

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2011

| 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 | 0.6 | 0.7 | 0.4 | 0.9 | 0.9 | 1.0 | 1.5 | 1.1 | 2.6 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 0.6 | 0.6 | 0.5 | 0.9 | 1.1 | 1.2 | 1.8 | 1.3 | 2.9 |
| Professional and related | 0.5 | 0.6 | 0.5 | 0.9 | 1.1 | 1.2 | 1.7 | 1.3 | 2.9 |
| Teachers | 0.8 | 0.9 | 0.5 | 1.1 | 1.2 | 1.0 | 1.8 | 1.4 | 3.2 |
| Primary, secondary, and special education school teachers | 0.3 | 0.5 | 0.4 | 0.3 | 0.6 | 0.5 | 1.9 | 1.2 | 3.4 |
| Service | 1.5 | 1.5 | 0.6 | 1.8 | 1.7 | 0.8 | 1.7 | 1.1 | 2.9 |
| Protective service | 1.0 | 1.3 | 0.8 | 2.1 | 2.1 | 0.7 | 2.7 | 1.9 | 4.4 |
| Sales and office | 1.5 | 1.7 | 0.9 | 2.0 | 1.9 | 1.7 | 2.2 | 1.8 | 3.7 |
| Office and administrative support | 1.3 | 1.5 | 0.9 | 1.9 | 1.7 | 1.7 | 2.2 | 1.8 | 3.9 |
| Natural resources, construction, and maintenance | 1.9 | 2.2 | 1.3 | 2.8 | 2.8 | 1.2 | 3.2 | 2.2 | 4.4 |
| Production, transportation, and material moving ... | 4.2 | 4.1 | 0.9 | 4.4 | 4.3 | 0.8 | 3.4 | 2.7 | 5.5 |
| Full time | 0.3 | 0.5 | 0.4 | 0.8 | 1.0 | 1.1 | 1.7 | 1.2 | 2.6 |
| Part time | 1.8 | 1.7 | 1.2 | 1.8 | 1.8 | 1.2 | 0.8 | 0.6 | 4.4 |
| Union | 0.4 | 0.6 | 0.5 | 0.6 | 0.9 | 0.9 | 1.9 | 1.5 | 3.3 |
| Nonunion | 1.0 | 1.1 | 0.6 | 1.6 | 1.3 | 1.4 | 2.0 | 1.4 | 3.3 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 1.6 | 1.7 | 0.7 | 2.0 | 2.0 | 0.8 | 2.3 | 1.5 | 3.2 |
| Lowest 10 percent | 2.5 | 2.6 | 1.1 | 3.2 | 3.2 | 1.2 | 2.5 | 1.9 | 4.7 |
| Second 25 percent | 0.6 | 1.0 | 0.8 | 1.3 | 1.7 | 1.8 | 2.3 | 1.8 | 3.8 |
| Third 25 percent | 1.0 | 1.1 | 0.6 | 1.3 | 1.3 | 1.2 | 2.1 | 1.3 | 3.1 |
| Highest 25 percent | 0.3 | 0.5 | 0.4 | 0.9 | 1.0 | 1.0 | 1.6 | 1.4 | 2.5 |
| Highest 10 percent | 0.4 | 0.7 | 0.6 | 1.6 | 1.9 | 1.5 | 2.0 | 1.9 | 3.5 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 0.6 | 0.7 | 0.4 | 0.9 | 0.9 | 1.0 | 1.5 | 1.1 | 2.6 |
| Education and health services | 0.5 | 0.7 | 0.5 | 0.9 | 1.3 | 1.7 | 1.9 | 1.4 | 2.8 |
| Educational services | 0.6 | 0.7 | 0.5 | 0.8 | 1.2 | 1.4 | 1.8 | 1.2 | 2.9 |
| Elementary and secondary schools | 0.5 | 0.6 | 0.4 | 0.5 | 0.7 | 0.5 | 1.7 | 0.9 | 3.0 |
| Junior colleges, colleges, and universities | 1.7 | 2.2 | 1.5 | 2.8 | 3.2 | 5.6 | 3.9 | 3.2 | 4.0 |
| Health care and social assistance | 1.1 | 1.5 | 1.4 | 3.9 | 3.5 | 4.6 | 3.8 | 3.5 | 3.9 |
| Hospitals | 1.3 | 2.1 | 2.0 | 5.0 | 4.4 | 6.8 | 4.6 | 4.1 | 4.1 |
| Public administration | 1.2 | 1.3 | 0.7 | 1.4 | 1.5 | 0.8 | 2.3 | 1.7 | 4.4 |
| 1 to 99 workers | 2.2 | 2.3 | 0.8 | 3.0 | 3.1 | 1.0 | 3.2 | 2.6 | 3.9 |
| 1 to 49 workers | 3.5 | 3.6 | 1.3 | 4.1 | 4.2 | 1.6 | 3.1 | 2.8 | 5.7 |
| 50 to 99 workers | 2.5 | 2.9 | 1.2 | 3.2 | 3.3 | 1.0 | 5.0 | 3.9 | 6.4 |
| 100 workers or more | 0.5 | 0.7 | 0.5 | 0.9 | 0.9 | 1.2 | 1.6 | 1.1 | 2.7 |
| 100 to 499 workers | 1.3 | 1.3 | 0.5 | 1.6 | 1.6 | 0.6 | 2.4 | 1.7 | 3.6 |
| 500 workers or more | 0.5 | 0.8 | 0.5 | 0.9 | 1.2 | 1.4 | 1.8 | 1.3 | 2.9 |

See footnotes at end of table.

Table 2. Standard errors for retirement benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 0.9 | 1.4 | 0.9 | 1.7 | 2.6 | 3.3 | 3.1 | 2.8 | 4.9 |
| Local government | 0.7 | 0.7 | 0.4 | 0.9 | 0.9 | 0.4 | 1.4 | 0.9 | 2.1 |
| Geographic areas | | | | | | | | | |
| New England | 2.8 | 3.3 | 1.2 | 4.9 | 5.5 | 1.2 | – | – | – |
| Middle Atlantic | 0.9 | 2.0 | 1.4 | 0.7 | 2.2 | 2.2 | 2.4 | 1.5 | 2.1 |
| East North Central | 1.9 | 2.0 | 0.8 | 2.3 | 2.4 | 1.0 | 4.1 | 3.4 | 6.1 |
| West North Central | 1.5 | 2.0 | 1.4 | 6.1 | 5.4 | 9.9 | 7.3 | – | – |
| South Atlantic | 1.4 | 1.5 | 1.3 | 1.4 | 1.3 | 1.5 | 4.5 | 1.7 | 4.4 |
| East South Central | 2.9 | 3.7 | 2.5 | 4.5 | 4.1 | 2.6 | 5.9 | 4.2 | 10.6 |
| West South Central | 2.7 | 2.7 | 0.4 | 2.2 | 2.2 | 0.3 | 2.1 | 2.0 | 3.7 |
| Mountain | 2.0 | 1.7 | 1.2 | 2.9 | 3.1 | 0.9 | 4.0 | 4.0 | 8.7 |
| Pacific | 1.1 | 1.2 | 0.5 | 1.7 | 1.7 | 0.5 | 3.5 | 3.4 | 2.2 |

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 are 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, 2010." 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/glossary20102011.htm.

Table 3. Standard errors for defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2011

| 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 | 1.8 | 1.9 | 0.1 | 0.0 | 1.8 |
| Worker characteristics | | | | | |
| Management, professional, and related | 2.0 | 2.0 | 0.1 | 0.0 | 2.0 |
| Professional and related | 1.8 | 1.9 | 0.1 | 0.0 | 1.8 |
| Teachers | 1.9 | 2.0 | 0.1 | 0.1 | 1.9 |
| Primary, secondary, and special education school teachers | 1.9 | 1.9 | 0.1 | 0.1 | 1.9 |
| Service | 2.0 | 2.1 | 0.1 | 0.3 | 2.0 |
| Protective service | 2.9 | 3.0 | 0.2 | 0.5 | 2.9 |
| Sales and office | 2.6 | 2.8 | 0.2 | 0.3 | 2.6 |
| Office and administrative support | 2.6 | 2.8 | 0.2 | 0.4 | 2.6 |
| Natural resources, construction, and maintenance | 2.6 | 2.6 | 0.2 | 0.4 | 2.6 |
| Production, transportation, and material moving | 2.9 | 3.3 | 0.2 | 0.3 | 2.9 |
| Full time | 1.9 | 2.0 | 0.1 | 0.0 | 1.9 |
| Part time | 2.1 | 2.4 | 0.2 | 0.1 | 2.1 |
| Union | 2.0 | 2.2 | 0.1 | 0.5 | 2.0 |
| Nonunion | 2.4 | 2.5 | 0.2 | 0.0 | 2.4 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 2.5 | 2.6 | 0.2 | 0.0 | 2.5 |
| Lowest 10 percent | 3.4 | 3.6 | 0.3 | 0.7 | 3.4 |
| Second 25 percent | 2.3 | 2.4 | 0.1 | 0.4 | 2.3 |
| Third 25 percent | 2.3 | 2.4 | 0.1 | 0.3 | 2.3 |
| Highest 25 percent | 1.6 | 1.8 | 0.1 | 0.1 | 1.6 |
| Highest 10 percent | 1.6 | 1.8 | 0.1 | 0.3 | 1.6 |
| Establishment characteristics | | | | | |
| Service-providing industries | 1.8 | 1.9 | 0.1 | 0.0 | 1.8 |
| Education and health services | 1.7 | 1.8 | 0.1 | 0.0 | 1.7 |
| Educational services | 1.7 | 1.8 | 0.1 | 0.0 | 1.7 |
| Elementary and secondary schools | 1.7 | 1.8 | 0.1 | 0.0 | 1.7 |
| Junior colleges, colleges, and universities | 3.6 | 3.7 | 0.4 | 0.5 | 3.6 |
| Health care and social assistance | 4.5 | 4.5 | 0.3 | 0.7 | 4.5 |
| Hospitals | 5.4 | 5.5 | 0.4 | 0.7 | 5.4 |
| Public administration | 2.9 | 2.9 | 0.1 | 0.0 | 2.9 |
| 1 to 99 workers | 3.3 | 3.2 | 0.3 | 0.1 | 3.3 |
| 1 to 49 workers | 2.9 | 3.0 | 0.3 | 0.2 | 2.9 |
| 50 to 99 workers | 5.5 | 5.5 | 0.4 | 0.3 | 5.5 |
| 100 workers or more | 1.8 | 1.9 | 0.1 | 0.0 | 1.8 |
| 100 to 499 workers | 2.9 | 3.1 | 0.2 | 0.1 | 2.9 |
| 500 workers or more | 2.0 | 2.0 | 0.1 | 0.0 | 2.0 |

See footnotes at end of table.

Table 3. Standard errors for defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 3.7 | 3.4 | 0.2 | 0.0 | 3.7 |
| Local government | 1.6 | 1.7 | 0.1 | 0.0 | 1.6 |
| Geographic areas | | | | | |
| New England | 0.6 | 4.3 | 0.2 | 0.6 | 0.6 |
| Middle Atlantic | 1.3 | 1.2 | 0.2 | 0.0 | 1.3 |
| East North Central | 5.8 | 5.7 | 0.2 | 0.1 | 5.8 |
| West North Central | 1.8 | 1.8 | 0.4 | 0.5 | 1.8 |
| South Atlantic | 5.2 | 5.2 | 0.1 | 0.0 | 5.2 |
| East South Central | 2.6 | 2.6 | 0.7 | — | 2.6 |
| Pacific | 5.1 | 5.3 | 0.2 | 0.0 | 5.1 |

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, 2010." 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/glossary20102011.htm.

Table 4. Standard errors for defined benefit retirement plans: Open and frozen plans, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Open plans ¹ | Frozen plans ² |
|--|-------------------------|---------------------------|
| All workers | 0.9 | 0.9 |
| Worker characteristics | | |
| Management, professional, and related | 1.0 | 1.0 |
| Professional and related | 0.9 | 0.9 |
| Teachers | 0.9 | 0.9 |
| Primary, secondary, and special education school teachers | 0.9 | 0.9 |
| Service | 1.2 | 1.2 |
| Protective service | 1.7 | 1.7 |
| Sales and office | 1.1 | 1.1 |
| Office and administrative support | 1.2 | 1.2 |
| Natural resources, construction, and maintenance | 1.5 | 1.5 |
| Production, transportation, and material moving ... | 2.1 | 2.1 |
| Full time | 0.9 | 0.9 |
| Part time | 1.8 | 1.8 |
| Union | 1.2 | 1.2 |
| Nonunion | 1.0 | 1.0 |
| Average wage within the following categories: ³ | | |
| Lowest 25 percent | 1.3 | 1.3 |
| Lowest 10 percent | 1.7 | 1.7 |
| Second 25 percent | 1.3 | 1.3 |
| Third 25 percent | 1.1 | 1.1 |
| Highest 25 percent | 1.0 | 1.0 |
| Highest 10 percent | 1.2 | 1.2 |
| Establishment characteristics | | |
| Service-providing industries | 0.9 | 0.9 |
| Education and health services | 0.9 | 0.9 |
| Educational services | 1.0 | 1.0 |
| Elementary and secondary schools | 0.9 | 0.9 |
| Junior colleges, colleges, and universities | 2.3 | 2.3 |
| Health care and social assistance | 2.0 | 2.0 |
| Hospitals | 2.7 | 2.7 |
| Public administration | 1.5 | 1.5 |
| 1 to 99 workers | 2.5 | 2.5 |
| 1 to 49 workers | 2.5 | 2.5 |
| 50 to 99 workers | 3.5 | 3.5 |
| 100 workers or more | 0.9 | 0.9 |
| 100 to 499 workers | 1.7 | 1.7 |
| 500 workers or more | 0.8 | 0.8 |

See footnotes at end of table.

Table 4. Standard errors for defined benefit retirement plans: Open and frozen plans, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Open plans ¹ | Frozen plans ² |
|--------------------------|-------------------------|---------------------------|
| State government | 2.2 | 2.2 |
| Local government | 0.8 | 0.8 |
| Geographic areas | | |
| New England | 2.7 | 2.7 |
| Middle Atlantic | 1.5 | 1.5 |
| East North Central | 2.9 | 2.9 |
| South Atlantic | 0.5 | 0.5 |
| West South Central | 2.4 | 2.4 |
| Pacific | 3.1 | 3.1 |

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, 2010." 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/glossary20102011.htm.

**Table 5. Standard errors for defined benefit frozen retirement plans:¹
Benefits accrual, State and local government workers, National
Compensation Survey, March 2011**

| 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 | 0.3 | — | — |
| Worker characteristics | | | |
| Management, professional, and related | 0.4 | — | — |
| Professional and related | 0.5 | — | 0.5 |
| Teachers | 0.1 | — | — |
| Primary, secondary, and special education school teachers | 0.2 | — | — |
| Service | 0.4 | — | — |
| Protective service | 0.0 | — | — |
| Sales and office | 0.0 | — | — |
| Office and administrative support | 0.0 | — | — |
| Natural resources, construction, and maintenance Production, transportation, and material moving ... | 0.2 0.0 | — — | — — |
| Full time | 0.3 | — | — |
| Part time | 0.0 | — | — |
| Union | 0.1 | — | — |
| Nonunion | 0.9 | — | 0.9 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | 0.3 | — | — |
| Lowest 10 percent | 1.3 | — | — |
| Second 25 percent | 0.5 | — | — |
| Third 25 percent | 0.5 | — | — |
| Highest 25 percent | 0.1 | — | — |
| Highest 10 percent | 0.0 | — | — |
| Establishment characteristics | | | |
| Service-providing industries | 0.3 | — | — |
| Education and health services | 0.4 | — | 0.4 |
| Educational services | 0.0 | — | — |
| Elementary and secondary schools | 0.0 | — | — |
| Junior colleges, colleges, and universities | 0.0 | — | — |
| Health care and social assistance | 2.4 | — | 2.4 |
| Hospitals | 3.6 | — | — |
| Public administration | 0.2 | — | — |
| 1 to 99 workers | 0.0 | — | — |
| 1 to 49 workers | 0.0 | — | — |
| 50 to 99 workers | 0.0 | — | — |
| 100 workers or more | 0.3 | — | — |
| 100 to 499 workers | 0.3 | — | — |
| 500 workers or more | 0.4 | — | — |

See footnotes at end of table.

**Table 5. Standard errors for defined benefit frozen retirement plans:¹
Benefits accrual, State and local government workers, National
Compensation Survey, March 2011—Continued**

| 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 | 0.3 | — | — |
| Local government | 0.3 | — | — |
| Geographic areas | | | |
| New England | 0.6 | — | — |
| Middle Atlantic | 0.0 | — | — |
| East North Central | 0.0 | — | — |
| South Atlantic | 1.4 | — | — |
| West South Central | 1.2 | — | — |
| Pacific | 0.0 | — | — |

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, 2010." 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/glossary20102011.htm.

**Table 6. Standard errors for defined benefit frozen retirement plans:¹
Selected attributes, State and local government workers, National
Compensation Survey, March 2011**

| Characteristics | Time since plan closed to new workers or stopped accruing benefits | | |
|--|--|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| All workers | — | — | 3.3 |
| Worker characteristics | | | |
| Management, professional, and related | — | — | 3.3 |
| Professional and related | — | — | 3.3 |
| Teachers | 2.5 | 2.2 | 3.0 |
| Primary, secondary, and special education school teachers | 2.5 | 2.7 | 3.3 |
| Service | — | — | 3.5 |
| Protective service | — | — | 5.8 |
| Sales and office | 3.4 | 2.4 | 4.1 |
| Office and administrative support | 3.4 | 2.7 | 4.3 |
| Natural resources, construction, and maintenance | — | — | 9.2 |
| Production, transportation, and material moving ... | — | — | 11.1 |
| Full time | — | — | 3.4 |
| Part time | — | — | 5.4 |
| Union | 1.8 | 1.1 | 2.0 |
| Nonunion | — | — | 8.5 |
| Average wage within the following categories: ² | | | |
| Lowest 25 percent | — | — | 5.6 |
| Lowest 10 percent | — | — | 6.3 |
| Second 25 percent | — | — | 6.4 |
| Third 25 percent | — | — | 3.6 |
| Highest 25 percent | 2.4 | 0.4 | 2.3 |
| Highest 10 percent | 2.9 | 0.8 | 2.8 |
| Establishment characteristics | | | |
| Service-providing industries | — | — | 3.1 |
| Education and health services | — | — | 3.8 |
| Educational services | — | — | 4.1 |
| Elementary and secondary schools | — | — | 3.7 |
| Junior colleges, colleges, and universities | — | — | 8.8 |
| Health care and social assistance | — | — | 4.7 |
| Hospitals | — | — | 4.8 |
| Public administration | — | — | 4.1 |
| 1 to 99 workers | — | — | 15.0 |
| 50 to 99 workers | — | — | 12.5 |
| 100 workers or more | 1.6 | 2.6 | 2.6 |
| 100 to 499 workers | — | — | 3.9 |
| 500 workers or more | — | — | 3.2 |

See footnotes at end of table.

**Table 6. Standard errors for defined benefit frozen retirement plans:¹
Selected attributes, State and local government workers, National
Compensation Survey, March 2011—Continued**

| Characteristics | Time since plan closed to new workers or stopped accruing benefits | | |
|--------------------------|--|--------------|----------------------|
| | 1 year | 2 to 5 years | Greater than 5 years |
| State government | — | — | 7.2 |
| Local government | 1.7 | 2.5 | 2.6 |
| Geographic areas | | | |
| New England | — | — | 0.0 |
| Middle Atlantic | 1.5 | 0.7 | 1.4 |
| East North Central | — | — | 5.4 |
| South Atlantic | — | 5.7 | 5.7 |
| West South Central | — | — | 1.2 |
| Pacific | — | — | 2.5 |

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, 2010." 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/glossary20102011.htm.

Table 7. Standard errors for defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Alternatives to frozen plans available | Alternatives for employees in frozen plans | | |
|---|--|--|---|-------------------------------|
| | | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan |
| All workers | 0.0 | 1.2 | 0.8 | 4.2 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.0 | 1.1 | 0.8 | 4.6 |
| Professional and related | 0.0 | 1.1 | 0.9 | 4.2 |
| Teachers | 0.0 | 0.2 | – | 3.5 |
| Primary, secondary, and special education school teachers | 0.0 | 0.3 | – | 2.8 |
| Service | 0.0 | 2.7 | 0.9 | 4.6 |
| Protective service | 0.0 | 5.1 | 1.1 | – |
| Sales and office | 0.0 | 3.6 | 1.8 | 7.2 |
| Office and administrative support | 0.0 | 3.8 | 2.0 | 7.4 |
| Natural resources, construction, and maintenance | 0.0 | 3.1 | 2.4 | – |
| Production, transportation, and material moving ... | 0.0 | 7.2 | – | 4.3 |
| Full time | 0.0 | 1.3 | 0.9 | 4.5 |
| Part time | 0.0 | 0.9 | – | 5.4 |
| Union | 0.0 | 1.5 | 1.0 | 4.9 |
| Nonunion | 0.0 | 1.9 | 1.0 | 4.3 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 0.0 | 2.4 | 1.4 | 5.7 |
| Lowest 10 percent | 0.0 | 5.9 | 2.8 | 8.2 |
| Second 25 percent | 0.0 | 2.4 | 1.6 | 6.5 |
| Third 25 percent | 0.0 | 2.6 | 1.6 | 5.6 |
| Highest 25 percent | 0.0 | 0.7 | 0.6 | 3.1 |
| Highest 10 percent | 0.0 | 0.7 | – | 2.4 |
| Establishment characteristics | | | | |
| Service-providing industries | 0.0 | 1.2 | 0.8 | 4.3 |
| Education and health services | 0.0 | 1.1 | 0.9 | 2.9 |
| Educational services | 0.0 | 1.0 | 0.8 | 2.9 |
| Elementary and secondary schools | 0.0 | 0.9 | – | 3.0 |
| Junior colleges, colleges, and universities | 0.0 | 3.7 | – | – |
| Health care and social assistance | 0.0 | 4.1 | 3.9 | – |
| Hospitals | 0.0 | 4.5 | 4.5 | 0.9 |
| Public administration | 0.0 | 3.1 | 2.2 | – |
| 1 to 99 workers | 0.0 | 5.0 | – | – |
| 1 to 49 workers | 0.0 | 13.2 | – | – |
| 50 to 99 workers | 0.0 | 2.6 | – | – |
| 100 workers or more | 0.0 | 1.2 | 0.9 | 3.8 |
| 100 to 499 workers | 0.0 | 3.3 | – | 6.2 |
| 500 workers or more | 0.0 | 1.2 | 1.0 | 3.3 |

See footnotes at end of table.

Table 7. Standard errors for defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Alternatives to frozen plans available | Alternatives for employees in frozen plans | | |
|--------------------------|--|--|---|-------------------------------|
| | | New defined benefit plan | Enhanced existing defined contribution plan | New defined contribution plan |
| State government | 0.0 | 3.9 | 3.0 | — |
| Local government | 0.0 | 1.1 | 0.8 | 2.7 |
| Geographic areas | | | | |
| New England | 0.0 | 2.5 | — | — |
| Middle Atlantic | 0.0 | 2.1 | 2.0 | — |
| East North Central | 0.0 | 2.8 | — | 5.1 |
| South Atlantic | 0.0 | 4.4 | — | 5.4 |
| West South Central | 0.0 | 7.0 | — | — |
| Pacific | 0.0 | 0.5 | — | 13.9 |

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, 2010." 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/glossary20102011.htm.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Employee contribution | | Employee contribution option | |
|---|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| All workers | 3.5 | 3.5 | 2.4 | 2.4 |
| Worker characteristics | | | | |
| Management, professional, and related | 4.1 | 4.1 | 3.1 | 3.1 |
| Professional and related | 4.3 | 4.3 | 3.4 | 3.4 |
| Teachers | 5.7 | 5.7 | 5.1 | 5.1 |
| Primary, secondary, and special education school teachers | 6.9 | 6.9 | 8.4 | 8.4 |
| Service | 4.0 | 4.0 | 3.3 | 3.3 |
| Protective service | 6.1 | 6.1 | 5.4 | 5.4 |
| Sales and office | 5.2 | 5.2 | 2.1 | 2.1 |
| Office and administrative support | 5.3 | 5.3 | 2.1 | 2.1 |
| Natural resources, construction, and maintenance Production, transportation, and material moving ... | 6.7 | 6.7 | 6.4 | 6.4 |
| 8.5 | 8.5 | – | – | |
| Full time | 3.6 | 3.6 | 2.5 | 2.5 |
| Part time | 5.5 | 5.5 | 5.0 | 5.0 |
| Union | 6.0 | 6.0 | 4.8 | 4.8 |
| Nonunion | 3.1 | 3.1 | 2.1 | 2.1 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 3.8 | 3.8 | 2.8 | 2.8 |
| Lowest 10 percent | 4.6 | 4.6 | 3.7 | 3.7 |
| Second 25 percent | 5.3 | 5.3 | 2.9 | 2.9 |
| Third 25 percent | 4.6 | 4.6 | 4.6 | 4.6 |
| Highest 25 percent | 3.8 | 3.8 | 2.9 | 2.9 |
| Highest 10 percent | 4.3 | 4.3 | 3.4 | 3.4 |
| Establishment characteristics | | | | |
| Service-providing industries | 3.6 | 3.6 | 2.4 | 2.4 |
| Education and health services | 4.8 | 4.8 | 3.8 | 3.8 |
| Educational services | 5.7 | 5.7 | 4.9 | 4.9 |
| Elementary and secondary schools | 6.3 | 6.3 | 7.6 | 7.6 |
| Junior colleges, colleges, and universities | 7.1 | 7.1 | 5.4 | 5.4 |
| Health care and social assistance | 5.2 | 5.2 | 3.6 | 3.6 |
| Hospitals | 5.8 | 5.8 | 4.4 | 4.4 |
| Public administration | 5.0 | 5.0 | 3.6 | 3.6 |
| 1 to 99 workers | 6.4 | 6.4 | – | – |
| 1 to 49 workers | 7.3 | 7.3 | – | – |
| 50 to 99 workers | 9.2 | 9.2 | – | – |
| 100 workers or more | 3.8 | 3.8 | 2.7 | 2.7 |
| 100 to 499 workers | 5.2 | 5.2 | 1.9 | 1.9 |
| 500 workers or more | 4.2 | 4.2 | 3.5 | 3.5 |

See footnotes at end of table.

Table 8. Standard errors for defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Employee contribution | | Employee contribution option | |
|--------------------------|-----------------------|--------------|------------------------------|------------|
| | Required | Not required | Pretax | Not pretax |
| State government | 6.9 | 6.9 | 4.6 | 4.6 |
| Local government | 3.1 | 3.1 | 3.0 | 3.0 |
| Geographic areas | | | | |
| Middle Atlantic | 4.2 | 4.2 | 6.2 | 6.2 |
| East North Central | 7.0 | 7.0 | 2.5 | 2.5 |
| South Atlantic | 5.1 | 5.1 | 7.2 | 7.2 |
| East South Central | 6.6 | 6.6 | — | — |
| West South Central | — | — | 2.4 | 2.4 |
| Mountain | 10.3 | 10.3 | — | — |
| Pacific | 7.0 | 7.0 | 5.6 | 5.6 |

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, 2010." 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/glossary20102011.htm.

Table 9. Standard errors for health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2011

| Characteristics | Health care ² | | | Medical care | | |
|--|--------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| All workers | 0.5 | 0.7 | 0.5 | 0.5 | 0.7 | 0.6 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 0.6 | 0.8 | 0.6 | 0.6 | 0.9 | 0.7 |
| Professional and related | 0.6 | 0.8 | 0.6 | 0.6 | 1.0 | 0.8 |
| Teachers | 0.8 | 1.0 | 0.7 | 0.8 | 1.1 | 0.9 |
| Primary, secondary, and special education school teachers | 0.3 | 0.8 | 0.7 | 0.3 | 0.9 | 0.8 |
| Service | 1.2 | 1.2 | 0.7 | 1.3 | 1.2 | 0.8 |
| Protective service | 1.0 | 1.2 | 0.9 | 1.0 | 1.5 | 1.3 |
| Sales and office | 1.5 | 1.8 | 1.0 | 1.5 | 1.8 | 1.3 |
| Office and administrative support | 1.4 | 1.6 | 0.9 | 1.4 | 1.7 | 1.3 |
| Natural resources, construction, and maintenance | 1.8 | 2.0 | 1.3 | 1.8 | 2.1 | 1.4 |
| Production, transportation, and material moving ... | 4.2 | 3.9 | 1.3 | 4.2 | 4.2 | 1.6 |
| Full time | 0.2 | 0.6 | 0.5 | 0.2 | 0.7 | 0.6 |
| Part time | 1.7 | 1.3 | 2.2 | 1.8 | 1.2 | 1.8 |
| Union | 0.4 | 0.6 | 0.5 | 0.4 | 0.8 | 0.7 |
| Nonunion | 0.9 | 1.1 | 0.8 | 0.9 | 1.1 | 1.0 |
| Average wage within the following categories: ³ | | | | | | |
| Lowest 25 percent | 1.4 | 1.5 | 1.1 | 1.4 | 1.4 | 1.1 |
| Lowest 10 percent | 2.5 | 2.5 | 2.1 | 2.5 | 2.5 | 2.1 |
| Second 25 percent | 0.8 | 1.2 | 0.8 | 0.8 | 1.2 | 1.0 |
| Third 25 percent | 1.1 | 1.2 | 0.6 | 1.1 | 1.2 | 0.8 |
| Highest 25 percent | 0.4 | 0.6 | 0.5 | 0.4 | 0.8 | 0.7 |
| Highest 10 percent | 0.5 | 0.9 | 0.8 | 0.5 | 1.1 | 1.1 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 0.5 | 0.7 | 0.5 | 0.5 | 0.7 | 0.6 |
| Education and health services | 0.5 | 0.8 | 0.7 | 0.5 | 0.9 | 0.8 |
| Educational services | 0.6 | 0.8 | 0.7 | 0.6 | 1.0 | 0.8 |
| Elementary and secondary schools | 0.5 | 0.8 | 0.7 | 0.5 | 0.8 | 0.8 |
| Junior colleges, colleges, and universities | 1.5 | 2.2 | 1.7 | 1.5 | 2.7 | 2.4 |
| Health care and social assistance | 1.6 | 2.4 | 1.5 | 1.6 | 2.7 | 2.0 |
| Hospitals | 1.3 | 2.5 | 1.9 | 1.3 | 3.3 | 2.8 |
| Public administration | 1.2 | 1.3 | 0.7 | 1.2 | 1.3 | 0.8 |
| 1 to 99 workers | 2.6 | 2.8 | 1.7 | 2.6 | 2.7 | 1.6 |
| 1 to 49 workers | 3.7 | 3.8 | 2.4 | 3.8 | 3.6 | 2.5 |
| 50 to 99 workers | 2.0 | 2.8 | 1.7 | 2.0 | 2.4 | 1.5 |
| 100 workers or more | 0.5 | 0.6 | 0.5 | 0.5 | 0.7 | 0.6 |
| 100 to 499 workers | 1.1 | 1.3 | 0.9 | 1.1 | 1.4 | 1.1 |
| 500 workers or more | 0.5 | 0.7 | 0.6 | 0.5 | 0.9 | 0.8 |

See footnotes at end of table.

Table 9. Standard errors for health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 1.4 | 1.3 | 0.7 | 1.3 | 1.1 | 1.2 | 0.6 | 0.7 | 0.6 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.5 | 1.3 | 0.8 | 1.5 | 1.1 | 1.6 | 0.6 | 0.9 | 0.8 |
| Professional and related | 1.4 | 1.3 | 0.8 | 1.5 | 1.2 | 1.6 | 0.6 | 0.9 | 0.8 |
| Teachers | 1.7 | 1.6 | 1.0 | 1.8 | 1.5 | 1.9 | 0.8 | 1.1 | 0.9 |
| Primary, secondary, and special education school teachers | 2.0 | 1.8 | 1.1 | 2.1 | 1.8 | 2.2 | 0.5 | 1.0 | 0.8 |
| Service | 1.8 | 1.7 | 1.0 | 1.8 | 1.4 | 1.6 | 1.4 | 1.3 | 0.9 |
| Protective service | 2.8 | 2.7 | 1.3 | 3.0 | 2.6 | 2.2 | 1.5 | 1.8 | 1.3 |
| Sales and office | 2.5 | 2.5 | 1.4 | 2.4 | 2.1 | 1.7 | 1.8 | 2.1 | 1.4 |
| Office and administrative support | 2.5 | 2.5 | 1.4 | 2.3 | 2.1 | 1.7 | 1.8 | 2.0 | 1.4 |
| Natural resources, construction, and maintenance | 3.5 | 3.3 | 1.6 | 3.1 | 2.9 | 2.2 | 1.8 | 2.1 | 1.5 |
| Production, transportation, and material moving | 4.3 | 3.8 | 1.6 | 4.2 | 3.7 | 1.9 | 4.2 | 4.2 | 1.6 |
| Full time | 1.5 | 1.4 | 0.7 | 1.5 | 1.2 | 1.2 | 0.4 | 0.6 | 0.6 |
| Part time | 1.2 | 1.1 | 2.5 | 1.1 | 0.8 | 2.8 | 1.8 | 1.2 | 1.8 |
| Union | 1.4 | 1.4 | 0.8 | 1.6 | 1.5 | 0.8 | 0.7 | 0.8 | 0.7 |
| Nonunion | 1.9 | 1.7 | 1.2 | 1.7 | 1.2 | 2.7 | 0.9 | 1.1 | 1.0 |
| Average wage within the following categories: ³ | | | | | | | | | |
| Lowest 25 percent | 1.8 | 1.8 | 1.6 | 1.8 | 1.3 | 2.6 | 1.6 | 1.6 | 1.2 |
| Lowest 10 percent | 2.0 | 1.9 | 2.9 | 1.8 | 1.3 | 3.8 | 2.5 | 2.5 | 2.1 |
| Second 25 percent | 2.1 | 2.0 | 0.9 | 2.0 | 1.7 | 1.7 | 1.1 | 1.2 | 1.0 |
| Third 25 percent | 2.0 | 1.8 | 1.0 | 2.1 | 1.7 | 1.8 | 1.1 | 1.2 | 0.9 |
| Highest 25 percent | 1.2 | 1.2 | 0.8 | 1.4 | 1.3 | 1.1 | 0.5 | 0.8 | 0.7 |
| Highest 10 percent | 1.8 | 1.7 | 1.1 | 2.1 | 2.2 | 1.6 | 0.6 | 1.1 | 1.1 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 1.4 | 1.3 | 0.7 | 1.3 | 1.1 | 1.2 | 0.6 | 0.7 | 0.6 |
| Education and health services | 1.5 | 1.4 | 0.8 | 1.5 | 1.2 | 1.6 | 0.6 | 0.9 | 0.8 |
| Educational services | 1.6 | 1.5 | 0.9 | 1.6 | 1.3 | 1.8 | 0.6 | 1.0 | 0.9 |
| Elementary and secondary schools | 1.6 | 1.5 | 1.1 | 1.7 | 1.4 | 2.1 | 0.6 | 0.9 | 0.8 |
| Junior colleges, colleges, and universities | 3.9 | 3.3 | 1.8 | 3.7 | 3.2 | 3.4 | 1.5 | 2.7 | 2.4 |
| Health care and social assistance | 3.5 | 3.2 | 1.5 | 3.7 | 3.0 | 2.3 | 1.9 | 2.5 | 2.0 |
| Hospitals | 4.3 | 3.7 | 2.1 | 4.8 | 3.5 | 3.3 | 1.5 | 2.8 | 2.8 |
| Public administration | 2.3 | 2.1 | 1.1 | 2.2 | 1.8 | 1.9 | 1.5 | 1.5 | 0.9 |
| 1 to 99 workers | 3.4 | 3.2 | 2.3 | 2.9 | 2.6 | 2.7 | 2.8 | 2.8 | 1.7 |
| 1 to 49 workers | 4.5 | 4.2 | 3.2 | 3.7 | 3.3 | 3.9 | 4.2 | 3.9 | 2.6 |
| 50 to 99 workers | 4.3 | 4.1 | 2.3 | 4.7 | 4.5 | 3.6 | 2.2 | 2.8 | 1.6 |
| 100 workers or more | 1.4 | 1.3 | 0.7 | 1.4 | 1.1 | 1.2 | 0.6 | 0.7 | 0.6 |
| 100 to 499 workers | 2.8 | 2.6 | 1.1 | 2.5 | 2.2 | 1.5 | 1.4 | 1.4 | 1.1 |
| 500 workers or more | 1.5 | 1.4 | 0.8 | 1.7 | 1.3 | 1.5 | 0.5 | 0.8 | 0.8 |

See footnotes at end of table.

Table 9. Standard errors for health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Health care ² | | | Medical care | | |
|--------------------------|--------------------------|---------------|--------------|--------------|---------------|--------------|
| | Access | Participation | Take-up rate | Access | Participation | Take-up rate |
| State government | 0.7 | 1.3 | 1.1 | 0.7 | 1.6 | 1.4 |
| Local government | 0.6 | 0.8 | 0.6 | 0.6 | 0.7 | 0.6 |
| Geographic areas | | | | | | |
| New England | 2.3 | 3.1 | 2.3 | 2.3 | 1.5 | 1.4 |
| Middle Atlantic | 1.2 | 1.4 | 0.6 | 1.1 | 1.3 | 0.7 |
| East North Central | 1.8 | 2.1 | 1.8 | 1.9 | 1.7 | 1.7 |
| West North Central | 2.1 | 1.7 | 2.1 | 2.1 | 2.8 | 3.1 |
| South Atlantic | 1.4 | 1.7 | 1.3 | 1.4 | 1.5 | 1.1 |
| East South Central | 2.1 | 2.9 | 2.8 | 2.1 | 2.9 | 2.9 |
| West South Central | 1.8 | 2.0 | 1.0 | 1.8 | 1.8 | 1.1 |
| Mountain | 1.9 | 2.9 | 1.8 | 1.9 | 2.9 | 2.8 |
| Pacific | 1.0 | 1.5 | 0.7 | 1.1 | 2.1 | 1.4 |

See footnotes at end of table.

Table 9. Standard errors for health care benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 3.1 | 2.7 | 1.3 | 3.0 | 2.2 | 2.7 | 1.1 | 1.3 | 1.4 |
| Local government | 1.3 | 1.3 | 0.9 | 1.3 | 1.1 | 1.3 | 0.7 | 0.7 | 0.6 |
| Geographic areas | | | | | | | | | |
| New England | 3.8 | 3.8 | 1.2 | 3.8 | 3.2 | 2.5 | 2.9 | 2.4 | 1.8 |
| Middle Atlantic | 2.1 | 2.3 | 1.1 | 3.3 | 3.5 | 1.2 | 1.3 | 1.4 | 0.8 |
| East North Central | 2.3 | 2.2 | 1.8 | 3.9 | 3.1 | 2.5 | 1.8 | 1.7 | 1.7 |
| West North Central | 6.6 | 4.8 | 2.8 | 2.1 | 2.1 | 6.8 | 4.6 | 2.5 | 2.8 |
| South Atlantic | 4.1 | 3.9 | 1.8 | 4.0 | 2.0 | 3.7 | 1.6 | 1.7 | 1.0 |
| East South Central | 4.6 | 3.0 | 7.1 | 1.9 | 1.8 | 4.9 | 2.1 | 2.9 | 2.9 |
| West South Central | 3.0 | 2.9 | 2.9 | 2.2 | 1.9 | 2.8 | 1.8 | 1.8 | 1.2 |
| Mountain | 2.8 | 2.8 | 2.5 | 8.8 | 7.5 | 3.5 | 1.9 | 2.9 | 2.9 |
| Pacific | 1.3 | 2.1 | 1.3 | 2.2 | 2.5 | 0.8 | 0.9 | 1.9 | 1.5 |

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, 2010." 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/glossary20102011.htm.

Table 10. Standard errors for health care benefits:¹ Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Single coverage | | Family coverage | |
|---|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| All workers | 0.4 | 0.4 | 0.6 | 0.6 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.4 | 0.4 | 0.7 | 0.7 |
| Professional and related | 0.4 | 0.4 | 0.7 | 0.7 |
| Teachers | 0.5 | 0.5 | 0.9 | 0.9 |
| Primary, secondary, and special education school teachers | 0.5 | 0.5 | 1.0 | 1.0 |
| Service | 0.6 | 0.6 | 0.9 | 0.9 |
| Protective service | 0.8 | 0.8 | 1.1 | 1.1 |
| Sales and office | 0.6 | 0.6 | 1.0 | 1.0 |
| Office and administrative support | 0.6 | 0.6 | 1.0 | 1.0 |
| Natural resources, construction, and maintenance | 0.7 | 0.7 | 1.3 | 1.3 |
| Production, transportation, and material moving | 0.9 | 0.9 | 1.8 | 1.8 |
| Full time | 0.4 | 0.4 | 0.6 | 0.6 |
| Part time | 1.3 | 1.3 | 2.0 | 2.0 |
| Union | 0.4 | 0.4 | 0.7 | 0.7 |
| Nonunion | 0.6 | 0.6 | 1.0 | 1.0 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 0.6 | 0.6 | 1.2 | 1.2 |
| Lowest 10 percent | 1.1 | 1.1 | 2.0 | 2.0 |
| Second 25 percent | 0.5 | 0.5 | 0.8 | 0.8 |
| Third 25 percent | 0.5 | 0.5 | 0.9 | 0.9 |
| Highest 25 percent | 0.5 | 0.5 | 0.8 | 0.8 |
| Highest 10 percent | 0.6 | 0.6 | 0.8 | 0.8 |
| Establishment characteristics | | | | |
| Service-providing industries | 0.4 | 0.4 | 0.6 | 0.6 |
| Education and health services | 0.5 | 0.5 | 0.8 | 0.8 |
| Educational services | 0.5 | 0.5 | 0.9 | 0.9 |
| Elementary and secondary schools | 0.5 | 0.5 | 0.9 | 0.9 |
| Junior colleges, colleges, and universities | 1.0 | 1.0 | 2.1 | 2.1 |
| Health care and social assistance | 1.5 | 1.5 | 1.4 | 1.4 |
| Hospitals | 2.1 | 2.1 | 1.6 | 1.6 |
| Public administration | 0.5 | 0.5 | 0.8 | 0.8 |
| 1 to 99 workers | 0.9 | 0.9 | 1.5 | 1.5 |
| 1 to 49 workers | 0.8 | 0.8 | 2.3 | 2.3 |
| 50 to 99 workers | 1.5 | 1.5 | 2.2 | 2.2 |
| 100 workers or more | 0.4 | 0.4 | 0.6 | 0.6 |
| 100 to 499 workers | 0.6 | 0.6 | 1.5 | 1.5 |
| 500 workers or more | 0.4 | 0.4 | 0.7 | 0.7 |

See footnotes at end of table.

Table 10. Standard errors for health care benefits:¹ Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Single coverage | | Family coverage | |
|--------------------------|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| State government | 0.8 | 0.8 | 1.2 | 1.2 |
| Local government | 0.4 | 0.4 | 0.6 | 0.6 |
| Geographic areas | | | | |
| New England | 1.2 | 1.2 | 2.8 | 2.8 |
| Middle Atlantic | 0.7 | 0.7 | 1.0 | 1.0 |
| East North Central | 1.1 | 1.1 | 1.5 | 1.5 |
| West North Central | 2.0 | 2.0 | 1.8 | 1.8 |
| South Atlantic | 0.7 | 0.7 | 1.5 | 1.5 |
| East South Central | 3.0 | 3.0 | 3.9 | 3.9 |
| West South Central | 1.2 | 1.2 | 2.2 | 2.2 |
| Mountain | 2.2 | 2.2 | 1.3 | 1.3 |
| Pacific | 0.5 | 0.5 | 0.6 | 0.6 |

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, 2010." 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/glossary20102011.htm.

Table 11. Standard errors for medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Single coverage | | Family coverage | |
|---|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| All workers | 0.4 | 0.4 | 0.8 | 0.8 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.5 | 0.5 | 0.8 | 0.8 |
| Professional and related | 0.5 | 0.5 | 0.9 | 0.9 |
| Teachers | 0.5 | 0.5 | 1.0 | 1.0 |
| Primary, secondary, and special education school teachers | 0.6 | 0.6 | 1.0 | 1.0 |
| Service | 0.4 | 0.4 | 1.2 | 1.2 |
| Protective service | 0.6 | 0.6 | 1.0 | 1.0 |
| Sales and office | 0.7 | 0.7 | 1.4 | 1.4 |
| Office and administrative support | 0.7 | 0.7 | 1.4 | 1.4 |
| Natural resources, construction, and maintenance Production, transportation, and material moving ... | 0.7 | 0.7 | 1.7 | 1.7 |
| Production, transportation, and material moving ... | 1.0 | 1.0 | 1.7 | 1.7 |
| Full time | 0.4 | 0.4 | 0.8 | 0.8 |
| Part time | 1.1 | 1.1 | 2.2 | 2.2 |
| Union | 0.4 | 0.4 | 0.6 | 0.6 |
| Nonunion | 0.6 | 0.6 | 1.4 | 1.4 |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 0.6 | 0.6 | 1.6 | 1.6 |
| Lowest 10 percent | 0.8 | 0.8 | 2.6 | 2.6 |
| Second 25 percent | 0.6 | 0.6 | 1.0 | 1.0 |
| Third 25 percent | 0.5 | 0.5 | 1.1 | 1.1 |
| Highest 25 percent | 0.4 | 0.4 | 0.8 | 0.8 |
| Highest 10 percent | 0.5 | 0.5 | 1.0 | 1.0 |
| Establishment characteristics | | | | |
| Service-providing industries | 0.4 | 0.4 | 0.8 | 0.8 |
| Education and health services | 0.6 | 0.6 | 1.0 | 1.0 |
| Educational services | 0.6 | 0.6 | 1.1 | 1.1 |
| Elementary and secondary schools | 0.6 | 0.6 | 0.9 | 0.9 |
| Junior colleges, colleges, and universities | 0.9 | 0.9 | 3.5 | 3.5 |
| Health care and social assistance | 1.0 | 1.0 | 1.3 | 1.3 |
| Hospitals | 1.4 | 1.4 | 1.6 | 1.6 |
| Public administration | 0.5 | 0.5 | 0.8 | 0.8 |
| 1 to 99 workers | 0.8 | 0.8 | 1.7 | 1.7 |
| 1 to 49 workers | 1.0 | 1.0 | 2.2 | 2.2 |
| 50 to 99 workers | 1.0 | 1.0 | 2.7 | 2.7 |
| 100 workers or more | 0.4 | 0.4 | 0.8 | 0.8 |
| 100 to 499 workers | 0.5 | 0.5 | 1.9 | 1.9 |
| 500 workers or more | 0.5 | 0.5 | 0.9 | 0.9 |

See footnotes at end of table.

Table 11. Standard errors for medical care benefits: Share of premiums paid by employer and employee, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Single coverage | | Family coverage | |
|--------------------------|-----------------|----------------|-----------------|----------------|
| | Employer share | Employee share | Employer share | Employee share |
| State government | 0.7 | 0.7 | 1.9 | 1.9 |
| Local government | 0.4 | 0.4 | 0.7 | 0.7 |
| Geographic areas | | | | |
| New England | 1.1 | 1.1 | 0.7 | 0.7 |
| Middle Atlantic | 0.5 | 0.5 | 0.6 | 0.6 |
| East North Central | 0.9 | 0.9 | 1.3 | 1.3 |
| West North Central | 1.7 | 1.7 | 2.9 | 2.9 |
| South Atlantic | 1.1 | 1.1 | 1.6 | 1.6 |
| East South Central | 2.3 | 2.3 | 4.9 | 4.9 |
| West South Central | 1.2 | 1.2 | 2.0 | 2.0 |
| Mountain | 1.4 | 1.4 | 1.6 | 1.6 |
| Pacific | 0.7 | 0.7 | 0.8 | 0.8 |

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, 2010." 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/glossary20102011.htm.

Table 12. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Average flat monthly employer premium | 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 | Average flat monthly employee contribution |
| All workers | \$5.04 | 1.5 | \$10.59 | 1.5 | \$4.73 | \$2.60 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 5.43 | 1.6 | 11.52 | 1.6 | 5.63 | 2.85 |
| Professional and related | 5.26 | 1.7 | 10.54 | 1.7 | 5.91 | 3.05 |
| Teachers | 5.96 | 1.9 | 10.71 | 1.9 | 7.52 | 3.87 |
| Primary, secondary, and special education school teachers | 6.47 | 2.2 | 11.80 | 2.2 | 8.70 | 4.41 |
| Service | 6.17 | 2.0 | 12.26 | 2.0 | 6.37 | 3.07 |
| Protective service | 7.87 | 2.8 | 16.12 | 2.8 | 8.08 | 3.42 |
| Sales and office | 9.31 | 2.6 | 20.64 | 2.6 | 6.86 | 3.79 |
| Office and administrative support | 9.57 | 2.6 | 21.18 | 2.6 | 7.04 | 3.96 |
| Natural resources, construction, and maintenance | 7.88 | 2.9 | 10.58 | 2.9 | 8.93 | 5.87 |
| Production, transportation, and material moving ... | 9.59 | 3.6 | 14.58 | 3.6 | 10.49 | 10.00 |
| Full time | 5.14 | 1.5 | 10.88 | 1.5 | 4.75 | 2.53 |
| Part time | 13.54 | 2.7 | 23.68 | 2.7 | 13.50 | 6.73 |
| Union | 7.01 | 1.6 | 14.78 | 1.6 | 6.44 | 2.67 |
| Nonunion | 4.55 | 1.9 | 6.45 | 1.9 | 5.48 | 3.71 |
| Average wage within the following categories: ¹ | | | | | | |
| Lowest 25 percent | 6.84 | 2.1 | 14.09 | 2.1 | 6.48 | 4.94 |
| Lowest 10 percent | 9.27 | 3.0 | 16.64 | 3.0 | 11.20 | 7.01 |
| Second 25 percent | 8.01 | 2.2 | 17.75 | 2.2 | 5.66 | 2.87 |
| Third 25 percent | 6.25 | 2.0 | 12.43 | 2.0 | 6.62 | 2.82 |
| Highest 25 percent | 5.04 | 1.3 | 9.23 | 1.3 | 6.28 | 3.36 |
| Highest 10 percent | 5.34 | 2.2 | 10.04 | 2.2 | 7.49 | 4.99 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 5.07 | 1.5 | 10.58 | 1.5 | 4.78 | 2.63 |
| Education and health services | 5.25 | 1.8 | 8.39 | 1.8 | 5.75 | 3.62 |
| Educational services | 5.25 | 1.9 | 8.08 | 1.9 | 6.33 | 4.10 |
| Elementary and secondary schools | 5.55 | 1.9 | 9.34 | 1.9 | 7.19 | 4.07 |
| Junior colleges, colleges, and universities | 10.12 | 4.3 | 15.36 | 4.3 | 10.33 | 7.08 |
| Health care and social assistance | 12.01 | 3.8 | 29.53 | 3.8 | 7.62 | 3.69 |
| Hospitals | 14.41 | 4.5 | 28.16 | 4.5 | 12.41 | 5.42 |
| Public administration | 9.76 | 2.2 | 25.91 | 2.2 | 5.65 | 2.15 |
| 1 to 99 workers | 14.32 | 3.9 | 21.65 | 3.9 | 16.42 | 5.81 |
| 1 to 49 workers | 17.40 | 5.7 | 16.85 | 5.7 | 24.27 | 9.09 |
| 50 to 99 workers | 20.76 | 5.2 | 36.51 | 5.2 | 14.24 | 5.34 |
| 100 workers or more | 4.95 | 1.5 | 9.92 | 1.5 | 4.93 | 2.70 |
| 100 to 499 workers | 9.70 | 2.4 | 18.37 | 2.4 | 10.05 | 4.35 |
| 500 workers or more | 5.32 | 1.8 | 9.54 | 1.8 | 5.40 | 3.04 |

See footnotes at end of table.

Table 12. Standard errors for medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Average flat monthly employer premium | 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 | Average flat monthly employee contribution |
| State government | \$13.98 | 3.1 | \$50.80 | 3.1 | \$6.69 | \$3.67 |
| Local government | 4.23 | 1.4 | 6.37 | 1.4 | 5.59 | 2.89 |
| Geographic areas | | | | | | |
| New England | 20.72 | 2.4 | 30.23 | 2.4 | 22.89 | 4.84 |
| Middle Atlantic | 6.91 | 2.2 | 8.51 | 2.2 | 12.14 | 3.91 |
| East North Central | 16.31 | 3.0 | 25.27 | 3.0 | 16.70 | 4.38 |
| West North Central | 24.50 | 8.3 | 28.16 | 8.3 | 13.08 | 4.83 |
| South Atlantic | 8.46 | 4.3 | 8.98 | 4.3 | 11.54 | 3.89 |
| East South Central | 6.31 | 2.7 | 7.50 | 2.7 | 6.72 | 13.97 |
| West South Central | 8.82 | 4.4 | 11.81 | 4.4 | 10.01 | 6.37 |
| Mountain | 20.97 | 7.3 | 25.69 | 7.3 | 17.84 | 7.41 |
| Pacific | 18.50 | 3.0 | 40.92 | 3.0 | 13.16 | 4.99 |

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, 2010." 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/glossary20102011.htm.

Table 14. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Average flat monthly employer premium | 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 | Average flat monthly employee contribution |
| All workers | \$13.40 | 0.6 | \$15.51 | 0.6 | \$14.37 | \$8.76 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 13.75 | 0.7 | 20.15 | 0.7 | 14.40 | 9.68 |
| Professional and related | 14.59 | 0.8 | 22.33 | 0.8 | 15.07 | 9.98 |
| Teachers | 16.69 | 1.1 | 24.60 | 1.1 | 17.44 | 11.59 |
| Primary, secondary, and special education school teachers | 17.98 | 1.2 | 27.41 | 1.2 | 18.65 | 11.22 |
| Service | 20.12 | 1.0 | 22.41 | 1.0 | 21.63 | 11.79 |
| Protective service | 21.90 | 1.6 | 39.69 | 1.6 | 22.96 | 11.68 |
| Sales and office | 23.55 | 1.8 | 38.00 | 1.8 | 24.55 | 12.33 |
| Office and administrative support | 23.48 | 1.5 | 36.47 | 1.5 | 24.36 | 12.35 |
| Natural resources, construction, and maintenance | 24.99 | 1.7 | 40.89 | 1.7 | 24.65 | 20.91 |
| Production, transportation, and material moving ... | 30.96 | 3.1 | 45.56 | 3.1 | 34.41 | 26.77 |
| Full time | 13.70 | 0.6 | 15.36 | 0.6 | 14.62 | 8.96 |
| Part time | 46.54 | 1.6 | 47.56 | 1.6 | 53.17 | 21.96 |
| Union | 11.08 | 1.0 | 16.78 | 1.0 | 12.86 | 8.82 |
| Nonunion | 18.43 | 0.5 | 41.52 | 0.5 | 18.73 | 13.64 |
| Average wage within the following categories: ¹ | | | | | | |
| Lowest 25 percent | 25.07 | 0.7 | 41.43 | 0.7 | 25.73 | 15.18 |
| Lowest 10 percent | 41.10 | 0.9 | 100.04 | 0.9 | 41.45 | 22.86 |
| Second 25 percent | 16.94 | 0.9 | 20.96 | 0.9 | 18.05 | 10.31 |
| Third 25 percent | 18.00 | 0.8 | 23.19 | 0.8 | 18.51 | 12.82 |
| Highest 25 percent | 14.24 | 1.0 | 19.25 | 1.0 | 16.11 | 11.80 |
| Highest 10 percent | 17.12 | 1.4 | 19.11 | 1.4 | 21.60 | 15.35 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 13.40 | 0.6 | 15.69 | 0.6 | 14.43 | 8.83 |
| Education and health services | 15.26 | 0.7 | 23.10 | 0.7 | 15.83 | 11.27 |
| Educational services | 16.47 | 0.9 | 23.80 | 0.9 | 16.94 | 11.65 |
| Elementary and secondary schools | 15.96 | 1.0 | 26.09 | 1.0 | 15.81 | 9.83 |
| Junior colleges, colleges, and universities | 45.17 | 1.1 | 41.80 | 1.1 | 46.49 | 35.69 |
| Health care and social assistance | 20.78 | 1.3 | 54.97 | 1.3 | 20.21 | 16.88 |
| Hospitals | 27.38 | 1.8 | 59.79 | 1.8 | 27.35 | 17.57 |
| Public administration | 17.25 | 0.8 | 23.36 | 0.8 | 18.76 | 9.05 |
| 1 to 99 workers | 36.44 | 1.8 | 63.99 | 1.8 | 38.87 | 19.16 |
| 1 to 49 workers | 49.54 | 2.5 | 84.25 | 2.5 | 51.02 | 26.67 |
| 50 to 99 workers | 44.87 | 2.6 | 103.87 | 2.6 | 50.28 | 28.29 |
| 100 workers or more | 13.46 | 0.6 | 15.48 | 0.6 | 14.54 | 8.96 |
| 100 to 499 workers | 32.45 | 1.6 | 41.53 | 1.6 | 33.56 | 17.94 |
| 500 workers or more | 13.96 | 0.6 | 13.41 | 0.6 | 15.28 | 10.68 |

See footnotes at end of table.

Table 14. Standard errors for medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Average flat monthly employer premium | 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 | Average flat monthly employee contribution |
| State government | \$26.27 | 0.8 | \$49.74 | 0.8 | \$26.81 | \$19.77 |
| Local government | 13.31 | 0.8 | 15.75 | 0.8 | 14.28 | 7.72 |
| Geographic areas | | | | | | |
| New England | 25.76 | 2.3 | 94.39 | 2.3 | 29.75 | 12.43 |
| Middle Atlantic | 18.84 | 2.2 | 20.51 | 2.2 | 23.60 | 12.85 |
| East North Central | 38.53 | 2.5 | 42.89 | 2.5 | 42.44 | 18.99 |
| West North Central | 63.60 | 2.6 | 66.28 | 2.6 | 66.11 | 25.40 |
| South Atlantic | 25.87 | 0.3 | 71.13 | 0.3 | 25.28 | 16.31 |
| East South Central | 47.21 | — | — | — | — | — |
| West South Central | 32.69 | — | — | — | — | — |
| Mountain | 31.29 | — | — | — | — | — |
| Pacific | 16.52 | 1.6 | 33.19 | 1.6 | 18.28 | 14.93 |

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, 2010." 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/glossary20102011.htm.

Table 16. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2011

| 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 | \$0.32 | \$2.48 | \$3.54 | \$4.46 | \$4.09 | \$6.09 | \$8.77 | \$20.56 | \$24.28 | \$25.03 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 0.43 | 2.49 | 3.96 | 7.84 | 2.18 | 5.85 | 15.36 | 20.86 | 19.94 | 27.32 |
| Professional and related | 0.27 | 2.61 | 3.36 | 7.07 | 5.80 | 5.88 | 16.43 | 17.08 | 48.82 | 45.52 |
| Teachers | 0.20 | 3.06 | 3.07 | 7.21 | 8.96 | 8.76 | 24.56 | 36.35 | 35.08 | 53.21 |
| Primary, secondary, and special education school teachers | 0.84 | 3.00 | 3.35 | 9.40 | 8.88 | 7.10 | 30.92 | 45.67 | 16.17 | 39.77 |
| Service | 1.06 | 3.06 | 3.32 | 5.17 | 13.67 | 13.45 | 12.95 | 17.31 | 51.31 | 22.12 |
| Protective service | 3.98 | 2.42 | 3.82 | 8.02 | 25.92 | 14.41 | 16.19 | 18.19 | 17.39 | 23.08 |
| Sales and office | 0.56 | 5.25 | 3.80 | 3.23 | 13.33 | 9.31 | 14.16 | 17.67 | 40.22 | 10.81 |
| Office and administrative support | 1.01 | 5.26 | 3.86 | 3.62 | 15.80 | 8.88 | 14.44 | 18.38 | 38.93 | 7.45 |
| Natural resources, construction, and maintenance | 2.73 | 6.56 | 8.75 | 4.97 | 20.19 | 11.14 | 12.22 | 15.20 | 47.15 | 31.30 |
| Production, transportation, and material moving | 5.26 | 4.77 | 7.82 | 21.71 | 16.86 | 24.24 | 20.15 | 38.43 | 51.34 | 87.35 |
| Full time | 0.26 | 2.74 | 3.42 | 3.63 | 5.57 | 7.64 | 8.61 | 21.15 | 23.05 | 26.32 |
| Part time | 2.66 | 7.12 | 8.03 | 14.00 | 42.31 | 15.22 | 36.04 | 63.36 | 46.04 | 100.08 |
| Union | 0.93 | 3.19 | 1.59 | 6.65 | 10.93 | 8.76 | 10.32 | 3.23 | 10.63 | 51.53 |
| Nonunion | 0.00 | 6.22 | 6.34 | 5.77 | 9.01 | 11.56 | 12.47 | 20.25 | 57.29 | 19.08 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 0.00 | 10.17 | 8.61 | 6.35 | 17.40 | 7.73 | 13.07 | 34.86 | 62.54 | 37.43 |
| Lowest 10 percent | — | — | — | — | — | 20.64 | 20.79 | 52.89 | 0.00 | 76.88 |
| Second 25 percent | 0.29 | 3.05 | 2.51 | 4.52 | 7.78 | 4.32 | 9.58 | 6.94 | 39.26 | 13.79 |
| Third 25 percent | 1.31 | 2.87 | 2.83 | 3.42 | 16.56 | 9.89 | 15.83 | 24.86 | 32.99 | 35.09 |
| Highest 25 percent | 1.79 | 2.65 | 2.70 | 4.62 | 8.96 | 5.08 | 11.89 | 15.58 | 31.37 | 47.36 |
| Highest 10 percent | 2.97 | 3.52 | 4.49 | 9.31 | 7.37 | 13.47 | 18.80 | 25.72 | 38.32 | 47.50 |
| Establishment characteristics | | | | | | | | | | |
| Service-providing industries | 0.31 | 2.55 | 3.58 | 4.48 | 3.65 | 6.15 | 9.21 | 21.35 | 22.95 | 24.23 |
| Education and health services | 0.00 | 4.79 | 6.03 | 8.13 | 3.73 | 6.20 | 15.26 | 26.58 | 52.47 | 43.95 |
| Educational services | 0.00 | 5.63 | 7.28 | 10.19 | 5.12 | 6.14 | 16.44 | 38.69 | 41.56 | 44.06 |
| Elementary and secondary schools | 0.00 | 2.71 | 4.28 | 7.37 | 8.91 | 5.69 | 22.34 | 13.07 | 7.34 | 27.88 |
| Junior colleges, colleges, and universities | — | — | — | — | — | 19.79 | 26.54 | 81.31 | 158.94 | 15.98 |
| Health care and social assistance | 3.63 | 5.43 | 5.77 | 4.48 | 13.23 | 19.53 | 16.55 | 20.98 | 50.94 | 41.19 |
| Hospitals | — | — | — | — | — | 17.10 | 17.82 | 38.42 | 65.88 | 3.96 |
| Public administration | 1.46 | 2.80 | 2.16 | 3.83 | 11.01 | 5.24 | 10.49 | 10.94 | 12.90 | 24.31 |
| 1 to 99 workers | 3.52 | 6.49 | 5.54 | 2.28 | 8.56 | 16.55 | 13.26 | 30.82 | 46.70 | 44.58 |
| 1 to 49 workers | 2.86 | 13.92 | 7.06 | 5.13 | 9.07 | 12.78 | 16.99 | 44.18 | 61.54 | 73.67 |
| 50 to 99 workers | 10.94 | 9.06 | 9.00 | 4.41 | 7.54 | 18.84 | 43.87 | 77.09 | 87.34 | 77.24 |
| 100 workers or more | 0.22 | 2.43 | 4.44 | 5.50 | 3.14 | 6.39 | 10.33 | 20.11 | 22.46 | 24.45 |
| 100 to 499 workers | 0.52 | 5.58 | 6.64 | 11.82 | 10.03 | 9.10 | 14.67 | 41.26 | 73.27 | 51.67 |
| 500 workers or more | 0.39 | 2.72 | 4.02 | 5.72 | 6.46 | 5.65 | 11.73 | 20.88 | 26.34 | 30.27 |

See footnotes at end of table.

Table 16. Standard errors for medical care benefits: Monthly employee contributions for single and family coverage, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | \$2.15 | \$4.08 | \$4.44 | \$7.49 | \$14.05 | \$39.20 | \$11.83 | \$36.40 | \$76.27 | \$86.65 |
| Local government | 0.14 | 2.53 | 4.51 | 4.13 | 6.06 | 7.59 | 12.97 | 17.82 | 22.82 | 37.89 |
| Geographic areas | | | | | | | | | | |
| New England | 11.22 | 2.31 | 8.35 | 13.94 | 11.47 | 4.74 | 10.37 | 14.10 | 28.98 | 42.35 |
| Middle Atlantic | 6.22 | 9.43 | 3.31 | 12.13 | 30.94 | 11.65 | 29.24 | 0.00 | 60.99 | 65.26 |
| East North Central | 5.11 | 1.84 | 7.24 | 7.03 | 21.05 | 6.88 | 2.98 | 24.57 | 61.94 | 67.28 |
| West North Central | 2.60 | 5.55 | 5.85 | 7.97 | 8.67 | 3.99 | 10.57 | 38.93 | 70.33 | 107.09 |
| South Atlantic | 4.21 | 5.66 | 4.32 | 0.00 | 21.55 | 21.98 | 13.85 | 30.71 | 0.00 | 20.15 |
| East South Central | — | — | — | — | — | 56.70 | 41.67 | 171.35 | 0.00 | 0.00 |
| West South Central | 6.49 | 3.81 | 7.28 | 4.89 | 24.97 | 36.10 | 9.97 | 27.95 | 30.64 | 78.62 |
| Mountain | 3.32 | 8.76 | 3.83 | 8.38 | 16.31 | — | — | — | — | — |
| Pacific | 1.72 | 6.83 | 7.85 | 10.16 | 41.17 | 7.99 | 13.97 | 19.79 | 49.88 | 16.31 |

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, 2010." 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/glossary20102011.htm.

Table 17. Standard errors for insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2011

| 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 | 1.1 | 1.1 | 0.4 | 1.0 | 1.0 | 0.3 | 1.7 | 1.7 | 0.7 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.1 | 1.1 | 0.4 | 1.2 | 1.2 | 0.3 | 1.7 | 1.7 | 0.7 |
| Professional and related | 1.1 | 1.1 | 0.5 | 1.1 | 1.1 | 0.4 | 1.8 | 1.7 | 0.8 |
| Teachers | 1.3 | 1.3 | 0.4 | 1.4 | 1.4 | 0.5 | 2.2 | 2.1 | 0.9 |
| Primary, secondary, and special education school teachers | 1.6 | 1.6 | 0.3 | 1.7 | 1.7 | 0.6 | 2.4 | 2.4 | 0.8 |
| Service | 1.7 | 1.6 | 0.5 | 1.4 | 1.4 | 0.7 | 1.6 | 1.6 | 1.2 |
| Protective service | 1.6 | 1.7 | 0.4 | 2.6 | 2.4 | 1.3 | 2.2 | 2.1 | 1.5 |
| Sales and office | 2.1 | 2.1 | 0.6 | 2.0 | 2.0 | 0.2 | 2.6 | 2.6 | 0.6 |
| Office and administrative support | 2.1 | 2.0 | 0.7 | 1.9 | 1.9 | 0.2 | 2.6 | 2.6 | 0.7 |
| Natural resources, construction, and maintenance | 2.3 | 2.3 | 0.3 | 2.8 | 2.8 | 0.3 | 3.9 | 4.0 | 0.7 |
| Production, transportation, and material moving ... | 4.4 | 4.3 | 0.5 | 1.9 | 1.9 | 0.4 | 3.5 | 3.4 | 1.7 |
| Full time | 1.0 | 1.0 | 0.4 | 1.2 | 1.2 | 0.3 | 1.9 | 1.9 | 0.7 |
| Part time | 1.2 | 1.1 | 1.9 | 1.3 | 1.2 | 0.4 | 1.0 | 0.9 | 1.8 |
| Union | 1.3 | 1.3 | 0.4 | 1.3 | 1.2 | 0.3 | 1.7 | 1.7 | 0.8 |
| Nonunion | 1.4 | 1.4 | 0.7 | 1.4 | 1.4 | 0.5 | 2.1 | 2.1 | 0.8 |
| Average wage within the following categories: ² | | | | | | | | | |
| Lowest 25 percent | 1.9 | 1.8 | 0.7 | 1.5 | 1.5 | 0.6 | 2.3 | 2.2 | 1.1 |
| Lowest 10 percent | 2.6 | 2.5 | 1.3 | 1.6 | 1.6 | 0.3 | 2.6 | 2.6 | 0.7 |
| Second 25 percent | 1.3 | 1.3 | 0.6 | 1.6 | 1.6 | 0.3 | 2.4 | 2.4 | 0.8 |
| Third 25 percent | 1.4 | 1.4 | 0.4 | 1.6 | 1.5 | 0.5 | 2.0 | 2.0 | 0.7 |
| Highest 25 percent | 1.1 | 1.1 | 0.4 | 1.0 | 1.0 | 0.2 | 1.8 | 1.7 | 0.9 |
| Highest 10 percent | 1.0 | 1.2 | 0.7 | 1.7 | 1.7 | 0.2 | 2.2 | 2.2 | 0.7 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 1.1 | 1.1 | 0.4 | 1.0 | 1.0 | 0.3 | 1.7 | 1.7 | 0.7 |
| Education and health services | 1.0 | 1.0 | 0.5 | 1.2 | 1.2 | 0.3 | 2.1 | 2.0 | 0.9 |
| Educational services | 1.1 | 1.1 | 0.6 | 1.4 | 1.3 | 0.4 | 2.1 | 2.0 | 1.0 |
| Elementary and secondary schools | 1.4 | 1.4 | 0.3 | 1.6 | 1.6 | 0.4 | 2.0 | 2.0 | 1.0 |
| Junior colleges, colleges, and universities | 1.9 | 2.1 | 2.1 | 2.4 | 2.4 | 0.9 | 4.9 | 4.7 | 1.8 |
| Health care and social assistance | 2.3 | 2.4 | 0.7 | 2.7 | 2.7 | 0.8 | 4.2 | 4.2 | 0.7 |
| Hospitals | 1.6 | 2.0 | 1.0 | 3.7 | 3.7 | 1.0 | 5.5 | 5.4 | 0.7 |
| Public administration | 1.9 | 1.8 | 0.5 | 1.8 | 1.7 | 0.5 | 1.6 | 1.6 | 0.8 |
| 1 to 99 workers | 3.0 | 3.1 | 0.9 | 2.6 | 2.6 | 0.3 | 3.3 | 3.3 | 0.5 |
| 1 to 49 workers | 4.3 | 4.5 | 1.3 | 3.4 | 3.4 | 0.5 | 4.2 | 4.2 | 0.6 |
| 50 to 99 workers | 4.4 | 4.2 | 0.8 | 4.0 | 4.0 | 0.0 | 4.1 | 4.0 | 0.7 |
| 100 workers or more | 1.0 | 1.0 | 0.4 | 1.0 | 1.0 | 0.3 | 1.7 | 1.7 | 0.8 |
| 100 to 499 workers | 1.9 | 2.0 | 0.4 | 1.8 | 1.7 | 0.8 | 2.7 | 2.6 | 0.5 |
| 500 workers or more | 0.9 | 1.0 | 0.5 | 1.3 | 1.2 | 0.3 | 1.9 | 1.9 | 1.0 |

See footnotes at end of table.

Table 17. Standard errors for insurance benefits: Access, participation, and take-up rates,¹ State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 2.3 | 2.2 | 1.2 | 2.5 | 2.4 | 0.8 | 3.4 | 3.3 | 1.3 |
| Local government | 1.1 | 1.1 | 0.2 | 1.0 | 1.0 | 0.2 | 1.6 | 1.6 | 0.7 |
| Geographic areas | | | | | | | | | |
| New England | 2.6 | 2.3 | 1.4 | 2.3 | 2.3 | 0.0 | 5.2 | 5.0 | 2.2 |
| Middle Atlantic | 1.9 | 2.0 | 0.2 | 2.5 | 2.5 | 0.2 | 1.8 | 1.7 | 0.6 |
| East North Central | 1.9 | 2.2 | 1.5 | 1.5 | 1.5 | 0.6 | 2.8 | 2.7 | 1.3 |
| West North Central | 3.5 | 3.7 | 0.5 | 2.9 | 2.9 | 0.0 | 8.7 | 9.1 | 1.8 |
| South Atlantic | 3.0 | 2.9 | 0.9 | 3.7 | 3.5 | 1.2 | 4.8 | 4.6 | 1.8 |
| East South Central | 5.6 | 5.1 | 3.4 | — | — | — | 5.8 | 5.6 | 3.2 |
| West South Central | 3.1 | 3.1 | 0.5 | 1.8 | 1.8 | 0.0 | 2.4 | 2.4 | 1.7 |
| Mountain | 2.0 | 2.7 | 1.5 | 3.8 | 3.8 | 0.0 | 9.0 | 9.6 | 3.1 |
| Pacific | 2.8 | 2.8 | 0.3 | 2.0 | 2.0 | 0.2 | 1.6 | 1.6 | 0.5 |

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, 2010." 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/glossary20102011.htm.

Table 18. Standard errors for life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 1.4 | 1.4 |
| Worker characteristics | | |
| Management, professional, and related | 1.5 | 1.5 |
| Professional and related | 1.5 | 1.5 |
| Teachers | 1.3 | 1.3 |
| Primary, secondary, and special education school teachers | 1.0 | 1.0 |
| Service | 1.8 | 1.8 |
| Protective service | 1.9 | 1.9 |
| Sales and office | 2.0 | 2.0 |
| Office and administrative support | 2.1 | 2.1 |
| Natural resources, construction, and maintenance | 1.8 | 1.8 |
| Production, transportation, and material moving ... | 1.9 | 1.9 |
| Full time | 1.5 | 1.5 |
| Part time | 2.0 | 2.0 |
| Union | 0.8 | 0.8 |
| Nonunion | 2.7 | 2.7 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 3.2 | 3.2 |
| Second 25 percent | 1.6 | 1.6 |
| Third 25 percent | 1.3 | 1.3 |
| Highest 25 percent | 1.1 | 1.1 |
| Highest 10 percent | 1.6 | 1.6 |
| Establishment characteristics | | |
| Service-providing industries | 1.5 | 1.5 |
| Education and health services | 1.9 | 1.9 |
| Educational services | 2.0 | 2.0 |
| Elementary and secondary schools | 1.3 | 1.3 |
| Health care and social assistance | 2.5 | 2.5 |
| Hospitals | 3.1 | 3.1 |
| Public administration | 1.7 | 1.7 |
| 1 to 99 workers | 2.0 | 2.0 |
| 1 to 49 workers | 2.3 | 2.3 |
| 100 workers or more | 1.5 | 1.5 |
| 100 to 499 workers | 2.1 | 2.1 |
| 500 workers or more | 1.7 | 1.7 |

See footnotes at end of table.

Table 18. Standard errors for life insurance plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 4.0 | 4.0 |
| Local government | 0.9 | 0.9 |
| Geographic areas | | |
| New England | 5.6 | 5.6 |
| Middle Atlantic | 1.0 | 1.0 |
| East North Central | 3.3 | 3.3 |
| West North Central | 2.1 | 2.1 |
| South Atlantic | 2.6 | 2.6 |
| West South Central | 1.9 | 1.9 |
| Mountain | 2.2 | 2.2 |
| Pacific | 0.5 | 0.5 |

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, 2010." 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/glossary20102011.htm.

Table 19. Standard errors for life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011

| 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 | 2.0 | 0.3 | 1.9 | 0.6 | 0.3 |
| Worker characteristics | | | | | |
| Management, professional, and related | 2.2 | 0.3 | 2.0 | 0.7 | 0.3 |
| Professional and related | 2.3 | 0.4 | 2.1 | 0.8 | 0.2 |
| Teachers | 2.2 | 0.4 | 2.2 | 1.0 | 0.2 |
| Primary, secondary, and special education school teachers | 2.2 | 0.5 | 2.3 | 1.1 | 0.2 |
| Service | 2.4 | 0.5 | 2.3 | 1.0 | 0.4 |
| Protective service | 3.2 | 0.8 | 3.2 | 1.7 | 0.8 |
| Sales and office | 3.2 | 0.5 | 2.9 | 1.4 | 0.4 |
| Office and administrative support | 3.1 | 0.5 | 2.8 | 1.2 | 0.3 |
| Natural resources, construction, and maintenance | 3.0 | – | 3.1 | 1.2 | – |
| Production, transportation, and material moving ... | 3.8 | 1.0 | 4.6 | – | – |
| Full time | 2.1 | 0.3 | 1.9 | 0.7 | 0.3 |
| Part time | 3.5 | – | 3.3 | 0.9 | – |
| Union | 1.9 | 0.3 | 1.7 | 0.8 | (¹) |
| Nonunion | 2.9 | 0.4 | 2.7 | 1.0 | 0.6 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 3.1 | 0.3 | 3.1 | 1.1 | 0.4 |
| Lowest 10 percent | 4.2 | – | 4.3 | 1.3 | – |
| Second 25 percent | 3.0 | 0.4 | 2.8 | 0.7 | 0.6 |
| Third 25 percent | 2.5 | 0.6 | 2.3 | 1.1 | 0.4 |
| Highest 25 percent | 1.6 | 0.3 | 1.5 | 0.6 | 0.1 |
| Highest 10 percent | 2.3 | 0.4 | 2.1 | 0.8 | (¹) |
| Establishment characteristics | | | | | |
| Service-providing industries | 2.0 | 0.3 | 1.9 | 0.7 | 0.3 |
| Education and health services | 2.4 | 0.4 | 2.3 | 0.9 | 0.2 |
| Educational services | 2.5 | 0.4 | 2.5 | 1.0 | 0.2 |
| Elementary and secondary schools | 2.1 | 0.3 | 2.3 | 1.2 | 0.3 |
| Junior colleges, colleges, and universities | 6.2 | – | 5.8 | 1.5 | – |
| Health care and social assistance | 4.1 | – | 3.9 | 0.4 | – |
| Hospitals | 4.7 | – | 4.5 | – | – |
| Public administration | 2.9 | 0.5 | 2.7 | 0.6 | 0.5 |
| 1 to 99 workers | 4.0 | 0.1 | 4.2 | 1.0 | 1.8 |
| 1 to 49 workers | 4.8 | – | 5.3 | – | 2.9 |
| 50 to 99 workers | 5.1 | – | 4.9 | 0.6 | – |
| 100 workers or more | 2.1 | 0.3 | 1.9 | 0.7 | 0.2 |
| 100 to 499 workers | 3.0 | – | 3.1 | 0.7 | – |
| 500 workers or more | 2.4 | 0.4 | 2.1 | 0.9 | 0.2 |

See footnotes at end of table.

Table 19. Standard errors for life insurance plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 4.6 | 0.8 | 4.2 | 1.2 | 0.8 |
| Local government | 1.6 | 0.3 | 1.5 | 0.7 | 0.2 |
| Geographic areas | | | | | |
| New England | 6.2 | — | 6.4 | — | — |
| Middle Atlantic | 2.7 | — | 2.8 | 0.8 | — |
| East North Central | 3.5 | — | 3.2 | 1.0 | — |
| West North Central | 10.8 | — | 10.1 | 2.1 | — |
| South Atlantic | 4.7 | 0.7 | 3.3 | 2.5 | 1.4 |
| East South Central | 11.6 | — | — | — | — |
| West South Central | 2.9 | — | 2.9 | 0.3 | — |
| Mountain | 3.2 | — | 5.0 | — | — |
| Pacific | 1.8 | — | 1.3 | 1.0 | — |

¹ Less than 0.05.

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, 2010." 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/glossary20102011.htm.

Table 20. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2011

| 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 | – | 3.3 | 2.7 | 4.6 | – | 0.0 | 0.1 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | – | 3.9 | 3.2 | 5.3 | – | 0.0 | 0.0 |
| Professional and related | – | 4.1 | 3.4 | 5.5 | 0.4 | 0.0 | 0.0 |
| Teachers | – | 4.7 | 3.1 | 5.3 | 0.8 | 0.0 | 0.1 |
| Primary, secondary, and special education school teachers | – | 4.9 | 3.4 | 4.6 | 0.5 | 0.0 | 0.2 |
| Service | – | 4.0 | 2.6 | 4.5 | 1.7 | 0.1 | – |
| Protective service | – | 5.4 | 2.5 | 4.9 | – | 0.1 | 0.0 |
| Sales and office | – | 4.1 | 3.2 | 5.4 | 0.9 | 0.0 | – |
| Office and administrative support | – | 4.1 | 3.3 | 5.4 | 1.0 | 0.0 | 0.4 |
| Natural resources, construction, and maintenance | – | 4.7 | 3.9 | 4.0 | – | 0.0 | 0.1 |
| Production, transportation, and material moving | – | 6.0 | 6.2 | 4.6 | – | 0.1 | 0.3 |
| Full time | – | 3.3 | 2.7 | 4.6 | – | 0.0 | 0.1 |
| Part time | – | 7.2 | 7.1 | – | – | 0.1 | 0.0 |
| Union | – | 2.9 | 2.7 | 2.9 | – | 0.0 | 0.0 |
| Nonunion | – | 4.6 | 3.6 | 6.3 | – | 0.1 | 0.0 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | – | 5.8 | 4.4 | 7.5 | 0.3 | 0.1 | 0.1 |
| Lowest 10 percent | – | 8.3 | 6.0 | – | – | 0.1 | 0.1 |
| Second 25 percent | – | 3.4 | 3.6 | 4.9 | 1.0 | 0.0 | – |
| Third 25 percent | – | 3.9 | 3.0 | 4.8 | – | 0.0 | 0.3 |
| Highest 25 percent | – | 3.1 | 2.4 | 3.7 | – | 0.0 | 0.0 |
| Highest 10 percent | – | 4.8 | 3.5 | 5.7 | – | 0.0 | 0.0 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | – | 3.3 | 2.7 | 4.6 | – | 0.0 | 0.1 |
| Education and health services | – | 4.8 | 3.3 | 6.8 | 0.4 | 0.1 | 0.0 |
| Educational services | – | 4.7 | 3.4 | 6.6 | 0.4 | 0.1 | 0.0 |
| Elementary and secondary schools | – | 3.8 | 3.3 | 4.5 | 0.3 | 0.0 | 0.0 |
| Junior colleges, colleges, and universities | – | 9.4 | 4.4 | – | 0.9 | 0.1 | 0.4 |
| Health care and social assistance | – | 7.4 | 4.8 | – | 1.0 | 0.1 | – |
| Hospitals | – | 9.7 | 5.0 | – | 1.4 | 0.1 | – |
| Public administration | – | 4.2 | 3.3 | 2.8 | – | 0.0 | 0.1 |
| 1 to 99 workers | – | 7.4 | 8.0 | – | 0.9 | 0.1 | 0.3 |
| 1 to 49 workers | – | 8.6 | 7.3 | 6.1 | – | 0.1 | – |
| 50 to 99 workers | – | 8.7 | 11.8 | – | – | 0.1 | 0.0 |
| 100 workers or more | – | 3.4 | 2.7 | 4.8 | – | 0.0 | 0.2 |
| 100 to 499 workers | – | 4.6 | 4.3 | 4.9 | 1.6 | 0.0 | 0.0 |
| 500 workers or more | – | 4.2 | 3.0 | 5.6 | – | 0.0 | 0.4 |

See footnotes at end of table.

Table 20. Standard errors for life insurance plans: Fixed multiple of annual earnings benefit formulas, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | — | 6.9 | 5.1 | — | 0.5 | 0.1 | 0.0 |
| Local government | — | 2.7 | 2.4 | 2.8 | — | 0.0 | 0.4 |
| Geographic areas | | | | | | | |
| New England | — | 13.2 | 6.5 | — | — | 0.1 | — |
| Middle Atlantic | — | 5.3 | 4.8 | 2.6 | 3.8 | 0.1 | 0.0 |
| East North Central | — | 5.4 | 2.4 | 4.5 | 0.5 | 0.1 | 0.0 |
| West North Central | — | 8.8 | — | — | — | 0.1 | 0.1 |
| South Atlantic | — | 4.8 | 4.1 | 4.9 | 0.6 | 0.0 | 0.3 |
| West South Central | — | 6.1 | 7.7 | 5.3 | — | 0.0 | 0.0 |
| Mountain | — | 6.8 | — | — | — | 0.0 | 0.0 |
| Pacific | — | 4.5 | 3.8 | — | — | 0.1 | 0.0 |

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,

2010." 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/glossary20102011.htm.

Table 21. Standard errors for life insurance plans: Maximum benefit amount, State and local government workers, National Compensation Survey, March 2011

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|---|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 3.2 | \$0.00 | \$0.00 | \$0.00 | \$70,122.82 | \$91,416.63 | 3.2 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 3.6 | 0.00 | 0.00 | 8,905.05 | 71,475.52 | 55,226.81 | 3.6 |
| Professional and related | 3.7 | 1,746.42 | 0.00 | 20,155.89 | 81,840.09 | 85,557.00 | 3.7 |
| Teachers | 4.1 | – | – | – | – | – | 4.1 |
| Primary, secondary, and special education school teachers | 5.3 | 13,883.80 | 0.00 | 13,527.75 | 29,217.02 | 68,088.18 | 5.3 |
| Service | 3.8 | 0.00 | 0.00 | 0.00 | 54,576.83 | 31,241.00 | 3.8 |
| Protective service | 5.1 | – | – | – | – | – | 5.1 |
| Sales and office | 4.5 | 0.00 | 0.00 | 0.00 | 64,989.54 | 133,689.94 | 4.5 |
| Office and administrative support | 4.7 | 0.00 | 0.00 | 11,045.36 | 75,851.96 | 120,995.87 | 4.7 |
| Natural resources, construction, and maintenance | 4.4 | – | – | – | – | – | 4.4 |
| Production, transportation, and material moving | 6.5 | – | – | – | – | – | 6.5 |
| Full time | 3.2 | 0.00 | 0.00 | 0.00 | 70,400.64 | 91,416.63 | 3.2 |
| Part time | 6.2 | – | – | – | – | – | 6.2 |
| Union | 3.0 | – | – | – | – | – | 3.0 |
| Nonunion | 4.4 | 0.00 | 0.00 | 0.00 | 66,895.14 | 112,098.17 | 4.4 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 5.4 | 3,579.11 | 0.00 | 0.00 | 63,418.84 | 138,947.83 | 5.4 |
| Lowest 10 percent | 7.3 | – | – | – | – | – | 7.3 |
| Second 25 percent | 3.6 | 7,491.33 | 0.00 | 32,868.07 | 72,416.64 | 51,807.34 | 3.6 |
| Third 25 percent | 4.1 | 0.00 | 0.00 | 3,124.10 | 61,219.60 | 132,433.83 | 4.1 |
| Highest 25 percent | 2.5 | – | – | – | – | – | 2.5 |
| Highest 10 percent | 4.6 | – | – | – | – | – | 4.6 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 3.2 | 0.00 | 0.00 | 0.00 | 71,308.91 | 90,746.90 | 3.2 |
| Education and health services | 4.1 | – | – | – | – | – | 4.1 |
| Educational services | 4.3 | 16,551.10 | 0.00 | 21,812.84 | 66,713.43 | 13,527.75 | 4.3 |
| Elementary and secondary schools | 4.7 | – | – | – | – | – | 4.7 |
| Junior colleges, colleges, and universities | 4.9 | – | – | – | – | – | 4.9 |
| Health care and social assistance | 6.4 | – | – | – | – | – | 6.4 |
| Hospitals | 7.7 | – | – | – | – | – | 7.7 |
| Public administration | 3.6 | 1,746.42 | 0.00 | 0.00 | 25,903.67 | 96,449.47 | 3.6 |
| 1 to 99 workers | 6.9 | 0.00 | 27,424.99 | 11,045.36 | 31,241.00 | 131,620.67 | 6.9 |
| 1 to 49 workers | 8.0 | – | – | – | – | – | 8.0 |
| 50 to 99 workers | 11.8 | – | – | – | – | – | 11.8 |
| 100 workers or more | 3.2 | 1,104.54 | 0.00 | 0.00 | 75,412.40 | 137,735.25 | 3.2 |
| 100 to 499 workers | 4.9 | 0.00 | 0.00 | 781.02 | 73,681.75 | 92,659.32 | 4.9 |
| 500 workers or more | 3.7 | 4,814.56 | 0.00 | 0.00 | 97,952.49 | 84,480.77 | 3.7 |

See footnotes at end of table.

Table 21. Standard errors for life insurance plans: Maximum benefit amount, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | With maximum benefit amount | Maximum benefit amount ¹ | | | | | With no maximum benefit amount |
|--------------------------|-----------------------------|-------------------------------------|-----------------|--------------------------|-----------------|-----------------|--------------------------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 6.7 | — | — | — | — | — | 6.7 |
| Local government | 3.0 | \$0.00 | \$0.00 | \$0.00 | \$28,279.14 | \$98,792.71 | 3.0 |
| Geographic areas | | | | | | | |
| Middle Atlantic | 4.7 | 3,313.61 | 0.00 | 781.02 | 19,131.13 | 67,186.31 | 4.7 |
| East North Central | 4.0 | 0.00 | 0.00 | 34,222.80 | 54,178.59 | 68,645.83 | 4.0 |
| West North Central | 12.5 | — | — | — | — | — | 12.5 |
| South Atlantic | 4.8 | 0.00 | 0.00 | 46,534.93 | 0.00 | 117,413.80 | 4.8 |
| West South Central | 5.7 | — | — | — | — | — | 5.7 |
| Pacific | 6.9 | — | — | — | — | — | 6.9 |

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, 2010." 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/glossary20102011.htm.

Table 22. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, National Compensation Survey, March 2011

| Characteristics | Flat dollar amounts ² | | | | |
|--|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| All workers | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Worker characteristics | | | | | |
| Management, professional, and related | 0.00 | 0.00 | 0.00 | 6,218.35 | 0.00 |
| Professional and related | 0.00 | 0.00 | 781.02 | 5,871.21 | 0.00 |
| Teachers | 1,481.89 | 312.41 | 468.61 | 0.00 | 0.00 |
| Service | 0.00 | 0.00 | 0.00 | 5,073.89 | 0.00 |
| Protective service | 0.00 | 0.00 | 3,660.00 | 4,287.99 | 781.02 |
| Sales and office | 0.00 | 0.00 | 0.00 | 2,590.37 | 0.00 |
| Office and administrative support | 0.00 | 0.00 | 312.41 | 2,066.40 | 0.00 |
| Natural resources, construction, and maintenance | 781.02 | 0.00 | 0.00 | 3,074.90 | 0.00 |
| Full time | 0.00 | 0.00 | 0.00 | 1,042.03 | 0.00 |
| Part time | 2,200.77 | 5,759.23 | 5,896.61 | 1,952.56 | 0.00 |
| Union | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Nonunion | 0.00 | 0.00 | 220.91 | 0.00 | 2,316.89 |
| Average wage within the following categories: ³ | | | | | |
| Lowest 25 percent | 0.00 | 0.00 | 781.02 | 0.00 | 0.00 |
| Second 25 percent | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Third 25 percent | 0.00 | 0.00 | 312.41 | 1,868.61 | 0.00 |
| Highest 25 percent | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Highest 10 percent | 910.82 | 6,199.19 | 1,249.64 | 0.00 | 0.00 |
| Establishment characteristics | | | | | |
| Service-providing industries | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Education and health services | 0.00 | 0.00 | 0.00 | 6,169.11 | 0.00 |
| Educational services | 156.20 | 0.00 | 1,760.34 | 6,654.77 | 0.00 |
| Elementary and secondary schools | 2,381.81 | 0.00 | 6,343.63 | 6,851.69 | 0.00 |
| Health care and social assistance | 0.00 | 0.00 | 1,104.54 | 4,529.82 | 0.00 |
| Public administration | 0.00 | 0.00 | 0.00 | 3,124.10 | 0.00 |
| 1 to 99 workers | 0.00 | 0.00 | 2,705.55 | 0.00 | 3,492.85 |
| 50 to 99 workers | 0.00 | 0.00 | 2,922.33 | 7,072.48 | 9,174.97 |
| 100 workers or more | 0.00 | 0.00 | 0.00 | 991.01 | 0.00 |
| 500 workers or more | 0.00 | 0.00 | 0.00 | 1,352.77 | 0.00 |

See footnotes at end of table.

Table 22. Standard errors for life insurance plans: Flat-dollar amount benefit formulas,¹ State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Flat dollar amounts ² | | | | |
|--------------------------|----------------------------------|-----------------|--------------------------|-----------------|-----------------|
| | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
| State government | \$0.00 | \$0.00 | \$5,896.61 | \$781.02 | \$0.00 |
| Local government | 1,399.32 | 0.00 | 0.00 | 5,068.24 | 0.00 |
| Geographic areas | | | | | |
| New England | 0.00 | 0.00 | 781.02 | 0.00 | 11,854.61 |
| East North Central | 0.00 | 3,531.06 | 3,485.86 | 0.00 | 0.00 |
| West North Central | 0.00 | 2,189.66 | 5,467.17 | 11,767.33 | 0.00 |
| South Atlantic | 1,325.44 | 1,104.54 | 3,655.00 | 5,522.68 | 0.00 |
| West South Central | 0.00 | 3,826.23 | 0.00 | 0.00 | 3,534.52 |
| Mountain | 0.00 | 0.00 | 0.00 | 8,077.47 | 0.00 |
| Pacific | 0.00 | 0.00 | 6,763.87 | 4,939.64 | 0.00 |

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, 2010." 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/glossary20102011.htm.

Table 23. Standard errors for short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|---|---------------------------------------|----------------------|------------------|-------|
| All workers | 2.2 | 2.2 | 0.9 | 1.7 |
| Worker characteristics | | | | |
| Management, professional, and related | 2.5 | 2.5 | 1.1 | 1.7 |
| Professional and related | 2.8 | 2.6 | 1.3 | 2.1 |
| Teachers | 4.0 | 4.2 | 2.4 | 2.9 |
| Primary, secondary, and special education school teachers | 4.7 | 5.3 | – | – |
| Service | 3.3 | 3.0 | 1.6 | 2.5 |
| Protective service | 6.0 | 5.2 | – | – |
| Sales and office | 3.7 | 3.2 | 1.0 | 3.9 |
| Office and administrative support | 3.5 | 3.2 | 1.0 | 3.3 |
| Natural resources, construction, and maintenance | 5.7 | 5.4 | 2.5 | 4.2 |
| Production, transportation, and material moving ... | 6.9 | 6.1 | – | – |
| Full time | 2.4 | 2.4 | 0.9 | 1.7 |
| Part time | 5.2 | 2.1 | 2.3 | 4.2 |
| Union | 2.9 | 3.3 | 1.6 | 1.7 |
| Nonunion | 3.1 | 2.7 | 0.2 | 2.9 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 4.1 | 3.4 | 0.6 | 3.7 |
| Lowest 10 percent | 5.6 | 4.5 | 0.8 | 5.4 |
| Second 25 percent | 3.0 | 2.9 | 1.2 | 2.1 |
| Third 25 percent | 3.1 | 3.4 | 1.5 | 2.3 |
| Highest 25 percent | 2.2 | 2.1 | 1.3 | 1.1 |
| Establishment characteristics | | | | |
| Service-providing industries | 2.2 | 2.2 | 0.9 | 1.7 |
| Education and health services | 3.2 | 3.5 | 1.0 | 2.3 |
| Educational services | 3.6 | 4.0 | 1.1 | 2.8 |
| Elementary and secondary schools | 4.1 | 4.9 | 1.3 | 3.7 |
| Junior colleges, colleges, and universities | 4.1 | – | 1.8 | – |
| Health care and social assistance | 4.8 | – | – | 1.4 |
| Hospitals | 6.8 | – | – | 2.4 |
| Public administration | 3.8 | 3.0 | 1.5 | 2.1 |
| 1 to 99 workers | 5.9 | 7.4 | – | – |
| 1 to 49 workers | 8.1 | 9.1 | – | 2.7 |
| 50 to 99 workers | – | 9.2 | – | – |
| 100 workers or more | 2.3 | 2.3 | 1.0 | 1.6 |
| 100 to 499 workers | 4.8 | 4.3 | 2.8 | 3.1 |
| 500 workers or more | 2.5 | 2.7 | 0.8 | 1.8 |

See footnotes at end of table.

Table 23. Standard errors for short-term disability plans: Method of funding, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Non-commercially insured ¹ | Commercially insured | Legally required | Other |
|--------------------------|---------------------------------------|----------------------|------------------|-------|
| State government | 2.0 | — | 1.1 | — |
| Local government | 2.4 | 2.8 | 1.0 | 2.4 |
| Geographic areas | | | | |
| New England | — | 12.2 | — | — |
| Middle Atlantic | 3.4 | 1.6 | 3.2 | 2.3 |
| East North Central | 5.1 | 5.9 | — | 6.6 |
| South Atlantic | 7.6 | — | — | — |
| West South Central | 9.7 | 10.0 | — | — |
| Mountain | 8.4 | 8.9 | — | — |
| Pacific | 3.0 | 1.7 | 1.3 | 1.2 |

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, 2010." 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/glossary20102011.htm.

Table 24. Standard errors for short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 1.3 | 1.3 |
| Worker characteristics | | |
| Management, professional, and related | 1.2 | 1.2 |
| Professional and related | 1.3 | 1.3 |
| Teachers | 2.3 | 2.3 |
| Primary, secondary, and special education school teachers | 3.1 | 3.1 |
| Service | 2.3 | 2.3 |
| Protective service | 4.5 | 4.5 |
| Sales and office | 2.4 | 2.4 |
| Office and administrative support | 2.4 | 2.4 |
| Natural resources, construction, and maintenance | 3.2 | 3.2 |
| Full time | 1.3 | 1.3 |
| Part time | 2.2 | 2.2 |
| Union | 1.8 | 1.8 |
| Nonunion | 1.6 | 1.6 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 2.2 | 2.2 |
| Lowest 10 percent | 2.7 | 2.7 |
| Second 25 percent | 1.8 | 1.8 |
| Third 25 percent | 1.9 | 1.9 |
| Highest 25 percent | 1.2 | 1.2 |
| Establishment characteristics | | |
| Service-providing industries | 1.3 | 1.3 |
| Education and health services | 1.5 | 1.5 |
| Educational services | 1.3 | 1.3 |
| Elementary and secondary schools | 1.7 | 1.7 |
| Junior colleges, colleges, and universities | 1.5 | 1.5 |
| Health care and social assistance | 4.5 | 4.5 |
| Hospitals | 5.4 | 5.4 |
| Public administration | 2.2 | 2.2 |
| 100 workers or more | 1.3 | 1.3 |
| 100 to 499 workers | 3.7 | 3.7 |
| 500 workers or more | 1.1 | 1.1 |

See footnotes at end of table.

Table 24. Standard errors for short-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 1.9 | 1.9 |
| Local government | 1.5 | 1.5 |
| Geographic areas | | |
| New England | — | 0.0 |
| Middle Atlantic | 3.4 | 3.4 |
| East North Central | 4.0 | 4.0 |
| West South Central | — | 0.0 |
| Mountain | 3.2 | 3.2 |
| Pacific | 1.5 | 1.5 |

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, 2010." 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/glossary20102011.htm.

Table 25. Standard errors for short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|---|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| All workers | 1.0 | (¹) | 1.4 | 1.0 | 0.5 |
| Worker characteristics | | | | | |
| Management, professional, and related | — | — | 1.9 | 0.8 | 0.7 |
| Professional and related | — | — | 2.3 | 0.8 | 0.8 |
| Teachers | — | — | 4.0 | 1.0 | 1.5 |
| Primary, secondary, and special education school teachers | — | — | 5.3 | 1.3 | 2.1 |
| Service | 1.2 | — | 2.9 | 2.7 | — |
| Protective service | — | — | 5.5 | — | — |
| Sales and office | — | — | 2.2 | 1.9 | 1.4 |
| Office and administrative support | — | — | 2.3 | 2.0 | 1.5 |
| Natural resources, construction, and maintenance | — | — | 4.0 | 3.3 | — |
| Production, transportation, and material moving ... | — | — | 5.6 | — | — |
| Full time | 1.1 | (¹) | 1.5 | 1.1 | 0.5 |
| Part time | 1.5 | — | 2.8 | 2.0 | — |
| Union | 1.7 | 0.3 | 1.8 | 0.9 | 0.8 |
| Nonunion | — | — | 2.0 | 2.0 | 0.4 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 1.1 | — | 3.2 | 2.9 | — |
| Lowest 10 percent | — | — | 2.0 | 1.1 | — |
| Second 25 percent | 1.1 | — | 2.0 | 1.5 | — |
| Third 25 percent | — | — | 3.3 | 0.9 | 0.4 |
| Highest 25 percent | — | — | 1.4 | 1.1 | 0.8 |
| Establishment characteristics | | | | | |
| Service-providing industries | 1.0 | (¹) | 1.4 | 1.0 | 0.5 |
| Education and health services | — | — | 1.7 | 0.8 | 0.8 |
| Educational services | — | — | 2.0 | 0.9 | 0.9 |
| Elementary and secondary schools | 2.6 | — | 2.5 | — | 1.3 |
| Junior colleges, colleges, and universities | — | — | 3.1 | 2.9 | — |
| Health care and social assistance | — | — | 1.9 | 1.5 | — |
| Hospitals | — | — | 1.4 | 1.4 | — |
| Public administration | 0.9 | — | 2.4 | 2.0 | — |
| 1 to 99 workers | — | — | 3.8 | — | — |
| 1 to 49 workers | — | — | 5.7 | — | — |
| 50 to 99 workers | — | — | 1.0 | — | — |
| 100 workers or more | 1.1 | 0.2 | 1.5 | 1.1 | 0.5 |
| 100 to 499 workers | — | — | 2.4 | 1.6 | — |
| 500 workers or more | 1.3 | (¹) | 1.7 | 1.2 | 0.6 |

See footnotes at end of table.

Table 25. Standard errors for short-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Flat dollar amounts | Dollar amount varies | Fixed percent of annual earnings | Percent varies by annual earnings | Other |
|--------------------------|---------------------|----------------------|----------------------------------|-----------------------------------|-------|
| State government | — | — | 2.6 | 2.6 | — |
| Local government | — | — | 1.6 | 0.9 | 0.7 |
| Geographic areas | | | | | |
| New England | — | — | 4.7 | — | — |
| Middle Atlantic | 1.1 | — | 1.9 | — | 0.9 |
| East North Central | 1.1 | — | 2.8 | 2.0 | — |
| South Atlantic | — | — | 4.5 | — | — |
| West South Central | — | — | 6.9 | — | — |
| Mountain | — | — | 4.3 | — | — |
| Pacific | — | — | 2.7 | 1.5 | 1.5 |

¹ Less than 0.05.

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, 2010." 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/glossary20102011.htm.

Table 26. Standard errors for short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|---|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| All workers | 1.8 | 7.2 | 2.4 | 0.0 | 0.0 | 0.0 | 1.8 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.7 | – | – | – | – | – | 1.7 |
| Professional and related | 2.0 | 5.2 | 1.5 | 0.0 | 22.8 | 0.0 | 2.0 |
| Teachers | 2.7 | 4.0 | 2.5 | 0.0 | 0.0 | 0.0 | 2.7 |
| Primary, secondary, and special education school teachers | 3.3 | 0.4 | 1.3 | 1.6 | 0.0 | 0.0 | 3.3 |
| Service | 2.7 | 5.3 | 2.1 | 0.0 | 0.0 | 0.0 | 2.7 |
| Protective service | 2.9 | – | – | – | – | – | 2.9 |
| Sales and office | 2.6 | 5.9 | 2.5 | 0.0 | 0.0 | 20.2 | 2.6 |
| Office and administrative support | 2.8 | – | – | – | – | – | 2.8 |
| Natural resources, construction, and maintenance | 3.0 | – | – | – | – | – | 3.0 |
| Production, transportation, and material moving ... | 6.7 | – | – | – | – | – | 6.7 |
| Full time | 1.7 | – | – | – | – | – | 1.7 |
| Part time | 3.7 | 0.5 | 0.0 | 0.0 | 0.0 | 12.6 | 3.7 |
| Union | 2.1 | 8.3 | 2.6 | 0.0 | 0.0 | 0.0 | 2.1 |
| Nonunion | 2.4 | 3.8 | 1.1 | 0.0 | 12.5 | 0.0 | 2.4 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 3.5 | 6.5 | 0.5 | 0.0 | 5.5 | 0.0 | 3.5 |
| Lowest 10 percent | 6.1 | 5.1 | 1.0 | 0.5 | 11.2 | 0.0 | 6.1 |
| Second 25 percent | 2.3 | 7.7 | 2.8 | 0.0 | 2.2 | 0.0 | 2.3 |
| Third 25 percent | 1.8 | 6.9 | 1.3 | 0.0 | 13.3 | 0.0 | 1.8 |
| Highest 25 percent | 1.9 | 9.5 | 1.9 | 0.0 | 0.0 | 0.0 | 1.9 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.8 | 7.4 | 2.4 | 0.0 | 0.0 | 0.0 | 1.8 |
| Education and health services | 2.4 | – | – | – | – | – | 2.4 |
| Educational services | 2.7 | 1.2 | 2.9 | 0.0 | 5.6 | 0.0 | 2.7 |
| Elementary and secondary schools | 3.5 | 0.8 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 |
| Junior colleges, colleges, and universities | 2.0 | 0.7 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| Health care and social assistance | 2.6 | – | – | – | – | – | 2.6 |
| Public administration | 1.6 | – | – | – | – | – | 1.6 |
| 100 workers or more | 1.8 | 6.2 | 1.6 | 0.0 | 0.0 | 0.0 | 1.8 |
| 100 to 499 workers | 3.0 | 0.2 | 2.0 | 0.0 | 0.0 | 14.5 | 3.0 |
| 500 workers or more | 2.0 | 1.1 | 1.4 | 0.0 | 2.2 | 0.0 | 2.0 |

See footnotes at end of table.

Table 26. Standard errors for short-term disability plans: Duration of benefits, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Fixed duration | Number of weeks ¹ | | | | | Duration varies |
|--------------------------|----------------|------------------------------|-----------------|--------------------------|-----------------|-----------------|-----------------|
| | | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile | |
| State government | 0.9 | — | — | — | — | — | 0.9 |
| Local government | 2.4 | 4.0 | 0.9 | 0.0 | 8.9 | 0.0 | 2.4 |
| Geographic areas | | | | | | | |
| Middle Atlantic | 2.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.6 |
| East North Central | 7.1 | — | — | — | — | — | 7.1 |
| South Atlantic | 1.6 | — | — | — | — | — | 1.6 |
| Pacific | 2.9 | — | — | — | — | — | 2.9 |

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, 2010." 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/glossary20102011.htm.

Table 27. Standard errors for short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2011

| 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 | — | 2.7 | 0.6 | 2.6 | 1.4 | 1.6 | 0.6 | 0.0 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | — | 2.8 | 0.9 | 2.9 | 1.3 | 2.0 | 0.7 | 0.0 |
| Professional and related | — | 2.9 | 0.9 | 2.7 | 1.4 | 2.4 | 0.9 | 0.0 |
| Teachers | — | 3.9 | 0.9 | 3.0 | 1.5 | 2.9 | 1.2 | 1.9 |
| Primary, secondary, and special education school teachers | — | 4.9 | 1.0 | 2.6 | 2.2 | 3.4 | 1.3 | 5.6 |
| Service | — | 3.5 | 0.8 | 3.6 | 2.5 | 1.4 | 0.7 | 0.0 |
| Protective service | — | 5.9 | — | 6.0 | 4.8 | 2.4 | 1.1 | 0.0 |
| Sales and office | — | 3.9 | 1.2 | 4.1 | 3.7 | 1.9 | 0.7 | 0.0 |
| Office and administrative support | — | 3.7 | 1.3 | 3.8 | 3.1 | 2.0 | 0.7 | 0.0 |
| Natural resources, construction, and maintenance | — | 6.5 | — | 7.1 | — | — | 2.6 | 0.0 |
| Production, transportation, and material moving | — | 6.9 | — | 7.7 | — | — | 1.4 | 0.0 |
| Full time | — | 2.7 | 0.5 | 2.7 | 1.5 | 1.7 | 0.7 | 0.0 |
| Part time | — | 5.3 | 3.1 | 2.8 | 3.5 | — | 1.1 | 2.0 |
| Union | — | 2.1 | 0.9 | 3.5 | 2.3 | 2.0 | 0.6 | 0.0 |
| Nonunion | — | 4.2 | 0.7 | 3.3 | 2.0 | 2.7 | 1.2 | 3.9 |
| Average wage within the following categories: ¹ | | | | | | | | |
| Lowest 25 percent | — | 4.7 | 0.9 | 4.5 | 2.2 | 3.0 | 1.2 | 0.0 |
| Lowest 10 percent | — | 7.3 | 1.3 | 7.0 | 2.9 | — | 1.6 | 4.0 |
| Second 25 percent | — | 4.3 | 1.0 | 4.2 | 2.1 | 1.5 | 0.7 | 0.0 |
| Third 25 percent | — | 3.2 | 0.9 | 2.9 | 1.9 | 1.9 | 0.7 | 0.0 |
| Highest 25 percent | — | 2.0 | 1.6 | 2.7 | 1.8 | 2.5 | 0.7 | 0.0 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | — | 2.7 | 0.6 | 2.6 | 1.4 | 1.7 | 0.6 | 0.0 |
| Education and health services | — | 3.4 | 1.0 | 2.8 | 1.4 | 2.7 | 1.1 | 0.0 |
| Educational services | — | 3.7 | 1.0 | 3.0 | 1.3 | 3.1 | 1.2 | 2.6 |
| Elementary and secondary schools | — | 4.2 | 0.9 | 3.7 | 1.6 | 3.0 | 0.9 | 2.0 |
| Junior colleges, colleges, and universities | — | 5.1 | 4.0 | — | 1.7 | — | 3.8 | 3.9 |
| Health care and social assistance | — | 3.8 | — | 5.2 | 4.6 | — | 1.1 | 0.0 |
| Hospitals | — | 5.5 | — | 5.9 | — | — | 1.6 | 0.0 |
| Public administration | — | 3.7 | 0.4 | 4.8 | 2.9 | 1.7 | 0.7 | 0.0 |
| 1 to 99 workers | — | 8.7 | — | 6.7 | — | 0.8 | 1.1 | 0.0 |
| 1 to 49 workers | — | 9.1 | — | 7.5 | — | — | 1.1 | 13.3 |
| 50 to 99 workers | — | — | — | 11.6 | 7.7 | 2.3 | 1.2 | 0.0 |
| 100 workers or more | — | 2.5 | 0.6 | 2.6 | 1.5 | 1.9 | 0.7 | 0.0 |
| 100 to 499 workers | — | 5.3 | — | 5.7 | 3.4 | 3.8 | 1.3 | 0.0 |
| 500 workers or more | — | 2.6 | 0.7 | 2.5 | 1.4 | 2.1 | 0.8 | 0.0 |

See footnotes at end of table.

Table 27. Standard errors for short-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | — | 3.0 | 2.0 | 5.7 | 1.2 | — | 1.5 | 0.0 |
| Local government | — | 2.9 | 0.4 | 2.4 | 1.9 | 1.8 | 0.6 | 0.0 |
| Geographic areas | | | | | | | | |
| New England | — | — | — | — | — | 15.2 | 7.1 | 17.6 |
| Middle Atlantic | — | 4.3 | 0.5 | 1.8 | 4.1 | 1.2 | 0.7 | 0.0 |
| East North Central | — | 7.2 | — | 5.8 | — | — | 1.3 | 8.0 |
| South Atlantic | — | 6.9 | — | 5.9 | 1.2 | 3.0 | 1.5 | 0.0 |
| West South Central | — | — | — | 9.8 | — | — | 2.4 | 0.0 |
| Mountain | — | — | — | 8.6 | 4.7 | — | 1.9 | 0.0 |
| Pacific | — | 2.8 | 3.7 | 6.0 | — | — | 0.5 | 2.8 |

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, 2010." 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/glossary20102011.htm.

Table 28. Standard errors for short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2011

| 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 | 2.2 | \$36.27 | \$0.00 | \$50.46 | \$95.04 | \$182.48 | 2.2 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 2.3 | – | – | – | – | – | 2.3 |
| Professional and related | 2.4 | 44.75 | 25.95 | 31.20 | 22.81 | 276.47 | 2.4 |
| Teachers | 3.1 | 5.24 | 159.26 | 0.00 | 56.29 | 537.75 | 3.1 |
| Primary, secondary, and special education school teachers | 3.4 | 0.00 | 93.97 | 0.00 | 121.75 | 598.88 | 3.4 |
| Service | 3.7 | 16.40 | 0.00 | 51.14 | 57.38 | 0.00 | 3.7 |
| Protective service | 6.6 | 0.00 | 36.85 | 80.80 | 36.28 | 192.44 | 6.6 |
| Sales and office | 3.2 | 0.00 | 0.00 | 35.47 | 56.72 | 162.10 | 3.2 |
| Office and administrative support | 3.1 | 0.00 | 0.00 | 25.31 | 70.38 | 126.10 | 3.1 |
| Natural resources, construction, and maintenance | 6.7 | – | – | – | – | – | 6.7 |
| Production, transportation, and material moving | 7.9 | 42.35 | 0.00 | 102.57 | 171.80 | 39.05 | 7.9 |
| Full time | 2.2 | 47.97 | 10.94 | 70.53 | 78.23 | 147.55 | 2.2 |
| Part time | 5.0 | 13.25 | 7.80 | 7.81 | 36.06 | 143.84 | 5.0 |
| Union | 2.3 | 0.00 | 15.22 | 32.71 | 131.48 | 315.69 | 2.3 |
| Nonunion | 3.7 | – | – | – | – | – | 3.7 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 3.8 | 13.25 | 63.57 | 68.83 | 90.62 | 205.81 | 3.8 |
| Lowest 10 percent | 6.3 | – | – | – | – | – | 6.3 |
| Second 25 percent | 3.5 | 13.39 | 0.00 | 61.77 | 18.17 | 339.21 | 3.5 |
| Third 25 percent | 2.8 | 39.42 | 7.65 | 84.66 | 120.35 | 129.03 | 2.8 |
| Highest 25 percent | 2.1 | 0.00 | 2.34 | 13.37 | 94.87 | 531.29 | 2.1 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 2.2 | 39.42 | 0.00 | 45.31 | 92.29 | 171.63 | 2.2 |
| Education and health services | 3.1 | – | – | – | – | – | 3.1 |
| Educational services | 3.2 | 0.00 | 110.47 | 0.00 | 65.98 | 737.94 | 3.2 |
| Elementary and secondary schools | 3.3 | 18.60 | 3.75 | 0.00 | 45.93 | 737.48 | 3.3 |
| Health care and social assistance | 7.9 | 0.00 | 14.99 | 65.80 | 112.82 | 196.01 | 7.9 |
| Hospitals | 10.5 | – | – | – | – | – | 10.5 |
| Public administration | 3.6 | 0.00 | 0.00 | 17.44 | 279.13 | 0.00 | 3.6 |
| 1 to 99 workers | 6.0 | 53.73 | 77.36 | 74.00 | 204.89 | 535.21 | 6.0 |
| 1 to 49 workers | 6.8 | – | – | – | – | – | 6.8 |
| 50 to 99 workers | 11.1 | 0.00 | 124.34 | 407.10 | 354.87 | 140.94 | 11.1 |
| 100 workers or more | 2.3 | 41.28 | 0.00 | 13.11 | 71.99 | 184.22 | 2.3 |
| 100 to 499 workers | 6.5 | – | – | – | – | – | 6.5 |
| 500 workers or more | 2.5 | 34.58 | 0.00 | 13.06 | 108.69 | 191.31 | 2.5 |

See footnotes at end of table.

Table 28. Standard errors for short-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 4.0 | \$0.00 | \$33.38 | \$59.64 | \$14.80 | \$0.00 | 4.0 |
| Local government | 2.4 | — | — | — | — | — | 2.4 |
| Geographic areas | | | | | | | |
| Middle Atlantic | 3.2 | 0.00 | 0.00 | 98.78 | 0.00 | 0.00 | 3.2 |
| East North Central | 5.3 | 115.84 | 97.24 | 196.90 | 146.83 | 138.04 | 5.3 |
| South Atlantic | 4.1 | — | — | — | — | — | 4.1 |
| West South Central | 9.2 | 137.84 | 103.56 | 0.00 | 43.15 | 326.89 | 9.2 |
| Mountain | 9.6 | 0.00 | 326.75 | 402.25 | 836.99 | 268.75 | 9.6 |
| Pacific | 2.1 | — | — | — | — | — | 2.1 |

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, 2010." 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/glossary20102011.htm.

Table 29. Standard errors for long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Employee contribution required | Employee contribution not required |
|---|--------------------------------|------------------------------------|
| All workers | 2.2 | 2.2 |
| Worker characteristics | | |
| Management, professional, and related | 2.0 | 2.0 |
| Professional and related | 2.0 | 2.0 |
| Teachers | 2.7 | 2.7 |
| Primary, secondary, and special education school teachers | 3.3 | 3.3 |
| Service | 2.6 | 2.6 |
| Protective service | 3.3 | 3.3 |
| Sales and office | 3.0 | 3.0 |
| Office and administrative support | 3.1 | 3.1 |
| Full time | 2.2 | 2.2 |
| Part time | 3.8 | 3.8 |
| Union | 2.4 | 2.4 |
| Nonunion | 2.5 | 2.5 |
| Average wage within the following categories: ¹ | | |
| Lowest 25 percent | 4.9 | 4.9 |
| Lowest 10 percent | 6.2 | 6.2 |
| Second 25 percent | 2.2 | 2.2 |
| Third 25 percent | 2.8 | 2.8 |
| Highest 25 percent | 1.9 | 1.9 |
| Highest 10 percent | 3.0 | 3.0 |
| Establishment characteristics | | |
| Service-providing industries | 2.2 | 2.2 |
| Education and health services | 2.4 | 2.4 |
| Educational services | 2.6 | 2.6 |
| Elementary and secondary schools | 3.4 | 3.4 |
| Junior colleges, colleges, and universities | 4.3 | 4.3 |
| Health care and social assistance | 3.8 | 3.8 |
| Hospitals | 4.4 | 4.4 |
| Public administration | 2.5 | 2.5 |
| 100 workers or more | 2.0 | 2.0 |
| 100 to 499 workers | 3.2 | 3.2 |
| 500 workers or more | 2.2 | 2.2 |

See footnotes at end of table.

Table 29. Standard errors for long-term disability plans: Employee contribution requirement, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Employee contribution required | Employee contribution not required |
|--------------------------|--------------------------------|------------------------------------|
| State government | 4.2 | 4.2 |
| Local government | 2.6 | 2.6 |
| Geographic areas | | |
| Middle Atlantic | 1.5 | 1.5 |
| East North Central | 3.4 | 3.4 |
| South Atlantic | 1.8 | 1.8 |
| Mountain | 11.4 | 11.4 |

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, 2010." 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/glossary20102011.htm.

Table 30. Standard errors for long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|---|----------------------------------|-----------------------------------|---------------------|-------|
| All workers | 1.2 | 1.1 | 0.3 | 0.4 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.4 | 1.2 | 0.4 | 0.5 |
| Professional and related | 1.5 | 1.2 | 0.5 | 0.5 |
| Teachers | 1.3 | — | 0.7 | — |
| Primary, secondary, and special education school teachers | 1.4 | — | 0.9 | — |
| Service | 1.6 | 1.5 | — | — |
| Protective service | 2.1 | 2.0 | — | — |
| Sales and office | 1.5 | 1.5 | — | — |
| Office and administrative support | 1.6 | 1.6 | — | — |
| Natural resources, construction, and maintenance | 1.2 | — | — | — |
| Production, transportation, and material moving ... | 2.3 | — | — | — |
| Full time | 1.2 | 1.0 | 0.3 | 0.3 |
| Part time | 2.8 | — | — | — |
| Union | 1.4 | 1.0 | — | — |
| Nonunion | 1.4 | 1.4 | — | — |
| Average wage within the following categories: ¹ | | | | |
| Lowest 25 percent | 1.6 | 1.5 | — | — |
| Lowest 10 percent | 1.7 | 1.6 | — | — |
| Second 25 percent | 1.7 | 1.5 | — | — |
| Third 25 percent | 1.6 | 1.5 | 0.4 | 0.2 |
| Highest 25 percent | 1.1 | 0.7 | 0.6 | 0.7 |
| Highest 10 percent | 1.4 | — | — | — |
| Establishment characteristics | | | | |
| Service-providing industries | 1.2 | 1.1 | 0.3 | 0.4 |
| Education and health services | 1.4 | 1.1 | — | — |
| Educational services | 1.4 | 1.0 | — | — |
| Elementary and secondary schools | 1.2 | — | 0.7 | — |
| Junior colleges, colleges, and universities | 4.1 | — | — | — |
| Health care and social assistance | 3.2 | — | — | — |
| Hospitals | 3.5 | — | — | — |
| Public administration | 2.2 | 2.1 | — | — |
| 1 to 99 workers | 2.7 | 2.7 | 1.0 | — |
| 1 to 49 workers | 4.0 | — | 1.8 | — |
| 50 to 99 workers | 3.6 | — | — | — |
| 100 workers or more | 1.3 | 1.2 | 0.3 | 0.4 |
| 100 to 499 workers | 1.3 | 0.9 | — | — |
| 500 workers or more | 1.7 | 1.5 | — | — |

See footnotes at end of table.

Table 30. Standard errors for long-term disability plans: Method of benefit payment, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Fixed percent of annual earnings | Percent varies by annual earnings | Flat dollar amounts | Other |
|--------------------------|----------------------------------|-----------------------------------|---------------------|-------|
| State government | 4.1 | — | 0.5 | — |
| Local government | 0.7 | 0.4 | 0.4 | 0.5 |
| Geographic areas | | | | |
| New England | 1.0 | — | — | — |
| Middle Atlantic | 2.2 | — | — | — |
| East North Central | 4.5 | — | — | — |
| West North Central | 2.4 | — | — | — |
| South Atlantic | 1.0 | — | — | — |
| East South Central | 9.6 | — | — | — |
| West South Central | 2.1 | — | — | — |
| Mountain | 1.9 | — | — | — |
| Pacific | 2.7 | — | 0.9 | — |

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, 2010." 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/glossary20102011.htm.

Table 31. Standard errors for long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2011

| 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 | 1.9 | 2.8 | 2.3 | - | - | 0.5 | 0.0 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.7 | 3.1 | 2.5 | - | - | 0.6 | 1.3 |
| Professional and related | 1.8 | 3.3 | 2.8 | - | - | 0.6 | 2.4 |
| Teachers | - | 3.5 | 2.9 | 2.2 | - | 0.7 | 3.4 |
| Primary, secondary, and special education school teachers | 2.3 | 3.9 | 3.3 | 2.9 | 2.2 | 0.8 | 4.5 |
| Service | 3.0 | 3.1 | 2.3 | 1.6 | 2.5 | 0.6 | 0.0 |
| Protective service | 4.1 | 5.6 | 3.6 | - | - | 0.7 | 0.0 |
| Sales and office | 3.1 | 3.8 | 3.7 | - | - | 0.7 | 0.0 |
| Office and administrative support | 3.1 | 3.9 | 3.8 | - | - | 0.7 | 0.0 |
| Natural resources, construction, and maintenance | 3.2 | 5.6 | 5.5 | - | - | 0.8 | 0.0 |
| Production, transportation, and material moving | 5.5 | 6.7 | - | - | - | 1.1 | 0.0 |
| Full time | 1.8 | 2.9 | 2.4 | - | - | 0.5 | 0.0 |
| Part time | 4.6 | 4.0 | - | 4.4 | - | 1.1 | 0.0 |
| Union | 2.7 | 2.8 | - | 2.8 | - | 0.8 | 0.0 |
| Nonunion | 1.9 | 3.7 | 3.5 | - | - | 0.5 | 0.0 |
| Average wage within the following categories: ¹ | | | | | | | |
| Lowest 25 percent | 2.8 | 4.6 | 3.2 | 3.3 | 2.0 | 0.6 | 0.0 |
| Lowest 10 percent | 4.3 | 5.9 | 3.9 | - | - | 0.6 | 0.0 |
| Second 25 percent | 3.2 | 4.1 | 3.8 | - | - | 0.8 | 0.0 |
| Third 25 percent | 1.9 | 3.4 | 2.6 | - | - | 0.5 | 0.0 |
| Highest 25 percent | 2.0 | 2.6 | 2.4 | - | - | 0.6 | 0.0 |
| Highest 10 percent | 2.9 | 4.1 | 2.6 | - | - | 0.7 | 0.0 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.9 | 2.8 | 2.4 | - | - | 0.5 | 0.0 |
| Education and health services | 2.1 | 3.4 | 2.7 | - | - | 0.7 | 0.4 |
| Educational services | 2.2 | 3.4 | 2.9 | - | - | 0.7 | 3.4 |
| Elementary and secondary schools | 2.5 | 3.2 | 3.1 | 2.4 | 1.8 | 0.6 | 2.7 |
| Junior colleges, colleges, and universities | 3.1 | 8.8 | 4.0 | - | - | 1.4 | 0.9 |
| Health care and social assistance | 5.2 | 7.2 | - | - | - | 1.5 | 0.0 |
| Hospitals | 7.2 | 8.4 | - | - | - | 2.0 | 0.0 |
| Public administration | 2.8 | 3.5 | 3.4 | 2.6 | 1.1 | 0.5 | 0.0 |
| 1 to 99 workers | - | 6.0 | 5.5 | 4.6 | - | 0.7 | 2.0 |
| 1 to 49 workers | - | 7.6 | - | - | - | 1.1 | 4.9 |
| 50 to 99 workers | - | 5.9 | - | - | 2.7 | 0.8 | 0.7 |
| 100 workers or more | 1.8 | 2.8 | 2.4 | - | - | 0.6 | 0.0 |
| 100 to 499 workers | 3.2 | 4.3 | 3.3 | 2.5 | 1.9 | 0.6 | 0.0 |
| 500 workers or more | 1.9 | 3.7 | 2.7 | - | - | 0.7 | 0.0 |

See footnotes at end of table.

Table 31. Standard errors for long-term disability plans: Fixed percent of annual earnings, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 2.9 | 7.5 | 4.5 | — | — | 1.1 | 1.2 |
| Local government | 1.9 | 2.2 | 2.2 | 2.1 | 1.2 | 0.5 | 0.0 |
| Geographic areas | | | | | | | |
| Middle Atlantic | 2.0 | 6.1 | — | 2.4 | — | 0.5 | 0.0 |
| East North Central | 5.9 | 2.0 | — | 2.6 | — | 1.6 | 11.6 |
| West North Central | — | 11.4 | — | — | — | 1.8 | 6.7 |
| South Atlantic | 1.7 | 4.9 | 5.3 | — | — | 0.4 | 0.0 |
| East South Central | — | 9.6 | 3.4 | — | — | 1.3 | 0.0 |
| West South Central | — | 6.2 | — | — | — | 0.7 | 0.0 |
| Mountain | — | 7.8 | 4.6 | 8.4 | — | 0.8 | 0.0 |
| Pacific | 2.2 | 4.6 | 3.8 | — | — | 0.4 | 0.0 |

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, 2010." 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/glossary20102011.htm.

Table 32. Standard errors for long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2011

| 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 | 2.9 | \$741.99 | \$690.21 | \$0.00 | \$140.72 | \$1,336.63 | 2.9 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 2.8 | — | — | — | — | — | 2.8 |
| Professional and related | 2.9 | — | — | — | — | — | 2.9 |
| Teachers | 3.0 | 704.31 | 569.40 | 78.10 | 78.10 | 963.23 | 3.0 |
| Primary, secondary, and special education school teachers | 3.7 | — | — | — | — | — | 3.7 |
| Service | 3.6 | 542.32 | 41.33 | 0.00 | 441.81 | 0.00 | 3.6 |
| Protective service | 5.8 | — | — | — | — | — | 5.8 |
| Sales and office | 4.1 | — | — | — | — | — | 4.1 |
| Office and administrative support | 4.3 | — | — | — | — | — | 4.3 |
| Natural resources, construction, and maintenance | 5.3 | — | — | — | — | — | 5.3 |
| Production, transportation, and material moving ... | 6.5 | — | — | — | — | — | 6.5 |
| Full time | 3.0 | — | — | — | — | — | 3.0 |
| Part time | 4.7 | 457.77 | 633.06 | 0.00 | 1,417.19 | 349.28 | 4.7 |
| Union | 3.0 | 395.75 | 693.48 | 0.00 | 569.36 | 979.87 | 3.0 |
| Nonunion | 3.5 | — | — | — | — | — | 3.5 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 4.7 | — | — | — | — | — | 4.7 |
| Lowest 10 percent | 6.3 | — | — | — | — | — | 6.3 |
| Second 25 percent | 4.7 | — | — | — | — | — | 4.7 |
| Third 25 percent | 3.6 | — | — | — | — | — | 3.6 |
| Highest 25 percent | 2.2 | 560.88 | 112.91 | 0.00 | 607.19 | 309.66 | 2.2 |
| Highest 10 percent | 4.7 | 174.97 | 308.40 | 0.00 | 953.00 | 1,179.84 | 4.7 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 2.9 | 743.20 | 710.07 | 0.00 | 295.30 | 1,175.38 | 2.9 |
| Education and health services | 3.7 | — | — | — | — | — | 3.7 |
| Educational services | 3.5 | 742.59 | 657.18 | 0.00 | 0.00 | 1,122.04 | 3.5 |
| Elementary and secondary schools | 3.6 | — | — | — | — | — | 3.6 |
| Health care and social assistance | 6.9 | — | — | — | — | — | 6.9 |
| Public administration | 3.4 | — | — | — | — | — | 3.4 |
| 1 to 99 workers | 5.6 | — | — | — | — | — | 5.6 |
| 1 to 49 workers | 5.9 | — | — | — | — | — | 5.9 |
| 50 to 99 workers | 8.3 | 648.77 | 556.89 | 552.27 | 270.55 | 1,718.25 | 8.3 |
| 100 workers or more | 2.9 | 718.76 | 658.02 | 0.00 | 784.44 | 178.78 | 2.9 |
| 100 to 499 workers | 4.1 | — | — | — | — | — | 4.1 |
| 500 workers or more | 3.8 | 744.56 | 926.59 | 0.00 | 901.60 | 156.20 | 3.8 |

See footnotes at end of table.

Table 32. Standard errors for long-term disability plans: Maximum benefit amounts, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 8.5 | — | — | — | — | — | 8.5 |
| Local government | 2.6 | \$574.18 | \$447.71 | \$0.00 | \$0.00 | \$869.78 | 2.6 |
| Geographic areas | | | | | | | |
| Middle Atlantic | 6.0 | 403.95 | 584.47 | 0.00 | 674.98 | 312.41 | 6.0 |
| East North Central | 5.7 | 662.72 | 534.07 | 654.15 | 575.05 | 344.36 | 5.7 |
| West North Central | 7.9 | 509.89 | 635.01 | 0.00 | 261.96 | 2,091.34 | 7.9 |
| South Atlantic | 4.5 | — | — | — | — | — | 4.5 |
| Mountain | 9.6 | — | — | — | — | — | 9.6 |
| Pacific | 4.6 | 0.00 | 523.93 | 0.00 | 1,359.52 | 0.00 | 4.6 |

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, 2010." 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/glossary20102011.htm.

Table 33. Standard errors for leave benefits: Access, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid personal leave | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave | |
|---|---------------|-----------------|----------------|---------------------|--------------------|----------------------|---------------------|--------------|--------|
| | | | | | | | | Paid | Unpaid |
| All workers | 0.9 | 0.5 | 0.8 | 1.3 | 0.9 | 0.6 | 0.9 | 1.0 | 0.6 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related | 1.4 | 0.7 | 1.1 | 1.2 | 1.0 | 0.7 | 1.0 | 1.1 | 0.6 |
| Professional and related | 1.5 | 0.7 | 1.1 | 1.2 | 1.1 | 0.7 | 1.0 | 1.1 | 0.6 |
| Teachers | 1.9 | 1.0 | 1.2 | 1.5 | 1.2 | 0.7 | 1.1 | 1.3 | 0.8 |
| Primary, secondary, and special education school teachers | 1.9 | 1.0 | 1.3 | 1.7 | 1.2 | 0.5 | 1.3 | 1.4 | 0.5 |
| Service | 1.3 | 1.3 | 1.3 | 2.0 | 1.2 | 1.1 | 1.4 | 1.3 | 1.1 |
| Protective service | 1.3 | 1.0 | 1.1 | 2.8 | 1.4 | 1.1 | 1.6 | 2.2 | 1.1 |
| Sales and office | 1.3 | 1.3 | 1.4 | 2.3 | 1.6 | 1.5 | 2.0 | 1.6 | 1.4 |
| Office and administrative support | 1.4 | 1.2 | 1.4 | 2.3 | 1.5 | 1.3 | 1.8 | 1.6 | 1.1 |
| Natural resources, construction, and maintenance | 1.7 | 1.8 | 1.8 | 2.8 | 2.5 | 2.0 | 2.6 | 2.0 | 1.9 |
| Production, transportation, and material moving | 3.0 | 2.9 | 3.8 | 4.5 | 4.5 | 4.3 | 4.2 | 2.2 | 2.1 |
| Full time | 1.0 | 0.3 | 0.9 | 1.3 | 0.9 | 0.6 | 0.9 | 1.0 | 0.4 |
| Part time | 1.8 | 1.7 | 1.6 | 1.7 | 2.2 | 2.0 | 2.1 | 1.3 | 2.0 |
| Union | 1.1 | 0.4 | 1.2 | 1.3 | 0.8 | 0.5 | 1.1 | 1.4 | 0.3 |
| Nonunion | 1.4 | 0.9 | 1.2 | 1.8 | 1.4 | 0.9 | 1.4 | 1.2 | 0.9 |
| Average wage within the following categories: ¹ | | | | | | | | | |
| Lowest 25 percent | 1.4 | 1.3 | 1.7 | 1.9 | 1.6 | 1.4 | 1.7 | 1.5 | 1.2 |
| Lowest 10 percent | 2.1 | 2.5 | 2.3 | 2.1 | 2.3 | 2.1 | 2.5 | 1.8 | 2.2 |
| Second 25 percent | 1.0 | 0.9 | 1.1 | 1.9 | 1.4 | 1.1 | 1.3 | 1.3 | 0.6 |
| Third 25 percent | 1.8 | 1.2 | 2.0 | 1.7 | 1.4 | 1.1 | 1.6 | 1.3 | 1.1 |
| Highest 25 percent | 1.7 | 0.6 | 1.1 | 1.3 | 0.8 | 0.4 | 1.1 | 1.2 | 0.4 |
| Highest 10 percent | 2.5 | 0.5 | 1.7 | 1.7 | 0.8 | 0.7 | 1.4 | 1.2 | 0.5 |
| Establishment characteristics | | | | | | | | | |
| Service-providing industries | 0.9 | 0.6 | 0.8 | 1.3 | 0.9 | 0.6 | 1.0 | 1.0 | 0.6 |
| Education and health services | 1.3 | 0.6 | 1.1 | 1.5 | 1.3 | 0.8 | 1.1 | 1.2 | 0.6 |
| Educational services | 1.3 | 0.6 | 1.3 | 1.7 | 1.2 | 0.6 | 1.1 | 1.3 | 0.6 |
| Elementary and secondary schools | 1.5 | 0.8 | 1.1 | 1.4 | 1.3 | 0.6 | 1.1 | 1.4 | 0.6 |
| Junior colleges, colleges, and universities | 1.7 | 1.7 | 2.3 | 5.2 | 1.7 | 1.5 | 3.5 | 2.2 | 1.5 |
| Health care and social assistance | 1.7 | 1.6 | 1.7 | 3.3 | 4.2 | 4.5 | 3.2 | 3.8 | 1.8 |
| Hospitals | 1.3 | 1.3 | 1.3 | 4.0 | 6.0 | 6.4 | 3.9 | 5.3 | 2.0 |
| Public administration | 1.2 | 1.3 | 1.2 | 2.3 | 1.4 | 1.2 | 1.6 | 1.7 | 1.1 |
| 1 to 99 workers | 2.4 | 2.2 | 2.4 | 2.7 | 2.4 | 2.4 | 2.9 | 1.9 | 2.2 |
| 1 to 49 workers | 3.4 | 3.2 | 3.4 | 3.4 | 3.2 | 3.5 | 3.9 | 2.7 | 3.4 |
| 50 to 99 workers | 2.6 | 2.1 | 2.9 | 4.4 | 2.7 | 2.9 | 3.7 | 2.0 | 2.4 |
| 100 workers or more | 1.0 | 0.5 | 0.9 | 1.4 | 1.0 | 0.6 | 0.9 | 1.1 | 0.5 |
| 100 to 499 workers | 1.8 | 1.0 | 1.7 | 2.2 | 1.8 | 1.3 | 2.0 | 2.0 | 1.0 |
| 500 workers or more | 1.1 | 0.6 | 1.1 | 1.5 | 1.1 | 0.7 | 1.0 | 1.2 | 0.5 |

See footnotes at end of table.

Table 33. Standard errors for leave benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Paid holidays | Paid sick leave | Paid vacations | Paid personal leave | Paid funeral leave | Paid jury duty leave | Paid military leave | Family leave | |
|--------------------------|---------------|-----------------|----------------|---------------------|--------------------|----------------------|---------------------|--------------|--------|
| | | | | | | | | Paid | Unpaid |
| State government | 1.1 | 1.0 | 1.2 | 2.4 | 1.8 | 1.6 | 2.0 | 2.3 | 0.8 |
| Local government | 1.0 | 0.7 | 0.9 | 1.3 | 1.0 | 0.7 | 1.1 | 1.1 | 0.7 |
| Geographic areas | | | | | | | | | |
| New England | 4.8 | 3.0 | 3.5 | 2.9 | 2.9 | 2.3 | 4.5 | 1.9 | 2.3 |
| Middle Atlantic | 1.3 | 0.8 | 1.6 | 0.7 | 0.9 | 1.0 | 3.9 | 1.5 | 0.6 |
| East North Central | 2.1 | 2.2 | 1.7 | 2.5 | 2.0 | 1.4 | 2.7 | 2.0 | 2.4 |
| West North Central | 3.3 | 1.7 | 3.0 | 6.9 | 4.2 | 3.6 | 4.8 | — | 2.9 |
| South Atlantic | 2.4 | 1.1 | 2.1 | 3.4 | 3.2 | 1.5 | 1.9 | 2.6 | 1.1 |
| East South Central | 4.5 | 1.5 | 3.7 | 3.8 | 4.2 | 3.6 | 3.6 | — | 2.0 |
| West South Central | 3.1 | 1.7 | 2.0 | 4.5 | 3.2 | 1.9 | 2.4 | 2.0 | 1.2 |
| Mountain | 3.1 | 2.8 | 3.4 | 4.3 | 2.8 | 2.5 | 3.3 | — | 1.2 |
| Pacific | 1.6 | 1.0 | 2.2 | 3.3 | 0.9 | 0.7 | 1.6 | 2.7 | 1.1 |

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, 2010." 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/glossary20102011.htm.

Table 34. Standard errors for paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2011

| 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 | 0.4 | 0.4 | 0.6 | 0.8 | 1.3 | 1.1 | 1.8 | 1.2 | 0.9 | 0.5 | 0.7 | 0.1 | 0.0 |
| Worker characteristics | | | | | | | | | | | | | |
| Management, professional, and related | 0.8 | 0.7 | 0.9 | 0.8 | 1.7 | 1.2 | 2.4 | 1.2 | 1.2 | 0.8 | 0.6 | 0.1 | 0.0 |
| Professional and related | 0.9 | 0.9 | 1.1 | 1.0 | 1.5 | 1.3 | 2.7 | 1.3 | 1.4 | 0.9 | 0.6 | 0.1 | 0.0 |
| Teachers | 2.1 | 2.0 | 2.3 | 1.8 | 2.0 | 1.9 | 3.0 | 1.3 | 2.0 | 2.2 | 2.0 | 0.3 | 0.5 |
| Primary, secondary, and special education school teachers | 2.7 | 2.9 | 2.8 | – | 1.4 | 2.5 | 3.4 | 1.0 | 2.9 | – | 1.2 | 0.3 | 0.9 |
| Service | 0.7 | 0.6 | 0.6 | 0.7 | 1.4 | 1.5 | 1.6 | 1.7 | 1.4 | 0.8 | 1.6 | 0.1 | 0.1 |
| Protective service | – | – | 0.5 | 0.4 | 2.2 | 2.1 | 2.3 | 2.7 | 2.1 | 1.1 | 1.0 | 0.1 | 0.1 |
| Sales and office | 0.5 | 0.5 | 0.6 | 1.0 | 1.7 | 1.6 | 2.2 | 2.1 | 1.1 | 0.8 | 1.8 | 0.1 | 0.0 |
| Office and administrative support | 0.4 | 0.5 | 0.5 | 1.0 | 1.8 | 1.7 | 2.2 | 2.1 | 1.2 | 0.8 | 1.9 | 0.1 | 0.2 |
| Natural resources, construction, and maintenance | 0.7 | 0.4 | – | – | 1.8 | 2.7 | 3.5 | 2.3 | 1.3 | 0.7 | 1.8 | 0.1 | 0.0 |
| Production, transportation, and material moving | 2.5 | 1.3 | 2.1 | 2.0 | 1.6 | 3.5 | 4.3 | 2.4 | 1.9 | 1.3 | 1.9 | 0.3 | 0.0 |
| Full time | 0.5 | 0.4 | 0.6 | 0.6 | 1.4 | 1.1 | 1.8 | 1.3 | 0.9 | 0.6 | 0.7 | 0.1 | 0.0 |
| Part time | 2.2 | – | 2.2 | – | 2.1 | 2.0 | 3.3 | 1.9 | 2.0 | 1.0 | 1.6 | 0.2 | 1.0 |
| Union | 0.6 | 0.6 | 0.7 | 0.5 | 1.7 | 0.9 | 1.9 | 1.5 | 1.1 | 0.6 | 0.7 | 0.1 | 0.4 |
| Nonunion | 0.7 | 0.6 | 0.7 | 1.4 | 1.7 | 1.9 | 2.2 | 1.5 | 1.2 | 0.8 | 1.1 | 0.1 | 0.0 |
| Average wage within the following categories: ¹ | | | | | | | | | | | | | |
| Lowest 25 percent | 1.3 | 0.8 | 0.8 | 2.0 | 1.7 | 2.1 | 2.0 | 1.7 | 1.0 | 0.6 | 1.8 | 0.2 | 0.0 |
| Lowest 10 percent | 2.5 | 1.7 | 1.4 | 2.5 | 2.0 | 3.2 | 2.6 | 2.1 | – | 0.8 | – | 0.4 | 0.9 |
| Second 25 percent | 0.3 | 0.3 | 0.6 | 0.6 | 1.7 | 1.1 | 2.8 | 1.7 | 1.4 | 0.5 | 1.5 | 0.1 | 0.0 |
| Third 25 percent | 0.4 | 1.1 | 0.3 | 0.8 | 1.5 | 1.6 | 2.0 | 1.5 | 1.5 | 1.0 | 0.7 | 0.1 | 0.0 |
| Highest 25 percent | 1.3 | 0.8 | 1.4 | 0.8 | 1.2 | 1.0 | 1.9 | 1.2 | 1.0 | 1.0 | 1.1 | 0.2 | 0.0 |
| Highest 10 percent | 1.7 | – | 1.2 | – | 1.7 | 1.1 | 3.5 | 1.4 | 1.5 | 1.5 | 1.5 | 0.2 | 1.2 |
| Establishment characteristics | | | | | | | | | | | | | |
| Service-providing industries | 0.5 | 0.4 | 0.6 | 0.8 | 1.3 | 1.2 | 1.8 | 1.2 | 0.9 | 0.6 | 0.7 | 0.1 | 0.0 |
| Education and health services | 0.8 | 0.8 | 1.1 | 1.4 | 0.9 | 1.5 | 3.0 | 1.1 | 1.3 | 0.9 | 1.2 | 0.1 | 0.0 |
| Educational services | 1.0 | 0.8 | 1.2 | 1.6 | 1.0 | 1.6 | 2.6 | 1.0 | 1.5 | 1.1 | 1.4 | 0.1 | 0.0 |
| Elementary and secondary schools | 1.4 | 1.2 | 1.3 | 1.0 | 0.9 | 1.6 | 1.8 | 0.9 | 2.0 | 1.4 | 1.3 | 0.2 | 1.2 |
| Junior colleges, colleges, and universities | 1.1 | 0.2 | – | – | 2.2 | 3.5 | – | 2.3 | 1.6 | 1.9 | 3.2 | 0.2 | 1.2 |
| Health care and social assistance | – | 2.5 | 1.8 | 1.4 | 1.6 | 2.2 | 5.4 | 3.5 | 2.6 | 1.1 | – | 0.2 | 0.2 |
| Hospitals | – | – | 2.8 | 2.3 | 1.6 | – | – | 4.7 | 3.3 | 1.2 | – | 0.3 | 0.2 |
| Public administration | (²) | – | – | 0.3 | 2.8 | 1.8 | 1.9 | 2.0 | 1.3 | 0.7 | 0.6 | 0.1 | 0.1 |
| 1 to 99 workers | 0.8 | 0.8 | 1.3 | 1.5 | 2.7 | 2.3 | 3.3 | 2.7 | 1.6 | 0.9 | 0.4 | 0.1 | 0.0 |
| 1 to 49 workers | – | – | – | 2.3 | 2.1 | 3.2 | 4.2 | 3.6 | 1.7 | 0.9 | 0.5 | 0.1 | 0.0 |
| 50 to 99 workers | 1.9 | – | 2.6 | 1.1 | – | 2.1 | 4.1 | – | 2.7 | – | – | 0.2 | 0.7 |
| 100 workers or more | 0.5 | 0.5 | 0.7 | 0.9 | 1.3 | 1.3 | 1.9 | 1.3 | 1.0 | 0.6 | 0.8 | 0.1 | 0.0 |
| 100 to 499 workers | 1.1 | 0.9 | 1.7 | 0.7 | 1.4 | 2.2 | 2.1 | 2.3 | 1.6 | 1.1 | 1.1 | 0.2 | 0.0 |
| 500 workers or more | 0.6 | 0.6 | 0.5 | 1.1 | 1.4 | 1.3 | 2.3 | 1.3 | 1.1 | 0.7 | 1.0 | 0.1 | 0.1 |

See footnotes at end of table.

Table 34. Standard errors for paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 0.2 | — | 0.4 | — | 2.9 | 2.4 | 4.3 | 2.8 | 1.1 | 0.8 | 1.7 | 0.1 | 0.2 |
| Local government | 0.7 | 0.6 | 0.9 | 0.6 | 0.8 | 1.2 | 1.3 | 0.9 | 1.1 | 0.7 | 0.6 | 0.1 | 0.0 |
| Geographic areas | | | | | | | | | | | | | |
| New England | — | — | 2.3 | — | — | — | — | 6.5 | 5.2 | 0.7 | — | 0.2 | 0.0 |
| Middle Atlantic | 0.2 | — | 0.7 | — | 0.6 | — | 2.2 | 1.7 | 1.3 | 0.5 | 0.7 | 0.1 | 0.0 |
| East North Central | 1.7 | 1.0 | 1.0 | 0.8 | 2.7 | 2.7 | 1.8 | 3.4 | 1.8 | 1.6 | 1.0 | 0.2 | 0.0 |
| West North Central | 1.1 | 1.7 | — | — | 2.9 | 3.0 | — | — | — | — | — | 0.3 | 1.4 |
| South Atlantic | 0.5 | 1.0 | — | 0.8 | — | 1.7 | 3.6 | 3.0 | 2.5 | 1.6 | 0.8 | 0.2 | 0.0 |
| East South Central | — | — | — | — | — | — | 2.2 | — | 2.5 | — | — | 0.5 | 0.9 |
| West South Central | 1.6 | 1.5 | 1.4 | 1.1 | 0.8 | 2.3 | 4.1 | 2.2 | 1.5 | 2.1 | 3.0 | 0.4 | 0.4 |
| Mountain | — | 0.8 | — | — | 1.5 | 5.2 | 3.6 | 2.3 | — | — | — | 0.3 | 0.4 |
| Pacific | 1.1 | — | 0.7 | — | — | 1.6 | 2.9 | 1.3 | 2.1 | 1.4 | 0.8 | 0.2 | 0.3 |

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, 2010." See Technical Note for more details.

² Less than 0.05.

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/glossary20102011.htm.

Table 35. Standard errors for paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Sick leave provision | | |
|---|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| All workers | 0.9 | 0.4 | 0.9 |
| Worker characteristics | | | |
| Management, professional, and related | 0.9 | 0.4 | 0.9 |
| Professional and related | 1.0 | 0.4 | 1.0 |
| Teachers | 1.2 | 0.5 | 1.1 |
| Primary, secondary, and special education school teachers | 1.4 | 0.6 | 1.3 |
| Service | 1.3 | 0.5 | 1.3 |
| Protective service | 1.9 | 0.8 | 1.7 |
| Sales and office | 1.5 | 0.9 | 1.3 |
| Office and administrative support | 1.5 | 0.8 | 1.3 |
| Natural resources, construction, and maintenance | 1.9 | 0.7 | 1.8 |
| Production, transportation, and material moving ... | 3.7 | 1.6 | 3.7 |
| Full time | 0.8 | 0.4 | 0.8 |
| Part time | 2.5 | 1.0 | 2.4 |
| Union | 1.0 | 0.5 | 1.0 |
| Nonunion | 1.4 | 0.5 | 1.4 |
| Average wage within the following categories: ⁴ | | | |
| Lowest 25 percent | 1.7 | 0.5 | 1.7 |
| Lowest 10 percent | 2.6 | 0.8 | 2.7 |
| Second 25 percent | 1.1 | 0.6 | 1.0 |
| Third 25 percent | 1.3 | 0.6 | 1.2 |
| Highest 25 percent | 1.0 | 0.5 | 1.0 |
| Highest 10 percent | 1.2 | 0.6 | 1.0 |
| Establishment characteristics | | | |
| Service-providing industries | 0.9 | 0.4 | 0.9 |
| Education and health services | 1.0 | 0.3 | 1.0 |
| Educational services | 1.1 | 0.4 | 1.0 |
| Elementary and secondary schools | 1.3 | 0.5 | 1.2 |
| Junior colleges, colleges, and universities | 1.9 | 0.8 | 1.6 |
| Health care and social assistance | 2.7 | 0.6 | 2.7 |
| Hospitals | 4.0 | 0.9 | 4.3 |
| Public administration | 1.5 | 0.7 | 1.3 |
| 1 to 99 workers | 2.6 | 1.5 | 2.6 |
| 1 to 49 workers | 3.2 | 1.6 | 3.2 |
| 50 to 99 workers | 3.8 | — | — |
| 100 workers or more | 0.9 | 0.3 | 0.9 |
| 100 to 499 workers | 1.7 | 0.7 | 1.8 |
| 500 workers or more | 1.1 | 0.4 | 1.0 |

See footnotes at end of table.

Table 35. Standard errors for paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Sick leave provision | | |
|--------------------------|--|------------------------|---|
| | Fixed number of days per year ¹ | As needed ² | As part of consolidated leave plan ³ |
| State government | 1.1 | 0.6 | 1.0 |
| Local government | 1.1 | 0.5 | 1.0 |
| Geographic areas | | | |
| New England | 3.0 | — | — |
| Middle Atlantic | 1.1 | 0.9 | 0.6 |
| East North Central | 2.3 | 0.7 | 2.6 |
| West North Central | 3.0 | 0.9 | 2.5 |
| South Atlantic | 2.5 | 0.7 | 2.4 |
| East South Central | 3.5 | 0.7 | 4.0 |
| West South Central | 2.2 | — | — |
| Mountain | 5.9 | — | — |
| Pacific | 2.1 | 1.6 | 1.8 |

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 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.

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, 2010." 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/glossary20102011.htm.

Table 36. Standard errors for paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2011

| 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 | 0.9 | 1.0 | 1.6 | 1.5 | (³) | 0.2 | 0.0 |
| Full time | 0.9 | 1.1 | 1.7 | 1.5 | (³) | 0.2 | 0.0 |
| Part time | – | 2.1 | 2.5 | 2.3 | – | 0.3 | 0.5 |
| Union | 1.0 | 1.0 | 2.1 | 1.9 | 0.1 | 0.2 | 0.0 |
| Nonunion | 1.5 | 1.6 | 2.2 | 1.6 | (³) | 0.2 | 0.0 |
| 1 to 99 workers | – | 2.3 | 3.1 | 3.0 | – | 0.3 | 0.0 |
| 1 to 49 workers | – | 3.6 | 4.4 | 3.8 | – | 0.4 | 0.0 |
| 50 to 99 workers | 1.5 | 3.4 | 4.8 | 3.8 | – | 0.3 | 0.0 |
| 100 workers or more | 1.0 | 1.2 | 1.7 | 1.6 | (³) | 0.2 | 0.0 |
| 100 to 499 workers | – | 1.7 | 2.1 | 2.0 | – | 0.3 | 0.0 |
| 500 workers or more | 1.2 | 1.4 | 2.0 | 1.8 | (³) | 0.2 | 0.0 |
| After 5 years | | | | | | | |
| All workers | 0.9 | 1.0 | 1.6 | 1.5 | (³) | 0.1 | 0.0 |
| Full time | 0.9 | 1.1 | 1.7 | 1.5 | (³) | 0.2 | 0.0 |
| Part time | – | 2.1 | 2.3 | 2.1 | – | 0.3 | 0.6 |
| Union | 1.0 | 0.9 | 1.9 | 1.7 | 0.1 | 0.2 | 0.0 |
| Nonunion | 1.5 | 1.7 | 2.3 | 1.7 | (³) | 0.2 | 0.0 |
| 1 to 99 workers | – | 2.2 | 3.5 | 3.3 | – | 0.3 | 0.0 |
| 1 to 49 workers | – | 3.4 | 4.8 | 4.6 | – | 0.4 | 0.0 |
| 50 to 99 workers | 1.5 | 3.4 | 4.8 | 4.0 | – | 0.3 | 0.0 |
| 100 workers or more | 1.0 | 1.2 | 1.7 | 1.5 | (³) | 0.2 | 0.0 |
| 100 to 499 workers | – | 1.8 | 2.4 | 2.5 | – | 0.3 | 0.0 |
| 500 workers or more | 1.3 | 1.4 | 1.9 | 1.6 | (³) | 0.2 | 0.0 |

See footnotes at end of table.

Table 36. Standard errors for paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 0.9 | 1.6 | 1.8 | 1.5 | (³) | 0.1 | 0.0 |
| Full time | 0.9 | 1.7 | 1.9 | 1.6 | (³) | 0.1 | 0.0 |
| Part time | — | 2.2 | 2.4 | 2.2 | — | 0.3 | 0.5 |
| Union | 1.0 | 0.9 | 2.0 | 1.8 | 0.1 | 0.2 | 0.0 |
| Nonunion | 1.5 | 2.8 | 2.5 | 1.7 | (³) | 0.2 | 0.0 |
| 1 to 99 workers | — | 2.3 | 3.4 | 3.1 | — | 0.3 | 0.0 |
| 1 to 49 workers | — | 3.4 | 4.8 | 4.3 | — | 0.4 | 0.0 |
| 50 to 99 workers | 1.5 | 3.6 | 4.8 | 4.0 | — | 0.3 | 0.0 |
| 100 workers or more | 1.0 | 1.7 | 1.9 | 1.6 | (³) | 0.2 | 0.0 |
| 100 to 499 workers | — | 2.0 | 2.6 | 2.7 | — | 0.3 | 0.0 |
| 500 workers or more | 1.3 | 2.1 | 2.0 | 1.7 | (³) | 0.2 | 0.0 |
| After 20 years | | | | | | | |
| All workers | 0.9 | 1.6 | 1.8 | 1.7 | 0.4 | 0.1 | 0.0 |
| Full time | 0.9 | 1.7 | 1.9 | 1.7 | 0.4 | 0.2 | 0.0 |
| Part time | — | 2.2 | 2.4 | 2.2 | — | 0.3 | 0.6 |
| Union | 1.0 | 0.9 | 2.0 | 1.9 | 0.6 | 0.2 | 0.0 |
| Nonunion | 1.5 | 2.8 | 2.5 | 1.8 | 0.2 | 0.2 | 0.0 |
| 1 to 99 workers | — | 2.3 | 3.6 | 3.2 | — | 0.3 | 0.0 |
| 1 to 49 workers | — | 3.4 | 5.0 | 4.4 | — | 0.5 | 0.0 |
| 50 to 99 workers | 1.5 | 3.6 | 4.8 | 4.0 | — | 0.3 | 0.0 |
| 100 workers or more | 1.0 | 1.7 | 1.9 | 1.8 | 0.4 | 0.2 | 0.0 |
| 100 to 499 workers | 1.4 | 2.0 | 2.6 | 2.6 | 0.9 | 0.3 | 0.0 |
| 500 workers or more | 1.2 | 2.1 | 2.0 | 1.8 | 0.2 | 0.2 | 0.0 |

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 0.05.

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/glossary20102011.htm.

Table 37. Standard errors for paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|---|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| All workers | 0.8 | 1.6 | 1.4 | 0.8 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.8 | 1.7 | 1.7 | 0.8 |
| Professional and related | 0.9 | 1.9 | 1.8 | 0.9 |
| Teachers | 1.0 | 2.1 | 2.1 | 1.0 |
| Primary, secondary, and special education school teachers | 1.1 | 2.4 | 2.4 | 1.1 |
| Service | 1.5 | 2.2 | 1.9 | 1.5 |
| Protective service | 2.9 | 3.5 | 3.1 | 2.9 |
| Sales and office | 1.2 | 2.9 | 2.7 | 1.2 |
| Office and administrative support | 1.2 | 2.9 | 2.8 | 1.2 |
| Natural resources, construction, and maintenance | 2.9 | 3.5 | 2.8 | 2.9 |
| Production, transportation, and material moving ... | 1.9 | 4.1 | 3.6 | 1.9 |
| Full time | 0.8 | 1.7 | 1.5 | 0.8 |
| Part time | 1.9 | 2.4 | 2.3 | 1.9 |
| Union | 0.8 | 1.4 | 1.4 | 0.8 |
| Nonunion | 1.3 | 2.5 | 2.1 | 1.3 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 2.0 | 2.6 | 1.9 | 2.0 |
| Lowest 10 percent | 2.5 | 3.7 | 3.3 | 2.5 |
| Second 25 percent | 0.8 | 2.5 | 2.4 | 0.8 |
| Third 25 percent | 1.1 | 2.1 | 2.0 | 1.1 |
| Highest 25 percent | 0.8 | 1.5 | 1.4 | 0.8 |
| Highest 10 percent | 1.0 | 2.1 | 1.8 | 1.0 |
| Establishment characteristics | | | | |
| Service-providing industries | 0.8 | 1.6 | 1.4 | 0.8 |
| Education and health services | 0.9 | 1.8 | 1.7 | 0.9 |
| Educational services | 1.0 | 1.7 | 1.8 | 1.0 |
| Elementary and secondary schools | 1.0 | 2.0 | 2.2 | 1.0 |
| Junior colleges, colleges, and universities | 2.6 | 4.1 | 3.0 | 2.6 |
| Health care and social assistance | 2.3 | 4.3 | 3.7 | 2.3 |
| Hospitals | 2.8 | 5.6 | 4.7 | 2.8 |
| Public administration | 1.5 | 2.5 | 2.3 | 1.5 |
| 1 to 99 workers | 2.5 | 4.1 | 3.5 | 2.5 |
| 1 to 49 workers | 3.6 | 5.7 | 5.7 | 3.6 |
| 50 to 99 workers | 2.8 | 6.2 | 5.8 | 2.8 |
| 100 workers or more | 0.7 | 1.5 | 1.4 | 0.7 |
| 100 to 499 workers | 1.1 | 3.1 | 2.8 | 1.1 |
| 500 workers or more | 0.9 | 1.4 | 1.4 | 0.9 |

See footnotes at end of table.

Table 37. Standard errors for paid sick leave: Carryover provisions, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Carryover provision ¹ | | | No carryover provision |
|--------------------------|----------------------------------|------------------------|---------------------------|------------------------|
| | Total | Unlimited accumulation | Limit on days accumulated | |
| State government | 1.6 | 3.4 | 2.7 | 1.6 |
| Local government | 0.8 | 1.7 | 1.6 | 0.8 |
| Geographic areas | | | | |
| New England | 1.5 | 4.7 | 5.3 | 1.5 |
| Middle Atlantic | 1.6 | 2.2 | 1.3 | 1.6 |
| East North Central | 1.2 | 3.5 | 3.2 | 1.2 |
| West North Central | 1.9 | 6.6 | 5.8 | 1.9 |
| South Atlantic | 2.9 | 5.2 | 5.3 | 2.9 |
| West South Central | 1.8 | 4.7 | 4.4 | 1.8 |
| Pacific | 0.8 | 2.1 | 2.1 | 0.8 |

¹ Plans that allow employees to accumulate unused sick leave from year to year.

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, 2010." 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/glossary20102011.htm.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2011

| Characteristics | Paid vacation 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 | 1.0 | 0.8 | 1.3 | 1.6 | 0.9 | 0.2 | 0.2 | 0.0 |
| Full time | 1.0 | 0.8 | 1.3 | 1.7 | 1.0 | 0.2 | 0.2 | 0.0 |
| Part time | – | 2.7 | 4.1 | 2.0 | 2.2 | – | 0.3 | 0.1 |
| Union | 0.6 | 1.2 | 1.6 | 1.2 | 0.6 | 0.2 | 0.1 | 0.6 |
| Nonunion | 1.7 | 1.0 | 2.1 | 2.7 | 1.6 | 0.3 | 0.3 | 0.0 |
| 1 to 99 workers | 1.7 | 2.6 | 3.2 | 2.0 | – | – | 0.3 | 0.7 |
| 1 to 49 workers | 2.5 | 3.4 | 4.3 | 2.5 | – | – | 0.4 | 0.3 |
| 50 to 99 workers | 1.4 | 2.9 | 4.6 | 3.8 | 1.5 | – | 0.2 | 0.9 |
| 100 workers or more | 1.0 | 0.9 | 1.4 | 1.7 | 1.1 | 0.2 | 0.2 | 0.0 |
| 100 to 499 workers | 1.6 | 2.2 | 2.4 | 2.1 | 1.3 | 0.3 | 0.3 | 1.5 |
| 500 workers or more | 1.2 | 0.9 | 1.5 | 1.9 | 1.2 | 0.3 | 0.2 | 0.0 |
| After 5 years | | | | | | | | |
| All workers | 0.5 | 0.5 | 1.3 | 1.2 | 1.8 | 0.4 | 0.2 | 0.0 |
| Full time | 0.5 | 0.5 | 1.4 | 1.3 | 1.8 | 0.5 | 0.2 | 0.0 |
| Part time | – | 2.0 | 4.8 | 3.7 | 1.4 | – | 0.4 | 1.4 |
| Union | 0.3 | 1.1 | 1.3 | 1.5 | 0.7 | 0.6 | 0.1 | 0.0 |
| Nonunion | 0.9 | 0.4 | 1.9 | 1.9 | 2.9 | 0.6 | 0.3 | 0.0 |
| 1 to 99 workers | 1.0 | 1.1 | 2.7 | 3.3 | 1.2 | 1.0 | 0.3 | 0.0 |
| 1 to 49 workers | 1.6 | 0.8 | 3.6 | 4.1 | 1.8 | 1.1 | 0.4 | 0.0 |
| 50 to 99 workers | – | 2.8 | 3.5 | 3.5 | 1.5 | – | 0.3 | 0.0 |
| 100 workers or more | 0.6 | 0.5 | 1.4 | 1.4 | 2.0 | 0.5 | 0.2 | 0.0 |
| 100 to 499 workers | 0.5 | 0.8 | 2.5 | 2.6 | 1.8 | 0.9 | 0.3 | 0.0 |
| 500 workers or more | 0.7 | 0.7 | 1.6 | 1.5 | 2.3 | 0.6 | 0.2 | 0.0 |

See footnotes at end of table.

Table 38. Standard errors for paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Paid vacation 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 | 0.5 | 0.3 | 0.8 | 1.6 | 1.5 | 0.6 | 0.2 | 0.0 |
| Full time | 0.5 | 0.4 | 0.8 | 1.7 | 1.6 | 0.6 | 0.2 | 0.0 |
| Part time | 1.6 | 1.4 | 2.0 | 4.4 | 2.6 | 2.0 | 0.5 | 0.4 |
| Union | 0.3 | 0.8 | 0.7 | 1.7 | 1.2 | 0.8 | 0.1 | 0.0 |
| Nonunion | 0.9 | 0.3 | 1.3 | 2.5 | 2.4 | 0.9 | 0.3 | 0.0 |
| 1 to 99 workers | 1.0 | 0.5 | 1.9 | 3.0 | 2.3 | 1.2 | 0.3 | 1.3 |
| 1 to 49 workers | 1.6 | 0.7 | 2.8 | 3.9 | 3.3 | 1.5 | 0.4 | 1.5 |
| 50 to 99 workers | — | — | 2.7 | 4.8 | 2.9 | 1.8 | 0.4 | 1.3 |
| 100 workers or more | 0.6 | 0.4 | 0.8 | 1.7 | 1.6 | 0.7 | 0.2 | 0.0 |
| 100 to 499 workers | — | — | 1.9 | 3.1 | 2.1 | 1.4 | 0.3 | 0.1 |
| 500 workers or more | 0.7 | 0.5 | 0.8 | 2.0 | 1.9 | 0.8 | 0.2 | 0.4 |
| After 20 years | | | | | | | | |
| All workers | 0.5 | 0.4 | 0.6 | 1.0 | 1.7 | 1.5 | 0.2 | 0.0 |
| Full time | 0.5 | 0.4 | 0.6 | 1.0 | 1.8 | 1.6 | 0.2 | 0.2 |
| Part time | — | — | 1.8 | 3.1 | 4.8 | 2.7 | 0.5 | 0.8 |
| Union | (³) | 0.8 | 0.4 | 0.9 | 2.2 | 1.8 | 0.2 | 0.8 |
| Nonunion | 0.9 | 0.3 | 1.0 | 1.5 | 2.5 | 2.4 | 0.3 | 0.5 |
| 1 to 99 workers | — | — | 1.9 | 2.3 | 3.3 | 3.1 | 0.4 | 0.3 |
| 1 to 49 workers | — | — | 2.7 | 3.1 | 4.1 | 3.6 | 0.6 | 0.6 |
| 50 to 99 workers | — | — | 2.7 | 3.5 | 5.7 | 5.4 | 0.4 | 0.7 |
| 100 workers or more | 0.6 | 0.4 | 0.6 | 1.0 | 2.0 | 1.7 | 0.2 | 0.2 |
| 100 to 499 workers | — | — | 1.6 | 2.3 | 2.8 | 2.6 | 0.4 | 0.2 |
| 500 workers or more | 0.7 | 0.5 | 0.5 | 1.3 | 2.2 | 1.8 | 0.2 | 0.7 |

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 0.05.

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/glossary20102011.htm.

Table 39. Standard errors for consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2011

| 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 | 0.8 | 0.5 | 0.5 | 0.6 | 0.7 | 0.8 | 0.2 | 0.2 | 0.2 | 0.2 |
| Worker characteristics | | | | | | | | | | |
| Management, professional, and related | 1.0 | 0.7 | 0.7 | 0.7 | 0.8 | 1.0 | 0.4 | 0.3 | 0.3 | 0.3 |
| Professional and related | 1.3 | 0.8 | 0.8 | 0.9 | 0.9 | 1.3 | 0.4 | 0.4 | 0.3 | 0.3 |
| Service | 1.2 | 1.1 | 0.9 | 1.1 | 1.3 | 1.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| Protective service | 1.5 | 0.9 | 0.9 | 1.3 | 1.5 | 1.5 | 0.3 | 0.3 | 0.3 | 0.3 |
| Sales and office | 1.3 | 0.6 | 0.6 | 0.8 | 0.8 | 1.3 | 0.3 | 0.3 | 0.3 | 0.3 |
| Office and administrative support | 1.2 | 0.6 | 0.7 | 0.8 | 0.8 | 1.2 | 0.2 | 0.2 | 0.2 | 0.3 |
| Natural resources, construction, and maintenance | 1.4 | 0.9 | 0.9 | 1.0 | 1.2 | 1.4 | 0.3 | 0.3 | 0.2 | 0.3 |
| Production, transportation, and material moving | 2.0 | 1.6 | 1.3 | 1.8 | 2.1 | 2.0 | 0.5 | 0.4 | 0.4 | 0.4 |
| Full time | 0.9 | 0.5 | 0.5 | 0.6 | 0.7 | 0.9 | 0.2 | 0.2 | 0.2 | 0.2 |
| Part time | 2.6 | 1.3 | 1.6 | 2.3 | 2.4 | 2.6 | 0.3 | 0.3 | 0.3 | 0.4 |
| Union | 0.9 | 0.8 | 1.1 | 1.3 | 1.5 | 0.9 | 0.1 | 0.1 | 0.1 | 0.2 |
| Nonunion | 1.1 | 0.6 | 0.6 | 0.6 | 0.7 | 1.1 | 0.4 | 0.3 | 0.3 | 0.3 |
| Average wage within the following categories: ² | | | | | | | | | | |
| Lowest 25 percent | 1.6 | 0.9 | 0.8 | 0.9 | 1.0 | 1.6 | 0.4 | 0.3 | 0.3 | 0.4 |
| Lowest 10 percent | 3.6 | 1.4 | 1.2 | 1.4 | 1.7 | 3.6 | 0.7 | 0.6 | 0.6 | 0.7 |
| Second 25 percent | 0.8 | 0.6 | 0.7 | 0.8 | 0.9 | 0.8 | 0.2 | 0.2 | 0.2 | 0.2 |
| Third 25 percent | 1.0 | 0.7 | 0.7 | 0.9 | 1.2 | 1.0 | 0.3 | 0.3 | 0.3 | 0.3 |
| Highest 25 percent | 1.2 | 0.8 | 1.1 | 1.1 | 1.1 | 1.2 | 0.3 | 0.2 | 0.2 | 0.2 |
| Highest 10 percent | 1.4 | 0.8 | 1.0 | 1.2 | 1.5 | 1.4 | 0.3 | 0.3 | 0.3 | 0.4 |
| Establishment characteristics | | | | | | | | | | |
| Service-providing industries | 0.8 | 0.5 | 0.5 | 0.6 | 0.7 | 0.8 | 0.2 | 0.2 | 0.2 | 0.2 |
| Education and health services | 1.0 | 0.7 | 0.7 | 0.7 | 0.8 | 1.0 | 0.4 | 0.4 | 0.3 | 0.4 |
| Educational services | 0.7 | 2.2 | 2.8 | 2.7 | 2.6 | 0.7 | 0.5 | 0.4 | 0.4 | 0.4 |
| Elementary and secondary schools | 0.8 | 1.0 | 1.0 | 1.0 | 1.2 | 0.8 | 0.3 | 0.4 | 0.4 | 0.6 |
| Junior colleges, colleges, and universities | 1.2 | 3.3 | 4.0 | 3.5 | 2.5 | 1.2 | 0.8 | 0.6 | 0.5 | 0.4 |
| Health care and social assistance | 2.8 | 0.7 | 0.6 | 0.7 | 0.8 | 2.8 | 0.5 | 0.5 | 0.4 | 0.4 |
| Hospitals | 4.5 | 0.8 | 0.8 | 0.9 | 1.0 | 4.5 | 0.6 | 0.6 | 0.4 | 0.4 |
| Public administration | 1.0 | 0.6 | 0.7 | 0.9 | 1.0 | 1.0 | 0.2 | 0.2 | 0.2 | 0.2 |
| 1 to 99 workers | 1.5 | 0.7 | 0.7 | 1.1 | 1.1 | 1.5 | 0.3 | 0.2 | 0.3 | 0.4 |
| 1 to 49 workers | 1.9 | 1.1 | 1.0 | 1.3 | 1.5 | 1.9 | 0.4 | 0.3 | 0.4 | 0.6 |
| 50 to 99 workers | 2.5 | 0.9 | 1.0 | 1.7 | 1.5 | 2.5 | 0.3 | 0.2 | 0.3 | 0.5 |
| 100 workers or more | 0.9 | 0.6 | 0.6 | 0.7 | 0.8 | 0.9 | 0.2 | 0.2 | 0.2 | 0.2 |
| 100 to 499 workers | 1.8 | 1.3 | 1.1 | 1.4 | 1.7 | 1.8 | 0.2 | 0.2 | 0.2 | 0.3 |
| 500 workers or more | 1.0 | 0.6 | 0.7 | 0.7 | 0.8 | 1.0 | 0.3 | 0.3 | 0.2 | 0.3 |

See footnotes at end of table.

Table 39. Standard errors for consolidated leave plans:¹ Access, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 0.8 | 1.1 | 1.2 | 1.1 | 1.0 | 0.8 | 0.5 | 0.4 | 0.3 | 0.3 |
| Local government | 1.2 | 0.6 | 0.6 | 0.7 | 0.8 | 1.2 | 0.1 | 0.1 | 0.2 | 0.2 |
| Geographic areas | | | | | | | | | | |
| Middle Atlantic | 0.8 | 1.3 | 1.2 | 1.4 | 1.6 | 0.8 | 0.2 | 0.3 | 0.2 | 0.2 |
| East North Central | 2.0 | 2.0 | 2.5 | 2.4 | 2.7 | 2.0 | 0.3 | 0.3 | 0.2 | 0.2 |
| West North Central | 4.2 | 1.7 | 1.4 | 1.7 | 2.1 | 4.2 | 1.3 | 1.4 | 0.9 | 0.8 |
| South Atlantic | 1.3 | 0.7 | 0.7 | 0.8 | 1.1 | 1.3 | 0.4 | 0.4 | 0.4 | 0.6 |
| East South Central | 2.6 | 1.6 | 1.2 | 0.9 | 0.8 | 2.6 | 2.1 | 1.5 | 1.4 | 1.3 |
| Pacific | 2.4 | 0.7 | 1.0 | 1.1 | 1.2 | 2.4 | 0.2 | 0.2 | 0.2 | 0.3 |

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, 2010." 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/glossary20102011.htm.

Table 40. Standard errors for quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|---|------------------------|--------------------|----------------------|-------------------|------------------------------|
| All workers | 1.3 | 1.1 | 1.0 | 1.7 | 1.3 |
| Worker characteristics | | | | | |
| Management, professional, and related | 1.3 | 1.1 | 1.1 | 1.7 | 1.4 |
| Professional and related | 1.2 | 0.9 | 1.1 | 1.7 | 1.5 |
| Teachers | 1.3 | 0.8 | 0.8 | 1.9 | 1.5 |
| Primary, secondary, and special education school teachers | 1.0 | 0.2 | 0.5 | 1.8 | 1.5 |
| Service | 1.5 | 1.2 | 0.9 | 2.1 | 1.6 |
| Protective service | 1.4 | 1.0 | 1.4 | 2.7 | 2.4 |
| Sales and office | 2.0 | 1.8 | 1.8 | 2.7 | 2.4 |
| Office and administrative support | 2.1 | 1.9 | 1.9 | 2.6 | 2.4 |
| Natural resources, construction, and maintenance | 2.7 | 0.8 | 1.7 | 3.8 | 2.5 |
| Production, transportation, and material moving ... | 1.4 | – | 2.4 | 3.7 | 4.8 |
| Full time | 1.4 | 1.2 | 1.1 | 1.7 | 1.4 |
| Part time | 1.4 | 0.6 | 1.1 | 2.4 | 2.2 |
| Union | 1.2 | 0.6 | 1.1 | 1.7 | 1.3 |
| Nonunion | 1.9 | 1.8 | 1.1 | 2.4 | 2.0 |
| Average wage within the following categories: ² | | | | | |
| Lowest 25 percent | 1.9 | 1.5 | 0.7 | 2.5 | 2.2 |
| Lowest 10 percent | 2.3 | – | 0.8 | 3.0 | 3.0 |
| Second 25 percent | 2.0 | 1.7 | 1.9 | 2.3 | 1.8 |
| Third 25 percent | 1.1 | 0.8 | 1.3 | 1.9 | 1.6 |
| Highest 25 percent | 1.1 | 0.8 | 0.9 | 1.6 | 1.4 |
| Highest 10 percent | 1.7 | 1.6 | 1.5 | 2.3 | 2.0 |
| Establishment characteristics | | | | | |
| Service-providing industries | 1.3 | 1.1 | 1.0 | 1.7 | 1.3 |
| Education and health services | 1.8 | 1.4 | 1.6 | 1.9 | 1.8 |
| Educational services | 1.9 | 1.5 | 1.2 | 1.9 | 1.8 |
| Elementary and secondary schools | 0.9 | 0.2 | 0.4 | 1.8 | 1.5 |
| Junior colleges, colleges, and universities | 6.9 | – | – | 6.2 | 6.3 |
| Health care and social assistance | 2.2 | – | 4.0 | 3.2 | 3.0 |
| Hospitals | 2.9 | – | – | 3.2 | 2.8 |
| Public administration | 1.8 | 1.7 | 1.2 | 2.1 | 1.9 |
| 1 to 99 workers | 1.5 | 1.1 | 1.1 | 2.8 | 3.5 |
| 1 to 49 workers | 1.6 | 1.7 | 1.8 | 4.2 | 4.7 |
| 50 to 99 workers | – | 0.6 | 0.4 | 4.1 | 5.3 |
| 100 workers or more | 1.4 | 1.2 | 1.1 | 1.8 | 1.4 |
| 100 to 499 workers | 1.1 | 0.6 | 1.3 | 2.8 | 2.4 |
| 500 workers or more | 1.7 | 1.5 | 1.4 | 1.9 | 1.5 |

See footnotes at end of table.

Table 40. Standard errors for quality of life benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Childcare ¹ | Flexible workplace | Subsidized commuting | Wellness programs | Employee assistance programs |
|--------------------------|------------------------|--------------------|----------------------|-------------------|------------------------------|
| State government | 4.2 | — | 3.7 | 4.3 | 3.7 |
| Local government | 0.6 | 0.3 | 0.4 | 1.5 | 1.3 |
| Geographic areas | | | | | |
| New England | — | — | 1.5 | 5.3 | 2.7 |
| Middle Atlantic | 0.8 | — | 0.7 | 2.9 | 3.1 |
| East North Central | 0.8 | 0.5 | 1.9 | 2.4 | 2.0 |
| West North Central | — | — | — | 4.5 | 5.6 |
| South Atlantic | 2.5 | — | 0.9 | 3.8 | 1.9 |
| East South Central | — | — | 0.9 | 10.4 | 9.5 |
| West South Central | 1.3 | 0.4 | 0.6 | 5.0 | 3.5 |
| Mountain | 2.8 | 1.6 | 2.1 | 9.9 | 3.5 |
| Pacific | 3.0 | 1.0 | 1.7 | 3.2 | 2.1 |

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, 2010." 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/glossary20102011.htm.

Table 41. Standard errors for financial benefits: Access, State and local government workers, National Compensation Survey, March 2011

| 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 | 1.4 | 1.5 | 1.4 | 1.6 | 1.2 | 1.3 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.6 | 1.6 | 1.6 | 1.7 | 1.3 | 1.5 |
| Professional and related | 1.7 | 1.7 | 1.6 | 1.7 | 1.3 | 1.5 |
| Teachers | 1.8 | 1.9 | 1.9 | 1.9 | 1.7 | 1.3 |
| Primary, secondary, and special education school teachers | 1.7 | 2.1 | 2.2 | 2.1 | 1.9 | 1.7 |
| Service | 1.3 | 1.7 | 1.8 | 1.9 | 1.9 | 1.3 |
| Protective service | 2.2 | 2.5 | 2.8 | 2.7 | 2.8 | 2.6 |
| Sales and office | 1.9 | 2.3 | 2.3 | 2.5 | 2.1 | 2.4 |
| Office and administrative support | 2.0 | 2.3 | 2.3 | 2.5 | 2.1 | 2.4 |
| Natural resources, construction, and maintenance | 3.2 | 2.9 | 3.2 | 3.6 | 3.8 | 2.5 |
| Production, transportation, and material moving ... | 3.4 | 3.3 | 3.7 | 3.5 | 4.1 | 2.3 |
| Full time | 1.5 | 1.6 | 1.6 | 1.7 | 1.3 | 1.4 |
| Part time | 2.0 | 1.8 | 1.7 | 2.2 | 2.0 | 1.4 |
| Union | 1.3 | 1.7 | 1.8 | 1.5 | 1.5 | 1.4 |
| Nonunion | 2.2 | 2.2 | 1.9 | 2.4 | 1.7 | 1.6 |
| Average wage within the following categories: ¹ | | | | | | |
| Lowest 25 percent | 2.1 | 2.3 | 1.8 | 2.6 | 2.0 | 1.4 |
| Lowest 10 percent | 2.4 | 2.3 | 2.1 | 3.0 | 2.5 | 1.6 |
| Second 25 percent | 1.7 | 1.9 | 1.9 | 1.9 | 1.7 | 2.2 |
| Third 25 percent | 1.8 | 1.9 | 2.1 | 2.2 | 1.8 | 1.9 |
| Highest 25 percent | 1.4 | 1.6 | 1.6 | 1.4 | 1.3 | 1.1 |
| Highest 10 percent | 1.9 | 1.8 | 2.1 | 2.0 | 2.1 | 1.6 |
| Establishment characteristics | | | | | | |
| Service-providing industries | 1.4 | 1.5 | 1.4 | 1.6 | 1.3 | 1.3 |
| Education and health services | 2.0 | 1.8 | 1.8 | 1.9 | 1.4 | 1.6 |
| Educational services | 2.0 | 1.8 | 1.9 | 2.0 | 1.6 | 1.5 |
| Elementary and secondary schools | 1.6 | 2.0 | 2.1 | 2.1 | 1.7 | 1.4 |
| Junior colleges, colleges, and universities | 5.8 | 3.5 | 6.2 | 5.8 | 3.1 | 4.2 |
| Health care and social assistance | 3.2 | 3.2 | 3.2 | 3.1 | 3.1 | 4.0 |
| Hospitals | 3.9 | 4.6 | 4.4 | 3.6 | 4.3 | 5.1 |
| Public administration | 1.6 | 1.9 | 2.1 | 2.0 | 1.9 | 2.2 |
| 1 to 99 workers | 2.2 | 2.6 | 2.6 | 2.6 | 3.3 | 2.0 |
| 1 to 49 workers | 3.0 | 2.7 | 3.4 | 3.4 | 4.7 | 2.6 |
| 50 to 99 workers | 3.2 | 4.3 | 4.6 | 5.0 | 3.9 | 3.0 |
| 100 workers or more | 1.5 | 1.5 | 1.5 | 1.6 | 1.2 | 1.3 |
| 100 to 499 workers | 2.0 | 2.3 | 2.3 | 2.6 | 2.2 | 2.1 |
| 500 workers or more | 1.7 | 1.8 | 1.7 | 1.6 | 1.4 | 1.6 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 3.8 | 2.7 | 3.3 | 3.4 | 2.1 | 3.6 |
| Local government | 1.1 | 1.5 | 1.5 | 1.6 | 1.4 | 0.9 |
| Geographic areas | | | | | | |
| New England | 2.6 | 1.9 | 4.4 | 5.3 | 3.1 | — |
| Middle Atlantic | 1.1 | 3.4 | 2.8 | 2.9 | 3.7 | 1.0 |
| East North Central | 3.2 | 1.9 | 2.5 | 1.8 | 2.7 | 2.5 |
| West North Central | 5.6 | 6.1 | 5.4 | 3.4 | 5.1 | 7.3 |
| South Atlantic | 3.4 | 4.2 | 2.5 | 2.3 | 3.0 | 3.1 |
| East South Central | — | 8.5 | 7.2 | 12.1 | 6.2 | — |
| West South Central | 2.1 | 4.4 | 3.1 | 3.5 | 2.4 | 3.2 |
| Mountain | 4.1 | 10.3 | 10.1 | 10.5 | 6.8 | 2.5 |
| Pacific | 2.6 | 2.7 | 3.4 | 3.0 | 2.8 | 3.2 |

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, 2010." 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/glossary20102011.htm.

Table 42. Standard errors for health-related benefits: Access, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Long-term care insurance ¹ | Retiree health care benefits ² | |
|---|---------------------------------------|---|-----------------|
| | | Under age 65 | Age 65 and over |
| All workers | 1.3 | 1.4 | 1.3 |
| Worker characteristics | | | |
| Management, professional, and related | 1.4 | 1.3 | 1.2 |
| Professional and related | 1.5 | 1.3 | 1.2 |
| Teachers | 1.4 | 1.5 | 1.3 |
| Primary, secondary, and special education school teachers | 1.3 | 1.6 | 1.6 |
| Service | 1.7 | 1.9 | 2.0 |
| Protective service | 2.6 | 2.7 | 3.0 |
| Sales and office | 2.4 | 2.8 | 2.6 |
| Office and administrative support | 2.4 | 2.8 | 2.6 |
| Natural resources, construction, and maintenance | 3.0 | 3.3 | 3.3 |
| Production, transportation, and material moving | 2.8 | 3.8 | 4.0 |
| Full time | 1.5 | 1.4 | 1.3 |
| Part time | 1.4 | 2.2 | 2.1 |
| Union | 1.3 | 1.4 | 1.3 |
| Nonunion | 2.1 | 2.1 | 1.9 |
| Average wage within the following categories: ³ | | | |
| Lowest 25 percent | 2.1 | 2.4 | 2.3 |
| Lowest 10 percent | 2.5 | 3.0 | 2.9 |
| Second 25 percent | 2.0 | 2.0 | 2.1 |
| Third 25 percent | 1.5 | 1.5 | 1.7 |
| Highest 25 percent | 1.4 | 1.5 | 1.3 |
| Highest 10 percent | 1.9 | 2.2 | 1.9 |
| Establishment characteristics | | | |
| Service-providing industries | 1.4 | 1.4 | 1.3 |
| Education and health services | 1.8 | 1.5 | 1.3 |
| Educational services | 1.8 | 1.6 | 1.5 |
| Elementary and secondary schools | 1.2 | 1.5 | 1.4 |
| Junior colleges, colleges, and universities | 5.4 | 3.7 | 3.7 |
| Health care and social assistance | 4.5 | 3.4 | 3.9 |
| Hospitals | 5.9 | 4.3 | 5.4 |
| Public administration | 1.6 | 1.9 | 1.9 |
| 1 to 99 workers | 2.0 | 3.5 | 3.2 |
| 1 to 49 workers | 2.2 | 3.6 | 3.5 |
| 50 to 99 workers | 3.8 | 5.2 | 5.0 |
| 100 workers or more | 1.5 | 1.3 | 1.2 |
| 100 to 499 workers | 1.8 | 2.5 | 2.3 |
| 500 workers or more | 1.8 | 1.3 | 1.2 |

See footnotes at end of table.

Table 42. Standard errors for health-related benefits: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Long-term care insurance ¹ | Retiree health care benefits ² | |
|--------------------------|---------------------------------------|---|-----------------|
| | | Under age 65 | Age 65 and over |
| State government | 4.2 | 2.5 | 2.5 |
| Local government | 0.8 | 1.5 | 1.3 |
| Geographic areas | | | |
| Middle Atlantic | 0.4 | 1.0 | 1.2 |
| East North Central | 2.6 | 2.6 | 2.4 |
| West North Central | — | 5.3 | 6.6 |
| South Atlantic | 2.8 | 2.2 | 2.7 |
| East South Central | — | 10.6 | 8.9 |
| West South Central | 2.3 | 3.5 | 3.5 |
| Mountain | 1.9 | 4.8 | 4.0 |
| Pacific | 2.6 | 3.7 | 2.8 |

¹ A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

² A health plan that provides coverage to a retiree beyond what is mandated by COBRA or other health continuation laws. The plan, although sponsored by the employer, may be fully paid for by the employee.

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, 2010." 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/glossary20102011.htm.

Table 43. Standard errors for nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011

| Characteristics | All nonproduction bonuses | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ¹ |
|---|---------------------------|----------------------------|-------------------|------------------|-----------------------------------|-----------------|------------------|--------------------------|
| All workers | 1.3 | 0.3 | 0.2 | 0.3 | 0.8 | 0.6 | 0.2 | 0.9 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 1.3 | 0.3 | 0.2 | 0.2 | 0.9 | 0.6 | 0.1 | 1.1 |
| Professional and related | 1.3 | 0.3 | (²) | 0.2 | 0.8 | 0.6 | 0.1 | 0.9 |
| Teachers | 1.4 | 0.4 | – | – | 1.1 | 0.5 | – | 1.0 |
| Primary, secondary, and special education school teachers | 1.7 | 0.5 | – | – | 1.3 | 0.7 | – | 1.3 |
| Service | 1.9 | 0.9 | 0.6 | 0.6 | 1.1 | 1.0 | – | 1.3 |
| Protective service | 2.7 | 1.8 | – | 1.1 | 1.7 | 1.7 | – | 2.5 |
| Sales and office | 1.7 | 0.5 | 0.5 | 0.7 | 1.3 | 1.0 | 0.2 | 1.2 |
| Office and administrative support | 1.7 | 0.5 | 0.5 | 0.5 | 1.3 | 0.9 | 0.2 | 1.2 |
| Natural resources, construction, and maintenance | 2.8 | 0.9 | – | – | 1.3 | 1.5 | – | 1.7 |
| Production, transportation, and material moving ... | 3.3 | 0.7 | – | – | 1.9 | 1.1 | – | 1.6 |
| Full time | 1.4 | 0.4 | 0.2 | 0.3 | 0.9 | 0.6 | 0.2 | 1.1 |
| Part time | 1.1 | 0.2 | – | 0.5 | 0.7 | 0.4 | – | 0.7 |
| Union | 1.5 | 0.5 | (²) | (²) | 1.3 | 0.6 | – | 0.9 |
| Nonunion | 1.7 | 0.4 | 0.4 | 0.5 | 0.5 | 0.8 | 0.4 | 1.4 |
| Average wage within the following categories: ³ | | | | | | | | |
| Lowest 25 percent | 1.8 | 0.6 | 0.3 | 0.7 | 0.8 | 0.7 | – | 1.3 |
| Lowest 10 percent | 2.5 | (²) | 0.3 | 1.2 | 0.8 | 0.7 | – | 1.2 |
| Second 25 percent | 1.8 | 0.5 | 0.4 | 0.4 | 1.1 | 1.1 | 0.2 | 1.2 |
| Third 25 percent | 1.7 | 0.6 | 0.3 | 0.4 | 1.2 | 0.8 | 0.2 | 1.3 |
| Highest 25 percent | 1.3 | 0.3 | (²) | – | 1.1 | 0.6 | (²) | 0.9 |
| Highest 10 percent | 1.7 | 0.5 | (²) | – | 1.1 | 0.6 | – | 1.3 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 1.3 | 0.3 | 0.2 | 0.3 | 0.8 | 0.5 | 0.2 | 0.9 |
| Education and health services | 1.3 | 0.3 | 0.2 | 0.3 | 0.8 | 0.6 | 0.1 | 0.8 |
| Educational services | 1.3 | 0.2 | – | – | 0.9 | 0.6 | – | 0.9 |
| Elementary and secondary schools | 1.5 | 0.3 | – | – | 1.1 | 0.6 | – | 1.0 |
| Junior colleges, colleges, and universities | 2.7 | 0.7 | – | – | 1.3 | 1.3 | – | 1.9 |
| Health care and social assistance | 4.0 | 1.0 | 1.1 | 1.7 | 2.0 | 1.1 | 1.0 | 1.8 |
| Hospitals | 5.2 | 0.7 | 0.9 | 2.6 | 2.7 | 1.0 | 1.5 | 2.0 |
| Public administration | 2.0 | 0.9 | 0.5 | 0.7 | 1.5 | 1.2 | – | 2.0 |
| 1 to 99 workers | 3.1 | 0.5 | 1.2 | 1.5 | 1.6 | 2.1 | – | 1.4 |
| 1 to 49 workers | 3.8 | 0.2 | 1.5 | 2.2 | 1.3 | 2.8 | – | 2.2 |
| 50 to 99 workers | 5.0 | – | 1.6 | – | 3.6 | 2.4 | – | 1.4 |
| 100 workers or more | 1.3 | 0.3 | (²) | 0.2 | 0.8 | 0.5 | 0.2 | 1.0 |
| 100 to 499 workers | 2.4 | 0.2 | 0.6 | 0.8 | 1.4 | 1.1 | 0.2 | 1.4 |
| 500 workers or more | 1.4 | 0.5 | – | – | 0.9 | 0.6 | 0.3 | 1.1 |

See footnotes at end of table.

Table 43. Standard errors for nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | All nonproduction bonuses | Employee recognition bonus | End-of-year bonus | Holiday bonus | Payment in lieu of benefits bonus | Longevity bonus | Referral bonus | Other bonus ¹ |
|--------------------------|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|------------------|--------------------------|
| State government | 3.2 | 1.1 | — | — | 2.1 | 1.6 | 0.8 | 2.8 |
| Local government | 1.3 | 0.2 | 0.3 | 0.4 | 0.8 | 0.5 | (²) | 0.7 |
| Geographic areas | | | | | | | | |
| New England | 3.8 | — | — | — | 1.9 | 2.5 | — | 4.6 |
| Middle Atlantic | 2.6 | — | 0.0 | — | 1.3 | 0.9 | — | 1.1 |
| East North Central | 3.5 | 0.5 | — | — | 2.4 | 1.5 | — | 1.2 |
| West North Central | 4.0 | — | (²) | — | 2.0 | — | — | 1.9 |
| South Atlantic | 2.7 | 1.4 | — | 1.0 | 0.8 | 0.8 | 1.0 | 3.4 |
| West South Central | 3.2 | 0.7 | — | — | 1.7 | 1.2 | — | 2.4 |
| Mountain | 4.3 | 1.0 | — | — | — | 2.9 | — | 2.6 |
| Pacific | 2.6 | 0.8 | 0.5 | — | 3.3 | 0.5 | — | 1.3 |

¹ Includes all other bonuses provided to employees and not published separately.

² Less than 0.05.

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,

2010." 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/glossary20102011.htm.

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2011

| Characteristics | Defined benefit retirement survivor benefits | | Health care benefits | |
|---|--|--------------|----------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| All workers | 1.8 | 1.8 | 1.3 | 1.4 |
| Worker characteristics | | | | |
| Management, professional, and related | 1.9 | 1.9 | 1.4 | 1.6 |
| Professional and related | 1.8 | 1.9 | 1.4 | 1.6 |
| Teachers | 1.9 | 1.9 | 1.5 | 1.6 |
| Primary, secondary, and special education school teachers | 2.2 | 2.2 | 1.5 | 1.5 |
| Service | 2.1 | 2.1 | 1.5 | 1.5 |
| Protective service | 2.8 | 2.6 | 2.1 | 2.2 |
| Sales and office | 2.6 | 2.6 | 2.4 | 2.5 |
| Office and administrative support | 2.7 | 2.7 | 2.3 | 2.3 |
| Natural resources, construction, and maintenance | 3.0 | 3.0 | 2.5 | 2.4 |
| Production, transportation, and material moving | 3.7 | 3.8 | 3.4 | 3.4 |
| Full time | 1.9 | 1.9 | 1.4 | 1.6 |
| Part time | 1.8 | 1.7 | 1.2 | 1.1 |
| Union | 2.0 | 2.1 | 1.6 | 1.8 |
| Nonunion | 2.3 | 2.3 | 1.5 | 1.7 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 2.6 | 2.6 | 1.2 | 1.2 |
| Lowest 10 percent | 3.7 | 3.7 | 1.1 | 1.1 |
| Second 25 percent | 2.7 | 2.7 | 2.0 | 2.2 |
| Third 25 percent | 2.3 | 2.3 | 1.8 | 1.9 |
| Highest 25 percent | 1.5 | 1.6 | 1.5 | 1.6 |
| Highest 10 percent | 2.2 | 2.4 | 2.3 | 2.4 |
| Establishment characteristics | | | | |
| Service-providing industries | 1.8 | 1.8 | 1.3 | 1.4 |
| Education and health services | 1.8 | 1.9 | 1.7 | 1.9 |
| Educational services | 1.8 | 1.9 | 1.5 | 1.7 |
| Elementary and secondary schools | 1.7 | 1.7 | 1.3 | 1.3 |
| Junior colleges, colleges, and universities | 4.4 | 4.5 | 4.6 | 5.0 |
| Health care and social assistance | 5.5 | 5.6 | 4.3 | 5.0 |
| Hospitals | 7.8 | 7.7 | 5.7 | 6.9 |
| Public administration | 2.5 | 2.5 | 1.8 | 2.0 |
| 1 to 99 workers | 3.1 | 3.1 | 1.9 | 1.7 |
| 1 to 49 workers | 4.0 | 4.0 | 1.8 | 1.6 |
| 50 to 99 workers | 5.1 | 5.1 | 4.1 | 3.9 |
| 100 workers or more | 1.9 | 2.0 | 1.4 | 1.6 |
| 100 to 499 workers | 3.0 | 3.1 | 2.0 | 2.1 |
| 500 workers or more | 2.1 | 2.1 | 1.6 | 1.7 |

See footnotes at end of table.

Table 44. Standard errors for unmarried domestic partner benefits: Access¹, State and local government workers, National Compensation Survey, March 2011—Continued

| Characteristics | Defined benefit retirement survivor benefits | | Health care benefits | |
|--------------------------|--|--------------|----------------------|--------------|
| | Same sex | Opposite sex | Same sex | Opposite sex |
| State government | 3.9 | 3.9 | 3.7 | 4.0 |
| Local government | 1.4 | 1.5 | 1.0 | 1.0 |
| Geographic areas | | | | |
| New England | 2.9 | 1.3 | 5.6 | 6.5 |
| Middle Atlantic | 2.9 | 3.1 | 2.1 | 2.4 |
| East North Central | — | — | 3.2 | — |
| South Atlantic | 4.2 | 4.1 | 1.3 | 0.8 |
| East South Central | 6.2 | 6.5 | 0.9 | 0.9 |
| West South Central | 2.6 | 2.5 | 2.5 | 2.3 |
| Mountain | 5.3 | 5.2 | 4.5 | 5.0 |
| Pacific | 2.6 | 2.5 | 1.3 | 2.4 |

¹ The percentage of workers with access to the benefit reflects both the availability of the benefit and the employer's policy on providing the benefit to unmarried domestic partners.

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, 2010." 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/glossary20102011.htm.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2011

| 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 | 0.6 | 0.3 | 0.3 | 0.5 | 1.1 | 0.9 | 0.2 | 0.5 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 0.6 | 0.2 | 0.3 | 0.5 | 1.1 | 1.1 | 0.2 | 0.6 |
| Professional and related | 0.6 | 0.2 | 0.4 | 0.5 | 1.1 | 1.1 | 0.2 | 0.6 |
| Teachers | 0.8 | 0.2 | 0.4 | 0.7 | 1.3 | 1.2 | 0.2 | 0.8 |
| Primary, secondary, and special education school teachers | 0.4 | – | – | 0.2 | 1.6 | 1.5 | – | – |
| Service | 1.5 | 0.6 | 0.4 | 1.3 | 1.6 | 1.0 | 0.3 | 1.3 |
| Protective service | 1.1 | – | – | 1.0 | 1.6 | 1.1 | 0.3 | 1.1 |
| Sales and office | 1.8 | – | – | 1.3 | 2.2 | 1.5 | 0.4 | 1.4 |
| Office and administrative support | 1.6 | – | – | 1.2 | 2.2 | 1.5 | 0.4 | 1.4 |
| Natural resources, construction, and maintenance | 2.0 | – | – | 1.6 | 2.2 | 1.4 | – | – |
| Production, transportation, and material moving ... | 4.2 | – | 1.6 | – | 4.3 | 2.0 | 1.3 | 4.2 |
| Full time | 0.3 | 0.2 | 0.2 | 0.2 | 1.0 | 1.0 | (¹) | 0.2 |
| Part time | 1.5 | 1.1 | 1.4 | 1.9 | 1.1 | 1.4 | 0.8 | 1.7 |
| Union | 0.5 | 0.2 | 0.3 | 0.3 | 1.3 | 1.3 | 0.3 | 0.4 |
| Nonunion | 1.1 | 0.4 | 0.4 | 0.8 | 1.5 | 1.1 | 0.2 | 0.9 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 1.7 | 0.7 | 0.7 | 1.3 | 1.8 | 1.2 | 0.4 | 1.4 |
| Lowest 10 percent | 2.7 | 1.2 | 1.0 | 2.2 | 2.7 | 1.6 | 0.4 | 2.4 |
| Second 25 percent | 0.9 | 0.3 | 0.6 | 0.6 | 1.4 | 1.2 | 0.3 | 0.8 |
| Third 25 percent | 1.1 | 0.2 | 0.3 | 1.0 | 1.4 | 1.1 | 0.2 | 1.0 |
| Highest 25 percent | 0.4 | 0.2 | 0.2 | 0.3 | 1.1 | 1.1 | 0.2 | 0.4 |
| Highest 10 percent | 0.5 | 0.4 | 0.4 | 0.3 | 1.1 | 1.0 | 0.4 | 0.5 |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 0.6 | 0.3 | 0.3 | 0.5 | 1.1 | 0.9 | 0.2 | 0.5 |
| Education and health services | 0.5 | 0.3 | 0.4 | 0.4 | 1.0 | 1.1 | 0.2 | 0.5 |
| Educational services | 0.6 | 0.3 | 0.4 | 0.5 | 1.1 | 1.1 | 0.2 | 0.5 |
| Elementary and secondary schools | 0.6 | 0.3 | 0.4 | 0.4 | 1.3 | 1.3 | 0.2 | 0.5 |
| Junior colleges, colleges, and universities | 1.6 | 1.2 | 0.6 | 1.3 | 1.9 | 1.5 | 0.4 | 1.5 |
| Health care and social assistance | 1.6 | 0.2 | 1.3 | 1.0 | 2.3 | – | – | 1.6 |
| Hospitals | 1.3 | – | – | 1.2 | 1.6 | 1.6 | – | – |
| Public administration | 1.3 | 0.3 | 0.4 | 1.2 | 1.9 | 1.5 | 0.2 | 1.2 |
| 1 to 99 workers | 2.7 | 0.6 | 1.6 | 2.1 | 3.0 | 1.9 | 0.9 | 2.6 |
| 1 to 49 workers | 4.0 | 0.8 | 2.3 | 3.3 | 4.3 | 1.7 | 1.4 | 3.8 |
| 50 to 99 workers | 2.4 | – | – | 2.2 | 4.3 | 4.0 | 0.8 | 2.0 |
| 100 workers or more | 0.5 | 0.3 | 0.2 | 0.4 | 1.0 | 0.9 | 0.1 | 0.5 |
| 100 to 499 workers | 1.4 | 0.7 | 0.5 | 1.1 | 1.9 | 1.7 | 0.3 | 1.1 |
| 500 workers or more | 0.5 | 0.3 | 0.3 | 0.5 | 0.9 | 0.9 | 0.1 | 0.4 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 0.9 | 0.8 | 0.2 | 0.5 | 1.5 | 1.4 | 0.2 | 0.5 |
| Worker characteristics | | | | | | | | |
| Management, professional, and related | 0.8 | 0.7 | 0.3 | 0.5 | 1.8 | 1.7 | 0.1 | 0.6 |
| Professional and related | 0.8 | 0.7 | 0.4 | 0.5 | 1.7 | 1.6 | 0.1 | 0.6 |
| Teachers | 1.1 | 0.8 | 0.4 | 0.7 | 1.8 | 1.8 | (¹) | 0.8 |
| Primary, secondary, and special education school teachers | 0.4 | — | — | 0.2 | 1.9 | 1.9 | — | 0.3 |
| Service | 1.7 | 1.3 | 0.4 | 1.3 | 1.7 | 1.9 | 0.2 | 1.2 |
| Protective service | 2.1 | 1.9 | 0.4 | 1.0 | 2.7 | 2.8 | 0.3 | 1.0 |
| Sales and office | 2.1 | 1.5 | 0.4 | 1.4 | 2.2 | 2.0 | 0.5 | 1.4 |
| Office and administrative support | 2.0 | 1.3 | 0.4 | 1.3 | 2.3 | 2.1 | 0.6 | 1.3 |
| Natural resources, construction, and maintenance | 2.7 | 1.9 | 0.2 | 1.8 | 3.1 | 3.7 | — | — |
| Production, transportation, and material moving ... | 4.4 | 2.4 | — | — | 3.3 | 4.0 | 0.7 | 4.2 |
| Full time | 0.8 | 0.8 | 0.1 | 0.2 | 1.7 | 1.7 | — | — |
| Part time | 1.4 | 1.2 | 1.4 | 1.8 | 0.6 | 1.6 | 0.7 | 1.9 |
| Union | 0.7 | 0.6 | 0.3 | 0.3 | 1.9 | 1.8 | 0.1 | 0.4 |
| Nonunion | 1.5 | 1.2 | 0.3 | 0.9 | 2.0 | 1.9 | 0.3 | 0.9 |
| Average wage within the following categories: ² | | | | | | | | |
| Lowest 25 percent | 1.9 | 1.4 | 0.6 | 1.3 | 2.1 | 2.2 | 0.4 | 1.4 |
| Lowest 10 percent | 3.2 | 2.1 | 1.0 | 2.3 | 2.2 | 3.3 | 0.8 | 2.2 |
| Second 25 percent | 1.2 | 1.1 | 0.6 | 0.6 | 2.2 | 2.2 | 0.2 | 0.9 |
| Third 25 percent | 1.3 | 0.8 | 0.2 | 1.0 | 2.1 | 2.1 | 0.2 | 1.1 |
| Highest 25 percent | 0.9 | 0.8 | 0.2 | 0.3 | 1.6 | 1.6 | (¹) | 0.4 |
| Highest 10 percent | 1.6 | 1.6 | 0.4 | 0.3 | 2.0 | 1.9 | — | — |
| Establishment characteristics | | | | | | | | |
| Service-providing industries | 0.9 | 0.8 | 0.2 | 0.5 | 1.5 | 1.4 | 0.2 | 0.5 |
| Education and health services | 0.8 | 0.9 | 0.4 | 0.4 | 1.9 | 1.9 | 0.1 | 0.6 |
| Educational services | 0.7 | 0.7 | 0.4 | 0.5 | 1.8 | 1.8 | 0.2 | 0.6 |
| Elementary and secondary schools | 0.6 | 0.3 | 0.4 | 0.4 | 1.7 | 1.6 | 0.2 | 0.5 |
| Junior colleges, colleges, and universities | 2.5 | 2.6 | 0.7 | 1.3 | 3.9 | 4.1 | — | — |
| Health care and social assistance | 3.8 | 3.5 | — | — | 3.8 | 3.8 | 0.3 | 1.6 |
| Hospitals | 4.9 | 4.8 | 0.3 | 1.2 | 4.6 | 4.9 | 0.4 | 1.3 |
| Public administration | 1.5 | 0.8 | 0.4 | 1.2 | 2.3 | 2.3 | 0.3 | 1.3 |
| 1 to 99 workers | 3.1 | 1.9 | 1.2 | 2.4 | 2.9 | 3.6 | 0.9 | 2.4 |
| 1 to 49 workers | 4.1 | 2.2 | 1.8 | 3.5 | 2.6 | 3.9 | 1.4 | 3.5 |
| 50 to 99 workers | 3.1 | 2.3 | 1.1 | 2.2 | 4.8 | 4.5 | — | — |
| 100 workers or more | 0.8 | 0.8 | 0.2 | 0.4 | 1.6 | 1.5 | 0.1 | 0.5 |
| 100 to 499 workers | 1.6 | 1.3 | 0.5 | 1.1 | 2.3 | 2.3 | 0.3 | 1.1 |
| 500 workers or more | 0.8 | 0.8 | 0.3 | 0.4 | 1.8 | 1.8 | 0.1 | 0.5 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 0.9 | — | — | 0.7 | 2.3 | 2.3 | (¹) | 0.7 |
| Local government | 0.7 | 0.3 | 0.3 | 0.6 | 1.1 | 0.9 | 0.2 | 0.6 |
| Geographic areas | | | | | | | | |
| New England | 2.6 | 1.8 | 1.8 | 1.6 | 2.4 | 3.1 | 0.5 | 2.4 |
| Middle Atlantic | 1.2 | — | — | 0.8 | 2.0 | 1.0 | 0.9 | 1.0 |
| East North Central | 2.0 | 0.4 | 0.8 | 1.8 | 2.0 | 1.1 | 0.7 | 1.8 |
| West North Central | 2.0 | — | — | 1.3 | 3.7 | — | — | 1.9 |
| South Atlantic | 1.5 | 0.1 | 0.2 | 1.4 | 3.0 | 2.5 | (¹) | 1.5 |
| East South Central | 3.2 | — | — | 1.7 | 5.6 | — | — | 2.1 |
| West South Central | 2.7 | 1.0 | 0.5 | 1.8 | 3.1 | 2.4 | — | — |
| Mountain | 2.2 | — | — | 1.9 | 2.3 | — | — | 1.7 |
| Pacific | 1.0 | 0.2 | 0.7 | 1.1 | 2.9 | 2.9 | 0.2 | 1.1 |

See footnotes at end of table.

Table 45. Standard errors for medical care benefit combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 1.5 | 1.5 | — | — | 3.1 | 3.2 | — | — |
| Local government | 0.9 | 0.7 | 0.3 | 0.6 | 1.3 | 1.3 | 0.2 | 0.6 |
| Geographic areas | | | | | | | | |
| New England | 3.6 | — | — | 1.7 | — | 3.1 | — | 2.3 |
| Middle Atlantic | 0.8 | 0.5 | 0.4 | 0.9 | 3.1 | 2.5 | — | — |
| East North Central | 2.2 | 1.7 | 0.8 | 1.7 | 3.9 | 3.4 | 0.6 | 1.9 |
| West North Central | 5.5 | — | — | 1.6 | 6.9 | 7.7 | — | — |
| South Atlantic | 1.5 | 0.6 | 0.2 | 1.4 | 4.5 | 4.1 | (¹) | 1.4 |
| East South Central | 4.6 | — | — | 1.7 | 5.9 | 5.1 | — | — |
| West South Central | 2.2 | 1.1 | 0.4 | 1.7 | 2.1 | 1.8 | 0.2 | 1.8 |
| Mountain | 3.1 | 2.5 | 0.9 | 1.8 | 4.0 | 4.9 | 0.5 | 1.9 |
| Pacific | 1.7 | 1.4 | 0.6 | 1.0 | 3.5 | 2.9 | 0.2 | 1.2 |

¹ Less than 0.05.

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, 2010." 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/glossary20102011.htm.

Table 46. Standard errors for paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2011

| 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 | 1.1 | 1.3 | 0.8 | 0.8 | 0.5 | 0.5 | 0.7 |
| Worker characteristics | | | | | | | |
| Management, professional, and related | 1.3 | 1.3 | 1.1 | 1.2 | 0.6 | 0.6 | 1.0 |
| Professional and related | 1.2 | 1.3 | 1.1 | 1.2 | 0.6 | 0.6 | 1.1 |
| Teachers | 1.2 | 1.7 | 1.2 | 1.3 | 0.8 | 0.8 | 1.5 |
| Primary, secondary, and special education school teachers | 1.2 | 1.9 | 1.3 | 1.2 | 0.7 | 0.7 | 1.6 |
| Service | 1.9 | 2.0 | 1.4 | 1.4 | 1.2 | 1.2 | 1.2 |
| Protective service | 2.7 | 2.7 | 1.2 | 1.4 | 1.0 | 1.0 | 1.0 |
| Sales and office | 2.3 | 2.3 | 1.5 | 1.5 | 1.2 | 1.1 | 1.3 |
| Office and administrative support | 2.2 | 2.3 | 1.5 | 1.5 | 1.1 | 1.0 | 1.3 |
| Natural resources, construction, and maintenance | 2.8 | 2.8 | 1.8 | 1.9 | 1.8 | 1.8 | 1.6 |
| Production, transportation, and material moving | 3.6 | 4.4 | 3.2 | 3.4 | 2.9 | 1.9 | 2.2 |
| Full time | 1.3 | 1.4 | 0.8 | 0.9 | 0.2 | 0.2 | 0.6 |
| Part time | 0.9 | 1.5 | 1.2 | 1.3 | 1.9 | 2.0 | 2.1 |
| Union | 1.4 | 1.3 | 1.2 | 1.2 | 0.2 | 0.2 | 0.6 |
| Nonunion | 1.5 | 1.8 | 1.2 | 1.2 | 0.8 | 0.8 | 1.2 |
| Average wage within the following categories: ² | | | | | | | |
| Lowest 25 percent | 1.7 | 1.9 | 1.7 | 1.7 | 1.3 | 1.3 | 1.3 |
| Lowest 10 percent | 1.4 | 2.1 | 2.3 | 2.3 | 2.5 | 2.5 | 2.5 |
| Second 25 percent | 2.0 | 1.9 | 1.1 | 1.1 | 0.7 | 0.7 | 0.9 |
| Third 25 percent | 1.8 | 1.7 | 2.0 | 2.0 | 1.1 | 1.1 | 1.3 |
| Highest 25 percent | 0.9 | 1.3 | 1.1 | 1.3 | 0.3 | 0.2 | 1.1 |
| Highest 10 percent | 1.4 | 1.6 | 1.8 | 1.8 | 0.4 | 0.3 | 1.8 |
| Establishment characteristics | | | | | | | |
| Service-providing industries | 1.1 | 1.3 | 0.8 | 0.9 | 0.5 | 0.5 | 0.7 |
| Education and health services | 1.3 | 1.6 | 1.1 | 1.1 | 0.5 | 0.5 | 0.9 |
| Educational services | 1.4 | 1.8 | 1.3 | 1.2 | 0.5 | 0.5 | 1.0 |
| Elementary and secondary schools | 0.9 | 1.5 | 1.1 | 1.1 | 0.6 | 0.6 | 1.1 |
| Junior colleges, colleges, and universities | 4.3 | 5.2 | 2.5 | 1.8 | 1.7 | 1.5 | 1.6 |
| Health care and social assistance | 3.2 | 3.4 | 1.8 | 1.7 | 1.4 | 1.4 | 1.5 |
| Hospitals | 4.0 | 4.0 | 1.6 | 1.3 | 1.1 | 1.1 | 1.2 |
| Public administration | 2.2 | 2.2 | 1.3 | 1.3 | 1.2 | 1.1 | 1.1 |
| 1 to 99 workers | 2.4 | 2.5 | 2.4 | 2.5 | 2.1 | 2.1 | 2.3 |
| 1 to 49 workers | 2.9 | 3.1 | 3.4 | 3.5 | 3.1 | 3.1 | 3.1 |
| 50 to 99 workers | 3.9 | 4.3 | 2.9 | 2.9 | 2.0 | 2.0 | 2.2 |
| 100 workers or more | 1.2 | 1.4 | 0.9 | 0.9 | 0.4 | 0.4 | 0.7 |
| 100 to 499 workers | 2.2 | 2.2 | 1.7 | 1.7 | 0.8 | 0.7 | 1.0 |
| 500 workers or more | 1.4 | 1.5 | 1.1 | 1.1 | 0.5 | 0.5 | 0.9 |

See footnotes at end of table.

Table 46. Standard errors for paid leave combinations: Access, State and local government workers, National Compensation Survey, March 2011—Continued

| 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 | 2.3 | 2.4 | 1.3 | 1.3 | 1.0 | 0.9 | 0.9 |
| Local government | 1.0 | 1.3 | 0.9 | 0.9 | 0.6 | 0.6 | 0.8 |
| Geographic areas | | | | | | | |
| New England | 3.1 | 3.4 | 3.1 | 3.4 | 2.4 | 2.2 | 2.7 |
| Middle Atlantic | 1.6 | 0.7 | 1.6 | 1.5 | 0.7 | 0.7 | 0.7 |
| East North Central | 2.4 | 2.3 | 1.7 | 1.7 | 2.0 | 2.0 | 1.9 |
| West North Central | 5.4 | 6.9 | 3.1 | 2.8 | 1.9 | 1.8 | 3.4 |
| South Atlantic | 3.1 | 3.4 | 2.0 | 2.0 | 1.1 | 1.0 | 2.1 |
| East South Central | 2.0 | 4.0 | 4.2 | 3.7 | 1.0 | 0.8 | 2.3 |
| West South Central | 2.6 | 4.8 | 2.0 | 2.7 | 1.1 | 1.1 | 2.3 |
| Mountain | 2.5 | 4.3 | 3.5 | 3.6 | 2.1 | 2.1 | 3.2 |
| Pacific | 3.4 | 3.2 | 2.1 | 2.2 | 1.0 | 0.9 | 1.8 |

¹ Includes workers with access to one or more of these leave 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,

2010." 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/glossary20102011.htm.