

## Section D -- Employment and Compensation

This section presents data on the service and compensation of railroad employees covered under the railroad retirement and railroad unemployment insurance programs. Under the railroad retirement program, different maximums on compensation subject to retirement tax have been in effect since 1979 for tier I and tier II financing. Until 1985, the tier I maximum corresponded on a monthly basis to the annual maximum provided under current social security law. The tier II maximum is based on lower limits determined under pre-1977 social security law. The tier I and tier II annual compensation maximums for 2015 and 2016 were \$118,500 and \$88,200, respectively. Under the unemployment program, the taxable earnings base was the first \$1,455 of each employee's monthly earnings in 2015 and 2016. In these tables, creditable compensation, unless otherwise specified, refers to the tier I amount creditable under the Railroad Retirement Act. Except for table D1, tier I payroll excludes miscellaneous compensation taxable at the tier I tax rate.

The more important qualifications of the data are shown in footnotes to the tables.

Certain general observations about the figures and definitions of the terminology used are as follows:

1. Class of employer is based on classifications established for reporting to the Surface Transportation Board. The base year used in calculating revenue is 1991. Class I railroads in 1991 were those with operating revenues totaling \$250 million or more per year, class II railroads were those with less than \$250 million but at least \$20 million in operating revenues, and class III railroads were those with less than \$20 million in operating revenues and all switching and terminal companies regardless of their operating revenues. Current operating revenues are deflated by changes in the annual average Railroad's Freight Price Index developed by the Bureau of Labor Statistics for comparison with the established thresholds. For calendar year 2015, the deflator percent was 54.60.
2. The employer shown for employees reported by more than one employer is the last employer in the year.

3. A month of service is a month in which an employee performs any service, however slight, for which creditable railroad compensation is reported. Continuous service refers to service by an employee in one or more months of each year over a period of years. Completed years of service, on the other hand, are based on total months of service. Effective for earnings years 1985 and later, an employee who had an employment relation or was an employee representative in months in which he did not perform railroad service may be deemed to have additional railroad service months if his railroad earnings for the year exceed one-twelfth of the tier II yearly compensation maximum times the number of months actually worked in the calendar year. These deemed months are included in the calculation of completed years of service. One completed year of service represents service in 12 to 23 months; two completed years, service in 24 to 35 months, etc.
4. Data in the tables are based on reports of service and compensation made by employers and processed for inclusion in the Board's data processing records within 10 months after the end of the calendar year. Late reports were last included in 1987.

**Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2015**

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>2</sup>	Total	Taxable <sup>1</sup>			Total	Average <sup>2</sup>	Total	Tier I
				Aggregate tier I	Percent of total	Tier II				
1937.....	1,996	1,279	\$2,294	\$2,264	98.7	.....	1,758	1,115	\$1,985	\$1,959
1938.....	1,617	1,093	2,047	2,008	98.1	.....	1,404	939	1,746	1,713
1939.....	1,666	1,151	2,180	2,145	98.4	.....	1,427	988	1,863	1,833
1940.....	1,708	1,195	2,280	2,248	98.6	.....	1,453	1,027	1,964	1,936
1941.....	2,052	1,322	2,697	2,657	98.5	.....	1,762	1,140	2,332	2,297
1942.....	2,587	1,470	3,394	3,302	97.3	.....	2,209	1,271	2,932	2,853
1943.....	2,887	1,591	4,100	3,944	96.2	.....	2,391	1,355	3,521	3,387
1944.....	2,903	1,670	4,523	4,301	95.1	.....	2,325	1,415	3,858	3,669
1945.....	3,014	1,680	4,530	4,340	95.8	.....	2,414	1,420	3,862	3,700
1946.....	2,658	1,622	4,883	4,639	95.0	.....	2,198	1,359	4,171	3,963
1947.....	2,470	1,598	5,113	4,750	92.9	.....	2,072	1,352	4,352	4,036
1948.....	2,339	1,558	5,539	4,952	89.4	.....	1,984	1,327	4,769	4,233
1949.....	2,112	1,403	5,133	4,609	89.8	.....	1,802	1,192	4,419	3,926
1950.....	2,073	1,421	5,327	4,704	88.3	.....	1,772	1,220	4,594	4,042
1951.....	2,103	1,476	6,101	5,111	83.8	.....	1,796	1,276	5,273	4,409
1952.....	2,045	1,429	6,185	5,046	81.6	.....	1,733	1,226	5,327	4,333
1953.....	1,982	1,405	6,147	4,989	81.2	.....	1,679	1,206	5,325	4,282
1954.....	1,690	1,250	5,630	4,707	83.6	.....	1,424	1,064	4,854	4,016
1955.....	1,694	1,239	5,801	4,925	84.9	.....	1,433	1,058	4,992	4,214
1956.....	1,647	1,220	6,206	5,060	81.5	.....	1,388	1,043	5,325	4,307
1957.....	1,510	1,150	6,177	4,859	78.7	.....	1,278	986	5,358	4,166
1958.....	1,321	984	5,722	4,246	74.2	.....	1,115	841	4,930	3,626
1959.....	1,242	949	5,751	4,377	76.1	.....	1,050	816	4,986	3,768
1960.....	1,177	909	5,648	4,404	78.0	.....	995	780	4,894	3,793
1961.....	1,082	836	5,345	4,076	76.3	.....	911	718	4,624	3,488
1962.....	1,033	815	5,381	3,991	74.2	.....	869	700	4,662	3,422
1963.....	1,011	790	5,350	3,955	73.9	.....	852	680	4,630	3,402
1964.....	990	775	5,446	4,211	77.3	.....	827	665	4,698	3,606
1965.....	969	753	5,590	4,140	74.1	.....	799	640	4,793	3,522
1966.....	955	741	5,676	4,719	83.1	.....	793	631	4,879	4,040

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2015 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>2</sup>	Total	Taxable <sup>1</sup>			Total	Average <sup>2</sup>	Total	Tier I
				Aggregate tier I	Percent of total	Tier II				
1967.....	911	713	\$5,734	\$4,613	80.4	.....	767	610	\$4,934	\$3,954
1968.....	879	683	5,878	5,000	85.1	.....	747	591	5,111	4,338
1969.....	865	659	6,092	4,966	81.5	.....	742	578	5,363	4,354
1970.....	825	640	6,281	4,896	77.9	.....	719	566	5,557	4,319
1971.....	774	611	6,602	4,830	73.2	.....	680	544	5,895	4,300
1972.....	737	589	7,156	5,350	74.8	.....	652	527	6,435	4,792
1973.....	726	584	7,936	6,265	78.9	.....	645	524	7,134	5,635
1974.....	739	592	8,399	7,271	86.6	.....	661	533	7,576	6,570
1975.....	678	548	8,346	7,112	85.2	.....	609	497	7,563	6,478
1976.....	661	540	9,262	7,848	84.7	.....	606	496	8,494	7,238
1977.....	655	546	10,038	8,495	84.6	.....	602	503	9,224	7,854
1978.....	667	542	10,938	9,020	82.5	.....	602	491	9,909	8,203
1979.....	675	554	12,472	11,168	89.5	\$10,120	610	503	11,300	10,183
1980.....	636	532	13,129	11,870	90.4	10,520	568	480	11,784	10,804
1981.....	603	503	13,368	12,402	92.8	10,849	545	457	12,106	11,338
1982.....	555	440	12,501	11,797	94.4	10,332	498	398	11,354	10,715
1983.....	497	395	12,349	11,724	94.9	10,257	428	343	10,797	10,250
1984.....	474	395	12,949	12,346	95.3	10,783	411	345	11,421	10,890
1985.....	452	372	12,736	12,117	95.1	10,807	384	323	11,138	10,597
1986.....	423	342	12,496	11,958	95.7	10,687	358	293	10,830	10,364
1987.....	400	320	12,529	11,881	94.8	10,481	335	271	10,707	10,154
1988.....	374	312	12,193	11,660	95.6	10,264	306	258	10,260	9,810
1989.....	355	308	12,128	11,513	94.9	10,262	288	251	10,057	9,547
1990.....	341	296	11,828	11,377	96.2	10,221	275	241	9,696	9,326
1991.....	327	285	12,032	11,560	96.1	10,328	265	231	9,918	9,528
1992.....	318	276	12,696	11,896	93.7	10,573	256	223	10,453	9,794
1993.....	310	271	12,420	11,716	94.3	10,490	248	217	10,189	9,611
1994.....	305	266	12,490	11,884	95.1	10,664	245	214	10,210	9,715
1995.....	298	265	12,551	11,913	94.9	10,641	238	212	10,200	9,682
1996.....	290	257	12,880	12,221	94.9	10,851	231	205	10,474	9,938

See footnotes at end of table.

**Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2015 - Continued**

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>2</sup>	Total	Taxable <sup>1</sup>			Total	Average <sup>2</sup>	Total	Tier I
				Aggregate tier I	Percent of total	Tier II				
<b>1997</b> .....	287	253	\$13,149	\$12,505	95.1	\$11,146	229	201	\$10,669	\$10,146
<b>1998</b> .....	295	256	14,062	13,161	93.6	11,721	236	205	11,496	10,760
<b>1999</b> .....	291	256	14,170	13,321	94.0	12,043	232	204	11,521	10,830
<b>2000</b> .....	283	246	14,014	13,358	95.3	12,181	223	194	11,191	10,667
<b>2001</b> .....	271	238	13,704	13,244	96.6	12,176	212	186	10,886	10,521
<b>2002</b> .....	263	229	13,562	13,112	96.7	12,129	207	179	10,825	10,467
<b>2003</b> .....	255	225	13,877	13,261	95.6	12,212	199	175	10,930	10,445
<b>2004</b> .....	259	227	14,603	13,870	95.0	12,670	202	176	11,548	10,969
<b>2005</b> .....	263	232	15,416	14,564	94.5	13,334	207	181	12,263	11,586
<b>2006</b> .....	269	236	16,152	15,032	93.1	13,859	211	185	12,841	11,951
<b>2007</b> .....	267	237	16,839	15,618	92.7	14,427	209	185	13,295	12,331
<b>2008</b> .....	265	235	17,898	16,202	90.5	14,996	206	183	14,063	12,731
<b>2009</b> .....	251	223	16,211	15,341	94.6	14,280	195	172	12,655	11,977
<b>2010</b> .....	247	221	16,258	15,439	95.0	14,386	194	172	12,800	12,155
<b>2011</b> .....	258	229	17,857	16,572	92.8	15,264	203	179	14,160	13,141
<b>2012</b> .....	259	234	19,522	17,350	88.9	16,076	202	183	15,477	13,755
<b>2013</b> .....	260	237	18,714	17,768	94.9	16,473	202	184	14,754	14,009
<b>2014</b> .....	270	242	20,695	19,213	92.8	17,678	211	187	16,276	15,110
<b>2015</b> .....	272	247	21,347	19,981	93.6	18,367	210	190	16,757	15,685

<sup>1</sup> Tier I and Tier II taxable payrolls had equal monthly earnings bases through 1978. Bases became annual in 1985. Beginning in 1982, tier I payroll includes miscellaneous compensation.

<sup>2</sup> Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Average employment and total compensation based on Surface Transportation Board (STB) reports. For all employees, such data include estimates of employees and compensation not reported to the STB.

**Table D2.--Employees, by employment status, 1986-2015 (In thousands)**

Year	Number by employment status					
	In service during year		Separated during year	In service in following year	New entrants	Reentrants
	Total <sup>1</sup>	Females				
1986.....	423	33	43	380	8	6
1987.....	400	31	47	353	8	12
1988.....	374	29	38	335	13	7
1989.....	355	27	32	323	14	6
1990.....	341	29	28	313	14	4
1991.....	327	28	23	304	10	4
1992.....	318	28	25	293	11	4
1993.....	310	27	23	286	13	4
1994.....	305	27	21	283	15	3
1995.....	298	26	22	276	12	3
1996.....	290	25	21	268	12	2
1997.....	287	25	19	268	17	2
1998.....	295	26	21	274	24	2
1999.....	291	24	23	267	15	3
2000.....	283	26	24	259	15	2
2001.....	271	25	21	249	10	2
2002.....	263	24	23	240	11	2
2003.....	255	23	20	235	13	2
2004.....	259	23	20	239	22	2
2005.....	263	23	19	244	23	2
2006.....	269	23	21	248	23	2
2007.....	267	23	22	246	18	2
2008.....	265	23	22	244	18	2
2009.....	251	23	19	232	6	1
2010.....	247	23	17	230	13	2
2011.....	258	23	19	239	25	2
2012.....	259	23	19	240	19	1
2013.....	260	24	19	242	19	1
2014.....	270	25	20	250	27	2
2015.....	272	25	(2)	(2)	20	1

<sup>1</sup> Includes employees whose sex was not reported.

<sup>2</sup> Not available.

NOTE.--Employees separated represent employees (including those who died or retired) who worked in a year but not in the following year; new entrants are employees with no previous railroad service and reentrants are those who returned to railroad service after an absence of at least one calendar year.

**Table D3.--Employees and averages of months of service and creditable compensation, for all classes of employer and for class I railroads, 2006-2015**

	All employees				Employees with 12 months of service		
	Number (thousands)	Average months of service	Average creditable compensation		Number (thousands)	Average creditable compensation	
			Per month	In year		Per month	In year
<b>ALL CLASSES OF EMPLOYER</b>							
2006.....	269	10.9	\$5,052	\$55,143	214	\$5,195	\$62,340
2007.....	267	11.0	5,246	57,620	215	5,377	64,525
2008.....	265	11.0	5,497	60,246	214	5,628	67,542
2009.....	251	10.9	5,525	60,281	199	5,682	68,186
2010.....	247	10.9	5,652	61,549	195	5,790	69,477
2011.....	258	10.9	5,845	63,482	203	6,000	72,001
2012.....	259	11.0	5,986	66,091	210	6,122	73,461
2013.....	260	11.0	6,134	67,416	210	6,269	75,228
2014.....	270	11.2	6,493	70,203	213	6,658	79,894
2015.....	272	11.0	6,631	72,685	215	6,801	81,616
<b>CLASS I RAILROADS</b>							
2006.....	211	11.0	\$5,085	\$55,814	169	\$5,214	\$62,567
2007.....	209	11.1	5,258	58,160	169	5,373	64,479
2008.....	206	11.0	5,507	60,767	168	5,619	67,425
2009.....	195	10.9	5,532	60,457	155	5,686	68,226
2010.....	194	10.9	5,666	61,856	153	5,800	69,598
2011.....	203	10.9	5,879	63,870	160	6,029	72,349
2012.....	202	11.1	6,036	67,053	166	6,154	73,852
2013.....	202	11.0	6,188	68,368	164	6,309	75,703
2014.....	211	11.2	6,543	70,853	164	6,697	80,368
2015.....	210	11.0	6,685	73,607	167	6,845	82,141

Table D4.--All employees and employees age 60 or older, by completed years of service, 2006-2015 (In thousands)

	Completed years of service									
	Total		Less than 10 <sup>1</sup>		10 to 19		20 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ALL EMPLOYEES</b>										
2006.....	269	100	119	44	43	16	50	18	57	21
2007.....	267	100	119	45	47	18	43	16	58	22
2008.....	265	100	117	44	53	20	37	14	58	22
2009.....	251	100	106	42	56	22	32	13	57	23
2010.....	247	100	107	43	58	23	29	12	54	22
2011.....	258	100	122	48	59	23	27	10	49	19
2012.....	259	100	128	50	60	23	26	10	44	17
2013.....	260	100	132	51	63	24	26	10	39	15
2014.....	270	100	140	51	68	26	28	10	35	13
2015.....	272	100	139	51	74	27	29	11	29	11
<b>EMPLOYEES AGE 60 OR OLDER</b>										
2006.....	17	100	1	8	2	11	4	25	9	56
2007.....	19	100	2	8	2	12	4	23	11	58
2008.....	20	100	2	8	2	12	4	21	12	58
2009.....	21	100	2	8	3	13	4	20	12	59
2010.....	22	100	2	8	3	14	4	18	13	59
2011.....	23	100	2	9	3	15	4	18	13	58
2012.....	23	100	2	9	4	17	4	18	13	56
2013.....	24	100	2	10	4	18	4	19	13	54
2014.....	25	100	2	10	5	19	5	19	13	52
2015.....	25	100	2	10	5	21	5	20	12	50

<sup>1</sup> Calendar year 2015 total includes approximately 49,000 employees with 5 or more years of service after calendar year 1995.

NOTE.--Detail may not add to totals due to rounding.



**Table D5.--Employees in 2015 and selected service and compensation data, by class of employer**

Class of employer	Number of employees			Average months of service	Average creditable compensation per month of service	Number of employees by amount of average creditable compensation per month of service					
	Total <sup>1</sup>	Male	Female		All employees	Employees with 12 months of service	Under \$4,900	\$4,900-5,999.99	\$6,000-7,399.99	\$7,400-9,874.99	\$9,875.00
<b>Class I railroads</b> .....	210,478	193,156	17,266	11.0	\$6,685	\$6,845	39,534	50,810	51,125	51,217	17,792
<b>Class II railroads</b> .....	5,587	5,061	410	10.7	5,891	6,037	2,038	1,406	1,090	769	284
<b>Class III railroads and switching &amp; terminal companies</b> .....	46,338	40,194	5,558	10.9	6,499	6,713	14,277	8,415	8,504	8,688	6,454
<b>Car-loan companies</b> .....	2,155	2,010	142	10.2	5,553	5,879	1,090	458	279	162	166
<b>Miscellaneous employers</b> <sup>2</sup> .....	6,971	4,818	2,079	10.5	6,774	6,912	2,409	892	771	1,165	1,734
<b>Total</b> .....	271,529	245,239	25,455	11.0	\$6,631	\$6,801	59,348	61,981	61,769	62,001	26,430

<sup>1</sup> Includes employees whose sex was not reported.

<sup>2</sup> Includes labor organizations, lessor companies, employer associations, and miscellaneous carrier affiliates.

Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 2015

Class or name of employer	All employees				New entrants		Creditable Compensation (thousands)		
	Total	With 12 months of service in 2015	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	Tier I	Tier II	RUIA
<b>CLASS OF EMPLOYER</b>									
Class I railroads.....	210,478	167,321	140,784	203,615	14,301	10,706	\$15,492,686	\$14,433,782	\$3,353,097
Class II railroads.....	5,587	4,346	3,534	5,242	509	316	353,180	337,675	86,009
Class III railroads and switching & terminal companies.....	46,338	36,572	31,969	43,582	3,847	2,327	3,269,914	2,977,740	722,729
Car-loan companies.....	2,155	1,492	1,030	1,965	523	371	122,400	116,078	31,821
Miscellaneous employers <sup>1</sup> .....	6,971	5,331	4,233	6,277	743	413	497,907	434,984	103,037
<b>Total.....</b>	<b>271,529</b>	<b>215,062</b>	<b>181,550</b>	<b>260,681</b>	<b>19,923</b>	<b>14,133</b>	<b>\$19,736,086</b>	<b>\$18,300,259</b>	<b>\$4,296,693</b>
<b>SELECTED EMPLOYERS</b>									
BNSF Railway Co.....	51,633	41,566	31,815	50,255	3,104	2,250	\$4,054,932	\$3,727,080	\$830,873
<b>Canadian National, U.S. Operations</b>									
Bessemer and Lake Erie Railroad Co.....	82	61	49	79	7	6	5,561	5,390	1,258
Chicago Central and Pacific Railroad Co.....	286	233	212	280	11	10	23,905	21,437	4,674
Grand Trunk Western Railroad Co.....	886	669	606	877	39	37	76,363	66,901	14,192
Illinois Central Railroad Co.....	4,246	3,399	2,939	4,159	223	176	347,379	311,781	68,262
Pittsburgh and Conneaut Dock Co.....	46	32	22	44	7	6	2,455	2,455	679
Wisconsin Central Transportation Corp.....	2,289	1,819	1,481	2,240	125	115	188,873	170,387	36,647
<b>Canadian Pacific, Soo Line Corporation</b>									
Dakota, Minnesota & Eastern Railroad Corp.....	769	618	503	738	42	35	45,633	44,412	11,884
Delaware and Hudson Railway Co. Inc.....	327	210	211	303	9	8	20,628	19,473	4,683
Soo Line Railroad Co.....	2,762	2,125	1,786	2,619	180	128	199,323	185,927	42,596
CSX Transportation Inc.....	32,396	25,569	22,297	31,384	1,504	1,214	2,456,707	2,286,277	515,114
Kansas City Southern Railway Co.....	3,195	2,538	2,094	3,024	264	157	227,630	213,341	50,325
Gateway Eastern Railway Co.....	10	10	9	10	.....	.....	656	648	175
Texas Mexican Railway Co.....	263	196	123	254	16	9	19,933	18,388	4,084
National Railroad Passenger Corp. (Amtrak).....	22,663	17,855	15,531	21,738	1,825	1,215	1,563,891	1,459,803	358,455
Norfolk Southern Corp.....	33,165	26,549	22,964	31,675	3,110	2,157	2,280,480	2,163,522	525,416
Union Pacific Railroad Co.....	55,460	43,872	38,142	53,936	3,835	3,183	3,978,336	3,736,558	883,779

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

NOTE.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate.

**Table D7.-- Employees in 2015, by class of employer and amount of creditable compensation**

Class of employer	Amount of creditable compensation												
	Total	Under \$27,000	\$27,000-46,499	\$46,500-56,499	\$56,500-62,499	\$62,500-67,499	\$67,500-72,999	\$73,000-78,999	\$79,000-85,499	\$85,500-93,499	\$93,500-102,999	\$103,000-118,499	\$118,500
<b>Class I railroads.....</b>	210,478	15,304	16,062	15,656	18,173	19,574	18,095	18,252	18,286	19,078	18,844	18,465	14,689
<b>Class II railroads.....</b>	5,587	619	638	779	684	535	464	440	340	321	288	251	228
<b>Class III railroads and switching &amp; terminal companies.....</b>	46,338	5,293	4,839	4,788	3,507	3,081	3,075	3,137	3,001	3,146	3,028	3,444	5,999
<b>Car-loan companies.....</b>	2,155	363	363	334	259	155	145	128	84	69	51	57	147
<b>Miscellaneous employers<sup>1</sup>.....</b>	6,971	991	845	797	477	314	301	265	260	296	328	566	1,531
<b>Total.....</b>	271,529	22,570	22,747	22,354	23,100	23,659	22,080	22,222	21,971	22,910	22,539	22,783	22,594

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

**Table D8.--Employees in 2015, by class of employer and months of service**

Class of employer	Total	Number of months of service											
		12	11	10	9	8	7	6	5	4	3	2	1
<b>Class I railroads.....</b>	210,478	167,321	7,342	5,583	4,831	4,303	4,349	3,865	3,079	3,031	2,387	2,415	1,972
<b>Class II railroads.....</b>	5,587	4,346	156	150	87	122	99	107	81	105	115	97	122
<b>Class III railroads and switching &amp; terminal companies.....</b>	46,338	36,572	1,436	1,102	924	907	875	742	698	772	847	751	712
<b>Car-loan companies.....</b>	2,155	1,492	52	41	72	149	33	39	60	41	77	58	41
<b>Miscellaneous employers<sup>1</sup>.....</b>	6,971	5,331	153	152	130	141	117	152	150	145	157	158	185
<b>Total.....</b>	271,529	215,062	9,139	7,028	6,044	5,622	5,473	4,905	4,068	4,094	3,583	3,479	3,032

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D9.--Employees in 2015, by amount of creditable compensation and by sex or completed years of service

Creditable compensation	Total Number <sup>1</sup>	Sex		Completed years of service						
		Male	Female	Less than 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and over
Under \$10,000.00.....	7,962	6,210	1,144	6,476	510	304	189	123	90	270
\$10,000.00-\$19,999.99.....	8,636	7,445	1,131	6,717	473	326	218	145	95	662
\$20,000.00-\$29,999.99.....	8,472	7,344	1,088	6,458	562	375	263	157	65	592
\$30,000.00-\$39,999.99.....	10,590	9,065	1,495	7,436	1,054	647	417	218	152	666
\$40,000.00-\$44,999.99.....	7,157	6,116	1,024	4,524	875	509	349	186	119	595
\$45,000.00-\$49,999.99.....	9,031	7,568	1,444	5,041	1,399	785	580	330	242	654
\$50,000.00-\$54,999.99.....	11,683	9,948	1,724	5,794	1,992	1,288	892	511	311	895
\$55,000.00-\$57,499.99.....	7,056	6,067	986	3,045	1,364	819	633	359	283	553
\$57,500.00-\$59,999.99.....	8,685	7,613	1,069	3,407	1,740	1,083	829	464	369	793
\$60,000.00-\$62,499.99.....	11,499	10,369	1,122	3,815	2,383	1,653	1,211	797	515	1,125
\$62,500.00-\$64,999.99.....	12,148	11,145	1,000	3,985	2,598	1,884	1,272	766	513	1,130
\$65,000.00-\$67,499.99.....	11,511	10,524	982	3,773	2,556	1,813	1,199	669	465	1,036
\$67,500.00-\$69,999.99.....	10,452	9,583	867	3,381	2,397	1,716	1,075	562	393	928
\$70,000.00-\$72,499.99.....	9,675	8,859	811	2,957	2,230	1,644	1,071	560	401	812
\$72,500.00-\$74,999.99.....	9,539	8,810	726	2,730	2,214	1,704	1,060	574	381	876
\$75,000.00-\$77,499.99.....	9,263	8,570	692	2,512	2,190	1,675	1,131	541	377	837
\$77,500.00-\$79,999.99.....	8,969	8,360	609	2,217	2,096	1,666	1,159	572	381	878
\$80,000.00-\$82,499.99.....	8,651	8,085	565	2,055	2,070	1,691	1,131	566	340	798
\$82,500.00-\$84,999.99.....	8,147	7,622	525	1,779	2,034	1,639	1,057	536	322	780
\$85,000.00-\$87,499.99.....	7,712	7,211	501	1,588	1,790	1,568	1,142	568	300	756
\$87,500.00-\$89,999.99.....	7,338	6,871	467	1,364	1,671	1,567	1,151	556	314	715
\$90,000.00-\$92,499.99.....	6,943	6,488	454	1,212	1,548	1,567	1,091	544	296	685
\$92,500.00-\$94,999.99.....	6,308	5,896	411	986	1,345	1,442	1,079	539	277	640
\$95,000.00-\$97,499.99.....	6,281	5,879	400	987	1,227	1,354	1,147	566	304	696
\$97,500.00-\$99,999.99.....	5,981	5,559	419	824	1,115	1,302	1,147	591	308	694
\$100,000.00-\$104,999.99.....	10,237	9,612	623	1,272	1,832	2,240	1,991	1,009	547	1,346
\$105,000.00-\$109,999.99.....	8,233	7,733	497	890	1,456	1,661	1,654	860	491	1,221
\$110,000.00-\$118,499.99.....	10,776	9,948	827	1,084	1,639	2,002	2,023	1,313	732	1,983
\$118,500.00.....	22,594	20,739	1,852	1,550	2,865	3,405	4,139	2,825	2,006	5,804
<b>Total.....</b>	<b>271,529</b>	<b>245,239</b>	<b>25,455</b>	<b>89,859</b>	<b><sup>2</sup>49,225</b>	<b>41,329</b>	<b>32,300</b>	<b>18,007</b>	<b>11,389</b>	<b>29,420</b>

<sup>1</sup> Includes employees whose sex was not reported.

<sup>2</sup> Includes 49,105 employees with 5 or more years of railroad service after calendar year 1995.

Table D10.--Employees in 2015, by amount of creditable compensation or sex and by age

Creditable compensation	Total number <sup>1</sup>	Age on birthday in 2015											
		Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 to 69	70 and older
Under \$10,000.00.....	7,962	222	1,337	1,238	1,000	831	667	583	477	426	427	106	38
\$10,000.00-\$19,999.99.....	8,636	102	1,490	1,726	1,290	998	746	546	405	380	688	164	40
\$20,000.00-\$29,999.99.....	8,472	67	1,236	1,703	1,409	1,095	802	569	376	381	634	131	29
\$30,000.00-\$39,999.99.....	10,590	51	1,333	2,093	1,807	1,306	942	793	664	605	729	198	38
\$40,000.00-\$44,999.99.....	7,157	27	750	1,346	1,158	924	678	525	468	493	630	113	28
\$45,000.00-\$49,999.99.....	9,031	16	729	1,562	1,454	1,118	950	839	674	724	744	167	34
\$50,000.00-\$54,999.99.....	11,683	11	709	1,815	1,851	1,640	1,312	1,104	1,044	1,079	866	198	43
\$55,000.00-\$57,499.99.....	7,056	3	383	994	1,037	939	834	736	691	753	546	108	29
\$57,500.00-\$59,999.99.....	8,685	...	381	1,163	1,242	1,178	1,037	939	889	1,070	630	135	18
\$60,000.00-\$62,499.99.....	11,499	2	380	1,236	1,608	1,474	1,481	1,372	1,263	1,586	890	168	31
\$62,500.00-\$64,999.99.....	12,148	1	380	1,346	1,744	1,696	1,501	1,478	1,364	1,603	849	156	27
\$65,000.00-\$67,499.99.....	11,511	1	337	1,296	1,637	1,664	1,500	1,429	1,259	1,469	723	166	25
\$67,500.00-\$69,999.99.....	10,452	1	269	1,174	1,571	1,527	1,428	1,297	1,130	1,281	628	131	13
\$70,000.00-\$72,499.99.....	9,675	2	279	977	1,392	1,452	1,383	1,241	1,048	1,199	578	103	16
\$72,500.00-\$74,999.99.....	9,539	...	233	955	1,373	1,449	1,391	1,218	1,030	1,176	574	127	9
\$75,000.00-\$77,499.99.....	9,263	1	186	903	1,306	1,435	1,404	1,185	1,074	1,094	534	114	26
\$77,500.00-\$79,999.99.....	8,969	2	148	763	1,240	1,388	1,383	1,206	1,037	1,162	525	104	11
\$80,000.00-\$82,499.99.....	8,651	...	126	714	1,170	1,410	1,402	1,161	992	1,065	521	85	4
\$82,500.00-\$84,999.99.....	8,147	...	100	645	1,159	1,244	1,287	1,153	955	992	494	108	10
\$85,000.00-\$89,999.99.....	15,050	...	162	1,051	1,956	2,385	2,431	2,267	1,830	1,894	902	150	22
\$90,000.00-\$94,999.99.....	13,251	...	103	765	1,673	2,072	2,185	2,101	1,669	1,672	837	157	15
\$95,000.00-\$99,999.99.....	12,262	...	92	632	1,341	1,773	2,167	1,840	1,590	1,811	857	139	15
\$100,000.00-\$104,999.99....	10,237	1	44	417	1,017	1,441	1,729	1,723	1,398	1,555	752	137	20
\$105,000.00-\$109,999.99....	8,233	...	40	274	715	1,132	1,325	1,364	1,155	1,406	680	123	16
\$110,000.00-\$118,499.99....	10,776	...	37	279	851	1,315	1,714	1,794	1,577	1,954	1,038	189	28
\$118,500.00.....	22,594	...	27	327	1,143	2,077	3,068	3,771	3,625	4,917	2,902	618	115
<b>ALL EMPLOYEES</b>													
Male.....	245,239	429	10,184	24,912	32,260	33,764	33,731	31,036	26,281	30,396	18,197	3,472	569
Female.....	25,455	81	1,107	2,482	2,884	3,199	3,016	3,198	3,403	3,351	1,981	623	130
Total <sup>1</sup> .....	271,529	510	11,291	27,394	35,144	36,963	36,747	34,234	29,684	33,747	20,178	4,095	700

<sup>1</sup> Includes employees whose sex and/or age was not reported.

Table D11.--Employees in 2015, by age or sex and by completed years of service

Age on birthday in 2015	Completed years of service													
	Total		Less than 10		10 to 14		15 to 19		20 to 24		25 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Under 20</b> .....	510	100	510	100	.....	...	.....	...	.....	...	.....	...	.....	...
<b>20 to 24</b> .....	11,291	100	11,291	100	.....	...	.....	...	.....	...	.....	...	.....	...
<b>25 to 29</b> .....	27,394	100	27,147	99	247	1	.....	...	.....	...	.....	...	.....	...
<b>30 to 34</b> .....	35,144	100	29,831	85	5,187	15	126	(1)	.....	...	.....	...	.....	...
<b>35 to 39</b> .....	36,963	100	23,504	64	9,299	25	4,025	11	135	(1)	.....	...	.....	...
<b>40 to 44</b> .....	36,747	100	17,188	47	8,434	23	8,035	22	2,968	8	122	(1)	.....	...
<b>45 to 49</b> .....	34,234	100	12,831	37	6,813	20	7,405	22	5,098	15	2,049	6	38	(1)
<b>50 to 54</b> .....	29,684	100	8,782	30	5,481	18	5,639	19	4,190	14	3,543	12	2,049	7
<b>55 to 59</b> .....	33,747	100	4,761	14	3,543	10	4,126	12	3,177	9	3,210	10	14,930	44
<b>60 to 64</b> .....	20,178	100	1,859	9	1,742	9	2,241	11	1,838	9	1,973	10	10,525	52
<b>65 to 69</b> .....	4,095	100	457	11	501	12	616	15	522	13	425	10	1,574	38
<b>70 and older</b> .....	700	100	101	14	70	10	82	12	76	11	67	10	304	43
<b>Median age</b>	43		35		43		47		50		54		59	
<b>ALL EMPLOYEES</b>														
<b>Male</b> .....	245,239	100	124,073	51	38,039	16	29,042	12	16,389	7	9,979	4	27,717	11
<b>Female</b> .....	25,455	100	14,195	56	3,278	13	3,254	13	1,616	6	1,410	6	1,702	7
<b>Total</b> <sup>2</sup> .....	271,529	100	<sup>3</sup> 139,084	51	41,329	15	32,300	12	18,007	7	11,389	4	29,420	11

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> Includes employees whose age and/or sex was not reported.

<sup>3</sup> Includes 49,105 employees with 5 or more years of railroad service after calendar year 1995.

NOTE.-- The median age was 43 years for male employees and 44 years for female employees.

**Table D12.--Employees in 2015, by sex and completed years of service**

Completed years of service	All employees <sup>1</sup>		Male		Female	
	Number	Cumulative percent	Number	Cumulative percent	Number	Cumulative percent
<b>30 and over</b> .....	29,420	11	27,717	11	1,702	7
<b>25 to 29</b> .....	11,389	15	9,979	15	1,410	12
<b>20 to 24</b> .....	18,007	22	16,389	22	1,616	19
<b>15 to 19</b> .....	32,300	34	29,042	34	3,254	31
<b>10 to 14</b> .....	41,329	49	38,039	49	3,278	44
<b>9</b> .....	11,673	53	10,650	54	1,017	48
<b>8</b> .....	10,276	57	9,230	58	1,042	52
<b>7</b> .....	10,393	61	9,216	61	1,167	57
<b>6</b> .....	6,361	63	5,594	64	751	60
<b>5</b> .....	10,522	67	9,367	67	1,140	64
<b>4</b> .....	17,175	73	15,654	74	1,489	70
<b>3</b> .....	13,992	78	12,473	79	1,484	76
<b>2</b> .....	15,014	84	13,278	84	1,640	82
<b>1</b> .....	21,566	92	19,349	92	2,062	91
<b>Less than 1</b> .....	22,112	100	19,262	100	2,403	100
<b>Total</b> .....	271,529	100	245,239	100	25,455	100

<sup>1</sup> Includes employees whose sex was not reported.



Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2015

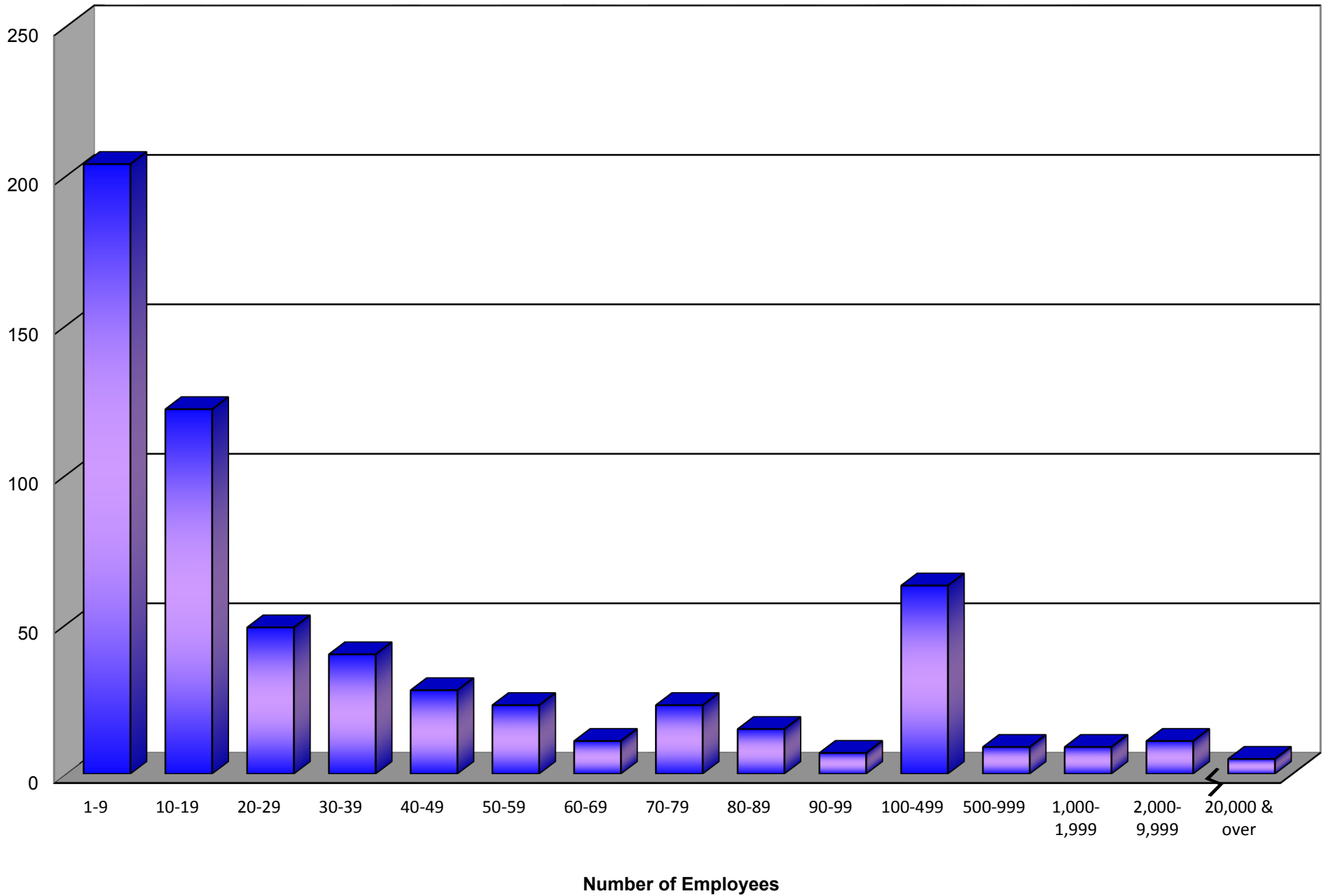
State	All employees					New entrants		Creditable Compensation			Average tier I in year
	Total	Average months of service	With 12 months of service in 2015	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	(thousands)			
								Tier I	Tier II	RUIA	
Alabama.....	4,028	11.1	3,243	2,896	3,923	130	94	\$290,267	\$274,125	\$64,512	\$72,062
Alaska.....	114	10.2	84	73	102	7	4	5,745	5,612	1,258	50,397
Arizona.....	3,555	11.0	2,840	2,514	3,435	202	144	270,264	246,649	56,460	76,024
Arkansas.....	4,197	11.2	3,400	2,759	4,111	227	200	281,776	269,993	67,806	67,138
California.....	14,052	11.0	11,139	9,665	13,545	1,093	796	980,824	917,036	222,775	69,800
Colorado.....	3,843	10.7	2,833	2,388	3,662	302	199	275,917	255,759	59,469	71,797
Connecticut.....	2,748	11.3	2,356	1,995	2,681	146	101	238,053	207,508	45,300	86,628
Delaware.....	1,570	11.1	1,290	1,168	1,508	88	57	110,461	104,487	25,083	70,358
Washington DC.....	322	10.7	244	176	306	47	35	22,919	20,803	4,992	71,176
Florida.....	8,150	10.8	6,361	5,438	7,709	504	373	608,152	550,648	126,857	74,620
Georgia.....	8,511	11.1	7,040	6,046	8,264	274	202	631,265	589,452	137,014	74,171
Hawaii.....	9	10.7	6	4	9	2	2	711	620	139	79,042
Idaho.....	1,695	10.9	1,302	1,116	1,633	163	130	115,867	110,145	26,692	68,358
Illinois.....	20,081	11.0	15,925	13,267	19,305	1,365	927	1,445,452	1,352,272	318,701	71,981
Indiana.....	8,876	11.1	7,139	6,052	8,615	458	344	632,869	595,655	142,077	71,301
Iowa.....	4,099	11.0	3,239	2,869	3,959	256	197	300,043	279,476	65,162	73,199
Kansas.....	6,296	11.1	5,121	4,179	6,084	388	283	458,932	426,595	100,902	72,893
Kentucky.....	4,563	11.1	3,677	3,469	4,443	201	164	331,907	315,461	73,235	72,739
Louisiana.....	4,130	10.9	3,259	2,640	3,984	303	222	287,783	271,169	65,317	69,681
Maine.....	642	10.9	507	452	621	16	10	42,356	40,615	10,170	65,976
Maryland.....	4,785	11.0	3,816	3,240	4,598	379	274	351,253	323,781	75,743	73,407
Massachusetts.....	3,293	11.2	2,750	2,531	3,206	109	62	261,940	237,270	53,611	79,544
Michigan.....	3,942	11.0	3,133	2,594	3,819	213	161	285,120	264,962	62,798	72,329
Minnesota.....	5,739	10.9	4,440	3,276	5,516	424	327	414,830	386,763	89,755	72,283
Mississippi.....	2,297	11.0	1,834	1,600	2,218	125	88	170,435	157,978	36,650	74,199
Missouri.....	9,370	11.0	7,314	5,927	9,083	750	611	663,349	626,186	149,243	70,795
Montana.....	3,702	11.2	2,984	2,251	3,618	203	167	271,615	254,791	59,095	73,370
Nebraska.....	13,835	11.1	11,256	9,497	13,489	921	746	1,046,200	965,674	223,227	75,620
Nevada.....	789	11.0	628	565	771	28	21	59,914	55,796	12,566	75,937
New Hampshire.....	442	10.8	344	319	421	28	18	33,672	30,251	6,827	76,182
New Jersey.....	8,828	11.1	7,230	6,513	8,502	533	340	637,863	592,919	141,945	72,255
New Mexico.....	2,145	10.9	1,698	1,382	2,053	168	106	161,738	148,112	33,910	75,403

Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2015 - Continued

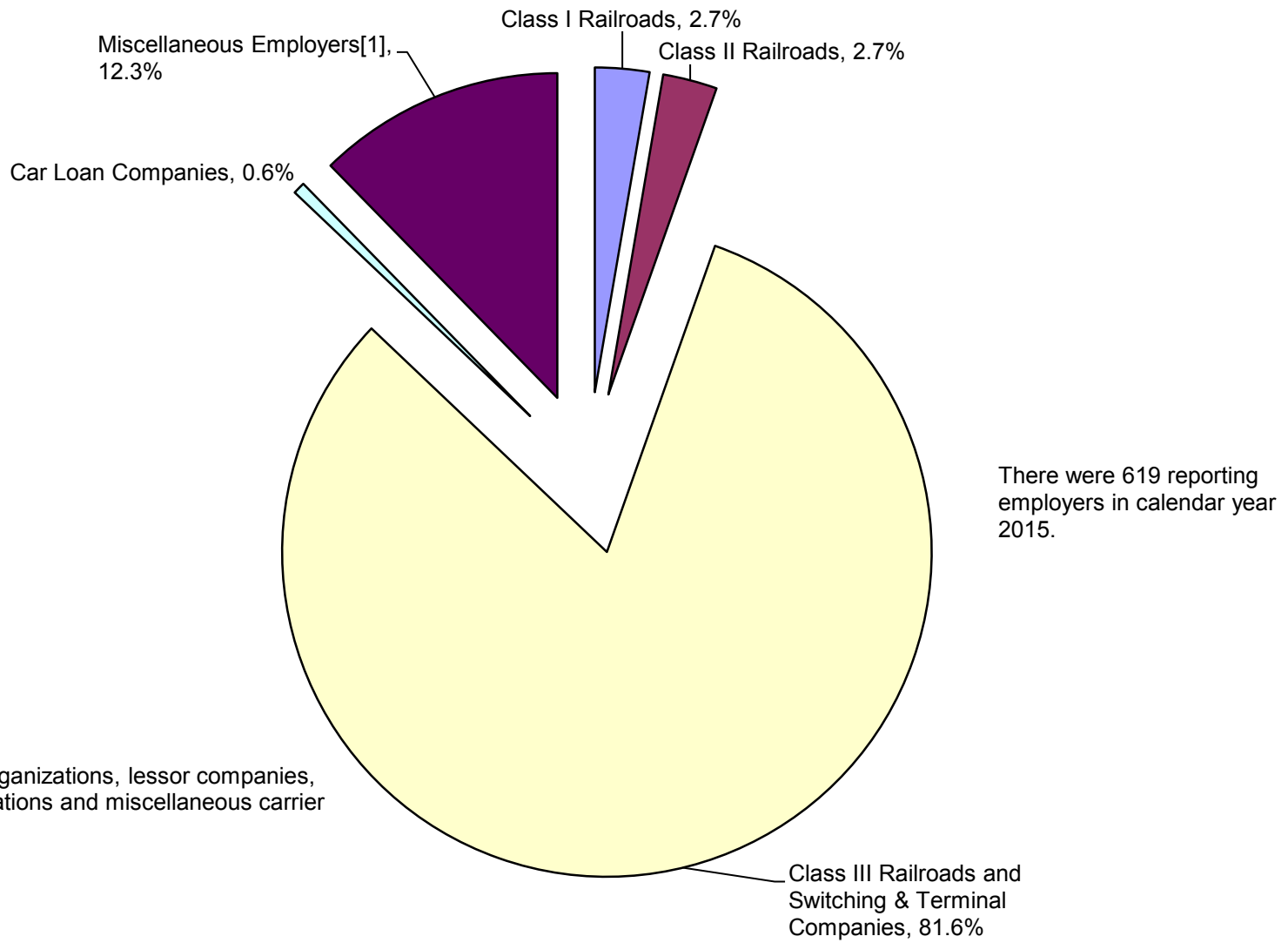
State	All employees					New entrants		Creditable Compensation			Average tier I in year
	Total	Average months of service	With 12 months of service in 2015	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	(thousands)			
								Tier I	Tier II	RUIA	
<b>New York</b> .....	18,160	11.1	15,003	12,875	17,497	1,295	831	\$1,492,092	\$1,315,348	\$294,154	\$82,164
<b>North Carolina</b> .....	3,117	11.1	2,564	2,245	3,011	112	67	224,401	210,829	50,059	71,993
<b>North Dakota</b> .....	2,423	10.8	1,873	1,389	2,323	161	111	184,274	169,273	37,690	76,052
<b>Ohio</b> .....	9,079	11.1	7,336	6,114	8,743	457	323	639,024	603,386	144,858	70,385
<b>Oklahoma</b> .....	2,409	10.9	1,888	1,547	2,331	145	115	168,618	160,012	38,060	69,995
<b>Oregon</b> .....	2,545	10.9	1,968	1,698	2,468	209	174	167,166	160,618	39,827	65,684
<b>Pennsylvania</b> .....	12,843	11.1	10,524	8,907	12,299	646	418	895,590	840,203	204,400	69,734
<b>Rhode Island</b> .....	504	11.3	436	385	493	21	14	38,892	36,040	8,314	77,166
<b>South Carolina</b> .....	2,256	11.1	1,833	1,652	2,179	98	77	166,110	155,366	36,163	73,630
<b>South Dakota</b> .....	957	11.0	758	591	922	70	48	70,276	66,017	15,187	73,433
<b>Tennessee</b> .....	4,897	11.1	3,975	3,527	4,776	173	130	360,141	339,974	78,858	73,543
<b>Texas</b> .....	21,732	11.0	17,478	14,141	21,019	1,547	1,142	1,685,988	1,536,476	347,036	77,581
<b>Utah</b> .....	1,980	10.9	1,549	1,440	1,913	116	88	139,654	131,709	31,018	70,533
<b>Vermont</b> .....	267	10.5	195	160	245	43	29	13,491	13,054	3,972	50,529
<b>Virginia</b> .....	6,936	11.0	5,588	5,105	6,624	271	164	503,247	465,817	109,285	72,556
<b>Washington</b> .....	6,082	10.9	4,740	3,740	5,850	439	269	442,719	412,283	96,028	72,792
<b>West Virginia</b> .....	2,971	11.1	2,368	2,297	2,886	132	105	208,837	199,347	47,348	70,292
<b>Wisconsin</b> .....	4,099	10.9	3,169	2,470	3,990	279	239	302,228	280,993	64,688	73,732
<b>Wyoming</b> .....	2,827	11.1	2,251	2,067	2,761	152	133	213,609	200,053	45,303	75,560
<b>Military</b> .....	5	4.2	.....	1	3	.....	.....	107	107	26	21,330
<b>Foreign</b> .....	688	5.4	78	200	208	138	12	4,324	3,993	2,337	6,285
<b>Unknown</b> .....	4,104	7.4	1,056	138	2,947	3,366	2,239	125,803	120,797	42,793	30,654
<b>Total</b> .....	271,529	11.0	215,062	181,550	260,681	19,923	14,133	\$19,736,086	\$18,300,259	\$4,296,693	\$72,685

NOTE: Foreign includes U.S. territories.

Figure D14.--Employers in 2015, by number of employees



**Figure D15.--Percent of employers in 2015, by class of employer**



<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.