

# **Connecticut Municipal Employees' Retirement System**



## **GASB Statement No. 68 Report**

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**Prepared as of June 30, 2024**



March 11, 2025

State of Connecticut  
State Employees' Retirement Commission  
55 Elm Street  
Hartford, CT 06106

Members of the Commission:

Presented in this report is information to assist the Connecticut Municipal 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 for the purpose of employer financial reporting for the period ending June 30, 2025 (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, 2024. 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 actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.

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

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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 opinion 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 this 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 'Edward J. Koebel'.

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

A handwritten signature in blue ink that reads 'LL'.

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



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## SECTION I – INTRODUCTION

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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, 2024 (the Measurement Date), presents information to assist the employers participating in the System in meeting the requirements of GASB 68 for the fiscal year ending June 30, 2025 (Reporting Date). Much of the material provided in this report is based on the data, assumptions and results of the annual actuarial valuation of the System as of June 30, 2024. The results of that valuation were detailed in a report dated January 28, 2025. The Connecticut Municipal Employees’ Retirement System (System) is a cost-sharing multiple employer defined benefit pension plan.

GASB 68 replaced GASB 27 and represents a significant departure from the requirements of that prior statement. GASB 68 created disclosure and reporting requirements that may or may not be consistent with the basis used for funding the Plan.

Two major changes in GASB 68 are the requirements to include a proportionate share of a Net Pension Liability (NPL) and to recognize a proportionate share of a Pension Expense (PE) in the financial statements of each of the participating employers and non-employer contributing entities.

The NPL shown in the GASB Statement No. 67 Report for the Connecticut Municipal Employees’ Retirement System prepared as of June 30, 2024 and submitted March 11, 2025, is the collective NPL used for purposes of GASB 68. Please refer to that report for the derivation of the collective 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 beginning of the measurement year (5.21 years), and investment gains/losses are amortized over five years.

Section II of this report is a summary of the principal results of the collective 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. 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 statements. The development of the collective deferred inflows and outflows is shown in Section III. The development of the collective PE is shown in Section IV and Section V shows the Required Supplementary Information (RSI).





## SECTION I – INTRODUCTION

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This report provides the determination of the collective measures of the net pension liability, deferred amounts and pension expense. The information contained herein will be the subject of an independent auditor's review along with the related information for the System provided under GASB Statement No. 67 as of the same measurement date which is contained in a separate report. The auditor's report will also contain the schedules of each participating share of the collective amounts and other disclosure information.





## SECTION II – SUMMARY OF COLLECTIVE AMOUNTS

Summary (\$ in thousands)	
<b>Valuation Date (VD):</b>	June 30, 2024
<b>Measurement Date (MD):</b>	June 30, 2024
<b>Reporting Date (RD):</b>	June 30, 2025
<b>Single Equivalent Interest Rate (SEIR):</b>	
Long-Term Expected Rate of Return	7.00%
Municipal Bond Index Rate at Measurement Date	3.94%
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	7.00%
<b>Collective Net Pension Liability:</b>	
Total Pension Liability (TPL)	\$ 4,832,811
Fiduciary Net Position (FNP)	<u>3,520,545</u>
Net Pension Liability (NPL = TPL – FNP)	\$ 1,312,266
FNP as a percentage of TPL	72.85%
<b>Collective Pension Expense (PE):</b>	\$ 222,333
<b>Collective Deferred Outflows of Resources:</b>	\$ 223,836
<b>Collective Deferred Inflows of Resources:</b>	\$ 22,967





## 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. Amounts are shown in aggregate.

**Paragraphs 77 and 78(a)-(f):** These paragraphs require information to be disclosed regarding the actuarial assumptions used to measure the TPL. The actuarial assumptions used in the June 30, 2024 valuation were based on the results of an actuarial experience study for the period July 1, 2017 to June 30, 2022. The complete set of actuarial assumptions utilized in developing the TPL are outlined in Schedule B. The TPL was determined by an actuarial valuation as of June 30, 2024, using the following key actuarial assumptions:

Inflation	2.50 percent
Salary increases, including inflation	3.00 – 9.50 percent
Long-Term Investment Rate of Return, net of pension plan investment expense, including inflation	7.00 percent

Mortality rates were based on the Pub-2010 Mortality Tables set-forward one year (except Active employees) and projected generationally with Scale MP-2021.

**General Employees**

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

**Policemen and Firemen**

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







## SECTION III – NOTES TO FINANCIAL STATEMENTS

The long-term expected rate of return on pension plan investments was determined using statistical 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 most recent best estimates of arithmetic real rates of return for each major asset class are to be provided by the Fiduciary of the Plan.

*Discount rate.* The discount rate used to measure the total pension liability was 7.00 percent. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at the actuarially determined rates in future years. Based on those 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.

**Paragraph 78 (g):** This paragraph requires disclosure of the sensitivity of the net pension liability to changes in the discount rate. The following presents the net pension liability of the System, calculated using the discount rate of 7.00 percent, as well as what the System's net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00 percent) or 1-percentage-point higher (8.00 percent) than the current rate:

Sensitivity of Net Pension Liability to Discount Rate Assumption (\$ in thousands)			
	1% Decrease (6.00%)	Current Discount Rate (7.00%)	1% Increase (8.00%)
Net Pension Liability	\$1,897,901	\$1,312,266	\$823,479





## SECTION III – NOTES TO FINANCIAL STATEMENTS

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**Paragraph 80(a):** This paragraph requires disclosure of the employer's proportionate share of the collective NPL and if an employer has a special funding situation the portion of the non-employer contributing entities' proportional share of the collective NPL that is associated with the employer.

**Paragraph 80(b):** This paragraph requires disclosure of the employer's proportion (percentage) of the collective NPL and the changes in proportion since the prior measurement date. The System has hired an outside independent auditor to report the amounts each employer will need to maintain schedules for amortizing deferred amounts and pension expenses.

**Paragraph 80(c):** June 30, 2024 is the actuarial valuation date upon which the TPL is based.

**Paragraph 80(d) and (e):** In 2023, the latest experience study for the System updated most of the actuarial assumptions utilized in the June 30, 2023 valuation to include: rates of inflation, real investment return mortality, withdrawal, disability, retirement and salary merit were adjusted to more closely reflect actual and anticipated experience. These assumptions were recommended as part of the Experience Study for the System for the five-year period ended June 30, 2022.

**Paragraph 80(f):** Not applicable.

**Paragraph 80(g):** Please see Section IV of this report for the development of the collective pension expense.

**Paragraph 80(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 collective pension expense, they are labeled deferred inflows. If they increase collective 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 Plan members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five-year period.





## SECTION III – NOTES TO FINANCIAL STATEMENTS

The table below provides a summary in the difference between projected and actual earnings on plan investments. We determine the investment earnings based on the applicable financial reporting information for the measurement year.

Investment Earnings (Gain)/Loss as of June 30, 2024	
(\$ in thousands)	
a	Expected asset return rate for measurement year 7.00%
b	Beginning of year net position (BOY) less receivables 3,218,844
c	End of year net position (EOY) less receivables 3,510,748
d	Expected return on BOY for plan year (a x b) 225,319
External Cash Flow	
	Contributions - employer 145,897
	Contributions - IAL 878
	Contributions - member 46,010
	Refunds of contributions (3,012)
	Benefits paid (259,326)
	Admin expenses 0
	Other 3,061
e	Net cash flow (66,492)
f	Expected return on net cash flow (a x 0.5 x e) (2,327)
g	Projected earnings for plan year (d + f) 222,992
h	Net investment income (c - b - e) 358,397
	<b>Investment earnings (gain)/loss (g -h) (135,405)</b>





## SECTION III – NOTES TO FINANCIAL STATEMENTS

Gains and losses due to investment earnings are recognized over a five-year period.

Deferred Outflows and Inflows for Differences in Investment Experience (\$ in thousands)					
Year	Investment Losses (a)	Investment Gains (b)	Amounts Recognized in Pension Expense through 2024 (c)	Balances as of June 30, 2025 (Reporting Date)	
				Deferred Outflows (a) – (c)	Deferred Inflows (b) – (c)
2024	\$0	\$(135,405)	\$(27,081)	\$0	\$(108,324)
2023	0	(50,043)	(20,018)	0	(30,025)
2022	530,098	0	318,060	212,038	0
2021	0	(483,280)	(386,624)	0	(96,656)
2020	125,779	0	125,779	0	0
Total				\$212,038	\$(235,005)
Net difference between projected and actual earnings on investments					\$(22,967)

Deferred Outflows and Inflows for Differences between Expected and Actual Experience (\$ in thousands)					
Year	Experience Losses (a)	Experience Gains (b)	Amounts Recognized in Pension Expense through 2024 (c)	Balances as of June 30, 2025 (Reporting Date)	
				Deferred Outflows (a) – (c)	Deferred Inflows (b) – (c)
2024	\$36,422	\$0	\$6,991	\$29,431	\$0
2023	31,966	0	12,154	19,812	0
2022	161,530	0	101,379	60,151	0
2021	67,307	0	59,172	8,135	0
2020	0	(74,680)	(74,680)	0	0
Total				\$117,529	\$0





## SECTION III – NOTES TO FINANCIAL STATEMENTS

Deferred Outflows and Inflows for Differences from Assumption Changes (\$ in thousands)					
Year	Increase due to Assumption Changes (a)	Decrease due to Assumption Changes (b)	Amounts Recognized in Pension Expense through 2024 (c)	Balances as of June 30, 2025 (Reporting Date)	
				Deferred Outflows (a) – (c)	Deferred Inflows (b) – (c)
2024	\$0	\$0	\$0	\$0	\$0
2023	171,527	0	65,220	106,307	0
2022	0	0	0	0	0
2021	0	0	0	0	0
2020	0	0	0	0	0
Total				<b>\$106,307</b>	<b>\$0</b>





## SECTION III – NOTES TO FINANCIAL STATEMENTS

The table below provides a summary of the collective deferred inflows and outflows as of the Measurement Date.

Collective Deferred Outflows and Inflows of Resources (\$ in thousands)		
	Outflows	Inflows
Differences between expected and actual experience	\$117,529	\$0
Changes of actuarial assumptions	106,307	0
Net difference between projected and actual earnings on plan investments	0	22,967
Total	\$223,836	\$22,967

**Paragraph 80(i):** Collective amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in the collective pension expense as follows.

Deferred Amounts to be Recognized in Fiscal Years Following the Reporting Date: (\$ in thousands)	
Year 1	\$59,880
Year 2	140,964
Year 3	8,590
Year 4	(10,032)
Year 5	1,467
Thereafter	0



## SECTION IV – COLLECTIVE PENSION EXPENSE

As noted earlier, the collective 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 actuarial funding method. The second item is interest on the beginning Total Pension Liability (TPL) and the cash flow during the year at the 7.00% rate of return 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, or
- 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. For the year ended June 30, 2023, there were no benefit changes to be recognized.

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. As of the valuation dated June 30, 2023 (the beginning of the measurement year), the number of years for the active members is 10.60. The average expected remaining service life of the inactive members is, of course, zero. Therefore, the number of years to use for the amortization is the weighted average for all active and inactive members, or 5.21 years.

The table below provides a summary of the determination of the average expected remaining service life for the Plan membership applicable to the beginning of the measurement year.

Category	Number (1)	Average Years of Working Lifetime (2)
a. Active Members	10,332	10.60
b. Inactive Members	10,693	0.00
c. Total	21,025	
Weighted Average Years of Working Lifetime [(a1 * a2) + (b1 * b2)]/c1		5.21





## SECTION IV – COLLECTIVE PENSION EXPENSE

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The last item under changes in TPL are changes in actuarial assumptions. There were no changes in assumptions since the last measurement date. If there was a change in TPL due to changes in actuarial assumptions, recognition of the change would also be spread over the average expected remaining service life of the plan membership.

Member contributions for the year and projected earnings on the Fiduciary Net Position (FNP), again at the discount rate used to calculate the liabilities, are subtracted from the amount determined thus far. One-fifth of current period differences between projected and actual investment earnings on the FNP are recognized in the pension expense.

The current year portions of previously determined experience, assumption and earnings amounts, recognized as deferred outflows and inflows (see Section V) are included also. Deferred outflows are added to the PE while deferred inflows are subtracted from the PE. Finally, administrative expenses and other miscellaneous items are included where applicable.





## SECTION IV – COLLECTIVE PENSION EXPENSE

The calculation of the Collective Pension Expense determined as of the measurement date is shown in the following table:

Collective Pension Expense Determined as of the Measurement Date (\$ thousands)	
Service Cost at end of year	\$ 98,294
Interest on the TPL and net cash flow	315,933
Current-period benefit changes	0
Expensed portion of current-period difference between expected and actual experience in the total pension liability	6,991
Expensed portion of current-period changes of assumptions	0
Member contributions	(46,010)
Projected earnings on plan investments	(222,992)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(27,081)
Administrative expense	0
Other	(3,061)
Recognition of beginning deferred outflows of resources as pension expense	111,783
Recognition of beginning deferred inflows of resources as pension expense	(11,524)
<b>Collective Pension Expense</b>	<b>\$ 222,333</b>



## SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

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**Paragraphs 81(a)-(b):** CMC was not required to supply this information.

**Paragraph 82:**

***Changes of benefit terms.*** In 2023, the Connecticut Legislature passed House Bill 6930, an Act Concerning the Development of Best Practices for Governance Structures of Municipal Retirement Plans. Certain benefit and provision changes were made to include Cost-of-Living Adjustments, benefit formula multiplier was increased for certain members effective July 1, 2025, and a DROP plan is offered beginning July 1, 2025 for eligible members. These changes were recognized in 2023.

***Changes of assumptions.*** In 2023, the latest experience study for the System updated most of the actuarial assumptions utilized in the June 30, 2023 valuation to include: rates of inflation, real investment return mortality, withdrawal, disability, retirement and salary merit were adjusted to more closely reflect actual and anticipated experience. These assumptions were recommended as part of the Experience Study for the System for the five-year period ended June 30, 2022.

***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. The following actuarial methods and assumptions were used to determine the most recent contributions reported in that schedule:





## SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

Actuarial cost method	Entry Age Normal
Amortization method	Level Dollar, Closed
Single equivalent amortization period	Blended 23.4 to 23.5 years depending on Tier
Asset valuation method	Market Value on the measurement date. Plan's fiduciary net position also includes the present value of receivable initial liability payments established by participating employers upon entry into MERS.
Inflation	2.50 percent
Salary increases	3.00 – 9.50 percent, including inflation
Investment rate of return	7.00 percent, net of investment related expense





# SCHEDULE A – BENEFIT AND CONTRIBUTION PROVISIONS

## MEMBERSHIP

Municipalities may designate which departments (including elective officers if so specified) are to be covered under the Municipal Employees Retirement System. This designation may be the result of collective bargaining. Only employees covered under the State Teachers Retirement System may not be included. There are no minimum age or service requirements. Membership is mandatory for all regular full-time employees of participating departments except Police and Fire hired after age 60.

## DEFINITIONS

Average Final Compensation	Average of the three highest paid years of service.
Normal Form of Benefit	Life annuity.
Year's Breakpoint	For 2023 valuation, the breakpoint is \$98,623.

## BENEFITS

### Service Retirement Allowance Condition for Allowance

Age 55 and 5 years of continuous service, or 15 years of active aggregate service, or 25 years of aggregate service. Compulsory retirement at age 65 for police and fire members.

### Amount of Allowance

For members not covered by Social Security: 2% of average final compensation times years of service.

For members covered by Social Security: 1-1/2% of the average final compensation not in excess of the year's breakpoint plus 2% of average final compensation in excess of the year's breakpoint, times years of service.

The maximum benefit is 100% of average final compensation and the minimum benefit is \$1,000 annually. Both the minimum and the maximum include Workers Compensation and Social Security benefits.

If any member covered by Social Security retires before age 62, his/her benefit until he/she reaches age 62 or receives a Social Security disability award is computed as if he/she were not under Social Security.





## SCHEDULE A – BENEFIT AND CONTRIBUTION PROVISIONS

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### Non-Service Connected Disability Retirement Allowance

Condition for Allowance	10 years of service and permanently and totally disabled from engaging in any gainful employment in the service of the Municipality.
Amount of Allowance	Calculated as a service retirement allowance based on compensation and service to the date of the disability.

### Service-Connected Disability

Condition for Allowance	Totally and permanently disabled from engaging in any gainful employment in the service of the Municipality provided such disability has arisen out of and in the course of his/her employment with the Municipality. Disability due to hypertension or heart disease, in the case of firemen and policemen, is presumed to have been suffered in the line of duty.
Amount of Allowance	Calculated as a service retirement allowance based on compensation and service to the date of the disability with a minimum benefit (including Worker's Compensation benefits) of 50% of compensation at the time of the disability.

### Vesting Retirement Allowance

Condition for Allowance	5 years of continuous or 15 years of active aggregate service.
Amount of Allowance	Calculated as a service retirement allowance on the basis of average final compensation and service to the date of termination. Deferred to normal retirement age, or an actuarially reduced allowance may begin at the time of separation.





## SCHEDULE A – BENEFIT AND CONTRIBUTION PROVISIONS

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### Death Benefit

Condition for Benefit                      Eligible for service, disability retirement, or vested allowance, and married for at least 12 months preceding death.

Amount of Benefit                      Computed on the basis of the member's average final compensation and creditable service at date of death, payable to the spouse. Benefit is equal to 50% of the average of the life annuity allowance and the reduced 50% joint and survivor allowance.

### Return of Deductions

Upon the withdrawal of a member the amount of his accumulated deductions is payable to him/her on demand, with 5% interest from July 1, 1983.

### Optional Benefits

Prior to the retirement, a member may elect to convert his retirement allowance into a benefit of equivalent actuarial value in accordance with one of the optional forms described below:

1. A reduced retirement allowance payable during his life with the provision that after his death the beneficiary designated by him at the time of his retirement; or
2. A reduced retirement allowance payable during his life with the provision that after his death an allowance of one half of his reduced allowance will be continued for life to the beneficiary designated by him at the time of his retirement;
3. A reduced retirement allowance payable during his life with a guarantee of 120 or 240 monthly payments to the member or his designated beneficiary.



## SCHEDULE A – BENEFIT AND CONTRIBUTION PROVISIONS

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### Cost-of-Living Adjustment

For those retired prior to January 1, 2002:

- (i) The benefits of disabled retirees, service retirees who have reached age 65, and beneficiaries of deceased retirees who would have reached age 65 are adjusted each July 1. The difference between the actual annual yield of the actuarial value of assets on a calendar year basis to a 6% yield is calculated. This difference is the adjustment applied the following July 1. The minimum adjustment is 3% and the maximum is 5%.
- (ii) The benefits for all others on the roll are adjusted on January 1, 2002 and on each subsequent July 1. The amount of each adjustment is 2.5%.

For those retiring in or after January 1, 2002, benefits are adjusted each July 1. The adjustment is 60% of the annual increase in the CPI up to 6%. The minimum annual COLA is 2.5%; the maximum is 6%.

A phase out the COLA floor from the existing 2.5% guaranteed minimum to zero over 5-years as follows:

- For those retiring between 7/1/2025 and 6/30/2026 – MERS COLA Minimum = 2.0%
- For those retiring between 7/1/2026 and 6/30/2027 – MERS COLA Minimum = 1.5%
- For those retiring between 7/1/2027 and 6/30/2028 – MERS COLA Minimum = 1.0%
- For those retiring between 7/1/2028 and 6/30/2029 – MERS COLA Minimum = 0.5%
- For those retiring on or after 7/1/2029 – MERS COLA Minimum = 0%





## SCHEDULE A – BENEFIT AND CONTRIBUTION PROVISIONS

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For years in which inflation (as measured by the CPI-W) increases by 2% or less, the MERS COLA will track inflation directly. For those years in which inflation increases by 2% or more, the COLA will be 60% of the annual increase in the CPI up to 6% plus 75% of the annual increase in the CPI above 6% and capped at a 7.5%

### Deferred Retirement Option Plan (DROP)

A DROP plan (capped at 5 years of participation within the DROP) will be offered based on the following eligibility:

#### General Employees Eligibility:

- at age 60 with 30 years of service, or
- at age 62 with 5 years.

#### Police and Fire Eligibility:

- at age 55 with 25 years,
- at age 57 with 5 years, or
- at any age with 30 years.

Upon entering DROP, the member contribution rate is reduced by half. After 24 months of DROP participation, the member contribution rate is reduced to 0%.

Beginning annually at the 2nd anniversary of the member's DROP entry, the DROP account is credited with interest at a rate not to exceed 4%. Interest is also credited at the 3rd, 4th, and 5th anniversary date of DROP entry.

Pension amount will not increase with annual COLAs while participating in DROP. Once member exits DROP, future COLAs will be determined based on the provisions in effect at the time the member entered the DROP.







## SCHEDULE A – BENEFIT AND CONTRIBUTION PROVISIONS

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### CONTRIBUTIONS

#### By Members

For members not covered by Social Security: 5% of compensation.

For members covered by the Social Security: 2-1/4% of compensation up to the Social Security taxable wage base plus 5% of compensation, if any, in excess of such base.

Effective July 1, 2019, member contribution rates are set to increase by 0.50% of compensation each year for six years.

#### By Municipalities

Participating Municipalities make annual contributions consisting of a normal cost contribution, a contribution for the amortization of the net unfunded accrued liability and a prior service amortization payment which covers the liabilities of the System not met by member contributions.

Employer Contribution Rates for fiscal year ending June 30, 2020 apply a 5-year contribution rate smoothing and are anticipated to increase by at least 1.0% of payroll per year until the full funding rates are achieved in fiscal year 2024.



## SCHEDULE B – ACTUARIAL METHODS AND ASSUMPTIONS

Adopted or reaffirmed by the Commission for the June 30, 2023 and later valuations based on the experience investigation report for the five-year period ending June 30, 2022 which can be found at on the Office of the State Comptroller - Retirement Services Division website. The combined effect of the assumptions is expected to have no significant bias.

**VALUATION INTEREST RATE:** 7.00% per annum, compounded annually, net of expenses.

**SALARY INCREASES:** Representative values of assumed annual rates of salary increase are as follows:

ANNUAL RATES OF SALARY INCREASE					
Service (in Years)	Merit & Seniority		Base (Economy)	Increase Next Year	
	General Employees	Policemen & Firemen		General Employees	Policemen & Firemen
<= 1	2.00%	6.50%	3.00%	5.00%	9.50%
2	1.50	3.50	3.00	4.50	6.50
3	1.25	3.00	3.00	4.25	6.00
4	1.00	2.50	3.00	4.00	5.50
5	0.75	2.00	3.00	3.75	5.00
6	0.50	1.50	3.00	3.50	4.50
7	0.25	1.00	3.00	3.25	4.00
8	0.00	0.75	3.00	3.00	3.75
9	0.00	0.50	3.00	3.00	3.50
10	0.00	0.25	3.00	3.00	3.25
11 to 19	0.00	0.00	3.00	3.00	3.00
20	1.00	2.00	3.00	4.00	5.00
21 to 23	0.00	0.00	3.00	3.00	3.00
24	1.00	2.00	3.00	4.00	5.00
25+	0.00	0.00	3.00	3.00	3.00





## SCHEDULE B – ACTUARIAL METHODS AND ASSUMPTIONS

**COST OF LIVING ADJUSTMENTS:** Annually compounded increases are applied to disabled and non-disabled retirement benefits and vary based upon member age and date of retirement. For members that retired prior to January 1, 2002, increases of 3.25% are assumed for those who have reached age 65 and (effective January 1, 2002) increases of 2.50% are assumed for those who have not yet reached age 65. For members that retire after December 31, 2001, increases of 2.55% are assumed, regardless of age. For members retiring after July 1, 2025, COLA assumptions are as follows:

<u>Retirement date</u>	<u>COLA Rate</u>
7/1/2025 to 6/30/2026	2.5%
7/1/2026 to 6/30/2027	2.3%
7/1/2027 to 6/30/2028	2.1%
7/1/2028 and after	2.0%

**SOCIAL SECURITY WAGE BASE INCREASES:** 3.00% per annum.

**SEPARATIONS FROM ACTIVE SERVICE OTHER THAN RETIREMENT AND DEATH:** Representative values of the assumed annual rates of separation before service retirement are as follows:

WITHDRAWAL AND VESTING					
General Employees					
Age	Male		Female		Disability*
	0 – 4 years	5 – 24 years	0 – 4 years	5 – 24 years	
20	14.00%	12.00%	30.00%	15.00%	0.01%
25	14.00	12.00	20.00	13.00	0.01
30	11.00	8.50	15.00	10.00	0.01
35	8.50	6.50	12.50	10.00	0.02
40	7.50	5.00	10.00	8.00	0.05
45	6.75	4.50	9.00	6.50	0.08
50	6.75	4.50	8.50	5.00	0.09
55	6.50	0.00	8.00	0.00	0.12
60	7.00	0.00	9.00	0.00	0.14
65	9.50	0.00	9.00	0.00	0.11
70	13.00	0.00	9.00	0.00	0.08
75	0.00	0.00	0.00	0.00	0.08



## SCHEDULE B – ACTUARIAL METHODS AND ASSUMPTIONS

WITHDRAWAL AND VESTING			
Police and Fire			
Age	0 – 4 years	5 – 24 years	Disability*
20	5.00%	5.00%	0.10%
25	5.00	5.00	0.10
30	4.00	3.50	0.12
35	3.75	2.00	0.12
40	2.50	1.50	0.21
45	2.50	1.70	0.38
50	2.50	2.50	0.45
55	3.50	0.00	0.25
60	3.50	0.00	0.35
65	0.00	0.00	0.40

\* Disability rates for General Employees are assumed to be 50% Service related and 50% Non-Service related. Disability rates for Police and Fire are assumed to be 100% Service related.

**RETIREMENTS FROM ACTIVE SERVICE:** Representative values of the assumed annual rates of retirement are as follows:

RATES OF RETIREMENT								
General Employees Covered by Social Security								
Age	Years of Service							
	5	10	15	20	25	30	35	40
45					18.40%	17.60%	19.60%	19.60%
50					8.80	17.60	19.60	19.60
55	6.30%	6.30%	4.40%	9.90%	8.80	12.80	19.60	19.60
60	9.70	9.70	8.90	10.40	16.30	11.40	24.50	24.50
65	17.70	17.70	19.00	25.60	30.60	26.10	24.50	24.50
70	13.20	13.20	13.20	15.80	15.80	17.60	24.50	24.50
75	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00





## SCHEDULE B – ACTUARIAL METHODS AND ASSUMPTIONS

RATES OF RETIREMENT								
General Employees Not Covered by Social Security								
Age	Years of Service							
	5	10	15	20	25	30	35	40
45					7.30%	14.60%	17.20%	17.20%
50					7.30	9.70	17.20	17.20
55	3.60%	3.60%	5.20%	5.40%	6.70	11.70	17.20	17.20
60	3.60	3.60	7.90	10.40	11.20	14.60	12.90	12.90
65	12.00	12.00	14.80	18.90	23.70	14.60	21.50	21.50
70	8.60	8.60	15.30	16.20	16.20	14.60	25.80	25.80
75	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

RATES OF RETIREMENT							
Police and Fire Covered by Social Security							
Age	Years of Service						
	5	10	15	20	25	30	35
45					13.00%	19.60%	19.60%
50					17.40	13.00	13.00
55	2.60%	2.60%	5.70%	8.40%	43.60	21.80	21.80
60	4.90	4.90	18.50	20.30	43.60	21.80	21.80
65	100.00	100.00	100.00	100.00	100.00	100.00	100.00

RATES OF RETIREMENT							
Police and Fire Not Covered by Social Security							
Age	Years of Service						
	5	10	15	20	25	30	35
45					22.00%	17.60%	17.60%
50					22.30	17.60	17.60
55	3.80%	3.80%	6.70%	7.40%	20.60	17.60	17.60
60	2.90	2.90	3.50	8.80	24.80	27.00	27.00
65	100.00	100.00	100.00	100.00	100.00	100.00	100.00





## SCHEDULE B – ACTUARIAL METHODS AND ASSUMPTIONS

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**DROP ELECTION:** 33% of eligible members are assumed to enter DROP. 33% of members who elect DROP are assumed to retire after 2 years, 33% are assumed to retire after 3 years, and 33% are assumed to retire after 4 years. No DROP elections are assumed for members with less than 10 years of service. No DROP elections are assumed for Police and Fire after age 61 or for General Employees after age 66.

**MORTALITY:** The Pub-2010 Mortality Tables set-forward one year (except Active Employees) and projected generationally with scale MP-2021:

### General Employees

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

### Policemen and Firemen

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

In our opinion, the generational projection of the mortality rates with scale MP-2021 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.

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

**PERCENT MARRIED:** 80% of active members are assumed to be married.

**LOAD:** For those members who retired under and joint & survivor option and have no reported information for a prospective beneficiary, a probabilistic factor was applied to the reversionary portion of the liability. The factor measures the survivorship of the assumed spouse (with men three years older than women) from the date of retirement to the valuation date, based on the assumptions for death after retirement.

