



**County Employees Retirement System
Board of Trustees – Special Meeting
November 10, 2025, at 2:00 pm ET (1:00 pm CT)
Live Video Conference/Facebook Live**

AGENDA

- | | |
|---|---------------------------|
| 1. Call to Order | Lisle Cheatham |
| 2. Opening Statement | Eric Branco |
| 3. Roll Call | Sherry Rankin |
| 4. Public Comment | Sherry Rankin |
| 5. Chairman's Corner | Lisle Cheatham |
| 6. Actuarial Committee Report | Mike Foster |
| a. 2025 Actuarial Valuation* | Danny White, GRS |
| | Janie Shaw, GRS |
| | Krysti Kiesel, GRS |
| 7. Application To Voluntarily Cease Participation In CERS* | Erin Surratt |
| 8. CERS Procurement Policy Amendments* | Ed Owens, III |
| | Eric Branco |
| 9. Closed Session* | Eric Branco |
| | Michael Board |
| 10. Adjourn | Lisle Cheatham |

***Board May Take Action**



MEMORANDUM

TO: County Employees Retirement System Board of Trustees

From: Mike Foster, Chair
Actuary Committee

Date: November 10, 2025

Subject: Summary of Actuary Committee Meeting

The County Employees Retirement System Actuary Committee held a special meeting on November 6, 2025.

1. **The following items were approved by the Actuary Committee and are being forwarded to the County Employees Retirement System Board of Trustees for ratification***
 - a. **2025 Draft Actuarial Valuation Results** – The Actuary Committee considered the presentation of GRS, the System Actuary, concerning the 2025 Draft Actuarial Valuation results. After hearing the presentation from GRS, the Committee unanimously agreed to recommend the Draft Valuation for approval of the entire Board of Trustees prior to its statutorily required presentation to the Legislative Research Commission (LRC) on or before November 15, 2025.

RECOMMENDATION: The Actuary Committee requests the County Employees Retirement System Board of Trustees ratify the actions taken by the Actuary Committee.

2. **The following information was discussed during the Actuary Committee meeting:**

- a. **Positive change in both active membership and payroll.** Over the course of the year new hires increased by approximately 7,000 Tier 3 employees which will not add to the unfunded liability and existing employees received larger than expected raises that continue to grow the system.

- b. **Extraordinary investment returns.** The system obtained a blended 11.6% return for the year. This resulted in \$901 million more than expected over the assumed rate of return of 6.50%.
- c. **Employer contribution rates reduced.** The employer contribution rate for NON-HAZ employers was reduced (18.62% to 17.43%) and the HAZ employer rate was also reduced (35.73% to 34.72%).
- d. **Unfunded liability reduced.** The unfunded liability was paid down by approximately \$350 million.
- e. **Funded ratio increases.** The NON-HAZ funded ratio increased from 58.4% to 61.4%. Once the system crosses the 60% funded threshold it moves from “underfunded” status to “adequately funded” status.
- f. **Retirement benefits paid.** Over the fiscal year, the CERS system made retirement benefit payments of approximately \$1.4 billion.
- g. **Sharpe Ratio.** The system accomplished all the above while being in the top 5% of public pension plans in Sharpe ratio. The ratio measures a system’s ability to generate out-sized returns while taking the least amount of risk with the investment portfolio.

***Board of Trustees Action Required**



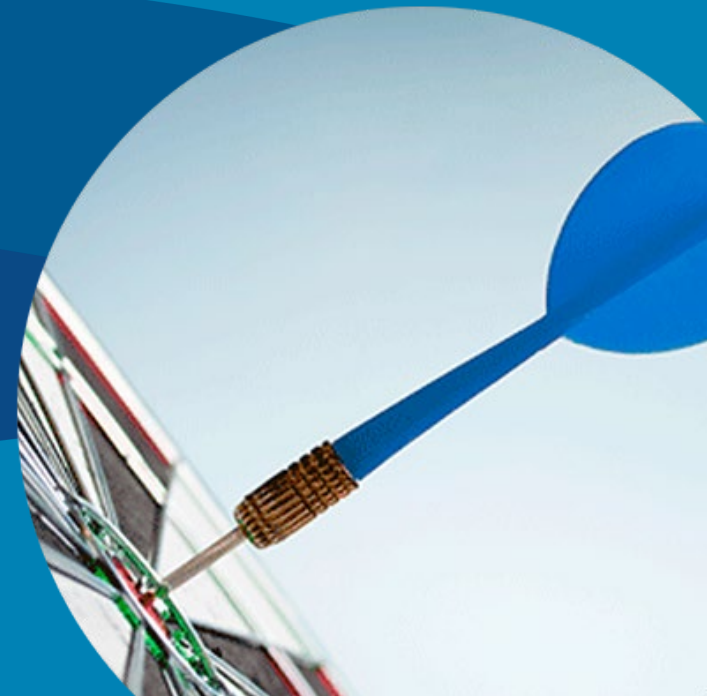
County Employees Retirement System

2025 Actuarial Valuation Results

November 10, 2025

Janie Shaw, ASA, EA, MAAA

Danny White, FSA, EA, MAAA



June 30, 2025 Actuarial Valuation

- Based on membership data and assets as of June 30, 2025
- Change in insurance benefits due to SB 10
- No changes in assumptions since prior valuation
- Sets contribution requirements for one year effective July 1, 2026
 - i.e. FYE 2027



Comments on Valuation Results

- Change in active membership and payroll
 - Active headcount and membership payroll increased across both funds

	Active Headcount		Membership Payroll		Average Payroll	
	2025 Val	Change	2025 Val	Change	2025 Val	Change
(1)	(2)	(3)	(4)	(5)	(6)	(7)
CERS Non-Hazardous	81,863	1.8% ↑	\$3,336,807	6.3% ↑	\$40,761	4.5% ↑
CERS Hazardous	9,927	2.6% ↑	\$806,462	8.5% ↑	\$81,239	5.8% ↑

Comments on Valuation Results

- FYE 2025 Investment Experience
 - 11.1% to 11.6% return on market value (varies by fund)
 - Assumed rate of return: 6.50%
 - Fund assets \$901M more than expected for CERS (\$648M pension and \$253M insurance)
 - \$630M in asset gains recognized this year (\$444M pension and \$186M insurance)



Comments on Valuation Results

- Overview of legislation passed in 2025
 - **Senate Bill 10:** increased insurance dollar subsidy to \$40 (non-hazardous) and \$50 (hazardous) for non-Medicare retirees that meet certain service threshold requirements
 - Increased the insurance member contribution rate for hazardous members from 1% to 2%
 - Extended the required contribution to members hired on or after July 1, 2003 but prior to September 1, 2008 for both non-hazardous and hazardous members
 - \$252M liability increase across both insurance funds



Comments on Valuation Results

- Retirement Fund Liability Experience
 - \$221M loss for both retirement funds combined
 - Liability within 1.5% of expected
 - Primarily attributed to salary increases greater than expected for individual active members
- Insurance Fund Liability Experience
 - \$545M loss for both insurance funds combined
 - 2026 health insurance premiums significantly higher than expected



Required Employer Contributions

	CERS Non-Hazardous		CERS Hazardous	
	2024 Val	2025 Val	2024 Val	2025 Val
(1)	(2)	(3)	(4)	(5)
Pension Fund	18.62%	17.14%	34.00%	31.52%
Insurance Fund	<u>0.00%</u>	<u>0.29%</u>	<u>1.73%</u>	<u>3.20%</u>
Actuarially Determined Contribution Rate, payable as a percentage of payroll	18.62%	17.43%	35.73%	34.72%
Difference		-1.19%		-1.01%

Note: 2024 Valuation set the contribution rates for FYE2026.

2025 Valuation will be used to set the contribution rates for FYE2027.



Required Employer Contributions (\$millions)

	CERS Non-Hazardous		CERS Hazardous	
	2024 Val	2025 Val	2024 Val	2025 Val
(1)	(2)	(3)	(4)	(5)
Pension Fund	\$596	\$583	\$258	\$259
Insurance Fund	<u>0</u>	<u>10</u>	<u>13</u>	<u>26</u>
Total Actuarially Determined Employer Contribution	\$596	\$593	\$271	\$285
Change in Actuarially Determined Employer Contribution		\$(3)		\$14

Note: 2024 Valuation set the contribution rates for FYE2026.

2025 Valuation will be used to set the contribution rates for FYE2027.



Unfunded Actuarial Accrued Liability – Actuarial Value of Asset Basis (\$ in Billions)

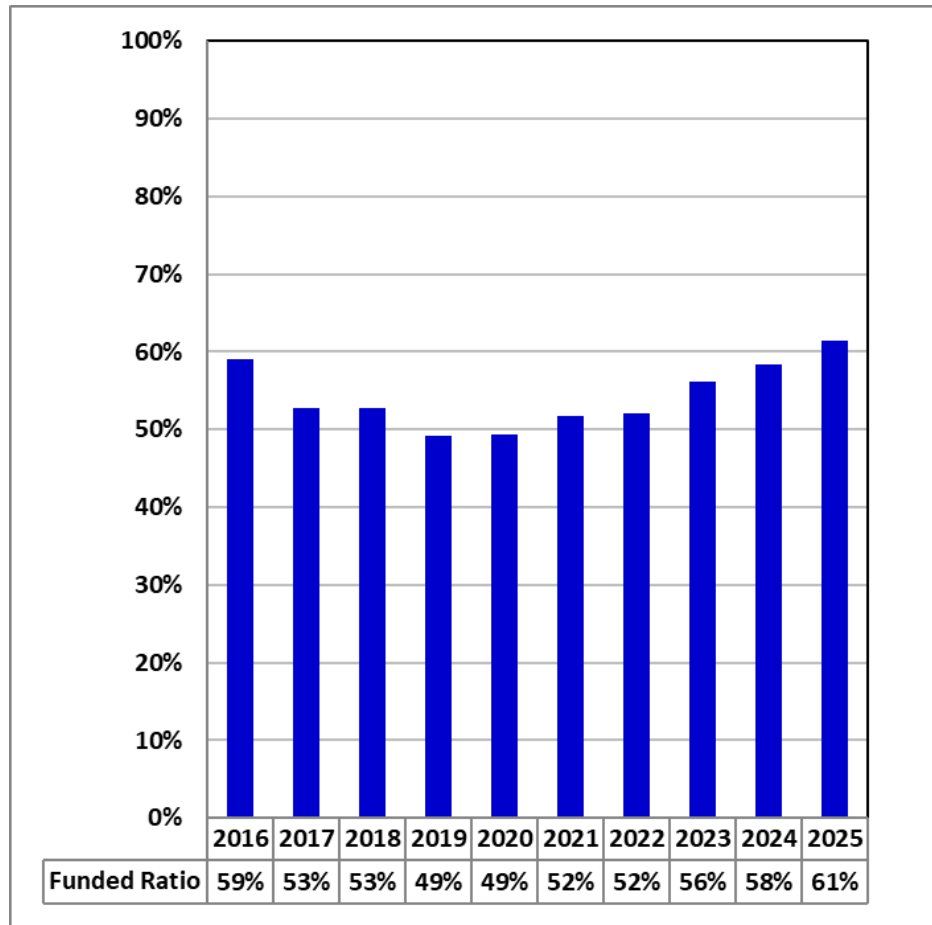
	CERS Non-Hazardous		CERS Hazardous	
	2024 Val	2025 Val	2024 Val	2025 Val
(1)	(2)	(3)	(4)	(5)
Pension Fund	\$6.56	\$6.24	\$2.79	\$2.71
Insurance Fund	<u>(0.65)</u>	<u>(0.23)</u>	<u>(0.01)</u>	<u>0.18</u>
Total Unfunded Actuarial Accrued Liability	\$5.92	\$6.01	\$2.78	\$2.89
Change in Unfunded Actuarial Accrued Liability		\$0.09		\$0.10

Note: Amounts may not add due to rounding

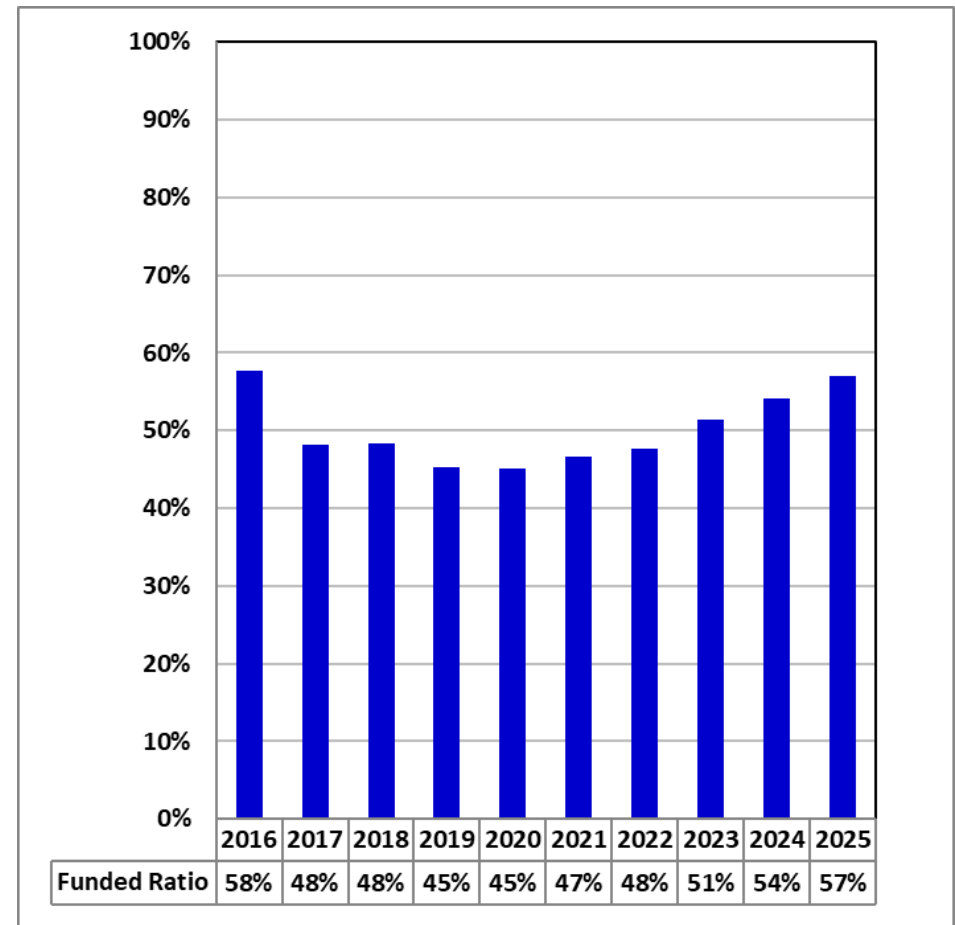


Historic Funded Ratio (Actuarial Value of Assets / Accrued Liability)

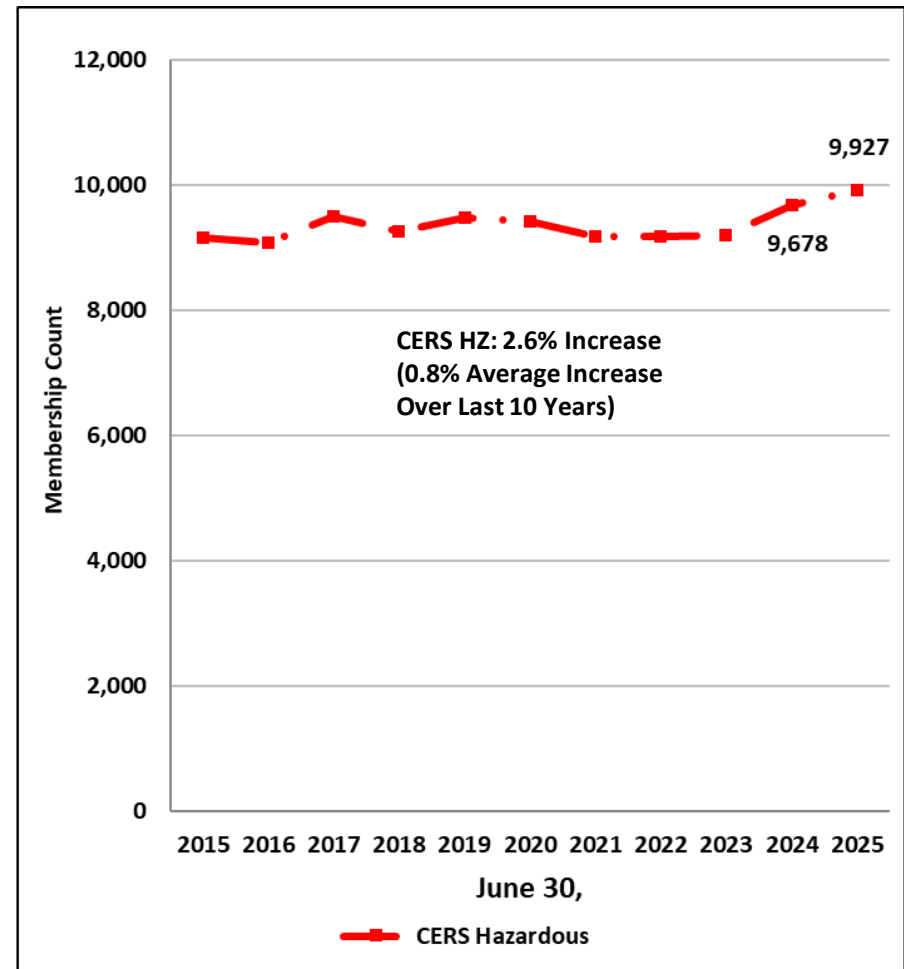
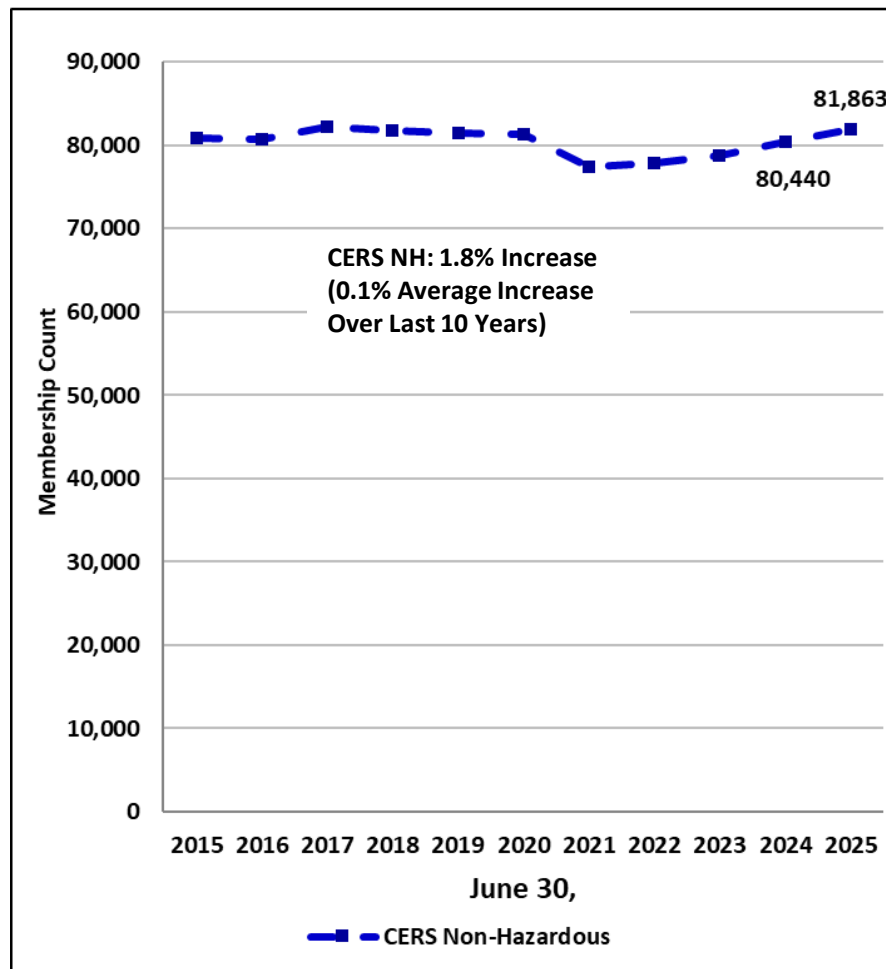
Non-Hazardous Pension Fund



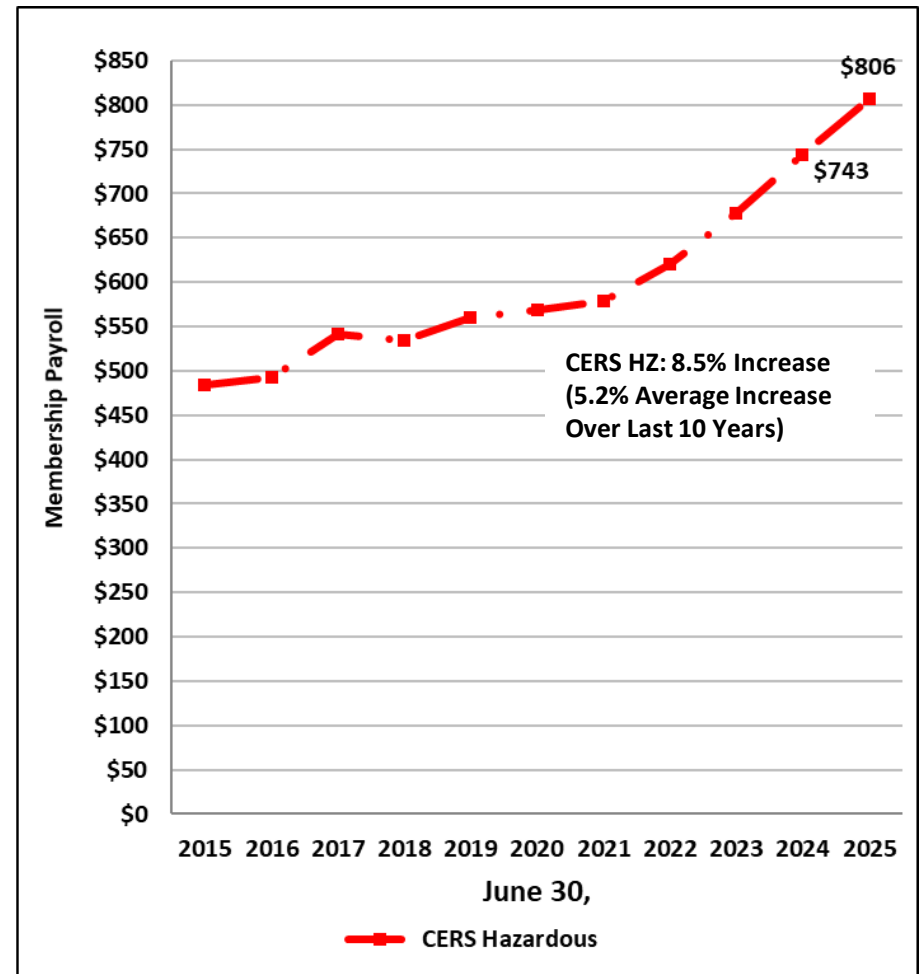
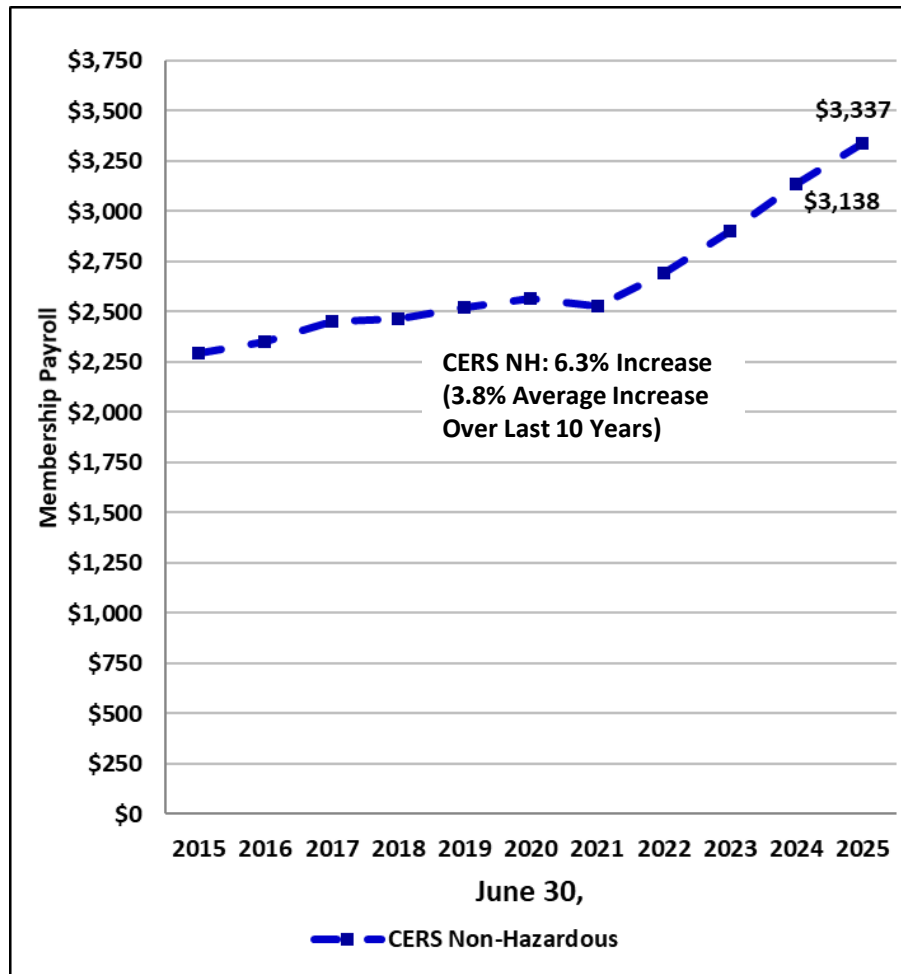
Hazardous Pension Fund



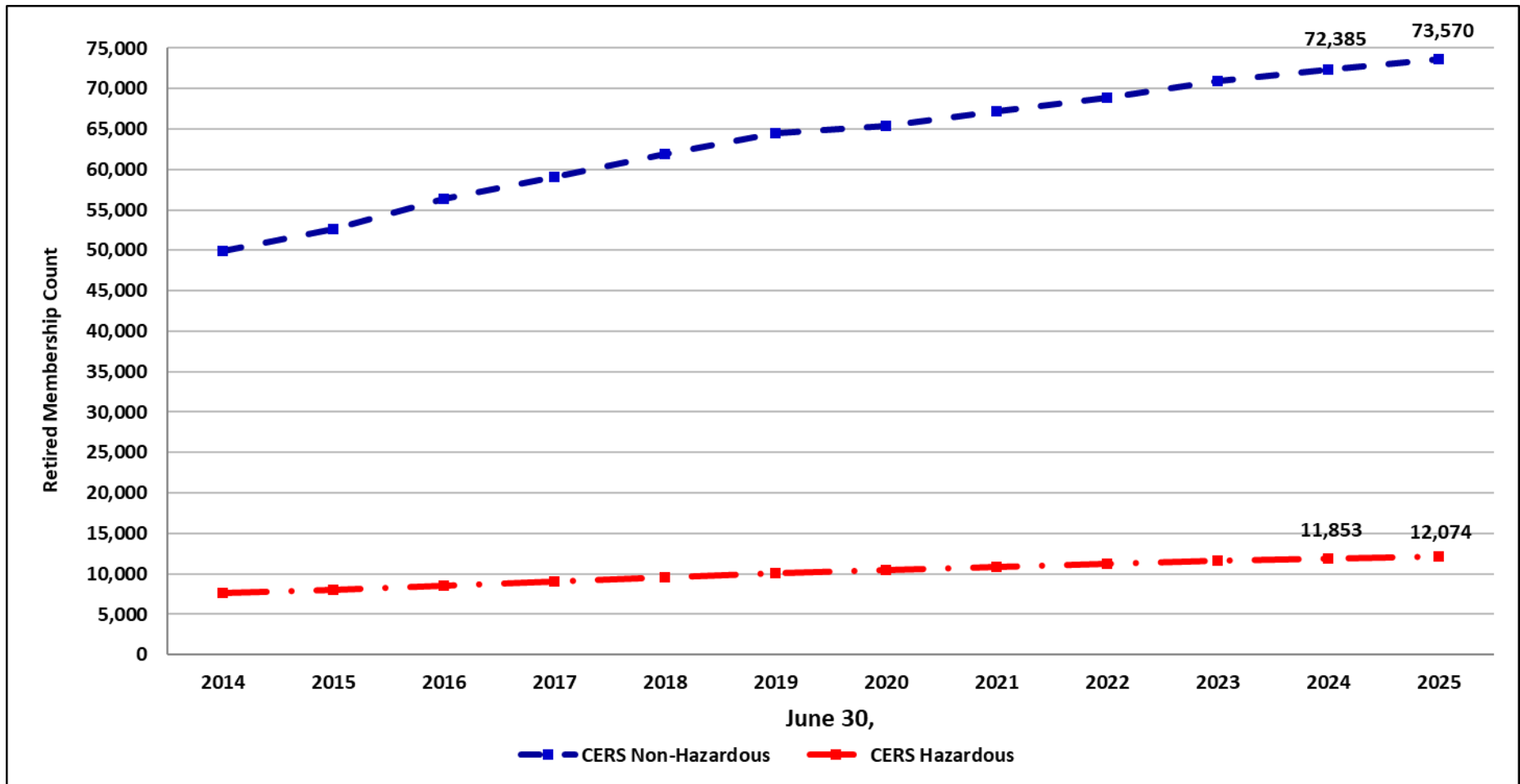
Active Membership Count



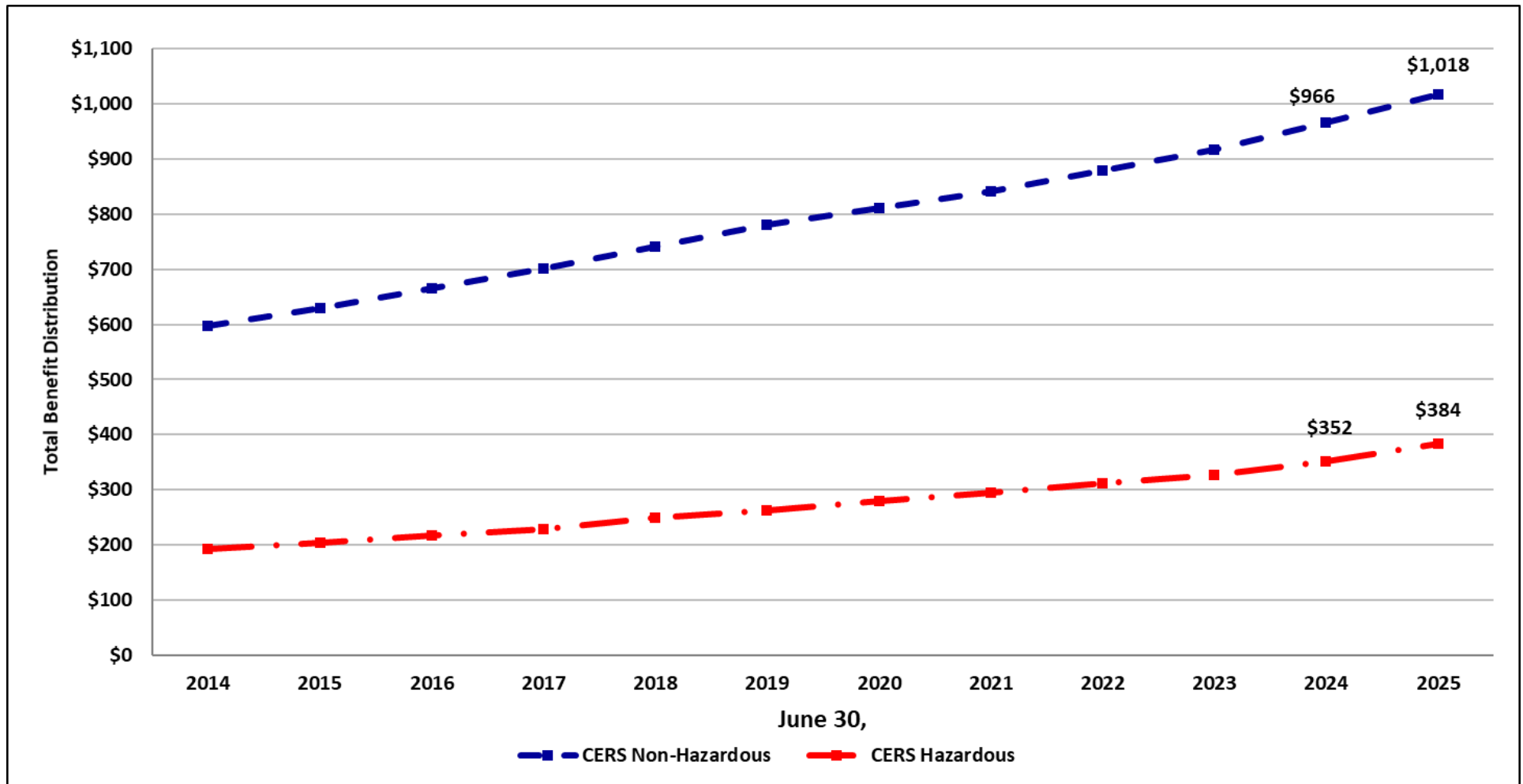
Membership Payroll (\$ in Millions)



Retired Membership Count



Pension Benefit Distributions (\$ in Millions)



Funding Results – CERS (\$ in millions)

Item	Non-Hazardous System				Hazardous System			
	Pension		Insurance		Pension		Insurance	
	2024	2025	2024	2025	2024	2025	2024	2025
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Total Normal Cost Rate	9.37%	9.26%	2.15%	2.41%	17.17%	16.90%	3.40%	4.18%
Member Rate	<u>(5.00)%</u>	<u>(5.00)%</u>	<u>(0.67)%</u>	<u>(0.84)%</u>	<u>(8.00)%</u>	<u>(8.00)%</u>	<u>(0.69)%</u>	<u>(1.86)%</u>
Employer Normal Cost Rate	4.37%	4.26%	1.48%	1.57%	9.17%	8.90%	2.71%	2.32%
Administrative Expenses	0.85%	0.77%	0.03%	0.03%	0.31%	0.28%	0.07%	0.07%
Amortization Cost	<u>13.40%</u>	<u>12.11%</u>	<u>(2.37)%</u>	<u>(1.31)%</u>	<u>24.52%</u>	<u>22.34%</u>	<u>(1.05)%</u>	<u>0.81%</u>
Total Actuarially Determined Rate	18.62%	17.14%	0.00%	0.29%	34.00%	31.52%	1.73%	3.20%
Actuarial Accrued Liability (AAL)	\$15,776	\$16,174	\$2,901	\$3,563	\$6,070	\$6,302	\$1,668	\$1,940
Actuarial Value of Assets	<u>\$9,212</u>	<u>\$9,934</u>	<u>\$3,549</u>	<u>\$3,794</u>	<u>\$3,280</u>	<u>\$3,593</u>	<u>\$1,676</u>	<u>\$1,763</u>
Unfunded AAL	\$6,565	\$6,240	\$(648)	\$(231)	\$2,791	\$2,709	\$(8)	\$176
Funded Ratio	58.4%	61.4%	122.3%	106.5%	54.0%	57.0%	100.5%	90.9%



PROJECTION INFORMATION PENSION AND INSURANCE



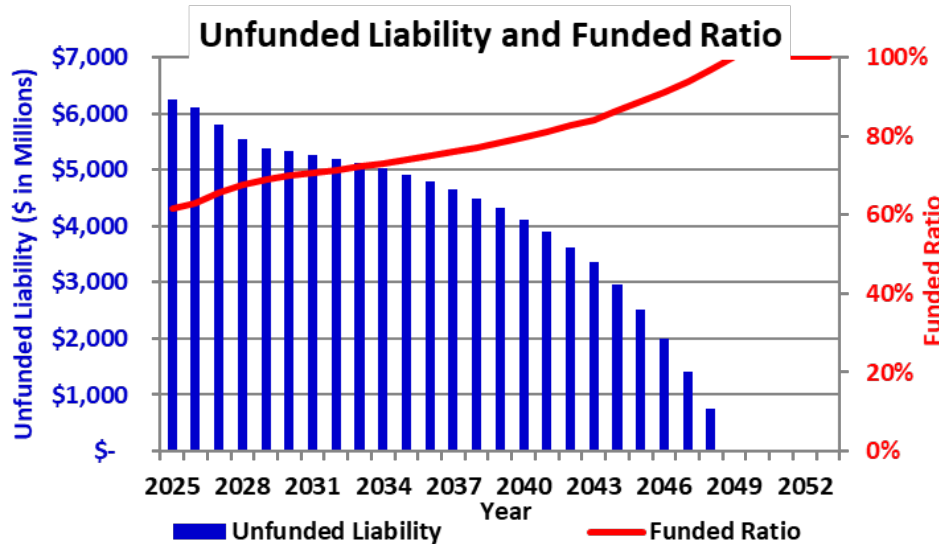
Projection Assumptions

- Assumes that all actuarial assumptions are realized, including the assumed annual asset return of 6.50%
- Full actuarially determined contribution paid each year
- Membership payroll assumed to increase by 2% each year
 - Total active population assumed to remain level

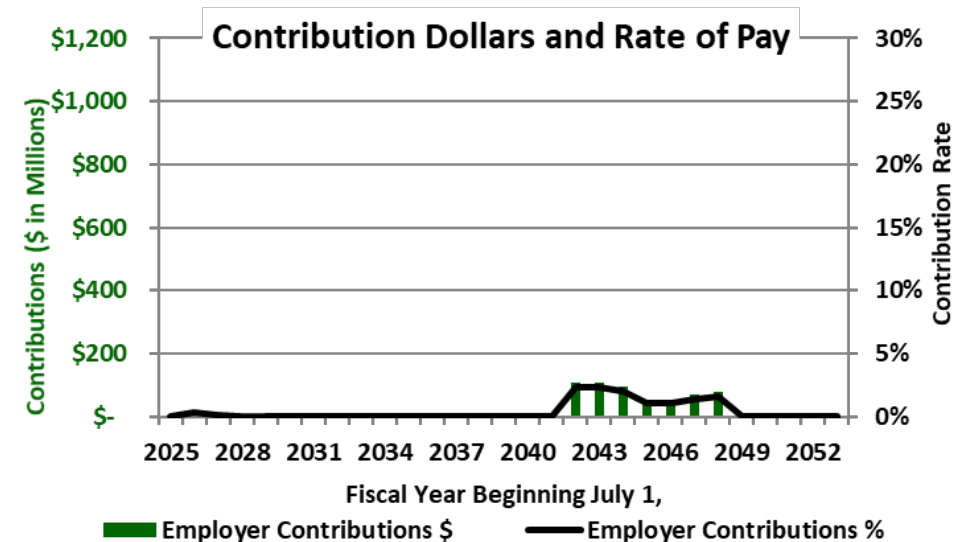
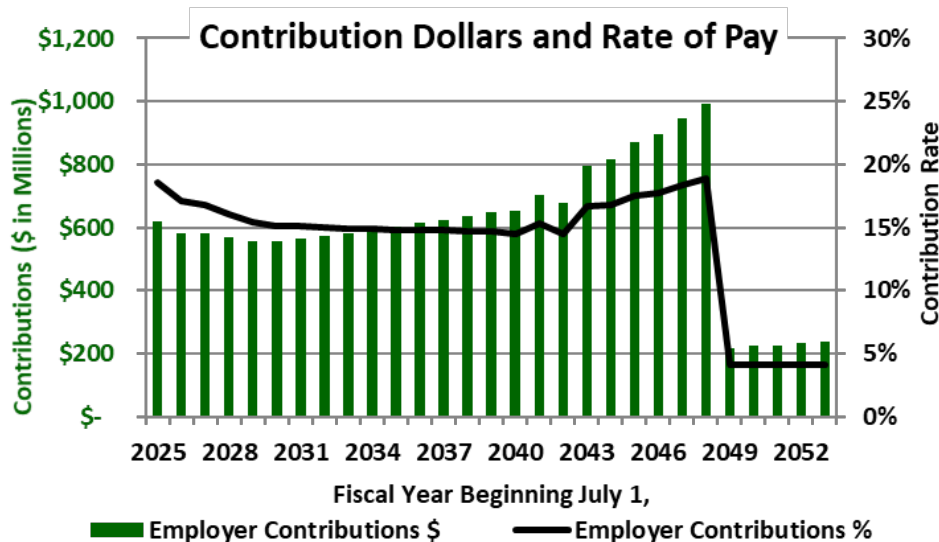
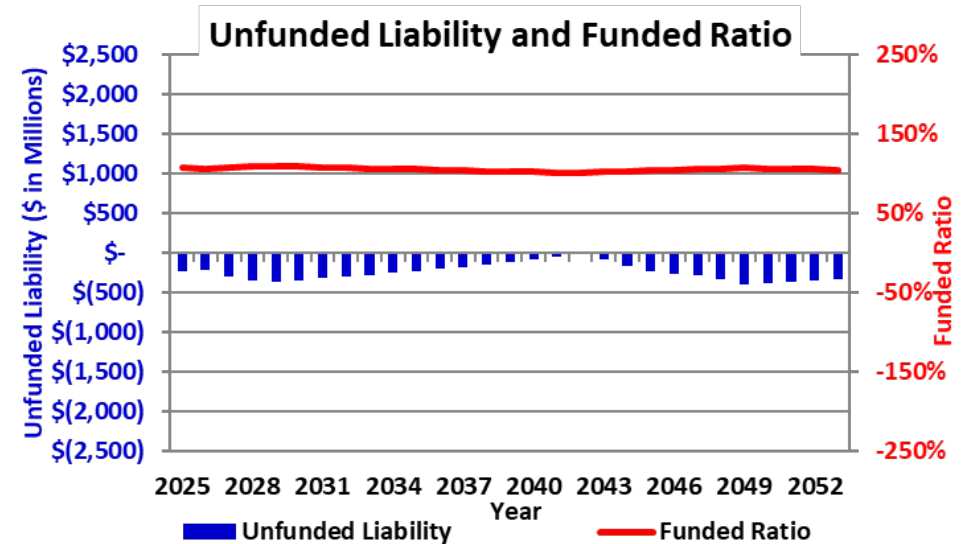


CERS Non-Hazardous Projection

Pension

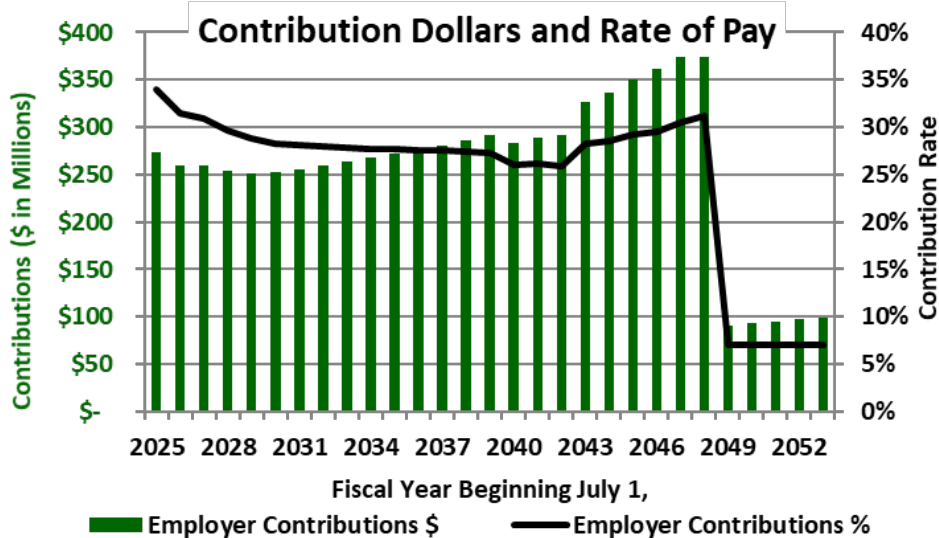
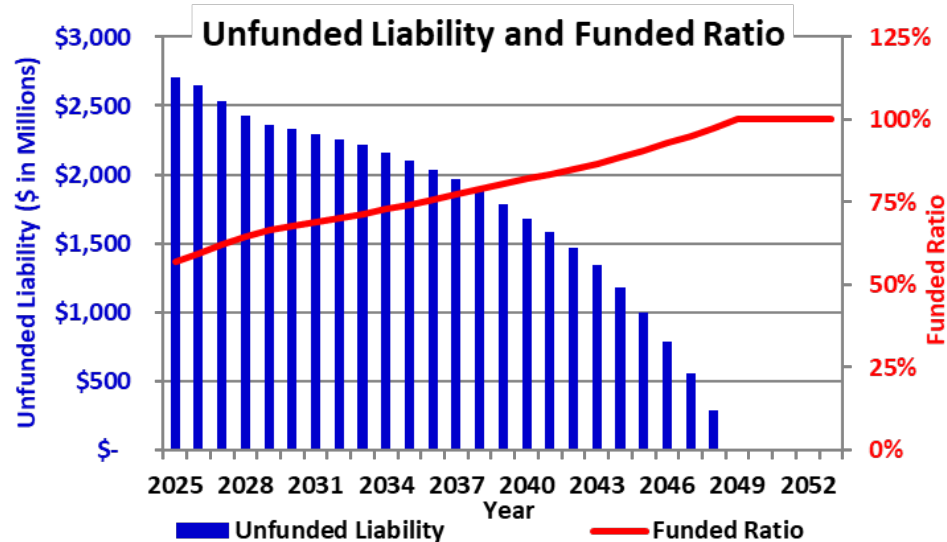


Insurance

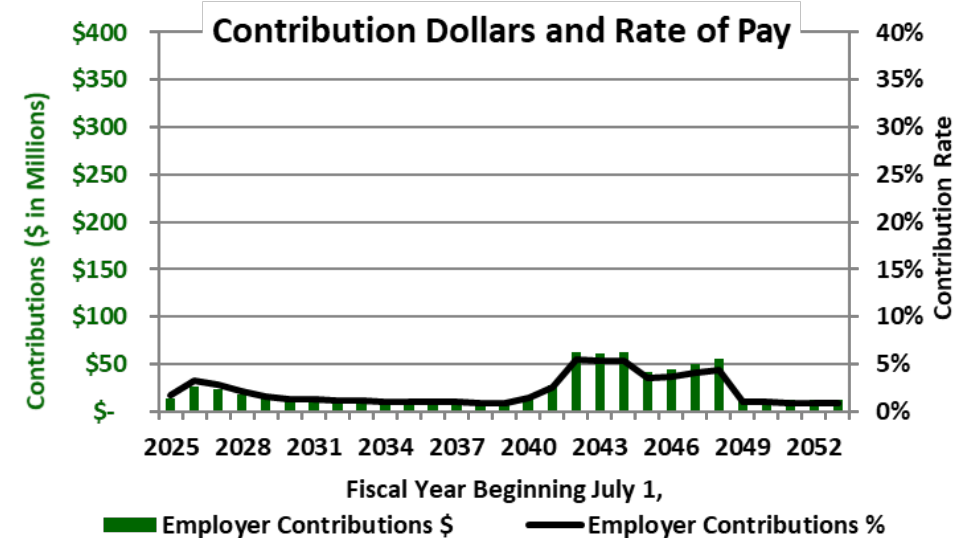
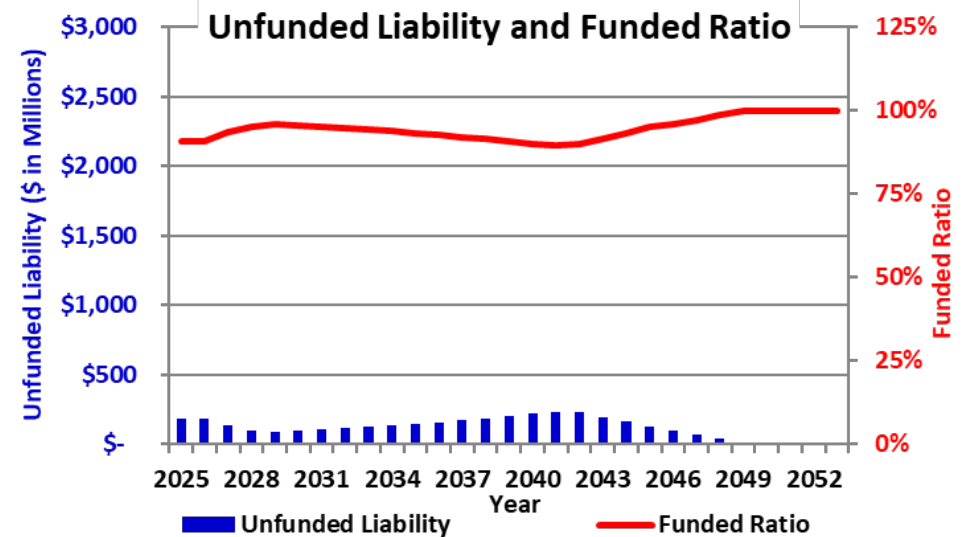


CERS Hazardous Projection

Pension



Insurance



Closing Comments on 2025 Valuation Results

- Favorable investment experience and membership payroll increases decreased contribution rates
 - Partially offset by increases in insurance contribution rates due to 2026 health insurance premiums
- Unfunded liability continues to decrease and funded ratios continue to increase for both pension funds
- Increase in unfunded liability for insurance funds due to 2026 health insurance premiums
- It is imperative the current funding policy be maintained as it will continue to improve the System's financial security



Disclaimers

- This presentation is intended to be used in conjunction with the actuarial valuation as of June 30, 2025. This presentation should not be relied on for any purpose other than the purpose described in the valuation report.
- This presentation shall not be construed to provide tax advice, legal advice or investment advice.
- Readers are cautioned to examine original source materials and to consult with subject matter experts before making decisions related to the subject matter of this presentation.





October 31, 2025

Board of Trustees
County Employees Retirement System
Perimeter Park West
1260 Louisville Road
Frankfort, KY 40601

Re: Sensitivity Analysis Based on Results of the June 30, 2025 Actuarial Valuation – CERS

Dear Members of the Board:

Per Kentucky State Statute 61.670, we are providing this supplemental information regarding the sensitivity of the valuation results to changes in some of the economic assumptions. Specifically, the enclosed tables show the impact for the **County Employees Retirement System (CERS)** due to changes in the investment return assumption, the inflation rate assumption, and the payroll growth rate assumption.

Background

Investment Assumption

The investment return assumption is used to discount future expected benefit payments to the valuation date in order to determine the liabilities of the plans. The lower the investment return assumption, the less the benefit payments are discounted and the higher the valuation liability. The current investment return assumption is 6.50% for the non-hazardous and hazardous retirement and insurance funds. The sensitivity analysis shows the financial impact of a 1.00% increase and a 1.00% decrease in the investment return assumption. For purposes of this sensitivity analysis, the inflation assumption and payroll growth assumption remain unchanged from the valuation assumption.

Inflation Assumption

The inflation assumption underlies most of the other economic assumptions, including the investment return, salary increases, and payroll growth rate. This is a macroeconomic assumption and as such the same assumption is used in the valuation of each of the retirement systems. The current assumption is 2.50% for all funds. The sensitivity analysis shows the financial impact of a 0.25% increase and a 0.25% decrease in the inflation assumption. Note, the change in the inflation assumption results in a corresponding change in the investment return assumption, the individual salary increase assumption for projecting members' benefit amounts, the payroll growth rate assumption, and the healthcare trend assumption that is used in the valuation of the health insurance funds.

Board of Trustees
October 31, 2025
Page 2

Payroll Growth Assumption

Participating employers of CERS make contributions to the system as a percentage of covered payroll. Therefore, as payroll changes over time these amortization payments will also change. If actual covered payroll increases at a rate that is less than assumed, then the retirement system receives fewer contribution dollars than expected to finance the unfunded liability, which means the contribution rates in future years will be required to increase in order to finance the unfunded liability over the same time period. The current payroll growth assumption is 2.00% for all the CERS retirement and insurance funds. The analysis shows the impact of a 1.00% increase and a 1.00% decrease in the payroll growth assumption.

Please note that the payroll growth assumption does not impact the valuation liabilities, unfunded liability, or funded status of the system. Rather, this assumption only impacts the amortization rate for financing the existing unfunded actuarial accrued liability and the actuarially determined employer contribution. For purposes of this analysis, the investment return assumption and the inflation assumption are held at their current valuation assumptions.

Certification

The information provided in this letter compliments the information provided in the June 30, 2025 actuarial valuation report. Please refer to the June 30, 2025 actuarial valuation report for additional discussion of the actuarial valuation, including the nature of actuarial calculations and more information related to participant data, economic and demographic assumptions, and benefit provisions.

Actual results can, and almost certainly will, differ as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rate, and funding periods. The actuarial calculations are intended to provide information for rational decision making. The purpose of this information is to provide stakeholders the financial sensitivity of the unfunded liability and contribution rates to changes in the inflation, assumed rate of return, and payroll growth assumption.

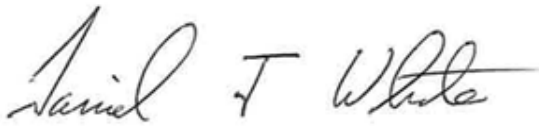


Board of Trustees
October 31, 2025
Page 3

To the best of our knowledge, this report is complete and accurate and is in accordance with generally recognized actuarial practices and methods. All of the undersigned are Enrolled Actuaries and members of the American Academy of Actuaries and meet all of the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. In addition, all three are independent of KPPA and are experienced in performing valuations for large public retirement systems. This communication shall not be construed to provide tax advice, legal advice or investment advice.

Sincerely,

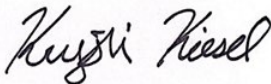
Gabriel, Roeder, Smith & Company



Daniel J. White, FSA, EA, MAAA
Senior Consultant



Janie Shaw, ASA, EA, MAAA
Consultant



Krysti Kiesel, ASA, EA, MAAA
Consultant



Sensitivity Analysis - Discount Rate
Non-Hazardous Members
(Dollar amounts expressed in thousands)

	Decrease Discount Rate	Valuation Results	Increase Discount Rate
(1)	(2)	(3)	(4)
Payroll Growth Rate	2.00%	2.00%	2.00%
Inflation Rate	2.50%	2.50%	2.50%
Discount Rate - Retirement	5.50%	6.50%	7.50%
Discount Rate - Insurance	5.50%	6.50%	7.50%
Retirement			
Actuarial Accrued Liability	\$ 17,990,133	\$ 16,174,006	\$ 14,673,696
Actuarial Value of Assets	9,933,705	9,933,705	9,933,705
Unfunded Actuarial Accrued Liability	8,056,428	6,240,301	4,739,991
Funded Ratio	55.2%	61.4%	67.7%
Actuarially Determined Contribution Rate	22.14%	17.14%	12.94%
Insurance			
Actuarial Accrued Liability	\$ 4,009,861	\$ 3,562,876	\$ 3,190,544
Actuarial Value of Assets	3,793,782	3,793,782	3,793,782
Unfunded Actuarial Accrued Liability	216,079	(230,906)	(603,238)
Funded Ratio	94.6%	106.5%	118.9%
Actuarially Determined Contribution Rate	2.07%	0.29%	0.00%
Combined			
Actuarial Accrued Liability	\$ 21,999,994	\$ 19,736,882	\$ 17,864,240
Actuarial Value of Assets	13,727,487	13,727,487	13,727,487
Unfunded Actuarial Accrued Liability	8,272,507	6,009,395	4,136,753
Funded Ratio	62.4%	69.6%	76.8%
Actuarially Determined Contribution Rate	24.21%	17.43%	12.94%



Sensitivity Analysis - Inflation Rate
Non-Hazardous Members
(Dollar amounts expressed in thousands)

	Decrease Inflation Rate	Valuation Results	Increase Inflation Rate
(1)	(2)	(3)	(4)
Payroll Growth Rate	1.75%	2.00%	2.25%
Inflation Rate	2.25%	2.50%	2.75%
Discount Rate - Retirement	6.25%	6.50%	6.75%
Discount Rate - Insurance	6.25%	6.50%	6.75%
Retirement			
Actuarial Accrued Liability	\$ 16,559,086	\$ 16,174,006	\$ 15,805,260
Actuarial Value of Assets	9,933,705	9,933,705	9,933,705
Unfunded Actuarial Accrued Liability	6,625,381	6,240,301	5,871,555
Funded Ratio	60.0%	61.4%	62.9%
Actuarially Determined Contribution Rate	18.41%	17.14%	15.94%
Insurance			
Actuarial Accrued Liability	\$ 3,616,206	\$ 3,562,876	\$ 3,512,545
Actuarial Value of Assets	3,793,782	3,793,782	3,793,782
Unfunded Actuarial Accrued Liability	(177,576)	(230,906)	(281,237)
Funded Ratio	104.9%	106.5%	108.0%
Actuarially Determined Contribution Rate	0.55%	0.29%	0.05%
Combined			
Actuarial Accrued Liability	\$ 20,175,292	\$ 19,736,882	\$ 19,317,805
Actuarial Value of Assets	13,727,487	13,727,487	13,727,487
Unfunded Actuarial Accrued Liability	6,447,805	6,009,395	5,590,318
Funded Ratio	68.0%	69.6%	71.1%
Actuarially Determined Contribution Rate	18.96%	17.43%	15.99%



Sensitivity Analysis - Payroll Growth
Non-Hazardous Members
(Dollar amounts expressed in thousands)

	Decrease Payroll Growth	Valuation Results	Increase Payroll Growth
(1)	(2)	(3)	(4)
Payroll Growth Rate	1.00%	2.00%	3.00%
Inflation Rate	2.50%	2.50%	2.50%
Discount Rate - Retirement	6.50%	6.50%	6.50%
Discount Rate - Insurance	6.50%	6.50%	6.50%
Retirement			
Actuarial Accrued Liability	\$ 16,174,006	\$ 16,174,006	\$ 16,174,006
Actuarial Value of Assets	9,933,705	9,933,705	9,933,705
Unfunded Actuarial Accrued Liability	6,240,301	6,240,301	6,240,301
Funded Ratio	61.4%	61.4%	61.4%
Actuarially Determined Contribution Rate	18.45%	17.14%	15.93%
Insurance			
Actuarial Accrued Liability	\$ 3,562,876	\$ 3,562,876	\$ 3,562,876
Actuarial Value of Assets	3,793,782	3,793,782	3,793,782
Unfunded Actuarial Accrued Liability	(230,906)	(230,906)	(230,906)
Funded Ratio	106.5%	106.5%	106.5%
Actuarially Determined Contribution Rate	0.27%	0.29%	0.31%
Combined			
Actuarial Accrued Liability	\$ 19,736,882	\$ 19,736,882	\$ 19,736,882
Actuarial Value of Assets	13,727,487	13,727,487	13,727,487
Unfunded Actuarial Accrued Liability	6,009,395	6,009,395	6,009,395
Funded Ratio	69.6%	69.6%	69.6%
Actuarially Determined Contribution Rate	18.72%	17.43%	16.24%



Sensitivity Analysis - Discount Rate**Hazardous Members**

(Dollar amounts expressed in thousands)

	Decrease Discount Rate	Valuation Results	Increase Discount Rate
(1)	(2)	(3)	(4)
Payroll Growth Rate	2.00%	2.00%	2.00%
Inflation Rate	2.50%	2.50%	2.50%
Discount Rate - Retirement	5.50%	6.50%	7.50%
Discount Rate - Insurance	5.50%	6.50%	7.50%
Retirement			
Actuarial Accrued Liability	\$ 7,095,901	\$ 6,301,846	\$ 5,666,439
Actuarial Value of Assets	3,592,717	3,592,717	3,592,717
Unfunded Actuarial Accrued Liability	3,503,184	2,709,129	2,073,722
Funded Ratio	50.6%	57.0%	63.4%
Actuarially Determined Contribution Rate	41.07%	31.52%	23.94%
Insurance			
Actuarial Accrued Liability	\$ 2,163,631	\$ 1,939,809	\$ 1,753,457
Actuarial Value of Assets	1,763,479	1,763,479	1,763,479
Unfunded Actuarial Accrued Liability	400,152	176,330	(10,022)
Funded Ratio	81.5%	90.9%	100.6%
Actuarially Determined Contribution Rate	6.35%	3.20%	0.37%
Combined			
Actuarial Accrued Liability	\$ 9,259,532	\$ 8,241,655	\$ 7,419,896
Actuarial Value of Assets	5,356,196	5,356,196	5,356,196
Unfunded Actuarial Accrued Liability	3,903,336	2,885,459	2,063,700
Funded Ratio	57.8%	65.0%	72.2%
Actuarially Determined Contribution Rate	47.42%	34.72%	24.31%



Sensitivity Analysis - Inflation Rate**Hazardous Members**

(Dollar amounts expressed in thousands)

	Decrease Inflation Rate	Valuation Results	Increase Inflation Rate
(1)	(2)	(3)	(4)
Payroll Growth Rate	1.75%	2.00%	2.25%
Inflation Rate	2.25%	2.50%	2.75%
Discount Rate - Retirement	6.25%	6.50%	6.75%
Discount Rate - Insurance	6.25%	6.50%	6.75%
Retirement			
Actuarial Accrued Liability	\$ 6,469,541	\$ 6,301,846	\$ 6,145,497
Actuarial Value of Assets	3,592,717	3,592,717	3,592,717
Unfunded Actuarial Accrued Liability	2,876,824	2,709,129	2,552,780
Funded Ratio	55.5%	57.0%	58.5%
Actuarially Determined Contribution Rate	33.90%	31.52%	29.40%
Insurance			
Actuarial Accrued Liability	\$ 1,962,491	\$ 1,939,809	\$ 1,918,382
Actuarial Value of Assets	1,763,479	1,763,479	1,763,479
Unfunded Actuarial Accrued Liability	199,012	176,330	154,903
Funded Ratio	89.9%	90.9%	91.9%
Actuarially Determined Contribution Rate	3.66%	3.20%	2.78%
Combined			
Actuarial Accrued Liability	\$ 8,432,032	\$ 8,241,655	\$ 8,063,879
Actuarial Value of Assets	5,356,196	5,356,196	5,356,196
Unfunded Actuarial Accrued Liability	3,075,836	2,885,459	2,707,683
Funded Ratio	63.5%	65.0%	66.4%
Actuarially Determined Contribution Rate	37.56%	34.72%	32.18%



Sensitivity Analysis - Payroll Growth
Hazardous Members
(Dollar amounts expressed in thousands)

	Decrease Payroll Growth	Valuation Results	Increase Payroll Growth
(1)	(2)	(3)	(4)
Payroll Growth Rate	1.00%	2.00%	3.00%
Inflation Rate	2.50%	2.50%	2.50%
Discount Rate - Retirement	6.50%	6.50%	6.50%
Discount Rate - Insurance	6.50%	6.50%	6.50%
Retirement			
Actuarial Accrued Liability	\$ 6,301,846	\$ 6,301,846	\$ 6,301,846
Actuarial Value of Assets	3,592,717	3,592,717	3,592,717
Unfunded Actuarial Accrued Liability	2,709,129	2,709,129	2,709,129
Funded Ratio	57.0%	57.0%	57.0%
Actuarially Determined Contribution Rate	33.85%	31.52%	29.35%
Insurance			
Actuarial Accrued Liability	\$ 1,939,809	\$ 1,939,809	\$ 1,939,809
Actuarial Value of Assets	1,763,479	1,763,479	1,763,479
Unfunded Actuarial Accrued Liability	176,330	176,330	176,330
Funded Ratio	90.9%	90.9%	90.9%
Actuarially Determined Contribution Rate	3.39%	3.20%	3.04%
Combined			
Actuarial Accrued Liability	\$ 8,241,655	\$ 8,241,655	\$ 8,241,655
Actuarial Value of Assets	5,356,196	5,356,196	5,356,196
Unfunded Actuarial Accrued Liability	2,885,459	2,885,459	2,885,459
Funded Ratio	65.0%	65.0%	65.0%
Actuarially Determined Contribution Rate	37.24%	34.72%	32.39%



CERS Special Board Meeting - Actuarial Committee Report

Kentucky Public Pensions Authority
CERS Non-Hazardous Retirement Fund
(\$ in Millions)

Fiscal Year Beginning July 1,	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Accrued Liability	Funded Ratio (3) / (2)	Employer Contribution	Member Contribution	Covered Payroll	Employer Contribution as % of Covered Payroll	Employer Actuarially Determined Contribution
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2025	\$ 16,174	\$ 9,934	\$ 6,240	61%	\$ 621	\$ 167	\$ 3,337	18.62%	18.62%
2026	16,517	10,412	6,105	63%	583	170	3,404	17.14%	17.14%
2027	16,833	11,039	5,794	66%	583	174	3,472	16.79%	16.79%
2028	17,128	11,588	5,540	68%	568	177	3,541	16.03%	16.03%
2029	17,406	12,021	5,385	69%	558	181	3,612	15.46%	15.46%
2030	17,667	12,338	5,329	70%	558	184	3,684	15.14%	15.14%
2031	17,915	12,645	5,270	71%	566	188	3,758	15.06%	15.06%
2032	18,154	12,953	5,201	71%	575	192	3,833	14.99%	14.99%
2033	18,386	13,267	5,119	72%	583	195	3,910	14.92%	14.92%
2034	18,614	13,589	5,025	73%	593	199	3,988	14.88%	14.88%
2035	18,840	13,924	4,916	74%	603	203	4,068	14.83%	14.83%
2036	19,085	14,293	4,792	75%	614	207	4,149	14.80%	14.80%
2037	19,337	14,687	4,650	76%	625	212	4,232	14.77%	14.77%
2038	19,605	15,113	4,492	77%	636	216	4,317	14.74%	14.74%
2039	19,891	15,578	4,313	78%	648	220	4,403	14.72%	14.72%
2040	20,200	16,086	4,114	80%	653	225	4,491	14.53%	14.53%
2041	20,534	16,634	3,900	81%	701	229	4,581	15.30%	15.30%
2042	20,898	17,271	3,627	83%	677	234	4,672	14.50%	14.50%
2043	21,293	17,930	3,363	84%	794	238	4,766	16.65%	16.65%
2044	21,721	18,756	2,965	86%	818	243	4,861	16.82%	16.82%
2045	22,184	19,663	2,521	89%	870	248	4,958	17.55%	17.55%
2046	22,683	20,686	1,997	91%	897	253	5,057	17.74%	17.74%
2047	23,220	21,806	1,414	94%	948	258	5,159	18.38%	18.38%
2048	23,798	23,052	746	97%	992	263	5,262	18.85%	18.85%
2049	24,417	24,417	-	100%	218	268	5,367	4.07%	4.07%
2050	25,078	25,078	-	100%	223	274	5,474	4.08%	4.08%
2051	25,784	25,784	-	100%	227	279	5,584	4.07%	4.07%
2052	26,535	26,535	-	100%	232	285	5,696	4.08%	4.08%
2053	27,332	27,332	-	100%	237	290	5,809	4.08%	4.08%
2054	28,173	28,173	-	100%	242	296	5,926	4.08%	4.08%

Notes and assumptions:

The projection is based on the results of the June 30, 2025 actuarial valuation and assumes that all actuarial assumptions are realized, including the assumed annual asset return of 6.50%.

New active members are assumed to be hired as current active members are assumed to terminate employment or retire.

The total active population is assumed to remain level throughout the entire projection.

Covered payroll is assumed to increase 2% each year throughout the entire projection.

The Board certified contribution rate paid by employers is assumed to be equal to the full actuarially determined contribution rate, except as allowed by

House Bill 362 (passed during the 2018 legislative session), which limits the certified contribution rate to a 12% increase over the prior year rate for the period of July 1, 2018 to June 30, 2028.



CERS Special Board Meeting - Actuarial Committee Report

**Kentucky Public Pensions Authority
CERS Hazardous Retirement Fund
(\$ in Millions)**

Fiscal Year Beginning July 1,	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Accrued Liability	Funded Ratio (3) / (2)	Employer Contribution	Member Contribution	Covered Payroll	Employer Contribution as % of Covered Payroll	Employer Actuarially Determined Contribution
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2025	\$ 6,302	\$ 3,593	\$ 2,709	57%	\$ 274	\$ 65	\$ 806	34.00%	34.00%
2026	6,492	3,843	2,649	59%	259	66	823	31.52%	31.52%
2027	6,673	4,143	2,530	62%	259	67	839	30.91%	30.91%
2028	6,849	4,420	2,429	65%	254	68	856	29.69%	29.69%
2029	7,024	4,661	2,363	66%	251	70	873	28.78%	28.78%
2030	7,199	4,868	2,331	68%	252	71	890	28.26%	28.26%
2031	7,379	5,081	2,298	69%	255	73	908	28.10%	28.10%
2032	7,565	5,306	2,259	70%	259	74	926	27.97%	27.97%
2033	7,760	5,545	2,215	72%	263	76	945	27.86%	27.86%
2034	7,964	5,802	2,162	73%	268	77	964	27.76%	27.76%
2035	8,178	6,074	2,104	74%	272	79	983	27.66%	27.66%
2036	8,402	6,364	2,038	76%	277	80	1,003	27.58%	27.58%
2037	8,633	6,669	1,964	77%	281	82	1,023	27.49%	27.49%
2038	8,868	6,989	1,879	79%	286	83	1,043	27.40%	27.40%
2039	9,107	7,321	1,786	80%	291	85	1,064	27.30%	27.30%
2040	9,350	7,667	1,683	82%	283	87	1,085	26.04%	26.04%
2041	9,600	8,018	1,582	84%	289	89	1,107	26.14%	26.14%
2042	9,858	8,390	1,468	85%	292	90	1,129	25.86%	25.86%
2043	10,125	8,779	1,346	87%	326	92	1,152	28.26%	28.26%
2044	10,401	9,219	1,182	89%	336	94	1,175	28.57%	28.57%
2045	10,684	9,685	999	91%	351	96	1,198	29.25%	29.25%
2046	10,972	10,182	790	93%	361	98	1,222	29.55%	29.55%
2047	11,265	10,708	557	95%	381	100	1,247	30.53%	30.53%
2048	11,564	11,272	292	98%	397	102	1,272	31.23%	31.23%
2049	11,869	11,869	-	100%	91	104	1,297	6.99%	6.99%
2050	12,180	12,180	-	100%	93	106	1,323	7.01%	7.01%
2051	12,498	12,498	-	100%	95	108	1,350	7.02%	7.02%
2052	12,823	12,823	-	100%	97	110	1,377	7.03%	7.03%
2053	13,153	13,153	-	100%	99	112	1,404	7.03%	7.03%
2054	13,488	13,488	-	100%	101	115	1,432	7.04%	7.04%

Notes and assumptions:

The projection is based on the results of the June 30, 2025 actuarial valuation and assumes that all actuarial assumptions are realized, including the assumed annual asset return of 6.50%.

New active members are assumed to be hired as current active members are assumed to terminate employment or retire.

The total active population is assumed to remain level throughout the entire projection.

Covered payroll is assumed to increase 2% each year throughout the entire projection.

The Board certified contribution rate paid by employers is assumed to be equal to the full actuarially determined contribution rate, except as allowed by

House Bill 362 (passed during the 2018 legislative session), which limits the certified contribution rate to a 12% increase over the prior year rate for the period of July 1, 2018 to June 30, 2028.



CERS Special Board Meeting - Actuarial Committee Report

Kentucky Public Pensions Authority
CERS Non-Hazardous Insurance Fund
(\$ in Millions)

Fiscal Year Beginning July 1,	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Accrued Liability	Funded Ratio (3) / (2)	Employer Contribution	Member Contribution	Covered Payroll	Employer Contribution as % of Covered Payroll	Employer Actuarially Determined Contribution
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2025	\$ 3,563	\$ 3,794	\$ (231)	107%	\$ -	\$ 28	\$ 3,304	0.00%	0.00%
2026	3,708	3,932	(224)	106%	10	29	3,370	0.29%	0.29%
2027	3,835	4,139	(304)	108%	3	31	3,437	0.10%	0.10%
2028	3,952	4,306	(354)	109%	-	32	3,506	0.00%	0.00%
2029	4,061	4,427	(366)	109%	-	33	3,576	0.00%	0.00%
2030	4,162	4,506	(344)	108%	-	35	3,648	0.00%	0.00%
2031	4,254	4,577	(323)	108%	-	36	3,721	0.00%	0.00%
2032	4,340	4,641	(301)	107%	-	37	3,795	0.00%	0.00%
2033	4,420	4,699	(279)	106%	-	38	3,871	0.00%	0.00%
2034	4,497	4,753	(256)	106%	-	39	3,948	0.00%	0.00%
2035	4,574	4,805	(231)	105%	-	40	4,027	0.00%	0.00%
2036	4,652	4,859	(207)	104%	-	41	4,108	0.00%	0.00%
2037	4,735	4,915	(180)	104%	-	42	4,190	0.00%	0.00%
2038	4,822	4,973	(151)	103%	-	42	4,274	0.00%	0.00%
2039	4,916	5,037	(121)	103%	-	43	4,359	0.00%	0.00%
2040	5,017	5,105	(88)	102%	-	44	4,447	0.00%	0.00%
2041	5,124	5,177	(53)	101%	-	45	4,535	0.00%	0.00%
2042	5,237	5,254	(17)	100%	109	46	4,626	2.35%	2.35%
2043	5,358	5,447	(89)	102%	109	47	4,719	2.31%	2.31%
2044	5,486	5,652	(166)	103%	96	48	4,813	1.99%	1.99%
2045	5,618	5,853	(235)	104%	50	49	4,909	1.02%	1.02%
2046	5,756	6,017	(261)	105%	55	50	5,007	1.09%	1.09%
2047	5,899	6,191	(292)	105%	69	51	5,108	1.35%	1.35%
2048	6,047	6,386	(339)	106%	80	52	5,210	1.54%	1.54%
2049	6,198	6,600	(402)	107%	-	53	5,314	0.00%	0.00%
2050	6,352	6,738	(386)	106%	-	54	5,420	0.00%	0.00%
2051	6,507	6,876	(369)	106%	-	55	5,529	0.00%	0.00%
2052	6,665	7,015	(350)	105%	-	56	5,639	0.00%	0.00%
2053	6,825	7,154	(329)	105%	-	58	5,752	0.00%	0.00%
2054	6,986	7,294	(308)	104%	-	59	5,867	0.00%	0.00%

Notes and assumptions:

The projection is based on the results of the June 30, 2025 actuarial valuation and assumes that all actuarial assumptions are realized, including the assumed annual asset return of 6.50%.

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House Bill 362 (passed during the 2018 legislative session), which limits the certified contribution rate to a 12% increase over the prior year rate for the period of July 1, 2018 to June 30, 2028.



CERS Special Board Meeting - Actuarial Committee Report

Kentucky Public Pensions Authority
CERS Hazardous Insurance Fund
(\$ in Millions)

Fiscal Year Beginning July 1,	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Accrued Liability	Funded Ratio (3) / (2)	Employer Contribution	Member Contribution	Covered Payroll	Employer Contribution as % of Covered Payroll	Employer Actuarially Determined Contribution
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2025	\$ 1,940	\$ 1,763	\$ 177	91%	\$ 14	\$ 15	\$ 803	1.73%	1.73%
2026	1,986	1,806	180	91%	26	15	819	3.20%	3.20%
2027	2,018	1,885	133	93%	23	16	836	2.80%	2.80%
2028	2,043	1,944	99	95%	18	17	852	2.11%	2.11%
2029	2,061	1,975	86	96%	14	17	870	1.61%	1.61%
2030	2,076	1,984	92	96%	12	18	887	1.32%	1.32%
2031	2,089	1,988	101	95%	11	18	905	1.22%	1.22%
2032	2,098	1,988	110	95%	11	18	923	1.14%	1.14%
2033	2,104	1,984	120	94%	10	19	941	1.09%	1.09%
2034	2,110	1,979	131	94%	10	19	960	1.04%	1.04%
2035	2,115	1,972	143	93%	10	20	979	0.99%	0.99%
2036	2,123	1,968	155	93%	10	20	999	0.97%	0.97%
2037	2,135	1,966	169	92%	10	20	1,019	0.94%	0.94%
2038	2,151	1,967	184	91%	10	21	1,039	0.92%	0.92%
2039	2,171	1,971	200	91%	9	21	1,060	0.89%	0.89%
2040	2,196	1,979	217	90%	15	22	1,081	1.36%	1.36%
2041	2,226	1,996	230	90%	27	22	1,103	2.47%	2.47%
2042	2,260	2,030	230	90%	62	22	1,125	5.51%	5.51%
2043	2,299	2,104	195	92%	61	23	1,147	5.29%	5.29%
2044	2,342	2,184	158	93%	62	23	1,170	5.30%	5.30%
2045	2,388	2,269	119	95%	41	24	1,194	3.47%	3.47%
2046	2,434	2,337	97	96%	44	24	1,218	3.59%	3.59%
2047	2,480	2,409	71	97%	50	25	1,242	4.06%	4.06%
2048	2,527	2,489	38	99%	55	25	1,267	4.37%	4.37%
2049	2,572	2,572	-	100%	13	26	1,292	0.97%	0.97%
2050	2,616	2,616	-	100%	12	26	1,318	0.94%	0.94%
2051	2,660	2,660	-	100%	12	27	1,344	0.90%	0.90%
2052	2,703	2,703	-	100%	12	27	1,371	0.87%	0.87%
2053	2,744	2,744	-	100%	12	28	1,399	0.84%	0.84%
2054	2,783	2,783	-	100%	12	29	1,427	0.81%	0.81%

Notes and assumptions:

The projection is based on the results of the June 30, 2025 actuarial valuation and assumes that all actuarial assumptions are realized, including the assumed annual asset return of 6.50%.

New active members are assumed to be hired as current active members are assumed to terminate employment or retire.

The total active population is assumed to remain level throughout the entire projection.

Covered payroll is assumed to increase 2% each year throughout the entire projection.

The Board certified contribution rate paid by employers is assumed to be equal to the full actuarially determined contribution rate, except as allowed by

House Bill 362 (passed during the 2018 legislative session), which limits the certified contribution rate to a 12% increase over the prior year rate for the period of July 1, 2018 to June 30, 2028.





October 31, 2025

Board of Trustees
Kentucky Public Pensions Authority
Perimeter Park West
1260 Louisville Road
Frankfort, KY 40601

Subject: Certification of the June 30, 2025 Actuarial Valuation Results

Dear Members of the Board:

The purpose of this letter is to summarize the June 30, 2025 actuarial valuation reports for the County Employees Retirement System (CERS), the Kentucky Employees Retirement System (KERS), and the State Police Retirement System (SPRS). These reports provide the current actuarial and financial condition of the funds and analyze fluctuations in the employer contribution requirements since the prior actuarial valuation.

Under Kentucky Statute, the Board of Trustees of the Kentucky Retirement System (KRS) must recommend the employer contributions for KERS and SPRS for the fiscal years beginning July 1, 2026 and ending June 30, 2028. The Board of Trustees of the County Employees Retirement System (CERS) must certify the employer contribution rates for CERS for the fiscal year beginning July 1, 2026 and ending June 30, 2027. The contributions determined by the June 30, 2025 actuarial valuations are intended to become effective twelve months after the valuation date and, as such, are intended to be used by the Board for recommending these required contributions effective July 1, 2026.

FINANCING OBJECTIVES AND FUNDING POLICY

The Kentucky Public Pensions Authority (KPPA) administers pension and health insurance funds to provide for monthly retirement income and retiree health insurance benefits. The total employer contribution requirement is comprised of a contribution to each respective fund and is determined in accordance with Sections 61.565 and 78.635 of Kentucky Statute. As specified by the Statute, the employer contribution is comprised of a normal cost contribution and an actuarial accrued liability contribution. The actuarial accrued liability contribution is calculated by amortizing the unfunded accrued liability as of June 30, 2019 over a closed 30-year amortization period (24 years remaining

Board of Trustees
 October 31, 2025
 Page 2

as of June 30, 2025). Gains and losses incurring in years after June 30, 2019 are amortized as separate closed 20-year amortization bases.

If the contributions made are equal to the Actuarially Determined Contribution (ADC), and if all actuarial assumptions are met, there will not be an unfunded accrued liability at the end of the 24-year period remaining from the original closed 30-year amortization base. Accordingly, the ADC under the funding policy can be considered a “Reasonable Actuarially Determined Contribution” as required by the Actuarial Standards of Practice.

House Bill 8 passed during the 2021 legislative session and specified the method for allocating and collecting contributions from the participating employers in the KERS non-hazardous fund. Each employer will pay a normal cost contribution on the payroll of their covered employees and contribute to the fund an allocated share of the cost required to amortize the unfunded liability.

HB 1 and HB 6 were enacted in the 2024 legislative session and provided an additional \$300 million in appropriations to finance the unfunded actuarial accrued liability of the KERS non-hazardous retirement fund in FY 2025 and FY 2026 and an additional \$25 million to finance the unfunded actuarial accrued liability of the SPRS retirement fund in FY 2025 and FY 2026. The appropriations for FY 2025 were reflected in the contribution requirement calculated in the prior year’s valuation. The appropriations for FY 2026 have been reflected in the contribution requirement calculated in this year’s valuation.

House Bill 362 passed during the 2018 legislative session and limited the increases to the CERS employer contribution rates to 12% over the prior fiscal year through June 30, 2028. This legislation does not impact the contribution rates calculated in this actuarial valuation. The recommended certified contribution rates are equal to the actuarially determined rates.

PROGRESS TOWARDS REALIZATION OF FUNDING OBJECTIVES

One way to measure the progress towards achieving the intended funding objective is to measure the relationship between the actuarial value of assets and the actuarial accrued liabilities for each fund. This relationship is referred to as the funded ratio and should increase over time (absent of benefit improvements) with the goal of attaining 100%.

Table 1 provides a comparison of the change in funded ratio from June 30, 2024 to June 30, 2025 for the retirement funds. As the table shows, the funded ratios for all funds have increased since the prior year. The improvement in the financial health of these retirement funds is dependent on the CERS and KRS Boards, as well as the Commonwealth, maintaining a sound funding policy and the participating employers paying the full actuarially determined contributions.



Board of Trustees
October 31, 2025
Page 3

**Table 1. Change in the Funded Ratio (AVA / AAL)
from June 30, 2024 to June 30, 2025 for the Retirement Funds**

System	Funded Ratio – Retirement Funds	
	June 30, 2024	June 30, 2025
CERS Non-Hazardous	58.4%	61.4%
CERS Hazardous	54.0%	57.0%
KERS Non-Hazardous	24.8%	28.6%
KERS Hazardous	68.3%	72.3%
SPRS	56.7%	61.9%

Table 2 provides a similar comparison of the change in funded ratio for the insurance funds. As the table shows, the funded ratio decreased for all funds since the prior year due to increases in the 2026 health insurance premiums.

**Table 2. Change in the Funded Ratio (AVA / AAL)
from June 30, 2024 to June 30, 2025 for the Insurance Funds**

System	Funded Ratio – Insurance Funds	
	June 30, 2024	June 30, 2025
CERS Non-Hazardous	122.3%	106.5%
CERS Hazardous	100.5%	90.9%
KERS Non-Hazardous	81.7%	73.4%
KERS Hazardous	171.9%	166.4%
SPRS	104.9%	101.2%

On average, pre-Medicare premiums were approximately 8% higher than expected and Medicare premiums were approximately 28% higher than expected. Additionally, in conjunction with the review of the healthcare per capita claims cost, the assumed increase in future healthcare costs, or trend assumption, is reviewed on an annual basis. As a result of our review, the trend assumption was updated. In general, the updated assumption is assuming higher future increases in pre-Medicare and Medicare health costs. The ultimate annual trend assumption for pre-Medicare and Medicare Plans remained at 4.25%.



Board of Trustees
October 31, 2025
Page 4

SUMMARY OF CHANGE IN CONTRIBUTION RATES SINCE THE PRIOR VALUATION

Table 3 provide a comparison of the actuarially determined employer contributions determined by the June 30, 2025 actuarial valuation and the June 30, 2024 actuarial valuation, both as a percentage of payroll and as a dollar amount.

Table 3. Comparison of the Actuarially Determined Contribution (Retirement and Insurance)

System	Percentage of Payroll		Annual Dollar Amount	
	2024 Valuation	2025 Valuation	FYE2026	FYE2027
CERS Non-Hazardous	18.62%	17.43%	\$596M	\$593M
CERS Hazardous	35.73%	34.72%	\$271M	\$285M
KERS Non-Hazardous	7.99%	7.76%	\$1,015M	\$1,025M
KERS Hazardous	20.68%	18.83%	\$54M	\$50M
SPRS	59.37%	54.33%	\$43M	\$41M

¹ Amortization cost for KERS non-hazardous fund increased from \$866 million calculated in the June 30, 2024 valuation to \$868 million calculated in the June 30, 2025 valuation

The contribution requirement as a percent of pay decreased across all funds. The membership payroll for each fund increased more than assumed. The payroll increases resulted in liability losses for most funds, which increased the unfunded actuarially accrued liability for the pension funds, which ultimately increased the total required contribution as a dollar amount. This increase was offset by favorable investment returns, which resulted in a net decrease in the total required contribution (as a dollar amount) for most funds.

The KERS non-hazardous and CERS hazardous funds experienced the highest average salary increases amongst their active populations, which caused the total required contribution (as a dollar amount) to increase for those funds. Additionally, there was a reduction in the contribution requirement for the KERS non-hazardous and SPRS pension funds due to the additional appropriations expected in FY2026.

Table 4 provides the increase in membership payroll since the prior valuation.

**Table 4. Increase in Membership Payroll
from June 30, 2024 to June 30, 2025**

System	Increase in Membership Payroll	
	Actual	Assumed
CERS Non-Hazardous	6.3%	2.0%
CERS Hazardous	8.5%	2.0%
KERS Hazardous	2.6%	0.0%
SPRS	1.5%	0.0%

Note: KERS non-hazardous fund amortization cost portion of the required contribution is no longer tied to membership payroll



Board of Trustees
October 31, 2025
Page 5

ASSUMPTIONS AND METHODS

The Boards of Trustees, in consultation with the actuary, set the actuarial assumptions and methods used in the actuarial valuation. In general, the assumptions used in the June 30, 2025 actuarial valuations were adopted for first use in the June 30, 2023 actuarial valuations and are based on the experience study conducted through June 30, 2022.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results can, and almost certainly will, differ as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates, and funding periods. The actuarial calculations are intended to provide information for rational decision making.

BENEFIT PROVISIONS

The benefit provisions reflected in the June 30, 2025 valuations are those which were in effect on June 30, 2025. The CERS actuarial valuation reflects the benefits enacted by Senate Bill 10, which provided increased retiree medical benefits for CERS members hired after July 1, 2003 that meet certain eligibility requirements at retirement. This legislation also increased the insurance member contribution rate for CERS hazardous members and extended the required contribution to CERS members hired on or after July 1, 2003 but prior to September 1, 2008 for both non-hazardous and hazardous members.

DATA

Member data for retired, active and inactive members was supplied as of June 30, 2025, by KPPA staff. The staff also supplied asset information as of June 30, 2025. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent with the prior year's data. GRS is not responsible for the accuracy or completeness of the information provided to us by KPPA.

CERTIFICATION

The information provided in this letter compliments the information provided in the June 30, 2025 actuarial valuation reports. Please refer to the June 30, 2025 actuarial valuation reports for additional discussion of the actuarial valuation, including the nature of actuarial calculations and more information related to participant data, economic and demographic assumptions, and benefit provisions.

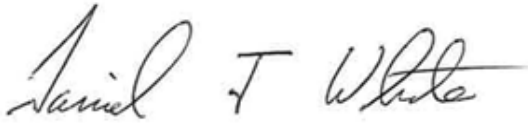


Board of Trustees
October 31, 2025
Page 6

To the best of our knowledge, this report is complete and accurate and is in accordance with generally recognized actuarial practices and methods. All of the undersigned are Enrolled Actuaries and members of the American Academy of Actuaries and meet all of the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. In addition, all three are independent of KPPA and are experienced in performing valuations for large public retirement systems. This communication shall not be construed to provide tax advice, legal advice or investment advice.

Sincerely,

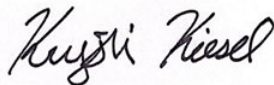
Gabriel, Roeder, Smith & Company



Daniel J. White, FSA, EA, MAAA
Senior Consultant



Janie Shaw, ASA, EA, MAAA
Consultant



Krysti Kiesel, ASA, EA, MAAA
Consultant



Summary of June 30, 2025 Actuarial Valuation Results

	CERS Non-Hazardous	CERS Hazardous	KERS Non-Hazardous	KERS Hazardous	SPRS
Actuarially Determined Contribution:					
Pension Fund Contribution	17.14%	31.52%	6.65%	18.83%	51.84%
Insurance Fund Contribution	0.29%	3.20%	1.11%	0.00%	2.49%
Employer Contribution, payable as a percentage of payroll	17.43%	34.72%	7.76% ²	18.83%	54.33%
Amortization Cost to be Allocated, if applicable	N/A	N/A	868,158,252 ²	N/A	N/A
Certified Contribution Rate for Fiscal Year Ending 2027¹	17.43%	34.72%	7.76% ²	18.83%	54.33%
Assets:					
Retirement					
• Actuarial value (AVAR)	\$9,933,705,336	\$3,592,716,988	\$4,810,420,381	\$1,076,412,201	\$699,538,955
• Market value (MVAR)	\$10,490,132,265	\$3,796,462,074	\$5,061,424,520	\$1,137,479,989	\$741,281,980
• Ratio of actuarial to market value of assets	94.7%	94.6%	95.0%	94.6%	94.4%
Insurance					
• Actuarial value (AVAI)	\$3,793,782,246	\$1,763,479,375	\$1,817,922,524	\$699,650,236	\$276,806,058
• Market value (MVAI)	\$4,011,291,021	\$1,862,028,671	\$1,915,731,580	\$735,292,505	\$291,043,388
• Ratio of actuarial to market value of assets	94.6%	94.7%	94.9%	95.2%	95.1%
Funded Status:					
Retirement					
• Actuarial accrued liability	\$16,174,005,715	\$6,301,845,834	\$16,839,319,157	\$1,488,008,170	\$1,130,392,428
• Unfunded accrued liability on AVAR	\$6,240,300,379	\$2,709,128,846	\$12,028,898,776	\$411,595,969	\$430,853,473
• Funded ratio on AVAR	61.4%	57.0%	28.6%	72.3%	61.9%
• Unfunded accrued liability on MVAR	\$5,683,873,450	\$2,505,383,760	\$11,777,894,637	\$350,528,181	\$389,110,448
• Funded ratio on MVAR	64.9%	60.2%	30.1%	76.4%	65.6%
Insurance					
• Actuarial accrued liability	\$3,562,876,208	\$1,939,809,337	\$2,475,126,492	\$420,391,986	\$273,393,126
• Unfunded accrued liability on AVAI	(\$230,906,038)	\$176,329,962	\$657,203,968	(\$279,258,250)	(\$3,412,932)
• Funded ratio on AVAI	106.5%	90.9%	73.4%	166.4%	101.2%
• Unfunded accrued liability on MVAI	(\$448,414,813)	\$77,780,666	\$559,394,912	(\$314,900,519)	(\$17,650,262)
• Funded ratio on MVAI	112.6%	96.0%	77.4%	174.9%	106.5%
Membership:					
• Number of					
- Active Members	81,863	9,927	33,356	4,228	863
- Retirees and Beneficiaries	73,570	12,074	48,594	5,043	1,693
- Inactive Members	120,312	4,591	57,597	9,312	775
- Total	275,745	26,592	139,547	18,583	3,331
• Projected payroll of active members	\$3,336,806,507	\$806,462,406	\$2,023,843,270	\$266,387,327	\$74,404,942
• Average salary of active members	\$40,761	\$81,239	\$60,674	\$63,006	\$86,217

¹ Contributions for KERS and SPRS calculated with the June 30, 2025 valuation are effective for two years (fiscal years ending June 30, 2027 and June 30, 2028).

Contributions for CERS calculated with the June 30, 2025 valuation are effective for one year (fiscal year ending June 30, 2027).

² For the KERS non-hazardous fund, contribution rate includes the normal cost portion of the contribution requirement only. Amortization cost will be allocated to employers as a dollar amount.



County Employees Retirement System (CERS)

Actuarial Valuation Report
as of June 30, 2025

DRAFT





October 31, 2025

Board of Trustees
County Employees Retirement System
Perimeter Park West
1260 Louisville Road
Frankfort, KY 40601

Subject: Actuarial Valuation as of June 30, 2025

Dear Trustees of the Board:

This report describes the current actuarial condition of the County Employees Retirement System (CERS) and provides the actuarially determined employer contribution rates for fiscal year ending June 30, 2027. In addition, the report analyzes changes in CERS's financial condition and provides various summaries of the data.

EXECUTIVE SUMMARY OF VALUATION RESULTS

The first page of the executive summary provides a table with a comparison of the valuation results from 2024 to 2025. Fund investments earned between 11.1% and 11.6% in fiscal year 2025, with returns varying by fund, which resulted in \$901 million (\$648 million pension and \$253 million insurance) more in assets than expected at the beginning of the year.

Retirement fund liabilities were \$221 million larger than expected for both funds combined, primarily attributable to salary increases for individual member being greater than expected. There was also a net \$797 million liability loss for the insurance funds primarily due to higher than expected health insurance premiums for 2026, as well as the passing of Senate Bill 10 during the 2025 legislative session, which increased insurance benefits for certain members.

The contribution rate for the non-hazardous funds decreased by 1.19% of pay to 17.43% of pay. This reflects a 1.48% decrease in the pension fund contribution rate, primarily due to a larger than assumed increase in membership payroll and favorable investment experience, and a 0.29% increase in the insurance contribution rate, primarily due to higher than expected health insurance premiums, and the passing of Senate Bill 10.

Similarly, the contribution rate for the hazardous funds decreased by 1.01% of pay to 34.72% of pay. This reflects a 2.48% decrease in the pension fund contribution rate, primarily due to a larger than assumed increase in membership payroll and favorable investment experience, and a 1.47% increase in the insurance contribution rate, primarily due to higher than expected health insurance premiums, and the passing of Senate Bill 10.

Board of Trustees
October 31, 2025
Page 2

The following table provides the projected contributions for the non-hazardous and hazardous fund for the next 30 years (retirement + insurance), as well as the unfunded actuarial accrued liability and funded ratio for each retirement fund (excluding insurance). These projections assume that all actuarial assumptions are realized and the full actuarially determined contributions are made each future year.

Projected Contributions, Unfunded Liability, and Funded Ratio
(\$ in Millions)

	Fiscal Year Beginning July 1,				
	2025	2029	2034	2044	2054
	Year 1	Year 5	Year 10	Year 20	Year 30
CERS Non-Hazardous					
Employer Contribution ¹	18.62%	15.46%	14.88%	18.81%	4.08%
Unfunded Liability – Pension Only	\$6,240	\$5,385	\$5,025	\$2,965	\$0
Funded Ratio – Pension Only	61%	69%	73%	86%	100%
CERS Hazardous					
Employer Contribution Rate ¹	35.73%	30.39%	28.80%	33.87%	7.85%
Unfunded Liability – Pension Only	\$2,709	\$2,363	\$2,162	\$1,182	\$0
Funded Ratio – Pension Only	57%	66%	73%	89%	100%

¹ Employer Contribution shown includes required contributions for both the retirement and insurance funds.

FINANCING OBJECTIVES AND FUNDING POLICY

The employer contribution is determined in accordance with Section 78.635 of Kentucky Statute. As specified by the Statute, the employer contribution is comprised of a normal cost contribution and an actuarial accrued liability contribution. The actuarial accrued liability contribution is calculated by amortizing the unfunded accrued liability as of June 30, 2019 over a closed 30-year amortization period (24 years remaining as of June 30, 2025). Gains and losses incurring in years after June 30, 2019 are amortized as separate closed 20-year amortization bases.

If the contributions made are equal to the Actuarially Determined Contribution (ADC), and if all actuarial assumptions are met, there will not be an unfunded accrued liability at the end of the 24-year period remaining from the original closed 30-year amortization base (i.e. as of June 30, 2049). Accordingly, the ADC under the funding policy can be considered a “Reasonable Actuarially Determined Contribution” as required by the Actuarial Standards of Practice.

House Bill 362 passed during the 2018 legislative session and limited the increases to the employer contribution rates to 12% over the prior fiscal year through June 30, 2028. This legislation does not impact the contribution rates calculated in this actuarial valuation. The recommended certified contribution rates are equal to the actuarially determined rates.



Board of Trustees
October 31, 2025
Page 3

ASSUMPTIONS AND METHODS

The Board of Trustees, in consultation with the actuary, sets the actuarial assumptions and methods used in the actuarial valuation. Except where noted in this report, the assumptions used in this actuarial valuation are based on an experience study conducted with experience through June 30, 2022, adopted by the Board of Trustees on May 9, 2023.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results can, and almost certainly will, differ as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rate, and funding periods. The actuarial calculations are intended to provide information for rational decision making.

BENEFIT PROVISIONS AND DATA

The benefit provisions reflected in these valuations are those which were in effect on June 30, 2025. Senate Bill 10 passed during the 2025 legislative session and provided increased retiree medical benefits for members hired after July 1, 2003 that meet certain eligibility requirements at retirement. This legislation also increased the insurance member contribution rate for hazardous members and extended the required contribution to members hired on or after July 1, 2003 but prior to September 1, 2008 for both non-hazardous and hazardous members.

Member data for retired, active and inactive members was supplied as of June 30, 2025, by the Kentucky Public Pensions Authority (KPPA) staff. The staff also supplied asset information as of June 30, 2025. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent with the prior year's data. GRS is not responsible for the accuracy or completeness of the information provided to us by KPPA.

CERTIFICATION

We certify that the information presented herein is accurate and fairly portrays the actuarial position of CERS as of June 30, 2025.

Separate reports are issued with regard to valuation results determined in accordance with Governmental Accounting Standards Board (GASB) Statements 67, 68, 74 and 75. Results of this report should not be used for any other purpose without consultation with the undersigned. Valuations are prepared annually as of June 30, the first day of the plan year for CERS. This report was prepared at the request of the Board of Trustees of the County Employees Retirement System (Board) and is intended for use by KPPA staff and those designated or approved by the Board.



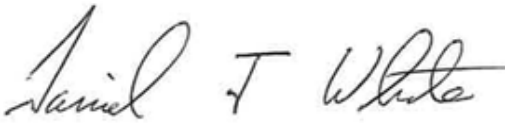
Board of Trustees
October 31, 2025
Page 4

All of our work conforms with generally accepted actuarial principles and practices, and is in conformity with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of Kentucky Code of Laws and, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board.

To the best of our knowledge, this report is complete and accurate and is in accordance with generally recognized actuarial practices and methods. All of the undersigned are Enrolled Actuaries and members of the American Academy of Actuaries and meet all of the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. In addition, all three are independent of KPPA and are experienced in performing valuations for large public retirement systems. This communication shall not be construed to provide tax advice, legal advice or investment advice.

Sincerely,

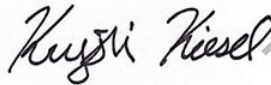
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Senior Consultant



Janie Shaw, ASA, EA, MAAA
Consultant



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Table of Contents

	<u>Page</u>
Section 1 Executive Summary.....	2
Section 2 Discussion.....	7
Section 3 Actuarial Tables.....	16
Section 4 Amortization Bases	40
Section 5 Membership Information.....	43
Section 6 Assessment and Disclosure of Risk	56
Appendix A Actuarial Assumptions and Methods.....	61
Appendix B Benefit Provisions	73
Appendix C Glossary.....	88



SECTION 1

EXECUTIVE SUMMARY

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Summary of Principal Results
(Dollar amounts expressed in thousands)

	Non-Hazardous		Hazardous		Total	
	June 30, 2025	June 30, 2024	June 30, 2025	June 30, 2024	June 30, 2025	June 30, 2024
Actuarially Determined Contribution:						
Retirement	17.14%	18.62%	31.52%	34.00%		
Insurance	<u>0.29%</u>	<u>0.00%</u>	<u>3.20%</u>	<u>1.73%</u>		
Total	17.43%	18.62%	34.72%	35.73%	N/A	N/A
Contribution Rate for Next Fiscal Year¹	17.43%	18.62%	34.72%	35.73%		
Assets:						
Retirement						
• Actuarial value (AVAR)	\$9,933,705	\$9,211,735	\$3,592,717	\$3,279,623	\$13,526,422	\$12,491,358
• Market value (MVAR)	\$10,490,132	\$9,596,244	\$3,796,462	\$3,416,897	\$14,286,594	\$13,013,141
• Ratio of actuarial to market value of assets	94.7%	96.0%	94.6%	96.0%	94.7%	96.0%
Insurance						
• Actuarial value (AVAI)	\$3,793,782	\$3,549,422	\$1,763,479	\$1,676,141	\$5,557,261	\$5,225,563
• Market value (MVAI)	\$4,011,291	\$3,707,277	\$1,862,029	\$1,752,366	\$5,873,320	\$5,459,643
• Ratio of actuarial to market value of assets	94.6%	95.7%	94.7%	95.7%	94.6%	95.7%
Funded Status:						
Retirement						
• Actuarial accrued liability	\$16,174,006	\$15,776,491	\$6,301,846	\$6,070,201	\$22,475,852	\$21,846,692
• Unfunded accrued liability on AVAR	\$6,240,301	\$6,564,756	\$2,709,129	\$2,790,578	\$8,949,430	\$9,355,334
• Funded ratio on AVAR	61.4%	58.4%	57.0%	54.0%	60.2%	57.2%
• Unfunded accrued liability on MVAR	\$5,683,874	\$6,180,247	\$2,505,384	\$2,653,304	\$8,189,258	\$8,833,551
• Funded ratio on MVAR	64.9%	60.8%	60.2%	56.3%	63.6%	59.6%
Insurance						
• Actuarial accrued liability	\$3,562,876	\$2,901,345	\$1,939,809	\$1,668,057	\$5,502,685	\$4,569,402
• Unfunded accrued liability on AVAI	(\$230,906)	(\$648,077)	\$176,330	(\$8,084)	(\$54,576)	(\$656,161)
• Funded ratio on AVAI	106.5%	122.3%	90.9%	100.5%	101.0%	114.4%
• Unfunded accrued liability on MVAI	(\$448,415)	(\$805,932)	\$77,780	(\$84,309)	(\$370,635)	(\$890,241)
• Funded ratio on MVAI	112.6%	127.8%	96.0%	105.1%	106.7%	119.5%
Membership:						
• Number of						
- Active Members	81,863	80,440	9,927	9,678	91,790	90,118
- Retirees and Beneficiaries	73,570	72,385	12,074	11,853	85,644	84,238
- Inactive Members	<u>120,312</u>	<u>115,789</u>	<u>4,591</u>	<u>4,418</u>	<u>124,903</u>	<u>120,207</u>
- Total	275,745	268,614	26,592	25,949	302,337	294,563
• Projected payroll of active members	\$3,336,807	\$3,137,814	\$806,462	\$743,133	\$4,143,269	\$3,880,947
• Average salary of active members	\$40,761	\$39,008	\$81,239	\$76,786	\$45,139	\$43,065

¹ Contribution rates calculated with the June 30, 2025 valuation (June 30, 2024 valuation) are effective for fiscal year ending June 30, 2027 (June 30, 2026).

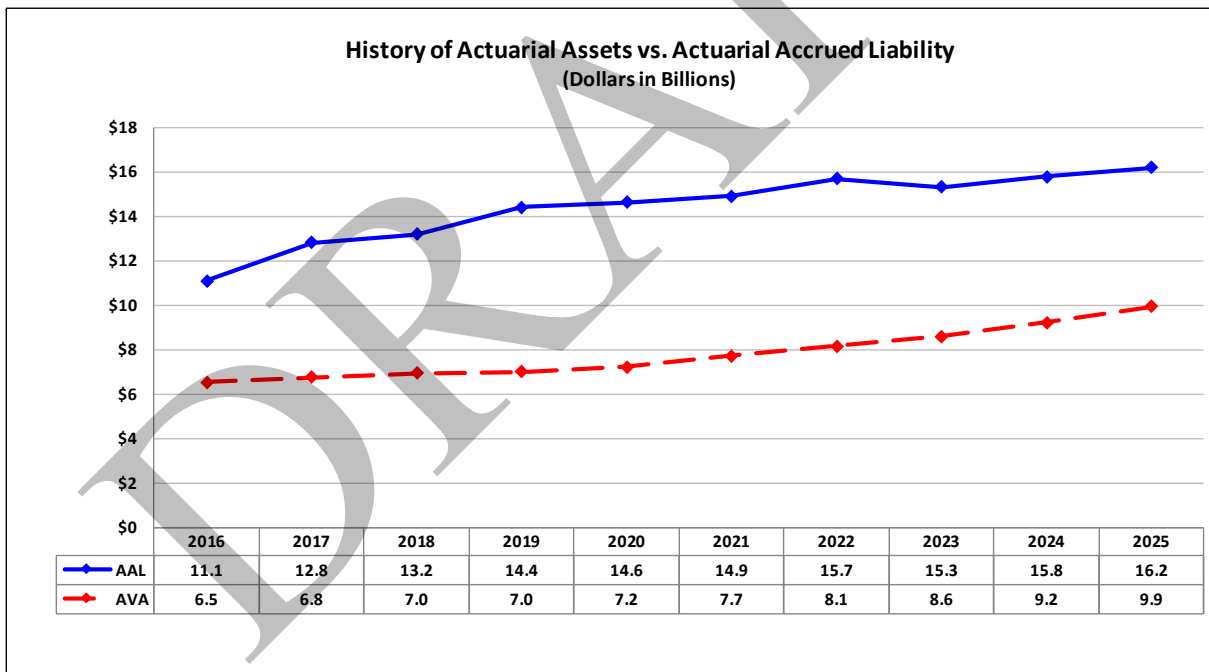


Executive Summary (Continued)

Non-Hazardous Retirement Fund

The unfunded actuarial accrued liability of the non-hazardous retirement fund decreased by \$324 million since the prior year's valuation to \$6.240 billion. This decrease was approximately \$210 million more than expected, primarily due to favorable investment experience. These asset gains were partially offset by liability losses as a result of salary increases for individual members being greater than assumed.

Below is a chart with the historical actuarial value of assets and actuarial accrued liability. The divergence in the assets and liability at the beginning of the ten-year period was due to: (1) actual contributions being insufficient to finance the unfunded actuarial accrued liability, and (2) assumption changes. Since 2023, the unfunded actuarial accrued liability has been decreasing steadily due to the increased funding effort to the retirement system and the phase in of the full actuarially determined contribution rates.

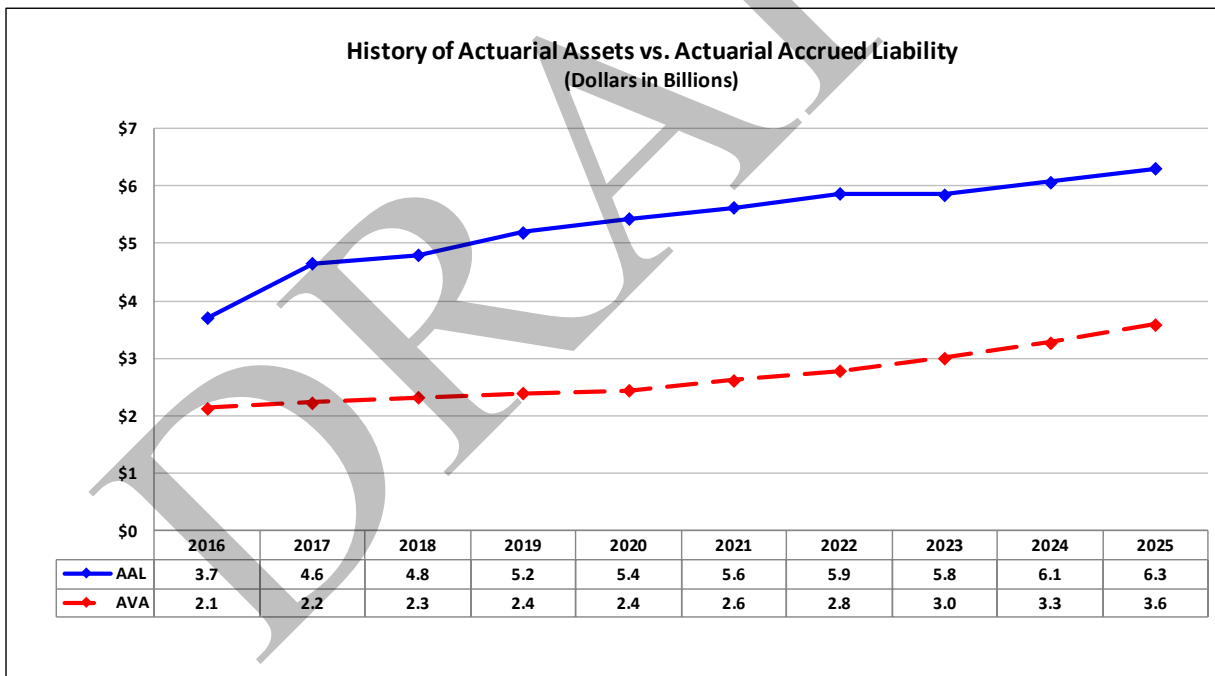


Executive Summary (Continued)

Hazardous Retirement Fund

The unfunded actuarial accrued liability of the hazardous retirement fund decreased by \$81 million since the prior year's valuation to \$2.709 billion. This decrease was approximately \$13 million more than expected, primarily due to favorable investment experience. These asset gains were partially offset by liability losses as a result of salary increases for individual members being greater than assumed.

Below is a chart with the historical actuarial value of assets and actuarial accrued liability. The divergence in the assets and liability at the beginning of the ten-year period was due to: (1) actual contributions being insufficient to finance the unfunded actuarial accrued liability, and (2) assumption changes. Since 2023, the unfunded actuarial accrued liability has been decreasing steadily due to the increased funding effort to the retirement system and the phase in of the full actuarially determined contribution rates.



Executive Summary (Continued)

Summary of Change in Financial Condition of the Insurance Funds

The funding surplus (assets in excess of actuarial accrued liability) of the non-hazardous insurance fund decreased by \$417 million since the prior year's valuation to \$231 million. The funding surplus was expected to increase by \$9 million; therefore, the funding surplus was \$426 million lower than expected.

Similarly, the funding surplus of the hazardous insurance fund decreased by \$184 million since the prior year's valuation, resulting in an unfunded actuarial accrued liability of \$176 million. The funding surplus was expected to increase by \$1 million; therefore, the difference in the accrued liability and the assets was a \$185 million greater than expected.

The actuarial losses on the insurance funds are primarily due to the 2026 health insurance premiums being higher than expected. Additionally, both funds experienced an increase in accrued liability due to the passing of Senate 10 in 2025, which increased health insurance benefits for certain members. These liability increases were offset by favorable investment earnings.

On average, pre-Medicare premiums were approximately 8% higher than expected and Medicare premiums were approximately 28% higher than expected. In conjunction with the review of the healthcare per capita claims cost, the assumed increase in future healthcare costs, or trend assumption, is also reviewed on an annual basis. As a result of our review, the trend assumption was updated. In general, the updated assumption is using higher future increases in pre-Medicare and Medicare health costs. The ultimate annual trend assumption for pre-Medicare and Medicare Plans remained at 4.25%. The updates to the trend assumption increased the liability for the non-hazardous and hazardous insurance funds by approximately \$108 million and \$51 million, respectively.



SECTION 2

DISCUSSION

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Discussion

The County Employees Retirement System (CERS) is a cost-sharing, multiple-employer defined benefit pension plan that provides coverage for regular full-time members employed by positions of each participating county, city, and school board, and any additional eligible local agencies electing to participate in CERS. CERS includes both non-hazardous and hazardous duty benefits. This report presents the results of the June 30, 2025 actuarial funding valuation for both the retirement funds and insurance funds.

The primary purposes of the valuation report are to describe the current actuarial condition of CERS and provide the actuarially determined employer contribution rates for fiscal year ending June 30, 2027. In addition, the report analyzes changes in CERS's financial condition and provides various summaries of the data.

The actuarially determined contribution consist of two components: a normal cost rate and an amortization cost to finance the unfunded actuarial accrued liability. The normal cost rate is the theoretical amount which would be required to pay the members' benefits, based on the current plan provisions, if this amount had been contributed from each member's entry date and if the fund's experience exactly followed the actuarial assumptions. This is the amount that it should cost to provide the benefits for an average member. Since members contribute to the fund, only the excess of the normal cost rate over the member contribution rate is included in the employer contribution. The amortization cost is the amount necessary to amortize the unfunded actuarial accrued liability. The payroll growth rate and discount rate assumptions are selected by the Board. The funding period is specified in Section 78.635 of Kentucky Statute.

All of the actuarial and financial tables referenced by the other sections of this report appear in Section 3. Section 4 provides additional details related to the calculation of the amortization of the unfunded actuarial accrued liability. Section 5 provides member data and statistical information. Section 6 provides a discussion of various risk measures, which are intended to aid stakeholders in understanding the effects of future experience differing from the assumptions used in performing an actuarial valuation. Appendices A and B provide summaries of the principle actuarial assumptions and methods and plan provisions. Finally, Appendix C provides a glossary of technical terms that are used throughout this report.

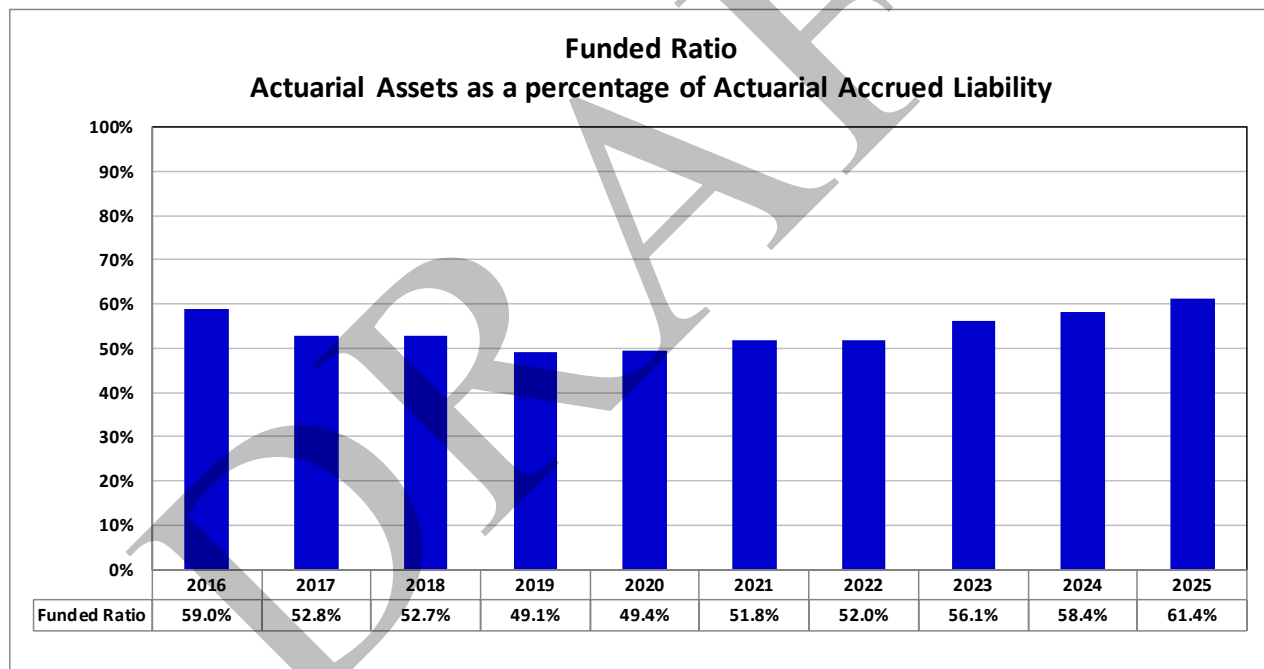


Funding Progress

The following charts provide a ten-year history of the retirement funds' funded ratio (i.e. the Actuarial Value of Assets divided by the Actuarial Accrued Liability). The decline in the funded ratio in the first half of this ten-year period was generally due to: (1) actual contributions being insufficient to finance the unfunded actuarial accrued liability, and (2) assumption changes.

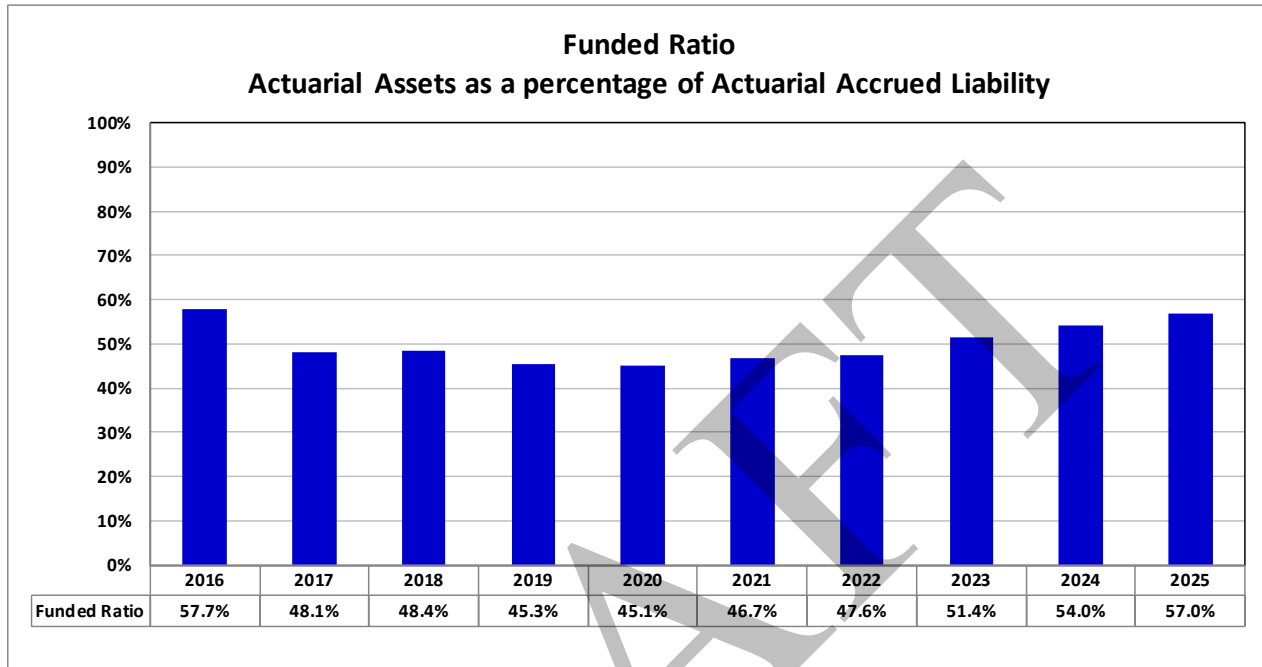
The funded ratio has been gradually increasing for the past several years for both the non-hazardous and hazardous funds. Now that the full actuarially determined contributions have been fully phased-in and absent significant future unfavorable experience, the funded ratio is expected to continue trending upward. Also, the dollar amount of the unfunded actuarial accrued liability, or the difference between the actuarial accrued liability and the actuarial value of assets, is expected to continue a decreasing trend. Table 9, Schedule of Funding Progress, in the following section of the report provides additional detail regarding the funding progress of the retirement funds.

Non-Hazardous Retirement Fund



Funding Progress (Continued)

Hazardous Retirement Fund



Asset Gains/ (Losses)

The actuarial value of assets (“AVA”) is based on a smoothed market value of assets, using a systematic approach to phase-in the difference between the actual and expected investment return on the market value of assets (adjusted for receipts and disbursements during the year). This is appropriate because it dampens the short-term volatility inherent in investment markets. The return is computed net of investment expenses.

Non-Hazardous Retirement Fund

The actuarial value of assets for the non-hazardous retirement fund increased from \$9.212 billion to \$9.934 billion since the prior valuation. The rate of return on the market value of assets on a dollar-weighted basis for the prior fiscal year was 11.5% which is greater than the 6.50% expected annual return. The return on an actuarial (smoothed) asset value was 10.1%, which resulted in a \$329 million gain for the fiscal year. The market value of assets is \$556 million more than the actuarial value of assets, which signifies that the retirement fund is in a position of net deferred investment gains to be realized in future years.

Hazardous Retirement Fund

Likewise, the actuarial value of assets for the hazardous retirement fund increased from \$3.280 billion to \$3.593 billion since the prior valuation. The rate of return on the market value of assets on a dollar-weighted basis for the prior fiscal year was 11.6% which is greater than the 6.50% expected annual return. The return on an actuarial (smoothed) asset value was 10.0%, which resulted in a \$115 million gain for the fiscal year. The market value of assets is \$204 million more than the actuarial value of assets, which signifies that the retirement fund is in a position of net deferred investment gains to be realized in future years.

Table 6 in the following section of this report provides asset information that was included in the annual financial statements of the funds, as well as the estimated yield on a market value basis. Tables 7 and 8 provide the development of the actuarial value of assets and the estimated yield on an actuarial value basis.

Actuarial Gains/ (Losses)

The annual actuarial valuation is a snapshot analysis of the benefit liabilities, assets and funded position of the funds as of the first day of the plan year. In any one fiscal year, the experience can be better or worse from that which is assumed or expected. The actuarial assumptions do not necessarily attempt to model what the experience will be for any one given fiscal year, but instead try to model the overall experience over many years. Therefore, as long as the actual experience of a retirement system is reasonably close to the current assumptions, the long-term funding requirements of the system will remain relatively consistent.

Below are tables that separately show a reconciliation of the unfunded liability since the prior actuarial valuation for the retirement and health insurance funds, which includes the effect of asset and liability gains and losses, changes in assumptions, and changes in plan provisions. See the discussion in the Executive Summary for additional information related to the liability experience and additional information in this section of the report related to the asset experience, plan changes, and assumption changes.

Retirement Experience Gain or (Loss) (Dollar amounts expressed in thousands)

	Non-Hazardous	Hazardous
A. Calculation of total actuarial gain or loss		
1. Unfunded actuarial accrued liability (UAAL), previous year	\$ 6,564,756	\$ 2,790,578
2. Normal cost and administrative expenses	320,685	129,900
3. Less: contributions for the year	(844,580)	(371,876)
4. Interest accrual	409,683	173,523
5. Expected UAAL (Sum of Items 1 - 4)	\$ 6,450,544	\$ 2,722,125
6. Actual UAAL as of June 30, 2025	\$ 6,240,301	\$ 2,709,129
7. Total gain (loss) for the year (Item 5 - Item 6)	\$ 210,243	\$ 12,996
B. Source of gains and losses		
8. Asset gain (loss) for the year	\$ 328,670	\$ 115,137
9. Liability experience gain (loss) for the year	(118,427)	(102,141)
10. Plan Change	—	—
11. Assumption change	—	—
12. Total	\$ 210,243	\$ 12,996



Actuarial Gains/ (Losses) (Continued)

Insurance Experience Gain or (Loss) (Dollar amounts expressed in thousands)

	Non-Hazardous	Hazardous
A. Calculation of total actuarial gain or loss		
1. Unfunded actuarial accrued liability (UAAL), previous year	\$ (648,077)	\$ (8,084)
2. Normal cost and administrative expenses	67,726	25,655
3. Less: contributions for the year	(35,547)	(25,656)
4. Interest accrual	(41,079)	(525)
5. Expected UAAL (Sum of Items 1 - 4)	\$ (656,977)	\$ (8,610)
6. Actual UAAL as of June 30, 2025	\$ (230,906)	\$ 176,330
7. Total gain (loss) for the year (Item 5 - Item 6)	\$ (426,071)	\$ (184,940)
B. Source of gains and losses		
8. Asset gain (loss) for the year	\$ 124,517	\$ 61,256
9. Liability experience gain (loss) for the year	(413,843)	(130,916)
10. Plan Change	(136,745)	(115,280)
11. Assumption change	—	—
12. Total	\$ (426,071)	\$ (184,940)

Note, the liability experience gain (loss) shown above includes the impact of any trend assumption changes made in conjunction with the review of the healthcare per capita claims cost, as described in the Executive Summary.



Actuarial Assumptions and Methods

In determining costs and liabilities, actuaries use assumptions about the future, such as rates of salary increase, probabilities of retirement, termination, death and disability, and an annual investment return assumption. The Board of Trustees, in consultation with the actuary, sets the actuarial assumptions and methods used in the actuarial valuation.

In conjunction with the review of the healthcare per capita claims cost, the assumed increase in future healthcare costs, or trend assumption, is reviewed on an annual basis. The trend assumption was increased as a result of our review. All other assumptions were adopted by the Board and are based on an experience study conducted based on experience through June 30, 2022. It is our opinion that the assumptions are internally consistent, reasonable, and reflect anticipated future experience of the System. Appendix A includes a summary of the actuarial assumptions and methods used in this valuation.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; 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. This report does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

Benefit Provisions

Appendix B of this report includes a summary of the major benefit provisions for System.

Senate Bill 10 passed during the 2025 legislative session and increased the insurance dollar benefit for members who began participating on or after July 1, 2003 to \$40 a month for non-hazardous CERS service and \$50 a month for hazardous CERS service, effective January 1, 2026. These increases are only payable when a member is not eligible for Medicare benefits and only if they met certain year-of-service thresholds at retirement. In order for the member to be eligible for the increase in the insurance dollar benefit, the member must meet the following career threshold requirements:

- (1) 20 years of service for a hazardous member hired on or after July 1, 2003 but prior to September 1, 2008;
- (2) 25 years of service for a hazardous member hired on or after September 1, 2008; and
- (3) 27 years of service for a non-hazardous member.

Additionally, this legislation increased the insurance member contribution rate for hazardous CERS members from 1% of pay to 2% of pay, effective July 1, 2026, and extends the required member contribution to CERS members hired on or after July 1, 2003 but prior to September 1, 2008 for both non-hazardous and hazardous members.

There have been no other material plan provision changes since the prior valuation.

SECTION 3

ACTUARIAL TABLES

Actuarial Tables

TABLE NUMBER	PAGE	CONTENT OF TABLE
RETIREMENT BENEFITS		
1	18	DEVELOPMENT OF UNFUNDED ACTUARIAL ACCRUED LIABILITY
2	19	ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS
3	20	DEVELOPMENT OF REQUIRED CONTRIBUTION RATE
4	21	ACTUARIAL BALANCE SHEET – NON-HAZARDOUS MEMBERS
5	22	ACTUARIAL BALANCE SHEET – HAZARDOUS MEMBERS
6	23	RECONCILIATION OF SYSTEM NET ASSETS
7	24	DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS – NON-HAZARDOUS MEMBERS
8	25	DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS – HAZARDOUS MEMBERS
9	26	SCHEDULE OF FUNDING PROGRESS
10	27	SUMMARY OF PRINCIPAL ASSUMPTIONS AND METHODS
11	28	SOLVENCY TEST
INSURANCE BENEFITS		
12	30	DEVELOPMENT OF UNFUNDED ACTUARIAL ACCRUED LIABILITY
13	31	DEVELOPMENT OF REQUIRED CONTRIBUTION RATE
14	32	ACTUARIAL BALANCE SHEET – NON-HAZARDOUS MEMBERS
15	33	ACTUARIAL BALANCE SHEET – HAZARDOUS MEMBERS
16	34	RECONCILIATION OF SYSTEM NET ASSETS
17	35	DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS – NON-HAZARDOUS MEMBERS
18	36	DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS – HAZARDOUS MEMBERS
19	37	SCHEDULE OF FUNDING PROGRESS
20	38	SOLVENCY TEST

RETIREMENT BENEFITS

ACTUARIAL TABLES

Development of Unfunded Actuarial Accrued Liability Retirement Benefits

(Dollar amounts expressed in thousands)

		June 30, 2025	
		Non-Hazardous (1)	Hazardous (2)
1.	Projected payroll of active members	\$ 3,336,807	\$ 806,462
2.	Present value of future pay	\$ 24,659,169	\$ 7,650,345
3.	Normal cost rate		
a.	Total normal cost rate	9.26%	16.90%
b.	Less: member contribution rate	-5.00%	-8.00%
c.	Employer normal cost rate	4.26%	8.90%
4.	Actuarial accrued liability for active members		
a.	Present value of future benefits	\$ 8,108,812	\$ 3,380,837
b.	Less: present value of future normal costs	(2,186,662)	(1,226,258)
c.	Actuarial accrued liability	\$ 5,922,150	\$ 2,154,579
5.	Total actuarial accrued liability		
a.	Retirees and beneficiaries	\$ 9,503,442	\$ 4,055,899
b.	Inactive members	748,414	91,368
c.	Active members (Item 4c)	5,922,150	2,154,579
d.	Total	\$ 16,174,006	\$ 6,301,846
6.	Actuarial value of assets	\$ 9,933,705	\$ 3,592,717
7.	Unfunded actuarial accrued liability (UAAL) (Item 5d - Item 6)	\$ 6,240,301	\$ 2,709,129
8.	Funded Ratio	61.4%	57.0%



Actuarial Present Value of Future Benefits
Retirement Benefits
(Dollar amounts expressed in thousands)

		June 30, 2025	
		Non-Hazardous (1)	Hazardous (2)
1.	Active members		
a.	Service retirement	\$ 6,943,932	\$ 3,006,803
b.	Deferred termination benefits and refunds	721,602	188,464
c.	Survivor benefits	132,417	29,005
d.	Disability benefits	310,861	156,565
e.	Total	\$ 8,108,812	\$ 3,380,837
2.	Retired members		
a.	Service retirement	\$ 8,463,017	\$ 3,677,336
b.	Disability retirement	419,118	111,440
c.	Beneficiaries	621,307	267,123
d.	Total	\$ 9,503,442	\$ 4,055,899
3.	Inactive members		
a.	Vested terminations	\$ 630,943	\$ 78,003
b.	Nonvested terminations	117,471	13,365
c.	Total	\$ 748,414	\$ 91,368
4.	Total actuarial present value of future benefits	\$ 18,360,668	\$ 7,528,104



Development of Actuarially Determined Contribution Rate Retirement Benefits

	June 30, 2025	
	Non-Hazardous (1)	Hazardous (2)
1. Total normal cost rate		
a. Service retirement	5.71%	12.88%
b. Deferred termination benefits and refunds	2.66%	2.59%
c. Survivor benefits	0.32%	0.25%
d. Disability benefits	<u>0.57%</u>	<u>1.18%</u>
e. Total	9.26%	16.90%
2. Less: member contribution rate	<u>-5.00%</u>	<u>-8.00%</u>
3. Total employer normal cost rate	4.26%	8.90%
4. Administrative expenses	<u>0.77%</u>	<u>0.28%</u>
5. Net employer normal cost rate	5.03%	9.18%
6. UAAL amortization contribution rate	<u>12.11%</u>	<u>22.34%</u>
7. Total calculated employer contribution	17.14%	31.52%



Actuarial Balance Sheet
Non-Hazardous Members Retirement
(Dollar amounts expressed in thousands)

	June 30, 2025 (1)	June 30, 2024 (2)
1. Assets - Present and Expected Future Resources		
a. Current assets (actuarial value)	\$ 9,933,705	\$ 9,211,735
b. Present value of future member contributions	\$ 1,232,958	\$ 1,152,289
c. Present value of future employer contributions		
i. Normal cost contributions	\$ 953,704	\$ 913,278
ii. Unfunded accrued liability contributions	6,240,301	6,564,756
iii. Total future employer contributions	\$ 7,194,005	\$ 7,478,034
d. Total assets	\$ 18,360,668	\$ 17,842,058
2. Liabilities - Present Value of Expected Future Benefit Payments		
a. Active members		
i. Present value of future normal costs	\$ 2,186,662	\$ 2,065,567
ii. Accrued liability	5,922,150	5,720,456
iii. Total present value of future benefits	\$ 8,108,812	\$ 7,786,023
b. Present value of benefits payable on account of current retired members and beneficiaries	\$ 9,503,442	\$ 9,342,394
c. Present value of benefits payable on account of current inactive members	\$ 748,414	\$ 713,641
d. Total liabilities	\$ 18,360,668	\$ 17,842,058



Actuarial Balance Sheet
Hazardous Members Retirement
(Dollar amounts expressed in thousands)

	June 30, 2025 (1)	June 30, 2024 (2)
1. Assets - Present and Expected Future Resources		
a. Current assets (actuarial value)	\$ 3,592,717	\$ 3,279,623
b. Present value of future member contributions	\$ 612,028	\$ 553,585
c. Present value of future employer contributions		
i. Normal cost contributions	\$ 614,230	\$ 570,671
ii. Unfunded accrued liability contributions	2,709,129	2,790,578
iii. Total future employer contributions	\$ 3,323,359	\$ 3,361,249
d. Total assets	\$ 7,528,104	\$ 7,194,457
2. Liabilities - Present Value of Expected Future Benefit Payments		
a. Active members		
i. Present value of future normal costs	\$ 1,226,258	\$ 1,124,256
ii. Accrued liability	2,154,579	2,051,103
iii. Total present value of future benefits	\$ 3,380,837	\$ 3,175,359
b. Present value of benefits payable on account of current retired members and beneficiaries	\$ 4,055,899	\$ 3,935,492
c. Present value of benefits payable on account of current inactive members	\$ 91,368	\$ 83,606
d. Total liabilities	\$ 7,528,104	\$ 7,194,457



Reconciliation of Retirement Net Assets**(Dollar amounts expressed in thousands)¹**

	Year Ending	
	June 30, 2025	June 30, 2025
	(1)	(2)
	Non-Hazardous	Hazardous
1. Value of assets at beginning of year	\$ 9,596,244	\$ 3,416,897
2. Revenue for the year		
a. Contributions		
i. Member contributions	\$ 167,151	\$ 65,846
ii. Employer contributions	677,431	305,978
iii. Other contributions (less 401h)	(2)	52
iv. Total	\$ 844,580	\$ 371,876
b. Income		
i. Interest, dividends, and other income	\$ 322,685	\$ 115,732
ii. Investment expenses	(87,885)	(30,112)
iii. Net	\$ 234,800	\$ 85,620
c. Net realized and unrealized gains (losses)	858,084	308,684
d. Total revenue	\$ 1,937,464	\$ 766,180
3. Expenditures for the year		
a. Disbursements		
i. Refunds	\$ 24,377	\$ 8,005
ii. Regular annuity benefits	993,357	376,348
iii. Other benefit payments	0	0
iv. Transfers to other systems	0	0
v. Total	\$ 1,017,734	\$ 384,353
b. Administrative expenses and depreciation	25,841	2,262
c. Total expenditures	\$ 1,043,575	\$ 386,615
4. Increase in net assets (Item 2. - Item 3.)	\$ 893,889	\$ 379,565
5. Value of assets at end of year (Item 1. + Item 4.)	\$ 10,490,132	\$ 3,796,462
6. Net external cash flow		
a. Dollar amount	\$ (198,995)	\$ (14,739)
b. Percentage of market value	-2.0%	-0.4%
7. Estimated annual return on net assets	11.5%	11.6%

¹ Amounts may not add due to rounding¹ Excludes 401h assets

Development of Actuarial Value of Assets**Non-Hazardous Members Retirement
(Dollar amounts expressed in thousands)***

Year Ending	June 30, 2025
1. Actuarial value of assets at beginning of year	\$ 9,211,735
2. Market value of assets at beginning of year	\$ 9,596,244
3. Net new investments	
a. Contributions	\$ 844,580
b. Benefit payments	(1,017,734)
c. Administrative expenses	(25,841)
d. Subtotal	\$ (198,995)
4. Market value of assets at end of year	\$ 10,490,132
5. Net earnings (Item 4. - Item 2. - Item 3.d.)	\$ 1,092,884
6. Assumed investment return rate for fiscal year	6.50%
7. Expected return for immediate recognition	\$ 617,288
8. Excess return for phased recognition	\$ 475,595
9. Phased-in recognition, 20% of excess return on assets for prior years:	
Fiscal Year Ending June 30,	Excess Return
a. 2025	\$ 475,595
b. 2024	428,459
c. 2023	310,590
d. 2022	(1,026,802)
e. 2021	1,330,544
f. Total	\$ 303,677
10. Actuarial value of assets as of June 30, 2025 (Item 1. + Item 3.d. + Item 7.+ Item 9.f.)	\$ 9,933,705
11. Ratio of actuarial value to market value	94.7%
12. Estimated annual return on actuarial value of assets	10.1%

* Amounts may not add due to rounding



Development of Actuarial Value of Assets
Hazardous Members Retirement
(Dollar amounts expressed in thousands)*

Year Ending	June 30, 2025		
1. Actuarial value of assets at beginning of year	\$	3,279,623	
2. Market value of assets at beginning of year	\$	3,416,897	
3. Net new investments			
a. Contributions	\$	371,876	
b. Benefit payments		(384,353)	
c. Administrative expenses		(2,262)	
d. Subtotal	\$	(14,739)	
4. Market value of assets at end of year	\$	3,796,462	
5. Net earnings (Item 4. - Item 2. - Item 3.d.)	\$	394,304	
6. Assumed investment return rate for fiscal year		6.50%	
7. Expected return for immediate recognition	\$	221,619	
8. Excess return for phased recognition	\$	172,685	
9. Phased-in recognition, 20% of excess return on assets for prior years:			
	<u>Fiscal Year</u> <u>Ending June 30,</u>	<u>Excess</u> <u>Return</u>	<u>Recognized</u> <u>Amount</u>
a.	2025	\$ 172,685	\$ 34,537
b.	2024	155,229	31,046
c.	2023	108,990	21,798
d.	2022	(355,681)	(71,136)
e.	2021	449,846	89,969
f.	Total		\$ 106,214
10. Actuarial value of assets as of June 30, 2025 (Item 1. + Item 3.d. + Item 7.+ Item 9.f.)	\$	3,592,717	
11. Ratio of actuarial value to market value		94.6%	
12. Estimated annual return on actuarial value of assets		10.0%	

* Amounts may not add due to rounding



Schedule of Funding Progress
Retirement Benefits
(Dollar amounts expressed in thousands)

June 30, (1)	Actuarial Value of Assets (AVA) (2)	Actuarial Accrued Liability (AAL) (3)	Unfunded Actuarial Accrued Liability (UAAAL) (3) - (2) (4)	Funded Ratio (2)/(3) (5)	Annual Covered Payroll (6)	UAAL as % of Payroll (4)/(6) (7)
Non-Hazardous Members						
2016	\$ 6,535,372	\$ 11,076,457	\$ 4,541,085	59.0%	\$ 2,352,762	193.0%
2017	6,764,873	12,803,510	6,038,637	52.8%	2,452,407	246.2%
2018	6,950,225	13,191,505	6,241,280	52.7%	2,466,801	253.0%
2019	7,049,527	14,356,113	7,306,586	49.1%	2,521,860	289.7%
2020	7,220,607	14,610,868	7,390,261	49.4%	2,565,391	288.1%
2021	7,715,883	14,894,906	7,179,023	51.8%	2,528,735	283.9%
2022	8,148,912	15,674,220	7,525,308	52.0%	2,691,171	279.6%
2023	8,585,073	15,296,429	6,711,356	56.1%	2,898,813	231.5%
2024	9,211,735	15,776,491	6,564,756	58.4%	3,137,814	209.2%
2025	9,933,705	16,174,006	6,240,301	61.4%	3,336,807	187.0%
Hazardous Members						
2016	\$ 2,139,119	\$ 3,704,456	\$ 1,565,337	57.7%	\$ 492,851	317.6%
2017	2,238,320	4,649,047	2,410,727	48.1%	541,633	445.1%
2018	2,321,721	4,792,548	2,470,827	48.4%	533,618	463.0%
2019	2,375,106	5,245,365	2,870,259	45.3%	559,353	513.1%
2020	2,447,885	5,431,299	2,983,414	45.1%	568,558	524.7%
2021	2,628,621	5,629,458	3,000,837	46.7%	578,355	518.9%
2022	2,788,714	5,861,691	3,072,977	47.6%	620,934	494.9%
2023	3,008,147	5,849,995	2,841,848	51.4%	677,988	419.2%
2024	3,279,623	6,070,201	2,790,578	54.0%	743,133	375.5%
2025	3,592,717	6,301,846	2,709,129	57.0%	806,462	335.9%
Total CERS Members						
2016	\$ 8,674,491	\$ 14,780,913	\$ 6,106,422	58.7%	\$ 2,845,613	214.6%
2017	9,003,193	17,452,557	8,449,364	51.6%	2,994,040	282.2%
2018	9,271,946	17,984,053	8,712,107	51.6%	3,000,419	290.4%
2019	9,424,633	19,601,478	10,176,845	48.1%	3,081,213	330.3%
2020	9,668,492	20,042,167	10,373,675	48.2%	3,133,949	331.0%
2021	10,344,504	20,524,364	10,179,860	50.4%	3,107,090	327.6%
2022	10,937,626	21,535,911	10,598,285	50.8%	3,312,105	320.0%
2023	11,593,220	21,146,424	9,553,204	54.8%	3,576,801	267.1%
2024	12,491,358	21,846,692	9,355,334	57.2%	3,880,947	241.1%
2025	13,526,422	22,475,852	8,949,430	60.2%	4,143,269	216.0%



Summary of Principal Assumptions and Methods

Below is a summary of the principal economic assumptions, cost method, and the method for financing the unfunded actuarial accrued liability:

Valuation date:	Non-Hazardous June 30, 2025	Hazardous June 30, 2025
Actuarial cost method:	Entry Age Normal	Entry Age Normal
Amortization method:	Level percentage of payroll (2% payroll growth assumed)	Level percentage of payroll (2% payroll growth assumed)
Amortization period for contribution rate:	30-year closed period at June 30, 2019 Gains/losses incurring after 2019 will be amortized over separate closed 20-year amortization bases	30-year closed period at June 30, 2019 Gains/losses incurring after 2019 will be amortized over separate closed 20-year amortization bases
Asset valuation method:	5-Year Smoothed Market	5-Year Smoothed Market
Actuarial assumptions:		
Investment rate of return	6.50%	6.50%
Projected salary increases	3.30% to 10.30% (varies by service)	3.55% to 19.05% (varies by service)
Inflation	2.50%	2.50%
Post-retirement benefit adjustments	0.00%	0.00%
Retiree Mortality	System-specific mortality table based on mortality experience from 2013 to 2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023.	System-specific mortality table based on mortality experience from 2013 to 2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023.



Solvency Test
Retirement Benefits
(Dollar amounts expressed in thousands)

June 30, (1)	Actuarial Accrued Liability				Portion of Aggregate Accrued Liabilities Covered by Assets		
	Active Member Contributions	Retired Members & Beneficiaries	Active Members (Employer Financed)	Valuation Assets	Active	Retired	ER Financed
	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Non-Hazardous Members							
2016	\$ 1,231,027	\$ 6,785,530	\$ 3,059,900	\$ 6,535,372	100.0%	78.2%	0.0%
2017	1,277,432	7,731,682	3,794,396	6,764,873	100.0%	71.0%	0.0%
2018	1,269,287	8,196,719	3,725,499	6,950,225	100.0%	69.3%	0.0%
2019	1,280,679	8,905,544	4,169,890	7,049,527	100.0%	64.8%	0.0%
2020	1,312,554	9,088,237	4,210,077	7,220,607	100.0%	65.0%	0.0%
2021	1,324,826	9,397,968	4,172,112	7,715,883	100.0%	68.0%	0.0%
2022	1,335,758	10,021,345	4,317,117	8,148,912	100.0%	68.0%	0.0%
2023	1,341,594	9,791,605	4,163,230	8,585,073	100.0%	74.0%	0.0%
2024	1,384,947	10,056,035	4,335,509	9,211,735	100.0%	77.8%	0.0%
2025	1,454,966	10,251,856	4,467,184	9,933,705	100.0%	82.7%	0.0%
Hazardous Members							
2016	\$ 428,713	\$ 2,388,712	\$ 887,031	\$ 2,139,119	100.0%	71.6%	0.0%
2017	458,808	2,910,601	1,279,638	2,238,320	100.0%	61.1%	0.0%
2018	442,637	3,151,058	1,198,853	2,321,721	100.0%	59.6%	0.0%
2019	458,559	3,399,954	1,386,852	2,375,106	100.0%	56.4%	0.0%
2020	454,801	3,606,091	1,370,407	2,447,885	100.0%	55.3%	0.0%
2021	457,391	3,777,313	1,394,754	2,628,621	100.0%	57.5%	0.0%
2022	468,325	3,915,964	1,477,402	2,788,714	100.0%	59.3%	0.0%
2023	476,005	3,905,982	1,468,008	3,008,147	100.0%	64.8%	0.0%
2024	509,070	4,019,098	1,542,033	3,279,623	100.0%	68.9%	0.0%
2025	539,330	4,147,267	1,615,249	3,592,717	100.0%	73.6%	0.0%



INSURANCE BENEFITS

ACTUARIAL TABLES

Development of Unfunded Actuarial Accrued Liability Insurance Benefits

(Dollar amounts expressed in thousands)

		June 30, 2025	
		Non-Hazardous (1)	Hazardous (2)
1.	Projected payroll of active members	\$ 3,336,807	\$ 806,462
2.	Present value of future pay	\$ 23,930,459	\$ 7,711,659
3.	Normal cost rate		
a.	Total normal cost rate	2.41%	4.18%
b.	Less: member contribution rate	-0.84%	-1.86%
c.	Employer normal cost rate	1.57%	2.32%
4.	Actuarial accrued liability for active members		
a.	Present value of future benefits	\$ 2,231,660	\$ 829,145
b.	Less: present value of future normal costs	(562,554)	(284,399)
c.	Actuarial accrued liability	\$ 1,669,106	\$ 544,746
5.	Total actuarial accrued liability		
a.	Retirees and beneficiaries	\$ 1,709,443	\$ 1,376,187
b.	Inactive members	184,327	18,876
c.	Active members (Item 4c)	1,669,106	544,746
d.	Total	\$ 3,562,876	\$ 1,939,809
6.	Actuarial value of assets	\$ 3,793,782	\$ 1,763,479
7.	Unfunded actuarial accrued liability (UAAL) (Item 5d - Item 6)	\$ (230,906)	\$ 176,330
8.	Funded Ratio	106.5%	90.9%



Development of Actuarially Determined Contribution Rate Insurance Benefits

	June 30, 2025	
	Non-Hazardous (1)	Hazardous (2)
1. Total normal cost rate	2.41%	4.18%
2. Less: member contribution rate	<u>-0.84%</u>	<u>-1.86%</u>
3. Total employer normal cost rate	1.57%	2.32%
4. Administrative expenses	<u>0.03%</u>	<u>0.07%</u>
5. Net employer normal cost rate	1.60%	2.39%
6. UAAL amortization contribution rate	<u>-1.31%</u>	<u>0.81%</u>
7. Total calculated employer contribution	0.29%	3.20%



Actuarial Balance Sheet
Non-Hazardous Members Insurance
(Dollar amounts expressed in thousands)

	June 30, 2025 (1)	June 30, 2024 (2)
1. Assets - Present and Expected Future Resources		
a. Current assets (actuarial value)	\$ 3,793,782	\$ 3,549,422
b. Present value of future member contributions	\$ 219,004	\$ 171,473
c. Present value of future employer contributions		
i. Normal cost contributions	\$ 343,550	\$ 286,801
ii. Unfunded accrued liability contributions	(230,906)	(648,077)
iii. Total future employer contributions	\$ 112,644	\$ (361,276)
d. Total assets	\$ 4,125,430	\$ 3,359,619
2. Liabilities - Present Value of Expected Future Benefit Payments		
a. Active members		
i. Present value of future normal costs	\$ 562,554	\$ 458,274
ii. Accrued liability	1,669,106	1,390,383
iii. Total present value of future benefits	\$ 2,231,660	\$ 1,848,657
b. Present value of benefits payable on account of current retired members and beneficiaries	\$ 1,709,443	\$ 1,343,043
c. Present value of benefits payable on account of current inactive members	\$ 184,327	\$ 167,919
d. Total liabilities	\$ 4,125,430	\$ 3,359,619



Actuarial Balance Sheet
Hazardous Members Insurance
(Dollar amounts expressed in thousands)

	June 30, 2025 (1)	June 30, 2024 (2)
1. Assets - Present and Expected Future Resources		
a. Current assets (actuarial value)	\$ 1,763,479	\$ 1,676,141
b. Present value of future member contributions	\$ 150,954	\$ 59,830
c. Present value of future employer contributions		
i. Normal cost contributions	\$ 133,445	\$ 136,726
ii. Unfunded accrued liability contributions	176,330	(8,084)
iii. Total future employer contributions	\$ 309,775	\$ 128,642
d. Total assets	\$ 2,224,208	\$ 1,864,613
2. Liabilities - Present Value of Expected Future Benefit Payments		
a. Active members		
i. Present value of future normal costs	\$ 284,399	\$ 196,556
ii. Accrued liability	544,746	430,514
iii. Total present value of future benefits	\$ 829,145	\$ 627,070
b. Present value of benefits payable on account of current retired members and beneficiaries	\$ 1,376,187	\$ 1,219,648
c. Present value of benefits payable on account of current inactive members	\$ 18,876	\$ 17,895
d. Total liabilities	\$ 2,224,208	\$ 1,864,613



Reconciliation of Insurance Net Assets
(Dollar amounts expressed in thousands)¹

	Year Ending	
	June 30, 2025	June 30, 2025
	(1)	(2)
	Non-Hazardous	Hazardous
1. Value of assets at beginning of year	\$ 3,707,277	\$ 1,752,366
2. Revenue for the year		
a. Contributions		
i. Member contributions	\$ 22,706	\$ 5,706
ii. Employer contributions	824	17,735
iii. Other contributions (less 401h)	12,017	2,216
iv. Total	\$ 35,547	\$ 25,656
b. Income		
i. Interest, dividends, and other income	\$ 118,756	\$ 55,907
ii. Investment expenses	(32,461)	(16,732)
iii. Net	\$ 86,296	\$ 39,175
c. Net realized and unrealized gains (losses)	325,099	150,746
d. Total revenue	\$ 446,941	\$ 215,578
3. Expenditures for the year		
a. Disbursements		
i. Refunds	\$ 0	\$ 0
ii. Healthcare premium subsidies	137,430	104,552
iii. Other benefit payments ²	4,587	839
iv. Transfers to other systems	0	0
v. Total	\$ 142,017	\$ 105,391
b. Administrative expenses and depreciation	910	524
c. Total expenditures	\$ 142,927	\$ 105,915
4. Increase in net assets (Item 2. - Item 3.)	\$ 304,014	\$ 109,662
5. Value of assets at end of year (Item 1. + Item 4.)	\$ 4,011,291	\$ 1,862,029
6. Net external cash flow		
a. Dollar amount	\$ (107,380)	\$ (80,259)
b. Percentage of market value	-2.8%	-4.4%
7. Estimated annual return on net assets	11.3%	11.1%

¹ Amounts may not add due to rounding and include 401h assets

² Benefit payments have been offset by Medicare Drug Reimbursements, Insurance Premiums, and Humana Gain Share Payments



Development of Actuarial Value of Assets**Non-Hazardous Members Insurance
(Dollar amounts expressed in thousands)***

Year Ending	June 30, 2025		
1. Actuarial value of assets at beginning of year	\$	3,549,422	
2. Market value of assets at beginning of year	\$	3,707,277	
3. Net new investments			
a. Contributions	\$	35,547	
b. Benefit payments		(142,017)	
c. Administrative expenses		(910)	
d. Subtotal	\$	(107,380)	
4. Market value of assets at end of year	\$	4,011,291	
5. Net earnings (Item 4. - Item 2. - Item 3.d.)	\$	411,394	
6. Assumed investment return rate for fiscal year		6.50%	
7. Expected return for immediate recognition	\$	237,483	
8. Excess return for phased recognition	\$	173,911	
9. Phased-in recognition, 20% of excess return on assets for prior years:			
	<u>Fiscal Year</u> <u>Ending June 30,</u>	<u>Excess</u> <u>Return</u>	<u>Recognized</u> <u>Amount</u>
a.	2025	\$ 173,911	\$ 34,782
b.	2024	174,981	34,996
c.	2023	123,546	24,709
d.	2022	(380,135)	(76,027)
e.	2021	478,981	95,796
f.	Total		\$ 114,257
10. Actuarial value of assets as of June 30, 2025 (Item 1. + Item 3.d. + Item 7.+ Item 9.f.)	\$	3,793,782	
11. Ratio of actuarial value to market value		94.6%	
12. Estimated annual return on actuarial value of assets		10.1%	

* Amounts may not add due to rounding



Development of Actuarial Value of Assets
Hazardous Members Insurance
(Dollar amounts expressed in thousands)*

Year Ending	June 30, 2025	
1. Actuarial value of assets at beginning of year	\$	1,676,141
2. Market value of assets at beginning of year	\$	1,752,366
3. Net new investments		
a. Contributions	\$	25,656
b. Benefit payments		(105,391)
c. Administrative expenses		(524)
d. Subtotal	\$	(80,259)
4. Market value of assets at end of year	\$	1,862,029
5. Net earnings (Item 4. - Item 2. - Item 3.d.)	\$	189,922
6. Assumed investment return rate for fiscal year		6.50%
7. Expected return for immediate recognition	\$	111,295
8. Excess return for phased recognition	\$	78,626
9. Phased-in recognition, 20% of excess return on assets for prior years:		
	Fiscal Year Ending June 30,	Excess Return
a.	2025	\$ 78,626
b.	2024	81,800
c.	2023	56,727
d.	2022	(180,610)
e.	2021	244,967
f.	Total	\$ 56,302
10. Actuarial value of assets as of June 30, 2025 (Item 1. + Item 3.d. + Item 7.+ Item 9.f.)	\$	1,763,479
11. Ratio of actuarial value to market value		94.7%
12. Estimated annual return on actuarial value of assets		10.2%

* Amounts may not add due to rounding



Schedule of Funding Progress**Insurance Benefits**

(Dollar amounts expressed in thousands)

June 30, (1)	Actuarial Value of Assets (AVA) (2)	Actuarial Accrued Liability (AAL) (3)	Unfunded Actuarial Accrued Liability (UAAL) (3) - (2) (4)	Funded Ratio (2)/(3) (5)	Annual Covered Payroll (6)	UAAL as % of Payroll (4)/(6) (7)
Non-Hazardous Members						
2016	\$ 2,079,811	\$ 2,988,121	\$ 908,310	69.6%	\$ 2,352,762	38.6%
2017	2,227,401	3,355,151	1,127,750	66.4%	2,452,407	46.0%
2018	2,371,430	3,092,624	721,194	76.7%	2,466,801	29.2%
2019	2,523,249	3,567,947	1,044,698	70.7%	2,521,860	41.4%
2020	2,661,351	3,392,085	730,734	78.5%	2,565,391	28.5%
2021	2,947,312	3,450,484	503,172	85.4%	2,528,735	19.9%
2022	3,160,084	2,391,990	(768,094)	132.1%	2,691,171	-28.5%
2023	3,366,332	2,560,387	(805,945)	131.5%	2,898,813	-27.8%
2024	3,549,422	2,901,345	(648,077)	122.3%	3,137,814	-20.7%
2025	3,793,782	3,562,876	(230,906)	106.5%	3,336,807	-6.9%
Hazardous Members						
2016	\$ 1,135,784	\$ 1,558,818	\$ 423,034	72.9%	\$ 492,851	85.8%
2017	1,196,780	1,788,433	591,653	66.9%	541,633	109.2%
2018	1,256,306	1,684,028	427,722	74.6%	533,618	80.2%
2019	1,313,659	1,732,879	419,220	75.8%	559,353	74.9%
2020	1,362,028	1,740,971	378,943	78.2%	568,558	66.6%
2021	1,475,635	1,751,203	275,568	84.3%	578,355	47.6%
2022	1,553,761	1,538,131	(15,630)	101.0%	620,934	-2.5%
2023	1,615,349	1,604,146	(11,203)	100.7%	677,988	-1.7%
2024	1,676,141	1,668,057	(8,084)	100.5%	743,133	-1.1%
2025	1,763,479	1,939,809	176,330	90.9%	806,462	21.9%
Total CERS Members						
2016	\$ 3,215,595	\$ 4,546,939	\$ 1,331,344	70.7%	\$ 2,845,613	46.8%
2017	3,424,181	5,143,584	1,719,403	66.6%	2,994,040	57.4%
2018	3,627,736	4,776,652	1,148,916	75.9%	3,000,419	38.3%
2019	3,836,908	5,300,826	1,463,918	72.4%	3,081,213	47.5%
2020	4,023,379	5,133,056	1,109,677	78.4%	3,133,949	35.4%
2021	4,422,947	5,201,687	778,740	85.0%	3,107,090	25.1%
2022	4,713,845	3,930,121	(783,724)	119.9%	3,312,105	-23.7%
2023	4,981,681	4,164,533	(817,148)	119.6%	3,576,801	-22.8%
2024	5,225,563	4,569,402	(656,161)	114.4%	3,880,947	-16.9%
2025	5,557,261	5,502,685	(54,576)	101.0%	4,143,269	-1.3%



Solvency Test
Insurance Benefits
(Dollar amounts expressed in thousands)

June 30, (1)	Actuarial Accrued Liability				Portion of Aggregate Accrued Liabilities Covered by Assets			
	Active Member Contributions	Retired Members & Beneficiaries	Active Members (Employer Financed)	Valuation Assets	Active	Retired	ER Financed	
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
Non-Hazardous Members								
2016	\$ -	\$ 1,484,937	\$ 1,503,184	\$ 2,079,811	100.0%	100.0%	39.6%	
2017	-	1,603,438	1,751,713	2,227,401	100.0%	100.0%	35.6%	
2018	-	1,525,323	1,567,301	2,371,430	100.0%	100.0%	54.0%	
2019	-	1,830,692	1,737,255	2,523,249	100.0%	100.0%	39.9%	
2020	-	1,746,159	1,645,926	2,661,351	100.0%	100.0%	55.6%	
2021	-	1,835,734	1,614,750	2,947,312	100.0%	100.0%	68.8%	
2022	-	1,055,375	1,336,615	3,160,084	100.0%	100.0%	100.0%	
2023	-	1,256,529	1,303,858	3,366,332	100.0%	100.0%	100.0%	
2024	-	1,510,962	1,390,383	3,549,422	100.0%	100.0%	100.0%	
2025	-	1,893,770	1,669,106	3,793,782	100.0%	100.0%	100.0%	
Hazardous Members								
2016	\$ -	\$ 879,360	\$ 679,458	\$ 1,135,784	100.0%	100.0%	37.7%	
2017	-	994,764	793,669	1,196,780	100.0%	100.0%	25.5%	
2018	-	1,001,717	682,311	1,256,306	100.0%	100.0%	37.3%	
2019	-	1,072,861	660,018	1,313,659	100.0%	100.0%	36.5%	
2020	-	1,154,389	586,582	1,362,028	100.0%	100.0%	35.4%	
2021	-	1,217,527	533,676	1,475,635	100.0%	100.0%	48.4%	
2022	-	1,045,022	493,109	1,553,761	100.0%	100.0%	100.0%	
2023	-	1,163,314	440,832	1,615,349	100.0%	100.0%	100.0%	
2024	-	1,237,543	430,514	1,676,141	100.0%	100.0%	100.0%	
2025	-	1,395,063	544,746	1,763,479	100.0%	100.0%	67.6%	



SECTION 4

AMORTIZATION BASES

Amortization of Unfunded Liability**Non-Hazardous Members Retirement**

<u>Valuation Year Base Established</u>	<u>Original Amortization Base</u>	<u>Remaining at June 30, 2025</u>	<u>Payments for FYE 2027</u>	<u>Funding Period at June 30, 2025</u>
June 30, 2019	\$ 7,306,586	\$ 7,411,556	\$ 510,939	24
June 30, 2020	(43,634)	63,982	5,970	15
June 30, 2021	(333,595)	(297,285)	(26,508)	16
June 30, 2022	327,156	310,893	26,593	17
June 30, 2023	(803,273)	(892,004)	(73,434)	18
June 30, 2024	(42,864)	(74,891)	(5,951)	19
June 30, 2025	(281,950)	(281,950)	(25,360)	20
Total		\$ 6,240,301	\$ 412,249	

Projected Payroll for FYE 2027

\$ 3,403,543

Amortization Payments as a Percentage of Payroll

12.11%

Hazardous Members Retirement

<u>Valuation Year Base Established</u>	<u>Original Amortization Base</u>	<u>Remaining at June 30, 2025</u>	<u>Payments for FYE 2027</u>	<u>Funding Period at June 30, 2025</u>
June 30, 2019	\$ 2,870,259	\$ 2,932,991	\$ 202,195	24
June 30, 2020	41,583	103,840	9,689	15
June 30, 2021	(57,337)	(15,753)	(1,405)	16
June 30, 2022	32,971	21,695	1,856	17
June 30, 2023	(215,367)	(243,724)	(20,065)	18
June 30, 2024	(16,713)	(34,225)	(2,720)	19
June 30, 2025	(55,695)	(55,695)	(5,773)	20
Total		\$ 2,709,129	\$ 183,777	

Projected Payroll for FYE 2027

\$ 822,592

Amortization Payments as a Percentage of Payroll

22.34%

Note:

Budgeted contribution rates for FYE 2026 were known at the time of the June 30, 2025 Valuation.

Amortization bases established at this valuation date were adjusted accordingly.



Amortization of Unfunded Liability**Non-Hazardous Members Insurance**

<u>Valuation Year Base Established</u>	<u>Original Amortization Base</u>	<u>Remaining at June 30, 2025</u>	<u>Payments for FYE 2027</u>	<u>Funding Period at June 30, 2025</u>
June 30, 2019	\$ 1,044,698	\$ 1,060,185	\$ 73,087	24
June 30, 2020	(332,646)	(315,562)	(29,443)	15
June 30, 2021	(219,172)	(222,296)	(19,822)	16
June 30, 2022	(1,261,234)	(1,309,472)	(112,008)	17
June 30, 2023	44,464	14,480	1,192	18
June 30, 2024	158,457	130,877	10,400	19
June 30, 2025	410,882	410,882	32,305	20
Total		\$ (230,906)	\$ (44,289)	
Projected Payroll for FYE 2027			\$ 3,369,902	

Amortization Payments as a Percentage of Payroll -1.31%

Hazardous Members Insurance

<u>Valuation Year Base Established</u>	<u>Original Amortization Base</u>	<u>Remaining at June 30, 2025</u>	<u>Payments for FYE 2027</u>	<u>Funding Period at June 30, 2025</u>
June 30, 2019	\$ 419,220	\$ 420,753	\$ 29,006	24
June 30, 2020	(43,079)	(43,067)	(4,018)	15
June 30, 2021	(100,257)	(103,735)	(9,250)	16
June 30, 2022	(282,650)	(293,865)	(25,136)	17
June 30, 2023	23,141	19,596	1,613	18
June 30, 2024	(534)	(3,257)	(259)	19
June 30, 2025	179,905	179,905	14,720	20
Total		\$ 176,330	\$ 6,676	
Projected Payroll for FYE 2027			\$ 819,379	

Amortization Payments as a Percentage of Payroll 0.81%

Note:

Budgeted contribution rates for FYE 2026 were known at the time of the June 30, 2025 Valuation. Amortization bases established at this valuation date were adjusted accordingly.



SECTION 5

MEMBERSHIP INFORMATION

Membership Tables

<u>TABLE NUMBER</u>	<u>PAGE</u>	<u>CONTENT OF TABLE</u>
23	44	SUMMARY OF MEMBERSHIP DATA
24	45	SUMMARY OF HISTORICAL ACTIVE MEMBERSHIP
25	46	DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND SERVICE – NON-HAZARDOUS MEMBERS
26	47	DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND SERVICE – HAZARDOUS MEMBERS
27	48	SCHEDULE OF ANNUITANTS BY AGE – NON-HAZARDOUS MEMBERS
28	49	SCHEDULE OF ANNUITANTS BY AGE – HAZARDOUS MEMBERS
29	50	SCHEDULE OF ANNUITANTS BY BENEFIT TYPE – NON-HAZARDOUS RETIREES
30	51	SCHEDULE OF ANNUITANTS BY BENEFIT TYPE – HAZARDOUS RETIREES
31	52	SCHEDULE OF ANNUITANTS BY BENEFIT TYPE – NON-HAZARDOUS BENEFICIARIES
32	53	SCHEDULE OF ANNUITANTS BY BENEFIT TYPE – HAZARDOUS BENEFICIARIES
33	54	SCHEDULE OF ANNUITANTS ADDED TO AND REMOVED FROM ROLLS



Summary of Membership Data
(Total dollar amounts expressed in thousands)

	Non-Hazardous June 30, 2025 (1)	Hazardous June 30, 2025 (2)	Total June 30, 2025 (3)	Total June 30, 2024 (4)
1. Active members				
a. Males	30,388	8,788	39,176	38,375
b. Females	51,475	1,139	52,614	51,743
c. Total members	81,863	9,927	91,790	90,118
d. Total annualized prior year salaries	\$ 3,336,807	\$ 806,462	\$ 4,143,269	\$ 3,880,947
e. Average salary ³	\$ 40,761	\$ 81,239	\$ 45,139	\$ 43,065
f. Average age	46.9	37.5	45.9	46.0
g. Average service	8.5	9.4	8.6	8.7
h. Member contributions with interest	\$ 1,454,966	\$ 539,330	\$ 1,994,296	\$ 1,894,017
i. Average contributions with interest ³	\$ 17,773	\$ 54,330	\$ 21,727	\$ 21,017
2. Vested inactive members ²				
a. Number	50,069	1,814	51,883	52,327
b. Total annual deferred benefits	\$ 94,350	\$ 9,542	\$ 103,892	\$ 101,653
c. Average annual deferred benefit ³	\$ 1,884	\$ 5,260	\$ 2,002	\$ 1,943
d. Average age at the valuation date	55.7	48.0	55.4	54.8
3. Nonvested inactive members ²				
a. Number	70,243	2,777	73,020	67,880
b. Total member contributions with interest	\$ 114,097	\$ 12,954	\$ 127,051	\$ 112,933
c. Average contributions with interest ³	\$ 1,624	\$ 4,665	\$ 1,740	\$ 1,664
4. Service retirees ¹				
a. Number	62,852	9,923	72,775	71,558
b. Total annual benefits	\$ 788,202	\$ 302,370	\$ 1,090,572	\$ 1,061,303
c. Average annual benefit ³	\$ 12,541	\$ 30,472	\$ 14,986	\$ 14,831
d. Average age at the valuation date	71.9	63.6	70.7	70.5
5. Disabled retirees ¹				
a. Number	3,671	597	4,268	4,306
b. Total annual benefits	\$ 43,549	\$ 10,204	\$ 53,753	\$ 53,952
c. Average annual benefit ³	\$ 11,863	\$ 17,092	\$ 12,594	\$ 12,529
d. Average age at the valuation date	68.2	60.0	67.1	66.6
6. Beneficiaries ¹				
a. Number	7,047	1,554	8,601	8,374
b. Total annual benefits	\$ 73,586	\$ 27,954	\$ 101,540	\$ 97,026
c. Average annual benefit ³	\$ 10,442	\$ 17,988	\$ 11,806	\$ 11,587
d. Average age at the valuation date	69.6	62.4	68.3	67.6

¹ 4,129 members receiving benefits in both the non-hazardous and hazardous fund. Members' headcounts and hazardous benefits included in the hazardous summary above. Members' additional \$30,741,000 in non-hazardous annual benefits not included in summary above.

² Vested inactive member section includes Tier 1 members eligible for a benefit equal to the actuarially equivalent of two times the member's contribution balance.

³ Average dollar amounts shown are expressed to the dollar.



Summary of Historical Active Membership

June 30, (1)	Active Members		Covered Payroll ¹		Average Annual Pay	
	Number (2)	Percent Increase /(Decrease) (3)	Amount in Thousands (4)	Percent Increase /(Decrease) (5)	Amount (6)	Percent Increase /(Decrease) (7)
Non-Hazardous Members						
2016	80,664		\$ 2,352,762		\$ 29,167	
2017	82,198	1.9%	2,452,407	4.2%	29,835	2.3%
2018	81,818	-0.5%	2,466,801	0.6%	30,150	1.1%
2019	81,506	-0.4%	2,521,860	2.2%	30,941	2.6%
2020	81,250	-0.3%	2,565,391	1.7%	31,574	2.0%
2021	77,367	-4.8%	2,528,735	-1.4%	32,685	3.5%
2022	77,849	0.6%	2,691,171	6.4%	34,569	5.8%
2023	78,810	1.2%	2,898,813	7.7%	36,782	6.4%
2024	80,440	2.1%	3,137,814	8.2%	39,008	6.1%
2025	81,863	1.8%	3,336,807	6.3%	40,761	4.5%
Hazardous Members						
2016	9,084		\$ 492,851		\$ 54,255	
2017	9,495	4.5%	541,633	9.9%	57,044	5.1%
2018	9,263	-2.4%	533,618	-1.5%	57,607	1.0%
2019	9,474	2.3%	559,353	4.8%	59,041	2.5%
2020	9,419	-0.6%	568,558	1.6%	60,363	2.2%
2021	9,173	-2.6%	578,355	1.7%	63,050	4.5%
2022	9,184	0.1%	620,934	7.4%	67,610	7.2%
2023	9,205	0.2%	677,988	9.2%	73,654	8.9%
2024	9,678	5.1%	743,133	9.6%	76,786	4.3%
2025	9,927	2.6%	806,462	8.5%	81,239	5.8%

¹ Covered payroll is the annualized, projected compensation for the following year and does not include payroll attributable to working retirees.



Distribution of Active Members by Age and by Years of Service
Non-Hazardous Members

Attained Age	Years of Credited Service												Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.
Under 20	666	66	2	0	0	0	0	0	0	0	0	0	734
	\$12,978	\$19,175	\$16,044	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$13,543
20-24	1,945	1,122	562	264	92	30	0	0	0	0	0	0	4,015
	\$22,949	\$30,226	\$33,570	\$35,547	\$39,774	\$41,813	\$0	\$0	\$0	\$0	\$0	\$0	\$27,824
25-29	1,633	1,257	966	718	398	723	8	0	0	0	0	0	5,703
	\$28,287	\$34,863	\$38,239	\$39,772	\$41,502	\$45,746	\$62,168	\$0	\$0	\$0	\$0	\$0	\$36,051
30-34	1,438	1,291	1,021	726	486	1,792	361	4	0	0	0	0	7,119
	\$27,834	\$33,001	\$36,078	\$37,630	\$40,348	\$46,867	\$57,659	\$44,449	\$0	\$0	\$0	\$0	\$38,119
35-39	1,371	1,247	1,018	815	494	2,070	983	348	9	0	0	0	8,355
	\$27,867	\$32,876	\$34,724	\$36,711	\$38,260	\$45,609	\$56,347	\$62,185	\$59,685	\$0	\$0	\$0	\$40,137
40-44	1,080	1,032	949	668	475	2,195	1,207	892	405	24	0	0	8,927
	\$28,856	\$33,918	\$33,881	\$35,976	\$38,996	\$43,571	\$51,768	\$61,206	\$66,823	\$78,458	\$0	\$0	\$42,852
45-49	876	890	806	657	433	2,319	1,452	1,101	954	337	6	0	9,831
	\$29,282	\$36,144	\$37,911	\$39,737	\$39,671	\$42,019	\$49,030	\$57,649	\$64,484	\$68,784	\$96,417	\$0	\$45,676
50-54	716	732	717	565	408	2,060	1,564	1,438	1,212	649	81	2	10,144
	\$28,842	\$36,640	\$39,309	\$39,017	\$40,068	\$41,798	\$46,165	\$51,261	\$57,821	\$67,504	\$86,159	\$191,397	\$46,068
55-59	742	674	635	480	380	1,921	1,462	1,543	1,512	819	155	30	10,353
	\$28,103	\$34,080	\$34,185	\$38,217	\$39,238	\$43,145	\$44,526	\$48,001	\$50,454	\$59,012	\$77,541	\$78,100	\$44,413
60-64	614	532	504	457	336	1,655	1,326	1,389	1,315	858	163	64	9,213
	\$25,552	\$28,945	\$31,960	\$32,860	\$33,655	\$39,403	\$43,812	\$47,046	\$46,992	\$49,403	\$62,900	\$72,664	\$41,383
65 & Over	618	518	521	429	306	1,567	1,227	935	686	395	145	122	7,469
	\$19,133	\$24,273	\$27,664	\$26,367	\$29,309	\$32,414	\$37,955	\$41,686	\$47,408	\$49,300	\$52,844	\$63,755	\$35,194
Total	11,699	9,361	7,701	5,779	3,808	16,332	9,590	7,650	6,093	3,082	550	218	81,863
	\$25,945	\$32,853	\$35,209	\$36,691	\$38,320	\$42,297	\$47,168	\$51,240	\$54,128	\$58,100	\$68,166	\$69,516	\$40,761



Distribution of Active Members by Age and by Years of Service

Hazardous Members

Attained Age	Years of Credited Service												Total Count & Avg. Comp.
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	
Under 20	26 \$40,053	3 \$57,789	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	29 \$41,888
20-24	288 \$47,239	256 \$60,131	141 \$66,130	74 \$69,617	25 \$76,889	13 \$73,180	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	797 \$58,153
25-29	246 \$46,950	265 \$62,601	271 \$67,382	231 \$68,176	184 \$76,725	388 \$77,556	3 \$62,621	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1,588 \$67,094
30-34	113 \$50,568	114 \$65,901	129 \$67,006	149 \$74,463	137 \$76,845	860 \$80,916	202 \$88,872	2 \$87,553	0 \$0	0 \$0	0 \$0	0 \$0	1,706 \$76,910
35-39	68 \$48,026	83 \$64,175	87 \$67,616	94 \$67,739	65 \$70,640	553 \$81,414	694 \$92,033	192 \$94,971	1 \$72,346	0 \$0	0 \$0	0 \$0	1,837 \$83,088
40-44	43 \$49,578	52 \$61,654	42 \$72,181	36 \$68,895	44 \$74,370	247 \$81,406	425 \$89,303	633 \$101,329	135 \$108,942	1 \$98,118	1 \$181,168	0 \$0	1,659 \$91,206
45-49	15 \$39,212	21 \$69,150	25 \$65,577	13 \$60,402	20 \$64,905	116 \$79,733	177 \$89,311	368 \$99,896	275 \$109,264	51 \$120,098	1 \$159,357	0 \$0	1,082 \$96,039
50-54	10 \$52,710	25 \$63,224	13 \$56,242	12 \$73,945	13 \$74,857	71 \$74,286	83 \$84,566	191 \$96,376	143 \$108,205	79 \$121,587	14 \$131,248	0 \$0	654 \$95,285
55-59	9 \$37,644	7 \$70,022	17 \$59,895	8 \$72,147	3 \$87,986	51 \$76,104	60 \$81,279	85 \$93,969	64 \$106,705	42 \$117,434	10 \$128,723	3 \$151,379	359 \$91,745
60-64	4 \$41,286	3 \$62,845	2 \$52,062	5 \$54,995	2 \$62,963	21 \$64,657	19 \$72,069	50 \$91,134	31 \$88,162	9 \$94,093	4 \$118,212	5 \$112,296	155 \$82,301
65 & Over	3 \$58,474	1 \$31,689	0 \$0	0 \$0	2 \$61,462	13 \$66,145	4 \$80,669	18 \$87,659	6 \$100,255	6 \$133,894	5 \$81,705	3 \$125,080	61 \$86,543
Total	825 \$47,397	830 \$62,584	727 \$66,899	622 \$69,723	495 \$75,182	2,333 \$79,889	1,667 \$89,598	1,539 \$98,663	655 \$107,579	188 \$119,207	35 \$124,188	11 \$126,442	9,927 \$81,239



Distribution of Annuitant Monthly Benefit by Status and Age
Non-Hazardous Retirees and Beneficiaries
(Dollar amounts expressed in thousands)

Current Age (1)	Retirement		Disability		Survivors & Beneficiaries		Total	
	Number of Annuitants (2)	Total Annual Benefit Amount (3)	Number of Annuitants (4)	Total Annual Benefit Amount (5)	Number of Annuitants (6)	Total Annual Benefit Amount (7)	Number of Annuitants (8)	Total Annual Benefit Amount (9)
Under 50	294	\$ 7,025	91	\$ 1,033	764	\$ 7,215	1,149	\$ 15,273
50 - 54	1,238	26,526	187	2,356	289	2,688	1,714	31,570
55 - 59	3,590	59,439	375	4,922	410	4,347	4,375	68,708
60 - 64	7,902	123,755	638	8,459	646	7,547	9,186	139,761
65 - 69	13,737	183,508	893	10,759	993	11,687	15,623	205,954
70 - 74	14,179	170,180	658	7,594	1,105	12,274	15,942	190,047
75 - 79	11,224	119,217	462	4,987	1,167	12,112	12,853	136,316
80 - 84	6,333	60,878	250	2,486	858	8,756	7,441	72,119
85 - 89	3,070	27,730	96	774	550	5,033	3,716	33,537
90 And Over	1,285	9,945	21	179	265	1,927	1,571	12,051
Total	62,852	\$ 788,202	3,671	\$ 43,549	7,047	\$ 73,586	73,570	\$ 905,336

*Amounts may not add due to rounding



Distribution of Annuitant Monthly Benefit by Status and Age
Hazardous Retirees and Beneficiaries
(Dollar amounts expressed in thousands)

Current Age (1)	Retirement		Disability		Survivors & Beneficiaries		Total	
	Number of Annuitants (2)	Total Annual Benefit Amount (3)	Number of Annuitants (4)	Total Annual Benefit Amount (5)	Number of Annuitants (6)	Total Annual Benefit Amount (7)	Number of Annuitants (8)	Total Annual Benefit Amount (9)
Under 50	818	\$ 31,695	99	\$ 1,800	292	\$ 3,755	1,209	\$ 37,250
50 - 54	1,483	54,977	109	1,969	115	1,999	1,707	58,946
55 - 59	1,670	55,572	101	1,832	124	2,336	1,895	59,739
60 - 64	1,655	51,200	101	1,771	153	2,931	1,909	55,902
65 - 69	1,426	38,077	72	1,102	201	3,673	1,699	42,851
70 - 74	1,409	37,763	70	1,072	241	4,898	1,720	43,734
75 - 79	885	20,787	27	417	200	4,111	1,112	25,315
80 - 84	392	8,506	15	197	131	2,564	538	11,267
85 - 89	149	2,979	1	33	72	1,302	222	4,314
90 And Over	36	816	2	10	25	385	63	1,210
Total	9,923	\$ 302,370	597	\$ 10,204	1,554	\$ 27,954	12,074	\$ 340,528

*Amounts may not add due to rounding



Non-Hazardous Retired Lives Summary

Form of Payment (1)	Male Lives		Female Lives		Total	
	Number (2)	Monthly Benefit Amount (3)	Number (4)	Monthly Benefit Amount (5)	Number (6)	Monthly Benefit Amount (7)
Basic	6,707	\$ 7,595,364	25,863	\$ 20,500,006	32,570	\$ 28,095,370
Joint & Survivor:						
100% to Beneficiary	4,821	6,184,571	3,584	2,681,641	8,405	8,866,212
66 2/3% to Beneficiary	925	1,858,947	890	1,048,487	1,815	2,907,435
50% to Beneficiary	1,257	2,203,466	2,124	2,609,415	3,381	4,812,881
Pop-up Option	4,250	7,371,854	4,585	5,150,633	8,835	12,522,486
Social Security Option:						
Age 62 Basic	220	397,857	576	719,655	796	1,117,513
Age 62 Survivorship	583	1,159,850	394	453,046	977	1,612,896
Partial Deferred (Old Plan)	0	0	0	0	0	0
Widows Age 60	0	0	0	0	0	0
5 Years Certain	0	0	0	0	0	0
10 Years Certain	0	0	0	0	0	0
10 Years Certain & Life	1,602	1,991,393	4,387	3,756,279	5,989	5,747,672
15 Years Certain & Life	770	900,505	1,387	1,085,824	2,157	1,986,330
20 Years Certain & Life	546	798,271	1,052	845,487	1,598	1,643,758
Total:	21,681	\$ 30,462,080	44,842	\$ 38,850,473	66,523	\$ 69,312,552



Hazardous Retired Lives Summary

Form of Payment (1)	Male Lives		Female Lives		Total	
	Number (2)	Monthly Benefit Amount (3)	Number (4)	Monthly Benefit Amount (5)	Number (6)	Monthly Benefit Amount (7)
Basic	1,493	\$ 3,283,076	457	\$ 814,643	1,950	\$ 4,097,718
Joint & Survivor:						
100% to Beneficiary	1,844	4,388,689	89	133,169	1,933	4,521,858
66 2/3% to Beneficiary	401	1,063,854	30	73,665	431	1,137,519
50% to Beneficiary	570	1,517,599	69	168,742	639	1,686,341
Pop-up Option	3,972	10,966,292	198	463,046	4,170	11,429,338
Social Security Option:						
Age 62 Basic	109	178,612	14	17,535	123	196,147
Age 62 Survivorship	307	612,283	24	40,325	331	652,608
Partial Deferred (Old Plan)	0	0	0	0	0	0
Widows Age 60	0	0	0	0	0	0
5 Years Certain	0	0	0	0	0	0
10 Years Certain	115	484,440	6	23,017	121	507,457
10 Years Certain & Life	280	625,277	82	153,256	362	778,533
15 Years Certain & Life	146	315,387	28	61,661	174	377,048
20 Years Certain & Life	246	591,398	40	71,887	286	663,285
Total:	9,483	\$ 24,026,906	1,037	\$ 2,020,946	10,520	\$ 26,047,852



Non-Hazardous Beneficiary Lives Summary

Form of Payment (1)	Male Lives		Female Lives		Total	
	Number (2)	Monthly Benefit Amount (3)	Number (4)	Monthly Benefit Amount (5)	Number (6)	Monthly Benefit Amount (7)
Basic	34	\$ 12,397	76	\$ 70,486	110	\$ 82,883
Joint & Survivor:						
100% to Beneficiary	648	413,079	2,277	1,850,124	2,925	2,263,203
66 2/3% to Beneficiary	115	69,699	332	291,373	447	361,072
50% to Beneficiary	257	124,225	484	292,853	741	417,078
Pop-up Option	365	333,954	1,170	1,375,987	1,535	1,709,942
Social Security Option:						
Age 62 Basic	1	860	5	4,294	6	5,154
Age 62 Survivorship	32	30,081	198	259,708	230	289,789
Partial Deferred (Old Plan)	0	0	0	0	0	0
Widows Age 60	0	0	0	0	0	0
5 Years Certain	111	130,071	141	162,927	252	292,998
10 Years Certain	148	106,645	186	170,779	334	277,424
10 Years Certain & Life	66	50,991	104	106,181	170	157,172
15 Years Certain & Life	59	46,151	102	108,626	161	154,777
20 Years Certain & Life	46	23,454	90	97,202	136	120,656
Total:	1,882	\$ 1,341,608	5,165	\$ 4,790,540	7,047	\$ 6,132,148



Hazardous Beneficiary Lives Summary

Form of Payment (1)	Male Lives		Female Lives		Total	
	Number (2)	Monthly Benefit Amount (3)	Number (4)	Monthly Benefit Amount (5)	Number (6)	Monthly Benefit Amount (7)
Basic	12	\$ 8,454	99	\$ 131,145	111	\$ 139,599
Joint & Survivor:						
100% to Beneficiary	33	30,699	417	587,848	450	618,547
66 2/3% to Beneficiary	2	1,688	85	137,679	87	139,367
50% to Beneficiary	18	16,956	145	146,448	163	163,405
Pop-up Option	45	34,621	483	931,697	528	966,318
Social Security Option:						
Age 62 Basic	0	0	2	1,641	2	1,641
Age 62 Survivorship	1	423	108	144,335	109	144,758
Partial Deferred (Old Plan)	0	0	0	0	0	0
Widows Age 60	0	0	2	1,469	2	1,469
5 Years Certain	1	3,826	4	15,779	5	19,605
10 Years Certain	9	14,385	27	47,207	36	61,592
10 Years Certain & Life	2	6,642	10	11,709	12	18,351
15 Years Certain & Life	6	6,755	13	21,200	19	27,955
20 Years Certain & Life	10	7,048	20	19,860	30	26,908
Total:	139	\$ 131,498	1,415	\$ 2,198,017	1,554	\$ 2,329,514



Schedule of Retirees Added to And Removed from Rolls
(Dollar amounts except average allowance expressed in thousands)

Year Ended	Added to Rolls	Removed from Rolls	Rolls End of the Year		% Increase in Annual Benefit	Average Annual Benefit
	Number	Number	Number	Annual Benefits		
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Non-Hazardous						
2016	4,409	721	56,339	\$ 661,217		\$ 11,736
2017	4,141	1,467	59,013	667,468	0.9%	11,311
2018	4,650	1,725	61,938	710,374	6.4%	11,469
2019	4,472	1,871	64,539	747,117	5.2%	11,576
2020	3,550	2,675	65,414	763,459	2.2%	11,671
2021	4,350	2,558	67,206	791,562	3.7%	11,778
2022	4,693	3,010	68,889	820,678	3.7%	11,913
2023	4,753	2,710	70,932	855,173	4.2%	12,056
2024	4,203	2,750	72,385	883,192	3.3%	12,201
2025	4,109	2,924	73,570	905,336	2.5%	12,306
Hazardous						
2016	604	75	8,563	\$ 215,302		\$ 25,143
2017	576	141	8,998	226,680	5.3%	25,192
2018	779	190	9,587	245,675	8.4%	25,626
2019	608	172	10,023	258,813	5.3%	25,822
2020	621	192	10,452	274,791	6.2%	26,291
2021	651	245	10,858	288,876	5.1%	26,605
2022	674	301	11,231	301,966	4.5%	26,887
2023	672	300	11,603	317,529	5.2%	27,366
2024	548	298	11,853	329,089	3.6%	27,764
2025	590	369	12,074	340,528	3.5%	28,203



SECTION 6

ASSESSMENT AND DISCLOSURE OF RISK

DRAFT

Risks Associated with Measuring the Accrued Liability And Actuarially Determined Contribution

(As Required by ASOP No. 51)

The determination of CERS's accrued liability and actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. The risk measures illustrated in this section are intended to aid stakeholders in understanding the effects of future experience differing from the assumptions used in performing an actuarial valuation. These risk measures may also help with illustrating the potential volatility in the funded status and actuarially determined contributions that result from differences between actual experience and the expected experience based on the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience (economic and demographic) differing from the assumptions, changes in assumptions due to changing conditions, changes in contribution requirements due to modifications to the funding policy, and changes in the liability and cost due to changes in plan provisions or applicable law. The scope of this actuarial valuation does not include any analysis of the potential range of such future measurements.

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

- Investment risk – actual investment returns may differ from expected returns;
- Longevity risk – members may live longer or shorter than expected and receive pensions for a time period different than assumed;
- Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future contributions differing from expected;
- Salary and payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liabilities or contributions differing from expected;
- Asset/Liability mismatch – changes in assets may be inconsistent with changes in liabilities, thereby altering the relative difference between the assets and liabilities which may alter the funded status and contribution requirements;
- Contribution risk – actual contributions may differ from expected future contributions (for example, actual contributions not being paid in accordance with the System's funding policy, withdrawal liability assessments or other anticipated payments to the plan are not being paid, or material changes occurring in the anticipated number of covered employees, covered payroll, or another relevant contribution base).

Effects of certain experience can generally be anticipated. For example, if investment returns since the most recent actuarial valuation are less (or more) than the assumed rate of return, then the funded status of the plan can be expected to decrease (or increase) more than anticipated.

The required contributions in this report were established in accordance with applicable Statutes and assumptions adopted by the Board. However, stakeholders should be aware that the scheduled contributions specified in State Code do not necessarily guarantee that the contribution requirements will not increase in a future year.



Employer Risk with Contribution Rates

Currently contributions are collected from participating employers based on the employer's total payroll of employees who are earning benefits in CERS (i.e. covered payroll). The actuarially determined contribution rate is comprised of two components - the normal cost rate (to pay for the benefits accruing in the next year) and the unfunded amortization (to pay for the benefits accrued by members in previous years). The unfunded amortization is calculated by first determining the dollar amount necessary to pay for the unfunded liability based on CERS's funding policy, and then by dividing that dollar amount by expected covered payroll to convert that contribution requirement to a percentage of payroll (i.e. a contribution rate).

As the contribution requirement, as a percentage of payroll, increases then there is increased incentive for participating employers to make deliberate business action to reduce their payroll reported to the System in order to reduce their pension cost.

Plan Specific Risk Measures

Risks faced by a pension plan evolve over time. A relatively new plan with virtually no assets and paying few benefits will experience lower investment risk than a mature plan with a significant amount of assets and large number of members receiving benefits. There are a few measures that can assist stakeholders in understanding and comparing the maturity of a plan to other systems, which include:

- Ratio of market value of assets to payroll: The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. If assets are approximately the same as covered payroll, an investment return that is 5% different than assumed would equal 5% of payroll. In another example, if the assets are approximately twice as large as covered payroll, an investment return that is 5% different than assumed would equal 10% of payroll. A ratio that increases over time generally indicates the potential of an increasing volatility in employer contribution rates as a percentage of payroll.
- Ratio of actuarial accrued liability to payroll: The ratio of actuarial accrued liability to payroll can be used as a measure to indicate the potential volatility of contributions due to volatility in the liability experience. For instance, if the actuarial accrued liability is 5 times the size of the covered payroll, then a change in the liability that is 2% different than expected would be a change in magnitude that is 10% of payroll. A ratio that increases over time generally indicates the potential of an increasing volatility in employer contribution rates as a percentage of payroll.
- Percentage of Expected Contributions Actually Received: This measure identifies the percentage difference between the contributions the fund expects to receive during the fiscal year to and actual contributions received by the fund during the fiscal year. A percentage that is less than 100% means that actual contributions the fund received were less than the expected contributions determined by a prior actuarial valuation. On the other hand, a percentage that is greater than 100% means that actual contributions the fund received were more than the expected contributions.

- Ratio of active to retired members: A relatively mature open plan is likely to have close to the same number of actives to retirees resulting in a ratio that is around 1.0. On the other hand, a super-mature plan, or a plan that is closed to new entrants will have more retirees than active members resulting in a ratio below 1.0. As this ratio declines, a larger portion of the total actuarial accrued liability in the System is attributable to retirees. This metric also typically moves in tandem with the liability to payroll metric, which provides an indication of potential contribution volatility.

The following tables provide a summary of these measures for CERS Non-Hazardous and Hazardous Funds for the current year and the prior four years so stakeholders can identify how these measures are trending. While ASOP No. 51 requires this disclosure with respect to only the retirement funds, we have included this information for the insurance funds for completeness.

CERS Non-Hazardous										
	Retirement Fund					Insurance Fund				
	June 30,					June 30,				
	2025	2024	2023	2022	2021	2025	2024	2023	2022	2021
Ratio of the market value of assets to total payroll	3.14	3.06	2.99	2.96	3.39	1.20	1.18	1.17	1.14	1.28
Ratio of actuarial accrued liability to payroll	4.85	5.03	5.28	5.82	5.89	1.07	0.92	0.88	0.89	1.36
Ratio of net cash flow to market value of assets	-2.0%	-0.7%	-1.2%	-1.3%	-2.9%	-2.8%	-2.4%	0.1%	0.3%	0.8%
Percentage of Expected Contribution Actually Received	107% ¹	111%	109%	99%	76%	N/A ¹	N/A ¹	109%	110%	88%
Ratio of actives to retirees and beneficiaries	1.11	1.11	1.11	1.13	1.15					

¹ Expected contribution for FYE 2025 based on the actuarially determined contribution rate of 19.71% from the June 30, 2023 valuation and expected compensation based on census data from the June 30, 2024 valuation. As of the 2022 valuation (FYE2024), the required employer contribution was 0% of pay for the insurance fund.

CERS Hazardous										
	Retirement Fund					Insurance Fund				
	June 30,					June 30,				
	2025	2024	2023	2022	2021	2025	2024	2023	2022	2021
Ratio of the market value of assets to total payroll	4.71	4.60	4.48	4.38	5.04	2.31	2.36	2.41	2.45	2.81
Ratio of actuarial accrued liability to payroll	7.81	8.17	8.63	9.44	9.73	2.41	2.24	2.37	2.48	3.03
Ratio of net cash flow to market value of assets	-0.4%	0.9%	1.3%	-0.8%	-2.3%	-4.4%	-4.0%	-2.5%	-1.6%	-1.4%
Percentage of Expected Contribution Actually Received	111% ¹	113%	114%	87%	71%	110% ¹	115%	114%	113%	102%
Ratio of actives to retirees and beneficiaries	0.82	0.82	0.79	0.82	0.84					

¹ Expected contribution for FYE2025 based on the actuarially determined contribution rate of 38.61% from the June 30, 2023 valuation and expected compensation based on census data from the June 30, 2024 valuation.



Low-Default-Risk Obligation Measure

Introduction

In December 2021, the Actuarial Standards Board (ASB) adopted a revision to Actuarial Standard of Practice (ASOP) No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions. The revised ASOP No. 4 requires the calculation and disclosure of a liability referred to by the ASOP as the “Low-Default-Risk Obligation Measure” (LDROM). The rationale that the ASB cited for the calculation and disclosure of the LDROM was included in the Transmittal Memorandum of ASOP No. 4 and is presented below (emphasis added):

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

Comparing the Accrued Liabilities and the LDROM

One of the fundamental financial objectives of the County Employees’ Retirement System (CERS) is to finance each member’s retirement benefits over the period from the member’s date of hire until the member’s projected date of retirement (entry age actuarial cost method) as a level percentage of payroll. To fulfill this objective, the discount rate that is used to value the accrued liabilities is set equal to the **expected return** on each fund’s diversified portfolio of assets (referred to sometimes as the investment return assumption). For the retirement funds, the investment return assumption is 6.50%.

The LDROM is meant to approximately represent the lump sum cost to a plan to purchase low-default-risk fixed income securities whose resulting cash flows essentially replicate in timing and amount the benefits earned (or the costs accrued) as of the measurement date. The LDROM is very dependent upon market interest rates at the time of the LDROM measurement. The lower the market interest rates, the higher the LDROM, and vice versa. The LDROM results presented in this report are based on the entry age actuarial cost method and discount rates based upon the intermediate rate from the FTSE Pension Discount Curve and Liability Index published by the Society of Actuaries. This rate is 5.46% as of June 30, 2025. This measure may not be appropriate for assessing the need for or amount of future contributions. This measure may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligation.

The difference between the two measures (Valuation and LDROM) is one illustration of the savings the sponsor anticipates by taking on risk in a diversified portfolio.

Non-Hazardous Retirement Fund		Hazardous Retirement Fund	
Valuation Accrued Liabilities	LDROM	Valuation Accrued Liabilities	LDROM
\$16,174,005,715	\$18,070,165,537	\$6,301,845,834	\$7,131,181,116



APPENDIX A

ACTUARIAL ASSUMPTIONS AND METHODS

Summary of Actuarial Methods and Assumptions

The following presents a summary of the actuarial assumptions and methods used in the valuation of the County Employees Retirement System.

In general, the assumptions and methods used in the valuation are based on the actuarial experience study as of June 30, 2022 and adopted by the Board in May 2023.

Investment return rate:

Assumed annual rate of 6.50% net of investment expenses for the retirement funds and the insurance funds

Price Inflation:

Assumed annual rate of 2.50%

Payroll Growth Assumption (used for amortization of unfunded accrued liabilities):

Assumed annual rate of 2.00%

Rates of Annual Salary Increase:

Assumed rates of annual salary increases are shown below.

Service Years	Annual Rates of Salary Increase					
	Merit & seniority		Price Inflation & Productivity		Total Increase	
	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous
0	7.00%	15.50%	3.30%	3.55%	10.30%	19.05%
1	4.00%	5.50%	3.30%	3.55%	7.30%	9.05%
2	3.00%	3.50%	3.30%	3.55%	6.30%	7.05%
3	2.00%	2.50%	3.30%	3.55%	5.30%	6.05%
4	1.75%	2.25%	3.30%	3.55%	5.05%	5.80%
5	1.50%	2.00%	3.30%	3.55%	4.80%	5.55%
6	1.25%	2.00%	3.30%	3.55%	4.55%	5.55%
7	1.00%	1.50%	3.30%	3.55%	4.30%	5.05%
8	0.75%	1.50%	3.30%	3.55%	4.05%	5.05%
9	0.75%	1.00%	3.30%	3.55%	4.05%	4.55%
10	0.50%	1.00%	3.30%	3.55%	3.80%	4.55%
11	0.50%	0.50%	3.30%	3.55%	3.80%	4.05%
12	0.25%	0.50%	3.30%	3.55%	3.55%	4.05%
13	0.25%	0.50%	3.30%	3.55%	3.55%	4.05%
14	0.25%	0.25%	3.30%	3.55%	3.55%	3.80%
15	0.00%	0.25%	3.30%	3.55%	3.30%	3.80%
16 & Over	0.00%	0.00%	3.30%	3.55%	3.30%	3.55%



Retirement rates:

Assumed annual rates of retirement are shown below. Rates are only applicable for members who are eligible for a service retirement.

Age	Non-Hazardous				Service	Hazardous		
	Normal Retirement		Early Retirement ¹			Members participating before 9/1/2008 ²	Members participating between 9/1/2008 and 1/1/2014 ³	Members participating after 1/1/2014 ³
	Male	Female	Male	Female				
Under 45	35.0%	27.0%			5	17.0%		
45	35.0%	27.0%			6	17.0%		
46	35.0%	27.0%			7	17.0%		
47	35.0%	27.0%			8	17.0%		
48	35.0%	27.0%			9	17.0%		
49	35.0%	27.0%			10	17.0%		
50	30.0%	27.0%			11	17.0%		
51	30.0%	27.0%			12	17.0%		
52	30.0%	27.0%			13	17.0%		
53	30.0%	27.0%			14	17.0%		
54	30.0%	27.0%			15	17.0%		
55	30.0%	27.0%	4.0%	5.0%	16	17.0%		
56	30.0%	27.0%	4.0%	5.0%	17	17.0%		
57	30.0%	27.0%	4.0%	5.0%	18	17.0%		
58	30.0%	27.0%	4.0%	5.0%	19	17.0%		
59	30.0%	27.0%	4.0%	5.0%	20	30.0%		
60	30.0%	27.0%	4.0%	8.0%	21	22.5%		
61	30.0%	27.0%	4.0%	9.0%	22	18.0%		
62	30.0%	40.0%	15.0%	20.0%	23	21.0%		
63	30.0%	35.0%	15.0%	18.0%	24	24.0%		
64	30.0%	30.0%	15.0%	16.0%	25	27.0%	21.6%	16.0%
65	30.0%	30.0%			26	30.0%	24.0%	16.0%
66	30.0%	27.0%			27	33.0%	26.4%	16.0%
67	30.0%	27.0%			28	36.0%	28.8%	16.0%
68	30.0%	27.0%			29	39.0%	31.2%	16.0%
69	30.0%	27.0%			30+	39.0%	31.2%	100.0%
70	30.0%	27.0%						
71	30.0%	27.0%						
72	30.0%	27.0%						
73	30.0%	27.0%						
74	30.0%	27.0%						
75	100.0%	100.0%						

¹ The annual rate of retirement is 11% for male members and 12% for female members with 25-26 years of service.

² The annual rate of retirement is 100% at age 62.

³ The annual rate of retirement is 100% at age 60.

Non-Hazardous: There is a 1% increase in the first two years a member becomes eligible under the age of 65. For members hired after 7/1/2003, the rates shown above are multiplied by 80% if the member is under age 65 to reflect the different retiree health insurance benefit.

Hazardous: For members hired after 7/1/2003 and prior to 9/1/2008, the rates shown above are multiplied by 80% if the member is under age 62 to reflect the different retiree health insurance benefit.



Disability rates:

An abbreviated table with assumed rates of disability is show below.

Age	Non-Hazardous		Hazardous	
	Male	Female	Male	Female
20	0.04%	0.04%	0.06%	0.06%
30	0.06%	0.06%	0.11%	0.11%
40	0.13%	0.13%	0.24%	0.24%
50	0.37%	0.37%	0.67%	0.67%
60	0.97%	0.97%	1.75%	1.75%

Withdrawal rates (for causes other than disability and retirement):

Assumed annual rates of withdrawal are shown below and include pre-retirement mortality rates as described on the next page.

Service Years	Annual Rates of Withdrawal	
	Non-Hazardous	Hazardous
1	20.00%	20.00%
2	17.92%	10.48%
3	14.35%	8.33%
4	12.26%	7.06%
5	10.78%	6.18%
6	9.63%	5.47%
7	8.69%	4.91%
8	7.90%	4.43%
9	7.21%	4.01%
10	6.60%	3.66%
11	6.06%	3.32%
12	5.57%	3.02%
13	5.12%	2.76%
14	4.70%	2.51%
15	4.32%	2.28%
16	3.97%	2.07%
17	3.63%	1.86%
18	3.32%	1.68%
19	3.04%	1.50%
20	2.75%	1.33%
21	2.48%	0.00%
22	2.23%	0.00%
23	2.00%	0.00%
24	1.77%	0.00%
25	1.55%	0.00%
26 & Over	0.00%	0.00%



Mortality Assumption:

Pre-retirement mortality: PUB-2010 General Mortality table, for the non-hazardous funds, and the PUB-2010 Public Safety Mortality table for the hazardous funds, projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010.

Post-retirement mortality (non-disabled): System-specific mortality table based on mortality experience from 2013-2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023.

The following table provides the life expectancy for a non-disabled retiree in future years based on the assumption with full generational projection:

Life Expectancy for an Age 65 Retiree in Years					
Gender	Year of Retirement				
	2025	2030	2035	2040	2045
Male	19.8	20.2	20.6	21.0	21.3
Female	22.4	22.7	23.1	23.4	23.7

Post-retirement mortality (disabled): PUB-2010 Disabled Mortality table, with rates multiplied by 150% for both male and female rates, projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010.

Marital status:

100% of employees are assumed to be married, with the female spouse 3 years younger than the male spouse.

Line of Duty/Duty-Related Disability

Non-Hazardous: 2% of disabilities are assumed to be duty-related (100% of which are assumed to be "total and permanent")

Hazardous: 50% of disabilities are assumed to occur in the line of duty (10% of which are assumed to be "total and permanent")

Line of Duty Death

25% of deaths are assumed to occur in the line of duty

Dependent Children:

For members in the Hazardous Plan who receive a duty-related death or disability benefit, the member is assumed to be survived by two dependent children, each age 6 with payments for 15 years.



Form of Payment:

Members are assumed to elect a life-only annuity at retirement.

Actuarial Cost Method:

Entry Age Normal, Level Percentage of Pay. The Entry Age Normal actuarial cost method allocates the System's actuarial present value of future benefits to various periods based upon service. The portion of the present value of future benefits allocated to years of service prior to the valuation date is the actuarial accrued liability, and the portion allocated to years following the valuation date is the present value of future normal costs. The normal cost is determined for each active member as the level percent of pay necessary to fully fund the expected benefits to be earned over the career of each individual active member. The normal cost is partially funded with active member contributions with the remainder funded by employer contributions.

Health Care Age Related Morbidity/Claims Utilization:

To model the impact of aging on the underlying health care costs for Medicare retirees, the valuation relied on the Society of Actuaries' 2013 Study "Health Care Costs – From Birth to Death". Table 4 (Development of Plan Specific Medicare Age Curve) was used to model the impact of aging for ages 65 and over.

Health Care Cost Trend Rates:

Year	Non-Medicare Plans ¹	Medicare Plans ¹	Dollar Contribution ²
2027	7.35%	12.00%	1.50%
2028	7.20%	8.00%	1.50%
2029	7.05%	8.00%	1.50%
2030	6.90%	7.50%	1.50%
2031	6.75%	7.00%	1.50%
2032	6.50%	6.50%	1.50%
2033	6.25%	6.00%	1.50%
2034	6.00%	5.50%	1.50%
2035	5.75%	5.00%	1.50%
2036	5.50%	4.50%	1.50%
2037	5.25%	4.25%	1.50%
2038	5.00%	4.25%	1.50%
2039	4.75%	4.25%	1.50%
2040	4.50%	4.25%	1.50%
2041 & Beyond	4.25%	4.25%	1.50%

¹All increases are assumed to occur on January 1. The 2026 premiums were known at the time of the valuation and were incorporated into the liability measurement.

²Applies to members participating on or after July 1, 2003. All increases are assumed to occur on July 1.

The healthcare trend assumption is based on the framework developed in the Society of Actuaries' Getzen Model. The ultimate trend assumption of 4.25% is based on a 2.50% inflation assumption plus 1.75% long-term real GDP growth.

Health Care Participation Assumptions:

- Active members are assumed to elect health coverage at retirement at the following participation rates.

Service at Retirement	Members participating before 7/1/2003*	Members participating after 7/1/2003
Under 10	50%	100%
10-14	75%	100%
15-19	90%	100%
Over 20	100%	100%

* 100% of members with a duty disability or a duty death (in service) benefit are assumed to elect coverage at retirement.

- Future retirees are assumed to have a similar distribution by plan type as the current retirees.

Medicare Plan	Participation Percentage	Non-Medicare Plan	Participation Percentage
Medical Only ¹	5%	LivingWell Basic	4%
Essential Plan	7%	LivingWell CDHP	35%
Premium Plan	88%	LivingWell PPO	61%

¹ Includes Mirror Plans

- 50% of deferred vested members participating before July 1, 2003 are assumed to elect health coverage at retirement. 100% of deferred vested members participating after July 1, 2003 are assumed to elect health coverage at retirement.
- Deferred vested members receiving insurance benefits from the non-hazardous fund are assumed to begin health coverage at age 55 for members participating before September 1, 2008, at age 60 for members participating on or after September 1, 2008 but before January 1, 2014, and at age 65 for members participating on or after January 1, 2014.
- Deferred vested members receiving insurance benefits from the hazardous fund are assumed to begin health coverage at age 50 for members participating before January 1, 2014 and at age 60 for members participating on or after January 1, 2014.
- 75% of future retirees, with hazardous service, are assumed to elect spouse health care coverage. No dependent coverage is assumed for members who only have non-hazardous service. 100% of spouses with health care coverage are assumed to continue coverage after the member's death.

Other Assumptions

1. Valuation payroll (used for determining the amortization contribution rate): Current fiscal year payroll.
2. Individual salaries used to project benefits: For salary amounts prior to the valuation date, the salary from the last fiscal year is projected backward with the valuation salary scale assumption. For future salaries, the salary from the last fiscal year is projected forward with one year's salary scale.
3. Pay increase timing: Beginning of (fiscal) year. This is equivalent to assuming that reported salaries represent amounts paid to members during the year ending on the valuation date.
4. Current active members that terminated employment (for reasons other than retirement, disability, or death) are assumed to commence their retirement benefits at first unreduced retirement eligibility. Members are assumed to elect a refund of member contributions if the value of their account balance exceeds the present value of the deferred benefit. Members participating in the Cash Balance plan are assumed to elect to receive a lump sum of their cash balance account if their account balance exceeds the present value of the deferred benefit and the member is not eligible for insurance benefits at termination.
5. The beneficiaries of current active members that die while active are assumed to commence their survivor benefits at the member's first unreduced retirement eligibility. Beneficiaries are assumed to elect a refund of member contributions if the value of the member's account balance exceeds the present value of the survivor benefit. Beneficiaries of active members that die while in the line of duty are assumed to commence their survivor benefits immediately at the death of the member.
6. There will be no recoveries once disabled.
7. Cash Balance Provisions: The cash balance interest crediting rate while a member is an active employee is assumed to equal 6.75%. The interest crediting rate after a member terminates employment is 4%.
8. Decrement timing: Decrements of all types are assumed to occur mid-year. Decrement rates are used as described in this report, without adjustment for multiple decrement table effects.
9. Service: All members are assumed to accrue 1 year of benefit and eligibility service each year.
10. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
11. Incidence of Contributions: Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.



12. Current Inactive Population (Retirement Funds): All non-vested members are assumed to take an immediate refund of member contributions. Vested members are assumed to elect an immediate refund of member contributions at the valuation date if the value of their account balance exceeds the present value of their deferred benefit. Non-hazardous members are assumed to retire at age 65. Hazardous members hired prior to September 1, 2008 are assumed to retire at age 55 and hazardous members hired on or after September 1, 2008 are assumed to retire at age 60.
13. The additional \$5 per year of service insurance dollar subsidy effective January 1, 2023 is assumed to be paid in all applicable years.
14. For members who earned service within multiple Kentucky retirement systems, the cost of their health insurance benefits is allocated between the funds the member earned service. For members currently in receipt of post-retirement health insurance benefits, this split is provided within the participant data and the liability for each member is allocated accordingly. For active members, we have allocated the entirety of the member's insurance liability to the fund in which the member is currently contributing and earning service.

Participant Data

Participant data was supplied in electronic text files. There were separate files for (i) active and inactive members, and (ii) members and beneficiaries receiving benefits.

The data for active and terminated members included date of birth, gender, date of participation, benefit tier indicator, service with the current system, total vesting service, salary, employee contribution account balances, and employer pay credits for members participating in the cash balance plan. For retired members and beneficiaries, the data included date of birth, gender, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and form of payment code.

Assumptions were made to correct for missing, bad, or inconsistent data. These had no material impact on the results presented.

Changes in assumptions since the prior valuation:

In conjunction with the review of healthcare per capita claims cost, the assumed increase in future healthcare costs, or trend assumption, is reviewed on an annual basis. The trend assumption was increased as a result of our review.



Development of Baseline Claims Cost

For non-Medicare retirees, the initial per capita costs were based on the plan premiums effective January 1, 2026, and are used for both current and future retirees. An inherent assumption in this methodology is that the projected future retirees will have a similar distribution by plan type as the current retirees. The spouse/dependent premium of \$1,272.35 for non-Medicare retirees is based on a blending of Family and Couple premiums for the current retirees that have over 4 years of hazardous service. The fully-insured premiums paid to the Kentucky Employees' Health Plan (KEHP) are blended rates based on the combined experience of active and retired members. Because the average cost of providing health care benefits to retirees under age 65 is higher than the average cost of providing health care benefits to active employees, there is an implicit rate subsidy for the non-Medicare eligible retirees. Actuarial Standard of Practice No. 6 (ASOP No. 6) requires aging subsidies (or implicit rate subsidies) to be recognized. However, the health insurance trusts are only used to reimburse KEHP for the employer's portion of the blended premiums. Said another way, the trusts are not used to fund the difference between the underlying retiree claims and the blended KEHP premiums. As a result, the retiree health care liabilities developed in this report for the non-Medicare retirees are based solely on the premiums charged by KEHP, without any age-adjustment. GASB Statements No. 74 and No. 75 prohibit such a deviation from ASOP No. 6. The liabilities developed in this report are solely for the purpose of funding the benefits paid by the health insurance funds and are not appropriate for financial statement disclosures required by GASB. GRS provides separate GASB reports which include the liabilities associated with the implicit rate subsidy.

2026 MONTHLY COSTS FOR THOSE NOT ELIGIBLE FOR MEDICARE		
AGE	MEMBER	SPOUSE/DEPENDENTS
<65	\$1,083.05	\$1,272.35

For Medicare retirees, the initial per capita costs were estimated based on the plan premiums effective January 1, 2026, and are used for both current and future retirees. An inherent assumption in this methodology is that the projected future retirees will have a similar distribution by plan type as the current retirees. Age graded and sex distinct premiums are utilized for retirees over the age of 65. These costs are appropriate for the unique age and sex distribution currently existing. Over the future years covered by this valuation, the age and sex distribution will most likely change. Therefore, our process "distributes" the average premium over all age/sex combinations and assigns a unique premium for each combination. The age/sex specific costs more accurately reflect the health care utilization and cost at that age.

2026 MONTHLY COSTS FOR THOSE ELIGIBLE FOR MEDICARE		
AGE	MALE	FEMALE
65	\$ 167.73	\$ 158.20
75	196.24	191.49
85	207.51	209.96

Appendix B of the report provides a full schedule of premiums.



Blake Orth is a Member of the American Academy of Actuaries (MAAA) and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.



Blake Orth, FSA, EA, MAAA

DRAFT

APPENDIX B

BENEFIT PROVISIONS

Summary of Benefit Provisions for County Employees Retirement System (CERS)

CERS Non-Hazardous Employees

Retirement: Tier 1, Participation before 9/1/2008

Normal Retirement Eligibility	Age 65 with at least 1 month of service credit; or Any age with at least 27 years of service
Benefit Amount	<p>If a member has at least 48 months of service, the monthly benefit is 2.00% times final average compensation times years of service. For members who began participating prior to 8/1/2004, the monthly benefit is 2.20% times final average compensation times years of service.</p> <p>If a member has less than 48 months of service, the monthly benefit is the actuarial equivalent of two times the member's contributions with interest.</p> <p>Final average compensation is based on the member's highest 5 years of compensation.</p>
Early Retirement Eligibility	Any age (prior to age 65) with at least 25 years of service; or Age 55 with at least 5 years of service
Early Retirement Reduction	Normal Retirement benefit reduced 6.5% per year for the first five years and 4.5% per year for the next five years for each year the member's retirement eligibility precedes the member's normal retirement date.



CERS Non-Hazardous Employees (continued)*Retirement: Tier 2, Participation on or after 9/1/2008 but before 1/1/2014*

Normal Retirement Eligibility	Age 65 with at least 5 years of service; or Rule of 87 (Age 57 or older if age plus service equals 87)
Benefit Amount	The monthly benefit is equal to the applicable benefit multiplier times final average compensation times years of service.

Years of Service	Benefit Multiplier
10 or less	1.10%
10-20	1.30%
20-26	1.50%
26-30	1.75%
Greater than 30*	2.00%

* The 2.00% benefit multiplier only applies to service credit in excess of 30 years. If a member has greater than 30 years of service at retirement, service prior to 30 years will be multiplied by the 1.75% benefit multiplier.

Final compensation is based on the member's last 5 years of compensation.

Early Retirement Eligibility	Age 60 with at least 10 years of service
Early Retirement Reduction	Normal Retirement benefit reduced 6.5% per year for the first five years and 4.5% per year for the next five years for each year the member's retirement date precedes the member's normal retirement eligibility.

Retirement: Tier 3, Participation on or after 1/1/2014

Normal Retirement Eligibility	Age 65 with at least 5 years of service; or Rule of 87 (Age 57 or older if age plus service equals 87)
Benefit Amount	Each year that the member is active, a 4.00% employer pay credit and the employee's 5.00% contribution will be credited to each member's hypothetical cash balance account. The hypothetical account will earn interest at a minimum rate of 4%, annually. If the System's geometric average net investment return for the previous five years exceeds 4%, then the hypothetical account will be credited with an additional amount of interest in that year equal to 75% of the amount of the return which exceeds 4%. All interest credits will be applied to the hypothetical account balance on June 30 based on the account balance as of June 30 of the previous year. At retirement, the member's hypothetical account balance may be converted into an annuity based on an actuarial factor.
Early Retirement Eligibility	N/A



CERS Non-Hazardous Employees (continued)

Deferred Vested Benefit: Tier 1, Participation before 9/1/2008

Eligibility	At least 1 month of service credit
Benefit Amount	Normal retirement benefit deferred to normal retirement age, or a reduced retirement benefit at an early retirement age

Deferred Vested Benefit: Tier 2, Participation on or after 9/1/2008 but before 1/1/2014

Eligibility	5 years of service
Benefit Amount	Normal retirement benefit deferred to normal retirement age, or a reduced retirement benefit at an early retirement age

Deferred Vested Benefit Tier 3, Participation on or after 1/1/2014

Eligibility	5 years of service
Benefit Amount	At termination of employment, members may choose to leave their account balance with the System and retire once they are eligible. The hypothetical account balance will earn 4% annual interest after termination. Members may also choose to withdrawal their entire accumulated balance. If a member does not have 5 years of service at termination, the member is eligible to receive a partial refund of their account balance. This refund includes the member's contributions with interest.

Disability Retirement: Participation before 8/1/2004

Eligibility	60 months of service (requirement is waived if line of duty disability)
Disability Benefit	Disability benefits are calculated in the same manner as the normal retirement benefit with years of service and final compensation being determined as of the date of disability, except that service credit shall be added to the person's total service beginning with the last date of paid employment and continuing to the member's 65th birthday, with total service not exceeding 25 years. Total service credit added shall not be greater than the member's actual service at disability. For members with at least 25 years of service on the last day of paid employment but less than 27 years of service, total service shall be 27 years. For members with 27 or more years of service credit, actual service will be used.



CERS Non-Hazardous Employees (continued)

Disability Retirement: Participation on or after 8/1/2004 but before 1/1/2014

Eligibility	60 months of service (requirement is waived if line of duty disability)
Disability Benefit	The higher of 20% of the member's final monthly rate of pay or the member's normal retirement benefit (without reduction for early retirement) with years and final compensation being determined as of the date of disability.

Disability Retirement: Participation on or after 1/1/2014

Eligibility	60 months of service (requirement is waived if line of duty disability)
Disability Benefit	The higher of 20% of the member's final monthly rate of pay or the member's retirement benefit calculated at the member's normal retirement date.

Duty-Related Disability Benefit

Disability Benefit	If the disability is a direct result of an act in the line of duty, the benefit shall not be less than 25% of the member's final monthly final rate of pay. If the disability is deemed to be Total and Permanent (and the member is working in a non-hazardous position that could be certified as a hazardous position), then this benefit shall not be less than 75% of the member's monthly average pay.
Child Benefit	Additionally, each eligible dependent child will receive 10% of the member's monthly average pay up to a maximum of 40%. Member and dependent payment shall not exceed 100% of member's monthly average pay.

Pre-Retirement Death Benefit

Eligibility	Eligible for early or normal retirement; or Under age 65 with at least 60 months of service and actively working at the time of death; or At least 144 months of service, if no longer actively working
Spouse Benefit	The member's retirement benefit calculated in the same manner as if the member had retired on the day of the member's death and elected a 100% joint and survivor benefit. The benefit is actuarially reduced if the member dies prior to their normal retirement age.



CERS Non-Hazardous Employees (continued)

Pre-Retirement Death Benefit (Death in the Line of Duty)

Eligibility	One month of service credit
Spouse Benefit	A \$10,000 lump sum payment plus a monthly payment of 75% of the deceased member's final monthly average pay. Each dependent child will receive 10% of the final monthly average pay (not to exceed a total child benefit of 25% while the spouse is alive). A spouse may also elect the non-line of duty death benefit.
Child Benefit	In the event there is no surviving spouse, the benefit is 50% of final monthly average pay for one child, 65% of final monthly average pay for two children, or 75% of final monthly average pay for three or more eligible children.

Post-Retirement Death Benefit

Eligibility	48 months of service, and in receipt of retirement benefits
Death Benefit	A \$5,000 lump sum payment

Member Contributions

Tier 1, Participation before 9/1/2008	5% of creditable compensation. Members who do not receive a retirement benefit are entitled to a full refund of contributions with interest. The annual interest rate is set by the Board, not less than 2.0%. Effective July 1, 2026, members hired on or after July 1, 2003 but prior to September 1, 2008 will contribute 1% of creditable compensation to be deposited into the 401(h) account and it is not refundable.
Tier 2, Participation on or after 9/1/2008 but before 1/1/2014	5% of creditable compensation plus 1% of creditable compensation, which is deposited into the 401(h) account and is not refundable. Members who do not receive a retirement benefit are entitled to a refund of non-401(h) contributions with interest. The annual interest rate is 2.5%.
Tier 3, Participation after 1/1/2014	5% of creditable compensation plus 1% of creditable compensation, which is deposited into the 401(h) account and is not refundable. Members who do not receive a retirement benefit are entitled to a refund of non-401(h) contributions with interest.

Changes in Non-Hazardous Retirement Benefits since the Prior Valuation

There have been no changes in retirement benefits since the prior valuation.



CERS Hazardous Employees

Retirement: Tier 1, Participation before 9/1/2008

Normal Retirement Eligibility	Age 55 with at least 1 month of service credit; or Any age with at least 20 years of service
Benefit Amount	<p>If a member has at least 60 months of service, the monthly benefit is 2.50% times final average compensation times years of service.</p> <p>If a member has less than 60 months of service, the monthly benefit is the actuarial equivalent of two times the member's contributions with interest.</p> <p>Final average compensation is based on the member's highest 3 years of compensation.</p>
Early Retirement Eligibility	Age 50 with at least 15 years of service
Early Retirement Reduction	Normal Retirement benefit reduced 6.5% per year for the first five years and 4.5% per year for the next five years for each year the member's retirement date precedes the member's normal retirement eligibility.



CERS Hazardous Employees (continued)*Retirement: Tier 2, Participation on or after 9/1/2008 but before 1/1/2014*

Normal Retirement Eligibility	Age 60 with at least 5 years of service; or Any age with at least 25 years of service
Benefit Amount	The monthly benefit is equal to the applicable benefit multiplier times final average compensation times years of service.

Years of Service	Benefit Multiplier
10 or less	1.30%
10-20	1.50%
20-25	2.25%
Greater than 25	2.50%

Final average compensation is based on the member's highest 3 years of compensation.

Early Retirement Eligibility	Age 50 with at least 15 years of service
Early Retirement Reduction	Normal Retirement benefit reduced 6.5% per year for the first five years and 4.5% per year for the next five years for each year the member's retirement date precedes the member's normal retirement eligibility.

Retirement: Tier 3, Participation on or after 1/1/2014

Normal Retirement Eligibility	Age 60 with at least 5 years of service; or Any age with at least 25 years of service
Benefit Amount	Each year that the member is active, a 7.50% employer pay credit and the employee's 8.00% contribution will be credited to each member's hypothetical cash balance account. The hypothetical account will earn interest at a minimum rate of 4%, annually. If the System's geometric average net investment return for the previous five years exceeds 4%, then the hypothetical account will be credited with an additional amount of interest in that year equal to 75% of the amount of the return which exceeds 4%. All interest credits will be applied to the hypothetical account balance on June 30 based on the account balance as of June 30 of the previous year. At retirement, the member's hypothetical account balance may be converted into an annuity based on an actuarial factor.
Early Retirement Eligibility	N/A



CERS Hazardous Employees (continued)

Deferred Vested Benefit: Tier 1, Participation before 9/1/2008

Eligibility	At least 1 month of service credit
Benefit Amount	Normal retirement benefit deferred to normal retirement age, or a reduced retirement benefit at an early retirement age

Deferred Vested Benefit: Tier 2, Participation on or after 9/1/2008 but before 1/1/2014

Eligibility	5 years of service
Benefit Amount	Normal retirement benefit deferred to normal retirement age, or a reduced retirement benefit at an early retirement age

Deferred Vested Benefit Tier 3, Participation on or after 1/1/2014

Eligibility	5 years of service
Benefit Amount	At termination of employment, members may choose to leave their account balance with the System and retire once they are eligible. The hypothetical account balance will earn 4% annual interest after termination. Members may also choose to withdrawal their entire accumulated balance. If a member does not have 5 years of service at termination, the member is eligible to receive a partial refund of their account balance. This refund includes the member's contributions with interest.

Disability Retirement: Participation before 8/1/2004

Eligibility	60 months of service (requirement is waived if line of duty disability)
Disability Benefit	Disability benefits are calculated in the same manner as the normal retirement benefit with years of service and final compensation being determined as of the date of disability, except that if the member has less than 20 years of service at disability, service credit shall be added to the person's total service beginning with the last date of paid employment and continuing to the member's 55 th birthday, with total service not exceeding 20 years. Total service credit added shall not be greater than the member's actual service at disability.



CERS Hazardous Employees (continued)

Disability Retirement: Participation on or after 8/1/2004 but before 1/1/2014

Eligibility	60 months of service (requirement is waived if line of duty disability)
Disability Benefit	The higher of 25% of the member's final monthly rate of pay or the member's normal retirement benefit (without reduction for early retirement) with years and final compensation being determined as of the date of disability.

Disability Retirement: Participation on or after 1/1/2014

Eligibility	60 months of service (requirement is waived if line of duty disability)
Disability Benefit	The higher of 25% of the member's final monthly rate of pay or the member's retirement benefit calculated at the member's normal retirement date.

Line of Duty Disability Benefit

Disability Benefit	If the disability is a direct result of an act in the line of duty, the benefit shall not be less than 25% of the member's final monthly final rate of pay. If the disability is deemed to be Total and Permanent, then this benefit shall not be less than 75% of the member's monthly average pay.
Child Benefit	Additionally, each eligible dependent child will receive 10% of the member's monthly average pay up to a maximum of 40%. Member and dependent payment shall not exceed 100% of member's monthly average pay.

Pre-Retirement Death Benefit

Eligibility	Eligible for early or normal retirement; or Under age 55 with at least 60 months of service and actively working at the time of death; or At least 144 months of service, if no longer actively working
Spouse Benefit	The member's retirement benefit calculated in the same manner as if the member had retired on the day of the member's death and elected a 100% joint and survivor benefit. The benefit is actuarially reduced if the member dies prior to their normal retirement age.



CERS Hazardous Employees (continued)

Pre-Retirement Death Benefit (Death in the Line of Duty)

Eligibility	One month of service credit
Spouse Benefit	A \$10,000 lump sum payment plus a monthly payment of 75% of the deceased member's final monthly average pay. Each dependent child will receive 10% of the final monthly average pay (not to exceed a total child benefit of 25% while the spouse is alive). A spouse may also elect the non-line of duty death benefit.
Non-Spouse Benefit	If the beneficiary is only one person who is a dependent receiving at least 50% of his or her support from the member, the beneficiary may elect a lump-sum payment of \$10,000.
Child Benefit	In the event there is no surviving spouse, the benefit is 50% of final monthly average pay for one child, 65% of final average pay for two children, or 75% of final average pay for three or more eligible children.

Post-Retirement Death Benefit

Eligibility	48 months of service, and in receipt of retirement benefits
Death Benefit	A \$5,000 lump sum payment

Member Contributions

Tier 1, Participation before 9/1/2008	8% of creditable compensation. Members who do not receive a retirement benefit are entitled to a full refund of contributions with interest. The annual interest rate is set by the Board, not less than 2.0%. Effective July 1, 2026, members hired on or after July 1, 2003 but prior to September 1, 2008 will contribute 2% of creditable compensation to be deposited into the 401(h) account and it is not refundable.
Tier 2, Participation on or after 9/1/2008 but before 1/1/2014	8% of creditable compensation plus 1% (2% effective July 1, 2026) of creditable compensation, which is deposited into the 401(h) account and is not refundable. Members who do not receive a retirement benefit are entitled to a refund of non-401(h) contributions with interest. The annual interest rate is 2.5%.
Tier 3, Participation after 1/1/2014	8% of creditable compensation plus 1% (2% effective July 1, 2026) of creditable compensation, which is deposited into the 401(h) account and is not refundable. Members who do not receive a retirement benefit are entitled to a refund of non-401(h) contributions with interest.

Changes in Hazardous Retirement Benefits since the Prior Valuation

There have been no changes in retirement benefits since the prior valuation.



Summary of Main Retiree Insurance Benefit Provisions

Insurance: Participation began before 7/1/2003

Benefit Eligibility Recipient of a retirement allowance

Benefit Amount

Non-Hazardous Service	Percentage of Member Premium Paid by Retirement System	Hazardous Service	Percentage of Member & Dependent Premium Paid by Retirement System
Less than 4 years	0%	Less than 4 years	0%
4 – 9 years	25%	4 – 9 years	25%
10 – 14 years	50%	10 – 14 years	50%
15 – 19 years	75%	15 – 19 years	75%
20 or more years	100%	20 or more years	100%

The percentage paid by the retirement system is applied to the 'contribution' plan selected by the Board.

Duty Disability Retirement If disability was a result of injuries sustained while in the line of duty, the member receives 100% of the maximum contribution for the member and dependents. This benefit is provided to members in the Non-hazardous and Hazardous plans alike.

Duty Death in Service If an active employee's death was a result of injuries sustained while in the line of duty, the member's spouse and children receive a fully subsidized health insurance benefit. This benefit is provided to members in the Non-hazardous and Hazardous plans alike.

Non-Duty Death in Service If the surviving spouses is in receipt of a pension allowance, he or she is eligible for continued health coverage. The percentage of the premium paid for by the retirement system is based on the member's years of hazardous service at the time of death.

Surviving Spouse of a Retiree A surviving spouse of a retiree, who is in receipt of a pension allowance, will receive a premium subsidy based on the member's years of hazardous service.

Hazardous employees who retired prior to August 1, 1998 System's contribution for spouse and dependents is based on total service.



Insurance: Participation began on or after 7/1/2003

Benefit Eligibility

Recipient of a retirement allowance with at least 120 months of service at retirement (180 months if participation began on or after 9/1/2008)

Non-Hazardous Subsidy

Monthly contribution of \$10 for each year of earned non-hazardous service. The monthly contribution is increased by 1.5% each July 1. As of July 1, 2025, the Non-Hazardous monthly contribution was \$14.85/year of service. Upon the retiree's death, the surviving spouse may continue coverage (if in receipt of a retirement allowance) but will be 100% responsible for the premiums.

Effective January 1, 2026, the monthly contribution is \$40 a month for each year of non-hazardous service if the members is not eligible for Medicare benefits and has attained 27 years of service at retirement. The monthly contribution is increased by 1.5% each July 1, with the first increase occurring July 1, 2026.

Effective January 1, 2023, members will receive an additional dollar contribution of \$5 for every year of non-hazardous service a member attains over 27 years. This additional dollar contribution does not increase by 1.5% annually and is only payable for non-Medicare retirees. Also, it is only payable when the applicable insurance fund is at least 90% funded on an actuarial value of asset basis as of the last actuarial valuation.

Hazardous Subsidy

Monthly contribution of \$15 for each year of earned hazardous service. The monthly contribution is increased by 1.5% each July 1. As of July 1, 2025, the Hazardous monthly contribution was \$22.27/year of service. Upon the retiree's death, the surviving spouse of a hazardous duty member will receive a monthly contribution of \$10 (\$14.85 as of July 1, 2025) for each year of hazardous service.

Effective January 1, 2026, the monthly contribution is \$50 a month for each year of hazardous service if the members is not eligible for Medicare benefits and has attained 20 years of service if they were hired prior to September 1, 2008 and 25 years of service for a member who was hired on or after September 1, 2008. The monthly contribution is increased by 1.5% each July 1, with the first increase occurring July 1, 2026.

Effective January 1, 2023, members will receive an additional dollar contribution of \$5 for every year of hazardous service a Tier 1 member attains over 20 years and a Tier 2 member attains 25 years. This additional dollar contribution does not increase by 1.5% annually and is only payable for non-Medicare retirees. Also, it is only payable when the applicable insurance fund is at least 90% funded on an actuarial value of asset basis as of the last actuarial valuation.



Duty Disability Retirement

If disability was a result of injuries sustained while in the line of duty or was duty-related, the member receives a benefit based on at least 20 years of service. This benefit is provided to members in the Non-Hazardous and Hazardous plans alike.

If the disability is deemed to be Total and Permanent, the insurance premium for the member, the member's spouse, and the member's dependent children shall also be paid in full by the System. For non-hazardous members to be eligible for this benefit, they must be working in a position that could be certified as a hazardous position.

Duty Death in Service

If an active employee's death was a result of injuries sustained while in the line of duty, the member's spouse and children receive a fully subsidized health insurance benefit. This benefit is provided to members in the Non-Hazardous and Hazardous plans alike.

Non-Duty Death in Service

If the surviving spouse is in receipt of a pension allowance, he or she is eligible for continued health coverage. The percentage of the premium paid for by the retirement system is based on the member's years of hazardous service at the time of death.



Monthly Health Plan Premiums – Effective January 1, 2026

Plan Option	Non-Medicare Plan Options				
	Single	Parent Plus	Couple	Family	Family X-Ref
LivingWell PPO	\$1,105.54	\$1,514.46	\$2,238.22	\$2,453.16	\$1,300.24
LivingWell CDHP	1,090.42	1,475.34	2,144.14	2,383.68	1,247.34
LivingWell Basic	1,059.88	1,447.24	2,150.90	2,385.14	1,244.12
LivingWell HDHP	983.66	1,343.02	1,996.16	2,213.58	1,153.50

Medicare Plan Options	
Medical Only Plan	\$194.23
Essential Mirror Plan	264.56
Premium Mirror Plan	404.67
Essential Medical Advantage Plan	55.10
Premium Medical Advantage Plan	199.94

Contribution plan selected by the Board was the LivingWell PPO plan option for non-Medicare retirees. Contribution plan selected by the Board was the Premium Medical Advantage Plan for the Medicare retirees.

Dollar Contribution Amount for Participation on or after 7/1/2003

Monthly contribution amounts per year of service as of July 1, 2025.

Non-Hazardous Service		Hazardous Service	
Non-Medicare Eligible	Medicare Eligible	Non-Medicare Eligible	Medicare Eligible
\$40.00 ¹	\$14.85	\$50.00 ¹	\$22.27

¹ Effective January 1, 2026, members who meet certain service eligibility requirements at retirement will be eligible for the increased contribution amount

Changes in Health Insurance Benefits Since the Prior Valuation

Senate Bill 10 passed during the 2025 legislative session and increased the insurance dollar benefit for members who began participating on or after July 1, 2003 to \$40 a month for non-hazardous service and \$50 a month for hazardous service, effective January 1, 2026. The increased insurance benefit is only payable to members that meet certain eligibility requirements at retirement. Additionally, this legislation increased the insurance member contribution rate for hazardous members from 1% of pay to 2% of pay, effective July 1, 2026 and extends the required member contribution to members hired on or after July 1, 2003 but prior to September 1, 2008 for both non-hazardous and hazardous members.



APPENDIX C

GLOSSARY

Glossary

Actuarial Accrued Liability (AAL): That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of Future Plan Benefits which is not provided for by future Normal Costs. It is equal to the Actuarial Present Value of Future Plan Benefits minus the actuarial present value of future Normal Costs.

Actuarial Assumptions: Assumptions as to future experience under the Fund. These include assumptions about the occurrence of future events affecting costs or liabilities, such as:

- mortality, withdrawal, disablement, and retirement;
- future increases in salary;
- future rates of investment earnings and future investment and administrative expenses;
- characteristics of members not specified in the data, such as marital status;
- characteristics of future members;
- future elections made by members; and
- other relevant items.

Actuarial Cost Method or Funding Method: A procedure for allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability. These items are used to determine the ADC.

Actuarial Gain or Actuarial Loss: A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two Actuarial Valuation dates. Through the actuarial assumptions, rates of decrements, rates of salary increases, and rates of fund earnings have been forecasted. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted, or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., the fund's assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results that produce actuarial liabilities which are larger than projected. Actuarial gains will shorten the time required for funding of the actuarial balance sheet deficiency while actuarial losses will lengthen the funding period.

Actuarially Equivalent: Of equal actuarial present value, determined as of a given date and based on a given set of Actuarial Assumptions.



Actuarial Present Value (APV): The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. For purposes of this standard, each such amount or series of amounts is:

- a. adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.)
- b. multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned, and
- c. discounted according to an assumed rate (or rates) of return to reflect the time value of money.

Actuarial Present Value of Future Plan Benefits: The Actuarial Present Value of those benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits. The Actuarial Present Value of Future Plan Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive, non-retired members either entitled to a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.

Actuarial Valuation: The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial valuation for a governmental retirement system typically also includes calculations that provide the financial information of the plan, such as the funded ratio, unfunded actuarial accrued liability and the ADC.

Actuarial Value of Assets or Valuation Assets: The value of the Fund's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly actuaries use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the ADC.

Actuarially Determined: Values which have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the law.

Actuarially Determined Contribution (ADC): The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ADC consists of the Employer Normal Cost and the Amortization Payment.

Amortization Method: A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.



Amortization Payment: The portion of the pension plan contribution or ADC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

Closed Amortization Period: A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc. See Funding Period and Open Amortization Period.

Decrements: Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or termination.

Defined Benefit Plan: A retirement plan that is not a Defined Contribution Plan. Typically a defined benefit plan is one in which benefits are defined by a formula applied to the member's compensation and/or years of service.

Defined Contribution Plan: A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, and the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.

Employer Normal Cost: The portion of the Normal Cost to be paid by the employers. This is equal to the Normal Cost less expected member contributions.

Experience Study: A periodic review and analysis of the actual experience of the Fund which may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified as deemed appropriate by the Actuary.

Funded Ratio: The ratio of the actuarial value of assets (AVA) to the actuarial accrued liability (AAL). Plans sometimes calculate a market funded ratio, using the market value of assets (MVA), rather than the AVA.

Funding Period or Amortization Period: The term "Funding Period" is used two ways. In the first sense, it is the period used in calculating the Amortization Payment as a component of the ADC. This funding period is specified in State statute. In the second sense, it is a calculated item: the number of years in the future that will theoretically be required to amortize (i.e., pay off or eliminate) the Unfunded Actuarial Accrued Liability, based on a statutory employer contribution rate, and assuming no future actuarial gains or losses.

GASB: Governmental Accounting Standards Board.

GASB 67 and GASB 68: Governmental Accounting Standards Board Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting and reporting rules for public retirement systems and the employers that sponsor, participate in, or contribute to them. Statement No. 67 sets the accounting rules for the financial reporting of the retirement systems, while Statement No. 68 sets the rules for the employers that sponsor, participate in, or contribute to public retirement systems.

Normal Cost: That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method. Any payment in respect of an Unfunded



Actuarial Accrued Liability is not part of Normal Cost (see Amortization Payment). For pension plan benefits which are provided in part by employee contributions, Normal Cost refers to the total of employee contributions and employer Normal Cost unless otherwise specifically stated. Under the entry age normal cost method, the Normal Cost is intended to be the level cost (when expressed as a percentage of pay) needed to fund the benefits of a member from hire until ultimate termination, death, disability or retirement.

Open Amortization Period: An open amortization period is one which is used to determine the Amortization Payment but may not decrease by exactly one year in the subsequent year's actuarial valuation. For instance, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year.

Unfunded Actuarial Accrued Liability: The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus.

Valuation Date or Actuarial Valuation Date: The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Plan Benefits is determined. The expected benefits to be paid in the future are discounted to this date.





KENTUCKY PUBLIC PENSIONS AUTHORITY

Ryan Barrow, Executive Director

1260 Louisville Road • Frankfort, Kentucky 40601
kyret.ky.gov • Phone: 502-696-8800 • Fax: 502-696-8822



To: The CERS Board of Trustees

From: Erin Surratt, Executive Director, KPPA Office of Benefits

Date: 11/10/2025

Re: Application to Voluntarily Cease Participation in CERS – Metcalfe Health Care Center

Metcalfe Health Care Center (MHCC) has timely submitted an application to voluntarily cease participation in the County Employees Retirement System (CERS) under KRS 78.535. Metcalfe Health Care Center, 701 Skyline Drive, Edmonton, KY 42129, is a nonstock nonprofit corporation organized under KRS Chapter 273. MHCC is a nursing home facility that provides licensed skilled and personal care services. The facility is owned by the Metcalfe Fiscal Court and is operated through a Board of Directors appointed by the Metcalfe County Judge-Executive. It currently has 48 active employees.

MHCC has successfully filed the requisite Form 7730, Application to Voluntarily Cease Participation in CERS of KERS, with accompanying documentation as required by administrative regulation 105 KAR 1:145 Section 4. MHCC has also tendered the necessary \$10,000 deposit to be utilized by Kentucky Public Pensions Authority (KPPA) to pay the administrative costs of processing the application. MHCC has no outstanding invoices or reporting errors, and they are not a party to pending litigation with CERS/KRS/KPPA. MHCC will be required to pay the full actuarial cost of withdrawal by lump sum payment.

As required by 105 KAR 1:145, Section 6, each current and former employee will be notified in writing that their respective employer has filed an application to voluntarily cease participation from CERS. KPPA will continue to provide notice and education to those affected employees informing them of their rights under KRS 78.535(5).

To date, MHCC has satisfied all the requirements to file an application to voluntarily cease participating. Pursuant to 105 KAR 1:145 Section 4 (6), “The Board of Trustees of Kentucky Retirement Systems shall accept or reject the Form 7730, Application for Voluntary Cessation from CERS or KERS, for processing prior to the effective cessation date following submission of the Form 7730, Application for Voluntary Cessation from CERS or KERS.” **This vote is to approve the start of the administrative process for voluntary cessation. Upon successful completion, at a future meeting the CERS Board will again be presented with an update and request to vote for final approval (or rejection) of the requested cessation.**

RECOMMENDATION: Staff recommends that the CERS Board of Trustees approve processing the Form 7730.

VOLUNTARY CESSATION OF PARTICIPATION BY EMPLOYERS
PROCESS OVERVIEW AND TIMELINE
KRS 61.522; KRS 78.535 and 105 KAR 1:145

- **APPLICATION FOR ESTIMATED COST-**
 - The administrative regulation provides the step-by-step process for employers considering withdrawal to obtain a **non-binding** estimate of their actuarial liability owed to KRS/CERS should they cease participation.
 - The employer shall complete and submit to KPPA Form 7725, Requested for Estimated Actuarial Cost of Voluntary Cessation, accompanied by a check made payable to the “Kentucky State Treasurer” for the applicable administrative cost for the estimate \$1,500 (for 100 or less employees) or \$4,000 (for 101 or greater employees).
 - KPPA’s actuary shall calculate the cost estimate based on the information currently in KPPA’s database and projecting the service and salary of all active employees as if they remain employed and continue to earn the same creditable compensation through the next available cessation date.
 - The cost estimate will equip employers with the necessary information to make an informed decision of the financial feasibility in pursuing the lengthy and expensive process of voluntarily cessation.
- **APPLICATION FOR CESSATION-** Employers seeking to voluntarily cease participation must:
 - Complete Form 7730, Application for Voluntary Cessation from CERS or KERS, before December 31 of the year prior to their requested cessation date.
 - Provide the required supporting documentation, *e.g.* the resolution seeking withdrawal and documentation of an alternative retirement program.
 - Remit the \$10,000 application fee to offset KPPA’s administrative costs.
 - Obtain KRS or CERS Board of Trustees approval to accept the application to cease participation.
- **PROCESS FOLLOWING APPLICATION-** Once an application is properly filed at Kentucky Public Pension Authority:
 - KPPA shall immediately initiate an employee account audit, ensure that employer reporting errors are corrected, and prepare employer data to be utilized by the actuary to determine the employer’s full actuarial cost of withdrawal.
 - KPPA shall send notice to current and former employees of the employer seeking voluntary cessation, including notice that any available service credit purchase must be completed prior to the effective cessation date.
 - KPPA, with the assistance of the employer, shall provide information educating the ceasing employer’s employees regarding the impact of withdrawal on their retirement accounts.
 - KPPA shall provide notification to the ceasing employer’s employees regarding their statutory right to request a refund of their accumulated account balance within

sixty (60) days of the employer's cessation date. The cessation date is June 30, the last day of KRS' plan year.

- The ceasing employer shall establish an alternative retirement plan for its employees.

- **AFTER THE JUNE 30 CESSATION DATE**- Following the end of the plan year:

- Employer shall continue to file monthly reports, remit employer contributions, as well as withhold and remit employee IPS payments until the KRS or CERS Board of Trustees takes a final vote to approve or reject the request for cessation.
 - Those contributions will be held by KPPA in a separate account.
 - If the KRS or CERS Board of Trustees, **approves** cessation, the employer contributions will be credited to the employer's full actuarial cost.
 - If the KRS or CERS Board of Trustees **rejects** cessation, all remitted contributions and IPS payments will be credited as if the employer never applied for cessation. Employees will be able to regain any service credit lost after June 30 by remitting any outstanding employee contributions for this time period (classified as "omitted").
- A sixty (60) day refund application period begins on the day following the June 30 cessation date for employees who wish to withdraw their KERS or CERS member account.
- Upon conclusion of the sixty (60) day refund period and final reporting, KPPA shall provide its actuary with the necessary data to determine the full actuarial cost contemporaneous with completion of the annual plan valuation.

- **THE DECEMBER KRS or CERS BOARD OF TRUSTEES MEETING-**

- Consideration and approval of the Actuarial Valuation for the previous fiscal year ending June 30.

- **CONSIDERATION OF ACTUARIAL COSTS AND PAYMENT PROPOSAL-**

- The employer has sixty (60) days from the date the full actuarial cost to withdrawal is sent to the employer to notify KPPA of its decision to continue or withdraw its application.
- Simultaneously, the employer shall provide information regarding how it will pay for the full actuarial cost of withdrawal by lump sum, including evidence of liquid assets to satisfy the withdrawal cost.

- **FEBRUARY, APRIL, OR SPECIAL KRS BOARD OF TRUSTEES MEETING-**

KRS or CERS Board will be presented materials to make a final decision to approve or reject the employer's application for voluntary cessation. If approved, the employer shall have thirty (30) days from the date of approval to remit payment in full for the actuarial cost of cessation.



KENTUCKY PUBLIC PENSIONS AUTHORITY

Ryan Barrow, Executive Director

1260 Louisville Road • Frankfort, Kentucky 40601
kyret.ky.gov • Phone: 502-696-8800 • Fax: 502-696-8822



Form 1800
Member ID

{TODAYS_DATE}

{Full_Name}
{ADDRESS_LINE_1}
{ADDRESS_LINE_2}
{CITY} {STATE} {ZIP_CODE}

Dear {Full_Name}:

This notice is to inform you that your current or former employer, {Agency Name1}, has filed an application with Kentucky Public Pensions Authority (KPPA) to voluntarily cease participation in the County Employees Retirement System (CERS). **The CERS Board of Trustees will decide whether to accept {Agency Name2}'s application for processing at its regularly scheduled quarterly meeting on November 10, 2025.** If the application for processing is accepted by the CERS Board of Trustees, {Agency Name2} will cease participating in CERS after June 30, 2026. A final determination regarding {Agency Name2}'s application to cease participation in CERS is not expected until the early 2027.

If {Agency Name2}'s voluntary cessation application is accepted for processing, your CERS account may be affected in certain ways. Some of the possible effects are listed in items 1 through 6 below.

1. If you are retired in CERS on or before June 30, 2026, you are not affected by {Agency Name2}'s voluntary cessation of participation in CERS unless a discrepancy is identified in your account.
2. If you are not retired in CERS on or before June 30, 2026, then the benefit that you have earned under CERS through June 30, 2026 is not affected by {Agency Name2}'s voluntary cessation of participation in CERS, as long as you do not choose to take a refund of your account balance.
3. Effective July 1, 2026, you will no longer earn additional service credit in CERS through {Agency Name2}.
4. Effective July 1, 2026, you will no longer make employee contributions to CERS through {Agency Name2}.

5. Your ability to purchase service may be affected. More information regarding service purchases is attached.
6. {Agency Name2} has expressed its intent to sell its business operations. The proposed buyer does not participate in CERS. If the sale is completed prior to July 1, 2026, you will not earn service credit in CERS nor make employee contributions to CERS for any employment through the buyer of {Agency Name 2} after the effective date of the sale.

You are encouraged to utilize KPPA's Self-Service to review your account information at Myretirement.ky.gov. If you are a first-time user of Self-Service, you will need to register. If you have questions, concerns, or have issues logging into Self-Service, contact our office at (502) 696-8800 or 1-800-928-4646.

Self-Service allows you the opportunity to log into your account at your convenience and obtain the retirement account information in which you are interested. In order to make any changes to your account information in Self-Service, you must enter your KPPA PIN to validate the change.

To register, from the home page at Kyret.ky.gov:

1. Click on "LOGIN" at the top of the screen.
2. Click on "MEMBER LOGIN" if you are not retired or "RETIREE LOGIN" if you are retired.
3. On the next screen, click "Need to Register".
4. Follow the instructions to complete your registration. You will then be logged into your account.

The next time you log into Self-Service, you will only need to provide the User ID and password created during the registration process. If you cannot remember your User ID or password, you can reset them by clicking on the "Forgot User ID or Password?" link. If you are unable to reset them, you may register for Self-Service again by following the steps outlined above.

Please be advised that if you unsuccessfully attempt to log-into Self-Service multiple times, you may void your four-digit PIN. In that case, you will need to request a new PIN.

In addition to the tools available through Self-Service, KPPA's website Kyret.ky.gov contains a wealth of information intended to assist members in understanding benefits administered by KPPA. Specifically, there are several publications on KPPA's website under Publications and Forms that provide general information about benefits available.

ADDITIONAL INFORMATION REGARDING SERVICE PURCHASES

With appropriate documentation, CERS members may be eligible to purchase service credit from among more than 31 available types. Members who began participating on or after January 1, 2014 may only be eligible to purchase refunded or omitted service.

Members eligible to purchase service credit, whose purchase includes time periods earned through {Agency Name2} or are dependent upon {Agency Name2}'s continued participation, must

complete or enter into a service purchase agreement with KPPA no later than **June 30, 2026**, the proposed effective cessation date.

If you identify a discrepancy in your account information or are interested in purchasing service credit, please send your inquiry with the following information to **EmployerWithdrawal@kyret.ky.gov**.

- Your full name
- Your telephone number
- Your email address

You **must** use this e-mail address to expedite your request and ensure that you are able to complete all eligible service purchases on or before **June 30, 2026**, {Agency Name2}'s proposed effective cessation date. After this initial email is received, KPPA will contact you to initiate your request.

Please do not send your member identification, social security number, or other confidential information in your initial e-mail. KPPA will respond to your e-mail with instructions for access to a secure-email portal if confidential information is required.

Sincerely,

Office of Benefits
KENTUCKY PUBLIC PENSIONS AUTHORITY



KENTUCKY PUBLIC PENSIONS AUTHORITY

1260 Louisville Road • Frankfort, KY 40601
Phone: (502) 696-8800 • Fax: (502) 696-8822 • kyret.ky.gov



Form 7730
Revised 04/2021

Application for Voluntary Cessation From CERS or KERS

Agency Information

Full Legal Name of Agency: <u>METCALFE Health Services, Inc. dba METCALFE Health Care Center</u>		Phone Number: <u>270-432-2921</u>	
Address: <u>701 Skyline Dr.</u>	City: <u>Edmonton</u>	State: <u>KY</u>	Zip Code: <u>42129</u>

KPPA Employer Code	<u>K085</u>
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Name of person to contact regarding this application:	<u>Cody Brooks, Administrator/Agency Head</u>
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Address: <u>701 Skyline Dr.</u>	City: <u>Edmonton</u>	State: <u>KY</u>	Zip Code: <u>42129</u>
Phone Number: <u>270-432-2921</u>	Fax: <u>270-432-4300</u>	E-mail: <u>cbrooks@metcalfehealthcare.org</u>	

Name of Agency Head:	<u>Cody Brooks</u>
----------------------	--------------------

Address: <u>Same As Above</u>	City:	State:	Zip Code:
Phone Number:	Fax:	E-mail:	

Name of Reporting Official:	<u>Cody Brooks</u>
-----------------------------	--------------------

Address: <u>Same As Above</u>	City:	State:	Zip Code:
Phone Number:	Fax:	E-mail:	

Name of Attorney representing agency:	<u>Sharon Howard, Metcalfe County Attorney</u>
---------------------------------------	--

Address: <u>125 East Stockton Street</u>	City: <u>Edmonton</u>	State: <u>KY</u>	Zip Code: <u>42129</u>
Phone Number: <u>270-432-0777</u>	Fax: <u>270-432-0310</u>	E-mail: <u>sbh44y19@gmail.com</u>	

Board Chair:	<u>LARRY Wilson</u>
--------------	---------------------

Attach List of Current Board Members - SEE ATTACHED

Date of Resolution: (Attach Resolution)	<u>October 17, 2025</u>
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Attach Notarized copy of the official minutes of the meeting the resolution was adopted, if applicable

- SEE ATTACHED

Name of proposed Alternative Retirement Program:	
--	--

Type of Plan:	<u>New Owner/Operator will provide information on the plan they will</u>
---------------	--

Attach documentation of alternative retirement plan offer. will submit to KPPA upon receipt.

If the agency is a corporation organized under KRS Chapter 273:

Secretary of State Organization Number:	<u>0117674</u>
---	----------------

Name of Registered Agent:	<u>Cody Brooks</u>
---------------------------	--------------------

Address: <u>701 Skyline Dr.</u>	City: <u>Edmonton</u>	State: <u>KY</u>	Zip Code: <u>42129</u>
---------------------------------	-----------------------	------------------	------------------------

Attach copies of Articles of Incorporation, By-Laws, Certificate of Existence/Authorization, if applicable

Attach the following information for all current and former full time employees:

- Full names;
 - Last known addresses;
 - Dates of Birth;
 - Social Security Numbers of Kentucky Public Pensions Authority Member IDs;
 - Beginning dates of employment, if applicable;
 - Ending dates of employment, if applicable; and
 - Sick leave balances; -NA
 - Provide a list of active lawsuits, legal actions, arbitrations, mediations and other litigation, except for cases in which the employer is seeking to collect a debt owed to it by one of its members, pending to which the employer is a party including:
 - Name of the case;
 - Number of the case;
 - The name and address of the Court, arbitrator, mediator, or administrative agency in which the case is pending.
- Attach a copy of the Complaint or a description of the allegations made in the Complaint as well as the type and amount of relief being sought.

} will send separately in a password protected file

Attach:

- The employer's most recent five (5) audited financial statements and independent auditor's reports;
- The employer's most recent five (5) Consolidated Annual Financial Reports, if applicable;
- Documentation of the employer's plan to pay the full actuarial cost including funding source.

I, Cody Brooks, Administrator acknowledge
NAME OF AGENCY HEAD TITLE OF AGENCY HEAD

and agree that Metcalfe Health Care Center is subject to and will comply with all the provisions KRS 61.522 and
NAME OF AGENCY
KAR 1:145.

[Signature]
Signature line for Agency Head

I, LARRY Wilson, Chair of the Board of Trustees, acknowledge and agree that
NAME OF BOARD CHAIR

Cody Brooks is subject to and will comply with all the provisions KRS 61.522 and 105 KAR 1:145.
NAME OF AGENCY

[Signature]
Signature line for Board Chair

**RESOLUTION
AUTHORIZING REQUEST FOR CESSATION
OF METCALFE HEALTH CARE CENTER
FROM COUNTY EMPLOYEES RETIREMENT SYSTEM**

WHEREAS, employees of the Metcalfe Health Care Center, MHCC, have participated in the Kentucky County Employees Retirement System (CERS) by virtue of its ownership and operations by the County of Metcalfe through a Board of Directors appointed by the Metcalfe County Judge-Executive; and

WHEREAS, the Metcalfe Health Care Center, MHCC, currently pays an additional sum equal to 18.62% of its payroll for each full time employee of MHCC to the CERS; and

WHEREAS, it is in the best interests of the citizens of Metcalfe County, Kentucky, the employees and clients of MHCC that the Metcalfe Fiscal Court will cease ownership and operations of MHCC and a private company shall take ownership and conduct operations thereafter of MHCC in 2026; and

WHEREAS, MHCC Board pursuant to the requirements as stated within Kentucky Revised Statutes 61,645(9) (e), has authority under certain circumstances to withdraw participation in the County Employment Retirement System; and

WHEREAS, the MHCC Board acknowledges that it has requirements and restrictions under KRS 61.522 and 105 KAR 1:145; and

WHEREAS, MHCC acknowledges that in order to voluntarily cease the participation of MHCC in CERS it shall pay the full actuarial cost of withdrawal and all administrative costs of MHCC; and

WHEREAS, MHCC Board acknowledges that MHCC employees will no longer earn service credit in the County Employment Retirement System after the MHCC's approved cessation date from CERS under KRS 61.522 and 105 KAR 1:145; and


WHEREAS, the MHCC Board agrees to cooperate with County Employment Retirement Systems to educate MHCC employees about the effect of the cessation of MHCC's cessation on their retirement accounts and their options regarding their retirement accounts; and

WHEREAS, the Board of Directors of MHCC shall not mandate, force or require MHCC employees to take a refund of their accumulated account balance as defined by KRS 61.510 (41) or 78.510(38) or retaliate against MHCC employees who chose not to take refunds of their accumulated account balance as defined in KRS 61.510(41) or 78.510(38); and

WHEREAS, after discussion by the Metcalfe Health Care Center Board of Directors at a duly noticed and scheduled meeting, the following is the recommendation of the Board of Directors of the Metcalfe Health Care Center,

NOW, THEREFORE, BE IT RESOLVED, that due to the impact of the sale of MHCC to a private company, the Board of Directors of Metcalfe Health Care Center authorizes Hon. Larry Wilson, Chairman of the Board to request withdrawal as a participating agency of the County Employee Retirement System.

This 17th day of October, 2025.


LARRY WILSON, Chairman of the Board
Metcalfe Health Care Center

ATTEST:


CODY BROOKS, Agency Head
Met.Co.Board..Resolution.MHCC.CERS25

152

(Page 2 of 4)


KENTUCKY PUBLIC PENSIONS AUTHORITY

 1260 Louisville Road • Frankfort, KY 40601
 Phone: (502) 696-8800 • Fax: (502) 696-8822 • kyret.ky.gov

 Form 7725
 Revised 04/2021

JUN 11 2025

Request For Estimated Actuarial Cost of Voluntary Cessation
Agency Information

Full Legal Name of Agency: <u>Metcalf Health Services, Inc dba Metcalf Health Care Center</u>		Phone Number: <u>270-432-2921</u>	
Address: <u>701 Skyline Drive</u>		City: <u>Edmonton</u>	State: <u>KY</u> Zip Code: <u>42129</u>
KPPA Employer Code <u>K085</u>			

 Name of person to contact regarding this application for estimate: Greg Wells, VP- Operations

Address: <u>725 Harvard Drive</u>		City: <u>Dwansboro</u>	State: <u>KY</u> Zip Code: <u>42301</u>
Phone Number: <u>270-929-8343</u>	Fax: <u>270-684-6282</u>	E-mail: <u>gwells@wellshealthsystems.com</u>	

 Name of Agency Head: Cody Brooks, Administrator

Address: <u>701 Skyline Drive</u>		City: <u>Edmonton</u>	State: <u>KY</u> Zip Code: <u>42129</u>
Phone Number: <u>270-432-2921</u>	Fax:	E-mail: <u>cbrooks@metcalfhealthcare.org</u>	

Name of Reporting Official:

Address:		City:	State:	Zip Code:
Phone Number:	Fax:	E-mail:		

Name of Attorney representing agency (if any):

Address:		City:	State:	Zip Code:
Phone Number:	Fax:	E-mail:		

This estimate of the full actuarial cost of voluntary cessation provided by Kentucky Public Pensions Authority will be based on unaudited information currently in Kentucky Public Pensions Authority's database with projections that current employees will stay employed and earn service credit until the next available cessation date and will continue to earn the same creditable compensation. Pursuant to 105 KAR 1:145, this estimate shall not be binding on Kentucky Public Pensions Authority and shall not be relied upon by the requesting employer.

Cody Brooks

Name of Agency Head

Administrator

Title of Agency Head

acknowledge and agree

that the estimate of the full actuarial cost of voluntary cessation to be provided by Kentucky Public Pensions Authority is only an estimate based on unaudited information currently in Kentucky Public Pensions Authority's database with projections that current employees will stay employed and earn service credit until the next available cessation date and will continue to earn the same creditable compensation. Pursuant to 105 KAR 1:145, this estimate shall not be binding on Kentucky Public Pensions Authority and shall not be relied upon by the requesting employer.

Agency Head Signature



July 16, 2025

Mr. Ryan Barrow
Executive Director
Kentucky Public Pensions Authority
1260 Louisville Road
Frankfort, KY 40601

Re: Preliminary Determination of Cessation Liability for Metcalfe Health Center

Dear Mr. Barrow:

Below are the results of our calculation of the estimated actuarial cost associated with a withdrawal of Metcalfe Health Center (agency #K085) from the County Employees Retirement System (CERS). If the entity elects to withdraw from CERS, a final actuarial cost of the withdrawal will be performed as of the effective cessation date. In accordance with applicable regulations, an employer must file their election with the CERS Board by December 31 during the plan year containing the employer's selected June 30 cessation date. For example, Metcalfe Health Center must file their election to withdraw from CERS by December 31, 2025 in order to have an effective cessation date of June 30, 2026. The final actuarial cost will be based on plan assets, actuarial assumptions, and Metcalfe Health Center members (active, inactive, and retired) as of that effective cessation date.

Summary of Analysis

In summary, the entity's preliminary withdrawal liability is \$3,757,448. Below is a table providing the development of the estimated withdrawal liability for the CERS retirement and insurance funds.

Table 1: Preliminary Full Actuarial Cost at June 30, 2026

	<u>Retirement Fund</u>	<u>Insurance Fund</u>	<u>Total</u>
1. Full Actuarial Cost for Active Members	\$ 1,756,407	\$ 477,298	\$ 2,233,705
2. Full Actuarial Cost for Vested Inactive Members	361,867	90,243	452,110
3. Full Actuarial Cost for Inactive Members due a Refund	186,842	-	186,842
4. Full Actuarial Cost for Members in Receipt of Benefits	<u>5,704,024</u>	<u>1,026,093</u>	<u>6,730,117</u>
5. Full Actuarial Cost: (1) + (2) + (3) + (4)	\$ 8,009,140	\$ 1,593,634	\$ 9,602,774
6. Allocated Market Value of Assets	<u>4,251,692</u>	<u>1,593,634</u>	<u>5,845,326</u>
7. Unfunded Portion of Full Actuarial Cost (5) - (6)	\$ 3,757,448	\$ -	\$ 3,757,448

Mr. Ryan Barrow
 July 16, 2025
 Page 2

Actuarial Analysis and Assumptions

The actuarial calculations were performed in accordance with KRS 78.535, which requires that an employer who voluntarily elects to cease participation in its respective retirement system pay “the full actuarial cost of the benefits accrued by current and former employees”. For purposes of performing this withdrawal estimate, we calculated the actuarial cost of the members as of June 30, 2026 using the discount rate prescribed by KRS 78.535 and subtracting an allocated market value of assets. This analysis is performed separately for the pension and the insurance fund.

To identify the allocated market assets, we first determined the overall funded ratio of each fund on a market value of asset basis. Next, we calculate the actuarial accrued liability for Metcalfe Health Center members on an ongoing basis based on the actuarial valuation assumptions (including the valuation discount rate). Finally, the market value of assets allocated to this entity is equal to the actuarial accrued liability of Metcalfe Health Center (determined on an ongoing basis) multiplied by the overall funded ratio of the fund. The table below shows the development of the allocated market value of assets for each fund. The calculations below are based on assets and liability as of June 30, 2024. The final determination will be based on assets and liability as of the actual effective cessation date.

Table 2: Development of the Allocated Market Value of Assets

Fund	Overall Funded Ratio	On-Going Actuarial Accrued Liability	Allocated Market Value of Assets
1. CERS Non-Haz Retirement	60.83%	\$ 6,989,466	\$ 4,251,692
2. CERS Non-Haz Insurance	127.78%	1,465,230	1,872,271

The estimated cost calculation is based on an effective cessation date of June 30, 2026. In other words, employees of Metcalfe Health Center will no longer be active members in CERS at June 30, 2026. For purposes of determining this estimated actuarial cost, the members’ accrued benefit is determined on that date, taking into account expected service and salaries that will be earned through June 30, 2026. Employees who are eligible to commence their retirement and health insurance benefits are assumed to do so at July 1, 2026. Employees who are not eligible to commence their retirement benefit at July 1, 2026 are assumed to commence their retirement and insurance benefit at the first age they have satisfied the retirement eligibility criteria. Non-vested and inactive members due a refund are assumed to receive refunds of their member contributions on July 1, 2026.

Senate Bill 10 passed during the 2025 legislative session, which increased the insurance benefit for CERS members who began participating on or after July 1, 2003. This legislation was considered when developing the full actuarial cost for the insurance fund. All other assumptions and methods used to determine the full actuarial cost are based on the June 30, 2024 actuarial valuation (including the 2025 health insurance premiums).



Mr. Ryan Barrow
 July 16, 2025
 Page 3

The discount rate required under KRS 78.535 for use in the full actuarial cost calculation is the “lesser of the assumed rate of return utilized in the system’s most recent actuarial valuation or the yield on a 30-year US Treasury bond as of the employer’s cessation date, but shall in no case be lower than the assumed rate of return utilized in the system’s most recent actuarial valuation minus 3.5%.” This cost estimate used a discount rate of 4.78%, which was the 30-year Treasury bond rate as of the last business day in June 2025. The discount rate to be used for the final determination as of the effective cessation date will be based on the 30-year Treasury bonds as of the last business day in June of the effective cessation year.

Membership Data

Census data was provided by the retirement system for this withdrawal liability calculation. The calculations were further based on the valuation census data provided for the June 30, 2024 valuation, which was reconciled to the census data provided by KPPA for the withdrawal liability calculation. The following table provides a summary of the membership data used in this calculation.

Table 3: Membership Data

Active Members

Number	36
Average Age at Cessation Date	47
Average Service at Cessation Date	8
Average Annual Salary	\$ 49,054

Deferred Vested

Number	60
Average Age at Cessation Date	54
Average Annual Deferred Benefit	\$ 647

Inactive Members Due a Refund

Number	77
Accumulated Contributions	\$ 186,842

Retirees and Beneficiaries

Number	43
Average Age at Cessation Date	74
Average Annual Benefit	\$ 10,958



(Page 4 of 4)

Mr. Ryan Barrow
 July 16, 2025
 Page 4

For purposes of this analysis, the calculations only include liability attributable to: (1) the accrued benefit payable to members who are currently active with Metcalfe Health Center, (2) accrued benefits payable to inactive members in CERS whose last employment with a participating employer in CERS was with Metcalfe Health Center, and (3) members who were last employed with Metcalfe Health Center when they commenced their retirement allowance (which also includes former inactive members with Metcalfe Health Center who commenced their retirement benefit after satisfying the retirement eligibility requirements). The calculated liability amounts do not include a liability attributable to members who earned service with Metcalfe Health Center and subsequently became employed by another participating employer in CERS. There is also no liability attributable to Metcalfe Health Center for retirement benefits that a member may have earned while employed with another employer that participated in a different retirement system, such as the Kentucky Employees Retirement System (KERS). The portion of a member's insurance liability attributable to CERS has been allocated based on a member's CERS service relative to their total service applicable for the insurance benefit.

Certification

All of our work conforms with generally accepted actuarial principles and practices and the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, the methodology and processes used in these calculations are reasonable and comply with the applicable requirements of Kentucky State law.

All of the undersigned are Enrolled Actuaries and are members of the American Academy of Actuaries, and meet all of the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. In addition, each of the undersigned are experienced in performing valuations for large public retirement systems. This communication shall not be construed to provide tax advice, legal advice or investment advice.

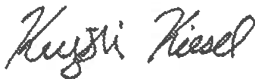
Sincerely,



Daniel J. White, FSA, EA, MAAA
 Vice President and Senior Consultant



Janie Shaw, ASA, EA, MAAA
 Consultant



Krysti Kiesel, ASA, EA, MAAA
 Consultant



COUNTY EMPLOYEES RETIREMENT SYSTEM INVESTMENT PROCUREMENT POLICY

Revised and Adopted: November 10, 2025

Section 1—Introduction

KRS 78.790(6) mandates that ~~the~~ County Employees Retirement System ~~(CERS) of the Commonwealth of Kentucky, through its Board of Trustees, ("Board")~~ develop and adopt an investment procurement policy ~~("Policy") (KRS 78.790(6))~~. The ~~Policy~~ policy must be designed, in consultation with the Secretary of the Finance and Administration Cabinet, to meet best practices for the procurement of investment goods and services. This Policy functions in concert with other statutes, administrative regulations and guidelines detailing the requirements and parameters for investing trust funds. If any inconsistency exists between the law and this Policy, the law shall control.

The procurement procedures in this Policy ~~will~~ shall be implemented consistent with the Board's duty to procure the investment managers, goods and services needed to support the investment or management of CERS assets. ~~The CERS Board has delegated investment authority to its Investment Committee, consistent with investment policies adopted by the Board.~~

A portion of CERS's funds are managed externally by investment managers specializing in mandates such as equities, bonds, other publicly traded securities, alternative investments, real estate, timberland, and/or any other asset type authorized by Kentucky law. The Board is responsible for the procurement of services to carry out the investment or management of CERS assets.

Procurements for investment related goods and services ~~will~~ shall aim to promote competition and best value, giving due consideration to factors including, but not limited to, timing (including emergencies), execution, quality, service and price. Whenever CERS is considering an investment procurement, KPPA staff—rather than members of the Board ~~and Investment Committee—will—~~ shall communicate directly with the principals of the potential vendor to ensure transparency, accountability and compliance with laws and Board policies, including those prohibiting the payment of fees or commissions to placement agents.

(DEFINITION SECTION REMOVED AS SURPLUS)

Section 2—External Manager Selection

External investment managers ~~are to~~ shall be chosen through a competitive selection process coordinated by KPPA investment staff ~~and at the discretion of CERS~~, based

upon established criteria. The ~~CIO will provide the~~ Investment Committee, ~~or other committee designated by the CERS Chair, shall be provided~~ with a candidate pool of up to three investment managers who have met the screening and due diligence criteria. ~~The Investment Committee will determine whether interviews with any potential Investment Manager(s) is required prior to the Committee selecting the new Investment Manager. The selection process, which typically involves the assistance of CERS's independent investment consultant, results in a recommendation of an investment manager(s). The recommendation will~~ The candidate pool shall be ~~made~~ provided to the appropriate CERS Investment Committee for its review and approval, with ratification by the CERS Board ~~no later than~~ at its next regular meeting.

~~Normally an~~ An open search process ~~will~~ may be used when conducting a manager search. KPPA investment staff and/or the independent investment consultant ~~will~~ shall identify a list of suitable candidates that are appropriate for the mandate. The list of suitable candidates ~~will~~ shall be developed using a broad-based list of potential managers that meet the screening criteria.

~~An RFP, RFI or RFQ~~ At CERS' discretion, a Request for Proposals ("RFP"), Request for Information ("RFI"), or Request for Quotations ("RFQ") may also be used when conducting a manager search. The request may be sent directly to known vendors, ~~will~~ shall be listed on the KPPA website, and may be advertised through other means such as financial media. Any advertisement ~~will~~ shall clearly state the mandate for which CERS is seeking a manager. The advertisement shall also ~~will~~ state certain minimum requirements that a manager must meet.

KPPA investment staff ~~will~~ shall provide a written report to the ~~Investment Committee~~ appropriate CERS committee documenting the particulars of the search process that was performed, along with a recommendation on which manager KPPA investment staff proposes to be hired. The report ~~will~~ shall include matters such as the screening criteria, the number of managers considered, the number of managers interviewed, the number of firms in the final candidate pool, the names of the firms in the final candidate pool, any prior CERS (or Kentucky Retirement Systems) history with the manager, references checked and summaries of other qualitative and quantitative analyses.

A. Determination of Screening Criteria

Screening criteria may include, but are not limited to: investment processes; investment fee schedule; investment products; dollar value and composition of assets under management; historical performance; years of experience; growth of firm; a manager's history with CERS (or Kentucky Retirement Systems); other client relationships (including experience with large public funds);

ownership; the number and depth of investment professionals; research capabilities; structure of the proposed investment (separate account, commingled account, limited partnership, etc.); compliance with the federal Investment Advisers Act of 1940, as amended, and reporting consistent with the Institutional Limited Partners Association ("ILPA") standards. Other criteria may be added for any search.

B. Preliminary Screening

- 1) KPPA staff and/or the CERS investment consultant shall identify a preliminary list of firms that meet the initial set of screening criteria.
- 2) KPPA staff and/or the CERS investment consultant shall contact each firm on the preliminary list to determine if they are accepting new business and to obtain the most current information and any additional information, as required. Follow-up telephone calls, interviews or on-site visits ~~are~~ shall be made as necessary.
- 3) Based upon the established criteria, KPPA staff and/or the CERS investment consultant ~~narrow~~ shall narrow the preliminary list to a candidate pool.

C. Candidate Pool

- 1) KPPA staff and/or the CERS investment consultant shall conduct a more in-depth interview with each candidate. The interviews may be in person or telephonic/virtual which allows for the interaction with and evaluation of the person or persons who will be investing on behalf of CERS. Interview topics may include:
 - a) Investment process.
 - b) Any action or investigation concerning a candidate by a regulatory or civil or criminal enforcement agency.
 - c) Any SEC forms, other similar agency reports or prospectuses.
 - d) Qualifications of the firm's representatives, including the portfolio management team.
 - e) A list of institutional references.
 - f) Communication with the firm.
 - g) Employee compensation and ownership structure.
 - h) Availability of the contact person and portfolio manager to meet with KPPA investment staff and the ~~Investment Committee~~ appropriate CERS committee and responsiveness to Board and staff concerns.

- i) Validation of performance and the continued management by key individuals who will be responsible for fulfilling the assignment.
 - j) Accommodation of CERS's priorities.
 - k) Experience with large public funds.
 - l) Fee discussions.
 - m) Conflicts of interest, including the appearance of conflicts of interest. Potential or actual conflicts of interest ~~must~~shall be evaluated during the due diligence process and after engagement under the Board's Conflict of Interest and Confidentiality Policy and any applicable statutes and regulations. The KPPA investment staff ~~will~~shall employ reasonable efforts to identify conflicts of interest affecting CERS trustees, employees and managers with respect to all investments.
 - n) Placement agents. KPPA investment staff ~~will~~shall employ reasonable due diligence to ensure that no fees or commissions are paid to a third party or firm pursuant to KRS 78.782(20) or Board policies.
- 2) Quantitative analyses shall also ~~are~~be conducted in addition to the qualitative analyses above. These analyses ~~will~~shall include performance attribution and risk management.
- 3) Additional due diligence factors may be necessary in selecting General Partners or managers for alternative investments (such as timberland, private equity and infrastructure) because of the long-term and illiquid nature of these types of investments. The additional factors include particular considerations such as risk management; diversification; and legal and business matters.
- a) CERS may engage independent specialized consultants to assist in the selection of these managers.
 - b) KPPA staff and/or consultants ~~will~~shall narrow potential funds to seek best-in-class managers.
 - c) Any new fund offering by an existing manager (also known as a reup) ~~will~~shall be evaluated consistent with the process described above (understanding that some of the materials and knowledge for conducting due diligence already may have been obtained based on the prior investment with the manager).
- 4) KPPA staff and—if involved in the process—the CERS investment consultant (or any engaged specialty investment consultant), ~~will~~ shall reach a consensus regarding a manager for the final written recommendation to the ~~Investment Committee~~appropriate CERS committee. Any approval by the ~~Investment Committee~~appropriate CERS committee is subject to the review by and

ratification of the Board, the completion of due diligence, and the negotiation and execution of a contract.

- a) It is critical that the terms of the contract accurately reflect the terms and conditions of the authorization. The process may involve highly specialized contract provisions, including investment guidelines, and result in protracted negotiations. KPPA investment staff may request the approval of the ~~Investment Committee~~appropriate CERS committee to retain outside counsel to assist in the contract process in consultation with the CERS general counsel. CERS reserves the right to determine and hire outside counsel as appropriate.
- b) The investment manager ~~must~~shall certify that no fees or commissions are paid to a third party or firm prohibited, either by KRS 78.782(20) or Board policies, from receiving fees or commissions incident to an investment by CERS.
- c) An approval of a manager by the ~~Investment Committee is to~~appropriate committee shall be reported to the Board ~~no later than~~ at its next regular meeting for review and ratification.

Section 3—Co-Investment Opportunities

Co-investment opportunities occurring from General Partners, funds, or other investment managers already contained in the CERS portfolio and previously approved by the Investment Committee and Board may be authorized by KPPA's Director Office of Investments ("CIO") in amounts up to 1.5% of the CERS plan assets, considering the following:

- A. Co-investments may be made alongside an existing General Partner, provided that the strategy and objective of the Partnership investing in the transaction are consistent with those of the Partnership in which CERS has an existing commitment.
- B. Co-investments shall be made on the same (or better) terms and conditions as provided to the Partnership.

Section 4—External Investment Consultant Selection

External investment consultants ~~are to~~shall be chosen through a competitive selection process coordinated by KPPA investment staff ~~and based upon established criteria. at the discretion of CERS, based upon established criteria.~~ The selection process shall result in a recommendation of a consultant to the Investment Committee, or other committee designated by the CERS Chair, shall be provided with a candidate pool of up to three consultants who have met the screening and due diligence

criteria. The candidate pool shall be provided to the appropriate CERS committee for its review and approval, with ratification by the Board at its next regular meeting. Notwithstanding the above, the Investment Committee reserves the right to contract for its own Investment Consultant pursuant to KRS 78.782(2)(d).

~~CERS normally will use an~~ An open search process may be used when conducting a consultant search. A list of suitable candidates ~~will~~shall be developed by KPPA investment staff using a broad-based list of potential consultants that meet the screening criteria.

~~CERS also may use~~ At CERS' discretion, a ~~request process such as an~~ Request for Proposals ("RFP,"), Request for Information ("RFI"), or Request for Quotations ("RFQ") ~~may also be used~~ when conducting a consultant search. The request may be sent directly to known vendors, ~~will~~shall be listed on the KPPA website, and may be advertised through other means such as financial media. Any advertisement ~~will~~shall clearly state the mandate for which CERS is seeking a consultant. The advertisement ~~shall~~ also will state certain minimum requirements that a consultant must meet.

KPPA investment staff ~~will~~shall provide a written report to the ~~Investment Committee~~ appropriate CERS committee documenting the particulars of the search process that was performed, along with a ~~recommendation on which consultant staff proposes to be hired~~ qualified candidate pool. The report ~~will~~shall include matters such as the ~~firm~~firm's name, screening criteria, the number of consultants considered, the number of consultants interviewed, the number of firms in the final candidate pool and their names, any prior CERS (or Kentucky Retirement Systems) history with the consultant, references checked and summaries of other qualitative and quantitative analyses.

A. Determination of Screening Criteria:

Screening criteria for an external investment consultant may include, but are not limited to: depth, breadth and experience in consulting similar plans, organizational strength, firm stability, key personnel, financial condition, industry reputation, client list, soundness and compatibility of investment philosophy and approach, breadth and capability of technological resources, research platform, risk reporting, fee proposal, size of public institutional, tax-exempt client AUM; size of pension fund client assets; consultant's history with CERS; other client relationships (including experience with large public funds); ownership; the number and depth of investment professionals; research capabilities; compliance with standard contractual provisions; compliance with the Chartered Financial Analyst ("CFA") Institute Code of Ethics; compliance with Global Investment Performance Standards as administered by the CFA Institute; and reporting consistent with the Institutional Limited Partners Association standards. Other criteria may be added for any search.

B. Preliminary Screening

- 1) KPPA investment staff ~~will~~shall identify a preliminary list of firms that meet the initial set of screening criteria.
- 2) KPPA investment staff ~~will~~shall contact each firm on the preliminary list to determine if they are accepting new business, would be interested in being a candidate, and to obtain the most current information and any additional information, as required. Follow-up telephone calls, interviews, or on-site visits ~~are~~shall be made as necessary.
- 3) Based upon the established criteria, KPPA investment staff ~~narrow~~shall narrow the preliminary list to a candidate pool.

C. Candidate Pool

- 1) KPPA staff and/or the CERS investment consultant shall conduct a more in-depth interview with each candidate. The interviews may be in person or telephonic/virtual which allows for the interaction with and evaluation of the person or persons who will be investing on behalf of CERS. Interview topics may include:
 - a) Investment process.
 - b) Any action or investigation concerning a candidate by a regulatory or civil or criminal enforcement agency.
 - c) Any SEC forms, other similar agency reports or prospectuses.
 - d) Qualifications of the firm's representatives, including the portfolio management team.
 - e) A list of institutional references.
 - f) Communication with the firm.
 - g) Employee compensation and ownership structure.
 - h) Availability of the contact person and portfolio manager to meet with KPPA investment staff and the appropriate CERS committee and responsiveness to Board and staff concerns.
 - i) Validation of performance and the continued management by key individuals who will be responsible for fulfilling the assignment.
 - j) Accommodation of CERS's priorities.
 - k) Experience with large public funds.
 - l) Fee discussions.
 - m) Conflicts of interest, including the appearance of conflicts of interest. Potential or actual conflicts of interest shall be evaluated during the due diligence process and after engagement under the Board's Conflict of Interest

and Confidentiality Policy and any applicable statutes and regulations. The KPPA investment staff shall employ reasonable efforts to identify conflicts of interest affecting CERS trustees, employees and managers with respect to all investments.

- n) Placement agents. KPPA investment staff shall employ reasonable due diligence to ensure that no fees or commissions are paid to a third party or firm pursuant to KRS 78.782(20) or Board policies.

C.D. Analysis

- 1) KPPA investment staff shall conduct a qualitative and quantitative analysis utilizing criteria developed by KPPA investment staff identified to meet the external investment consultant needs of the Agency.
- 2) KPPA investment staff ~~will~~shall utilize, as necessary, additional diligence factors for consideration in selecting an external investment consultant. KPPA investment staff may conduct interviews, in- person or telephonic/virtual, which allows for the interaction with and evaluation of the person or persons who will be providing consulting services. References ~~will~~shall be checked.
- 3) It is critical that the terms of the contract accurately reflect the terms and conditions of the authorization. The process may involve highly specialized contract provisions, including investment guidelines, and result in protracted negotiations. ~~KPPA staff may request the terms approval of the contract accurately reflect the terms and conditions of the authorization. The process may involve highly specialized contract provisions, including investment guidelines, and result in protracted negotiations. Staff may appropriate CERS committee to~~ retain outside counsel to assist in the contract process in consultation with the CERS general counsel. CERS reserves the right to determine and hire outside counsel as appropriate.
- 4) KPPA investment staff ~~will reach~~shall establish a ~~consensus regarding an External Investment Consultant to be provided as qualified candidate pool for the appropriate CERS committee. KPPA staff may make a final written non-binding recommendation to the Investment Committee.~~ appropriate CERS committee. Any approval by the ~~Investment Committee~~appropriate CERS committee is subject to the review and ratification of the board, the completion of due diligence, and the negotiation and execution of a contract. An approval of an external investment consultant by the ~~Investment Committee~~appropriate CERS committee is reported to the CERS Board ~~no later than~~ at its next ~~quarterly~~regular meeting for review and ratification.

Section 5—Procurement of Investment, Analytical, Professional, Research, and Technical Services

~~KPPA~~The procurement of investment ~~staff will procure investment~~-related goods and services shall be coordinated by KPPA staff, at the discretion of CERS, based upon established criteria through one of the methods below. Nothing in this section shall apply to the procurement of ordinary goods and services that are common to other KPPA administrative functions.

A) Procurement of goods and services costing less than \$10,000 during a fiscal year ~~will~~shall be determined by KPPA staff based upon best value comparing known vendors. In comparing vendors, staff ~~will~~shall promote the highest level of competition.

B) Procurement of goods and services costing from \$10,000 to \$49,999 during a fiscal year ~~will~~shall be determined by any two of the following: the KPPA Executive Director Office of Investments or his/her designee, the CERS Chief Executive Officer, or any KPPA employee designated by CERS to act in its stead, based upon best value comparing quotes from at least three known vendors, ~~whose price quotations may be obtained by telephone, catalog, or internet.~~ Any procurement made under this subsection shall be reported to the CERS CEO, or if the CERS CEO is the person making the procurement decision, to the Chair of the Investment Committee.

~~C. — Procurement of goods and services equal to or greater than \$50,000 in cost during a fiscal year will be determined by an RFP, RFI and/or RFQ for good or services being published. The request may be sent directly to known vendors; will be listed on the KPPA website; and may be advertised through other means, such as financial media, as appropriate to promote the highest level of competition. The request will describe the goods or services required, the type of information and data required of each vendor, the relative importance of qualifications and the evaluation factors to be used. After determining the best value of proposals received, a contract for goods or services with a vendor may be negotiated. If contract terms cannot be agreed upon with the highest ranking vendor, negotiations may be conducted with other vendor(s) in the order of ranking as defined by the request. The evaluation of best value will be documented by KPPA investment staff. The documentation will include specifics of the process used in selecting the vendor. Those specifics may include: price, the number of vendors considered, the number of vendors interviewed, any prior CERS (or Kentucky Retirement Systems) history with the vendor, references checked and summaries of other qualitative and quantitative analyses.~~

~~C) D.~~ Procurement of goods and services equal to or greater than \$50,000 in cost during a fiscal year shall be chosen through a competitive selection process coordinated by KPPA investment staff, at the discretion of CERS, based on

established criteria. The Investment Committee, or other committee designated by the CERS Chair, shall be provided with a candidate pool of up to three vendors who have met the screening and due diligence criteria established by KPPA investment staff in consultation with the appropriate CERS committee. The candidate pool shall be provided to the appropriate CERS committee for its review and approval, with ratification by the CERS Board at its next regular meeting.

- D) At CERS' discretion, a Request for Proposals ("RFP"), Request for Information ("RFI"), or Request for Quotations ("RFQ") for goods or services may be published. The request may be sent directly to known vendors; shall~~An RFP, RFI and/or RFQ for goods or services may be published. The request may be sent directly to known vendors; will~~ be listed on the KPPA website; and may be advertised through other means, such as financial media, as appropriate to promote the highest level of competition. The request ~~will~~shall describe the goods or services required, the type of information and data required of each vendor, the relative importance of qualifications, and the ~~evaluation factors~~screening criteria to be used. After determining the best value of proposals received, a contract for goods or services with a vendor may be negotiated. If contract terms cannot be agreed upon with the highest-ranking vendor, negotiations may be conducted with other vendor(s) in the order of ranking as defined by the request. The evaluation of best value ~~will~~shall be documented by KPPA investment staff. The documentation ~~will~~shall include specifics of the process used in selecting the vendor. Those specifics may include: price, the number of vendors considered, the number of vendors interviewed, any prior CERS (or Kentucky Retirement Systems) history with the vendor, references checked and summaries of other qualitative and quantitative analyses.
- E) A price contract established by the Commonwealth of Kentucky, the U.S. General Services Administration or U.S. Communities (a national government purchasing cooperative) may be used so long as the vendor enters into a contract at or below the contract price and under the same terms and conditions.
- F) Exceptions to using the methods of procurement above may include, but are not limited to: goods and services available only from one or two uniquely qualified sources; advertisements and public notices; and copyrighted computer software. The reason for the exception ~~will~~shall be documented.

Section 6—Contract Renewal

Contract renewals for contracts procured under ~~Sections 2, 3 and 4 above~~this policy, whether they be for annual or longer-term agreements, use criteria such as the continued need of the vendor and/or asset class; level of trust; continuity of ownership, leadership and process; long-term performance; and competitiveness of fees. For contracts procured under ~~Sections 2, 3 and 4 above~~this policy, KPPA investment staff

~~will~~shall submit a formal recommendation regarding the renewal of ~~a~~the contract to the Investment Committee, or other committee designated by the CERS Chair, for approval. The submission to the ~~I-n-v-e-s-t-m-e-n-t~~ Committee ~~will~~appropriate CERS committee shall include a description of the process used in making the recommendation to renew the contract. Any approval by the ~~Investment Committee~~appropriate CERS committee is subject to the review by and ratification of the Board, the completion of due diligence, and the negotiation and execution of a contract, ~~or~~ contract renewal, or extension.

~~Contract renewals for goods and services procured under Section 5 above, because the initial contract award did not have to be presented to the Investment Committee for approval, shall follow the procedures set forth in Section 5 for the awarding of the contract.~~

~~7. Emergency Procurement.~~

Section 7—Emergency Procurement

The existence of an emergency may cause an immediate need for managers, ~~or~~ goods and/or services that cannot be procured through CERS's normal investment procurement procedures. The determination that an emergency exists ~~is to~~shall be made by, and procurement actions approved by, any two of the following: Executive Director Office of Investments, the ~~Deputy Director Office of Investments~~CERS Chair, the CERS CEO, or the CERS Investment Committee Chair. Thereafter, no later than at the next quarterly meetings of the Board and Investment Committee, the emergency and procurement actions incident to the emergency ~~will~~shall be reported.

Section 8—Quiet Period

To ensure a competitive and fair procurement, KPPA staff, the Board and the Investment Committee members ~~will~~shall follow a quiet period with potential vendors during specified timeframes. A quiet period is a specified timeframe when staff, the Board and ~~Investment Committee~~appropriate CERS committee members are restricted in communications with potential vendors in designated procurements. Staff assigned to the procurement are not covered by the quiet period and ~~will~~shall notify the Board, Investment Committee, and other staff upon initiation of a quiet period and a description of the types of vendors to whom it applies. During quiet periods, covered staff, the Board, and Investment Committee members ~~will~~shall not communicate with potential vendors or with an existing vendor on matters pertaining to the procurement, except during Board or Investment Committee meetings.

A quiet period ~~will~~shall cease when the approval of a vendor has been ratified by the Board, or if the search process or quiet period are otherwise ended.

Section 9—Other Laws and Policies that Comprise CERS’ Investment Procurement Policy

This policy ~~is to~~shall be implemented in conjunction and accordance with the laws and other policies that, cumulatively, establish the comprehensive CERS Investment Procurement Policy under which all CERS investment procurements are to be made. These laws and other policies are as follows, but are not limited to:

- A. Executive Branch Code of Ethics (KRS Chapter 11A).
- B. Board as fiduciary (KRS 78.790(1)(c)).
- C. Pension Fund investment requirements (KRS 78.790).
- D. CERS conflict of interest prohibitions (KRS 78.745).
- E. CERS confidentiality requirement (KRS 78.745).
- F. Insurance Fund investment requirements (KRS 61.701 and 105 KAR 1:410); and
- G. County Employees Retirement System Board of Trustees Election Policy and Procedure, Statement of Bylaws and Committee Organization, Trustees Education Program, Conflict of Interest and Confidentiality Policy, Policy and Procedures Regarding Open Records Requests, CFA Code of Ethics and Standards of Professional Conduct, CFA Asset Manager Code of Professional Conduct, federal Investment Advisers Act of 1940, as amended, and CFA Code of Conduct for Members of a Pension Scheme Governing Body.

◇ ◇ ◇

Certification of Adoption by Board of Trustees

This is to certify that this County Employees Retirement System Investment Procurement Policy was approved and adopted by the Board of Trustees of the County Employees Retirement System.

George C. Cheatham, II
Chair, CERS Board of Trustees

Date

Ed Owens III
CERS Chief Executive Officer

Date

Certification of Finance and Administration Cabinet

Holly M. Johnson
Secretary, Finance and
Administration Cabinet
Commonwealth of Kentucky

Date

COUNTY EMPLOYEES RETIREMENT SYSTEM INVESTMENT PROCUREMENT POLICY

Revised and Adopted: November 10, 2025

Section 1—Introduction

KRS 78.790(6) mandates that County Employees Retirement System develop and adopt an investment procurement policy. The policy must be designed, in consultation with the Secretary of the Finance and Administration Cabinet, to meet best practices for the procurement of investment goods and services. This Policy functions in concert with other statutes, administrative regulations and guidelines detailing the requirements and parameters for investing trust funds. If any inconsistency exists between the law and this Policy, the law shall control.

The procurement procedures in this Policy shall be implemented consistent with the Board's duty to procure the investment managers, goods and services needed to support the investment or management of CERS assets.

A portion of CERS's funds are managed externally by investment managers specializing in mandates such as equities, bonds, other publicly traded securities, alternative investments, real estate, timberland, and/or any other asset type authorized by Kentucky law. The Board is responsible for the procurement of services to carry out the investment or management of CERS assets.

Procurements for investment related goods and services shall aim to promote competition and best value, giving due consideration to factors including, but not limited to, timing (including emergencies), execution, quality, service and price. Whenever CERS is considering an investment procurement, KPPA staff—rather than members of the Board—shall communicate directly with the principals of the potential vendor to ensure transparency, accountability and compliance with laws and Board policies, including those prohibiting the payment of fees or commissions to placement agents.

Section 2—External Manager Selection

External investment managers shall be chosen through a competitive selection process coordinated by KPPA investment staff at the discretion of CERS, based upon established criteria. The Investment Committee, or other committee designated by the CERS Chair, shall be provided with a candidate pool of up to three investment managers who have met the screening and due diligence criteria. The candidate pool shall be provided to the appropriate CERS committee for its review and approval, with ratification by the CERS Board at its next regular meeting.

An open search process may be used when conducting a manager search. KPPA investment staff and/or the independent investment consultant shall identify a list of suitable candidates that are appropriate for the mandate. The list of suitable candidates shall be developed using a broad-based list of potential managers that meet the screening criteria.

At CERS' discretion, a Request for Proposals ("RFP"), Request for Information ("RFI"), or Request for Quotations ("RFQ") may also be used when conducting a manager search. The request may be sent directly to known vendors, shall be listed on the KPPA website, and may be advertised through other means such as financial media. Any advertisement shall clearly state the mandate for which CERS is seeking a manager. The advertisement shall also state certain minimum requirements that a manager must meet.

KPPA investment staff shall provide a written report to the appropriate CERS committee documenting the particulars of the search process that was performed, along with a recommendation on which manager KPPA investment staff proposes to be hired. The report shall include matters such as the screening criteria, the number of managers considered, the number of managers interviewed, the number of firms in the final candidate pool, the names of the firms in the final candidate pool, any prior CERS (or Kentucky Retirement Systems) history with the manager, references checked and summaries of other qualitative and quantitative analyses.

A. Determination of Screening Criteria

Screening criteria may include, but are not limited to: investment processes; investment fee schedule; investment products; dollar value and composition of assets under management; historical performance; years of experience; growth of firm; a manager's history with CERS (or Kentucky Retirement Systems); other client relationships (including experience with large public funds); ownership; the number and depth of investment professionals; research capabilities; structure of the proposed investment (separate account, commingled account, limited partnership, etc.); compliance with the federal Investment Advisers Act of 1940, as amended, and reporting consistent with the Institutional Limited Partners Association ("ILPA") standards. Other criteria may be added for any search.

B. Preliminary Screening

- 1) KPPA staff and/or the CERS investment consultant shall identify a preliminary list of firms that meet the initial set of screening criteria.
- 2) KPPA staff and/or the CERS investment consultant shall contact each firm on the preliminary list to determine if they are accepting new business and to obtain the most current information and any additional information, as

required. Follow-up telephone calls, interviews or on-site visits shall be made as necessary.

- 3) Based upon the established criteria, KPPA staff and/or the CERS investment consultant shall narrow the preliminary list to a candidate pool.

C. Candidate Pool

- 1) KPPA staff and/or the CERS investment consultant shall conduct a more in-depth interview with each candidate. The interviews may be in person or telephonic/virtual which allows for the interaction with and evaluation of the person or persons who will be investing on behalf of CERS. Interview topics may include:
 - a) Investment process.
 - b) Any action or investigation concerning a candidate by a regulatory or civil or criminal enforcement agency.
 - c) Any SEC forms, other similar agency reports or prospectuses.
 - d) Qualifications of the firm's representatives, including the portfolio management team.
 - e) A list of institutional references.
 - f) Communication with the firm.
 - g) Employee compensation and ownership structure.
 - h) Availability of the contact person and portfolio manager to meet with KPPA investment staff and the appropriate CERS committee and responsiveness to Board and staff concerns.
 - i) Validation of performance and the continued management by key individuals who will be responsible for fulfilling the assignment.
 - j) Accommodation of CERS's priorities.
 - k) Experience with large public funds.
 - l) Fee discussions.
 - m) Conflicts of interest, including the appearance of conflicts of interest. Potential or actual conflicts of interest shall be evaluated during the due diligence process and after engagement under the Board's Conflict of Interest and Confidentiality Policy and any applicable statutes and regulations. The KPPA investment staff shall employ reasonable efforts to identify conflicts of interest affecting CERS trustees, employees and managers with respect to all investments.

- n) Placement agents. KPPA investment staff shall employ reasonable due diligence to ensure that no fees or commissions are paid to a third party or firm pursuant to KRS 78.782(20) or Board policies.
- 2) Quantitative analyses shall also be conducted in addition to the qualitative analyses above. These analyses shall include performance attribution and risk management.
- 3) Additional due diligence factors may be necessary in selecting General Partners or managers for alternative investments (such as timberland, private equity and infrastructure) because of the long-term and illiquid nature of these types of investments. The additional factors include particular considerations such as risk management; diversification; and legal and business matters.
 - a) CERS may engage independent specialized consultants to assist in the selection of these managers.
 - b) KPPA staff and/or consultants shall narrow potential funds to seek best-in-class managers.
 - c) Any new fund offering by an existing manager (also known as a reup) shall be evaluated consistent with the process described above (understanding that some of the materials and knowledge for conducting due diligence already may have been obtained based on the prior investment with the manager).
- 4) KPPA staff and—if involved in the process—the CERS investment consultant (or any engaged specialty investment consultant) shall reach a consensus regarding a manager for the final written recommendation to the appropriate CERS committee. Any approval by the appropriate CERS committee is subject to the review by and ratification of the Board, the completion of due diligence, and the negotiation and execution of a contract.
 - a) It is critical that the terms of the contract accurately reflect the terms and conditions of the authorization. The process may involve highly specialized contract provisions, including investment guidelines, and result in protracted negotiations. KPPA investment staff may request the approval of the appropriate CERS committee to retain outside counsel to assist in the contract process in consultation with the CERS general counsel. CERS reserves the right to determine and hire outside counsel as appropriate.
 - b) The investment manager shall certify that no fees or commissions are paid to a third party or firm prohibited, either by KRS 78.782(20) or Board policies, from receiving fees or commissions incident to an investment by CERS.

- c) An approval of a manager by the appropriate committee shall be reported to the Board at its next regular meeting for review and ratification.

Section 3—Co-Investment Opportunities

Co-investment opportunities occurring from General Partners, funds, or other investment managers already contained in the CERS portfolio and previously approved by the Investment Committee and Board may be authorized by KPPA's Director Office of Investments ("CIO") in amounts up to 1.5% of the CERS plan assets, considering the following:

- A. Co-investments may be made alongside an existing General Partner, provided that the strategy and objective of the Partnership investing in the transaction are consistent with those of the Partnership in which CERS has an existing commitment.
- B. Co-investments shall be made on the same (or better) terms and conditions as provided to the Partnership.

Section 4—External Investment Consultant Selection

External investment consultants shall be chosen through a competitive selection process coordinated by KPPA investment staff at the discretion of CERS, based upon established criteria. The Investment Committee, or other committee designated by the CERS Chair, shall be provided with a candidate pool of up to three consultants who have met the screening and due diligence criteria. The candidate pool shall be provided to the appropriate CERS committee for its review and approval, with ratification by the Board at its next regular meeting. Notwithstanding the above, the Investment Committee reserves the right to contract for its own Investment Consultant pursuant to KRS 78.782(2)(d).

An open search process may be used when conducting a consultant search. A list of suitable candidates shall be developed by KPPA investment staff using a broad-based list of potential consultants that meet the screening criteria.

At CERS' discretion, a Request for Proposals ("RFP"), Request for Information ("RFI"), or Request for Quotations ("RFQ") may also be used when conducting a consultant search. The request may be sent directly to known vendors, shall be listed on the KPPA website, and may be advertised through other means such as financial media. Any advertisement shall clearly state the mandate for which CERS is seeking a consultant. The advertisement shall also state certain minimum requirements that a consultant must meet.

KPPA investment staff shall provide a written report to the appropriate CERS committee documenting the particulars of the search process that was performed, along

with a qualified candidate pool. The report shall include matters such as the firm's name, screening criteria, the number of consultants considered, the number of consultants interviewed, the number of firms in the final candidate pool and their names, any prior CERS (or Kentucky Retirement Systems) history with the consultant, references checked and summaries of other qualitative and quantitative analyses.

A. Determination of Screening Criteria

Screening criteria for an external investment consultant may include, but are not limited to: depth, breadth and experience in consulting similar plans, organizational strength, firm stability, key personnel, financial condition, industry reputation, client list, soundness and compatibility of investment philosophy and approach, breadth and capability of technological resources, research platform, risk reporting, fee proposal, size of public institutional, tax-exempt client AUM; size of pension fund client assets; consultant's history with CERS; other client relationships (including experience with large public funds); ownership; the number and depth of investment professionals; research capabilities; compliance with standard contractual provisions; compliance with the Chartered Financial Analyst ("CFA") Institute Code of Ethics; compliance with Global Investment Performance Standards as administered by the CFA Institute; and reporting consistent with the Institutional Limited Partners Association standards. Other criteria may be added for any search.

B. Preliminary Screening

- 1) KPPA investment staff shall identify a preliminary list of firms that meet the initial set of screening criteria.
- 2) KPPA investment staff shall contact each firm on the preliminary list to determine if they are accepting new business, would be interested in being a candidate, and to obtain the most current information and any additional information, as required. Follow-up telephone calls, interviews, or on-site visits shall be made as necessary.
- 3) Based upon the established criteria, KPPA investment staff shall narrow the preliminary list to a candidate pool.

C. Candidate Pool

- 1) KPPA staff and/or the CERS investment consultant shall conduct a more in-depth interview with each candidate. The interviews may be in person or telephonic/virtual which allows for the interaction with and evaluation of the person or persons who will be investing on behalf of CERS. Interview topics may include:
 - a) Investment process.

- b) Any action or investigation concerning a candidate by a regulatory or civil or criminal enforcement agency.
- c) Any SEC forms, other similar agency reports or prospectuses.
- d) Qualifications of the firm's representatives, including the portfolio management team.
- e) A list of institutional references.
- f) Communication with the firm.
- g) Employee compensation and ownership structure.
- h) Availability of the contact person and portfolio manager to meet with KPPA investment staff and the appropriate CERS committee and responsiveness to Board and staff concerns.
- i) Validation of performance and the continued management by key individuals who will be responsible for fulfilling the assignment.
- j) Accommodation of CERS's priorities.
- k) Experience with large public funds.
- l) Fee discussions.
- m) Conflicts of interest, including the appearance of conflicts of interest. Potential or actual conflicts of interest shall be evaluated during the due diligence process and after engagement under the Board's Conflict of Interest and Confidentiality Policy and any applicable statutes and regulations. The KPPA investment staff shall employ reasonable efforts to identify conflicts of interest affecting CERS trustees, employees and managers with respect to all investments.
- n) Placement agents. KPPA investment staff shall employ reasonable due diligence to ensure that no fees or commissions are paid to a third party or firm pursuant to KRS 78.782(20) or Board policies.

D. Analysis

- 1) KPPA investment staff shall conduct a qualitative and quantitative analysis utilizing criteria developed by KPPA investment staff identified to meet the external investment consultant needs of the Agency.
- 2) KPPA investment staff shall utilize, as necessary, additional diligence factors for consideration in selecting an external investment consultant. KPPA investment staff may conduct interviews, in- person or telephonic/virtual, which allows for the interaction with and evaluation of the person or persons who will be providing consulting services. References shall be checked.

- 3) It is critical that the terms of the contract accurately reflect the terms and conditions of the authorization. The process may involve highly specialized contract provisions, including investment guidelines, and result in protracted negotiations. KPPA staff may request the approval of the appropriate CERS committee to retain outside counsel to assist in the contract process in consultation with the CERS general counsel. CERS reserves the right to determine and hire outside counsel as appropriate.
- 4) KPPA investment staff shall establish a qualified candidate pool for the appropriate CERS committee. KPPA staff may make a non-binding recommendation to the appropriate CERS committee. Any approval by the appropriate CERS committee is subject to the review and ratification of the board, the completion of due diligence, and the negotiation and execution of a contract. An approval of an external investment consultant by the appropriate CERS committee is reported to the CERS Board at its next regular meeting for review and ratification.

Section 5—Procurement of Investment, Analytical, Professional, Research, and Technical Services

The procurement of investment related goods and services shall be coordinated by KPPA staff, at the discretion of CERS, based upon established criteria through one of the methods below. Nothing in this section shall apply to the procurement of ordinary goods and services that are common to other KPPA administrative functions.

- A) Procurement of goods and services costing less than \$10,000 during a fiscal year shall be determined by KPPA staff based upon best value comparing known vendors. In comparing vendors, staff shall promote the highest level of competition.
- B) Procurement of goods and services costing from \$10,000 to \$49,999 during a fiscal year shall be determined by any two of the following: the KPPA Executive Director Office of Investments or his/her designee, the CERS Chief Executive Officer, or any KPPA employee designated by CERS to act in its stead, based upon best value comparing quotes from at least three known vendors. Any procurement made under this subsection shall be reported to the CERS CEO, or if the CERS CEO is the person making the procurement decision, to the Chair of the Investment Committee.
- C) Procurement of goods and services equal to or greater than \$50,000 in cost during a fiscal year shall be chosen through a competitive selection process coordinated by KPPA investment staff, at the discretion of CERS, based on established criteria. The Investment Committee, or other committee designated by the CERS Chair, shall be provided with a candidate pool of up to three vendors who have met the screening and due diligence criteria established by KPPA investment

staff in consultation with the appropriate CERS committee. The candidate pool shall be provided to the appropriate CERS committee for its review and approval, with ratification by the CERS Board at its next regular meeting.

- D) At CERS' discretion, a Request for Proposals ("RFP"), Request for Information ("RFI"), or Request for Quotations ("RFQ") for goods or services may be published. The request may be sent directly to known vendors; shall be listed on the KPPA website; and may be advertised through other means, such as financial media, as appropriate to promote the highest level of competition. The request shall describe the goods or services required, the type of information and data required of each vendor, the relative importance of qualifications, and the screening criteria to be used. After determining the best value of proposals received, a contract for goods or services with a vendor may be negotiated. If contract terms cannot be agreed upon with the highest-ranking vendor, negotiations may be conducted with other vendor(s) in the order of ranking as defined by the request. The evaluation of best value shall be documented by KPPA investment staff. The documentation shall include specifics of the process used in selecting the vendor. Those specifics may include: price, the number of vendors considered, the number of vendors interviewed, any prior CERS (or Kentucky Retirement Systems) history with the vendor, references checked and summaries of other qualitative and quantitative analyses.
- E) A price contract established by the Commonwealth of Kentucky, the U.S. General Services Administration or U.S. Communities (a national government purchasing cooperative) may be used so long as the vendor enters into a contract at or below the contract price and under the same terms and conditions.
- F) Exceptions to using the methods of procurement above may include but are not limited to: goods and services available only from one or two uniquely qualified sources; advertisements and public notices; and copyrighted computer software. The reason for the exception shall be documented.

Section 6—Contract Renewal

Contract renewals for contracts procured under this policy, whether they be for annual or longer-term agreements, use criteria such as the continued need of the vendor and/or asset class; level of trust; continuity of ownership, leadership and process; long-term performance; and competitiveness of fees. For contracts procured under this policy, KPPA investment staff shall submit a formal recommendation regarding the renewal of the contract to the Investment Committee, or other committee designated by the CERS Chair, for approval. The submission to the appropriate CERS committee shall include a description of the process used in making the recommendation to renew the contract. Any approval by the appropriate CERS committee is

subject to the review by and ratification of the Board, the completion of due diligence, and the negotiation and execution of a contract, contract renewal, or extension.

Section 7—Emergency Procurement

The existence of an emergency may cause an immediate need for managers or goods and/or services that cannot be procured through CERS's normal investment procurement procedures. The determination that an emergency exists shall be made by, and procurement actions approved by, any two of the following: Executive Director Office of Investments, the CERS Chair, the CERS CEO, or the CERS Investment Committee Chair. Thereafter, no later than at the next quarterly meetings of the Board and Investment Committee, the emergency and procurement actions incident to the emergency shall be reported.

Section 8—Quiet Period

To ensure a competitive and fair procurement, KPPA staff, the Board and the Investment Committee members shall follow a quiet period with potential vendors during specified timeframes. A quiet period is a specified timeframe when staff, the Board and appropriate CERS committee members are restricted in communications with potential vendors in designated procurements. Staff assigned to the procurement are not covered by the quiet period and shall notify the Board, Investment Committee, and other staff upon initiation of a quiet period and a description of the types of vendors to whom it applies. During quiet periods, covered staff, the Board, and Investment Committee members shall not communicate with potential vendors or with an existing vendor on matters pertaining to the procurement, except during Board or Investment Committee meetings.

A quiet period shall cease when the approval of a vendor has been ratified by the Board, or if the search process or quiet period are otherwise ended.

Section 9—Other Laws and Policies that Comprise CERS' Investment Procurement Policy

This policy shall be implemented in conjunction and accordance with the laws and other policies that, cumulatively, establish the comprehensive CERS Investment Procurement Policy under which all CERS investment procurements are to be made. These laws and other policies are as follows, but are not limited to:

- A. Executive Branch Code of Ethics (KRS Chapter 11A).
- B. Board as fiduciary (KRS 78.790(1)(c)).
- C. Pension Fund investment requirements (KRS 78.790).

- D. CERS conflict of interest prohibitions (KRS 78.745).
- E. CERS confidentiality requirement (KRS 78.745).
- F. Insurance Fund investment requirements (KRS 61.701 and 105 KAR 1:410); and
- G. County Employees Retirement System Board of Trustees Election Policy and Procedure, Statement of Bylaws and Committee Organization, Trustees Education Program, Conflict of Interest and Confidentiality Policy, Policy and Procedures Regarding Open Records Requests, CFA Code of Ethics and Standards of Professional Conduct, CFA Asset Manager Code of Professional Conduct, federal Investment Advisers Act of 1940, as amended, and CFA Code of Conduct for Members of a Pension Scheme Governing Body.

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Certification of Adoption by Board of Trustees

This is to certify that this County Employees Retirement System Investment Procurement Policy was approved and adopted by the Board of Trustees of the County Employees Retirement System.

George C. Cheatham, II
Chair, CERS Board of Trustees

Date

Ed Owens III
CERS Chief Executive Officer

Date

Certification of Finance and Administration Cabinet

Holly M. Johnson
Secretary, Finance and
Administration Cabinet
Commonwealth of Kentucky

Date



SUBSTANTIVE CHANGES TO CERS PROCUREMENT POLICY

- **At CERS' discretion**, a Request for Proposals (RFP), Request for Information (RFI), or Request for Quotations (RFQ) may also be used when conducting a manager search.

SECTION 2 --

B. Preliminary Screening

3. Based upon the established criteria KPPA Investment staff and/or the CERS investment consultant **shall narrow** the preliminary list to a candidate pool.

C. Candidate Pool

- 4.(a) It is critical that terms of the contract accurately reflect the terms and conditions of the authorization. The process may involve highly specialized contract provisions, including investment guidelines, and result in protracted negotiations. KPPA investment staff may request the approval of the Investment Committee to retain outside counsel to assist in the contract process **in consultation with the CERS general counsel. CERS reserves the right to determine and hire outside counsel as appropriate.**

SECTION 3 -- CO-INVESTMENT OPPORTUNITIES

[add] **CERS** plan assets

SECTION 4 -- EXTERNAL INVESTMENT CONSULTANT

- Investment Committee shall be **provided with a candidate pool of up to three consultants** who have met the screening and due diligence criteria. The candidate pool shall be provided to the Investment Committee
- At CERS' discretion, a Request for Proposals (RFP), Request for Information (RFI), or Request for Quotations (RFQ) may also be used when conducting a consultant search.
- KPPA investment staff shall provide a written report to the Investment Committee documenting the details of the search process that was performed along with **a qualified candidate pool (see section 2(C) of this policy).**

C. Analysis

3. KPPA investment staff may request the approval of the Investment Committee to retain outside counsel to assist in the contract process **in**

consultation with the CERS general counsel. CERS reserves the right to determine and hire outside counsel as appropriate.

4. KPPA investment staff shall establish a qualified candidate pool (see section 2 (C) of this policy) for the Investment Committee. KPPA staff may make a non-binding recommendation to the Investment Committee.

SECTION 5 -- PROCUREMENT OF INVESTMENT, ANALYTICAL, PROFESSIONAL, RESEARCH AND TECHNICAL SERVICES

- The procurement of investment related goods and services shall be coordinated by KPPA staff based upon established criteria through one of the methods below.
- A. [add] If the vendor “could” receive compensation of more than \$10,000, the KPPA staff shall compile a qualified candidate pool (see section 2 (C) of this policy) for consideration by the Investment Committee.
- B. No Change
- C. Procurement of goods and services equal to or greater than \$50,000 in cost during a fiscal year shall be chosen through a competitive selection process coordinated by KPPA investment staff based on established criteria. The Investment Committee shall be provided with a candidate pool of up to three vendors who have met the screening and due diligence criteria established by KPPA investment staff in consultation with the Investment Committee. The candidate pool shall be provided to the Investment Committee for its review and approval, with ratification by the CERS Board at its next regular meeting.

SECTION 8 -- QUIET PERIOD

The CERS Board or Investment Committee may designate that a procurement be subject to a quiet period during which communications between offerors are restricted to staff assigned to the procurement. The CERS Board or Investment Committee shall fix the time and terms of the quiet period and may delegate such responsibility to staff. Nothing in this subsection shall be construed as limiting the CERS Board or Investment Committee from discussing matters related to the procurement during meetings.