

# Public Employees Retirement Association of Minnesota

General Employees Retirement Plan

GASB Statements No. 67 and No. 68 Accounting and  
Financial Reporting for Pensions

June 30, 2020





November 13, 2020

Public Employees Retirement Association of Minnesota  
General Employees Retirement Plan  
St. Paul, Minnesota

Dear Trustees of the General Employees Retirement Plan:

This report provides accounting and financial reporting information that is intended to comply with the Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68 for the General Employees Retirement Plan ("GERP"), as amended by Statement No. 82. These calculations have been made on a basis that is consistent with our understanding of these accounting standards.

GASB Statement No. 67 is the accounting standard that applies to the financial reports issued by retirement systems. GASB Statement No. 68 establishes accounting and financial reporting for state and local government employers who provide their employees (including former employees) pension benefits through a trust. GASB Statement No. 82 is an amendment to Statements No. 67, No. 68, and No. 73, intended to improve consistency in the application of the accounting standards.

Our calculation of the liability associated with the benefits described in this report was performed for the purpose of providing reporting and disclosure information that satisfies the requirements of GASB Statements No. 67 and No. 68. The Net Pension Liability is not an appropriate measure for measuring the sufficiency of plan assets to cover the estimated cost of settling the employer's benefit obligations. The Net Pension Liability is not an appropriate measure for assessing the need for or amount of future employer contributions. The calculation of the plan's liability for this report may not be applicable for purposes of funding the plan. A calculation of the plan's liability for purposes other than satisfying the requirements of GASB Statement No. 67 and No. 68 may produce significantly different results. The information in this report is calculated on a total plan basis. PERA is responsible for preparing the Schedule of Employer Allocations and the Schedule of Pension Amounts by Employer. This report may be provided to parties other than the Public Employees Retirement Association (PERA) only in its entirety and only with the permission of PERA. GRS is not responsible for unauthorized use of this report.

This report is based upon information, furnished to us by PERA, concerning retirement and ancillary benefits, active members, deferred vested members, retirees and beneficiaries, and financial data. If your understanding of this information is different, please let us know. This information was checked for internal consistency, but it was not audited.

This report complements the actuarial valuation report for funding purposes that was or will be provided to the Plan and should be considered in conjunction with that report. Please see the actuarial valuation report as of June 30, 2020 for additional discussion of the nature of actuarial calculations and more information related to participant data, economic and demographic assumptions, and benefit provisions.

This report does not fully reflect the recent and still developing impact of COVID-19, which is likely to influence demographic and investment experience, at least in the short term. We will continue to monitor these developments and their impact on the plan.

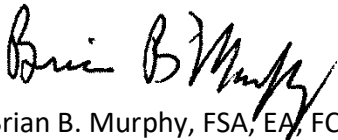
This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

To the best of our knowledge, the information contained within this report is accurate and fairly represents the actuarial position of the General Employees Retirement Plan as of the measurement date. All calculations have been made in conformity with generally accepted actuarial principles and practices as well as with the Actuarial Standards of Practice issued by the Actuarial Standards Board.

The signing actuaries are independent of the plan sponsor.

Brian B. Murphy and Bonita J. Wurst are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,



Brian B. Murphy, FSA, EA, FCA, MAAA, PhD



Bonita J. Wurst, ASA, EA, FCA, MAAA



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## **SECTION A**

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### **EXECUTIVE SUMMARY**

## Executive Summary as of June 30, 2020 (Dollars in Thousands)

	<b>2020</b>
Actuarial Valuation Date	June 30, 2020
Measurement Date of the Net Pension Liability	June 30, 2020
Employer's Fiscal Year Ending Date (Reporting Date)	Varies by Employer

### Membership

Number of	
- Service Retirements	95,830
- Survivors	8,981
- Disability Retirements	3,681
- Deferred Retirements	64,672
- Terminated other non-vested	79,069
- Active Members	153,741
- Total	405,974
Covered Payroll	\$ 6,698,754

### Net Pension Liability

Total Pension Liability	\$ 28,626,916
Plan Fiduciary Net Position	\$ 22,631,459
Net Pension Liability	\$ 5,995,457
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	79.06%
Net Pension Liability as a Percentage of Covered Payroll	89.50%

### Development of the Single Discount Rate

Single Discount Rate	7.50%
Long-Term Expected Rate of Investment Return	7.50%
Long-Term Municipal Bond Rate*	2.45%
Last year ending June 30 in the 2021 to 2120 projection period for which projected benefit payments are fully-funded	2120

**Total Pension Expense/(Income)** \$ 237,470

### Deferred Outflows and Inflows by Source Arising from Current and Prior Periods to be Recognized in Future

#### Pension Expenses

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference between expected and actual experience	\$ 54,662	\$ 22,684
Changes in assumptions	\$ -	\$ 222,274
Net difference between projected and actual earnings on pension plan investments	\$ 606,138	\$ 502,560
Total	\$ 660,800	\$ 747,518

\* Source: Based on the 20-Year Municipal GO Index of mixed maturity general obligation municipal bonds as of the weekly rate closest to but not later than the Measurement Date.



# Discussion

## Accounting Standard

For pension plans that are administered through trusts or equivalent arrangements, Governmental Accounting Standards Board (GASB) Statement No. 67 establishes standards of financial reporting for separately issued financial reports and specifies the required approach for measuring the pension liability. Similarly, GASB Statement No. 68 establishes standards for state and local government employers (as well as non-employer contributing entities) to account for and disclose the net pension liability, pension expense, and other information associated with providing retirement benefits to their employees (and former employees) on their basic financial statements. Governmental Accounting Standards Board (GASB) Statement No. 82, Pension Issues, is an amendment to Statements No. 67, No. 68, and No. 73, intended to improve consistency in the application of the accounting standards.

The following discussion provides a summary of the information that is required to be disclosed under these accounting standards. A number of these disclosure items are provided in this report. However, certain information, such as notes regarding accounting policies and investments, is not included in this report and the retirement system and/or plan sponsor will be responsible for preparing and disclosing that information to comply with these accounting standards.

## Financial Statements

GASB Statement No. 68 requires state or local governments to recognize the net pension liability and the pension expense on their financial statements. The net pension liability is the difference between the total pension liability and the plan's fiduciary net position. In traditional actuarial terms, this is analogous to the accrued liability less the market value of assets (not the smoothed actuarial value of assets that is often encountered in actuarial valuations performed to determine the employer's contribution requirement).

Paragraph 57 of GASB Statement No. 68 states, "Contributions to the pension plan from the employer subsequent to the measurement date of the collective net pension liability and before the end of the employer's reporting period should be reported as a deferred outflow of resources related to pensions." The information contained in this report does not incorporate any contributions made to GERP subsequent to the measurement date of June 30, 2020.

The pension expense recognized each fiscal year is equal to the change in the net pension liability from the beginning of the year to the end of the year, adjusted for deferred recognition of the liability and investment experience.

Pension plans that prepare their own, stand-alone financial statements are required to present two financial statements – a statement of fiduciary net position and a statement of changes in fiduciary net position in accordance with GASB Statement No. 67. The *statement of fiduciary net position* presents the assets and liabilities of the pension plan at the end of the pension plan's reporting period. The *statement of changes in fiduciary net position* presents the additions, such as contributions and investment income, and deductions, such as benefit payments and expenses, and net increase or decrease in the fiduciary net position.

## Notes to Financial Statements

GASB Statement No. 68 requires the notes of the employer's financial statements to disclose the total pension expense, the pension plan's liabilities and assets, and deferred outflows and inflows of resources related to pensions.

Both GASB Statement No. 67 and No. 68 require the notes of the financial statements for the employers and pension plans, to include certain additional information. The list of disclosure items should include:

- A description of benefits provided by the plan;
- The type of employees and number of members covered by the pension plan;
- A description of the plan's funding policy, which includes member and employer contribution requirements;
- The pension plan's investment policies;
- The pension plan's fiduciary net position, net pension liability, and the pension plan's fiduciary net position as a percentage of the total pension liability;
- The net pension liability using a discount rate that is 1% higher and 1% lower than used to calculate the total pension liability and net pension liability for financial reporting purposes;
- Significant assumptions and methods used to calculate the total pension liability;
- Inputs to the discount rates; and
- Certain information about mortality assumptions and the dates of experience studies.

Retirement systems that issue stand-alone financial statements are required to disclose additional information in accordance with Statement No. 67. This information includes:

- The composition of the pension plan's Board and the authority under which benefit terms may be amended;
- A description of how fair value is determined;
- Information regarding certain reserves and investments, which include concentrations of investments greater than or equal to 5%, receivables, and insurance contracts excluded from plan assets; and
- Annual money-weighted rate of return.

## Required Supplementary Information

GASB Statement No. 67 requires a 10-year fiscal history of:

- Sources of changes in the net pension liability;
- Information about the components of the net pension liability and related ratios, including the pension plan's fiduciary net position as a percentage of the total pension liability, and the net pension liability as a percent of covered-employee payroll; and
- Comparison of the actual employer contributions to the actuarially determined contributions based on the plan's funding policy.



## Timing of the Valuation

An actuarial valuation to determine the total pension liability is required to be performed at least every two years. For employer reporting, the net pension liability and pension expense should be measured as of a date (measurement date) no earlier than the end of the employer's prior fiscal year, consistently applied from period to period. If the actuarial valuation used to determine the total pension liability is not calculated as of the measurement date, the total pension liability is required to be rolled forward from the actuarial valuation date to the measurement date.

The total pension liability shown in this report is based on an actuarial valuation performed as of June 30, 2020 and a measurement date of June 30, 2020.

## Measurement of the Net Pension Liability

The net pension liability is to be measured as the total pension liability, less the amount of the pension plan's fiduciary net position. In actuarial terms, this will be the accrued liability less the market value of assets (not the smoothed actuarial value of assets that is often encountered in actuarial valuations performed to determine the employer's contribution requirement).

## General Implications of Contribution Allocation Procedure or Funding Policy on Future Expected Plan Contributions and Funded Status

Given the plan's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the plan earning 7.50%), then the following outcomes are expected:

1. The normal cost of the plan is expected to remain approximately level as a percent of pay,
2. The funded status of the plan is expected to gradually improve and is expected to be 100% funded within the next 28 years, and
3. The unfunded liability will grow initially as a dollar amount before beginning to decline.

The projections in this report are strictly for the purpose of determining the GASB single discount rate and are different from a funding projection for the ongoing plan.

## Limitations of Funded Status Measurements

Unless otherwise indicated, a funded status measurement presented in this report is based upon the actuarial accrued liability and the market value of assets. Unless otherwise indicated, with regard to any funded status measurements presented in this report:

- (1) The measurement is inappropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations, in other words, of transferring the obligations to an unrelated third party in an arm's length market value type transaction.
- (2) The measurement is dependent upon the actuarial cost method which, in combination with the plan's amortization policy, affects the timing and amounts of future contributions. The amounts of future contributions will most certainly differ from those assumed in this report due to future actual experience differing from assumed experience based upon the actuarial assumptions. A funded status measurement in this report of 100% is not synonymous with no required future contributions. If the funded status were 100%, the plan would still require future normal cost contributions (i.e., contributions to cover the cost of the active membership accruing an additional year of service credit).
- (3) The measurement would produce a different result if the actuarial value of assets were used instead of the market value of assets.

## Limitation of Project Scope

Actuarial standards do not require the actuary to evaluate the ability of the plan sponsor or other contributing entity to make required contributions to the plan when due. Such an evaluation was not within the scope of this project and is not within the actuary's domain of expertise. Consequently, the actuary performed no such evaluation.

## Single Discount Rate

Projected benefit payments are required to be discounted to their actuarial present values using a single discount rate that reflects (1) a long-term expected rate of return on pension plan investments (to the extent that the plan's fiduciary net position is projected to be sufficient to pay benefits) and (2) tax-exempt municipal bond rate based on an index of 20-year general obligation bonds with an average AA credit rating as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

For the purpose of this valuation, the expected rate of return on pension plan investments is 7.50%; the municipal bond rate is 2.45% (based on the weekly rate closest to but not later than the measurement date of the Fidelity "20-Year Municipal GO AA Index"); and the resulting single discount rate is 7.50%.

## **SECTION B**

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### **FINANCIAL STATEMENTS**

# Statement of Pension Expense Under GASB Statement No. 68

## Fiscal Year Ended June 30, 2020 (Dollars in Thousands)

### A. Expense

1. Service Cost	\$	518,112
2. Interest on the Total Pension Liability	\$	2,053,793
3. Current-Period Benefit Changes	\$	(65,850)
4. Employee Contributions (made negative for addition here)	\$	(435,419)
5. Projected Earnings on Plan Investments (made negative for addition here)	\$	(1,655,302)
6. Pension Plan Administrative Expense	\$	12,268
7. Other Changes in Plan Fiduciary Net Position	\$	(267)
8. Recognition of Outflow (Inflow) of Resources due to differences between expected and actual experience in the measurement of the Total Pension Liability <i>Arising from Current Reporting Period</i>	\$	(7,561)
9. Recognition of Outflow (Inflow) of Resources due to assumption changes <i>Arising from Current Reporting Period</i>	\$	(32,212)
10. Recognition of Outflow (Inflow) of Resources due to the difference between projected (7.50%) and actual earnings on Pension Plan Investments <i>Arising from Current Reporting Period</i>	\$	144,852
<b>11. Increase/(Decrease) from Experience in Current Reporting Period</b>	<b>\$</b>	<b>532,414</b>
12. Recognition of Outflow (Inflow) of Resources due to differences between expected and actual experience in the measurement of the Total Pension Liability <i>Arising from Prior Reporting Periods</i>	\$	98,559
13. Recognition of Outflow (Inflow) of Resources due to assumption changes <i>Arising from Prior Reporting Periods</i>	\$	(308,928)
14. Recognition of Outflow (Inflow) of Resources due to the difference between projected and actual earnings on Pension Plan Investments <i>Arising from Prior Reporting Periods</i>	\$	(84,575)
<b>15. Total Pension Expense / (Income)</b>	<b>\$</b>	<b>237,470</b>

### Recognition of Deferred Outflows and Inflows of Resources

Differences between expected and actual experience and changes in assumptions are recognized in pension expense using a systematic and rational method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with pension through the pension plan (active employees and inactive employees) determined as of the beginning of the measurement period.

At the beginning of the current measurement period, the expected remaining service lives of all active employees in the plan was approximately 1,630,541 years. Additionally, the total plan membership (active employees and inactive employees) was 448,800. As a result, the average of the expected remaining service lives for purposes of recognizing the applicable deferred outflows and inflows of resources established in the current measurement period is 4.0000 years.

Additionally, differences between projected and actual earnings on plan investments should be recognized in pension expense using a systematic and rational method over a closed five-year period. For this purpose, the deferred outflows and inflows of resources are recognized in the pension expense as a level dollar amount over the closed period identified above.



# Statement of Outflows and Inflows Arising from Current Reporting Period Fiscal Year Ended June 30, 2020 (Dollars in Thousands)

## A. Outflows (Inflows) of Resources due to Liabilities

1. Difference between expected and actual experience of the Total Pension Liability (gains) or losses	\$ (30,245)
2. Assumption Changes (gains) or losses	\$ (128,849)
3. Recognition period for Liabilities: Average of the expected remaining service lives of all employees {in years}	4.0000
4. Outflow (Inflow) of Resources to be recognized in the current pension expense for the difference between expected and actual experience of the Total Pension Liability	\$ (7,561)
5. Outflow (Inflow) of Resources to be recognized in the current pension expense for Assumption Changes	\$ (32,212)
6. Outflow (Inflow) of Resources to be recognized in the current pension expense due to Liabilities	<u>\$ (39,773)</u>
7. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses for the difference between expected and actual experience of the Total Pension Liability	\$ (22,684)
8. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses for Assumption Changes	\$ (96,637)
9. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses due to Liabilities	<u>\$ (119,321)</u>

## B. Outflows (Inflows) of Resources due to Assets

1. Net difference between projected and actual earnings on pension plan investments (gains) or losses	\$ 724,261
2. Recognition period for Assets {in years}	5.0000
3. Outflow (Inflow) of Resources to be recognized in the current pension expense due to Assets	\$ 144,852
4. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses due to Assets	\$ 579,409



# Statement of Outflows and Inflows Arising from Current and Prior Reporting Periods Fiscal Year Ended June 30, 2020 (Dollars in Thousands)

## A. Outflows and Inflows of Resources due to Liabilities and Assets to be Recognized in Current Pension Expense

	Outflows of Resources	Inflows of Resources	Net Outflows of Resources
1. Due to Liabilities	\$ 98,559	\$ 348,701	\$ (250,142)
2. Due to Assets	\$ 447,051	\$ 386,774	\$ 60,277
<b>3. Total</b>	<b>\$ 545,610</b>	<b>\$ 735,475</b>	<b>\$ (189,865)</b>

## B. Outflows and Inflows of Resources by Source to be Recognized in Current Pension Expense

	Outflows of Resources	Inflows of Resources	Net Outflows of Resources
1. Differences between expected and actual experience	\$ 98,559	\$ 7,561	\$ 90,998
2. Assumption Changes	\$ -	\$ 341,140	\$ (341,140)
3. Net Difference between projected and actual earnings on pension plan investments	\$ 447,051	\$ 386,774	\$ 60,277
<b>4. Total</b>	<b>\$ 545,610</b>	<b>\$ 735,475</b>	<b>\$ (189,865)</b>

## C. Deferred Outflows and Deferred Inflows of Resources by Source to be Recognized in Future Pension Expenses

	Deferred Outflows of Resources	Deferred Inflows of Resources	Net Deferred Outflows of Resources
1. Differences between expected and actual experience	\$ 54,662	\$ 22,684	\$ 31,978
2. Assumption Changes	\$ -	\$ 222,274	\$ (222,274)
3. Net Difference between projected and actual earnings on pension plan investments	\$ 606,138	\$ 502,560	\$ 103,578
<b>4. Total</b>	<b>\$ 660,800</b>	<b>\$ 747,518</b>	<b>\$ (86,718)</b>

## D. Deferred Outflows and Deferred Inflows of Resources by Year to be Recognized in Future Pension Expenses

Year Ending June 30	Net Deferred Outflows of Resources
2021	\$ (339,956)
2022	\$ (5,602)
2023	\$ 113,987
2024	\$ 144,853
2025	\$ -
Thereafter	\$ -
<b>Total</b>	<b>\$ (86,718)</b>



## Recognition of Deferred Outflows and Inflows of Resources Fiscal Year Ended June 30, 2020 (Dollars in Thousands)

Year Established	Initial Amount	Initial Recognition Period	Current Year Recognition	Remaining Recognition	Remaining Recognition Period
<b>Deferred Outflow (Inflow) Due to Differences Between Expected and Actual Experience on Liabilities</b>					
2017	\$ 280,527	4.0000	\$ 70,131	\$ 0	0.0000
2018	\$ 8,763	4.0000	\$ 2,191	\$ 2,190	1.0000
2019	\$ 104,946	4.0000	\$ 26,237	\$ 52,472	2.0000
2020	\$ (30,245)	4.0000	\$ (7,561)	\$ (22,684)	3.0000
<b>Total</b>			<b>\$ 90,998</b>	<b>\$ 31,978</b>	
<b>Deferred Outflow (Inflow) Due to Assumption Changes</b>					
2017	\$ (853,320)	4.0000	\$ (213,330)	\$ 0	0.0000
2018	\$ (262,228)	4.0000	\$ (65,557)	\$ (65,557)	1.0000
2019	\$ (120,162)	4.0000	\$ (30,041)	\$ (60,080)	2.0000
2020	\$ (128,849)	4.0000	\$ (32,212)	\$ (96,637)	3.0000
<b>Total</b>			<b>\$ (341,140)</b>	<b>\$ (222,274)</b>	
<b>Deferred Outflow (Inflow) Due to Differences Between Projected and Actual Earnings on Plan Investments</b>					
2016	\$ 1,466,454	5.0000	\$ 293,290	\$ 0	0.0000
2017	\$ (1,354,929)	5.0000	\$ (270,986)	\$ (270,985)	1.0000
2018	\$ (578,939)	5.0000	\$ (115,788)	\$ (231,575)	2.0000
2019	\$ 44,547	5.0000	\$ 8,909	\$ 26,729	3.0000
2020	\$ 724,261	5.0000	\$ 144,852	\$ 579,409	4.0000
<b>Total</b>			<b>\$ 60,277</b>	<b>\$ 103,578</b>	
<b>Deferred Outflow (Inflow) due to All Sources</b>					
<b>Total</b>			<b>\$ (189,865)</b>	<b>\$ (86,718)</b>	

## Statement of Fiduciary Net Position (Dollars in Thousands)

Assets in Trust	Market Value	
	June 30, 2020	June 30, 2019
Cash, equivalents, short term securities	\$ 968,024	\$ 628,277
Fixed income	\$ 4,605,517	\$ 4,561,068
Equity	\$ 13,486,107	\$ 13,944,842
Private Markets	\$ 3,536,096	\$ 3,261,949
Other	\$ 5,997	\$ 6,332
<b>Total Assets in Trust</b>	<b>\$ 22,601,741</b>	<b>\$ 22,402,468</b>
Assets Receivable*	\$ 39,659	\$ 50,077
Amounts Payable	\$ (9,941)	\$ (11,577)
<b>Net Position Restricted for Pensions</b>	<b>\$ 22,631,459</b>	<b>\$ 22,440,968</b>

\* Includes \$21 million Employer Supplemental Contribution receivable to be paid in July and December.



## Statement of Changes in Fiduciary Net Position (Dollars in Thousands)

Change in Assets	Market Value	
	June 30, 2020	June 30, 2019
<b>Year Ending</b>		
1. Fund balance at market value at beginning of year	\$ 22,440,968	\$ 21,553,477
2. Adjustment to match restated PERA fund balance	\$ -	\$ -
3. Fund balance at market value at beginning of year, as restated	\$ 22,440,968	\$ 21,553,477
4. Contributions		
a. Member	\$ 435,419	\$ 424,044
b. Employer*	\$ 509,821	\$ 515,444
c. Other sources	\$ 16,000	\$ 16,000
d. Total contributions	\$ 961,240	\$ 955,488
5. Investment income		
a. Investment income/(loss)	\$ 951,836	\$ 1,568,587
b. Investment expenses	\$ (20,795)	\$ (21,363)
c. Net subtotal	\$ 931,041	\$ 1,547,224
6. Other	\$ 267	\$ 154
<b>7. Total additions: (4.d.) + (5.c.) + (6.)</b>	<b>\$ 1,892,548</b>	<b>\$ 2,502,866</b>
8. Benefits Paid		
a. Annuity benefits	\$ (1,604,842)	\$ (1,536,071)
b. Refunds	\$ (84,947)	\$ (65,834)
c. Total benefits paid	\$ (1,689,789)	\$ (1,601,905)
9. Expenses		
a. Other	\$ -	\$ -
b. Administrative	\$ (12,268)	\$ (13,470)
c. Total expenses	\$ (12,268)	\$ (13,470)
<b>10. Total deductions: (8.c.) + (9.c.)</b>	<b>\$ (1,702,057)</b>	<b>\$ (1,615,375)</b>
11. Net increase (decrease) in net position: (7) + (10)	\$ 190,491	\$ 887,491
<b>12. Transfer between funds</b>	<b>\$ -</b>	<b>\$ -</b>
<b>13. Net position restricted for pensions</b>	<b>\$ 22,631,459</b>	<b>\$ 22,440,968</b>
14. Approximate return on market value of assets	4.2%	7.2%

\* Includes \$21 million Employer Supplemental Contribution receivable to be paid in July and December.

## **SECTION C**

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### **REQUIRED SUPPLEMENTARY INFORMATION**

# Schedule of Changes in Net Pension Liability and Related Ratios

## Current Period

### Fiscal Year Ended June 30, 2020 (Dollars in Thousands)

<b>A. Total pension liability</b>	
1. Service Cost	\$ 518,112
2. Interest on the Total Pension Liability	\$ 2,053,793
3. Changes of benefit terms	\$ (65,850)
4. Difference between expected and actual experience of the Total Pension Liability	\$ (30,245)
5. Changes of assumptions	\$ (128,849)
6. Benefit payments, including refunds of employee contributions	\$ (1,689,789)
7. Net change in total pension liability	\$ 657,172
8. Total pension liability – beginning July 1, 2019	\$ 27,969,744
9. Total pension liability – ending June 30, 2020	<u><u>\$ 28,626,916</u></u>
<b>B. Plan fiduciary net position</b>	
1. Contributions – employer	\$ 525,821
2. Contributions – employee	\$ 435,419
3. Net investment income	\$ 931,041
4. Benefit payments, including refunds of employee contributions	\$ (1,689,789)
5. Pension Plan Administrative Expense	\$ (12,268)
6. Other	\$ 267
7. Net change in plan fiduciary net position	\$ 190,491
8. Plan fiduciary net position – beginning July 1, 2019	\$ 22,440,968
9. Plan fiduciary net position – ending June 30, 2020	<u><u>\$ 22,631,459</u></u>
<b>C. Net pension liability</b>	<u><u>\$ 5,995,457</u></u>
<b>D. Plan fiduciary net position as a percentage of the total pension liability</b>	<b>79.06%</b>
<b>E. Covered-employee payroll<sup>^</sup></b>	<b>\$ 6,698,754</b>
<b>F. Net pension liability as a percentage of covered-employee payroll</b>	<b>89.50%</b>

<sup>^</sup> Assumed equal to actual member contributions divided by employee contribution rate.

# Schedules of Required Supplementary Information

## Schedule of Changes in Net Pension Liability and Related Ratios Multiyear (Dollars in Thousands)

Last 10 Fiscal Years (which may be built prospectively)

Fiscal year ending June 30,	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
<b>Total Pension Liability</b>										
Service Cost	\$ 518,112	\$ 494,737	\$ 513,422	\$ 471,706	\$ 434,551	\$ 421,602	\$ 388,391			
Interest on the Total Pension Liability	\$ 2,053,793	\$ 1,991,061	\$ 1,948,853	\$ 1,921,869	\$ 1,839,388	\$ 1,712,534	\$ 1,591,756			
Benefit Changes	\$ (65,850)	\$ -	\$ (79,217)	\$ -	\$ -	\$ 1,147,198	\$ -			
Experience	\$ (30,245)	\$ 104,946	\$ 8,763	\$ 280,527	\$ (647,197)	\$ (348,383)	\$ 96,123			
Assumption Changes	\$ (128,849)	\$ (120,162)	\$ (262,228)	\$ (853,320)	\$ 2,119,742	\$ -	\$ 645,499			
Benefit Payments	\$ (1,604,842)	\$ (1,536,071)	\$ (1,470,450)	\$ (1,413,448)	\$ (1,359,176)	\$ (1,235,303)	\$ (1,109,866)			
Refunds	\$ (84,947)	\$ (65,834)	\$ (42,589)	\$ (37,234)	\$ (37,209)	\$ (35,655)	\$ (38,264)			
<b>Net Change in Total Pension Liability</b>	<b>\$ 657,172</b>	<b>\$ 868,677</b>	<b>\$ 616,554</b>	<b>\$ 370,100</b>	<b>\$ 2,350,099</b>	<b>\$ 1,661,993</b>	<b>\$ 1,573,639</b>			
<b>Total Pension Liability - Beginning</b>	<b>\$ 27,969,744</b>	<b>\$ 27,101,067</b>	<b>\$ 26,484,513</b>	<b>\$ 26,114,413</b>	<b>\$ 23,764,314</b>	<b>\$ 22,102,321</b>	<b>\$ 20,528,682</b>			
<b>Total Pension Liability - Ending (a)</b>	<b>\$ 28,626,916</b>	<b>\$ 27,969,744</b>	<b>\$ 27,101,067</b>	<b>\$ 26,484,513</b>	<b>\$ 26,114,413</b>	<b>\$ 23,764,314</b>	<b>\$ 22,102,321</b>			
<b>Plan Fiduciary Net Position</b>										
Employer Contributions	\$ 525,821	\$ 531,444	\$ 504,819	\$ 483,888	\$ 465,978	\$ 435,115	\$ 382,251			
Employee Contributions	\$ 435,419	\$ 424,044	\$ 409,423	\$ 400,204	\$ 375,291	\$ 353,765	\$ 334,495			
Pension Plan Net Investment Income	\$ 931,041	\$ 1,547,224	\$ 2,063,582	\$ 2,682,901	\$ (20,851)	\$ 777,504	\$ 2,760,854			
Benefit Payments	\$ (1,604,842)	\$ (1,536,071)	\$ (1,470,450)	\$ (1,413,448)	\$ (1,359,176)	\$ (1,235,303)	\$ (1,109,866)			
Refunds	\$ (84,947)	\$ (65,834)	\$ (42,589)	\$ (37,234)	\$ (37,209)	\$ (35,655)	\$ (38,264)			
Pension Plan Administrative Expense	\$ (12,268)	\$ (13,470)	\$ (11,943)	\$ (11,292)	\$ (11,350)	\$ (10,367)	\$ (9,861)			
Other*	\$ 267	\$ 154	\$ 56	\$ 651	\$ 431	\$ 891,914	\$ 605			
<b>Net Change in Plan Fiduciary Net Position</b>	<b>\$ 190,491</b>	<b>\$ 887,491</b>	<b>\$ 1,452,898</b>	<b>\$ 2,105,670</b>	<b>\$ (586,886)</b>	<b>\$ 1,176,973</b>	<b>\$ 2,320,214</b>			
<b>Plan Fiduciary Net Position - Beginning</b>	<b>\$ 22,440,968</b>	<b>\$ 21,553,477</b>	<b>\$ 20,100,579</b>	<b>\$ 17,994,909</b>	<b>\$ 18,581,795</b>	<b>\$ 17,404,822</b>	<b>\$ 15,084,608</b>			
<b>Plan Fiduciary Net Position - Ending (b)</b>	<b>\$ 22,631,459</b>	<b>\$ 22,440,968</b>	<b>\$ 21,553,477</b>	<b>\$ 20,100,579</b>	<b>\$ 17,994,909</b>	<b>\$ 18,581,795</b>	<b>\$ 17,404,822</b>			
<b>Net Pension Liability - Ending (a) - (b)</b>	<b>\$ 5,995,457</b>	<b>\$ 5,528,776</b>	<b>\$ 5,547,590</b>	<b>\$ 6,383,934</b>	<b>\$ 8,119,504</b>	<b>\$ 5,182,519</b>	<b>\$ 4,697,499</b>			
<b>Plan Fiduciary Net Position as a Percentage of Total Pension Liability</b>	79.06 %	80.23 %	79.53 %	75.90 %	68.91 %	78.19 %	78.75 %			
<b>Covered-employee payroll</b>	\$ 6,698,754	\$ 6,523,754	\$ 6,298,815	\$ 6,156,985	\$ 5,773,708	\$ 5,549,255	\$ 5,351,920			
<b>Net Pension Liability as a Percentage of covered-employee payroll</b>	89.50 %	84.75 %	88.07 %	103.69 %	140.63 %	93.39 %	87.77 %			
<b>Notes to Schedule:</b>										
N/A										

\* For fiscal year ending June 30, 2017, includes \$411 of other income and \$240 due to PERA's restatement of the June 30, 2016 end of year plan fiduciary net position.



# Schedules of Required Supplementary Information

## Schedule of the Net Pension Liability Multiyear (Dollars in Thousands)

### Last 10 Fiscal Years (which may be built prospectively)

FY Ending June 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2011						
2012						
2013						
2014	\$ 22,102,321	\$ 17,404,822	\$ 4,697,499	78.75%	\$ 5,351,920	87.77%
2015	\$ 23,764,314	\$ 18,581,795	\$ 5,182,519	78.19%	\$ 5,549,255	93.39%
2016	\$ 26,114,413	\$ 17,994,909	\$ 8,119,504	68.91%	\$ 5,773,708	140.63%
2017	\$ 26,484,513	\$ 20,100,579	\$ 6,383,934	75.90%	\$ 6,156,985	103.69%
2018	\$ 27,101,067	\$ 21,553,477	\$ 5,547,590	79.53%	\$ 6,298,815	88.07%
2019	\$ 27,969,744	\$ 22,440,968	\$ 5,528,776	80.23%	\$ 6,523,754	84.75%
2020	\$ 28,626,916	\$ 22,631,459	\$ 5,995,457	79.06%	\$ 6,698,754	89.50%

# Schedule of Contributions Multiyear (Dollars in Thousands)

## Last 10 Fiscal Years

<b>FY Ending June 30,</b>	<b>Actuarially Determined Contribution</b>	<b>Actual Contribution</b>	<b>Contribution Deficiency (Excess)</b>	<b>Covered Payroll</b>	<b>Actual Contribution as a % of Covered Payroll</b>
2011	\$ 321,782	\$ 357,596	\$ (35,814)	\$ 5,079,429	7.04%
2012	\$ 371,295	\$ 368,037	\$ 3,258	\$ 5,142,592	7.16
2013	\$ 430,773	\$ 372,652	\$ 58,121	\$ 5,246,928	7.10
2014	\$ 476,321	\$ 382,251	\$ 94,070	\$ 5,351,920	7.14
2015	\$ 523,017	\$ 435,115	\$ 87,902	\$ 5,549,255	7.84
2016	\$ 542,151	\$ 465,978	\$ 76,173	\$ 5,773,708	8.07
2017	\$ 615,083	\$ 483,888	\$ 131,195	\$ 6,156,985	7.86
2018	\$ 609,725	\$ 504,819	\$ 104,906	\$ 6,298,815	8.01
2019	\$ 453,401	\$ 531,444	\$ (78,043)	\$ 6,523,754	8.15
2020	\$ 455,515	\$ 525,821	\$ (70,306)	\$ 6,698,754	7.85

## Notes to Schedule of Contributions

### Methods and Assumptions Used to Determine Contribution Rates for the Fiscal Year Ending June 30, 2020:

Valuation Date:	June 30, 2019
Notes	Actuarially determined contribution rates are calculated as of each June 30 and apply to the fiscal year beginning on the day after the measurement date.
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Percentage of Payroll, Closed
Remaining Amortization Period	29 years
Asset Valuation Method	5-year smoothed market; no corridor
Inflation	2.50%
Payroll Growth	3.25%
Salary Increases	3.25% to 11.25% including inflation
Investment Rate of Return	7.50%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2016 valuation pursuant to an experience study of the period 2008 - 2014.
Mortality	RP-2014 annuitant generational mortality table, projected with scale MP-2018 from a base year of 2014, white collar adjustment, set forward two years for males and rates adjusted by a factor of 0.90 for females.
<b>Other Information:</b>	
Notes	The plan is assumed to pay a 1.25% post retirement benefit increase for all future years. See separate funding report as of July 1, 2019 for additional detail.

# Schedule of Investment Returns Multiyear

## Last 10 Fiscal Years

<u>FY Ending June 30,</u>	<u>Annual Return<sup>1</sup></u>
2011	
2012	
2013	
2014	
2015	
2016	
2017	
2018	
2019	
2020	

<sup>1</sup> Annual money-weighted rate of return, net of investment expenses.

It is our understanding that this exhibit will be prepared by PERA with assistance from the State Board of Investment. Please provide a copy of the final exhibit for our files.



## **SECTION D**

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### **ADDITIONAL FINANCIAL STATEMENT DISCLOSURES**

# Asset Allocation

## Long-Term Expected Return on Plan Assets

The long-term expected rate of return on pension plan investments was determined using a building-block method. Estimates for expected future real rates of return (expected returns, net of inflation) were developed for each asset class using both long-term historical returns and long-term capital market expectation from a number of investment management and consulting organizations. The asset class estimates and the target allocations were then combined to produce a geometric, long-term expected rate of return for the portfolio. Inflation expectations were applied to derive the nominal rate of return for the portfolio. For each major asset class that is included in the pension fund's target asset allocation as of June 30, 2020, these estimates are summarized in the following table:

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return (geometric)</u>
Domestic Equity	36%	5.10%
International Equity	17%	5.30%
Private Markets	25%	5.90%
Fixed Income	20%	0.75%
Unallocated Cash	2%	0.00%
<b>Total</b>	<b>100%</b>	

The Minnesota State Board of Investment (SBI) compiled this data and the related investment notes and provided it to PERA for GASB compliance purposes. PERA furnished this information to us for inclusion within this report. We did not audit this information. We are not responsible for its accuracy or completeness.

For purposes of this valuation, the long-term expected rate of return assumption is 7.50%. This assumption is based on a review of inflation and investment return assumptions in our experience study report dated June 27, 2019.

## Single Discount Rate

A single discount rate of 7.50% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 7.50%. The projection of cash flows used to determine this single discount rate assumed that plan member, employer, and state contributions will be made at the current statutory contribution rates. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan's net pension liability, calculated using a single discount rate of 7.50%, as well as what the plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

### Sensitivity of Net Pension Liability to the Single Discount Rate Assumption

*(Dollars in Thousands)*

	1% Decrease 6.50%	Current Single Discount Rate Assumption 7.50%	1% Increase 8.50%
Total Pension Liability	\$ 32,240,097	\$ 28,626,916	\$ 25,646,332
Net Position Restricted for Pensions	\$ 22,631,459	\$ 22,631,459	\$ 22,631,459
Net Pension Liability	\$ <b>9,608,638</b>	\$ <b>5,995,457</b>	\$ <b>3,014,873</b>

Note that we believe the 8.5% interest rate assumption would not comply with Actuarial Standards of Practice.

## GASB Statement No. 68 Reconciliation (Dollars in Thousands)

### Current Reporting Period

	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (a) - (b)	Current Period		Pension Expense*
				Deferred Outflows	Deferred Inflows	
<b>Balance Beginning of Year</b>	<b>\$ 27,969,744</b>	<b>\$ 22,440,968</b>	<b>\$ 5,528,776</b>			
<b>Changes for the Year:</b>						
Service Cost	\$ 518,112		\$ 518,112			\$ 518,112
Interest on Total Pension Liability	\$ 2,053,793		\$ 2,053,793			\$ 2,053,793
Interest on Fiduciary Net Position		\$ 1,655,302	\$ (1,655,302)			\$ (1,655,302)
Changes in Benefit Terms	\$ (65,850)		\$ (65,850)			\$ (65,850)
Liability Experience Gains and Losses	\$ (30,245)		\$ (30,245)		\$ 22,684	\$ (7,561)
Changes in Assumptions	\$ (128,849)		\$ (128,849)		\$ 96,637	\$ (32,212)
Contributions - Employer		\$ 525,821	\$ (525,821)			\$ -
Contributions - Employees		\$ 435,419	\$ (435,419)			\$ (435,419)
Asset Gain/(Loss)		\$ (724,261)	\$ 724,261	\$ 579,409		\$ 144,852
Benefit Payouts	\$ (1,689,789)	\$ (1,689,789)	\$ -			\$ -
Administrative Expenses		\$ (12,268)	\$ 12,268			\$ 12,268
Other		\$ 267	\$ (267)			\$ (267)
<b>Net Changes</b>	<b>\$ 657,172</b>	<b>\$ 190,491</b>	<b>\$ 466,681</b>	<b>\$ 579,409</b>	<b>\$ 119,321</b>	<b>\$ 532,414</b>
<b>Balance End of Year</b>	<b>\$ 28,626,916</b>	<b>\$ 22,631,459</b>	<b>\$ 5,995,457</b>			

\* Pension Expense from Experience in the Current Reporting Period.



## GASB Statement No. 68 Reconciliation (Dollars in Thousands)

### Current and Prior Reporting Periods

	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (a) - (b)	Deferred Outflows	Deferred Inflows	Net Deferred Outflows Prior Year	Total Pension Expense*
<b>Balance Beginning of Year</b>	<b>\$ 27,969,744</b>	<b>\$ 22,440,968</b>	<b>\$ 5,528,776</b>				
<b>Changes for the Year:</b>							
Service Cost	\$ 518,112		\$ 518,112				\$ 518,112
Interest on Total Pension Liability	\$ 2,053,793		\$ 2,053,793				\$ 2,053,793
Interest on Fiduciary Net Position		\$ 1,655,302	\$ (1,655,302)				\$ (1,655,302)
Changes in Benefit Terms	\$ (65,850)		\$ (65,850)				\$ (65,850)
Liability Experience Gains and Losses	\$ (30,245)		\$ (30,245)	\$ 54,662	\$ 22,684	\$ 153,221	\$ 90,998
Changes in Assumptions	\$ (128,849)		\$ (128,849)		\$ 222,274	\$ (434,565)	\$ (341,140)
Contributions - Employer		\$ 525,821	\$ (525,821)				\$ -
Contributions - Employees		\$ 435,419	\$ (435,419)				\$ (435,419)
Asset Gain/(Loss)		\$ (724,261)	\$ 724,261	\$ 606,138	\$ 502,560	\$ (560,406)	\$ 60,277
Benefit Payouts	\$ (1,689,789)	\$ (1,689,789)	\$ -				\$ -
Administrative Expenses		\$ (12,268)	\$ 12,268				\$ 12,268
Other		\$ 267	\$ (267)				\$ (267)
<b>Net Changes</b>	<b>\$ 657,172</b>	<b>\$ 190,491</b>	<b>\$ 466,681</b>				<b>\$ 237,470</b>
<b>Balance End of Year</b>	<b>\$ 28,626,916</b>	<b>\$ 22,631,459</b>	<b>\$ 5,995,457</b>	<b>\$ 660,800</b>	<b>\$ 747,518</b>	<b>\$ (841,750)</b>	

\* Pension Expense from Experience in the Current and Prior Reporting Periods.



## Summary of Population Statistics

	Terminated			Recipients			Total
	Actives	Deferred Retirement	Other Non-Vested	Service Retirement	Disability Retirement	Survivor	
<b>GERP Members on 7/1/2019</b>	<b>154,130</b>	<b>63,311</b>	<b>126,116</b>	<b>92,659</b>	<b>3,740</b>	<b>8,844</b>	<b>448,800</b>
New members	17,212	0	0	0	0	0	17,212
Return to active	2,896	(906)	(1,988)	0	(2)	0	0
Terminated non-vested	(8,562)	0	8,562	0	0	0	0
Service retirements	(2,833)	(2,919)	0	5,752	0	0	0
Terminated deferred	(5,193)	5,193	0	0	0	0	0
Terminated refund/transfer	(3,598)	(1,037)	(26,518)	0	0	0	(31,153)
Deaths	(227)	(159)	(420)	(2,626)	(173)	(541)	(4,146)
New beneficiary	0	0	0	0	0	713	713
Disabled	(84)	0	0	0	84	0	0
Data adjustments	0	1,189	(26,683)	45	32	(35)	(25,452)
Net change	(389)	1,361	(47,047)	3,171	(59)	137	(42,826)
<b>GERP Members on 6/30/2020</b>	<b>153,741</b>	<b>64,672</b>	<b>79,069</b>	<b>95,830</b>	<b>3,681</b>	<b>8,981</b>	<b>405,974</b>

## **SECTION E**

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### **SUMMARY OF BENEFITS**

## Summary of Plan Provisions - Basic

Following is a summary of the major plan provisions used in the valuation of this report. PERA is solely responsible for the validity, accuracy and comprehensiveness of this information. If any of the plan provisions shown below are not accurate and complete, the valuation results may differ significantly from those shown in this report and may require a revision of this report.

<b>Plan year</b>	July 1 through June 30				
<b>Eligibility</b>	A public employee who is not covered under the Social Security Act. General exceptions are employees covered by other public funds, certain part-time employees and full-time students under age 23.				
<b>Contributions</b>	Shown as a percent of salary:  <table style="margin-left: 40px;"> <tr> <td><u>Member</u></td> <td>9.10% of salary</td> </tr> <tr> <td><u>Employer</u></td> <td>11.78% of salary</td> </tr> </table> <p>Member contributions are “picked up” according to the provisions of Internal Revenue Code 414(h).</p>	<u>Member</u>	9.10% of salary	<u>Employer</u>	11.78% of salary
<u>Member</u>	9.10% of salary				
<u>Employer</u>	11.78% of salary				
<b>Allowable service</b>	Service during which member contributions were made. May also include certain leaves of absence and military service.				
<b>Salary</b>	Includes amounts deducted for deferred compensation or supplemental retirement plans, net income from fees and sick leave payments funded by the employer. Excludes unused annual leaves and sick leave payments, severance payments, Workers’ Compensation benefits and employer-paid flexible spending accounts and employer-paid deferred compensation deposits, cafeteria plans, healthcare expense accounts, day-care expenses, fringe benefits and the cost of insurance coverage.				
<b>Average salary</b>	Average of the five highest successive years of annual salary. Average salary is based on all Allowable Service if less than five years.				
<b>Vesting</b>	Hired before July 1, 2010: 100% vested after 3 years of Allowable Service.  Hired after June 30, 2010: 100% vested after 5 years of Allowable Service. (Not applicable since all Basic members were hired before 1968.)				
<b>Retirement</b>					
	<u>Normal retirement benefit</u>				
Age/service requirement	Age 65 and vested. Proportionate retirement annuity is available at age 65 and one year of Allowable Service.				
Amount	2.70% of Average Salary for each year of Allowable Service.				
	<u>Early retirement benefit</u>				
Age/service requirement	(a.) Age 55 and vested. (b.) Any age with 30 years of Allowable Service. (c.) Rule of 90: Age plus Allowable Service totals 90.				





## Summary of Plan Provisions – Basic (Continued)

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### Retirement (Continued)

#### Early retirement benefit (Continued)

Amount	<p>The greater of (a) and (b):</p> <p>(a.) 2.20% of Average Salary for each of the first ten years of Allowable Service and 2.70% of Average Salary for each subsequent year with reduction of 0.25% for each month if the Member is under age 65 at time of retirement and has less than 30 years of Allowable Service or if the Member is under age 62 and has 30 or more years of Allowable Service. No reduction if age plus years of Allowable Service totals 90.</p> <p>(b.) 2.70% of Average Salary for each year of Allowable Service assuming augmentation to age 65 at 3.00% per year and actuarial reduction for each month the Member is under age 65. Augmentation adjustment is phased out over a five-year period starting July 1, 2019, resulting in no augmentation adjustment after June 30, 2024.</p>
Form of payment	<p>Life annuity with return on death of any balance of contributions over aggregate monthly payments. Actuarially equivalent options are:</p> <p>25%, 50%, 75% or 100% Joint and Survivor. If a Joint and Survivor benefit is elected and the beneficiary predeceases the annuitant, the annuitant's benefit increases to the Life Annuity amount. This "bounce back" is subsidized by the plan.</p>
Benefit increases	<p>Benefit recipients will receive increases each year in January based upon 50% of the current Social Security increase, not less than 1.0% and not more than 1.5%, beginning January 1, 2019.</p> <p>For retirements on or after January 1, 2024, the first benefit increase is delayed until the retiree reaches Normal Retirement Age (not applicable to Rule of 90 retirees, disability benefit recipients, or survivors).</p> <p>A benefit recipient who has been receiving a benefit for at least 12 full months as of June 30 will receive a full increase. Members receiving benefits for at least one month but less than 12 full months as of June 30 will receive a pro rata increase. Members retired under laws in effect before July 1, 1973 receive an additional lump sum payment each year. In 1989, this lump sum payment is the greater of \$25 times each full year of Allowable Service or the difference between \$400 times each full year of Allowable Service and the sum of benefits paid from any Minnesota public pension plan plus cash payments from the Social Security Administration for the preceding fiscal year July 1, 1988 through June 30, 1989. In each following year, the lump sum payment will increase by the same percentage increase that is applied to regular annuities paid from the fund. Effective January 1, 2002, annual lump sum payment is divided by 12 and paid as a monthly life annuity in the annuity form elected.</p>

## Summary of Plan Provisions – Basic (Continued)

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### Disability

#### Disability benefit

Age/service  
requirement

Total and permanent disability before normal retirement age if vested. Since all remaining active Basic members are over normal retirement age, none are eligible for disability benefits.

Amount

Normal Retirement benefit based on Allowable Service and Average Salary at disability without reduction for commencement before Normal Retirement Age. Supplemental benefit of \$25 per month payable to the later of the normal retirement age or the five-year anniversary of commencement of disability. The disability benefit is reduced to that amount which, when added to Workers' Compensation, does not exceed the salary the disabled Member received as of the date of the disability or the salary currently payable for the same employment position substantially similar to the one the person held as of the date of the disability, whichever is greater.

If a member became disabled prior to July 1, 1997 but did not commence his or her benefit before July 1, 1997, the benefit payable is calculated under the laws in effect at the time the Member became disabled and an actuarial increase shall be made for the change in the post-retirement interest rates from 5.00% to 6.00%.

Payments stop earlier if disability ceases. If death occurs prior to age 65, or within five years of disability, the surviving spouse can receive a refund or a survivor benefit. Dependent children are entitled to dependent child benefits subject to the 70.00% family maximum. Payments revert to a retirement annuity at normal retirement age. Benefits may be reduced on resumption of partial employment.

Form of payment

Same as for retirement.

Benefit increases

Same as for retirement, except benefit increases are paid prior to Normal Retirement.

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## Summary of Plan Provisions - Basic (Continued)

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<b>Disability (Concluded)</b>	
<u>Retirement after disability</u>	
Age/service requirement	Normal retirement age.
Amount	Any optional annuity continues. Otherwise, the larger of the disability benefit paid before normal retirement age or the normal retirement benefit available at normal retirement age, or an actuarially equivalent optional annuity.
Benefit increases	Same as for retirement, except benefit increases are paid prior to Normal Retirement.

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<b>Death</b>	
<u>Surviving spouse benefit</u>	
Age/service requirement	Active Member with 18 months of Allowable Service or while Member is receiving a disability benefit.
Amount	<p>50.00% of salary averaged over last six months. Family benefit is maximum of 70.00% and minimum of 50.00% of average salary. Benefit paid until spouse's death but no payments while spouse is remarried prior to July 1, 1991.</p> <p>If a member died prior to July 1, 1997 and the beneficiary was not eligible to commence their survivor benefit as of July 1, 1997, the benefit payable is calculated under the laws in effect before July 1, 1997, and an actuarial increase shall be made for the change in the post-retirement interest rates from 5.00% to 6.00%.</p> <p>Surviving spouse optional annuity may be elected in lieu of this benefit.</p>
Benefit increases	Same as for retirement, except benefit increases are paid prior to Normal Retirement.
<u>Surviving dependent children's benefit</u>	
Age/service requirement	Active Member with 18 months of Allowable Service or while Member is receiving a disability benefit.
Amount	10.00% of salary averaged over last six months for each child. Family benefit minimum (including spouse's benefit) of 50.00% of salary and maximum of 70.00% of average salary. Benefits paid until child marries, dies, or attains age 18 (age 22 if full-time student).

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## Summary of Plan Provisions - Basic (Continued)

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### Death

#### (Concluded)

##### Surviving dependent children's benefit (Concluded)

Amount  
(Concluded)

If a member died prior to July 1, 1997 and the beneficiary was not eligible to commence their survivor benefit before July 1, 1997, the benefit payable is calculated under the laws in effect before July 1, 1997, and an actuarial increase shall be made for the change in the post-retirement interest rates from 5.00% to 6.00%.

Benefit increases

Same as for retirement, except benefit increases are paid prior to Normal Retirement.

##### Surviving spouse optional annuity

Age/service  
requirement

Member or former Member who dies before retirement benefits commence and other survivor annuity is waived by spouse.

Amount

Survivor's payment of the 100% joint and survivor benefit the Member could have elected if terminated or an actuarial equivalent term certain annuity. If commencement is prior to age 65 (age 62 if 30 years of service), the benefit is reduced the same as early retirement with half the applicable reduction factor used from age 55 to the actual commencement age. If no surviving spouse, then an actuarial equivalent dependent child benefit is paid to age 20 or for five years if longer.

If a member died prior to July 1, 1997 and the beneficiary was not eligible to commence their survivor benefit as of July 1, 1997, the benefit payable is calculated under the laws in effect before July 1, 1997, and an actuarial increase shall be made for the change in the post-retirement interest rates from 5.00% to 6.00%.

Benefit increases

Same as for retirement, except benefit increases are paid prior to Normal Retirement.

##### Refund of contributions with interest

Age/service  
requirement

Member dies before receiving any retirement benefits and survivor benefits are not payable.

Amount

The excess of the Member's contributions with 6.00% interest until June 30, 2011; 4.00% through June 30, 2018; 3.00% thereafter over any disability or survivor benefits paid.

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## Summary of Plan Provisions - Basic (Continued)

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### Termination

#### Refund of contributions

Age/service  
requirement

Termination of public service.

Amount

Member's contributions with 6.00% interest through June 30, 2011. Beginning July 1, 2011, a member's contributions increase at 4.00% interest. Beginning July 1, 2018, a member's contributions increase at 3.00% interest. If a member is vested, a deferred annuity may be elected in lieu of a refund.

#### Deferred benefit

Age/service  
requirement

Fully vested.

Amount

Benefit computed under law in effect at termination and increased by the following "augmentation" percentage compounded annually for terminations prior to 2012:

- (a.) 0.00% before July 1, 1971;
- (b.) 5.00% from July 1, 1971 to January 1, 1981;
- (c.) 3.00% thereafter until the earlier of January 1 of the year following attainment of age 55 and January 1, 2012;
- (d.) 5.00% thereafter until the earlier of the date the annuity begins and January 1, 2012;
- (e.) 1.00% from January 1, 2012 through December 31, 2018; and
- (f.) 0.00% from January 1, 2019, thereafter.

Members who terminate after 2011 will receive no future augmentation.

Members active with a public employer the day prior to the privatization of the employer become vested immediately.

Members who are privatized after June 30, 2020 will receive no future augmentation.

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## Summary of Plan Provisions - Basic (Continued)

### Termination (Concluded)

#### Deferred benefit (Concluded)

Amount  
(Concluded)

Members who are privatized before July 1, 2020 receive enhanced augmentation (unless the enhancement results in a net loss to the Plan). Amount is payable at normal or early retirement. Augmentation is compounded annually through benefit commencement, equal to:

Date of privatization	Augmentation prior to July 1, 2020	July 1, 2020 through December 31, 2023	After December 31, 2023
Prior to January 1, 2007 (or January 1, 2008 for Hutchinson Area Health Care)	5.5% prior to age 55, 7.5% after	2.0%	0.0%
After December 31, 2006 (2007 for Hutchinson Area Health Care) and prior to January 1, 2011	4.0% prior to age 55, 6.0% after	2.0%	0.0%
After December 31, 2010 and prior to July 1, 2020	2.0%*	2.0%*	0.0%

\* Reduced to 1% if 2% augmentation resulted in a net loss to the Plan.

If a member terminated employment prior to July 1, 1997 but was not eligible to commence their pension before July 1, 1997, the benefit payable is calculated under the laws in effect before July 1, 1997 and an actuarial increase shall be made for the change in the post-retirement interest rates from 5.00% to 6.00%.

Form of payment

Same as for retirement.

### Actuarial equivalent factors

Effective July 1, 2019, actuarially equivalent factors based on the RP-2014 mortality table for healthy annuitants for a member turning age 62 in 2021, reflecting projected mortality improvements using Scale MP-2017, white collar adjustment, male rates set forward two years, female rates multiplied by 0.90, blended 40% males, 6.17% post-retirement interest, and 7.50% pre-retirement interest. Reflecting statutory requirements, joint and survivor factors are based on an interest assumption of 6.50%.

## Summary of Plan Provisions - Basic (Concluded)

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<b>Combined service annuity</b>	<p>Members are eligible for combined service benefits if they:</p> <ul style="list-style-type: none"><li>(a.) Meet minimum retirement age for each plan participated in and total public service meets the vesting requirements of each plan; or</li><li>(b.) Have three or more years of service under PERA and the covered fund(s) (if hired prior to July 1, 2010).</li></ul> <p>Other requirements for combined service include:</p> <ul style="list-style-type: none"><li>(a.) Member must have at least six months of allowable service credit in each plan worked under; and</li><li>(b.) Member may not be in receipt of a benefit from another plan.</li></ul> <p>Members who meet the above requirements must have their benefits based on the following:</p> <ul style="list-style-type: none"><li>(a.) Allowable service in all covered plans is combined in order to determine eligibility for early retirement.</li><li>(b.) Average salary is based on the high five consecutive years during their entire service in all covered plans.</li></ul>
<b>Changes in plan provisions</b>	<p>Augmentation for current privatized members was reduced to 2.0% for the period July 1, 2020 through December 31, 2023 and 0.0% after. Augmentation was eliminated for privatizations occurring after June 30, 2020.</p>

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## Summary of Plan Provisions - Coordinated

Following is a summary of the major plan provisions used in the valuation of this report. PERA is solely responsible for the validity, accuracy and comprehensiveness of this information. If any of the plan provisions shown below are not accurate and complete, the valuation results may differ significantly from those shown in this report and may require a revision of this report.

<b>Plan year</b>	July 1 through June 30	
<b>Eligibility</b>	A public employee who is covered under the Social Security Act. General exceptions are employees covered by other public funds, certain part-time employees and full-time students under age 23. City managers and persons holding certain elective office positions may choose to become Members.	
<b>Contributions</b>	Shown as a percent of salary:	
<u>Effective date</u>	<b><u>Member</u></b>	<b><u>Employer</u></b>
January 1, 2015	6.50%	7.50%
	Member contributions are "picked up" according to the provisions of Internal Revenue Code 414(h).	
<b>Allowable service</b>	Service during which member contributions are deducted. May also include certain leaves of absence and military service.	
<b>Salary</b>	Includes amounts deducted for deferred compensation or supplemental retirement plans, net income from fees and sick leave payments funded by the employer. Excludes unused annual leave and sick leave payments, severance payments, Workers' Compensation benefits and employer-paid flexible spending accounts and employer-paid deferred compensation deposits, cafeteria plans, healthcare expense accounts, day-care expenses, fringe benefits and the cost of insurance coverage.	
<b>Average salary</b>	Average of the five highest successive years of annual salary. Average salary is based on all Allowable Service if less than five years.	
<b>Vesting</b>	Hired before July 1, 2010: 100% vested after three years of Allowable Service.  Hired after June 30, 2010: 100% vested after five years of Allowable Service.	
<b>Retirement</b>		
<u>Normal retirement benefit</u>		
Age/service requirement	First hired before July 1, 1989:  (a.) Age 65 and vested.  (b.) Proportionate retirement annuity is available at age 65 and one year of Allowable Service.	
Amount	1.70% of Average Salary for each year of Allowable Service.	



## Summary of Plan Provisions – Coordinated (Continued)

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### Retirement (Continued)

#### Normal retirement benefit

##### (Continued)

Age/service  
requirement

First hired after June 30, 1989:

- (a.) The greater of age 65 or the age eligible for full Social Security retirement benefits but no later than age 66 and vested.
- (b.) Proportionate Retirement Annuity is available at normal retirement age and one year of Allowable Service.

Amount

1.70% of Average Salary for each year of Allowable Service.

#### Early retirement benefit

Age/service  
requirement

First hired before July 1, 1989:

- (a.) Age 55 and vested.
- (b.) Any age with 30 years of Allowable Service.
- (c.) Rule of 90: Age plus Allowable Service totals 90.

First hired after June 30, 1989:

- (a.) Age 55 and vested.

Amount

First hired before July 1, 1989:

The greater of (a) or (b):

- (a.) 1.20% of Average Salary for each of the first ten years of Allowable Service and 1.70% of Average Salary for each subsequent year with reduction of 0.25% for each month the Member is under age 65 at time of retirement or under age 62 if 30 years of Allowable Service. No reduction if age plus years of Allowable Service totals 90.
- (b.) 1.70% of Average Salary for each year of Allowable Service assuming augmentation to age 65 at 3.00% per year and actuarial reduction for each month the Member is under age 65. Augmentation adjustment is phased out over a five-year period starting July 1, 2019, resulting in no augmentation adjustment after June 30, 2024.

First hired after June 30, 1989:

- (a.) 1.70% of Average Salary for each year of Allowable Service assuming augmentation to the age eligible for full Social Security retirement benefit (but not higher than age 66) at 3.00% (2.50% if hired after June 30, 2006) per year and actuarial reduction for each month the member is under the normal retirement age. Augmentation adjustment is phased out over a five-year period starting July 1, 2019, resulting in no augmentation adjustment after June 30, 2024.
-

## Summary of Plan Provisions – Coordinated (Continued)

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### Retirement (Concluded)

Form of payment	<p>Life annuity with return on death of any balance of contributions over aggregate monthly payments. Actuarially equivalent options are:</p> <p>25%, 50%, 75% or 100% Joint and Survivor. If a Joint and Survivor benefit is elected and the beneficiary predeceases the annuitant, the annuitant's benefit increases to the Life Annuity amount. This "bounce back" is subsidized by the plan.</p>
<u>Benefit increases</u>	<p>Benefit recipients receive increases each year in January based upon 50% of the current Social Security increase, not less than 1.0% and not more than 1.5%, beginning January 1, 2019.</p> <p>For retirements on or after January 1, 2024, the first benefit increase is delayed until the retiree reaches Normal Retirement Age (not applicable to Rule of 90 retirees, disability benefit recipients, or survivors).</p> <p>A benefit recipient who has been receiving a benefit for at least 12 full months as of June 30 will receive a full increase. Members receiving benefits for at least one month but less than 12 full months as of June 30 will receive a pro rata increase.</p> <p>Members retired under laws in effect before July 1, 1973 will receive an additional lump sum payment each year. In 1989, this lump sum payment is \$25 times each full year of Allowable Service. In each following year, the lump sum payment will increase by the same percentage increase that is applied to regular annuities paid from the fund.</p>

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### Disability

#### Disability benefit

Age/service requirement	Total and permanent disability before normal retirement age if vested.
Amount	<p>Normal Retirement benefit based on Allowable Service and Average Salary at disability without reduction for commencement before normal retirement age. The disability benefit is reduced to that amount which, when added to Workers' Compensation, does not exceed the salary the disabled Member received as of the date of the disability or the salary currently payable for the same employment position substantially similar to the one the person held as of the date of the disability, whichever is greater.</p> <p>If a Member became disabled prior to July 1, 1997 but did not commence his or her benefit before July 1, 1997, the benefit payable is calculated under the laws in effect before July 1, 1997, and an actuarial increase shall be made for the change in the post-retirement interest rates from 5.00% to 6.00%.</p>

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## Summary of Plan Provisions – Coordinated (Continued)

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<b>Disability (Concluded)</b>	
<u>Disability benefit (Concluded)</u>	
Amount (Concluded)	Payments stop if disability ceases or death occurs. Payments change to a retirement annuity at normal retirement age. Benefits may be reduced on resumption of partial employment.
Form of payment	Same as for retirement.
Benefit increases	Same as for retirement, except benefit increases are paid prior to Normal Retirement.
<u>Retirement after disability</u>	
Age/service requirement	Normal retirement age.
Amount	Any optional annuity continues. Otherwise, the larger of the disability benefit paid before normal retirement age or the normal retirement benefit available at normal retirement age, or an actuarially equivalent optional annuity.
Benefit increases	Same as for retirement, except benefit increases are paid prior to Normal Retirement.

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<b>Death</b>	
<u>Surviving spouse optional annuity</u>	
Age/service requirement	Member or former Member who dies before retirement or disability benefits commence.
Amount	<p>Survivor's payment of the 100% joint and survivor benefit the Member could have elected if terminated or an actuarial equivalent term certain annuity. If commencement is prior to age 65 (age 62 if 30 years of service), the benefit is reduced the same as early retirement with half the applicable reduction factor used from age 55 to the actual commencement age. If no surviving spouse, then an actuarial equivalent dependent child benefit is paid to age 20 or for five years if longer.</p> <p>If a member died prior to July 1, 1997 and the beneficiary was not eligible to commence their survivor benefit before July 1, 1997, the benefit payable is calculated under the laws in effect before July 1, 1997, and an actuarial increase shall be made for the change in the post-retirement interest rates from 5.00% to 6.00%.</p>
Benefit increases	Same as for retirement, except benefit increases are paid prior to Normal Retirement.

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## Summary of Plan Provisions – Coordinated (Continued)

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<b>Death (Concluded)</b>	
<u>Refund of contributions</u>	
Age/service requirement	Member dies before receiving any retirement benefits and survivor benefits are not payable.
Amount	The excess of the Member's contributions with 6.00% interest until June 30, 2011; 4.00% through June 30, 2018; 3.00% thereafter over any disability or survivor benefits paid.

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<b>Termination</b>	
<u>Refund of contributions</u>	
Age/service requirement	Termination of public service.
Amount	Member's contributions with 6.00% interest through June 30, 2011. Beginning July 1, 2011, a member's contributions increase at 4.00% interest. Beginning July 1, 2018, a member's contributions increase at 3.00% interest. If a member is vested, a deferred annuity may be elected in lieu of a refund.
<u>Deferred benefit</u>	
Age/service requirement	Fully vested.
Amount	<p>Benefit computed under law in effect at termination and increased by the following percentage (augmentation) compounded annually for terminations prior to 2012:</p> <ul style="list-style-type: none"><li>(a.) 0.00% before July 1, 1971;</li><li>(b.) 5.00% from July 1, 1971 to January 1, 1981;</li><li>(c.) 3.00% (2.50% if hired after June 30, 2006) thereafter until the earlier of January 1 of the year following attainment of age 55 and January 1, 2012;</li><li>(d.) 5.00% (2.50% if hired after June 30, 2006) thereafter until the earlier of the date the annuity begins and January 1, 2012; or</li><li>(e.) 1.00% from January 1, 2012 through December 31, 2018; and</li><li>(f.) 0.00% from January 1, 2019, thereafter.</li></ul> <p>Members who terminate after 2011 will receive no future augmentation.</p> <p>Members active with a public employer the day prior to the privatization of the employer become vested immediately.</p> <p>Members who are privatized after June 30, 2020 will receive no future augmentation.</p>

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## Summary of Plan Provisions – Coordinated (Continued)

### Termination (Concluded)

#### Deferred benefit (Concluded)

Amount  
(Concluded)

Members who are privatized before July 1, 2020 receive enhanced augmentation (unless the enhancement results in a net loss to the Plan). Amount is payable at normal or early retirement. Augmentation is compounded annually through benefit commencement, equal to:

Date of privatization	Augmentation prior to July 1, 2020	July 1, 2020 through December 31, 2023	After December 31, 2023
Prior to January 1, 2007 (or January 1, 2008 for Hutchinson Area Health Care)	5.5% prior to age 55, 7.5% after	2.0%	0.0%
After December 31, 2006 (2007 for Hutchinson Area Health Care) and prior to January 1, 2011	4.0% prior to age 55, 6.0% after	2.0%	0.0%
After December 31, 2010 and prior to July 1, 2020	2.0%*	2.0%*	0.0%

\* Reduced to 1% if 2% augmentation resulted in a net loss to the Plan.

If a member terminated employment prior to July 1, 1997 but was not eligible to commence their pension before July 1, 1997, the benefit payable is calculated under the laws in effect before July 1, 1997 and an actuarial increase shall be made for the change in the post-retirement interest rates from 5.00% to 6.00%.

Form of payment

Same as for retirement.

### Actuarial equivalent factors

Effective July 1, 2019, actuarially equivalent factors based on the RP-2014 mortality table for healthy annuitants for a member turning age 62 in 2021, reflecting projected mortality improvements using Scale MP-2017, white collar adjustment, male rates set forward two years, female rates multiplied by 0.90, blended 40% males, 6.17% post-retirement interest, and 7.50% pre-retirement interest. Reflecting statutory requirements, joint and survivor factors are based on an interest assumption of 6.50%.

## Summary of Plan Provisions – Coordinated (Concluded)

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### Combined service annuity

Members are eligible for combined service benefits if they:

- (a.) Meet minimum retirement age for each plan participated in and total public service meets the vesting requirements of each plan; or
- (b.) Have three or more years of service under PERA and the covered fund(s) (if hired prior to July 1, 2010).

Other requirements for combined service include:

- (a.) Member must have at least six months of allowable service credit in each plan worked under; and
- (b.) Member may not be in receipt of a benefit from another plan.

Members who meet the above requirements must have their benefit based on the following:

- (a.) Allowable service in all covered plans is combined in order to determine eligibility for early retirement.
  - (b.) Average salary is based on the high five consecutive years during their entire service in all covered plans.
- 

### Changes in plan provisions

Augmentation for current privatized members was reduced to 2.0% for the period July 1, 2020 through December 31, 2023 and 0.0% after. Augmentation was eliminated for privatizations occurring after June 30, 2020.

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## Summary of Plan Provisions – Minneapolis Employees Retirement Fund (MERF)

Following is a summary of the major plan provisions used in the valuation of this report. PERA is solely responsible for the validity, accuracy and comprehensiveness of this information. If any of the plan provisions shown below are not accurate and complete, the valuation results may differ significantly from those shown in this report and may require a revision of this report.

<b>Plan year</b>	July 1 through June 30																				
<b>Eligibility/employee rule</b>	<p>An employee of the City of Minneapolis, the Metropolitan Airports Commission, the Met Council/Environmental Services, the Municipal Employees Retirement Fund, and Special School District No. 1 if covered prior to July 1, 1978. Employees covered July 1, 1978 or later are covered by the Public Employees Retirement Association (PERA) Plan.</p> <p>Effective July 1, 1992, licensed peace officers and firefighters who are employed by the Metropolitan Airports Commission and covered by the Minneapolis Employees Retirement Fund will receive the greater of retirement, disability, or survivor benefits under:</p> <p>a) The Minneapolis Employees Retirement Fund; or</p> <p>b) The Public Employees Retirement Association (PERA) Police &amp; Fire Plan.</p>																				
<b>Full consolidation</b>	The MERF Division fully merged with PERA's General Employees Retirement Plan, effective January 1, 2015. Upon consolidation, state and employer contributions were revised as shown herein.																				
<b>Contributions</b>																					
Member	9.75% of salary																				
Employer	9.75% of salary (Employer Regular Contributions)																				
	Employer Regular and Additional Contributions will be paid as long as there are active members.																				
	Employer Supplemental Contributions equal \$21,000,000 per year through September 2031.																				
<b>Contribution allocation</b>	Employer Supplemental Contributions are allocated to the employers in proportion to their share of the actuarial accrued liability of MERF on July 1, 2009, as follows:																				
	<table border="1"> <thead> <tr> <th>Employer</th> <th>Allocation</th> </tr> </thead> <tbody> <tr> <td>City of Minneapolis</td> <td>54.78%</td> </tr> <tr> <td>Minneapolis Park Board</td> <td>10.33%</td> </tr> <tr> <td>Met Council</td> <td>1.74%</td> </tr> <tr> <td>Metropolitan Airport Commission</td> <td>5.76%</td> </tr> <tr> <td>Municipal Building Commission</td> <td>1.08%</td> </tr> <tr> <td>Minneapolis School District No. 1</td> <td>23.04%</td> </tr> <tr> <td>Hennepin County</td> <td>3.17%</td> </tr> <tr> <td>MnSCU</td> <td>0.10%</td> </tr> <tr> <td>Total</td> <td>100.00%</td> </tr> </tbody> </table>	Employer	Allocation	City of Minneapolis	54.78%	Minneapolis Park Board	10.33%	Met Council	1.74%	Metropolitan Airport Commission	5.76%	Municipal Building Commission	1.08%	Minneapolis School District No. 1	23.04%	Hennepin County	3.17%	MnSCU	0.10%	Total	100.00%
Employer	Allocation																				
City of Minneapolis	54.78%																				
Minneapolis Park Board	10.33%																				
Met Council	1.74%																				
Metropolitan Airport Commission	5.76%																				
Municipal Building Commission	1.08%																				
Minneapolis School District No. 1	23.04%																				
Hennepin County	3.17%																				
MnSCU	0.10%																				
Total	100.00%																				

## Summary of Plan Provisions – Minneapolis Employees Retirement Fund (MERF) (Continued)

<b>State contributions</b>	The State's contributions equal \$16,000,000 and are payable by September 30 each year through September 15, 2031.
<b>Allowable service</b>	Service during which member contributions were made. Allowable Service may also include certain leaves of absence, military service and service prior to becoming a member. Allowable service also includes time on duty disability provided that the member returns to active service if the disability ceases.
<b>Salary</b>	All amounts of salary, wages or compensation.
<b>Average salary</b>	Average of the five highest calendar years of salary out of the last ten calendar years.
<b>Retirement</b>	
<u>Normal retirement benefit</u>	
Age/service requirement	Age 60 and 10 years of employment. Any age with 30 years of employment. Proportionate retirement annuity is available at age 65 and one year allowable service.
Amount	2.00% of average salary for the first 10 years of allowable service plus 2.50% of average salary for each subsequent year of allowable service.



## Summary of Plan Provisions – Minneapolis Employees Retirement Fund (MERF) (Continued)

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### Disability

#### Disability benefit

Age/service  
requirement

Total and permanent disability before age 60 with five years of allowable service, or no allowable service if a work-related disability.

Amount

2.00% of average salary for the first 10 years of disability service plus 2.50% of average salary for each subsequent year of disability service. Disability service is the greater of (a) or (b) where:

- (a.) equals allowable service plus service projected to age 60, subject to a maximum of 22 years, and
- (b.) equals allowable service.

Benefit is reduced by Workers' Compensation benefits.

Payments stop at age 60 or earlier if disability ceases or death occurs. Benefits may be reduced on resumption of partial employment.

#### Disability after separation

Age/service  
requirement

Total and permanent disability after electing to receive a retirement benefit but before age 60.

Amount

Actuarial equivalent of total credit to member's account.

#### Retirement after disability

Age/service  
requirement

Total and permanent disability after electing to receive a retirement benefit but before age 60. Employee is still disabled after age 60.

Amount

Benefit continues according to the option selected.

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## Summary of Plan Provisions – Minneapolis Employees Retirement Fund (MERF) (Continued)

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### Death

#### Pre-retirement survivor's spouse benefit

Age/service  
requirement

Active member with 18 months of allowable service.

Amount

30% of salary averaged over the last six months to the surviving spouse plus 10% of salary averaged over the last six months to each surviving child. Maximum benefit is \$900 per month.

#### Pre-retirement survivor's spouse annuity

Age/service  
requirement

Active member or former member who dies before retirement with 20 years of allowable service.

Amount

Actuarial equivalent of a single life annuity which would have been paid as a retirement benefit on the date of death without regard to eligibility age for retirement benefit. If there is no surviving spouse, the designated beneficiary may be a dependent child or dependent parent.

#### Refund of accumulated city contributions

Age/service  
requirement

Active member or former member dies after 10 years of allowable service and prior to retirement.

Amount

Present value of the City's annual installments of \$60 or, in the case of a former member, the net accumulation of city deposits. This benefit is not payable if survivor's benefits are paid.

#### Lump sum

Age/service  
requirement

Death prior to service or disability retirement without an eligible surviving beneficiary.

Amount

\$750 with less than 10 years allowable service, or \$1,500 with 10 or more years of allowable service.

#### Refund of member contributions at death

Age/service  
requirement

Active member or former member dies before retirement.

Amount

The excess of the member's contributions (exclusive of the contributions to the survivor's account) plus interest to the date of death.

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## Summary of Plan Provisions – Minneapolis Employees Retirement Fund (MERF) (Concluded)

<b>Termination</b>	
<u>Deferred benefit</u>	
Age/service requirement	Three years of allowable service.
Amount	Benefit computed under law in effect at termination and increased by the following percentage (augmentation), compounded annually:  (a.) 0.00% prior to July 1, 1971, (b.) 5.00% from July 1, 1971 to January 1, 1981, and (c.) 3.00% thereafter until the annuity begins.  Amount is payable at or after age 60.
<u>Refund of member contributions upon termination</u>	
Age/service requirement	Termination of public service.
Amount	Member's contributions with interest. A deferred annuity may be elected in lieu of a refund if vested.
<b>Form of payment</b>	<ul style="list-style-type: none"> <li>▪ Life annuity.</li> <li>▪ Life annuity with 3, 5, 10 or 15 years guaranteed.</li> <li>▪ Life annuity with lump sum death benefit.</li> <li>▪ Joint &amp; Survivor (with or without bounce back feature).</li> </ul>
<b>Optional form conversion factors</b>	1986 PET mortality table with a one-year setback, blended 50% male and 50% female, and 5% interest.
<b>Two dollar bill and annuity</b>	Optional Two Dollar Bill money purchase annuity available at age 55 with 20 years of service if member had service prior to June 28, 1973. According to PERA, this option is rarely utilized. We have assumed that remaining active members will not elect this optional benefit.
<b>Benefit increases</b>	Benefit recipients receive increases each year in January based upon 50% of the current Social Security increase, not less than 1.0% and not more than 1.5%, beginning January 1, 2019.  For retirements on or after January 1, 2024, the first benefit increase is delayed until the retiree reaches Normal Retirement Age (not applicable to Rule of 90 retirees, disability benefit recipients, or survivors).
<b>Changes in plan provisions</b>	There were no changes on plan provisions since the previous valuation.

## **SECTION F**

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**ACTUARIAL COST METHOD AND ACTUARIAL ASSUMPTIONS  
USED FOR THE DETERMINATION OF TOTAL PENSION LIABILITY  
AND RELATED VALUES**

# Actuarial Methods Used for the Determination of Total Pension Liability and Related Values

## Actuarial Cost Method

Normal cost and the allocation of benefit values between service rendered before and after the valuation date were determined using an **Individual Entry-Age Actuarial Cost Method** having the following characteristics:

- (i) the annual normal cost for each individual active member, payable from the date of employment to the date of retirement, is sufficient to accumulate the value of the member's benefit at the time of retirement; and
- (ii) each annual normal cost is a constant percentage of the member's year by year projected covered pay.

Actuarial gains/(losses), as they occur, reduce (increase) the Total Pension Liability.

## Valuation of Future Post-Retirement Benefit Increases

Benefit increases after retirement will equal 50% of the Social Security Cost of Living Adjustment, not less than 1.0% and not more than 1.5%, beginning January 1, 2019. Stochastic modeling was used to determine the assumption that benefit increases will equal 1.25% per year. This is only an assumption; actual increases will depend on actual experience.

## Asset Valuation Method

Fair value of assets.

## Summary of Actuarial Assumptions – Basic and Coordinated

The following assumptions were used in valuing the liabilities and benefits under the plan. The assumptions are based on the last experience study dated June 27, 2019. The Allowance for Combined Service Annuity assumptions are based on an analysis completed by the LCPR actuary and documented in a report dated October 2016.

Investment return	7.50% per annum.
Benefit increases after retirement	1.25% per annum.
Salary increases	Reported salary at valuation date increased according to the rate table, to current fiscal year and annually for each future year. Prior fiscal year salary is annualized for members with less than one year of service earned during the year.
Inflation	2.25% per year.
Payroll growth	3.00% per year.
<b>Mortality rates</b>	
Healthy pre-retirement	Pub-2010 General Employee Mortality Table adjusted for mortality improvements using projection scale MP-2019. Rates are multiplied by a factor of 1.07 for males and 0.98 for females.
Healthy post-retirement	Pub-2010 Healthy Retired General Mortality Table adjusted for mortality improvements using projection scale MP-2019. Male rates are multiplied by a factor of 1.02 and female rates are multiplied by a factor of 0.90.
Disabled retirees	Pub-2010 General/Teacher Disabled Retiree Mortality Table, adjusted for mortality improvements using projection scale MP-2019. Rates are set forward two years for males and set forward four years for females.
Notes	The Pub-2010 Employee Mortality Table as published by the Society of Actuaries (SOA) contains mortality rates for ages 18 to 80 and the annuitant mortality table contains mortality rates for ages 50 to 120. We have extended the annuitant mortality table as needed for members and beneficiaries younger than age 50 who are receiving a benefit by deriving rates based on the employee table and the juvenile table. Similarly, we have extended the employee table as needed for members older than age 80 by deriving rates based on the annuitant table.
Retirement	Members retiring from active status are assumed to retire according to the age-related rates shown in the tables. Members who have attained the highest assumed retirement age are assumed to retire in one year. Note that significant plan changes reflected in this report may result in behavior changes that are not anticipated in the current retirement rates.

## Summary of Actuarial Assumptions – Basic and Coordinated (Continued)

Withdrawal	Service-related rates based on experience; see table of sample rates.
Disability	Age-related rates based on experience; see table of sample rates.
Allowance for combined service annuity	Liabilities for former members are increased by 15.0% for vested members and 3.0% for non-vested members to account for the effect of some participants having eligibility for a Combined Service Annuity.
Administrative expenses	In the valuation year, equal to prior year administrative expenses expressed as a percentage of prior year payroll. In each subsequent year, equal to the initial administrative expense percentage applied to payroll for the closed group.
Refund of contributions	Account balances accumulate interest until normal retirement dates at the rates described in the Summary of Plan Provisions and are discounted back to the valuation date. All employees withdrawing after becoming eligible for a deferred benefit are assumed to take the larger of contributions accumulated with interest or the value of the deferred benefit.
Commencement of deferred benefits	Members receiving deferred annuities (including current terminated deferred members) are assumed to begin receiving benefits at Normal Retirement.
Percentage married	80% of male and 70% of female active members are assumed to be married. Actual marital status is used for members in payment status.
Age of spouse	Males are assumed to have a beneficiary three years younger, while females are assumed to have a beneficiary one year older. For members in payment status, actual spouse date of birth is used, if provided.
Eligible children	Retiring members are assumed to have no dependent children.
Form of payment	<p>Married members retiring from active status are assumed to elect subsidized joint and survivor form of annuity as follows:</p> <p>Males:        10% elect 25% Joint &amp; Survivor option                          15% elect 50% Joint &amp; Survivor option                          10% elect 75% Joint &amp; Survivor option                          45% elect 100% Joint &amp; Survivor option</p> <p>Females:      10% elect 25% Joint &amp; Survivor option                          10% elect 50% Joint &amp; Survivor option                          5% elect 75% Joint &amp; Survivor option                          30% elect 100% Joint &amp; Survivor option</p> <p>Remaining married members and unmarried members are assumed to elect the Straight Life option.</p> <p>Members receiving deferred annuities (including current terminated deferred members) are assumed to elect a straight life annuity.</p>
Eligibility testing	Eligibility for benefits is determined based upon the age nearest birthday and service on the date the decrement is assumed to occur.
Decrement operation	Withdrawal decrements do not operate during retirement eligibility. Decrements are assumed to occur mid-fiscal year.
Service credit accruals	It is assumed that members accrue one year of service credit per year.



## Summary of Actuarial Assumptions – Basic and Coordinated (Continued)

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Pay increases	Pay increases are assumed to happen at the beginning of the fiscal year. This is equivalent to assuming that reported earnings are pensionable earnings for the year ending on the valuation date.
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Unknown data for certain members	<p>To prepare this report, GRS has used and relied on participant data supplied by the Fund. Although GRS has reviewed the data in accordance with Actuarial Standards of Practice No. 23, GRS has not verified or audited any of the data or information provided.</p> <p>In cases where submitted data was missing or incomplete, the following assumptions, based on average results for applicable members at the time of the last experience study, were applied:</p> <p><u>Data for active members:</u> There were 3,659 members reported with a salary less than \$100. We used prior year salary (2,454 members), if available; otherwise high five salary with a 10% load to account for salary increases (810 members). If neither prior year salary or high five salary was available, we assumed a value of \$30,000.</p> <p>There were also 3,159 members reported without a gender and 177 members reported with an invalid date of birth. We assumed a date of birth based on an entry age of 36 and female gender.</p> <p><u>Data for terminated members:</u> We calculated benefits for these members using the reported Average Salary and credited service. If Average Salary was not reported (121 members), we assumed a value of \$24,000. If credited service was not reported (161 members), we assumed credited service was elapsed time from hire to termination date (113 members); if elapsed time was not available, we assumed nine years. If termination date was invalid or not reported (139 members), we assumed the termination date was equal to hire date plus credited service; otherwise the valuation date unless they are noted as a pre-July 1, 1989 hire, then June 30, 1989. If reported termination date occurs prior to reported hire date, the two dates were swapped.</p> <p>There were 93 members reported with an invalid date of birth and 551 members reported without a gender. We assumed a date of birth of July 1, 1967 and female gender.</p> <p><u>Data for retired members:</u> There were 164 members reported without a gender. We assumed retirees are female and beneficiaries are male. There were three members reported with an invalid date of birth. We assumed a date of birth of July 1, 1944.</p>
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## Summary of Actuarial Assumptions – Basic and Coordinated (Continued)

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Unknown data for certain members (Concluded)	<u>Data for retired members (Continued):</u> Because PERA reclassifies disabled members as retirees once the member reaches Normal Retirement Age, we compare the members that PERA reports as retirees to our disabled group from the last valuation. If a member was disabled in the prior valuation, we reclassify that member as a disabled retiree in this year's valuation. We reclassified 2,296 retirees as disabled retirees in this valuation.
Changes in actuarial assumptions	<p>The price inflation assumption was decreased from 2.50% to 2.25%.</p> <p>The payroll growth assumption was decreased from 3.25% to 3.00%.</p> <p>Assumed salary increase rates were changed as recommended in the June 30, 2019 experience study. The net effect is assumed rates that average 0.25% less than previous rates.</p> <p>Assumed rates of retirement were changed as recommended in the June 30, 2019 experience study. The changes result in more unreduced (normal) retirements and slightly fewer Rule of 90 and early retirements.</p> <p>Assumed rates of termination were changed as recommended in the June 30, 2019 experience study. The new rates are based on service and are generally lower than the previous rates for years 2-5 and slightly higher thereafter.</p> <p>Assumed rates of disability were changed as recommended in the June 30, 2019 experience study. The change results in fewer predicted disability retirements for males and females.</p> <p>The base mortality table for healthy annuitants and employees was changed from the RP-2014 table to the Pub-2010 General Mortality table, with adjustments. The base mortality table for disabled annuitants was changed from the RP-2014 disabled annuitant mortality table to the PUB-2010 General/Teacher disabled annuitant mortality table, with adjustments.</p> <p>The mortality improvement scale was changed from Scale MP-2018 to Scale MP-2019.</p> <p>The assumed spouse age difference was changed from two years older for females to one year older.</p> <p>The assumed number of married male new retirees electing the 100% Joint &amp; Survivor option changed from 35% to 45%. The assumed number of married female new retirees electing the 100% Joint &amp; Survivor option changed from 15% to 30%. The corresponding number of married new retirees electing the Life annuity option was adjusted accordingly.</p>

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## Summary of Actuarial Assumptions – Basic and Coordinated (Continued)

Age in 2020	Percentage of Members Dying Each Year*					
	Healthy Post- Retirement Mortality		Healthy Pre- Retirement Mortality		Disability Mortality	
	Male	Female	Male	Female	Male	Female
20	0.04%	0.01%	0.04%	0.01%	0.37%	0.18%
25	0.03	0.01	0.04	0.01	0.31	0.29
30	0.05	0.02	0.05	0.02	0.54	0.49
35	0.07	0.03	0.07	0.03	0.74	0.77
40	0.08	0.04	0.09	0.04	0.95	1.04
45	0.11	0.06	0.11	0.05	1.24	1.35
50	0.28	0.19	0.15	0.08	1.70	1.63
55	0.43	0.27	0.23	0.13	2.23	2.01
60	0.65	0.37	0.36	0.19	2.79	2.32
65	0.94	0.53	0.51	0.28	3.39	2.62
70	1.46	0.87	0.70	0.43	4.06	3.37
75	2.48	1.55	1.07	0.72	5.40	5.04
80	4.48	2.85	1.70	1.23	7.88	8.04
85	8.18	5.35	7.22	5.01	11.77	12.23
90	14.13	9.93	14.82	10.81	18.05	17.24

\* Generally, mortality rates are expected to increase as age increases. These standard mortality rates have been adjusted slightly to prevent decreasing mortality rates. The adjustment has no material effect on results.

Age	Rates of Disability Retirement	
	Male	Female
20	0.01%	0.01%
25	0.01	0.01
30	0.01	0.01
35	0.02	0.02
40	0.04	0.04
45	0.06	0.05
50	0.11	0.10
55	0.26	0.14
60	0.53	0.21
65	0.00	0.00
70	0.00	0.00

## Summary of Actuarial Assumptions – Basic and Coordinated (Continued)

Age	Rates of Service Retirement		
	Rule of 90 Eligible	Tier 1	Tier 2
55	20.0%	4.0%	4.0%
56	15.0%	4.0%	4.0%
57	15.0%	5.0%	4.0%
58	15.0%	5.0%	5.0%
59	15.0%	6.0%	5.0%
60	15.0%	8.0%	6.0%
61	15.0%	10.0%	8.0%
62	30.0%	20.0%	15.0%
63	25.0%	20.0%	15.0%
64	25.0%	20.0%	15.0%
65	40.0%	40.0%	25.0%
66	35.0%	35.0%	35.0%
67	25.0%	25.0%	25.0%
68	25.0%	25.0%	25.0%
69	25.0%	25.0%	25.0%
70	25.0%	25.0%	25.0%
71+	100.0%	100.0%	100.0%

## Summary of Actuarial Assumptions – Basic and Coordinated (Concluded)

Salary Scale					Rates of Termination	
Year	Increase	Year	Male	Female		
1	10.25%	1	21.50%	21.50%		
2	7.25	2	16.25	17.25		
3	6.00	3	11.00	13.00		
4	5.50	4	9.00	11.00		
5	5.00	5	8.00	9.00		
6	4.70	6	7.00	8.50		
7	4.50	7	6.25	8.00		
8	4.40	8	5.50	7.50		
9	4.30	9	5.00	7.00		
10	4.20	10	4.50	6.00		
11	4.00	11	4.25	5.50		
12	3.90	12	4.00	5.25		
13	3.80	13	3.75	5.00		
14	3.70	14	3.50	4.75		
15	3.65	15	3.00	4.25		
16	3.60	16	2.75	3.75		
17	3.50	17	2.50	3.50		
18	3.40	18	2.25	3.00		
19	3.40	19	2.00	2.80		
20	3.40	20	1.90	2.70		
21	3.30	21	1.85	2.60		
22	3.30	22	1.80	2.50		
23	3.30	23	1.75	2.40		
24	3.20	24	1.70	2.30		
25	3.20	25	1.65	2.20		
26	3.10	26	1.60	2.10		
27	3.00	27	1.55	2.00		
28	3.00	28	1.50	1.50		
29	3.00	29	1.00	1.50		
30+	3.00	30	1.00	1.50		

## Summary of Actuarial Assumptions - MERF

The following assumptions were used in valuing the liabilities and benefits under the plan for MERF members only. Assumptions regarding investment return, mortality, benefit increases, and Combined Service Annuity (CSA) are the same as shown in the Basic and Coordinated Plan assumption summary.

Salary increases	Total reported pay for prior calendar year increased 1.86% (half year of 3.75%, compounded) to prior fiscal year and 3.75% annually for each future year.
Retirement	Active members are assumed to retire at age 61, or immediately if currently age 61 or older.
Withdrawal	Rates are shown in rate table.
Disability	Age-related rates based on experience; see table of sample rates.
Commencement of deferred benefits	Members receiving deferred annuities (including current terminated deferred members) are assumed to begin receiving benefits at age 60.
Percentage married	66.67% of active members are assumed to be married. Actual marital status is used for members in payment status.
Age of spouse	Females are assumed to be three years younger than their male spouses. For members in payment status, actual spouse date of birth is used, if provided.
Eligible children	Retiring members are assumed to have no dependent children.
Form of payment	Members are assumed to elect a life annuity.
Unknown data for certain members	<p>To prepare this report, GRS has used and relied on participant data supplied by the Fund. Although GRS has reviewed the data in accordance with Actuarial Standards of Practice No. 23, GRS has not verified or audited any of the data or information provided.</p> <p>In cases where submitted data was missing or incomplete, the following assumptions were applied:</p> <p>There were no members with missing or invalid dates of birth.</p> <p><u>Data for active members:</u> There were no active members with missing salary or service.</p> <p><u>Data for terminated members:</u> Benefits were provided by PERA for all members.</p> <p><u>Data for Retired members:</u> There was 1 member reported without a gender. We assumed male gender.</p>

## Summary of Actuarial Assumptions – MERF (Continued)

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Unknown data for certain members (Concluded)

Data for retired members (Continued):

Because PERA reclassifies disabled members as retirees once the member reaches Normal Retirement Age, we compare the members that PERA reports as retirees to our disabled group from the last valuation. If a member was disabled in the prior valuation, we reclassify that member as a disabled retiree in this year's valuation. We reclassified 77 retirees as disabled retirees in this valuation.

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## Summary of Actuarial Assumptions – MERF (Concluded)

Age	Rates of Termination		Rates of Disability Retirement	
	Male	Female	Male	Female
20	21.00%	21.00%	0.21%	0.21%
25	11.00	11.00	0.21	0.21
30	5.00	5.00	0.23	0.23
35	1.50	1.50	0.30	0.30
40	1.00	1.00	0.41	0.41
45	1.00	1.00	0.61	0.61
50	1.00	1.00	0.93	0.93
55	1.00	1.00	1.60	1.60
60	1.00	1.00	0.00	0.00
65	0.00	0.00	0.00	0.00
70	0.00	0.00	0.00	0.00

## **SECTION G**

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### **CALCULATION OF THE SINGLE DISCOUNT RATE**



## Calculation of the Single Discount Rate

GASB Statement No. 67 includes a specific requirement for the discount rate that is used for the purpose of the measurement of the Total Pension Liability. This rate considers the ability of the fund to meet benefit obligations in the future. To make this determination, employer contributions, employee contributions, benefit payments, expenses and investment returns are projected into the future. The Plan Net Position (assets) in future years can then be determined and compared to its obligation to make benefit payments in those years. As long as assets are projected to be on hand in a future year, the assumed long-term expected rate of return is used. In years where assets are not projected to be sufficient to meet benefit payments, the use of a municipal bond rate is required, as described in the following paragraph.

The *Single Discount Rate* (SDR) is equivalent to applying these two rates to the benefits that are projected to be paid during the different time periods. The SDR reflects (1) the long-term expected rate of return on pension plan investments (during the period in which the fiduciary net position is projected to be sufficient to pay benefits) and (2) tax-exempt municipal bond rate based on an index of 20-year general obligation bonds with an average AA credit rating as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

For the purpose of this valuation, the expected rate of return on pension plan investments is 7.50%; the municipal bond rate is 2.45%; and **the resulting single discount rate is 7.50%**.

The tables in this section provide background for the development of the single discount rate.

The **Projection of Contributions** table shows the development of expected contributions in future years. Normal Cost contributions for future hires are not included (nor are their liabilities).

The **Projection of Plan Fiduciary Net Position** table shows the development of expected asset levels in future years.

The **Present Values of Projected Benefit Payments** table shows the development of the Single Discount Rate. It breaks down the benefit payments into present values for funded and unfunded portions and shows the equivalent total at the SDR.

# Single Discount Rate Development Projection of Contributions (Dollars in Thousands)

Fiscal Year Ending	Payroll			Projected Contributions					
	Payroll for Current Employees	Payroll for New Employees	Total Employee Payroll	Contributions from Current Employees	Employer Contributions for Current Employees	Contributions on Future Payroll toward Current UAL*	Additional State Contributions	Total Contributions	
2020	\$ 6,698,754	\$ -	\$ 6,698,754						
2021	\$ 6,583,256	\$ 215,894	\$ 6,799,150	\$ 427,912	\$ 493,744	\$ 13,256	\$ 37,000	\$ 971,912	
2022	\$ 6,212,346	\$ 790,779	\$ 7,003,125	\$ 403,802	\$ 465,926	\$ 48,554	\$ 37,000	\$ 955,282	
2023	\$ 5,874,403	\$ 1,338,816	\$ 7,213,219	\$ 381,836	\$ 440,580	\$ 82,203	\$ 37,000	\$ 941,619	
2024	\$ 5,586,618	\$ 1,842,997	\$ 7,429,615	\$ 363,130	\$ 418,996	\$ 113,160	\$ 37,000	\$ 932,286	
2025	\$ 5,317,620	\$ 2,334,884	\$ 7,652,504	\$ 345,645	\$ 398,821	\$ 143,362	\$ 37,000	\$ 924,828	
2026	\$ 5,065,621	\$ 2,816,458	\$ 7,882,079	\$ 329,265	\$ 379,922	\$ 172,931	\$ 37,000	\$ 919,118	
2027	\$ 4,829,963	\$ 3,288,578	\$ 8,118,541	\$ 313,948	\$ 362,247	\$ 201,919	\$ 37,000	\$ 915,114	
2028	\$ 4,608,156	\$ 3,753,941	\$ 8,362,097	\$ 299,530	\$ 345,612	\$ 230,492	\$ 37,000	\$ 912,634	
2029	\$ 4,399,168	\$ 4,213,792	\$ 8,612,960	\$ 285,946	\$ 329,938	\$ 258,727	\$ 37,000	\$ 911,611	
2030	\$ 4,201,319	\$ 4,670,030	\$ 8,871,349	\$ 273,086	\$ 315,099	\$ 286,740	\$ 37,000	\$ 911,925	
2031	\$ 4,012,350	\$ 5,125,140	\$ 9,137,490	\$ 260,803	\$ 300,926	\$ 314,684	\$ 37,000	\$ 913,413	
2032	\$ 3,830,526	\$ 5,581,088	\$ 9,411,614	\$ 248,984	\$ 287,289	\$ 342,679	\$ -	\$ 878,952	
2033	\$ 3,654,432	\$ 6,039,531	\$ 9,693,963	\$ 237,538	\$ 274,082	\$ 370,827	\$ -	\$ 882,447	
2034	\$ 3,484,139	\$ 6,500,643	\$ 9,984,782	\$ 226,469	\$ 261,310	\$ 399,139	\$ -	\$ 886,918	
2035	\$ 3,319,922	\$ 6,964,403	\$ 10,284,325	\$ 215,795	\$ 248,994	\$ 427,614	\$ -	\$ 892,403	
2036	\$ 3,160,512	\$ 7,432,343	\$ 10,592,855	\$ 205,433	\$ 237,038	\$ 456,346	\$ -	\$ 898,817	
2037	\$ 3,004,517	\$ 7,906,124	\$ 10,910,641	\$ 195,294	\$ 225,339	\$ 485,436	\$ -	\$ 906,069	
2038	\$ 2,852,284	\$ 8,385,676	\$ 11,237,960	\$ 185,398	\$ 213,921	\$ 514,880	\$ -	\$ 914,199	
2039	\$ 2,703,288	\$ 8,871,811	\$ 11,575,099	\$ 175,714	\$ 202,747	\$ 544,729	\$ -	\$ 923,190	
2040	\$ 2,555,805	\$ 9,366,547	\$ 11,922,352	\$ 166,127	\$ 191,685	\$ 575,106	\$ -	\$ 932,918	
2041	\$ 2,408,644	\$ 9,871,378	\$ 12,280,022	\$ 156,562	\$ 180,648	\$ 606,103	\$ -	\$ 943,313	
2042	\$ 2,261,789	\$ 10,386,634	\$ 12,648,423	\$ 147,016	\$ 169,634	\$ 637,739	\$ -	\$ 954,389	
2043	\$ 2,115,763	\$ 10,912,112	\$ 13,027,875	\$ 137,525	\$ 158,682	\$ 670,004	\$ -	\$ 966,211	
2044	\$ 1,970,917	\$ 11,447,795	\$ 13,418,712	\$ 128,110	\$ 147,819	\$ 702,895	\$ -	\$ 978,824	
2045	\$ 1,827,273	\$ 11,994,000	\$ 13,821,273	\$ 118,773	\$ 137,046	\$ 736,432	\$ -	\$ 992,251	
2046	\$ 1,684,540	\$ 12,551,371	\$ 14,235,911	\$ 109,495	\$ 126,341	\$ 770,654	\$ -	\$ 1,006,490	
2047	\$ 1,543,231	\$ 13,119,758	\$ 14,662,989	\$ 100,310	\$ 115,742	\$ 805,553	\$ -	\$ 1,021,605	
2048	\$ 1,404,566	\$ 13,698,312	\$ 15,102,878	\$ 91,297	\$ 105,342	\$ 841,076	\$ -	\$ 1,037,715	
2049	\$ 1,269,386	\$ 14,286,579	\$ 15,555,965	\$ 82,510	\$ 95,204	\$ 877,196	\$ -	\$ 1,054,910	
2050	\$ 1,138,504	\$ 14,884,139	\$ 16,022,643	\$ 74,003	\$ 85,388	\$ 913,886	\$ -	\$ 1,073,277	
2051	\$ 1,012,400	\$ 15,490,923	\$ 16,503,323	\$ 65,806	\$ 75,930	\$ 951,143	\$ -	\$ 1,092,879	
2052	\$ 891,600	\$ 16,106,822	\$ 16,998,422	\$ 57,954	\$ 66,870	\$ 988,959	\$ -	\$ 1,113,783	
2053	\$ 777,444	\$ 16,730,931	\$ 17,508,375	\$ 50,534	\$ 58,308	\$ 1,027,279	\$ -	\$ 1,136,121	
2054	\$ 670,674	\$ 17,362,952	\$ 18,033,626	\$ 43,594	\$ 50,301	\$ 1,066,085	\$ -	\$ 1,159,980	
2055	\$ 571,800	\$ 18,002,835	\$ 18,574,635	\$ 37,167	\$ 42,885	\$ 1,105,374	\$ -	\$ 1,185,426	
2056	\$ 481,128	\$ 18,650,746	\$ 19,131,874	\$ 31,273	\$ 36,085	\$ 1,145,156	\$ -	\$ 1,212,514	
2057	\$ 398,640	\$ 19,307,190	\$ 19,705,830	\$ 25,912	\$ 29,898	\$ 1,185,461	\$ -	\$ 1,241,271	
2058	\$ 324,698	\$ 19,972,307	\$ 20,297,005	\$ 21,105	\$ 24,352	\$ 1,226,300	\$ -	\$ 1,271,757	
2059	\$ 259,677	\$ 20,646,239	\$ 20,905,916	\$ 16,879	\$ 19,476	\$ 1,267,679	\$ -	\$ 1,304,034	
2060	\$ 203,440	\$ 21,329,653	\$ 21,533,093	\$ 13,224	\$ 15,258	\$ 1,309,641	\$ -	\$ 1,338,123	
2061	\$ 155,946	\$ 22,023,140	\$ 22,179,086	\$ 10,137	\$ 11,696	\$ 1,352,221	\$ -	\$ 1,374,054	
2062	\$ 116,639	\$ 22,727,819	\$ 22,844,458	\$ 7,582	\$ 8,748	\$ 1,395,488	\$ -	\$ 1,411,818	
2063	\$ 84,653	\$ 23,445,139	\$ 23,529,792	\$ 5,502	\$ 6,349	\$ 1,439,532	\$ -	\$ 1,451,383	
2064	\$ 59,747	\$ 24,175,939	\$ 24,235,686	\$ 3,884	\$ 4,481	\$ 1,484,403	\$ -	\$ 1,492,768	
2065	\$ 40,815	\$ 24,921,941	\$ 24,962,756	\$ 2,653	\$ 3,061	\$ 1,530,207	\$ -	\$ 1,535,921	
2066	\$ 26,743	\$ 25,684,896	\$ 25,711,639	\$ 1,738	\$ 2,006	\$ 1,577,053	\$ -	\$ 1,580,797	
2067	\$ 16,758	\$ 26,466,230	\$ 26,482,988	\$ 1,089	\$ 1,257	\$ 1,625,027	\$ -	\$ 1,627,373	
2068	\$ 9,891	\$ 27,267,587	\$ 27,277,478	\$ 643	\$ 742	\$ 1,674,230	\$ -	\$ 1,675,615	
2069	\$ 5,520	\$ 28,090,282	\$ 28,095,802	\$ 359	\$ 414	\$ 1,724,743	\$ -	\$ 1,725,516	
2070	\$ 2,880	\$ 28,935,796	\$ 28,938,676	\$ 187	\$ 216	\$ 1,776,658	\$ -	\$ 1,777,061	

\* Equal to total contributions (14.00% of payroll for new employees) net of normal cost and expenses (7.86% of payroll).



# Single Discount Rate Development

## Projection of Contributions (Dollars in Thousands) (Concluded)

Fiscal Year Ending	Payroll			Projected Contributions					
	Payroll for Current Employees	Payroll for New Employees	Total Employee Payroll	Contributions from Current Employees	Employer Contributions for Current Employees	Contributions on Future Payroll toward Current UAL*	Additional State Contributions	Total Contributions	
2071	\$ 1,301	\$ 29,805,536	\$ 29,806,837	\$ 85	\$ 98	\$ 1,830,060	\$ -	\$ 1,830,243	
2072	\$ 487	\$ 30,700,555	\$ 30,701,042	\$ 32	\$ 36	\$ 1,885,014	\$ -	\$ 1,885,082	
2073	\$ 178	\$ 31,621,895	\$ 31,622,073	\$ 12	\$ 13	\$ 1,941,584	\$ -	\$ 1,941,609	
2074	\$ 67	\$ 32,570,668	\$ 32,570,735	\$ 4	\$ 5	\$ 1,999,839	\$ -	\$ 1,999,848	
2075	\$ 19	\$ 33,547,838	\$ 33,547,857	\$ 1	\$ 1	\$ 2,059,837	\$ -	\$ 2,059,839	
2076	\$ 4	\$ 34,554,289	\$ 34,554,293	\$ -	\$ -	\$ 2,121,633	\$ -	\$ 2,121,633	
2077	\$ -	\$ 35,590,922	\$ 35,590,922	\$ -	\$ -	\$ 2,185,283	\$ -	\$ 2,185,283	
2078	\$ -	\$ 36,658,649	\$ 36,658,649	\$ -	\$ -	\$ 2,250,841	\$ -	\$ 2,250,841	
2079	\$ -	\$ 37,758,409	\$ 37,758,409	\$ -	\$ -	\$ 2,318,366	\$ -	\$ 2,318,366	
2080	\$ -	\$ 38,891,161	\$ 38,891,161	\$ -	\$ -	\$ 2,387,917	\$ -	\$ 2,387,917	
2081	\$ -	\$ 40,057,896	\$ 40,057,896	\$ -	\$ -	\$ 2,459,555	\$ -	\$ 2,459,555	
2082	\$ -	\$ 41,259,633	\$ 41,259,633	\$ -	\$ -	\$ 2,533,341	\$ -	\$ 2,533,341	
2083	\$ -	\$ 42,497,422	\$ 42,497,422	\$ -	\$ -	\$ 2,609,342	\$ -	\$ 2,609,342	
2084	\$ -	\$ 43,772,345	\$ 43,772,345	\$ -	\$ -	\$ 2,687,622	\$ -	\$ 2,687,622	
2085	\$ -	\$ 45,085,515	\$ 45,085,515	\$ -	\$ -	\$ 2,768,251	\$ -	\$ 2,768,251	
2086	\$ -	\$ 46,438,080	\$ 46,438,080	\$ -	\$ -	\$ 2,851,298	\$ -	\$ 2,851,298	
2087	\$ -	\$ 47,831,223	\$ 47,831,223	\$ -	\$ -	\$ 2,936,837	\$ -	\$ 2,936,837	
2088	\$ -	\$ 49,266,159	\$ 49,266,159	\$ -	\$ -	\$ 3,024,942	\$ -	\$ 3,024,942	
2089	\$ -	\$ 50,744,144	\$ 50,744,144	\$ -	\$ -	\$ 3,115,690	\$ -	\$ 3,115,690	
2090	\$ -	\$ 52,266,469	\$ 52,266,469	\$ -	\$ -	\$ 3,209,161	\$ -	\$ 3,209,161	
2091	\$ -	\$ 53,834,463	\$ 53,834,463	\$ -	\$ -	\$ 3,305,436	\$ -	\$ 3,305,436	
2092	\$ -	\$ 55,449,497	\$ 55,449,497	\$ -	\$ -	\$ 3,404,599	\$ -	\$ 3,404,599	
2093	\$ -	\$ 57,112,981	\$ 57,112,981	\$ -	\$ -	\$ 3,506,737	\$ -	\$ 3,506,737	
2094	\$ -	\$ 58,826,371	\$ 58,826,371	\$ -	\$ -	\$ 3,611,939	\$ -	\$ 3,611,939	
2095	\$ -	\$ 60,591,162	\$ 60,591,162	\$ -	\$ -	\$ 3,720,297	\$ -	\$ 3,720,297	
2096	\$ -	\$ 62,408,897	\$ 62,408,897	\$ -	\$ -	\$ 3,831,906	\$ -	\$ 3,831,906	
2097	\$ -	\$ 64,281,164	\$ 64,281,164	\$ -	\$ -	\$ 3,946,863	\$ -	\$ 3,946,863	
2098	\$ -	\$ 66,209,599	\$ 66,209,599	\$ -	\$ -	\$ 4,065,269	\$ -	\$ 4,065,269	
2099	\$ -	\$ 68,195,887	\$ 68,195,887	\$ -	\$ -	\$ 4,187,227	\$ -	\$ 4,187,227	
2100	\$ -	\$ 70,241,763	\$ 70,241,763	\$ -	\$ -	\$ 4,312,844	\$ -	\$ 4,312,844	
2101	\$ -	\$ 72,349,016	\$ 72,349,016	\$ -	\$ -	\$ 4,442,230	\$ -	\$ 4,442,230	
2102	\$ -	\$ 74,519,487	\$ 74,519,487	\$ -	\$ -	\$ 4,575,496	\$ -	\$ 4,575,496	
2103	\$ -	\$ 76,755,071	\$ 76,755,071	\$ -	\$ -	\$ 4,712,761	\$ -	\$ 4,712,761	
2104	\$ -	\$ 79,057,723	\$ 79,057,723	\$ -	\$ -	\$ 4,854,144	\$ -	\$ 4,854,144	
2105	\$ -	\$ 81,429,455	\$ 81,429,455	\$ -	\$ -	\$ 4,999,769	\$ -	\$ 4,999,769	
2106	\$ -	\$ 83,872,339	\$ 83,872,339	\$ -	\$ -	\$ 5,149,762	\$ -	\$ 5,149,762	
2107	\$ -	\$ 86,388,509	\$ 86,388,509	\$ -	\$ -	\$ 5,304,254	\$ -	\$ 5,304,254	
2108	\$ -	\$ 88,980,164	\$ 88,980,164	\$ -	\$ -	\$ 5,463,382	\$ -	\$ 5,463,382	
2109	\$ -	\$ 91,649,569	\$ 91,649,569	\$ -	\$ -	\$ 5,627,284	\$ -	\$ 5,627,284	
2110	\$ -	\$ 94,399,056	\$ 94,399,056	\$ -	\$ -	\$ 5,796,102	\$ -	\$ 5,796,102	
2111	\$ -	\$ 97,231,028	\$ 97,231,028	\$ -	\$ -	\$ 5,969,985	\$ -	\$ 5,969,985	
2112	\$ -	\$ 100,147,959	\$ 100,147,959	\$ -	\$ -	\$ 6,149,085	\$ -	\$ 6,149,085	
2113	\$ -	\$ 103,152,397	\$ 103,152,397	\$ -	\$ -	\$ 6,333,557	\$ -	\$ 6,333,557	
2114	\$ -	\$ 106,246,969	\$ 106,246,969	\$ -	\$ -	\$ 6,523,564	\$ -	\$ 6,523,564	
2115	\$ -	\$ 109,434,378	\$ 109,434,378	\$ -	\$ -	\$ 6,719,271	\$ -	\$ 6,719,271	
2116	\$ -	\$ 112,717,410	\$ 112,717,410	\$ -	\$ -	\$ 6,920,849	\$ -	\$ 6,920,849	
2117	\$ -	\$ 116,098,932	\$ 116,098,932	\$ -	\$ -	\$ 7,128,474	\$ -	\$ 7,128,474	
2118	\$ -	\$ 119,581,900	\$ 119,581,900	\$ -	\$ -	\$ 7,342,329	\$ -	\$ 7,342,329	
2119	\$ -	\$ 123,169,357	\$ 123,169,357	\$ -	\$ -	\$ 7,562,599	\$ -	\$ 7,562,599	
2120	\$ -	\$ 126,864,438	\$ 126,864,438	\$ -	\$ -	\$ 7,789,476	\$ -	\$ 7,789,476	

\* Equal to total contributions (14.00% of payroll for new employees) net of normal cost and expenses (7.86% of payroll).



# Single Discount Rate Development

## Projection of Plan Fiduciary Net Position (Dollars in Thousands)

Fiscal Year Ending	Projected Beginning Plan Net Position	Projected Total Contributions	Projected Benefit Payments	Projected Administrative Expenses	Projected Investment Earnings at 7.50%	Projected Ending Plan Net Position
	(a)	(b)	(c)	(d)	(e)	(f)=(a)+(b)-(c)-(d)+(e)
2021	\$ 22,631,459	\$ 971,912	\$ 1,722,768	\$ 11,850	\$ 1,669,275	\$ 23,538,028
2022	\$ 23,538,028	\$ 955,282	\$ 1,799,153	\$ 11,182	\$ 1,733,867	\$ 24,416,842
2023	\$ 24,416,842	\$ 941,620	\$ 1,875,252	\$ 10,574	\$ 1,796,496	\$ 25,269,132
2024	\$ 25,269,132	\$ 932,287	\$ 1,946,177	\$ 10,056	\$ 1,857,481	\$ 26,102,667
2025	\$ 26,102,667	\$ 924,829	\$ 2,018,251	\$ 9,572	\$ 1,917,085	\$ 26,916,758
2026	\$ 26,916,758	\$ 919,117	\$ 2,093,189	\$ 9,118	\$ 1,975,189	\$ 27,708,757
2027	\$ 27,708,757	\$ 915,114	\$ 2,167,317	\$ 8,694	\$ 2,031,728	\$ 28,479,588
2028	\$ 28,479,588	\$ 912,634	\$ 2,239,569	\$ 8,295	\$ 2,086,803	\$ 29,231,161
2029	\$ 29,231,161	\$ 911,610	\$ 2,306,774	\$ 7,919	\$ 2,140,673	\$ 29,968,751
2030	\$ 29,968,751	\$ 911,925	\$ 2,371,076	\$ 7,562	\$ 2,193,649	\$ 30,695,687
2031	\$ 30,695,687	\$ 913,413	\$ 2,431,555	\$ 7,222	\$ 2,246,010	\$ 31,416,333
2032	\$ 31,416,333	\$ 878,952	\$ 2,489,901	\$ 6,895	\$ 2,296,653	\$ 32,095,142
2033	\$ 32,095,142	\$ 882,448	\$ 2,545,985	\$ 6,578	\$ 2,345,639	\$ 32,770,666
2034	\$ 32,770,666	\$ 886,919	\$ 2,600,114	\$ 6,271	\$ 2,394,486	\$ 33,445,686
2035	\$ 33,445,686	\$ 892,403	\$ 2,652,469	\$ 5,976	\$ 2,443,397	\$ 34,123,041
2036	\$ 34,123,041	\$ 898,818	\$ 2,703,694	\$ 5,689	\$ 2,492,559	\$ 34,805,035
2037	\$ 34,805,035	\$ 906,068	\$ 2,752,375	\$ 5,408	\$ 2,542,194	\$ 35,495,514
2038	\$ 35,495,514	\$ 914,200	\$ 2,797,680	\$ 5,134	\$ 2,592,621	\$ 36,199,521
2039	\$ 36,199,521	\$ 923,190	\$ 2,837,538	\$ 4,866	\$ 2,644,295	\$ 36,924,602
2040	\$ 36,924,602	\$ 932,919	\$ 2,874,291	\$ 4,600	\$ 2,697,690	\$ 37,676,320
2041	\$ 37,676,320	\$ 943,313	\$ 2,908,711	\$ 4,336	\$ 2,753,194	\$ 38,459,780
2042	\$ 38,459,780	\$ 954,390	\$ 2,940,539	\$ 4,071	\$ 2,811,199	\$ 39,280,759
2043	\$ 39,280,759	\$ 966,210	\$ 2,969,582	\$ 3,808	\$ 2,872,148	\$ 40,145,727
2044	\$ 40,145,727	\$ 978,823	\$ 2,996,158	\$ 3,548	\$ 2,936,516	\$ 41,061,360
2045	\$ 41,061,360	\$ 992,250	\$ 3,020,288	\$ 3,289	\$ 3,004,804	\$ 42,034,837
2046	\$ 42,034,837	\$ 1,006,490	\$ 3,042,718	\$ 3,032	\$ 3,077,523	\$ 43,073,100
2047	\$ 43,073,100	\$ 1,021,605	\$ 3,063,794	\$ 2,778	\$ 3,155,183	\$ 44,183,316
2048	\$ 44,183,316	\$ 1,037,716	\$ 3,082,822	\$ 2,528	\$ 3,238,351	\$ 45,374,033
2049	\$ 45,374,033	\$ 1,054,910	\$ 3,099,502	\$ 2,285	\$ 3,327,682	\$ 46,654,838
2050	\$ 46,654,838	\$ 1,073,277	\$ 3,112,272	\$ 2,049	\$ 3,423,957	\$ 48,037,751
2051	\$ 48,037,751	\$ 1,092,879	\$ 3,122,300	\$ 1,822	\$ 3,528,037	\$ 49,534,545
2052	\$ 49,534,545	\$ 1,113,783	\$ 3,129,570	\$ 1,605	\$ 3,640,806	\$ 51,157,959
2053	\$ 51,157,959	\$ 1,136,121	\$ 3,133,113	\$ 1,399	\$ 3,763,262	\$ 52,922,830
2054	\$ 52,922,830	\$ 1,159,980	\$ 3,132,012	\$ 1,207	\$ 3,896,553	\$ 54,846,144
2055	\$ 54,846,144	\$ 1,185,426	\$ 3,126,364	\$ 1,029	\$ 4,041,953	\$ 56,946,130
2056	\$ 56,946,130	\$ 1,212,514	\$ 3,115,898	\$ 866	\$ 4,200,841	\$ 59,242,721
2057	\$ 59,242,721	\$ 1,241,271	\$ 3,100,280	\$ 718	\$ 4,374,725	\$ 61,757,719
2058	\$ 61,757,719	\$ 1,271,757	\$ 3,079,909	\$ 584	\$ 4,565,228	\$ 64,514,211
2059	\$ 64,514,211	\$ 1,304,034	\$ 3,052,912	\$ 467	\$ 4,774,151	\$ 67,539,017
2060	\$ 67,539,017	\$ 1,338,122	\$ 3,019,002	\$ 366	\$ 5,003,519	\$ 70,861,290
2061	\$ 70,861,290	\$ 1,374,053	\$ 2,977,632	\$ 281	\$ 5,255,539	\$ 74,512,969
2062	\$ 74,512,969	\$ 1,411,818	\$ 2,928,334	\$ 210	\$ 5,532,624	\$ 78,528,867
2063	\$ 78,528,867	\$ 1,451,383	\$ 2,871,521	\$ 152	\$ 5,837,367	\$ 82,945,944
2064	\$ 82,945,944	\$ 1,492,767	\$ 2,805,939	\$ 108	\$ 6,172,588	\$ 87,805,252
2065	\$ 87,805,252	\$ 1,535,921	\$ 2,732,730	\$ 73	\$ 6,541,322	\$ 93,149,692
2066	\$ 93,149,692	\$ 1,580,797	\$ 2,653,740	\$ 48	\$ 6,946,717	\$ 99,023,418
2067	\$ 99,023,418	\$ 1,627,373	\$ 2,569,367	\$ 30	\$ 7,392,069	\$ 105,473,463
2068	\$ 105,473,463	\$ 1,675,615	\$ 2,480,509	\$ 18	\$ 7,880,871	\$ 112,549,422
2069	\$ 112,549,422	\$ 1,725,516	\$ 2,388,644	\$ 10	\$ 8,416,788	\$ 120,303,072
2070	\$ 120,303,072	\$ 1,777,061	\$ 2,294,848	\$ 5	\$ 9,003,664	\$ 128,788,944

For purposes of this projection, we assumed the current fixed rate contribution would continue after the plan becomes fully funded. If we reflected a decrease in contribution rates due to full funding, future assets and contributions would be less than what is shown herein.



# Single Discount Rate Development

## Projection of Plan Fiduciary Net Position (Dollars in Thousands)

### (Concluded)

Fiscal Year Ending	Projected Beginning Plan Net Position	Projected Total Contributions	Projected Benefit Payments	Projected Administrative Expenses	Projected Investment Earnings at 7.50%	Projected Ending Plan Net Position
(a)	(b)	(c)	(d)	(e)	(f)=(a)+(b)-(c)-(d)+(e)	
2071	\$ 128,788,944	\$ 1,830,242	\$ 2,199,671	\$ 2	\$ 9,645,567	\$ 138,065,080
2072	\$ 138,065,080	\$ 1,885,082	\$ 2,103,412	\$ 1	\$ 10,346,841	\$ 148,193,590
2073	\$ 148,193,590	\$ 1,941,609	\$ 2,006,343	\$ -	\$ 11,112,135	\$ 159,240,991
2074	\$ 159,240,991	\$ 1,999,848	\$ 1,908,780	\$ -	\$ 11,946,428	\$ 171,278,487
2075	\$ 171,278,487	\$ 2,059,840	\$ 1,810,924	\$ -	\$ 12,855,052	\$ 184,382,455
2076	\$ 184,382,455	\$ 2,121,634	\$ 1,712,934	\$ -	\$ 13,843,733	\$ 198,634,888
2077	\$ 198,634,888	\$ 2,185,283	\$ 1,615,001	\$ -	\$ 14,918,616	\$ 214,123,786
2078	\$ 214,123,786	\$ 2,250,841	\$ 1,517,347	\$ -	\$ 16,086,293	\$ 230,943,573
2079	\$ 230,943,573	\$ 2,318,366	\$ 1,420,236	\$ -	\$ 17,353,839	\$ 249,195,542
2080	\$ 249,195,542	\$ 2,387,917	\$ 1,323,968	\$ -	\$ 18,728,842	\$ 268,988,333
2081	\$ 268,988,333	\$ 2,459,555	\$ 1,228,881	\$ -	\$ 20,219,441	\$ 290,438,448
2082	\$ 290,438,448	\$ 2,533,341	\$ 1,135,343	\$ -	\$ 21,834,361	\$ 313,670,807
2083	\$ 313,670,807	\$ 2,609,342	\$ 1,043,742	\$ -	\$ 23,582,959	\$ 338,819,366
2084	\$ 338,819,366	\$ 2,687,622	\$ 954,484	\$ -	\$ 25,475,270	\$ 366,027,774
2085	\$ 366,027,774	\$ 2,768,251	\$ 867,978	\$ -	\$ 27,522,055	\$ 395,450,102
2086	\$ 395,450,102	\$ 2,851,298	\$ 784,625	\$ -	\$ 29,734,857	\$ 427,251,632
2087	\$ 427,251,632	\$ 2,936,837	\$ 704,810	\$ -	\$ 32,126,060	\$ 461,609,719
2088	\$ 461,609,719	\$ 3,024,942	\$ 628,883	\$ -	\$ 34,708,957	\$ 498,714,735
2089	\$ 498,714,735	\$ 3,115,690	\$ 557,156	\$ -	\$ 37,497,816	\$ 538,771,085
2090	\$ 538,771,085	\$ 3,209,161	\$ 489,893	\$ -	\$ 40,507,960	\$ 581,998,313
2091	\$ 581,998,313	\$ 3,305,436	\$ 427,301	\$ -	\$ 43,755,852	\$ 628,632,300
2092	\$ 628,632,300	\$ 3,404,599	\$ 369,532	\$ -	\$ 47,259,180	\$ 678,926,547
2093	\$ 678,926,547	\$ 3,506,737	\$ 316,672	\$ -	\$ 51,036,956	\$ 733,153,568
2094	\$ 733,153,568	\$ 3,611,939	\$ 268,749	\$ -	\$ 55,109,621	\$ 791,606,379
2095	\$ 791,606,379	\$ 3,720,297	\$ 225,731	\$ -	\$ 59,499,155	\$ 854,600,100
2096	\$ 854,600,100	\$ 3,831,906	\$ 187,522	\$ -	\$ 64,229,201	\$ 922,473,685
2097	\$ 922,473,685	\$ 3,946,863	\$ 153,969	\$ -	\$ 69,325,189	\$ 995,591,768
2098	\$ 995,591,768	\$ 4,065,269	\$ 124,863	\$ -	\$ 74,814,477	\$ 1,074,346,651
2099	\$ 1,074,346,651	\$ 4,187,227	\$ 99,941	\$ -	\$ 80,726,501	\$ 1,159,160,438
2100	\$ 1,159,160,438	\$ 4,312,844	\$ 78,897	\$ -	\$ 87,092,936	\$ 1,250,487,321
2101	\$ 1,250,487,321	\$ 4,442,230	\$ 61,389	\$ -	\$ 93,947,861	\$ 1,348,816,023
2102	\$ 1,348,816,023	\$ 4,575,496	\$ 47,048	\$ -	\$ 101,327,949	\$ 1,454,672,420
2103	\$ 1,454,672,420	\$ 4,712,761	\$ 35,491	\$ -	\$ 109,272,658	\$ 1,568,622,348
2104	\$ 1,568,622,348	\$ 4,854,144	\$ 26,339	\$ -	\$ 117,824,446	\$ 1,691,274,599
2105	\$ 1,691,274,599	\$ 4,999,769	\$ 19,220	\$ -	\$ 127,028,989	\$ 1,823,284,137
2106	\$ 1,823,284,137	\$ 5,149,762	\$ 13,785	\$ -	\$ 136,935,428	\$ 1,965,355,542
2107	\$ 1,965,355,542	\$ 5,304,254	\$ 9,715	\$ -	\$ 147,596,622	\$ 2,118,246,703
2108	\$ 2,118,246,703	\$ 5,463,382	\$ 6,729	\$ -	\$ 159,069,428	\$ 2,282,772,784
2109	\$ 2,282,772,784	\$ 5,627,284	\$ 4,581	\$ -	\$ 171,414,998	\$ 2,459,810,485
2110	\$ 2,459,810,485	\$ 5,796,102	\$ 3,069	\$ -	\$ 184,699,098	\$ 2,650,302,616
2111	\$ 2,650,302,616	\$ 5,969,985	\$ 2,025	\$ -	\$ 198,992,449	\$ 2,855,263,025
2112	\$ 2,855,263,025	\$ 6,149,085	\$ 1,319	\$ -	\$ 214,371,100	\$ 3,075,781,891
2113	\$ 3,075,781,891	\$ 6,333,557	\$ 851	\$ -	\$ 230,916,825	\$ 3,313,031,422
2114	\$ 3,313,031,422	\$ 6,523,564	\$ 545	\$ -	\$ 248,717,548	\$ 3,568,271,989
2115	\$ 3,568,271,989	\$ 6,719,271	\$ 349	\$ -	\$ 267,867,804	\$ 3,842,858,715
2116	\$ 3,842,858,715	\$ 6,920,849	\$ 224	\$ -	\$ 288,469,235	\$ 4,138,248,575
2117	\$ 4,138,248,575	\$ 7,128,474	\$ 144	\$ -	\$ 310,631,123	\$ 4,456,008,028
2118	\$ 4,456,008,028	\$ 7,342,329	\$ 94	\$ -	\$ 334,470,958	\$ 4,797,821,221
2119	\$ 4,797,821,221	\$ 7,562,599	\$ 62	\$ -	\$ 360,115,060	\$ 5,165,498,818
2120	\$ 5,165,498,818	\$ 7,789,476	\$ 48	\$ -	\$ 387,699,234	\$ 5,560,987,480

For purposes of this projection, we assumed the current fixed rate contribution would continue after the plan becomes fully funded. If we reflected a decrease in contribution rates due to full funding, future assets and contributions would be less than what is shown herein.



# Single Discount Rate Development

## Present Values of Projected Benefit Payments

### (Dollars in Thousands)

Fiscal Year Ending	Projected Beginning Plan Net Position	Projected Benefit Payments	Funded Portion of Benefit Payments	Unfunded Portion of Benefit Payments	Present Value of Funded Benefit Payments using Expected Return Rate (v)	Present Value of Unfunded Benefit Payments using Municipal Bond Rate (vf)	Present Value of Benefit Payments using Single Discount Rate (sdr)
(a)	(b)	(c)	(d)	(e)	(f)=(d)*v <sup>^(a)-.5</sup>	(g)=(e)*vf <sup>^(a)-.5</sup>	(h)=(c)/(1+s dr) <sup>^(a)-.5</sup>
2021	\$ 22,631,459	\$ 1,722,768	\$ 1,722,768	\$ -	\$ 1,661,585	\$ -	\$ 1,661,585
2022	\$ 23,538,028	\$ 1,799,153	\$ 1,799,153	\$ -	\$ 1,614,193	\$ -	\$ 1,614,193
2023	\$ 24,416,842	\$ 1,875,252	\$ 1,875,252	\$ -	\$ 1,565,087	\$ -	\$ 1,565,087
2024	\$ 25,269,131	\$ 1,946,177	\$ 1,946,177	\$ -	\$ 1,510,959	\$ -	\$ 1,510,959
2025	\$ 26,102,666	\$ 2,018,251	\$ 2,018,251	\$ -	\$ 1,457,595	\$ -	\$ 1,457,595
2026	\$ 26,916,758	\$ 2,093,189	\$ 2,093,189	\$ -	\$ 1,406,248	\$ -	\$ 1,406,248
2027	\$ 27,708,759	\$ 2,167,317	\$ 2,167,317	\$ -	\$ 1,354,464	\$ -	\$ 1,354,464
2028	\$ 28,479,590	\$ 2,239,569	\$ 2,239,569	\$ -	\$ 1,301,970	\$ -	\$ 1,301,970
2029	\$ 29,231,163	\$ 2,306,774	\$ 2,306,774	\$ -	\$ 1,247,479	\$ -	\$ 1,247,479
2030	\$ 29,968,753	\$ 2,371,076	\$ 2,371,076	\$ -	\$ 1,192,793	\$ -	\$ 1,192,793
2031	\$ 30,695,688	\$ 2,431,555	\$ 2,431,555	\$ -	\$ 1,137,877	\$ -	\$ 1,137,877
2032	\$ 31,416,333	\$ 2,489,901	\$ 2,489,901	\$ -	\$ 1,083,889	\$ -	\$ 1,083,889
2033	\$ 32,095,142	\$ 2,545,985	\$ 2,545,985	\$ -	\$ 1,030,979	\$ -	\$ 1,030,979
2034	\$ 32,770,666	\$ 2,600,114	\$ 2,600,114	\$ -	\$ 979,441	\$ -	\$ 979,441
2035	\$ 33,445,685	\$ 2,652,469	\$ 2,652,469	\$ -	\$ 929,453	\$ -	\$ 929,453
2036	\$ 34,123,041	\$ 2,703,694	\$ 2,703,694	\$ -	\$ 881,305	\$ -	\$ 881,305
2037	\$ 34,805,035	\$ 2,752,375	\$ 2,752,375	\$ -	\$ 834,580	\$ -	\$ 834,580
2038	\$ 35,495,514	\$ 2,797,680	\$ 2,797,680	\$ -	\$ 789,132	\$ -	\$ 789,132
2039	\$ 36,199,521	\$ 2,837,538	\$ 2,837,538	\$ -	\$ 744,535	\$ -	\$ 744,535
2040	\$ 36,924,601	\$ 2,874,291	\$ 2,874,291	\$ -	\$ 701,561	\$ -	\$ 701,561
2041	\$ 37,676,319	\$ 2,908,711	\$ 2,908,711	\$ -	\$ 660,430	\$ -	\$ 660,430
2042	\$ 38,459,780	\$ 2,940,539	\$ 2,940,539	\$ -	\$ 621,076	\$ -	\$ 621,076
2043	\$ 39,280,759	\$ 2,969,582	\$ 2,969,582	\$ -	\$ 583,452	\$ -	\$ 583,452
2044	\$ 40,145,727	\$ 2,996,158	\$ 2,996,158	\$ -	\$ 547,603	\$ -	\$ 547,603
2045	\$ 41,061,361	\$ 3,020,288	\$ 3,020,288	\$ -	\$ 513,501	\$ -	\$ 513,501
2046	\$ 42,034,838	\$ 3,042,718	\$ 3,042,718	\$ -	\$ 481,222	\$ -	\$ 481,222
2047	\$ 43,073,100	\$ 3,063,794	\$ 3,063,794	\$ -	\$ 450,750	\$ -	\$ 450,750
2048	\$ 44,183,316	\$ 3,082,822	\$ 3,082,822	\$ -	\$ 421,906	\$ -	\$ 421,906
2049	\$ 45,374,032	\$ 3,099,502	\$ 3,099,502	\$ -	\$ 394,594	\$ -	\$ 394,594
2050	\$ 46,654,837	\$ 3,112,272	\$ 3,112,272	\$ -	\$ 368,577	\$ -	\$ 368,577
2051	\$ 48,037,750	\$ 3,122,300	\$ 3,122,300	\$ -	\$ 343,967	\$ -	\$ 343,967
2052	\$ 49,534,543	\$ 3,129,570	\$ 3,129,570	\$ -	\$ 320,714	\$ -	\$ 320,714
2053	\$ 51,157,958	\$ 3,133,113	\$ 3,133,113	\$ -	\$ 298,676	\$ -	\$ 298,676
2054	\$ 52,922,828	\$ 3,132,012	\$ 3,132,012	\$ -	\$ 277,741	\$ -	\$ 277,741
2055	\$ 54,846,142	\$ 3,126,364	\$ 3,126,364	\$ -	\$ 257,898	\$ -	\$ 257,898
2056	\$ 56,946,129	\$ 3,115,898	\$ 3,115,898	\$ -	\$ 239,102	\$ -	\$ 239,102
2057	\$ 59,242,720	\$ 3,100,280	\$ 3,100,280	\$ -	\$ 221,305	\$ -	\$ 221,305
2058	\$ 61,757,719	\$ 3,079,909	\$ 3,079,909	\$ -	\$ 204,513	\$ -	\$ 204,513
2059	\$ 64,514,211	\$ 3,052,912	\$ 3,052,912	\$ -	\$ 188,577	\$ -	\$ 188,577
2060	\$ 67,539,016	\$ 3,019,002	\$ 3,019,002	\$ -	\$ 173,472	\$ -	\$ 173,472
2061	\$ 70,861,289	\$ 2,977,632	\$ 2,977,632	\$ -	\$ 159,158	\$ -	\$ 159,158
2062	\$ 74,512,969	\$ 2,928,334	\$ 2,928,334	\$ -	\$ 145,603	\$ -	\$ 145,603
2063	\$ 78,528,866	\$ 2,871,521	\$ 2,871,521	\$ -	\$ 132,817	\$ -	\$ 132,817
2064	\$ 82,945,942	\$ 2,805,939	\$ 2,805,939	\$ -	\$ 120,729	\$ -	\$ 120,729
2065	\$ 87,805,250	\$ 2,732,730	\$ 2,732,730	\$ -	\$ 109,375	\$ -	\$ 109,375
2066	\$ 93,149,691	\$ 2,653,740	\$ 2,653,740	\$ -	\$ 98,804	\$ -	\$ 98,804
2067	\$ 99,023,416	\$ 2,569,367	\$ 2,569,367	\$ -	\$ 88,988	\$ -	\$ 88,988
2068	\$ 105,473,461	\$ 2,480,509	\$ 2,480,509	\$ -	\$ 79,917	\$ -	\$ 79,917
2069	\$ 112,549,419	\$ 2,388,644	\$ 2,388,644	\$ -	\$ 71,588	\$ -	\$ 71,588
2070	\$ 120,303,070	\$ 2,294,848	\$ 2,294,848	\$ -	\$ 63,979	\$ -	\$ 63,979



# Single Discount Rate Development

## Present Values of Projected Benefit Payments (Dollars in Thousands) (Concluded)

Fiscal Year Ending	Projected Beginning Plan Net Position	Projected Benefit Payments	Funded Portion of Benefit Payments	Unfunded Portion of Benefit Payments	Present Value of Funded Benefit Payments using Expected Return Rate (v)	Present Value of Unfunded Benefit Payments using Municipal Bond Rate (vf)	Present Value of Benefit Payments using Single Discount Rate (sdr)
(a)	(b)	(c)	(d)	(e)	(f)=(d)*v <sup>((a)-.5)</sup>	(g)=(e)*vf <sup>((a)-.5)</sup>	(h)=(c)/(1+sdr) <sup>((a)-.5)</sup>
2071	\$ 128,788,941	\$ 2,199,671	\$ 2,199,671	\$ -	\$ 57,047	\$ -	\$ 57,047
2072	\$ 138,065,078	\$ 2,103,412	\$ 2,103,412	\$ -	\$ 50,744	\$ -	\$ 50,744
2073	\$ 148,193,588	\$ 2,006,343	\$ 2,006,343	\$ -	\$ 45,026	\$ -	\$ 45,026
2074	\$ 159,240,990	\$ 1,908,780	\$ 1,908,780	\$ -	\$ 39,848	\$ -	\$ 39,848
2075	\$ 171,278,486	\$ 1,810,924	\$ 1,810,924	\$ -	\$ 35,167	\$ -	\$ 35,167
2076	\$ 184,382,454	\$ 1,712,934	\$ 1,712,934	\$ -	\$ 30,944	\$ -	\$ 30,944
2077	\$ 198,634,887	\$ 1,615,001	\$ 1,615,001	\$ -	\$ 27,139	\$ -	\$ 27,139
2078	\$ 214,123,785	\$ 1,517,347	\$ 1,517,347	\$ -	\$ 23,719	\$ -	\$ 23,719
2079	\$ 230,943,571	\$ 1,420,236	\$ 1,420,236	\$ -	\$ 20,652	\$ -	\$ 20,652
2080	\$ 249,195,540	\$ 1,323,968	\$ 1,323,968	\$ -	\$ 17,909	\$ -	\$ 17,909
2081	\$ 268,988,332	\$ 1,228,881	\$ 1,228,881	\$ -	\$ 15,463	\$ -	\$ 15,463
2082	\$ 290,438,446	\$ 1,135,343	\$ 1,135,343	\$ -	\$ 13,289	\$ -	\$ 13,289
2083	\$ 313,670,805	\$ 1,043,742	\$ 1,043,742	\$ -	\$ 11,365	\$ -	\$ 11,365
2084	\$ 338,819,364	\$ 954,484	\$ 954,484	\$ -	\$ 9,668	\$ -	\$ 9,668
2085	\$ 366,027,772	\$ 867,978	\$ 867,978	\$ -	\$ 8,178	\$ -	\$ 8,178
2086	\$ 395,450,099	\$ 784,625	\$ 784,625	\$ -	\$ 6,877	\$ -	\$ 6,877
2087	\$ 427,251,629	\$ 704,810	\$ 704,810	\$ -	\$ 5,747	\$ -	\$ 5,747
2088	\$ 461,609,717	\$ 628,883	\$ 628,883	\$ -	\$ 4,770	\$ -	\$ 4,770
2089	\$ 498,714,733	\$ 557,156	\$ 557,156	\$ -	\$ 3,931	\$ -	\$ 3,931
2090	\$ 538,771,083	\$ 489,893	\$ 489,893	\$ -	\$ 3,215	\$ -	\$ 3,215
2091	\$ 581,998,312	\$ 427,301	\$ 427,301	\$ -	\$ 2,609	\$ -	\$ 2,609
2092	\$ 628,632,299	\$ 369,532	\$ 369,532	\$ -	\$ 2,099	\$ -	\$ 2,099
2093	\$ 678,926,546	\$ 316,672	\$ 316,672	\$ -	\$ 1,673	\$ -	\$ 1,673
2094	\$ 733,153,567	\$ 268,749	\$ 268,749	\$ -	\$ 1,321	\$ -	\$ 1,321
2095	\$ 791,606,378	\$ 225,731	\$ 225,731	\$ -	\$ 1,032	\$ -	\$ 1,032
2096	\$ 854,600,100	\$ 187,522	\$ 187,522	\$ -	\$ 797	\$ -	\$ 797
2097	\$ 922,473,686	\$ 153,969	\$ 153,969	\$ -	\$ 609	\$ -	\$ 609
2098	\$ 995,591,769	\$ 124,863	\$ 124,863	\$ -	\$ 459	\$ -	\$ 459
2099	\$ 1,074,346,652	\$ 99,941	\$ 99,941	\$ -	\$ 342	\$ -	\$ 342
2100	\$ 1,159,160,440	\$ 78,897	\$ 78,897	\$ -	\$ 251	\$ -	\$ 251
2101	\$ 1,250,487,323	\$ 61,389	\$ 61,389	\$ -	\$ 182	\$ -	\$ 182
2102	\$ 1,348,816,024	\$ 47,048	\$ 47,048	\$ -	\$ 130	\$ -	\$ 130
2103	\$ 1,454,672,421	\$ 35,491	\$ 35,491	\$ -	\$ 91	\$ -	\$ 91
2104	\$ 1,568,622,349	\$ 26,339	\$ 26,339	\$ -	\$ 63	\$ -	\$ 63
2105	\$ 1,691,274,600	\$ 19,220	\$ 19,220	\$ -	\$ 43	\$ -	\$ 43
2106	\$ 1,823,284,138	\$ 13,785	\$ 13,785	\$ -	\$ 28	\$ -	\$ 28
2107	\$ 1,965,355,542	\$ 9,715	\$ 9,715	\$ -	\$ 19	\$ -	\$ 19
2108	\$ 2,118,246,703	\$ 6,729	\$ 6,729	\$ -	\$ 12	\$ -	\$ 12
2109	\$ 2,282,772,785	\$ 4,581	\$ 4,581	\$ -	\$ 8	\$ -	\$ 8
2110	\$ 2,459,810,486	\$ 3,069	\$ 3,069	\$ -	\$ 5	\$ -	\$ 5
2111	\$ 2,650,302,617	\$ 2,025	\$ 2,025	\$ -	\$ 3	\$ -	\$ 3
2112	\$ 2,855,263,026	\$ 1,319	\$ 1,319	\$ -	\$ 2	\$ -	\$ 2
2113	\$ 3,075,781,891	\$ 851	\$ 851	\$ -	\$ 1	\$ -	\$ 1
2114	\$ 3,313,031,423	\$ 545	\$ 545	\$ -	\$ 1	\$ -	\$ 1
2115	\$ 3,568,271,989	\$ 349	\$ 349	\$ -	\$ -	\$ -	\$ -
2116	\$ 3,842,858,715	\$ 224	\$ 224	\$ -	\$ -	\$ -	\$ -
2117	\$ 4,138,248,576	\$ 144	\$ 144	\$ -	\$ -	\$ -	\$ -
2118	\$ 4,456,008,029	\$ 94	\$ 94	\$ -	\$ -	\$ -	\$ -
2119	\$ 4,797,821,222	\$ 62	\$ 62	\$ -	\$ -	\$ -	\$ -
2120	\$ 5,165,498,818	\$ 48	\$ 48	\$ -	\$ -	\$ -	\$ -
<b>Totals</b>					\$ 32,507,634	\$ -	\$ 32,507,634



## **SECTION H**

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### **GLOSSARY OF TERMS**



## Glossary of Terms

<b><i>Actuarial Accrued Liability (AAL)</i></b>	The AAL is the difference between the actuarial present value of all benefits and the actuarial value of future normal costs. The definition comes from the fundamental equation of funding which states that the present value of all benefits is the sum of the Actuarial Accrued Liability and the present value of future normal costs. The AAL may also be referred to as “accrued liability” or “actuarial liability.”
<b><i>Actuarial Assumptions</i></b>	These assumptions are estimates of future experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and compensation increases. Actuarial assumptions are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (compensation increases, payroll growth, inflation and investment return) consist of an underlying real rate of return plus an assumption for a long-term average rate of inflation.
<b><i>Accrued Service</i></b>	Service credited under the system which was rendered before the date of the actuarial valuation.
<b><i>Actuarial Equivalent</i></b>	A single amount or series of amounts of equal actuarial value to another single amount or series of amounts, computed on the basis of appropriate actuarial assumptions.
<b><i>Actuarial Cost Method</i></b>	A mathematical budgeting procedure for allocating the dollar amount of the actuarial present value of the pension trust benefits between future normal cost and actuarial accrued liability. The actuarial cost method may also be referred to as the actuarial funding method.
<b><i>Actuarial Gain (Loss)</i></b>	The difference in liabilities between actual experience and expected experience during the period between two actuarial valuations is the gain (loss) on the accrued liabilities.
<b><i>Actuarial Present Value (APV)</i></b>	The amount of funds currently required to provide a payment or series of payments in the future. The present value is determined by discounting future payments at predetermined rates of interest and probabilities of payment.
<b><i>Actuarial Valuation</i></b>	The actuarial valuation report determines, as of the actuarial valuation date, the service cost, total pension liability, and related actuarial present value of projected benefit payments for pensions.
<b><i>Actuarial Valuation Date</i></b>	The date as of which an actuarial valuation is performed.
<b><i>Actuarially Determined Contribution (ADC) or Annual Required Contribution (ARC)</i></b>	A calculated contribution into a defined benefit pension plan for the reporting period, most often determined based on the funding policy of the plan. Typically, the Actuarially Determined Contribution has a normal cost payment and an amortization payment.

# Glossary of Terms

<b><i>Amortization Payment</i></b>	The amortization payment is the periodic payment required to pay off an interest-discounted amount with payments of interest and principal.
<b><i>Amortization Method</i></b>	The method used to determine the periodic amortization payment may be a level dollar amount, or a level percent of pay amount. The period will typically be expressed in years, and the method will either be “open” (meaning, reset each year) or “closed” (the number of years remaining will decline each year).
<b><i>Cost-of-Living Adjustments</i></b>	Postemployment benefit changes intended to adjust benefit payments for the effects of inflation.
<b><i>Cost-Sharing Multiple-Employer Defined Benefit Pension Plan (cost-sharing pension plan)</i></b>	A multiple-employer defined benefit pension plan in which the pension obligations 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.
<b><i>Covered-Employee Payroll</i></b>	The payroll of covered employees, which is typically only the pensionable pay and does not include pay above any pay cap.
<b><i>Deferred Inflows and Outflows</i></b>	The deferred inflows and outflows of pension resources are amounts used under GASB Statement No. 68 in developing the annual pension expense. Deferred inflows and outflows arise with differences between expected and actual experiences; changes of assumptions. The portion of these amounts not included in pension expense should be included in the deferred inflows or outflows of resources.
<b><i>Discount Rate</i></b>	For GASB purposes, the discount rate is the single rate of return that results in the present value of all projected benefit payments to be equal to the sum of the funded and unfunded projected benefit payments, specifically: <ol style="list-style-type: none"><li>1. The benefit payments to be made while the pension plans’ fiduciary net position is projected to be greater than the benefit payments that are projected to be made in the period; and</li><li>2. The present value of the benefit payments not in (1) above, discounted using the municipal bond rate.</li></ol>

## Glossary of Terms

<b><i>Entry Age Actuarial Cost Method (EAN)</i></b>	The EAN is a funding method for allocating the costs of the plan between the normal cost and the accrued liability. The actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis (either level dollar or level percent of pay) over the earnings or service of the individual between entry age and assumed exit ages(s). The portion of the actuarial present value allocated to a valuation year is 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 the actuarial accrued liability. The sum of the accrued liability plus the present value of all future normal costs is the present value of all benefits.
<b><i>GASB</i></b>	The Governmental Accounting Standards Board is an organization that exists in order to promulgate accounting standards for governmental entities.
<b><i>Fiduciary Net Position</i></b>	The fiduciary net position is the value of the assets of the trust.
<b><i>Long-Term Expected Rate of Return</i></b>	The long-term rate of return is the expected return to be earned over the entire trust portfolio based on the asset allocation of the portfolio.
<b><i>Money-Weighted Rate of Return</i></b>	The money-weighted rate of return is a method of calculating the returns that adjusts for the changing amounts actually invested. For purposes of GASB Statement No. 67, money-weighted rate of return is calculated as the internal rate of return on pension plan investments, net of pension plan investment expense.
<b><i>Multiple-Employer Defined Benefit Pension Plan</i></b>	A multiple-employer plan is a defined benefit pension plan that is used to provide pensions to the employees of more than one employer.
<b><i>Municipal Bond Rate</i></b>	The Municipal Bond Rate is the discount rate to be used for those benefit payments that occur after the assets of the trust have been depleted.
<b><i>Net Pension Liability (NPL)</i></b>	The NPL is the liability of employers and non-employer contribution entities to plan members for benefits provided through a defined benefit pension plan.
<b><i>Non-Employer Contribution Entities</i></b>	Non-employer contribution entities are entities that make contributions to a pension plan that is used to provide pensions to the employees of other entities. For purposes of the GASB Accounting Statement plan members are not considered non-employer contribution entities.
<b><i>Normal Cost</i></b>	The actuarial present value of the pension trust benefits allocated to the current year by the actuarial cost method.

## Glossary of Terms

<b><i>Other Postemployment Benefits (OPEB)</i></b>	All postemployment benefits other than retirement income (such as death benefits, life insurance, disability, and long-term care) that are provided separately from a pension plan, as well as postemployment healthcare benefits regardless of the manner in which they are provided. Other post-employment benefits do not include termination benefits.
<b><i>Real Rate of Return</i></b>	The real rate of return is the rate of return on an investment after adjustment to eliminate inflation.
<b><i>Service Cost</i></b>	The service cost is the portion of the actuarial present value of projected benefit payments that is attributed to a valuation year.
<b><i>Total Pension Expense</i></b>	<p>The total pension expense is the sum of the following items that are recognized at the end of the employer’s fiscal year:</p> <ol style="list-style-type: none"><li>1. Service Cost</li><li>2. Interest on the Total Pension Liability</li><li>3. Current-Period Benefit Changes</li><li>4. Employee Contributions (made negative for addition here)</li><li>5. Projected Earnings on Plan Investments (made negative for addition here)</li><li>6. Pension Plan Administrative Expense</li><li>7. Other Changes in Plan Fiduciary Net Position</li><li>8. Recognition of Outflow (Inflow) of Resources due to Liabilities</li><li>9. Recognition of Outflow (Inflow) of Resources due to Assets</li></ol>
<b><i>Total Pension Liability (TPL)</i></b>	The TPL is the portion of the actuarial present value of projected benefit payments that is attributed to past periods of member service.
<b><i>Unfunded Actuarial Accrued Liability (UAAL)</i></b>	The UAAL is the difference between actuarial accrued liability and valuation assets.
<b><i>Valuation Assets</i></b>	The valuation assets are the assets used in determining the unfunded liability of the plan. For purposes of the GASB Statement No. 67, the valuation asset is equal to the market value of assets.