

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, National Compensation Survey, March 2009

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

Characteristics	Alternatives to frozen plans available	Alternatives for employees in frozen plans ²		
		New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
All workers	100	95	1	–
Worker characteristics				
Management, professional, and related	100	96	1	–
Professional and related	100	96	1	–
Teachers	100	99	–	–
Primary, secondary, and special education school teachers	100	98	–	13
Registered nurses	100	99	–	–
Service	100	93	1	–
Protective service	100	92	–	–
Sales and office	100	91	–	31
Office and administrative support	100	90	–	33
Natural resources, construction, and maintenance	100	96	–	–
Production, transportation, and material moving	100	99	–	–
Full time	100	95	1	–
Part time	100	97	–	–
Union	100	95	–	–
Nonunion	100	92	3	19
Wage percentiles: ³				
Lowest 10 percent	100	83	–	–
Lowest 25 percent	100	93	2	–
Second 25 percent	100	94	–	–
Third 25 percent	100	90	–	–
Highest 25 percent	100	98	–	–
Highest 10 percent	100	99	–	–
Establishment characteristics				
Service-providing industries	100	95	1	–
Education and health services	100	96	1	14
Educational services	100	98	–	13
Elementary and secondary schools	100	98	–	12
Junior colleges, colleges, and universities	100	97	–	–
Health care and social assistance	100	89	–	–
Hospitals	100	94	–	7
Public administration	100	93	–	–
1 to 99 workers	100	89	–	35
1 to 49 workers	100	75	–	–
50 to 99 workers	100	97	–	–
100 workers or more	100	95	1	–
100 to 499 workers	100	92	–	–
500 workers or more	100	96	–	18

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, State and local government workers, National Compensation Survey, March 2009—Continued

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

Characteristics	Alternatives to frozen plans available	Alternatives for employees in frozen plans ²		
		New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
State government	100	91	—	—
Local government	100	96	1	14
Geographic areas				
New England	100	98	—	—
Middle Atlantic	100	99	—	1
East North Central	100	87	—	—
West North Central	100	90	—	—
South Atlantic	100	71	—	28
West South Central	100	91	—	—
Mountain	100	90	—	—
Pacific	100	99	—	54

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The sum of the individual components may be greater than the total because some employers offer more than one alternative.

³ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: 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/glossary20082009.htm.