

**Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2008**

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

Characteristics	Total	Employee contribution required	Fixed percent of earnings <sup>1</sup>			Employee contribution not required
			Total	Mean fixed percent of earnings	Median fixed percent of earnings	
All workers .....	100	77	71	6.3	6.4	23
<b>Worker characteristics</b>						
Management, professional, and related .....	100	78	72	6.4	6.4	22
Professional and related .....	100	79	73	6.5	6.4	21
Teachers .....	100	80	74	6.7	6.4	20
Primary, secondary, and special education school teachers .....	100	80	75	6.8	6.4	20
Registered nurses .....	100	75	71	6.3	6.4	25
Service .....	100	77	71	6.6	6.5	23
Protective service .....	100	74	69	7.1	7.1	26
Sales and office .....	100	76	71	5.9	6.0	24
Office and administrative support .....	100	76	70	6.0	6.0	24
Natural resources, construction, and maintenance .....	100	73	70	5.8	6.0	27
Production, transportation, and material moving ...	100	79	72	6.1	6.0	21
Full time .....	100	77	71	6.3	6.4	23
Part time .....	100	86	76	6.7	7.0	14
Union .....	100	76	67	6.3	6.5	24
Nonunion .....	100	78	75	6.4	6.4	22
Average wage within the following percentiles: <sup>2</sup>						
Less than 10 .....	100	81	78	6.3	6.4	19
10 to under 25 .....	100	77	73	6.2	6.3	23
25 to under 50 .....	100	76	70	6.1	6.0	24
50 to under 75 .....	100	73	68	6.3	6.3	27
75 to under 90 .....	100	78	72	6.4	6.4	22
90 or greater .....	100	85	74	6.9	7.5	15

See footnotes at end of table.

**Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2008—Continued**

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

Characteristics	Total	Employee contribution required	Fixed percent of earnings <sup>1</sup>			Employee contribution not required
			Total	Mean fixed percent of earnings	Median fixed percent of earnings	
<b>Establishment characteristics</b>						
Service-providing industries .....	100	77	71	6.3	6.4	23
Education and health services .....	100	80	73	6.5	6.4	20
Educational services .....	100	81	74	6.5	6.4	19
Elementary and secondary schools .....	100	80	75	6.6	6.4	20
Junior colleges, colleges, and universities .....	100	83	71	6.3	6.4	17
Health care and social assistance .....	100	70	64	6.1	6.0	30
Hospitals .....	100	61	57	5.9	6.0	39
Public administration .....	100	73	67	6.1	6.0	27
1 to 99 workers .....	100	79	73	5.9	6.0	21
1 to 49 workers .....	100	85	80	5.9	6.0	15
50 to 99 workers .....	100	74	66	6.0	6.0	26
100 workers or more .....	100	77	71	6.4	6.4	23
100 to 499 workers .....	100	79	73	6.4	6.4	21
500 workers or more .....	100	77	70	6.4	6.4	23
State government .....	100	77	66	5.8	6.0	23
Local government .....	100	78	73	6.5	6.4	22
<b>Geographic areas</b>						
Middle Atlantic .....	100	93	92	5.3	5.5	7
East North Central .....	100	64	58	7.8	9.4	36
West North Central .....	100	94	94	5.7	4.0	6
South Atlantic .....	100	55	54	5.3	6.0	45
East South Central .....	100	90	90	6.3	7.3	10
Pacific .....	100	75	58	6.7	7.0	25

<sup>1</sup> The employee contributes a fixed percentage of his or her earnings to the retirement plan.

<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, 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.