

**Table 7. Standard errors for defined benefit frozen retirement plans:<sup>1</sup> Plan alternatives, State and local government workers, National Compensation Survey, March 2009**

Characteristics	Alternatives to frozen plans available	Alternatives for employees in frozen plans <sup>2</sup>		
		New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
All workers .....	0.0	1.2	0.3	–
<b>Worker characteristics</b>				
Management, professional, and related .....	0.0	1.2	0.4	–
Professional and related .....	0.0	1.3	0.5	–
Teachers .....	0.0	0.9	–	–
Primary, secondary, and special education school teachers .....	0.0	1.3	–	3.4
Registered nurses .....	0.0	0.7	–	–
Service .....	0.0	3.2	0.4	–
Protective service .....	0.0	5.0	–	–
Sales and office .....	0.0	3.3	–	9.4
Office and administrative support .....	0.0	3.4	–	9.6
Natural resources, construction, and maintenance .....	0.0	3.1	–	–
Production, transportation, and material moving .....	0.0	1.0	–	–
Full time .....	0.0	1.3	0.3	–
Part time .....	0.0	1.5	–	–
Union .....	0.0	1.2	–	–
Nonunion .....	0.0	2.5	1.2	5.1
Wage percentiles: <sup>3</sup>				
Lowest 10 percent .....	0.0	8.7	–	–
Lowest 25 percent .....	0.0	2.6	0.5	–
Second 25 percent .....	0.0	1.7	–	–
Third 25 percent .....	0.0	2.4	–	–
Highest 25 percent .....	0.0	1.3	–	–
Highest 10 percent .....	0.0	1.2	–	–
<b>Establishment characteristics</b>				
Service-providing industries .....	0.0	1.2	0.3	–
Education and health services .....	0.0	1.1	0.5	4.0
Educational services .....	0.0	1.2	–	3.5
Elementary and secondary schools .....	0.0	1.3	–	3.0
Junior colleges, colleges, and universities .....	0.0	2.5	–	–
Health care and social assistance .....	0.0	3.2	–	–
Hospitals .....	0.0	4.5	–	1.1
Public administration .....	0.0	2.3	–	–
1 to 99 workers .....	0.0	6.5	–	10.1
1 to 49 workers .....	0.0	15.8	–	–
50 to 99 workers .....	0.0	1.2	–	–
100 workers or more .....	0.0	1.1	0.3	–
100 to 499 workers .....	0.0	3.0	–	–
500 workers or more .....	0.0	0.9	–	5.2

See footnotes at end of table.

**Table 7. Standard errors for defined benefit frozen retirement plans:<sup>1</sup> Plan alternatives, State and local government workers, National Compensation Survey, March 2009—Continued**

Characteristics	Alternatives to frozen plans available	Alternatives for employees in frozen plans <sup>2</sup>		
		New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan
State government .....	0.0	3.3	—	—
Local government .....	0.0	1.0	0.3	3.5
<b>Geographic areas</b>				
New England .....	0.0	2.3	—	—
Middle Atlantic .....	0.0	0.7	—	0.7
East North Central .....	0.0	5.1	—	—
West North Central .....	0.0	11.1	—	—
South Atlantic .....	0.0	7.7	—	6.8
West South Central .....	0.0	6.3	—	—
Mountain .....	0.0	2.6	—	—
Pacific .....	0.0	0.6	—	14.7

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

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

<sup>3</sup> 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](http://www.bls.gov/ncs/ebs/glossary20082009.htm).