

Table 36. Paid sick leave: Limit on days accumulated, State and local government workers, March 2019

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
All workers	25	72	120	180	245	134
Worker characteristics						
Management, professional, and related	30	90	150	185	245	143
Professional and related	27	90	150	185	240	142
Teachers	30	100	160	195	260	153
Primary, secondary, and special education school teachers	34	100	160	200	260	158
Service	20	45	120	180	250	120
Protective service	25	45	120	165	250	120
Sales and office	30	–	120	190	250	134
Office and administrative support	30	–	120	190	250	133
Natural resources, construction, and maintenance	13	48	90	130	200	100
Production, transportation, and material moving ...	10	–	120	189	240	126
Full time	30	75	120	180	248	135
Part time	–	–	120	195	240	124
Union	29	100	160	200	265	155
Nonunion	20	60	100	160	200	112
Average wage within the following categories: ³						
Lowest 25 percent	–	50	105	180	225	115
Lowest 10 percent	–	50	90	141	190	106
Second 25 percent	22	60	120	180	248	131
Third 25 percent	25	75	120	180	250	132
Highest 25 percent	34	100	160	200	260	157
Highest 10 percent	–	130	160	184	220	160
Establishment characteristics						
Service-providing industries	25	75	120	180	248	135
Education and health services	27	90	150	190	255	146
Educational services	25	90	160	200	259	148
Elementary and secondary schools	27	90	160	195	260	149
Junior colleges, colleges, and universities	15	90	150	200	220	142
Health care and social assistance	–	–	–	–	–	129
Hospitals	–	–	–	–	–	109
Public administration	25	48	120	162	240	118
1 to 99 workers	34	75	120	180	260	133
1 to 49 workers	–	–	–	–	–	125
50 to 99 workers	–	90	120	190	260	140
100 workers or more	24	–	130	180	240	135
100 to 499 workers	–	60	120	180	260	129
500 workers or more	25	90	135	185	240	139

See footnotes at end of table.

Table 36. Paid sick leave: Limit on days accumulated, State and local government workers, March 2019—continued

(Includes workers in sick leave plans¹ that specify a fixed number of days and limit the number of accumulated carryover days)

Characteristics	Limit on paid sick leave days accumulated ²					Mean number of days
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	
State government	25	90	120	200	300	145
Local government	24	65	120	180	240	132
Geographic areas						
Northeast	30	120	165	200	300	165
New England	—	110	130	184	210	148
Middle Atlantic	27	150	180	200	300	171
South	20	60	120	150	180	110
South Atlantic	—	90	120	180	180	117
East South Central	—	75	150	160	180	129
West South Central	20	—	90	120	180	93
Midwest	30	60	120	180	260	137
East North Central	—	—	140	240	340	158
West North Central	30	60	115	150	180	107
West	—	45	120	180	240	115
Mountain	—	—	—	—	—	125
Pacific	8	—	108	180	248	108

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² The 10th, 25th, 50th, 75th, and 90th percentiles designate position within each published series. For example, at the 50th percentile or median, half of participating workers receive the same as or more than the amount shown, and half receive the same as or less than the amount shown. At the 25th percentile, one-fourth of participating workers receive the same or less than the amount shown. The remaining percentiles follow the same logic.

³ 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 wage data for March 2019.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.