

2015

A SURVEY OF New York Capital Region Voters Age 35–69



New York Capital Region
Gen X and Boomers
Struggle with
Stress, Savings and Security



About AARP

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INTRODUCTION



This year Generation X turned 50! With over 2.5 million members across the state including 128,000 in the capital district, AARP New York is the state's leading advocate for the 50-plus. We believe now is the time for us to take stock of the financial plans of Gen Xers and how prepared they are for their financial future. To that end, AARP New York presents, "High Anxiety: Capital Region Gen X and Boomers Struggle with Stress, Savings and Security," one in a series of reports detailing the findings behind a groundbreaking survey of voters across New York State aged 35 to 69, Generation X and Baby Boomers together.

As Gen Xers emerge from the long shadow cast by the Baby Boomers, they find themselves sandwiched between raising their children and caring for their aging parents while working longer hours to pay bills and student debt. Gen Xers lack the time, knowledge, and for many even the reasonable opportunity to manage and plan for their future. We found that not building a secure retirement is adding more worry to this important and stressed population. It is vital that these worries are addressed by our elected leaders because an uncertain financial future for New Yorkers is an uncertain financial future for New York State – especially with 72% of Gen X voters in the Capital Region considering fleeing New York, signaling a possible "Gen-Xodus".

Survey results reveal that about one-fourth (24%) of Gen X and Boomer voters sampled in the Capital Region have neither a workplace nor personal retirement savings account. At the same time, they've told us that their top financial worries are not saving enough and not planning enough for retirement. At AARP New York, we believe the level of stress among voters of both generations reflected in this "High Anxiety" report is proof that a new kind of retirement blueprint is required to foster better financial and retirement security and independence.

One solution Illinois and Washington recently enacted is a state-facilitated retirement plan that would provide a path to saving for many workers whose employers offer no workplace pension or 401k. AARP believes such a plan for New York would ease the worries of Gen X and future generations of New York workers. Americans generally are 15 times more likely to save for retirement when they have a retirement plan available to them at work. Fully 52% of private sector workers aged 18 to 64 across our state lack access to any kind of retirement savings plan through their employer. A two-thirds majority (66%) of Gen X and Boomer voters in the Capital Region support a proposal for a state-facilitated plan in New York. State elected officials and policymakers are in a position to lend these and other working New Yorkers a helping hand by ensuring that all who want to save for their retirement have a simple option for doing so.

AARP is committed to ensuring New Yorkers are able to live their best lives as they age, and we believe financial and retirement security are key to that goal. In the long run, helping our citizens plan for their future and help themselves helps us all.

Sincerely,

Beth Finkel

State Director, AARP New York

Both Finkel

EXECUTIVE SUMMARY

Much attention has been paid to America's looming retirement crisis. With disappearing pensions, increasing longevity, a culture of spending versus saving and most recently the impact of the Great Recession on wealth and security – the very way that Americans "retire" is changing. While Boomers are at the forefront of this evolution, Gen X is the first generation that will fully come into retirement age with a new playbook, having lived the entirety of their working years during the rise of 401k plans and a shift away from traditional pension plans.

As the first Gen Xers turn 50 this year, survey results reveal that New York's Capital Region Gen X voters are as anxious about retirement as their Boomer counterparts, reflecting the trend across the state. With lower confidence in Social Security, fewer guaranteed benefits from retirement plans and more widespread debt, Gen X has reason to be worried.

About half of surveyed Gen X (48%) and Boomer (47%) workers in the Capital Region are either not confident or just somewhat confident they will ever be able to stop working. Similar portions of both cohorts (53% and 52%, respectively) are anxious about whether they will be able to live comfortably in retirement.

One significant difference between Gen X and Boomer voters relates to their Social Security expectations. Forty-three percent (43%) of Gen Xers in the Capital Region do not expect to receive any Social Security in retirement - more than 2.5 times the share of equally pessimistic Boomers (17%). Moreover, the majority of Gen Xers who do expect to receive any Social Security think it will be only a minor share of their retirement income.

Despite weaker expectations about Social Security, Gen Xers are only marginally more likely than Boomers to be saving for retirement. Among all voters in each cohort and taking into consideration both workplace retirement savings and personal retirement accounts, 20% of Gen X and 27% of Boomer voters in the Capital Region do not have any retirement savings account at all.

KEY SURVEY FINDINGS: CAPITAL REGION VOTERS

Gen X (71%) and Boomer (55%) voters worry most about not saving enough. Not planning for retirement is the second highest worry (58% Gen X and 50% Boomer).

53% of Gen X and 52% of Boomers feel anxious about being able to have a comfortable retirement.

18% of Gen Xers and 20% of Boomers do not expect to ever retire. 30% of Gen Xers and 27% of Boomers are just "somewhat" confident.

20% of Gen Xers and 27% of Boomers have no retirement savings account.

43% of Gen Xers do not expect to receive any Social Security income at all.

66% of combined Gen X and Boomer voters support a state-facilitated retirement savings option for workers.

Barriers to retirement saving include current bills (46%), paying for education (40%) and debt (34%).

73% of Gen Xers are either current or expected future student loan borrowers.

72% of Gen X and 61% of Boomers are likely to leave New York in retirement.

Large portions of Gen Xer and Boomer voters in the Capital Region cite multiple obstacles to saving for retirement. Top reasons that voters in these generations are not able to save include not having enough money after paying bills and paying for children's education, particularly for Gen X. Seventy percent (73%) of Gen X voters either currently have (28%) or expect to acquire (45%) student loans in the future to pay for college education for themselves or their children. With almost seven in ten (69%) student loan borrowers saying these loans make it even harder to save for retirement, a significant number of Gen Xers are at risk of further jeopardizing their retirement security due to student debt.

At the same time, a majority share of the Capital Region's Gen X (72%) and Boomer voters (61%) say they are at least somewhat likely to leave the state during their retirement. Concern about future affordability in New York, combined with an inability to save, may be amounting to a potential "Boomer Flight" and "Gen-Xodus" from New York.

The Schwartz Center for Economic Policy Analysis estimates that 32% of New Yorkers nearing retirement are at risk of retiring with incomes below poverty level. The next generation of retirees has arguably less favorable retirement circumstances, and yet, the majority of Gen X expects to retire by age 65 or younger. This disconnect suggests that despite the high levels of worry, there remains some measure of a retirement reality gap and demonstrates the need for more public financial literacy as well as new solutions. Without a drastic change in their current retirement preparedness, Gen X will be forced to make choices different than their parents' generation for their retirement years. Retirement options for many may include working longer, relying on family and public assistance or significantly reducing their standard of living.¹

AARP research shows that workers are 15 times more likely to save for retirement if their employer offers a plan.² Across New York State, 52% of private sector workers aged 18 to 64, or 3,507,000 people, are not offered a workplace retirement plan through their employer.³ In the Capital Region, 12% of Gen X and 22% of Boomer workers surveyed are not covered by a workplace retirement plan. Those numbers include all workers 35 to 69 who are registered voters, but the lack of coverage is much more severe for younger generations of workers and for private sector employees. Among Capital Region survey respondents, 41% of small business owners or employees lack access.

Whether for themselves or others, 80% of Gen X and Boomer voters in the Capital Region worry about New Yorkers having to rely on public assistance in retirement because they have not prepared or lack access to savings plans. More than two-thirds (66%) support a legislative proposal for a state-facilitated workplace retirement savings option to help New Yorkers save and prepare for a more financially secure retirement. Portability, whereby the account follows workers from job to job, is considered by 81% of Capital Region voters in these generations to be a very important feature to a possible state-facilitated savings option.

Gen X and Boomer voters in the Capital Region are clear that they want elected officials to support the creation of a state-facilitated retirement savings option. Sixty-nine percent (69%) want this to be a concern of elected officials so more New York workers have an opportunity to save for retirement.

HIGH ANXIETY: NEW YORK CAPITAL REGION GEN X AND BOOMERS STRUGGLE WITH STRESS, SAVINGS AND SECURITY

¹ The Reality of the Retirement Crisis, January 2015. Center for American Progress.

² Data compiled by AARP's Public Policy Institute from unpublished estimates from the Employee Benefit Research Institute of the 2004 Survey of income and Program Participation Wave 7 Topical Module (2006 data).

http://www.aarp.org/content/dam/aarp/ppi/2015-07/AARP-NewYork-state-fact-sheet.pdf

ABOUT THE SURVEY & REPORT TERMS

Terms In This Report

Gen X: Age 35 to 50 **Boomer:** Age 51 to 69

In Labor Force: Currently employed or unemployed and looking for work

Workers: Currently employed

With Access to Retirement Plans:

Currently employed and have access to an employer-sponsored retirement plan

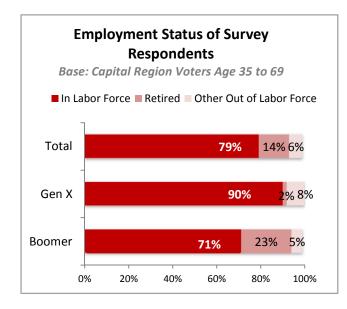
Without Access to Retirement Plans:

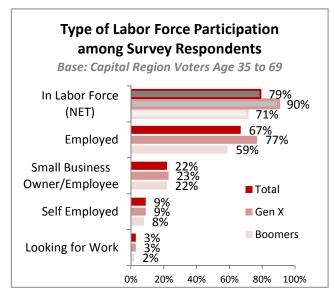
Currently employed and do not have access to an employer-sponsored retirement plan

The data in this report is from a telephone survey of 800 registered voters in four contiguous counties around the capital of New York State: Albany, Rensselaer, Schenectady and Saratoga counties, collectively referred to as the Capital Region. All survey participants were aged 35 to 69 and results are analyzed for two generational cohorts: Gen X (age 35 to 50) and Boomers (age 51 to 69). The Capital Region sample is part of a larger survey of New York State voters and this is one in a series of related reports.⁴

The majority (79%) of survey respondents in this Capital Region sample is currently in the labor force based on stated employment status, which is defined here as either currently employed, including self employed, or unemployed and looking for work. Ninety percent (90%) of Gen X voters are currently in the labor force. While more Boomers are retired, most are still working or seeking work (71%).

Over one-fifth (20%) of all survey respondents, or 29% of those in the labor force, are owners or employees of a small business. "Small business" was not defined for survey participants.





⁴ Additional details on the research methodology, a fully annotated questionnaire and additional reports can be found at www.aarp.org/nygenxandboomers.

DETAILED SURVEY FINDINGS

CURRENT FINANCIAL SITUATION

Generation X and Baby Boomers were particularly hard hit by the Great Recession. Five years after its official end, despite indicators of a macro econcomic recovery, the toll on the personal financial security of Gen Xers and Boomers continues to be felt. In a 2014 national survey of Gen X and Boomer workers, more than one-third believed the Great Recession had not yet ended and only one-fourth of either cohort felt the economy was recovering or had fully recovered.⁵

Survey results in New York's Capital Region reveal a similar sense of insecurity and financial vulernability among large shares of Gen X and Boomer voters. In fact, on all savings and debt related concerns Gen X voters in New York's Capital Region are notably more likely to worry than Boomer voters, even while large portions of 50 and 60-something voters share the concerns of their younger counterparts.

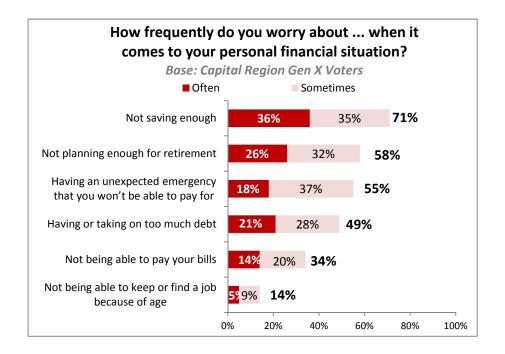
By a clear margin, Gen X voters are most likely to worry about not saving enough. Seven in ten (71%) Gen X voters and 55% of Boomer voters in the Capital Region worry about inadequate saving. Fifty-eight percent (58%) of Gen X voters and 50% of Boomer voters worry about not planning enough for retirement. Fifty-five percent (55%) of Gen X voters and 46% of Boomer voters worry about having an unexpected emergency they cannot afford.

Taking on too much debt is a worry for 49% of Gen X voters and 35% of Boomer voters; and about one-third of both cohorts worry at least sometimes about not being able to pay their bills.

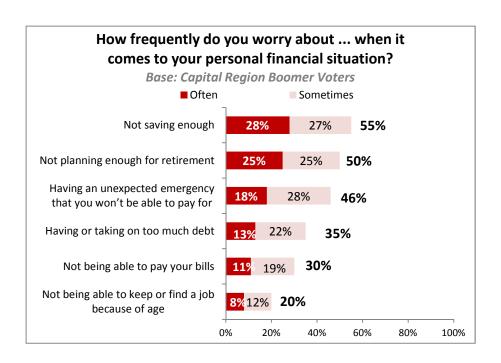
On the income side of the equation, one-fifth (20%) of the Capital Region's Boomer voters worry about not being able to find or keep a job because of age versus one in seven Gen X voters.

⁵ The Retirement Readiness of Three Unique Generations: Baby Boomers, Generation X, and Millennials. 15th Annual Transamerica Retirement Survey of Workers, April 2014, Transamerica Center for Retirement Studies (TCRS) https://www.transamericacenter.org/docs/default-source/resources/center-research/tcrs2014_sr_three_unique_generations.pdf

Gen X:

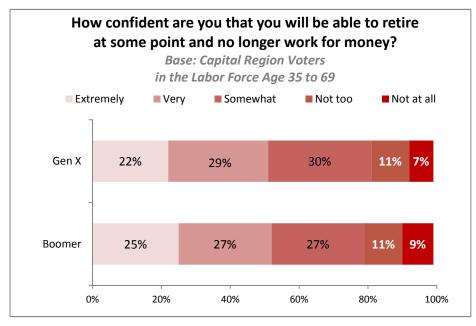


Boomer:



CONFIDENCE IN RETIRING

As further evidence that a lack of sufficient retirement planning and saving is a significant source of insecurity, there is only middling confidence among working voters in both the Gen X and Boomer cohorts that they will ever be able to stop working for money. Among Gen X voters in the Capital Region, 18% are not confident they will ever be able to stop working and another 30% are only somewhat confident. Retirement confidence in the Boomer worker cohort is very similar – 20% are not at all confident they can stop working and 27% are somewhat confident. In both groups, more than half of voters participating in the labor force express anxiety about having enough money to live comfortably through their retirement years.

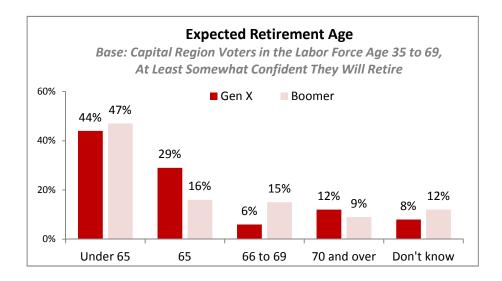


How anxious do you feel about having enough money to live comfortably through your retirement years? **Base: Capital Region Voters** in the Labor Force Age 35 to 69 ■ Not at all anxious ■ Not too anxious ■ Somewhat anxious ■ Very anxious 80% 53% Anxious 52% Anxious 60% 40% 37% 40% 29% 24% 24% 17% 15% 20% 13% 0% Gen X Boomer

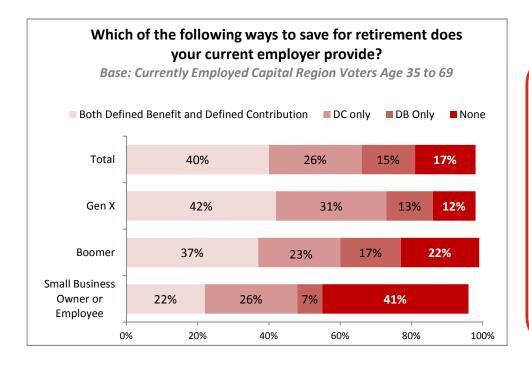
Although Gen X has more time to accelerate savings and planning before a hoped-for retirement age, they are not any more optimistic than their Boomer counterparts.

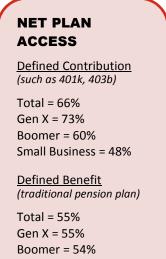
Sizeable portions of both Gen X and Boomer generations may face a future of working indefinitely or having to reduce their standard of living to below what is currently considered comfortable. For the Capital Region voters age 35 to 69 currently in the labor force who are at least somewhat confident they will be able to retire, the average age of expected retirement is between 62 and 63 years old. Very few workers in the Capital Region expect to work past the age of 65. Almost three-fourths (73%) of Gen Xers and two-thirds (63%) of Boomers currently in the workforce expect to retire at age 65 or *before*.

These retirement expectations may be unrealistic, especially for Gen X, given concerns about insufficient savings and suggest a perceptual gap among these working voters which can result in retirement insecurity. Statewide in 2014, one in three (32%) near retirees in New York State was at risk of retiring with incomes below the poverty level.⁶



⁶ Are U.S. Workers Ready for Retirement? Schwartz Center for Economic Policy Analysis. 2014. http://www.economicpolicyresearch.org/images/docs/research/retirement_security/Are_US_Workers_Ready_for_Retirement.pdf





Small Business = 29%

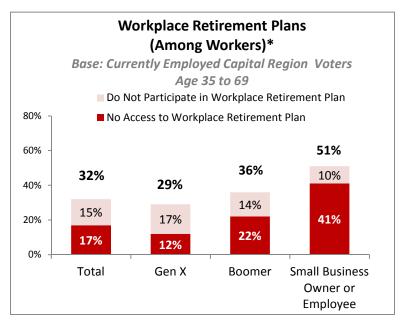
Among all private sector workers age 18 to 64 in New York State as many as 52% or more than 3.5 million workers statewide lack such access, leaving them no option to save at work. Public sector employment in the Capital Region may account for relatively strong access to employer sponsored plans. Still, 22% of Boomer workers surveyed have no access to any type of workplace retirement savings plan and for those who are covered, defined contribution plans are significantly more common than defined benefit pension plans. Among Gen X and Boomer-aged owners and employees of small businesses in New York's Capital Region, four in ten (41%) have no opportunity to save for retirement through a workplace savings plan.

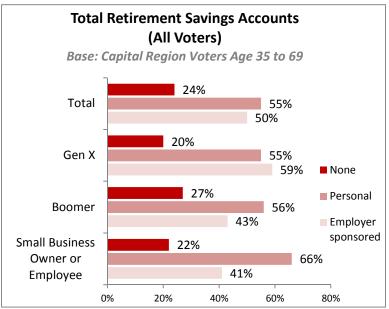
⁷ Survey data includes both public and private sector workers.

⁸ http://www.aarp.org/content/dam/aarp/ppi/2015-07/AARP-NewYork-state-fact-sheet.pdf

RETIREMENT SAVINGS BEHAVIOR

Taking into account plan participation, active retirement saving at work is somewhat less common than access alone. Twenty-nine percent (29%) of Gen X workers and 36% of Boomer workers surveyed are not saving through a workplace retirement plan. Largely due to the limited availability of plans for small business owners and employees, as many as 51% of this group of workers are not actively saving for retirement through a workplace plan.





Without workplace retirement plans, it is even more important to build up personal savings through an IRA or other retirement savings plan. Fifty-five percent (55%) of surveyed Capital Region voters age 35 to 69 have a personal retirement savings account. That is not surprising: Americans generally are 15 times more likely to save for retirement with workplace savings plans.⁹

When taken together and on net, 20% of Gen X voters in Capital Region and 27% of Boomers are not actively saving for retirement - neither through a work sponsored nor a personal retirement savings plan. Though a majority 66% of small business owners and employees surveyed are saving in personal retirement savings accounts outside of work, over one-fifth (22%) still have no retirement savings account at all.

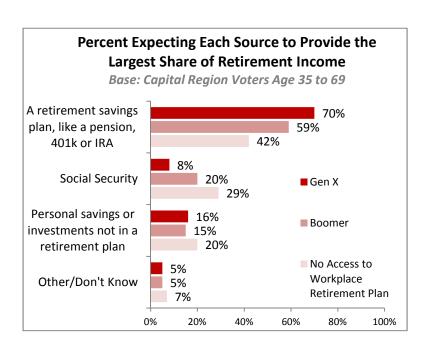
^{*}Note: Survey data include both public and private workers.

⁹ Data compiled by AARP's Public Policy Institute from unpublished estimates from the Employee Benefit Research Institute of the 2004 Survey of income and Program Participation Wave 7 Topical Module (2006 data).

RETIREMENT INCOME EXPECTATIONS

Both Gen X and Boomers are most likely to expect their largest share of retirement income to come from a retirement savings plan. But, when it comes to expectations of Social Security, there are significant differences between the generations.

Eighty-six percent (86%) of Gen X say their savings will provide the largest share of their income in retirement – either from a retirement plan (70%) or their own personal savings outside of a retirement plan or account (16%). Just 8% of Gen X says that Social Security will be their largest



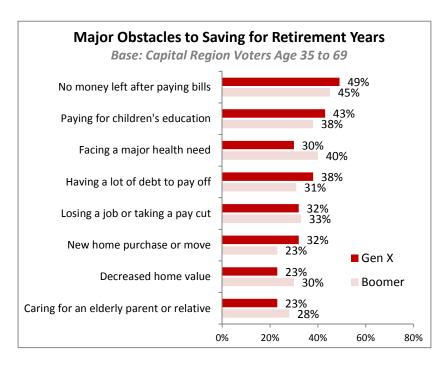
Role or Expected Role of Social Security in **Retirement Income** Base: Capital Region Voters Age 35 to 69 Only Source ■ Major Source ■ Minor Source None 57% Any SS Income Gen X 43% 83% Any SS Income Boomer 7% 13% **17%** 63% 73% Any SS Income No Access to Workplace 44% 10% 19% 27% Retirement Plan 0% 20% 40% 60% 80% 100% share of income, and 43% does not expect to receive any Social Security income at all.

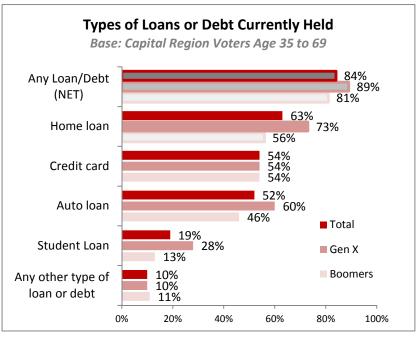
Compared to Gen X voters, Boomer voters in the Capital Region are more than twice as likely to say Social Security will be their largest source of income in retirement (20%) and just 17% do not expect to receive any Social Security income at all.

Among workers without access to workplace retirement plans, about four in ten (42%) expect their personal retirement plan to be their major source of income and 29% say Social Security will provide their largest share of income in retirement.

DEBT AND OTHER BARRIERS TO SAVING

Many voters age 35 to 69 in the New York Capital Region consider current expenses a financial barrier to saving for retirement. In fact, in both generational cohorts, not having enough money left after paying bills is the most reported obstacle to saving for retirement years, with 49% of Gen X and 45% of Boomers reporting this as a barrier to saving.



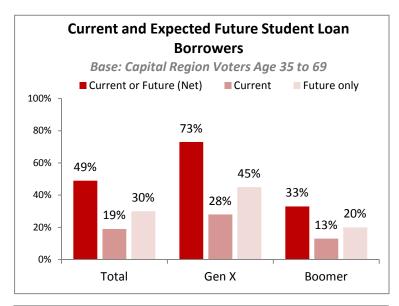


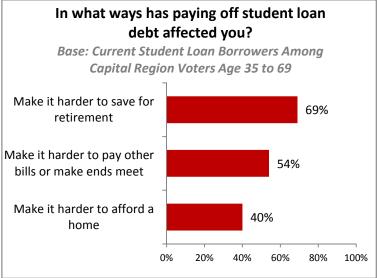
Paying for children's education is the second most commonly cited barrier among Gen X voters with 43% experiencing this obstacle.

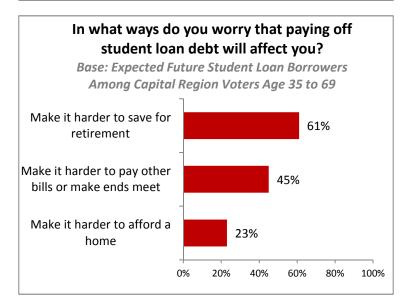
For their part, Boomers (40%) are more likely than Gen X (30%) voters to say having major health needs for themselves and their families is a barrier to saving.

Another common barrier to saving for retirement, especially for Gen X voters (38%), is having a lot of debt to pay off. In its ongoing Retirement Confidence Survey, the Employee Benefit Research Institute (EBRI) has consistently found the level of debt among workers negatively impacts retirement confidence.¹⁰ In the Capital Region, the vast majority of Gen X and Boomer aged voters (84%) have some form of debt. In addition to home loans (63%) and auto loans (52%), over half (54%) report credit card debt and 19% overall have student loans. Gen X voters are more likely than Boomers to carry debt for homes (73%), autos (60%) and student loans (28%).

¹⁰ 2015 Retirement Confidence Survey, Employee Benefit Research Institute. http://www.ebri.org/surveys/rcs/2015/





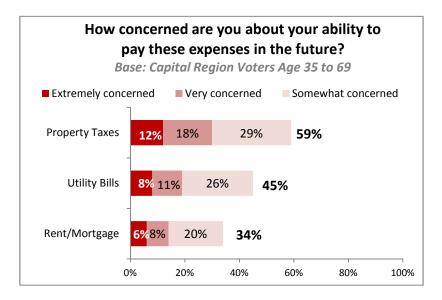


With regard to student loans specifically, more than one-fourth (28%) of Gen X voters currently carry student loan debt and even more (45%) expect to acquire student loans in the future. Among Boomers, levels are relatively lower but still one in three (33%) is either a current or future expected student loan borrower.

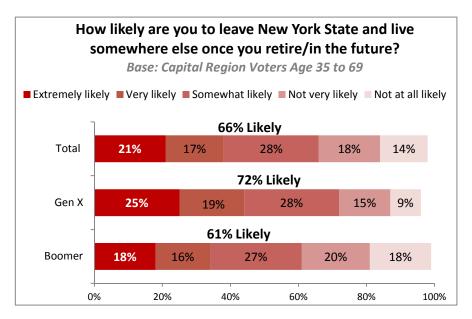
Borrowers of student loans seem to incur that debt at the expense of their future retirement security. Almost seven in ten (69%) of current student loan borrowers say paying off such debt has made it harder to save for retirement and six in ten (61%) future loan borrowers expect the same. A large portion also acknowledge the negative impact on paying bills or making ends meet. Fifty-four percent (54%) of current debtors and 45% of future expectant debtors say paying back student loan debt makes it harder to pay bills or make ends meet. Affording a home is made harder according to 40% of current borrowers and expected by 23% of future borrowers.

NEW YORK AFFORDABILITY

As discussed above, having enough money left after paying bills is the most commonly cited obstacle to saving for retirement among Gen X and Boomer voters in New York's Capital Region. Housing expenses in particular are a concern for many: more than half of Gen X and Boomers together (59%) are at least somewhat concerned about their ability to afford property taxes in the future. More than four in ten (45%) are concerned about home energy costs and over one-third (34%) are concerned about being able to pay their rent or mortgage in the coming years.



Two-thirds (66%) of New York Capital Region voters age 35 to 69 say they are at least somewhat likely to leave New York once they retire or in the future. Consistently across New York State and including in the Capital Region, Gen X indicates a stronger intent to leave post retirement than Boomers. Seventy-two percent (72%) of Gen X voters report at least some likelihood to leave the State and 44% can scarcely see themselves staying, saying they are extremely or very likely to leave. Among Boomer voters in the Capital Region, 61% are at least somewhat likely to leave.



SUPPORT FOR A STATE-FACILITATED RETIREMENT SAVINGS OPTION

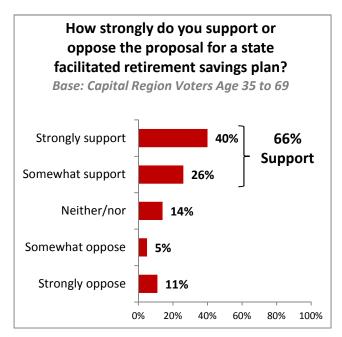
PROPOSED STATE-FACILITATED RETIREMENT SAVINGS OPTION FOR WORKERS

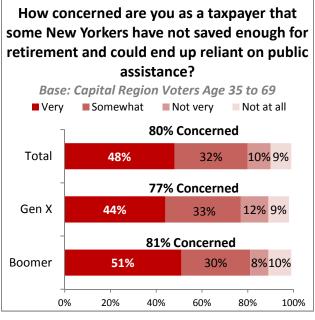
One way to help more New Yorkers save would be for the state to set up a retirement savings plan, similar to a 529 college savings plan, where workers can contribute to a private retirement account that is professionally managed. Workers can choose whether or not to participate, and the account would be portable from job to job. The plan would have low fees and not cost taxpayer dollars.

In order to help close the gap in access to retirement savings plans across the state, 66% of voters age 35 to 69 in the Capital Region support a state-facilitated retirement savings option for New York State, with four in ten strongly in support. All sub-groups of voters consistently support a state-facilitated plan, including each generation, workers without current access to a plan at work and small business owners or employees.

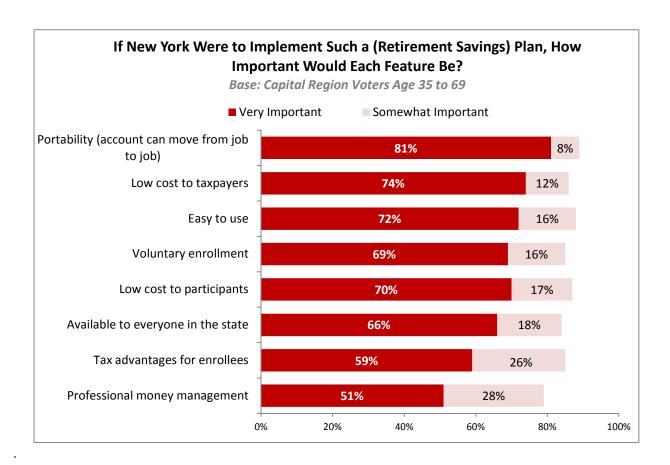
Nearly seven in ten (69%) Gen X and Boomer voters in the Capital Region agree that New York State elected officials should support creating a state-facilitated retirement savings plan so more workers have an opportunity to save for retirement, with 39% agreeing

strongly that this should be a concern of elected officials. A large majority (80%) of Gen X and Boomer voters in the Capital Region is also concerned that New Yorkers who have not saved enough for retirement will have to rely on public aid.



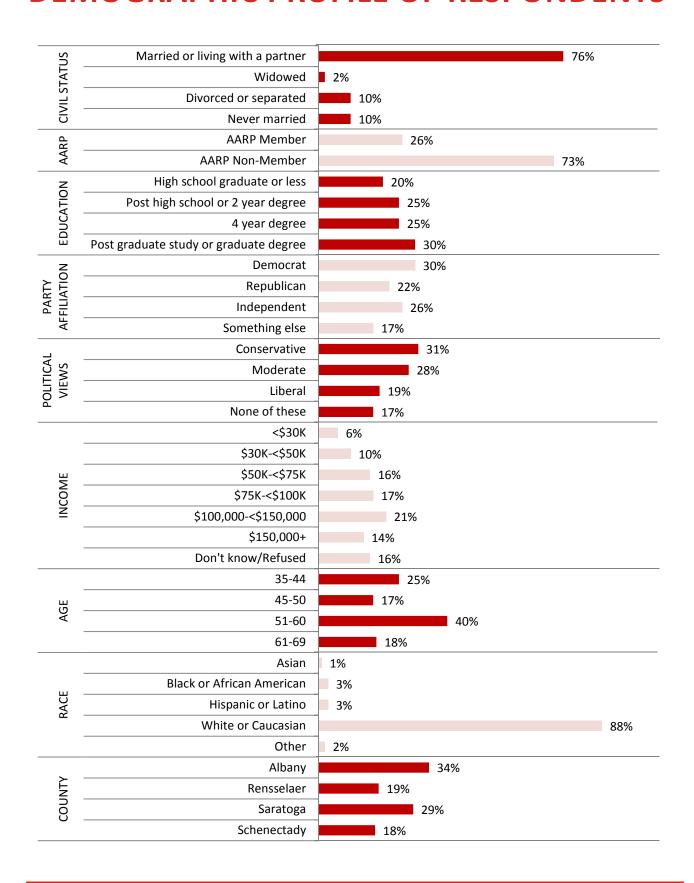


When asked about potential features in a state-facilitated savings option for retirement, survey respondents ranked portability most important – a distinctive feature that would allow the retirement account to automatically follow workers from job to job thereby simplifying participation and eliminating the need to roll over funds. Eight in ten Gen X and Boomer voters surveyed (81%) believe it is *very* important that account funds should be portable. Almost three-fourths say it is very important that the plan carry a low cost for taxpayers (74%). About seven in ten consider it very important that a state-facilitated plan is easy to use (72%); is voluntary (69%); pose a low cost to participants (70%); and is available to everyone in the state (66%). Many also believe it is important that enrollees realize tax advantages (59%) and that the plan be professionally managed (51%).



HIGH ANXIETY: NEW YORK CAPITAL REGION GEN X AND BOOMERS STRUGGLE WITH STRESS, SAVINGS AND SECURITY

DEMOGRAPHIC PROFILE OF RESPONDENTS



	Gen X	Boomers
Gender		
Male	47%	48%
Female	53%	52%
Civil Status	337	32,0
Married or living with a partner	82%	72%
Widowed	1%	3%
Divorced or separated	6%	13%
Never married	11%	10%
Membership	11/0	10,0
AARP	6%	41%
AARP Non-Member	93%	58%
Education	3370	3070
High school graduate or less	14%	25%
Post high school or 2 year degree	23%	26%
4 year degree	27%	23%
Post graduate or graduate degree	36%	26%
Party Affiliation	30/0	20%
Democrat	31%	30%
Republican	21%	23%
Independent	25%	26%
Something else Political Views	19%	17%
Conservative	27%	35%
Moderate	31%	26%
Liberal	21%	18%
None of these	18%	16%
Income	F0/	50/
<\$30K	5%	6%
\$30K-<\$50K	10%	10%
\$50K-<\$75K	15%	17%
\$75K-<\$100K	19%	15%
\$100,000-<\$150,000	22%	20%
\$150,000+	16%	13%
Don't know/Refused	13%	19%
Race/Ethnicity		
Asian	1%	0%
Black or African American	3%	3%
Hispanic or Latino	4%	2%
White or Caucasian	86%	90%
Mixed/some other race	5%	2%
County		
Albany	33%	35%
Rensselaer	19%	19%
Saratoga	30%	28%
Schenectady	18%	18%

METHODOLOGY

This report is based on data collected through a telephone survey of registered voters in the state of New York age 35 to 69, with oversamples in seven targeted geographies including the Capital Region and among multicultural voters in New York City. Survey results discussed in this report are limited to the sample of voters in the Capital Region counties of Albany, Rensselaer, Schenectady and Saratoga.

Interviews were conducted by Precision Opinion from February 26th to May 17th, 2015. Respondents were sampled from a registered voter list provided by L2 then screened to confirm their age, registered voter status and state of residence. Out of a statewide representative sample of qualified New York voters, 5% were from the Capital Region. Additional interviews were completed to bring the total Capital Region voter sample up to 800. The Capital Region oversample was split into two strata by age (Gen X and Boomer) and targets were set in order to achieve 400 interviews in each of these age cohorts. The sample was weighted by gender within age group in order to maintain the proper representation of males and females. The total combined sample was also weighted by age.

The margin of sampling error for the total Capital Region sample of 800 is \pm -3.5%. The margin of sampling error for the Gen X and Boomer samples of 400 each is \pm -5.0%.

Additional details on the survey execution, sample design and data weighting are in the full methodology statement which can be found together with a fully annotated questionnaire and more information about this survey including additional reports at www.aarp.org/nygenxandboomers.



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