

PAPERS National Update

Hank Kim, Esq.

Executive Director & Counsel

National Conference on
Public Employee Retirement Systems



Are Public Pensions Sustainable?

Most certainly yes when:

- Sponsors make their contributions consistently and fully.
- Employees make their contributions.
- Investments are well managed and fees are low.
- Benefits are appropriate and funded.



What Pension Participants Need to Know About Threats to Their Pension Plans?

- It's national.
- It's well financed and orchestrated.
- It's the economy.
- And pensions are going away in the private sector.
- But we've managed to largely hold on the public pensions because of 22 million reasons.
- And we have an opportunity to change the debate.



NCPERS

- **Largest nonprofit trade association representing 550+ public sector DB plans that have \$3+ trillion in assets.**
- **Who we ARE:**
 - **Advocacy**
 - **Research**
 - **Education**
- **www.NCPERS.org**



NCPERS Position

- All workers (public and private) should have a traditional pension benefit (DB plan) as their primary pension plan
- DB plans are good for governments, employees, taxpayers and the economy



www.NCPERS.org

The screenshot shows the NCPERS website in a Mozilla Firefox browser window. The browser's address bar displays "www.ncpers.org". The website's navigation menu includes links for Membership, Educational Conferences, Resource Center, Media, News, Videos, Government Affairs, NCPERS Insurance, NCPERS Charitable Foundation, About NCPERS, Contact Us, and Archives. The main header features the NCPERS logo (a blue circle with a white dome and the year 1941) and the text "National Conference On Public Employee Retirement Systems" and "The Voice for Public Pensions". A search bar and a login form with fields for Username and Password are also present. Below the header is a large banner image showing five diverse professionals: a firefighter, a woman in a business suit, a police officer, a woman in a lab coat, and a construction worker. Below the banner is the text: "The National Conference on Public Employee Retirement Systems (NCPERS) is the largest trade association for public sector pension funds." The main content area is divided into two columns. The left column is titled "NCPERS News" and contains a link to "NCPERS on Rockefeller Report: Impractical, Off the Mark" and another link to "January Monitor is Now Available". The right column is titled "Meet our CorPERS Members" and features the BNY MELLON logo and the text "NCPERS Written Statement For The Hearing Record Regarding The Role Of Social Security, Defined Benefits And Private Retirement Accounts In The Face Of The Retirement Crisis". At the bottom of the browser window, the address bar shows "ncpersite.membershipsoftware.org/bny_mellon".

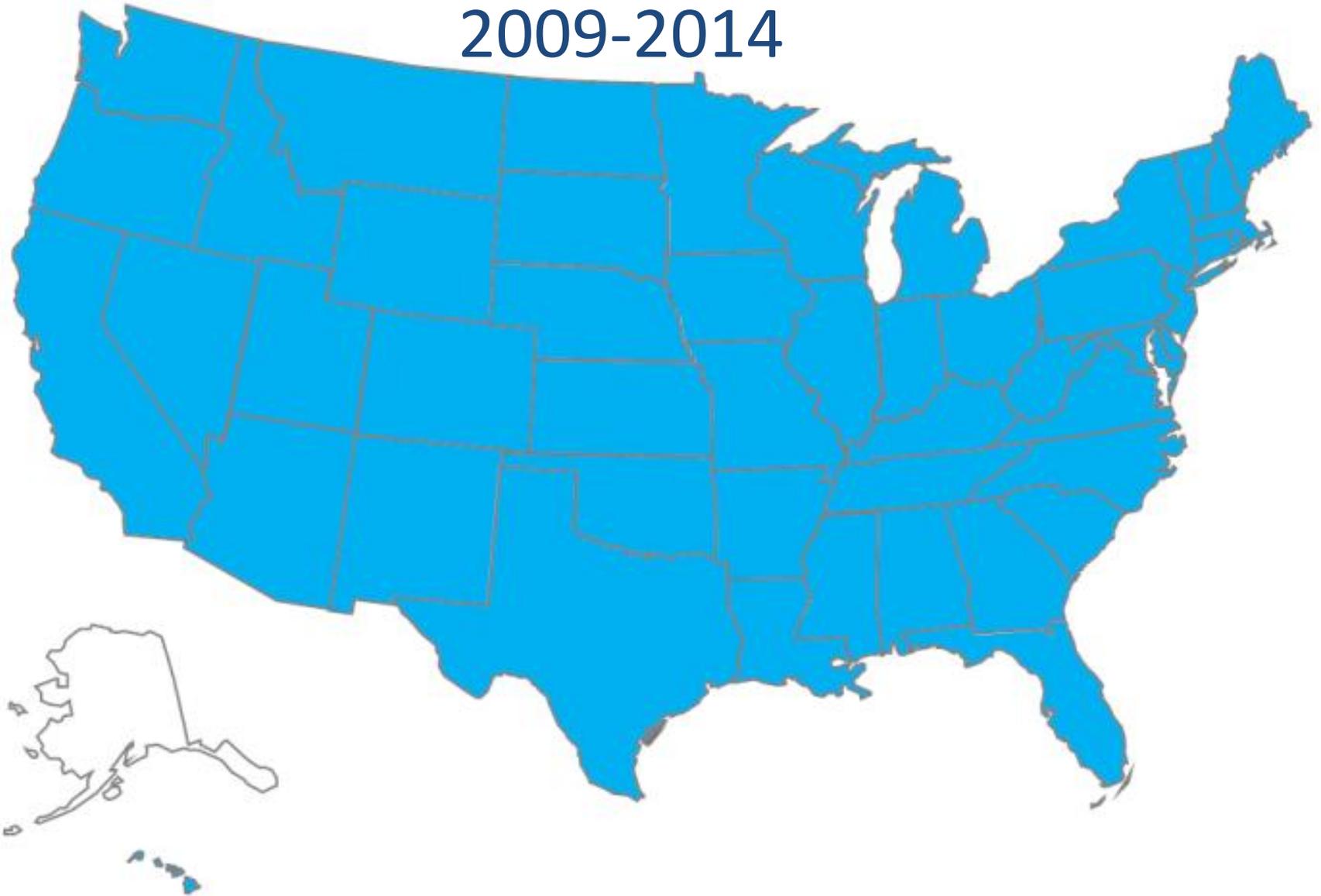


Public Pension History

- Public pensions have been around for more than 150 years.
 - 1857 New York establishes LOD benefits for NYC police.
 - 1866 FDNY gets LOD benefits.
 - 1878 NYC public safety get lifetime benefit 55/21.
 - 1894 NYC teachers pension benefit.
 - 1900's state plans in ND, CA, MA, CT, PA, NJ.
 - Most public plans established soon after 1935.



Major Pension Enactments 2009-2014



2014 State Battles

- ~~Arizona~~
- ~~California~~
- ~~Colorado~~
- ~~Florida~~
- ~~Illinois~~
- ~~Indiana~~
- ~~Kansas~~
- ~~Louisiana~~
- ~~Missouri~~
- **Oklahoma**
- ~~Pennsylvania~~

2015 State Battles

- Arizona
- Arkansas
- Colorado
- Florida
- Illinois
- Indiana
- Kansas
- Kentucky
- Michigan
- Missouri
- Nevada
- New Hampshire
- New Jersey
- North Dakota
- Oklahoma
- Pennsylvania
- Virginia
- Wyoming



Federal Challenges

Congress: Tax Reform

- SAFE
- PEPTA
- Pick ups
- Mandatory Social Security Coverage

National Challenges

- GASB Accounting Statements
- GASB OPEB Restatements
- Moody's
- ALEC model legislation to close public pensions
- Pew and LJAF
- Cato, AEI, Manhattan Institute, etc.

No. 25 August 2013 | ISSUE BRIEF
 Published by the Manhattan Institute

CONSTITUTIONAL PUBLIC PENSION GUARANTEES: Unfair, Unaffordable, and Bad Policy

Stephen D. Eldre, Senior Fellow
Dean Ball, Research Intern

EXECUTIVE

Summary
These are the total per capita pension guarantees in the states and the District of Columbia.

Constitutional public pension guarantees are unfair, unaffordable, and bad policy. The states and the District of Columbia have a long history of providing pension guarantees to public employees that are not supported by law.

THE PROBLEM

Summary
The states and the District of Columbia have a long history of providing pension guarantees to public employees that are not supported by law.

Summary
The states and the District of Columbia have a long history of providing pension guarantees to public employees that are not supported by law.



JULY 7, 2012

U.S. PUBLIC FINANCE



REQUEST FOR COMMENT

Adjustments to US State and Local Government Reported Pension Data

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Analyst Contacts:

NEW YORK +1.212.553.1653
 Marcia Van Wagner +1.212.553.2952
 Vice President - Senior Analyst
 marcia.vanwagner@moody.com
 Timothy Blake +1.212.553.0849
 Managing Director - Public Finance
 timothy.blake@moody.com

Summary

This Request for Comment requests feedback on our proposal to implement several adjustments to the pension liability and cost information reported by state and local governments and their pension plans. While our methodologies for rating state and local government debt already incorporate an analysis of pension obligations, we seek comment on whether the proposed adjustments would improve the comparability of pension information across governments and facilitate the calculation of combined measures of bonded debt and unfunded pension liabilities in our credit analysis.

We are considering four principal adjustments to as-reported pension information:¹

1. Multiple-employer cost-sharing plan liabilities will be allocated to specific government employers based on proportionate shares of total plan contributions
2. Accrued actuarial liabilities will be adjusted based on a high-grade long-term corporate bond index discount rate (5.5% for 2010 and 2011)
3. Asset smoothing will be replaced with reported market or fair value as of the actuarial reporting date
4. Annual pension contributions will be adjusted to reflect the foregoing changes as well as a common amortization period

This proposal is part of our ongoing efforts to bring greater transparency and consistency to the analysis of pension liabilities, which have driven a number of downgrades and outlook changes for states and cities. In 2011, we began using consolidated debt and pension metrics in our state government credit analysis.² We propose these adjustments to address the fact that government accounting guidelines allow for significant differences in key actuarial and financial assumptions, which can make statistical comparisons across plans very challenging. While we do not expect any state ratings to change based on these adjustments alone, we will take rating actions for those local governments whose adjusted liability is outsize relative to their rating category.

¹ These adjustments do not apply to the non-profit sector, including hospitals and higher education, which must meet uniform accounting and funding standards set by the Financial Accounting Standards Board.

² See "Combining Debt and Pension Liabilities of U.S. States Enhances Comparability".

NO. 327-C | JUNE 2012 Governmental Accounting Standards Series

Statement No. 68 of the Governmental Accounting Standards Board

Accounting and Financial Reporting for Pensions

Statement of GASB Statement No. 27



ACCOUNTING STANDARDS BOARD
OF THE FINANCIAL ACCOUNTING FOUNDATION



Why No Other City is Like Detroit

- July 18, 2013 Detroit files for Chapter 9
- \$18 billion debt of which \$800 million - \$3.2 billion is due to public pensions
- But no other jurisdiction is like Detroit:
 - Unprecedented loss of population and jobs
 - Michigan reneged on its revenue sharing
 - Bad interest rate bet
 - Gov. forced Detroit into bankruptcy



Old and Novel Arguments Against DBs

Old

- Too expensive/risky.
- “Cooking the books”.
- Hard to budget.
- Taxpayers left holding the bag.
- Private sector doesn’t have pensions anymore neither should public employees.
- Too much fraud/abuse.

New & Novel

- Switch to a 401k-style plan to ensure plan sponsor contributions.
- Defined benefit plans discriminate against short term employees.
- 401k’s are better wealth accumulators to pass down to heirs.
- At nearly \$3.9 trillion AUM public plans are too big.



How to Talk About Pensions

- Keep it simple
- Teachers, public safety vs politicians, Not Big Unions vs Taxpayers
- Workers put their life savings into pensions
- Politicians and bad economy got us into this mess
- Pensions are modest
- Many workers do not get Social Security
- Loss of state income tax from large multinationals



Evolution of a Message

From: Tactical/Reactive/Defensive – It's about **US**

- Hard-working public sector workers are your neighbors and relatives
- Don't make us scapegoats for the mistakes of legislators
- Nurses, public safety officers, teachers, social service professionals, administrators deliver the services you rely on every day for less pay than private sector employees
- Traditional media and stakeholder outreach



Public Pension Defense Tool Kit

- http://www.ncpers.org/files/public_pension_defense_tool_kit.ppt
- Culmination of months of work done in partnership with public pensions, advocates, and other stakeholders



Top 10 Advantages of DB Plans

- [http://www.ncpers.org/files/2011_ncpers_research_series_top_ten\(1\).pdf](http://www.ncpers.org/files/2011_ncpers_research_series_top_ten(1).pdf)



NCPERS Research Series

January 2011

The Top 10 Advantages of Maintaining Defined Benefit Pension Plans

Since the mid-1990s, legislation has been proposed to replace state and local defined benefit (DB) pension plans with defined contribution (DC) plans. The pace of these proposals increased from 2003 to 2006, partly because of the equity market downturn in 2000–2002 that increased contribution rates for many DB plans, both public and private. Although the pace of DC proposals fell in 2007–2008, they increased again as a result of the financial market downturn in 2008–2009.

This paper discusses the top 10 advantages of maintaining DB pension plans. At issue is not whether state and local employees should have access to DC plans – many already do in conjunction with their DB plans or through supplemental DC-type plans, which play a useful role in providing additional tax-deferred retirement savings.¹ Rather, the issue is whether DB plans should be eliminated and replaced with DC plans.

While recognizing that DC plans are useful in providing supplemental retirement benefits, this paper argues against replacing DB plans with DC plans. For many reasons, eliminating the DB plan and switching to a DC plan is likely to be a lose-lose situation for governments, their employees, and taxpayers, as will be discussed throughout this paper.

However, although DB plans have many advantages over DC plans, it is also important to recognize the risks associated with DB plans and take steps to mitigate those risks. This idea is discussed in the “Managing DB Plan Risks” section on page 14.

Summary of the Top 10 Advantages of Retaining DB Pension Plans

- Retaining a DB plan is likely to cost state and local governments less over the short term. The long-term cost savings of switching to a DC plan are uncertain at best.

¹ Examples of defined contribution (DC)-type plans available to state and local employees include governmental defined contribution plans (also known as 457 plans) and 401(k) schemes. In addition, since state and local employees are covered by 401(k) plans, if the plans were established before May 6, 1986. According to the 2010 *Defined Contribution Plan Survey* by the National Association of Government Defined Contribution Administrators, \$2 million rate and local governmental employees (27 percent of the state and local workforce) are eligible to participate in some form of DC or defined contribution plan.

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How DC Plans Work	6
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National Conference on Public Employee Retirement Systems

444 N Capitol St, NE • Suite 630 • Washington, DC 20001 • 202-624-1456 • 1-877-202-5706 • 202-624-1439 FAX • info@NCPERS.org



Legal Protections for Pensions

- <http://www.ncpers.org/files/News/03152007RetireBenefitProtections.pdf>

STATE CONSTITUTIONAL PROTECTIONS FOR PUBLIC SECTOR RETIREMENT BENEFITS		
State	Summary of state law	Constitutional Provision
Alabama	Benefits are contractually protected for vested employees who are eligible to retire. Board of Trustees of Policemen's and Firemen's Retirement Fund of City of Gadsden v. Cary, 373 So.2d 841 (Ala. 1979)(pension benefits were vested for employees who had completed 20 years of service before the effective date of a statutory amendment, but were not vested for employees with less service); Calvert v. City of Gadsden, 454 So.2d 963 (Ala. 1984)(retirement benefits for members who had not yet served 20 years of service at time statute fixing retirement pay as last three years' rank had not yet vested and were not entitled to specific performance); Snow v. Abernathy, 331 So.2d 626 (Ala.1976)(holding that where employee voluntarily elected to become member of the contributory retirement system relationship was contractual in nature giving rise to vested rights).	AL CONST., Art. I, § 22
Alaska	"Membership in employee retirement systems of the State or its political subdivisions shall constitute a contractual relationship. Accrued benefits of these systems shall not be diminished or impaired."	AK CONST., Article XII, § 7
Arizona	"Membership in a public retirement system is a contractual relationship that is subject to article II, § 25, and public retirement system benefits shall not be diminished or impaired."	AZ CONST., Article XXIX, §1
Arkansas	No explicit constitutional protection for public pension benefits, but courts provide limited protection for contributory vested pension benefits. See Jones v. Cheney, 489 S.W.2d 785 (1973)(holding that vested pension benefits funded with employee contributions are protected from impairment); compare Blackwood v. Floyd, 29 S.W.3d 691 (2000)(holding that noncontributory pension benefits are a mere gratuity).	AR CONST., Art. 2, § 17
California	California caselaw now recognizes that public pension rights are governed by statute and not contract principles. Gutierrez v. Board of Retirement, 72 Cal Rptr 2d 837 (1998); Betts v. Board of Admin., 582 P.2d 614 (Cal. 1978)(“A public employee's pension constitutes an element of compensation, and a vested contractual right to pension benefits accrues upon acceptance of employment. Such a pension right may not be destroyed, once vested, without impairing a contractual obligation of the employing public entity.”)	CA CONST., Art. 1, § 9
Colorado	Courts have applied the state constitutional protection against impairment of contract in Art. 2, § 11 to protect vested pension benefits. Until benefits fully vest, a pension benefits can be changed. For benefits which are only partially vested, any adverse change must be balanced by a corresponding change of a beneficial nature, a change that is actuarially necessary, or a change that strengthens or improves the pension plan. If a plan amendment fails to satisfy any of these three criteria, it will be deemed an unconstitutional impairment of existing contract rights. See Police Pension & Relief Board v. Bills, 366 P.2d 581 (1961); Peterson v. Fire & Police Pension Ass'n, 759 P.2d 720 (Colo.1988).	CO CONST., Article 2, § 11 (not explicit protection of public pensions; basic protection against impairment of contract)

Evolution of a Message

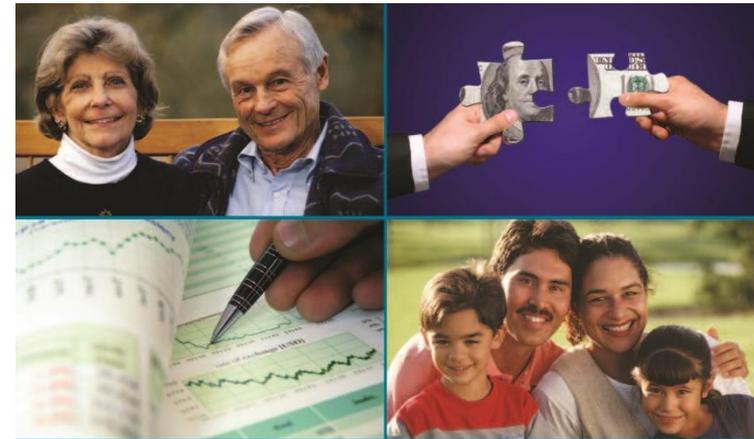
To: Strategic/proactive story - it's about **YOU**, the general public

- NCPERS-member work group selects “Retirement Security for All” as campaign slogan
- Public Sector pension model – supported by data – is the solution for the nation’s overall retirement security crisis
- NCPERS Secure Choice Pension becomes part of the national conversation
- NCPERS national surveys of Small Businesses show support
- Web, social media, blogosphere, editorial engagement
- Media now asking NCPERS for comment, insights
- Lobbying for and garnering state-by-state interest in SCP



Secure Choice Pensions (SCP)

Public-Private Partnership
to bring retirement
security to the private
sector by leveraging the
investment expertise and
economies of scale of
public pension plans



The Secure Choice Pension:
A Way Forward for Retirement Security
in the Private Sector



National Conference on Public Employee Retirement Systems
The Voice for Public Pensions

September 2011

Why State Based?

NEW YORK

NATIONAL INSTITUTE ON RETIREMENT SECURITY
Measuring Economic Security

Key Findings

Pensionomics 2012:
Measuring the Economic Impact of DB Pension Expenditures

Overview
 Expenditures made by retirees of state and local government provide a steady economic stimulus to New York communities and the state economy. In 2009, 768,392 residents of New York received pension plans.

from employee control on investments and er historically made up t

In 2009, expenditures stemming from state and local pensions supported...

- 200,106 jobs that paid \$11.9 billion in wages and salaries
- \$33.2 billion in total economic output
- \$5.1 billion in federal, state, and local tax revenues

... in the state of New York.

Each dollar paid out in pension benefits supported \$1.62 in total economic activity in New York.

Each dollar "invested" by New York taxpayers in these plans supported \$6.87 in total economic activity in the state.

DIREC IMPAC
\$15.3 bill

NEW YORK

Economic Multipliers

Taxpayer Contribution Factor*

\$1.00 contributed by taxpayers to New York pensions over 30 years

→

\$6.87 total output

Each \$1 in taxpayer contributions to New York's state and local pension plans supported \$6.87 in total output in the state. This reflects the fact that taxpayer contributions are a major source of financing for retirement benefits—investment earnings and employee contributions finance the lion's share.

Pension Benefit Multiplier

\$1.00 pension benefits paid to retirees in New York

→

\$1.62 total output

Each \$1 in state and local pension benefits paid to New York residents ultimately supported \$1.62 in total output in the state. This "multiplier" incorporates the direct, indirect, and induced impacts of retiree spending, as it ripples through the state economy.

*Caution should be used in interpreting these numbers. See the Technical Appendix of the full Pensionomics report for details.

Impact on Tax Revenues

State and local pension payments made to New York residents supported a total of \$5.1 billion in revenue to federal, state, and local governments. Taxes paid by retirees and beneficiaries directly out of pension payments totaled \$347.6 million. Taxes attributable to direct, indirect and induced impacts accounted for \$4.7 billion in tax revenue.

Federal Tax	3.0 billion
State/Local Tax	2.0 billion
Total	\$5.1 billion

Economic Impacts by Industry Sector

The economic impact of state and local pension benefits was broadly felt across various industry sectors in New York. The ten industry sectors with the largest employment impacts are presented in the table below.

Industry	Employment Impact (# Jobs)	Labor Income Impact	Value Added Impact	Output Impact
Food Services and Drinking Places	15,334	\$427,126,331	\$601,825,609	\$1,083,749,504
Private Hospitals	13,784	\$1,090,810,747	\$1,164,368,753	\$2,217,818,910
Real Estate Establishments	10,713	\$252,091,539	\$1,861,747,019	\$2,569,644,838
Physicians, Dentists, and other Health Practitioners	10,036	\$797,403,701	\$850,966,045	\$1,410,822,459
Nursing and Residential Care Facilities	9,957	\$436,938,060	\$471,661,290	\$756,520,775
Colleges, Universities, and Professional Schools	5,057	\$273,653,688	\$282,597,702	\$511,173,680
Individual and Family Services	5,041	\$149,214,816	\$149,643,199	\$216,509,340
Retail Stores - Food and Beverage	4,926	\$153,053,958	\$248,072,556	\$283,475,798
Home Health Care Services	4,285	\$159,201,018	\$169,534,337	\$259,675,159
Wholesale Trade Businesses	4,240	\$378,531,866	\$652,558,622	\$886,397,799

Industry totals include impacts from in-state pension payment only, and do not account for the recognized "leakage" impacts from other states.

- Retirement security means productive, taxpaying retirees.
- Limits social safety net expenditures.
- Helps manage workforce.
- No foreseeable Federal action.
- Bottom line: it's in states' interest.



SCP Estimated Income Replacement

ESTIMATED REPLACEMENT RATIOS WITH A 5% INTEREST CREDITING RATE

Average Life Time Income	Expected Social Security Replacement Ratio ¹	Replacement Ratio from Expected Personal Savings Including 401(k) ²	Total Replacement Ratio with Social Security and Personal Savings Only	Expected SCP Replacement Ratio ³	Total Replacement Ratio with SCP
\$20,000	60%	0%	60%	29%	89%
\$50,000	43%	12%	55%	29%	84%
\$100,000	32%	25%	57%	29%	86%

¹ Calculated using Social Security AIME calculation.

² Calculated using assumed salary increases based on age, an average return of 5% per year, a contribution rate of 3% per year at \$50,000 and 6% per year at \$100,000, retirement of age 65, and annuity conversion based on PBGC annuity valuation assumptions.

³ Calculated using assumed salary increases based on age, and an expected credited interest rate of 5% per year.

**Retirement Income Replacement Gap:
Surveys report individuals estimate 60% as
adequate—when 80% to 90% is needed.**



SCP Structure Summary

- State-based Public Private Partnership
- Single Multiple Employer Plan
- Board of Trustees and plan staff
- DB “Career Accumulation Plan” (variation of a cash balance plan)
- Conservative actuarial, funding, and investment assumptions
- Normal Retirement at 65
- 6% Contribution Rate



SCP Structure Summary

- 7% Discount Rate
- 5% (approximately) Interest Crediting Rate is based on a US Treasury reported rate
- 3% minimum career interest crediting rate
- Immediate vesting
- Individual SCP Participant Balances, but comingled for investment purposes
- At retirement the SCP balance is converted to an annuity
- Could use the investment power of public plans
- Death Benefit is the annuitized account balance
- Augments (not replace) existing retirement programs
- Multiple options to address underfunding risk



These provisions can be adjusted to fine-tune the balance between benefits and cost.

SCP Sample Projections

- The following tables illustrate a sample projection of an employer group over a 10-year period
- The employer group assumes:
 - 25 employees
 - Ages uniformly distributed over the working career
 - Average salary of \$40,000
- Modeled investment return and crediting rates are as shown in the tables



SCP Stress Test 1

The projection below models an investment market assuming the valuation assumptions as described earlier are exactly met.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11
Effective Contribution %	6.01%	6.03%	6.04%	6.04%	6.04%	6.03%	6.00%	5.99%	5.93%	5.89%	5.88%
Funded %	100.00%	137.77%	138.12%	138.42%	138.68%	138.73%	139.20%	139.12%	140.41%	141.09%	140.38%
Unfunded/ (Overfunded) Liability	0	(18,717)	(39,644)	(62,865)	(88,463)	(116,011)	(146,953)	(178,109)	(216,429)	(255,008)	(286,433)
DRF	0	0	0	0	0	0	0	0	0	0	0
Investment Return	—	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%
Total Payroll	1,000,000	1,035,181	1,071,091	1,107,363	1,144,006	1,181,031	1,210,979	1,240,228	1,247,629	1,268,236	1,290,993



SCP Stress Test 2

The projection below models an investment market using actual returns for the 1990 to 2000 period.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11
Effective Contribution %	6.01%	6.04%	5.98%	5.98%	5.96%	6.00%	5.67%	5.45%	4.97%	4.51%	4.32%
Funded %	100.00%	136.60%	140.12%	141.51%	142.51%	142.12%	140.52%	138.59%	134.23%	134.51%	139.30%
Unfunded/ (Overfunded) Liability	0	(17,047)	(40,455)	(66,519)	(95,704)	(124,574)	(150,316)	(174,103)	(181,973)	(212,750)	(277,111)
DRF	0	0	0	0	0	0	13,062	32,012	76,994	121,387	152,960
Investment Return	--	2.45%	19.36%	7.37%	8.20%	4.08%	22.31%	14.72%	19.97%	17.13%	13.58%
Total Payroll	1,000,000	1,035,181	1,071,091	1,107,363	1,144,006	1,181,031	1,210,979	1,240,228	1,247,629	1,268,236	1,290,993



SCP Sample Projection 3

The projection below models an investment market using actual returns for the 2000 to 2010 period.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11
Effective Contribution %	6.01%	6.05%	6.12%	6.25%	6.14%	6.12%	6.14%	6.05%	6.06%	6.74%	6.47%
Funded %	100.00%	135.65%	133.60%	129.58%	130.08%	130.72%	131.27%	132.69%	135.56%	127.52%	127.38%
Unfunded/ (Overfunded) Liability	0	(16,603)	(33,879)	(47,404)	(67,731)	(90,861)	(116,011)	(147,462)	(189,025)	(169,664)	(193,094)
DRF	0	0	0	0	0	0	0	0	0	0	0
Investment Return	--	-1.25%	-2.95%	-8.39%	16.69%	7.73%	4.51%	10.17%	5.01%	-16.30%	15.71%
Total Payroll	1,000,000	1,035,181	1,071,091	1,107,363	1,144,006	1,181,031	1,210,979	1,240,228	1,247,629	1,268,236	1,290,993

State Actions

Enacted Legislation

Massachusetts 2012

- Treasurer will manage a separate trust for small non-profits

California 2012

- CA Secure Choice Retirement Savings Trust Act

Oregon 2013

- Enacted study commission

Connecticut 2014

- Enacted study commission

Illinois 2014

- IL Secure Choice Savings Program Act

Minnesota 2014

- Enacted study commission

Vermont 2014

- Enacted study commission

Utah 2015

- Enacted study commission

Virginia 2015

- Enacted study commission

2015 Activities

Hawaii

Indiana*

Kentucky*

Maryland*

Massachusetts*

New Hampshire*

New Jersey*

New York

North Dakota*

Ohio

Oregon*

Washington*

West Virginia*

Wisconsin*

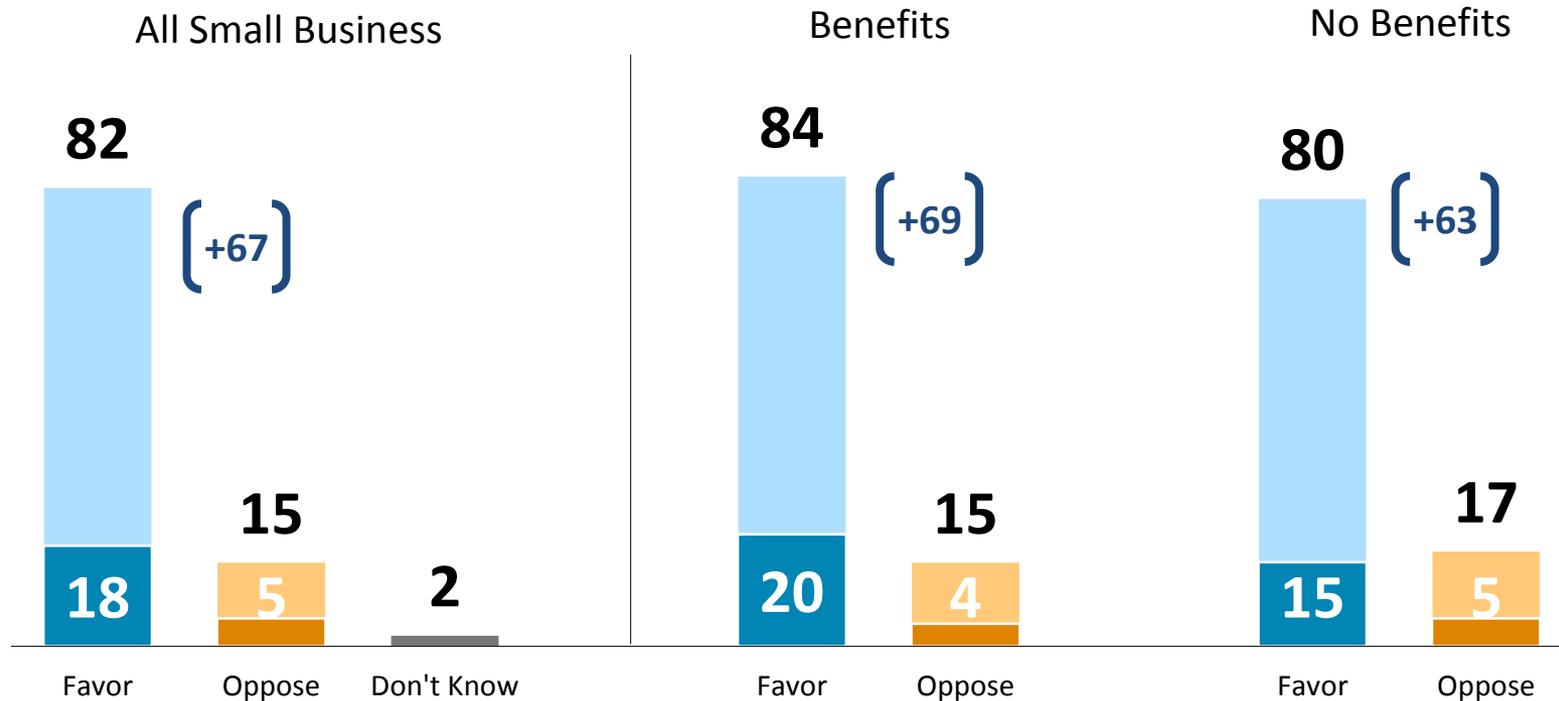
* indicates legislation introduced

Underline indicates failed



Small business owners overwhelmingly support the Secure Choice Pension, regardless of whether or not they already provide a retirement benefit to their employees.

The Secure Choice Plan Proposal

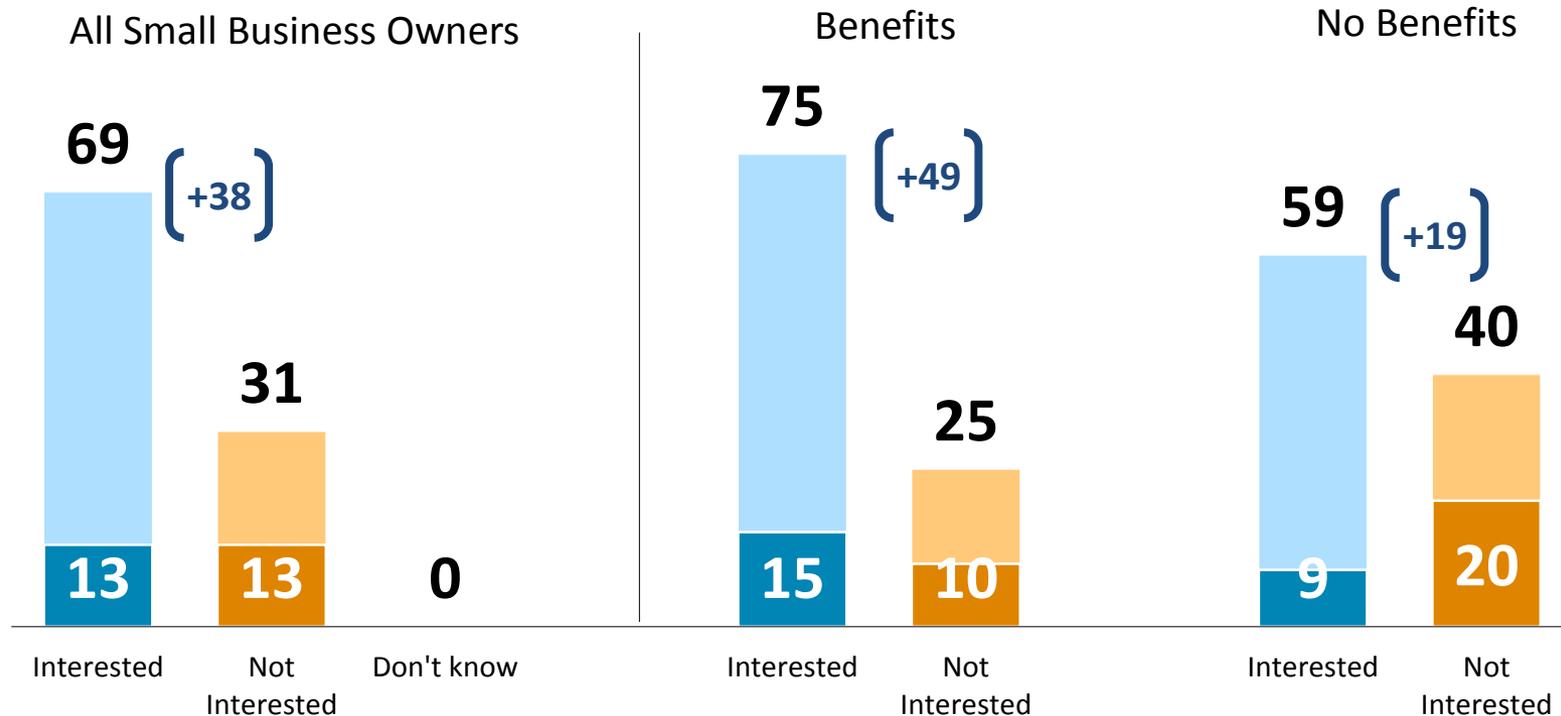


Now, please tell me if you would favor or oppose this proposal having this type of retirement plan available for small private employers? [FAVOR/OPPOSE] Is that strongly or somewhat?



Three out of four small business owners who provide retirement benefits are interested in the Secure Choice Pension for their own employees. A majority of those not providing benefits are also interested.

Interest in the Secure Choice Plan for their Employees



And thinking about your own small business, would you be very interested, somewhat interested, not too interested, or not at all interested in this type of retirement plan for your own employees?

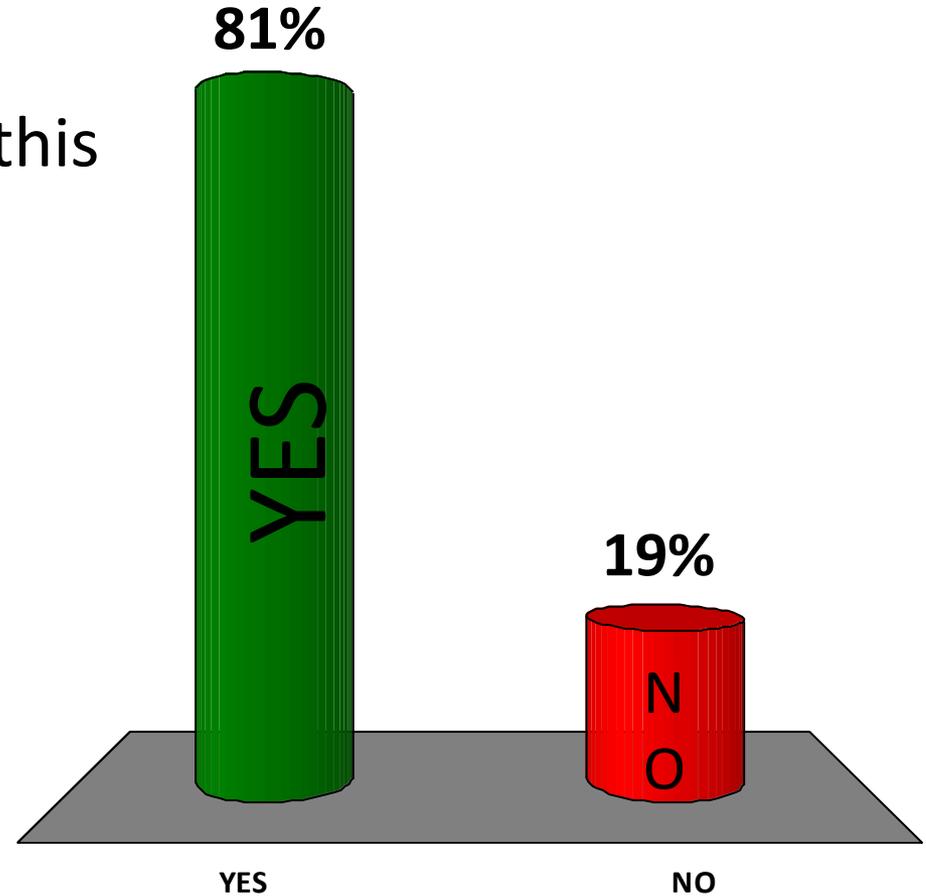


What is Next?

Response After Recent Presentation to Public Retirement Administrators

Is the upside potential of this concept greater than the downside risk?

1. Yes
2. No



What do you think?

www.RetirementSecurityforAll.org

- Campaign to bring awareness and support for SCPs
- We want ordinary Americans telling elected officials to make SCPs a reality
- We want employers and employees who don't have pensions to say they want SCPs
- We want folks who have pensions to say we support working Americans to have SCPs

The screenshot shows the Retirement Security For All website in a Mozilla Firefox browser window. The browser's address bar displays the URL www.retirementsecurityforall.org. The website's header includes the logo "RetirementSecurityForAll" and navigation links: "WHY THIS MATTERS", "OUR MISSION", "OUR PLAN", "GET INVOLVED", and "PRESS".

The main content area features a large image of a diverse group of healthcare professionals. Overlaid on the image is the text: "I work hard to heal your family. You work hard to provide for your family. **LET'S WORK TOGETHER FOR RETIREMENT SECURITY FOR ALL**". A prominent blue button labeled "Read the Plan" is positioned at the bottom right of the image.

Below the main image, a white box contains the text: "82% of Small Business owners are with us. See the stats."

The footer is divided into two columns. The left column is titled "What People Are Saying" and includes a video thumbnail and a quote from Bobby L. Deal, Assistant Chief, Patrol Division Zone 3, for the Office of the Sheriff in the Consolidated City of Jacksonville, FL. The right column is titled "What's New" and features a link to "Addressing Washington's Private Sector Retirement Security Dilemma (November 21, 2013)" with a timestamp of "2013-11-25 00:40:10".

Next Steps: Increased Engagement By You

- Lobby your local legislators and government officials to preserve pensions and consider an SCP Model for Retirement Security for All
- Pitch your state newspapers' editorial boards for meetings that would include you and NCPERS to discuss a solution to the growing national retirement crisis
- Train your participants to spread the word about benefits
- Link your home page to pertinent pages on NCPERS Website
- Use NCPERS Downloadable Resources
 - Media Training Tool Kit
 - Secure Choice Pension White Paper



Next Steps:

Increased Engagement By You

- Join NCPERS
- <http://www.ncpers.org/fund>

The screenshot shows the NCPERS website in a Mozilla Firefox browser window. The address bar displays 'www.ncpers.org/fund'. The website header includes navigation links for Membership, Educational Conferences, Resource Center, Media, News, Videos, Government Affairs, and NCPERS Insurance. Below the header is a blue banner with the NCPERS logo and the text 'National Conference On Public Employee Retirement Systems' and 'The Voice for Public Pensions'. A search bar and a login form with fields for Username and Password are visible. The main content area features a sidebar with 'TOP TEN REASONS TO JOIN NCPERS' and 'NCPERS MEMBERSHIP' options, including 'NCPERS Fund Membership', 'NCPERS Corporate Membership', and 'NCPERS CorPERS Membership'. The main content area is titled 'NCPERS Fund Membership' and includes a description of Fund Membership, a list of application methods, and contact information for Tenikka Greene, Director of Membership. The footer contains the NCPERS logo, address, and contact information, along with a 'TIMBERLAKE' logo.



NCPERS 2015 Educational Programs

Public Pension Funding Forum

August 24-25, 2015 at UC-Berkeley, Berkeley, CA

Public Safety Employee Pension & Benefits Conference

October 25-28, 2015 in Rancho Mirage, CA



Thank You

NCPERS

444 North Capitol Street, NW, Suite 630

Washington, DC 20001

1-877-202-5706

www.retirementsecurityforall.org

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