

University of Montana Voluntary Retirement Incentive Survey

1 What is your age?

2 As of March 1, 2017, how many consecutive years have you been employed as a .75 or greater FTE at UM?

**Please tell us what aspects of a voluntary early retirement incentive program would appeal to you by answering the next set of questions.**

3 Would you be interested in applying for a voluntary retirement incentive program for UM employees?

- Yes
- No
- I am considering it

4 Which retirement plan are you on?

- TRS
- PERS
- TIAA
- I don't know

5 What is your employment classification?

- Faculty
- Staff
- Administrator

6 On a scale of 1-5, with 1 being the least important and 5 being the most important, indicate the importance to you of each of the items below as components of a voluntary retirement incentive program.

- \_\_\_\_\_ Continued health insurance coverage at your cost
- \_\_\_\_\_ Use of your accrued annual leave to extend your retirement date
- \_\_\_\_\_ Continue to receive partial salary for a period of time after you stop working
- \_\_\_\_\_ Use of your accrued annual leave to purchase extended health insurance
- \_\_\_\_\_ Continued tuition waiver benefits for you and your dependents
- \_\_\_\_\_ Free career counseling/coaching to help you transition to a new job
- \_\_\_\_\_ Retiree benefits (those currently extended to UM employees with 15 years of service)
- \_\_\_\_\_ Continued connection to campus through Campus Rec membership, continued Griz Card privileges, etc.
- \_\_\_\_\_ Other:
- \_\_\_\_\_ Other:
- \_\_\_\_\_ Other:

7 Without a voluntary early retirement incentive program, what year are you planning to retire?

8 If there was an adequate incentive program, would you consider retiring earlier than you would otherwise plan on retiring?

- Yes
- No

9 With an adequate voluntary early retirement incentive program, when is the earliest you would consider retiring?

- 6 months
- 1 year
- 1.5 years
- 2 years
- 2.5 years
- 3 years
- 3.5 years
- 4 years
- 4.5 years
- 5 years
- more than 5 years

10 What is your biggest concern about participating in a voluntary retirement incentive program for UM employees?