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GASB STATEMENT NO. 68 REPORT

FOR THE

NEBRASKA PUBLIC EMPLOYEES

RETIREMENT SYSTEM

JUDGES RETIREMENT SYSTEM

PREPARED AS OF JUNE 30, 2014





Cavanaugh Macdonald

CONSULTING, LLC

The experience and dedication you deserve

September 17, 2015

Public Employees Retirement Board
Nebraska Public Employees Retirement Systems
Post Office Box 94816
Lincoln, NE 68509

Dear Members of the Board:

Presented in this report is information to assist the Nebraska Public Employees Retirement System in providing information required under the Governmental Accounting Standards Board (GASB) Statement No. 68 to the state of Nebraska for the Judges Retirement System. GASB Statement No. 68 establishes accounting and financial reporting requirements for governmental employers who provide pension benefits to their employees through a trust. This report, which has been prepared as of June 30, 2014, is intended for use in the State's financial reporting for fiscal year 2015.

The annual actuarial valuation used as a basis for much of the information presented in this report, including the Net Pension Liability/(Asset), was performed as of July 1, 2014. The valuation was based upon data, furnished by the Nebraska Public Employees Retirement System staff, concerning active, inactive and retired members along with pertinent financial information. This information was reviewed for completeness and internal consistency, but was not audited by us. The valuation results depend on the integrity of the data. If any of the information is inaccurate or incomplete, our results may be different and our calculations may need to be revised.

To the best of our knowledge, this report is complete and accurate. Certain information about the Plan and where additional information can be found was provided by the Nebraska Public Employees Retirement System and used in this report. The actuarial calculations were performed by qualified actuaries according to generally accepted actuarial principles and practices, as well as in conformity with Actuarial Standards of Practice issued by the Actuarial Standards Board. The calculations are based on the current provisions of the Plan, and on actuarial assumptions that are internally consistent and individually reasonable based on the actual experience of the Plan. In addition, the calculations were completed in compliance with the laws governing the Plan and, in our opinion, meet the requirements of GASB 68. The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

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Board of Trustees
September 17, 2015
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These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 68 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in this report due to such factors as changes in plan experience or changes in economic or demographic assumptions.

Respectfully submitted,

A handwritten signature in blue ink that reads 'Patrice Beckham' in a cursive script.

Patrice Beckham, FSA, EA, FCA, MAAA
Principal and Consulting Actuary

A handwritten signature in blue ink that reads 'Brent A. Banister' in a cursive script.

Brent A. Banister, PhD, FSA, EA, FCA, MAAA
Chief Pension Actuary



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**GASB STATEMENT NO. 68
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEM**

JUDGES RETIREMENT SYSTEM

PREPARED AS OF JUNE 30, 2014

SECTION I - SUMMARY OF PRINCIPAL RESULTS

Valuation Date (VD):	July 1, 2014
Prior Measurement Date:	June 30, 2013
Measurement Date (MD):	June 30, 2014
Membership Data:	
Retirees and Beneficiaries	175
Inactive Vested Members	4
Inactive Nonvested Members	0
Active Employees	<u>153</u>
Total	332
Single Equivalent Interest Rate (SEIR):	
Long-Term Expected Rate of Return	8.00%
Municipal Bond Index Rate at Prior Measurement Date	4.27%
Municipal Bond Index Rate at Measurement Date	4.35%
Year in which Fiduciary Net Position is Projected to be Depleted	N/A
Single Equivalent Interest Rate at Prior Measurement Date	8.00%
Single Equivalent Interest Rate at Measurement Date	8.00%
Net Pension Liability/(Asset):	
Total Pension Liability (TPL)	\$156,326,683
Fiduciary Net Position (FNP)	<u>158,790,111</u>
Net Pension Liability/(Asset) (NPL = TPL – FNP)	(\$2,463,428)
FNP as a percentage of TPL	101.58%
Pension Expense:	\$803,250
Deferred Outflows of Resources:	\$32,065
Deferred Inflows of Resources:	\$10,952,329



SECTION II – INTRODUCTION

The Governmental Accounting Standards Board issued Statement No. 68 (GASB 68), “*Accounting and Financial Reporting for Pensions*” in June 2012. GASB 68’s effective date for employers is the first fiscal year beginning after June 15, 2014. The Judges Retirement System (Plan) is a single employer defined benefit pension plan.

This report, prepared as of June 30, 2014 (the Measurement Date), presents information to assist the Judges Retirement System of the Nebraska Public Employees Retirement System in providing the required information under GASB 68 to the state of Nebraska. Much of the material provided in this report, including the Net Pension Liability/(Asset), is based on the results of the GASB 67 report for the Judges Retirement System of the Nebraska Public Employees Retirement System, which was issued January 5, 2015. See that report for more information on the member data, actuarial assumptions and methods used in developing the GASB 67 results.

GASB 68 replaces GASB 27, and represents a significant departure from the requirements of the prior statement. GASB 27 required employers providing benefits through pension plans to report items consistent with the results of the plan’s actuarial valuations for funding, as long as those valuations met certain parameters. GASB 68 creates disclosure and reporting requirements that may or may not be consistent with the basis used for funding the Plan. In fact, GASB 68 paragraph 159 states:

“The Board concluded that it is not within the scope of its activities to set standards that establish a specific method of financing pensions (that being a policy decision for government officials or other responsible authorities to make) or to regulate a government’s compliance with the financing policy or method it adopts. Accordingly, the Board established standards in this Statement within the context of accounting and financial reporting, not within the context of the funding of pensions.”

Two major changes in GASB 68 are the requirements to include a Net Pension Liability/(Asset) (NPL) on the employer’s Statement of Net Position and to determine a Pension Expense (PE) in the Notes to the Financial Statements, that may bear little relationship to the employer’s funding requirements. In fact, it is possible for the PE to be a negative expense item in some years. The NPL is set equal to the Total Pension Liability (TPL) minus the Fiduciary Net Position (FNP). The benefit provisions recognized in the calculation of the TPL are summarized in Appendix B.

PE includes amounts for Service Cost (the Normal Cost under Entry Age Normal (EAN) for the year), interest on the TPL, employee contributions, administrative expenses, other cash flows during the year, recognition of increases/decreases in the TPL due to changes in the benefit structure, actual versus expected experience, actuarial assumption changes, and recognition of investment gains/losses. The actual experience and assumption change impacts are recognized over the average expected remaining service life of the Plan membership as of the beginning of the measurement period, while investment gains/losses are recognized equally over five years. The development of the PE is shown in Section III.



The unrecognized portions of each year's experience, assumption changes and investment gains/losses are used to develop Deferred Inflows and Outflows of Resources, which also must be included on the employer's Statement of Net Position.

Among the items needed for the TPL calculation is a discount rate, as defined by GASB, or a Single Equivalent Interest Rate (SEIR). To determine the SEIR, the FNP must be projected into the future for as long as there are anticipated benefits payable under the plan's provision applicable to the membership and beneficiaries of the Plan on the Measurement Date. Future contributions were projected to be made at the current levels set in statute. If the FNP is not projected to be depleted at any point in the future, the long-term expected rate of return on plan investments expected to be used to finance the benefit payments may be used as the SEIR.

If, however, the FNP is projected to be depleted at a future measurement date, the SEIR is determined as the single rate that will generate a present value of benefit payments equal to the sum of the present value determined by discounting all projected benefit payments through the date of depletion by the long-term expected rate of return, and the present value determined by discounting those benefits after the depletion date by a 20-year tax-exempt municipal bond (rating AA/Aa or higher) rate (Municipal Bond Index Rate). The rate used, if necessary, for this purpose is the Bond Buyer General Obligation 20-year Municipal Bond Index published monthly by the Board of Governors of the Federal Reserve System. Our calculations indicated that the FNP is not projected to be depleted, so the Municipal Bond Index Rate is not used in the determination of the SEIR. A SEIR of 8.00% for both the Measurement Date and Prior Measurement Date meets the requirements of GASB 67 and 68.

The sections that follow provide the results of all the required calculations, presented in the order laid out in GASB 68 for note disclosure and Required Supplementary Information (RSI). Some of this information was provided by the Nebraska Public Employees Retirement System for use in this report. These sections, not prepared by Cavanaugh Macdonald LLC, are: Paragraphs 37, 38, 40(a)-(b), 40(d)-(e), 43 and 45(e)-(f).



SECTION III – PENSION EXPENSE

As noted earlier, the Pension Expense (PE) consists of a number of different items. GASB 68 refers to the first item as Service Cost, which is the Normal Cost using the Entry Age Normal (EAN) actuarial funding method. The second item is interest on the TPL at 8.00%, the SEIR in effect as of the Prior Measurement Date.

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

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

Benefit changes, which are reflected immediately, will increase PE if there is a benefit improvement for existing Plan members, or decrease PE if there is a benefit reduction. For the year ended June 30, 2014 there were no benefit changes to be recognized.

The next item to be recognized is the portion of current year changes in TPL due to actual versus expected experience for the year. The portion to recognize in the current year is determined by spreading the total change over the average expected remaining service life of the entire Plan membership at the beginning of the measurement period. The average expected remaining service life of active members is the average number of years the active members are expected to remain in covered employment. For the year ended June 30, 2014 this number is 9.57 years. The average expected remaining service life of the inactive members is, of course, zero. Therefore, the recognition period is the weighted average of these two amounts, or 4.31 years.

The last item under changes in TPL is changes in actuarial assumptions or other inputs. There were no changes in the actuarial assumptions or other inputs since the Prior Measurement Date. If there was such a change, the change would be recognized over the average expected remaining service life of the entire Plan membership, using the same approach applied to experience gains and losses as described in the prior paragraph.

Employee contributions for the year and projected earnings on the FNP at the long-term expected rate of return are subtracted from the amount determined thus far. One-fifth of current-period differences between projected and actual earnings on the FNP is recognized in the PE.

The current year portions of previously determined experience, assumption and earnings amounts, recognized as Deferred Inflows and Outflows of Resources are included next. Deferred Inflows of Resources are subtracted from the PE while Deferred Outflows are added to the PE. Finally, administrative expenses and other miscellaneous items are included.

The calculation of the PE for the year ended June 30, 2014 is shown in the following table.



**Pension Expense
For the Year Ended**

June 30, 2014	
Service Cost at end of year	\$4,257,200
Interest on the Total Pension Liability	11,567,915
Benefit term changes	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	9,687
Expensed portion of current-period assumption changes	0
Employee contributions	(1,518,801)
Projected earnings on plan investments	(10,852,887)
Expensed portion of current-period differences between projected and actual earnings on plan investments	(2,738,082)
Administrative expenses	78,263
Other changes	(45)
Recognition of beginning Deferred Outflows of Resources	0
Recognition of beginning Deferred Inflows of Resources	0
Total Pension Expense	\$803,250

Note: Average expected remaining service life for all members is 4.31 years.



SECTION IV – NOTES TO FINANCIAL STATEMENTS

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

Paragraph 37: This information is available in the State CAFR online at:
das.nebraska.gov/accounting/cafr/cafrcon.htm

Paragraph 38: The state of Nebraska is the plan sponsor for the Judges' Retirement System, the State Patrol Retirement System, and the State Employees' Retirement System Cash Balance Benefit Fund. All are single-employer defined benefit pension plans. Information for paragraphs 39 to 45 for the Judges Retirement System can be found on the following pages. Similar information for the State Patrol Retirement System and the State Employees' Cash Balance Benefit Fund can be found in the GASB 68 report for those systems.

Paragraph 40(a): The name of the pension plan is the Judges' Retirement System and it is administered by the Nebraska Public Employees Retirement Board which was created in 1971 to administer all of the Nebraska retirement plans. The Judges' Retirement System is a single-employer defined benefit pension plan.

The Judges plan has been created in accordance with Internal Revenue Code Sections 401(a) and 414(h), and 414(k). Please refer to Neb. Rev. Stat. §§ 24-701 through 24-714 (Reissue 2008, Cum. Supp. 2014) for the Judges Retirement Act. Benefit and contribution provisions are established by State law and may be amended only by the Nebraska Legislature.

Paragraph 40(b):

(1) Classes of employees covered: The membership includes judges and associate judges employed by the State for the Supreme Court, Court of Appeals, District Courts, Workers' Compensation Court, County Courts, and Juvenile Courts.

(2) Types of benefits: The main benefits provided are retirement benefits. However, the system also provides ancillary benefits in the event of pre-retirement death, disability, or termination of employment prior to meeting the eligibility requirements to retire.

(3) Key elements of the pension formulas: Retirement is at age 65 with benefits calculated using the compensation for the three 12-month periods of service as a judge in which compensation was the greatest, or the average monthly compensation, multiplied by the total years of service and the formula factor of 3.5 percent, subject to a maximum of 70 percent of the final average salary. The calculation varies with early retirement. Benefits vest when the judge takes office.

(4) Terms with respect to automatic postemployment benefit changes, including automatic COLAs and ad hoc COLAs: The benefit paid to a retired member or beneficiary receives an annual cost-of-living adjustment which is increased by the lesser of the percentage change in the Consumer Price Index for Urban Wage Earners and Clerical Workers or two and one-half percent. The current benefit paid to a retired member or beneficiary shall be adjusted so that the purchasing power of the benefit being paid is not less than 75% of the purchasing power of the initial benefit.



(5) Authority under which benefit terms are established or may be amended: Benefit and contribution provisions are established by State law (Neb. Rev. Stat. §§ 24-701 through 24-714 (Reissue 2008, Cum. Supp. 2014)) and may be amended only by the Nebraska Legislature.

Paragraph 40(c): The data required regarding the membership of the Plan were furnished by the Plan. The following table summarizes the membership of the Plan as of July 1, 2013 (the Prior Measurement Date) and July 1, 2014 (the Measurement Date). The July 1, 2014 valuation was used to determine the June 30, 2014 TPL.

Membership

	Number as of July 1	
	2013	2014
Inactive Members Or Their Beneficiaries	172	175
Currently Receiving Benefits		
Inactive Members Entitled To But Not Yet Receiving Benefits	5	4
Inactive Non-vested Members Entitled to a Refund of Member Contributions	0	0
Active Members	<u>149</u>	<u>153</u>
Total	326	332

Paragraph 40(d):

- (1) **Basis for determining the employer’s contributions to the plan:** Pursuant to state statute, an actuarial valuation is performed each year to determine the actuarial required contribution. To the extent member contributions and court fees are insufficient to meet the full actuarial required contribution, the remainder is paid by the State.
- (2) **Identification of the authority under which contribution requirements of the employer and employees are established or may be amended:** contribution provisions are established by State law (Neb. Rev. Stat. §§ 24-701 through 24-714 (Reissue 2008, Cum. Supp. 2014)) and may be amended only by the Nebraska Legislature.
- (3) **The contribution rates (in dollars or as a percentage of covered payroll) of those entities for the reporting period:**

Members: Each member hired after July 1, 2004, and those active members who elected within 90 days of July 1, 2004, contributes nine percent of their monthly salary until the maximum benefit has been earned. After earning the maximum benefit, members contribute five percent of their monthly salary for the remainder of their active service. All other members contribute seven percent of their monthly salary until the maximum benefit has been earned. After earning the maximum benefit, those members contribute one percent of their monthly salary for the remainder of their active service.



Court fees: A six-dollar fee for each case is collected from District and County courts, Juvenile courts, the Workers’ Compensation Court, the Supreme Court, and the Court of Appeals, plus a 10 percent charge on certain fees collected in the County courts.

State contributions: An actuarial valuation is performed each year to determine the actuarial required contribution. To the extent member contributions and court fees are insufficient to meet the full actuarial required contribution, the remainder is paid by the State.

Amount of contributions recognized by the pension plan from the employer during the reporting period (only the total amounts recognized as additions to the plan’s fiduciary net position are reflected here): For the fiscal year ending June 30, 2014 the plan received \$3,102,864 in court fees and an additional state appropriation of \$803,383.

Paragraph 40(e): Whether the pension plan issues a stand-alone financial report (or the pension plan is included in the report of a public employee retirement system or another government) that is available to the public and, if so, how to obtain the report: Annually, the Nebraska Public Employees Retirement System prepares stand-alone financial statements for the Judges Retirement System. The audited financial statement reports can be found at:

<http://www.nebraska.gov/auditor/FileSearch/entityresults.cgi?id=Retirement%20Systems%2C%20Public%20Employees>

Paragraph 41: This paragraph requires information to be disclosed regarding the significant actuarial assumptions and other inputs used to measure the TPL. The complete set of actuarial assumptions utilized in developing the TPL are outlined in Appendix C. The TPL was determined by an actuarial valuation performed as of July 1, 2014, using the following key actuarial assumptions:

Price Inflation	3.25 percent
Wage Inflation	4.00 percent
Salary increases, including wage inflation	4.00 percent
Long-term Rate of Return, net of investment expense, including price inflation	8.00 percent
Municipal Bond Index Rate	4.35 percent
Year FNP is projected to be depleted	N/A
Single Equivalent Interest Rate, net of investment expense, including price inflation	8.00 percent



Mortality

Pre-retirement mortality rates were based on the 1994 Group Annuity Mortality Table, projected to 2015 using Scale AA, set-back 1 year (sex distinct with 55% of male rates for males and 40% of female rates for females).

Post-retirement mortality rates were based on the 1994 Group Annuity Mortality Table, projected to 2015 using Scale AA, set-back 1 year (sex distinct).

The actuarial assumptions used in the July 1, 2014 valuation are based on the results of the most recent actuarial experience study, which covered the five-year period ending June 30, 2011. The experience study report is dated August 20, 2012.

Paragraph 42:

(a): Discount rate (SEIR). The discount rate used to measure the TPL at June 30, 2014 was 8.00%. There was no change in the discount rate since the Prior Measurement Date.

(b): Projected cash flows. The projection of cash flows used to determine the discount rate assumed that plan contributions from members and the State of Nebraska will be made at the current contribution rates as set out in state statute, revenue from court fees will remain level in future years, and the State of Nebraska will make any additional contribution needed to fund the full actuarial contribution as an additional state appropriation:

- a. Employee contribution rate: Between 1.00% and 9.00% based on hire date and years of service. See Appendix B for more detail.
- b. Court Fees: A fee of six dollars is taxed for each cause of action in district and county courts and a fee of 10% of court costs in county courts are contributed to the System. Court fees in the most recent valuation were \$3,102,864 and were assumed to remain constant in future years.
- c. State contribution rate: The State makes an additional contribution if the actuarial contribution exceeds the expected member contributions and court fees.

Based on those assumptions, the Plan's FNP was projected to be available to make all projected future benefit payments of current Plan members. Therefore, the long-term expected rate of return on Plan investments of 8.00% was applied to all periods of projected benefit payments to determine the TPL.

(c): Long-term rate of return. The long-term expected rate of return on plan assets is reviewed as part of regular experience studies prepared periodically. The most recent analysis was performed and results were provided on August 20, 2012 by the prior actuary, Buck Consultants. Generally, several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and an analysis in which best-



estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation), along with estimates of variability and correlations for each asset class, were developed by the Plan's investment consultant. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The capital market assumptions developed by the investment consultant may cover a shorter investment horizon and may not be useful in setting the long-term rate of return for funding pension plans which covers a longer timeframe. The assumption is intended to be a long-term assumption (30 to 50 years) and is not expected to change absent a significant change in the asset allocation, a change in the long-term inflation assumption, or a fundamental change in the market that alters expected returns in future years.

(d): Municipal bond rate. A municipal bond rate was not used in determining the discount rate. If it were required, the rate would be 4.35%.

(e): Periods of projected benefit payments. Projected future benefit payments for all current plan members were projected through 2113.

(f): Assumed asset allocation. The target asset allocation and best estimates of geometric real rates of return for each major asset class, as provided by the Plan's investment consultant, Aon Hewitt Investment Consulting, Inc., are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*
Large Cap US Equity	26.10%	4.4%
Small Cap US Equity	2.90%	4.9%
Global Equity	15.00%	5.0%
International Developed Equity	11.14%	5.0%
Emerging Markets Equity	2.36%	6.2%
Fixed Income	25.00%	1.7%
Bank Loans	5.00%	2.0%
Real Estate	7.50%	4.7%
Private Equity	<u>5.00%</u>	6.5%
Total	100.00%	

*Geometric mean, net of investment expenses



(g): Sensitivity analysis. This paragraph requires disclosure of the sensitivity of the NPL to changes in the discount rate. The following presents the NPL of the Plan, calculated using the discount rate of 8.00 percent, as well as what the Plan’s NPL would be if it were calculated using a discount rate that is one percentage-point lower (7.00 percent) or one percentage-point higher (9.00 percent) than the current rate.

	1% Decrease (7.00%)	Current Discount Rate (8.00%)	1% Increase (9.00%)
Net Pension Liability/(Asset)	\$13,526,784	(\$2,463,428)	(\$16,245,018)

Paragraph 43: The Plan’s financial statements were prepared on the accrual basis of accounting. Under this method, revenues are recorded when earned and expenses are recorded when a liability is incurred. Employee and employer contributions are recognized in the period in which employee services are performed. Benefits and refunds are recognized when due and payable in accordance with the terms of each Plan.

Investments as reported in the financial statements include long-term investments. Law or legal instruments may restrict these investments. All investments are stated at fair value based on quoted market prices. For investments where no readily ascertainable fair value exists, management has received an estimate of fair value from the investment fund manager based, in part, on real estate appraisals. The State Treasurer is the custodian of all funds; however, investment of funds is under the responsibility of the Nebraska Investment Council.

There have been no changes since the measurement date that would materially alter the pension plans’ financial report.

This information can be found on page 13 of the published financials online at: <http://npers.ne.gov/SelfService/>. Go to ‘Related Links’ and click on ‘Retirement Plan Audits’.



Paragraph 44 (a) – (c): This paragraph requires a schedule of changes in NPL. The necessary information is provided in the table below for fiscal year ended June 30:

	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability/(Asset) (a) – (b)
Balances at June 30, 2013	\$148,581,812	\$137,021,979	\$11,559,833
Changes for the year:			
Service Cost at end of year	4,257,200		4,257,200
Interest on TPL	11,567,915		11,567,915
Benefit term changes	0		0
Differences between expected and actual experience	41,752		41,752
Assumption changes	0		0
Employer contributions*		3,906,247	(3,906,247)
Employee contributions		1,518,801	(1,518,801)
Net investment income		24,543,298	(24,543,298)
Benefit payments, including member refunds	(8,121,996)	(8,121,996)	0
Administrative expenses		(78,263)	78,263
Other changes		45	(45)
Net changes	<u>7,744,871</u>	<u>21,768,132</u>	<u>(14,023,261)</u>
Balances at June 30, 2014	\$156,326,683	\$158,790,111	(\$2,463,428)

* Employer contributions consist of \$3,102,864 in Court Fees and \$803,383 in State Appropriations.

Paragraph 44(d): There is no special funding situation.



Paragraph 45:

(a): The Measurement Date of the NPL is June 30, 2014. The TPL as of June 30, 2014 was determined based upon an actuarial valuation performed as of the Valuation Date, July 1, 2014.

(b): There is no special funding situation.

(c): There were no changes in the actuarial assumptions since the Prior Measurement Date.

(d): There were no changes in the benefit terms since the Prior Measurement Date.

(e): There were no benefit payments in the measurement period attributable to the purchase of allocated insurance contracts.

(f): Based on the available information, the Nebraska Public Employees Retirement System believes that there are no changes between the measurement date of the NPL (June 30, 2014) and the employer's reporting date (June 30, 2015) that are expected to have a significant effect on the NPL.

(g): Please see Section III of this report for the development of the PE.

(h): Since certain expense items are recognized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce PE they are labeled Deferred Inflows of Resources. If they will increase PE they are labeled Deferred Outflows of Resources. The recognition of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are recognized over the average expected remaining service life of the active and inactive Plan members at the beginning of the measurement period. Investment gains and losses are recognized equally over a five-year period.



The following tables provide a summary of the amounts of the Deferred Outflows of Resources and Inflows of Resources as of the Measurement Date (June 30, 2014).

Deferred Outflows of Resources				
	June 30, 2013	Additions	Recognition	June 30, 2014
Differences between expected and actual experience	\$ 0	\$ 41,752	\$ 9,687	\$ 32,065
Assumption changes	0	0	0	0
Differences between projected and actual earnings	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	\$ 0	\$ 41,752	\$ 9,687	\$ 32,065

Deferred Inflows of Resources				
	June 30, 2013	Additions	Recognition	June 30, 2014
Differences between expected and actual experience	\$ 0	\$ 0	\$ 0	\$ 0
Assumption changes	0	0	0	0
Differences between projected and actual earnings	<u>0</u>	<u>13,690,411</u>	<u>2,738,082</u>	<u>10,952,329</u>
Total	\$ 0	\$ 13,690,411	\$ 2,738,082	\$ 10,952,329



(i): Amounts reported as Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions will be recognized in PE in future fiscal years as follows:

Fiscal Year Ending June 30:	Deferred Outflows of Resources	Deferred Inflows of Resources
2016	\$9,687	\$2,738,082
2017	9,687	2,738,082
2018	9,687	2,738,082
2019	3,004	2,738,083
2020	0	0
Thereafter	0	0

(j): Based on information supplied by NPERS, the Judges Retirement System receives no revenue from non-employer contributing entities.



SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

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

Paragraphs 46(a) - (c): The required tables of schedules are provided in Appendix A.

Paragraph 47: Significant methods and assumptions used in calculating the Actuarially Determined Contributions, if any, should be presented as notes to the schedule required by paragraph 46(c). In addition, for each of the schedules required by paragraph 46, information should be presented about factors that significantly affect trends in the amounts reported.

Changes of benefit and funding terms: The following changes to the plan provisions were made by the Nebraska Legislature and reflected in the valuation performed as of July 1 listed below:

- 2013: Legislative Bill 553 (LB 553) changed the amortization of the unfunded actuarial accrued liability from a level dollar payment to a level percent of payroll payment. The court fee designated for the Judges Retirement System was scheduled to decrease from \$6 to \$5 dollars on July 1, 2014. Legislative Bill 306 (LB 306) removed the language to decrease the court fees so the court fee in future years remains at six dollars. The passage of Legislative Bill 414 (LB 414) in 2009 increased the member contribution rate by 1 percent, but this increase was scheduled to be removed July 1, 2014. Legislative Bill 306 (LB 306) removed the sunset provision on the increase in the member contribution rate, thereby retaining the higher contribution rates.
- 2009: LB 414 passed during the 2009 Legislative session amended the plan provisions to increase all member contribution rates by 1% and increase the court fees from \$5 to \$6 per case.
- 2008: LB 1147 amended the plan provisions to provide a subsidized early retirement benefit. The monthly benefit is reduced by 3% for retirement at age 64, by 6% at age 63, and by 9% at age 62. The monthly benefit is further reduced on an actuarially equivalent basis for retirement before age 62 to as early as age 55.
- 2006: Per LB 1019, Nebraska Revised Statutes Section 24-703(9) was amended such that the unfunded actuarial accrued liability is reinitialized as of July 1, 2006 and amortized over a 30-year period.



Changes in actuarial assumptions:

7/1/2012 valuation:

- The interest rate on employee contributions was lowered to 4.25% from 5.50%.
- Salary increase were lowered to 4.00% from 4.50%.
- Retirement rates were decreased for ages under 65 and age 66.
- Pre- and post-retirement healthy mortality assumptions were changed from the 1994 Group Annuity Mortality (GAM) table projected to 2010 (for pre-retirement males rates were 65% of rates and female rates were 50% of rates) to the 1994 GAM table, with a 1 year setback, projected to 2015.
- Deferred vested members were changed to assume they elected the greater of the present value of an annuity at age 63 or a refund of contributions.
- Consumer price inflation was lowered to 3.25% from 3.50%.
- Economic productivity was lowered to 0.75% from 1.00%.

7/1/2008 valuation:

- Retirement rates were increased at ages 62 through 64 to account for the possible increase in retirements due to the subsidized early retirement factors.

7/1/2007 valuation:

- Salary increases were lowered from an assumed 5.00% annual increase to a 4.50% annual increase at each age.
- Retirement rates were decreased at ages 55 through 61, increased at ages 62 through 64, and decreased at ages 65 through 71.
- Pre- and post-retirement mortality assumptions were changed from the 1994 Group Annuity Mortality (GAM) table with a 2-year setback to the 1994 GAM table, projected to 2010.



Method and assumptions used in calculations of Actuarially Determined Contributions.

The Plan is funded with contribution rates that vary by date of hire and service for members, variable court fees as well as contributions from the state of Nebraska that cover the remaining required amounts, if necessary. The Actuarially Determined Contributions in the *Schedule of Employer Contributions* are calculated as of the beginning of the fiscal year in which contributions are reported.

The following actuarial methods and assumptions were used to determine the Actuarially Determined Contribution reported for the most recent Measurement Date, June 30, 2014 (based on the July 1, 2014 actuarial valuation).

Actuarial cost method	Entry age
Amortization method	Level percentage of payroll, closed
Remaining amortization period	Range from 27 to 30 years (Single Equivalent Amortization Period is 27 years)
Asset valuation method	5-year smoothed market
Price Inflation	3.25 percent
Salary increases, including wage inflation	4.00 percent
Long-term rate of return, net of investment expense, and including inflation	8.00 percent
Cost-of-living adjustment	2.50% with a floor benefit equal to 75% purchasing power of original benefit

Please see the information presented earlier in regard to Paragraph 47 for detailed information on the benefit changes and assumption changes that may have impacted the Actuarially Determined Contributions shown in the *Schedule of Employer Contributions*.



APPENDIX A

Exhibit A

**GASB 68 Paragraphs 46(a) – (b)
SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY/(ASSET)**

Fiscal Year Ended June 30

	2014
Total Pension Liability	
Service Cost	\$4,257,200
Interest	11,567,915
Benefit term changes	0
Differences between expected and actual experience	41,752
Assumption changes	0
Benefit payments, including member refunds	(8,121,996)
Net change in Total Pension Liability	\$7,744,871
Total Pension Liability - beginning	\$148,581,812
Total Pension Liability - ending (a)	\$156,326,683
Plan Fiduciary Net Position	
Employer contributions*	\$3,906,247
Employee contributions	1,518,801
Net investment income	24,543,298
Benefit payments, including member refunds	(8,121,996)
Administrative expenses	(78,263)
Other changes	45
Net change in Plan Fiduciary Net Position	\$21,768,132
Plan Fiduciary Net Position – beginning	\$137,021,979
Plan Fiduciary Net Position - ending (b)	\$158,790,111
Net Pension Liability - ending (a) - (b)	(\$2,463,428)
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	101.58%
Covered payroll	\$20,099,647
Employers' Net Pension Liability as a percentage of covered payroll	(12.26%)

Note: Schedule is intended to show 10-year trend. Additional years will be reported as they become available.

* Employer contributions consist of \$3,102,864 in Court Fees and \$803,383 in State Appropriations.



Exhibit B
GASB 68 Paragraphs 46(c)
SCHEDULE OF EMPLOYER CONTRIBUTIONS
Fiscal Year Ended June 30

	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Actuarially determined employer contribution	\$3,727,054	\$3,906,247	\$3,180,367	\$3,483,614	\$3,579,661	\$3,615,291	\$3,491,335	\$3,353,208	\$3,207,953	\$3,120,253
Actual employer contributions**	<u>3,071,205</u>	<u>3,906,247</u>	<u>3,180,367</u>	<u>3,483,614</u>	<u>3,579,661</u>	<u>3,615,291</u>	<u>3,491,335</u>	<u>3,353,208</u>	<u>3,207,953</u>	<u>3,120,253</u>
Annual contribution deficiency (excess)	<u>\$655,849</u>	<u>\$0</u>								
Covered-employee payroll*	\$21,586,829	\$20,099,647	\$19,005,478	\$18,182,238	\$18,773,203	\$18,373,339	\$17,990,072	\$17,003,921	\$16,422,894	\$16,285,137
Actual contributions as a percentage of covered-employee payroll*	14.23%	19.43%	16.73%	19.16%	19.07%	19.68%	19.41%	19.72%	19.53%	19.16%

* Covered-employee payroll is based upon the pensionable payroll reported to the Plan and excludes additional compensation amounts that may need to be reported by the employer.

For years 2014 and prior, covered-employee payroll was estimated based on the valuation.

** Employer contributions include court fees and State contributions.

Note: Information prior to 2013 was produced by the prior actuary.



APPENDIX B

SUMMARY OF PLAN PROVISIONS

Member

Original A judge who first serves prior to December 25, 1969, and who does not elect to become a Future member on or before November 1, 1981.

Future A judge who first serves on or after December 25, 1969, or who elects to become a Future member on or before November 1, 1981.

Participation Date Date of becoming a member.

Definitions

Final average earnings The average of the highest three 12-month periods of covered pay, ending on the earlier of the participant's termination date or retirement date.

Fiscal year Twelve month period ending June 30.

Member contributions All members hired after July 1, 2004, and members that elected an enhanced Joint and Survivor Benefit under LB 1097 contribute 9% of pensionable pay up to 20 years of service, and 5% of pensionable pay thereafter. All other members contribute 7% of pensionable pay during the first twenty years of service, and 1% of pensionable pay thereafter. Such contributions are credited with interest based on the 1-year Treasury yield curve on July 1 of each year, as determined by State Statutes.

Monthly pension benefit A monthly benefit equal to one-twelfth of 3.5% of final average salary times total years of service, subject to a maximum of 70% of final average salary. Effective July 1, 2001, an automatic annual cost-of-living adjustment (COLA) equal to the CPI-W index, with a maximum increase of 2.5% in any one year is provided for current and future retirees by LB 711. Also provided is a minimum floor benefit equal to 75% of the purchasing power of the original benefit.

Normal Retirement Date (NRD) Attainment of age 65.

Pension service Length of service includes all service as a Supreme Court, District Court, Worker's compensation Court, separate Juvenile Court, County Court, Municipal Court, or Appeals Court judge in Nebraska, computed to the nearest one-twelfth year and includes declared emergency service in the armed forces.



Eligibility for Benefits

<i>Deferred vested</i>	Termination for reasons other than death, disability, or retirement. No service requirement for vesting.
<i>Disability retirement</i>	Retirement by reason of permanent disability as determined by the Commission of Judicial qualifications.
<i>Early retirement</i>	Retirement before NRD and after attaining age 55.
<i>Normal retirement</i>	Retire on NRD.
<i>Postponed retirement</i>	Retire after NRD.
<i>Pre-retirement spouse benefit</i>	Death prior to retirement.

Monthly Benefits Paid Upon the Following Events

<i>Normal retirement</i>	Monthly pension benefit determined as of NRD.
<i>Early retirement</i>	Monthly pension benefit determined as of early retirement date, reduced by 3% if the member retires at age 64, 6% at age 63, or 9% at age 62, and actuarially reduced for each month that commencement of payment precedes age 62. The actuarial reduction is based on the 1994 Group Annuity Mortality Table, 25% female, 75% male and 8% interest.
<i>Postponed retirement</i>	Monthly pension benefit determined as of actual retirement date.
<i>Termination with deferred vested benefit</i>	Members may elect to receive either (i) a refund of their contributions with regular interest, or (II) a deferred normal retirement benefit payable at age 65 and calculated based upon service and salary at the date of termination.
<i>Disability retirement</i>	Monthly pension benefit determined as of disability retirement date.
<i>Pre-retirement spouse benefits</i>	<ol style="list-style-type: none">1) With 5 or more years of service: A life annuity is payable to the surviving spouse in the amount which would have been payable had the member retired on the date of death and elected a joint and 100% survivor annuity.2) With less than 5 years of service: A lump sum equal to the member's contributions plus regular interest.



Forms of payment

All members hired after July 1, 2004, and members who elected increased contributions under LB 1097 are eligible to receive benefits paid in the normal form of an enhanced 50% Joint and Survivor Annuity. All other members receive benefits paid in the normal form of a modified cash refund annuity. Optional forms are: life annuity, life annuity with period certain, contingent annuity and joint annuity. Pre-retirement spouse benefits are payable only as described above.

Funding Arrangement

The Nebraska Retirement Fund for Judges is established in the State Treasury. The fund receives member contributions and pays benefits and expenses. Additional funds are received as follows:

Court Fees

A fee of six dollars is taxed for each cause of action in district and county courts and a fee of 10% of court costs in county courts are contributed.

State

The State makes any additional contributions that are necessary each year to pay the excess of the normal cost plus an amortization payment to fund unfunded actuarial accrued liability bases, over member contributions, court fees, and state appropriations.

State Appropriations

LB 700, passed in 1996, provided for annual cost of living increases of 0.3%, beginning in the sixth year after retirement for members ceasing employment on or after April 10, 1996. Funding for these benefits shall be made by the State into the Judges Purchasing Power stabilization Fund (PPSF). Beginning with the 1996/1997 fiscal years, the funding equal to 1.04778% of \$6,895,000, or \$72,244, will be made for each year through the 2012/2011 fiscal year. LB 950, passed in 2010, extended this contribution through the 2012/2013 fiscal year. This appropriation is no longer applicable as of the July 1, 2012 valuation.

LB 674, passed in 1999 (effective July 1, 2000), provides for an annual cost-of-living increase equal to the CPI –W index, with a maximum of 2% in any one year, a minimum floor benefit equal to 75% of the purchasing power of the original benefit and the elimination of the Judges purchasing Power Stabilization Fund. The existing assets in the Judges PPSF were transferred to the Nebraska Judges Retirement Fund. LB 711, passed in 2001, increased the maximum annual cost-of-living increase in any one year from 2% to 2.5%.

Benefits Reflected in Valuation

All benefits were valued, including future cost of living increases as provided for by LB 711.



APPENDIX C

STATEMENT OF ACTUARIAL ASSUMPTIONS

ACTUARIAL ASSUMPTIONS

Economic Assumptions

- 1. Long-term Expected Rate of Return 8.0% per annum, compounded annually, net of all expenses.
- 2. Price Inflation 3.25% per annum, compounded annually.
- 3. Salary Increases Salaries are assumed to increase 4.0% each year.
- 4. Payroll Growth 4.0% per year
- 5. Interest on Employee Contributions 4.25% per annum, compounded annually.
- 6. Increases in Compensation And Benefit Limits 3.25% per annum on the 401(a)(17) compensation limit and 415 benefit limit

Demographic Assumptions

- 1. Mortality
 - a. Active Members 1994 Group Annuity Mortality Table, projected to 2015 using scale AA, set-back 1 year (sex distinct with 55% of male rates for males and 40% of female rates for females)
 - b. Retired Members 1994 Group Annuity Mortality Table, projected to 2015 using scale AA, set-back 1 year (sex distinct)
 - c. Mortality rates and life expectancies under the mortality tables are shown below at sample ages:

Pre-Retirement Mortality				
Sample Age	Mortality Rate		Life Expectancy (years)	
	Males	Females	Males	Females
20	0.02%	0.01%	68.3	74.7
30	0.04	0.01	58.5	64.8
40	0.05	0.02	48.7	54.9
50	0.09	0.04	39.0	45.0
60	0.28	0.14	29.5	35.3
70	0.87	0.46	20.8	26.1



Post-Retirement Mortality				
Sample Age	Mortality Rate		Life Expectancy (years)	
	Males	Females	Males	Females
50	0.16%	0.09%	33.4	36.4
60	0.51	0.35	24.1	26.9
70	1.62	1.14	16.0	18.4
80	4.43	3.05	9.2	11.0
90	12.55	9.82	4.5	5.4

2. Retirement Rates vary by age. Rates are as follows:

Rates by Age	
Age	Rate
55-59	1.5%
60-61	3.0
62-64	10.0
65	20.0
66-69	10.0
70-71	15.0
72	100.0

3. Termination None.

4. Disability None.

Other Assumptions

1. Form of Payment All members hired after July 1, 2004, and member who elected increased contributions under LB 1097, are assumed to receive a 50% Joint & Survivor Benefit. All other members are assumed to receive a modified cash refund annuity. Deferred vested members are assumed to receive the greater of the present value of an annuity at age 63 or a refund of their employee contribution balance.

2. Marital Status

a. Percent married 100% married

b. Spouse's age Females assumed to be three years younger than males.

3. Administrative Expense Investment return is assumed to be net of expenses.

4. Cost of Living Adjustment 2.50% per annum, compounded annually, and 3.25% per annum, compounded annually, after reaching 75% purchasing power floor benefit.

5. State Contribution State contributions for the current plan year are assumed to be contributed in a lump sum on the July 1 following the plan year end. These amounts from the prior plan year are treated as a contribution receivable on the plan's financial statements.