Speaker's Office <speaker@guamlegislature.org>

MC Fwd: 2018 --- GGRF Citizen Centric Report

1 message

Speaker's Office <speaker@guamlegislature.org>
To: Clerks Office <clerks@guamlegislature.org>
Cc: Rennae Meno <rennae@guamlegislature.org>
Bcc: Tina Muna Barnes <tinamunabarnes@gmail.com>

Wed, May 8, 2019 at 1:39 PM

05-06-19	4:08 PM	05-01-19	GGRF Citizen Centric Report.*	Government of Guam Retirement Fund	35GL-19-0498

Sinsenru yan Minagåhet,

Office of the Speaker • Tina Rose Muña Barnes
Committee on Public Accountability, Human Resources & the Guam Buildup

35th Guam Legislature
I Mina'trentai Singko na Liheslaturan Guåhan

Guam Congress Building | 163 Chalan Santo Papa | Hagatna, GU 96910
T: (671) 477-2520/1
speaker@guamlegislature.org

35GL-19-0498
Speaker Tina Rose Muña Barnes

MAY 0 8 2019
Time 2:08 ( )AM (X)PM
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Gumai pribilehu yan konfedensia este siha na mensåhi. Solo espesiåtmente para hågu ma entensioña pat ma aturisa para unrisibi. Sen prubidu kumu ti un ma aturisa para manribisa, na'setbe, pat mandespatcha. Yanggen lachi rinisibu-mu nu este na mensåhi , put fabot ago' guatu gi i numa'huyong gi as speaker@guamlegislature.org yan despues destrosa todu siha i kopian mensåhi. Si Yu'os ma'åse'.

---------- Forwarded message ---------
From: **Vivian D. Mantanona** <vdmantanona@ggrf.com>
Date: Mon, May 6, 2019 at 4:08 PM
Subject: 2018 --- GGRF Citizen Centric Report
To: The Honorable Tina Muña Barnes, Speaker, 35th Guam Legislature <speaker@guamlegislature.org>
Cc: Jerrick Hernandez, Office of Public Accountability <jhernandez@guamopa.com>, Paula Blas <pmblas@ite.net>, Diana Bernardo <dtbernardo@ggrf.com>, Ceria Magdalera <camagdalera@ggrf.com>

Dear Speaker Muña Barnes:

As per Director Paula Blas, submitted in accordance with Section 2(a) of Public Law 30-127, is the **Retirement Fund's FY 2018 Citizen Centric Report**, in electronic format. The report will also be posted on the Fund's website at www.ggrf.com.

Should you have any questions, please feel free to contact me at 475-8917, or Ms. Diana T. Bernardo, Controller, at 475-8912.

Regards,

Vivian Mantanona

Retirement Fund

Tel: 671.475.8917

Fax: 671.475.8922

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GOVERNMENT OF GUAM
RETIREMENT FUND
STABILITY · SECURITY · REWARDS

A Report to Our Members

For Fiscal Year 2018 Issued May 2019

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MISSION

The purpose of the Fund is to provide retirement annuities and other benefits for the employees of the government of Guam enabling them to accumulate reserves for themselves and their survivors to meet the hazards of old age, disability, death & termination of employment.

About US

The Government of Guam Retirement Fund (the "Fund") was established and became operative on May 1, 1951 to provide retirement annuities and other benefits to employees of the Government of Guam. Plans administered by the Fund are as follows:

The *Defined Benefit Plan ("DB Plan")* is a single-employer defined benefit pension plan. The DB plan provides for retirement, disability, and survivor benefits to members of the Plan prior to October 1, 1995. All new employees whose employment commences on or after October 1, 1995 are required to participate in the Defined Contribution Retirement System.

The *Defined Contribution Retirement System ("DC Plan")* was created by Public Law 23-42:3 to provide an individual account retirement system for any person who is employed in the Government of Guam. The DC Plan is a single-employer pension plan and shall be the single retirement program for all new employees whose employment commences on or after October 1, 1995. The DC Plan, by its nature, is fully funded on a current basis from employer and member contributions.

The *Deferred Compensation Plan ("457 Plan")* is available to both DB and DC Plan members. It is a retirement savings plan that allows eligible employees to supplement any existing retirement and pension benefits by saving and investing before-tax dollars through a **voluntary** salary contribution. Contributions and earnings are **tax-deferred** until money is withdrawn. Distributions are usually taken at retirement, but participants can also take distributions if they terminate employment.

The *Defined Benefit 1.75 Plan (DB 1.75 Plan)* became effective January 1, 2018. The DB 1.75 Plan comprises additional provisions to the DB Plan which establishes an alternative benefit structure, and constitutes a tax-qualified "governmental plan" as described under Sections 414(d) and 401(a) of the United States Internal Revenue Code. The alternative benefit structure is coordinated with participation in, and mandatory contribution to, the Government of Guam Deferred Compensation Plan.

Board of Trustees

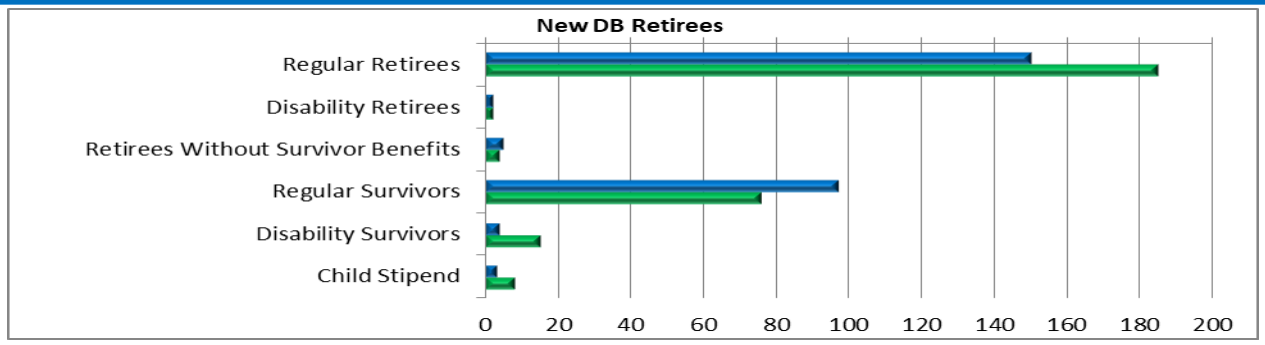
The Retirement Fund Board of Trustees (the "Board") is responsible for the general administration and proper operation of the Fund. With the passage of Public Law 27-43, effective November 14, 2003 the Board comprises seven members. Three are appointed by the Governor with the advice and consent of the Legislature. Four trustees - 2 retirees and 2 active members - are elected by the class of members they represent. The term of office for all Board Members is five years.

The Fund is accounted for as a blended component unit, fiduciary fund type, pension trust fund of the Government of Guam.

	FY 2018	FY 2017
Participant Counts - DB Plan		
Active	1,845	2,067
Retired	7,252	7,236
Total Actives and Retirees	9,097	9,303
Inactive and Terminated Members with Accumulated Contributions	3,134	4,230
	12,231	13,533
Participant Counts - DC Plan		
Active	5,921	9,027
Inactive (Non-Contributing) Members with Account Balances	6,270	4,546
	12,191	13,573
Participant Counts - DB 1.75 Plan		
Active	3,191	-
Retired	35	-
Total Actives and Retirees	3,226	-

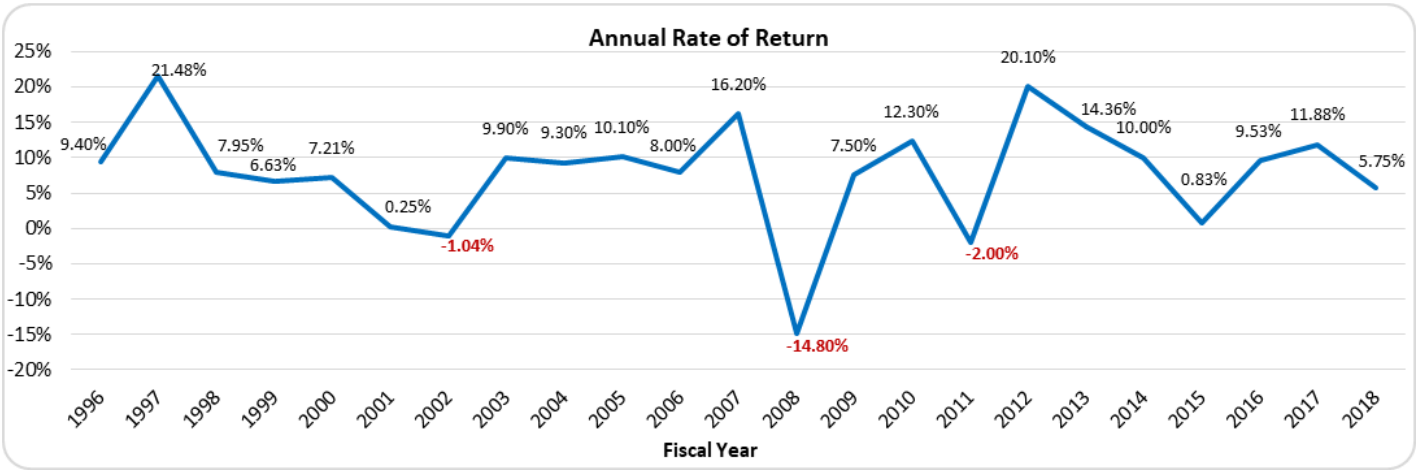
How We Have Progressed

Defined Benefit Plan



	Regular Retirees	Disability Retirees	Retirees Without Survivor Benefits	Regular Survivors	Disability Survivors	Child Stipend
2018	150	2	5	97	4	3
2017	185	2	4	76	15	8

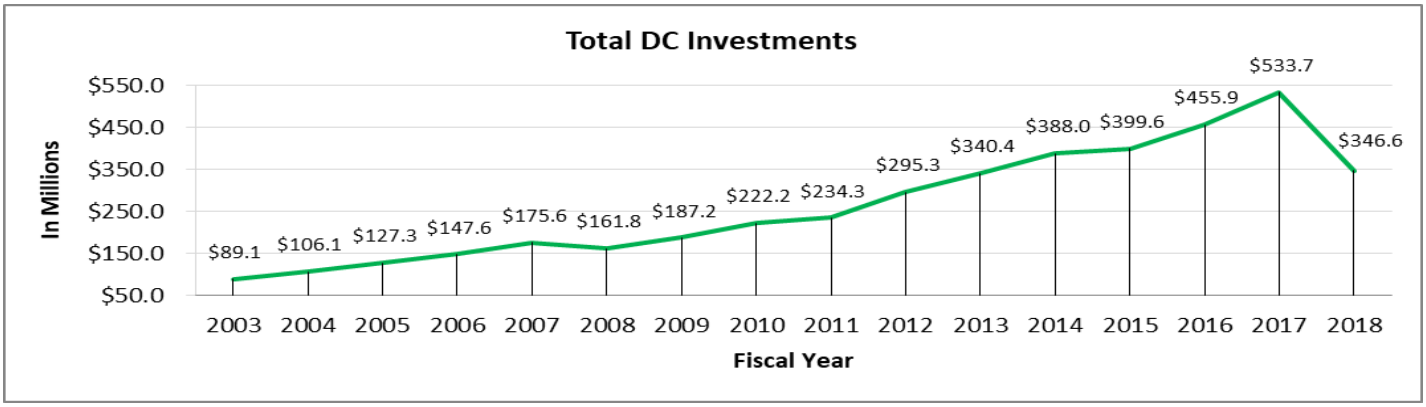
For 2018, the **DB Plan** investment portfolio posted a positive return of 5.75%, compared to 2017's return of 11.88%.



GGRF investment returns averaged 8.37% percent from 1995 through 2018. Over that period, there have been three years with negative returns, all of which occurred in the last sixteen years.

Defined Contribution Plan

For 2018, DC Plan investments totaled $347M compared to the $534M in 2017.

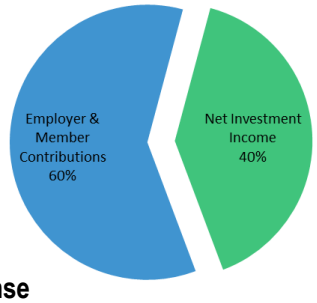


In addition, DC Plan employer and employee contributions decreased by 8,379,080 or 20.9% over 2017. The decrease in contributions is due largely to the transfer of DC Plan participants to the DB 1.75 Plan in 2018.

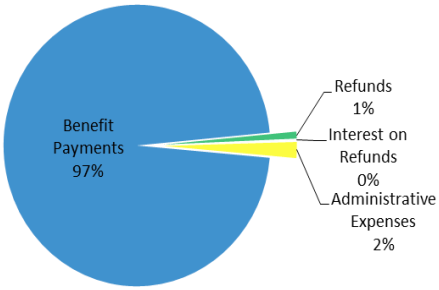
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Defined Benefit Plan

DB Contributions and Net Investment Income FY 2018



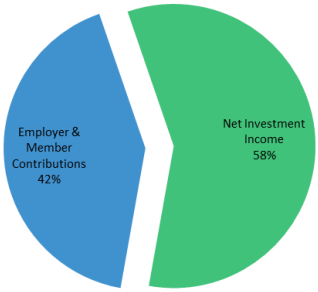
DB Expense FY 2018



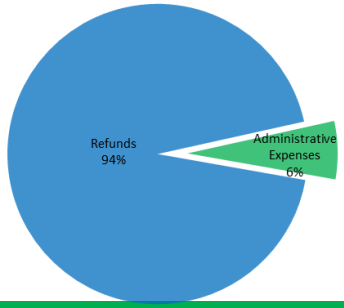
	2018	2017
Net Appreciation in Fair Value of Investments	$70,558,548	$161,667,955
Interest, Dividends & Other		
Investment Income	39,497,620	36,005,188
Less Investment Expenses	(5,574,493)	(4,907,570)
Net Investment Income	**104,481,675**	**192,765,573**
Employer & Member Contributions	**155,968,139**	**132,687,951**
Total Additions	**260,449,814**	**325,453,524**
Benefit Payments	219,043,804	213,745,250
Refunds	1,793,906	1,113,513
Interest on Refunds	516,037	831,859
Administrative Expenses	4,143,251	3,915,898
Total Deductions	**225,496,998**	**219,606,520**
Net Increase in Net Assets	**$34,952,816**	**$105,847,004**

Defined Contribution Plan

DC Contributions and Net Investment Income FY 2018



DC Expense FY 2018



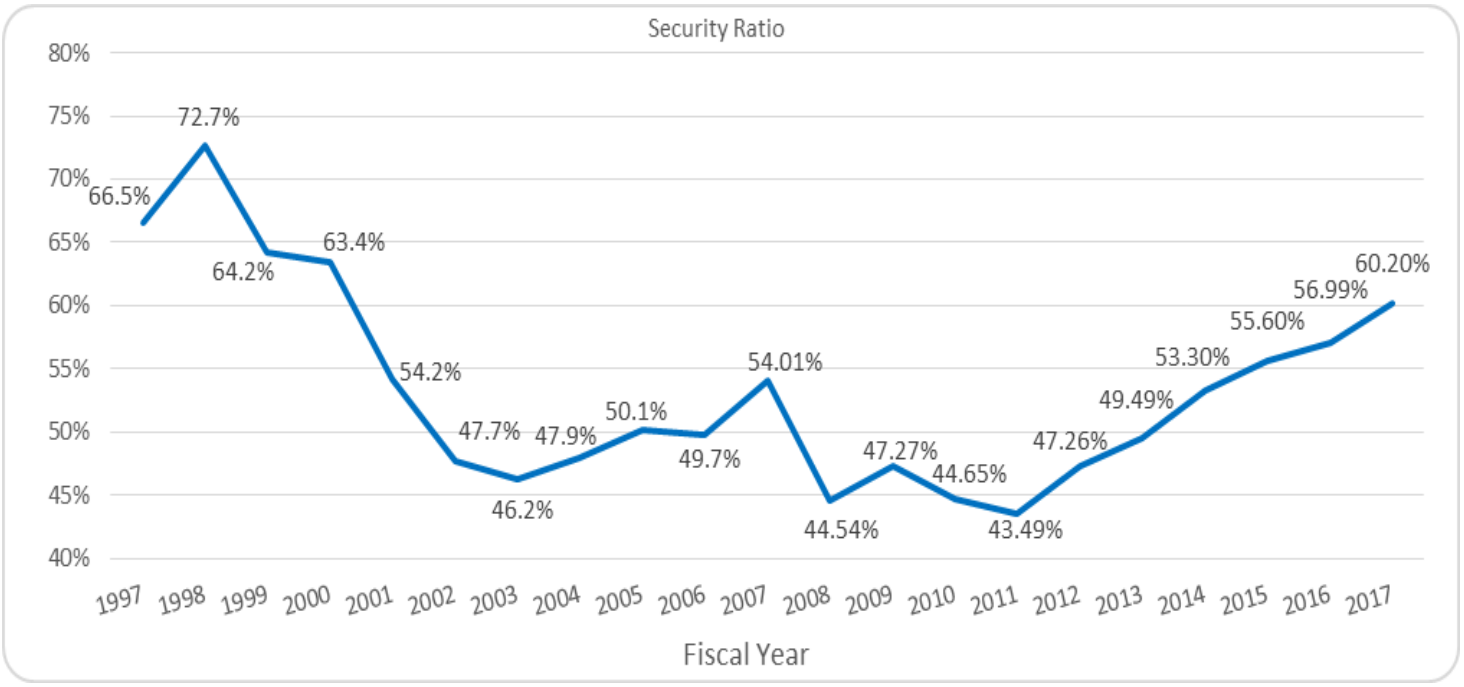
	2018	2017
Net Appreciation in Fair Value of Investments	18,863,481	44,510,428
Interest, Dividends & Other		
Investment Income	25,252,853	18,391,102
Less Investment Expenses	124,098	(121,664)
Net Investment Income	**43,992,236**	**62,779,866**
Employer & Member Contributions	**31,741,807**	**40,120,887**
Total Additions	**75,734,043**	**102,900,753**
Refunds	31,159,183	21,539,126
Administrative Expenses	2,076,658	2,068,107
Total Deductions	**33,235,841**	**23,607,233**
Net Increase in Net Assets	**42,498,202**	**$79,293,519**

Independent Audit

An independent audit was conducted, resulting in a clean audit opinion. Complete financial information can be found at our website: *www.ggrf.com*.

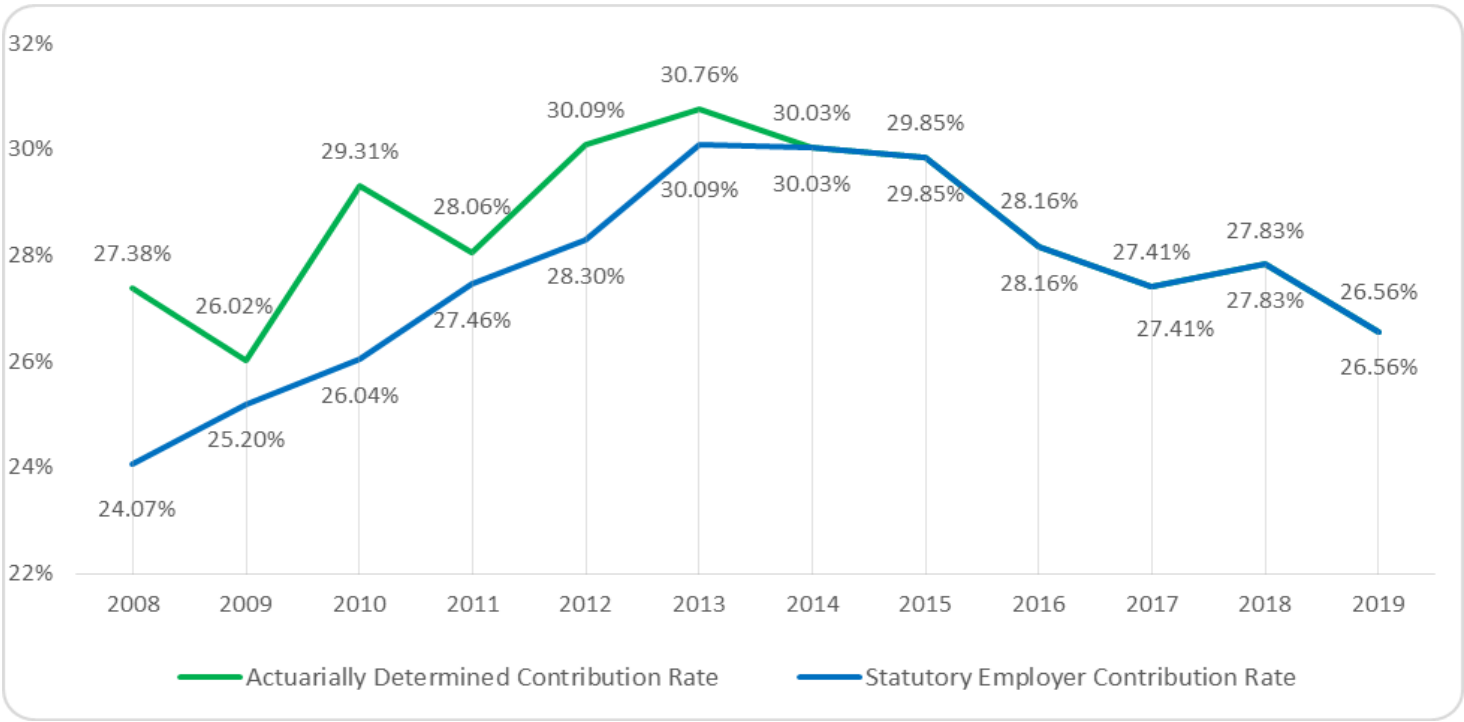
Defined Benefit Plan - Unfunded Liability

Underfunding of the DB Plan continues to be an ongoing problem. The unfunded liability has grown from $552 million at September 30, 1995 to $1.27 billion at September 30, 2017. This represents a decrease in the security ratio, from 61.0% in 1995 to 60.2% in 2017, and an increase in the unfunded liability ratio from 39% in 1995 to 39.8% in 2017. The security ratio is the ratio of assets to liabilities.



Defined Benefit Plan - Security Ratio

If future contributions equal the actuarially determined contribution rate, and plan investments earn 7% each year, the DB Plan is expected to become fully funded in 2031. The Guam Legislature's efforts toward full funding since 2007 have definitely narrowed the gap between the statutory and actuarially determined contribution rate. The increase in the gap from .82% in 2009 to 3.27% in 2010 is due largely to the negative return of 14.8% in 2008. A comparison of the "actuarially determined" versus the "statutory" employer contribution rates for 2007 to 2018 are reflected below.



We would like to hear from you... Do you like this report or believe it should include different / additional information? Please contact GGRF through our website www.ggrf.com, by telephone at (671) 475-8900, or by fax at (671) 475-8922. More information is available on our website.

Defined Contribution Plan - Enhancing the Retirement Benefits of DC Plan Members

DC Plan Alternatives

With DC Plan members' balances averaging less than $40,000, they may be left without adequate income when they retire, and GovGuam may find itself subsidizing their costs of living through public assistance programs. Several years ago the GGRF Board established a working committee to assess benefit enhancement options that would provide DC Plan members a reasonable opportunity to build sufficient post-retirement benefit levels, while also balancing GovGuam's budgetary needs and obligations. The working committee's extensive analysis involved consideration of a comprehensive and detailed study of alternative retirement plans and arrangements. The alternatives included 1) a Hybrid Plan, 2)Transitioning to Social Security, and 3) Combining DC with Social Security.

Hybrid Plan

Under the proposed plan: 1) All new employees and their employers will be required to contribute a certain percent of the employee's wages to GGRF (similar to current retirement contributions), 2) Mandatory participation will be required for all new employees, and 3) Voluntary participation in certain circumstances for current DC Plan participants.

In 2012, Bill No. 453-31, proposed legislation to establish a Hybrid Plan was submitted to the Committee on Appropriations, Taxation, Public Debt, Banking, Insurance, Retirement & Land (the "Committee"), and a public hearing on the legislation was held. *The Bill however, was not acted on by the 31st Guam Legislature*.

In 2014, revised legislation, Bill No. 394-32, was transmitted to the Committee. On October 21, 2014, the Bill was referred back to Committee to give the public and the Legislature, additional time to review supplemental reports provided by GGRF.

In 2015, Vice-Speaker Cruz held a round table discussion to discuss the Hybrid Bill which was reintroduced as Bill No. 002-33. After several roundtable hearings the Bill was passed by the 33rd Legislature on May 3, 2016, and vetoed by Governor Edward Calvo on May 17, 2016. On September 14, 2016, it was overridden by the 33rd Guam Legislature, and passed into law without the Governor's signature on September 20, 2016, as Public Law 33-186.

Public Law 33-186 thereby:

1. Created as alternatives to the DC Plan, a new "Defined Benefit 1.75" retirement system "(DB 1.75"); and "Guam Retirement Security Plan", a cash balance plan ('GRSP").
2. Gave eligible employees the option to elect, during the "Election Window", commencing on April 1, 2017 and ending on December 31, 2017, to participate in the Plan effective as of January 1, 2018.
3. Increased the DC Plan member and employer contributions from five percent (5%) to six and two-tenths percent (6.2%), effective January 1, 2018.
4. Extends the period used to amortize the unfunded actuarial accrued liability (UAAL) of GGRF by two years, from an end date of May 1, 2031 to an end date of May 1, 2033, effective January 1, 2018.
5. Provides that the GRSP will be the default plan effective January 1, 2018, with an option to transfer to the DC Plan within 60 days from their date of hire.
6. Provides that if the Government of Guam is authorized to extend Social Security coverage to Government of Guam employees on a prospective basis, then all employees hired on or after the effective date shall be enrolled into Social Security.

DB 1.75 Plan:

DB 1.75 Plan members are required to contribute 9.5% of their base salary to the DB 1.75 Plan and 1% of base salary to the 457 Plan, and are fully vested for benefits upon attaining five (5) years of credited service. Members may retire with full benefits at age 62 and 5 years of credited service, or at age 55 with 25 years of credited service with reduced benefits, or at age 60 and 5 years of credited service without survivor benefits.

Plan Documents:

On February 27, 2017, the draft Plan Documents were approved by the Board of Trustees, and adjudicated on March 14, 2017. The finalized Plan Documents were transmitted to the Legislature on March 31, 2017, and accepted by the Legislature during their June 2017 session.

Education:

In March 2017, a team was established to produce and communicate educational materials. GGRF provided at least one (1) on-site seminar at all Government of Guam departments and agencies, and multiple sessions at GGRF, for a total of 143 seminars. The education seminars concluded on August 14, 2017. However, the video remained on the website until January 31, 2018.

Election Period:

The election to participate in the DB 1.75 Plan was for a limited time period.

- Commencing April 1, 2017, eligible employees in the DC Plan had the opportunity to voluntarily elect to transfer to the DB 1.75 Plan or the GRSP.
- The conclusion of the election period - contingent on the member's employment or re-employment date - was on September 30, 2017, October 31, 2017, December 31, 2017, January 31, 2018, or 30 days from the member's re-employment date.

Comparison Letters:

Prior to making an election, DC Plan members were given the opportunity to request and review: (a) a comparison illustrating the member's estimated (1) required bi-weekly contributions under each plan, (2) monthly retirement income under each plan, and (3) cost to transfer to the DB 1.75 Plan; and (b) copies of the Plan Documents and Summary Plan Descriptions for each Plan, effective as of January 1, 2018.

During the election period, GGRF management and staff reviewed members' contribution and distribution data, performed calculations and composed retirement income comparisons to assist members in making a potential Election with respect to their future plan participation. The estimates were based on assumptions with respect to the member's age, salary, years of credited service, and account balance under the DC Plan, using information as of March 31, 2017.

Elections to Transfer:

As of the December 31, 2017 deadline for participants to elect to transfer to the DB1.75 Plan or GRSP, approximately three thousand three hundred seventy-nine (3,379) of the approximately eight thousand nine hundred forty-seven (8,947) DC Plan participants, elected to transfer to the DB 1.75 Plan. Only six (6) participants elected to participate in the GRSP.

GRSP:

Given the level of GRSP assets expected to fund administrative costs and potential benefit obligations, the Board of Trustees:

- o Determined that it is reasonable to expect that there could be a shortfall of GRSP assets to cover GRSP liability, but with no designated funding source.
- o Agreed that implementation of the GRSP remained subject to the timely enactment of appropriate legislation to comply with IRC requirements applicable to governmental plans; and compliance with the "Lamorena Order".
- o Determined that pending enactment of such legislation, the implementation of the GRSP would violate the Code and the Lamorena Order.

Based on the above, GGRF notified the six (6) DCRS participants who elected to transfer to the GRSP that the implementation of the GRSP is uncertain and remains subject to the enactment of appropriate legislation to comply with IRC requirements and the Lamorena Order. As a result, the six (6) participants were allowed to evaluate their options and change their elections by November 30, 2017.

Default Plan:

To ensure that eligible Government of Guam new employees were enrolled in a retirement plan on or after January 1, 2018, the GGRF Board of Trustees determined the DCRS is appropriate to serve as a default plan until such time as the GRSP can be properly implemented.

DC Plan Funds Transferred to DB 1.75 Plan:

On January 23, 2018, the DC Plan funds of employees who elected to transfer to the DB 1.75 Plan, totaling approximately $225 million, were deposited into GGRF's Northern Trust Administrative Account, and allocated to GGRF's managers/ cash account based on the asset reallocation.

New DB 1.75 Plan Annuitants

As of September 30, 2018, the number of new annuitants entitled to retirement benefits under the DB 1.75 Plan, are as follows:

Regular Retirees	26
Disability Retirees	2
Survivors of Retirees	7

We would like to hear from you … Do you like this report or believe it should include different / additional information? Please contact GGRF through our website www.ggrf.com, by telephone at (671) 475-8900, or by fax at (671) 475-8922. More information is available on our website.