

Table 41. Financial benefits: Access, State and local government workers, March 2018

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning	Stock options	
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			Signing	Other
All workers	36	37	63	69	63	27	1	(⁴)
Worker characteristics								
Management, professional, and related	38	38	65	71	66	27	1	(⁴)
Professional and related	37	38	64	70	65	26	(⁴)	(⁴)
Teachers	38	39	59	67	63	24	–	–
Primary, secondary, and special education school teachers	38	41	58	67	63	22	–	–
Service	31	34	59	64	58	24	–	–
Protective service	30	35	62	67	64	28	–	–
Sales and office	38	37	64	70	64	27	1	–
Office and administrative support	38	37	64	70	65	28	1	–
Natural resources, construction, and maintenance	34	38	60	65	57	28	–	–
Production, transportation, and material moving	30	40	58	62	64	25	–	–
Full time	39	40	68	75	68	29	1	(⁴)
Part time	20	19	33	34	35	13	–	–
Union	31	29	62	70	65	28	(⁴)	(⁴)
Nonunion	40	44	64	68	62	25	1	1
Average wage within the following categories: ⁵								
Lowest 25 percent	32	37	56	60	53	23	1	–
Lowest 10 percent	28	37	48	53	47	18	–	–
Second 25 percent	38	36	65	71	65	29	1	–
Third 25 percent	38	44	70	75	71	30	1	1
Highest 25 percent	37	31	62	70	65	25	1	–
Highest 10 percent	34	26	53	67	65	23	–	–
Establishment characteristics								
Service-providing industries	36	37	63	69	63	27	1	(⁴)
Education and health services	38	39	63	70	64	26	1	(⁴)
Educational services	38	39	61	68	63	24	–	–
Elementary and secondary schools	35	39	55	63	59	21	–	–
Junior colleges, colleges, and universities	49	37	78	81	75	34	–	–
Health care and social assistance	36	37	79	85	70	34	–	–
Hospitals	32	37	82	84	73	33	–	–
Public administration	35	35	64	69	66	31	1	–
1 to 99 workers	32	31	51	55	52	24	–	–
1 to 49 workers	32	29	44	50	49	25	–	–
50 to 99 workers	32	33	57	61	54	22	–	–
100 workers or more	37	39	66	73	67	27	1	1
100 to 499 workers	35	34	59	63	60	24	1	–
500 workers or more	38	41	70	78	70	29	–	(⁴)

See footnotes at end of table.

Table 41. Financial benefits: Access, State and local government workers, March 2018—continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Savings plans with no employer contribution ³	Financial planning	Stock options	
		Flexible benefits	Dependent care flexible spending account ¹	Healthcare flexible spending account ²			Signing	Other
State government	47	40	84	86	82	44	1	—
Local government	32	36	56	63	57	21	—	(⁴)
Geographic areas								
Northeast	15	9	47	58	70	26	—	—
New England	20	—	49	55	57	22	—	—
Middle Atlantic	13	11	46	59	74	27	—	—
South	41	54	71	76	67	27	1	—
South Atlantic	41	50	75	78	71	27	—	—
East South Central	43	59	63	69	64	33	—	—
West South Central	39	58	69	76	64	26	—	—
Midwest	40	31	57	66	61	25	—	—
East North Central	39	30	55	63	61	25	—	—
West North Central	43	35	62	70	61	24	—	—
West	42	37	67	69	53	27	—	1
Mountain	38	43	69	69	58	32	—	—
Pacific	43	34	66	69	51	24	—	—

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 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 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.