

**Table 18. Standard errors for defined benefit plans: Vesting requirements, State and local government workers, National Compensation Survey, 2007**

Characteristics	Immediate full vesting	Cliff vesting <sup>1</sup>	Graded vesting <sup>2</sup>	Not determinable
All workers .....	0.7	1.5	0.2	1.3
<b>Worker characteristics</b>				
Management, professional, and related ....	0.7	1.4	( <sup>3</sup> )	1.3
Professional and related .....	0.8	1.4	( <sup>3</sup> )	1.3
Teachers .....	( <sup>3</sup> )	1.6	–	1.4
Primary, secondary, and special education school teachers .....	( <sup>3</sup> )	1.8	–	1.5
Service .....	0.7	1.6	0.5	1.2
Protective service .....	1.1	2.1	0.8	1.5
Sales and office .....	0.4	1.6	( <sup>3</sup> )	1.4
Office and administrative support .....	0.4	1.6	( <sup>3</sup> )	1.5
Natural resources, construction, and maintenance .....	( <sup>3</sup> )	3.9	( <sup>3</sup> )	( <sup>3</sup> )
Production, transportation, and material moving .....	( <sup>3</sup> )	4.5	( <sup>3</sup> )	( <sup>3</sup> )
Full time .....	0.8	1.5	0.2	1.3
Part time .....	( <sup>3</sup> )	2.3	( <sup>3</sup> )	2.2
Union .....	0.5	1.5	0.1	1.5
Nonunion .....	( <sup>3</sup> )	2.0	( <sup>3</sup> )	1.3
Average wage less than \$15 per hour <sup>4</sup> .....	( <sup>3</sup> )	2.8	( <sup>3</sup> )	( <sup>3</sup> )
Average wage \$15 per hour or higher <sup>4</sup> .....	0.5	1.3	0.1	1.2
Average wage less than \$24 per hour <sup>4</sup> .....	( <sup>3</sup> )	1.9	( <sup>3</sup> )	1.6
Average wage \$24 per hour or higher <sup>4</sup> .....	0.7	1.3	0.1	1.2
<b>Establishment characteristics</b>				
Education and health services .....	0.9	1.6	( <sup>3</sup> )	1.4
Educational services .....	0.9	1.7	( <sup>3</sup> )	1.5
Elementary and secondary schools ..	0.8	1.8	( <sup>3</sup> )	1.6
Junior colleges, colleges, and universities .....	( <sup>3</sup> )	3.3	–	( <sup>3</sup> )
Health care and social assistance .....	( <sup>3</sup> )	1.8	–	( <sup>3</sup> )
Hospitals .....	–	1.5	–	( <sup>3</sup> )
Public administration .....	0.7	1.7	0.4	1.5
1 to 99 workers .....	( <sup>3</sup> )	4.3	( <sup>3</sup> )	( <sup>3</sup> )
1 to 49 workers .....	( <sup>3</sup> )	6.4	–	( <sup>3</sup> )
50 to 99 workers .....	( <sup>3</sup> )	3.8	( <sup>3</sup> )	2.7
100 workers or more .....	0.6	1.3	0.2	1.2
100 to 499 workers .....	1.0	2.3	( <sup>3</sup> )	1.8
500 workers or more .....	0.6	1.3	0.1	1.2
State government .....	( <sup>3</sup> )	2.4	–	1.8
Local government .....	0.6	1.6	0.2	1.5

See footnotes at end of table.

**Table 18. Standard errors for defined benefit plans: Vesting requirements, State and local government workers, National Compensation Survey, 2007—Continued**

Characteristics	Immediate full vesting	Cliff vesting <sup>1</sup>	Graded vesting <sup>2</sup>	Not determinable
<b>Geographic areas</b>				
New England .....	—	3.8	( <sup>3</sup> )	( <sup>3</sup> )
Middle Atlantic .....	( <sup>3</sup> )	0.3	( <sup>3</sup> )	( <sup>3</sup> )
East North Central .....	2.0	5.2	( <sup>3</sup> )	( <sup>3</sup> )
West North Central .....	( <sup>3</sup> )	3.2	( <sup>3</sup> )	( <sup>3</sup> )
South Atlantic .....	0.3	0.4	( <sup>3</sup> )	( <sup>3</sup> )
East South Central .....	( <sup>3</sup> )	8.8	( <sup>3</sup> )	( <sup>3</sup> )
West South Central .....	—	2.0	( <sup>3</sup> )	1.4
Mountain .....	( <sup>3</sup> )	16.3	( <sup>3</sup> )	( <sup>3</sup> )
Pacific .....	—	1.5	—	1.5

<sup>1</sup> Under a cliff-vesting schedule, an employee is not entitled to any benefits accrued under a pension plan until satisfying the requirement for 100-percent vesting.

<sup>2</sup> Graded vesting schedules give an employee rights to a gradually increasing share of pension benefits determined by years of service, eventually reaching 100-percent vesting status.

<sup>3</sup> These data do not meet publication criteria.

<sup>4</sup> The wage breakouts are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. See the Technical Note for more details.

NOTE: Dash indicates no workers in this category.