

**National Compensation Survey:
Employee Benefits in Private Industry
in the United States, 1999
Supplementary Tables**

Table of Contents

Page

Supplementary tables:

Benefits for full-time employees in medium and large establishments:

Table 1. Summary: Participation in selected employee benefit programs..... 3

Table 2. Other benefits: Eligibility for specified benefits..... 4

Benefits for full-time employees in small establishments:

Table 3. Summary: Participation in selected employee benefit programs..... 5

Table 4. Other benefits: Eligibility for specified benefits..... 6

Benefits for part-time employees in medium and large establishments:

Table 5. Summary: Participation in selected employee benefit programs..... 7

Table 6. Other benefits: Eligibility for specified benefits..... 8

Benefits for part-time employees in small establishments:

Table 7. Summary: Participation in selected employee benefit programs..... 9

Table 8. Other benefits: Eligibility for specified benefits..... 10

Supplementary Table 1. Summary: Participation in selected employee benefit programs, full-time employees in medium and large private establishments¹, 1999

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Paid time off:				
Holidays	90	92	94	88
Vacations	93	92	95	91
Disability benefits²:				
Paid sick leave	67	87	80	50
Short-term disability	56	58	53	56
Long-term disability insurance	42	64	44	29
Survivor benefits:				
Life insurance	81	88	81	77
Accidental death and dismemberment	66	72	62	64
Survivor income benefits	6	9	4	6
Health care benefits:				
Medical care	70	73	68	69
Dental care	49	58	46	44
Vision care	28	35	26	25
Retirement income benefits:				
All retirement ³	72	82	69	67
Defined benefit	42	47	40	40
Defined contribution	52	65	52	43

¹ Includes private establishments in the United States employing 100 or more workers at the time of sample selection.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now only includes plans that either specify a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and state-mandated plans available on a per disability basis as well as the unfunded per disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to the 1995 survey, only included insured, self-insured, and state-mandated plans providing per disability benefits at less than full pay.

³ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Supplementary Table 2. Other benefits: Eligibility for specified benefits, full-time employees in medium and large private establishments¹, 1999

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Income continuation plans:				
Severance pay	35	47	41	26
Supplemental unemployment benefits	4	2	1	6
Family benefits:				
Employer assistance for child care	9	16	11	5
Employer provided funds	5	8	7	3
On-site child care	4	7	4	2
Off-site child care	3	5	4	2
Adoption assistance	12	19	14	7
Long-term care insurance	11	17	13	7
Flexible workplace	5	8	7	2
Health promotion programs:				
Wellness programs	32	44	31	24
Employee assistance programs ...	58	69	63	49
Fitness center	16	26	16	10
Miscellaneous benefits:				
Job-related travel accident insurance	33	49	35	22
Nonproduction bonuses	40	42	39	40
Subsidized commuting	6	9	8	5
Education assistance:				
Job-related	61	77	62	52
Not job-related	18	22	18	17
Section 125 cafeteria benefits:	43	56	46	35
Flexible benefit plans	15	21	13	12
Reimbursement plans	23	28	28	17
Premium conversion plans	6	6	5	6

¹ Includes private establishments in the United States employing 100 or more workers at the time of sample selection.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Supplementary Table 3. Summary: Participation in selected employee benefit programs, full-time employees in small private establishments¹, 1999

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Paid time off:				
Holidays	84	96	90	75
Vacations	87	96	92	81
Disability benefits ² :				
Paid sick leave	59	88	71	40
Short-term disability	30	47	30	24
Long-term disability insurance	22	37	28	11
Survivor benefits:				
Life insurance	55	75	62	43
Accidental death and dismemberment	39	61	39	30
Survivor income benefits	1	2	1	1
Health care benefits:				
Medical care	59	76	64	50
Dental care	30	47	32	21
Vision care	15	31	12	11
Retirement income benefits:				
All retirement ³	42	60	44	34
Defined benefit	10	9	8	11
Defined contribution	34	54	35	25

¹ Includes private establishments in the United States employing fewer than 100 workers at the time of sample selection.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now only includes plans that either specify a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and state-mandated plans available on a per disability basis as well as the unfunded per disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to the 1995 survey, only included insured, self-insured, and state-mandated plans providing per disability benefits at less than full pay.

³ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Supplementary Table 4. Other benefits: Eligibility for specified benefits, full-time employees in small private establishments¹, 1999

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Income continuation plans:				
Severance pay	17	31	21	9
Supplemental unemployment benefits	1	1	1	1
Family benefits:				
Employer assistance for child care	2	5	2	2
Employer provided funds	2	4	1	1
On-site child care	1	2	(²)	1
Off-site child care	(²)	(²)	(²)	(²)
Adoption assistance	2	3	2	1
Long-term care insurance	3	6	3	1
Flexible workplace	3	7	2	1
Health promotion programs:				
Wellness programs	7	11	6	5
Employee assistance programs ...	16	24	18	11
Fitness center	4	8	5	3
Miscellaneous benefits:				
Job-related travel accident insurance	13	22	17	6
Nonproduction bonuses	51	60	51	47
Subsidized commuting	3	12	2	1
Education assistance:				
Job-related	34	51	36	27
Not job-related	5	8	6	4
Section 125 cafeteria benefits:	21	33	27	12
Flexible benefit plans	3	4	4	2
Reimbursement plans	11	24	12	6
Premium conversion plans	7	6	12	4

¹ Includes private establishments in the United States employing fewer than 100 workers at the time of sample selection.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Supplementary Table 5. Summary: Participation in selected employee benefit programs, part-time employees in medium and large private establishments¹, 1999

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Paid time off:				
Holidays	50	57	54	46
Vacations	58	59	63	54
Disability benefits ² :				
Paid sick leave	30	51	29	24
Short-term disability	21	25	22	20
Long-term disability insurance	9	19	11	5
Survivor benefits:				
Life insurance	26	41	25	22
Accidental death and dismemberment	21	33	19	18
Survivor income benefits	1	3	1	(³)
Health care benefits:				
Medical care	26	35	26	22
Dental care	19	29	19	16
Vision care	10	11	10	10
Retirement income benefits:				
All retirement ⁴	35	54	31	32
Defined benefit	18	21	19	17
Defined contribution	21	32	19	20

¹ Includes private establishments in the United States employing 100 or more workers at the time of sample selection.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now only includes plans that either specify a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and state-mandated plans available on a per disability basis as well as the unfunded per disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to the 1995 survey, only included insured, self-insured, and state-mandated plans providing per disability benefits at less than full pay.

³ Less than 0.5 percent.

⁴ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Supplementary Table 6. Other benefits: Eligibility for specified benefits, part-time employees in medium and large private establishments¹, 1999

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Income continuation plans:				
Severance pay	15	18	23	9
Supplemental unemployment benefits	(²)	(²)	(²)	(²)
Family benefits:				
Employer assistance for child care	12	28	10	8
Employer provided funds	8	16	8	6
On-site child care	4	17	2	2
Off-site child care	2	5	1	1
Adoption assistance	5	8	7	4
Long-term care insurance	8	14	14	3
Flexible workplace	1	3	1	1
Health promotion programs:				
Wellness programs	22	40	17	19
Employee assistance programs ...	38	50	42	32
Fitness center	11	28	9	7
Miscellaneous benefits:				
Job-related travel accident insurance	23	22	33	16
Nonproduction bonuses	23	30	20	23
Subsidized commuting	6	7	6	7
Education assistance:				
Job-related	31	50	30	26
Not job-related	10	9	13	9
Section 125 cafeteria benefits:	23	31	27	19
Flexible benefit plans	5	14	5	3
Reimbursement plans	12	15	12	12
Premium conversion plans	6	2	10	4

¹ Includes private establishments in the United States employing 100 or more workers at the time of sample selection.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Supplementary Table 7. Summary: Participation in selected employee benefit programs, part-time employees in small private establishments¹, 1999

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Paid time off:				
Holidays	27	44	30	23
Vacations	33	19	35	33
Disability benefits ² :				
Paid sick leave	11	9	15	9
Short-term disability	10	18	15	6
Long-term disability insurance	1	1	2	(³)
Survivor benefits:				
Life insurance	7	3	11	4
Accidental death and dismemberment	5	2	8	3
Survivor income benefits	(³)	-	(³)	1
Health care benefits:				
Medical care	7	7	7	6
Dental care	4	5	5	4
Vision care	2	5	2	2
Retirement income benefits:				
All retirement ⁴	11	17	15	7
Defined benefit	2	2	2	2
Defined contribution	9	16	13	5

¹ Includes private establishments in the United States employing fewer than 100 workers at the time of sample selection.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now only includes plans that either specify a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and state-mandated plans available on a per disability basis as well as the unfunded per disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to the 1995 survey, only included insured, self-insured, and state-mandated plans providing per disability benefits at less than full pay.

³ Less than 0.5 percent.

⁴ Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

Supplementary Table 8. Other benefits: Eligibility for specified benefits, part-time employees in small private establishments¹, 1999

(In percent)

Benefit	All employees	Professional, technical, and related employees	Clerical and sales employees	Blue-collar and service employees
Income continuation plans:				
Severance pay	3	2	5	2
Family benefits:				
Employer assistance for child care	2	4	1	3
Employer provided funds	1	2	1	2
On-site child care	1	4	(²)	2
Off-site child care	(²)	-	-	(²)
Adoption assistance	(²)	-	1	(²)
Long-term care insurance	1	-	1	(²)
Flexible workplace	(²)	1	-	(²)
Health promotion programs:				
Wellness programs	3	2	6	2
Employee assistance programs ...	9	7	10	9
Fitness center	2	10	1	1
Miscellaneous benefits:				
Job-related travel accident insurance	3	2	4	2
Nonproduction bonuses	32	36	35	29
Subsidized commuting	1	1	2	1
Education assistance:				
Job-related	14	21	15	11
Not job-related	3	(²)	2	3
Section 125 cafeteria benefits:	7	3	11	6
Flexible benefit plans	2	1	2	1
Reimbursement plans	5	1	8	3
Premium conversion plans	1	-	2	1

¹ Includes private establishments in the United States employing fewer than 100 workers at the time of sample selection.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.