

Table 35. Savings and thrift plans: Eligibility requirements, state and local government workers, 2016

(All workers participating in savings and thrift plans = 100 percent)

Characteristics	With minimum age or service requirement	Median age requirement (in years)	Median service requirement (in months)	No minimum age or service requirement	Not determinable
All workers	28	21	—	69	3
Worker characteristic					
Management, professional, and related	22	21	—	75	3
Professional and related	23	—	—	74	3
Teachers	14	—	—	84	2
Primary, secondary, and special education school teachers	17	—	—	81	2
Service	40	21	—	53	7
Protective service	—	—	—	75	—
Sales and office	23	—	—	76	(¹)
Office and administrative support	21	—	—	79	(¹)
Natural resources, construction, and maintenance	42	—	—	58	—
Production, transportation, and material moving	—	—	—	—	6
Full time	26	21	—	70	3
Part time	56	—	—	42	1
Union	22	—	—	75	3
Nonunion	30	21	—	66	3
Average wage within the following categories: ²					
Lowest 25 percent	43	18	—	54	3
Lowest 10 percent	57	18	—	38	4
Second 25 percent	26	18	3	70	4
Third 25 percent	22	21	—	77	1
Highest 25 percent	22	—	—	73	5
Highest 10 percent	19	—	—	77	4
Establishment characteristic					
Service-providing industries	28	21	—	69	3
Education and health services	27	—	—	70	3
Educational services	11	—	—	88	1
Elementary and secondary schools	16	—	—	82	1
Junior colleges, colleges, and universities	—	—	—	100	—
Healthcare and social assistance	42	—	—	54	5
Hospitals	45	—	—	53	3
Public administration	—	—	—	87	—
1 to 99 workers	—	—	—	87	—
1 to 49 workers	—	—	—	92	—
50 to 99 workers	—	—	—	79	—
100 workers or more	33	18	—	64	3
100 to 499 workers	31	—	—	61	8
500 workers or more	34	18	—	65	2
State government	—	—	—	95	5
Local government	37	21	—	60	3

See footnotes at end of table.

Table 35. Savings and thrift plans: Eligibility requirements, state and local government workers, 2016—continued

(All workers participating in savings and thrift plans = 100 percent)

Characteristics	With minimum age or service requirement	Median age requirement (in years)	Median service requirement (in months)	No minimum age or service requirement	Not determinable
Geographic area					
Northeast	51	—	—	49	—
Middle Atlantic	—	—	—	83	—
South	25	21	—	74	(¹)
South Atlantic	21	—	3	79	(¹)
West South Central	—	—	—	65	—
Midwest	31	—	—	62	7
East North Central	—	—	—	77	—
West North Central	57	—	—	—	—
West	25	—	—	68	7
Pacific	—	—	—	73	—

¹ Less than 0.5.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2016."

Note: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported or that data do 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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.