

**Table 39. Benefit combinations: Access, State and local government workers, National Compensation Survey, March 2009**

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care benefits and life insurance	Medical care benefits and no life insurance	Life insurance and no medical care benefits	No medical care and no life insurance
All workers .....	86	2	4	9	78	9	1	11
<b>Worker characteristics</b>								
Management, professional, and related .....	88	2	3	7	80	10	1	9
Professional and related .....	88	1	4	7	79	10	1	10
Teachers .....	88	1	3	8	78	11	1	11
Primary, secondary, and special education school teachers .....	95	—	—	3	82	13	( <sup>1</sup> )	5
Registered nurses .....	91	—	—	5	82	10	—	—
Service .....	79	1	4	15	73	8	2	17
Protective service .....	89	—	—	9	84	5	1	10
Sales and office .....	87	1	3	8	80	9	1	11
Office and administrative support .....	88	—	—	7	80	9	1	10
Natural resources, construction, and maintenance .....	93	2	1	4	89	—	—	5
Production, transportation, and material moving .....	82	—	6	—	74	9	3	14
Full time .....	98	1	1	1	90	9	( <sup>1</sup> )	1
Part time .....	22	6	19	53	18	9	5	67
Union .....	95	1	3	2	86	10	1	3
Nonunion .....	79	2	5	14	73	9	1	18
Wage percentiles: <sup>2</sup>								
Lowest 10 percent .....	48	3	11	38	41	10	2	47
Lowest 25 percent .....	66	3	8	24	58	10	3	29
Second 25 percent .....	90	1	3	5	83	9	1	8
Third 25 percent .....	93	2	2	3	85	10	—	—
Highest 25 percent .....	96	1	1	2	89	8	1	3
Highest 10 percent .....	96	1	2	2	89	8	1	2
<b>Establishment characteristics</b>								
Service-providing industries .....	86	2	4	9	78	9	1	11
Education and health services .....	87	2	4	7	78	11	1	10
Educational services .....	87	2	4	7	77	11	1	10
Elementary and secondary schools .....	88	1	5	6	76	13	1	10
Junior colleges, colleges, and universities .....	83	3	3	11	81	5	1	13
Health care and social assistance .....	90	2	3	6	82	9	—	—
Hospitals .....	92	3	1	4	88	6	—	—
Public administration .....	87	1	3	9	81	7	1	11
1 to 99 workers .....	71	4	7	18	63	13	2	23
1 to 49 workers .....	64	5	8	23	60	—	—	29
50 to 99 workers .....	82	3	5	9	67	18	2	13
100 workers or more .....	88	1	3	7	81	9	1	10
100 to 499 workers .....	83	1	4	12	72	13	1	14
500 workers or more .....	90	1	3	6	84	7	1	8

See footnotes at end of table.

**Table 39. Benefit combinations: Access, State and local government workers, National Compensation Survey, March 2009—Continued**

(All workers = 100 percent)

Characteristics	Medical care and retirement benefits				Medical care and life insurance			
	Medical care and retirement benefits	Medical care and no retirement benefits	Retirement benefits and no medical care benefits	No medical care and no retirement benefits	Medical care benefits and life insurance	Medical care benefits and no life insurance	Life insurance and no medical care benefits	No medical care and no life insurance
State government .....	92	—	—	6	86	8	( 1 )	6
Local government .....	84	1	5	10	76	10	1	13
<b>Geographic areas</b>								
New England .....	82	3	4	11	71	—	—	14
Middle Atlantic .....	86	—	—	8	82	5	3	11
East North Central .....	78	—	—	13	76	4	2	18
West North Central .....	82	—	—	10	75	—	—	15
South Atlantic .....	90	1	1	8	84	—	—	9
East South Central .....	89	—	—	5	78	—	—	6
West South Central .....	88	2	2	8	76	15	( 1 )	9
Mountain .....	86	—	—	10	82	—	—	13
Pacific .....	89	1	3	7	76	14	—	—

See footnotes at end of table.

**Table 39. Benefit combinations: Access, State and local government workers, National Compensation Survey, March 2009—Continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement and medical care benefits				Defined contribution retirement and medical care benefits			
	Defined benefit and medical care benefits	Defined benefit and no medical care benefits	Medical care benefits and no defined benefit	No defined benefit and no medical care benefits	Defined contribution and medical care benefits	Defined contribution and no medical care benefits	Medical care benefits and no defined contribution	No defined contribution and no medical care benefits
All workers .....	80	3	7	9	29	1	58	12
<b>Worker characteristics</b>								
Management, professional, and related .....	84	3	6	7	29	1	60	10
Professional and related .....	84	3	5	8	28	1	61	10
Teachers .....	86	3	3	8	24	( <sup>1</sup> )	65	11
Primary, secondary, and special education school teachers .....	94	—	—	3	16	—	78	—
Registered nurses .....	75	—	17	—	46	—	46	—
Service .....	72	4	8	15	27	1	53	18
Protective service .....	82	2	7	9	34	1	54	10
Sales and office .....	80	2	9	10	32	2	57	10
Office and administrative support .....	81	2	8	9	31	2	58	9
Natural resources, construction, and maintenance .....	86	1	9	4	33	—	62	—
Production, transportation, and material moving .....	75	—	8	—	21	—	62	—
Full time .....	91	1	7	1	33	( <sup>1</sup> )	65	1
Part time .....	21	17	7	55	6	4	22	69
Union .....	93	2	2	2	26	( <sup>1</sup> )	69	4
Nonunion .....	70	4	11	15	32	1	50	17
Wage percentiles: <sup>2</sup>								
Lowest 10 percent .....	40	9	11	40	16	3	35	46
Lowest 25 percent .....	59	7	10	25	23	2	45	30
Second 25 percent .....	84	3	7	5	32	( <sup>1</sup> )	59	8
Third 25 percent .....	87	1	7	4	32	1	63	5
Highest 25 percent .....	92	1	4	2	31	( <sup>1</sup> )	66	3
Highest 10 percent .....	91	2	6	2	32	—	64	—
<b>Establishment characteristics</b>								
Service-providing industries .....	80	3	7	9	29	1	58	12
Education and health services .....	82	4	6	7	27	1	62	11
Educational services .....	84	4	4	8	23	( <sup>1</sup> )	65	11
Elementary and secondary schools .....	87	4	2	7	16	( <sup>1</sup> )	73	11
Junior colleges, colleges, and universities .....	75	3	11	11	47	—	39	—
Health care and social assistance .....	68	—	24	—	56	1	35	8
Hospitals .....	66	—	28	—	59	1	35	5
Public administration .....	81	2	7	10	33	1	55	11
1 to 99 workers .....	61	5	14	20	24	2	51	23
1 to 49 workers .....	53	5	16	27	22	3	47	28
50 to 99 workers .....	73	5	12	9	28	—	57	—
100 workers or more .....	83	3	6	8	30	1	60	10
100 to 499 workers .....	77	4	8	12	26	1	59	15
500 workers or more .....	86	3	5	6	31	1	60	8

See footnotes at end of table.

**Table 39. Benefit combinations: Access, State and local government workers, National Compensation Survey, March 2009—Continued**

(All workers = 100 percent)

Characteristics	Defined benefit retirement and medical care benefits				Defined contribution retirement and medical care benefits			
	Defined benefit and medical care benefits	Defined benefit and no medical care benefits	Medical care benefits and no defined benefit	No defined benefit and no medical care benefits	Defined contribution and medical care benefits	Defined contribution and no medical care benefits	Medical care benefits and no defined contribution	No defined contribution and no medical care benefits
State government .....	87	—	7	—	45	—	49	—
Local government .....	78	4	7	10	24	1	62	13
<b>Geographic areas</b>								
New England .....	82	4	3	11	—	—	79	15
Middle Atlantic .....	84	5	3	9	18	—	68	—
East North Central .....	74	6	7	13	34	1	46	18
West North Central .....	71	—	—	11	31	—	53	—
South Atlantic .....	87	1	4	9	48	( <sup>1</sup> )	42	9
East South Central .....	78	—	—	5	24	—	70	—
West South Central .....	77	1	14	8	25	1	65	9
Mountain .....	81	3	6	10	20	1	66	12
Pacific .....	85	3	5	7	25	1	65	9

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

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/glossary20082009.htm](http://www.bls.gov/ncs/ebs/glossary20082009.htm).