

# Public Agenda Item #21

## *Agency Update*

December 8, 2020

Porter Wilson, Executive Director

# Executive Director Update



## *Legislative Update*

- During the Interim, ERS appeared before and responded to Requests for Information (RFI) from House and Senate Committees in order to conduct their interim work for final reports
  - Pension and Investment Issues
    - Senate Committee on Finance
    - House Pensions, Investments and Financial Affairs & House Appropriations Committees Joint Charge
  - Health Insurance Issues
    - House Insurance Committee
    - House Select Committee on Health Care
    - Senate Committee on Business and Commerce
- 87<sup>th</sup> Legislative Session opens on January 12, 2021

# Agency Update

## 2022-23 Legislative Appropriations Request Update



- Requested ERS, LECOS and JRS 2 to be funded at the Actuarially Sound Contribution Rate
  - Additional Funding Requested

	ERS	LECOSRF	JRS 2
All Funds	\$924.2 M	\$87.3 M	\$15.2 M
GR/GR-D	\$668.1 M	\$86.8M	\$10.7 M

- Path is needed to payoff the unfunded liability as all plans are projected to deplete
- Requested base funding level for the GBP program to maintain current benefits

# Plan Year 2021 Fall Enrollment

## *Benefits enrollment information*



ERS mailed  
98,982 PBES  
packets.



ERS webpages related to  
Fall Enrollment had  
about 5,000 views.



4,030 coverage  
changes made.

# Plan Year 2021 Fall Enrollment

## *Contact with retirees*



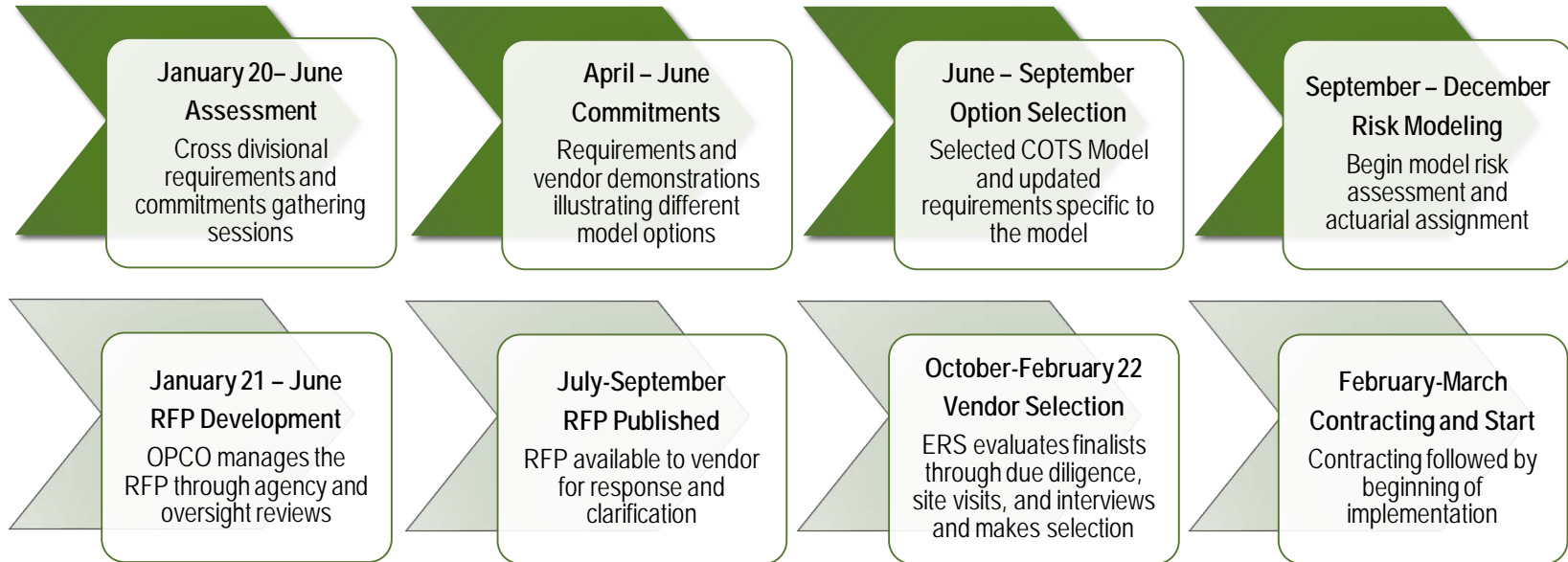
- ERS and ACT  
received  
2,178 calls:
- 402 by ERS and
  - 1,776 by ACT.



1,100+ retirees  
participated in 28  
webinars and 18  
phone sessions.

# Agency Update

## Retirement Insurance System Enhancement (RISE)



# Agency Update

## *Survey of Employee Engagement (S.E.E.) 2020*

The employee response rate was great!  
89.9%



## Agency Update

### *Survey of Employee Engagement (S.E.E.) 2020*

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#### 2020 Survey of Employee Engagement (S.E.E.)

- ERS participates in the SEE every two years.
- Employees have an opportunity to comment on their workplace and their jobs.
- The Institute for Organizational Excellence at UT - Austin conducts the survey.
- The survey is used to measure employee engagement in the workplace.
- We set a goal for high participation and engagement scores for each survey.

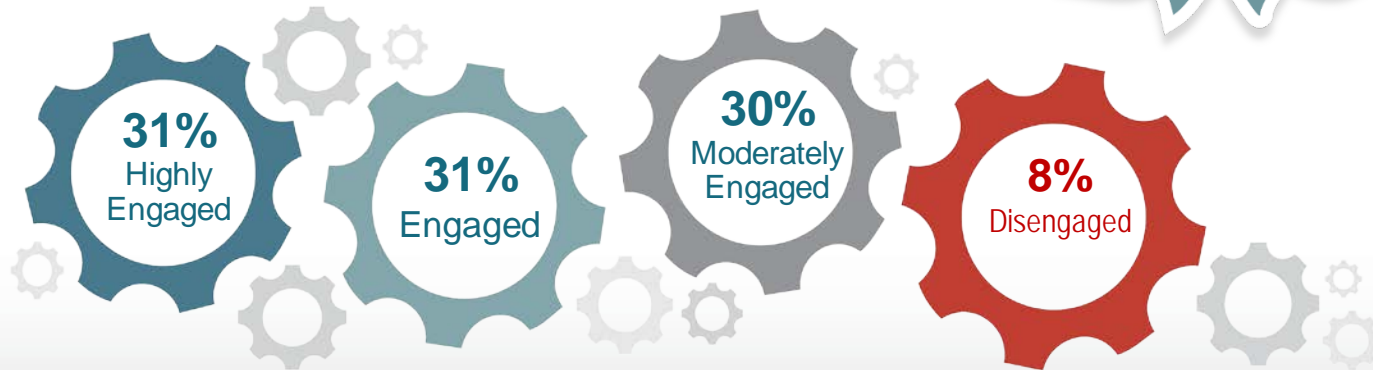


## Agency Update

ERS Overall S.E.E. Score for 2020 = 395

*decrease of 6 points vs. 2018 (401)*

- Score is composed of the average of all survey items and represents the overall score for the organization.
- Scores above 350 are desirable.
- Scores above 400 are the product of a highly engaged workforce.



# Agency Update

## *S.E.E. 2020 Construct Scores Breakdown*

Construct	2020 Score	2018 Score	Difference
Workgroup	407	415	▼ 8
Strategic	424	428	▼ 4
Supervision	403	413	▼ 10
Workplace	420	428	▼ 8
Community	400	406	▼ 6
Information Systems	371	376	▼ 5
Internal Communication	379	383	▼ 4
Pay	276	296	▼ 20
Benefits	405	405	
Employee Development	407	407	
Job Satisfaction	399	401	▼ 2
Employee Engagement	413	418	▼ 5

The survey is organized into 12 categories, or concepts most utilized by leadership and those which drive organizational performance and engagement.

Scores are measured as follows:

**Above 375** = areas of substantial strength

**Between 350–375** = perceived more positively than negatively

**Between 325–349** = viewed less positively by employees

**Below 325** = agency opportunities

# Agency Update

## *S.E.E. 2020 Climate Analysis*

**Atmosphere:** Safe and free of harassment.

**Score:** 432 – substantial strength. (2018 Score: 431)

**Ethics:** Employees believe that equal and fair opportunity exists for them and others.

**Score:** 430 – substantial strength (2018 Score: 429)

**Fairness:** Employees believe that equal and fair opportunity exists for them and others.

**Score:** 402 – strength. (2018 Score: 407)

**Feedback:** the opportunity to provide information so improvements can occur.

**Score:** 366 – strength. (2018 Score: 389)

**Management:** The extent to which ERS leadership is accessible, visible and effectively communicate.

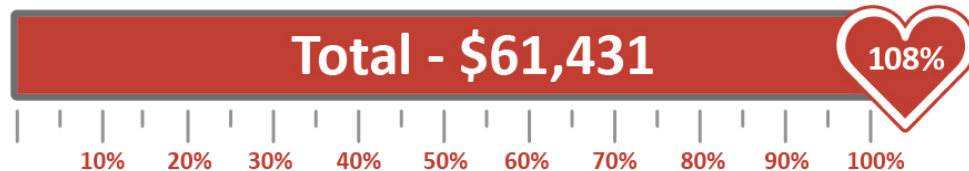
**Score:** 378 – strength. (2018 Score: 389)

# Agency Update

## State Employee Charitable Campaign Update



- Annual pledge drive for employees to support their choice of charities, either by payroll deduction (monthly in 2021) or one-time donation
- Despite additional challenges for submitting forms and physical contributions, 7 out of 10 ERS employees donated, exceeding this year's \$57,000 goal by 8%.



# Agency Update

## 1836 San Jacinto Building Update





# Agency Update

## 1836 San Jacinto Building Update Cont.



Questions?