#### ACTUARIAL NOTE Number 2022.3 June 2022

# SOCIAL SECURITY ADMINISTRATION Office of the Chief Actuary Baltimore, Maryland

# SCALED FACTORS FOR HYPOTHETICAL EARNINGS EXAMPLES UNDER THE 2022 TRUSTEES REPORT ASSUMPTIONS

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#### 1. Introduction

The Office of the Chief Actuary (OCACT) has traditionally used hypothetical earnings patterns to illustrate a range of benefit levels, replacement rates, money's worth measures, and internal rates of return under the Social Security program. OCACT has long used these illustrations to evaluate the program under current law. In addition, in recent years, these hypothetical earnings patterns have formed the basis for illustrating the effects of possible program changes on benefit levels.<sup>1</sup>

Between 2001 and 2004, OCACT developed *scaled* worker hypothetical earnings patterns for four different career-average earnings levels. These patterns express the hypothetical earnings at each age as a percent of the Social Security Administration's national average wage index (AWI).<sup>2</sup> Each of the four scaled patterns derives from one set of raw scaled factors based on average work and earnings of actual insured workers over their careers. At each age, the raw scaled factor reflects both the average earnings level of those who worked at that age and the percent of insured workers who actually worked at that age.

This note presents the four sets of scaled worker factors recently updated for the hypothetical very low, low, medium, and high lifetime earnings examples used in table V.C7 of the 2022 Trustees Report. Table 6 shows these final scaled factors. In many office publications, OCACT also includes a hypothetical "maximum" earner with earnings equal to the OASDI maximum taxable earnings level for each year. The scaled worker hypothetical earnings patterns and the maximum earner pattern provide a wide range of career taxable earnings levels under the Social Security program.

<sup>1</sup> Refer to the February 2, 2011 letter from Stephen C. Goss for an example of this illustrative benefits analysis. This letter is located at: <a href="http://www.ssa.gov/OACT/solvency/BowlesSimpsonRivlinDomenici\_20110202.pdf">http://www.ssa.gov/OACT/solvency/BowlesSimpsonRivlinDomenici\_20110202.pdf</a>.

Prior to the development of *scaled workers*, OCACT generally used hypothetical *steady workers*, who earn a constant percentage of the AWI each year throughout their careers. These hypothetical steady earnings patterns tended to over-represent the proportion of actual lifetime earnings received at younger and older ages, and underrepresent the proportion received at prime working ages for most workers.

In developing these four sets of scaled factors, we initially develop one set of raw scaled factors using earnings from the Continuous Work History Sample (CWHS). We make a preliminary adjustment to these raw factors for ages 62 and older to account for the select nature of these workers who continue working at such ages. Then, these preliminary adjusted scaled factors are further adjusted so that the resulting career-average earnings levels<sup>3</sup> are 25 percent, 45 percent, 100 percent, and 160 percent of the AWI for the very low, low, medium, and high hypothetical workers, respectively. We select these career-average earnings levels in order to provide both a representative range of examples and continuity with previous estimates for hypothetical workers.

Table 1 compares overall earnings for these hypothetical workers to those of actual retiring workers.<sup>4</sup> We use the Average Indexed Monthly Earnings<sup>5</sup> (AIME), which is based on a worker's earnings, as a measure of overall earnings. We develop the distribution of actual workers retiring in 2016 through 2021 from 1 percent samples of Social Security administrative records.

<sup>&</sup>lt;sup>2</sup> For more information on the national average wage index, including historical values, see: http://www.ssa.gov/OACT/COLA/AWI.html.

<sup>&</sup>lt;sup>3</sup> We define *career-average earnings* as the average of the highest 35 years of earnings, indexed for growth in average wages to the year prior to benefit entitlement. See further discussion under subsection 3.b. We introduced the *career-average earnings* concept with the 2002 Trustees Report.

<sup>&</sup>lt;sup>4</sup> For purposes of this Actuarial Note, "actual retiring workers" are workers who begin receiving their retired worker benefit.

<sup>&</sup>lt;sup>5</sup> See <a href="http://www.ssa.gov/OACT/COLA/Benefits.html#aime">http://www.ssa.gov/OACT/COLA/Benefits.html#aime</a> for more details on how to calculate the AIME.

Table 1.---Distribution of AIMEs of Actual Workers Retiring in Years 2016 to 2021, Relative to AIMEs for Hypothetical Workers Retiring in 2021

_	Percent with AIME less than AIME for hypothetical case			Percent with AIME closest to AIME for hypothetical case <sup>3</sup>		
Hypothetical worker <sup>1</sup> (Career-average earnings) <sup>2</sup>	All men	All women	Total, all workers	All men	All women	Total, all workers
Very Low (\$13,845)	7.7	15.3	11.5	12.1	23.3	17.7
Low (\$24,922)	16.2	31.4	23.7	15.9	29.3	22.5
Medium (\$55,381)	42.3	70.2	56.1	30.0	30.7	30.3
High (\$88,610)	71.3	91.1	81.1	27.0	13.5	20.3
Maximum (\$136,833)	100.0	100.0	100.0	15.0	3.1	9.1

<sup>&</sup>lt;sup>1</sup> See text for definition of hypothetical workers.

Note: Worker distributions include individuals who are dually entitled, or may become dually entitled to a higher benefit in the future, based on another worker's account.

Table 1 shows that 31.4 percent of female workers retiring in 2016 through 2021 have AIMEs below that of a hypothetical low wage scaled worker and that about 40 percent of all workers retiring in 2016 through 2021 have AIMEs closest to that of hypothetical low or very low wage scaled workers.

Dually entitled workers are insured for worker benefits, but are entitled to a larger benefit as a dependent on another worker's account (generally as a spouse or widow(er)) than they are entitled to as a worker beneficiary only. A significant proportion of entitled female workers, especially those with lower earnings, will be entitled to higher benefits as aged spouse or aged widow beneficiaries. If we excluded such dually entitled workers from this analysis, a higher percentage of the remaining workers would have earnings closer to the higher-level hypothetical workers.

### 2. Developing Raw Scaled Factors from Earnings in the CWHS

The raw scaled factors are developed in three steps:

- Select workers in the CWHS for computing the factors;
- Tabulate the earnings for these workers; and
- Develop the raw scaled factors from the tabulated earnings.

## a. Select Workers in the CWHS for Computing the Factors

The CWHS is a 1-percent sample of workers with some OASDI taxable earnings during their lifetime. The Office of Systems updates it annually based on specifications from the Office of Research, Evaluation, and Statistics. We develop the factors in this actuarial note using the CWHS containing earnings data through 2019. The CWHS contains earnings for all workers in the sample. It is important to limit analysis to the following groups of workers: those who are likely to be eligible for retirement or disability benefits, and those who are likely to have dependents eligible for survivor benefits. To include only those workers, we used the status of fully insured. A worker is considered fully insured if he or she has a total number of quarters of coverage (QCs)<sup>6</sup> at least equal to the number of years after attainment of age 21 through the last year considered in the analysis (in this case 2018). A further requirement is that the worker must have a minimum of 6 QCs. Because a worker achieves permanent insured status with 40 QCs, any worker with 40 QCs is fully insured no matter how many years have elapsed since age 21. Any fully insured worker is likely to become eligible for a Social Security retirement benefit if he or she survives to eligibility age.

<sup>&</sup>lt;sup>2</sup> Career-average earnings of hypothetical scaled workers retiring at age 62 in 2021. Earnings are wage indexed to 2020 in this calculation.

<sup>&</sup>lt;sup>3</sup> Rounded values do not necessarily sum to 100 percent. The percentage of workers with AIME values closest to that of the hypothetical maximum worker is expected to decline in future years. This is due to a significant increase in the OASDI maximum taxable earnings, relative to the AWI, in 1981 and a smaller increase in 1990.

<sup>&</sup>lt;sup>6</sup> The QC is the basic unit for determining whether a worker is insured for Social Security benefits. In 2022, for example, a worker needed to have \$1,510 in covered earnings to obtain a QC. Workers can earn up to 4 QCs per calendar year. Since 1978, the amount of covered earnings required to obtain a QC has been automatically indexed each year with the growth in the AWI. See <a href="http://www.ssa.gov/OACT/COLA/QC.html">http://www.ssa.gov/OACT/COLA/QC.html</a> for more information, including a list of historical QC amounts.

#### b. Tabulate Earnings for These Workers

The updated CWHS file contains taxable earnings for years 1951 through 2019. Due to posting delays, the earnings for 2019 in this file are less complete than for earlier years and were not used in our analysis. For each of the workers classified as fully insured as of 2018 (based on all earnings after 1950), our analysis includes earnings for the most recent 20-year period (1999 through 2018) for ages 21 and older. We classify earnings by age of worker, and express earnings as their ratio to the AWI for the specific year.

OCACT develops scaled factors taking into account both the variations in earnings by age and the probabilities that workers may have years with zero earnings. The earnings records selected include years with zero earnings, but not years in which the worker was deceased or receiving a retired-worker or disabled-worker Social Security benefit.

# c. Develop Raw Scaled Factors from the Tabulated Earnings

To normalize earnings from different years, annual earnings amounts for each year are divided by the AWI for that year. For each fully insured worker, normalized earnings are tabulated by age for each age 21 and older for years 1999 through 2018. The normalized earnings are summed by age and a corresponding worker count is kept. The raw scaled factors are determined by dividing the tabulated sum for each age, including years with zero earnings, by the corresponding numbers of workers. Table 2 displays the results.

Table 2.---Raw Scaled Worker Factors for the 2022 Trustees Report

		Average	
		earnings as	
		% of AWI	
	Percent with	for those	
Age	Earnings	with earnings	Factor
21	0.826	0.286	0.236
22	0.840	0.345	0.289
23	0.849	0.431	0.366
24	0.853	0.511	0.436
25	0.853	0.575	0.491
26	0.854	0.632	0.540
27	0.854	0.684	0.584
28	0.854	0.732	0.625
29	0.854	0.775	0.662
30	0.852	0.814	0.694
31	0.851	0.848	0.722
32	0.850	0.877	0.746
33	0.849	0.903	0.767
34	0.849	0.926	0.786
35	0.849	0.946	0.803
36	0.849	0.962	0.817
37	0.850	0.977	0.830
38	0.850	0.990	0.842
39	0.851	1.002	0.853
40	0.852	1.012	0.862
41	0.852	1.022	0.870
42	0.851	1.030	0.877
43	0.852	1.037	0.883
44	0.852	1.045	0.890
45	0.851	1.052	0.895
46	0.849	1.058	0.898
47	0.847	1.063	0.901
48	0.845	1.067	0.902
49	0.842	1.070	0.901
50	0.839	1.074	0.901
51	0.836	1.076	0.899
52	0.831	1.077	0.895
53	0.826	1.077	0.889
54	0.820	1.075	0.882
55	0.814	1.070	0.871
56	0.805	1.059	0.853
57	0.795	1.047	0.832
58	0.783	1.033	0.809
59	0.769	1.018	0.783
60	0.751	0.996	0.748
61	0.726	0.971	0.705
62	0.781	1.089	0.850
63	0.780	1.122	0.875
64	0.766	1.127	0.864

<sup>&</sup>lt;sup>7</sup> Data concerning worker deaths appears in the CWHS. However, death data in the CWHS does not include all state-reported death data. Therefore, we also used Social Security's NUMIDENT file to identify deaths of individuals in the CWHS. The NUMIDENT file contains, among other things, death data including state-reported deaths.

# 3. Adjust Raw Scaled Factors to Match Selected Career-Average Earnings Levels

The raw scaled factors are adjusted in three steps:

- Calculate preliminary adjusted scaled factors from the raw scaled factors by overriding the scaled factors at ages 62 through 64;
- Construct the earnings pattern and calculate the career-average earnings for a hypothetical scaled worker using the preliminary adjusted scaled factors; and
- Calculate very low, low, medium, and high *final* scaled factors from the preliminary adjusted scaled factors such that the career-average earnings for these hypothetical workers match the selected percentages of the AWI for the year prior to entitlement (25, 45, 100 and 160 percent).

#### a. Calculate Preliminary Adjusted Scaled Factors from Raw Scaled Factors

The following values, based on table 2, show that there is an accelerating decline in raw factors at ages 60 and 61, followed by increases at ages 62 and 63:

Age	Raw Scaled Factor	Difference
55	0.871	
56	0.853	-0.018
57	0.832	-0.021
58	0.809	-0.023
59	0.783	-0.026
60	0.748	-0.034
61	0.705	-0.044
62	0.850	0.146
63	0.875	0.025
64	0.864	-0.011

We do not have definitive information on the reasons for these changes after age 59. However, it seems reasonable to assume that some of the decline in the raw factors at ages 60 and 61 is due to the retirement (total or partial) of some workers before they became entitled to their OASDI retirement benefits at age 62. The increases in the raw factors at ages 62 and 63 may well occur because healthier, higher-wage workers, and workers who have maintained consistent employment at older ages, are more likely to delay entitlement to OASDI benefits until after age 62. Our methodology removes the earnings of many non-workers, low-wage workers, and less-healthy workers from the tabulated group starting at age 62 because they started to receive Social Security retirement benefits.

Due to the differences between the groups of workers represented in data for ages just before versus just after reaching age 62, we develop a smoother set of "adjusted" raw factors for ages 62 through 64. Here we assume that earnings for workers older than age 61 will stay constant in nominal dollars, thus decreasing relative to the AWI.

The preliminary adjusted scaled factors equal the raw scaled factors for ages up to 61. Table 3 calculates factors for ages 62 and older so that earnings in nominal dollars stay constant at the level for age 61. For example, we calculate the preliminary adjusted factor for age 62 by dividing the factor for age 61 by the *ultimate* assumed annual increase in average wages under the intermediate assumptions of the 2022 Trustees Report. Table 3 shows the calculation of the preliminary adjusted scaled factors for ages 62 through 64.

Though it provides an imperfect approximation for all types of workers, we adopted this approach in order to avoid having different scaled factors for workers who become entitled to OASDI benefits at different ages.

Table 3.---Scaled Factor Adjustments Made for Ages After 61

Age	61	62	63	64
Raw scaled factor	0.705	0.850	0.875	0.864
Ultimate AWI increase since age 61, based on 2022 Trustees Report, Intermediate Assumptions	1	1.0355	$(1.0355)^2$	$(1.0355)^3$
Preliminary adjusted scaled factor (age 61 raw scaled factor) / (Ultimate AWI increase)	0.705	0.681	0.657	0.635

#### b. Construct the Earnings Pattern and Calculate the Career-Average Earnings for a Selected Hypothetical Scaled Worker Using the Preliminary Adjusted Scaled Factors

The selected hypothetical scaled worker (referred to as the 1960-born preliminary scaled worker) was born on January 2, 1960, has earnings from age 21 through 64, and retires at age 65. We calculate earnings for each year by multiplying the preliminary adjusted scaled factor for that age by the AWI value for the corresponding year. This worker turns age 22 in 1982, so the age 22 preliminary adjusted factor 0.289274 (rounded to 0.289 in Table 4) is multiplied by the 1982 AWI of \$14,531.34 to obtain annual earnings of \$4,203.54. Table 4 shows

the preliminary adjusted scaled factors, AWI amounts, and corresponding hypothetical earnings for the 1960-born preliminary scaled worker.

The last line of table 4 shows career-average earnings of \$56,266 (wage indexed to 2024) for the 1960-born preliminary scaled worker. This is a slightly different calculation than the AIME because (1) earnings are indexed to the year prior to entitlement rather than to two years prior to eligibility, and (2) earnings are averaged on an annual basis instead of a monthly basis. For the 1960-born preliminary scaled worker, who retires at age 65 in 2025, the indexing year used to compute career-average earnings is 2024.

Table 4.---Computation of the Earnings Record and the Career-Average Earnings for the 1960-Born Preliminary Scaled Worker Based on the Preliminary Adjusted Scaled Factors and the AWI Series

	Estimated earnings		Preliminary		
Earnings wa	for current year		adjusted scaled		
indexed to 20	(1)*(2)	AWI for current year	factors		
	(3)	(2)	(1)	Age	Year
\$ 16,156	\$ 3,254.67	\$ 13,773.10	0.236	21	1981
19,778	4,203.54	14,531.34	0.289	22	1982
25,041	5,581.40	15,239.24	0.366	23	1983
29,797	7,032.02	16,135.07	0.436	24	1984
33,572	8,260.31	16,822.51	0.491	25	1985
36,908	9,350.68	17,321.82	0.540	26	1986
39,938	10,763.48	18,426.51	0.584	27	1987
42,754	12,089.98	19,334.04	0.625	28	1988
45,251	13,302.91	20,099.55	0.662	29	1989
47,416	14,583.24	21,027.98	0.694	30	1990
49,337	15,739.29	21,811.60	0.722	31	1991
50,979	17,101.04	22,935.42	0.746	32	1992
52,439	17,742.23	23,132.67	0.767	33	1993
53,756	18,676.07	23,753.53	0.786	34	1994
54,904	19,839.21	24,705.66	0.803	35	1995
55,874	21,177.25	25,913.90	0.817	36	1996
56,781	22,776.74	27,426.00	0.830	37	1997
57,569	24,301.36	28,861.44	0.842	38	1998
58,292	25,978.19	30,469.84	0.853	39	1999
58,936	27,717.29	32,154.82	0.862	40	2000
59,489	28,644.90	32,921.92	0.870	41	2001
59,960	29,161.22	33,252.09	0.877	42	2002
60,402	30,094.37	34,064.95	0.883	43	2003
60,822	31,712.45	35,648.55	0.890	44	2004
61,170	33,060.72	36,952.94	0.895	45	2005
61,428	34,726.48	38,651.41	0.898	46	2006
61,585	36,394.83	40,405.48	0.901	47	2007
61,651	37,271.95	41,334.97	0.902	48	2008
61,590	36,673.51	40,711.61	0.901	49	2009
61,578	37,533.49	41,673.83	0.901	50	2010
61,450	38,628.57	42,979.61	0.899	51	2011
61,181	39,660.49	44,321.67	0.895	52	2012
60,805	39,920.57	44,888.16	0.889	53	2013
60,270	40,973.65	46,481.52	0.882	54	2014
59,560	41,900.35	48,098.63	0.871	55	2015
58,301	41,477.99	48,642.15	0.853	56	2016
56,872	41,858.65	50,321.89	0.832	57	2017
55,311	42,185.27	52,145.80	0.809	58	2018
53,518	42,346.88	54,099.99	0.783	59	2019
51,173	41,635.78	55,628.60	0.748	60	2020
48,193	41,406.11	58,743.07	0.748	61	2020
46,540	42,600.54	62,583.15	0.681	62	2021
44,945	43,104.65	65,571.72	0.657	63	2022
43,404	43,404.47	68,371.79	0.635	64	2023

Note: We base career-average earnings on the highest 35 years of indexed earnings (column 4). Years 1981 through 1988 and 2024 are excluded because they are not among the highest 35 years of indexed earnings.

c. Calculate Very Low, Low, Medium, and High Final Scaled Factors from the Preliminary Adjusted Scaled Factors such that the Career-Average Earnings for These Selected Hypothetical Workers Match the Selected Percentages of the AWI in the Year Prior to Entitlement

The selected career-average earnings level for the medium scaled worker is the AWI in the year prior to entitlement. Similarly, the selected career-average earnings levels for the very low, low, and high scaled workers are 25 percent, 45 percent and 160 percent of the AWI in the year prior to entitlement, respectively. As noted earlier, the career-average earnings for the 1960-born preliminary scaled worker equals \$56,266, wage

indexed to 2024 (see table 4). By comparison, the projected AWI for 2024 is \$68,371.79.8 Corresponding career-average earnings levels for a very low, low, and high earner are \$17,093, \$30,767, and \$109,395, respectively. Table 5 summarizes this information, and provides the ratio of the selected career-average earnings levels to the career-average earnings for the 1960-born preliminary scaled worker.

A primary reason for choosing the year prior to entitlement as the indexing year in computing the career-average earnings is to provide a reasonable denominator for replacement rate calculations.<sup>9</sup>

<sup>&</sup>lt;sup>8</sup> The projected AWI value for 2024 appears in the 2022 Trustees Report. See <a href="http://www.ssa.gov/OACT/TR/2022/lr6g6.html">http://www.ssa.gov/OACT/TR/2022/lr6g6.html</a>.

<sup>&</sup>lt;sup>9</sup> This choice of denominator maintains consistency with replacement rates computed prior to 2001 using hypothetical steady workers. More information about replacement rates appears in recurring Actuarial Note Number 2022.9 at <a href="http://www.ssa.gov/OACT/NOTES/ran3/an2022-9.pdf">http://www.ssa.gov/OACT/NOTES/ran3/an2022-9.pdf</a>.

Table 5.--- Table of Key Ratios Used to Finalize Scaled Worker Calculations

Case	Selected career-average earnings levels for hypothetical scaled workers (1)	Career-average earnings of the 1960-born preliminary selected scaled worker (2)	Ratio (1) / (2) (3)
Very low earner	\$17,093	\$56,266	0.304
Low earner	30,767	56,266	0.547
Medium earner	68,372	56,266	1.215
High earner	109,395	56,266	1.944

The last step is to apply the ratios from table 5 to the preliminary adjusted scaled factors. This step requires four separate calculations, one each for the very low, low, medium, and high scaled worker cases. For example, we determine the scaled factors for the hypothetical medium scaled worker by multiplying:

- The preliminary adjusted scaled factors for ages 21 through 64, by
- The ratio of 1.215 shown in tables 5 and 6.

Table 6 shows the calculation of the final scaled factors, combining the preliminary adjusted scaled factors with the adjustment factors.

**Table 6.---Calculation of Final Scaled Factors** 

		Final Scaled Factors by Earnings Level				
Adjustment Factors		Very low	Low	Medium	High	
	Preliminary adjusted					
Age	scaled factors	0.304	0.547	1.215	1.944	
21	0.236	0.072	0.129	0.287	0.459	
22	0.289	0.088	0.158	0.352	0.562	
23	0.366	0.111	0.200	0.445	0.712	
24	0.436	0.132	0.238	0.530	0.847	
25	0.491	0.149	0.269	0.597	0.955	
26	0.540	0.164	0.295	0.656	1.050	
27	0.584	0.177	0.319	0.710	1.136	
28	0.625	0.190	0.342	0.760	1.216	
29	0.662	0.201	0.362	0.804	1.287	
30	0.694	0.211	0.379	0.843	1.348	
31	0.722	0.219	0.395	0.877	1.403	
32	0.746	0.227	0.408	0.906	1.450	
33	0.767	0.233	0.419	0.932	1.491	
34	0.786	0.239	0.430	0.955	1.529	
35	0.803	0.244	0.439	0.976	1.561	
36	0.817	0.248	0.447	0.993	1.589	
37	0.830	0.252	0.454	1.009	1.615	
38	0.842	0.256	0.460	1.023	1.637	
39	0.853	0.259	0.466	1.036	1.658	
40	0.862	0.262	0.471	1.047	1.676	
41	0.870	0.264	0.476	1.057	1.692	
42	0.877	0.266	0.480	1.066	1.705	
43	0.883	0.268	0.483	1.074	1.718	
44	0.890	0.270	0.486	1.081	1.730	
45	0.895	0.272	0.489	1.087	1.739	
46	0.898	0.273	0.491	1.092	1.747	
47	0.901	0.274	0.493	1.095	1.751	
48	0.902	0.274	0.493	1.096	1.753	
49	0.901	0.274	0.493	1.095	1.751	

**Table 6.---Calculation of Final Scaled Factors (Cont.)** 

			Final Scaled Factor	rs by Earnings Level	
Adjustment Factors		Very low	Low	Medium	High
	Preliminary adjusted				
Age	scaled factors	0.304	0.546	1.214	1.943
50	0.901	0.274	0.492	1.094	1.751
51	0.899	0.273	0.491	1.092	1.747
52	0.895	0.272	0.489	1.087	1.740
53	0.889	0.270	0.486	1.081	1.729
54	0.882	0.268	0.482	1.071	1.714
55	0.871	0.265	0.476	1.059	1.694
56	0.853	0.259	0.466	1.036	1.658
57	0.832	0.253	0.455	1.011	1.617
58	0.809	0.246	0.442	0.983	1.573
59	0.783	0.238	0.428	0.951	1.522
60	0.748	0.227	0.409	0.909	1.455
61	0.705	0.214	0.385	0.857	1.370
62	0.681	0.207	0.372	0.827	1.323
63	0.657	0.200	0.359	0.799	1.278
64	0.635	0.193	0.347	0.771	1.234

# 4. Developing Hypothetical Worker Earnings from Factors

Given a year of birth, and an earnings level for scaled workers, classified as either very low, low, medium, or high, one can obtain annual earnings by multiplying the relevant set of scaled factors by the AWIs in the corresponding years. For example, consider a low earnings worker born in 1970. To determine earnings for this worker at age 22, multiply the scaled factor for the low scaled worker at age 22 by the AWI in 1992, the year in which the worker turns 22. Because the

hypothetical workers are born in January, a year of age corresponds to a calendar year. Therefore, a worker born on January 2, 1970 would be age 22 throughout 1992. In this way, one can develop a series of very low, low, medium, and high scaled earnings for any age and hypothetical year of birth. Table 7 carries out the calculation of hypothetical scaled worker earnings for high earnings workers for the selected years of birth 1949, 1973, and 1997.

Table 7.---Example: Developing Earnings for the Hypothetical High Earners Born in 1949, 1973, and 1997

Year	of birth	194	19	1973		199	7
	Final scaled factors for high earner	AWI	Age-scaled earnings	AWI	Age-scaled earnings	AWI	Age-scaled earnings (1)*(6)
1 ~~	_	(2)	(1)*(2)	$\begin{array}{c} AW1 \\ (4) \end{array}$	(1)*(4) (5)	(6)	$(1)^{*}(0)$ $(7)$
Age 21	(1) 0.459	\$6,186.24	(3) \$2,842.19	\$23,753.53	\$10,913.24	\$52,145.80	\$23,957.69
22	0.562	6,497.08	3,654.08	24,705.66	13,894.94	54,099.99	30,426.88
23	0.712	7,133.80	5,079.86	25,913.90	18,452.86	55,628.60	39,612.21
24	0.712	7,580.16		·	23,239.27	58,743.07	49,775.62
			6,423.01	27,426.00		,	
25	0.955	8,030.76	7,666.78	28,861.44	27,553.34	62,583.15	59,746.67
26	1.050	8,630.92	9,058.53	30,469.84	31,979.44	65,571.72	68,820.41
27	1.136	9,226.48	10,478.44	32,154.82	36,517.96	68,371.79	77,649.27
28	1.216	9,779.44	11,889.62	32,921.92	40,025.71	71,147.65	86,499.67
29	1.287	10,556.03	13,583.50	33,252.09	42,788.80	73,980.60	95,198.25
30	1.348	11,479.46	15,478.50	34,064.95	45,931.98	76,857.74	103,632.26
31	1.403	12,513.46	17,556.02	35,648.55	50,013.87	79,761.29	111,902.76
32	1.450	13,773.10	19,966.34	36,952.94	53,569.27	82,702.63	119,890.84
33	1.491	14,531.34	21,669.00	38,651.41	57,636.63	85,713.03	127,814.49
34	1.529	15,239.24	23,295.47	40,405.48	61,765.86	88,836.46	135,799.91
35	1.561	16,135.07	25,191.25	41,334.97	64,535.18	92,078.63	143,759.89
36	1.589	16,822.51	26,728.74	40,711.61	64,685.36	95,444.95	151,649.40
37	1.615	17,321.82	27,968.78	41,673.83	67,288.91	98,927.81	159,734.40
38	1.637	18,426.51	30,165.23	42,979.61	70,360.02	102,530.83	167,848.70
39	1.658	19,334.04	32,048.83	44,321.67	73,469.27	106,259.84	176,140.31
40	1.676	20,099.55	33,685.42	44,888.16	75,229.37	110,113.11	184,541.76
41	1.692	21,027.98	35,572.19	46,481.52	78,630.93	114,084.62	192,992.38
42	1.705	21,811.60	37,189.91	48,098.63	82,010.66	118,189.29	201,518.88
43	1.718	22,935.42	39,394.46	48,642.15	83,548.99	122,417.01	210,266.56
44	1.730	23,132.67	40,009.64	50,321.89	87,035.37	126,768.63	219,255.57
45	1.739	23,753.53	41,318.30	52,145.80	90,705.49	131,257.93	228,317.82
46	1.747	24,705.66	43,156.15	54,099.99	94,502.53	135,889.99	237,374.31
47	1.751	25,913.90	45,381.95	55,628.60	97,420.08	140,663.77	246,338.67
48	1.753	27,426.00	48,081.48	58,743.07	102,984.53	145,582.26	255,225.36
49	1.751	28,861.44	50,547.89	62,583.15	109,608.06	150,652.54	263,852.68
50	1.751	30,469.84	53,355.19	65,571.72	114,821.45	155,912.52	273,015.59
51	1.747	32,154.82	56,187.94	68,371.79	119,474.16	161,366.36	281,974.64
52	1.740	32,921.92	57,276.71	71,147.65	123,780.84	167,023.78	290,583.66
53	1.729	33,252.09	57,495.62	73,980.60	127,918.58	172,887.64	298,937.04
54	1.714	34,064.95	58,382.53	76,857.74	131,723.36	178,973.64	306,735.65
55	1.694	35,648.55	60,377.86	79,761.29	135,091.50	185,284.11	313,815.24
56	1.658	36,952.94	61,263.92	82,702.63	137,111.89	191,828.58	318,030.76
57	1.617	38,651.41	62,509.29	85,713.03	138,620.05	198,608.62	321,201.30
58	1.573	40,405.48	63,552.51	88,836.46	139,728.08	205,634.94	323,436.73
59	1.522	41,334.97	62,906.09	92,078.63	140,130.90	212,918.74	324,032.79
60	1.455	40,711.61	59,243.10	95,444.95	138,890.47	220,473.62	320,830.85
61	1.370	41,673.83	57,111.31	98,927.81	135,574.21	228,312.94	312,888.22
62	1.323	42,979.61	56,881.50	102,530.83	135,694.75	236,443.71	312,922.18
63	1.278	44,321.67	56,646.70	106,259.84	135,808.71	244,870.78	312,964.76
64	1.234	44,888.16	55,403.88	110,113.11	135,908.75	253,605.29	313,016.11