

MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM



GASB STATEMENT NO. 67 REPORT

**PREPARED FOR JUNE 30, 2024
FINANCIAL REPORTING**



September 30, 2024

Board of Trustees
Missouri State Employee' Retirement System
907 Wildwood Drive
Jefferson City, Missouri 65109

Dear Board Members:

Presented in this report is information to assist the Missouri State Employees' Retirement System in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 67. The information is presented for the June 30, 2024 Measurement Date. The calculations in this report have been made on a basis that is consistent with our understanding of this accounting standard (GASB 67).

The annual actuarial valuation used as a basis for much of the information presented in this report was performed as of June 30, 2024. The valuation was based upon data, furnished by the System's staff, concerning active, inactive and retired members along with pertinent financial information. This information was reviewed for completeness and internal consistency but was not audited by us. The valuation results depend on the integrity of the data. If any of the information is inaccurate or incomplete, our results may be different, and our calculations may need to be revised. Please see the actuarial valuation for additional details on the funding requirements for the System including actuarial assumptions and methods and the funding policy.

To the best of our knowledge, the information contained in this report is complete and accurate. The calculations were performed by qualified actuaries according to generally accepted actuarial principles and practices, as well as in conformity with Actuarial Standards of Practice issued by the Actuarial Standards Board. In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results. The calculations are based on the current provisions of the System, and on actuarial assumptions that are internally consistent and individually reasonable based on the actual experience of the System. In addition, the calculations were completed in compliance with applicable law and, in our opinion, meet the requirements of GASB 67.



Board of Trustees
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These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 67 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in this report due to such factors as changes in plan experience or changes in economic or demographic assumptions.

We, Patrice A. Beckham, FSA, and Bryan K. Hoge, FSA, are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. We are available to answer any questions on the material contained in this report or to provide explanations or further details as may be appropriate.

Respectfully submitted,

A handwritten signature in blue ink that reads "Patrice Beckham".

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

A handwritten signature in blue ink that reads "Bryan K. Hoge".

Bryan K. Hoge, FSA, EA, FCA, MAAA
Consulting Actuary



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SECTION I – SUMMARY OF PRINCIPAL RESULTS

REPORT OF THE ANNUAL GASB STATEMENT NO. 67
MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM

Valuation Date (VD):	June 30, 2024
Prior Measurement Date:	June 30, 2023
Measurement Date (MD):	June 30, 2024
Membership Data:	
Retirees and Beneficiaries	55,579
Inactive Vested Members	17,962
Inactive Nonvested Members	34,969
Active Employees	<u>44,680</u>
Total	153,190
Single Equivalent Interest Rate (SEIR):	
Long-Term Expected Rate of Return	6.95%
Municipal Bond Index Rate at Prior Measurement Date	3.66%
Municipal Bond Index Rate at Measurement Date	3.94%
Year in which Fiduciary Net Position is Projected to be Depleted	N/A
Single Equivalent Interest Rate at Prior Measurement Date	6.95%
Single Equivalent Interest Rate at Measurement Date	6.95%
Net Pension Liability:	
Total Pension Liability (TPL)	\$16,915,028,387
Fiduciary Net Position (FNP)	<u>8,798,645,184</u>
Net Pension Liability (NPL = TPL – FNP)	\$8,116,383,203
FNP as a percentage of TPL	52.02%





SECTION II - INTRODUCTION

The Governmental Accounting Standards Board issued Statement No. 67 (GASB 67), *Financial Reporting for Pension Plans*, in June 2012. The effective date for reporting under GASB 67 for the Missouri State Employees' Retirement System was the fiscal year ending June 30, 2014. Based on the provisions of GASB 67, the Missouri State Employees' Retirement System (MOSERS or System) is a cost-sharing multiple employer defined benefit pension plan.

This report, prepared as of June 30, 2024 (the Measurement Date), presents information to assist the System in meeting the requirements of GASB 67. Much of the material provided in this report is based on the data, assumptions and results of the annual funding actuarial valuation of the System performed as of June 30, 2024 (the Valuation Date). The results of that valuation were detailed in a report dated September 11, 2024.

GASB 67 discloses the Total Pension Liability (TPL) utilizing the Entry Age Normal actuarial cost method. The Net Pension Liability (NPL) is equal to the TPL minus the System's Fiduciary Net Position (FNP) (basically the fair (market) value of assets). The benefit provisions recognized in the calculation of the TPL are summarized in Appendix B.

Among the items needed for the liability calculation is the discount rate, or Single Equivalent Interest Rate (SEIR), as described by GASB 67. To determine the SEIR, the FNP must be projected, using GASB 67 guidelines, into the future for as long as there are anticipated benefits payable under the plan's provisions applicable to the members and beneficiaries of the System on the Measurement Date. If the FNP is not projected to be depleted at any point in the future, the long-term expected rate of return on plan investments expected to be used to finance the benefit payments may be used as the SEIR.

If, however, the FNP is projected to be depleted at a future measurement date, the SEIR is determined as the single rate that will generate a present value of benefit payments equal to the sum of the present value determined by discounting all projected benefit payments through the date of depletion by the long-term expected rate of return, and the present value determined by discounting those benefits after the date of depletion by a 20-year tax-exempt municipal bond (rating AA/Aa or higher) rate. The rate used, if necessary, for this purpose is the monthly average of the Bond Buyers General Obligation 20-year Municipal Bond Index Rate (formerly published monthly by the Board of Governors of the Federal Reserve System).

Our calculations indicate that the FNP is not projected to be depleted, so the Municipal Bond Index Rate is not used in the determination of the SEIR for either the June 30, 2023 or the June 30, 2024 TPL. The SEIR for both the Measurement Date and the Prior Measurement Date is 6.95%, the long-term assumed rate of return on investments. Please see Paragraph 31.b.(1) for more explanation of the development of the SEIR.

The FNP projections are based upon the System's financial status on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 67. As such, the FNP





SECTION II - INTRODUCTION

projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing plan basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the System will actually run out of money, the financial condition of the System, or the System's ability to make benefit payments in future years.

The sections that follow provide the results of all the necessary calculations, presented in the order laid out in GASB 67 for note disclosure and Required Supplementary Information (RSI).





SECTION III – NOTES TO FINANCIAL STATEMENTS

The material presented herein will follow the order presented in GASB 67. Paragraph numbers are provided for ease of reference.

Paragraphs 30.a. (1)-(3): This information will be supplied by the System.

Paragraph 30.a. (4): The data required regarding the membership of the System were furnished by the System. The following table summarizes the membership of the System as of June 30, 2024, the date of the valuation used to determine the June 30, 2024 TPL.

Membership

Number as of June 30, 2024	
Inactive Members Or Their Beneficiaries Currently Receiving Benefits	55,579
Inactive Members Entitled To But Not Yet Receiving Benefits	17,962
Inactive Nonvested Members	34,969
Active Members	44,680
Total	153,190

Paragraphs 30.a. (5)-(6) and Paragraphs 30.b.-f.: This information will be supplied by the System.

Paragraph 31.a. (1)-(4): As stated earlier, the NPL is equal to the TPL minus the FNP. That result, as of June 30, 2024, is presented in the following table.

Fiscal Year Ending June 30, 2024	
Total Pension Liability	\$ 16,915,028,387
Fiduciary Net Position	<u>8,798,645,184</u>
Net Pension Liability	\$ 8,116,383,203
Ratio of Fiduciary Net Position to Total Pension Liability	52.02%





SECTION III – NOTES TO FINANCIAL STATEMENTS

Paragraph 31.b.: This paragraph requires information to be disclosed regarding the actuarial assumptions and other inputs used to measure the TPL. The complete set of actuarial assumptions and other inputs utilized in developing the TPL are outlined in Appendix C. The TPL as of June 30, 2024 was determined based on an actuarial valuation prepared as of June 30, 2024, using the following key actuarial assumptions and other inputs:

Price Inflation	2.25 percent
Payroll Growth	2.25 percent
Salary increases, including wage inflation	2.75 to 10.00 percent; General Assembly is assumed to only get wage inflation of 2.50 percent
Long-term Rate of Return, net of investment expense, including price inflation	6.95 percent
Municipal Bond Index Rate	
Prior Measurement Date	3.66 percent
Measurement Date	3.94 percent
Year FNP is projected to be depleted	N/A
Single Equivalent Interest Rate, net of investment expense, including price inflation	
Prior Measurement Date	6.95 percent
Measurement Date	6.95 percent
Cost-of-living adjustment	4.00%, compounded annually, when a minimum COLA of 4.00% is in effect. 1.80%, compounded annually, when no minimum COLA is in effect (80% of price inflation).
Mortality	<p>Pre-retirement mortality rates were based on the Pub-2010 General Members Below Median Employee mortality table, set back two years for males and set forward one year for females. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.</p> <p>Post-retirement mortality rates for retirees were based on the Pub-2010 General Members Below Median Healthy Retiree mortality table, scaled by 104%, set back two years for males</p>





SECTION III – NOTES TO FINANCIAL STATEMENTS

and set forward one year for females. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.

Post-retirement mortality rates for beneficiaries were based on the Pub-2010 General Members Below Median Contingent Survivor mortality table, set back two years for males and set forward one year for females. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.

Disabled mortality rates were based on the Pub-2010 Non-Safety Disabled Retiree mortality table, without mortality projection.

The actuarial assumptions used in the valuation are based on the results of the most recent actuarial experience study, which covered the five-year period ending June 30, 2020. The experience study report is dated August 4, 2021.

Paragraph 31.b.(1)

(a) Discount rate (SEIR): The discount rate used to measure the TPL at June 30, 2024 was 6.95%. There was no change in the SEIR since the Prior Measurement Date.

(b) Projected cash flows: The projection of cash flows used to determine the discount rate assumed that plan contributions from members and the employers will be made at the contribution rates as set in state statute:

- a. Employee contribution rate: 4.00% of salary for members hired on or after 1/1/2011; no contributions for members hired before 1/1/2011.
- b. Employer contribution rate: The actuarial required contribution rate is determined as of the Prior Measurement Date (June 30, 2022 for FYE June 30, 2024) subject to a minimum rate of 16.97% for FYE 2016 through FYE 2024, 28.75% in FYE 2025, 30.25% in FYE 2026 and 32.00% thereafter until the System is 80% funded on an actuarial basis.
- c. Administrative expenses in the prior year were projected forward with price inflation as an estimate for administrative expenses in the current and future years. The portion of expenses in future years allocated to the current members was based on the proportionate share of covered payroll in each year for the remainder of the existing members to the total covered payroll for all members.

Based on those assumptions, the System's FNP was projected to be available to make all projected future benefit payments of current System members. Therefore, the long-term





SECTION III – NOTES TO FINANCIAL STATEMENTS

expected rate of return on System investments of 6.95% was applied to all periods of projected benefit payments to determine the TPL.

The FNP projections are based upon the System's financial status on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 67. As such, the FNP projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing plan basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the funds will actually run out of money, the financial condition of the System, or the System's ability to make benefit payments in future years.

- (c) Long-term rate of return:** The long-term expected rate of return on pension plan investments is reviewed regularly as part of the experience study. The most recent experience analysis was performed, and results provided in August 2021. Generally, several factors are considered in evaluating the long-term rate of return assumption including long-term historical data, estimates inherent in current market data, and an analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation), along with estimates of variability and correlations for each asset class, were developed by the System's investment consultant. These ranges were combined to develop the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The capital market assumptions developed by investment consultants are often intended for use over a 10-year investment horizon and are not always useful in setting the long-term rate of return for funding pension plans which covers a longer timeframe.
- (d) Municipal bond rate:** A municipal bond rate was not used in determining the discount rate. If it were required, the rate would be 3.94% on the Measurement Date.
- (e) Periods of projected benefit payments:** Projected future benefit payments for all current plan members were projected through 2123.
- (f) Assumed asset allocation:** The target asset allocation and best estimates of real rates of return for each major asset class will be supplied by the System.





SECTION III – NOTES TO FINANCIAL STATEMENTS

(g) Sensitivity analysis: This paragraph requires disclosure of the sensitivity of the NPL to changes in the discount rate. The following presents the NPL of the System, calculated using the discount rate of 6.95 percent, as well as the System’s NPL calculated using a discount rate that is 1-percentage-point lower (5.95 percent) or 1-percentage-point higher (7.95 percent) than the current rate:

	1% Decrease (5.95%)	Current Discount Rate (6.95%)	1% Increase (7.95%)
Total Pension Liability	\$18,875,260,447	\$16,915,028,387	\$15,277,708,582
Fiduciary Net Position	<u>8,798,645,184</u>	<u>8,798,645,184</u>	<u>8,798,645,184</u>
Net Pension Liability	\$10,076,615,263	\$8,116,383,203	\$6,479,063,398

Paragraph 31.c.: The TPL at June 30, 2024 is based upon an actuarial valuation prepared as of June 30, 2024.





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

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

Paragraphs 32.a.-c.: The required tables of schedules are provided in Appendix A.

Paragraph 32.d.: This information will be supplied by the System.

Paragraph 34: The following information should be noted regarding the RSI, particularly for the *Schedule of Employer Contributions*:

Changes of benefit and funding terms: The following changes were made by the Missouri Legislature and reflected in the valuation performed as of June 30 listed below:

2023: The General Assembly passed, and the Governor signed, Senate Bill 75 which removed the statutory requirement that payment of the unfunded actuarial accrued liability be determined using the level percent of payroll amortization method. The Board may, but is not required to, calculate the annual employer contribution using a different amortization method. This change did not impact on the June 30, 2023 valuation as Board action was not taken to change the amortization method.

2022: In addition to the appropriation to fund the Board-certified employer contribution rate for fiscal year 2023, House Bill 3005 included a one-time extraordinary payment of \$500 million to MOSERS in fiscal year 2023. The payment was received by MOSERS on July 13, 2022.

2018: Legislation passed in the 2017 session allowed the MOSERS Board of Trustees to establish a voluntary buyout program prior to May 31, 2018 for terminated vested members (those who left state employment with a vested retirement benefit but prior to reaching retirement eligibility). The Board parameters for the buyout provided that eligible terminated vested members could elect to cash out their future monthly retirement benefit in exchange for a one-time lump sum payment equal to 60% of the actuarial present value of their retirement benefit amount.

2017: Senate Bill 62 (SB 62) made the following changes to the MSEP 2011 benefit provisions:

- Active members are now eligible for Normal Retirement at age 67 with 5 years of service (previously age 67 with 10 years of service).
- Active members are now eligible for Early Retirement at age 62 with 5 years of service (previously age 62 with 10 years of service).
- Active members are now vested after 5 years of service (previously 10 years of service).





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

- Cost-of-living adjustments for vested former members now commence on the second anniversary of the annuity starting date (previously commenced on first anniversary).
- Service credit for unused sick leave is only applied for members who terminate service at their early or normal retirement date.
- Survivor benefits for terminated vested members start at the date the member would have been eligible for normal retirement, not at date of death.

Changes in actuarial assumptions and methods:

6/30/2023 valuation:

- At their September 21, 2023 meeting, the Board voted to increase the minimum employer contribution rate from 16.97% of pay for all years to 28.75% of pay in FYE 2025, 30.25% of pay in FYE 2026, and 32.00% of pay thereafter. The minimum contribution rate still expires once the System reaches a funded ratio of 80%. This change had no impact on the TPL of the System.

6/30/2021 valuation:

- Subsequent changes in the UAAL due to actuarial gains/losses or assumption changes are amortized as a level percentage of payroll, over closed 25-year periods.
- The merit component of the salary increase assumption was adjusted to partially reflect observed experience.
- The mortality assumption was changed to reflect the Pub-2010 General Members Below Median Mortality Table. Specifically, the retiree mortality has been changed to be 104% of the Pub-2010 General Members Below Median Table set back two years for males and 104% of the Pub-2010 General Members Below Median Table set forward one year for females. Future generational mortality improvement is reflected by using 100% of Scale MP-2020 through 2020 and 75% of Scale MP-2020 for years after 2020.
- The retirement assumption was changed to have separate tables for MSEP, MSEP 2000 and MSEP 2011. The tables were simplified to reduce the complexity of the select and ultimate retirement assumption by only using rates for first eligibility for unreduced retirement and rates for the years thereafter.
- The termination assumption was changed from select and ultimate tables to a single table based on service only. In addition, the rates are now unisex.
- The disability assumption was adjusted to partially reflect observed experience.
- The refund election assumption was changed to assume the member elects the more valuable option between a refund and a deferred annuity.
- The percentage of members who are assumed to be married was decreased from 60% to 50% for pre-retirement death benefits and from 70% to 65% upon retirement.





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

- The military service purchase assumption was reduced from 4 months to 3 months for MSEP and MSEP 2000 members.
- Minor adjustments were made to the loads used to estimate the cost of the immediate unreduced survivor annuity payable to a deferred member's beneficiary upon death.

6/30/2020 valuation:

- The investment return assumption was lowered from 7.10% to 6.95%.
- The price inflation assumption was lowered from 2.35% to 2.25%.
- The payroll growth assumption was lowered from 2.35% to 2.25%.
- The wage growth assumption was lowered from 2.60% to 2.50%.
- The cost-of-living adjustment (COLA) assumption was lowered from 1.88% to 1.80% when no minimum COLA is in effect (80% of price inflation).

6/30/2019 valuation:

- The investment return assumption was lowered from 7.25% to 7.10%.
- The price inflation assumption was lowered from 2.50% to 2.35%.
- The payroll growth assumption was lowered from 2.50% to 2.35%.
- The wage growth assumption was lowered from 2.75% to 2.60%.
- The cost-of-living adjustment (COLA) assumption was lowered from 2.00% to 1.88% when no minimum COLA is in effect (80% of price inflation).

6/30/2018 valuation:

- The investment return assumption was lowered from 7.50% to 7.25%.
- The payroll growth assumption was lowered from 3.00% to 2.50%.
- The wage growth assumption was lowered from 3.00% to 2.75%.
- The asset smoothing method was changed from an open 5-year smoothing method to a closed 5-year smoothing method, with the difference between the actual investment return and the expected investment return on the market value of assets recognized evenly over a closed 5-year period. Due to the change in the asset smoothing method, a transitional plan was necessary. This transitional plan recognizes the unrecognized investment experience as of June 30, 2017 evenly over a closed 7-year period.
- The Unfunded Actuarially Accrued Liability (UAAL) amortization method was changed from one base over a closed 30-year period that began June 30, 2014 to a "layered" approach first effective June 30, 2018. The "Legacy UAAL", as determined in the June 30, 2018 valuation, is amortized over a closed 30-year period. Subsequent changes in the UAAL due to actuarial gains/losses or assumption changes are separately financed by establishing amortization bases and payments, as a level percentage of payroll, over closed 30-year periods. Any change in the System's benefit structure shall be amortized over a closed period





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

of 20 years, as set out in state statutes. The total UAAL amortization payment is the sum of the payments for each of the amortization bases.

6/30/2017 valuation:

- The investment return assumption was lowered from 7.65% to 7.50%.

6/30/2016 valuation:

- The long-term rate of return was lowered from 8.00% to 7.65%.
- Salary increases were changed from age based with increases between 3.2% and 5.9% to service based with increase between 3.25% and 8.75%.
- Post-retirement mortality table was updated from the RP-2000 combined healthy mortality table, projected to 2016 with Scale AA to the RP-2014 healthy annuitant mortality table, projected from 2006 to 2026 with Scale MP-2015 and scaled by 120%.
- Pre-retirement mortality table was updated from the RP-2000 combined healthy mortality table, projected to 2016 with Scale AA and scaled by 100% for males and 80% for females to the RP-2014 employee mortality table, projected from 2006 to 2026 with Scale MP-2015 and scaled by 95% for males and 90% for females.
- The disabled mortality table was updated from the RP-2000 combined healthy mortality table, projected to 2016 with Scale AA and set forward 10 years to the RP-2014 disabled mortality table, projected from 2006 to 2026 with Scale MP-2015 and scaled by 95% for males and 90% for females.
- Retirement rates were changed to better reflect actual experience of the System.
- The assumption for service credit for unused leave upon retirement and military service purchases was changed from 6 months to 8 months (4 months to 5 months for 2011 plan members).
- Withdrawal rates were changed to better reflect actual experience of the System.
- Disability rates were changed to better reflect actual experience of the System.
- Pre-retirement survivor benefits for spouse of terminated vested member liability loads were reduced.
- The married assumption at retirement was reduced from 75% to 70%.
- The married assumption for in-service deaths was reduced from 70% to 60%.
- The asset smoothing period changed from an open 3-year period to an open 5-year period.

6/30/2015 valuation:

- For the 2015 valuation only, the wage inflation was assumed to be 0% in the first year and 3% thereafter.





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

Method and assumptions used in calculations of actuarially determined contributions.

The System is funded with contribution rates that are 4.00% of salary for members hired on or after January 1, 2011 (0% for all other members) and an actuarially determined contribution rate for the employers (subject to a minimum rate of 16.97% for FYE 2016 through FYE 2024, 28.75% in FYE 2025, 30.25% in FYE 2026 and 32.00% thereafter until the System is 80% funded on an actuarial basis). The Actuarially Determined Contributions in the *Schedule of Employer Contributions* are calculated as of the fiscal year two years prior to which contributions are reported.

The following actuarial methods and assumptions were used to determine the Actuarially Determined Contribution reported for the most recent Measurement Date, June 30, 2024 (based on the June 30, 2022 actuarial valuation):

Actuarial cost method	Entry Age Normal
Amortization method	Level percentage of payroll, closed
Remaining amortization period	Layered bases with the Legacy Base amortized over a 30-year period beginning June 30, 2018. Subsequent bases are amortized over a new 30-year period. Beginning June 30, 2021, subsequent bases are amortized over a new 25-year period.
Asset valuation method	Closed 5-year smoothing based on actual market return. Deferred asset experience as of June 30, 2017 is recognized evenly over a closed 7-year period beginning June 30, 2018.
Price Inflation	2.25 percent
Payroll Growth	2.25 percent
Salary increases, including inflation	2.75 to 10.00 percent
Long-term Rate of Return, net of investment expense, including price inflation	6.95 percent
Cost-of-living adjustment	4.00%, compounded annually, when a minimum COLA of 4.00% is in effect. 1.80%, compounded annually, when no minimum COLA is in effect (80% of price inflation).

Please see the information presented earlier in regard to Paragraph 34 for detailed information on the benefit changes and assumption changes that may have impacted the Actuarially Determined Contributions shown in the *Schedule of Employer Contributions*.





APPENDIX A – REQUIRED SUPPLEMENTARY INFORMATION

Exhibit A GASB 67 Paragraph 32(a) SCHEDULE OF CHANGES IN THE EMPLOYERS' NET PENSION LIABILITY

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability										
Service Cost	185,156,962	166,052,284	166,110,518	162,668,072	159,559,528	158,190,866	157,351,979	152,766,134	149,021,755	150,412,577
Interest	1,089,983,221	1,037,223,987	1,017,493,541	959,662,398	960,644,327	956,725,536	956,201,619	945,654,398	913,877,923	896,451,618
Benefit term changes	0	0	0	0	0	0	0	(1,696,059)	0	0
Differences between expected and actual experience*	486,904,589	570,092,422	77,335,262	133,886,066	(70,371,777)	7,426,685	(118,252,032)	(104,203,260)	61,150,083	(27,983,267)
Assumption changes	0	0	0	515,859,705	124,766,739	74,340,841	351,899,973	202,554,786	656,805,085	(57,568,553)
Benefit payments, including member refunds	<u>(1,037,830,071)</u>	<u>(991,550,039)</u>	<u>(962,590,826)</u>	<u>(919,838,592)</u>	<u>(873,816,238)</u>	<u>(851,821,580)</u>	<u>(886,711,473)</u>	<u>(793,964,857)</u>	<u>(757,310,503)</u>	<u>(728,265,800)</u>
Net change in Total Pension Liability	724,214,701	781,818,654	298,348,495	852,237,649	300,782,579	344,862,348	460,490,066	401,111,142	1,023,544,343	233,046,575
Total Pension Liability - beginning	16,190,813,686	15,408,995,032	15,110,646,537	14,258,408,888	13,957,626,309	13,612,763,961	13,152,273,895	12,751,162,753	11,727,618,410	11,494,571,835
Total Pension Liability - ending (a)	16,915,028,387	16,190,813,686	15,408,995,032	15,110,646,537	14,258,408,888	13,957,626,309	13,612,763,961	13,152,273,895	12,751,162,753	11,727,618,410
Plan Fiduciary Net Position										
Employer contributions**	669,903,073	1,080,661,379	471,302,256	463,293,368	436,895,653	394,150,042	379,557,962	335,217,422	329,957,369	329,752,832
Employee contributions	58,710,640	48,487,731	39,809,873	37,571,263	35,141,960	31,286,632	28,303,994	25,439,343	21,684,920	18,099,455
Net investment income	556,669,632	177,598,790	(816,407,543)	2,032,991,086	400,488,255	313,656,076	576,188,826	272,595,668	1,740,269	(237,070,529)
Benefit payments, including member refunds	<u>(1,037,830,071)</u>	<u>(991,550,039)</u>	<u>(962,590,826)</u>	<u>(919,838,592)</u>	<u>(873,816,238)</u>	<u>(851,821,580)</u>	<u>(886,711,473)</u>	<u>(793,964,857)</u>	<u>(757,310,503)</u>	<u>(728,265,800)</u>
Administrative expenses	<u>(11,885,804)</u>	<u>(10,984,550)</u>	<u>(9,248,916)</u>	<u>(8,816,943)</u>	<u>(8,398,164)</u>	<u>(9,200,826)</u>	<u>(9,799,256)</u>	<u>(8,759,341)</u>	<u>(8,489,375)</u>	<u>(8,077,692)</u>
Other*	<u>5,284,466</u>	<u>5,165,340</u>	<u>5,619,673</u>	<u>3,899,365</u>	<u>4,053,788</u>	<u>3,886,511</u>	<u>1,610,073</u>	<u>5,668,849</u>	<u>4,923,622</u>	<u>5,434,820</u>
Net change in Plan Fiduciary Net Position	240,851,936	309,378,651	(1,271,515,483)	1,609,099,547	(5,634,746)	(118,043,145)	89,150,126	(163,802,916)	(407,493,698)	(620,126,914)
Plan Fiduciary Net Position – beginning	8,557,793,248	8,248,414,597	9,519,930,080	7,910,830,533	7,916,465,279	8,034,508,424	7,945,358,298	8,109,161,214	8,516,654,912	9,136,781,826
Plan Fiduciary Net Position - ending (b)	8,798,645,184	8,557,793,248	8,248,414,597	9,519,930,080	7,910,830,533	7,916,465,279	8,034,508,424	7,945,358,298	8,109,161,214	8,516,654,912
Net Pension Liability - ending (a) - (b)	8,116,383,203	7,633,020,438	7,160,580,435	5,590,716,457	6,347,578,355	6,041,161,030	5,578,255,537	5,206,915,597	4,642,001,539	3,210,963,498

* For 2024, includes \$1,063,108 in member purchases of service credit and \$4,220,333 in service transfer contributions.

** Additional State contributions of \$500,000,000 received on July 13, 2022.





APPENDIX A – REQUIRED SUPPLEMENTARY INFORMATION

Exhibit A (cont.)

GASB 67 Paragraph 32(b) SCHEDULE OF CHANGES IN THE EMPLOYERS' NET PENSION LIABILITY

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability	16,915,028,387	16,190,813,686	15,408,995,032	15,110,646,537	14,258,408,888	13,957,626,309	13,612,763,961	13,152,273,895	12,751,162,753	11,727,618,410
Plan Fiduciary Net Position	8,798,645,184	8,557,793,248	8,248,414,597	9,519,930,080	7,910,830,533	7,916,465,279	8,034,508,424	7,945,358,298	8,109,161,214	8,516,654,912
Net Pension Liability	8,116,383,203	7,633,020,438	7,160,580,435	5,590,716,457	6,347,578,355	6,041,161,030	5,578,255,537	5,206,915,597	4,642,001,539	3,210,963,498
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	52.02%	52.86%	53.53%	63.00%	55.48%	56.72%	59.02%	60.41%	63.60%	72.62%
Covered payroll	2,463,403,760	2,211,853,954	2,004,688,456	2,024,883,601	2,006,870,248	1,950,272,350	1,951,454,817	1,975,353,105	1,921,528,936	1,918,527,768
Employers' Net Pension Liability as a percentage of covered payroll	329.48%	345.10%	357.19%	276.10%	316.29%	309.76%	285.85%	263.59%	241.58%	167.37%





APPENDIX A – REQUIRED SUPPLEMENTARY INFORMATION

Exhibit B

GASB 67 Paragraph 32(c) SCHEDULE OF EMPLOYER AND NON-EMPLOYER CONTRIBUTIONS

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Actuarially determined employer contribution	\$669,903,073	\$580,661,379	\$471,302,256	\$463,293,368	\$436,895,653	\$394,150,042	\$379,557,962	\$322,772,697	\$310,124,928	\$329,752,832
Actual employer contributions*	<u>669,903,073</u>	<u>1,080,661,379</u>	<u>471,302,256</u>	<u>463,293,368</u>	<u>436,895,653</u>	<u>394,150,042</u>	<u>379,557,962</u>	<u>335,217,422</u>	<u>329,957,369</u>	<u>329,752,832</u>
Annual contribution deficiency (excess)	<u>\$0</u>	<u>(\$500,000,000)</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$12,444,725)</u>	<u>(\$19,832,441)</u>	<u>\$0</u>
Covered payroll	\$2,463,403,760	\$2,211,853,954	\$2,004,688,456	\$2,024,883,601	\$2,006,870,248	\$1,950,272,350	\$1,951,454,817	\$1,975,353,105	\$1,921,528,936	\$1,918,527,768
Actual contributions as a percentage of covered payroll*	27.19%	48.86%	23.51%	22.88%	21.77%	20.21%	19.45%	16.97%	17.17%	17.19%

Note: Most of the information prior to 2017 was produced by the prior actuary.

* For 2023 and 2024, actual employer contributions as a percentage of covered payroll appear lower than the certified rate for the fiscal year due to some employers receiving a prepaid contribution discount.

The discount is offered by the System for participating employers making early payments. The full actuarially determined employer contribution was still made after adjusting for the time value of money.





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p>DEFINITIONS</p> <p>Participants</p> <p>All MOSERS members, vested former members, retirees and survivors who first became members prior to July 1, 2000 and who do not elect to transfer to the MSEP 2000 plan. Election is made at the time benefits commence.</p>	<ol style="list-style-type: none"> (1) All new employees who first become members on or after July 1, 2000, except full-time teaching and senior administrative personnel of the regional colleges and universities hired on or after July 1, 2002 who will be participants in the Colleges and Universities Retirement Plan (CURP). (2) MSEP active members and vested former members who elect to transfer to the MSEP 2000 plan prior to retirement. (3) MSEP retirees who elect to transfer to the MSEP 2000 plan during the election window from July 1, 2000 through June 30, 2001, and their survivors. (4) MSEP non-vested terminations rehired on or after July 1, 2000. (5) Members hired prior to January 1, 2011 participating in the CURP for six years may elect to change to MOSERS. Transferred service is for vesting purposes only. 	<ol style="list-style-type: none"> (1) All new employees who first become employees on or after January 1, 2011, except full-time teaching and senior administrative personnel of the regional colleges and universities hired on or after July 1, 2002 who will be participants in the Colleges and Universities Retirement Plan (CURP). (2) Members hired on or after January 1, 2011 participating in the CURP for six years may elect to change to MOSERS. Transferred service is for vesting purposes only.





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p>Final average earnings</p> <p>The average annual compensation of a member for the three consecutive years of service during which pay was highest (overtime pay is included for purposes of determining Average Compensation). Non-recurring lump sum payments are excluded. Unused sick leave may be converted to additional credited service (usable only for benefit computation, not eligibility).</p> <p>Member contributions</p> <p>None.</p>	<p>The average annual compensation of a member for the three consecutive years of service during which pay was highest (overtime pay is included for purposes of determining Average Compensation). Non-recurring lump sum payments are excluded. Unused sick leave may be converted to additional credited service (usable only for benefit computation, not eligibility).</p> <p>Same as MSEP.</p>	<p>The average annual compensation of a member for the three consecutive years of service during which pay was highest (overtime pay is included for purposes of determining Average Compensation). Non-recurring lump sum payments are excluded. Unused sick leave may be converted to additional credited service (usable only for benefit computation, not eligibility).</p> <p>4.0% of salary, with interest credited to member contributions based on the 52-week Treasury bill rate (4% prior to June 30, 2014).</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
ELIGIBILITY FOR BENEFITS		
Normal retirement		
<p><i>Members of the General Assembly:</i> Age 55 with completion of at least 3 full biennial assemblies.</p> <p><i>Statewide Elected Officials:</i> The earliest of attaining: (1) Age 65 with at least 4 years of credited service. (2) Age 60 with at least 15 years of credited service. (3) Age 50 with age plus credited service equal to 80 or more.</p> <p><i>General Employees:</i> The earliest of attaining: (1) Age 65 and active with at least 4 years of credited service. (2) Age 65 with at least 5 years of credited service. (3) Age 60 with at least 15 years of credited service. (4) Age 48 with age plus credited service equal to 80 or more.</p>	<p><i>Members of the General Assembly:</i> The earliest of attaining: (1) Age 55 with completion of at least 3 full biennial assemblies. (2) Age 50 with completion of at least 3 full biennial assemblies and with age plus credited service equal to 80 or more.</p> <p><i>Statewide Elected Officials:</i> The earliest of attaining: (1) Age 55 with at least 4 years of credited service. (2) Age 50 with age plus credited service equal to 80 or more.</p> <p><i>General Employees:</i> The earliest of attaining: (1) Age 62 with at least 5 years of credited service. (2) Age 48 with age plus credited service equal to 80 or more.</p>	<p><i>Members of the General Assembly:</i> The earliest of attaining: (1) Age 62 with completion of at least 3 full biennial assemblies. (2) Age 55 with completion of at least 3 full biennial assemblies and with age plus credited service equal to 90 or more.</p> <p><i>Statewide Elected Officials:</i> The earliest of attaining: (1) Age 62 with at least 4 years of credited service as a statewide elected official. (2) Age 55 with age plus credited service equal to 90 or more.</p> <p><i>General Employees:</i> The earliest of attaining: (1) Age 67 with at least 5 years of credited service. (2) Age 55 with age plus credited service equal to 90 or more.</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p><i>Uniformed Water Patrol Employees:</i> The earliest of attaining:</p> <ul style="list-style-type: none"> (1) Age 55 and active with at least 4 years of credited service. (2) Age 55 with at least 5 years of credited service. (3) Age 48 with age plus credited service equal to 80 or more. <p><i>Administrative Law Judges:</i> The earliest of attaining:</p> <ul style="list-style-type: none"> (1) Age 62 and active with at least 12 years of credited service. (2) Age 60 with at least 15 years of credited service. (3) Age 55 with at least 20 years of credited service. <p>Early retirement for general employees</p> <p>Age 55 with at least 10 years of credited service.</p>	<p>Age 57 with at least 5 years of credited service.</p>	<p>Age 62 with at least 5 years of credited service.</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p>MONTHLY BENEFITS PAYABLE</p> <p>Normal Retirement</p> <p><i>Members of the General Assembly:</i> \$150 per month per biennial assembly served.</p> <p><i>Statewide Elected Officials:</i></p> <p>1) Less than 12 years of credited service: 1.6% of Average Compensation times years of credited service.</p> <p>2) 12 or more years of credited service: 50% of pay of the highest elected position held prior to retirement.</p> <p><i>General Employees:</i> 1.6% of Average Compensation times years of credited service.</p> <p>2.1% of Average Compensation times years of credited service for any period of non-social security covered employment transferred from the Public School Retirement System.</p> <p><i>Uniformed Water Patrol:</i> 2.13% of Average Compensation times years of credited service.</p>	<p><i>Members of the General Assembly:</i> 1/24 of pay times first 24 years of credited service as a member of the General Assembly.</p> <p><i>Statewide Elected Officials:</i> 1/24 of pay (of the highest elected position held prior to retirement) times the first 12 years of credited service as a statewide elected official.</p> <p><i>General Employees:</i> 1.7% of Average Compensation times years of credited service.</p> <p>Temporary Benefit: If member retires between ages 48 and 62 with age plus credited service equal to 80 or more, a temporary benefit is payable until the attainment of the minimum age at which reduced social security benefits are payable, in the amount of 0.8% of Average Compensation times years of credited service.</p>	<p><i>Members of the General Assembly:</i> 1/24 of pay times first 24 years of credited service as a member of the General Assembly.</p> <p><i>Statewide Elected Officials:</i> 1/24 of pay (of the highest elected position held prior to retirement) times the first 12 years of credited service as a statewide elected official.</p> <p><i>General Employees:</i> 1.7% of Average Compensation times years of credited service.</p> <p>Temporary Benefit: If member retires between ages 55 and 62 with age plus credited service equal to 90 or more, a temporary benefit is payable until the attainment of the minimum age at which reduced social security benefits are payable, in the amount of 0.8% of Average Compensation times years of credited service.</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p><i>Administrative Law Judges:</i> 50% of Compensation</p> <p>Early retirement for general employees</p> <p>Normal retirement amount reduced by ½% for each month that retirement precedes eligibility for normal retirement.</p> <ol style="list-style-type: none"> 1) Less than 15 years of service: Normal retirement amount actuarially reduced for years younger than age 65. 2) 15 years but less than 20 years of service, and less than the number of years of service necessary for age and service to total 80: Normal retirement amount actuarially reduced for years younger than age 60. 3) 20 or more years of service, but less than the number of years of service necessary for age and service to total 80: Normal retirement amount reduced for years younger than the 80 and out eligibility date. 	<p>Non-Social Security Covered Service: 2.5% of Average Compensation times years of credited service for any period of non-social security covered employment transferred from the Public School Retirement System.</p> <p>Normal retirement amount reduced by ½% for each month that retirement precedes eligibility for normal retirement, age 62.</p>	<p>Non-Social Security Covered Service: 2.5% of Average Compensation times years of credited service for any period of non-social security covered employment transferred from the Public School Retirement System.</p> <p>Normal retirement amount reduced by ½% for each month that retirement precedes eligibility for normal retirement, age 67.</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)				MSEP 2000 (Missouri State Employees' Plan 2000)				MSEP 2011 (Missouri State Employees' Plan 2011)			
Vested deferred benefits											
Benefits for employees who terminate prior to eligibility for an immediate benefit are considered to be vested in accordance with the following schedule (benefits commence at the age the individual would have been eligible for early or normal retirement, considering years of credited service). Unused sick leave is not converted.				Benefits for employees who terminate prior to eligibility for an immediate benefit are considered to be vested in accordance with the following schedule (benefits commence at age 57 for early retirement or 62 for normal retirement). Unused sick leave is not converted. CURP to MOSERS transfers with 6 years of service are immediately vested.				Benefits for employees who terminate prior to eligibility for an immediate benefit are considered to be vested in accordance with the following schedule (benefits commence at age 67 normal retirement). Unused sick leave is not converted.			
Years of Service	General Assembly	Elected Officials	General Employees	Years of Service	General Assembly	Elected Officials	General Employees	Years of Service	General Assembly	Elected Officials	General Employees
4		100%		4		100%		4		100%	
5			100%	5			100%	5			100%
6*	100%			6*	100%			6*	100%		
*3 Assemblies				*3 Assemblies, HB1455 prospectively				*3 Assemblies, HB1455 prospectively			
Death prior to retirement											
The surviving spouse benefit is computed as if the member had been normal retirement age on the date of death and elected the joint and 100% survivor optional form of payment, provided the member had at least 5 years of credited service and was married on the date of death. If no eligible spouse survives, 80% of the member's life income annuity is paid to eligible children until age 21. If the death				The surviving spouse benefit is computed as if the member had been normal retirement age on the date of death and elected the joint and 100% survivor optional form of payment, provided the member had at least 5 years of credited service (3 full assemblies for a member of the General Assembly, 4 years of credited service for a statewide elected official). If no eligible spouse survives, 80% of the member's life income annuity is paid to				The surviving spouse benefit is computed as if the member had been normal retirement age on the date of death and elected the joint and 100% survivor optional form of payment, provided the member had at least 5 years of credited service (2 full assemblies for a member of the General Assembly, 4 years of credited service for a statewide elected official). If no eligible spouse survives, 80% of the member's life income annuity is paid to			





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p>is duty related, the service requirement is waived and the minimum spouse benefit is 50% of Average Compensation (rate of compensation for members of the General Assembly).</p> <p>Death after retirement</p> <p>50% of the benefit the retired member was receiving on the date of death (the normal form of payment), or the benefit payable under the joint and survivor or period certain form of payment, if the member elected an optional form of payment at time of retirement and provided the member was married on their date of retirement. Effective July 1, 2000, a member who is not married at retirement but marries thereafter may designate a spouse as beneficiary within one year of marriage. Additionally, a member may designate a new spouse as beneficiary within one year of marriage in the event of the death of the spouse the member was married to at the date of retirement (this provision does not apply to period certain annuities).</p>	<p>eligible children until age 21. If the death is duty related, the service requirement is waived and the minimum spouse benefit is 50% of Average Compensation (rate of compensation for members of the General Assembly).</p> <p>The benefit payable under the joint and survivor or period certain form of payment, if the member elected an optional form of payment at time of retirement. A member who is not married at retirement but marries thereafter may designate a spouse as beneficiary within one year of marriage. Additionally, a member may designate a new spouse as beneficiary within one year of marriage in the event of the death of the spouse the member was married to at the date of retirement (this provision does not apply to period certain annuities).</p>	<p>eligible children until age 21. If the death is duty related, the service requirement is waived and the minimum spouse benefit is 50% of Average Compensation (rate of compensation for members of the General Assembly).</p> <p>The benefit payable under the joint and survivor or period certain form of payment, if the member elected an optional form of payment at time of retirement. A member who is not married at retirement but marries thereafter may designate a spouse as beneficiary upon completion of one year of marriage. Additionally, a member may designate a new spouse as beneficiary upon completion of one year of marriage in the event of the death of the spouse the member was married to at the date of retirement (this provision does not apply to period certain annuities).</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)												
<p>Disability</p> <p>Normal retirement benefits become payable at the time the member is eligible for normal retirement, and are computed based on: i) the service that would have accrued to the member if active employment had continued; and ii) the member's rate of pay at the time of disability (if the member retires on or after August 28, 1999, the member's rate of pay is based on the rate of pay at the time of disability indexed to the time of benefit commencement). An exception is Uniformed Water Patrol employees who are eligible for an immediate occupational disability benefit equal to 50% of pay at time of disability.</p> <p>Post-retirement benefit adjustments</p> <p>Benefits are increased to retired members (including survivors) annually in accordance with the following formulas:</p> <table border="1" data-bbox="205 1190 747 1390"> <thead> <tr> <th>Increase in CPI</th> <th>Formula 1 Benefit Increase</th> <th>Formula 2 Benefit Increase</th> </tr> </thead> <tbody> <tr> <td>5.00% or less</td> <td>4%</td> <td>80% of CPI increase</td> </tr> <tr> <td>5.01% - 6.24%</td> <td>80% of CPI increase</td> <td>80% of CPI increase</td> </tr> <tr> <td>6.25% or more</td> <td>5%</td> <td>5%</td> </tr> </tbody> </table>	Increase in CPI	Formula 1 Benefit Increase	Formula 2 Benefit Increase	5.00% or less	4%	80% of CPI increase	5.01% - 6.24%	80% of CPI increase	80% of CPI increase	6.25% or more	5%	5%	<p>Normal retirement benefits become payable at the time the member is eligible for normal retirement, and are computed based on: i) the service that would have accrued to the member if active employment had continued; and ii) the member's rate of pay at the time of disability indexed to the time of benefit commencement. The annual percentage increase in the pay used to compute benefits is the lesser of: i) 80% of the CPI increase and ii) 5%.</p> <p>Benefits are increased to retired members (including survivors) annually in accordance with the following:</p> <p><i>Members of the General Assembly:</i> Benefit is adjusted annually based on the increase in the pay for an active member of the General Assembly.</p>	<p>Normal retirement benefits become payable at the time the member is eligible for normal retirement, and are computed based on: i) the service that would have accrued to the member if active employment had continued; and ii) the member's rate of pay at the time of disability indexed to the time of benefit commencement. The annual percentage increase in the pay used to compute benefits is the lesser of: i) 80% of the CPI increase and ii) 5%.</p> <p>Benefits are increased to retired members (including survivors) annually in accordance with the following:</p> <p><i>Members of the General Assembly:</i> Benefit is adjusted annually based on the increase in the pay for an active member of the General Assembly.</p>
Increase in CPI	Formula 1 Benefit Increase	Formula 2 Benefit Increase												
5.00% or less	4%	80% of CPI increase												
5.01% - 6.24%	80% of CPI increase	80% of CPI increase												
6.25% or more	5%	5%												





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p>Members first hired prior to August 28, 1997 receive COLAs based on Formula 1 until an aggregate increase of 65% is reached. At that point subsequent COLAs based on Formula 2 are granted.</p> <p>Members first hired on or after August 28, 1997 receive COLAs based solely on Formula 2.</p> <p>Statewide Elected Officials with 12 or more years of service have their benefit adjusted annually based on the increase in the pay for an active statewide elected official in the member's highest elected position.</p> <p>Members who are fully vested and work beyond age 65 will have their monthly benefit increased upon retirement. The percentage increase in benefit is equal to all COLAs for the years between age 65 and date of retirement, not to exceed 65% and counts toward the Formula 1 65% maximum.</p> <p>Timing of Increase: Benefits are adjusted on the anniversary of the effective date of retirement for most members. Members retiring under the BackDROP provisions have an anniversary based on the retroactive starting date for the BackDROP.</p>	<p><i>Statewide Elected Officials:</i> Benefit is adjusted annually based on the increase in the pay for an active statewide elected official in the retired member's highest elected position.</p> <p><i>General Employees:</i> Annual benefit percentage increase equal to the lesser of: i) 80% of the CPI increase, and 5%.</p> <p>CPI: For the basis of determining CPI, the average monthly reported CPI for the prior calendar year is divided by the average monthly reported CPI for the second prior calendar year to determine the current year increases, if any. If this amount is less than one, benefits are not reduced, nor is there any cumulative effect on future years' determination of CPI.</p> <p>Timing of Increase: Benefits are adjusted on the anniversary of the effective date of retirement for most members. Members retiring under the BackDROP provisions have an anniversary based on the retroactive starting date for the BackDROP.</p>	<p><i>Statewide Elected Officials:</i> Benefit is adjusted annually based on the increase in the pay for an active statewide elected official in the retired member's highest elected position.</p> <p><i>General Employees:</i> Annual benefit percentage increase equal to the lesser of: i) 80% of the CPI increase, and 5%.</p> <p>CPI: For the basis of determining CPI, the average monthly reported CPI for the prior calendar year is divided by the average monthly reported CPI for the second prior calendar year to determine the current year increases, if any. If this amount is less than one, benefits are not reduced, nor is there any cumulative effect on future years' determination of CPI.</p> <p>Timing of Increase: Benefits are adjusted on the anniversary of the effective date of retirement. For inactive vested General Employees who enter retirement, the first COLA will not be granted until the second anniversary of the effective date of retirement.</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p>Pop-up provision</p> <p>Benefits to members who choose a survivor form of payment and whose spouse precedes the member in death, will "pop-up" or revert to the amount the member would have received had he/she not elected a survivor option.</p> <p>Portability</p> <p>Purchase/Transfer Provisions (in addition to military). Effective August 28, 1999, a member may purchase up to four years of non-federal full-time Missouri public service, provided the member is not vested in another retirement system for that same service.</p>	<p>Same.</p> <p>Purchase/Transfer Provisions (in addition to military). A member may purchase up to four years of non-federal full-time Missouri public service, provided the member is not vested in another retirement system for that same service. Local vested service credit granted after 10 years of state service if the other retirement plan agrees to transfer assets equal to the accrued liability to MOSERS.</p>	<p>Same.</p> <p>May purchase qualifying public sector service at full actuarial cost.</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p>BackDROP</p> <p>To be eligible to participate in the BackDROP, a member must have been eligible to retire under normal retirement age and/or service conditions for at least two years. A retroactive starting date is established for BackDROP purposes which is the later of: 1) the member's normal retirement date or 2) five years prior to the annuity starting date under the retirement plan selected by the member.</p> <p>A member may elect the BackDROP period for the accumulation of the BackDROP account in 12 month increments prior to their actual retirement date or back to the earliest possible date.</p> <p>This results in a BackDROP period of one to five years depending upon the individual situation.</p> <p>A theoretical BackDROP account is accumulated that includes 90% of the value of the benefit payments that would have been paid during the BackDROP period had the member retired at the retroactive starting date with their respective option election. These payments include applicable post-retirement benefit increases.</p>	<p>Same as MSEP.</p>	<p>Not eligible for the BackDROP.</p>





APPENDIX B – SUMMARY OF PLAN PROVISIONS

MSEP (Missouri State Employees' Plan)	MSEP 2000 (Missouri State Employees' Plan 2000)	MSEP 2011 (Missouri State Employees' Plan 2011)
<p>The member is paid the resulting lump sum value of the BackDROP account as of the annuity starting date or as three equal annual installments beginning at the annuity starting date.</p> <p>The annuity benefit payable from the actual retirement date is computed with years of service and average pay as of the retroactive starting date for the BackDROP. Post-retirement benefit increases that occurred during the BackDROP period are applied in the calculation of the monthly annuity.</p>		





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

An experience study which analyzed the System’s economic and demographic assumptions was performed in 2021 and the results were presented to the Board. The assumptions listed below are a result of that experience study. The next experience study is scheduled for 2026.

Economic Assumptions

- 1. Investment Return 6.95%, compounded annually, net of investment expenses.
- 2. Inflation 2.25% per year
- 3. Salary Increases Rates vary by service. Sample rates are as follows:

Years	Rates by Service			
	Inflation	Productivity	Merit	Total
0	2.25%	0.25%	7.50%	10.00 %
1	2.25	0.25	2.50	5.00
2	2.25	0.25	2.25	4.75
3	2.25	0.25	2.00	4.50
4	2.25	0.25	1.85	4.35
5	2.25	0.25	1.70	4.20
10	2.25	0.25	1.00	3.50
15	2.25	0.25	0.75	3.25
20	2.25	0.25	0.50	3.00
25+	2.25	0.25	0.25	2.75

General Assembly members have a flat 2.50% assumption

For disabled members, salaries are assumed to be indexed at a rate of 2.50% per year.

- 4. Payroll Growth 2.25% per year
- 5. Cost-of-Living Adjustment (COLA) 4.00% on a compounded basis when a minimum COLA of 4.00% is in effect.
1.80% on a compounded basis when no minimum COLA is in effect.
- 6. Interest on Member Contributions 1.50% per year
- 7. Administrative Expenses Actual prior year expenses, included in normal cost rate.





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

Demographic Assumptions

1. Mortality
- The mortality assumption includes an appropriate level of conservatism that reflects expected future mortality improvement.
- a. Post-retirement (Retirees) Pub-2010 General Members Below Median Healthy Retiree mortality table, scaled by 104%, set back two years for males and set forward one year for females. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.
- b. Post-retirement (Beneficiaries) Pub-2010 General Members Below Median Contingent Survivor mortality table, set back two years for males and set forward one year for females. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.
- c. Pre-retirement Pub-2010 General Members Below Median Employee mortality table, set back two years for males and set forward one year for females. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.
- d. Long-term disability Pub-2010 Non-Safety Disabled Retiree mortality table, without mortality projection.

2. Retirement

MSEP

<u>Early Retirement</u>	
Age	Rate
55-56	1%
57-59	2
60-61	8
62	25
63-64	5

<u>Unreduced Retirement</u>	
Age	Rate
48-61	17%
62	21
63-64	17
65-66	30
67-69	25
70	40
71-77	25
78	100





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

MSEP 2000

<u>Early Retirement</u>	
Age	Rate
57-59	3%
60-61	5

<u>Unreduced Retirement</u>	
Age	Rate
48-57	35%
58-60	20
61	12
62	16
63	12
64	20
65	27
66	30
67-69	25
70	30
71-77	25
78	100

MSEP 2011

<u>Early Retirement</u>	
Age	Rate
62-64	10%
65	15
66	20

<u>Unreduced Retirement</u>	
Age	Rate
55-57	40%
58-66	15
67-77	20
78	100





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

3. Termination

General Employees

Sample Rates	
Service	Rate
1	27.00%
5	12.75
10	7.00
15	4.30
20	2.25
25	1.25

Elected Officials and Legislators

Service	Rate
0-3	5.00%
4-7	12.00
8+	35.00

4. Disability

Sample Rates	
Age	Rate
25	0.03%
30	0.07
35	0.11
40	0.22
45	0.32
50	0.43
55	0.54
60	0.59
65	0.64





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

Other Assumptions

- | | |
|--------------------------------|--|
| 1. Form of Payment | MSEP – 50% joint and survivor
MSEP 2000 and MSEP 2011 – Straight life annuity |
| 2. Marital Status | |
| a. Percent married | 65% married at retirement, 50% of those dying in active service are married |
| b. Spouse's age | Females assumed to be three years younger than males. |
| 3. Pre-Retirement Death | 2% of pre-retirement deaths are assumed to be duty related. |
| 4. Pay Increase Timing | Beginning of the fiscal year. |
| 5. Decrement Timing | Decrements of all types are assumed to occur mid-year. |
| 6. Other Liability Adjustments | Pre-Retirement Survivor Benefits for Spouse of Terminated Vested Member |

Age	Male/Female
<30	1.56/1.42
30-39	1.26/1.20
40-49	1.11/1.08
>=50	1.02/1.02

These factors are used to estimate the cost of immediate unreduced survivor annuities upon the death of a vested member under the MSEP and MSEP 2000 plans.

- | | |
|-------------------------------|---|
| 7. Incidence of Contributions | Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made. New entrant normal cost contributions are applied to the funding of new entrant benefits. |
| 8. MSEP 2000 Election | All regular state employees hired on or before June 30, 2000 are assumed to elect MSEP 2000 prior to age 62 if eligible for the benefit and MSEP on or after age 62. Elected |





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

Officials, General Assembly, and Uniformed Water Patrol Members hired before July 1, 2000 are assumed to elect MSEP at retirement.

9. Service Adjustment

It is assumed that each member will be granted months of service credit for unused leave and military service purchases at retirement in the following amounts:

MSEP / MSEP 2000

7 months (4 months of unused leave; 3 months of military service purchases)

MSEP 2011

5 months (5 months of unused leave; not eligible for military service purchases)

10. Forfeitures

For MSEP 2011 members only: Value the greater of the refund amount or the present value of the deferred benefit.

11. Commencement Age for Deferred Vested Benefit

Normal Retirement Date





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

Data Adjustments

Active and retired member data was reported as of May 31, 2024. It was brought forward to June 30, 2024 by adding one month of service for all active members, one month of contributions and interest for MSEP 2011 members, and the June COLA for certain retired members. Financial information continues to be reported as of June 30. This procedure was instituted to provide sufficient time for the Board of Trustees to certify the appropriate contribution rate prior to the October 1 statutory deadline.

Active members reported with less than a \$100 annualized salary were assumed to receive the average active member pay. As a result, there are 36 active members in the June 30, 2024 data whose salary is assumed to be \$55,250.

When the option of choosing plans is available, terminated vested members are reported with two records, one with benefits under the MSEP plan and one with benefits under the MSEP 2000 plan. Because it is unknown what the member will elect at retirement, both records are valued and the plan that produces the higher present value of future benefits is used for valuation purposes.

For any retired member who has elected a joint and survivor benefit yet has no beneficiary date of birth provided, it was assumed that the beneficiary is 3 years younger for male retirees and 3 years older for female retirees.

TECHNICAL VALUATION PROCEDURES

Other Valuation Procedures

Salary increases are assumed to apply to annual amounts. For purposes of the valuation, no regulatory limits were applied to member compensation or benefits.

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. However, exact fractional service is used to determine the amount of the benefit payable.

The decrement rates are used directly from the experience study. They do not reflect an adjustment for multiple decrement table effects, except that disability and withdrawal rates do not operate during normal retirement eligibility. Decrements of all types are assumed to occur mid-year, except that immediate retirement is assumed for those who are at or above the age at which retirement rates are 100%.

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



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**MISSOURI STATE EMPLOYEES'
RETIREMENT SYSTEM - JUDGES**



**GASB STATEMENT
NO. 67 REPORT**

**PREPARED FOR JUNE 30, 2024
FINANCIAL REPORTING**



September 30, 2024

Board of Trustees
Missouri State Employee' Retirement System
907 Wildwood Drive
Jefferson City, Missouri 65109

Dear Board Members:

Presented in this report is information to assist the Missouri State Employees' Retirement System in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 67 for the Judicial Retirement Plan. The information is presented for the June 30, 2024 Measurement Date. The calculations in this report have been made on a basis that is consistent with our understanding of this accounting standard (GASB 67).

The annual actuarial valuation used as a basis for much of the information presented in this report was performed as of June 30, 2024. The valuation was based upon data, furnished by the System's staff, concerning active, inactive and retired members along with pertinent financial information. This information was reviewed for completeness and internal consistency, but was not audited by us. The valuation results depend on the integrity of the data. If any of the information is inaccurate or incomplete, our results may be different and our calculations may need to be revised. Please see the actuarial valuation for additional details on the funding requirements for the System including actuarial assumptions and methods and the funding policy.

To the best of our knowledge, the information contained in this report is complete and accurate. The calculations were performed by qualified actuaries according to generally accepted actuarial principles and practices, as well as in conformity with Actuarial Standards of Practice issued by the Actuarial Standards Board. In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results. The calculations are based on the current provisions of the System, and on actuarial assumptions that are internally consistent and individually reasonable based on the actual experience of the System. In addition, the calculations were completed in compliance with applicable law and, in our opinion, meet the requirements of GASB 67.



Board of Trustees
September 30, 2024
Page 2

These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 67 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in this report due to such factors as changes in plan experience or changes in economic or demographic assumptions.

We, Patrice A. Beckham, FSA, and Bryan K. Hoge, FSA, are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. We are available to answer any questions on the material contained in this report or to provide explanations or further details as may be appropriate.

Respectfully submitted,

A handwritten signature in blue ink that reads "Patrice Beckham". The signature is written in a cursive, flowing style.

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

A handwritten signature in blue ink that reads "Bryan K. Hoge". The signature is written in a cursive, flowing style.

Bryan K. Hoge, FSA, EA, FCA, MAAA
Consulting Actuary



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SECTION I – SUMMARY OF PRINCIPAL RESULTS

REPORT OF THE ANNUAL GASB STATEMENT NO. 67

MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM – JUDGES

Valuation Date (VD):	June 30, 2024
Prior Measurement Date:	June 30, 2023
Measurement Date (MD):	June 30, 2024
Membership Data:	
Retirees and Beneficiaries	626
Inactive Vested Members	30
Inactive Nonvested Members	0
Active Employees	<u>424</u>
Total	1,080
Single Equivalent Interest Rate (SEIR):	
Long-Term Expected Rate of Return	6.95%
Municipal Bond Index Rate at Prior Measurement Date	3.66%
Municipal Bond Index Rate at Measurement Date	3.94%
Year in which Fiduciary Net Position is Projected to be Depleted	N/A
Single Equivalent Interest Rate at Prior Measurement Date	6.95%
Single Equivalent Interest Rate at Measurement Date	6.95%
Net Pension Liability:	
Total Pension Liability (TPL)	\$675,035,481
Fiduciary Net Position (FNP)	<u>196,573,541</u>
Net Pension Liability (NPL = TPL – FNP)	\$478,461,940
FNP as a percentage of TPL	29.12%





SECTION II - INTRODUCTION

The Governmental Accounting Standards Board issued Statement No. 67 (GASB 67), *Financial Reporting for Pension Plans*, in June 2012. The effective date for reporting under GASB 67 for the Missouri State Employees' Retirement System for the Judicial Retirement Plan was the fiscal year ending June 30, 2014. Based on the provisions of GASB 67, the Missouri State Employees' Retirement System for the Judicial Retirement Plan (System) is a single-employer defined benefit pension plan.

This report, prepared as of June 30, 2024 (the Measurement Date), presents information to assist the System in meeting the requirements of GASB 67. Much of the material provided in this report is based on the data, assumptions and results of the annual funding actuarial valuation of the System performed as of June 30, 2024 (the Valuation Date). The results of that valuation were detailed in a report dated September 11, 2024.

GASB 67 discloses the Total Pension Liability (TPL) utilizing the Entry Age Normal actuarial cost method. The Net Pension Liability (NPL) is equal to the TPL minus the System's Fiduciary Net Position (FNP) (basically the fair (market) value of assets). The benefit provisions recognized in the calculation of the TPL are summarized in Appendix B.

Among the items needed for the liability calculation is the discount rate, or Single Equivalent Interest Rate (SEIR), as described by GASB 67. To determine the SEIR, the FNP must be projected, using GASB 67 guidelines, into the future for as long as there are anticipated benefits payable under the plan's provisions applicable to the members and beneficiaries of the System on the Measurement Date. If the FNP is not projected to be depleted at any point in the future, the long-term expected rate of return on plan investments expected to be used to finance the benefit payments may be used as the SEIR.

If, however, the FNP is projected to be depleted at a future measurement date, the SEIR is determined as the single rate that will generate a present value of benefit payments equal to the sum of the present value determined by discounting all projected benefit payments through the date of depletion by the long-term expected rate of return, and the present value determined by discounting those benefits after the date of depletion by a 20-year tax-exempt municipal bond (rating AA/Aa or higher) rate. The rate used, if necessary, for this purpose is the monthly average of the Bond Buyers General Obligation 20-year Municipal Bond Index Rate (formerly published monthly by the Board of Governors of the Federal Reserve System).

Our calculations indicate that the FNP is not projected to be depleted, so the Municipal Bond Index Rate is not used in the determination of the SEIR for either the June 30, 2023 or the June 30, 2024 TPL. The SEIR for both the Measurement Date and the Prior Measurement Date is 6.95%, the long-term assumed rate of return on investments. Please see Paragraph 31.b.(1) for more explanation of the development of the SEIR.





SECTION II - INTRODUCTION

The FNP projections are based upon the System's financial status on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 67. As such, the FNP projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing plan basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the System will actually run out of money, the financial condition of the System, or the System's ability to make benefit payments in future years.

The sections that follow provide the results of all the necessary calculations, presented in the order laid out in GASB 67 for note disclosure and Required Supplementary Information (RSI).





SECTION III – NOTES TO FINANCIAL STATEMENTS

The material presented herein will follow the order presented in GASB 67. Paragraph numbers are provided for ease of reference.

Paragraphs 30.a. (1)-(3): This information will be supplied by the System.

Paragraph 30.a. (4): The data required regarding the membership of the System were furnished by the System. The following table summarizes the membership of the System as of June 30, 2024, the date of the valuation used to determine the June 30, 2024 TPL.

Membership

Number as of June 30, 2024	
Inactive Members Or Their Beneficiaries	626
Currently Receiving Benefits	
Inactive Members Entitled To But Not Yet	30
Receiving Benefits	
Inactive Nonvested Members	0
Active Members	424
Total	1,080

Paragraphs 30.a. (5)-(6) and Paragraphs 30.b.-f.: This information will be supplied by the System.

Paragraph 31.a. (1)-(4): As stated earlier, the NPL is equal to the TPL minus the FNP. That result, as of June 30, 2024, is presented in the following table.

Fiscal Year Ending June 30, 2024	
Total Pension Liability	\$ 675,035,481
Fiduciary Net Position	<u>196,573,541</u>
Net Pension Liability	\$ 478,461,940
Ratio of Fiduciary Net Position to Total Pension Liability	29.12%

Paragraph 31.b.: This paragraph requires information to be disclosed regarding the actuarial assumptions and other inputs used to measure the TPL. The complete set of actuarial assumptions and other inputs utilized in developing the TPL are outlined in Appendix C. The TPL as of June 30,





SECTION III – NOTES TO FINANCIAL STATEMENTS

2024 was determined based on an actuarial valuation prepared as of June 30, 2024, using the following key actuarial assumptions and other inputs:

Price Inflation	2.25 percent
Payroll Growth	2.25 percent
Salary increases, including wage inflation	3.00 percent
Long-term Rate of Return, net of investment expense, including price inflation	6.95 percent
Municipal Bond Index Rate	
Prior Measurement Date	3.66 percent
Measurement Date	3.94 percent
Year FNP is projected to be depleted	N/A
Single Equivalent Interest Rate, net of investment expense, including price inflation	
Prior Measurement Date	6.95 percent
Measurement Date	6.95 percent
Cost-of-living adjustment	4.00%, compounded annually, when a minimum COLA of 4.00% is in effect. 1.80%, compounded annually, when no minimum COLA is in effect (80% of price inflation).
Mortality	<p>Pre-retirement mortality rates were based on the Pub-2010 General Members Median Employee mortality table. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.</p> <p>Post-retirement mortality rates for retirees were based on the Pub-2010 General Members Median Healthy Retiree mortality table. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.</p> <p>Post-retirement mortality rates for beneficiaries were based on the Pub-2010 General Members Median Contingent Survivor mortality table. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.</p>





SECTION III – NOTES TO FINANCIAL STATEMENTS

The actuarial assumptions used in the valuation are based on the results of the most recent actuarial experience study, which covered the five-year period ending June 30, 2020. The experience study report is dated August 4, 2021.

Paragraph 31.b.(1)

- (a) Discount rate (SEIR):** The discount rate used to measure the TPL at June 30, 2024 was 6.95%. There was no change in the SEIR since the Prior Measurement Date.
- (b) Projected cash flows:** The projection of cash flows used to determine the discount rate assumed that plan contributions from members and the State of Missouri will be made at the contribution rates as set in state statute:
- a. Employee contribution rate: 4.00% of salary for members hired on or after 1/1/2011; no contributions for members hired before 1/1/2011.
 - b. Employer contribution rate: The actuarial required contribution rate is determined as of the Prior Measurement Date (June 30, 2022 for FYE June 30, 2024) and is subject to a minimum contribution rate of 58.45% until the plan is at least 80% funded.
 - c. Administrative expenses in the prior year were projected forward with price inflation as an estimate for administrative expenses in the current and future years. The portion of expenses in future years allocated to the current members was based on the proportionate share of covered payroll in each year for the remainder of the existing members to the total covered payroll for all members.

Based on those assumptions, the System's FNP was projected to be available to make all projected future benefit payments of current System members. Therefore, the long-term expected rate of return on System investments of 6.95% was applied to all periods of projected benefit payments to determine the TPL.

The FNP projections are based upon the System's financial status on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 67. As such, the FNP projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing plan basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the funds will actually run out of money, the financial condition of the System, or the System's ability to make benefit payments in future years.

- (c) Long-term rate of return:** The long-term expected rate of return on pension plan investments is reviewed regularly as part of the experience study. The most recent economic experience analysis was performed and results provided in August 2021. Generally, several factors are considered in evaluating the long-term rate of return assumption including long-term historical data, estimates inherent in current market data, and an analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation), along with estimates of variability and correlations for each asset





SECTION III – NOTES TO FINANCIAL STATEMENTS

class, were developed by the System's investment consultant. These ranges were combined to develop the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The capital market assumptions developed by investment consultants are often intended for use over a 10-year investment horizon and are not always useful in setting the long-term rate of return for funding pension plans which covers a longer timeframe.

- (d) **Municipal bond rate:** A municipal bond rate was not used in determining the discount rate. If it were required, the rate would be 3.94% on the Measurement Date.
- (e) **Periods of projected benefit payments:** Projected future benefit payments for all current plan members were projected through 2123.
- (f) **Assumed asset allocation:** The target asset allocation and best estimates of real rates of return for each major asset class will be supplied by the System.
- (g) **Sensitivity analysis:** This paragraph requires disclosure of the sensitivity of the NPL to changes in the discount rate. The following presents the NPL of the System, calculated using the discount rate of 6.95 percent, as well as the System's NPL calculated using a discount rate that is 1-percentage-point lower (5.95 percent) or 1-percentage-point higher (7.95 percent) than the current rate:

	1% Decrease (5.95%)	Current Discount Rate (6.95%)	1% Increase (7.95%)
Total Pension Liability	\$740,264,755	\$675,035,481	\$619,019,130
Fiduciary Net Position	<u>196,573,541</u>	<u>196,573,541</u>	<u>196,573,541</u>
Net Pension Liability	\$543,691,214	\$478,461,940	\$422,445,589

Paragraph 31.c.: The TPL at June 30, 2024 is based upon an actuarial valuation prepared as of June 30, 2024.





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

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

Paragraphs 32.a.-c.: The required tables of schedules are provided in Appendix A.

Paragraph 32.d.: This information will be supplied by the System.

Paragraph 34: The following information should be noted regarding the RSI, particularly for the *Schedule of Employer Contributions*:

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

None

Changes in actuarial assumptions and methods:

6/30/2021 valuation:

- Subsequent changes in the UAAL due to actuarial gains/losses or assumption changes are amortized as a level percentage of payroll, over closed 25-year periods.
- The salary increase assumption was changed from an age-based table to a flat 3.0% assumption.
- The mortality assumption was changed to reflect the Pub-2010 General Members Median Mortality Table. Future generational mortality improvement is reflected by using 100% of Scale MP-2020 through 2020 and 75% of Scale MP-2020 for years after 2020.
- The retirement assumption was adjusted to partially reflect observed experience. Rates are now unisex.
- The termination assumption was changed from a sex distinct, service-based table to a flat 2.0% for all years.
- The disability assumption was eliminated.
- The percentage of members who are assumed to be married was increased from 80% to 90%.

6/30/2020 valuation:

- The investment return assumption was lowered from 7.10% to 6.95%.
- The price inflation assumption was lowered from 2.35% to 2.25%.
- The payroll growth assumption was lowered from 2.35% to 2.25%.
- The wage growth assumption was lowered from 2.60% to 2.50%.





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

- The cost-of-living adjustment (COLA) assumption was lowered from 1.88% to 1.80% when no minimum COLA is in effect (80% of price inflation).

6/30/2019 valuation:

- The investment return assumption was lowered from 7.25% to 7.10%.
- The price inflation assumption was lowered from 2.50% to 2.35%.
- The payroll growth assumption was lowered from 2.50% to 2.35%.
- The wage growth assumption was lowered from 2.75% to 2.60%.
- The cost-of-living adjustment (COLA) assumption was lowered from 2.00% to 1.88% when no minimum COLA is in effect (80% of price inflation).

6/30/2018 valuation:

- The investment return assumption was lowered from 7.50% to 7.25%.
- The payroll growth assumption was lowered from 3.00% to 2.50%.
- The wage growth assumption was lowered from 3.00% to 2.75%.
- The asset smoothing method was changed from an open 5-year smoothing method to a closed 5-year smoothing method, with the difference between the actual investment return and the expected investment return on the market value of assets recognized evenly over a closed 5-year period. Due to the change in the asset smoothing method, a transitional plan was necessary. This transitional plan recognizes the unrecognized investment experience as of June 30, 2017 evenly over a closed 7-year period.
- The Unfunded Actuarially Accrued Liability (UAAL) amortization method was changed from one base over a closed 30-year period that began June 30, 2014 to a “layered” approach first effective June 30, 2018. The “Legacy UAAL”, as determined in the June 30, 2018 valuation, is amortized over a closed 30-year period. Subsequent changes in the UAAL due to actuarial gains/losses or assumption changes are separately financed by establishing amortization bases and payments, as a level percentage of payroll, over closed 30-year periods. Any change in the System’s benefit structure shall be amortized over a closed period of 20 years, as set out in state statutes. The total UAAL amortization payment is the sum of the payments for each of the amortization bases.

6/30/2017 valuation:

- The investment return assumption was lowered from 7.65% to 7.50%.

6/30/2016 valuation:

- The long-term rate of return was lowered from 8.00% to 7.65%.
- Post-retirement mortality table was updated from the RP-2000 combined healthy mortality table, projected to 2016 with Scale AA to the RP-2014 healthy annuitant





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

mortality table, projected from 2006 to 2026 with Scale MP-2015 and scaled by 98%.

- Pre-retirement mortality table was updated from the RP-2000 combined healthy mortality table, projected to 2016 with Scale AA to the RP-2014 employee mortality table, projected from 2006 to 2026 with Scale MP-2015.
- The disabled mortality table was updated from the RP-2000 combined healthy mortality table, projected to 2016 with Scale AA and set forward 10 years to the RP-2014 disabled mortality table, projected from 2006 to 2026 with Scale MP-2015.
- Retirement rates were changed to better reflect actual experience of the System.
- Withdrawal rates were changed to better reflect actual experience of the System.
- The marriage assumption at retirement was increased from 70% to 80%.
- The marriage assumption for in-service deaths was increased from 70% to 80%.
- The asset smoothing period changed from an open 3-year period to an open 5-year period.





SECTION IV – REQUIRED SUPPLEMENTARY INFORMATION

Method and assumptions used in calculations of actuarially determined contributions.

The System is funded with contribution rates that are 4.00% of salary for members hired on or after January 1, 2011 (0% for all other members) and an actuarially determined contribution rate for the State of Missouri (subject to a minimum rate of 58.45% until the System is 80% funded on an actuarial basis). The Actuarially Determined Contributions in the *Schedule of Employer Contributions* are calculated as of the fiscal year two years prior to which contributions are reported.

The following actuarial methods and assumptions were used to determine the Actuarially Determined Contribution reported for the most recent Measurement Date, June 30, 2024 (based on the June 30, 2022 actuarial valuation):

Actuarial cost method	Entry Age Normal
Amortization method	Level percentage of payroll, closed
Remaining amortization period	Layered bases with the Legacy Base amortized over a 30-year period beginning June 30, 2018. Subsequent bases are amortized over a new 30-year period. Beginning June 30, 2021, subsequent bases are amortized over a new 25-year period.
Asset valuation method	Closed 5-year smoothing based on actual market return. Deferred asset experience as of June 30, 2017 is recognized evenly over a closed 7-year period beginning June 30, 2018.
Price Inflation	2.25 percent
Payroll Growth	2.25 percent
Salary increases, including inflation	3.00 percent
Long-term Rate of Return, net of investment expense, including price inflation	6.95 percent
Cost-of-living adjustment	4.00%, compounded annually, when a minimum COLA of 4.00% is in effect. 1.80%, compounded annually, when no minimum COLA is in effect (80% of price inflation).

Please see the information presented earlier in regard to Paragraph 34 for detailed information on the benefit changes and assumption changes that may have impacted the Actuarially Determined Contributions shown in the *Schedule of Employer Contributions*.





APPENDIX A – REQUIRED SUPPLEMENTARY INFORMATION TABLES

Exhibit A GASB 67 Paragraph 32(a) SCHEDULE OF CHANGES IN THE EMPLOYERS' NET PENSION LIABILITY

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability										
Service Cost	13,144,478	13,037,787	13,303,763	12,872,644	13,119,646	13,573,453	12,997,198	12,945,567	10,932,097	10,613,686
Interest	43,796,414	42,246,794	42,073,646	42,004,675	42,458,800	41,710,768	41,018,371	40,617,091	37,755,240	36,161,612
Benefit term changes	0	0	0	0	0	0	0	0	0	0
Differences between expected and actual experience	12,831,120	14,023,318	(9,088,237)	(6,886,109)	(14,933,643)	978,884	(1,319,696)	(10,687,091)	(5,036,696)	5,103,664
Assumption changes	0	0	0	(4,928,456)	6,341,771	5,024,057	12,332,042	7,905,466	53,991,379	0
Benefit payments, including member refunds	<u>(48,978,854)</u>	<u>(45,108,589)</u>	<u>(42,530,378)</u>	<u>(41,625,546)</u>	<u>(39,622,268)</u>	<u>(37,593,049)</u>	<u>(35,657,248)</u>	<u>(33,984,725)</u>	<u>(32,989,714)</u>	<u>(31,245,906)</u>
Net change in Total Pension Liability	20,793,158	24,199,310	3,758,794	1,437,208	7,364,306	23,694,113	29,370,667	16,796,308	64,652,306	20,633,056
Total Pension Liability - beginning	654,242,323	630,043,013	626,284,219	624,847,011	617,482,705	593,788,592	564,417,925	547,621,617	482,969,311	462,336,255
Total Pension Liability - ending (a)	675,035,481	654,242,323	630,043,013	626,284,219	624,847,011	617,482,705	593,788,592	564,417,925	547,621,617	482,969,311
Plan Fiduciary Net Position										
Employer contributions	40,748,235	39,064,758	39,228,848	39,996,509	39,174,515	38,604,668	36,892,203	34,246,826	33,642,497	32,696,686
Employee contributions	2,029,670	1,746,913	1,550,712	1,448,428	1,314,570	1,138,101	902,319	786,745	661,206	488,193
Net investment income	12,647,192	4,165,663	(18,801,946)	44,049,707	8,162,709	6,055,836	10,677,666	4,680,131	28,082	(3,610,352)
Benefit payments, including member refunds	<u>(48,978,854)</u>	<u>(45,108,589)</u>	<u>(42,530,378)</u>	<u>(41,625,546)</u>	<u>(39,622,268)</u>	<u>(37,593,049)</u>	<u>(35,657,248)</u>	<u>(33,984,725)</u>	<u>(32,989,714)</u>	<u>(31,245,906)</u>
Administrative expenses	(99,460)	(91,076)	(79,492)	(75,822)	(74,450)	(72,141)	(181,595)	(150,387)	(136,983)	(123,015)
Other	<u>3</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>(68,711)</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net change in Plan Fiduciary Net Position	6,346,786	(222,331)	(20,632,256)	43,793,276	8,955,076	8,133,415	12,564,634	5,578,590	1,205,088	(1,794,394)
Plan Fiduciary Net Position – beginning	190,226,755	190,449,086	211,081,342	167,288,066	158,332,990	150,199,575	137,634,941	132,056,351	130,851,263	132,645,657
Plan Fiduciary Net Position - ending (b)	196,573,541	190,226,755	190,449,086	211,081,342	167,288,066	158,332,990	150,199,575	137,634,941	132,056,351	130,851,263
Net Pension Liability - ending (a) - (b)	478,461,940	464,015,568	439,593,927	415,202,877	457,558,945	459,149,715	443,589,017	426,782,984	415,565,266	352,118,048





APPENDIX A – REQUIRED SUPPLEMENTARY INFORMATION TABLES

Exhibit A (cont.)

GASB 67 Paragraph 32(b) SCHEDULE OF CHANGES IN THE EMPLOYERS' NET PENSION LIABILITY

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability	675,035,481	654,242,323	630,043,013	626,284,219	624,847,011	617,482,705	593,788,592	564,417,925	547,621,617	482,969,311
Plan Fiduciary Net Position	196,573,541	190,226,755	190,449,086	211,081,342	167,288,066	158,332,990	150,199,575	137,634,941	132,056,351	130,851,263
Net Pension Liability	478,461,940	464,015,568	439,593,927	415,202,877	457,558,945	459,149,715	443,589,017	426,782,984	415,565,266	352,118,048
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	29.12%	29.08%	30.23%	33.70%	26.77%	25.64%	25.30%	24.39%	24.11%	27.09%
Covered payroll	68,106,694	64,923,979	63,333,626	63,105,884	61,402,061	60,594,362	59,417,302	58,591,661	57,421,016	55,656,457
Employers' Net Pension Liability as a percentage of covered payroll	702.52%	714.71%	694.09%	657.95%	745.18%	757.74%	746.57%	728.40%	723.72%	632.66%





APPENDIX A – REQUIRED SUPPLEMENTARY INFORMATION TABLES

Exhibit B

GASB 67 Paragraph 32(c) SCHEDULE OF EMPLOYER AND NON-EMPLOYER CONTRIBUTIONS

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Actuarially determined employer contribution	\$40,748,235	\$39,064,758	\$39,228,848	\$39,996,509	\$39,174,515	\$38,604,668	\$36,892,203	\$32,670,710	\$31,604,527	\$32,696,686
Actual employer contributions	<u>40,748,235</u>	<u>39,064,758</u>	<u>39,228,848</u>	<u>39,996,509</u>	<u>39,174,515</u>	<u>38,604,668</u>	<u>36,892,203</u>	<u>34,246,826</u>	<u>33,642,497</u>	<u>32,696,686</u>
Annual contribution deficiency (excess)	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$1,576,116)</u>	<u>(\$2,037,970)</u>	<u>\$0</u>
Covered payroll	\$68,106,694	\$64,923,979	\$63,333,626	\$63,105,884	\$61,402,061	\$60,594,362	\$59,417,302	\$58,591,661	\$57,421,016	\$55,656,457
Actual contributions as a percentage of covered payroll	59.83%	60.17%	61.94%	63.38%	63.80%	63.71%	62.09%	58.45%	58.59%	58.75%

Note: Most of the information prior to 2017 was produced by the prior actuary.





APPENDIX B – SUMMARY OF PLAN PROVISIONS

Age and Service Retirement

Eligibility for Unreduced Benefit (for Members Hired Before 1/1/2011)

The earliest of attaining:

- (1) At least 62 with 12 years of creditable service.
- (2) At least 60 with 15 years of creditable service.
- (3) At least 55 with 20 years of creditable service.

Eligibility for Unreduced Benefit (for Members Hired On or After 1/1/2011)

The earliest of attaining:

- (1) At least 67 with 12 years of creditable service.
- (2) At least 62 with 20 years of creditable service.

Benefit Amount

50% of compensation

Early Retirement

Eligibility for Reduced Benefit (for Members Hired Before 1/1/2011)

Age 60

Benefit Amount

- (1) If between 60 and 62, years of service divided by 15 multiplied by 50% of compensation.
- (2) If at least 62, years of service divided by 12 and multiplied by 50% of compensation.

Eligibility for Reduced Benefit (for Members Hired On or After 1/1/2011)

Age 62

Benefit Amount

- (1) If between 60 and 67, years of service divided by 20 multiplied by 50% of compensation.
- (2) If at least 67, years of service divided by 12 and multiplied by 50% of compensation.





APPENDIX B – SUMMARY OF PLAN PROVISIONS

Compensation used for Benefit Determination

The annual salary at date of termination of the highest position held.

Vested Deferred Benefits

Benefits for employees who terminate prior to eligibility for an immediate benefit are considered to be vested. Benefits commence once the individual qualifies for normal or early retirement based on age and service.

Death Benefits

Death Prior to Retirement

50% of the benefit the member would have been eligible to receive based on service to age 70 is payable to an eligible spouse or minor children.

Death After Retirement

50% of the benefit the retired member was receiving at the date of death to an eligible surviving spouse for members hired before January 1, 2011.

Disability Benefits

Disability benefits become payable at the time the member is eligible for normal retirement (50% of salary for remainder of term) and are computed based on the service that would have accrued if active employment had continued until normal retirement age, and member's compensation while an active employee.

Post-Retirement Benefit Adjustments

Benefits are increased to benefit recipients (including survivors) annually in accordance with the following formulas:

Increase in CPI	Formula 1 Benefit Increase	Formula 2 Benefit Increase
5.00% or less	4.00%	80% of CPI increase
5.01% - 6.24%	80% of CPI increase	80% of CPI increase
6.25% or more	5.00%	5.00%

Members first hired prior to August 28, 1997 receive COLAs based on Formula 1 until an aggregate increase of 65% is reached. At that point, subsequent COLAs based on Formula 2 are granted.

Members first hired on or after August 28, 1997 receive COLAs based solely on Formula 2.





APPENDIX B – SUMMARY OF PLAN PROVISIONS

Members hired prior to January 1, 2011 who work beyond the later of age 60 or the date when first eligible for age and service retirement will have their monthly benefit increased upon retirement. The percentage increase is equal to all COLAs for the years between (i) the later of age 60 or the date when first eligible for age and service retirement and (ii) date of actual retirement, not to exceed 65%.

Member Contributions

For members hired prior to 1/1/2011: None

For members hired on or after 1/1/2011: 4.00% of salary, with interest credited at 4.00%.





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

An experience study which analyzed the System's economic and demographic assumptions was performed in 2021 and the results were presented to the Board. The assumptions listed below are a result of that experience study. The next experience study is scheduled for 2026.

1. Investment Return	6.95%, compounded annually, net of investment expenses.
2. Inflation	2.25% per year
3. Salary Increases	3.00% per year (2.25% Inflation + 0.25% Productivity + 0.50% Merit)
4. Payroll Growth	2.25% per year
5. Cost-of-Living Adjustment (COLA)	4.00% on a compounded basis when a minimum COLA of 4.00% is in effect. 1.80% on a compounded basis when no minimum COLA is in effect.
6. Administrative Expenses	Actual prior year expenses, included in normal cost rate.

Demographic Assumptions

1. Mortality	The mortality assumption includes an appropriate level of conservatism that reflects expected future mortality improvement.
a. Post-retirement (Retirees)	Pub-2010 General Members Median Healthy Retiree mortality table. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.
b. Post-retirement (Beneficiaries)	Pub-2010 General Members Median Contingent Survivor mortality table. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.
c. Pre-retirement	Pub-2010 General Members Median Employee mortality table. Mortality projected generationally from 2010 to 2020 using Scale MP-2020 and 75% of Scale MP-2020 for years after 2020.





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

2. Retirement

Members Hired Before January 1, 2011

Early Retirement	
Age	Rate
62-69	5%
70	100

Unreduced Retirement	
Age	Rate
55	10.0%
56-63	3.0
64-66	10.0
67	17.5
68	25.0
69	35.0
70	100.0

Members Hired On or After January 1, 2011

Unreduced Retirement	
Age	Rate
62	10%
63-66	3
67	25
68-69	20
70	100

3. Termination: 2.0% per year

4. Disability: None





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

Other Assumptions

1. Form of Payment	Hired before 1/1/2011 – 50% joint and survivor Hired on or after 1/1/2011 – Straight life annuity
2. Marital Status	
a. Percent married	90% married
b. Spouse's age	Females assumed to be four years younger than males.
3. Pay Increase Timing	Beginning of the fiscal year.
4. Decrement Timing	Decrements of all types are assumed to occur mid-year.
5. Other Liability Adjustments	None
6. Incidence of Contributions	Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made. New entrant normal cost contributions are applied to the funding of new entrant benefits.
7. Forfeitures	For members hired on or after January 1, 2011 only: Value the greater of the refund amount or the present value of the deferred benefit.
8. Commencement Age for Deferred Vested Benefit	Normal retirement age

Data Adjustments

Active and retired member data was reported as of May 31, 2024. It was brought forward to June 30, 2024 by adding one month of service for all active members, one month of contributions and interest for Judicial Plan 2011 members, and the June COLA for certain retired members. Financial information continues to be reported as of June 30. This procedure was instituted to provide sufficient time for the Board of Trustees to certify the appropriate contribution rate prior to the October 1 statutory deadline.

Active members reported with no annualized salary were assumed to receive the average active member pay.





APPENDIX C – STATEMENT OF ACTUARIAL ASSUMPTIONS

TECHNICAL VALUATION PROCEDURES

Other Valuation Procedures

Salary increases are assumed to apply to annual amounts. For purposes of the valuation, no regulatory limits were applied to member compensation or benefits.

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. However, exact fractional service is used to determine the amount of the benefit payable.

The decrement rates are used directly from the experience study. They do not reflect an adjustment for multiple decrement table effects, except that withdrawal rates do not operate during normal retirement eligibility. Decrements of all types are assumed to occur mid-year, except that immediate retirement is assumed for those who are at or above the age at which retirement rates are 100%.

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

