

Table 38. Quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	10	5	6	34	50
Worker characteristics					
Management, professional, and related	17	10	11	49	66
Management, business, and financial	18	16	14	50	67
Professional and related	16	8	9	48	66
Teachers	13	2	5	47	63
Primary, secondary, and special education school teachers	8	1	2	46	62
Registered nurses	21	4	11	59	71
Service	9	1	3	22	35
Protective service	8	3	9	41	58
Sales and office	8	5	6	35	52
Sales and related	3	3	3	33	51
Office and administrative support	11	7	8	37	53
Natural resources, construction, and maintenance	4	2	4	25	37
Construction, extraction, farming, fishing, and forestry	2	1	3	18	30
Installation, maintenance, and repair	7	3	5	32	45
Production, transportation, and material moving ...	5	1	3	27	42
Production	6	2	3	29	42
Transportation and material moving	3	1	3	24	43
Full time	11	6	7	38	55
Part time	6	2	2	22	34
Union	15	2	9	48	74
Nonunion	9	6	6	32	45
Average wage within the following categories: ³					
Lowest 25 percent	5	1	2	18	30
Lowest 10 percent	6	(⁴)	1	12	22
Second 25 percent	8	3	4	32	48
Third 25 percent	11	6	8	39	56
Highest 25 percent	16	10	11	50	69
Highest 10 percent	18	13	13	52	72
Establishment characteristics					
Goods-producing industries	7	4	3	31	44
Service-providing industries	11	5	7	35	51
Education and health services	14	3	7	45	60
Educational services	13	4	6	47	66
Elementary and secondary schools	8	1	2	43	64
Junior colleges, colleges, and universities	25	—	16	65	76
Health care and social assistance	16	3	7	43	56
Hospitals	26	4	14	76	90
Public administration	17	6	17	54	75

See footnotes at end of table.

Table 38. Quality of life benefits: Access, civilian workers,¹ National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	4	4	3	15	26
1 to 49 workers	4	4	2	13	22
50 to 99 workers	5	3	4	21	37
100 workers or more	15	6	9	51	71
100 to 499 workers	8	4	5	41	58
500 workers or more	22	8	13	62	83
Geographic areas					
New England	11	6	9	32	48
Middle Atlantic	10	5	5	33	50
East North Central	10	4	5	38	49
West North Central	9	5	6	35	48
South Atlantic	9	6	5	34	53
East South Central	—	5	2	32	46
West South Central	9	4	3	32	47
Mountain	9	5	9	31	50
Pacific	11	4	12	36	51

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² 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.

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.

⁴ Less than 0.5 percent.

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, civilian workers,¹ 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	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ²	Performance	Signing	Other
All workers	15	21	37	39	24	18	7	2	1	5
Worker characteristics										
Management, professional, and related	20	32	56	59	33	27	8	3	2	5
Management, business, and financial	25	33	58	61	31	31	12	5	3	9
Professional and related	19	32	55	59	34	25	6	2	1	4
Teachers	18	32	47	57	48	20	—	—	(³)	—
Primary, secondary, and special education school teachers	17	33	48	55	47	20	—	—	—	—
Registered nurses	15	37	58	62	27	23	2	(³)	(³)	—
Service	8	12	23	25	19	11	3	(³)	(³)	2
Protective service	18	23	40	43	44	20	1	—	—	1
Sales and office	18	19	36	38	24	20	9	2	1	7
Sales and related	19	10	28	28	23	19	11	2	1	9
Office and administrative support	18	24	41	44	25	21	8	3	1	6
Natural resources, construction, and maintenance	12	15	23	26	18	11	5	2	1	3
Construction, extraction, farming, fishing, and forestry	7	11	14	18	14	7	1	—	1	1
Installation, maintenance, and repair	16	20	33	35	22	16	9	5	1	4
Production, transportation, and material moving ...	11	16	27	28	19	12	6	1	1	5
Production	10	18	29	33	18	14	7	1	1	5
Transportation and material moving	11	14	24	24	19	9	6	1	1	5
Full time	18	24	42	45	28	21	7	2	1	5
Part time	7	9	19	19	14	9	4	1	(³)	4
Union	15	25	47	50	41	25	5	2	1	3
Nonunion	15	20	35	37	21	17	7	2	1	5
Average wage within the following categories: ⁴										
Lowest 25 percent	8	8	17	18	14	9	5	1	(³)	4
Lowest 10 percent	4	5	11	11	9	7	5	—	(³)	5
Second 25 percent	16	20	33	36	23	17	6	1	1	5
Third 25 percent	17	25	43	46	27	20	7	2	1	5
Highest 25 percent	21	31	56	60	34	27	9	4	2	6
Highest 10 percent	22	31	61	64	36	29	11	5	2	7
Establishment characteristics										
Goods-producing industries	12	18	32	35	16	17	7	3	2	5
Service-providing industries	15	21	37	40	26	18	7	2	1	5
Education and health services	15	30	47	53	34	18	1	(³)	(³)	1
Educational services	19	33	51	60	51	20	(³)	—	(³)	(³)
Elementary and secondary schools	18	34	48	56	49	19	—	—	—	—
Junior colleges, colleges, and universities	24	33	65	73	62	24	1	—	1	(³)
Health care and social assistance	11	27	44	47	22	16	2	(³)	(³)	1
Hospitals	16	47	72	74	35	30	2	1	(³)	2
Public administration	21	32	54	57	54	31	—	—	—	—

See footnotes at end of table.

Table 39. Financial benefits: Access, civilian workers,¹ 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	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ²	Performance	Signing	Other
1 to 99 workers	8	11	19	20	12	8	4	1	1	3
1 to 49 workers	7	9	16	17	11	8	3	1	1	2
50 to 99 workers	11	15	28	30	17	10	6	1	(³)	5
100 workers or more	21	30	52	56	35	27	9	3	1	7
100 to 499 workers	19	23	41	43	28	21	9	2	1	7
500 workers or more	23	36	63	68	42	32	9	3	2	7
Geographic areas										
New England	10	16	40	41	24	—	8	2	1	6
Middle Atlantic	9	16	33	36	29	17	6	1	1	4
East North Central	16	19	36	37	24	19	8	3	1	6
West North Central	16	25	42	46	19	21	4	1	(³)	3
South Atlantic	17	23	38	40	21	17	7	2	1	5
East South Central	23	27	23	33	32	19	13	3	1	—
West South Central	13	22	38	41	23	16	6	2	1	4
Mountain	16	22	42	42	25	20	5	1	1	5
Pacific	16	20	37	38	24	19	6	2	1	4

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

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 40. Health-related benefits: Access, civilian workers,¹
National Compensation Survey, March 2010**

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree health care benefits ³	
		Under age 65	Age 65 and over
All workers	17	26	23
Worker characteristics			
Management, professional, and related	26	41	37
Management, business, and financial	28	39	36
Professional and related	25	41	37
Teachers	25	62	57
Primary, secondary, and special education school teachers	22	66	59
Registered nurses	23	25	18
Service	9	15	13
Protective service	19	46	42
Sales and office	17	24	23
Sales and related	14	20	19
Office and administrative support	19	26	25
Natural resources, construction, and maintenance	11	20	18
Construction, extraction, farming, fishing, and forestry	7	16	15
Installation, maintenance, and repair	16	24	22
Production, transportation, and material moving	11	19	15
Production	9	17	13
Transportation and material moving	12	20	18
Full time	19	30	27
Part time	9	13	12
Union	23	56	51
Nonunion	15	20	18
Average wage within the following categories: ⁴			
Lowest 25 percent	7	10	9
Lowest 10 percent	5	6	6
Second 25 percent	14	21	19
Third 25 percent	19	29	27
Highest 25 percent	28	45	41
Highest 10 percent	31	47	44
Establishment characteristics			
Goods-producing industries	11	19	16
Service-providing industries	18	27	25
Education and health services	21	36	32
Educational services	28	63	58
Elementary and secondary schools	21	67	62
Junior colleges, colleges, and universities	48	62	60
Health care and social assistance	15	16	13
Hospitals	28	29	22
Public administration	26	70	66

See footnotes at end of table.

**Table 40. Health-related benefits: Access, civilian workers,¹
National Compensation Survey, March 2010—Continued**

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree health care benefits ³	
		Under age 65	Age 65 and over
1 to 99 workers	7	9	8
1 to 49 workers	6	7	6
50 to 99 workers	10	13	12
100 workers or more	25	41	37
100 to 499 workers	17	27	25
500 workers or more	33	54	49
Geographic areas			
New England	13	—	—
Middle Atlantic	14	27	26
East North Central	15	23	21
West North Central	13	23	18
South Atlantic	22	28	24
East South Central	19	25	21
West South Central	15	29	25
Mountain	15	22	23
Pacific	18	25	25

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care.

³ A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws.

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 41. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
All workers	42	4	4	9	9	6	4	6	12
Worker characteristics									
Management, professional, and related	45	5	6	9	4	9	3	7	15
Management, business, and financial	55	8	7	15	6	8	3	7	19
Professional and related	41	5	5	7	4	9	3	6	14
Teachers	24	—	3	(⁴)	1	11	2	—	9
Primary, secondary, and special education school teachers	28	—	3	—	1	13	3	—	11
Registered nurses	46	1	5	5	3	11	4	14	17
Service	31	1	4	5	7	4	3	6	7
Protective service	43	(⁴)	8	3	4	8	11	—	13
Sales and office	46	4	3	11	13	5	6	6	11
Sales and related	41	2	2	9	15	3	10	4	8
Office and administrative support	49	5	4	13	11	7	4	7	12
Natural resources, construction, and maintenance	45	4	3	13	12	4	3	2	14
Construction, extraction, farming, fishing, and forestry	42	4	2	14	13	3	2	1	11
Installation, maintenance, and repair	49	5	4	12	11	4	3	4	17
Production, transportation, and material moving ...	44	7	2	10	10	5	2	5	14
Production	49	10	2	12	11	6	2	6	16
Transportation and material moving	38	4	2	7	10	4	2	4	12
Full time	47	5	5	11	9	7	4	6	14
Part time	25	1	2	5	6	2	3	5	5
Union	36	4	4	2	2	13	3	1	16
Nonunion	43	4	4	11	10	5	4	6	12
Average wage within the following categories: ⁵									
Lowest 25 percent	30	1	2	6	9	2	4	5	6
Lowest 10 percent	24	1	2	6	9	(⁴)	1	4	5
Second 25 percent	44	3	3	10	12	5	5	6	12
Third 25 percent	47	5	4	11	9	7	3	5	14
Highest 25 percent	49	7	6	11	4	10	2	6	18
Highest 10 percent	50	8	7	11	3	11	2	7	17
Establishment characteristics									
Goods-producing industries	51	11	3	14	11	6	1	5	17
Service-providing industries	40	3	4	8	8	6	4	6	11
Education and health services	35	1	4	4	5	10	3	6	10
Educational services	22	(⁴)	3	1	1	10	3	(⁴)	8
Elementary and secondary schools	24	—	2	—	1	12	3	—	9
Junior colleges, colleges, and universities	20	(⁴)	5	(⁴)	(⁴)	8	2	1	6
Health care and social assistance	44	2	4	6	8	9	4	11	12
Hospitals	47	2	3	4	2	15	4	15	16
Public administration	40	—	7	1	2	14	10	—	17

See footnotes at end of table.

Table 41. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
1 to 99 workers	40	4	3	12	12	3	2	3	8
1 to 49 workers	41	4	2	13	14	3	2	2	8
50 to 99 workers	39	4	4	10	6	5	2	5	10
100 workers or more	44	5	5	7	5	8	5	8	16
100 to 499 workers	43	3	3	7	8	6	7	8	12
500 workers or more	45	6	7	6	2	10	3	8	19
Geographic areas									
New England	46	4	3	7	12	9	3	7	9
Middle Atlantic	40	2	3	10	6	9	2	5	12
East North Central	43	6	3	10	8	9	4	6	13
West North Central	40	5	3	11	8	3	3	6	10
South Atlantic	45	3	4	8	10	3	5	7	15
East South Central	42	2	—	10	11	2	6	4	12
West South Central	44	5	4	8	12	3	4	5	15
Mountain	40	4	5	9	10	4	3	4	10
Pacific	38	4	6	9	5	8	2	4	10

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² 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.

³ Includes all other bonuses provided to employees and not published separately.

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: 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 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 38. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	9	5	5	31	45
Worker characteristics					
Management, professional, and related	18	13	11	47	63
Management, business, and financial	17	18	13	49	65
Professional and related	18	10	10	46	62
Service	9	1	2	17	28
Protective service	3	—	3	18	28
Sales and office	7	5	5	34	50
Sales and related	3	3	3	33	51
Office and administrative support	10	7	7	34	49
Natural resources, construction, and maintenance	4	2	3	22	33
Construction, extraction, farming, fishing, and forestry	1	1	2	13	24
Installation, maintenance, and repair	6	3	5	30	41
Production, transportation, and material moving ...	5	1	3	26	41
Production	6	2	3	29	42
Transportation and material moving	3	1	2	23	41
Full time	11	6	7	35	50
Part time	6	2	2	20	32
Union	14	1	6	41	67
Nonunion	9	5	5	30	43
Average wage within the following categories: ²					
Lowest 25 percent	5	1	1	16	27
Lowest 10 percent	6	(³)	1	10	20
Second 25 percent	7	3	3	29	44
Third 25 percent	9	6	7	35	50
Highest 25 percent	17	12	11	47	64
Highest 10 percent	19	16	14	50	69
Establishment characteristics					
Goods-producing industries	7	4	2	31	44
Construction	(³)	2	3	11	20
Manufacturing	9	6	2	39	52
Service-providing industries	10	5	6	31	46
Trade, transportation, and utilities	3	2	3	32	52
Wholesale trade	5	4	3	21	39
Retail trade	1	1	2	34	52
Transportation and warehousing	2	—	4	32	60
Utilities	19	—	8	70	82

See footnotes at end of table.

Table 38. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	—	9	13	60	76
Financial activities	25	15	19	49	61
Finance and insurance	31	17	24	56	70
Credit intermediation and related activities	35	16	23	54	68
Insurance carriers and related activities	23	17	25	58	70
Real estate and rental and leasing	—	7	—	22	30
Professional and business services	8	12	8	24	39
Professional and technical services	10	18	12	26	44
Administrative and waste services	3	6	2	12	24
Education and health services	16	3	7	40	53
Educational services	16	7	11	38	48
Junior colleges, colleges, and universities	20	8	19	64	76
Health care and social assistance	16	2	6	41	54
Leisure and hospitality	10	1	1	11	23
Accommodation and food services	—	—	1	12	23
Other services	5	2	2	15	21
1 to 99 workers	4	4	3	14	25
1 to 49 workers	3	4	2	12	21
50 to 99 workers	5	3	4	20	36
100 workers or more	16	7	9	50	69
100 to 499 workers	8	4	5	40	59
500 workers or more	27	10	13	63	82
Geographic areas					
New England	9	7	9	32	44
Middle Atlantic	9	6	6	31	44
East North Central	11	5	4	37	47
West North Central	8	5	5	33	44
South Atlantic	9	5	4	29	47
East South Central	—	3	2	29	45
West South Central	9	5	3	29	45
Mountain	8	5	7	26	43
Pacific	10	4	9	29	45

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 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.

³ Less than 0.5 percent.

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, private industry 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	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ¹	Performance	Signing	Other
All workers	14	18	33	35	18	17	8	2	1	6
Worker characteristics										
Management, professional, and related	19	31	56	58	23	27	11	4	3	8
Management, business, and financial	25	32	58	61	26	32	14	6	4	11
Professional and related	17	30	55	57	22	24	9	4	2	6
Service	6	9	19	19	13	8	3	1	(²)	3
Protective service	—	11	17	20	28	7	4	—	—	4
Sales and office	18	17	34	36	21	20	10	3	1	8
Sales and related	19	9	28	28	22	19	11	2	1	9
Office and administrative support	18	22	38	41	20	20	10	3	2	7
Natural resources, construction, and maintenance	11	13	20	23	13	10	6	3	1	3
Construction, extraction, farming, fishing, and forestry	5	9	10	13	9	5	2	—	1	1
Installation, maintenance, and repair	16	17	31	33	18	15	10	5	1	5
Production, transportation, and material moving ...	10	15	26	28	17	12	7	1	1	5
Production	10	18	29	32	17	14	7	1	1	5
Transportation and material moving	10	12	23	23	17	9	7	1	1	6
Full time	16	22	39	41	21	19	9	3	2	7
Part time	6	8	18	17	12	9	5	1	(²)	4
Union	12	19	40	40	25	20	10	4	1	5
Nonunion	14	18	33	35	18	16	8	2	1	6
Average wage within the following categories: ³										
Lowest 25 percent	6	7	15	15	12	8	5	1	(²)	4
Lowest 10 percent	4	4	10	10	8	6	6	—	(²)	5
Second 25 percent	15	17	30	32	19	15	6	1	1	5
Third 25 percent	15	23	38	41	19	17	8	2	1	6
Highest 25 percent	20	28	55	57	24	28	13	6	3	8
Highest 10 percent	23	32	63	64	25	30	15	6	4	10
Establishment characteristics										
Goods-producing industries	12	18	31	34	16	16	7	3	2	5
Construction	5	7	9	12	7	5	1	—	—	—
Manufacturing	15	22	40	43	19	22	10	4	3	6
Service-providing industries	14	18	34	35	19	17	8	2	1	6
Trade, transportation, and utilities	18	13	30	29	22	16	10	1	1	9
Wholesale trade	11	20	25	30	16	16	7	1	—	6
Retail trade	19	6	27	26	24	16	11	1	1	10
Transportation and warehousing	18	18	40	36	26	11	9	—	2	7
Utilities	32	53	71	65	17	35	16	3	2	14

See footnotes at end of table.

Table 39. Financial benefits: Access, private industry 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	Stock options			
		Flexible benefits	Dependent care reimbursement account	Health care reimbursement account			Total ¹	Performance	Signing	Other
Information	32	31	69	70	24	—	36	24	2	14
Financial activities	29	37	60	64	19	41	18	8	4	14
Finance and insurance	34	43	69	73	22	49	22	10	4	17
Credit intermediation and related activities	37	48	71	74	25	50	24	13	6	17
Insurance carriers and related activities	35	38	66	70	18	46	20	6	3	16
Real estate and rental and leasing	12	13	25	30	9	8	—	—	—	—
Professional and business services	13	19	33	33	18	18	7	2	2	6
Professional and technical services	17	23	45	45	20	25	8	2	2	7
Administrative and waste services	6	9	14	15	16	7	4	—	—	3
Education and health services	10	26	43	46	21	14	2	(²)	1	1
Educational services	10	24	44	49	32	14	1	—	1	(²)
Junior colleges, colleges, and universities	14	29	70	73	47	23	3	—	3	1
Health care and social assistance	10	26	43	46	19	15	2	(²)	(²)	1
Leisure and hospitality	5	4	12	13	—	8	5	1	—	—
Accommodation and food services	—	5	12	13	—	9	6	—	—	—
Other services	4	12	12	15	13	6	1	—	—	—
1 to 99 workers	8	10	19	20	11	8	4	1	1	3
1 to 49 workers	7	9	16	16	10	7	4	1	1	2
50 to 99 workers	10	14	28	29	15	9	6	1	(²)	5
100 workers or more	21	27	51	53	27	27	12	4	2	9
100 to 499 workers	19	22	41	43	25	21	10	2	1	8
500 workers or more	23	34	64	67	30	35	15	5	3	11
Geographic areas										
New England	10	18	42	42	20	15	9	2	1	7
Middle Atlantic	10	16	33	34	21	15	7	2	1	5
East North Central	15	19	35	36	19	18	9	3	2	6
West North Central	15	22	38	42	14	18	5	1	1	4
South Atlantic	14	18	33	34	16	15	9	2	2	6
East South Central	21	20	20	29	—	20	17	4	2	—
West South Central	12	19	33	35	15	16	7	2	1	5
Mountain	15	19	38	37	20	18	6	1	1	5
Pacific	14	14	31	32	19	18	7	3	1	5

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 stock option.

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 40. Health-related benefits: Access, private industry 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	14	17	15
Worker characteristics			
Management, professional, and related	24	25	23
Management, business, and financial	28	32	29
Professional and related	23	23	20
Service	6	5	4
Protective service	6	8	7
Sales and office	16	20	19
Sales and related	14	20	19
Office and administrative support	18	20	19
Natural resources, construction, and maintenance	10	15	14
Construction, extraction, farming, fishing, and forestry	4	10	9
Installation, maintenance, and repair	15	20	19
Production, transportation, and material moving ...	11	16	13
Production	9	16	12
Transportation and material moving	12	16	14
Full time	16	20	18
Part time	9	9	8
Union	20	38	33
Nonunion	14	15	13
Average wage within the following categories: ³			
Lowest 25 percent	6	7	7
Lowest 10 percent	5	4	4
Second 25 percent	11	13	12
Third 25 percent	16	18	16
Highest 25 percent	27	32	29
Highest 10 percent	32	34	32
Establishment characteristics			
Goods-producing industries	10	18	15
Construction	3	6	5
Manufacturing	13	23	19
Service-providing industries	15	17	15
Trade, transportation, and utilities	15	21	20
Wholesale trade	9	13	9
Retail trade	13	19	18
Transportation and warehousing	25	33	31
Utilities	37	65	59

See footnotes at end of table.

Table 40. Health-related benefits: Access, private industry 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
Information	47	48	49
Financial activities	36	37	38
Finance and insurance	43	47	48
Credit intermediation and related activities	46	50	53
Insurance carriers and related activities	39	42	41
Real estate and rental and leasing	11	—	—
Professional and business services	14	13	12
Professional and technical services	17	17	16
Administrative and waste services	5	4	4
Education and health services	15	13	10
Educational services	25	24	23
Junior colleges, colleges, and universities	42	42	40
Health care and social assistance	13	11	8
Leisure and hospitality	3	1	1
Accommodation and food services	3	2	1
Other services	3	7	6
1 to 99 workers	6	7	6
1 to 49 workers	5	6	5
50 to 99 workers	9	11	10
100 workers or more	24	29	26
100 to 499 workers	17	21	20
500 workers or more	33	—	—
Geographic areas			
New England	14	16	15
Middle Atlantic	14	17	16
East North Central	15	18	17
West North Central	12	16	14
South Atlantic	17	18	15
East South Central	14	16	12
West South Central	14	19	15
Mountain	14	14	15
Pacific	13	16	15

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, private industry workers, National Compensation Survey, March 2010

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	44	5	4	11	10	5	3	6	12
Worker characteristics									
Management, professional, and related	52	8	6	13	6	8	2	9	17
Management, business, and financial	59	9	7	18	7	7	2	8	20
Professional and related	49	7	6	11	5	9	2	10	16
Service	30	1	4	6	7	2	2	7	6
Protective service	44	1	—	6	5	—	9	—	—
Sales and office	48	4	3	12	14	4	6	6	11
Sales and related	42	2	2	9	15	3	10	4	8
Office and administrative support	52	5	4	14	13	6	3	8	12
Natural resources, construction, and maintenance	47	5	3	14	13	3	2	2	14
Construction, extraction, farming, fishing, and forestry	43	4	2	15	15	2	1	1	11
Installation, maintenance, and repair	50	5	5	13	12	4	2	4	18
Production, transportation, and material moving	44	7	2	10	11	5	2	5	14
Production	49	10	2	12	11	6	2	6	16
Transportation and material moving	39	5	3	8	11	4	2	4	12
Full time	50	6	5	13	11	6	3	7	15
Part time	27	1	2	6	6	2	3	5	5
Union	37	7	4	4	4	8	1	2	18
Nonunion	45	5	4	12	11	5	3	7	11
Average wage within the following categories: ³									
Lowest 25 percent	30	1	2	6	9	1	3	5	5
Lowest 10 percent	24	1	2	5	8	(⁴)	1	4	5
Second 25 percent	46	4	3	11	13	5	6	7	11
Third 25 percent	51	6	4	13	11	6	2	6	14
Highest 25 percent	54	9	7	14	6	8	1	8	20
Highest 10 percent	56	10	8	15	5	9	1	9	19
Establishment characteristics									
Goods-producing industries	52	11	3	14	11	6	1	5	17
Construction	46	4	1	18	17	2	1	—	8
Manufacturing	54	14	3	13	10	7	1	7	20
Service-providing industries	43	4	4	10	10	5	3	7	11
Trade, transportation, and utilities	43	4	3	10	15	3	8	4	9
Wholesale trade	51	7	2	19	12	6	(⁴)	4	14
Retail trade	40	1	1	8	18	2	12	4	6
Transportation and warehousing	41	9	7	5	9	2	2	3	14
Utilities	60	3	11	26	3	8	—	—	21

See footnotes at end of table.

Table 41. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2010—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
Information	64	2	13	12	4	6	—	6	33
Financial activities	66	8	7	23	9	4	2	10	21
Finance and insurance	71	10	8	25	8	4	1	12	25
Credit intermediation and related activities	73	7	5	28	8	5	1	11	25
Insurance carriers and related activities	66	15	11	18	9	3	3	14	24
Real estate and rental and leasing	46	2	5	17	12	4	2	4	8
Professional and business services	47	7	5	13	8	6	2	9	13
Professional and technical services	60	13	6	20	11	4	—	11	12
Administrative and waste services	32	3	3	5	5	4	1	8	10
Education and health services	41	1	4	6	8	9	3	10	10
Educational services	21	(⁴)	4	—	3	9	—	2	3
Junior colleges, colleges, and universities	21	1	2	—	1	13	—	3	2
Health care and social assistance	44	2	4	7	9	9	3	11	11
Leisure and hospitality	26	(⁴)	4	6	7	—	1	4	6
Accommodation and food services	25	1	4	6	7	—	—	5	6
Other services	32	2	3	11	10	4	—	2	4
1 to 99 workers	41	4	3	13	13	3	1	3	8
1 to 49 workers	41	4	2	13	14	3	1	2	8
50 to 99 workers	39	5	5	10	7	4	1	6	10
100 workers or more	48	6	5	9	7	7	5	10	17
100 to 499 workers	44	4	4	8	10	5	7	9	13
500 workers or more	54	10	7	10	4	9	2	12	22
Geographic areas									
New England	47	5	4	9	14	7	2	8	8
Middle Atlantic	42	3	3	11	7	8	2	6	11
East North Central	45	7	3	12	9	8	3	8	14
West North Central	45	6	4	13	9	2	3	7	11
South Atlantic	47	4	4	10	12	3	4	8	13
East South Central	48	3	—	13	14	2	5	5	14
West South Central	46	6	4	9	13	2	3	7	15
Mountain	44	5	5	11	12	4	3	5	10
Pacific	39	5	4	11	6	5	3	4	11

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 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.

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

⁴ Less than 0.5 percent.

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/eps/glossary20092010.htm.