

Table 8. Traditional defined benefit plans: Maximum credited service provisions, private industry workers, 2019

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

Characteristics	Subject to maximum years of credited service	Maximum years of credited service					Not subject to maximum years of credited service	Not determinable
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile		
Worker characteristics								
All workers	35	25	30	35	35	40	61	4
Management, professional, and related	—	—	—	—	—	—	56	—
Management, business, and financial	54	30	35	35	40	40	46	(1)
Professional and related	—	—	—	—	—	—	63	—
Sales and office	33	30	30	35	35	40	58	9
Office and administrative support	42	30	30	35	35	40	58	—
Natural resources, construction, and maintenance	—	—	—	—	—	—	91	—
Construction, extraction, farming, fishing, and forestry	—	—	—	—	—	—	95	—
Installation, maintenance, and repair	—	—	—	—	—	—	81	—
Production, transportation, and material moving	45	20	25	—	35	35	47	8
Production	40	—	20	30	35	35	60	—
Transportation and material moving	48	25	25	35	35	35	39	13
Full time	33	25	30	35	35	40	65	2
Union	25	—	30	—	35	35	68	7
Nonunion	—	—	—	—	—	—	53	—
Average wage within the following categories ² :								
Second 25 percent	49	20	25	30	35	35	45	6
Third 25 percent	41	25	30	35	35	40	58	1
Highest 25 percent	—	—	—	—	—	—	72	—
Highest 10 percent	—	—	—	—	—	—	65	—
Establishment characteristics								
Goods-producing industries	24	—	30	35	35	35	76	—
Manufacturing	38	20	—	35	35	35	62	—
Service-providing industries	41	25	30	35	35	40	53	7
Trade, transportation, and utilities	37	—	25	35	35	35	49	14
Transportation and warehousing	54	25	30	35	35	35	46	—
Utilities	—	—	—	—	—	—	74	—
Financial activities	68	25	30	35	35	35	32	—
Finance and insurance	65	—	30	35	35	35	35	—
Credit intermediation and related activities ..	70	30	30	35	35	35	—	—
Insurance carriers and related activities	62	—	30	35	35	35	38	—
Education and health services	—	—	—	—	—	—	69	—
Educational services	—	—	—	—	—	—	87	—
Health care and social assistance	—	—	—	—	—	—	64	—

See footnotes at end of table.

Table 8. Traditional defined benefit plans: Maximum credited service provisions, private industry workers, 2019—continued

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

Characteristics	Subject to maximum years of credited service	Maximum years of credited service					Not subject to maximum years of credited service	Not determinable
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile		
1 to 99 workers	39	—	20	30	35	35	61	—
1 to 49 workers	29	—	30	30	35	35	71	—
50 to 99 workers	50	10	—	—	35	35	50	—
100 workers or more	33	30	35	35	35	40	61	5
100 to 499 workers	29	25	—	35	35	40	58	14
500 workers or more	—	—	—	—	—	—	63	—
Geographic areas								
Northeast	41	—	30	35	40	40	54	5
New England	57	30	30	35	35	35	—	—
Middle Atlantic	36	25	35	35	40	40	58	6
South	46	25	—	35	35	35	52	2
South Atlantic	41	—	30	35	35	35	55	4
West South Central	65	25	—	35	35	35	—	—
Midwest	32	—	30	35	35	40	63	4
East North Central	34	—	30	35	35	40	61	5
West North Central	—	—	—	—	—	—	83	—
West	16	10	—	35	35	40	80	5
Pacific	15	10	—	30	35	40	83	2

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 2019."

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 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.