

# Montana SAVA Retirement Plan Design Study

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## Task 1 – Survey of SAVA Committee Members

Please check the box that best represents your opinion regarding each statement.

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.

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

2. Employees should have a choice of retirement plans.

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

Please explain why or why not: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

15. Retirement money is best managed by investment professionals.

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

\_\_\_\_\_ % by an Employee      \_\_\_\_\_ % by the Employer

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree

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

Strongly Disagree       Disagree       Neutral       Agree       Strongly Agree