CRSB Market and Feasibility Study

1. Market Analysis

Eligible Employees

- Demographics
- Employee classifications
- Stratification at individual and household levels
- Likely participation based on plan design and investment options
- Likely contribution levels whether or not the plan has a default contribution level

Employers already offering an employer-sponsored plan

- Demographics, size, age of company, number and types of employees
- Plans currently offered and for how long
- Participation rates by employees
- Would they forego their plan for the state plan
- Would they support a law requiring automatic enrollment for all employees offered any plan

Eligible Employers

- Demographics, size, age of company, number and types of employees
- Status of payroll systems
- Likely participation based on plan design and investment options
- Desire to offer employer contributions

Natural Trend Projections

- National trends in retirement savings
- Trends in CT in retirement savings
- Behavioral economics of saving
- Likely behaviors of eligible employees
- Plan design elements that maximize participation in plans

2. Program Design

Plan Structure

- Plan design elements
- Investment options

Communications

- Between state and TPA and employers
- Between employers and employees
- Retirement savings education and financial literacy initiatives

Administration

- Recordkeeping
- Managing payroll deductions
- Employer eligibility determinations and enforcement

Vendor Website

- Administration
- Requirements
- Levels of disclosure

3. Financial Feasibility

Actuarial analysis

4. Legal Feasibility

ERISA federal law

Internal Revenue Code

CT statutes