Minnesota State Retirement System

Correctional Employees Retirement Fund

Actuarial Valuation Report as of July 1, 2023

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December 7, 2023

Minnesota State Retirement System
Correctional Employees Retirement Fund
St. Paul, Minnesota

Dear Board of Directors:

The results of the July 1, 2023 annual actuarial valuation of the Correctional Employees Retirement Fund are presented in this report. This report was prepared at the request of the Board and is intended for use by the Board and staff and those designated or approved by the Board. This report may be provided to parties other than the Board and staff only in its entirety. GRS is not responsible for the consequences of any unauthorized use of this report by parties other than the intended users described above.

The purpose of the valuation is to measure the Fund's funding progress and to determine the required contribution rate for the fiscal year beginning July 1, 2023, according to the prescribed assumptions. Note that the impact of GASB Statements No. 67 and No. 68 is provided in a separate report. This report should not be relied on for any purpose other than the purpose described herein. Determinations of the financial results associated with the benefits described in this report in a manner other than the intended purpose may produce significantly different results.

Actuarial assumptions, including discount rates, mortality tables and others identified in this report, are prescribed by Minnesota Statutes Section 356.215, the Legislative Commission on Pensions and Retirement (LCPR), and the Board of Directors. These parties are responsible for selecting the plan's funding policy, actuarial valuation methods, asset valuation methods, and assumptions. The policies, methods and assumptions used in this valuation are those that have been so prescribed and are described in the Actuarial Basis section of this report. MSRS is solely responsible for communicating to GRS any changes required thereto.

All actuarial assumptions used in this report are reasonable for the purposes of this valuation. The combined effect of the assumptions is expected to have no significant bias (i.e., not significantly optimistic or pessimistic). All actuarial assumptions and methods used in the valuation follow the guidance in the applicable Actuarial Standards of Practice. Additional information about the actuarial assumptions is included in the section of this report included in the Actuarial Basis section of this report.

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The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in the Actuarial Basis section of this report. This report includes risk metrics on pages 6-9, but does not include a more robust assessment of the risks of future experience differing materially from the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment. We encourage a review and assessment of investment and other significant risks that may have a material effect on the plan's financial condition.

The valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise. Therefore, we did not make such a determination.

The findings in this report are based on data and other information through June 30, 2023. The valuation was based upon information furnished by the Minnesota State Retirement System (MSRS), concerning benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by MSRS.

This report was prepared using our proprietary valuation model and related software which, in our professional judgment, has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of such future measurements.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge and belief, the information contained in this report is accurate and presents the actuarial position of the Correctional Employees Retirement Fund as of the valuation date according to the prescribed assumptions, and was performed in accordance with the requirements of Minnesota Statutes Section 356.215, and the requirements of the Standards for Actuarial Work established by the LCPR. All calculations have been made in conformity with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.

Bonita J. Wurst and Sheryl L. Christensen are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. In addition, GRS meets the requirements of "approved actuary" under Minnesota Statutes Section 356.215, Subdivision 1, Paragraph (c).

The signing actuaries are independent of the plan sponsor. We are not aware of any relationship that would impair the objectivity of our work.

We are available to answer any questions or provide further details.

Respectfully submitted,
Gabriel, Roeder, Smith & Company

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

Sheryl L. Christensen, FSA, EA, FCA, MAAA

BJW/SLC:dj

Other Observations

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

Given the plan's contribution allocation procedure, if there are no changes in benefits, Chapter 356 required contributions are made, and all actuarial assumptions are met (including the assumption of the plan's assets earning 7.00% on an actuarial value of assets basis, as prescribed by statutes), it is expected that:

(1) The normal cost of the plan is expected to remain approximately level as a percent of pay;
(2) The funded status of the plan is expected to gradually improve and is expected to be 100% funded within the next 25 years; and
(3) The unfunded liability will grow initially as a dollar amount for 3 years (based on the current 25-year amortization period and if contributions are equal to the required contribution amount) before beginning to decline.

Limitations of Funded Status Measurements

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

(1) The measurement is inappropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations; in other words, of transferring the obligations to an unrelated third party in an arm's length market value type transaction.

(2) The measurement is dependent upon the actuarial cost method which, in combination with the plan's amortization policy, affects the timing and amounts of future contributions. The amounts of future contributions will most certainly differ from those assumed in this report due to future actual experience differing from assumed experience based upon the actuarial assumptions. A funded status measurement in this report of 100% is not synonymous with no required future contributions. If the funded status were 100%, the plan would still require future normal cost contributions (i.e., contributions to cover the cost of the active membership accruing an additional year of service credit).

(3) The measurement would produce a different result if the market value of assets were used instead of the actuarial value of assets.

Limitations of Project Scope

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

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Summary of Valuation Results

Contributions

The following table summarizes important contribution information as described in the Development of Costs section.

Total Contributions	Actuarial Valuation as of July 1, 2023	July 1, 2022
Statutory Contributions - Chapter 352.92 (% of Payroll)	31.69%*	28.45%
Required Contributions - Chapter 356 (% of Payroll)	28.14%	24.27%
Sufficiency / (Deficiency)	3.55%*	4.18%

**includes 3.24% of Payroll ($10.4 million) in one-time direct State aid payable in October, 2023.*

Statutory contributions represent the amount actually contributed to the Fund and include fixed percentage of payroll contributions plus any statutory supplemental contributions. Required contributions are defined in statutes and LCPR Standards for Actuarial Work, and represent the amount needed to fully fund the plan within 25 years (normal cost, expenses, and a payment to amortize the unfunded liability). When member contributions of 9.60% are reflected, the remaining employer statutory contribution is 22.09% of pay and the remaining employer required contribution is 18.54% of pay.

The contribution sufficiency decreased from 4.18% of payroll to 3.55% of payroll. This decrease is due to the change in the statutory discount rate from 7.5% to 7.0% and changes in plan provisions, and was partially offset by $10.4 million in one-time direct State aid payable to the Fund in October, 2023. If this $10.4 million direct State aid was reflected as an offset to the actuarial accrued liability (instead of being reflected as a Statutory Contribution for the upcoming year), the Required Contribution would decrease to 27.94% of Payroll and the Contribution Sufficiency would be 0.51% of Payroll.

Based on the actuarial value of assets, statutory contribution rates, and actuarial assumptions described in this report, statutory contributions are expected to bring the plan to full funding within the 25-year amortization period.

The Plan Assets section provides detail on the plan assets used for the valuation including a development of the Actuarial Value of Assets (AVA). The Market Value of Assets (MVA) earned approximately 8.9% for the plan year ending June 30, 2023. The AVA earned approximately 7.8% for the plan year ending June 30, 2023 compared to the assumed rate of 7.5%.

Participant reconciliation and statistics are detailed in the Membership Data section. The Actuarial Basis section includes a summary of plan provisions and actuarial methods and assumptions used for the calculations in this report.

Accounting and financial reporting information prepared according to GASB Statements No. 67 and No. 68 was provided to MSRS in a separate report dated November 27, 2023.

Summary of Valuation Results

A summary of principal valuation results from the current valuation and the prior valuation follows. Any changes in plan provisions, actuarial assumptions or valuation methods and procedures between the two valuations are described after the summary.

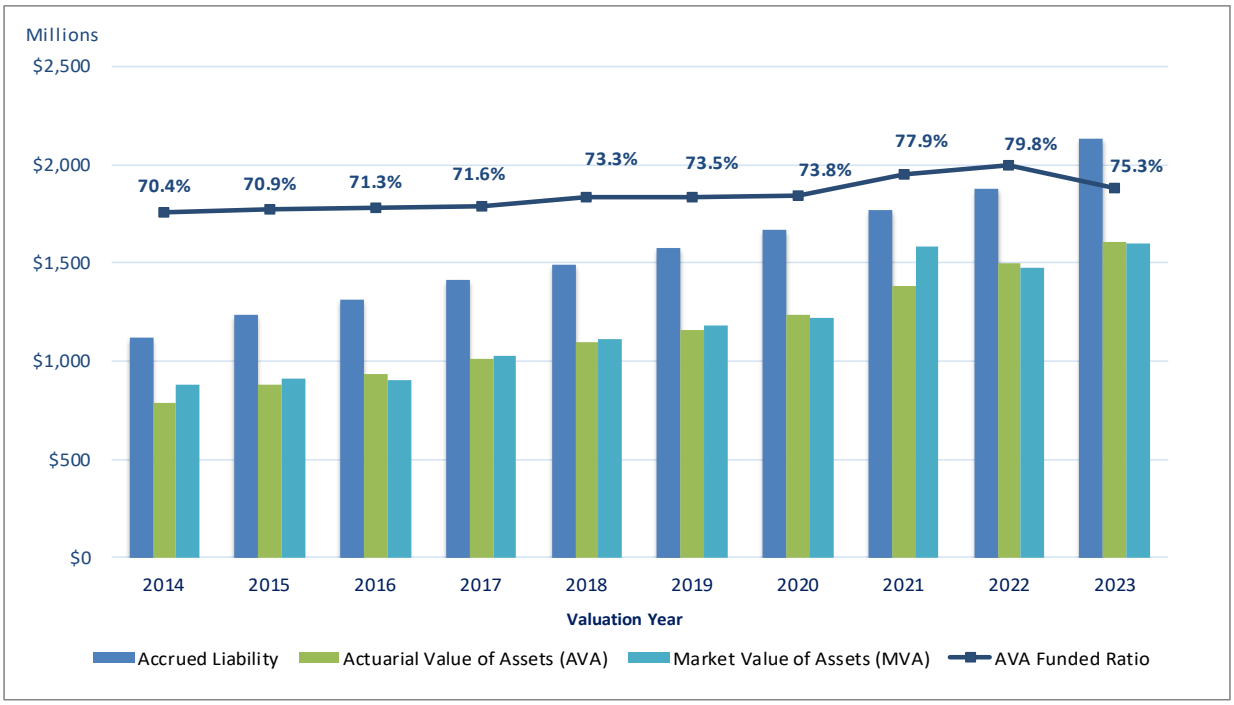
	Actuarial Valuation as of	
	July 1, 2023	**July 1, 2022**
Total Contributions (*% of Payroll*)		
Statutory - Chapter 352	31.69% **	28.45%
Required - Chapter 356	28.14%	24.27%
Sufficiency / (Deficiency)	3.55% **	4.18%
Funding Ratios (*dollars in thousands*)		
Assets		
- Current assets (AVA)	$ 1,607,642	$ 1,498,885
- Current assets (MVA)	1,595,630	1,473,921
Accrued Benefit Funding Ratio		
- Current benefit obligations	$ 2,025,224	$ 1,782,533
- Funding ratio (AVA)	79.38%	84.09%
- Funding ratio (MVA)	78.79%	82.69%
Accrued Liability Funding Ratio		
- Actuarial accrued liability	$ 2,134,092	$ 1,878,449
- Unfunded actuarial accrued liability (AVA)	526,450	379,564
- Unfunded actuarial accrued liability (MVA)	538,462	404,528
- Funding ratio (AVA)	75.33%	79.79%
- Funding ratio (MVA)	74.77%	78.46%
Projected Benefit Funding Ratio*		
- Current and expected future assets	$ 2,571,017	$ 2,404,804
- Current and expected future benefit obligations	2,544,801	2,211,188
- Projected benefit funding ratio (AVA)	101.03%	108.76%
Participant Data		
Active members		
- Number	4,426	4,420
- Actual covered payroll [GASB] *(000s)*	$ 310,865	$ 294,479
- Annual valuation earnings *(000s)*	$ 307,798	$ 287,032
- Average annual valuation earnings	$ 69,543	$ 64,939
- Projected annual earnings *(000s)*	$ 322,651	$ 300,472
- Average projected annual earnings	$ 72,899	$ 67,980
- Average age	41.8	41.8
- Average service	9.3	9.5
Service retirements	3,448	3,294
Survivors	306	290
Disability retirements	335	330
Deferred retirements	1,544	1,475
Non-vested terminations eligible for refund only	1,309	1,169
Total	**11,368**	**10,978**

* *See the Actuarial Valuation Balance Sheet exhibit for additional detail.*

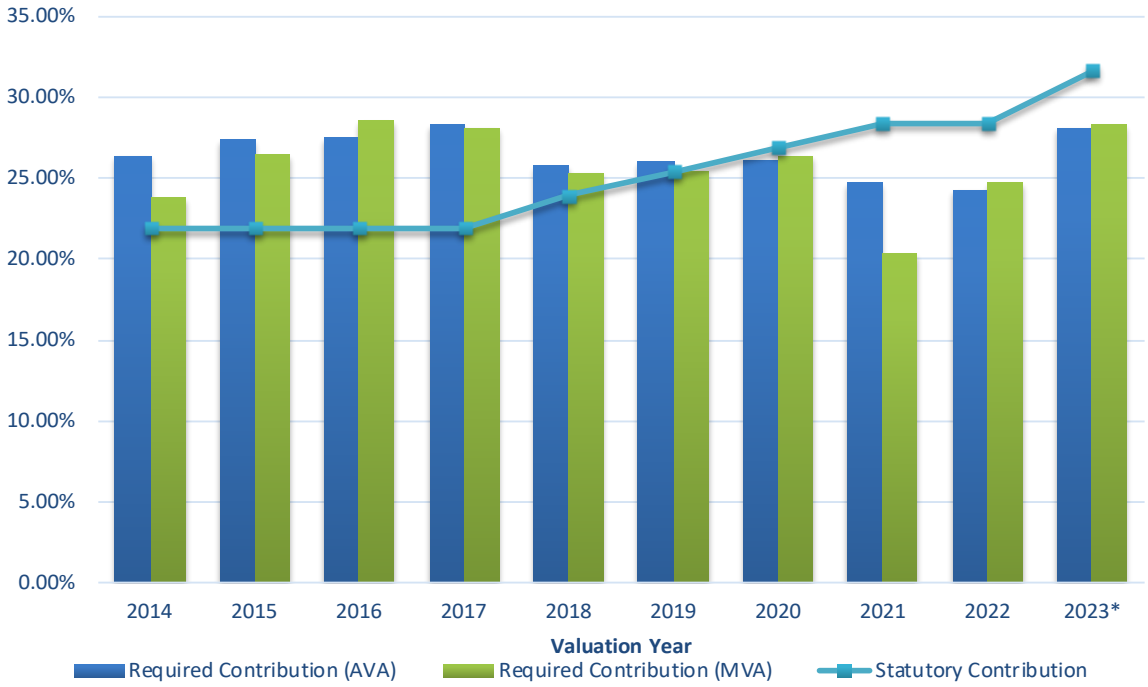
** *Includes 3.24% of Payroll ($10.4 million) in one-time direct State aid payable in October, 2023.*

Summary of Valuation Results

Funded Ratio History



Contribution Rate History (% of Pay)



** 2023 Statutory Contribution includes 3.24% of Payroll ($10.4 million) in one-time direct State aid payable in October, 2023.*

Summary of Valuation Results

Effects of Changes

The following changes in plan provisions were recognized as of July 1, 2023:

- Supplemental employer contributions will continue until the Plan is fully funded for a minimum of three consecutive years on a market value of assets basis. These contributions were previously due to expire upon attainment of fully funded status on a market value of assets basis.
- An additional one-time direct State aid contribution of $10.4 million will be contributed to the Plan on October 1, 2023.
- A one-time, non-compounding benefit increase of 1.00% will be payable in a lump sum for calendar year 2024 by March 31, 2024.

The following change in actuarial assumptions was recognized as of July 1, 2023:

- The statutory investment return rate was changed from 7.50% to 7.00%.

Refer to the Actuarial Basis section of this report for a complete description of these changes. The combined impact of the above changes was to increase the accrued liability by $136 million and increase the required contribution by 4.02% of pay, as follows:

	Before Changes	Reflecting Plan Provision Changes	Reflecting Plan Provision and Assumption Changes
Normal Cost Rate, % of pay	15.78%	15.78%	17.52%
Amortization of UAAL*, % of pay	8.02%	8.04%	10.30%
Expenses, % of pay	0.32%	0.32%	0.32%
Total Required Contribution,	24.12%	24.14%	28.14%
Accrued Liability Funding Ratio	80.4%	80.4%	75.3%
Projected Benefit Funding Ratio	108.9%	109.3%	101.0%
UAAL* (in millions)	$390.7	$391.7	$526.5

**Unfunded Actuarial Accrued Liability.*

Note that the $10.4 million one-time direct State aid is not included in the assets as of June 30, 2023, but, when recognized, will fully offset the $950 thousand increase in liability due to the one-time, non-compounding benefit increase of 1.0%, and partially offset the $135 million increase in liability due to assumption changes.

Summary of Valuation Results

Sensitivity Tests

During the 2017 legislative session, the Legislative Commission on Pensions and Retirement (LCPR) enacted a new sensitivity disclosure requirement for MSRS' valuations. Per the LCPR's requirement, we have calculated the liabilities associated with the following scenarios:

1) 6.00% interest rate assumption
2) 8.00% interest rate assumption

In each case, all other assumptions were unchanged from those used to develop the final valuation results in this report. Note that we believe the 8.00% interest rate assumption does not comply with Actuarial Standards of Practice.

$ in millions	**Final Valuation Assumptions (7.0% Interest)**	**Final Valuation Assumptions with 6.0% Interest**	**Final Valuation Assumptions with 8.0% Interest**
Normal Cost Rate, % of Pay	17.52%	21.96%	14.29%
Amortization of Unfunded Accrued Liability, Level % of Pay to 2048	10.30%	14.89%	5.82%
Expenses, % of Pay	0.32%	0.32%	0.32%
Total Required Contribution, % of Pay	28.14%	37.17%	20.43%
Contribution Sufficiency/(Deficiency), % of Pay*	3.55%	(5.48)%	11.26%
Accrued Liability Funding Ratio	75.3%	65.6%	85.6%
Present Value of Projected Benefits	$2,544.8	$3,006.5	$2,189.6
Present Value of Future Normal Costs	$410.7	$556.5	$311.9
Actuarial Accrued Liability	$2,134.1	$2,450.0	$1,877.7
Unfunded/(Surplus) Accrued Liability	$526.5	$842.3	$270.0

* *Reflects $10.4 million in one-time direct State aid payable in October 2023. If the one-time direct State aid were reflected as an offset to the actuarial liability, the contribution sufficiency/(deficiency) would be 0.51%, (8.53)%, and 8.25% in the 7.0%, 6.0%, and 8.0% scenarios, respectively.*

Summary of Valuation Results

Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

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

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. **Investment Risk** – actual investment returns may differ from the expected returns;
2. **Asset/Liability Mismatch** – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. **Contribution Risk** – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. **Salary and Payroll Risk** – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
5. **Longevity Risk** – members may live longer or shorter than expected and receive pensions for a period of time other than assumed; and
6. **Other Demographic Risks** – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

Summary of Valuation Results

The Required Contribution rate shown on page 1 may be considered as a minimum contribution rate that complies with Minnesota Statutes and the requirements of the Standards for Actuarial Work published by the LCPR. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

Plan Maturity Measures

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures and the values for the Correctional Employees Retirement Fund for the last two years include the following. Additional maturity measures are shown on the following pages.

	2023	2022
Ratio of market value of assets to total payroll	5.13	5.01
Ratio of actuarial accrued liability to total payroll	6.87	6.38
Ratio of actives to retirees and beneficiaries	1.08	1.13
Ratio of net cash flow to market value of assets	-0.6%	-0.5%
Approximate modified duration* of:		
▪ Total projected benefits:	16.05	15.24
▪ Actuarial accrued liability:	13.41	12.91
▪ Retiree liability:	9.42	9.09

** Based on 7.00% interest in 2023 and 7.50% interest in 2022 .*

Ratio of Market Value of Assets to Payroll

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 5.0 times the payroll, a return on assets 5% different than assumed would equal 25% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

Ratio of Actuarial Liability to Payroll

The relationship between actuarial liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

The ratio of liability to payroll may also be used as a measure of sensitivity of the contribution rates to liability gains and losses. For example, if the actuarial accrued liability is 5.0 times the payroll, a change in liability 2% other than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

Summary of Valuation Results

Ratio of Actives to Retirees and Beneficiaries

A young plan with many active members and few retirees will have a high ratio of actives to retirees. A mature open plan may have close to the same number of actives as retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

Ratio of Net Cash Flow to Market Value of Assets

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means benefits and expenses exceed contributions and existing funds may be used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

Duration of Actuarial Liabilities

The duration may be used to approximate the sensitivity of the liability to a small change in the assumed rate of return. For example, a duration of 10 indicates that the liability would change by approximately 10% if the assumed rate of return were changed by 1% (e.g., from 7.00% to 6.00%).

Additional Risk Assessment

Additional risk assessment is outside the scope of the annual actuarial valuation but could aid stakeholders in an understanding of the risks to which the System is exposed. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability.

Summary of Valuation Results

Risk Measures (Dollars in Thousands)

Valuation Date (July 1)	(1) Accrued Liabilities (AAL)	(2) Market Value of Assets	(3) Market Value Unfunded AAL (1) - (2)	(4) Actual Covered Payroll	(5) Market Value Funded Ratio (2) / (1)	(6) Retiree Liabilities	(7) RetLiab/ AAL (6) / (1)	(8) AAL/ Payroll (1) / (4)	(9) Assets/ Payroll (2) / (4)
2014	$1,122,474	$ 877,056	$ 245,418	$ 219,244	78.1%	$ 543,049	48.4%	512.0%	400.0%
2015	$1,239,258	$ 909,002	$ 330,256	$ 231,440	73.4%	$ 634,592	51.2%	535.5%	392.8%
2016	$1,313,516	$ 899,592	$ 413,924	$ 241,242	68.5%	$ 673,129	51.2%	544.5%	372.9%
2017	$1,414,443	$1,023,817	$ 390,626	$ 248,879	72.4%	$ 741,694	52.4%	568.3%	411.4%
2018	$1,490,521	$1,114,887	$ 375,634	$ 257,330	74.8%	$ 792,275	53.2%	579.2%	433.3%
2019	$1,579,374	$1,183,995	$ 395,379	$ 267,563	75.0%	$ 842,753	53.4%	590.3%	442.5%
2020	$1,670,854	$1,223,537	$ 447,317	$ 278,479	73.2%	$ 894,918	53.6%	600.0%	439.4%
2021	$1,770,998	$1,580,953	$ 190,045	$ 282,667	89.3%	$ 948,754	53.6%	626.5%	559.3%
2022	$1,878,449	$1,473,921	$ 404,528	$ 294,479	78.5%	$ 1,016,714	54.1%	637.9%	500.5%
2023	$2,134,092	$1,595,630	$ 538,462	$ 310,865	74.8%	$ 1,138,047	53.3%	686.5%	513.3%

Valuation Date (July 1)	(10) Portfolio StdDev	(11) Std Dev % of Pay (9) x (10)	(12) Unfunded / Payroll (3) / (4)	(13) Non-Investment Cash Flow (NICF)	(14) NICF/ Assets (13) / (2)	(15) SBI Market Rate of Return	(16) SBI 5-Year Average	(17) SBI 10-Year Trailing Average
2014			111.9%	$ (7,624)	-0.9%	18.6%	14.5%	N/A
2015	14.1%	55.4%	142.7%	$ (6,678)	-0.7%	4.4%	12.3%	N/A
2016	14.1%	52.6%	171.6%	$ (9,215)	-1.0%	-0.1%	7.7%	N/A
2017	14.1%	58.0%	157.0%	$ (11,134)	-1.1%	15.1%	10.2%	6.2%
2018	14.1%	61.1%	146.0%	$ (14,193)	-1.3%	10.3%	9.4%	7.8%
2019	14.3%	63.3%	147.8%	$ (11,834)	-1.0%	7.3%	7.3%	10.8%
2020	14.3%	62.8%	160.6%	$ (10,066)	-0.8%	4.2%	7.2%	9.7%
2021	13.9%	77.7%	67.2%	$ (8,936)	-0.6%	30.3%	13.1%	10.3%
2022	14.0%	70.1%	137.4%	$ (7,877)	-0.5%	-6.4%	8.5%	9.4%
2023	14.2%	72.9%	173.2%	$ (8,805)	-0.6%	8.9%	8.2%	8.8%

Notes pertaining to numbered columns:

(5) The Funded ratio is the most widely known measure of a plan's financial strength, but the trend in the funded ratio is much more important than the absolute ratio. The funded ratio should trend to 100%. As it approaches 100%, it is important to re-evaluate the level of investment risk in the portfolio and potentially to re-evaluate the assumed rate of return.

(6) and (7) The ratio of Retiree liabilities to total accrued liabilities gives an indication of the maturity of the system. As the ratio increases, cash flow needs increase, and the liquidity needs of the portfolio change. A ratio on the order of 50% indicates a maturing system.

(8) and (9) The ratios of liabilities and assets to payroll gives an indication of both maturity and volatility. Many systems have ratios between 500% and 700%. Ratios significantly above that range may indicate difficulty in supporting the benefit level as a level % of payroll.

(10) and (11) The portfolio standard deviation measures the volatility of investment return. When multiplied by the ratio of assets to payroll it gives the effect of a one standard deviation asset move as a percent of payroll. This figure helps users understand the difficulty of dealing with investment volatility and the challenges volatility brings to sustainability.

(12) The ratio of unfunded liability to payroll gives an indication of the plan sponsor's ability to actually pay off the unfunded liability. A ratio above approximately 300% or 400% may indicate difficulty in discharging the unfunded liability within a reasonable time frame.

(13) and (14) The ratio of non-investment cash flow to assets is an important measure of sustainability. Negative ratios are common and expected for a maturing system. In the longer term, this ratio should be on the order of approximately -4%. A ratio that is significantly more negative than that for an extended period could be a leading indicator of potential exhaustion of assets.

(15) (16) and (17) Investment return is probably the largest single risk that most systems face. The year by year return and the 5-year and 10-year geometric average give an indicator of the past performance. Of course, past performance is not a guarantee of future results, may not even be reflective of potential future results, and historical averages are very sensitive to the time period chosen. The performance data for the Combined Funds (pooled investments of major Minnesota Public Retirement Systems) is presented in these columns. The source of this data is the Minnesota State Board of Investment.

Low-Default-Risk Obligation Measure

Actuarial Standards of Practice No. 4 (ASOP No. 4) was revised and reissued in December 2021 by the Actuarial Standards Board (ASB). It includes a new calculation called a Low-Default-Risk Obligation Measure (LDROM) to be prepared and issued annually for defined benefit pension plans. The transmittal memorandum for ASOP No. 4 includes the following explanation:

"The ASB believes that the calculation and disclosure of this measure provides appropriate, useful information for the intended user regarding the funded status of a pension plan. The calculation and disclosure of this additional measure is not intended to suggest that this is the "right" liability measure for a pension plan. However, the ASB does believe that this additional disclosure provides a more complete assessment of a plan's funded status and provides additional information regarding the security of benefits that members have earned as of the measurement date."

The following information has been prepared in compliance with this new requirement. Unless otherwise noted, the measurement date, actuarial cost methods, and assumptions used are the same as for the funding valuation covered in this actuarial valuation report.

A. Low-Default-Risk Obligation Measure of benefits earned as of the measurement date: $2,877,750,000

B. Discount rate used to calculate the LDROM: 4.92%

C. Other significant assumptions that differ from those used for the funding valuation: none

D. Actuarial cost method used to calculate the LDROM: Entry Age Actuarial Cost Method

E. Valuation procedures to value any significant plan provisions that are difficult to measure using traditional valuation procedures, and that differ from the procedures used in the funding valuation: none

F. The LDROM is a market-based measurement of the pension obligation. It estimates the amount the plan would need to invest in low risk securities to provide the benefits with greater certainty. This measure may not be appropriate for assessing the need for or amount of future contributions. This measure may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligation.

The difference between the two measures (Valuation and LDROM) is one illustration of the savings the sponsor anticipates by taking on the risk in a diversified portfolio.

Supplemental Information

The remainder of the report includes information supporting the results presented in the previous sections.

- **Plan assets** present information about the plan's assets as reported by the Minnesota State Retirement System. The assets represent the portion of total fund liabilities that has been funded.
- **Membership data** presents and describes the membership data used in the valuation.
- **Development of costs** shows the liabilities for plan benefits and the derivation of the contribution amount.
- **Actuarial basis** describes the plan provisions, as well as the methods and assumptions used to value the plan. The valuation is based on the premise that the plan is ongoing.
- **Additional schedules** includes a summary of funding progress over the long term.
- **Glossary** defines the terms used in this report.

Plan Assets

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

	Market Value	
Assets	**June 30, 2023**	**June 30, 2022**
Cash, equivalents, short term securities	$ 53,256	$ 28,370
Fixed income	334,023	335,521
Equity	1,207,747	1,107,395
Other*	82,398	75,986
Total cash, investments, and other assets	**$ 1,677,424**	**$ 1,547,272**
Amounts Receivable	2,775	5,768
Total Assets	**$ 1,680,199**	**$ 1,553,040**
Amounts Payable*	(84,569)	(79,119)
Net Position Restricted for Pensions	**$ 1,595,630**	**$ 1,473,921**

** Includes $82,398 in Securities Lending Collateral as of June 30, 2023 and $75,986 as of June 30, 2022.*

Plan Assets

Reconciliation of Plan Assets *(Dollars in Thousands)*

The following exhibit shows the revenue, expenses and resulting assets of the Fund as reported by the Minnesota State Retirement System for the prior two fiscal years.

Change in Assets	**Market Value**	
Year Ending	**June 30, 2023**	**June 30, 2022**
1. Fund balance at market value at beginning of year	**$ 1,473,921**	**$ 1,580,953**
2. Contributions		
a. Member	29,843	28,270
b. Employer	58,521	55,104
c. Other sources	-	-
d. Total contributions	$ 88,364	$ 83,374
3. Investment income		
a. Investment income/(loss)	132,108	(97,471)
b. Investment expenses	(1,594)	(1,684)
c. Net investment income/(loss)	$ 130,514	$ (99,155)
4. Other	10	3
5. Total income: *(2.d.) + (3.c.) + (4.)*	**$ 218,888**	**$ (15,778)**
6. Benefits Paid		
a. Annuity benefits	(92,863)	(87,102)
b. Refunds	(3,345)	(3,240)
c. Total benefits paid	$ (96,208)	$ (90,342)
7. Expenses		
a. Other	(1)	(3)
b. Administrative	(970)	(909)
c. Total expenses	$ (971)	$ (912)
8. Total disbursements: *(6.c.) + (7.c.)*	**$ (97,179)**	**$ (91,254)**
9. Fund balance at market value at end of year: *(1.) + (5.) + (8.)*	**$ 1,595,630**	**$ 1,473,921**
10. State Board of Investment calculated investment return	8.9%	-6.3%

Plan Assets

Actuarial Asset Value *(Dollars in Thousands)*

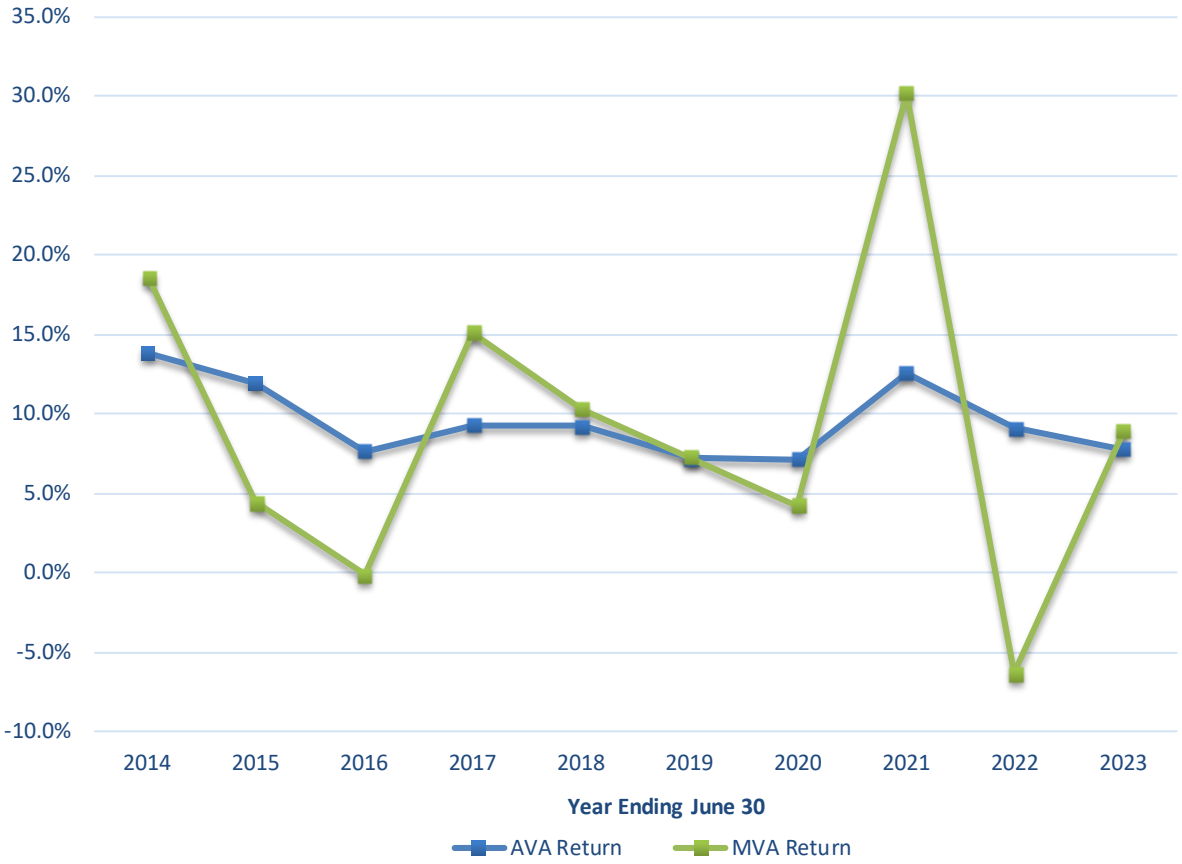
	June 30, 2023	June 30, 2022
1. Market value of assets available for benefits	**$ 1,595,630**	**$ 1,473,921**
2. Determination of average balance		
a. Total assets available at beginning of year	1,473,921	1,580,953
b. Total assets available at end of year	1,595,630	1,473,921
c. Net investment income for fiscal year	130,514	(99,155)
d. Average balance *[a. + b. - c.] / 2*	1,469,519	1,577,015
3. Expected return [7.5% x 2.d.] *	110,214	118,276
4. Actual return	130,514	(99,155)
5. Current year asset gain/(loss) *[4. - 3.]*	20,300	(217,431)
6. Unrecognized asset returns		

	Original Amount	Unrecognized Amount %	Unrecognized Amount Dollar	Unrecognized Amount %	Unrecognized Amount Dollar
a. Year ended June 30, 2023	$ 20,300	80%	$ 16,240		
b. Year ended June 30, 2022	(217,431)	60%	(130,458)	80%	$ (173,945)
c. Year ended June 30, 2021	274,922	40%	109,969	60%	164,953
d. Year ended June 30, 2020	(38,814)	20%	(7,763)	40%	(15,526)
e. Year ended June 30, 2019	(2,231)		N/A	20%	(446)
f. Unrecognized return adjustment			**$ (12,012)**		**$ (24,964)**
7. **Actuarial value at end of year** *(1. - 6.f.)*			**$ 1,607,642**		**$ 1,498,885**
8. Approximate return on actuarial value of assets during fiscal year			7.8%		9.1%
9. Ratio of actuarial value of assets to market value of assets			1.01		1.02

**Expected return for Fiscal Year Ending 2024 will be based on 7.0%.*

Plan Assets

10-Year History of AVA and MVA Asset Returns



Membership Data

Distribution of Active Members

	Years of Service as of June 30, 2023									
Age	**<3***	**3 - 4**	**5 - 9**	**10 - 14**	**15 - 19**	**20 - 24**	**25 - 29**	**30 - 34**	**35+**	**Total**
< 25	206	17	2							**225**
Avg. Earnings	$ 43,736	$ 61,513	$ 68,314							**$ 45,297**
25 - 29	243	108	70	1						**422**
Avg. Earnings	$ 49,518	$ 61,003	$ 60,912	$ 62,862						**$ 54,379**
30 - 34	162	101	237	35						**535**
Avg. Earnings	$ 53,912	$ 61,430	$ 64,304	$ 72,348						**$ 61,141**
35 - 39	150	74	225	181	60					**690**
Avg. Earnings	$ 50,278	$ 63,708	$ 70,634	$ 75,713	$ 79,266					**$ 67,549**
40 - 44	144	58	150	141	242	25				**760**
Avg. Earnings	$ 54,885	$ 70,343	$ 71,344	$ 77,996	$ 80,414	$ 87,408				**$ 72,800**
45 - 49	108	45	110	85	189	109	13			**659**
Avg. Earnings	$ 60,907	$ 74,040	$ 77,533	$ 76,419	$ 82,919	$ 87,923	$ 93,325			**$ 78,001**
50 - 54	66	31	108	65	129	107	95	6		**607**
Avg. Earnings	$ 61,731	$ 64,453	$ 76,130	$ 78,220	$ 83,664	$ 89,614	$ 94,335	$ 97,186		**$ 81,227**
55 - 59	44	23	69	49	54	26	23	5		**293**
Avg. Earnings	$ 52,537	$ 68,530	$ 69,762	$ 75,092	$ 77,230	$ 81,666	$ 93,070	$ 81,268		**$ 72,429**
60 - 64	25	14	58	35	28	9	6	2		**177**
Avg. Earnings	$ 57,056	$ 60,405	$ 78,097	$ 77,944	$ 95,686	$ 82,583	$ 105,986	$ 89,564		**$ 77,781**
65 - 69	7	4	21	7	8		1		1	**49**
Avg. Earnings	$ 39,368	$ 58,567	$ 78,897	$ 90,593	$ 91,307		$ 83,067		$ 143,261	**$ 76,686**
70+	3	1	2			1		1	1	**9**
Avg. Earnings	$ 30,351	$ 48,352	$ 79,458			$ 171,944		70,117	$ 17,250	**$ 61,959**
Total	**1,158**	**476**	**1,052**	**599**	**710**	**277**	**138**	**14**	**2**	**4,426**
Avg. Earnings	**$ 51,795**	**$ 64,427**	**$ 70,480**	**$ 76,658**	**$ 82,057**	**$ 88,072**	**$ 94,454**	**$ 88,479**	**$ 80,255**	**$ 69,543**

** This exhibit does not reflect service earned in other MSRS Plans or service earned in a Combined Service Annuity arrangement. It should not be relied upon as an indicator of non-vested status.*

In each cell, the top number is the count of active participants for the age/service combination and the bottom number is average valuation earnings for the fiscal year ending on the valuation date.

Membership Data

Distribution of Service Retirements

	Years Retired as of June 30, 2023							
Age	**<1**	**1 - 4**	**5 - 9**	**10 - 14**	**15 - 19**	**20 - 24**	**25+**	**Total**
<50		1		1				**2**
Avg. Benefit		$ 4,087		$ 9,342				**$ 6,715**
50 - 54	10	24	2	1				**37**
Avg. Benefit	$ 25,939	$ 16,362	$ 10,102	$ 3,749				**$ 18,271**
55 - 59	124	321	50	3				**498**
Avg. Benefit	$ 39,501	$ 35,284	$ 16,806	$ 5,382				**$ 34,299**
60 - 64	46	229	436	79		1		**791**
Avg. Benefit	$ 23,963	$ 27,567	$ 28,915	$ 20,755		$ 6,318		**$ 27,393**
65 - 69	30	138	264	367	52		1	**852**
Avg. Benefit	$ 14,514	$ 17,195	$ 20,344	$ 21,713	$ 21,977		$ 30,531	**$ 20,330**
70 - 74	4	37	113	139	294	37		**624**
Avg. Benefit	$ 8,359	$ 15,510	$ 15,466	$ 17,660	$ 23,578	$ 19,129		**$ 19,951**
75 - 79		4	18	91	67	215	6	**401**
Avg. Benefit		$ 31,559	$ 11,743	$ 10,256	$ 15,101	$ 22,438	$ 24,382	**$ 18,088**
80 - 84			2	14	32	47	53	**148**
Avg. Benefit			$ 16,697	$ 11,378	$ 12,400	$ 22,328	$ 31,162	**$ 22,233**
85 - 89			2	3	3	20	44	**72**
Avg. Benefit			$ 6,333	$ 21,829	$ 23,417	$ 23,566	$ 32,830	**$ 28,670**
90+						1	22	**23**
Avg. Benefit						$ 3,080	$ 31,047	**$ 29,831**
Total	**214**	**754**	**887**	**698**	**448**	**321**	**126**	**3,448**
Avg. Benefit	**$ 31,442**	**$ 27,996**	**$ 23,499**	**$ 18,983**	**$ 21,325**	**$ 22,000**	**$ 31,396**	**$ 23,928**

In each cell, the top number is the count of retired participants for the age/years retired combination and the bottom number is the average annual benefit amount.

Membership Data

Distribution of Survivors

	Years Since Death as of June 30, 2023							
Age	**<1**	**1 - 4**	**5 - 9**	**10 - 14**	**15 - 19**	**20 - 24**	**25+**	**Total**
<45	1	3	12	1		1		**18**
Avg. Benefit	$ 7,939	$ 13,523	$ 4,687	$ 7,402		$ 0		**$ 6,231**
45 - 49	1	4	2	3				**10**
Avg. Benefit	$ 1,614	$ 7,779	$ 16,708	$ 4,033				**$ 7,824**
50 - 54		3	5	1				**9**
Avg. Benefit		$ 7,497	$ 15,568	$ 22,758				**$ 13,677**
55 - 59	1	5	4	2	4	1		**17**
Avg. Benefit	$ 12,872	$ 21,613	$ 21,224	$ 14,612	$ 7,812	$ 19,255		**$ 16,798**
60 - 64	2	8	7	2	2	3	1	**25**
Avg. Benefit	$ 12,086	$ 27,148	$ 13,367	$ 20,403	$ 15,365	$ 6,794	$ 17,910	**$ 17,790**
65 - 69	4	19	15	10	8	3	2	**61**
Avg. Benefit	$ 20,633	$ 21,306	$ 19,018	$ 20,878	$ 16,533	$ 12,505	$ 7,950	**$ 19,133**
70 - 74	6	24	12	5	7	9	3	**66**
Avg. Benefit	$ 15,341	$ 20,328	$ 20,864	$ 8,999	$ 15,593	$ 18,629	$ 9,549	**$ 17,890**
75 - 79	6	10	9	5	11	4	4	**49**
Avg. Benefit	$ 18,254	$ 10,903	$ 20,237	$ 21,564	$ 18,434	$ 13,071	$ 16,032	**$ 16,892**
80 - 84	1	11		4	2	3	3	**24**
Avg. Benefit	$ 2,913	$ 22,897		$ 24,252	$ 22,090	$ 28,076	$ 14,761	**$ 21,853**
85 - 89	3	4	2	2	4	2	1	**18**
Avg. Benefit	$ 22,392	$ 23,271	$ 23,639	$ 41,504	$ 19,914	$ 3,805	$ 12,034	**$ 21,658**
90+		4	2	2		1		**9**
Avg. Benefit		$ 25,096	$ 49,173	$ 23,504		$ 18,333		**$ 29,341**
Total	**25**	**95**	**70**	**37**	**38**	**27**	**14**	**306**
Avg. Benefit	**$ 16,032**	**$ 19,647**	**$ 17,277**	**$ 18,943**	**$ 16,579**	**$ 15,084**	**$ 13,064**	**$ 17,640**

In each cell, the top number is the count of survivors for the age/years since death combination and the bottom number is the average annual benefit amount.

Membership Data

Distribution of Disability Retirements

	Years Disabled as of June 30, 2023							
Age	**<1**	**1 - 4**	**5 - 9**	**10 - 14**	**15 - 19**	**20 - 24**	**25+**	**Total**
< 45	8	6	5	3				**22**
Avg. Benefit	$ 16,436	$ 25,253	$ 15,246	$ 16,808				**$ 18,621**
45 - 49	2	9	4	4	1	1		**21**
Avg. Benefit	$ 28,439	$ 23,174	$ 24,330	$ 17,706	$ 18,921	$ 18,484		**$ 22,428**
50 - 54	2	18	8	10	9	8	1	**56**
Avg. Benefit	$ 16,682	$ 26,762	$ 21,824	$ 18,866	$ 17,141	$ 22,907	$ 25,223	**$ 22,162**
55 - 59	1	12	16	8	11	6	1	**55**
Avg. Benefit	$ 27,399	$ 21,062	$ 24,904	$ 20,777	$ 23,970	$ 18,845	$ 35,214	**$ 22,851**
60 - 64		7	18	15	10	7	6	**63**
Avg. Benefit		$ 14,337	$ 17,133	$ 26,396	$ 20,551	$ 20,711	$ 29,572	**$ 21,153**
65 - 69		4	6	15	14	10	5	**54**
Avg. Benefit		$ 13,553	$ 12,830	$ 20,202	$ 23,930	$ 24,609	$ 20,143	**$ 20,668**
70 - 74			5	6	13	14	5	**43**
Avg. Benefit			$ 20,037	$ 22,015	$ 22,185	$ 22,220	$ 25,623	**$ 22,323**
75+				2	5	10	4	**21**
Avg. Benefit				$ 21,015	$ 21,414	$ 22,321	$ 28,293	**$ 23,118**
Total	**13**	**56**	**62**	**63**	**63**	**56**	**22**	**335**
Avg. Benefit	**$ 19,164**	**$ 22,305**	**$ 19,874**	**$ 21,416**	**$ 21,791**	**$ 22,146**	**$ 26,358**	**$ 21,709**

In each cell, the top number is the count of disabled participants for the age/years since disability combination and the bottom number is the average annual benefit amount.

Membership Data

Reconciliation of Members

		Terminated		Recipients			
	Actives	Deferred Retirement	Other Non-Vested	Service Retirement	Disability Retirement	Survivor	Total
Members on 7/1/2022	**4,420**	**1,475**	**1,169**	**3,294**	**330**	**290**	**10,978**
New members	611						**611**
Return to active	34	(24)	(10)	0	0	0	**0**
Terminated non-vested	(215)	0	215	0	0	0	**0**
Service retirements	(153)	(47)	0	200	0	0	**0**
Terminated deferred	(138)	138	0	0	0	0	**0**
Terminated refund/transfer	(116)	(13)	(167)	0	0	0	**(296)**
Deaths	(7)	(1)	(5)	(58)	(9)	(5)	**(85)**
New beneficiary	0	0	0	0	0	22	**22**
Disabled	(10)	0	0	0	10	0	**0**
Unexpected status changes	0	16	107	12	4	(1)	**138**
Net change	6	69	140	154	5	16	**390**
Members on 6/30/2023	**4,426**	**1,544**	**1,309**	**3,448**	**335**	**306**	**11,368**

Active Member Statistics	**Total**
Number	4,426
Average age	41.8
Average service	9.3
Average salary	$ 69,543

Terminated Member Statistics	**Deferred Retirement**	**Other Non-Vested**	**Total**
Number	1,544	1,309	2,853
Average age	47.1	37.0	42.5
Average service	6.2	1.3	4.0
Average annual benefit, with augmentation to December 31, 2018 and 17% CSA load	$ 11,503	N/A	$ 11,503
Average refund value, with 17% CSA load (6% for non-vested members)	$ 39,026	$ 6,915	$ 24,293

Retiree & Survivor Member Statistics	**Service Retirees**	**Disabled Retirees**	**Survivors**	**Total**
Number	3,448	335	306	4,089
Average age	67.5	60.4	68.6	67.0
Average annual benefit	$ 23,928	$ 21,709	$ 17,640	$ 23,276

Development of Costs

Actuarial Valuation Balance Sheet *(Dollars in Thousands)*

The actuarial balance sheet is based on the principle that the long-term projected benefit obligations of the plan should be ideally equal to the long-term resources available to fund those obligations. A Projected Benefit Funding Ratio less than 100% indicates that contributions are insufficient. The resources available to meet projected obligations for current members consist of current fund assets plus the present value of anticipated future contributions intended to fund benefits for current members. In the exhibit below, B.2 is the estimated present value of contributions to fund the normal cost rate for current members until their respective termination dates. Per the LCPR Standards for Actuarial Work, item B.1. is the present value of the total 28.45% statutory contribution net of normal cost and anticipated plan expenses during the period from the valuation date to the statutory unfunded amortization date plus the one-time $10.4 million direct State aid payable in October 2023. Item D., Current Benefit Obligations, is the liability based on current service and projected compensation (the Entry Age Normal cost method is used to determine liabilities and contributions elsewhere in the report).

The contributions made in excess of amounts required for current benefit payments are accumulated as a reserve to help meet benefit payments in later years. It is this reserve system which permits the establishment of a level rate of contribution each year.

				June 30, 2023
A. Actuarial Value of Assets				$ 1,607,642
B. Expected Future Assets				
1. Present value of expected future statutory supplemental contributions				552,666
2. Present value of future normal cost contributions				410,709
3. Total expected future assets: *(1.) + (2.)*				$ 963,375
C. Total Current and Expected Future Assets				2,571,017
D. Current Benefit Obligations*				
1. Benefit recipients	**Non-Vested**	**Vested**	**Total**	
a. Service retirements	$ -	$ 990,247	$ 990,247	
b. Disability retirements	-	92,384	92,384	
c. Survivors	-	55,416	55,416	
2. Deferred retirements	-	164,213	164,213	
3. Former members without vested rights**	5,143	-	5,143	
4. Active members	56,648	661,173	717,821	
5. Total Current Benefit Obligations	$ 61,791	$ 1,963,433	$ 2,025,224	
E. Expected Future Benefit Obligations				519,577
F. Total Current and Expected Future Benefit Obligations***				2,544,801
G. Unfunded Current Benefit Obligations: *(D.5.) - (A.)*				417,582
H. Unfunded Current and Future Benefit Obligations: *(F.) - (C.)*				(26,216)
I. Accrued Benefit Funding Ratio: *(A.)/(D.5.)*				79.38%
J. Projected Benefit Funding Ratio: *(C.)/(F.)*				101.03%

* *Present value of credited projected benefits (projected compensation, current service).*

** *Former members who have not satisfied vesting requirements and have not collected a refund of member contributions as of the valuation date.*

*** *Present value of projected benefits (projected compensation, projected service).*

Development of Costs

Determination of Unfunded Actuarial Accrued Liability and Supplemental Contribution Rate *(Dollars in Thousands)*

	Actuarial Present Value of Projected Benefits	Actuarial Present Value of Future Normal Costs	Actuarial Accrued Liability
A. Determination of Actuarial Accrued Liability (AAL)			
1. Active members			
a. Retirement annuities	$ 1,088,538	$ 287,761	$ 800,777
b. Disability benefits	66,107	40,740	25,367
c. Survivor's benefits	10,718	3,587	7,131
d. Deferred retirements	65,245	55,963	9,282
e. Refunds*	6,790	22,658	(15,868)
f. Total	$ 1,237,398	$ 410,709	$ 826,689
2. Deferred retirements	164,213	-	164,213
3. Former members without vested rights	5,143	-	5,143
4. Benefit recipients	1,138,047	-	1,138,047
5. Total	$ 2,544,801	$ 410,709	$ 2,134,092

B. Determination of Unfunded Actuarial Accrued Liability (UAAL)		
1. Actuarial accrued liability	$	2,134,092
2. Current assets (AVA)		1,607,642
3. Unfunded actuarial accrued liability	$	526,450
C. Determination of Supplemental Contribution Rate**		
1. Present value of future payrolls through the amortization date of June 30, 2048	$	5,110,460
2. Supplemental contribution rate: *(B.3.) / (C.1.)*		10.30% ***

* *Includes non-vested refunds and non-married survivor benefits only.*

** *The amortization of the Unfunded Actuarial Accrued Liability (UAAL) using the current amortization method results in initial payments less than the "interest only" payment on the UAAL. Payments less than the interest only amount will result in the UAAL increasing for an initial period of time.*

*** *The amortization factor as of July 1, 2023 is 15.83897.*

Development of Costs

Changes in Unfunded Actuarial Accrued Liability (UAAL)
(Dollars in Thousands)

	Year Ending June 30, 2023		
	Actuarial Accrued Liability	Current Assets	Unfunded Actuarial Accrued Liability
A. Values at beginning of year	$ 1,878,449	$ 1,498,885	$ 379,564
B. Changes due to interest requirements and current rate of funding			
1. Normal cost, including expenses	48,356	-	48,356
2. Benefit payments	(96,208)	(96,208)	-
3. Contributions	-	88,364	(88,364)
4. Interest on A., B.1., B.2. and B.3.	139,089	112,122	26,967
5. Total *(B.1. + B.2. + B.3. + B.4.)*	$ 91,237	$ 104,278	$ (13,041)
C. Expected values at end of year *(A. + B.5.)*	$ 1,969,686	$ 1,603,163	$ 366,523
D. Increase (decrease) due to actuarial losses (gains) because of experience deviations from expected			
1. Age and service retirements			4,893
2. Disability retirements			(390)
3. Death-in-service benefits			(187)
4. Withdrawals			(2,428)
5. Salary increases			27,227
6. Investment income			(4,479)
7. Mortality of annuitants			(1,192)
8. Other items			762
9. Total			$ 24,206
E. Unfunded actuarial accrued liability at end of year before plan amendments and changes in actuarial assumptions *(C. + D.9.)*			$ 390,729
F. Change in unfunded actuarial accrued liability due to changes in plan provisions			950
G. Change in unfunded actuarial accrued liability due to changes in actuarial assumptions			134,771
H. Change in unfunded actuarial accrued liability due to changes in actuarial methods			-
I. Unfunded actuarial accrued liability at end of year *(E. + F. + G. + H.)**			526,450

** The unfunded actuarial accrued liability on a market value of assets basis is $538,462.*

Development of Costs

Determination of Contribution Sufficiency/(Deficiency) *(Dollars in Thousands)*

The required contribution is defined in Minnesota Statutes as the sum of normal cost, a supplemental contribution to amortize the UAAL, and an allowance for expenses. The dollar amounts shown are for illustrative purposes and equal percent of payroll multiplied by projected annual payroll.

	Percent of Payroll	Dollar Amount
A. Statutory contributions - Chapter 352		
1. Employee contributions	9.60%	$ 30,974
2. Employer contributions	14.40%	46,462
3. Employer supplemental contributions	4.45%	14,358
4. One-time direct State Aid	3.24%	10,446
5. Total	31.69%	$ 102,240
B. Required contributions - Chapter 356		
1. Normal cost		
a. Retirement benefits	12.39%	$ 39,976
b. Disability benefits	1.82%	5,872
c. Survivors	0.15%	484
d. Deferred retirement benefits	2.19%	7,066
e. Refunds*	0.97%	3,130
f. Total	17.52%	$ 56,528
2. Supplemental contribution amortization of Unfunded Actuarial Accrued Liability by June 30, 2048	10.30%	$ 33,233
3. Allowance for expenses	0.32%	$ 1,032
4. Total	28.14% **	$ 90,793
C. Contribution sufficiency/(deficiency) *(A.5. - B.4.)*	3.55% ***	$ 11,447

Note: Projected annual payroll for fiscal year beginning on the valuation date: $322,651 (determined by increasing reported pay for each member by one full year's assumed pay increase according to the actuarial salary scale, as prescribed by the LCPR Standards for Actuarial Work).

* *Includes non-vested refunds and non-married survivor benefits only.*
** *The required contribution on a market value of assets basis is 28.38 % of payroll.*
*** *If the $10.4 million in one-time direct State aid were reflected as an offset to the actuarial accrued liability, the required contribution would be 27.94% of payroll and the contribution sufficiency would be 0.51% of payroll.*

Actuarial Basis

Actuarial Methods

All actuarial methods are prescribed by Minnesota Statutes, the Legislative Commission on Pensions and Retirement, or the MSRS Board of Directors. Different methodologies may also be reasonable and results based on other methodologies would be different.

Actuarial Cost Method

Actuarial accrued liability and required contributions in this report are computed using the Entry Age Normal Cost method. This method is prescribed by Minnesota Statute. Under this method, a normal cost is developed by amortizing the actuarial value of benefits expected to be received by each active participant (as a level percentage of pay) over the total working lifetime of that participant, from hire to termination. Age as of the valuation date was calculated based on the dates of birth provided by the Fund. Entry age for valuation purposes was calculated as the age on the valuation date minus the provided years of service on the valuation date.

To the extent that current assets and future normal costs do not support participants' expected future benefits, an Unfunded Actuarial Accrued Liability ("UAAL") develops. The UAAL is amortized over the statutory amortization period using level percent of payroll assuming payroll increases. The total contribution developed under this method is the sum of normal cost, expenses, and the payment toward the UAAL.

Funding Objective

The fundamental financing objective of the Fund is to establish contribution rates which, when expressed as a percentage of active member payroll, will remain approximately level from generation to generation and meet the required deadline for full funding.

Asset Valuation Method

The assets are valued based on a five-year moving average of expected and market values (five-year average actuarial value) determined as follows:

- At the end of each plan year, an average asset value is calculated as the average of the market asset value at the beginning and end of the fiscal year net of investment income for the fiscal year;
- The investment gain or (loss) is taken as the excess of actual investment income over the expected investment income based on the average asset value as calculated above;
- The investment gain or (loss) so determined is recognized over five years at 20% per year; and
- The asset value is the sum of the market asset value plus the scheduled recognition of investment gains or (losses) during the current and the preceding four fiscal years.

Note: The term "market value" can be used interchangeably with the term "fair value."

Actuarial Basis

Actuarial Methods (Concluded)

Payment on the Unfunded Actuarial Accrued Liability

Payment equals a level percentage of payroll each year to the statutory amortization date of June 30, 2048 assuming payroll increases of 3.00% per annum. If there is a negative Unfunded Actuarial Accrued Liability, the surplus amount is amortized over 30 years as a level percentage of payroll. If the unfunded liability increases due to changes in benefits, assumptions, or methods, the statutory amortization date may be extended (not to exceed 30 years).

As required by the Standards for Actuarial Work, projected payroll is 1) determined by increasing reported payroll for each member by one full year's assumed pay increase according to the actuarial salary scale and 2) multiplied by 0.964 in the determination of the present value of future payroll to account for timing differences. This statutory method produces a required contribution that is similar to, but slightly below, the contribution that would be produced by more common actuarial methods.

Changes in Methods since Prior Valuation

There have been no changes in actuarial methods since the prior valuation.

Actuarial Basis

Summary of Actuarial Assumptions

The following assumptions were used in valuing the liabilities and benefits under the plan. All actuarial assumptions are prescribed by Minnesota Statutes, the Legislative Commission on Pensions and Retirement (LCPR), or the MSRS Board of Directors. These parties are responsible for selecting the assumptions used for this valuation. The assumptions are based on the experience study dated June 30, 2020 and a review of inflation and investment assumptions included in the State Employees Retirement Fund Experience Study report dated June 29, 2023. The Allowance for Combined Service Annuity assumptions are based on an analysis completed by the LCPR actuary and documented in a report dated October 2016.

Investment return	7.00% per annum (prescribed by Minnesota Statutes).
Salary increases	Reported salary at valuation date increased according to the rate table, to current fiscal year and annually for each future year. Prior fiscal year salary is annualized for members with less than one year of service.
Inflation	2.25% per year.
Payroll growth	3.00% per year.
Mortality rates	
Healthy pre-retirement	Pub-2010 General Employee Mortality Table adjusted for mortality improvements using mortality improvement Scale MP-2019.
Healthy post-retirement	Pub-2010 General Retired Mortality Table adjusted for mortality improvements using mortality improvement Scale MP-2019.
Disabled	Pub-2010 General Disabled Mortality Table adjusted for mortality improvements using mortality improvement Scale MP-2019.
Notes	The Pub-2010 employee mortality table as published by the Society of Actuaries (SOA) contains mortality rates for ages 18 to 80 and the annuitant mortality table contains mortality rates for ages 50 to 120. We have extended the annuitant mortality table as needed for members younger than age 50 who are receiving a benefit by deriving rates based on the employee table and the juvenile table. Similarly, we have extended the employee table as needed for members older than age 80 by deriving rates based on the annuitant table.
Retirement	Members retiring from active status are assumed to retire according to the age-related rates shown in the rate table. Members who have attained the highest assumed retirement age are assumed to retire in one year.
Withdrawal	Service-related rates are based on experience; see table of sample rates.
Disability	Age-related rates based on experience; see table of sample rates. All incidences are assumed to be duty-related.

Actuarial Basis

Summary of Actuarial Assumptions (Continued)

Allowance for combined service annuity	Liabilities for former members are increased by 17.0% for vested members and 6.0% for non-vested members to account for the effect of some participants having eligibility for a Combined Service Annuity.
Administrative expenses	Prior year administrative expenses expressed as a percentage of prior year projected payroll.
Refund of contributions	For non-vested members, account balances accumulate interest until the assumed commencement date and are discounted back to the valuation date. Active members decrementing after becoming eligible for a benefit are assumed to take the contributions accumulated with interest if larger than the value of the benefit.
Commencement of deferred benefits	Members receiving deferred annuities (including current terminated deferred members) are assumed to begin receiving benefits at age 55.
Percentage married	75% of active male members are assumed to be married and 60% of active female members are assumed to be married. Actual marital status is used for members in payment status.
Age of spouse	Females are assumed to be two years younger than their male spouses.
Form of payment	Married members retiring from active status are assumed to elect the subsidized Joint and Survivor form of annuity as follows: Males: 12.5% elect 50% Joint & Survivor option 12.5% elect 75% Joint & Survivor option 65.0% elect 100% Joint & Survivor option Females: 15.0% elect 50% Joint & Survivor option 10.0% elect 75% Joint & Survivor option 50.0% elect 100% Joint & Survivor option Remaining members and unmarried members are assumed to elect the Straight Life option. Members receiving deferred annuities (including current terminated deferred members) are assumed to elect a straight life annuity, except that current terminated deferred members who terminated prior to July 1, 1997, are assumed to receive the Level Social Security option to age 62.
Eligibility testing	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.

Actuarial Basis

Summary of Actuarial Assumptions (Continued)

Decrement operation	Withdrawal decrements do not operate during retirement eligibility. Decrements are assumed to occur mid-fiscal year.
Service credit accruals	It is assumed that members accrue one year of service credit per year.
Benefit service	Exact fractional service is used to determine the amount of benefit payable.
Pay increases	Pay increases are assumed to happen at the beginning of the fiscal year. This is equivalent to assuming that reported earnings are pensionable earnings for the year ending on the valuation date.
Final average salary	For present value of future benefit purposes, final average salary was calculated in accordance with pay increase assumptions, but was not permitted to fall below the final average salary reported in the data.
Unknown data for certain members	To prepare this report, GRS has used and relied on participant data supplied by the Fund. Although GRS has reviewed the data in accordance with Actuarial Standards of Practice No. 23, GRS has not verified or audited any of the data or information provided. In cases where submitted data was missing or incomplete, the following assumptions were applied: <u>Data for active members</u>: There were 68 members reported with zero or invalid salary. We used prior year salary (52 members), if available, otherwise, high five salary with a 10% load to account for salary increases (10 members). If neither pay or high five salary was available, we assumed a value of $45,000 (6 members). There were 2 members reported with zero or negative service. Due to the small number of members with zero service, and based on direction from MSRS, we used service of 0 years for these members. There were 53 members reported without a gender and 0 members reported with an invalid date of birth. We assumed members are male. <u>Data for terminated members</u>: There were no members reported with missing or invalid gender or birth dates. There were 36 members reported without a benefit. If available, we calculated benefits for these members using the reported Average Salary, Credited Service and Termination Date provided. If Average Salary was not reported (14 members), we assumed a value of $45,000. There were 0 members reported without Credited Service and 0 members reported without a Termination Date.

Actuarial Basis

Summary of Actuarial Assumptions (Continued)

Unknown data for certain members (Concluded)	Data for members receiving benefits: There were 7 members reported with a missing gender. We assumed male gender for retirees and female gender for survivors. There were 0 members reported with a missing or invalid birth date. There were no survivors reported on the data file with an expired benefit. There were 6 members reported without a benefit. Due to the small number of members with missing benefits, we made no adjustment to the reported data for members receiving benefits. There was 1 retiree reported with a survivor option and a survivor date of death. We assumed no benefit was payable to the survivor, and the member benefit already reflected the "pop-up," if any. There were 23 retirees reported with a bounceback annuity and an unreasonable reduction factor. A factor of 0.80, 0.85 and 0.90 was assumed for the 100%, 75% and 50% joint and survivor annuity, respectively. There are 4 retirees reported with an accelerated benefit election, are younger than the accelerated age, and are missing accelerated benefit amount and end date. Due to the small number of affected members, we did not modify the valuation data. There were retired members reported with a survivor option and an invalid or missing survivor gender (357 members) and/or survivor date of birth (300 members). We used the valuation assumptions if the survivor gender or date of birth was missing or invalid.
Changes in actuarial assumptions since the prior valuation	The statutory investment return rate was changed from 7.50% to 7.00%.

Actuarial Basis

Summary of Actuarial Assumptions (Continued)

Age in 2023	Percentage of Members Dying Each Year*					
	Healthy Post-Retirement Mortality**		Healthy Pre-Retirement Mortality**		Disability Mortality**	
	Male	Female	Male	Female	Male	Female
20	0.04%	0.01%	0.04%	0.01%	0.44%	0.26%
25	0.03	0.01	0.03	0.01	0.34	0.21
30	0.05	0.02	0.05	0.02	0.51	0.36
35	0.07	0.03	0.07	0.03	0.69	0.56
40	0.09	0.04	0.09	0.04	0.85	0.76
45	0.12	0.07	0.10	0.06	1.06	0.99
50	0.28	0.21	0.14	0.08	1.50	1.41
55	0.41	0.29	0.21	0.13	2.03	1.80
60	0.63	0.41	0.33	0.20	2.57	2.07
65	0.91	0.59	0.47	0.29	3.05	2.18
70	1.41	0.95	0.65	0.44	3.62	2.56
75	2.39	1.68	0.98	0.72	4.64	3.56
80	4.28	3.09	1.55	1.22	6.59	5.52
85	7.84	5.83	6.59	5.01	9.87	8.76
90	13.58	10.85	13.58	10.85	15.04	12.91

* *Generally, mortality rates are expected to increase as age increases (with the exception of young ages, where expected mortality may decrease as age increases). In cases where the application of the projection scale would reverse the nature of this trend, standard mortality rates have been adjusted slightly. The adjustment has no material effect on results.*

** *Rates are adjusted for mortality improvements using Scale MP-2019 from a base year of 2010.*

Age	Percent of Members Decrementing Each Year	
	Disability Retirement	
	Male	Female
20	0.05%	0.05%
25	0.08	0.08
30	0.11	0.11
35	0.15	0.15
40	0.22	0.22
45	0.28	0.28
50	0.38	0.38
55	0.70	0.70
60	0.70	0.70
65	0.70	0.70
70	0.70	0.70

Actuarial Basis

Summary of Actuarial Assumptions (Concluded)

Age	Percent Retiring	Salary Scale		Percent of Members Terminating (Withdrawing) Each Year		
		Year	Increase	Year	Males	Females
50	4%	1	11.50%	1	20.00%	25.00%
51	3	2	7.00	2	15.00	15.00
52	3	3	5.00	3	10.00	15.00
53	3	4	5.00	4	10.00	15.00
54	3	5	4.75	5	8.50	12.50
55	50	6	4.75	6	7.75	10.00
56	30	7	4.75	7	6.75	10.00
57	15	8	4.75	8	5.50	10.00
58	15	9	4.50	9	5.00	10.00
59	15	10	4.50	10	2.75	7.50
60	15	11	4.50	11	2.75	7.25
61	15	12	4.50	12	2.50	7.00
62	30	13	4.25	13	2.25	5.00
63	30	14	4.00	14	2.25	5.00
64	15	15	3.75	15	2.00	4.00
65	30	16	3.75	16	2.00	4.00
66	30	17	3.75	17	2.00	4.00
67	25	18	3.50	18	1.50	4.00
68	25	19	3.50	19	1.25	3.00
69	25	20	3.50	20	1.00	3.00
70+	100	21	3.25	21	1.00	2.50
		22	3.25	22	1.00	2.25
		23	3.25	23	1.00	1.50
		24	3.25	24	1.00	0.75
		25+	3.00	25+	0.00	0.00

Actuarial Basis

Summary of Plan Provisions

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

Plan year	July 1 through June 30.
Eligibility	State employees in covered Correctional service. Certain state employees with 75 percent working time spent in direct contact with inmates or patients are also eligible.
Contributions	Shown as a percent of salary:

Effective as of	Member	Regular Employer	Supplemental Employer	Total
July 1, 2021	9.60%	14.40%	4.45%	28.45%

Supplemental employer contribution remains in effect until the plan is 100% funded on a market value of assets basis for a minimum of three consecutive years.

Member contributions are "picked up" according to the provisions of Internal Revenue Code 414(h).

An additional one-time direct State aid payment of $10,446,018, payable October 1, 2023.

Allowable service	Service during which member contributions were made. May also include certain leave of absence, military service and periods while temporary Worker's Compensation is paid.	
Salary	Includes wages, allowances and fees. Excludes lump sum payments of separation and reduced salary while receiving Worker's Compensation benefits.	
Average salary	Average of the five highest successive years of Salary. Average Salary is based on all Allowable Service if less than five years.	
Vesting	Hired before July 1, 2010:	100% vested after 3 years of Allowable Service.
	Hired after June 30, 2010:	50% vested after 5 years of Allowable Service; 60% vested after 6 years of Allowable Service; 70% vested after 7 years of Allowable Service; 80% vested after 8 years of Allowable Service; 90% vested after 9 years of Allowable Service; and 100% vested after 10 years of Allowable Service.

Actuarial Basis

Summary of Plan Provisions (Continued)

Retirement	
Normal retirement benefit	
Age/Service requirement	Age 55 and at least partially vested. Proportionate Retirement Annuity is available at age 65 and one year of Allowable Service.
Amount	2.40% (2.20% if first hired after June 30, 2010) of Average Salary for each year of Allowable Service, pro-rata for completed months, adjusted for partial vesting if applicable.
Early retirement	
Age/Service requirement	Age 50 and vested.
Amount	Normal Retirement Benefit based on Allowable Service and Average Salary at retirement date reduced by 5/12% (2/10% if hired before July 1, 2010 and retired before July 1, 2015) per month for each month that the member is under age 55.
Form of payment	Life annuity. Actuarially equivalent options are: 50%, 75%, or 100% Joint and Survivor, or 15-year certain. If a Joint and Survivor benefit is elected and the beneficiary predeceases the annuitant, the annuitant's benefit increases to the Life Annuity amount. This "bounce back" is subsidized by the plan.
Benefit increases	1.50% per year. A benefit recipient who has been receiving a benefit for at least 12 full months as of the June 30 of the calendar year immediately before the adjustment will receive a full increase. Members receiving benefits for at least one month but less than 12 full months as of the June 30 of the calendar year immediately before the adjustment will receive a pro rata increase. An additional one-time, non-compounding benefit increase of 1.00%, payable for calendar year 2024 in a lump sum by March 31, 2024, to benefit recipients who have been receiving a benefit for at least 12 full months as of June 30, 2023.
Disability	
Duty Disability	
Age/Service requirement	Physically or mentally unable to perform normal job duties as a direct result of a disability relating to an incident while performing the duties of the job which present inherent dangers to the employee. Members who become disabled after June 30, 2009, will have disability benefits converted to retirement benefits at age 55 instead of age 65.
Amount	50.00% of Average Salary plus 2.40% (2.20% if first hired after June 30, 2010) of Average Salary for each year in excess of 20 years and 10 months of Allowable Service (pro rata for completed months).

Actuarial Basis

Summary of Plan Provisions (Continued)

Disability (Continued)	
Duty Disability (Continued)	
Amount (Continued)	Payment begins at disability and ends at age 55 (age 65 if disabled prior to July 1, 2009) or the five-year anniversary of the effective date of the disability benefit, whichever is later. Payments stop earlier if disability ceases or death occurs. Benefits may be paid upon re-employment but salary plus benefit cannot exceed current salary of position held at time of disability. Member is reclassified from disabled to retired at age 55 (age 65 if disabled prior to July 1, 2009). Optional amount continues. Otherwise, normal retirement benefit equal to the disability benefit paid, or an actuarially equivalent option.
Regular Disability	
Age/Service requirement	At least one year of covered Correctional service for employees hired before July 1, 2009, or a vested Correctional employee hired after June 30, 2009, and the employee is determined to have a regular disability not related to an incident while performing the duties of the job.
Amount	Normal retirement benefit based on covered Correctional service (minimum of 15 years if hired prior to July 1, 2009) and Average Salary at disability. Payment begins at disability and ends at age 55 (age 65 if disabled prior to July 1, 2009) or the five-year anniversary of the effective date of the disability benefit, whichever is later. Payments stop earlier if disability ceases or death occurs. Benefits may be paid upon re-employment but salary plus benefit cannot exceed current salary of position held at time of disability. Member is reclassified from disabled to retired at age 55 (age 65 if disabled prior to July 1, 2009). Optional amount continues. Otherwise, normal retirement benefit equal to the disability benefit paid, or an actuarially equivalent option.
Benefit Increases	Same as for retirement.
Death	
Surviving spouse benefit	
Age/Service requirement	Member at any age or former member age 50 or older who dies before retirement or disability benefit commences and was vested. If a former member dies before age 55 and has less than 30 years of Allowable Service, benefits commence when the former member would have been age 55. If an active member dies, benefits may commence immediately, regardless of age.

Actuarial Basis

Summary of Plan Provisions (Continued)

Death (Continued)	
Surviving spouse benefit (Concluded)	
Amount	Surviving spouse receives the 100% Joint and Survivor benefits using the Normal Retirement formula above. If commencement is prior to age 55, the appropriate early retirement formula described above applies except that one-half the monthly reduction factor is used from age 50 to the commencement age and the Rule of 90 does not apply. In lieu of this benefit, the surviving spouse may elect a refund of member contributions with interest or an actuarially equivalent term certain annuity (lump sum payable to estate at death).
Benefit increases	Same as for retirement.
Surviving dependent children's benefit	
Age/service requirement	If no surviving spouse, all children (biological or adopted) below age 20 who are dependent for more than half of their support on deceased member.
Amount	Actuarially equivalent to surviving spouse 100% Joint and Survivor annuity payable to the later of age 20 or five years. The amount is to be proportionally divided among surviving children.
Benefit increases	Same as for retirement.
Refund of contributions with interest	
Age/service requirement	Active employee dies and survivor benefits are not payable or a former employee dies before annuity begins. If accumulated member contributions with interest exceed total payments to the surviving spouse and children, then the remainder is paid out.
Amount	Member's contributions with 6.00% interest through June 30, 2011. Beginning July 1, 2011, a member's contributions increase with 4.00% interest. Beginning July 1, 2018, member contributions increase with 3.00% interest.
Termination	
Refund of contributions	
Age/Service requirement	Termination of state service.
Amount	Member's contributions with 6.00% interest through June 30, 2011. Beginning July 1, 2011, a member's contributions increase with 4.00% interest. Beginning July 1, 2018, member contributions increase with 3.00% interest. If a member is vested, a deferred annuity may be elected in lieu of a refund.

Actuarial Basis

Summary of Plan Provisions (Continued)

Termination (Continued)	
Deferred benefit	
Age/service requirement	Partially or fully vested.
Amount	Benefit computed under law in effect at termination and increased by the following annual augmentation percentage: (a.) 0.00% before July 1, 1971; (b.) 5.00% from July 1, 1971, to January 1, 1981; (c.) 3.00% thereafter (2.50% if hired after June 30, 2006) until January 1 of the year following attainment of age 55 or January 1, 2012, whichever is earlier; (d.) 5.00% thereafter until the annuity begins (2.50% if hired after June 30, 2006), but before January 1, 2012; (e.) 2.00% from January 1, 2012 to December 31, 2018; and (f.) 0.00% thereafter. Amount is payable at normal or early retirement.
Optional form conversion factors	Actuarially equivalent factors based on the RP-2014 mortality table for healthy annuitants for a member turning age 56 in 2021, reflecting projected mortality improvements using Scale MP-2017, white collar adjustment, male rates set forward two years, female rates set forward one year, blended 70% males, 5.91% post-retirement interest, and 7.50% pre-retirement interest. Reflecting statutory requirements, joint and survivor factors are based on an interest assumption of 6.50%.
Combined service annuity	Members are eligible for combined service benefits if they: (a.) Have sufficient allowable service in total that equals or exceeds the applicable service credit vesting requirement of the retirement plan with the longest applicable service credit vesting requirement; (b.) Have at least six months of allowable service credit in each plan worked under; and (c.) Are not in receipt of a benefit from another plan, or have applied for benefits with an effective date within one year. Members who meet the above requirements must have their benefit based on the following: (a.) Allowable service in all covered plans are combined in order to determine eligibility for early retirement. (b.) Average salary is based on the high five consecutive years during their entire service in all covered plans.

Actuarial Basis

Summary of Plan Provisions (Concluded)

Changes in plan provisions	Supplemental employer contributions will continue until the Plan is fully funded for a minimum of three consecutive years on a market value of assets basis. These contributions were previously due to expire upon attainment of fully funded status on a market value of assets basis. An additional one-time direct State aid contribution of $10.4 million will be contributed to the Plan on October 1, 2023. A one-time, non-compounding benefit increase of 1.00% will be payable in a lump sum for calendar year 2024 by March 31, 2024.

Additional Schedules

Schedule of Funding Progress[1] *(Dollars in Thousands)*

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded (Overfunded) AAL (UAAL) (b) - (a)	Funded Ratio (a)/(b)	Actual Covered Payroll (Previous FY) (c)	UAAL as a Percentage of Covered Payroll [(b)-(a)]/(c)
7-1-1994	$ 148,163	$ 152,702	$ 4,539	97.03%	$ 54,673	8.30 %
7-1-1995	165,427	153,491	(11,936)	107.78	66,939	(17.83)
7-1-1996	193,833	170,959	(22,874)	113.38	72,959	(31.35)
7-1-1997	241,916	212,638	(29,278)	113.77	112,408	(26.05)
7-1-1998	295,291	261,869	(33,422)	112.76	105,796	(31.59)
7-1-1999	335,408	307,408	(28,000)	109.11	106,131	(26.38)
7-1-2000	386,964	359,885	(27,079)	107.52	112,587	(24.05)
7-1-2001	431,134	398,633	(32,501)	108.15	120,947	(26.87)
7-1-2002	457,416	446,426	(10,990)	102.46	124,373	(8.84)
7-1-2003	470,716	484,974	14,258	97.06	131,328	10.86
7-1-2004	486,617	524,215	37,598	92.83	133,172	28.23
7-1-2005	503,573	546,118	42,545 [2]	92.21	132,335	32.15
7-1-2006	535,357	647,480	112,123	82.68	145,879	76.86
7-1-2007	559,852	708,292	148,440	79.04	167,727	88.50
7-1-2008	572,719	760,363	187,644	75.32	194,391	96.53
7-1-2009	590,399	821,250	230,851	71.89	193,445	119.34
7-1-2010	603,863	851,086	247,223	70.95	192,450	128.46
7-1-2011	637,027	907,012	269,985	70.23	197,702	136.56
7-1-2012	663,713	968,166	304,453	68.55	200,035 [3]	152.20
7-1-2013	701,091	1,026,098	325,007	68.33	204,198 [3]	159.16
7-1-2014	790,304	1,122,474	332,170	70.41	219,244 [3]	151.51
7-1-2015	878,624	1,239,258	360,634	70.90	231,440 [4]	155.82
7-1-2016	937,000	1,313,516	376,516	71.34	241,242 [4]	156.07
7-1-2017	1,013,173	1,414,443	401,270	71.63	248,879 [4]	161.23
7-1-2018	1,092,719	1,490,521	397,802	73.31	257,330 [4]	154.59
7-1-2019	1,160,399	1,579,374	418,975	73.47	267,563 [5]	156.59
7-1-2020	1,233,590	1,670,854	437,264	73.83	278,479 [5]	157.02
7-1-2021	1,380,410	1,770,998	390,588	77.95	282,667 [5]	138.18
7-1-2022	1,498,885	1,878,449	379,564	79.79	294,479 [5]	128.89
7-1-2023	1,607,642	2,134,092	526,450	75.33	310,865 [5]	169.35

[1] Information prior to 2012 provided by prior actuary. See prior reports for additional detail.
[2] Provided by MSRS instead of prior actuary.
[3] Assumed equal to actual member contributions divided by 8.60%.
[4] Assumed equal to actual member contributions divided by 9.10%.
[5] Assumed equal to actual member contributions divided by 9.60%.

Additional Schedules

Schedule of Contributions from the Employer and Other Contributing Entities[1] *(Dollars in Thousands)*

Plan Year Ended June 30	Actuarially Required Contribution Rate (a)	Actual Covered Payroll (b)	Actual Member Contributions (c)	Annual Required Contributions [(a)x(b)] - (c) = (d)	Actual Employer Contributions (e)	Percentage Contributed (e)/(d)
1994	10.97%	$ 54,673	$ 2,679	$ 3,319	$ 3,355	101.08%
1995	11.30	66,939	3,280	4,284	4,195	97.92
1996	11.11	72,959	3,575	4,531	4,559	100.62
1997	11.21	112,408	5,508	7,093	9,129	128.70
1998	12.49	105,796	5,954	7,260	8,146	112.20
1999	12.99	106,131	6,378	7,408	8,172	110.31
2000	13.66	112,587	6,526	8,853	8,984	101.48
2001	13.72	120,947	6,996	9,598	9,652	100.56
2002	13.81	124,373	7,207	9,969	9,925	99.56
2003	14.73	131,328	7,610	11,735	10,480	89.31
2004	15.83	133,172	7,748	13,333	10,627	79.71
2005	17.48	132,335	7,943	15,189	11,016	72.52
2006	17.71	145,879	8,964	16,871	12,152	72.03
2007	23.34	167,727	10,032	29,115	13,927	47.83
2008	24.44	194,391	12,775	34,734	18,623	53.62
2009	23.66	193,445	14,031	31,738	20,126	63.41
2010	24.85	192,450	15,267	32,557	21,988	67.54
2011	25.43	197,702	17,002	33,274	23,892	71.80
2012	26.00	200,035 [2]	17,203	34,806	24,188	69.49
2013	25.28	204,198 [2]	17,561	34,060	24,632	72.32
2014	26.11	219,244 [2]	18,855	38,390	26,468	68.95
2015	26.43	231,440 [3]	21,061	40,109	29,480	73.50
2016	27.41	241,242 [3]	21,953	44,171	30,678	69.45
2017	27.56	248,879 [3]	22,648	45,943	31,763	69.14
2018	28.40	257,330 [3]	23,417	49,665	32,893	66.23
2019	25.77	267,563 [4]	25,686	43,265	38,245	88.40
2020	26.02	278,479 [4]	26,734	45,726	43,658	95.48
2021	26.15	282,667 [4]	27,136	46,781	48,823	104.36
2022	24.75	294,479 [4]	28,270	44,614	55,104	123.51
2023	24.27	310,865 [4]	29,843	45,604	58,521	128.32
2024	28.14	N/A	N/A	N/A	N/A	N/A

[1] *Information prior to 2012 provided by prior actuary. See prior reports for additional detail.*
[2] *Assumed equal to actual member contributions divided by 8.60%.*
[3] *Assumed equal to actual member contributions divided by 9.10%.*
[4] *Assumed equal to actual member contributions divided by 9.60%.*

Glossary of Terms

Actual Covered Payroll (GASB)	The payroll of covered employees, which is typically only the pensionable pay (meets the statutory salary definition) and does not include pay above any pay cap.
Accrued Benefit Funding Ratio	The ratio of assets to Current Benefit Obligations.
Accrued Liability Funding Ratio	The ratio of assets to Actuarial Accrued Liability.
Actuarial Accrued Liability (AAL)	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
Actuarial Assumptions	Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members; and other items.
Actuarial Cost Method	A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of future Normal Costs and the Actuarial Accrued Liability.
Actuarial Equivalent	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
Actuarial Present Value (APV)	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
Actuarial Present Value of Projected Benefits	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, non-retired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial Valuation	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for developing and monitoring a retirement system's funding policy, such as the Funded Ratio and the Annual Required Contribution (ARC).
Actuarial Value of Assets	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially required contribution (ARC).

Glossary of Terms (Continued)

Amortization Method	A method for determining the Amortization Payment. Under the Level Percentage of Pay method, the Amortization payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. The stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.
Amortization Payment	That portion of the plan contribution or ARC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
Amortization Period	The period used in calculating the Amortization Payment.
Annual Required Contribution (ARC)	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ARC consists of the Employer Normal Cost and Amortization Payment.
Annual Valuation Earnings	Reported salary at valuation date annualized for members with less than one year of service earned during the year.
Augmentation	Annual increases to deferred benefits.
Closed Amortization Period	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example, if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
Current Benefit Obligations	The present value of benefits earned to the valuation date, based on current service and including future salary increases to retirement (comparable to a Projected Unit Credit measurement).
Employer Normal Cost	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Expected Assets	The present value of anticipated future contributions intended to fund benefits for current members.
Experience Gain/Loss	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience; e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, losses are the result of unfavorable experience; i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.
GASB	Governmental Accounting Standards Board

Glossary of Terms (Concluded)

GASB Statements No. 25 and No. 27	These are the governmental accounting standards that previously set the accounting and financial reporting rules for public retirement systems and the employers that sponsor or contribute to them. GASB Statement No. 27 sets the accounting and financial reporting rules for the employers that sponsor or contribute to public retirement systems, while GASB Statement No. 25 sets the rules for the systems themselves. These statements remain in effect only for pension plans that are not administered as trusts or equivalent arrangements. Please refer to the definition of GASB Statements No. 67 and No. 68 below.
GASB Statements No. 67 and No. 68	GASB Statements No. 67 and No. 68, issued in June 2012, replace the requirements of GASB Statements No. 25, No. 27 and No. 50, respectively, for pension plans administered as trusts. GASB Statement No. 68, effective for the fiscal year beginning July 1, 2014, sets the accounting and financial reporting rules for the employers that sponsor or contribute to public retirement systems, while GASB Statement No. 67, effective for the fiscal year beginning July 1, 2013, sets the rules for the systems themselves. Accounting and financial reporting rules information prepared according to GASB Statements No. 67 and No. 68 is provided in a separate report beginning with the June 30, 2014 actuarial valuation.
GASB Statement No. 82	GASB Statement No. 82, issued in March 2016, is an amendment to GASB Statements No. 67, No. 68, and No. 73, and is intended to improve consistency in the application of the accounting statements.
Normal Cost	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.
Projected Annual Earnings	Projected annual payroll for fiscal year beginning on the valuation date, determined by increasing reported pay for each member by one full year's assumed pay increase according to the actuarial salary scale, as prescribed by the LCPR Standards for Actuarial Work.
Projected Benefit Funding Ratio	The ratio of the sum of Actuarial Value of Assets and Expected Assets to the Actuarial Present Value of Projected Benefits. A Ratio less than 100% indicates that contributions are insufficient.
Unfunded Actuarial Accrued Liability	The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.
Valuation Date	The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.