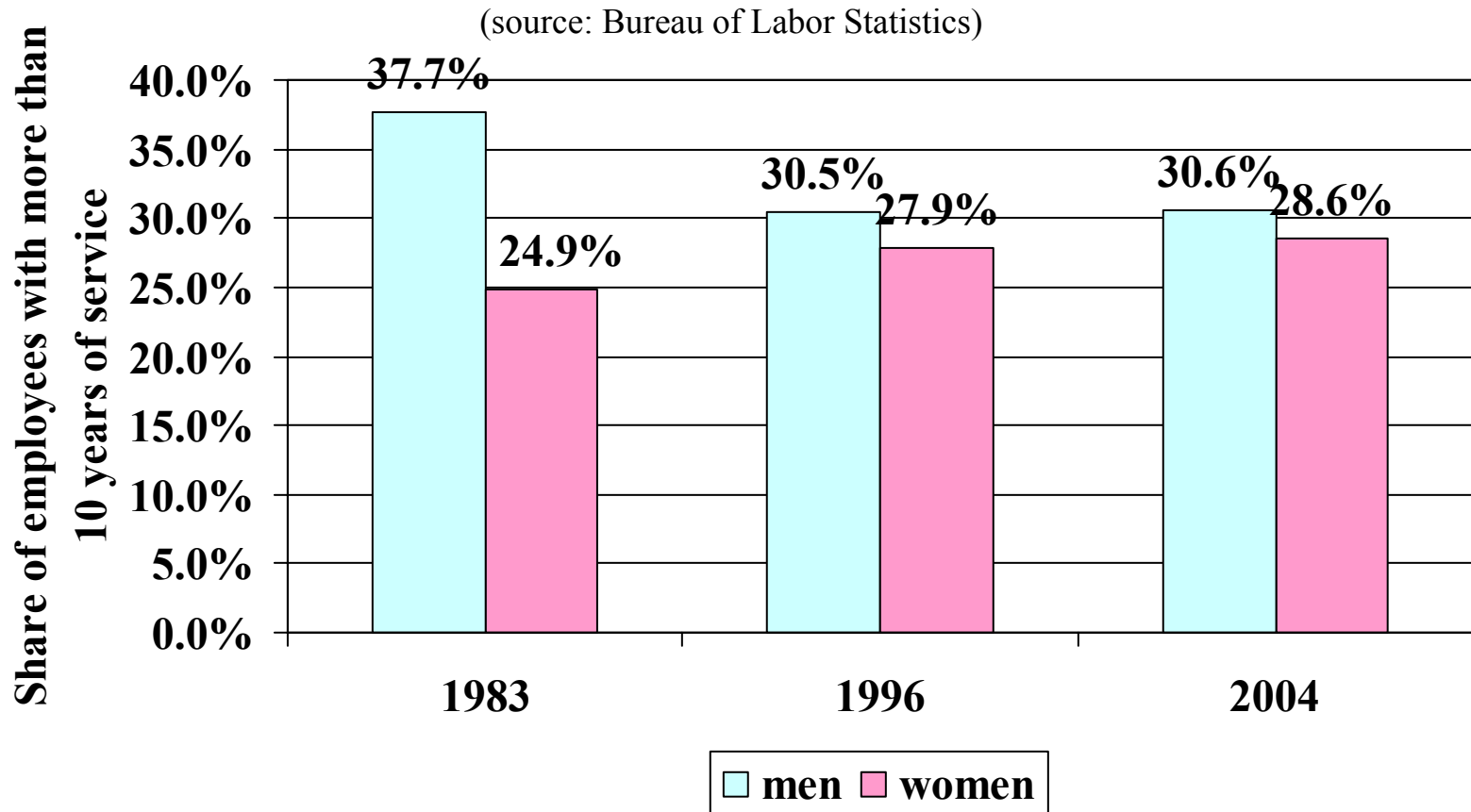


Don't Exaggerate Increased Mobility of U.S. Workforce:

Job Tenure improved slightly for men in recent years, greatly for women.

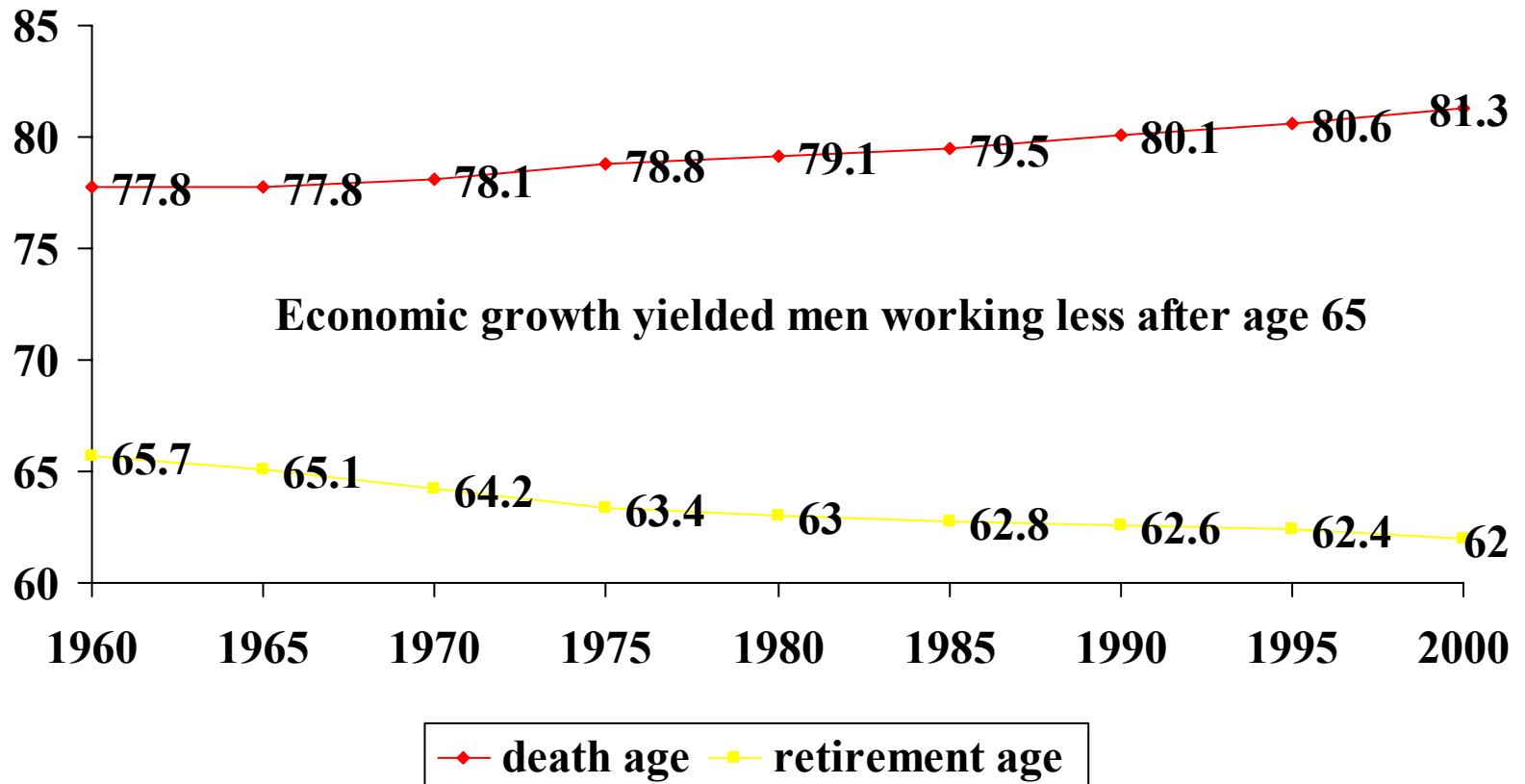


Don't Fetishize Longevity

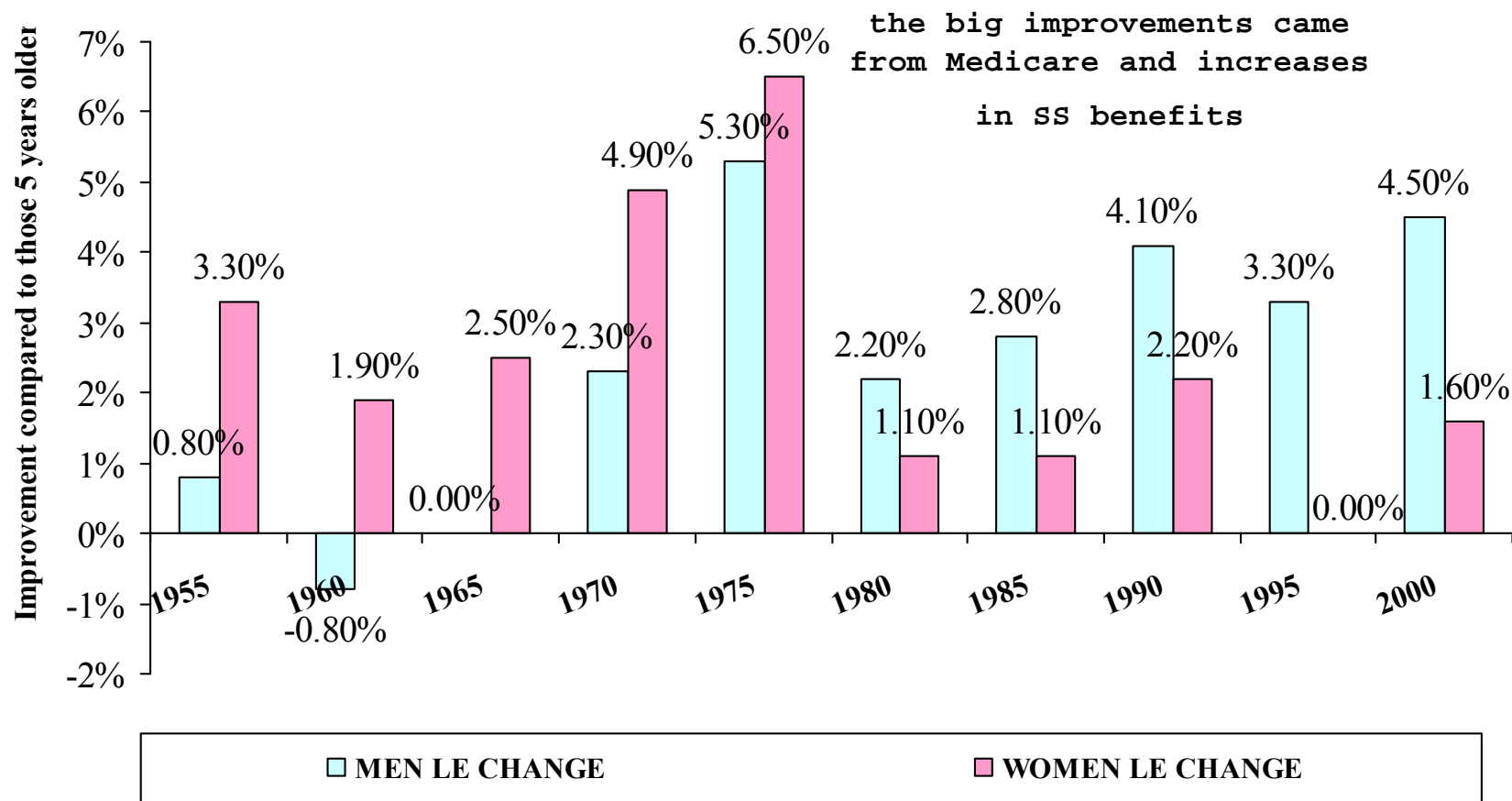
Male retirement time had been growing.

(source: Arias, E. 2002. "United States Life Tables, 2000." National Vital Statistics Reports 51(3). and retirement age: Burtless, Gary, and Joseph Quinn. 2001. "Retirement Trends and Policies to Encourage Older Work Among Older Americans." In Ensuring Health and Income Security of an Aging Workforce, edited by Richard V. Burkhauser, Peter P. Budetti, Janice M. Gregory, and H. Allan Hunt. Kalamazoo, Michigan: W. E. Upjohn

Institute for Employment Research.



Life Expectancy Improvements Have Slowed; stopped, almost, for women (compare longevity to those five years older)



Do Public Plans Encourage Early Retirement?

Not as much as you would think.

Source: Brainard, Public Pension Design Survey

- 30 years yields full benefit regardless of age: 22 states out of 50
- Rule of 85 (age 55 with 30 years): 1 state out of 50
- Rule of 80: 4 states out of 50
- 28 years or less: 4 states out of 50

Design and Cultures Worth Replacing

- Final pay plans. Better: career average
- Only DB design. Better: a mandatory DC supplement
- Yearly Valuations for Employer Contributions. Better: Smooth contributions (Texas as example)
- Ignoring Employers. Better: active employer advisory board, train them to promote pension
- Large Political Boards. Better: Smaller (max 9); More accountable (annual self-review and written job descriptions); More training (two approved training meetings a year)