

# City of Austin Employees' Retirement System

Actuarial Valuation Report  
for the Year Ending December 31, 2024





April 22, 2025

Mr. Christopher Hanson  
Executive Director  
City of Austin Employees' Retirement System  
4700 Mueller Boulevard, Suite 100  
Austin, TX 78723

Dear Mr. Hanson:

**Subject: Actuarial Valuation as of December 31, 2024**

We are pleased to present our report on the actuarial valuation of the City of Austin Employees' Retirement System (COAERS or the System). This report describes the current actuarial condition of COAERS, determines the Member Rate and the City Contribution Rate for the calendar year beginning one year after the valuation date, and determines the funded status of the System.

In addition, the report provides various summaries of the data. A separate report is issued with regard to valuation results determined in accordance with Governmental Accounting Standards Board (GASB) Statements 67 and 68. Results of this report should not be used for any other purpose without consultation with the undersigned. Valuations are prepared annually as of December 31<sup>st</sup>, the last day of the COAERS plan year. This report was prepared at the request of the Board and is intended for use by the COAERS staff and those designated or approved by the Board. This report may be provided to parties other than COAERS staff only in its entirety and only with the permission of the Board except as otherwise required with applicable state law.

As you know, following the passage of SB 1444 during the 2023 Legislative Session, COAERS went from a fixed contribution rate plan to an actuarially determined contribution (ADC). The Initial Risk Sharing Valuation Study (RSVS) was performed as of December 31, 2022 and established the Legacy Liability amortization schedule (remaining balance) as well as the Legacy Liability payments for each of the next 30 years beginning with calendar year 2024. The Initial RSVS also established a corridor for the City Contribution Rate. The initial RSVS calculated the midpoint of the corridor (the expected employer normal cost as a percentage of payroll) for the next 30 years and set the minimum and maximum City Contribution Rate at 5% of pay above and 5% of pay below the midpoint.

The System's funding policy is for the System to receive contributions that would cover the System's normal cost, the Legacy Liability payment and the amortization of any new liability layers established after the Initial RSVS. The new layers will use the same amortization period as the Legacy Liability until the remaining period for the Legacy Liability is less than 20 years. When the remaining amortization period of the Legacy Liability is less than 20 years, new layers will be amortized over a closed 20-year period. Furthermore, should the City Contribution Rate be less than the corridor midpoint, the City Contribution Rate will be set to the corridor midpoint if the System is less than 90% funded.

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If the ADC would cause the City Contribution Rate to exceed the maximum contribution rate then the member rate will increase up to an additional 2% of payroll to cover the shortfall. If a 2% increase in the member rate is insufficient then the System will enter into discussions with the City to come up with a plan to restore the funding of the System to a satisfactory level.

The first of 30 payments on the Legacy Liability occurred in calendar year 2024, so there are 29 years of payments left including those in 2025. As noted above the new liability layer established by this valuation will also have the same amortization period (fully paid off by 2053). However, because the first payment is one year after the valuation date (beginning in 2026), there will only be 28 payments in the new liability layer amortization schedule established by this valuation.

As noted in the Initial RSVS, the increase in the total City contribution as a result of moving from a fixed rate to an actuarially determined contribution is being phased in over a two-year period. This phase-in was factored into the Legacy Liability amortization schedule and the Legacy Liability payment schedule. After the two-year phase-in (in calendar year 2024 and 2025) is completed the dollar amount of the Legacy Liability payments will increase at 3% each year.

If the contributions made are equal to the ADC, and if all actuarial assumptions are met, there will not be an unfunded accrued liability at the end of the original closed 30-year Legacy Liability amortization schedule. Accordingly, the ADC under the funding policy can be considered a "Reasonable Actuarially Determined Contribution" as required by the Actuarial Standards of Practice.

All of the supporting schedules and tables contained in this actuarial valuation report were prepared by Gabriel, Roeder, Smith and Company (GRS), including various accounting and statistical tables which should help you compare the results of this plan year with prior years. The information presented in the trend data schedules of this report has been prepared by GRS.

The following schedules in the actuarial section of the COAERS Annual Comprehensive Financial Report were prepared by GRS: Summary of Cost Items, Analysis of Normal Cost by Component, Actuarial Present Value of Future Benefits and Calculation of Actuarial Accrued Liability, Development of Actuarial Value of Assets, Change in Net Position, Change in Unfunded Actuarial Accrued Liability, Relative Size of Unfunded Actuarial Accrued Liability, Schedule of Active Member Valuation Data, Schedule of Retirees and Beneficiaries Added to and Removed from Rolls, Solvency Test, Schedule of Funding Progress.

GRS provided COAERS with the information used in preparing the following trend schedules in the financial section of the Annual Comprehensive Financial Report: Notes to the Financial Statements - Schedule of Net Pension Liability, and Sensitivity of the Net Pension Liability to Changes in the Discount Rate; Required Supplementary Information - Schedule of Changes in the Net Pension Liability and Related Ratios. GRS provided no additional assistance in the preparation of any other schedules in the financial section of the Annual Comprehensive Financial Report. These schedules were provided to COAERS in a separate GASB report.



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As authorized under Article 6243n of the Vernon's Civil Statutes of the State of Texas, actuarial assumptions and methods are set by the Board of Trustees, based upon recommendations made by the plan's actuary. An experience investigation was performed as of December 31, 2023. As a result of that study, revised assumptions were adopted by the Board effective with this valuation as of December 31, 2024. Please see our Experience Study report dated March 18, 2025 for a detailed analysis and rationale for the recommended assumptions.

We believe the assumptions are internally consistent, reasonable, and, where appropriate, based on the actual experience of COAERS. All of the assumptions and methods used in this valuation for funding purposes meet the parameters set by the Actuarial Standards of Practice. Additional information about the assumptions and methods is included in the Section of this report titled Statement of Actuarial Assumptions and Methods.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates, and funding periods. Due to the limited scope of this assignment, GRS did not perform an analysis of the potential range of such possible future differences. The actuarial calculations are intended to provide information for rational decision making.

Member data for retired, active, and inactive participants was supplied as of December 31, 2024 by the COAERS staff. We have not subjected this data to any auditing procedures, but have examined the data for reasonableness and consistency with the prior year's data. Asset information was also supplied by the COAERS staff.

The last actuarial valuation of COAERS was prepared as of December 31, 2023 by GRS. Valuations are prepared annually as of December 31<sup>st</sup>.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. We certify that the information presented herein is accurate and fairly portrays the actuarial position of COAERS as of December 31, 2024. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable governing statutes.

The undersigned are independent actuaries and consultants. Ms. Shaw is an Enrolled Actuary and a Member of the American Academy of Actuaries and she meets the Qualification Standards of the American Academy of Actuaries. Both Ms. Shaw and Mr. Ward are experienced in performing valuations for large public retirement systems.



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We would like to thank you and your staff for your assistance in providing all necessary information to complete this valuation. Your courteous help is very much appreciated. We look forward to discussing this actuarial valuation report with you at your convenience. Please do not hesitate to let us know if you have any questions or need additional information.

Sincerely,

**Gabriel, Roeder, Smith & Company**



Lewis Ward  
Consultant



Jamie Shaw, ASA, EA, MAAA  
Consultant

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## **SECTION RSV**

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### **RISK SHARING VALUATION**

## RSVS Discussion

The primary purpose of a Risk Sharing Valuation Study (RSVS) is to determine the City Contribution Rate for the COAERS fiscal year beginning one year after the valuation date.

The exhibit on page RSVS-2 shows the City Contribution Rate Corridor which was created in the initial RSVS. Column 3 shows the Corridor Midpoint for each fiscal year. Columns 2 and 4 show the Corridor Minimum and Corridor Maximum, respectively. Column 5 shows the actual City Contribution Rate for the applicable fiscal year. As shown in the table, the actual City Contribution Rate for FY2026 is 10.05% of pay.

The exhibit on page RSVS-3 shows the individual pieces of the calculated City Contribution Rate. As shown in the table, the calculated City Contribution Rate from this valuation for fiscal year 2026 is 10.05% of pay. Because the System is less than 90% funded, the actual City Contribution Rate is set to the greater of the calculated City Contribution Rate (10.05% of pay) and the Corridor Midpoint for fiscal year 2026 (7.21% of pay, as shown on RSVS-2). Therefore, the actual City Contribution Rate for fiscal year 2026 is 10.05% of pay.

The exhibit on page RSVS-4 shows the Liability (Gain)/Loss Layers established each year. Columns 2 and 3 show the original liability layer and any remaining liability layer, respectively. Column 4 is the payment on that particular layer for the fiscal year beginning one year after the valuation date. The payment is determined using a level percentage of payroll and the remaining amortization period as shown in Column 5. The payments reflect the one-year delay between the determination of the payment and the beginning of the fiscal year in which the payment is made. The dollar amounts of the payments are summed and then converted to a percentage of payroll based on the projected payroll for the fiscal year beginning one year after the valuation date. As shown in the table, the current year's payment is positive, which means it is an additional payment to the System's Normal Cost. The layers payment for fiscal year 2026 is determined to be 1.81% of projected fiscal year 2026 payroll.

The exhibit on page RSVS-5 is the Legacy Liability schedule. This table shows the amortization schedule of the remaining Legacy Liability for each of the 30 years over which it is scheduled to be paid. Column 2 shows the remaining Legacy Liability as of that measurement date while Column 3 shows the payment on the Legacy Liability for the fiscal year in which it is contributed.

The unfunded actuarial accrued liability is equal to the sum of the remaining legacy liability shown on page RSVS-5 (\$1,976,986,927 as of December 31, 2024) and the amortization layers established after 2022 shown on page RSVS-4 (\$335,225,637 as of December 31, 2024). These exhibits illustrate that there is a schedule to pay off every dollar of the current unfunded actuarial accrued liability.

## Actuarially Determined Contribution Corridor

Fiscal Year Ending	Corridor Minimum	Corridor Midpoint	Corridor Maximum	Actual City Contribution Rate
(1)	(2)	(3)	(4)	(5)
December 31, 2024	3.68%	8.68%	13.68%	8.68%
December 31, 2025	2.44%	7.44%	12.44%	8.47%
December 31, 2026	2.21%	7.21%	12.21%	10.05%
December 31, 2027	2.00%	7.00%	12.00%	
December 31, 2028	1.80%	6.80%	11.80%	
December 31, 2029	1.61%	6.61%	11.61%	
December 31, 2030	1.42%	6.42%	11.42%	
December 31, 2031	1.25%	6.25%	11.25%	
December 31, 2032	1.09%	6.09%	11.09%	
December 31, 2033	0.95%	5.95%	10.95%	
December 31, 2034	0.82%	5.82%	10.82%	
December 31, 2035	0.70%	5.70%	10.70%	
December 31, 2036	0.61%	5.61%	10.61%	
December 31, 2037	0.53%	5.53%	10.53%	
December 31, 2038	0.46%	5.46%	10.46%	
December 31, 2039	0.41%	5.41%	10.41%	
December 31, 2040	0.36%	5.36%	10.36%	
December 31, 2041	0.32%	5.32%	10.32%	
December 31, 2042	0.28%	5.28%	10.28%	
December 31, 2043	0.25%	5.25%	10.25%	
December 31, 2044	0.23%	5.23%	10.23%	
December 31, 2045	0.21%	5.21%	10.21%	
December 31, 2046	0.19%	5.19%	10.19%	
December 31, 2047	0.18%	5.18%	10.18%	
December 31, 2048	0.17%	5.17%	10.17%	
December 31, 2049	0.16%	5.16%	10.16%	
December 31, 2050	0.15%	5.15%	10.15%	
December 31, 2051	0.15%	5.15%	10.15%	
December 31, 2052	0.15%	5.15%	10.15%	
December 31, 2053	0.15%	5.15%	10.15%	
December 31, 2054	0.14%	5.14%	10.14%	
December 31, 2055	0.14%	5.14%	10.14%	



## Calculated Actuarially Determined City Contribution Rate

Fiscal Year Ending	Employer Normal Cost <sup>1</sup>	Amortization Payment	Calculated City Contribution Rate
(1)	(2)	(3)	(4)
December 31, 2024	8.68%	0.00%	8.68%
December 31, 2025	7.31%	1.16%	8.47%
December 31, 2026	8.24%	1.81%	10.05%

<sup>1</sup> Normal Cost for Actuarially Determined City Contribution Rate is projected from valuation date one year prior to the applicable fiscal year.

## Risk Sharing Valuation - Liability (Gain)/Loss Layers

Valuation Date Base Established	Original Layer	Remaining Layer	Payment for 2026 Fiscal Year <sup>1</sup>	Remaining Payments
(1)	(2)	(3)	(4)	(5)
December 31, 2024	\$ 139,161,562	\$ 139,161,562	\$ 8,067,224	28
December 31, 2023	183,666,581	196,064,075	10,764,518	28
<b>Total</b>		<b>\$ 335,225,637</b>	<b>\$ 18,831,742</b>	
Projected Payroll for Fiscal Year +1			\$ 1,041,208,120	
Amortization Payments as % of Projected Pay			1.81%	
Single Equivalent Amortization Period from the Valuation Date <sup>2</sup>			29.0	

<sup>1</sup> The first payment for each new layer will be made during the fiscal year beginning one year after the valuation date. The 12-31-2023 layer's payment was recalculated to reflect the new payroll growth

<sup>2</sup> The single equivalent amortization period includes all liability layers including the Legacy Liability.

## Projection of Remaning Legacy Liability and Legacy Liability Payments

Fiscal Year Ending	Remaining Legacy Liability	Fiscal Year Payment
(1)	(2)	(3)
December 31, 2022	\$1,895,804,234	\$ -
December 31, 2023	1,947,696,801	-
December 31, 2024	1,976,986,927	98,896,162
December 31, 2025	1,995,582,254	111,160,870
December 31, 2026	2,011,987,227	114,495,696
December 31, 2027	2,025,950,631	117,930,567
December 31, 2028	2,037,201,193	121,468,484
December 31, 2029	2,045,446,134	125,112,539
December 31, 2030	2,050,369,624	128,865,915
December 31, 2031	2,051,631,127	132,731,892
December 31, 2032	2,048,863,627	136,713,849
December 31, 2033	2,041,671,744	140,815,264
December 31, 2034	2,029,629,703	145,039,722
December 31, 2035	2,012,279,178	149,390,914
December 31, 2036	1,989,126,977	153,872,641
December 31, 2037	1,959,642,571	158,488,820
December 31, 2038	1,923,255,453	163,243,485
December 31, 2039	1,879,352,314	168,140,790
December 31, 2040	1,827,274,026	173,185,014
December 31, 2041	1,766,312,417	178,380,564
December 31, 2042	1,695,706,822	183,731,981
December 31, 2043	1,614,640,399	189,243,940
December 31, 2044	1,522,236,193	194,921,258
December 31, 2045	1,417,552,930	200,768,896
December 31, 2046	1,299,580,521	206,791,963
December 31, 2047	1,167,235,257	212,995,722
December 31, 2048	1,019,354,679	219,385,594
December 31, 2049	854,692,093	225,967,162
December 31, 2050	671,910,712	232,746,177
December 31, 2051	469,577,395	239,728,562
December 31, 2052	246,155,960	246,920,419
December 31, 2053	-	254,328,071



## **SECTION A**

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### **EXECUTIVE SUMMARY**

## Executive Summary

The key results from the valuation of the City of Austin Employees' Retirement System as of December 31, 2024 may be summarized as follows:

	December 31, 2024	December 31, 2023
	(1)	(1)
• Members		
— Actives	11,783	11,197
— Retirees (including disabled) and beneficiaries	8,052	7,802
— Vested - terminated	<u>1,630</u>	<u>1,585</u>
— Total	21,465	20,584
• Covered payroll	\$ 1,020,474,788	\$ 914,111,384
• Normal cost as % of payroll <sup>1</sup>	18.50%	17.56%
• Actuarial accrued liability	\$ 5,957,378,923	\$ 5,617,502,302
• Actuarial value of assets	\$ 3,645,166,359	\$ 3,486,138,920
• Unfunded actuarial accrued liability (UAAL)	\$ 2,312,212,564	\$ 2,131,363,382
• Estimated yield on assets		
— Actuarial value basis	5.28%	3.83%
— Market value basis	9.68%	12.14%
• Benefit and refund payments	\$ 290,512,807	\$ 274,059,878
• Market Value of Assets	\$ 3,570,725,498	\$ 3,278,692,316
• Funded ratio using actuarial value of assets	61.2%	62.1%
• Funded ratio using market value of assets	59.9%	58.4%
Contributions for Fiscal Year	<u>2026</u>	<u>2025</u>
• Member Contribution Rate	10.00%	10.00%
• City Contribution Rate	10.05%	8.47%
• Estimated RSV Total City Contribution		
— Estimated City Contribution Rate Payment <sup>2</sup>	\$ 104,641,416	\$ 85,208,046
— Legacy Liability Payment	<u>\$ 114,495,696</u>	<u>\$ 111,160,870</u>
— Total	\$ 219,137,112	\$ 196,368,916
— Contribution as % of Projected Payroll <sup>3</sup>	21.05%	19.52%

<sup>1</sup> Includes 0.51% of payroll for 2023 and 0.70% of payroll for 2024 for administrative expenses.

<sup>2</sup> Both estimated contributions for 2025 and 2026 reflect updated payroll as of December 31, 2024.

<sup>3</sup> Based on actual payroll for the calendar year ending on the valuation date, but projected two years forward.



## **SECTION B**

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### **DISCUSSION**

## Introduction

This December 31, 2024 actuarial valuation of the City of Austin Employees' Retirement System has been prepared by GRS. The primary purpose of the valuation is to value the liabilities of the System as of December 31, 2024, determine the member and City contributions for the plan year beginning January 1, 2026, and to provide certain required disclosure information. We are pleased to have the privilege of working for the Board, and look forward to discussing the results with you at your convenience.

Pages B-2 and B-3 of this report provide the current funded status of the plan and review the valuation results. Assets are discussed on page B-4, while page B-5 contains an analysis of the actuarial gains and losses during the past year.

Page B-6 discusses some of the historical comparisons and statistical summaries for the plan. Pages B-7 through B-10 provide an assessment and disclosure of risk associated with measuring pension obligations and determining pension plan contributions. Page B-11 provides a summary of the valuation results along with other comments.

Various tables supporting the report are contained in Sections C and D. Section E describes the actuarial methods and assumptions used in the valuation and Section F outlines the Plan's benefit provisions, including any changes since the last valuation. Finally, Section G provides definitions of terms used throughout this report.

## Funded Status of the Plan

The funded status of the plan is shown in Table 1, Table 2, and Table 3. Table 1 summarizes the various cost items from the current year's and prior year's actuarial valuations, while Table 2 provides an allocation of the normal cost by its various components as of the valuation date. Table 3 shows the components of the actuarial liability (including the impact of the change in assumptions).

Reviewing the composition of normal cost of the System, Table 2 indicates that the normal cost as of December 31, 2024 is 18.50% of pay. This compares with 17.56% of pay as of the prior valuation on December 31, 2023. This normal cost is developed based on the Individual Entry Age Normal (EAN) actuarial cost method. As may be seen in Item 1, the normal cost for the retirement benefits is 14.21% of pay. Similarly, the normal cost is 0.87% for the deferred termination benefits, 2.30% for refunds of terminated employees (both vested and non-vested), 0.14% for disability benefits, and 0.28% for death benefits. In addition, the cost of anticipated administrative expenses is being added to the normal cost rate. This adds 0.70% of pay to the normal cost rate as of December 31, 2024. The normal cost increased compared last year due to the change in the actuarial assumptions. Generally, we expect a decline in the average normal cost due to the continued shift in the active membership from Group A to Group B. We expect this pattern of declining normal costs (as a percentage of payroll) to continue in future years until the active population is mostly Group B. Note that the 8.24% employer normal cost shown on RSVS-3 is the estimated employer normal cost for the next plan year (2026) and reflects a total projected normal cost of 18.24% of pay less employee normal cost of 10% of pay.

Table 1 illustrates a number of the key actuarial items for the 2024 valuation. As mentioned above, the total normal cost rate is 18.50% of covered payroll. The actuarial accrued liability is \$5,957.4 million as shown in Item 5 and as detailed in Table 1. The actuarial value of assets equals \$3,645.2 million, as shown in Item 6. Item 7 of Table 1 shows that the plan has a \$2,312.2 million unfunded liability (i.e. liabilities exceed plan assets) as of the valuation date. As of the last valuation (December 31, 2023), the System was underfunded by \$2,131.4 million. The increase in the unfunded liability is described in greater detail on page B-5 and in Table 7.



## Funded Status of the Plan (Continued)

The valuation determines the City Contribution Rate and the Member Contribution Rate for the calendar year beginning one year after the valuation date. This valuation has determined that the City Contribution Rate will be 10.05% of payroll and that the Member Contribution Rate will be 10.00% of payroll in fiscal year 2026. The City Contribution Rate is comprised of the projected employer normal cost of 8.24% of payroll for fiscal year 2026 (total projected normal cost for fiscal year 2026 of 18.24% less the member contribution rate of 10.00%) and a liability layer payment of 1.81% of projected payroll for a total City Contribution Rate of 10.05% of payroll. The member rate is set at the statutory 10.00% of payroll. As long as the City Contribution Rate is less than the Corridor Maximum then the member rate will be 10.00% of payroll. The Legacy liability and the current liability layers are expected to be fully amortized by the end of 2053 which is 29 years from the current valuation date. See the RSVS section of the report for additional details.

The actuarial valuation report as of December 31, 2024 reveals that the funded ratio (the ratio of actuarial assets to actuarial accrued liability) is 61.2%. On a market value of asset basis, the funded status is 59.9%. The funded status is one of many metrics used to show trends and develop future expectations about the health of the System. The funded status measure itself is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations or assessing the need for or the amount of future contributions since it does not reflect normal cost contributions, the timing of amortization payments, or future experience other than expected.

The normal cost was determined using the Individual Entry Age Normal (EAN) actuarial cost method. This method determines the normal cost for all employees on an individual basis, based on the benefits applicable to each individual member. Because employees hired on or after January 1, 2012 (Group B) have a less valuable benefit tier than employees hired prior to that date (Group A), the normal cost for Group B is less than the normal cost of Group A. With the application of the Individual EAN method, the normal cost is equal to the average of the individual members' normal costs. Since the current group of employees is still approximately 26% Group A, the average normal costs for the System will continue to decline over time as Group B employees replace Group A employees.

## Change in Assets

Table 4 shows the development of the actuarial value of assets. Item 11 of Table 4 shows that the actuarial value of assets as of December 31, 2024 is \$3,645.2 million. Table 4 also shows the development of the gain/(loss) on the actuarial value of assets for the prior plan year. As shown in Item 12, the System had a loss on an actuarial asset basis of \$51.2 million in 2024. This compares to the \$98.5 million loss in 2023.

The method for determining the actuarial value of assets offsets excesses or shortfalls in the current year's investment income dollar for dollar against prior years' deferred excesses or shortfalls. Any remaining amounts from the current or prior years continue to be recognized over the remainder of the five-year period from when they were determined. The investment income exceeded the prior year's assumed 6.75% rate of return on a market value of assets (MVA) basis, by \$95.8 million. As shown in column 2 of Table 4, this year's excess investment income was offset against the prior years' deferred investment losses, after which \$111.7 million in income shortfall remained, 20% of which (\$37.7 million) is recognized in this year's actuarial value of assets with the remainder deferred for future valuations. The total deferral of all Excess/(Shortfall) investment income for all prior years (shown in Table 4, Column 6 of Item 8) is (\$74.4 million).

An analysis of the change in the System's market value of assets for the last two plan years and an estimate of the return on assets for the System are included in Table 6. The estimated average annual rate of return for the year ending December 31, 2024 assuming that income, revenue, and expenditures are evenly distributed throughout the year is 9.68% on a market value of assets basis. The rate of return for the year ending December 31, 2024 on an actuarial value basis was 5.28%. This compares with the actuarial assumed investment return at the beginning of the year of 6.75%. Since the return on an actuarial basis was less than 6.75%, an actuarial loss has occurred as shown in Item 12 on Table 4.

## Actuarial Gains and Losses

An important part of the change in unfunded actuarial accrued liability from year to year is due to the impact of actuarial gains and losses of the System. This section summarizes the combined asset and liability experience changes since the prior valuation on December 31, 2023.

As can be seen in Item 7 of Table 7, the expected value of the unfunded actuarial accrued liability as of December 31, 2024 was an underfunded position of \$2,170.3 million. This expected value reflects the prior year's assumed investment return assumption of 6.75% applied to the beginning of year unfunded actuarial accrued liability, normal cost, and contributions during 2024.

Since the actual unfunded actuarial accrued liability as of December 31, 2024 is \$2,312.2 million, it represents a total unexpected net increase for the period of \$141.9 million, as shown in Item 9 of Table 7. That is, the unfunded actuarial accrued liability is greater than expected. The net increase in the unfunded actuarial accrued liability includes an asset experience loss of \$51.2 million as shown in Table 4 and an unanticipated increase on the liability equal to \$90.7 million. This increase is comprised of a \$5.5 million increase due to the changes in the actuarial assumptions and an \$85.2 million liability experience loss, which is broken out by source in Items 16-23 of Table 7.

Please see Section E for a more detailed description of the assumptions and methods.

## Historical Comparisons and Statistical Summaries

Various statistical data on the System is shown in the tables contained in Section D. In addition, Tables 8 through 11 of Section C contain certain actuarial trend information which may be of interest.

Table 8 relates the size of the unfunded actuarial accrued liability (UAAL) to three different measurements. In Columns 3 and 4, the UAAL is related to the covered payroll of the System. Columns 5 and 6 relate the UAAL to the actuarial value of assets, while Columns 7 and 8 relate the UAAL to the total actuarial liabilities of the System.

Tables 9 through 11 provide information which should be included in your annual report. Table 9 provides a schedule of active member valuation data. Table 10 provides a schedule of retirees and beneficiaries added to and removed from payment rolls. Solvency test results are presented in Table 11.

# Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions

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

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

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

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

# Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

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

The Funding Policy employer contribution rate shown on the Executive Summary may be considered as a minimum contribution rate that complies with the Board's funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

## **PLAN MATURITY MEASURES**

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Several generally accepted plan maturity measures are described below and are followed by a table showing a 10-year history of the measurements for COAERS.

## **RATIO OF MARKET VALUE OF ASSETS TO PAYROLL**

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

## **RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL**

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

# Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 2.5 times the payroll (5 to 2 ratio), a change in liability of 2% other than assumed would equal 5% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

## **RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES**

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

## **RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS**

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

## **DURATION OF ACTUARIAL ACCRUED LIABILITY**

The duration of the actuarial accrued liability may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, duration of 10 indicates that the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

## **ADDITIONAL RISK ASSESSMENT**

Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability. A robust measurement of additional risk assessment is outside the scope of the annual actuarial valuation.

## Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Ratio of the market value of assets to payroll	3.50	3.59	3.65	4.74	4.39	4.14	3.71	4.21	3.84	3.83
Ratio of actuarial accrued liability to payroll	5.84	6.15	6.54	6.69	6.45	6.34	6.01	6.03	5.99	6.06
Ratio of actives to retirees and beneficiaries	1.46	1.43	1.39	1.42	1.46	1.51	1.53	1.54	1.58	1.60
Ratio of net cash flow to market value of assets	-0.7%	-1.2%	-1.9%	-1.3%	-1.1%	-1.3%	-1.3%	-1.0%	-0.7%	-0.8%
Duration of the actuarial accrued liability*	14.82	14.18	14.12	14.12	13.89	14.01	13.81	NA	NA	NA

\*Duration measure not available prior to 2018

## Low-Default-Risk Obligation Measure

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

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

The LDROM estimates the amount of money the plan would need to invest in low risk securities to provide the benefits with greater certainty. The current model expects lower costs but with higher investment risk, which creates less certainty and a possibility of higher costs. Thus, the difference between the two measures (Valuation and LDROM) is one illustration of the possible costs the sponsor could incur if there was a reduction in the investment risk in comparison to the current diversified portfolio. However, the downside risk would be limited in the scenarios where the current portfolio would fail to achieve returns in excess of the low-default-risk discount, in this case 5.49%.

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

Valuation Accrued Liability	LDROM
\$5,957,378,923	\$6,946,131,816

Again, the difference between the two measures, or \$988,752,893, is one illustration of the savings the sponsor anticipates by assuming investment risk in a diversified portfolio.

Disclosures: Discount rate used to calculate LDROM: 5.49% Intermediate FTSE Pension Discount Curve as of December 31, 2024. This measure may not be appropriate for assessing the need for or amount of future contributions as the current portfolio is expected to generate significantly more investment earnings than the low-default-risk portfolio. This measure is also not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligation as this measure includes projections of salary increases and the ability for current members to continue to accrue eligibility and vesting service.



## Summary and Closing Comments

It is our opinion that the results of this valuation provide a reasonable reflection of the funded status of the System as of the valuation date. With the passage of SB 1444 during the 2023 Legislative Session, COAERS went from a fixed contribution rate plan to an actuarially determined contribution (ADC). The combined required member and City Contributions provided in this actuarial valuation are sufficient to fund the System's normal cost and amortization the unfunded liability of the System by December 31, 2053.

The overall funded position of the System decreased from 62.1% at the prior valuation to 61.2% at this valuation. The decrease in the funded ratio of the System is primarily due to higher than expected actuarial accrued liabilities due to higher than expected salary increases for active members, as well as the continued recognition of deferred asset losses from calendar year 2022.

The unfunded liability increased from \$2,131.4 million as of December 31, 2023 to \$2,312.2 million as of December 31, 2024, which was \$141.9 million more than expected. While the current unfunded liability is expected to be fully paid by December 31, 2053, because the Legacy Liability payments are expected to increase by 3% each year, the unfunded actuarial accrued liability of the System is still expected to increase as a dollar amount until the end of fiscal year 2031, even if all assumptions are exactly met.

The valuation reflected new actuarial assumptions adopted by the Board of Trustees effective as of December 31, 2024. These new assumptions had a minimal impact on the accrued liabilities of the System but did cause an increase in the expected future costs of the System, referred to as the normal cost. These new assumptions are intended to better reflect the anticipated future experience of the System.

## SECTION C

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### ACTUARIAL TABLES

# Actuarial Tables

<b>Table Number</b>	<b>Content of Tables</b>	<b>Page</b>
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11	Solvency Test	C-12
12	Schedule of Funding Progress	C-13

## Table 1

### Summary of Cost Items

	December 31, 2024		December 31, 2023	
	Cost Item	Cost as % of Pay	Cost Item	Cost as % of Pay
	(1)	(2)	(3)	(4)
1. Participants				
a. Active	11,783		11,197	
b. Terminated vested	1,630		1,585	
c. Retired participants and beneficiaries	7,948		7,700	
d. Disabled	104		102	
e. Total	21,465		20,584	
2. Covered Payroll	\$ 1,020,474,788		\$ 914,111,384	
3. Averages for Active Participants				
a. Average age	44.8		44.9	
b. Average years of service	9.3		9.4	
c. Average pay	\$ 86,606		\$ 81,639	
4. Total Normal Cost				
a. Normal Cost Rate	17.80%		17.05%	
b. Administrative Expenses	0.70%		0.51%	
c. Total	18.50%		17.56%	
5. Actuarial Accrued Liability				
a. Active participants	\$ 2,644,289,769		\$ 2,424,712,368	
b. Terminated vested participants	122,882,243		122,191,011	
c. Refunds of terminated nonvested participants	20,158,028		18,173,405	
d. Retired participants and beneficiaries	3,148,347,034		3,032,056,019	
e. Disabled participants	21,701,849		20,369,499	
f. Total	\$ 5,957,378,923	583.79%	\$ 5,617,502,302	614.53%
6. Actuarial Value of Assets	\$ 3,645,166,359	357.20%	\$ 3,486,138,920	381.37%
7. Unfunded Actuarial Accrued Liability (UAAL)	\$ 2,312,212,564	226.58%	\$ 2,131,363,382	233.16%
8. Relative Size of UAAL				
a. As percent of actuarial value of assets	63.43%		61.14%	
b. As percent of covered payroll	226.58%		233.16%	

## Table 2 Analysis of Normal Cost by Component

Benefit Component (1)	Cost as % of Pay	
	December 31, 2024 (1)	December 31, 2023 (2)
1. Retirement Benefits	14.21%	13.12%
2. Termination - Deferred Benefits	0.87%	0.85%
3. Termination - Refund Benefits	2.30%	2.59%
4. Disability Benefits	0.14%	0.21%
5. Death Benefits	0.28%	0.28%
6. Administrative Expenses	<u>0.70%</u>	<u>0.51%</u>
7. Normal Cost	18.50%	17.56%

**Table 3**  
**Actuarial Present Value of Future Benefits  
and Calculation of Actuarial Accrued Liability**

	December 31, 2024	December 31, 2023
	(1)	(2)
A. Present Value of Future Benefits		
1. Active participants		
a. Retirement benefits	\$ 3,774,476,340	\$ 3,265,123,338
b. Deferred termination benefits	136,358,976	117,180,292
c. Refund of contributions terminations	169,561,641	152,648,693
d. Disability benefits	20,269,049	26,440,090
e. Death benefits	<u>52,315,726</u>	<u>46,091,315</u>
f. Total	\$ 4,152,981,732	\$ 3,607,483,728
2. Retired participants		
a. Service retirements and beneficiaries	\$ 3,148,347,034	\$ 3,032,056,019
b. Disability retirements	<u>21,701,849</u>	<u>20,369,499</u>
c. Total	\$ 3,170,048,883	\$ 3,052,425,518
3. Inactive participants		
a. Vested terminations with deferred benefits	\$ 122,882,243	\$ 122,191,011
b. Nonvested terminations with refunds payable	<u>20,158,028</u>	<u>18,173,405</u>
c. Total	\$ 143,040,271	\$ 140,364,416
4. Total actuarial present value of future benefits	\$ 7,466,070,886	\$ 6,800,273,662
B. Normal Cost Rate (including administrative expenses)	18.50%	17.56%
C. Present Value of Future Normal Costs	\$ 1,508,691,963	\$ 1,182,771,360
D. Actuarial Accrued Liability for Active Members		
1. Present value of future benefits (Item A.1.f)	\$ 4,152,981,732	\$ 3,607,483,728
2. Less present value of future normal costs (Item C)	<u>1,508,691,963</u>	<u>1,182,771,360</u>
3. Actuarial accrued liability	\$ 2,644,289,769	\$ 2,424,712,368
E. Total Actuarial Accrued Liability (Item A.2.c + Item A.3.c + Item D.3)	\$ 5,957,378,923	\$ 5,617,502,302



## Table 4

### Development of Actuarial Value of Assets

	Year Ending December 31, 2024					
1. Market value of assets at beginning of year	\$ 3,278,692,316					
2. Net new investments						
a. Contributions	\$ 273,440,748					
b. Benefits and refunds paid	(290,512,807)					
c. Administrative expenses	(7,173,514)					
d. Subtotal	\$ (24,245,573)					
3. Assumed investment return rate for fiscal year	6.75%					
4. Expected net investment income	\$ 220,493,443					
5. Expected market value at end of year (Item 1+ Item 2 + Item 4)	\$ 3,474,940,186					
6. Market value of assets at end of year	\$ 3,570,725,498					
7. Excess or Shortfall in Investment Income (Item 6 - Item 5)	\$ 95,785,312					
8. Development of amounts to be recognized as of December 31, 2024:						
Fiscal Year End	Remaining Deferrals of Excess (Shortfall) of Investment Income	Offsetting of Excesses/ (Shortfalls)	Net Deferrals Remaining	Years Remaining	Recognized for this Valuation	Remaining after this Valuation
	(1)	(2)	(3) = (1) + (2)	(4)	(5) = (3) / (4)	(6) = (3) - (5)
2020	\$ 0	\$ 0	\$ 0	1	\$ 0	\$ 0
2021	0	0	0	2	0	0
2022	(207,446,604)	95,785,312	(111,661,292)	3	(37,220,431)	(74,440,861)
2023	0	0	0	4	0	0
2024	95,785,312	(95,785,312)	0	5	0	0
Total	\$ (111,661,292)	\$ 0	\$ (111,661,292)		\$ (37,220,431)	\$ (74,440,861)
9. Preliminary actuarial value of plan assets, end of year (Item 6 - Item 8: Column 6)	\$ 3,645,166,359					
10. Actuarial value of assets corridor						
a. 80% of market value, end of year	\$ 2,856,580,398					
b. 120% of market value, end of year	\$ 4,284,870,598					
11. Final actuarial value of plan net assets, end of year (Item 9, but recognize 1/3 of any deferred gains or losses outside of Item 10)	\$ 3,645,166,359					
12. Actuarial Asset gain (loss) for year (Item 11 - Item 5)						
a. Expected Actuarial Value of Assets	\$ 3,696,389,436					
b. Actuarial gain (loss) in actuarial value of assets (Item 11 - Item 12.a)	\$ (51,223,077)					
13. Asset gain (loss) as % of final actuarial value of assets	(1.41%)					
14. Ratio of actuarial value to market value	102.08%					

Notes: Remaining deferrals in Column (1) for prior years are from Column (5) in last year's report.  
Column (2) is a direct offset of the current year's excess/(shortfall) return against prior years' excess/(shortfall) of the opposite type.



**Table 5**  
**Open Group Projection**

Valuation as of December 31,	Compensation Year Following Valuation (in Millions)	City Contributions Year Following Valuation (in Millions)	Member Contributions Year Following Valuation (in Millions)	Benefit Payments Year Following Valuation (in Millions)	Unfunded Actuarial Accrued Liability (UAAL, in Millions) On Valuation Date
(1)	(2)	(3)	(4)	(5)	(5)
2024	\$1,006	\$196	\$101	\$325	\$2,312
2025	1,041	219	104	330	2,342
2026	1,078	224	108	355	2,362
2027	1,115	229	112	380	2,380
2028	1,154	234	115	405	2,394
2029	1,195	239	119	430	2,404
2030	1,237	244	124	456	2,411
2031	1,280	250	128	481	2,413
2032	1,325	256	132	505	2,410
2033	1,371	262	137	529	2,403
2034	1,419	268	142	551	2,389
2035	1,469	275	147	571	2,370
2036	1,520	283	152	589	2,343
2037	1,573	291	157	607	2,309
2038	1,628	299	163	622	2,267
2039	1,685	307	169	637	2,216
2040	1,744	317	174	652	2,155
2041	1,805	326	181	666	2,084
2042	1,869	336	187	682	2,001
2043	1,934	346	193	699	1,906
2044	2,002	356	200	717	1,797
2045	2,072	367	207	736	1,674
2046	2,144	379	214	756	1,535
2047	2,219	391	222	776	1,379
2048	2,297	403	230	798	1,205
2049	2,377	416	238	821	1,011
2050	2,461	429	246	844	795
2051	2,547	442	255	868	556
2052	2,636	457	264	894	291
2053	2,728	160	273	922	0

Projection assumes all assumptions are exactly met, including a 6.75% annual return on the current actuarial value of assets.



## Table 6 Change in Net Position

	Valuation Period Ending December 31,	
	2024	2023
	(1)	(2)
1. Assets in plan at beginning of year <b>(A)</b>	\$ 3,278,692,316	\$ 2,959,775,761
2. Employer contributions	183,109,821	163,839,285
3. Employee contributions	90,330,927	80,572,969
4. Benefit payments made*	284,927,612	270,026,717
5. Refunds of contributions	5,585,195	4,033,161
6. Expenses paid from trust	7,173,514	8,549,285
7. Investment expense	5,803,102	5,315,186
8. Investment return	<u>322,081,857</u>	<u>362,428,650</u>
9. Assets in plan at end of year <b>(B)</b> (1 + 2 + 3 - 4 - 5 - 6 - 7 + 8)	\$ 3,570,725,498	\$ 3,278,692,316
10. Approximate rate of return on average invested assets		
a. Net investment income (8 - 7 = I)	\$ 316,278,755	\$ 357,113,464
b. Estimated yield based on <b>(2I/(A + B - I))</b>	9.68%	12.14%

\* Benefit payments exclude any distributions from the 415 Restoration Plan

## Table 7

### Change in Unfunded Actuarial Accrued Liability as of December 31, 2024

<u>CALCULATION OF TOTAL ACTUARIAL GAIN OR LOSS</u>	<u>2024</u>	<u>2023</u>
1. Unfunded actuarial accrued liability (UAAL) as of prior year	\$ 2,131,363,382	\$ 1,900,952,826
2. Actual normal cost paid during year (includes service purchases)	<u>171,940,257</u>	<u>166,280,060</u>
3. Subtotal (1 + 2)	\$ 2,303,303,639	\$ 2,067,232,886
4. Interest at prior year assumption of 6.75%	149,670,012	133,926,268
5. Contributions during year	(273,440,748)	(244,412,254)
6. Interest on contributions for one-half year	(9,228,625)	(8,248,914)
7. Expected UAAL as of December 31st (3 + 4 + 5 + 6)	2,170,304,278	1,948,497,986
8. Actual UAAL as of December 31st	2,312,212,564	2,131,363,382
9. Unexpected Change in UAAL for the period (8 - 7)	141,908,286	182,865,396
 <u>SOURCE OF CHANGE IN UAAL</u>		
10. Asset (gain)/loss (See Table 4)	\$ 51,223,077	\$ 98,525,760
11. Actuarial Value of Asset Method change	0	0
12. Increase/(decrease) due to assumption & method changes	5,513,367	0
13. Increase/(decrease) due to benefit changes	0	(5,148,592)
14. Total unanticipated increase/(decrease) in liabilities for the period (9-10-11-12-13)	<u>85,171,842</u>	<u>89,488,228</u>
15. Total liability changes (12 + 13 + 14)	\$ 90,685,209	\$ 84,339,636
 <u>SOURCE OF LIABILITY EXPERIENCE (GAINS) AND LOSSES</u>		
16. Salary Increases	\$ 88,418,578	\$ 84,398,293
17. Service Retirement	(22,522,685)	(12,124,622)
18. Withdrawal	999,784	(144,458)
19. Disability Retirement	58,616	(49,833)
20. Active Mortality	687,592	(479,985)
21. Retiree Mortality	1,342,176	3,759,539
22. Rehires with past service	2,609,972	3,324,378
23. Other (Data) including proportionate program	<u>13,577,809</u>	<u>10,804,916</u>
24. Total Liability Experience (Gain)/Loss	\$ 85,171,842	\$ 89,488,228

**Table 8**  
**Relative Size of Unfunded Actuarial Accrued Liability**

Valuation as of December 31,	Unfunded/ (Overfunded) Actuarial Accrued Liability	Relative to Covered Payroll		Relative to Actuarial Value of Present Assets		Relative to Total Actuarial Accrued Liability	
		Covered Payroll	Percent of Covered Payroll	Present Assets	Percent of Present Assets	Actuarial Accrued Liability	Percent of Actuarial Accrued Liability
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
2004	\$ 321,383,795	\$ 326,590,164	98.4%	\$ 1,356,797,448	23.7%	\$ 1,678,181,243	19.2%
2005	395,382,953	348,619,141	113.4%	1,398,798,722	28.3%	1,794,181,675	22.0%
2006	476,226,660	390,963,991	121.8%	1,497,783,958	31.8%	1,974,010,618	24.1%
2007	459,277,808	417,450,797	110.0%	1,653,533,484	27.8%	2,112,811,292	21.7%
2008	765,526,422	448,740,469	170.6%	1,481,377,439	51.7%	2,246,903,861	34.1%
2009	658,466,636	422,539,199	155.8%	1,672,470,344	39.4%	2,330,936,980	28.2%
2010	749,087,565	438,877,002	170.7%	1,711,577,229	43.8%	2,460,664,794	30.4%
2011	932,942,173	451,831,198	206.5%	1,790,902,641	52.1%	2,723,844,815	34.3%
2012	1,070,656,825	470,231,969	227.7%	1,897,722,867	56.4%	2,968,379,692	36.1%
2013	861,988,246	490,553,170	175.7%	2,047,929,504	42.1%	2,909,917,750	29.6%
2014	900,174,491	539,158,693	167.0%	2,193,881,221	41.0%	3,094,055,712	29.1%
2015	1,083,708,976	559,829,504	193.6%	2,308,087,140	47.0%	3,391,796,116	32.0%
2016	1,168,107,291	599,574,934	194.8%	2,423,269,015	48.2%	3,591,376,306	32.5%
2017	1,205,362,672	629,943,122	191.3%	2,592,460,631	46.5%	3,797,823,303	31.7%
2018	1,294,171,745	664,335,027	194.8%	2,695,388,392	48.0%	3,989,560,137	32.4%
2019	1,638,934,062	707,534,152	231.6%	2,848,950,000	57.5%	4,487,884,062	36.5%
2020	1,631,981,669	729,252,035	223.8%	3,069,233,497	53.2%	4,701,215,166	34.7%
2021	1,711,755,152	752,180,499	227.6%	3,320,288,049	51.6%	5,032,043,201	34.0%
2022	1,900,952,826	810,041,877	234.7%	3,394,988,979	56.0%	5,295,941,805	35.9%
2023	2,131,363,382	914,111,384	233.2%	3,486,138,920	61.1%	5,617,502,302	37.9%
2024	2,312,212,564	1,020,474,788	226.6%	3,645,166,359	63.4%	5,957,378,923	38.8%

**Table 9**  
**Schedule of Active Member Valuation Data**

Year Ending December 31,	Active Participants	Percent Change	Covered Payroll	Percent Change	Average Salary	Percent Change
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2004	7,489	0.8%	\$ 326,590,164	4.4%	\$ 43,609	3.6%
2005	7,638	2.0%	348,619,141	6.7%	45,643	4.7%
2006	8,055	5.5%	390,963,991	12.1%	48,537	6.3%
2007	8,358	3.8%	417,450,797	6.8%	49,946	2.9%
2008	8,643	3.4%	448,740,469	7.5%	51,920	4.0%
2009	8,142	-5.8%	422,539,199	-5.8%	51,896	0.0%
2010	8,270	1.6%	438,877,002	3.9%	53,069	2.3%
2011	8,348	0.9%	451,831,198	3.0%	54,124	2.0%
2012	8,387	0.5%	470,231,969	4.1%	56,067	3.6%
2013	8,592	2.4%	490,553,170	4.3%	57,094	1.8%
2014	9,028	5.1%	539,158,693	9.9%	59,721	4.6%
2015	9,063	0.4%	559,829,504	3.8%	61,771	3.4%
2016	9,364	3.3%	599,574,934	7.1%	64,030	3.7%
2017	9,612	2.6%	629,943,122	5.1%	65,537	2.4%
2018	9,838	2.4%	664,335,027	5.5%	67,527	3.0%
2019	10,149	3.2%	707,534,152	6.5%	69,715	3.2%
2020	10,138	-0.1%	729,252,035	3.1%	71,933	3.2%
2021	10,228	0.9%	752,180,499	3.1%	73,541	2.2%
2022	10,438	2.1%	810,041,877	7.7%	77,605	5.5%
2023	11,197	7.3%	914,111,384	12.8%	81,639	5.2%
2024	11,783	5.2%	1,020,474,788	11.6%	86,606	6.1%

**Table 10****Schedule of Retirees and Beneficiaries Added to and Removed from Rolls**

Year Ending December 31,	Added to Rolls		Removed from Rolls		Rolls-End of Year		% Increase in Annual Allowances	Average Annual Allowances
	Number	Annual Allowances	Number	Annual Allowances	Number	Annual Allowances		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
2004	227	\$ 5,619,478	85	\$ 1,741,624	3,137	\$ 82,121,249	4.5%	\$ 26,178
2005	258	6,699,023	98	2,438,555	3,297	85,324,686	3.9%	25,879
2006	259	6,788,190	89	1,883,938	3,467	90,312,037	5.8%	26,049
2007	289	8,523,459	123	2,262,126	3,633	96,071,149	6.4%	26,444
2008	290	8,299,468	88	2,056,217	3,835	101,840,870	6.0%	26,556
2009	331	9,953,411	80	1,630,148	4,086	109,656,152	7.7%	26,837
2010	341	10,495,807	92	2,029,423	4,335	117,954,059	7.6%	27,210
2011	324	9,851,119	117	2,785,375	4,542	124,748,580	5.8%	27,466
2012	405	13,035,228	116	3,011,032	4,831	134,653,163	7.9%	27,873
2013	387	12,451,142	98	2,176,950	5,120	144,755,297	7.5%	28,273
2014	397	12,737,257	121	2,568,479	5,396	154,937,553	7.0%	28,713
2015	411	13,547,663	128	2,980,334	5,679	165,579,191	6.9%	29,156
2016	385	12,920,841	130	3,199,901	5,934	175,327,721	5.9%	29,546
2017	422	14,942,887	131	2,979,178	6,225	187,304,849	6.8%	30,089
2018	338	12,352,947	149	3,496,334	6,414	196,302,394	4.8%	30,605
2019	434	17,128,087	145	3,358,432	6,703	210,148,047	7.1%	31,351
2020	453	17,927,288	193	4,828,468	6,963	223,247,694	6.2%	32,062
2021	432	17,816,028	174	4,378,064	7,221	236,613,025	6.0%	32,767
2022	480	19,660,962	171	3,968,030	7,530	252,345,484	6.6%	33,512
2023	447	18,736,767	175	4,283,533	7,802	266,934,832	5.8%	34,214
2024	426	17,528,502	176	4,547,837	8,052	279,860,232	4.8%	34,757

## Table 11 Solvency Test

Valuation Date	Aggregated Accrued Liabilities for				Portions of Accrued Liabilities Covered by Reported Assets		
	Active and Inactive Members Contributions	Retirees and Beneficiaries	Active and Inactive Members (Employer Financed Portion)	Reported Assets	(5)/(2)	[(5)-(2)]/3	[(5)-(2)-(3)]/(4)
	(2)	(3)	(4)	(5)	(6)	(7)	(8)
December 31, 2004	\$ 261,905,526	\$ 812,266,336	\$ 604,009,381	\$ 1,356,797,448	100.0%	100.0%	46.8%
December 31, 2005	280,994,642	848,185,652	665,001,381	1,398,798,722	100.0%	100.0%	40.5%
December 31, 2006	295,166,238	904,166,079	774,678,301	1,497,783,958	100.0%	100.0%	38.5%
December 31, 2007	333,340,167	968,493,997	810,977,128	1,653,533,484	100.0%	100.0%	43.4%
December 31, 2008	357,423,035	1,025,407,475	864,073,351	1,481,377,439	100.0%	100.0%	11.4%
December 31, 2009	362,288,592	1,109,773,550	858,874,838	1,672,470,344	100.0%	100.0%	23.3%
December 31, 2010	377,651,365	1,195,328,215	887,685,214	1,711,577,229	100.0%	100.0%	15.6%
December 31, 2011	413,944,399	1,267,467,354	1,042,433,062	1,790,902,641	100.0%	100.0%	10.5%
December 31, 2012	417,481,360	1,375,244,710	1,175,653,622	1,897,722,867	100.0%	100.0%	8.9%
December 31, 2013	436,164,975	1,478,146,019	995,606,756	2,047,929,504	100.0%	100.0%	13.4%
December 31, 2014	453,220,166	1,580,320,342	1,060,515,204	2,193,881,221	100.0%	100.0%	15.1%
December 31, 2015	471,000,910	1,771,674,810	1,149,120,396	2,308,087,140	100.0%	100.0%	5.7%
December 31, 2016	497,752,958	1,873,037,310	1,220,586,038	2,423,269,015	100.0%	100.0%	4.3%
December 31, 2017	517,234,871	2,007,105,437	1,273,482,995	2,592,460,631	100.0%	100.0%	5.3%
December 31, 2018	549,887,200	2,096,091,332	1,343,581,605	2,695,388,392	100.0%	100.0%	3.7%
December 31, 2019	572,708,759	2,378,309,300	1,536,866,003	2,848,950,000	100.0%	95.7%	0.0%
December 31, 2020	594,832,013	2,522,531,880	1,583,851,273	3,069,233,497	100.0%	98.1%	0.0%
December 31, 2021	606,219,719	2,729,154,314	1,696,669,168	3,320,288,049	100.0%	99.4%	0.0%
December 31, 2022	637,753,724	2,899,832,050	1,758,356,031	3,394,988,979	100.0%	95.1%	0.0%
December 31, 2023	684,547,927	3,052,425,518	1,880,528,857	3,486,138,920	100.0%	91.8%	0.0%
December 31, 2024	747,434,589	3,170,048,883	2,039,895,451	3,645,166,359	100.0%	91.4%	0.0%

**Table 12**  
**Schedule of Funding Progress**

Valuation Date	Actuarial Value of Assets (AVA)	Actuarial Accrued Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL) (3) - (2)	Funded Ratio (2)/(3)	Annual Covered Payroll	UAAL as % of Payroll (4)/(6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
December 31, 2004	\$ 1,356.8	\$ 1,678.2	\$ 321.4	80.8%	\$ 326.6	98.4%
December 31, 2005	1,398.8	1,794.2	395.4	78.0%	348.6	113.4%
December 31, 2006	1,497.8	1,974.0	476.2	75.9%	391.0	121.8%
December 31, 2007	1,653.5	2,112.8	459.3	78.3%	417.5	110.0%
December 31, 2008	1,481.4	2,246.9	765.5	65.9%	448.7	170.6%
December 31, 2009	1,672.5	2,330.9	658.5	71.8%	422.5	155.8%
December 31, 2010	1,711.6	2,460.7	749.1	69.6%	438.9	170.7%
December 31, 2011	1,790.9	2,723.8	932.9	65.7%	451.8	206.5%
December 31, 2012	1,897.7	2,968.4	1,070.7	63.9%	470.2	227.7%
December 31, 2013	2,047.9	2,909.9	862.0	70.4%	490.6	175.7%
December 31, 2014	2,193.9	3,094.1	900.2	70.9%	539.2	167.0%
December 31, 2015	2,308.1	3,391.8	1,083.7	68.0%	559.8	193.6%
December 31, 2016	2,423.3	3,591.4	1,168.1	67.5%	599.6	194.8%
December 31, 2017	2,592.5	3,797.8	1,205.4	68.3%	629.9	191.3%
December 31, 2018	2,695.4	3,989.6	1,294.2	67.6%	664.3	194.8%
December 31, 2019	2,849.0	4,487.9	1,638.9	63.5%	707.5	231.6%
December 31, 2020	3,069.2	4,701.2	1,632.0	65.3%	729.3	223.8%
December 31, 2021	3,320.3	5,032.0	1,711.8	66.0%	752.2	227.6%
December 31, 2022	3,395.0	5,295.9	1,901.0	64.1%	810.0	234.7%
December 31, 2023	3,486.1	5,617.5	2,131.4	62.1%	914.1	233.2%
December 31, 2024	3,645.2	5,957.4	2,312.2	61.2%	1,020.5	226.6%

Note: Dollar amount in millions.



## **SECTION D**

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### **STATISTICAL TABLES**

The Statistical Section provides additional historical perspective, context, and detail to assist the reader in using the information in the financial statements and note disclosures to understand and assess the economic condition of the City of Austin Employees’ Retirement System (COAERS). In compliance with *GASB Statement No. 44, Economic Condition Reporting: The Statistical Section*, schedules are classified into the following categories: Demographic and Economic Information, Operating Information, and Financial Trends.

## Statistical Tables

Table Number	Content of Tables	Page
<p><b>Demographic and Economic Information</b> – designed to assist the reader in understanding the environment in which COAERS operates.</p>		
13A	Distribution of All Active Participants by Age and Length of Service	D-2
13B	Distribution of Group A Active Participants by Age and Length of Service	D-3
13C	Distribution of Group B Active Participants by Age and Length of Service	D-4
14	Distribution of All Active Participants by Service and Current Rate of Pay	D-5
<p><b>Operating Information</b> – provides contextual information to help the reader understand how COAERS’ financial information relates to the services it provides and the activities it performs.</p>		
15	Schedule of Average Benefit Payments	D-6
16	Retired Members by Type of Benefit	D-7
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<p><b>Financial Trends</b> – schedules to help the reader understand and assess changes in COAERS’ financial position over time.</p>		
18	Change in Net Position, Last Ten Fiscal Years	D-9
19	Benefit and Refund Deductions from Net Position by Type, Last Ten Fiscal Years	D-10

**Sources:** Schedules and data are provided by the consulting actuary, GRS Retirement Consulting, unless otherwise noted.



**Table 13A**  
**Distribution of All Active Participants by Age and Length of Service**  
**As of December 31, 2024**

Attained Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Number of Employees	Average Annual Salary
Under 25	147	117	38	13	3	0	0	0	0	0	0	0	318	\$ 54,798
25-29	250	312	176	95	43	98	2	0	0	0	0	0	976	63,289
30-34	222	266	174	138	80	347	68	0	0	0	0	0	1,295	72,967
35-39	172	212	163	111	64	512	266	77	4	0	0	0	1,581	82,395
40-44	143	142	136	100	71	437	352	273	70	2	0	0	1,726	90,775
45-49	104	123	96	69	44	335	304	283	192	44	2	0	1,596	94,420
50-54	87	97	88	52	40	298	264	265	252	121	18	1	1,583	96,233
55-59	71	89	61	41	27	226	204	238	181	94	49	11	1,292	95,479
60-64	26	34	38	31	25	152	154	158	119	89	46	27	899	93,729
65 & Over	<u>16</u>	<u>13</u>	<u>24</u>	<u>13</u>	<u>15</u>	<u>96</u>	<u>102</u>	<u>88</u>	<u>71</u>	<u>43</u>	<u>19</u>	<u>17</u>	<u>517</u>	<u>95,148</u>
All Ages	1,238	1,405	994	663	412	2,501	1,716	1,382	889	393	134	56	11,783	\$ 86,606

Service includes proportionate service.



**Table 13B**  
**Distribution of Group A Active Participants by Age and Length of Service**  
**as of December 31, 2024**

Attained Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Number of Employees	Average Annual Salary
Under 25	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 0
25-29	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	1	0	0	0	0	0	0	1	49,358
35-39	1	0	0	0	1	0	60	72	4	0	0	0	138	96,938
40-44	0	1	1	0	0	5	92	246	67	1	0	0	413	100,542
45-49	0	0	0	0	0	3	92	269	180	40	2	0	586	106,603
50-54	1	0	0	1	1	4	73	242	239	113	16	1	691	103,263
55-59	0	1	1	0	1	4	63	218	170	84	42	8	592	101,237
60-64	0	0	1	0	0	2	49	146	111	80	35	15	439	97,759
65 & Over	0	0	0	0	0	2	30	83	67	39	18	12	251	97,642
All Ages	2	2	3	1	3	21	459	1,276	838	357	113	36	3,111	\$ 101,617

Service includes proportionate service.



**Table 13C**  
**Distribution of Group B Active Participants by Age and Length of Service  
as of December 31, 2024**

Attained Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Number of Employees	Average Annual Salary
Under 25	147	117	38	13	3	0	0	0	0	0	0	0	318	\$ 54,798
25-29	250	312	176	95	43	98	2	0	0	0	0	0	976	63,289
30-34	222	266	174	138	80	346	68	0	0	0	0	0	1,294	72,985
35-39	171	212	163	111	63	512	206	5	0	0	0	0	1,443	81,004
40-44	143	141	135	100	71	432	260	27	3	1	0	0	1,313	87,703
45-49	104	123	96	69	44	332	212	14	12	4	0	0	1,010	87,352
50-54	86	97	88	51	39	294	191	23	13	8	2	0	892	90,786
55-59	71	88	60	41	26	222	141	20	11	10	7	3	700	90,610
60-64	26	34	37	31	25	150	105	12	8	9	11	12	460	89,884
65 & Over	16	13	24	13	15	94	72	5	4	4	1	5	266	92,795
All Ages	1,236	1,403	991	662	409	2,480	1,257	106	51	36	21	20	8,672	\$ 81,220

Service includes proportionate service.



**Table 14**  
**Distribution of All Active Participants by Service and  
Current Rate of Pay as of December 31, 2024**

Completed Years of Service	Number of Employees	Total Average Salary
0	1,238	\$ 69,474
1	1,405	68,615
2	994	73,207
3	663	78,883
4	412	86,381
5-9	2,501	88,072
10-14	1,716	95,452
15-19	1,382	99,083
20-24	889	105,695
25-29	393	106,529
30-34	134	110,643
35+	56	102,730
All Years	11,783	\$ 86,606

Service includes proportionate service.

**Table 15**  
**Schedule of Average Benefit Payments**

Retirement Effective Dates	Years Creditable Service						
	0-4	5-9	10-14	15-19	20-24	25-29	30+
<b>January 1, 2019 to December 31, 2024</b>							
Period 01/01/2019 to 12/31/2019							
Average Monthly Benefit	\$371	\$1,053	\$1,923	\$2,916	\$3,899	\$5,097	\$6,723
Average Final Salary	\$51,792	\$64,130	\$68,532	\$73,958	\$74,027	\$81,487	\$91,779
Number of Active Retirees	14	37	51	46	138	64	27
Period 01/01/2020 to 12/31/2020							
Average Monthly Benefit	\$209	\$935	\$2,103	\$2,961	\$4,020	\$5,400	\$6,620
Average Final Salary	\$36,278	\$59,966	\$73,939	\$75,450	\$77,580	\$86,388	\$88,646
Number of Active Retirees	23	47	47	46	134	61	30
Period 01/01/2021 to 12/31/2021							
Average Monthly Benefit	\$411	\$1,033	\$2,058	\$3,085	\$4,377	\$5,554	\$7,073
Average Final Salary	\$60,936	\$64,068	\$73,405	\$77,396	\$84,850	\$86,953	\$95,822
Number of Active Retirees	16	42	42	43	149	49	21
Period 01/01/2022 to 12/31/2022							
Average Monthly Benefit	\$336	\$989	\$1,952	\$2,848	\$4,426	\$5,816	\$6,889
Average Final Salary	\$52,332	\$63,398	\$70,497	\$74,090	\$84,661	\$93,608	\$90,300
Number of Active Retirees	14	42	55	50	169	51	26
Period 01/01/2023 to 12/31/2023							
Average Monthly Benefit	\$230	\$960	\$2,207	\$3,194	\$4,768	\$5,766	\$7,335
Average Final Salary	\$59,555	\$62,832	\$81,047	\$82,093	\$88,376	\$94,551	\$95,996
Number of Active Retirees	19	53	42	48	141	48	19
Period 01/01/2024 to 12/31/2024							
Average Monthly Benefit	\$264	\$989	\$1,960	\$3,118	\$4,669	\$4,783	\$7,499
Average Final Salary	\$65,704	\$67,439	\$75,151	\$83,322	\$88,344	\$78,758	\$101,250
Number of Active Retirees	11	48	52	46	124	45	27



**Table 16**  
**Retired Members by Type of Benefit (as of December 31, 2024)**

Amount of Monthly Benefit	Number of Retired Members	Type of Retirement <sup>a</sup>				Option Selected <sup>b</sup>								
		1	2	3	4	Unmod.	1	2	3	4	5	6	7	
Deferred						1,630								
Below \$1	0	0	0	0	0									
\$1-250	240	202	18	2	18	165	57	5	2		11			
251-500	324	266	38	9	11	189	95	17	8	2	12	1		
501-750	400	313	61	7	19	235	115	21	12	4	13			
751-1,000	401	298	74	11	18	235	116	19	16	1	11			3
1,001-1,250	388	284	79	14	11	219	119	25	14	4	6			1
1,251-1,500	403	316	65	14	8	203	137	30	20	3	6	1		3
1,501-1,750	428	344	71	11	2	217	122	33	37	4	12			3
1,751-2,000	481	407	54	13	7	231	161	43	31	4	9			2
Over \$2,000	4,987	4,667	276	23	21	2,024	1,853	514	389	55	116	27		9
<b>Total</b>	<b>8,052</b>	<b>7,097</b>	<b>736</b>	<b>104</b>	<b>115</b>	<b>5,348</b>	<b>2,775</b>	<b>707</b>	<b>529</b>	<b>77</b>	<b>196</b>	<b>29</b>		<b>21</b>

**Notes:**

<sup>a</sup> Type of Retirement

1. Normal retirement for age and service
2. Beneficiary payment, normal retirement or death in service
3. Disability retirement
4. QDRO - alternate payee

<sup>b</sup> Option Selected:

Unmodified Plan: life annuity (includes Type 2 receiving survivor benefit for life)

The following options reduce the retired member's monthly benefit:

- Option 1 - Beneficiary receives 100 percent of member's reduced monthly benefit
- Option 2 - Beneficiary receives 50 percent of member's reduced monthly benefit
- Option 3 - Beneficiary receives 66-2/3 percent of member's reduced monthly benefit
- Option 4 - Survivor receives 66-2/3 percent of member's reduced monthly benefit upon first death
- Option 5 - Life annuity with 15 years guaranteed
- Option 6 - Other: participant created actuarial equivalent forms of payment
- Option 7 - Beneficiary of Option 5 receiving payment until termination of guaranteed period

## Table 17 **Schedule of Participating Employers**

The City of Austin and the City of Austin Employees' Retirement System are the only participating employers in the plan.

**Table 18**  
**Change in Net Position, Last Ten Fiscal Years**

	Fiscal Year									
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Additions</b>										
Member Contributions	\$54,066	\$60,801	\$56,194	\$58,713	\$63,626	\$71,470	\$66,820	\$69,189	\$80,573	\$90,331
Employer Contributions	100,637	104,488	111,058	116,671	123,770	130,914	141,418	146,799	163,937	183,225
Investment Income (net of expenses)	(47,608)	171,641	376,819	(157,242)	503,854	307,289	411,211	(550,087)	357,113	316,279
<b>Total additions to plan net assets</b>	<b>\$107,095</b>	<b>\$336,930</b>	<b>\$544,071</b>	<b>\$18,142</b>	<b>\$691,250</b>	<b>\$509,673</b>	<b>\$619,449</b>	<b>(\$334,099)</b>	<b>\$601,623</b>	<b>\$589,835</b>
<b>Deductions</b>										
Benefit Payments	\$162,085	\$171,736	\$183,344	\$195,538	\$208,828	\$222,460	\$235,620	\$252,006	\$266,118	\$279,098
Refunds	4,052	3,911	4,045	4,141	4,265	3,656	4,267	5,076	4,033	5,585
Administrative Expenses	2,421	2,701	2,778	4,024	6,218	6,595	6,528	6,764	8,549	7,174
Lump-sum Payments	3,532	3,697	3,154	3,494	5,288	5,449	7,439	7,420	4,006	5,945
<b>Total deductions from plan net assets</b>	<b>\$172,090</b>	<b>\$182,045</b>	<b>\$193,321</b>	<b>\$207,197</b>	<b>\$224,599</b>	<b>\$238,160</b>	<b>\$253,854</b>	<b>\$271,266</b>	<b>\$282,706</b>	<b>\$297,802</b>
<b>Change in net assets</b>	<b>(\$64,995)</b>	<b>\$154,884</b>	<b>\$350,750</b>	<b>(\$189,055)</b>	<b>\$466,651</b>	<b>\$271,513</b>	<b>\$365,595</b>	<b>(\$605,365)</b>	<b>\$318,917</b>	<b>\$292,033</b>

Notes: Dollar amounts in thousands

Columns may not add due to rounding

Includes contributions to and benefit payments from 415 Restoration Plan



**Table 19****Benefit and Refund Deductions from Net Position by Type, Last Ten Fiscal Years**

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Type of Benefit</b>										
Age and service benefits:										
Retirees <sup>a</sup>	\$160,219	\$170,031	\$181,270	\$192,905	\$205,575	\$219,582	\$231,849	\$248,043	\$262,301	\$276,571
Beneficiaries <sup>a</sup>										
Lump-sum payments	\$3,532	\$3,697	\$3,154	\$3,494	\$5,288	\$5,449	\$7,439	\$7,420	\$4,006	\$5,945
In service death benefits: <sup>b</sup>	\$1,866	\$1,705	\$2,074	\$2,633	\$3,253	\$2,878	\$3,772	\$3,963	\$3,817	\$2,527
Disability benefits: <sup>c</sup>										
Total benefits	\$165,617	\$175,433	\$186,498	\$199,032	\$214,116	\$227,909	\$243,060	\$259,426	\$270,124	\$285,043
<b>Type of Refund</b>										
Death <sup>b</sup>										
Separation	\$4,052	\$3,911	\$4,045	\$4,141	\$4,265	\$3,656	\$4,267	\$5,076	\$4,033	\$5,585
Total refunds	\$4,052	\$3,911	\$4,045	\$4,141	\$4,265	\$3,656	\$4,267	\$5,076	\$4,033	\$5,585

Notes: Dollar amounts in thousands

<sup>a</sup> Segregation of age benefits for beneficiaries not currently available

<sup>b</sup> Segregation of death benefits between refunds and in service death benefits not currently available

<sup>c</sup> Segregation of disability benefits from age and service benefits not currently available

Includes benefit payments from 415 Restoration Plan

Excludes administrative expenses

## **SECTION E**

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### **STATEMENT OF ACTUARIAL METHODS AND ASSUMPTIONS**

# Statement of Actuarial Methods and Assumptions (Effective as of December 31, 2024)

The most recent experience study was completed based on data collected through December 31, 2023. Except as noted below, the Board adopted the assumptions outlined below to be effective with the December 31, 2024 actuarial valuation. Please see our Experience Study report to see more detail of the rationale for the current assumptions. As authorized under Article 6243n of the Vernon's Civil Statutes of the State of Texas, actuarial assumptions and methods are set by the Board of Trustees, based upon recommendations made by the plan's actuary.

## A. ACTUARIAL ASSUMPTIONS

### 1. Investment Return Rate (adopted effective December 31, 2021)

6.75% per annum, compounded annually, composed of an assumed inflation rate of 2.50% and a real rate of return of 4.25%, net of investment expenses.

### 2. Mortality

#### a. Nondisabled annuitants (adopted effective December 31, 2024)

Healthy retirees and beneficiaries – The PubG-2010 Healthy Retiree Mortality Table (for General employees) for males and females with full generational projection assuming immediate convergence of rates in the mortality projection scale MP-2021, 2D for male and female. Mortality improvement is projected from the mortality table's base year of 2010.

#### b. Disabled annuitants (adopted effective December 31, 2024)

Disabled annuitants – The PubG-2010 Healthy Retiree Mortality Table (for General employees) for males and females, set forward three years with full generational projection assuming immediate convergence of rates in the mortality projection scale MP-2021, 2D for male and female. Mortality improvement is projected from the mortality table's base year of 2010. A minimum 3% rate of mortality applies at all ages.

#### c. Active members (adopted effective December 31, 2024)

Active employees – The PubG-2010 Employee Mortality Table (for General employees) for males and females with full generational projection assuming immediate convergence of rates in the mortality projection scale MP-2021, 2D for male and female. Mortality improvement is projected from the mortality table's base year of 2010.

#### Note regarding mortality table extensions:

Pub-2010 mortality tables are not inclusive of all ages. Mortality rates for active members were extended above age 80 by a constant exponential rate to the Healthy Retiree rate at age 100. Mortality rates for nondisabled annuitants below age 50 were extended using a constant exponential rate to the Juvenile rates.



## Statement of Actuarial Methods and Assumptions (Effective as of December 31, 2024) (Continued)

3. Retirement Rates: (adopted effective December 31, 2024)  
The following rates of retirement are assumed for members eligible for normal retirement.

Age	Rates of Retirement	
	<u>Males</u>	<u>Females</u>
44 & under	25.0%	25.0%
45	25.0%	25.0%
46	25.0%	25.0%
47	20.0%	25.0%
48	20.0%	19.0%
49	20.0%	19.0%
50	20.0%	19.0%
51	20.0%	19.0%
52	20.0%	19.0%
53	20.0%	20.0%
54	20.0%	20.0%
55	19.0%	20.0%
56	19.0%	20.0%
57	19.0%	24.0%
58	19.0%	24.0%
59	19.0%	24.0%
60	20.0%	20.0%
61	20.0%	20.0%
62	20.0%	22.0%
63	19.0%	16.0%
64	19.0%	16.0%
65	19.0%	24.0%
66	24.0%	24.0%
67	30.0%	24.0%
68	25.0%	24.0%
69	25.0%	24.0%
70	25.0%	24.0%
71	25.0%	24.0%
72	25.0%	30.0%
73	25.0%	30.0%
74 & older	100.0%	100.0%

Group B members are assumed to retire at twice the applicable rate upon the first year they attain eligibility for normal retirement. Early retirement rates (of 1% at age 55 increasing by 1% every two years to 5% at ages 63 and 64) apply for Group B members.



# Statement of Actuarial Methods and Assumptions (Effective as of December 31, 2024) (Continued)

4. Rates of Decrement Due to Withdrawal (adopted effective December 31, 2024)

Rates of withdrawal are comprised of a select period for the first 5 years of employment and ultimate rates based on years of service from retirement after the end of the select period. The following rates during the select period apply at all ages during the applicable year of employment:

Years of Employment	Males	Females
1	0.1100	0.1500
2	0.1050	0.1200
3	0.0925	0.1175
4	0.0675	0.1000
5	0.0600	0.0700

After the select period ends, rates of withdrawal are based on the number of years from retirement. The rates are shown below for males and females:

Years from Eligibility for Unreduced Retirement	Rates of Withdrawal After Select Period	
	<u>Males</u>	<u>Females</u>
1	0.0120	0.0080
2	0.0120	0.0125
3	0.0120	0.0125
4	0.0120	0.0150
5	0.0150	0.0150
6	0.0200	0.0150
7	0.0200	0.0200
8	0.0200	0.0250
9	0.0200	0.0250
10	0.0250	0.0300
11	0.0300	0.0350
12	0.0350	0.0375
13	0.0400	0.0400
14	0.0450	0.0600
15+	0.0500	0.0700



## Statement of Actuarial Methods and Assumptions (Effective as of December 31, 2024) (Continued)

5. Disability Rates\* (adopted effective December 31, 2024)

Sample rates are shown below:

Age	Rates of Decrement Due to Disability Males and Females
20	0.000002
25	0.000015
30	0.000059
35	0.000155
40	0.000296
45	0.000482
50	0.000713
55	0.000988
60	0.001308

\* Rates are for disability due to all causes. Occupational disability rates are assumed to be 10% of all causes.

6. Rates of Salary Increase (adopted effective December 31, 2024)

Years of Service	Promotional Rate of Increase	Total Annual Rate of Increase Including 2.50% Inflation Component and 1.25% Productivity Component
1 - 3	2.75%	6.50%
4	2.50%	6.25%
5	2.25%	6.00%
6-7	2.00%	5.75%
8	1.75%	5.50%
9 - 10	1.25%	5.00%
11 - 12	1.00%	4.75%
13 – 16	0.75%	4.50%
17 – 18	0.50%	4.25%
19	0.25%	4.00%
20 or more	0.00%	3.75%

7. DROP Participation: (adopted effective December 31, 2024)

It was assumed that 10% of retiring active members with at least 20 years of service would elect a “Backward” DROP. Additionally, it was assumed that all members who Back Drop would elect to DROP back to the date that would provide the greatest actuarial value to the member.



# Statement of Actuarial Methods and Assumptions (Effective as of December 31, 2024) (Continued)

8. Married Percentage: (adopted effective December 31, 1997)

100% of the active members are assumed to be married.

9. There will be no recoveries once disabled: (adopted effective December 31, 1997)

10. Spousal Age Difference: (adopted effective December 31, 2012)

Males are assumed to be three years older than females.

11. Normal Form of Payment: (adopted effective December 31, 1997)

It is assumed that all retiring members will elect the Life only form of payment with a guaranteed return of accumulated employee contributions.

12. Crediting Rate on Employee Contributions: (adopted effective December 31, 2002)

It is assumed that the interest credit rate on employee contributions will be 6.0%.

13. Individual salaries used to project benefits: (adopted effective December 31, 1997)

Rates of pay as of the valuation date are reported for all employees.

14. Pay increase timing: (adopted effective December 31, 1997)

Middle of calendar year.

15. Decrement timing: (adopted effective December 31, 1997)

Decrements of all types are assumed to occur mid-year.

16. Eligibility testing: (adopted effective December 31, 2002)

Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur

17. Decrement relativity: (adopted effective December 31, 2002)

Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.

# Statement of Actuarial Methods and Assumptions (Effective as of December 31, 2024) (Continued)

18. Incidence of Contributions: (adopted effective December 31, 2002)

Contributions are assumed to be received continuously throughout the year based upon the contribution rates as a percent of payroll (established in statute or agreed upon under the Supplemental Funding Plan) shown in this report and the actual payroll payable at the time contributions are made.

19. Benefit Service: (adopted December 31, 1997)

All members are assumed to accrue one year of eligibility service each year.

20. Mortality Improvement:

The base mortality tables are anchored at the year 2010. To account for future mortality improvement, the base mortality rates shown in Item 2 are projected forward assuming immediate convergence of rates in the mortality projection scale MP-2021, two-dimensional for males and females.

21. Service Purchases (military, permissive, and sick leave conversion):

No service purchases (except sick leave conversion) of any type are assumed. Any gains or losses due to these purchases are recognized in the valuation following the purchase.

It is assumed that 55% of retiring members will elect to convert unused sick leave and that on average those conversions will increase those members' retirement benefits by 1.5%. In aggregate, this produces an assumption that the average retiring member will increase their benefit by 0.825% ( $55\% \times 1.5\% = 0.825\%$ )

22. Cost of Living Adjustments and One-time Payments:

No future cost of living adjustments are assumed. In addition, no one-time payments (13<sup>th</sup> checks) are assumed.

23. Withdrawal of Employee Contributions:

Members that terminate with a vested benefit are assumed to choose the most valuable option available to them at the time of termination: withdrawal of contributions or deferred annuity. Non-vested members are assumed to receive an immediate refund of their contributions. Terminated members assumed to choose a deferred benefit are assumed to commence receipt at age 62 for Group A and age 65 for Group B.

# Statement of Actuarial Methods and Assumptions (Effective as of December 31, 2024) (Continued)

## B. ACTUARIAL VALUE OF ASSETS

The actuarial value of assets is equal to the market value of assets less a five-year phase in of the Excess (Shortfall) between expected investment return and actual income. The expected investment return each year is calculated based on the market value of assets with the difference from actual income smoothed in over a maximum of five years. If the current year's difference is opposite sign of the prior years' deferred excesses/(shortfalls), then the prior years' bases (starting with the oldest) are reduced dollar for dollar along with the current year's base. Any remaining bases are then recognized over five years (20% per year) from their initial creation. This can and will result in some bases being recognized in a period shorter than five years.

If the resulting preliminary asset value is less than 80% or more than 120% of the market value of assets, then 1/3 of the amount outside of the 80% to 120% corridor is recognized in the final actuarial value of assets. In extreme market conditions, this could result in an actuarial value of assets outside of the 80% to 120% market value of assets corridor.

## C. ACTUARIAL FUNDING METHOD

The actuarial accrued liability is determined using the Individual Entry Age Normal actuarial cost method. This method assigns the System's total actuarial present value of future benefits to various periods. The actuarial accrued liability is assigned to years prior to the valuation and the normal cost is assigned to the year following the valuation. The remaining costs are assigned to future years.

The normal cost is determined on an individual basis using the Individual Entry Age Normal Cost method. The actuarial accrued liability is the difference between the total present value of future benefits and the actuarial present value of future normal costs where future normal costs are based on the benefit provisions that are applicable to each individual member. The unfunded actuarial accrued liability is the excess of the actuarial accrued liability over the actuarial value of assets.

## D. ACTUARIALY DETERMINED CONTRIBUTION

The actuarially determined contribution is comprised of two parts: the normal cost and an amortization payment to pay off any liability layers. The amortization payment is also comprised of two parts: a Legacy Liability payment which is a set dollar amortization schedule of the December 31, 2023 unfunded actuarial accrued liability (UAAL). The amount of the Legacy Liability payment for each calendar year 2024 – 2053 is shown on page RSVS-5. The other portion of the amortization payment is the amount necessary to amortize any liability layers established after the December 31, 2023 valuation. These liability layers are the unanticipated change in the UAAL from the prior year to the current year. These layers are amortized over the greater of the remaining amortization period of the Legacy Liability or 20 years as a level percentage of pay.



# Statement of Actuarial Methods and Assumptions (Effective as of December 31, 2024) (Continued)

## E. ACTUARIAL MODEL

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

## F. CHANGES IN ASSUMPTIONS AND METHODS

New actuarial assumptions were adopted effective December 31, 2024. Please see our experience study date March 18, 2025 for a detailed analysis of the recommended assumptions.

## **SECTION F**

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### **SUMMARY OF BENEFIT PROVISIONS**

# Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024

## A. EFFECTIVE DATE

January 1, 1941.

## B. ELIGIBILITY AND PARTICIPATION

Any regular and permanent employee of the City of Austin, excluding all civil service commissioned police officers and firefighters, the Mayor and members of the City Council and all part-time employees who work less than 75 percent of a normal work week.

Members originally hired prior to January 1, 2012 are classified as Group A members and members hired on or after January 1, 2012 are classified as Group B members.

Unless noted otherwise, the provisions for Group A and Group B are the same.

## C. MEMBERSHIP SERVICE

The period of time during which an eligible employee pays into and keeps on deposit the contribution prescribed to be paid by the employee into the System.

## D. AVERAGE FINAL COMPENSATION

The average of the monthly compensation for the 36 calendar months of highest compensation during the last 120 months prior to termination. The compensation used in the determination of benefits cannot exceed the compensation limits of Internal Revenue Code §401(a)(17) for the applicable period. The limit for 2020 is up to \$285,000 for persons who first become members after 1995 (members hired prior to 1996 have no limit on their compensation).

## E. CITY AND MEMBER CONTRIBUTION RATES

The City currently contributes a base rate of 8.00% of pay for each active member. Under the Amended Supplemental Funding Plan, the City is providing an additional contribution for each active member. Beginning January 1, 2021, this additional contribution increased to 11% of pay, for a total City contribution rate of 19% of pay. Each active member contributes 8.00% of pay. The member contributions are made under a pre-tax 401(h) pick-up arrangement.



# Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

## F. RETIREMENT BENEFITS

### 1. Normal Retirement

#### a. Eligibility:

Group A – A participant may retire upon attaining age 62, or any age with 23 years of service, or attaining age 55 with 20 years of service.

Group B – A participant may retire upon attaining age 62 with 30 years of service, or at age 65 with 5 years of service.

#### b. Monthly Benefit:

Group A – 3.00% of average final compensation times years of service.

Group B – 2.50% of average final compensation times years of service.

c. Payment Form: Benefits are paid as a monthly life annuity to the participant, with a provision that should the participant die prior to receiving monthly payments whose sum is greater than or equal to the participant's accumulated employee contributions, then the participant's beneficiary shall receive a lump-sum equal to the excess of the participant's accumulated employee contributions with interest over the sum of the monthly payments received.

#### d. Optional Forms of Payment:

- i) Joint and contingent annuity with either 100%, 66 2/3%, or 50% of the reduced retirement income payable for the life of the contingent annuitant upon the death of the retiring participant, with the provision that, should the contingent annuitant predecease the participant, the monthly annuity will revert to the amount that would have been payable under the normal form of payment,
- ii) Joint and 66 2/3% last survivor provides a reduced retirement income payable as long as both the member and the joint annuitant are alive, and upon the death of either the member or the joint annuitant, the benefit reduces to 2/3 of such amount for the remainder of the life of the last survivor,
- iii) Period certain and life annuity with 15 years of payments guaranteed, or



## Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

- e. Deferred Retirement Option Program (DROP): A member may elect to retroactively participate in the System's DROP (i.e. a Backward DROP). The member would receive a lump-sum payment equal to 90% of the sum of the monthly annuities the participant would have received if the member had retired at the DROP entry date. No COLAs are included but changes in the benefit multiplier are reflected. The maximum period a member may retroactively elect under the DROP is 60 months.

### 2. Early Retirement:

#### a. Eligibility:

Group A – Currently there are no reduced retirement benefits under the plan.

Group B – A participant may retire with a reduced benefit upon attaining age 55 with 10 years of service.

#### b. Monthly Benefit:

Group A – Not applicable.

Group B – the same formula benefit as determined under normal retirement multiplied by an actuarial equivalent early retirement reduction factor.

### G. DISABILITY RETIREMENT

1. Eligibility: If the employee is terminated by reason of a total and permanent disability which prevents the employee from engaging in any employment duties. If the employee has less than five years of service, the disability must be job related.
2. Monthly Benefit: Same as Normal Retirement benefit using pay and service at date of disability.
3. Form of Payment: The normal form of payment that is available to a member taking normal retirement and the optional forms of payments described in F.1.d.i) and F.1.d.ii) above.

# Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

## H. VESTING OF BENEFITS

### 1. Vesting

An employee is vested according to the following schedule:

<u>Years of Vesting Service</u>	<u>Vested Percentage</u>
Less than 5	0%
5 or more	100%

### Benefits Upon Vesting

A vested participant is entitled to the retirement benefit payable at normal retirement earned to the date of participant's termination multiplied by his/her vested percentage, or a refund of the employee's accumulated employee contributions with interest.

## I. DEATH IN SERVICE

1. Eligibility: All active members.
2. Benefit: The amount of the benefit payable to the beneficiary is:
  - a. Employee eligible for retirement at date of death:

The surviving spouse if any may elect to receive an annuity equal to the monthly benefit as if the member had retired under any retirement option that would have been available to the member at the end of the month in which the member died. If there is no surviving spouse, then the beneficiary may elect to receive a 15 years certain and life annuity. The surviving spouse or beneficiary instead of electing the annuity may elect to receive a death benefit equal to twice the member's accumulated employee contributions with interest.

- b. Employee not eligible for retirement at date of death:

A refund of the member's accumulated deposits (with interest) plus a death benefit from COAERS equal to the member's accumulated deposits (with interest), but excluding any purchases for Non-contributory time, prior military service purchases, or Supplementary Service Credit.



## Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

J. RETIREE LUMP-SUM DEATH BENEFIT

Upon death of a retired member, a \$10,000 lump-sum death benefit is payable. This benefit is also payable upon the death of an active member eligible for retirement whose surviving spouse or beneficiary elects to receive an annuity.

K. COST-OF-LIVING ADJUSTMENT (COLA)

On January 1 of each year the Board may approve a cost-of-living adjustment for those retirees who retired on or before December 31 of the previous year. The maximum adjustment which can be approved is 6%. The amount of the adjustment is set by the Board upon recommendation by the System's actuary that such an adjustment will not make the Fund financially unsound, and the adjustment is not inconsistent with the Code. The adjustment is prorated for any benefit which has been in effect for less than a year, with the proration being 1/12 for each monthly payment received during the prior year.

L. LUMP-SUM ADDITIONAL BENEFIT PAYMENT

Once each year the Board may approve a lump-sum additional benefit payment to be paid to those members and beneficiaries currently in payment status. The additional payment would be equal to a percentage of the member's monthly annuity with a maximum percentage of 100%.

M. LEGISLATED PLAN CHANGES ENACTED BY 1995 LEGISLATURE

1. 2.3% Multiplier

The benefit multiplier was increased from 2.2% per year of service to 2.3% per year of service effective October 1995.

2. 2.3% Retiree Gross-up

Effective October 1995, current retirees received an increase in their benefit amount to bring their retirement benefit amount up to what it would be currently if they had retired under the 2.3% multiplier.

## Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

3. \$10,000 Retiree Lump-Sum Death Benefit

The lump-sum death benefit payable upon the death of a retiree was increased from \$2,000 to \$10,000.

4. Plan Participation Begins at Date of Hire

The six-month service requirement for participation was eliminated. Current active members were granted service for the period between their date of hire and their date of participation, up to six months.

N. LEGISLATED PLAN CHANGES ENACTED BY 1997 LEGISLATURE

1. 2.6% Multiplier

The benefit multiplier was increased from 2.3% per year of service to 2.6% per year of service effective October 1997.

2. 2.6% Retiree Gross-up

Effective October 1997, current retirees received an increase in their benefit amount to bring their retirement benefit amount up to what it would be currently if they had retired under the 2.6% multiplier.

3. Military Service Purchase

Increased the number of months of military service that may be purchased from 24 to 48.

4. Noncontributory Service Purchase

Allowed an employee to purchase noncontributory service for the following periods of time: (1) while employee was on workers' compensation leave, (2) while employee was on an authorized leave of absence, and (3) while employee performed service for the employer in a position for which the service was not otherwise creditable. The employee pays the full actuarial cost of the service purchase.

## Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

5. Employer Purchase of Creditable Service

Allowed the employer to purchase the amount of service required to qualify an employee for an unreduced retirement benefit at age 55. To be eligible for the purchase, the employee must never have been a highly compensated employee within the meaning of IRC Section 414(q). The cost of the service purchase is the full actuarial cost of both the benefit and the retirement eligibility.

O. LEGISLATED PLAN CHANGES ENACTED BY 1999 LEGISLATURE

1. 2.7% Multiplier

The benefit multiplier was increased from 2.6% per year of service to 2.7% per year of service effective October 1999.

2. 2.7% Retiree Gross-up

Effective October 1999, current retirees received an increase in their benefit amount to bring their retirement benefit amount up to what it would be currently if they had retired under the 2.7% multiplier.

3. 23 & Out Provision

The service requirement at which a participant may retire with an unreduced retirement benefit was decreased from 25 years of Creditable Service to 23 years of Creditable Service.

4. Pop-Up Provisions for Certain Joint and Survivor Payment Options

Certain optional forms of payment which extend coverage to a joint annuitant (Options I, II, and III) were amended so that, should the contingent annuitant predecease the participant, the monthly annuity will revert to the amount that would have been payable under the normal form of payment.

5. LUMP-SUM ADDITIONAL BENEFIT PAYMENT

The Board was given the ability to make an additional payment to members and beneficiaries in payment status in the form of a lump-sum additional benefit payment. The additional payment would be a percentage of the current monthly payment with a maximum percentage of 100%.

## Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

6. EMPLOYER PURCHASE OF CREDITABLE SERVICE

Limitations on employer purchases of Creditable Service for a Member before actual retirement were removed.

P. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2000

1. “415 Restoration of Retirement Income Plan”

Certain highly compensated members may have their retirement annuity limited because of Section 415(b)(1) of the Internal Revenue Code. A plan amendment effective January 1, 2000, provides for COAERS to pay a benefit payment that exceeds the maximum benefit limitation imposed by the Internal Revenue Code from a separate, non-qualified, pay-as-you-go “Restoration of Retirement Income Plan.”

2. 2.98% Multiplier

The benefit multiplier was increased from 2.7% per year of service to 2.98% per year of service effective April 2000.

3. 2.98% Retiree Gross-up

Effective April 2000, current retirees received an increase in their benefit amount to bring their retirement benefit amount up to what it would be currently if they had retired under the 2.98% multiplier.

4. “Pop-up” Benefit Amendment

The “pop-up” benefit is extended to retirees who selected the actuarial equivalent of Life Annuity option with underlying options of I, II, or III.

Q. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2001

None

## Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

### R. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2002

#### 1. 3.00% Multiplier

Benefit multiplier was increased from 2.98% per year of service to 3.00% per year of service effective January 2002.

#### 2. 3.00% Retiree Gross-up

Effective January 2002, current retirees received an increase in their benefit amount to bring their retirement benefit amount up to what it would be currently if they had retired under the 3.00% multiplier.

#### 3. Deferred Retirement Option Program

A “Backward” DROP was added as an optional benefit effective in 2002. The retiring member may elect to retroactively participate in a DROP. The member would receive a lump-sum payment equal to 90% of the sum of the monthly annuities the participant would have received if the member had retired at the DROP entry date. No COLAs are included but changes in the benefit multiplier are reflected.

#### 4. Purchase of Permissive Time

A member may purchase up to five years of Permissive Time. The purchase price charged to the member is the anticipated actuarial cost to the System for the additional service. Minimum purchase is one month with a maximum of 60 months (5 years) or the number of months needed to reach first eligibility for retirement whichever is less.

#### 5. Conversion of Unused Sick Leave

At retirement an employee may elect to purchase Creditable Service for unused sick leave. The Board requires payment by the Member, and then by the City of the equivalent amount of retirement contributions that would have been made had the sick hours been exercised as sick hours. An employee must already be eligible for retirement to purchase the service.

## Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

S. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2003

1. “Pop-up” Benefit Amendment

“Pop-up” benefit was extended to any Joint and Survivor option (including level income options), other than Joint and Last Survivor.

2. Permissive Time Amendment

Permissive Time resolution was amended removing the provision that restricts members from purchasing Permissive Time in excess of the amount needed to reach first retirement eligibility.

T. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2004

None

U. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2005

None

V. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2006

None

W. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2007

None

X. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2008

None

Y. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2009

None

Z. BENEFIT ENHANCEMENTS ENACTED BY THE BOARD OF TRUSTEES IN 2010

None



# Summary of Benefit Provisions of the Retirement Plan as of December 31, 2024 (Continued)

## AA. LEGISLATED PLAN CHANGES ENACTED BY THE 2011 LEGISLATURE

### 1. Retirement Provisions

For members hired on after January 1, 2012 (Group B members), changed the eligibility for normal retirement to age 65 with 5 years of service, or age 62 with 30 years of service. Also for members hired on or after January 1, 2012, added an eligibility for early retirement upon age 55 with 10 years of service.

### 2. Benefit Multiplier

For members hired on after January 1, 2012, the benefit multiplier was changed to 2.5% per year of service. Early retirement benefits would be reduced on an actuarially equivalent basis.

## BB. BENEFIT ENHANCEMENTS ENACTED IN 2012-2024

There were no changes to the benefit provisions of the Plan between January 1, 2012 and December 31, 2023.

## CC. LEGISLATED PLAN CHANGES ENACTED BY THE 2023 LEGISLATURE

### 1. Member Contribution Provisions

The member contribution rate increased to 9.00% effective January 1, 2024 and will increase to 10.00% effective January 1, 2025. Future increases are possible if the City Contribution Rate exceeds the Corridor Maximum.

### 2. City Contribution Provisions

The City contribution will be comprised of two separate pieces. The Legacy Liability payment detailed on page RSVS-5 of this report and an actuarially determined contribution rate (City Contribution Rate) as shown on RSVS-2.

### 3. Service Purchases

Following a short window period, all future permissive and military service purchases will be allowed only after eligibility for retirement is achieved. The employer's portion of the cost for the conversion of unused sick leave to credited service will be included in the actuarially determined contribution rate.



## **SECTION G**

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### **DEFINITION OF TERMS**

## Definition of Terms

1. ***Actuarial Cost Method***

A method for determining the actuarial present value of future benefits and allocating such value to time periods in the form of a normal cost and an actuarial accrued liability.

2. ***Present Value of Future Benefits***

This is computed by projecting the total future benefit cash flow from the System, using actuarial assumptions, and then discounting the cash flow to the valuation date.

3. ***Normal Cost***

Computed differently under different actuarial cost methods, the normal cost generally represents the value of the portion of the participant's anticipated retirement, termination, and/or death and disability benefits accrued during a year.

4. ***Actuarial Accrued Liability***

Computed differently under different actuarial cost methods. Generally actuarial accrued liability represents the value of the portion of the participant's anticipated retirement, termination, and/or death and disability benefits accrued as of the valuation date.

5. ***Entry Age Actuarial Cost Method***

A method under which a participant's actuarial present value of future benefits is allocated on a level basis over the earnings of the participant between his/her entry into the System and his/her assumed exit.

6. ***Unfunded Actuarial Accrued Liability***

The difference between total actuarial present value of future benefits over the sum of the tangible assets of the System and the actuarial present value of the members' future normal costs. The System is underfunded if the difference is positive and overfunded if the difference is negative.

7. ***Actuarial Value of Assets***

The value of cash, investments, and other property belonging to the System, as valued by the actuary for purposes of the actuarial valuation.

## Definition of Terms (Continued)

### 8. *Actuarial Gain or Loss*

From one valuation to the next, if the experience of the plan differs from that anticipated by the actuarial assumptions, an actuarial gain or loss occurs. For example, an actuarial gain would occur if the assets in the trust had a yield of 12% based on actuarial value, while the assumed yield on the actuarial value of assets was 7.50%.