

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, civilian workers,² National Compensation Survey, March 2011

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans available	Alternatives for employees in frozen plans ³			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
All workers	9	91	35	26	36	1
Worker characteristics						
Management, professional, and related	6	94	41	27	33	1
Management, business, and financial	8	92	30	36	31	—
Professional and related	5	95	47	23	35	1
Teachers:						
Primary, secondary, and special education school teachers	—	100	100	—	23	—
Service	5	95	52	19	33	—
Protective service	4	96	75	7	18	—
Sales and office	16	84	23	31	35	(⁴)
Office and administrative support	18	82	29	26	34	(⁴)
Production, transportation, and material moving ...	10	90	24	19	51	—
Production	8	92	23	21	50	—
Transportation and material moving	12	88	25	—	52	—
Full time	8	92	36	27	36	1
Part time	20	80	29	19	41	—
Union	3	97	67	9	34	—
Nonunion	11	89	21	34	37	1
Average wage within the following categories: ⁵						
Lowest 25 percent	23	77	15	27	39	—
Second 25 percent	12	88	31	21	44	(⁴)
Third 25 percent	8	92	35	25	39	—
Highest 25 percent	5	95	41	28	31	—
Highest 10 percent	5	95	40	33	28	—
Establishment characteristics						
Goods-producing industries	5	95	22	27	49	—
Service-providing industries	10	90	39	26	33	1
Education and health services	4	96	60	12	40	—
Educational services	2	98	93	2	23	—
Elementary and secondary schools	—	100	98	—	26	—
Health care and social assistance	6	94	20	23	61	—
Hospitals	8	92	20	28	56	—
Public administration	—	100	82	10	—	—

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, civilian workers,² National Compensation Survey, March 2011—Continued

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans available	Alternatives for employees in frozen plans ³			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
1 to 99 workers	5	95	28	40	31	—
1 to 49 workers	6	94	24	47	25	—
100 workers or more	9	91	37	24	37	—
100 to 499 workers	15	85	28	20	41	—
500 workers or more	7	93	41	26	35	(⁴)
Geographic areas						
New England	9	91	45	30	17	—
Middle Atlantic	9	91	48	27	17	—
East North Central	9	91	37	14	52	(⁴)
South Atlantic	12	88	17	34	39	—
Pacific	4	96	52	26	39	—

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

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

³ The sum of the individual components may be greater than the total because some employers offer more than one alternative.

⁴ Less than 0.5 percent.

⁵ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below

the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

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/glossary20102011.htm.