

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2016

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	11	6	7	41	54
Worker characteristics					
Management, professional, and related	18	12	12	55	69
Management, business, and financial	18	19	14	57	70
Professional and related	18	9	11	55	68
Teachers	14	3	7	49	66
Primary, secondary, and special education school teachers	11	—	4	47	67
Registered nurses	23	4	10	71	83
Service	8	1	5	26	39
Protective service	11	4	8	43	62
Sales and office	9	6	6	42	56
Sales and related	4	4	3	38	53
Office and administrative support	12	7	8	45	58
Natural resources, construction, and maintenance	7	1	4	30	39
Construction, extraction, farming, fishing, and forestry	4	1	3	22	29
Installation, maintenance, and repair	11	2	4	38	50
Production, transportation, and material moving ...	4	3	2	38	51
Production	7	3	1	42	50
Transportation and material moving	2	3	2	35	52
Full time	13	8	8	47	60
Part time	5	2	3	25	37
Union	17	2	10	54	78
Nonunion	10	7	6	39	50
Average wage within the following categories: ³					
Lowest 25 percent	4	1	2	24	35
Lowest 10 percent	2	1	2	16	28
Second 25 percent	8	3	5	39	53
Third 25 percent	13	7	9	49	61
Highest 25 percent	19	15	13	58	72
Highest 10 percent	22	19	15	62	77
Establishment characteristics					
Goods-producing industries	8	6	3	43	50
Service-providing industries	11	6	8	41	55
Education and health services	16	4	8	51	68
Educational services	14	5	10	51	71
Elementary and secondary schools	9	2	4	46	68
Junior colleges, colleges, and universities	29	—	22	68	82
Health care and social assistance	17	3	7	51	65
Hospitals	35	3	16	83	94
Public administration	16	5	17	55	77

See footnotes at end of table.

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2016—continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	5	4	3	22	32
1 to 49 workers	4	5	3	19	27
50 to 99 workers	7	4	4	31	45
100 workers or more	16	8	10	60	76
100 to 499 workers	10	7	6	52	67
500 workers or more	24	9	15	68	85
Geographic areas					
Northeast	15	8	9	40	56
New England	16	10	11	40	57
Middle Atlantic	15	8	9	40	56
South	10	6	5	44	55
South Atlantic	11	7	5	47	59
East South Central	—	5	1	37	50
West South Central	9	6	5	44	51
Midwest	9	6	5	40	53
East North Central	9	6	6	39	52
West North Central	8	6	5	43	56
West	10	5	10	39	53
Mountain	11	6	9	36	49
Pacific	10	5	10	41	54

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 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, civilian workers,¹ March 2016

(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	25	19	40	43	23	20
Worker characteristics						
Management, professional, and related	36	28	58	62	33	27
Management, business, and financial	46	29	62	65	27	30
Professional and related	32	28	56	61	36	27
Teachers	23	32	50	58	53	21
Primary, secondary, and special education school teachers	20	34	50	59	55	20
Registered nurses	32	35	70	73	31	32
Service	10	10	23	24	17	12
Protective service	19	22	44	47	38	21
Sales and office	29	17	38	41	19	23
Sales and related	25	10	30	31	10	21
Office and administrative support	31	21	43	46	24	25
Natural resources, construction, and maintenance	18	13	28	31	20	16
Construction, extraction, farming, fishing, and forestry	13	9	17	21	19	10
Installation, maintenance, and repair	23	17	38	41	21	21
Production, transportation, and material moving ...	21	18	38	39	19	15
Production	25	19	39	40	18	17
Transportation and material moving	18	16	37	38	21	13
Full time	31	23	47	51	26	23
Part time	9	6	18	18	13	11
Union	23	22	54	58	45	25
Nonunion	25	18	38	40	19	19
Average wage within the following categories: ⁷						
Lowest 25 percent	10	7	18	18	12	11
Lowest 10 percent	4	4	11	11	8	6
Second 25 percent	25	19	38	41	22	19
Third 25 percent	31	24	49	52	28	25
Highest 25 percent	38	29	61	65	33	29
Highest 10 percent	42	29	65	69	33	31
Establishment characteristics						
Goods-producing industries	26	17	39	40	16	20
Service-providing industries	25	19	40	43	24	20
Education and health services	26	28	50	56	37	22
Educational services	28	33	55	62	55	23
Elementary and secondary schools	22	34	50	57	55	19
Junior colleges, colleges, and universities	46	35	71	78	63	34
Health care and social assistance	25	24	46	51	24	22
Hospitals	35	45	77	83	37	41
Public administration	25	32	58	60	63	30

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2016—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	—	—	—	—
Primary, secondary, and special education school teachers	—	—	—	—
Registered nurses	1	—	—	(⁶)
Service	2	(⁶)	(⁶)	2
Protective service	(⁶)	—	—	(⁶)
Sales and office	9	2	1	7
Sales and related	9	2	1	8
Office and administrative support	8	3	2	7
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	5	3	1	3
Installation, maintenance, and repair	2	—	—	2
Production, transportation, and material moving ... Production	7	4	—	4
Transportation and material moving	9	1	1	8
Production	5	1	1	4
Transportation and material moving	11	(⁶)	1	11
Full time	7	3	1	5
Part time	4	1	(⁶)	4
Union	6	2	(⁶)	4
Nonunion	7	2	1	5
Average wage within the following categories: ⁷				
Lowest 25 percent	4	1	(⁶)	3
Lowest 10 percent	2	(⁶)	—	2
Second 25 percent	6	1	1	6
Third 25 percent	7	2	1	5
Highest 25 percent	10	5	2	6
Highest 10 percent	13	7	3	7
Establishment characteristics				
Goods-producing industries	8	3	1	5
Service-providing industries	6	2	1	5
Education and health services	1	(⁶)	(⁶)	—
Educational services	—	—	—	—
Elementary and secondary schools	—	—	—	—
Junior colleges, colleges, and universities	—	—	—	—
Health care and social assistance	2	(⁶)	—	—
Hospitals	—	—	—	—
Public administration	—	—	—	—

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2016—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	16	9	21	23	14	10
1 to 49 workers	15	7	19	20	12	9
50 to 99 workers	20	15	30	33	19	14
100 workers or more	34	28	58	61	32	30
100 to 499 workers	33	21	48	50	23	26
500 workers or more	35	35	69	74	41	33
Geographic areas						
Northeast	21	14	38	42	26	21
New England	22	13	42	47	24	20
Middle Atlantic	21	14	37	41	27	21
South	24	23	41	43	23	21
South Atlantic	25	21	40	43	23	22
East South Central	29	25	33	36	24	18
West South Central	22	24	45	46	23	20
Midwest	28	20	42	44	23	20
East North Central	27	17	41	42	24	19
West North Central	31	26	45	49	21	21
West	26	15	38	41	20	20
Mountain	26	13	36	38	17	21
Pacific	26	16	39	42	22	19

See footnotes at end of table.

Table 41. Financial benefits: Access, civilian workers,¹ March 2016—continued

(All workers = 100 percent)

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

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 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Health-related benefits: Access, civilian workers,¹ March 2016

(All workers = 100 percent)

Characteristics	Long-term care insurance ²	Retiree healthcare benefits ³	
		Under age 65	Age 65 and over
All workers	18	23	21
Worker characteristics			
Management, professional, and related	28	36	32
Management, business, and financial	33	33	30
Professional and related	26	37	34
Teachers	26	60	55
Primary, secondary, and special education school teachers	20	65	58
Registered nurses	23	23	16
Service	9	13	12
Protective service	17	48	40
Sales and office	18	19	17
Sales and related	13	9	8
Office and administrative support	21	24	23
Natural resources, construction, and maintenance	13	18	18
Construction, extraction, farming, fishing, and forestry	8	14	14
Installation, maintenance, and repair	17	22	21
Production, transportation, and material moving	13	19	17
Production	14	15	14
Transportation and material moving	13	22	19
Full time	22	28	25
Part time	7	9	8
Union	24	59	53
Nonunion	17	17	15
Average wage within the following categories: ⁴			
Lowest 25 percent	7	7	6
Lowest 10 percent	4	4	4
Second 25 percent	14	19	17
Third 25 percent	22	29	27
Highest 25 percent	32	41	37
Highest 10 percent	37	42	39
Establishment characteristics			
Goods-producing industries	15	17	15
Service-providing industries	19	24	22
Education and health services	22	35	31
Educational services	31	63	59
Elementary and secondary schools	22	67	62
Junior colleges, colleges, and universities	56	63	61
Health care and social assistance	17	16	12
Hospitals	30	33	23
Public administration	25	73	68

See footnotes at end of table.

Table 42. Health-related benefits: Access, civilian workers,¹ March 2016—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	9	8	8
1 to 49 workers	8	7	7
50 to 99 workers	13	13	11
100 workers or more	27	37	33
100 to 499 workers	19	22	19
500 workers or more	36	54	48
Geographic areas			
Northeast	17	25	24
New England	16	22	21
Middle Atlantic	17	26	25
South	21	25	21
South Atlantic	23	25	21
East South Central	20	24	20
West South Central	18	25	22
Midwest	16	20	18
East North Central	16	19	18
West North Central	15	22	19
West	19	21	20
Mountain	17	18	16
Pacific	19	23	21

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 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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2016

(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	6	3	9	6	5	2	5	12
Worker characteristics									
Management, professional, and related	43	5	5	10	4	9	2	6	13
Management, business, and financial	52	8	6	16	5	7	2	7	15
Professional and related	40	4	4	8	4	9	3	6	13
Teachers	25	—	2	1	(⁴)	12	2	(⁴)	10
Primary, secondary, and special education school teachers	29	—	2	1	—	15	2	—	12
Registered nurses	46	2	7	—	3	9	3	15	16
Service	24	1	2	5	6	4	3	4	7
Protective service	32	1	5	1	2	10	7	—	13
Sales and office	40	9	3	11	5	4	1	5	12
Sales and related	33	11	1	8	5	2	1	3	13
Office and administrative support	44	7	4	12	6	5	2	7	12
Natural resources, construction, and maintenance	39	6	2	11	9	4	2	4	11
Construction, extraction, farming, fishing, and forestry	32	2	1	12	9	2	2	1	7
Installation, maintenance, and repair	44	9	3	11	9	6	2	6	14
Production, transportation, and material moving ...	40	7	2	9	6	4	1	4	15
Production	43	10	2	10	7	3	1	4	16
Transportation and material moving	36	5	1	7	6	4	1	4	13
Full time	43	6	4	11	6	7	2	5	14
Part time	20	3	1	4	5	1	1	4	5
Union	36	5	5	2	1	15	3	4	15
Nonunion	38	6	3	10	6	4	2	5	11
Average wage within the following categories: ⁵									
Lowest 25 percent	24	3	1	5	6	1	2	4	7
Lowest 10 percent	17	1	1	5	6	1	1	2	4
Second 25 percent	39	5	2	9	7	4	2	5	12
Third 25 percent	45	6	3	12	5	7	2	5	14
Highest 25 percent	47	8	6	11	4	10	2	6	15
Highest 10 percent	49	8	6	12	3	11	2	7	16
Establishment characteristics									
Goods-producing industries	47	10	3	13	9	4	1	3	15
Service-providing industries	36	5	3	8	5	5	2	5	11
Education and health services	32	1	3	5	5	9	3	6	10
Educational services	25	—	2	1	(⁴)	12	3	(⁴)	9
Elementary and secondary schools	26	—	1	1	(⁴)	14	3	—	10
Junior colleges, colleges, and universities	23	—	5	1	1	10	2	1	8
Health care and social assistance	37	1	3	8	8	6	4	11	10
Hospitals	42	3	4	5	2	10	3	16	15
Public administration	42	—	6	1	2	18	9	—	16

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2016—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	1	12	9	3	1	3	6
1 to 49 workers	34	3	1	13	9	2	1	2	6
50 to 99 workers	35	4	2	10	6	4	2	5	8
100 workers or more	41	8	5	6	3	8	3	7	17
100 to 499 workers	40	8	4	6	4	6	2	8	16
500 workers or more	41	7	5	5	1	10	3	6	17
Geographic areas									
Northeast	38	4	2	12	3	8	2	5	11
New England	36	5	3	12	2	8	2	4	9
Middle Atlantic	38	3	2	12	3	8	1	5	12
South	41	5	4	9	8	3	2	5	15
South Atlantic	42	5	5	9	8	3	3	6	16
East South Central	37	5	—	9	8	2	2	5	13
West South Central	41	6	3	10	9	3	2	5	14
Midwest	36	7	2	8	5	5	2	5	11
East North Central	37	7	3	9	6	5	2	5	10
West North Central	34	7	2	8	2	5	3	5	11
West	33	5	3	7	5	7	—	5	8
Mountain	34	5	2	10	6	3	1	3	10
Pacific	32	5	4	5	4	9	—	5	8

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 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 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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

**Table 44. Unmarried domestic partner benefits: Access¹, civilian workers,²
March 2016**

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	16	16	38	34
Worker characteristics				
Management, professional, and related	26	26	52	46
Management, business, and financial	24	24	59	54
Professional and related	27	26	49	42
Teachers	43	41	35	29
Primary, secondary, and special education school teachers	51	49	33	29
Registered nurses	21	22	45	38
Service	10	10	23	20
Protective service	28	28	34	27
Sales and office	13	13	41	37
Sales and related	6	6	35	31
Office and administrative support	18	18	44	41
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry	13	11	29	25
Installation, maintenance, and repair	11	11	19	20
Production, transportation, and material moving ... Production	15	11	38	29
Transportation and material moving	11	11	33	30
Production	9	8	31	29
Transportation and material moving	14	14	35	30
Full time	20	19	45	40
Part time	6	6	17	16
Union	43	39	56	45
Nonunion	12	12	35	32
Average wage within the following categories: ³				
Lowest 25 percent	5	6	19	18
Lowest 10 percent	2	2	9	9
Second 25 percent	13	13	36	33
Third 25 percent	20	19	45	39
Highest 25 percent	30	28	58	50
Highest 10 percent	32	30	67	59
Establishment characteristics				
Goods-producing industries	10	9	35	32
Service-providing industries	17	17	39	34
Education and health services	26	25	40	35
Educational services	44	43	38	31
Elementary and secondary schools	48	47	30	26
Junior colleges, colleges, and universities	40	39	57	44
Health care and social assistance	13	14	42	37
Hospitals	23	24	52	42
Public administration	49	48	40	33

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, civilian workers,² March 2016—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	6	6	25	24
1 to 49 workers	5	6	24	23
50 to 99 workers	9	8	30	29
100 workers or more	26	25	50	43
100 to 499 workers	16	16	46	42
500 workers or more	37	35	55	44
Geographic areas				
Northeast	20	20	45	39
New England	15	15	41	36
Middle Atlantic	22	22	46	40
South	17	16	30	28
South Atlantic	16	16	32	28
East South Central	20	19	28	26
West South Central	15	15	29	28
Midwest	9	8	28	22
East North Central	7	6	28	21
West North Central	13	12	28	25
West	21	20	56	53
Mountain	14	14	43	38
Pacific	23	23	62	59

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 the Unmarried Domestic Partners Benefit Fact Sheet at: www.bls.gov/ncs/ebs_domestic2012.pdf.

² 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.

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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Quality of life benefits: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	10	7	6	39	51
Worker characteristics					
Management, professional, and related	19	15	13	56	67
Management, business, and financial	18	21	13	57	69
Professional and related	19	12	12	55	65
Service	8	(²)	4	22	33
Protective service	—	—	2	27	38
Sales and office	8	7	5	41	54
Sales and related	4	4	3	38	53
Office and administrative support	11	8	7	44	55
Natural resources, construction, and maintenance	7	1	3	27	36
Construction, extraction, farming, fishing, and forestry	3	—	2	17	23
Installation, maintenance, and repair	11	2	3	37	47
Production, transportation, and material moving ...	4	3	1	38	50
Production	7	3	1	42	50
Transportation and material moving	2	3	2	35	50
Full time	12	8	7	45	56
Part time	4	2	3	24	35
Union	17	3	6	52	74
Nonunion	10	7	6	38	48
Average wage within the following categories: ³					
Lowest 25 percent	4	1	2	23	34
Lowest 10 percent	2	1	2	15	27
Second 25 percent	8	3	4	36	49
Third 25 percent	10	7	7	47	56
Highest 25 percent	21	17	13	58	70
Highest 10 percent	23	24	16	63	75
Establishment characteristics					
Goods-producing industries	8	6	2	42	50
Construction	3	2	3	17	21
Manufacturing	11	8	2	54	63
Service-providing industries	11	7	7	39	51
Trade, transportation, and utilities	3	3	2	41	58
Wholesale trade	6	13	3	36	49
Retail trade	2	(²)	1	39	57
Transportation and warehousing	2	2	4	52	68
Utilities	14	—	13	73	82

See footnotes at end of table.

Table 40. Quality of life benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	41	14	19	73	82
Financial activities	21	17	17	60	70
Finance and insurance	26	21	22	72	80
Credit intermediation and related activities	29	13	19	71	81
Insurance carriers and related activities	17	28	23	71	78
Real estate and rental and leasing	—	5	5	21	37
Professional and business services	10	14	7	30	40
Professional and technical services	14	24	13	38	48
Administrative and waste services	3	4	4	14	23
Education and health services	17	4	8	50	64
Educational services	18	9	23	50	66
Junior colleges, colleges, and universities	30	11	33	74	88
Health care and social assistance	17	3	6	50	64
Leisure and hospitality	7	—	6	17	25
Accommodation and food services	7	—	5	16	25
Other services	3	9	3	19	27
1 to 99 workers	5	5	3	22	31
1 to 49 workers	4	5	3	19	27
50 to 99 workers	7	4	4	30	44
100 workers or more	17	9	10	61	75
100 to 499 workers	10	7	6	53	68
500 workers or more	29	12	15	73	85
Geographic areas					
Northeast	15	9	10	39	52
New England	16	12	12	41	54
Middle Atlantic	14	9	9	39	52
South	10	6	5	42	52
South Atlantic	11	6	5	44	54
East South Central	7	3	1	36	50
West South Central	9	6	5	43	48
Midwest	8	6	4	39	51
East North Central	9	6	4	38	50
West North Central	6	6	4	42	54
West	9	6	7	35	47
Mountain	10	6	7	33	44
Pacific	9	5	8	36	49

¹ 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.

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Payroll deduction IRA ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			
All workers	25	16	37	40	17	6	20
Worker characteristics							
Management, professional, and related	40	26	58	62	23	9	28
Management, business, and financial	49	28	62	65	21	9	30
Professional and related	35	25	56	60	24	10	28
Service	8	7	19	19	10	4	10
Protective service	12	–	25	29	8	5	12
Sales and office	29	15	36	39	15	5	23
Sales and related	25	10	30	31	10	3	21
Office and administrative support	32	19	40	44	18	7	24
Natural resources, construction, and maintenance	17	11	25	28	15	6	15
Construction, extraction, farming, fishing, and forestry	11	6	13	16	14	7	9
Installation, maintenance, and repair	23	15	37	39	17	4	20
Production, transportation, and material moving ...	21	17	37	39	18	5	15
Production	25	19	38	39	17	6	17
Transportation and material moving	18	15	36	38	18	5	13
Full time	31	20	45	48	19	7	23
Part time	9	5	17	17	10	3	10
Union	25	14	51	52	28	8	22
Nonunion	25	16	36	38	15	6	19
Average wage within the following categories: ⁷							
Lowest 25 percent	9	6	16	16	9	3	10
Lowest 10 percent	3	4	10	10	8	1	5
Second 25 percent	23	15	34	36	15	6	17
Third 25 percent	32	21	46	49	20	8	23
Highest 25 percent	42	27	61	65	24	9	31
Highest 10 percent	46	29	68	70	24	10	33
Establishment characteristics							
Goods-producing industries	26	17	39	40	16	6	20
Construction	13	7	12	16	12	5	8
Manufacturing	33	22	51	51	17	6	25
Service-providing industries	25	16	37	40	17	6	19
Trade, transportation, and utilities	25	13	36	38	14	3	20
Wholesale trade	23	19	40	44	13	5	15
Retail trade	25	7	28	29	10	1	22
Transportation and warehousing	26	25	54	55	26	7	19
Utilities	45	34	70	73	13	5	43

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
All workers	8	2	1	6
Worker characteristics				
Management, professional, and related	10	5	2	6
Management, business, and financial	15	7	3	10
Professional and related	8	4	1	4
Service	2	(⁶)	(⁶)	2
Protective service	1	—	—	1
Sales and office	9	3	1	8
Sales and related	9	2	1	8
Office and administrative support	10	3	2	8
Natural resources, construction, and maintenance	5	3	1	3
Construction, extraction, farming, fishing, and forestry	3	—	—	2
Installation, maintenance, and repair	8	4	—	4
Production, transportation, and material moving ...	9	1	1	8
Production	6	1	1	4
Transportation and material moving	12	(⁶)	1	11
Full time	9	3	1	6
Part time	5	1	(⁶)	4
Union	12	4	1	7
Nonunion	7	2	1	6
Average wage within the following categories: ⁷				
Lowest 25 percent	4	(⁶)	(⁶)	3
Lowest 10 percent	2	(⁶)	—	2
Second 25 percent	7	1	1	6
Third 25 percent	8	3	1	6
Highest 25 percent	13	6	2	8
Highest 10 percent	16	9	3	9
Establishment characteristics				
Goods-producing industries	8	3	1	5
Construction	4	—	—	2
Manufacturing	11	5	2	6
Service-providing industries	8	2	1	6
Trade, transportation, and utilities	11	2	1	10
Wholesale trade	6	1	1	5
Retail trade	9	2	1	8
Transportation and warehousing	21	—	—	20
Utilities	10	—	—	10

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Payroll deduction IRA ⁴	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			
Information	50	26	80	80	26	4	51
Financial activities	50	31	65	65	20	11	37
Finance and insurance	61	37	77	78	21	12	47
Credit intermediation and related activities	60	37	79	79	21	13	42
Insurance carriers and related activities	61	36	73	75	18	7	52
Real estate and rental and leasing	19	10	27	26	14	7	6
Professional and business services	28	15	35	37	20	8	15
Professional and technical services	39	19	44	48	22	13	25
Administrative and waste services	12	8	16	17	16	6	5
Education and health services	26	24	47	52	23	9	22
Educational services	29	25	57	59	34	16	26
Junior colleges, colleges, and universities	43	35	79	82	46	20	40
Health care and social assistance	26	23	45	50	21	8	21
Leisure and hospitality	4	3	13	14	7	3	9
Accommodation and food services	3	3	12	12	7	3	9
Other services	14	9	14	16	—	5	6
1 to 99 workers	16	9	21	23	13	5	10
1 to 49 workers	15	7	18	19	11	4	9
50 to 99 workers	20	14	30	33	17	6	13
100 workers or more	36	25	58	60	21	8	31
100 to 499 workers	35	20	48	50	18	8	27
500 workers or more	38	34	73	76	25	8	38
Geographic areas							
Northeast	24	15	39	42	20	8	20
New England	24	15	41	47	19	9	19
Middle Atlantic	24	15	38	40	20	8	20
South	23	19	37	39	16	6	21
South Atlantic	24	17	36	38	16	7	22
East South Central	24	19	31	34	14	6	19
West South Central	21	22	41	42	15	3	20
Midwest	29	19	41	43	18	5	18
East North Central	28	17	41	42	19	5	19
West North Central	32	24	41	45	15	5	18
West	25	10	34	36	14	6	18
Mountain	26	10	32	34	11	2	20
Pacific	25	10	35	37	16	8	17

See footnotes at end of table.

Table 41. Financial benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Stock options			
	Total ⁵	Performance	Signing	Other
Information	32	20	—	13
Financial activities	19	8	7	17
Finance and insurance	23	11	9	21
Credit intermediation and related activities	27	13	11	25
Insurance carriers and related activities	17	6	2	13
Real estate and rental and leasing	6	—	—	6
Professional and business services	8	3	1	5
Professional and technical services	8	4	—	5
Administrative and waste services	5	—	—	4
Education and health services	2	(⁶)	(⁶)	—
Educational services	—	—	—	—
Junior colleges, colleges, and universities	—	—	—	—
Health care and social assistance	2	(⁶)	—	—
Leisure and hospitality	—	—	—	—
Accommodation and food services	—	—	—	—
Other services	2	—	—	—
1 to 99 workers	5	2	1	4
1 to 49 workers	4	1	1	3
50 to 99 workers	6	2	1	5
100 workers or more	11	4	2	9
100 to 499 workers	10	3	1	7
500 workers or more	14	4	2	11
Geographic areas				
Northeast	8	2	2	6
New England	6	1	1	5
Middle Atlantic	8	2	2	6
South	7	2	1	5
South Atlantic	7	2	1	6
East South Central	9	1	1	7
West South Central	6	2	1	4
Midwest	7	2	1	6
East North Central	7	2	1	6
West North Central	8	2	(⁶)	6
West	9	4	1	6
Mountain	8	2	1	6
Pacific	9	5	2	5

¹ Formerly referred to as Dependent care reimbursement account.

² Formerly referred to as Healthcare reimbursement account.

³ 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.

⁴ An individual retirement plan that can be sponsored by the employer, but with no employer contributions. The employee establishes either a traditional (with tax-deductible contributions) or Roth (contributions are made post-tax but accumulate tax-free until retirement) IRA plan with a financial institution, and authorizes the payroll deduction by the employer.

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Health-related benefits: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	17	15	13
Worker characteristics			
Management, professional, and related	28	23	20
Management, business, and financial	33	27	23
Professional and related	25	21	18
Service	7	5	4
Protective service	6	–	4
Sales and office	17	14	13
Sales and related	13	9	8
Office and administrative support	20	18	16
Natural resources, construction, and maintenance	11	13	13
Construction, extraction, farming, fishing, and forestry	5	8	8
Installation, maintenance, and repair	16	19	18
Production, transportation, and material moving ...	13	17	15
Production	13	15	13
Transportation and material moving	13	19	16
Full time	20	18	16
Part time	6	5	5
Union	23	41	36
Nonunion	16	12	11
Average wage within the following categories: ³			
Lowest 25 percent	6	4	4
Lowest 10 percent	4	3	3
Second 25 percent	13	10	8
Third 25 percent	19	19	17
Highest 25 percent	33	30	26
Highest 10 percent	39	32	29
Establishment characteristics			
Goods-producing industries	15	16	15
Construction	3	6	6
Manufacturing	21	21	18
Service-providing industries	17	15	13
Trade, transportation, and utilities	14	15	13
Wholesale trade	16	9	7
Retail trade	10	9	7
Transportation and warehousing	21	36	33
Utilities	43	60	54

See footnotes at end of table.

Table 42. Health-related benefits: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
Information	49	48	43
Financial activities	40	39	37
Finance and insurance	50	50	47
Credit intermediation and related activities	52	53	52
Insurance carriers and related activities	44	44	41
Real estate and rental and leasing	9	5	3
Professional and business services	18	12	10
Professional and technical services	24	13	12
Administrative and waste services	7	6	4
Education and health services	18	13	11
Educational services	32	28	31
Junior colleges, colleges, and universities	53	43	45
Health care and social assistance	15	11	8
Leisure and hospitality	6	2	2
Accommodation and food services	6	2	2
Other services	7	8	7
1 to 99 workers	9	7	6
1 to 49 workers	8	6	6
50 to 99 workers	13	11	9
100 workers or more	26	25	21
100 to 499 workers	19	16	14
500 workers or more	37	38	32
Geographic areas			
Northeast	17	15	15
New England	17	13	12
Middle Atlantic	17	16	16
South	18	16	13
South Atlantic	19	17	13
East South Central	16	17	14
West South Central	17	16	14
Midwest	15	14	13
East North Central	16	14	13
West North Central	14	15	14
West	16	13	11
Mountain	16	10	9
Pacific	15	14	12

¹ 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.

² 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.

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	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 ²
All workers	38	6	3	10	6	4	1	6	11
Worker characteristics									
Management, professional, and related	47	7	5	14	5	6	2	8	13
Management, business, and financial	53	10	6	18	5	5	1	8	15
Professional and related	44	6	5	12	5	7	2	9	12
Service	23	1	2	5	7	2	—	5	6
Protective service	—	3	—	—	—	2	—	1	—
Sales and office	40	9	3	11	6	3	1	6	12
Sales and related	33	11	1	8	5	2	1	3	13
Office and administrative support	45	8	4	14	6	3	1	8	11
Natural resources, construction, and maintenance	39	6	2	12	10	3	1	4	11
Construction, extraction, farming, fishing, and forestry	32	3	1	13	10	—	—	1	7
Installation, maintenance, and repair	45	9	3	12	9	5	1	7	15
Production, transportation, and material moving ...	40	8	2	9	7	3	1	4	15
Production	44	10	2	10	7	3	1	4	16
Transportation and material moving	37	5	1	8	6	3	—	5	14
Full time	44	7	4	13	7	5	1	6	14
Part time	21	3	1	4	5	1	1	5	5
Union	33	9	5	4	2	5	1	6	17
Nonunion	39	6	3	11	7	4	1	6	11
Average wage within the following categories: ³									
Lowest 25 percent	23	4	1	5	6	1	2	4	7
Lowest 10 percent	16	1	1	5	5	—	(⁴)	2	3
Second 25 percent	39	6	2	11	8	3	1	5	11
Third 25 percent	45	7	3	14	6	5	1	6	14
Highest 25 percent	50	10	6	14	5	7	1	8	16
Highest 10 percent	51	10	7	15	4	7	1	8	17
Establishment characteristics									
Goods-producing industries	47	10	3	14	9	4	1	3	15
Construction	37	3	—	15	12	1	—	2	5
Manufacturing	53	14	3	13	7	5	1	4	19
Service-providing industries	36	6	3	10	6	4	1	6	11
Trade, transportation, and utilities	37	11	1	7	6	2	1	4	15
Wholesale trade	42	7	1	13	9	5	1	3	10
Retail trade	33	13	1	5	6	1	1	4	13
Transportation and warehousing	43	9	—	4	4	3	—	—	24
Utilities	47	—	6	15	—	6	—	—	21

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	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 ²
Information	74	21	12	18	2	19	—	27	28
Financial activities	64	13	7	23	5	3	2	9	17
Finance and insurance	72	16	8	24	5	3	2	11	20
Credit intermediation and related activities	71	15	6	20	5	3	1	13	21
Insurance carriers and related activities	72	16	14	26	6	2	5	10	19
Real estate and rental and leasing	41	—	—	19	6	—	—	—	8
Professional and business services	40	4	5	14	6	3	1	6	9
Professional and technical services	56	8	7	24	8	4	2	5	11
Administrative and waste services	24	1	—	5	4	2	—	7	4
Education and health services	34	1	2	8	7	6	3	10	8
Educational services	17	—	2	3	1	9	—	2	3
Junior colleges, colleges, and universities	18	—	3	—	2	11	—	3	2
Health care and social assistance	37	1	2	9	8	6	4	11	9
Leisure and hospitality	17	—	2	4	5	—	—	2	5
Accommodation and food services	17	—	2	4	5	—	—	2	5
Other services	25	—	—	7	6	4	—	3	4
1 to 99 workers	34	3	1	13	9	2	1	3	6
1 to 49 workers	34	3	1	13	9	2	1	2	6
50 to 99 workers	34	4	2	11	7	3	1	5	8
100 workers or more	43	10	5	8	3	5	2	9	18
100 to 499 workers	41	9	4	7	5	5	2	9	17
500 workers or more	46	11	6	8	2	6	2	10	19
Geographic areas									
Northeast	37	4	3	14	3	5	1	6	10
New England	35	6	3	14	2	5	1	5	8
Middle Atlantic	38	4	3	14	4	5	1	6	10
South	42	6	4	11	9	2	1	6	14
South Atlantic	42	6	5	10	9	3	2	6	14
East South Central	42	6	—	11	9	2	—	6	16
West South Central	43	7	4	11	10	2	1	6	14
Midwest	38	8	3	10	5	3	1	6	11
East North Central	39	8	3	10	7	3	1	6	11
West North Central	37	8	3	9	2	4	2	6	13
West	33	6	2	8	6	5	—	5	8
Mountain	37	6	2	12	7	3	1	4	9
Pacific	31	6	2	6	5	6	—	6	8

¹ 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.

² Includes all other bonuses provided to employees and not published separately.

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 2016.

⁴ 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/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, March 2016

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	11	10	39	35
Worker characteristics				
Management, professional, and related	17	17	57	51
Management, business, and financial	20	20	62	57
Professional and related	16	15	55	48
Service	4	5	21	19
Protective service	7	7	31	27
Sales and office	10	10	41	38
Sales and related	6	6	35	31
Office and administrative support	13	13	45	42
Natural resources, construction, and maintenance	9	7	28	24
Construction, extraction, farming, fishing, and forestry	7	6	17	19
Installation, maintenance, and repair	12	8	39	29
Production, transportation, and material moving ...	10	10	33	30
Production	8	7	31	29
Transportation and material moving	12	12	35	31
Full time	13	12	47	42
Part time	5	5	17	16
Union	33	28	58	44
Nonunion	8	9	37	34
Average wage within the following categories: ²				
Lowest 25 percent	3	4	18	18
Lowest 10 percent	1	2	8	8
Second 25 percent	8	8	37	34
Third 25 percent	12	12	45	40
Highest 25 percent	22	20	61	53
Highest 10 percent	24	23	69	61
Establishment characteristics				
Goods-producing industries	10	9	35	32
Construction	6	6	18	20
Manufacturing	11	9	43	38
Service-providing industries	11	11	40	35
Trade, transportation, and utilities	9	9	40	35
Wholesale trade	5	4	35	31
Retail trade	6	6	37	33
Transportation and warehousing	19	18	53	44
Utilities	37	33	60	55

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, private industry workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
Information	35	21	83	45
Financial activities	29	28	63	60
Finance and insurance	37	36	73	69
Credit intermediation and related activities	38	37	73	69
Insurance carriers and related activities	33	32	69	65
Real estate and rental and leasing	4	5	33	33
Professional and business services	9	11	38	38
Professional and technical services	10	12	51	52
Administrative and waste services	5	5	21	20
Education and health services	11	12	44	39
Educational services	13	13	53	43
Junior colleges, colleges, and universities	17	17	70	54
Health care and social assistance	11	11	42	38
Leisure and hospitality	3	3	20	17
Accommodation and food services	2	2	19	16
Other services	8	9	20	21
1 to 99 workers	5	5	26	25
1 to 49 workers	5	5	24	23
50 to 99 workers	6	6	30	30
100 workers or more	17	17	55	47
100 to 499 workers	13	13	49	45
500 workers or more	25	23	64	50
Geographic areas				
Northeast	15	16	44	38
New England	11	13	42	38
Middle Atlantic	16	17	44	38
South	10	10	34	31
South Atlantic	11	11	35	31
East South Central	8	8	33	30
West South Central	9	8	32	31
Midwest	7	7	29	23
East North Central	6	6	28	22
West North Central	10	9	30	26
West	11	11	53	50
Mountain	8	8	43	38
Pacific	13	12	58	55

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 the Unmarried Domestic Partners Benefit Fact Sheet at: www.bls.gov/ncs/ebs_domestic2012.pdf.

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 2016.

Note: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 40. Quality of life benefits: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	13	4	11	53	75
Worker characteristics					
Management, professional, and related	14	4	10	55	75
Professional and related	14	4	9	54	75
Teachers	12	3	5	52	71
Primary, secondary, and special education school teachers	9	1	3	50	71
Service	12	5	10	51	74
Protective service	12	5	13	56	81
Sales and office	16	4	16	52	75
Office and administrative support	16	4	17	54	77
Natural resources, construction, and maintenance	11	3	12	57	76
Production, transportation, and material moving ...	6	—	12	43	69
Full time	14	4	12	56	78
Part time	8	2	7	38	55
Union	16	2	14	56	84
Nonunion	11	6	8	51	67
Average wage within the following categories: ²					
Lowest 25 percent	9	4	5	44	63
Lowest 10 percent	7	—	3	40	56
Second 25 percent	17	5	15	54	79
Third 25 percent	15	4	13	58	78
Highest 25 percent	13	3	12	57	80
Highest 10 percent	17	5	12	58	82
Establishment characteristics					
Service-providing industries	14	4	11	53	75
Education and health services	14	4	7	53	74
Educational services	13	3	6	51	72
Elementary and secondary schools	8	1	3	47	71
Junior colleges, colleges, and universities	28	—	—	65	78
Health care and social assistance	18	—	16	64	88
Hospitals	21	—	—	68	90
Public administration	16	5	17	55	77
1 to 99 workers	8	4	5	37	48
1 to 49 workers	7	5	7	35	41
50 to 99 workers	—	—	—	41	58
100 workers or more	14	4	12	55	78
100 to 499 workers	10	2	6	41	59
500 workers or more	16	5	14	60	85

See footnotes at end of table.

Table 40. Quality of life benefits: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
State government	28	—	22	70	86
Local government	8	2	7	47	71
Geographic areas					
Northeast	19	—	5	41	80
New England	17	—	5	35	75
Middle Atlantic	20	—	5	43	82
South	11	7	5	55	71
South Atlantic	10	8	5	62	83
East South Central	—	—	—	42	47
West South Central	7	2	5	50	64
Midwest	12	—	—	48	67
East North Central	10	1	15	49	66
West North Central	—	—	—	47	69
West	15	4	25	67	85
Mountain	17	—	21	64	89
Pacific	14	4	27	68	84

¹ 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.

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 41. Financial benefits: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²		
All workers	26	34	55	61	61	25
Worker characteristics						
Management, professional, and related	27	36	57	64	62	25
Professional and related	26	36	56	64	62	24
Teachers	25	36	52	62	58	20
Primary, secondary, and special education school teachers	21	37	51	62	58	18
Service	23	28	52	56	59	24
Protective service	25	29	59	61	61	29
Sales and office	27	35	58	62	64	27
Office and administrative support	27	35	59	63	65	28
Natural resources, construction, and maintenance	26	36	55	57	62	25
Production, transportation, and material moving ...	22	31	42	44	57	15
Full time	28	37	60	66	66	26
Part time	14	16	30	34	35	15
Union	21	32	57	65	65	29
Nonunion	29	36	54	58	58	21
Average wage within the following categories: ⁴						
Lowest 25 percent	24	30	46	50	54	20
Lowest 10 percent	22	25	38	41	50	15
Second 25 percent	27	35	60	63	64	27
Third 25 percent	26	38	59	64	63	28
Highest 25 percent	26	34	59	67	66	23
Highest 10 percent	25	30	53	64	64	26
Establishment characteristics						
Service-providing industries	26	34	55	61	61	24
Education and health services	27	36	55	63	61	23
Educational services	28	36	55	63	61	22
Elementary and secondary schools	22	36	51	59	57	19
Junior colleges, colleges, and universities	48	35	67	76	74	30
Health care and social assistance	20	39	61	65	61	30
Hospitals	24	44	61	62	62	30
Public administration	25	32	58	60	63	30
1 to 99 workers	18	22	34	38	45	21
1 to 49 workers	16	19	34	37	40	18
50 to 99 workers	22	27	34	39	50	25
100 workers or more	27	36	58	64	64	25
100 to 499 workers	18	30	44	47	57	20
500 workers or more	30	37	63	70	66	27

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²		
State government	40	33	74	76	79	41
Local government	21	34	49	56	55	19
Geographic areas						
Northeast	6	12	36	46	68	26
New England	—	—	43	43	56	—
Middle Atlantic	3	14	34	47	73	27
South	33	44	62	66	63	20
South Atlantic	33	46	65	69	58	25
East South Central	50	51	40	46	70	—
West South Central	23	37	70	73	66	16
Midwest	24	25	50	55	57	28
East North Central	23	16	41	47	57	24
West North Central	25	41	65	70	56	36
West	31	44	67	70	58	28
Mountain	28	—	66	67	64	26
Pacific	32	46	67	71	56	29

¹ Formerly referred to as Dependent care reimbursement account.

² Formerly referred to as Healthcare reimbursement account.

³ 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.

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 42. Health-related benefits: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
All workers	28	72	66
Worker characteristics			
Management, professional, and related	30	75	69
Professional and related	30	74	68
Teachers	27	73	66
Primary, secondary, and special education school teachers	22	75	66
Service	25	66	61
Protective service	26	73	66
Sales and office	28	71	66
Office and administrative support	28	73	68
Natural resources, construction, and maintenance	26	64	60
Production, transportation, and material moving ...	15	69	63
Full time	30	75	69
Part time	13	49	48
Union	26	78	72
Nonunion	29	66	61
Average wage within the following categories: ³			
Lowest 25 percent	20	59	54
Lowest 10 percent	19	48	44
Second 25 percent	31	75	70
Third 25 percent	32	76	71
Highest 25 percent	29	78	70
Highest 10 percent	32	80	76
Establishment characteristics			
Service-providing industries	28	71	66
Education and health services	31	73	67
Educational services	30	73	67
Elementary and secondary schools	22	73	66
Junior colleges, colleges, and universities	57	75	71
Health care and social assistance	36	73	62
Hospitals	34	71	60
Public administration	25	73	68
1 to 99 workers	16	47	42
1 to 49 workers	14	43	41
50 to 99 workers	18	52	45
100 workers or more	30	75	69
100 to 499 workers	15	64	57
500 workers or more	34	79	73

See footnotes at end of table.

Table 42. Health-related benefits: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Long-term care insurance ¹	Retiree healthcare benefits ²	
		Under age 65	Age 65 and over
State government	44	85	84
Local government	22	67	60
Geographic areas			
Northeast	15	83	77
New England	11	78	74
Middle Atlantic	17	84	78
South	36	71	65
South Atlantic	42	75	70
East South Central	—	55	49
West South Central	23	76	68
Midwest	16	59	51
East North Central	13	57	53
West North Central	—	62	48
West	37	76	73
Mountain	24	74	73
Pacific	42	76	74

¹ 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.

² 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.

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	33	4	1	1	15	6	1	13
Worker characteristics								
Management, professional, and related	33	4	1	1	15	4	1	14
Professional and related	31	4	(³)	1	14	4	(³)	13
Teachers	29	2	—	—	15	2	—	13
Primary, secondary, and special education school teachers	32	2	—	—	17	3	—	14
Service	33	4	1	2	13	7	—	12
Protective service	44	6	—	3	16	12	—	16
Sales and office	35	4	1	2	16	6	1	14
Office and administrative support	36	4	1	2	16	6	1	14
Natural resources, construction, and maintenance	38	3	—	2	16	14	—	10
Production, transportation, and material moving ...	30	2	—	—	17	5	—	8
Full time	37	4	1	1	17	7	1	15
Part time	10	1	1	1	4	1	—	3
Union	40	5	—	—	25	6	—	12
Nonunion	28	3	1	2	5	6	1	14
Average wage within the following categories: ⁴								
Lowest 25 percent	24	1	1	3	7	5	(³)	10
Lowest 10 percent	18	(³)	1	2	4	4	—	8
Second 25 percent	37	6	1	1	15	8	—	14
Third 25 percent	37	5	1	1	16	7	1	15
Highest 25 percent	36	5	(³)	—	21	4	(³)	13
Highest 10 percent	41	5	—	—	22	4	—	15
Establishment characteristics								
Service-providing industries	33	4	1	1	15	6	1	13
Education and health services	29	3	1	1	13	4	1	12
Educational services	27	2	(³)	—	13	3	—	11
Elementary and secondary schools	27	1	—	—	15	3	—	11
Junior colleges, colleges, and universities	26	6	—	—	9	3	—	11
Health care and social assistance	43	9	3	6	13	6	4	18
Hospitals	44	6	—	6	15	6	4	20
Public administration	42	6	1	2	18	9	—	16
1 to 99 workers	35	—	3	7	12	10	—	10
1 to 49 workers	31	—	—	8	8	—	—	9
50 to 99 workers	41	—	—	5	18	10	—	12
100 workers or more	33	4	1	1	15	5	1	13
100 to 499 workers	31	1	2	—	15	6	1	12
500 workers or more	34	5	—	(³)	15	5	1	14

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
State government	46	11	—	—	17	8	2	22
Local government	29	2	1	2	14	5	(³)	10
Geographic areas								
Northeast	39	—	(³)	—	25	6	—	19
New England	41	—	—	—	25	10	—	—
Middle Atlantic	39	—	—	—	25	4	—	20
South	35	4	2	3	5	7	1	18
South Atlantic	44	6	2	3	5	7	2	25
West South Central	32	3	—	—	7	7	—	16
Midwest	25	1	1	—	15	7	—	5
East North Central	30	1	—	—	20	8	—	6
West North Central	17	—	—	—	5	—	—	5
West	35	11	—	—	22	1	—	7
Mountain	17	—	—	—	—	1	—	—
Pacific	41	14	—	—	30	1	—	6

¹ 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.

² Includes all other bonuses provided to employees and not published separately.

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, March 2016

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
All workers	50	49	35	29
Worker characteristics				
Management, professional, and related	53	51	35	30
Professional and related	53	52	35	29
Teachers	52	50	33	27
Primary, secondary, and special education school teachers	56	54	31	26
Service	43	42	32	25
Protective service	44	43	37	28
Sales and office	54	53	39	34
Office and administrative support	55	55	40	34
Natural resources, construction, and maintenance	46	46	33	27
Production, transportation, and material moving ...	39	40	31	30
Full time	55	54	39	32
Part time	20	21	14	13
Union	53	51	55	45
Nonunion	47	47	18	15
Average wage within the following categories: ²				
Lowest 25 percent	38	39	15	13
Lowest 10 percent	32	33	8	7
Second 25 percent	51	50	37	31
Third 25 percent	52	51	39	33
Highest 25 percent	58	55	49	40
Highest 10 percent	63	56	59	50
Establishment characteristics				
Service-providing industries	50	49	35	29
Education and health services	52	50	33	28
Educational services	53	52	33	27
Elementary and secondary schools	53	52	29	24
Junior colleges, colleges, and universities	54	53	48	37
Health care and social assistance	40	40	33	30
Hospitals	37	40	33	32
Public administration	49	48	40	33
1 to 99 workers	34	34	18	16
1 to 49 workers	28	28	14	13
50 to 99 workers	43	42	23	21
100 workers or more	52	51	37	31
100 to 499 workers	40	41	25	21
500 workers or more	56	54	41	34

See footnotes at end of table.

Table 44. Unmarried domestic partner benefits: Access¹, State and local government workers, March 2016—continued

(All workers = 100 percent)

Characteristics	Defined benefit retirement survivor benefits		Healthcare benefits	
	Same sex	Opposite sex	Same sex	Opposite sex
State government	58	57	46	36
Local government	47	46	31	27
Geographic areas				
Northeast	53	47	52	44
New England	34	27	35	28
Middle Atlantic	61	54	58	51
South	53	54	11	9
South Atlantic	45	45	13	8
East South Central	71	72	—	—
West South Central	56	57	12	12
Midwest	—	—	23	—
East North Central	—	—	25	11
West	77	76	76	70
Mountain	61	61	49	34
Pacific	83	82	86	83

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 the Unmarried Domestic Partners Benefit Fact Sheet at: www.bls.gov/ncs/ebs_domestic2012.pdf.

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.