

Table 3. Standard errors for defined benefit plans: Primary plan formulas, state and local government workers, 2016

Characteristics	Traditional	Traditional plan formula				Non-traditional	Non-traditional plan formula		
		Percent of terminal earnings	Dollar times years ¹	Percent of career earnings	Percent of employer contribution		Cash balance	Pension equity	Other
All workers	0.3	0.4	-	-	-	0.3	0.3	-	-
Worker characteristic									
Management, professional, and related	0.2	0.2	-	-	-	0.2	0.2	-	-
Professional and related	0.2	0.2	-	-	-	0.2	0.2	-	-
Teachers	-	0.1	-	-	-	-	-	-	-
Primary, secondary, and special education school teachers	-	0.2	-	-	-	-	-	-	-
Service	-	1.0	-	-	-	-	-	-	-
Protective service	-	1.8	-	-	-	-	-	-	-
Sales and office	0.5	0.6	-	-	-	0.5	0.5	-	-
Office and administrative support	0.6	0.6	-	-	-	0.6	0.6	-	-
Natural resources, construction, and maintenance	-	1.3	-	-	-	-	-	-	-
Production, transportation, and material moving	-	1.4	-	-	-	-	-	-	-
Full time	0.3	0.4	-	-	-	0.3	0.3	-	-
Part time	-	0.5	-	-	-	-	-	-	-
Union	-	0.1	-	-	-	-	-	-	-
Nonunion	0.6	0.7	-	-	-	0.6	0.6	-	-
Average wage within the following categories: ²									
Lowest 25 percent	0.7	0.8	-	-	-	0.7	0.7	-	-
Lowest 10 percent	-	0.6	-	-	-	-	-	-	-
Second 25 percent	0.6	0.7	-	-	-	0.6	0.6	-	-
Third 25 percent	-	0.4	-	-	-	-	-	-	-
Highest 25 percent	-	0.2	-	-	-	-	-	-	-
Highest 10 percent	-	0.1	-	-	-	-	-	-	-
Establishment characteristic									
Service-providing industries	0.3	0.4	-	-	-	0.3	0.3	-	-
Education and health services	-	0.3	-	-	-	-	-	-	-
Educational services	-	0.1	-	-	-	-	-	-	-
Elementary and secondary schools	-	0.2	-	-	-	-	-	-	-
Junior colleges, colleges, and universities	-	0.6	-	-	-	-	-	-	-
Healthcare and social assistance	-	2.3	-	-	-	-	-	-	-
Hospitals	-	4.1	-	-	-	-	-	-	-
Public administration	0.6	0.6	-	-	-	0.6	0.6	-	-
1 to 99 workers	-	0.9	-	-	-	-	-	-	-
1 to 49 workers	-	0.9	-	-	-	-	-	-	-
50 to 99 workers	-	1.5	-	-	-	-	-	-	-
100 workers or more	0.3	0.3	-	-	-	0.3	0.3	-	-
100 to 499 workers	-	1.0	-	-	-	-	-	-	-
500 workers or more	-	0.3	-	-	-	-	-	-	-
State government	-	0.3	-	-	-	-	-	-	-
Local government	0.4	0.5	-	-	-	0.4	0.4	-	-

See footnotes at end of table.

Table 3. Standard errors for defined benefit plans: Primary plan formulas, state and local government workers, 2016—continued

Characteristics	Traditional	Traditional plan formula				Non-traditional	Non-traditional plan formula		
		Percent of terminal earnings	Dollar times years ¹	Percent of career earnings	Percent of employer contribution		Cash balance	Pension equity	Other
Geographic area									
Northeast	—	0.1	—	—	—	—	—	—	—
New England	0.0	0.0	—	—	—	—	—	—	—
Middle Atlantic	—	0.1	—	—	—	—	—	—	—
South	0.8	0.9	—	—	—	0.8	0.8	—	—
South Atlantic	—	0.8	—	—	—	—	—	—	—
East South Central	—	0.5	—	—	—	—	—	—	—
West South Central	—	2.3	—	—	—	—	—	—	—
Midwest	0.3	0.3	—	—	—	0.3	0.3	—	—
East North Central	—	0.1	—	—	—	—	—	—	—
West North Central	0.9	0.9	—	—	—	0.9	0.9	—	—
West	—	0.1	—	—	—	—	—	—	—
Mountain	0.0	0.0	—	—	—	—	—	—	—
Pacific	—	0.2	—	—	—	—	—	—	—

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 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.