

Table 41. Standard errors for financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2012

| Characteristics | Health savings account | Section 125 cafeteria benefits | | | Pre-tax savings with no employer contributions | Financial planning |
|---|------------------------|--------------------------------|--------------------------------------|----------------------------------|--|--------------------|
| | | Flexible benefits | Dependent care reimbursement account | Healthcare reimbursement account | | |
| All workers | 0.7 | 0.6 | 0.7 | 0.7 | 0.6 | 0.5 |
| Worker characteristics | | | | | | |
| Management, professional, and related | 1.0 | 1.0 | 1.0 | 1.1 | 1.0 | 0.9 |
| Management, business, and financial | 1.5 | 1.3 | 1.4 | 1.5 | 1.1 | 1.4 |
| Professional and related | 1.1 | 1.2 | 1.2 | 1.3 | 1.2 | 1.0 |
| Teachers | 1.5 | 1.9 | 1.9 | 2.0 | 1.8 | 1.3 |
| Primary, secondary, and special education school teachers | 1.7 | 2.3 | 2.3 | 2.4 | 2.3 | 1.7 |
| Registered nurses | 2.8 | 3.2 | 3.1 | 3.1 | 2.4 | 2.2 |
| Service | 0.9 | 0.7 | 1.1 | 1.1 | 0.9 | 1.0 |
| Protective service | 1.8 | 2.2 | 2.9 | 2.9 | 2.8 | 2.0 |
| Sales and office | 0.8 | 0.8 | 1.1 | 1.0 | 0.9 | 0.8 |
| Sales and related | 1.1 | 0.7 | 1.4 | 1.3 | 1.2 | 1.3 |
| Office and administrative support | 1.1 | 1.2 | 1.3 | 1.2 | 1.0 | 0.9 |
| Natural resources, construction, and maintenance | 1.2 | 1.0 | 1.3 | 1.4 | 1.2 | 1.0 |
| Construction, extraction, farming, fishing, and forestry | 1.4 | 1.3 | 1.5 | 1.7 | 1.5 | 1.2 |
| Installation, maintenance, and repair | 1.6 | 1.5 | 1.8 | 2.1 | 1.8 | 1.3 |
| Production, transportation, and material moving ... | 1.2 | 1.0 | 1.4 | 1.3 | 0.9 | 0.8 |
| Production | 1.7 | 1.5 | 1.8 | 1.8 | 1.2 | 1.3 |
| Transportation and material moving | 1.3 | 1.1 | 1.5 | 1.5 | 1.3 | 0.9 |
| Full time | 0.8 | 0.7 | 0.7 | 0.7 | 0.7 | 0.6 |
| Part time | 0.7 | 0.6 | 0.9 | 0.8 | 0.7 | 0.6 |
| Union | 1.2 | 1.3 | 1.3 | 1.1 | 1.2 | 1.0 |
| Nonunion | 0.7 | 0.6 | 0.7 | 0.8 | 0.6 | 0.6 |
| Average wage within the following categories: ² | | | | | | |
| Lowest 25 percent | 0.6 | 0.5 | 1.0 | 0.9 | 0.8 | 0.8 |
| Lowest 10 percent | 0.7 | 0.5 | 1.2 | 0.9 | 1.1 | 0.8 |
| Second 25 percent | 1.0 | 0.9 | 1.0 | 1.1 | 0.8 | 0.9 |
| Third 25 percent | 1.1 | 0.8 | 0.9 | 0.8 | 0.8 | 0.8 |
| Highest 25 percent | 1.1 | 0.9 | 0.8 | 0.9 | 1.0 | 0.8 |
| Highest 10 percent | 1.2 | 1.1 | 1.0 | 1.2 | 1.1 | 1.0 |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 1.2 | 1.1 | 1.3 | 1.3 | 1.0 | 1.1 |
| Service-providing industries | 0.7 | 0.7 | 0.7 | 0.8 | 0.6 | 0.6 |
| Education and health services | 1.4 | 1.5 | 1.5 | 1.5 | 1.4 | 1.2 |
| Educational services | 1.7 | 1.6 | 1.6 | 1.8 | 1.5 | 1.2 |
| Elementary and secondary schools | 1.6 | 2.1 | 2.3 | 2.3 | 1.8 | 1.3 |
| Junior colleges, colleges, and universities | 4.0 | 2.1 | 3.8 | 3.5 | 2.8 | 2.8 |
| Healthcare and social assistance | 1.8 | 2.1 | 2.3 | 2.3 | 1.7 | 1.7 |
| Hospitals | 2.1 | 3.1 | 2.6 | 2.5 | 2.3 | 2.5 |
| Public administration | 1.8 | 2.1 | 2.3 | 2.2 | 2.2 | 2.4 |

See footnotes at end of table.

**Table 41. Standard errors for financial benefits: Access, civilian workers,¹
National Compensation Survey, March 2012—Continued**

| Characteristics | Stock options | | | |
|--|---------------|-------------|---------|------------------|
| | Total | Performance | Signing | Other |
| All workers | 0.3 | 0.2 | 0.2 | 0.2 |
| Worker characteristics | | | | |
| Management, professional, and related | 0.5 | 0.3 | 0.3 | 0.5 |
| Management, business, and financial | 1.0 | 0.7 | 0.4 | 0.9 |
| Professional and related | 0.6 | 0.3 | 0.3 | 0.5 |
| Teachers | — | — | — | — |
| Primary, secondary, and special education school teachers | — | — | — | — |
| Registered nurses | 0.8 | 0.1 | — | — |
| Service | 0.4 | — | — | 0.4 |
| Protective service | 0.3 | — | — | 0.3 |
| Sales and office | 0.6 | 0.3 | 0.2 | 0.5 |
| Sales and related | 0.7 | 0.2 | 0.2 | 0.7 |
| Office and administrative support | 0.7 | 0.4 | 0.3 | 0.5 |
| Natural resources, construction, and maintenance | 0.8 | 0.3 | — | 0.6 |
| Construction, extraction, farming, fishing, and forestry | 0.7 | — | — | 0.7 |
| Installation, maintenance, and repair | 1.4 | 0.6 | — | 1.0 |
| Production, transportation, and material moving ... | 0.8 | 0.3 | 0.2 | 0.7 |
| Production | 1.0 | 0.4 | 0.3 | 0.9 |
| Transportation and material moving | 0.9 | 0.3 | 0.2 | 0.9 |
| Full time | 0.4 | 0.2 | 0.2 | 0.3 |
| Part time | 0.3 | 0.1 | 0.1 | 0.3 |
| Union | 0.7 | 0.4 | 0.5 | 0.6 |
| Nonunion | 0.3 | 0.2 | 0.1 | 0.3 |
| Average wage within the following categories: ² | | | | |
| Lowest 25 percent | 0.4 | 0.1 | 0.1 | 0.4 |
| Lowest 10 percent | 0.7 | — | — | 0.7 |
| Second 25 percent | 0.5 | 0.3 | 0.3 | 0.4 |
| Third 25 percent | 0.6 | 0.2 | 0.2 | 0.5 |
| Highest 25 percent | 0.6 | 0.4 | 0.4 | 0.6 |
| Highest 10 percent | 0.9 | 0.5 | 0.4 | 0.9 |
| Establishment characteristics | | | | |
| Goods-producing industries | 0.8 | 0.4 | 0.2 | 0.7 |
| Service-providing industries | 0.3 | 0.2 | 0.2 | 0.3 |
| Education and health services | 0.3 | — | 0.1 | 0.3 |
| Educational services | 0.1 | — | 0.1 | (³) |
| Elementary and secondary schools | — | — | — | — |
| Junior colleges, colleges, and universities | 0.1 | — | 0.1 | (³) |
| Healthcare and social assistance | 0.5 | — | — | 0.5 |
| Hospitals | 0.5 | 0.2 | — | 0.5 |
| Public administration | — | — | — | — |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

| Characteristics | Health savings account | Section 125 cafeteria benefits | | | Pre-tax savings with no employer contributions | Financial planning |
|---------------------------|------------------------|--------------------------------|--------------------------------------|----------------------------------|--|--------------------|
| | | Flexible benefits | Dependent care reimbursement account | Healthcare reimbursement account | | |
| 1 to 99 workers | 0.8 | 0.6 | 0.8 | 0.8 | 0.6 | 0.5 |
| 1 to 49 workers | 0.8 | 0.7 | 0.8 | 0.9 | 0.6 | 0.6 |
| 50 to 99 workers | 1.7 | 1.2 | 1.6 | 1.7 | 1.3 | 1.1 |
| 100 workers or more | 0.9 | 0.9 | 0.9 | 0.9 | 0.8 | 0.7 |
| 100 to 499 workers | 1.1 | 1.0 | 1.3 | 1.2 | 1.1 | 1.2 |
| 500 workers or more | 1.3 | 1.2 | 1.1 | 1.0 | 1.3 | 1.1 |
| Geographic areas | | | | | | |
| New England | 1.3 | 2.8 | 1.6 | 1.8 | 1.4 | 1.6 |
| Middle Atlantic | 2.1 | 1.8 | 1.1 | 1.8 | 1.4 | 0.7 |
| East North Central | 1.5 | 1.5 | 1.7 | 1.7 | 1.5 | 1.5 |
| West North Central | 2.4 | 1.8 | 3.0 | 2.4 | 2.0 | 1.5 |
| South Atlantic | 1.5 | 1.6 | 1.6 | 1.5 | 1.7 | 1.4 |
| East South Central | 4.3 | 2.4 | 2.1 | 3.4 | 3.2 | 2.6 |
| West South Central | 1.8 | 1.6 | 1.9 | 1.8 | 1.3 | 2.1 |
| Mountain | 1.6 | 2.8 | 3.6 | 3.7 | 2.1 | 1.4 |
| Pacific | 2.3 | 0.9 | 1.6 | 1.2 | 0.8 | 1.7 |

See footnotes at end of table.

Table 41. Standard errors for financial benefits: Access, civilian workers,¹ National Compensation Survey, March 2012—Continued

| Characteristics | Stock options | | | |
|---------------------------|---------------|-------------|---------|-------|
| | Total | Performance | Signing | Other |
| 1 to 99 workers | 0.4 | 0.2 | 0.2 | 0.4 |
| 1 to 49 workers | 0.4 | 0.2 | 0.1 | 0.3 |
| 50 to 99 workers | 1.2 | 0.8 | 0.4 | 1.2 |
| 100 workers or more | 0.5 | 0.3 | 0.3 | 0.4 |
| 100 to 499 workers | 0.6 | 0.4 | 0.2 | 0.5 |
| 500 workers or more | 0.8 | 0.4 | 0.5 | 0.7 |
| Geographic areas | | | | |
| New England | 0.4 | 0.3 | 0.1 | 0.4 |
| Middle Atlantic | 1.0 | 0.4 | 0.6 | 0.7 |
| East North Central | 0.7 | 0.5 | 0.2 | 0.6 |
| West North Central | 0.5 | 0.5 | 0.2 | 0.4 |
| South Atlantic | 0.8 | 0.4 | 0.3 | 0.8 |
| East South Central | 1.8 | 1.3 | 0.8 | 1.5 |
| West South Central | 0.8 | 0.5 | — | 0.5 |
| Mountain | 1.0 | 0.2 | 0.2 | 1.0 |
| Pacific | 0.6 | 0.3 | 0.5 | 0.3 |

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation

Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

³ Less than 0.05.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20112012.htm.