

# 8 best practices for phased retirement



- 1 Use talent assessments to help with succession planning
- 2 Identify skills gaps with talent assessments
- 3 Determine your objectives
- 4 Consider procedural and legal issues
- 5 Offer flexible work to facilitate phased retirement
- 6 Educate leadership
- 7 Help employees make the shift by offering financial advice
- 8 Use employee pulse surveys to see how your people feel



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# Sample Phased Retirement Policies

**David Kirk**



## **Sample Phased Retirement Policies:**

The Cornell Study of Employer Phased Retirement Policies Robert M. Hutchens, 2003      **To Retire or Not?** Robert L. Clark, P. Brett Hammond, 2017-06-13 Colleges and universities across the country face huge challenges as their faculties age their budgets stagnate and mandatory retirement becomes a thing of the past In *To Retire or Not* the nation's foremost authorities on retirement policy and practice provide a critical assessment of academic labor markets and retirement patterns explaining how to adjust pension and other incentive programs to ensure proper replenishment of intellectual and human capital Case studies vividly illustrate how to predict the need for special retirement programs how to structure voluntary early out benefit plans and how age based retirement incentives work in practice Recent legal decisions are assessed and critiqued A recent amendment to the U S Age Discrimination in Employment Act ended mandatory retirement for tenured faculty at colleges and universities across the country This law let individual faculty members enjoy an economic benefit enjoyed by almost all other American workers they could choose to continue working past age 70 or sell the benefit back to their universities in exchange for earlier retirement At the same time however educational administrators were faced with a faculty bulge created by the expansion of the professorate in the 1960s and early 70s and the so called surplus army of Ph D s of the 1980s Colleges and universities everywhere are now faced with the higher costs of retaining senior professors instead of hiring entry level replacements at lower salaries

*Private Pensions and Public Policies* William G. Gale, John B. Shoven, Mark J. Warshawsky, 2004-04-21 The private pension system together with Social Security has provided millions of Americans with income security in retirement But over the past thirty years pension coverage has stagnated leaving behind some vulnerable groups Defined contribution plans have exposed workers to greater investment risk while cash balance and other hybrid plans may have adverse effects on older workers caught in the transition Pension regulations infamous for their complexity can be bewildering to policy analysts and policymakers *Private Pensions and Public Policies* sheds timely and much needed light on specific issues within the broader context and framework of pension reform Contributors focus on topics that must be addressed in any reform effort including the effects of the shift in emphasis toward defined contribution plans after the 1974 Employee Retirement Income and Security Act and hybrid plans from the 1990s regulatory issues such as nondiscrimination rules and contribution limits how to increase the information available to participants and improve financial education how participants in defined contribution plans make choices on questions such as asset allocation back loaded versus front loaded saving and annuities versus lump sum distributions and the interaction of the private pension system with Social Security Contributors include Robert L. Clark North Carolina State University Sylvester J. Schieber Watson Wyatt Worldwide Richard A. Ippolito George Mason University School of Law Alan L. Gustman Dartmouth College Thomas L. Steinmeier Texas Tech University John Karl Scholz University of Wisconsin Dean M. Maki JPMorgan Chase William Even Miami University of Ohio Jagadeesh Gokhale American Enterprise Institute Laurence J. Kotlikoff Boston University Mark J.

Warshawsky TIAA CREF Institute Annika Sunden Boston College Andrew A Samwick Dartmouth College David A Wise Harvard University Joel Dickson T

**Faculty Retirement in the Arts and Sciences** Albert Rees, Sharon P. Smith, 2014-07-14 In 1986 the Age Discrimination in Employment Act ADEA was amended to abolish mandatory retirement for tenured faculty members in colleges and universities effective January 1 1994 Will this uncapping of the retirement age adversely affect the vitality of academic departments or the prospects of advancement for younger scholars In a definitive study of faculty retirement in the arts and sciences Albert Rees and Sharon Smith seek to answer this question Basing their conclusions on original data collected from thirty three colleges and universities they do much to resolve an issue that is a frequent subject of discussion in the academic world and in the press Rees and Smith reveal that the ending of mandatory retirement will have much smaller effects than those generally anticipated so small that there is no justification for efforts to have Congress continue exempting faculty members from the ADEA past 1994 the date that the exemption is now due to expire In addition to their data on retirement patterns the authors make use of surveys of senior faculty and retired faculty to explore attitudes toward retirement Originally published in 1991 The Princeton Legacy Library uses the latest print on demand technology to again make available previously out of print books from the distinguished backlist of Princeton University Press These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905

*Extending Work Life* Robert Clark, Melinda Sandler Morrill, 2017-02-28 Aging men and women are increasingly remaining in the labor force Most often the reason for this is that they need to work additional years in order to be able to support an increasing number of years in retirement This leaves employers scrambling for ways to adapt to a growing number of retirement aged workers Clark and Morrill provide a thorough assessment of the costs and benefits of accommodating later retirement ages and they describe options employers may use to create some new form of employment contract with aging workers The most prominent issues employers with aging workers face are declining productivity rising labor and benefits costs and a suboptimal age distribution of their workforces According to the authors employers could respond to these issues by finding new ways to accommodate older workers with for instance phased retirement and return to work policies But the success of such policies also depends on tax policies and whether government provided retirement benefits could be redesigned to play a role in a newly defined employment relationship

Phased Retirement Constance Swank, Gail S. Rosenberg, National Council for Alternative Work Patterns (U.S.), 1982 Case studies of enterprise level flexible retirement schemes in Belgium France Germany Federal Republic Sweden and UK describes plans involving reduced hours of work Job Sharing increased paid leave etc notes income effects of old age benefits and wage cuts covers costs employees attitudes and management attitudes ILO mentioned Bibliography questionnaire statistical tables

Living Stronger, Earning Longer United States.

Congress. Senate. Special Committee on Aging,2005      **Reinventing the Retirement Paradigm** Robert Louis Clark,Olivia S. Mitchell,2005-08-11 At the same time public and private trust in traditional pension offerings is rapidly eroding as companies alter amend and terminate their conventional plans in the face of poor investment performance and new methods of pension accounting Experts from the UK the US Japan Sweden and Canada offer international perspectives on the evolving institutions of retirement practice This book provides readers a range of insights and strategies not available in other volumes and it represents an invaluable addition to the PRC OUP series It will be particularly valuable for managers working toward more efficient pension plans to scholars and policymakers seeking to maximize pension design and effectiveness and to actuaries and tax specialists concerned with pension regulation The Pension Research Council at the Wharton School of the University of Pennsylvania was founded 50 years ago to encourage research and teaching on pensions and retirement security      **Retirement** James H. Schulz,1971      **Retirement and the Individual: Early retirement and related subjects** United States. Congress. Senate. Special Committee on Aging. Subcommittee on Retirement and the Individual,1967      *Pension Plans* United States. Congress. House. Select Committee on Aging,1988      Employment Policy in Transition Regina T. Riphahn,Dennis J. Snower,Klaus F. Zimmermann,2012-12-06 A historically unique experiment is about to enter its second decade German unification Early hopes for a rapid and smooth economic transformation soon turned out to be overly optimistic Despite massive financial transfers the political promise of a blooming landscape remains a vision Actual developments have left deep scars on the labor market and the effects will be felt for decades to come Was this outcome to be expected perhaps even inevitable What went wrong and what were the available options Or is the current state of Eastern German labor market in fact better than is commonly assumed      **To Amend the Older Americans Act of 1965, Hearings Before the Select Subcommittee on Education...,92-2, on H.R. 12017, 13925, 13451, and Related Bills...** United States. Congress. House Education and Labor,1972      **Worker Well-Being** Solomon W. Polachek,S. W. Polachek,2000-12-20 How do technology public works projects mental health race gender mobility retirement benefits and macroeconomic policies affect worker well being This volume contains fourteen original chapters utilizing the latest econometric techniques to answer this question The findings include the following technology gains explain over half the decline in U S unemployment and over two thirds the reduction in U S inflation universal health coverage would reduce U S labor force participation by 3 3 per cent blacks respond to regional rather than national changes in schooling rates of return perhaps implying a more local labor market for blacks than whites employee motivation enhances labor force participation on the job training job satisfaction and earnings male and female promotion and quit rates are comparable once one controls for individual and job characteristics public works programs designed to increase a worker s skills do not always increase reemployment and U S pension wealth increased about 20 per cent 25 per cent over the last two decades      Social Security Bulletin ,1966      *Legislative History of the Older Workers Benefit Protection Act (S. 1511 and Related Bills)* ,1991

*Legislative History of the Older Workers Benefit Protection Act (S. 1511 and Related Bills)* United States,1991      **Policy**  
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United States. Congress. House. Committee on Ways and Means. Subcommittee on Oversight,1980      SSA's Retirement  
History Study ,1987

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