

to enter employment with a contracting public agency retains his membership in the state plan if he leaves his contributions on deposit, and can add his state credits to those resulting from his employment with a contracting agency. The same is generally true in reverse. Twenty counties with retirement plans under the 1937 County Retirement Act also have reciprocity agreements with SERS. However, not all plans within the system provide all the benefits available under the major plans which cover state employees.

Standard pension plans would facilitate transfers of employees from one part of the governmental system to another. The SERS has done outstanding work in this field by providing a variety of plans flexible enough to meet the needs of large agencies as well as small ones with limited resources. Possibilities of further standardization in such provisions as the basic number of years of employment, methods of computing benefits, and types of death and survivors' benefits, should continue to be explored. Some standardization of age limits where different limits are established by different systems would be advantageous to the individual. Recognition of prior qualifying experience for admission to the Safety Members and County peace officers system, even when retirement credits could not be given for employment outside a cooperating system, might remove some age barriers to employment. The possibilities of portable pensions and vesting rights should be further investigated, for both public and private employment.

In a report to the 1965 Legislature,* it was recommended that the Legislature enact a State Portable Pension Act, similar to the law in effect in the province of Ontario, Canada, providing for compulsory vesting rights and a funding plan for the purpose of increasing the mobility of workers by facilitating the transfer of pension credits. Another recommendation in the same report was for establishment of standards for private pension plans sold in California, as to their administration, funding, and public reporting and accountability.

It is hoped that the Legislature will again consider these recommendations and take favorable action.

* *A Survey of the Employment of Older Workers—1964: A Report to the California Legislature, 1965 Session.* State of California, Department of Employment and Citizens' Advisory Committee on Aging. Sacramento, California, January, 1965.