

Table 24. Savings and thrift plans: Summary of provisions,¹ private industry workers, National Compensation Survey, 2012

(All workers participating in savings and thrift plans = 100 percent)

Characteristics	Pre-tax contribution	Post-tax contribution ²	Automatic enrollment provision ³	Automatic escalation feature	Employee choice of investment for employee funds	Employee choice of investment for employer funds
Worker characteristic						
All workers	100	43	33	11	87	83
Management, professional, and related	100	47	34	10	88	86
Management, business, and financial	100	50	36	10	89	87
Professional and related	100	45	33	10	87	85
Service	100	23	41	–	82	80
Protective service	100	–	–	–	97	97
Sales and office	100	43	31	10	86	82
Sales and related	100	33	26	9	89	86
Office and administrative support	100	48	33	10	84	81
Natural resources, construction, and maintenance	100	57	31	–	89	77
Construction, extraction, farming, fishing, and forestry	100	46	–	–	85	77
Installation, maintenance, and repair	100	61	34	–	90	77
Production, transportation, and material moving	100	37	34	15	87	84
Production	100	33	29	11	88	85
Transportation and material moving	100	42	41	21	85	83
Full time	100	44	34	10	86	83
Part time	100	29	29	13	89	87
Union	100	61	29	–	91	77
Nonunion	100	42	34	11	86	84
Average wage within the following categories: ⁴						
Lowest 25 percent	100	22	23	–	86	83
Lowest 10 percent	100	–	–	–	79	75
Second 25 percent	100	35	35	11	85	84
Third 25 percent	100	42	34	13	87	84
Highest 25 percent	100	54	35	9	87	83
Highest 10 percent	100	55	37	9	89	86
Establishment characteristic						
Goods-producing industries	100	40	34	9	84	81
Manufacturing	100	41	35	11	83	80
Service-providing industries	100	44	33	11	87	84
Trade, transportation, and utilities	100	42	34	12	89	86
Wholesale trade	100	37	42	–	80	–
Retail trade	100	32	24	10	92	88
Transportation and warehousing	100	61	53	–	94	94
Utilities	100	88	–	–	86	–
Information	100	74	37	–	99	83
Financial activities	100	57	31	12	87	83
Finance and insurance	100	59	32	13	89	85
Credit intermediation and related activities ..	100	64	24	–	91	89
Insurance carriers and related activities	100	48	46	21	88	85
Professional and business services	100	54	41	–	88	88
Professional and technical services	100	54	34	–	82	81
Education and health services	100	23	31	–	–	–
Educational services	100	23	–	–	–	–
Junior colleges, colleges, and universities ...	100	–	–	–	–	–
Healthcare and social assistance	100	23	32	–	82	–

See footnotes at end of table.

Table 24. Savings and thrift plans: Summary of provisions,¹ private industry workers, National Compensation Survey, 2012—Continued

(All workers participating in savings and thrift plans = 100 percent)

Characteristics	Pre-tax contribution	Post-tax contribution ²	Automatic enrollment provision ³	Automatic escalation feature	Employee choice of investment for employee funds	Employee choice of investment for employer funds
1 to 99 workers	100	44	31	10	83	79
1 to 49 workers	100	45	32	10	81	77
50 to 99 workers	100	43	30	—	87	83
100 workers or more	100	43	35	11	89	86
100 to 499 workers	100	40	31	8	94	90
500 workers or more	100	46	40	14	83	81
Geographic area						
New England	100	49	29	—	92	82
Middle Atlantic	100	41	30	—	86	83
East North Central	100	41	38	8	82	81
West North Central	100	40	49	16	82	78
South Atlantic	100	42	30	11	85	83
East South Central	100	40	28	—	92	90
West South Central	100	36	22	9	91	89
Mountain	100	52	39	—	84	83
Pacific	100	51	37	12	90	84

¹ The remaining workers include both workers not receiving the benefit as well as those workers where the availability of the benefit is not determinable. For example, 43 percent of all workers have a post-tax contribution. The remaining 57 percent either do not have the provision or information on the provision is not available.

² Under these plans, employees are allowed to have part or all of their retirement plan post-tax contributions grow tax free as under a Roth IRA plan.

³ The employer automatically enrolls employees in the plan at a specified rate of contribution (e.g., 3 percent of earnings), unless the employee opts out of the plan.

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 data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2012."

Note: Dashes indicate that no data were reported or that data do 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/glossary20122013.htm.