25 percent	63	—	—	—	—	—	37
Highest 25 percent	68	2,222	3,900	5,000	6,667	10,000	32
Highest 10 percent	70	2,500	4,400	5,000	7,000	10,000	30
Establishment characteristics							
Service-providing industries	65	1,500	3,900	5,000	6,000	9,000	35
Education and health services	64	1,500	3,900	5,000	6,000	8,500	36
Educational services	64	1,500	3,500	5,000	6,000	8,750	36
Elementary and secondary schools	63	—	—	—	—	—	37
Health care and social assistance	64	—	—	—	—	—	36
Public administration	62	—	—	—	—	—	38
1 to 99 workers	67	3,000	3,500	4,000	5,000	7,000	33
1 to 49 workers	74	3,000	3,900	3,900	5,000	7,000	26
50 to 99 workers	60	—	—	—	—	—	40
100 workers or more	64	1,500	3,900	5,000	6,000	9,100	36
100 to 499 workers	59	3,000	4,000	5,000	6,000	9,000	41
500 workers or more	66	—	—	—	—	—	34

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers participating in fixed percent of annual earnings long-term disability plans = 100 percent)

Characteristics	With maximum benefit amount	Maximum monthly benefit amount ¹					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	60	—	—	—	—	—	40
Local government	66	\$1,500	\$3,900	\$5,000	\$6,000	\$9,000	34
Geographic areas							
Middle Atlantic	77	1,000	3,000	5,000	6,500	7,500	23
East North Central	43	2,500	4,400	5,000	7,000	10,000	57
West North Central	57	3,000	4,000	5,000	5,000	7,500	43
South Atlantic	80	—	—	—	—	—	20
Mountain	46	—	—	—	—	—	54
Pacific	62	3,000	5,000	5,000	7,000	10,000	38

¹ The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of the participating workers receive the same as or more than the benefit shown, and half receive the same as or less than the benefit shown. At the 25th percentile, one-fourth of the participating workers receive the same or less than the benefit shown. The remaining percentiles follow the same logic.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
								Paid	Unpaid
All workers	68	89	60	60	85	91	75	17	94
Worker characteristics									
Management, professional, and related	56	90	44	65	86	93	75	17	94
Professional and related	50	90	36	66	86	93	74	17	95
Teachers	32	88	12	70	85	92	73	17	94
Primary, secondary, and special education school teachers	28	93	9	79	87	96	73	18	96
Service	78	85	75	51	83	88	73	16	92
Protective service	87	89	87	54	89	92	81	17	95
Sales and office	87	91	86	55	84	91	78	16	94
Office and administrative support	87	92	86	56	85	92	80	16	95
Natural resources, construction, and maintenance	95	94	94	46	85	91	82	15	93
Production, transportation, and material moving ...	76	87	63	59	78	88	71	14	92
Full time	75	98	67	65	91	97	81	18	97
Part time	30	41	20	30	52	59	44	11	75
Union	70	97	57	71	95	98	81	21	97
Nonunion	66	83	62	50	77	85	71	13	90
Average wage within the following categories: ²									
Lowest 25 percent	63	75	56	45	72	80	65	13	87
Lowest 10 percent	48	62	40	37	61	69	53	11	80
Second 25 percent	87	93	83	58	87	93	79	17	95
Third 25 percent	77	94	71	65	89	95	81	17	96
Highest 25 percent	50	96	37	70	92	97	78	18	97
Highest 10 percent	46	98	34	65	95	97	79	19	97
Establishment characteristics									
Service-providing industries	67	89	59	60	85	91	75	17	94
Education and health services	56	90	43	65	85	93	74	17	95
Educational services	51	90	36	66	85	93	74	16	94
Elementary and secondary schools	43	90	27	72	85	94	73	17	94
Junior colleges, colleges, and universities	77	88	66	45	87	89	78	14	95
Health care and social assistance	91	91	90	58	87	91	72	22	95
Hospitals	93	93	94	53	89	92	76	25	95
Public administration	88	89	88	53	86	90	82	16	93
1 to 99 workers	70	78	67	45	73	80	60	12	85
1 to 49 workers	68	72	67	36	64	74	59	14	80
50 to 99 workers	73	89	66	58	87	88	61	9	92
100 workers or more	67	91	59	62	87	93	78	17	95
100 to 499 workers	64	88	59	62	81	88	68	17	92
500 workers or more	69	92	59	62	89	94	81	18	96

See footnotes at end of table.

Table 32. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid personal leave	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ¹	
								Paid	Unpaid
State government	90	94	86	54	90	94	88	19	97
Local government	60	88	51	61	83	90	71	16	93
Geographic areas									
New England	56	86	48	80	86	89	62	7	95
Middle Atlantic	63	90	58	69	93	93	77	9	94
East North Central	64	85	52	64	80	88	60	30	88
West North Central	69	89	56	51	83	88	70	—	89
South Atlantic	79	93	68	57	84	92	85	24	96
East South Central	72	91	67	39	82	89	86	—	91
West South Central	53	86	52	61	71	89	77	8	95
Mountain	61	85	55	55	88	93	75	—	96
Pacific	76	93	68	58	95	96	78	19	96

¹ The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2010

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	4	4	3	3	8	15	18	17	13	6	9	11	11
Worker characteristics													
Management, professional, and related	6	6	3	3	9	14	17	15	13	6	9	11	11
Professional and related	7	7	3	4	9	13	15	14	12	6	9	11	11
Teachers	13	13	5	5	10	11	13	9	6	6	10	10	10
Primary, secondary, and special education school teachers	16	19	—	—	6	12	13	4	—	—	10	10	10
Service	2	3	3	3	8	15	19	16	16	7	10	12	11
Protective service	—	—	1	1	9	17	24	17	20	4	5	11	11
Sales and office	1	2	2	3	7	15	20	21	13	7	8	11	11
Office and administrative support	—	2	—	3	8	15	20	21	14	7	8	12	11
Natural resources, construction, and maintenance	—	2	1	—	6	21	23	20	11	3	8	11	11
Production, transportation, and material moving	8	4	5	4	8	16	20	15	11	4	5	10	11
Full time	3	4	3	3	8	15	19	17	14	6	8	11	11
Part time	9	—	5	—	10	11	15	8	9	7	13	11	11
Union	3	5	2	2	7	11	17	19	17	6	9	11	12
Nonunion	4	3	3	5	10	18	19	15	10	6	8	11	11
Average wage within the following categories: ¹													
Lowest 25 percent	6	5	3	6	10	17	17	13	7	5	10	11	11
Lowest 10 percent	9	7	4	6	8	18	17	12	—	4	—	10	10
Second 25 percent	1	2	2	2	8	18	20	18	13	7	8	11	11
Third 25 percent	2	6	1	2	7	15	20	18	15	6	7	11	11
Highest 25 percent	7	4	4	2	8	9	15	16	19	6	10	11	12
Highest 10 percent	5	1	4	4	12	7	14	16	21	7	10	12	12
Establishment characteristics													
Service-providing industries	4	4	3	3	8	15	18	16	13	6	9	11	11
Education and health services	7	7	4	5	7	13	14	12	11	8	13	11	11
Educational services	7	7	4	5	8	13	13	9	10	8	15	11	11
Elementary and secondary schools	10	11	4	4	7	13	12	8	9	7	15	11	11
Junior colleges, colleges, and universities	2	1	—	—	8	—	—	12	11	11	16	12	12
Health care and social assistance	—	7	5	4	7	8	—	25	16	6	3	11	11
Hospitals	—	—	8	6	7	—	—	26	14	4	—	10	11
Public administration	(²)	—	—	1	10	16	22	23	18	5	4	11	11
1 to 99 workers	3	2	5	4	9	19	25	14	11	5	2	11	11
1 to 49 workers	—	—	—	6	7	26	26	16	10	4	3	11	11
50 to 99 workers	6	4	—	—	—	10	24	—	13	6	—	10	11
100 workers or more	4	4	2	3	8	14	17	17	14	6	10	11	11
100 to 499 workers	6	3	4	3	8	16	21	18	10	5	6	11	11
500 workers or more	3	5	2	3	8	14	16	17	15	7	11	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
State government	1	—	1	—	11	15	17	20	16	6	9	12	12
Local government	5	6	4	3	7	15	19	15	12	6	8	11	11
Geographic areas													
New England	—	—	5	—	—	—	—	27	28	2	—	12	12
Middle Atlantic	1	—	2	—	3	—	13	29	17	8	15	13	12
East North Central	7	2	4	3	18	21	10	14	10	7	3	10	10
West North Central	5	5	—	—	—	21	—	—	—	—	—	10	10
South Atlantic	—	10	2	2	—	14	26	20	8	4	3	11	11
East South Central	—	—	—	—	—	—	13	—	—	—	—	11	11
West South Central	4	4	3	4	8	12	19	8	4	15	19	12	11
Mountain	—	2	—	—	3	37	25	11	—	—	—	12	11
Pacific	2	—	1	—	—	9	17	10	30	10	9	12	12

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2010

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
All workers	82	3	15
Worker characteristics			
Management, professional, and related	83	2	14
Professional and related	83	2	15
Teachers	84	2	13
Primary, secondary, and special education school teachers	84	2	14
Service	81	3	16
Protective service	80	5	15
Sales and office	82	3	15
Office and administrative support	82	3	15
Natural resources, construction, and maintenance	84	2	14
Production, transportation, and material moving ...	80	3	17
Full time	83	3	15
Part time	80	3	16
Union	84	3	13
Nonunion	81	2	17
Average wage within the following categories: ⁴			
Lowest 25 percent	82	2	16
Lowest 10 percent	81	1	18
Second 25 percent	83	3	15
Third 25 percent	81	3	17
Highest 25 percent	83	3	13
Highest 10 percent	86	3	11
Establishment characteristics			
Service-providing industries	82	3	15
Education and health services	84	2	15
Educational services	86	2	13
Elementary and secondary schools	84	1	14
Junior colleges, colleges, and universities	89	3	8
Health care and social assistance	70	3	27
Hospitals	69	4	27
Public administration	81	4	15
1 to 99 workers	77	4	19
1 to 49 workers	78	5	17
50 to 99 workers	76	—	—
100 workers or more	83	2	14
100 to 499 workers	85	2	13
500 workers or more	82	3	15

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
State government	90	2	8
Local government	80	3	17
Geographic areas			
New England	89	—	—
Middle Atlantic	93	4	4
East North Central	84	3	13
West North Central	84	2	14
South Atlantic	75	2	23
East South Central	82	2	17
West South Central	83	3	14
Mountain	83	—	—
Pacific	78	4	18

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² Plan does not specify maximum number of days.

³ Includes sick leave plans, such as those available as part of consolidated leave plans, which may also provide vacations, personal leave, etc.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based

on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2010

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	9	15	59	17	(³)	11	12
Full time	9	15	59	17	(³)	11	12
Part time	–	20	52	16	–	10	11
Union	6	10	64	19	1	12	12
Nonunion	–	20	54	14	–	11	12
1 to 99 workers	–	18	54	22	–	11	12
1 to 49 workers	–	20	54	20	–	11	12
50 to 99 workers	7	15	53	25	–	11	12
100 workers or more	9	15	60	16	(³)	11	12
100 to 499 workers	–	12	61	18	–	11	12
500 workers or more	9	16	59	15	(³)	11	12
After 5 years							
All workers	9	15	57	19	(³)	11	12
Full time	8	14	57	19	(³)	11	12
Part time	–	20	53	15	–	10	11
Union	6	10	61	23	1	12	12
Nonunion	11	20	53	16	(³)	11	12
1 to 99 workers	–	17	51	26	–	12	12
1 to 49 workers	–	18	53	23	–	12	12
50 to 99 workers	7	14	50	29	–	12	12
100 workers or more	9	15	58	18	(³)	11	12
100 to 499 workers	–	11	58	22	–	12	12
500 workers or more	9	16	58	17	(³)	11	12

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	9	15	56	20	(³)	11	12
Full time	8	15	56	20	(³)	12	12
Part time	—	19	53	16	—	10	11
Union	6	10	60	23	1	12	12
Nonunion	11	21	52	16	(³)	11	12
1 to 99 workers	—	16	50	28	—	12	12
1 to 49 workers	—	19	51	24	—	12	12
50 to 99 workers	7	13	48	32	—	12	12
100 workers or more	9	15	57	19	(³)	11	12
100 to 499 workers	—	11	59	22	—	12	12
500 workers or more	9	17	56	18	(³)	11	12
After 20 years							
All workers	8	15	56	19	1	12	12
Full time	8	15	56	20	1	12	12
Part time	—	19	53	16	—	10	11
Union	6	10	61	23	2	12	12
Nonunion	11	21	51	16	1	11	12
1 to 99 workers	—	16	49	27	—	12	12
1 to 49 workers	—	19	51	23	—	12	12
50 to 99 workers	7	13	48	32	—	12	12
100 workers or more	9	15	57	19	1	11	12
100 to 499 workers	8	11	59	21	2	12	12
500 workers or more	9	16	56	18	1	11	12

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

² Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 36. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2010

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	5	11	57	16	9	2	12	12
Full time	5	10	58	16	8	3	12	12
Part time	—	24	45	12	13	—	11	10
Union	3	13	59	14	7	4	12	11
Nonunion	6	10	55	18	10	1	12	12
1 to 99 workers	5	17	60	12	—	—	11	11
1 to 49 workers	—	21	60	9	5	—	11	10
50 to 99 workers	8	12	59	16	4	—	11	12
100 workers or more	5	10	57	17	9	3	13	12
100 to 499 workers	5	13	60	15	6	1	11	11
500 workers or more	4	9	56	17	10	3	13	12
After 5 years								
All workers	2	4	26	50	13	5	15	15
Full time	2	4	25	51	13	5	16	15
Part time	—	11	41	30	10	—	14	14
Union	1	6	22	53	10	7	15	15
Nonunion	2	3	29	47	15	4	15	15
1 to 99 workers	2	5	33	52	7	2	14	15
1 to 49 workers	—	3	35	50	8	—	14	15
50 to 99 workers	—	7	30	55	5	—	14	15
100 workers or more	2	4	25	49	14	6	16	15
100 to 499 workers	1	3	33	50	9	4	15	15
500 workers or more	2	4	23	49	16	7	16	15

See footnotes at end of table.

Table 36. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	2	8	52	28	9	18	18
Full time	1	2	8	52	28	9	18	18
Part time	—	7	14	47	23	—	17	17
Union	1	3	7	51	29	9	18	18
Nonunion	2	1	9	53	27	8	18	18
1 to 99 workers	2	3	11	58	22	5	17	18
1 to 49 workers	—	—	10	56	22	6	17	18
50 to 99 workers	—	—	12	59	21	4	17	17
100 workers or more	1	2	8	51	29	9	18	18
100 to 499 workers	—	—	10	53	27	7	18	18
500 workers or more	2	2	7	50	29	10	18	18
After 20 years								
All workers	1	1	5	14	48	30	22	22
Full time	1	1	5	13	48	31	22	22
Part time	—	—	9	18	49	16	20	20
Union	(³)	2	3	11	50	34	22	22
Nonunion	2	1	6	16	47	28	22	22
1 to 99 workers	—	—	10	14	45	27	21	21
1 to 49 workers	—	—	11	13	44	28	21	21
50 to 99 workers	—	—	8	16	48	25	21	22
100 workers or more	1	1	4	14	49	31	22	22
100 to 499 workers	—	—	7	16	46	30	22	21
500 workers or more	2	1	3	13	50	31	22	22

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days. Estimates include plans that are

exclusively for paid vacation and vacation plans that are part of a consolidated leave plan that provides a single amount of time-off for workers to use for multiple purposes.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 37. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2010

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers	9	17	21	24	27	91	12	15	18	21
Worker characteristics										
Management, professional, and related	10	18	22	25	27	90	12	15	18	21
Professional and related	12	18	22	25	27	88	12	15	17	21
Service	10	16	20	23	26	90	11	14	17	21
Protective service	7	16	19	23	26	93	11	14	17	21
Sales and office	9	17	21	25	28	91	12	15	18	22
Office and administrative support	9	17	21	25	28	91	12	15	18	22
Natural resources, construction, and maintenance	8	17	21	24	28	92	11	14	17	21
Production, transportation, and material moving ...	6	16	20	23	26	94	10	14	17	21
Full time	9	17	21	24	27	91	12	15	18	21
Part time	13	15	18	21	23	87	11	13	16	19
Union	5	17	21	25	29	95	12	15	18	22
Nonunion	13	17	21	24	26	87	12	15	17	21
Average wage within the following categories: ²										
Lowest 25 percent	12	17	21	24	26	88	11	14	17	20
Lowest 10 percent	18	15	20	23	25	82	11	14	17	19
Second 25 percent	8	17	21	24	27	92	12	15	18	22
Third 25 percent	9	17	21	24	26	91	12	15	18	21
Highest 25 percent	9	20	23	26	29	91	13	16	18	22
Highest 10 percent	8	20	22	26	28	92	14	16	18	22
Establishment characteristics										
Service-providing industries	9	17	21	24	27	91	12	15	18	21
Education and health services	10	18	21	24	26	90	12	15	17	20
Educational services	3	13	15	16	17	97	12	15	17	20
Elementary and secondary schools	4	8	8	9	10	96	11	13	16	18
Junior colleges, colleges, and universities	3	23	26	28	31	97	14	17	19	22
Health care and social assistance	30	19	23	26	29	70	12	15	18	22
Hospitals	32	20	23	26	29	68	12	16	19	22
Public administration	7	17	21	25	28	93	12	15	18	22
1 to 99 workers	8	17	21	23	25	92	10	14	17	20
1 to 49 workers	7	18	20	22	24	93	10	14	17	20
50 to 99 workers	9	16	21	24	26	91	11	14	16	21
100 workers or more	10	17	21	24	27	90	12	15	18	21
100 to 499 workers	12	17	21	24	28	88	11	14	17	21
500 workers or more	9	18	21	24	27	91	12	15	18	22

See footnotes at end of table.

Table 37. Consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
State government	5	19	23	25	28	95	13	16	19	23
Local government	12	17	21	24	27	88	11	14	17	20
Geographic areas										
Middle Atlantic	3	18	22	26	29	97	14	17	19	22
East North Central	7	19	22	24	27	93	11	14	18	22
West North Central	14	16	21	24	26	86	11	14	17	21
South Atlantic	9	17	21	23	26	91	12	14	17	21
East South Central	13	19	23	27	30	87	11	15	18	21
West South Central	16	14	18	21	23	84	12	14	17	21
Pacific	10	18	22	27	30	90	12	15	17	21

¹ A consolidated leave plan provides a single amount of time-off for workers to use for multiple purposes, such as vacation, illness, or personal business. Those with no consolidated leave plan often have separate leave plans for different purposes.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.

Table 38. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	13	4	10	52	73
Worker characteristics					
Management, professional, and related	14	4	9	54	73
Professional and related	13	3	8	53	73
Teachers	11	2	4	50	69
Primary, secondary, and special education school teachers	7	(²)	2	49	67
Service	11	4	10	51	72
Protective service	11	4	13	56	78
Sales and office	16	5	15	52	73
Office and administrative support	16	5	15	53	74
Natural resources, construction, and maintenance	12	3	13	54	75
Production, transportation, and material moving ...	5	—	13	38	66
Full time	14	5	11	55	76
Part time	7	2	6	39	54
Union	16	2	13	55	82
Nonunion	11	6	8	50	65
Average wage within the following categories: ³					
Lowest 25 percent	10	5	4	45	61
Lowest 10 percent	8	—	4	40	52
Second 25 percent	15	6	14	52	76
Third 25 percent	15	4	14	57	80
Highest 25 percent	14	3	11	55	77
Highest 10 percent	19	4	10	56	80
Establishment characteristics					
Service-providing industries	13	4	10	52	73
Education and health services	13	4	6	51	72
Educational services	12	3	5	50	70
Elementary and secondary schools	8	1	2	45	68
Junior colleges, colleges, and universities	27	—	—	65	77
Health care and social assistance	15	—	15	64	85
Hospitals	16	—	—	68	86
Public administration	17	6	17	54	75
1 to 99 workers	6	4	5	34	47
1 to 49 workers	5	5	7	37	41
50 to 99 workers	8	2	2	30	57
100 workers or more	14	4	11	55	77
100 to 499 workers	10	2	6	44	55
500 workers or more	16	5	13	59	84

See footnotes at end of table.

Table 38. Quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	28	—	21	70	86
Local government	8	2	7	46	69
Geographic areas					
New England	—	—	4	31	70
Middle Atlantic	20	—	4	44	80
East North Central	9	1	13	50	66
West North Central	—	—	—	45	66
South Atlantic	9	—	6	61	83
East South Central	—	—	2	41	47
West South Central	7	3	4	46	58
Mountain	16	—	21	64	89
Pacific	14	3	26	67	83

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 Less than 0.5 percent.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are

based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 39. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account		
All workers	21	34	53	59	55	25
Worker characteristics						
Management, professional, and related	22	36	55	63	57	26
Professional and related	22	35	55	63	56	26
Teachers	20	35	50	60	55	22
Primary, secondary, and special education school teachers	18	36	51	60	52	22
Service	19	29	49	53	51	23
Protective service	22	31	55	57	54	28
Sales and office	21	35	53	60	56	25
Office and administrative support	21	34	54	60	57	26
Natural resources, construction, and maintenance	22	38	52	58	56	22
Production, transportation, and material moving ...	21	35	42	44	50	14
Full time	23	37	57	64	60	27
Part time	13	17	30	34	30	13
Union	18	31	55	62	60	30
Nonunion	24	37	51	57	51	20
Average wage within the following categories: ¹						
Lowest 25 percent	19	31	42	49	43	19
Lowest 10 percent	17	25	36	39	37	13
Second 25 percent	22	33	57	61	58	27
Third 25 percent	23	38	57	65	59	29
Highest 25 percent	22	35	56	64	61	25
Highest 10 percent	19	29	51	62	64	26
Establishment characteristics						
Service-providing industries	21	34	53	59	55	24
Education and health services	22	36	54	63	56	23
Educational services	22	35	53	62	56	22
Elementary and secondary schools	19	36	50	59	52	21
Junior colleges, colleges, and universities	30	35	62	73	70	24
Health care and social assistance	24	39	60	64	51	30
Hospitals	25	48	63	66	54	31
Public administration	21	32	54	57	54	31
1 to 99 workers	18	23	33	38	40	19
1 to 49 workers	17	22	31	36	37	18
50 to 99 workers	19	25	35	42	44	21
100 workers or more	22	36	56	63	57	26
100 to 499 workers	16	29	41	43	46	21
500 workers or more	24	38	61	69	61	27

See footnotes at end of table.

Table 39. Financial benefits: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Pre-tax savings with no employer contributions	Financial planning
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account		
State government	31	33	70	74	74	40
Local government	18	34	47	55	49	20
Geographic areas						
New England	13	6	30	34	47	—
Middle Atlantic	3	14	35	47	74	27
East North Central	22	17	38	45	58	26
West North Central	19	36	63	66	46	35
South Atlantic	32	47	65	71	49	22
East South Central	—	52	35	48	43	15
West South Central	17	35	62	67	63	17
Mountain	22	43	70	71	54	33
Pacific	24	47	65	69	52	27

¹ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 40. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
All workers	28	70	65
Worker characteristics			
Management, professional, and related	29	74	69
Professional and related	29	74	69
Teachers	26	74	68
Primary, secondary, and special education school teachers	23	75	67
Service	25	64	57
Protective service	27	70	64
Sales and office	29	68	64
Office and administrative support	30	70	66
Natural resources, construction, and maintenance	26	65	57
Production, transportation, and material moving ...	17	69	63
Full time	30	75	68
Part time	14	48	46
Union	26	77	71
Nonunion	29	65	59
Average wage within the following categories: ³			
Lowest 25 percent	20	57	53
Lowest 10 percent	16	44	40
Second 25 percent	31	71	66
Third 25 percent	32	77	70
Highest 25 percent	28	78	71
Highest 10 percent	31	79	74
Establishment characteristics			
Service-providing industries	28	70	65
Education and health services	30	73	67
Educational services	29	73	68
Elementary and secondary schools	22	73	67
Junior colleges, colleges, and universities	52	74	70
Health care and social assistance	33	71	60
Hospitals	35	69	55
Public administration	26	70	66
1 to 99 workers	16	46	39
1 to 49 workers	14	42	37
50 to 99 workers	19	51	41
100 workers or more	29	74	69
100 to 499 workers	18	64	56
500 workers or more	33	78	73

See footnotes at end of table.

Table 40. Health-related benefits: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree health care benefits ²	
		Under age 65	Age 65 and over
State government	43	83	80
Local government	22	66	60
Geographic areas			
Middle Atlantic	16	85	82
East North Central	16	54	49
West North Central	—	57	40
South Atlantic	44	75	68
East South Central	—	58	51
West South Central	21	75	69
Mountain	24	69	71
Pacific	42	75	73

¹ A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care.

² A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws.

³ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 41. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2010

(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	30	4	1	1	11	6	1	12
Worker characteristics								
Management, professional, and related	29	4	1	1	11	5	1	12
Professional and related	28	4	(³)	1	11	4	1	11
Teachers	24	2	–	–	12	3	–	10
Primary, secondary, and special education school teachers	28	2	–	–	14	3	–	12
Service	32	4	1	2	10	9	–	12
Protective service	42	7	–	3	12	13	–	17
Sales and office	32	5	1	2	12	6	1	12
Office and administrative support	32	5	2	2	13	6	1	12
Natural resources, construction, and maintenance	33	3	–	–	11	10	–	11
Production, transportation, and material moving ...	29	2	–	–	11	5	–	11
Full time	34	5	1	1	12	7	1	14
Part time	11	1	–	1	3	2	–	3
Union	35	4	(³)	(³)	19	5	–	12
Nonunion	27	4	1	2	5	7	1	12
Average wage within the following categories: ⁴								
Lowest 25 percent	23	1	1	2	6	5	1	10
Lowest 10 percent	17	(³)	–	3	4	4	–	7
Second 25 percent	33	6	1	2	10	8	–	13
Third 25 percent	33	5	1	1	12	6	1	14
Highest 25 percent	33	5	(³)	(³)	16	4	(³)	12
Highest 10 percent	32	5	–	–	17	3	–	11
Establishment characteristics								
Service-providing industries	30	4	1	1	11	6	1	12
Education and health services	25	3	1	1	10	4	1	10
Educational services	23	3	–	–	10	3	–	9
Elementary and secondary schools	24	1	–	–	12	3	–	10
Junior colleges, colleges, and universities	20	7	–	–	5	3	–	8
Health care and social assistance	45	8	3	6	10	6	4	15
Hospitals	41	4	2	5	9	4	5	13
Public administration	40	7	1	2	14	10	–	17
1 to 99 workers	29	2	4	6	9	10	–	7
1 to 49 workers	28	2	3	8	7	9	–	9
50 to 99 workers	32	3	5	3	12	11	–	4
100 workers or more	31	5	(³)	1	11	6	1	13
100 to 499 workers	33	2	1	2	14	8	1	12
500 workers or more	30	6	–	–	11	5	1	13

See footnotes at end of table.

Table 41. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2010—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	41	12	—	—	12	7	2	19
Local government	27	2	1	2	11	6	(³)	10
Geographic areas								
New England	37	—	—	—	18	10	—	19
Middle Atlantic	30	—	1	—	14	3	—	15
East North Central	30	1	—	—	18	8	—	7
West North Central	19	—	(³)	—	5	—	—	6
South Atlantic	37	6	—	3	4	7	3	21
West South Central	33	3	—	—	7	8	(³)	16
Mountain	20	4	—	—	—	6	—	9
Pacific	36	15	1	—	24	1	—	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 Less than 0.5 percent.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the

"National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20092010.htm.

Table 42. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers	86	2	4	9	79	9	1	11
Worker characteristics								
Management, professional, and related	88	2	3	7	80	10	1	9
Professional and related	88	1	4	7	79	10	1	10
Teachers	88	1	3	8	78	10	1	11
Primary, secondary, and special education school teachers	95	—	—	3	83	12	(¹)	5
Service	79	2	4	15	73	8	1	18
Protective service	88	—	—	9	83	5	1	10
Sales and office	87	2	3	8	80	9	1	11
Office and administrative support	88	1	4	7	80	9	1	10
Natural resources, construction, and maintenance	93	—	—	4	90	—	—	5
Production, transportation, and material moving	81	—	7	—	73	9	3	15
Full time	98	1	1	1	90	9	(¹)	1
Part time	22	6	19	54	18	9	5	68
Union	95	1	3	2	85	10	1	4
Nonunion	79	2	4	14	73	8	1	18
Average wage within the following categories: ²								
Lowest 25 percent	66	3	8	23	59	10	2	29
Lowest 10 percent	50	3	10	37	44	9	2	45
Second 25 percent	90	2	4	5	83	8	1	8
Third 25 percent	94	—	—	4	85	10	—	—
Highest 25 percent	96	1	1	2	88	9	1	3
Highest 10 percent	96	1	2	2	88	8	1	2
Establishment characteristics								
Service-providing industries	86	2	4	9	78	9	1	11
Education and health services	87	2	4	7	78	10	1	10
Educational services	87	2	4	8	78	10	1	10
Elementary and secondary schools	88	1	5	7	77	12	1	10
Junior colleges, colleges, and universities	83	4	3	11	81	5	1	13
Health care and social assistance	89	2	3	6	82	9	—	—
Hospitals	93	—	—	4	89	6	—	—
Public administration	87	1	3	9	81	7	1	11
1 to 99 workers	70	5	7	18	62	13	2	23
1 to 49 workers	63	5	8	24	59	9	3	29
50 to 99 workers	82	4	5	9	67	19	—	—
100 workers or more	88	1	3	7	81	8	1	10
100 to 499 workers	84	1	4	11	71	13	1	14
500 workers or more	90	1	3	6	84	7	1	8

See footnotes at end of table.

Table 42. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
State government	92	—	—	6	86	8	(¹)	6
Local government	84	2	5	10	76	9	1	13
Geographic areas								
New England	82	3	4	11	71	—	—	14
Middle Atlantic	86	—	—	7	82	5	3	11
East North Central	78	2	6	13	76	5	2	17
West North Central	83	—	—	9	75	—	—	14
South Atlantic	90	1	1	8	84	—	—	9
East South Central	89	—	—	5	83	—	—	6
West South Central	88	2	2	8	75	15	—	—
Mountain	86	—	—	10	82	—	—	13
Pacific	89	1	3	7	75	15	1	10

See footnotes at end of table.

Table 42. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers	80	7	3	9	28	59	1	12
Worker characteristics								
Management, professional, and related	84	6	3	7	29	61	(1)	10
Professional and related	84	5	3	8	27	62	(1)	11
Teachers	85	3	3	8	24	64	(1)	11
Primary, secondary, and special education school teachers	94	1	2	3	16	79	—	5
Service	73	8	4	15	26	55	1	18
Protective service	82	6	2	9	31	57	1	10
Sales and office	79	9	2	9	31	57	2	10
Office and administrative support	80	9	2	9	31	58	2	9
Natural resources, construction, and maintenance	86	8	1	4	32	62	—	—
Production, transportation, and material moving ...	74	9	—	—	21	62	—	—
Full time	91	7	1	1	33	66	(1)	1
Part time	20	7	17	55	5	22	3	69
Union	93	2	3	2	25	70	(1)	4
Nonunion	70	11	4	15	31	50	1	17
Average wage within the following categories: ²								
Lowest 25 percent	59	10	7	24	23	46	2	29
Lowest 10 percent	42	11	9	39	17	36	3	45
Second 25 percent	83	8	4	5	31	60	(1)	8
Third 25 percent	88	7	1	4	31	64	1	5
Highest 25 percent	92	4	1	2	29	68	—	—
Highest 10 percent	91	6	2	2	32	65	—	—
Establishment characteristics								
Service-providing industries	80	7	3	9	28	59	1	12
Education and health services	82	6	4	7	27	62	(1)	11
Educational services	84	4	4	8	23	65	(1)	11
Elementary and secondary schools	87	2	5	7	16	73	(1)	11
Junior colleges, colleges, and universities	75	12	3	11	48	38	—	—
Health care and social assistance	67	24	—	—	55	36	1	8
Hospitals	67	27	1	5	60	35	1	5
Public administration	82	7	2	9	31	57	1	11
1 to 99 workers	60	15	5	20	24	51	2	23
1 to 49 workers	51	16	5	27	23	45	3	29
50 to 99 workers	73	13	5	9	26	60	—	—
100 workers or more	83	6	3	8	29	60	1	10
100 to 499 workers	77	8	4	12	25	60	1	15
500 workers or more	86	5	3	6	31	61	1	8

See footnotes at end of table.

Table 42. Medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
State government	87	7	—	—	43	50	—	—
Local government	78	7	4	10	23	62	1	13
Geographic areas								
New England	81	4	4	11	—	77	—	15
Middle Atlantic	84	3	5	9	19	68	—	—
East North Central	73	7	6	13	33	47	1	18
West North Central	72	—	—	10	31	53	—	—
South Atlantic	87	4	1	9	45	45	(¹)	9
East South Central	79	—	—	5	24	69	—	—
West South Central	76	14	1	9	24	66	1	9
Mountain	80	6	3	10	20	67	1	12
Pacific	85	5	3	7	25	65	1	10

¹ Less than 0.5 percent.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. 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/glossary20092010.htm.

Table 43. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
All workers	34	57	59	58	92	92	88
Worker characteristics							
Management, professional, and related	27	62	43	42	94	94	86
Professional and related	22	63	36	34	94	94	85
Teachers	8	65	12	10	93	93	80
Primary, secondary, and special education school teachers	7	75	9	7	96	96	85
Service	42	49	74	73	87	87	86
Protective service	50	52	87	85	91	92	92
Sales and office	50	53	84	84	92	93	91
Office and administrative support	51	55	85	84	93	94	92
Natural resources, construction, and maintenance	45	45	94	93	95	95	96
Production, transportation, and material moving ...	36	56	59	60	91	94	92
Full time	39	64	67	65	99	99	95
Part time	8	20	18	17	52	54	49
Union	38	69	56	55	99	99	92
Nonunion	32	47	61	60	87	87	84
Average wage within the following categories: ²							
Lowest 25 percent	25	40	55	53	80	81	79
Lowest 10 percent	16	31	40	39	68	69	65
Second 25 percent	49	56	82	82	95	95	94
Third 25 percent	45	63	71	69	96	96	92
Highest 25 percent	24	69	36	34	98	98	87
Highest 10 percent	22	65	34	31	98	98	82
Establishment characteristics							
Service-providing industries	34	57	59	57	92	92	88
Education and health services	26	62	43	40	93	94	87
Educational services	21	62	36	34	93	94	85
Elementary and secondary schools	18	68	27	24	95	95	85
Junior colleges, colleges, and universities	32	44	66	64	89	90	86
Health care and social assistance	56	56	90	88	94	94	95
Hospitals	51	51	92	92	97	97	96
Public administration	51	52	87	87	91	91	91
1 to 99 workers	33	42	66	65	81	81	80
1 to 49 workers	29	33	66	65	75	75	75
50 to 99 workers	39	57	66	65	90	90	87
100 workers or more	35	59	58	57	94	94	89
100 to 499 workers	35	59	58	56	91	91	87
500 workers or more	34	59	58	57	95	95	89

See footnotes at end of table.

Table 43. Paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Personal leave and vacation	Personal leave and sick leave	Sick leave and vacation	Vacation and holidays	Personal leave, sick leave, or paid family leave ¹	Personal leave, sick leave, paid family leave, or vacation ¹	Personal leave, vacation, or holidays ¹
State government	50	54	85	84	95	95	94
Local government	29	58	50	49	91	92	86
Geographic areas							
New England	46	78	46	47	89	90	84
Middle Atlantic	43	67	58	57	93	93	86
East North Central	36	62	52	51	87	87	84
West North Central	26	50	55	54	90	91	86
South Atlantic	37	56	67	65	94	94	90
East South Central	18	37	66	62	94	95	93
West South Central	27	55	52	49	92	93	87
Mountain	24	48	54	53	92	92	88
Pacific	41	56	68	67	95	95	88

¹ Includes workers with access to one or more of the these benefits.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States,

2009." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20092010.htm.