



**Cavanaugh Macdonald**  
CONSULTING, LLC

*The experience and dedication you deserve*



Retirement Systems  
of Alabama

**Alabama Clerks and Registers  
Supernumerary Fund Report  
of the Actuary on the  
Annual Valuation Prepared as of  
September 30, 2023**





# Cavanaugh Macdonald

CONSULTING, LLC

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January 30, 2024

Retirement Systems of Alabama  
Alabama Clerks and Registers Supernumerary Fund  
Montgomery, AL

Dear Sir or Madam:

In this report are submitted the results of the annual valuation of the assets and liabilities of the Alabama Clerks and Registers Supernumerary Fund (CRSF), prepared as of September 30, 2023. The purpose of this report is to provide a summary of the funded status of the Fund as of September 30, 2023, and to recommend rates of contribution. While not verifying the data at source, the actuary performed tests for consistency and reasonability.

The State of Alabama operates a program for Clerks and Registers consisting of the following: (1) pay as you go payments directly from the Administrative Office of Courts to clerks and registers upon election of supernumerary status (retirement), and (2) the Clerks and Registers Supernumerary Fund (CRSF) into which each active clerk and register must contribute six percent (6%) of salary and from which payments are made to surviving spouses of those who meet minimum service requirements.

We have prepared the valuation results using the average of the Bond Buyer General Obligation 20-year Municipal Bond Index, the Fidelity General Obligation AA 20-year Municipal Bond Index, and the S&P High Grade 20-year Municipal Bond Index as of September 30, 2023 (4.53%) to discount liabilities of the Fund. On this basis the State would need to contribute 270.38% of payroll to the CRSF for the year ending September 30, 2026.

The promised benefits of the Fund are included in the actuarially calculated contribution rates which are developed using the entry age normal cost method. In conjunction with the use of the discount rate described above, we recommend using market value of assets for valuation purposes. Gains and losses are reflected in the unfunded accrued liability that is being amortized over a 15-year period as a level dollar amount. The assumptions recommended by the actuary are in the aggregate reasonably related to the experience under the Fund and to reasonable expectations of anticipated experience under the Fund.

We have prepared the Schedule of Active Member Valuation Data, Schedule of Funding Progress, Trend Information and the Solvency Test for the financial section of the Annual Report.

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



Retirement Systems of Alabama  
January 30, 2024  
Page 2

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.

Since the program is funded primarily on a pay-as-you-go basis, the Fund is not operating in an actuarially prefunded manner. However, assuming that contributions to the Fund are made by the employer from year to year in the future at the rates recommended on the basis of the successive actuarial valuations, the sufficiency of the retirement fund to provide the benefits called for under the Fund may be safely anticipated.

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.

The Table of Contents, which immediately follows, outlines the material contained in the report.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to be 'LL'.

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

A handwritten signature in blue ink, appearing to be 'Cathy Turcot'.

Cathy Turcot  
Principal and Managing Director

A handwritten signature in blue ink, appearing to be 'Edward J. Koebel'.

Edward Koebel, EA, FCA, MAAA  
Chief Executive Officer

A handwritten signature in blue ink, appearing to be 'Jennifer Johnson'.

Jennifer Johnson  
Managing Director



## Table of Contents

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<u>Section</u>	<u>Item</u>	<u>Page No.</u>
I	Summary of Principal Results	1
II	Membership	3
III	Assets	5
IV	Comments on Valuation	6
V	Contributions Payable by Employer	7
VI	Analysis of Financial Experience	8
VII	Accounting Information	9
VIII	Risk Assessment	11

### Schedule

A	Valuation Balance Sheet and Solvency Test	13
B	Summary of Receipts and Disbursements	15
C	Outline of Actuarial Assumptions and Methods	16
D	Actuarial Cost Method	18
E	Summary of Main Plan Provisions as Interpreted for Valuation Purposes	19
F	Tables of Employee Data	21





## Section I: Summary of Principal Results

**ALABAMA CLERKS AND REGISTERS SUPERNUMERARY FUND  
REPORT OF THE ACTUARY ON THE  
ANNUAL VALUATION  
PREPARED AS OF SEPTEMBER 30, 2023**

1. For convenience of reference, the principal results of the valuation are summarized below:

VALUATION DATE	September 30, 2023	September 30, 2022
Discount Rate	4.53%	4.40%
Active clerks and registers:		
Number	45	48
Annual compensation	\$4,787,674	\$4,704,968
Supernumerary officials:		
Number	76	81
Annual allowances	\$6,240,702	\$6,237,989
Spouses receiving benefits:		
Number	20	20
Annual allowances	\$686,317	\$659,921
Actuarial Value of Assets (Market Value)	\$10,810,875	\$10,946,076
Unfunded accrued liability	\$116,086,153	\$114,253,091
Funded Ratio	8.5%	8.7%
<b>CONTRIBUTIONS FOR FISCAL YEAR ENDING</b>	<b>September 30, 2026</b>	<b>September 30, 2025</b>
Actuarially Determined Employer Contribution Rate (ADEC):		
Normal	44.14%	45.59%
Accrued Liability	<u>226.24%</u>	<u>221.27%</u>
Total	<u>270.38%</u>	<u>266.86%</u>
Employer Contribution Rate	270.38%	266.86%
Employee Contribution Rate	<u>6.00%</u>	<u>6.00%</u>
Total	<u>276.38%</u>	<u>272.86%</u>
Amortization Period	15 years	15 years





## Section I: Summary of Principal Results

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2. Comments on the valuation results as of September 30, 2023 are given in Section IV and further discussion of the contribution levels is set out in Section V.
3. Schedule C outlines the full set of actuarial assumptions and methods employed in the current valuation. We have prepared valuation results using the average of the Bond Buyer General Obligation 20-year Municipal Bond Index, the Fidelity General Obligation AA 20-year Municipal Bond Index, and the S&P High Grade 20-year Municipal Bond Index. The rates as of September 30, 2023 were 4.09%, 4.63%, and 4.87% for the Bond Buyer, Fidelity, and S&P Municipal Bond Indices, respectively. These three rates resulted in an average Municipal Bond Index Rate of 4.53% for September 30, 2023 to be used to discount liabilities of the Fund. The discount rate used in the previous valuation was 4.40%. There have been no other changes in assumptions since the previous valuation.
4. Provisions of the Fund, as summarized in Schedule E, were taken into account in the current valuation. There have been no changes since the previous valuation.





## Section II: Membership

1. The following table shows the number of active clerks and registers and their annual compensation as of September 30, 2023 on the basis of which the valuation was prepared.

**TABLE 1**  
**THE NUMBER AND ANNUAL COMPENSATION OF**  
**ACTIVE CLERKS AND REGISTERS AS OF SEPTEMBER 30, 2023**

GROUP	NUMBER	COMPENSATION
Males	15	\$1,599,056
Females	<u>30</u>	<u>3,188,618</u>
Total	45	\$4,787,674

2. The following table shows a history of active member valuation data.

**TABLE 2**  
**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

<b>Valuation Date</b>	<b><u>Number</u></b>	<b>Annual <u>Payroll</u></b>	<b>Annual <u>Average Pay</u></b>	<b>% Increase in <u>Average Pay</u></b>
9/30/2018	58	\$ 4,910,933	\$ 84,671	0.3%
9/30/2019	51	4,751,963	93,176	10.0%
9/30/2020	51	4,759,183	93,317	0.2%
9/30/2021	50	4,779,545	95,591	2.4%
9/30/2022	48	4,704,968	98,020	2.5%
9/30/2023	45	4,787,674	106,393	8.5%





## Section II: Membership

3. The following table shows the number and annual retirement allowances payable to members in supernumerary status and their beneficiaries on the roll of the Retirement Fund as of the valuation date.

**TABLE 3**

**THE NUMBER AND ANNUAL ALLOWANCES OF CLERKS AND REGISTERS  
IN SUPERNUMERARY STATUS AND SPOUSES IN RECEIPT  
AS OF SEPTEMBER 30, 2023**

<b>GROUP</b>	<b>NUMBER</b>	<b>ANNUAL RETIREMENT ALLOWANCES</b>
Supernumerary Officials	76	\$6,240,702
Spouses Receiving Benefits	<u>20</u>	<u>686,317</u>
Total	96	\$6,927,019

In addition, there are 3 non-vested former clerks eligible for a refund of contributions.

4. Table 1 of Schedule F gives the distribution by age and by years of service of the active clerks and registers included in the valuation, while Table 2 gives the number and annual retirement allowances of supernumerary officials and spouses receiving benefits included in the valuation, distributed by age.







## Section III: Assets

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1. As of September 30, 2023, the total market value of assets reported by the System and used for valuation purposes amounted to \$10,810,875. The actuarial value of assets is equal to the market value of assets.
2. Schedule B shows the receipts and disbursements of the Fund for the two years preceding the valuation date and a reconciliation of the fund balances at market value.





## Section IV: Comments On Valuation

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1. Schedule A of this report contains the valuation balance sheet which shows the present and prospective assets and liabilities of the Fund as of September 30, 2023.
2. The valuation balance sheet shows that the Fund has total prospective liabilities of \$143,113,502. Of this amount, \$90,843,584 is for the prospective benefits payable on account of present supernumerary officials, spouses receiving benefits and former clerks and registers eligible for future benefits and \$52,269,918 is for the prospective benefits payable on account of present active clerks and registers. Against these liabilities, the Fund has total present actuarial value of assets of \$10,810,875 as of September 30, 2023. The difference of \$132,302,627 between the total liabilities and the total present actuarial value of assets represents the present value of contributions to be made in the future. Of this amount, \$1,952,393 is the present value of future contributions expected to be made by active clerks and registers, and the balance of \$130,350,234 represents the present value of future contributions payable by the employer.
3. The determination of the employer's required contributions consists of normal contributions and accrued liability contributions. The valuation indicates that employer normal contributions at the rate of 44.14% of payroll are required to provide the benefits of the Fund.
4. Prospective normal contributions at the rate of 44.14% have a present value of \$14,264,081. When this amount is subtracted from \$130,350,234 which is the present value of the total future contributions to be made by the employer, there remains \$116,086,153 as the amount of future accrued liability contributions. Annual accrued liability contributions at the rate of 226.24% of payroll will liquidate the unfunded accrued liability within 15 years from the valuation date.





## Section V: Contributions Payable By Employer

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1. On the basis of the actuarial valuation prepared as of September 30, 2023, it is recommended that the employer make contributions at the following rates:

**TABLE 4**  
**RECOMMENDED CONTRIBUTION RATES**

	<b>PERCENTAGE OF ACTIVE CLERKS' AND REGISTERS' COMPENSATION</b>
Discount Rate	4.53%
<b>CONTRIBUTION RATE</b>	
Normal	44.14%
Accrued Liability	<u>226.24%</u>
Total	270.38%





## Section VI: Analysis Of Financial Experience

The following table shows the estimated gain or loss from various factors that resulted in a increase of \$1,833,062 in the unfunded accrued liability from \$114,253,091 to \$116,086,153 during the year ending September 30, 2023.

### ANALYSIS OF FINANCIAL EXPERIENCE (in thousands of dollars)

ITEM	AMOUNT OF INCREASE/ (DECREASE)
Interest (4.40%) added to previous unfunded accrued liability	\$ 5,027.1
Accrued liability contribution*	(4,346.0)
Experience:	
Valuation asset growth	205.8
Pensioners' mortality	(3,556.2)
Turnover and retirements	1,084.9
New entrants	0.0
Salary increases	1,843.7
Method changes	0.0
COLA**	3,041.8
Change in Assumptions***	(1,823.6)
Data Change	0.0
Miscellaneous changes	355.6
Total	\$ 1,833.1

\* Equal to the estimated total employer contributions during the fiscal year (benefit payments from the general fund) less the estimated portion of contributions attributed to normal cost for the year, adjusted for interest to September 30, 2023 ( $(\$6,363,067 - \$2,110,606) \times 1.022$ ).

\*\* (Gain) or Loss resulting from expected benefit increases during the year different from actual benefit increases.

\*\*\* The discount rate used to measure the liabilities of the Fund increased from 4.40% in the previous valuation to 4.53% in the current valuation.





## Section VII: Accounting Information

The Clerks and Registers Supernumerary Fund comes under the scope of Governmental Accounting Standards Board Statement 73 since benefits to Plan members are not paid from Plan assets. The following information is provided for informational purposes only.

1. The following is a distribution of the number of employees by type of membership, as follows:

### NUMBER OF ACTIVE AND RETIRED MEMBERS AS OF SEPTEMBER 30, 2023

GROUP	NUMBER
Retirees and beneficiaries currently receiving benefits	96
Terminated employees entitled to benefits but not yet receiving benefits	0
Non-vested Inactive Members	3
Active Members	<u>45</u>
Total	144

2. The schedule of funding progress is shown below.

### SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Assets (a)	Liability (AAL) Entry Age* (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
9/30/2018	\$ 11,960,817	\$ 128,865,237	\$ 116,904,420	9.3%	\$ 4,910,933	2380.5%
9/30/2019	12,617,024	147,969,560	135,352,536	8.5%	4,751,963	2848.3%
9/30/2020	13,185,441	161,457,134	148,271,693	8.2%	4,759,183	3115.5%
9/30/2021	13,443,947	156,559,388	143,115,441	8.6%	4,779,545	2994.3%
9/30/2022	10,946,076	125,199,167	114,253,091	8.7%	4,704,968	2428.4%
9/30/2023	10,810,875	126,897,028	116,086,153	8.5%	4,787,674	2424.7%

\* Each year reflects change in the discount rate (20-year high-quality tax-exempt municipal bond index rate).





## Section VII: Accounting Information

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3. The information presented in the required supplementary schedules was determined as part of the actuarial valuation at September 30, 2023. Additional information as of the latest actuarial valuation follows.

Valuation date	9/30/2023
Actuarial cost method	Entry Age
Amortization method	Level dollar open
Remaining amortization period	15 years
Asset valuation method	Market value
Actuarial assumptions:	
Investment rate of return (discount rate)*	4.53%
Projected salary increases*	2.75%
Cost-of-living adjustments	2.75%
*Includes inflation at	2.50%





## Section VIII: Risk Assessment

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### **Overview**

Actuarial Standards of Practice (ASOP) No. 51, issued by the Actuarial Standards Board, provides guidance on assessing and disclosing risks related to pension plan funding. This guidance is binding on all credentialed actuaries practicing in the United States. This standard was issued as final in September 2017 with application to measurement dates on or after November 1, 2018.

Under ASOP 51, the actuary is called upon to identify the significant risks to the pension plan and provide information to help those sponsoring and administering the plan understand the implications of these risks. In this section, we identify some of the key risks for the System and provide information to help interested parties better understand these risks.

### **Investment Risk**

The investment return on assets is the most obvious risk – and usually the largest risk – to funding a pension plan. In the case of the Clerks and Registers Supernumerary Fund, payments to supernumerary members, other than spousal death benefits, are made directly from the Administrative Office of Courts. Since the liabilities of the Fund are based on the 20-year high-quality tax-exempt municipal bond index rate, there is little investment risk associated with the program.

### **Mortality Risk**

The mortality assumption is a significant assumption for valuation results, second only to the investment assumption in most situations. The System's mortality assumption utilizes a mortality table (with separate rates for males and females, as well as different rates by status) and a projection scale for how the mortality table is expected to improve through time.

The future, however, is unknown, and actual mortality improvements may occur at a faster rate than expected, or at a slower rate than expected. Although changes in mortality will affect the benefits paid, this assumption is reviewed carefully during the regular experience studies that the System conducts so that incremental changes can be made to smoothly reflect emerging experience. The next experience investigation will be for the five-year period ending September 30, 2025.





## Section VIII: Risk Assessment

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### *Contribution Risk*

The System is funded primarily by member contributions to the trust fund, together with the earnings on those accumulated contributions in order to pay for benefits to spouses of deceased members. Employer contributions are made directly to supernumerary members as the benefits become payable. Each year in the valuation, the Actuarial Determined Employer Contribution (ADEC) rate is determined. This rate is the sum of the rates for the normal cost for the plan, and the rate necessary to amortize the UAAL. **Since the ADEC rate has never been made by the plan sponsors, and that procedure is expected to continue, there is a high risk that not enough sufficient assets will be accumulated to pay the promised benefits.**







## Schedule A: Valuation Balance Sheet and Solvency Test

**VALUATION BALANCE SHEET  
SHOWING THE PRESENT AND PROSPECTIVE ASSETS AND LIABILITIES OF  
THE ALABAMA CLERKS AND REGISTERS SUPERNUMERARY FUND  
AS OF SEPTEMBER 30, 2023**

<u>ASSETS</u>	
Actuarial Value of Present Assets	\$ 10,810,875
Present value of future clerks' and registers' contributions	1,952,393
Present value of future employer contributions	
Normal contributions	\$ 14,264,081
Unfunded accrued liability contributions	<u>116,086,153</u>
Total prospective employer contributions	<u>130,350,234</u>
Total Assets	<u>\$ 143,113,502</u>
<u>LIABILITIES</u>	
Present value of benefits payable on account of Supernumerary officials, spouses receiving benefits, and former clerks and registers eligible for future benefits	\$ 90,843,584
Present value of prospective benefits payable on account of present active clerks and registers	<u>52,269,918</u>
Total Liabilities	<u>\$ 143,113,502</u>





## Schedule A: Valuation Balance Sheet and Solvency Test

Valuation Date	Aggregate Accrued Liabilities For*			Reported Assets	Portion of Accrued Liabilities Covered by Reported Assets		
	(1) Active Member Contributions	(2) Retirants and Beneficiaries	(3) Active Members (Employer Financed Portion)		(1)	(2)	(3)
9/30/2018	\$3,091,256	\$100,174,350	\$25,599,631	\$11,960,817	100%	9%	0%
9/30/2019	2,998,531	111,051,445	33,919,584	12,617,024	100%	9%	0%
9/30/2020	3,406,747	115,426,500	42,623,887	13,185,441	100%	8%	0%
9/30/2021	3,685,055	108,508,764	44,365,569	13,443,947	100%	9%	0%
9/30/2022	3,889,198	90,136,564	31,173,405	10,946,076	100%	8%	0%
9/30/2023	3,806,632	90,843,584	32,246,812	10,810,875	100%	8%	0%

\* Each year reflects change in the discount rate (20-year high-quality tax-exempt municipal bond index rate).





## Schedule B: Summary of Receipts and Disbursements

	YEAR ENDING	
	September 30, 2023	September 30, 2022
<u>Receipts for the Year</u>		
Contributions:		
Members	\$290,321	\$289,525
Employer*	0	0
Subtotal	\$290,321	\$289,525
Investment Income	363,741	337,207
Unrealized Gain (Loss)	(96,789)	(2,466,442)
<b>TOTAL</b>	<b>\$557,273</b>	<b>(\$1,839,710)</b>
<u>Disbursements for the Year</u>		
Benefit Payments**	\$692,474	\$658,161
Refunds to Members	0	0
<b>TOTAL</b>	<b>\$692,474</b>	<b>\$658,161</b>
Excess of Receipts over Disbursements	(135,201)	(2,497,871)
<u>Reconciliation of Asset Balances</u>		
Market Value of Assets as of Beginning of Year	\$10,946,076	\$13,443,947
Excess of Receipts over Disbursements	(135,201)	(2,497,871)
Market Value of Assets as of End of Year	<b><u>\$10,810,875</u></b>	<b><u>\$10,946,076</u></b>

\* No employer contributions are made to the Fund. Active members contribute 6% of salary for surviving spouse's benefits.

\*\* Represents benefit payments from the fund for surviving spouse's benefits only. Benefit payments to Supernumerary officials are made on a pay-as-you-go basis from the Administrative Office of Courts.





## Schedule C: Outline of Actuarial Assumptions and Methods

The assumptions and methods used in the valuation were selected based on the actuarial experience study prepared as of September 30, 2010, submitted to and adopted by the Board on January 27, 2014. The assumed mortality tables and salary increase rates were based on the actuarial experience study prepared for the Judicial Retirement Fund as of September 30, 2021, submitted to and adopted by the Board on September 14, 2022.

DISCOUNT RATE: The average of the Bond Buyer General Obligation 20-year Municipal Bond Index, the Fidelity General Obligation AA 20-year Municipal Bond Index, and the S&P High Grade 20-year Municipal Bond Index, 4.53% as of September 30, 2023, including inflation of 2.50%

SALARY INCREASES: 2.75% per annum for all ages, compounded annually

SEPARATIONS BEFORE ELIGIBILITY FOR SUPERNUMERARY STATUS: Representative values of the assumed annual rates of death, withdrawal and disability are as follows:

Age	Annual Rate of			Disability**
	Withdrawal	Death*		
		Male	Female	
30	0.00%	0.030%	0.017%	0.090%
35	0.00	0.041	0.026	0.110
40	0.00	0.057	0.040	0.170
45	5.50	0.090	0.062	0.300
50	2.50	0.149	0.093	0.500
55	2.50	0.232	0.135	0.880
60	2.50	0.357	0.204	1.560
64	2.50	0.529	0.307	2.250

\* Rates of pre-retirement mortality are according to the Pub-2010 Teacher Employee Below Median Mortality Table adjusted by 65%; projected with the MP-2021 with an adjustment factor of 66-2/3% beginning with the year 2019.

\*\* Disability rates turn off at retirement eligibility.

RATES OF ATTAINING SUPERNUMERARY STATUS: The assumed annual rates of becoming a Supernumerary official are as follows:

Age	Annual Rate
54 & Under	25.0%
55- 59	22.0
60-64	20.0
65-69	12.0
70-74	15.0
70+	100.0





## Schedule C: Outline of Actuarial Assumptions and Methods

DEATHS AFTER BECOMING A SUPERNUMERARY OFFICIAL: Rates of mortality for the period after becoming a supernumerary official are according to the Pub-2010 Family of Tables projected generationally with MP-2019 Scale adjusted by 66-2/3% beginning with year 2019, and with further adjustments are used for post-retirement mortality assumptions as follows:

<u>Group</u>	<u>Membership Table</u>	<u>Set Forward(+)/ Setback (-)</u>	<u>Adjustment to Rates</u>
Service Retirees	Teacher Retiree-Below Median	Male: +2, Female: +2	Male: 108% ages < 63, 96% ages > 67; Phasing down 63 -67 Female: 112% ages < 69 98% > age 74 Phasing down 69-74
Beneficiaries	Contingent Survivor Below Median	Male: +2, Female: None	None
Disabled Retirees	Teacher Disability	Male: +8, Female: +3	None

Representative values of the assumed annual rates of mortality are as follows\*:

Age	Service Retirement		Disability Retirement		Beneficiaries	
	Male	Female	Male	Female	Male	Female
55	0.4320%	0.3300%	2.7850%	1.8740%	1.1080%	0.7040%
60	0.6070	0.4290	3.5240	2.1100	1.3710	0.9210
65	0.8860	0.6270	4.5990	2.5690	1.9210	1.2430
70	1.5090	1.0940	6.3470	3.4640	2.9500	1.7840
75	2.7990	1.9140	9.2590	5.0750	4.5590	2.6990
80	5.1310	3.6810	13.6030	7.8110	7.1100	4.2580
85	9.3440	7.0020	20.5880	11.8780	11.3610	7.1270
90	16.2380	12.9240	28.7230	16.7400	18.3000	12.0640

\* Base mortality rates as of 2010 before application of the improvement scale

ASSETS: Market value.

PERCENT MARRIED: 100% of active members are assumed to be married with the male three years older than his spouse.

VALUATION COST METHOD: Individual entry age actuarial cost method. Actuarial gains and losses are reflected in the unfunded actuarial accrued liability.

COST OF LIVING: Increases of 2.75% annually.

EXPENSE LOAD: None.





## Schedule D: Actuarial Cost Method

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





## Schedule E: Summary of Main Plan Provisions

### AS INTERPRETED FOR VALUATION PURPOSES

The following summary describes the main benefit and contribution provisions of The Alabama Clerks and Registers Supernumerary Fund as interpreted for the valuation. The Fund was closed to new members effective November 8, 2016.

#### 1 - DEFINITIONS

A “Supernumerary Official” is a former clerk or register who has met the age and service requirements who takes the oath of office as a Supernumerary Clerk or Register. “Service” is the service, prior service, and any other previous service established as creditable in accordance with the provisions of the retirement law.

#### 2 - BENEFITS

##### Supernumerary Official Status

###### Condition for Allowance

A clerk or register may become a supernumerary official after he or she has completed 23 years of service at any age, or according to the following table:

<u>Age</u>	<u>Years of Service</u>
55 to 59	18
60	17
61	16
62 to 64	15
65 to 69	12
70	10

###### Amount of Allowance

A supernumerary official is paid 75% of the State salary payable to the clerk or register on the date he or she attains a supernumerary status. Increases in allowances are granted when active State Employees receive a cost-of-living salary increase.

##### Disability Allowance

###### Condition for Allowance

A disability supernumerary allowance may be granted to a member who becomes totally and permanently disabled while in office and who has 5 years or more of service.

###### Amount of Allowance

75% of the State salary payable to the clerk or register on the date he or she attains supernumerary status.





## Schedule E: Summary of Main Plan Provisions

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### Benefits Payable on Separation from Service with 12 or more Years of Service

Condition for Allowance

Any clerk or register who ceases to be in service who has met the service eligibility for supernumerary status (12 or more years) is entitled to be commissioned a supernumerary clerk or register upon attaining the specified age.

Amount of Allowance

75% of the State salary payable to the clerk or register on the date he or she attains supernumerary status.

### Benefits Payable on Separation From Service with less than 12 Years of Service

Refund employee contributions plus accrued interest.

### Benefits Payable upon Death in Active Service

Condition for Allowance

In case of the death of a clerk or register in active service who is eligible for supernumerary status, a spousal benefit is payable to the surviving spouse.

Amount of Allowance

3% at the salary payable from the State treasury for the position of circuit clerk for each year of service, not to exceed 30%.

### Benefits Payable upon Death in Supernumerary Status

Condition for Allowance

Surviving spouses of clerks and registers who assume supernumerary status on or after January 16, 1989, are eligible for spousal benefits upon the death of the clerk or register.

Amount of Allowance

3% at the salary payable from the State treasury for the position of circuit clerk for each year of service, not to exceed 30%.

### Form of Payment

Modified cash refund.

### 3 - CONTRIBUTIONS

### Member Contributions

Each active clerk and register contributes 6% of salary.







## Schedule F: Schedule of Membership Data

TABLE 1

NUMBER OF ACTIVE CLERKS AND REGISTERS  
BY AGE AND SERVICE AS OF SEPTEMBER 30, 2023

Age	Years of Service								Total
	Under 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 & Up	
Under 30									
30 to 34									
35 to 39		1							1
40 to 44									
45 to 49			6						6
50 to 54		3	3	5					11
55 to 59		2	4	1					7
60 to 64		1	6	3					10
65 to 69		1	2	5	2				10
70 & Up									
Total		8	21	14	2				45

Average Age: 57.27  
Average Service: 12.98





## Schedule F: Schedule of Membership Data

TABLE 2

**NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF SUPERNUMERARY OFFICIALS AND SPOUSES  
RECEIVING BENEFITS AS OF SEPTEMBER 30, 2023**

Age	Number of Members	Total Annual Benefits
Under 50	1	\$ 35,241
50 – 54	0	0
55 – 59	3	217,241
60 – 64	1	89,866
65 – 69	19	1,549,940
70 – 74	23	1,941,312
75 – 79	10	779,049
80 – 84	25	1,630,693
85 – 89	8	434,169
90 – 94	5	214,267
95 & Over	1	35,241
Total	96	\$ 6,927,019

Average Age: 75.68

