

Table 27. Nonproduction bonuses:¹ Access, civilian workers,² National Compensation Survey, March 2008

(All workers = 100 percent)

Characteristics	Nonproduction bonus							
	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Referral bonus	Other bonus
All workers	44	5	^c 4	10	9	^c 5	7	^c 6
Worker characteristics								
Management, professional, and related	47	^c 5	6	10	5	^c 8	8	^c 8
Management, business, and financial	56	^c 7	^c 7	16	6	^c 7	9	^c 11
Professional and related	44	5	5	8	^c 4	^c 9	8	^c 7
Teachers	24	—	3	1	1	^c 11	1	5
Primary, secondary, and special education school teachers	28	—	3	—	1	^c 14	—	6
Registered nurses	50	2	5	—	3	^c 8	18	6
Service	33	1	^c 4	6	7	^c 3	7	^c 3
Sales and office	48	4	3	12	13	5	7	^c 6
Sales and related	41	3	2	9	15	2	5	5
Office and administrative support	52	5	^c 4	14	12	7	8	^c 7
Natural resources, construction, and maintenance	46	5	^c 3	14	^c 12	^c 3	4	6
Construction, extraction, farming, fishing, and forestry	41	4	2	14	13	3	1	^c 4
Installation, maintenance, and repair	52	^c 6	^c 5	14	12	4	7	^c 7
Production, transportation, and material moving ...	48	8	3	10	^c 11	^c 5	6	^c 5
Production	52	11	^c 2	11	11	^c 6	7	^c 6
Transportation and material moving	44	5	3	9	12	4	5	^c 5
Full time	49	^c 5	5	11	10	^c 6	7	^c 7
Part time	29	1	2	6	8	2	6	3
Union	36	^c 4	5	3	3	^c 11	3	^c 5
Nonunion	46	5	4	^c 11	^c 10	^c 4	^c 7	^c 6
Average wage within the following percentiles: ³								
Less than 10	28	1	^c 2	7	^c 9	1	5	^c 2
10 to under 25	36	2	3	7	11	^c 2	7	3
25 to under 50	46	4	^c 3	^c 10	12	^c 5	7	^c 5
50 to under 75	49	^c 5	^c 3	13	10	7	6	^c 7
75 to under 90	50	8	^c 6	^c 10	5	^c 8	8	^c 8
90 or greater	51	^c 8	^c 7	^c 11	4	^c 9	^c 8	^c 9

See footnotes at end of table.

Table 27. Nonproduction bonuses:¹ Access, civilian workers,² National Compensation Survey, March 2008—Continued

(All workers = 100 percent)

Characteristics	Nonproduction bonus							
	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Referral bonus	Other bonus
Establishment characteristics								
Goods-producing industries	52	^c 11	3	14	11	^c 6	^c 5	^c 7
Service-providing industries	43	3	^c 4	9	9	^c 5	7	6
Education and health services	36	1	^c 3	4	6	^c 9	^c 7	5
Educational services	22	—	3	1	1	^c 10	1	4
Elementary and secondary schools	23	—	2	—	1	^c 12	—	4
Junior colleges, colleges, and universities	21	—	^c 5	1	1	7	1	4
Health care and social assistance	47	2	^c 4	6	^c 10	^c 8	^c 12	^c 5
Hospitals	47	2	4	2	3	^c 11	^c 18	6
Public administration	38	—	^c 7	—	1	^c 12	^c 1	6
1 to 99 workers	44	4	^c 2	14	^c 13	3	4	5
1 to 49 workers	45	4	2	15	16	3	3	5
50 to 99 workers	41	5	4	11	^c 6	5	8	^c 5
100 workers or more	45	5	^c 5	7	5	^c 7	9	^c 7
100 to 499 workers	45	4	^c 3	8	8	^c 6	9	^c 5
500 workers or more	45	^c 6	^c 7	7	3	^c 8	9	^c 8
Geographic areas								
New England	51	^c 4	^c 4	9	12	^c 9	8	4
Middle Atlantic	41	3	3	9	6	^c 8	7	7
East North Central	46	7	3	11	^c 9	^c 8	^c 8	^c 6
West North Central	43	^c 5	4	14	^c 8	^c 2	6	^c 4
South Atlantic	48	4	^c 3	10	11	4	8	^c 7
East South Central	46	—	—	12	10	^c 2	6	^c 4
West South Central	43	^c 4	4	7	^c 13	2	6	^c 5
Mountain	42	^c 3	^c 4	12	9	4	4	^c 5
Pacific	41	6	^c 6	^c 9	6	7	5	^c 6

¹ See Technical Note for definitions. The following nonproduction bonuses were provided to less than 5 percent of all employees and are not published separately: Attendance bonus, safety bonus, suggestion bonus, hiring bonus, longevity bonus, retention bonus, union-related bonus, and management incentive bonus.

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 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.

^c Corrected.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria.