



**Cavanaugh Macdonald**  
CONSULTING, LLC

*The experience and dedication you deserve*

# **Consolidated Judicial Retirement System Principal Results of Actuarial Valuation as of December 31, 2020**

**October 28, 2021 Board of Trustees Meeting**

**Larry Langer, ASA, FCA, EA, MAAA**

**Wendy Ludbrook, FSA, FCA, EA, MAAA**



# Valuation Input

## Member Data



### Inputs

Membership Data

Asset Data

Benefit Provisions

Assumptions

Funding Methodology



### Results

Actuarial Value of Assets

Actuarial Accrued Liability

Net Actuarial Gain or Loss

Funded Ratio

Employer Contributions

Benefit Enhancement

Additional Disclosures

Projections

The table below provides a summary of the membership data used in this valuation compared to the prior valuation.

Number as of	12/31/2020	12/31/2019
Active Members	558	560
Terminated members and survivors of deceased members entitled to benefits but not yet receiving benefits	52	53
Retired members and survivors of deceased members currently receiving benefits	<u>761</u>	<u>743</u>
Total	1,371	1,356

The number of active members has decreased by 0.4% from the previous valuation date.

An increase in active members results in more benefits accruing but also more contributions supporting the system.

The number of retired members and survivors of deceased members currently receiving benefits increased by 2.4% from the previous valuation date.

The increase in retiree population is consistent with expectations.

A detailed summary of the membership data used in this valuation is provided in Section 3 and Appendix B.

# Valuation Input

## Asset Data



- Inputs
  - Membership Data
  - Asset Data
  - Benefit Provisions
  - Assumptions
  - Funding Methodology
- ↓
- Results
  - Actuarial Value of Assets
  - Actuarial Accrued Liability
  - Net Actuarial Gain or Loss
  - Funded Ratio
  - Employer Contributions
  - Benefit Enhancement
  - Additional Disclosures
  - Projections

The table below provides details of the Market Value of Assets for the current and prior year's valuations.

Asset Data as of	12/31/2020	12/31/2019
Beginning of Year Market Value of Assets	\$ 639,475,570	\$ 573,177,910
Employer Contributions	28,384,617	25,768,786
Employee Contributions	5,897,139	5,005,295
Benefit Payments Other Than Refunds	(48,697,356)	(47,797,445)
Refunds	(24,058)	(400,774)
Administrative Expense	(28,215)	(29,702)
Investment Income	70,347,080	83,751,500
Net Increase/(Decrease)	55,879,207	66,297,660
End of Year Value of Assets	\$ 695,354,777	\$ 639,475,570
Estimated Net Investment Return	11.13%	14.84%

CJRS assets are held in trust and are invested for the exclusive benefit of plan members.

For 2020, incoming contributions covered over 70% of the outgoing benefit payments and administrative expenses.

Over the long term, benefit payments and administrative expenses not covered by contributions are expected to be covered with investment income, illustrating the benefits of following actuarial pre-funding since inception.

A detailed summary of the market value of assets is provided in Section 4.

## Valuation Results



# Net Actuarial Gain or Loss

### Inputs

Membership Data  
Asset Data  
Benefit Provisions  
Assumptions  
Funding Methodology



### Results

Actuarial Value of Assets  
Actuarial Accrued Liability  
**Net Actuarial Gain or Loss**  
Funded Ratio  
Employer Contributions  
Benefit Enhancement  
Additional Disclosures  
Projections

The table below provides a reconciliation of the prior year's unfunded actuarial accrued liability to the current year's unfunded actuarial accrued liability.

(in millions)	
Unfunded Actuarial Accrued Liability (UAAL) as of 12/31/2019	\$ 103.9
Normal Cost and Administrative Expense during 2020	18.2
Reduction due to Actual Contributions during 2020	(31.6)
Interest on UAAL, Normal Cost, and Contributions	6.8
Asset (Gain) / Loss	(11.0)
Actuarial Accrued Liability (Gain) / Loss	(0.6)
Impact of Assumption Changes	48.9
Impact of Legislative Changes	-
	-
Unfunded Actuarial Accrued Liability (UAAL) as of 12/31/2020	\$ 134.6

During 2020, the UAAL increased by \$30.7 million.

The increase was primarily due to the \$48.9 million impact of the assumption changes.

This was offset by an asset gain during the year of \$11.0 million.

A detailed summary of the net actuarial gain or loss is provided in Section 5.

# Valuation Results



## Employer Contributions

### Inputs

Membership Data  
Asset Data  
Benefit Provisions  
Assumptions  
Funding Methodology



### Results

Actuarial Value of Assets  
Actuarial Accrued Liability  
Net Actuarial Gain or Loss  
Funded Ratio  
**Employer Contributions**  
Benefit Enhancement  
Additional Disclosures  
Projections

The table below provides a reconciliation of the actuarially determined employer contribution.

Fiscal year ending June 30, 2022 Preliminary ADEC (based on December 31, 2019 valuation)	38.70%
Impact of Legislative Changes	<u>0.00%</u>
Fiscal year ending June 30, 2022 ADEC for Reconciliation	38.70%
Change due to Anticipated Reduction in UAAL*	(0.60%)
Change Due to Demographic (Gain)/Loss	(0.21%)
Change Due to Investment (Gain)/Loss	(1.77%)
Change Due to Contributions Less (Greater) than ADEC	0.28%
Impact of Assumption Changes	3.04%
Impact of Direct-Rate Smoothing	<u>(2.43%)</u>
Fiscal year ending June 30, 2023 Preliminary ADEC (based on December 31, 2020 valuation)	37.01%

\* Amortization of the UAAL is determined as a level dollar amount with payments expected to remain the same over the amortization period but was calculated as a percentage of valuation payroll in the previous valuation. Payroll is expected to increase annually while the expected amortization payment does not increase. This causes the expected amortization payment to be a lesser percentage of the expected payroll.

The change in rate due to investment gain is based on the actuarial value of asset return of 8.79%, which was greater than the 7.00% assumed return.

The change in rate due to assumption changes is due to the changes in the assumptions and methods in the December 31, 2019 experience study.

The impact of direct-rate smoothing is the first year of the five-year deferred recognition of these assumption changes.

A detailed summary of the actuarially determined employer contribution rates is provided in Section 6.

# Valuation Results

## Employer Contributions and Benefit Enhancements



- Inputs**
- Membership Data
- Asset Data
- Benefit Provisions
- Assumptions
- Funding Methodology
- ↓
- Results**
- Actuarial Value of Assets
- Actuarial Accrued Liability
- Net Actuarial Gain or Loss
- Funded Ratio
- Employer Contributions  
Benefit Enhancement
- Additional Disclosures
- Projections

The table below provides a history of the actuarially determined employer contribution and the corresponding appropriated rate.

Valuation Date	Fiscal Year Ending	Normal Rate*	Accrued Liability Rate	Change due to Legislation**	Final ADEC	Appropriated Rate
12/31/2020	6/30/2023	13.02%	26.42%	N/A	N/A	N/A
12/31/2019	6/30/2022	17.59%	21.11%	N/A	N/A	N/A
12/31/2018	6/30/2021	17.43%	19.98%	0.00%	36.44%	36.44%
12/31/2017	6/30/2020	17.28%	18.27%	0.00%	33.60%	33.60%
12/31/2016	6/30/2019	15.83%	16.52%	0.60%	32.95%	33.86%

\*Includes Death Benefit rate

\*\*The fiscal year ending 6/30/2019 amount of 0.60% is for the one-time cost-of-living supplement paid in October 2018. The appropriated contribution rate of 33.86% was greater than the 32.95% final ADEC for the fiscal year ending June 30, 2019, by 0.91%.

The preliminary rate for the fiscal year ending June 30, 2022 is 38.70% of payroll pending state budget appropriations.

The preliminary ADEC for the fiscal year ending June 30, 2023 is 39.44%.

A detailed summary of the actuarially determined employer contribution rates is provided in Section 6.



# Key Takeaways

- The actuarial valuation is performed each year to replace the estimates the actuary assumed for the prior valuation with the actual events that happened. This past year, as expected, some of the assumptions used in the prior valuation were not realized. Key results of the December 31, 2020 valuation were:
  - Market value return of 11.13% during calendar year 2020 compared to 7.00% assumed
  - Actuarial value return of 8.79% resulting in a decrease of the UAAL by \$11.0 million and a decrease in the employer contribution rate equal to 1.77% of pay

# Key Takeaways (continued)



- When compared to the December 31, 2019 valuation, the above resulted in:
  - Lower funded ratio (83.1% in the December 31, 2019 valuation compared to 85.7% in the December 31, 2019 valuation)
  - Lower actuarially determined employer contribution rate (37.01% for fiscal year ending June 30, 2023 compared to the 38.70% preliminary ADEC calculated in the valuation for fiscal year ending June 30, 2022)



## Key Takeaways (continued)

- The assumptions used for the December 31, 2020 actuarial valuation are based on the experience study prepared as of December 31, 2019 and adopted by the Board of Trustees on January 28, 2021.
- Material assumptions and methods that were changed since the prior valuation:
  - The investment return assumption was lowered from 7.00% to 6.50%
  - The inflation assumption was lowered from 3.00% to 2.50%
  - The real wage growth assumption was increased from 0.50% to 0.75%
  - The payroll growth assumption was lowered from 3.50% to 3.25%
  - The administrative expense assumption was changed from 0.75% of normal cost, to 0.05% of payroll
  - The withdrawal rates, retirement rates, mortality assumption, and annual rate of salary increase assumption were changed
  - The marriage assumption was changed from assuming male spouses are four years older than female spouses to assume that male spouses are three years older than female spouses
  - Incorporating reciprocity service from other RSD systems for eligibility purposes

# Certification



Future actuarial results may differ significantly from the current results presented in this report due to such factors as the following: fund experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and changes in plan provisions or applicable law. Such changes in law may include additional costs resulting from future legislated benefit improvements or cost-of-living pension increases or supplements, which are not anticipated in the actuarial valuation. Because of limited scope, CMC performed no analysis of the potential range of such future differences, except for some limited analysis in financial projections or required disclosure information.

We meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained in this report. This report has been prepared in accordance with all applicable Actuarial Standards of Practice, and we are available to answer questions about it.

Larry Langer, ASA, EA, FCA, MAAA  
Principal and Consulting Actuary

Wendy T. Ludbrook, FSA, EA, FCA, MAAA  
Consulting Actuary



**Cavanaugh Macdonald**  
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# Consolidated Judicial Retirement System of North Carolina

Report on the Actuarial Valuation  
Prepared as of December 31, 2020

October 2021





# Cavanaugh Macdonald

CONSULTING, LLC

*The experience and dedication you deserve*

October 12, 2021

Board of Trustees  
Consolidated Judicial  
Retirement System of North Carolina  
3200 Atlantic Avenue  
Raleigh, NC 27604

Members of the Board:

We submit herewith our report on the annual valuation of the Consolidated Judicial Retirement System of North Carolina (referred to as “CJRS” or the “Judicial Plan”) prepared as of December 31, 2020. The report has been prepared in accordance with North Carolina General Statute 135-50 through 135-75. Information contained in our report for plan years prior to December 31, 2017 is based upon valuations performed by the prior actuary.

The primary purpose of the valuation report is to determine the required member and employer contribution rates, to describe the current financial condition of CJRS, and to analyze changes in such condition. In addition, the report provides information that the Office of the State Controller (OSC) requires for its Comprehensive Annual Financial Report and it summarizes census data. Use of this report for any other purposes or by anyone other than OSC and its auditors, or North Carolina Retirement System Division and Department of State Treasurer staff may not be appropriate and may result in mistaken conclusions because of failure to understand applicable assumptions, methods, or inapplicability of the report for that purpose. The attached pages should not be provided without a copy of this cover letter. Because of the risk of misinterpretation of actuarial results, you should ask Cavanaugh Macdonald Consulting (CMC) to review any statement you wish to make on the results contained in this report. CMC will not accept any liability for any such statement made without prior review.

The valuation is based upon membership data and financial information as furnished by the Retirement Systems Division and the Financial Operations Division and as summarized in this report. Although reviewed for reasonableness and consistency with the prior valuation, these elements have not been audited by CMC and we cannot certify as to the accuracy and completeness of the data supplied. Sometimes assumptions are made by CMC to interpret membership data that is imperfect. The valuation is also based on benefit and contribution provisions as presented in this report. If you have reason to believe that the plan provisions are incorrectly described, that important plan provisions relevant to this valuation are not described, or that conditions have changed since the calculations were made, you should contact the authors of this actuarial report prior to relying on this information.

The valuation is further based on the actuarial valuation assumptions, approved by the Board of Trustees, as presented in this report. We believe that these assumptions are appropriate and reasonable and also comply with the requirements of GASB Statement No. 67. We prepared this valuation in accordance with the requirements of this standard and in accordance with all applicable Actuarial Standards of Practice (ASOP).

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The assumptions used for the December 31, 2020 actuarial valuation are based on the experience study prepared as of December 31, 2019 and adopted by the Board of Trustees on January 28, 2021. The economic assumptions with respect to investment yield, salary increase and inflation have been based upon a review of the existing portfolio structure as well as recent and anticipated experience.

Where presented, references to “funded ratio” and “unfunded accrued liability” typically are measured on an actuarial value of assets basis. It should be noted that the same measurements using market value of assets would result in different funded ratios and unfunded accrued liabilities. Moreover, the funded ratio presented is appropriate for evaluating the need and level of future contributions but makes no assessment regarding the funded status of the plan if the plan were to settle (i.e. purchase annuities) for a portion or all of its liabilities. In various places in the report the results also show funded ratios and unfunded liabilities based upon varying sets of assumptions as well as market values of assets as that is required for certain disclosure information required per accounting rules or statutes. Where this has been done it has been clearly indicated.

In order to prepare the results in this report we have utilized appropriate actuarial models that were developed for this purpose. These models use assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.

Future actuarial results may differ significantly from the current results presented in this report due to such factors as the following: fund experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and changes in plan provisions or applicable law. Such changes in law may include additional costs resulting from future legislated benefit improvements or cost-of-living pension increases or supplements, which are not anticipated in the actuarial valuation. Because of limited scope, CMC performed no analysis of the potential range of such future differences, except for some limited analysis in financial projections or required disclosure information.

We meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained in this report. This report has been prepared in accordance with all applicable Actuarial Standards of Practice, and we are available to answer questions about it.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'LL'.

Larry Langer, ASA, EA, FCA, MAAA  
Principal and Consulting Actuary

A handwritten signature in blue ink, appearing to read 'Wendy Ludbrook'.

Wendy Ludbrook, FSA, EA, FCA, MAAA  
Consulting Actuary



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# Executive Summary

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## Overview

The North Carolina Retirement Systems Division (RSD) was established in 1941 to provide retirement benefits for public servants in the State of North Carolina. Today, under the management of the Department of State Treasurer, RSD administers seven public pension plans (defined benefit plans), three supplemental retirement plans (voluntary defined contributions plans), a health trust fund, a disability income plan, death benefit funds and a number of other benefit programs. As of December 31, 2020, the RSD defined benefit plans cover over one million current and prior public servants of the state of North Carolina. During the fiscal year ending June 30, 2021, RSD paid over \$6.7 billion in pensions to more than 330,000 retirees. And as of June 30, 2021, RSD's defined benefit plan assets were valued at over \$120 billion.

Under the supplemental retirement plans, the amount of contributions in any given year is defined by law. The amount of benefits derived is dependent on the investment returns the individual achieves. Conversely, under the pension plans, the amount of the benefit paid to a member upon retirement, termination, death or disability is defined by law. The amount of contributions needed to fund these benefits cannot be known with certainty. In North Carolina, like other states, these contributions are paid during a public servant's career so that upon retirement, termination, death, or disability, there are funds available to pay these benefits. These amounts are determined through an actuarial valuation. Actuarial valuations are performed for each of the pension plans administered by RSD and the results are contained in actuarial valuation reports like this.

In 1985, the Consolidated Judicial Retirement System (referred to as "CJRS" or the "Judicial Plan") was established. CJRS provides benefits to the elected judges and justices, district attorneys, clerks of superior court of the general court of justice and public defenders. CJRS has over \$695 million in assets and over 1,370 members. This actuarial valuation report is our annual analysis of the financial health of CJRS. This report, prepared as of December 31, 2020, presents the results of the actuarial valuation of CJRS.

## Purpose

An actuarial valuation is performed on CJRS annually as of the end of the calendar year. The actuary determines the amount of contributions to be made to CJRS during each member's career that, when combined with investment return, will be sufficient to pay for retirement benefits.

In addition, the annual actuarial valuation is performed to:

- Determine the progress on funding CJRS,
- Explore why the results of the current valuation differ from the results of the valuation of the previous year, and
- Satisfy regulatory and accounting requirements.

A detailed summary of the valuation process and a glossary of actuarial terms are provided in Appendix A.



## Executive Summary

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### Risk

Measuring pension obligations and actuarially determined contributions requires the use of assumptions regarding future economic and demographic experience. Whenever assumptions are made about future events, there is risk that actual experience will differ from expected. Actuarial valuations include the risk that actual future measurements will deviate from expected future measurements due to actual experience that is different than the actuarial assumptions. The primary areas of risk in this actuarial valuation are:

- Investment Risk – the potential that investment returns will be different than expected.
- Longevity and Other Demographic Risks – the potential that mortality or other demographic experience will be different than expected.
- Interest Rate Risk – To the extent market rates of interest affect the expected return on assets, there is a risk of change to the discount rate which determines the present value of liabilities and actuarial valuation results. Table F-1 of this report demonstrates the sensitivity of valuation results to differing discount rates.
- Contribution Risk – The potential that actual contributions are different than the actuarially determined contributions.

Annual actuarial valuations are performed for RSD which re-measure the assets and liabilities and compute a new actuarially determined contribution. RSD also has experience studies performed every five years to analyze the discrepancies between actuarial assumptions and actual experience and determine if the actuarial assumptions need to be changed. Annual actuarial valuations and periodic experience studies are practical ways to monitor and reassess risk.



## Executive Summary

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### Key Takeaways

The actuarial valuation is performed each year to replace the estimates the actuary assumed for the prior valuation with the actual events that happened. This past year, as expected, some of the assumptions used in the prior valuation were not realized. Key results of the December 31, 2020 valuation as compared to the December 31, 2019 valuation were:

- Changes in actuarial assumptions and methods, including a decrease in the discount rate from 7.00% to 6.50%, in accordance with the latest experience study prepared as of December 31, 2019, and adopted by the Board of Trustees on January 28, 2021
- Direct-rate smoothing of the change in the employer contribution rate due to the changes in assumptions and methods over a 5-year period
- Market value returns of 11.13% during calendar year 2020 compared to 7.00% assumed

When compared to the December 31, 2019 projections, the above resulted in:

- Lower funded ratio (83.1% in the December 31, 2020 valuation compared to 85.7% in the December 31, 2019 valuation)
- Lower actuarially determined employer contribution rate (37.01% for fiscal year ending June 30, 2023 compared to 38.70% for fiscal year ending June 30, 2022)

CJRS is well funded compared to its peers. This is due to:

- Stakeholders working together to keep CJRS well-funded since inception
- A history of appropriating and contributing the recommended contribution requirements
- Assumptions that in aggregate are more conservative than peers
- A funding policy that aggressively pays down unfunded liability
- An ad hoc cost-of-living adjustment that supports the health of the system
- Modest changes in benefits when compared to peers

Continued focus on these measures will be needed to maintain the solid status of CJRS well into the future.

More details can be found later in this report. We encourage readers to start with Sections 1 and 2 and refer to other sections for additional details as needed.



## Section 1: Principal Results

This report, prepared as of December 31, 2020, presents the results of the actuarial valuation of the system. The principal results of the valuation and a comparison with the preceding year's results are summarized below.

**Table 1: Summary of Principal Results**

Valuation Results as of	12/31/2020	12/31/2019
Active Members		
Number	558	560
Reported Compensation	\$ 75,253,272	\$ 73,620,349
Valuation Compensation*	\$ 79,854,003	\$ 78,054,035
Retired Members and Survivors of Deceased Members Currently Receiving Benefits		
Number	761	743
Annual Allowances	\$ 49,184,793	\$ 48,033,353
Assets		
Actuarial Value (AVA)	\$ 661,100,432	\$ 621,547,192
Market Value (MVA)	\$ 695,354,777	\$ 639,475,570
Actuarial Accrued Liability (AAL)	\$ 795,678,308	\$ 725,452,544
Unfunded Accrued Liability (AAL - AVA)	\$ 134,577,876	\$ 103,905,352
Funded Ratio (AVA / AAL)**	83.1%	85.7%
Results for Fiscal Year Ending	6/30/2023	6/30/2022
Actuarially Determined Employer Contribution (ADEC), as a percentage of payroll		
Normal Cost	13.02%	17.59%
Accrued Liability	<u>26.42%</u>	<u>21.11%</u>
Total Preliminary ADEC	39.44%	38.70%
Total ADEC Based on Direct-Rate Smoothing	37.01%	38.70%
Impact of Legislative Changes	<u>N/A</u>	<u>N/A</u>
Final ADEC	N/A	N/A
Appropriation Act for Fiscal Year Ending	6/30/2022	6/30/2021
Employer Contribution Rate as a percentage of payroll		
Normal Cost	13.02%	17.59%
Accrued Liability	<u>N/A</u>	<u>18.85%</u>
Total	N/A	36.44%

\* Reported compensation annualized for new hires and projected for valuation purposes.

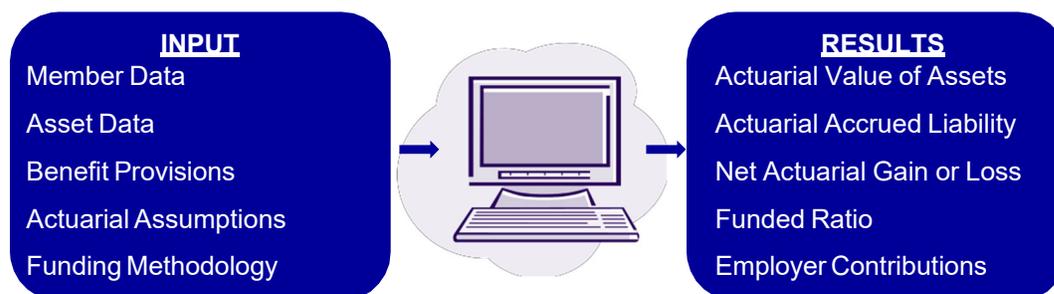
\*\* The Funded Ratio on a Market Value of Assets basis is 87.4% at December 31, 2020.



## Section 2: The Valuation Process

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The following diagram summarizes the inputs and results of the actuarial valuation process.



A more detailed description of the valuation process is provided in Appendix A.

### Valuation Input: Membership Data

As with any estimate, the actuary collects information that we know now. Under the actuarial valuation process, current information about CJRS members is collected annually by the Retirement Systems Division staff at the direction of the actuary. Membership data will assist the actuary in estimating benefits that could be paid in the future. Information about benefit provisions and assets held in the trust as of the valuation date is also collected.

The member information the actuary collects includes data elements such as current service, salary and benefit group identifier for members that have not separated service, and actual benefit amounts and form of payment for members that have separated service. Data elements such as gender and date of birth are used to determine when a benefit might be paid and for how long.



## Section 2: The Valuation Process

### Valuation Input: Membership Data (continued)

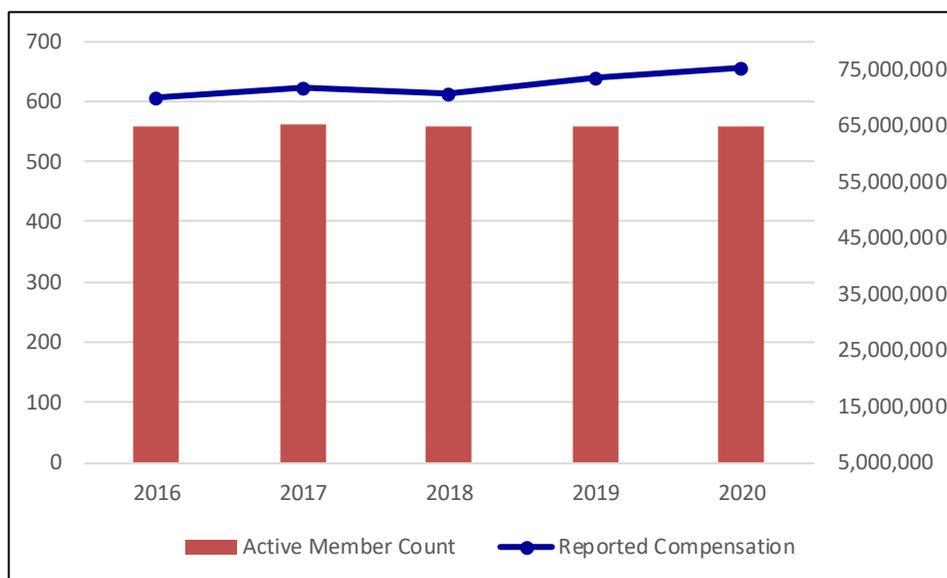
The table below provides a summary of the membership data used in this valuation compared to the prior valuation.

Number as of	12/31/2020	12/31/2019
Active Members	558	560
Terminated members and survivors of deceased members entitled to benefits but not yet receiving benefits	52	53
Retired members and survivors of deceased members currently receiving benefits	<u>761</u>	<u>743</u>
Total	1,371	1,356

**Commentary:** The number of active members has decreased by 0.4% from the previous valuation date. A decrease in active members results in fewer benefits accruing but also fewer contributions supporting the system. The number of retired members and survivors of deceased members currently receiving benefits increased by 2.4% from the previous valuation date. The increase in retiree population is consistent with expectations.

### Graph 1: Active Members

The graph below provides a history of the number of active members and reported compensation over the past five years.



**Commentary:** Reported compensation has increased by 2.2% since the last valuation. Covered payroll was expected to increase annually by 3.50% for valuations prior to December 31, 2020 and 3.25% annually beginning

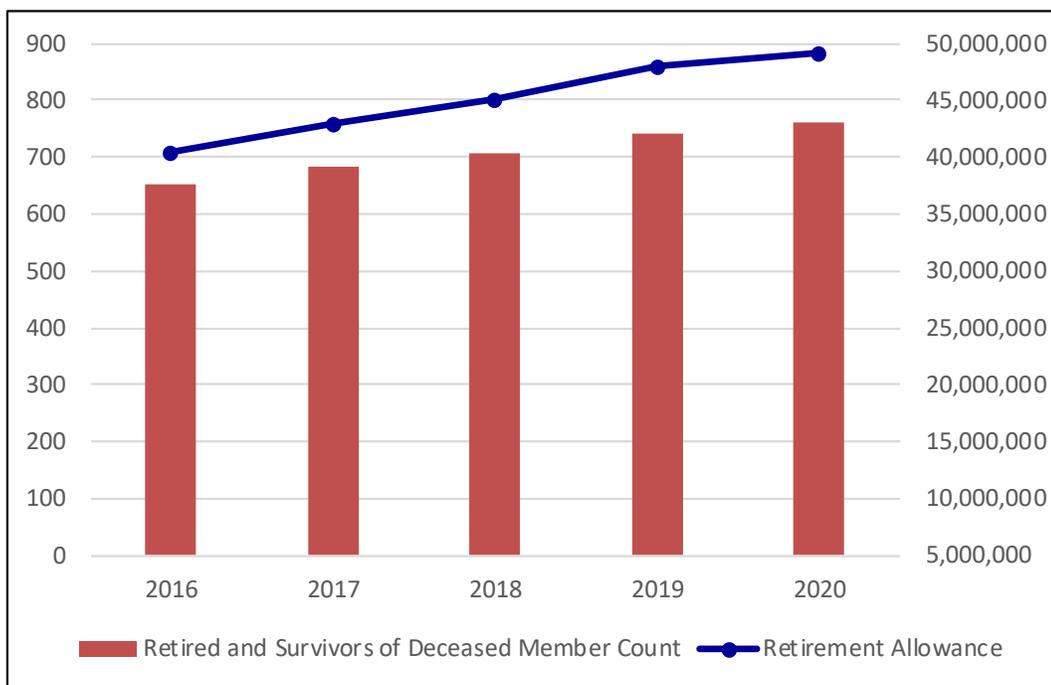


## Section 2: The Valuation Process

with the December 31, 2020 valuation. Payroll that is not increasing as fast as assumed results in less benefits accruing than we anticipated, but also fewer contributions supporting the system.

### Graph 2: Retired Members and Survivors of Deceased Members

The graph below provides a history of the number of retired members and survivors of deceased members and benefit amounts payable over the past five years.



**Commentary:** The number of retired members and survivors of deceased members and the benefits paid to these members has been increasing steadily, as expected based on plan assumptions.

A detailed summary of the membership data used in this valuation is provided in Section 3 and Appendix B of this report.



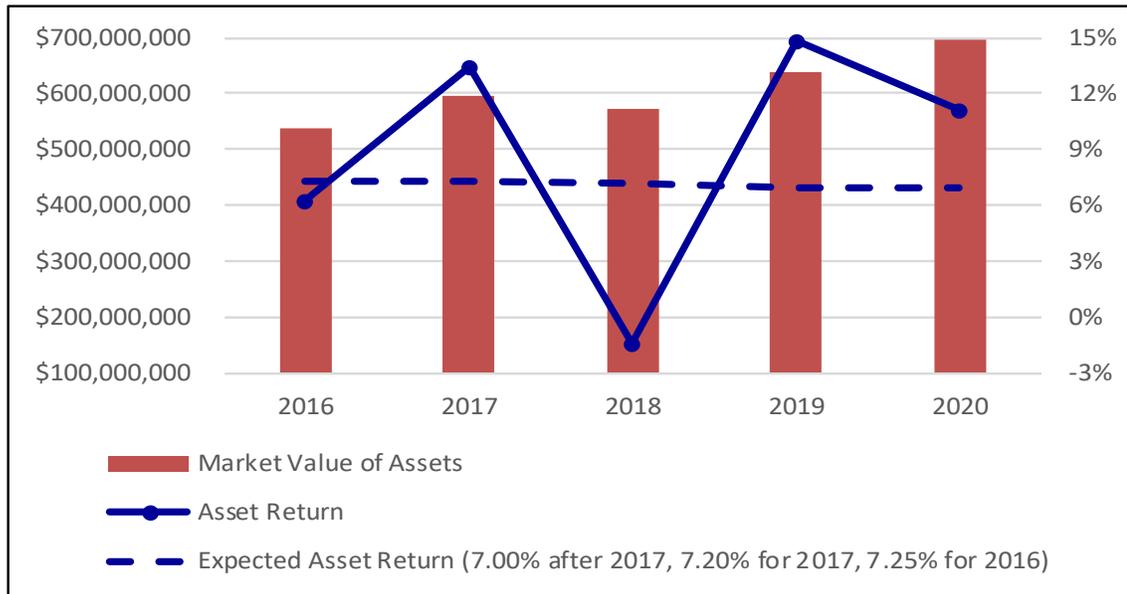
## Section 2: The Valuation Process

### Valuation Input: Asset Data

CJRS assets are held in trust and are invested for the exclusive benefit of plan members. The Market Value of Assets is \$695 million as of December 31, 2020 and \$639 million as of December 31, 2019. The investment return for the market value of assets for calendar year 2020 was 11.13%.

**Graph 3: Market Value of Assets and Asset Returns**

The graph below provides a history of the market value of assets and asset returns over the past five years.



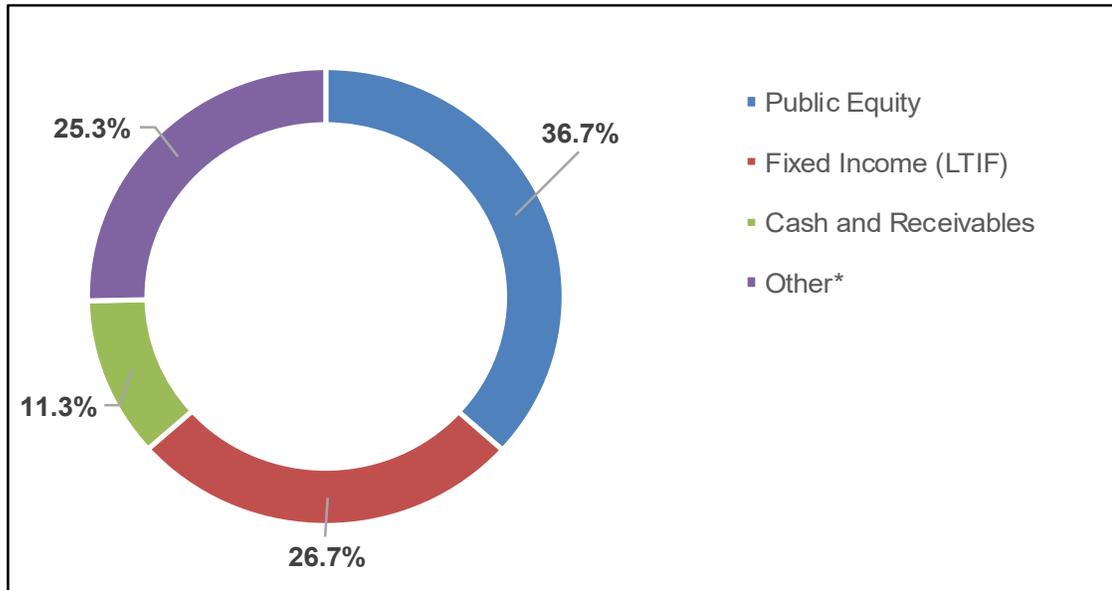
**Commentary:** Market value returns during 2020 were much higher than the 7.00% assumed rate of return. However, required contributions are higher and the funded ratio is lower than anticipated, due to the impact of the assumptions and methods from the experience study.



## Section 2: The Valuation Process

**Graph 4: Allocation of Investments by Category**

The graph below provides the breakdown of the market value of assets at December 31, 2020 by asset category.



\* Real Estate, Alternatives, Inflation and Credit

**Commentary:** Based on historical market returns, the current asset allocation, the current investment policy, and the expectation of future asset returns, as reviewed in the last experience study, the 6.50% discount rate used in this valuation is reasonable and appropriate.

A detailed summary of the market value of assets is provided in Section 4 of this report.



## Section 2: The Valuation Process

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### Valuation Input: Benefit Provisions

Benefit provisions are described in North Carolina General Statutes, Chapter 135.

Highlights of the benefit provisions are described below.

- An unreduced retirement allowance is payable to members who retire from service:
  - after attaining age 65 and five years of creditable service; or
  - after attaining age 50 and 24 years of creditable service
- Average final compensation is based on the four highest consecutive years of compensation
- The unreduced retirement allowance is equal to:
  - 4.02% of a member's average final compensation multiplied by the number of years of creditable service rendered as a Justice of the Supreme Court or Judge of the Court of Appeals, plus
  - 3.52% of a member's average final compensation multiplied by the number of years of creditable service rendered as a Judge of the Superior Court or as Administrative Officer of the Courts, plus
  - 3.02% of a member's average final compensation multiplied by the number of years of creditable service rendered as a Judge of the District Court, District Attorney, Public Defender, or Clerk of the Superior Court
  - The applicable formula accrual rate percentage of member's average final compensation multiplied by the number of years of creditable service transferred from the Teachers' and State Employees' Retirement System or the Local Governmental Employees' Retirement System
- Maximum unreduced retirement allowance payable from CJRS, is 75% of final compensation, less any unreduced allowances payable from other RSD Systems
- A reduced retirement allowance is payable to members who retire from service after attaining age 50 and five years of creditable service
- Ancillary benefits are also payable upon the death or disability of a member.
- CJRS does not provide for automatic cost of living increases as part of the benefit package. Instead, increases may be provided if certain financial conditions are met and/or the legislature passes a budget that provides for a cost-of-living adjustment.

**Commentary:** Many Public Sector Retirement Systems in the United States have undergone pension reform where the benefits of members (active or future members) have been reduced. Because of the well-funded status of CJRS due to the legislature contributing the actuarially determined employer contribution, benefit cuts have not been made in North Carolina as they have been in most other states. However, if North Carolina's investment policy shifts substantively, or incurs other unfavorable investment, economic, or demographic experience, the system should review likely impacts of the shift and consider corresponding changes to actuarial assumptions, funding policy and/or benefit levels.

A detailed summary of the benefit provisions is provided in Appendix C of this report.



## Section 2: The Valuation Process

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### Valuation Input: Actuarial Assumptions

Actuarial assumptions bridge the gap between the information that we know with certainty as of the valuation date (age, gender, service, pay, and benefits of the members) and what may happen in the future. The actuarial assumptions of CJRS are reviewed at least every five years. Based on this review, the actuary will make recommendations on the demographic and economic assumptions.

Demographic assumptions describe future events that relate to people such as retirement rates, termination rates, disability rates, and mortality rates. Economic assumptions describe future events that relate to the assets of CJRS such as the interest rate, salary increases, the real return, and payroll growth.

The assumptions used for the December 31, 2020 actuarial valuation are based on the experience study prepared as of December 31, 2019 and adopted by the Board of Trustees on January 28, 2021. Material assumptions and methods that were changed since the prior valuation:

- The investment return assumption was lowered from 7.00% to 6.50%
- The inflation assumption was lowered from 3.00% to 2.50%
- The real wage growth assumption was increased from 0.50% to 0.75%
- The payroll growth assumption was lowered from 3.50% to 3.25%
- The administrative expense assumption was changed from 0.75% of normal cost, to 0.05% of payroll
- The withdrawal rates, retirement rates, mortality assumption and annual rates of salary increase assumption were changed
- Incorporated reciprocity service from other RSD systems for eligibility purposes
- The marriage assumption was changed from assuming male spouses are four years older than female spouses to assume that male spouses are three years older than female spouses



## Section 2: The Valuation Process

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### Valuation Input: Funding Methodology

The Funding Methodology is the payment plan for CJRS and is composed of the following three components:

- Actuarial Cost Methods allocate costs to the actuarial accrued liability (i.e. the amount of money that should be in the fund) for past service and normal cost (i.e. the cost of benefits accruing during the year) for current service.
  - The Board of Trustees has adopted Entry Age Normal as its actuarial cost method
  - Develops normal costs that stay level as a percent of payroll
- Asset Valuation Methods smooth or average the market value returns over time to alleviate contribution volatility that results from market returns. The Board of Trustees has adopted the following:
  - Asset returns in excess of or less than the expected return on market value of assets reflected over a five-year period
  - Assets corridor: not greater than 120% of market value and not less than 80% of market value
- Amortization Methods determine the payment schedule for unfunded actuarial accrued liability (i.e. the difference between the actuarial accrued liability and actuarial value of assets). The Board of Trustees has adopted the following:
  - Payment level: the payment is determined as a level dollar amount, similar to a mortgage payment
  - Payment period: a 12-year closed amortization period was adopted for fiscal year ending 2012. A new amortization base is created each year based on the prior year experience.

**Commentary:** When compared to other Public Sector Retirement Systems in the United States, the funding policy for CJRS is quite aggressive in that the policy pays down the unfunded actuarial accrued liability over a much shorter period of time (12 years) compared to most other Public Sector Retirement Systems. As such it is a best practice in the industry.

A detailed summary of the actuarial assumptions and methods is provided in Appendix D of this report.



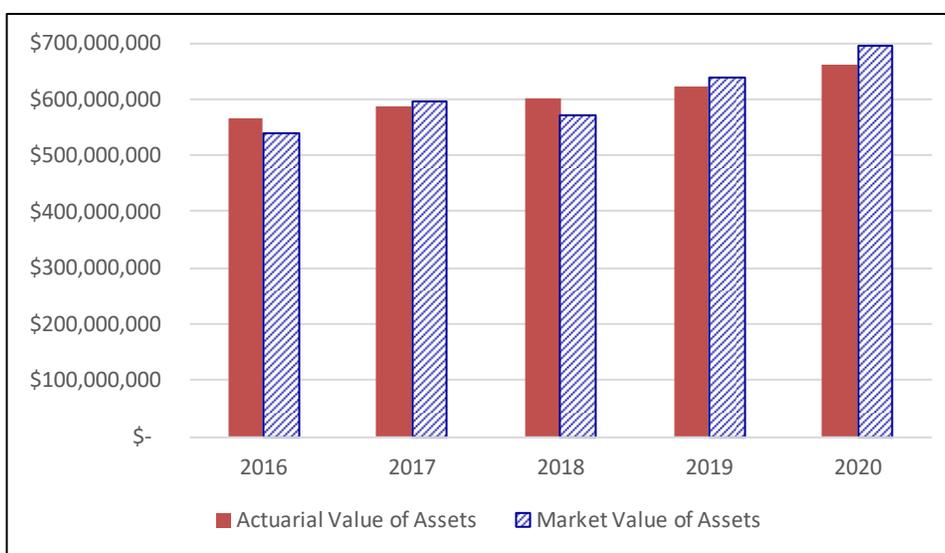
## Section 2: The Valuation Process

### Valuation Results: Actuarial Value of Assets

In order to reduce the volatility that investment gains and losses can have on required contributions and funded status of CJRS, the Board adopted an asset valuation method to determine the Actuarial Value of Assets used for funding purposes. The Actuarial Value of Assets is \$661.1 million as of December 31, 2020 and \$621.5 million as of December 31, 2019.

**Graph 5: Actuarial Value and Market Value of Assets**

The graph below provides a history of the market value and actuarial value of assets over the past five years.



**Commentary:** The market value of assets is higher than the actuarial value of assets, which is used to determine employer contributions. This indicates that overall there are unrecognized asset gains to be recognized in future valuations.

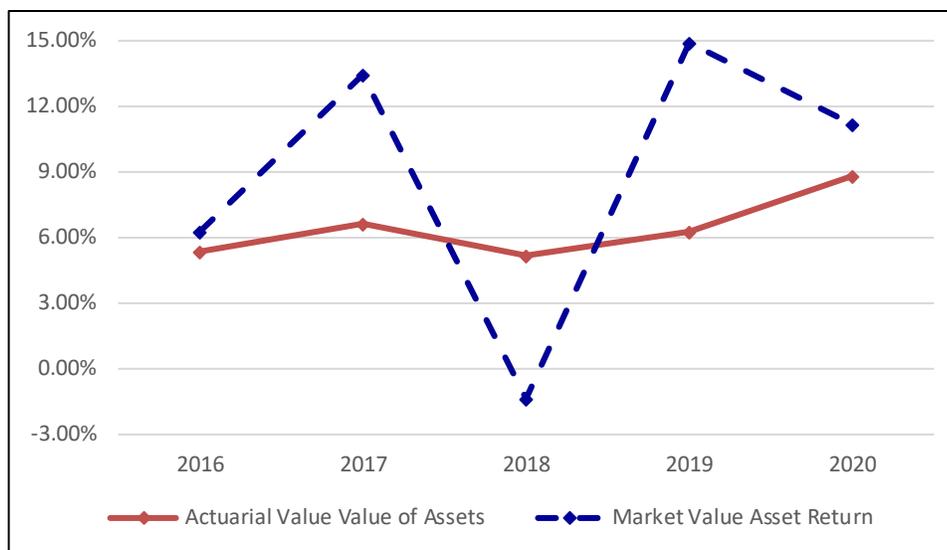


## Section 2: The Valuation Process

Valuation Results: Actuarial Value of Assets (continued)

**Graph 6: Asset Returns**

The graph below provides a history of the market value and actuarial value of asset returns over the past five years.



**Commentary:** The investment return for the market value of assets for calendar year 2020 was 11.13%. The actuarial value of assets smooths investment gains and losses. Higher than expected market returns in 2017, 2019, and 2020 resulted in an actuarial value of asset return for calendar year 2020 of 8.79% and a recognized actuarial asset gain of \$11.0 million during 2020.

A detailed summary of the Actuarial Value of Assets is provided in Section 4 of this report.



## Section 2: The Valuation Process

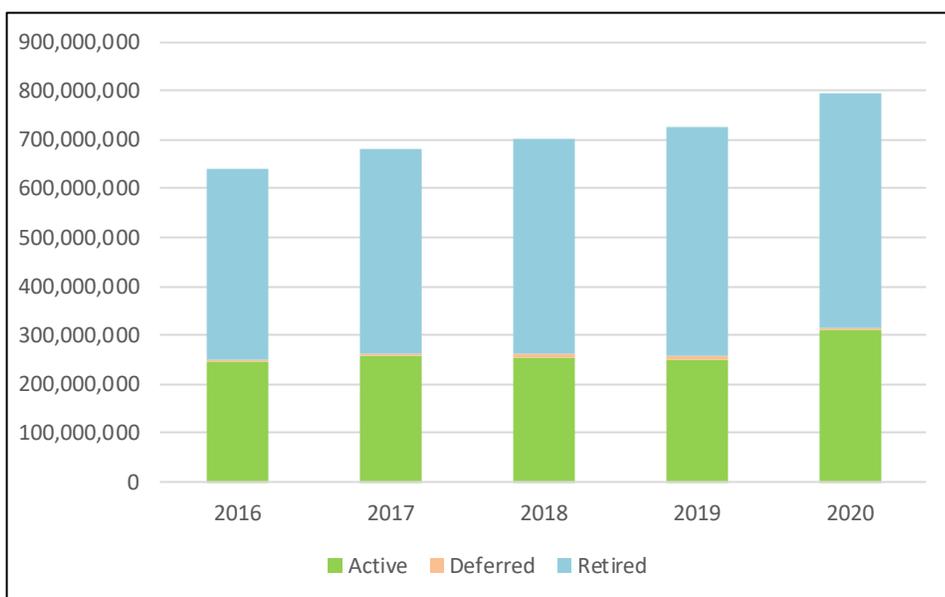
### Valuation Results: Actuarial Accrued Liability

Using the provided membership data, benefit provisions, and actuarial assumptions, future benefit payments of CJRS are estimated. These projected future benefit payments are discounted into today's dollars using the assumed rate of investment return assumption to determine the Present Value of Future Benefits (PVFB) of CJRS. The PVFB is an estimate of the current value of the benefits promised to all members as of a valuation date.

Once the PVFB is developed, an actuarial cost method is used to allocate the PVFB. Under the actuarial cost method, the PVFB is allocated to past, current and future service, respectively known as the actuarial accrued liability (AAL), normal cost (NC) and present value of future normal costs (PVFNC). The AAL is also referred to as the amount of money CJRS should ideally have in the trust. The NC is also referred to as the cost of benefits accruing during the year.

#### Graph 7: Actuarial Accrued Liability

The graph below provides a history of the actuarial accrued liability over the past five years.



**Commentary:** The AAL increased from \$725.5 million to \$795.7 million during 2020. CJRS is an open plan, which means that new members enter the plan each year. In an open plan, liabilities are expected to grow from one year to next as more benefits accrue and the membership approaches retirement. The AAL was \$48.3 million higher than expected, resulting primarily from changes in assumptions and methods.

A detailed summary of the AAL is provided in Section 5 of this report.



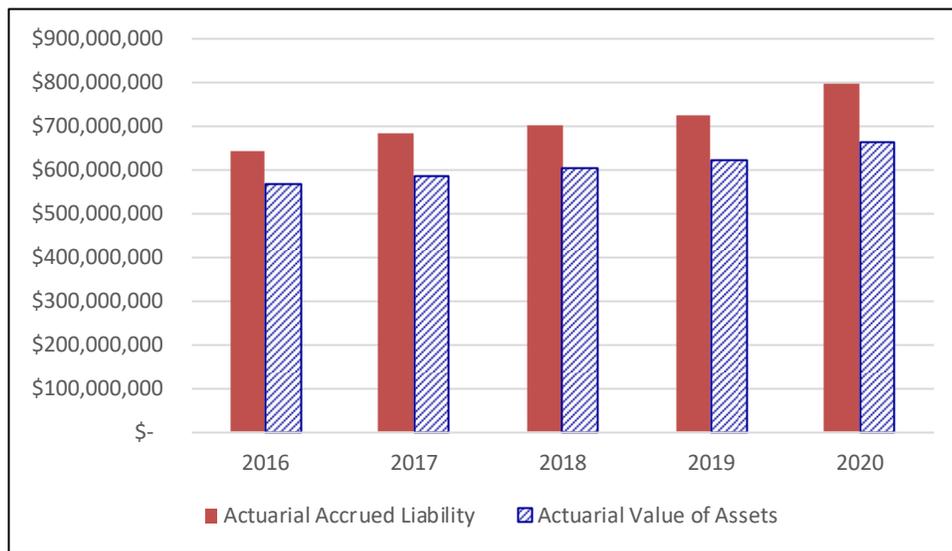
## Section 2: The Valuation Process

### Valuation Results: Funded Ratio

The funded ratio is a measure of the progress that has been made in funding the plan as of the valuation date. It is the ratio of how much money CJRS actually has in the fund to the amount CJRS should have in the fund.

#### Graph 8: Actuarial Accrued Liability and Actuarial Value of Assets

The graph below provides a history of the actuarial accrued liability and actuarial value of assets.



**Commentary:** The actuarial value of assets basis is used for computing contributions to alleviate contribution volatility. The difference in the actuarial accrued liability and the actuarial value of assets is the amount of unfunded actuarial accrued liability to be paid off in 12 years.

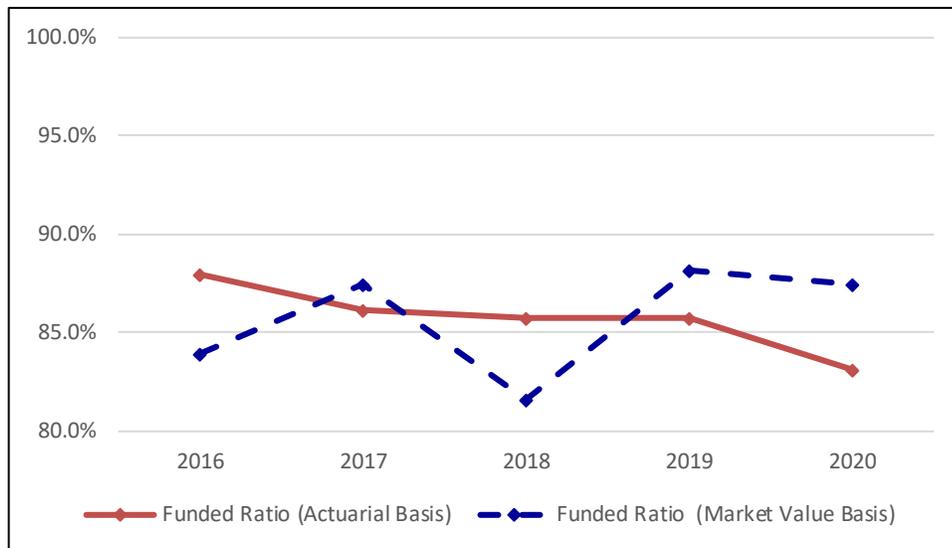


## Section 2: The Valuation Process

Valuation Results: Funded Ratio (continued)

**Graph 9: Funded Ratios**

The graph below provides a history of the funded ratio on a market and actuarial basis over the past five years.



**Commentary:** The ratio of assets to liabilities shows the health of the plan on an accrued basis. The funded ratio on an actuarial basis decreased from 85.7% at December 31, 2019 to 83.1% at December 31, 2020.



## Section 2: The Valuation Process

### Valuation Results: Employer Contributions

G.S. 135-69 of the North Carolina General Statutes provides that the State shall make a normal contribution and an unfunded accrued liability contribution. In addition, G.S. 135-66 provides that the employer contribution rate recommended by the Board of Trustees to the General Assembly each year shall be no less than the actuarially determined employer contribution (ADEC), and the Board of Trustees may adopt a contribution policy that would recommend a contribution not less than the ADEC.

The December 31, 2019 valuation suggested that the preliminary total employer contribution rate be set at N/A of payroll for the fiscal year ending June 30, 2022. As a result of this December 31, 2020 valuation, the preliminary actuarially determined employer contribution rate is 37.01% of payroll for the fiscal year ending June 30, 2023, subject to the impact of any future legislative changes effective during that fiscal year.

#### Graph 10: Actuarially Determined Employer Contribution Rates

The graph below provides a history of actuarially determined employer contribution rates over the past five fiscal years. The rates are split into the normal rate and the accrued liability rate. The normal rate is the employer's portion of the cost of benefits accruing after reducing for the member contribution. The accrued liability rate is the payment toward the unfunded liability.



\* Subject to the impact of future legislative changes effective before or during that fiscal year.

**Commentary:** The actuarially determined employer required contribution rate is the amount needed to pay for the cost of the benefits accruing and to pay off the unfunded actuarial accrued liability over a 12-year period, offset for the 6% of pay contribution the members make. The 12-year period is a relatively short period for Public Sector Retirement Systems in the United States, with the funding period of most of these Systems much longer. The shorter period results in higher contributions and more benefit security.

A detailed summary of the employer required contributions rates is provided in Section 6 of this report.



## Section 2: The Valuation Process

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### Valuation Results: Accounting Information

The Governmental Accounting Standards Board (GASB) issues statements which establish financial reporting standards for defined benefit pension plans and accounting for pension expenditures and expenses for governmental employers.

The valuation has been prepared in accordance with the parameters of Statement No. 67 of the GASB and all applicable Actuarial Standards of Practice. The Net Pension Liability (Asset) under GASB 67 for the fiscal year ending June 30, 2021, is \$71,573,000 (compared to \$106,837,000 for fiscal year ending June 30, 2020). The required financial reporting information for CJRS under GASB No. 67 can be found in Section 8 of this report.



## Section 3: Membership Data

The Retirement Systems Division provided membership data as of the valuation date for each member of CJRS. The membership data assists the actuary in estimating benefits that could be paid in the future. The tables below provide a summary of the membership data used in this valuation. Detailed tabulations of data are provided in Appendix B.

**Table 2: Active Member Data**

	Member Count	Average Age	Average Service	Reported Compensation
Judges of Supreme Court and Judges of Court of Appeals	23	57.27	11.83	\$ 3,739,390
Judges of the Superior Court and Administrative Officers of the Court	103	58.79	15.62	16,190,433
Judges of the District Court, District Attorneys, Clerks of the Superior Court, and Public Defenders	432	53.82	12.63	55,323,449
Total	558	54.88	13.15	\$ 75,253,272

The table above includes members not in receipt of benefits who had reported compensation in 2020.

**Table 3: Terminated Vested Member Data**

	Member Count	Average Age	Average Service	Accumulated Contributions
Judges of Supreme Court and Judges of Court of Appeals	0	0.00	0.00	\$ -
Judges of the Superior Court and Administrative Officers of the Court	6	53.08	5.39	299,809
Judges of the District Court, District Attorneys, Clerks of the Superior Court, and Public Defenders	46	55.91	4.40	1,940,662
Total	52	55.59	4.51	\$ 2,240,471

The table above includes members not in receipt of benefits who did not have reported compensation in 2020.



## Section 3: Membership Data

Table 4: Data for Members Currently Receiving Benefits

	Member Count	Average Age	Annual Retirement Allowances
<u>Retired Members (Healthy at Retirement)</u>			
Male	420	73.49	\$ 31,740,914
Female	163	70.74	10,302,646
Total	583	72.72	\$ 42,043,560
<u>Retired Members (Disabled at Retirement)*</u>			
Male	1	63.75	\$ 69,696
Female	-	-	-
Total	1	63.75	\$ 69,696
<u>Survivors of Deceased Members</u>			
Male	20	74.93	\$ 759,486
Female	157	77.74	6,312,050
Total	177	77.39	\$ 7,071,536
Grand Total	761	73.79	\$ 49,184,792

\*Includes retired members reported as disabled in a prior valuation and not subsequently reported as returned to work.



## Section 4: Asset Data

Assets are held in trust and are invested for the exclusive benefit of CJRS members. The tables below provide the details of the Market Value of Assets for the current and prior years' valuations.

**Table 5: Market Value of Assets**

Asset Data as of	12/31/2020	12/31/2019
Beginning of Year Market Value of Assets	\$ 639,475,570	\$ 573,177,910
Employer Contributions	28,384,617	25,768,786
Employee Contributions	5,897,139	5,005,295
Benefit Payments Other Than Refunds	(48,697,356)	(47,797,445)
Refunds	(24,058)	(400,774)
Administrative Expense	(28,215)	(29,702)
Investment Income	70,347,080	83,751,500
Net Increase/(Decrease)	55,879,207	66,297,660
End of Year Value of Assets	\$ 695,354,777	\$ 639,475,570
Estimated Net Investment Return	11.13%	14.84%

**Table 6: Allocation of Investments by Category of the Market Value of Assets**

Asset Data as of	12/31/2020	12/31/2019
Allocation by Dollar Amount		
Public Equity	\$ 255,542,531	\$ 209,245,007
Fixed Income (LTIF)	185,548,849	168,490,100
Cash and Receivables	78,511,230	88,543,057
Other*	175,752,167	173,197,406
Total Market Value of Assets	\$ 695,354,777	\$ 639,475,570
Allocation by Percentage of Asset Value		
Public Equity	36.7%	32.7%
Fixed Income (LTIF)	26.7%	26.4%
Cash and Receivables	11.3%	13.8%
Other*	25.3%	27.1%
Total Market Value of Assets	100.0%	100.0%

\* Real Estate, Alternatives, Inflation and Credit



## Section 4: Asset Data

In order to reduce the volatility that investment gains and losses can have on the required contributions and funded status of CJRS, the Board adopted an asset valuation method to determine the Actuarial Value of Assets used for funding purposes. The table below provides the calculation of the Actuarial Value of Assets at the valuation date.

**Table 7: Actuarial Value of Assets**

Asset Data as of	12/31/2020
Beginning of Year Actuarial Value of Assets	\$ 621,547,192
Beginning of Year Market Value of Assets	639,475,570
Contributions	34,281,756
Benefit Payments, Refunds and Administrative Expenses	(48,749,629)
Net Cash Flow	(14,467,873)
Expected Investment Return	44,265,479
Expected End of Year Market Value of Assets	669,273,176
End of Year Market Value of Assets	695,354,777
Excess of Market Value over Expected Market Value of Assets	26,081,601
80% of 2020 Asset Gain/(Loss)	20,865,281
60% of 2019 Asset Gain/(Loss)	26,537,759
40% of 2018 Asset Gain/(Loss)	(19,804,112)
20% of 2017 Asset Gain/(Loss)	<u>6,655,417</u>
Total Deferred Asset Gain/(Loss)	34,254,345
Preliminary End of Year Actuarial Value of Assets	661,100,432
Final End of Year Actuarial Value of Asset (not less than 80% and not greater than 120% of Market Value)	661,100,432
Estimated Net Investment Return on Actuarial Value	8.79%

**Commentary:** The actuarial value of assets smooths investment gains/losses, resulting in less volatility in the employer contribution. The asset valuation method recognizes asset returns in excess of or less than the expected return on the market value of assets over a five-year period. Actuarial value of assets was reset to the market value of assets at December 31, 2014.

Higher than expected market returns in 2017, 2019 and 2020 resulted in an actuarial value of asset return for calendar year 2020 of 8.79% and a recognized actuarial asset gain of \$11.0 million during 2020.



## Section 4: Asset Data

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The valuation assumes that the funds will earn a 6.50% asset return. The table below provides a history of the Actuarial Value and Market Value of Asset returns.

**Table 8: Historical Asset Returns**

Calendar Year	Actuarial Value of Asset Return	Market Value of Asset Return
2001	9.07%	-1.74%
2002	6.13%	-4.84%
2003	8.44%	18.33%
2004	8.95%	10.73%
2005	8.56%	6.94%
2006	9.17%	11.35%
2007	9.04%	8.35%
2008	3.01%	-19.39%
2009	4.88%	14.83%
2010	6.01%	11.49%
2011	5.25%	2.18%
2012	6.42%	11.79%
2013	7.52%	12.19%
2014	7.26%	6.19%
2015	5.87%	0.35%
2016	5.33%	6.22%
2017	6.57%	13.46%
2018	5.11%	-1.41%
2019	6.20%	14.84%
2020	8.79%	11.13%
Average	6.87%	6.28%
Range	6.16%	37.72%

**Commentary:** The average investment return recognized for purposes of determining the annual change in contribution each year is the actuarial value of assets return. Currently, the average actuarial return over the last 20 years of 6.87% compares with an average market return of 6.28%. But the range of returns on market value of assets is markedly more volatile, 37.72% versus 6.16%. This results in much lower employer contribution volatility using the actuarial value of assets versus market, while ensuring that the actuarial needs of CJRS are met.



## Section 5: Liability Results

Using the provided membership data, benefit provisions, and actuarial assumptions, future benefit payments of CJRS are estimated. These projected future benefit payments are discounted into today's dollars using the assumed rate of investment return assumption to determine the Present Value of Future Benefits. The Present Value of Future Benefits is allocated to past, current and future service, respectively known as the actuarial accrued liability, normal cost and present value of future normal costs. The table below provides these liability numbers for the current and prior years' valuations.

**Table 9: Liability Summary**

Valuation Results as of	12/31/2020	12/31/2019
(a) Present Value of Future Benefits		
(1) Active Members	\$ 423,122,898	\$ 415,475,139
(2) Terminated Members	6,863,612	8,217,784
(3) Members Currently Receiving Benefits	478,478,019	466,586,096
(4) Total	\$ 908,464,529	\$ 890,279,019
(b) Present Value of Future Normal Costs	\$ 112,786,221	\$ 164,826,475
(c) Actuarial Accrued Liability: (a4) - (b3)	\$ 795,678,308	\$ 725,452,544
(d) Actuarial Value of Assets	\$ 661,100,432	\$ 621,547,192
(e) Unfunded Actuarial Accrued Liability: (c) - (d)	\$ 134,577,876	\$ 103,905,352



## Section 5: Liability Results

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The table below provides a reconciliation of the prior year's unfunded actuarial accrued liability to the current year's unfunded actuarial accrued liability.

**Table 10: Reconciliation of Unfunded Actuarial Accrued Liability**

(in millions)	
Unfunded Actuarial Accrued Liability (UAAL) as of 12/31/2019	\$ 103.9
Normal Cost and Administrative Expense during 2020	18.2
Reduction due to Actual Contributions during 2020	(31.6)
Interest on UAAL, Normal Cost, and Contributions	6.8
Asset (Gain) / Loss	(11.0)
Actuarial Accrued Liability (Gain) / Loss	(0.6)
Impact of Assumption Changes	48.9
Impact of Legislative Changes	-
Unfunded Actuarial Accrued Liability (UAAL) as of 12/31/2020	\$ 134.6

**Commentary:** During 2020, the UAAL increased more than expected due to the impact of assumption changes during the year of \$48.9 million. This was offset by an asset gain during the year of \$11.0 million. Additionally, demographic experience decreased the UAAL by \$0.6 million.



## Section 6: Actuarially Determined Employer Contribution

The actuarially determined employer contribution consists of a normal cost rate and an accrued liability rate. The normal cost rate is the employer's portion of the cost of benefits accruing during the year after reducing for the member contribution. The accrued liability rate is the payment toward the unfunded accrued liability in order to pay off the unfunded accrued liability over 12 years. The table below provides the calculation of the actuarially determined employer contribution for the current and prior years' valuations.

**TABLE 11: Calculation of the Actuarially Determined Employer Contribution (ADEC)**

Valuation Date	12/31/2020	12/31/2019
ADEC for Fiscal Year Ending	6/30/2023	6/30/2022
Normal Cost Rate Calculation		
(a) Normal Cost Rate*	18.97%	23.59%
(b) Employee Contribution Rate	6.00%	6.00%
(c) Administrative Expenses	<u>0.05%</u>	<u>N/A</u>
(d) Total Normal Cost Rate: (a) - (b) + (c)	13.02%	17.59%
Accrued Liability Rate Calculation		
(e) Total Annual Amortization Payments**	\$ 22,003,579	\$ 17,179,174
(f) Valuation Compensation***	83,277,849	81,388,562
(g) Accrued Liability Rate: (e) / (f)	26.42%	21.11%
Preliminary ADEC (d) + (g)	39.44%	38.70%
ADEC With Direct-Rate Smoothing	37.01%	38.70%
Impact of Legislative Changes	<u>N/A</u>	<u>N/A</u>
Final ADEC	N/A	N/A

\*\*12/31/2019 rate includes assumed administrative expenses

\*\*See Table 14 for more detail

\*\*\*Beginning with the December 31, 2017 valuation, compensation is projected to the fiscal year over which contributions will occur.



## Section 6: Actuarially Determined Employer Contribution

The table below provides a reconciliation of the actuarially determined employer contribution.

**Table 12: Reconciliation of the Change in the ADEC**

Fiscal year ending June 30, 2022 Preliminary ADEC (based on December 31, 2019 valuation)	38.70%
Impact of Legislative Changes	<u>0.00%</u>
Fiscal year ending June 30, 2022 ADEC for Reconciliation	38.70%
Change due to Anticipated Reduction in UAAL*	(0.60%)
Change Due to Demographic (Gain)/Loss	(0.21%)
Change Due to Investment (Gain)/Loss	(1.77%)
Change Due to Contributions Less (Greater) than ADEC	0.28%
Impact of Assumption Changes	3.04%
Impact of Direct-Rate Smoothing	<u>(2.43%)</u>
Fiscal year ending June 30, 2023 Preliminary ADEC (based on December 31, 2020 valuation)	37.01%

\*Amortization of the UAAL is determined as a level dollar amount with payments expected to remain the same over the amortization period, but was calculated as a percentage of valuation payroll in the previous valuation. Payroll is expected to increase annually while the expected amortization payment does not increase. This causes the expected amortization payment to be a lesser percentage of the expected payroll.

\*\*Includes the impact of direct rate smoothing of FYE 2020 contribution.



## Section 6: Actuarially Determined Employer Contribution

Amortization methods determine the payment schedule for the unfunded actuarial accrued liability. CJRS adopted a 12-year closed amortization period for fiscal year ending 2012. A new amortization base is created each year based on the prior year's experience. The tables below provide the calculation of the new amortization base and the amortization schedule for the current year's valuation.

**Table 13: Calculation of the New Amortization Base**

Calculation as of	12/31/2020	12/31/2019
(a) Unfunded Actuarial Accrued Liability	\$ 134,577,876	\$ 103,905,352
(b) Prior Years' Outstanding Bases	\$ 95,540,227	\$ 93,862,676
(c) New Amortization Base: (a) - (b)	\$ 39,037,649	\$ 10,042,676
(d) New Amortization Payment	\$ 5,095,729	\$ 1,352,883

**Table 14: Amortization Schedule for Unfunded Accrued Liability**

Date Established	Original Balance	12/31/2020 Outstanding Balance	FYE 6/30/2023 Payment
December 31, 2009	\$ 34,962,037	\$ 10,932,990	\$ 4,727,148
December 31, 2010	3,913,729	1,656,636	527,481
December 31, 2011	10,017,079	5,273,100	1,345,874
December 31, 2012	(4,239,030)	(2,639,142)	(567,820)
December 31, 2013	(892,665)	(635,816)	(119,219)
December 31, 2014	(6,478,378)	(5,156,217)	(862,722)
December 31, 2015	36,271,204	31,693,297	4,815,940
December 31, 2016	13,868,882	13,115,474	1,834,777
December 31, 2017	19,189,149	19,426,964	2,529,226
December 31, 2018	10,337,549	11,127,278	1,360,103
December 31, 2019	10,042,676	10,745,663	1,317,062
December 31, 2020	39,037,649	39,037,649	5,095,729
Total		\$ 134,577,876	\$ 22,003,579

**Commentary:** This is the payment schedule for the unfunded actuarial accrued liability of CJRS.



## Section 6: Actuarially Determined Employer Contribution

The table below provides a history of the actuarially determined employer contribution and the corresponding appropriated rate.

**Table 15: History of Actuarially Determined Employer Contributions and Appropriated Rates**

Valuation Date	Fiscal Year Ending	Normal Rate*	Accrued Liability Rate	Change due to Legislation**	Final ADEC	Appropriated Rate
12/31/2020	6/30/2023	13.02%	26.42%	N/A	N/A	N/A
12/31/2019	6/30/2022	17.59%	21.11%	N/A	N/A	N/A
12/31/2018	6/30/2021	17.43%	19.98%	0.00%	36.44%	36.44%
12/31/2017	6/30/2020	17.28%	18.27%	0.00%	33.60%	33.60%
12/31/2016	6/30/2019	15.83%	16.52%	0.60%	32.95%	33.86%

\*Includes Death Benefit rate

\*\*The fiscal year ending 6/30/2019 amount of 0.60% is for the one-time cost-of-living supplement paid in October 2018. The appropriated contribution rate of 33.86% was greater than the 32.95% final ADEC for the fiscal year ending June 30, 2019, by 0.91%.

**Table 16: Cost of Benefit Enhancements**

Valuation Date	12/31/2020	12/31/2019
Increase in UAAL for a 1% COLA	\$5,244,000	\$ 5,162,000
Increase in ADEC for a 1% COLA	0.82%	0.85%

\* The 1% COLA in the 12/31/2020 column would be effective July 1, 2022 and includes expected costs of COLAs paid for retirements after December 31, 2020 and before June 30, 2022. The COLA would be paid in full to retired members and survivors of deceased members on the retirement roll on July 1, 2021 and would be prorated for retired members and survivors of deceased members who commence benefits after July 1, 2021 but before June 30, 2022.



## Section 7: Valuation Balance Sheet

The valuation balance sheet shows the assets and liabilities of CJRS. The items shown in the balance sheet are present values actuarially determined as of the relevant valuation date. The table below provides the valuation balance sheet for the current year and prior year.

**Table 17: Valuation Balance Sheet on a Projected Basis**

Balance Sheet as of	12/31/2020	12/31/2019
<b>Assets</b>		
Current Actuarial Value of Assets		
Annuity Savings Fund	\$ 67,314,874	\$ 63,848,526
Pension Accumulation Fund	593,785,558	557,698,666
Total	\$ 661,100,432	\$ 621,547,192
Future Member Contributions to the Annuity Savings Fund	\$ 35,482,517	\$ 41,388,302
Prospective Contributions to the Pension Accumulation Fund		
Normal Contributions	\$ 77,303,704	\$ 123,438,173
Unfunded Accrued Liability Contributions	134,577,876	103,905,352
Total	\$ 211,881,580	\$ 227,343,525
Total Assets	\$ 908,464,529	\$ 890,279,019
<b>Liabilities</b>		
Annuity Savings Fund		
Past Member Contributions	\$ 67,314,874	\$ 63,848,526
Future Member Contributions	35,482,517	41,388,302
Total Contributions	\$ 102,797,391	\$ 105,236,828
Pension Accumulation Fund		
Benefits Currently in Payment	\$ 478,478,019	\$ 466,586,096
Benefits to be Paid to Current Active Members and Inactive Members Not in Receipt of a Benefit	327,189,119	318,456,095
Reserve for Increases in Retirement Allowances	-	-
Total Benefits Payable	\$ 805,667,138	\$ 785,042,191
Total Liabilities	\$ 908,464,529	\$ 890,279,019



## Section 8: Accounting Results

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This section contains the accounting information for Governmental Accounting Standards Board (GASB) Statement No. 67 for fiscal year ending June 30, 2021 based on a valuation date of December 31, 2020.

Please note that GASB Statement No. 67 (*Financial Reporting for Pension Plans*) is applicable for fiscal years ending 2014 and later.

The June 30, 2021 total pension liability presented in this section was determined by an actuarial valuation as of December 31, 2020, based on the assumptions, methods and plan provisions described in this report. The actuarial cost method used to develop the total pension liability is the Entry Age Normal Cost method, as required by GASB Statement No. 67.

GASB Statement No. 67 set forth certain items of information to be disclosed in the financial statements of the Plan. The tables below provide a distribution of the number of employees by type of membership.

**Table 18: Number of Active and Retired Members as of December 31, 2020**

Number of Active and Retired Participants as of December 31, 2020	
Group	Number
Retired members and survivors of deceased members currently receiving benefits	761
Terminated members and survivors of deceased members entitled to benefits but not yet receiving benefits	52
Active members	<u>558</u>
Total	1,371



## Section 8: Accounting Results

GASB Statement No. 67 set forth certain items of information to be disclosed in the financial statements of the Plan. The tables below provide the schedule of changes in Net Pension Liability (Asset).

**Table 19: Schedule of Changes in Net Pension Liability (Asset)**

Schedule of Changes in Net Pension Liability as of June 30, 2021	
<b>Total Pension Liability</b>	
Service Cost	\$ 19,545,000
Interest	49,700,000
Changes of Benefit Terms	0
Difference between Expected and Actual Experience	2,451,000
Change of Assumptions	46,622,000
Benefit Payments, including Refund of Member Contributions	<u>(50,001,000)</u>
Net Change in Total Pension Liability	68,317,000
Total Pension Liability – Beginning of Year	\$ 734,576,000
Total Pension Liability – End of Year	\$ 802,893,000
<b>Plan Fiduciary Net Pension</b>	
Employer Contributions	\$ 29,259,000
Member Contributions	5,585,000
Net Investment Income	118,772,000
Benefit Payments, including Refund of Member Contributions	(50,001,000)
Administrative Expenses	(34,000)
Other	<u>0</u>
Net Change in Plan Fiduciary Net Pension	103,581,000
Plan Fiduciary Net Pension – Beginning of Year	\$ 627,739,000
Plan Fiduciary Net Pension – End of Year	\$ 731,320,000

**Table 20: Net Pension Liability (Asset)**

Net Pension Liability (Asset)		
	June 30, 2021	June 30, 2020
Total Pension Liability	\$ 802,893,000	\$ 734,576,000
Plan Fiduciary Net Position	<u>731,320,000</u>	<u>627,739,000</u>
Net Pension Liability (Asset)	\$ 71,573,000	\$ 106,837,000
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability (Asset)	91.09%	85.46%



## Section 8: Accounting Results

The table below is the sensitivity of the net pension liability to changes in the discount rate.

**Table 21: Sensitivity of the Net Pension Liability at June 30, 2021 to Changes in the Discount Rate**

Sensitivity of the Net Pension Liability to Changes in the Discount Rate			
	1% Decrease	Current	1% Increase
Discount Rate	5.50%	6.50%	7.50%
Net Pension Liability (Asset)	\$156,118,000	\$71,573,000	\$(543,000)

The discount rate used to measure the total pension liability was 6.50%. The projection of cash flows used to determine the discount rate assumed that System contributions will continue to follow the current funding policy, including “direct-rate smoothing” as adopted by the Board on January 28, 2021. Based on those assumptions, the System’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Please see Appendix E for additional detail.

The table below provides the methods and assumptions used to calculate the actuarially determined contribution rate.

**Table 22: Additional Information for GASB Statement No. 67**

Valuation Date	12/31/2020
Actuarial Cost Method	Entry Age
Amortization Method	Level dollar closed
Amortization Period	12 year closed period
Asset Valuation Method	Asset return in excess of or less than the expected return on market value of assets reflected over a five-year period (not greater than 120% of market value and not less than 80% of market value)
Actuarial Assumptions	
Investment Rate of Return*	6.50%
Projected Salary Increases**	3.25% - 4.75%
*Includes Inflation of	2.50%
**Includes Inflation and Productivity of	3.25%
Cost-of-living Adjustments	N/A

## Appendix A: Valuation Process and Glossary of Actuarial Terms

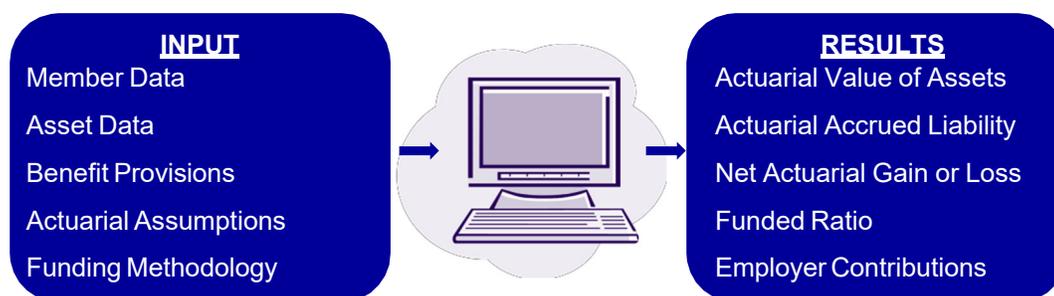
### Purpose of an Actuarial Valuation

The majority of Public Sector Retirement Systems in the State of North Carolina are defined benefit (DB) retirement systems. Under a DB retirement system, the amount of benefits payable to a member upon retirement, termination, death or disability is defined in various contracts and legal instruments and is based, in part, on the member's years of credited service and final compensation. The amount of contribution needed to fund these benefits cannot be known with certainty. A primary responsibility of the Board of Trustees of a Retirement System is to establish and monitor a funding policy for the contributions made to the Retirement System.

While somewhat uncommon, in some jurisdictions, contributions are made by the plan sponsor as benefits come due. This is known as pay-as-you-go financing. More commonly, contributions for benefits are made in advance during the course of active employment of the members. This is known as actuarial pre-funding. For example, the State of North Carolina mandates for the Teachers' and State Employees' Retirement System ("TSERS") that "on account of each member there shall be paid into the pension accumulation fund by employers an amount equal to a certain percentage of the actual compensation of each member to be known as the 'normal contribution' and an additional amount equal to a percentage of the member's actual compensation to be known as the 'accrued liability contribution'... The rate per centum of such contributions shall be fixed on the basis of the liabilities of the Retirement System as shown by actuarial valuation, duly approved by the Board of Trustees, and shall be called the 'actuarially determined employer contribution rate'. The actuarially determined employer contribution rate shall be calculated annually by the actuary using assumptions and a cost method approved by the Actuarial Standards Board of the American Academy of Actuaries and selected by the Board of Trustees."

### The Actuarial Valuation Process

The following diagram summarizes the inputs and results of the actuarial valuation process. A narrative of the process follows the diagram. The reader may find it worthwhile to refer to the diagram from time to time.



Under the actuarial valuation process, current information about Retirement System members is collected annually by staff at the direction of the actuary, namely member data, asset data and information on benefit provisions. Member data is collected for each member of the Retirement System. The member data will assist the actuary in estimating benefits that could be paid in the future. The member information the actuary collects to estimate the amount of benefit includes elements such as current service, salary and benefit group identifier for members that have not separated service; for those that have, the actual benefit amounts are collected. The actuary collects information such as gender and date of birth to determine when a benefit might be paid and for how long.



## **Appendix A: Valuation Process and Glossary of Actuarial Terms**

The actuary collects summary information about assets as of the valuation date and information on cash flows for the year ending on the valuation date. Information about benefit provisions as of the valuation date is also collected. To bridge the gap between the information collected and potential benefits to be paid in the future, the actuary must make assumptions about future activities. These assumptions are recommended by the actuary to the Boards based on the results of an experience review. An experience review is a review of the Retirement System over a period of time, typically five years, where the actuary analyzes the demographic and economic assumptions of the Retirement System. Based on this review, the actuary will make recommendations on the demographic assumptions, such as when members will be projected to retire, terminate, become disabled and/or die in the future, as well as the economic assumptions, such as what rate of return is projected to be earned by the fund based on the Retirement System investment policy and what level of future salary increases is expected for members. To maintain the assumptions, the Board should adopt a prudent policy of having an experience review being performed every five years. The next experience review for the North Carolina Retirement Systems will be based on the five-year period ending on December 31, 2024 and will be presented during 2025. Using these assumptions, the actuary is able to use the member data, asset data and benefit provision information collected to project the benefits that will be paid from the Retirement System to current members. These projected future benefit payments are based not only on service and pay through the valuation date but includes future pay and service, which has not yet been earned by the members but is expected to be earned.

These projected future benefit payments are discounted into today's dollars using the assumed rate of investment return assumption to determine the Present Value of Future Benefits (PVFB) of the Retirement System. The PVFB is an estimate of the value of the benefits promised to all members as of a valuation date. If the Retirement System held assets equal to the PVFB and all the assumptions were realized, there would be sufficient funds to pay off all the benefits to be paid in the future for members in the Retirement System as of the valuation date.

The PVFB is a large sum of money, typically much larger than the amount of Retirement System assets held in the trust. The next step is for the actuary to apply the Funding Policy as adopted by the Board to determine the employer contributions to be made to the Retirement System so that the gap between the PVFB and assets is systematically paid off over time. The Funding Policy is adopted by the Board based on discussions with the actuary. When the Board develops a funding policy, a balance between contributions which are responsive to the needs of the Retirement System yet stable should be struck. There are many different funding policies for the Board to consider, and the actuary is responsible for discussing the various features of the funding policies under consideration. Funding Policies are generally reviewed during an experience review, but it is not uncommon to review a funding policy in between, particularly during period where large increases or decreases in contributions are expected. The Funding Policy is composed of three components: the actuarial cost method, the asset valuation method, and the amortization method.

Once the PVFB is developed, an actuarial cost method is used to allocate the PVFB. Under the actuarial cost method, the PVFB is allocated to past, current and future service, respectively known as the actuarial accrued liability (AAL), normal cost (NC) and present value of future normal costs (PVFNC). The actuary computes the liability components (PVFB, NC, AAL, and PVFNC) for each participant in the Retirement System at the valuation date. These liability components are then totaled for the Retirement System. There are many actuarial cost methods. Different actuarial methods will produce different contribution patterns, but do not change the ultimate cost of the benefits. The entry age normal cost method is the most prevalent method used for public sector plans in the United States, because the expected normal cost is calculated in such a way that it will tend to stay level as a percent of pay over a member's career.



## **Appendix A: Valuation Process and Glossary of Actuarial Terms**

The actuarial accrued liability (AAL) is also referred to as the amount of money the Retirement System should ideally have in the trust. The unfunded actuarial accrued liability (UAAL) is the portion of actuarial accrued liability that is not covered by the assets of the Retirement System. The UAAL can be a negative number, which means that the Retirement System has more assets than actuarial accrued liability. We refer to this condition as overfunded liability in this summary. Having UAAL does not indicate that the Retirement System is in failing actuarial health. Most retirement systems have UAAL. Another related statistic of the Retirement System is the funded ratio. The funded ratio is the percent of the actuarial accrued liabilities covered by the actuarial value of assets. The assets used for these purposes are an actuarial value of assets (AVA), not market. The actuarial value of assets is based on the asset valuation method as recommended by the actuary and adopted by the Board. An actuarial value of assets is a smoothed, or averaged, value of assets, which is used to limit employer contribution volatility. Typically, assets are smoothed, or averaged, over a period of 3 to 5 years. By averaging returns, the UAAL is not as volatile, which we will see later results in contributions that are not as volatile as well. The North Carolina Retirement Systems use an actuarial value of assets with a smoothing period of 5 years.

While having UAAL is common, it is acceptable only if it is systematically being paid off. The method by which the UAAL is paid off is known as the amortization method. The concept is similar to that of a mortgage payment. The Board adopts the amortization method used to pay off the UAAL over a period of time. The amortization method is composed of the amortization period, the amount of payment increase, whether the period is open or closed and by the amount of amortization schedules. The amortization period is the amount of time over which the UAAL will be paid off. This is generally a period of thirty years or less, but actuaries are beginning to recommend shorter periods. The payments can be developed to stay constant from year to year like a mortgage, but often they are developed to increase each year at the same level payroll increases. Amortization type can be closed or open. Under a closed period, the UAAL is expected to be paid off over the amortization period. This is similar to a typical mortgage. Under an open period, the amortization period remains unchanged year after year. The concept is similar to re-mortgaging annually. In many instances, an amortization schedule is developed, whereby the UAAL is amortized over a closed period from the point the UAAL is incurred. Finally, some amortization methods are defined by a schedule of payments, where a new schedule of payments is added with each valuation. Regardless of the amortization type or period, the funding policy should generate a contribution that pays off the UAAL, which results in the funded ratio trending to 100% over time. Caution should be used when an open method is used, because typically an open amortization policy does not result in the UAAL being paid off. North Carolina pays off a much larger amount of UAAL compared to other states. While many states struggle to pay a 30-year level percent of pay UAAL contribution, which doesn't even reduce the amount of UAAL, North Carolina pays down the UAAL with level dollar payments over 12 years. This aggressive payment schedule of the UAAL results in North Carolina being home to many of the best funded Public Retirement Systems in the United States.



## **Appendix A: Valuation Process and Glossary of Actuarial Terms**

To satisfy the requirements of the State of North Carolina, the actuary calculates the total annual contribution to the Retirement System as the normal cost plus a contribution towards UAAL. Said another way, this contribution is sufficient to pay for the cost of benefits accruing during the year (normal cost) plus the mortgage payment (UAAL payment). The total contribution is reduced by the amount of member contributions, if any, to arrive at the employer contribution. Continuing to follow the aggressive North Carolina contribution policy will keep the North Carolina Retirement Systems among the best funded in the United States.

An actuarial valuation report is produced annually, which contains the contribution for the fiscal year as well as the funded ratio of the Retirement System. The primary purpose of performing an actuarial valuation annually is to replace the estimated activities from the previous valuation, which were based on assumptions, with the actual experience of the Retirement System for the prior year. The experience gain (loss) is the difference between the expected and the actual UAAL of the Retirement System. An experience loss can be thought of as the amount of additional UAAL over and above the amount that was expected from the prior year due to deviation of actual experience from the assumption. Similarly, an experience gain can be thought of as having less UAAL than that which was expected from the prior year assumptions. As an example, if the Retirement System achieves an asset return of 15% when the assumption was a 6.50% return, an actuarial gain is said to have happened, which typically results in lower contributions and higher funded ratio, all else being equal. Alternatively, a return of 2% under the same circumstances would result in an actuarial loss, requiring an increase in contributions and a funded ratio that is lower than anticipated. Experience gains and losses are common within the valuation process. Typically gains and losses offset each other over time. To the extent that does not occur, the reasons for the gains and losses should be understood, and appropriate recommendations should be made by the actuary after an experience review to adjust the assumptions.

The actuarial valuation report will contain histories of key statistics from prior actuarial valuation reports. In particular, a history of the funded ratio of the Retirement System is an important exhibit. Trustees should understand the reason for the trend of the funded ratio of the Retirement System over time. The actuary will discuss the reasons for changes in the funded ratio of the Retirement System with each valuation report. To the extent that there are unexplained changes in funded ratio corrective action should be explored and the actuary will make recommendations as to whether there should be changes in the assumptions, funding policy, or some other portion of the actuarial valuation process.

In addition to historical information, projections of contributions and funded ratio based on current assumptions can sometimes be found in an actuarial valuation report. Projections of contributions can allow the employer to plan their budget accordingly. Surprises in Retirement System contributions to be paid by the employer serve no one. A one-year projection based on “bad” asset returns can provide ample time for the employer to plan, or allow for a discussion of changing the funding policy to occur. Contribution surprises are a primary contributor to employers considering pension reform. It is important to keep the employer apprised of future contribution requirements. A projection of funded ratio can serve the Trustees by illustrating the trend of the funded ratio over time. The funded ratio, under a prudent funding policy, should trend to 100% over a period of less than 30 years. (It is worthwhile to note that while 30 years has served as an industry standard for the longest period over which 100% funding should be achieved, that period is coming under scrutiny by the actuarial community and will likely be shortened.) If a projection funded ratio does not trend to 100% over time, consideration should be given to fixing the funding policy to achieve this goal. For the North Carolina Retirement Systems, projections are generally performed for the January board meetings.



## **Appendix A: Valuation Process and Glossary of Actuarial Terms**

The actuarial report will contain schedules of information about the census, plan and asset information submitted by Retirement System staff upon which the actuarial valuation is based. It is important that the Board of Trustees review that information and determine if the information is consistent with their understanding of the Retirement System. If after questioning staff, the Board of Trustees is not comfortable that the information provided is correct, the actuary should be notified to determine if the actuarial valuation report should be corrected.

Finally, the valuation report and/or presentation should contain sufficient information in an understandable fashion to allow the Board to take action and adopt the contribution rate for the upcoming year. It should also allow stakeholders to understand key observations over the past year that resulted in contributions increasing (or decreasing) and where contributions are headed. The actuary is always open to making the results understandable. The actuary works with the North Carolina Retirement Systems Division to make your reports and presentations understandable and actionable. If something doesn't make sense – speak up!!



## Appendix A: Valuation Process and Glossary of Actuarial Terms

### Glossary

Note that the first definitions given are the “official” definitions of the term. For some terms there is a second definition, in italics, which is the unofficial definition.

**Actuarial Accrued Liability (AAL).** The portion of the Present Value of Projected Benefits (PVFB) allocated to past service. Also difference between (i) the actuarial present value of future benefits, and (ii) the present value of future normal cost. Sometimes referred to as “accrued liability” or “past service liability.” *The amount of money that should be in the fund. The funding target.*

**Actuarial Assumptions.** Estimates of future plan experience with respect to rates of mortality, disability, retirement, investment income and salary increases. Demographic (“people”) assumptions (rates of mortality, separation, and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic (“money”) assumptions (salary increases and investment income) consist of an underlying rate appropriate in an inflation- free environment plus a provision for a long-term average rate of inflation. *Estimates of future events used to project what we know now- current member data, assets, and benefit provisions – into an estimate of future benefits.*

**Actuarial Cost Method.** A mathematical budgeting procedure for allocating the dollar amount of the Present Value of Projected Benefits (PVFB) between the normal costs to be paid in the future and the actuarial accrued liability. Sometimes referred to as the “actuarial funding method.”

**Actuarial Methods.** The collective term for the Actuarial Cost Method, the Amortization Payment for UAAL Method, and the Asset Valuation Method used to develop the contribution requirements for the Retirement System. *The funding policy.*

**Actuarial Equivalent.** Benefits whose actuarial present values are equal.

**Actuarial Present Value.** The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.

**Actuarial Value of Assets (AVA).** A smoothed value of assets which is used to limit contribution volatility. Also known as the funding value of assets. *Smoothed value of assets.*

**Amortization Payment for UAAL.** Payment of the unfunded actuarial accrued liability by means of periodic contributions of interest and principal, as opposed to a lump sum payment. The components of the amortization payment for UAAL includes:

- Amortization Period Length – Generally amortization periods of up to 15 to 20 years (and certainly not longer than 30) are allowed. Similar to a mortgage, the shorter the amortization period, the higher the payment and the faster the UAAL is paid off.
- Amortization payment increases – Future payments can be level dollar, like a mortgage, or as a level percent of pay. Most Retirement Systems amortize UAAL as a level percent of pay which when combined with the employer normal cost that is developed as a level percent of pay can result in contributions that are easier to budget.
- Amortization type – An amortization schedule can be closed or open. A closed amortization schedule is similar to a mortgage – at the end of the amortization period the UAAL is designed to be paid off. An open amortization period is similar to refinancing the UAAL year after year.



## **Appendix A: Valuation Process and Glossary of Actuarial Terms**

- Amortization schedule – UAAL can be amortized over a single amortization period, or it can be amortized over a schedule.

*The amortization payment for UAAL can be thought of as the UAAL mortgage payment.*

**Asset Valuation Method.** The components of how the actuarial value of assets is to be developed CJRS uses a five-year smoothing of asset gains and losses, which is the most commonly used method.

**Experience Gain (Loss).** A measure of the difference between actual experience and experience anticipated by a set of actuarial assumptions during the period between two actuarial valuation dates, in accordance with the actuarial cost method being used. *The experience Gain (Loss) represents how much the actuary missed the mark in a given year.*

**Funded Ratio.** The percent of the actuarial accrued liabilities covered by the actuarial value of assets. Also known as the funded status. *The ratio of how much money you actually have in the fund to the amount you should have in the fund.*

**Normal Cost.** The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as “current service cost.” An amortization payment toward the unfunded actuarial accrued liability is paid in addition to the normal cost to arrive at the total contribution in a given year. *The cost of benefits accruing during the year.*

**Present Value of Future Normal Cost (PVFNC).** The portion of the Present Value of Projected Benefits (PVFB) allocated to future service. *The value in today’s dollars of the amount of contribution to be made in the future for benefits accruing for members in the Retirement System as of the valuation date.*

**Present Value of Future Benefits (PVFB).** The projected future benefit payments of the plan are discounted into today’s dollars using an assumed rate of investment return assumption to determine the Present Value of Future Benefits (PVFB) of the Retirement System. The PVFB is the discounted value of the projected benefits promised to all members as of a valuation date, including future pay and service for members which has not yet been earned. *If the Retirement System held assets equal to the PVFB and all the assumptions were realized, there would be sufficient funds to pay off all the benefits to be paid in the future for members in the Retirement System as of the valuation date.*

**Reserve Account.** An account used to indicate that funds have been set aside for a specific purpose and are not generally available for other uses.

**Unfunded Actuarial Accrued Liability (UAAL).** The difference between the actuarial accrued liability (AAL) and actuarial value of assets (AVA). The UAAL is sometimes referred to as “unfunded accrued liability.” *Funding shortfall, or prefunded amount if negative.*

**Valuation Date.** The date that the actuarial valuation calculations are performed as of. *Also known as the “snapshot date”.*



## Appendix B: Detailed Tabulations of Member Data

**Table B-1: The Number and Average Reported Compensation of Active Members Distributed by Age and Service as of December 31, 2020**

Age	Years of Service										Total	
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Up		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
30 to 34	1	8	0	0	0	0	0	0	0	0	0	9
	32,768	124,286	0	0	0	0	0	0	0	0	0	114,117
35 to 39	1	12	5	0	0	0	0	0	0	0	0	18
	13,521	114,792	132,198	0	0	0	0	0	0	0	0	114,001
40 to 44	2	31	14	7	0	0	0	0	0	0	0	54
	34,220	126,032	134,481	135,873	0	0	0	0	0	0	0	126,098
45 to 49	4	18	16	21	7	0	1	0	0	0	0	67
	27,046	124,931	126,897	139,661	141,084	0	162,332	0	0	0	0	126,419
50 to 54	1	23	23	24	14	21	8	2	0	0	0	116
	31,741	130,796	135,695	138,460	142,321	148,226	137,643	107,732	0	0	0	137,120
55 to 59	6	20	15	22	8	17	4	15	2	0	0	109
	37,688	125,216	137,133	140,385	140,170	149,064	137,991	144,653	119,760	0	0	132,960
60 to 64	0	18	16	13	13	10	10	10	7	1	0	98
	0	129,585	133,052	139,642	145,573	141,834	158,255	154,382	129,714	119,276	0	140,216
65 to 69	0	4	11	12	4	12	7	8	0	5	0	63
	0	129,393	137,571	138,193	154,730	151,776	153,899	162,578	0	140,201	0	146,164
70 & Over	0	2	1	5	1	3	5	0	2	5	0	24
	0	131,169	129,473	146,765	144,791	147,229	172,079	0	162,687	129,789	0	147,785
Total	15	136	101	104	47	63	35	35	11	11	0	558
	32,052	126,122	133,897	139,452	143,779	148,066	152,448	149,420	133,899	133,566	0	134,862



## Appendix B: Detailed Tabulations of Member Data

**Table B-2: The Number and Reported Compensation of Active Members Distributed by Age as of December 31, 2020**

Age	Men		Women	
	Number	Compensation	Number	Compensation
31	0	0	2	162,241
33	2	247,091	2	247,091
34	1	123,545	2	247,091
35	1	142,240	2	219,733
36	4	382,978	2	253,019
37	2	185,449	1	123,545
38	1	96,188	4	500,110
39	1	148,750	0	0
40	8	1,045,059	3	358,223
41	5	670,215	0	0
42	7	807,586	6	791,888
43	6	795,121	7	845,365
44	9	1,107,362	3	388,454
45	7	711,816	7	936,397
46	6	801,628	5	514,127
47	1	123,545	3	410,602
48	8	1,045,580	5	671,103
49	17	2,255,805	8	999,494
50	14	1,817,140	12	1,606,730
51	10	1,398,980	8	1,067,250
52	13	1,763,762	16	2,182,046
53	12	1,642,903	6	790,656
54	16	2,359,550	9	1,276,873
55	15	2,131,581	12	1,548,347
56	9	1,285,121	11	1,415,547
57	10	1,159,298	11	1,301,405
58	12	1,667,130	11	1,431,603
59	9	1,268,225	9	1,284,383
60	15	2,118,157	8	1,102,332
61	14	1,993,115	7	964,336
62	5	729,124	10	1,280,826
63	13	1,914,895	6	754,625
64	13	2,028,569	7	855,162
65	10	1,515,938	5	716,030
66	13	1,983,308	2	276,743
67	7	993,930	2	224,697
68	11	1,623,210	2	266,355
69	10	1,431,080	1	177,038
70	2	320,330	0	0
71	9	1,268,575	2	307,495
72	4	635,210	4	604,025
75	0	0	1	131,831
76	2	279,365	0	0
Total	334	46,018,454	224	29,234,818



## Appendix B: Detailed Tabulations of Member Data

**Table B-3: The Number and Reported Compensation of Active Members Distributed by Service as of December 31, 2020**

Service	Men		Women	
	Number	Compensation	Number	Compensation
0	9	260,858	6	219,924
1	9	952,160	6	737,107
2	37	4,820,345	28	3,531,833
3	11	1,409,823	7	850,602
4	18	2,365,877	20	2,484,828
5	10	1,401,855	1	123,545
6	34	4,641,760	15	1,972,136
7	10	1,372,701	4	476,958
8	14	1,869,796	11	1,405,935
9	0	0	2	258,947
10	18	2,463,532	13	1,721,180
11	7	1,030,510	5	740,324
12	12	1,746,945	12	1,628,243
13	7	995,232	6	817,995
14	18	2,509,429	6	849,598
15	6	884,300	1	135,584
16	9	1,326,491	6	887,436
17	2	249,835	2	251,377
18	8	1,186,881	8	1,093,466
19	2	325,698	3	416,536
20	14	2,109,844	8	1,168,671
21	7	1,054,708	2	284,745
22	9	1,331,370	4	629,842
23	4	607,733	2	238,549
24	8	1,225,571	5	677,143
25	3	399,717	6	912,015
26	10	1,556,994	2	302,875
27	5	852,436	3	429,050
28	1	143,948	2	332,279
29	1	158,154	2	248,215
30	6	1,032,026	3	432,794
31	5	653,017	1	141,335
32	7	1,128,561	6	859,457
33	0	0	2	235,443
34	4	607,279	1	139,794
35	0	0	1	152,040
36	0	0	4	447,568
37	2	347,292	1	138,713
38	0	0	1	146,380
39	1	121,625	1	119,276
40	0	0	1	119,276
41	2	370,888	1	105,422
44	1	119,276	0	0
45	1	105,422	2	251,106
48	2	278,565	0	0
49	0	0	1	119,276
Total	334	46,018,454	224	29,234,818



## Appendix B: Detailed Tabulations of Member Data

**Table B-4: The Number and Accumulated Contributions of Terminated Vested Members Distributed by Age as of December 31, 2020**

Age	Men		Women	
	Number	Contributions	Number	Contributions
38	1	3,714	0	0
39	1	22,854	0	0
44	0	0	1	12,419
46	0	0	1	5,107
47	0	0	1	134,820
48	1	43,265	1	7,073
49	2	138,933	0	0
50	4	224,750	1	97,933
51	1	51,918	2	67,850
52	0	0	1	63,299
53	3	94,748	1	89,725
54	1	7,706	1	4,957
55	4	143,013	1	5,497
56	1	38,205	1	53,967
57	1	16,419	1	5,890
58	1	40,563	0	0
59	1	87,420	1	102,883
60	1	46,420	0	0
61	1	7,669	1	45,871
62	3	58,686	0	0
63	2	97,071	1	220,800
65	1	31,695	0	0
67	1	35,555	1	1,636
68	1	54,050	0	0
70	2	26,866	1	49,224
Total	34	1,271,520	18	968,951



## Appendix B: Detailed Tabulations of Member Data

**Table B-5: The Number and Annual Retirement Allowances of Retired Members (Healthy at Retirement) and Survivors of Deceased Members Distributed by Age as of December 31, 2020**

Age	Men		Women	
	Number	Allowances	Number	Allowances
42	0	0	1	18,531
51	0	0	1	95,966
52	1	31,719	0	0
53	2	84,994	2	53,973
54	1	117,348	4	200,917
55	1	119,080	0	0
56	0	0	5	205,301
57	3	147,914	0	0
58	4	362,232	5	192,370
59	2	125,050	7	418,183
60	3	158,414	3	180,647
61	6	460,891	4	211,314
62	3	295,225	4	235,388
63	2	167,571	6	303,215
64	11	848,189	16	939,452
65	6	538,354	9	610,653
66	18	1,296,604	16	892,862
67	16	1,166,663	11	686,537
68	18	1,299,680	10	520,280
69	23	1,706,239	14	777,339
70	19	1,456,179	14	880,437
71	30	2,237,811	12	747,237
72	28	2,114,802	9	571,120
73	28	1,953,638	6	492,586
74	37	2,842,852	11	491,418
75	31	2,204,706	17	1,013,984
76	17	1,209,127	6	299,784
77	20	1,435,920	6	260,198
78	19	1,285,985	10	782,881
79	11	836,262	15	561,389
80	9	772,334	3	133,994



## Appendix B: Detailed Tabulations of Member Data

**Table B-5: The Number and Annual Retirement Allowances of Retired Members (Healthy at Retirement) and Survivors of Deceased Members Distributed by Age as of December 31, 2020 (continued)**

Age	Men		Women	
	Number	Allowances	Number	Allowances
81	11	1,041,001	8	494,868
82	7	633,996	8	332,663
83	9	631,562	10	314,177
84	6	499,764	10	450,422
85	8	480,549	3	92,572
86	5	229,660	8	402,105
87	5	288,065	4	118,104
88	2	216,866	9	336,031
89	3	226,048	5	355,117
90	3	195,357	3	210,127
91	5	321,939	4	202,061
92	5	328,890	6	100,713
93	0	0	6	148,015
94	0	0	3	133,014
95	1	25,896	2	55,637
96	1	105,024	1	9,773
98	0	0	1	11,326
100	0	0	1	20,263
103	0	0	1	49,753
Total	440	32,500,400	320	16,614,697



## Appendix B: Detailed Tabulations of Member Data

**Table B-6: The Number and Annual Retirement Allowances of Retired Members (Healthy at Retirement) and Survivors of Deceased Members Distributed by Annuity Type as of December 31, 2020**

Annuity Type	Men		Women	
	Number	Allowances	Number	Allowances
Maximum	232	17,890,438	131	8,257,202
Option 1	3	271,138	0	0
Option 2	51	3,067,664	4	220,716
Option 3	49	4,174,578	5	312,669
Option 4	2	155,611	7	274,203
Option 5-2	0	0	0	0
Option 5-3	0	0	0	0
Option 6-2	28	1,690,913	2	227,368
Option 6-3	54	4,475,962	14	1,010,489
Other	1	14,610	0	0
Survivors of Deceased Members	20	759,486	157	6,312,050
Total	440	32,500,400	320	16,614,697



## **Appendix B: Detailed Tabulations of Member Data**

**Table B-7: The Number and Annual Retirement Allowances of Retired Members (Disabled at Retirement) Distributed by Age as of December 31, 2020**

Age	Men		Women	
	Number	Allowances	Number	Allowances
64	1	69,696	0	0
Total	1	69,696	0	0



## Appendix B: Detailed Tabulations of Member Data

**Table B-8: The Number and Annual Retirement Allowances of Retired Members (Disabled at Retirement) Distributed by Annuity Type as of December 31, 2020**

Annuity Type	Men		Women	
	Number	Allowances	Number	Allowances
Maximum	1	69,696		
Option 1				
Option 2				
Option 3				
Option 4				
Option 5-2				
Option 5-3				
Option 6-2				
Option 6-3				
Other				
Total	1	69,696	0	0



## Appendix C: Summary of Main Benefits & Contribution Provisions

All justices, judges, district attorneys, and public defenders of the General Court of Justice, and clerks of the Superior Court are eligible for membership.

"Final compensation" as used in the summary means the annual rate of compensation of the member at his date of termination or death. "Average final compensation" means the average annual compensation during the 48 consecutive calendar months of membership producing the highest average. "Creditable service" includes all service rendered as a justice of the Supreme Court, judge of the Court of Appeals, judge of the Superior Court, judge of the District Court Division of the General Court of Justice, Administrative Officer of the Courts, District Attorney, Public Defender or as a Clerk of the Superior Court.

### BENEFITS

#### Service Retirement Allowance

##### Conditions for Allowance

A service retirement allowance is payable to any member who retires from service and:

- (a) had attained age 50 and was in service on October 8, 1981; or
- (b) has attained age 50 and completed five or more years of creditable service; or

Retirement is compulsory at age 72 if the member is a justice or judge of the Appellate, Superior, or District Divisions of the General Court of Justice and at age 70 for each other member.

##### Unreduced Allowance

An unreduced annual service retirement allowance is payable to a member who:

- (a) has attained age 65 and completed five years of creditable service; or
- (b) has attained age 50 and completed 24 years of creditable service.

The Service Retirement Allowance is equal to:

- (i) 4.02% of final compensation multiplied by the number of years of creditable service rendered as a justice of the Supreme Court or judge of the Court of Appeals, plus
- (ii) 3.52% of final compensation multiplied by the number of years of creditable service rendered as a judge of the Superior Court or as Administrative Officer of the Courts, plus



## Appendix C: Summary of Main Benefits & Contribution Provisions

- (iii) 3.02% of final compensation multiplied by the number of years of creditable service rendered as a judge of the District Court, District Attorney, Public Defender, or Clerk of the Superior Court, plus
- (iv) A service retirement allowance computed on average final compensation, service transferred from the Teachers' and State Employees' Retirement System or the Local Governmental Employees' Retirement System and the applicable formula accrual rate from the previous system.

### Reduced Allowance

A reduced annual service retirement allowance is payable to a member who retires:

- (a) prior to the earlier of attainment of age 65 and completion of five years of creditable service;
- (b) prior to attainment of age 50 or the completion of 24 years of creditable service.

The reduced amount is an allowance as computed above reduced by 3% for each year that the member's retirement date precedes the date upon which the member would have attained age 65 or completed 24 years of service had he or she remained in service, whichever is earlier.

### Maximum Amount

The maximum annual service retirement allowance (on an unreduced basis) is the amount which, when added to the member's benefit payable from the Teachers' and State Employees' Retirement System, Local Governmental Employees' Retirement System, or Legislative Retirement System (all on an unreduced basis) would total 75% of the member's final compensation.

### Minimum Amount

In no event will a member whose creditable service commenced prior to January 1, 1974 as a justice of the Supreme Court, as a judge of the Court of Appeals, as an Administrative Officer of the courts, or as a judge of the Superior Court, receive a smaller retirement allowance than he or she would have received under Chapter 7-A of the General Statutes.



## **Appendix C: Summary of Main Benefits & Contribution Provisions**

### Disability Retirement Allowance

Condition for Allowance	Any member who becomes permanently and totally disabled prior to the attainment of age 65 and who has completed at least five years of creditable service may be retired by the Board of Trustees on a disability retirement allowance. Any retired member may also apply for a disability retirement allowance within the first three years of retirement.
Amount of Allowance	The disability retirement allowance is computed as a Service Retirement Allowance based on the number of years of creditable service the member would have had had he or she remained in service to the earliest date he could have retired on an unreduced service retirement allowance.
Deferred Allowance	Any member who separates from service prior to age 50 and completion of five years of creditable service and who leaves his total accumulated contributions in the system may receive a deferred allowance, beginning at age 50, computed in the same way as a service retirement allowance on the basis of creditable service and compensation to the date of separation.

### Spouse Benefit

Conditions for Benefit	Upon the death of a member in active service after attainment of age 50 and completion of five years of creditable service a death benefit is payable to his or her surviving spouse.
Amount of Benefit	The surviving spouse receives a lump sum payment equal to the member's final compensation. In addition the surviving spouse receives an annual retirement allowance, until death or remarriage, equal to 50% of the service retirement allowance to which the member would have been entitled had retirement occurred on the first day of the calendar month coincident with or next following his or her date of death reduced by 2% for each year that the member's age exceeds that of the spouse.

### Lump Sum Death Benefit

Upon the death of a member in active service prior to attainment of age 50 a lump sum payment equal to the member's accumulated contributions plus his or her final compensation is made to the designated beneficiary or estate.



## **Appendix C: Summary of Main Benefits & Contribution Provisions**

Death after Retirement	<p>Upon the death of a retired member while in receipt of a service retirement allowance or after age 65 if in receipt of a disability retirement allowance an allowance is paid to his or her spouse, until death or remarriage, equal to one-half the allowance which was payable to the member prior to death reduced by 2% for each year that the member's age exceeds that of the spouse.</p>
	<p>Upon the death of a member in receipt of a disability retirement allowance prior to age 65, an allowance is paid to his or her spouse, until death or remarriage, equal to one-half the service retirement allowance the member would have received had he or she remained in service up to the date of death reduced by 2% for each year that the member's age exceeds that of the spouse.</p>
	<p>Upon the death of a beneficiary who did not retire under an effective election of Option 2, 3, 5 or 6, an amount equal to the excess if any, of the member's accumulated contributions at retirement over the retirement allowance payments received is paid to a designated person or to the beneficiary's estate.</p>
	<p>Upon the death of the survivor of a beneficiary who retired under an effective election of Option 2, 3, 5 or 6, an amount equal to the excess, if any, of the beneficiary's accumulated contributions at retirement over the total retirement allowance payments received is paid to such other person designated by the beneficiary or to the beneficiary's estate.</p>
Other Death Benefits	<p>Upon the death of a member in service, other benefits may be provided by the Death Benefit Plan.</p>
Return of Contributions	<p>Any member who terminates service other than by retirement or death is entitled to the return of accumulated contributions.</p> <p>If the total retirement allowance payments to a retired member, spouse and/or beneficiary under option are less than the member's accumulated contributions at retirement, the excess is paid to the designated beneficiary or legal representatives.</p> <p>The current interest rate on member contributions is 4%.</p>



## **Appendix C: Summary of Main Benefits & Contribution Provisions**

### Optional Allowances

In lieu of the full retirement allowance, any member may elect to receive a reduced retirement allowance equal in value to the full allowance, with the provision that:

Option 1 - A member retiring prior to July 1, 1993 may elect that at his or her death within 10 years from retirement date, an amount equal to his or her accumulated contributions at retirement, less 1/120 for each month he or she has received a retirement allowance payment, is paid to the estate, or to a person designated by the member, or

Option 2 - At the death of the member his or her allowance shall be continued throughout the life of such other person as the member shall have designated at the time of retirement, or

Option 3 - At the death of the member one-half of his or her allowance shall be continued throughout the life of such other person as the member shall have designated at the time of retirement, or

Option 4 - At retirement, any member may elect to receive a retirement allowance in such amount that, together with his or her Social Security benefit, the member will receive approximately the same income per annum before and after the earliest age at which he or she becomes eligible to receive the Social Security benefit. A member who elects to receive his or her allowance under this option is deemed to have elected Option 1 also, or

Option 5 - A member retiring prior to July 1, 1993 may elect to receive a reduced retirement allowance during his or her life with some other benefit approved by the Board of Trustees payable after death, or the member may elect to receive a reduced retirement allowance under the provisions of Option 2 or Option 3 in conjunction with the provisions of Option 1, or

Option 6 - A member may elect either Option 2 or Option 3 with the added provision that in the event the designated beneficiary predeceases the member, the retirement allowance payable to the member after the designated beneficiary's death shall be equal to the retirement allowance which would have been payable had the member not elected the Option.



## **Appendix C: Summary of Main Benefits & Contribution Provisions**

Unused Sick Leave	Unused sick leave counts as creditable service at retirement. Sick leave which was converted from unused vacation leave is also creditable. One month of credit is allowed for each 20 days of unused sick leave, plus an additional month for any part of 20 days left over.
Post-Retirement Increases in Allowance	Future increases in allowances may be granted at the discretion of the State.
Contributions	
Member Contributions	Each member contributes 6% of annual compensation.
Employer Contributions	<p>The State makes annual contributions consisting of a normal contribution and an accrued liability contribution. The normal contribution covers the liability on account of current service and is determined by the actuary after each valuation.</p> <p>The accrued liability contribution covers the past service liability that exceeds the actuarial value of assets.</p>
Changes Since Prior Valuation	None.



## Appendix D: Actuarial Assumptions and Methods

Assumptions are based on the experience investigation prepared as of December 31, 2019 and adopted by the Board of Trustees on January 28, 2021 for use beginning with the December 31, 2020 annual actuarial valuation.

**Interest Rate:** 6.50% per annum, compounded annually.

**Price Inflation:** 2.50% per annum, compounded annually.

**Real Wage Growth:** 0.75% per annum.

**Payroll Growth:** 3.25% per annum.

**Withdrawal:** 2.00% termination rate assumed for all years.

**Separations Before Retirement:** Representative values of the assumed annual rates of separation are as follows:

Annual Rates of			
	Disability	Base Mortality*	
Age	Male & Female	Male	Female
25	.00002	.00024	.00008
30	.00003	.00031	.00013
35	.00008	.00041	.00021
40	.00017	.00057	.00033
45	.00035	.00085	.00051
50	.00059	.00129	.00076
55	.00119	.00190	.00112
60	.00192	.00276	.00169
64	.00246	.00375	.00245

\* Base mortality rates as of 2010.

**Service Retirement:** Representative values of the assumed annual rates of service retirement are as follows:

Annual Rates of Retirement						
	Service					
Age	5	10	15	20	24	25 +
50	.020	.020	.020	.020	.150	.090
55	.020	.020	.020	.020	.050	.090
60	.040	.040	.040	.040	.200	.170
65	.120	.120	.120	.120	.120	.120
70	.250	.250	.250	.250	.250	.250

\*All members are assumed to retire no later than age 72.



## Appendix D: Actuarial Assumptions and Methods

**Salary Increases:** Representative values of the assumed annual rates of salary increases are as follows:

Annual Rate of Salary Increase	
Service	Rate
0	.0475
5	.0425
10	.0375
15	.0325
20	.0325
25	.0325
30	.0325
35	.0325
40	.0325

**Deaths After Retirement:** Representative values of the assumed post-retirement mortality rates in 2010 prior to any mortality improvements are as follows:

Annual Rate of Death after Retirement (Retired Members and Survivors of Deceased Members)						
	Retirement (Healthy at Retirement)		Survivors of Deceased Members		Retirees (Disabled at Retirement)	
Age	Male	Female	Male	Female	Male	Female
55	.00387	.00275	.01147	.00742	.02114	.01742
60	.00552	.00371	.01450	.00975	.02503	.01956
65	.00820	.00595	.02086	.01332	.03044	.02256
70	.01381	.01032	.03221	.01931	.03901	.02862
75	.02437	.01827	.04971	.02946	.05192	.04003
80	.04391	.03260	.07802	.04698	.07348	.06007

**Deaths After Retirement (Healthy Members at Retirement):** Mortality rates are based on the Pub-2010 General Retirees Above-Median Amount-Weighted Mortality.

**Deaths After Retirement (Disabled Members at Retirement):** Mortality rates are based on the Pub-2010 General Disabled Retirees Amount-Weighted Mortality.

**Deaths After Retirement (Survivors of Deceased Members):** Mortality rates are based on the Pub-2010 General Contingent Survivors Amount-Weighted Mortality MP.

**Deaths Prior to Retirement:** Mortality rates are based on the Pub-2010 General Employees Amount-Weighted Mortality.

**Mortality Projection:** All mortality rates are projected from 2010 using generational improvement with Scale MP-2019.



## Appendix D: Actuarial Assumptions and Methods

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**Timing of Assumptions:** All withdrawals, deaths, disabilities, retirements and salary increases are assumed to occur July 1 of each year. The timing of retirement changes from mid-year to beginning of year at and after the 100% retirement age.

**Liability for Inactive Members:** The liability for members who terminated prior to five years of creditable service is estimated to be 100% of the member's accumulated contributions. The liability for members who terminated after completing five years of creditable service is estimated based on the member's current age and the service and reported compensation at termination of employment.

**Administrative Expenses:** 0.05% of payroll added to the normal cost rate.

**Marriage Assumption:** 90% of male members married and 50% of female members married with the male spouses three years older than female spouses.

**Missing Gender Code:** For members reported on the data without a gender code, we use the prior year's code where available or assign a code based on inspection.

**Reported Compensation:** Calendar year compensation as furnished by the system's office.

**Valuation Compensation:** Reported compensation adjusted to reflect the assumed rate of pay as of the valuation date and the probability of decrement during the year.

**Compensation Limits:** No compensation limits are applied.

**Actuarial Cost Method:** Entry age normal cost method. Entry age is established on an individual basis.

**Normal Cost:** Normal cost rate reflects the impact of new entrants during the year.

**Amortization Period:** 12-year closed, level-dollar amount. The first amortization base was created for the contribution payable for fiscal year ending 2012.

**Asset Valuation Method:** Actuarial value, as developed in Table 7. Actuarial value of assets is based upon a smoothed market value method. Under this method, asset returns in excess of or less than the expected return on market value of assets will be reflected in the actuarial value of assets over a five- year period. The calculation of the Actuarial Value of Assets is based on the following formula:

$$MV - 80\% \times G/(L)_1 - 60\% \times G/(L)_2 - 40\% \times G/(L)_3 - 20\% \times G/(L)_4$$

MV = the market value of assets as of the valuation date

$G/(L)_i$  = the asset gain or (loss) for the i-th year preceding the valuation date



## **Appendix D: Actuarial Assumptions and Methods**

### **Changes Since Prior Valuation:**

The assumptions used for the December 31, 2020 actuarial valuation are based on the experience study prepared as of December 31, 2019 and adopted by the Board of Trustees on January 28, 2021. Material assumptions and methods that were changed since the prior valuation:

- The investment return assumption was lowered from 7.00% to 6.50%
- The inflation assumption was lowered from 3.00% to 2.50%
- The real wage growth assumption was increased from 0.50% to 0.75%
- The payroll growth assumption was lowered from 3.50% to 3.25%
- The administrative expense assumption was changed from 0.75% of normal cost, to 0.05% of payroll
- The withdrawal rates, retirement rates, mortality assumption and annual rates of salary increase assumption were changed
- Incorporating reciprocity service from other RSD systems for eligibility purposes
- The marriage assumption was changed from assuming male spouses are four years older than female spouses to assume that male spouses are three years older than female spouses



## Appendix E: GASB 67 Fiduciary Net Position Projection

**Table E-1: Projection of Fiduciary Net Positions**  
(in thousands)

Calendar Year	Beginning Fiduciary Position	Member Contributions	Employer Contributions	Benefit Payments	Administrative Expenses	Investment Earnings	Ending Fiduciary Position
2021	\$ 695,355	\$ 4,791	\$ 25,239	\$ 51,760	\$ 37	\$ 44,502	\$ 718,090
2022	718,090	4,556	27,428	54,028	35	45,970	741,981
2023	741,981	4,380	28,031	55,646	34	47,484	766,196
2024	766,196	4,230	24,568	57,493	33	48,884	786,352
2025	786,352	4,057	20,787	59,199	31	50,013	801,979
2026	801,979	3,885	18,749	60,727	30	50,909	814,766
2027	814,766	3,705	17,911	62,377	29	51,655	825,631
2028	825,631	3,509	17,867	63,840	27	52,307	835,446
2029	835,446	3,314	17,944	65,291	25	52,895	844,282
2030	844,282	3,127	15,611	66,442	24	53,352	849,906
2031	849,906	2,932	11,886	67,348	22	53,563	850,917
2032	850,917	2,741	9,299	68,319	21	53,509	848,125
2033	848,125	2,550	6,956	69,079	19	53,222	841,755
2034	841,755	2,348	5,200	69,520	18	52,731	832,496
2035	832,496	2,159	1,562	69,940	16	51,994	818,255
2036	818,255	1,971	-	70,117	15	51,006	801,100
2037	801,100	1,781	338	70,114	13	49,896	782,988
2038	782,988	1,601	1,322	70,066	12	48,746	764,579
2039	764,579	1,429	2,320	69,823	11	47,584	746,077
2040	746,077	1,258	2,384	69,203	9	46,398	726,905
2041	726,905	1,102	2,014	68,709	8	45,150	706,454
2042	706,454	937	1,714	67,817	7	43,835	685,116
2043	685,116	778	1,354	66,938	6	42,459	662,763
2044	662,763	645	1,111	65,796	5	41,031	639,749
2045	639,749	546	953	64,209	4	39,578	616,613
2046	616,613	465	815	62,414	3	38,124	593,601
2047	593,601	388	648	60,570	3	36,680	570,743
2048	570,743	313	497	58,747	2	35,245	548,049
2049	548,049	246	384	56,761	2	33,828	525,744
2050	525,744	190	293	54,723	1	32,438	503,941
2051	503,941	148	219	52,583	1	31,086	482,810
2052	482,810	110	165	50,322	1	29,782	462,544
2053	462,544	89	120	48,096	1	28,533	443,189
2054	443,189	67	102	45,679	-	27,352	425,030
2055	425,030	53	67	43,378	-	26,243	408,015
2056	408,015	37	45	41,034	-	25,211	392,274
2057	392,274	26	29	38,735	-	24,261	377,854
2058	377,854	17	20	36,439	-	23,396	364,849
2059	364,849	10	8	34,188	-	22,622	353,301
2060	353,301	6	1	31,988	-	21,942	343,261
2061	343,261	2	2	29,803	-	21,359	334,821
2062	334,821	1	-	27,696	-	20,877	328,003
2063	328,003	-	-	25,634	-	20,500	322,869
2064	322,869	-	-	23,644	-	20,230	319,455
2065	319,455	-	-	21,730	-	20,069	317,795
2066	317,795	-	-	19,896	-	20,020	317,919
2067	317,919	-	-	18,147	-	20,084	319,856
2068	319,856	-	-	16,485	-	20,263	323,635
2069	323,635	-	-	14,913	-	20,559	329,281
2070	329,281	-	-	13,433	-	20,974	336,821



## Appendix E: GASB 67 Fiduciary Net Position Projection

**Table E-1: Projection of Fiduciary Net Positions (continued)**

(in thousands)

Calendar Year	Beginning Fiduciary Position	Member Contributions	Employer Contributions	Benefit Payments	Administrative Expenses	Investment Earnings	Ending Fiduciary Position
2071	\$ 336,821	\$ -	\$ -	\$ 12,048	\$ -	\$ 21,508	\$ 346,281
2072	346,281	-	-	10,757	-	22,164	357,688
2073	357,688	-	-	9,560	-	22,944	371,071
2074	371,071	-	-	8,454	-	23,849	386,467
2075	386,467	-	-	7,437	-	24,882	403,912
2076	403,912	-	-	6,506	-	26,046	423,452
2077	423,452	-	-	5,658	-	27,343	445,137
2078	445,137	-	-	4,890	-	28,777	469,025
2079	469,025	-	-	4,198	-	30,352	495,179
2080	495,179	-	-	3,578	-	32,072	523,673
2081	523,673	-	-	3,027	-	33,942	554,588
2082	554,588	-	-	2,539	-	35,967	588,016
2083	588,016	-	-	2,111	-	38,154	624,059
2084	624,059	-	-	1,739	-	40,508	662,828
2085	662,828	-	-	1,417	-	43,039	704,450
2086	704,450	-	-	1,142	-	45,753	749,060
2087	749,060	-	-	909	-	48,660	796,811
2088	796,811	-	-	714	-	51,770	847,867
2089	847,867	-	-	553	-	55,094	902,407
2090	902,407	-	-	422	-	58,643	960,629
2091	960,629	-	-	316	-	62,431	1,022,743
2092	1,022,743	-	-	233	-	66,471	1,088,980
2093	1,088,980	-	-	169	-	70,778	1,159,590
2094	1,159,590	-	-	120	-	75,370	1,234,840
2095	1,234,840	-	-	83	-	80,262	1,315,018
2096	1,315,018	-	-	57	-	85,474	1,400,435
2097	1,400,435	-	-	38	-	91,027	1,491,424
2098	1,491,424	-	-	25	-	96,942	1,588,341
2099	1,588,341	-	-	17	-	103,242	1,691,566
2100	1,691,566	-	-	11	-	109,951	1,801,506
2101	1,801,506	-	-	7	-	117,098	1,918,597
2102	1,918,597	-	-	5	-	124,709	2,043,301
2103	2,043,301	-	-	3	-	132,814	2,176,113
2104	2,176,113	-	-	2	-	141,447	2,317,558
2105	2,317,558	-	-	1	-	150,641	2,468,197
2106	2,468,197	-	-	1	-	160,433	2,628,629
2107	2,628,629	-	-	1	-	170,861	2,799,489
2108	2,799,489	-	-	1	-	181,967	2,981,456
2109	2,981,456	-	-	0	-	193,795	3,175,250
2110	3,175,250	-	-	0	-	206,391	3,381,641
2111	3,381,641	-	-	0	-	219,807	3,601,447
2112	3,601,447	-	-	0	-	234,094	3,835,541
2113	3,835,541	-	-	0	-	249,310	4,084,852
2114	4,084,852	-	-	0	-	265,515	4,350,367
2115	4,350,367	-	-	0	-	282,774	4,633,141
2116	4,633,141	-	-	0	-	301,154	4,934,295
2117	4,934,295	-	-	0	-	320,729	5,255,024
2118	5,255,024	-	-	0	-	341,577	5,596,601
2119	5,596,601	-	-	0	-	363,779	5,960,380
2120	5,960,380	-	-	0	-	387,425	6,347,804



## Appendix E: GASB 67 Fiduciary Net Position Projection

**Table E-2: Actuarial Present Value of Projected Benefit Payments**

(in thousands)

Calendar Year	Beginning Fiduciary Position	Benefit Payments	Funded Benefit Payments	Unfunded Benefit Payments	Present Value of Benefit Payments		
					Funded Payments at 6.50%	Unfunded Payments at 2.21%	Using Single Discount Rate of 6.50%
2021	\$ 695,355	\$ 51,760	\$ 51,760	\$ -	\$ 50,155	\$ -	\$ 50,155
2022	718,090	54,028	54,028	-	49,158	-	49,158
2023	741,981	55,646	55,646	-	47,540	-	47,540
2024	766,196	57,493	57,493	-	46,120	-	46,120
2025	786,352	59,199	59,199	-	44,590	-	44,590
2026	801,979	60,727	60,727	-	42,949	-	42,949
2027	814,766	62,377	62,377	-	41,424	-	41,424
2028	825,631	63,840	63,840	-	39,808	-	39,808
2029	835,446	65,291	65,291	-	38,228	-	38,228
2030	844,282	66,442	66,442	-	36,528	-	36,528
2031	849,906	67,348	67,348	-	34,766	-	34,766
2032	850,917	68,319	68,319	-	33,115	-	33,115
2033	848,125	69,079	69,079	-	31,439	-	31,439
2034	841,755	69,520	69,520	-	29,709	-	29,709
2035	832,496	69,940	69,940	-	28,064	-	28,064
2036	818,255	70,117	70,117	-	26,418	-	26,418
2037	801,100	70,114	70,114	-	24,805	-	24,805
2038	782,988	70,066	70,066	-	23,275	-	23,275
2039	764,579	69,823	69,823	-	21,779	-	21,779
2040	746,077	69,203	69,203	-	20,268	-	20,268
2041	726,905	68,709	68,709	-	18,895	-	18,895
2042	706,454	67,817	67,817	-	17,511	-	17,511
2043	685,116	66,938	66,938	-	16,230	-	16,230
2044	662,763	65,796	65,796	-	14,979	-	14,979
2045	639,749	64,209	64,209	-	13,725	-	13,725
2046	616,613	62,414	62,414	-	12,528	-	12,528
2047	593,601	60,570	60,570	-	11,415	-	11,415
2048	570,743	58,747	58,747	-	10,396	-	10,396
2049	548,049	56,761	56,761	-	9,432	-	9,432
2050	525,744	54,723	54,723	-	8,538	-	8,538
2051	503,941	52,583	52,583	-	7,703	-	7,703
2052	482,810	50,322	50,322	-	6,922	-	6,922
2053	462,544	48,096	48,096	-	6,212	-	6,212
2054	443,189	45,679	45,679	-	5,540	-	5,540
2055	425,030	43,378	43,378	-	4,940	-	4,940
2056	408,015	41,034	41,034	-	4,388	-	4,388
2057	392,274	38,735	38,735	-	3,889	-	3,889
2058	377,854	36,439	36,439	-	3,435	-	3,435
2059	364,849	34,188	34,188	-	3,026	-	3,026
2060	353,301	31,988	31,988	-	2,659	-	2,659
2061	343,261	29,803	29,803	-	2,326	-	2,326
2062	334,821	27,696	27,696	-	2,030	-	2,030
2063	328,003	25,634	25,634	-	1,764	-	1,764
2064	322,869	23,644	23,644	-	1,528	-	1,528
2065	319,455	21,730	21,730	-	1,318	-	1,318
2066	317,795	19,896	19,896	-	1,133	-	1,133
2067	317,919	18,147	18,147	-	971	-	971
2068	319,856	16,485	16,485	-	828	-	828
2069	323,635	14,913	14,913	-	703	-	703
2070	329,281	13,433	13,433	-	595	-	595



## Appendix E: GASB 67 Fiduciary Net Position Projection

**Table E-2: Actuarial Present Value of Projected Benefit Payments  
(continued)**

(in thousands)

Calendar Year	Beginning Fiduciary Position	Benefit Payments	Funded Benefit Payments	Unfunded Benefit Payments	Present Value of Benefit Payments		
					Funded Payments at 6.50%	Unfunded Payments at 2.21%	Using Single Discount Rate of 6.50%
2071	\$ 336,821	\$ 12,048	\$ 12,048	\$ -	\$ 501	\$ -	\$ 501
2072	346,281	10,757	10,757	-	420	-	420
2073	357,688	9,560	9,560	-	350	-	350
2074	371,071	8,454	8,454	-	291	-	291
2075	386,467	7,437	7,437	-	240	-	240
2076	403,912	6,506	6,506	-	197	-	197
2077	423,452	5,658	5,658	-	161	-	161
2078	445,137	4,890	4,890	-	131	-	131
2079	469,025	4,198	4,198	-	105	-	105
2080	495,179	3,578	3,578	-	84	-	84
2081	523,673	3,027	3,027	-	67	-	67
2082	554,588	2,539	2,539	-	53	-	53
2083	588,016	2,111	2,111	-	41	-	41
2084	624,059	1,739	1,739	-	32	-	32
2085	662,828	1,417	1,417	-	24	-	24
2086	704,450	1,142	1,142	-	18	-	18
2087	749,060	909	909	-	14	-	14
2088	796,811	714	714	-	10	-	10
2089	847,867	553	553	-	7	-	7
2090	902,407	422	422	-	5	-	5
2091	960,629	316	316	-	4	-	4
2092	1,022,743	233	233	-	3	-	3
2093	1,088,980	169	169	-	2	-	2
2094	1,159,590	120	120	-	1	-	1
2095	1,234,840	83	83	-	1	-	1
2096	1,315,018	57	57	-	-	-	-
2097	1,400,435	38	38	-	-	-	-
2098	1,491,424	25	25	-	-	-	-
2099	1,588,341	17	17	-	-	-	-
2100	1,691,566	11	11	-	-	-	-
2101	1,801,506	7	7	-	-	-	-
2102	1,918,597	5	5	-	-	-	-
2103	2,043,301	3	3	-	-	-	-
2104	2,176,113	2	2	-	-	-	-
2105	2,317,558	1	1	-	-	-	-
2106	2,468,197	1	1	-	-	-	-
2107	2,628,629	1	1	-	-	-	-
2108	2,799,489	1	1	-	-	-	-
2109	2,981,456	0	0	-	-	-	-
2110	3,175,250	0	0	-	-	-	-
2111	3,381,641	0	0	-	-	-	-
2112	3,601,447	0	0	-	-	-	-
2113	3,835,541	0	0	-	-	-	-
2114	4,084,852	0	0	-	-	-	-
2115	4,350,367	0	0	-	-	-	-
2116	4,633,141	0	0	-	-	-	-
2117	4,934,295	0	0	-	-	-	-
2118	5,255,024	0	0	-	-	-	-
2119	5,596,601	0	0	-	-	-	-
2120	5,960,380	0	0	-	-	-	-



## Appendix F: Additional Disclosures

Table F-1 illustrates the sensitivity of certain valuation results to changes in the discount rate on a market value of assets basis. Table F-2 provides an estimate of future market value of asset returns based on the current portfolio structure and summarized in our “TSERS Asset-Liability and Investment Strategy Project” report dated April 19, 2016.

Section 6(c) of Session Law 2016-108 requires that the actuarial valuation report provide the valuation results using a 30-year treasury rate as of December 31 of the year of the valuation as the discount rate. This is 1.65% at December 31, 2020 and has been used as the lower bound of the sensitivity analysis presented. The range between the current discount rate (6.50%) and the 30-year treasury rate (1.65%) was used to establish an upper bound for sensitivity analysis (11.35%). The remaining rates illustrated represent mid-points between the selected rates. Table F-3 illustrates our best estimate of the plausibility of such rates. The lower bound of 1.65% falls below the 5<sup>th</sup> percentile of estimated future 30-year returns while the upper bound of 11.35% falls between the 75<sup>th</sup> and 95<sup>th</sup> percentiles of estimated future 30-year returns.

**Table F-1: Sensitivity of Valuation Results as of December 31, 2020**

Discount Rate	1.65%	4.08%	6.50%	8.93%	11.35%
Market Value of Assets	\$ 695,354,777	\$ 695,354,777	\$ 695,354,777	\$ 695,354,777	\$ 695,354,777
Actuarial Accrued Liability	\$ 1,383,695,113	\$ 1,026,792,785	\$ 795,678,308	\$ 638,206,974	\$ 527,726,655
Unfunded Accrued Liability (UAL)	\$ 688,340,336	\$ 331,438,008	\$ 100,323,531	\$ (57,147,803)	\$ (167,628,122)
Funded Ratio	50.30%	67.70%	87.40%	109.00%	131.80%
20-Year Amortization of UAL	\$ 41,359,563	\$ 25,562,879	\$ 9,696,760	N/A	N/A
(as % of general state revenue)	0.13%	0.08%	0.03%	N/A	N/A



## Appendix F: Additional Disclosures

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**Table F-2: Estimate of Future Asset Returns**

<b>Horizon</b>	<b>95% Chance (19 out of every 20 scenarios)</b>	<b>75% Chance (3 out of every 4 scenarios)</b>	<b>50% Chance (1 out of every 2 scenarios)</b>	<b>25% Chance (1 out of every 4 scenarios)</b>	<b>5% Chance (1 out of every 20 scenarios)</b>
10 Years (2025)	0.2%	4.0%	5.9%	8.0%	11.5%
20 Years (2035)	2.2%	4.8%	6.7%	8.5%	11.8%
30 Years (2045)	3.1%	5.3%	7.1%	8.7%	12.0%

Other than the discount rate, these results are based on the other economic and demographic assumptions presented in the report. For purposes of simplicity in this disclosure, no adjustments to the valuation assumption for inflation were reflected in the sensitivities above. The statute also requires that the actuarial valuation report show the results using a market value of assets basis. The “funded ratio” and “unfunded accrued liability” in Table F-1 are based upon the market value of assets. In order to alleviate volatility, future employer contributions are determined based on the actuarial value of assets, which smooths market value returns.

None of the liability amounts shown are intended to imply the amount that might represent the cost of any settlement of the plan’s obligations. The various caveats, constraints, and discussions presented earlier in the report apply to these results as well.

This analysis was conducted by the prior actuary as of 12/31/2015, and capital market return expectations (including those of the Board of Trustees) have generally been reduced since that time. We understand that an updated study is being performed for DST.



## Appendix G: Data for Section 2 Graphs

The tables below provide the numbers associated with the graphs in Section 2 of this report.

**Graph 1: Active Members**

	Active Member Count	Reported Compensation
2016	560	\$ 70,112,652
2017	562	71,726,921
2018	557	70,565,420
2019	560	73,620,349
2020	558	75,253,272

**Graph 2: Retired Members and Survivors of Deceased Members**

	Retired and Survivors of Deceased Member Count	Retirement Allowance
2016	654	\$ 40,501,250
2017	682	42,920,238
2018	707	45,108,774
2019	743	48,033,353
2020	761	49,184,793

**Graph 3: Market Value of Assets and Asset Returns**

	Market Value of Assets	Asset Return
2016	\$ 538,766,550	6.22%
2017	595,683,002	13.46%
2018	573,177,910	-1.41%
2019	639,475,570	14.84%
2020	695,354,777	11.13%



## Appendix G: Data for Section 2 Graphs

**Graph 5: Actuarial Value and Market Value of Assets**

	<b>Actuarial Value of Assets</b>	<b>Market Value of Assets</b>
2016	\$ 564,809,316	\$ 538,766,550
2017	586,776,499	595,683,002
2018	602,207,449	573,177,910
2019	621,547,192	639,475,570
2020	661,100,432	695,354,777

**Graph 6: Asset Returns**

	<b>Actuarial Value Value of Assets</b>	<b>Market Value Asset Return</b>
2016	5.33%	6.22%
2017	6.57%	13.46%
2018	5.11%	-1.41%
2019	6.20%	14.84%
2020	8.79%	11.13%

**Graph 7: Actuarial Accrued Liability**

	<b>Active</b>	<b>Deferred</b>	<b>Retired</b>	<b>Total</b>
2016	\$ 246,147,229	\$ 2,404,005	\$ 393,976,711	\$ 642,527,945
2017	256,903,792	4,174,484	420,816,811	681,895,087
2018	256,129,026	7,657,518	438,826,119	702,612,663
2019	250,648,664	8,217,784	466,586,096	725,452,544
2020	310,336,677	6,863,612	478,478,019	795,678,308



## Appendix G: Data for Section 2 Graphs

**Graph 8: Actuarial Accrued Liability and Actuarial Value of Assets**

	Actuarial Accrued Liability	Actuarial Value of Assets
2016	\$ 642,527,945	\$ 564,809,316
2017	681,895,087	586,776,499
2018	702,612,663	602,207,449
2019	725,452,544	621,547,192
2020	795,678,308	661,100,432

**Graph 9: Funded Ratios**

	Funded Ratio (Actuarial Basis)	Funded Ratio (Market Value Basis)
2016	87.9%	83.9%
2017	86.1%	87.4%
2018	85.7%	81.6%
2019	85.7%	88.1%
2020	83.1%	87.4%

**Graph 10: Actuarially Determined Employer Contribution Rates**

Fiscal Year Ending	Normal Rate	Accrued Liability Rate	Total ADEC
2019	15.83%	17.12%	32.95%
2020	17.28%	16.32%	33.60%
2021	17.43%	19.01%	36.44%
2022*	17.59%	21.11%	38.70%
2023*	13.02%	23.99%	37.01%

\* Subject to the impact of future legislative changes during that fiscal year