

Table 3. Defined benefit plans: Primary formula, private industry workers, National Compensation Survey, 2013

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

Characteristics	Total	Traditional	Traditional plan formula				Non-traditional	Non-traditional plan formula		
			Percent of terminal earnings	Percent of career earnings	Dollar times years ¹	Percent of employer contribution		Cash balance	Pension equity	Other
Worker characteristic										
All workers	100	68	37	—	21	—	32	30	—	—
Management, professional, and related	100	60	49	—	—	—	40	38	—	—
Management, business, and financial	100	52	43	—	—	—	48	47	—	—
Professional and related	100	65	52	—	—	—	35	32	—	—
Service	100	79	37	—	—	—	21	19	—	—
Sales and office	100	58	28	7	22	—	42	42	—	—
Sales and related	100	72	—	—	—	—	28	28	—	—
Office and administrative support	100	54	30	—	18	—	46	46	—	—
Natural resources, construction, and maintenance	100	88	—	—	43	23	12	12	—	—
Construction, extraction, farming, fishing, and forestry	100	—	—	—	43	49	—	—	—	—
Installation, maintenance, and repair	100	—	31	—	44	—	—	—	—	—
Production, transportation, and material moving	100	81	35	—	41	—	19	17	—	—
Production	100	76	36	—	39	—	24	22	—	—
Transportation and material moving	100	—	35	—	43	—	—	—	—	—
Full time	100	67	39	—	18	—	33	31	—	—
Part time	100	82	22	—	54	—	18	17	—	—
Union	100	91	26	—	51	—	9	8	—	—
Nonunion	100	55	44	—	3	—	45	43	—	—
Average wage within the following categories ² :										
Lowest 25 percent	100	79	—	—	47	—	21	—	—	—
Second 25 percent	100	64	27	—	27	—	36	33	—	—
Third 25 percent	100	69	41	—	20	—	31	30	—	—
Highest 25 percent	100	68	42	—	16	—	32	30	—	—
Highest 10 percent	100	70	53	—	6	—	30	28	—	—
Establishment characteristic										
Goods-producing industries	100	79	38	—	31	—	21	20	—	—
Construction	100	—	—	—	46	47	—	—	—	—
Manufacturing	100	73	42	—	30	—	27	25	—	—
Service-providing industries	100	65	37	—	18	—	35	33	—	—
Trade, transportation, and utilities	100	79	33	—	41	—	21	21	—	—
Wholesale trade	100	—	—	—	—	—	—	—	—	—
Retail trade	100	—	—	—	62	—	—	—	—	—
Transportation and warehousing	100	—	44	—	—	—	—	—	—	—
Utilities	100	55	47	—	—	—	45	45	—	—
Information	100	78	—	—	38	—	22	22	—	—
Financial activities	100	39	33	—	—	—	61	60	—	—
Finance and insurance	100	36	35	—	—	—	64	63	—	—
Credit intermediation and related activities ..	100	19	19	—	—	—	81	81	—	—
Insurance carriers and related activities	100	54	54	—	—	—	46	44	—	—
Professional and business services	100	50	36	—	—	—	50	50	—	—
Education and health services	100	—	56	—	—	—	—	—	—	—
Educational services	100	—	77	—	—	—	—	—	—	—
Junior colleges, colleges, and universities ...	100	—	70	29	—	—	—	—	—	—
Health care and social assistance	100	—	53	—	—	—	—	—	—	—

See footnotes at end of table.

Table 3. Defined benefit plans: Primary formula, private industry workers, National Compensation Survey, 2013—continued

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

Characteristics	Total	Traditional	Traditional plan formula				Non-traditional	Non-traditional plan formula		
			Percent of terminal earnings	Percent of career earnings	Dollar times years ¹	Percent of employer contribution		Cash balance	Pension equity	Other
1 to 99 workers	100	71	37	—	22	—	29	29	—	—
1 to 49 workers	100	67	29	—	25	—	33	33	—	—
50 to 99 workers	100	76	48	—	19	—	24	23	—	—
100 workers or more	100	67	37	—	21	—	33	31	—	—
100 to 499 workers	100	75	36	—	29	—	25	25	—	—
500 workers or more	100	62	38	—	15	—	38	34	—	—
Geographic area										
New England	100	51	25	—	—	—	49	49	—	—
Middle Atlantic	100	81	50	—	—	—	19	18	—	—
South Atlantic	100	71	37	—	29	—	29	28	—	—
East South Central	100	—	39	—	52	—	—	—	—	—
West South Central	100	59	38	—	—	—	41	39	—	—
East North Central	100	57	25	—	—	—	43	39	—	—
West North Central	100	62	31	—	25	—	38	36	—	—
Mountain	100	62	—	—	—	—	38	38	—	—
Pacific	100	74	40	—	24	—	26	25	—	—

¹ Benefits are based on a dollar amount per month for each year of service recognized by the plan.

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 2013."

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/glossary20132014.htm.