

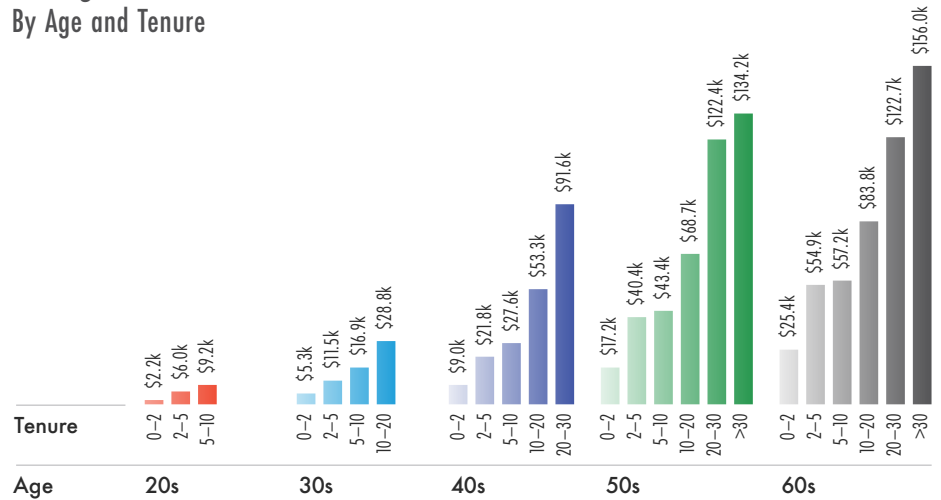
## The State of Public Defined Contribution Plans

Findings from the Public Retirement Research Lab at year-end 2019: 2.3 million participants, \$113.9 billion in assets, 213 DC plans.

### BALANCES

For this study, tenure is defined as the time an employee spends in their current job. As expected, those who had been in the same job for the longest periods of time had the highest DC account balances. Public-sector workers tend to stay in their jobs longer than their private-sector counterparts. Defined benefit plans remain the primary retirement vehicle for most public-sector employees.

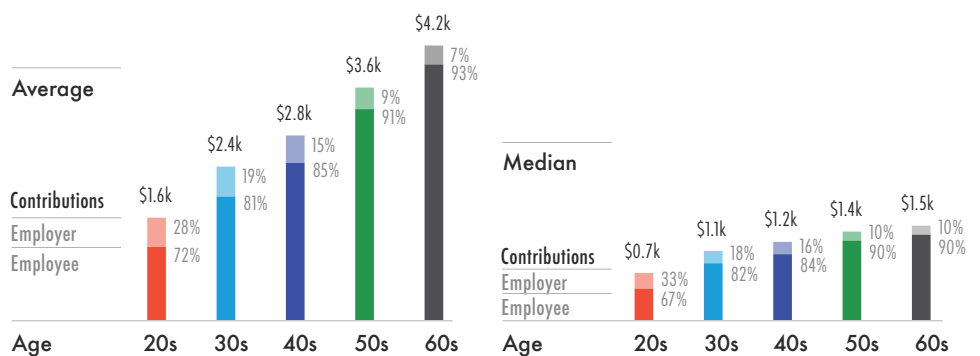
### Average Account Balance By Age and Tenure



### CONTRIBUTIONS

Contributions increase as employees approach retirement age. Employer contributions represent both mandatory and voluntary contributions to DC plans; however voluntary employer contributions are far less common than in the private sector. The average contribution for participants in their 60s is nearly \$4,200 annually; the median contribution is \$1,500 annually.

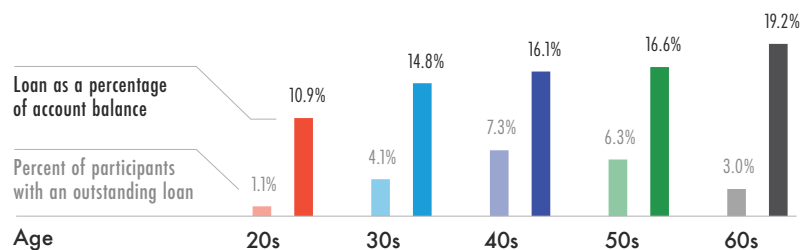
### Employee and Employer Plan Contributions Average and Median



### LOANS

The percentage of participants with an outstanding loan peaks at more than 7 percent for the age 40 cohort. Only 3 percent of participants in their 60s had outstanding loans, but their loans represented nearly 20 percent of their account balance – the highest of all the age groups.

### Percent of Outstanding Loans and Average Loan as Percent of Account Balance



SOURCE: Matt Petersen and Jack VanDerhei on behalf of PRRL, [The State of Public Sector DC Plans: A First Look at the PRRL Database](#), PRRL Research Study, no. 2 (February 25, 2021).