



The State of Retirement: Grading America's Public Pension Plans

Our pension report card and interactive map grade state-administered retirement plans on their financing; how much retirement security they provide to short- and long-term employees; and the workforce incentives they create for younger, older, and mid-career employees. Results are based on the Urban Institute’s State and Local Employee Pension Plan (SLEPP) database, which includes detailed state-by-state information on plan rules for public school teachers, police officers and firefighters, and general state and local government employees.

The database and report card were compiled by Richard Johnson, Barbara Butrica, Owen Haaga, Ben Southgate, and Eugene Steuerle. Tim Meko, Ben Southgate, and Graham MacDonald designed the interactive map. The Alfred P. Sloan Foundation provided financial support.

- About Our Methods
- State and Local Employee Pension Plan Database
- Related Briefs
 - When Do State and Local Pension Plans Encourage Workers to Retire?
 - How Long Must State and Local Employees Work to Accumulate Pension Benefits?
 - Do State and Local Pensions Lock In Mid-Career Employees?
- About the Public Pension Project

How the Plans Stack Up Nationally

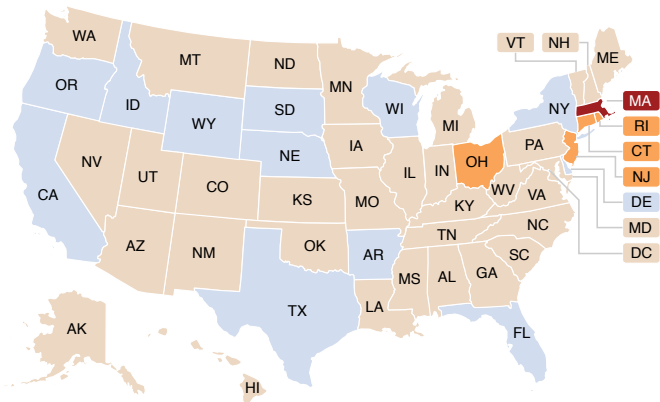
Overall Grade	Rewarding Younger Workers	Promoting a Dynamic Workforce	Encouraging Work at Older Ages	Retirement Income for Short-Term Employees	Retirement Income for Long-Term Employees	Making Required Contributions	Funding Ratio
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Filter Plans by Occupation

All	General State Employees	General Local Employees	Teachers	Police and Fire
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Filter Plans by Hire Date

All	Only New Hires	Excludes New Hires
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Select a state from the map or use the drop down menu for more information

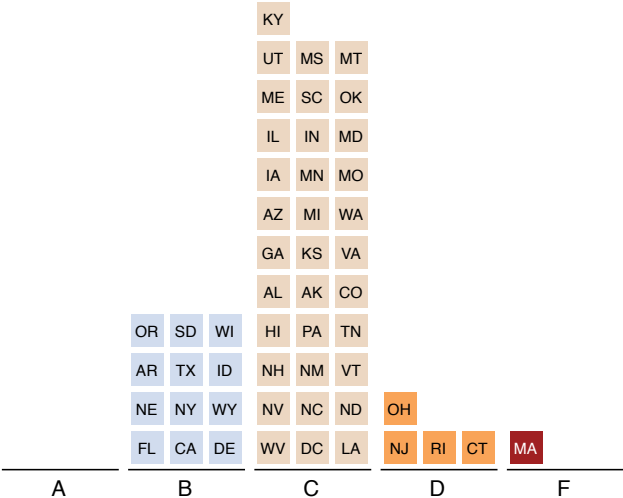
Plan Grades

A B C D F

Not Available

View grading criteria (PDF)

Texas



Grade Distributions

State-Level Grade Distribution	Plan-Level Grade Distribution
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Grade Tables

State Breakdown Table	Nationwide Best	Nationwide Worst
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Texas

	Overall Grade	Rewarding Younger Workers	Promoting a Dynamic Workforce	Encouraging Work at Older Ages	Retirement Income for Short-Term Employees	Retirement Income for Long-Term Employees	Making Required Contributions	Funding Ratio
Overall								
All	B	B	B	B	C	A	B	C
Only new hires	B	C	A	B	D	A	B	C

Excludes new hires	C	C	C	C	C	A	C	C
General State	Overall Grade	Rewarding Younger Workers	Promoting a Dynamic Workforce	Encouraging Work at Older Ages	Retirement Income for Short-Term Employees	Retirement Income for Long-Term Employees	Making Required Contributions	Funding Ratio
All	C	C	C	F	B	A	F	C
Only new hires	D	D	C	F	F	A	F	C
Excludes new hires	C	C	C	F	A	A	F	C
⊞ (TX01) Hired before Sept. 1, 2009	C	C	C	F	A	A	F	C
⊞ (TX02) Hired on or after Sept. 1, 2009	D	D	C	F	F	A	F	C
General Local	Overall Grade	Rewarding Younger Workers	Promoting a Dynamic Workforce	Encouraging Work at Older Ages	Retirement Income for Short-Term Employees	Retirement Income for Long-Term Employees	Making Required Contributions	Funding Ratio
All	A	A	A	A	B	A	A	C
Only new hires	A	A	A	A	B	A	A	C
⊞ (TX08) Largest retirement benefit (TCDRS)	A	A	A	A	A	A	A	C
⊞ (TX09) Smallest retirement benefit (TCDRS)	A	A	A	A	A	A	A	C
⊞ (TX12) Largest retirement benefit (TMRS)	A	A	A	A	A	A	B	C
⊞ (TX13) Smallest retirement benefit (TMRS)	B	A	A	A	D	A	B	C
Teachers	Overall Grade	Rewarding Younger Workers	Promoting a Dynamic Workforce	Encouraging Work at Older Ages	Retirement Income for Short-Term Employees	Retirement Income for Long-Term Employees	Making Required Contributions	Funding Ratio
All	C	D	B	B	F	A	B	C
Only new hires	C	D	A	B	F	A	B	C
Excludes new hires	C	D	C	B	F	A	B	C
⊞ (TX05) Tier 1: hired on or before Sept. 1, 1980, or hired on or before Sept. 1, 2005 and at least age 50 at that time or age + YOS = 70 that year	C	D	C	B	F	A	B	C
⊞ (TX06) Tier 2: hired after Sept. 1, 1980 and on or before Sept. 1, 2007, and not in Tier 1	C	D	C	B	F	A	B	C
⊞ (TX07) Tier 3: hired after Sept. 1, 2007	C	D	A	B	F	A	B	C
Police and Fire	Overall Grade	Rewarding Younger Workers	Promoting a Dynamic Workforce	Encouraging Work at Older Ages	Retirement Income for Short-Term Employees	Retirement Income for Long-Term Employees	Making Required Contributions	Funding Ratio
All	B	A	B	A	C	B	B	C
Only new hires	B	A	A	A	C	B	B	C
Excludes new hires	C	B	D	D	B	A	F	C
⊞ (TX03) Hired before Sept. 1, 2009	C	B	D	D	B	A	F	C

⚙ (TX04) Hired on or after Sept. 1, 2009	C	C	D	B	F	A	F	C
⚙ (TX10) Largest retirement benefit (TCDRS)	A	A	A	A	A	A	A	C
⚙ (TX11) Smallest retirement benefit (TCDRS)	B	A	A	A	C	A	A	C
⚙ (TX14) Largest retirement benefit (TMRS)	B	A	A	A	B	B	B	C
⚙ (TX15) Smallest retirement benefit (TMRS)	B	A	A	A	F	D	B	C