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Retirement Systems of Alabama

GASB STATEMENT NO. 67 REPORT

FOR THE

ALABAMA JUDICIAL RETIREMENT FUND

PREPARED AS OF SEPTEMBER 30, 2017

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December 21, 2017

Board of Control
Alabama Judicial Retirement Fund
Montgomery, Alabama

Ladies and Gentlemen:

Presented in this report is information to assist the Alabama Judicial Retirement Fund in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 67. The information is presented for the period ending September 30, 2017.

The annual actuarial valuation used as a basis for determining the Total Pension Liability was performed as of September 30, 2016. The valuation was based on data, provided by the Retirement System staff for active, inactive and retired members along with pertinent financial information.

The actuarial calculations were performed by qualified actuaries according to generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the Fund, and on actuarial assumptions that are, individually and in the aggregate, internally consistent and reasonably based on the actual experience of the Fund. In addition, the calculations were completed in compliance with the laws governing the Fund and, in our opinion, meet the requirements of GASB 67. The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

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

Sincerely yours,

Edward A. Macdonald, ASA, FCA, MAAA
President

Cathy Turcot
Principal and Managing Director

Larry Langer, ASA, EA, FCA, MAAA
Principal and Consulting Actuary

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REPORT OF THE ANNUAL GASB STATEMENT NO. 67
REQUIRED INFORMATION FOR THE
ALABAMA JUDICIAL RETIREMENT FUND
PREPARED AS OF SEPTEMBER 30, 2017

SECTION I – INTRODUCTION

The Governmental Accounting Standards Board issued Statement No. 67 (GASB 67), "*Financial Reporting For Pension Plans*", in June 2012. GASB 67's effective date is for plan years beginning after June 15, 2013. This report, prepared as of September 30, 2017 (the Measurement Date), presents information to assist the Alabama Judicial Retirement Fund (Fund) in meeting the requirements of GASB 67. The material provided in this report is based on the data we received to prepare the annual actuarial valuation of the Alabama Judicial Retirement Fund as of September 30, 2016. The results of the valuation were detailed in a report dated June 30, 2016.

GASB 67 requires us to determine the Total Pension Liability (TPL) utilizing the Entry Age Normal actuarial funding method. If the valuation date at which the TPL is determined is before the measurement date, as is the case here, the TPL must be rolled forward to the measurement date. The Net Pension Liability (NPL) is then set equal to the rolled forward TPL minus the Plan's Plan Fiduciary Net Position (FNP) as of the Measurement Date. The benefit provisions recognized in the calculation of the TPL are summarized in Schedule B. The development of the roll-forward of the TPL is shown in the table on page 6.

Among the assumptions needed for the liability calculation is a Single Equivalent Interest Rate (SEIR). To determine the SEIR, the FNP must be projected into the future for as long as there are anticipated benefits payable under the plan's provision applicable to the membership and beneficiaries of the Fund on the Measurement Date. Future contributions were projected to be made in accordance with the Funding Policy adopted by the Board. The funding policy is shown in Schedule D of this report. If the FNP is not projected to be depleted at any point in the future, as the results currently indicate, the long term expected rate of return on plan investments expected to be used to finance the benefit payments may be used as the SEIR.

If, however, at a future measurement date the FNP is projected to be depleted, the SEIR is determined as the single rate that will generate a present value of benefit payments equal to the sum of the present value determined by discounting all projected benefit payments through the date of depletion by the long term expected rate of return, and the present value determined by discounting those benefits after the date of depletion by a 20-year tax-exempt municipal bond (rating AA/Aa or higher) rate. The rate used, if necessary, for this purpose is the monthly average of the Bond Buyers General Obligation 20-year Municipal Bond Index Rate (formerly published monthly by the Board of Governors of the Federal Reserve System.) We have determined that a discount rate of 7.75 percent meets the requirements of GASB 67.

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

SECTION II – FINANCIAL STATEMENT NOTES

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

Paragraphs 30(a) (1)-(3): The information required is to be supplied by the System.

Paragraph 30(a) (4): The data required regarding the membership of the Alabama Judicial Retirement Fund were furnished by the System office. The following table summarizes the membership of the Fund as of September 30, 2016, the actuarial valuation date.

Membership

	Number
Retirees and beneficiaries currently receiving benefits	384
Terminated employees entitled to benefits but not yet receiving benefits	22
Non-vested inactive members	26
Active members	336
Total	768

Paragraphs 30(a)(5)-(6) and Paragraphs 30(b)-(f): The information required is to be supplied by the System.

Paragraphs 31(a) (1)-(4): The information is provided in the following table. As stated above, the NPL is equal to the TPL minus the FNP. That result as of September 30, 2017 is presented in the following table.

	Fiscal Year Ending September 30, 2017
Total Pension Liability	$456,927,472
Plan Fiduciary Net Position	302,578,132
Net Pension Liability	$154,349,340
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	66.22%

Paragraph 31(b) (1)(a)-(f): This paragraph requires information regarding the actuarial assumptions used to measure the TPL. The actuarial assumptions utilized in developing the TPL are outlined in Schedule C. The total pension liability was determined by an actuarial valuation as of September 30, 2016, using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.75 percent
Projected Salary increases	3.25%-3.50 percent, including inflation
Investment rate of return	7.75 percent, net of pension plan investment expense, including inflation

Mortality rates were based on the RP-2000 White Collar Mortality Table projected to 2020 using scale BB and adjusted 115% for males and 112% for females older than 78. The rates of disabled mortality were based on the RP-2000 Disabled Mortality Table projected to 2020 using scale BB and adjusted 105% for males and 120% for females.

The actuarial assumptions used in the September 30, 2016 valuation, for purposes of determining the TPL were based on the results of an actuarial experience study for the period October 1, 2010 – September 30, 2015.

The long-term expected rate of return on pension plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Rate of Return*
Fixed Income	22.0%	4.4%
US Large Stocks	41.0%	8.0%
US Mid Stocks	11.0%	10.0%
US Small Stocks	3.0%	11.0%
Int'l Developed Mkt Stocks	12.0%	9.5%
Int'l Emerging Mkt Stocks	3.0%	11.0%
Alternatives	1.0%	10.1%
Real Estate	2.0%	7.5%
Cash Equivalents	5.0%	1.5%
Total	100.0%	

*Includes assumed rate of inflation of 2.50%

Discount rate. The discount rate used to measure the total pension liability was 7.75 percent. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that Employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, components of the pension plan's fiduciary net position were projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Paragraph 31(b) (1) (g): This paragraph requires disclosure of the sensitivity of the net pension liability to changes in the discount rate. The following presents the net pension liability of the Fund, calculated using the discount rate of 7.75 percent, as well as what the Fund's net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.75 percent) or 1-percentage-point higher (8.75 percent) than the current rate:

	1% Decrease (6.75%)	Current Discount Rate (7.75%)	1% Increase (8.75%)
Fund's net pension liability	$196,531,954	$154,349,340	$117,851,290

Paragraph 31(c): September 30, 2016 is the actuarial valuation date upon which the TPL is based. An expected TPL is determined as of September 30, 2017 using standard roll forward techniques. The roll forward calculations add the annual normal cost (also called the service cost), subtract the actual benefit payments and refunds for the plan year and then apply the expected investment rate of return for the year. In addition, we have determined an expected TPL as of September 30, 2017 based on the TPL roll-forward in the September 30, 2016 GASB 67 report. The difference between this amount and the roll-forward of the actual TPL before the experience study is reflected as an experience gain or loss for the year. These procedures are shown in the following table:

TPL Roll-Forward

		Expected	Actual
(a)	TPL as of September 30, 2016	$451,003,026	$446,920,633
(b)	Entry Age Normal Cost* for the Year September 30, 2016 –September 30, 2017	9,815,388	9,815,388
(c)	Actual Benefit Payments (including refunds) for the Year October 1, 2016 – September 30, 2017	33,159,950	33,159,950
(d)	TPL as of September 30, 2017 =[(a) x (1.0775)] + (b) – [(c) x (1.03875)]**	$461,326,250	$456,927,472
(e)	Difference between Expected and Actual Experience (Gain)/Loss		($4,398,778)

*Also called the Service Cost

SECTION III – REQUIRED SUPPLEMENTARY INFORMATION

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

Paragraphs 32(a)-(c): The required tables are provided in Schedule A.

Paragraph 32(d): The money-weighted rates of return required are to be supplied by the System.

Paragraph 34: In addition the following should be noted regarding the RSI:

Changes of benefit terms. The member contribution rate was increased from 6.00% of salary to 8.25% of salary on October 1, 2011, and to 8.50% of salary on October 1, 2012.

Changes of assumptions.
In 2016, rates of retirement, disability and mortality were adjusted to more closely reflect actual experience. In 2016, economic assumptions and the assumed rates of salary increase were adjusted to more closely reflect actual and anticipated experience. In 2016 and later, the expectation of retired life mortality was changed to the RP-2000 White Collar Mortality Table projected to 2020 using scale BB and adjusted 115% for males and 112% for females older than 78.

In 2010 and later, the expectation of retired life mortality was changed to the RP-2000 Mortality Tables rather than the 1994 Group Annuity Mortality Table, which was used prior to 2010. In 2010, rates of withdrawal, retirement, disability and mortality were adjusted to more closely reflect actual experience. In 2010, assumed rates of salary increase were adjusted to more closely reflect actual and anticipated experience.

Method and assumptions used in calculations of actuarially determined contributions. The actuarially determined contribution rates in the schedule of employer contributions are calculated as of September 30, three years prior to the end of the fiscal year in which contributions are reported. The following actuarial methods and assumptions were used to determine the most recent contribution rate reported in that schedule:

Actuarial cost method	Entry Age
Amortization method	Level percentage of payroll, closed
Remaining amortization period	25.3 years
Asset valuation method	5-year smoothed market
Inflation	3.00 percent
Salary increase	4.00 percent, including inflation
Investment rate of return	8.00 percent, net of pension plan investment expense, including inflation
Cost of Living Adjustments	3.25% per year for certain members prior to July 30, 1979, and for spousal benefits subject to increase

SCHEDULE A

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY
GASB 67 Paragraph 32(a)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Total pension liability											
Service Cost*	$ 9,480,793	$ 9,644,372	$ 9,806,737	$ 9,815,388							
Interest	31,520,691	32,385,346	32,695,978	33,667,786							
Benefit changes	0	0	0	0							
Difference between expected and actual experience	0	(7,391,432)	(2,487,337)	(4,398,778)							
Changes of assumptions	0	0	17,791,866	0							
Benefit payments	(29,837,625)	(30,355,855)	(30,902,279)	(32,806,695)							
Refunds of contributions	(46,072)	(147,025)	(105,614)	(353,255)							
Net change in total pension liability	11,117,787	4,135,406	26,799,351	5,924,446							
Total pension liability - beginning	408,950,482	420,068,269	424,203,675	451,003,026							
Total pension liability - ending (a)	$420,068,269	$ 424,203,675	$451,003,026	$456,927,472							
Components of Plan Fiduciary Net Position reserved to fund Total Pension Liability											
Contributions - employer	$ 15,249,507	$ 15,077,149	$ 17,529,125	$ 17,373,081							
Contributions - member	3,764,158	3,683,420	3,723,276	3,972,336							
Net investment income	31,342,778	(855,904)	28,321,581	32,685,097							
Benefit payments	(29,837,625)	(30,355,855)	(30,902,279)	(32,806,695)							
Refunds of contributions	(46,072)	(147,025)	(105,614)	(353,255)							
Administrative expenses	0	(356,549)	(397,913)	(334,472)							
Other	0	1,853,467	0	0							
Net change in plan fiduciary net position	20,472,746	(11,101,297)	18,168,176	20,536,092							
Plan fiduciary net position - beginning	254,502,415	274,975,161	263,873,864	282,042,040							
Plan fiduciary net position - ending (b)	$274,975,161	$ 263,873,864	$282,042,040	$302,578,132							
Net pension liability - ending (a) - (b)	$145,093,108	$ 160,329,811	$168,960,986	$154,349,340							

***Also called the Entry Age Normal Cost**

SCHEDULE OF THE NET PENSION LIABILITY
GASB 67 Paragraph 32(b)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total pension liability	$420,068,269	$424,203,675	$451,003,026	$456,927,472						
Plan fiduciary net position	274,975,161	263,873,864	282,042,040	302,578,132						
Net pension liability	$145,093,108	$160,329,811	$168,960,986	$154,349,340						
Plan Fiduciary Net Position as a % of the Total Pension Liability	65.46%	62.20%	62.54%	66.22%						
Covered employee payroll	$ 43,274,688	$ 44,086,624	$ 44,098,773	$ 44,313,578						
Net pension liability as a percentage of covered employee payroll	335.28%	363.67%	383.14%	348.31%						

SCHEDULE OF EMPLOYER CONTRIBUTIONS
GASB 67 Paragraph 32(c)

	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
Actuarially determined employer contribution	$17,373,081	17,529,125	15,077,149	15,249,507	13,903,000	10,747,000	10,906,000	10,814,000	10,326,000	9,880,000
Actual employer contributions	17,373,081	17,529,125	15,077,149	15,249,507	13,903,000	10,747,000	10,906,000	10,814,000	10,326,000	9,880,000
Annual contribution deficiency (excess)	$ -	-	-	-	-	-	-	-	-	-
Covered employee payroll*	$42,738,207	42,774,829	42,784,191	43,273,000	43,366,000	44,136,000	45,066,000	44,686,000	44,798,000	42,863,000
Actual contributions as a percentage of covered employee payroll	40.65%	40.98%	35.24%	35.24%	32.06%	24.35%	24.20%	24.20%	23.05%	23.05%

*Estimated based on employer contribution rate.

SCHEDULE B

SUMMARY OF BENEFIT PROVISIONS EVALUATED

The Judicial Retirement Fund was established September 18, 1973. The valuation took into account amendments to the Fund effective through the valuation date. The following summary describes the main benefit and contribution provisions of the Fund as interpreted for the valuation.

Membership

Any justice of the Supreme Court, judge of the Court of Civil Appeals, judge of the Court of Criminal Appeals, judge of the Circuit Court or officeholder of any newly created judicial office receiving compensation from the State treasury became a member of the fund if he was holding office on the effective date of the Act and elected to come under its provisions. Any such justice or judge elected or appointed to office after the effective date of the Act or any district or probate judge elected or appointed to office after October 10, 1975 or October 1, 1976, respectively, automatically becomes a member. Certain other district and probate judges as well as certain former county court judges, district attorneys or assistant district attorneys serving as circuit judges and certain supernumerary judges and justices could also elect to become members.

Credited Service

Credited service is service as a member plus certain periods of previous service credited in accordance with the provisions of the Act.

Benefits

Service Retirement Benefit

Condition for Benefit A retirement benefit is payable upon the request of any member who has:

- Completed 12 years of credited service and attained age 65, or
- Completed 15 years of credited service and whose age plus service equals or exceeds 77, or

- Completed at least 18 years of credited service or three full terms as a judge or justice, or

- Completed 10 years of credited service and attained age 70

However, a judge who became a member on or after July 30, 1979 or who is a district or probate judge must meet the following age and service requirement combinations in order to be eligible to retire:

- Completed 12 years of credited service and attained age 65, or

- Completed at least 15 years of credited service and attained age 60, and whose age plus service equals or exceeds 77, or

- Completed 10 years of credited service and attained age 70, or

- Completed 25 years of credited service (or completed 24 years of credited service provided the member purchases one year of service prior to retirement) regardless of age

Amount of Benefit — The service retirement benefit for a member is equal to:

(a) For a circuit or appellate judge, who was a member prior to July 30, 1979, 75% of the salary prescribed by law for the position from which the member retires.

(b) For a circuit or appellate judge who became a member on or after July 30, 1979, 75% of the member's salary at the time of separation from service.

(c) For a district judge, 75% of the position's salary immediately prior to retirement.

(d) For a probate judge, 75% of the member's salary at the time of separation from service.

Disability Retirement Benefit

Condition for Benefit — A disability retirement benefit is payable to any member who becomes permanently, physically or mentally, unable to carry out his duties on a full-time basis, provided the member has completed five or more years of credited service.

Amount of Benefit — The disability retirement benefit for a member other than a district or probate judge who was a member prior to July 30, 1979 is equal to 25% of the salary prescribed by law for the position from which the member retires on disability plus 10% of such salary for each year of credited service in excess of five years. The disability retirement benefit is subject to a minimum of 30% and a maximum of 75% of such salary.

The disability retirement benefit for a judge who became a member on or after July 30, 1979 or who is a district or probate judge is equal to 25% of his salary immediately prior to retirement plus 10% of such salary for each year of credited service in excess of five years. The disability retirement benefit is subject to a minimum of 30% and a maximum of 75% of such salary.

Spouse's Benefit

Condition for Benefit Upon the death of an active, inactive or retired member with at least 5 years of credited service, a death benefit is payable to the member's spouse.

Amount of Benefit The death benefit payable to the spouse of a judge other than a district or probate judge consists of a yearly benefit equal to 3% of the salary prescribed by law for the position of the former member for each year of service, not to exceed 30% of such salary.

The death benefit payable to the spouse of a district judge consists of a yearly benefit equal to 3% of the position's salary prescribed by law at the time of death for each year of service not to exceed 30% of such salary.

The death benefit payable to the spouse of a probate judge is a yearly benefit equal to the greater of $480 for each year of credited service to a maximum of 10 years, or 3% of the member's salary at the time of separation from service for each year of credited service not to exceed 30% of such salary.

The benefit is payable for the spouse's life or until his or her remarriage.

Benefit Payable on Separation from Service

If a member terminates service and elects not to withdraw his contributions and accrued interest from the Fund, he is eligible to receive any of the benefits for which he has sufficient credited service upon reaching an eligible retirement age.

A member terminating service before reaching eligibility for retirement benefits may elect to receive a return of contributions and accrued interest. "Regular Interest" is 4% which is the rate adopted by the Board and applied to the balance in each member's' account every year; however, if a member receives a refund of contributions, the interest rate applied to the refund is lower than the 4% regular rate (Based on Section 36-27-16.3(c)(1)).

Contributions

By Members	Prior to October 1, 2011, each member contributed 6.0% of salary. Beginning October 1, 2011, each member contributed 8.25% of salary. Beginning October 1, 2012, each member contributes 8.50% of salary. If positive investment performance results in a decrease in the total contribution rate paid by employers and employees participating in the System, the Retirement Systems of Alabama shall first reduce the employee contribution rate.
By State	The State makes contributions which, in addition to the members' contributions, are sufficient to carry out the provisions of the Act.

SCHEDULE C

STATEMENT OF ACTUARIAL ASSUMPTIONS AND METHODS

The assumptions and methods used in the valuation are based on the actuarial experience study prepared as of September 30, 2015 and adopted by the Board on September 29, 2016.

Investment Rate of Return: 7.75% per annum, compounded annually, including inflation at 2.75%.

Salary Increases: 3.5% per annum for less than 14 years of service and 3.0% for 14 or greater years of service, compounded annually, including wage inflation at 3.00%.

Separations Before Retirement: Representative values of the assumed annual rates of withdrawal, death and disability are as follows:

	Annual Rate of			
	Withdrawal	Death*		Disability**
Age		Male	Female	
30	2.5%	0.0376%	0.0149%	0.020%
35	2.5	0.0655	0.0268	0.040
40	2.5	0.0914	0.0399	0.068
45	2.5	0.1278	0.0635	0.108
50	2.5	0.1812	0.0947	0.163
55	2.5	0.2567	0.1371	0.250
60	2.5	0.3815	0.1929	0.395
64	2.5	0.5353	0.2743	0.570

* Rates of pre-retirement mortality are according to the sex distinct RP-2000 Employee Mortality Table for ages less than 70 and the RP-2000 Healthy Annuitant Mortality Table of ages over 70,with an adjustment of factor of 0.75% for males and 0.70% for females.
**Disability rates turn off at retirement eligibility.

Age	Annual Rate of Retirement*
≤ 60	10.0%
61-69	15.0%
70-74	30.0%
75 & over	100.0%

*Before age 70, an additional 15% are assumed to retire in the first year of eligibility.

Deaths After Retirement: Rates of mortality for the period after service retirement are according to the RP-2000 White Collar Mortality Table projected to 2020 using scale BB and adjusted 115% for males and 112% for females older than 78. The rates of disabled mortality were based on the RP-2000

Disabled Mortality Table projected to 2020 using scale BB and adjusted 105% for males and 120% for females. Representative values of assumed mortality are as follows:

	Service Retirement		Disability Retirement	
Age	Male	Female	Male	Female
55	0.3575%	0.2339%	3.5011%	1.7959%
60	0.5579	0.3825	3.8359	2.1434
65	0.9991	0.6795	4.1382	2.6417
70	1.6384	1.1925	4.8570	3.5474
75	2.8589	2.0200	6.3692	4.9231
80	5.0501	3.7900	8.4883	6.8610
85	8.8966	6.5271	10.9897	9.4450
90	16.4327	11.3249	15.4359	13.4706

Percent Married: 85% of active members are assumed to be married with the husband 4 years older than the wife.

Actuarial Method: Individual Entry age normal. Gains and losses are reflected in the unfunded accrued liability.

Assets: Market Value.

Liability for Current Inactive Members: Member Contribution Balance is multiplied by a factor of 3.0.

Post Retirement Increases: Allowances of retired members and spouses who receive benefits based on the salaries prescribed by law for the position are assumed to increase by 3.25% per year. The members' actual salaries at retirement are assumed to be equal to the salary prescribed by law for their position.

Benefits Payable upon Separation from Service: Active members who terminated from service prior to becoming eligible for a benefit are assumed to receive a refund of contributions with interest assumed to be 4% per year.

SCHEDULE D

FUNDING POLICY OF THE
EMPLOYEES' RETIREMENT SYSTEM BOARD OF CONTROL FOR
THE ADMINISTRATION OF THE JUDICIAL RETIREMENT SYSTEM

The purpose of the funding policy is to state the overall funding objectives for the Judicial Retirement Fund (Fund), the benchmarks that will be used to measure progress in achieving those goals, and the methods and assumptions that will be employed to develop the benchmarks.

The funding policy reflects the Board's long-term strategy for stability in funding of the plan. For that reason, it is critical that this funding policy remain unchanged until its objectives are met.

I. Funding Objectives

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

- To maintain an increasing funded ratio (ratio of fund actuarial value of assets to actuarial accrued liabilities) that reflects a trend of improved actuarial condition. The long-term objective is to attain a funded ratio which is consistent with the fiscal health and long-term stability of the Fund.
- To maintain adequate asset levels to finance the benefits promised to members and monitor the future demands for liquidity.
- To develop a pattern of contribution rates expressed as a percentage of member payroll as measured by valuations prepared in accordance with applicable State laws and the principles of practice prescribed by the Actuarial Standards Board. In no event will the employer contribution rate be negative.
- To provide intergenerational equity for taxpayers with respect to Fund costs.

II. Benchmarks

To track progress in achieving the previously outlined funding objectives, the following benchmarks will be measured annually as of the valuation date. The valuation date is the date that the annual actuarial valuation of the Fund's assets and liabilities is prepared. This date is currently September 30th each year with due recognition that a single year's results may not be indicative of long-term trends:

- **Funded ratio** – The funded ratio, defined as the actuarial value of assets divided by the actuarial accrued liability, should increase over time, before adjustments for changes in benefits, actuarial methods, and/or actuarial assumptions. An open amortization period is one for which the amortization period is recalculated on a yearly basis and the ending date of the amortization period is a variable with each recalculation. A closed amortization period is one which is calculated over a fixed period and at the end of that period, the amount is fully amortized.
- **Unfunded Actuarial Accrued Liability (UAAL)**
  - **Transitional UAAL -** The UAAL established as of the initial valuation date for which this funding policy is adopted shall be known as the Transitional UAAL.
  - **New Incremental UAAL -** Each subsequent valuation will produce a New Incremental UAAL consisting of all benefit changes, assumption and method changes and experience gains and/or losses that have occurred since the previous valuation.
- **UAAL Amortization Period and Contribution Rates**
  - The Transitional UAAL will be amortized over a closed period. The closed period shall be the amortization period for the valuation preceding the adoption of the funding policy not to exceed 30 years.
  - Each New Incremental UAAL shall be amortized over a closed 30 year period.
  - Employer Normal Contribution Rate – the contribution rate determined as of the valuation date each year based on the provisions of Alabama Code Sections 36-27-24 and 12-18-2.
  - In each valuation subsequent to the adoption of this funding policy the required employer contribution rate will be determined by the summation of the employer Normal Contribution Rate, a contribution rate for administrative expenses, the

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

III. Methods and Assumptions

The actuarial funding method used to develop the benchmarks will be the Entry Age Normal (EAN) actuarial cost method. The actuarial methods and assumptions used will be those last adopted by the Board based upon the advice and recommendation of the actuary. The actuary shall conduct an investigation into the Fund's experience at least every five years and utilize the results of the investigation to form the basis for those recommendations.

IV. Funding Policy Progress

The Board will periodically have projections of funded status performed to assess the current and expected future progress towards the overall funding goals of the Fund.