

**National Compensation Survey:
Employee Benefits in Private Industry
in the United States, 2000
Supplementary Tables**

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Supplementary Table 1. Summary: Participation in selected employee benefit programs, full-time employees in medium and large private establishments¹, 2000

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Paid time off:				
Holidays	92	91	96	91
Vacations	95	96	96	93
Disability benefits ² :				
Short-term disability	53	61	51	49
Long-term disability insurance	45	69	48	29
Survivor benefits:				
Life insurance	83	90	82	79
Accidental death and dismemberment	68	75	65	66
Survivor income benefits	3	3	4	2
Health care benefits:				
Medical care	67	70	66	66
Dental care	46	51	50	41
Vision care	28	30	31	25
Outpatient prescription drug coverage	65	68	63	64
Retirement income benefits:				
All retirement ³	70	79	73	63
Defined benefit	36	38	36	34
Defined contribution ⁴	50	63	56	39
Savings and thrift	39	50	39	32
Deferred profit sharing	9	10	14	6
Employee stock ownership	2	2	5	1
Money purchase pension	6	8	7	3
Stock bonus	(⁵)	(⁵)	(⁵)	1
Simplified employee pension ..	1	1	1	1
Cash or deferred arrangements:				
With employer contributions ..	43	56	44	34
No employer contributions	15	17	17	13

¹ Includes private establishments in the United States employing 100 or more workers at the time of sample selection.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now only includes plans that either specify a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and state-mandated plans available on a per disability basis as well as the unfunded per disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to the 1995 survey, only included insured, self-insured, and state-mandated plans providing per disability benefits at less than full pay.

³ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

⁴ The total is less than the sum of the individual items because some employees participated in more than one type of plan.

⁵ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates that no data were reported.

Supplementary Table 2. Other benefits: Eligibility for specified benefits, full-time employees in medium and large private establishments¹, 2000

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Income continuation plans:				
Severance pay	34	50	36	22
Supplemental unemployment benefits	3	2	2	4
Family benefits:				
Employer assistance for child care	9	15	12	4
Employer provided funds	4	6	7	1
On-site child care	4	9	4	2
Off-site child care	2	3	4	(²)
Adoption assistance	10	19	12	4
Long-term care insurance	11	16	12	7
Flexible workplace	8	17	7	3
Health promotion programs:				
Wellness programs	34	48	35	24
Fitness center	17	27	19	9
Miscellaneous benefits:				
Job-related travel accident insurance	29	42	31	20
Nonproduction bonuses	48	54	49	44
Subsidized commuting	5	6	6	3
Education assistance:				
Job-related	56	74	56	45
Not job-related	18	29	18	12

¹ Includes private establishments in the United States employing 100 or more workers at the time of sample selection.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates that no data were reported.

Supplementary Table 3. Summary: Participation in selected employee benefit programs, full-time employees in small private establishments¹, 2000

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Paid time off:				
Holidays	83	88	90	76
Vacations	87	86	94	83
Disability benefits ² :				
Short-term disability	26	43	29	18
Long-term disability insurance	17	34	24	7
Survivor benefits:				
Life insurance	48	68	54	37
Accidental death and dismemberment	32	45	36	25
Survivor income benefits	2	3	2	1
Health care benefits:				
Medical care	56	67	60	49
Dental care	25	36	27	19
Vision care	13	18	14	11
Outpatient prescription drug coverage	53	64	56	47
Retirement income benefits:				
All retirement ³	41	55	49	31
Defined benefit	10	13	11	7
Defined contribution ⁴	34	48	42	25
Savings and thrift	24	35	28	17
Deferred profit sharing	9	11	13	6
Employee stock ownership	2	2	1	2
Money purchase pension	3	3	4	2
Stock bonus	(⁵)	(⁵)	-	(⁵)
Simplified employee pension ..	1	1	1	1
Cash or deferred arrangements:				
With employer contributions ...	28	42	34	20
No employer contributions	7	15	7	5

¹ Includes private establishments in the United States employing fewer than 100 workers at the time of sample selection.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now only includes plans that either specify a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and state-mandated plans available on a per disability basis as well as the unfunded per disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to the 1995 survey, only included insured, self-insured, and state-mandated plans providing per disability benefits at less than full pay.

³ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

⁴ The total is less than the sum of the individual items because some employees participated in more than one type of plan.

⁵ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates that no data were reported.

Supplementary Table 4. Other benefits: Eligibility for specified benefits, full-time employees in small private establishments¹, 2000

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Income continuation plans:				
Severance pay	13	19	18	7
Supplemental unemployment benefits	(²)	(²)	(²)	(²)
Family benefits:				
Employer assistance for child care	1	4	1	(²)
Employer provided funds	(²)	1	(²)	(²)
On-site child care	(²)	2	(²)	(²)
Off-site child care	1	3	1	-
Adoption assistance	1	3	1	1
Long-term care insurance	6	14	5	4
Flexible workplace	3	7	4	(²)
Health promotion programs:				
Wellness programs	8	18	8	4
Fitness center	4	9	5	1
Miscellaneous benefits:				
Job-related travel accident insurance	6	15	6	2
Nonproduction bonuses	53	57	55	51
Subsidized commuting	2	7	2	1
Education assistance:				
Job-related	31	51	35	22
Not job-related	4	7	4	3

¹ Includes private establishments in the United States employing fewer than 100 workers at the time of sample selection.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates that no data were reported.

Supplementary Table 5. Summary: Participation in selected employee benefit programs, part-time employees in medium and large private establishments¹, 2000

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Paid time off:				
Holidays	50	41	53	52
Vacations	56	56	53	58
Disability benefits ² :				
Short-term disability	15	13	16	15
Long-term disability insurance	9	14	9	7
Survivor benefits:				
Life insurance	27	39	20	27
Accidental death and dismemberment	21	28	20	19
Survivor income benefits	1	-	1	2
Health care benefits:				
Medical care	28	31	22	30
Dental care	12	19	12	10
Vision care	11	19	11	8
Outpatient prescription drug coverage	26	28	22	28
Retirement income benefits:				
All retirement ³	37	38	36	37
Defined benefit	16	16	18	15
Defined contribution ⁴	23	26	27	18
Savings and thrift	13	19	14	10
Deferred profit sharing	6	3	4	7
Employee stock ownership	5	-	6	6
Money purchase pension	2	6	3	1
Simplified employee pension ..	2	(⁵)	3	3
Cash or deferred arrangements:				
With employer contributions ...	14	23	15	11
No employer contributions	13	16	11	14

¹ Includes private establishments in the United States employing 100 or more workers at the time of sample selection.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now only includes plans that either specify a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and state-mandated plans available on a per disability basis as well as the unfunded per disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to the 1995 survey, only included insured, self-insured, and state-mandated plans providing per disability benefits at less than full pay.

³ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

⁴ The total is less than the sum of the individual items because some employees participated in more than one type of plan.

⁵ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates that no data were reported.

Supplementary Table 6. Other benefits: Eligibility for specified benefits, part-time employees in medium and large private establishments¹, 2000

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Income continuation plans:				
Severance pay	18	22	26	12
Supplemental unemployment benefits	1	2	1	-
Family benefits:				
Employer assistance for child care	7	17	7	3
Employer provided funds	3	10	3	1
On-site child care	2	4	3	2
Off-site child care	2	3	2	1
Adoption assistance	4	5	5	3
Long-term care insurance	6	12	5	4
Flexible workplace	1	1	1	(²)
Health promotion programs:				
Wellness programs	16	33	17	9
Fitness center	11	22	12	7
Miscellaneous benefits:				
Job-related travel accident insurance	22	20	31	17
Nonproduction bonuses	33	26	32	37
Subsidized commuting	3	6	4	1
Education assistance:				
Job-related	25	51	22	17
Not job-related	6	16	3	5

¹ Includes private establishments in the United States employing 100 or more workers at the time of sample selection.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates that no data were reported.

Supplementary Table 7. Summary: Participation in selected employee benefit programs, part-time employees in small private establishments¹, 2000

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Paid time off:				
Holidays	33	55	35	28
Vacations	31	48	27	31
Disability benefits ² :				
Short-term disability	10	10	12	9
Long-term disability insurance	1	5	1	(³)
Survivor benefits:				
Life insurance	4	9	4	3
Accidental death and dismemberment	2	4	2	1
Survivor income benefits	1	-	1	1
Health care benefits:				
Medical care	6	24	6	4
Dental care	3	5	4	1
Vision care	1	3	(³)	1
Outpatient prescription drug coverage	6	24	6	3
Retirement income benefits:				
All retirement ⁴	9	26	10	5
Defined benefit	2	5	1	1
Defined contribution ⁵	6	10	8	5
Savings and thrift	5	13	7	3
Deferred profit sharing	2	10	1	1
Employee stock ownership	(³)	2	(³)	(³)
Money purchase pension	1	-	1	(³)
Simplified employee pension ..	(³)	-	(³)	(³)
Cash or deferred arrangements:				
With employer contributions ...	6	21	6	4
No employer contributions	3	5	2	3

¹ Includes private establishments in the United States employing fewer than 100 workers at the time of sample selection.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now only includes plans that either specify a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and state-mandated plans available on a per disability basis as well as the unfunded per disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to the 1995 survey, only included insured, self-insured, and state-mandated plans providing per disability benefits at less than full pay.

³ Less than 0.5 percent.

⁴ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

⁵ The total is less than the sum of the individual items because some employees participated in more than one type of plan.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates that no data were reported.

Supplementary Table 8. Other benefits: Eligibility for specified benefits, part-time employees in small private establishments¹, 2000

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Income continuation plans:				
Severance pay	6	7	13	1
Supplemental unemployment benefits	(²)	(²)	(²)	-
Family benefits:				
Employer assistance for child care	1	5	(²)	(²)
Employer provided funds	-	-	-	-
On-site child care	1	5	(²)	(²)
Off-site child care	-	-	-	-
Adoption assistance	(²)	1	(²)	-
Long-term care insurance	(²)	1	1	(²)
Flexible workplace	2	2	3	2
Health promotion programs:				
Wellness programs	3	-	4	2
Fitness center	2	2	4	1
Miscellaneous benefits:				
Job-related travel accident insurance	2	6	4	(²)
Nonproduction bonuses	37	41	31	40
Subsidized commuting	1	-	1	(²)
Education assistance:				
Job-related	10	24	12	7
Not job-related	1	(²)	4	-

¹ Includes private establishments in the United States employing fewer than 100 workers at the time of sample selection.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates that no data were reported.