Municipal Police Officers' Retirement System of the State of Montana

Actuarial Valuation Report

Prepared as of June 30, 2024

CavMac
Actuarial Consulting Services

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September 26, 2024

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

Members of the Board:

In this report are submitted the results of the annual valuation of the assets and liabilities of the Municipal Police Officers' Retirement System of the State of Montana (MPORS), prepared as of June 30, 2024.

The purpose of this report is to provide a summary of the funded status of the System as of June 30, 2024. While not verifying the data at source, the actuary performed tests for consistency and reasonability. The valuation indicates that the statutory contribution rate is sufficient to amortize the unfunded accrued liability within a 18-year period. The asset values used to determine unfunded liabilities are not market values but less volatile market related values. A smoothing technique is applied to market values to determine the market related values. The unfunded liability amounts using the market value of assets would be different. The interest rate used for determining liabilities is based on the expected return on assets. Therefore, liability amounts in the report cannot be used to assess a settlement of the obligation.

The promised benefits of the System are included in the actuarially calculated contribution rates, which are developed using the Entry Age Normal Cost Method. Four-year market related value of assets is used for actuarial valuation purposes. Gains and losses are reflected in the unfunded accrued liability that is being amortized by regular annual contributions as a level percentage of payroll, on the assumption that payroll will increase by 3.25% annually. The assumptions recommended by the actuary and adopted by the Board are, in the aggregate, reasonably related to the experience under the Fund and to reasonable expectations of anticipated experience under the Fund.

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.

This is to certify that 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 opinion contained herein. This also certifies that the undersigned have experience in performing valuations for public retirement systems, that the valuation was prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the retirement system and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the System.

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.

The Table of Contents, which immediately follows, outlines the material contained in the report.

Respectfully submitted,

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

Bryan Hoge, FSA, EA, FCA, MAAA
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SECTION 1 – SUMMARY OF RESULTS

For convenience of reference, the principal results of the valuation and a comparison with the preceding year's results are summarized below:

VALUATION DATE	June 30, 2024	June 30, 2023
Participant Counts		
Active Members*	886	862
Retirees and Beneficiaries**	958	928
Disabled Members**	26	27
Terminated Vested Members	140	134
Terminated Non-Vested Members	264	239
Total***	2,274	2,190
Annual Covered Payroll of Active Members	$ 69,714,342	$ 66,806,214
Average Salaries from Covered Payroll	$ 78,684	$ 77,501
Annual Retirement Allowances for Retired Members and Beneficiaries	$ 36,422,081	$ 34,281,798
Assets		
Actuarial value	$ 642,237,174	$ 594,019,190
Market value	635,100,960	585,859,582
Actuarial Accrued Liability (AAL)	$ 858,691,150	$ 817,699,290
Unfunded Actuarial Accrued Liability (UAAL)	$ 216,453,976	$ 223,680,100
Funded Ratio	74.79%	72.65%
Market Value Rate of Return	8.95%	8.21%
Annual Cost		
Statutory Funding Rate	52.78%	52.78%
Total Normal Rate	29.64%	30.01%
Employee Contribution Rate	9.00%	9.00%
Employer Normal Rate	20.64%	21.01%
Employer Statutory Contribution Rate		
Normal Rate	20.64%	21.01%
UAAL Rate	23.14%	22.77%
Total Rate	43.78%	43.78%
Amortization Period	18 years	21 years
Employer Contribution Rate Necessary to Amortize UAAL over 30 Years		
Normal Rate	20.64%	21.01%
UAAL Rate (30-Year Rate)	17.08%	18.49%
Total Rate	37.72%	39.50%
Shortfall/(Surplus)	(6.06%)	(4.28%)

* Includes 51 DROP members as of June 30, 2023 and 41 DROP members as of June 30, 2024.

** Based on PERB categorization for the annual report. For actuarial purposes, 101 members in 2023 and 101 members in 2024 were valued as disabled members with offsetting reductions to the number of retired members.

*** A reconciliation between participant counts used for the annual report and counts for the valuation appears at the beginning of Appendix D.

SECTION 1 – SUMMARY OF RESULTS

As a result of this actuarial valuation of the benefits in effect under the Municipal Police Officers' Retirement System as of June 30, 2024, the statutory employer contributions are sufficient to amortize the Unfunded Actuarial Accrued Liability (UAAL) of the Retirement System within 18 years. The Funded Ratio is 74.79%.

Calculations based on the Market Value of Assets

MCA 19-2-407 requires this report to show how market performance is affecting the actuarial funding of the Retirement System. The June 30, 2024, market value of assets is $7,136,214 less than the actuarial value of assets. This is due to the smoothing of investment gains and losses over a four-year period. If the market value of assets was used, the amortization period would be 19 years, and the Funded Ratio would be 73.96%.

Additional Details

MCA 19-9 sets the employer contribution at 14.41% of salary, the state contribution at 29.37% and the employee contribution at 9.00% for both non-GABA actives and GABA actives. Non-GABA actives hired between June 30, 1979 and prior to July 1, 1997 contribute 8.50% and those hired after June 30, 1975 and prior to July 1, 1979, contribute 7.00%.

The actuarial costs are calculated using the entry age actuarial cost method. This is the method used by most public plans. It is designed to provide a stable contribution rate as a percent of member pay. This actuarial valuation measures the adequacy of the contribution rates set in Montana State Law.

Based on the current statutory funding rate, the amortization period as of the valuation date is 18 years. Contributions are developed with the intent of being level as a percentage of covered payroll, assuming the number of active members remains stable. Furthermore, the funding policy is expected to accumulate sufficient assets to make all future benefit payments as they become due, if all assumptions are met. Actuarial Standard of Practice Number 4 (ASOP 4) requires the disclosure of a reasonable actuarial determined contribution rate. The current statutory funding rate is expected to fully fund the plan and reduce the unfunded actuarial accrued liability each year. While there are potentially other reasonable actuarial determined contribution rates, in our professional judgement, the current statutory funding rate meets the guidelines of ASOP 4.

Investment Experience

The market assets earned 8.95% net of investment and administrative expenses. As a result of prior years' unrecognized losses, the actuarial assets earned 8.65%, which is 1.35% greater than the actuarial assumption of 7.30%. The return on the actuarial assets differs from the return on market assets because the actuarial value of assets spreads gains and losses over four years. The chart below shows the annual returns for the past ten years.

Year	Market Return	Actuarial Return	Assumed Investment Return	Market Return over Assumption	Actuarial Return over Assumption
7/1/2014 to 6/30/2015	4.52%	9.32%	7.75%	(3.23)%	1.57%
7/1/2015 to 6/30/2016	2.13	8.37	7.75	(5.62)	0.62
7/1/2016 to 6/30/2017	11.56	8.01	7.75	3.81	0.26
7/1/2017 to 6/30/2018	8.65	6.81	7.65	1.00	(0.84)
7/1/2018 to 6/30/2019	5.42	7.05	7.65	(2.23)	(0.60)
7/1/2019 to 6/30/2020	2.65	6.81	7.65	(5.00)	(0.84)
7/1/2020 to 6/30/2021	27.07	10.50	7.65	19.42	2.85
7/1/2021 to 6/30/2022	(4.21)	7.87	7.65	(11.86)	0.22
7/1/2022 to 6/30/2023	8.21	7.27	7.30	0.91	(0.03)
7/1/2023 to 6/30/2024	8.95	8.65	7.30	1.65	1.35

Asset gains or losses result when the return on the actuarial value of assets differs from the assumed actuarial investment return.

Amortization of the UAAL

The June 30, 2023, actuarial valuation calculated a 21-year amortization period for the UAAL. The resulting amortization period at June 30, 2024 is 18 years.

Funding and Benefits Policy

The Montana Public Employees' Retirement Board has adopted a Funding and Benefits Policy to provide general guidelines to help ensure decisions are made based on sound, consistent, and thoroughly examined criteria. The Funding and Benefits Policy includes guidance on the following topics:

1) Funding Requirement
   a) The Funding and Benefits Policy states:
      1. The Entry Age Normal Cost Method shall be applied to the projected benefits in determining the Normal Cost and Actuarial Accrued Liability.
      2. Asset smoothing can be used in the valuation process to spread the recognition of investment gains and losses over a four-year period.
      3. The unfunded actuarial accrued liability should be amortized over a reasonable period of time and should not exceed 30 years on a rolling basis. Generally, the funding period should be constant or decreasing.
   b) Analysis: The liabilities of the System are determined using the Entry Age Normal Cost Method and are compared to the actuarial value of assets, which are developed using asset smoothing that recognizes gains and losses over a four-year period. Finally, the amortization period as of June 30, 2024, is 18 years based on actuarial value of assets. The current employer and employee statutory rates keep the System's funding within Board policy guidelines.
2) Funding Objectives
   a) The Funding and Benefits Policy states: "The primary objectives are to: 1) ensure that the systems are financially sound and pay all benefits promised using assets accumulated from required employer and member contributions and investment income; and 2) achieve a well-funded status with a range of safety to absorb market volatility without creating a UAAL."
   b) Analysis: The employer and employee contributions provided for in statute are sufficient to amortize the unfunded actuarial accrued liability within a 30-year period. This ensures that the System is financially sound and will be able to pay all promised benefits and eventually achieve a well-funded status with a range of safety to absorb market volatility without creating a UAAL.

3) Benefit Enhancements

   a) The Funding and Benefits Policy states: “Proposals must provide funding from sources sufficient to cover future costs. Unfunded liabilities created by the proposal must be amortized over a period of time appropriate to the retirement system, but not more than 30 years.”

   b) Analysis: Without supplemental funding, a benefit enhancement would increase the amortization period of the unfunded actuarial accrued liability and further delay the goal of achieving a well-funded status with a range of safety to absorb market volatility without creating a UAAL.

Sensitivity to Future Experience

The valuation results are projections based on the actuarial assumptions. Actual experience will differ from these assumptions, either increasing or decreasing the ultimate cost. The following illustrations provide simple analyses on how the costs are sensitive to changes in the assumed rate of return.

Investment Return – The investment return generally has the largest impact on the funding of the System.

Impact of Assuming 1.0% Higher Investment Return			
	Funded Ratio	Amortization Period	Actuarially Determined Employer Contribution (Millions $)*
Current Assumption 7.30%	74.79%	18 Years	$31.7
Higher Assumption 8.30%	85.24%	6 Years	$19.6
Increase / (Decrease)	10.45%	(12) Years	$(12.1)

Impact of Assuming 0.5% Higher Investment Return			
	Funded Ratio	Amortization Period	Actuarially Determined Employer Contribution (Millions $)
Current Assumption 7.30%	74.79%	18 Years	$31.7
Higher Assumption 7.80%	79.96%	11 Years	$25.5
Increase / (Decrease)	5.17%	(7) Years	$(6.2)

Impact of Assuming 0.5% Lower Investment Return			
	Funded Ratio	Amortization Period	Actuarially Determined Employer Contribution (Millions $)
Current Assumption 7.30%	74.79%	18 Years	$31.7
Lower Assumption 6.80%	69.73%	34 Years	$38.9
Increase / (Decrease)	(5.06)%	16 Years	$ 7.2

Impact of Assuming 1.0% Lower Investment Return			
	Funded Ratio	Amortization Period	Actuarially Determined Employer Contribution (Millions $)
Current Assumption 7.30%	74.79%	18 Years	$31.7
Lower Assumption 6.30%	64.80%	117 Years	$46.7
Increase / (Decrease)	(9.99)%	99 Years	$15.0

* Amounts reflect estimated increase/(decrease) in FY2025 employer contributions only, in order to maintain the 18 year amortization period.

SECTION 1 – SUMMARY OF RESULTS

The future funding status of the System will be determined by the System's experience. The System's actual asset returns and retirement rates, as well as member longevity, salary increases, withdrawal rates, disability rates and future legislation will all impact the funding status of the System. The entry age normal cost method and four-year smoothing of asset gains and losses will help to provide a more orderly funding of the System's liabilities, but will not change the actual experience. The amortization period of the UAAL is not likely to decrease by the expected 1.0 year with each passing actuarial valuation. Instead, the amortization period is expected to decrease more or less than 1.0 year each year, reflecting gains and losses due to experience different than the actuarial assumptions.

Assumption Changes

There have been no assumption changes since the previous valuation.

Benefit Changes

There have been no benefit changes since the previous valuation.

Contribution Changes

There have been no contribution changes since the previous valuation.

Method Changes

There have been no method changes since the previous valuation.

Impact of Changes

The following table summarizes how experience has changed the UAAL since the June 30, 2023 Actuarial Valuation. Further detail can be found in Table 10.

Changes in the Unfunded Actuarial Accrued Liability (UAAL)

June 30, 2023 Valuation UAAL	$223,680,100
Normal Cost	17,508,397
Contributions	(36,870,306)
Interest	16,260,994
Expected UAAL	$220,579,185
Experience (Gain) / Loss on Actuarial Liabilities	$3,893,148
Experience (Gain) / Loss on Actuarial Assets	(8,018,357)
Assumption & Method Changes	0
Plan Changes	0
Total (Gain) / Loss	$(4,125,209)
June 30, 2024 Valuation UAAL	$216,453,976

SECTION 1 – SUMMARY OF RESULTS

Summary

* The System's return on actuarial value of assets of 8.65% for the year ended June 30, 2024, is 1.35% greater than the actuarial assumption of 7.30%. This represents an asset gain of $8,018,357 due to investment return being more than anticipated. As of June 30, 2024, the market value of assets was $635,100,960. As of June 30, 2024, the actuarial value of assets was $642,237,174. The June 30, 2024 deferrred asset experience will be recognized in future actuarial valuations unless it is offset by returns greater than 7.30% on an actuarial basis.

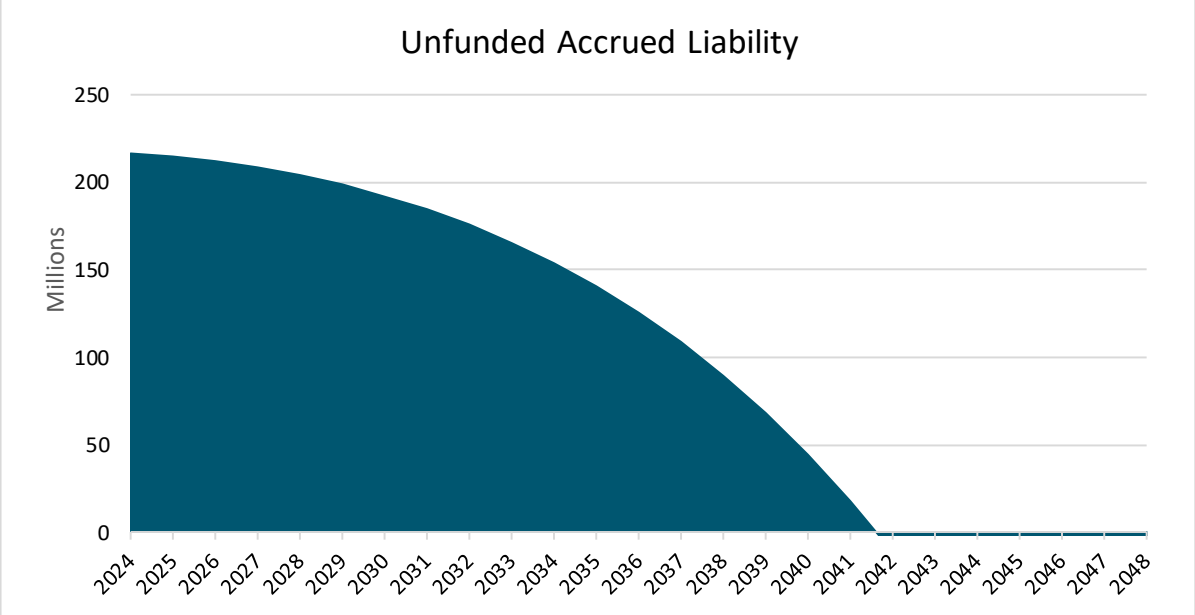
* As of June 30, 2024, the amortization period of the UAAL is 18 years. Prior to this valuation, the funding period was 21 years. The ultimate goal of the Board's Funding and Benefits Policy is to increase the funded status to a level such that the amortization period is below 30 years. The System is currently being funded within the parameters defined by the Board.

* The funding of the retirement system will be impacted by future experience which will sometimes be more favorable than the actuarial assumptions and sometimes less favorable. In particular, investment returns larger and smaller than the 7.30% assumption are expected to have significant impacts on the System's funding progress. In the long term, the favorable experience is needed to offset the less favorable experience. This is the reason for using an actuarial value of assets that allows gains and losses to be smoothed over four years.

* The unfunded actuarial accrued liability is amortized using a level percentage of payroll method over the amortization period. Under the level percentage of payroll method, amortization payments will not be large enough to cover interest on the UAAL in the beginning of the amortization schedule, which means that as a dollar amount the UAAL is expected to grow. After a period of time, amortization payments will be large enough that the amortization payments will cover both interest and principal, and the UAAL as a dollar amount will be projected to decrease in each subsequent year. The payroll growth assumption is used to determine the percentage of payroll required over the remaining amortization period to fully amortize the unfunded liability. The payroll growth assumption is 3.25%.

Projected Progress toward 100% Funding

The table below shows the projected progress toward reaching 100%. When the System is 100% funded, the Unfunded Actuarial Accrued Liability will be fully amortized. This is scheduled to occur within 18 years. The ultimate goal of the MPORS System is to become at least 100% funded and to establish a reserve equal to 10% of the System's Actuarial Accrued Liability.



SECTION 2 – ASSETS

In many respects, an actuarial valuation can be regarded as an inventory process. The inventory is taken as of the actuarial valuation date, which for this valuation is June 30, 2024. On that date, the assets available for the payment of benefits are appraised. These assets are compared with the actuarial liabilities. The actuarial process thus leads to a method of determining what contributions by members and their employers are needed to strike a balance.

The asset valuation method being used is a four-year smoothing method. The expected return is determined each year based on the beginning of year market value and actual cash flows during the year. Any difference between the expected market value return and the actual market value return is recognized evenly over a period of four years.

Table 1 lists the assets held and their market value for the past two years. Table 2 summarizes the fund's activity during the past two years. Table 3 summarizes the determination of the actuarial value of assets. Table 4 summarizes historical asset returns for the last 10 years including the amount recognized by the actuarial asset valuation method which was greater or lesser than the actuarial investment return assumption. Table 5 summarizes the historical asset values on a market value and actuarial value basis, to the extent it was available. Additional data can be included in this table for future reports, if provided by the System.

Table 1:
Statement of Fiduciary Net Position
Fiscal Year Ended June 30,

	2024	2023
ASSETS		
Cash and Short Term Investments	$ 6,533,970	$ 6,128,649
Securities Lending Collateral	$ 21,444,498	$ 5,759,267
Receivables:		
Interest Receivable	$ 30,128	$ 25,418
Accounts Receivable	379,895	210,509
Due from Other Funds	-	-
Due from Primary Government	20,489,448	19,621,587
Notes Receivable	-	-
Def Outflow of Resources	5,113	
Total Receivables	$ 20,904,584	$ 19,857,514
Investments, at fair value:		
Investment Pools	607,888,566	559,868,876
Other Investments	-	-
Total Investments	$ 607,888,566	$ 559,868,876
Capital Assets		
Property and Equipment, at cost, net of Accumulated Depreciation	$ 328	$ 328
Intangible Assets, at cost, net of Amortization Expense	157,491	202,770
Total Capital Assets	$ 157,819	$ 203,098
TOTAL ASSETS	$ 656,929,437	$ 591,817,404
LIABILITIES		
Securities Lending Liability	$ 21,444,498	$ 5,759,267
Accounts Payable	164,480	4,614
Unearned Revenue	-	1,447
Contributions Received in Advance	140,230	125,402
Compensated Absences	8,872	1,632
Def Inflow of Resources	7,000	
OPEB Implicit Rate Subsidy LT	2,090	-
Leasing Liabilites	61,307	65,460
TOTAL LIABILITIES	$ 21,828,477	$ 5,957,822
NET POSITION - RESTRICTED FOR PENSION BENEFITS	$ 635,100,960	$ 585,859,582

Table 2:
Statement of Changes in Fiduciary Net Position
Fiscal Year Ended June 30,

	2024	2023
ADDITIONS		
Contributions:		
Employer	$ 10,074,983	$ 9,723,812
Plan Member	6,305,876	6,101,188
Other	20,489,447	19,624,763
Total Contributions	$ 36,870,306	$ 35,449,763
Misc Income	$ -	$ -
Investment Income:		
Net Appreciation/(Depreciation) in Fair Value of Investments	$ 55,655,167	$ 47,415,431
Investment Earnings	364,243	232,061
Security Lending Income	757,202	305,665
Investment Income/(Loss)	$ 56,776,612	$ 47,953,157
Investment Expense	(3,675,235)	(3,161,044)
Security Lending Expense	(608,058)	(185,810)
Net Investment Income/(Loss)	$ 52,493,319	$ 44,606,303
Total Additions	$ 89,363,625	$ 80,056,066
DEDUCTIONS		
Benefit Payments	$ 35,639,405	$ 33,957,906
Refunds/Distributions	4,264,319	2,748,037
Refunds to Other Plans	18,945	8,754
Transfers to DCRP	-	-
Transfers to MUS-RP	-	-
OPEB Expense	-	-
Administrative Expense	197,688	173,427
Total Deductions	$ 40,120,357	$ 36,888,124
NET INCREASE (DECREASE) IN PLAN NET ASSETS	$ 49,243,268	$ 43,167,942
NET POSITION - RESTRICTED FOR PENSION BENEFITS BEGINNING OF YEAR	$ 585,859,582	$ 542,651,228
ADJUSTMENT	$ (1,890)	$ 40,412
END OF YEAR	$ 635,100,960	$ 585,859,582

Table 3:
Determination of Actuarial Value of Assets

Valuation Date June 30:	2023	2024	2025	2026	2027
A. Actuarial Value Beginning of Year	$ 555,005,479	$ 594,019,190			
B. Market Value End of Year	$ 585,859,582	$ 635,100,960			
C. Market Value of Beginning of Year	$ 542,651,228	$ 585,859,582			
D. Cash Flow					
D1. Contributions	$ 35,449,763	$ 36,870,306			
D2. Benefit Payments	(36,714,697)	(39,922,669)			
D3. Administrative Expenses	(173,427)	(197,688)			
D4. Investment Expenses	(3,346,854)	(4,283,293)			
D5. Net	$ (4,785,215)	$ (7,533,344)			
E. Investment Income					
E1. Market Total: B. - C. - D5.	$ 47,993,569	$ 56,774,722			
E2. Assumed Rate	7.30%	7.30%			
E3. Amount for Immediate Recognition C*E2. + ((D1. +D2.) * E2. * 0.5) - D3. - D4.	43,087,651	47,137,319			
E4. Amount for Phased-in Recognition E1. - E3.	4,905,918	9,637,403			
F. Phased-In Recognition of Investment Income					
F1. Current Year: 0.25 * E4.	$ 1,226,480	$ 2,409,351	$ -	$ -	$ -
F2. First Prior Year	(16,817,220)	1,226,480	2,409,351	-	-
F3. Second Prior Year	21,795,398	(16,817,220)	1,226,480	2,409,351	-
F4. Third Prior Year	(5,493,383)	21,795,398	(16,817,220)	1,226,478	2,409,350
F5. Total Recognized Investment Gain	$ 711,275	$ 8,614,009	$ (13,181,389)	$ 3,635,829	$ 2,409,350
G. Actuarial Value End of Year A. + D5. + E3. + F5.	$ 594,019,190	$ 642,237,174			

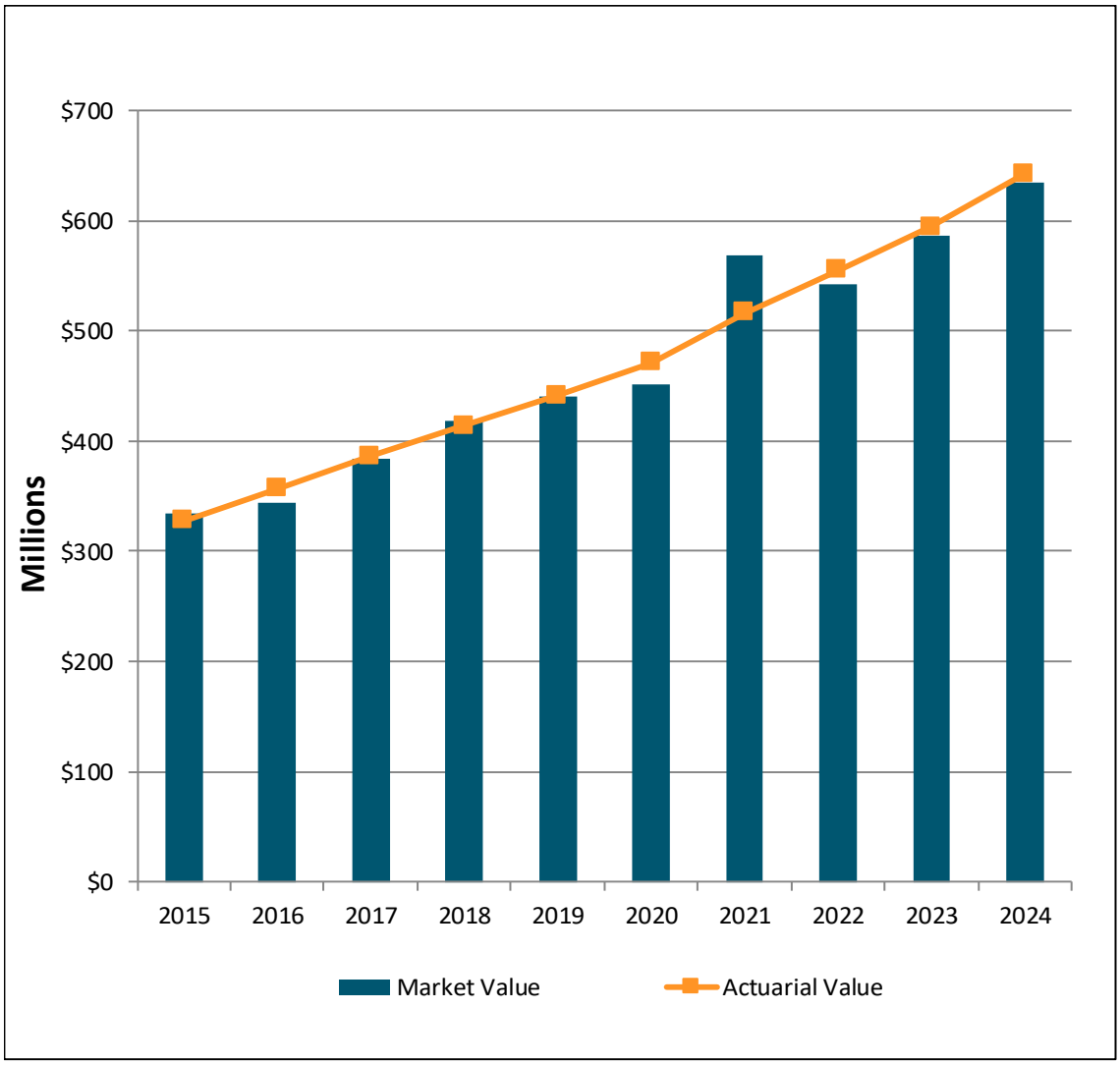
Table 4:

Historical Investment Returns*

Fiscal Year Ending	Market Returns	Actuarial Returns	Assumed Rate of Return	Actuarial Return Over Assumption
June 30, 2015	4.52%	9.32%	7.75%	1.57%
June 30, 2016	2.13%	8.37%	7.75%	0.62%
June 30, 2017	11.56%	8.01%	7.75%	0.26%
June 30, 2018	8.65%	6.81%	7.65%	(0.84)%
June 30, 2019	5.42%	7.05%	7.65%	(0.60)%
June 30, 2020	2.65%	6.81%	7.65%	(0.84)%
June 30, 2021	27.07%	10.50%	7.65%	2.85%
June 30, 2022	(4.21)%	7.87%	7.65%	0.22%
June 30, 2023	8.21%	7.27%	7.30%	(0.03)%
June 30, 2024	8.95%	8.65%	7.30%	1.35%
10 Year Average	7.23%	8.06%		0.45%

* Returns reflect all investment returns, including investment income and realized and unrealized investment gains and losses, and are net of investment expenses and administrative expenses paid by the System.

Table 5:
Market Value of Assets vs. Actuarial Value of Assets



SECTION 3 – ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS

In the previous section, an actuarial valuation was related to an inventory process, and an analysis was given of the inventory of assets of the System as of the valuation date. In this section, the discussion will focus on the commitments of the System, which will be referred to as its actuarial liabilities.

Table 6 contains an analysis of the actuarial present value of all future benefits for active members, for retirees, and for beneficiaries. The analysis is given by type of benefit.

The actuarial liabilities summarized in Table 6 include the actuarial present value of all future benefits expected to be paid with respect to each member covered as of the valuation date. For an active member, this value includes a measure of both benefits already earned and future benefits to be earned. Thus, for all members, active and retired, the value extends over benefits earnable and payable for the rest of their lives and, if an optional benefit is chosen, for the lives of their surviving beneficiaries.

The actuarial valuation does not recognize liabilities for employees who become members and participate in the System after the valuation date.

Table 6:
Actuarial Present Value of Future Benefits for Actives, Retirees, and Beneficiaries

	June 30, 2024 Total	June 30, 2023 Total
A. Active Members Liability Due to Probability of		
Retirement	$ 375,737,225	$ 365,186,022
Disability	$ 14,247,126	$ 15,167,513
In-Service Death	$ 4,746,067	$ 4,387,791
Termination	$ 43,570,509	$ 40,712,270
Total	$ 438,300,927	$ 425,453,596
B. Inactive Members and Annuitants		
Service Retirement	$ 433,470,413	$ 404,729,198
Disability Retirement	$ 62,029,550	$ 59,549,480
Beneficiaries	$ 61,541,608	$ 57,463,088
Vested Terminated Members	$ 19,784,352	$ 18,049,563
Refund of Member Contributions	$ 2,044,396	$ 1,931,495
Total	$ 578,870,319	$ 541,722,824
C. Grand Total	$ 1,017,171,246	$ 967,176,420

SECTION 4 – EMPLOYER CONTRIBUTIONS

In the previous two sections, attention has been focused on the assets and the present value of all future benefits of the System. A comparison of Tables 3 and 6 indicates that there is a shortfall in current actuarial assets to meet the present value of all future benefits for current members and beneficiaries.

In an active system, there will always be a difference between the assets and the present value of all future benefits. An actuarial valuation sets a schedule of future contributions that will deal with this funding in an orderly fashion.

The method used to determine the incidence of the contributions in various years is called the actuarial cost method. For this valuation, the entry age actuarial cost method has been used. A description of the entry age actuarial cost method is provided in Appendix A. Under this method, or essentially any actuarial cost method, the contributions required to meet the difference between current assets and the present value of all future benefits are allocated each year between two elements:

- A normal cost amount, which ideally is relatively stable as a percentage of salary over the years;
- An amount which is used to amortize the UAAL.

The two items described above, normal cost and UAAL, are the keys to understanding the actuarial cost method. Let us first discuss the normal cost.

The normal cost is the theoretical contribution rate, which will meet the ongoing costs of a group of average new employees. Suppose that a group of new employees were covered under a separate fund from which all benefits and to which all contributions and associated investment return were to be paid. Under the entry age actuarial cost method, the normal cost contribution rate is that level percentage of pay which would be exactly right to maintain this fund on a stable basis. If experience were to follow the actuarial assumptions exactly, the fund would be completely liquidated with the last payment to the last survivor of the group.

The assumed investment rate of return is 7.30%, net of investment and administrative expenses.

We have determined the normal cost rates separately by type of benefit under the System. These are summarized in Table 7. In Table 7 we also provide a summary of the member and employer statutory contributions.

SECTION 4 – EMPLOYER CONTRIBUTIONS

The term "fully funded" is often applied to a system where contributions for everyone at the normal cost rate will fully pay for the benefits of existing as well as new employees. Often, systems are not fully funded, either because of benefit improvements in the past that have not been completely paid for or actuarial deficiencies that have occurred because experience has not been as anticipated. Under these circumstances, a UAAL exists.

Table 8 shows how the UAAL was derived for the System. Lines A and B show, respectively, the total present value of future benefits and the portion of the future liability that is expected to be paid from future normal cost contributions, both employer and employee. The future normal cost contributions are the portion of the present value of future benefits that are attributed to future years of service that have not been earned yet by the active membership. Line C shows the actuarial accrued liability. Line D shows the amount of assets available for benefits. Line E shows the UAAL.

The UAAL at any date after establishment of a system is affected by any actuarial gains or losses arising when the actual experience of the system varies from the experience anticipated by the actuarial assumptions used in the valuations. To the extent actual experience as it develops differs from the assumptions used, so also will the actual emerging costs differ from the estimated costs. The impact of these differences in actual experience from the assumptions is included in Section 1, the Summary of Findings.

Table 7:
Normal Cost Contribution Rates
As Percentages of Salary

	June 30, 2024 Total	June 30, 2023 Total
Service retirements	20.96%	20.83%
Disability retirements	1.94%	2.41%
Survivors' benefits	0.69%	0.69%
Termination Benefits	6.05%	6.08%
Total Normal Rate	29.64%	30.01%
Employee Normal Rate	9.00%	9.00%
Employer Normal Rate	20.64%	21.01%
Amount Available to Amortize the Unfunded Actuarial Accrued Liability	23.14%	22.77%
Statutory Funding Rate	52.78%	52.78%

Table 8:

Unfunded Actuarial Accrued Liability

	June 30, 2024	June 30, 2023
A. Actuarial present value of all future benefits for present members, retirees and their survivors (Table 6)	$ 1,017,171,246	$ 967,176,420
B. Less actuarial present value of total future normal costs for present members	$ 158,480,096	$ 149,477,130
C. Actuarial accrued liability	$ 858,691,150	$ 817,699,290
D. Less assets available for benefits	$ 642,237,174	$ 594,019,190
E. Unfunded actuarial accrued liability	$ 216,453,976	$ 223,680,100

SECTION 5 – CASH FLOW HISTORY

The fundamental equation for funding a retirement system is that benefits and administrative expenses must be provided for by contributions (past and future) and investment income. When a retirement system matures, benefits and administrative expenses often exceed contributions. In this case we say the system has a "negative cash flow." Mature systems are characterized by negative cash flows and large pools of assets. This is natural. Actuarial funding is designed to accumulate large pools of assets which will in turn provide investment income and finance negative cash flows when systems mature. If the fund is looked at as a whole, investment income is usually larger than the difference between contributions and benefit payments. The retirement system's investment strategy should maximize potential returns at a prudent level of risk while providing for needed cash flows.

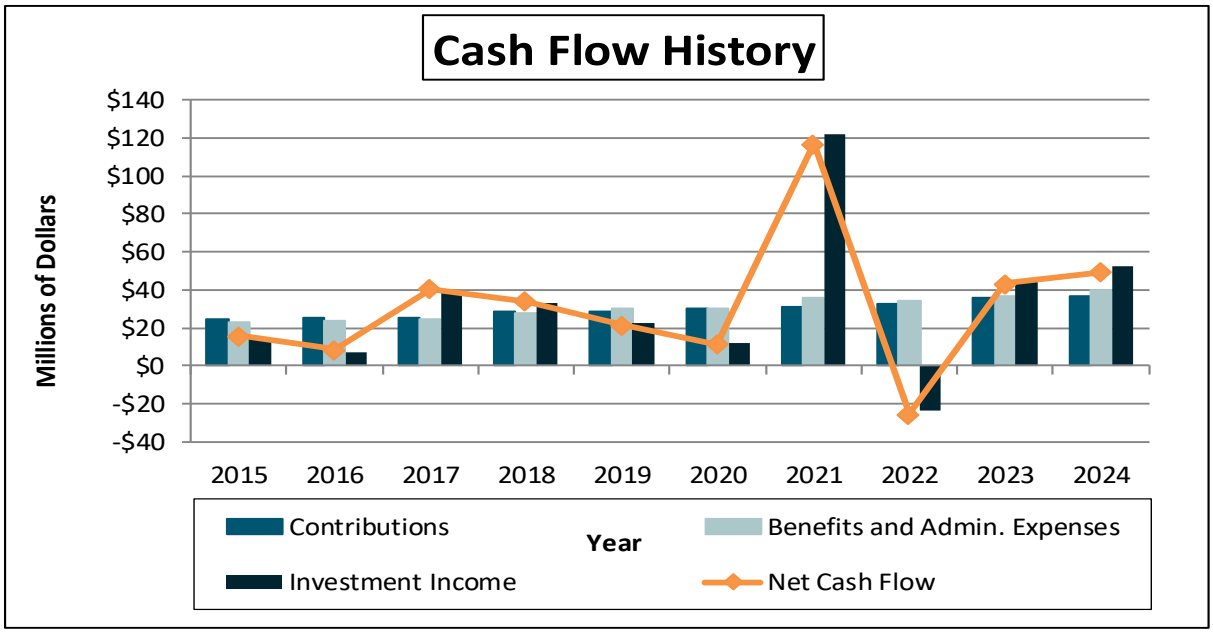
Table 9 shows the System had a positive cash flow for the year ended June 30, 2024. The System's total cash flow including contributions, benefit payments, administrative expenses and investment earnings was $49.4 million. Of the $49.4 million, $52.5 million was due to investment returns.

As long as the System had a positive cash flow, there was no need to plan where the funds would come from to pay benefits since benefits could be paid by incoming contributions. A negative cash flow, as defined above, requires planning what funds will be used to pay the difference between benefits and contributions.

Table 9:

Cash Flow History

(Dollar amounts in millions)



Year Ended June 30	Historical Cash Flows			
	Contributions	Benefits & Administrative Expenses	Investment Income	Net Cash Flow
2015	$ 24.4	$ 23.0	$ 14.5	$ 15.9
2016	25.1	23.6	7.1	8.6
2017	25.5	24.9	39.8	40.4
2018	28.6	27.6	33.2	34.2
2019	28.9	30.1	22.6	21.4
2020	30.2	30.5	11.7	11.4
2021	31.3	35.8	121.6	117.1
2022	32.6	34.3	(23.9)	(25.6)
2023	35.5	36.9	44.6	43.2
2024	37.0	40.1	52.5	49.4

SECTION 6 – ACTUARIAL GAINS OR LOSSES

An analysis of actuarial gains or losses is performed in conjunction with all regularly scheduled valuations.

The developments of the gains or losses related to the actuarial liability and the assets are shown in Table 10. The results of our analysis of the financial experience of the System in the three most recent regular actuarial valuations are presented in Table 11. Each gain or loss shown represents our estimate of how much the given type of experience caused the Unfunded Actuarial Accrued Liability or Funding Reserve to change in the period since the previous actuarial valuation.

Gains and losses shown due to demographic sources are approximate. Demographic experience is analyzed in greater detail in our periodic experience studies.

Non-recurring gains and losses result from changes in the actuarial assumptions and benefit improvements.

Table 10:

Analysis of Actuarial (Gains) or Losses*

A.	ACTUARIAL ACCRUED LIABILITY (GAIN) / LOSS ANALYSIS	
1.	Actual Actuarial Accrued Liability as of June 30, 2023:	$ 817,699,290
2.	Normal Cost for this Plan Year:	17,508,397
3.	Interest on items 1 and 2 [(1+2) x 7.30%]:	60,970,161
4.	Benefit Payments for this Plan Year:	(39,922,669)
5.	Interest on item [4 x 7.30% x .5]:	(1,457,177)
6.	Expected Actuarial Accrued Liability as of June 30, 2024:	$ 854,798,002
7.	Changes due to:	
	a. Assumption Changes:	0
	b. Plan Amendments:	0
	c. Funding Method:	0
	d. Actuarial (Gain) / Loss:	$ 3,893,148
8.	Actual Actuarial Accrued Liability as of June 30, 2024:	$ 858,691,150
9.	Items Affecting Calculation of Actuarial Accrued Liability:	
	a. Benefit provisions reflected in the unfunded accrued liability (see Appendix C)	
	b. Actuarial assumptions and methods used to determine actuarial accrued liability (see Appendix B)	
B.	ASSET (GAIN) / LOSS ANALYSIS	
1.	Actuarial Value of Assets as of June 30, 2023:	$ 594,019,190
2.	Interest on item [1 x 7.30%]:	43,363,401
3.	Contributions for this Plan Year:	36,870,306
4.	Interest on item [3. x 7.30% x .5]	1,345,766
5.	Benefit Payments for this Plan Year:	(39,922,669)
6.	Interest on item [5. x 7.30% x .5]	(1,457,177)
7.	Expected Actuarial Value of Assets as of June 30, 2024:	$ 634,218,817
8.	Actuarial Value of Assets as of June 30, 2024:	$ 642,237,174
9.	(Gain) / Loss:	$ (8,018,357)
C.	UNFUNDED ACCRUED ACTUARIAL LIABILITY (GAIN) / LOSS ANALYSIS	
1.	Actual Unfunded Accrued Actuarial Liability as of June 30, 2023:	$ 223,680,100
2.	Normal Cost for this Plan Year:	17,508,397
3.	Contributions for this Plan Year:	(36,870,306)
4.	Interest on items 1 - 3: [(1+2) x 7.30% + (3 x 7.30% x .5)]:	16,260,994
5.	Expected Unfunded Actuarial Accrued Liability as of June 30, 2024:	$ 220,579,185
6.	Changes due to:	
	a. Assumption Changes:	0
	b. Plan Amendments:	0
	c. Funding Method:	0
	d. Actuarial (Gain) / Loss:	$ (4,125,209)
7.	Actual Unfunded Actuarial Accrued Liability as of June 30, 2024:	$ 216,453,976

* Effects related to gains are shown in parentheses. Numerical results are expressed as a (decrease) increase in the Unfunded Actuarial Accrued Liability (UAAL). Gains decrease the UAAL and losses increase the UAAL.

Table 11:

Historical Actuarial (Gains) or Losses*

(Dollar amounts in thousands)

	UAAL (Gain)/Loss		
	June 30, 2024	**June 30, 2023**	**June 30, 2022**
Investment Income Investment income was (greater) less than expected based on actuarial value of assets.	$ (8,018.4)	$ 190.6	$ (1,140.3)
Pay Increases Pay increases were (less) greater than expected.	2,104.5	10,833.3	2,967.3
Age & Service Retirements Members retired at (older) younger ages or with (less) greater final average pay than expected	1,945.6	1,887.5	3,406.9
Disability Retirements Disability claims were (less) greater than expected	(307.5)	645.5	42.6
Death-in-Service Benefits Survivor claims were (less) greater than expected	(249.5)	(221.3)	156.0
Withdrawal From Employment (More) less reserves were released by withdrawals than expected	88.3	(316.8)	(310.4)
Death After Retirement Retirees (died younger) lived longer than expected	(1,536.4)	(3,832.4)	(5,088.5)
Data Adjustments and Benefit Payment Timing Service purchases, data corrections, etc.	1,875.0	(1,747.6)	(1,291.7)
Other Miscellaneous (gains) and losses	(26.8)	(4,139.9)	(30.6)
Total (Gain) or Loss During Period From Financial Experience	$ (4,125.2)	$ 3,298.9	$ (1,288.7)
Non-Recurring Items. Changes in actuarial assumptions and methods	-	-	52,877.5
Changes in benefits caused a (gain) loss	-	-	-
Composite (Gain) Loss During Period	$ (4,125.2)	$ 3,298.9	$ 51,588.8

* Effects related to gains are shown in parentheses. Numerical results are expressed as a (decrease) increase in the Unfunded Actuarial Accrued Liability (UAAL). Gains decrease the UAAL and losses increase the UAAL.

SECTION 7 – RISK CONSIDERATIONS

A typical retirement plan faces many different risks, but the greatest risk is the inability to make benefit payments when due. If plan assets are depleted, benefits may not be paid which could create legal and litigation risk or the plan could become "pay as you go". The term "risk" is most commonly associated with an outcome with undesirable results. However, in the actuarial world, risk can be translated as uncertainty. The actuarial valuation process uses many actuarial assumptions to project how future contributions and investment returns will meet the cash flow needs for future benefit payments. Of course, we know that actual experience will not unfold exactly as anticipated by the assumptions and that uncertainty, whether favorable or unfavorable, creates risk. ASOP 51 defines risk as the potential of actual future measurements to deviate from expected results due to actual experience that is different than the actuarial assumptions.

The various risk factors for a given plan can have a significant impact – positive or negative – on the actuarial projection of liability and contribution rates.

There are a number of risks inherent in the funding of a defined benefit plan. These include:

- economic risks, such as investment return and price inflation;
- demographic risks such as mortality, payroll growth, aging population including impact of baby boomers, and retirement ages;
- contribution risk, i.e., the potential for contribution rates to be too high for the plan sponsor/employer to pay and
- external risks such as the regulatory and political environment.

There is a direct correlation between healthy, well-funded retirement plans and consistent contributions equal to the full actuarial contribution rate each year. The System is primarily funded by member and employer contributions to the trust fund, together with the earnings on these accumulated contributions. These contributions fund benefit accruals for current active members and administrative expenses. The remainder of the contributions amortizes the unfunded actuarial accrued liability. The contribution rates are set by state statute and intended to provide the needed amounts to fund the system over time. The purpose of the valuation is to determine if the fixed employer and member contributions are sufficient to fund the Plan. Due to the fixed nature of the contributions actuarial gains and losses are reflected in the amortization period. Generally, the largest source of actuarial gains and losses are caused by investment volatility. In addition, the unfunded liability is amortized as a level percentage of pay assuming payroll will grow by 3.25% per year. A key risk factor to the System's funding is that over time, the Statutory Contribution Rates will be insufficient to accumulate enough funds, with investment income, to fund the promised benefits. The funding insufficiency can be caused by amortization periods that are too long or by payroll not growing at the assumed rate.

SECTION 7 – RISK CONSIDERATIONS

The other significant risk factor for the System is investment return because of the volatility of returns and the size of plan assets compared to payroll. This is to be expected, given the underlying capital market assumptions and the System's asset allocation. 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. Please see the summary of results of this report which demonstrates the sensitivity of valuation results to differing discount rates.

Under the revised Actuarial Standards of Practice (ASOP) No. 4 effective for valuations after February 15, 2023, we include a low-default-risk obligation measure of the System's liability in our funding valuation report. This is an informational disclosure as described below and would not be appropriate for assessing the funding progress or health of the plan. This measure uses the unit credit cost method and reflects all the assumptions and provisions of the funding valuation except that the discount rate is derived from considering low-default-risk fixed income securities. We considered the FTSE Pension Discount Curve based on market bond rates published by the Society of Actuaries as of June 30, 2024 and with the 30-year spot rate used for all durations beyond 30. Using these assumptions, we calculate a liability of $1,043 million. This amount approximates the termination liability if the plan (or all covered employment) ended on the valuation date and all of the accrued benefits had to be paid with cash-flow matched bonds. This assurance of funded status and benefit security is typically more relevant for corporate plans than for governmental plans since governments rarely have the need or option to completely terminate a plan

A key demographic risk for the Retirement System is improvements in mortality (longevity) greater than anticipated. While the actuarial assumptions reflect a margin for improvement in mortality experience these assumptions are refined every experience study, the risk arises because there is a possibility of some sudden shift, perhaps from a significant medical breakthrough that could quickly increase liabilities. Likewise, there is some possibility of a significant public health crisis that could result in a significant number of additional deaths in a short time period, which would also be significant, although more easily absorbed. While either of these events could happen, it represents a small probability and thus represents much less risk than the volatility associated with investment returns.

The exhibits on the following pages summarize some historical information that helps indicate how certain key risk metrics have changed over time. Many are due to the maturing of the retirement system.

Historical Asset Volatility Ratios
(in 1,000's)

As a retirement system matures, the size of the market value of assets increases relative to the covered payroll of active members, on which the System is funded. The size of the plan assets relative to covered payroll, sometimes referred to as the asset volatility ratio, is an important indicator of the contribution risk for the System. The higher this ratio, the more sensitive a plan's contribution rate is to investment return volatility. In other words, it will be harder to recover from investment losses with increased contributions.

Actuarial Valuation Date	Market Value of Assets	Plan Year Payroll	Asset Volatility Ratio
6/30/2015	$ 335,057	$ 45,162	7.42
6/30/2016	343,627	47,234	7.27
6/30/2017	384,062	48,604	7.90
6/30/2018	418,314	52,036	8.04
6/30/2019	439,778	54,282	8.10
6/30/2020	451,150	56,784	7.95
6/30/2021	568,215	59,217	9.60
6/30/2022	542,651	61,329	8.85
6/30/2023	585,860	66,806	8.77
6/30/2024	635,101	69,714	9.11

The assets at June 30, 2024 are 911% of payroll, so underperforming the investment return assumption by 1.00% (i.e., earn 6.30% for one year) is equivalent to 9.11% of payroll. While the actual impact in the first year is mitigated by the asset smoothing method and amortization of the UAAL, this illustrates the risk associated with volatile investment returns.

Historical Cash Flows
(in 1,000's)

Plans with negative cash flows will experience increased sensitivity to investment return volatility. Cash flows, for this purpose, are measured as contributions less benefit payments. If the System has negative cash flows and then experiences returns below the assumed rate, there are fewer assets to be reinvested to earn the higher returns that typically follow. While any negative cash flow will produce such a result, it is typically a negative cash flow of more than 5% of MVA that may cause significant concerns. The System had positive cash flow up until June 30, 2019 when cash flows switched from positive to negative.

Year End	Market Value of Assets (MVA)	Contributions	Benefit Payments	Net Cash Flow	Net Cash Flow as a Percent of MVA
6/30/2015	$ 335,057	$ 24,355	$ 22,956	$ 1,399	0.42%
6/30/2016	343,627	25,064	23,604	1,460	0.42%
6/30/2017	384,062	25,517	24,857	660	0.17%
6/30/2018	418,314	28,644	27,645	999	0.24%
6/30/2019	439,778	28,882	30,062	(1,180)	(0.27%)
6/30/2020	451,150	30,172	30,458	(286)	(0.06%)
6/30/2021	568,215	31,335	35,795	(4,460)	(0.78%)
6/30/2022	542,651	32,619	34,317	(1,698)	(0.31%)
6/30/2023	585,860	35,450	36,715	(1,265)	(0.22%)
6/30/2024	635,101	36,870	39,923	(3,053)	(0.48%)

Liability Maturity Measurement

Most public sector retirement systems have been in operation for many years. As a result, they have aging plan populations, and in some cases declining active populations, resulting in an increasing ratio of retirees to active members and a growing percentage of retiree liability. The retirement of the remaining baby boomers over the next decade is expected to further exacerbate the aging of the retirement system population. With more of the total liability residing with retirees, investment volatility has a greater impact on the funding of the system since it is more difficult to restore the system financially after losses occur when there is comparatively less payroll over which to spread costs. Below are two tables which demonstrate the ratio of the System's retiree liability compared to the total accrued liability and the ratio of the number of retirees and beneficiaries to the number of active members.

Year End	Retiree Liability (a)	Total Actuarial Accrued Liability (b)	Retiree Percentage (a) / (b)
6/30/2015	$ 308,057,608	$ 497,185,719	62.0%
6/30/2016	318,876,308	518,946,395	61.4%
6/30/2017	357,778,610	562,570,270	63.6%
6/30/2018	386,470,903	611,055,584	63.2%
6/30/2019	410,691,713	637,865,852	64.4%
6/30/2020	426,199,438	666,098,580	64.0%
6/30/2021	461,170,033	694,610,661	66.4%
6/30/2022	516,658,723	778,865,103	66.3%
6/30/2023	541,722,824	817,699,290	66.2%
6/30/2024	578,870,319	858,691,150	67.4%

Historical Member Statistics

Valuation Date June 30,	Number of Active	Number of Retired	Active/ Retired
2015	694	744	0.93
2016	762	768	0.99
2017	775	791	0.98
2018	787	812	0.97
2019	806	850	0.95
2020	829	870	0.95
2021	823	910	0.90
2022	841	933	0.90
2023	862	955	0.90
2024	886	984	0.90

APPENDIX A – ACTUARIAL PROCEDURES 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 B-3 through B-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 defined to equal 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 administrative and investment expenses of the System are assumed to be funded by investment earnings in excess of 7.30% per year.

APPENDIX A – ACTUARIAL PROCEDURES AND METHODS

Valuation of Assets

The actuarial asset valuation method spreads asset gains and losses over four years. The expected return is determined each year based on the beginning of year market value and actual cash flows during the year. Any difference between the expected market value return and the actual market value return is recognized evenly over a period of four years.

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 and administrative expenses, compounded annually.

Interest on Member Contributions

Interest on member contributions is assumed to accrue at the most recent actual rate granted, or at a rate of 3.71% per annum, compounded annually.

Future Salaries

The rates of annual salary increase assumed for the purpose of the valuation are illustrated in Table B-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 B-3 shows the annual assumed rates of retirement for actives members meeting the service retirement eligibilities.

Disablement

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

Mortality

A written description of each table used is included in Table B-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 B-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 their male spouse.

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 summarized in Appendix D. The liability for these members is their accumulated member contributions payable on the valuation date.

APPENDIX B – SUMMARY OF VALUATION ASSUMPTIONS

Table B-1

Summary of Valuation Assumptions

I.	Economic assumptions	
A.	General wage increases	3.50%
B.	Investment return	7.30%
C.	Price inflation assumption	2.75%
D.	Payroll growth	3.25%
E.	Growth in membership	0.00%
F.	Interest on member accounts	3.71%
II.	Demographic assumptions	
A.	Individual salary increase due to promotion and longevity	Table B-2
B.	Retirement	Table B-3
C.	Disablement	Table B-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 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-2021.	
H.	Other terminations of employment	Table B-5

Table B-2

Future Salaries

Years of Service	(a) Individual Merit & Longevity	(b) General Wage Increase	(1+(a))*(1+(b)) 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

Table B-3

Retirement
Annual Rates

Age	Less than 26 Years of Service	26 or More Years of Service
Less than 50	26.0%	42.0%
50	26.0	42.0
51	26.0	42.0
52	26.0	42.0
53	26.0	42.0
54	26.0	42.0
55	26.0	42.0
56	26.0	42.0
57	26.0	42.0
58	26.0	42.0
59	26.0	42.0
60	26.0	42.0
61	26.0	42.0
62	26.0	42.0
63	26.0	42.0
64	26.0	42.0
65 & Over	100.0	100.0

Table B-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

All disabilities are assumed to be permanent and without recovery.

Table B-5

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

Years of Service	All Members
0	16.0%
1	13.0
2	10.0
3	8.0
4	7.0
5	7.0
6	7.0
7	7.0
8	5.0
9	5.0
10	5.0
11	5.0
12	3.0
13 and over	2.0

Family Composition

Female spouses are assumed to be three years younger than males. 100% of active members are assumed to be married. 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.

APPENDIX C – SUMMARY OF BENEFIT PROVISIONS

Service credit	• 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 (240 hours in 3-paycheck months). This includes certain transferred and purchased service.
Membership service	• 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	• Member contributions are made through an "employer pick-up" arrangement which results in deferral of taxes on the contributions.
Compensation	• 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	• 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)	• Interest is credited to member accounts at the rates determined by the Board. • The current interest rate credited to member accounts is 3 71%.

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.

- 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 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

- 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

- 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

- Multiple-employer cost sharing

Membership eligibility

- Police officers of first- and second-class cities, and
- Police officers of other cities with the state that adopt the plan, other than those cities which maintain a separate local police fund

APPENDIX C – SUMMARY OF BENEFIT PROVISIONS

Member contributions	Members **not electing** GABA: • Hired **after** June 30, 1975 but **on or before** June 30, 1979: 7.0% of member's compensation • Hired **after June 30, 1979** but **before** July 1, 1997: 8.5% of member's compensation • Hired **on or after** July 1, 1997: 9.0% of member's compensation Members **electing** GABA: • 9.0% of member's compensation
Employer contributions	• 14.41% of each member's compensation
State contributions	• 29.37% of each member's compensation
Compensation period used in benefit calculation	• FAC = Final Average Compensation • FAC is the average over the last 36 months (or shorter period of total service) of compensation paid to the member. • Hired **on or after** July 1, 2013: 110% annual cap on compensation considered as part of a member's FAC.
Service retirement eligibility and benefit formula	• **Age 50** with **5 years** of membership service, or • **Any age** with **20 years** of membership service • 2.5% of FAC x years of service credit
Second retirement eligibility and benefit formula	• **Re-employed** in a **MPORS position** and **at least age 50** **Re-calculated** using criteria below: • **Less than 20 years** of membership service: a. Initial retirement benefit will cease; b. The retiree becomes a vested active MPORS member; c. The member must repay all initial benefits received plus interest at the actuarially assumed rate of return; d. The second retirement will be based on total MPORS service; **and** e. The member will be treated as a new retiree who after having been retired at least 12 months, will receive a 3% GABA each year in January. This applies only to members who were GABA members initially. • **More than 20 years** of membership service: a. The initial retirement benefit will cease;

b. The retiree becomes a vested active MPORS member;
c. At second retirement the initial benefit resumes and a new benefit will be calculated on new service credit and FAC after re-employment; and
d. The retiree will receive GABA on their first benefit in January immediately following second retirement but waits 12 months for GABA on the second retirement benefit. If not initially retired 12 months, the retiree will wait 12 months for GABA on both parts of benefit. This applies only to members who were GABA members initially.

Disability retirement eligibility and benefit formula

- Any active member
- **Before completing 20 years** of membership service: 50% of FAC
- **After completing 20 years or more** of membership service: 2.5% of FAC for each year of service credit

Survivor's eligibility and benefit formula

- Any active member
- **Before completing 20 years** of membership service: 50% of member's FAC
- **After completing 20 years or more** of membership service: 2.5% of member's FAC for each year of service credit
- Benefits are paid to the surviving spouse (or equally to dependent children if there is no surviving spouse or after a surviving spouse dies, for as long as they remain dependent children).
- In the absence of a spouse or child, the accumulated contributions minus any benefits already paid will be paid to the member's designated beneficiary.

Vesting eligibility and benefit

- 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

- The normal form of payment is a life annuity, with 100% continuation after death to a surviving spouse.

	• If there is no surviving spouse, or after the death of a surviving spouse, benefits are paid to the dependent children, if any, for as long as they remain dependent children.
Post retirement benefit increases	• For retired members who became active members **on or after** July 1, 1997, **or** those who elected to be **covered under GABA** and who have been retired at least 12 months, a GABA will be made each year in January equal to 3%. • For retired members who were hired **prior to** July 1, 1997 **and** who did **not elect GABA**, the minimum benefit adjustment provided should not be less than 50% of the current base compensation of a newly confirmed police officer of the employer that last employed the member as a police officer.
Changes since last valuation	• None

MPORS Deferred Retirement Option Plan (DROP)

Eligibility	• 20 years of membership service
DROP period	• Maximum of five years. • Member may not receive membership service or service credit during the DROP Period.
Contributions	• State, employer and member contributions continue during the DROP Period and are made to the retirement system.
Disability	• If a member becomes disabled during the DROP Period, the member will not be eligible for MPORS disability benefits. • If the member must terminate service, the member's service retirement benefit will be paid to the member rather than to the member's monthly DROP Account. The member will also be eligible to receive the DROP Account.
Survivor benefit	• If a member dies before the end of the DROP Period, the surviving spouse or dependent children are entitled to receive a lump-sum payment equal to the member's DROP Benefit and a survivorship benefit equal to the benefit the member would have received had the member retired rather than elected to participate in the DROP.

- If the member does not have a surviving spouse or dependent children, then the member's designated beneficiary receives the balance of the member's retirement account and a lump-sum payment of the member's DROP Benefit.
- The DROP Benefit paid must include interest credited to the participant's account as follows:
  (a) through June 30, 2009, interest must be credited every fiscal year end at a rate reflecting the retirement system's annual investment earnings for the applicable fiscal year.
  (b) after June 30, 2009, interest must be credited every fiscal year end at the actuarially assumed rate of return. Proportionate interest must be credited for distributions taking place at other than a fiscal year end.

DROP benefit

- Member receives DROP accruals equal to the retirement benefit calculated at DROP commencement and added each month during the DROP Period, including any post retirement adjustments (GABA), plus interest reflecting the retirement system's annual investment earnings.
- Effective July 1, 2009, the interest rate credited to DROP Accounts was changed to the actuarial assumed rate of 8%.
- As a result of the experience study performed during fiscal year 2010, the interest rate credited to DROP Accounts was changed to the actuarial assumed rate of 7.75%.
- As a result of the experience study performed during fiscal year 2017, the interest rate credited to DROP Accounts was changed to the actuarial assumed rate of 7.65%
- As a result of the experience study performed during fiscal year 2021, the interest rate credited to DROP Accounts was changed to the actuarial assumed rate of 7.30%

Changes in DROP since last valuation

- None

APPENDIX D – VALUATION DATA

This chart is presented for informational purposes only. The counts shown in the valuation line were used for preparation of the liabilities disclosed within this report. The counts disclosed for the Annual Financial Report and the Summary (page 1) match the ACFR at the request of the Board. The differences between counts, if any, have no material effect upon the liability calculation.

	Active	Disabled	Retirees and Beneficiaries	Terminated Vested Members	Terminated Non-Vested Members	Total
Participant Counts Used for Valuation	843	101	925	122	263	2,254
Disabled Members having attained normal retirement age		(75)	75			
Beneficiaries of Disabled Members						
Beneficiaries with less than one year of certain payments remaining						
DROP Members	41		(41)			
Other Adjustments	2		(1)	18	1	20
Participant Counts shown in the Annual Financial Report	886	26	958	140	264	2,274

APPENDIX D – VALUATION DATA

This valuation is based upon the membership of the System as of June 30, 2024. Membership data were supplied by the System and has been accepted for valuation purposes without audit. However, tests were performed to ensure that the data was sufficiently accurate for valuation purposes.

The salaries used in the tables and charts which follow are different than the salaries used for the Summary on page 1. The valuation projected salaries to be paid for the following fiscal year, whereas the Summary, salaries are applicable in the year ending on the valuation date.

Active Members	Number	Valuation Projected Salaries
Full-Time Members	768	$ 65,915,319
Part-Time Members	75	$ 1,506,232
Total Active Members*	843	$ 67,421,551

* Data from the 41 DROP participants are excluded from the table above.

Table D-1 contains summaries of the data for active members. For full-time members, values shown in the tables are the numbers of members and their total and average annual salaries. For part-time members, only the numbers of members are shown.

Table D-2 presents distributions of the following:

- Members receiving service retirement benefits.
- Members receiving disability retirement benefits.
- Survivors of deceased retired members receiving benefits.
- Survivors of deceased active members.
- Terminated vested members.

Table D-3 is a reconciliation of membership data from June 30, 2023 to June 30, 2024.

APPENDIX D – VALUATION DATA

The following is a summary of retired members and beneficiaries currently receiving benefits. The chart reflects the counts and benefits used for valuation purposes as a result of data processing. Please refer to the chart on page 48 for an explanation of the number of annuitants used for valuation purposes.

Type of Annuitant	Number	Annual Benefits	Average Annual Benefits
Service Retirement	719	$ 27,144,304	$ 37,753
DROP Members	41	2,365,769	57,702
Total Service Retired Members	760	$ 29,510,073	$ 38,829
Survivors of Deceased Retired Members	138	4,953,155	35,892
Survivors of Deceased Active Members	27	827,508	30,648
Total Survivors and Beneficiaries	165	$ 5,780,663	$ 35,034
Disability Retirement	101	3,497,114	34,625
Total Annuitants	1,026	$ 38,787,850	$ 37,805

Terminated Members with Contributions Not Withdrawn	Number
Vested Terminated Members	122
Non-Vested Terminated Members	263
Total Terminated Members	385

Table D-1:
Active Members Distribution of
Full-Time Employees and Salaries
as of June 30, 2024

Number of Employees

	Completed Years of Service												
Age	0	1	2	3 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40+	Totals
<25	25	13	6	3									47
25 to 29	22	34	27	34	9	1							127
30 to 34	10	21	23	32	71	12							169
35 to 39	4	10	15	21	48	37	16						151
40 to 44		6	4	5	23	39	43	3					123
45 to 49	2	2	5	6	16	12	21	10					74
50 to 54	3	4	2	2	6	11	17	3	4				52
55 to 59		1	2		3	4	2	4	1	1			18
60 to 64		2		1	1		2						6
65 to 69													
70 and up										1			1
Totals	66	93	84	104	177	116	101	20	5	2		-	768

Data for the 41 DROP participants are excluded from the table above.

Table D-1:
Active Members Distribution of
Full-Time Employees and Salaries
as of June 30, 2024

Annual Salaries in Thousands

	Completed Years of Service											
Age	0	1	2	3 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40+	Totals
<25	1,693	905	378	190									3,165
25 to 29	1,451	2,378	2,018	2,755	748	69							9,418
30 to 34	702	1,477	1,726	2,611	6,215	1,067							13,797
35 to 39	185	691	1,188	1,774	4,236	3,782	1,670						13,525
40 to 44		410	296	377	1,905	3,732	4,734	343					11,797
45 to 49	113	132	347	534	1,364	1,180	2,222	1,198					7,091
50 to 54	181	265	149	186	490	1,013	1,671	314	482				4,751
55 to 59		59	107		247	404	216	396	130	106			1,666
60 to 64		182		119	83		217						601
65 to 69													
70 and up										104			104
Totals	4,325	6,498	6,208	8,547	15,288	11,247	10,731	2,251	611	210		-	65,915

Data for the 41 DROP participants are excluded from the table above.
The salary shown in the above chart was used for valuation purposes and assumes pay increases for the year.

Table D-1:
Active Members Distribution of
Full-Time Employees and Salaries
as of June 30, 2024

Average Annual Salary

	Completed Years of Service											
Age	0	1	2	3 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40+	Totals
<25	67,727	69,609	62,944	63,229									67,350
25 to 29	65,953	69,928	74,729	81,043	83,096	68,555							74,158
30 to 34	70,190	70,325	75,027	81,595	87,541	88,879							81,641
35 to 39	46,152	69,128	79,188	84,484	88,243	102,205	104,371						89,570
40 to 44		68,322	73,930	75,471	82,804	95,704	110,097	114,301					95,911
45 to 49	56,583	66,159	69,478	88,986	85,248	98,329	105,831	119,799					95,826
50 to 54	60,476	66,214	74,253	93,066	81,703	92,132	98,278	104,582	120,383				91,357
55 to 59		58,706	53,573		82,311	101,124	108,120	99,051	129,551	106,409			92,538
60 to 64		90,899		118,841	83,316		108,638						100,205
65 to 69													
70 and up										103,633			103,633
Totals	65,534	69,873	73,900	82,179	86,372	96,957	106,246	112,542	122,216	105,021			85,827

Data for the 41 DROP participants are excluded from the table above.
The salary shown in the above chart was used for valuation purposes and assumes pay increases for the year.

Table D-1:
Active Members Distribution of
Part-Time Employees
as of June 30, 2024

Number of Employees

	Completed Years of Service												
Age	0	1	2	3 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40+	Totals
<25	9		1										10
25 to 29	11	1	5	2									19
30 to 34	7	4	2		4								17
35 to 39	7	3	1	1	1	1							14
40 to 44	3	3			1								7
45 to 49		1			2								3
50 to 54	2			2									4
55 to 59	1												1
60 to 64													
65 to 69													
70 and up													
Totals	40	12	9	5	8	1	-	-					75

Table D-2:
Distribution of Inactive Lives

Please refer to the chart on page 48 for an explanation of the number of annuitants used for valuation purposes.

Members Receiving Service Retirement Benefits as of June 30, 2024

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	21	$ 912,094	$ 43,433
50 to 54	88	3,391,985	38,545
55 to 59	154	5,359,509	34,802
60 to 64	136	4,920,862	36,183
65 to 69	100	3,364,049	33,640
70 to 74	109	4,307,833	39,521
75 to 79	68	3,154,272	46,386
80 to 84	26	1,129,572	43,445
85 to 89	11	395,391	35,945
90 and up	6	208,737	34,790
Totals	719	$ 27,144,304	$ 37,753

Members Receiving Disability Retirement Benefits as of June 30, 2024

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	26	$ 1,006,894	$ 38,727
50 to 54	16	603,753	37,735
55 to 59	12	423,414	35,285
60 to 64	10	337,118	33,712
65 to 69	9	306,174	34,019
70 to 74	12	333,742	27,812
75 to 79	8	254,470	31,809
80 to 84	4	115,590	28,898
85 to 89	4	115,959	28,990
90 and up	-	-	-
Totals	101	$ 3,497,114	$ 34,625

Table D-2:
Distribution of Inactive Lives

Please refer to the chart on page 48 for an explanation of the number of annuitants used for valuation purposes.

Survivors of Deceased Retired Members as of June 30, 2024

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	3	$ 115,892	$ 38,631
50 to 54	1	51,090	51,090
55 to 59	8	292,837	36,605
60 to 64	10	424,232	42,423
65 to 69	13	448,816	34,524
70 to 74	31	1,109,354	35,786
75 to 79	23	853,692	37,117
80 to 84	14	480,612	34,329
85 to 89	18	619,182	34,399
90 and up	17	557,448	32,791
Totals	138	$ 4,953,155	$ 35,892

Survivors of Deceased Active Members as of June 30, 2024

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<45	3	$ 70,512	$ 23,504
45 to 49	1	24,824	24,824
50 to 54	3	78,285	26,095
55 to 59	2	70,722	35,361
60 to 64	2	60,815	30,408
65 to 69	5	167,134	33,427
70 to 74	2	57,703	28,852
75 to 79	5	185,164	37,033
80 to 84	1	29,548	29,548
85 to 89	1	26,834	26,834
90 and up	2	55,967	27,984
Totals	27	$ 827,508	$ 30,648

Table D-2:
Distribution of Inactive Lives

Please refer to the chart on page 48 for an explanation of the number of annuitants used for valuation purposes.

DROP Members as of June 30, 2024

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	7	$ 368,271	$ 52,610
50 to 54	13	771,356	59,335
55 to 59	17	1,040,631	61,214
60 to 64	3	148,943	49,648
65 to 69	1	36,568	36,568
70 to 74	-	-	-
75 to 79	-	-	-
80 to 84	-	-	-
85 to 89	-	-	-
90 and up	-	-	-
Totals	41	$ 2,365,769	$ 57,702

Terminated Vested Members as of June 30, 2024
Number of Persons

Age	Number
<25	
25 to 29	1
30 to 34	13
35 to 39	33
40 to 44	38
45 to 49	30
50 to 54	5
55 to 59	1
60 to 64	1
65 to 69	
70 and above	
Total	122

Table D-3:
Data Reconciliation

The following table shows a reconciliation of the participants used in the previous valuation to this valuation. This chart reflects the counts used for valuation purposes as a result of data processing.

	Active Members*	Terminated Vested Members	Service Retired Members**	Disabled Members	Survivors and Beneficiaries
June 30, 2023 Valuation	809	117	748	101	157
Refunds and Non-Vested Terminations	(45)	(2)			(8)
Vested Terminations	(12)	12			
Service Retirements	(19)	(4)	23		
Disability Retirements	(2)			2	
Deaths			(14)	(2)	(1)
New Entrants	108				17
Rehires	4	(1)			
Other			3		
June 30, 2024 Valuation	843	122	760	101	165

* Excludes members in DROP
** Includes members in DROP

APPENDIX E – COMPARATIVE SCHEDULES

This section contains tables that summarize the experience of the System shown in present and past valuation reports.

Table E-1 shows a summary of the active members covered as of the various valuation dates.

Table E-2 shows a summary of the retired and inactive members as of the various valuation dates.

Table E-3 summarizes the contribution rates determined by each annual actuarial valuation.

Table E-1:

Active Membership Data

Valuation Date June 30,	Actives	Annual Salaries in Thousands	Average Annual Salary	Average Age	Average Years of Service	Average Hire Age
2024*	886	$ 69,714	$78,684	37.8	7.6	30.1
2023*	862	66,806	77,501	38.1	7.9	30.2
2022*	841	61,329	72,924	38.4	8.2	30.1
2021*	823	59,217	71,952	38.8	8.7	30.1
2020*	829	56,784	68,497	38.9	8.8	30.1
2019*	806	54,282	67,348	39.0	9.0	30.0
2018*	787	52,036	66,119	39.3	9.4	29.9
2017*	775	48,604	62,715	38.2	8.5	29.5
2016*	762	47,234	61,987	38.4	8.6	29.8
2015	694	45,162	60,783	38.7	8.8	29.9
2014	743	44,454	59,830			
2013	734	42,324	57,662			
2012	701	41,584	56,500			

* Includes members in DROP

Table E-2:

Retired and Inactive Membership Data

Valuation Date June 30,	All Annuitants						Terminated Members	
	Number	Annual Benefits in Thousands	Average Annual Benefit	Average Current Age	Average Age at Retirement	Average Service at Retirement	Number Vested Terminated	Number Non-Vested Terminated
2024*	985	$ 36,422	$36,977	62.3	50.1	20.9	122	263
2023*	955	34,282	35,897	61.9	50.0	20.9	117	239
2022*	933	32,379	34,704	61.6	50.0	21.0	108	212
2021*	910	30,599	33,625	61.3	49.9	21.0	89	199
2020*	870	28,196	32,409	65.8	49.9	21.0	79	181
2019*	850	26,903	31,650	65.6	49.8	21.1	77	164
2018*	812	25,032	30,827	65.9	48.9	18.4	78	153
2017*	791	23,809	30,099	65.8	47.5	18.6	75	143
2016*	768	22,539	29,347	66.0	47.4	19.0	61	112
2015	744	21,203	28,499	66.6	47.9	19.4	60	103
2014	716	19,815	27,675				55	90
2013	710	18,948	26,687				52	77
2012	676	17,665	26,132				49	76

* Retired members excludes members in DROP

Table E-3:
Contribution Rates

Valuation Date June 30,	Contribution Rates			Normal Cost Rate*	UAAL Rate**
	Employee	Employer/State	Total		
2024	9.00 %	43.78 %	52.78 %	29.64 %	23.14 %
2023	9.00	43.78	52.78	30.01	22.77
2022	9.00	43.78	52.78	30.19	26.83
2021	9.00	43.78	52.78	25.95	26.83
2020	9.00	43.78	52.78	25.75	27.03
2019	9.00	43.78	52.78	25.92	26.86
2018	9.00	43.78	52.78	26.01	26.77
2017	9.00	43.78	52.78	25.70	27.08
2016	9.00	43.78	52.78	27.92	24.86
2015	9.00	43.78	52.78	26.04	26.74
2014	9.00	43.78	52.78	25.85	26.93
2013	9.00	43.78	52.78	26.29	26.49
2012	9.00	43.78	52.78	26.26	26.52

* Includes administrative expenses for the 2014 to 2021 Valuation Dates.
** The UAAL rate is the amount available to amortize the UAAL. It is equal to the total contribution rate, minus the normal cost rate.

APPENDIX F – FINANCIAL STATEMENT INFORMATION

The information presented in the required supplementary schedules was determined as part of the actuarial valuation as of June 30, 2024. Additional information as of the latest actuarial valuation follows.

Valuation date	June 30, 2024
Actuarial cost method	Entry Age Normal
Amortization method	Open
Remaining amortization period	18 Years
Asset valuation method	Four-year smoothed market
Actuarial assumptions:	
Investment rate of return*	7.30%
General wage growth*	3.50%
Merit salary increases	1.0% - 6.4%
*Includes inflation	2.75%

APPENDIX F – FINANCIAL STATEMENT INFORMATION

Gain and Loss in Accrued Liability During Years Ended June 30 Resulting from Differences Between Assumed Experience and Actual Experience						
	Gain or (Loss) for Year Ending June 30, (expressed in thousands)					
Type of Activity	2019	2020	2021	2022	2023	2024
Investment Income on Actuarial Value of Assets	$ (2,458)	$ (3,720)	$ 13,389	$ 1,140	$ (191)	$ 8,018
Combined Liability Experience	949	1,910	(1,278)	148	(3,108)	(3,893)
(Loss)/Gain During Year from Financial Experience	$ (1,510)	$ (1,810)	$ 12,111	$ 1,289	$ (3,299)	$ 4,125
Non-Recurring Items	0	0	0	(52,878)	0	0
Composite Gain or (Loss) During Year	$ (1,510)	$ (1,810)	$ 12,111	$ (51,589)	$ (3,299)	$ 4,125

Schedule of Funding Progress (expressed in thousands)						
Valuation Date June 30,	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)	Funded Ratio	Unfunded AAL (UAAL)	Covered Payroll	UAAL as a Percentage of Covered Payroll
2024	$ 642,237	$ 858,691	75%	$ 216,454	$ 69,714	310%
2023	594,019	817,699	73%	223,680	66,806	335%
2022	555,005	778,865	71%	223,860	61,329	365%
2021	516,144	694,611	74%	178,467	59,217	301%
2020	471,328	666,099	71%	194,770	56,784	343%
2019	441,565	637,866	69%	196,300	54,282	362%

Valuation Date June 30,	Solvency Test Aggregate Accrued Liabilities for (expressed in thousands) Active Member Contributions (1)	Retirees & Beneficiaries (2)	Active Member Employer Financed Contributions (3)	Actuarial Value of Reported Assets	Portion of Accrued Liability Covered by Reported Assets (1)	(2)	(3)
2024	$ 46,365	$ 557,042	$ 255,285	$ 642,237	100%	100%	15%
2023	43,782	521,742	252,176	594,019	100%	100%	11%
2022	42,816	498,624	237,425	555,005	100%	100%	6%
2021	42,904	447,236	204,471	516,144	100%	100%	13%
2020	42,767	412,367	210,964	471,328	100%	100%	8%
2019	43,542	397,171	197,153	441,565	100%	100%	0%

APPENDIX G –GLOSSARY

The following definitions are largely excerpts from a list adopted in 1981 by the major actuarial organizations in the United States. In some cases the definitions have been modified for specific applicability to the Municipal Police Officers' Retirement System. Defined terms are capitalized throughout this Appendix.

Accrued Benefit

The amount of an individual's benefit (whether or not vested) as of a specific date, determined in accordance with the terms of a pension plan and based on compensation and service to that date.

Actuarial Accrued Liability

That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of pension plan benefits and expenses which is not provided for by future Normal Costs.

Actuarial Assumptions

Assumptions as to the occurrence of future events affecting pension costs, such as: mortality, withdrawal, disablement, and retirement; changes in compensation, rates of investment earnings, and asset appreciation or depreciation; procedures used to determine the Actuarial Value of Assets; and other relevant items.

Actuarial Cost Method

A procedure for determining the Actuarial Present Value of pension plan benefits and expenses and for developing an actuarially equivalent allocation of such value to time periods, usually in the form of a Normal Cost and an Actuarial Accrued Liability.

Actuarial Gains and Loss

A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions during the period between two Actuarial Valuation dates, as determined in accordance with a particular Actuarial Cost Method.

Actuarial Present Value

The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions.

Actuarial Valuation

The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a pension plan.

Actuarial Value of Assets

The value of cash, investments and other property belonging to a pension plan, as used by the actuary for the purpose of an Actuarial Valuation.

APPENDIX G –GLOSSARY

Actuarially Equivalent

Of equal Actuarial Present Value, determined as of a given date with each value based on the same set of Actuarial Assumptions.

Amortization Payment

That portion of the pension plan contribution which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

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 of the individual between entry age and assumed exit ages. The portion of this Actuarial Present Value allocated to a valuation year is called the Normal Cost. The portion of this 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.

Market Value of Assets

The fair value of cash, investments and other property belonging to a pension plan that could be acquired by exchanging them on the open market.

Normal Cost

That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

Projected Benefits

Those pension plan benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits.

Unaccrued Benefit

The excess of an individual's Projected Benefits over the Accrued Benefits as of a specified date.

Unfunded Actuarial Accrued Liability

The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.