SB 55: Employer Contributions to PERS

Summary

Senate Bill 55 removes the 22 percent cap on payroll contributions to the Public Employee Retirement System (PERS) for the State of Alaska as an employer. All other PERS employers' rates will remain capped at 22 percent of payroll. This legislation does not impact TRS employers.

This legislation will allow the state to shift a portion of the annual PERS assistance payment it makes on behalf of its employees, which is funded with unrestricted general funds (UGF), to state agency payrolls where it can be spread across all fund sources. This change is anticipated to save an estimated $31 million in UGF in the first year and up to $40 million in two years by shifting these costs to other fund sources; mostly federal.

Nothing in this proposal will change the retirement system, costs to other participating employers, or benefits to plan members.

Background: How is the PERS liability financed?

Alaska has two main public employee retirement systems: the Public Employee Retirement System (PERS), with 154 current participating public employers, and the Teachers Retirement System (TRS), with 56 participating employers. This legislation does not impact TRS.

In the early 2000s policymakers became aware that both systems were significantly underfunded as a result of market losses, actuarial errors, and accelerating health costs. Significant legislative reforms were enacted to change the way the pension systems operated and were financed.

The first, to control the increasing liability, was the elimination of the defined benefit plan and creation of a defined contribution plan for new public employees who started service after June 30, 2006.

The legislature also created the Alaska Retirement Management (ARM) Board to manage the retirement systems, replacing the separate boards for each system. The ARM Board was tasked with setting employer contribution rates for PERS and TRS normal costs as well as past service liability. Initial rates proposed by the ARM Board would have been dramatic increases for employers – averaging 40 percent of payroll for PERS and 54 percent of payroll for TRS. Each employer was assessed a different rate based on actuarial assumptions and plan experience and for some the rate increased to more than 100 percent of their total payroll.

In 2007 and 2008, the legislature established a uniform rate of 22 percent of payroll for PERS employers and 12.56 percent for TRS employers and required the state pay the difference between the capped employer contributions and the full liability. This state obligation, often referred to as the state assistance or "on-behalf" payment, is calculated each year by the state's actuaries based on PERS/TRS asset valuations and forecasted liabilities. Between fiscal years 2006 and 2022, the state will have paid more than $8 billion in state assistance payments to the PERS and TRS systems, including a one-time lump sum deposit of $3 billion appropriated for fiscal year 2015.

The uniform cap on payroll contributions below the actuarial rate provides budget certainty for PERS and TRS employers; however, the 22 percent cap on state employee payroll limits the state's ability to incorporate the full cost within programs that are cost-shared by the federal government or funded by non-UGF sources. This under collection from non-UGF sources amounts to between $30 and $40 million each year.

SB 55 changes how the State of Alaska finances its share of the PERS liability

Raising the employer contribution to the actuarial rate for all PERS and TRS participating employers would place a financial burden on plan participants, which is not the objective of this legislation. By limiting the change only to the State of Alaska the stable rate is retained for other PERS and TRS employers. The legislation will increase the percentage of payroll for the State of Alaska from a fixed 22 percent to an annually actuarially determined rate, calculated at 30.11 percent for fiscal year 2022.

This change will be seen in the language section of the state budget as a reduction in the amount of the state assistance payment of $95 million UGF accompanied by an increase to payroll costs in state agencies by roughly the same amount spread across multiple funding sources.

While this is effectively a net zero change, the shift allows the state to spread the cost among all fund sources instead of 100 percent unrestricted general funds used to make the state assistance payment. State employee payroll is charged across various fund sources depending on program cost allocation plans, and an estimated $31 million will be shifted to federal and other non-UGF fund sources in the first year.

The table below shows estimates for the cost increases by fund group for state agencies as well as the associated reduction in the state assistance payment, which is normally shown under “statewide items” in the OMB and Legislative Finance fiscal summaries. The net reduction in unrestricted general fund spending is estimated to be $31 million in fiscal year 2022. These savings are projected to increase in future years.

As this change is implemented in the budget, adjustments will be made on a case-by-case basis depending on the viability of various fund sources to absorb the increase. The intention is not to distribute “hollow” authority to agencies, but to capture additional funding where available and accurately reflect the cost of state employee payroll. The Office of Management and Budget is working with agencies to ensure that this cost shift is made appropriately.

Fiscal Impact of SB55:

	UGF	DGF	Other	Fed	Total
SOA Payroll (FY22)					
Current law: 22% cap	812,360.4	230,584.5	559,009.6	280,950.0	1,882,904.5
SB55: 30.11% FY22 Actuarial Rate	876,874.6	234,830.7	580,069.0	294,529.2	1,986,303.5
(A) Difference	**64,514.2**	**4,246.2**	**21,059.4**	**13,579.2**	**103,399.0**
State Assistance Appropriation to PERS (FY22)					
Current law: 22% cap	193,494.0	0.0	0.0	0.0	193,494.0
SB55: 30.11% FY22 Actuarial Rate	97,699.5				97,699.5
(B) Difference	**(95,794.5)**	**0.0**	**0.0**	**0.0**	**(95,794.5)**
Net Fiscal Impact (A + B)	**(31,280.3)**	**4,246.2**	**21,059.4**	**13,579.2**	**7,604.5**

Note: Standard methodological differences between actuarial and budgeted payroll projections result in a difference between the state's estimated share of the state assistance payment and the budgetary impact of the change from 22% to 30.11% of payroll. The intent of this legislation is to fully fund the state’s retirement obligation based on the actuarial assessment of the Alaska Retirement Management Board.