

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2016

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

Characteristics	Open plans ¹	Soft freeze ²		Hard freeze ³
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	41	59	(⁴)	(⁴)
Worker characteristics				
Management, professional, and related	40	60	—	—
Professional and related	40	60	—	—
Teachers	41	59	—	—
Primary, secondary, and special education school teachers	40	59	—	—
Service	42	58	—	—
Protective service	45	55	—	(⁴)
Sales and office	40	60	—	—
Office and administrative support	40	60	—	—
Natural resources, construction, and maintenance	43	57	—	—
Production, transportation, and material moving ...	42	58	—	—
Full time	41	59	—	—
Part time	39	60	—	—
Union	36	64	—	—
Nonunion	46	54	—	—
Average wage within the following categories: ⁵				
Lowest 25 percent	45	55	—	—
Lowest 10 percent	39	60	—	—
Second 25 percent	44	56	—	—
Third 25 percent	39	61	—	—
Highest 25 percent	37	63	—	—
Highest 10 percent	31	68	—	—
Establishment characteristics				
Service-providing industries	41	59	(⁴)	(⁴)
Education and health services	40	60	—	—
Educational services	39	61	—	—
Elementary and secondary schools	40	60	—	—
Junior colleges, colleges, and universities	36	64	—	—
Health care and social assistance	45	55	—	—
Hospitals	48	52	—	—
Public administration	41	59	—	—
1 to 99 workers	49	51	—	—
1 to 49 workers	51	49	—	—
50 to 99 workers	48	52	—	—
100 workers or more	40	60	(⁴)	(⁴)
100 to 499 workers	42	58	—	—
500 workers or more	39	61	(⁴)	(⁴)

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2016—continued

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

Characteristics	Open plans ¹	Soft freeze ²		Hard freeze ³
		All participants still accruing benefits	Some participants still accruing benefits	
State government	37	63	—	—
Local government	42	58	(⁴)	(⁴)
Geographic areas				
Northeast	24	75	1	—
New England	32	66	—	—
Middle Atlantic	21	78	—	—
South	44	56	—	—
South Atlantic	51	49	—	—
East South Central	35	65	—	—
West South Central	37	63	—	—
Midwest	53	47	—	(⁴)
East North Central	51	48	—	1
West North Central	55	45	—	—
West	37	63	—	—
Mountain	40	60	—	—
Pacific	37	63	—	—

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.