**Table 17. Traditional defined benefit plans: Early retirement age requirements in years,[1] state and local government workers, 2016**

(Includes all workers in traditional defined benefit plans with early retirement coverage and an age requirement)

| Characteristics | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
|---|---|---|---|---|---|
| All workers ....................................................... | 50 | 50 | 55 | 55 | 60 |
| **Worker characteristic** | | | | | |
| Management, professional, and related ................. | 50 | 50 | 55 | 55 | 60 |
| Professional and related ...................................... | 50 | 50 | 55 | 55 | 60 |
| Teachers ........................................................ | 50 | 50 | 55 | 55 | 60 |
| Primary, secondary, and special education school teachers .......................................... | 50 | 50 | 55 | 55 | 60 |
| Service ................................................................ | 45 | 50 | 55 | 55 | 60 |
| Protective service ............................................ | 42 | 50 | 50 | 55 | 57 |
| Sales and office .................................................. | 50 | 50 | 55 | 55 | 60 |
| Office and administrative support ........................ | 50 | 50 | 55 | 55 | 60 |
| Natural resources, construction, and maintenance | 50 | 50 | 55 | 55 | 60 |
| Production, transportation, and material moving ..... | 50 | 50 | 55 | 55 | 60 |
| Full time ............................................................... | 50 | 50 | 55 | 55 | 60 |
| Part time .............................................................. | 50 | 50 | 55 | 55 | 60 |
| Union ................................................................... | 50 | 50 | 55 | 55 | 55 |
| Nonunion .............................................................. | 50 | 50 | 55 | 55 | 60 |
| Average wage within the following categories:[2] | | | | | |
| Lowest 25 percent ............................................... | 45 | 50 | 55 | 55 | 60 |
| Lowest 10 percent ........................................... | 45 | 50 | 55 | 57 | 60 |
| Second 25 percent .............................................. | 50 | 50 | 55 | 55 | 60 |
| Third 25 percent .................................................. | 48 | 50 | 55 | 55 | 57 |
| Highest 25 percent ............................................... | 50 | 50 | 55 | 55 | 60 |
| Highest 10 percent .......................................... | 50 | 50 | 55 | 55 | 55 |
| **Establishment characteristic** | | | | | |
| Service-providing industries ..................................... | 50 | 50 | 55 | 55 | 60 |
| Education and health services ............................. | 50 | 50 | 55 | 55 | 60 |
| Educational services ....................................... | 50 | 50 | 55 | 55 | 60 |
| Elementary and secondary schools ............. | 50 | 50 | 55 | 55 | 60 |
| Junior colleges, colleges, and universities ... | 50 | 50 | 55 | 55 | 60 |
| Healthcare and social assistance .................... | 50 | 50 | 55 | 55 | 57 |
| Hospitals ...................................................... | 50 | 50 | 55 | 55 | 57 |
| Public administration ........................................... | 45 | 50 | 55 | 55 | 60 |
| 1 to 99 workers ..................................................... | 50 | 50 | 55 | 55 | 60 |
| 1 to 49 workers ................................................. | 50 | 50 | 55 | 55 | 60 |
| 50 to 99 workers ............................................... | 50 | 50 | 55 | 55 | 60 |
| 100 workers or more .............................................. | 50 | 50 | 55 | 55 | 60 |
| 100 to 499 workers ............................................ | 50 | 50 | 55 | 55 | 60 |
| 500 workers or more .......................................... | 45 | 50 | 55 | 55 | 60 |
| State government .................................................. | 50 | 50 | 55 | 55 | 60 |
| Local government .................................................. | 50 | 50 | 55 | 55 | 60 |

See footnotes at end of table.

**Table 17. Traditional defined benefit plans: Early retirement age requirements in years,[1] state and local government workers, 2016—continued**

(Includes all workers in traditional defined benefit plans with early retirement coverage and an age requirement)

| Characteristics | 10th percentile | 25th percentile | 50th percentile (median) | 75th percentile | 90th percentile |
|---|---|---|---|---|---|
| **Geographic area** | | | | | |
| Northeast: | | | | | |
| New England ...................................................... | 54 | 55 | 55 | 60 | 60 |
| South ...................................................... | 42 | 50 | 50 | 55 | 60 |
| South Atlantic ............................................. | 42 | 45 | 50 | 55 | 60 |
| East South Central ........................................... | 55 | 55 | 55 | 60 | 60 |
| West South Central ........................................... | 45 | 55 | 55 | 60 | 60 |
| Midwest ...................................................... | 50 | 55 | 55 | 55 | 62 |
| East North Central ........................................... | 50 | 50 | 55 | 57 | 62 |
| West North Central ........................................... | 55 | 55 | 55 | 55 | 57 |
| West ...................................................... | 50 | 50 | 50 | 55 | 55 |
| Mountain ............................................. | 50 | 50 | 50 | 55 | 55 |
| Pacific ................................................ | 50 | 50 | 52 | 55 | 55 |

[1] Early retirement is the age, length of service, or combination of age and length of service, requirements at which plan participants may retire and receive all accrued benefits, minus a reduction or penalty.
[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: 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.