

Table 11. Traditional defined benefit plans: Normal retirement service requirements in years,¹ state and local government workers, 2016

(Includes all workers in traditional defined benefit plans with a service requirement)

Characteristics	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
All workers	5	10	28	30	33
Worker characteristic					
Management, professional, and related	5	10	30	30	35
Professional and related	5	–	30	30	35
Teachers	5	20	30	30	35
Primary, secondary, and special education school teachers	–	20	30	30	35
Service	5	10	25	30	32
Protective service	5	–	25	30	32
Sales and office	5	10	30	30	35
Office and administrative support	5	–	30	30	35
Natural resources, construction, and maintenance	5	5	25	30	32
Production, transportation, and material moving	5	–	25	30	33
Full time	5	10	30	30	33
Part time	5	5	28	30	35
Union	5	5	25	30	35
Nonunion	5	20	30	30	33
Average wage within the following categories: ²					
Lowest 25 percent	5	20	30	30	35
Lowest 10 percent	10	20	30	30	35
Second 25 percent	5	–	27	30	32
Third 25 percent	5	10	28	30	33
Highest 25 percent	5	10	30	30	35
Highest 10 percent	5	10	30	30	35
Establishment characteristic					
Service-providing industries	5	10	30	30	33
Education and health services	5	–	30	30	35
Educational services	5	18	30	30	35
Elementary and secondary schools	5	18	30	30	35
Junior colleges, colleges, and universities	5	10	28	30	31
Healthcare and social assistance	5	–	28	30	33
Hospitals	5	10	28	30	32
Public administration	5	10	25	30	33
1 to 99 workers	5	10	30	30	35
1 to 49 workers	5	–	28	30	35
50 to 99 workers	5	–	30	30	35
100 workers or more	5	10	28	30	33
100 to 499 workers	5	–	30	30	35
500 workers or more	5	10	25	30	33
State government	5	10	28	30	33
Local government	5	10	30	30	33

See footnotes at end of table.

Table 11. Traditional defined benefit plans: Normal retirement service requirements in years,¹ state and local government workers, 2016—continued

(Includes all workers in traditional defined benefit plans with a service requirement)

Characteristics	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
Geographic area					
Northeast	—	10	30	35	35
New England	—	10	10	30	36
Middle Atlantic	5	20	30	35	35
South	—	20	28	30	30
South Atlantic	20	30	30	30	33
East South Central	5	5	25	25	30
West South Central	—	18	20	25	30
Midwest	—	20	30	30	35
East North Central	10	30	30	31	35
West North Central	—	5	20	30	30
West	5	5	10	30	30
Mountain	25	30	30	35	35
Pacific	5	5	5	30	30

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: 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.