

Table 5. Defined benefit retirement plans: Open, soft and hard frozen plans, civilian workers,¹ March 2019

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

Characteristics	Open plans ²	Soft frozen ³		Hard frozen ⁴
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	53	38	2	7
Worker characteristics				
Management, professional, and related	48	44	2	7
Management, business, and financial	52	33	2	13
Professional and related	46	47	2	5
Teachers	45	55	—	—
Primary, secondary, and special education school teachers	45	54	—	—
Registered nurses	44	38	—	—
Service	59	39	1	2
Protective service	51	48	—	—
Sales and office	51	37	2	10
Sales and related	58	20	1	20
Office and administrative support	50	39	2	8
Natural resources, construction, and maintenance	71	23	1	5
Construction, extraction, farming, fishing, and forestry	79	17	—	—
Installation, maintenance, and repair	59	31	2	7
Production, transportation, and material moving ...	58	29	4	9
Production	41	35	6	18
Transportation and material moving	69	26	—	—
Full time	52	39	2	7
Part time	63	33	—	—
Union	58	40	(⁵)	2
Nonunion	49	37	3	11
Average wage within the following categories: ⁶				
Lowest 25 percent	54	39	—	—
Lowest 10 percent	57	39	—	4
Second 25 percent	58	33	3	6
Third 25 percent	53	39	2	7
Highest 25 percent	51	41	2	7
Highest 10 percent	48	42	2	9
Establishment characteristics				
Goods-producing industries	50	28	7	15
Service-providing industries	53	40	1	6
Education and health services	48	48	1	3
Educational services	43	56	—	—
Elementary and secondary schools	44	56	—	—
Junior colleges, colleges, and universities	42	57	—	—
Health care and social assistance	60	30	—	—
Hospitals	53	32	—	—
Public administration	45	55	—	—

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard frozen plans, civilian workers,¹ March 2019—continued

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

Characteristics	Open plans ²	Soft frozen ³		Hard frozen ⁴
		All participants still accruing benefits	Some participants still accruing benefits	
1 to 99 workers	59	34	1	7
1 to 49 workers	59	31	1	10
50 to 99 workers	59	38	—	—
100 workers or more	51	40	2	7
100 to 499 workers	57	35	3	5
500 workers or more	48	43	2	8
Geographic areas				
Northeast	49	40	2	9
New England	52	34	2	12
Middle Atlantic	48	43	2	8
South	52	41	2	5
South Atlantic	59	33	3	5
East South Central	41	52	4	3
West South Central	44	48	—	—
Midwest	58	33	2	7
East North Central	58	33	2	7
West North Central	59	32	(⁵)	9
West	54	39	1	7
Mountain	52	40	2	6
Pacific	54	38	1	7

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² Plans open to new participants.

³ New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

⁴ 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.

⁵ Less than 0.5.

⁶ 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.