

Table 4. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2008

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	57	43	75	25
Worker characteristics				
Management, professional, and related	55	45	72	28
Professional and related	54	46	70	30
Teachers	49	51	68	32
Primary, secondary, and special education school teachers	44	56	72	28
Registered nurses	61	39	74	26
Service	60	40	76	24
Protective service	64	36	78	22
Sales and office	59	41	83	17
Office and administrative support	58	42	83	17
Natural resources, construction, and maintenance	65	35	78	22
Production, transportation, and material moving ...	54	46	-	-
Full time	57	43	75	25
Part time	60	40	74	26
Union	44	56	67	33
Nonunion	64	36	80	20
Average wage within the following percentiles: ¹				
Less than 10	59	41	77	23
10 to under 25	62	38	82	18
25 to under 50	61	39	83	17
50 to under 75	56	44	73	27
75 to under 90	53	47	75	25
90 or greater	51	49	60	40

See footnotes at end of table.

Table 4. Defined contribution retirement plans: Selected attributes, State and local government workers, National Compensation Survey, March 2008—Continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
Establishment characteristics				
Service-providing industries	57	43	75	25
Education and health services	54	46	69	31
Educational services	51	49	66	34
Elementary and secondary schools	37	63	58	42
Junior colleges, colleges, and universities	64	36	74	26
Health care and social assistance	59	41	76	24
Hospitals	59	41	71	29
Public administration	59	41	80	20
1 to 99 workers	65	35	—	—
1 to 49 workers	73	27	—	—
50 to 99 workers	55	45	—	—
100 workers or more	56	44	73	27
100 to 499 workers	61	39	88	12
500 workers or more	54	46	68	32
State government	58	42	76	24
Local government	56	44	75	25
Geographic areas				
New England	—	—	100	—
Middle Atlantic	51	49	58	42
East North Central	45	55	79	21
South Atlantic	53	47	69	31
East South Central	74	26	—	—
West South Central	83	17	—	—
Mountain	46	54	—	—
Pacific	37	63	69	31

¹ 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, 2007." 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.