Section VIII

Develop SAVA Retirement Plan Design Policy Goals

SAVA Retirement Plan Design Policy Worksheet

Design Policy Goals	Seek Value	Avoid Risk	Priority Ranking (1-10)
Assure that promised benefits are paid when due			
Allow flexibility in contribution from year to year			
Provide spouse coverage and disability benefits			
Achieve desired cash contribution requirements			
Achieve desired retirement plan expense			
Smooth impact of transition on taxpayers			
Avoid hit to bond ratings			
Cost of benefits is at acceptable level from business perspective			
Contribution rate is reasonably level from year to year			
Minimize exposure to demographic risk by avoiding unanticipated turnover or retirements due to "benefit cliffs"			
Maximize retirement benefit efficiency			
Program is responsive to financial needs of participating employers			
Program is responsive to financial security needs of different employee groups			
Predictability of cash contributions from year to year			
Ensure information on retirement plan risks reaches the proper decision-makers in a timely fashion			
Provides employees with the means to maintain adequate retirement health coverage			
Provide adequate retirement benefits and benefit security			
Provide competitive benefits in local market			
Maintain competitive program as measured against defined peer group			
Requires employee participation in meeting retirement income goals			
Encourage employee retention			
Employees perceive equity in benefits between classes – age, service, pay or benefit levels are equitable between generations employees			
Employees perceive equity in benefits between classes – age, service, pay family status			
Easy and efficient to administer permitting focus on strategy			
Provides employees with the means to achieve adequate retirement income			

Ensure peaceful labor relations			
Benefits provided are consistent with local practice and customs			
Enable employees to choose their overall program or enable employees to chose among certain program features			
Provide meaningful benefits for non-career employees			
Benefits and costs depend on tax revenue			
Program does not induce employees to stay or leave (neutrality)			
Employees can understand, use and appreciate program.			