NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS
STATE EMPLOYEES RETIREMENT SYSTEM
CASH BALANCE BENEFIT FUND

ACTUARIAL VALUATION RESULTS
AS OF JANUARY 1, 2025
FOR
STATE FISCAL YEAR
ENDING JUNE 30, 2027

SUBMITTED: MAY 13, 2025

CavMac
Actuarial Consulting Services

TABLE OF CONTENTS

CavMac
Actuarial Consulting Services

May 13, 2025

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

Dear Members of the Board:

At your request, we performed an actuarial valuation of the State Employees Retirement System Cash Balance Benefit Fund as of January 1, 2025 for the purpose of determining the actuarial required contribution rate for the 2025 plan year. It is our understanding that any additional required State contributions for this plan year will be made on July 1, 2026 (State fiscal year end 2027). The major findings of the valuation are contained in this report, which reflects the benefit provisions in place on January 1, 2025. There have been no changes to the actuarial methods or plan provisions from the prior valuation. However, there were several changes to the set of actuarial assumptions as a result of the quadrennial experience study completed in 2024. This includes a four-year phase-in of the new investment return assumption, which will decrease from 7.00% in the 2024 valuation to 6.75% in the 2028 valuation. These assumption changes and their impact on the current valuation results are discussed in further detail in the Board Summary of this report.

In preparing our report, we relied, without audit, on information (some oral and some in writing) supplied by the System's staff. This information includes, but is not limited to, statutory provisions, member data and financial information. Active member data was provided to us by Ameritas, the record-keeper for the Plan. We found this information to be reasonably consistent and comparable with information used in the prior report. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete, our results may be different and our calculations may need to be revised.

We further certify that all costs, liabilities, rates of interest and other factors for the State Employees Retirement System Cash Balance Benefit Fund have been determined on the basis of actuarial assumptions and methods which are individually reasonable (taking into account the experience of the Fund and reasonable expectations); and which, in combination, offer the best estimate of anticipated experience affecting the Fund. Nevertheless, the emerging costs will vary from those presented in this report to the extent actual experience differs from that projected by the actuarial assumptions. The Public Employees Retirement Board has the final decision regarding the appropriateness of the assumptions and adopted the set of assumptions outlined in Appendix C.

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results. 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; 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 report, we did not perform an analysis of the potential range of future measurements.

Actuarial computations presented in this report are for purposes of determining the actuarial required contribution rates for funding the System. The calculations in the enclosed report have been made on a basis consistent with our understanding of the System's funding requirements and goals. Determinations for purposes other than meeting these requirements may be significantly different from the results contained in this report. Accordingly, additional determinations may be needed for other purposes. For example, actuarial computations for purposes of fulfilling financial accounting requirements for the System under Governmental Accounting Standards No. 67 and No. 68 are provided in separate reports.

The consultants who worked on this assignment are pension actuaries. CMC's advice is not intended to be a substitute for qualified legal or accounting counsel.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. We are available to answer any questions on the material contained in the report or to provide explanations or further details as may be appropriate.

We respectfully submit the following report and look forward to discussing it with you.

Sincerely,

Patrice Beckham

Patrice A. Beckham, FSA, EA, FCA, MAAA
Consulting Actuary

Brent A. Banister

Brent A. Banister Ph.D., FSA, EA, FCA, MAAA
Chief Actuary

SECTION 1 – BOARD SUMMARY

This report presents the results of the January 1, 2025 actuarial valuation of the State Employees Retirement System Cash Balance Benefit Fund (Plan). The primary purposes of performing the actuarial valuation are to:

- Determine if the statutory member and State contribution rates are sufficient to meet the funding policy defined under Nebraska state statutes for the plan year ending December 31, 2025 and, if not, the additional required State contribution.
- Disclose asset and liability measurements as well as the current funded status of the State Cash Balance Benefit Fund on the valuation date.
- Compare actual and expected experience under the State Cash Balance Benefit Fund during the plan year beginning January 1, 2024 and ended December 31, 2024.
- Evaluate and disclose the key risks to funding the State Cash Balance Benefit Fund pursuant to Actuarial Standard of Practice Number 51.
- Analyze and report on trends in State Cash Balance Benefit Fund contributions, assets and liabilities over the past several years.
- Quantify the contribution rate available for benefit improvements, if any.

The Nebraska statutes require the State to make an additional contribution if the regular, payroll-related contributions by members (4.80% of pay) and the State (156% of member contributions) are insufficient to meet the actuarial required contribution rate for the plan year. Based on the results of the January 1, 2025 actuarial valuation, the contributions defined by statute are more than sufficient to meet the actuarially required contribution. **Therefore, there is no additional State contribution for this plan year (due in the State fiscal year ending June 30, 2027).**

State statutes provide that the Board may grant a dividend if the unfunded actuarial accrued liability is less than zero and the dividend granted would not increase the actuarial required contribution rate above ninety percent (90%) of the statutory contribution rate. The Public Employees Retirement board (PERB) also has a policy that sets out additional criteria for granting a dividend which requires the Plan be at least 100% funded on both a Funded Basis and a Current Value Basis before and after the dividend is granted. **For the 2025 plan year, the criteria have been met and a dividend may be granted. The maximum dividend, based on the January 1, 2025 valuation, is 0.95%.**

Factors Impacting the 2025 Valuation Results

By statute, an experience study for the Nebraska Public Employees Retirement System, which includes the State Cash Balance Benefit Fund, is performed every four years. As a result of the 2024 quadrennial experience study, there were no changes to the actuarial methods, but several assumption changes were recommended and adopted by the Board at their March 17, 2025 meeting. The changes include phasing in the decrease to the investment return assumption over four years, beginning with the January 1, 2025 valuation. The key assumption changes reflected in this valuation include:

- Investment return assumption was lowered from 7.00% to 6.95%.
- General wage inflation was increased from 2.85% to 2.95%.
- Retirement rates were adjusted to better reflect actual experience.

- The proportion of retirement benefits assumed to be paid as a lump sum was lowered from 50% to 45%.

The change in the actuarial assumptions increased the actuarial accrued liability by $20.7 million and the total actuarial required contribution rate by 0.27% of pay. The impact of the assumption changes on the January 1, 2025 valuation results is summarized in the following table (in millions):

	Prior Assumptions	Current Assumptions	Difference
Actuarial Accrued Liability (AAL)	$2,333.4	$2,354.1	$20.7
Actuarial Value of Assets	2,370.1	2,370.1	0.0
Unfunded AAL/(Surplus)	($36.7)	($15.9)	$20.7
Funded Ratio	101.57%	100.68%	(0.89%)
Normal Cost Rate	10.75%	10.84%	0.09%
Administrative Expenses	0.21%	0.21%	0.00%
UAAL Amortization Rate	(0.31%)	(0.13%)	0.18%
Total Actuarial Required Contribution	10.65%	10.92%	0.27%
Contribution Shortfall/(Margin)	(1.64%)	(1.37%)	0.27%
Additional State Contribution Amount	$0	$0	$0

The phase-in of the investment return assumption will be implemented as follows: 6.90% in the January 1, 2026 valuation, 6.85% in the January 1, 2027 valuation, and 6.75% in the January 1, 2028 valuation. The phase-in of the investment return assumption is expected to increase both the unfunded actuarial accrued liability (UAAL) and the actuarial contribution rate over the next three years, absent the impact of future favorable experience. If the ultimate investment return assumption was fully recognized in the current valuation, it would increase the UAAL by $41.4 million, decrease the funded ratio to 98.9%, and increase the actuarial contribution rate by 0.58%.

The actuarial valuation results provide a "snapshot" view of the State Cash Balance Benefit Fund's financial condition on January 1, 2025, capturing all experience that occurred during calendar year 2024. The excess of actuarial assets over the actuarial accrued liability decreased from $39.3 million in the January 1, 2024 valuation to $15.9 million in the 2025 valuation, and the funded ratio decreased from 101.78% to 100.68%. The actuarial required contribution rate increased from 10.63% of pay in last year's valuation to 10.92% of pay in the current valuation. Several factors impacted the January 1, 2025 actuarial valuation results, including:

- Assumption changes. As discussed earlier, changes to the set of actuarial assumptions resulted in a $20.7 million increase in the AAL and an increase in the actuarial required contribution rate of 0.27%.

- Actual experience on Plan assets. The rate of return on the market value of assets for calendar year 2024 was 11.2%, as reported to the Nebraska Investment Council. Due to the asset smoothing method, the rate of return on the actuarial value of assets was 7.7%,

which was higher than the assumed rate of return of 7.0% for 2024. As a result, there was an experience gain on the actuarial value of assets of $15.5 million.

- Actual demographic experience on Plan liabilities. The net impact of all liability experience was a small actuarial gain of $1.4 million. Actuarial gains due to a lower interest credit than assumed (5.72% actual vs. 6.00% assumed for calendar year 2024) and more terminations than assumed were largely offset by an actuarial loss due to larger pay increases than assumed.

- Dividend Granted in 2024. The January 1, 2024 valuation results showed that the Plan met the criteria for granting a dividend up to a maximum of 2.48% to member account balances. The Public Employees Retirement Board voted to grant the full 2.48% dividend, which increased the Plan's actuarial accrued liability by $39.0 million.

- Contributions above the actuarial required contribution rate. Total contributions to the Plan during calendar year 2024 were 12.29% of pay, which was 1.66% above the actuarial required contribution rate of 10.63% of pay. Contributions above the actuarial required contribution rate decreased the Plan's unfunded actuarial accrued liability by $19.6 million.

A summary of the key results from the January 1, 2025 actuarial valuation, shown in the following table, indicates the statutory contribution rates are sufficient to meet the actuarial required contribution rate for 2025 and no additional State contribution is required. Further detail on the valuation results can be found in the following sections of this Board Summary.

	Valuation Results	
	January 1, 2025	January 1, 2024
Unfunded Actuarial Accrued Liability/(Surplus)	($15,926,830)	($39,326,668)
Funded Ratio using Actuarial Assets	100.68%	101.78%
Actuarial Required Contribution Rate	10.92%	10.63%
Member Contribution Rate	(4.80%)	(4.80%)
Employer Contribution Rate	(7.49%)	(7.49%)
Total Contribution Rate	(12.29%)	(12.29%)
Contribution Shortfall/(Margin)	(1.37%)	(1.66%)
Additional State Contribution Amount	$0	$0

EXPERIENCE FOR THE LAST PLAN YEAR

Numerous factors contributed to the change in the Plan's assets, liabilities, and the actuarial required contribution rate between January 1, 2024 and January 1, 2025. The components of change are examined in the following discussion.

SECTION 1 – BOARD SUMMARY

MEMBERSHIP

In total, the number of members (both active and inactive) increased about 4%, from 29,589 to 30,832. The number of active members increased by about 2%, from 14,952 in the 2024 valuation to 15,230 in the 2025 valuation. The number of members receiving benefit payments increased from 2,790 to 2,880. This increase of about 3% reflects that 102 active members and 45 inactive vested members who retired during 2024 elected to receive at least a portion of their benefit as monthly income. In addition, there were 15 members in the Defined Contribution Plan who elected to receive part or all of their benefit as monthly income from the Cash Balance Plan.

The State Cash Balance Plan is relatively young, compared to most public retirement plans, having been implemented in 2003 for new hires and existing active members who elected to change coverage. As a result, the number of active members is still growing, and the number of retirees is low in comparison to a mature retirement plan. Therefore, the number of new retirees is high, as a percentage, and is likely to continue in the foreseeable future until the size of the retiree group increases and eventually stabilizes. The ability for active members who retire to elect to receive the full value of their benefit as a lump sum also creates variability in the number of new retirees in the Plan each year.

ASSETS

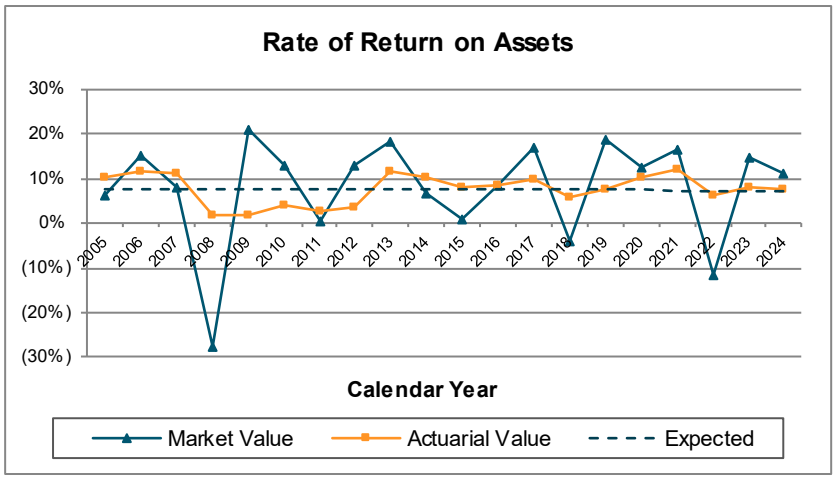
As of December 31, 2024, the State Employees Retirement System Cash Balance Benefit Fund had net assets of $2.40 billion, when measured on a market value basis. This was an increase of $188 million from the prior year. The market value of assets is not used directly in the calculation of the unfunded actuarial accrued liability or the actuarial required contribution rate. An asset valuation method, which smoothes the effect of market fluctuations, is used to determine the value of assets used in the valuation, called the actuarial value of assets. In this year's valuation, the actuarial value of assets is $2.37 billion, an increase of $116 million from the prior year. The components of change in the asset values are shown in the following table:

	Market Value ($M)		Actuarial Value ($M)	
Net Assets, December 31, 2023	$	2,213.05	$	2,254.25
- Employer and Member Contributions	+	119.09	+	119.09
- Benefit Payments	-	178.37	-	178.37
- Administrative Expenses	-	1.99	-	1.99
- Transfers	+	5.72	+	5.72
- Net Investment Income	+	243.93	+	171.35
Net Assets, December 31, 2024	$	2,401.43	$	2,370.05
Estimated Rate of Return*		11.2%		7.7%

*Estimated rate of return on the market value of assets is as reported by the Nebraska Investment Council.

The rate of return on the actuarial value of assets was above 7.0%, the assumed rate of return for calendar year 2024 (the assumption used in the January 1, 2024 valuation). As a result, there was an experience gain on assets of $15.5 million. Due to favorable investment experience in 2024, the net deferred (unrecognized) investment loss of $41.2 million in last year's valuation (difference between the actuarial and market values of assets) is now a net deferred gain of $31.4 million in this year's valuation. Unless there is unfavorable experience to offset the deferred investment gain, the Plan's funded status is expected to improve as the investment experience is recognized over the next four years and the contribution margin is expected to increase as the actuarial required contribution rate decreases (see Table 3).

Please see Section 3 of this report for more detailed information on the market and actuarial value of assets.



The rate of return of the actuarial value of assets has been less volatile than the market value return, illustrating the benefit of using an asset smoothing method.

LIABILITIES

The actuarial accrued liability (AAL) is that portion of the present value of future benefits that will not be paid by future normal costs. The difference between this liability and the actuarial value of assets as of the valuation date is called the unfunded actuarial accrued liability (UAAL). The dollar amount of the UAAL is reduced if the contributions to the State Employees Retirement System Cash Balance Benefit Fund exceed the normal cost for the year plus interest on the prior year's UAAL.

The unfunded actuarial accrued liability is shown as of January 1, 2025 in the following table:

	Actuarial Value of Assets	Market Value of Assets
Actuarial Accrued Liability	$2,354,124,179	$2,354,124,179
Value of Assets	2,370,051,009	2,401,431,363
Unfunded Actuarial Accrued Liability/(Surplus)	($15,926,830)	($47,307,184)
Funded Ratio	100.68%	102.01%

Note that the funded ratio does not indicate whether or not the Plan has sufficient funds to settle all current obligations, nor is it necessarily indicative of the need for future funding.

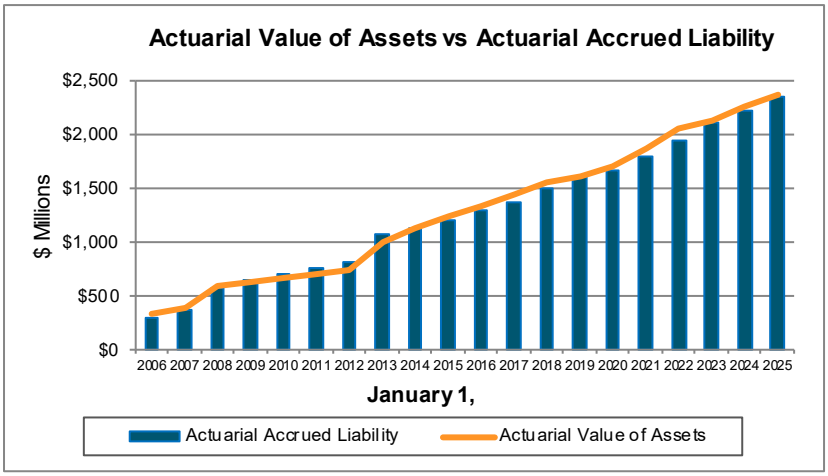
See Section 4 of the report for the detailed development of the unfunded actuarial accrued liability.

The net decrease in the actuarial surplus (actuarial assets over actuarial accrued liability) from January 1, 2024 to January 1, 2025 was $23.4 million. The components of this net change are shown in the following table (in millions):

	($ Millions)
Unfunded Actuarial Accrued Liability, January 1, 2024	($39.3)
- Expected change from amortization method	0.6
- Actual versus actuarial required contributions	(19.6)
- Investment experience	(15.5)
- Liability experience	(1.4)
- Dividend granted in 2024	39.0
- Assumption changes	20.7
- Other experience	(0.4)
Unfunded Actuarial Accrued Liability, January 1, 2025	($15.9)

As shown above, various components impacted the UAAL. Actuarial losses (gains), which result from actual experience that is less (more) favorable than anticipated based on the actuarial assumptions, are reflected in the UAAL and are measured as the difference between the expected UAAL and the actual UAAL, taking into account any changes due to actuarial assumptions and methods, or benefit changes including dividends. As discussed earlier, the Plan experienced an actuarial gain on both assets and liabilities, for a total actuarial gain of $16.8 million.

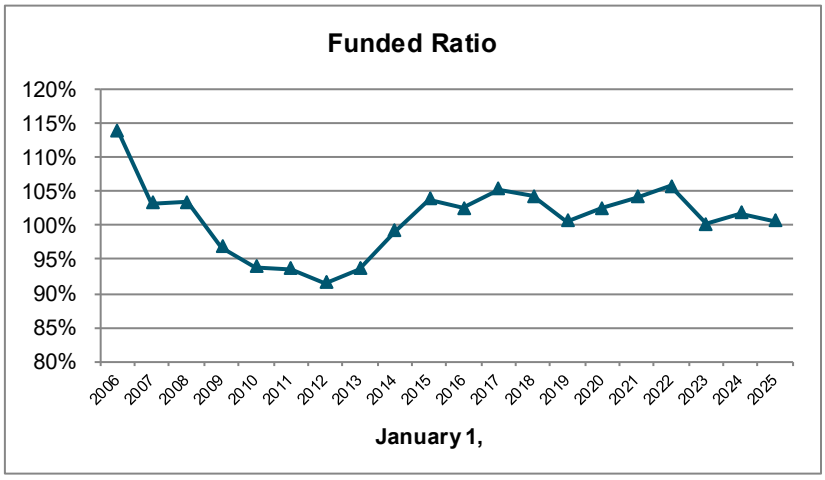
As shown in the following graph, the State Employees Retirement System Cash Balance Benefit Fund liabilities have increased significantly along with the assets since the Plan began in 2003. The large increases observed in 2008 and 2013 reflect the transfer of members from the Defined Contribution Plan to the Cash Balance Plan due to new election periods provided by the legislature.



An evaluation of the UAAL on a pure dollar basis may not provide a complete analysis since only the difference between the assets and liabilities (which are both very large numbers) is reflected. Another way to evaluate the UAAL and the progress made in its funding is to track the funded ratio, the ratio of the actuarial value of assets to the actuarial accrued liability. The funded status information is shown below (in millions).

	1/1/2021	1/1/2022	1/1/2023	1/1/2024	1/1/2025
Funded Ratio using Actuarial Assets	104.1%	105.7%	100.2%	101.8%	100.7%
Unfunded Actuarial Accrued Liability ($M)	($73.4)	($111.0)	($4.8)	($39.3)	($15.9)

The funded ratio over a longer period of years is shown in the following graph:



As a result of being 100% funded at the creation of the Plan in 2003 and contributing more than the actuarial required contribution in subsequent years, the funded ratio of the Plan has remained very strong during the entire period despite investment returns in some years that were less than assumed. Actual interest credits below the assumed rate during much of this period resulted in lower liabilities, thereby improving the funded ratio.

ACTUARIAL REQUIRED CONTRIBUTION RATE

The State Employees Retirement System Cash Balance Benefit Fund is funded by statutory contribution rates for members (4.80% of pay) and the State (156% of the member rate). State statutes require the State to make an additional contribution if the regular, payroll-related contributions by employees and the State are insufficient to meet the actuarial required contribution rate for the plan year. The State contributions for the plan year, if any, are made on the July 1 following the plan year-end. **Based on the results of the January 1, 2025 actuarial valuation, no additional State contribution is necessary for the current plan year.**

Under the Entry Age Normal cost method, the actuarial required contribution rate consists of:

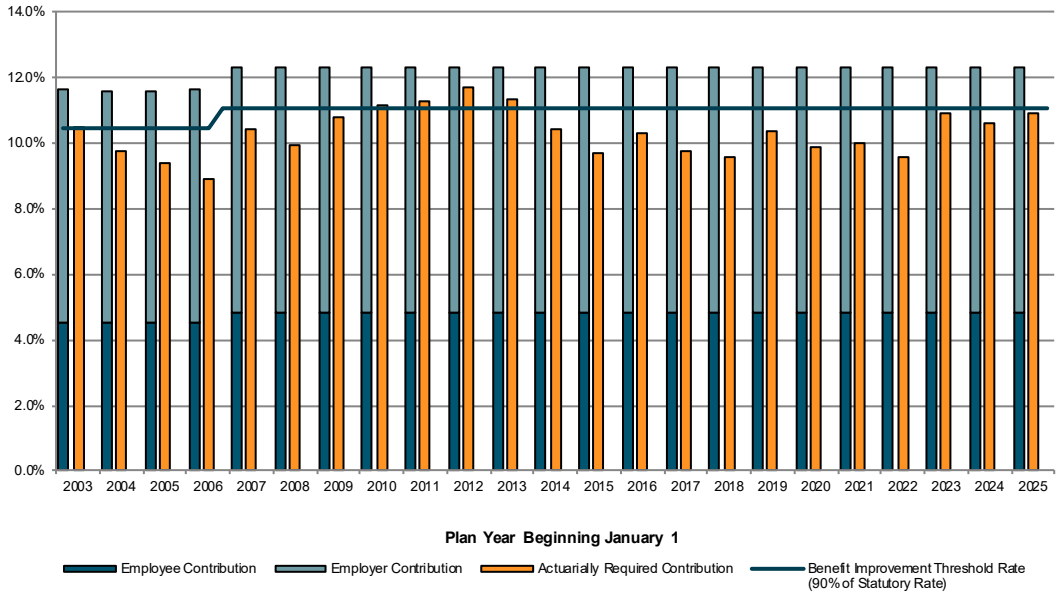
- A "normal cost" for the portion of projected liabilities allocated by the actuarial cost method to service of members during the year following the valuation date.
- An "administrative expense" load for the expenses expected to be paid from the trust for the year.
- An "unfunded actuarial accrued liability contribution" for the excess of the portion of projected liabilities allocated to service to date over the actuarial value of assets.

The actuarial required contribution rate is equal to the normal cost rate plus administrative expenses and an amortization payment on the UAAL . The amortization payment is the sum of the payments for each amortization base with payments over a closed 25-year period beginning on the date the base was established. If the UAAL is below zero, as is the case on January 1, 2025, all prior bases are considered to be fully funded and, therefore, are eliminated. In our opinion, the amortization policy meets the requirements of Actuarial Standard of Practice Number 4. The approach is intended to promote stable contributions, balance cost among generations of taxpayers and members, and ensure adequate advance funding of benefits. The amortization schedule would fully fund the UAAL, if any, within 25 years, and the scheduled payments would always exceed the normal cost plus interest on the UAAL due to the combination of a closed amortization period and level-dollar amortization. See Section 5 of the report for the detailed development of the actuarial required contribution rate, which is summarized in the following table:

Contribution Rates	January 1, 2025	January 1, 2024
Normal Cost Rate	10.84%	10.77%
Administrative Expenses	0.21%	0.21%
UAAL Amortization Rate	(0.13%)	(0.35%)
Total Actuarial Required Contribution	10.92%	10.63%
Member Contribution Rate	(4.80%)	(4.80%)
Employer Contribution Rate	(7.49%)	(7.49%)
Total Contribution Rate	(12.29%)	(12.29%)
Contribution Shortfall/(Margin)	(1.37%)	(1.66%)

The actuarial required contribution rate for the current plan year is 10.92%. The member contribution rate of 4.80% and the State contribution rate of 7.49% (156% of 4.8%) result in a total statutory contribution rate of 12.29% of pay. As a result, a contribution margin of 1.37% exists for the 2025 plan year.

As the following graph shows, the statutory fixed contribution rate has exceeded the actuarial required contribution rate every year since the Plan was created in 2003.



The actuarial required contribution rate, which is determined based on the snapshot of the Plan taken on the valuation date, will change each year as the deferred investment experience is recognized and other experience (both investment and demographic) impacts the Plan. While there is a contribution margin for the current plan year, this should not be viewed as an

unnecessary or excess contribution. In order for the financing of the System on a fixed contribution rate basis to succeed, contributions above the actuarial required contribution rate must be made to offset years where the fixed contribution rate may be below the actuarial required contribution rate.

DIVIDEND DETERMINATION

State statutes provide that the Board may grant a dividend if the unfunded actuarial accrued liability is less than zero (actuarial assets exceed actuarial accrued liability) and the dividend granted would not increase the actuarial required contribution rate above 90% of the statutory contribution rate (dark teal line in the graph above). The actuarial required contribution rate of 10.92% of pay is less than 90% of the statutory contribution rate of 12.29%, or 11.06%. This difference of 0.14% of pay is potentially available for benefit improvements under state statutes, if the Plan's funded ratio exceeds 100%.

In addition to the statutory contribution rate requirement, the PERB's dividend policy also requires the funded ratio to exceed 100% on both the Funded Basis (actuarial accrued liability less actuarial assets) and a Current Value Basis (total accumulated benefit obligation less market value of assets). The January 1, 2025 actuarial valuation indicates that the funded ratios are 100.7% and 105.1%, respectively. **Therefore, the Plan has met all of the requirements in the current valuation and a dividend may be granted. The maximum dividend, based on the 2025 valuation results, is 0.95%.**

Each year after the annual actuarial valuation results are received, the Board determines, based on the recommendation of the actuary, if a dividend can be paid. The amount of dividend, if any, is based on the criteria in the Board policy. Please see the graph on page 42, which illustrates the historical dividends granted by the Board. Alternatively, a table containing the historical dividend rates can be found in Appendix B.

One of the criteria for granting a dividend is based on the Accumulated Benefit Obligation, a liability measurement based on the current cash balance account balances for those not in pay status and the present value of future benefits as of the valuation date for those receiving benefits. This measure is intended to provide information regarding the Cash Balance Plan's funded status on a current or market-value basis and to provide comparability to individual account plans (defined contribution plans). This liability measure is not used in developing the funding numbers for the Plan, but it is used in determining the amount of the dividend as well as whether a dividend can be granted. The Current Value funded ratio for the current and prior year is shown in the following table.

Funded Status	January 1, 2025	January 1, 2024
1. Cash Balance Accounts		
(a) Actives	$ 1,199,261,041	$ 1,136,011,521
(b) Inactives	472,561,828	447,561,223
(c) Total	$ 1,671,822,869	$ 1,583,572,744
2. Present Value of Benefits for Retirees and Beneficiaries	612,304,788	581,037,264
3. Total Accumulated Benefit Obligation	$ 2,284,127,657	$ 2,164,610,008
4. Market Value of Assets	2,401,431,363	2,213,051,585
5. Deficit/(Reserve) [3 - 4]	$ (117,303,706)	$ (48,441,577)
6. Funded Percentage on Market Value of Assets [4 / 3]	105.1%	102.2%

The criteria used to determine the amount of any dividend that can be granted includes:

A. The plan must maintain the 90% Benefit Threshold Rate after granting any dividend.

1. Statutory Contribution Rate (Total)	12.29%
2. Required Threshold for Benefit Improvement (90% of (1))	11.06%
3. Actuarial Required Contribution Rate	10.92%
4. Rate Sufficiency/(Deficiency) [2 - 3]	0.14%

B. There must be a minimum 100% Funded Ratio on both the Funded Basis and the Current Value Basis, both before and after the dividend is granted.

	Funded Basis	Current Value Basis
January 1, 2025 Valuation Results Before Dividend:		
(a) Liability	$2,354,124,179	$2,284,127,657
(b) Assets	2,370,051,009	2,401,431,363
(c) (Deficit)/Reserve [(b) - (a)]	$15,926,830	$117,303,706
(d) Funded Ratio [(b) / (a)]	100.7%	105.1%
Funded Ratio After Maximum Dividend:	100.0%	104.4%

C. No dividend will be granted for a year where the annual interest credit rate exceeds the actuarial valuation interest rate.

D. The dividend plus the annual interest credit during the year cannot exceed the assumed rate of return (7.00% in 2024) unless a majority of the full Board agrees.

SECTION 1 – BOARD SUMMARY

A typical retirement plan faces many different risks. The term "risk" is most commonly associated with an outcome with undesirable results. However, in the actuarial world risk can be translated as uncertainty. The actuarial valuation process uses many actuarial assumptions to project how future contributions and investment returns will meet the cash flow needs for future benefit payments. Of course, we know that actual experience will not unfold exactly as anticipated by the assumptions and that uncertainty, whether favorable or unfavorable, creates risk. Actuarial Standard of Practice Number 51 defines risk as the potential of actual future measurements to deviate from expected results due to actual experience that is different than the actuarial assumptions. Risk evaluation is an important part of managing a defined benefit plan. Please see Section 6 of this report for an in-depth discussion of the specific risks facing the State Employees Retirement System Cash Balance Benefit Fund.

SUMMARY OF PRINCIPAL RESULTS

	1/1/2025 Valuation	1/1/2024 Valuation	% Change
1. PARTICIPANT DATA			
Number of:			
Active Members	15,230	14,952	1.86%
Retired Members and Beneficiaries	2,880	2,790	3.23%
Inactive Vested Members	4,588	4,423	3.73%
Inactive Nonvested Members	8,134	7,424	9.56%
Total Members	30,832	29,589	4.20%
Projected Annual Salaries of Active Members	$ 993,248,438	$ 920,606,843	7.89%
Annual Retirement Payments for Retired Members and Beneficiaries	$ 63,184,688	$ 60,004,847	5.30%
2. ASSETS AND LIABILITIES			
a. Market Value of Assets	$ 2,401,431,363	$ 2,213,051,585	8.51%
b. Actuarial Value of Assets	2,370,051,009	2,254,247,618	5.14%
c. Total Actuarial Accrued Liability	2,354,124,179	2,214,920,950	6.28%
d. Unfunded Actuarial Accrued Liability/(Surplus) [c - b]	$ (15,926,830)	$ (39,326,668)	(59.50%)
e. Funded Ratio (Actuarial Value of Assets) [b / c]	100.68%	101.78%	(1.08%)
f. Funded Ratio (Market Value of Assets) [a / c]	102.01%	99.92%	2.09%
3. CONTRIBUTION RATES AS A PERCENT OF PAYROLL			
Normal Cost	10.84%	10.77%	0.65%
Administrative Expenses	0.21%	0.21%	0.00%
Amortization of Unfunded Actuarial Accrued Liability	(0.13%)	(0.35%)	(62.86%)
Actuarial Required Contribution Rate	10.92%	10.63%	2.73%
Member Contribution Rate	(4.80%)	(4.80%)	0.00%
Employer Contribution Rate*	(7.49%)	(7.49%)	0.00%
Contribution Shortfall/(Margin)	(1.37%)	(1.66%)	(17.47%)
Additional State Contribution Amount	$ 0	$ 0	N/A

* 156% of member contribution rate

This page intentionally left blank

SECTION 2 – SCOPE OF THE REPORT

This report presents the actuarial valuation results of the State Employees Retirement System Cash Balance Benefit Fund as of January 1, 2025. This valuation was prepared at the request of the Public Employees Retirement Board of the Nebraska Public Employees Retirement System.

Please pay particular attention to our actuarial certification letter, where the guidelines employed in the preparation of this report are outlined. We also comment on the sources and reliability of both the data and the actuarial assumptions upon which our findings are based. Those comments are the basis for our certification that this report is complete and accurate to the best of our knowledge and belief.

A summary of the findings which result from this valuation is presented in the previous section. Section 3 describes the assets and investment experience of the State Employees Retirement System Cash Balance Benefit Fund. Sections 4 and 5 describe how the obligations of the Plan are to be met under the actuarial cost method in use. Section 6 includes risk considerations related to the State Employees Retirement System Cash Balance Benefit Fund. Section 7 includes other information for financial reporting.

This report includes several appendices:

- Appendix A Schedules of valuation data classified by various categories of members.
- Appendix B A summary of the current benefit structure, as determined by the provisions of governing law on January 1, 2025.
- Appendix C A summary of the actuarial methods and assumptions used to estimate liabilities and determine contribution rates.
- Appendix D A glossary of actuarial terms.

This page intentionally left blank

SECTION 3 - ASSETS

In many respects, an actuarial valuation can be thought of as an inventory process. The inventory is taken as of the actuarial valuation date, which for this valuation is January 1, 2025. On that date, the assets available for the payment of benefits are appraised. The assets are compared with the liabilities of the Plan, which are generally in excess of assets. The actuarial process then leads to a method of determining the contributions needed by members and the employer in the future to balance the Fund assets and liabilities.

Market Value of Assets

The current market value represents the "snapshot" or "cash-out" value of the Plan assets as of the valuation date. In addition, the market value of assets provides a basis for measuring investment performance from time to time. Table 1 is a comparison of Plan assets at market value as of December 31, 2024 and December 31, 2023, in total and by investment category. Table 2 summarizes the change in the market value of assets from December 31, 2023 to December 31, 2024.

Actuarial Value of Assets

Neither the market value of assets, representing a "cash-out" value of State Employees Retirement System Cash Balance Benefit Fund assets, nor the book values of assets, representing the cost of investments, may be the best measure of the Plan's ongoing ability to meet its obligations.

To arrive at a suitable value of assets for the actuarial valuation, a technique for determining the actuarial value of assets is used which dampens swings in the market value while still indirectly recognizing market values. Under the asset smoothing methodology, the difference between the actual and assumed investment return on the market value of assets is recognized evenly over a five-year period.

Table 3 shows the development of the actuarial value of assets (AVA) as of the valuation date.

TABLE 1

MARKET VALUE OF ASSETS
by Investment Category

	December 31, 2024	December 31, 2023
1. Cash and Equivalents	$ 236,922	$ 313,424
2. Investments	2,453,423,733	2,251,465,048
3. Receivables and Prepaids	121,122,986	110,482,546
4. Accounts Payable	(173,352,278)	(149,209,433)
5. Net Assets Available for Pension Benefits [1 + 2 + 3 + 4]	$ 2,401,431,363	$ 2,213,051,585

TABLE 2

CHANGE IN MARKET VALUE OF ASSETS

	December 31, 2024	December 31, 2023
1. Beginning Market Value of Assets	$ 2,213,051,585	$ 1,969,119,491
2. Contributions		
(a) Member (includes purchased service)	$ 46,506,322	$ 42,517,486
(b) Employer	72,580,197	66,349,931
(c) State appropriations	0	0
(d) Total	$ 119,086,519	$ 108,867,417
3. Transfers Between Plans		
(a) From Defined Contribution Plans	$ 5,724,179	$ 8,387,489
(b) Between Cash Balance Plans	0	0
(c) Net Transfers	$ 5,724,179	$ 8,387,489
4. Receivable Transfer from Defined Contribution Benefit Fund	$ 0	$ 0
5. Expenditures		
(a) Benefit payments and refunds	$ 178,365,104	$ 158,272,678
(b) Administrative expenses	1,994,344	1,749,273
(c) Total	$ 180,359,448	$ 160,021,951
6. Net Investment Income	$ 243,928,528	$ 286,699,139
7. Ending Market Value of Assets [1 + 2(d) + 3(c) + 4 - 5(c) + 6]	$ 2,401,431,363	$ 2,213,051,585
8. Rate of Return on Market Value of Assets*	11.2%	14.7%

*Annual money-weighted rate of return, net of investment expense, as reported by the Nebraska Investment Council.

TABLE 3

DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS

	Year End			
	12/31/2021	12/31/2022	12/31/2023	12/31/2024
1. Actuarial Value of Assets, Beginning of Year	$ 1,868,791,699	$ 2,049,199,656	$ 2,124,357,756	$ 2,254,247,618
2. Unrecognized Return Beginning of Year	$ 122,928,739	$ 229,635,007	$ (155,238,265)	$ (41,196,033)
3. Contributions During Year				
(a) Member	$ 33,833,051	$ 39,603,801	$ 42,517,486	$ 46,506,322
(b) Employer	52,713,963	61,842,606	66,349,931	72,580,197
(c) State appropriations	0	0	0	0
(d) Total	$ 86,547,014	$ 101,446,407	$ 108,867,417	$ 119,086,519
4. Net Transfers	$ 6,512,820	$ 5,848,530	$ 8,387,489	$ 5,724,179
5. Receivable Transfer from Defined Contribution Benefit Fund	$ 0	$ 0	$ 0	$ 0
6. Benefit Payments and Admin Expenses During Year	$ 134,335,916	$ 161,695,365	$ 160,021,951	$ 180,359,448
7. Assumed Rate of Return	7.30%	7.20%	7.10%	7.00%
8. Expected Investment Income on (1), (2), (3), (4) and (6)	$ 143,915,550	$ 162,151,717	$ 138,315,286	$ 153,002,287
9. Actual Return on Market Value, Net of Investment Expenses	$ 326,893,714	$ (255,314,744)	$ 286,699,139	$ 243,928,528
10. Return to be Spread, End of Year [9 - 8]	$ 182,978,164	$ (417,466,461)	$ 148,383,853	$ 90,926,241

TABLE 3
(continued)

11. Return to be Spread

Year	Return to be Spread	Unrecognized Percent	Unrecognized Return
2024	$90,926,241	80%	$72,740,993
2023	148,383,853	60%	89,030,312
2022	(417,466,461)	40%	(166,986,584)
2021	182,978,164	20%	36,595,633
			$31,380,354

12. Total Market Value of Assets as of January 1, 2025	$2,401,431,363
13. Total Actuarial Value of Assets as of January 1, 2025 [12 - 11]	$2,370,051,009
14. Asset Ratios	
(a) Actuarial Value to Market Value [13/ 12]	98.69%
(b) Market Value to Actuarial Value [12 / 13]	101.32%

Plan Year Ended	Gain/(Loss) Deferred to Future Years	Gain/(Loss) to be Recognized in Plan Year Ending			
		2025	2026	2027	2028
12/31/2021	$36,595,633	36,595,633			
12/31/2022	(166,986,584)	(83,493,292)	(83,493,292)		
12/31/2023	89,030,312	29,676,771	29,676,771	29,676,770	
12/31/2024	72,740,993	18,185,248	18,185,248	18,185,248	18,185,249
Total	$31,380,354	$964,360	($35,631,273)	$47,862,018	$18,185,249

This page intentionally left blank

SECTION 4 – SYSTEM LIABILITIES

In the previous section, an actuarial valuation was compared with an inventory process, and an analysis was given of the inventory of assets of the State Employees Retirement System Cash Balance Benefit Fund as of the valuation date, January 1, 2025. In this section, the discussion will focus on the commitments (future benefit payments) of the Plan, which are referred to as its liabilities.

Table 4 contains an analysis of the actuarial present value of all future benefits (PVFB) for contributing members, inactive members, retirees and their beneficiaries.

The liabilities summarized in Table 4 include the actuarial present value of all future benefits expected to be paid with respect to each member. For an active member, this value includes the measurement of both benefits already earned and future benefits to be earned. For all members, active and retired, the value extends over benefits earnable and payable for the rest of their lives and for the lives of the surviving beneficiaries.

All liabilities reflect the benefit provisions in place as of January 1, 2025.

Actuarial Accrued Liability

A fundamental principle in financing the liabilities of a retirement program is that the cost of its benefits should be related to the period in which benefits are earned, rather than to the period of benefit distribution. An actuarial cost method is a mathematical technique that allocates the present value of future benefits into annual costs. In order to do this allocation, it is necessary for the funding method to "breakdown" the present value of future benefits into two components:

(1) that which is attributable to the past and

(2) that which is attributable to the future.

Actuarial terminology calls the part attributable to the past the "past service liability" or the "actuarial accrued liability." The portion allocated to the future is known as the present value of future normal costs, with the specific piece of it allocated to the current year being called the "normal cost." Table 5 contains the calculation of actuarial accrued liability for the State Employees Retirement System Cash Balance Benefit Fund. By statute, the Entry Age Normal actuarial cost method is used to develop the actuarial accrued liability.

TABLE 4

PRESENT VALUE OF FUTURE BENEFITS
AS OF JANUARY 1, 2025

1. Active Employees		
(a) Retirement	$	1,646,370,005
(b) Withdrawal		402,746,563
(c) Death		32,098,971
(d) Total	$	2,081,215,539
2. Inactive Vested Members		452,643,995
3. Inactive Nonvested Members		19,917,833
4. Retirees		585,226,778
5. Beneficiaries		27,078,010
6. Total Present Value of Future Benefits [1(d) + 2 + 3 + 4 + 5]	$	3,166,082,155

TABLE 5

ACTUARIAL ACCRUED LIABILITY
AS OF JANUARY 1, 2025

1.	Present Value of Future Benefits for Active Members	$ 2,081,215,539
2.	Present Value of Future Normal Costs for Active Members	$ 811,957,976
3.	Actuarial Accrued Liability for Active Members [1 - 2]	$ 1,269,257,563
4.	Actuarial Accrued Liability for Inactive Members	$ 1,084,866,616
5.	Total Actuarial Accrued Liability [3 + 4]	$ 2,354,124,179
6.	Actuarial Value of Assets	$ 2,370,051,009
7.	Unfunded Actuarial Accrued Liability/(Surplus) [5- 6]	$ (15,926,830)

TABLE 6

ACTUARIAL BALANCE SHEET

ASSETS		
Actuarial Value of Assets		$ 2,370,051,009
Unfunded Actuarial Accrued Liability/(Surplus)		(15,926,830)
Present Value of Future Normal Costs		$ 811,957,976
Total Assets		$ 3,166,082,155
LIABILITIES		
Present Value of Future Benefits		
Active members		
Retirement	$ 1,646,370,005	
Withdrawal	402,746,563	
Death	32,098,971	
Total		$ 2,081,215,539
Inactive members		472,561,828
Retirees and beneficiaries		612,304,788
Total Liabilities		$ 3,166,082,155

TABLE 7

ACTUARIAL GAIN/(LOSS)

Liabilities			
1.	Actuarial Accrued Liability as of January 1, 2024	$	2,214,920,950
2.	Normal Cost During 2024, Including New Hires		97,498,709
3.	Benefit Payments During Plan Year Ending December 31, 2024		(178,365,104)
4.	Transfers from Defined Contribution Plan		5,724,179
5.	Interest on Items 1 - 4 at 7.00%		155,929,140
6.	Dividend Granted in 2024		39,035,162
7.	Assumption Changes		20,733,231
8.	Expected Actuarial Accrued Liability as of January 1, 2025	$	2,355,476,267
9.	Actuarial Accrued Liability as of January 1, 2025	$	2,354,124,179
Assets			
10.	Actuarial Value of Assets as of January 1, 2024	$	2,254,247,618
11.	Contributions During Plan Year Ending December 31, 2024		119,086,519
12.	Benefit Payments and Expenses During Plan Year Ending December 31, 2024		(180,359,448)
13.	Transfers from Defined Contribution Plan		5,724,179
14.	Interest on Items 10 - 13 at 7.00%		155,886,009
15.	Expected Actuarial Value of Assets as of January 1, 2025	$	2,354,584,877
16.	Actuarial Value of Assets as of January 1, 2025	$	2,370,051,009
Gain / (Loss)			
17.	Actuarial Gain / (Loss) on Liabilities [8 - 9]	$	1,352,088
18.	Actuarial Gain / (Loss) on Assets [16 - 15]	$	15,466,132
19.	Total Actuarial Gain / (Loss) for Plan Year Ending December 31, 2024 [17 + 18]	$	16,818,220

TABLE 8

GAIN/(LOSS) ANALYSIS BY SOURCE

Liability Sources		Gain/(Loss)
Retirement	$	159,000
Termination		1,299,000
Disability		0
Mortality		432,000
Salary		(3,352,000)
Interest Credit		3,118,000
DC Transfers Upon Retirement		621,000
Miscellaneous		(925,000)
Total Liability Gain/(Loss)	$	1,352,000
Asset Gain/(Loss)	$	15,466,000
Net Actuarial Gain/(Loss)	$	16,818,000

TABLE 9

PROJECTED BENEFIT PAYMENTS AS OF JANUARY 1, 2025

Plan Year Ending December 31,	Active Employees	Retired Members and Beneficiaries	Total
2025	$ 97,439,000	$ 63,299,000	$ 160,738,000
2026	100,463,000	62,501,000	162,964,000
2027	107,111,000	61,720,000	168,831,000
2028	110,470,000	60,541,000	171,011,000
2029	113,273,000	59,226,000	172,499,000
2030	115,754,000	57,951,000	173,705,000
2031	117,238,000	56,487,000	173,725,000
2032	118,958,000	54,897,000	173,855,000
2033	121,393,000	53,038,000	174,431,000
2034	124,294,000	50,984,000	175,278,000
2035	127,479,000	48,784,000	176,263,000
2036	131,621,000	46,723,000	178,344,000
2037	135,334,000	44,670,000	180,004,000
2038	139,478,000	42,382,000	181,860,000
2039	144,212,000	39,993,000	184,205,000
2040	149,724,000	37,365,000	187,089,000
2041	155,037,000	34,971,000	190,008,000
2042	160,652,000	32,317,000	192,969,000
2043	166,951,000	29,745,000	196,696,000
2044	173,236,000	27,481,000	200,717,000
2045	179,358,000	25,229,000	204,587,000
2046	185,553,000	23,172,000	208,725,000
2047	192,067,000	21,119,000	213,186,000
2048	198,196,000	19,089,000	217,285,000
2049	204,368,000	17,108,000	221,476,000
2050	210,380,000	15,195,000	225,575,000
2051	215,708,000	13,371,000	229,079,000
2052	220,396,000	11,652,000	232,048,000
2053	224,466,000	10,053,000	234,519,000
2054	228,133,000	8,585,000	236,718,000

Note: Cash flows are the expected future non-discounted payments to current members. These amounts assume members terminating before retirement eligibility will elect a lump sum distribution of their cash balance account. 55% of members eligible for retirement will elect a monthly annuity, payable for life with 5 years certain, and 45% will elect a lump sum distribution of their cash balance account. These numbers exclude refund payouts to any current vested or nonvested inactives.

This page intentionally left blank

SECTION 5 – EMPLOYER CONTRIBUTIONS

The previous two sections were devoted to a discussion of the assets and liabilities of the State Employees Retirement System Cash Balance Benefit Fund. A comparison of Tables 3 and 4 indicates that current assets fall short of meeting the present value of future benefits (total liability). This is expected in all but a completely closed fund, where no further contributions are anticipated. In an active system, there will almost always be a difference between the actuarial value of assets and total liabilities. This deficiency has to be made up by future contributions and investment returns. An actuarial valuation sets out a schedule of future contributions that will deal with this deficiency in an orderly fashion.

The method used to determine the incidence of the contributions in various years is called the actuarial cost method. Under an actuarial cost method, the contributions required to meet the difference between current assets and current liabilities are allocated each year between two elements: (1) the normal cost rate and (2) the unfunded actuarial accrued liability contribution rate.

The term "fully funded" is often applied to a system in which contributions at the normal cost rate are sufficient to pay for the benefits of existing employees as well as for those of new employees. More often than not, systems are not fully funded, either because of past benefit improvements that have not been completely funded or because of actuarial deficiencies that have occurred because experience has not been as favorable as anticipated by the actuarial assumptions. Under these circumstances, an unfunded actuarial accrued liability (UAAL) exists. Likewise, when the actuarial value of assets is greater than the actuarial accrued liability, a surplus exists.

Description of Contribution Rate Components

The Entry Age Normal (EAN) actuarial cost method is used for the valuation. Under that method, the normal cost for each year from entry age to assumed exit age is a constant percentage of the member's year by year projected compensation. The portion of the present value of future benefits not provided by the present value of future normal costs is the actuarial accrued liability. The unfunded actuarial accrued liability/(surplus) represents the difference between the actuarial accrued liability and the actuarial value of assets as of the valuation date. The unfunded actuarial accrued liability is calculated each year and reflects experience gains and losses.

In general, contributions are computed in accordance with a level percent-of-payroll funding objective. The contribution rate based on the January 1, 2025 actuarial valuation will be used to determine the actuarial required employer contribution rate to the State Employees Retirement System Cash Balance Benefit Fund for the plan year ending December 31, 2025. Any additional State contributions are expected to be deposited on July 1, 2026 (State fiscal year 2027). In this context, the term "contribution rate" means the percentage, which is applied to a particular active member payroll to determine the actual employer contribution amount (i.e., in dollars) for the group.

SECTION 5 – EMPLOYER CONTRIBUTIONS

Contribution Rate Summary

In Table 10, the amortization payment related to the unfunded actuarial accrued liability/(surplus), as of January 1, 2025, is developed. Table 11 develops the actuarial required contribution rate for the State Employees Retirement System Cash Balance Benefit Fund and the amount of any additional required State contributions.

The contribution rates shown in this report are based on the actuarial assumptions and cost methods described in Appendix C.

TABLE 10

SCHEDULE OF AMORTIZATION BASES

We believe that the use of the layered amortization policy, with new bases over 25 years and using level-dollar amortization, complies with Actuarial Standard of Practice Number 4. This policy would fully amortize the unfunded actuarial accrued liability, if any, within a reasonable timeframe and/or reduce the amount of the UAAL by a reasonable amount within a sufficiently short period.

Amortization Bases	Original Amount	January 1, 2025 Remaining Payments	Date of Last Payment	Outstanding Balance as of January 1, 2025	Annual Contribution*
2025 Unfunded Actuarial Accrued Liability Base	$ (15,926,830)	25	1/1/2050	$ (15,926,830)	$ (1,315,590)
Total				**$ (15,926,830)**	**$ (1,315,590)**

* Contribution amount reflects mid-year timing.

1. Total UAAL Amortization Payments	$ (1,315,590)
2. Projected Payroll for 2025 Plan Year	$ 993,248,438
3. UAAL Amortization Payment Rate	(0.13%)

Per State Statute Sect. 84-1319 (4)(b), because the UAAL as of January 1, 2025 is zero or less than zero, all prior amortization bases are considered fully funded and the UAAL is reinitialized.

TABLE 11

ACTUARIAL REQUIRED CONTRIBUTION RATE
and
DEVELOPMENT OF ADDITIONAL STATE CONTRIBUTION

1. Normal Cost		
(a) Amount	$	97,100,110
(b) Expected pay for current actives		895,823,670
(c) Normal Cost Rate as % of pay		10.84%
2. Administrative Expenses		0.21%
3. Amortization Cost		
(a) Amount		(1,315,590)
(b) Expected pay for all actives		993,248,438
(c) Amortization Rate as % of pay		(0.13%)
4. Total Actuarial Required Contribution Rate [1(c) + 2 + 3(c)]		10.92%
5. Statutory Contribution Rates		
(a) Member		4.80%
(b) Employer (156% of Member)		7.49%
(c) Total		12.29%
6. Additional Required State Contribution [4 - 5(c), not less than 0.00%]		0.00%
7. Expected pay for all actives during 2025		993,248,438
8. Additional Required State Contribution payable July 1, 2026 [6 * 7 * $1.0695^{0.5}$, but not less than $0]	$	0

TABLE 12

HISTORICAL CONTRIBUTION RATES

Plan Year	Statutory Contribution Rate			Actuarial Rate	Margin/ (Shortfall)
	Employee	Employer	Total		
2006	4.54%	7.08%	11.62%	8.92%	2.70%
2007	4.80%	7.49%	12.29%	10.40%	1.89%
2008	4.80%	7.49%	12.29%	9.92%	2.37%
2009	4.80%	7.49%	12.29%	10.77%	1.52%
2010	4.80%	7.49%	12.29%	11.17%	1.12%
2011	4.80%	7.49%	12.29%	11.28%	1.01%
2012	4.80%	7.49%	12.29%	11.70%	0.59%
2013	4.80%	7.49%	12.29%	11.32%	0.97%
2014	4.80%	7.49%	12.29%	10.45%	1.84%
2015	4.80%	7.49%	12.29%	9.72%	2.57%
2016	4.80%	7.49%	12.29%	10.30%	1.99%
2017	4.80%	7.49%	12.29%	9.73%	2.56%
2018	4.80%	7.49%	12.29%	9.60%	2.69%
2019	4.80%	7.49%	12.29%	10.34%	1.95%
2020	4.80%	7.49%	12.29%	9.88%	2.41%
2021	4.80%	7.49%	12.29%	9.98%	2.31%
2022	4.80%	7.49%	12.29%	9.60%	2.69%
2023	4.80%	7.49%	12.29%	10.89%	1.40%
2024	4.80%	7.49%	12.29%	10.63%	1.66%
2025	4.80%	7.49%	12.29%	10.92%	1.37%

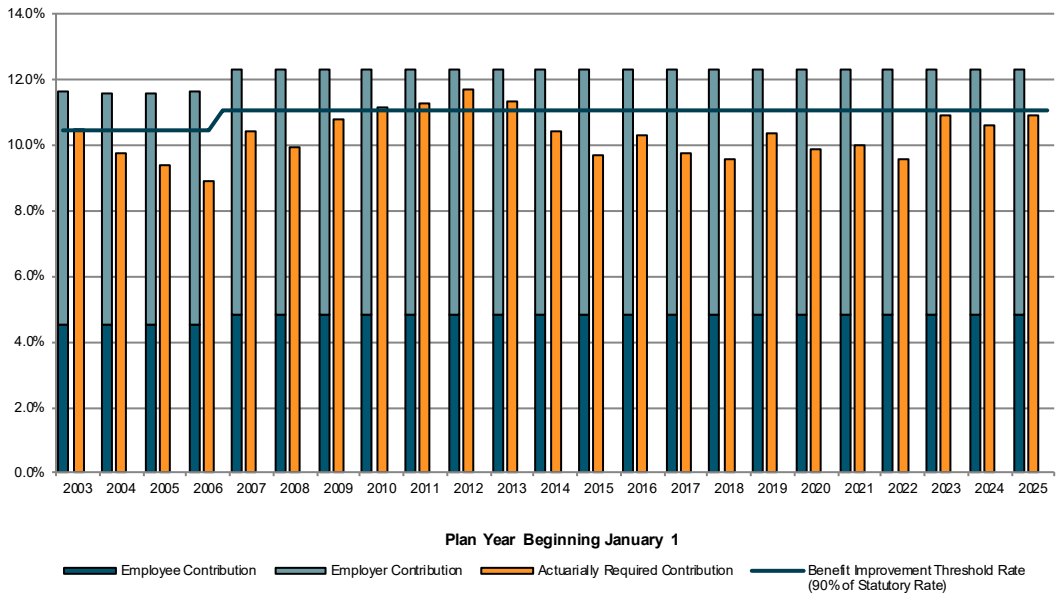


TABLE 13

FUNDING EXCESS AVAILABLE FOR BENEFIT IMPROVEMENT

1. Total Statutory Contribution Rate	12.29%
2. Benefit Improvement Threshold Rate (90% of (1))	11.06%
3. Actuarially Required Contribution Rate	10.92%
4. Unfunded Actuarial Accrued Liability	$ (15,926,830)
5. Requirements for Using Excess for Benefit Improvement	
a. Rate Sufficiency: (3) < (2)	Yes
b. No UAAL: (4) < 0	Yes
6. Funding Excess Available for Benefit Improvement	
As a rate of Pay: (2) - (3), not less than 0%	0.14%

TABLE 14

DIVIDEND DETERMINATION

Each year after the annual actuarial valuation results are received, the Board determines, based on the recommendation of the actuary, if a benefit improvement can be made. If it is determined that the benefit improvement should be a dividend payment to individual member Cash Balance accounts and that sufficient reserves exist, the dividend granted must meet the following criteria:

A. The plan must maintain the 90% Benefit Threshold Rate after granting any dividend.
B. There must be a minimum 100% Funded Ratio on both the Funded Basis and the Current Value Basis, both before and after the dividend is granted.
C. No dividend will be granted for a year where the annual interest credit rate exceeds the actuarial valuation investment return assumption.
D. The dividend plus the annual interest credit during the year cannot exceed the assumed rate of return for the year unless by a majority vote of the full Board.

1. January 1, 2025 Valuation Results Before Dividend:

	Funded Basis	Current Value Basis
(a) Liability	$2,354,124,179	$2,284,127,657
(b) Assets	2,370,051,009	2,401,431,363
(c) (Deficit)/Reserve [(b) - (a)]	$15,926,830	$117,303,706

2. Preliminary Amount Available for Dividend (Lesser of 1(c) on Funded Basis or Current Value Basis) — $15,926,830
3. Amount Available for Dividend Based on Benefit Threshold Rate — $15,926,830
4. Account Balances as of December 31, 2024 — $1,671,822,869
5. Maximum Dividend [3 / 4] — 0.95%
6. Annual Interest Credit for 2024 — 5.72%
7. 2024 Interest Credit Plus Maximum Dividend [5 + 6] — 6.67%
8. January 1, 2025 Valuation Results After Maximum Dividend:
   (a) Actuarial Required Contribution Rate After Maximum Dividend — 11.05%
   (b) Benefit Improvement Threshold Rate — 11.06%
   (c) Is (a) <= (b)? **[Criteria A]** — **Yes**
   (d) Funded Ratio on a Funded Basis After Maximum Dividend — 100.0%
   (e) Funded Ratio on a Current Value Basis — 104.4%
   (f) Are (d) and (e) both at least 100%? **[Criteria B]** — **Yes**
9. Is (6) less than actuarial assumed interest rate (7.00%)? **[Criteria C]** — **Yes**
10. Is (7) greater than actuarial assumed interest rate (7.00%)? **[Criteria D]** — **No**
    - Any dividend over 1.28% can only be granted subject to a majority vote of the full Board.

This page intentionally left blank

SECTION 6 – RISK CONSIDERATIONS

Actuarial Standards of Practice are issued by the Actuarial Standards Board and are binding on credentialed actuaries practicing in the United States. These standards generally identify what the actuary should consider, document and disclose when performing an actuarial assignment. In September 2017, Actuarial Standard of Practice Number 51, *Assessment and Disclosure of Risk in Measuring Pension Obligations*, (ASOP 51) was issued as final with application to measurement dates on or after November 1, 2018. This ASOP, which applies to funding valuations, actuarial projections, and actuarial cost studies of proposed plan changes, was first applicable for the January 1, 2019 actuarial valuation for the State Employees Retirement System Cash Balance Benefit Fund (System).

A typical retirement plan faces many different risks. The term "risk" is most commonly associated with an outcome with undesirable results. However, in the actuarial world, risk can be translated as uncertainty. The actuarial valuation process uses many actuarial assumptions to project how future contributions and investment returns will meet the cash flow needs for future benefit payments. Of course, we know that actual experience will not unfold exactly as anticipated by the assumptions and that uncertainty, whether favorable or unfavorable, creates risk. ASOP 51 defines risk as the potential of actual future measurements to deviate from expected results due to actual experience that is different than the actuarial assumptions.

The various risk factors for a given plan can have a significant impact – positive or negative – on the actuarial projection of liability and the resulting contribution rates.

There are a number of risks inherent in the funding of any defined benefit plan. These include:

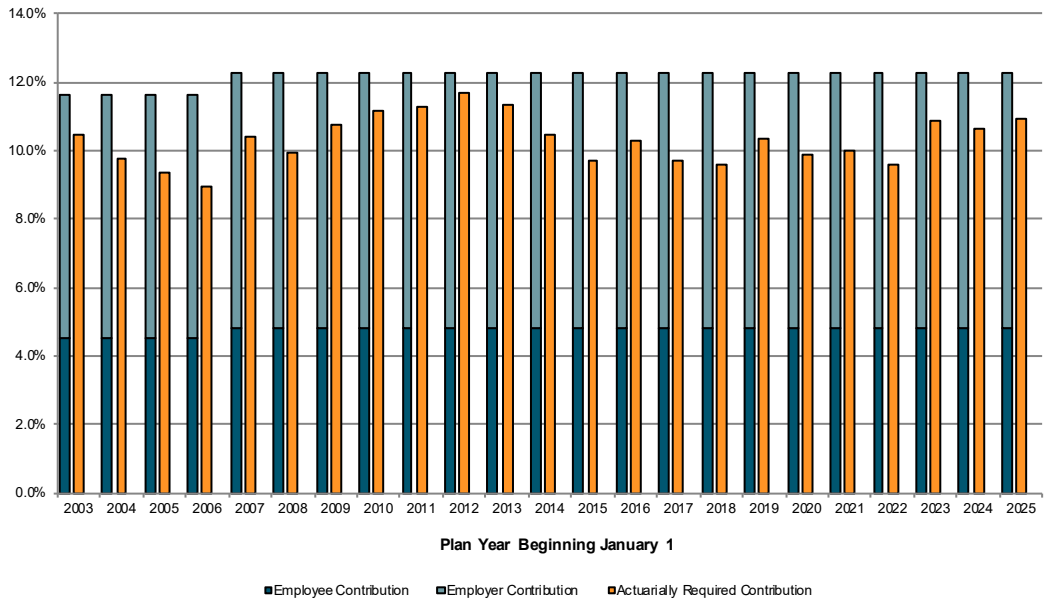
- economic risks, such as investment return and price inflation,
- demographic risks such as mortality, payroll growth, aging population including impact of baby boomers, and retirement ages,
- contribution risk, i.e., the potential for contribution rates to be too high for the plan sponsor/employer to pay and
- external risks such as the regulatory and political environment.

The State Employees Retirement System Cash Balance Benefit Fund (State Cash Balance Plan) is somewhat unique in the public pension arena as there are very few standalone Cash Balance Plans that are sponsored by governmental employers. Most public defined benefit plans are traditional final average pay plans. The State Cash Balance Plan was created in 2003. Participants in the State Defined Contribution Plan at that time were allowed to elect coverage in the Cash Balance Plan and all new members became participants in the Cash Balance Plan. If members of the Defined Contribution Plan elected coverage in the Cash Balance Plan, their account balance in the Defined Contribution Plan was transferred to the Cash Balance Plan. As a result, the Cash Balance Plan was fully funded at inception, i.e., no unfunded actuarial accrued liability existed. In addition, the fixed employee and employer contribution rates at that time were higher than the actuarial required contribution rate. As a result, the funded status of the Cash Balance Plan has remained very strong even with actual investment returns that have, at times, been lower than the actuarial assumption.

The following discussion addresses the qualitative analysis of key risks to funding the Plan.

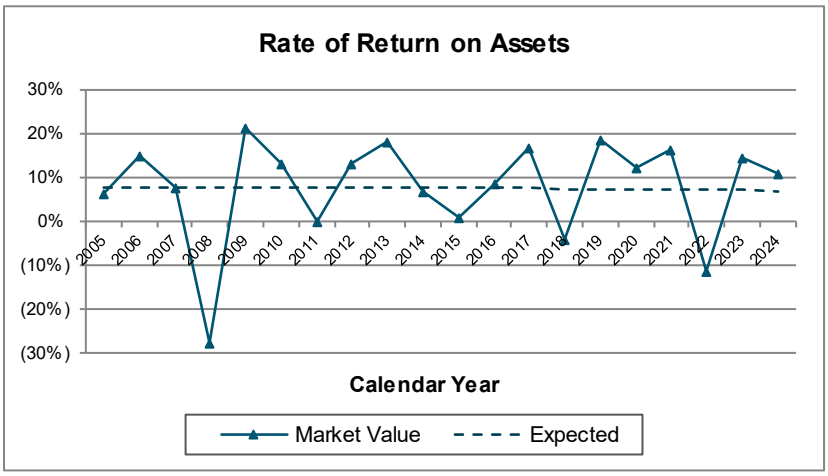
Actual vs Actuarial Required Contributions

There is a direct correlation between healthy, well-funded retirement plans and consistent contributions at least equal to the full actuarial required contribution rate each year. The employee and employer contribute a fixed contribution rate, set by statute. If those contribution rates are insufficient to fund the full actuarial required contribution rate, the State is required by statute to make an additional contribution. Since the Plan was created, no additional State contributions have been necessary, but the statutory requirement to fund the full actuarial required contribution rate is a very strong positive factor in evaluating the risk associated with the Plan's future funding. As the following graph shows, the Plan has consistently contributed more than the actuarial required contribution rate since inception in 2003.



Investment Return Risk

The most significant risk factor for the State Employees Retirement System Cash Balance Benefit Fund is investment return because of the volatility of annual returns and the size of plan assets compared to payroll (see Table 15). A perusal of historical returns reveals that the actual return each year is rarely close to the average return for the same period and often varies significantly from the expected return.



This volatility is to be expected, given the underlying capital market assumptions and the Plan's asset allocation. However, that volatility in investment returns can lead to volatility in the actuarial required contribution rate. The Plan uses an asset smoothing method that recognizes the difference between the actual and expected return on the market value of assets equally over five years. As that experience is recognized, the resulting actuarial gain/loss is amortized over 25 years. These actuarial methodologies help to mitigate the impact of the investment volatility, but movement in the actuarial required contribution rate can still be significant if there is a large difference between the actual and expected return (such as occurred in 2008) or lower/higher than expected returns over a long, sustained period. However, one important consideration that has an offsetting impact on the investment volatility is the dividend policy for the State Cash Balance Plan. If returns are significantly below the expected return (in one year or over a period of years), the funded ratio of the Plan will decline. To the extent the funded ratio drops below 100%, no dividend will be granted by the Board (see discussion on the following page for more details). This will tend to reduce the liabilities and have a positive impact on the Plan's funding and the actuarial required contribution rate.

Under the revised Actuarial Standards of Practice (ASOP) No. 4, effective for valuations after February 15, 2023, we are required to include a low-default-risk obligation measure of the System's liability in our funding valuation report. This is an informational disclosure as described below and would not be appropriate for assessing the funding progress or health of the plan. This measure uses the unit credit cost method and reflects all the assumptions and provisions of the funding valuation except that the discount rate is derived from considering low-default-risk fixed income securities. We considered the FTSE Pension Discount Curve based on market bond rates published by the Society of Actuaries as of December 31, 2024 and with the 30-year spot rate used for all durations beyond 30. Using these assumptions, we calculate a liability of approximately $2.60 billion. This amount approximates the termination liability if the plan (or all covered employment) ended on the valuation date and all of the accrued benefits had to be paid with cash-flow matched bonds. This assurance of funded status and benefit security is typically more relevant for corporate plans than for governmental plans since governments rarely have the need or option to completely terminate a plan. However, this informational disclosure is required

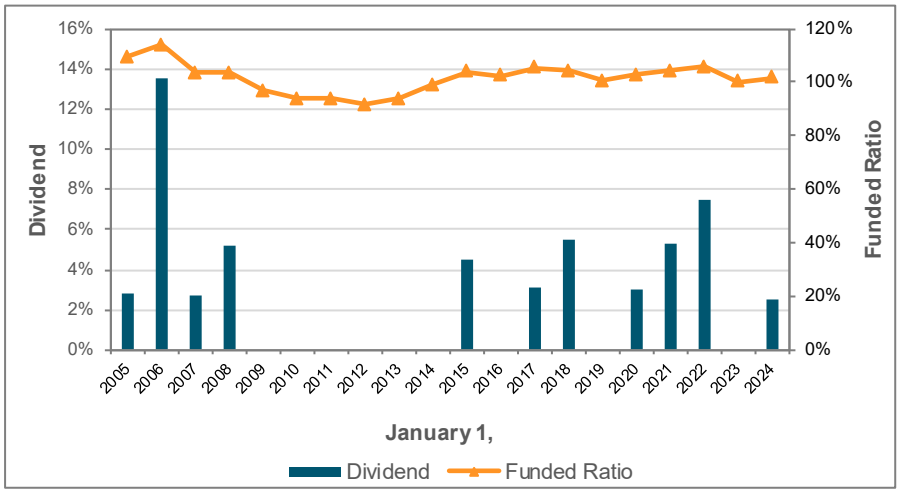
for all plans whether corporate or governmental and care should be taken to ensure the one size fits all metric is not misconstrued.

Interest Credits

As a cash balance plan design, the plan provisions include the basis for the interest crediting rate that is paid on members' account balances each year. The interest crediting rate for the State Cash Balance Plan is variable since it is defined as the greater of (1) federal mid-term rate plus 1.5% or (2) 5.0%. The interest crediting rate will impact each member's account balance and, therefore, the benefit actually paid from the system.

Sustained low interest rates will tend to depress investment returns. As a result, the actual interest credits made to participant account balances have been lower than the long-term assumption used in the actuarial valuation. When this occurs, an actuarial gain is generated which tends to partially offset the actuarial loss due to investment returns.

In addition to the statutory interest crediting rate, the law provides that additional interest credits (called "dividends") may be credited to participant accounts under certain circumstances. The State Cash Balance Plan has several guardrails in place to protect the funded status of the Plan while providing benefit improvements to participants when appropriate. First, statutorily no benefit improvement can be granted unless the Plan is more than 100% funded and any improvement cannot result in an actuarial required contribution rate that is more than 90% of the statutory contribution rate (employee plus employer). This requirement ensures that a contribution margin will still exist after the benefit improvement is granted. The Board's Dividend Policy sets additional criteria that must be met before a dividend may be granted, with the intent of protecting the Plan's funding. The key requirement is that the Plan must be at least 100% funded, after the dividend is granted, on both a funded basis (actuarial assets/actuarial liability) and on a current value basis (market value of assets/market value of liabilities). These policies have served the State Cash Balance Plan well as dividends have been granted in 11 of the last 20 years, but the Plan remains fully funded on an actuarial basis.



Demographic Risks

Mortality

A key demographic risk for all retirement systems, including the State Employees Retirement System, is improvements in mortality (longevity) greater than anticipated. While the actuarial assumptions reflect small, continuous improvements in mortality experience over time and these assumptions are refined every experience study, the risk arises because there is a possibility of some sudden shift, perhaps from a significant medical breakthrough that could quickly increase liabilities. Likewise, there is some possibility of a significant public health crisis that could result in a significant number of additional deaths in a short time period, as experienced with the COVID-19 pandemic. This type of event is also significant, although more easily absorbed. While either of these events could happen, they tend to be infrequent and thus represent much less risk than the volatility associated with investment returns. The fact that a portion of Plan liability is paid as a lump sum reduces the mortality risk for this Plan compared to more traditional plans with a final average pay plan design.

Retirement Age and Election of Form of Payment

For traditional final average pay defined benefit plans, the age at which members elect to retire can create significant actuarial gains/losses especially when there are subsidized early retirement benefits. For a cash balance plan, retirement at an earlier age automatically results in a lower benefit. The account value is smaller and the annuity factor is larger, so the resulting benefit amount (account value divided by the annuity factor) is smaller. Essentially, the value of the benefit is about the amount in the member's cash balance account. As a result, retirement age is not a significant risk for most cash balance plans.

The plan provisions of the State Cash Balance Plan provide that a member may elect to receive a full lump sum at retirement, an annuity (monthly benefit) based on the full account balance, or a combination of the two (partial lump sum and a reduced monthly benefit). If a member elects to receive a lump sum at retirement, the liability at that time is the lump sum payable and all future risk is removed from the Plan. However, if part/all of the member's benefit is paid as monthly income for life the amount of liability may be different than the account balance. In addition, there is both investment return and mortality risk associated with the member's election of an annuity option. To the extent members are given the option to select the form of payment, some degree of anti-selection against the Plan may exist as generally healthier members are expected to elect to receive benefits payable over their lifetime. If less healthy members elect to receive the lump sum and healthy members elect to receive benefits for life, it could result in higher liabilities.

Whether or not the Plan experiences anti-selection, the use of an assumption regarding the percentage of account balances at retirement that will be paid as lump sums versus monthly income introduces the potential for a difference in the actual versus expected behavior of

members, i.e., it creates risk. Although actuarial gains or losses are to be expected, the magnitude of these amounts are not expected to be significant when compared to other experience (investment return and interest credits). Nonetheless, these election assumptions are included in the experience studies that are performed every four years so the existing assumptions can be changed when appropriate.

Maturity Measures

The following exhibits summarize some historical information that helps indicate how certain key risk metrics have changed over time. This Plan is relatively "young", having been created in 2003. Most public retirement systems have been in existence at least 50 years. The three windows that permitted members of the Defined Contribution Plan to elect coverage in the Cash Balance Plan did have an impact on the maturity measures as illustrated on the next few pages.

TABLE 15

HISTORICAL ASSET VOLATILITY RATIOS

As a retirement system matures, the size of the market value of assets increases relative to the covered payroll of active members, on which the System is funded. The size of the plan assets relative to covered payroll, sometimes referred to as the asset volatility ratio, is an important indicator of the contribution risk for the System. The higher this ratio, the more sensitive a plan's contribution rate is to investment return volatility. In other words, it will be harder to recover from investment losses with increased contributions.

Actuarial Valuation Date	Market Value of Assets	Covered Payroll	Asset Volatility Ratio	Increase in ARC with a Return 10% Lower than Assumed*
January 1, 2011	$689,162,482	$449,206,006	1.53	1.26%
January 1, 2012	702,495,027	458,826,702	1.53	1.26%
January 1, 2013	1,033,413,956	500,493,490	2.06	1.70%
January 1, 2014	1,223,694,851	535,526,147	2.29	1.89%
January 1, 2015	1,305,036,408	557,094,081	2.34	1.93%
January 1, 2016	1,310,451,038	581,385,381	2.25	1.86%
January 1, 2017	1,416,086,648	603,090,871	2.35	1.94%
January 1, 2018	1,635,873,881	598,868,441	2.73	2.26%
January 1, 2019	1,533,143,166	608,704,588	2.52	2.08%
January 1, 2020	1,789,743,277	660,450,870	2.71	2.24%
January 1, 2021	1,991,720,438	705,837,784	2.82	2.33%
January 1, 2022	2,278,834,663	713,127,806	3.20	2.64%
January 1, 2023	1,969,119,491	861,182,557	2.29	1.89%
January 1, 2024	2,213,051,585	920,606,843	2.40	1.98%
January 1, 2025	2,401,431,363	993,248,438	2.42	2.00%

Note: Information before January 1, 2014 was produced by the prior actuary.

* The impact of asset smoothing is not reflected in the impact on the Actuarial Required Contribution (ARC) Rate. Current year assumptions and methods are applied for all years shown.

The assets at January 1, 2025 are 242% of payroll, so underperforming the investment return assumption by 10.00% (i.e., earn -3.05% for one year) creates an actuarial loss of $240 million, or 24.2% of payroll. While the actual impact of the return would be mitigated in the first year by the asset smoothing method and amortization of the UAAL, the actuarial required contribution rate would ultimately increase by 2.00% after five years. This illustrates the significant risk associated with volatile investment returns.

TABLE 16

HISTORICAL CASH FLOWS

Plans with negative cash flows will experience increased sensitivity to investment return volatility. Cash flows, for this purpose, are measured as contributions less benefit payments. If the System has negative cash flows and then experiences returns below the assumed rate, there are fewer assets to be reinvested to earn the higher returns that typically follow. This Plan is relatively "young" so negative cash flows are not a concern at this point in time.

Year End	Market Value of Assets (MVA)	Contributions	Benefit Payments	Net Cash Flow	Net Cash Flow as a Percent of MVA
December 31, 2010	$689,162,482	$50,464,626	$38,826,644	$11,637,982	1.69%
December 31, 2011	702,495,027	51,086,870	46,220,387	4,866,483	0.69%
December 31, 2012	1,033,413,956	52,959,199	46,687,002	6,272,197	0.61%
December 31, 2013	1,223,694,851	64,256,371	64,841,779	(585,408)	(0.05%)
December 31, 2014	1,305,036,408	68,059,628	73,527,209	(5,467,581)	(0.42%)
December 31, 2015	1,310,451,038	71,138,427	85,278,057	(14,139,630)	(1.08%)
December 31, 2016	1,416,086,648	73,669,658	84,773,402	(11,103,744)	(0.78%)
December 31, 2017	1,635,873,881	74,565,284	94,358,979	(19,793,695)	(1.21%)
December 31, 2018	1,533,143,166	76,434,843	121,911,299	(45,476,456)	(2.97%)
December 31, 2019	1,789,743,277	80,224,243	113,827,088	(33,602,845)	(1.88%)
December 31, 2020	1,991,720,438	84,512,983	112,330,647	(27,817,664)	(1.40%)
December 31, 2021	2,278,834,663	86,547,014	132,839,323	(46,292,309)	(2.03%)
December 31, 2022	1,969,119,491	101,446,407	160,059,680	(58,613,273)	(2.98%)
December 31, 2023	2,213,051,585	108,867,417	158,272,678	(49,405,261)	(2.23%)
December 31, 2024	2,401,431,363	119,086,519	178,365,104	(59,278,585)	(2.47%)

Note: Information before January 1, 2014 was produced by the prior actuary.

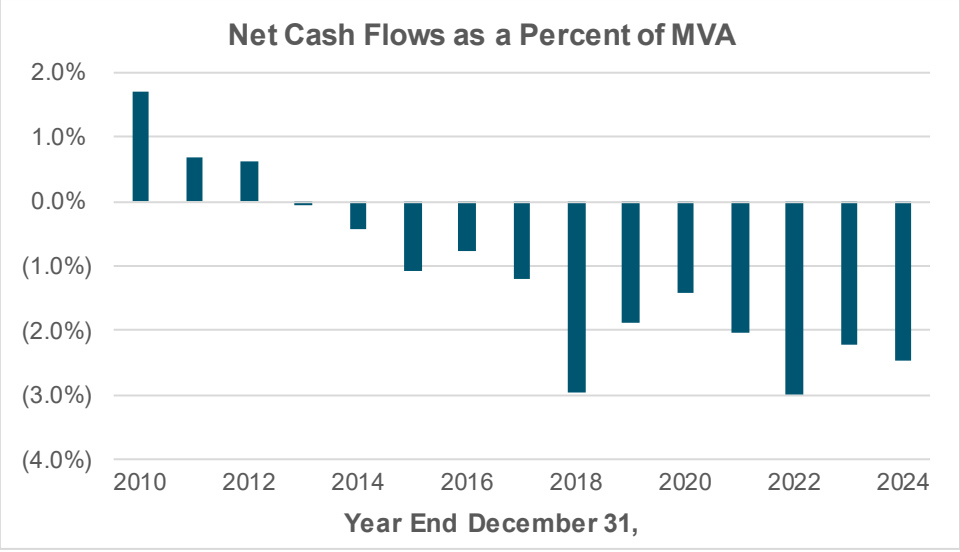


TABLE 17

LIABILITY MATURITY MEASURES

Most public sector retirement systems have been in operation for many years. As a result, they have aging plan populations, and in some cases declining active populations, resulting in an increasing ratio of retirees to active members and a growing percentage of retiree liability. As has been discussed earlier, the State Cash Balance Plan was created in 2003, so a much smaller portion of the total liability is due to retirees. In addition, the Plan offers members the option to elect payment of their retirement benefit as a lump sum which also reduces the amount of ongoing retiree liability.

Actuarial Valuation Date	Retiree Liability (a)	Total Actuarial Accrued Liability (b)	Retiree Percentage (a) / (b)	Covered Payroll (c)	Ratio (b) / (c)
January 1, 2011	$75,648,181	$762,680,399	9.9%	$449,206,006	1.70
January 1, 2012	96,570,447	813,285,510	11.9%	458,826,702	1.77
January 1, 2013	131,942,250	1,077,957,772	12.2%	500,493,490	2.15
January 1, 2014	155,644,560	1,139,772,796	13.7%	535,526,147	2.13
January 1, 2015	186,782,282	1,199,841,066	15.6%	557,094,081	2.15
January 1, 2016	230,126,630	1,304,297,557	17.6%	581,385,381	2.24
January 1, 2017	268,028,666	1,370,454,658	19.6%	603,090,871	2.27
January 1, 2018	322,124,392	1,501,862,294	21.4%	598,868,441	2.51
January 1, 2019	371,164,313	1,609,507,057	23.1%	608,704,588	2.64
January 1, 2020	408,221,113	1,669,035,171	24.5%	660,450,870	2.53
January 1, 2021	450,310,795	1,795,412,351	25.1%	705,837,784	2.54
January 1, 2022	487,429,233	1,938,226,070	25.1%	713,127,806	2.72
January 1, 2023	532,492,513	2,119,531,697	25.1%	861,182,557	2.46
January 1, 2024	581,037,264	2,214,920,950	26.2%	920,606,843	2.41
January 1, 2025	612,304,788	2,354,124,179	26.0%	993,248,438	2.37

Note: Information before January 1, 2014 was produced by the prior actuary.

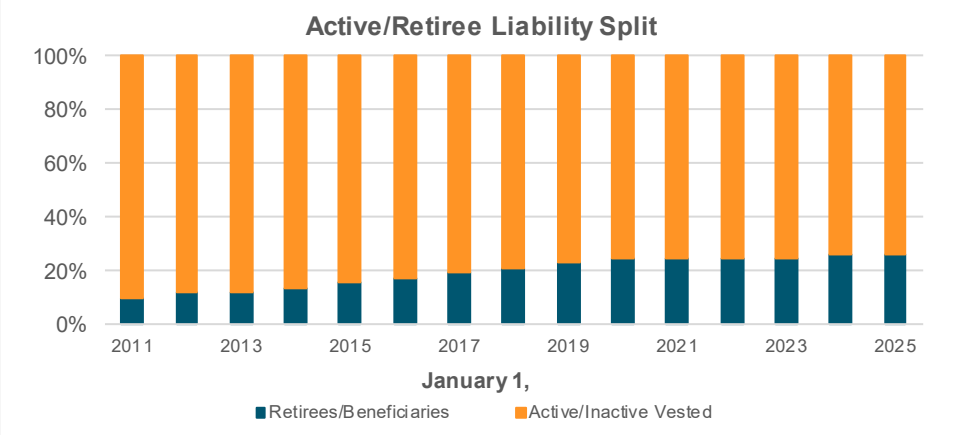


TABLE 18

HISTORICAL MEMBER COUNTS

Valuation Date January 1,	Number of Active Members	Number of Retired Members	Active/ Retired
2011	11,200	599	18.70
2012	11,263	737	15.28
2013	11,956	910	13.14
2014	12,536	1,052	11.92
2015	12,928	1,222	10.58
2016	13,084	1,436	9.11
2017	13,226	1,615	8.19
2018	12,836	1,814	7.08
2019	12,950	2,027	6.39
2020	13,534	2,203	6.14
2021	13,917	2,360	5.90
2022	13,465	2,491	5.41
2023	14,113	2,644	5.34
2024	14,952	2,790	5.36
2025	15,230	2,880	5.29

Note: Information before January 1, 2014 was produced by the prior actuary.

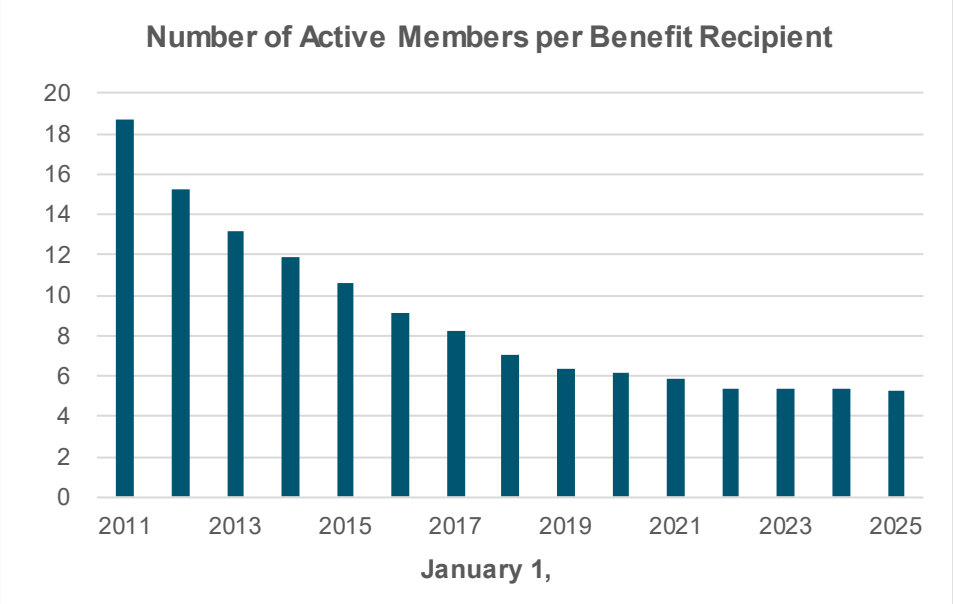


TABLE 19

COMPARISON OF VALUATION RESULTS UNDER ALTERNATE INVESTMENT RETURN ASSUMPTIONS
($ in thousands)

This exhibit compares the key January 1, 2025 valuation results under five (5) different investment return assumptions to illustrate the impact of different assumptions on the funding of the System. Note that only the investment return assumption is changed, as identified in the heading below. All other assumptions, including the assumed interest crediting rate, are unchanged for purposes of this analysis.

Investment Return Assumption	**6.50%**	**6.75%**	**6.95%**	**7.25%**	**7.50%**
Contributions					
Normal Cost Rate	11.39%	11.08%	10.84%	10.50%	10.23%
Administrative Expenses	0.21%	0.21%	0.21%	0.21%	0.21%
UAAL Amortization Rate	0.64%	0.21%	(0.13%)	(0.64%)	(1.07%)
Total Actuarial Required Contribution	12.24%	11.50%	10.92%	10.07%	9.37%
Member Contribution Rate	(4.80%)	(4.80%)	(4.80%)	(4.80%)	(4.80%)
Employer Contribution Rate	(7.49%)	(7.49%)	(7.49%)	(7.49%)	(7.49%)
Contribution Shortfall/(Margin)	(0.05%)	(0.79%)	(1.37%)	(2.22%)	(2.92%)
Actuarial Accrued Liability	$2,449,491	$2,395,540	$2,354,124	$2,294,757	$2,247,679
Actuarial Value of Assets	2,370,051	2,370,051	2,370,051	2,370,051	2,370,051
Unfunded Actuarial Accrued Liability	$79,440	$25,489	($15,927)	($75,294)	($122,372)
Funded Ratio	96.76%	98.94%	100.68%	103.28%	105.44%

Note: Numbers may not add due to rounding.

This page intentionally left blank

SECTION 7 – OTHER INFORMATION

The actuarial accrued liability is a measure intended to help the reader assess (i) a retirement system's funded status on a going concern basis and (ii) progress being made toward accumulating the assets needed to pay benefits as due. Allocation of the actuarial present value of projected benefits between past and future service was based on service using the Entry Age Normal actuarial cost method. Entry age was established by subtracting credited service from current age on the valuation date. The Entry Age Normal actuarial accrued liability was determined as part of an actuarial valuation of the plan as of January 1, 2025. The actuarial assumptions used in determining the actuarial accrued liability can be found in Appendix C.

The Schedule of Funding Progress provides information about whether the financial strength of the Plan is improving or deteriorating over time.

The Schedule of Contributions from Employers and Other Contributing Entities provides historical information about the actuarial required contribution and the percentage of the actuarial required contribution that was actually contributed.

TABLE 20

SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded Actuarial Accrued Liability (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a % of Covered Payroll [(b - a) / c]
January 1, 2006	$342,729,602	$300,852,371	($41,877,231)	113.9%	$238,874,344	(17.5%)
January 1, 2007	392,442,206	379,734,639	(12,707,567)	103.3%	323,982,997	(3.9%)
January 1, 2008	606,552,428	586,829,526	(19,722,902)	103.4%	384,708,712	(5.1%)
January 1, 2009	637,539,094	658,249,398	20,710,304	96.9%	433,397,447	4.8%
January 1, 2010	670,591,669	714,408,952	43,817,283	93.9%	454,776,381	9.6%
January 1, 2011	714,131,805	762,680,399	48,548,594	93.6%	449,206,006	10.8%
January 1, 2012	743,970,954	813,285,510	69,314,556	91.5%	458,826,702	15.1%
January 1, 2013	1,009,414,476	1,077,957,772	68,543,296	93.6%	500,493,490	13.7%
January 1, 2014	1,130,203,298	1,139,772,796	9,569,498	99.2%	535,526,147	1.8%
January 1, 2015	1,246,042,982	1,199,841,066	(46,201,916)	103.9%	557,094,081	(8.3%)
January 1, 2016	1,337,161,184	1,304,297,557	(32,863,627)	102.5%	581,385,381	(5.7%)
January 1, 2017	1,443,560,434	1,370,454,658	(73,105,776)	105.3%	603,090,871	(12.1%)
January 1, 2018	1,565,494,675	1,501,862,294	(63,632,381)	104.2%	598,868,441	(10.6%)
January 1, 2019	1,619,367,286	1,609,507,057	(9,860,229)	100.6%	608,704,588	(1.6%)
January 1, 2020	1,712,007,409	1,669,035,171	(42,972,238)	102.6%	660,450,870	(6.5%)
January 1, 2021	1,868,791,699	1,795,412,351	(73,379,348)	104.1%	705,837,784	(10.4%)
January 1, 2022	2,049,199,656	1,938,226,070	(110,973,586)	105.7%	713,127,806	(15.6%)
January 1, 2023	2,124,357,756	2,119,531,697	(4,826,059)	100.2%	861,182,557	(0.6%)
January 1, 2024	2,254,247,618	2,214,920,950	(39,326,668)	101.8%	920,606,843	(4.3%)
January 1, 2025	2,370,051,009	2,354,124,179	(15,926,830)	100.7%	993,248,438	(1.6%)

Note: Information before January 1, 2014 was produced by the prior actuary.

TABLE 21

SCHEDULE OF EMPLOYER CONTRIBUTIONS

Plan Year Ending	Actuarial Required Contributions			Percent Contributed
	State	State Additional	Total	
December 31, 2005	$14,835,174	$0	$14,835,174	100%
December 31, 2006	16,001,418	0	16,001,418	100%
December 31, 2007	22,913,163	0	22,913,163	100%
December 31, 2008	29,208,772	0	29,208,772	100%
December 31, 2009	30,321,032	0	30,321,032	100%
December 31, 2010	30,679,003	0	30,679,003	100%
December 31, 2011	31,088,483	0	31,088,483	100%
December 31, 2012	32,096,097	0	32,096,097	100%
December 31, 2013	32,632,176	0	32,632,176	120%
December 31, 2014	30,257,227	0	30,257,227	137%
December 31, 2015	27,409,029	0	27,409,029	158%
December 31, 2016	31,976,196	0	31,976,196	140%
December 31, 2017	29,732,380	0	29,732,380	153%
December 31, 2018	28,745,685	0	28,745,685	162%
December 31, 2019	33,722,234	0	33,722,234	145%
December 31, 2020	33,550,904	0	33,550,904	154%
December 31, 2021	36,562,397	0	36,562,397	144%
December 31, 2022	34,230,135	0	34,230,135	181%
December 31, 2023	52,446,018	0	52,446,018	127%
December 31, 2024	53,671,379	0	53,671,379	135%

Note: Information prior to December 31, 2013 was produced by the prior actuary.

This page intentionally left blank

RECORD RECONCILIATION

	Active Members*	Inactive Members*	Retirees and Beneficiaries	Total
Total Number of Data Records Submitted by NPERS	25,699	19,489	3,910	49,098
Number of County records removed	(7,989)	(5,903)	(1,028)	(14,920)
a) DC Participant	(1,341)	(1,109)	0	(2,450)
b) Death	(3)	0	(2)	(5)
c) Assumed Inactive				
- Benefits Due	(1,275)	1,275	0	0
- Cashed Out	(3)	0	0	(3)
d) Null Balance	(12)	(845)	0	(857)
e) Left Active Employment after Valuation Date	155	(155)	(2)	(2)
f) Also Listed as Retired	(1)	(30)	0	(31)
g) Benefits Expired	0	0	(22)	(22)
h) QDRO Spouse	0	0	0	0
i) Records Added	0	0	24	24
Net Change	(10,469)	(6,767)	(1,030)	(18,266)
Number of Members Included in the Valuation as of January 1, 2025	15,230	12,722	2,880	30,832

* Based on data file received from Ameritas.

MEMBER DATA RECONCILIATION

	Active Members	Inactive Vested	Inactive Non-vested	Retirees and Beneficiaries*	Total
As of January 1, 2024	14,952	4,423	7,424	2,790	29,589
Changes in status					
a) Retirement	(102)	(45)	0	147	0
b) Death	(3)	(1)	0	(64)	(68)
c) Non-vested terminations	(892)	0	892	0	0
d) Vested terminations	(742)	742	0	0	0
e) Contribution refund	(730)	(511)	(550)	(1)	(1,792)
f) Beneficiaries in receipt	0	0	0	41	41
g) Return to active service	229	(96)	(133)	0	0
h) Expired benefits	0	0	0	(48)	(48)
i) Data adjustments	(2)	0	0	0	(2)
Total changes in status	(2,242)	89	209	75	(1,869)
Transferred from DC Plan	0	0	0	15	15
New entrants	2,520	76	501	0	3,097
Net change	278	165	710	90	1,243
As of January 1, 2025	15,230	4,588	8,134	2,880	30,832

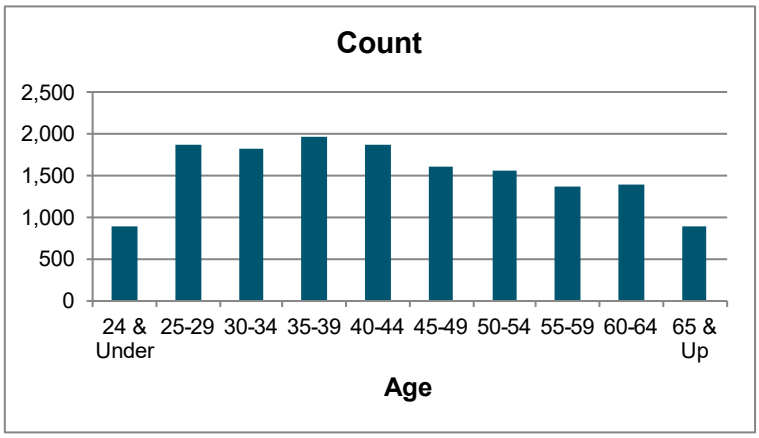
*Includes beneficiaries who were owed a single lump sum payment and were not paid prior to the valuation date.

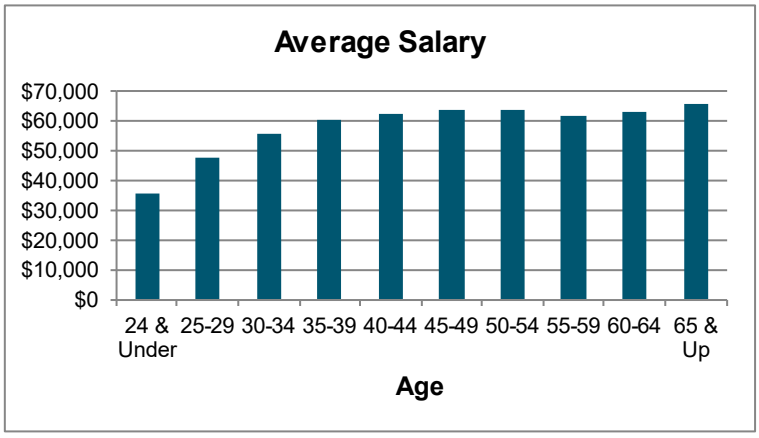
SUMMARY OF MEMBERSHIP DATA

A. ACTIVE MEMBERS	January 1, 2025	January 1, 2024	% Change
1. Number of Active Members	15,230	14,952	1.9%
2. Pensionable Pay	$ 889,994,896	$ 822,307,898	8.2%
3. Accumulated Contributions			
(a) Employee Cash Balance Account	$ 466,457,339	$ 441,601,603	5.6%
(b) Employer Cash Balance Account	732,803,702	694,409,918	5.5%
(c) Total Cash Balance Account	$ 1,199,261,041	$ 1,136,011,521	5.6%
4. Active Member Averages			
(a) Age	43.4	43.6	(0.5%)
(b) Service	7.7	7.8	(1.3%)
(c) Compensation	$ 58,437	$ 54,997	6.3%
(d) Cash Balance Account	$ 78,743	$ 75,977	3.6%
B. INACTIVE MEMBERS			
1. Number of Inactive Members			
(a) System vested	4,588	4,423	3.7%
(b) System nonvested (refund only)	8,134	7,424	9.6%
(c) Total	12,722	11,847	7.4%
2. Total Vested Cash Balance Account	$ 452,643,995	$ 430,100,905	5.2%
3. Inactive Members Averages			
(a) Age (vesteds only)	51.0	50.8	0.4%
(b) Vested Cash Balance Account	$ 98,658	$ 97,242	1.5%
C. RETIREES AND BENEFICIARIES			
1. Number of Members Receiving Benefits			
(a) Retirees	2,610	2,531	3.1%
(b) Beneficiaries	270	259	4.2%
(c) Total	2,880	2,790	3.2%
2. Total Annual Benefit Payments			
(a) Retirees	$ 59,304,655	$ 56,005,516	5.9%
(b) Beneficiaries	3,880,033	3,999,331	(3.0%)
(c) Total	$ 63,184,688	$ 60,004,847	5.3%

ACTIVE MEMBERS
AS OF JANUARY 1, 2025

	Count of Members			Prior Year Pensionable Pay		
Age	Male	Female	Total	Male	Female	Total
24 & Under	416	469	885	$16,231,387	$15,177,122	$31,408,509
25-29	851	1,014	1,865	43,227,379	45,430,681	88,658,060
30-34	831	1,001	1,832	50,925,470	50,779,624	101,705,094
35-39	927	1,030	1,957	60,740,667	57,477,728	118,218,395
40-44	809	1,069	1,878	54,382,396	62,631,019	117,013,415
45-49	678	932	1,610	47,616,071	55,108,404	102,724,475
50-54	657	900	1,557	45,480,866	53,631,512	99,112,378
55-59	568	794	1,362	38,319,180	46,138,340	84,457,520
60-64	576	817	1,393	38,563,950	49,665,411	88,229,361
65 & Up	379	512	891	27,235,312	31,232,377	58,467,689
Total	6,692	8,538	15,230	$422,722,678	$467,272,218	$889,994,896



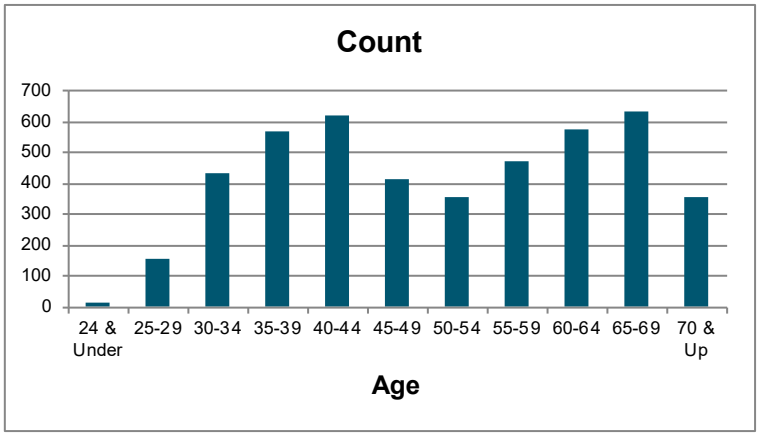


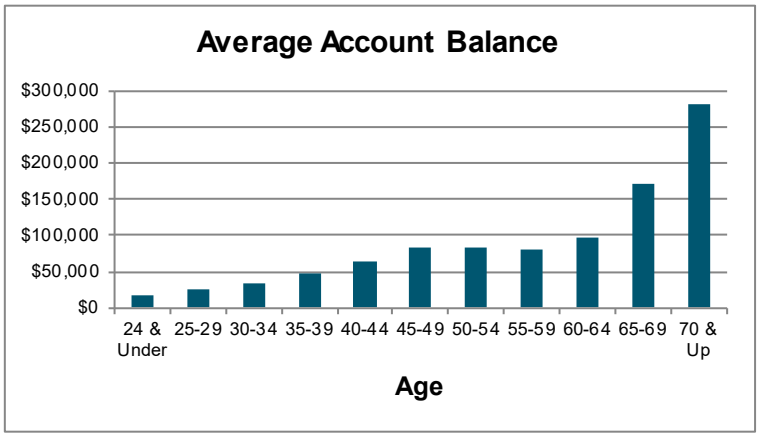
AGE AND SERVICE DISTRIBUTION
AS OF JANUARY 1, 2025

Age		0-4	5-9	10-14	15-19	20-24	25-29	30-34	Over 34	Total
24 & Under	Number	878	7	0	0	0	0	0	0	885
	Pensionable Pay	$ 30,943,902	$ 464,607	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 31,408,509
	Average Pay	$ 35,244	$ 66,372	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 35,490
25-29	Number	1,640	223	2	0	0	0	0	0	1,865
	Pensionable Pay	$ 74,167,209	$ 14,385,166	$ 105,685	$ 0	$ 0	$ 0	$ 0	$ 0	$ 88,658,060
	Average Pay	$ 45,224	$ 64,507	$ 52,842	$ 0	$ 0	$ 0	$ 0	$ 0	$ 47,538
30-34	Number	1,113	593	124	2	0	0	0	0	1,832
	Pensionable Pay	$ 54,513,369	$ 38,710,631	$ 8,373,043	$ 108,051	$ 0	$ 0	$ 0	$ 0	$ 101,705,094
	Average Pay	$ 48,979	$ 65,279	$ 67,525	$ 54,026	$ 0	$ 0	$ 0	$ 0	$ 55,516
35-39	Number	947	538	397	75	0	0	0	0	1,957
	Pensionable Pay	$ 48,271,661	$ 36,730,343	$ 27,750,427	$ 5,465,964	$ 0	$ 0	$ 0	$ 0	$ 118,218,395
	Average Pay	$ 50,973	$ 68,272	$ 69,900	$ 72,880	$ 0	$ 0	$ 0	$ 0	$ 60,408
40-44	Number	801	442	324	277	34	0	0	0	1,878
	Pensionable Pay	$ 40,238,830	$ 29,483,905	$ 23,098,249	$ 21,508,040	$ 2,684,391	$ 0	$ 0	$ 0	$ 117,013,415
	Average Pay	$ 50,236	$ 66,706	$ 71,291	$ 77,646	$ 78,953	$ 0	$ 0	$ 0	$ 62,307
45-49	Number	634	358	243	242	126	7	0	0	1,610
	Pensionable Pay	$ 33,376,598	$ 24,397,406	$ 16,738,911	$ 18,090,549	$ 9,552,696	$ 568,315	$ 0	$ 0	$ 102,724,475
	Average Pay	$ 52,644	$ 68,149	$ 68,884	$ 74,754	$ 75,815	$ 81,188	$ 0	$ 0	$ 63,804
50-54	Number	574	358	232	204	144	42	3	0	1,557
	Pensionable Pay	$ 29,463,700	$ 24,191,344	$ 16,042,333	$ 15,172,819	$ 10,718,750	$ 3,263,236	$ 260,196	$ 0	$ 99,112,378
	Average Pay	$ 51,330	$ 67,574	$ 69,148	$ 74,377	$ 74,436	$ 77,696	$ 86,732	$ 0	$ 63,656
55-59	Number	509	276	177	171	126	73	30	0	1,362
	Pensionable Pay	$ 26,136,630	$ 17,738,646	$ 11,435,503	$ 11,814,358	$ 9,520,770	$ 5,367,519	$ 2,444,094	$ 0	$ 84,457,520
	Average Pay	$ 51,349	$ 64,270	$ 64,607	$ 69,090	$ 75,562	$ 73,528	$ 81,470	$ 0	$ 62,010
60-64	Number	391	243	194	176	111	77	144	57	1,393
	Pensionable Pay	$ 20,501,076	$ 15,349,677	$ 12,293,880	$ 11,421,419	$ 7,674,414	$ 5,588,544	$ 10,781,522	$ 4,618,829	$ 88,229,361
	Average Pay	$ 52,432	$ 63,167	$ 63,371	$ 64,894	$ 69,139	$ 72,578	$ 74,872	$ 81,032	$ 63,338
65 & Up	Number	187	149	110	136	73	45	53	138	891
	Pensionable Pay	$ 9,262,737	$ 9,057,789	$ 6,709,992	$ 8,910,891	$ 5,058,838	$ 3,384,887	$ 4,294,503	$ 11,788,052	$ 58,467,689
	Average Pay	$ 49,533	$ 60,791	$ 61,000	$ 65,521	$ 69,299	$ 75,220	$ 81,028	$ 85,421	$ 65,620
Total	Number	7,674	3,187	1,803	1,283	614	244	230	195	15,230
	Pensionable Pay	$ 366,875,712	$ 210,509,514	$ 122,548,023	$ 92,492,091	$ 45,209,859	$ 18,172,501	$ 17,780,315	$ 16,406,881	$ 889,994,896
	Average Pay	$ 47,808	$ 66,053	$ 67,969	$ 72,090	$ 73,632	$ 74,477	$ 77,306	$ 84,138	$ 58,437

INACTIVE VESTED MEMBERS
AS OF JANUARY 1, 2025

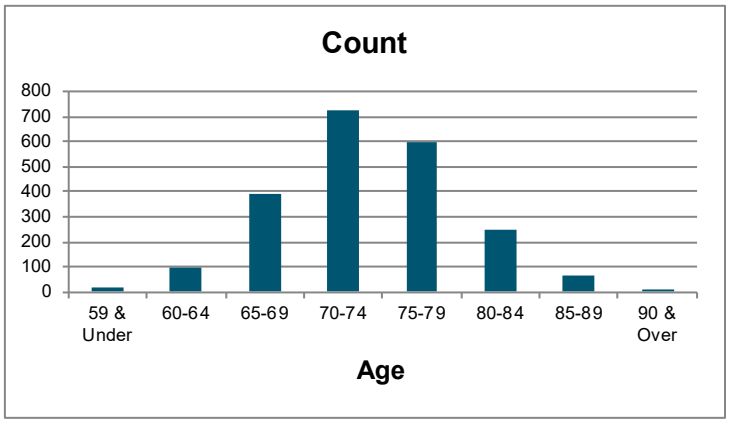
	Count of Members			Account Balances		
Age	Male	Female	Total	Male	Female	Total
24 & Under	4	8	12	$117,791	$85,856	$203,647
25-29	68	89	157	1,780,881	2,069,479	3,850,360
30-34	183	249	432	5,780,297	8,194,003	13,974,300
35-39	254	312	566	12,315,710	14,661,169	26,976,879
40-44	231	390	621	14,767,358	24,990,906	39,758,264
45-49	168	243	411	14,333,101	19,584,731	33,917,832
50-54	150	206	356	12,916,866	16,972,041	29,888,907
55-59	175	295	470	13,730,483	24,149,524	37,880,007
60-64	215	360	575	25,903,134	30,445,442	56,348,576
65-69	255	377	632	44,431,960	64,674,252	109,106,212
70 & Up	160	196	356	50,546,407	50,192,604	100,739,011
Total	1,863	2,725	4,588	$196,623,988	$256,020,007	$452,643,995

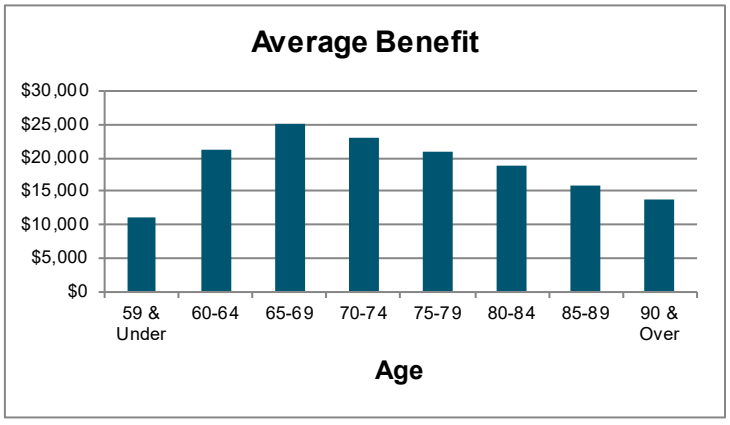




RETIRED MEMBERS RECEIVING LIFETIME BENEFITS*
AS OF JANUARY 1, 2025

	Count of Members			Annual Benefits		
Age	Male	Female	Total	Male	Female	Total
59 & Under	11	7	18	$147,081	$55,515	$202,596
60-64	40	55	95	949,870	1,064,082	2,013,952
65-69	160	235	395	4,547,645	5,366,464	9,914,109
70-74	296	431	727	8,094,291	8,734,184	16,828,475
75-79	276	320	596	6,917,053	5,641,645	12,558,698
80-84	106	141	247	2,668,174	2,026,069	4,694,243
85-89	26	41	67	546,319	520,625	1,066,944
90 & Over	4	11	15	77,830	129,033	206,863
Total	919	1,241	2,160	$23,948,263	$23,537,617	$47,485,880

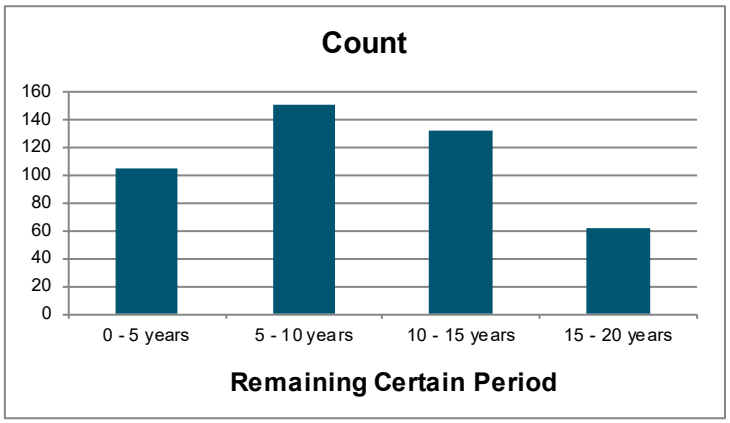


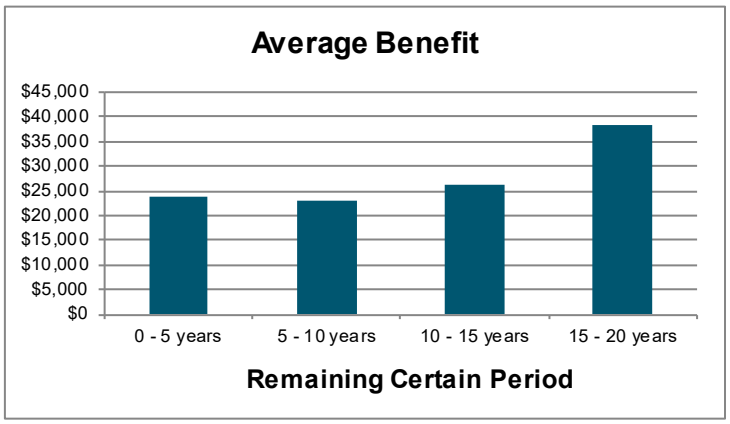


*Options include Life Only, Modified Cash Refund, Certain and Life Annuity, and Joint and Survivor Annuity.

RETIRED MEMBERS RECEIVING FIXED PERIOD BENEFITS AS OF JANUARY 1, 2025

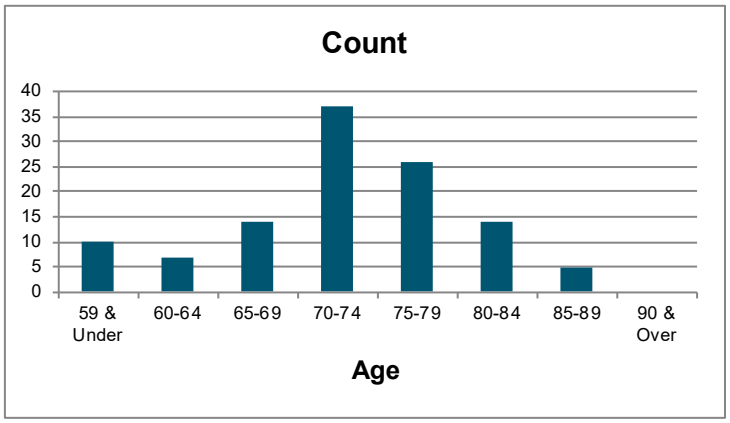
Remaining Certain Period	Count of Members	Annual Benefits
0 - 5 years	105	$2,493,880
5 - 10 years	151	3,452,925
10 - 15 years	132	3,488,130
15 - 20 years	62	2,383,840
Total	450	$11,818,775

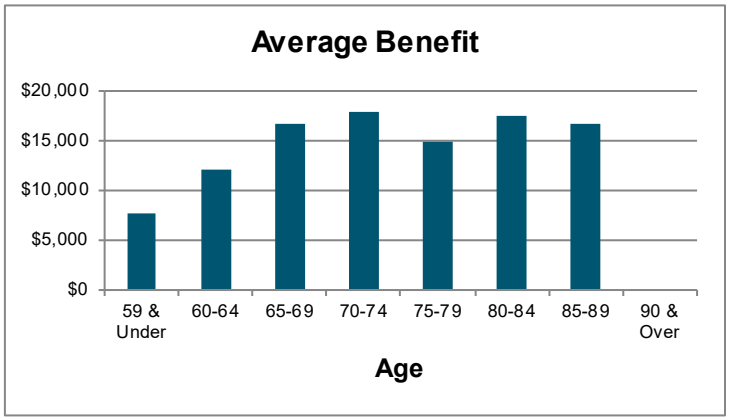




BENEFICIARIES RECEIVING LIFETIME BENEFITS*
AS OF JANUARY 1, 2025

	Count of Members			Annual Benefits		
Age	Male	Female	Total	Male	Female	Total
59 & Under	3	7	10	$22,832	$54,326	$77,158
60-64	1	6	7	11,463	73,037	84,500
65-69	5	9	14	69,756	164,449	234,205
70-74	9	28	37	142,525	520,793	663,318
75-79	10	16	26	170,389	217,786	388,175
80-84	2	12	14	53,305	190,551	243,856
85-89	1	4	5	28,420	54,807	83,227
90 & Over	0	0	0	0	0	0
Total	31	82	113	$498,690	$1,275,749	$1,774,439



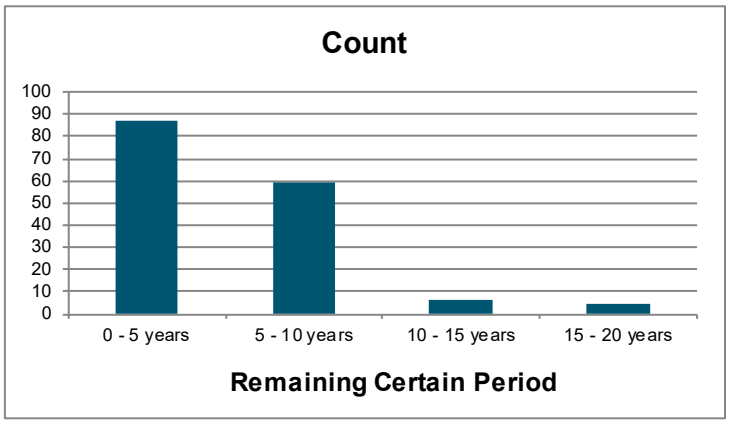


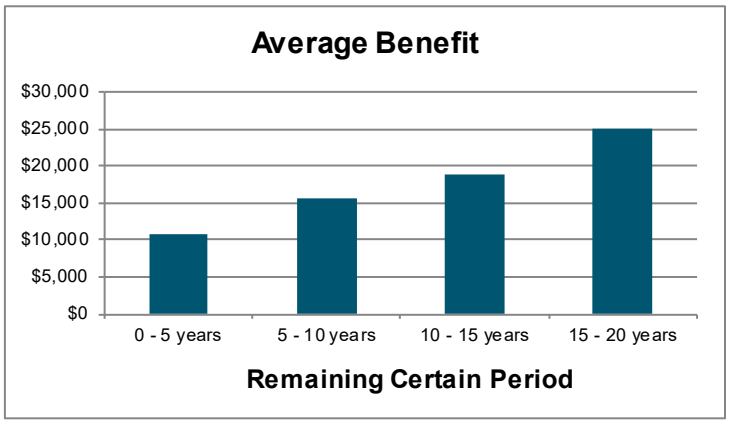
*Options include Life Only, Modified Cash Refund, Certain and Life Annuity, and Joint and Survivor Annuity.

BENEFICIARIES RECEIVING FIXED PERIOD BENEFITS*
AS OF JANUARY 1, 2025

Remaining Certain Period	Count of Members	Annual Benefits
0 - 5 years	87	$945,304
5 - 10 years	59	923,218
10 - 15 years	6	112,328
15 - 20 years	5	124,744
Total	157	$2,105,594

*Includes 7 beneficiaries who were owed a single lump sum payment and were not paid prior to the valuation date.





APPENDIX B – SUMMARY OF PLAN PROVISIONS

Membership

All permanent, full-time employees of the State who work one-half or more of the regularly scheduled hours during each pay period shall begin immediate participation in the State Employees Retirement System as of January 1, 2007 or date of hire, if later. All permanent, part-time employees who have attained the age of eighteen may exercise the option to begin immediate participation in the State Employees Retirement System.

Existing members of the State Employees Retirement System could have elected, during the period beginning September 1, 2012 and ending October 31, 2012 to participate in the Cash Balance benefit. If no election was made by October 31, 2012, the member was treated as though he or she elected to continue participating in the Defined Contribution benefit as provided in the State Employees Retirement Act.

Existing members of the State Employees Retirement System could have elected, during the period beginning November 1, 2007 and ending December 31, 2007 to participate in the Cash Balance Benefit Fund. If no election was made by December 31, 2007, the member was treated as though he or she elected to continue participating in the Defined Contribution Plan as provided in the State Employees Retirement Act.

Existing members of the State Employees Retirement System could have elected, during the period beginning October 1, 2002, and ending December 31, 2002, to participate in the Cash Balance Benefit Fund. If no election was made by January 1, 2003, the member was treated as though he or she elected to continue participating in the Defined Contribution Plan as provided in the State Employees Retirement Act. For a member who first participates in the retirement system on or after January 1, 2003, he or she shall automatically participate in the Cash Balance Benefit Fund subject to plan eligibility requirements.

Compensation Considered

Compensation means gross wages or salaries payable to the member for personal services performed during the plan year, overtime pay, member retirement contributions, and amounts contributed by the member to plans under sections 125, 403(b) and 457 of the Internal Revenue Code or any other section of the code which defers or excludes such amounts from income.

Member Contributions

Members of the State Employees Retirement System shall contribute an amount equal to four and eight-tenths percent (4.8%) of annual compensation to the fund. The member contribution shall be credited to the employee cash balance account.

Employer Contributions

The State shall contribute at a rate of 156% of the members' contributions to the fund. The State contribution shall be credited to the employer cash balance account.

Interest Credit Rate
Interest credit rate means the greater of (a) five percent or (b) the applicable federal mid-term rate as published by the Internal Revenue Service as of the first day of the calendar quarter for which interest credits are credited, plus one and one-half percent, such rate to be compounded annually.

Interest Credits
Interest credits means the amount credited to the employee cash balance account and the employer cash balance account daily. Such interest credit for each account shall be determined by applying the daily portion of the interest credit rate to the account balance at the end of the previous day.

Retirement Age
A member is eligible for retirement after attaining age 55.

Service
Service is defined to mean the actual total length of employment with the State and is not interrupted by a) temporary or seasonal suspension of service that does not terminate the member's employment, b) leave of absence authorized by the State for no longer than twelve months, c) leave of absence due to disability or d) leave due to military service.

Retirement Allowance
Upon attainment of age 55, regardless of service, the retirement allowance shall be equal to the accumulated employee and employer cash balance accounts including interest credit, annuitized for payment in the normal form. Also available are additional forms of payment allowed under the plan which are actuarially equivalent to the normal form including the option of a full lump sum or partial lump sum.

Normal Form of Payment
The normal form of payment under the Cash Balance Benefit Fund is a single life annuity with five-year certain, payable monthly. Members will have the option to convert their cash balance account to a monthly annuity with built in cost-of-living adjustments of 2.5% annually. This monthly benefit and all other options allowed under the Plan will be of actuarial equivalence to the accumulated employee and employer cash balance accounts including interest credits.

Optional Form of Payment
Optional forms of payment include a lump sum and the following annuities (with or without a 2.5% COLA): life annuity, modified cash refund, certain and life annuity (5, 10 or 15 years), certain only annuity (5, 10, 15 or 20 years) and joint and survivor annuity (50%, 75% or 100%).

Deferred Vested Allowance
A member who terminates with at least 3 years of participation in the system, including eligibility and vesting credit, or after age 55 may choose to leave his employee and employer cash balance accounts in the Plan and be eligible to receive a vested monthly allowance at retirement age or

request a distribution of his employee and employer cash balance accounts plus interest credit, with no future benefit payable from the plan.

Severance Benefits
A member who terminates with less than 3 years of participation in the system, including eligibility and vesting credit, and before age 55 may elect to receive a distribution of his/her employee cash balance account including interest credit, with no future benefit payable from the plan.

Disability Allowance
If a member becomes disabled prior to retirement, the member shall receive the total amount of his/her accumulated employee and employer cash balance accounts including interest credits, as a lump sum or converted into a monthly annuity, as defined under the retirement allowance.

Pre-retirement Death Allowance
If a member dies prior to retirement, the surviving spouse, designated beneficiary (if different), or estate shall receive the total amount of his/her accumulated employee and employer cash balance accounts including interest credit, as a lump sum or converted into a monthly annuity, as defined under the retirement allowance.

Defined Contribution Transfers at Retirement
Upon retirement, members participating in the Defined Contribution Benefit Fund may elect to annuitize their accumulated account balance and receive a monthly benefit payment from the Cash Balance Benefit Fund. The accumulated account balance is transferred from the Defined Contribution Plan to the Cash Balance Benefit Fund upon the retirement of a Defined Contribution member electing an annuity. The actuarial assumptions used to convert the accumulated account balance to monthly income are (i) the 1994 Group Annuity Mortality Table with a 50% male / 50% female mix, and (ii) the interest rate in accordance with Nebraska State Statute 84-1319.

Benefit Improvements
In accordance with Section 84-1319 of the Nebraska State Statutes, the Public Employees Retirement Board may grant benefit improvements if the unfunded actuarial accrued liability is less than zero, but in no event will such improvement result in an actuarially required contribution rate in excess of 90% of the total statutory contribution rate.

Dividend Policy
Under Nebraska Statutes, the Board may grant a dividend in addition to the regular interest credit if the UAAL is less than $0 (i.e. a surplus exists) and the actuarial required contribution rate after the extra dividend is no more than 90% of the scheduled contribution rate. Additionally, the Board has adopted a policy that also requires that the Accumulated Benefit Obligation be completely funded.

Year Issued	Dividend %	For Time Period
2024	2.480%	1/1/2023 – 12/31/2023
2023	0.000%	1/1/2022 – 12/31/2022
2022	7.500%	1/1/2021 – 12/31/2021
2021	5.250%	1/1/2020 – 12/31/2020
2020	3.000%	1/1/2019 – 12/31/2019
2019	0.000%	1/1/2018 – 12/31/2018
2018	5.460%	1/1/2017 – 12/31/2017
2017	3.070%	1/1/2016 – 12/31/2016
2016	0.000%	1/1/2015 – 12/31/2015
2015	4.530%	1/1/2014 – 12/31/2014
2014	0.000%	1/1/2013 – 12/31/2013
2013	0.000%	1/1/2012 – 12/31/2012
2012	0.000%	1/1/2011 – 12/31/2011
2011	0.000%	1/1/2010 – 12/31/2010
2010	0.000%	1/1/2009 – 12/31/2009
2009	0.000%	1/1/2008 – 12/31/2008
2008	5.180%	1/1/2007 – 12/31/2007
2007	2.730%	1/1/2006 – 12/31/2006
2006	13.500%	1/1/2005 – 12/31/2005
2005	2.800%	1/1/2004 – 12/31/2004
2004	3.088%	1/1/2003 – 12/31/2003

Changes in Plan Provisions Since the Prior Year

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

APPENDIX C – SUMMARY OF ACTUARIAL ASSUMPTIONS

A. ACTUARIAL METHODS

1. **Calculation of Normal Cost and Actuarial Accrued Liability:** The method used to determine the normal cost and actuarial accrued liability was the Entry Age Actuarial Cost Method described below.

Entry Age Normal Actuarial Cost Method

The actuarial cost method is a procedure for allocating the actuarial present value of pension benefits and expenses to time periods. The method used for the valuation is known as the Entry Age Normal actuarial cost method and has the following characteristics:

(i) The annual normal costs for each individual active participant are sufficient to accumulate the value of the participant's pension at the time of retirement.

(ii) Each annual normal cost is a constant percentage of the participant's year-by-year projected covered compensation.

The Entry Age Normal actuarial cost method allocates the actuarial present value of each participant's projected benefits on a level basis over the participant's expected pensionable compensation between the participant's entry age and their assumed exit age (currently age 80).

The portion of the actuarial present value allocated to the valuation each year is called the normal cost. The portion of the actuarial present value in excess of the actuarial present value of future normal costs is called actuarial accrued liability.

The actuarial accrued liability under this method at any point in time is the theoretical amount of the fund that would have been accumulated had annual contributions equal to the normal cost been made in prior years (it does not represent the liability for benefit accrued to the valuation date). The unfunded actuarial accrued liability is the excess of the actuarial accrued liability over the actuarial value of plan assets measured on the valuation date. The unfunded actuarial accrued liability is funded using level dollar payments over a closed 25-year period, and subsequent changes in the unfunded actuarial accrued liability are funded with a closed level-dollar payment over 25 years from the date established. If the unfunded actuarial accrued liability becomes negative, prior changes to the unfunded liability are eliminated and the current unfunded actuarial accrued liability is amortized with a closed level dollar payment over 25 years.

Under this method, experience gains or losses, i.e., decreases or increases in accrued liabilities attributable to deviations in experience from the actuarial assumptions, adjust the unfunded actuarial accrued liability.

2. **Calculation of the Actuarial Value of Assets:** Effective January 1, 2003, the actuarial value of assets was initiated at Market Value and was equal to the sum of the employee and employer cash balance accounts. In the following years, the actuarial value of assets is based on a five-year smoothing method with phase-in and is determined by spreading the effect of each year's investment return in excess of or below the expected return. The Market Value of assets at the valuation date is reduced by the sum of the following, each determined after January 1, 2003:

   (i) 80% of the return to be spread during the first year preceding the valuation date.
   (ii) 60% of the return to be spread during the second year preceding the valuation date.
   (iii) 40% of the return to be spread during the third year preceding the valuation date.
   (iv) 20% of the return to be spread during the fourth year preceding the valuation date.

   The return to be spread is the difference between (1) the actual investment return on Market Value and (2) the expected return on Actuarial Value. The expected return on Actuarial Value includes interest on the previous year's unrecognized return.

B. VALUATION PROCEDURES

No actuarial liability is included for participants who terminated without being vested prior to the valuation date, except those due a refund of the employee cash balance account.

The compensation amounts used in the projection of benefits and liabilities for active members were interpolated based on prior plan year contributions.

Active and eligible members who had no reported compensation or contributions for the prior plan year and whose hire date occurred at least one year prior to the valuation date are assumed to be inactive.

Beneficiaries who are missing a gender are assumed to be the opposite gender of the member.

Projected benefits were limited by the dollar limitation required by the Internal Revenue Code Section 415 as it applies to governmental plans and compensation limited by Section 401(a)(17).

Changes in Methods and Procedures Since the Prior Year

There have been no changes in actuarial method and procedures since the prior actuarial valuation.

APPENDIX C – SUMMARY OF ACTUARIAL ASSUMPTIONS

ECONOMIC ASSUMPTIONS

1. Investment Return

6.95% per annum, compounded annually, net of investment expenses.
Note: The assumption will decrease incrementally each year until reaching the ultimate rate of 6.75% in the 2028 valuation.

2. Administrative Expenses

0.21% of covered payroll.

3. Inflation

2.35% per annum, compounded annually.

4. General Wage Inflation

2.95% per annum.

5. Interest Crediting Rate on Cash Balance Accounts

6.00% per annum, compounded annually.

6. Annuitization Rate of Member & Employer Accumulated Balances

7.75% per annum, compounded annually, for members hired before January 1, 2018 (set statutorily).
6.95% per annum, compounded annually, for members hired after January 1, 2018.

7. Salary Scale

Service	Inflation	Productivity	Merit	Total
1	2.35%	0.60%	6.35%	9.30%
2	2.35	0.60	3.50	6.45
3	2.35	0.60	3.00	5.95
4	2.35	0.60	2.50	5.45
5	2.35	0.60	2.00	4.95
6	2.35	0.60	1.75	4.70
7	2.35	0.60	1.50	4.45
8	2.35	0.60	1.40	4.35
9	2.35	0.60	1.30	4.25
10	2.35	0.60	1.20	4.15
11-21	2.35	0.60	1.10	4.05
22	2.35	0.60	0.50	3.45
23-29	2.35	0.60	0.10	3.05
30+	2.35	0.60	0.00	2.95

DEMOGRAPHIC ASSUMPTIONS

1. Mortality

a. Healthy lives - Active members

Pub-2010 General Members (Above Median) Employee Mortality Table (100% of male rates, 95% of female rates), both male and female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.

b. Healthy lives – Retired members	Pub-2010 General Members (Above Median) Retiree Mortality Table (100% of male rates, 95% of female rates), both male and female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.
c. Healthy lives – Beneficiaries	Pub-2010 General Members (Above Median) Contingent Survivor Mortality Table (100% of male rates, 95% of female rates), both male and female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.
d. Disabled lives	Not applicable

e. Healthy mortality rates and projection scale are shown below at sample ages:

	Pre-retirement Mortality	
	Mortality Rate	
Sample Age	Males	Females
20	0.04%	0.01%
30	0.04	0.01
40	0.07	0.03
50	0.11	0.06
60	0.27	0.16

	Post-retirement Mortality	
	Mortality Rate	
Sample Age	Males	Females
50	0.11%	0.06%
60	0.53	0.35
70	1.17	0.80
80	3.60	2.60
90	11.73	9.07

	Projection Scale – Post-retirement Mortality					
	Scale (2020)		Scale (2030)		Scale (2040)	
Sample Age	Males	Females	Males	Females	Males	Females
50	0.0004	0.0030	0.0026	0.0036	0.0075	0.0075
60	0.0004	-0.0041	0.0063	0.0069	0.0075	0.0075
70	0.0017	0.0052	0.0069	0.0063	0.0075	0.0075
80	0.0067	0.0061	0.0066	0.0070	0.0075	0.0075
90	0.0048	0.0032	0.0067	0.0067	0.0069	0.0069

f. Mortality for Annuitization of Employee and Employer Cash Balance Accounts

1994 Group Annuity Mortality Table, with 50 % Male, 50% Female blending for members hired before January 1, 2018 (set statutorily).

Sample Age	Mortality Rate	Life Expectancy (Years)
55	0.34%	28.0
60	0.62	23.5
65	1.16	19.4
70	1.87	15.7
75	2.99	12.2
80	5.07	9.3

Retiree mortality table, projected to 2040, with 55% Male, 45% Female blending for members hired after January 1, 2018.

Sample Age	Mortality Rate	Life Expectancy (Years)
55	0.27%	32.3
60	0.40	27.7
65	0.58	23.3
70	0.89	19.1
75	1.51	15.1
80	2.71	11.4

2. Retirement

Graduated rates by retirement age after 5 years of service.

Age	Annual Rates
55-58	5.5%
59	7.0
60-61	6.0
62	10.0
63-64	11.0
65	25.0
66-79	30.0
80	100.0

3. Termination

Graduated rates by service.

Service	Rate
<1	30.0%
1	22.0
5	14.0
10	8.0
15	3.5
20	3.0
25+	2.0

4. Disability

None.

OTHER ASSUMPTIONS

1. Payment Assumptions

As shown in the table below, 55% of all members eligible for retirement are assumed to be paid in the form of an annuity and the other 45% in the form of a lump sum, and 100% of members eligible for all other types of benefits are assumed to be paid in the form of a lump sum. Deferred vested and non-vested members are assumed to take a refund of their account balance as of the valuation date.

Benefit	Assumed Form of Payment
Retirement	45% Lump Sum / 55% Annuity*
Vested	Lump Sum
Non-vested	Lump Sum
Death	Lump Sum

*Five-year certain and life annuity.

2. Cost of Living Adjustment

None assumed, except 2.5% per year is used for retirees electing annuity payments with a COLA feature.

Changes in Assumptions Since the Prior Year

At their March 17, 2025 meeting, the Public Employees Retirement Board adopted a new set of actuarial assumptions, based on the recommendations in the 2024 experience study. The change to the investment return assumption from 7.00% to 6.75% will be phased in over four years, beginning with the January 1, 2025 valuation. Below is a summary of the assumption changes in this valuation:

- Investment return assumption was lowered from 7.00% to 6.95%.
- General wage inflation was increased from 2.85% to 2.95%.
- Retirement rates were adjusted to better reflect observed experience.
- The proportion of retirement benefits assumed to be paid out as a lump sum was lowered from 50% to 45%.

This page intentionally left blank

APPENDIX D – GLOSSARY OF TERMS

Actuarial Accrued Liability	The difference between the actuarial present value of system benefits and the actuarial value of future normal costs. Also referred to as "accrued liability" or "actuarial liability".
Actuarial Assumptions	Estimates of future experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.
Accrued Service	Service credited under the system which was rendered before the date of the actuarial valuation.
Actuarial Equivalent	A single amount or series of amounts of equal actuarial value to another single amount or series of amounts, computed on the basis of appropriate assumptions.
Actuarial Cost Method	A mathematical budgeting procedure for allocating the dollar amount of the actuarial present value of retirement system benefit between future normal cost and actuarial accrued liability. Sometimes referred to as the "actuarial funding method".
Experience Gain (Loss)	The difference between actual experience and actuarial assumptions anticipated experience during the period between two actuarial valuation dates.
Actuarial Present Value	The amount of funds currently required to provide a payment or series of payments in the future. It is determined by discounting future payments at predetermined rates of interest and by probabilities of payment.
Amortization	Paying off an interest-discounted amount with periodic payments of interest and principal, as opposed to paying off with lump sum payment.
Normal Cost	The actuarial present value of retirement system benefits allocated to the current year by the actuarial cost method.

Unfunded Actuarial Accrued Liability	The difference between actuarial accrued liability and the valuation assets. Sometimes referred to as “unfunded actuarial liability” or “unfunded accrued liability”.