

**Table 4. Defined benefit retirement plans:<sup>1</sup> Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2014**

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

Characteristics	Employee contribution required	Fixed percent of annual earnings <sup>2</sup>			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
All workers .....	88	78	6.8	6.6	12
<b>Worker characteristics</b>					
Management, professional, and related .....	89	80	6.8	6.8	11
Professional and related .....	90	82	6.9	6.8	10
Teachers .....	92	85	7.2	7.0	8
Primary, secondary, and special education school teachers .....	92	86	7.2	7.0	8
Service .....	88	76	7.0	6.9	12
Protective service .....	87	74	7.4	7.2	13
Sales and office .....	86	76	6.4	6.4	14
Office and administrative support .....	86	76	6.4	6.4	14
Natural resources, construction, and maintenance .....	87	74	6.1	6.0	13
Production, transportation, and material moving ...	84	71	6.6	6.8	16
Full time .....	88	78	6.7	6.6	12
Part time .....	88	75	7.0	7.0	12
Union .....	88	71	6.8	7.0	12
Nonunion .....	88	86	6.7	6.4	12
Average wage within the following categories <sup>3</sup> :					
Lowest 25 percent .....	87	82	6.6	6.4	13
Lowest 10 percent .....	90	86	7.0	6.4	10
Second 25 percent .....	86	76	6.6	6.6	14
Third 25 percent .....	89	79	6.6	6.4	11
Highest 25 percent .....	89	76	7.2	7.0	11
Highest 10 percent .....	92	74	7.4	7.3	8
<b>Establishment characteristics</b>					
Service-providing industries .....	88	78	6.8	6.6	12
Education and health services .....	91	83	6.9	6.8	9
Educational services .....	92	85	7.0	6.8	8
Elementary and secondary schools .....	92	85	7.0	6.9	8
Junior colleges, colleges, and universities .....	93	83	6.9	6.5	7
Health care and social assistance .....	78	67	6.1	6.4	22
Hospitals .....	75	64	6.3	6.4	25
Public administration .....	84	69	6.6	6.6	16
1 to 99 workers .....	84	78	6.9	6.4	16
1 to 49 workers .....	93	85	6.3	6.0	7
50 to 99 workers .....	76	71	7.5	7.0	24
100 workers or more .....	89	78	6.7	6.6	11
100 to 499 workers .....	86	78	7.0	6.8	14
500 workers or more .....	89	78	6.7	6.5	11

See footnotes at end of table.

**Table 4. Defined benefit retirement plans:<sup>1</sup> Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2014—continued**

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

Characteristics	Employee contribution required	Fixed percent of annual earnings <sup>2</sup>			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
State government .....	89	74	6.4	6.4	11
Local government .....	88	79	6.9	6.8	12
<b>Geographic areas</b>					
Northeast .....	96	64	6.4	6.8	4
New England .....	98	59	7.2	7.0	2
Middle Atlantic .....	95	65	6.1	6.8	5
South .....	91	91	6.0	6.4	9
South Atlantic .....	93	93	5.1	6.0	7
Midwest .....	85	78	7.5	7.0	15
East North Central .....	80	68	8.2	9.0	20
West North Central .....	95	95	6.7	6.0	5
West .....	79	69	7.9	8.0	21
Pacific .....	78	64	7.0	7.0	22

<sup>1</sup> The 2014 estimates are not strictly comparable to corresponding estimates in previous years. See technical note for more information.

<sup>2</sup> The employee contributes a fixed percentage of his or her earnings to the retirement plan.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using ECEC data for March 2014.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20132014.htm](http://www.bls.gov/ncs/ebs/glossary20132014.htm).