

**Table 6. Standard errors for traditional defined benefit plans: Maximum credited service provisions, state and local government workers, 2016**

Characteristics	Subject to maximum years of credited service	Maximum credited service (in years)					Not subject to maximum years of credited service	Not determinable
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile		
All workers .....	0.8	2.8	0.3	2.1	0.0	1.1	0.8	0.1
<b>Worker characteristic</b>								
Management, professional, and related .....	1.0	0.0	0.0	1.2	2.7	0.0	1.0	0.1
Professional and related .....	1.1	0.0	0.2	0.7	2.3	0.0	1.1	0.1
Teachers .....	1.2	0.5	0.0	2.7	0.0	0.0	1.2	( <sup>1</sup> )
Primary, secondary, and special education school teachers .....	1.3	1.6	0.0	3.1	0.0	0.0	1.3	( <sup>1</sup> )
Service .....	2.3	0.0	2.6	0.9	0.0	0.5	2.3	0.4
Protective service .....	3.8	0.0	0.0	0.9	2.6	3.0	3.8	( <sup>1</sup> )
Sales and office .....	1.5	1.5	1.6	0.0	1.0	2.9	1.5	0.1
Office and administrative support .....	1.4	1.5	1.5	0.0	1.5	3.6	1.5	0.1
Natural resources, construction, and maintenance .....	4.7	2.2	2.1	1.3	0.0	2.7	4.7	0.4
Production, transportation, and material moving .....	3.1	0.0	1.3	5.0	0.0	5.6	2.8	0.8
Full time .....	0.9	1.4	0.6	2.7	0.0	0.8	0.9	0.1
Part time .....	3.0	1.6	3.4	0.0	1.5	5.6	3.1	0.4
Union .....	1.2	1.1	0.9	0.5	0.0	0.4	1.2	0.2
Nonunion .....	1.2	0.8	1.0	0.0	3.8	2.2	1.2	0.1
Average wage within the following categories: <sup>2</sup>								
Lowest 25 percent .....	1.2	0.3	1.4	0.0	2.0	4.7	1.3	0.4
Lowest 10 percent .....	2.5	0.0	0.9	0.0	3.9	0.0	2.5	( <sup>1</sup> )
Second 25 percent .....	1.4	1.2	1.1	0.7	0.0	0.0	1.5	( <sup>1</sup> )
Third 25 percent .....	1.6	2.9	0.4	3.7	0.0	0.4	1.6	0.2
Highest 25 percent .....	1.2	2.1	1.1	1.3	1.5	0.0	1.2	0.1
Highest 10 percent .....	1.9	2.1	1.0	1.4	0.0	0.0	1.9	( <sup>1</sup> )
<b>Establishment characteristic</b>								
Service-providing industries .....	0.8	2.6	0.4	2.4	0.0	1.3	0.8	0.1
Education and health services .....	1.0	0.0	1.2	0.0	1.8	0.0	1.0	0.2
Educational services .....	1.0	0.0	1.3	0.0	0.0	0.0	1.0	( <sup>1</sup> )
Elementary and secondary schools .....	1.2	1.8	0.3	0.6	0.0	0.0	1.2	( <sup>1</sup> )
Junior colleges, colleges, and universities .....	2.4	0.0	0.3	0.0	4.0	1.2	2.4	( <sup>1</sup> )
Healthcare and social assistance .....	4.0	1.4	3.5	0.2	0.9	2.6	3.6	1.6
Hospitals .....	6.0	0.0	6.9	0.0	1.8	3.8	5.7	1.3
Public administration .....	1.6	0.0	1.9	1.2	0.0	1.4	1.6	( <sup>1</sup> )
1 to 99 workers .....	2.4	0.5	0.6	0.0	0.0	0.0	2.4	0.1
1 to 49 workers .....	3.2	0.0	1.7	5.4	0.0	5.5	3.2	( <sup>1</sup> )
50 to 99 workers .....	2.8	2.6	1.3	0.7	2.6	3.7	2.8	0.3
100 workers or more .....	1.0	1.5	0.5	2.3	0.0	1.3	1.0	0.2
100 to 499 workers .....	1.8	1.2	1.5	2.6	0.0	2.1	1.8	0.4
500 workers or more .....	1.2	2.2	0.5	2.8	0.0	1.3	1.2	0.2
State government .....	1.5	2.1	0.5	0.0	4.8	0.0	1.5	( <sup>1</sup> )
Local government .....	0.9	2.7	0.9	2.6	0.0	1.8	0.9	0.2

See footnotes at end of table.

**Table 6. Standard errors for traditional defined benefit plans: Maximum credited service provisions, state and local government workers, 2016—continued**

Characteristics	Subject to maximum years of credited service	Maximum credited service (in years)					Not subject to maximum years of credited service	Not determinable
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile		
<b>Geographic area</b>								
Northeast .....	2.3	0.0	0.0	0.0	2.4	0.6	2.3	—
New England .....	7.4	0.0	0.0	0.0	0.4	2.4	7.4	—
Middle Atlantic .....	1.9	0.0	0.0	1.7	0.0	0.0	1.9	—
South .....	0.5	0.0	3.4	7.8	0.0	0.0	0.6	0.1
South Atlantic .....	0.5	2.0	0.0	1.4	2.2	2.4	0.6	( <sup>1</sup> )
East South Central .....	2.8	0.0	0.0	0.0	0.0	0.0	3.0	0.8
West South Central .....	—	—	—	—	—	—	0.5	—
Midwest .....	1.9	1.1	0.0	0.0	0.0	0.4	1.9	0.6
East North Central .....	1.6	1.1	1.4	0.0	0.0	1.4	1.4	0.9
West North Central .....	4.9	0.0	0.0	7.1	0.0	0.0	5.0	0.2
West .....	1.7	0.0	1.4	3.3	0.0	2.5	1.7	( <sup>1</sup> )
Mountain .....	4.0	0.0	4.1	0.0	0.0	0.0	4.0	—
Pacific .....	1.5	0.0	0.0	0.7	1.6	0.0	1.5	( <sup>1</sup> )

<sup>1</sup> Less than 0.05.

<sup>2</sup> 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: 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](http://www.bls.gov/ncs/ebs/glossary20162017.htm).

Source: Bureau of Labor Statistics, National Compensation Survey.