

### Comparison of State Retirement Plans

Updated 1/28/2013

State	Members			Employer Contribution	Employee Contribution	Benefit Multiplier <sup>1</sup>	UAL (in billions)	Funded Ratio	Market Value of Assets (in billions)	Assumed Rate of Return	Normal Retirement Eligibility <sup>4</sup>	Vesting Period	UAL as a % of GDP <sup>5</sup>	UAL Per Capita <sup>6</sup>
	Active	Inactive	Retirees/Beneficiaries											
Arizona	214,346	204,203	112,306	9.87%	10.50%	Up to 19 Years: 2.10 20-24 Years: 2.15 25-29 Years: 2.20 30+ Years: 2.30	\$ 9.1	75.5%	\$ 26.4	8.0%	65 Years Old with Any Service 60 Years Old with 25 Years of Service 62 Years Old with 10 Years of Service 55 Years Old with 30 Years of Service	Any Service	4.5%	\$ 1,592
Colorado <sup>2</sup>	185,841	182,989	90,430	State: 12.25% School: 14.75% Local: 13.70%	State: 10.50% School: 8.00% Local: 8.00%	Up to 10 Years: 4.00 11-15 Years: 1.66 16-20 Years: 1.50 21+ Years: 2.50	\$ 22.8	60.0%	\$ 34.1	8.0%	Any Age with 35 Years of Service 58 Years Old with 30 Years of Service 65 Years Old with Any Service	5 Years	2.8%	\$ 1,804
Idaho	65,270	26,682	37,150	6.23%	10.39%		\$ 2.0	84.7%	\$ 11.6	7.0%	55 with 90 Points 65 with 5 Years of Service	5 Years	1.3%	\$ 853
Iowa	164,200	68,950	101,948	5.95%	8.93%	Up to 30 Years: 2.00 Each Additional Year: 1.00	\$ 5.9	79.9%	\$ 23.2	7.5%	Any Age with 88 Points 62 Years Old with 20 Years of Service 65 Years Old with Any Service	7 Years	0.7%	\$ 1,959
Kansas <sup>3</sup>	147,647	14,605	76,464	State/School: 9.77% Local: 8.34%	Tier 1: 4.00% Tier 2: 6.00%	Tier 1: 1.75 Tier 2: 1.85	\$ 8.5	57.7%	\$ 10.8	8.0%	65 Years Old with 5 Years of Service 60 Years Old with 30 Years of Service	5 Years	4.9%	\$ 3,285
Mississippi	162,311	131,141	86,829	12.93%	9.00%	Up to 30 Years: 2.00 Each Additional Year: 2.50	\$ 34.5	58.0%	\$ 19.8	8.0%	Any Age with 30 Years of Service 60 Years Old with 8 Years of Service	8 Years	9.0%	\$ 4,242
Missouri	51,332	18,034	37,308	4.00%	13.97%		\$ 2.9	73.2%	\$ 7.6	8.0%	55 Years Old with 90 Points 67 Years Old with 10 Years of Service	10 Years	2.2%	\$ 1,564
Oklahoma	88,085	7,725	50,829	K-12/Comm. Colleges: 9.50% Universities: 8.55%	7.00%		\$ 7.6	56.7%	\$ 10.2	8.0%	60 Years Old with 90 Points 65 Years Old with Any Service	5 Years	4.8%	\$ 2,603
Oregon	169,781	42,286	119,346	6.00%	State/Local: 15.05% School: 18.81%		\$ 11.0	82.0%	\$ 53.7	8.0%	58 Years Old with 30 Years of Service 65 Years Old with Any Service	5 Years	0.9%	\$ 2,059
South Carolina	187,611	158,086	122,326	6.50%	9.39%		\$ 12.4	67.4%	\$ 21.5	7.5%	Any Age with 28 Years of Service 65 Years Old with 5 Years of Service	5 Years	2.6%	\$ 3,265
Virginia	330,147	36,287	158,266	5.00%	10.40%		\$ 22.6	69.9%	\$ 50.3	8.0%	Any Age with 90 Points Social Security age eligibility	5 Years	1.5%	\$ 2,707

<sup>1</sup> The benefit calculation is essentially the same for all states: Final average salary (FAS) x multiplier x years of service. FAS is calculated differently between programs but is generally the 3 or 4 highest years of salary. In states where there are several multipliers, the multiplier always applies to the specified block of service years and not previous or future years (i.e. a 30-year employee in Colorado would calculate benefits thusly: [(10 years x 4.0 x FAS)+(5 years x 1.66 x FAS)+(5 years x 1.5 x FAS)+(10 years x 2.5 x FAS)])

<sup>2</sup> Colorado is not affiliated with Social Security.

<sup>3</sup> Numbers for Kansas reflect the 12/31/2011 valuation report and include only the KPERS plan. Kansas Police and Fire and the Judges Retirement System are excluded.

<sup>4</sup> Points equal Age plus Years of Service (i.e. 55 Years Old with 30 Years of Service equals 85 points)

<sup>5</sup> UAL and GDP information for FY 2010 as reported in *State of the States* by Andrew Bary for Barron's magazine. Accessed online: <http://on.barrons.com/Ot5EGI>

<sup>6</sup> UAL and Per Capital information from CY 2011 as reported in *The State of State Pensions: A Deep Dive Into Shortfalls and Surpluses* by Rachel Barkley for Morningside. Accessed online: <http://corporate.morningstar.com/us/documents/reports/statepensions.pdf>

HOUSE PENSIONS & BENEFITS

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Attachment #: 2