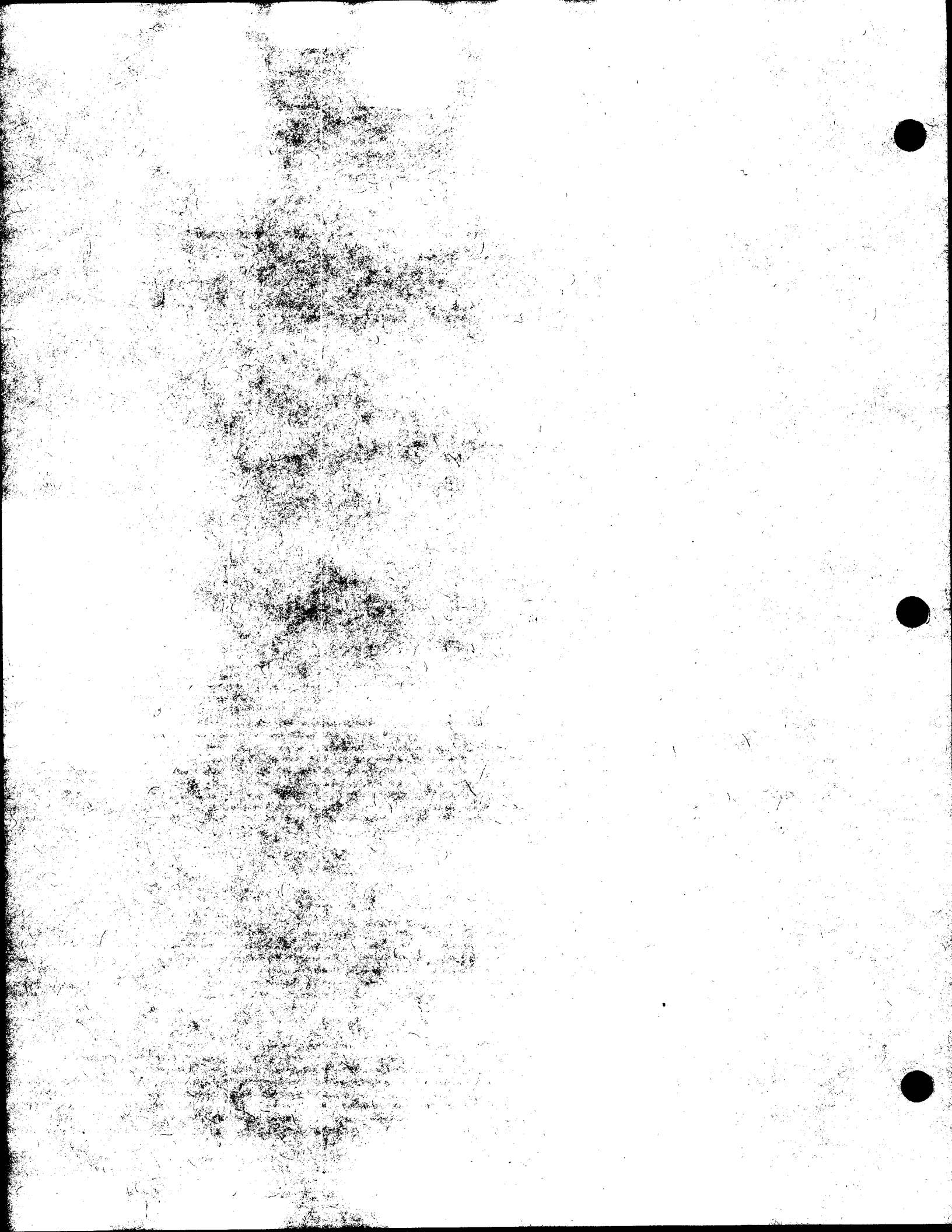
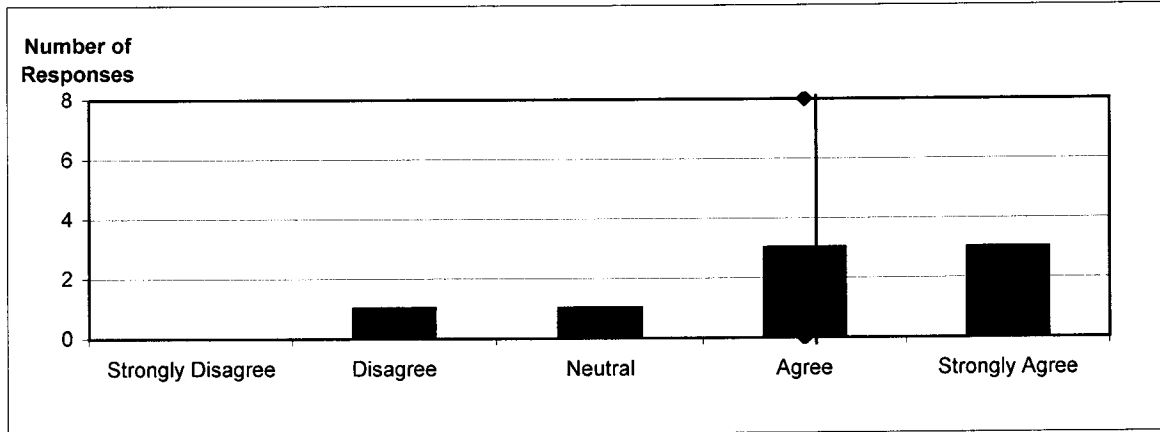


**Section VII**

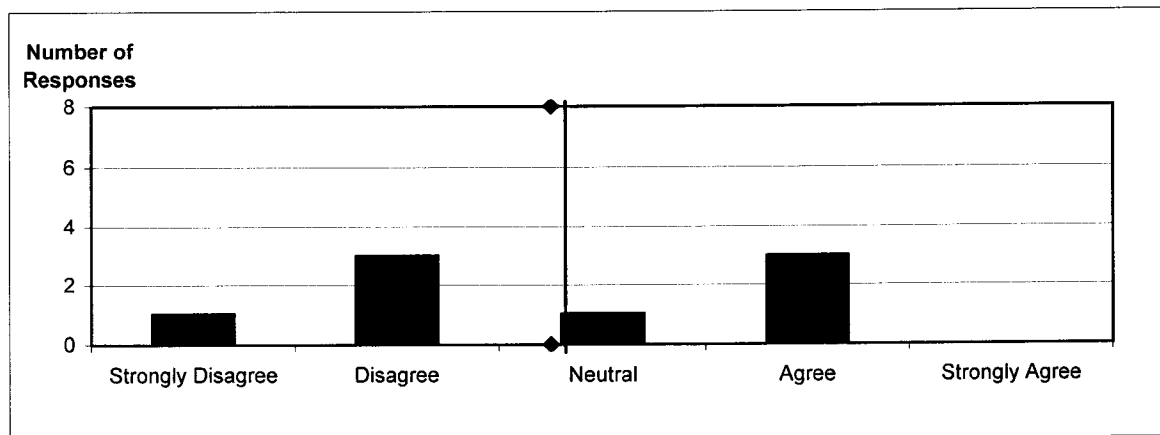
**SAVA Survey Results**



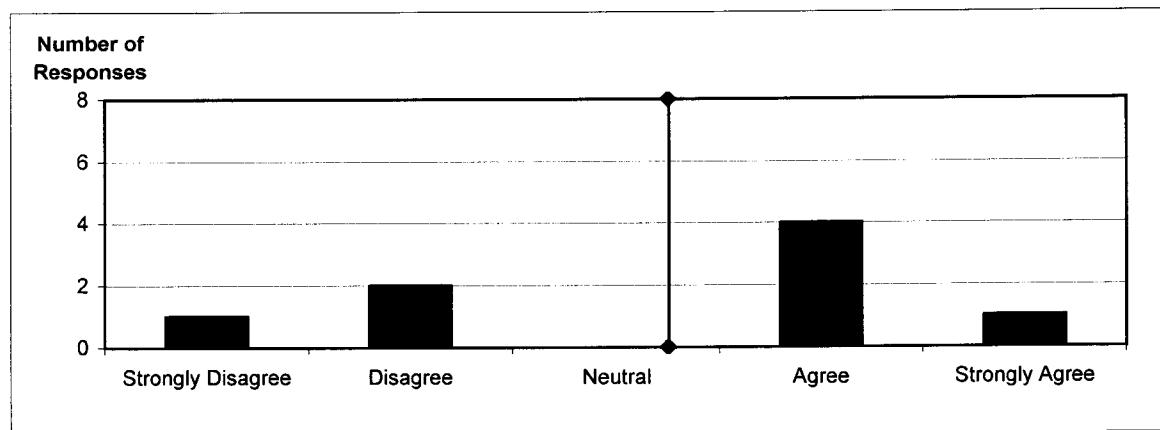
1. Retirement benefits provided to Montana's career public employees should be adequate so that, with Social Security, an employee's standard of living throughout retirement is maintained.



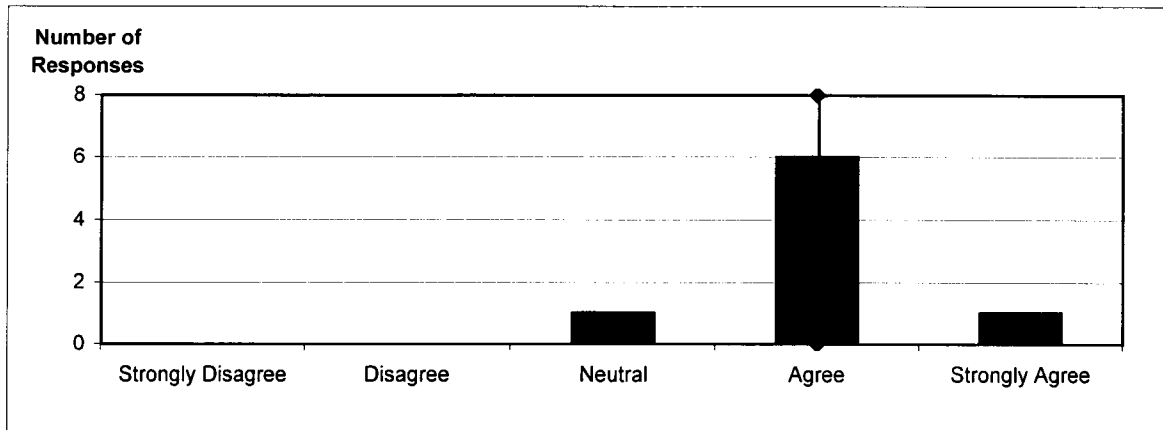
2. Employees should have a choice of retirement plans.



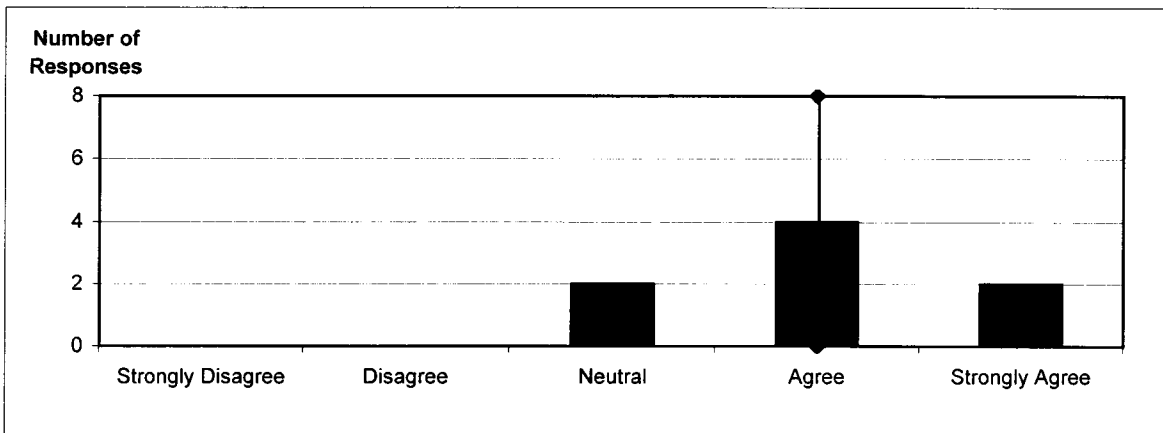
3. A retirement plan for Montana's public employees should be competitive with retirement plans offered to similar public employees in other regional states.



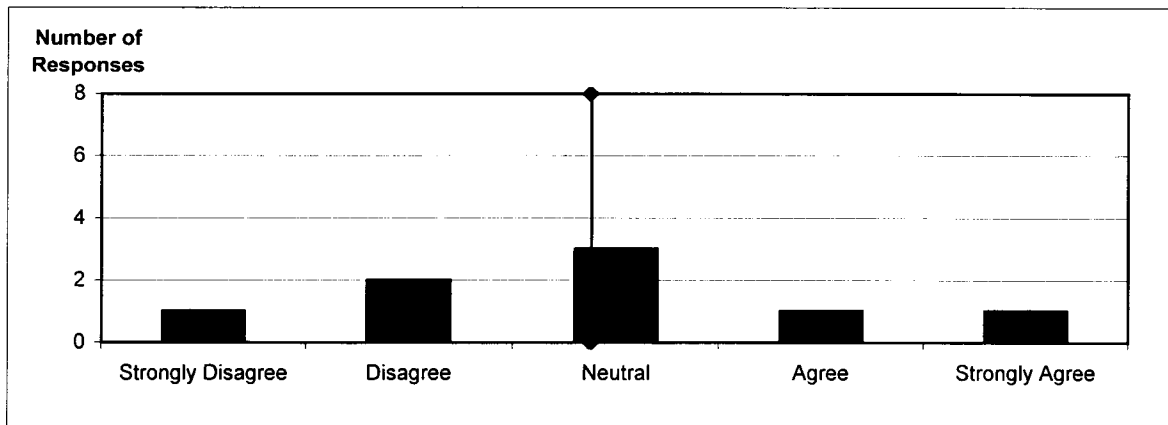
4. The contribution rate as a percentage of salary should not fluctuate much from year to year.



5. The retirement plan should be used as a tool by employers to help them manage their human resource needs.



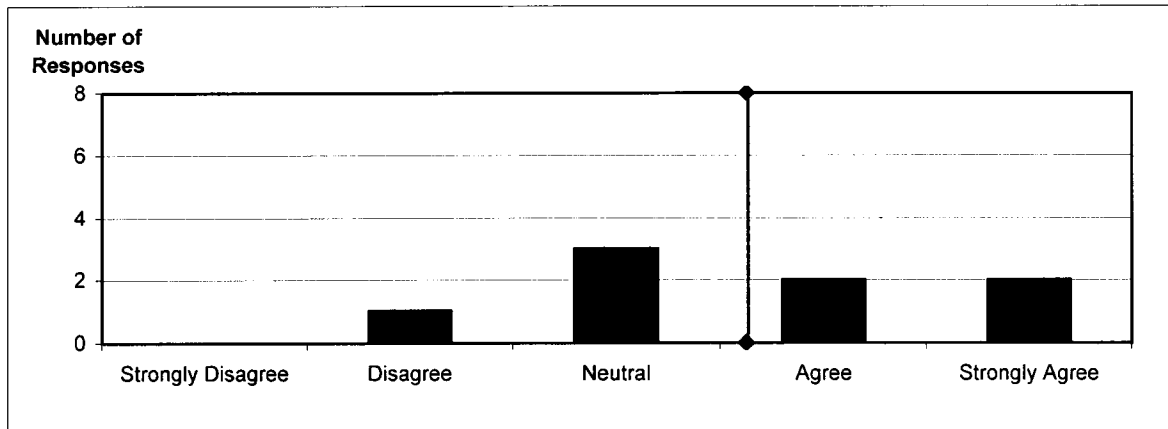
6. The retirement age and the amount of retirement benefits should be different for teachers and state employees.



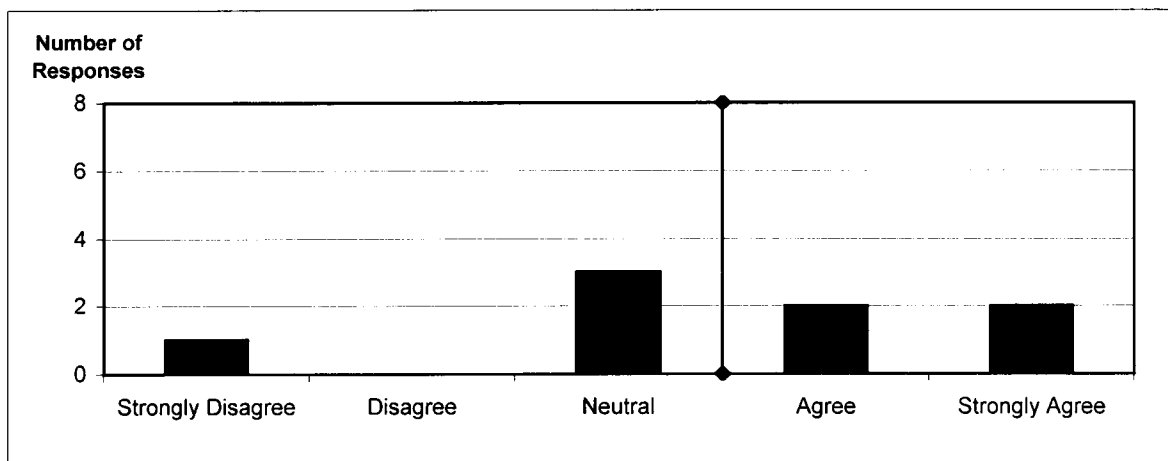
6. The retirement age and the amount of retirement benefits should be different for teachers and state employees.

<u>Response</u>	<u>Comment</u>
Strongly Disagree	Teachers get way more vacation time than regular employees. There is a teacher shortage (in part caused by early retirement).
Disagree	Due to teachers entering their profession much earlier in life than most state employees who enter later in life, and the need to take into account local government control through school boards, represent their areas as one size does not fit all.
Disagree	I don't know why they would need to be different.
Neutral	Teaching is career, state employment may encompass various careers or roles. Losing teachers to retirement at 25 years puts stress on not only the retirement system but also the educational system.
Neutral	They are two different systems with different employment conditions. If those conditions can be deemed to be parallel, then they maybe can be combined.
Neutral	(No Comment)
Agree	Teachers probably have higher burn out rate.
Strongly Agree	It should be the 90 plan, 60 years old and 30 years of service

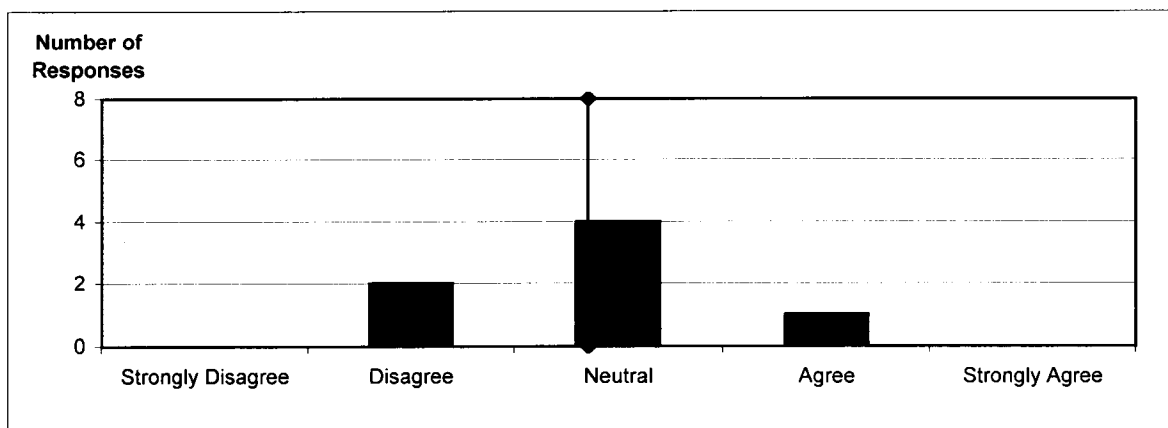
7. The lower the administrative and investment management costs the better.



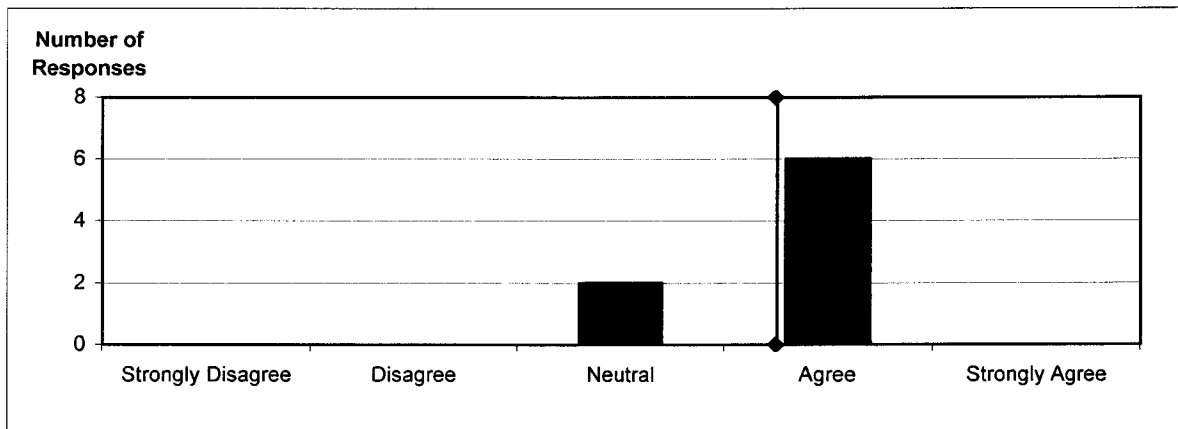
8. The retirement plan should reward employees who work for a long time.



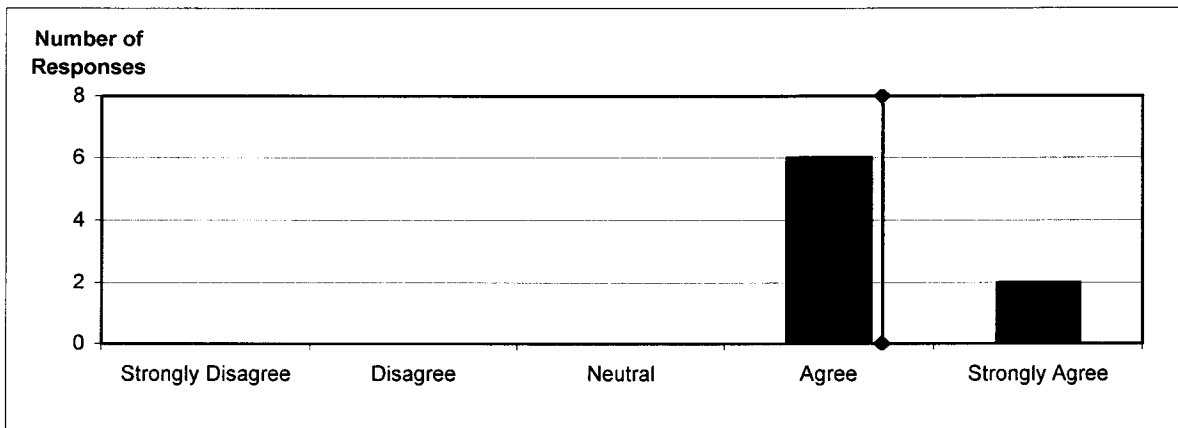
9. Employees should decide how their retirement money is invested.



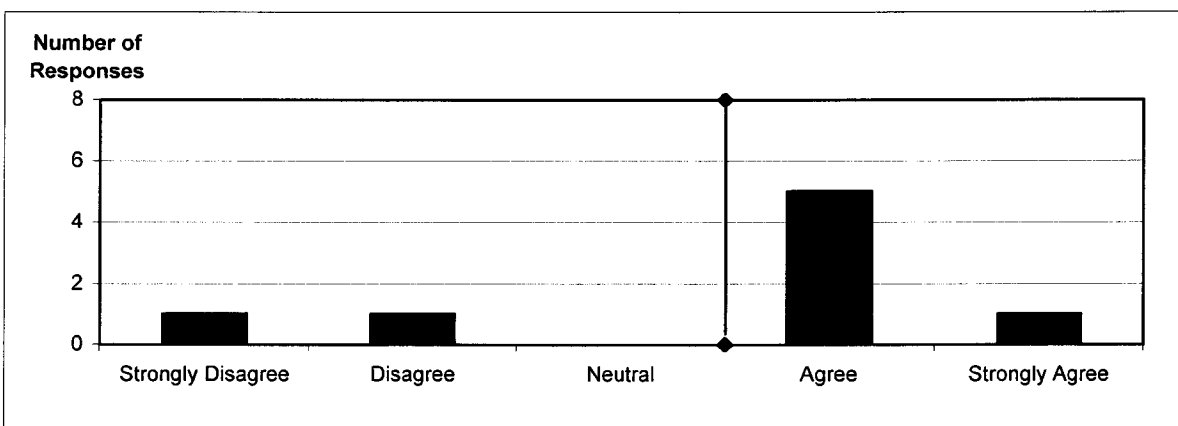
10. The retirement plan should make it easier for employers to hire young employees.



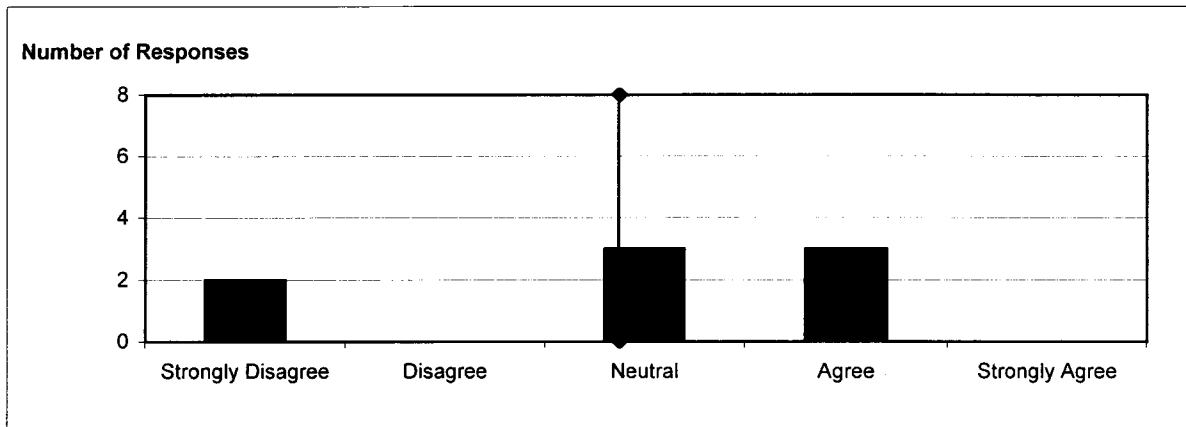
11. A retirement plan should provide retirement protection upon disability to the employee or pre-retirement death of the employee to a surviving spouse.



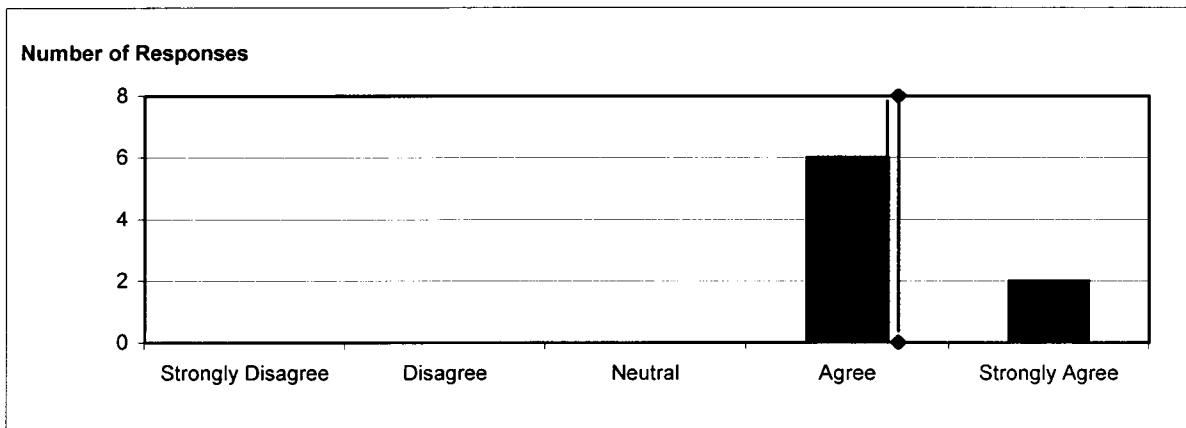
12. The contribution level should be competitive with other similar public employers.



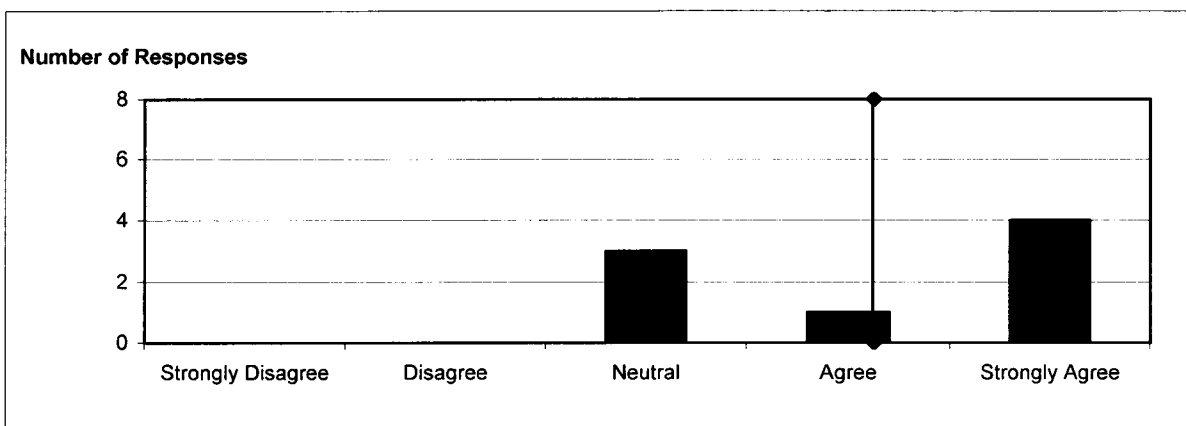
13. Employees should be responsible for their own retirement planning.



14. Retirement plan design should consider the impact employee retirement patterns have on payroll costs, health benefit costs, and other fringe benefit costs.

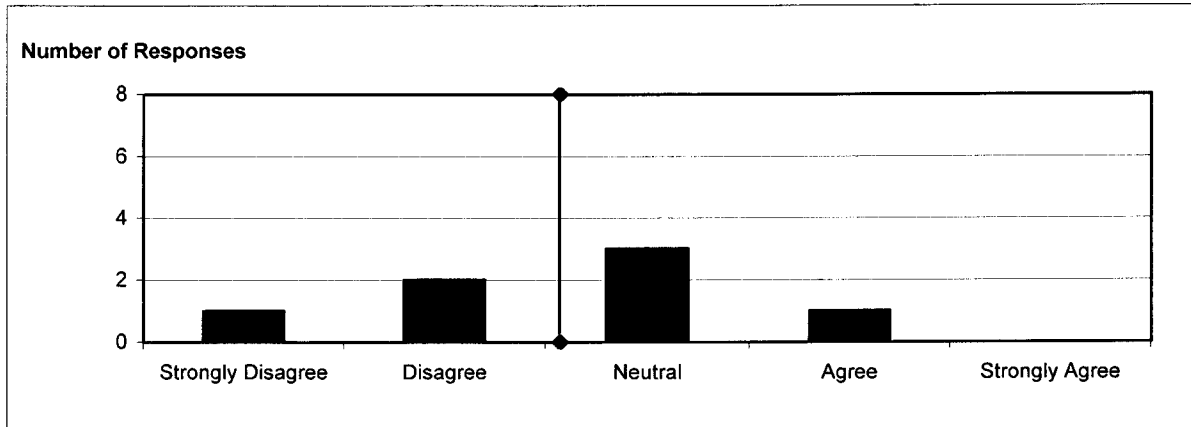


15. Retirement money is best managed by investment professionals.

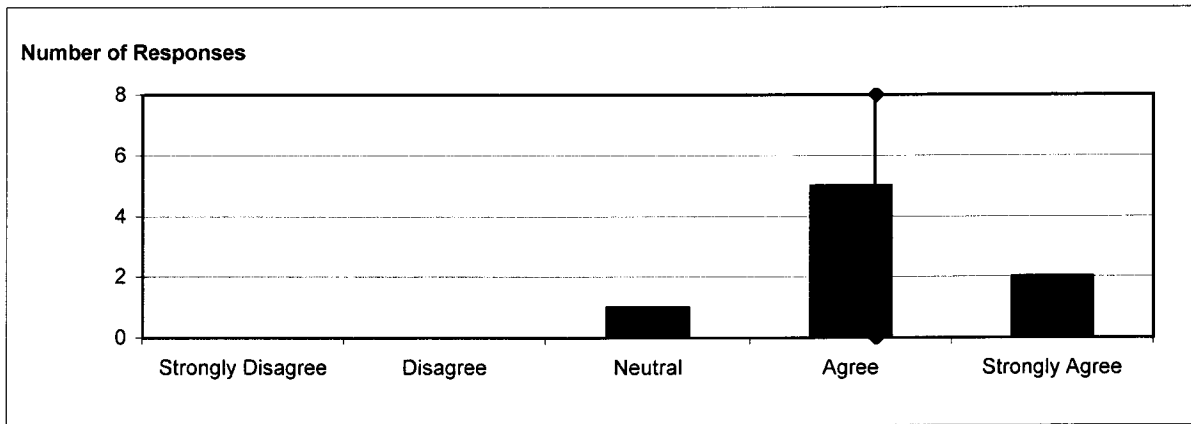




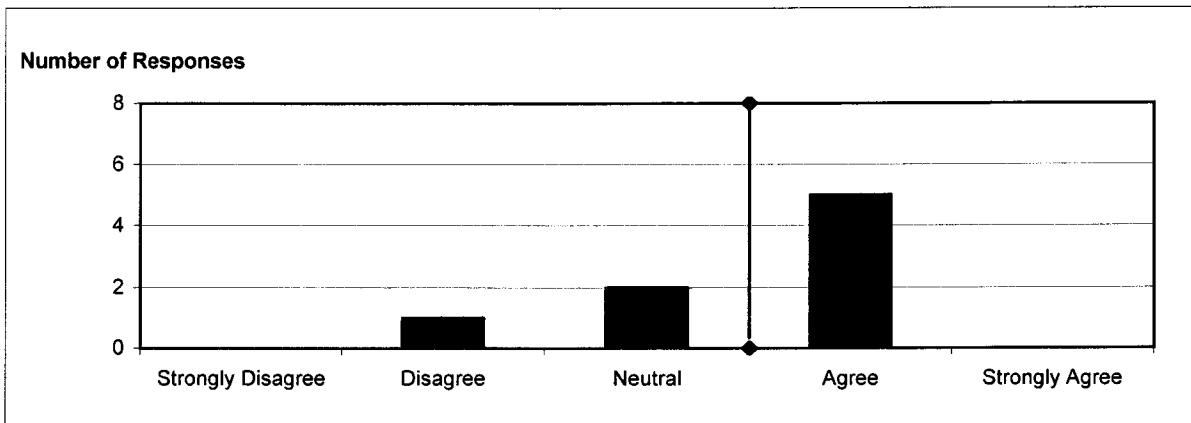
16. Both current and future employees should be treated equally with respect to the amount of their retirement benefit and contribution rate.



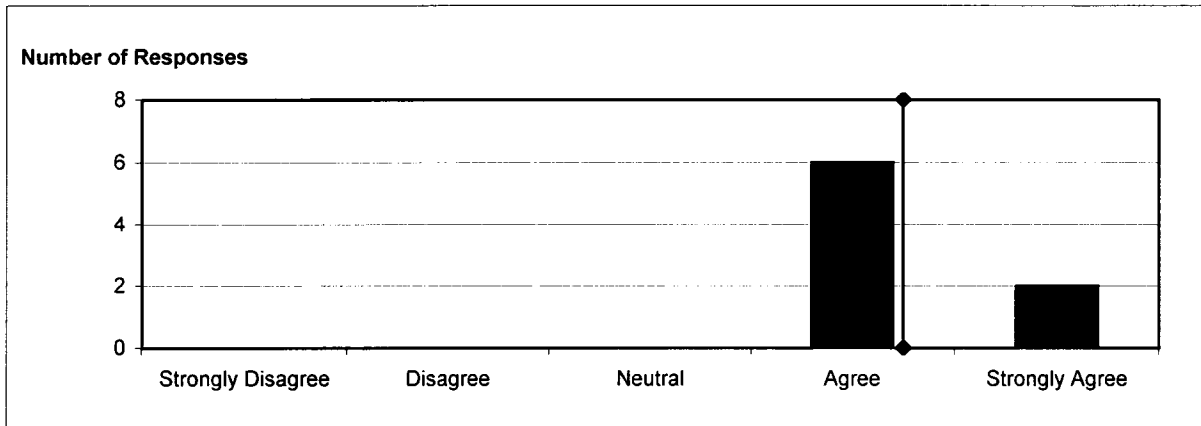
17. When an employee retires, they should be able to count on retirement income that will last for their lifetime.



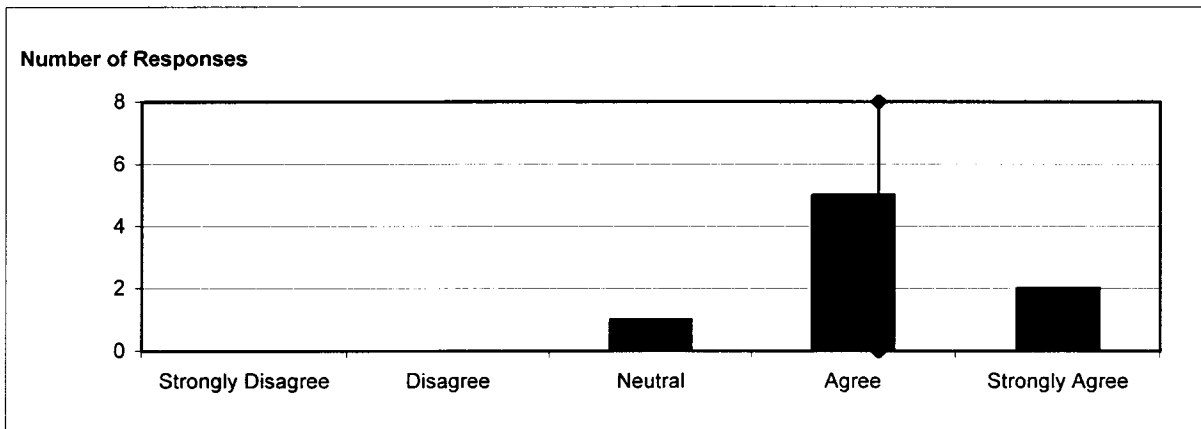
18. The contribution level should be competitive with other employers competing for the same employees.



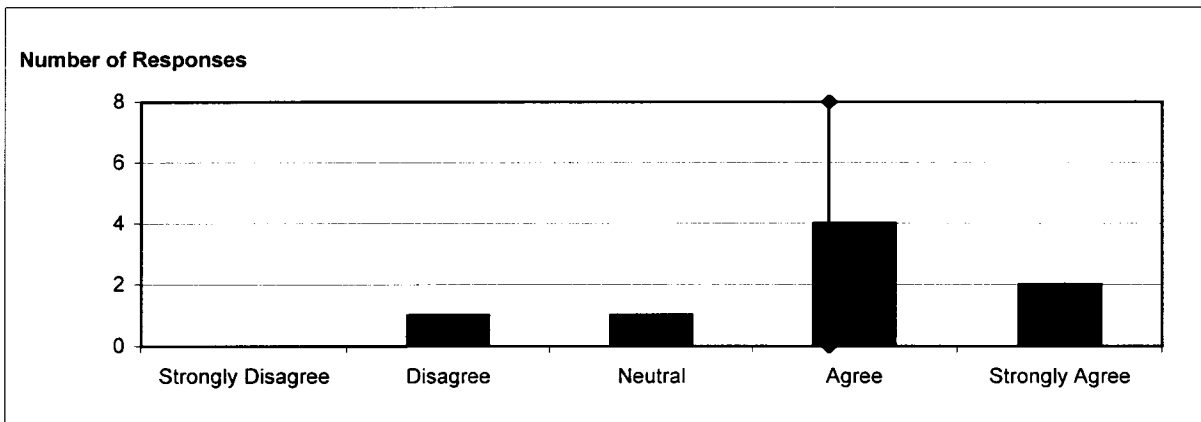
19. A retirement plan should provide the best benefit for the money contributed (i.e. best bang for the buck).



20. An employer benefits from a retirement plan that provides an orderly transition from one generation of workers to another.



21. The retirement plan should make it easier for employers to hire skilled, experienced employees.



22. I believe the most reasonable contribution rate as a percentage of salary to a retirement plan is:

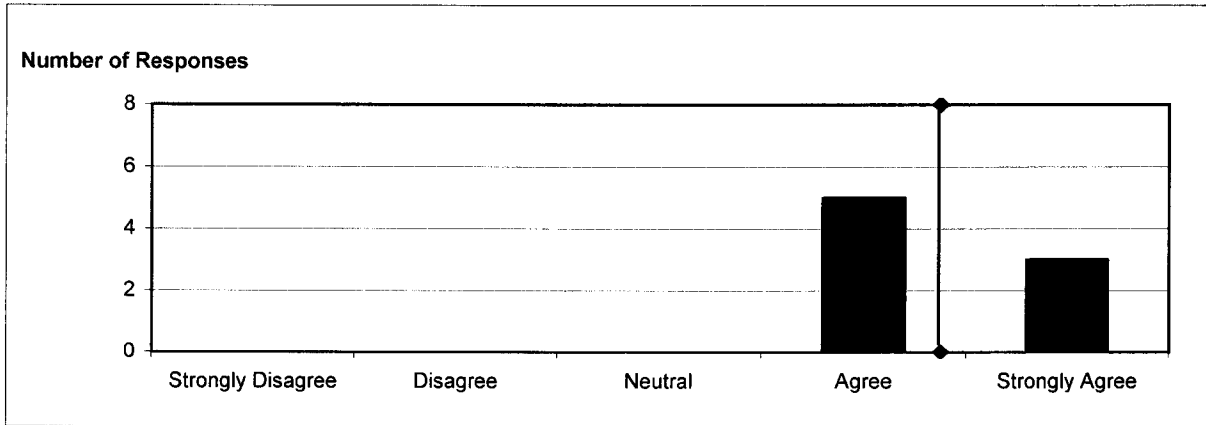
	Employee:	Employer:
Low:	3%	3%
High:	10%	9%
Average:	5.7%	5.3%

Other

Comments: Employer contributions should equal employee contributions

To be negotiated

23. The retirement plan should act as an incentive to keep experienced employees.



24. A retirement plan for Montana's public employees should be competitive with retirement plans offered by other employers competing for the same employees.

