



Cavanaugh Macdonald
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The experience and dedication you deserve

GASB Statement No. 67 Report

For the

Sheriffs' Retirement System

Prepared as of

June 30, 2022





Cavanaugh Macdonald

CONSULTING, LLC

The experience and dedication you deserve

January 3, 2023

Public Employees' Retirement Board
100 North Park, Suite 200
Helena, MT 59620-0139

Members of the Board:

Presented in this report is information to assist the Sheriffs' Retirement System of the State of Montana (SRS) in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 67. The information is presented for the period ending June 30, 2022.

The annual actuarial valuation used as a basis for much of the information presented in this report was performed as of June 30, 2022. The valuation was based upon data, furnished by the MPERA staff, concerning active, inactive and retired members along with pertinent financial information.

To the best of our knowledge, this report is complete and accurate. The necessary calculations were performed by, and under the supervision of, independent actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems.

The calculations were prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board, and, in our opinion, meet the requirements of GASB 67.

The actuarial calculations were performed by qualified actuaries according to generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the System, and on actuarial assumptions that are, individually and in the aggregate, internally consistent and reasonably based on the actual experience of the System. In addition, the calculations were completed in compliance with the laws governing the System. The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.



Board of Trustees

January 3, 2023

Page 2

Future actuarial results may differ significantly from the current results presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Since the potential impact of such factors is outside the scope of a normal annual actuarial valuation, an analysis of the range of results is not presented herein.

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.

Respectfully submitted,

A handwritten signature in blue ink that reads 'Todd B. Green' followed by a horizontal flourish.

Todd B. Green, ASA, EA, FCA, MAAA
President

A handwritten signature in blue ink that reads 'Bryan Hoge' followed by a horizontal flourish.

Bryan Hoge, FSA, EA, FCA, MAAA
Consulting Actuary

A handwritten signature in blue ink that reads 'Beverly V. Bailey'.

Beverly V. Bailey, ASA, EA, FCA, MAAA
Senior Actuary

TBG:bvb



TABLE OF CONTENTS

<u>Section</u>	<u>Item</u>	<u>Page No.</u>
	Board Summary	1
I	Introduction	3
II	Financial Statement Notes	5
III	Required Supplementary Information	10

Schedule

A	Required Supplementary Information Tables	13
B	Plan Provisions	16
C	Actuarial Assumptions and Methods	22
D	Glossary of Terms	29



REPORT OF THE ANNUAL GASB STATEMENT NO. 67

REQUIRED INFORMATION FOR SHERIFFS' RETIREMENT SYSTEM OF THE STATE OF MONTANA

PREPARED AS OF JUNE 30, 2022

BOARD SUMMARY

This report provides information required by the Sheriffs' Retirement System (SRS) in connection with the Governmental Accounting Standards Board (GASB) Statement No. 67 "Financial Reporting for Pension Plans." The information provided herein was prepared for the purpose of assisting SRS to comply with the financial reporting and disclosure requirements of GASB No. 67 and is not applicable for purposes of funding the System. A calculation of the System's liability for purposes other than GASB No. 67 may produce significantly different results.

The Total Pension Liability (TPL), Fiduciary Net Position (FNP), Net Pension Liability (NPL) and certain sensitivity information shown in this report are based on an actuarial valuation performed as of June 30, 2022. Details of this calculation are in Section II of this report.

The System's FNP is projected to cover all future benefit payments of current plan members. Therefore, the discount rate used to measure the TPL is the long-term expected rate of return on pension plan investments of 7.30%.

As of June 30, 2022, the TPL is \$597,118,496 and the FNP is \$460,194,880. The NPL, which is determined by subtracting the FNP from the TPL, is equal to \$136,923,616. Also included in this report is a sensitivity analysis of the NPL, which shows results using both a 1% increase in the discount rate and 1% decrease in the discount rate. A higher discount rate reduces the NPL while a lower discount increases the NPL.

Schedule A shows three tables of required supplementary information. The first table details the changes in the NPL for the year ending June 30, 2022, with a comparison to the prior eight years. The second table shows the ratio of the FNP to the TPL and a ratio of the NPL to the covered-employee payroll for the same nine-year period. The final Schedule A table shows a history of the schedule of employer contributions.

The table on the following page highlights information required by GASB No. 67 as of June 30, 2022.



REPORT OF THE ANNUAL GASB STATEMENT NO. 67

REQUIRED INFORMATION FOR SHERIFFS' RETIREMENT SYSTEM OF THE STATE OF MONTANA

PREPARED AS OF JUNE 30, 2022

BOARD SUMMARY

Valuation Date (VD):	June 30, 2022
Prior Measurement Date:	June 30, 2021
Measurement Date (MD):	June 30, 2022
Membership Date	
Retirees and Beneficiaries	840
Inactive Members	1,125
Active Employees	<u>1,481</u>
Total	3,446
Single Equivalent Interest Rate (SEIR):	
Long-Term Expected Rate of Return	7.30%
Municipal Bond Index Rate at Prior Measurement Date	2.13%
Municipal Bond Index Rate at Measurement Date	3.37%
Fiscal Year in which Plan's Fiduciary Net Position is projected to be depleted from future benefit payments for current members	n/a
Single Equivalent Interest Rate at Prior Measurement Date	7.06%
Single Equivalent Interest Rate at Measurement Date	7.30%
Net Pension Liability	
Total Pension Liability (TPL)	\$ 597,118,496
Fiduciary Net Position (FNP)	<u>460,194,880</u>
Net Pension Liability (NPL = TPL – FNP)	\$ 136,923,616
FNP as a percentage of TPL	77.07%



Section I - Introduction

REPORT OF THE ANNUAL GASB STATEMENT NO. 67 REQUIRED INFORMATION FOR THE SHERIFFS' RETIREMENT SYSTEM OF THE STATE OF MONTANA PREPARED AS OF JUNE 30, 2022

This report was prepared as of June 30, 2022 to assist the Sheriffs' Retirement System of the State of Montana in complying with Governmental Accounting Standards Board Statement No. 67 (GASB 67), "*Financial Reporting For Pension Plans*". Much of the material provided in this report is based on the data, assumptions and results of the annual actuarial valuation of the Sheriffs' Retirement System of the State of Montana as of June 30, 2022.

GASB 67 basically divorces accounting and funding, creating disclosure and reporting requirements that may or may not be consistent with the basis used for funding the System.

GASB 67 requires the determination of the Total Pension Liability (TPL) utilizing the Entry Age Normal actuarial funding method. The Net Pension Liability (NPL) is then set equal to the TPL minus the System's Fiduciary Net Position (FNP) (the market values of assets) as of the Measurement Date. The benefit provisions recognized in the calculation of the TPL are summarized in Schedule B.

Among the assumptions needed for the liability calculation is a Discount Rate. To determine the Discount Rate, the FNP must be projected into the future for as long as there are anticipated benefits payable under the plan's provision applicable to the membership and beneficiaries of the System on the Measurement Date. If the FNP is projected to not be depleted at any point in the future, the long term expected rate of return on plan investments expected to be used to finance the benefit payments may be used as the Discount Rate.



Section I - Introduction

If, however, the FNP is projected to be depleted, the Discount Rate is determined as the single rate that will generate a present value of benefit payments equal to the sum of the present value determined by discounting all projected benefit payments through the date of depletion by the long term expected rate of return, and the present value determined by discounting those benefits after the date of depletion by a 20-year tax-exempt municipal bond (rating AA/Aa or higher) rate. The rate used, if necessary, for this purpose is the monthly average of the Bond Buyers General Obligation 20-year Municipal Bond Index Rate (formerly published monthly by the Board of Governors of the Federal Reserve System). The Municipal Bond Index Rate as of the measurement date is 3.37%.

The sections that follow provide the results of all the necessary calculations, presented in the order laid out in GASB 67 for note disclosure and Required Supplementary Information (RSI).



Section II – Financial Statement Notes

The material presented herein will follow the order as presented in GASB 67. Paragraph numbers are provided for ease of reference.

Paragraphs 30(a) (1)-(3): The information required is to be supplied by the Plan.

Paragraph 30(a) (4): The data required regarding the membership of the Sheriffs' Retirement System of the State of Montana were furnished by the System's staff. The following table summarizes the membership of the system as of June 30, 2022, the Valuation Date.

Membership

	Number
Inactive Members Or Their Beneficiaries Currently Receiving Benefits	840
Inactive Members Entitled To But Not Yet Receiving Benefits	1,125
Active Members	1,481
Total	3,446

Paragraphs 30(a)(5)-(6) and Paragraphs 30(b)-(f): The information required is to be supplied by the Plan.



Section II – Financial Statement Notes

Paragraphs 31(a) (1)-(4): The information is provided in the following table. The NPL is equal to the TPL minus the FNP.

Fiscal Year Ending	
June 30, 2022	
Total Pension Liability	\$ 597,118,496
Fiduciary Net Position	<u>460,194,880</u>
Net Pension Liability	136,923,616
Ratio of Fiduciary Net Position to Total Pension Liability	77.07%

Paragraph 31(b): This paragraph requires information regarding the actuarial assumptions used to measure the TPL. The actuarial assumptions utilized in developing the TPL are outlined in Schedule C. The total pension liability was determined by an actuarial valuation as of June 30, 2022, using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.75 percent
Salary increases	4.54 to 10.12 percent, including inflation
Investment rate of return	7.30 percent, net of pension plan investment expense, including inflation
Mortality	<p><u>Active:</u> PUB-2010 Safety Amount Weighted Employee Mortality projected to 2021 for males and females. Projected generationally using MP-2021.</p> <p><u>Healthy Retiree Mortality:</u> PUB-2010 Safety Amount Weighted Healthy Retiree Mortality table projected to 2021 set forward one year and adjusted 105% for males. Projected generationally using MP-2021</p> <p><u>Disabled Mortality:</u> PUB-2010 Safety Amount Weighted Disabled Retiree Mortality table projected to 2021, set forward 1 year for males.</p> <p><u>Contingent Survivor:</u> PUB-2010 Safety Amount Weighted Contingent Survivor Mortality projected to 2021, set forward one year for males. Projected generationally using MP-2021.</p>



Section II – Financial Statement Notes

Paragraph 31.b.(1)

- (a) **Discount rate:** The discount rate used to measure the total pension liability was 7.30%.
- (b) **Projected cash flows:** The projection of cash flows used to determine the Discount Rate assumed the System would receive the contributions provided for in statute.
- (c) **Long term rate of return:** The long-term expected rate of return on pension plan investments is reviewed as part of regular experience studies prepared for the System about every five years. The current long-term rate of return is based on analysis in the experience study report dated May 2, 2022, without consideration for the administrative expense analysis shown. Several factors are considered in evaluating the long-term rate of return assumption including long-term historical data, estimates inherent in current market data, and an analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation), along with estimates of variability and correlations for each asset class. These ranges were combined to develop the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The assumption is intended to be a long-term assumption (30 to 50 years) and is not expected to change absent a significant change in the asset allocation, a change in the underlying inflation assumption, or a fundamental change in the market that alters expected returns in future years.
- (d) **Municipal bond rate:** The discount rate determined does not use the municipal bond rate.
- (e) **Periods of projected benefit payments:** Projected future benefit payments for all current plan members were projected through 2127.



Section II – Financial Statement Notes

- (f) **Assumed Asset Allocation:** The target asset allocation and best estimates of arithmetic real rates of return for each major asset class as of the most recent experience study are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Domestic Equity	30.0%	5.90%
International Equity	17.0%	7.14%
Private Investments	15.0%	9.13%
Real Assets	5.0%	4.03%
Real Estate	9.0%	5.41%
Core Fixed Income	15.0%	1.14%
Non-Core Fixed Income	6.0%	3.02%
Cash	3.0%	-0.33%
Total	100.0%	

- (g) **Sensitivity analysis:** This paragraph requires disclosure of the sensitivity of the net pension liability to changes in the Discount Rate. The following presents the net pension liability of the System, calculated using the Discount Rate of 7.30 percent, as well as what the System's net pension liability would be if it were calculated using a Discount Rate that is 1-percentage-point lower and 1-percentage-point higher than the current rate:

	1% Decrease 6.30%	Current Discount Rate 7.30%	1% Increase 8.30%
System's Total Pension Liability	\$682,902,138	\$597,118,496	\$527,291,057
Fiduciary Net Position	<u>460,194,880</u>	<u>460,194,880</u>	<u>460,194,880</u>
System's net pension liability	\$222,707,258	\$136,923,616	\$67,096,177



Section II – Financial Statement Notes

Paragraph 31(c): June 30, 2022 is the actuarial valuation date upon which the TPL is based. Roll forward procedures were not used. The table below summarizes the calculation. The table below shows the change in the TPL from the prior year.

Changes in Total Pension Liability		
Total Pension Liability as of June 30, 2021	\$	557,551,239
Changes for the year:		
Service Cost	\$	15,250,824
Interest		38,408,616
Change in benefit terms		0
Difference between expected and actual experience		17,344,637
Changes of assumptions or other inputs		(4,397,121)
Benefit payments		(27,039,699)
Other		0
Net changes	\$	39,567,257
Total Pension Liability as of June 30, 2022	\$	597,118,496



Section III – Required Supplementary Information

There are several tables of Required Supplementary Information (RSI) that need to be included in the System's financial statements:

Paragraphs 32(a)-(c): The required tables are provided in Schedule A.

Paragraph 32(d): The money-weighted rates of return required are to be supplied by the Plan.

Paragraph 34: In addition the following should be noted regarding the RSI:

Changes of benefit terms: The following changes were made to the plan provisions as noted:

2015

IF a PERS member transfers employment to a SRS covered position and fails to elect SRS membership within 90 days, the default is PERS membership.

2017

1. SRS member contributions increase 1.25%, from 9.245% to 10.495% of the member's compensation.
2. SRS employer additional contributions increase 3%, from 0.58% to 3.58%, for a total employer contribution rate of 13.115%.
3. SRS employee contributions will return to 9.245% and SRS employer contributions will return to 9.535% when reducing the employee contribution and terminating the additional employer contributions will not cause the amortization period to exceed 25 years.
4. Second Retirement Benefit - Applies to retirement system members who return on or after July 1, 2017 to active service covered by the system from which they retired.
 - If the member works more than 480 hours in a calendar year and accumulates less than 5 years of service credit before terminating again, the member:
 - is not awarded service credit for the period of reemployment;
 - is refunded the accumulated contributions associated with the period of reemployment;
 - starting the first month following termination of service, receives the same retirement benefit previously paid to the member; and
 - does not accrue post-retirement benefit adjustments during the term of reemployment but receives a GABA in January following their termination of service after receiving their retirement benefit for 12 months (months before and after their termination from active service will be aggregated).



Section III – Required Supplementary Information

- If the member works more than 480 hours in a calendar year and accumulates at least 5 years of service credit before terminating again, the member:
 - is awarded service credit for the period of reemployment;
 - starting the first month following termination of service, receives:
 - * the same retirement benefit previously paid to the member; and
 - * a second retirement benefit for the period of reemployment calculated based on the laws in effect as of the member's rehire date; and
 - does not accrue post-retirement benefit adjustments during the term of reemployment but receives a GABA:
 - * on the initial retirement benefit in January following their second retirement after receiving their retirement benefit for 12 months (months before and after their second retirement will be aggregated if necessary).
 - * on the second retirement benefit starting in January after receiving that benefit for at least 12 months.
 - A member who returns to covered service is not eligible for a disability benefit.
5. Refunds
- Terminating members eligible to retire may, in lieu of receiving a monthly retirement benefit, refund their accumulated contributions in a lump sum.
 - Terminating members with accumulated contributions between \$200 and \$1,000 who wish to rollover their refund must do so within 90 days of termination of service.
 - Trust, estates, and charitable organizations listed as beneficiaries are entitled to receive only a lump sum payment.
6. Interest credited to member accounts - Effective July 1, 2017, the interest rate credited to member accounts increased from 0.25% to 0.77%.
7. Lump-sum payouts
- Effective July 1, 2017, lump sum payouts in all systems are limited to the member's accumulated contributions rather than the present value of the member's benefit.

Changes of assumption: The following changes were made to the assumptions as noted:

2017

1. The discount rate was lowered from 7.75% to 7.65%.
2. The inflation rate was reduced from 3.00% to 2.75%.
3. The wage inflation rate was reduced from 4.00% to 3.50%.
4. The non-disabled mortality and withdrawal assumptions were updated.
5. The salary merit scale was updated.

2020

1. The discount rate was lowered from 7.65% to 7.34%.
2. The investment rate of return was lowered from 7.65% to 7.34%.
3. The inflation rate was reduced from 2.75% to 2.40%.



Section III – Required Supplementary Information

2021

1. The discount rate was lowered from 7.34% to 7.06%.
2. The investment rate of return was lowered from 7.34% to 7.06%.

2022

1. The discount rate was increased from 7.06% to 7.30%.
2. The investment rate of return was increased from 7.06% to 7.30%.
3. All mortality assumptions were updated to the PUB2010 tables for public safety employees.
4. Rates of withdrawal, retirement, disability retirement, and merit increases were updated.
5. Payroll growth assumption was lowered from 3.50% to 3.25%.
6. The inflation rate was increased from 2.40% to 2.75%.

Method and assumptions used in calculations of actuarially determined contributions. The actuarially determined contribution rates are determined on an annual basis. The following actuarial methods and assumptions were used to determine contribution rates reported for the fiscal year ending June 30, 2022, which were based on the results of the June 30, 2021 actuarial valuation:

Valuation date	June 30, 2021
Timing	Actuarially determined contributions are determined on the valuation date payable in the fiscal year beginning immediately following the valuation date
Actuarial cost method	Entry age Normal
Amortization method	Level percentage of payroll, open
Remaining amortization period	18 years
Asset valuation method	4-year smoothed market
Wage Inflation	3.50 percent
Salary increase	3.50 to 10.02 percent, including inflation
Inflation	2.75 percent
Investment rate of return	7.65 percent, net of pension plan investment expense, including inflation
Mortality	Healthy Mortality: RP 2000 Combined Employee and Annuitant Mortality Table projected to 2020 using Scale BB, set back one year for males Disabled Mortality: RP-2000 Combined Employee and Annuitant Mortality Table



Schedule A – Required Supplementary Tables

SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY GASB 67 Paragraph 32(a)

	2022	2021	2020	2019	2018	2017	2016	2015	2014
Total pension liability									
Service Cost	15,250,824	14,037,982	12,507,758	12,249,276	11,484,473	19,186,527	18,802,901	12,574,185	15,117,708
Interest	38,408,616	36,191,606	34,355,938	32,403,605	30,388,560	27,621,242	22,900,429	25,664,435	23,976,049
Benefit changes	0	0	0	0	0	(1,494,604)	0	0	0
Difference between expected and actual experience	17,344,637	7,498,812	2,236,018	2,866,788	4,714,268	(170,781)	749,213	(194,994)	0
Changes of assumptions	(4,397,121)	19,856,295	19,507,195	0	0	(94,881,687)	56,788,521	43,058,238	(49,542,278)
Benefit payments	(25,034,608)	(24,708,608)	(21,481,264)	(19,512,312)	(18,052,544)	(16,700,117)	(15,476,437)	(15,280,070)	(13,943,335)
Refunds of contributions	<u>(2,005,091)</u>	<u>(1,505,592)</u>	<u>(1,565,536)</u>	<u>(1,438,814)</u>	<u>(1,490,014)</u>	<u>(1,383,061)</u>	<u>(1,028,890)</u>	0	0
Net change in total pension liability	39,567,257	51,370,495	45,560,109	26,568,543	27,044,743	(67,822,481)	82,735,737	65,821,794	(24,391,856)
Total pension liability - beginning	557,551,239	506,180,744	460,620,635	434,052,092	407,007,349	474,829,830	392,094,093	326,272,299	350,664,155
Total pension liability - ending (a)	597,118,496	557,551,239	506,180,744	460,620,635	434,052,092	407,007,349	474,829,830	392,094,093	326,272,299
Plan net position									
Contributions - employer	12,703,407	11,896,985	11,175,181	10,572,559	10,366,141	7,562,105	7,316,674	6,902,448	6,689,311
Contributions - member	10,700,220	9,684,410	9,114,615	8,615,935	8,469,282	7,188,857	6,982,217	6,623,175	6,447,179
Net investment income	(20,640,856)	105,980,311	10,181,906	20,396,435	29,157,838	35,511,246	6,063,591	13,041,786	41,789,437
Benefit payments	(25,034,608)	(24,708,608)	(21,481,264)	(19,512,312)	(18,052,544)	(16,700,117)	(15,476,437)	(15,280,070)	(13,943,335)
Administrative expense	(239,263)	(1,048,685)	(294,988)	(246,523)	(432,091)	(387,378)	(322,584)	(247,405)	(203,493)
Refunds of contributions	(2,005,091)	(1,505,592)	(1,565,536)	(1,438,814)	(1,490,014)	(1,383,061)	(1,028,890)	0	0
Other	0	117,496	<u>(58,008)</u>	<u>(44,792)</u>	<u>(48,421)</u>	<u>(33,489)</u>	<u>(77,778)</u>	0	0
Net change in plan net position	(24,516,191)	100,416,317	7,071,906	18,342,488	27,970,191	31,758,163	3,456,793	11,039,934	40,779,099
Plan net position - beginning	484,711,071	384,294,754	377,222,848	358,880,360	330,910,169	299,152,006	295,695,213	284,655,279	243,876,180
Plan net position - ending (b)	460,194,880	484,711,071	384,294,754	377,222,848	358,880,360	330,910,169	299,152,006	295,695,213	284,655,279
Net pension liability - ending (a) - (b)	136,923,616	72,840,168	121,885,990	83,397,787	75,171,732	76,097,180	175,677,824	96,398,880	41,617,020



Schedule A – Required Supplementary Tables

SCHEDULE OF THE NET PENSION LIABILITY GASB 67 Paragraph 32(b)

	2022	2021	2020	2019	2018	2017	2016	2015	2014
Total pension liability	597,118,496	557,551,239	506,180,744	460,620,635	434,052,092	407,007,349	474,829,830	392,094,093	326,272,299
Plan net position	<u>460,194,880</u>	<u>484,711,071</u>	<u>384,294,754</u>	<u>377,222,848</u>	<u>358,880,360</u>	<u>330,910,169</u>	<u>299,152,006</u>	<u>295,695,213</u>	<u>284,655,279</u>
Net pension liability	136,923,616	72,840,168	121,885,990	83,397,787	75,171,732	76,097,180	175,677,824	96,398,880	41,617,020
Ratio of plan net position to total pension liability	77.07%	86.94%	75.92%	81.89%	82.68%	81.30%	63.00%	75.41%	87.24%
Covered-employee payroll	96,370,364	90,869,369	84,942,848	80,461,048	77,587,294	74,581,258	70,593,304	68,045,517	64,672,635
Net pension liability as a percentage of covered- employee payroll	142.08%	80.16%	143.49%	103.65%	96.89%	102.03%	248.86%	141.67%	64.35%



Schedule A – Required Supplementary Tables

SCHEDULE OF EMPLOYER CONTRIBUTIONS GASB 67 Paragraph 32(c)

	2022	2021	2020	2019	2018	2017	2016	2015	2014
Actuarially determined employer contribution	12,703,407	11,896,985	11,175,181	10,572,559	10,366,141	10,095,261	8,639,648	9,737,000	9,779,000
Actual employer contributions	12,703,407	11,896,985	11,175,181	10,572,559	10,366,141	7,562,105	7,316,674	6,902,448	6,689,311
Non-Employer Contributions	0	0	0	0	0	0	0	0	0
Annual contribution deficiency / (excess)	0	0	0	0	0	2,533,156	1,322,974	2,834,552	3,089,689
Covered-employee payroll	96,370,364	90,869,369	84,942,848	80,461,048	77,587,294	74,581,258	70,593,304	68,045,517	64,672,635
Actual contributions as a percentage of covered-employee payroll	13.18%	13.09%	13.16%	13.14%	13.36%	10.14%	10.36%	10.14%	10.34%



Schedule B – Plan Provisions

Service credit	<ul style="list-style-type: none">• Service credit is used to determine the amount of a member's retirement benefit.• One month of service credit is earned for each month where the member is paid for 160 hours. This includes certain transferred and purchased service.
Membership service	<ul style="list-style-type: none">• Membership service is used to determine eligibility for vesting, retirement or other benefits.• One month of membership service is earned for any month member contributions are made, regardless of the number of hours worked.• Eligible members in all systems may purchase service that counts toward membership service.• Additionally, eligible active and inactive Sheriffs' Retirement System (SRS) members may purchase 1 for 5 (additional) service that will count as membership service.
Contributions	<ul style="list-style-type: none">• Member contributions are made through an "employer pick-up" arrangement which results in deferral of taxes on the contributions.
Compensation	<ul style="list-style-type: none">• Compensation generally means all remuneration paid, excluding certain allowances, benefits, and lump sum payments. Compensation is specifically defined in law and differs amongst the systems.• Bonuses paid on or after July 1, 2013 to any member will not be treated as compensation for retirement purposes. No member or employer contributions will be paid on bonuses.
Withdrawal of employee contributions	<ul style="list-style-type: none">• A member is eligible for a withdrawal of their contributions when they terminate service and are either not eligible for or have not taken a retirement benefit.• The member receives the accumulated member contributions, which consists of member contributions and regular interest.• Upon receipt of a refund of accumulated contributions a member's vested right to a monthly benefit is forfeited.
Member contributions interest credited (regular interest)	<ul style="list-style-type: none">• Interest is credited to member accounts at the rates determined by the Board.• The current interest rate credited to member accounts is 0.22%.



Schedule B – Plan Provisions

Working Retiree Limitations

Applies to retirement system members who return **on or after** July 1, 2017 to covered employment in the system from which they retired. These limits already applied to SRS members before July 1, 2017.

- Members who return for **less than 480 hours** in a **calendar year**:
 - may not become an active member in the system; and
 - are subject to a \$1 reduction in their retirement benefit for each \$3 earned in excess of \$5,000 in the calendar year.
- Members who return for **480 or more hours** in a **calendar year**:
 - must become an active member of the system;
 - will stop receiving a retirement benefit from the system; **and**
 - will be eligible for a second retirement benefit if they earn 5 or more years of service credit through their second employment.
- Employee, employer and state contributions apply as follows:
 - Employer contributions and state contributions (if any) must be paid on all working retirees;
 - Employee contributions must be paid on working retirees who return to covered employment for 480 or more hours in a calendar year.

NOTE: PERS has its own limits.

Second Retirement Benefit

Applies to retirement system members who return on or after July 1, 2017 to active service covered by the system from which they retired.

- If the member works more than 480 hours in a calendar year and accumulates less than 5 years of service credit before terminating again, the member:
 - is not awarded service credit for the period of reemployment;
 - is refunded the accumulated contributions associated with the period of reemployment;
 - starting the first month following termination of service, receives the same retirement benefit previously paid to the member; and
 - does not accrue post-retirement benefit adjustments during the term of reemployment but receives a GABA in January immediately following second retirement.



Schedule B – Plan Provisions

Second Retirement Benefit	<ul style="list-style-type: none">• If the member works more than 480 hours in a calendar year and accumulates at least 5 years of service credit before terminating again, the member:<ul style="list-style-type: none">○ is awarded service credit for the period of reemployment;○ starting the first month following termination of service, receives:<ul style="list-style-type: none">* the same retirement benefit previously paid to the member; and* a second retirement benefit for the period of reemployment calculated based on the laws in effect as of the member's rehire date; and○ does not accrue post-retirement benefit adjustments during the term of reemployment but receives a GABA:<ul style="list-style-type: none">* on the initial retirement benefit in January immediately following second retirement; and* on the second retirement benefit starting in January after receiving that benefit for at least 12 months.• A member who returns to covered service is not eligible for a disability benefit.
Refunds	<ul style="list-style-type: none">• Terminating members eligible to retire may, in lieu of receiving a monthly retirement benefit, refund their accumulated contributions in a lump sum.• Terminating members with accumulated contributions between \$200 and \$1,000 who wish to rollover their refund must do so within 90 days of termination of service.• Trusts, estates, and charitable organizations listed as beneficiaries are entitled to receive only a lump sum payment.
Lump-sum payouts	<ul style="list-style-type: none">• Effective July 1, 2017, lump sum payouts in all systems are limited to the member's accumulated contributions rather than the present value of the member's benefit.
Type of plan	<ul style="list-style-type: none">• Multiple-employer cost sharing
Membership eligibility	<ul style="list-style-type: none">• Sheriffs• Investigators (effective July 1, 1993)• Detention officers (effective July 1, 2005)
Member contributions	<ul style="list-style-type: none">• 10.495% of member's compensation (effective July 1, 2017)



Schedule B – Plan Provisions

Employer contributions	<ul style="list-style-type: none">• 13.115% of each member's compensation (effective July 1, 2017)• Rate increased 0.29% from 9.535% to 9.825% on July 1, 2007, then to 10.115% on July 1, 2009, and then to present rate 13.115% on July 1, 2017.• SRS employee contributions will return to 9.245% and SRS employer contributions will return to 9.535% when reducing the employee contribution and terminating the additional employer contributions will not cause the amortization period to exceed 25 years.• Beginning July 1, 2013, employers of retirees who return to work in a position working less than 480 hours contribute 10.115% of the working retiree's compensation.
Compensation period used in benefit calculation	<ul style="list-style-type: none">• HAC = Highest Average Compensation• Hired prior to July 1, 2011: HAC is average of the highest 36 consecutive months (or shorter period of total service) of compensation paid to member.• Hired on or after July 1, 2011: HAC is average of the highest 60 consecutive months (or shorter period of total service) of compensation paid to member.• Hired on or after July 1, 2013: 110% annual cap on compensation considered as part of a member's HAC.
Service retirement eligibility and benefit formula	<ul style="list-style-type: none">• 20 years of membership service• 2.5% of HAC x years of service credit
Early retirement eligibility and benefit	<ul style="list-style-type: none">• Age 50 with 5 years of membership service• Normal retirement benefit calculated using HAC and service credit at early retirement, and reduced to the actuarial equivalent commencing at the earliest of age 60 or the attainment of 20 years of service credit.
Disability retirement eligibility and benefit formula	<p>Non-duty-related disability:</p> <ul style="list-style-type: none">• Active or inactive vested member• 5 years membership service• The actuarial equivalent of the accrued normal retirement benefit available at time of disability. <p>Duty-related disability:</p> <ul style="list-style-type: none">• Vested or non-vested active member• Any membership service• Less than 20 years of membership service: 50% of HAC, or



Schedule B – Plan Provisions

	<ul style="list-style-type: none">• 20 years or more of membership service: 2.5% of HAC x years of service credit
Survivor's eligibility and benefit formula	<p>Duty-related death:</p> <ul style="list-style-type: none">• Vested or non-vested active member• Lump-sum payment of the member's accumulated contributions; or• A monthly survivor benefit to the designated beneficiary equal to the greater of:<ul style="list-style-type: none">○ 50% of HAC; or○ 2.5% of HAC for each year of service credit if over 20 years. <p>Non-duty-related death:</p> <ul style="list-style-type: none">• Active or Inactive member• Lump-sum payment of the member's accumulated contributions; or• A monthly survivor benefit equal to 2.5% of HAC for each year of service credit actuarially reduced from age 60 or from the date when 20 years of membership service would have been completed, whichever provides the greater benefit.• A beneficiary may elect to receive the present value of the benefit as a single lump sum.• For retired members without a contingent annuitant, a payment will be made to the designated beneficiary equal to the accumulated contributions reduced by any retirement benefits already paid.
Vesting eligibility and benefit	<ul style="list-style-type: none">• 5 years of membership service• Accrued normal retirement benefit, payable when eligible for retirement.• In lieu of a pension, a member may receive a refund of accumulated contributions.• Upon receipt of a refund of accumulated contributions, a member's vested right to a monthly benefit is forfeited.
Retirement benefits - Form of payment	<p>Option 1, the normal form of payment is a single life annuity with a refund of any remaining accumulated contributions (account balance) to a designated beneficiary.</p> <p>Optional Benefits:</p> <ul style="list-style-type: none">• Option 2, a life annuity and joint 100% survivor benefit,• Option 3, a life annuity and joint 50% survivor benefit, and• Option 4, a life annuity with a period certain. <p>If a retiring member selects Option 2 or 3 and the contingent</p>



Schedule B – Plan Provisions

	annuitant predeceases or is divorced from the member, the retiree may, with 18 months of the death or divorce, choose to revert to the higher Option 1 benefit available at retirement or the retiree may select a different contingent annuitant and/or a different option.
Post retirement benefit increases	<p>For retired members who have been retired at least 12 months, a Guaranteed Annual Benefit Adjustment (GABA) will be made each year equal to:</p> <ul style="list-style-type: none">• 3% for members hired before July 1, 2007, and• 1.5% for members hired on or after July 1, 2007
Changes since last valuation	<ul style="list-style-type: none">• None



Schedule C – Actuarial Assumptions and Methods

The assumptions and methods utilized in the valuation were developed in the five-year experience study for the period ending June 30, 2021.

Tables C-3 through C-5 give rates of decrement for service retirement, disablement, mortality, and other terminations of employment.

Actuarial Cost Method

The actuarial valuation was prepared using the entry age actuarial cost method. Under this method, the actuarial present value of the projected benefits of each individual included in the valuation is allocated as a level percentage of the individual's projected compensation between entry age and assumed exit. The portion of this actuarial present value allocated to a valuation year is called the normal cost. The normal cost was first calculated for each individual member. The normal cost rate is the total of the individual normal costs, divided by the total pay rate.

The portion of this actuarial present value not provided for at a valuation date by the sum of (a) the actuarial value of the assets and (b) the actuarial present value of future normal costs is called the UAAL. The UAAL is amortized as a level percentage of the projected salaries of present and future members of the System.

Records and Data

The data used in the valuation consists of financial information, records of age, sex, service, salary, contribution rates, and account balances of contributing members and records of age, sex, and amount of benefit for retired members and beneficiaries. All of the data has been supplied by the System and was accepted for valuation purposes without audit.

Replacement of Terminated Members

The ages at entry and distribution by sex of future members are assumed to average the same as those of the present members they replace. If the number of active members should increase, it is further assumed that the average entry age of the larger group will be the same, from an actuarial standpoint, as that of the present group. Under these assumptions, the normal cost rates for active members will not vary with the termination of present members.

Administrative and Investment Expenses

The investment expenses of the System are assumed to be funded by investment earnings in excess of 7.30% per year.

Valuation of Assets

Market value of assets.

Investment Earnings

The annual rate of investment earnings of the assets of the System is assumed to be 7.30% per year net of investment expenses, compounded annually.



Schedule C – Actuarial Assumptions and Methods

Interest on Member Contributions

Interest on member contributions is assumed to accrue at the most recent rate granted, or a rate of 0.22% per annum, compounded annually.

Future Salaries

The rates of annual salary increase assumed for the purpose of the valuation are illustrated in Table C-2. In addition to increases in salary due to merit and longevity, this scale includes an assumed 3.50% annual rate of increase in the general wage level of the membership.

Service Retirement

Table C-3 shows the annual assumed rates of retirement among members eligible for service retirement. Separate rates are used when a member is eligible for reduced benefits, for the first year a member is eligible for full benefits, and for the years following the first year a member is eligible for full benefits.

Disablement

The rates of disablement used in this valuation are illustrated in Table C-4.

Mortality

A written description of each table used is included in Table C-1.

Other Terminations of Employment

The rates of assumed future withdrawal from active service for reasons other than death, disability or retirement are shown for representative ages in Table C-5.

Probability of Marriage & Dependent Children

If death occurs in active status, all members are assumed to have an eligible surviving spouse with no dependent children. Female spouses are assumed to be three years younger than males.

Records with no Birth Date

New records with no birth date are assumed to be 37 years old. Records that are not new and have no birth date used the same birth date as the prior year's valuation.

Active Records with a Salary Less than \$1,000

These members are included in the active headcounts, however the pay of these members is not included in the Valuation Projected Salaries. The liability for these members is their accumulated member contributions payable on the valuation date.



Schedule C – Actuarial Assumptions and Methods

Table C-1

Summary of Assumptions

I. Economic assumptions		
A. General wage increases		3.50%
B. Investment return		7.30%
C. Discount Rate		7.30%
D. Price Inflation Assumption		2.75%
E. Growth in membership		0.00%
F. Interest on member accounts		0.22%
II. Demographic assumptions		
A. Individual salary increase due to promotion and longevity		Table C-2
B. Retirement		Table C-3
C. Disablement		Table C-4
D. Mortality among Active Participants		
PUB-2010 Safety Amount Weighted Employee Mortality projected to 2021 for males and females. Projected generationally using MP-2021.		
E. Mortality among Disabled pensioners		
PUB-2010 Safety Amount Weighted Disabled Retiree Mortality projected to 2021, set forward one year for males.		
F. Mortality among Contingent Survivor pensioners		
PUB-2010 Safety Amount Weighted Contingent Survivor Mortality projected to 2021, set forward one year for males. Projected generationally using MP-2021.		
G. Mortality among Healthy pensioners		
PUB-2010 Safety Amount Weighted Healthy Retiree Mortality Table projected to 2021, set forward one year for males and adjusted 105% for males and 100% for females. Projected generationally using MP-2010.		
H. Other terminations of employment		Table C-5



Schedule C – Actuarial Assumptions and Methods

Table C-2

Future Salaries

	(a)	(b)	(1+(a))*(1+(b))
Years of Service	Individual Merit & Longevity	General Wage Increase	Total Salary Increase
1	6.40%	3.50%	10.12%
2	4.70	3.50	8.36
3	3.60	3.50	7.23
4	2.70	3.50	6.29
5	2.00	3.50	5.57
6	1.40	3.50	4.95
7	1.00	3.50	4.54
8	1.00	3.50	4.54
9	1.00	3.50	4.54
10 & Up	1.00	3.50	4.54



Schedule C – Actuarial Assumptions and Methods

Table C-3

**Retirement
Annual Rates**

<u>Age</u>	<u>20 or More Years of Service</u>
Less than 55	19.0%
55	29.0
56	29.0
57	29.0
58	29.0
59	29.0
60	29.0
61	29.0
62	29.0
63	29.0
64	29.0
65 & Over	100.0



Schedule C – Actuarial Assumptions and Methods

Table C-4
Disablement
Annual Rates

Age	All Members
22	0.00%
27	0.11
32	0.11
37	0.11
42	0.37
47	0.37
52	0.37
57	0.36
62	0.00

75% of disabilities are assumed to be duty-related. All disabilities are assumed to be permanent and without recovery.



Schedule C – Actuarial Assumptions and Methods

Table C-5

**Other Terminations of Employment
Among Members Not Eligible to Retire
Annual Rates**

Years of Service	All Members
0	24.0%
1	21.0
2	18.0
3	16.0
4	14.0
5	12.0
6	10.0
7	9.0
8	8.0
9	8.0
10	7.0
11	7.0
12	7.0
13	6.0
14	6.0
15 & Over	5.0

Family Composition

Female spouses are assumed to be three years younger than males. 100% of non-retired employees are assumed married for both male and female employees. Actual marital characteristics are used for pensioners.

Vested Benefits for Termination Members

Vested benefits for members who terminated during years ending June 30, 2009 and later were estimated based upon compensation and service information in the census data. For members who terminated prior to June 30, 2008, vested benefits valued were the same as had been calculated by the prior actuary for the June 30, 2008 actuarial valuation.



Schedule D – Glossary of Terms

Actuarial Present Value of Projected Benefit Payments

Projected benefit payments discounted to reflect the expected effects of the time value (present value) of money and the probabilities of payment.

Actuarial Valuation

The determination, as of a point in time (the actuarial valuation date), of the service cost, total pension liability, and related actuarial present value of projected benefit payments for pensions performed in conformity with Actuarial Standards of Practice, unless otherwise specified by the GASB.

Actuarial Valuation Date

The date as of which an actuarial valuation is performed.

Actuarially Determined Contribution

A target or recommended contribution to a defined benefit pension plan for the reporting period, determined in conformity with Actuarial Standards of Practice and based on the most recent measurement date available when the contribution for the reporting period was adopted.

Cost-Sharing Multiple Employer Defined Benefit Pension Plan (Cost-Sharing Pension Plan)

A multiple-employer defined benefit pension plan in which the pension obligation to the employees of more than one employer are pooled and pension plan assets can be used to pay the benefits of the employees of any employer that provides pensions through the pension plan.

Covered Employee Payroll

The payroll on which contributions to a pension plan are based.



Schedule D – Glossary of Terms

Discount Rate

The single rate of return that, when applied to all projected benefit payments, results in an actuarial present value of projected benefit payments equal to the total of the following:

1. The actuarial present value of benefit payments projected to be made in future periods in which (a) the amount of the pension plan's fiduciary net position is projected (under the requirements of Statement 67) to be greater than the benefit payments that are projected to be made in the period and (b) pension plan assets up to that point are expected to be invested using a strategy to achieve the long-term expected rate of return, calculated using the long-term expected rate of return on pension plan investments.
2. The actuarial present value of projected benefit payments not included in (1), calculated using the municipal bond rate.

Entry Age Actuarial Cost Method

A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit age(s). The portion of this actuarial present value allocated to a valuation year is called the normal cost. The portion of the actuarial present value not provided for at a valuation date by the actuarial present value of future normal costs is called the actuarial accrued liability.

Money-Weighted Rate of Return

A method of calculating period-by-period returns on pension plan investments that adjust for the changing amounts actually invested. For purpose of Statement 67, money-weighted rate of return is calculated as the internal rate of return on pension plan investments, net of pension plan investment expense.

Net Pension Liability

The liability of employers and non-employer contributing entities to plan members for benefits provided through a defined benefit pension plan. It is calculated by subtracting the plan's fiduciary net position from the plan's total pension liability.

Non-Employer Contributing Entity

Entities that make contributions to a pension plan that is used to provide pensions to the employees of other entities. For purposes of Statement 67, plan members are not considered non-employer contributing entities.



Schedule D – Glossary of Terms

Plan Members

Individuals that are covered under the terms of a pension plan. Plan Members generally included (1) employees in active service (active plan members) and (2) terminated employees who have accumulated benefits but are not yet receiving them and retirees or their beneficiaries currently receiving benefits (inactive plan members).

Projected Benefit Payments

All benefits estimated to be payable through the pension plan to current active and inactive plan members as a result of their past service and their expected future service.

Real Rate of Return

The rate of return on an investment after adjustment to eliminate inflation.

Service Cost

The portion of the actuarial present value of projected benefit payments that is attributed to a valuation year.

Single-Employer Defined Benefit Pension Plan (Single-Employer Pension Plan)

A defined benefit pension plan that is used to provide pensions to employees of only one employer.

Total Pension Liability

The portion of the actuarial present value of projected benefit payments that is attributed to past periods of member service in conformity with the requirements of Statement 67.