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GASB STATEMENT NO. 68 REPORT
FOR THE
CONNECTICUT STATE EMPLOYEES' RETIREMENT SYSTEM
PREPARED AS OF JUNE 30, 2021 MEASUREMENT DATE
FOR JUNE 30, 2022 REPORTING DATE





Cavanaugh Macdonald

CONSULTING, LLC

The experience and dedication you deserve

February 4, 2022

State of Connecticut
State Employees' Retirement Commission
165 Capital Avenue
Hartford, CT 06106

Members of the Commission:

Presented in this report is information to assist the Connecticut State Employees' Retirement System in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 68 and to identify the information to be provided by the actuary, Cavanaugh Macdonald Consulting (CMC). The information is presented as of the period ending June 30, 2021 (the Measurement Date) and for the financial reporting as of June 30, 2022 (the Reporting Date).

GASB Statement No. 68 establishes accounting and financial reporting requirements for governmental employers who provide pension benefits to their employees through a trust.

The annual actuarial valuation used as a basis for much of the information presented in this report was performed as of June 30, 2021. The valuation was based on data, provided by the Retirement Division staff, for active, inactive, and retired members along with pertinent financial information.

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

Please note that we are preparing this report during a pandemic. We have considered available information, but do not believe that there is yet sufficient data to warrant the modification of any of our assumptions. We will continue to monitor the situation and advise the Commission in the future of any adjustments that we believe would be appropriate.

These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 67 and GASB 68 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in this report due to such factors as changes in plan experience or changes in economic or demographic assumptions.



Members of the Commission
February 4, 2022
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The actuarial calculations were performed by qualified actuaries according to generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the System, and on actuarial assumptions that are, individually and in the aggregate, internally consistent and reasonably based on the actual experience of the System. In addition, the calculations were completed in compliance with the laws governing the System and, in our opinion, meet the requirements of GASB 68. The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 67 and GASB 68 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in the report due to such factors as changes in plan experience or changes in economic or demographic assumptions.

Sincerely yours,

A handwritten signature in blue ink that reads 'John J. Garrett'.

John J. Garrett, ASA, FCA, MAAA
Principal and Consulting Actuary

A handwritten signature in blue ink that reads 'Edward J. Koebel'.

Edward J. Koebel, EA, FCA, MAAA
Chief Executive Officer



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**REPORT OF THE ANNUAL GASB STATEMENT NO. 68
REQUIRED INFORMATION FOR THE
CONNECTICUT STATE EMPLOYEES' RETIREMENT SYSTEM**

PREPARED AS OF JUNE 30, 2021

SECTION I – INTRODUCTION

The Governmental Accounting Standards Board issued Statement No. 68 (GASB 68), *“Accounting and Financial Reporting For Pensions”* in June 2012. This report, prepared as of June 30, 2021 (the Measurement Date), presents information to assist the Connecticut State Employees Retirement System (SERS) in meeting the requirements of GASB 68 for the fiscal year ending June 30, 2022 (Reporting Date). Much of the material provided in this report is based on the data, assumptions, and results of the annual actuarial valuation of SERS as of June 30, 2021. Connecticut State Employees Retirement System is a single-employer defined benefit pension plan.

Two primary GASB 68 measurements include Net Pension Liability (NPL) and the development of the annual Pension Expense (PE) for the employer’s financial reporting. The NPL shown in the GASB Statement No. 67 Report for the Connecticut State Employees Retirement System Prepared as of June 30, 2021 and is the NPL used for purposes of GASB 68. Please refer to that report for the derivation of the NPL.

Pension Expense includes amounts for service cost (the Normal Cost under the Entry Age Normal actuarial cost method for the year), interest on the Total Pension Liability (TPL), changes in benefit structure, amortization of increases/decreases in liability due to actuarial experience and actuarial assumption changes, and amortization of investment gains/losses. The actuarial experience and assumption change impacts are amortized over the average expected remaining service life of the Plan membership as of the Measurement Date, and investment gains/losses are amortized over five years. The development of the PE is shown in Section IV.

The unamortized portions of each year’s experience, assumption changes and investment gains/losses are used to develop deferred inflows and outflows, which also must be included in the employer’s financial reporting. The development of the collective deferred inflows and outflows is shown in Section III.

Section II of this report is a summary of the principal results of the amounts under GASB 68. Section III provides the results of all the necessary calculations, presented in the order laid out in GASB 68 for note disclosure and Required Supplementary Information (RSI).



SECTION II – SUMMARY OF PRINCIPAL RESULTS
(\$ IN THOUSANDS)

Valuation Date (VD):	June 30, 2021
Measurement Date (MD):	June 30, 2021
Reporting Date (RD):	June 30, 2022
Membership Data:	
Retirees and Survivors	53,699
Inactive Members	2,086
Active Members	<u>48,014</u>
Total	103,799
Single Equivalent Interest Rate (SEIR):	
Long-Term Expected Rate of Return	6.90%
Municipal Bond Index Rate at Measurement Date	2.13%
Fiscal Year in which Plan's Fiduciary Net Position is projected to be depleted from future benefit payments for current members	N/A
Single Equivalent Interest Rate	6.90%
Net Pension Liability:	
Total Pension Liability (TPL)	\$ 38,344,444
Fiduciary Net Position (FNP)	<u>17,080,640</u>
Net Pension Liability (NPL = TPL – FNP)	\$ 21,263,804
FNP as a percentage of TPL	44.55%
Pension Expense:	\$ 1,708,402
Deferred Outflows of Resources:	\$ 1,471,204
Deferred Inflows of Resources:	\$ 1,538,544



SECTION III – NOTES TO FINANCIAL STATEMENTS

The material presented herein will follow the order presented in GASB 68. Paragraph numbers are provided for ease of reference.

Paragraph 40 (c): The data required regarding the membership of the Connecticut State Employees Retirement System were furnished by the Retirement Division. The following table summarizes the membership of the system as of June 30, 2021, the date of the latest valuation.

Membership

Group	Count
Retired participants and beneficiaries currently receiving benefits	53,699
Terminated participants and beneficiaries entitled to benefits but not yet receiving benefits	2,086
Active Participants	<u>48,014</u>
Total	103,799

Paragraph 41: This paragraph requires information regarding the actuarial assumptions used to measure the TPL. The TPL was determined based on the annual actuarial funding valuation report prepared as of June 30, 2021. The GASB 67 report for the June 30, 2021 measurement date provides the details of the development of the TPL.

The complete set of actuarial assumptions utilized in developing the TPL is outlined in Schedule C. The key actuarial assumptions are summarized below:

Inflation	2.50 percent
Salary increases	3.00 – 11.50 percent, including inflation
Investment rate of return	6.90 percent, net of pension plan investment expense, including inflation



The Pub-2010 Mortality Tables projected generationally with scale MP-2020:

Non-Hazardous

- Service Retirees: General, Above-Median, Healthy Retiree.
- Disabled Retirees: General, Disabled Retiree.
- Beneficiaries: General, Above-Median Contingent Annuitant.
- Active Employees: General, Above-Median, Employee.

Hazardous

- Service Retirees: Public Safety, Above-Median, Healthy Retiree.
- Disabled Retirees: Public Safety, Disabled Retiree.
- Beneficiaries: Public Safety, Above-Median Contingent Annuitant.
- Active Employees: Public Safety, Above-Median, Employee.

The actuarial assumptions used in the June 30, 2021 valuation were based on the results of an actuarial experience study for the period July 1, 2015 – June 30, 2020.

Paragraph 42 (a)-(f): The discount rate used to measure the TPL on June 30, 2021 was the long term rate of return, 6.90 percent. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rates and that employer contributions will be made equal to the difference between the projected actuarially determined contribution and member contributions. Projected future benefit payments for all current plan members were projected through the year 2124.

Based on those assumptions, the System's FNP 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 TPL and a municipal bond rate was not used in determining the discount rate.

The long-term expected rate of return on pension plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.



The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the table below.

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Domestic Equity Fund	20.0%	5.4%
Developed Market Intl. Stock Fund	11.0	6.4
Emerging Market Intl. Stock Fund	9.0	8.6
Core Fixed Income Fund	13.0	0.8
Emerging Market Debt Fund	5.0	3.8
High Yield Bond Fund	3.0	3.4
Real Estate Fund	19.0	5.2
Private Equity	10.0	9.4
Private Credit	5.0	6.5
Alternative Investments	3.0	3.1
Liquidity Fund	2.0	-0.4

Paragraph 42 (g): This paragraph requires disclosure of the sensitivity of the NPL to changes in the discount rate. The following presents NPL of the System, calculated using the discount rate of 6.90 percent, as well as what the System’s NPL would be if it were calculated using a discount rate that is 1-percentage-point lower (5.90 percent) or 1-percentage-point higher (7.90 percent) than the current rate: (\$ thousands)

	1% Decrease (5.90%)	Current Discount Rate (6.90%)	1% Increase (7.90%)
Net Pension Liability	\$25,841,328	\$21,263,804	\$17,446,737



Paragraph 44: This paragraph requires a schedule of changes in the NPL. The needed information is provided in the table below.

**CHANGES IN THE NET PENSION LIABILITY
(\$ in Thousands)**

	Total Pension Liability (TPL) (a)	Fiduciary Net Position (FNP) (b)	Net Pension Liability (NPL) (a) – (b)
Balances at June 30, 2020	36,971,136	13,249,488	23,721,648
Changes for the year:			
Service cost	396,602		396,602
Interest	2,474,161		2,474,161
Change to Benefits	0		0
Difference between expected and actual experience	778,249		778,249
Changes of assumptions	(48,241)		(48,241)
Contributions - employer		1,786,903	(1,786,903)
Contributions - employee		194,775	(194,775)
Net investment income		3,301,219	(3,301,219)
Benefit payments, including refunds of employee contributions	(2,227,463)	(2,227,463)	0
Administrative expense		(568)	568
Other changes ¹		776,286	(776,286)
Net changes	<u>1,373,308</u>	<u>3,831,152</u>	<u>(2,457,844)</u>
Balances at June 30, 2021	<u>38,344,444</u>	<u>17,080,640</u>	<u>21,263,804</u>

¹Includes amounts transferred from both the Budget Reserve Fund and General Fund Surplus totaling \$61,621,659 (deposited) and \$714,663,947 (receivable).



Paragraph 45 (a): June 30, 2021 is the actuarial valuation date upon which the TPL is based. An expected TPL is determined as of June 30, 2021 using standard roll forward techniques. The procedure used to determine the TPL as of June 30, 2021 is shown on page 5 of the GASB 67 report for the Connecticut State Employees' Retirement System submitted on February 4, 2022.

Paragraph 45 (c): Since the prior measurement date, wage inflation assumed rate, assumed salary scale, rates of withdrawal, disability retirement, service retirement and mortality were adjusted to reflect actual and anticipated experience more closely. analysis and basis for these changes are included in the latest Experience Investigation for the five-year period ending June 30, 2020.

Paragraph 45 (d): There we no changes to the benefit provisions since the prior measurement date.

Paragraph 45 (g): See Section IV for the annual Pension Expense.

Paragraph 45 (h): Since certain expense items are amortized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce Pension Expense, they are labeled deferred inflows. If they will increase Pension Expense, they are labeled deferred outflows. The amortization of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are amortized over the average expected remaining service life of the active and inactive System members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five-year period.

The table below provides the calculation of the annual investment gain or loss.



Investment Earnings (Gain)/Loss as of June 30, 2021	
(\$000)	
a.	Expected investment rate of return 6.90%
b.	Beginning of year market value assets (BOY) 13,249,488
c.	End of year market value assets net of receivables (EOY) 16,365,976
d.	Expected return on BOY for plan year (a x b) 914,215
e.	External Cash Flow
	Contributions - employer 1,786,903
	Contributions - member 194,775
	Refunds of contributions (9,955)
	Benefits paid (2,217,508)
	Admin expenses (568)
	Other changes (net of receivable) 61,622
	Net cash flow (184,731)
f.	Expected return on net cash flow (a. x 0.5 x e.) (6,373)
g.	Projected earnings for plan year (d. + f.) 907,842
h.	Net investment income (c. – b. – e.) 3,301,219
i.	Investment earnings (gain)/loss (g. –h.) (2,393,377)
j.	Expensed portion included in Pension Expense (i. x 0.20) (478,675)



The table below provides a summary of the deferred inflows and outflows as of June 30, 2021 with dollar amounts in thousands.

Source	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$1,471,204	\$0
Changes of assumptions	0	39,190
Net difference between projected and actual earnings on Plan investments	0	1,499,354
Employer contributions subsequent to the measurement date	<u>See note</u>	<u>0</u>
Total	<u>\$1,471,204</u>	<u>\$ 1,538,544</u>

Note: The deferred outflow of resources reported by an employer should include contributions made by the employer during its fiscal year that will be reflected in the net pension liability in the next measurement period.

Paragraph 45 (i): Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in future Pension Expense as follows:

Deferred Amounts to be recognized in future Reporting Dates

Year:	Amount
2022	141,863
2023	123,155
2024	(54,764)
2025	(322,792)
2026	45,198
2027	0
Thereafter	0



Amounts reported as deferred outflows of resources related to pensions resulting from employer contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2022 (Reporting Date). Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense. The tables below now provide the details of the source and recognition of deferred amounts as of the measurement date.

Deferred Outflows and Inflows for Differences between Expected and Actual Experience					
(\$ in thousands)					
				Balances as of June 30, 2022	
				(Measurement Date)	
	Experience	Experience	Amounts	Deferred	Deferred Inflows
Year	Losses	Gains	Recognized in	Outflows	(b) – (c)
	(a)	(b)	Pension Expense	(a) – (c)	
			through 2021		
			(c)		
2021	\$778,249	\$0	\$146,013	\$632,236	\$0
2020	208,138	0	75,686	132,452	0
2019	1,224,344	0	658,248	566,096	0
2018	482,904	0	342,484	140,420	0
2017	0	0	0	0	0
2016	772,762	0	772,762	0	0
Total				\$1,471,204	\$0

Deferred Outflows and Inflows for Differences from Assumption Changes					
(\$ in thousands)					
				Balances as of June 30, 2022	
				(Measurement Date)	
	Assumption	Assumption	Amounts	Deferred	Deferred Inflows
Year	Losses	Gains	Recognized in	Outflows	(b) – (c)
	(a)	(b)	Pension Expense	(a) – (c)	
			through 2021		
			(c)		
2021	\$0	\$48,241	\$9,051	\$0	\$39,190
2020	0	0	0	0	0
2019	0	0	0	0	0
2018	0	0	0	0	0
2017	0	0	0	0	0
2016	4,959,705	0	4,959,705	0	0
Total				\$0	\$39,190



Deferred Outflows and Inflows for Differences in Investment Experience (\$ in thousands)						
Year	Investment Losses (a)	Investment Gains (b)	Amounts Recognized in Pension Expense through 2021 (c)	Balances as of June 30, 2022 (Measurement Date)		
				Deferred Outflows (a) – (c)	Deferred Inflows (b) – (c)	
2021	\$0	\$2,393,377	\$478,675	\$0	\$1,914,702	
2020	609,206	0	243,682	365,524	0	
2019	154,849	0	92,910	61,939	0	
2018	0	60,579	48,464	0	12,115	
2017	0	781,025	781,025	0	0	
2016	852,990	0	852,990	0	0	
Total				\$427,463	\$1,926,817	
Net difference between projected and actual earnings on investments						\$1,499,354



The tables below now provide information as of the plan's measurement dates.

Amortization of Experience (Gain)/Loss Deferrals (\$ in thousands)												
Fiscal Year End	2016 Experience (Gain)/Loss		2018 Experience (Gain)/Loss		2019 Experience (Gain)/Loss		2020 Experience (Gain)/Loss		2021 Experience (Gain)/Loss		Total Deferrals	
	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance
6/30/2022	\$98,452	\$0	\$85,621	\$140,420	\$219,416	\$566,096	\$37,843	\$132,452	\$146,013	\$632,236	\$587,345	\$1,471,204
6/30/2023	0	0	85,621	54,799	219,416	346,680	37,843	94,609	146,013	486,223	488,893	982,311
6/30/2024	0	0	54,799	0	219,416	127,264	37,843	56,766	146,013	340,210	458,071	524,240
6/30/2025	0	0	0	0	127,264	0	37,843	18,923	146,013	194,197	311,120	213,120
6/30/2026	0	0	0	0	0	0	18,923	0	146,013	48,184	164,936	48,184
6/30/2027	0	0	0	0	0	0	0	0	48,184	0	48,184	0

Amortization of Assumption Changes (Decrease)/Increase Deferrals (\$ in thousands)						
Fiscal Year End	2016 Assumption (Decrease)/Increase		2021 Assumption (Decrease)/Increase		Total Deferrals	
	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance
6/30/2022	\$631,865	\$0	(\$9,051)	(\$39,190)	\$622,814	(\$39,190)
6/30/2023	0	0	(9,051)	(30,139)	(9,051)	(30,139)
6/30/2024	0	0	(9,051)	(21,088)	(9,051)	(21,088)
6/30/2025	0	0	(9,051)	(12,037)	(9,051)	(12,037)
6/30/2026	0	0	(9,051)	(2,986)	(9,051)	(2,986)
6/30/2027	0	0	(2,986)	0	(2,986)	0



Amortization of Investment (Gain)/Loss Deferrals (\$ in thousands)												
Fiscal Year End	2017 Investment (Gain)/Loss		2018 Investment (Gain)/Loss		2019 Investment (Gain)/Loss		2020 Investment (Gain)/Loss		2021 Investment (Gain)/Loss		Total Deferrals	
	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance	Amount Recognized	EOY Balance
6/30/2022	(\$156,205)	\$0	(\$12,116)	(\$12,115)	\$30,970	\$61,939	\$121,841	\$365,524	(\$478,675)	(\$1,914,702)	(\$494,185)	(\$1,499,354)
6/30/2023	0	0	(12,115)	0	30,970	30,969	121,841	243,683	(478,675)	(1,436,027)	(337,979)	(1,161,375)
6/30/2024	0	0	0	0	30,969	0	121,841	121,842	(478,675)	(957,352)	(325,865)	(835,510)
6/30/2025	0	0	0	0	0	0	121,842	0	(478,675)	(478,677)	(356,833)	(478,677)
6/30/2026	0	0	0	0	0	0	0	0	(478,677)	0	(478,677)	0



SECTION IV – PENSION EXPENSE

As noted earlier, the Pension Expense (PE) consists of a number of different items. GASB 68 refers to the first as Service Cost which is the Normal Cost using the Entry Age Normal (EAN) actuarial funding method. The second item is interest on the beginning of year TPL and the cash flows during the year at the SEIR in effect as of the previous measurement date.

The next three items refer to any changes that occurred in the TPL due to:

- benefit changes,
- actual versus expected experience or
- changes in actuarial assumptions.

Benefit changes, which are reflected immediately in PE, can be positive, if there is a benefit improvement for existing Plan members, or negative if there is a benefit reduction.

The next item to be recognized is the portion of current year changes in TPL due to actual versus expected experience for the year. The portion to recognize in the current year is determined by spreading the total change over the average expected remaining service life of the entire Plan membership. The remaining service life of active members is the average number of years they are expected to remain active determined as of the beginning of the measurement period. For the year ended June 30, 2021 this number is 11.47. The remaining service life of the inactive members is, of course, zero. Therefore, the figure to use for the amortization is the weighted average of these two amounts, or 5.33. The table below provides the calculation of the average remaining future service life.

Category	Number (1)	Average Years of Future Service Life (2)
a. Active Members	47,662	11.47
b. Inactive Members	54,935	0.00
c. Total	102,597	
Weighted Average Years of Future Service Life $[(a1 \times a2) + (b1 \times b2)]/c1$		5.33



Member contributions for the year and projected earnings on the FNP, again at the rate used to calculate the liabilities, are subtracted from the amount determined thus far. The current year portions of previously determined experience, assumption, and investment earnings amounts, recognized as deferred inflows and outflows (see Section IV) are included next. Deferred inflows are subtracted from the PE while deferred outflows are added to the PE. Finally, administrative expenses and other miscellaneous items are included.

The calculation of the Pension Expense is shown in the following table.

Pension Expense
Determined as of the Measurement Date
(\$ thousands)

Service Cost	\$396,602
Interest	2,474,161
Current-period benefit changes	0
Expensed portion of current-period difference between expected and actual experience in the total pension liability	146,013
Expensed portion of current-period changes of assumptions	(9,051)
Member contributions	(194,775)
Projected earnings on plan investments	(907,842)
Expensed portion of current-period differences between actual and projected earnings on plan investments	(478,675)
Administrative expense	568
Other	(776,286)
Recognition of beginning deferred outflows of resources as pension expense	1,073,197
Recognition of beginning deferred inflows of resources as pension expense	(15,510)
Pension Expense	\$1,708,402



SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

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

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

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

Changes of benefit terms:

- 2017
 - A 3-year freeze on all salary increases for fiscal years ending 2017, 2018 and 2019.
 - The annual COLA for those retiring on or after July 1, 2022 is based on the annual rate of increase in CPI-W from 0.0% to 2.0%, plus 60% of the annual rate of increase in CPI-W from 3.33% to 6.0%, plus 75% of the annual rate of increase in CPI-W above 6.0% and with a cap on the COLA rate of 7.5%.
 - A COLA moratorium for those retiring on or after July 1, 2022 for the first 30 months of retirement benefits. If rate of increase in CPI-W exceeds an annualized rate of 5.5% during the initial 18 month period of receiving retirement benefits, the COLA provided beginning with the 31st monthly benefit includes an additional adjustment based on the annual COLA rate as determined above using the annualized rate over the 18 month period. The COLA rate applied is reduced by 2.5% and then multiplied by 1.5 to reflect the 18 month period.
 - Increase to all non-Tier IV members' contribution rates by 1.5% of compensation effective July 1, 2017 and an additional 0.5% of compensation effective July 1, 2019.
 - In years where employer contribution increase due to poor asset returns, half the increase is applied to Tier IV member contribution rate of up to 2% in total.
 - Tier IV Hybrid Plan Structure for All New Hires (Non-Hazardous and Hazardous) after July 1, 2017:
 - i. Non-Hazardous has same retirement eligibility as Tier III



- ii. Non-hazardous benefit multiplier is 1.30% with no breakpoint
- iii. Hazardous duty requires 25 years of service to retire
- iv. Employees contribute 3% more than Tier III employees into the DB Plan.
- v. Employers contribute 1% and employees must contribute at least 1% to DC portion of Hybrid Plan.

Changes in Assumptions:

- 2021
 - Wage Inflation assumed rate changed from 3.50% to 3.00%.
 - Assumed Salary Scale changed to reflect experience in above wage inflation rates of increase.
 - Assumed rates of mortality have been revised to the Pub-2010 Above Median Mortality Tables (Amount-weighted) projected generationally with MP-2020 improvement scale.
 - Assumed rates of withdrawal, disability, and retirement have been adjusted to reflect experience more closely.

Method and assumptions used in calculations of actuarially determined contributions. The actuarially determined contributions in the schedule of employer contributions are calculated as of June 30 for the fiscal year ending two years after the valuation date (fiscal year ending June 30, 2021 contributions are based on June 30, 2019 valuation). The following actuarial methods and assumptions were used to determine the most recent contributions reported in that schedule:

Actuarial cost method	Entry Age Normal
Amortization method	Level percent of pay, closed 5-year phase into level dollar
Single equivalent amortization period	26.8 years
Asset valuation method	5-year smoothed market
Inflation	2.50 percent
Salary increase	3.50 – 19.50 percent, including inflation
Investment rate of return	6.90 percent, net of investment related expense



SCHEDULE A

REQUIRED SUPPLEMENTARY INFORMATION

**SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY
(\$ in Thousands)**

Fiscal Year Ending June 30	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total pension liability										
Service Cost	\$ 287,473	\$ 310,472	\$ 322,114	\$ 480,350	\$ 429,321	\$ 391,941	\$ 388,671	\$ 396,602		
Interest	1,998,736	2,052,651	2,105,947	2,255,533	2,212,890	2,290,633	2,416,577	2,474,161		
Benefit changes	0	0	0	(1,444,220)	0	0	0	0		
Difference between expected and actual experience	0	0	772,762	0	482,904	1,224,344	208,138	778,249		
Changes of assumptions	0	0	4,959,705	0	0	0	0	(48,241)		
Benefit payments	(1,563,029)	(1,650,465)	(1,729,181)	(1,847,715)	(1,955,985)	(2,026,793)	(2,120,811)	(2,217,508)		
Refunds of contributions	(3,935)	(7,124)	(7,098)	(7,972)	(7,659)	(6,350)	(9,377)	(9,955)		
Net change in total pension liability	719,245	705,534	6,424,249	(564,024)	1,161,471	1,873,775	883,198	1,373,308		
Total pension liability - beginning	25,767,688	24,486,933	27,192,467	33,616,716	33,052,692	34,214,163	36,087,938	36,971,136		
Total pension liability - ending (a)	\$26,486,933	\$27,192,467	\$33,616,716	\$33,052,692	\$34,214,163	\$36,087,938	\$36,971,136	\$38,344,444		
Plan net position										
Contributions - employer	\$ 1,268,890	\$ 1,371,651	\$ 1,501,805	\$ 1,542,298	\$ 1,443,053	\$ 1,578,323	\$ 1,616,312	\$ 1,786,903		
Contributions - member	144,807	187,339	135,029	132,557	193,942	489,099	192,716	194,775		
Net investment income	1,443,391	294,412	(100)	1,509,862	875,944	710,861	295,737	3,301,219		
Benefit payments	(1,563,029)	(1,650,465)	(1,729,181)	(1,847,715)	(1,955,985)	(2,026,793)	(2,120,811)	(2,217,508)		
Administrative expense	0	0	(651)	(674)	(391)	(693)	(782)	(568)		
Refunds of contributions	(3,935)	(7,124)	(7,098)	(7,972)	(7,659)	(6,350)	(9,377)	(9,955)		
Other	0	0	85,608*	(371)	(3,139)	3,704	0	776,286		
Net change in plan net position	1,290,124	195,813	(14,588)	1,327,985	545,765	748,151	(26,205)	3,831,152		
Plan net position - beginning	9,182,443	10,472,567	10,668,380	10,653,792	11,981,777	12,527,542	13,275,693	13,249,488		
Plan net position - ending (b)	\$10,472,567	\$10,667,380	\$10,653,792	\$11,981,777	\$12,527,542	\$13,275,693	\$13,249,488	\$17,080,640		
Net pension liability - ending (a) - (b)	\$16,014,366	\$16,524,087	\$22,962,924	\$21,070,915	\$21,686,621	\$22,812,245	\$23,721,648	\$21,263,804		

FYE 2021 Plan Net Position Other item includes amounts transferred from both the Budget Reserve Fund and General Fund Surplus totaling \$61,621,659 (deposited) and \$714,663,947 (receivable).



SCHEDULE OF THE NET PENSION LIABILITY
(\$ in Thousands)

Fiscal Year Ending June 30	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total pension liability	\$26,486,933	\$27,192,467	\$33,616,716	\$33,052,692	\$34,214,163	\$36,087,938	\$36,971,136	\$38,344,444		
Plan net position	10,472,567	10,668,380	10,653,792	11,981,777	12,527,542	13,275,693	13,249,488	17,080,640		
Net pension liability	\$16,014,366	\$16,524,087	\$22,962,924	\$21,070,915	\$21,686,621	\$22,812,245	\$23,721,648	\$21,263,804		
Ratio of plan net position to total pension liability	39.54%	39.23%	31.69%	36.25%	36.62%	36.79%	35.84%	44.55%		
Covered payroll*	\$ 3,487,577	\$ 3,618,361	\$ 3,720,751	\$ 3,850,978	\$ 3,428,068	\$ 3,686,365	\$ 3,672,443	\$ 3,847,146		
Net pension liability as a percentage of covered payroll	459.18%	456.67%	617.16%	547.16%	632.62%	618.83%	645.94%	552.72%		

* Covered payroll equals the total active annual compensation from each year's valuation report.



SCHEDULE OF EMPLOYER CONTRIBUTIONS
(\$ in Thousands)

Fiscal Year Ending June 30	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
Actuarially determined employer contribution	\$1,806,708	\$1,616,302	\$1,574,537	\$1,443,110	\$1,569,142	\$1,514,467	\$1,379,189	\$1,268,935	\$1,059,652	\$ 926,372
Actual employer contributions	<u>1,786,903</u>	<u>1,616,312</u>	<u>1,578,323</u>	<u>1,443,053</u>	<u>1,542,298</u>	<u>1,501,805</u>	<u>1,371,651</u>	<u>1,268,890</u>	<u>1,058,113</u>	<u>926,343</u>
Annual contribution deficiency (excess)	<u>\$ 19,805</u>	<u>\$ (10)</u>	<u>\$ (3,786)</u>	<u>\$ 57</u>	<u>\$ 26,844</u>	<u>\$ 12,662</u>	<u>\$ 7,538</u>	<u>\$ 45</u>	<u>\$ 1,539</u>	<u>\$ 29</u>
Covered payroll*	\$3,847,146	\$3,672,443	\$3,686,365	\$3,428,068	\$3,850,978	\$3,720,751	\$3,618,361	\$3,487,577	\$3,480,483	\$3,354,682
Actual contributions as a percentage of covered payroll	46.45%	44.01%	42.82%	42.10%	40.05%	40.36%	37.91%	36.38%	30.40%	27.61%

* Covered payroll equals the total active annual compensation from each year's valuation report and may differ from actual annual payroll for the year.



SCHEDULE B

SUMMARY OF BENEFIT PROVISIONS EVALUATED

The Connecticut State Employees Retirement System (CT SERS) is a defined benefit pension plan established by the Connecticut General Assembly for the purpose of providing retirement allowances and other benefits for State employees in Connecticut, and their survivors and other beneficiaries.

Eligibility Requirements

Tier I	All State Employees, Elected Officials and their Appointees hired prior to July 1, 1984. Those employees hired between July 1, 1982 and January 1, 1984 could elect to move to Tier II.
Tier II	All State Employees, Elected Officials and their Appointees hired on or after July 1, 1984.
Tier IIA	All State Employees, Elected Officials and their Appointees hired on or after July 1, 1997.
Tier III	All State Employees, Elected Officials and their Appointees hired on or after July 1, 2011.
Tier IV	All State Employees, Elected Officials and their Appointees hired on or after July 1, 2017.

Final Average Earnings (FAE)

Tier I, II, and IIA	Average Salary of the three highest paid years of service. Effective January 1, 1986, no one year's earnings can be greater than 130% of the average of the two preceding years in calculating the Final Average Earnings.
Tier III and IV	Average Salary of the five highest paid years of service. No one year's earnings can be greater than 130% of the average of the two preceding years in calculating the Final Average Earnings.

Normal Retirement Benefit

Eligibility	<u>Tier I Hazardous</u> – 20 years of credited service.
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Tier I Plans B and C – Earliest of age 55 with 25 years of service, age 60 with 10 years of service, or age 70 with 5 years of service.

Tier II Hazardous – 20 years of credited service.

Tier II and IIA – For those who will be eligible for retirement on or before July 1, 2022, the earliest of age 62 with 10 years of vesting service (effective July 1, 1992), age 60 with 25 years of vesting service, age 70 with 5 years of vesting service, or age 62 with 5 years of actual state service for terminations on or after July 1, 1997.

For those who will not be eligible for retirement on or before July 1, 2022, the earliest of age 65 with 10 years of vesting service, age 63 with 25 years of vesting service, age 70 with 5 years of vesting service.

Tier III Hazardous – Earlier of Age 50 and 20 years of benefit service or 25 years of benefit service.

Tier III and IV – Age 63 and 25 years of benefit service or Age 65 and 10 years of benefit service.

Tier IV Hazardous – 25 years of benefit service.

Benefit

Tier I Hazardous – 50% of FAE plus 2% for each year of service in excess of 20.

Tier I Plan B – 2% of FAE times years of service up to age 65. Thereafter, 1% of FAE up to \$4,800, plus 2% of FAE in excess of \$4,800 times years of service. At age 70, greater of 1.25% of FAE up to \$4,800 plus 2.5% of FAE in excess of \$4,800 times years of service (maximum 20 years) or 1.0% of FAE up to \$4,800 plus 2% of FAE in excess of \$4,800 times year of service. Minimum benefit with 25 years is \$833.34 per month.

Tier I Plan C – 2% of FAE times years of service. At age 70, greater of 2.5% of FAE times years of service (maximum 20 years) or 2.0% of FAE times years of service. Minimum benefit with 25 years is \$833.34 per month.



Tier II, IIA, III and IV Hazardous – 2.5% of FAE times years of service up to 20 years plus 2.0% of FAE times years of service in excess of 20 years, if any. Minimum benefit with 25 years is \$360 per month.

Tier II, IIA and III All Others – 1.40% of FAE plus 0.433% of FAE in excess of year's breakpoint*, times years of service from October 1, 1982 up to 35 years plus 1.625% of FAE times years of service in excess of 35 years, if any. Minimum benefit with 25 years if \$360 per month.

* \$10,700 increased by 6% each year after 1982, rounded to nearest \$100 but not greater than Social Security Covered Compensation.

Tier IV All Others – 1.30% of FAE times years of service. Minimum benefit with 25 years if \$360 per month.

Early Retirement Benefit

Eligibility

Hazardous – None.

Tier I – Age 55 with 10 years of service.

Tier II and IIA – Age 55 with 10 years of service.

Tier III and IV – Age 58 with 10 years of service.

Benefit

Tier I – Benefit is Normal Retirement Benefit reduced for retirement prior to age 60 with less than 25 years of service.

Tier II, IIA, III and IV – Benefit is Normal Retirement Benefit reduced 0.25% (effective July 1, 1991) for each month prior to age 60 if at least 25 years of service or age 62 if at least 10 but less than 25 years of service.

For those who retire on or after October 2, 2011 but prior to meeting the age and service requirements for a normal retirement, will be subject to a benefit reduced by 0.50% for each month prior to Normal Retirement.



Disability Retirement Benefit

Tier I	<p>For non-service disabilities occurring prior to age 60 with at least 5 years of service, benefit is 3% of FAE times years of service; maximum benefit is 1.667% of FAE times year of service projected to age 65.</p> <p>For service disabilities occurring prior to age 60, benefit is 1.667% of Salary times years of service projected to age 65 (maximum 30 years).</p> <p>Exception: State Police benefit is equal to the normal retirement benefit if more than 20 years of service. State Police also receives an additional benefit of \$360 per month plus \$300 to spouse plus \$300 to a surviving dependent child.</p>
Tier II, IIA, III and IV	<p>Prior to age 65 for service related disability or at any age with at least 10 years of service, benefit is 1.333% of FAE plus 0.50% of FAE in excess of the year's breakpoint, times service projected to age 65 (maximum 30 years).</p>

Deferred Vested Retirement Benefit

Eligibility	<p><u>Tier I</u> - 10 years of service.</p> <p><u>Tier II and IIA</u> – Effective July 1, 1997, 5 years of actual state service, 10 years of vesting service, or age 70 with 5 years of service.</p> <p><u>Tier III and IV</u> – 10 years of benefit service.</p>
Benefit	<p><u>Tier I</u> – Benefit is payable at Normal Retirement Age or an Early Retirement Benefit is payable at age 55.</p> <p><u>Tier II and IIA</u> – Benefit is payable at Normal Retirement Age or an Early Retirement Benefit is payable at age 55.</p> <p><u>Tier III and IV</u> – Benefit is payable at Normal Retirement Age or an Early Retirement Benefit is payable at age 58.</p>



Pre-Retirement Spouse's Benefit

Tier I	<p>State Police – Survivor benefits to spouse of \$670 per month plus \$300 to a surviving dependent child.</p> <p>If eligible for early or normal retirement, 50% of the average of the Life Benefit and the 50% Joint & Survivor Benefit the member would have received.</p> <p>If not eligible for retirement but with 25 years of service, the same benefit calculated as though age 55 using service and earnings at death.</p> <p>If not eligible for retirement, return of contributions (5% interest).</p>
Tier II, IIA, III and IV	<p>If eligible for early or normal retirement, 50% of the 50% Joint & Survivor Benefit the member would have received.</p> <p>If not eligible for retirement but with 25 years of service, the same benefit calculated as though age 55 using service and earnings at death.</p> <p>If not eligible for retirement, return of contributions (5% interest).</p>
Tiers I, II, IIA, III and IV	<p>If death is due to employment and there are dependent children under age 18, spouse will be paid \$100,000 in 10 annual installments while living and not remarried. In addition, \$50 per month will be paid to each child while under age 18.</p> <p>If death is due to employment and there are no dependent children under age 18, spouse will be paid \$50,000 in not less than 10 annual installments.</p>
Payment Options	<p>50% or 100% Joint and Survivor (Normal Form if married).</p> <p>Straight life annuity (Normal Form if not married).</p> <p>10 or 20 year certain and life annuity.</p>



Cost of Living Adjustments (COLA)

Annual adjustments each July 1 of up to 5% for retirements prior to July 1, 1980; 3% for retirements after July 1, 1980. For members (and beneficiaries) not covered by Social Security and age 62 and over, the maximum increase is 6%.

For employees retiring after June 30, 1999, the annual adjustment will be 60% of the increase in CPI up to 6% and 75% of the increase in the CPI over 6%. This adjustment will be no less than 2.5% and no greater than 6%.

Employees retiring between July 1, 1997 and June 30, 1999 made an irrevocable choice between the above formula and a fixed 3% annual adjustment.

An employee from Tier IIA must have at least 10 years of actual state service or directly make the transition into retirement in order to be eligible for annual adjustments.

For employees retiring on or after October 2, 2011, the minimum COLA shall be 2.0% and the maximum COLA shall be 7.5%.

For employees retiring on or after July 1, 2022, the annual rate of increase will be the CPI-W from 0.00% to 2.00%, plus 60% of the annual rate of increase in CPI-W from 3.33% to 6.00%, plus 75% of the annual rate of increase in CPI-W above 6.00%, with a cap on the COLA rate of 7.50%. In addition, a COLA moratorium for those retiring on or after July 1, 2022 will be on the first 30 months of retirement. If rate of increase in CPI-W exceeds an annualized rate of 5.5% during the initial 18 month period of receiving retirement benefits, the COLA provided beginning with the 31st monthly benefit includes an additional adjustment based on the annual COLA rate as determined above using the annualized rate over the 18 month period. The COLA rate applied would but reduced by 2.5% and then multiplied by 1.5 to reflect the 18 month period.



Member Contributions*

Tier I – Hazardous	6% of earnings up to Social Security Taxable Wage Base plus 7% of earnings above that level.
Tier I – Plan B	4% of earnings up to Social Security Taxable Wage Base plus 7% of earnings above that level.
Tier I – Plan C	7% of earnings.
Tier II – Hazardous	6% of earnings.
Tier II – All Others	2% of earnings.
Tier IIA & III – Hazardous	7% of earnings.
Tier IIA & III – All Others	4% of earnings.
Tier IV – Hazardous	8% of earnings.
Tier IV – All Others	5% of earnings.

* In years where asset losses require further increases in contributions, Tier IV employees' contributions may increase by half the necessary increase in rates (up to 2.0%). Finally, all Tier IV employees must contribute 1% to the Defined Contributions (DC) portion of the Hybrid Plan and may elect additional contribution of up to 3% of salary to the DC portion.



**Hybrid Defined Benefit/Defined
Contribution Plan for Employees
of Higher Learning**

Individuals hired on or after July 1, 2011 otherwise eligible for the Alternate Retirement Plan (“ARP”) shall be eligible to be members of the new Hybrid Plan in addition to their existing choices. Individuals who are currently members of the ARP shall be eligible to join the Hybrid Plan on a one time option at the full actuarial cost. The Hybrid Plan shall have defined benefits identical to Tier II/IIA and Tier III for individuals hired on or after July 1, 2011 but shall require employee contributions 3% higher than the contribution required from the Applicable Tier II/IIA/III Plan. An employee shall have the option, upon leaving state service, of accepting the defined benefit amount, or electing to receive a return of his/her contributions to the Hybrid Plan, plus a 5% employer match, plus 4% interest (“cash out option”). In the event the employee elects the cash out option, he/she shall permanently waive any entitlement they may have to health insurance as a retired state employee unless they convert the cash out option to a periodic payment as would be required under the current ARP Plan.



SCHEDULE C

STATEMENT OF ACTUARIAL ASSUMPTIONS AND METHODS

Adopted or reaffirmed by the Commission on September 16, 2021 for the June 30, 2021 and later valuations based on the experience investigation report for the five-year period ending June 30, 2020 which can be found at on the Office of the State Comptroller - Retirement Services Division website.

VALUATION INTEREST RATE: 6.90% per annum, compounded annually, net of expenses, comprised of a 2.50% price inflation assumption and a 4.40% real return assumption.

SALARY INCREASES: The assumptions for salary increases are as follows:

Years of Service	Hazardous Rate*	Non-Hazardous Rate*
0	11.50%	10.50%
1	11.50%	10.50%
2	7.50%	7.50%
3	5.50%	5.50%
4	5.25%	5.25%
5	5.00%	5.00%
6	4.75%	4.75%
7	4.75%	4.75%
8	4.75%	4.75%
9	4.75%	4.75%
10	4.50%	4.50%
11	4.50%	4.25%
12	4.25%	4.25%
13	4.25%	4.25%
14	4.00%	4.00%
15	3.50%	3.50%
16	3.50%	3.25%
17	3.50%	3.25%
18	3.25%	3.25%
19	3.25%	3.25%
20+	3.00%	3.00%

*includes Wage Inflation of 3.00%



COST OF LIVING ADJUSTMENTS (COLA):

Group	Rate
Pre July 1, 1980 Retirees	3.25%
July 1, 1980 – June 30, 1997 Retirees	3.00%
July 1, 1997 – October 1, 2011 Retirees	2.60%
Post October 1, 2011 Retirees	2.25%
Post July 1, 2022 Retirees	1.95%

We have also assumed a COLA moratorium for those retiring on or after July 1, 2022 for the first 30 months of retirement. We assume the first COLA received is increased by 0.15% to reflect the possible additional COLA in the event the annualized rate of increase in the CPI-W is greater than 5.5% during the first 18 months of retirement.

SOCIAL SECURITY WAGE BASE INCREASES: 3.50% per annum.

PAYROLL GROWTH ASSUMPTION: The phase-in to a level dollar amortization method has been completed and beginning with this valuation, a payroll growth assumption is no longer necessary. Based on the experience study, the expected rate of payroll growth would have been 3.0% annually.



SEPARATIONS BEFORE SERVICE RETIREMENT: Representative values of the assumed annual rates of separation before service retirement are as follows:

WITHDRAWAL

Annual Rates of Withdrawal								
Age	Years of Service							
	0	1	2	3	4	5	6-9	10+
Hazardous Males								
20	8.00%	4.25%	4.25%	4.00%	3.00%	2.50%	1.25%	1.00%
25	8.00	4.25	4.25	4.00	3.00	2.50	1.25	1.00
30	8.00	4.25	4.25	3.50	2.75	2.50	1.25	1.00
35	8.00	4.00	4.00	3.25	2.75	2.50	1.25	1.00
40	8.00	4.00	4.00	3.00	2.50	2.50	1.25	0.80
45	8.00	4.00	4.00	3.00	2.50	2.50	1.25	0.80
50	8.00	4.00	4.00	3.00	2.50	2.50	1.25	0.80
55+	8.00	4.00	4.00	3.00	2.50	2.50	1.25	0.80
Hazardous Females								
20	11.00%	7.00%	7.00%	7.00%	4.00%	3.30%	2.50%	1.75%
25	11.00	7.00	7.00	7.00	4.00	3.30	2.50	1.75
30	11.00	6.00	6.00	6.00	4.00	3.30	2.50	1.75
35	11.00	5.50	5.50	5.50	4.00	3.30	2.50	1.75
40	11.00	5.50	5.50	5.50	4.00	3.30	2.00	1.00
45	11.00	5.50	5.50	5.50	4.00	3.30	2.00	1.00
50	11.00	5.50	5.50	5.50	4.00	3.30	2.00	1.00
55+	11.00	5.50	5.50	5.50	4.00	3.30	2.00	1.00
Nonhazardous Males								
20	45.00%	35.00%	17.00%	13.00%	11.00%	11.00%	4.50%	4.50%
25	25.00	22.00	17.00	13.00	11.00	11.00	4.50	4.50
30	20.00	15.00	14.00	10.00	7.50	7.50	4.50	4.50
35	17.00	10.00	12.00	9.00	6.50	5.00	4.50	3.00
40	17.00	10.00	10.00	8.00	6.50	5.00	4.00	2.75
45	17.00	10.00	9.00	8.00	6.50	5.00	4.00	2.50
50	17.00	10.00	9.00	8.00	6.50	5.00	3.00	2.50
55+	17.00	10.00	9.00	8.00	6.50	5.00	3.00	2.00
Nonhazardous Females								
20	40.00%	40.00%	40.00%	35.00%	20.00%	20.00%	10.00%	5.00%
25	25.00	22.00	17.00	12.00	10.00	10.00	7.00	5.00
30	18.00	15.00	12.00	10.00	8.00	7.00	5.00	4.50
35	16.00	10.00	11.00	9.00	6.00	5.00	4.00	3.25
40	16.00	10.00	10.00	8.00	6.00	5.00	3.50	2.00
45	16.00	10.00	10.00	7.00	6.00	5.00	3.25	2.00
50	16.00	10.00	10.00	7.00	6.00	4.00	3.25	2.00
55+	16.00	10.00	10.00	7.00	6.00	4.00	3.25	2.00



DISABILITY

Annual Rates of Disability		
Age	Hazardous	Non-Hazardous
30	0.05%	0.04%
35	0.09	0.05
40	0.15	0.07
45	0.25	0.12
50	0.33	0.22
55	0.42	0.40
60	0.50	0.50
65	0.60	0.50
70	0.80	0.50
75	1.00	0.50

RETIREMENT: The assumed annual rates of retirement are shown below.

Annual Rates of Retirement						
Hazardous						
Age	Tier I, II & IIA		Tier III & IV			
	First Year Eligible	All Years After	Years of Service			
			20	21 - 24	25	26+
40 - 49	45%	25%			45%	25%
50	45	25	45%	45%	45	25
51 - 56	45	25	45	25	25	25
57	60	25	60	25	25	25
58 - 61	60	30	60	30	30	30
62	65	30	65	30	30	30
63	65	30	65	30	30	30
64	65	40	65	40	40	40
65 - 66	75	50	75	50	50	50
67	75	45	75	45	45	45
68	75	40	75	40	40	40
69	75	35	75	35	35	35
70 - 73	75	30	75	30	30	30
74 - 79	100	30	100	30	30	30
80	100	100	100	100	100	100



Annual Rates of Retirement						
Nonhazardous						
Age	Tier I		Tier II & IIA		Tier III & IV	
	Early	Other Years	Early	Other Years	Early	Other Years
55	12.0%	30.0%	4.0%			
56	12.0	30.0	4.0			
57	12.0	30.0	4.0			
58	12.0	30.0	4.0		4.0%	
59	12.0	30.0	4.0		4.0	
60		30.0	4.0	20.0%	4.0	
61		30.0	4.0	20.0	4.0	
62		30.0		20.0	4.0	
63		30.0		20.0	4.0	25.0%
64		30.0		20.0	4.0	25.0
65		30.0		20.0		25.0
66 - 70		30.0		25.0		25.0
71 - 79		30.0		22.5		25.0
80		100.0		100.0		100.0

We have assumed that the Tier 1 rates of retirement include an additional 25% to early retirement rates and 45% to normal retirement rates in the plan year before July 1, 2022 to reflect the potential behavior of eligible members in light of the July 1, 2022 COLA change. Similarly, we have assumed Tier II & IIA rates of retirement include an additional 25% to the rates shown above for the plan year before July 1, 2022. For all plan years after July 1, 2022, the above rates will be the assumed rates of retirement.

MORTALITY: The Pub-2010 Mortality Tables projected generationally with scale MP-2020:

Non-Hazardous

- Service Retirees: General, Above-Median, Healthy Retiree Mortality Table.
- Disabled Retirees: General, Disabled Retiree Mortality Table.
- Beneficiaries: General, Above-Median Contingent Annuitant Mortality Table.
- Active Employees: General, Above-Median, Employee Mortality Table.

Hazardous

- Service Retirees: Public Safety, Above-Median, Healthy Retiree Mortality Table.
- Disabled Retirees: Public Safety, Disabled Retiree Mortality Table.
- Beneficiaries: Public Safety, Above-Median Contingent Annuitant Mortality Table.
- Active Employees: Public Safety, Above-Median, Employee Mortality Table.

In our opinion, the generational projection of the mortality rates with scale MP-2020 provide a sufficient margin in the assumed rates of mortality to allow for additional improvement in mortality experience.



ASSET METHOD: Market Value of Assets

VALUATION METHOD: Entry Age Normal cost method.

IMPACT OF LONGLEY DECISION: Benefits for members retiring from service on or after the *Longley* decision date are assumed to increase by 0.084% as a result of the revised treatment of longevity pay. Retroactive application of *Longley* has been reflected in this valuation to the extent impacted retiree benefits have been recalculated.

SPOUSES: For members who have elected spouse coverage, husbands are assumed to be three years older than their wives.

PERCENT MARRIED: 80% of active members are assumed to be married with an average of two children who are on average age 12.

OTHER ASSUMPTIONS:

- Pre-Retirement deaths and disabilities assumed to be service related:
 - 30% for non-hazardous duty members
 - 60% for hazardous duty members

- To take into account State Police Supplemental Benefits and the offset of Workers Compensation, Social Security, and Non-Rehabilitation Earnings, the following minimum and maximum benefits as a percent of salary are assumed for disability benefits:

	<u>Minimum</u>	<u>Maximum</u>
Tier I State Police	60%	80%
All Other Members	40%	60%