

**Table 29. Savings and thrift plans: Method of employer matching contributions, state and local government workers, 2016**

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

Characteristics	Specified matching percent	Specified matching percent <sup>1</sup>					Percent varies by employee contribution	Discretionary match	Length of service	Other <sup>2</sup>
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile				
All workers .....	55	50	–	100	100	100	17	–	–	22
<b>Worker characteristic</b>										
Management, professional, and related .....	50	50	–	100	100	100	18	–	–	23
Professional and related .....	50	50	–	100	100	100	19	–	–	21
Teachers .....	–	–	–	–	–	–	–	–	–	26
Primary, secondary, and special education school teachers .....	–	–	–	–	–	–	–	–	–	17
Service .....	64	50	–	100	100	100	–	–	–	18
Protective service .....	66	–	100	100	100	100	–	–	–	–
Sales and office .....	55	50	100	100	100	100	19	–	–	22
Office and administrative support .....	54	50	100	100	100	100	19	–	–	22
Natural resources, construction, and maintenance .....	64	50	50	–	100	100	–	–	–	–
Production, transportation, and material moving .....	68	50	–	90	90	100	–	–	–	–
Full time .....	53	50	–	100	100	100	17	–	–	23
Part time .....	77	50	–	100	100	100	–	–	–	–
Union .....	59	50	100	100	100	100	–	–	–	–
Nonunion .....	53	50	–	100	100	100	20	–	–	22
Average wage within the following categories: <sup>3</sup>										
Lowest 25 percent .....	59	50	50	100	100	100	–	–	–	17
Lowest 10 percent .....	68	50	–	100	100	100	–	–	–	–
Second 25 percent .....	52	50	–	100	100	100	15	–	–	26
Third 25 percent .....	60	50	100	100	100	100	–	–	–	21
Highest 25 percent .....	46	50	–	100	100	100	18	–	–	24
Highest 10 percent .....	49	50	50	100	100	100	12	–	–	30
<b>Establishment characteristic</b>										
Service-providing industries .....	54	50	–	100	100	100	17	–	–	22
Education and health services .....	49	50	–	100	100	100	–	–	–	21
Educational services .....	36	50	100	100	100	100	–	–	–	32
Elementary and secondary schools .....	34	50	–	100	100	100	–	–	–	22
Junior colleges, colleges, and universities ...	42	100	100	100	100	100	–	–	–	–
Healthcare and social assistance .....	60	50	–	100	100	100	–	–	–	–
Hospitals .....	62	50	–	100	100	100	–	–	–	–
Public administration .....	52	–	100	100	100	100	–	–	–	30
1 to 99 workers .....	54	50	–	100	100	100	–	–	–	–
1 to 49 workers .....	53	–	100	100	100	100	–	–	–	–
50 to 99 workers .....	56	50	50	–	100	100	–	–	–	–
100 workers or more .....	55	50	–	100	100	100	15	–	–	23
100 to 499 workers .....	57	–	100	100	100	100	–	–	–	26
500 workers or more .....	54	50	–	100	100	100	–	–	–	21
State government .....	46	100	100	100	100	100	–	–	–	–
Local government .....	58	50	50	100	100	100	19	–	–	15

See footnotes at end of table.

**Table 29. Savings and thrift plans: Method of employer matching contributions, state and local government workers, 2016—continued**

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

Characteristics	Specified matching percent	Specified matching percent <sup>1</sup>					Percent varies by employee contribution	Discretionary match	Length of service	Other <sup>2</sup>
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile				
<b>Geographic area</b>										
Northeast .....	83	50	50	—	100	100	—	—	—	—
Middle Atlantic .....	87	50	50	50	—	100	—	—	—	—
South .....	40	50	—	100	100	100	—	—	—	—
East South Central .....	53	50	—	—	100	100	—	—	—	—
West South Central .....	63	—	100	100	100	100	—	—	—	—
Midwest .....	65	50	100	100	100	100	—	—	—	21
East North Central .....	80	50	—	100	100	100	—	—	—	—
West North Central .....	42	50	100	100	100	100	—	—	—	—
West .....	71	—	100	100	100	100	—	—	—	—
Pacific .....	70	—	100	100	100	100	—	—	—	—

<sup>1</sup> Estimates represent percentage of employer matching contributions for those workers participating in plans with specified matching percentage.

<sup>2</sup> Other methods of employer matches include state and local government-determined matches.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2016."

Note: Because of rounding, sums of individual items may not equal totals. 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/glossary20162017.htm](http://www.bls.gov/ncs/ebs/glossary20162017.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.