

Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2013

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ¹			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
All workers	86	80	6.4	6.4	14
Worker characteristics					
Management, professional, and related	86	81	6.5	6.4	14
Professional and related	87	82	6.5	6.5	13
Teachers	88	84	6.8	6.5	12
Primary, secondary, and special education school teachers	88	83	6.8	6.5	12
Service	86	80	6.7	6.6	14
Protective service	85	80	7.1	7.0	15
Sales and office	85	80	6.1	6.4	15
Office and administrative support	85	80	6.2	6.4	15
Natural resources, construction, and maintenance	81	77	5.8	6.0	19
Production, transportation, and material moving ...	84	75	6.3	6.4	16
Full time	86	80	6.4	6.4	14
Part time	87	79	6.6	7.0	13
Union	86	77	6.4	6.6	14
Nonunion	85	84	6.5	6.4	15
Average wage within the following categories: ²					
Lowest 25 percent	86	83	6.3	6.4	14
Lowest 10 percent	86	83	6.6	6.4	14
Second 25 percent	86	79	6.3	6.4	14
Third 25 percent	84	80	6.2	6.4	16
Highest 25 percent	87	80	6.8	6.6	13
Highest 10 percent	88	79	7.0	7.3	12
Establishment characteristics					
Service-providing industries	86	80	6.5	6.4	14
Education and health services	87	82	6.6	6.4	13
Educational services	88	83	6.6	6.5	12
Elementary and secondary schools	88	83	6.7	6.5	12
Junior colleges, colleges, and universities	89	85	6.6	6.5	11
Healthcare and social assistance	79	74	5.9	6.4	21
Hospitals	76	73	6.1	6.4	24
Public administration	83	77	6.3	6.4	17
1 to 99 workers	83	79	6.1	6.0	17
1 to 49 workers	89	85	5.8	6.0	11
50 to 99 workers	77	72	6.5	6.0	23
100 workers or more	86	80	6.5	6.4	14
100 to 499 workers	82	77	6.6	6.5	18
500 workers or more	87	82	6.4	6.4	13

See footnotes at end of table.

Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2013—Continued

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ¹			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
State government	88	80	6.0	6.3	12
Local government	85	80	6.6	6.5	15
Geographic areas					
Middle Atlantic	94	93	5.6	6.5	6
East North Central	74	66	7.7	9.4	26
West North Central	95	95	6.0	5.0	5
South Atlantic	87	87	4.9	5.0	13
Pacific	77	64	6.9	7.0	23

¹ The employee contributes a fixed percentage of his or her earnings to the retirement plan.

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 data from the National Compensation Survey publication,

"Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.