











































The maximum covered earnings for employers and employees over the years are as follows:

**EMPLOYER AND EMPLOYEE RATES OF CONTRIBUTION  
AND MAXIMUM COVERED EARNINGS**

| Fiscal Date From | Fiscal Date To | Employer Rate | Maximum Covered Earnings | Employee Rate | Maximum Covered Earnings |
|------------------|----------------|---------------|--------------------------|---------------|--------------------------|
| 2/1/53           | 6/30/58        | 2.50%         | \$6,000                  | 4.00%         | \$4,800*                 |
| 7/1/58           | 6/30/60        | 2.50          | 9,000                    | 4.00          | 7,800*                   |
| 7/1/60           | 6/30/66        | 2.50          | 15,000                   | 4.00          | 13,800*                  |
| 7/1/66           | 6/30/68        | 3.00          | 15,000                   | 4.50          | 13,800*                  |
| 7/1/68           | 3/31/71        | 4.50          | 15,000                   | 4.50          | 15,000                   |
| 4/1/71           | 6/30/73        | 4.50          | 35,000                   | 4.50          | 35,000                   |
| 7/1/73           | 6/30/76        | 5.85          | 35,000                   | 5.00          | 35,000                   |
| 7/1/76           | 6/30/77        | 7.00          | 35,000                   | 5.00          | 35,000                   |
| 7/1/77           | 6/30/78        | 7.50          | 35,000                   | 5.50          | 35,000                   |
| 7/1/78           | 6/30/80        | 8.00          | 35,000                   | 5.50          | 35,000                   |
| 7/1/80           | 6/30/81        | 8.00          | 53,000                   | 5.50          | 53,000                   |
| 7/1/81           | 12/31/83       | 8.75          | 53,000                   | 6.00          | 53,000                   |
| 1/1/84           | 6/30/88        | 8.75          | 63,000                   | 6.00          | 63,000                   |
| 7/1/88           | 6/30/89        | 8.75          | 75,600                   | 6.00          | 75,600                   |
| 7/1/89           | 12/31/89       | 8.75          | 75,600                   | 6.50          | 75,600                   |
| 1/1/90           | 6/30/91        | 9.75          | 75,600                   | 6.50          | 75,600                   |
| 7/1/91           | 6/30/92        | 9.75          | 75,600                   | 7.25          | 75,600                   |
| 7/1/92           | 6/30/02        | 9.75          | 125,000                  | 7.25          | 125,000                  |
| 7/1/02           | 6/30/05        | 9.75          | 150,000                  | 7.25          | 150,000                  |
| 7/1/05           | 6/30/06        | 10.75         | 150,000                  | 7.25          | 150,000                  |
| 7/1/06           | 6/30/07        | 11.30         | 150,000                  | 7.25          | 150,000                  |
| 7/1/07           | 6/30/08        | 11.85         | 150,000                  | 7.25          | 150,000                  |
| 7/1/08           | 6/30/09        | 11.85         | 230,000                  | 7.25          | 230,000                  |
| 7/1/09           | 6/30/10        | 12.00         | 245,000                  | 7.25          | 245,000                  |
| 7/1/10           | 6/30/11        | 12.00         | 245,000                  | 9.00          | 245,000                  |
| 7/1/11           | 12/31/11       | 12.00         | 245,000                  | 9.00          | 245,000                  |
| 1/1/12           | 6/30/12        | 12.93         | 245,000                  | 9.00          | 245,000                  |
| 7/1/12           | 6/30/13        | 14.26         | 250,000                  | 9.00          | 250,000                  |
| 7/1/13           | 6/30/14        | 15.75         | 255,000                  | 9.00          | 255,000                  |
| 7/1/14           | 6/30/15        | 15.75         | 260,000                  | 9.00          | 260,000                  |
| 7/1/15           | 6/30/17        | 15.75         | 265,000                  | 9.00          | 265,000                  |
| 7/1/17           | 6/30/18        | 15.75         | 270,000                  | 9.00          | 270,000                  |
| 7/1/18           | 6/30/19        | 15.75         | 275,000                  | 9.00          | 275,000                  |

\*From February 1, 1953 through June 30, 1968 the first \$100 in monthly earnings or \$1,200 in annual earnings were not covered earnings for the employee.



## BENEFITS

### Superannuation Retirement

#### Condition for Retirement

A retirement allowance is paid upon the request of any member who retires and has attained age 60 and completed at least eight years (4 years if hired prior to July 1, 2011) of membership service.

A retirement allowance may also be paid upon the completion of 25 years of creditable service for members hired prior to July 1, 2011 or upon the completion of 30 years of creditable service for members hired on or after July 1, 2011.

#### Amount of Allowance

The annual retirement allowance payable to a member who retires is equal to:

1. A member's annuity which is the actuarial equivalent of the member's accumulated contributions at the time of his or her retirement, plus
2. For a member hired prior to July 1, 2011, an employer's annuity which, together with the member's annuity, is equal to 2% of his or her average compensation for each of the first 25 years of creditable service plus 2-1/2% for each year of creditable service over 25 years.
3. For a member hired on or after July 1, 2011, an employer's annuity which, together with the member's annuity, is equal to 2% of his or her average compensation for each of the first 30 years of creditable service plus 2-1/2% for each year of creditable service over 30 years. There will be an actuarial reduction for each year of creditable service below 30 or for each year of age below age 65, whichever is less.

For members hired prior to July 1, 2011, the minimum allowance is \$120 for each year of creditable service.

### Early Retirement

#### Condition for Retirement

For members hired on or after July 1, 2011, an actuarially reduced retirement allowance is paid upon the request of any member who retires with less than 30 years of creditable service.

#### Amount of Allowance

The annual actuarially reduced retirement allowance is equal to the benefit in the section above reduced for each year of creditable service below 30 or for each year in age below age 65, whichever is less.



### **Deferred Vested**

#### Condition for Termination

Any member who withdraws from service prior to his or her attainment of age 60 and who has completed at least eight years (4 years if hired prior to July 1, 2007) of membership service is entitled to receive, in lieu of a refund of his or her accumulated contributions, a retirement allowance.

#### Amount of Allowance

The annual retirement allowance payable to a member who terminates as a deferred vested payable at age 60 is equal to:

1. A member's annuity which is the actuarial equivalent of the member's accumulated contributions at the time of his or her retirement, plus
2. For a member hired prior to July 1, 2011, an employer's annuity which, together with the member's annuity, is equal to 2% of his or her average compensation for each of the first 25 years of creditable service plus 2-1/2% for each year of creditable service over 25 years.
3. For a member hired on or after July 1, 2011, an employer's annuity which, together with the member's annuity, is equal to 2% of his or her average compensation for each of the first 30 years of creditable service plus 2-1/2% for each year of creditable service over 30 years. There will be an actuarial reduction for each year of creditable service below 30 or for each year of age below age 65, whichever is less.

For members hired prior to July 1, 2011, the minimum allowance is \$120 for each year of creditable service.

### **Disability Retirement**

#### Condition for Retirement

A retirement allowance is paid to a member who is totally and permanently disabled, as determined by the Board of Trustees, and has accumulated eight or more years\* of membership service.

\* four years for those who entered the system before July 1, 2007



Amount of Allowance

For those who were active members prior to July 1, 1992, and did not elect the benefit structure outlined below, the annual disability retirement allowance payable is equal to a superannuation retirement allowance if the member has attained age 60, otherwise it is equal to a superannuation retirement allowance calculated as follows:

1. A member's annuity equal to the actuarial equivalent of his or her accumulated contributions at the time of retirement, plus
2. An employer's annuity equal to the amount that would have been payable had the member continued in service to age 60.

For those who become active members after June 30, 1992, and for those who were active members prior to July 1, 1992, who so elected, the following benefits are payable:

1. A temporary allowance equal to the greater of (a) 40% of average compensation plus 10% for each dependent child up to a maximum of 2, or (b) the member's accrued allowance. This temporary allowance is paid for a period of time based on the member's age at disability, as follows:

| <u>Age at Disability</u> | <u>Duration</u> |
|--------------------------|-----------------|
| 60 and earlier           | to age 65       |
| 61                       | to age 66       |
| 62                       | to age 66       |
| 63                       | to age 67       |
| 64                       | to age 67       |
| 65                       | to age 68       |
| 66                       | to age 68       |
| 67                       | to age 69       |
| 68                       | to age 70       |
| 69 and later             | one year        |

For members hired prior to July 1, 2011, the minimum allowance is \$120 per year of creditable service.

2. A deferred allowance commencing when the temporary allowance ceases equal to the greater of (a) the allowance the member would have received based on service to the termination age of the temporary allowance, but not more than 40% of average compensation, or (b) the member's accrued allowance.



For members hired prior to July 1, 2011, the minimum allowance is \$120 per year of creditable service.

Effective July 1, 2004, a temporary benefit can be paid out of a member's accumulated contribution balance while the member is awaiting a determination for eligibility for disability benefits. Future disability payments, if any, would be offset by advanced payments made from the member's accumulated contributions.

### **Accidental Disability Retirement**

|                          |  |
|--------------------------|--|
| Condition for Retirement | A retirement allowance is paid to a member who is totally and permanently disabled in the line of performance of duty.   |
| Amount of Allowance      | The annual accidental disability retirement allowance is equal to the allowance payable on disability retirement but not less than 50% of average compensation. There is no minimum benefit. |

### **Accidental Death Benefit**

|                       |  |
|-----------------------|--|
| Condition for Benefit | A retirement allowance is paid to a spouse and/or dependent children upon the death of an active member in the line of performance of duty.  |
| Amount of Allowance   | The annual retirement allowance is equal to 50% of average compensation payable to the spouse and 25% of average compensation payable to one dependent child or 50% to two or more children until age 19 (23 if a full time student). There is no minimum benefit. |

### **Ordinary Death Benefit**

|                       |  |
|-----------------------|--|
| Condition for Benefit | Upon the death of a member who has completed at least eight years* of membership service, a benefit is payable, in lieu of a refund of the member's accumulated contributions, to his or her spouse, if said spouse has been married to the member for not less than one year. |
|-----------------------|--|

\*four years for those who entered the system before July 1, 2007.



#### Amount of Allowance

The annual retirement allowance payable to the lawful spouse of a vested member who dies is equal to the greater of (i) the allowance that would have been payable had the member retired and elected Option 2, reduced by an actuarially determined factor based on the number of years the member lacked in qualifying for unreduced retirement benefits, or (ii) a lifetime benefit equal to 20% of the deceased member's average compensation, but not less than \$50 per month.

In addition, a benefit is payable to dependent children until age 19 (23 if a full time student). The benefit is equal to the greater of 10% of average compensation or \$50 per month for each dependent child up to 3.

#### Return of Contributions

Upon the withdrawal of a member without a retirement benefit, his or her contributions are returned to him or her, together with accumulated regular interest thereon.

Upon the death of a member before retirement, his or her contributions, together with the full accumulated regular interest thereon, are paid to his or her designated beneficiary, if any, otherwise, to his or her estate provided no other survivor benefits are payable.

Effective July 1, 2016, the interest rate on employee contributions shall be calculated based on the money market rate as published by the Wall Street Journal on December 31 of each preceding year with a minimum rate of one percent and a maximum rate of five percent.

#### Normal Form of Benefit

The normal form of benefit (modified cash refund) is an allowance payable during the life of the member with the provision that upon his or her death the excess of his or her total contributions at the time of retirement over the total retirement annuity paid to him or her will be paid to his or her designated beneficiary.

#### Optional Benefits

A member upon retirement may elect to receive his or her allowance in one of the following forms which are computed to be actuarially equivalent to the applicable retirement allowance.

Option 1. Reduced allowance with the provision that if the pensioner dies before he receives the value of the member's annuity as it was at the time of retirement, the balance shall be paid to his or her beneficiary.





Option 2. Upon his or her death, his or her reduced retirement allowance shall be continued throughout the life of, and paid to, his or her beneficiary.

Option 3. Upon his or her death, 50% of his or her reduced retirement allowance shall be continued throughout the life of, and paid to, a designated beneficiary and the other 50% of his or her reduced retirement allowance to some other designated beneficiary.

Option 4. Upon his or her death, 75% of his or her reduced retirement allowance shall be continued throughout the life of, and paid to, a designated beneficiary.

Option 4A. Upon his or her death, 50% of his or her reduced retirement allowance shall be continued throughout the life of, and paid to, a designated beneficiary.

Option 4B. A reduced retirement allowance shall be continued throughout the life of the pensioner, but with the further guarantee of payment to the pensioner or his or her beneficiary for a specified number of years certain.

Option 4C. A member may elect any option with the added provision that the member shall receive, so far as possible, the same total amount annually (considering both PERS and Social Security benefits) before and after the earliest age at which the member becomes eligible for a Social Security benefit. This option was only available to those who retired prior to July 1, 2004.

A member who elects Option 2, Option 4, or Option 4A at retirement may revert to the normal form of benefit if the designated beneficiary predeceases the retired member or if the retired member divorces the designated beneficiary. A member who elects the normal form of benefit or Option 1 at retirement may select Option 2, Option 4, or Option 4A to provide beneficiary protection to a new spouse if married after retirement.

A member hired prior to July 1, 2011 and who has at least 28 years of creditable service\* or a member hired on or after July 1, 2011 who has at least 33 years of creditable service can select a partial lump-sum option at retirement. Under this option, the retiree has the option of taking a partial lump-sum distribution equal to 12, 24, or 36 times the base maximum monthly benefit. With each lump-sum amount, the base maximum monthly benefit will be actuarially reduced.



A member selecting the partial lump-sum option may also select any of the regular options except Option 1, the prorated single-life annuity, and Option 4-C, the Social Security leveling provision. The benefit is then calculated using the new reduced maximum benefit as a starting point in applying the appropriate option factors for the reduction.

\* or at least age 63 with four years of membership service for those who entered the system before July 1, 2007.

### **Post-Retirement Adjustments In Allowances**

The allowances of retired members are adjusted annually by an amount equal to (a) 3% of the annual retirement allowance for each full fiscal year of retirement prior to the year in which the member reaches age 55\*, plus (b) 3% compounded for each year thereafter beginning with the fiscal year in which the member turns age 55\*.

\*Age 60 for members hired on or after July 1, 2011

A prorated portion of the annual adjustment will be paid to the member, beneficiary, or estate of any member or beneficiary who is receiving the annual adjustment in a lump sum, but whose benefits are terminated between July 1 and December 1.



**SCHEDULE C**

**STATEMENT OF ACTUARIAL ASSUMPTIONS AND METHODS**

INTEREST RATE: 7.75% per annum, compounded annually (net of investment expense only). The expected return on assets consists of 2.75% price inflation and 5.00% real rate of return.

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed rates of separation from active service are as follows:

| Age | Annual Rates of         |        |         |         |            |        |
|-----|-------------------------|--------|---------|---------|------------|--------|
|     | Withdrawal and Vesting* |        | Death** |         | Disability |        |
|     | Male                    | Female | Male    | Female  | Male       | Female |
| 20  | 26.50%                  | 32.50% | 0.0483% | 0.0126% | 0.010%     | 0.009% |
| 25  | 18.50                   | 18.50  | 0.0567  | 0.0189  | 0.012      | 0.011  |
| 30  | 11.75                   | 12.00  | 0.0630  | 0.0259  | 0.017      | 0.014  |
| 35  | 8.50                    | 8.75   | 0.0714  | 0.0350  | 0.036      | 0.017  |
| 40  | 6.75                    | 7.00   | 0.0893  | 0.0483  | 0.110      | 0.070  |
| 45  | 6.25                    | 6.00   | 0.1218  | 0.0665  | 0.230      | 0.140  |
| 50  | 6.25                    | 6.00   | 0.1764  | 0.0917  | 0.290      | 0.220  |
| 55  | 6.25                    | 6.00   | 0.2594  | 0.1274  | 0.500      | 0.380  |
| 60  | 6.25                    | 6.00   | 0.3980  | 0.1757  | 0.530      | 0.410  |
| 65  | 6.25                    | 6.00   | 0.6353  | 0.2429  | 0.200      | 0.150  |
| 70  | 6.25                    | 6.00   | 1.1655  | 0.4739  | 0.200      | 0.150  |
| 74  | 6.25                    | 6.00   | 1.8942  | 0.8092  | 0.200      | 0.150  |

| Age | Annual Rates of Service Retirements |                                 |                              |                                 |
|-----|-------------------------------------|---------------------------------|------------------------------|---------------------------------|
|     | Male                                |                                 | Female                       |                                 |
|     | Under 25 Years of Service***        | 25 Years of Service and Over*** | Under 25 Years of Service*** | 25 Years of Service and Over*** |
| 45  |                                     | 22.50%                          |                              | 18.00%                          |
| 50  |                                     | 15.00                           |                              | 13.00                           |
| 55  |                                     | 18.25                           |                              | 19.00                           |
| 60  | 10.50%                              | 19.50                           | 13.25%                       | 22.25                           |
| 62  | 20.75                               | 32.00                           | 19.00                        | 37.50                           |
| 65  | 25.00                               | 29.50                           | 29.25                        | 42.50                           |
| 70  | 20.00                               | 25.00                           | 24.00                        | 25.50                           |
| 75  | 100.00                              | 100.00                          | 100.00                       | 100.00                          |

\* For all ages, rates of 33.5% for 1<sup>st</sup> year of employment and 24.0% for 2<sup>nd</sup> year.

\*\*Base Rates

\*\*\* For Tier 4 members, 30 years of service.



**SALARY INCREASES:** Representative values of the assumed annual rates of salary increases are as follows:

| Service     | Merit & Seniority | Annual Rates of |                    |
|-------------|-------------------|-----------------|--------------------|
|             |                   | Base (Economy)  | Increase Next Year |
| 0           | 15.25%            | 3.00%           | 18.25%             |
| 1           | 5.25              | 3.00            | 8.25               |
| 2           | 2.75              | 3.00            | 5.75               |
| 3           | 1.75              | 3.00            | 4.75               |
| 4           | 1.25              | 3.00            | 4.25               |
| 5-7         | 0.75              | 3.00            | 3.75               |
| 8-27        | 0.25              | 3.00            | 3.25               |
| 28 and Over | 0.00              | 3.00            | 3.00               |

**DEATH AFTER RETIREMENT:** The mortality table, for post-retirement mortality, used in evaluating allowances to be paid is the PubS.H-2010(B) Retiree Table with the following adjustments:

- For males, 112% of male rates from ages 18 to 75 scaled down to 105% for ages 80 to 119.
- For females, 85% of the female rates from ages 18 to 65 scaled up to 102% for ages 75 to 119.
- Projection scale MP-2018 will be used to project future improvements in life expectancy generationally.

The PubT.H-2010 Disabled Retiree Table is used for disabled retirees with the following adjustments - 137% of male rates at all ages and 115% of female rates at all ages. Projection scale MP-2018 will be used to project future improvements in life expectancy generationally.

**PAYROLL GROWTH:** 3.00% per annum, compounded annually.

**ADMINISTRATIVE EXPENSES:** 0.25% of payroll.

**TIMING OF DECREMENTS AND PAY INCREASES:** Middle of Year.

**ACTIVE MEMBER DISABILITY ASSUMPTION:** 9% of active member disabilities are assumed to be in the line of duty and 91% of active member disabilities are assume to not be in the line of duty.

**ACTIVE MEMBER DEATH ASSUMPTION:** 6% of active deaths are assumed to be in the line of duty and 94% of active member deaths are assumed to not be in the line of duty.

**ACTIVE MEMBER WITHDRAWAL ASSUMPTION:** 60% of vested participants who terminate before retirement elect to receive a deferred benefit upon attaining the eligibility requirements for retirement. They are assumed to commence their benefit at age 60 for Tiers 1, 2 and 3 and age 62 for Tier 4. The remaining 40% elect to withdraw their contributions.



FINAL AVERAGE COMPENSATION: 0.25% load on the final average compensation produced by our valuation software.

MARRIAGE ASSUMPTION: 85% married with the husband three years older than his wife.

UNUSED SICK LEAVE: Assumed 0.50 years at retirement.

MILITARY SERVICE: Assumed that participants will have on average 0.25 years of military service at retirement.

MAXIMUM COVERED EARNINGS ASSUMPTION GROWTH: 3.00%

AGE-LIMITED DISABILITY DECREMENTS: Assumed to turn off at age 60.

DEFERRED VESTEDS: Deferred vested benefits are assumed to commence at age 60 for Tiers 1, 2 and 3 and at age 65 for Tier 4.

ASSUMED INTEREST RATE ON EMPLOYEE CONTRIBUTIONS: 2.00%.

ASSET VALUATION METHOD: Market value of assets.

VALUATION METHOD: The valuation is prepared on the projected benefit basis, which is used to determine the present value of each member's expected benefit payable at retirement, disability or death. The calculations are based on the member's age, years of service, sex, compensation, expected future salary increases, and an assumed future interest earnings rate (currently 7.75%). The calculations consider the probability of a member's death or termination of employment prior to becoming eligible for a benefit and the probability of the member terminating with a service, disability, or survivor's benefit. The present value of the expected benefits payable to active members is added to the present value of the expected future payments to current benefit recipients to obtain the present value of all expected benefits payable to the present group of members and survivors.

The employer contributions required to support the benefits of PERS are determined following a level funding approach, and consist of a normal contribution and an accrued liability contribution.



The normal contribution is determined using the "entry age normal" method. Under this method, a calculation is made for pension benefits 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.

The unfunded actuarial accrued liability is determined by subtracting the current assets and the present value of prospective employer normal contributions and member contributions from the present value of expected benefits to be paid from the PERS. The accrued liability contribution amortizes the balance of the unfunded actuarial accrued liability over a period of years from the valuation date.



**SCHEDULE D**

**FUNDING POLICY OF THE PUBLIC EMPLOYEES’ RETIREMENT SYSTEM OF MISSISSIPPI**

The purpose of the funding policy is to state the overall funding goals and objectives for the Public Employees’ Retirement System of Mississippi (PERS), and to document both the metrics that will be used to measure progress toward achieving those goals, and the methods and assumptions employed to develop the metrics.

The employer contribution rate for PERS will be set based on the metrics, assumptions and methods outlined in Section II and III of this policy.

**Section I - Funding Goals and Objectives**

The objective in requiring employer and employee contributions to PERS is to accumulate sufficient assets during a member’s active employment to fully finance the benefits the member will receive in retirement. In meeting this objective, PERS will strive to meet the following goals:

- Preservation of the defined benefit structure for providing lifetime benefits to the PERS membership,
- Contribution rate stability as a percentage of payroll (Fixed Contribution Rate – FCR),
- Maintain an increasing trend in the funded ratio over the projection period with an ultimate goal of being 100% funded,
- Require clear reporting and risk analysis of the metrics by the actuary as outlined in Section II of this policy using a “Signal Light” approach to assist the Board in determining whether increases or decreases are needed in the employer contribution rate, and
- Ensure benefit improvements are funded through increases in contribution requirements in accordance with Article 14, S 272A, of the Mississippi Constitution.

**Section II – Metrics**

To track progress in achieving the outlined funding goals and objectives and to assist the Board in making a determination whether an increase or decrease in the employer contribution rate for PERS should be considered, certain metrics will be measured annually in conjunction with information provided in the actuarial valuation and projection report. As part of the annual valuation and projection reports, each metric will be calculated and assigned a “Signal Light” with the following definitions:

| Status | Definition   |
|--------|--|
| Green  | Plan passes metric and PERS’ funding goals and objectives are achieved                         |
| Yellow | Plan passes metric but a warning is issued that negative experience may lead to failing status |
| Red    | Plan fails metric and PERS must consider contribution increases                                |



### SCHEDULE D

If any one of the metrics are in the Red Signal Light status in conjunction with the annual valuation report (presented in October) and the projection report (presented in December), the actuary will determine and recommend to the Board an employer contribution rate increase to consider that is sufficient enough to get all three metrics back into the Green Signal Light status. The employer contribution rate increase would be effective for the July 1<sup>st</sup>, 18 months following the completion of the projection report (e.g. if the projection report in 2019 deems an increase to be considered, then it would be effective for July 1, 2021).

The following metrics will be measured:

- **Funded Ratio** – defined as the actuarial value of assets divided by the actuarial accrued liability. One of the funding goals is to have an increasing funded ratio over the projection period with an ultimate goal of having a 100% funded ratio. The Board sets the Signal Light definition as follows:

| Status | Definition                               |
|--------|--|
| Green  | Funded Ratio above 80% in 2047           |
| Yellow | Funded Ratio between 65% and 80% in 2047 |
| Red    | Funded Ratio below 65% in 2047           |

- **Cash flow as a percentage of assets** – defined as the difference between total contributions coming into the trust and the benefit payments made to retirees and beneficiaries going out of the trust as a percentage of beginning year market value of assets. Over the projection period, this percentage will fluctuate from year to year so for Signal Light testing, the net cash flow percentage over the entire projection period will be tested. The Board sets the Signal Light definition as follows:

| Status | Definition  |
|--------|---|
| Green  | Net Cash Flow Percentage above negative 6.00% (-6.00%) during the projection period                               |
| Yellow | Net Cash Flow Percentage between negative 6.00% (-6.00%) and negative 7.75% (-7.75%) during the projection period |
| Red    | Net Cash Flow Percentage below negative 7.75% (-7.75%) during the projection period                               |





## SCHEDULE D

- Actuarially Determined Contribution (ADC) – defined as the contribution requirement determined by the actuary using a contribution allocation procedure based on the principal elements disclosed in Section III of this funding policy:
  1. Actuarial Cost Method
  2. Asset Smoothing Method
  3. Amortization Method

The calculation of the ADC will be determined during the actuarial valuation and not during the projection report. The ratio of the ADC to the fixed contribution rate (ADC/FCR) as set by this Funding Policy will be tested. The Board sets the Signal Light definition as follows:

| Status | Definition   |
|--------|--|
| Green  | ADC ratio at or below 100% of fixed contribution rate at valuation date      |
| Yellow | ADC ratio between 100% and 110% of fixed contribution rate at valuation date |
| Red    | ADC ratio above 110% of fixed contribution rate at valuation date            |

### Section III – Assumptions and Methods

Each year, the actuary will perform an actuarial valuation and projection report for funding purposes. During the process, the actuary shall calculate all the metrics listed in Section II of this Funding Policy and PERS’ Signal Light status for each metric. The following three major components of a funding valuation will be used:

- **Actuarial Cost Method** – This component determines the attribution method upon which the cost/liability of the retirement benefits are allocated to a given period, defining the normal cost or annual accrual rate associated with projected benefits. The Entry Age Normal Cost Method (EAN) is to be used for determination of the normal cost rate and the actuarial accrued liability for purposes of calculating the Actuarial Determined Contribution (ADC).
- **Asset Valuation Method** – This component dictates the method by which the asset value, used in the determination of the Unfunded Actuarial Accrued Liability (UAAL) and Funded Ratio, is determined. The asset valuation method to be used shall be a five-year smoothed market value of assets. The difference between the actual market value investment returns and the expected market investment returns is recognized equally over a five-year period.
- **Amortization Method** – This component prescribes, in terms of duration and pattern, the systematic manner in which the difference between the accrued liability and the actuarial value of assets is reduced. For purposes of calculating the ADC metric, the following amortization method assumptions are used:



## SCHEDULE D

1. Once established for any component of the UAAL, the amortization period for that component will be closed and will decrease by one year annually.
  2. The amortization payment will be determined on a level percentage of pay basis.
  3. The length of the amortization periods will be as follows:
    - a. Existing UAAL on June 30, 2018 – 30 years.
    - b. Annual future actuarial experience gains and losses, assumption changes or benefit enhancements or reductions – 25 years from the date of the valuation.
  4. If any future annual actuarial valuation indicates that PERS has a negative UAAL, the ADC shall be set equal to the Normal Cost.
- **Actuarial Assumptions** – The actuarial assumptions are used to develop the annual and projected actuarial metrics, as well as the ADC rates. The actuarial assumptions are derived and proposed by the actuary and adopted by the PERS’ Board in conformity with the *Actuarial Standards of Practice*. The actuarial assumptions for this funding policy were developed using the experience for the four-year period ending June 30, 2016 (State of Mississippi Retirement Systems Experience Investigation for the Four-Year Period Ending June 30, 2016). The long-term investment return assumption adopted by the PERS’ Board in conjunction with the Experience Investigation is 7.75%.

### Section IV – Governance Policy/Process

Below is a list of specific actuarial and funding related studies, the frequency at which they should be commissioned by the Board and additional responsibilities related to each:

- **Actuarial Valuation (performed annually in October)** – The Board is responsible for the review of PERS’ annual actuarial valuation report, which provides the annual funded ratio and the calculation of the ADC.
- **Projection Report (performed annually in December)** – The Board is responsible for the review of PERS’ 30-year projection report, which will include the actuarial metrics and Signal Light status for each metric over a 30-year period.
- **Experience Analysis (performed every two years on a rolling four year basis and presented in April)** – The Board is responsible for ensuring that an experience analysis is performed as prescribed, review of the results of the study, and approving the actuarial assumptions and methodologies to be used for all actuarial purposes relating to the defined benefit pension plan.
- **Actuarial Audit (performed at least every five years)** – The Board is responsible for the review of an audit report performed by a new actuarial firm to provide a critique of the reasonableness of the actuarial methods and assumptions in use and the resulting actuarially computed liabilities and contribution rates.
- **Funding Policy Review (performed at least annually)** – The Board is responsible for the periodic review of this policy, but at least annually following the Projection Report and biennially following the Experience Analysis.



## SCHEDULE D

### Section V - Glossary of Funding Policy Terms

- **Actuarial Accrued Liability (AAL):** The AAL is the value at a particular point in time of all past normal costs. This is the amount of assets the plan would have today if the current plan provisions, actuarial assumptions, and participant data had always been in effect, contributions equal to the normal cost had been made, and all actuarial assumptions had been met.
- **Actuarial Cost Method:** The actuarial cost method allocates a portion of the total cost (present value of benefits) to each year of service, both past service and future service.
- **Actuarial Determined Contribution (ADC):** The potential payment to the plan as determined by the actuary using a contribution allocation procedure which, if contributed consistently and combined with investment earnings, would be sufficient to pay promised benefits in full over the long-term. The ADC may or may not be the amount actually paid by the plan sponsor or other contributing entity.
- **Asset Values:**
  - **Actuarial Value of Assets (AVA):** The AVA is the market value of assets less the deferred investment gains or losses not yet recognized by the asset smoothing method.
  - **Market Value of Assets (MVA):** The MVA is the fair value of assets of the plan as reported in the plan's audited financial statements.
- **Entry Age Normal Actuarial Cost Method (EAN):** The EAN actuarial cost method is a funding method that calculates the normal cost as a level percentage of pay or level dollar amount over the working lifetime of the plan's members.
- **Funded Ratio:** The funded ratio is the ratio of the plan assets to the plan's actuarial accrued liabilities.
  - **Actuarial Value Funded Ratio:** is the ratio of the AVA to the AAL.
- **Normal Cost:** The normal cost is the cost allocated under the actuarial cost method to each year of active member service.
- **Present Value of Benefits (PVB) or total cost:** The PVB is the value at a particular point in time of all projected future benefit payments for current plan members. The future benefit payments and the value of those payments are determined using actuarial assumptions regarding future events. Examples of these assumptions are estimates of retirement and termination patterns, salary increases, investment returns, etc.
- **Surplus:** A surplus refers to the positive difference, if any, between the AVA and the AAL.
- **Unfunded Actuarial Accrued Liability (UAAL):** The UAAL is the portion of the AAL that is not currently covered by the AVA. It is the positive difference between the AAL and the AVA.
- **Valuation Date:** The valuation date is the annual date upon which an actuarial valuation is performed; meaning that the trust assets and liabilities of the plan are valued as of that date. PERS' annual valuation date is June 30<sup>th</sup>.



**SCHEDULE E**

**SEIR CROSS-OVER TEST  
Projection of Contributions**

| Plan Year<br>Beginning<br>June 30 | Projected Covered Employee Payroll         |   |                                  | Projected Contributions                 |  |   |   |   |   |   | Plan Year<br>Ending<br>June 30 |
|-----------------------------------|--|---|----------------------------------|---|--|---|---|---|---|---|--------------------------------|
|                                   | Payroll for<br>Current<br>Employees<br>(a) | Payroll for<br>Future<br>Employees<br>(b) | Total Employee<br>Payroll<br>(c) | Employee<br>Contribution<br>Rate<br>(d) | Employer<br>Normal Cost<br>Contribution<br>Rate<br>(e) | Employer<br>UAAL<br>Contribution<br>Rate<br>(f) | Contributions<br>from Current<br>Employees<br>(g) = (a) x (d) | Employer<br>Contributions for<br>Current Employees<br>(h) = (a) x [(e) + (f)] | Contributions<br>Related to Payroll<br>of Future<br>Employees |   |                                |
|                                   |  |   |                                  |   |  |   |   |   | (i) = (b) x (f)   | Total<br>Contributions<br>(j) = (g) + (h) + (i) |                                |
| 2018                              | \$6,309,396,248                            | \$0                                       | \$6,309,396,248                  | 9.00%                                   | 1.45%  | 14.30%  | \$567,845,662   | \$993,729,909   | \$0   | \$1,561,575,571                                 | 2019                           |
| 2019                              | 5,775,050,975                              | 723,627,160                               | 6,498,678,135                    | 9.00                                    | 1.55   | 15.85   | 519,754,588   | 1,004,858,870   | 114,694,905   | 1,639,308,363                                   | 2020                           |
| 2020                              | 5,348,692,803                              | 1,344,945,677                             | 6,693,638,480                    | 9.00                                    | 1.55   | 15.85   | 481,382,352   | 930,672,548   | 213,173,890   | 1,625,228,790                                   | 2021                           |
| 2021                              | 4,963,371,376                              | 1,931,076,258                             | 6,894,447,634                    | 9.00                                    | 1.55   | 15.85   | 446,703,424   | 863,626,619   | 306,075,587   | 1,616,405,630                                   | 2022                           |
| 2022                              | 4,599,814,343                              | 2,501,466,720                             | 7,101,281,063                    | 9.00                                    | 1.55   | 15.85   | 413,983,291   | 800,367,696   | 396,482,475   | 1,610,833,462                                   | 2023                           |
| 2023                              | 4,254,222,575                              | 3,060,096,920                             | 7,314,319,495                    | 9.00                                    | 1.55   | 15.85   | 382,880,032   | 740,234,728   | 485,025,362   | 1,608,140,122                                   | 2024                           |
| 2024                              | 3,927,071,221                              | 3,606,677,859                             | 7,533,749,080                    | 9.00                                    | 1.55   | 15.85   | 353,436,410   | 683,310,392   | 571,658,441   | 1,608,405,243                                   | 2025                           |
| 2025                              | 3,612,765,424                              | 4,146,996,128                             | 7,759,761,552                    | 9.00                                    | 1.55   | 15.85   | 325,148,888   | 628,621,184   | 657,298,886   | 1,611,068,958                                   | 2026                           |
| 2026                              | 3,311,733,188                              | 4,680,821,211                             | 7,992,554,399                    | 9.00                                    | 1.55   | 15.85   | 298,055,987   | 576,241,575   | 741,910,162   | 1,616,207,724                                   | 2027                           |
| 2027                              | 3,029,321,011                              | 5,203,010,020                             | 8,232,331,031                    | 9.00                                    | 1.55   | 15.85   | 272,638,891   | 527,101,856   | 824,677,088   | 1,624,417,835                                   | 2028                           |
| 2032                              | 1,872,227,864                              | 7,671,300,071                             | 9,543,527,935                    | 9.00                                    | 1.55   | 15.85   | 168,500,508   | 325,767,648   | 1,215,901,061   | 1,710,169,217                                   | 2033                           |
| 2037                              | 1,045,723,149                              | 10,017,841,363                            | 11,063,564,512                   | 9.00                                    | 1.55   | 15.85   | 94,115,083  | 181,955,828   | 1,587,827,856   | 1,863,898,767                                   | 2038                           |
| 2042                              | 566,396,986                                | 12,259,306,522                            | 12,825,703,508                   | 9.00                                    | 1.55   | 15.85   | 50,975,729  | 98,553,076  | 1,943,100,084   | 2,092,628,889                                   | 2043                           |
| 2047                              | 239,686,111                                | 14,628,819,451                            | 14,868,505,562                   | 9.00                                    | 1.55   | 15.85   | 21,571,750  | 41,705,383  | 2,318,667,883   | 2,381,945,016                                   | 2048                           |
| 2052                              | 62,042,498                                 | 17,174,630,523                            | 17,236,673,021                   | 9.00                                    | 1.55   | 15.85   | 5,583,825   | 10,795,395  | 2,722,178,938   | 2,738,558,158                                   | 2053                           |
| 2057                              | 11,939,584                                 | 19,970,088,577                            | 19,982,028,161                   | 9.00                                    | 1.55   | 0.00  | 1,074,563   | 185,064   | 0   | 1,259,627                                       | 2058                           |
| 2062                              | 1,927,317                                  | 23,162,719,882                            | 23,164,647,199                   | 9.00                                    | 1.55   | 0.00  | 173,459   | 29,873  | 0   | 203,332   | 2063                           |
| 2067                              | 214,086                                    | 26,853,960,852                            | 26,854,174,938                   | 9.00                                    | 1.55   | 0.00  | 19,268  | 3,318   | 0   | 22,586  | 2068                           |
| 2072                              | 3,931                                      | 31,131,344,861                            | 31,131,348,792                   | 9.00                                    | 1.55   | 0.00  | 354   | 61  | 0   | 415   | 2073                           |
| 2077                              | 0  | 36,089,765,553                            | 36,089,765,553                   | 9.00                                    | 1.55   | 0.00  | 0   | 0   | 0   | 0   | 2078                           |
| 2082                              | 0  | 41,837,929,553                            | 41,837,929,553                   | 9.00                                    | 1.55   | 0.00  | 0   | 0   | 0   | 0   | 2083                           |
| 2087                              | 0  | 48,501,627,053                            | 48,501,627,053                   | 9.00                                    | 1.55   | 0.00  | 0   | 0   | 0   | 0   | 2088                           |
| 2092                              | 0  | 56,226,678,804                            | 56,226,678,804                   | 9.00                                    | 1.55   | 0.00  | 0   | 0   | 0   | 0   | 2093                           |
| 2097                              | 0  | 65,182,131,021                            | 65,182,131,021                   | 9.00                                    | 1.55   | 0.00  | 0   | 0   | 0   | 0   | 2098                           |
| 2102                              | 0  | 75,563,954,601                            | 75,563,954,601                   | 9.00                                    | 1.55   | 0.00  | 0   | 0   | 0   | 0   | 2103                           |



**Projection of Fiduciary Net Position (FNP)**

| Plan Year<br>Beginning<br>June 30 | Projected<br>Beginning FNP<br>(a) | Projected Total<br>Contributions<br>(b) | Projected Benefit<br>Payments<br>(c) | Projected<br>Administrative<br>Expenses<br>(d) | Projected<br>Investment<br>Earnings<br>(e) | Projected Ending FNP<br>(f) = (a) + (b) - (c) - (d) + (e) | Plan Year<br>Ending<br>June 30 |
|-----------------------------------|-----------------------------------|---|--------------------------------------|--|--|---|--------------------------------|
| 2018                              | \$27,763,190,000                  | \$1,561,575,571                         | \$2,881,724,090                      | \$15,773,491                                   | \$2,100,846,153                            | \$28,528,114,143  | 2019                           |
| 2019                              | 28,528,114,143                    | 1,639,308,363                           | 2,995,232,700                        | 14,437,627                                     | 2,158,818,126                              | 29,316,570,305  | 2020                           |
| 2020                              | 29,316,570,305                    | 1,625,228,790                           | 3,111,892,880                        | 13,371,732                                     | 2,214,992,375                              | 30,031,526,858  | 2021                           |
| 2021                              | 30,031,526,858                    | 1,616,405,630                           | 3,229,113,362                        | 12,408,428                                     | 2,265,645,081                              | 30,672,055,779  | 2022                           |
| 2022                              | 30,672,055,779                    | 1,610,833,462                           | 3,344,712,889                        | 11,499,536                                     | 2,310,712,841                              | 31,237,389,657  | 2023                           |
| 2023                              | 31,237,389,657                    | 1,608,140,122                           | 3,451,346,559                        | 10,635,556                                     | 2,350,401,696                              | 31,733,949,360  | 2024                           |
| 2024                              | 31,733,949,360                    | 1,608,405,243                           | 3,557,620,283                        | 9,817,678                                      | 2,384,884,988                              | 32,159,801,630  | 2025                           |
| 2025                              | 32,159,801,630                    | 1,611,068,958                           | 3,554,452,682                        | 9,031,914                                      | 2,418,140,166                              | 32,625,526,158  | 2026                           |
| 2026                              | 32,625,526,158                    | 1,616,207,724                           | 3,661,592,349                        | 8,279,333                                      | 2,450,383,650                              | 33,022,245,850  | 2027                           |
| 2027                              | 33,022,245,850                    | 1,624,417,835                           | 3,766,920,924                        | 7,573,303                                      | 2,477,463,153                              | 33,349,632,611  | 2028                           |
| 2032                              | 34,019,781,697                    | 1,710,169,217                           | 4,221,602,933                        | 4,680,570                                      | 2,540,852,868                              | 34,044,520,279  | 2033                           |
| 2037                              | 33,750,594,407                    | 1,863,898,767                           | 4,496,365,409                        | 2,614,308                                      | 2,515,466,910                              | 33,630,980,367  | 2038                           |
| 2042                              | 33,425,414,827                    | 2,092,628,889                           | 4,489,155,759                        | 1,415,992                                      | 2,499,283,137                              | 33,526,755,102  | 2043                           |
| 2047                              | 35,039,849,111                    | 2,381,945,016                           | 4,274,126,693                        | 599,215  | 2,643,611,575                              | 35,790,679,794  | 2048                           |
| 2052                              | 41,008,814,492                    | 2,738,558,158                           | 3,867,611,118                        | 155,106  | 3,135,242,757                              | 43,014,849,183  | 2053                           |
| 2057                              | 41,192,389,214                    | 1,259,627                               | 3,298,418,121                        | 29,849   | 3,067,028,067                              | 40,962,228,938  | 2058                           |
| 2062                              | 41,279,566,135                    | 203,332                                 | 2,653,396,544                        | 4,818  | 3,098,273,281                              | 41,724,641,386  | 2063                           |
| 2067                              | 45,338,283,586                    | 22,586                                  | 2,006,060,231                        | 535  | 3,437,433,415                              | 46,769,678,821  | 2068                           |
| 2072                              | 55,084,368,367                    | 415                                     | 1,399,248,316                        | 10   | 4,215,829,384                              | 57,900,949,840  | 2073                           |
| 2077                              | 72,743,496,418                    | 0                                       | 878,942,353                          | 0  | 5,604,197,454                              | 77,468,751,519  | 2078                           |
| 2082                              | 101,280,907,315                   | 0                                       | 481,590,069                          | 0  | 7,830,956,904                              | 108,630,274,150   | 2083                           |
| 2087                              | 144,829,725,538                   | 0                                       | 220,871,246                          | 0  | 11,215,904,664                             | 155,824,758,956   | 2088                           |
| 2092                              | 209,375,668,974                   | 0                                       | 80,419,658                           | 0  | 16,223,556,229                             | 225,518,805,545   | 2093                           |
| 2097                              | 303,769,551,066                   | 0                                       | 21,897,654                           | 0  | 23,541,307,506                             | 327,288,960,918   | 2098                           |
| 2102                              | 441,112,339,615                   | 0                                       | 4,646,720                            | 0  | 34,186,029,619                             | 475,293,722,514   | 2103                           |