

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2017

(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	44	56	(⁴)	(⁴)
Worker characteristics				
Management, professional, and related	42	57	(⁴)	(⁴)
Professional and related	43	57	—	—
Teachers	44	55	—	—
Primary, secondary, and special education school teachers	45	55	—	—
Service	45	55	—	—
Protective service	47	53	—	—
Sales and office	44	56	—	—
Office and administrative support	44	56	—	—
Natural resources, construction, and maintenance	54	46	—	—
Production, transportation, and material moving ...	43	57	—	—
Full time	43	56	(⁴)	(⁴)
Part time	48	52	—	(⁴)
Union	39	61	—	—
Nonunion	48	51	—	—
Average wage within the following categories: ⁵				
Lowest 25 percent	49	51	—	—
Lowest 10 percent	50	50	—	—
Second 25 percent	46	54	—	—
Third 25 percent	43	57	—	—
Highest 25 percent	38	61	—	—
Highest 10 percent	34	66	—	—
Establishment characteristics				
Service-providing industries	44	56	(⁴)	(⁴)
Education and health services	43	56	—	—
Educational services	43	56	—	—
Elementary and secondary schools	44	56	—	—
Junior colleges, colleges, and universities	41	59	—	—
Health care and social assistance	44	56	—	—
Hospitals	48	52	—	—
Public administration	42	57	—	—
1 to 99 workers	46	54	—	—
1 to 49 workers	45	55	—	—
50 to 99 workers	47	53	—	(⁴)
100 workers or more	43	57	(⁴)	(⁴)
100 to 499 workers	49	50	—	—
500 workers or more	40	60	—	—

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, State and local government workers, March 2017—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	38	61	—	—
Local government	45	54	(⁴)	(⁴)
Geographic areas				
Northeast	28	70	—	—
New England	32	66	—	—
Middle Atlantic	28	72	—	—
South	47	52	—	—
South Atlantic	57	43	—	—
East South Central	38	62	—	—
West South Central	39	61	—	—
Midwest	55	45	—	—
East North Central	55	45	—	—
West North Central	54	46	—	—
West	40	60	—	—
Mountain	41	58	—	—
Pacific	40	60	—	—

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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.