

















































**SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY**  
**Last 10 Fiscal Years**  
**STATE POLICE**  
**(\$ in thousands)**

	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005
<b>Total pension liability</b>										
Service Cost	\$ 8,654									
Interest	41,950									
Changes of benefit terms	0									
Differences between expected and actual experience	0									
Changes of assumptions	0									
Benefit payments, including refunds of employee contributions	(39,451)									
<b>Net change in total pension liability</b>	<b>11,153</b>									
<b>Total pension liability - beginning</b>	<b>544,100</b>									
<b>Total pension liability - ending (a)</b>	<b>\$ 555,253</b>									
<b>Plan fiduciary net position</b>										
Contributions - employer	\$ 15,347									
Contributions - member	4,454									
Net investment income	36,410									
Benefit payments, including refunds of employee contributions	(39,451)									
Transfers among employers	(384)									
<b>Net change in plan fiduciary net position</b>	<b>16,376</b>									
<b>Plan net position - beginning</b>	<b>313,456</b>									
<b>Plan net position - ending (b)</b>	<b>329,832</b>									
<b>Net pension liability - ending (a) - (b)</b>	<b>\$225,421</b>									
<b>Plan fiduciary net position as a percentage of the total pension liability</b>	<b>59.40%</b>									
<b>Covered-employee payroll*</b>	<b>\$X,XXX</b>									
<b>Net pension liability as a percentage of covered-employee payroll</b>	<b>X.XX%</b>									

\*Covered-employee payroll during the measurement period is the total payroll paid to covered employees (not just pensionable payroll). For FY 2014 the measurement period is October 1, 2013 – September 30, 2014.

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, governments should present information for those years for which information is available.



**SCHEDULE OF EMPLOYER CONTRIBUTIONS**  
**Last 10 Fiscal Years**  
**STATE EMPLOYEES**

	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Actuarially determined contribution*	\$X,XXX									
Contributions in relation to the actuarially determined contribution*	<u>X.XXX</u>									
Contribution deficiency (excess)	<u>\$0</u>									
Covered-employee payroll**	\$X,XXX									
Contributions as a percentage of covered-employee payroll	X.XX%									

\* Enter FY 2015 employer contributions related to normal and accrued liability components of employer rate net of any refunds or error service payments.

\*\*Covered-employee payroll during the measurement period is the total payroll paid to covered employees (not just pensionable payroll). For FY 2015 the fiscal year is October 1, 2014 – September 30, 2015

**Notes to Schedule**

**Valuation Date:**

Actuarially determined contribution rates are calculated as of September 30, two years prior to the end of the fiscal year in which contributions are reported.

**Methods and assumptions used to determine contribution rates:**

Actuarial cost method	Entry Age
Amortization method	Level percent closed
Remaining amortization period	30 years
Asset valuation method	Market value
Inflation	3.00%
Salary increases	3.75 – 7.25%, including inflation
Investment rate of return	8.00%, net of pension plan investment expense, including inflation

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, governments should present information for those years for which information is available.



**SCHEDULE OF EMPLOYER CONTRIBUTIONS  
Last 10 Fiscal Years  
STATE POLICE**

	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Actuarially determined contribution*	\$X,XXX									
Contributions in relation to the actuarially determined contribution*	<u>X.XXX</u>									
Contribution deficiency (excess)	<u>\$0</u>									
Covered-employee payroll**	\$X,XXX									
Contributions as a percentage of covered-employee payroll	X.XX%									

\* Enter FY 2015 employer contributions related to normal and accrued liability components of employer rate net of any refunds or error service payments.

\*\*Covered-employee payroll during the measurement period is the total payroll paid to covered employees (not just pensionable payroll). For FY 2015 the fiscal year is October 1, 2014 – September 30, 2015.

**Notes to Schedule**

Valuation Date:

Actuarially determined contribution rates are calculated as of September 30, two years prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Actuarial cost method	Entry Age
Amortization method	Level percent closed
Remaining amortization period	30 years
Asset valuation method	Market value
Inflation	3.00%
Salary increases	5.00%, including inflation
Investment rate of return	8.00%, net of pension plan investment expense, including inflation

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, governments should present information for those years for which information is available.





**SCHEDULE B**  
**SUMMARY OF BENEFIT PROVISIONS EVALUATED**

The Employees' Retirement System of Alabama was established on October 1, 1945. The valuation took into account amendments to the System effective through the valuation date. The following summary describes the main benefit and contribution provisions of the System as interpreted for the valuation.

1 – DEFINITIONS

Average Final Compensation – the average compensation of a member for:

- Tier 1 - the 3 highest years in the last 10 years of creditable service
- Tier 2 - the 5 highest years in the last 10 years of creditable service

Membership Service – all service rendered while a member of the Retirement System and for which contributions are made.

Creditable Service – the sum of membership service, prior service, and any other previous service established as creditable in accordance with the provisions of the retirement law.

Annuity – payments for life derived from accumulated contributions of a member.

Pension – payments for life derived from the accumulated contributions of an employer.

Retirement Allowance – the sum of the annuity and pension payments.

2 - BENEFITS

MEMBERS CLASSIFIED OTHER THAN STATE POLICEMEN

Service Retirement Allowance

Condition for Allowance

- |         |  |
|---------|--|
| Tier I  | A retirement allowance is payable upon the request of any member who has completed 25 years of creditable service, (except for employees of local employers who did not elect 25-year retirement), or who has attained age 60 and completed at least 10 years of creditable service. |
| Tier II | A retirement allowance is payable upon the request of any member who has attained age 62 and completed at least 10 years of creditable service (age 56 with 10 years of creditable service for a full-time certified firefighter, police officer or correctional officer).           |



## Amount of Allowance

Tier I  
Upon service retirement a member receives a retirement allowance equal to 2.0125% of the member's average final compensation multiplied by the number of years of his creditable service. At retirement, a member receives one additional year of creditable service in determining the retirement allowance for each five years of service as a full-time certified firefighter, police officer or correctional officer.

Tier II  
Upon service retirement a member receives a retirement allowance equal to 1.65% of the member's average final compensation multiplied by the number of years of creditable service. The benefit is capped at 80% of the member's average final compensation.

## Disability Retirement Allowance

Condition for Allowance  
A disability retirement allowance may be granted to a member who has 10 or more years of creditable service and becomes permanently incapacitated for duty before reaching eligibility for service retirement.

## Amount of Allowance

Tier I  
Upon retirement for disability, a member receives a retirement allowance equal to 2.0125% of the member's average final compensation multiplied by the number of years of his creditable service. At retirement, a member receives one additional year of creditable service in determining the retirement allowance for each five years of service as a full-time certified firefighter, police officer or correctional officer.

Tier II  
Upon disability retirement a member receives a retirement allowance equal to 1.65% of the member's average final compensation multiplied by the number of years of creditable service. The benefit is capped at 80% of the member's average final compensation.

## Benefits Payable on Separation from Service

Any member who withdraws from service is entitled to receive a return of member contributions with allowable interest. A member who has completed 10 years of creditable service may, after separation from service, continue in the



membership of the System and file for service retirement after reaching age 60 (age 62 for Tier II members).

#### Benefits Payable upon Death in Active Service

In the event of the death of a member 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).\*

In the event of the death of a member with more than one year of service who is not eligible for retirement, the designated beneficiary shall receive a return of member contributions and total interest earned. Also, the designated beneficiary shall receive an additional 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).\*

In the event of a job-related death of a member at any age with less than 1 year of service, the designated beneficiary shall receive the return of member contributions and total earned interest plus a death benefit payable from the pre-retirement death benefit fund equal to the annual earnable compensation of the member at the time death occurs.\*

In the event of a non job-related death of a member with less than 1 year of service, the beneficiary shall receive the return of member contributions and total interest earned plus a matching death benefit which is limited to a maximum of \$5,000.

\* However, if the death occurred more than 180 calendar days after the member’s last day in pay status, or if the deceased had applied for a refund of contributions or terminated employment, the lump sum will be the same as if the member had less than one year of service and the death was not job-related.

#### Deferred Retirement Option Plan (DROP)

A member may elect to participate in the Deferred Retirement Option Plan (DROP) upon completion of at least 25 years of service (at least 30 years for employers that did not elect 25 year retirement) of creditable service (excluding sick leave) and attainment of at least 55 years of age. Under the DROP, the member may defer receipt of a retirement allowance and continue employment for a period not to exceed five years, nor to be less than three years. At the end of this period, the



member may withdraw from active service and receive the retirement benefit based on his or her years of service credit at the time of enrollment in the DROP, and also receive a payment for the deferred retirement benefits, employee contributions while participating in the DROP, and interest earned on DROP deposits.

As a result of Act 2011-27 no new participants were allowed to enter DROP with an effective participation date after June 1, 2011.

## Member Contributions

### Tier I

Prior to October 1, 2011, regular members contributed 5.0% of salary. Full-time certified police officers, firefighters and correctional officers contributed 6.0% of salary. DROP participants continue to contribute during the DROP period, but receive a refund of these contributions and regular interest upon retirement.

Beginning October 1, 2011, the contribution rates were increased to 7.25% for regular members and 8.25% for full-time certified police officers, firefighters and correctional officers, for all State employees and for local employees whose employers elect to do so.

Beginning October 1, 2012, the contribution rates were increased to 7.50% for regular members and 8.50% for full-time certified police officers, firefighters and correctional officers, for all State employees and for local employees whose employers elect to do so.

### Tier II

Regular members contribute 6% of salary and full-time certified firefighters, police officers and correctional officers contribute 7% of salary.

### Both

If positive investment performance results in a decrease in the total contribution rate paid by employers and employees participating in the System, the Retirement System of Alabama shall first reduce the employee contribution rate.

“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)).



## MEMBERS CLASSIFIED AS STATE POLICEMEN

### Service Retirement Allowance

#### Condition for Allowance

- Tier I A retirement allowance is payable upon the request of any member who has completed 25 years of creditable service or who has attained age 52 and completed at least 10 years of creditable service.
- Tier II A retirement allowance is payable upon the request of any member who has attained age 56 and completed at least 10 years of creditable service.

#### Amount of Allowance

- Tier I Upon service retirement a member receives a retirement allowance equal to 2.875% of the member's average final compensation multiplied by the number of years of his creditable service.
- A member who has attained 20 or more years of creditable service and retires prior to age 60 is eligible to receive a "bonus service credit" up to 4 years as follows:
- Age 56 or older – bonus service of 4 years reduced by 1 month for each month over the age of 56.
  - Age 52 to 56 – bonus service of 4 years.
  - Age 52 or less (disability retirement only) – bonus service of 4 years.
  - Age 52 or less with 25 or more years of service – bonus service of 4 years.
- Tier II Upon service retirement a member receives a retirement allowance equal to 2.375% of the member's average final compensation multiplied by the number of years of his creditable service. The benefit is capped at 80% of the member's average final compensation.



## Disability Retirement Allowance

### Condition for Allowance

A disability retirement allowance may be granted to a member who has 10 or more years of creditable service or who becomes disabled as a result of his employment in line of duty without regard to his years of creditable service, and who becomes permanently incapacitated, mentally or physically, for the further performance of duty before reaching the minimum age for service retirement.

### Amount of Allowance

#### Tier I

Upon retirement for disability, a member receives a retirement allowance equal to 2.875% of the member's average final compensation multiplied by the number of years of his creditable service.

#### Tier II

Upon retirement for disability, a member receives a retirement allowance equal to 2.375% of the member's average final compensation multiplied by the number of years of his creditable service. The benefit is capped at 80% of the member's average final compensation.

### Benefits Payable on Separation from Service

Any member who withdraws from service is entitled to receive a return of member contributions with allowable interest. A member who has completed 10 years of creditable service may, after separation from service, continue in the membership of the System and file for service retirement after reaching age 52 (age 56 for Tier II members).

### Benefits Payable upon Death in Active Service

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).\*

In the event of the death of a member with more than one year of service who is not eligible for retirement, the designated beneficiary shall receive a return of member contributions and total interest earned. Also, the designated beneficiary shall receive an additional 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).\*

In the event of a job-related death of a member at any age with less than 1 year of service, the designated beneficiary



shall receive the return of member contributions and total earned interest plus a death benefit payable from the pre-retirement death benefit fund equal to the annual earnable compensation of the member at the time death occurs.\*

In the event of a non job-related death of a member with less than 1 year of service, the beneficiary shall receive the return of member contributions and total interest earned plus a matching death benefit which is limited to a maximum of \$5,000.

\* However, if the death occurred more than 180 calendar days after the member's last day in pay status, or if the deceased had applied for a refund of contributions or terminated employment, the lump sum will be the same as if the member had less than one year of service and the death was not job-related.

#### Deferred Retirement Option Plan (DROP)

A member may elect to participate in the Deferred Retirement Option Plan (DROP) upon completion of at least 25 years of creditable service (excluding sick leave) and attainment of at least 52 years of age. Under the DROP, the member may defer receipt of a retirement allowance and continue employment for a period not to exceed five years, nor to be less than three years. At the end of this period, the member may withdraw from active service and receive the retirement benefit based on his or her years of service credit at the time of enrollment in the DROP, and also receive a payment for the deferred retirement benefits, employee contributions while participating in the DROP, and interest earned on DROP deposits.

The effect of Act 2011-27 is that no new participants will be allowed to enter DROP with an effective participation date after June 1, 2011.

#### Member Contributions

Each member contributes 10% of salary. DROP participants continue to contribute during the DROP period, but receive a refund of these contributions with interest upon retirement.

### 3 - SPECIAL PRIVILEGES AT RETIREMENT – ALL MEMBERS

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 C**

**STATEMENT 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, 2012.**

ULTIMATE INVESTMENT RATE OF RETURN: 8.00% per annum, compounded annually, including price inflation at 3.00%.

SALARY INCREASES: Representative values of the assumed annual rates of future salary increases are as follows and include wage inflation at 3.25% per annum:

**STATE AND LOCAL EMPLOYEES**

<b>Service</b>	<b>Annual Rate</b>	<b>Service</b>	<b>Annual Rate</b>
0	7.25 %	7	5.00 %
1	7.25	8	5.00
2	6.00	9 to 13	4.75
3	5.50	14 to 16	4.50
4	5.25	17	4.00
5	5.25	18 & Over	3.75
6	5.25		

**STATE POLICEMEN**

5% per year for all years of service

SEPARATIONS BEFORE SERVICE RETIREMENT: Representative values of the assumed annual rates of death, disability and withdrawal are shown in the following tables:



**STATE AND LOCAL EMPLOYEES**

<u>Age</u>	<u>Death*</u>	<u>Annual Rate of</u>					
		<u>Disability</u>		<u>Withdrawal</u>			
		<u>Years of Service</u>		<u>Years of Service</u>			
		<u>0-24</u>	<u>25+</u>	<u>0-4</u>	<u>5-9</u>	<u>10-20</u>	<u>20+</u>
<b><u>Male</u></b>							
20	0.03%	0.04%		28.00%			
25	0.03	0.06		19.50	10.00%		
30	0.05	0.08		17.50	7.00	5.00%	
35	0.08	0.10		16.00	6.00	4.75	
40	0.10	0.27		15.50	4.50	3.50	2.50%
45	0.14	0.42	0.25%	14.00	4.00	3.00	2.25
50	0.20	0.77	0.25	13.00	4.00	2.75	2.00
55	0.36	1.53	0.25	12.00	3.75	2.75	2.00
60	0.71	2.50	0.25	12.00	4.25		
65	1.30			16.00	7.00		
69	1.99			17.00	7.00		

<u>Age</u>	<u>Death*</u>	<u>Annual Rate of</u>					
		<u>Disability</u>		<u>Withdrawal</u>			
		<u>Years of Service</u>		<u>Years of Service</u>			
		<u>0-24</u>	<u>25+</u>	<u>0-4</u>	<u>5-9</u>	<u>10-20</u>	<u>20+</u>
<b><u>Female</u></b>							
20	0.01%	0.04%		34.00%			
25	0.01	0.06		24.00	12.00%		
30	0.02	0.08		20.00	8.25	6.50%	
35	0.03	0.14		18.00	7.25	6.00	
40	0.04	0.29		16.00	6.00	4.00	3.00%
45	0.07	0.43	0.25%	14.75	5.25	3.75	2.50
50	0.10	0.69	0.25	14.00	4.50	3.50	2.50
55	0.19	1.24	0.25	14.00	4.00	3.00	2.50
60	0.38	0.25	0.25	14.00	4.00		
65	0.71			14.00	8.50		
69	1.09			14.00	8.50		

\* Rates of pre-retirement mortality are according to the sex distinct RP-2000 Combined Mortality Table Projected with Scale AA to 2015 set forward three years for males and set forward one year for females with an adjustment factor of 0.90% for males and 0.70% for females.



SERVICE RETIREMENT: The assumed annual rates of service retirement for Tier I members are as follows:

Age	Annual Rate			
	Under age 65 with 25 or more years of service		Under age 65 with less than 25 years of service & All over age 65	
	Male <sup>1</sup>	Female <sup>2</sup>	Male	Female
47 & Under	16.00%	13.00%		
48 to 51	11.00	11.00		
52 to 54	10.00	10.00		
55 to 59	16.00	16.00		
60	16.00	25.00	12.00%	16.00%
61	20.00	16.00	11.00	13.00
62	42.00	32.00	28.00	26.00
63	35.00	28.00	23.00	20.00
64	30.00	25.00	18.00	15.00
65			30.00	28.00
66			30.00	28.00
67			25.00	23.00
68 to 74			23.00	23.00
75 & Above			100.00	100.00

<sup>1</sup>Rates are increased by 10% in year when member attains 25 years of service at or before age 60.

<sup>2</sup>Rates are increased by 7% in year when member attains 25 years of service at or before age 60.

The assumed annual rates of service retirement for Tier II members are as follows:

Age	Annual Rate			
	Less than 25 years of service		25 or more years of service	
	Male	Female	Male	Female
62	40%	45%	55%	60%
63	23	20	35	28
64	18	15	30	25
65	30	28	30	28
66	30	28	30	28
67	25	23	25	23
68 to 74	23	23	23	23
75 & Above	100	100	100	100



**STATE POLICEMEN**

Annual Rate of

<u>Age</u>	<u>Death<sup>1</sup></u>		<u>Disability</u>	<u>Withdrawal<sup>2</sup></u>
	<u>Male</u>	<u>Female</u>		
20	0.03%	0.01%	0.08%	3.00%
25	0.03	0.01	0.10	3.00
30	0.05	0.02	0.14	2.50
35	0.08	0.03	0.22	1.75
40	0.10	0.04	0.34	1.75
45	0.14	0.07	0.46	1.75
50	0.20	0.10	0.60	
55	0.36	0.19		
60	0.71	0.38		
62	0.91	0.50		
65	1.30	0.71		

<sup>1</sup> Rates of pre-retirement mortality are according to the sex distinct RP-2000 Combined Mortality Table Projected with Scale AA to 2015 set forward three years for males and set forward one year for females with an adjustment factor of 0.90% for males and 0.70% for females.

<sup>2</sup> A rate of 4.00% is assumed during the first four years of employment.

Annual Rate of Service Retirement for Tier I Members

<u>Age</u>	<u>Under Age 60 with &lt;20 years of service and all over age 60</u>	<u>Under Age 60 with between 20 and 24 years of service</u>	<u>Under Age 60 with 25 or more years of service</u>
< 52			25.00%
52	10.00%	25.00%	25.00
53	10.00	25.00	25.00
54	10.00	25.00	25.00
55	10.00	15.00	25.00
56	10.00	15.00	25.00
57	10.00	15.00	25.00
58	10.00	15.00	25.00
59	10.00	15.00	25.00
60	40.00		
62	40.00		
65	100.00		



Annual Rate of Service Retirement for Tier II Members

<u>Age</u>	<u>Under Age 60 with &lt;20 years of service and all over age 60</u>	<u>Under Age 60 with between 20 and 24 years of service</u>	<u>Under Age 60 with 25 or more years of service</u>
56	40.00%	60.00%	75.00%
57	10.00	15.00	25.00
58	10.00	15.00	25.00
59	10.00	15.00	25.00
60	40.00		
62	40.00		
65	100.00		

**DEATH AFTER RETIREMENT:** The rates of mortality for the period after service retirement are according to the sex distinct RP-2000 Combined Mortality Table Projected with Scale AA to 2015 set forward three years for males and two years for females. The rates of mortality for the period after disability retirement are according to the sex distinct RP-2000 Disabled Mortality Table.

**DEATH IN ACTIVE SERVICE BENEFIT:** For those eligible for service retirement who die in active service, it is assumed that 75% of beneficiaries will elect the lump sum death benefit and 25% will elect the Option 3 allowance.

**BENEFITS PAYABLE UPON SEPARATION FROM SERVICE:** For active members who separate from service prior to eligibility for a service retirement allowance, the liability is assumed to be the greater of the value of the refund of contributions and the value of the deferred annuity.

**UNUSED SICK LEAVE:** 2.25% load on service retirement liabilities for active members (No load for Tier II members).

**PERCENT MARRIED:** 100% of employees are assumed to be married, with the wife 3 years younger than the husband.

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

**ASSET METHOD:** Market value

**LIABILITY FOR CURRENT INACTIVE MEMBERS:** Member Contribution Balance is multiplied by a factor of 2.5 for State Employees, and 3.0 for Local Employees and State Policemen.