

Table 3. Defined benefit retirement plans: Employee contribution requirement and method of contribution, State and local government workers, National Compensation Survey, March 2011

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ¹			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
All workers	79	72	6.5	6.4	21
Worker characteristics					
Management, professional, and related	79	73	6.5	6.4	21
Professional and related	81	74	6.6	6.4	19
Teachers	82	76	6.8	6.4	18
Primary, secondary, and special education school teachers	82	77	6.8	6.4	18
Service	78	73	6.8	6.5	22
Protective service	75	70	7.2	7.3	25
Sales and office	77	71	6.2	6.0	23
Office and administrative support	77	71	6.2	6.0	23
Natural resources, construction, and maintenance	76	73	5.9	6.0	24
Production, transportation, and material moving ...	80	74	6.3	6.0	20
Full time	78	72	6.4	6.4	22
Part time	86	76	6.7	7.0	14
Union	79	70	6.4	6.5	21
Nonunion	78	75	6.5	6.4	22
Average wage within the following categories: ²					
Lowest 25 percent	77	73	6.5	6.4	23
Lowest 10 percent	78	75	6.7	6.4	22
Second 25 percent	79	72	6.3	6.0	21
Third 25 percent	75	69	6.4	6.3	25
Highest 25 percent	83	75	6.6	6.4	17
Highest 10 percent	85	75	6.8	7.3	15
Establishment characteristics					
Service-providing industries	79	72	6.5	6.4	21
Education and health services	81	74	6.6	6.4	19
Educational services	83	76	6.6	6.4	17
Elementary and secondary schools	83	77	6.6	6.4	17
Junior colleges, colleges, and universities	82	71	6.7	6.4	18
Health care and social assistance	70	63	6.0	5.5	30
Hospitals	65	61	5.9	6.0	35
Public administration	74	68	6.3	6.0	26
1 to 99 workers	80	75	6.0	6.0	20
1 to 49 workers	85	82	5.9	6.0	15
50 to 99 workers	73	66	6.2	6.0	27
100 workers or more	79	72	6.5	6.4	21
100 to 499 workers	79	72	6.6	6.4	21
500 workers or more	79	72	6.5	6.4	21

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 2011—Continued

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

Characteristics	Employee contribution required	Fixed percent of annual earnings ¹			Employee contribution not required
		Total	Mean fixed percent of annual earnings	Median fixed percent of annual earnings	
State government	77	66	6.1	6.0	23
Local government	79	75	6.6	6.4	21
Geographic areas					
New England	99	62	6.3	5.5	1
Middle Atlantic	93	92	5.2	5.5	7
East North Central	68	60	7.8	9.4	32
West North Central	94	94	5.9	4.8	6
South Atlantic	58	57	5.6	6.0	42
East South Central	90	90	6.9	—	10
Pacific	78	59	6.7	7.0	22

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

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." 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. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20102011.htm.