

Senate E-12 Finance Committee

February 15, 2017



TRA's membership and mission







Serving teachers for over 100 years

- five generations of educators

TRA membership – nearly 190,000

- o 80,530 active teachers
- 63,503 retired public school educators, state college faculty
- o 13,680 deferred, vested members
- 31,850 deferred, non-vested members

TRA assets and benefits

- \$20 billion in assets
- \$1.7 billion in annual payments which benefit local economies and generate tax revenue

TRA's mission:

- > Retirement security for Minnesota teachers
- > Support state's education system by attracting and retaining teachers



Pensions help recruit and retain teachers

Teacher shortages increasing – studies show pensions help attract and retain experienced teachers

- Recruitment: Among workers under age 40, 63% say offer of defined benefit (DB) pension is important in accepting the job, up from 28% just two years before. (Towers Watson, 2012)
- Retention: Three-fourths of new hires say DB pension is compelling reason to stay on the job. Teacher effectiveness and productivity improve with experience. (Towers Watson, 2012 and National Bureau of Economic Research, 2006; Milanowski and Odden, 2007)

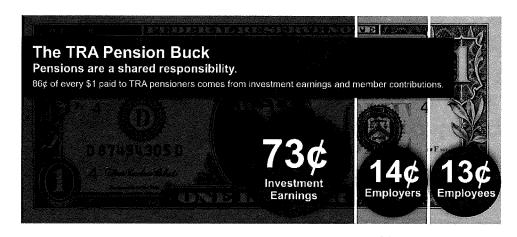


- Teacher turnover costs high recruitment, hiring,
 orientation, productivity loss. (Alliance for Excellent Education, 2005 and National Institute on Retirement Security, 2011)
- **Teacher pay gap** partly filled by pensions. 2016 study shows teacher salaries lag those of comparably educated by 17%. (Allegretto and Mishel, 2016)



TRA revenue:

Investment earnings on contributions provide most funding



TRA Comprehensive Annual Financial Reports, 1990-2016

National public pension average:

(Source: National Association of State Retirement Administrators, Oct. 2016)





Effects of experience study

2015 experience study evaluated all actuarial assumptions and recommended:

- Lower investment assumption from 8.5% to 8%, which adds to costs, lowers plan's funded ratio.
- Updated mortality table members and retirees are living longer on average an extra two years, which adds significantly to costs.

2016 pension proposal addressed experience study – funding needed:

- TRA board built support among stakeholders (actives, retirees, employers) and recommended a balanced package of benefit cuts and contribution increases to address experience study results.
- 2016 proposal was not enacted, partly because there was a lack of funding to offset employer pension cost increases.
- Pension plans worked with governor's staff during interim governor's proposed budget includes some limited state funding to offset increased pension costs for employers (SF718 and SF930).



TRA 2017 legislative proposal

Retirees

Reduce COLA from 2% to 1% for 5 years, 1.5% thereafter, eliminate 2.5% COLA trigger

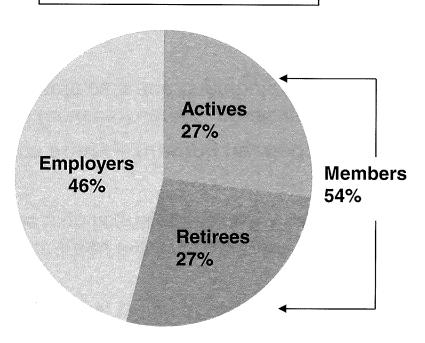
Active teachers

- Reduce future COLA from 2% to 1.5%, eliminate 2.5% COLA trigger
- → COLA savings equal 2.66% of pay which is equivalent to \$124 million annually or \$1.5 billion over TRA's projection period

Employers

- Increase contribution rate from 7.5% to 9.5%, phased over 4 years (0.5% per year)
- Offset by state pension aid through pension adjustment mechanism in school aid formula

Portion of proposal borne by each group*



*Based on present value of contributions and benefit cuts over 30 years.

Source: TRA Actuary

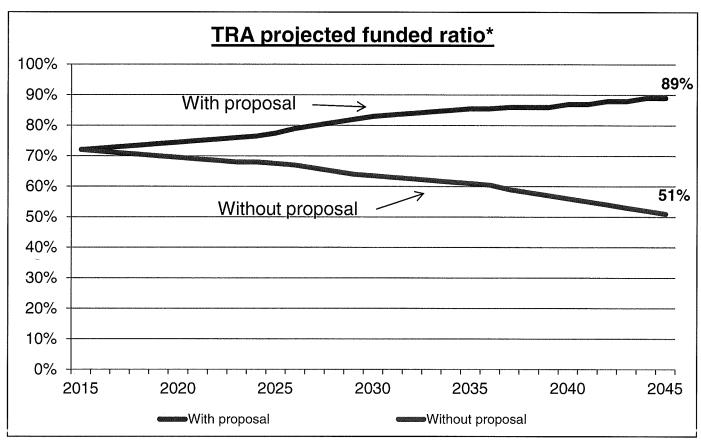


TRA 2017 legislative proposal – state pension aid requested compared to governor's budget

	TRA rate	Costs for school districts/charters (assuming 0%/ yr payroll growth)	Costs for school districts/charters (assuming 2.5%/yr payroll growth)	Aid in governor's budget	Annual shortage
FY18	8.0%	\$21.6 million	\$22.7 million	\$21.6 million	\$0 – 1.1 million
FY19	8.5%	\$43.2 million	\$46.5 million	\$43.1 million	\$0.1 – 3.4 million
FY20	9.0%	\$64.8 million	\$71.5 million	\$43.1 million	\$21.7 – 28.4 million
FY21	9.5%	\$86.4 million	\$97.6 million	\$43.1 million	\$43.3 – 54.5 million



TRA financial status – positive impact of TRA 2017 proposal



^{*} Assumes investment assumption of 7.5% for five years, 8% thereafter.



TRA's 2017 proposal – investment assumption

Investment assumption – thorough study needed before long-term assumption changed

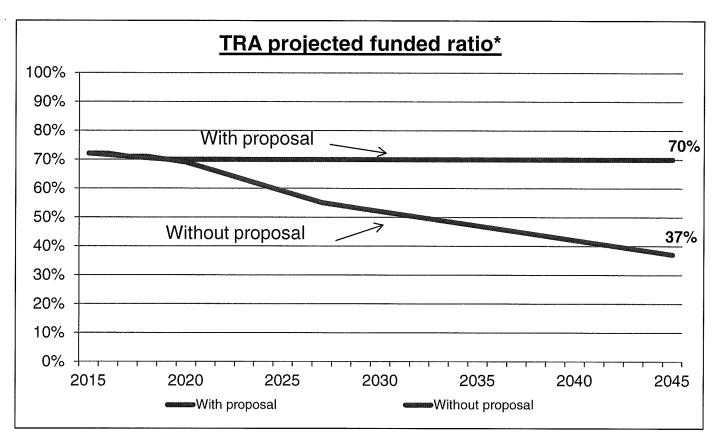
- TRA board supports a thorough, data-driven study of <u>all</u> economic assumptions before the long-term investment assumption is changed. The next experience study, due in 2 years, will look at all assumptions (investment return, inflation, wage and payroll growth) in a comprehensive, holistic manner.
- As an interim step, TRA supports lowering the investment return assumption to 7.5% for temporary 5-year period with the long-term rate remaining at 8% until study is completed.
- Investment assumption is long-term and used to project liabilities for 50 to 60 years into the future. It should not be overly influenced by short-term volatility nor frequently changed without careful study.
- Moving from 8.5% to 7.5% investment assumption is costly, immediately adding \$3.2 billion to TRA liabilities and raising its deficiency by 5.8% of pay.
- If 7.5% investment assumption is immediately adopted, even with TRA's proposed package of reforms, TRA would be deficient by over 2% of pay (\$103 million annually). Moving to 7.5% assumption without a plan to pay for it would increase risks for TRA and jeopardize it financially.

TRA financial status – impact of 7.5% investment assumption change

	FY16 valuation Return assumption: 7.5% for 5 yrs, then 8% with TRA proposal	FY16 valuation Return assumption: 7.5% all yearswith TRA proposal	Difference – added cost of using 7.5% assumption
Actuarial Accrued Liability	\$27.2 billion	\$28.3 billion	+ \$1.1 billion
Current Funded Ratio (actuarial value)	74.3%	71.4%	- 2.9%
Projected Funded Ratio (in 30 years)	89%	70%	- 19%
Contribution Deficiency (actuarial value)	(0.42%)	(2.69%)	Increases deficiency by 2.27% of pay \$103 million per year



TRA financial status – Impact of 7.5% investment assumption

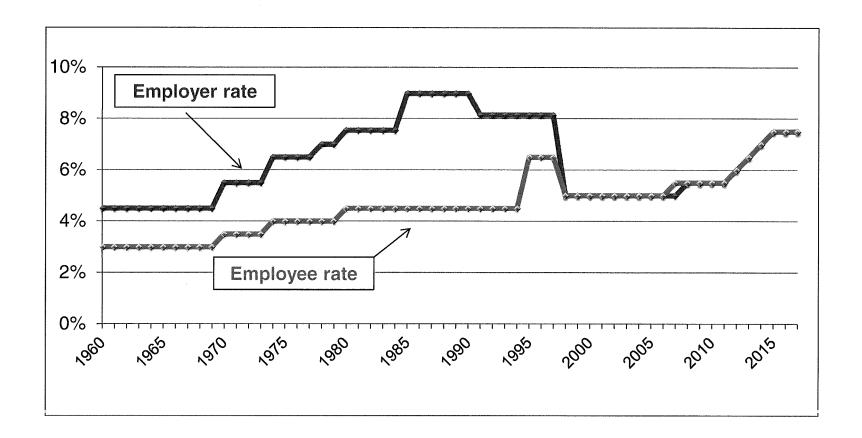


^{*}Assumes investment assumption of 7.5% for all years.



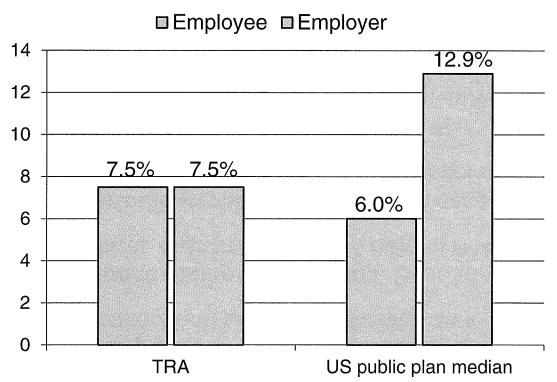
TRA contribution rate history

For most of TRA history employer rate has been higher than employee rate.





Employee contribution rates in MN higher, employer rates in MN lower



Source: NASRA FY2016 for Social Security-covered plans

Contribution rates in adjacent states

	Banaleyes	Employer
North Dakota	3% *	12.26% **
North Dakota Teachers	11.75%	12.75%
South Dakota	6%	6%
Wisconsin	6.8%	6.8%
Iowa	5.95%	8.93%
MN TRA	7.5%	7.5%

^{*}ND employee contribution rate is 7% in statute, but employer picks up 4% of that rate.

^{**}ND employer rate includes 1.14% contribution to employee health care savings accounts and 4% employer pickup of employee rate.



Tradition of careful stewardship to ensure plan stability

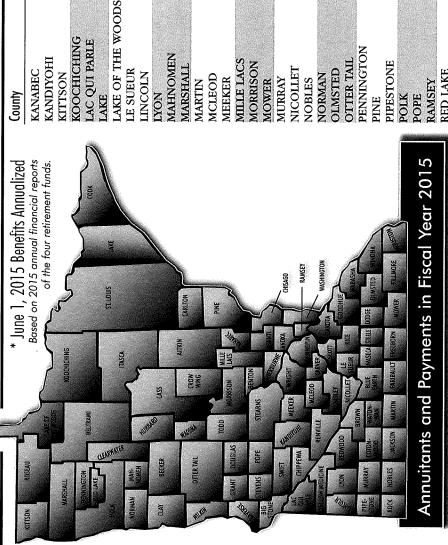
- Disciplined and proactive management. TRA continuously monitors and proposes adjustments to the fund as conditions warrant.
- Proactive pension reforms. Board-proposed 2010 legislation was critical, cost savings: \$1.75 billion (TRA).
- Periodic experience studies (every 4 years). Changes proposed based on data in a careful, thoughtful manner with involvement of stakeholders.
- Modest benefits. The average monthly pension for retired Minnesota teachers eligible for social security is \$1,855.
- Relatively low cost. In Minnesota, government pension contributions are only 2.1% of total state and local government spending, compared to an average 4.1% in all other states. (Census Bureau)

Benefit Recipients of Four Minnesota Retirement Funds

Annual Benefits by County for the Teachers Retirement Association (TRA), Minnesota State Retirement System (MSRS), Public Employees Retirement Association (PERA), and St. Paul Teachers Retirement Fund (SPTRFA) (Fiscal Year 2015)*

Payments

Population



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KANABEC	702	\$12.043,787
KANDIYOHI	2,555	\$49,958,183
KITTSON		્
KOOCHICHING	713	\$14,134,279
LAC QUI PARLE	332	\$5,395,017
LAKE	743	\$13,828,347
LAKE OF THE WOODS	205	\$3,755,346
LE SUEUR	1,047	\$20,082,196
LINCOLN	221	\$3,334,877
IXON	1,062	\$18,763,517
MAHINOMEN	179	\$2,725,796
MARSHALL	382	
MARTIN	791	\$14,359,797
MCLEOD	1,320	\$23,343,781
MEEKER	903	\$15,548,398
MILLE LACS	1,104	0
MORRISON	1,315	\$22,445,855
MOWER	1,466	043
MURRAY	390	\$6.078.130
NICOLLET	1.571	\$30,220,140
NOBLES	. •	13.2
NORMAN	296	1888
OIMSTED	3,708	\$83,158,082
OTTER TAIL	2,7,70	
DENNINCTON	2,000	
FEINING! ON		127,
FINE	1,4/1	, to 1
PIPESIONE	280	Ų,
FOLK	1,218	,251,
POPE		\$11,822,939
RAMSEY	18,193	978
RED LAKE	201	\$2,910,799
REDWOOD	8/9	\$9,698,924
RENVILLE	620	\$9,600,187
RICE	2,525	\$51,108,915
ROCK	410	,754,
P	200	\$9,487,251
COUIS	10,280	\$211,288,588
SCOTT	2,623	57,834,
SHERBURNE	2,185	545,
SIBLEY	556	&
SIEAKNS	-	/48
STEELE	1,205	140,140,024
STEVENS	400 577	\$/,132,303 \$0 515 03/
TODD	022	7 6
TRAVEPSE	727	⊃ ક
WABASHA	2,52 909	\$16,840.510 \$16,840.512
WADENA	1 1 1	200
WASECA	724	\$12 154 354
WASHINGTON	9.328	
WATONWAN	_	\$6,638,170
WILKIN	215	
WINONA	1,583	\$33,429,105
	3,012	760,
YELLOW MEDICINE	594	\$9,339,637
4 - · H		

County	Population	Payments
AITKIN	066	\$18,290,907
ANOKA	9,490	\$217,285,461
BECKER	1,546	\$30,119,466
BELTRAMI	2,216	\$44,356,218
BENTON	1,303	\$26,681,305
BIG STONE	313	\$4,497,145
BLUE EARTH	2,394	\$51,666,334
BROWN	915	\$16,648,055
CARLTON	1,888	\$37,793,588
CARVER	2,033	\$43,765,164
CASS	1,754	\$34,539,479
CHIPPEWA	575	\$10,669,476
CHISAGO	2,320	\$48,438,710
CLAY	1,560	\$31,922,185
CLEARWATER	559	\$8,801,611
COOK	418	\$7,680,792
COLLONWOOD	545	\$9,469,831
CROW WING	3,681	\$92,374,715
DAKOTA	11,766	\$253,884,591
DODGE	610	\$9,792,658
DOUGLAS	2,175	\$40,495,355
FARIBAULT	276	\$9,930,086
FILLMORE	850	\$14,202,791
FREEBORN	1,122	\$21,746,266
GOODHUE	1,852	\$36,811,977
GRANT	323	\$17,497,081
HENNEPIN	30,831	\$720,460,021
HOUSTON	543	\$9,443,016
HUBBARD	1,241	\$23,414,903
SANTI	1,479	\$28,010,569
TASCA	2,687	\$51,436,076
IACKSON	432	\$6,615,354

	Annual Benefits	\$716,664,626 \$1,636,425,158	\$1,462,818,895	\$3,911,564,362
Total Benefit Payments	Benefit Recipients	35,572 92.693	53,617	184,946
Total Benef		MSRS PERA	TRA	Total

SPTRFA	ients Ann	\$1	3 \$11,415		4 \$14,028	3 \$4,550	3 \$93,694	31 \$897,963	1 \$83.586	7 \$242,942	4.0 miles (1997)	431 \$14,992,687		54,078		13 \$327,227	1 \$3,205 446 \$12,232,593	, 80 , 80	3 \$51,756 7 \$198,209	8 \$168,530	3 \$46,010	5 \$34,541	1 \$41.230	1 \$1,550	7116/110	2 \$7,509 1 \$8.580				55,945	3 \$85,248			2 55,177 2 52,448		6 \$113,485				1,395 \$45,506,489		11 \$106,057	1 61 750	1 \$1,739 16 \$227,250	18 \$542,638 11 \$96,487	8 \$102.127	,	1 52,879	1 \$85,563	8 \$206,486	1 \$4,204 441 \$15,382,103		4 \$55,128		3064 \$95,655,683
MSRS	11s Annual Fayments \$3,643,010	\$38,720,411	\$0,024,083 \$10,807,872	\$6,685,195 \$397,795	\$12,652,734 \$2,145,763	\$10,004,446	\$6,573,125 ************************************	\$12,578,295	\$4,043,084 \$1,412,992	\$1,090,290	\$1,561,368 \$20.747.056	\$51,411,117	\$1,016,588 \$4,367,027	\$763,695	\$2,092,444 \$1,964,734	\$5,751,943	\$774,254 \$106 \$42 071	\$1,018,122	\$4,994,981 \$7.041.452	\$8,515,862	\$642,322 \$1,916,747	\$11,951,013	\$307,428 \$1,486,945	\$354,729	\$728,658	\$5,339,290 \$219,242	\$3,883,821	\$109,617 \$325,970	\$1,011,984	\$1,427,949 \$1.405.918	\$2,892,767	\$3,963,783 \$1,988.878	\$665,503	\$10,724,575 \$1,300,979	\$202,520	\$8,175,146 \$13,179,042			\$2,061,518		\$924,852	\$740,234 \$13,607,781	\$475,901	\$30,232,102	\$6,916,318 \$5,785,365	\$872,637	83,327,357	\$2,334,676 \$1,185,484	\$1,484,/6/ \$359,681	\$2,154,429 \$791,863	\$1,730,015	\$566,872 \$366,872 \$365 101	\$5,073,113	\$5,100,124	\$716,664,626
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TRA	\$6.043.313	\$76,566,464	\$21,700,302	\$3,/3/,462 \$1,684,163	\$25,538,455 \$5,728,668	\$11,090,189	\$15,435,267	\$13,315,913	\$16,903,275 \$3.131,263	\$2,539,495	\$4,196,605 \$29,697.032	\$86,869,681	\$4,726,864 \$19.064,308	\$4,822,486	\$6,177,678	\$15,751,626	\$2,267,828 \$307 979 320	\$5,182,482	\$11,102,770	\$20,452,671	\$2,805,513 \$4,293,969	\$19,815,613	\$5,879,364	\$2,476,630	\$1,581,195	\$7,749,870	\$7,391,860	\$1,252,784 \$2.928.216	\$5,817,734	\$8,765,898 \$6.596,718	\$7,698,517	\$9,318,889 \$11,833,934	\$2,722,409	\$5,180,526	\$2,467,703	\$24,255,573	\$5,432,362 \$6,784,113	\$2,829,370	\$5,049,824	\$98,131,019	\$3,832,641	\$3,525,002 \$19,821,117	\$2,234,410	\$67,744,460	\$23,724,775 \$24,155,434	\$3,352,452	\$9,883,346	\$2,024,433 \$3,862,771	\$3,411,276 \$1,061,939	\$6,957,486 \$6,255,040	\$5,140,572	\$2,948,269	\$16,877,730	\$4,598,157	51,462,818,895
T Specialization C	227	2,517	835	555 74	878 226	444	576	472	622	112	$\begin{array}{c} 177 \\ 1.079 \end{array}$	3,066	184 701	190	252 397	909	94	201	425 377	824	165	746	222	108	62	308	294	50	251	321 246	278	375 464	113	452 198	1405	1,403 983	216	114	182	3,677	181	165 734	99	2,976	814 796	142	389	142	523 49	266 257	211	102 75	009	197	53,617
PERA Annual Paraments	\$8.510.125	\$100,133,589	\$11,836,474	\$2,401,159	\$13,470,594 \$8,773,624	\$16,694,817	\$12,530,065	\$22,460,916	\$10,975,825	\$3,559,172	\$3,711,858 \$26,937.940	\$115,306,033	\$4,049,206 \$17,059,942	\$4,317,711	\$5,605,441 \$9,726,217	\$15,305,204	\$2,222,406 \$305,929,808	\$3,190,655	\$7,118,943 \$10,573,576	\$22,421,534	\$5,167,519 \$5,798,531	\$18,150,327	\$6,766,420	\$2,414,546	\$1,445,493	\$6,984,456 \$1.603.189	\$7,487,836	\$1,363,395 \$2.893.327	\$7,530,080	\$13,143,906 \$7,440,514	\$9,532,538	\$9,163,182 \$14,220,365	\$2,690,218	\$6,796,658	\$2,216,754	\$32,400,673	\$4,587,828 \$12,252,491	\$2,534,452	\$4,669,344	\$163,123,493 \$1,613,318	\$4,941,430	\$5,334,951 \$17,573,960	\$3,043,843	\$113,084,776	\$26,651,110 \$21,608,442	\$4,114,052 \$34,109,012	\$10,130,839	\$4,466,779	\$7,148,916 \$2,031,488	\$7,522,110 \$5,179,882	\$5,279,562 \$90.241.098	\$3,123,030 \$3,123,030 \$1,862,520	\$11,423,133	\$4,173,557	\$1,636,425,158
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COUNTY	AITKIN	ANOKA	BELTRAMI	BIG STONE	BLUE EARTH BROWN	CARLTON	CASS	CHISAGO	CLAY CLEARWATER	COOK	COLLONWOOD CROW WING	DAKOTA	DOUGLAS	FARIBAULT	FILLMOKE	GOODHUE	GRANT	HOUSTON	HUBBARD ISANTI	ITASCA	JACKSON	KANDIYOHI	KOOCHICHING	LAC QUI PARLE	LAKE OF THE WOODS	LE SUEUR LINCOLN	LYON	MAHNOMEN MARSHALL	MARTIN	MCLEOD MEFKFR	MILLE LACS	MORRISON MOWER	MURRAY	NOBLES	NORMAN	OTTER TAIL	PENNINGTON PINE	PIPESTONE	POPE	RAMSEY RFD LAKE	REDWOOD	RENVILLE RICE	ROCK ROSFAII	SAINT LOUIS	SCO1T SHERBURNE	STEARNS	STEELE	SWIFT	TRAVERSE	WABASHA WADENA	WASECA	WATONWAN	WINONA	YELLOW MEDICINE	Total