

	2a. UNC ORP (replacement rates assume change ORP and only make required contribution)				2b. Florida Retirement System (choose DB)	2b. Florida Retirement System (choose DC)	2c. Utah Retirement System (choose hybrid)	2c. Utah Retirement System (choose DC)
	1a. TSERS/LGERS	1b. South Dakota	31% at age 65	48%	22%	45% at age 60	16%	
Replacement rate for 30 year employee	55%	47%						
Replacement rate for someone who works from age 25 to age 40 (15 years) and collects benefit at age 65	10%	19%, assuming 3.1% COLA	22%	9%	15%	8%	11% at age 65	
Replacement rate for someone who works from age 50 to age 65 (15 years)	28%	23%	13%	24%	9%	23%	7%	
Does benefit increase during retirement years, as recommended by Commission?	Maybe, depends on investment gains and budget	Yes, 2.1% to 3.1% per year.	Optional	Yes, 3% per year	Optional	Yes	Optional	
Target retirement age	Age 65. Age 60 if 25 years of service. Any age if 30 years of service, although benefit would not be adequate before age 62 without part-time work.	Age 65. Age 55 if age plus service equals 85, although benefit would not be adequate before age 62 without part-time work.	Not specified, but many faculty retire at later ages.	Age 62 or 30 years of service, although benefit would not be adequate before age 62 without part-time work.	Not specified.	Age 65. Age 60 if 20 years of service. Any age if 35 years of service, although benefit would not be adequate before age 62 without part-time work.	Not specified.	
Who bears systematic investment risk?	Employees	Employees, although mechanism for reducing benefits is not fully tested.	Employees and retirees if they choose to do so.	Employers	Employees and retirees if they choose to do so.	Employees	Employees and retirees if they choose to do so.	
Is longevity risk pooled?	Yes	Yes	Yes, if choose annuity	Yes	Yes, if choose annuity	Partially	No, unclear if annuity will be offered	
Who bears inflation risk?	Mostly retirees, although higher inflation might lead to increased pressure for COLAs.	Retirees. While there is a COLA, it is not tied to CPI.	Retirees.	Retirees. While there is a COLA, it is not tied to CPI.	Retirees.	Retirees and employees. Annuity is indexed to inflation, but only up to 2.5%.	Retirees.	
Which employees receive most value?	Young hire who stays for 30 years. Older hire.	Generally, young hire who stays for 30 years and older hire, although difference is smaller than in most DB plans.	Everyone who vests receives the same value.	Young hire who stays for 30 years. Older hire.	Everyone who vests receives the same value.	Generally, young hire who stays for 35 years and older hire, although difference is smaller than in most DB plans.	Everyone who vests receives the same value.	
Which employees receive least value?	Young hire who leaves after less than 20 years.	Young hire who leaves loses a little value	Everyone who vests receives the same value.	Young hire who leaves after 5 to 29 years.	Everyone who vests receives the same value.	Young hire who leaves with less than 35 years.	Everyone who vests receives the same value.	
How much effort and expertise are required from the employee (scale of 1 to 5)?	1	1	4	1	4	2	4	
What choices do employees have?		Can choose between refund (including 85% of ER contributions) and future benefit.	Choose to be in ORP or TSERS. If in ORP, only mandatory feature is contribution rate.	Can choose to be in DB or DC.	Can choose to be in DB or DC.	DB or DC, contribution rate, investments, distribution	DB or DC, contribution rate, investments, distribution	
Employee contribution	6%	6%	6%	0%	0%	Employee decision	Employee decision	
Employer normal cost	6.30%	6% (assuming benefits will be cut back if funding is insufficient)	6.84%	11.95%	9%	10%	10%	

Replacement rate for 30 year employee

Replacement rate for someone who works from age 25 to age 40 (15 years) and collects benefit at age 65

Replacement rate for someone who works from age 50 to age 65 (15 years)

Does benefit increase during retirement years, as recommended by Commission?

Target retirement age

Who bears systematic investment risk?

Is longevity risk pooled?

Who bears inflation risk?

Which employees receive most value?

Which employees receive least value?

How much effort and expertise are required from the employee (scale of 1 to 5)?

What choices do employees have?

Employee contribution

Employer normal cost

	3a. Oregon PERS	3b. Georgia ERS	4a. IBM 401(k)	4b. Automatic DC Plan (assuming EE accepts defaults)	5a. Nebraska SERS	5b. Wisconsin RS (Money Purchase only)
Replacement rate for 30 year employee	54% at age 58	49% assuming full match	29% at age 65	About 30% at age 65, 45% if use 30 years in planner	32%	36%
Replacement rate for someone who works from age 25 to age 40 (15 years) and collects benefit at age 65	15% at age 65	19%, assuming full match	21% at age 65	21% at age 65	18% at age 65	25% at age 65
Replacement rate for someone who works from age 50 to age 65 (15 years)	27%	23% assuming full match	13%	Around 45% if EE indicates no prior savings and accepts resulting contribution rate	15%	15%
Does benefit increase during retirement years, as recommended by Commission?	Yes	Maybe, depends on investment gains and budget	Optional	Yes	Yes, if choose COLA.	Yes
Target retirement age	Age 65 or age 58 with 30 years of service.	Age 60 with 10 years of service or any age with 30 years of service, although benefit would not be adequate before age 62 without part-time work.	Not specified, although IBM has mentioned that many retire around age 60.	Age 65, although EE could change this.	Age 55, although benefit might not be adequate before age 62 without part-time work.	Age 55 to 65
Who bears systematic investment risk?	Shared	Shared	Employees and retirees if they choose to do so.	Employees early in career when they can easily adjust to a market drop. After that, no one.	Mostly the employer	Shared
Is longevity risk pooled?	Partially	Partially. Fully if EE annuitizes DC.	Yes, if choose annuity	Yes	Yes, if choose annuity	Yes, if choose annuity
Who bears inflation risk?	Shared. Annuity is indexed to inflation, but only up to 2%	Mostly retirees, although higher inflation might lead to increased pressure for COLAs.	Retirees	No one	Retirees	Retirees. COLAs are tied to investments, not inflation.
Which employees receive most value?	Generally, young hire who stays for 30 years and older hire, although difference is smaller than in most DB plans.	Generally, young hire who stays for 30 years and older hire, although difference is smaller than in most DB plans.	Everyone who contributes at least 6% receives the same value.	Everyone who vests receives the same value.	Everyone who leaves their money to retirement receives the same value.	Everyone who vests receives the same value.
Which employees receive least value?	Young hire who leaves with less than 30 years, although difference is small.	Young hire who leaves with less than 30 years, although difference is small.	Everyone who contributes at least 6% receives the same value.	Everyone who vests receives the same value.	Everyone who leaves their money to retirement receives the same value.	Everyone who vests receives the same value.
How much effort and expertise are required from the employee (scale of 1 to 5)?	2	3	2	1	2	2
What choices do employees have?	Distribution of DC account.	Contribution rate, investments, distribution.	Contribution rate, investments, distribution.	Primarily retirement age, replacement rate, and investment risk.	Distribution of account.	Risky or less risky investment, distribution of account.
Employee contribution	6%, although ER often pays.	1.25% to DB, employee decision to DC.	Employee decision	Varies. Around 4% for career employee. Could be 50% for someone who has not saved and tries to make that up at the end.	4.8%	6.2%, although ER often pays.
Employer normal cost	6.16%	Around 8.5%	6% if full match	6.3%	7.49%, although this ignores several features	4.8%, although this ignores several features

Replacement rate for 30 year employee

Replacement rate for someone who works from age 25 to age 40 (15 years) and collects benefit at age 65

Replacement rate for someone who works from age 50 to age 65 (15 years)

Does benefit increase during retirement years, as recommended by Commission?

Target retirement age

Who bears systematic investment risk?

Is longevity risk pooled?

Who bears inflation risk?

Which employees receive most value?

Which employees receive least value?

How much effort and expertise are required from the employee (scale of 1 to 5)?

What choices do employees have?

Employee contribution

Employer normal cost