Retirement Systems of Alabama

GASB STATEMENT NO. 68 REPORT

FOR THE

ALABAMA JUDICIAL RETIREMENT FUND

PREPARED AS OF SEPTEMBER 30, 2020

February 2, 2021

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 (JRF) in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 68 and to identify the information to be provided by the actuary, Cavanaugh Macdonald Consulting (CMC). The information presented is for the period ending September 30, 2020 (the Measurement Date).

GASB Statement Number 68 established accounting and financial reporting requirements for governmental employers that provide pension benefits to their employees through a trust.

The annual actuarial valuation used as a basis for much of the information presented in this report was performed as of September 30, 2019. The valuation was based upon data, furnished by the JRF 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 principles and practices, as well as in conformity with Actuarial Standards of Practice issued by the Actuarial Standards Board. The calculations are based on the current provisions of the Plan, and on actuarial assumptions that are, internally consistent and individually reasonable based on the actual experience of the Plan. In addition, the calculations were completed in compliance with the laws governing the Plan and, in our opinion, meet the requirements of GASB 68. Larry Langer and Ed Koebel are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 67 and GASB 68 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in this report due to such factors as changes in plan experience or changes in economic or demographic assumptions.

Sincerely yours,

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

Cathy Turcot
Principal and Managing Director

Edward J. Koebel, EA, FCA, MAAA
Chief Executive Officer

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REPORT OF THE ANNUAL GASB STATEMENT NO. 68
REQUIRED INFORMATION FOR THE
EMPLOYERS PARTCIPATING IN THE ALABAMA JUDICIAL RETIREMENT FUND

PREPARED AS OF SEPTEMBER 30, 2020

SECTION I – INTRODUCTION

The Governmental Accounting Standards Board issued Statement No. 68 (GASB 68), *"Accounting and Financial Reporting For Pensions"* in June 2012. GASB 68's effective date is for an employer's fiscal year beginning after June 15, 2014. The Alabama Judicial Retirement Fund (JRF) is a cost-sharing multiple-employer defined benefit pension plan in a special funding situation.

This report, prepared as of September 30, 2020 (the Measurement Date), presents information to assist the employers participating in JRF in meeting the requirements of GASB 68 for the fiscal year ending in 2021 (Reporting Date). Much of the material provided in this report is based on the data, assumptions and results of the annual actuarial valuation of JRF as of September 30, 2019. The results of the valuation were detailed in a report dated June 17, 2020.

The NPL shown in the GASB Statement No. 67 Report for the Alabama Judicial Retirement Fund Prepared as of September 30, 2020, and submitted December 11, 2020, is the collective NPL used for purposes of GASB 68. Please refer to that report for the derivation of the collective NPL.

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 F 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 Municipal Bond Index Rate used, if necessary, for this purpose is 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. We have determined that a discount rate of 7.65 percent meets the requirements of GASB 68.

Pension Expense (PE) includes amounts for service cost (the normal cost under the Entry Age Normal actuarial cost method for the year), interest on the Total Pension Liability (TPL), changes in benefit structure, amortization of increases/decreases in liability due to actuarial experience and actuarial assumption changes, and amortization of investment gains/losses. The actuarial experience and assumption change impacts are amortized over the average expected remaining service life of the Plan membership as of the Measurement Date, and investment gains/losses are amortized over five years. The development of the collective PE is shown in Section IV.

The unrecognized portions of each year's experience, assumption changes and investment gains/losses are used to develop deferred inflows and outflows, which also must be included in the employer's financial statements. The development of the collective deferred inflows and outflows is shown in Section III.

These collective amounts have been allocated based on the proportionate share associated with each participating employer. The State makes contributions to JRF for its employees and also on behalf of employees of the participating county employers. Therefore, these employers are considered to be in a special funding situation as defined by GASB 68 and the State is treated as a non-employer contributing entity in JRF. Since the counties do not contribute directly to the JRF, there is no NPL or deferred inflows or outflows to report in the financial statements of the counties. However, the notes to the financial statements must disclose the portion of the non-employer contributing entities' total proportionate share of the collective NPL that is associated with the employer. In addition, each county must recognize the total PE associated with the county as well as revenue in an amount equal to the non-employer contributing entities' total proportionate share of the collective PE associated with the county.

The proportionate share percentages for the State as the employer and the State as a non-employer contributing entity, have been calculated based on actual contributions to the Fund as shown in the following table:

Contribution Type	Amount	Proportionate Share
Employer Contributions related to special funding employers	$ 2,626,722	14.51288%
Employer Contributions related to State employer	15,472,525	85.48712%
Total Employer Contributions	$ 18,099,247	100.00000%

The proportionate share percentages for each employer in a special funding situation have been determined by allocating the total proportionate share for these employers based on the total salaries of the employees of each employer.

Schedule A of this report shows amount of salaries for the employees of each county employer for the years ending September 30, 2019, and September 30, 2020. Schedule A also shows the proportionate share percentages that have been determined based on these salaries.

Based on these percentages we have determined the proportionate share amounts of the NPL, PE and Deferred Inflows and Outflows for each participating employer. These amounts are shown in Schedule B.

Section II of this report is a summary of the principal results of the collective amounts under GASB 68. Section III provides the results of all the necessary calculations, presented in the order laid out in GASB 68 for note disclosure and Section V shows the Required Supplementary Information (RSI).

SECTION II - SUMMARY OF COLLECTIVE AMOUNTS

	2020	2019
Valuation Date:	September 30, 2019	September 30, 2018
Measurement Date:	September 30, 2020	September 30, 2019
Reporting Date:	September 30, 2021	September 30, 2020
Single Equivalent Interest Rate (SEIR):		
Long-Term Expected Rate of Return	7.65%	7.65%
Municipal Bond Index Rate	2.25%	2.81%
Fiscal Year in which Plan's Fiduciary Net Position is projected to be depleted from future benefit payments for current members	N/A	N/A
Single Equivalent Interest Rate	7.65%	7.65%
Net Pension Liability:		
Total Pension Liability (TPL)	$ 481,205,401	$ 463,450,742
Plan Fiduciary Net Position (FNP)	318,558,061	312,541,402
Net Pension Liability (NPL = TPL – FNP)	$ 162,647,340	$ 150,909,340
FNP as a percentage of TPL	66.20%	67.44%
Collective Pension Expense (PE):	$ 13,669,423	$ 18,462,473
Deferred Outflows of Resources:	$ 15,027,127	$ 3,260,564
Deferred Inflows of Resources:	$ 4,651,480	$ 9,052,741

SECTION III – NOTES TO FINANCIAL STATEMENTS

The material presented herein will follow the order presented in GASB 68. Paragraph numbers are provided for ease of reference. Amounts are shown in aggregate. Please refer to Schedule B of this report for the proportionate share of certain pension amounts as required by GASB 68.

Paragraphs 77 and 78(a)-(f): These paragraphs require information to be disclosed regarding the actuarial assumptions used to measure the TPL. The complete set of actuarial assumptions utilized in developing the TPL are outlined in Schedule E.

The TPL was determined by an actuarial valuation as of September 30, 2019, using the following key assumptions:

Inflation	2.75 percent
Projected Salary increases	3.25 - 3.50 percent, including inflation
Investment rate of return	7.65 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 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 and a discount rate of 7.65%, as adopted by the Board of Trustees on December 19, 2018.

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, as provided by RSA, are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Rate of Return*
Fixed Income	25.0%	5.0%
US Large Stocks	34.0%	9.0%
US Mid Stocks	8.0%	12.0%
US Small Stocks	3.0%	15.0%
Int'l Developed Mkt Stocks	15.0%	11.0%
Int'l Emerging Mkt Stocks	3.0%	16.0%
Real Estate	10.0%	7.5%
Cash Equivalents	2.0%	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 7.65 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, the pension plan's fiduciary net position was 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 78 (g): This paragraph requires disclosure of the sensitivity of the NPL to changes in the discount rate. The following presents the NPL of the Fund, calculated using the discount rate of 7.65 percent, as well as what the Fund's NPL would be if it were calculated using a discount rate that is 1-percentage-point lower (6.65 percent) or 1-percentage-point higher (8.65 percent) than the current rate:

	1% Decrease (6.65%)	Current Discount Rate (7.65%)	1% Increase (8.65%)
Net Pension Liability	$205,538,654	$162,647,340	$125,463,940

Paragraph 80(a): This paragraph requires disclosure of the employer's proportionate share of the collective NPL and if an employer has a special funding situation the portion of the non-employer contributing entities' proportional share of the collective NPL that is associated with the employer. These amounts are shown in Schedule B.

Paragraph 80(b): This paragraph requires disclosure of the employer's proportion (percentage) of the collective NPL and the changes in proportion since the prior measurement date. These amounts are shown for all entities in Schedule A.

Paragraph 80(c): September 30, 2019, is the actuarial valuation date upon which the TPL is based. An expected TPL is determined as of September 30, 2020, using standard roll forward techniques. The procedure used to determine the TPL as of September 30, 2020, is shown on page 7 of the GASB 67 report for JRF submitted on December 11, 2020.

Paragraph 80(g): Please see Section IV of this report for the development of the collective pension expense. The PE associated with each employer is shown in Schedule B.

Paragraph 80(h): Since certain expense items are amortized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce pension expense they are labeled deferred inflows. If they will increase pension expense they are labeled deferred outflows. The amortization of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are amortized over the average expected remaining service life of the active and inactive Plan members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five-year period.

The table below provides a summary of the collective deferred inflows and outflows as of the Measurement Date. The allocation of the collective deferred inflows and outflows is provided in Schedule B.

	Collective Deferred Outflows of Resources	Collective Deferred Inflows of Resources
Differences between expected and actual experience	$10,448,454	$4,651,480
Changes of actuarial assumptions	1,039,073	0
Net difference between projected and actual earnings on plan investments	3,539,600	0
Total	$15,027,127	$4,651,480

The following tables show the components of the collective deferred outflows of resources and the collective deferred inflows of resources by year.

Collective Deferred Outflows and Inflows for Differences between Expected and Actual Experience

				Beginning Balance						Ending Balance	
	Initial Balance of Losses / Deferred Outflow	Initial Balance of Gains / Deferred Inflow	Amortization Period	Deferred Outflows (a)	Deferred Inflows (b)	Losses / Deferred Outflows (c)	Gains / Deferred Inflows (d)	Amounts Recognized in Pension Expense / Deferred Outflow (e)	Amounts Recognized in Pension Expense / Deferred Inflow (f)	Deferred Outflows (a) + (c) - (e)	Deferred Inflows (b) + (d) - (f)
2020	$13,350,802	$0	4.6	$0	$0	$13,350,802	$0	$2,902,348	$0	$10,448,454	$0
2019	0	4,517,687	3.9	0	3,359,306	0	0	0	1,158,381	0	2,200,925
2018	0	9,133,889	4.1	0	4,678,333	0	0	0	2,227,778	0	2,450,555
2017	0	4,398,778	3.9	0	1,015,102	0	0	0	1,015,102	0	0
2016	0	2,487,337	4.0	0	0	0	0	0	0	0	0
Total				$0	$9,052,741	$13,350,802	$0			$10,448,454	$4,651,480

Collective Deferred Outflows and Inflows for Differences from Assumption Changes

				Beginning Balance						Ending Balance	
Year	Initial Balance of Losses / Deferred Outflow	Initial Balance of Gains / Deferred Inflow	Amortization Period	Deferred Outflows (a)	Deferred Inflows (b)	Losses / Deferred Outflows (c)	Gains / Deferred Inflows (d)	Amounts Recognized in Pension Expense / Deferred Outflow (e)	Amounts Recognized in Pension Expense / Deferred Inflow (f)	Deferred Outflows (a) + (c) - (e)	Deferred Inflows (b) + (d) - (f)
2020	$0	$0	4.6	$0	$0	$0	$0	$0	$0	$0	$0
2019	0	0	3.9	0	0	0	0	0	0	0	0
2018	3,872,903	0	4.1	1,983,683	0	0	0	944,610	0	1,039,073	0
2017	0	0	3.9	0	0	0	0	0	0	0	0
2016	17,791,866	0	4.0	0	0	0	0	0	0	0	0
Total				$1,983,683	$0	$0	$0			$1,039,073	$0

Collective Deferred Outflows and Inflows for Differences in Investment Experience

				Beginning Balance						Ending Balance	
	Initial Balance of Losses / Deferred Outflow	Initial Balance of Gains / Deferred Inflow	Amortization Period	Deferred Outflows (a)	Deferred Inflows (b)	Losses / Deferred Outflows (c)	Gains / Deferred Inflows (d)	Amounts Recognized in Pension Expense / Deferred Outflow (e)	Amounts Recognized in Pension Expense / Deferred Inflow (f)	Deferred Outflows (a) + (c) - (e)	Deferred Inflows (b) + (d) - (f)
2020	$94,700	$0	5.0	$0	$0	$94,700	$0	$18,940	$0	$75,760	$0
2019	12,655,563	0	5.0	10,124,450	0	0	0	2,531,113	0	7,593,337	0
2018	0	4,674,943	5.0	0	2,804,965	0	0	0	934,989	0	1,869,976
2017	0	11,297,613	5.0	0	4,519,044	0	0	0	2,259,523	0	2,259,521
2016	0	7,617,808	5.0	0	1,523,560	0	0	0	1,523,560	0	0
Total				$10,124,450	$8,847,569	$94,700	$0			$7,669,097	$4,129,497
				Net difference between projected and actual earnings on investments						$3,539,600	

Summary of Amortization of Deferred Outflows and Inflows of Resources

Amortization Year	Actual and Expected Experience 2016	2017	2018	2019	2020	Assumption Changes 2016	2017	2018	2019	2020
2022	$0	$0	($2,227,778)	($1,158,381)	$2,902,348	$0	$0	$0	$944,610	$0
2023	0	0	(222,777)	(1,042,544)	2,902,348	0	0	0	94,463	0
2024	0	0	0	0	2,902,348	0	0	0	0	0
2025	0	0	0	0	1,741,410	0	0	0	0	0
2026	0	0	0	0	0	0	0	0	0	0
Thereafter	0	0	0	0	0	0	0	0	0	0
TOTAL	**$0**	**$0**	**($2,450,555)**	**($2,200,925)**	**$10,448,454**	**$0**	**$0**	**$0**	**$1,039,073**	**$0**

Summary of Amortization of Deferred Outflows and Inflows of Resources

Amortization Year	Investment Gains/Losses 2016	2017	2018	2019	2020	Total
2022	$0	($2,259,521)	($934,989)	$2,531,113	$18,940	($183,658)
2023	0	0	(934,987)	$2,531,113	$18,940	$3,346,556
2024	0	0	0	$2,531,111	$18,940	$5,452,399
2025	0	0	0	0	18,940	$1,760,350
2026	0	0	0	0	0	$0
Thereafter	0	0	0	0	0	$0
TOTAL	**$0**	**($2,259,521)**	**($1,869,976)**	**$7,593,337**	**$75,760**	**$10,375,647**

Paragraph 80(i): Collective amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows (100% of these amounts are allocated to the State):

Deferred Amounts to be Recognized in Fiscal Years Following the Reporting Date:	
Year 1	$ (183,658)
Year 2	3,346,556
Year 3	5,452,399
Year 4	1,760,350
Year 5	0
Thereafter	0

Paragraph 80(j): The amount of revenue recognized for the support provided by the non-employer contributing entity for the participating employers is provided in Schedule B.

SECTION IV – PENSION EXPENSE

As noted earlier, the collective Pension Expense (PE) consists of a number of different items. GASB 68 refers to the first as Service Cost which is the Normal Cost using the Entry Age Normal actuarial funding method. The second item is interest on the beginning Total Pension Liability (TPL) and the cash flow during the year at the 7.65% rate of return in effect as of the previous measurement date.

The next three items refer to any changes that occurred in the TPL due to:

- benefit changes, or
- actual versus expected experience, or
- changes in actuarial assumptions.

Benefit changes, which are reflected immediately in PE, can be positive, if there is a benefit enhancement for existing Plan members, or negative if there is a benefit reduction. For the year ended September 30, 2020, there were no benefit changes to be recognized.

The next item to be recognized is the portion of current year changes in TPL due to actual versus expected Plan experience for the year. The portion to recognize in the current year is determined by spreading the total change over the average expected remaining service life of the entire Plan membership determined at the beginning of the year. The average expected remaining service life of active members is the average number of years the active members are expected to remain active. For the year ended September 30, 2020 this number of years for the active members is 10.9. The average expected remaining service life of the inactive members is zero. The number of years to use for the amortization is the weighted average for all active and inactive members, or 4.6 years. The amount to be recognized due to actual versus expected experience for the year is $2,902,348.

The last item under changes in TPL are changes in actuarial assumptions since the last measurement date. Recognition of the change in TPL due to changes in actuarial assumptions, is also spread over the average expected remaining service life of the plan membership. The amount to be recognized due to changes in assumptions for the year is $0 because there were no assumption changes.

Member contributions for the year and projected earnings on the Fiduciary Net Position (FNP), determined at the discount rate used to calculate the liabilities, are subtracted from the amount determined thus far. One-fifth of current period differences between projected and actual investment earnings on the FNP are recognized in the pension expense. The projected earnings on the FNP, the current difference between projected and actual investment earnings on the FNP, and the amount recognized due to this difference are calculated as shown in the following table.

Investment Earnings (Gain)/Loss Determined as of the Measurement Date	
a. Expected asset return rate	7.65%
b. Beginning of year FNP (BOY)	$ 312,541,402
c. End of year FNP	318,558,061
d. Expected return on BOY for the plan year (a x b)	23,909,417
e. External Cash Flow	
(i) Employer contributions	18,099,247
(ii) Member contributions	4,183,789
(iii) Refunds of contributions	(255,984)
(iv) Benefit Payments	(38,811,594)
(v) Administrative expenses	(357,821)
(vi) Other	0
(vii) Total net external cash flow	(17,142,363)
f. Expected return on net cash flow (a x 0.5 x (e(vii) – e(vi))) + (a x e(vi))	(655,695)
g. Projected earnings for plan year (d + f)	23,253,722
h. Net investment income (c – b – e(vii))	23,159,022
i. Investment earnings (gain)/loss (g – h)	$ 94,700
j. Amount recognized in Pension Expense (i / 5)	$ 18,940

The current year portions of previously determined experience, assumption and earnings amounts, recognized as deferred outflows and inflows (see Section III) are included also. Deferred outflows are added to the PE while deferred inflows are subtracted from the PE. Administrative expenses and other miscellaneous items are also included in the PE.

The calculation of the Collective Pension Expense determined as of the measurement date is shown in the following table:

Collective Pension Expense Determined as of the Measurement Date	
Service Cost at end of year	$ 9,511,788
Interest on the TPL and net cash flow	33,959,647
Current-period benefit changes	0
Expensed portion of current-period difference between expected and actual experience in the total pension liability	2,902,348
Expensed portion of current-period changes of assumptions	0
Member contributions	(4,183,789)
Projected earnings on plan investments	(23,253,722)
Expensed portion of current-period differences between projected and actual earnings on plan investments	18,940
Administrative expense	357,821
Other	0
Recognition of beginning deferred outflows of resources as pension expense	944,610
Recognition of beginning deferred inflows of resources as pension expense	(6,588,220)
Collective Pension Expense	$ 13,669,423

SECTION V – REQUIRED SUPPLEMENTARY INFORMATION

Paragraphs 81(a)-(b): This information was supplied in individual employer reporting.

Paragraph 82:

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.

All justices, judges, and circuit clerks elected or appointed on or after November 8, 2016 are covered under a new benefit structure. In addition, district attorneys serving in the capacity of district attorney on or after that date will also become members of the Fund and will be covered under the new structure as follows:

(i) A service retirement allowance is payable upon the request of any member who has attained age 62 and completed at least 10 years of creditable service.

(ii) Upon service or disability retirement a member who is a judge with years of service less than 18 years, receives a retirement allowance equal to 4% of the member's average final compensation (the 5 highest years in the last 10 years of creditable service) multiplied by the number of years of creditable service, not to exceed 75% of average final compensation. For a member who is a judge with 18 or more years of service, the allowance is 75% of the member's average final compensation.

(iii) Upon service or disability retirement a member who is a clerk or a district attorney receives a retirement allowance equal to 3% of the member's average final compensation (the 5 highest years in the last 10 years of creditable service), not to exceed 80% of average final compensation.

Changes of assumptions.

In 2018, the discount rate was changed from 7.75% to 7.65%.

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 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.

SCHEDULE A

Alabama Judicial Retirement Fund
Schedule of Employer Allocations
For the Fiscal Years Ended September 30, 2019 and September 30, 2020

County	2019 Calculated Salary	2019 Employer Allocation Percentage	2020 Calculated Salary	2020 Employer Allocation Percentage
Autauga	$ 112,612	0.24600%	$ 115,711	0.25077%
Baldwin	126,088	0.27544%	129,164	0.27992%
Barbour	64,424	0.14073%	64,424	0.13962%
Bibb	80,457	0.17576%	79,116	0.17146%
Blount	84,068	0.18365%	85,319	0.18490%
Bullock	52,163	0.11395%	52,499	0.11377%
Butler	90,076	0.19677%	92,553	0.20058%
Calhoun	107,768	0.23542%	106,451	0.23070%
Chambers	89,978	0.19656%	92,230	0.19988%
Cherokee	108,997	0.23810%	108,997	0.23621%
Chilton	82,145	0.17945%	80,012	0.17340%
Choctaw	95,056	0.20765%	97,432	0.21115%
Clarke	83,432	0.18226%	83,508	0.18098%
Clay	73,311	0.16015%	68,934	0.14939%
Cleburne	103,899	0.22697%	104,523	0.22652%
Coffee	110,951	0.24237%	95,924	0.20788%
Colbert	74,540	0.16283%	75,552	0.16373%
Conecuh	92,483	0.20203%	90,158	0.19539%
Coosa	75,733	0.16544%	76,772	0.16638%
Covington	93,105	0.20339%	94,966	0.20581%
Crenshaw	95,358	0.20831%	97,450	0.21119%
Cullman	100,682	0.21994%	98,528	0.21353%
Dale	79,178	0.17296%	80,481	0.17442%
Dallas	95,020	0.20757%	96,136	0.20834%
DeKalb	104,055	0.22731%	107,856	0.23374%
Elmore	97,752	0.21354%	97,928	0.21223%
Escambia	76,663	0.16747%	77,683	0.16835%
Etowah	126,348	0.27601%	118,576	0.25697%
Fayette	100,472	0.21948%	105,716	0.22910%
Franklin	129,725	0.28338%	132,319	0.28676%
Geneva	89,140	0.19473%	94,062	0.20385%
Greene	87,191	0.19047%	80,851	0.17522%
Hale	105,933	0.23141%	109,112	0.23646%
Henry	114,722	0.25061%	117,971	0.25566%
Houston	110,128	0.24057%	107,579	0.23314%
Jackson	108,140	0.23623%	110,333	0.23911%
Jefferson	295,122	0.64469%	288,158	0.62451%
Lamar	92,379	0.20180%	113,794	0.24661%
Lauderdale	89,373	0.19523%	90,872	0.19694%
Lawrence	74,994	0.16382%	77,838	0.16869%
Lee	108,992	0.23809%	112,302	0.24338%
Limestone	107,602	0.23506%	109,242	0.23675%

SCHEDULE A (continued)

County	2019 Calculated Salary	2019 Employer Allocation Percentage	2020 Calculated Salary	2020 Employer Allocation Percentage
Lowndes	90,820	0.19840%	99,176	0.21493%
Macon	112,089	0.24486%	95,160	0.20623%
Madison	112,109	0.24490%	108,099	0.23427%
Marengo	115,768	0.25289%	122,471	0.26541%
Marion	82,089	0.17932%	87,007	0.18856%
Marshall	81,851	0.17880%	81,851	0.17739%
Mobile	160,132	0.34981%	163,336	0.35398%
Monroe	108,428	0.23686%	108,416	0.23496%
Montgomery	105,692	0.23088%	112,036	0.24280%
Morgan	91,275	0.19939%	91,451	0.19819%
Perry	72,304	0.15795%	73,341	0.15894%
Pickens	66,358	0.14496%	67,398	0.14606%
Pike	95,798	0.20927%	105,643	0.22895%
Randolph	63,930	0.13965%	61,944	0.13424%
Russell	89,474	0.19546%	100,591	0.21800%
Shelby	102,844	0.22466%	130,822	0.28351%
St. Clair	94,190	0.20576%	99,256	0.21510%
Sumter	75,643	0.16524%	77,504	0.16796%
Talladega	88,055	0.19236%	88,055	0.19083%
Tallapoosa	63,712	0.13918%	79,123	0.17147%
Tuscaloosa	143,834	0.31420%	156,431	0.33901%
Walker	78,736	0.17200%	72,550	0.15723%
Washington	107,542	0.23493%	117,067	0.25370%
Wilcox	70,474	0.15395%	69,400	0.15040%
Winston	111,881	0.24440%	109,530	0.23737%
Total for State Support Provided to the Counties	$ 6,575,283	14.36368%	$ 6,696,690	14.51288%
State Employer		85.63632%		85.48712%
Total State of Alabama		100.00000%		100.00000%

SCHEDULE B

Alabama Judicial Retirement Fund
Schedule of Pension Amounts by Employer
As of and for the Fiscal Year Ended September 30, 2021 with Net Pension Liability as of September 30, 2020

		Deferred Outflows of Resources					Deferred Inflows of Resources				Pension Expense		
County	Net Pension Liability 2020	Difference Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Change of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Change of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
Autauga	$ 407,871	$ 26,202	$ 8,876	$ 2,606	$ 5,849	$ 43,533	$ 11,665	$ -	$ 29,375	$ 41,040	$ 34,279	$ (14,414)	$ 19,865
Baldwin	455,282	29,247	9,908	2,909	6,298	48,362	13,020	-	15,400	28,420	38,264	(4,946)	33,318
Barbour	227,088	14,588	4,942	1,451	15,783	36,764	6,494	-	1,626	8,120	19,084	7,546	26,630
Bibb	278,875	17,915	6,069	1,782	920	26,686	7,975	-	5,656	13,631	23,437	(1,537)	21,900
Blount	300,735	19,319	6,545	1,921	4,220	32,005	8,601	-	396	8,997	25,276	2,862	28,138
Bullock	185,044	11,887	4,027	1,182	-	17,096	5,292	-	5,091	10,383	15,553	(2,867)	12,686
Butler	326,238	20,958	7,100	2,084	4,673	34,815	9,330	-	7,394	16,724	27,417	(1,523)	25,894
Calhoun	375,227	24,105	8,166	2,397	7,383	42,051	10,731	-	5,788	16,519	31,533	5,473	37,006
Chambers	325,100	20,884	7,075	2,077	4,073	34,109	9,297	-	4,304	13,601	27,321	(741)	26,580
Cherokee	384,189	24,680	8,361	2,454	13,672	49,167	10,987	-	15,219	26,206	32,290	(5,476)	26,814
Chilton	282,030	18,118	6,138	1,802	21,019	47,077	8,066	-	7,754	15,820	23,702	8,516	32,218
Choctaw	343,430	22,062	7,474	2,194	6,039	37,769	9,822	-	3,290	13,112	28,864	2,661	31,525
Clarke	294,359	18,910	6,406	1,881	1,159	28,356	8,418	-	5,149	13,567	24,736	(2,710)	22,026
Clay	242,979	15,609	5,288	1,552	-	22,449	6,949	-	20,610	27,559	20,422	(10,316)	10,106
Cleburne	368,429	23,668	8,018	2,354	-	34,040	10,537	-	8,169	18,706	30,964	(3,768)	27,196
Coffee	338,111	21,720	7,358	2,160	2,055	33,293	9,669	-	47,063	56,732	28,416	(10,928)	17,488
Colbert	266,302	17,107	5,795	1,701	1,103	25,706	7,616	-	3,648	11,264	22,383	(1,954)	20,429
Conecuh	317,797	20,415	6,916	2,030	-	29,361	9,089	-	47,840	56,929	26,710	(23,673)	3,037
Coosa	270,613	17,384	5,889	1,729	2,845	27,847	7,739	-	5,671	13,410	22,743	218	22,961
Covington	334,744	21,504	7,285	2,139	5,012	35,940	9,573	-	3,935	13,508	28,132	5,255	33,387
Crenshaw	343,495	22,066	7,475	2,194	5,871	37,606	9,823	-	10,825	20,648	28,870	(532)	28,338
Cullman	347,301	22,311	7,558	2,219	6,310	38,398	9,932	-	7,861	17,793	29,187	4,172	33,359
Dale	283,689	18,224	6,174	1,812	2,903	29,113	8,113	-	4,278	12,391	23,841	364	24,205
Dallas	338,859	21,768	7,374	2,165	15,208	46,515	9,691	-	34,866	44,557	28,480	(5,642)	22,838
DeKalb	380,172	24,422	8,273	2,429	9,819	44,943	10,872	-	3,897	14,769	31,952	1,625	33,577
Elmore	345,186	22,175	7,512	2,205	461	32,353	9,872	-	9,340	19,212	29,009	(3,522)	25,487
Escambia	273,817	17,590	5,959	1,749	2,731	28,029	7,831	-	5,907	13,738	23,013	(1,512)	21,501
Etowah	417,955	26,849	9,096	2,670	-	38,615	11,953	-	69,011	80,964	35,127	(31,201)	3,926
Fayette	372,625	23,937	8,109	2,381	12,283	46,710	10,657	-	83,960	94,617	31,318	(39,723)	(8,405)
Franklin	466,408	29,962	10,150	2,980	4,145	47,237	13,339	-	4,059	17,398	39,198	(1,568)	37,630
Geneva	331,557	21,299	7,215	2,118	23,920	54,552	9,482	-	391	9,873	27,866	9,242	37,108
Greene	284,991	18,308	6,202	1,821	-	26,331	8,150	-	20,279	28,429	23,951	1,503	25,454
Hale	384,596	24,706	8,370	2,457	10,394	45,927	10,999	-	7,794	18,793	32,324	1,164	33,488
Henry	415,824	26,713	9,049	2,656	8,270	46,688	11,892	-	545	12,437	34,948	2,341	37,289
Houston	379,196	24,360	8,252	2,422	-	35,034	10,844	-	10,993	21,837	31,869	(3,152)	28,717
Jackson	388,906	24,983	8,464	2,485	7,609	43,541	11,122	-	6,075	17,197	32,684	4,370	37,054
Jefferson	1,015,749	65,252	22,105	6,488	-	93,845	29,050	-	44,150	73,200	85,364	(18,469)	66,895

SCHEDULE B (continued)

		Deferred Outflows of Resources					Deferred Inflows of Resources				Pension Expense		
County	Net Pension Liability 2020	Difference Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Change of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Change of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources	Proportionate Share of Plan Pension Expense	Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
Lamar	401,105	25,767	8,729	2,562	54,954	92,012	11,471	-	77,227	88,698	33,711	(32,876)	835
Lauderdale	320,318	20,577	6,971	2,046	3,124	32,718	9,161	-	4,279	13,440	26,921	714	27,635
Lawrence	274,370	17,625	5,971	1,753	5,973	31,322	7,847	-	7,224	15,071	23,059	(4,898)	18,161
Lee	395,851	25,429	8,615	2,529	8,622	45,195	11,321	-	891	12,212	33,268	4,411	37,679
Limestone	385,068	24,737	8,380	2,460	4,586	40,163	11,012	-	7,415	18,427	32,361	(1,323)	31,038
Lowndes	349,578	22,457	7,608	2,233	29,066	61,364	9,997	-	-	9,997	29,380	16,076	45,456
Macon	335,428	21,548	7,300	2,143	1,670	32,661	9,593	-	98,000	107,593	28,191	(38,650)	(10,459)
Madison	381,034	24,478	8,292	2,434	5,001	40,205	10,897	-	13,551	24,448	32,024	(1,749)	30,275
Marengo	431,682	27,731	9,394	2,758	15,354	55,237	12,345	-	3,178	15,523	36,281	12,351	48,632
Marion	306,688	19,702	6,674	1,959	11,332	39,667	8,771	-	50,385	59,156	25,775	(23,868)	1,907
Marshall	288,520	18,535	6,279	1,843	-	26,657	8,251	-	8,449	16,700	24,246	(4,397)	19,849
Mobile	575,739	36,985	12,529	3,678	5,114	58,306	16,465	-	5,636	22,101	48,387	(2,269)	46,118
Monroe	382,156	24,550	8,317	2,441	-	35,308	10,929	-	48,116	59,045	32,116	(19,228)	12,888
Montgomery	394,908	25,369	8,594	2,523	24,226	60,712	11,294	-	8,272	19,566	33,190	(2,036)	31,154
Morgan	322,351	20,708	7,015	2,059	2,221	32,003	9,219	-	7,425	16,644	27,092	(1,765)	25,327
Perry	258,512	16,607	5,626	1,652	1,214	25,099	7,393	-	4,606	11,999	21,727	(4,736)	16,991
Pickens	237,563	15,261	5,170	1,518	1,349	23,298	6,794	-	5,443	12,237	19,966	(4,885)	15,081
Pike	372,381	23,922	8,104	2,379	24,134	58,539	10,650	-	2,285	12,935	31,295	3,176	34,471
Randolph	218,338	14,026	4,752	1,395	-	20,173	6,244	-	8,423	14,667	18,350	(3,071)	15,279
Russell	354,571	22,778	7,716	2,265	32,796	65,555	10,140	-	412	10,552	29,799	9,789	39,588
Shelby	461,121	29,622	10,035	2,946	72,171	114,774	13,187	-	26,765	39,952	38,755	(2,387)	36,368
St. Clair	349,854	22,475	7,614	2,235	13,035	45,359	10,005	-	2,253	12,258	29,402	3,188	32,590
Sumter	273,182	17,549	5,945	1,745	3,335	28,574	7,813	-	5,915	13,728	22,960	357	23,317
Talladega	310,380	19,939	6,755	1,983	818	29,495	8,876	-	6,423	15,299	26,085	(2,404)	23,681
Tallapoosa	278,891	17,916	6,069	1,782	81,833	107,600	7,976	-	12,136	20,112	23,439	9,202	32,641
Tuscaloosa	551,391	35,421	12,000	3,523	30,426	81,370	15,769	-	20,698	36,467	46,341	(7,962)	38,379
Walker	255,730	16,428	5,565	1,634	4,698	28,325	7,314	-	18,480	25,794	21,492	(3,091)	18,401
Washington	412,636	26,508	8,980	2,636	23,019	61,143	11,801	-	7,403	19,204	34,680	3,070	37,750
Wilcox	244,622	15,714	5,324	1,563	-	22,601	6,996	-	22,124	29,120	20,560	(10,919)	9,641
Winston	386,076	24,801	8,402	2,466	2,055	37,724	11,041	-	8,621	19,662	32,448	(3,555)	28,893
Total for State Support	$ 23,604,813	$ 1,516,372	$ 513,698	$ 150,799	$ 674,153	$ 2,855,022	$ 675,064	$ -	$ 1,059,644	$ 1,734,708	$ 1,983,828	$ (246,597)	$ 1,737,231
State Employer	139,042,527	8,932,082	3,025,902	888,274	568,463	13,414,721	3,976,416	-	182,972	4,159,388	11,685,595	246,597	11,932,192
Total State of Alabama	$162,647,340	$10,448,454	$3,539,600	$ 1,039,073	$ 1,242,616	$16,269,743	$4,651,480	$ -	$ 1,242,616	$ 5,894,096	$13,669,423	$ -	$13,669,423

SCHEDULE C

Alabama Judicial Retirement Fund
Schedule of Remaining Deferred Outflows/(Inflows)
As of and for the Fiscal Year Ending September 30, 2021

County	2022	2023	2024	2025	2026	Thereafter
Autauga	$ (14,535)	$ (3,659)	$ 15,298	$ 5,389	$ -	$ -
Baldwin	(6,362)	3,673	16,788	5,843	-	-
Barbour	7,432	11,746	7,235	2,231	-	-
Bibb	(1,644)	4,674	7,884	2,141	-	-
Blount	1,141	7,850	10,507	3,510	-	-
Bullock	(2,934)	1,538	6,141	1,968	-	-
Butler	(3,135)	4,682	12,234	4,310	-	-
Calhoun	2,670	8,794	10,971	3,097	-	-
Chambers	(1,670)	5,950	12,029	4,199	-	-
Cherokee	(5,609)	12,564	12,235	3,771	-	-
Chilton	8,381	13,667	7,393	1,816	-	-
Choctaw	661	6,858	12,705	4,433	-	-
Clarke	(1,597)	4,030	9,432	2,924	-	-
Clay	(7,982)	(2,037)	4,480	429	-	-
Cleburne	(4,776)	4,019	12,198	3,893	-	-
Coffee	(12,772)	(6,862)	(415)	(3,390)	-	-
Colbert	(2,055)	4,197	9,233	3,067	-	-
Conecuh	(23,728)	(14,314)	8,391	2,083	-	-
Coosa	(1,433)	3,356	9,392	3,122	-	-
Covington	234	6,033	12,046	4,119	-	-
Crenshaw	(2,978)	3,135	12,496	4,305	-	-
Cullman	1,675	7,021	9,459	2,450	-	-
Dale	(1,064)	4,410	10,007	3,369	-	-
Dallas	(5,506)	(7,983)	11,622	3,825	-	-
DeKalb	1,469	8,341	14,934	5,430	-	-
Elmore	(4,489)	3,036	11,126	3,468	-	-
Escambia	(1,615)	3,286	9,479	3,141	-	-
Etowah	(31,271)	(19,234)	7,525	631	-	-
Fayette	(40,891)	(28,783)	15,768	5,999	-	-
Franklin	(1,752)	9,065	16,786	5,740	-	-
Geneva	9,080	15,927	14,222	5,450	-	-
Greene	(6,702)	278	4,359	(33)	-	-
Hale	1,003	6,323	14,613	5,195	-	-
Henry	1,848	11,210	15,660	5,533	-	-
Houston	(4,138)	4,569	10,181	2,585	-	-
Jackson	1,053	6,474	14,018	4,799	-	-
Jefferson	(18,811)	5,404	27,178	6,874	-	-
Lamar	(32,946)	(5,951)	28,711	13,500	-	-
Lauderdale	(1,097)	5,240	11,321	3,814	-	-
Lawrence	(2,553)	3,982	10,857	3,965	-	-
Lee	2,827	9,719	15,072	5,365	-	-
Limestone	(1,476)	5,214	13,485	4,513	-	-

SCHEDULE C (continued)

County	2022	2023	2024	2025	2026	Thereafter
Lowndes	10,720	16,135	17,350	7,162	-	-
Macon	(38,664)	(30,088)	(1,916)	(4,264)	-	-
Madison	(1,887)	6,542	9,152	1,950	-	-
Marengo	2,060	11,687	18,736	7,231	-	-
Marion	(23,922)	(14,203)	13,429	5,207	-	-
Marshall	(4,500)	2,430	9,192	2,835	-	-
Mobile	(2,494)	10,896	20,721	7,082	-	-
Monroe	(27,821)	(11,828)	12,164	3,748	-	-
Montgomery	1,152	15,985	17,299	6,710	-	-
Morgan	(1,888)	3,606	10,397	3,244	-	-
Perry	(2,517)	3,612	9,003	3,002	-	-
Pickens	(2,887)	2,814	8,339	2,795	-	-
Pike	4,905	13,460	19,187	8,052	-	-
Randolph	(3,150)	1,921	5,476	1,259	-	-
Russell	9,615	17,377	19,564	8,447	-	-
Shelby	(1,575)	23,873	35,506	17,018	-	-
St. Clair	3,039	9,456	14,910	5,696	-	-
Sumter	(2,528)	3,780	10,085	3,509	-	-
Talladega	(2,519)	3,785	9,884	3,046	-	-
Tallapoosa	21,880	35,642	20,349	9,617	-	-
Tuscaloosa	(3,351)	10,279	26,936	11,039	-	-
Walker	(3,182)	2,422	3,541	(250)	-	-
Washington	2,023	11,386	20,227	8,303	-	-
Wilcox	(10,984)	(4,447)	6,991	1,921	-	-
Winston	(1,001)	5,774	10,547	2,742	-	-
Total for State Support Provided to the Counties	$ (287,523)	$ 279,738	$ 842,125	$ 285,974	$ -	$ -
State Employer	103,865	3,066,818	4,610,274	1,474,376	-	-
Total State of Alabama	$ (183,658)	$ 3,346,556	$ 5,452,399	$ 1,760,350	$ -	$ -

SCHEDULE D

SUMMARY OF MAIN PLAN PROVISIONS
AS INTERPRETED FOR ACCOUNTING AND REPORTING VALUATION PURPOSES

The Judicial Retirement Fund was established September 18, 1973. This valuation included amendments to the Fund effective through the valuation date. There is a new tier of benefits (Tier II) for all justices, judges and circuit clerks elected or appointed on or after November 8, 2016. In addition, there is a new tier of benefits (District Attorneys' Plan) for all District Attorneys elected or appointed on or after November 8, 2016. 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. Any circuit clerk or district attorney elected or appointed on or after November 8, 2016 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.

Average Final Compensation

The average compensation of a Tier II (Group 3) or District Attorney member for the 5 highest years in the last 10 years of credited service.

Credited Service

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

SCHEDULE D (continued)

Benefits

Service Retirement Benefit

Condition for Benefit

Tier I (Groups 1 and 2):
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

Tier II (Group 3) and District Attorneys:
Completed 10 years of service and attained age 62**.**

Amount of Benefit

Tier I (Groups 1 and 2):
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, 5% 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.

Tier II (Group 3) and District Attorneys:
The service retirement benefit for a member is equal to:

(a) For a member who is a judge with years of service less than 18 years, 4% of average final compensation multiplied by years of credited service; for a member who is a judge with 18 or more years of service, 75% of average final compensation, not to exceed 75% of average final compensation**.**

(b) For a member who is a clerk or district attorney, 3% of average final compensation multiplied by years of credited service, not to exceed 80% of average final compensation.

SCHEDULE D (continued)

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. (ten years for new tier members)

Amount of Benefit

Tier I (Groups 1 and 2):

(a) 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.

(b) 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.

Tier II (Group 3) and District Attorneys:

(a) For a member who is a judge with years of service less than 18 years, 4% of average final compensation multiplied by years of credited service; for a member who is a judge with 18 or more years of service, 75% of average final compensation, not to exceed 75% of average final compensation. .

(b) For a member who is a clerk or district attorney, 3% of average final compensation multiplied by years of credited service, not to exceed 80% of average final compensation.

Spouse's Benefit

Tier I (Groups 1 and 2):

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.

SCHEDULE D (continued)

Death in Active Service Benefit

Amount of Benefit

Tier II (Group 3) and District Attorneys:

(a) In the event of the death of a member who is eligible for service retirement, the designated beneficiary may elect: (1) to exercise option 3 as defined below under "Special Privileges at Retirement – All Employees" or (2) to receive a return of member contributions and total interest earned plus a death benefit payable from the pre-retirement death benefit fund equal to the salary on which the member made retirement contributions for the previous fiscal year (October 1 – September 30).

(b) In the event of the death of a member who is not eligible for retirement, the designated beneficiary shall receive the accumulated contributions not to exceed $5,000 or the accumulated contributions of the member plus an additional death benefit payable from the pre-retirement death benefit payable from the pre- retirement death benefit fund equal to the salary on which their retirement contributions were made for the previous fiscal year. (October 1- September 30)

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

Tier I (Groups 1 and 2):
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.

Tier II (Group 3) and District Attorneys:
Each Tier II member and District Attorney 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 Fund, 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 D (continued)

Special Privileges at Retirement

Tier II (Group 3) and District Attorneys:

In lieu of the full retirement allowance, any member may, at retirement, elect to receive a reduced retirement allowance equal in value to the full allowance, with the provision that:

Option 1. If the member dies before the annuity payments equal or exceed the present value of the member's annuity at the date of retirement, the balance is paid to a designated beneficiary or to the estate, or

Option 2. After the member's death, the member's allowance is continued throughout the life of the designated beneficiary, or

Option 3. After the member's death, one half of the member's allowance is continued throughout the life of the designated beneficiary, or

Option 4. Some other benefit is paid either to the member or to the designated beneficiary provided such benefit, together with the reduced retirement allowance, is of equivalent actuarial value to his retirement allowance and is approved by the Board of Control.

SCHEDULE E

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 and on an investment rate of return of 7.65% adopted by the Board on December 19, 2018.

Investment Rate of Return: 7.65% 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	2.50%	0.0376%	0.0149%	0.020%
35	2.50	0.0655	0.0268	0.040
40	2.50	0.0914	0.0399	0.068
45	2.50	0.1278	0.0635	0.108
50	2.50	0.1812	0.0947	0.163
55	2.50	0.2567	0.1371	0.250
60	2.50	0.3815	0.1929	0.395
64	2.50	0.5070	0.2558	0.570

* Rates of pre-retirement mortality are according to the sex distinct RP-2000 Employee Mortality Table (with the sex distinct RP-2000 Combined Mortality Table for ages over 70) projected with Scale BB to 2020 with an adjustment factor of 90% for males and 60% for females.

**Disability rates turn off at retirement eligibility.

SCHEDULE E (continued)

Rates of Retirement:

Tier I (Groups 1 and 2): Between the ages of 55 and 59, 25% of members are assumed to retire in the year when first eligible and 10% in each year thereafter. Between the ages of 60 and 69, 30% of members are assumed to retire in the year when first eligible and 15% in each year thereafter. 30% of the remaining members are assumed to retire each year between age 70 and 74, and all remaining members are assumed to retire at age 75.

Tier II (Group 3) and District Attorneys' Plan:

	Judges		Clerks and District Attorneys
Age	<18 years	≥18 years	
62-69	10%	15%*	10%**
70-74	30%	30%	30%
75	100%	100%	100%

*An additional 15% are assumed to retire at 18 years of service

**An additional 20% are assumed to retire when first eligible for retirement and at 27 years of service.

Deaths After Retirement: Rates of mortality for the period after service retirement are according to the sex distinct RP-2000 White Collar Mortality Table projected to 2020 using scale BB and adjusted 115% for males and 112% for females older than age 78. The sex distinct RP-2000 Disabled Mortality Table projected to 2020 using scale BB and adjusted 105% for males and 120% for females is used for the period after disability retirement. Representative values of assumed mortality are as follows:

	Service Retirement		Disability Retirement	
Age	Male	Female	Male	Female
55	0.3575%	0.2339%	3.5044%	1.7959%
60	0.5579	0.3825	3.8359	2.1434
65	0.9991	0.6795	4.1382	2.6417
70	1.6384	1.1928	4.8570	3.5474
75	2.8589	2.0200	6.3692	4.9231
80	5.0501	3.7900	8.4883	6.8160
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 1.0.

SCHEDULE E (continued)

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 3.00% 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 F

FUNDING POLICY OF THE

EMPLOYEES' RETIREMENT SYSTEM BOARD OF CONTROL FOR

THE ADMINISTRATION OF THE JUDICIAL RETIREMENT SYSTEM

Effective 9/30/2019

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.

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.

SCHEDULE F (continued)

- ➢ Each New Incremental UAAL shall be amortized over a closed 30 year period.
- ➢ Incremental UAAL resulting from plan changes that grant benefit improvements shall be amortized over a period not to exceed 15 years.
- ➢ 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 including the Interest Smoothing methodology. 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 which shall include the Interest Smoothing Methodology.

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 goal