### **Collaborate for Success**

Effective when working as a team with one purpose.

Search for opportunities to work collaboratively and efficiently as a team.

Value open and transparent communication.

Respect and value individual and cultural differences to create an environment of inclusiveness.

"The OPERS culture has shifted from being "non-existent" and not discussed, to the focus of our daily operations and interactions. Being a part of this initiative has been very rewarding as I have seen first-hand, a significant improvement in the agency dynamic between departments, staff, and leadership." -Justin

### **STATISTICAL**

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#### OKLAHOMA PUBLIC EMPLOYEES RETIREMENT PLAN

Administered by the Oklahoma Public Employees Retirement System

**The Statistical Section** provides additional historical perspective, context, and detail to assist the reader in using the information in the financial statements, notes to financial statements and required supplementary information to understand and assess the economic condition of the Oklahoma Public Employees Retirement System (OPERS) on a combined basis, including both the Defined Benefit Pension Plan and the Health Insurance Subsidy Plan.

**Financial trend information** is intended to assist users in understanding and assessing the changes in the financial position over time. Schedules presenting financial trend information are *Schedule of Changes in Fiduciary Net Position, Schedule of Revenue by Source, Schedule of Expenses by Type, Schedule of Benefit Payments and Refunds by Type, and Funded Ratio Chart.* 

**Revenue capacity information** is intended to assist users in understanding and assessing the factors affecting the ability of OPERS to generate own-source revenue, specifically investment income. The schedule presenting revenue capacity information is the *Rate of Return by Type of Investment*.

**Operating information** is intended to provide contextual information about the operations and resources of OPERS to assist readers in using financial statement information to understand and assess the economic condition. Schedules and charts presenting operating information are *Schedule of Retired Members by Type of Benefit, Schedule of Average Benefit Payments, Principal Participating Employer, Demographics Chart, Participating Employers, Member Statistics\*, Distribution of Retirees and Beneficiaries\*, Summary of Active Members\*.* 

Schedules and information are derived from OPERS internal sources unless otherwise noted.

<sup>\*</sup>Schedules and data are provided by actuarial consultant Cavanaugh McDonald, LLC.

## **Schedule of Changes in Fiduciary Net Position**

Year		 Deductions						<b>Total Changes in</b>		
Ended June 30,	Member Contributions	Employer Contributions	Investment Income (Loss)	Benefit Administrative Payments Expenses			Refunds		Fiduciary Net Position	
2022	\$ 66,392,310	\$ 299,743,221	\$ (1,788,499,242)	\$ 692,813,323	\$	5,892,553	\$	11,905,764	\$	(2,132,975,351)
2021	66,204,166	293,018,730	2,764,349,697	679,280,964		5,474,638		10,732,584		2,428,084,407
2020	67,808,024	294,118,022	449,829,713	646,840,289		5,726,012		14,451,508		144,737,950
2019	66,566,433	282,473,659	568,130,487	639,964,683		5,754,961		15,369,288		251,029,310
2018	66,929,560	277,987,270	760,477,994	611,565,882		5,339,987		15,957,261		472,531,694
2017	70,276,234	288,338,941	1,049,614,508	592,961,277		5,397,137		15,950,303		793,920,966
2016	73,800,890	296,249,191	15,756,524	565,412,267		5,394,992		15,862,423		(200,863,077)
2015	73,145,380	292,184,940	264,289,114	542,488,709		5,182,848		15,610,803		66,337,074
2014	70,523,854	280,047,664	1,317,980,271	520,641,175		4,708,895		14,878,427		1,128,323,292
2013	68,200,616	269,994,831	804,177,712	502,636,899		4,612,783		14,645,400		620,478,077

## **Schedule of Revenue by Source**

**Employer Contributions** % of Annual Year Investment **Ended** Member Covered Income **Contributions** June 30, **Dollars Payroll** (Loss) **Total** 2022 66,392,310 \$ 299,743,221 19.63 % \$ (1,788,499,242) \$ (1,422,363,711) 2021 66,204,166 293,018,730 2,764,349,697 18.82 3,123,572,593 2020 67,808,024 294,118,022 18.71 449,829,713 811,755,759 2019 66,566,433 282,473,659 568,130,487 17.83 912,118,242 2018 66,929,560 277,987,270 17.36 760,477,994 1,105,394,824 70,276,234 1,049,614,508 2017 288,338,941 17.08 1,408,229,683 2016 73,800,890 296,249,191 16.54 15,756,524 385,806,605 2015 73,145,380 292,184,940 16.15 264,289,114 629,619,434 2014 70,523,854 280,047,664 16.06 1,317,980,271 1,668,551,789 2013 68,200,616 269,994,831 15.93 804,177,712 1,142,373,159

## **Schedule of Expenses by Type**

Year				
Ended	Benefit	Administrative		
June 30,	Payments	Expenses	Withdrawals	Total
2022	\$ 692,813,323	\$ 5,892,553	\$ 11,905,764	\$ 710,611,640
2021	679,280,964	5,474,638	10,732,584	695,488,186
2020	646,840,289	5,726,012	14,451,508	667,017,809
2019	639,964,684	5,754,961	15,369,288	661,088,932
2018	611,565,882	5,339,987	15,957,261	632,863,130
2017	592,961,277	5,397,137	15,950,303	614,308,717
2016	565,412,267	5,394,992	15,862,423	586,669,682
2015	542,488,709	5,182,848	15,610,803	563,282,360
2014	520,641,175	4,708,895	14,878,427	540,228,497
2013	502,636,899	4,612,783	14,645,400	521,895,082

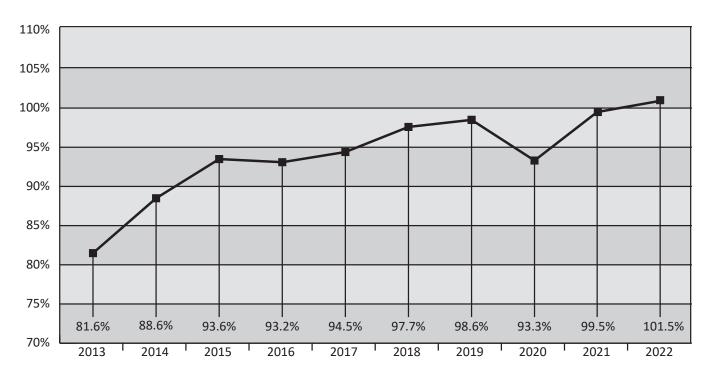
## Schedule of Benefit Payments and Refunds by Type

The following schedule provides information as to the type of benefit expenses incurred by the Plan as reflected in the "Benefit Payment" and "Refunds" columns of the **Schedule of Expenses by Type** included elsewhere in this Statistical Section.

Year		Benefits			Refunds					
Ended	Age and	Beneficiary			Transfers to		Payments			
June 30,	Service	Disability	Death	Withdrawals	Systems	Death	Other	and Refunds		
2022	\$ 670,557,157	\$ 15,968,220	\$ 6,287,946	\$ 8,599,383	\$ 2,325,154	\$ 853,773	\$ 127,454	\$704,719,087		
2021	656,256,513	16,578,207	6,446,243	7,293,815	2,150,564	1,215,103	73,103	690,013,548		
2020	624,283,035	16,704,506	5,852,750	8,297,248	4,930,490	789,120	434,650	661,291,798		
2019	616,796,975	17,598,163	5,569,545	10,664,312	3,522,635	881,612	300,729	655,333,972		
2018	588,815,903	17,173,572	5,576,407	10,704,430	4,128,787	916,168	207,876	627,523,143		
2017	569,870,507	17,597,316	5,493,454	11,827,836	3,219,022	746,849	156,596	608,911,580		
2016	542,788,467	17,433,604	5,190,196	9,866,169	5,069,244	798,666	128,344	581,274,690		
2015	522,513,529	14,775,998	5,199,181	10,562,956	3,988,925	897,939	160,984	558,099,512		
2014	498,432,095	17,292,985	4,916,095	10,276,798	3,881,544	682,179	37,906	535,519,602		
2013	480,885,816	17,325,263	4,425,820	10,423,136	3,191,104	897,727	133,433	517,282,299		

### **Funded Ratio Chart**

As of July 1



## Rate of Return by Type of Investment

Year				
Ended	Fixed	U.S.	International	
June 30,	Income	Equity	Equity	Total
2022	(11.0) %	(13.1) %	(20.8) %	(14.5) %
2021	0.1	46.0	36.9	28.0
2020	11.7	3.8	(3.2)	4.5
2019	8.4	7.1	2.0	6.1
2018	0.3	15.5	7.3	8.4
2017	(0.6)	19.6	19.2	12.8
2016	7.1	(0.2)	(7.7)	0.3
2015	2.5	7.9	(4.4)	3.2
2014	5.1	25.6	21.9	18.0
2013	(1.0)	22.7	13.9	12.0

### Schedule of Retired Members by Type of Benefit

June 30, 2022

Amount of		Туре	of Retirem	Option Selected						
Monthly Benefi	t Retirees	1	2	3	4	5	1	2	3	4
\$1 - 1,0	00 14,847	8,319	2,962	2,423	810	333	8,224	2,914	3,472	237
1,001 - 2,0	00 12,018	9,834	580	1,207	389	8	6,658	2,061	3,141	158
2,001 - 3,0	00 6,099	5,649	55	370	25	-	3,180	1,098	1,715	106
3,001 - 4,0	00 2,186	2,026	6	151	3	-	1,054	369	732	31
4,001 - 5,0	00 860	819	5	36	-	-	420	153	275	12
Over 5,0	00 639	621	4	14	-	-	318	103	211	7
Totals	36,649	27,268	3,612	4,201	1,227	341	19,854	6,698	9,546	551

### Type of Retirement

- Type 1 Normal retirement for age and service: Eligible at (1) age 62 or (2) when the sum of the member's age plus years of service equals 80 points for those who became members before July 1, 1992 and 90 points for those becoming members after that date. Members joining OPERS after November 1, 2011 are eligible at (1) age 65 or (2) when reaching 90 points and at least age 60.
- Type 2 Early retirement: Eligible beginning at age 55 with ten (10) years of participating service. Members joining OPERS after November 1, 2011 are eligible for early retirement beginning at age 60.
- Type 3 Survivor payment: Normal or early retirement.
- Type 4 *Disability:* Eligible if member is qualified for payment of disability benefits as certified by the Social Security Administration, has eight (8) years of credited service, and has terminated employment.
- Type 5 Survivor payment: Disability retirement.

### **Option Selected**

- Option 1 Single-life annuity: The maximum benefit is paid for the member's lifetime.
- Option 2 Option  $A \frac{1}{2}$  Joint and Survivor Annuity: The member will receive a reduced retirement benefit for life and  $\frac{1}{2}$  of the reduced retirement benefit will be paid to the surviving joint annuitant for their lifetime.
- Option 3 Option B 100% Joint and Survivor Annuity: A reduced benefit is paid to the member for life and the same benefit is paid to a surviving joint annuitant for their lifetime.
- Option 4 Option C Single-life Annuity with a 10-Year Certain Period: The member will receive a reduced benefit for their lifetime. If the member dies within ten years of when the benefit payments began, the monthly payment will be made to the beneficiary for the balance of the 10-year period.

### **Deferred Members**

At June 30, 2022, there are 6,454 former members with deferred future benefits.

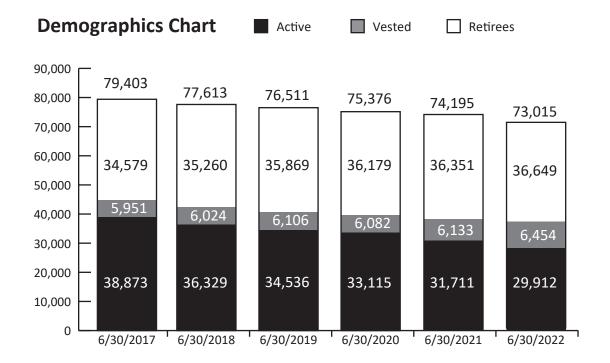
## **Schedule of Average Benefit Payments**

Retirement Effective Dates	Years of Credited Service													
July 1, 2012 to June 30, 2022		0 to 5	6	to 10	1:	1 to 15	1	6 to 20	2:	1 to 25	20	6 to 30		31+
Period 7/1/12 to 6/30/13														
Average Monthly Benefit	\$	193	\$	462	\$	745	\$	1,172	\$	1,663	\$	2,204	\$	3,031
Average Final Average Salary	\$	1,928	\$	2,859	\$	3,068	\$	3,644	\$	3,664	\$	3,838	\$	4,214
Number of Active Retirees		1		259		343		261		324		294		272
Period 7/1/13 to 6/30/14														
Average Monthly Benefit	\$	-	\$	476	\$	741	\$	1,107	\$	1,620	\$	2,382	\$	2,790
Average Final Average Salary	\$	-	\$	3,060	\$	3,069	\$	3,325	\$	3,579	\$	4,176	\$	4,202
Number of Active Retirees		-		292		331		243		295		245		256
Period 7/1/14 to 6/30/15														
Average Monthly Benefit	\$	623	\$	487	\$	771	\$	1,216	\$	1,728	\$	2,360	\$	3,003
Average Final Average Salary	\$	2,387	\$	2,924	\$	3,146	\$	3,484	\$	3,687	\$	4,252	\$	4,303
Number of Active Retirees		2		292		323		311		331		321		310
Period 7/1/15 to 6/30/16														
Average Monthly Benefit	\$	159	\$	491	\$	772	\$	1,163	\$	1,586	\$	2,196	\$	3,100
Average Final Average Salary	\$	1,900	\$	3,121	\$	3,253	\$	3,410	\$	3,506	\$	3,949	\$	4,505
Number of Active Retirees		5		300		342		308		301		358		370
Period 7/1/16 to 6/30/17														
Average Monthly Benefit	\$	362	\$	546	\$	813	\$	1,230	\$	1,714	\$	2,393	\$	3,324
Average Final Average Salary	\$	4,716	\$	3,241	\$	3,265	\$	3,626	\$	3,789	\$	4,256	\$	4,716
Number of Active Retirees		4		293		377		295		257		292		326
Period 7/1/17 to 6/30/18														
Average Monthly Benefit	\$	-	\$	552	\$	787	\$	1,202	\$	1,622	\$	2,448	\$	3,310
Average Final Average Salary	\$	-	\$	3,225	\$	3,328	\$	3,493	\$	3,657	\$	4,406	\$	4,787
Number of Active Retirees		-		260		335		324		237		256		281
Period 7/1/18 to 6/30/19														
Average Monthly Benefit	\$	702	\$	578	\$	834	\$	1,343	\$	1,845	\$	2,521	\$	3,412
Average Final Average Salary	\$	7,635	\$	3,346	\$	3,451	\$	3,824	\$	4,038	\$	4,427	\$	4,854
Number of Active Retirees		3		290		379		277		230		225		284
Period 7/1/19 to 6/30/20														
Average Monthly Benefit	\$	111	\$	574	\$	853	\$	1,261	\$	1,731	\$	2,640	\$	3,425
Average Final Average Salary	\$	2,281	\$	3,477	\$	3,498	\$	3,872	\$	3,980	\$	4,786	\$	4,977
Number of Active Retirees		1		255		303		265		200		178		274
Period 7/1/20 to 6/30/21														
Average Monthly Benefit	\$	170	\$	553	\$	928	\$	1,324	\$	1,866	\$	2,580	\$	3,512
Average Final Average Salary	\$	2,592	\$	3,388	\$	3,668	\$	3,785	\$	4,161	\$	4,586	\$	5,042
Number of Active Retirees		4		239		330		251		238		172		297
Period 7/1/21 to 6/30/22		_		_		_		_		_		-		
Average Monthly Benefit	\$	-	\$	580	\$	878	\$	1,374	\$	1,850	\$	2,546	\$	3,589
Average Final Average Salary	\$	-	\$	3,509	\$	3,617	\$	3,941	\$	4,213	\$	4,666	\$	5,213
Number of Active Retirees		-		244		281		289		239		148		336

### **Principal Participating Employer**

The Oklahoma Public Employees Retirement System is a multiple-employer cost-sharing public employee retirement plan. The Plan covers all state employees that are not covered by six other plans and employees of participating county and local agencies in the State. The State of Oklahoma is the principal participating employer. A list of participating state, county and local agencies is included elsewhere in this Statistical Section.

Year Ended	Covered Employees	Percent of Total
June 30,	of the State	System
2022	18,673	62.4 %
2021	20,471	64.6
2020	22,467	67.8
2019	23,610	68.4
2018	25,594	70.5
2017	27,850	71.6
2016	30,776	73.6
2015	33,002	75.3
2014	33,242	75.6
2013	32,671	75.5



### **Participating Employers**

### **State Agencies**

**ABLE Commission** Abstractors, Board of Accountancy, Board of Public **Aeronautics Commission** Agriculture, Department of Architects, Board of Governors Arts Council. State Attorney General's Office **Auditor and Inspector Banking Department** Behavioral Health Licensure, Board of **Boll Weevil Eradication Organization** Bond Advisor, Office of the State **Cardinal Point Public Trust** Children and Youth, Commission on Chiropractic Examiners, Board of Commerce, Department of **Conservation Commission** Construction Industries Board Consumer Credit, Department of Commission for Education Quality & Accountability **Corporation Commission** Corrections, Department of Cosmetology, Board of **Council on Judicial Complaints Court of Criminal Appeals** Davis Gun Museum Dentistry, Board of Disability Concerns, Office of District Attorneys' Council **District Courts Educational Television Authority** Election Board, State **Emergency Management Employment Security Commission** Engineers and Surveyors, Board of Environmental Quality, Department of **Ethics Commission** Finance, State Office of Fire Marshall Commission, State Firefighters Pension and Retirement Board **Funeral Board Garfield County Criminal Justice Trust** Authority Governor's Office **Grand River Dam Authority Grady County Fairgrounds Trust** Health, Department of

**Heath Care Authority** 

**Horse Racing Commission** 

**Historical Society** 

House of Representatives **Housing Finance Agency** Human Services, Department of Indigent Defense System **Industrial Finance Authority** Insurance Department, State Interstate Oil Compact Commission Investigation, State Bureau of Juvenile Affairs, Office of Labor, Department of Land Office, Commissioners of the Law Enforcement Education and Training, Council on Law Enforcement Retirement System Legislative Service Bureau Libraries, Department of Licensed Alcohol and Drug Counselors, Board of Licensed Social Workers, Registration Board of Lieutenant Governor, Office of Liquefied Petroleum Gas Administration **Lottery Commission** J.D. McCarty Center Medical Licensure Board Medicolegal Investigations, Board of Mental Health & Substance Abuse, Department of Merit Protection Commission Military Department Mines, Department of **Motor Vehicle Commission** Multiple Injury Trust Fund **Municipal Power Authority** Narcotics and Dangerous Drugs Control, Bureau of Native American Cultural and Education, Authority of Oklahoma Nursing, Board of Nursing Home Administrators, Board of Examiners for **Optometry Board Ordinance Works Authority** Osteopathic Examiners, State Board of Pardon and Parole Board Pharmacy, Board of **Physicians Manpower Training** Commission Police Pension and Retirement Psychologists Examiners, Board of **Public Employees Retirement System** Public Safety, Department of Quartz Mountain Arts and Conference

Rehabilitation, Department of Science and Technology, Center for Advancement of Secretary of State, Office of the Securities Commission Senate, State Space Industry Development Authority Speech Pathology and Audiology Board Supreme Court Tax Commission Test for Alcohol and Drug Influence **Board Tobacco Settlement Trusts Tourism and Recreation Department** Transportation, Department of Treasurer's Office, State Turnpike Authority **Uniform Building Code Commission** University Health Sciences Center University Hospitals Trust **Used Motor Vehicles and Parts** Commission Veterans Affairs, Department of Veterinary Medical Examiners, State Board of Waters Resources Board Wheat Commission Workers' Compensation Court Workers' Compensation Commission

# **Counties and County Governmental Units**

**Adair County** Alfalfa County Alfalfa County Rural Water District Atoka County Atoka County Rural Water District #2 Atoka County Rural Water District #4 **Beaver County Beaver County Memorial Hospital Beckham County Blaine County Bryan County** Caddo County **Canadian County Carter County** Cherokee County **Choctaw County Choctaw County Ambulance** Cimarron County Cleveland County **Coal County Comanche County** Comanche County Facilities Authority

Center Nature Park

**Real Estate Commission** 

Administered by the Oklahoma Public Employees Retirement System

### Participating Employers (continued)

Cotton County Craig County Creek County

Creek County Rural Water District #3 Creek County Rural Water District #5

Custer County
Delaware County

Delaware County E-911 Trust Authority Delaware County Solid Waste Trust

Authority Dewey County Ellis County Garfield County

Garfield County Fairgrounds Trust Auth.

Garvin County Grady County

**Grady County Criminal Justice Authority** 

Grady County EMS Grant County Greer County

**Greer County Special Ambulance Service** 

Harmon County
Harper County
Haskell County
Hughes County
Jackson County
Jefferson County
Johnston County

Johnston County Rural Water District

**Kay County** 

Kay County Justice Facilities Authority

Kingfisher County Kiowa County Latimer County LeFlore County LeFlore County EMS

LeFlore County Rural Water and Sewer LeFlore County Rural Water District #3

**Lincoln County** 

Lincoln County E-911 Trust Authority

Logan County Love County Major County Major County EMS Marshall County Mayes County

Mayes County Rural Water District #3

Mayes Emergency Services Trust Authority

McClain County

McClain-911 Trust Authority McClain-Grady County EMS

McCurtain County
McCurtain County EMS
McIntosh County
Murray County
Muskogee County
Muskogee County
Muskogee County EMS

Noble County Nowata County

Nowata Consolidated Rural Water

District #1
Okfuskee County
Okmulgee County

Okmulgee County Criminal Justice

Authority
Osage County
Ottawa County

Ottawa County E-911 Authority

Pawnee County Payne County Pittsburg County

Pittsburg County Rural Water District #7

Pontotoc County Pottawatomie County

Pottawatomie County Public Safety

Center

Pushmataha County Roger Mills County Rogers County Seminole County Sequoyah County

Sequoyah County 911 Trust Authority

Sequoyah County Rural Water

District #7
Stephens County
Texas County
Tillman County
Tillman County

Tillman County Rural Water District

Wagoner County Washington County Washita County Woods County Woodward County

Arnett, Town of

# Towns, Cities and Municipal Governmental Units

**Anadarko Housing Authority** 

Beaver, City of
Bixby, City of
Bixby Public Works
Cheyenne, City of
Commerce, City of
Cyril, Town of
Fairfax, Town of
Fort Supply, Town of
Grandfield, City of
Grove, City of

**Grove Municipal Airport Managing** 

Authority
Heavener, City of
Heavener Utility Authority

Hinton, Town of Holdenville, City of

Holdenville Housing Authority

Hugo, City of

**Idabel Housing Authority** 

Indianola Rural Water District #18

Ketchum, City of Ketchum Public Works Kingfisher, City of Mangum, City of Mountain View, City of

Muskogee City-County 911 Trust Authority

Okarche, City of

Poteau Valley Improvement Authority

Rush Springs, Town of Ryan, City of

Sentinel, Town of Shattuck, City of

Sportsmen Acres, Town of

Stigler, City of Tahlequah, City of Vici, Town of

Watonga Housing Authority Watts Public Works Authority

Wewoka, City of Wilson, City of

#### **Other Governmental Units**

Association of South Central Oklahoma Government

Circuit Engineering District #4 Circuit Engineering District #6 Eastern Oklahoma Circuit Engineering

District #2

Eastern Oklahoma District Library
Grand Gateway Economic Development
Association

Kiamichi Economical Development District of Oklahoma

Midwestern Oklahoma Development Authority

Northeast Oklahoma Enhanced 911 Trust Authority

Northern Oklahoma Development Authority

Northwestern Oklahoma Solid Waste Disposal Authority

Oklahoma Environmental Management Authority

Southeast Circuit Engineering District #3 Southwestern Oklahoma Ambulance

Authority

Southwestern Oklahoma Developmental Authority

Tri-County Rural Water District

## **Member Statistics**

			Amount of
Inactive members as of July 1, 2022	Number	Ar	nual Benefit
Members receiving benefits			
Retired	30,879	\$	605,496,907
Surviving spouses	4,543		57,195,979
Disabled	1,227		13,202,719
Total	36,649	\$	675,895,605
Members with deferred benefits			
Vested terminated	2,614	\$	29,793,344
Assumed deferred vested members (estimated benefits)	3,840		36,365,241
Total	6,454	\$	66,158,585

	Average								
Statistics for	Number	Age	Service		Earnings				
Active members as of July 1, 2021									
Continuing	28,839	48.9	13.0	\$	49,007				
New	2,872	37.9	2.0		27,034				
Total	31,711	47.9	12.0	\$	47,017				
Active members as of July 1, 2022									
Continuing	26,793	49.2	13.4	\$	51,173				
New	3,119	38.7	2.0		29,757				
Total	29,912	48.1	12.2	\$	48,940				

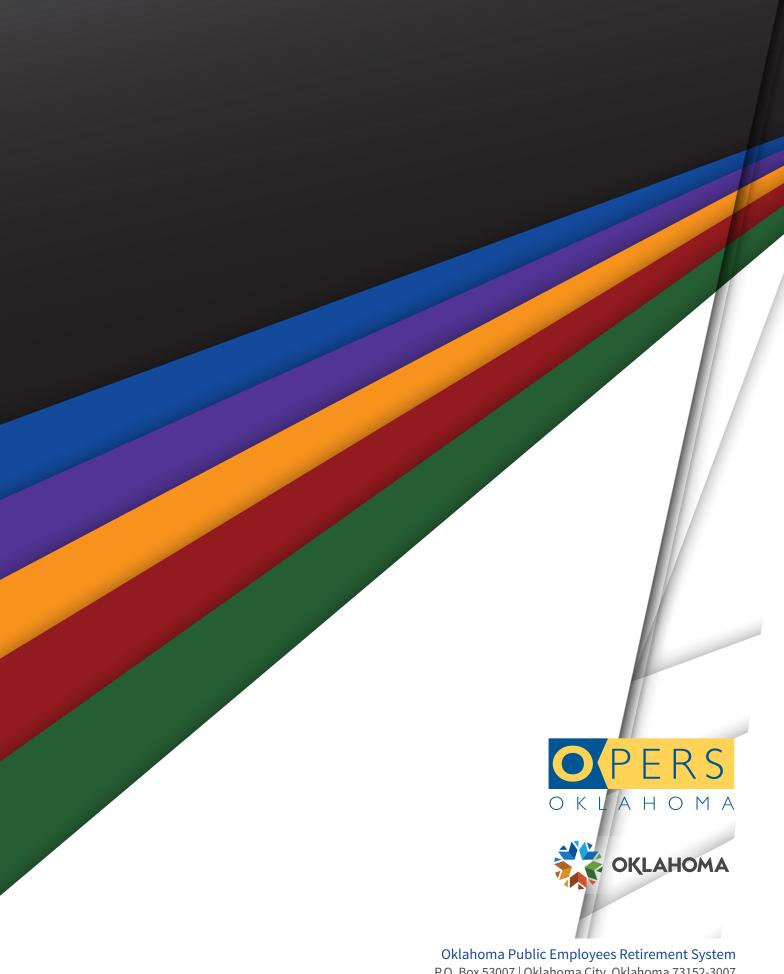
## **Distribution of Retirees and Beneficiaries**

_		Number		Annual Benefits							
Age	Male	Female	Total		Male		Female		Total		
Under 50	102	93	195	\$	1,788,949	\$	1,159,175	\$	2,948,124		
50-55	203	139	342		5,147,904		2,893,480		8,041,384		
55-60	668	763	1,431		16,987,134		17,400,084		34,387,218		
60-65	1,671	2,472	4,143		39,832,610		51,482,270		91,314,880		
65-70	3,089	4,810	7,899		63,300,641		89,652,097		152,952,738		
70-75	3,428	4,931	8,359		67,720,530		86,712,807		154,433,337		
75-80	2,769	3,874	6,643		53,033,742		62,550,733		115,584,475		
80-85	1,629	2,514	4,143		30,003,632		36,863,926		66,867,558		
85-90	807	1,526	2,333		13,397,251		20,052,140		33,449,391		
90-95	285	654	939		4,648,661		8,508,093		13,156,754		
95-100	46	155	201		790,544		1,753,495		2,544,039		
Over 100	3	18	21		66,133		149,574		215,707		
Total	14,700	21,949	36,649	\$	296,717,731	\$	379,177,874	\$	675,895,605		

### **Summary of Active Members**

Age and years of credited service
Earnings tabulated are average rates of pay as of July 1, 2022

					Years of	Service				
Age	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Up	Total
Under 25	919	18								937
Average Pay	\$29,003	\$37,395								\$29,164
25 to 29	1,064	362	7							1,433
Average Pay	\$33,844	\$41,099	\$45,279							\$35,732
30 to 34	944	1,206	303	7						2,460
Average Pay	\$33,408	\$46,867	\$50,189	\$42,587						\$42,099
35 to 39	827	1 167	899	250	2					3,145
Average Pay	\$34,391	1,167 \$48,712	\$55,712	\$56,093	\$60,920					\$47,542
Average Pay	<b>334,391</b>	340,712	\$33,712	\$30,093	\$60,920					347,342
40 to 44	661	1,118	954	763	189	2				3,687
Average Pay	\$35,424	\$48,161	\$55,683	\$59,667	\$59,811	\$52,573				\$50,804
45 to 49	591	866	795	717	587	135	3			3,694
Average Pay	\$35,414	\$47,970	\$54,289	\$57,235	\$61,502	\$62,673	\$50,867			\$51,810
50 to 54	550	860	793	713	632	461	134	3		4,146
Average Pay	\$36,539	\$46,605	\$52,847	\$55,285	\$57,928	\$61,900	\$63,655	\$84,679		\$51,961
55 to 59	458	816	710	671	548	460	376	106	15	4,160
Average Pay	\$35,433	\$45,289	\$49,484	\$54,052	\$55,664	\$57,884	\$63,617	\$65,781	\$64,000	\$51,339
Average ray	<del>,</del> 55, <del>,</del> 55	у <del>ч</del> 3,203	745,404	Ş3 <del>4</del> ,032	755,004	757,004	J03,017	J03,701	704,000	751,555
60 to 64	382	668	686	629	493	369	304	222	142	3,895
Average Pay	\$35,831	\$46,034	\$51,219	\$51,608	\$53,805	\$55,894	\$65,425	\$65,066	\$61,234	\$51,917
65 to 69	142	299	316	266	204	149	112	84	71	1,643
Average Pay	\$34,276	\$48,282	\$48,440	\$57,637	\$54,380	\$56,187	\$63,081	\$66,587	\$64,680	\$52,744
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70 & up	95	137	131	115	80	54	34	24	42	712
Average Pay	\$27,807	\$45,100	\$53,737	\$51,566	\$55,425	\$59,702	\$64,841	\$57,523	\$63,249	\$50,126
Total	6,633	7,517	5,594	4,131	2,735	1,630	963	439	270	29,912
Average Pay	\$33,847	\$46,921	\$52,988	\$55,748	\$57,293	\$58,864	\$64,134	\$65,251	\$62,607	\$48,940



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