

Table 13. Traditional defined benefit plans: Definition of terminal earnings, state and local government workers, 2016

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

Characteristics	One year	Three years			Five years			Other period	Not determinable
		Total	High three	High consecutive three	Total	High five	High consecutive five		
All workers	5	48	26	23	30	15	14	17	(¹)
Worker characteristic									
Management, professional, and related	3	49	27	23	30	16	14	18	(¹)
Professional and related	3	49	27	22	30	16	14	18	(¹)
Teachers	–	47	28	19	32	18	13	22	–
Primary, secondary, and special education school teachers	–	46	28	18	32	18	13	23	–
Service	10	47	25	21	29	15	14	15	–
Protective service	11	44	23	21	26	12	14	18	–
Sales and office	7	49	24	25	26	12	13	18	–
Office and administrative support	7	49	24	25	26	13	13	18	–
Natural resources, construction, and maintenance	7	42	15	27	36	16	19	15	(¹)
Production, transportation, and material moving	6	46	26	20	36	14	22	11	(¹)
Full time	5	49	26	23	29	15	14	17	(¹)
Part time	10	43	21	22	34	16	18	12	–
Union	9	53	28	25	25	11	14	14	(¹)
Nonunion	2	44	23	21	34	19	15	20	(¹)
Average wage within the following categories: ²									
Lowest 25 percent	3	43	23	20	33	18	15	21	–
Lowest 10 percent	–	39	22	16	38	23	16	22	–
Second 25 percent	8	48	23	25	31	15	16	13	–
Third 25 percent	6	48	26	22	28	14	14	18	(¹)
Highest 25 percent	5	52	28	23	28	14	14	16	(¹)
Highest 10 percent	4	55	27	29	20	10	10	20	(¹)
Establishment characteristic									
Service-providing industries	5	48	26	23	29	15	14	17	(¹)
Education and health services	3	48	27	20	31	17	14	18	–
Educational services	3	47	27	20	32	18	14	18	–
Elementary and secondary schools	–	46	27	19	32	18	14	19	–
Junior colleges, colleges, and universities ...	4	48	26	22	32	18	15	16	–
Healthcare and social assistance	–	54	29	25	25	10	14	16	–
Hospitals	–	52	24	28	24	–	13	17	–
Public administration	8	48	21	27	26	12	14	17	–
1 to 99 workers	6	53	25	27	23	13	10	18	–
1 to 49 workers	6	52	21	30	24	14	9	18	–
50 to 99 workers	6	54	29	24	22	12	10	18	–
100 workers or more	5	47	26	21	32	16	16	16	(¹)
100 to 499 workers	4	49	26	23	29	14	14	18	–
500 workers or more	5	46	25	21	33	16	17	15	(¹)
State government	2	57	29	28	27	13	14	14	–
Local government	6	45	24	21	31	16	15	18	(¹)

See footnotes at end of table.

Table 13. Traditional defined benefit plans: Definition of terminal earnings, state and local government workers, 2016—continued

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

Characteristics	One year	Three years			Five years			Other period	Not determinable
		Total	High three	High consecutive three	Total	High five	High consecutive five		
Geographic area									
Northeast	4	78	57	21	17	8	9	1	—
New England	—	70	69	—	28	21	—	—	—
Middle Atlantic	5	80	53	26	14	5	9	—	—
South	—	37	19	18	36	21	15	27	—
South Atlantic	—	27	4	23	29	15	15	44	—
East South Central	—	27	22	—	46	—	27	28	—
West South Central	—	58	40	18	40	31	9	1	—
Midwest	—	38	24	14	39	24	15	22	—
East North Central	—	30	20	10	34	29	5	33	—
West North Central	—	50	31	20	48	14	35	—	—
West	18	51	13	39	21	—	18	9	(¹)
Mountain	—	59	21	38	38	—	26	—	1
Pacific	25	48	9	39	14	—	14	12	—

¹ Less than 0.5.

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.