

State Employees' Retirement System of Illinois

Annual Actuarial Valuation
as of June 30, 2025

DRAFT





October 16, 2025

Board of Trustees
State Employees' Retirement System of Illinois
Springfield, Illinois

Re: State Employees' Retirement System of Illinois Actuarial Valuation as of June 30, 2025

Dear Board Members:

The results of the June 30, 2025, Annual Actuarial Valuation of the State Employees' Retirement System of Illinois ("SERS" or "System") are presented in this report. The purposes of the actuarial valuation are to measure the System's funding status and to determine the State's contribution rate for the fiscal year beginning July 1, 2026, and ending June 30, 2027. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with benefits described in this report for purposes other than those identified above, may be significantly different.

Gabriel, Roeder, Smith & Company ("GRS") has prepared this report exclusively for the Trustees of the State Employees' Retirement System of Illinois; GRS is not responsible for reliance upon this report by any other party. This report may be provided to parties other than SERS only in its entirety and only with the permission of the Trustees.

The State's contribution rate has been determined under Illinois statutes, in particular under 40 ILCS Section 5/14-131. Information required by GASB Statement Nos. 67 and 68 are provided in a separate report. The System's current contribution rate determined under the statutory funding policy may not conform to the Actuarial Standards of Practice. Therefore, the Board adopted an actuarial funding policy to be used to calculate the Actuarially Determined Contribution ("ADC") under GASB Statement Nos. 67 and 68 for financial reporting purposes.

Although the statutory contribution requirements were met, the statutory funding method generates a contribution requirement that is less than a reasonable actuarially determined contribution. Meeting the statutory requirement does not mean that the undersigned agree that adequate actuarial funding has been achieved. We recommend the adherence to a funding policy, such as the Board policy used to calculate the ADC under GASB Statement Nos. 67 and 68 that funds the normal cost of the plan, as well as an amortization payment that seeks to pay off any unfunded accrued liability over a closed-period of 20 years.

The contribution requirement in this report is determined using the actuarial assumptions and methods disclosed in Section E of this report. This report includes risk metrics beginning on page 17, but does not include a more robust assessment of the risks if future experience deviates from the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

This actuarial valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data and other information through June 30, 2025. This actuarial valuation was based upon information furnished by SERS staff, concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees, and beneficiaries. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by SERS staff.

This report was prepared using actuarial assumptions adopted by the Board as authorized under the Illinois Pension Code. The actuarial assumptions used for the June 30, 2025, actuarial valuation are based on a full experience review for the three-year period ended June 30, 2024. Pursuant to Public Act 99-0232, SERS is required to conduct an actuarial experience review once every three years. All actuarial assumptions used in this report are reasonable for the purposes of this actuarial valuation. The combined effect of the assumptions, excluding prescribed assumptions or methods set by law, is expected to have no significant bias (i.e., not significantly optimistic or pessimistic). All actuarial assumptions and methods used in the valuation follow the guidance in the applicable Actuarial Standards of Practice. Additional information about the actuarial assumptions is included in Section E of this report entitled "Actuarial Methods and Assumptions."

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

Public Act 100-0023, effective July 6, 2017, modified the State's funding policy beginning with fiscal year 2018, by phasing in contribution rate variances due to changes in actuarial assumptions over a five-year period. Additionally, Public Act 100-0023 created a new benefit plan option (Optional Hybrid Plan – "Tier 3") for certain current and future active members not covered by Social Security. The State's contribution requirements provided in this report are determined in accordance with Public Act 100-0023.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge, the information contained in this report is accurate and fairly presents the actuarial position of the SERS as of the actuarial valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.



Board of Trustees
State Employees' Retirement System of Illinois
October 16, 2025
Page 3

Alex Rivera, Heidi G. Barry, and Jeffrey T. Tebeau are Members of the American Academy of Actuaries and are independent of the plan sponsor and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions herein.

Gabriel, Roeder, Smith & Company will be pleased to review this valuation and Report with the Board of Trustees and to answer any questions pertaining to the valuation.

Respectfully submitted,
Gabriel, Roeder, Smith & Company

Alex Rivera, FSA, EA, MAAA, FCA
Senior Consultant

Heidi G. Barry, ASA, MAAA, FCA
Senior Consultant

Jeffrey T. Tebeau, FSA, EA, MAAA, FCA
Senior Consultant

DRAFT



Table of Contents

	<u>Page</u>
<u>Section A - Summary of Actuarial Valuation Results</u>	
Introduction	1
Changes Since Last Valuation	2
Key Valuation Results	5
Appropriation Requirements under P.A. 88-0593, P.A. 93-0002, P.A. 93-0839, P.A. 94-0004, P.A. 96-0043 and	6
Development of the Actuarial Value of Assets Based upon the Market Value of Assets	7
Development of the Actuarial Value of Assets Based upon the Hypothetical Value of Assets	8
State Contribution Requirement for Fiscal Year 2027	9
Method of Calculation for Appropriation Requirements	10
Observations on Actuarial Funding and Statutory Funding	12
Actuarial Standards of Practice (ASOP) No. 4 Disclosures	16
Risks Associated with Measuring the Accrued Liability and Contributions	17
Low-Default-Risk Obligation Measure	23
<u>Section B - Funding Results</u>	
Tables	
1 Results of Actuarial Valuation as of June 30, 2025	25
2 Analysis of Change in Unfunded Accrued Actuarial Liability	27
3 Analysis of Financial Gains and Losses in Unfunded Accrued Actuarial Liability for Fiscal Year Ending June 30,	28
4a 20-Year Projection under P.A. 88-0593, P.A. 90-0065, P.A. 94-0004, P.A. 96-0043 and P.A. 100-0023	29
4b 20-Year Projection under P.A. 88-0593, P.A. 90-0065, P.A. 93-0002, P.A. 94-0004, P.A. 96-0043 and P.A. 100-(31
4c 20-Year Projection under P.A. 88-0593, P.A. 90-0065, P.A. 94-0004, P.A. 96-0043 and P.A. 100-0023 E37	33
4d 20-Year Projection under P.A. 88-0593, P.A. 90-0065,E42 P.A. 93-0002, P.A. 94-0004, P.A. 96-0043 and P.A. 100-0023 with recognition of deferred gains and losses in the actuarial value of assets	35
<u>Section C - Fund Assets</u>	
Tables	
5 Statement of Fiduciary Net Position	37
6 Statement of Changes in Fiduciary Net Position	38
7 Development of the Actuarial Value of Assets - Actual Assets	39
8 Development of the Actuarial Value of Assets - Hypothetical Assets	40
<u>Section D - Participant Data</u>	
Tables	
9 Active Age and Service Distribution as of June 30, 2025	41
10 Retirees and Beneficiaries by Type of Benefit Being Paid as of June 30, 2025	42
11 Status Reconciliation as of June 30, 2025	43
<u>Section E - Actuarial Methods and Assumptions</u>	44
<u>Section F - Summary of Plan Provisions</u>	59
<u>Section G - Glossary of Terms</u>	71
<u>Section H - Additional Projection Details</u>	
Tables	
11 20-Year Projection of Actuarial Accrued Liability	74
12 20-Year Projection of the Present Value of Future Benefits	75
13 20-Year Projection of Benefit Payments Including Administrative Expenses and Disability Payments	76
14 20-Year Projection of Active Population, Payroll, Employee Contributions and Normal Costs	77
<u>Section I - Historical Valuation Information and Results</u>	78
<u>Section J - Stress Testing Scenarios</u>	



SECTION A

SUMMARY OF ACTUARIAL VALUATION RESULTS

DRAFT

Summary of the Actuarial Valuation Results

Introduction

The law governing the State Employees' Retirement System of Illinois ("SERS" or "System") requires the Actuary, as the technical advisor to the Board of Trustees to:

"...make an annual valuation of the liabilities and reserves of the System, make an annual determination of the amount of contributions required from the State under this Article, and certify the results thereof to the board. (40 ILCS Section 5/14 - 138(c))."

Gabriel, Roeder, Smith & Company has been retained by the Board of Trustees to perform an actuarial valuation as of June 30, 2025. In this report, we present the results of the actuarial valuation and the appropriation requirements under Public Act 88-0593, Public Act 93-0002, Public Act 93-0839, Public Act 94-0004, Public Act 96-0043, and Public Act 100-0023 for the fiscal year ending June 30, 2027.

The actuarial valuation was completed based upon membership and financial data provided by the administrative staff of the System. The actuarial assumptions used for the June 30, 2025, actuarial valuation are based on a full experience review for the three-year period ended June 30, 2024. The cost method used to determine the benefit liabilities for statutory funding is the Projected Unit Credit Cost Method. For actuarial valuation purposes, as well as projection purposes, the actuarial value of assets is based on a five-year smoothing method.

Recent Legislative Changes

The following recently passed Public Acts impact SERS as follows:

Public Act ("P.A.") 100-0023, effective July 6, 2017, modified the State's funding policy and created a new tier of benefits for certain current and future active members not covered by Social Security. The State's funding policy was amended to include smoothing State contribution rate increases or decreases due to changes in actuarial assumptions, including investment return assumptions, over a five-year period in equal annual amounts beginning in fiscal year 2018. In addition, changes in actuarial or investment assumptions that increased or decreased the State contribution rate in fiscal years 2014 through 2017 are to be smoothed over a five-year period in equal annual amounts, applying only to the portion of the five-year phase-in that is applicable to fiscal years on and after 2018. The fiscal year 2018 State contribution was recertified, pursuant to P.A. 100-0023.

P.A. 100-0023 created a Hybrid ("Tier 3") plan comprised of a defined benefit plan and a defined contribution plan to serve as an optional plan in lieu of the traditional Tier 2 defined benefit plan for current and future Tier 2 active members not covered by Social Security. The Tier 3 plan was made available to applicable members beginning in fiscal year 2020. The election process for current Tier 2 members will be developed by the System.

Public Act 100-0587, effective June 4, 2018, created two voluntary buyout programs (Accelerated Pension Benefit Payment Program) for eligible members beginning on the implementation date and ending on June 1, 2021. The two accelerated pension benefit payment options offered include: (1) for vested inactive members, a payment equal to 60 percent of the present value of the member's pension benefit in lieu of receiving any pension benefit, and (2) for active Tier 1 members eligible for



Summary of the Actuarial Valuation Results

retirement, a payment equal to 70% of the difference between: (i) the present value of the automatic annual increases (AAI) to a Tier 1 member's retirement annuity under the current AAI provisions and (ii) the present value of the automatic annual increases to the Tier 1 member's retirement annuity under revised AAI provisions. The fiscal year 2025 State contribution rate was certified as 51.180% of payroll.

P.A. 101-0010 extended the Accelerated Pension Benefit Program from June 1, 2021 to June 1, 2024. The actuarial liability as of June 30, 2019, decreased by \$241 million due to P.A. 100-0587 and \$164 million due to P.A. 101-0010.

Under P.A. 101-0610, effective January 1, 2020, certain Tier 2 employees are eligible for coverage under the Tier 2 alternative formula plan, prospectively. Furthermore, these employees may convert up to eight (8) years of prior regular formula service to alternate formula service provided that the employee pays the difference between the employee contributions at the regular formula rate and employee contributions at the alternative formula rate, plus interest. Positions eligible under this act are Conservation Police Officers, Secretary of State Investigators, Commerce Commission Police Officers, Gaming Board Investigators, Dept of Revenue Investigators, and Arson Investigators subject to the Tier 2 plan. The actuarial liability as of June 30, 2021 increased by \$2.5 million due to P.A. 101-0610.

P.A. 102-0718 extended the Accelerated Pension Benefit Program from June 1, 2024 to June 30, 2026. The actuarial liability as of June 30, 2022, decreased by \$176 million due to P.A. 102-0718.

A summary of the SERS plan provisions is included in Section F of this report.

Changes since the Last Actuarial Valuation

Actuarial Assumptions and Methods

The actuarial valuation results summarized in this report involve actuarial calculations that require assumptions about future events. Most of the actuarial assumptions used for the June 30, 2025, actuarial valuation are based on a full experience review for the three-year period ended June 30, 2024.

As a result of the 2024 actuarial experience review, the Board approved the following changes to the assumptions which became effective for the June 30, 2025, actuarial valuation.

Economic Assumptions

- **Salary increase:** The age-based component of the salary increase assumption was changed to better reflect observed experience.
- **Inflation:** The inflation assumption was increased from 2.25 percent to 2.40 percent.
- **General Payroll Growth:** The general payroll growth assumption was increased from 2.75 percent to 2.90 percent.



Summary of the Actuarial Valuation Results

Mortality Assumptions

- The post-retirement mortality tables were maintained as the Pub 2010 Below-Median Income General Healthy Retiree Mortality Tables for members covered under the Regular Benefit formula, and the Pub 2010 Below-Median Income Public Safety Healthy Retiree Mortality Tables for members covered under the Alternative Benefit formula.
- The pre-retirement mortality tables were maintained as the Pub 2010 Below-Median Income General Employee Mortality Tables for members covered under the Regular Benefit formula, and the Pub 2010 Below-Median Income Public Safety Employee Mortality Tables for members covered under the Alternative Benefit formula.
- The mortality improvement factors were maintained as the most recently published projection scale, MP-2021.
- Scaling factors are applied to the base mortality tables; i.e., Pub 2010 General Tables and Public Safety tables, to partially reflect observed mortality experience to the extent it is credible.

Other Demographic Assumptions

- **Normal retirement rates:** The overall rates were decreased to better reflect observed experience.
- **Early retirement rates:** The overall rates were decreased to better reflect observed experience.
- **Turnover rates:** Increased termination rates for all members.
- **Total Buyout Assumption:** Updated from 3 percent to 4 percent.
- **Load for inactive members eligible for deferred vested pension benefits:** The load was changed to 13 percent for Regular Formula members and 12 percent for Alternative Formula members.
- **Unused sick leave and optional service purchases:** The assumption of increasing each current and future active member's service to reflect additional service credit received at retirement due to converting unused sick leave and vacation days and purchasing applicable optional service was maintained at 5.0 months.

The actuarial liability as of June 30, 2025, increased by \$963 million due to the assumption changes.

Pursuant to Public Act 99-0232, SERS is required to conduct an actuarial experience review once every three years. Under this schedule, an experience review for the period from July 1, 2024 through June 30, 2027, will be performed after completion of the June 30, 2027, actuarial valuation with expected implementation of the recommended assumptions beginning with the June 30, 2028, actuarial valuation.

Summary of the Actuarial Valuation Results

Tier 3 Participation Assumptions for Funding Projections

As of June 30, 2025, the System has approximately 1,400 Tier 2 active members not covered by Social Security who may irrevocably elect the Tier 3 plan. Given the uncertainty of the election behavior and small population size of this group, we have assumed these members would remain in Tier 2. We will review emerging experience for future Tier 3 members in subsequent actuarial valuations and if necessary, will provide recommended assumptions.

In order to determine the State's contribution rate, open-group projections through fiscal year 2045 are performed. The open group includes current and future plan members. The active member population is assumed to remain level at its current state of 67,723 members over the 20-year projection period. Currently, there are approximately 2,600 active members not covered by Social Security. As these members leave the active population, they are assumed to be replaced by new entrants at the rate necessary to keep the population constant at 2,600 members. Future members of this group may elect to participate in either the Tier 2 or Tier 3 benefit plan. Given the uncertainty of Tier 3 participation, we have assumed all future members not covered by Social Security would participate in Tier 2.

Actuarial Valuation Results

The table on the following page provides a summary of the key actuarial valuation results for the current and prior plan years.

The statutory contribution rate and actuarially determined contribution (ADC) rate for fiscal year 2026 of 44.310 percent and 56.181 percent, respectively, were developed in the actuarial valuation as of June 30, 2024. The updated annual contribution amounts for fiscal year 2026 reflect updated projected capped payroll which increased from \$5,862,239,215 in the 2024 valuation to \$6,300,977,785 in the 2025 valuation and was primarily due to an increased in active plan members from 65,508 to 67,723.

It should be noted that, although the statutory contribution requirements are fulfilled, the statutory funding method generates a contribution requirement that is less than a reasonable actuarially determined contribution. Meeting the statutory requirement does not necessarily mean that adequate actuarial funding has been achieved. The current statutory policy tends to back-load and defer contributions, and therefore we advise strengthening the current statutory funding policy. Please see pages 12 through 15 for additional details and suggestions for strengthening the statutory funding policy.

Summary of the Actuarial Valuation Results

The following is a summary of the key actuarial valuation results for the current and prior plan years.

Actuarial Valuation Date:	June 30, 2025	June 30, 2024
Fiscal Year Ending:	June 30, 2027	June 30, 2026
Estimated Statutory Contributions:		
· Annual Amount ^a	\$ 2,664,468,000	\$ 2,791,963,000
· Percentage of Projected Capped Payroll for Fiscal Year	41.426%	44.310%
Actuarially Determined Contribution^b (ADC):		
· Annual Amount ^a	\$ 3,010,325,823	\$ 3,539,924,020
· Percentage of Projected Capped Payroll for Fiscal Year	46.803%	56.181%
Membership		
· Number of		
- Active Members	67,723	65,508
- Inactives - Eligible for Deferred Vested Benefit	3,612	3,675
- Inactives - Eligible for Return of Contributions	34,342	31,736
- Members Receiving Payments	79,176	78,797
- Members Eligible for Deferred Benefits	155	153
- Total	185,008	179,869
· Covered Payroll Provided by the System	\$ 6,184,676,901	\$ 5,641,862,499
· Projected Capped Payroll for Fiscal Year ^c	\$ 6,431,873,814	\$ 6,300,977,785
· Annualized Benefit Payments	\$ 3,406,343,967	\$ 3,284,418,398
Assets		
· Market Value of Assets (MVA)	\$ 27,620,029,897	\$ 25,396,815,011
· Actuarial Value of Assets (AVA)	\$ 27,381,011,265	\$ 25,528,760,746
· Return on MVA	9.42%	9.37%
· Return on AVA	7.51%	6.64%
· Ratio – AVA to MVA	99.13%	100.52%
Actuarial Information		
· Employer Normal Cost Amount	\$ 646,172,755	\$ 597,555,989
· Actuarial Accrued Liability (AAL)	\$ 58,352,282,355	\$ 55,696,890,736
· Unfunded Actuarial Accrued Liability (UAAL)	\$ 30,971,271,090	\$ 30,168,129,990
· Funded Ratio based on AVA	46.92%	45.84%
· UAAL as % of Covered Payroll Provided by the System	500.77%	534.72%
· Funded Ratio based on MVA	47.33%	45.60%

^a The amounts for the estimated statutory contribution and ADC for fiscal years 2026 and 2027 are based on projected capped payrolls for fiscal years 2026 and 2027, respectively, using June 30, 2025, census data.

^b For fiscal years ending on and after June 30, 2017, the Board adopted a recommended policy used to develop the Actuarially Determined Contribution (ADC) as defined in GASB Statement Nos. 67 and 68. The policy adopted by the Board calculates the ADC as the Normal Cost plus a 25-year level percent of capped payroll closed-period amortization of the Unfunded Accrued Liability. The policy was updated with the experience study covering the period from July 1, 2021 through June 30, 2024 to calculate the ADC as Normal Cost plus a 20-year level percent of capped payroll closed-period amortization of the Unfunded Accrued Liability beginning with the actuarial valuation as of June 30, 2025. As of June 30, 2025, applicable for fiscal year 2027, the remaining amortization period is 20 years. The ADC is used for financial reporting purposes only.

^c Based on June 30, 2025, census data.



Appropriation Requirements under P.A. 88-0593, P.A. 93-0002, P.A. 93-0839, P.A. 94-0004, P.A. 96-0043, and P.A. 100-0023

The law governing the System under P.A. 88-0593 provides that:

For fiscal years 2011 through 2045, the minimum contribution to the System for each fiscal year shall be an amount determined to be sufficient to cause the total assets of the System to equal 90 percent of the total actuarial liabilities of the System by the end of fiscal year 2045. In making these determinations, the required contribution shall be calculated each year as a level-percentage-of-payroll over the years remaining to and including fiscal year 2045 and shall be determined under the projected unit credit actuarial cost method. For fiscal years 1997 through 2010, the minimum contribution to the System, as a percentage of the payroll, shall be increased in equal annual increments so that by fiscal year 2010, the contribution rate is at the same level as the contribution rate for fiscal years 2011 through 2045.

The above calculation provides the basis for calculating the appropriation requirements under P.A. 93-0002. For fiscal years 2005 and later, the contributions under P.A. 93-0002 start with a calculation of the contribution based upon the hypothetical asset value which assumes no infusion from the proceeds of the General Obligation Bond (“GOB”) sale that were deposited July 1, 2003 (Table 4a). This contribution is then reduced by the debt service beginning in fiscal year 2005 to produce the maximum contribution. For fiscal years 2006 and 2007, the maximum contribution is equal to the contribution amounts stated in P.A. 94-0004 for each respective year. The contribution amounts stated in P.A. 94-0004 are \$203,783,900 for fiscal year 2006 and \$344,164,400 for fiscal year 2007. A second projection is performed to develop the P.A. 88-0593 formula rate, which includes the GOB deposit. The lower of this formula rate with the GOB assets included and the maximum contribution is the required state appropriation (Table 4b).

Pursuant to Public Act 96-0043, \$723,703,100 of the total required State contribution for fiscal year 2010 will be paid from the proceeds of a GOB sale.

Pursuant to Public Act 96-0043, for the calculation of the fiscal year 2011 contribution and beyond, the value of the System's assets shall be equal to the actuarial value of the System's assets. As of June 30, 2008, the actuarial value of the System's assets shall be equal to the market value of the assets as of that date. In determining the actuarial value of the System's assets for fiscal years after June 30, 2008, any actuarial gains or losses from investment return incurred in a fiscal year shall be recognized in equal annual amounts over the five-year period following that fiscal year. Furthermore, for purposes of determining the required State contribution to the System for a particular year, the projected actuarial value of assets shall be assumed to earn a rate of return equal to the System's actuarially assumed rate of return.

Public Act (“P.A.”) 100-0023, effective July 6, 2017, modified the State’s funding policy to include smoothing State contribution rate increases or decreases due to changes in actuarial assumptions, including investment return assumptions, over a five-year period in equal annual amounts beginning in fiscal year 2018. In addition, changes in actuarial or investment assumptions that increased or decreased the State contribution rate in fiscal years 2014 through 2017 are to be smoothed over a five-year period in equal annual amounts, applying only to the portion of the five-year phase-in that is applicable to fiscal years on and after 2018. The development of the contribution rate phase-in schedule that applies to State contribution rates determined on and after fiscal year 2018 is provided on page 58.



Development of the Actuarial Value of Assets Based upon the Market Value of Assets

The following tables outline the reconciliation of the market value of assets and the development of the hypothetical asset value as of June 30, 2025. Also, the tables show the development of the actuarial value of assets under both the market value and the hypothetical value of assets.

1. Market Value of Assets 6/30/2024	\$ 25,396,815,011
2. Market Value Adjustment	(94,570,712)
3. Market Value of Assets 6/30/2024 - Adjusted	25,302,244,299
4. Actual State Contribution Amount ^a	3,019,912,871
5. Employee Contribution Amount	344,049,682
6. Benefit Payouts and Refunds	(3,404,730,076)
7. Administrative Expenses	(21,223,924)
8. Investment Income	2,379,777,045
9. Market Value of Assets 6/30/2025	\$ 27,620,029,897
10. Expected Investment Return at 6.75%	1,705,843,441
11. Investment Gain/(Loss) Current Year	673,933,604
12. Deferred Investment Gains and (Losses) All Years	239,018,632
13. Actuarial Value of Assets 6/30/2025 (9. - 12.)	\$ 27,381,011,265

^a The fiscal year 2025 State contribution rate is 48.798 percent without debt service and 51.180 percent with debt service.

^b Market Value of Assets adjustment includes a FY 2024 prior period adjustment of (\$782,920).

Development of the Actuarial Value of Assets Based upon the Hypothetical Value of Assets

The hypothetical asset value assumes no infusion from the proceeds of the GOB sale that were deposited July 1, 2003.

1. Hypothetical Value of Assets 6/30/2024	\$ 24,055,480,989
2. State Contribution Amount ^a	3,218,134,779
3. Employee Contribution Amount	344,049,682
4. Benefit Payouts and Refunds	(3,404,730,076)
5. Administrative Expenses	(21,223,924)
6. Investment Income ^b	2,272,298,380
7. Hypothetical Value of Assets 6/30/2025	\$ 26,464,009,830
8. Expected Investment Return at 6.75%	1,628,267,670
9. Investment Gain/(Loss) Current Year	644,030,710
10. Deferred Investment Gains and (Losses) All Years	240,393,882
11. Hypothetical Actuarial Value of Assets 6/30/2025 (7. - 10.)	\$ 26,223,615,948

^a Represents 52.034 percent of covered payroll provided by the System for the basic contribution. This rate was determined as part of the June 30, 2023 actuarial valuation, and is based upon the hypothetical asset value which assumes no infusion from the proceeds of the GOB sale that were deposited July 1, 2003.

^b Investment income assumes hypothetical value of assets earns the Fund's actual rate of return for fiscal year 2025 of 9.42 percent.

The development of the actuarial smoothed value of assets with GOB proceeds and the hypothetical smoothed value of assets without GOB proceeds are provided in each respective historical actuarial valuation report since the GOB proceeds were deposited into the trust.

State Contribution Requirement for Fiscal Year 2027

The fiscal years ending June 30, 2026, and June 30, 2027, certified contribution requirements and projected future year required State contribution rates and amounts, assuming deferred investments gains and losses are recognized in the assets, are as follow:

Fiscal Year Ending June 30,	Base Contribution	Debt Service Contribution	Total Contribution	Assumed Payroll (Billions)	Total Required Contribution	Total Required Contribution Including Debt Service
2026	44.310%	2.176%	46.486%	\$6.301	\$2,791,963,000	\$2,929,073,000
2027	41.426%	2.029%	43.455%	6.432	2,664,468,000	2,794,971,000
2028	41.644%	2.078%	43.722%	6.569	2,735,454,000	2,871,951,000
2029	41.378%	2.116%	43.494%	6.708	2,775,556,000	2,917,494,000
2030	41.047%	2.196%	43.243%	6.849	2,811,223,000	2,961,622,000
2031	40.919%	2.261%	43.180%	6.993	2,861,406,000	3,019,514,000
2032	40.914%	2.265%	43.179%	7.136	2,919,798,000	3,081,438,000
2033	40.985%	2.213%	43.198%	7.282	2,984,524,000	3,145,675,000
2034	44.180%	0.000%	44.180%	7.431	3,282,927,000	3,282,927,000
2035	44.180%	0.000%	44.180%	7.582	3,349,688,000	3,349,688,000

Assumed projected payroll is based on census data as of June 30, 2025.

For fiscal years 2027 through 2033, the base contribution is limited by the maximum contribution determined under the assumption that the proceeds of the GOB sale were not deposited; therefore, the contribution rate is not level as a percent of pay.

Pursuant to Public Act 96-0043, the fiscal year 2027 contribution rate is calculated assuming the actuarial value of assets as of July 1, 2025, earns a rate of return equal to the System's actuarially assumed rate of return. Pursuant to Public Act 100-0023, contribution rates for fiscal years 2026 through 2031 include smoothing of contribution rate variances due to changes in actuarial assumptions.

The contributions for fiscal years 2028 and beyond, as presented above, are developed in Tables 4c and 4d in this report. In those projections, the actuarial valuations as of June 30 for years 2026 through 2029 have been projected as though an actuarial valuation in each of those years was performed. At each projected actuarial valuation, an additional 20 percent of the investment gains and losses are recognized. The market value of assets at June 30, 2025, is assumed to earn a rate of return equal to the actuarial valuation interest rate going forward. Therefore, the actuarial value of assets is calculated by adjusting the market value at each respective actuarial valuation date by the remaining percentage of the investment gains and losses. The actuarial value of assets converges to market value in 2029, when all remaining investment gains and losses have been recognized. Because the deferred asset gains and losses are incorporated into the projections, the projections found in Tables 4c and 4d do not show a stable contribution rate until the impact of the five-year asset smoothing has been fully realized.

Method of Calculation for Appropriation Requirements

The results are based on the projected unit credit actuarial cost method, the data provided, and assumptions used for the June 30, 2025, actuarial valuation. In order to determine projected contribution rates and amounts, the following additional assumptions were used:

- Projected annualized payroll of \$6,301,000,000 for fiscal year 2026.
- Total employer contributions of \$2,791,963,000 (including no payments from the unclaimed property fund) for fiscal year 2026.
- Administrative expenses of \$24,150,000 for fiscal year 2026, as provided by the System.
- New entrants whose average age is 36.62 and average pay is \$64,444 (2025 dollars). These values are based on the average age and average pay of new entrants over the last 15 years.
- The active member population is assumed to remain level at 67,723 for all years of the 20-year projection.
- Current and future members not covered by Social Security are assumed to participate in Tier 2.
- Projected benefits for members hired on or after January 1, 2011, are based on the provisions established in P.A. 96-0889.

The average increase in total uncapped payroll for the 20-year projection period is approximately 2.90 percent per year. It is important to note that benefits for new hires are based on capped payroll which is ultimately projected to grow at 1.20 percent per year. All results in this actuarial valuation assume that State contributions will be made on capped pay.

Method of Calculation for Appropriation Requirements

To determine the contribution rates, the expected 2026 appropriation was converted to a percentage of the expected 2026 payroll. An amortization schedule was then determined on the assumption that:

- The ratio of total assets to total actuarial liabilities will be 90 percent by June 30, 2045.
- The actuarial value of assets shall be assumed to earn a rate of return equal to the System's actuarially assumed rate of return.
- The contribution rates for fiscal years 2010 through 2033 will not be uniform, but the rate for any one of these years will be the minimum of the difference between the “without-GOB” contribution and the debt service, and the underlying formula rate as determined by Public Act 88-0593.
- The contribution rate for fiscal year 2026 will be 44.310 percent based on the certification of the June 30, 2024, actuarial valuation results issued December 27, 2024.
- The contribution rates for fiscal years 2034 through 2045 will be a uniform percentage of capped payroll.
- The contribution rates for fiscal years 2026 through 2031 are reduced or increased according to the phase-in schedule provided on page 58.

Finally, the certified fiscal year 2027 contribution rate of 41.426 percent is applied to actual fiscal year 2027 capped payroll.

DRAFT

Observations on Actuarial Funding and Statutory Funding

GASB Statement Nos. 25, 27, 67, and 68 provide guidance for retirement plans and plan sponsors on the development of an annual expense requirement to be reported in their annual financial statements. Under the prior rules established by GASB Statement Nos. 25 and 27, this expense requirement is based on the Annual Required Contribution (“ARC”). The ARC is the sum of the normal cost and amortization of the unfunded accrued liability and represents the annual employer contributions that are projected to finance benefits for current plan members over a period not to exceed 30 years.

GASB Statement Nos. 67 and 68, which replaced GASB Statement Nos. 25 and 27, no longer use the ARC. However, measuring the Statutory Contribution against a policy such as the ARC helps evaluate the funding adequacy of the current statutory funding method. Thus, the Board adopted a policy to calculate the Actuarially Determined Contribution (“ADC”). Under this policy, the ADC is calculated as the Normal Cost plus a 25-year level percent of capped payroll closed-period amortization, as of June 30, 2015, of the Unfunded Accrued Liability. The amortization policy was subsequently updated to 20-year level percent of capped payroll closed-period amortization, as of June 20, 2025, of the Unfunded Accrued Liability.

The ADC for fiscal years 2026 and 2027, as well as the statutory contribution for fiscal years 2026 and 2027, are shown below as a percentage of projected capped payroll. The ADC and statutory contribution rates for 2026 are based on the results of the June 30, 2024, actuarial valuation. The dollar contributions for 2026 reflect updated payroll based on the 2025 valuation. The dollar amount of the ADC for 2026 and 2027 and the statutory contribution for 2026 and 2027 will be the product of the actual payroll for 2026 and 2027 and the percentages shown.

Actuarial Valuation Date:	June 30, 2025	June 30, 2024
Actuarially Determined Contributions for Fiscal Year Ending:	June 30, 2027	June 30, 2026
1. Employer normal cost	\$ 646,172,755	\$ 642,277,955
2. Initial Amount to amortize the unfunded liability over a 20-year closed-period, beginning July 1, 2025, as a level percentage of capped payroll ^a	<u>2,364,153,068</u>	<u>2,897,646,065</u>
3. ADC [(1) + (2)]	\$ 3,010,325,823	\$ 3,539,924,020
4. Projected capped payroll for fiscal year ^b	\$ 6,431,873,814	\$ 6,300,977,785
5. ADC as a percentage of projected capped payroll	46.803%	56.181%
6. Estimated statutory contribution	\$ 2,664,468,000	\$2,791,963,000
7. Estimated statutory contribution as a percentage of projected capped payroll	41.426%	44.310%
8. Estimated statutory contribution as a percentage of ADC [(6) / (3)]	88.511%	78.871%

^a Amortization amount for FYE June 30, 2026, is based on a 25-year closed period as of July 1, 2015, with 16 years remaining as of July 1, 2024. Amortization amount for FYE June 30, 2027, is based on a 20-year closed period as of July 1, 2025, with 20 years remaining as of July 1, 2025.

^b Projected capped payroll for each fiscal year is based on census data as of June 30, 2025.

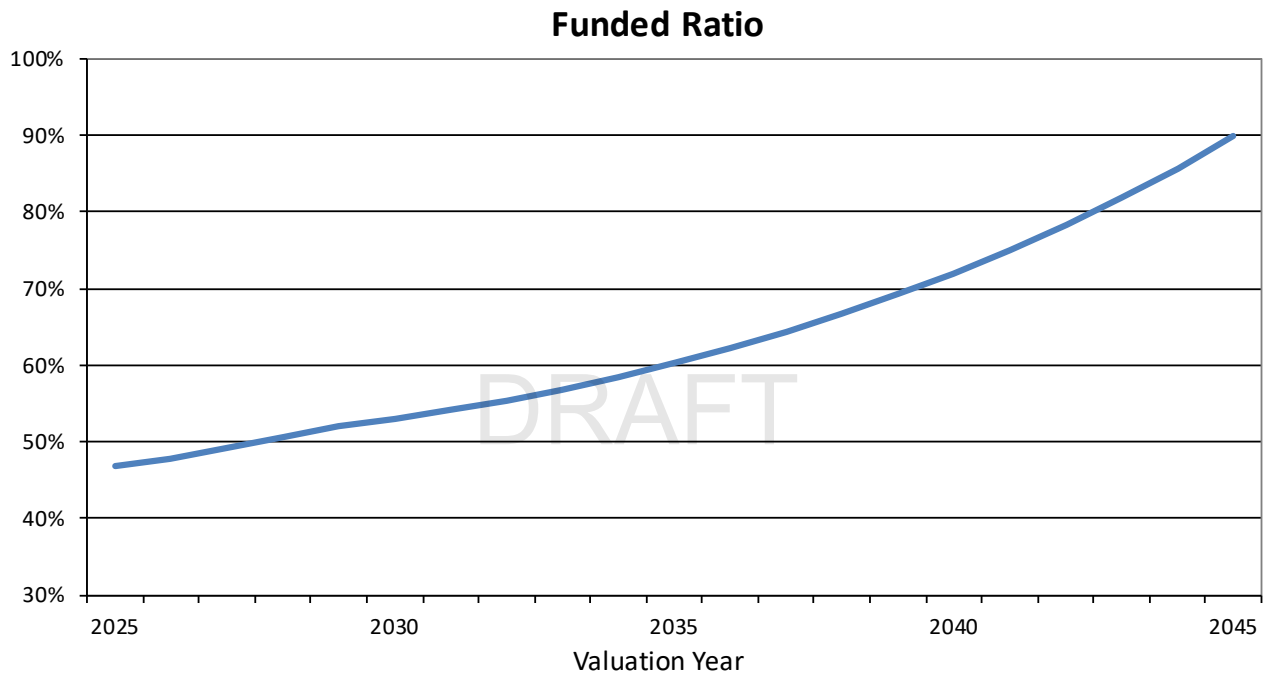
A key objective of the ADC is to accrue costs over the working lifetime of plan members to ensure that benefit obligations are satisfied, and intergenerational equity is promoted. Although the ADC is solely an accounting provision, in certain circumstances it could represent a reasonable annual funding target and, therefore, is used by some plan sponsors as their “de facto” funding requirement. Given there is



Observations on Actuarial Funding and Statutory Funding

no requirement that the accounting provision for pension expense must equal the annual funding requirement, some plan sponsors adopt funding policies that differ from the ADC. However, a funding policy that differs significantly from the ADC approach could result in a potential “back-loading,” meaning contributions are deferred into the future. Back-loading could result in an underfunding of the System.

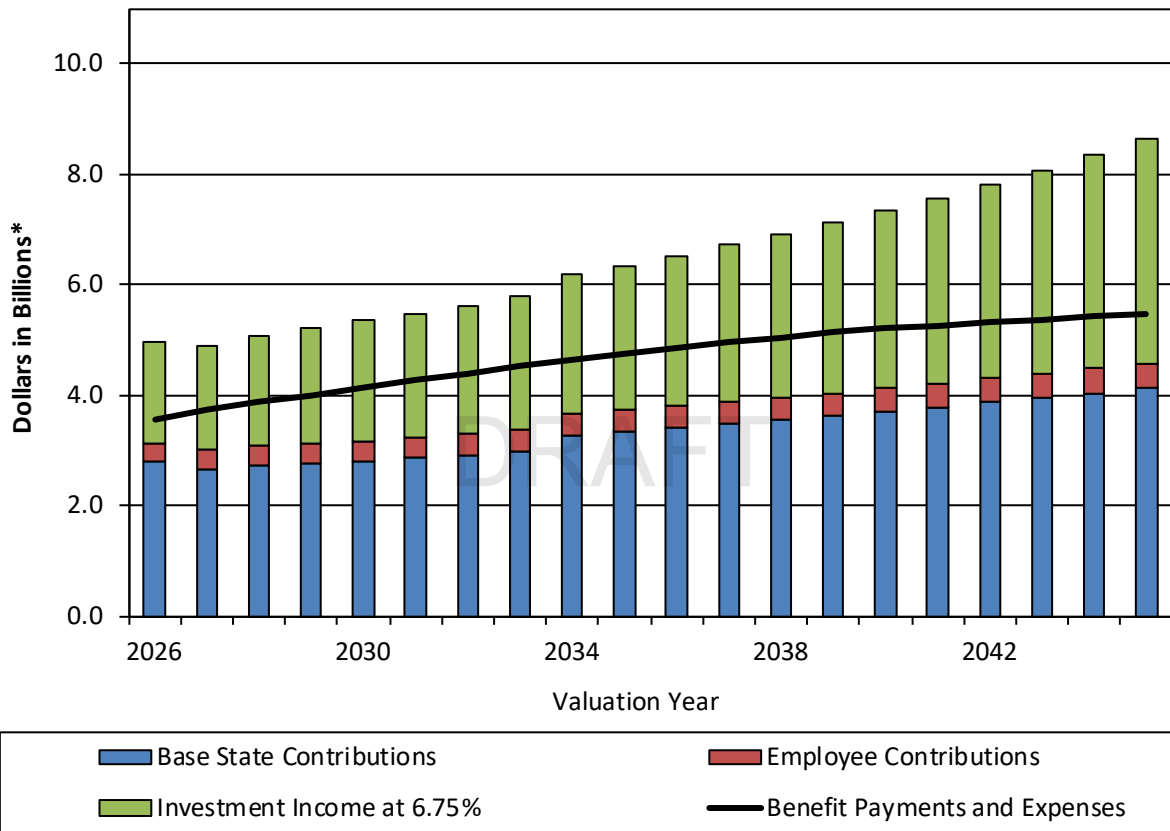
The statutory funding policy adopted for SERS provides for level percent of pay funding that produces a funding target of 90 percent by 2045, assuming an open group projection. The following graph shows the projected funded ratio. A key observation is that the funded ratio does not grow markedly until after 2033. That is, a majority of the funding occurs between 2034 and 2045. This illustrates how significantly the current funding policy defers or back-loads contributions into the future.



Observations on Actuarial Funding and Statutory Funding

The following graph compares the projected benefits and expenses against employer contributions, employee contributions, and investment income. Benefits and expenses will continue to exceed State and employee contributions through 2045. From 2026 to 2033, the percentage of investment income needed to pay ongoing benefits increases from approximately 23.6 percent to 47.9 percent. This implies that a lower level of investment income is projected to be available for potential asset growth. After 2033, the percentage of investment income needed to pay ongoing benefits is projected to decrease from approximately 38.6 percent in 2034 to 21.4 percent in 2045, which is projected to cause assets to grow at a faster rate.

Comparison of Cash Flows



* Future dollar amounts are based on assumed inflationary increases.

The provisions of P.A. 96-0043 develop a theoretical value of assets that do not recognize deferred investment gains and losses in the projection of assets used to develop the statutory contribution. This policy tends to defer contributions when plan assets experience a loss.

Given that the SERS funded ratio as of June 30, 2025, is only 47 percent on a market value of assets basis, and because the current statutory policy tends to back-load and defer contributions, we advise strengthening the current statutory funding policy. The Board has taken steps to strengthen the current statutory funding policy by adopting a lower assumed rate of return and more conservative

Observations on Actuarial Funding and Statutory Funding

assumptions. Examples of other methods to strengthen the current funding policy include:

1. Increasing the 90 percent funding target to 100 percent;
2. Reducing the projection period needed to reach the funding target;
3. Eliminating the maximum contribution cap; and
4. Changing the actuarial cost method for calculating liabilities from the Projected Unit Credit cost method to the Entry Age Normal cost method.

The statutory contribution policy could also be strengthened by changing to an ADC based funding approach with an appropriate amortization policy for each respective tiered benefit structure.

At the April 21, 2015, Board meeting, the Board adopted a policy, for purposes of financial reporting under GASB Statement Nos. 67 and 68, which provides for the annual payment of SERS' normal cost and amortizing the unfunded liability over a 25-year closed-period, beginning July 1, 2015, as a level percent of capped payroll. The experience study covering the period July 1, 2021 to June 30, 2024 recommended setting the closed period to 20 years beginning with the June 30, 2025 actuarial valuation.

Number of Projected Future Active Members

The statutory contribution is based on performing an open group projection through the year 2045. The projection is based on assuming that new active members are hired to replace the current members who leave active membership (through termination, retirement, or death). In general, the number of active members declined slightly between 2015 and 2023. The number of active members increased significantly since 2023 marking a reversal in the slight downward trend observed in the 8 preceding years.

Currently, the actuarial valuation assumes that the total number of active members in the future will be equal to the number active in the current actuarial valuation. We recommend to continue to assume that the total number of active members remains constant in future years. If a general trend in active membership arises, up or down, the Board may wish to consider an update to the population projection assumption to reflect an increasing or decreasing population in the near term before reaching an equilibrium in the long term.

Active Membership				
Fiscal Year Ending June 30,	Total	Annual Change in Membership	% Annual Change in Membership	Covered Payroll (\$ in Millions)
2015	63,273			\$4,453.68
2016	61,317	(1,956)	-3.09%	4,284.36
2017	60,612	(705)	-1.15%	4,195.78
2018	61,397	785	1.30%	4,243.74
2019	62,026	629	1.02%	4,601.38
2020	62,621	595	0.96%	4,523.88
2021	62,253	(368)	-0.59%	4,705.25
2022	61,056	(1,197)	-1.92%	4,820.28
2023	61,651	595	0.97%	5,050.98
2024	65,508	3,857	6.26%	5,641.86
2025	67,723	2,215	3.38%	6,184.68
Total Change		4,450	0.71%	

Actuarial Standards of Practice (ASOP) No. 4 Disclosures

General Implications of Contribution Allocation Procedure or Funding Policy on Future Expected Plan Contributions and Funded Status

Given the plan's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the plan earning 6.75 percent on the actuarial value of assets), it is expected that:

1. The State contribution rate will be level as a percentage of payroll beginning in 2033 through 2045 (after all deferred asset gains and losses are fully recognized);
2. The unfunded liability decreases in dollar amount through 2045 before it begins to increase;
3. The unfunded actuarial accrued liabilities will never be fully amortized; and
4. The funded status of the plan will increase gradually towards a 90 percent funded ratio in 2045.

Limitations of Funded Status Measurements

Unless otherwise indicated, a funded status measurement presented in this report is based upon the actuarial accrued liability and the actuarial value of assets. Unless otherwise indicated, with regard to any funded status measurements presented in this report:

1. The measurement is inappropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations; in other words, of transferring the obligations to an unrelated third party in an arm's length market value type transaction.
2. The measurement is dependent upon the actuarial cost method which, in combination with the plan's funding policy, affects the timing and amounts of future contributions. The amounts of future contributions will most certainly differ from those assumed in this report due to future actual experience differing from assumed experience based upon the actuarial assumptions. A funded status measurement in this report of 100 percent is not synonymous with no required future contributions. If the funded status were 100 percent, the plan would still require future normal cost contributions (i.e., contributions to cover the cost of the active membership accruing an additional year of service credit).
3. The measurement would produce a different result if the market value of assets were used instead of the actuarial value of assets.

Limitation of Project Scope

Actuarial standards do not require the actuary to evaluate the ability of the plan sponsor or other contributing entity to make required contributions to the plan when due. Such an evaluation was not within the scope of this project and is not within the actuary's domain of expertise. Consequently, the actuary performed no such evaluation.

Risk Associated with Measuring the Accrued Liability and Contributions

The determination of the accrued liability and the statutory contribution requires the use of actuarial assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the actuarial assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the total required employer contribution that results from the differences between actual experience and the actuarial assumptions.

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

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

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

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

The statutory contribution for fiscal year 2027 shown on page 9 should be considered as the minimum contribution that complies with the funding policy governed by State statute. The timely receipt of the statutory contribution is critical to support the financial health of the System. Users of this report should be aware that contributions made at the statutorily determined amount do not necessarily guarantee benefit security.

Risk Associated with Measuring the Accrued Liability and Contributions

The statutory funding policy provides for a projected funded ratio target of 90 percent at plan year end 2045. Employer contributions are based on a level percentage of projected payroll. This policy spreads investment and demographic gains over the entire projection period. Consequently, statutory contributions depend primarily on the assumptions and methods used to project assets and open group liabilities. The System funded ratio is only 47 percent as of June 30, 2025. For fiscal year 2027, the statutory contribution rate is 41.4 percent of payroll and the pro forma actuarial determined contribution rate is 46.8 percent of payroll.

Section J of the report identifies and discusses the key risks facing the System and contains stress and sensitivity analysis of those key risks.

DRAFT

Risk Associated with Measuring the Accrued Liability and Contributions

Plan Maturity Measures

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

Valuation Year	Ratio of the Market Value of Assets to Covered Payroll	Ratio of Actuarial Accrued Liability to Covered Payroll	Ratio of Unfunded Accrued Liability to Covered Payroll	Funded Ratio Market Value Basis
2017	3.94	11.13	7.19	35.40%
2018	4.12	11.29	7.18	36.44%
2019	4.02	10.59	6.57	37.95%
2020	4.24	11.08	6.84	38.27%
2021	5.06	11.02	5.95	45.97%
2022	4.62	10.80	6.18	42.79%
2023	4.64	10.67	6.04	43.44%
2024	4.50	9.87	5.37	45.60%
2025	4.47	9.43	4.97	47.33%

Valuation Year	Ratio of Actives to Retirees and Beneficiaries	Ratio of Retiree Accrued Liability to Total Accrued Liability	Approximate Duration of Actuarial Accrued Liability	Ratio of Net Cash Flow to Market Value of Assets	Ratio Benefits and Expenses to Contributions
2017	0.84	68.37%	12.7	-1.94%	1.16
2018	0.84	70.05%	12.5	-1.85%	1.15
2019	0.83	70.74%	12.3	-0.49%	1.04
2020	0.83	71.34%	12.3	-0.65%	1.05
2021	0.82	71.41%	12.4	-0.54%	1.05
2022	0.79	73.27%	11.7	-0.37%	1.03
2023	0.79	73.66%	11.7	-0.89%	1.07
2024	0.83	73.53%	11.6	-0.54%	1.04
2025	0.85	72.91%		-0.22%	1.02

Ratio of Market Value of Assets to Payroll

For funding policies that are based on actuarially determined contributions, which are expressed as a percentage of payroll, the ratio of market value of assets to payroll may provide an indicator of the sensitivity in contribution rates due to recent investment experience. However, this sensitivity indicator generally depends on the relative level of liabilities and the funded ratio of the plan.

For example, better funded plans will have lower contribution rates when compared to worst funded plans. However, investment loss will generally have a greater impact on the contribution rates of better funded plans when compared to worst funded plans.

Consequently, as assets increase and the funding ratio improves, investment experience will generally have a greater marginal impact on contribution rates, even though contribution rates may be decreasing.

Risk Associated with Measuring the Accrued Liability and Contributions

Ratio of Actuarial Accrued Liability to Payroll

The ratio of actuarial liability to payroll may indicate the maturity of a plan. For example, a closed plan comprised primarily of retired members will generally have a high ratio of liability to payroll. However, for open plans it is important to also measure the unfunded liability relative to payroll.

Ratio of Unfunded Actuarial Liability to Payroll

Plans with high unfunded liabilities relative to payroll could result in unsustainable contribution rates even though the plan is open. This may indicate the need to express contributions in terms of a dollar amount instead of as a percentage of payroll. It may also indicate the need to strengthen the funding policy; for example, by amortizing unfunded liabilities on a level dollar instead of a level percentage of pay basis or by reducing the amortization period. The ratio of unfunded actuarial liability to payroll has decreased from 7.19 to 4.97, which may indicate some progress towards financing the unfunded actuarial liability.

A decrease in the ratio of unfunded liability to payroll is an indicator that the System is making some progress towards funding the program; however, it could still produce an increasing unfunded liability especially if payroll increased due to a significant increase in the number of active members. This is typical of systems that have backloaded funding policies. As shown in Section B Table 4d, the projected unfunded actuarial liability decreases from \$31.22 billion in 2026, to \$28.80 billion in 2033. During this period, a moderate portion of the existing unfunded liability at 2026 is funded by 2033.

Funded Ratio

The ratio of actuarial accrued liability to market value of assets provides another metric of progress towards funding. The System has experienced a positive trend in the funded ratio. The funded ratio has increased from 35.4 percent in 2017 to 47.3 percent in 2025. However, over the statutory projection period, the funded ratio increases at a very slow rate, from 47 percent in 2025, to 53 percent in 2030, to 72 percent in 2040, and to 90 percent in 2045. Consequently, most of the growth in the funded ratio occurs during the last 10 years of the projection period. See Section B Table 4d for additional details on the statutory funded projections.

Ratio of Active to Retired Members

A newly established plan that does not grant past service credits will have a high ratio of active to retired members. As the plan matures the ratio approaches 1.0. A very mature plan may have more retired members relative to active members which produce a ratio under 1.0. Very mature plans that have not been adequately funded could produce intergenerational inequities.

The System's ratio of active to retired members has ranged from 0.79 (2022 and 2023) to 0.85 (2025) during the past nine years. However, this ratio does not consider that the System is providing a different level of benefits to Tier 1 and Tier 2 members.

Risk Associated with Measuring the Accrued Liability and Contributions

Ratio of Retiree Actuarial Accrued Liability to Total Actuarial Accrued Liability

The ratio of retiree actuarial accrued liability to total actuarial accrued liability also provides a measure of the maturity of the plan relative to the level of plan benefits that have been earned to date. This ratio has increased from 68 percent in 2017 to 73 percent for 2025. An increasing ratio could indicate a maturing plan. Some of the reasons for this trend include changes in assumptions, the relative level of Tier 1 to Tier 2 benefits, and the ratio of retired to active members.

As the program matures, it is important to consider the matching of assets to liabilities to ensure intergenerational equity. For example, retiree liabilities that have not been pre-funded during the working lifetime of the retired member could produce intergenerational inequities.

Duration of Actuarial Accrued Liability

The duration of the actuarial accrued liability may be used to approximate the sensitivity of a one percentage point change in the assumed discount rate. For example, a duration of 10 indicates that the liability could increase by approximately 10 percent if the assumed discount rate was lowered by one percentage point. The duration for active member liabilities is generally higher when compared to the duration for retired members. Consequently, a lower duration generally indicates a greater proportion of retired member liability. Changes to the discount rate assumption could also cause the duration factor to change. For the System, the duration factors have decreased from 12.7 in 2017 to 11.6 in 2024, which suggests a maturing group. Other factors such as emerging experience or changes in assumptions could also impact the year-to-year change in duration.

Percentage of Net Cash Flow to Market Value of Assets, and Ratio of Benefit Payments and Expenses to Contributions

Net cash flow is defined as the difference between total contributions, and benefits and expenses made during the plan year. If benefits and expenses are greater than contributions, a portion of either investment return or principal will be used to pay benefits and expenses during the year. A negative percentage means a decrease in assets, whereas a positive ratio means an increase in assets.

For underfunded plans, it is preferable for this ratio to be positive. This would imply that investment income is maintained in the trust, which helps the growth in assets. For the System, the percentage has ranged from -1.94 percent to -0.22 percent during the last nine years.

For sufficiently well-funded plans, it is appropriate for a portion of investment income to be used to pay benefits. In this case, a negative ratio means that assets have grown to a reasonably sufficient level and can be used to pay benefits.

The ratio of benefit payments and expenses to contributions is closely related to the percentage of net cash flows to the market value of assets. For underfunded plans, it is preferable for contributions to exceed benefit payments, which implies a ratio less than 1.0. During the last nine years the ratio has ranged from 1.16 to 1.02.

Risk Associated with Measuring the Accrued Liability and Contributions

Additional Risk Assessment

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability. At the Board's request, we conducted additional risk assessment of investment, and contribution risk through sensitivity and stress testing the investment return assumption, future active population growth and changes in the wage inflation assumption. Please see Section J for additional details.

DRAFT

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” (LDRM).

What is the LDRM?

The LDRM is a particular measure of the benefits earned (or costs accrued if appropriate under the actuarial cost method used for this purpose) as of the measurement date.

How is the LDRM Calculated?

The LDRM is calculated using an immediate gain actuarial cost method, one in which gains and losses become part of the unfunded actuarial accrued liabilities. Examples would be Entry Age Normal Cost, Projected Unit Credit, and Traditional Unit Credit. It is based upon a discount rate or discount rates derived from low-default-risk fixed income securities whose cash flows are reasonably consistent with the pattern of benefits expected to be paid in the future.

What Does the LDRM Tell Me?

The LDRM gives an approximate measure of the cost as of the measurement date of securing benefits by constructing a hypothetical Low-Default-Risk Bond portfolio whose cash flows match the pattern of benefits expected to be paid in the future. The LDRM is very dependent upon market interest rates at the time of the LDRM measurement. The lower the market interest rates, the higher the LDRM, and vice versa.

Is the LDRM the “right” liability that should be reported?

No single number, including the LDRM, can provide all of the information necessary to understand the financial condition of a pension plan. The rationale that the ASB cited for the calculation and disclosure of the LDRM 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 LDRM

The LDRM results presented in this report are based on the Projected Unit Credit (PUC) actuarial cost method and discount rates based upon the June 2025 (end of month) FTSE Pension Discount Curve (PDC). The PDC is calculated based on a universe of AA rated corporate bonds from the FTSE US Broad Investment-Grade Bond Index (USBIG®) of varying maturities and the yields of the Treasury model curve.

Low-Default-Risk Obligation Measure

Representative 1-, 5-, 10-, 20- and 30-year annual spot rates as of June 30, 2025 are: 4.32%, 4.28%, 4.98%, 5.79% and 5.74%, respectively.

The statutory funding actuarial accrued liability is based on the PUC actuarial cost method and discount rate (the expected long-term rate of return on assets) of 6.75%.

Presented below is a comparison of the statutory funding actuarial accrued liability and the LDRM as of June 30, 2025, for SERS:

\$ in millions	
Funding Valuation Actuarial Accrued Liability (PUC)	\$ 58,352
LDRM (PUC)	68,417
Difference	(10,065)

The difference between the statutory funding actuarial accrued liability and the LDRM illustrates the potential present value of future contribution savings due to investing in a well-diversified portfolio, consistent with the long-term investment return assumption, instead of a hypothetical low-default-risk bond portfolio.

Since plan assets are actually invested in a well-diversified portfolio and not a low-default-risk fixed bond portfolio, LDRM does not provide relevant information on the funded status or statutory contribution requirements. Benefit security for members of the plan relies on a combination of the current assets in the plan, the future investment returns generated on those assets, and the promise of future contributions from the plan sponsor.

The LDRM liability contained in this report was provided solely to comply with the requirements of ASOP No. 4 Section 3.11 and should not be used for any other purpose. This measure is not appropriate for assessing the need for or amount of future contributions. This measure is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligation.

SECTION B

FUNDING RESULTS

DRAFT

Table 1

Results of Actuarial Valuation as of June 30, 2025

1	Number of Members	
	a. Active	67,723
	b. Inactive:	
	i. Eligible for deferred vested pension benefits (3,013 based on SERS service alone. An additional 599 are eligible when reciprocal service is added to SERS service)	3,612
	ii. Eligible for return of contributions only	34,342
	c. Current Benefit Recipients:	
	i. Retirement annuities	65,209
	ii. Survivor annuities	12,662
	iii. Disability annuities	1,305
	d. Eligible for Deferred Benefits:	
	i. Retirement annuities	42
	ii. Survivor annuities	113
	e. Total	185,008
2	Covered Payroll Provided by System	\$ 6,184,676,901
3	Annualized Benefit Payments Currently Being Made	
	a. Retirement (Includes those eligible for deferred benefits)	\$ 3,119,439,679
	b. Survivor (Includes those eligible for deferred benefits)	242,582,547
	c. Disability	44,321,741
	d. Total	\$ 3,406,343,967
4	Actuarial Liability—Annuitants	
	a. Current Benefit Recipients:	
	i. Retirement annuities	\$ 39,708,079,997
	ii. Survivor annuities	2,445,116,224
	iii. Disability annuities	377,251,528
	b. Eligible for Deferred Benefits:	
	i. Retirement annuities	6,927,963
	ii. Survivor annuities	7,077,522
	c. Total	\$ 42,544,453,234
5	Actuarial Liability—Inactive Members	
	a. Eligible for Deferred Vested Pension Benefits	\$ 740,527,499
	b. Eligible for Return of Contributions Only	100,196,350
	c. Total	\$ 840,723,849

Table 1 (Concluded)

Results of Actuarial Valuation as of June 30, 2025

		Normal Cost	Actuarial Liability
6	Active Members		
	a. Pension Benefits	\$ 612,195,708	\$ 10,236,448,872
	b. Cost-of-Living Adjustments	199,704,514	3,902,518,102
	c. Death Benefits		
	i. Occupational	\$ 1,644,808	\$ 13,232,414
	ii. Non-occupational	11,418,548	115,165,385
	iii. Refund	20,547,873	67,194,256
	iv. Total	\$ 33,611,229	\$ 195,592,055
	d. Disability		
	i. Occupational	\$ 8,411,805	\$ -
	ii. Non-occupational	47,666,897	-
	iii. Total	\$ 56,078,702	\$ -
	e. Withdrawal	64,058,734	632,546,243
	f. Expenses	24,150,000	-
	g. Total	\$ 989,798,887	\$ 14,967,105,272
7	Total Actuarial Liability (4 + 5 + 6)		\$ 58,352,282,355
8	Market Value of Assets (MVA)		\$ 27,620,029,897
9	Unfunded Actuarial Liability Based on MVA (7 – 8)		\$ 30,732,252,458
10	Funded Percentage Based on MVA (8 ÷ 7) ^a		47.33%
11	Actuarial Value of Assets (AVA)		\$ 27,381,011,265
12	Unfunded Actuarial Liability Based on AVA (7 – 11)		\$ 30,971,271,090
13	Funded Percentage Based on AVA (11 ÷ 7) ^a		46.92%
14	Total Normal Cost	\$ 989,798,887	
15	Employee Contributions	\$ 343,626,132	
16	Annual Employer Normal Cost	\$ 646,172,755	
	(% covered payroll provided by the System)	10.45%	

^a The funded status measure is appropriate for assessing the need for future contributions. The funded status is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations.

Table 2

Analysis of Change in Unfunded Accrued Actuarial Liability

In addition to the expected change in the unfunded accrued actuarial liability, changes in membership demographics, investment performance, plan provisions, and assumptions have affected the actuarial valuation results. The increase (decrease) in the Unfunded Actuarial Accrued Liability (UAAL) of \$803,141,100 was due to the following:

1	UAAL at 06/30/2024	\$ 30,168,129,990
2	Contributions	
	a. Contributions due (Normal Cost plus Interest on UAAL)	
	i interest on 1	\$ 2,036,348,774
	ii members contributions	344,049,682
	iii employer normal cost	597,555,989
	iv interest on ii and iii	31,260,288
	v total due	\$ 3,009,214,733
	b. Contributions paid (Actual)	
	i member contributions	\$ 344,049,682
	ii state agencies	3,019,912,871
	iii interest on i and ii	111,679,910
	iv total paid	\$ 3,475,642,463
	c. Expected increase in UAAL	\$ (466,427,730)
3	Expected UAAL at 06/30/2025	\$ 29,701,702,260
4	(Gains)/Losses	
	a. investment income	\$ (193,108,665)
	b. salary increases	573,920,467
	c. demographic	(74,439,510)
	d. total	\$ 306,372,292
5	Plan Provision Changes	\$ -
6	Assumption Changes	\$ 963,196,538
7	Total Change in UAAL	\$ 803,141,100
8	UAAL at 06/30/2025	\$ 30,971,271,090

Table 3

Analysis of Financial Gains and Losses in Unfunded Accrued Actuarial Liability for Fiscal Year Ended June 30, 2025

Activity	(Gain)/Loss	% of 06/30/2024 AAL
1 Actuarial (Gain)/Loss		
a. Retirements	\$ 2,585,255	0.00%
b. In-Service Mortality	447,236	0.00%
c. Retiree Mortality and Benefit Changes	(199,482,513)	-0.36%
d. Salary Increases	573,920,467	1.03%
e. Terminations	(18,662,928)	-0.03%
f. Investment	(193,108,665)	-0.35%
g. New Entrant Liability	38,098,514	0.07%
h. New Retiree Liability (for those not reported in prior year's data)	9,577,534	0.02%
i. Other (non-recurring items such as data changes)	92,997,392	0.17%
j. Total Actuarial (Gain)/Loss	\$ 306,372,292	0.55%
2 Plan Provision Changes	\$ -	0.00%
3 Assumption Changes	\$ 963,196,538	1.73%
4 Contribution (Excess)/Shortfall ^a	\$ (466,427,730)	-0.84%
5 Total Financial (Gain)/Loss	\$ 803,141,100	1.44%

^a Represents the decrease in the Unfunded Actuarial Accrued Liability due to actual contributions being greater than the Normal Cost plus interest on the beginning of year Unfunded Actuarial Accrued Liability.

Table 4a

**Baseline Projections — State Contributions Determined under Public Act 88-0593,
Public Act 90-0065, Public Act 94-004, Public Act 96-0043, and Public Act 100-0023
Maximum Contribution Calculation: Without GOB Proceeds
Investment Return of 6.75% Each Year (\$ in Millions)**

Plan Year End 6/30	Number Active	Actuarial Accrued Liability	Assets	Unfunded Liability	Funded Ratio	Total Payroll	Annual Normal Cost			State Contribution		Total Expenses	
							Employee Cont.	Normal Cost	Percent of Pay	Amount	Percent of Pay		
2026	67,723	\$ 59,627	\$ 27,739	\$ 31,888	46.52%	\$ 6,301	\$ 990	\$ 344	\$ 646	10.26%	\$ 2,965	47.27%	\$ 3,568
2027	67,723	60,824	29,063	31,761	47.78%	6,432	984	348	636	9.89%	2,842	44.18%	3,722
2028	67,723	61,945	30,382	31,564	49.05%	6,569	978	353	625	9.51%	2,891	44.01%	3,866
2029	67,723	62,994	31,726	31,269	50.36%	6,708	973	358	615	9.16%	2,962	44.16%	4,004
2030	67,723	63,970	33,100	30,870	51.74%	6,849	969	363	606	8.84%	3,035	44.31%	4,140
2031	67,723	64,872	34,514	30,357	53.20%	6,993	966	369	597	8.53%	3,109	44.46%	4,272
2032	67,723	65,697	35,963	29,734	54.74%	7,136	961	375	587	8.22%	3,173	44.46%	4,400
2033	67,723	66,447	37,454	28,993	56.37%	7,282	957	380	577	7.93%	3,238	44.46%	4,523
2034	67,723	67,128	39,004	28,124	58.10%	7,431	955	385	569	7.66%	3,304	44.46%	4,637
2035	67,723	67,735	40,617	27,118	59.96%	7,582	951	391	560	7.39%	3,371	44.46%	4,749
2036	67,723	68,281	42,314	25,967	61.97%	7,733	948	396	552	7.13%	3,438	44.46%	4,845
2037	67,723	68,756	44,097	24,659	64.14%	7,887	947	401	545	6.91%	3,507	44.46%	4,947
2038	67,723	69,168	45,983	23,185	66.48%	8,049	948	407	541	6.72%	3,579	44.46%	5,041
2039	67,723	69,521	47,989	21,532	69.03%	8,215	951	413	538	6.55%	3,652	44.46%	5,127
2040	67,723	69,826	50,138	19,688	71.80%	8,388	957	419	538	6.41%	3,729	44.46%	5,204

Normal cost rate includes administrative expenses.

State contribution based on the requirements of Public Act 88-0593, as amended by Public Act 90-0065, Public Act 94-0004, Public Act 96-0043 and Public Act 100-0023.

Total expenses shown include benefit payments, refunds and administrative expenses.

Actuarial accrued liability and assets are measured at Plan Year End.

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.



Table 4a (Concluded)

Baseline Projections — State Contributions Determined under Public Act 88-0593, Public Act 90-0065, Public Act 94-0004, Public Act 96-0043, and Public Act 100-0023 Maximum Contribution Calculation: Without GOB Proceeds Investment Return of 6.75% Each Year (\$ in Millions)

Plan Year End 6/30	Number Active	Actuarial Accrued Liability	Assets	Unfunded Liability	Funded Ratio	Total Payroll	Annual Normal Cost			State Contribution		Total Expenses	
							Employee Cont.	Normal Cost	Percent of Pay	Amount	Percent of Pay		
2041	67,723	\$ 70,092	\$ 52,452	\$ 17,639	74.83%	\$ 8,568	\$ 966	\$ 425	\$ 541	6.31%	\$ 3,810	44.46%	\$ 5,270
2042	67,723	70,329	54,958	15,371	78.14%	8,756	978	432	546	6.23%	3,893	44.46%	5,327
2043	67,723	70,548	57,679	12,869	81.76%	8,950	993	440	553	6.18%	3,979	44.46%	5,376
2044	67,723	70,755	60,639	10,116	85.70%	9,148	1,009	447	562	6.14%	4,068	44.46%	5,418
2045	67,723	70,955	63,860	7,095	90.00%	9,350	1,026	454	572	6.12%	4,157	44.46%	5,455

Normal cost rate includes administrative expenses.

State contribution based on the requirements of Public Act 88-0593, as amended by Public Act 90-0065, Public Act 94-0004, Public Act 96-0043 and Public Act 100-0023.

Total expenses shown include benefit payments, refunds and administrative expenses.

Actuarial accrued liability and assets are measured at Plan Year End.

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.



Table 4b
Baseline Projections — State Contributions Determined under Public Act 88-0593,
Public Act 90-0065, Public Act 93-0002, Public Act 94-0004,
Public Act 96-0043, and Public Act 100-0023
Investment Return of 6.75% Each Year (\$ in Millions)

Plan Year End 6/30	Number Active	Actuarial Accrued Liability	Assets	Unfunded Liability	Funded Ratio	Total Payroll	Annual Normal Cost			Required State Contribution							
							Total	Employer		(a) Without GOB Cont.	(b) Debt Service	(c)=(a)-(b) Maximum Cont.	(d) Formula Rate With GOB	Minimum of (c) and (d)		Total Expenses	
								Employee Cont.	Normal Cost					Percent of Pay	Required Cont.		Percent of Pay
2026	67,723	\$ 59,627	\$ 28,782	\$ 30,845	48.27%	\$ 6,301	\$ 990	\$ 344	\$ 646	10.26%	\$ 2,965	\$ 173	\$ 2,792	\$ 2,972	\$ 2,792	44.31%	\$ 3,568
2027	67,723	60,824	29,993	30,831	49.31%	6,432	984	348	636	9.89%	2,842	177	2,664	2,854	2,664	41.43%	3,722
2028	67,723	61,945	31,183	30,762	50.34%	6,569	978	353	625	9.51%	2,891	185	2,706	2,903	2,706	41.19%	3,866
2029	67,723	62,994	32,382	30,613	51.40%	6,708	973	358	615	9.16%	2,962	193	2,769	2,975	2,769	41.28%	4,004
2030	67,723	63,970	33,589	30,381	52.51%	6,849	969	363	606	8.84%	3,035	204	2,830	3,047	2,830	41.32%	4,140
2031	67,723	64,872	34,814	30,057	53.67%	6,993	966	369	597	8.53%	3,109	215	2,894	3,122	2,894	41.39%	4,272
2032	67,723	65,697	36,056	29,641	54.88%	7,136	961	375	587	8.22%	3,173	220	2,953	3,186	2,953	41.38%	4,400
2033	67,723	66,447	37,328	29,119	56.18%	7,282	957	380	577	7.93%	3,238	219	3,019	3,251	3,019	41.46%	4,523
2034	67,723	67,128	38,883	28,245	57.92%	7,431	955	385	569	7.66%	3,304	-	N/A	3,318	3,318	44.65%	4,637
2035	67,723	67,735	40,503	27,233	59.80%	7,582	951	391	560	7.39%	3,371	-	N/A	3,385	3,385	44.65%	4,749
2036	67,723	68,281	42,207	26,074	61.81%	7,733	948	396	552	7.13%	3,438	-	N/A	3,453	3,453	44.65%	4,845
2037	67,723	68,756	43,998	24,759	63.99%	7,887	947	401	545	6.91%	3,507	-	N/A	3,522	3,522	44.65%	4,947
2038	67,723	69,168	45,892	23,275	66.35%	8,049	948	407	541	6.72%	3,579	-	N/A	3,594	3,594	44.65%	5,041
2039	67,723	69,521	47,908	21,613	68.91%	8,215	951	413	538	6.55%	3,652	-	N/A	3,668	3,668	44.65%	5,127
2040	67,723	69,826	50,067	19,758	71.70%	8,388	957	419	538	6.41%	3,729	-	N/A	3,745	3,745	44.65%	5,204

Normal cost rate includes administrative expenses.

State contribution based on the requirements of Public Act 88-0593, as amended by Public Act 90-0065, Public Act 93-0002, Public Act 94-0004, Public Act 96-0043 and Public Act 100-0023.

Total expenses shown include benefit payments, refunds and administrative expenses.

Actuarial accrued liability and assets are measured at Plan Year End.

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.



Table 4b (Concluded)

Baseline Projections — State Contributions Determined under Public Act 88-0593, Public Act 90-0065, Public Act 93-0002, Public Act 94-0004, Public Act 96-0043, and Public Act 100-0023 Investment Return of 6.75% Each Year (\$ in Millions)

Plan Year End 6/30	Number Active	Actuarial Accrued Liability	Assets	Unfunded Liability	Funded Ratio	Total Payroll	Annual Normal Cost			Required State Contribution							
							Total	Employer		(a) Without GOB Cont.	(b) Debt Service	(c)=(a)-(b) Maximum Cont.	(d) Rate With GOB	Minimum of (c) and (d)		Total Expenses	
								Employee Cont.	Normal Cost					Percent of Pay	Required Cont.		Percent of Pay
2041	67,723	\$ 70,092	\$ 52,394	\$ 17,698	74.75%	\$ 8,568	\$ 966	\$ 425	\$ 541	6.31%	\$ 3,810	\$ -	N/A	\$ 3,826	\$ 3,826	44.65%	\$ 5,270
2042	67,723	70,329	54,912	15,417	78.08%	8,756	978	432	546	6.23%	3,893	-	N/A	3,910	3,910	44.65%	5,327
2043	67,723	70,548	57,648	12,901	81.71%	8,950	993	440	553	6.18%	3,979	-	N/A	3,996	3,996	44.65%	5,376
2044	67,723	70,755	60,623	10,132	85.68%	9,148	1,009	447	562	6.14%	4,068	-	N/A	4,085	4,085	44.65%	5,418
2045	67,723	70,955	63,861	7,094	90.00%	9,350	1,026	454	572	6.12%	4,157	-	N/A	4,175	4,175	44.65%	5,455

Normal cost rate includes administrative expenses.

State contribution based on the requirements of Public Act 88-0593, as amended by Public Act 90-0065, Public Act 93-0002, Public Act 94-0004, Public Act 96-0043 and Public Act 100-0023.

Total expenses shown include benefit payments, refunds and administrative expenses.

Actuarial accrued liability and assets are measured at Plan Year End.

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.



Table 4c

**Baseline Projections — State Contributions Determined under Public Act 88-0593,
Public Act 90-0065, Public Act 94-0004, Public Act 96-0043, and Public Act 100-0023
Maximum Contribution Calculation: Without GOB Proceeds
Investment Return of 6.75% Each Year (\$ in Millions)**

Plan Year End 6/30	Number Active	Actuarial Accrued Liability	Assets	Unfunded Liability	Funded Ratio	Total Payroll	Annual Normal Cost				State Contribution		Total Expenses
							Employer			Total	Amount	Percent of Pay	
							Employee Cont.	Normal Cost	Percent of Pay				
2026	67,723	\$ 59,627	\$ 27,397	\$ 32,230	45.95%	\$ 6,301	\$ 990	\$ 344	\$ 646	10.26%	\$ 2,965	47.27%	\$ 3,568
2027	67,723	60,824	28,964	31,860	47.62%	6,432	984	348	636	9.89%	2,842	44.18%	3,722
2028	67,723	61,945	30,576	31,369	49.36%	6,569	978	353	625	9.51%	2,921	44.47%	3,866
2029	67,723	62,994	32,077	30,917	50.92%	6,708	973	358	615	9.16%	2,968	44.25%	4,004
2030	67,723	63,970	33,456	30,514	52.30%	6,849	969	363	606	8.84%	3,016	44.03%	4,140
2031	67,723	64,872	34,860	30,012	53.74%	6,993	966	369	597	8.53%	3,076	43.99%	4,272
2032	67,723	65,697	36,297	29,400	55.25%	7,136	961	375	587	8.22%	3,139	43.99%	4,400
2033	67,723	66,447	37,776	28,671	56.85%	7,282	957	380	577	7.93%	3,203	43.99%	4,523
2034	67,723	67,128	39,311	27,817	58.56%	7,431	955	385	569	7.66%	3,269	43.99%	4,637
2035	67,723	67,735	40,908	26,827	60.39%	7,582	951	391	560	7.39%	3,335	43.99%	4,749
2036	67,723	68,281	42,587	25,693	62.37%	7,733	948	396	552	7.13%	3,402	43.99%	4,845
2037	67,723	68,756	44,350	24,406	64.50%	7,887	947	401	545	6.91%	3,470	43.99%	4,947
2038	67,723	69,168	46,214	22,954	66.81%	8,049	948	407	541	6.72%	3,541	43.99%	5,041
2039	67,723	69,521	48,196	21,325	69.33%	8,215	951	413	538	6.55%	3,614	43.99%	5,127
2040	67,723	69,826	50,318	19,508	72.06%	8,388	957	419	538	6.41%	3,690	43.99%	5,204

Normal cost rate includes administrative expenses.

State contribution based on the requirements of Public Act 88-0593, as amended by Public Act 90-0065, Public Act 94-0004, Public Act 96-0043 and Public Act 100-0023.

Total expenses shown include benefit payments, refunds and administrative expenses.

Actuarial accrued liability and assets are measured at Plan Year End.

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.



Table 4c (Concluded)

Baseline Projections — State Contributions Determined under Public Act 88-0593, Public Act 90-0065, Public Act 94-0004, Public Act 96-0043, and Public Act 100-0023 Maximum Contribution Calculation: Without GOB Proceeds Investment Return of 6.75% Each Year (\$ in Millions)

Plan Year End 6/30	Number Active	Actuarial Accrued Liability	Assets	Unfunded Liability	Funded Ratio	Total Payroll	Annual Normal Cost			State Contribution		Total Expenses	
							Total	Employer		Amount	Percent of Pay		
								Employee Cont.	Normal Cost				Percent of Pay
2041	67,723	\$ 70,092	\$ 52,603	\$ 17,488	75.05%	\$ 8,568	\$ 966	\$ 425	\$ 541	6.31%	\$ 3,769	43.99%	\$ 5,270
2042	67,723	70,329	55,076	15,253	78.31%	8,756	978	432	546	6.23%	3,852	43.99%	5,327
2043	67,723	70,548	57,762	12,786	81.88%	8,950	993	440	553	6.18%	3,937	43.99%	5,376
2044	67,723	70,755	60,682	10,072	85.76%	9,148	1,009	447	562	6.14%	4,024	43.99%	5,418
2045	67,723	70,955	63,862	7,093	90.00%	9,350	1,026	454	572	6.12%	4,113	43.99%	5,455

Normal cost rate includes administrative expenses.

State contribution based on the requirements of Public Act 88-0593, as amended by Public Act 90-0065, Public Act 94-0004, Public Act 96-0043 and Public Act 100-0023.

Total expenses shown include benefit payments, refunds and administrative expenses.

Actuarial accrued liability and assets are measured at Plan Year End.

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.



Table 4d
Baseline Projections — State Contributions Determined under Public Act 88-0593,
Public Act 90-0065, Public Act 93-0002, Public Act 94-0004,
Public Act 96-0043, and Public Act 100-0023
Investment Return of 6.75% Each Year
Phase-In of Deferred Investment Gains and Losses Recognized in the
Projected Actuarial Value of Assets (\$ in Millions)

Plan Year End 6/30	Number Active	Actuarial Accrued Liability	Annual Normal Cost				Required State Contribution										
			Assets	Unfunded Liability	Funded Ratio	Total Payroll	Employer			(a) Without GOB Cont.	(b) Debt Service	(c)=(a)-(b) Maximum Cont.	(d) Formula		Minimum of (c) and (d)		Total Expenses
							Employee Cont.	Normal Cost	Percent of Pay				Rate With GOB	Percent Required	Percent of Pay		
2026	67,723	\$ 59,627	\$ 28,408	\$ 31,219	47.64%	\$ 6,301	\$ 990	\$ 344	\$ 646	10.26%	\$ 2,965	\$ 173	\$ 2,792	\$ 2,972	\$ 2,792	44.31%	\$ 3,568
2027	67,723	60,824	29,874	30,950	49.12%	6,432	984	348	636	9.89%	2,842	177	2,664	2,854	2,664	41.43%	3,722
2028	67,723	61,945	31,370	30,575	50.64%	6,569	978	353	625	9.51%	2,921	185	2,735	2,938	2,735	41.64%	3,866
2029	67,723	62,994	32,732	30,263	51.96%	6,708	973	358	615	9.16%	2,968	193	2,776	2,984	2,776	41.38%	4,004
2030	67,723	63,970	33,943	30,027	53.06%	6,849	969	363	606	8.84%	3,016	204	2,811	3,029	2,811	41.05%	4,140
2031	67,723	64,872	35,158	29,713	54.20%	6,993	966	369	597	8.53%	3,076	215	2,861	3,089	2,861	40.92%	4,272
2032	67,723	65,697	36,389	29,308	55.39%	7,136	961	375	587	8.22%	3,139	220	2,920	3,153	2,920	40.91%	4,400
2033	67,723	66,447	37,647	28,800	56.66%	7,282	957	380	577	7.93%	3,203	219	2,985	3,217	2,985	40.98%	4,523
2034	67,723	67,128	39,188	27,940	58.38%	7,431	955	385	569	7.66%	3,269	-	N/A	3,283	3,283	44.18%	4,637
2035	67,723	67,735	40,792	26,944	60.22%	7,582	951	391	560	7.39%	3,335	-	N/A	3,350	3,350	44.18%	4,749
2036	67,723	68,281	42,478	25,803	62.21%	7,733	948	396	552	7.13%	3,402	-	N/A	3,416	3,416	44.18%	4,845
2037	67,723	68,756	44,249	24,507	64.36%	7,887	947	401	545	6.91%	3,470	-	N/A	3,485	3,485	44.18%	4,947
2038	67,723	69,168	46,122	23,046	66.68%	8,049	948	407	541	6.72%	3,541	-	N/A	3,556	3,556	44.18%	5,041
2039	67,723	69,521	48,113	21,408	69.21%	8,215	951	413	538	6.55%	3,614	-	N/A	3,629	3,629	44.18%	5,127
2040	67,723	69,826	50,246	19,580	71.96%	8,388	957	419	538	6.41%	3,690	-	N/A	3,706	3,706	44.18%	5,204

Normal cost rate includes administrative expenses.

State contribution based on the requirements of Public Act 88-0593, as amended by Public Act 90-0065, Public Act 93-0002, Public Act 94-0004, Public Act 96-0043 and Public Act 100-0023.

Total expenses shown include benefit payments, refunds and administrative expenses.

Actuarial accrued liability and assets are measured at Plan Year End.

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.



Table 4d (Concluded)
Baseline Projections — State Contributions Determined under Public Act 88-0593,
Public Act 90-0065, Public Act 93-0002, Public Act 94-0004,
Public Act 96-0043, and Public Act 100-0023
Investment Return of 6.75% Each Year
Phase-In of Deferred Investment Gains and Losses Recognized in the
Projected Actuarial Value of Assets (\$ in Millions)

Plan	Year End	Number	Actuarial	Annual Normal Cost							Required State Contribution						
				Accrued	Unfunded	Funded	Total	Employee	Normal	Percent	(a)	(b)	(c)=(a)-(b)	(d)	Minimum of (c) and (d)		Total
6/30	Active	Liability	Assets	Liability	Ratio	Payroll	Total	Cont.	Cost	of Pay	Without	Debt	Maximum	Rate With	Required	Percent	Total
											GOB	Service	Cont.	GOB	Cont.	of Pay	Expenses
2041	67,723	\$ 70,092	\$ 52,543	\$ 17,549	74.96%	\$ 8,568	\$ 966	\$ 425	\$ 541	6.31%	\$ 3,769	\$ -	N/A	\$ 3,786	\$ 3,786	44.18%	\$ 5,270
2042	67,723	70,329	55,029	15,300	78.24%	8,756	978	432	546	6.23%	3,852	-	N/A	3,869	3,869	44.18%	5,327
2043	67,723	70,548	57,729	12,819	81.83%	8,950	993	440	553	6.18%	3,937	-	N/A	3,954	3,954	44.18%	5,376
2044	67,723	70,755	60,665	10,089	85.74%	9,148	1,009	447	562	6.14%	4,024	-	N/A	4,042	4,042	44.18%	5,418
2045	67,723	70,955	63,861	7,094	90.00%	9,350	1,026	454	572	6.12%	4,113	-	N/A	4,131	4,131	44.18%	5,455

Normal cost rate includes administrative expenses.

State contribution based on the requirements of Public Act 88-0593, as amended by Public Act 90-0065, Public Act 93-0002, Public Act 94-0004, Public Act 96-0043 and Public Act 100-0023.

Total expenses shown include benefit payments, refunds and administrative expenses.

Actuarial accrued liability and assets are measured at Plan Year End.

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.



SECTION C

FUND ASSETS

DRAFT

Table 5
Statement of Fiduciary Net Position
for Years Ended June 30, 2025, and 2024

	2025	2024
Assets		
Cash	\$ 296,012,274	\$ 285,154,857
Receivables:		
Contributions:		
Participants	\$ 18,901,369	\$ 19,802,659
Employing state agencies	340,807,053	318,099,009
Other accounts	12,116,133	28,697,219
	\$ 371,824,555	\$ 366,598,887
Investments - held in the Illinois State Board of Investment Commingled Fund at fair value	\$ 26,969,303,266	\$ 24,657,335,892
Securities lending collateral with State Treasurer	56,753,000	53,600,000
Capital Assets, net of accumulated depreciation	\$ 17,205,924	\$ 16,144,407
Total Assets	\$ 27,711,099,019	\$ 25,378,834,043
Liabilities		
Benefits payable	\$ 11,771,568	\$ 11,257,867
Refunds payable	12,875,814	1,865,467
Administrative expenses payable	2,713,554	2,119,484
Participants' deferred service credit accounts	1,074,860	703,442
Due to State of Illinois	5,880,326	6,260,564
Securities lending collateral with State Treasurer	56,753,000	53,600,000
Total Liabilities	\$ 91,069,122	\$ 75,806,824
Net assets held in trust for pension benefits	\$ 27,620,029,897	\$ 25,303,027,219

Table 6
Statement of Changes in Fiduciary Net Position
for Years Ended June 30, 2025, and 2024

	<u>2025</u>	<u>2024</u>
Additions:		
Contributions:		
Participants	\$ 344,049,682	\$ 323,158,400
Employing state agencies and appropriations	3,019,912,871	2,840,015,050
Total Contributions revenue	<u>\$ 3,363,962,553</u>	<u>\$ 3,163,173,450</u>
Investments income:		
Net investments income	\$ 295,964,682	\$ 258,703,010
Interest earned on cash balances	17,809,671	12,935,726
Net appreciation in fair value of investments	2,066,002,692	1,815,205,581
Total Investments income	<u>\$ 2,379,777,045</u>	<u>\$ 2,086,844,317</u>
Total Additions	<u>\$ 5,743,739,598</u>	<u>\$ 5,250,017,767</u>
Deductions:		
Benefits:		
Retirement annuities	\$ 3,086,655,361	\$ 2,973,466,310
Survivors' annuities	217,478,581	207,239,943
Disability benefits	50,856,427	55,955,451
Lump-sum benefits	18,387,970	18,344,417
Total Benefits	<u>\$ 3,373,378,339</u>	<u>\$ 3,255,006,121</u>
Refunds	31,351,737	24,344,571
Administrative	21,223,924	20,317,592
Total Deductions	<u>\$ 3,425,954,000</u>	<u>\$ 3,299,668,284</u>
Net increase	<u>\$ 2,317,785,598</u>	<u>\$ 1,950,349,483</u>
Net assets held in trust for pension benefits:		
Beginning of year, prior to restatement	\$ 25,303,027,219	\$ 23,352,677,736
Prior period adjustment ^a	(782,920)	-
Beginning of year, after restatement	<u>25,302,244,299</u>	<u>23,352,677,736</u>
End of year	<u>\$ 27,620,029,897</u>	<u>\$ 25,303,027,219</u>

^a Prior period adjustments as of June 30, 2024.

Table 7
Development of the Actuarial Value of Assets — Actual Assets

Year Ending June 30	2025	2026	2027	2028	2029
Beginning of Year:					
(1) Market Value of Assets	\$ 25,396,815,011				
(1a) Market Value Adjustment	(94,570,712)				
(1b) Market Value of Assets - Adjusted	<u>25,302,244,299</u>				
(2) Actuarial Value of Assets	25,528,760,746				
End of Year:					
(3) Market Value of Assets	27,620,029,897				
(4) Contributions and Disbursements					
(4a) Actual State Contribution Amount	3,019,912,871				
(4b) Employee Contribution Amount	344,049,682				
(4c) Benefit Payouts & Refunds	(3,404,730,076)				
(4d) Administrative Expenses	(21,223,924)				
(4e) Net of Contributions and Disbursements	<u>(61,991,447)</u>				
(5) Total Investment Income					
=(3)-(1b)-(4e)	2,379,777,045				
(6) Projected Rate of Return		6.75%			
(7) Projected Investment Income					
=(1b)x(6)+[1+(6)] ⁵ -1)x(4e)	1,705,843,441				
(8) Investment Income in Excess of Projected Income	673,933,604				
(9) Excess Investment Income Recognized This Year (5-year recognition)					
(9a) From This Year	\$ 134,786,721				
(9b) From One Year Ago	121,771,568	\$ 134,786,721			
(9c) From Two Years Ago	(18,934,303)	121,771,568	\$ 134,786,721		
(9d) From Three Years Ago	(627,574,350)	(18,934,303)	121,771,568	\$ 134,786,721	
(9e) From Four Years Ago	692,919,601	(627,574,351)	(18,934,303)	121,771,570	\$ 134,786,720
(9f) Total Recognized Investment Gain	<u>302,969,237</u>	<u>(389,950,365)</u>	<u>237,623,986</u>	<u>256,558,291</u>	<u>134,786,720</u>
(10) Change in Actuarial Value of Assets					
=(1a)+(4e)+(7)+(9f)	\$ 1,852,250,519				
End of Year:					
(3) Market Value of Assets	\$ 27,620,029,897				
(11) Actuarial Value of Assets					
= (2)+(10)	\$ 27,381,011,265				

Table 8
Development of the Actuarial Value of Assets — Hypothetical Assets

Year Ending June 30	2025	2026	2027	2028	2029
Beginning of Year:					
(1) Hypothetical Value of Assets	\$ 24,055,480,989				
(2) Hypothetical Actuarial Value of Assets	24,173,425,289				
End of Year:					
(3) Hypothetical Value of Assets	26,464,009,830				
(4) Contributions and Disbursements					
(4a) State Contribution Amount ^a	3,218,134,779				
(4b) Employee Contribution Amount	344,049,682				
(4c) Benefit Payouts & Refunds	(3,404,730,076)				
(4d) Administrative Expenses	(21,223,924)				
(4e) Net of Contributions and Disbursements	136,230,461				
(5) Total Investment Income ^b					
=(3)-(1)-(4e)	2,272,298,380				
(6) Projected Rate of Return					
	6.75%				
(7) Projected Investment Income					
=(1)x(6)+([1+(6)] ^{.5} -1)x(4e)	1,628,267,670				
(8) Investment Income in Excess of Projected Income					
	644,030,710				
(9) Excess Investment Income Recognized					
This Year (5-year recognition)					
(9a) From This Year	\$ 128,806,142				
(9b) From One Year Ago	115,145,655	\$ 128,806,142			
(9c) From Two Years Ago	(17,818,025)	115,145,655	\$ 128,806,142		
(9d) From Three Years Ago	(584,631,600)	(17,818,025)	115,145,655	\$ 128,806,142	
(9e) From Four Years Ago	644,190,356	(584,631,602)	(17,818,025)	115,145,656	\$ 128,806,142
(9f) Total Recognized Investment Gain	285,692,528	(358,497,830)	226,133,772	243,951,798	128,806,142
(10) Change in Hypothetical Actuarial Value of Assets					
=(4e)+(7)+(9f)	\$ 2,050,190,659				
End of Year:					
(3) Hypothetical Market Value of Assets	\$ 26,464,009,830				
(11) Hypothetical Actuarial Value of Assets					
= (2)+(10)	\$ 26,223,615,948				

^a Represents 52.034 percent of covered payroll provided by the System for the basic contribution. This rate was determined as part of the June 30, 2023 actuarial valuation, and is based upon the hypothetical asset value which assumes no infusion from the proceeds of the GOB sale that were deposited July 1, 2003.

^b Investment income assumes hypothetical value of assets earns the Fund's actual rate of return for fiscal year 2025 of 9.42 percent.

SECTION D

PARTICIPANT DATA

DRAFT

Table 9

Active Age and Service Distribution as of June 30, 2025, and Inactive Member Statistics

Age Group	Years of Service										Total	Percentage of Total
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Up			
Under 20	95	21									116	0.2%
20-24	677	1,326	20								2,023	3.0%
25-29	556	3,274	787	10	1						4,628	6.8%
30-34	463	3,251	2,844	627	16						7,201	10.6%
35-39	393	2,802	2,649	2,216	483	4					8,547	12.6%
40-44	409	2,437	2,266	2,082	1,335	401	27				8,957	13.3%
45-49	368	2,289	1,950	1,548	1,097	1,406	941	19			9,618	14.2%
50-54	432	1,822	1,668	1,336	898	1,199	1,578	327	18		9,278	13.7%
55-59	362	1,624	1,459	1,151	831	888	1,061	601	247		8,224	12.1%
60-64	266	956	1,179	893	599	546	522	356	415		5,732	8.5%
65-69	105	324	499	439	251	204	176	122	234		2,354	3.5%
70 & Over	65	115	156	180	146	105	86	53	139		1,045	1.5%
Total	4,191	20,241	15,477	10,482	5,657	4,753	4,391	1,478	1,053		67,723	100.0%
Percentage of Total	6.2%	29.9%	22.9%	15.5%	8.4%	7.0%	6.5%	2.2%	1.6%		100.0%	

	Previous Valuation	Current Valuation
Average Annual Pay	\$86,125	\$91,323
Average Service	10.9	10.6
Inactive Member Statistics		
	Previous Valuation	Current Valuation
Deferred Vested Count	3,675	3,612
Average Annual Pay	\$72,313	\$73,184
Average Service	14.2	14.3



Table 10
Retirees and Beneficiaries by Type of Benefit Being Paid as of June 30, 2025

Type of Benefit Being Paid	Count	Monthly Payment	Annual Payment	Average Annual Payment
Retirement Annuity	65,209	\$ 259,920,865	\$ 3,119,050,383	\$ 47,832
Survivors	11,305	18,093,299	217,119,583	19,206
Widows	8	15,883	190,598	23,825
Occupational Death	53	83,839	1,006,071	18,982
QILDRO	1,241	1,892,773	22,713,276	18,302
Reversionary Annuity	55	108,776	1,305,307	23,733
Non-Occupational Disability	574	\$ 1,478,566	\$ 17,742,790	\$ 30,911
Occupational Disability	485	1,909,159	22,909,910	47,237
Temporary Disability	193	159,013	1,908,158	9,887
Total Temporary Disability - Occupational	53	146,740	1,760,882	33,224
Eligible for Deferred Retirement Annuity	42	32,441	389,296	9,269
Eligible for Deferred Survivor Annuity	113	20,643	247,713	2,192
Total	79,331	\$ 283,861,997	\$ 3,406,343,967	\$ 42,938

Table 11
Status Reconciliation as of June 30, 2025

	Actives	Retirees	QILDRO	Beneficiaries	Inactive Members ^a	Totals
Total Participants as of June 30, 2024:	65,508	64,958	1,197	11,396	3,675	146,734
New Entrants and Rehires	7,572	(7)			(181)	7,384
Net Transfers						0
Data Corrections/Other Changes		100			12	112
Vested Terminations	(535)				535	0
Non-Vested Terminations	(2,909)					(2,909)
Retirements	(1,913)	2,232			(319)	0
Deaths with Beneficiary		(851)		851		0
Deaths w/o Beneficiary		(1,171)	(41)	(649)		(1,861)
New QILDRO			85			85
Expired Annuity or Refunded		(10)		(64)	(110)	(184)
Continuing	60,151	62,919	1,156	10,683	3,065	137,974
Net Changes	2,215	293	44	138	(63)	2,627
Total Participants as of June 30, 2025:	67,723	65,251	1,241	11,534	3,612	149,361

^a Does not include members eligible for return of contributions only and disability retirees.

SECTION E

ACTUARIAL METHODS AND ASSUMPTIONS

DRAFT

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Actuarial Cost Method as Mandated by 40 ILCS 5/14-131, Adopted June 30, 1989

The projected unit credit normal cost method is used. Under this method, the projected pension at retirement age is first calculated and the present value at the individual member's current or attained age is determined. The normal cost for the member for the current year is equal to the actuarial present value divided by the member's projected service at retirement. The normal cost for the plan for the year is the sum of the individual normal costs.

The actuarial liability at any point in time is the present value of the projected pensions at that time less the present value of future normal costs.

For ancillary benefits for active members, in particular death and survivor benefits, termination benefits and the postretirement increases, the same procedure as outlined above is followed.

Estimated annual administrative expenses are added to the normal cost.

For actuarial valuation purposes, as well as projection purposes, an actuarial value of assets is used.

Most Actuarial Assumptions Adopted June 30, 2025

Actuarial assumptions are set by the Board of Trustees. The actuarial assumptions used for the June 30, 2025, actuarial valuation are based on a full experience review for the three-year period ended June 30, 2024. Please see the 2024 Actuarial Experience Study dated July 25, 2025 for additional details. All actuarial assumptions are expectations of future experience, not market measures.

Mortality

Mortality assumptions for general employees and retirees covered under the Regular Benefit Formula are shown in the following table:

General Employees and Retirees	Proposed Mortality Table	Male Scaling Factor	Female Scaling Factor
Pre-retirement	Pub-2010 General Employee, sex distinct	83%	88%
Post-retirement	Pub-2010 Below-Median Income General Healthy Retiree sex distinct	90%	113%

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Mortality assumptions for Public Safety employees and retirees covered under the Alternative Benefit Formula are shown in the following table:

Public Safety Employees and Retirees	Proposed Mortality Table	Male Scaling Factor	Female Scaling Factor
Pre-retirement	Pub-2010 Public Safety Employee, sex distinct	90%	97%
Post-retirement	Pub-2010 Below-Median Income Public Safety Healthy Retiree, sex distinct	100%	101%

Our analysis of the SERS mortality experience indicated the Below-Median income tables matched more closely to the experience (required less adjustment to the base table). Future mortality improvements are reflected by projecting the base mortality tables forward from the year 2010 using the fully generational MP-2021 projection scale. This assumption provides a margin for future mortality improvements.

Interest

6.75 percent per year, compounded annually, net of investment expenses.

General Inflation

2.40 percent per year, compounded annually.

This assumption serves as the basis for the determination of Tier 2 annual increases that are equal to the lesser of 3.0 percent or one-half of the annual increase in the consumer price index-u during the preceding 12-month calendar year and are not compounded.

Marriage Assumption

85.0 percent of active male participants and 65.0 percent of active female participants are assumed to be married. Actual marital status at benefit commencement is used for retirees, if available; otherwise the active marriage assumptions are used for retirees.

Social Security Offset for Survivor Benefits

No offset assumption for male surviving spouses because it is assumed their own PIA is as great as their spouses' PIA. Sixty percent of married male members are assumed to have a dual income household. For the dual income household, it is assumed the offset at age 60 is 45.0 percent of the original survivor benefit. It is assumed the offset at age 62 is 10.0 percent of the original survivor benefit. Furthermore, it is assumed that 50 percent of retirees on or after July 1, 2009, will elect to remove the offset provision. In exchange for the removal, the member's retirement annuity is reduced by 3.825 percent monthly as mandated by Statutes.

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Termination

Illustrative rates of withdrawal from the plan are as follows for Tier 1 members:

Service Based Withdrawal				
Service (Beginning of Year)	Regular Formula Employees		Alternate Formula Employees	
	Males	Females	Males	Females
0	0.2400	0.2200	0.0900	0.1000
1	0.0900	0.1000	0.0300	0.0700
2	0.0700	0.0600	0.0300	0.0650
3	0.0600	0.0600	0.0300	0.0600
4	0.0600	0.0450	0.0300	0.0600
5	0.0400	0.0450	0.0300	0.0500
6	0.0400	0.0450	0.0300	0.0500
7	0.0400	0.0400	0.0300	0.0300
8	0.0400	0.0400	0.0200	0.0300
9	0.0400	0.0400	0.0200	0.0250
10	0.0400	0.0400	0.0175	0.0250
11	0.0350	0.0300	0.0175	0.0200
12	0.0350	0.0300	0.0150	0.0175
13	0.0350	0.0300	0.0150	0.0175
14	0.0350	0.0275	0.0150	0.0175
15	0.0250	0.0275	0.0150	0.0175
16	0.0250	0.0275	0.0150	0.0150
17	0.0250	0.0275	0.0150	0.0150
18	0.0250	0.0275	0.0150	0.0150
19	0.0250	0.0275	0.0150	0.0150
20	0.0250	0.0275	0.0150	0.0150
21	0.0225	0.0275	0.0150	0.0150
22	0.0225	0.0250	0.0150	0.0150
23	0.0225	0.0250	0.0150	0.0150
24	0.0225	0.0250	0.0150	0.0125
25	0.0225	0.0250	0.0150	0.0125
26	0.0225	0.0250	0.0150	0.0125
27	0.0225	0.0250	0.0150	0.0125
28	0.0225	0.0250	0.0150	0.0125
29	0.0225	0.0250	0.0150	0.0125
30+	0.0225	0.0250	0.0150	0.0125

It is assumed that terminated employees will not be rehired. The rates apply only to employees who have not fulfilled the service requirement necessary for retirement at any given age.

Disability

Because members who receive disability benefits typically spend less than one year on disability, they are considered active members. Therefore, a load of 0.89 percent of pay on the normal cost is applied to reflect the near-term cash flow. This assumption is based on 110 percent of the most recent disability benefit payment information as a percent of payroll and will be updated at each actuarial valuation date as experience emerges.

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Salary Increases and Wage Inflation

Illustrative rates of increase per individual employee per year, compounded annually:

Age	Annual Increase
25	9.56%
30	7.44%
35	6.34%
40	5.51%
45	4.94%
50	4.28%
55	3.98%
60	3.49%
65	3.25%
70	2.90%

The underlying salary increase assumption is based on a wage inflation assumption of 2.90 percent per year, comprised of 2.40 percent for general inflation plus 0.50 percent for productivity increases. The rates shown above include wage inflation plus an age-based component for merit, promotion and longevity. The total annual increase on and after age 80 equals 2.40 percent.

415(b) and 401(a)(17) Limits

No explicit assumption is made with respect to these items.

Accelerated Pension Benefit Payment Program Election Assumption

In accordance with Public Act 100-0587, Public Act 101-0010 and Public Act 102-0718,

- Eligible Tier 1 active members may elect the “COLA Buyout”, through June 30, 2026, in which the member receives reduced and delayed COLA benefits at retirement and an accelerated pension benefit payment.
- Eligible inactive Tier 1 and Tier 2 members may elect the “Total Buyout”, through June 30, 2026, in which the member receives an accelerated pension benefit payment in lieu of an annuity at retirement.

With respect to the COLA Buyout, 20 percent of Regular Formula members, 45 percent of Alternative Formula members not covered by Social Security, and 40 percent of Alternative Formula members covered by Social Security, are assumed to elect the COLA Buyout. The election percentages are based on experience through June 2025 as provided by SERS. With respect to the Total Buyout, 4 percent are assumed to elect the Total Buyout. The election percentages apply until the end of each Buyout Program; i.e., June 30, 2026. The following table shows Accelerated Pension Benefit Payments available experience through June 2025, and updated assumptions:

Group	Observed Rate	Prior Assumption	Current Assumption
COLA Buyout			
Regular Formula	21%	20%	20%
Alternate Formula - Coordinated with SS	43%	40%	40%
Alternate Formula - Not Coord. with SS	48%	45%	45%
Total Buyout	5%	3%	4%

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Population Projection

For purposes of determining annual appropriation as a percent of total covered payroll, the size of the active group is assumed to remain level at the number of actives as of the actuarial valuation date. New entrants are assumed to enter with an average age and an average pay as disclosed below. New entrants are assumed to have the same demographic profile as new entrants in the 15 years prior to the actuarial valuation date. The average increase in uncapped payroll for the projection period is 2.90 percent per year. New entrants not covered by Social Security are assumed to participate in the Tier 2 defined benefit plan.

New Entrant Benefit Groups														
Age Group	New Entrants Eligible for Regular Formula Benefits who are Covered by Social Security		New Entrants Eligible for Regular Formula Benefits who are not Covered by Social Security		New Entrants in Positions Formerly Eligible for Alternate Formula Benefits who are Covered by Social Security and are now Eligible for Regular Formula Benefits		New Entrants Eligible for Alternate Formula Benefits who are Covered by Social Security		New Entrants in Positions Formerly Eligible for Alternate Formula Benefits who are not Covered by Social Security and are now Eligible for Regular Formula Benefits		New Entrants Eligible for Alternate Formula Benefits who are not Covered by Social Security		Total	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Under 20	212	\$ 8,684,162			231	\$ 12,035,633	5	\$ 212,079			2	\$ 85,656	448	\$ 20,931,874
20-24	3,479	165,909,538	1	\$ 45,996	2,039	111,337,811	98	4,988,929	356	\$ 25,524,153			5,975	307,892,083
25-29	5,995	332,254,039	2	119,189	2,144	129,575,758	144	8,876,971	478	36,954,628	1	71,127	8,764	507,851,712
30-34	5,542	346,067,080	4	225,561	1,330	88,405,259	174	12,000,602	290	23,435,197	1	66,877	7,341	470,200,576
35-39	4,834	320,960,699			873	62,895,318	181	12,838,995	99	8,518,823			5,987	405,213,835
40-44	4,655	322,350,202	3	196,578	683	51,466,730	172	13,484,864	55	4,916,851			5,568	392,415,225
45-49	3,938	278,665,934	3	243,514	483	38,543,404	147	11,990,818	32	2,752,550			4,603	332,196,220
50-54	3,325	239,199,617	8	641,510	313	25,403,128	119	9,334,928	67	5,947,480			3,832	280,526,663
55-59	2,153	150,805,293	6	499,155	165	13,149,640	58	4,473,000	38	3,581,939			2,420	172,509,027
60-64	837	58,295,500	1	81,076	60	5,367,489	18	1,460,240	6	549,734			922	65,754,039
65-69	70	4,369,165			4	307,022	6	368,669					80	5,044,856
70 & Over														
Total	35,040	\$ 2,227,561,229	28	\$ 2,052,579	8,325	\$ 538,487,192	1,122	\$ 80,030,095	1,421	\$ 112,181,355	4	\$ 223,660	45,940	\$ 2,960,536,110
Avg. Salary	\$ 63,572		\$ 73,306		\$ 64,683		\$ 71,328		\$ 78,945		\$ 55,915		\$ 64,444	
Avg. Age	37.99		45.53		31.53		38.79		30.70		27.27		36.62	
Percent Male	41%		86%		71%		56%		90%		100%		48%	



Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Retirement – Tier 1

Employees are assumed to retire in accordance with the rates shown below. The rates apply only to employees who have fulfilled the service requirement necessary for retirement at any given age.

Retirement Rates for Regular Formula Employees		
Age	Males	Females
50	15.00%	30.00%
51	24.00%	30.00%
52	25.00%	30.00%
53	27.00%	26.00%
54	25.00%	26.00%
55	22.00%	24.00%
56	20.00%	22.00%
57	18.00%	18.00%
58	18.00%	18.00%
59	18.00%	18.00%
60	13.00%	18.00%
61	12.00%	12.50%
62	18.00%	20.00%
63	17.00%	18.00%
64	16.00%	16.00%
65	22.50%	25.00%
66	22.50%	25.00%
67	22.50%	25.00%
68	22.50%	25.00%
69	20.00%	22.00%
70	20.00%	22.00%
71	20.00%	22.00%
72	20.00%	22.00%
73	20.00%	22.00%
74	20.00%	22.00%
75	100.00%	100.00%

Early Retirement Rates for Regular Formula Employees		
Age	Males	Females
55	2.50%	2.50%
56	3.50%	3.00%
57	4.50%	4.00%
58	4.50%	5.00%
59	4.50%	6.00%

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Retirement Rates for Alternate Formula Employees				
Age	Eligible for Alternate Formula Benefits Only		Eligible for Regular Formula Benefits Only	
	Males	Females	Males	Females
50	55.00%	41.50%	N/A	N/A
51	50.00%	37.00%	N/A	N/A
52	40.00%	25.00%	N/A	N/A
53	40.00%	30.00%	N/A	N/A
54	40.00%	32.00%	N/A	N/A
55	40.00%	40.00%	N/A	N/A
56	30.00%	30.00%	N/A	N/A
57	27.00%	25.00%	N/A	N/A
58	27.00%	27.00%	N/A	N/A
59	27.00%	27.00%	N/A	N/A
60	30.00%	27.00%	4.00%	7.00%
61	30.00%	25.00%	4.00%	6.00%
62	30.00%	25.00%	7.00%	12.00%
63	30.00%	25.00%	7.00%	12.00%
64	30.00%	30.00%	11.00%	15.00%
65	35.00%	40.00%	15.00%	15.00%
66	35.00%	40.00%	20.00%	15.00%
67	35.00%	40.00%	25.00%	20.00%
68	35.00%	40.00%	18.00%	30.00%
69	35.00%	40.00%	18.00%	30.00%
70	35.00%	40.00%	18.00%	30.00%
71	35.00%	40.00%	18.00%	30.00%
72	50.00%	50.00%	100.00%	100.00%
73	50.00%	50.00%	100.00%	100.00%
74	50.00%	50.00%	100.00%	100.00%
75	100.00%	100.00%	100.00%	100.00%

Assets

Assets available for benefits are determined as described on page 56. The asset valuation method is prescribed by statute, and does not appear to allow a corridor; therefore, a corridor has not been established.

Expenses

As estimated and advised by SERS staff, based on current expenses and are expected to increase in relation to the projected capped payroll.

Spouse's Age

The female spouse is assumed to be three years younger than the male spouse.

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Children

It is assumed that married members have 2.2 children, one year apart in age.

The age of the youngest child of a deceased employee at his date of death is assumed to be as follows:

Age at Death of Employee	Age of Youngest Child	Age at Death of Employee	Age of Youngest Child
20	2	40	6
25	3	45	8
30	4	50	10
35	5	55	12
		60	14

Overtime and Shift Differentials

Reported earnings include base pay alone. It is assumed that overtime and shift differentials will increase total payroll by 3.5 percent over reported earnings.

Load for Inactive Members Eligible for Deferred Vested Pension Benefits

Load of 13 percent for Regular Formula members and 12 percent for Alternative Formula members. The load reflects a liability attributable to inactive members eligible for deferred vested pension benefits for potential increases in final average salary due to participation in a reciprocal system after termination.

Unused Sick Leave and Optional Service Purchases

Current and future active member's service is increased 5.0 months to account for increases of service at retirement due to converting unused sick leave and vacation days and purchasing applicable optional service.

Missing Data

If year-to-date earnings were not available, then the monthly pay rate is used. If both year-to-date earnings and the monthly pay rate are not available, the annual rate of pay is assumed to be the rate of pay for the population as a whole on the actuarial valuation date. For members with less than a year of service, the annual rate of pay is based on the greater of year-to-date earnings or annualized pay rate. If a birth date was not available, the member was assumed to be age 35.

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Decrement Timing

All decrements are assumed to occur mid-year.

Decrement Relativity

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

Decrement Operation

Disability and turnover decrements do not operate after a member reaches retirement eligibility.

Eligibility Testing

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

Assumptions as a Result of Public Act 96-0889 Adopted June 30, 2016

Members hired after December 31, 2010, are assumed to make contributions on salary up to the final average compensation cap in a given year until this plan provision or administrative procedure is clarified.

State contributions, expressed as a percentage of pay, are calculated based upon capped pay.

Members hired after December 31, 2010, eligible for the regular formula benefits will retire according to the following age-based retirement rates:

Retirement Rates for Regular Formula Employees - Tier 2 Members			
Age	Employees Eligible For Normal Retirement	Age	Employees Eligible For Early Retirement
67	50.00%	62	10.00%
68	30.00%	63	10.00%
69	30.00%	64	10.00%
70	30.00%	65	20.00%
71	20.00%	66	20.00%
72	20.00%		
73	20.00%		
74	20.00%		
75	100.00%		

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Members hired after December 31, 2010, eligible for the alternate formula benefits will retire according to the following age-based retirement rates:

Retirement Rates for Alternate Formula Employees		
Age	Males	Females
60	50.00%	50.00%
61	25.00%	30.00%
62	25.00%	35.00%
63	30.00%	30.00%
64	30.00%	35.00%
65	25.00%	45.00%
66	25.00%	45.00%
67	25.00%	45.00%
68	25.00%	45.00%
69	35.00%	45.00%
70	40.00%	45.00%
71	40.00%	45.00%
72	50.00%	50.00%
73	50.00%	50.00%
74	50.00%	50.00%
75	100.00%	100.00%

DRAFT

Actuarial Methods and Assumptions (Most Adopted Effective with the June 30, 2025, Actuarial Valuation)

Illustrative rates of withdrawal from the plan are as follows for members hired after December 31, 2010:

Service Based Withdrawal				
Service (Beginning of Year)	Regular Formula Employees		Alternate Formula Employees	
	Males	Females	Males	Females
0	0.3500	0.2800	0.1000	0.1400
1	0.1650	0.1600	0.0850	0.1000
2	0.0550	0.0800	0.0700	0.0800
3	0.0550	0.0700	0.0600	0.0800
4	0.0500	0.0650	0.0500	0.0600
5	0.0450	0.0550	0.0400	0.0550
6	0.0450	0.0500	0.0400	0.0500
7	0.0450	0.0400	0.0300	0.0400
8	0.0350	0.0350	0.0200	0.0300
9	0.0350	0.0350	0.0200	0.0300
10	0.0350	0.0350	0.0175	0.0200
11	0.0350	0.0350	0.0175	0.0200
12	0.0250	0.0350	0.0150	0.0175
13	0.0250	0.0250	0.0150	0.0175
14	0.0250	0.0250	0.0150	0.0175
15	0.0250	0.0250	0.0150	0.0175
16	0.0250	0.0250	0.0150	0.0150
17	0.0250	0.0250	0.0150	0.0150
18	0.0250	0.0250	0.0150	0.0150
19	0.0250	0.0250	0.0150	0.0150
20	0.0250	0.0250	0.0150	0.0150
21	0.0250	0.0250	0.0150	0.0150
22	0.0250	0.0250	0.0150	0.0150
23	0.0250	0.0250	0.0150	0.0150
24	0.0225	0.0250	0.0150	0.0125
25	0.0225	0.0250	0.0150	0.0125
26	0.0225	0.0250	0.0150	0.0125
27	0.0225	0.0250	0.0150	0.0125
28	0.0225	0.0250	0.0150	0.0125
29	0.0225	0.0250	0.0150	0.0125
30+	0.0225	0.0250	0.0150	0.0125

Projection Methodology and Appropriation Requirements Under P.A. 93-0002, P.A. 94-0004, P.A. 96-0043 and P.A. 100-0023

State Contributions under P.A. 93-0002

In general, for each year during the life of the GOB program, the state contributions to the System are to be calculated as follows:

- a Calculation of the contribution maximum
 - a. A projection of contributions will be made from the actuarial valuation date to June 30, 2045. Such projection will be based on hypothetical asset values determined using the following assumptions:
 - i) That the System had received no portion of the general obligation bond proceeds in excess of the scheduled contributions for the remainder of fiscal 2003 and for the entirety of 2004,
 - ii) That hypothetical state contributions had been made each fiscal year from 2005 through the actuarial valuation date, based on the funding process in place prior to P.A. 93-0002 (without regard to prior state minimum requirements),
 - iii) That the actual amounts of member contributions and the actual cash outflows (benefit payments, refunds and administrative expenses) for each year prior to the actuarial valuation date were realized, and
 - iv) That the hypothetical fund earned returns in each prior fiscal year equal to the rate of total return actually earned by the retirement fund in that year.
 - b. The hypothetical asset values developed in a., above, will not exceed the actual assets of the fund.
 - c. A projection of maximum contributions for each year of the GOB program will be performed each year, by reducing the contributions produced in a., above, by the respective amount of debt service allocated to the System for each year.
- b Calculation of the contribution with GOB proceeds
 - a. The basic projection of state contributions from the actuarial valuation date through June 30, 2045, will be made, taking into account all assets of the System, including the GOB proceeds.
 - b. State contribution rates (expressed as a percentage of covered pay), in the pattern required by the funding sections of the statutes, are calculated.
 - c. In those projections, the dollars of state contributions which are added to assets each year during the GOB program are limited by the contribution maximum. Because the bonds are to be liquidated by the end of fiscal 2033, there is no contribution maximum thereafter.

Projection Methodology and Appropriation Requirements Under P.A. 93-0002, P.A. 94-0004, P.A. 96-0043 and P.A. 100-0023

State Contributions under P.A. 94-0004

The following is an excerpt from the Illinois Compiled statutes 40 ILCS 5/14-108.3 (f)-(g):

(f) The System shall determine the amount of the increase in the present value of future benefits resulting from the granting of early retirement incentives under this Section and shall report that amount to the Governor and the Commission on Government Forecasting and Accountability on or after the effective date of this amendatory Act of the 93rd General Assembly and on or before November 15, 2004. Beginning with State fiscal year 2008, the increase reported under this subsection (f) shall be included in the calculation of the required State contribution under Section 14-131.

(g) In addition to the contributions otherwise required under this Article, the State shall appropriate and pay to the System an amount equal to \$70,000,000 in State fiscal years 2004 and 2005.

State Contributions under P.A. 96-0043

The following is an excerpt from the Illinois Compiled statutes 40 ILCS 5/14-131:

(g) For purposes of determining the required State contribution to the System, the value of the System's assets shall be equal to the actuarial value of the System's assets, which shall be calculated as follows:

As of June 30, 2008, the actuarial value of the System's assets shall be equal to the market value of the assets as of that date. In determining the actuarial value of the System's assets for fiscal years after June 30, 2008, any actuarial gains or losses from investment return incurred in a fiscal year shall be recognized in equal annual amounts over the five-year period following that fiscal year.

(h) For purposes of determining the required State contribution to the System for a particular year, the actuarial value of assets shall be assumed to earn a rate of return equal to the System's actuarially assumed rate of return.

Projection Methodology and Appropriation Requirements Under P.A. 93-0002, P.A. 94-0004, P.A. 96-0043 and P.A. 100-0023

State Contributions under P.A. 100-0023

Public Act (“P.A.”) 100-0023, effective July 6, 2017, modified the State’s funding policy to include smoothing State contribution rate increases or decreases due to changes in actuarial assumptions, including investment return assumptions, over a five-year period in equal annual amounts beginning in fiscal year 2018. In addition, changes in actuarial or investment assumptions that increased or decreased the State contribution rate in fiscal years 2014 through 2017 are to be smoothed over a five-year period in equal annual amounts, applying only to the portion of the five-year phase-in that is applicable to fiscal years on and after 2018.

Following the preceding legislation, we have calculated the required contribution and the results are shown in the summary section of this report.

DRAFT

Projection Methodology and Appropriation Requirements Under P.A. 93-0002, P.A. 94-0004, P.A. 96-0043 and P.A. 100-0023

Phase-in of the Financial Impact of Assumption Changes

Following is a table with the recognition schedule for the phase-in of actuarial assumption changes required under Public Act 100-0023. The following actuarial assumption changes were made:

1. Beginning with the June 30, 2016, actuarial valuation, there were changes to the economic and demographic assumptions.
2. Beginning with the June 30, 2018, actuarial valuation, there were changes to the economic assumptions.
3. Beginning with the June 30, 2019, actuarial valuation, there were changes to the economic and demographic assumptions.
4. Beginning with the June 30, 2021, actuarial valuation, there were changes to the demographic assumptions.
5. Beginning with the June 30, 2022, actuarial valuation, there were changes to the economic and demographic assumptions.
6. Beginning with the June 30, 2024, actuarial valuation, there were changes to the demographic assumptions.
7. Beginning with the June 30, 2025, actuarial valuation, there were changes to the economic and demographic assumptions.

Valuation Year Ending June 30,	2021	2022	2023	2024	2025	2026	2027	2028	2029
Applicable Fiscal Year Ending June 30,	2023	2024	2025	2026	2027	2028	2029	2030	2031
	\$ in Millions								
	After Impact of GOB Proceeds								
Contribution Before Assumption Change									
(1) Contribution Dollar	\$ 2,485.315	\$ 2,517.699	\$ -	\$ 2,598.201	\$ 2,635.344				
(2) Contribution Rate	51.030%	51.117%	0.000%	44.321%	41.160%				
Contribution After Assumption Change									
(3) Contribution Dollar	\$ 2,483.184	\$ 2,435.839	\$ -	\$ 2,596.542	\$ 2,696.710				
(4) Contribution Rate	50.986%	49.527%	0.000%	44.293%	41.927%				
(5) Assumption Change Impact as a Percentage of Capped Payroll [(4) - (2)]	-0.044%	-1.590%	0.000%	-0.028%	0.767%				
(6) Assumption Change Impact Recognized This Year (5-year Recognition)									
(6a) From This Year	-0.009%	-0.318%	0.000%	-0.006%	0.153%				
(6b) From One Year Ago	0.000%	-0.009%	-0.318%	0.000%	-0.006%	0.153%			
(6c) From Two Years Ago	-0.015%	0.000%	-0.009%	-0.318%	0.000%	-0.006%	0.153%		
(6d) From Three Years Ago	0.077%	-0.015%	0.000%	-0.009%	-0.318%	0.000%	-0.006%	0.153%	
(6e) From Four Years Ago	0.000%	0.077%	-0.014%	0.000%	-0.008%	-0.318%	0.000%	-0.004%	0.155%
(6f) Total Recognized Assumption Change Impact	0.053%	-0.265%	-0.341%	-0.333%	-0.179%	-0.171%	0.147%	0.149%	0.155%

SECTION F

SUMMARY OF PLAN PROVISIONS

DRAFT

Summary of Plan Provisions (as of June 30, 2025)

Purpose

The State Employees' Retirement System of Illinois, a State Agency, provides an orderly means whereby aged or disabled employees may be retired from active service without prejudice or hardship and enables the employees to accumulate reserves for old age, disability, death and termination of employment.

Administration

Responsibility for the operation of the System and the direction of its policies is vested in a Board of Trustees of seven members. The administration of the detailed affairs of the System is the responsibility of the Executive Secretary who is appointed by the Board of Trustees. Administrative policies and procedures are designed to ensure an accurate accounting of funds of the System and prompt payment of claims for benefits within the applicable statute.

Membership

All persons entering State service on or after January 1, 1984, become members upon completion of six months of continuous service except that, beginning July 1, 1991, employees in police positions become members on their first day of employment. Persons entering State service from January 1, 1972 to January 1, 1984, became members on their first day of employment. Excluded from membership are: any employee whose position is subject to membership under another State-supported system, any person who becomes an employee after June 30, 1979, as a public service employment program participant under the federal CETA program or any enrollee of the Young Adult Conservation Corps. Prior to January 1, 1984, emergency and temporary employees were excluded from membership. Persons appointed by the Governor with the advice and consent of the Senate may elect to become members of the System. Other exceptions are identified in State law.

Summary of Plan Provisions (as of June 30, 2025)

Membership Service

Membership service includes all service rendered while a member of the System for which credit is allowable. Persons entering service on or after January 1, 1984, or after July 1, 1982, in the case of emergency or temporary employees, may also receive membership service credit for periods of employment prior to membership by making contributions for such periods.

Member Contributions

Members are required to contribute a percentage of salary as their share of meeting the cost of the various benefits. Contribution rates are as shown below:

- Members covered by Social Security – 4.0 percent of Salary.
- Members not covered by Social Security – 8.0 percent of Salary.
- Members covered by Social Security who are serving in a position in which service toward the Alternative Retirement Annuity may be earned – 8.5 percent of Salary.
- Members not covered by Social Security who are serving in a position in which service toward the Alternative Retirement Annuity may be earned – 12.5 percent of Salary.

Members covered by Social Security also pay the current Social Security tax rate.

Credit for regular interest each fiscal year on a member's individual contribution account is computed on the accumulated balance in the account at the beginning of each fiscal year.

Retirement Pension

Qualification of Member

Upon termination of State service, a member is eligible for a pension at age 60 with at least eight years of pension credit or at any age with 35 or more years of credit.

General formula members are eligible for a retirement annuity if the sum of the member's age plus years (and whole months) of pension credit equals or exceeds 85. General formula members between ages 55 and 60 with at least 25 years of pension credit are eligible for a retirement annuity reduced by one-half of 1 percent for each month the member is under age 60. Certain positions in the Department of Corrections were placed under the general formula effective July 1, 2005.

Members serving in a position in which service toward the Alternative Retirement Annuity may be earned are eligible to receive the alternative retirement annuity at age 50 with at least 25 years of pension credit or at age 55 with at least 20 years of pension credit in such a position. Security employees of the Department of Human Services were placed under the alternative formula effective January 1, 2001. Certain members of the Department of Transportation and the Toll Highway Authority were placed under the alternative formula effective August 1, 2001.



Summary of Plan Provisions (as of June 30, 2025)

Amount of Pension

The pension is based on the member's final average compensation and the number of years of pension credit that has been established.

Final Average Compensation is the average of the highest 48 consecutive months in the last 10 years. All employees whose benefit is calculated under the alternative formula will have their benefit based on the greater of (i) the salary rate in effect on their last day of service, provided the last day salary does not exceed 115 percent of the average monthly compensation received by the member for the last 24 months of service, or (ii) the average monthly compensation for the last 48 months prior to retirement.

The general formula for members retiring on or after January 1, 1998, (regardless of termination date) is as follows:

- 1.67 percent of final average salary per year of credited service for members covered by Social Security.
- 2.20 percent of final average salary per year of credited service for members not covered by Social Security.

The alternative formula for members retiring on or after January 1, 2001 (regardless of termination date) is as follows:

- 2.50 percent of final average salary per year of credited service for members covered by Social Security.
- 3.00 percent of final average salary per year of credited service for members not covered by Social Security.

The maximum pension payable is 75 percent of final average compensation for general formula members and 80 percent of final average compensation for alternative formula members.

Optional Forms of Payment

Reversionary Annuity—A member may elect to receive a smaller pension during his lifetime in order to provide a spouse or a designated dependent with a lifetime income. That payment would be in addition to any other benefit payable by the System.

Level Income—A member who contributes to Social Security as a State employee may elect to have his pension payments increased before Social Security Normal Retirement Age and reduced thereafter. To be eligible for this election the member must have established eligibility for a Social Security pension.

Annual Increases in Pension

Postretirement increases of 3.0 percent of the current pension (i.e., increases are compounded) are granted to members effective each January 1 occurring on or after the first anniversary of the pension.



Summary of Plan Provisions (as of June 30, 2025)

Survivors Annuity

Qualification of Survivor

If death occurs while in State employment, the member must have established at least 18 months of pension credit. If death occurs after termination of State service and the member was not receiving a retirement pension, the member must have established at least eight years of pension credit.

An eligible spouse qualifies at age 50 or at any age if there are, in the care of the spouse, any unmarried children of the member under age 18 (age 22 if full-time student); unmarried children under age 18 (age 22 if full-time student) qualify if no spouse survives; dependent parents at age 50 qualify if neither an eligible spouse nor children survive the member.

Amount of Payment

If the member's death occurs before retirement, the named beneficiary receives a lump sum refund of all of the member's pension contributions plus interest, excluding contributions for widows and survivors benefits. A single lump sum payment of \$1,000 is also made immediately to the survivor beneficiary of the member.

An eligible spouse receives a monthly annuity equal to 30 percent of the member's final average compensation subject to a maximum of \$400. If children of the member are under the care of the spouse, the annuity is increased for each child, subject to a monthly maximum of \$600 or 80 percent of final average compensation. If only eligible children survive, the monthly annuity may not exceed the lesser of \$600 or 80 percent of final average compensation. The maximum combined monthly payment to parents may not exceed \$400. If the member's death occurs after retirement or after termination of State employment but before the member receives a pension, the monthly benefit is further limited to 80 percent of the pension received or earned by the member. Monthly benefits payable to survivors of a member who was covered by Social Security as a State employee are reduced by one-half of the Social Security benefits for which the survivors are eligible. For benefits granted on or after January 1, 1992, the reduction may not exceed 50 percent of the amount of survivor's annuity otherwise payable. If death of the member occurs on or after January 1, 1984, the minimum total survivor's annuity benefit payable (before any reduction for Social Security benefits) is equal to 50 percent of the member's earned pension without regard to the member's age at death. Any member who retires on or after July 1, 2009, will have the option at the time of retirement to remove the offset provision. In exchange for the removal, SERS will reduce the member's retirement annuity by 3.825 percent.

Duration of Payment

The monthly annuity payable to a spouse continues for his/her lifetime without regard to remarriage. The monthly annuity to children terminates upon death, marriage or attainment of age 18 (age 22 if full-time student). However, the monthly annuity will continue for a child who, at age 18, is physically or mentally disabled and unable to accept gainful employment.



Summary of Plan Provisions (as of June 30, 2025)

Annual Increases in Annuity

If the member's death occurs before retirement, increases of 3.0 percent of the current annuity are granted to survivors effective each January 1 occurring on or after the first anniversary of the annuity (i.e., increases are compounded). If the member's death occurs after retirement, the initial 3.0 percent increase applies on the January 1 on or after the survivor annuity begins.

Widow's Annuity Option

The widow of a male member who was a participant in the System prior to July 19, 1961, may have the option of taking a Widow's Annuity rather than the Survivor's Annuity.

Qualification of Widow

An eligible widow receives a Widow's Annuity if she is age 50 or over or has in her care any of the member's unmarried children under age 18. If she is not age 50 and has no such children in her care, she becomes eligible at age 50.

Amount of Payment

The Widow's Annuity consists of a lump sum payment of \$500, plus a monthly annuity equal to 50 percent of the pension earned or received by the member at the date of death. If the widow has in her care eligible children of the member, the monthly annuity is increased because of each child, subject to a maximum payment equal to $66\frac{2}{3}$ percent of the earned pension. Monthly benefits payable to a widow of a member who was covered by Social Security as a State employee are reduced by one-half of the amount of benefits she is entitled to as a widow from Social Security (reduced by one-half of the amount of benefits she is entitled to based on her own Primary Insurance Amount). For benefits granted on or after January 1, 1992, the reduction may not exceed 50 percent of the amount of widow's annuity otherwise payable. Any member who retires on or after July 1, 2009, will have the option at the time of retirement to remove the offset provision. In exchange for the removal, SERS will reduce the member's retirement annuity by 3.825 percent.

Duration of Payment

The monthly payment to the widow continues for her lifetime whether or not she remarries. If the amount of benefit was increased because of eligible children, it is adjusted downward as these children's benefits are terminated (death, marriage or attainment of age 18 or 22).

Annual Increases in Annuity

If the member's death occurs before retirement, increases of 3.0 percent of the current annuity are granted to widows effective each January 1 occurring on or after the first anniversary of the annuity (i.e., increases are compounded). If the member's death occurs after retirement, the initial 3.0 percent increase applies on the January 1 on or after the widow's annuity begins.



Summary of Plan Provisions (as of June 30, 2025)

Occupational Death Benefit

Qualification of Survivors

If a member's death results from an injury on the job or a job-related cause, the spouse may be eligible for an Occupational Death benefit. If only unmarried children under age 18 (age 22 if full-time student) survive, they would be eligible for the benefit. If neither a spouse nor eligible children survive, a dependent father or mother would be eligible.

Amount and Duration of Payment

The nominated beneficiary receives a lump sum payment consisting of all contributions made by the member plus interest credited to his account.

A surviving spouse is entitled to a monthly benefit equal to 50 percent of the member's final average compensation. The benefit is payable for the remaining lifetime of the spouse without regard to remarriage. If children under age 18 (age 22 if full-time student) also survive, the annuity is increased by 15 percent of such average because of each child, subject to a maximum of 75 percent. If there is no spouse, or if the spouse dies before all children have attained age 18 (age 22 if full-time student), each child receives a monthly allowance of 15 percent of final average compensation.

The combined payment to children may not exceed 50 percent of the member's final average compensation. Payments to or on account of children terminate upon their death, marriage or attainment of age 18 (age 22 if full-time student).

If there is no spouse or eligible children, a benefit of 25 percent of final average compensation is payable to each surviving dependent parent for life.

Annual Increases in Annuity

Increases of 3.0 percent of the current annuity are granted effective each January 1 occurring on or after the first anniversary of the annuity (i.e., increases are compounded).

Reductions

The monthly benefit is reduced by any payments awarded under the Workmen's Compensation or Occupational Diseases Acts.

Other Death Benefits

If the survivor beneficiaries of the member do not qualify for any of the previously described death benefits, one of the following benefits is payable to the nominated beneficiary on file with the System at the date of death.

Before Retirement

If the member's death occurred while in State service the benefit consists of: (1) a refund of all contributions plus interest credited to the member's account; and (2) a payment equal to one month's



Summary of Plan Provisions (as of June 30, 2025)

salary for each full year of pension credit not to exceed six month's salary. The minimum payment is equal to one month's salary.

If the member had terminated State service but not yet qualified for a pension, the benefit consists of a refund of all of the member's contributions to the System plus the interest credited to the member's account.

After Retirement

The benefit consists of a lump sum payment equal to the excess of contributions plus interest credited to the member's account over the total amount of pension payments made to the member. The minimum payment is \$500.00.

Non-Occupational Disability Benefits

Qualification and Amount of Payment

Available to any member who has established at least one and one-half years of creditable service and who has been granted a disability leave of absence by his employing agency. The benefit is 50 percent of the member's final average compensation plus a credit to the member's account of service and contributions. It begins on the 31st day of absence from service on account of disability.

If the member has Social Security coverage as a State employee, the benefit payable by the System is reduced by the amount of any disability payment to which he is entitled under Social Security.

Duration of Payment

The member is eligible for the monthly benefit until the occurrence of any of the following events: (1) disability ceases; (2) resumption of gainful employment; (3) payments are made for a period of time equal to one-half of the service credit established as of the date disability began; or (4) attainment of age 65 if the benefit commences prior to age 60, or payment for 5 years if benefit commences after age 60.

If termination of the benefit is due to the member receiving benefits for a period of time equal to one-half of the service credit established at the date of disability, he shall be eligible for a retirement annuity if he has attained age 55 and has 15 years of service, or if he has attained age 50 and has 20 years of service.

Annual Increases in Annuity

A one-time increase of 7.0 percent of the original annuity is granted to members on the January 1 following the fourth anniversary of the annuity. Increases of 3.0 percent of the current annuity are then granted to members each January 1 following the 7.0 percent increase (i.e., the 3.0 percent increases are compounded).



Summary of Plan Provisions (as of June 30, 2025)

Occupational Disability Benefit

Qualification and Amount of Payment

Provided for any member who becomes disabled as the direct result of injury or diseases arising out of and in the course of State employment.

The benefit is 75 percent of final average compensation plus a credit to the member's account of service and contributions. The cash benefit is reduced by any payment received under the Workmen's Compensation or Occupational Diseases Acts.

Duration of Payment

Monthly benefits are payable until the occurrence of any of the following events: (1) disability ceases; (2) resumption of gainful employment; or (3) attainment of age 65 if the benefit commences prior to age 60, or payment for five years if the benefit commences after age 60.

If termination of the benefit is due to the member having attained age 65 or having received benefits for five years after age 60, the member is entitled to a retirement pension based upon service credit established as of that date.

Annual Increases in Annuity

A one-time increase of 7.0 percent of the original annuity is granted to members on the January 1 following the fourth anniversary of the annuity. Increases of 3.0 percent of the current annuity are then granted to members each January 1 following the 7.0 percent increase (i.e., the 3.0 percent increases are compounded).

Temporary Disability Benefit

A member who is initially denied Workers' Compensation benefits and is appealing the denial may receive payment at the non-occupational rate, 50 percent of pay, providing all eligibility requirements for the non-occupational benefit are met, until the determination is made.

Separation Benefits

Upon termination of State employment by resignation, discharge, dismissal or layoff, a member may obtain a refund of the contributions made to the System. By accepting a refund, a member forfeits all accrued rights and benefits in the System for himself and his beneficiaries.

Summary of Plan Provisions (as of June 30, 2025)

Provisions Applicable to Members Hired after December 31, 2010, as a result of Public Act 96-0889 (“Tier 2”)

Final Average Compensation

Based on last eight years of service and may not exceed \$106,800, as automatically increased by the lesser of 3 percent or one-half of the annual increase in the consumer price index-u during the preceding 12-month calendar year.

Retirement Eligibility – All Members Except State policemen, fire fighters in the fire protection service of a department or security employees of the Department of Corrections or the Department of Juvenile Justice

Normal retirement – 67 years old with 10 years of service.

Early Retirement – 62 years old with 10 years of service with a 6.0 percent per year reduction in benefit for each year age is under 67.

Retirement Eligibility – State policemen, fire fighters in the fire protection service of a department or security employees of the Department of Corrections or the Department of Juvenile Justice

Normal retirement – 60 years old with 20 years of service.

Annual Increases in Annuity

Annual increases begin at the later of the first anniversary of retirement or age 67. The annual increases are equal to the lesser of 3.0 percent or one-half of the annual increase in the consumer price index-u during the preceding 12-month calendar year and are not compounded.

Survivor Benefits

Benefit equal to 66.67 percent of the earned retirement benefit at death. Survivor benefits are increased by the lesser of 3.0 percent or one-half of the annual increase in the consumer price index-u during the preceding 12-month calendar year and are not compounded.

Miscellaneous

State policeman, a fire fighter in the fire protection service of a department or a security employee of the Department of Corrections or the Department of Juvenile are still eligible for Alternate formula benefits as defined in Section 14-110 of the Illinois Pension Code.



Summary of Plan Provisions (as of June 30, 2025)

Salary and COLA Development for Members Hired on or After January 1, 2011

Year Ending	CPI-U	1/2 CPI-U	COLA	Maximum Annual Pensionable Earnings
2011			3.00%	\$106,800.00
2012	3.90%	1.95%	1.95%	\$108,882.60
2013	2.00%	1.00%	1.00%	\$109,971.43
2014	1.20%	0.60%	0.60%	\$110,631.26
2015	1.70%	0.85%	0.85%	\$111,571.63
2016	0.00%	0.00%	0.00%	\$111,571.63
2017	1.50%	0.75%	0.75%	\$112,408.42
2018	2.20%	1.10%	1.10%	\$113,644.91
2019	2.30%	1.15%	1.15%	\$114,951.83
2020	1.70%	0.85%	0.85%	\$115,928.92
2021	1.40%	0.70%	0.70%	\$116,740.42
2022	5.40%	2.70%	2.70%	\$119,892.41
2023	8.20%	4.10%	3.00%	\$123,489.18
2024	3.70%	1.85%	1.85%	\$125,773.73
2025	2.40%	1.20%	1.20%	\$127,283.01

Provisions Applicable to Certain Current and Future Members not covered by Social Security, as a result of Public Act 100-0023 (“Tier 3”)

Defined Benefit Provisions

DRAFT

Final Average Compensation

Based on last 10 years of service and may not exceed the federal Social Security Wage Base, currently \$176,100 for calendar year 2025.

Retirement Eligibility

The greater of Normal Retirement Age under Social Security or age 67 years old with 10 years of service.

Benefit Formula

The member’s benefit is equal to 1.25 percent for each year of service.

Annual Increases in Annuity

Annual increases begin on the first anniversary of retirement. The annual increases are equal to the one-half of the annual increase in the consumer price index-w during the preceding 12-month calendar year and are not compounded.

Survivor Benefits

Benefit equal to 66.67 percent of the earned retirement benefit at death. Survivor benefits are increased by one-half of the annual increase in the consumer price index-w during the preceding 12-month calendar year and are not compounded.

Summary of Plan Provisions (as of June 30, 2025)

Member Contributions

Members contribute the lesser of 6.2 percent of pensionable compensation and the total normal cost rate for the Tier 3 plan.

Defined Contribution Provisions

Plan consists of employee and employer contributions and investment income earned on such contributions.

Administrative fees will be deducted as a uniform percentage of each participating member's employee contributions.

Employer Contributions

Employer contributions are at a rate between 2.0 percent and 6.0 percent of salary.

Employer contributions vest immediately.

Member Contributions

Member contribution rate equals 4.0 percent of salary.

Provisions Applicable to the Accelerated Pension Benefit Payment Program, as a result of Public Act 100-0587, Public Act 101-0010, and Public Act 102-0718

Vested Inactive Accelerated Pension Benefit Payment Option – Tiers 1 and 2

Eligibility requirements for an accelerated pension benefit payment:

- Member must have terminated service;
- Member must have enough service credit to qualify for a retirement annuity; and
- Member cannot have received a retirement annuity.

Members who elect this option will forfeit all rights to future benefit payments, but retain access to state retiree healthcare. The payment will equal 60 percent of the present value of the retirement benefits which the member is entitled to at the date they elect this payment, including automatic annual increases (AAI), survivor benefits and disability benefits. The System will calculate the present value of the benefit using actuarial factors.

Members forfeit all service credit for all purposes under the Illinois Pension Code, including benefits provided under the Illinois Reciprocal Act. However, the years of service credit may be considered when determining eligibility for retiree healthcare benefits and the member's share of retiree healthcare premiums.

Summary of Plan Provisions (as of June 30, 2025)

This election is irrevocable and any member who elects this option and later returns to service will be eligible for a benefit based solely on future service and will not have the option to repay the amount received under this program to reestablish the previous service credit.

Accelerated Pension Benefit Payment at Retirement Option – Tier 1 Only

Eligibility requirements for this payment option:

- Member must have terminated service;
- Member must be eligible for a retirement annuity; and
- Member cannot have received a retirement annuity.

At retirement, Tier 1 members could elect to forfeit the Tier 1, 3 percent compounded AAI and instead receive 1.5 percent non-compounded AAIs, beginning the January 1st following the 1st anniversary of retirement or the 67th birthdate, whichever is later. Survivors of members that elect this option will also receive 1.5 percent non-compounded AAIs beginning on the January 1st following the anniversary of the start of the survivor annuity.

Members who elect to forego the Tier 1 AAIs will receive a lump sum payment equal to 70 percent of the difference in the present value of the Tier 1 AAI and the 1.5 percent non-compounded AAI, as calculated by the System. In the calculation, the System will use current actuarial assumptions and all relevant member information. Buyout payments are subject to applicable withholding and taxation provisions and must be transferred to a qualified retirement plan authorized by the IRS.

Accelerated Pension Benefit Program expires June 30, 2026, or if earlier, the date funds are no longer available. The State finances the program by issuing bonds up to certain limits. Lump sum payments will be made directly from the bond proceeds.

SECTION G

GLOSSARY OF TERMS

DRAFT

Glossary of Terms

<i>Actuarial Accrued Liability (“AAL”)</i>	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
<i>Actuarial Assumptions</i>	Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement and retirement; future increases in salary; future rates of investment earnings; 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 items.
<i>Actuarial Cost Method</i>	A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of future Normal Costs and the Actuarial Accrued Liability.
<i>Actuarial Equivalent</i>	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
<i>Actuarial Present Value (“APV”)</i>	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
<i>Actuarial Present Value of Future Benefits (“APVFB”)</i>	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits and inactive, nonretired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the actuarial valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
<i>Actuarial Valuation</i>	The determination, as of an actuarial 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 of items needed for compliance with GASB No. 67, such as the Funded Ratio and the Actuarially Determined Contribution (“ADC”).
<i>Actuarial Value of Assets</i>	The value of the assets as of a given date, used by the actuary for actuarial valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio, or contribution requirement.

Glossary of Terms

<i>Actuarially Determined Contribution (“ADC”)</i>	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 Amortization Payment.
<i>Amortization Method</i>	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 rate at which total covered payroll of all active members is assumed to increase.
<i>Amortization Payment</i>	That portion of the plan contribution or ADC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
<i>Amortization Period</i>	The period used in calculating the Amortization Payment.
<i>Closed Amortization Period</i>	A specific number of years that is reduced by one each year, and 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.
<i>Employer Normal Cost</i>	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
<i>Equivalent Single Amortization Period</i>	For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
<i>Experience Gain/Loss</i>	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience; e.g., the 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, losses are the result of unfavorable experience; i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.

Glossary of Terms

<i>Funded Ratio</i>	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
<i>GASB</i>	Governmental Accounting Standards Board.
<i>GASB Statement No. 67 and GASB Statement No. 68</i>	These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. GASB Statement No. 68, which replaced GASB Statement No. 27 effective with the fiscal year ending June 30, 2015, sets the accounting rules for the employers that sponsor or contribute to public retirement systems. GASB Statement No. 67, which replaced GASB Statement No. 25 effective with fiscal year ending June 30, 2014, sets the rules for the systems themselves.
<i>Normal Cost</i>	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.
<i>Open Amortization Period</i>	An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.
<i>Unfunded Actuarial Accrued Liability</i>	The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.
<i>Valuation Date</i>	The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.

SECTION H

ADDITIONAL PROJECTION DETAILS

DRAFT

Table 11
Additional Projection Details — Actuarial Accrued Liability
(\$ in Millions)

Valuation Date	Current Inactives		Actives (Including Disabilities)			Grand Totals			
	Retirees & Beneficiaries ^a	Deferreds	Tier 1	Current Tier 2	Future Tier 2	Current Retirees, Beneficiaries & Deferreds	Actives	Total	
June 30, 2025	\$ 42,167.20	\$ 840.72	\$ 13,541.45	\$ 1,802.91	\$ -	\$ 43,007.93	\$ 15,344.36	\$ 58,352.28	
2026	41,520.27	874.13	15,063.73	2,168.95	-	42,394.39	17,232.68	59,627.08	
2027	40,800.57	898.36	16,541.98	2,564.11	18.70	41,698.93	19,124.79	60,823.72	
2028	40,009.02	919.99	17,969.28	2,991.20	55.97	40,929.01	21,016.45	61,945.46	
2029	39,147.18	938.60	19,341.94	3,452.50	114.06	40,085.78	22,908.51	62,994.29	
2030	38,217.00	953.85	20,655.37	3,949.06	194.76	39,170.86	24,799.19	63,970.05	
2031	37,220.97	965.78	21,902.56	4,482.30	300.19	38,186.75	26,685.06	64,871.81	
2032	36,162.07	974.33	23,074.16	5,053.38	433.17	37,136.40	28,560.71	65,697.10	
2033	35,043.83	979.42	24,165.00	5,662.59	596.33	36,023.26	30,423.93	66,447.19	
2034	33,870.32	981.23	25,171.32	6,308.65	796.20	34,851.55	32,276.17	67,127.72	
2035	32,646.13	979.71	26,084.52	6,988.15	1,036.81	33,625.83	34,109.48	67,735.31	
2036	31,376.41	988.70	26,895.34	7,698.22	1,321.95	32,365.11	35,915.50	68,280.62	
2037	30,066.83	994.96	27,601.66	8,438.31	1,654.54	31,061.79	37,694.52	68,756.31	
2038	28,723.47	998.41	28,202.24	9,206.51	2,037.34	29,721.89	39,446.09	69,167.98	
2039	27,352.76	999.02	28,695.52	10,000.39	2,473.60	28,351.78	41,169.50	69,521.27	
2040	25,961.51	996.87	29,082.02	10,818.62	2,966.57	26,958.38	42,867.20	69,825.58	
2041	24,556.89	992.08	29,363.05	11,659.98	3,519.57	25,548.96	44,542.61	70,091.57	
2042	23,146.16	984.60	29,542.03	12,520.65	4,135.98	24,130.76	46,198.65	70,329.42	
2043	21,736.66	974.52	29,622.18	13,395.38	4,819.35	22,711.18	47,836.90	70,548.08	
2044	20,335.67	961.93	29,606.00	14,277.64	5,573.27	21,297.59	49,456.91	70,754.51	
2045	18,950.35	946.86	29,496.24	15,159.95	6,401.48	19,897.21	51,057.68	70,954.89	

^a Active member details include disabilities.

Table 12
Additional Projection Details — Present Value of Future Benefits
(\$ in Millions)

Valuation Date	Current Inactives		Actives (Including Disabilities)			Grand Totals		
	Retirees & Beneficiaries ^a	Deferreds	Tier 1	Current Tier 2	Future Tier 2	Current Retirees, Beneficiaries & Deferreds	Actives	Total
June 30, 2025	\$ 42,167.20	\$ 840.72	\$ 18,020.85	\$ 6,040.73	\$ -	\$ 43,007.93	\$ 24,061.58	\$ 67,069.50
2026	41,520.27	874.13	19,165.90	6,407.69	310.32	42,394.39	25,883.92	68,278.31
2027	40,800.57	898.36	20,277.40	6,797.22	656.78	41,698.93	27,731.40	69,430.33
2028	40,009.02	919.99	21,350.75	7,210.39	1,036.84	40,929.01	29,597.98	70,526.99
2029	39,147.18	938.60	22,382.45	7,648.52	1,449.66	40,085.78	31,480.62	71,566.41
2030	38,217.00	953.85	23,368.55	8,111.81	1,892.52	39,170.86	33,372.88	72,543.74
2031	37,220.97	965.78	24,303.71	8,601.05	2,370.15	38,186.75	35,274.91	73,461.66
2032	36,162.07	974.33	25,181.49	9,117.13	2,881.17	37,136.40	37,179.79	74,316.19
2033	35,043.83	979.42	25,997.70	9,660.46	3,428.23	36,023.26	39,086.39	75,109.65
2034	33,870.32	981.23	26,748.80	10,230.34	4,019.40	34,851.55	40,998.55	75,850.09
2035	32,646.13	979.71	27,428.43	10,823.97	4,659.45	33,625.83	42,911.86	76,537.69
2036	31,376.41	988.70	28,029.96	11,438.34	5,345.62	32,365.11	44,813.91	77,179.03
2037	30,066.83	994.96	28,550.77	12,072.53	6,076.10	31,061.79	46,699.40	77,761.19
2038	28,723.47	998.41	28,988.62	12,724.81	6,858.48	29,721.89	48,571.91	78,293.80
2039	27,352.76	999.02	29,341.37	13,393.19	7,693.47	28,351.78	50,428.03	78,779.81
2040	25,961.51	996.87	29,608.05	14,076.33	8,581.56	26,958.38	52,265.93	79,224.31
2041	24,556.89	992.08	29,788.19	14,772.83	9,524.67	25,548.96	54,085.69	79,634.65
2042	23,146.16	984.60	29,882.83	15,479.54	10,526.76	24,130.76	55,889.13	80,019.89
2043	21,736.66	974.52	29,893.01	16,192.37	11,591.23	22,711.18	57,676.62	80,387.79
2044	20,335.67	961.93	29,819.51	16,906.33	12,722.95	21,297.59	59,448.79	80,746.39
2045	18,950.35	946.86	29,663.34	17,615.70	13,921.42	19,897.21	61,200.46	81,097.67

^a Active member details include disabilities.

Table 13

Additional Projection Details — Benefit Payments Including Administrative Expenses and Disability Payments (\$ in Millions)

Valuation Date	Current Inactives		Actives (Including Disabilities)			Grand Totals		
	Retirees & Beneficiaries	Deferreds	Tier 1	Current Tier 2	Future Tier 2	Current Retirees, Beneficiaries & Deferreds	Actives	Total
June 30,								
2025	\$ 3,380.98	\$ 22.59	\$ 94.41	\$ 70.21	\$ 0.00	\$ 3,403.57	\$ 164.61	\$ 3,568.19
2026	3,409.14	33.65	200.02	71.86	6.87	3,442.79	278.75	3,721.54
2027	3,431.65	37.76	308.05	74.30	13.82	3,469.42	396.18	3,865.59
2028	3,447.98	42.09	417.03	77.08	20.31	3,490.07	514.41	4,004.48
2029	3,457.81	46.56	527.12	81.28	27.35	3,504.37	635.75	4,140.12
2030	3,460.79	50.77	639.43	86.35	34.69	3,511.56	760.47	4,272.03
2031	3,456.56	54.83	754.60	92.23	42.28	3,511.38	889.11	4,400.50
2032	3,444.81	58.72	870.12	99.39	50.33	3,503.53	1,019.84	4,523.37
2033	3,425.26	62.24	985.08	108.93	55.46	3,487.50	1,149.47	4,636.97
2034	3,397.64	65.58	1,102.00	122.80	60.68	3,463.22	1,285.48	4,748.70
2035	3,361.73	55.30	1,220.67	141.05	66.38	3,417.02	1,428.10	4,845.12
2036	3,317.35	58.54	1,336.80	161.50	72.80	3,375.89	1,571.11	4,947.00
2037	3,264.49	61.66	1,449.95	184.90	80.11	3,326.15	1,714.96	5,041.11
2038	3,203.21	64.64	1,559.81	211.34	88.42	3,267.85	1,859.56	5,127.41
2039	3,133.53	67.35	1,665.14	240.07	97.84	3,200.88	2,003.04	5,203.92
2040	3,055.59	69.76	1,765.37	271.09	108.47	3,125.35	2,144.92	5,270.27
2041	2,969.72	72.05	1,859.05	305.99	120.40	3,041.77	2,285.44	5,327.22
2042	2,876.38	74.08	1,946.25	345.44	133.79	2,950.46	2,425.48	5,375.94
2043	2,776.05	75.85	2,027.27	390.08	148.84	2,851.91	2,566.18	5,418.09
2044	2,669.35	77.43	2,101.91	440.23	165.83	2,746.78	2,707.97	5,454.75
2045	2,556.94	78.83	2,169.91	495.36	186.24	2,635.77	2,851.51	5,487.28

Table 14

Additional Projection Details — Active Population, Covered Payroll, Employee Contributions and Normal Costs (\$ in Millions)

Valuation Date June 30,	Tier 1 Active Members				Current Tier 2 Active Members				Future Tier 2 Active Members			
	Population	Covered Payroll	Employee Contributions	Normal Cost	Population	Covered Payroll	Employee Contributions	Normal Cost	Population	Covered Payroll	Employee Contributions	Normal Cost
2025	25,712	\$ 2,847.28	\$ 159.35	\$ 683.10	42,011	\$ 3,453.70	\$ 184.28	\$ 306.70	-	\$ 0.00	\$ 0.00	\$ 0.00
2026	23,076	2,659.90	148.41	646.64	39,042	3,397.95	182.50	312.62	5,605	374.03	17.20	24.97
2027	20,795	2,490.80	138.22	608.79	36,988	3,385.56	182.60	320.15	9,940	692.30	32.10	48.67
2028	18,706	2,327.32	128.56	571.63	35,214	3,378.40	182.96	328.14	13,802	1,002.08	46.51	72.88
2029	16,759	2,164.98	119.05	534.72	33,619	3,370.99	183.32	336.33	17,345	1,312.83	60.99	98.00
2030	14,942	2,005.12	109.98	497.10	32,162	3,361.81	183.59	344.46	20,619	1,625.92	75.46	124.02
2031	13,219	1,841.72	100.66	457.64	30,810	3,348.93	183.62	352.12	23,694	1,945.78	90.24	151.37
2032	11,629	1,681.57	91.42	418.45	29,531	3,329.63	183.26	358.88	26,563	2,270.80	105.22	179.96
2033	10,175	1,526.90	82.60	380.34	28,266	3,300.06	182.36	364.28	29,283	2,603.84	120.46	209.95
2034	8,859	1,378.72	74.08	341.39	26,998	3,257.55	180.71	368.31	31,867	2,945.64	136.12	241.54
2035	7,627	1,229.01	65.24	301.30	25,752	3,205.43	178.49	371.76	34,344	3,298.35	152.35	274.62
2036	6,513	1,085.35	56.68	263.33	24,593	3,150.13	175.96	374.88	36,617	3,651.80	168.65	308.35
2037	5,529	953.06	49.04	227.98	23,492	3,090.24	173.06	377.12	38,702	4,005.42	184.85	342.52
2038	4,644	827.22	41.82	194.75	22,421	3,023.95	169.66	378.24	40,658	4,363.41	201.21	377.55
2039	3,871	712.11	35.34	164.51	21,370	2,951.09	165.79	378.67	42,481	4,724.33	217.63	413.36
2040	3,194	606.43	29.55	137.41	20,361	2,875.15	161.76	378.63	44,168	5,086.85	234.05	449.89
2041	2,616	512.19	24.52	113.95	19,372	2,794.10	157.42	377.24	45,735	5,449.96	250.39	487.07
2042	2,127	429.87	20.28	93.82	18,382	2,705.31	152.54	374.08	47,214	5,814.82	266.70	524.98
2043	1,713	357.26	16.60	76.36	17,394	2,610.00	147.22	368.86	48,616	6,181.02	283.02	563.68
2044	1,364	294.05	13.43	61.48	16,387	2,505.39	141.24	361.42	49,973	6,550.37	299.45	603.33
2045	1,076	239.94	10.78	49.12	15,386	2,395.18	134.90	352.51	51,261	6,918.92	315.80	642.78

Total payroll is capped for members hired after December 31, 2010, as defined in Public Act 96-0889.
Active member population includes disabilities.



SECTION I

HISTORICAL VALUATION INFORMATION AND RESULTS

DRAFT

Key Historical Valuation Results

Historical Actuarial Valuation Information and Results (\$ In Millions)																				
Valuation Year	(1) Member Counts			(4) Covered			(5) Benefits and Expenses		(6) Net Investment Income		(7) Actual State Contributions		(8) Employee Contributions		(9) Actuarially Determined Contribution		(10) ADC Contribution		(11) Total Normal Cost ^a	
	Active	Inactive	Retiree	Payroll																
2017	60,612	24,759	72,004	\$ 4,195.8	\$ 2,371.2	\$ 1,812.9	\$ 1,798.3	\$ 251.6	\$ 2,129.5	\$ 331.1	\$ 896.8									
2018	61,397	24,742	73,380	\$ 4,243.7	\$ 2,507.6	\$ 1,257.0	\$ 1,929.2	\$ 254.4	\$ 2,739.4	\$ 810.2	\$ 875.9									
2019	62,026	25,525	74,770	4,626.4	2,647.5	1,118.4	2,274.9	275.7	2,979.8	704.8	869.1									
2020	62,621	27,252	75,527	4,523.9	2,764.6	823.5	2,368.9	271.7	2,913.6	544.7	877.6									
2021	62,253	28,322	76,113	4,705.2	2,887.2	4,756.1	2,478.2	280.6	3,075.9	597.7	900.5									
2022	61,056	30,644	77,070	4,820.3	3,036.5	(1,528.5)	2,665.7	288.8	3,130.1	464.4	856.0									
2023	61,651	32,969	78,189	5,051.0	3,171.8	1,398.6	2,666.7	297.4	3,171.0	504.3	869.6									
2024	65,508	35,411	78,950	5,641.9	3,299.7	2,180.6	2,840.0	323.2	3,435.6	595.5	914.4									
2025	67,723	37,954	79,331	6,184.7	3,426.0	2,379.8	3,019.9	344.0	3,723.6	703.7	989.8									

^a Includes load for Administrative Expense Contribution.

(1) and (3). The number of retirees has increased from 72,004 in 2017 to 79,331 in 2025 and the number of actives has increased from 60,612 in 2017 to 67,723 in 2025. The trend shown in the table suggests that the System is maturing.

(5), (7), and (8). Benefits and expenses have exceeded contributions during the last five years, which implies that a portion of net investment income was used to pay benefits. For underfunded plans, it is preferable for contributions to exceed benefits and expenses; otherwise, assets may not grow at an adequate rate.

(9). The actuarially determined contribution (ADC) has increased from \$2.1 billion in 2017 to \$3.8 billion in 2025, an increase of 77 percent over the period. Typically, the ADC is expected to increase each year by the wage inflation assumption, which has ranged from 2.75 percent to 3.00 percent per year. The slow growth in assets, due mainly to the current statutory funding policy, is one of the primary reasons why the ADC has grown at a significantly higher rate than wage inflation.

(10). ADC less Actual State Contributions. Represents additional employer contribution needed to finance normal cost and existing unfunded actuarial liability over a 25-year closed period as of July 1, 2015, expressed as a level percentage of capped payroll.

(11). The total normal cost has increased from \$897 million in 2017 to \$990 million in 2025. The increase in 2025 is due to increased active membership and a corresponding increase in payroll. The upward trend during 2020 and 2021 is due to the impact of retroactive pay increases. Otherwise, the decreases are mainly due to the growing proportion of active members with Tier 2 benefits.



Key Historical Valuation Results

Historical Actuarial Valuation Information and Results (\$ In Millions)												
Valuation Year	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)			Total	Funded Ratio (AVA/AAL)	Demographic (Gain)/Loss	Investment (Gain)/Loss	Impact of Plan Changes	Impact of Assumption Changes	Contribution (Excess)/Shortfall	
2017	\$ 16,558.9	\$ 14,094.8	\$ 678.9	\$ 31,927.6	\$ 46,701.3	35.46%	\$ (509.4)	\$ (164.3)	\$ -	\$ -	\$ 933.4	
2018	\$ 17,478.1	\$ 13,612.0	\$ 743.7	\$ 33,570.0	\$ 47,925.7	36.47%	\$ (191.9)	\$ (95.2)	\$ -	\$ (214.0)	\$ 806.1	
2019	18,429.2	13,543.1	715.9	34,472.4	48,731.4	37.82%	(49.2)	164.4	(404.7)	(293.9)	438.0	
2020	19,389.5	13,631.0	740.3	35,774.6	50,145.8	38.67%	56.6	158.9	-	-	238.6	
2021	21,323.6	13,953.0	864.6	37,010.8	51,828.5	41.14%	385.8	(771.4)	2.5	(26.6)	158.3	
2022	22,892.7	13,096.8	818.0	38,134.9	52,049.7	43.98%	(205.5)	(45.6)	(176.0)	(876.8)	(44.0)	
2023	24,072.1	13,243.8	955.6	39,709.2	53,908.5	44.65%	711.4	151.3	-	-	(183.3)	
2024	25,528.8	13,888.2	856.9	40,951.8	55,696.9	45.84%	643.6	27.2	-	(20.6)	(318.4)	
2025	27,381.0	14,967.1	840.7	42,544.5	58,352.3	46.92%	499.5	(193.1)	-	963.2	(466.4)	

(13) and (15). The actuarial liability for active members has decreased whereas the actuarial liability for retired members has increased. This is mostly due to the relative level of Tier 1 and Tier 2 benefits. The actuarial liability for retired members is comprised primarily of Tier 1 benefits, whereas the actuarial liability for active members is comprised of both Tier 1 and Tier 2 benefits. The level of Tier 2 benefits for active members increases as newly retired Tier 1 members are effectively replaced with newly hired Tier 2 members.

(17). The funded ratio has grown marginally from 35.46 percent at 2017 to 46.92 percent at 2025. One of the key reasons for the slow growth in the funded ratio is due to the statutory funding policy.

(20). The 2019 change in actuarial liability due to plan changes reflects the Accelerated Pension Benefit Program. The 2022 change in actuarial liability due to plan changes reflects the Accelerated Pension Benefit Program being extended by two years and being set to expire June 30, 2026.

(21). An Experience Study was performed in 2022 and 2025 and assumptions were modified to be more consistent with observed experience. The change in liabilities was due to the impact of updated demographic assumptions.

(22). Contribution shortfall reflects the additional contributions needed to *maintain* the current level of unfunded actuarial liability. Note that this measure does not address the additional contributions needed to *reduce* the unfunded actuarial liability.



SECTION J

STRESS TESTING SCENARIOS

DRAFT