

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 2023, the tier I and tier II annual compensation maximums were \$160,200 and \$118,800, respectively. In 2024, the tier I limit increased to \$168,600 and the tier II limit rose to \$125,100. Under the unemployment program, the taxable earnings base was the first \$1,895 of each employee's monthly earnings in 2023 and \$1,985 in 2024. 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 2017 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 was updated from 1991 to 2020. For calendar year 2023 the deflator factor was .8541, which corresponds to annual operating revenue of \$1,053.7 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. Data for foreign employees without a U.S. Social Security number are excluded from the D2 through D4 tables for years 2020 through 2022. The compensation in Table D1 was adjusted to include the foreign employees' data.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2023

Calendar year	All employees						Class I railroad employees ¹			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ³	Total	Taxable ²		Tier II	Total	Average ³	Total	Tier I
				Aggregate tier I	Percent of total					
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, 1937-2023 - Continued

Calendar year	All employees						Class I railroad employees ¹			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ³	Total	Taxable ²			Total	Average ³	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, 1937-2023 - Continued

Calendar year	All employees						Class I railroad employees ¹			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ³	Total	Taxable ²			Total	Average ³	Total	Tier I
				Aggregate tier I	Percent of total	Tier II				
1997.....	287	253	\$13,149	\$12,505	95.1	\$11,146	229	201	\$10,669	\$10,146
1998.....	295	256	14,062	13,161	93.6	11,721	236	205	11,496	10,760
1999.....	291	256	14,170	13,321	94.0	12,043	232	204	11,521	10,830
2000.....	283	246	14,014	13,358	95.3	12,181	223	194	11,191	10,667
2001.....	271	238	13,704	13,244	96.6	12,176	212	186	10,886	10,521
2002.....	263	229	13,562	13,112	96.7	12,129	207	179	10,825	10,467
2003.....	255	225	13,877	13,261	95.6	12,212	199	175	10,930	10,445
2004.....	259	227	14,603	13,870	95.0	12,670	202	176	11,548	10,969
2005.....	263	232	15,416	14,564	94.5	13,334	207	181	12,263	11,586
2006.....	269	236	16,152	15,032	93.1	13,859	211	185	12,841	11,951
2007.....	267	237	16,839	15,618	92.7	14,427	209	185	13,295	12,331
2008.....	265	235	17,898	16,202	90.5	14,996	206	183	14,063	12,731
2009.....	251	223	16,211	15,341	94.6	14,280	195	172	12,655	11,977
2010.....	247	221	16,258	15,439	95.0	14,386	194	172	12,800	12,155
2011.....	258	229	17,857	16,572	92.8	15,264	203	179	14,160	13,141
2012.....	259	234	19,523	17,350	88.9	16,077	202	183	15,477	13,755
2013.....	260	237	18,717	17,772	95.0	16,477	202	184	14,757	14,012
2014.....	270	242	20,700	19,217	92.8	17,683	211	187	16,280	15,114
2015.....	272	247	21,360	19,993	93.6	18,379	210	190	16,767	15,694
2016.....	253	231	19,505	18,316	93.9	16,922	192	174	14,871	13,966
2017.....	247	225	19,683	18,506	94.0	17,232	185	168	14,853	13,963
2018.....	249	224	20,681	19,667	95.1	18,056	185	167	15,718	14,945
2019.....	239	217	20,195	19,191	95.0	17,744	176	159	15,067	14,318
2020.....	217	195	18,008	17,480	97.1	16,311	157	138	13,036	12,653
2021.....	209	186	17,935	17,115	95.4	16,007	149	131	12,872	12,283
2022.....	217	190	19,539	18,642	95.4	17,229	156	135	14,161	13,511
2023.....	225	200	22,807	21,744	95.3	19,868	162	143	17,039	16,245

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

² 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.

³ Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Compensation for the past five years is revised to reflect updated reports from railroad employers. Foreign railroad employees without a U.S. Social Security number are included. 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, 1994-2023 (In thousands)

Year	Number by employment status					
	In service during year		Separated during year	In service in following year	New entrants	Reentrants
	Total ¹	Females				
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	22	227	21	2
2019.....	239	22	27	212	10	1
2020.....	217	20	21	196	4	1
2021.....	209	20	19	190	10	3
2022.....	217	21	20	197	24	3
2023.....	225	22	(²)	(²)	24	3

¹ Includes employees whose sex was not reported.

² 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, 2014-2023

	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
ALL TYPES OF EMPLOYER							
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
2019.....	239	10.9	7,263	79,394	189	7,435	89,221
2020.....	217	10.9	7,327	79,573	166	7,503	90,031
2021.....	209	10.8	7,483	80,655	162	7,670	92,037
2022.....	217	10.5	8,035	84,570	164	8,288	99,451
2023.....	225	10.7	8,942	95,543	174	9,220	110,645
CLASS I RAILROADS¹							
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
2019.....	176	11.0	7,324	80,267	140	7,481	89,775
2020.....	157	10.8	7,345	79,351	118	7,534	90,402
2021.....	149	10.8	7,520	81,170	115	7,695	92,341
2022.....	156	10.5	8,115	85,077	117	8,374	100,486
2023.....	162	10.7	9,226	98,733	126	9,502	114,027

¹ 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, 2014-2023 (In thousands)

	Completed years of service									
	Total		Less than 10 ¹		10 to 19		20 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL EMPLOYEES										
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
2019.....	239	100	112	47	74	31	39	16	14	6
2020.....	217	100	92	42	73	34	40	18	12	6
2021.....	209	100	82	39	77	37	40	19	11	5
2022.....	217	100	90	42	77	36	40	18	10	5
2023.....	225	100	96	43	77	34	41	18	10	5
EMPLOYEES AGE 60 OR OLDER										
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
2019.....	22	100	3	12	6	27	7	30	7	32
2020.....	21	100	2	11	6	28	7	32	6	28
2021.....	21	100	2	11	6	28	7	32	6	28
2022.....	20	100	2	12	7	33	7	35	4	19
2023.....	21	100	3	12	7	33	8	36	4	18

¹ Calendar year 2023 total includes approximately 36,000 employees with five or more years of service after calendar year 1995.

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

Table D5.--Employees in 2023 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 ¹	Male	Female		All employees	Employees with 12 months of service	Under \$6,300	\$6,300-8,099.99	\$8,100-9,999.99	\$10,000-13,349.99	\$13,350.00
						Employees with 12 months of service					
Class I line-haul railroads.....	137,848	128,907	8,814	10.7	\$9,391	\$9,637	20,052	31,442	35,627	38,428	12,299
Non-Class I line-haul railroads and switching & terminal companies.....	23,327	21,061	1,611	10.2	6,886	7,216	11,558	5,991	3,176	1,806	796
Commuter railroads².....	54,410	44,456	9,898	10.7	8,703	9,018	15,256	11,913	10,659	10,466	6,116
Car-loan companies.....	2,231	2,112	116	10.8	7,176	7,288	1,025	752	203	133	118
Labor organizations.....	2,211	1,501	663	10.4	9,412	9,853	672	263	189	465	622
Miscellaneous employers³.....	4,530	3,236	1,158	10.7	8,843	9,070	1,507	829	604	694	896
Total.....	224,557	201,273	22,260	10.7	\$8,942	\$9,220	50,070	51,190	50,458	51,992	20,847

¹ Includes employees whose sex was not reported.

² Includes National Railroad Passenger Corp. (Amtrak).

³ 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, 2023

Type or name of employer	All employees				New entrants		Creditable compensation (thousands)		
	Total	With 12 months of service in 2023	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	Tier I	Tier II	RUIA
TYPE OF EMPLOYER									
Class I line-haul railroads.....	137,848	108,087	105,541	128,725	13,673	7,783	\$13,910,450	\$12,802,275	\$2,794,690
Non-Class I line-haul railroads and switching & terminal companies.....	23,327	16,745	15,074	20,645	2,939	1,440	1,639,473	1,585,355	434,889
Commuter railroads ¹	54,410	41,834	37,588	51,240	6,819	4,283	5,087,620	4,674,666	1,097,795
Car-loan companies.....	2,231	1,793	1,538	2,091	183	80	173,210	166,842	45,568
Labor organizations.....	2,211	1,667	1,516	1,707	242	103	215,910	183,313	36,781
Miscellaneous employers ²	4,530	3,549	3,040	4,209	558	338	428,138	380,794	90,773
Total.....	224,557	173,675	164,297	208,617	24,414	14,027	\$21,454,801	\$19,793,246	\$4,500,495
SELECTED EMPLOYERS									
BNSF Railway Co.....	40,356	33,791	32,525	38,967	2,753	1,885	\$4,425,378	\$4,004,756	\$853,131
Canadian National, U.S. Operations									
Bessemer and Lake Erie Railroad Co.....	52	46	47	52	3	3	5,408	5,183	1,130
Chicago Central and Pacific Railroad Co.....	293	226	212	270	31	14	31,575	28,267	5,881
Grand Trunk Western Railroad Co.....	783	650	611	764	40	28	91,990	80,910	16,607
Illinois Central Railroad Co.....	3,800	3,176	3,039	3,664	283	185	421,983	378,952	79,909
Pittsburgh and Conneaut Dock Co.....	31	24	22	30	4	3	2,521	2,521	622
Wisconsin Central Transportation Corp.....	2,205	1,759	1,735	2,120	179	129	247,032	222,983	45,622
Canadian Pacific, Soo Line Corporation									
Dakota, Minnesota & Eastern Railroad Corp.....	874	657	500	798	134	91	72,729	70,375	16,894
Delaware and Hudson Railway Co. Inc.....	195	132	138	170	26	11	14,159	13,920	3,669
Soo Line Railroad Co.....	2,254	1,675	1,602	2,087	239	153	222,367	202,557	44,255
CSX Transportation Inc.....	21,697	16,536	16,050	19,976	2,426	1,208	2,178,200	2,023,157	435,058
Kansas City Southern Railway Co.....	2,934	2,354	2,240	2,791	161	98	306,690	282,336	60,608
Texas Mexican Railway Co.....	322	290	237	318	3	2	38,077	35,029	7,072
National Railroad Passenger Corp. (Amtrak).....	24,494	17,667	15,129	22,710	4,241	2,736	2,118,066	1,964,878	479,240
Norfolk Southern Corp.....	24,044	17,339	16,237	21,481	4,057	2,057	2,060,517	1,952,233	460,037
Union Pacific Railroad Co.....	38,008	29,432	30,346	35,237	3,334	1,916	3,791,825	3,499,097	764,196

¹ Includes National Railroad Passenger Corp. (Amtrak).

² 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.

Table D7.--Employees in 2023, by type of employer and amount of creditable compensation

Type of employer	Amount of creditable compensation												
	Total	Under \$23,000	\$23,000- 54,499	\$54,500- 70,999	\$71,000- 80,999	\$81,000- 89,499	\$89,500- 97,999	\$98,000- 106,499	\$106,500- 115,999	\$116,000- 126,999	\$127,000- 140,499	\$140,500- 160,199	\$160,200
Class I line-haul railroads.....	137,848	9,699	8,800	7,349	9,509	11,293	12,429	12,803	13,609	14,009	13,898	13,905	10,545
Non-Class I line-haul railroads and switching & terminal companies.....	23,327	3,825	3,412	4,134	2,754	2,273	1,834	1,305	1,108	885	650	490	657
Commuter railroads¹.....	54,410	4,220	5,556	5,729	5,438	4,412	4,028	4,113	3,982	3,821	3,818	3,767	5,526
Car-loan companies.....	2,231	185	160	526	487	301	173	95	66	48	44	38	108
Labor organizations.....	2,211	379	185	181	93	97	100	56	74	111	171	192	572
Miscellaneous employers².....	4,530	381	553	562	416	303	295	254	219	208	215	303	821
Total.....	224,557	18,689	18,666	18,481	18,697	18,679	18,859	18,626	19,058	19,082	18,796	18,695	18,229

¹ Includes National Railroad Passenger Corp. (Amtrak).

² Includes lessor companies, employer associations and miscellaneous carrier affiliates.

Table D8.--Employees in 2023, 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
Class I line-haul railroads.....	137,848	108,087	4,112	3,339	2,473	2,400	2,304	1,963	2,090	2,293	2,441	2,935	3,411
Non-Class I line-haul railroads and switching & terminal companies.....	23,327	16,745	617	586	477	465	504	533	573	585	799	727	716
Commuter railroads¹.....	54,410	41,834	1,642	1,474	1,197	1,121	1,162	1,077	1,021	1,151	994	1,016	721
Car-loan companies.....	2,231	1,793	58	40	34	42	28	20	25	50	58	43	40
Labor organizations.....	2,211	1,667	47	41	51	45	35	37	33	39	60	66	90
Miscellaneous employers².....	4,530	3,549	93	66	137	69	62	88	86	90	117	88	85
Total.....	224,557	173,675	6,569	5,546	4,369	4,142	4,095	3,718	3,828	4,208	4,469	4,875	5,063

¹ Includes National Railroad Passenger Corp. (Amtrak).

² Includes lessor companies, employer associations, and miscellaneous carrier affiliates.

Table D9.--Employees in 2023, by amount of creditable compensation and by sex or completed years of service

Creditable compensation	Total Number ¹	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.....	9,653	7,751	1,274	8,198	601	330	248	150	62	64
\$10,000.00-\$12,499.99.....	1,943	1,586	302	1,616	114	81	52	36	24	20
\$12,500.00-\$14,999.99.....	1,928	1,609	288	1,603	113	67	56	36	27	26
\$15,000.00-\$17,499.99.....	1,663	1,377	259	1,350	106	71	48	37	19	32
\$17,500.00-\$19,999.99.....	1,631	1,358	253	1,293	104	81	50	44	26	33
\$20,000.00-\$22,499.99.....	1,585	1,325	238	1,253	101	76	59	40	18	38
\$22,500.00-\$24,999.99.....	1,448	1,227	210	1,108	114	73	57	46	19	31
\$25,000.00-\$27,499.99.....	1,318	1,131	178	972	96	78	56	52	25	39
\$27,500.00-\$29,999.99.....	1,295	1,100	181	966	101	66	60	40	30	32
\$30,000.00-\$32,499.99.....	1,338	1,117	204	1,000	110	80	67	31	20	30
\$32,500.00-\$34,999.99.....	1,344	1,145	188	984	109	81	68	41	28	33
\$35,000.00-\$37,499.99.....	1,373	1,174	187	985	122	80	66	57	29	34
\$37,500.00-\$39,999.99.....	1,350	1,123	214	968	108	87	67	56	25	39
\$40,000.00-\$42,499.99.....	1,441	1,212	216	987	158	97	72	57	26	44
\$42,500.00-\$44,999.99.....	1,482	1,243	235	983	154	124	95	53	25	48
\$45,000.00-\$47,499.99.....	1,546	1,298	241	1,047	181	102	92	55	35	34
\$47,500.00-\$49,999.99.....	1,721	1,432	280	1,073	218	152	117	75	42	44
\$50,000.00-\$52,499.99.....	1,738	1,452	281	1,022	229	161	123	83	52	68
\$52,500.00-\$54,999.99.....	1,988	1,633	343	1,104	297	193	169	89	67	69
\$55,000.00-\$57,499.99.....	2,213	1,827	379	1,177	316	250	226	106	71	67
\$57,500.00-\$59,999.99.....	2,390	1,951	431	1,244	369	271	230	121	90	65
\$60,000.00-\$62,499.99.....	2,608	2,145	454	1,218	433	328	283	150	102	94
\$62,500.00-\$64,999.99.....	2,902	2,416	481	1,277	500	386	327	182	118	112
\$65,000.00-\$67,499.99.....	3,041	2,563	475	1,230	598	425	367	176	137	108
\$67,500.00-\$69,999.99.....	3,393	2,921	469	1,268	666	522	427	212	160	138
\$70,000.00-\$72,499.99.....	3,796	3,217	576	1,287	760	624	494	256	203	172
\$72,500.00-\$74,999.99.....	4,139	3,523	615	1,264	825	722	653	314	212	149
\$75,000.00-\$77,499.99.....	4,630	4,051	575	1,257	890	841	808	398	239	197
\$77,500.00-\$79,999.99.....	5,404	4,787	611	1,351	1,027	1,051	934	417	391	233
\$80,000.00-\$82,499.99.....	5,616	4,993	620	1,313	1,020	1,080	1,036	493	419	255
\$82,500.00-\$84,999.99.....	5,518	4,933	579	1,325	1,039	1,019	1,002	522	408	203
\$85,000.00-\$87,499.99.....	5,440	4,861	575	1,290	1,056	1,028	1,002	453	381	230
\$87,500.00-\$89,999.99.....	5,337	4,839	496	1,216	1,009	1,032	971	520	370	219
\$90,000.00-\$92,499.99.....	5,535	5,045	488	1,185	1,091	1,039	1,052	485	431	252
\$92,500.00-\$94,999.99.....	5,507	5,061	445	1,153	1,181	1,081	989	486	392	225

Table D9.--Employees in 2023, by amount of creditable compensation and by sex or completed years of service - Continued

Creditable compensation	Total Number ¹	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
\$95,000.00-\$97,499.99.....	5,685	5,259	421	1,033	1,133	1,205	1,135	522	450	207
\$97,500.00-\$99,999.99.....	5,626	5,211	409	936	1,154	1,188	1,161	528	421	238
\$100,000.00-\$102,499.99.....	5,487	5,100	386	899	1,130	1,199	1,121	534	395	209
\$102,500.00-\$104,999.99.....	5,410	5,002	405	824	1,122	1,206	1,141	539	403	175
\$105,000.00-\$107,499.99.....	5,319	4,934	379	734	1,083	1,149	1,142	556	468	187
\$107,500.00-\$109,999.99.....	5,232	4,894	336	688	1,012	1,138	1,176	565	462	191
\$110,000.00-\$112,499.99.....	4,997	4,633	363	646	1,024	1,069	1,096	544	449	169
\$112,500.00-\$114,999.99.....	4,777	4,455	320	552	914	1,068	1,061	572	434	176
\$115,000.00-\$117,499.99.....	4,892	4,549	343	530	978	1,078	1,144	521	470	171
\$117,500.00-\$119,999.99.....	4,697	4,411	284	511	873	1,011	1,047	586	485	184
\$120,000.00-\$122,499.99.....	4,266	3,975	290	446	716	910	984	553	449	208
\$122,500.00-\$124,999.99.....	4,064	3,796	265	392	718	874	982	486	429	183
\$125,000.00-\$127,499.99.....	3,930	3,692	238	331	680	890	924	488	452	165
\$127,500.00-\$129,999.99.....	3,735	3,498	237	302	651	765	880	501	461	175
\$130,000.00-\$132,499.99.....	3,622	3,388	233	247	603	732	895	471	479	195
\$132,500.00-\$134,999.99.....	3,436	3,226	209	237	568	710	859	440	449	173
\$135,000.00-\$137,499.99.....	3,413	3,189	224	220	562	721	826	460	446	178
\$137,500.00-\$139,999.99.....	3,144	2,946	198	192	469	675	766	443	421	178
\$140,000.00-\$142,499.99.....	2,967	2,787	180	163	444	608	747	404	414	187
\$142,500.00-\$144,999.99.....	2,772	2,603	169	151	382	564	693	366	434	182
\$145,000.00-\$147,499.99.....	2,650	2,509	141	150	369	514	656	387	412	162
\$147,500.00-\$149,999.99.....	2,439	2,280	158	138	341	456	632	366	367	139
\$150,000.00-\$152,499.99.....	2,222	2,062	159	98	336	413	549	322	374	130
\$152,500.00-\$154,999.99.....	2,006	1,873	133	101	278	404	441	308	347	127
\$155,000.00-\$157,499.99.....	1,925	1,761	164	98	204	348	471	328	332	144
\$157,500.00-\$159,999.99.....	2,261	2,081	180	89	262	379	534	339	392	266
\$160,000.00-\$160,199.99.....	100	94	6	4	15	20	19	16	12	14
\$160,200.00.....	18,229	16,639	1,589	957	2,099	2,942	3,906	2,895	3,475	1,955
Total.....	224,557	201,273	22,260	60,236	²36,036	38,015	39,411	21,409	19,305	10,145

¹ Includes employees whose sex was not reported.

² Includes 36,012 employees with five or more years of railroad service after calendar year 1995.

Table D10.--Employees in 2023, by amount of creditable compensation or sex and by age

Creditable compensation	Total number ¹	Age on birthday in 2023											
		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.....	9,653	296	1,382	1,381	1,411	1,217	990	789	663	450	293	101	49
\$10,000.00-\$12,499.99.....	1,943	39	364	323	285	255	167	158	112	83	61	34	7
\$12,500.00-\$14,999.99.....	1,928	48	325	319	312	270	167	141	126	84	63	34	8
\$15,000.00-\$17,499.99.....	1,663	43	282	286	241	213	186	108	92	78	67	27	13
\$17,500.00-\$19,999.99.....	1,631	40	243	271	252	201	178	113	116	80	74	35	8
\$20,000.00-\$22,499.99.....	1,585	33	254	242	258	179	181	124	99	80	71	36	7
\$22,500.00-\$24,999.99.....	1,448	35	202	195	247	219	135	117	95	90	63	37	2
\$25,000.00-\$27,499.99.....	1,318	25	172	197	206	184	141	115	93	68	73	30	5
\$27,500.00-\$29,999.99.....	1,295	26	174	203	204	173	135	118	90	59	64	28	7
\$30,000.00-\$32,499.99.....	1,338	15	185	217	223	195	126	106	90	73	66	19	6
\$32,500.00-\$34,999.99.....	1,344	17	207	189	218	173	148	116	79	72	75	34	5
\$35,000.00-\$37,499.99.....	1,373	18	209	191	220	175	136	130	90	78	71	37	6
\$37,500.00-\$39,999.99.....	1,350	16	187	182	203	196	148	111	91	99	69	30	5
\$40,000.00-\$42,499.99.....	1,441	22	173	211	213	208	166	122	100	79	86	38	10
\$42,500.00-\$44,999.99.....	1,482	13	195	216	221	192	172	149	110	79	85	33	13
\$45,000.00-\$47,499.99.....	1,546	14	194	244	219	197	181	130	142	97	72	46	3
\$47,500.00-\$49,999.99.....	1,721	12	201	267	239	216	203	158	139	123	108	36	10
\$50,000.00-\$52,499.99.....	1,738	11	183	272	231	260	177	152	151	121	123	44	8
\$52,500.00-\$54,999.99.....	1,988	10	194	276	286	285	198	182	179	140	157	58	12
\$55,000.00-\$57,499.99.....	2,213	9	198	288	323	314	266	222	196	164	148	65	12
\$57,500.00-\$59,999.99.....	2,390	17	214	294	385	350	264	225	195	195	160	67	16
\$60,000.00-\$62,499.99.....	2,608	6	199	329	390	311	314	283	257	234	194	67	15
\$62,500.00-\$64,999.99.....	2,902	12	209	313	405	423	384	295	286	281	213	60	16
\$65,000.00-\$67,499.99.....	3,041	14	193	314	476	399	417	342	316	247	224	74	22
\$67,500.00-\$69,999.99.....	3,393	15	227	375	483	459	422	358	376	320	255	89	11
\$70,000.00-\$72,499.99.....	3,796	10	219	381	523	533	499	423	393	401	310	84	17
\$72,500.00-\$74,999.99.....	4,139	13	194	374	562	606	558	483	483	413	320	112	20
\$75,000.00-\$77,499.99.....	4,630	11	194	415	550	614	648	617	624	479	350	108	16
\$77,500.00-\$79,999.99.....	5,404	16	221	435	609	730	741	678	687	657	463	132	29
\$80,000.00-\$82,499.99.....	5,616	8	214	388	628	794	757	753	785	672	475	120	19
\$82,500.00-\$84,999.99.....	5,518	8	206	394	596	807	826	752	722	602	436	145	19
\$85,000.00-\$87,499.99.....	5,440	7	181	405	643	762	836	699	761	605	406	114	17
\$87,500.00-\$89,999.99.....	5,337	7	173	359	644	759	825	722	744	615	377	98	12
\$90,000.00-\$92,499.99.....	5,535	7	150	356	610	826	844	758	796	679	386	103	18
\$92,500.00-\$94,999.99.....	5,507	10	148	387	644	849	861	787	758	609	343	96	14

Table D10.--Employees in 2023, by amount of creditable compensation or sex and by age - Continued

Creditable compensation	Total number ¹	Age on birthday in 2023											
		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
\$95,000.00-\$97,499.99.....	5,685	4	126	337	644	846	907	865	775	652	393	114	17
\$97,500.00-\$99,999.99.....	5,626	7	99	330	599	866	999	823	805	624	369	83	16
\$100,000.00-\$102,499.99....	5,487	2	104	335	563	852	922	891	814	555	345	88	15
\$102,500.00-\$104,999.99....	5,410	2	85	276	582	851	967	843	770	576	353	95	7
\$105,000.00-\$107,499.99....	5,319	3	79	273	570	783	916	848	799	610	332	87	13
\$107,500.00-\$109,999.99....	5,232	1	72	251	532	762	894	907	813	603	309	77	9
\$110,000.00-\$112,499.99....	4,997	3	75	221	545	733	862	879	732	558	313	63	12
\$112,500.00-\$114,999.99....	4,777	2	53	221	479	732	813	787	725	575	297	82	8
\$115,000.00-\$117,499.99....	4,892	2	49	218	430	777	842	826	760	573	319	83	13
\$117,500.00-\$119,999.99....	4,697	2	37	188	476	670	867	783	733	545	298	86	10
\$120,000.00-\$122,499.99....	4,266	1	41	163	390	594	743	749	702	533	274	65	10
\$122,500.00-\$124,999.99....	4,064	1	38	137	365	596	701	643	690	537	270	67	16
\$125,000.00-\$127,499.99....	3,930	...	27	125	358	575	642	686	679	505	256	62	15
\$127,500.00-\$129,999.99....	3,735	1	31	127	302	528	643	648	636	477	264	65	13
\$130,000.00-\$132,499.99....	3,622	...	17	100	269	484	602	692	624	519	252	58	4
\$132,500.00-\$134,999.99....	3,436	...	24	79	262	451	606	648	600	439	250	69	7
\$135,000.00-\$137,499.99....	3,413	...	14	72	260	422	569	659	618	466	254	68	11
\$137,500.00-\$139,999.99....	3,144	...	16	58	214	399	558	570	603	438	233	49	6
\$140,000.00-\$142,499.99....	2,967	...	9	52	178	414	488	547	546	430	227	67	9
\$142,500.00-\$144,999.99....	2,772	2	5	49	206	333	414	536	530	431	197	62	7
\$145,000.00-\$147,499.99....	2,650	...	7	49	171	309	463	498	532	369	209	36	7
\$147,500.00-\$149,999.99....	2,439	...	5	47	164	302	410	434	480	355	177	59	5
\$150,000.00-\$152,499.99....	2,222	...	3	33	121	241	360	414	456	367	179	41	6
\$152,500.00-\$154,999.99....	2,006	...	3	27	121	233	317	362	415	296	182	42	8
\$155,000.00-\$157,499.99....	1,925	...	2	21	106	207	298	305	450	318	155	53	10
\$157,500.00-\$159,999.99....	2,261	...	3	25	105	228	341	403	499	393	201	48	15
\$160,000.00-\$160,199.99....	100	...	...	2	6	10	18	12	23	17	10	2	...
\$160,200.00.....	18,229	2	6	119	638	1,664	2,630	3,323	4,071	3,233	1,786	624	132
ALL EMPLOYEES													
Male.....	201,273	850	8,461	13,811	21,266	27,308	30,203	29,208	29,056	22,626	13,708	4,050	721
Female.....	22,260	88	1,035	1,613	2,550	3,097	2,985	2,908	2,860	2,574	1,797	616	137
Total ¹	224,557	938	9,496	15,424	23,816	30,406	33,189	32,117	31,916	25,200	15,505	4,666	858

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

Table D11.--Employees in 2023, by age or sex and by completed years of service

Age on birthday in 2023	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
Under 20.	938	100	938	100	.....	...	.....	...	.....	...	.....	...	.....	...
20 to 24.	9,496	100	9,495	100	1	(¹)	.....	...	.....	...	.....	...	.....	...
25 to 29.	15,424	100	15,318	99	106	1	.....	...	.....	...	.....	...	.....	...
30 to 34.	23,816	100	19,708	83	3,989	17	119	(¹)	.....	...	.....	...	.....	...
35 to 39.	30,406	100	17,077	56	8,941	29	4,297	14	91	(¹)	.....	...	.....	...
40 to 44.	33,189	100	12,597	38	8,263	25	9,449	28	2,732	8	148	(¹)	.....	...
45 to 49.	32,117	100	8,234	26	6,123	19	8,660	27	5,499	17	3,514	11	87	(¹)
50 to 54.	31,916	100	5,759	18	4,808	15	7,264	23	5,490	17	6,502	20	2,093	7
55 to 59.	25,200	100	3,601	14	3,152	13	5,203	21	4,077	16	5,036	20	4,131	16
60 to 64.	15,505	100	1,861	12	1,982	13	3,376	22	2,606	17	3,147	20	2,533	16
65 to 69.	4,666	100	549	12	568	12	912	20	800	17	861	18	976	21
70 and older.	858	100	139	16	63	7	125	15	109	13	97	11	325	38
Median age	44		35		43		48		52		54		58	
ALL EMPLOYEES														
Male.	201,273	100	83,195	41	34,627	17	36,646	18	19,566	10	18,016	9	9,223	5
Female.	22,260	100	12,079	54	3,369	15	2,760	12	1,841	8	1,289	6	922	4
Total².	224,557	100	³ 96,272	43	38,015	17	39,411	18	21,409	10	19,305	9	10,145	5

¹ Less than 0.5 percent.

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

³ Includes 36,012 employees with five or more years of railroad service after calendar year 1995.

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

Table D12.--Employees in 2023, by sex and completed years of service

Completed years of service	All employees ¹		Male		Female	
	Number	Cumulative percent	Number	Cumulative percent	Number	Cumulative percent
30 and over	10,145	5	9,223	5	922	4
25 to 29	19,305	13	18,016	14	1,289	10
20 to 24	21,409	23	19,566	23	1,841	18
15 to 19	39,411	40	36,646	41	2,760	31
10 to 14	38,015	57	34,627	59	3,369	46
9	9,100	61	8,236	63	859	50
8	8,192	65	7,369	66	806	53
7	5,356	67	4,738	69	604	56
6	5,748	70	5,061	71	659	59
5	7,640	73	6,734	75	867	63
4	5,988	76	5,189	77	743	66
3	3,795	78	3,227	79	527	68
2	7,054	81	5,945	82	1,039	73
1	17,470	88	14,905	89	2,409	84
Less than 1	25,929	100	21,791	100	3,566	100
Total	224,557	100	201,273	100	22,260	100

¹ Includes employees whose sex was not reported.

Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2023

State	All employees					New entrants		Creditable compensation			Average tier I in year
	Total	Average months of service	With 12 months of service in 2023	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	(thousands)			
								Tier I	Tier II	RUIA	
Alabama.....	3,451	10.5	2,594	2,371	3,153	415	213	\$309,860	\$293,388	\$67,999	\$89,789
Alaska.....	92	8.8	46	48	83	21	16	6,540	6,120	1,312	71,082
Arizona.....	3,007	10.9	2,427	2,362	2,846	233	150	326,021	291,443	61,697	108,421
Arkansas.....	2,979	10.6	2,279	2,382	2,753	250	131	268,528	252,738	59,386	90,140
California.....	11,159	10.6	8,515	8,090	10,276	1,196	643	1,044,461	964,185	221,506	93,598
Colorado.....	2,595	10.7	1,974	1,895	2,418	262	174	257,900	235,275	51,928	99,383
Connecticut.....	3,170	10.9	2,557	2,361	2,990	303	173	310,281	284,696	64,722	97,880
Delaware.....	1,679	10.6	1,263	1,116	1,582	247	175	146,173	137,465	33,506	87,060
Washington DC.....	503	9.9	332	205	430	144	89	44,382	39,106	8,995	88,235
Florida.....	6,572	10.6	5,035	4,857	6,101	706	395	629,721	572,773	130,762	95,819
Georgia.....	8,156	10.5	6,132	5,425	7,432	1,118	589	762,349	706,104	160,343	93,471
Hawaii.....	12	8.3	5	6	10	1	1	890	801	184	74,164
Idaho.....	1,465	10.7	1,130	1,128	1,372	126	74	135,701	128,172	29,445	92,629
Illinois.....	16,417	10.8	12,918	12,285	15,442	1,572	941	1,563,440	1,455,500	332,781	95,233
Indiana.....	7,847	10.5	5,923	5,612	7,197	996	510	692,864	654,327	154,733	88,297
Iowa.....	3,271	10.8	2,575	2,496	3,040	338	195	326,004	300,255	66,039	99,665
Kansas.....	5,039	11.1	4,182	4,003	4,832	320	205	503,569	463,833	105,445	99,934
Kentucky.....	3,250	10.6	2,446	2,286	3,021	451	288	292,544	278,613	64,832	90,013
Louisiana.....	3,621	10.6	2,749	2,593	3,355	341	200	341,450	316,995	72,451	94,297
Maine.....	623	10.8	475	458	586	38	24	52,688	50,888	12,644	84,572
Maryland.....	4,776	10.2	3,383	2,791	4,285	940	544	427,430	391,145	90,867	89,495
Massachusetts.....	3,694	10.5	2,720	2,535	3,408	504	284	333,832	311,048	72,738	90,371
Michigan.....	3,219	10.7	2,494	2,324	2,984	361	188	295,431	275,935	64,371	91,777
Minnesota.....	4,402	10.7	3,422	3,330	4,103	435	271	425,781	395,394	88,425	96,724
Mississippi.....	2,241	10.9	1,802	1,669	2,110	188	104	219,375	202,203	45,806	97,892
Missouri.....	6,884	10.8	5,495	5,638	6,456	511	299	684,932	636,474	140,597	99,496
Montana.....	2,994	11.0	2,444	2,422	2,867	195	121	298,135	278,309	61,509	99,578
Nebraska.....	9,418	11.2	7,808	7,790	9,098	587	424	971,688	889,389	197,771	103,173
Nevada.....	723	10.2	522	533	639	96	40	73,957	66,475	13,854	102,292
New Hampshire.....	440	11.1	343	365	421	19	8	45,230	41,527	9,127	102,796
New Jersey.....	9,725	10.8	7,583	6,757	9,162	1,078	657	931,286	854,921	197,904	95,762
New Mexico.....	1,671	11.1	1,408	1,311	1,592	113	63	173,035	158,348	35,072	103,552

Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2023 - Continued

State	All employees					New entrants		Creditable compensation			Average tier I in year
	Total	Average months of service	With 12 months of service in 2023	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	(thousands)			
								Tier I	Tier II	RUIA	
New York	18,266	10.8	14,481	13,223	17,211	2,058	1,256	\$1,832,771	\$1,650,793	\$372,313	\$100,338
North Carolina	2,699	10.4	2,030	1,867	2,444	327	150	242,054	225,836	52,884	89,683
North Dakota	1,767	10.7	1,389	1,337	1,668	186	120	180,390	163,325	35,586	102,088
Ohio	6,518	10.4	4,843	4,737	5,864	910	429	579,077	545,016	126,988	88,843
Oklahoma	2,121	10.8	1,684	1,632	1,992	195	123	202,139	189,661	43,134	95,304
Oregon	1,845	10.4	1,331	1,296	1,689	251	162	157,645	150,346	35,958	85,444
Pennsylvania	11,678	10.4	8,553	7,789	10,607	1,746	985	972,067	913,357	225,901	83,239
Rhode Island	537	10.4	393	380	486	81	41	48,756	45,467	10,430	90,794
South Carolina	1,883	10.4	1,392	1,328	1,715	225	112	172,058	161,431	36,781	91,375
South Dakota	784	10.8	609	596	740	73	47	75,587	70,480	16,015	96,412
Tennessee	3,679	10.7	2,871	2,698	3,428	374	230	346,367	324,170	74,350	94,147
Texas	18,064	10.9	14,618	14,173	17,064	1,444	847	1,930,411	1,737,088	372,308	106,865
Utah	1,499	10.7	1,145	1,201	1,394	146	100	145,197	136,297	30,082	96,863
Vermont	288	10.7	228	189	260	35	19	18,557	18,171	5,580	64,433
Virginia	4,540	10.5	3,403	3,106	4,137	587	309	420,574	387,304	89,013	92,637
Washington	5,020	10.6	3,839	3,629	4,654	613	378	494,176	454,736	100,627	98,441
West Virginia	2,139	10.5	1,627	1,455	1,953	257	121	186,230	178,084	42,421	87,064
Wisconsin	3,317	10.8	2,599	2,584	3,129	285	184	342,961	312,091	67,407	103,395
Wyoming	1,869	10.7	1,422	1,430	1,752	201	137	193,437	178,413	37,773	103,497
Military	(1)	12.0	2	1	2	.....	.....	282	238	45	140,922
Foreign	527	6.1	91	135	193	107	11	3,055	2,991	2,409	5,798
Unknown	420	7.1	144	67	191	208	77	15,535	14,107	3,740	36,988
Total	224,557	10.7	173,675	164,297	208,617	24,414	14,027	\$21,454,801	\$19,793,246	\$4,500,495	\$95,543

¹ Less than five employees.

NOTE.--Foreign includes U.S. territories.

Figure D14. -- Employers in 2023, by number of employees

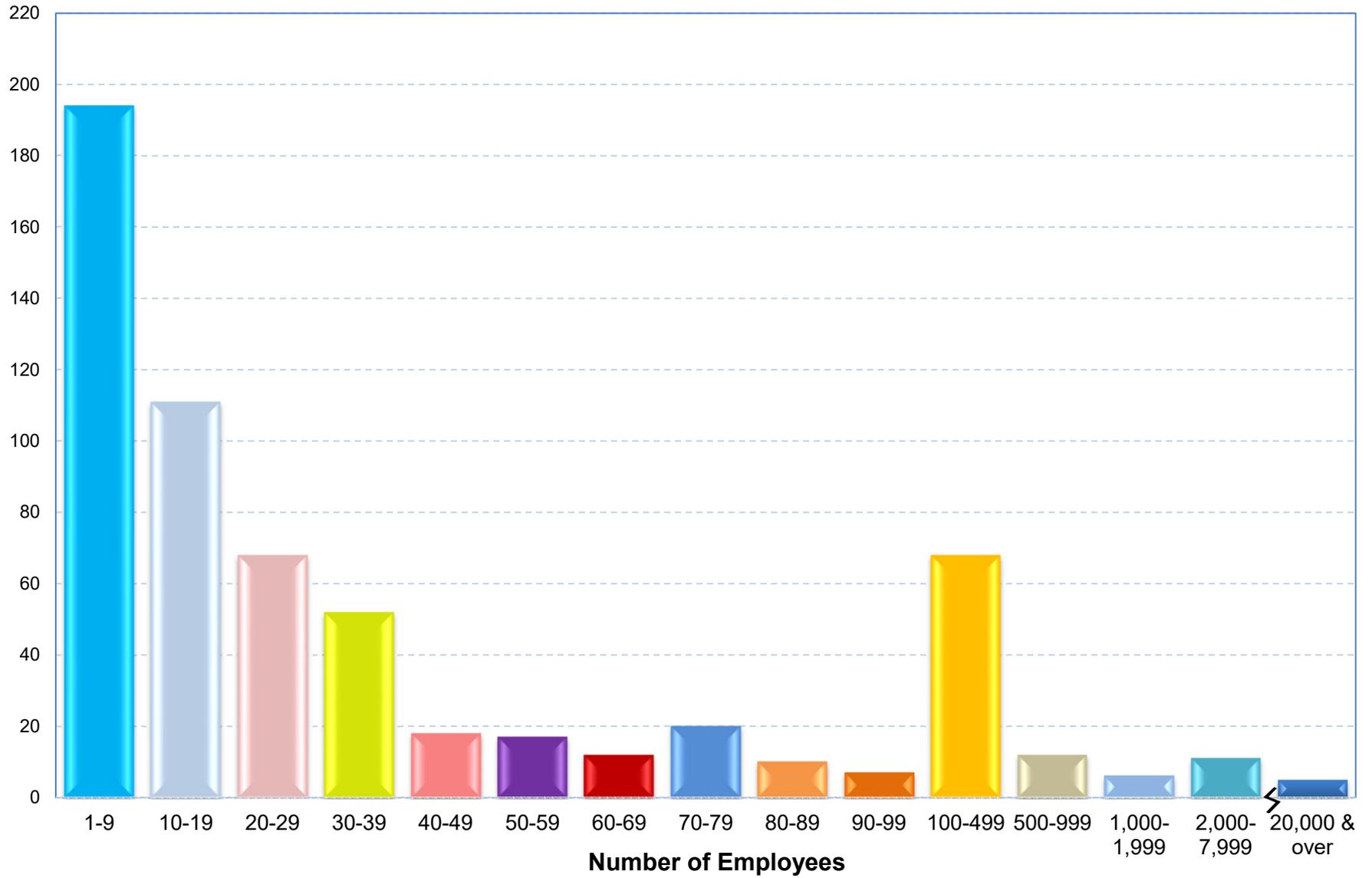
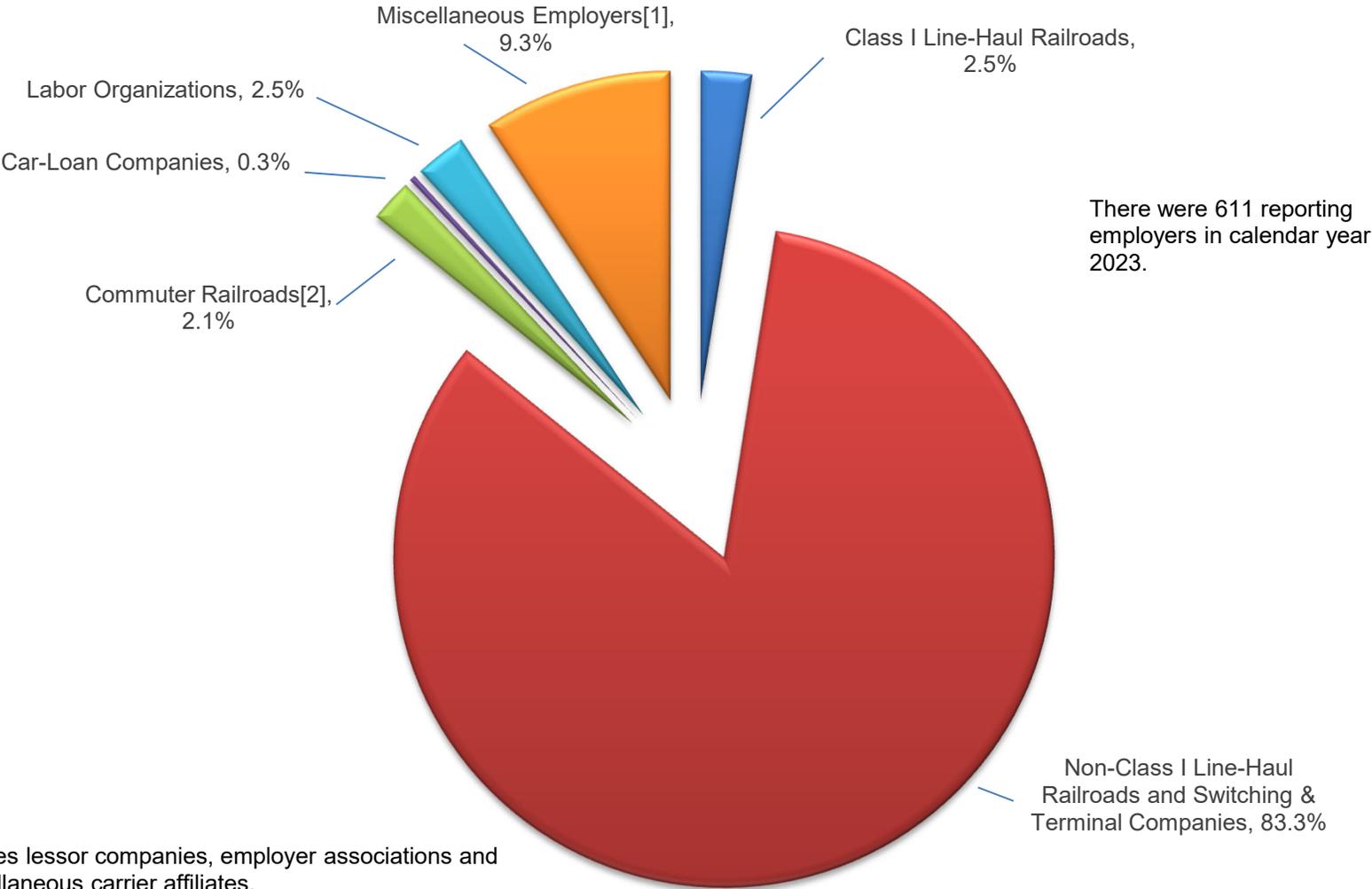


Figure D15. -- Percentage of employers in 2023, by type of employer



There were 611 reporting employers in calendar year 2023.

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