

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

(All workers = 100 percent)

Characteristics	All retirement benefits ³			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	70	54	77	28	23	83	59	40	69
Worker characteristics									
Management, professional, and related	85	73	86	42	35	83	68	52	76
Management, business, and financial	88	77	88	37	31	84	79	65	83
Professional and related	84	71	85	44	37	83	63	46	73
Teachers	85	74	87	71	61	85	40	20	50
Primary, secondary, and special education school teachers	94	82	87	87	76	87	35	13	38
Registered nurses	89	74	84	38	32	82	78	60	77
Service	47	30	62	17	14	87	37	18	49
Protective service	79	63	80	56	51	91	43	22	50
Sales and office	72	53	74	21	16	75	64	44	69
Sales and related	67	41	62	11	7	60	63	38	59
Office and administrative support	75	60	80	27	22	79	65	49	75
Natural resources, construction, and maintenance	66	52	79	27	26	94	56	39	71
Construction, extraction, farming, fishing, and forestry	62	49	80	30	28	96	47	33	71
Installation, maintenance, and repair	69	54	78	25	23	93	64	45	71
Production, transportation, and material moving ...	71	54	76	25	21	84	62	43	70
Production	74	56	76	22	18	83	71	50	71
Transportation and material moving	69	52	75	28	23	85	54	37	68
Full time	81	65	80	33	28	85	68	48	72
Part time	38	22	59	11	8	72	32	16	52
Union	94	83	88	82	72	88	46	30	65
Nonunion	66	49	75	19	15	80	61	42	70
Average wage within the following categories: ⁴									
Lowest 25 percent	45	25	55	9	6	69	40	20	51
Lowest 10 percent	34	15	44	5	3	65	31	12	40
Second 25 percent	70	52	74	22	18	83	60	40	66
Third 25 percent	82	68	83	36	31	86	68	51	75
Highest 25 percent	90	80	89	50	42	85	72	57	79
Highest 10 percent	91	81	89	48	39	82	76	61	81
Establishment characteristics									
Goods-producing industries	75	60	80	26	22	85	70	53	76
Service-providing industries	69	53	77	28	23	83	57	38	68
Education and health services	80	65	81	42	36	84	57	38	66
Educational services	88	76	86	73	62	85	42	21	51
Elementary and secondary schools	90	78	87	84	73	87	29	10	35
Junior colleges, colleges, and universities	91	77	85	59	46	78	68	43	63
Health care and social assistance	74	57	78	22	18	84	67	48	72
Hospitals	91	78	86	45	38	83	80	62	77
Public administration	91	84	92	87	78	90	36	19	52

See footnotes at end of table.

Table 2. Retirement benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

Characteristics	All retirement benefits ³			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	55	40	73	14	12	84	49	33	68
1 to 49 workers	50	36	72	10	9	85	46	31	68
50 to 99 workers	68	50	73	23	19	84	57	38	66
100 workers or more	85	68	80	42	35	83	68	48	70
100 to 499 workers	80	61	76	29	24	83	67	46	68
500 workers or more	91	77	85	57	48	83	70	50	72
Geographic areas									
Northeast	72	58	82	31	27	85	58	42	73
New England	73	57	78	27	23	84	59	44	75
Middle Atlantic	71	59	83	33	28	86	57	42	73
South	71	53	74	28	23	83	60	39	65
South Atlantic	71	54	76	29	24	81	62	41	66
East South Central	72	50	70	26	22	85	62	37	60
West South Central	70	52	74	26	23	87	56	36	65
Midwest	73	56	77	27	22	83	63	44	69
East North Central	72	55	76	27	23	84	64	43	68
West North Central	75	58	77	27	22	82	63	44	70
West	64	51	79	25	21	81	52	38	73
Mountain	66	52	78	21	17	81	56	41	73
Pacific	63	50	80	28	23	81	50	37	74

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.

² Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ 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.

⁴ 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 wage data for March 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Retirement benefit combinations: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
All workers	16	12	42
Worker characteristics			
Management, professional, and related	25	17	43
Management, business, and financial	28	9	51
Professional and related	24	20	40
Teachers	27	45	14
Primary, secondary, and special education school teachers	27	60	8
Registered nurses	28	10	50
Service	6	10	31
Protective service	21	35	22
Sales and office	14	8	51
Sales and related	7	4	56
Office and administrative support	18	10	47
Natural resources, construction, and maintenance	17	10	38
Construction, extraction, farming, fishing, and forestry	15	15	32
Installation, maintenance, and repair	19	6	45
Production, transportation, and material moving	16	9	47
Production	19	3	52
Transportation and material moving	13	15	41
Full time	20	13	47
Part time	4	7	27
Union	33	48	12
Nonunion	13	5	47
Average wage within the following categories: ²			
Lowest 25 percent	4	5	36
Lowest 10 percent	2	3	30
Second 25 percent	12	10	48
Third 25 percent	21	15	46
Highest 25 percent	32	18	40
Highest 10 percent	33	15	43
Establishment characteristics			
Goods-producing industries	21	5	50
Service-providing industries	15	13	41
Education and health services	20	23	37
Educational services	26	46	15
Elementary and secondary schools	24	60	5
Junior colleges, colleges, and universities	36	23	32
Health care and social assistance	15	7	52
Hospitals	34	11	46
Public administration	32	55	4

See footnotes at end of table.

Table 3. Retirement benefit combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Defined benefit and defined contribution	Defined benefit only	Defined contribution only
1 to 99 workers	7	6	41
1 to 49 workers	6	4	40
50 to 99 workers	11	12	46
100 workers or more	25	17	43
100 to 499 workers	16	13	51
500 workers or more	37	21	33
Geographic areas			
Northeast	17	14	40
New England	13	14	46
Middle Atlantic	18	14	39
South	17	11	43
South Atlantic	21	9	42
East South Central	15	11	47
West South Central	12	15	44
Midwest	17	10	46
East North Central	18	9	45
West North Central	15	12	48
West	13	12	39
Mountain	11	10	45
Pacific	14	13	36

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,¹ March 2017

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

Characteristics	Open plans ²	Soft freeze ³		Hard freeze ⁴
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	54	38	1	7
Worker characteristics				
Management, professional, and related	48	44	2	6
Management, business, and financial	50	36	2	12
Professional and related	47	47	1	5
Teachers	45	55	—	—
Primary, secondary, and special education school teachers	45	54	—	—
Registered nurses	56	30	—	—
Service	56	40	1	3
Protective service	48	51	—	—
Sales and office	55	35	1	9
Sales and related	62	20	—	—
Office and administrative support	53	37	1	8
Natural resources, construction, and maintenance	71	24	1	3
Construction, extraction, farming, fishing, and forestry	84	14	—	—
Installation, maintenance, and repair	56	36	3	5
Production, transportation, and material moving ...	61	28	2	9
Production	49	33	3	15
Transportation and material moving	70	24	2	5
Full time	53	39	2	7
Part time	66	30	—	—
Union	59	39	(⁵)	2
Nonunion	50	37	2	11
Average wage within the following categories: ⁶				
Lowest 25 percent	62	32	—	—
Lowest 10 percent	69	28	—	—
Second 25 percent	58	33	2	8
Third 25 percent	55	36	1	7
Highest 25 percent	50	42	2	6
Highest 10 percent	47	43	2	8
Establishment characteristics				
Goods-producing industries	57	28	3	13
Service-providing industries	53	40	1	6
Education and health services	48	47	1	4
Educational services	44	55	—	—
Elementary and secondary schools	44	55	—	—
Junior colleges, colleges, and universities	43	56	—	—
Health care and social assistance	58	29	—	—
Hospitals	56	29	—	—
Public administration	42	57	—	—

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, civilian workers,¹ March 2017—continued

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

Characteristics	Open plans ²	Soft freeze ³		Hard freeze ⁴
		All participants still accruing benefits	Some participants still accruing benefits	
1 to 99 workers	56	35	1	7
1 to 49 workers	55	34	1	10
50 to 99 workers	58	37	—	—
100 workers or more	53	39	2	6
100 to 499 workers	57	34	3	6
500 workers or more	50	42	1	7
Geographic areas				
Northeast	51	40	1	8
New England	54	38	—	—
Middle Atlantic	51	40	1	8
South	55	39	1	5
South Atlantic	61	32	2	5
East South Central	46	50	—	—
West South Central	49	45	1	5
Midwest	60	29	2	8
East North Central	62	27	—	—
West North Central	55	35	—	—
West	47	44	—	—
Mountain	53	40	—	—
Pacific	45	46	—	—

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Plans open to new participants.

³ New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

⁴ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

⁵ Less than 0.5.

⁶ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, civilian workers,² March 2017

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits ³		
	1 year	2 to 5 years	Greater than 5 years
All workers	(4)	25	75
Worker characteristics			
Management, professional, and related	(4)	27	73
Management, business, and financial	(4)	22	78
Professional and related	(4)	28	72
Teachers	—	—	69
Primary, secondary, and special education school teachers	—	31	69
Registered nurses	—	—	72
Service	—	—	67
Protective service	—	—	69
Sales and office	(4)	23	77
Sales and related	—	8	92
Office and administrative support	1	25	75
Natural resources, construction, and maintenance	—	—	73
Construction, extraction, farming, fishing, and forestry	—	—	72
Installation, maintenance, and repair	—	—	73
Production, transportation, and material moving	—	—	89
Production	—	—	90
Transportation and material moving	—	—	87
Full time	(4)	25	75
Part time	(4)	29	71
Union	1	29	70
Nonunion	(4)	22	78
Average wage within the following categories: ⁵			
Lowest 25 percent	—	—	81
Second 25 percent	—	—	76
Third 25 percent	(4)	26	74
Highest 25 percent	(4)	26	74
Highest 10 percent	(4)	27	73
Establishment characteristics			
Goods-producing industries	—	—	87
Service-providing industries	(4)	27	73
Education and health services	—	—	69
Educational services	(4)	30	70
Elementary and secondary schools	—	30	70
Junior colleges, colleges, and universities	1	29	70
Health care and social assistance	—	—	67
Hospitals	—	—	78
Public administration	—	—	66

See footnotes at end of table.

Table 6. Defined benefit frozen retirement plans:¹ Selected attributes, civilian workers,² March 2017—continued

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

Characteristics	Time since plan closed to new workers or stopped accruing benefits ³		
	1 year	2 to 5 years	Greater than 5 years
1 to 99 workers	—	—	69
1 to 49 workers	—	—	66
50 to 99 workers	—	27	73
100 workers or more	(⁴)	23	77
100 to 499 workers	—	—	76
500 workers or more	(⁴)	22	77
Geographic areas			
Northeast	—	21	79
New England	—	38	62
Middle Atlantic	—	16	84
South	—	—	80
South Atlantic	—	—	82
East South Central	—	46	54
West South Central	—	10	90
Midwest	—	—	82
East North Central	—	—	86
West North Central	—	—	75
West	1	42	57
Mountain	—	—	80
Pacific	1	49	50

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

² Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ The length of time is calculated based on the year the plan was modified. For example, plans frozen after January 2016 are included in the "1 year" column. Those frozen between 2012 and 2015 are included in the "2 to 5 years" column and plans frozen before 2012 are included in the "Greater than 5 years" column.

⁴ Less than 0.5.

⁵ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, civilian workers,² March 2017

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans ³				Other
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	
All workers	4	96	56	14	14	24	(⁴)
Worker characteristics							
Management, professional, and related	3	97	62	13	14	23	—
Management, business, and financial	4	96	42	19	23	25	—
Professional and related	3	97	69	11	11	22	—
Registered nurses	11	89	36	8	—	39	—
Service	2	98	76	7	6	22	—
Sales and office	7	93	47	14	19	26	—
Sales and related	15	85	—	—	37	37	—
Office and administrative support	5	95	52	14	16	25	—
Natural resources, construction, and maintenance	4	96	42	25	20	18	—
Production, transportation, and material moving ...	7	93	26	20	16	37	—
Transportation and material moving	5	95	41	17	9	33	—
Full time	4	96	56	14	15	25	—
Part time	10	90	60	—	6	19	—
Union	1	99	75	12	5	21	—
Nonunion	6	94	43	15	20	27	—
Average wage within the following categories: ⁵							
Lowest 25 percent	10	90	55	11	10	23	—
Second 25 percent	5	95	58	9	14	27	—
Third 25 percent	4	96	53	14	11	28	—
Highest 25 percent	3	97	58	15	17	21	—
Highest 10 percent	3	97	53	16	21	23	—
Establishment characteristics							
Goods-producing industries	6	94	12	22	34	35	—
Service-providing industries	4	96	63	12	11	23	—
Education and health services	2	98	80	6	4	22	—
Health care and social assistance	7	93	34	—	16	37	—
Public administration	—	100	89	8	—	20	—

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, civilian workers,² March 2017—continued

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans ³				Other
			Modified existing defined benefit plan	New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	
1 to 99 workers	4	96	55	15	12	23	—
1 to 49 workers	3	97	48	16	14	23	—
50 to 99 workers	5	95	63	14	8	24	—
100 workers or more	4	96	57	13	15	25	—
100 to 499 workers	7	93	52	16	14	27	—
500 workers or more	3	97	59	11	15	24	—
Geographic areas							
Northeast	4	96	61	8	13	26	—
New England	3	97	59	—	15	23	—
Middle Atlantic	4	96	61	8	12	27	—
South	4	96	57	16	13	26	—
South Atlantic	6	94	45	17	19	40	—
West South Central	2	98	67	14	8	—	—
Midwest	5	95	48	16	13	27	—
East North Central	6	94	47	14	12	32	—
West	3	97	57	13	18	18	—
Pacific	3	97	54	14	19	19	—

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

² Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ The sum of the individual components may be greater than the total because some employers offer more than one alternative.

⁴ Less than 0.5.

⁵ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,¹ March 2017

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	68	32	82	18
Worker characteristics				
Management, professional, and related	68	32	84	16
Management, business, and financial	70	30	85	15
Professional and related	67	33	84	16
Teachers	72	28	91	9
Primary, secondary, and special education school teachers	78	22	95	5
Registered nurses	62	38	80	20
Service	66	34	83	17
Protective service	70	30	88	12
Sales and office	67	33	79	21
Sales and related	68	32	74	26
Office and administrative support	67	33	81	19
Natural resources, construction, and maintenance	65	35	81	19
Construction, extraction, farming, fishing, and forestry	53	47	74	26
Installation, maintenance, and repair	73	27	86	14
Production, transportation, and material moving ...	71	29	84	16
Production	71	29	84	16
Transportation and material moving	70	30	84	16
Full time	68	32	83	17
Part time	63	37	76	24
Union	67	33	83	17
Nonunion	68	32	82	18
Average wage within the following categories: ²				
Lowest 25 percent	70	30	78	22
Lowest 10 percent	68	32	75	25
Second 25 percent	67	33	81	19
Third 25 percent	66	34	83	17
Highest 25 percent	69	31	84	16
Highest 10 percent	70	30	85	15
Establishment characteristics				
Goods-producing industries	65	35	80	20
Service-providing industries	68	32	83	17
Education and health services	63	37	83	17
Educational services	68	32	89	11
Elementary and secondary schools	74	26	92	8
Junior colleges, colleges, and universities	65	35	86	14
Health care and social assistance	62	38	81	19
Hospitals	66	34	81	19
Public administration	66	34	91	9

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,¹ March 2017—continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
1 to 99 workers	66	34	83	17
1 to 49 workers	64	36	83	17
50 to 99 workers	71	29	84	16
100 workers or more	69	31	82	18
100 to 499 workers	68	32	81	19
500 workers or more	69	31	82	18
Geographic areas				
Northeast	65	35	85	15
New England	67	33	85	15
Middle Atlantic	64	36	85	15
South	73	27	81	19
South Atlantic	70	30	80	20
East South Central	79	21	84	16
West South Central	74	26	82	18
Midwest	65	35	81	19
East North Central	63	37	82	18
West North Central	67	33	80	20
West	67	33	82	18
Mountain	68	32	85	15
Pacific	66	34	81	19

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/hcs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

(All workers = 100 percent)

Characteristics	Healthcare ³			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	71	58	82	70	52	74
Worker characteristics						
Management, professional, and related	88	75	86	88	67	76
Management, business, and financial	95	82	86	95	73	77
Professional and related	85	73	86	85	64	76
Teachers	84	73	87	84	63	75
Primary, secondary, and special education school teachers	95	82	86	95	70	74
Registered nurses	86	72	83	86	63	73
Service	44	32	73	44	29	66
Protective service	68	57	84	68	51	75
Sales and office	68	55	80	68	49	72
Sales and related	55	41	75	54	37	69
Office and administrative support	77	63	82	76	55	73
Natural resources, construction, and maintenance	74	62	84	74	59	79
Construction, extraction, farming, fishing, and forestry	68	58	86	67	56	83
Installation, maintenance, and repair	81	66	82	81	62	77
Production, transportation, and material moving	76	61	81	75	56	74
Production	82	68	83	81	62	76
Transportation and material moving	70	55	78	69	50	72
Full time	88	73	83	88	65	75
Part time	20	14	68	19	12	61
Union	95	85	90	94	76	81
Nonunion	67	53	80	67	48	72
Average wage within the following categories: ⁴						
Lowest 25 percent	37	25	68	37	23	63
Lowest 10 percent	24	15	62	24	14	57
Second 25 percent	75	59	79	75	53	72
Third 25 percent	87	73	84	87	67	77
Highest 25 percent	94	82	88	93	73	78
Highest 10 percent	94	83	89	94	73	78
Establishment characteristics						
Goods-producing industries	85	73	86	85	67	80
Service-providing industries	68	55	81	68	49	72
Education and health services	79	66	83	79	58	73
Educational services	86	75	87	86	66	77
Elementary and secondary schools	88	75	86	88	66	75
Junior colleges, colleges, and universities	90	80	89	90	72	80
Health care and social assistance	75	59	79	75	52	70
Hospitals	91	80	87	91	68	75
Public administration	90	82	91	90	75	83

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	44	35	79	25	20	80	69	51	74
Worker characteristics									
Management, professional, and related	60	48	81	34	28	81	86	66	76
Management, business, and financial	66	53	80	38	30	80	94	72	77
Professional and related	58	47	81	33	27	82	84	63	76
Teachers	53	43	81	30	24	81	81	62	76
Primary, secondary, and special education school teachers	58	47	82	33	27	82	91	68	75
Registered nurses	62	48	78	33	26	80	85	62	73
Service	25	18	72	14	11	76	42	28	67
Protective service	46	37	80	31	25	81	65	51	78
Sales and office	40	31	78	21	17	80	67	48	72
Sales and related	27	20	73	15	12	81	53	37	69
Office and administrative support	48	38	79	25	20	80	75	55	73
Natural resources, construction, and maintenance	40	32	81	25	21	83	73	58	79
Construction, extraction, farming, fishing, and forestry	32	28	88	22	20	92	66	55	82
Installation, maintenance, and repair	47	36	77	28	22	76	79	60	77
Production, transportation, and material moving	46	36	79	27	21	79	74	55	74
Production	49	39	80	26	21	79	80	61	76
Transportation and material moving	43	33	79	28	22	78	69	49	72
Full time	55	43	80	31	25	81	86	64	75
Part time	12	8	67	6	5	71	19	12	61
Union	73	63	86	54	47	86	93	76	81
Nonunion	39	30	77	20	16	77	65	47	72
Average wage within the following categories: ⁴									
Lowest 25 percent	18	12	68	9	6	70	35	22	64
Lowest 10 percent	10	6	63	7	4	62	23	13	58
Second 25 percent	42	33	78	23	19	79	73	53	72
Third 25 percent	55	45	80	32	26	82	85	65	77
Highest 25 percent	68	55	82	41	33	82	92	72	78
Highest 10 percent	71	57	81	43	36	83	93	72	78
Establishment characteristics									
Goods-producing industries	52	44	83	32	27	84	84	66	80
Service-providing industries	42	33	78	24	19	79	67	49	73
Education and health services	52	41	79	27	22	82	77	56	73
Educational services	55	45	81	32	25	80	85	65	77
Elementary and secondary schools	53	43	81	32	26	82	87	65	75
Junior colleges, colleges, and universities	62	50	80	33	25	77	89	71	80
Health care and social assistance	50	39	77	24	20	83	72	50	70
Hospitals	69	54	78	34	29	84	91	69	76
Public administration	60	53	88	42	38	88	89	74	84

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

Characteristics	Healthcare ³			Medical care		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	57	44	77	57	41	71
1 to 49 workers	53	40	76	53	37	71
50 to 99 workers	70	55	79	70	50	72
100 workers or more	84	71	84	84	63	75
100 to 499 workers	80	66	82	79	58	74
500 workers or more	90	78	87	90	69	77
Geographic areas						
Northeast	71	59	83	71	52	74
New England	70	57	81	70	49	70
Middle Atlantic	72	60	84	71	53	75
South	72	57	80	71	52	74
South Atlantic	71	57	80	70	51	73
East South Central	74	59	80	74	56	75
West South Central	72	57	80	71	53	74
Midwest	71	56	79	71	50	70
East North Central	71	55	78	70	49	70
West North Central	71	57	81	71	50	71
West	69	59	86	69	54	78
Mountain	69	58	84	68	52	76
Pacific	69	60	86	69	54	79

See footnotes at end of table.

Table 9. Healthcare benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

Characteristics	Dental care			Vision care			Outpatient prescription drug coverage		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	30	23	75	17	13	76	55	40	72
1 to 49 workers	26	19	76	15	11	76	51	36	71
50 to 99 workers	44	32	74	25	19	77	67	49	72
100 workers or more	57	46	81	33	27	82	83	63	75
100 to 499 workers	51	40	80	28	23	81	78	58	74
500 workers or more	66	54	82	39	32	83	89	69	77
Geographic areas									
Northeast	49	39	81	26	22	82	70	51	74
New England	46	37	79	13	10	79	68	48	70
Middle Atlantic	49	40	81	31	26	83	70	53	75
South	37	28	75	20	15	76	69	51	74
South Atlantic	41	31	77	22	17	76	68	50	74
East South Central	32	25	76	16	13	79	73	55	75
West South Central	34	25	72	17	13	76	70	52	74
Midwest	44	35	78	24	19	78	69	49	70
East North Central	44	34	78	26	20	79	69	49	70
West North Central	46	36	79	20	15	75	70	49	71
West	50	41	82	34	28	84	68	53	78
Mountain	44	37	83	25	21	82	67	52	77
Pacific	53	43	81	38	32	84	69	54	78

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.

² Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ Healthcare 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 healthcare.

⁴ 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 wage data for March 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, civilian workers,¹ March 2017

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers	80	20	68	32
Worker characteristics				
Management, professional, and related	81	19	69	31
Management, business, and financial	80	20	70	30
Professional and related	82	18	68	32
Teachers	84	16	65	35
Primary, secondary, and special education school teachers	84	16	64	36
Registered nurses	80	20	70	30
Service	80	20	65	35
Protective service	87	13	77	23
Sales and office	79	21	66	34
Sales and related	77	23	63	37
Office and administrative support	80	20	67	33
Natural resources, construction, and maintenance	80	20	68	32
Construction, extraction, farming, fishing, and forestry	80	20	68	32
Installation, maintenance, and repair	80	20	68	32
Production, transportation, and material moving ...	80	20	72	28
Production	79	21	73	27
Transportation and material moving	80	20	71	29
Full time	80	20	68	32
Part time	78	22	63	37
Union	87	13	80	20
Nonunion	79	21	65	35
Average wage within the following categories: ²				
Lowest 25 percent	77	23	60	40
Lowest 10 percent	75	25	57	43
Second 25 percent	80	20	67	33
Third 25 percent	81	19	70	30
Highest 25 percent	81	19	71	29
Highest 10 percent	81	19	73	27
Establishment characteristics				
Goods-producing industries	80	20	72	28
Service-providing industries	80	20	67	33
Education and health services	82	18	65	35
Educational services	84	16	66	34
Elementary and secondary schools	84	16	64	36
Junior colleges, colleges, and universities	84	16	70	30
Health care and social assistance	80	20	65	35
Hospitals	83	17	73	27
Public administration	88	12	77	23

See footnotes at end of table.

Table 10. Medical care benefits: Share of premiums paid by employer and employee, civilian workers,¹ March 2017—continued

(In percent)

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
1 to 99 workers	79	21	64	36
1 to 49 workers	79	21	65	35
50 to 99 workers	78	22	64	36
100 workers or more	81	19	70	30
100 to 499 workers	80	20	67	33
500 workers or more	83	17	74	26
Geographic areas				
Northeast	82	18	74	26
New England	78	22	73	27
Middle Atlantic	83	17	74	26
South	80	20	64	36
South Atlantic	79	21	66	34
East South Central	81	19	66	34
West South Central	79	21	61	39
Midwest	79	21	69	31
East North Central	79	21	70	30
West North Central	80	20	68	32
West	81	19	69	31
Mountain	79	21	66	34
Pacific	82	18	70	30

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017

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

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	\$453.93	16	\$568.50	84	\$432.08	\$130.46
Worker characteristics							
Management, professional, and related	100	467.79	16	555.17	84	451.15	128.13
Management, business, and financial	100	444.67	12	544.41	88	430.51	126.60
Professional and related	100	478.45	18	558.67	82	461.27	128.88
Teachers	100	512.82	21	563.99	79	498.94	136.27
Primary, secondary, and special education school teachers	100	510.17	24	552.38	76	497.13	142.90
Registered nurses	100	461.79	15	549.75	85	445.64	127.05
Service	100	454.90	17	572.72	83	429.86	130.80
Protective service	100	544.95	22	553.48	78	542.46	106.56
Sales and office	100	440.57	14	596.18	86	415.58	130.62
Sales and related	100	410.49	9	657.77	91	385.87	129.39
Office and administrative support	100	452.68	16	581.92	84	428.50	131.16
Natural resources, construction, and maintenance	100	445.44	22	564.55	78	414.70	141.42
Construction, extraction, farming, fishing, and forestry	100	450.88	30	577.04	70	404.42	151.43
Installation, maintenance, and repair	100	441.04	16	546.81	84	421.88	134.42
Production, transportation, and material moving ...	100	442.22	16	566.53	84	419.16	130.19
Production	100	429.96	14	511.41	86	417.62	128.01
Transportation and material moving	100	456.32	19	611.51	81	421.05	132.86
Full time	100	453.52	16	556.55	84	434.20	129.96
Part time	100	460.76	20	726.42	80	395.11	139.20
Union	100	552.33	33	620.16	67	520.01	129.95
Nonunion	100	428.22	12	531.48	88	414.44	130.56
Average wage within the following categories: ²							
Lowest 25 percent	100	422.83	15	622.75	85	387.78	140.55
Lowest 10 percent	100	416.24	14	764.87	86	359.46	139.86
Second 25 percent	100	438.85	15	552.15	85	418.42	129.81
Third 25 percent	100	461.12	17	553.37	83	442.78	128.71
Highest 25 percent	100	471.33	17	573.95	83	451.03	128.43
Highest 10 percent	100	467.53	17	567.73	83	448.20	131.61
Establishment characteristics							
Goods-producing industries	100	435.31	17	528.78	83	417.91	132.85
Service-providing industries	100	458.18	16	577.33	84	435.32	129.91
Education and health services	100	485.80	16	567.69	84	470.36	129.20
Educational services	100	511.13	20	567.25	80	497.08	129.47
Elementary and secondary schools	100	508.04	23	550.81	77	495.19	135.83
Junior colleges, colleges, and universities	100	521.09	14	605.08	86	507.84	116.91
Health care and social assistance	100	464.38	12	568.28	88	449.76	129.00
Hospitals	100	490.25	13	552.68	87	480.93	115.85
Public administration	100	570.63	22	584.88	78	566.48	101.13

See footnotes at end of table.

Table 11. Medical care benefits, single coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017—continued

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

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
1 to 99 workers	100	\$435.47	17	\$545.82	83	\$413.38	\$138.36
1 to 49 workers	100	434.77	19	544.99	81	409.54	138.36
50 to 99 workers	100	436.87	13	548.21	87	420.54	138.37
100 workers or more	100	465.75	16	584.03	84	443.89	125.47
100 to 499 workers	100	455.49	14	620.42	86	427.66	129.97
500 workers or more	100	476.43	17	551.46	83	461.28	120.65
Geographic areas							
Northeast	100	479.36	20	576.03	80	455.97	133.40
New England	100	456.39	12	584.72	88	439.80	148.21
Middle Atlantic	100	486.36	22	574.65	78	461.57	128.27
South	100	441.44	15	557.61	85	421.50	129.15
South Atlantic	100	451.75	12	581.55	88	433.84	130.06
East South Central	100	441.66	15	517.34	85	428.99	120.63
West South Central	100	424.90	19	549.10	81	396.11	132.26
Midwest	100	445.88	13	584.11	87	425.72	132.66
East North Central	100	451.45	12	600.59	88	431.99	134.77
West North Central	100	434.13	16	557.75	84	411.90	128.02
West	100	460.70	19	564.93	81	436.89	127.93
Mountain	100	433.59	15	549.71	85	413.42	126.41
Pacific	100	473.55	21	570.17	79	448.81	128.69

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, civilian workers,¹ March 2017

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies ²	Exists, but amount unknown	Other ³
All workers	69	17	12	2
Worker characteristics				
Management, professional, and related	66	19	12	3
Management, business, and financial	71	17	10	2
Professional and related	64	20	13	3
Teachers	65	25	7	3
Primary, secondary, and special education school teachers	67	23	6	4
Registered nurses	60	21	17	2
Service	74	16	8	2
Protective service	69	19	4	8
Sales and office	66	23	10	2
Sales and related	60	30	10	1
Office and administrative support	68	20	10	2
Natural resources, construction, and maintenance	73	10	16	1
Construction, extraction, farming, fishing, and forestry	74	9	15	1
Installation, maintenance, and repair	72	11	17	1
Production, transportation, and material moving	75	10	13	1
Production	80	9	10	1
Transportation and material moving	70	12	17	2
Full time	69	17	12	2
Part time	59	26	11	4
Union	70	13	12	6
Nonunion	69	18	12	1
Average wage within the following categories: ⁴				
Lowest 25 percent	72	18	—	—
Lowest 10 percent	82	12	—	—
Second 25 percent	68	19	12	1
Third 25 percent	70	16	12	2
Highest 25 percent	67	17	12	3
Highest 10 percent	68	18	11	3
Establishment characteristics				
Goods-producing industries	76	10	13	1
Service-providing industries	67	19	11	2
Education and health services	65	21	10	3
Educational services	64	27	6	3
Elementary and secondary schools	67	22	7	4
Junior colleges, colleges, and universities	57	36	6	1
Health care and social assistance	67	17	—	—
Hospitals	57	25	15	2
Public administration	64	21	7	9

See footnotes at end of table.

Table 12. Medical care benefits, single coverage: Employee participation by type of contribution, civilian workers,¹ March 2017—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Single coverage			
	Flat dollar amount	Varies ²	Exists, but amount unknown	Other ³
1 to 99 workers	73	13	12	2
1 to 49 workers	73	12	13	2
50 to 99 workers	75	14	10	1
100 workers or more	66	21	11	2
100 to 499 workers	70	18	11	2
500 workers or more	62	23	12	3
Geographic areas				
Northeast	69	17	11	3
New England	77	13	9	1
Middle Atlantic	67	18	12	3
South	69	20	—	—
South Atlantic	65	23	—	—
East South Central	75	19	—	—
West South Central	71	16	12	(⁵)
Midwest	70	15	14	1
East North Central	71	14	14	1
West North Central	70	16	14	1
West	67	16	13	4
Mountain	64	21	—	—
Pacific	68	14	13	5

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

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

³ Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

⁴ 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 wage data for March 2017.

⁵ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017

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

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
All workers	100	\$1,074.50	8	\$1,437.26	92	\$1,043.22	\$533.48
Worker characteristics							
Management, professional, and related	100	1,094.39	6	1,387.97	94	1,075.20	522.31
Management, business, and financial	100	1,106.58	5	1,401.44	95	1,091.44	490.42
Professional and related	100	1,088.76	7	1,383.45	93	1,067.56	537.30
Teachers	100	1,029.37	6	1,438.28	94	1,002.55	567.90
Primary, secondary, and special education school teachers	100	1,002.61	7	1,440.35	93	967.79	594.77
Registered nurses	100	1,154.54	8	1,515.92	92	1,121.83	528.69
Service	100	1,032.00	10	1,503.15	90	981.59	567.15
Protective service	100	1,263.42	10	1,508.18	90	1,234.83	404.33
Sales and office	100	1,018.78	6	1,403.67	94	994.21	549.28
Sales and related	100	959.55	5	1,434.40	95	933.01	560.52
Office and administrative support	100	1,042.64	6	1,393.24	94	1,019.12	544.70
Natural resources, construction, and maintenance	100	1,072.31	15	1,461.25	85	1,014.33	579.50
Construction, extraction, farming, fishing, and forestry	100	1,047.97	22	1,521.09	78	941.05	610.40
Installation, maintenance, and repair	100	1,091.47	9	1,361.14	91	1,065.85	557.77
Production, transportation, and material moving ...	100	1,137.74	11	1,474.43	89	1,094.69	489.38
Production	100	1,144.21	9	1,462.51	91	1,110.29	456.17
Transportation and material moving	100	1,130.31	13	1,484.35	87	1,076.00	529.19
Full time	100	1,078.03	8	1,430.54	92	1,049.34	526.62
Part time	100	1,014.54	15	1,494.82	85	930.30	660.11
Union	100	1,333.59	25	1,509.72	75	1,277.30	459.41
Nonunion	100	1,007.15	4	1,314.22	96	995.34	548.64
Average wage within the following categories: ²							
Lowest 25 percent	100	914.38	8	1,410.38	92	872.77	636.49
Lowest 10 percent	100	835.30	8	1,395.78	92	786.69	638.89
Second 25 percent	100	1,029.99	7	1,392.78	93	1,001.35	544.17
Third 25 percent	100	1,106.64	8	1,442.91	92	1,076.58	518.16
Highest 25 percent	100	1,141.92	9	1,471.84	91	1,112.27	498.62
Highest 10 percent	100	1,164.57	9	1,430.78	91	1,140.93	484.27
Establishment characteristics							
Goods-producing industries	100	1,136.29	11	1,452.80	89	1,100.29	486.37
Service-providing industries	100	1,060.44	7	1,432.40	93	1,030.62	543.88
Education and health services	100	1,058.77	6	1,461.99	94	1,031.28	577.73
Educational services	100	1,050.07	6	1,484.64	94	1,020.92	549.43
Elementary and secondary schools	100	1,001.51	8	1,468.72	92	961.07	588.64
Junior colleges, colleges, and universities	100	1,139.84	3	1,477.74	97	1,129.39	477.02
Health care and social assistance	100	1,066.27	6	1,443.03	94	1,040.22	602.17
Hospitals	100	1,222.95	7	1,521.09	93	1,200.35	474.53
Public administration	100	1,252.79	8	1,484.91	92	1,233.68	402.03

See footnotes at end of table.

Table 13. Medical care benefits, family coverage: Employer and employee premiums by employee contribution requirement, civilian workers,¹ March 2017—continued

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

Characteristics	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Percent of participating employees	Average flat monthly employer premium	Average flat monthly employee contribution
1 to 99 workers	100	\$1,003.03	8	\$1,367.64	92	\$973.23	\$589.87
1 to 49 workers	100	990.75	9	1,339.17	91	958.60	588.29
50 to 99 workers	100	1,027.33	6	1,449.69	94	1,001.34	592.91
100 workers or more	100	1,119.30	8	1,477.60	92	1,087.39	497.90
100 to 499 workers	100	1,058.46	6	1,489.40	94	1,029.65	539.84
500 workers or more	100	1,182.16	10	1,470.08	90	1,149.62	452.70
Geographic areas							
Northeast	100	1,193.59	13	1,464.18	87	1,152.25	483.76
New England	100	1,178.23	7	1,453.60	93	1,158.70	477.02
Middle Atlantic	100	1,198.42	15	1,465.61	85	1,150.01	486.10
South	100	993.56	5	1,453.79	95	970.37	564.33
South Atlantic	100	1,039.09	5	1,471.89	95	1,014.21	557.18
East South Central	100	978.60	6	1,400.74	94	952.99	518.22
West South Central	100	929.57	3	1,454.61	97	911.60	598.71
Midwest	100	1,097.50	8	1,393.12	92	1,074.29	520.19
East North Central	100	1,114.00	7	1,402.42	93	1,092.07	511.03
West North Central	100	1,063.08	8	1,375.36	92	1,036.93	539.43
West	100	1,082.60	9	1,426.92	91	1,047.61	534.50
Mountain	100	995.47	7	1,358.88	93	966.15	544.03
Pacific	100	1,123.98	10	1,450.91	90	1,087.41	529.85

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,¹ March 2017

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies ²	Exists, but amount unknown	Other ³
All workers	69	17	12	2
Worker characteristics				
Management, professional, and related	68	18	12	3
Management, business, and financial	71	16	11	2
Professional and related	66	18	12	3
Teachers	68	22	8	3
Primary, secondary, and special education school teachers	71	19	7	3
Registered nurses	62	20	17	2
Service	73	16	9	2
Protective service	72	16	5	7
Sales and office	65	22	11	2
Sales and related	57	30	—	—
Office and administrative support	68	19	11	2
Natural resources, construction, and maintenance	73	10	16	1
Construction, extraction, farming, fishing, and forestry	74	9	15	1
Installation, maintenance, and repair	73	11	16	1
Production, transportation, and material moving	76	10	14	1
Production	80	9	11	(⁴)
Transportation and material moving	70	11	17	2
Full time	70	16	12	2
Part time	59	25	11	4
Union	70	12	12	6
Nonunion	69	18	12	1
Average wage within the following categories: ⁵				
Lowest 25 percent	72	17	—	—
Lowest 10 percent	83	11	—	—
Second 25 percent	69	18	12	1
Third 25 percent	71	15	12	2
Highest 25 percent	68	17	12	3
Highest 10 percent	68	18	11	3
Establishment characteristics				
Goods-producing industries	77	10	13	1
Service-providing industries	68	18	12	2
Education and health services	67	20	10	3
Educational services	67	23	7	3
Elementary and secondary schools	70	19	7	3
Junior colleges, colleges, and universities	60	32	7	2
Health care and social assistance	67	17	—	—
Hospitals	58	25	15	3
Public administration	67	19	6	8

See footnotes at end of table.

Table 14. Medical care benefits, family coverage: Employee participation by type of contribution, civilian workers,¹ March 2017—continued

(All workers with contributory coverage = 100 percent)

Characteristics	Family coverage			
	Flat dollar amount	Varies ²	Exists, but amount unknown	Other ³
1 to 99 workers	73	12	13	2
1 to 49 workers	72	12	15	2
50 to 99 workers	75	13	11	2
100 workers or more	67	19	11	2
100 to 499 workers	71	17	10	1
500 workers or more	63	22	12	3
Geographic areas				
Northeast	70	16	11	3
New England	78	12	8	1
Middle Atlantic	67	18	12	4
South	71	18	10	1
South Atlantic	67	22	—	—
East South Central	76	17	—	—
West South Central	73	13	13	(⁴)
Midwest	70	14	14	1
East North Central	71	14	14	1
West North Central	68	15	16	1
West	66	17	13	4
Mountain	64	22	—	—
Pacific	67	14	14	5

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

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

³ Includes contribution types not separately published such as composite rates, flexible benefits, and percent of earnings.

⁴ Less than 0.5.

⁵ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,¹ March 2017

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

Characteristics	Single coverage ²					Family coverage ²				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	\$40.00	\$74.40	\$116.08	\$163.10	\$231.83	\$191.73	\$292.61	\$442.70	\$685.00	\$1024.00
Worker characteristics										
Management, professional, and related	36.92	68.34	111.31	161.03	231.83	180.00	289.40	436.00	661.22	1021.27
Management, business, and financial	40.00	70.81	113.86	162.53	227.50	167.09	284.06	433.33	624.81	924.00
Professional and related	35.00	66.00	110.50	158.18	231.83	183.97	289.40	445.17	682.39	1078.79
Teachers	32.42	60.00	102.70	166.49	261.00	166.66	290.77	487.34	764.49	1086.42
Primary, secondary, and special education school teachers	32.63	60.00	104.70	173.34	276.80	155.00	306.56	519.00	844.00	1120.79
Registered nurses	40.00	69.81	110.39	165.38	275.00	192.50	263.00	429.00	721.36	1086.42
Service	37.66	75.82	114.65	178.84	238.11	199.75	313.50	515.47	783.00	1089.27
Protective service	30.95	52.52	93.00	129.00	203.99	177.94	242.67	353.00	531.20	662.90
Sales and office	44.79	79.35	123.22	162.53	221.70	209.20	309.00	456.50	687.72	1027.70
Sales and related	54.92	85.23	126.00	161.94	215.00	217.90	298.63	433.54	640.18	998.00
Office and administrative support	38.00	75.00	122.73	163.08	229.65	205.59	312.00	459.60	712.64	1038.85
Natural resources, construction, and maintenance	43.33	75.55	125.00	182.64	252.68	198.00	298.00	478.08	765.69	1101.56
Construction, extraction, farming, fishing, and forestry	43.40	80.49	137.05	191.41	261.73	217.90	337.00	503.30	794.20	1015.84
Installation, maintenance, and repair	43.33	73.62	121.33	167.03	240.74	186.00	287.41	434.75	699.47	1204.66
Production, transportation, and material moving ...	44.29	78.51	116.02	158.25	210.40	167.51	274.48	379.90	581.00	923.72
Production	43.33	75.01	115.83	156.53	210.40	159.75	257.66	370.36	547.63	850.45
Transportation and material moving	45.62	84.50	117.00	163.10	212.11	198.00	281.67	405.00	629.53	998.00
Full time	40.00	74.00	116.00	162.50	230.65	188.30	289.48	439.17	678.16	1020.45
Part time	—	90.11	123.44	199.33	258.30	241.12	358.84	534.46	783.00	1106.41
Union	36.19	72.89	108.40	157.91	214.00	159.72	242.67	365.94	559.53	896.39
Nonunion	40.00	75.00	117.00	164.15	234.95	196.78	303.34	458.42	712.64	1051.65
Average wage within the following categories: ³										
Lowest 25 percent	50.00	85.00	123.00	178.84	275.18	224.16	348.98	537.41	852.86	1098.00
Lowest 10 percent	44.29	85.00	119.60	201.07	259.44	248.91	353.00	546.74	896.00	1123.28
Second 25 percent	40.00	75.00	116.08	159.40	226.40	199.40	300.00	452.67	722.30	1086.42
Third 25 percent	37.66	71.50	112.02	162.53	226.62	183.97	281.67	437.04	641.87	970.06
Highest 25 percent	38.76	70.00	114.85	161.94	225.44	177.50	279.32	416.00	614.26	948.14
Highest 10 percent	42.51	76.00	116.08	162.53	231.15	174.19	280.06	403.30	584.00	948.14
Establishment characteristics										
Goods-producing industries	43.33	74.00	116.08	161.94	233.66	179.40	271.14	388.55	598.99	896.99
Service-providing industries	38.12	74.61	116.08	163.71	231.83	194.26	300.00	457.78	710.67	1053.00
Education and health services	35.00	68.36	105.33	163.32	256.75	205.59	310.76	507.15	818.67	1090.00
Educational services	33.63	60.00	101.62	163.62	247.00	180.00	289.22	480.88	716.80	1040.79
Elementary and secondary schools	31.00	59.24	100.00	166.72	270.00	166.66	306.23	538.82	835.00	1120.79
Junior colleges, colleges, and universities	34.06	59.18	96.07	152.51	211.17	191.73	241.00	411.00	550.22	733.00
Health care and social assistance	36.06	75.00	108.00	162.96	268.94	216.67	333.67	542.40	914.26	1106.41
Hospitals	36.06	69.57	106.85	144.64	191.97	194.55	265.58	390.01	548.76	802.53
Public administration	23.31	50.00	84.00	128.00	182.00	140.23	209.20	342.24	505.14	698.84

See footnotes at end of table.

Table 15. Medical care benefits: Monthly employee contributions for single and family coverage, civilian workers,¹ March 2017—continued

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

Characteristics	Single coverage ²					Family coverage ²				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers	\$47.69	\$83.60	\$123.28	\$169.03	\$250.00	\$210.00	\$326.16	\$487.50	\$787.53	\$1118.57
1 to 49 workers	50.00	87.10	127.00	172.86	240.04	219.75	340.58	487.50	783.00	1110.81
50 to 99 workers	46.49	80.17	114.83	163.71	266.64	192.59	290.00	490.50	830.05	1200.58
100 workers or more	37.00	67.17	111.28	158.06	221.50	180.00	274.48	414.00	623.51	948.14
100 to 499 workers	41.00	71.41	112.97	161.94	230.65	186.00	289.40	442.70	688.25	1015.84
500 workers or more	34.16	62.18	108.35	154.31	205.14	160.10	253.50	384.18	545.29	765.60
Geographic areas										
Northeast	50.00	81.25	118.00	166.49	229.65	167.51	278.39	391.75	553.58	894.37
New England	61.40	99.67	130.00	179.06	247.20	198.00	308.12	404.72	553.59	796.62
Middle Atlantic	46.19	74.00	115.29	162.01	215.54	157.00	270.00	388.42	553.58	914.62
South	35.00	72.10	117.70	164.37	235.63	196.78	306.56	480.88	744.90	1081.30
South Atlantic	35.00	71.50	114.85	161.88	236.04	191.73	292.17	457.16	721.01	1047.10
East South Central	30.00	61.06	108.33	153.22	229.97	184.17	291.36	414.00	685.00	1013.80
West South Central	40.00	79.00	123.62	169.03	244.00	216.08	348.00	519.61	843.34	1106.41
Midwest	43.33	75.60	116.08	159.40	234.95	199.00	289.22	434.75	677.67	975.02
East North Central	47.36	80.75	119.00	160.00	228.70	183.27	280.46	424.67	642.46	963.27
West North Central	37.17	69.38	110.00	157.90	240.32	209.20	293.59	465.54	720.00	1043.70
West	35.59	69.57	110.39	162.53	226.41	191.73	280.06	455.01	693.00	1033.49
Mountain	38.76	68.35	108.34	164.37	217.00	195.00	296.45	436.88	690.46	1024.00
Pacific	33.88	70.28	111.31	162.53	234.35	186.00	280.00	460.36	704.17	1033.49

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

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 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.

³ 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 wage data for March 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers	59	58	98	39	38	97	34	33	97
Worker characteristics									
Management, professional, and related	78	76	99	46	46	99	53	52	98
Management, business, and financial	85	84	99	61	60	98	62	60	97
Professional and related	75	73	98	40	40	99	49	48	98
Teachers	74	73	98	24	23	96	42	40	97
Primary, secondary, and special education school teachers	82	81	98	21	20	96	41	40	97
Registered nurses	76	75	98	43	43	99	53	52	98
Service	35	33	95	23	23	97	14	13	97
Protective service	71	68	96	31	30	99	23	23	99
Sales and office	56	55	98	40	38	97	33	32	96
Sales and related	42	40	96	33	31	93	20	19	94
Office and administrative support	64	63	98	44	43	98	41	39	96
Natural resources, construction, and maintenance	57	55	97	36	35	98	26	25	96
Construction, extraction, farming, fishing, and forestry	49	47	97	29	28	98	17	16	97
Installation, maintenance, and repair	64	62	98	42	41	98	34	32	95
Production, transportation, and material moving ...	63	61	97	45	44	96	30	29	96
Production	68	66	98	50	49	98	32	32	98
Transportation and material moving	58	55	96	41	39	94	28	26	94
Full time	75	73	98	47	46	98	44	42	97
Part time	13	12	90	15	14	94	5	5	95
Union	86	83	97	49	47	96	38	37	97
Nonunion	55	53	98	37	36	98	33	32	97
Average wage within the following categories: ³									
Lowest 25 percent	25	24	93	19	18	94	8	8	94
Lowest 10 percent	16	14	89	13	12	94	5	4	91
Second 25 percent	61	60	97	40	39	97	32	30	96
Third 25 percent	75	74	98	48	47	98	46	45	98
Highest 25 percent	84	83	99	54	53	99	57	56	97
Highest 10 percent	85	84	99	58	58	99	62	60	97
Establishment characteristics									
Goods-producing industries	70	68	98	51	51	98	37	36	98
Service-providing industries	57	56	98	37	36	97	34	32	97
Education and health services	69	68	98	32	31	98	43	42	98
Educational services	77	76	98	27	26	96	43	42	97
Elementary and secondary schools	76	75	98	23	22	96	37	36	97
Junior colleges, colleges, and universities	87	85	98	37	35	96	61	58	96
Health care and social assistance	64	63	99	34	34	99	43	42	98
Hospitals	88	87	99	51	50	99	64	62	98
Public administration	84	81	97	30	30	99	35	34	99

See footnotes at end of table.

Table 16. Insurance benefits: Access, participation, and take-up rates,¹ civilian workers,² March 2017—continued

(All workers = 100 percent)

Characteristics	Life insurance			Short-term disability			Long-term disability		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers	43	42	97	30	29	98	24	23	97
1 to 49 workers	37	36	98	28	27	98	22	21	97
50 to 99 workers	57	55	97	34	33	97	30	29	98
100 workers or more	76	74	98	48	47	97	44	43	97
100 to 499 workers	68	66	97	44	43	97	36	36	97
500 workers or more	86	84	98	52	51	98	54	52	96
Geographic areas									
Northeast	60	59	98	62	61	99	33	32	97
New England	60	58	97	37	36	97	34	33	98
Middle Atlantic	59	59	99	70	69	99	33	32	97
South	61	60	97	34	33	96	34	32	96
South Atlantic	61	60	98	38	36	96	36	35	96
East South Central	58	56	96	31	29	94	34	33	96
West South Central	63	61	96	30	29	97	29	28	97
Midwest	61	60	98	39	38	97	38	37	98
East North Central	61	59	97	42	41	97	39	38	98
West North Central	62	61	98	32	31	97	36	35	98
West	53	52	98	27	26	99	31	30	97
Mountain	56	55	98	30	30	98	36	34	97
Pacific	51	50	98	25	25	99	29	28	97

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.

² Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ 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 wage data for March 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Life insurance plans: Employee contribution requirement, civilian workers,¹ March 2017

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	5	95
Worker characteristics		
Management, professional, and related	5	95
Management, business, and financial	4	96
Professional and related	5	95
Teachers	9	91
Primary, secondary, and special education school teachers	9	91
Registered nurses	3	97
Service	8	92
Sales and office	6	94
Sales and related	10	90
Office and administrative support	4	96
Natural resources, construction, and maintenance	5	95
Construction, extraction, farming, fishing, and forestry	4	96
Installation, maintenance, and repair	5	95
Production, transportation, and material moving ...	5	95
Transportation and material moving	5	95
Full time	5	95
Part time	5	95
Union	5	95
Nonunion	6	94
Average wage within the following categories: ²		
Lowest 25 percent	8	92
Second 25 percent	6	94
Third 25 percent	5	95
Highest 25 percent	5	95
Highest 10 percent	5	95
Establishment characteristics		
Service-providing industries	5	95
Education and health services	6	94
Educational services	9	91
Elementary and secondary schools	10	90
Junior colleges, colleges, and universities	10	90
Health care and social assistance	3	97
Hospitals	4	96
Public administration	7	93

See footnotes at end of table.

Table 17. Life insurance plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

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

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	7	93
1 to 49 workers	7	93
50 to 99 workers	6	94
100 workers or more	5	95
100 to 499 workers	4	96
500 workers or more	5	95
Geographic areas		
Northeast	6	94
Middle Atlantic	5	95
South	6	94
South Atlantic	6	94
East South Central	8	92
West South Central	5	95
Midwest	5	95
East North Central	5	95
West North Central	4	96
West	4	96
Mountain	6	94
Pacific	3	97

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Life insurance plans: Method of benefit payment, civilian workers,¹ March 2017

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

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
All workers	57	2	38	3	1
Worker characteristics					
Management, professional, and related	62	1	33	2	2
Management, business, and financial	70	2	26	1	1
Professional and related	58	1	36	3	2
Teachers	36	1	55	4	5
Primary, secondary, and special education school teachers	30	1	61	3	5
Registered nurses	76	—	21	2	—
Service	47	1	48	3	1
Protective service	40	2	52	5	2
Sales and office	61	3	34	2	1
Sales and related	60	4	34	2	1
Office and administrative support	62	2	34	2	1
Natural resources, construction, and maintenance	40	1	56	3	(²)
Construction, extraction, farming, fishing, and forestry	23	—	72	4	—
Installation, maintenance, and repair	52	1	44	2	1
Production, transportation, and material moving ...	52	1	42	4	1
Transportation and material moving	52	2	41	4	1
Full time	57	2	38	2	1
Part time	46	3	46	5	1
Union	39	1	52	7	1
Nonunion	61	2	34	1	1
Average wage within the following categories: ³					
Lowest 25 percent	47	1	48	2	1
Lowest 10 percent	39	1	55	4	1
Second 25 percent	54	2	41	2	1
Third 25 percent	57	1	38	3	1
Highest 25 percent	62	2	33	3	1
Highest 10 percent	66	3	28	2	1
Establishment characteristics					
Service-providing industries	57	2	37	2	1
Education and health services	54	1	40	3	2
Educational services	38	1	53	4	4
Elementary and secondary schools	29	1	62	3	5
Junior colleges, colleges, and universities	54	2	37	5	2
Health care and social assistance	67	—	30	2	—
Hospitals	80	—	17	1	—
Public administration	36	2	52	7	3

See footnotes at end of table.

Table 18. Life insurance plans: Method of benefit payment, civilian workers,¹ March 2017—continued

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

Characteristics	Basic life insurance method of payment				
	Fixed multiple of annual earnings	Variable multiple of annual earnings	Flat dollar amount	Variable dollar amount	Other
1 to 99 workers	48	1	49	2	1
1 to 49 workers	48	1	49	2	1
50 to 99 workers	47	—	48	2	—
100 workers or more	62	2	32	3	1
100 to 499 workers	58	3	35	2	1
500 workers or more	65	1	29	3	1
Geographic areas					
Northeast	62	2	31	4	(²)
Middle Atlantic	62	—	30	5	—
South	58	2	36	2	2
South Atlantic	65	1	29	1	3
East South Central	53	—	37	4	—
West South Central	51	—	46	1	—
Midwest	55	1	40	3	1
East North Central	55	1	41	2	(²)
West North Central	55	1	38	5	1
West	50	2	46	2	(²)
Mountain	55	1	42	—	—
Pacific	47	2	48	3	(²)

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Less than 0.5.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,¹ March 2017

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

Characteristics	Multiple of annual earnings amounts ²					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)	61	10	24	5	1.4	1.0
Worker characteristics							
Management, professional, and related	(³)	58	10	25	6	1.4	1.0
Management, business, and financial	(³)	56	9	28	7	1.5	1.0
Professional and related	(³)	60	11	24	5	1.4	1.0
Teachers	–	50	21	23	–	1.5	–
Primary, secondary, and special education school teachers	–	53	24	20	–	1.4	1.0
Registered nurses	–	79	8	12	–	1.2	1.0
Service	–	69	8	19	–	1.3	1.0
Protective service	–	59	–	19	8	1.4	1.0
Sales and office	(³)	62	10	22	4	1.4	1.0
Sales and related	–	67	11	20	–	1.3	1.0
Office and administrative support	(³)	61	10	23	6	1.4	1.0
Natural resources, construction, and maintenance	1	63	8	24	3	1.3	1.0
Construction, extraction, farming, fishing, and forestry	–	64	–	21	2	1.3	1.0
Installation, maintenance, and repair	1	63	7	26	3	1.3	1.0
Production, transportation, and material moving	–	61	11	24	–	1.4	1.0
Transportation and material moving	–	67	14	16	–	1.2	1.0
Full time	(³)	61	10	24	5	1.4	1.0
Part time	–	71	6	21	–	1.3	1.0
Union	–	62	13	18	–	1.4	1.0
Nonunion	(³)	61	10	24	4	1.4	1.0
Average wage within the following categories: ⁴							
Lowest 25 percent	–	70	9	19	–	1.3	1.0
Lowest 10 percent	–	69	8	–	–	1.3	1.0
Second 25 percent	1	66	9	19	4	1.3	1.0
Third 25 percent	1	57	12	25	5	1.4	1.0
Highest 25 percent	(³)	58	9	27	5	1.4	1.0
Highest 10 percent	(³)	56	9	29	6	1.5	1.0
Establishment characteristics							
Service-providing industries	1	63	10	22	4	1.4	1.0
Education and health services	1	66	12	18	4	1.3	1.0
Educational services	1	47	20	26	6	1.5	1.3
Elementary and secondary schools	–	49	23	25	4	1.4	1.3
Junior colleges, colleges, and universities	3	44	17	28	8	1.5	1.5
Health care and social assistance	–	74	9	14	–	1.2	1.0
Hospitals	–	76	9	13	–	1.2	1.0
Public administration	–	53	18	24	6	1.4	1.0

See footnotes at end of table.

Table 19. Life insurance plans: Fixed multiple of annual earnings benefit formulas, civilian workers,¹ March 2017—continued

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

Characteristics	Multiple of annual earnings amounts ²					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		
1 to 99 workers	1	61	10	23	4	1.4	1.0
1 to 49 workers	1	62	9	25	4	1.4	1.0
50 to 99 workers	—	60	13	21	—	1.3	1.0
100 workers or more	(³)	61	10	24	5	1.4	1.0
100 to 499 workers	—	60	10	24	—	1.4	1.0
500 workers or more	(³)	62	11	24	4	1.3	1.0
Geographic areas							
Northeast	1	57	15	23	4	1.4	1.0
Middle Atlantic	1	56	15	24	4	1.4	1.0
South	1	62	8	25	4	1.4	1.0
South Atlantic	1	61	8	24	5	1.4	1.0
East South Central	—	63	—	24	—	1.4	1.0
West South Central	—	63	7	26	—	1.4	1.0
Midwest	—	60	10	25	—	1.4	1.0
East North Central	—	60	10	24	5	1.4	1.0
West North Central	—	61	11	25	—	1.4	1.0
West	—	64	9	21	—	1.4	1.0
Mountain	—	69	—	18	2	1.3	1.0
Pacific	—	61	7	23	—	1.4	1.0

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Includes participants in plans in which insurance equaled a multiple of earnings plus or minus a specified amount.

³ Less than 0.5.

⁴ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 20. Life insurance plans: Maximum benefit amounts, civilian workers,¹ March 2017

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

Characteristics	With maximum benefit amount	Maximum benefit amount ²					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	77	\$50,000	–	\$200,000	\$500,000	\$1,000,000	23
Worker characteristics							
Management, professional, and related	77	50,000	\$100,000	300,000	750,000	1,500,000	23
Management, business, and financial	80	50,000	100,000	300,000	750,000	–	20
Professional and related	75	50,000	100,000	300,000	750,000	–	25
Teachers	62	50,000	50,000	200,000	–	500,000	38
Primary, secondary, and special education school teachers	54	50,000	50,000	–	–	500,000	46
Registered nurses	81	50,000	–	300,000	–	1,000,000	19
Service	77	50,000	50,000	200,000	500,000	1,000,000	23
Protective service	70	–	50,000	150,000	500,000	–	30
Sales and office	82	50,000	50,000	200,000	500,000	1,000,000	18
Sales and related	85	50,000	50,000	–	500,000	1,000,000	15
Office and administrative support	81	50,000	70,000	200,000	500,000	1,000,000	19
Natural resources, construction, and maintenance	74	50,000	50,000	200,000	500,000	–	26
Installation, maintenance, and repair	72	50,000	50,000	–	500,000	–	28
Production, transportation, and material moving ...	69	50,000	70,000	–	500,000	1,000,000	31
Transportation and material moving	71	50,000	–	100,000	300,000	–	29
Full time	77	50,000	–	200,000	500,000	1,000,000	23
Part time	64	50,000	–	–	500,000	–	36
Union	64	50,000	–	150,000	–	1,000,000	36
Nonunion	79	50,000	–	250,000	500,000	1,000,000	21
Average wage within the following categories: ³							
Lowest 25 percent	77	50,000	50,000	200,000	500,000	1,000,000	23
Lowest 10 percent	83	50,000	–	–	–	1,000,000	17
Second 25 percent	78	50,000	50,000	150,000	500,000	1,000,000	22
Third 25 percent	77	50,000	70,000	200,000	500,000	1,000,000	23
Highest 25 percent	76	50,000	100,000	300,000	1,000,000	–	24
Highest 10 percent	76	50,000	–	300,000	1,000,000	2,000,000	24
Establishment characteristics							
Service-providing industries	79	50,000	–	200,000	500,000	1,000,000	21
Education and health services	75	50,000	–	200,000	500,000	1,000,000	25
Educational services	63	50,000	50,000	–	300,000	500,000	37
Elementary and secondary schools	50	50,000	50,000	–	300,000	400,000	50
Junior colleges, colleges, and universities	77	50,000	50,000	–	400,000	500,000	23
Health care and social assistance	80	50,000	100,000	–	500,000	1,000,000	20
Hospitals	81	50,000	200,000	500,000	750,000	1,000,000	19
Public administration	59	40,000	–	–	300,000	500,000	41

See footnotes at end of table.

Table 20. Life insurance plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

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

Characteristics	With maximum benefit amount	Maximum benefit amount ²					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	79	\$50,000	\$50,000	\$185,000	\$500,000	\$1,000,000	21
1 to 49 workers	84	50,000	50,000	175,000	500,000	1,000,000	16
50 to 99 workers	70	50,000	—	200,000	500,000	1,000,000	30
100 workers or more	76	50,000	70,000	250,000	600,000	1,000,000	24
100 to 499 workers	76	50,000	—	200,000	500,000	1,000,000	24
500 workers or more	77	50,000	—	300,000	1,000,000	1,000,000	23
Geographic areas							
Northeast	74	50,000	—	200,000	500,000	1,000,000	26
Middle Atlantic	73	50,000	50,000	—	500,000	1,000,000	27
South	78	50,000	—	225,000	500,000	—	22
South Atlantic	77	50,000	—	250,000	750,000	—	23
East South Central	79	50,000	—	—	500,000	1,000,000	21
West South Central	79	50,000	—	200,000	500,000	—	21
Midwest	77	50,000	70,000	250,000	500,000	—	23
East North Central	79	50,000	—	250,000	—	—	21
West North Central	72	50,000	50,000	—	500,000	1,000,000	28
West	79	50,000	—	200,000	—	1,000,000	21
Mountain	81	50,000	—	250,000	1,000,000	1,000,000	19
Pacific	77	50,000	50,000	200,000	—	1,200,000	23

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

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 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.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ civilian workers,² March 2017

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

Characteristics	Flat dollar amounts ³				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	–	\$10,000	\$20,000	\$40,000	\$50,000
Worker characteristics					
Management, professional, and related	–	15,000	25,000	50,000	50,000
Management, business, and financial	\$10,000	15,000	25,000	50,000	50,000
Professional and related	6,000	15,000	25,000	50,000	50,000
Teachers	6,000	–	25,000	50,000	50,000
Primary, secondary, and special education school teachers	10,000	15,000	25,000	50,000	50,000
Registered nurses	–	10,000	–	50,000	50,000
Service	5,000	10,000	15,000	25,000	50,000
Protective service	5,000	10,000	–	–	50,000
Sales and office	–	–	20,000	40,000	50,000
Sales and related	–	10,000	–	25,000	50,000
Office and administrative support	–	–	20,000	50,000	50,000
Natural resources, construction, and maintenance	10,000	10,000	20,000	25,000	50,000
Construction, extraction, farming, fishing, and forestry	–	10,000	20,000	25,000	50,000
Installation, maintenance, and repair	10,000	15,000	20,000	40,000	50,000
Production, transportation, and material moving	10,000	15,000	20,000	25,000	50,000
Transportation and material moving	10,000	15,000	20,000	–	50,000
Full time	10,000	10,000	20,000	40,000	50,000
Part time	5,000	5,000	–	–	50,000
Union	5,000	10,000	20,000	40,000	50,000
Nonunion	10,000	–	20,000	–	50,000
Average wage within the following categories: ⁴					
Lowest 25 percent	5,000	10,000	15,000	20,000	–
Lowest 10 percent	5,000	–	–	15,000	–
Second 25 percent	10,000	15,000	20,000	30,000	50,000
Third 25 percent	10,000	15,000	20,000	40,000	50,000
Highest 25 percent	6,000	15,000	25,000	50,000	50,000
Highest 10 percent	6,000	–	30,000	50,000	–
Establishment characteristics					
Service-providing industries	6,000	10,000	20,000	40,000	50,000
Education and health services	6,000	10,000	25,000	50,000	50,000
Educational services	6,000	–	25,000	50,000	50,000
Elementary and secondary schools	–	15,000	25,000	50,000	50,000
Junior colleges, colleges, and universities	5,000	10,000	25,000	50,000	50,000
Health care and social assistance	–	10,000	25,000	50,000	50,000
Hospitals	–	10,000	–	–	50,000
Public administration	5,000	10,000	20,000	40,000	50,000

See footnotes at end of table.

Table 21. Life insurance plans: Flat-dollar amount benefit formulas,¹ civilian workers,² March 2017—continued

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

Characteristics	Flat dollar amounts ³				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers	\$10,000	\$15,000	\$20,000	–	\$50,000
1 to 49 workers	–	–	20,000	–	50,000
50 to 99 workers	10,000	15,000	20,000	\$50,000	50,000
100 workers or more	5,000	10,000	20,000	35,000	50,000
100 to 499 workers	10,000	10,000	20,000	30,000	50,000
500 workers or more	5,000	10,000	20,000	40,000	50,000
Geographic areas					
Northeast	5,000	10,000	20,000	50,000	–
Middle Atlantic	6,000	10,000	20,000	50,000	–
South	10,000	10,000	20,000	25,000	50,000
South Atlantic	10,000	–	20,000	25,000	50,000
East South Central	10,000	15,000	20,000	50,000	50,000
West South Central	5,000	10,000	15,000	25,000	50,000
Midwest	10,000	15,000	–	35,000	50,000
East North Central	10,000	15,000	20,000	35,000	50,000
West North Central	10,000	15,000	25,000	35,000	50,000
West	5,000	–	20,000	50,000	50,000
Mountain	10,000	–	25,000	50,000	50,000
Pacific	5,000	10,000	20,000	41,116	50,000

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

² Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ 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.

⁴ 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 wage data for March 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 22. Short-term disability plans: Method of funding, civilian workers,¹ March 2017

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

Characteristics	Non-commercially insured ²	Commercially insured	Legally required	Other
All workers	44	40	15	1
Worker characteristics				
Management, professional, and related	48	39	12	1
Management, business, and financial	51	38	11	(³)
Professional and related	47	40	12	1
Teachers	49	35	14	3
Primary, secondary, and special education school teachers	49	39	10	2
Registered nurses	46	43	—	—
Service	29	41	30	1
Protective service	35	45	—	—
Sales and office	47	36	—	—
Sales and related	50	33	16	—
Office and administrative support	45	37	16	1
Natural resources, construction, and maintenance	37	—	15	—
Installation, maintenance, and repair	44	43	—	—
Production, transportation, and material moving ...	44	45	—	—
Transportation and material moving	39	45	—	—
Full time	46	41	—	—
Part time	27	28	44	1
Union	35	44	—	—
Nonunion	46	39	15	(³)
Average wage within the following categories: ⁴				
Lowest 25 percent	33	36	—	—
Lowest 10 percent	29	—	41	—
Second 25 percent	41	43	15	1
Third 25 percent	45	43	—	—
Highest 25 percent	50	37	—	—
Highest 10 percent	52	37	—	—
Establishment characteristics				
Service-providing industries	44	39	17	1
Education and health services	36	48	—	—
Educational services	46	35	14	4
Elementary and secondary schools	41	39	13	6
Junior colleges, colleges, and universities	58	26	—	—
Hospitals	47	42	11	—
Public administration	36	46	13	5

See footnotes at end of table.

Table 22. Short-term disability plans: Method of funding, civilian workers,¹ March 2017—continued

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

Characteristics	Non-commercially insured ²	Commercially insured	Legally required	Other
1 to 99 workers	33	41	—	—
1 to 49 workers	35	37	—	—
50 to 99 workers	31	50	19	1
100 workers or more	50	39	—	—
100 to 499 workers	47	43	10	1
500 workers or more	54	35	10	1
Geographic areas				
Northeast	—	29	46	—
Middle Atlantic	—	25	54	—
South	54	45	—	(³)
South Atlantic	54	46	—	(³)
East South Central	54	46	—	—
West South Central	55	44	—	—
West	42	47	—	—
Mountain	39	60	—	1
Pacific	44	40	—	—

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Employer assumes all risks and expenses of providing the benefit.

³ Less than 0.5.

⁴ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 23. Short-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	16	84
Worker characteristics		
Management, professional, and related	11	89
Management, business, and financial	11	89
Professional and related	12	88
Teachers	12	88
Primary, secondary, and special education school teachers	13	87
Registered nurses	14	86
Service	30	70
Protective service	22	78
Sales and office	17	83
Sales and related	19	81
Office and administrative support	15	85
Natural resources, construction, and maintenance	15	85
Installation, maintenance, and repair	12	88
Production, transportation, and material moving	13	87
Transportation and material moving	18	82
Full time	13	87
Part time	40	60
Union	17	83
Nonunion	15	85
Average wage within the following categories: ²		
Lowest 25 percent	31	69
Lowest 10 percent	39	61
Second 25 percent	16	84
Third 25 percent	12	88
Highest 25 percent	12	88
Highest 10 percent	12	88
Establishment characteristics		
Service-providing industries	17	83
Education and health services	14	86
Educational services	11	89
Elementary and secondary schools	14	86
Junior colleges, colleges, and universities	8	92
Hospitals	15	85
Public administration	14	86

See footnotes at end of table.

Table 23. Short-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

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

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	21	79
1 to 49 workers	22	78
50 to 99 workers	19	81
100 workers or more	12	88
100 to 499 workers	14	86
500 workers or more	11	89
Geographic areas		
Northeast	38	62
Middle Atlantic	44	56
South	5	95
South Atlantic	6	94
East South Central	4	96
West South Central	5	95
West	9	91
Mountain	3	97
Pacific	12	88

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 24. Short-term disability plans: Method of benefit payment, civilian workers,¹
March 2017**

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

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
All workers	5	2	71	21	1
Worker characteristics					
Management, professional, and related	1	1	71	26	1
Management, business, and financial	2	—	60	36	—
Professional and related	1	1	77	19	1
Teachers	—	—	84	11	4
Primary, secondary, and special education school teachers	—	—	84	9	6
Registered nurses	—	—	91	6	—
Service	5	—	86	7	—
Protective service	—	—	86	8	—
Sales and office	2	1	71	25	1
Sales and related	3	—	70	24	—
Office and administrative support	2	—	72	25	—
Natural resources, construction, and maintenance	15	—	61	19	—
Installation, maintenance, and repair	6	3	61	30	—
Production, transportation, and material moving ...	14	—	64	18	—
Transportation and material moving	9	—	75	12	—
Full time	6	2	69	23	1
Part time	—	2	88	8	—
Union	15	7	64	12	1
Nonunion	3	1	72	23	(²)
Average wage within the following categories: ³					
Lowest 25 percent	5	—	80	11	—
Lowest 10 percent	6	2	84	8	—
Second 25 percent	8	1	75	17	(²)
Third 25 percent	5	3	70	21	1
Highest 25 percent	3	2	65	29	1
Highest 10 percent	2	1	65	32	1
Establishment characteristics					
Service-providing industries	3	2	74	21	1
Education and health services	2	—	89	8	—
Educational services	—	—	84	12	3
Elementary and secondary schools	—	—	87	8	4
Junior colleges, colleges, and universities	—	—	78	20	—
Hospitals	—	—	91	6	—
Public administration	—	—	95	5	—

See footnotes at end of table.

**Table 24. Short-term disability plans: Method of benefit payment, civilian workers,¹
March 2017—continued**

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

Characteristics	Flat dollar amounts	Dollar amount varies	Fixed percent of annual earnings	Percent varies by annual earnings	Other
1 to 99 workers	4	2	76	17	1
1 to 49 workers	4	2	76	18	1
50 to 99 workers	6	—	76	14	—
100 workers or more	6	2	68	24	1
100 to 499 workers	7	1	69	23	(²)
500 workers or more	4	2	67	26	1
Geographic areas					
Northeast	2	—	83	14	—
Middle Atlantic	2	—	86	12	—
South	5	3	64	28	(²)
South Atlantic	5	4	65	26	1
East South Central	—	3	67	23	—
West South Central	5	—	60	34	—
West	3	1	72	21	2
Mountain	3	—	77	19	—
Pacific	3	2	69	22	3

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Less than 0.5.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 25. Short-term disability plans: Duration of benefits, civilian workers,¹ March 2017

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

Characteristics	Fixed duration	Number of weeks ²					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	93	12	22	26	26	26	7
Worker characteristics							
Management, professional, and related	93	12	20	26	26	26	7
Management, business, and financial	94	12	20	26	26	26	6
Professional and related	92	12	20	26	26	26	8
Teachers	92	12	20	26	26	52	8
Primary, secondary, and special education school teachers	90	12	13	26	—	52	10
Registered nurses	94	12	18	26	26	26	6
Service	96	12	24	26	26	26	4
Protective service	95	12	—	26	26	26	5
Sales and office	92	12	24	26	26	26	8
Sales and related	89	12	—	26	26	26	11
Office and administrative support	93	13	25	26	26	26	7
Natural resources, construction, and maintenance	92	13	26	26	26	—	8
Installation, maintenance, and repair	90	13	25	26	26	52	10
Production, transportation, and material moving ...	91	13	25	26	26	26	9
Transportation and material moving	93	13	25	26	26	26	7
Full time	92	12	21	26	26	26	8
Part time	96	13	26	26	26	26	4
Union	90	13	26	26	26	—	10
Nonunion	93	12	21	26	26	26	7
Average wage within the following categories: ³							
Lowest 25 percent	95	12	22	26	26	26	5
Lowest 10 percent	95	12	26	26	26	—	5
Second 25 percent	94	12	24	26	26	26	6
Third 25 percent	92	12	21	26	26	26	8
Highest 25 percent	91	12	24	26	26	26	9
Highest 10 percent	92	12	25	26	26	26	8
Establishment characteristics							
Service-providing industries	93	12	22	26	26	26	7
Education and health services	94	12	18	26	26	26	6
Educational services	90	13	22	26	26	52	10
Elementary and secondary schools	87	12	20	26	26	52	13
Junior colleges, colleges, and universities	94	13	26	26	26	52	6
Hospitals	92	12	18	26	26	26	8
Public administration	88	20	25	26	26	52	12

See footnotes at end of table.

Table 25. Short-term disability plans: Duration of benefits, civilian workers,¹ March 2017—continued

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

Characteristics	Fixed duration	Number of weeks ²					Duration varies
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	95	12	20	26	26	26	5
1 to 49 workers	94	12	20	26	26	26	6
50 to 99 workers	95	12	21	26	26	26	5
100 workers or more	91	12	24	26	26	26	9
100 to 499 workers	93	12	21	26	26	26	7
500 workers or more	90	13	25	26	26	26	10
Geographic areas							
Northeast	95	—	26	26	26	26	5
Middle Atlantic	95	25	26	26	26	26	5
South	92	12	18	26	26	26	8
South Atlantic	92	12	20	26	26	36	8
West South Central	92	12	13	26	26	26	8
West	94	12	20	26	26	26	6
Mountain	94	11	13	22	26	26	6
Pacific	94	13	26	26	26	26	6

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

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 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.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 26. Short-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017

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

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
All workers	1	24	2	39	22	13	62.0	60.0
Worker characteristics								
Management, professional, and related	(²)	18	2	39	25	17	64.1	60.0
Management, business, and financial	1	14	1	38	26	19	65.1	60.0
Professional and related	(²)	20	2	39	24	16	63.6	60.0
Teachers	—	32	—	17	31	17	63.6	60.0
Primary, secondary, and special education school teachers	—	33	—	15	38	13	63.4	66.0
Registered nurses	—	27	—	48	18	—	59.0	60.0
Service	—	33	—	36	20	7	59.1	60.0
Protective service	—	28	—	37	21	9	59.6	60.0
Sales and office	1	29	2	37	20	11	61.2	60.0
Sales and related	—	37	—	34	15	14	61.2	60.0
Office and administrative support	1	26	2	39	23	10	61.2	60.0
Natural resources, construction, and maintenance	(²)	32	1	34	21	12	60.7	60.0
Installation, maintenance, and repair	—	22	—	40	22	14	62.5	60.0
Production, transportation, and material moving ...	3	19	(²)	47	18	13	61.8	60.0
Transportation and material moving	—	23	—	46	19	11	61.4	60.0
Full time	1	22	1	41	21	14	62.4	60.0
Part time	—	36	—	24	29	6	59.3	60.0
Union	2	27	4	31	27	10	60.4	60.0
Nonunion	1	23	1	40	21	14	62.3	60.0
Average wage within the following categories: ³								
Lowest 25 percent	—	36	—	34	21	6	58.9	60.0
Lowest 10 percent	—	39	—	29	24	7	59.2	60.0
Second 25 percent	2	27	2	41	19	10	60.4	60.0
Third 25 percent	1	21	1	42	21	14	62.3	60.0
Highest 25 percent	(²)	18	2	37	24	19	64.8	60.0
Highest 10 percent	—	16	—	35	23	23	66.9	60.0
Establishment characteristics								
Service-providing industries	1	26	2	38	22	12	61.7	60.0
Education and health services	(²)	25	3	41	20	11	61.2	60.0
Educational services	—	36	—	17	25	16	62.4	60.0
Elementary and secondary schools	—	41	3	13	32	11	61.5	60.0
Junior colleges, colleges, and universities	—	28	—	23	16	21	64.3	60.0
Hospitals	—	24	—	52	15	6	59.4	60.0
Public administration	—	38	2	28	24	8	59.0	60.0

See footnotes at end of table.

Table 26. Short-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017—continued

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

Characteristics	Fixed percent of annual earnings						Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 50 percent	50 percent	51 to 59 percent	60 percent	61 to 69 percent	Greater than 69 percent		
1 to 99 workers	—	24	—	37	25	12	62.4	60.0
1 to 49 workers	—	26	—	32	28	11	62.2	60.0
50 to 99 workers	—	20	—	47	20	13	62.8	60.0
100 workers or more	1	24	1	40	19	14	61.8	60.0
100 to 499 workers	2	24	1	42	17	13	61.0	60.0
500 workers or more	—	24	—	38	20	15	62.6	60.0
Geographic areas								
Northeast	—	33	—	23	37	7	61.0	60.0
Middle Atlantic	—	36	—	20	38	5	60.4	60.0
South	—	23	—	50	11	15	62.2	60.0
South Atlantic	—	25	—	48	11	15	61.6	60.0
East South Central	—	19	—	48	—	—	64.3	60.0
West South Central	—	20	—	56	10	14	62.3	60.0
West	—	18	—	41	15	16	62.1	60.0
Mountain	—	—	—	53	—	—	62.4	60.0
Pacific	—	18	—	33	16	16	61.9	60.0

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Less than 0.5.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 27. Short-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017

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

Characteristics	With maximum benefit amount	Maximum weekly benefit amount ²					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	74	\$170	\$230	\$604	\$1,250	\$2,500	26
Worker characteristics							
Management, professional, and related	70	170	500	700	1,500	2,500	30
Management, business, and financial	71	170	559	1,000	1,750	2,500	29
Professional and related	70	170	500	692	1,500	2,500	30
Teachers	82	170	–	615	750	1,500	18
Primary, secondary, and special education school teachers	83	200	–	615	692	1,000	17
Registered nurses	61	170	–	–	2,307	2,800	39
Service	75	170	170	570	700	1,662	25
Protective service	78	170	250	595	–	2,500	22
Sales and office	79	170	200	615	1,250	2,500	21
Sales and related	83	170	200	500	1,200	–	17
Office and administrative support	78	170	200	625	1,250	2,500	22
Natural resources, construction, and maintenance	78	170	170	500	–	1,500	22
Installation, maintenance, and repair	76	170	–	600	1,000	–	24
Production, transportation, and material moving ...	73	170	350	515	1,000	1,600	27
Transportation and material moving	77	170	325	500	750	1,500	23
Full time	73	170	300	620	1,500	2,500	27
Part time	84	170	170	500	615	–	16
Union	81	170	200	500	624	1,500	19
Nonunion	73	170	300	633	1,500	2,500	27
Average wage within the following categories: ³							
Lowest 25 percent	82	170	170	500	634	1,666	18
Second 25 percent	76	170	200	600	1,154	2,300	24
Third 25 percent	71	170	350	633	1,385	2,325	29
Highest 25 percent	71	170	450	692	1,500	2,500	29
Highest 10 percent	69	170	300	700	1,800	–	31
Establishment characteristics							
Service-providing industries	75	170	200	604	1,250	2,500	25
Education and health services	68	170	230	633	1,150	2,500	32
Educational services	75	170	200	604	692	1,500	25
Elementary and secondary schools	79	170	200	604	692	1,000	21
Junior colleges, colleges, and universities	65	170	185	595	750	1,500	35
Hospitals	67	185	–	1,000	2,500	3,363	33
Public administration	70	135	200	600	–	1,500	30

See footnotes at end of table.

Table 27. Short-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

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

Characteristics	With maximum benefit amount	Maximum weekly benefit amount ²					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	77	\$170	\$175	\$604	\$1,000	\$1,965	23
1 to 49 workers	76	170	170	604	1,000	1,500	24
50 to 99 workers	79	170	315	604	1,067	2,000	21
100 workers or more	72	170	260	615	1,500	2,500	28
100 to 499 workers	74	170	250	615	1,500	2,500	26
500 workers or more	69	170	300	615	1,500	2,500	31
Geographic areas							
Northeast	88	170	170	500	633	1,200	12
Middle Atlantic	91	170	170	—	615	—	9
South	66	200	500	1,000	1,730	2,500	34
South Atlantic	70	—	500	750	1,730	2,500	30
East South Central	56	200	500	1,000	1,500	2,500	44
West South Central	64	250	500	1,000	2,000	2,500	36
West	76	185	500	1,000	1,731	2,400	24
Mountain	74	—	—	1,385	2,000	2,500	26
Pacific	77	170	—	595	1,500	2,400	23

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

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 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.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 28. Long-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017

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

Characteristics	Employee contribution required	Employee contribution not required
All workers	8	92
Worker characteristics		
Management, professional, and related	8	92
Management, business, and financial	6	94
Professional and related	9	91
Teachers	19	81
Primary, secondary, and special education school teachers	24	76
Registered nurses	5	95
Service	8	92
Sales and office	8	92
Sales and related	8	92
Office and administrative support	8	92
Natural resources, construction, and maintenance	10	90
Installation, maintenance, and repair	11	89
Production, transportation, and material moving ...	7	93
Production	6	94
Transportation and material moving	7	93
Full time	8	92
Part time	7	93
Union	13	87
Nonunion	7	93
Average wage within the following categories: ²		
Lowest 25 percent	14	86
Second 25 percent	6	94
Third 25 percent	7	93
Highest 25 percent	8	92
Highest 10 percent	9	91
Establishment characteristics		
Goods-producing industries	6	94
Service-providing industries	8	92
Education and health services	10	90
Educational services	17	83
Elementary and secondary schools	22	78
Junior colleges, colleges, and universities	11	89
Health care and social assistance	5	95
Hospitals	6	94
Public administration	15	85

See footnotes at end of table.

Table 28. Long-term disability plans: Employee contribution requirement, civilian workers,¹ March 2017—continued

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

Characteristics	Employee contribution required	Employee contribution not required
1 to 99 workers	7	93
1 to 49 workers	6	94
50 to 99 workers	9	91
100 workers or more	8	92
100 to 499 workers	7	93
500 workers or more	9	91
Geographic areas		
Northeast	7	93
New England	6	94
Middle Atlantic	7	93
South	8	92
South Atlantic	9	91
West South Central	6	94
Midwest	10	90
East North Central	12	88
West North Central	6	94
West	6	94
Mountain	10	90
Pacific	4	96

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 29. Long-term disability plans: Method of benefit payment, civilian workers,¹ March 2017

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

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
All workers	95	4	1	(²)
Worker characteristics				
Management, professional, and related	95	4	(²)	(²)
Management, business, and financial	95	5	—	—
Professional and related	96	4	(²)	(²)
Teachers	96	2	2	1
Primary, secondary, and special education school teachers	95	1	2	1
Registered nurses	99	—	—	—
Service	97	2	—	—
Protective service	96	—	—	—
Sales and office	96	3	(²)	(²)
Sales and related	94	6	—	—
Office and administrative support	97	2	(²)	(²)
Natural resources, construction, and maintenance	89	—	7	—
Installation, maintenance, and repair	92	6	—	—
Production, transportation, and material moving ...	91	3	4	2
Production	88	5	4	2
Transportation and material moving	94	2	—	—
Full time	95	4	1	(²)
Part time	94	4	—	—
Union	90	2	7	2
Nonunion	96	4	(²)	(²)
Average wage within the following categories: ³				
Lowest 25 percent	96	4	—	—
Lowest 10 percent	92	—	—	—
Second 25 percent	97	2	(²)	(²)
Third 25 percent	95	3	2	1
Highest 25 percent	94	5	1	(²)
Highest 10 percent	93	6	1	(²)
Establishment characteristics				
Goods-producing industries	88	7	5	1
Service-providing industries	96	3	1	(²)
Education and health services	98	1	1	(²)
Educational services	96	2	1	1
Elementary and secondary schools	96	1	2	1
Junior colleges, colleges, and universities	96	3	—	—
Health care and social assistance	99	—	—	—
Hospitals	99	—	—	—
Public administration	98	2	—	—

See footnotes at end of table.

Table 29. Long-term disability plans: Method of benefit payment, civilian workers,¹ March 2017—continued

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

Characteristics	Fixed percent of annual earnings	Percent varies by annual earnings	Flat dollar amounts	Other
1 to 99 workers	95	4	1	(²)
1 to 49 workers	94	5	1	(²)
50 to 99 workers	96	—	2	—
100 workers or more	95	3	1	(²)
100 to 499 workers	96	3	1	(²)
500 workers or more	95	4	1	1
Geographic areas				
Northeast	95	3	—	—
New England	97	—	2	—
Middle Atlantic	94	4	—	—
South	96	4	—	—
South Atlantic	97	2	—	—
East South Central	92	—	—	—
West South Central	96	4	—	—
Midwest	92	4	3	1
East North Central	92	4	3	1
West North Central	93	5	—	—
West	97	2	—	—
Mountain	97	3	—	—
Pacific	96	2	—	—

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Less than 0.5.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 30. Long-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017

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

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
All workers	25	60	8	6	1	58.0	60.0
Worker characteristics							
Management, professional, and related	24	57	10	8	1	58.2	60.0
Management, business, and financial	23	63	7	6	(²)	58.0	60.0
Professional and related	25	54	12	8	1	58.3	60.0
Teachers	13	47	23	14	3	60.5	60.0
Primary, secondary, and special education school teachers	15	38	26	18	3	60.6	60.0
Registered nurses	40	55	4	—	—	55.8	60.0
Service	28	58	7	6	1	57.9	60.0
Protective service	24	49	—	14	—	59.3	60.0
Sales and office	26	62	5	6	1	57.7	60.0
Sales and related	21	67	—	5	—	58.0	60.0
Office and administrative support	27	61	6	6	(²)	57.6	60.0
Natural resources, construction, and maintenance	20	65	10	—	—	58.8	60.0
Installation, maintenance, and repair	21	69	7	3	(²)	58.3	60.0
Production, transportation, and material moving ...	25	66	5	—	—	57.8	60.0
Production	25	63	7	—	—	57.7	60.0
Transportation and material moving	24	69	—	4	—	57.9	60.0
Full time	25	60	8	6	1	58.0	60.0
Part time	25	60	7	7	1	58.4	60.0
Union	28	53	8	9	2	58.2	60.0
Nonunion	24	61	8	6	1	58.0	60.0
Average wage within the following categories: ³							
Lowest 25 percent	23	67	6	—	—	57.9	60.0
Lowest 10 percent	—	62	3	—	—	56.8	60.0
Second 25 percent	27	60	7	5	1	57.5	60.0
Third 25 percent	24	61	8	7	(²)	58.2	60.0
Highest 25 percent	25	58	9	7	1	58.2	60.0
Highest 10 percent	24	59	9	8	1	58.4	60.0
Establishment characteristics							
Goods-producing industries	22	59	12	—	—	58.6	60.0
Service-providing industries	25	60	7	6	1	57.9	60.0
Education and health services	26	56	11	7	1	58.0	60.0
Educational services	13	49	22	14	3	60.6	60.0
Elementary and secondary schools	15	37	25	20	3	61.1	60.0
Junior colleges, colleges, and universities	10	65	17	6	2	60.0	60.0
Health care and social assistance	35	60	4	2	—	56.3	60.0
Hospitals	45	51	2	3	—	55.1	60.0
Public administration	19	45	14	20	2	60.3	60.0

See footnotes at end of table.

Table 30. Long-term disability plans: Fixed percent of annual earnings, civilian workers,¹ March 2017—continued

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

Characteristics	Fixed percent of annual earnings					Mean fixed percent of annual earnings	Median fixed percent of annual earnings
	Less than 60 percent	60 percent	61 to 66 percent	67 percent	Greater than 67 percent		
1 to 99 workers	19	64	10	6	1	58.9	60.0
1 to 49 workers	20	66	8	—	—	58.6	60.0
50 to 99 workers	19	59	13	8	1	59.3	60.0
100 workers or more	28	58	7	6	1	57.6	60.0
100 to 499 workers	24	62	7	7	1	58.2	60.0
500 workers or more	31	55	7	6	1	57.1	60.0
Geographic areas							
Northeast	24	67	—	5	—	57.9	60.0
New England	25	62	7	—	—	57.8	60.0
Middle Atlantic	23	69	—	5	—	57.9	60.0
South	25	61	10	4	(²)	57.6	60.0
South Atlantic	25	57	13	5	(²)	57.8	60.0
East South Central	22	69	5	4	—	57.6	60.0
West South Central	27	66	4	—	—	57.2	60.0
Midwest	24	61	6	7	2	58.1	60.0
East North Central	27	59	6	7	1	57.8	60.0
West North Central	19	66	6	8	2	58.9	60.0
West	26	50	12	11	1	58.7	60.0
Mountain	24	53	—	13	—	59.2	60.0
Pacific	27	49	14	—	—	58.5	60.0

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Less than 0.5.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 31. Long-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017

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

Characteristics	With maximum benefit amount	Maximum monthly benefit amount ²					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	87	–	\$5,000	\$7,500	\$10,000	\$15,000	13
Worker characteristics							
Management, professional, and related	87	\$3,500	5,000	8,000	11,250	16,000	13
Management, business, and financial	88	5,000	6,000	10,000	15,000	20,000	12
Professional and related	86	3,000	5,000	7,500	10,000	15,000	14
Teachers	77	1,900	3,900	5,000	7,500	10,000	23
Primary, secondary, and special education school teachers	74	–	3,900	5,000	6,000	10,000	26
Registered nurses	85	–	5,000	7,500	10,000	15,000	15
Service	87	3,000	5,000	6,250	10,000	12,500	13
Protective service	71	2,500	4,500	5,000	6,000	10,000	29
Sales and office	88	3,900	5,000	9,000	12,500	20,000	12
Sales and related	90	5,000	5,000	10,000	15,000	20,000	10
Office and administrative support	88	3,500	5,000	8,000	12,000	20,000	12
Natural resources, construction, and maintenance	87	–	5,000	7,000	10,000	15,000	13
Installation, maintenance, and repair	89	3,000	4,800	6,000	10,000	15,000	11
Production, transportation, and material moving ...	83	3,000	5,000	7,000	10,000	15,000	17
Production	87	3,000	5,000	7,000	10,000	15,000	13
Transportation and material moving	79	–	4,000	6,500	10,000	12,500	21
Full time	87	–	5,000	7,500	10,000	15,000	13
Part time	83	4,000	5,000	7,000	–	15,000	17
Union	75	3,000	4,000	5,000	8,000	12,000	25
Nonunion	89	3,900	5,000	8,000	12,000	15,000	11
Average wage within the following categories: ³							
Lowest 25 percent	91	3,500	5,000	7,500	10,000	12,500	9
Second 25 percent	87	3,200	5,000	7,000	10,000	15,000	13
Third 25 percent	87	–	5,000	7,500	10,000	15,000	13
Highest 25 percent	86	–	5,000	8,500	12,500	17,500	14
Highest 10 percent	86	4,000	6,000	10,000	15,000	20,000	14
Establishment characteristics							
Goods-producing industries	90	–	5,000	10,000	12,500	15,000	10
Service-providing industries	86	–	5,000	7,500	10,000	15,000	14
Education and health services	87	3,000	5,000	6,000	10,000	15,000	13
Educational services	78	2,000	4,000	5,000	8,500	13,000	22
Elementary and secondary schools	73	1,500	3,900	5,000	7,000	10,000	27
Junior colleges, colleges, and universities	83	3,000	5,000	7,500	10,000	20,000	17
Health care and social assistance	93	–	5,000	6,000	10,000	15,000	7
Hospitals	90	4,000	5,000	8,000	10,000	15,000	10
Public administration	66	3,000	4,000	5,000	6,250	10,000	34

See footnotes at end of table.

Table 31. Long-term disability plans: Maximum benefit amounts, civilian workers,¹ March 2017—continued

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

Characteristics	With maximum benefit amount	Maximum monthly benefit amount ²					With no maximum benefit amount
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
1 to 99 workers	88	\$3,900	\$5,000	\$7,000	\$10,000	\$15,000	12
1 to 49 workers	88	4,000	5,000	7,500	10,000	—	12
50 to 99 workers	89	—	5,000	6,250	10,000	15,000	11
100 workers or more	86	3,000	5,000	8,000	—	15,000	14
100 to 499 workers	88	—	5,000	7,500	10,000	15,000	12
500 workers or more	84	3,000	5,000	9,000	12,500	17,500	16
Geographic areas							
Northeast	91	3,000	5,000	7,500	11,000	15,000	9
New England	92	3,000	5,000	7,500	—	15,000	8
Middle Atlantic	91	3,000	5,000	7,500	12,000	17,333	9
South	90	3,900	5,000	7,500	10,000	15,000	10
South Atlantic	89	3,900	5,000	8,000	10,000	15,000	11
East South Central	89	3,000	5,000	6,000	10,000	15,000	11
West South Central	91	4,000	5,000	—	10,000	15,000	9
Midwest	79	3,000	5,000	6,500	10,000	15,000	21
East North Central	77	3,000	5,000	6,000	10,000	15,000	23
West North Central	84	—	5,000	8,000	12,500	17,500	16
West	88	4,000	5,000	8,000	12,000	20,000	12
Mountain	85	5,000	6,000	10,000	12,500	20,000	15
Pacific	90	3,500	5,000	8,000	10,000	20,000	10

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

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 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.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 32. Leave benefits: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ²	
							Paid	Unpaid
All workers	76	72	74	59	62	34	15	88
Worker characteristics								
Management, professional, and related	81	89	77	78	81	51	25	93
Management, business, and financial	96	94	95	82	84	53	28	94
Professional and related	75	88	69	76	80	50	24	93
Teachers	36	85	20	75	80	56	24	93
Primary, secondary, and special education school teachers	32	96	19	81	87	59	27	96
Registered nurses	89	90	89	75	82	50	23	95
Service	54	51	55	36	40	19	9	81
Protective service	79	77	76	62	64	51	18	91
Sales and office	82	75	80	59	60	32	14	89
Sales and related	74	64	72	46	48	23	8	86
Office and administrative support	87	81	85	67	67	38	17	90
Natural resources, construction, and maintenance	82	63	80	49	51	24	10	85
Construction, extraction, farming, fishing, and forestry	70	51	68	34	38	17	8	82
Installation, maintenance, and repair	92	74	91	62	62	31	11	87
Production, transportation, and material moving ...	83	63	81	61	60	31	7	88
Production	90	62	87	65	63	31	8	88
Transportation and material moving	76	65	75	58	57	31	6	87
Full time	88	84	87	71	73	42	18	91
Part time	40	36	35	26	28	13	5	79
Union	80	87	74	82	84	54	19	93
Nonunion	75	69	74	56	58	31	14	87
Average wage within the following categories: ³								
Lowest 25 percent	54	46	52	31	33	14	6	81
Lowest 10 percent	42	31	42	22	25	9	4	77
Second 25 percent	83	72	82	62	64	32	13	88
Third 25 percent	89	85	88	72	74	43	18	91
Highest 25 percent	83	91	80	81	83	54	25	94
Highest 10 percent	83	92	80	82	85	57	26	94
Establishment characteristics								
Goods-producing industries	90	67	88	62	63	32	9	88
Service-providing industries	73	72	71	59	61	35	16	88
Education and health services	73	84	67	73	76	44	21	93
Educational services	53	89	41	79	83	60	25	92
Elementary and secondary schools	40	91	27	79	84	59	26	92
Junior colleges, colleges, and universities	81	89	71	85	88	70	23	96
Health care and social assistance	85	81	83	69	72	34	18	94
Hospitals	93	93	93	84	88	49	28	95
Public administration	91	91	90	85	89	77	25	96

See footnotes at end of table.

Table 32. Leave benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid funeral leave	Paid jury duty leave	Paid military leave	Family leave ²	
							Paid	Unpaid
1 to 99 workers	69	61	68	45	48	21	11	82
1 to 49 workers	68	59	67	40	43	19	10	80
50 to 99 workers	71	67	69	57	60	28	13	88
100 workers or more	82	82	80	74	75	48	19	94
100 to 499 workers	82	77	79	67	67	38	15	94
500 workers or more	83	88	81	83	86	60	24	95
Geographic areas								
Northeast	75	74	73	66	73	39	18	87
New England	73	73	70	66	74	41	14	91
Middle Atlantic	76	74	74	66	72	39	19	86
South	78	70	76	62	65	38	15	87
South Atlantic	80	70	76	64	65	38	14	89
East South Central	80	70	79	57	63	36	12	84
West South Central	75	70	74	61	66	39	17	84
Midwest	74	67	74	59	59	30	13	90
East North Central	75	67	74	60	59	29	15	89
West North Central	72	68	73	58	60	31	11	91
West	74	77	71	50	50	30	14	90
Mountain	72	65	70	50	53	31	14	89
Pacific	75	83	71	51	48	29	14	90

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² The sum of paid and unpaid family leave may exceed 100 percent because some workers have access to both types of plans.

³ 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 wage data for March 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ March 2017

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 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	7	3	22	13	12	10	13	8	6	3	1	2	8	8
Worker characteristics														
Management, professional, and related	2	1	16	13	13	12	15	10	9	4	2	3	9	9
Management, business, and financial	1	1	14	10	15	12	20	9	9	3	2	3	9	9
Professional and related	3	1	17	14	12	12	12	10	9	4	2	3	9	9
Teachers	6	—	17	—	5	6	12	12	7	6	4	12	10	10
Primary, secondary, and special education school teachers	9	5	26	—	4	4	9	10	—	3	3	13	9	7
Registered nurses	—	1	28	18	19	13	6	6	3	2	1	—	8	8
Service	12	6	26	16	9	6	7	6	6	3	1	2	7	7
Protective service	—	—	—	7	4	12	15	17	18	8	3	1	10	10
Sales and office	12	3	23	12	12	8	14	6	4	2	1	1	8	7
Sales and related	26	5	30	11	10	7	5	3	1	—	—	—	6	6
Office and administrative support	5	2	20	13	14	9	18	7	6	3	1	2	8	8
Natural resources, construction, and maintenance	5	5	30	17	11	8	11	6	3	2	1	1	8	7
Construction, extraction, farming, fishing, and forestry	7	6	30	15	12	8	7	6	3	3	1	2	8	7
Installation, maintenance, and repair	4	4	30	18	10	7	14	7	4	2	1	1	8	7
Production, transportation, and material moving ...	5	3	23	12	16	10	12	9	4	2	(²)	2	8	8
Production	3	2	21	10	13	13	17	11	5	2	(²)	3	9	9
Transportation and material moving	7	4	25	15	21	7	8	6	3	2	(²)	2	8	7
Full time	4	3	20	13	13	10	14	9	6	3	1	2	8	8
Part time	24	4	32	15	9	4	6	2	2	2	(²)	1	6	6
Union	2	2	14	9	11	8	12	15	13	5	3	5	10	10
Nonunion	8	3	23	14	13	10	13	6	5	2	1	2	8	8
Average wage within the following categories: ³														
Lowest 25 percent	19	7	33	15	9	5	6	2	1	1	(²)	1	6	6
Lowest 10 percent	23	5	37	15	9	3	4	1	1	1	—	—	6	6
Second 25 percent	6	4	24	15	13	9	12	7	5	2	1	2	8	8
Third 25 percent	3	2	19	13	13	10	16	10	7	3	2	3	9	9
Highest 25 percent	2	1	14	12	14	13	16	10	10	4	2	3	9	9
Highest 10 percent	2	1	11	11	14	13	17	9	13	5	1	3	9	9
Establishment characteristics														
Goods-producing industries	3	3	18	12	12	14	17	9	8	2	1	2	9	9
Service-providing industries	8	3	23	14	13	9	12	7	6	3	1	2	8	8
Education and health services	3	3	24	16	9	8	10	7	8	5	3	5	9	8
Educational services	4	3	7	4	5	8	13	11	12	11	8	15	11	11
Elementary and secondary schools	6	4	13	6	4	7	11	11	7	7	6	16	11	10
Junior colleges, colleges, and universities	1	1	1	3	5	8	13	12	18	16	10	13	12	12
Health care and social assistance	3	—	32	21	10	8	8	5	6	2	—	—	8	7
Hospitals	1	2	32	23	12	10	8	5	4	2	—	—	8	7
Public administration	—	—	—	—	2	8	16	28	26	12	4	3	11	11

See footnotes at end of table.

Table 33. Paid holidays: Number of days provided, civilian workers,¹ March 2017—continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays												Mean number of days	Median number of days
	Less than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
1 to 99 workers	9	4	26	15	12	9	11	6	3	2	1	1	7	7
1 to 49 workers	9	4	27	16	12	8	11	5	3	2	(²)	1	7	7
50 to 99 workers	9	4	25	13	13	10	10	7	4	2	1	1	8	7
100 workers or more	5	2	18	12	13	10	14	9	8	4	2	3	9	9
100 to 499 workers	7	3	21	12	13	10	13	8	6	3	2	2	8	8
500 workers or more	1	1	14	11	12	10	16	12	11	5	2	4	9	10
Geographic areas														
Northeast	6	2	16	14	11	9	13	10	10	3	1	3	9	9
New England	7	—	13	13	10	9	17	15	8	3	—	2	9	9
Middle Atlantic	6	3	17	14	11	8	12	9	11	3	1	3	9	8
South	9	3	22	13	12	11	12	6	5	3	1	2	8	8
South Atlantic	9	2	24	13	12	11	13	6	6	2	1	1	8	8
East South Central	10	5	21	11	11	9	14	7	5	6	1	2	8	8
West South Central	9	5	21	16	13	12	8	7	4	2	2	2	8	7
Midwest	5	2	26	14	14	9	13	6	4	3	1	3	8	8
East North Central	5	2	25	16	13	8	14	6	4	3	1	3	8	8
West North Central	4	2	30	11	15	9	12	8	4	2	1	2	8	8
West	6	4	21	13	13	9	13	9	6	3	2	2	8	8
Mountain	7	3	25	13	15	7	16	7	4	1	1	1	8	8
Pacific	6	5	19	12	12	9	12	10	6	3	2	2	8	8

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Less than 0.5.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ March 2017

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ²	As needed ³	As part of consolidated leave plan ⁴
All workers	71	4	25
Worker characteristics			
Management, professional, and related	68	5	26
Management, business, and financial	65	7	28
Professional and related	70	4	26
Teachers	90	2	8
Primary, secondary, and special education school teachers	91	1	8
Registered nurses	50	1	50
Service	73	1	26
Protective service	78	4	18
Sales and office	69	3	28
Sales and related	66	3	31
Office and administrative support	70	3	27
Natural resources, construction, and maintenance	76	5	19
Construction, extraction, farming, fishing, and forestry	76	—	—
Installation, maintenance, and repair	77	5	18
Production, transportation, and material moving	80	2	18
Production	75	3	22
Transportation and material moving	84	2	14
Full time	71	4	25
Part time	74	1	25
Union	88	2	10
Nonunion	68	4	28
Average wage within the following categories: ⁵			
Lowest 25 percent	72	2	26
Second 25 percent	72	2	26
Third 25 percent	73	3	24
Highest 25 percent	69	6	25
Highest 10 percent	67	8	24
Establishment characteristics			
Service-providing industries	71	3	25
Education and health services	71	1	28
Educational services	91	2	7
Elementary and secondary schools	92	1	7
Junior colleges, colleges, and universities	91	4	6
Health care and social assistance	56	(⁶)	43
Hospitals	50	1	48
Public administration	87	3	10

See footnotes at end of table.

Table 34. Paid sick leave: Type of provision, civilian workers,¹ March 2017—continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ²	As needed ³	As part of consolidated leave plan ⁴
1 to 99 workers	73	5	22
1 to 49 workers	71	6	23
50 to 99 workers	77	2	21
100 workers or more	70	3	27
100 to 499 workers	71	2	27
500 workers or more	68	4	28
Geographic areas			
Northeast	75	4	21
New England	70	4	26
Middle Atlantic	77	5	19
South	70	4	26
South Atlantic	69	5	26
East South Central	76	5	19
West South Central	68	3	29
Midwest	70	3	27
East North Central	72	3	25
West North Central	66	3	31
West	71	3	25
Mountain	62	3	35
Pacific	75	3	22

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

³ Plan does not specify maximum number of days.

⁴ 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.

⁵ 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 wage data for March 2017.

⁶ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/eps/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² March 2017

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

Characteristics	Paid sick leave days by length of service ³					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	22	44	29	5	1	8	6
Full time	20	43	31	5	1	8	7
Part time	34	50	13	2	(⁴)	6	6
Union	16	27	47	10	(⁴)	9	10
Nonunion	24	48	24	4	1	8	6
1 to 99 workers	27	48	21	3	1	7	6
1 to 49 workers	27	51	19	3	1	7	5
50 to 99 workers	29	42	26	—	—	7	6
100 workers or more	18	40	35	7	1	9	8
100 to 499 workers	22	47	26	5	1	8	6
500 workers or more	13	33	45	9	1	10	10
After 5 years							
All workers	21	44	29	6	1	8	6
Full time	19	43	31	6	1	9	7
Part time	33	51	13	3	(⁴)	7	6
Union	14	27	47	11	1	10	10
Nonunion	23	48	24	4	1	8	6
1 to 99 workers	27	48	21	3	1	7	6
1 to 49 workers	26	51	19	3	1	7	6
50 to 99 workers	28	42	25	—	—	7	6
100 workers or more	16	40	35	7	1	9	8
100 to 499 workers	21	47	26	5	1	8	6
500 workers or more	12	32	44	10	2	10	10

See footnotes at end of table.

Table 35. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² March 2017—continued

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

Characteristics	Paid sick leave days by length of service ³					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	21	43	29	6	1	9	7
Full time	19	42	31	6	1	9	7
Part time	32	50	14	3	(⁴)	7	6
Union	13	28	46	12	1	10	10
Nonunion	23	48	24	4	1	8	6
1 to 99 workers	27	48	21	4	1	7	6
1 to 49 workers	26	51	19	3	1	7	6
50 to 99 workers	28	42	26	—	—	7	6
100 workers or more	16	40	35	8	1	10	8
100 to 499 workers	20	47	26	5	1	9	6
500 workers or more	11	32	45	10	2	11	10
After 20 years							
All workers	21	43	29	6	1	9	7
Full time	19	42	31	6	1	9	7
Part time	32	50	14	3	(⁴)	7	6
Union	13	27	46	12	1	11	10
Nonunion	23	48	24	4	1	8	6
1 to 99 workers	27	48	21	4	1	7	6
1 to 49 workers	26	51	19	4	1	7	6
50 to 99 workers	28	41	26	—	—	7	6
100 workers or more	16	40	35	8	1	10	8
100 to 499 workers	20	47	26	5	1	9	6
500 workers or more	11	32	45	10	2	11	10

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 Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

⁴ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ March 2017

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

Characteristics	Carryover provision ²			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
All workers	56	21	35	44
Worker characteristics				
Management, professional, and related	67	30	37	33
Management, business, and financial	53	21	32	47
Professional and related	72	33	39	28
Teachers	86	49	37	14
Primary, secondary, and special education school teachers	88	50	38	12
Service	61	22	39	39
Protective service	76	45	31	24
Sales and office	49	15	34	51
Sales and related	47	7	39	53
Office and administrative support	51	19	31	49
Natural resources, construction, and maintenance	42	13	29	58
Installation, maintenance, and repair	41	13	28	59
Production, transportation, and material moving ...	41	10	31	59
Transportation and material moving	45	10	35	55
Full time	56	22	34	44
Part time	52	13	39	48
Union	73	36	37	27
Nonunion	51	17	35	49
Average wage within the following categories: ³				
Lowest 25 percent	48	12	36	52
Second 25 percent	52	19	34	48
Third 25 percent	58	21	36	42
Highest 25 percent	63	28	34	37
Highest 10 percent	60	25	35	40
Establishment characteristics				
Service-providing industries	59	23	37	41
Education and health services	81	37	45	19
Educational services	87	51	35	13
Elementary and secondary schools	87	52	36	13
Junior colleges, colleges, and universities	89	56	33	11
Health care and social assistance	75	19	56	25
Hospitals	92	29	64	8
Public administration	94	58	36	6

See footnotes at end of table.

Table 36. Paid sick leave: Carryover provisions, civilian workers,¹ March 2017—continued

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

Characteristics	Carryover provision ²			No carryover provision
	Total	Unlimited accumulation	Limit on days accumulated	
1 to 99 workers	45	14	31	55
1 to 49 workers	38	10	28	62
50 to 99 workers	59	22	37	41
100 workers or more	65	26	38	35
100 to 499 workers	57	18	39	43
500 workers or more	74	35	38	26
Geographic areas				
Northeast	54	16	38	46
New England	58	13	44	42
Middle Atlantic	52	16	36	48
South	58	25	33	42
South Atlantic	60	27	33	40
East South Central	53	21	32	47
West South Central	56	24	32	44
Midwest	52	18	34	48
East North Central	49	18	31	51
West North Central	59	18	41	41
West	59	22	37	41
Mountain	68	23	45	32
Pacific	56	22	34	44

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Plans that allow employees to accumulate unused sick leave from year to year.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 38. Paid vacations: Number of annual days by service requirement,¹ civilian workers,² March 2017

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service ³						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	7	30	37	16	7	2	11	10
Full time	5	28	40	18	7	2	11	10
Part time	27	44	20	5	4	1	7	5
Union	7	31	43	13	4	1	10	10
Nonunion	8	30	36	17	7	2	11	10
1 to 99 workers	11	39	35	11	4	1	9	10
1 to 49 workers	11	39	36	10	4	1	9	10
50 to 99 workers	9	39	34	14	4	1	9	10
100 workers or more	5	23	39	21	9	3	12	10
100 to 499 workers	6	28	40	18	6	2	11	10
500 workers or more	3	16	39	24	14	4	14	12
After 5 years								
All workers	2	10	32	35	15	6	15	15
Full time	1	8	31	37	16	6	15	15
Part time	7	27	37	20	6	2	12	10
Union	1	7	38	40	11	4	14	15
Nonunion	2	10	31	35	16	6	15	15
1 to 99 workers	3	15	36	33	11	2	13	13
1 to 49 workers	3	17	35	32	11	2	13	12
50 to 99 workers	3	10	38	34	12	2	14	15
100 workers or more	1	6	28	38	19	9	16	15
100 to 499 workers	1	7	34	36	16	6	15	15
500 workers or more	1	4	22	39	21	12	17	15

See footnotes at end of table.

Table 38. Paid vacations: Number of annual days by service requirement,¹ civilian workers,² March 2017—continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacation days by length of service ³						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	7	15	38	24	14	17	15
Full time	1	5	14	39	26	15	18	17
Part time	7	19	26	33	9	6	14	14
Union	(⁴)	3	12	52	24	9	18	15
Nonunion	2	7	16	36	24	15	17	15
1 to 99 workers	3	11	22	36	21	7	15	15
1 to 49 workers	3	13	23	35	19	7	15	15
50 to 99 workers	3	7	19	39	25	7	16	15
100 workers or more	1	3	10	40	26	20	19	19
100 to 499 workers	1	4	13	42	24	16	18	16
500 workers or more	1	3	8	37	28	24	20	20
After 20 years								
All workers	2	6	11	19	33	29	20	20
Full time	1	5	11	18	35	30	21	20
Part time	6	18	15	25	20	15	16	16
Union	(⁴)	2	4	12	48	33	22	20
Nonunion	2	7	13	20	30	28	20	20
1 to 99 workers	3	11	18	23	28	17	17	17
1 to 49 workers	3	12	20	24	26	16	16	15
50 to 99 workers	3	6	15	22	34	19	18	20
100 workers or more	1	3	6	16	37	38	23	21
100 to 499 workers	1	3	7	20	36	33	22	20
500 workers or more	1	2	5	11	37	44	24	23

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 Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ 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.

⁴ Less than 0.5.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² March 2017

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
All workers	33	15	19	22	24	67	9	13	15	18
Worker characteristics										
Management, professional, and related	41	17	21	24	26	59	11	15	17	20
Management, business, and financial	37	17	21	23	26	63	11	15	17	20
Professional and related	43	17	21	24	26	57	11	15	17	20
Teachers	21	12	13	13	13	79	12	14	16	18
Registered nurses	70	19	23	26	28	30	11	15	17	19
Service	32	14	18	21	23	68	7	11	14	16
Protective service	19	16	20	23	26	81	10	13	15	19
Sales and office	36	13	18	21	24	64	8	13	15	18
Sales and related	34	11	16	19	23	66	7	12	14	17
Office and administrative support	37	15	19	22	25	63	9	13	16	18
Natural resources, construction, and maintenance	19	11	15	18	21	81	7	11	13	16
Construction, extraction, farming, fishing, and forestry	22	10	14	17	19	78	7	11	13	15
Installation, maintenance, and repair	18	12	17	19	22	82	7	11	14	17
Production, transportation, and material moving	20	11	15	18	21	80	7	11	15	18
Production	22	11	15	18	21	78	7	11	15	18
Transportation and material moving	18	12	15	18	22	82	7	12	15	18
Full time	33	15	20	23	25	67	9	13	16	18
Part time	34	10	15	16	18	66	6	10	12	15
Union	15	15	20	23	27	85	9	13	17	21
Nonunion	36	15	19	22	24	64	9	12	15	17
Average wage within the following categories: ³										
Lowest 25 percent	30	11	16	18	20	70	6	11	13	15
Lowest 10 percent	23	10	15	17	19	77	5	10	12	13
Second 25 percent	33	14	19	22	25	67	8	12	15	17
Third 25 percent	32	15	19	23	25	68	9	13	16	19
Highest 25 percent	36	17	21	23	26	64	11	15	17	20
Highest 10 percent	36	17	21	23	26	64	12	16	18	21
Establishment characteristics										
Goods-producing industries	24	11	15	18	21	76	7	11	15	18
Service-providing industries	35	15	19	22	25	65	9	13	16	18
Education and health services	49	17	21	24	26	51	11	15	17	19
Educational services	12	14	15	17	17	88	13	15	18	20
Elementary and secondary schools	13	11	12	12	12	87	11	13	16	18
Junior colleges, colleges, and universities	8	18	21	23	25	92	15	17	19	22
Health care and social assistance	62	17	22	25	27	38	10	14	17	19
Hospitals	77	20	25	28	31	23	13	16	19	21
Public administration	10	17	22	25	29	90	11	14	17	22

See footnotes at end of table.

Table 39. Consolidated leave plans:¹ Access, civilian workers,² March 2017—continued

(All workers with paid vacations = 100 percent)

Characteristics	With consolidated leave plan					With no consolidated leave plan				
	Access	Paid days by length of service (Mean number of days)				Access	Paid vacation days by length of service (Mean number of days)			
		1 year	5 years	10 years	20 years		1 year	5 years	10 years	20 years
1 to 99 workers	28	12	17	19	20	72	8	12	14	16
1 to 49 workers	27	12	16	19	20	73	8	12	14	15
50 to 99 workers	30	13	17	20	21	70	8	12	15	17
100 workers or more	37	16	20	23	27	63	10	14	17	20
100 to 499 workers	37	14	19	22	25	63	9	13	16	20
500 workers or more	38	18	22	25	28	62	11	14	17	21
Geographic areas										
Northeast	29	16	20	22	25	71	9	14	16	19
New England	34	16	21	23	26	66	9	13	16	19
Middle Atlantic	27	15	19	22	25	73	9	14	16	19
South	31	14	18	21	24	69	8	12	15	17
South Atlantic	31	15	19	22	24	69	9	12	15	17
East South Central	24	15	19	22	25	76	8	12	15	17
West South Central	35	13	17	20	22	65	8	12	14	17
Midwest	36	15	19	23	25	64	8	13	16	19
East North Central	33	15	20	23	26	67	8	13	16	19
West North Central	40	14	19	21	24	60	8	12	16	19
West	37	14	19	22	24	63	9	13	15	18
Mountain	43	14	18	21	23	57	9	13	15	17
Pacific	34	14	19	22	24	66	9	13	15	18

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 Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	11	6	7	43	55
Worker characteristics					
Management, professional, and related	18	13	12	58	70
Management, business, and financial	19	20	14	58	72
Professional and related	18	10	11	58	69
Teachers	13	4	8	53	67
Primary, secondary, and special education school teachers	11	3	4	53	66
Registered nurses	24	3	10	72	83
Service	7	1	5	27	39
Protective service	12	2	8	47	63
Sales and office	9	6	6	43	57
Sales and related	4	4	3	38	53
Office and administrative support	12	7	8	46	59
Natural resources, construction, and maintenance	7	2	4	30	39
Construction, extraction, farming, fishing, and forestry	4	1	3	22	28
Installation, maintenance, and repair	11	2	4	38	49
Production, transportation, and material moving ...	5	3	2	39	51
Production	7	3	1	42	50
Transportation and material moving	3	3	3	37	52
Full time	13	8	8	49	61
Part time	4	2	3	25	37
Union	16	3	11	55	77
Nonunion	10	7	6	41	51
Average wage within the following categories: ³					
Lowest 25 percent	4	2	2	25	35
Lowest 10 percent	2	1	3	17	28
Second 25 percent	9	3	5	40	54
Third 25 percent	12	7	9	51	62
Highest 25 percent	20	15	13	60	73
Highest 10 percent	22	20	15	62	77
Establishment characteristics					
Goods-producing industries	10	6	2	43	50
Service-providing industries	11	6	8	43	55
Education and health services	16	4	8	55	69
Educational services	13	5	10	57	72
Elementary and secondary schools	9	3	4	52	67
Junior colleges, colleges, and universities	25	7	21	76	90
Health care and social assistance	17	3	7	53	66
Hospitals	37	3	15	85	95
Public administration	17	6	17	64	82

See footnotes at end of table.

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	5	5	4	24	34
1 to 49 workers	4	5	4	21	29
50 to 99 workers	7	4	4	35	47
100 workers or more	17	8	10	61	76
100 to 499 workers	10	6	6	53	67
500 workers or more	26	10	14	72	87
Geographic areas					
Northeast	15	8	10	40	56
New England	17	10	12	43	58
Middle Atlantic	15	8	9	39	55
South	10	6	5	47	56
South Atlantic	11	7	5	49	60
East South Central	7	3	2	42	53
West South Central	10	6	5	48	52
Midwest	9	6	5	41	53
East North Central	9	6	5	40	52
West North Central	7	6	5	43	55
West	10	6	10	39	53
Mountain	10	6	8	37	49
Pacific	10	5	11	40	55

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

³ 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 wage data for March 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ²	Healthcare flexible spending account ³		
All workers	27	19	41	44	23	20
Worker characteristics						
Management, professional, and related	39	29	59	64	34	28
Management, business, and financial	49	30	63	67	28	30
Professional and related	36	29	58	63	37	27
Teachers	32	34	54	61	56	24
Primary, secondary, and special education school teachers	33	37	54	63	58	23
Registered nurses	33	35	72	75	32	33
Service	12	11	25	26	17	10
Protective service	22	25	46	51	40	21
Sales and office	30	17	39	41	19	23
Sales and related	26	10	31	31	11	21
Office and administrative support	33	22	43	47	24	25
Natural resources, construction, and maintenance	19	13	28	31	19	16
Construction, extraction, farming, fishing, and forestry	13	9	17	20	17	10
Installation, maintenance, and repair	24	17	39	41	20	20
Production, transportation, and material moving ...	21	18	39	40	19	16
Production	25	20	39	40	18	17
Transportation and material moving	18	17	38	40	20	15
Full time	33	24	49	52	27	24
Part time	10	6	19	19	12	10
Union	27	21	56	60	45	25
Nonunion	27	19	39	41	20	20
Average wage within the following categories: ⁷						
Lowest 25 percent	11	8	19	20	12	10
Lowest 10 percent	5	5	13	13	9	5
Second 25 percent	26	19	39	42	21	19
Third 25 percent	34	24	51	54	28	25
Highest 25 percent	41	29	63	67	35	31
Highest 10 percent	46	29	66	70	34	32
Establishment characteristics						
Goods-producing industries	27	18	39	40	16	20
Service-providing industries	27	20	42	45	24	20
Education and health services	30	29	52	58	37	23
Educational services	35	36	59	65	55	24
Elementary and secondary schools	32	37	53	60	55	21
Junior colleges, colleges, and universities	44	37	78	82	64	36
Health care and social assistance	27	24	48	53	25	22
Hospitals	36	44	81	87	39	42
Public administration	35	35	64	69	65	31

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
All workers	7	2	1	5
Worker characteristics				
Management, professional, and related	8	4	2	5
Management, business, and financial	13	6	3	9
Professional and related	6	3	1	3
Teachers	(⁶)	—	—	—
Primary, secondary, and special education school teachers	—	—	—	—
Registered nurses	1	—	—	1
Service	3	(⁶)	(⁶)	3
Protective service	1	(⁶)	—	1
Sales and office	9	2	1	8
Sales and related	9	2	1	8
Office and administrative support	9	3	2	7
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	5	2	(⁶)	3
Installation, maintenance, and repair	2	—	—	1
Production, transportation, and material moving ...	7	4	—	4
Production	9	1	1	8
Production	6	1	1	4
Transportation and material moving	12	(⁶)	1	11
Full time	8	3	1	6
Part time	5	1	(⁶)	5
Union	7	2	1	4
Nonunion	7	2	1	5
Average wage within the following categories: ⁷				
Lowest 25 percent	5	1	(⁶)	4
Lowest 10 percent	3	—	—	3
Second 25 percent	7	1	1	6
Third 25 percent	7	2	1	5
Highest 25 percent	10	5	2	6
Highest 10 percent	12	7	3	7
Establishment characteristics				
Goods-producing industries	8	3	1	5
Service-providing industries	7	2	1	5
Education and health services	2	(⁶)	(⁶)	1
Educational services	1	—	(⁶)	—
Elementary and secondary schools	(⁶)	—	—	—
Junior colleges, colleges, and universities	1	—	1	—
Health care and social assistance	3	(⁶)	(⁶)	—
Hospitals	1	—	—	—
Public administration	2	(⁶)	1	1

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ²	Healthcare flexible spending account ³		
1 to 99 workers	18	10	24	25	15	11
1 to 49 workers	16	8	20	21	13	9
50 to 99 workers	22	17	33	36	22	14
100 workers or more	36	28	59	63	31	30
100 to 499 workers	34	22	49	51	24	26
500 workers or more	39	36	72	77	40	36
Geographic areas						
Northeast	22	14	40	45	27	21
New England	24	13	43	49	23	20
Middle Atlantic	21	14	39	43	28	21
South	26	24	42	44	23	22
South Atlantic	27	22	42	44	24	22
East South Central	27	25	36	39	22	21
West South Central	24	28	45	47	23	21
Midwest	31	21	43	46	23	19
East North Central	30	19	43	45	24	19
West North Central	33	25	43	47	21	19
West	29	14	39	42	20	19
Mountain	28	15	38	40	18	21
Pacific	29	14	40	42	21	18

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
1 to 99 workers	5	2	1	4
1 to 49 workers	5	1	1	4
50 to 99 workers	5	2	1	4
100 workers or more	9	3	1	7
100 to 499 workers	8	2	1	6
500 workers or more	10	3	2	7
Geographic areas				
Northeast	7	2	1	5
New England	6	1	1	5
Middle Atlantic	7	2	2	5
South	6	2	1	5
South Atlantic	7	2	1	5
East South Central	8	1	1	6
West South Central	5	2	1	3
Midwest	7	2	1	6
East North Central	7	2	1	6
West North Central	7	2	(⁶)	6
West	9	4	1	6
Mountain	8	2	1	6
Pacific	9	4	2	5

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Formerly referred to as Dependent care reimbursement account.

³ Formerly referred to as Healthcare reimbursement account.

⁴ Savings plans established by the employer on behalf of the employee, but with no employer contribution.

These are cash or deferred arrangement plans or individual retirement accounts used to fund savings and retirement plans authorized by section 401(k), 403(b), or 457 of the Internal Revenue Code. The employees' contributions can be pre- and post-tax. Employees may authorize a payroll deduction by the employer to fund the established plan.

⁵ The sum of the individual components may be greater than the total because some employees may have access to more than one type of stock option.

⁶ Less than 0.5.

⁷ 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 wage data for March 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Health-related benefits: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
All workers	18	22	20
Worker characteristics			
Management, professional, and related	29	35	32
Management, business, and financial	34	33	30
Professional and related	27	36	33
Teachers	26	56	51
Primary, secondary, and special education school teachers	24	61	53
Registered nurses	22	23	17
Service	9	13	11
Protective service	18	47	41
Sales and office	18	18	17
Sales and related	13	9	8
Office and administrative support	21	24	23
Natural resources, construction, and maintenance	12	17	17
Construction, extraction, farming, fishing, and forestry	7	12	13
Installation, maintenance, and repair	17	22	21
Production, transportation, and material moving	14	19	16
Production	14	16	14
Transportation and material moving	14	21	18
Full time	22	27	25
Part time	7	7	7
Union	25	56	50
Nonunion	17	17	15
Average wage within the following categories: ⁴			
Lowest 25 percent	7	7	6
Lowest 10 percent	4	4	3
Second 25 percent	15	17	16
Third 25 percent	22	28	27
Highest 25 percent	33	41	38
Highest 10 percent	37	41	38
Establishment characteristics			
Goods-producing industries	15	17	16
Service-providing industries	19	23	21
Education and health services	22	33	29
Educational services	31	59	54
Elementary and secondary schools	23	60	53
Junior colleges, colleges, and universities	51	67	65
Health care and social assistance	16	15	12
Hospitals	29	32	24
Public administration	28	72	71

See footnotes at end of table.

Table 42. Health-related benefits: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
1 to 99 workers	10	10	10
1 to 49 workers	8	8	8
50 to 99 workers	14	17	14
100 workers or more	27	34	31
100 to 499 workers	19	22	20
500 workers or more	36	50	45
Geographic areas			
Northeast	17	24	23
New England	16	21	21
Middle Atlantic	18	25	24
South	21	25	22
South Atlantic	22	25	22
East South Central	19	25	21
West South Central	19	26	23
Midwest	16	20	18
East North Central	16	19	18
West North Central	15	21	19
West	18	19	17
Mountain	18	15	14
Pacific	18	21	19

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² A health plan that provides long-term (more than 1 year) custodial care, home care, or nursing home care. The plan, although sponsored by the employer, may be fully paid for by the employee.

³ 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.

⁴ 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 wage data for March 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
All workers	38	5	3	9	6	6	2	5	10
Worker characteristics									
Management, professional, and related	44	5	4	11	4	9	3	6	13
Management, business, and financial	51	8	5	16	4	7	2	7	15
Professional and related	41	4	4	9	4	10	3	6	12
Teachers	26	—	2	1	1	13	4	—	9
Primary, secondary, and special education school teachers	29	—	2	1	—	16	4	—	11
Registered nurses	46	2	6	—	3	9	3	15	16
Service	24	1	2	5	6	4	3	4	6
Protective service	30	1	3	1	1	12	7	1	12
Sales and office	40	9	3	11	5	4	2	5	8
Sales and related	33	11	1	8	5	3	1	3	5
Office and administrative support	44	7	4	12	6	5	2	7	9
Natural resources, construction, and maintenance	38	6	2	12	10	4	2	4	10
Construction, extraction, farming, fishing, and forestry	33	3	1	13	10	3	—	1	5
Installation, maintenance, and repair	44	9	3	11	9	5	2	7	14
Production, transportation, and material moving ...	39	7	2	9	6	4	1	5	14
Production	43	9	2	10	7	3	1	4	16
Transportation and material moving	36	5	1	7	6	4	1	5	13
Full time	43	6	4	11	6	7	3	5	13
Part time	21	3	1	4	5	1	1	4	4
Union	39	5	5	3	1	16	4	4	15
Nonunion	37	6	3	10	6	4	2	5	9
Average wage within the following categories: ⁴									
Lowest 25 percent	24	3	1	6	6	1	2	4	5
Lowest 10 percent	18	1	1	5	5	1	1	3	4
Second 25 percent	39	5	2	10	7	4	2	4	10
Third 25 percent	44	6	3	12	5	8	3	5	13
Highest 25 percent	48	8	6	12	3	11	2	6	15
Highest 10 percent	50	8	5	13	3	12	2	6	17
Establishment characteristics									
Goods-producing industries	47	10	3	13	9	4	1	3	14
Service-providing industries	36	5	3	9	5	6	2	5	10
Education and health services	34	(⁵)	3	6	4	10	4	6	9
Educational services	27	—	2	1	(⁵)	14	4	(⁵)	8
Elementary and secondary schools	28	—	1	1	—	15	4	—	10
Junior colleges, colleges, and universities	27	—	5	—	1	13	4	1	6
Health care and social assistance	38	1	3	8	7	6	4	10	10
Hospitals	41	2	4	5	1	10	3	15	14
Public administration	41	—	6	2	1	19	10	—	14

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ³
1 to 99 workers	34	3	2	12	8	4	1	3	7
1 to 49 workers	34	3	2	13	9	3	1	3	6
50 to 99 workers	36	4	2	9	6	5	1	5	9
100 workers or more	41	8	4	6	3	8	3	7	14
100 to 499 workers	40	8	3	6	4	7	3	7	12
500 workers or more	43	7	5	6	1	9	4	6	17
Geographic areas									
Northeast	39	4	3	12	3	9	2	5	10
New England	38	5	3	12	2	10	3	5	8
Middle Atlantic	39	3	2	13	3	9	1	5	10
South	40	5	3	10	8	3	2	5	13
South Atlantic	42	5	4	10	8	4	3	6	14
East South Central	39	5	—	10	8	2	3	5	11
West South Central	39	6	3	10	8	2	1	5	12
Midwest	36	7	2	9	5	5	2	5	10
East North Central	37	7	2	9	6	5	2	5	10
West North Central	35	7	3	7	2	5	4	5	10
West	34	5	3	7	5	8	2	5	7
Mountain	34	5	2	10	6	3	1	3	8
Pacific	33	5	3	5	4	10	—	5	7

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

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

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

⁴ 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 wage data for March 2017.

⁵ Less than 0.5.

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/nchs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

**Spec 44. Unmarried domestic partner benefits: Access¹, civilian workers,²
March 2017**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	17	17	40	36
Worker characteristics				
Management, professional, and related	28	28	55	49
Management, business, and financial	25	25	61	56
Professional and related	30	29	52	47
Teachers	49	48	45	41
Primary, secondary, and special education school teachers	58	57	47	44
Registered nurses	22	22	44	39
Service	10	10	24	21
Protective service	33	34	41	37
Sales and office	14	14	42	39
Sales and related	6	6	36	32
Office and administrative support	19	19	46	43
Natural resources, construction, and maintenance	12	11	30	25
Construction, extraction, farming, fishing, and forestry	10	10	20	21
Installation, maintenance, and repair	15	12	39	30
Production, transportation, and material moving	12	12	33	30
Production	9	8	31	29
Transportation and material moving	15	15	35	31
Full time	21	20	47	42
Part time	7	7	17	17
Union	46	43	61	51
Nonunion	13	13	36	33
Average wage within the following categories: ³				
Lowest 25 percent	6	6	19	18
Lowest 10 percent	2	2	9	9
Second 25 percent	14	14	38	36
Third 25 percent	21	20	46	41
Highest 25 percent	33	32	61	54
Highest 10 percent	33	32	68	61
Establishment characteristics				
Goods-producing industries	10	9	35	33
Service-providing industries	18	18	41	37
Education and health services	28	28	45	40
Educational services	51	50	49	43
Elementary and secondary schools	57	56	45	41
Junior colleges, colleges, and universities	45	44	58	47
Health care and social assistance	13	14	42	38
Hospitals	26	27	51	42
Public administration	56	56	50	46

See footnotes at end of table.

**Spec 44. Unmarried domestic partner benefits: Access¹, civilian workers,²
March 2017—continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
1 to 99 workers	9	8	27	26
1 to 49 workers	7	7	25	24
50 to 99 workers	14	13	33	33
100 workers or more	26	26	52	46
100 to 499 workers	17	18	47	43
500 workers or more	36	36	60	49
Geographic areas				
Northeast	22	22	47	41
New England	14	15	43	39
Middle Atlantic	24	25	48	42
South	17	17	32	30
South Atlantic	17	17	34	30
East South Central	17	16	31	28
West South Central	17	17	30	30
Midwest	10	10	30	24
East North Central	9	9	30	24
West North Central	13	12	28	25
West	21	21	57	54
Mountain	17	16	47	42
Pacific	23	23	62	60

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. For more information, see www.bls.gov/opub/btn/volume-3/employer-sponsored-benefits-extended-to-domestic-partners.htm.

² Includes workers in private industry and state and local government. See Technical Note for further explanation.

³ 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 wage data for March 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
All workers	62	8	8	22	58	13	1	28
Worker characteristics								
Management, professional, and related	81	7	4	8	77	11	1	11
Management, business, and financial	86	9	1	3	84	11	(²)	4
Professional and related	79	6	5	10	74	11	1	14
Teachers	82	1	3	14	74	10	1	16
Primary, secondary, and special education school teachers	94	—	—	5	82	13	—	—
Registered nurses	82	4	6	7	75	11	1	13
Service	36	8	11	45	33	11	2	54
Protective service	66	—	—	20	64	4	6	25
Sales and office	60	8	12	20	54	13	2	31
Sales and related	46	8	21	25	40	14	2	44
Office and administrative support	68	8	7	17	63	13	2	23
Natural resources, construction, and maintenance	61	13	4	22	55	19	1	24
Construction, extraction, farming, fishing, and forestry	56	12	6	27	47	20	2	31
Installation, maintenance, and repair	67	14	2	17	63	18	1	19
Production, transportation, and material moving	66	9	5	20	62	13	1	24
Production	71	10	3	16	67	14	1	18
Transportation and material moving	62	8	7	23	57	13	1	29
Full time	78	10	3	10	73	14	1	11
Part time	16	3	22	59	11	8	2	79
Union	92	3	3	3	85	9	1	5
Nonunion	58	9	8	25	53	13	1	32
Average wage within the following categories: ³								
Lowest 25 percent	29	8	16	47	23	13	2	62
Lowest 10 percent	17	7	18	59	14	10	2	75
Second 25 percent	64	10	6	19	60	15	1	24
Third 25 percent	78	8	4	10	74	13	1	12
Highest 25 percent	88	6	2	4	84	10	1	6
Highest 10 percent	88	5	3	4	84	9	1	5
Establishment characteristics								
Goods-producing industries	73	12	2	13	69	16	1	15
Service-providing industries	61	7	8	23	56	12	1	31
Education and health services	74	5	6	15	68	11	1	20
Educational services	84	2	4	10	77	10	1	13
Elementary and secondary schools	86	2	4	8	75	13	1	11
Junior colleges, colleges, and universities	88	2	3	7	86	4	1	9
Health care and social assistance	67	8	7	18	62	12	1	24
Hospitals	89	2	3	6	88	3	1	8
Public administration	89	1	2	8	83	7	(²)	10

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
All workers	27	44	1	28	51	19	7	22
Worker characteristics								
Management, professional, and related	41	47	1	11	64	23	3	9
Management, business, and financial	37	59	(²)	5	77	18	1	4
Professional and related	43	42	1	14	59	26	4	11
Teachers	70	14	2	14	39	45	1	15
Primary, secondary, and special education school teachers	87	8	—	—	34	61	—	—
Registered nurses	37	49	—	—	72	14	6	8
Service	15	29	1	55	27	17	10	46
Protective service	54	14	2	29	33	36	11	21
Sales and office	20	48	2	31	53	15	11	21
Sales and related	9	45	2	44	43	11	20	26
Office and administrative support	26	50	2	23	59	17	6	18
Natural resources, construction, and maintenance	27	47	(²)	25	52	22	4	22
Construction, extraction, farming, fishing, and forestry	29	38	1	32	42	26	5	27
Installation, maintenance, and repair	25	56	—	—	61	19	2	17
Production, transportation, and material moving	24	51	1	24	57	18	5	20
Production	22	59	—	19	68	14	3	16
Transportation and material moving	26	43	1	29	47	22	7	24
Full time	33	54	(²)	12	65	23	3	10
Part time	7	12	4	77	12	8	20	61
Union	80	14	2	4	45	50	1	5
Nonunion	18	49	1	33	53	14	8	25
Average wage within the following categories: ³								
Lowest 25 percent	7	30	2	62	25	12	15	48
Lowest 10 percent	3	20	1	75	14	10	17	59
Second 25 percent	21	54	1	24	55	20	5	20
Third 25 percent	35	52	1	13	64	23	3	10
Highest 25 percent	49	44	1	6	70	24	2	5
Highest 10 percent	47	47	1	6	74	20	2	4
Establishment characteristics								
Goods-producing industries	26	59	(²)	15	68	17	2	13
Service-providing industries	27	41	1	31	49	19	8	24
Education and health services	41	39	1	19	52	27	5	16
Educational services	70	16	3	11	40	46	2	12
Elementary and secondary schools	81	7	3	9	28	60	1	11
Junior colleges, colleges, and universities	57	33	2	8	66	23	2	9
Health care and social assistance	21	53	(²)	25	60	14	7	19
Hospitals	45	46	1	8	78	13	2	7
Public administration	85	5	2	8	35	55	1	9

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance benefits			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care and life insurance benefits	Medical care and no life insurance benefits	Life insurance and no medical care benefits	No medical care and no life insurance benefits
1 to 99 workers	46	12	10	33	41	16	1	41
1 to 49 workers	40	12	10	38	36	17	1	46
50 to 99 workers	60	10	9	21	56	13	1	29
100 workers or more	79	4	6	11	74	9	1	15
100 to 499 workers	73	6	8	14	66	13	1	20
500 workers or more	87	2	3	7	85	5	1	9
Geographic areas								
Northeast	64	7	8	21	58	12	1	28
New England	64	5	9	21	58	11	2	29
Middle Atlantic	64	8	7	21	58	13	1	28
South	63	8	8	21	60	11	2	27
South Atlantic	63	7	8	22	60	11	1	28
East South Central	65	8	7	19	57	17	1	25
West South Central	62	10	9	20	61	10	2	27
Midwest	64	6	9	21	60	10	1	29
East North Central	63	7	9	21	60	11	1	28
West North Central	66	5	9	21	61	9	1	29
West	59	10	6	26	52	17	1	30
Mountain	60	8	6	25	55	14	1	30
Pacific	58	11	5	26	50	19	1	30

See footnotes at end of table.

Table 45. Medical care benefit combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Medical care benefits and defined benefit retirement				Medical care benefits and defined contribution retirement			
	Medical care benefits and defined benefit retirement	Medical care benefits and no defined benefit retirement	Defined benefit retirement and no medical care benefits	No medical care benefits and no defined benefit retirement	Medical care benefits and defined contribution retirement	Medical care benefits and no defined contribution retirement	Defined contribution retirement and no medical care benefits	No medical care benefits and no defined contribution retirement
1 to 99 workers	13	44	1	42	40	18	9	34
1 to 49 workers	10	43	1	47	36	16	9	38
50 to 99 workers	21	48	1	29	49	21	8	22
100 workers or more	40	43	1	15	63	20	5	11
100 to 499 workers	27	52	2	19	60	19	7	14
500 workers or more	56	33	1	9	67	23	3	8
Geographic areas								
Northeast	30	41	1	28	51	20	7	22
New England	—	43	—	30	51	19	8	22
Middle Atlantic	31	40	2	27	51	20	6	23
South	27	44	1	28	52	19	8	21
South Atlantic	29	42	1	29	55	16	8	22
East South Central	24	49	1	25	55	19	6	20
West South Central	26	46	1	28	47	24	8	20
Midwest	26	45	1	28	55	15	8	21
East North Central	26	45	1	28	55	15	8	21
West North Central	26	45	1	28	55	16	8	21
West	25	44	1	30	47	22	5	26
Mountain	20	48	1	31	50	18	6	26
Pacific	27	42	1	30	45	24	5	26

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Less than 0.5.

³ 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 wage data for March 2017.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 46. Paid leave combinations: Access, civilian workers,¹ March 2017

(All workers = 100 percent)

Characteristics	Sick leave and vacation	Vacation and holidays
All workers	63	70
Worker characteristics		
Management, professional, and related	74	75
Management, business, and financial	92	95
Professional and related	67	67
Teachers	18	16
Primary, secondary, and special education school teachers	16	13
Registered nurses	86	86
Service	43	47
Protective service	70	73
Sales and office	71	77
Sales and related	59	67
Office and administrative support	78	83
Natural resources, construction, and maintenance	60	75
Construction, extraction, farming, fishing, and forestry	46	60
Installation, maintenance, and repair	73	89
Production, transportation, and material moving ...	60	78
Production	61	86
Transportation and material moving	60	71
Full time	76	84
Part time	25	28
Union	67	72
Nonunion	63	69
Average wage within the following categories: ²		
Lowest 25 percent	38	44
Lowest 10 percent	25	33
Second 25 percent	67	79
Third 25 percent	79	85
Highest 25 percent	77	78
Highest 10 percent	78	78
Establishment characteristics		
Goods-producing industries	65	85
Service-providing industries	63	67
Education and health services	63	64
Educational services	41	37
Elementary and secondary schools	27	22
Junior colleges, colleges, and universities	70	69
Health care and social assistance	78	81
Hospitals	92	92
Public administration	90	89

See footnotes at end of table.

Table 46. Paid leave combinations: Access, civilian workers,¹ March 2017—continued

(All workers = 100 percent)

Characteristics	Sick leave and vacation	Vacation and holidays
1 to 99 workers	54	62
1 to 49 workers	53	62
50 to 99 workers	56	63
100 workers or more	73	77
100 to 499 workers	69	76
500 workers or more	77	79
Geographic areas		
Northeast	66	70
New England	63	67
Middle Atlantic	66	71
South	64	72
South Atlantic	65	72
East South Central	64	75
West South Central	62	69
Midwest	61	69
East North Central	60	70
West North Central	62	67
West	64	68
Mountain	59	66
Pacific	67	68

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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 wage data for March 2017.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.