

North Carolina
Future of Retirement
Study Commission

Areas for Tentative Recommendations from Meeting 4

Meeting Topic

Adjusting Incentives. This step describes the significant incentives retirement design can create, including incentives to take a job (attraction) and stay with the state/local government (retention). In this step, the Commission identifies which incentives are best for the government as employer.

Proposed Areas of Recommendation

The following proposed areas for tentative recommendations are only suggestions to help guide your reading and discussion. The Commission can choose to make tentative recommendations in any other areas that arise during the discussion.

Do North Carolina state and local governments wish to use pension benefits to:

1. attract employees at certain points in their careers (e.g. right out of school, after achieving a certification, after 10 years of experience)?
2. retain employees at certain points in their careers (e.g. after achieving a certification, after 10 years of experience, after 30 years)?
3. attract/retain certain job types (e.g. math teachers in rural counties, certified water plant operators, IT staff, etc.)?
4. encourage employees to voluntarily leave employment at a certain point in their careers in order to create opportunities for other employees? If so, should this transition be all at once or over several years?
5. create any other incentives not covered above?