

Table 5. Defined benefit retirement plans: Open, soft and hard frozen plans, State and local government workers, March 2019

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Open plans ¹	Soft frozen ²		Hard frozen ³
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	44	56	(⁴)	(⁴)
Worker characteristics				
Management, professional, and related	43	57	(⁴)	(⁴)
Professional and related	43	57	(⁴)	(⁴)
Teachers	44	55	(⁴)	(⁴)
Primary, secondary, and special education school teachers	44	55	(⁴)	(⁴)
Service	47	53	–	–
Protective service	48	52	–	–
Sales and office	44	56	–	–
Office and administrative support	44	56	–	–
Natural resources, construction, and maintenance	51	49	–	–
Production, transportation, and material moving ...	46	54	–	–
Full time	44	56	(⁴)	(⁴)
Part time	49	51	–	(⁴)
Union	40	60	–	–
Nonunion	48	51	–	–
Average wage within the following categories: ⁵				
Lowest 25 percent	48	52	–	–
Lowest 10 percent	46	54	–	–
Second 25 percent	46	53	–	–
Third 25 percent	44	55	–	–
Highest 25 percent	39	61	(⁴)	(⁴)
Highest 10 percent	32	68	–	–
Establishment characteristics				
Service-providing industries	44	55	(⁴)	(⁴)
Education and health services	43	56	(⁴)	(⁴)
Educational services	43	57	(⁴)	(⁴)
Elementary and secondary schools	43	56	(⁴)	(⁴)
Junior colleges, colleges, and universities	41	59	–	–
Health care and social assistance	47	53	–	–
Hospitals	48	52	–	–
Public administration	45	55	–	–
1 to 99 workers	47	53	–	–
1 to 49 workers	45	55	–	–
50 to 99 workers	49	51	–	–
100 workers or more	43	56	(⁴)	(⁴)
100 to 499 workers	50	49	–	–
500 workers or more	39	60	(⁴)	(⁴)

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard frozen plans, State and local government workers, March 2019—continued

(All workers participating in defined benefit plans = 100 percent)

Characteristics	Open plans ¹	Soft frozen ²		Hard frozen ³
		All participants still accruing benefits	Some participants still accruing benefits	
State government	39	60	—	—
Local government	46	54	(⁴)	(⁴)
Geographic areas				
Northeast	29	70	—	—
New England	37	62	—	—
Middle Atlantic	27	72	—	—
South	47	52	—	—
South Atlantic	57	43	—	—
East South Central	38	62	—	—
West South Central	39	61	—	—
Midwest	54	45	—	—
East North Central	55	45	—	—
West North Central	54	46	—	—
West	42	58	—	—
Mountain	40	59	—	—
Pacific	43	57	—	—

¹ Plans open to new participants.

² New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

³ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

⁴ Less than 0.5.

⁵ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2019.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.