

Table 11. Traditional defined benefit plans: Normal retirement age requirements by length of service,¹ private industry workers, 2019

(All workers participating in traditional defined benefit plans = 100 percent)

Characteristics	Age less than 65		Age 65	
	Less than 10 years of service ²	10 years or more of service	Less than 10 years of service ²	10 years or more of service
Worker characteristics				
All workers	13	28	55	—
Management, professional, and related	—	29	55	—
Management, business, and financial	—	33	55	—
Professional and related	—	27	55	—
Sales and office	—	29	65	—
Sales and related	—	—	92	—
Office and administrative support	—	39	53	—
Natural resources, construction, and maintenance	—	38	30	—
Construction, extraction, farming, fishing, and forestry	—	—	—	—
Installation, maintenance, and repair	—	50	45	—
Production, transportation, and material moving	—	23	62	—
Production	—	30	59	—
Transportation and material moving	—	—	64	—
Full time	14	32	50	—
Part time	—	—	90	—
Union	—	29	55	—
Nonunion	—	27	55	—
Average wage within the following categories ³ :				
Second 25 percent	—	—	66	—
Third 25 percent	—	28	58	—
Highest 25 percent	14	38	45	—
Highest 10 percent	—	39	47	—
Establishment characteristics				
Goods-producing industries	—	32	47	—
Manufacturing	—	28	64	—
Service-providing industries	—	26	60	—
Trade, transportation, and utilities	—	—	61	—
Transportation and warehousing	—	—	46	—
Utilities	—	27	73	—
Financial activities	—	—	68	—
Finance and insurance	—	—	65	—
Credit intermediation and related activities ..	—	—	71	—
Insurance carriers and related activities	—	—	64	—
Education and health services	—	—	78	—
Educational services	—	52	40	—
Junior colleges, colleges, and universities ...	—	36	63	—
Health care and social assistance	—	—	90	—

See footnotes at end of table.

Table 11. Traditional defined benefit plans: Normal retirement age requirements by length of service,¹ private industry workers, 2019—continued

(All workers participating in traditional defined benefit plans = 100 percent)

Characteristics	Normal retirement age requirements (in years)				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
Worker characteristics					
All workers	60	62	65	65	65
Management, professional, and related	60	62	65	65	65
Management, business, and financial	62	62	65	65	65
Professional and related	60	62	65	65	65
Sales and office	60	62	65	65	65
Sales and related	65	65	65	65	65
Office and administrative support	55	62	65	65	65
Natural resources, construction, and maintenance	60	62	62	65	65
Construction, extraction, farming, fishing, and forestry	60	62	62	—	65
Installation, maintenance, and repair	57	60	62	65	65
Production, transportation, and material moving	60	62	65	65	65
Production	62	62	65	65	65
Transportation and material moving	60	62	65	65	65
Full time	60	62	65	65	65
Part time	65	65	65	65	65
Union	60	62	65	65	65
Nonunion	60	62	65	65	65
Average wage within the following categories ³ :					
Second 25 percent	60	65	65	65	65
Third 25 percent	60	62	65	65	65
Highest 25 percent	60	62	—	65	65
Highest 10 percent	60	62	62	65	65
Establishment characteristics					
Goods-producing industries	62	62	65	65	65
Manufacturing	62	62	65	65	65
Service-providing industries	60	62	65	65	65
Trade, transportation, and utilities	60	62	65	65	65
Transportation and warehousing	55	60	62	65	65
Utilities	55	60	65	65	65
Financial activities	62	62	65	65	65
Finance and insurance	62	62	65	65	65
Credit intermediation and related activities ..	62	65	65	65	65
Insurance carriers and related activities	62	62	65	65	65
Education and health services	60	65	65	65	65
Educational services	60	60	60	65	65
Junior colleges, colleges, and universities ...	60	60	65	65	65
Health care and social assistance	65	65	65	65	65

See footnotes at end of table.

Table 11. Traditional defined benefit plans: Normal retirement age requirements by length of service,¹ private industry workers, 2019—continued

(All workers participating in traditional defined benefit plans = 100 percent)

Characteristics	Age less than 65		Age 65	
	Less than 10 years of service ²	10 years or more of service	Less than 10 years of service ²	10 years or more of service
1 to 99 workers	—	—	65	—
1 to 49 workers	—	—	56	—
50 to 99 workers	—	—	76	—
100 workers or more	13	31	52	—
100 to 499 workers	—	37	43	—
500 workers or more	—	27	57	—
Geographic areas				
Northeast	—	24	67	—
New England	—	—	54	—
Middle Atlantic	—	—	72	—
South	—	19	66	—
South Atlantic	—	19	70	—
West South Central	—	—	—	—
Midwest	18	29	47	—
East North Central	—	29	51	—
West North Central	—	—	—	—
West	—	45	40	—
Pacific	—	49	33	—

See footnotes at end of table.

Table 11. Traditional defined benefit plans: Normal retirement age requirements by length of service,¹ private industry workers, 2019—continued

(All workers participating in traditional defined benefit plans = 100 percent)

Characteristics	Normal retirement age requirements (in years)				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers	60	62	65	65	65
1 to 49 workers	60	62	65	65	65
50 to 99 workers	62	65	65	65	65
100 workers or more	60	62	65	65	65
100 to 499 workers	60	62	—	65	65
500 workers or more	60	62	65	65	65
Geographic areas					
Northeast	60	62	65	65	65
New England	55	62	65	65	65
Middle Atlantic	60	62	65	65	65
South	60	62	65	65	65
South Atlantic	62	65	65	65	65
West South Central	60	62	65	65	65
Midwest	62	62	65	65	65
East North Central	62	62	65	65	65
West North Central	62	62	—	65	65
West	60	60	—	65	65
Pacific	60	60	62	65	65

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.

² Includes workers in plans with no minimum service requirements.

³ 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 2019."

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 Retirement Benefit Terms" at www.bls.gov/ncs/ebs/detailedprovisions/2019/ownership/private/glossary-retirement.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.