

Table 12. Traditional defined benefit plans: Terminal earnings formulas, state and local government workers, 2016

(All workers participating in traditional defined benefit plans with a terminal earnings formula = 100 percent)

Characteristics	Flat percent per year of service	Flat percent per year of service ¹					Percent per year varies	Percent per year varies by			Other
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile		Service	Earnings	Earnings and service	
All workers	75	1.50	1.82	2.00	2.42	2.50	20	20	-	-	5
Worker characteristic											
Management, professional, and related	80	1.50	1.82	2.01	2.40	2.50	16	16	-	-	4
Professional and related	81	1.50	1.82	2.06	2.40	2.50	15	15	-	-	4
Teachers	86	1.50	1.82	2.20	2.30	2.50	11	11	-	-	3
Primary, secondary, and special education school teachers	86	1.50	1.82	2.15	2.30	2.50	10	10	-	-	3
Service	68	1.58	1.82	2.25	2.50	3.00	27	27	-	-	5
Protective service	63	1.58	1.85	2.43	2.62	3.00	31	31	-	-	5
Sales and office	71	1.50	1.70	2.00	2.50	2.50	23	23	-	-	6
Office and administrative support	71	1.50	1.75	2.00	2.50	2.50	23	23	-	-	6
Natural resources, construction, and maintenance	64	-	1.70	2.00	2.50	2.50	30	30	-	-	6
Production, transportation, and material moving	68	1.10	1.65	2.00	2.30	2.50	23	22	-	-	9
Full time	76	1.50	1.82	2.00	2.42	2.50	20	19	-	-	5
Part time	70	1.50	1.67	2.20	2.50	2.50	25	25	-	-	4
Union	71	1.50	1.82	2.20	2.50	2.50	24	24	-	-	5
Nonunion	80	1.50	1.82	2.00	2.30	2.50	16	16	-	-	4
Average wage within the following categories: ²											
Lowest 25 percent	71	1.25	1.70	2.00	2.30	2.50	24	24	-	-	5
Lowest 10 percent	67	1.50	1.82	2.00	2.30	2.50	28	28	-	-	5
Second 25 percent	72	1.50	1.70	2.00	2.50	2.50	23	23	-	-	5
Third 25 percent	71	1.58	1.82	2.00	2.42	2.50	23	23	-	-	6
Highest 25 percent	83	1.50	1.82	2.20	2.40	2.50	12	12	-	-	4
Highest 10 percent	84	1.50	1.90	2.30	2.40	2.50	12	12	-	-	4
Establishment characteristic											
Service-providing industries	75	1.50	1.82	2.00	2.42	2.50	20	20	-	-	5
Education and health services	80	1.50	1.82	2.15	2.40	2.50	16	16	-	-	4
Educational services	82	1.50	1.82	2.15	2.40	2.50	14	14	-	-	3
Elementary and secondary schools	83	1.50	1.82	2.15	2.35	2.50	14	14	-	-	3
Junior colleges, colleges, and universities ...	81	1.60	1.82	2.20	2.42	2.50	15	15	-	-	4
Healthcare and social assistance	67	1.60	1.82	2.00	2.50	2.50	28	28	-	-	5
Hospitals	67	1.60	1.82	2.30	2.50	2.50	28	28	-	-	5
Public administration	68	1.50	1.70	2.00	2.50	3.00	26	25	-	-	7
1 to 99 workers	82	1.50	1.80	2.00	2.50	2.50	15	15	-	-	3
1 to 49 workers	78	1.50	1.70	2.01	2.50	2.50	17	17	-	-	4
50 to 99 workers	86	1.50	1.82	2.00	2.50	2.50	-	13	-	-	-
100 workers or more	73	1.50	1.82	2.00	2.40	2.50	21	21	-	-	6
100 to 499 workers	76	1.50	1.80	2.00	2.40	2.50	-	21	-	-	-
500 workers or more	72	1.50	1.82	2.20	2.42	2.50	21	21	-	-	7
State government	79	1.58	1.80	2.00	2.50	2.50	18	18	-	-	3
Local government	74	1.50	1.82	2.01	2.40	2.50	21	20	-	-	5

See footnotes at end of table.

Table 12. Traditional defined benefit plans: Terminal earnings formulas, state and local government workers, 2016—continued

(All workers participating in traditional defined benefit plans with a terminal earnings formula = 100 percent)

Characteristics	Flat percent per year of service	Flat percent per year of service ¹					Percent per year varies	Percent per year varies by			Other
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile		Service	Earnings	Earnings and service	
Geographic area											
Northeast	60	1.67	1.82	2.00	2.50	2.50	33	32	—	—	7
New England	85	—	2.00	2.50	2.50	2.50	—	—	—	—	—
Middle Atlantic	52	1.67	1.82	2.00	2.50	2.50	41	41	—	—	7
South	77	1.58	1.82	2.00	2.30	2.30	20	20	—	—	3
South Atlantic	76	1.50	1.80	1.82	2.00	2.06	—	22	—	—	—
East South Central	61	1.00	1.58	1.65	2.01	2.01	27	27	—	—	12
West South Central	87	2.15	2.30	2.30	2.30	2.50	—	12	—	—	—
Midwest	71	1.10	1.60	1.85	2.20	2.40	—	28	—	—	—
East North Central	68	1.10	1.25	1.60	2.20	2.20	—	31	—	—	—
West North Central	78	1.70	1.70	1.85	2.00	2.50	—	22	—	—	—
West	89	1.50	2.00	2.42	2.50	2.50	3	3	—	—	9
Mountain	70	2.00	2.00	2.43	2.50	2.50	—	—	—	—	—
Pacific	96	1.50	2.00	2.42	2.50	2.50	—	—	—	—	—

¹ Estimates represent the flat percentage used to calculate benefits for those workers participating in plans with a terminal earnings formula based on a flat percentage per year of service.

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.