

Table 25. Pretax benefits:¹ Access, private industry workers, National Compensation Survey, March 2008

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Cash or deferred arrangements with no employer contributions
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account	
All workers	8	17	31	33	17
Worker characteristics					
Management, professional, and related	12	29	52	55	23
Management, business, and financial	17	30	55	58	23
Professional and related	10	28	51	54	23
Service	3	8	15	19	14
Sales and office	11	17	34	36	17
Sales and related	12	10	30	29	15
Office and administrative support	10	21	37	40	18
Natural resources, construction, and maintenance	3	11	18	20	12
Construction, extraction, farming, fishing, and forestry	1	6	9	11	8
Installation, maintenance, and repair	5	18	29	31	16
Production, transportation, and material moving ...	6	15	26	27	16
Production	6	18	29	31	16
Transportation and material moving	6	12	23	22	16
Full time	9	20	35	38	20
Part time	4	7	18	17	8
Union	3	17	37	38	27
Nonunion	9	17	31	33	16
Average wage within the following percentiles: ²					
Less than 10	1	4	9	11	–
10 to under 25	6	8	16	17	12
25 to under 50	9	15	28	31	16
50 to under 75	9	20	34	36	18
75 to under 90	9	25	45	47	24
90 or greater	14	31	61	63	25
Establishment characteristics					
Goods-producing industries	7	18	28	32	13
Construction	2	4	8	10	6
Manufacturing	9	24	37	42	17

See footnotes at end of table.

Table 25. Pretax benefits:¹ Access, private industry workers, National Compensation Survey, March 2008—Continued

(All workers = 100 percent)

Characteristics	Health savings account	Section 125 cafeteria benefits			Cash or deferred arrangements with no employer contributions
		Flexible benefits	Dependent care reimbursement account	Healthcare reimbursement account	
Service-providing industries	8	17	32	34	18
Trade, transportation, and utilities	12	12	32	30	17
Wholesale trade	8	20	27	32	17
Retail trade	14	6	29	26	13
Transportation and warehousing	8	17	41	32	30
Utilities	21	51	75	77	12
Information	8	37	65	70	26
Financial activities	18	35	58	60	19
Finance and insurance	22	42	66	69	20
Credit intermediation and related activities	25	47	67	71	22
Insurance carriers and related activities	18	35	62	64	16
Real estate and rental and leasing	5	10	28	29	—
Professional and business services	7	15	31	31	22
Professional and technical services	9	20	40	42	26
Administrative and waste services	2	8	18	17	20
Education and health services	6	23	41	46	18
Educational services	6	25	42	48	32
Junior colleges, colleges, and universities	7	27	66	69	46
Health care and social assistance	6	23	41	45	16
Leisure and hospitality	1	4	6	—	—
Accommodation and food services	1	4	5	—	—
Other services	3	11	9	10	6
1 to 99 workers	4	8	15	17	8
1 to 49 workers	4	7	13	14	7
50 to 99 workers	5	11	22	24	11
100 workers or more	12	26	49	52	26
100 to 499 workers	10	21	39	40	22
500 workers or more	14	33	61	66	32
Geographic areas					
Metropolitan areas	8	17	33	35	17
Nonmetropolitan areas	5	15	20	26	—
New England	7	15	35	37	20
Middle Atlantic	5	15	29	31	20
East North Central	8	17	34	35	14
West North Central	7	20	36	41	15
South Atlantic	10	18	31	33	13
East South Central	8	13	—	25	—
West South Central	7	20	31	34	13
Mountain	8	20	35	36	16
Pacific	8	14	32	31	20

¹ See the Technical Note for definitions.

² 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: Dash indicates no workers in this category or data did not meet publication criteria.