

Table 10. Traditional defined benefit plans: Normal retirement age requirements in years,¹ state and local government workers, 2016

(Includes all workers in traditional defined benefit plans with an age requirement)

Characteristics	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	55	55	60	63	65
Worker characteristic					
Management, professional, and related	55	57	61	63	65
Professional and related	55	58	61	63	65
Teachers	55	60	61	63	65
Primary, secondary, and special education school teachers	55	60	61	63	65
Service	50	55	57	62	65
Protective service	50	53	55	60	63
Sales and office	55	55	60	63	65
Office and administrative support	55	55	60	63	65
Natural resources, construction, and maintenance	55	55	62	65	66
Production, transportation, and material moving	55	55	62	65	65
Full time	55	55	60	63	65
Part time	55	57	62	65	66
Union	55	56	62	65	66
Nonunion	55	55	60	62	65
Average wage within the following categories: ²					
Lowest 25 percent	55	55	60	62	65
Lowest 10 percent	55	55	60	62	62
Second 25 percent	55	55	60	63	66
Third 25 percent	55	55	60	63	65
Highest 25 percent	55	57	61	65	65
Highest 10 percent	55	60	61	65	65
Establishment characteristic					
Service-providing industries	55	55	60	63	65
Education and health services	55	58	61	63	65
Educational services	55	60	61	63	66
Elementary and secondary schools	55	60	61	63	65
Junior colleges, colleges, and universities	55	58	60	63	66
Healthcare and social assistance	55	55	60	63	65
Hospitals	55	57	62	62	65
Public administration	52	55	60	63	65
1 to 99 workers	55	55	61	63	66
1 to 49 workers	55	55	62	65	66
50 to 99 workers	55	57	61	63	65
100 workers or more	55	55	60	63	65
100 to 499 workers	55	55	60	63	65
500 workers or more	55	55	60	63	65
State government	55	55	60	63	65
Local government	55	55	61	63	65

See footnotes at end of table.

Table 10. Traditional defined benefit plans: Normal retirement age requirements in years,¹ state and local government workers, 2016—continued

(Includes all workers in traditional defined benefit plans with an age requirement)

Characteristics	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
Geographic area					
Northeast	55	56	60	63	65
New England	56	60	65	65	67
Middle Atlantic	55	55	60	62	63
South	50	60	60	62	62
South Atlantic	50	50	55	62	65
East South Central	60	60	62	62	65
West South Central	60	60	60	62	62
Midwest	55	55	57	62	66
East North Central	55	55	55	60	67
West North Central	55	60	62	66	66
West	55	57	63	65	65
Mountain	50	55	55	55	61
Pacific	55	60	63	65	67

¹ Normal retirement occurs when the specific age, length of service, or combination of age and length of service plan requirements are satisfied and the participant may retire and receive all accrued benefits without a reduction or penalty. In most plans, participants must satisfy a minimum service requirement to be vested in the plan. Typical vesting requirements are 5 years of service; these requirements are not included in the service requirements for normal retirement.

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: 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.