

4 facts on employer contributions

There's a lot of information out there regarding the New Hampshire Retirement System, some of it fact, some of it fiction. This document, along with others in the "NHRS ... Now You Know" series, is designed to provide you with straight talk about the retirement system.

New Hampshire Retirement System employer contribution rates for fiscal years 2024 and 2025 were certified by the Board of Trustees in July 2022. Here are four things to know about employer rates:

1. Employer contribution rates are determined every two years pursuant to RSA 100-A:16, III. The contribution rates for fiscal years 2024 and 2025 are based on the actuarial valuation as of June 30, 2021. Employer contributions have decreased for all member groups (Employee, Teacher, Police, and Fire).

2. The decrease in 2024-25 rates was largely the result of strong investment performance over the five-year period ending June 30, 2021. While this is certainly positive news, the retirement system knows that it can see returns above

or below our 6.75% assumed rate of investment return in any given period. The 6.75% rate represents what NHRS Trustees believe the plan can realistically earn from its investments on an annual basis, when averaged over the long-term, i.e. 20 to 30 years or more.

3. The Board of Trustees has limited discretion in setting employer rates. State law requires that the Board certify actuarially sound rates necessary to keep the retirement system on track to meet its long-term obligations; the New Hampshire Constitution (Part I, Article 36-a) requires employers to pay those rates in full.

4. There are three components to employer contribution rates: the normal cost, the unfunded actuarial accrued liability (UAAL), and the Medical Subsidy. The normal cost reflects the estimated actuarial cost of pension benefits as those benefits are earned each year by members. This cost is shared by the employer and the member, with members paying the majority of the normal cost. The UAAL is the estimated value of NHRS benefits that have been earned in the past, but have not yet been fully funded. The current liability, most of which is being paid down through 2039, is borne solely by the employers.

Overall, the unfunded liability accounts for the majority of the total employer rate in fiscal years 2024 and 2025 as detailed in the chart on the following page.

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FY 24-25 NHRS EMPLOYER CONTRIBUTION RATES					
MEMBER CATEGORY	PENSION: NORMAL COST	PENSION: UAAL	UAAL AS A % of TOTAL PENSION COST	MEDICAL SUBSIDY	TOTAL EMPLOYER RATE
Employee – State	2.48%	10.79%	81.3%	0.58%	13.85%
Employee – P. Sub.	2.48%	10.79%	81.3%	0.26%	13.53%
Teacher	2.71%	15.80%	85.4%	1.13%	19.64%
Police	6.10%	22.58%	78.7%	2.60%	31.28%
Fire	6.28%	21.47%	77.4%	2.60%	30.35%

Member contribution rates set by statute: Group I – 7%; Group II Police – 11.55%; Group II Fire – 11.8%

Related Links:

Employer Contribution Rates:

<https://www.nhrs.org/employers/employer-contribution-rates>

FAQ: Employer Contribution Rates for Fiscal Years 2024 and 2025:

<https://www.nhrs.org/faqs/faq--employer-contribution-rates>



Sources: RSA 100-A; NH Constitution;
June 30, 2021, actuarial valuation

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