

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
All workers	31	4	1	1	12	6	1	12
Worker characteristics								
Management, professional, and related	30	4	1	1	12	5	1	12
Professional and related	28	4	(³)	1	12	4	1	11
Teachers	25	2	–	–	12	3	–	10
Primary, secondary, and special education school teachers	29	2	–	–	14	3	–	12
Service	32	4	1	2	10	9	–	12
Protective service	43	7	–	3	13	13	–	16
Sales and office	33	5	1	2	13	6	1	12
Office and administrative support	33	5	2	2	13	6	1	12
Natural resources, construction, and maintenance	33	3	–	–	12	10	–	11
Production, transportation, and material moving ...	29	2	–	–	11	5	–	11
Full time	35	5	1	1	13	7	1	13
Part time	10	1	–	1	3	2	–	3
Union	36	4	(³)	(³)	20	5	–	13
Nonunion	26	4	1	2	5	7	1	11
Average wage within the following categories: ⁴								
Lowest 25 percent	24	2	1	3	7	6	–	10
Lowest 10 percent	19	(³)	1	3	5	4	–	7
Second 25 percent	33	5	1	2	11	8	1	12
Third 25 percent	34	5	1	1	12	6	1	14
Highest 25 percent	33	5	(³)	–	16	4	(³)	12
Highest 10 percent	32	5	(³)	–	16	4	–	11
Establishment characteristics								
Service-providing industries	31	4	1	1	11	6	1	12
Education and health services	26	3	1	1	11	4	1	10
Educational services	23	2	–	–	11	3	–	9
Elementary and secondary schools	24	1	–	–	13	3	–	9
Junior colleges, colleges, and universities	20	7	–	–	5	3	–	8
Health care and social assistance	46	8	3	6	10	6	5	16
Hospitals	42	4	2	6	9	5	5	15
Public administration	40	7	1	2	14	10	–	16
1 to 99 workers	28	2	4	6	9	9	–	7
1 to 49 workers	28	2	3	7	7	9	–	8
50 to 99 workers	30	–	5	–	13	10	–	4
100 workers or more	31	5	(³)	1	12	6	1	12
100 to 499 workers	33	2	2	2	13	7	1	12
500 workers or more	31	6	–	–	11	5	1	13

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, State and local government workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus ²
State government	42	12	—	—	12	7	2	19
Local government	27	1	1	2	11	6	(³)	9
Geographic areas								
New England	36	—	—	—	18	10	—	18
Middle Atlantic	31	—	1	—	14	3	—	15
East North Central	29	1	—	—	18	8	—	7
West North Central	18	—	(³)	—	5	—	—	6
South Atlantic	39	6	—	3	5	6	3	20
West South Central	32	3	—	—	7	9	—	15
Mountain	21	4	—	—	—	6	—	9
Pacific	36	14	1	—	24	1	—	6

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

³ Less than 0.5 percent.

⁴ 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: 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.