

Meeting of the Board of Trustees

August 24, 2022



Public Agenda Item #20

Call Meeting of the Board of Trustees to Order

August 24, 2022

Public Agenda Item #21

*Consideration of the Minutes to the May 11, 2022
Board of Trustees Meeting – (Action)*

August 24, 2022

Questions?
Action Item

Public Agenda Item #22

Consideration of Proposed Member Contribution Rates for HealthSelectSM Medicare Advantage Preferred Provider Organization Plan for Calendar Year 2023 – (Action)

August 24, 2022

Diana Kongevick, Director of Group Benefits
Blaise Duran, FSA, Actuarial and Reporting Services, Group Benefits
Phil Dial, FSA, Rudd & Wisdom, Inc.

HealthSelect Medicare Advantage PPO



- The HealthSelect SM Medicare Advantage preferred provider organization (HealthSelect MA PPO) is a fully-insured PPO medical plan customized for the Employees Retirement System of Texas (ERS).
- The federal government subsidizes the medical plan cost resulting in lower retiree cost and reduced program cost.
- Sierra Health and Life Insurance Company (United), a UnitedHealthcare underwriting entity, became the insurer effective January 1, 2021.

HealthSelect Medicare Advantage PPO



- The HealthSelect MA PPO continues to provide the most cost-effective medical benefits for both the state and eligible enrolled members.
- Those enrolled in the HealthSelect MA PPO receive prescription drug benefits through the self-funded HealthSelectSM Medicare RX plan.
- The HealthSelect MA PPO is a customized plan designed for ERS. It is not the same product offered to the general public.

HealthSelect MA PPO	January 2020	January 2021	January 2022
Members	66,762	71,286	76,345
Dependents	17,633	18,592	19,717
Total Enrolled Participants	84,395	89,878	96,062

HealthSelect Medicare Advantage PPO



Requirements: Theoretical Cost Index

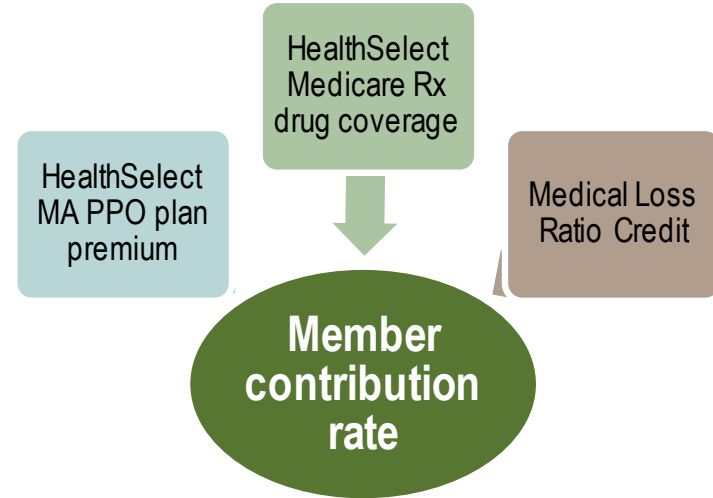
- To ensure the cost effectiveness of the MA PPO plan, the consulting actuary utilizes a theoretical cost index (TCI) model.
- TCI estimates the total cost that would be required to cover HealthSelect MA PPO participants if they were enrolled in HealthSelect of Texas®, the GBP's self-funded health insurance plan.

HealthSelect Medicare Advantage PPO



Member Contribution Rates

- The HealthSelect MA member contribution rate is primarily composed of three elements; the HealthSelect MA PPO plan premium, the projected cost of HealthSelect Medicare Rx drug coverage, and applicable Medical Loss Ratio (MLR) rebate credits.
- No MLR rebate funds remain for CY23.



HealthSelect Medicare Advantage PPO

Calendar Year 2022 Member Contribution Rates



- \$ 40.00 Medical coverage fully-insured premium
- \$139.28 HealthSelect Medicare Rx prescription drug coverage projected cost
- (\$ 0.24) Credit due to Medical Loss Ratio rebates

\$179.04 Total CY22 member contribution rate

HealthSelect Medicare Advantage PPO

Calendar Year 2023 Member Contribution Rates



- \$ 40.00 Medical coverage fully-insured premium (guaranteed through CY23)
- \$173.32 HealthSelect Medicare Rx prescription drug coverage projected cost
- \$ 0.00 No MLR rebate funds remain for CY23

\$213.32 Total CY23 member contribution rate

HealthSelect Medicare Advantage PPO

Historical Member Contribution Rates*



HealthSelect MA PPO	CY20	CY21	CY22	CY23 (proposed)
Member Only	\$0.00	\$0.00	\$0.00	\$0.00
Spouse	\$151.70	\$89.52	\$89.52	\$106.66
Surviving Spouse	\$303.40	\$179.04	\$179.04	\$213.32

*Illustrates retirees with the maximum state contribution

HealthSelect Medicare Advantage PPO

Proposed CY23 Monthly Spouse Contribution Rates*



	Medicare-Primary Spouse	Medicare-Primary Surviving Spouse
Current (CY22) HealthSelect MAPPO Rates	\$ 89.52	\$ 179.04
Proposed CY23 HealthSelect MA PPO Rates	\$ 106.66	\$ 213.32
Change from CY22 Rates	\$17.14	\$34.28
HealthSelect of Texas FY23 Rates	\$ 358.00	\$ 716.00
<i>Retiree Savings through HealthSelect MA PPO</i> <i>(difference in HealthSelect of Texas and HealthSelect MA PPO rates)</i>	\$ 251.34	\$ 502.68

*Illustrates retirees with the maximum state contribution

Questions?
Action Item

Public Agenda Item #23

*Consideration of Fiscal Year 2023 Operating Budget and
Fiscal Year 2023 Capital and Property Management Budget –
(Action)*

August 24, 2022

Porter Wilson, Executive Director

Machelle Pharr, Chief Financial Officer

FY22 Accomplishments



Support our members retirement income security

- Implemented new cash balance (Group 4) retirement benefit
 - Developed policies and administrative rules
 - Made technical system changes
 - Began employer communications
- Issued \$2.9 billion+ in annuity payments
- Sustained investment operations and management
- Improved the Texa\$averSM program, adding a passive domestic small cap fund

FY22 Accomplishments



Sustain competitive group benefits program

- Held contribution rates (premiums) stable for the sixth consecutive year while maintaining competitive benefits
- Continued implementing benefits and operational changes during the COVID-19 pandemic
 - Provided direct coverage for rapid tests
 - Paid the pharmacy dispensing fee for new treatments
- Continued to share health care data with other state agencies to improve health outcomes for Texans
- Continued to promote HealthSelectShoppERSSM, with the following results in the first 18 months:
 - 1,975 individual incentives
 - \$184,150 deposited into members' FSAs

FY22 Accomplishments



Engage stakeholders for informed decision making

- Met quarterly with member organizations to share information and seek input on programs and communications
- Resumed in-person member events, while still offering virtual options:
 - 20 in-person events with combined total of about 2,000 attendees
 - 133 webinars with 5,800+ attendees
- Created and distributed monthly wellness report cards to every agency and higher education institution
- Supported employers by responding to about 10,000 calls and 10,000 emails
- Invited members and other stakeholders to participate in the ERS History Project

FY22 Accomplishments



Enhance agency performance and accountability

- Completed eight audit engagements, in accordance with the FY22 audit plan
- Participated in the Survey of Employee Engagement
- Continued efforts to recruit and retain staff:
 - Revamped the benefit counselor hiring process to increase applicants
 - Participated in career fairs, incorporating new recruiting tools
- Published solicitation for Retirement Insurance System Enhancement (RISE)
- In preparation for RISE, focused efforts to address data quality.
- Entered into a letter of intent for 1836 San Jacinto office tenant

FY22 Accomplishments



Enhance agency performance and accountability

- Completed important evaluations:
 - Internal assessment of electronic data management
 - Independent assessment of maturity level of ERS' security program
- Collected and reconciled program funds:
 - \$3.6 billion+ in employee and employer insurance contributions
 - \$730 million in member retirement contributions
- Automated and enhanced SharePoint processes to support paperless processing
- Continued to support remote work by migrating videoconferencing and collaboration tools to the cloud

FY23 Initiatives



- Provide information to the 88th Legislature to attain actuarial soundness in LECOS and JRS 2 funds
- Conduct an election to fill one of the three elected positions on the ERS Board
- Conduct transaction cost analysis to ensure best-in-class trading activities for the Trust
- Ensure investment consultants provide comprehensive services at competitive costs
- Evaluate proposals and contract for pharmacy benefit management services
- Solicit and evaluate proposals for third-party administrator of HealthSelect of Texas[®]

FY23 Initiatives



- Begin renovations of 200 E. 18th St.
- Redesign ERS' public website for better navigation and usability
- Improve authentication for identity verification in ERS OnLine
- Begin implementation of RISE
- Leverage Survey of Employee Engagement results
- Continue Group 4 design, implementation and communications

Proposed Fiscal Year 2023 Operating Budget



Budget drivers and initiatives

The proposed FY23 budget reflects an increase of \$6.8 million, or 7.7%, to address critical activities:

- Human resources throughout agency
 - *Salary-related costs comprise 60.7% of the budget*
- Investment management
- System modernization and maintenance
- Data quality and security
- Reduction of Benefits Counseling Center wait times
- Processing timelines for survivor benefits

	FY22	FY23*
Salary-related	\$55.3 M	\$57.6 M
Non-salary-related	\$32.8 M	\$37.3 M
Total budget	\$88.1 M	\$94.9 M
FTEs	424	436

**Additional \$6.4 M in contingency.*

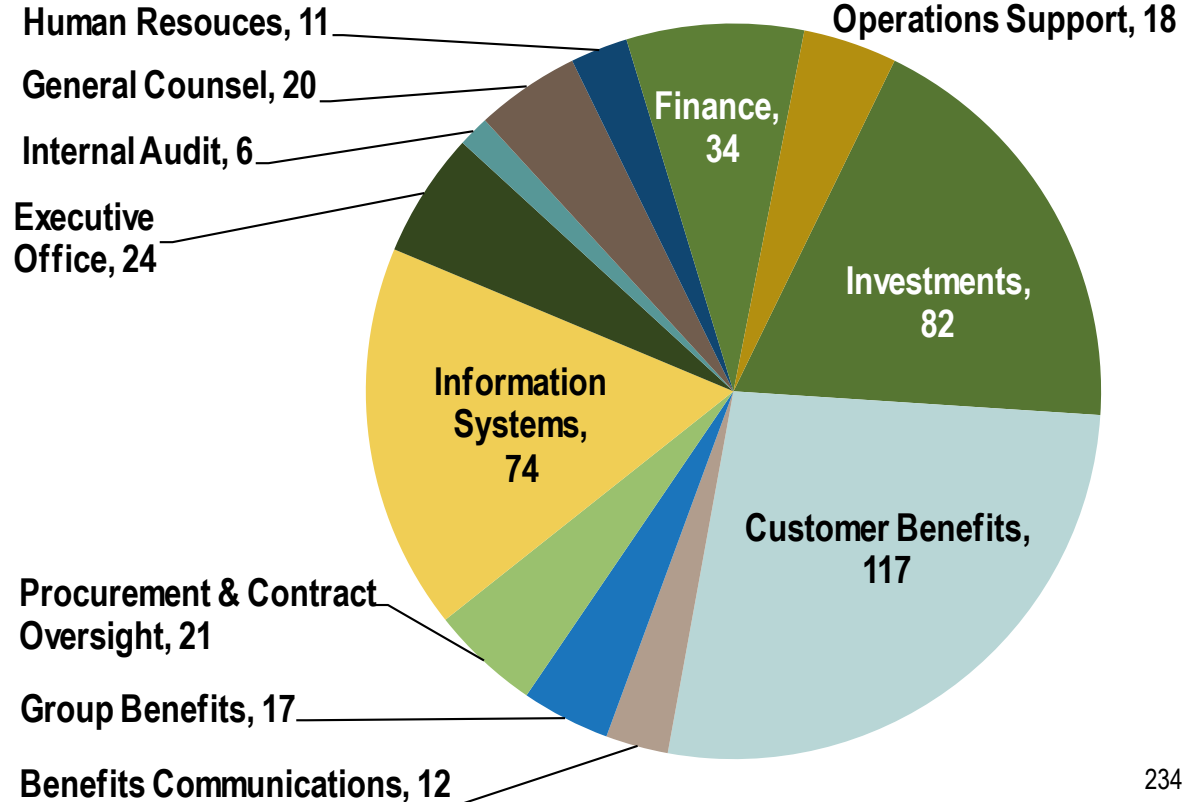
Unspent funds remain in the Trust.

Proposed Fiscal Year 2023 Operating Budget



Proposed FY23 FTEs

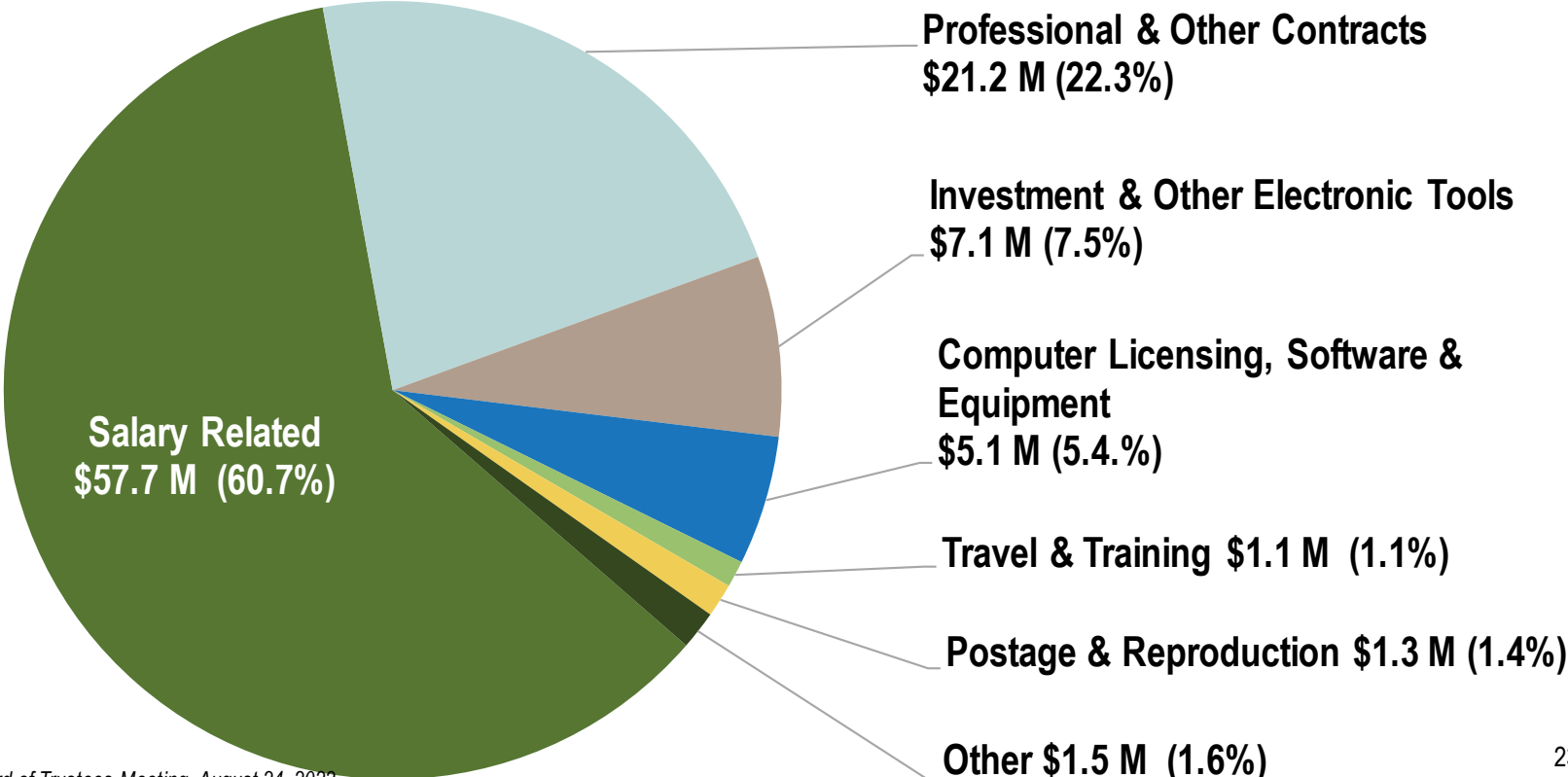
Proposed New FTEs	
Customer Benefits	4
Human Resources	4
Information Systems	1
Operations Support	1
Procurement & Contract Oversight	1
Executive Office (vacancy pool)	1
Total	12



Proposed Fiscal Year 2023 Operating Budget



All categories

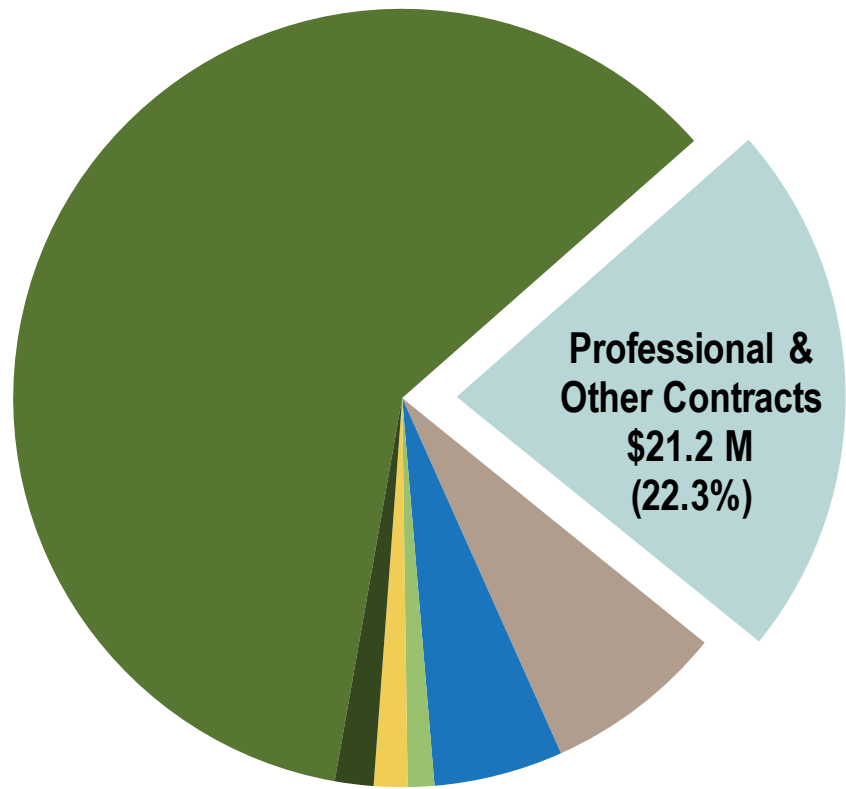


Proposed Fiscal Year 2023 Operating Budget



Professional & other contracts – key drivers

- **Reduction of customer wait times**
 - Group O expansion
- **System modernization and maintenance**
 - RISE – project management, independent validation and verification
 - Upgrades/enhancements
 - Automation of manual processes through robotics
- **Data quality and security**
- **HIPAA privacy review**
- **Biennial expenses**
 - Trustee election
 - Increased actuarial services

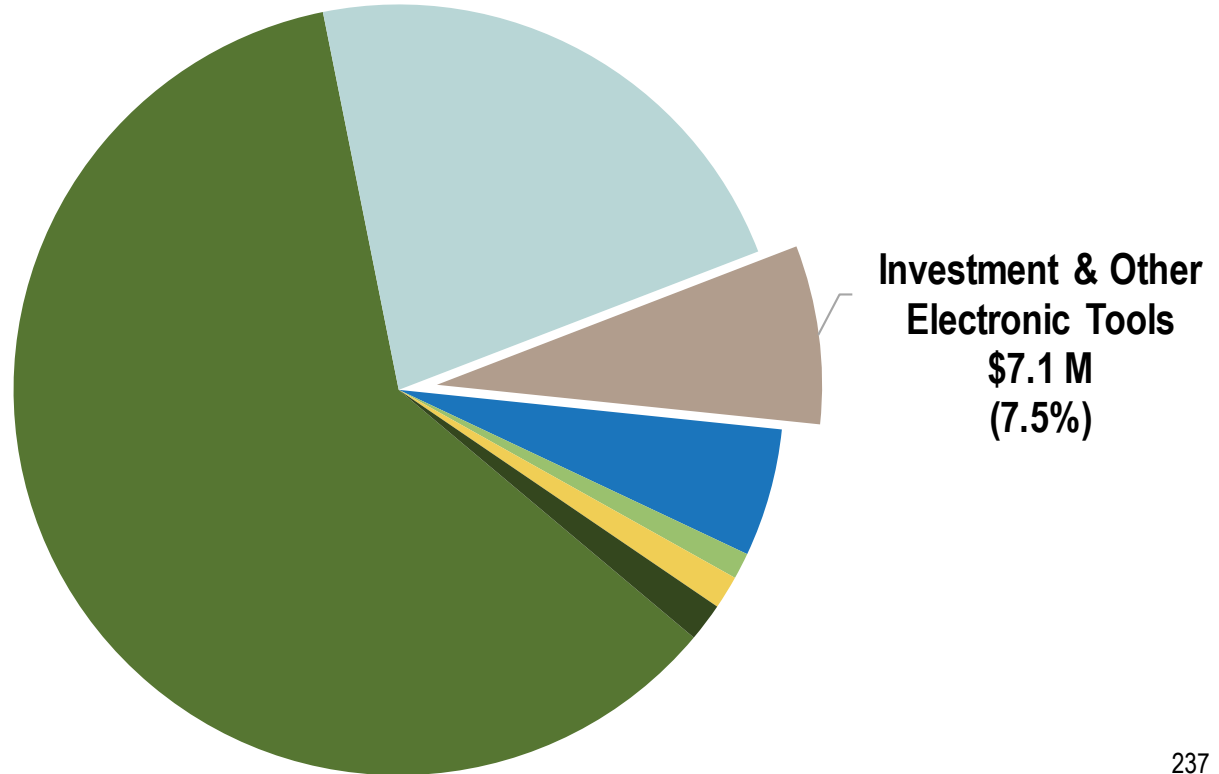


Proposed Fiscal Year 2023 Operating Budget



Investment & other electronic tools – key drivers

- Subscriptions to investment research services and tools

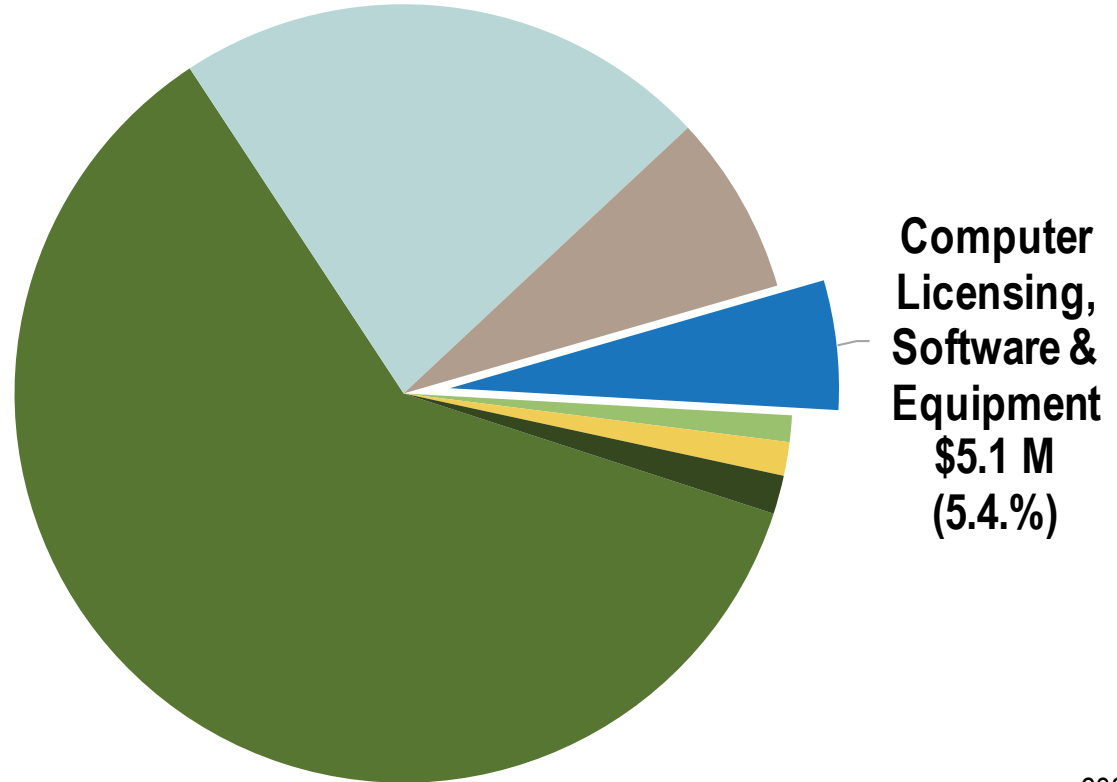


Proposed Fiscal Year 2023 Operating Budget



Computer licensing, software & equipment – key drivers

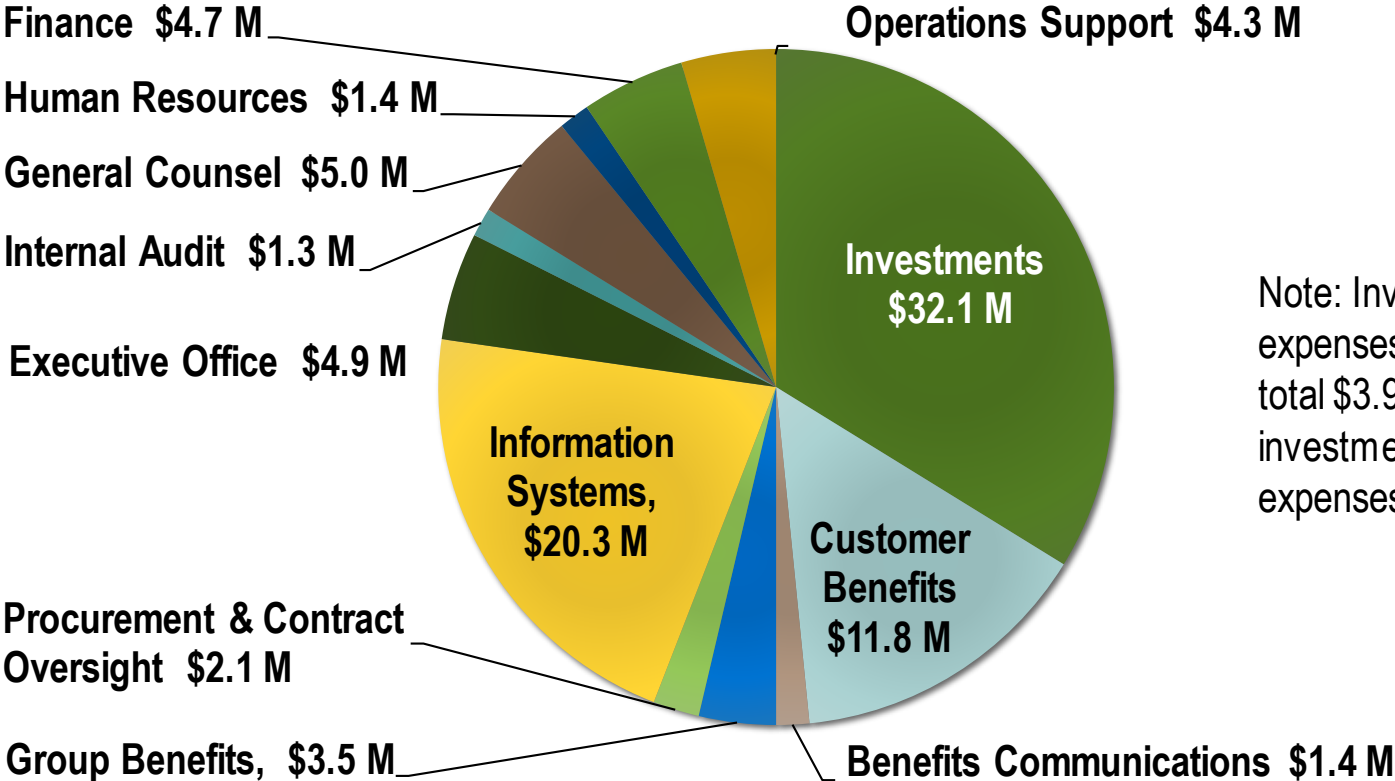
- 70+ computer software applications
- Lease and procurement of computer and telecommunications equipment



Proposed Fiscal Year 2023 Operating Budget



By division



Note: Investment-related expenses in other divisions total \$3.9 M, for total direct investment-related expenses of \$36 M.

Key Metrics

As reported to Legislative Budget Board



	As of Aug. 31, 2021
Percent of ERS Retirees Expressing Satisfaction with Member Benefit Services	98.01%
Investment expense as basis points of net position	12.00 bps
Percent of time ERS OnLine is available to customers	98.44%
Percent of HealthSelect of Texas participants satisfied with TPA services	90.20%
Percent of medical claims processed within 22 business days	98.63%
Percent of all electronic pharmacy claims processed within 15 business days	100.00%

Customer Trends



	2006	2011	2016	2021
ERS				
Active members	132,411	137,293	146,390	136,726
Inactive members	61,567	84,900	108,873	145,050
Retirees and beneficiaries	67,596	83,430	103,758	120,294
LECOS				
Active members	37,103	36,806	39,066	32,498
Inactive members	33 (vested)	5,785	15,203	29,626
Retirees and beneficiaries	5,318	7,728	11,515	15,343
GBP Participants	506,342	527,266	532,943	538,000

Proposed Fiscal Year 2023 Capital and Property Management Budget



	FY22	FY23
Capital - software and building renovations <i>FY23 budget includes 3- to 11-year projects</i>	\$1.0 M	\$150.0 M
Property management	\$1.5 M	\$2.3 M
Total	\$2.4 M	\$152.3 M

Proposed FY23 Budgets



Exhibit B: Contracts and other costs notes

- Professional and other contracted services – Executive Director authorized to contract on behalf of ERS
- Notes are referenced in division budget
- Investment advisor fees are presented in detail in Exhibit B – Note 3

Questions?
Action Item

Public Agenda Item #24

Consideration of Proposed Rules for the Implementation of the Cash Balance Benefit (Group 4) – (Action)

August 24, 2022

Bernie Hajovsky, Director of Enterprise Planning Office

Robin Hardaway, Director of Customer Benefits

Kathryn Tesar, Director of Benefits Communications

Consideration of Group 4 Benefit Rules



Group 4 Overview

Key Points –

- Provides retirees with a **guaranteed lifetime income in retirement**
- Employees make monthly contributions with guaranteed interest earnings; accounts cannot lose value
- Account balance grows throughout the employee's career, even during breaks in state service
- Five-year vesting period
- Employer match is applied to the member's account balance at retirement
- Gain sharing offers the possibility of increases in retirement

Consideration of Group 4 Benefit Rules



Rule Review and Development Process

Method for developing Group 4 rules

- Staff conducted a thorough review and analysis of existing Tex. Gov't Code and Tex. Admin. Code
- The proposed rules –
 - supplement the statutory language in Tex. Gov't Code
 - were crafted to favor the member where possible
 - Proportionate service purchases
 - Optional retirements (survivor payments) and partial lump-sum options

Consideration of Group 4 Benefit Rules

Proposed Addition of TAC 76 (Cash Balance Benefit)



Summary of proposed rules specific to Group 4

- Defines custodial officers entitled to the enhanced LECOS benefit
- Allows purchase of withdrawn service for individuals to retire under the Proportionate Retirement Program
- Clarifies that higher education's Optional Retirement Program (ORP) applies
- The Board adopts actuarial factors for retirement and death benefits

Consideration of Group 4 Benefit Rules



Proposed Addition of TAC 76 (Cash Balance Benefit) – cont'd

Summary of proposed rules specific to Group 4

- Aligns Group 4 retirement options with existing options for Groups 1-3
 - Standard annuity option, plus five survivor options
 - Partial lump-sum option
 - Method for selecting or amending benefits

Consideration of Group 4 Benefit Rules



Proposed Addition of TAC 76 (Cash Balance Benefit) – cont'd

Summary of proposed rules specific to Group 4

- Provides method for applying annual interest to member accounts
- Provides method for calculating and applying gain sharing interest rate for members and retirees
- Aligns process for a lump-sum death benefit in the event of excess contributions with Groups 1-3
- Members may establish military service under USERRA

Consideration of Group 4 Benefit Rules

Proposed Amendments to TAC 71 (Creditable Service)



Summary of proposed rule amendments for Group 4

- TRS service transfers are not applicable
- Unused accumulated leave may not be used toward retirement
- Most service purchases are excluded
 - Withdrawn service may be purchased to retire proportionately
 - Military service can be established under USERRA

Consideration of Group 4 Benefit Rules



Proposed Amendments to TAC 73 (Benefits)

Summary of proposed rule amendments for Group 4

- Retirement group membership depends on initial date of state service and a retirement contribution made to ERS
- Supplemental retirement program is governed by Tex. Gov't Code Ch. 820
- Actuarial factors apply based on effective date of benefits
- Military service can be established under USERRA

Consideration of Group 4 Benefit Rules



Notice of Proposed Rules

- Notice of the proposed rules was published in the July 8, 2022 issue of the Texas Register (47 TexReg 3945)

- Notice of the proposed rules was
 - provided to trustees and stakeholder groups
 - published in communications to employees and agency coordinators

- ERS received no comments on the proposed rules

Consideration of Group 4 Benefit Rules

Staff Recommendation



Adopt proposed amendments to TAC Chapters 71 and 73, and adopt the new TAC Chapter 76 as presented in the agenda item.

Questions?
Action Item

Public Agenda Item #25

Consideration of Retirement Actuarial Factors for the Cash Balance Benefit (Group 4) - (Action)

August 24, 2022

Robin Hardaway, Director of Customer Benefits

Ariana Whaley, Pension Policy Analyst

Group 4 Retirement Benefits



- ERS must be prepared to handle any Group 4 retirements that may occur starting 9/1/22
- Board must adopt a new type of actuarial factor to convert the Cash Balance amount into an annuity
- Board adopted mortality, service and other necessary tables for benefits administration after the Experience Study on May 20, 2020
- ERS staff worked with Gabriel, Roeder, Smith and Company (GRS), ERS' external pension actuary to develop methodology to determine Group 4 actuarial factors that align with those assumption tables and maintain pension plan costs

Group 4 Actuarial Factors



- There are two types of actuarial factors that will be used to administer Group 4 retirement benefits
- The new annuity conversion factor is part of the starting standard annuity formula
- An annuity option reduction factor will continue to be applied to the standard annuity if a member selects an optional payment form at retirement

Group 4 Annuity Option Reduction Factors



Annuity option reduction factors are used when members:

- Select a beneficiary option
 - Option 1 – 100% payment to survivor
 - Option 2 – 50% payment to survivor
 - Option 3 – Guaranteed five years of payments
 - Option 4 – Guaranteed 10 years of payments
 - Option 5 - 75% payment to survivor
- Select a Partial Lump Sum Option
 - 1-36 months of standard annuity paid in a single payment that permanently reduces the monthly annuity for retiree's lifetime.

Group 4 Annuity Calculation Example #1



Regular State employee with standard annuity

Retirement Date	Member's Age at Retirement	Survivor's Age at Retirement	Cash Balance Amount	Annuity Conversion Factor	Annuity Option Reduction Factor
September 2052	65 years, 0 months	N/A	\$500,000	180.2010	N/A

Calculation	Monthly Annuity Value
1. Calculate the standard annuity: Cash Balance divided by annuity conversion factor	$\$500,000 / 180.2010 = \$2,774.68$

Group 4 Annuity Calculation Example #2



Regular State employee with Option 1 – 100% payment to survivor

Retirement Date	Member's Age at Retirement	Survivor's Age at Retirement	Cash Balance Amount	Annuity Conversion Factor	Annuity Option Reduction Factor
March 2053	58 years, 5 months	63 years, 0 months	\$500,000	206.7040	93.4875%

Calculation	Monthly Annuity Value
1. Calculate the standard annuity: Cash Balance divided by annuity conversion factor	$\$500,000 / 206.7040 = \$2,418.92$
2. Calculate the optional annuity: Standard annuity times annuity option reduction factor	$\$2,418.92 \times 93.4875\% = \$2,261.39$

Group 4 Annuity Calculation Example #3

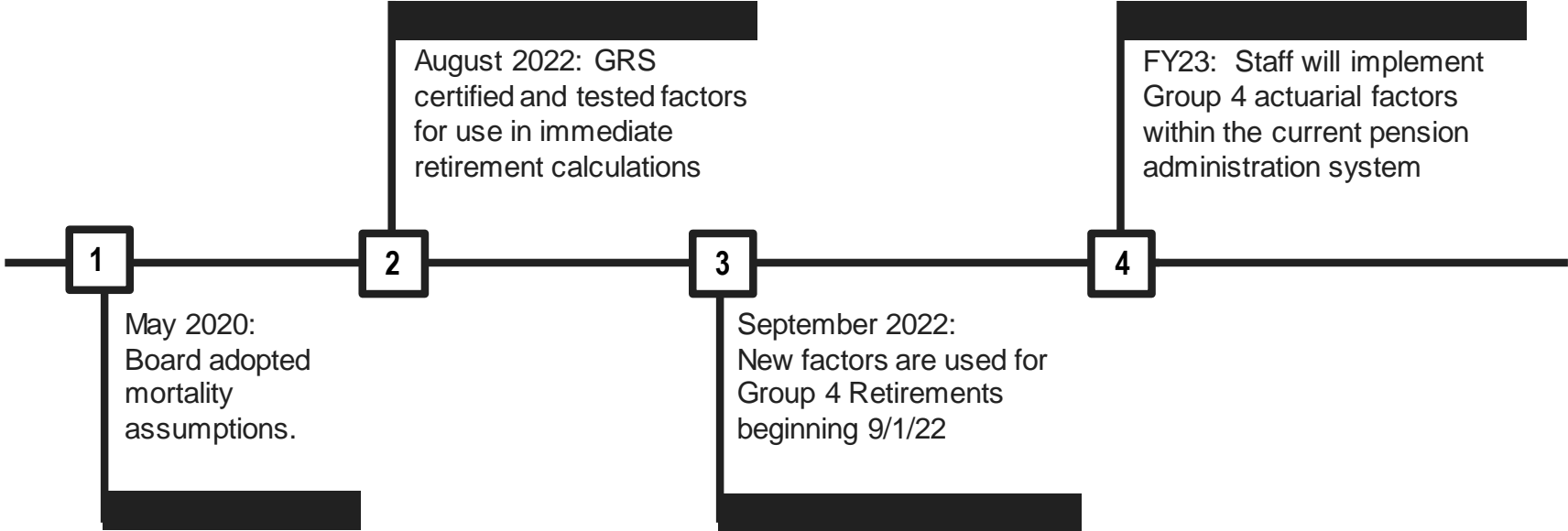


Regular State employee with Option 5 – 75% payment to survivor

Retirement Date	Member's Age at Retirement	Survivor's Age at Retirement	Cash Balance Amount	Annuity Conversion Factor	Annuity Option Reduction Factor
July 2054	62 years, 7 months	59 years, 2 months	\$500,000	191.1144	91.4035%

Calculation	Monthly Annuity Value
1. Calculate the standard annuity: Cash Balance divided by annuity conversion factor	$\$500,000 / 191.1144 = \$2,616.23$
2. Calculate the optional annuity: Standard annuity times annuity option reduction factor	$\$2,616.23 \times 91.4035\% = \$2,391.33$

Group 4 Actuarial Factors Timeline



Questions?
Action Item

Public Agenda Item #26

Review of the 2022 Board of Trustees Self-Evaluation Report

August 24, 2022

Bernie Hajovsky, Director of Enterprise Planning

2022 Board of Trustees Self-Evaluation

Background

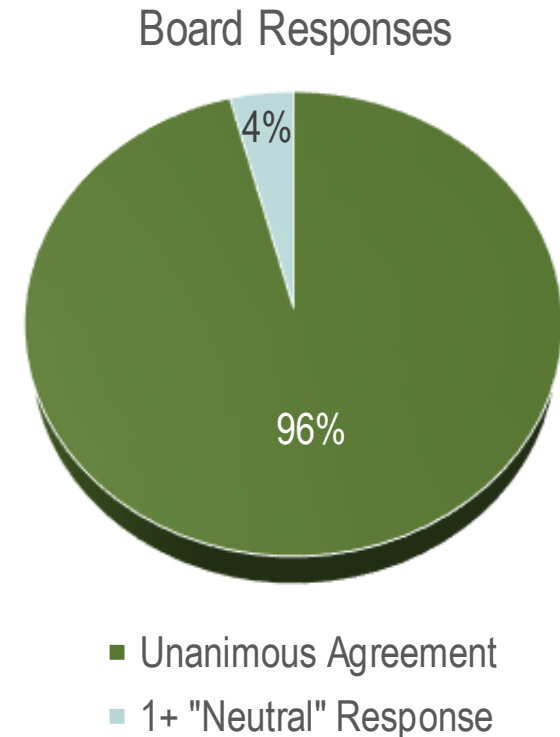


- ❑ Periodic evaluation is an essential part of governance practices
- ❑ Allows Trustees to anonymously evaluate the Board's performance from individual and collective perspectives
- ❑ Previous assessment conducted in the fall of 2020

2022 Board of Trustees Self-Evaluation

Overview

- **49 statements on the survey**
 - Mission and strategy
 - Organization and meetings
 - Stakeholders
 - Financial and internal control management
 - Individual / "I" statements
- **Results indicate an effective, high-functioning Board**
 - Unanimous agreement among trustees on 47 statements



2022 Board of Trustees Self-Evaluation

Mission and Strategy



Strengths

#1 - Understands ERS' mission and reflects this understanding when addressing key issues

#3 - Effectively provides strategic direction to employee benefits programs (e.g. healthcare, prescription drug, Texa\$averSM)

#7 – Promotes appropriate ethics and values in the organization

2022 Board of Trustees Self-Evaluation

Organization and Meetings



Strengths

#10 – Agenda items for Board meetings are appropriate

#13 – Board members are well-prepared, engaged and share insights during meetings

#14 – Decorum and protocols used in meetings satisfies the trustees' needs

2022 Board of Trustees Self-Evaluation

Stakeholders



Strengths

#19 – Board has a good understanding of ERS' stakeholders

#21 – Board monitors the design of benefits programs and its impact on membership

Opportunity

#20 – Board communicates with, and seeks input from, stakeholders on ERS issues

2022 Board of Trustees Self-Evaluation

Financial and Internal Control Management



Strengths

#23 – Board ensures appropriate internal and third-party audits are performed

#27 – Board is effective at monitoring program performance and financial information

#29 – Board monitors implementation of the investment program's asset allocation

#30 – Board effectively approves the annual operating budget to administer the trust fund and other programs

2022 Board of Trustees Self-Evaluation

Individual / “I” Statements



- ❑ Trustees indicate they:
 - #39 – Abstain from actions that may be perceived as a conflict of interest
 - #41 – Make efforts to educate themselves on aspects of programs for which they do not have a great level of understanding
 - #46 – Understand their role as a Trustee versus staff’s role in program administration
 - #47 – Support Board decisions once they are made, even if they do not agree with them
 - #48 / 49 – Understand and comply with fiduciary responsibilities and act for the benefit of all members and retirees

Questions?

Public Agenda Item #27

Agency Update

August 24, 2022

Porter Wilson, Executive Director

Action Beyond the Call



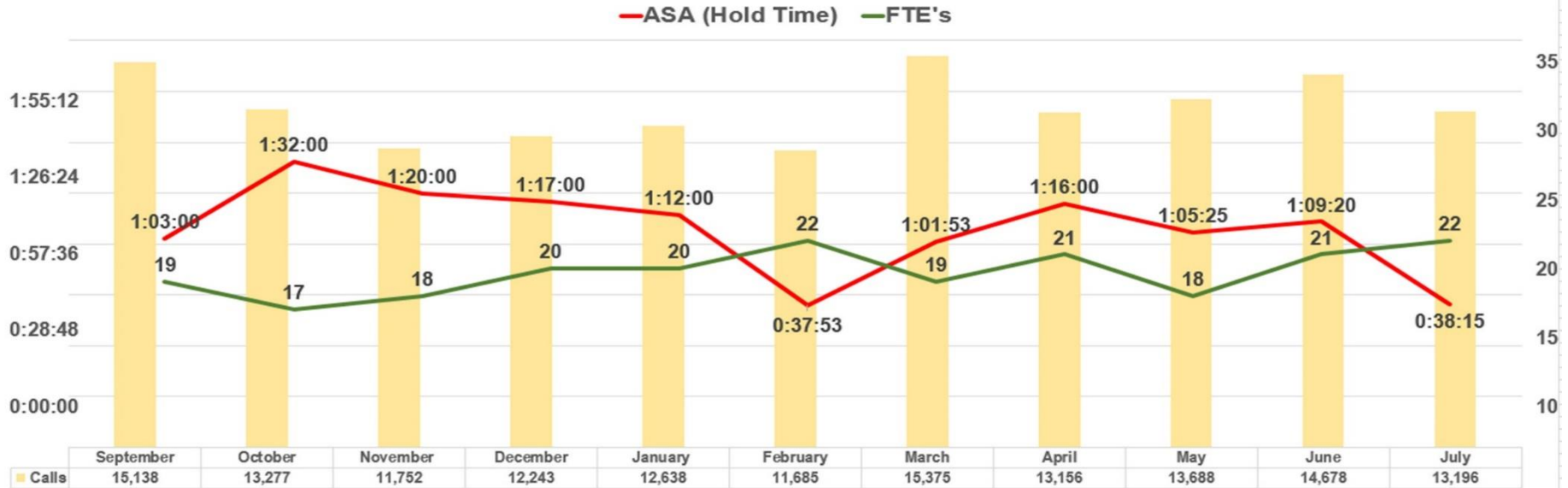
Update on progress

- Staff recruitment and retention
 - Since May, hired 4 counselors from the May training class
 - Currently:
 - 10 open counseling positions
 - 13 direct hires and temp-to-hire staff began training mid-August
- Improving call answer times
- Improving processing times
- Streamlining processes

Benefits Counseling Center Data



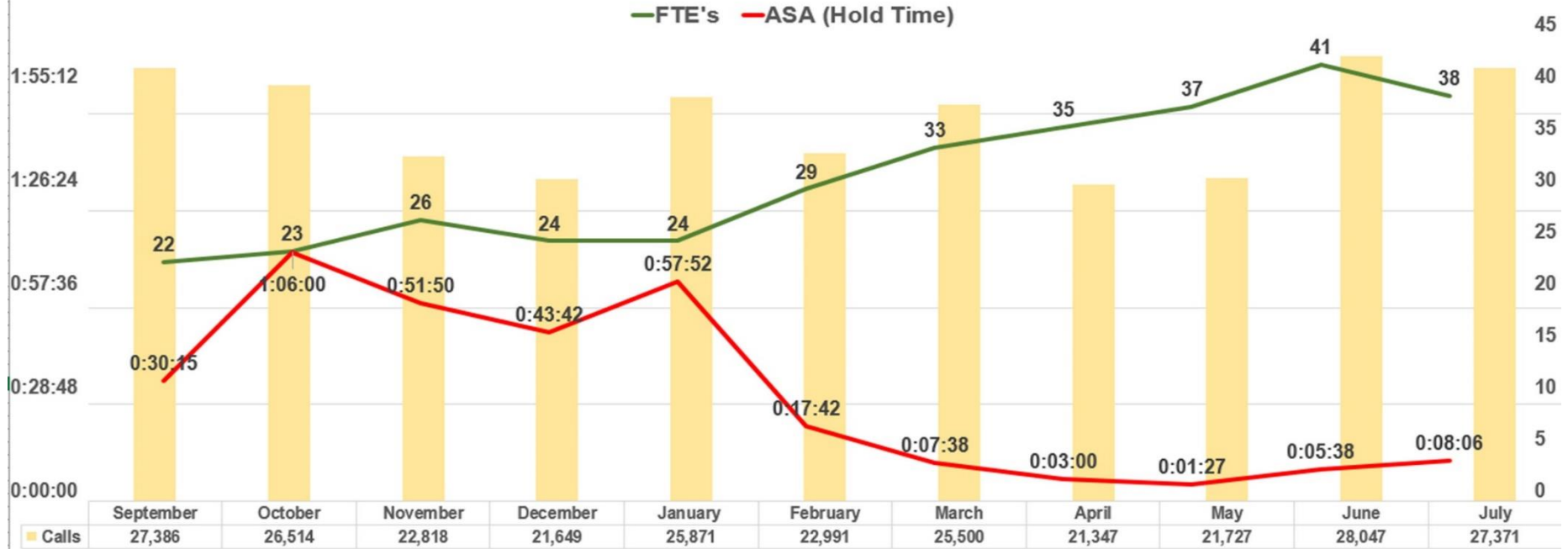
Benefits Counseling Center FY 2022



Outsource Call Center Data



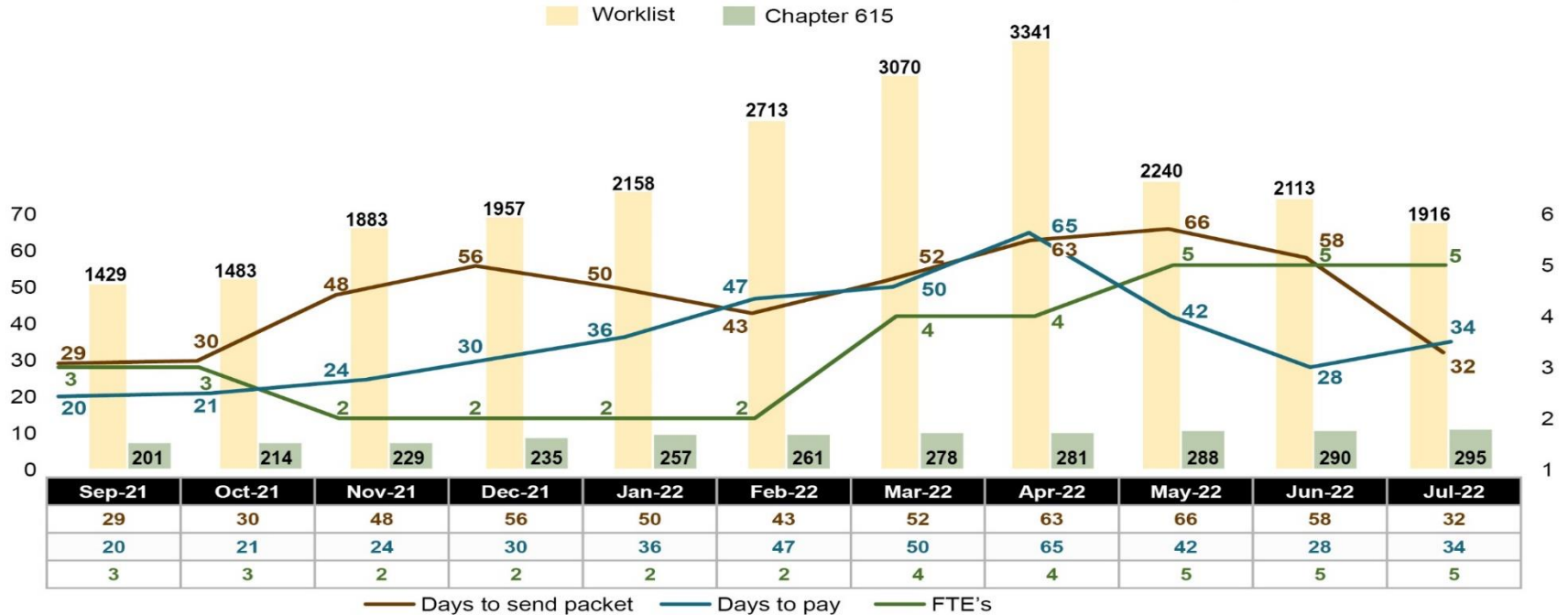
Outsource Call Center (Group O) FY 2022



Survivor Benefits Data



Survivor Benefits / Death Processing



CPI-U Adjustment for Chapter 615 Benefits



- The System’s actuary reports the percentage change of the Consumer Price Index for All Urban Consumers from December to December of the previous year.
- The amount of payment to eligible surviving families of certain law enforcement and other emergency-related first responders who are killed in the line of duty is based on deaths each fiscal year.
- The amount will change each year, but will not decrease below \$500,000.

Fiscal Year	2020	2021	2022	2023
CPI-U Change	N/A	2.3%	1.4%	7%
615 Lump-sum Amount	\$500,000	\$511,500	\$518,661	\$554,967

Agency Update

Strategic planning



- ERS regularly reviews and evaluates the agency's long-term goals and direction as part of its strategic planning process.
- This year's effort focused on engaging with as many ERS employees as possible.
- Primarily focused internally, seeking to identify key challenges facing our organization as we launch into the next 75 years.
- Also began the process of crafting workable solutions to these challenges.

Agency Update

Strategic planning: Process



Agency Update

Strategic planning: Top 10 issues/topics from surveys



**COMPETITIVE
PAY**



**EMPLOYEE
RETENTION**



ERS CULTURE



**HIRING
PROCESS**



**HYBRID WORK
SCHEDULE**



**LEADERSHIP &
STAFF
DEVELOPMENT**



**MEETING
PRODUCTIVITY**



**PROCESS
IMPROVEMENT**



**RISK
MANAGEMENT**



**WORK-LIFE
BALANCE**

Agency Update

Strategic planning: offsite session



Agency Update

Legislative Appropriations Request



Legislative Appropriations Request reflects the goals and objectives outlined in the Strategic Plan

- Base level funding for retirement and group benefit programs was set at the same level as the second year of the current biennium.
- Items above the base are considered “exceptional items” and must be itemized, prioritized, and justified in the LAR submission
 - Cover normal costs for LECOS and JRS 2
 - Attain actuarial soundness for LECOS and JRS 2
 - Change method of finance for the legacy payment.

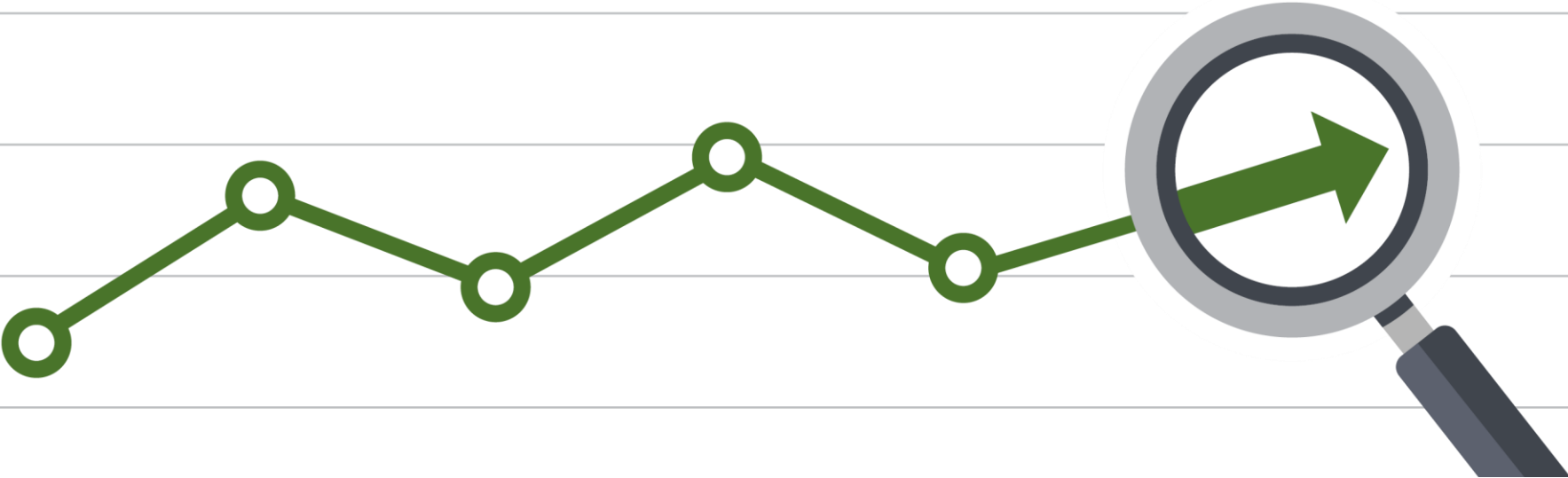
Survey of Employee Engagement (S.E.E.) 2022



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

S.E.E. 2022

ERS had **296 respondents** and overall participation of **83.9%**.

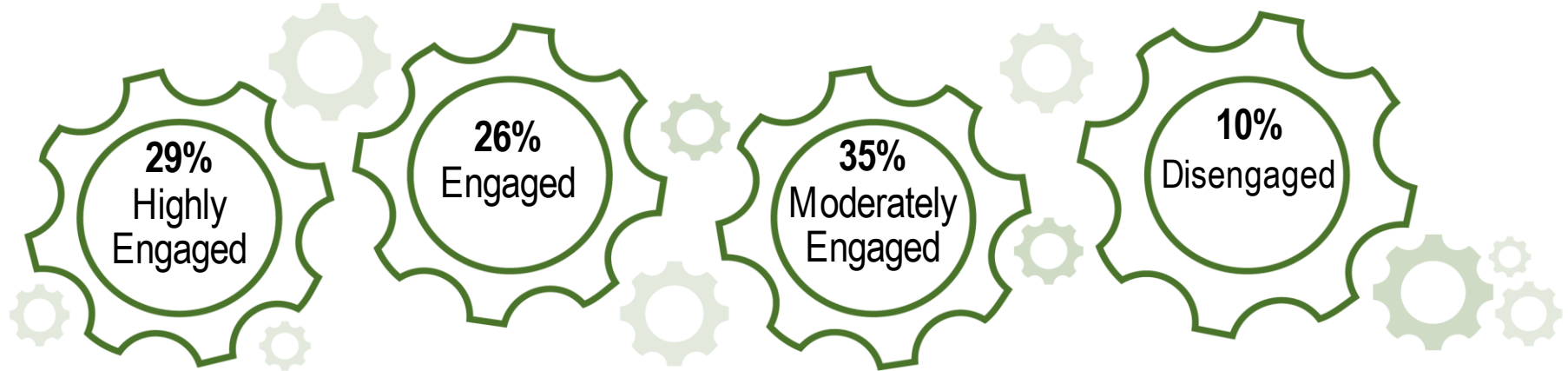


S.E.E. 2022

ERS' overall score = 386 (out of 500)

Levels of employee engagement:

- **29%** of **ERS** employees are “highly engaged.”
- **61%** are “engaged” or “moderately engaged.”



S.E.E. 2022



11 of 12 areas of substantial strength at ERS

The survey measures 12 constructs most used by leadership which drive organizational performance and engagement.

- **> 375** = areas of substantial strength
- **350-375** = perceived more positively than negatively
- **325-349** = viewed less positively by employees
- **< 325** = agency opportunities

Construct	2020 Score	2022 Score	Difference
Workgroup	407	402	▼ 5
Strategic	424	417	▼ 7
Supervision	403	404	▲ 1
Workplace	420	408	▼ 12
Community	400	401	▲ 1
Information Systems	371	381	▲ 10
Internal Communication	379	376	▼ 3
Pay	276	245	▼ 31
Benefits	405	392	▼ 13
Employee Development	407	393	▼ 14
Job Satisfaction	399	383	▼ 16
Employee Engagement	413	405	▼ 8

S.E.E. 2022



ERS earns substantially strong or strong in climate analysis

Atmosphere: safe, non-harassing environment

Score: 431 – substantial strength (FY20: 432)

Ethics: the foundation of building trust within an organization where not only the employees are ethical in their behavior, but that ethical violations are appropriately handled

Score: 429 – substantial strength (FY20: 430)

Fairness – extent to which employees believe that equal and fair opportunity exists for all members of the organization

Score: 407 – strength (FY20: 402)

Feedback: opportunity to provide information in which improvement can occur

Score: 356 – strong (FY20: 366)

Management: being accessible, visible and an effective communicator of information

Score: 389 – strength (FY20: 378)

Plan Year 2023 Summer Enrollment

ERS continues to engage with members



ERS mailed
255,612
personalized
enrollment
packets.



The Contact Center and
Group O fielded
6,973
Summer Enrollment calls.



Members made
59,994
coverage changes.

Plan Year 2023 Summer Enrollment

Benefits Education



- **1,000+** members attended **17** in-person fairs.
- **2,000+** members attended **28** webinars.
- The Summer Enrollment page had **18,194** views.
 - Overall, the ERS website had **206,489** visits, with **1,005,246** page views.



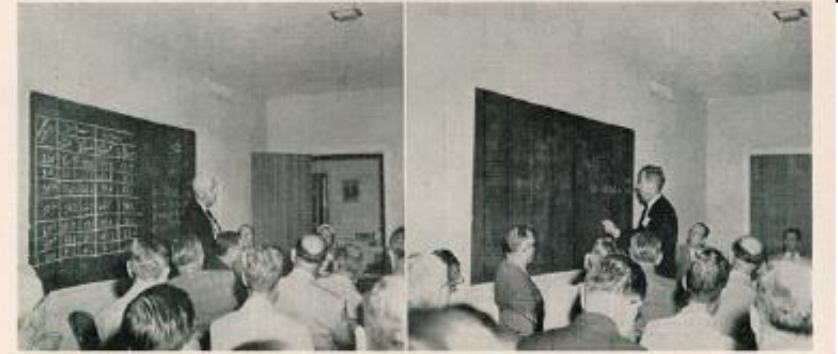
Preparation for
Fall Enrollment,
October 31 - November 18,
is well underway, with
plans to conduct
in-person fairs.

75th Anniversary Celebration

Afternoon of September 28 – Please join us!



MODERNIZED RETIREMENT SYSTEM ON PAR WITH INDUSTRY



Agenda Item 27 – Board of Trustees Meeting, August 24, 2022

Questions?

Public Agenda Item #28

Executive Session

August 24, 2022

Executive Session



Executive Session - In accordance with Section 551.074, Texas Government Code, the Board will meet in executive session to deliberate the employment, evaluation, and duties of the Executive Director. Thereafter, the Board may consider appropriate action in open session.

Public Agenda Item #29

Election of Chair and Vice Chair of the ERS Board of Trustees for Fiscal Year 2023 – (Action)

August 24, 2022

Questions?

Public Agenda Item #30

Adjournment of the Board of Trustees Meeting and Next Meeting Date

August 24, 2022

Next Meeting Dates



Fiscal Year 2023 Meeting Dates:

2-day Workshop:

Tuesday, December 6, 2022

Wednesday, December 7, 2022

Wednesday, March 1, 2023

Wednesday, May 17, 2023

Wednesday, August 23, 2023