



**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, 2020**





# Cavanaugh Macdonald

CONSULTING, LLC

*The experience and dedication you deserve*

January 28, 2021

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, 2020. The purpose of this report is to provide a summary of the funded status of the Fund as of September 30, 2020, 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, 2020 (2.25%) to discount liabilities of the Fund. On this basis the State would need to contribute 321.98% of payroll to the CRSF for the year ending September 30, 2023.

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 28, 2021  
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Future actuarial results may differ significantly from the current results presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Since the potential impact of such factors is outside the scope of a normal annual actuarial valuation, an analysis of the range of results is not presented herein.

Since the program is funded primarily on a pay-as-you-go basis, the Fund is not operating in an actuarially prefunded manner. 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.

We note that as we are preparing this report, the world is in the midst of a pandemic. We have considered available information, but do not believe that there is yet sufficient data to warrant the modification of any of our assumptions prior to the upcoming experience study.

In order to prepare the results in this report, we have utilized appropriate actuarial models that were developed for this purpose. These models use 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



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## 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, 2020**

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

VALUATION DATE	September 30, 2020	September 30, 2019
Interest Rate	2.25%	3.00%
Active clerks and registers:		
Number	51	51
Annual compensation	\$4,759,183	\$4,751,963
Supernumerary officials:		
Number	83	83
Annual allowances	\$6,166,595	\$6,166,595
Spouses receiving benefits:		
Number	17	18
Annual allowances	\$564,766	\$569,177
Former clerks and registers eligible for future benefits		
Number	1	1
Estimated Annual allowances	76,710	76,710
Assets:		
Actuarial Value	\$13,185,441	\$12,617,024
Market Value	13,185,441	12,617,024
Unfunded accrued liability	\$148,271,693	\$135,352,536
Funded Ratio	8.2%	8.5%
<b>CONTRIBUTIONS FOR FISCAL YEAR ENDING</b>	<b>September 30, 2023</b>	<b>September 30, 2022</b>
Actuarially Determined Employer Contribution Rate (ADEC):		
Normal	78.58%	65.19%
Accrued Liability	<u>243.40%</u>	<u>238.60%</u>
Total	<u>321.98%</u>	<u>303.79%</u>
Employer Contribution Rate	321.98%	303.79%
Employee Contribution Rate	<u>6.00%</u>	<u>6.00%</u>
Total	<u>327.98%</u>	<u>309.79%</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, 2020 are given in Section IV and further discussion of the contribution levels is set out in Section V.
3. 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, 2020 were 2.21%, 2.41%, and 2.14% for the Bond Buyer, Fidelity, and S&P Municipal Bond Indices, respectively. These three rates resulted in an average Municipal Bond Index Rate of 2.25% for September 30, 2020 to be used to discount liabilities of the Fund. The discount rate used in the previous valuation was 3.00%.
4. Schedule C of this report outlines the full set of actuarial assumptions and methods used in the current valuation. The valuation takes into account the effect of amendments to the Fund through the valuation date. Provisions of the Fund, as summarized in Schedule E, were taken into account in the current valuation.





## Section II: Membership

1. The following table shows the number of active clerks and registers and their annual compensation as of September 30, 2020 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, 2020**

GROUP	NUMBER	COMPENSATION
Males	17	\$1,596,233
Females	<u>34</u>	<u>3,162,950</u>
Total	51	\$4,759,183

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

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

Valuation Date	Number	Annual Payroll	Annual Average Pay	% Increase in Average Pay
9/30/2015	67	\$ 5,556,230	\$ 82,929	0.9%
9/30/2016	67	5,541,686	82,712	-0.3%
9/30/2017	66	5,569,651	84,389	2.0%
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%





## 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, 2020**

<b>GROUP</b>	<b>NUMBER</b>	<b>ANNUAL RETIREMENT ALLOWANCES</b>
Supernumerary Officials	83	\$6,166,595
Spouses Receiving Benefits	<u>17</u>	<u>564,766</u>
Total	100	\$6,731,361

In addition, there is one former clerks and registers member eligible for future benefits totaling \$76,710 annually and five 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, 2020, the total market value of assets reported by the System and used for valuation purposes amounted to \$13,185,441. 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, 2020.
2. The valuation balance sheet shows that the Fund has total prospective liabilities of \$198,363,853. Of this amount, \$115,426,500 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 \$82,937,353 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 \$13,185,441 as of September 30, 2020. The difference of \$185,178,412 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, \$2,599,207 is the present value of future contributions expected to be made by active clerks and registers, and the balance of \$182,579,205 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 78.58% of payroll are required to provide the benefits of the Fund.
4. Prospective normal contributions at the rate of 78.58% have a present value of \$34,307,512. When this amount is subtracted from \$182,579,205 which is the present value of the total future contributions to be made by the employer, there remains \$148,271,693 as the amount of future accrued liability contributions. Annual accrued liability contributions at the rate of 243.40% 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, 2020, 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>
Interest Rate	2.25%
<b>CONTRIBUTION</b>	
Normal	78.58%
Accrued Liability	<u>243.40%</u>
Total	321.98%





## Section VI: Analysis Of Financial Experience

The following table shows the estimated gain or loss from various factors that resulted in a increase of \$12,919,157 in the unfunded accrued liability from \$135,352,536 to 148,271,693 during the year ending September 30, 2020.

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

ITEM	AMOUNT OF INCREASE/ (DECREASE)
Interest (3.00%) added to previous unfunded accrued liability	\$ 4,060.6
Accrued liability contribution*	(3,145.7)
Experience:	
Valuation asset growth	(521.5)
Pensioners' mortality	1,735.8
Turnover and retirements	(199.2)
New entrants	0.0
Salary increases	(653.1)
Method changes	0.0
COLA**	(2,852.5)
Change in Assumptions***	14,446.4
Data Change	0.0
Miscellaneous changes	48.4
Total	\$ 12,919.2

\*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, 2020 ( $(\$6,150,131 - 3,050,875) \times 1.015$ ).

\*\* (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 decreased from 3.00% in the previous valuation to 2.25% 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, 2020

GROUP	NUMBER
Retirees and beneficiaries currently receiving benefits	100
Terminated employees entitled to benefits but not yet receiving benefits	6
Active Members	<u>51</u>
Total	157

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)
9/30/2015 *	\$ 11,863,994	\$ 117,659,169	\$105,795,175	10.1%	\$ 5,556,230	1904.1%
9/30/2016 *	12,280,833	144,678,722	132,397,889	8.5%	5,541,686	2389.1%
9/30/2017 *	12,212,319	134,117,172	121,904,853	9.1%	5,569,651	2188.7%
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%

\*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, 2020. Additional information as of the latest actuarial valuation follows.

Valuation date	9/30/2020
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)*	2.25%
Projected salary increases*	3.00%
Cost-of-living adjustments	3.00%
*Includes inflation at	2.75%





## 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 actuarial experience study will be for the period from October 1, 2015 to September 30, 2020.





## 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, 2020

<u>ASSETS</u>	
Actuarial Value of Present Assets	\$ 13,185,441
Present value of future clerks' and registers' contributions	2,599,207
Present value of future employer contributions	
Normal contributions	\$ 34,307,512
Unfunded accrued liability contributions	<u>148,271,693</u>
Total prospective employer contributions	<u>182,579,205</u>
Total Assets	<u>\$198,363,853</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	\$115,426,500
Present value of prospective benefits payable on account of present active clerks and registers	<u>82,937,353</u>
Total Liabilities	<u>\$198,363,853</u>





## Schedule A: Valuation Balance Sheet and Solvency Test

### SOLVENCY TEST

Valuation Date	Aggregate Accrued Liabilities For			Reported Assets	Portion of Accrued Liabilities Covered by Reported Assets		
	(1)	(2)	(3)		(1)	(2)	(3)
	Active Member Contributions	Retirants and Beneficiaries	Active Members (Employer Financed Portion)				
9/30/2015 *	\$3,105,647	\$88,141,925	\$26,411,597	\$11,863,994	100%	10%	0%
9/30/2016 *	3,127,959	108,940,905	32,609,858	12,280,833	100%	8%	0%
9/30/2017 *	3,409,837	98,985,595	31,721,740	12,212,319	100%	9%	0%
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%

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





## Schedule B: Summary of Receipts and Disbursements

<u>Receipts for the Year</u>	YEAR ENDING	
	<u>September 30, 2020</u>	<u>September 30, 2019</u>
Contributions:		
Members	\$283,885	\$289,397
Employer*	0	0
Subtotal	\$283,885	\$289,397
Investment Income	368,023	368,647
Unrealized Gain (Loss)	527,049	690,806
<b>TOTAL</b>	<b>\$1,178,957</b>	<b>\$1,348,850</b>
<u>Disbursements for the Year</u>		
Benefit Payments**	\$610,540	\$546,026
Refunds to Members	0	146,617
<b>TOTAL</b>	<b>\$610,540</b>	<b>\$692,643</b>
Excess of Receipts over Disbursements	568,417	656,207
<u>Reconciliation of Asset Balances</u>		
Market Value of Assets as of Beginning of Year	\$12,617,024	\$11,960,817
Audit Adjustment	\$0	\$0
Market Value of Assets after Adjustment	\$12,617,024	\$11,960,817
Excess of Receipts over Disbursements	568,417	656,207
Market Value of Assets as of End of Year	<u>\$13,185,441</u>	<u>\$12,617,024</u>

\*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. 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, 2015, submitted to and adopted by the Board on September 29, 2016.

INVESTMENT RATE OF RETURN: 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, 2.25% as of September 30, 2020, including inflation of 2.75%

SALARY INCREASES: 3.00% per annum, at all ages, including wage inflation at 3.00%.

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%	0.0376%	0.0149%	0.090%
35	0.00	0.0655	0.0268	0.110
40	0.00	0.0914	0.0399	0.170
45	5.50	0.1278	0.0635	0.300
50	2.50	0.1812	0.0947	0.500
55	2.50	0.2567	0.1371	0.880
60	2.50	0.3815	0.1929	1.560
64	2.50	0.5070	0.2558	2.250

\* 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.

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

Age	Service Retirement		Disability Retirement	
	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

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 3.00% 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, 2020

Age	Years of Service									Total
	Under 1	1 to 4	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			1							1
35 to 39										
40 to 44			4							4
45 to 49		1	3	4						8
50 to 54		2	5	2		1				10
55 to 59		1	6	2	2					11
60 to 64		1	5	6	1					13
65 to 69				2	1	1				4
70 & Up										
Total		5	24	16	4	2				51

Average Age: 54.90  
Average Service: 10.94





## Schedule F: Schedule of Membership Data

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TABLE 2

**NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF SUPERNUMERARY OFFICIALS AND SPOUSES  
RECEIVING BENEFITS AS OF SEPTEMBER 30, 2020**

<b>Age</b>	<b>Number of Members</b>	<b>Total Annual Benefits</b>
Under 50	1	\$ 33,222
50 – 54	0	0
55 – 59	0	0
60 – 64	10	766,784
65 – 69	22	1,690,881
70 – 74	17	1,334,515
75 – 79	18	1,219,122
80 – 84	16	902,883
85 – 89	11	574,885
90 – 94	5	209,069
95 & Over	0	0
Total	100	\$ 6,731,361

Average Age: 74.11

