

Table 23. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, September 2007

(All workers = 100 percent)

Characteristics	Nonproduction bonus ¹			
	All nonproduction bonuses	Employee recognition bonus	Payment in lieu of benefits bonus	Longevity bonus
All workers	30	^c 5	^c 10	6
Worker characteristics				
Management, professional, and related	28	5	^c 11	4
Professional and related	27	^c 4	^c 10	4
Teachers	24	3	^c 11	3
Primary, secondary, and special education school teachers	27	3	^c 14	3
Service	31	^c 4	^c 9	8
Protective service	41	^c 7	^c 11	13
Sales and office	32	^c 6	^c 11	6
Office and administrative support	32	^c 6	^c 11	6
Full time	33	^c 5	^c 11	6
Part time	11	^c 1	3	2
Union	33	5	^c 17	6
Nonunion	26	^c 4	^c 4	5
Average wage less than \$15 per hour ²	23	^c 3	6	4
Average wage \$15 per hour or higher ²	32	^c 5	^c 12	6
Average wage less than \$24 per hour ²	28	^c 4	^c 8	6
Average wage \$24 per hour or higher ²	31	^c 5	^c 13	5
Establishment characteristics				
Education and health services	25	^c 3	^c 10	3
Educational services	22	3	^c 10	3
Elementary and secondary schools	23	2	^c 12	3
Junior colleges, colleges, and universities	20	^c 7	4	3
Healthcare and social assistance	45	^c 7	^c 10	4
Hospitals	41	^c 3	^c 8	4
Public administration	37	^c 7	^c 11	9
1 to 99 workers	30	2	^c 9	8
1 to 49 workers	28	2	7	5
50 to 99 workers	33	3	^c 12	11
100 workers or more	29	^c 5	^c 10	5
100 to 499 workers	32	^c 2	^c 12	7
500 workers or more	29	^c 6	^c 10	5
State government	41	^c 13	^c 12	6
Local government	26	2	^c 9	6

¹ See Technical Note for definitions. The following nonproduction bonuses were provided to less than 5 percent of all employees and are not published separately: Attendance bonus, cash profit-sharing bonus, end-of-year bonus, holiday bonus, safety bonus, suggestion bonus, hiring bonus, referral bonus, retention bonus, union-related bonus, and management incentive

bonus.

² 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.

^c Corrected.