

## 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. In 2018, the tier I and tier II annual compensation maximums were \$128,400 and \$95,400, respectively. In 2019, the tier I limit increased to \$132,900 and the tier II limit rose to \$98,700. Under the unemployment program, the taxable earnings base was the first \$1,560 of each employee's monthly earnings in 2018 and \$1,605 in 2019. 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. Beginning with 2018 data, railroads have been classified by the employer's function rather than class since operating revenue data is not available. The new categories based on type are:
  - Class I line-haul railroads
  - Non-Class I line-haul railroads and switching & terminal companies
  - Commuter railroads (includes National Railroad Passenger Corp. [Amtrak])
  - Car-loan companies
  - Labor organizations
  - Miscellaneous employers (includes lessor companies, employer associations and miscellaneous carrier affiliates)

Changes from the prior class categories to the new type categories are noted below in bold:

- Class I railroads (**excludes Amtrak**)
- Class II railroads (**no longer reported as a group; included in the Non-Class I line-haul railroads**)
- Class III railroads and switching & terminal companies (**no longer reported as a group; separated into Non-Class I line-haul railroads and Commuter railroads**)
- Car-loan companies
- Labor organizations (**separated from Miscellaneous employers**)
- Miscellaneous employers (**excludes Labor organizations**)

**NOTE:** Class I railroads are defined by the Surface Transportation Board, based on annual operating revenue. 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. 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 2018 the deflator factor was .5103, which corresponds to annual operating revenue of \$489.9 million or more.

2. Tables D1 and D3 include National Railroad Passenger Corp. (Amtrak) with Class I line-haul railroads under the overall category Class I railroads.
3. The employer shown for employees reported by more than one employer is the last employer in the year.
4. 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 the employee did not perform railroad service may be deemed to have additional railroad service months if the employee's 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.
5. 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, 1937-2018**

Calendar year	All employees						Class I railroad employees <sup>1</sup>			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>3</sup>	Total	Taxable <sup>2</sup>			Total	Average <sup>3</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, 1937-2018 - Continued

Calendar year	All employees						Class I railroad employees <sup>1</sup>			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>3</sup>	Total	Taxable <sup>2</sup>			Total	Average <sup>3</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, 1937-2018 - Continued**

Calendar year	All employees						Class I railroad employees <sup>1</sup>			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>3</sup>	Total	Taxable <sup>2</sup>			Total	Average <sup>3</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	19,523	17,350	88.9	16,077	202	183	15,477	13,755
<b>2013</b> .....	260	237	18,717	17,772	95.0	16,477	202	184	14,757	14,012
<b>2014</b> .....	270	242	20,700	19,217	92.8	17,683	211	187	16,280	15,114
<b>2015</b> .....	272	247	21,359	19,992	93.6	18,379	210	190	16,766	15,694
<b>2016</b> .....	253	231	19,504	18,318	93.9	16,921	192	174	14,870	13,966
<b>2017</b> .....	247	225	19,689	18,510	94.0	17,233	185	168	14,858	13,968
<b>2018</b> .....	249	224	20,672	19,656	95.1	18,043	185	167	13,986	13,299

<sup>1</sup> Class I railroad employers include Class I line-hauls and National Railroad Passenger Corporation (Amtrak).

<sup>2</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>3</sup> Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Compensation for the past 5 years is revised to reflect updated reports from railroad employers. 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, 1989-2018 (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				
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	27	245	20	1
2016.....	253	24	22	231	7	1
2017.....	247	24	21	225	12	3
2018.....	249	23	(2)	(2)	21	2

<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 types of employer and for class I railroads, 2009-2018**

	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 TYPES OF EMPLOYER</b>							
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
2016.....	253	10.9	6,524	71,428	203	6,651	79,814
2017.....	247	10.9	6,761	73,996	197	6,878	82,535
2018.....	249	10.8	7,212	78,031	195	7,396	88,747
<b>CLASS I RAILROADS<sup>1</sup></b>							
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
2016.....	192	11.0	6,533	71,682	155	6,642	79,708
2017.....	185	11.0	6,758	74,310	149	6,855	82,263
2018.....	186	10.9	7,297	79,240	147	7,457	89,492

<sup>1</sup> Class I railroads include Class I line-hauls and National Railroad Passenger Corporation (Amtrak).

Table D4.--All employees and employees age 60 or older, by completed years of service, 2009-2018 (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>										
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
2016.....	253	100	120	48	78	31	31	13	24	9
2017.....	247	100	115	46	79	32	34	14	19	8
2018.....	249	100	118	48	77	31	38	15	16	6
<b>EMPLOYEES AGE 60 OR OLDER</b>										
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
2016.....	24	100	2	10	6	24	5	21	11	45
2017.....	24	100	2	10	6	25	6	24	10	40
2018.....	23	100	2	11	6	26	6	27	8	35

<sup>1</sup> Calendar year 2018 total includes approximately 52,000 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 2018 and selected service and compensation data, by type of employer**

Type 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 \$5,300	\$5,300-6,499.99	\$6,500-7,999.99	\$8,000-10,699.99	\$10,700.00
	<b>Class I line-haul railroads.....</b>	164,806	154,523		10,149	10.8	\$7,348	\$7,514	28,183	40,001	40,988
<b>Non-Class I line-haul railroads and switching &amp; terminal companies.....</b>	23,533	21,265	1,601	10.3	5,784	6,077	11,333	5,325	3,532	2,347	996
<b>Commuter railroads<sup>2</sup>.....</b>	50,456	41,071	9,337	11.1	7,426	7,569	10,800	10,532	10,042	11,740	7,342
<b>Car-loan companies.....</b>	2,543	2,399	135	10.0	5,895	6,326	1,281	657	287	174	144
<b>Labor organizations.....</b>	2,394	1,623	709	10.2	7,600	8,036	796	216	215	460	707
<b>Miscellaneous employers<sup>3</sup>.....</b>	4,998	3,626	1,362	10.7	7,340	7,484	1,562	767	760	813	1,096
<b>Total.....</b>	248,730	224,507	23,293	10.8	\$7,212	\$7,396	53,955	57,498	55,824	57,677	23,776

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

<sup>2</sup> Includes National Railroad Passenger Corp. (Amtrak).

<sup>3</sup> Includes lessor companies, employer associations and miscellaneous carrier affiliates.

Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 2018

Type or name of employer	All employees				New entrants		Creditable compensation (thousands)		
	Total	With 12 months of service in 2018	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	Tier I	Tier II	RUIA
<b>TYPE OF EMPLOYER</b>									
Class I line-haul railroads.....	164,806	129,947	125,197	156,021	13,961	8,234	\$13,131,771	\$12,211,717	\$2,769,960
Non-Class I line-haul railroads and switching & terminal companies.....	23,533	16,972	15,036	20,975	2,754	1,374	1,400,868	1,345,618	364,956
Commuter railroads <sup>1</sup> .....	50,456	41,093	36,624	48,728	3,233	2,090	4,148,078	3,764,907	868,479
Car-loan companies.....	2,543	1,505	1,230	2,244	494	253	150,572	144,768	39,390
Labor organizations.....	2,394	1,742	1,691	1,939	229	70	185,553	156,829	34,048
Miscellaneous employers <sup>2</sup> .....	4,998	3,833	2,916	4,700	477	318	391,688	348,008	81,960
<b>Total.....</b>	<b>248,730</b>	<b>195,092</b>	<b>182,694</b>	<b>234,607</b>	<b>21,148</b>	<b>12,339</b>	<b>\$19,408,531</b>	<b>\$17,971,847</b>	<b>\$4,158,792</b>
<b>SELECTED EMPLOYERS</b>									
BNSF Railway Co.....	47,833	38,259	34,589	45,428	5,037	3,166	\$4,075,693	\$3,719,430	\$813,434
<b>Canadian National, U.S. Operations</b>									
Bessemer and Lake Erie Railroad Co.....	67	57	50	67	.....	.....	5,165	5,092	1,206
Chicago Central and Pacific Railroad Co.....	308	249	216	293	30	17	25,770	23,610	5,243
Grand Trunk Western Railroad Co.....	842	654	591	822	69	56	75,458	67,995	14,353
Illinois Central Railroad Co.....	4,479	3,405	3,138	4,295	475	326	377,230	342,872	74,967
Pittsburgh and Conneaut Dock Co.....	34	24	19	33	.....	.....	1,673	1,673	574
Wisconsin Central Transportation Corp.....	2,550	1,965	1,627	2,424	264	176	214,228	200,151	42,948
<b>Canadian Pacific, Soo Line Corporation</b>									
Dakota, Minnesota & Eastern Railroad Corp.....	800	597	536	745	113	82	55,513	53,221	12,668
Delaware and Hudson Railway Co. Inc.....	220	179	178	211	9	7	15,520	15,080	3,743
Soo Line Railroad Co.....	2,337	1,796	1,715	2,200	237	146	191,625	171,811	38,303
CSX Transportation Inc.....	23,072	18,315	20,483	22,074	311	138	1,894,773	1,767,983	386,438
Kansas City Southern Railway Co.....	3,123	2,565	2,257	2,971	244	151	247,961	230,766	53,280
Gateway Eastern Railway Co.....	6	1	5	6	.....	.....	434	425	97
Texas Mexican Railway Co.....	266	185	166	240	55	32	21,318	19,253	4,223
National Railroad Passenger Corp. (Amtrak).....	21,345	17,030	15,277	20,579	1,310	800	1,618,841	1,507,842	364,837
Norfolk Southern Corp.....	29,830	22,938	22,248	27,715	2,917	1,420	2,180,851	2,055,545	492,222
Union Pacific Railroad Co.....	49,039	38,758	37,379	46,497	4,200	2,517	3,748,559	3,536,810	826,260

<sup>1</sup> Includes National Railroad Passenger Corp. (Amtrak).

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

NOTE.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate. Beginning with 2017 data, railroads have been classified by the employer's function rather than class since operating revenue data is not available. For a detailed explanation, please see the introduction to this section. The new categories are listed in this table.

**Table D7.-- Employees in 2018, by type of employer and amount of creditable compensation**

Type of employer	Amount of creditable compensation												
	Total	Under \$24,500	\$24,500-49,499	\$49,500-60,999	\$61,000-66,999	\$67,000-72,499	\$72,500-78,499	\$78,500-85,499	\$85,500-92,999	\$93,000-101,499	\$101,500-111,499	\$111,500-128,399	\$128,400
<b>Class I line-haul railroads.....</b>	164,806	12,340	11,628	10,715	13,413	14,759	13,904	15,474	15,811	15,730	15,065	14,683	11,284
<b>Non-Class I line-haul railroads and switching &amp; terminal companies.....</b>	23,533	4,233	3,799	3,454	2,189	1,906	1,832	1,559	1,201	985	800	740	835
<b>Commuter railroads<sup>1</sup>.....</b>	50,456	2,930	4,245	4,640	4,064	3,818	3,881	3,916	3,922	3,843	3,855	4,753	6,589
<b>Car-loan companies.....</b>	2,543	433	286	595	311	204	200	143	88	56	64	46	117
<b>Labor organizations.....</b>	2,394	514	201	159	82	68	85	93	76	105	130	237	644
<b>Miscellaneous employers<sup>2</sup>.....</b>	4,998	435	690	605	345	277	254	294	290	247	233	374	954
<b>Total.....</b>	248,730	20,885	20,849	20,168	20,404	21,032	20,156	21,479	21,388	20,966	20,147	20,833	20,423

<sup>1</sup> Includes National Railroad Passenger Corp. (Amtrak).

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

**Table D8.--Employees in 2018, by type of employer and months of service**

Type of employer	Total	Number of months of service											
		12	11	10	9	8	7	6	5	4	3	2	1
<b>Class I line-haul railroads.....</b>	164,806	129,947	5,053	3,826	3,338	2,963	2,778	2,997	2,798	2,983	2,897	2,960	2,266
<b>Non-Class I line-haul railroads and switching &amp; terminal companies.....</b>	23,533	16,972	644	574	562	513	539	568	603	577	721	616	644
<b>Commuter railroads<sup>1</sup> .....</b>	50,456	41,093	1,630	1,228	986	846	828	758	636	571	683	581	616
<b>Car-loan companies.....</b>	2,543	1,505	359	73	43	57	52	55	75	107	85	75	57
<b>Labor organizations.....</b>	2,394	1,742	58	48	55	44	50	50	42	53	78	66	108
<b>Miscellaneous employers<sup>2</sup>.....</b>	4,998	3,833	144	99	98	133	111	91	95	103	131	81	79
<b>Total.....</b>	248,730	195,092	7,888	5,848	5,082	4,556	4,358	4,519	4,249	4,394	4,595	4,379	3,770

<sup>1</sup> Includes National Railroad Passenger Corp. (Amtrak).

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

Table D9.--Employees in 2018, 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
<b>Under \$10,000.00</b> .....	9,733	7,939	1,091	8,126	661	387	231	149	67	112
<b>\$10,000.00-\$19,999.99</b> .....	7,886	6,874	923	5,794	655	452	249	204	100	432
<b>\$20,000.00-\$29,999.99</b> .....	7,159	6,263	856	5,034	732	504	265	193	93	338
<b>\$30,000.00-\$39,999.99</b> .....	7,311	6,232	1,059	4,548	955	696	342	282	111	377
<b>\$40,000.00-\$49,999.99</b> .....	10,297	8,628	1,650	5,415	1,723	1,209	602	441	268	639
<b>\$50,000.00-\$54,999.99</b> .....	7,570	6,413	1,149	3,299	1,479	1,129	562	420	243	438
<b>\$55,000.00-\$59,999.99</b> .....	9,684	8,282	1,390	3,504	2,145	1,575	798	668	411	583
<b>\$60,000.00-\$62,499.99</b> .....	6,256	5,374	880	1,985	1,456	1,129	566	440	268	412
<b>\$62,500.00-\$64,999.99</b> .....	8,096	7,195	897	2,180	2,004	1,628	797	652	368	467
<b>\$65,000.00-\$67,499.99</b> .....	10,362	9,404	952	2,359	2,564	2,382	1,012	860	627	558
<b>\$67,500.00-\$69,999.99</b> .....	9,940	9,075	863	2,264	2,451	2,247	1,064	905	473	536
<b>\$70,000.00-\$72,499.99</b> .....	9,044	8,232	810	2,081	2,308	2,123	898	761	423	450
<b>\$72,500.00-\$74,999.99</b> .....	8,662	7,908	752	1,925	2,308	2,052	893	688	380	416
<b>\$75,000.00-\$77,499.99</b> .....	8,381	7,712	662	1,821	2,232	1,946	867	714	380	421
<b>\$77,500.00-\$79,999.99</b> .....	7,747	7,113	633	1,625	2,082	1,788	862	632	374	384
<b>\$80,000.00-\$82,499.99</b> .....	7,740	7,135	605	1,583	2,111	1,800	849	716	317	364
<b>\$82,500.00-\$84,999.99</b> .....	7,613	7,064	547	1,404	2,096	1,768	844	725	393	383
<b>\$85,000.00-\$87,499.99</b> .....	7,525	7,034	490	1,313	1,904	1,875	904	782	327	420
<b>\$87,500.00-\$89,999.99</b> .....	7,148	6,661	484	1,187	1,901	1,775	929	723	302	331
<b>\$90,000.00-\$92,499.99</b> .....	6,857	6,380	476	990	1,798	1,730	893	753	359	334
<b>\$92,500.00-\$94,999.99</b> .....	6,641	6,193	448	915	1,705	1,637	913	783	334	354
<b>\$95,000.00-\$97,499.99</b> .....	6,175	5,806	369	779	1,479	1,636	925	768	299	289
<b>\$97,500.00-\$99,999.99</b> .....	5,987	5,596	391	707	1,359	1,609	860	798	322	332
<b>\$100,000.00-\$104,999.99</b> .....	11,110	10,329	781	1,189	2,549	2,854	1,620	1,608	639	651
<b>\$105,000.00-\$109,999.99</b> .....	10,022	9,414	606	894	2,054	2,543	1,577	1,631	645	678
<b>\$110,000.00-\$114,999.99</b> .....	7,796	7,298	498	643	1,557	1,964	1,212	1,299	547	574
<b>\$115,000.00-\$119,999.99</b> .....	6,481	6,039	441	483	1,209	1,601	1,061	1,154	422	551
<b>\$120,000.00-\$128,399.99</b> .....	9,084	8,284	800	700	1,560	1,938	1,449	1,715	801	921
<b>\$128,400.00</b> .....	20,423	18,630	1,790	1,227	2,760	3,872	3,368	4,045	2,080	3,071
<b>Total</b> .....	248,730	224,507	23,293	65,974	<sup>2</sup> 51,797	49,849	27,412	25,509	12,373	15,816

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

<sup>2</sup> Includes 51,735 employees with 5 or more years of railroad service after calendar year 1995.

Table D10.--Employees in 2018, by amount of creditable compensation or sex and by age

Creditable compensation	Total number <sup>1</sup>	Age on birthday in 2018											
		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
<b>Under \$10,000.00</b> .....	9,733	256	1,504	1,641	1,504	1,162	890	732	490	405	295	106	44
<b>\$10,000.00-\$19,999.99</b> .....	7,886	147	1,300	1,439	1,245	891	667	585	394	353	553	176	41
<b>\$20,000.00-\$29,999.99</b> .....	7,159	85	917	1,363	1,148	935	691	584	420	351	494	108	24
<b>\$30,000.00-\$39,999.99</b> .....	7,311	47	783	1,265	1,167	917	779	596	495	493	554	156	39
<b>\$40,000.00-\$49,999.99</b> .....	10,297	27	800	1,607	1,629	1,412	1,139	930	832	733	875	244	50
<b>\$50,000.00-\$54,999.99</b> .....	7,570	14	441	1,121	1,166	997	861	768	673	669	636	177	38
<b>\$55,000.00-\$59,999.99</b> .....	9,684	6	415	1,299	1,427	1,311	1,194	1,092	922	943	809	218	37
<b>\$60,000.00-\$62,499.99</b> .....	6,256	4	250	679	919	881	796	778	644	666	497	117	23
<b>\$62,500.00-\$64,999.99</b> .....	8,096	...	234	828	1,166	1,173	1,063	1,023	921	929	580	143	32
<b>\$65,000.00-\$67,499.99</b> .....	10,362	3	199	950	1,389	1,504	1,420	1,383	1,269	1,250	787	177	25
<b>\$67,500.00-\$69,999.99</b> .....	9,940	3	212	845	1,379	1,495	1,412	1,361	1,159	1,156	718	169	28
<b>\$70,000.00-\$72,499.99</b> .....	9,044	2	192	852	1,359	1,344	1,300	1,234	1,011	1,026	576	127	19
<b>\$72,500.00-\$74,999.99</b> .....	8,662	...	142	801	1,302	1,420	1,207	1,265	934	890	544	137	18
<b>\$75,000.00-\$77,499.99</b> .....	8,381	2	121	722	1,211	1,372	1,245	1,199	942	891	510	141	18
<b>\$77,500.00-\$79,999.99</b> .....	7,747	...	116	652	1,137	1,252	1,220	1,074	906	801	469	107	11
<b>\$80,000.00-\$82,499.99</b> .....	7,740	1	104	681	1,144	1,249	1,214	1,153	877	780	421	99	17
<b>\$82,500.00-\$84,999.99</b> .....	7,613	...	75	574	1,080	1,255	1,171	1,120	965	858	401	97	15
<b>\$85,000.00-\$87,499.99</b> .....	7,525	...	83	536	970	1,291	1,219	1,151	861	860	459	79	15
<b>\$87,500.00-\$89,999.99</b> .....	7,148	1	80	480	1,031	1,225	1,133	1,108	828	756	396	94	13
<b>\$90,000.00-\$94,999.99</b> .....	13,498	...	91	872	1,743	2,210	2,192	2,207	1,733	1,433	837	151	28
<b>\$95,000.00-\$99,999.99</b> .....	12,162	1	69	663	1,457	1,980	2,036	2,039	1,664	1,357	708	161	27
<b>\$100,000.00-\$104,999.99</b> ....	11,110	...	50	569	1,320	1,697	1,916	1,886	1,510	1,275	711	157	19
<b>\$105,000.00-\$109,999.99</b> ....	10,022	...	37	419	1,018	1,499	1,641	1,816	1,469	1,241	694	165	21
<b>\$110,000.00-\$119,999.99</b> ....	14,277	...	44	456	1,356	1,932	2,303	2,642	2,214	1,985	1,060	245	39
<b>\$120,000.00-\$128,399.99</b> ....	9,084	...	17	226	688	1,051	1,485	1,777	1,546	1,333	734	199	28
<b>\$128,400.00</b> .....	20,423	...	7	302	1,083	2,123	2,884	3,931	3,748	3,446	2,160	629	107
<b>ALL EMPLOYEES</b>													
<b>Male</b> .....	224,507	551	7,475	19,804	29,225	32,651	32,126	32,382	26,388	23,913	15,535	3,801	647
<b>Female</b> .....	23,293	48	808	2,038	2,813	2,926	2,952	3,051	3,039	2,967	1,943	578	129
<b>Total</b> <sup>1</sup> .....	248,730	599	8,283	21,842	32,038	35,578	35,078	35,434	29,427	26,880	17,478	4,379	776

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

**Table D11.--Employees in 2018, by age or sex and by completed years of service**

Age on birthday in 2018	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> . . . . .	599	100	599	100	.....	...	.....	...	.....	...	.....	...	.....	...
<b>20 to 24.</b> . . . . .	8,283	100	8,283	100	.....	...	.....	...	.....	...	.....	...	.....	...
<b>25 to 29.</b> . . . . .	21,842	100	21,685	99	157	1	.....	...	.....	...	.....	...	.....	...
<b>30 to 34.</b> . . . . .	32,038	100	26,454	83	5,474	17	110	<sup>(1)</sup>	.....	...	.....	...	.....	...
<b>35 to 39.</b> . . . . .	35,578	100	20,910	59	11,332	32	3,157	9	179	1	.....	...	.....	...
<b>40 to 44.</b> . . . . .	35,078	100	14,426	41	10,248	29	6,280	18	4,031	11	93	<sup>(1)</sup>	.....	...
<b>45 to 49.</b> . . . . .	35,434	100	10,715	30	8,668	24	6,270	18	7,361	21	2,333	7	87	<sup>(1)</sup>
<b>50 to 54.</b> . . . . .	29,427	100	6,925	24	6,374	22	4,884	17	5,990	20	3,899	13	1,355	5
<b>55 to 59.</b> . . . . .	26,880	100	4,368	16	4,641	17	3,723	14	4,484	17	3,302	12	6,362	24
<b>60 to 64.</b> . . . . .	17,478	100	1,941	11	2,254	13	2,274	13	2,640	15	2,097	12	6,272	36
<b>65 to 69.</b> . . . . .	4,379	100	450	10	579	13	612	14	720	16	575	13	1,443	33
<b>70 and older.</b> . . . . .	776	100	98	13	108	14	97	13	102	13	74	10	297	38
<b>Median age</b>	43		35		43		48		50		54		60	
<b>ALL EMPLOYEES</b>														
<b>Male.</b> . . . . .	224,507	100	104,662	47	45,894	20	24,790	11	23,470	10	11,083	5	14,608	7
<b>Female.</b> . . . . .	23,293	100	12,197	52	3,942	17	2,619	11	2,037	9	1,290	6	1,208	5
<b>Total<sup>2</sup>.</b> . . . . .	248,730	100	<sup>3</sup> 117,771	47	49,849	20	27,412	11	25,509	10	12,373	5	15,816	6

<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 51,735 employees with 5 or more years of railroad service after calendar year 1995.

NOTE.-- The median age was 43 years for male employees and 45 years for female employees.

**Table D12.--Employees in 2018, 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> .....	15,816	6	14,608	7	1,208	5
<b>25 to 29</b> .....	12,373	11	11,083	11	1,290	11
<b>20 to 24</b> .....	25,509	22	23,470	22	2,037	19
<b>15 to 19</b> .....	27,412	33	24,790	33	2,619	31
<b>10 to 14</b> .....	49,849	53	45,894	53	3,942	48
<b>9</b> .....	5,740	55	5,081	56	647	50
<b>8</b> .....	8,779	58	7,899	59	878	54
<b>7</b> .....	14,251	64	13,075	65	1,161	59
<b>6</b> .....	11,778	69	10,636	70	1,130	64
<b>5</b> .....	11,249	73	10,036	74	1,192	69
<b>4</b> .....	13,764	79	12,356	80	1,368	75
<b>3</b> .....	12,212	84	10,840	85	1,300	81
<b>2</b> .....	7,681	87	6,568	87	1,015	85
<b>1</b> .....	10,719	91	9,291	92	1,282	90
<b>Less than 1</b> .....	21,598	100	18,880	100	2,224	100
<b>Total</b> .....	248,730	100	224,507	100	23,293	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, 2018

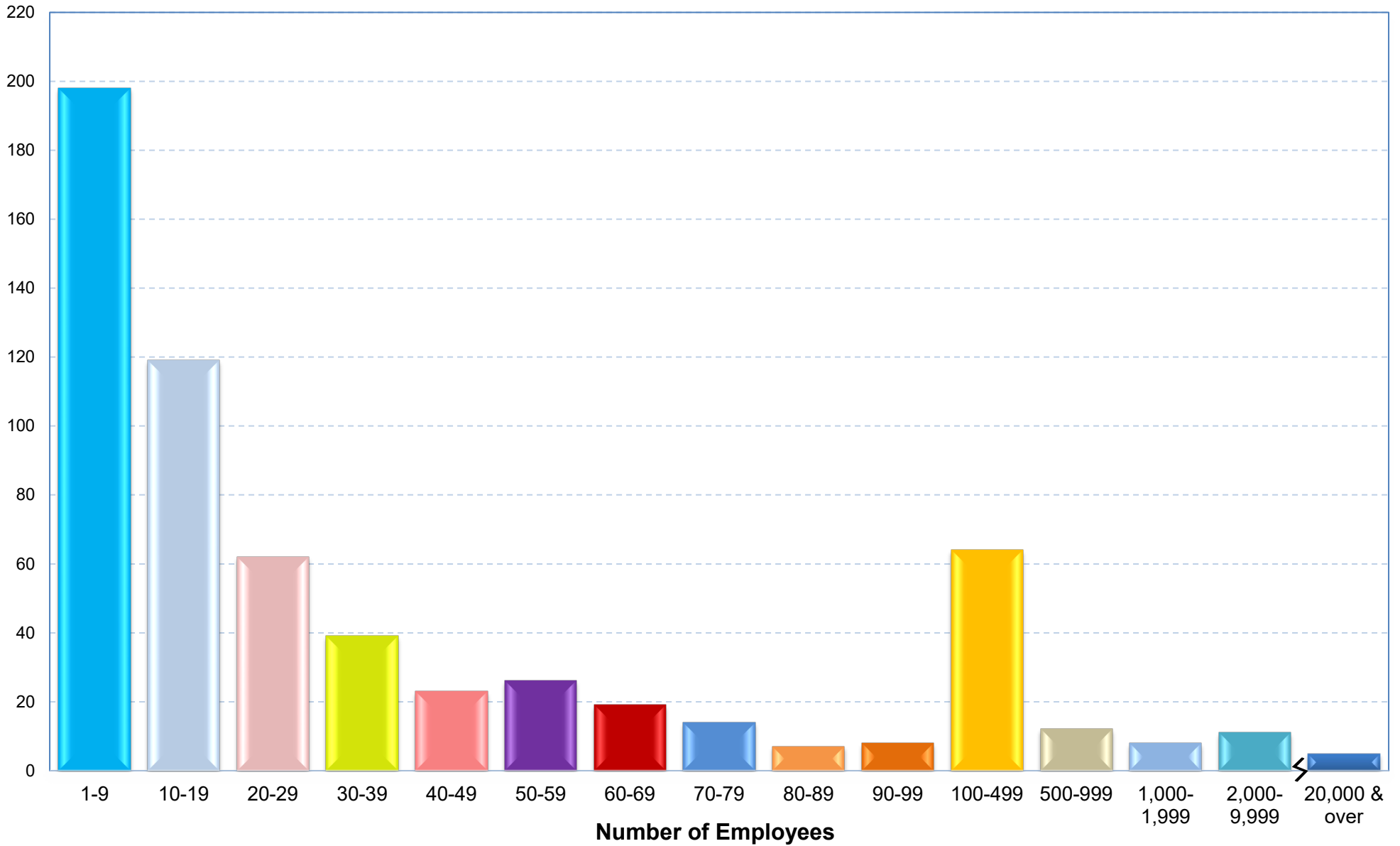
State	All employees					New entrants		Creditable compensation			Average tier I in year
	Total	Average months of service	With 12 months of service in 2018	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	(thousands)			
								Tier I	Tier II	RUIA	
Alabama.....	3,716	10.6	2,787	2,809	3,468	330	186	\$271,746	\$256,791	\$60,830	\$73,129
Alaska.....	103	10.3	75	68	93	15	11	6,343	5,963	1,318	61,586
Arizona.....	3,325	11.0	2,706	2,624	3,177	243	152	277,089	253,337	56,723	83,335
Arkansas.....	3,776	11.0	3,037	2,973	3,653	268	196	274,799	263,122	64,789	72,775
California.....	13,359	10.7	10,260	9,463	12,511	1,453	854	994,691	928,332	221,607	74,459
Colorado.....	3,192	10.6	2,412	2,198	2,980	340	201	243,886	226,554	52,450	76,405
Connecticut.....	2,908	11.2	2,463	2,171	2,799	167	101	257,615	229,386	50,592	88,588
Delaware.....	1,450	10.9	1,159	1,084	1,387	85	51	108,785	103,009	24,615	75,024
Washington DC.....	352	10.5	260	189	331	51	32	27,918	24,866	5,712	79,312
Florida.....	7,121	10.8	5,515	5,401	6,757	281	184	590,861	529,532	117,951	82,975
Georgia.....	8,124	10.7	6,143	6,212	7,595	621	332	623,619	576,431	133,856	76,763
Hawaii.....	14	9.0	6	8	13	2	1	966	889	204	68,974
Idaho.....	1,603	11.1	1,282	1,158	1,540	94	60	119,714	114,477	27,437	74,681
Illinois.....	18,761	10.8	14,667	13,397	17,746	1,741	1,071	1,446,614	1,352,587	314,461	77,107
Indiana.....	8,268	10.8	6,495	6,115	7,828	542	284	620,236	584,981	138,530	75,017
Iowa.....	3,620	10.9	2,867	2,729	3,427	334	209	282,673	264,343	60,609	78,086
Kansas.....	5,772	11.0	4,656	4,288	5,516	570	378	459,111	425,959	98,500	79,541
Kentucky.....	3,618	10.8	2,814	3,044	3,415	186	91	266,405	254,418	59,882	73,633
Louisiana.....	4,026	10.7	3,062	2,846	3,780	475	297	293,393	277,251	66,389	72,874
Maine.....	629	10.8	478	495	593	42	19	43,083	41,561	10,487	68,494
Maryland.....	4,154	10.9	3,288	3,011	3,958	250	146	329,083	303,482	70,001	79,221
Massachusetts.....	3,323	11.1	2,760	2,522	3,189	134	70	275,169	252,332	56,940	82,808
Michigan.....	3,509	10.9	2,752	2,629	3,344	238	144	266,355	249,923	58,861	75,906
Minnesota.....	4,998	10.9	3,921	3,554	4,726	452	266	388,974	364,174	83,853	77,826
Mississippi.....	2,381	10.7	1,810	1,712	2,251	258	169	183,571	170,769	39,301	77,098
Missouri.....	8,418	11.0	6,811	6,237	8,032	632	374	653,590	616,068	143,369	77,642
Montana.....	3,632	10.8	2,824	2,528	3,446	378	245	291,378	269,921	60,625	80,225
Nebraska.....	12,100	11.0	9,725	9,109	11,550	1,050	663	980,113	899,588	206,252	81,001
Nevada.....	764	10.7	594	587	707	68	22	61,717	57,206	12,627	80,782
New Hampshire.....	425	11.2	360	324	404	13	6	35,262	32,412	7,086	82,970
New Jersey.....	8,692	11.1	7,070	6,605	8,394	554	370	706,726	649,525	149,559	81,308
New Mexico.....	1,927	10.9	1,550	1,383	1,822	211	127	157,074	143,876	32,574	81,512

Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2018 - Continued

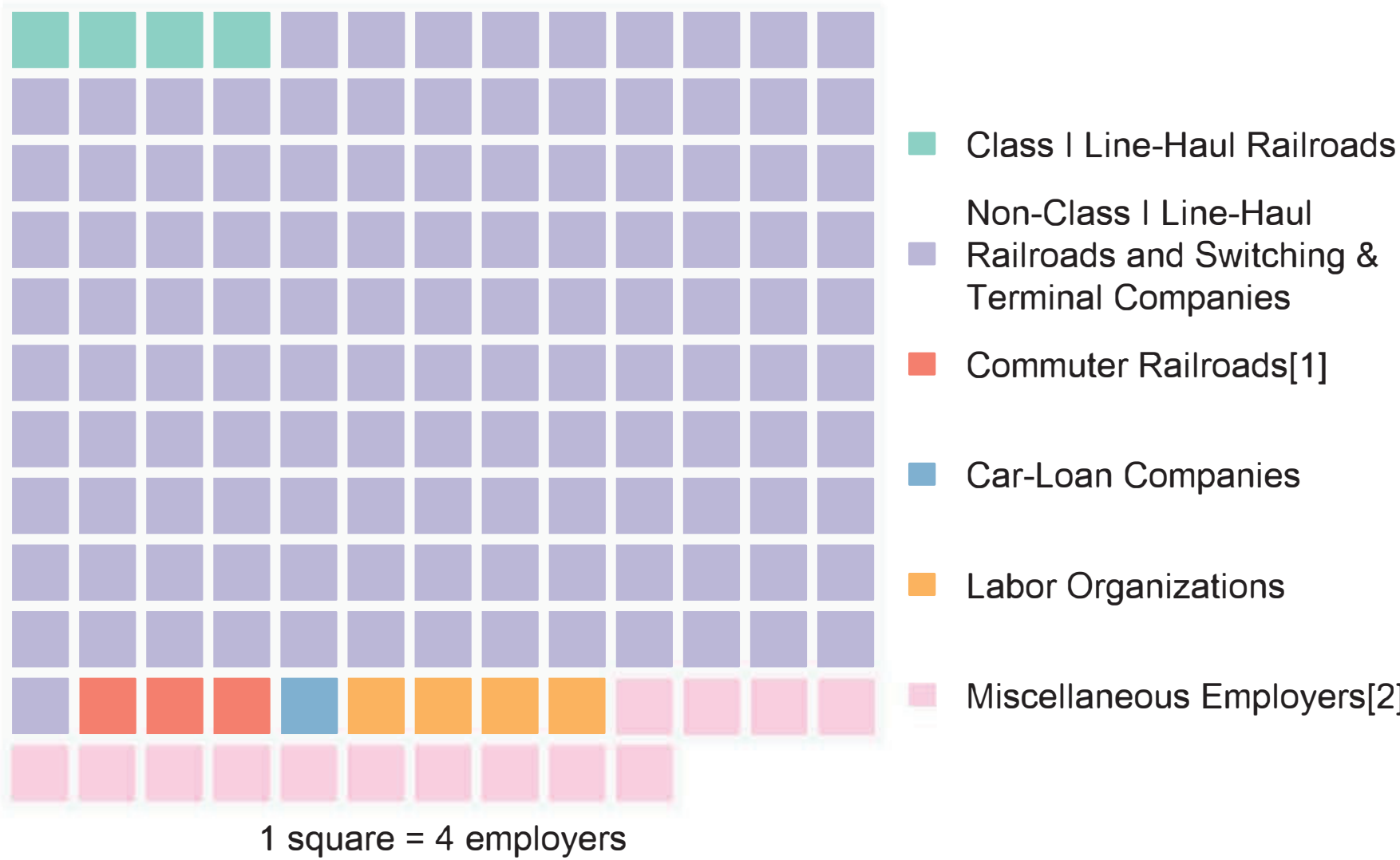
State	All employees					New entrants		Creditable compensation			Average tier I in year
	Total	Average months of service	With 12 months of service in 2018	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	(thousands)			
								Tier I	Tier II	RUIA	
<b>New York</b> .....	17,647	11.2	14,985	13,200	17,065	789	470	\$1,575,566	\$1,392,370	\$306,910	\$89,282
<b>North Carolina</b> .....	2,891	10.5	2,152	2,208	2,674	231	122	208,748	196,177	46,587	72,206
<b>North Dakota</b> .....	1,987	10.7	1,531	1,444	1,851	218	120	163,836	148,967	33,031	82,454
<b>Ohio</b> .....	7,753	10.8	6,052	5,952	7,332	455	221	573,417	543,072	129,296	73,961
<b>Oklahoma</b> .....	2,318	10.9	1,853	1,688	2,220	234	176	174,135	165,368	39,289	75,123
<b>Oregon</b> .....	2,307	10.6	1,709	1,637	2,140	235	133	158,061	152,637	37,696	68,514
<b>Pennsylvania</b> .....	12,204	10.8	9,640	8,889	11,353	970	432	888,795	835,414	202,887	72,828
<b>Rhode Island</b> .....	496	11.1	409	391	475	25	7	40,348	37,690	8,583	81,347
<b>South Carolina</b> .....	2,018	10.5	1,424	1,617	1,878	121	56	150,337	141,124	32,594	74,498
<b>South Dakota</b> .....	849	11.1	685	627	819	66	45	68,101	63,869	14,622	80,214
<b>Tennessee</b> .....	4,205	10.7	3,160	3,343	3,950	342	208	310,073	291,867	68,960	73,739
<b>Texas</b> .....	20,889	10.8	16,607	15,268	19,730	2,060	1,245	1,735,410	1,578,259	351,635	83,078
<b>Utah</b> .....	1,843	10.8	1,437	1,337	1,734	147	86	138,242	130,725	30,642	75,009
<b>Vermont</b> .....	305	10.6	237	173	279	41	24	16,744	16,430	4,902	54,898
<b>Virginia</b> .....	6,040	10.7	4,700	4,664	5,611	457	219	461,298	426,358	99,621	76,374
<b>Washington</b> .....	5,892	10.8	4,628	4,006	5,553	579	335	469,600	435,251	99,263	79,701
<b>West Virginia</b> .....	2,343	10.8	1,833	1,962	2,207	123	60	171,029	162,970	38,707	72,996
<b>Wisconsin</b> .....	3,798	10.9	2,988	2,668	3,640	302	198	308,791	286,820	64,232	81,304
<b>Wyoming</b> .....	2,454	10.8	1,911	1,803	2,322	266	177	194,962	183,240	41,230	79,447
<b>Military</b> .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Foreign</b> .....	684	5.6	66	156	205	178	13	3,142	3,043	2,312	4,594
<b>Unknown</b> .....	1,747	7.1	476	188	1,137	1,231	680	59,335	57,132	17,805	33,964
<b>Total</b> .....	248,730	10.8	195,092	182,694	234,607	21,148	12,339	\$19,408,531	\$17,971,847	\$4,158,792	\$78,031

NOTE: Foreign includes U.S. territories.

**Figure D14. -- Employers in 2018, by number of employees**



**Figure D15. -- Number of Employers in 2018, by type of employer**



[1] Includes National Passenger Railroad Corp (Amtrak).  
 [2] Includes lessor companies, employer associations and miscellaneous carrier affiliates.