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April 19, 2018

Mr. James A. Potvin  
Executive Director  
Employees' Retirement System of Georgia  
Two Northside 75, Suite 300  
Atlanta, GA 30318-7701

Dear Mr. Potvin:

Enclosed is the "Employees' Retirement System of Georgia Report of the Actuary on the Valuation Prepared as of June 30, 2017".

The valuation indicates that employer contributions for the fiscal year ending June 30, 2020 at the rate 19.91% of compensation for Old Plan Members, 24.66% of compensation for New Plan Members and 21.64% of compensation for GSEPS Members are sufficient to support the benefits of the System. The valuation takes into account the effect of all amendments to the System enacted through the 2017 session of the General Assembly.

Please let us know if there are any questions concerning the report.

Sincerely yours,

Edward J. Koebel, EA, FCA, MAAA  
Principal and Consulting Actuary

Cathy Turcot  
Principal and Managing Director

Ben Mobley, ASA, FCA, MAAA  
Senior Actuary

Enclosure

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**EMPLOYEES'**  
**RETIREMENT SYSTEM**  
OF GEORGIA

**EMPLOYEES' RETIREMENT SYSTEM OF GEORGIA**  
**REPORT OF THE ACTUARY ON THE VALUATION**  
**PREPARED AS OF JUNE 30, 2017**





# Cavanaugh Macdonald

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April 19, 2018

Board of Trustees  
Employees' Retirement System of Georgia  
Two Northside 75, Suite 300  
Atlanta, GA 30318-7701

Attention: Mr. James Potvin, Executive Director

Members of the Board:

Section 47-2-26 of the law governing the operation of the Employees' Retirement System of Georgia provides that the actuary shall make annual valuations of the contingent assets and liabilities of the Retirement System on the basis of regular interest and the tables last adopted by the Board of Trustees. We have submitted the report giving the results of the actuarial valuation of the System prepared as of June 30, 2017. The report indicates that annual employer contributions at the rate of 19.91% of compensation for Old Plan Members, 24.66% of compensation for New Plan Members, and 21.64% of compensation for GSEPS Members for the fiscal year ending June 30, 2020 are sufficient to support the benefits of the System.

In preparing the valuation, the actuary relied on data provided by the System. While not verifying data at the source, the actuary performed tests for consistency and reasonableness. Our firm, as actuary, is responsible for all of the actuarial trend data in the financial section of the annual report and the supporting schedules in the actuarial section of the annual report.

In our opinion, the valuation is complete and accurate, and the methodology and assumptions are reasonable as a basis for the valuation. The valuation takes into account the effect of all amendments to the System enacted through the 2017 session of the General Assembly. The valuation reflects the one-time 3% payment to certain retirees and beneficiaries effective July 2017. Since the previous valuation, the Board has amended the funding policy to change the long-term assumed rate of return assumption. Effective with the June 30, 2017 valuation, the assumed rate of return will be reduced by 0.10% (10 basis points) from the immediate prior actuarial valuation, as long as the actual rate of return for the fiscal year ending with the current valuation date exceeds the assumed rate of return from the immediate prior actuarial valuation. The assumed rate of return may not decrease below 7.00% net of investment expenses. Since the actual rate of return for the year ending June 30, 2017 was greater than 7.50%, the assumed rate of return used in the current valuation was decreased from 7.50% to 7.40%.

The System is funded on an actuarial reserve basis. The actuarial assumptions recommended by the actuary and adopted by the Board are in the aggregate reasonably related to the experience under the System and to reasonable expectations of anticipated experience under the System. The assumptions and methods used for financial reporting purposes meet the parameters set by Actuarial Standards of Practice (ASOPs). The funding objective of the plan is that contribution rates over time will remain level as a percent of payroll. The valuation method used is the entry age normal cost method. The normal contribution rate to cover current cost has been determined as a level percent of payroll. Gains and losses are reflected in the total unfunded accrued liability which is being amortized on a level dollar basis in accordance with the funding policy adopted by the Board.



April 19, 2018  
Board of Trustees  
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The Plan and the employers are required to comply with the financial reporting requirements of GASB Statements No. 67 and 68. The necessary disclosure information is provided in separate supplemental reports.

We have provided the following information and supporting schedules for the Actuarial Section of the Comprehensive Annual Financial Report:

- Summary of Actuarial Assumptions
- Schedule of Active Members
- Schedule of Funding Progress
- Schedule of Retirees Added to and Removed from Rolls
- Analysis of Change in Unfunded Accrued Liability
- Solvency Test Results

The System is being funded in conformity with the minimum funding standard set forth in Code Section 47-20-10 of the Public Retirement Systems Standards Law and the funding policy adopted by the Board. In our opinion the System is operating on an actuarially sound basis. Assuming that contributions to the System are made by the employer from year to year in the future at the rates recommended on the basis of the successive valuations, the continued sufficiency of the retirement fund to provide the benefits called for under the System may be safely anticipated.

This is to certify that the independent consulting actuary is a member of the American Academy of Actuaries and has experience in performing valuations for public retirement systems, that the valuation was prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the System and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the System.

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

The actuarial computations presented in this report are for purposes of determining the recommended funding amounts for the System. Use of these computations for purposes other than meeting these requirements may not be appropriate.

Sincerely yours,

A handwritten signature in blue ink that reads "Edward J. Koebel".

Edward J. Koebel, EA, FCA, MAAA  
Principal and Consulting Actuary

A handwritten signature in blue ink that reads "Cathy Turcot".

Cathy Turcot  
Principal and Managing Director

A handwritten signature in blue ink that reads "Ben Mobley".

Ben Mobley, ASA, FCA, MAAA  
Senior Actuary



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## Section I – Summary of Principal Results

1. For convenience of reference, the principal results of the valuation and a comparison with the preceding year's results are summarized below (all dollar amounts are in thousands):

Valuation Date	June 30, 2017	June 30, 2016
Number of active members	60,906	59,766
Annual earnable compensation	\$ 2,546,492	\$ 2,384,358
Number of retired members and beneficiaries	49,475	48,265
Annual allowances	\$ 1,345,726	\$ 1,332,265
Number of deferred vested members	6,178	5,970
Annual allowances	\$ 69,663	\$ 66,007
Assets:		
Fair Value	\$ 13,098,299	\$ 12,373,567
Actuarial Value	13,088,185	12,854,518
<b>Valuation Interest Rate</b>	7.40%	7.50%
Unfunded actuarial accrued liability	\$ 4,426,713	\$ 4,345,170
Blended Amortization period (years)	16.5	18.2
Funding Ratio based on Actuarial Value of Assets	74.7%	74.7%
<b>For Fiscal Year Ending</b>	<b>June 30, 2020</b>	<b>June 30, 2019</b>
Actuarially Determined Employer Contribution Rates (ADEC):		
Old Plan (prior to 7/1/1982)		
Initial Normal Rate*	6.06%	5.98%
Employer Paid on Behalf of Employee	<u>(4.75)</u>	<u>(4.75)</u>
Normal Rate*	1.31%	1.23%
Accrued Liability Rate	<u>18.60%</u>	<u>18.68%</u>
Total	19.91%	19.91%
New Plan (7/1/1982 through 12/31/2008)		
Normal Rate*	6.06%	5.98%
Accrued Liability Rate	<u>18.60%</u>	<u>18.68%</u>
Total	24.66%	24.66%
GSEPS (on and after 1/1/2009)		
Normal Rate*	3.04%	2.98%
Accrued Liability Rate	<u>18.60%</u>	<u>18.68%</u>
Total	21.64%	21.66%

\* The normal contribution rate includes administrative expenses.





## Section I – Summary of Principal Results

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2. The major benefit and contribution provisions of the System are summarized in Schedule H. The valuation takes into account the effect of amendments of the System enacted through the 2017 session of the General Assembly. The results of the valuation reflect the one-time 3% payment to certain retirees and beneficiaries effective July 2017.
3. Schedule D of this report outlines the full set of actuarial assumptions used to prepare the current valuation. Since the previous valuation, the Board has amended the funding policy to change the long-term assumed rate of return assumption. Effective with the June 30, 2017 valuation, the assumed rate of return will be reduced by 0.10% (10 basis points) from the immediate prior actuarial valuation, as long as the actual rate of return for the fiscal year ending with the current valuation date exceeds the assumed rate of return from the immediate prior actuarial valuation. The assumed rate of return may not decrease below 7.00% net of investment expenses. Since the actual rate of return for the year ending June 30, 2017 was greater than 7.50%, the assumed rate of return used in the current valuation was decreased from 7.50% to 7.40%. The Board Funding Policy is shown in Schedule F.
4. The entry age actuarial cost method was used to prepare the valuation. Schedule E contains a brief description of this method.
5. Comments on the valuation results as of June 30, 2017 are given in Section IV and further discussion of the employer contribution levels is set out in Section V.
6. We have prepared the Solvency Test and the Schedule of Retirants Added to and Removed from Rolls for the System's Comprehensive Annual Financial Report. These tables are shown in Schedule K.
7. The funding ratio shown in the Summary of Principal Results is the ratio of the actuarial value of assets to the accrued liability and would be different if based on fair value of assets. The funding ratio is an indication of progress in funding the promised benefits. Since the ratio is less than 100%, there is a need for additional contributions toward payment of the unfunded actuarial accrued liability. In addition, this funding ratio does not have any relationship to measuring sufficiency if the plan had to settle its liabilities.





## Section II – Membership

- Data regarding the membership of the System for use as a basis for the valuation were furnished by the Retirement System office. The following table shows the number of active members, their annual compensation and average annual compensation as of June 30, 2017 on whose account benefits may be payable under the Retirement System.

**THE NUMBER, ANNUAL COMPENSATION AND AVERAGE ANNUAL COMPENSATION  
OF ACTIVE MEMBERS AS OF JUNE 30, 2017**

GROUP	NUMBER	ANNUAL COMPENSATION (\$1,000's)	AVERAGE ANNUAL COMPENSATION
Old Plan	65	\$ 4,653	\$ 71,585
New Plan	28,599	1,355,312	47,390
GSEPS	<u>32,242</u>	<u>1,186,527</u>	<u>36,801</u>
Total	60,906	\$ 2,546,492	\$ 41,810

- Data was provided by the Retirement System for inactive members who are eligible for deferred vested benefits. The valuation included 6,178 deferred vested members with annual allowances totaling \$69,663,193. In addition, there are 51,151 inactive non-vested members included in the valuation entitled to a refund of member contributions.







## Section II – Membership

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3. The following table shows the number of retired members and beneficiaries on the roll as of June 30, 2017, together with the amount of their annual retirement allowances payable under the System as of that date.

**THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS AND BENEFICIARIES RECEIVING BENEFITS  
AS OF JUNE 30, 2017**

GROUP	NUMBER	ANNUAL RETIREMENT ALLOWANCES (\$1,000's)
Service Retirements	38,453	\$ 1,111,540
Disability Retirements	5,358	146,284
Beneficiaries of Deceased Active and Retired Members	<u>5,664</u>	<u>87,902</u>
Total	49,475	\$ 1,345,726





## Section III – Assets

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1. The retirement law provides for the maintenance of two funds for the purpose of recording the financial transactions of the System; namely, the Annuity Savings Fund and the Pension Accumulation Fund.
  - (a) Annuity Savings Fund

The Annuity Savings Fund is the fund to which are credited all contributions made by members together with regular interest thereon. When a member retires, or if a death benefit allowance becomes payable to his beneficiary, his accumulated contributions are transferred from the Annuity Savings Fund to the Pension Accumulation Fund. The annuity which these contributions provide is then paid from the Pension Accumulation Fund. On June 30, 2017, the value of assets credited to the Annuity Savings Fund amounted to \$458,961,000.
  - (b) Pension Accumulation Fund

The Pension Accumulation Fund is the fund to which all income from investments and all contributions made by employers of members of the System and by the State for members of local retirement funds are credited. All retirement allowance and death benefit allowance payments are disbursed from this fund. Upon the retirement of a member, or upon his death if a death benefit allowance is payable, his accumulated contributions are transferred from the Annuity Savings Fund to this fund to provide the annuity portion of the allowance. On June 30, 2017, the fair value of assets credited to the Pension Accumulation Fund amounted to \$12,639,338,000.
2. As of June 30, 2017, the total fair value of assets amounted to \$13,098,299,000 as reported by the Auditor of the System.
3. The actuarial value of assets used for the current valuation was determined to be \$13,088,185,000 based on a five-year smoothing of investment gains and losses. Schedule B shows the development of the actuarial value of assets as of June 30, 2017.
4. Schedule C shows receipts and disbursements of the System for the two years preceding the valuation date and a reconciliation of the fund balances at fair value.





## Section IV – Comments on Valuation

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1. Schedule A of this report contains the valuation balance sheet which shows the present and prospective assets and liabilities of the System as of June 30, 2017 (all amounts are in thousands).
2. The valuation balance sheet shows that the System has total prospective liabilities of \$18,290,887, of which \$12,729,977 is for the prospective benefits payable on account of present retired members, beneficiaries of deceased members, and members entitled to deferred vested benefits, and \$5,560,910 is for the prospective benefits payable on account of present active members. Against these liabilities, the System has total present assets for valuation purposes of \$13,088,185 as of June 30, 2017. The difference of \$5,202,702 between the total liabilities and the total present assets represents the present value of contributions to be made in the future.
3. The employer's contributions to the System consist of normal contributions and accrued liability contributions. The valuation indicates that employer normal contributions at the rate of 1.31% (6.06% less 4.75% Employer paid on behalf of Employee) of compensation for Old Plan members, 6.06% of compensation for New Plan members, and 3.04% of compensation for GSEPS members are required.
4. Estimated budgeted administrative expenses are included in the normal rates. Based on information received from the Retirement System, the expenses for the fiscal year ending June 30, 2020 are estimated to be 0.62% of payroll.
5. Prospective employer and employee normal contributions (excluding administrative expenses) have a present value of \$775,989. When this amount is subtracted from \$5,202,702, which is the present value of the total future contributions to be made in the future, there remains \$4,426,713 as the unfunded actuarial accrued liability. Of this amount, \$2,095 is attributable to the contribution shortfall for the tax commissioners, leaving \$4,424,618 to be paid by all employers.





## Section IV – Comments on Valuation

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6. The funding policy adopted by the Board, as shown in Schedule F, provides that the unfunded actuarial accrued liability as of June 30, 2013 (Transitional UAAL) will be amortized as a level dollar amount over a closed 25-year period. In each subsequent valuation, all benefit changes, assumption and method changes, and experience gains and/or losses that have occurred since the previous valuation will combine to determine a New Incremental UAAL. Each New Incremental UAAL will be amortized as a level dollar amount over a closed 25-year period from the date it is established.
7. The funding policy also states that the employer contribution rates determined in an actuarial valuation will be at least sufficient to satisfy the normal cost of the System and amortize the UAAL as a level dollar amount over a period not to exceed 25 years (for the Transitional UAAL as of the June 30, 2013 valuation date and for each successive year of gains and losses incurred in years following the June 30, 2013 valuation date).
8. We have determined that an accrued liability contribution rate of 18.60% of active member's compensation will comply with the Board's funding policy.
9. Schedule H of this report shows the amortization schedules for the Transitional UAAL and New Incremental UAALs.





## Section IV – Comments on Valuation

10. The following table shows the components of the total UAAL and the derivation of the UAAL contribution rate in accordance with the funding policy (all dollar amounts are in thousands):

**TOTAL UAAL AND UAAL CONTRIBUTION RATE**  
**(\$1,000's)**

	Remaining Balance UAAL*	Remaining Amortization Period	Amortization Payment
Transitional	\$ 4,453,493	16.4	\$ 477,279
New Incremental 6/30/2014	(156,894)	22.0	(14,658)
New Incremental 6/30/2015	(103,794)	23.0	(9,525)
New Incremental 6/30/2016	29,961	24.0	2,705
New Incremental 6/30/2017	201,852	25.0	17,950
Total	\$ 4,424,618		\$ 473,751
Blended Amortization Period (years)			16.5
Estimated Payroll			\$ 2,546,492
UAAL Contribution Rate			18.60%

\* An additional UAAL amount of \$2,095 is attributable to the contribution shortfall for the tax commissioners. Additional contributions are made to amortize this shortfall.





## Section V – Contributions Payable by Employers

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1. The following table summarizes the employer contribution rates, which were determined by the June 30, 2017 valuation and are recommended for use.

**ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION RATES (ADEC)  
FOR FISCAL YEAR ENDING JUNE 30, 2020**

	Old Plan	New Plan	GSEPS
Normal Rate			
Initial Normal Rate	6.06%	6.06%	3.04%
Employer Paid on behalf of Employee	<u>(4.75)</u>	<u>(0.00)</u>	<u>(0.00)</u>
Employer Normal Rate	1.31%	6.06%	3.04%
Accrued Liability Rate	18.60%	18.60%	18.60%
Total	19.91%	24.66%	21.64%





## Section V – Contributions Payable by Employers

2. An employer group within ERS representing tax commissioners did not contribute the full ADEC every year. The following is a schedule by year of the contribution shortfalls and the accumulated repayment amounts.

Fiscal Year Ending	Actuarially Determined Employer Contribution (ADEC)	Actual Contribution	Annual Deficit / (Contribution)	Accumulated Repayment Balance
6/30/1997				\$990,312
6/30/1998	\$3,532,157	\$2,219,575	\$1,312,582	2,302,894
6/30/1999	3,986,055	2,301,608	1,684,447	3,987,341
6/30/2000	4,469,144	3,194,110	1,275,034	5,262,375
6/30/2009	4,971,153	4,074,094	897,059	6,159,434
6/30/2012	5,749,648	6,160,277	(410,629)	5,748,805
6/30/2013	11,365,919	11,981,862	(615,943)	5,132,862
6/30/2014	10,038,596	10,808,525	(769,929)	4,362,933
6/30/2015	9,700,739	10,643,166	(942,427)	3,420,506
6/30/2016	10,229,780	10,897,052	(667,272)	2,753,234
6/30/2017	9,770,985	10,428,763	(657,778)	2,095,456

In addition to the actuarially determined employer contribution, this employer is scheduled to remit an additional \$615,943 each year beginning October 1, 2011 over a ten year period in order to repay this shortfall.

3. Schedule J summarizes the contribution rates required for groups of members with special benefits.





## Section VI – Accounting Information

The information required under the Governmental Accounting Standards Board (GASB) Statements No. 67 and 68 will be issued in separate reports. The following information is provided for informational purposes only.

1. The following is a distribution of the number of employees by type of membership.

### NUMBER OF ACTIVE AND RETIRED MEMBERS AS OF JUNE 30, 2017

GROUP	NUMBER
Retirees and beneficiaries currently receiving benefits	49,475
Terminated employees entitled to benefits but not yet receiving benefits	57,329
Active plan members	<u>60,906</u>
Total	167,710

2. The schedule of funding progress is shown below.

### SCHEDULE OF FUNDING PROGRESS (Dollar amounts in thousands)

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
6/30/2012	\$ 12,260,595	\$ 16,777,922	\$ 4,517,327	73.1%	\$ 2,414,884	187.1%
6/30/2013	12,129,804	16,982,449	4,852,645	71.4	2,335,773	207.8
6/30/2014	12,376,120	16,991,963	4,615,843	72.8	2,315,625	199.3
6/30/2015	12,675,649	17,099,527	4,423,878	74.1	2,352,920	188.0
6/30/2016	12,854,518	17,199,688	4,345,170	74.7	2,384,358	182.2
6/30/2017*	13,088,185	17,514,898	4,426,713	74.7	2,546,492	173.8

\* Reflects change in assumed rate of return







## Section VI – Accounting Information

3. The following shows the schedule of employer and non-employer contributions (all dollar amounts are in thousands).

<u>Year Ending</u>	<u>Actuarially Determined Employer Contribution</u>	<u>Percentage Contributed</u>
6/30/2012	\$ 273,623	100.2%
6/30/2013	358,376	100.2
6/30/2014	429,136	100.1
6/30/2015	517,221	100.2
6/30/2016	594,899	100.1
6/30/2017	624,623	100.1

An employer group within ERS did not contribute the full ADEC every year. This employer is making additional contributions to repay this shortfall.

4. The information presented in the required supplementary schedules was determined as part of the actuarial valuation at June 30, 2017. Additional information as of the latest actuarial valuation follows.

Valuation date	6/30/2017
Actuarial cost method	Entry age
Amortization method	Level dollar, closed
Remaining amortization period	16.5 years
Asset valuation method	5-year smoothed fair
Actuarial assumptions:	
Investment rate of return*	7.40%
Projected salary increases*	3.25% - 7.00%
Cost-of-living adjustments	None

\* Includes inflation at 2.75%





## Section VII – Experience

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1. Section 47-2-26 of the act governing the operation of the System provides that as an aid to the Board in adopting service and mortality tables, the actuary will prepare an experience investigation at least once in each five-year period. The last experience investigation was prepared for the five-year period ending June 30, 2014 and based on the results of the investigation, various new assumptions and methods were adopted by the Board on December 17, 2015. The next experience investigation will be prepared for the period July 1, 2014 through June 30, 2019.
2. The following table shows the estimated gain or loss from various factors that resulted in an increase of \$81,543,000 in the unfunded actuarial accrued liability (UAAL) from \$4,345,170,000 to \$4,426,713,000 during the fiscal year ending June 30, 2017.
3. The most significant reason for the \$81.5 million increase in the UAAL was that the assumed rate of return was decreased from 7.50% to 7.40%. This increased the UAAL approximately \$158.3 million. Also, salary increases were greater than expected resulting in a loss of approximately \$127.5 million. Other losses came from the one-time 3% payment for certain retirees and beneficiaries effective July 2017 which increased the UAAL approximately \$28.9 million as well as other small losses from turnover and retirements. There was a large gain partially offsetting these losses due to the accrued liability contribution being greater than the interest on the prior year UAAL by \$225.1 million. This occurred due to the level dollar funding method used to amortize the UAAL and a declining amortization period (more payment applied to principal balance). There was also a gain of \$48.6 million for valuation asset growth, because the rate of return on the actuarial value of assets was greater than 7.50%, and an additional smaller gain due to data changes.





## Section VII – Experience

### ANALYSIS OF THE CHANGE IN UNFUNDED ACTUARIAL ACCRUED LIABILITY

(in millions of dollars)

ITEM	AMOUNT OF INCREASE/ (DECREASE)
Interest (7.50%) added to previous UAAL	\$ 325.9
Accrued liability contribution	(551.0)
Experience:	
Valuation asset growth	(48.6)
Pensioners' mortality	9.0
Turnover and retirements	39.9
New entrants	7.8
Salary increases	127.5
Method changes	0.0
Amendments	28.9
Assumption changes	158.3
Data changes	(16.2)
Miscellaneous changes	<u>0.0</u>
Total	\$ 81.5





## Schedule A – Valuation Balance Sheet

**VALUATION BALANCE SHEET**  
**SHOWING THE PRESENT AND PROSPECTIVE ASSETS AND LIABILITIES OF**  
**THE EMPLOYEES' RETIREMENT SYSTEM OF GEORGIA**  
**AS OF JUNE 30, 2017**  
**(Dollar amounts in thousands)**

<b>ACTUARIAL LIABILITIES</b>		
(1)	Present value of prospective benefits payable on account of present retired members, beneficiaries of deceased members, and members entitled to deferred vested benefits	
	- Service and disability benefits	\$ 11,514,237
	- Death and survivor benefits	725,846
	- Deferred vested benefits	<u>489,894</u>
	Total	\$ 12,729,977
(2)	Present value of prospective benefits payable on account of present active members	<u>5,560,910</u>
(3)	<b>TOTAL ACTUARIAL LIABILITIES</b>	<b><u>\$ 18,290,887</u></b>
<b>PRESENT AND PROSPECTIVE ASSETS</b>		
(4)	Actuarial value of assets	\$ 13,088,185
(5)	Present value of total future contributions = (3)-(4)	\$ 5,202,702
(6)	Present value of future member contributions and employer normal contributions	775,989
(7)	Prospective unfunded accrued liability contributions = (5)-(6)	<u>4,426,713</u>
(8)	<b>TOTAL PRESENT AND PROSPECTIVE ASSETS</b>	<b><u>\$ 18,290,887</u></b>





## Schedule B – Development of Actuarial Value of Assets

### DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS (Dollar amounts in thousands)

(1)	Actuarial Value Beginning of Year	\$	12,854,518
(2)	Fair Value End of Year	\$	13,098,299
(3)	Fair Value Beginning of Year	\$	12,373,567
(4)	Cash Flow		
	(a) Contributions	\$	661,154
	(b) Benefit Payments		(1,403,316)
	(c) Administrative Expenses		(8,732)
	(d) Investment Expenses		<u>(8,157)</u>
	(e) Net: (4)(a) + (4)(b) + (4)(c) + (4)(d)	\$	(759,051)
(5)	Investment Income		
	(a) Fair Total: (2) – (3) – (4)(e)	\$	1,483,783
	(b) Assumed Rate of Return for Current Year		7.50%
	(c) Amount for Immediate Recognition: [(3) x (5)(b)] + [(4)(a) + (4)(b) + (4)(c)] x (5)(b) x 0.5] – (4)(d)	\$	908,016
	(d) Amount for Phased-In Recognition: (5)(a) – (5)(c)		575,767
(6)	Phased-In Recognition of Investment Income		
	(a) Current Year: (5)(d) / 5	\$	115,153
	(b) First Prior Year		(160,743)
	(c) Second Prior Year		(98,561)
	(d) Third Prior Year		228,853
	(e) Fourth Prior Year		<u>0</u>
	(f) Total Recognized Investment Gain	\$	84,702
(7)	Actuarial Value End of Year: (1) + (4)(e) + (5)(c) + (6)(f)	\$	13,088,185
(8)	Difference Between Fair & Actuarial Values: (2) – (7)	\$	10,114
(9)	Rate of Return on Actuarial Value		7.89%





## Schedule C – Summary of Receipts and Disbursements

### SUMMARY OF RECEIPTS AND DISBURSEMENTS (Fair Value)

	YEAR ENDING	
	June 30, 2017	June 30, 2016
	(\$1,000's)	(\$1,000's)
<u>Receipts for the Year</u>		
Contributions:		
Members	\$ 35,863	\$ 31,961
Non-employer	12,080	12,484
Employer	<u>613,201</u>	<u>583,082</u>
Subtotal	\$ 661,144	\$ 627,527
Administrative Expense Allotment	10	10
Net Investment Earnings	<u>1,475,626</u>	<u>141,292</u>
TOTAL	\$ 2,136,780	\$ 768,829
<u>Disbursements for the Year</u>		
Benefit Payments	\$ 1,394,283	\$ 1,347,633
Refunds to Members	9,033	7,087
Administration Expense	<u>8,732</u>	<u>8,506</u>
TOTAL	\$ 1,412,048	\$ 1,363,226
<u>Excess of Receipts over Disbursements</u>	\$ 724,732	\$ (594,397)
<u>Reconciliation of Asset Balances</u>		
Asset Balance as of the Beginning of Year	\$ 12,373,567	\$ 12,967,964
Excess of Receipts over Disbursements	<u>724,732</u>	<u>(594,397)</u>
Asset Balance as of the End of Year	<u>\$ 13,098,299</u>	<u>\$ 12,373,567</u>
Rate of Return	12.30%	1.12%





## Schedule D – Outline of Actuarial Assumptions and Methods

Actuarial assumptions and methods adopted by the Board December 17, 2015. Valuation interest rate adopted by the Board March 15, 2018.

**VALUATION INTEREST RATE:** 7.40% per annum, compounded annually, net of investment expenses, composed of a 2.75% inflation assumption and a 4.65% real rate of investment return assumption.

### **SALARY INCREASES:**

Age	Assumed Annual Rate of Salary Increase
20	7.00%
25	6.25
30	5.15
35	4.55
40	4.30
45	4.05
50	3.80
55	3.55
60	3.30
65	3.25

**RATES OF DISABILITY:** Representative values of the assumed annual rates of disability are as follows.

Age	<u>Non-Law Enforcement</u>		<u>Law Enforcement</u>
	<u>Male</u>	<u>Female</u>	
20	0.05%	0.02%	0.02%
25	0.05	0.02	0.05
30	0.05	0.02	0.08
35	0.05	0.02	0.16
40	0.25	0.10	0.85
45	0.48	0.25	1.40
50	0.70	0.45	2.00
55	1.05	0.73	2.70
60	--	--	--





## Schedule D – Outline of Actuarial Assumptions and Methods

**RATES OF WITHDRAWAL:** Representative values of the assumed annual rates of withdrawal are as follows.

<u>Non-Law Enforcement</u>			
<u>Years of Service</u>			
<u>Age</u>	<u>0-4</u>	<u>5-9</u>	<u>10 &amp; Over</u>
<u>Male</u>			
20	35.00%		
25	27.50	15.00%	
30	23.00	11.50	7.50%
35	21.50	10.00	6.00
40	19.50	9.50	4.75
45	18.60	9.00	4.00
50	16.60	7.25	4.25
55	14.50	7.00	4.75
60	14.00	6.00	
65	15.00	10.00	
<u>Female</u>			
20	30.00%		
25	25.00	17.50%	
30	21.50	12.50	8.25%
35	19.50	10.50	6.00
40	18.25	9.50	5.00
45	16.50	8.00	4.00
50	15.00	7.25	4.25
55	14.00	7.00	4.50
60	14.50	6.25	
65	17.00	11.00	

<u>Law Enforcement</u>		
<u>Years of Service</u>		
<u>Age</u>	<u>0-9</u>	<u>10 &amp; Over</u>
20	15.00%	
25	5.75	4.00%
30	5.75	4.00
35	5.75	3.75
40	5.75	3.00
45	5.75	2.00
50	5.75	2.00
55	--	--







## Schedule D – Outline of Actuarial Assumptions and Methods

**RATES OF RETIREMENT:** Representative values of the assumed annual rates of service retirement are as follows.

Age	Non-Law Enforcement Old Plan							
	Early Retirement		Age 60 or 30 years		34 years		More than 34 years	
	Male	Female	Male	Female	Male	Female	Male	Female
50	2.0%	2.0%	7.5%	6.0%	100.0%	100.0%	90.0%	100.0%
52	2.0	2.0	7.5	6.0	100.0	100.0	90.0	100.0
55	3.0	3.5	7.5	10.0	100.0	100.0	75.0	90.0
57	3.5	5.0	10.5	10.0	100.0	100.0	70.0	70.0
60			15.0	20.0	97.5	95.0	40.0	55.0
62			32.0	40.0	97.5	95.0	40.0	65.0
65			35.0	40.0	35.0	40.0	35.0	40.0
67			35.0	35.0	35.0	35.0	35.0	35.0
70			35.0	35.0	35.0	35.0	35.0	35.0
75			100.0	100.0	100.0	100.0	100.0	100.0

Age	Non-Law Enforcement New Plan and GSEPS				Law Enforcement***
	Early Retirement		Normal Retirement		
	Male	Female	Male*	Female**	
50	7.0%	4.5%	70.0%	50.0%	
52	7.0	4.5	70.0	45.0	
55	7.0	6.5	60.0	50.0	20.0%
57	8.0	8.0	50.0	40.0	12.0
60			25.0	30.0	30.0
62			40.0	40.0	35.0
65			32.0	35.0	25.0
67			32.0	32.0	25.0
70			30.0	30.0	100.0
75			100.0	100.0	

\* An additional 10% for ages below 55 and 20% for ages 55 to 59 are assumed to retire in the first year eligible for unreduced retirement with 30 years of service.

\*\* An additional 20% are assumed to retire in the first year eligible for unreduced retirement with 30 years of service before age 60.

\*\*\* In addition, 100% are assumed to retire with 30 years of service on or before age 50 and 75% are assumed to retire with 30 years of service after age 50 but before age 55.





## Schedule D – Outline of Actuarial Assumptions and Methods

**RATES OF DEATH BEFORE RETIREMENT:** The RP-2000 Employee Mortality Table projected to 2025 with projection scale BB is used for both males and females while in active service. Representative values of the assumed annual rates of mortality while in active service are as follows:

Age	Males	Females	Age	Males	Females
20	0.0320%	0.0177%	45	0.1399%	0.1043%
25	0.0349	0.0192	50	0.1983	0.1555
30	0.0412	0.0245	55	0.2810	0.2228
35	0.0717	0.0441	60	0.4092	0.3058
40	0.1001	0.0655	65	0.5600	0.4304

**RATES OF DEATHS AFTER RETIREMENT:** The RP-2000 Combined Mortality Table projected to 2025 with projection scale BB and set forward 2 years for both males and females is used for the period after service retirement and for dependent beneficiaries. The RP-2000 Disabled Mortality Table projected to 2025 with projection scale BB and set back 7 years for males and set forward 3 years for females is used for the period after disability retirement. There is a margin for future mortality improvement in the tables used by the System. Based on the results of the most recent experience study adopted by the Board on December 17, 2015, the numbers of expected future deaths are 9-12% less than the actual number of deaths that occurred during the study period for service retirements and beneficiaries and for disability retirements. Representative values of the assumed annual rates of mortality after service retirement are as follows:

Age	Males	Females	Age	Males	Females
40	0.1127%	0.0790%	65	1.1300%	0.8994%
45	0.1609	0.1230	70	1.8697	1.5281
50	0.2474	0.1872	75	3.2147	2.5220
55	0.4246	0.2918	80	5.5160	4.1628
60	0.6985	0.4923	85	9.5631	7.1239

**ADMINISTRATIVE EXPENSES:** Budgeted administrative expenses are added to the normal contribution rate.

**AMORTIZATION METHOD:** Level dollar amortization.

**ASSET METHOD:** Actuarial value, as developed in Schedule B. The actuarial value of assets recognizes a portion of the difference between the fair value of assets and the expected actuarial value of assets, based on the assumed valuation rate of return. The actuarial value was set equal to the fair value as of June 30, 2013. The amount recognized each year beginning June 30, 2014 is 20% of the difference between fair value and expected actuarial value.

**DEATH BENEFITS:** It is assumed that 100% of the membership will select a beneficiary with the male three years older than the female.

**VESTED TERMINATION BENEFITS:** It is assumed that 50% of active members who terminate with 10 or more years of service before retirement will receive a benefit beginning at age 60 and 50% will receive a refund of member contributions.





## **Schedule D – Outline of Actuarial Assumptions and Methods**

**SICK LEAVE:** Assumed load on service at retirement for the practice of allowing members to convert forfeited sick leave is as follows:

- Old Plan members who retire with 34 years of service – 4.0%
- Old Plan members who retire on normal retirement – 2.0%
- Old Plan members who retire on early retirement – 1.5%
- All New Plan and GSEPS retirements – 3.0%
- All Law Enforcement retirements – 5.0%

**VALUATION METHOD:** Entry age actuarial cost method. See Schedule E for a brief description of this method.





## Schedule E – Actuarial Cost Method

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1. The valuation is prepared on the projected benefit basis, under which the present value, at the interest rate assumed to be earned in the future (currently 7.40%), of each active member's expected benefit at retirement or death is determined, based on his age, service, sex and compensation. The calculations take into account the probability of a member's death or termination of employment prior to becoming eligible for a benefit, as well as the possibility of his terminating with a service, disability or survivor's benefit. Future salary increases are also anticipated. The present value of the expected benefits payable on account of the active members is added to the present value of the expected future payments to retired members and beneficiaries and inactive members to obtain the present value of all expected benefits payable from the System on account of the present group of members and beneficiaries.
2. The employer contributions required to support the benefits of the System are determined following a level funding approach, and consist of a normal contribution and an accrued liability contribution.
3. The normal contribution is determined using the "entry age normal" method. Under this method, a calculation is made to determine the uniform and constant percentage rate of employer contribution which, if applied to the compensation of the average new member during the entire period of his anticipated covered service, would be required in addition to the contributions of the member to meet the cost of all benefits payable on his behalf.
4. The unfunded accrued liability is determined by subtracting the present value of prospective employer normal contributions and member contributions, together with the current actuarial value of assets held, from the present value of expected benefits to be paid from the System.





## Schedule F – Board Funding Policy

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### FUNDING POLICY OF THE ERS BOARD OF TRUSTEES

The purpose of this Funding Policy is to state the overall objectives for the Employees' Retirement System of Georgia (System), the benchmarks that will be used to measure progress in achieving those goals, and the methods and assumptions that will be employed to develop the benchmarks. It is the intent of the ERS Board of Trustees that the Funding Policy outlined herein will remain unchanged until the objectives below are met.

#### I. Funding Objectives

The goal in requiring employer and member contributions to the System is to accumulate sufficient assets during a member's employment to fully finance the benefits the member is expected to receive throughout retirement. In meeting this objective, the System will strive to meet the following funding objectives:

- To develop a pattern of contribution rates expressed as a percentage of employer payroll and measured by valuations prepared in accordance with applicable State laws and the principles of practice prescribed by the Actuarial Standards Board.
- To maintain an increasing funded ratio (ratio of actuarial value of assets to actuarial accrued liabilities) that reflects a trend of improved actuarial condition. The long-term objective is to obtain a 100% funded ratio over a reasonable period of future years.
- To maintain adequate asset levels to finance the benefits promised to members and monitor the future demand for liquidity.
- To promote intergenerational equity for taxpayers with respect to contributions required for the benefits provided by the System.

#### II. Measures of Funding Progress

To track progress in achieving the System's funding objectives, the following measures will be determined annually as of the actuarial valuation date (with due recognition that a single year's results may not be indicative of long-term trends):

- **Funded ratio** – The funded ratio, defined as the actuarial value of assets divided by the actuarial accrued liability, should increase over time, before adjustments for changes in benefits, actuarial methods, and/or actuarial adjustments. The target funded ratio will be 100 percent within 25 years of the valuation date for the first valuation conducted following the adoption of this Policy (i.e. the June 30, 2013 valuation date).
- **Unfunded Actuarial Accrued Liability (UAAL)**
  - **Transitional UAAL** – The UAAL established as of the initial valuation date for which this funding policy is adopted shall be known as the Transitional UAAL.
  - **New Incremental UAAL** – Each subsequent valuation will produce a New Incremental UAAL consisting of all benefit changes, assumption and method changes and experience gains and/or losses that have occurred since the previous valuations.
- **UAAL Amortization Period**
  - The transitional UAAL will be amortized over a closed 25-year period beginning on the initial valuation date for which this funding policy is adopted.
  - Each New Incremental UAAL shall be amortized over a closed 25-year period beginning with the year it is incurred.
- **Employer Contribution Rates**
  - **Employer Normal Contribution Rate** – the contribution rate determined as of the valuation date each year based on the provisions of Georgia Code Section 47-2-55 (1).
  - In each valuation subsequent to the adoption of this funding policy, the required employer contribution rate will be determined as the summation of the employer Normal Contribution Rate, a contribution rate for administrative expenses, the amortization rate for the





## Schedule F – Board Funding Policy

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Transitional UAAL and the individual amortization rate for each of the New Incremental UAAL bases.

- In no event shall the employer contribution rate be less than 0%.
- The valuation methodology, including the amortization of the Unfunded Actuarial Accrued Liability (UAAL), would be expected to maintain reasonably stable contribution rates.

### III. Methods and Assumptions

The annual actuarial valuations providing the measures to assess funding progress will utilize the actuarial methods and assumptions last adopted by the Board based upon the advice and recommendations of the actuary. These include the following primary methods and assumptions:

- The actuarial cost method used to develop the benchmarks will be the Entry Age Normal (EAN) actuarial cost method.
- The long-term annual investment rate of return assumption will be:
  - Effective with the June 30, 2013 valuation date, 7.50% net of investment expenses.
  - Effective with the June 30, 2017 valuation date, reduced by 0.10% (10 basis points) from the immediate prior actuarial valuation, as long as the following conditions are met:
    - The actual rate of return for the fiscal year ending with the current valuation date exceeds the assumed rate of return from the immediate prior actuarial valuation, and
    - The assumed rate of return does not decrease below 7.00% net of investment expenses.
- The actuarial value of assets will be determined by recognizing the annual differences between actual and expected market value of assets over a five-year period, beginning with the June 30, 2013 actuarial valuation.
  - Prior to the June 30, 2013 valuation, the differences between actual and expected market value of assets were recognized over a seven-year period. For the June 30, 2013 valuation, all then-current deferred gains and losses will be recognized immediately, and the initial new five-year period will begin immediately thereafter.

The employer contribution rates determined in an annual actuarial valuation will be at least sufficient to satisfy the annual normal cost of the System and amortize the UAAL as a level dollar amount over a period not to exceed 25 years (for the UAAL as of the June 30, 2013 valuation date, and for each successive year of gains and losses incurred in years following the June 30, 2013 valuation date). However in no event shall the employer contribution rate be less than 0%.

The actuary shall conduct an investigation into the System's experience at least every five years and utilize the results of the investigation to form the basis for recommended assumptions and methods. Any changes to the recommended assumptions and methods that are approved by the Board will be reflected in this Policy.

### IV. Funding Policy Progress

The Board will periodically have actuarial projections of the valuation results performed to assess the current and expected future progress towards the overall funding goals of the System. These periodic projections will provide the expected valuation results over at least a 30-year period. The projected measures of funding progress and the recent historical trend provided in valuations will provide important information for the Board's assessment of the System's funding progress.

Adopted: March 15, 2018





## Schedule G – Amortization of UAAL

### AMORTIZATION OF TRANSITIONAL UAAL (Dollar amounts in thousands)

<u>Valuation Date</u>	<u>Amortization Period</u>	<u>Balance of Transitional UAAL</u>	<u>Annual Amortization Payment</u>
6/30/2013	25	\$4,847,512	\$434,874
6/30/2014	22.7	4,776,202	444,599
6/30/2015	19.6	4,689,818	464,364
6/30/2016	18.4	4,577,190	466,987
<b>6/30/2017</b>	<b>16.4</b>	<b>4,453,493</b>	<b>477,279</b>
6/30/2018	15.4	4,305,773	477,279
6/30/2019	14.4	4,147,121	477,279
6/30/2020	13.4	3,976,729	477,279
6/30/2021	12.4	3,793,727	477,279
6/30/2022	11.4	3,597,184	477,279
6/30/2023	10.4	3,386,097	477,279
6/30/2024	9.4	3,159,389	477,279
6/30/2025	8.4	2,915,905	477,279
6/30/2026	7.4	2,654,402	477,279
6/30/2027	6.4	2,373,549	477,279
6/30/2028	5.4	2,071,913	477,279
6/30/2029	4.4	1,747,955	477,279
6/30/2030	3.4	1,400,025	477,279
6/30/2031	2.4	1,026,348	477,279
6/30/2032	1.4	625,018	477,279
6/30/2033	0.4	193,990	208,346
6/30/2034	0	0	0
6/30/2035	0	0	0
6/30/2036	0	0	0
6/30/2037	0	0	0
6/30/2038	0	0	0





## Schedule G – Amortization of UAAL

### AMORTIZATION OF 2014 INCREMENTAL UAAL (Dollar amounts in thousands)

<u>Valuation Date</u>	<u>Amortization Period</u>	Balance of New Incremental <u>UAAL 6/30/2014</u>	Annual Amortization <u>Payment</u>
6/30/2014	25	(\$164,722)	(\$14,777)
6/30/2015	24	(162,299)	(14,777)
6/30/2016	23	(159,694)	(14,777)
<b>6/30/2017</b>	<b>22</b>	<b>(156,894)</b>	<b>(14,658)</b>
6/30/2018	21	(153,846)	(14,658)
6/30/2019	20	(150,573)	(14,658)
6/30/2020	19	(147,057)	(14,658)
6/30/2021	18	(143,282)	(14,658)
6/30/2022	17	(139,227)	(14,658)
6/30/2023	16	(134,871)	(14,658)
6/30/2024	15	(130,194)	(14,658)
6/30/2025	14	(125,171)	(14,658)
6/30/2026	13	(119,775)	(14,658)
6/30/2027	12	(113,981)	(14,658)
6/30/2028	11	(107,758)	(14,658)
6/30/2029	10	(101,074)	(14,658)
6/30/2030	9	(93,895)	(14,658)
6/30/2031	8	(86,186)	(14,658)
6/30/2032	7	(77,906)	(14,658)
6/30/2033	6	(69,013)	(14,658)
6/30/2034	5	(59,462)	(14,658)
6/30/2035	4	(49,204)	(14,658)
6/30/2036	3	(38,187)	(14,658)
6/30/2037	2	(26,355)	(14,658)
6/30/2038	1	(13,648)	(14,658)
6/30/2039	0	0	0







## Schedule G – Amortization of UAAL

### AMORTIZATION OF 2015 INCREMENTAL UAAL (Dollar amounts in thousands)

<u>Valuation Date</u>	<u>Amortization Period</u>	<u>Balance of New Incremental UAAL 6/30/2015</u>	<u>Annual Amortization Payment</u>
6/30/2015	25	(\$107,062)	(\$9,605)
6/30/2016	24	(105,487)	(9,605)
<b>6/30/2017</b>	<b>23</b>	<b>(103,794)</b>	<b>(9,525)</b>
6/30/2018	22	(101,950)	(9,525)
6/30/2019	21	(99,970)	(9,525)
6/30/2020	20	(97,843)	(9,525)
6/30/2021	19	(95,558)	(9,525)
6/30/2022	18	(93,105)	(9,525)
6/30/2023	17	(90,470)	(9,525)
6/30/2024	16	(87,640)	(9,525)
6/30/2025	15	(84,601)	(9,525)
6/30/2026	14	(81,336)	(9,525)
6/30/2027	13	(77,830)	(9,525)
6/30/2028	12	(74,065)	(9,525)
6/30/2029	11	(70,021)	(9,525)
6/30/2030	10	(65,678)	(9,525)
6/30/2031	9	(61,014)	(9,525)
6/30/2032	8	(56,004)	(9,525)
6/30/2033	7	(50,623)	(9,525)
6/30/2034	6	(44,845)	(9,525)
6/30/2035	5	(38,639)	(9,525)
6/30/2036	4	(31,973)	(9,525)
6/30/2037	3	(24,814)	(9,525)
6/30/2038	2	(17,126)	(9,525)
6/30/2039	1	(8,868)	(9,525)
6/30/2040	0	0	0





## Schedule G – Amortization of UAAL

### AMORTIZATION OF 2016 INCREMENTAL UAAL (Dollar amounts in thousands)

<u>Valuation Date</u>	<u>Amortization Period</u>	<u>Balance of New Incremental UAAL 6/30/2016</u>	<u>Annual Amortization Payment</u>
6/30/2016	25	\$30,408	\$2,728
<b>6/30/2017</b>	<b>24</b>	<b>29,961</b>	<b>2,705</b>
6/30/2018	23	29,473	2,705
6/30/2019	22	28,950	2,705
6/30/2020	21	28,387	2,705
6/30/2021	20	27,783	2,705
6/30/2022	19	27,135	2,705
6/30/2023	18	26,438	2,705
6/30/2024	17	25,690	2,705
6/30/2025	16	24,886	2,705
6/30/2026	15	24,023	2,705
6/30/2027	14	23,096	2,705
6/30/2028	13	22,101	2,705
6/30/2029	12	21,031	2,705
6/30/2030	11	19,883	2,705
6/30/2031	10	18,650	2,705
6/30/2032	9	17,325	2,705
6/30/2033	8	15,903	2,705
6/30/2034	7	14,375	2,705
6/30/2035	6	12,734	2,705
6/30/2036	5	10,972	2,705
6/30/2037	4	9,079	2,705
6/30/2038	3	7,046	2,705
6/30/2039	2	4,863	2,705
6/30/2040	1	2,518	2,705
6/30/2041	0	0	0





## Schedule G – Amortization of UAAL

### AMORTIZATION OF 2017 INCREMENTAL UAAL (Dollar amounts in thousands)

<u>Valuation Date</u>	<u>Amortization Period</u>	<u>Balance of New Incremental UAAL 6/30/2017</u>	<u>Annual Amortization Payment</u>
<b>6/30/2017</b>	<b>25</b>	<b>\$201,852</b>	<b>\$17,950</b>
6/30/2018	24	198,839	17,950
6/30/2019	23	195,604	17,950
6/30/2020	22	192,129	17,950
6/30/2021	21	188,397	17,950
6/30/2022	20	184,388	17,950
6/30/2023	19	180,083	17,950
6/30/2024	18	175,460	17,950
6/30/2025	17	170,494	17,950
6/30/2026	16	165,161	17,950
6/30/2027	15	159,433	17,950
6/30/2028	14	153,281	17,950
6/30/2029	13	146,674	17,950
6/30/2030	12	139,579	17,950
6/30/2031	11	131,958	17,950
6/30/2032	10	123,773	17,950
6/30/2033	9	114,982	17,950
6/30/2034	8	105,541	17,950
6/30/2035	7	95,402	17,950
6/30/2036	6	84,512	17,950
6/30/2037	5	72,816	17,950
6/30/2038	4	60,254	17,950
6/30/2039	3	46,764	17,950
6/30/2040	2	32,274	17,950
6/30/2041	1	16,713	17,950
6/30/2042	0	0	0





## Schedule H – Summary of Main System Provisions

### SUMMARY OF MAIN SYSTEM PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES

The Employees' Retirement System of Georgia (ERS) was established February 3, 1949 to provide retirement benefits and other benefits to employees of the State of Georgia. The commencement date was January 1, 1950. "Old Plan" means the plan applicable to members beginning employment prior to July 1, 1982, "New Plan" means the plan applicable to members employed on or after July 1, 1982 and before January 1, 2009, and "GSEPS" means the plan applicable to members employed on or after January 1, 2009. The following summary describes the main provisions of the System.

#### Normal Retirement Benefit

**Eligibility** A member is eligible for normal retirement upon the attainment of age 60 and 10 years of creditable service (prior service plus membership service plus purchased service plus forfeited leave – minimum 960 hours) or 30 years of creditable service regardless of age. Certain Law Enforcement positions are eligible with attainment of age 55 and 10 years of creditable service.

**Benefit** Old Plan  
(A) x (B) x (C), where  
(A) = Average final compensation (the average annual compensation of a member during the 24 consecutive calendar months of his creditable service that will yield the highest average)  
(B) = Creditable service, and  
(C) = .0115 + .0003 x (creditable service up to 35 years).

The minimum benefit is 2.00% of average final compensation times years of creditable service.

New Plan  
2.00% of average final compensation multiplied by years of creditable service.

GSEPS  
1.00% of average final compensation multiplied by years of creditable service.

Uniform division and judicial members may be eligible for additional minimum benefits.

With all plans, for members with retirement dates prior to July 1, 2013, a one-time 3.0% increase on the first \$37,500 is made at time of retirement.





## Schedule H – Summary of Main System Provisions

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### Early Retirement Benefit

Eligibility	A member is eligible for early retirement upon the attainment of 25 years of creditable service regardless of age.
Benefit	<p>The annual early retirement benefit is determined in the same manner as the normal retirement benefit based on creditable service and average final compensation as of the early retirement date. If the member is less than age 60, the retirement benefit is reduced by the lesser of:</p> <ul style="list-style-type: none"> <li>(i) 7% for each year by which his age is less than 60, and</li> <li>(ii) 7% for each year by which his creditable service at retirement is less than 30.</li> </ul> <p>Uniform division and judicial members may be eligible for additional minimum benefits.</p>

### Disability Retirement Benefit

#### Old Plan and New Plan

Eligibility	A member is eligible for disability retirement after having at least 13 years and 4 months of service and being certified by the medical board as permanently disabled for the further performance of the duties of the position held at the time of disability.
Benefit	<p>The annual disability retirement benefit is an immediate benefit with the amount depending upon service at the time of disability.</p> <p>Uniform division members may be eligible for an additional benefit if disabled in line of duty.</p>

#### Service at Disability

#### Benefit

(1) 13 years 4 months to 18 years	75% of what the normal retirement benefit would have been had the member continued to work until age 60 with no further change in compensation
(2) Over 18 years to 22 years 9 months	100% of age 60 benefit





## Schedule H – Summary of Main System Provisions

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- |  |                        |
|--|------------------------|
| (3) Over 22 years 9 months<br>to 27 years 6 months | 75% of age 65 benefit  |
| (4) Over 27 years 6 months                         | 100% of age 65 benefit |

### GSEPS

- |             |   |
|-------------|---|
| Eligibility | A member is eligible for disability retirement after having at least 15 years of service and being certified by the medical board as permanently disabled for the further performance of the duties of the position held at the time of disability. |
| Benefit     | The annual disability retirement benefit is an immediate benefit equal to 1.00% of average final compensation multiplied by years of credited service at disability.  |

### Involuntary Retirement Benefit

- |             |   |
|-------------|---|
| Eligibility | Member prior to April 1, 1972, termination is involuntary and without prejudice, and member has more than 18 years of membership service.<br><br>For members prior to February 13, 1962, the service requirement is more than 18 years of creditable service. |
| Benefit     | Computed as for disability retirement.  |

### Deferred Vested Retirement Benefit

- |             |   |
|-------------|---|
| Eligibility | 10 years of creditable service. Member contributions not withdrawn. |
| Benefit     | Accrued benefit deferred to age 60.                                 |

### Death Benefit

#### Old Plan and New Plan

- | <u>Eligibility</u>  | <u>Benefit</u>  |
|---|---|
| (1) Before retirement, before age 60, before completing 13 years 4 months service | Refund of all employee contributions plus allowable interest.                     |
| (2) Before retirement, before age 60, after completing 13 years 4 months service  | Benefit equal to disability retirement immediately prior to death under Option 2. |





## Schedule H – Summary of Main System Provisions

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(3) Before retirement, after age 60, more than 10 years creditable service (5 years service if member prior to July 1, 1968)

Benefit equal to retirement immediately prior to death under Option 2.

(4) After retirement

Payments continued to spouse as determined by options (if any) elected before retirement.

### GSEPS

Eligibility

15 years of creditable service.

Benefit

Benefit equal to disability retirement immediately prior to death under Option 2.

### Termination Benefit

Eligibility

Termination with less than 10 years creditable service.

Benefit

Return of all member contributions and employer contributions made on behalf of member with allowable interest. Life insurance premiums paid by the employee are not refundable.

### Payment Options

At application for retirement, a member must choose one of the following methods of payment. All forms are of equivalent actuarial value.

Maximum Benefit

Life annuity, payable to members for the member's life with the final payment (for month of member's death) going to member's designated beneficiary.

Option 1

Full cash refund, paying a reduced retirement benefit to members so that, upon member's death, the beneficiary receives a lump sum cash settlement equal to the difference between the member's accumulated contributions at retirement and the benefit payments due to member contributions received prior to member's death.

Option 2

Joint and 100% to survivor. Member receives a reduced benefit for life with the same benefit continuing for life of beneficiary upon member's death.

Option 3

Joint and 50% to survivor. Member receives a reduced benefit for life with one-half members' benefit continuing to beneficiary for life upon member's death.

Other Options

Other options are available with certain restrictions.





## Schedule H – Summary of Main System Provisions

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Post-Retirement Adjustments

The Board may from time to time grant a Cost of Living Adjustment.

Contributions

By Members

Old Plan

4% of annual compensation up to \$4,200 plus 6% of annual compensation over \$4,200. A member with 34 or more years of service may cease contributing until age 65, when he must resume contributing if he continues employment and wishes to receive additional service credit. The State pays member contributions except for 1.25% of annual compensation. These State contributions paid on behalf of members are included in the member's account for refund purposes. Covered tax officials and their employees and covered employees of State Courts continue to pay their full member contributions.

New Plan and GSEPS

Member contributions are 1.25% of annual compensation

By Employers

The employers contribute at a specified percentage of active member payroll determined annually by actuarial valuation. The State contribution is not subject to refund upon member termination.







## Schedule I – Tables of Membership Data

The Number and Average Annual Compensation of Active Members  
by Age and Service as of June 30, 2017

Age	Years of Service										Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Up	
<b>Under 25</b>	779	1,587	24								2,390
Avg. Pay	\$25,789	\$29,630	\$36,016								\$28,442
<b>25 to 29</b>	1,056	4,672	564	31							6,323
Avg. Pay	\$27,029	\$33,201	\$38,803	\$37,692							\$32,692
<b>30 to 34</b>	665	3,575	1,644	716	22						6,622
Avg. Pay	\$29,252	\$35,448	\$42,732	\$41,433	\$44,536						\$37,312
<b>35 to 39</b>	495	2,671	1,480	1,901	589	11					7,147
Avg. Pay	\$27,735	\$36,088	\$43,187	\$44,094	\$45,122	\$44,968					\$39,867
<b>40 to 44</b>	427	2,200	1,205	1,663	1,621	468	4				7,588
Avg. Pay	\$29,721	\$37,816	\$43,505	\$44,350	\$47,561	\$50,188	\$50,433				\$42,548
<b>45 to 49</b>	358	1,936	1,207	1,616	1,499	1,356	483	12			8,467
Avg. Pay	\$29,598	\$38,696	\$44,681	\$43,995	\$49,344	\$52,353	\$54,865	\$56,956			\$45,196
<b>50 to 54</b>	308	1,524	1,037	1,460	1,292	1,135	1,248	237	8		8,249
Avg. Pay	\$31,014	\$37,615	\$44,312	\$43,934	\$45,579	\$48,678	\$54,567	\$58,212	\$53,421		\$45,270
<b>55 to 59</b>	205	1,282	918	1,373	1,258	1,054	1,050	467	25	1	7,633
Avg. Pay	\$30,666	\$40,927	\$42,653	\$42,559	\$44,592	\$47,519	\$50,848	\$57,766	\$72,782	\$41,966	\$45,166
<b>60 to 64</b>	73	713	692	955	776	557	468	251	34	5	4,524
Avg. Pay	\$32,040	\$42,979	\$46,702	\$44,358	\$48,197	\$47,724	\$52,352	\$56,770	\$66,678	\$60,004	\$47,074
<b>65 to 69</b>	23	191	321	405	230	135	119	47	15	7	1,493
Avg. Pay	\$46,171	\$47,266	\$49,644	\$49,779	\$51,620	\$58,905	\$55,794	\$57,155	\$72,105	\$98,486	\$51,646
<b>70 &amp; up</b>	6	44	94	136	67	50	37	19	11	6	470
Avg. Pay	\$29,018	\$51,315	\$55,657	\$50,758	\$50,556	\$60,876	\$55,207	\$58,995	\$88,391	\$145,774	\$55,337
<b>Total</b>	4,395	20,395	9,186	10,256	7,354	4,766	3,409	1,033	93	19	60,906
Avg. Pay	\$28,331	\$36,043	\$43,747	\$44,024	\$47,085	\$49,913	\$53,204	\$57,612	\$70,622	\$100,318	\$41,810

Average Age: 44.3  
Average Service: 9.6





## Schedule I – Tables of Membership Data

### NUMBER OF RETIRED MEMBERS AND THEIR BENEFITS BY AGE

Attained Age	Number of Members	Total Annual Benefits	Average Annual Benefits
Under 50	85	\$ 2,123,092	\$ 24,978
50-54	880	23,477,995	26,680
55-59	2,481	80,335,555	32,380
60-64	6,953	201,521,351	28,983
65-69	10,031	289,862,805	28,897
70-74	7,929	237,199,076	29,915
75-79	4,940	144,474,933	29,246
80-84	2,902	81,092,062	27,944
85-89	1,499	35,602,628	23,751
90-94	595	12,978,721	21,813
95+	158	2,871,854	18,176
Total	38,453	\$ 1,111,540,072	\$ 28,906

### NUMBER OF BENEFICIARIES AND THEIR BENEFITS BY AGE

Attained Age	Number of Members	Total Annual Benefits	Average Annual Benefits
Under 50	776	\$ 6,605,588	\$ 8,512
50-54	281	2,767,429	9,849
55-59	345	4,338,049	12,574
60-64	468	7,386,156	15,782
65-69	698	13,080,514	18,740
70-74	775	14,947,546	19,287
75-79	741	13,223,702	17,846
80-84	703	11,151,681	15,863
85-89	499	8,396,167	16,826
90-94	306	4,967,760	16,235
95+	72	1,037,275	14,407
Total	5,664	\$ 87,901,867	\$ 15,519





## Schedule I – Tables of Membership Data

### NUMBER OF DISABLED RETIREES AND THEIR BENEFITS BY AGE

Attained Age	Number of Members	Total Annual Benefits	Average Annual Benefits
Under 50	313	\$ 8,341,929	\$ 26,652
50-54	500	12,408,338	24,817
55-59	884	21,475,225	24,293
60-64	1,143	30,101,834	26,336
65-69	1,161	36,639,247	31,558
70-74	836	24,394,586	29,180
75-79	353	9,223,974	26,130
80-84	112	2,537,570	22,657
85-89	41	813,442	19,840
90-94	12	287,835	23,986
95+	3	60,318	20,106
Total	5,358	\$ 146,284,298	\$ 27,302

### NUMBER OF DEFERRED VESTED AND THEIR BENEFITS BY AGE

Attained Age	Number of Members	Total Annual Benefits	Average Annual Benefits
Under 35	62	\$ 416,145	\$ 6,712
35-39	373	3,385,187	9,076
40-44	726	7,645,090	10,530
45-49	1,152	13,352,983	11,591
50-54	1,459	17,254,456	11,826
55-59	1,687	19,750,985	11,708
60-64	610	6,823,256	11,186
65+	109	1,035,091	9,496
Total	6,178	\$ 69,663,193	\$ 11,276





## Schedule J – Special Contribution Rates

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Groups that have Age 55 Retirement and Line-of-Duty Disability Benefits:

- Public Safety #466
- Revenue Agents #474
- DNR Conservation Rangers #462
- GBI Officers/Agents #471

PLAN	Additional Rate	Total Rate
Old Plan	0.00%	19.91%
New Plan	5.80%	30.46%
GSEPS	2.18%	23.82%

Groups that have Line-of-Duty Disability Benefits:

- Deputy DNR Conservation Rangers #462
- Probation Officers #467
- Parole Officers – Pardons and Paroles #465

PLAN	Additional Rate	Total Rate
Old Plan	0.00%	19.91%
New Plan	0.06%	24.72%
GSEPS	0.04%	21.68%

Group that has Age 55 Retirement:

- Special Investigators Department of Revenue #474

PLAN	Additional Rate	Total Rate
New Plan	5.74%	30.40%
GSEPS	2.14%	23.78%

Appellate Court Judges: Total rate equal to 41.98% of payroll

Group with Debt Repayment Schedule:

- Tax Commissioners and Employees
- Additional Flat Amount Due = \$615,943 annually





## Schedule K – CAFR Schedules

GA ERS: Solvency Test							
Actuarial Accrued Liability for:							
Actuarial Valuation as of 6/30	Active Member Contributions (1)	Retirants & Beneficiaries (2)	Active Members (Employer Funded Portion) (3)	Valuation Assets	Portion of Aggregate Accrued Liabilities Covered by Assets		
					(1)	(2)	(3)
2017	\$368,935	\$12,729,977	\$4,415,986	\$13,088,185	100%	99.9%	0.0%
2016	368,281	12,592,980	4,238,427	12,854,518	100%	99.2%	0.0%
2015	367,462	12,520,321	4,211,744	12,675,649	100%	98.3%	0.0%
2014	385,058	12,108,737	4,498,168	12,376,120	100%	99.0%	0.0%
2013	405,841	11,935,364	4,641,244	12,129,803	100%	98.2%	0.0%
2012	460,861	11,420,011	4,897,050	12,260,595	100%	100.0%	7.8%
2011	503,867	11,058,344	5,094,694	12,667,557	100%	100.0%	21.7%
2010	551,607	10,652,040	5,091,705	13,046,193	100%	100.0%	36.2%
2009	589,012	10,034,939	5,254,071	13,613,606	100%	100.0%	56.9%
2008	616,177	9,756,529	5,308,151	14,017,346	100%	100.0%	68.7%

*All dollar amounts are in thousands.*

GA ERS: Schedule of Retirants Added to and Removed from Rolls								
Year Ended	Added to Rolls		Removed from Rolls		Roll End of Year		% Increase in Annual Allowances	Average Annual Allowances
	Number	Annual Allowances (in thousands)	Number	Annual Allowances (in thousands)	Number	Annual Allowances (in thousands)		
June 30, 2017	2,630	\$45,833	1,420	\$32,372	49,475	\$1,345,726	1.0%	\$27,200
June 30, 2016	2,572	51,031	1,342	30,724	48,265	1,332,265	1.5%	27,603
June 30, 2015	2,656	54,003	1,350	30,927	47,035	1,311,958	1.8%	27,893
June 30, 2014	2,440	51,178	1,059	22,997	45,729	1,288,882	2.2%	28,185
June 30, 2013	3,664	88,855	1,176	26,334	44,348	1,260,701	5.2%	28,427
June 30, 2012	2,956	71,464	1,305	27,696	41,860	1,198,180	3.8%	28,624
June 30, 2011	2,797	69,031	1,170	25,347	40,209	1,154,412	3.9%	28,710
June 30, 2010	2,665	70,383	1,051	22,413	38,582	1,110,728	4.5%	28,789
June 30, 2009	2,444	85,329	1,055	20,194	36,968	1,062,758	6.5%	28,748
June 30, 2008	2,422	82,644	1,017	21,299	35,579	997,623	6.6%	28,040

