



SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO

300 E. BROAD ST., SUITE 100 • COLUMBUS, OHIO 43215-3746
614-222-5853 • Toll-Free 800-878-5853 • www.ohsers.org

RICHARD STENSRUD
Executive Director

KAREN D. ROGGENKAMP
Deputy Executive Director

November 20, 2023

Bethany Rhodes, Director/General Counsel
Ohio Retirement Study Council
30 East Broad Street, 2nd Floor
Columbus, OH 43215

Dear Bethany:

As required by section 3309.21(A) of the Ohio Revised Code, please find attached a pdf copy of the valuations prepared by SERS' actuary for our fiscal year ended June 30, 2023: the *Report on the Annual Basic Benefits Valuation*, and the *Report on the Retiree Health Care Valuation*.

As you review these reports, please feel free to contact us if you have any questions.

Sincerely,

A handwritten signature in black ink that reads 'Richard Stensrud'. The signature is written in a cursive, flowing style.

Richard Stensrud
Executive Director

Enclosures

c:

The Honorable Bob Hackett, Chair, Senate Insurance Committee
The Honorable Adam Mathews, Chair, House Pensions Committee
Kimberly Murnieks, Director, Office of Budget and Management

RETIREMENT BOARD

FRANK A. WEGLARZ
Chair, Retiree-Member

MATTHEW A. KING
Vice-Chair, Employee-Member

JEFFREY DELEONE
Appointed Member

JAMES H. HALLER
Employee-Member

CATHERINE P. MOSS
Retiree-Member

BARBRA M. PHILLIPS
Employee-Member

JAMES A. ROSSLER, JR
Appointed Member

AIMEE RUSSELL
Employee-Member

DANIEL L. WILSON
Appointed Member



Cavanaugh Macdonald
CONSULTING, LLC

The experience and dedication you deserve



**Report on the Annual Basic Benefits Valuation of the
School Employees Retirement System of Ohio**

Prepared as of June 30, 2023





Cavanaugh Macdonald

CONSULTING, LLC

The experience and dedication you deserve

October 30, 2023

Board of Trustees
School Employees Retirement System of Ohio
300 East Broad Street, Suite 100
Columbus, OH 43215-3746

Dear Members of the Board:

Presented in this report are the results of the annual actuarial valuation of the basic benefits provided under the School Employees Retirement System of Ohio (SERS) as of June 30, 2023. The purpose of the valuation was to measure the System's funding progress and to calculate the actuarially determined employer contribution rates for the fiscal year beginning July 1, 2023.

The valuation is based upon data, furnished by the SERS staff, concerning active, inactive and retiree members along with pertinent financial information. The complete cooperation of the SERS staff in furnishing materials requested is hereby acknowledged with appreciation.

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

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.

3550 Busbee Pkwy, Suite 250, Kennesaw, GA 30144
Phone (678) 388-1700 • Fax (678) 388-1730
www.CavMacConsulting.com
Offices in Kennesaw, GA • Bellevue, NE



The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,

A handwritten signature in blue ink that reads 'Todd B. Green' followed by a horizontal flourish.

Todd B. Green, ASA, EA, FCA, MAAA
President

A handwritten signature in blue ink that reads 'John J. Garrett' followed by a horizontal flourish.

John J. Garrett, ASA, FCA, MAAA
Principal and Consulting Actuary

TBG/JJG:bvb



TABLE OF CONTENTS

<u>Section</u>	<u>Item</u>	<u>Page</u>
	Executive Summary	1
I	Summary of Principal Results	8
II	Membership Data	10
III	Assets	12
IV	Comments on Valuation	13
V	Derivation of Experience Gains and Losses	14
VI	Actuarially Determined Contribution Rates	17
VII	Schedule of Funding Progress	18
VIII	Risk Considerations	19
 <u>Schedule</u>		
A	Valuation Balance Sheet and Solvency Test	24
B	Development of Actuarial Value of Assets	26
C	Statement of Actuarial Assumptions and Methods	27
D	Summary of Benefit and Contribution Provisions	30
E	Detailed Tabulations of the Data	36
F	Gain/Loss Analysis Details	47
G	Glossary	57
 <u>Appendix</u>		
A	Actuarial Accrued Liabilities	58
B	Breakdown of Total and Accrued Liabilities	59
C	Comparative Schedule	60



**REPORT ON THE ANNUAL VALUATION OF THE
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO**

PREPARED AS OF JUNE 30, 2023

EXECUTIVE SUMMARY

The School Employees Retirement System of Ohio (SERS or System) is a defined benefit public pension fund that provides pensions and access to health care coverage for retired school employees who are covered in nonteaching positions. This includes bus drivers, custodians, treasurers, business officials, administrative assistants, food service providers, and educational aides. This report presents the results of the June 30, 2023, actuarial funding valuation of the System. The primary purposes of performing the actuarial funding valuation are to:

- determine the sufficiency of the Statutory Contribution Rate as set forth in the Ohio statutes;
- determine the experience of the System since the last valuation date;
- disclose asset and liability measures as of the valuation date; and
- analyze and report on trends in System contributions, assets, and liabilities over the past several years.

The actuarial valuation results provide a “snapshot” view of the System’s financial condition on June 30, 2023. Actuarial gains and losses result when the actual experience of the plan (such as asset return, pay increases, turnover, deaths, etc.) is different from that expected by the actuarial assumptions. The System’s unfunded actuarial accrued liability (UAAL) was expected to be \$5,339.7 million as of June 30, 2023, taking into account contributions from the employers and members of \$955.5 million. The actual UAAL is \$5,398.7 million. The net increase of \$59.0 million is attributable to liability and investment gains and losses which are detailed in Section V. The remaining amortization period of the UAAL is 21 years as of June 30, 2023.

The valuation is based on a set of actuarial assumptions which were adopted by the Board based on the five-year experience study for the period ending June 30, 2020. These assumptions are presented in Schedule C.



A summary of the key results from the June 30, 2023 actuarial valuation is shown below. Further detail on the valuation results can be found in the following sections of this Executive Summary.

	June 30, 2023 Valuation Results	June 30, 2022 Valuation Results
Actuarially Determined Contribution Rate	10.57%	11.22%
Employer Contribution Rate	14.00%	14.00%
Sufficiency/(Deficiency)	3.43%	2.78%
Remaining Amortization Period	21	22
Unfunded Actuarial Accrued Liability (\$M)	\$5,398.7	\$5,484.5
Basic Benefit Funded Ratio (Actuarial Assets)	76.61%	75.48%

The funded ratio of the basic benefits is 76.61%. Since this is greater than 70%, per the Board-adopted funding policy, the basic benefits may receive an employer contribution between 13.50% and 14.00% of compensation for FY2024. The Health Care Fund may receive an employer contribution of up to 0.50%. Based on a Board Resolution dated September 21, 2023, the valuation allocates the entire 14.00% to the basic benefits and 0.00% allocated to health care consistent with SERS' funding policy. The funding policy requires at least 13.50% of the employers' contributions be allocated to SERS' basic benefits when the funded ratio is 70% but less than 80%, with the remainder (if any) allocated to health care.

Under Ohio Revised Code 3309.374(B), on September 21, 2023, the Board granted an annual cost-of-living-adjustment of 2.5% for eligible SERS members for the 2024 calendar year. This has been included in the valuation for funding purposes.

EXPERIENCE FOR THE LAST PLAN YEAR

Numerous factors contributed to the change in the System's assets, liabilities, and actuarial contribution rate between June 30, 2022 and June 30, 2023. The components are examined in the following discussion. Since the most recent experience study was completed, we note that inflation has been significantly higher than assumed. Inflation is a component of several assumptions so the effects of higher inflation as a component of one assumption may be partially offset by the effect of higher inflation in another. We do not want to give too much credibility to recent experience, but we cannot ignore that current rates of inflation are the highest in the past 40 years. We will continue to monitor inflation in subsequent valuations to assess the reasonableness of the assumed inflation used in the valuation.

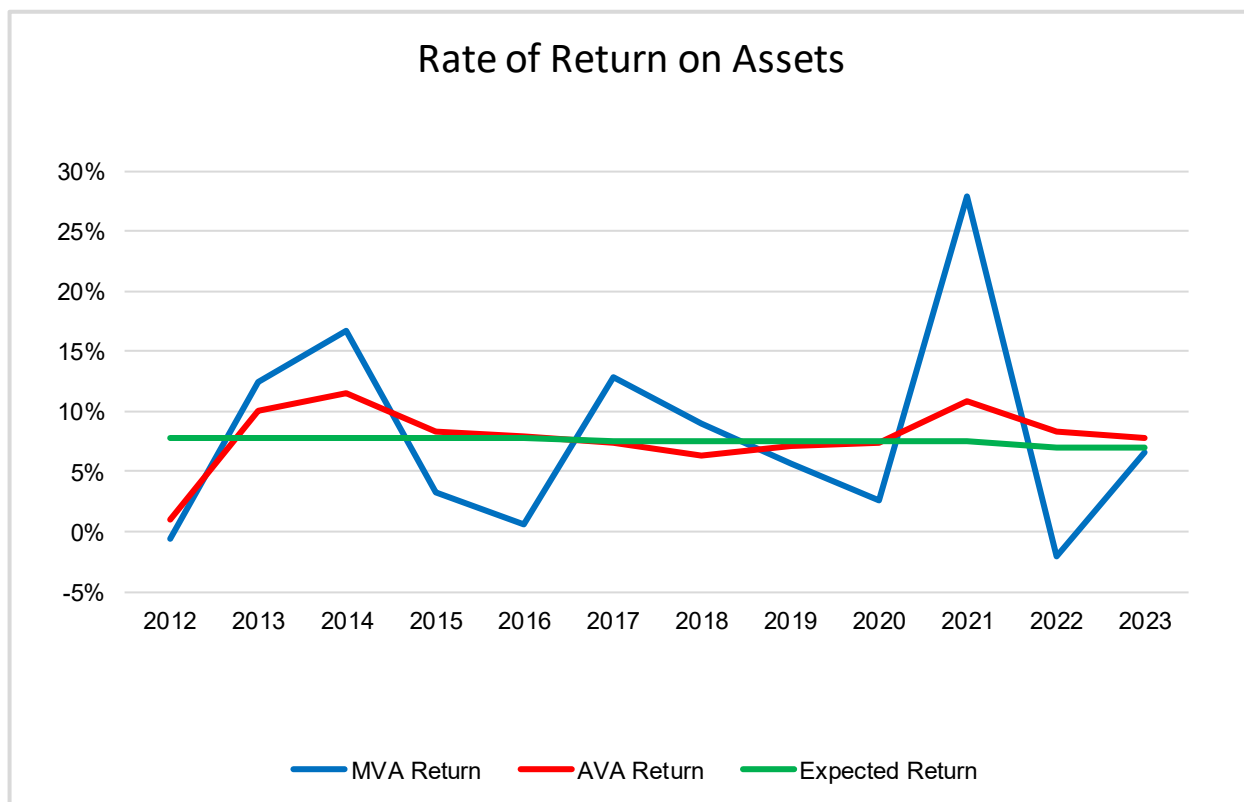
ASSETS

As of June 30, 2023, SERS' basic benefits had net assets of \$17,558,801,466, when measured on a market value basis. This was an increase of \$596,110,461 from the previous year. The market value of assets is not used directly in the calculation of the unfunded actuarial accrued liability and the actuarially determined contribution. The asset valuation smoothing method, which recognizes the annual unexpected portion of market value investment returns over a four-year period, attempts to reduce the effect of market volatility. The resulting amount is called the "actuarial value of assets" and is utilized to determine the actuarial valuation results. In this year's valuation, the actuarial value of assets as of June 30, 2023, was \$17,685,652,177, an increase of \$798,679,618 from the value in the prior year. The components of change in the asset values are shown in the following table.



	Actuarial Value	Market Value
Net Assets, June 30, 2022	\$ 16,886,972,559	\$ 16,962,691,005
- Employer and Member Contributions	+ 955,568,535	+ 955,568,535
- Benefit Payments	- 1,476,425,983	- 1,476,425,983
- Investment Gains	+ 1,319,537,066	+ 1,116,967,909
Net Assets, June 30, 2023	17,685,652,177	17,558,801,466

The estimated investment return on the market value of assets for FY2023 was 6.63%. Due to the investment experience gain for FY 2021, the resulting return on the smoothed actuarial value of assets was 7.83%. The return on the funds supporting Basic Benefits was 7.94%. As this rate of return was greater than the assumed rate of 7.00%, there was an actuarial investment experience gain of \$155.7 million. The return on the Health Care Fund is 5.53%. Please see Section III, Schedule B, and Schedule F of this report for more detailed information on the market and actuarial value of assets.



Market value returns have been very volatile. As can be seen in this graph, the return on actuarial assets is much smoother than the return on market value. The asset smoothing method impacts only the timing of when the actual market experience is recognized in the valuation process. The remaining deferred investment experience net loss of \$127 million will be absorbed in future years.



LIABILITIES

The actuarial accrued liability is the portion of the present value of future benefits allocated to service performed up to the valuation date. The difference between this liability and the actuarial value of assets is called the unfunded actuarial accrued liability (UAAL). The dollar amount of unfunded actuarial accrued liability is reduced if the contributions to the System exceed the normal cost for the year, plus interest on the prior year's UAAL.

The unfunded actuarial accrued liability is shown as of June 30, 2023 in the following table:

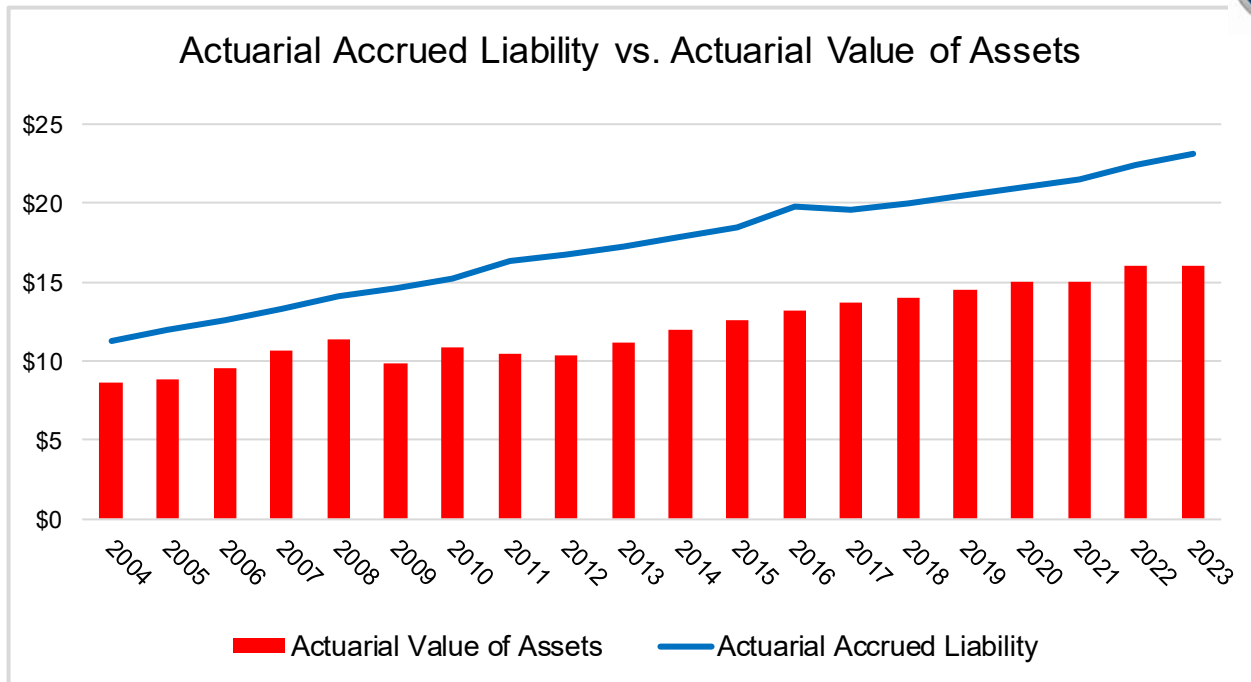
	Actuarial Value of Assets	Market Value of Assets
Actuarial Accrued Liability	\$23,084,316,697	\$23,084,316,697
Value of Assets	\$17,685,652,177	\$17,558,801,466
Unfunded Actuarial Accrued Liability*	\$5,398,664,520	\$5,525,515,231
Funded Ratio	76.61%	76.06%

* See Appendix B of the report for the detailed development of the unfunded actuarial accrued liability.

Changes in the UAAL occur for various reasons. The net decrease in the UAAL from June 30, 2022, to June 30, 2023, was \$85.8 million. The components of this net change are shown in the table below:

Unfunded Actuarial Accrued Liability, June 30, 2022		\$5,484.5
(\$ Millions)		
Expected increase due to amortization method	(\$144.8)	
Investment experience	(\$155.7)	
Liability experience	\$177.6	
Assumption Change to 2024 COLA Rate	\$37.1	
Total		(\$85.8)
Unfunded Actuarial Accrued Liability, June 30, 2023		\$5,398.7

As shown above, various components impacted the UAAL. Actuarial gains (losses) result from actual experience that is more (less) favorable than anticipated based on the actuarial assumptions. The amounts are measured as the difference between the expected unfunded actuarial accrued liability and the actual unfunded actuarial accrued liability net of any impact due to changes in actuarial assumptions and methods or benefit provisions. Overall, the System experienced a net decrease to the UAAL of \$85.8 million. The net UAAL decrease is comprised primarily of experience and investment gains; the largest sources of liability gains were due to mortality and various data and method changes, which were offset by losses due to retirement, termination, and salary experience. Finally, there was an additional increase in the UAAL due to recognition of the 2.50% cost-of-living adjustment granted by the Board for all eligible SERS members for calendar year 2024.

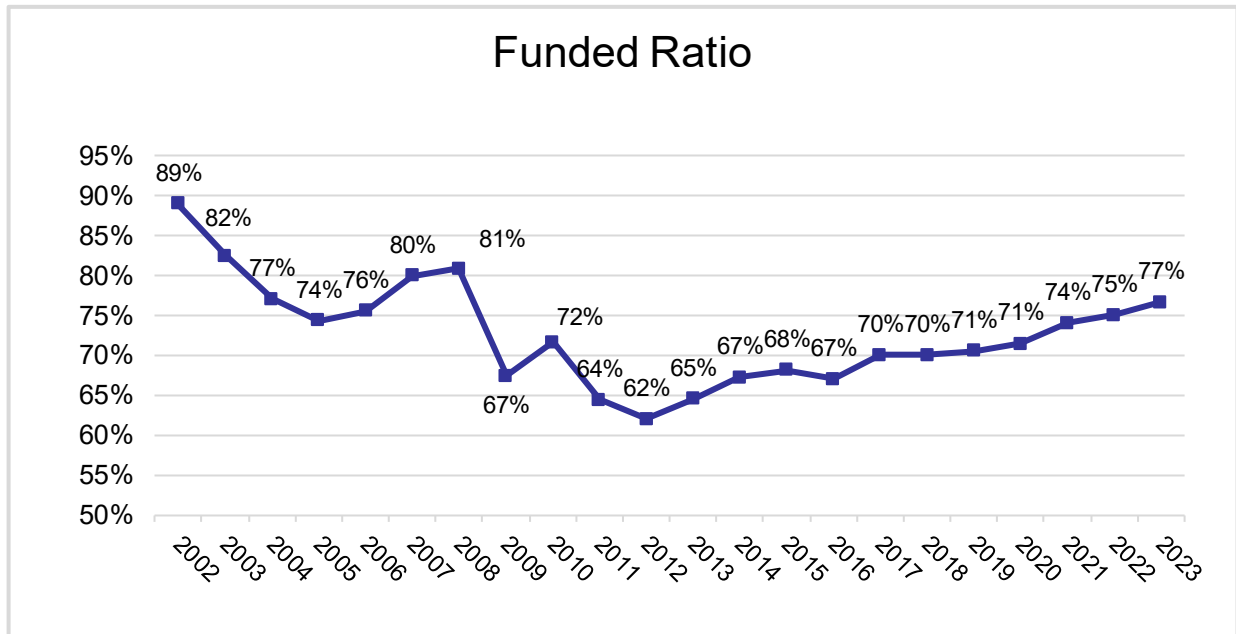


Since June 30, 2004, the actuarial accrued liability has been higher than the actuarial value of assets. Investment experience below the assumed rate of return was the primary source of the increased difference between the actuarial accrued liability and actuarial assets. SERS implemented pension reform to improve the System’s funding progress. The Board’s funding policy allocates a higher portion of the employer contribution toward the basic benefits until the fund achieves a funded status of 90%. An evaluation of the unfunded actuarial accrued liability on a pure dollar basis may not provide a complete analysis since only the difference between the assets and liabilities (which are both very large numbers) is reflected. Another way to evaluate the unfunded actuarial accrued liability and the progress made in its funding is to track the funded ratio, the ratio of the actuarial value of assets to the actuarial accrued liability.

	6/30/19	6/30/20	6/30/21	6/30/22	6/30/23
Funded Ratio	70.51%	71.49%	74.46%	75.48%	76.61%
Unfunded Actuarial Accrued Liability (\$M)	\$ 6,054.2	\$ 5,997.1	\$ 5,498.1	\$ 5,484.5	\$5,398.7



The longer-term historical funded ratio information is shown in the chart below.



Investment returns are the primary source of decreases in the funded ratio as can be seen during the 2002-2003 “tech bubble” recession and the “great” recession of 2008-2009. Board actions which led to legislation to modify the Plan in combination with improved experience of the System are attributable to the improved funded ratio since 2016.

CONTRIBUTION RATE

Under the Entry Age Normal cost method, the actuarial contribution rate consists of two components:

- a "normal cost" for the portion of projected liabilities allocated by the actuarial cost method to service of members during the year following the valuation date which is funded by both member and employer contributions, and
- an "unfunded actuarial accrued liability contribution" for the excess of the portion of projected liabilities allocated to service-to-date over the actuarial value of assets.



See Section VI of the report for the detailed development of these contribution rates which are summarized in the following table:

Contribution Rates	June 30, 2023	June 30, 2022
1. Employer Portion of Normal Cost Rate	0.79%	0.81%
2. UAAL Contribution Rate	9.78%	10.41%
3. Total Actuarial Determined Contribution Rate (1) + (2)	10.57%	11.22%
4. Funded Ratio	76.61%	75.48%
5. Total Employer Contribution Rate	14.00%	14.00%
6. Amount Allocated to Basic Benefits	14.00%	14.00%

Contributions are developed with the intent of being level as a percentage of covered payroll, assuming the number of active members remains stable. Furthermore, the funding policy is expected to accumulate sufficient assets to make all future benefit payments as they become due, if all assumptions are met. Actuarial Standard of Practice Number 4 (ASOP 4) requires the disclosure of a reasonable actuarial determined contribution rate. The current statutory funding rate is expected to fully fund the plan and reduce the unfunded actuarial accrued liability each year. While there are potentially other reasonable actuarial determined contribution rates, in our professional judgement, the current funding policy meets the guidelines of ASOP 4.

As discussed earlier, SERS' basic benefits includes retirement, disability, and survivor benefits, along with Medicare Part B reimbursements and lump sum retiree death benefits. SERS also provides access to health care coverage for retiree members. The Health Care Fund is partially supported by employer contributions that are not required for actuarially funding basic benefits. The funding policy is expected to accelerate the pace at which SERS' basic benefits will achieve a funded ratio equal to 90%. The Board has allocated the entire employer contribution toward basic benefits.



**REPORT ON THE ANNUAL VALUATION OF THE
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO**

PREPARED AS OF JUNE 30, 2023

SECTION I – SUMMARY OF PRINCIPAL RESULTS

1. This report, prepared as of June 30, 2023, presents the results of the annual actuarial valuation of the basic benefits provided under the System, including pension, Medicare Part B reimbursement, and post-retirement death benefits. For convenience of reference, the principal results of the valuation and a comparison with the preceding year's results are summarized in the following table.

SUMMARY OF PRINCIPAL RESULTS

	June 30, 2023	June 30, 2022
Active members included in valuation		
Number	159,873	155,063
Annual Compensation*	\$4,298,689,195	\$3,994,657,693
Retirees		
Number	81,833	81,151
Annual allowances	\$1,340,607,264	\$1,295,438,626
Deferred Vesteds		
Number	6,413	6,118
Annual deferred allowances	\$45,681,879	\$41,365,993
Assets (net of Health Care Assets)		
Market related actuarial value	\$17,685,652,177	\$16,886,972,559
Market value	\$17,558,801,466	\$16,962,691,005
Unfunded Accrued Liability	\$5,398,664,520	\$5,484,496,253
Funded Ratio (AVA/AAL)		
All Basic Benefits	76.61%	75.48%
Pension Benefits	76.73%	75.71%
Medicare Part B	69.92%	63.21%
Post-retirement Death Benefits	74.44%	71.68%
Actuarially Determined Contribution Rate		
Normal	0.79%	0.81%
Accrued liability	<u>9.78%</u>	<u>10.41%</u>
Total	10.57%	11.22%
Funding Policy Contribution Rate	14.00%	14.00%
Accrued liability amortization period (years)	21	22

* The annual compensation reflects imputed salaries.



2. The statute sets a contribution cap of 24% of payroll: 14% from employers and 10% from employees. Employer contributions in excess of those required to support the basic benefits may be allocated to retiree health care funding. If the funded ratio is less than 70%, the entire 14% employers' contribution shall be allocated to SERS' basic benefits. If the funded ratio is 70% but less than 80%, at least 13.50% of the employers' contribution shall be allocated to SERS' basic benefits, with the remainder (if any) allocated to the Health Care Fund. If the funded ratio is 80% but less than 90%, at least 13.25% of the employers' contribution shall be allocated to SERS' basic benefits, with the remainder (if any) allocated to the Health Care Fund. If the funded ratio is 90% or greater, the Health Care Fund may receive any portion of the employers' contribution that is not needed to fund SERS' basic benefits.
3. The valuation balance sheet showing the results of the valuation is given in Schedule A.
4. Comments on the valuation results are given in Section IV, comments on the experience and the sources of actuarial gains and losses during the valuation year are given in Section V, and the rates of contribution payable by employers are given in Section VI.
5. Schedule B of this report presents the development of the actuarial value of assets. Schedule C details the actuarial assumptions and methods employed. Schedule D gives a summary of the benefit and contribution provisions of the plan.



SECTION II – MEMBERSHIP DATA

Data regarding the membership of the System for use as a basis for the valuation was furnished by the System’s staff. The following tables summarize the membership of the system as of June 30, 2023, upon which the valuation was based. Detailed tabulations of the data are given in Schedule E.

Active Members

Number	Payroll	Group Averages		
		Salary	Age	Service
159,873	\$4,298,689,195	\$26,888	46.9	7.3

The total number of active members includes 42,715 vested members and 117,158 non-vested members. Those who reached 25 years of service on or before August 1, 2017 were eligible to retire under the previous age and service credit eligibility requirements.

The following table shows a six-year schedule of active member valuation data.

SCHEDULE OF SERS ACTIVE MEMBER VALUATION DATA

Valuation Date	Number	Annual Payroll	Annual Average Pay	% Increase in Average Pay
6/30/2018	158,343	\$3,332,395,171	\$21,045	0.7%
6/30/2019	159,363	3,462,524,396	21,727	3.2
6/30/2020	156,579	3,477,578,726	22,210	2.2
6/30/2021	146,646	3,622,097,199 *	24,700	11.2
6/30/2022	155,063	3,994,657,693	25,762	4.3
6/30/2023	159,873	4,298,689,195	26,888	4.4

* Effective June 30, 2021, the annual compensation reflects imputed salaries.



The following table shows the number and annual retirement allowances payable to retiree members and their beneficiaries on the roll of the Retirement System as of the valuation date as well as certain group averages.

Retiree Lives

Type of Benefit Payment	Number	Annual Benefits	Group Averages	
			Benefit	Age
Retirees and Beneficiaries	71,932	\$1,199,587,403	\$16,677	75.4
Disability	5,774	99,885,330	17,299	68.4
Survivors	4,127	41,134,531	9,967	72.7
Total in SERS	81,833	\$1,340,607,264	\$16,382	74.8

This valuation also includes 274,280 inactive members eligible for a contribution refund only (including 252,422 members reported separately who had completed one or more years of service before terminating). Their contributions totaled \$257,845,563 as of June 30, 2023. There were also 6,413 terminated vested members with annual deferred pension benefits of \$45,681,879. Included in the "Retiree" numbers in the above table are 12,910 reemployed retirees with account balances of \$138,549,932 (including employer contributions and interest), 904 reemployed retirees receiving only an annuity from their contributions and their employers' matching contributions, and 1,100 reemployed retirees receiving such annuities in addition to their regular pension benefits. The sum of the annuity payments attributable to these reemployed retirees is \$9,031,221. Included in the "Disability" numbers in the above table are 1,303 retirees converted to a service retirement. The sum of the annuity payments attributable to these converted disabled retirees is \$15,522,101.



SECTION III – ASSETS

1. As of June 30, 2023, the total market value of assets amounted to \$18,265,587,027. All figures include the combined Pension Trust Fund, Medicare B Fund, Death Benefit Fund, and Health Care Fund, but exclude the QEBA Fund. The return on the combined funds including the Health Care Fund is 6.63%. The return on the funds supporting Basic Benefits is 6.69%. The return on the Health Care Fund is 5.53%.

Asset Summary Based on Market Value			
(1)	Assets at June 30, 2022	\$	17,574,265,414
(2)	Contributions and Misc. Revenue		1,225,459,692
(3)	Investment Gain (Loss)		1,149,760,020
(4)	Benefit Payments		(1,683,898,099)
(5)	Assets at June 30, 2023 (1) + (2) + (3) + (4)	\$	18,265,587,027
(6)	Annualized Rate of Return*		6.63 %

2. The four-year smoothed market related actuarial value of assets used for the current valuation was \$18,392,437,738. Schedule B shows the development of the actuarial value of assets as of June 30, 2023. Again all figures include the combined Pension Trust Fund, Medicare B Fund, Death Benefit Fund, and Health Care Fund, but exclude the QEBA Fund. The return on the combined funds including the Health Care Fund is 7.83%. The return on the funds supporting Basic Benefits is 7.94%. The return on the Health Care Fund is 5.53%.

Asset Summary Based on Actuarial Value			
(1)	Assets at June 30, 2022	\$	17,498,546,968
(2)	Contributions and Misc. Revenue		1,225,459,692
(3)	Investment Gain (Loss)		1,352,329,177
(4)	Benefit Payments		(1,683,898,099)
(5)	Assets at June 30, 2023 Before Application of Corridor (1) + (2) + (3) + (4)	\$	18,392,437,738
(6)	Annualized Rate of Return*		7.83 %

*Based on the approximation formula: $I / [0.5 \times (A + B - I)]$, where

- I = Investment Gain (Loss)
- A = Beginning of year asset value
- B = End of year asset value



SECTION IV - COMMENTS ON VALUATION

Schedule A of this report contains the valuation balance sheet which shows the present and prospective assets and liabilities of the System as of June 30, 2023.

1. The total retirement benefit valuation balance sheet shows that the System has total future retirement benefit liabilities of \$27,070,598,690, of which \$13,563,986,248 is for the future benefits payable for present retiree members and beneficiaries of deceased members; \$829,057,745 is for the future benefits payable for present inactive members; and \$12,677,554,697 is for the future benefits payable for present active members. Against these retirement benefit liabilities, the System has a total present actuarial value of assets of \$17,685,652,177 as of June 30, 2023. The difference of \$9,384,946,513 between the total liabilities and the total present actuarial value of assets represents the present value of contributions to be made in the future for retirement benefits. Of this amount, \$3,754,463,724 is the present value of future contributions expected to be made by members, and the balance of \$5,630,482,789 represents the present value of future contributions payable by the employers.
2. The employers' contributions to the System on account of retirement benefits consist of normal contributions, accrued liability contributions and contributions for administrative expenses. The valuation indicates that employer normal contributions at the rate of 0.51% of payroll for basic pension benefits, 0.02% of payroll for post-retirement death benefits, and 0.26% of payroll for Medicare Part B benefits are required to provide the benefits of the System for the average member of SERS. Prospective employer normal contributions on account of retirement benefits at the above rates have a present value of \$231,818,269.
3. For pension benefits, it is recommended that the unfunded accrued liability contribution rate payable by the employers on account of retirement benefits be set at 9.55% of payroll. For post-retirement death benefits, it is recommended that the unfunded accrued liability contribution rate payable by the employers on account of retirement benefits be set at 0.02% of payroll. Finally, for Medicare Part B benefits, it is recommended that the unfunded accrued liability contribution rate payable by the employers on account of retirement benefits be set at 0.21% of payroll. These rates are sufficient to amortize the unfunded accrued liability of \$5,398,664,520 over 21 years based on the assumption that the aggregate payroll for SERS members will increase by 1.75% each year.
4. The present value of the total future contributions to be made by the employers for basic benefits is the sum of the future employer normal contributions and the unfunded accrued liability contributions and equals \$5,630,482,789.



SECTION V – DERIVATION OF EXPERIENCE GAINS AND LOSSES

Actual experience will never (except by coincidence) match exactly with assumed experience. It is assumed that gains and losses will be in balance over a period of years, but sizable year-to-year fluctuations are common. Detail on the derivation of the experience gain (loss) for the year ended June 30, 2023, is shown below in \$ millions.

Experience (Gain/Loss)

Total Basic Benefits June 30:		2023	2022	2021	2020	2019	2018
(1)	UAAL from last valuation	\$ 5,484.5	5,498.1	5,997.1	6,054.2	5,985.5	5,875.3
(2)	Normal cost from last valuation	430.1	406.2	347.6	344.1	330.6	342.4
(3)	Contributions	955.5	900.1	830.6	843.9	809.9	759.9
(4)	Interest accrual:	380.6	381.8	444.8	448.3	443.3	437.8
	$[(1) + (2) - (3) * .5] \times .07$						
(5)	Expected UAAL before changes:	\$ 5,339.7	5,386.0	5,958.9	6,002.7	5,949.5	5,895.6
	$(1) + (2) - (3) + (4)$						
(6)	Change due to plan amendments	0.0	0.0	0.0	0.0	0.0	357.6
(7)	Change due to new actuarial assumption or methods	(37.1)	(37.0)	(126.5)	0.0	0.0	0.0
(8)	Expected UAAL after changes:	\$ 5,376.8	5,423.0	6,085.4	6,002.7	5,949.5	5,538.0
	$(5) - (6) - (7)$						
(9)	Actual UAAL from this valuation	\$ 5,398.7	5,484.5	5,498.1	5,997.1	6,054.2	5,985.5
(10)	Total Gain/(Loss): (8) - (9)	\$ (21.9)	(61.5)	587.3	5.6	(104.7)	(447.4)
(11)	Investment Gain/(Loss):	\$ 155.7	268.6	431.3	7.1	(44.1)	(161.1)
(12)	Non-Investment Gain/(Loss)	\$ (177.6)	(330.1)	155.8	(1.5)	(60.6)	(286.3)

Pension June 30:		2023	2022	2021	2020	2019	2018
(1)	UAAL from last valuation	\$ 5,329.7	5,316.4	5,789.8	5,822.7	5,735.1	5,611.3
(2)	Normal cost from last valuation	418.8	395.0	338.8	335.4	322.1	334.1
(3)	Contributions	926.9	871.7	803.0	814.0	780.6	731.8
(4)	Interest accrual:	370.0	369.3	429.6	431.4	425.0	418.5
	$[(1) + (2) - (3) * .5] \times .07$						
(5)	Expected UAAL before changes:	\$ 5,191.6	5,209.0	5,755.2	5,775.5	5,701.6	5,632.1
	$(1) + (2) - (3) + (4)$						
(6)	Change due to plan amendments	0.0	0.0	0.0	0.0	0.0	357.6
(7)	Change due to new actuarial assumption or methods	(37.1)	(37.0)	(120.9)	0.0	0.0	0.0
(8)	Expected UAAL after changes:	\$ 5,228.7	5,246.0	5,876.1	5,775.5	5,701.6	5,274.5
	$(5) - (6) - (7)$						
(9)	Actual UAAL from this valuation	\$ 5,271.8	5,329.7	5,316.4	5,789.8	5,822.7	5,735.1
(10)	Total Gain/(Loss): (8) - (9)	\$ (43.1)	(83.7)	559.7	(14.3)	(121.1)	(460.6)
(11)	Investment Gain/(Loss):	\$ 153.3	264.7	425.4	6.4	(44.1)	(159.0)
(12)	Non-Investment Gain/(Loss)	\$ (196.4)	(348.4)	134.3	(20.7)	(77.0)	(301.6)



SECTION V – DERIVATION OF EXPERIENCE GAINS AND LOSSES
(\$ Millions)

Medicare Part B June 30:		2023	2022	2021	2020	2019	2018
(1)	UAAL from last valuation	\$ 143.1	168.5	194.0	217.4	235.4	249.1
(2)	Normal cost from last valuation	10.6	10.5	8.3	8.2	8.0	7.8
(3)	Contributions	26.6	26.2	26.3	28.3	27.3	26.3
(4)	Interest accrual: [(1) + (2) - (3)*.5] x .07	9.8	11.6	14.1	15.8	17.2	18.3
(5)	Expected UAAL before changes: (1) + (2) - (3) + (4)	\$ 136.9	164.4	190.1	213.1	233.3	248.9
(6)	Change due to plan amendments	0.0	0.0	0.0	0.0	0.0	0.0
(7)	Change due to new actuarial assumption or methods	0.0	0.0	(4.5)	0.0	0.0	0.0
(8)	Expected UAAL after changes: (5) - (6) - (7)	\$ 136.9	164.4	194.6	213.1	233.3	248.9
(9)	Actual UAAL from this valuation	\$ 116.1	143.1	168.5	194.0	217.4	235.4
(10)	Total Gain/(Loss): (8) - (9)	\$ 20.8	21.3	26.1	19.1	15.9	13.5
(11)	Investment Gain/(Loss):	\$ 2.1	3.5	5.2	0.7	0.1	(1.9)
(12)	Non-Investment Gain/(Loss)	\$ 18.7	17.8	20.9	18.4	15.8	15.4

Post-Retirement Death Benefits June 30:		2023	2022	2021	2020	2019	2018
(1)	UAAL from last valuation	\$ 11.7	13.2	13.3	14.1	15.0	14.9
(2)	Normal cost from last valuation	0.7	0.7	0.5	0.5	0.5	0.5
(3)	Contributions	2.0	2.2	1.4	1.5	2.0	1.8
(4)	Interest accrual: [(1) + (2) - (3)*.5] x .07	0.8	0.9	1.0	1.0	1.1	1.1
(5)	Expected UAAL before changes: (1) + (2) - (3) + (4)	\$ 11.2	12.6	13.4	14.1	14.6	14.7
(6)	Change due to plan amendments	0.0	0.0	0.0	0.0	0.0	0.0
(7)	Change due to new actuarial assumption or methods	0.0	0.0	(1.1)	0.0	0.0	0.0
(8)	Expected UAAL after changes: (5) - (6) - (7)	\$ 11.2	12.6	14.5	14.1	14.6	14.7
(9)	Actual UAAL from this valuation	\$ 10.8	11.7	13.2	13.3	14.1	15.0
(10)	Total Gain/(Loss): (8) - (9)	\$ 0.4	0.9	1.3	0.8	0.5	(0.3)
(11)	Investment Gain/(Loss):	\$ 0.3	0.4	0.7	0.0	(0.1)	(0.2)
(12)	Non-Investment Gain/(Loss)	\$ 0.1	0.5	0.6	0.8	0.6	(0.1)



ANALYSIS OF FINANCIAL EXPERIENCE

Gains and (Losses) in Accrued Liabilities Resulting from Difference Between Assumed Experience and Actual Experience (\$ Millions)

Type of Activity	Pension	Medicare Part B	Post- Retirement Death Benefit	Total Basic Benefits
Age & Service Retirements. If members retire at older ages, there is a gain. If younger ages, a loss.	\$ (69.1)	\$ 3.3	\$ 0.7	\$ (65.1)
Disability Retirements. If disability claims are less than assumed, there is a gain. If more claims, a loss.	(1.9)	(1.3)	0.0	(3.2)
Pre-Retirement Death Benefits. If survivor claims are less than assumed, there is a gain. If more claims, there is a loss.	(5.1)	(0.3)	0.0	(5.4)
Withdrawal From Employment. If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.	(43.9)	3.6	0.2	(40.1)
Pay Increases. If there are smaller pay increases than assumed, there is a gain. If greater increases, a loss.	(139.7)	0.0	0.0	(139.7)
New Members. Additional accrued liability attributable to members who entered the plan since the last valuation.	(64.3)	(1.9)	(0.1)	(66.3)
Investment Income. If there is a greater investment income than assumed, there is a gain. If less income, a loss.	153.3	2.1	0.3	155.7
Death After Retirement. If retired members live longer than assumed, there is a loss. If not as long, a gain.	41.4	13.6	(0.5)	54.5
Other. Miscellaneous gains and losses resulting from changes in valuation software, data adjustments, timing of financial transactions, etc.*	86.2	1.7	(0.2)	87.7
Gain (or Loss) During Year From Financial Experience	\$ (43.1)	\$ 20.8	\$ 0.4	\$ (21.9)
Non-Recurring Items. Adjustments for plan amendments, assumption changes and method changes	(37.1)	0.0	0.0	(37.1)
Composite Gain (or Loss) During Year	\$ (80.2)	\$ 20.8	\$ 0.4	\$ (59.0)

*Includes suggested changes from 2022 audit



SECTION VI – ACTUARIALLY DETERMINED CONTRIBUTION RATES

The valuation balance sheet gives the basis for determining the percentage rates for contributions to be made by employers to the Retirement System. The following table shows the rates of contribution payable by employers.

Actuarially Determined Contribution Rates

Contribution for	Pension	Post-Retirement Death Benefit	Medicare Part B	Total Basic Benefits
A. Normal Cost:				
(1) Service retirement benefits	7.29%			
(2) Disability benefits	0.86			
(3) Survivor benefits	0.34			
(4) Refunds	2.02			
(5) Total	10.51%	0.02%	0.26%	10.79%
B. Member Contributions	10.00%	0.00%	0.00%	10.00%
C. Employer Normal Cost: [A(5) - B]	0.51%	0.02%	0.26%	0.79%
D. Unfunded Actuarial Accrued Liability Contributions	9.55%	0.02%	0.21%	9.78%
E. Total Recommended Employer Contribution Rate:[C+D]	10.06%	0.04%	0.47%	10.57%

The statute sets a contribution cap of 24% of payroll: 14% from employers and 10% from employees. Employer contributions in excess of those required to support the basic benefits may be allocated to retiree health care funding. If the funded ratio is less than 70%, all 14% of the employers’ contribution shall be allocated to SERS’ basic benefits. If the funded ratio is 70% but less than 80%, at least 13.50% of the employers’ contribution shall be allocated to SERS’ basic benefits, with the remainder (if any) allocated to the Health Care Fund. If the funded ratio is 80% but less than 90%, at least 13.25% of the employers’ contribution shall be allocated to SERS’ basic benefits, with the remainder (if any) allocated to the Health Care Fund. If the funded ratio is 90% or greater, the Health Care Fund may receive any portion of the employers’ contribution that is not needed to fund SERS’ basic benefits. Based on a Board Resolution dated September 21, 2023, the entire 14% of the employers’ contribution will be allocated to SERS’ basic benefits.



SECTION VII – SCHEDULE OF FUNDING PROGRESS
(\$ Millions)

Actuarial Valuation Date	Value of Plan Assets (a)	Actuarial Accrued 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)
Pension Benefits						
6/30/2018	\$ 13,824	\$ 19,559	\$ 5,735	70.7%	\$ 3,332	172.1%
6/30/2019	14,267	20,090	5,823	71.0	3,463	168.1
6/30/2020	14,811	20,601	5,790	71.9	3,478	166.5
6/30/2021	15,781	21,097	5,316	74.8	3,622	146.8
6/30/2022	16,611	21,941	5,330	75.7	3,995	133.4
6/30/2023	17,384	22,656	5,272	76.7	4,299	122.6
Medicare Part B						
6/30/2018	\$ 164	\$ 400	\$ 236	41.1%	\$ 3,332	7.1%
6/30/2019	180	397	217	45.3	3,463	6.3
6/30/2020	199	393	194	50.6	3,478	5.6
6/30/2021	223	391	169	57.0	3,622	4.6
6/30/2022	246	389	143	63.2	3,995	3.6
6/30/2023	270	386	116	69.9	4,299	2.7
Post-Retirement Death Benefits						
6/30/2018	\$ 24	\$ 39	\$ 15	61.5%	\$ 3,332	0.5%
6/30/2019	26	40	14	65.0	3,463	0.4
6/30/2020	27	40	13	67.5	3,478	0.4
6/30/2021	28	41	13	68.3	3,622	0.4
6/30/2022	30	41	11	73.2	3,995	0.3
6/30/2023	31	42	11	73.8	4,299	0.3



SECTION VIII – RISK CONSIDERATIONS

A typical retirement plan faces many different risks, but the greatest risk is the inability to make benefit payments when due. If plan assets are depleted, benefits may not be paid which could create legal and litigation risk or the plan could become “pay as you go”. The term “risk” is most commonly associated with an outcome with undesirable results. However, in the actuarial world, risk can be translated as uncertainty. The actuarial valuation process uses many actuarial assumptions to project how future contributions and investment returns will meet the cash flow needs for future benefit payments. Of course, we know that actual experience will not unfold exactly as anticipated by the assumptions and that uncertainty, whether favorable or unfavorable, creates risk. ASOP 51 defines risk as the potential of actual future measurements to deviate from expected results due to actual experience that is different than the actuarial assumptions.

The various risk factors for a given plan can have a significant impact – positive or negative – on the actuarial projection of liability and contribution rates.

There are a number of risks inherent in the funding of a defined benefit plan. These include:

- economic risks, such as investment return and price inflation;
- demographic risks such as mortality, payroll growth, aging population including impact of baby boomers, and retirement ages;
- contribution risk, i.e., the potential for contribution rates to be too high for the plan sponsor/employer to pay and
- external risks such as the regulatory and political environment.

There is a direct correlation between healthy, well-funded retirement plans and consistent contributions equal to the full actuarial contribution rate each year. The System is primarily funded by member and employer contributions to the trust fund, together with the earnings on these accumulated contributions. These contributions fund benefit accruals for current active members and administrative expenses. The remainder of the contributions amortizes the unfunded actuarial accrued liability. The contribution rates are set by state statute and are intended to provide the needed amounts to fund the system over time. The purpose of the valuation is to determine if the fixed employer and member contributions remain sufficient to fund the Plan. Due to the fixed nature of the contributions actuarial gains and losses are reflected in the amortization period. Generally, the largest source of actuarial gains and losses are caused by investment volatility. In addition, the unfunded liability is amortized as a level percentage of pay assuming payroll will grow by 1.75% per year. A key risk factor to the System’s funding is that over time, the Statutory Contribution Rates will be insufficient to accumulate enough funds, with investment income, to fund the promised benefits. The funding insufficiency can be caused by amortization periods that are too long or by payroll not growing at the assumed rate.

The other significant risk factor for the System is investment return because of the volatility of returns and the size of plan assets compared to payroll. A perusal of historical returns over 10-20 years reveals that the actual return each year is rarely close to the average return for the same period. This is to be expected, given the underlying capital market assumptions and the System’s asset allocation. To the extent market rates of interest affect the expected return on assets, there is a risk of change to the discount rate which determines the present value of liabilities and actuarial valuation results.



A key demographic risk for the Retirement System is improvements in mortality (longevity) greater than anticipated. Mortality risk arises because there is unexpected mortality improvement, perhaps from a significant medical breakthrough that could quickly increase liabilities. While this is an exposure to risk, it represents a small probability.

The following exhibits summarize some historical information that helps indicate how certain key risk metrics have changed over time. Many are due to the maturing of the retirement system.

**Historical Asset Volatility Ratios
(in 1,000s)**

As a system matures, the size of the market value of assets increases relative to the covered payroll of active members, on which the System is funded. The size of the plan assets relative to covered payroll, sometimes referred to as the asset volatility ratio, is an important indicator of the contribution risk for the System. The higher this ratio, the more sensitive a plan's contribution rate is to investment return volatility. In other words, it will be harder to recover from investment losses with increased contributions.

Fiscal Year End	Market Value of Assets (\$ Millions)	Covered Payroll (\$ Millions)	Asset Volatility Ratio
6/30/2010	\$9,072	\$2,843	3.19
6/30/2011	10,619	2,852	3.72
6/30/2012	10,332	2,788	3.71
6/30/2013	11,300	2,747	4.11
6/30/2014	12,821	2,759	4.65
6/30/2015	12,797	2,845	4.50
6/30/2016	12,452	2,932	4.25
6/30/2017	13,614	3,303	4.12
6/30/2018	14,271	3,332	4.28
6/30/2019	14,544	3,463	4.20
6/30/2020	14,420	3,478	4.15
6/30/2021	17,840	3,622	4.93
6/30/2022	16,963	3,995	4.25
6/30/2023	17,559	4,299	4.08

The assets at June 30, 2023 are 408% of payroll, so underperforming the investment return assumption by 1.00% (i.e., earn 6.00% for one year) is equivalent to 4.08% of payroll. While the actual impact in the first year is mitigated by the asset smoothing method and amortization of the UAL, this illustrates the risk associated with volatile investment returns.



Historical Cash Flows

Plans with negative cash flows will experience increased sensitivity to investment return volatility. Cash flows, for this purpose, are measured as contributions less benefit payments and administrative expenses. If the System has negative cash flows and then experiences returns below the assumed rate, there are fewer assets to be reinvested to earn the higher returns that typically follow. While any negative cash flow will produce such a result, it is typically a negative cash flow of more than 5% of MVA that may cause significant concerns. The System has negative cash flows which range from 3% to 4% for the prior five years, so there is no immediate concern.

Fiscal Year End	Market Value of Assets (\$ Millions)	Contributions (\$ Millions)	Benefit Payments & Expenses (\$ Millions)	Net Cash Flow (\$ Millions)	Net Cash Flow as % of Market Value
6/30/2010	\$9,072	\$704	\$822	(\$118)	(1.30%)
6/30/2011	10,619	682	880	(197)	(1.86)
6/30/2012	10,332	697	946	(249)	(2.41)
6/30/2013	11,300	695	1,020	(325)	(2.88)
6/30/2014	12,821	701	1,069	(368)	(2.87)
6/30/2015	12,797	702	1,156	(455)	(3.56)
6/30/2016	12,452	751	1,203	(452)	(3.63)
6/30/2017	13,614	804	1,256	(451)	(3.31)
6/30/2018	14,271	760	1,335	(575)	(4.03)
6/30/2019	14,544	810	1,368	(558)	(3.84)
6/30/2020	14,420	844	1,354	(510)	(3.54)
6/30/2021	17,840	831	1,387	(556)	(3.12)
6/30/2022	16,963	900	1,439	(539)	(3.18)
6/30/2023	17,559	956	1,507	(551)	(3.14)



Liability Maturity Measurement

Most public sector retirement systems have been in operation for many years. As a result, they have aging plan populations, and in some cases declining active populations, resulting in an increasing ratio of retirees to active members and a growing percentage of retiree liability. The retirement of the remaining baby boomers over the next decade is expected to further exacerbate the aging of the retirement system population. With more of the total liability residing with retirees, investment volatility has a greater impact on the funding of the system since it is more difficult to restore the system financially after losses occur when there is comparatively less payroll over which to spread costs. Below are two tables which demonstrate the ratio of the System's retiree liability compared to the total accrued liability and the ratio of the number of retirees and beneficiaries to the number of active members.

Fiscal Year End	Retiree Liability (\$ Millions)	Total Actuarial Liability (\$ Millions)	Retiree Percentage
6/30/2010	\$7,942	\$15,222	52%
6/30/2011	8,605	16,325	53%
6/30/2012	9,250	16,755	55%
6/30/2013	9,793	17,247	57%
6/30/2014	10,437	17,882	58%
6/30/2015	11,047	18,503	60%
6/30/2016	11,702	19,771	59%
6/30/2017	11,679	19,588	60%
6/30/2018	12,399	19,998	62%
6/30/2019	12,629	20,527	62%
6/30/2020	12,949	21,034	62%
6/30/2021	13,346	21,530	62%
6/30/2022	13,658	22,371	61%
6/30/2023	13,997	23,084	61%



Historical Member Statistics

Fiscal Year End	Active Count	Retiree Count	Active to Retiree Ratio
6/30/2010	126,015	66,127	1.91
6/30/2011	125,337	67,221	1.86
6/30/2012	121,811	69,038	1.76
6/30/2013	121,642	70,771	1.72
6/30/2014	121,251	72,605	1.67
6/30/2015	122,855	74,372	1.65
6/30/2016	124,540	76,280	1.63
6/30/2017*	157,981	79,157	2.00
6/30/2018	158,343	81,332	1.95
6/30/2019	159,363	81,024	1.97
6/30/2020	156,579	80,851	1.94
6/30/2021	146,646	80,721	1.82
6/30/2022	155,063	81,151	1.91
6/30/2023	159,873	81,833	1.95

*Effective in FY2017, the active member headcount reflects an increase of members who have been re-categorized from inactive to active status.

Liquidation Risk

Under the revised Actuarial Standards of Practice (ASOP) No. 4 effective for valuations after February 15, 2023, we must now include a low-default-risk obligation measure of the System's liability in our funding valuation report. This is an informational disclosure as described below and would not be appropriate for assessing the funding progress or health of the plan.

This measure uses the unit credit cost method and reflects all the assumptions and provisions of the funding valuation except that the discount rate is derived from considering low-default-risk fixed income securities. We considered the FTSE Pension Discount Curve based on market bond rates published by the Society of Actuaries as of June 30, 2023 and with the 30-year spot rate used for all durations beyond 30. Using these assumptions, we calculate a liability of approximately \$25,746 million.

This amount approximates the termination liability if the plan (or all covered employment) ended on the valuation date and all of the accrued benefits had to be paid with cash-flow matched bonds. This assurance of funded status and benefit security is typically more relevant for corporate plans than for governmental plans since governments rarely have the need or option to completely terminate a plan.



SCHEDULE A

Valuation Balance Sheet and Solvency Test

The following valuation balance sheet shows the assets and liabilities of the system as of the current valuation date of June 30, 2023, and, for comparison purposes, as of the immediately preceding valuation date of June 30, 2022. The items shown in the balance sheet are present values actuarially determined as of the relevant valuation date.

VALUATION BALANCE SHEET SHOWING THE ASSETS AND LIABILITIES OF THE SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO

	June 30, 2023	June 30, 2022
ASSETS		
Current actuarial value of assets	\$ 17,685,652,177	\$ 16,886,972,559
Prospective contributions		
Member contributions	\$ 3,754,463,724	\$ 3,486,942,734
Employer normal contributions	231,818,269	219,543,770
Unfunded accrued liability contributions	<u>5,398,664,520</u>	<u>5,484,496,253</u>
Total prospective contributions	<u>\$ 9,384,946,513</u>	<u>\$ 9,190,982,757</u>
Total assets	<u>\$ 27,070,598,690</u>	<u>\$ 26,077,955,316</u>
LIABILITIES		
Present value of benefits payable on account of present retired members and beneficiaries	\$ 13,563,986,248	\$ 13,266,785,507
Present value of benefits payable on account of active members	12,677,554,697	12,041,350,129
Present value of benefits payable on account of inactive and deferred vested members	<u>829,057,745</u>	<u>769,819,680</u>
Total liabilities	<u>\$ 27,070,598,690</u>	<u>\$ 26,077,955,316</u>



The following table provides the solvency test for SERS members. The table allocates the valuation assets of the System to its liabilities based on an order of precedence. The highest order of precedence is active member contributions. The second highest order of precedence are members in pay status, and vested and non-vested terminated members. The lowest order of precedence is the employer financed portion of active member accrued benefits. The liabilities are determined using the System's assumed rate of return.

Solvency Test
(\$ Millions)

Valuation Date	Aggregate Accrued Liabilities For			Actuarial Value of Assets	Portion of Accrued Liabilities Covered by Reported Asset		
	(1) Active Member Contributions	(2) Retired Members & Beneficiaries	(3) Active Members (Employer Financed Portion)		(1)	(2)	(3)
Pension Benefits							
6/30/2018	\$ 2,733	\$ 12,427	\$ 4,399	\$ 13,824	100.0%	89.2%	0.0%
6/30/2019	2,842	12,666	4,582	14,268	100.0	90.2	0.0
6/30/2020	2,934	13,009	4,658	14,811	100.0	91.3	0.0
6/30/2021	2,986	13,434	4,677	15,781	100.0	95.2	0.0
6/30/2022	3,040	13,773	5,128	16,611	100.0	98.5	0.0
6/30/2023	3,093	14,132	5,431	17,384	100.0	100.0	2.9
Medicare Part B							
6/30/2018	\$ 0	\$ 251	\$ 149	\$ 164	100.0%	65.3%	0.0%
6/30/2019	0	244	153	180	100.0	73.8	0.0
6/30/2020	0	236	157	199	100.0	84.3	0.0
6/30/2021	0	238	154	223	100.0	93.7	0.0
6/30/2022	0	231	158	246	100.0	100.0	9.5
6/30/2023	0	228	158	270	100.0	100.0	26.5
Post-Retirement Death Benefits							
6/30/2018	\$ 0	\$ 31	\$ 8	\$ 24	100.0%	77.4%	0.0%
6/30/2019	0	31	8	25	100.0	80.6	0.0
6/30/2020	0	31	8	27	100.0	87.1	0.0
6/30/2021	0	33	7	28	100.0	84.8	0.0
6/30/2022	0	33	8	30	100.0	90.9	0.0
6/30/2023	0	33	9	31	100.0	93.9	0.0



SCHEDULE B
Development of Actuarial Value of Assets

Valuation date June 30:	2022	2023	2024	2025	2026
A. Actuarial Value Beginning of Year	\$ 16,631,942,980	\$ 17,498,546,968			
B. Market Value End of Year	17,574,265,414	18,265,587,027			
C. Market Value Beginning of Year	18,440,377,176	17,574,265,414			
D. Cash Flow					
D1. Contributions	\$ 953,961,187	\$ 1,013,052,377			
D2. Other Revenue	97,382,882	212,407,315			
D3. Benefit Payments	(1,538,412,277)	(1,674,031,898)			
D4. Net Transfers	<u>(7,998,389)</u>	<u>(9,866,201)</u>			
D5. Net	\$ (495,066,597)	\$ (458,438,407)			
E. Investment Income					
E1. Market Total: B.-C.-D5.	\$ (371,045,165)	\$ 1,149,760,020			
E2. Assumed Rate (Net of Expenses)	7.00%	7.00%			
E3. Amount for Immediate Recognition	1,273,499,071	1,214,153,235			
E4. Amount for Phased-In Recognition	(1,644,544,236)	(64,393,215)			
F. Phased-In Recognition of Investment Income					
F1. Current Year: 0.25 * E4.	\$ (411,136,059)	\$ (16,098,304)	\$ 0	\$ 0	\$ 0
F2. First Prior Year	743,716,320	(411,136,059)	(16,098,304)	0	0
F3. Second Prior Year	(178,306,015)	743,716,320	(411,136,059)	(16,098,304)	0
F4. Third Prior Year	(66,102,732)	(178,306,015)	743,716,320	(411,136,059)	(16,098,304)
F5. Total Recognized Investment Gain/(Loss)	\$ 88,171,514	\$ 138,175,942	\$ 316,481,957	\$ (427,234,363)	\$ (16,098,304)
G. Preliminary Actuarial Value End of Year:					
A.+D5.+E3.+F5.	\$ 17,498,546,968	\$ 18,392,437,738			
H. Corridor					
H1. 80% of Market Value	\$ 14,059,412,331	\$ 14,612,469,622			
H2. 120% of Market Value	\$ 21,089,118,497	\$ 21,918,704,432			
I. Actuarial Value End of Year:					
G. Not Less than H1. or Not Greater than H2.	\$ 17,498,546,968	\$ 18,392,437,738			
J. Difference Between Market & Actuarial Values	\$ 75,718,446	\$ (126,850,711)	\$ (443,332,667)	\$ (16,098,303)	\$ 0
K. Health Care Valuation Assets	\$ 611,574,409	\$ 706,785,561			
L. Basic Benefits Valuation Assets (G. - K.)	\$ 16,886,972,559	\$ 17,685,652,177			

The Actuarial Valuation of Assets recognizes assumed investment income (line E3) fully each year. Differences between actual and assumed investment income (line E4) are phased in over a closed four-year period. During periods when investment performance exceeds the assumed rate, Actuarial Value of Assets will tend to be less than market value. During periods when investment performance is less than the assumed rate, Actuarial Value of Assets will tend to be greater than market value. If assumed rates are exactly realized for four consecutive years, actuarial value will become equal to market value.



SCHEDULE C

STATEMENT OF ACTUARIAL ASSUMPTIONS AND METHODS

The assumptions and methods used in the valuation were based on the actuarial experience study for the five-year period ending June 30, 2020, adopted by the Board on April 15, 2021.

INTEREST RATE: 7.00% per annum, compounded annually (net after all System expenses).

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed rates of separation from active service are as follows:

Service	Annual Rates of Withdrawal
0	40.00%
1	19.00
2	11.00
3	9.00
4	8.00
5	6.50
10	3.50
15	2.25

Age	Annual Rates of			
	Death *		Disability	
	Male	Female	Male	Female
20	.041%	.013%	.020%	.010%
25	.041	.012	.039	.010
30	.052	.019	.071	.028
35	.068	.030	.127	.059
40	.096	.047	.214	.106
45	.143	.072	.313	.180
50	.218	.107	.414	.300
55	.320	.157	.530	.450
60	.466	.238	.590	.450
65	.682	.380	.533	.300
70	1.025	.627	.300	.200
74	1.461	.937	.300	.200

* Pre-retirement mortality is based on the PUB-2010 General Amount Weighted Below Median Employee Mortality Table with fully generational projection using the MP-2020 projection scale. The above rates represent the base rates used.



Annual Rates of								
Age	Retirement Eligible prior to 8/1/17				Retirement Eligible after 8/1/17			
	Reduced	Reduced (55/25)	First Eligible Unreduced	Subsequent Unreduced	Reduced	Reduced (60/25)	First Eligible Unreduced	Subsequent Unreduced
50			21%	19%				
55		10%	27%	19%				
57		10%	27%	19%			30%	19%
60	43%	15%	27%	19%		6%	30%	19%
62	43%	15%	27%	19%	5%	6%	30%	19%
65			50%	33%	15%	17%	30%	19%
68			50%	33%			30%	18%
70			50%	33%			30%	18%
75			100%	100%			100%	100%

SALARY INCREASES: Representative values of the assumed annual rates of salary increases are as follows:

Service	Annual Rates of		
	Merit & Seniority (A)	Base (Economy) (B)	Increase Next Year (1+(A))*(1+(B))
0	10.00%	3.25%	13.58%
1	3.00	3.25	6.35
2	1.75	3.25	5.06
3	1.25	3.25	4.54
4	1.00	3.25	4.28
5-9	0.75	3.25	4.02
10-15	0.50	3.25	3.77
16-17	0.25	3.25	3.51
18 & over	0.00	3.25	3.25

PAYROLL GROWTH: 1.75% per annum, compounded annually.

PRICE INFLATION: 2.40% per annum, compounded annually.

ANNUAL COLA: Increase of 2.00% of initial retirement allowance on anniversary of retirement date. On and after April 1, 2018, COLAs for future retirees will be delayed until the fourth anniversary of benefit commencement.

DEATH AFTER RETIREMENT: These assumptions are used to measure the probabilities of each benefit payment being made after retirement.

SERVICE RETIREMENT: PUB-2010 General Employee Amount Weighted Below Median Healthy Retiree mortality table projected to 2017 with ages set forward 1 year and adjusted 94.20% for males and set forward 2 years and adjusted 81.35% for females. Future improvement in mortality rates is reflected by applying the MP-2020 projection scale generationally.



DISABLED RETIREMENT: PUB-2010 General Disabled Retiree mortality table projected to 2017 with ages set forward 5 years and adjusted 103.3% for males and set forward 3 years and adjusted 106.8% for females. Future improvement in mortality rates is reflected by applying the MP-2020 projection scale generationally.

CONTINGENT SURVIVOR: PUB-2010 General Amount Weighted Below Median Contingent Survivor mortality table projected to 2017 with ages set forward 1 year and adjusted 105.5% for males and adjusted 122.5% for females. Future improvement in mortality rates is reflected by applying the MP-2020 projection scale generationally.

MARRIAGE ASSUMPTION: 80% married with the husband three years older than his wife.

VALUATION METHOD: Entry age normal cost method. Entry age is established on an individual basis.

ASSET VALUATION METHOD: Actuarial value, as developed in Schedule A. The actuarial value of assets recognizes a portion of the difference between the market value of assets and the expected market value of assets, based on the assumed valuation rate of return. The amount recognized each year is 25% of the difference between market value and expected market value. The actuarial value of assets cannot be less than 80% or more than 120% of market value.

FUNDING POLICY: If the funded ratio is less than 70%, the entire 14% employers' contribution shall be allocated to SERS' basic benefits. If the funded ratio is 70% but less than 80%, at least 13.50% of the employers' contribution shall be allocated to SERS' basic benefits, with the remainder (if any) allocated to the Health Care Fund. If the funded ratio is 80% but less than 90%, at least 13.25% of the employers' contribution shall be allocated to SERS' basic benefits, with the remainder (if any) allocated to the Health Care Fund. If the funded ratio is 90% or greater, the Health Care Fund may receive any portion of the employers' contribution that is not needed to fund SERS' basic benefits.



SCHEDULE D

SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO Summary of Benefit and Contribution Provisions

Contributions for Basic Benefits	Members contribute 10% of pay and employers contribute 14% of pay. Employer contributions not required to finance basic benefits may be allocated to the Health Care Fund.
Final Average Salary	Average annual salary over the member's three highest years of service.
Normal Retirement	
Condition for Retirement	
<i>Retire before August 1, 2017 or have 25 years of service or more on or before August 1, 2017</i>	Attainment of age 65 with at least 5 years of creditable service, or completion of 30 years of creditable service, regardless of age.
<i>Members attaining 25 years of service after August 1, 2017</i>	Attainment of age 67 with at least 10 years of creditable service, or attainment of age 57 with at least 30 years of creditable service. Buy-up option was available.
Amount of Allowance	The annual retirement allowance payable shall not be greater than 100% of final average salary, and is the greater of: <ol style="list-style-type: none">1. Money Purchase - the greater of: The sum of:<ol style="list-style-type: none">a. An annuity based on the value of the member's accumulated contributions at retirementb. A pension equal to the annuityc. For members who have 10 or more years of service credit prior to 10/1/1956, an annual benefit of \$180.2. Defined Benefit - the greater of: The sum of:<ol style="list-style-type: none">a. 2.2% of final average salary multiplied by the member's years of service up to 30,b. 2.5% of final average salary multiplied by the member's years of service in excess of 30,or:<ol style="list-style-type: none">c. \$86 multiplied by the years of service.



Early Retirement

Condition for Early Retirement

Retire before August 1, 2017 or have 25 years of service or more on or before August 1, 2017

Not eligible for unreduced service retirement but has attained age 55 with at least 25 years of service, or age 60 with 5 years of service.

Members attaining 25 years of service after August 1, 2017

Attainment of age 62 with at least 10 years of creditable service, or attainment of age 60 with at least 25 years of creditable service.

Amount of Allowance

Retire before August 1, 2017 or have 25 years of service or more on or before August 1, 2017

Normal retirement allowance accrued to the date of early retirement. The Defined Benefit amount determined above is adjusted by the following percentages based on attained age or years of service:

<u>Attained Age</u>	<u>Years of Ohio Service Credit</u>	<u>Percentage</u>
58	25	75%
59	26	80
60	27	85
61		88
	28	90
62		91
63		94
	29	95
64		97

Members attaining 25 years of service after August 1, 2017

Actuarial equivalent of the normal retirement allowance accrued to the date of early retirement. The Defined Benefit amount determined above is actuarially adjusted for the years before age 65 (age 67 if after August 1, 2017) or 30 years of service, whichever is shorter, but in no event is the adjusted benefit less than the following percentages of the Defined Benefit amount based on years of service:

<u>Years of Ohio Service Credit</u>	<u>Percentage</u>
25	75%
26	80
27	85
28	90
29	95

Disability Retirement

Condition for Retirement

An allowance is paid upon becoming permanently disabled after completion of at least 5 years of total service credit.

Amount of Allowance

1. For those who were active members prior to July 29, 1992 and did not elect the benefit structure outlined below, an allowance based on service to date of disablement, plus, if the age at disablement is less than 60, continuous



service to age 60. The allowance is computed in the same manner as the defined benefit service retirement allowance, subject to a minimum of 30% of FAS and a maximum of 75% of FAS. It is payable for life, unless terminated.

2. For those who became active members after July 28, 1992, and for those who were active members prior to July 29, 1992 who so elected, an allowance equal to the greater of (i) 45% of FAS, or (ii) the lesser of 60% of FAS, or the allowance computed in the same manner as the defined benefit service retirement allowance. The allowance will continue until:
 - a. The date the member is granted a service retirement benefit, or
 - b. The date the allowance is terminated, or
 - c. The later of the date the member attains age 65 or the date the disability allowance has been paid for the minimum duration in accordance with the following schedule:

<u>Age at Disability</u>	<u>Minimum Duration In Months</u>
60 and earlier	60
61	60
62	48
63	48
64	36
65	36
66	24
67	24
68	24
69 and older	12

Death Benefits Prior to Retirement

Death While Eligible to Retire

If a member dies in service after becoming eligible to retire with a service allowance and leaves a surviving spouse or other sole dependent beneficiary, the survivor may elect to receive the same amount that would have been paid had the member retired the last day of the month of death and elected the 100% joint and survivor form of payment.

Survivor (Death-in-Service) Allowances

Condition for Benefit

Upon the death of a member with at least 1.5 years of Ohio service credit and with at least 0.25 year of Ohio contributing service credit within 2.5 years prior to the date of death, the survivor allowances are payable as follows:

1. **Qualified Spouse:** A monthly allowance commencing at age 62, except that the benefit is payable immediately if: (1) the qualified deceased member had 10 or more years of Ohio service credit; or (2) is caring for a surviving child, or (3) is incompetent.
2. **Qualified Child:** For allowances that commenced before January 7, 2013, an allowance is payable to a deceased



member's qualified child who is under age 18 and never been married, under age 22 and in school, or adjudged incompetent prior to the member's death and the child attaining age 18 or age 22 if attending school. For allowances that commence on or after January 7, 2013, an allowance is payable to a deceased member's qualified child who is under age 19 and never been married or adjudged incompetent prior to the member's death and the child attaining age 19.

3. **Qualified Parent's Allowance:** A monthly allowance is payable to a dependent parent age 65 or older.

Amount of Allowances

Except when survived by a qualified child(ren), upon the death of a member prior to retirement, the accumulated contributions of the member without interest is payable. Alternatively, the beneficiary may elect the following amounts, payable monthly while eligible:

<u>Number of Qualified Survivors</u>	<u>Annual Benefit as Percent of Member's FAS</u>	<u>Minimum Monthly Allowance</u>
1	25%	\$96
2	40	186
3	50	236
4	55	236
5 or more	60	236

If the deceased member had attained at least 20 years of service, the total benefits payable to all qualified survivors are not less than:

<u>Years of Service</u>	<u>Annual Benefit as Percent of Member's FAS</u>
20	29%
21	33
22	37
23	41
24	45
25	48
26	51
27	54
28	57
29 or more	60

Termination Benefits

Refund of Members' Accumulated Contributions

In the event a member leaves service before any monthly benefits are payable on his/her behalf, the member's accumulated contributions, without interest, may be refunded.

Deferred Benefits

Members who retire prior to August 1, 2017 must have at least 5 years of service credit and those members who retire on and after August 1, 2017 must have at least 10 years of service credit and are eligible to draw the benefit the first of the month following their 62nd birthday.



Normal Form of Benefit

Single Life Annuity

Optional Forms of Benefit

A member upon retirement may elect to receive an allowance in one of the following forms that are computed to be actuarially equivalent to the applicable retirement allowance:

Upon the death of a retiree, 50%, 100%, or some other percentage of his/her reduced retirement allowance shall be continued throughout the life of, and paid to, a designated beneficiary.

A reduced retirement allowance shall be continued throughout the life of the pensioner, but with further payment to the pensioner, his/her beneficiary or estate for a specified number of years certain.

A member can select a partial lump sum option at retirement. Under this option, the partial lump sum shall not be less than 6 times and not more than 36 times the unreduced monthly benefit, and the monthly benefit will be actuarially reduced. In addition, the monthly benefit payable cannot be less than 50% of the unreduced amount.

Post-Retirement Death Benefit

Regardless of the form of benefit selected, a lump sum benefit of \$1,000 is paid at the death of the retiree.

Post-Retirement Increases

Pre 1/1/2018: On each anniversary of the initial date of retirement, the allowances of all retirees and survivors are increased by 3% of the base benefit.

On and after 1/1/2018: On each anniversary of the initial retirement, the allowance of all retirees and survivors may be increased by the annual rate of increase in the CPI-W measured as of the June preceding the beginning of the applicable calendar year. The annual rate of increase shall not be less than 0% nor greater than 2.5%. COLAs shall be suspended for calendar years 2018, 2019, and 2020.

On and after 4/1/2018: COLAs for future retirees will be delayed until the fourth anniversary of benefit commencement.

Medicare Part B

Each recipient of a service retirement benefit, a disability benefit, or a survivor benefit who was credited with at least 10 years of service and has paid Medicare Part B premiums and has chosen the health care option, is reimbursed \$45.50 per month for premiums. The reimbursement will continue to the spouse upon the death of the retiree in cases where the retiree elected a Joint and Survivor payment form.



Reemployed Retirants

Eligibility Effective	July 1, 1991, service retirees of SERS, or service or disability retirees of one of the other four Ohio retirement systems who are employed in a SERS-covered position are required to contribute to a money purchase annuity, a type of defined contribution plan.
Amount of Allowance	Upon termination of employment, a reemployed retirant who has attained age 65 is eligible to receive an annuity based on the amount of his/her accumulated contributions, and an equal amount of employer contributions, plus interest to the effective date of retirement. Effective July 1, 2006 the amount of employer contributions will be determined by the Board. Interest is granted on the reemployed retirant's prior fiscal year account balance, calculated using a rate determined by the SERS Board, compounded annually. The benefit is payable as a lump sum or as an annuity if the amount of such annuity is at least \$25. Upon termination of employment, a reemployed retirant who has not attained age 65 may request a lump sum refund of his/her own contributions; there is no payment of employer contributions or interest.
Benefits Payable Upon Death	<p>If a reemployed retirant dies while employed, a lump sum payment of the monthly annuity, discounted to the present value using the current actuarial assumption rate of interest, will be paid to his/her beneficiary.</p> <p>If a reemployed retirant dies while receiving a monthly annuity, a lump sum payment will be made to a beneficiary in an amount equal to the excess, if any, of the lump sum payment the reemployed retirant would have received at the effective date of retirement over the sum of the annuity payments received by the reemployed retirant to the date of death.</p>
Member Contributions	Each reemployed retirant is required to contribute 10% of his/her pay by payroll deductions.
Employer Contributions	Employer contributions are expressed as percents of member covered payroll. Employers are required to contribute 14% of payroll.
Other Benefits	Reemployed retirants of SERS are not eligible to receive any of the other benefits provided to SERS members.
Member Contributions	10% of salary.



SCHEDULE E

DETAILED TABULATIONS OF THE DATA

**Schedule of Retiree Members Added to and Removed From Rolls
Last Six Fiscal Years**

Year Ending June 30:	2018	2019	2020	2021	2022	2023
<u>Number of Retiree Members</u>						
Beginning of Year	79,157	81,332	81,024	80,851	80,721	81,151
Added	5,339	3,055	2,902	3,928	3,867	3,740
Removed	3,164	3,363	3,075	4,058	3,437	3,058
End of Year	81,332	81,024	80,851	80,721	81,151	81,833
<u>Annual Retirement Allowances</u>						
Beginning of Year	\$ 1,162,015,515	\$ 1,211,935,636	\$ 1,218,955,506	\$ 1,234,342,326	\$ 1,254,934,762	\$ 1,295,438,626
Added	74,311,354	56,557,169	52,895,232	70,415,860	67,062,445	63,623,157
Removed	24,391,233	49,537,299	37,508,412	49,823,424	26,558,581	18,454,519
End of Year	\$ 1,211,935,636	\$ 1,218,955,506	\$ 1,234,342,326	\$ 1,254,934,762	\$ 1,295,438,626	\$ 1,340,607,264
% Increase (Decrease)						
In Allowances	4.30%	0.58%	1.26%	1.67%	3.23%	3.49%
Average Annual Allowance						
	\$ 14,901	\$ 15,044	\$ 15,267	\$ 15,547	\$ 15,963	\$ 16,382



**Schedule of Retiree Members Receiving a Medicare Part B Reimbursement
Added to and Removed from Rolls
Last Three Fiscal Years**

Year Ending June 30:	2021	2022	2023
<u>Number of Retiree Members</u>			
Beginning of Year	42,464	41,360	40,591
Added	1,996	2,057	1,953
Removed	3,100	2,826	2,754
End of Year	41,360	40,591	39,790
<u>Annual Retirement Allowances</u>			
Beginning of Year	\$ 23,185,344	\$22,582,560	\$22,162,686
Added	1,089,816	1,123,122	1,066,338
Removed	1,692,600	1,542,996	1,503,684
End of Year	\$ 22,582,560	\$22,162,686	\$21,725,340
% Increase (Decrease)			
In Allowances	(2.60)%	(1.86)%	(1.97)%
Average Annual Allowance			
	\$ 546	\$ 546	\$ 546



**Annuity and Pension Reserve Fund
Retiree Information as of June 30, 2023
Tabulated by Type of Benefit**

Amount of Monthly Benefit	Total	Service	Disability	Survivor
\$ 1 - \$ 250	8,855	8,190	41	624
251 - 500	10,759	9,405	368	986
501 - 750	10,628	9,098	736	794
751 - 1,000	9,572	7,951	1,012	609
1,001 - 1,500	14,645	12,518	1,530	597
1,501 - 2,000	9,406	8,262	919	225
Over 2,000	<u>17,968</u>	<u>16,508</u>	<u>1,168</u>	<u>292</u>
	81,833	71,932	5,774	4,127

Average Monthly Benefit	\$ 1,390	\$ 1,442	\$ 831
Average Age	75.4	68.4	72.7

The 71,932 service retirees shown in the table above are comprised of 66,304 service retirees and 5,628 beneficiaries of deceased retirees. Excluded from the 66,304 service retirees are 904 reemployed retirees who are receiving a pension-only benefit resulting from the annuitization of the contributions accumulated during active membership. Included in the "Disability" numbers in the above table are 1,303 retirees converted to a service retirement.



**Annuity and Pension Reserve Fund
Retiree Information as of June 30, 2023
Tabulated by Attained Ages**

Attained Age	Retirement		Disability Retirement		Total	
	Number	Annual Benefits	Number	Annual Benefits	Number	Annual Benefits
Under 45	41	\$ 264,442	39	\$ 584,603	80	\$ 849,045
45-49	39	\$ 628,623	85	\$ 1,307,578	124	\$ 1,936,201
50-54	179	\$ 5,794,889	266	\$ 4,679,467	445	\$ 10,474,355
55-59	939	\$ 34,214,753	587	\$ 10,242,412	1,526	\$ 44,457,165
60-64	4,900	\$ 119,418,251	1192	\$ 23,473,901	6,092	\$ 142,892,151
65-69	15,128	\$ 265,730,792	1324	\$ 24,187,785	16,452	\$ 289,918,577
70-74	16,518	\$ 278,700,772	921	\$ 16,678,778	17,439	\$ 295,379,550
75-79	13,164	\$ 210,561,351	613	\$ 9,676,530	13,777	\$ 220,237,881
80-84	10,082	\$ 147,505,349	414	\$ 5,620,265	10,496	\$ 153,125,614
85-89	6,721	\$ 88,084,449	231	\$ 2,628,391	6,952	\$ 90,712,841
90 & Over	4,221	\$ 44,430,246	102	\$ 805,621	4,323	\$ 45,235,866
Totals	71,932	\$ 1,195,333,917	5,774	\$ 99,885,330	77,706	\$ 1,295,219,247

The 71,932 service retirees shown in the table above are comprised of 71,028 unique service retirees, and 904 unique reemployed retirees. The reemployed retirees included in the tabulation above are those who are receiving a pension-only benefit resulting from the annuitization of the contributions accumulated during active membership. Included in the "Disability" numbers in the above table are 1,303 retirees converted to a service retirement. The sum of the annuity payments attributable to these converted disabled retirees is \$15,522,101.



**Annuity and Pension Reserve Fund
Survivors of Annuitants Information as of June 30, 2023
Tabulated by Attained Ages**

Attained Age	Life Annuities		Periods Certain		Total	
	Number	Annual Benefits	Number	Annual Benefits	Number	Annual Benefits
Under 45	41	\$ 264,442	0	\$ -	41	\$ 264,442
45-49	30	\$ 276,260	0	\$ -	30	\$ 276,260
50-54	44	\$ 360,155	0	\$ -	44	\$ 360,155
55-59	78	\$ 996,785	0	\$ -	78	\$ 996,785
60-64	180	\$ 2,439,563	2	\$ 81,180	182	\$ 2,520,743
65-69	411	\$ 5,930,652	5	\$ 64,208	416	\$ 5,994,860
70-74	754	\$ 9,979,808	9	\$ 86,326	763	\$ 10,066,134
75-79	955	\$ 11,346,662	9	\$ 116,864	964	\$ 11,463,526
80-84	1,174	\$ 12,126,705	2	\$ 28,648	1,176	\$ 12,155,353
85-89	1,074	\$ 9,840,082	0	\$ -	1,074	\$ 9,840,082
90 & Over	860	\$ 6,997,829	0	\$ -	860	\$ 6,997,829
Totals	5,601	\$ 60,558,943	27	\$ 377,226	5,628	\$ 60,936,169



**All Benefit Recipients
Male and Female Demographic Breakdown
June 30, 2023**

Attained Age	Number of		Total Number
	Males	Females	
Under 20	25	34	59
20-24	1	2	3
25-29	1	5	6
30-34	6	12	18
35-39	12	22	34
40-44	25	43	68
45-49	59	103	162
50-54	207	334	541
55-59	629	1,078	1,707
60-64	1,945	4,583	6,528
65-69	4,357	12,821	17,178
70-74	4,869	13,289	18,158
75-79	3,815	10,624	14,439
80-84	2,778	8,271	11,049
85-89	1,699	5,617	7,316
90-94	665	2,727	3,392
95-99	166	865	1,031
100	8	49	57
101	3	36	39
102	1	26	27
103	2	7	9
104	1	5	6
105 & Over	1	5	6
Total	21,275	60,558	81,833



Survivor Benefit Fund
Survivors of Deceased Active Members Information as of June 30, 2023
Tabulated by Attained Ages

Attained Age	Number	Annual Benefits
Under 45	108	\$ 1,170,351
45-49	38	\$ 446,645
50-54	96	\$ 1,424,972
55-59	181	\$ 2,214,747
60-64	436	\$ 5,093,904
65-69	726	\$ 7,598,381
70-74	719	\$ 7,360,230
75-79	662	\$ 6,586,679
80-84	553	\$ 4,784,415
85-89	364	\$ 2,841,934
90 & Over	244	\$ 1,612,272
Totals	4,127	\$ 41,134,530



**Total Active Members as of June 30, 2023
Tabulated by Attained Ages and Years of Service**

Attained Age	Years of Service to Valuation Date							Totals
	0-4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
Under 20	3,328							3,328
Avg Pay	\$12,551							\$12,551
20-24	10,448	97						10,545
Avg Pay	\$14,022	\$31,868						\$14,186
25-29	9,992	1,118	35					11,145
Avg Pay	\$17,995	\$34,917	\$51,113					\$19,796
30-34	9,576	2,245	401	35	1			12,258
Avg Pay	\$18,710	\$36,396	\$48,496	\$49,768	\$79,767			\$23,017
35-39	10,258	3,063	834	308	32			14,495
Avg Pay	\$18,802	\$36,183	\$48,083	\$54,683	\$62,296			\$25,018
40-44	10,890	4,310	1,342	768	386	45		17,741
Avg Pay	\$18,269	\$33,764	\$44,528	\$56,075	\$61,040	\$58,035		\$26,688
45-49	9,314	4,368	1,828	1,100	753	268	17	17,648
Avg Pay	\$17,539	\$32,645	\$39,241	\$48,486	\$60,864	\$61,243	\$67,164	\$28,015
50-54	8,052	4,371	2,634	2,044	1,569	709	166	19,545
Avg Pay	\$18,390	\$32,933	\$36,432	\$42,742	\$50,496	\$61,718	\$64,484	\$31,161
55-59	6,405	3,534	2,431	2,714	2,906	1,556	498	20,044
Avg Pay	\$18,830	\$33,600	\$36,644	\$38,971	\$43,086	\$49,903	\$58,590	\$33,238
60-64	4,928	2,699	1,872	2,380	3,437	2,390	937	18,643
Avg Pay	\$17,174	\$31,278	\$36,004	\$38,252	\$41,216	\$44,084	\$52,145	\$33,437
65-69	3,366	1,443	850	808	1,148	1,038	739	9,392
Avg Pay	\$13,313	\$26,909	\$33,518	\$38,872	\$42,161	\$42,398	\$45,880	\$28,733
70 & over	2,451	906	399	304	281	229	519	5,089
Avg Pay	\$10,534	\$20,847	\$27,121	\$30,612	\$34,826	\$41,341	\$41,334	\$20,739
Totals	89,008	28,154	12,626	10,461	10,513	6,235	2,876	159,873
Avg Pay	\$17,149	\$32,948	\$38,380	\$42,049	\$45,253	\$47,998	\$50,501	\$26,888

Averages:

Age: 46.9

Service: 7.3

Annual Pay: \$26,888



**Male Active Members as of June 30, 2023
Tabulated by Attained Ages and Years of Service**

Attained Age	Years of Service to Valuation Date							Totals
	0-4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
Under 20	1,631							1,631
Avg Pay	\$13,128							\$13,128
20-24	4,265	45						4,310
Avg Pay	\$14,619	\$36,088						\$14,062
25-29	4,069	527	26					4,622
Avg Pay	\$18,572	\$40,168	\$54,704					\$21,238
30-34	3,262	828	203	20	1			4,314
Avg Pay	\$19,220	\$41,647	\$55,094	\$57,710	\$79,767			\$25,405
35-39	2,964	870	354	187	25			4,400
Avg Pay	\$19,496	\$46,972	\$56,455	\$58,037	\$66,396			\$29,807
40-44	3,387	962	435	339	201	19		5,343
Avg Pay	\$18,227	\$44,561	\$59,097	\$66,963	\$70,498	\$63,622		\$31,516
45-49	3,342	932	425	284	278	129	10	5,400
Avg Pay	\$16,215	\$41,626	\$52,771	\$67,119	\$76,458	\$70,480	\$67,872	\$30,649
50-54	3,065	1,007	527	382	319	268	81	5,649
Avg Pay	\$16,859	\$40,947	\$49,727	\$60,211	\$73,039	\$75,979	\$70,133	\$33,892
55-59	2,496	1,019	525	437	431	323	193	5,424
Avg Pay	\$19,108	\$39,719	\$48,424	\$58,792	\$62,035	\$70,942	\$67,805	\$37,246
60-64	1,987	924	554	466	498	293	239	4,961
Avg Pay	\$18,660	\$36,905	\$45,401	\$53,960	\$59,468	\$66,799	\$67,528	\$37,654
65-69	1,449	594	353	230	228	130	134	3,118
Avg Pay	\$15,075	\$29,602	\$38,844	\$47,828	\$57,144	\$54,125	\$62,435	\$29,689
70 & over	1,066	472	202	121	72	42	61	2,036
Avg Pay	\$10,995	\$23,919	\$30,075	\$35,670	\$40,930	\$53,377	\$52,594	\$20,530
Totals	32,983	8,180	3,604	2,466	2,053	1,204	718	51,208
Avg Pay	\$17,153	\$39,680	\$49,194	\$57,958	\$64,682	\$68,461	\$65,682	\$28,764

Averages:

Age: 45.4
 Service: 5.7
 Annual Pay: \$28,764

**Female Active Members as of June 30, 2023
Tabulated by Attained Ages and Years of Service**



Attained Age	Years of Service to Valuation Date							Totals
	0-4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
Under 20 Avg Pay	1,697 \$11,996							1,697 \$11,996
20-24 Avg Pay	6,183 \$13,610	52 \$26,434						6,235 \$13,717
25-29 Avg Pay	5,923 \$17,598	591 \$30,234	9 \$40,740					6,523 \$18,775
30-34 Avg Pay	6,314 \$18,447	1,417 \$33,327	198 \$41,730	15 \$39,179				7,944 \$21,721
35-39 Avg Pay	7,294 \$18,520	2,193 \$31,903	480 \$41,909	121 \$49,501	7 \$47,653			10,095 \$22,931
40-44 Avg Pay	7,503 \$18,288	3,348 \$30,662	907 \$37,540	429 \$47,471	185 \$50,764	26 \$53,952		12,398 \$24,607
45-49 Avg Pay	5,972 \$18,279	3,436 \$30,209	1,403 \$35,143	816 \$42,001	475 \$51,738	139 \$52,671	7 \$66,153	12,248 \$26,853
50-54 Avg Pay	4,987 \$19,331	3,364 \$30,533	2,107 \$33,107	1,662 \$38,727	1,250 \$44,743	441 \$53,051	85 \$59,100	13,896 \$30,051
55-59 Avg Pay	3,909 \$18,652	2,515 \$31,121	1,906 \$33,399	2,277 \$35,167	2,475 \$39,786	1,233 \$44,391	305 \$52,758	14,620 \$31,752
60-64 Avg Pay	2,941 \$16,170	1,775 \$28,349	1,318 \$32,054	1,914 \$34,428	2,939 \$38,123	2,097 \$40,910	698 \$46,877	13,682 \$31,908
65-69 Avg Pay	1,917 \$11,981	849 \$25,025	497 \$29,735	578 \$35,309	920 \$38,448	908 \$40,720	605 \$42,213	6,274 \$28,257
70 & over Avg Pay	1,385 \$10,179	434 \$17,507	197 \$24,093	183 \$27,268	209 \$32,724	187 \$38,637	458 \$39,835	3,053 \$20,878
Totals Avg Pay	56,025 \$17,146	19,974 \$30,191	9,022 \$34,060	7,995 \$37,142	8,460 \$40,538	5,031 \$43,101	2,158 \$45,450	108,665 \$26,004

Averages:

Age: 47.6
 Service: 8.0
 Annual Pay: \$26,004



**Active Members as of June 30, 2023
Tabulated by Annual Pay**

Annual Pay	Number of Active Members			Portion of Total Number	
	Men	Women	Totals	Group	Cumulative
Less than \$1,000	1,619	2,851	4,470	2.8%	2.8%
\$1,000 - 1,999	2,282	2,955	5,237	3.3%	6.1%
2,000 - 2,999	2,930	3,119	6,049	3.8%	9.9%
3,000 - 3,999	3,224	2,965	6,189	3.9%	13.7%
4,000 - 4,999	2,622	2,422	5,044	3.2%	16.9%
5,000 - 5,999	2,034	2,232	4,266	2.7%	19.5%
6,000 - 6,999	1,587	2,264	3,851	2.4%	22.0%
7,000 - 7,999	1,278	2,248	3,526	2.2%	24.2%
8,000 - 8,999	1,095	2,175	3,270	2.0%	26.2%
9,000 - 9,999	916	2,106	3,022	1.9%	28.1%
10,000 - 11,999	1,531	4,208	5,739	3.6%	31.7%
12,000 - 13,999	1,304	4,591	5,895	3.7%	35.4%
14,000 - 15,999	1,323	4,988	6,311	3.9%	39.3%
16,000 - 17,999	1,316	5,372	6,688	4.2%	43.5%
18,000 - 19,999	1,319	5,707	7,026	4.4%	47.9%
20,000 - 24,999	3,269	14,689	17,958	11.2%	59.1%
25,000 - 29,999	2,702	11,400	14,102	8.8%	68.0%
30,000 - 35,999	2,787	9,399	12,186	7.6%	75.6%
36,000 - 39,999	1,974	4,718	6,692	4.2%	79.8%
40,000 - 49,999	4,925	8,410	13,335	8.3%	88.1%
50,000 - 59,999	3,480	4,589	8,069	5.0%	93.2%
60,000 and over	5,691	5,257	10,948	6.8%	100.0%
Totals	51,208	108,665	159,873		



SCHEDULE F

GAIN/LOSS ANALYSIS DETAILS

COMMENTS

Regular actuarial valuations measure the System's present financial position and contributions adequacy by calculating and financing the liabilities created by the present benefit program. This process involves discounting to present values the future benefit payments on behalf of present active and Retiree members and their survivors. However, valuations do not produce information regarding the amount of increases or decreases in unfunded actuarial accrued liabilities (UAAL) -- gain/loss analyses do.

The overall gain/loss to the System is the difference between the actual UAAL and the expected UAAL. A gain/loss analysis shows the breakdown of the overall system gain/loss by economic and non-economic risk areas. The economic risk areas are investment return and pay increases. The non-economic risk areas are service retirement, disability retirement, death in active service, termination (vested and non-vested), retiree mortality, and new members. Gains and losses resulting from data adjustments, timing of financial transactions, etc. are included separately as a miscellaneous item.

It is expected that actual experience will not coincide with assumed experience. It is assumed that gains and losses will be in balance over a period of years, but sizable year-to-year fluctuations are common. Changes in actuarial assumptions should be made for risk areas when the differences between actual and expected experience are consistently sizable over a period of years. Differences over a relatively short period of time may or may not be indicative of long-term trends, which are the basis of actuarial assumptions.

The actuarial assumptions used in this analysis were adopted by the Board in April 15, 2021.



School Employees Retirement System of Ohio
Experience Gains and Losses By Risk Area
Comparative Schedule
(\$ Millions)

Year Ending June 30	Gain (Loss) by Risk Area									\$	% of AAL
	Economic		Non-Economic								
	Pay Increases	Investment	Age & Service Retirement	Disability	Death In Service	Withdrawal	New Members	Retiree Mortality	Other ⁺		
2014	103.4	403.3	(122.6)	(56.0)	0.1	48.3	(28.2)	3.1	(2.1)	349.3	2.0
2015	53.3	62.1	(123.0)	(53.1)	0.0	65.1	(47.7)	55.8	(0.2)	12.3	0.1
2016	70.0	50.6	(140.9)	(50.6)	(28.5)	30.4	(44.0)	113.9	(0.6)	0.3	0.0
2017	(69.2)	(12.0)	(211.8)	(37.7)	(0.6)	21.9	(48.1)	97.3	(26.8)	(287.0)	(1.5)
2018	85.2	(161.1)	(209.7)	(14.7)	(6.6)	(124.5)	(35.7)	15.0	4.7	(447.4)	(2.2)
2019	20.3	(44.1)	7.8	(9.5)	(4.0)	(106.3)	(22.4)	(24.9)	78.4	(104.7)	(0.5)
2020	136.2	7.1	(94.0)	(3.1)	(5.4)	(104.2)	(22.2)	28.9	62.3	5.6	0.0
2021	136.7	431.3	(96.2)	(5.0)	(4.7)	(107.5)	(16.6)	59.8	189.3	587.1	2.7
2022	(212.3)	268.6	0.0	(6.4)	(7.0)	(43.5)	(52.6)	82.7	(25.2)	4.3	0.0
2023	(139.7)	155.7	(65.1)	(3.2)	(5.4)	(40.1)	(66.3)	54.5	87.7	(21.9)	(0.1)

⁺ Includes effect of changes in data, timing of financial transactions, etc.



The market related actuarial value of assets is based on a four-year average of adjusted market value returns. The difference between the actual returns at market value for the year and expected returns is determined. Twenty-five percent (25%) of that difference is added to the expected value along with corresponding amounts from each of the prior three years.

The actuarial value of assets for the basic benefits as of June 30, 2023, was \$17,685,652,177. The value for the previous year was \$16,886,972,559.

School Employees Retirement System of Ohio Development of Gain (Loss) for Basic Benefits From Investment Return For the Year Ended June 30, 2023 (\$ Millions)		<u>\$ Millions</u>
1.	Actuarial value of assets as of June 30, 2022	\$ 16,887.0
2.	Actuarial value of assets as of June 30, 2023	
	a. Actual	17,685.7
	b. If 7.00% assumed investment return were achieved for all phased-in years recognized in the asset method	17,530.0
3.	Gain (Loss): 2a minus 2b	<u>\$ 155.7</u>



**Pay Increases During the FY2023 Valuation Year
To Members Active at Beginning and End of Year**

Central Age Group Beginning of Year	Number	Pay Increases	
		Actual	Expected
Under 25	8,125	(12.14)%	11.22%
25	7,484	0.25	7.97
30	8,809	3.60	6.76
35	11,421	4.98	6.17
40	14,142	5.14	5.52
45	14,724	4.97	5.05
50	17,512	4.99	4.61
55	18,180	4.88	4.21
60	15,099	4.46	4.07
65 & Over	9,026	3.81	4.49
Total	124,522	3.95	5.26



**Members Who Became Age and Service Retirees During the FY2023 Valuation Year
(Retirement With Allowance Beginning Immediately)**

Attained Age	Years of Service to Valuation Date							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30 plus	
Under 50	0	0	0	0	0	0	6	6
50	0	0	0	0	0	0	1	1
51	0	0	0	0	0	0	4	4
52	0	0	0	0	0	0	7	7
53	0	0	0	0	0	0	12	12
54	0	0	0	0	0	0	7	7
55	0	0	0	0	0	0	11	11
56	0	0	0	0	0	0	14	14
57	0	0	0	0	0	0	45	45
58	0	0	0	0	0	1	36	37
59	0	0	0	0	0	1	34	35
60	0	0	0	0	1	81	37	119
61	0	0	0	0	0	53	49	102
62	0	0	70	69	121	75	46	381
63	0	0	29	22	43	63	43	200
64	0	0	29	33	49	74	64	249
65	0	0	62	77	137	108	116	500
66	0	0	38	36	53	37	55	219
67	0	0	59	36	87	78	43	303
68	0	0	27	17	28	23	32	127
69	0	0	24	15	23	19	25	106
70 & Over	0	1	75	51	68	52	136	383
Totals	0	1	413	356	610	665	823	2,868

	Years of Service to Valuation Date							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30 plus	
Avg. Monthly Benefit	\$ 0	\$ 313	\$ 529	\$ 770	\$ 1,118	\$ 1,548	\$ 2,762	\$ 1,561
Avg. FAS	\$ 0	\$ 0	\$ 31,447	\$ 31,990	\$ 35,522	\$ 38,292	\$ 48,075	\$ 38,729
Number of Retirees	0	1	413	356	610	665	823	2,868

Average Age: 65.2
Average Service: 24.5



**Members Who Died in the FY2023 Valuation Year
With a Death-in-Service Allowance Payable**

Central Age Group Beginning of Year	Number
Under 25	0
25	0
30	0
35	1
40	1
45	2
50	7
55	12
60	14
65	9
70 & Over	6
Total	52

Average Age: 59.3
Average Service: 16.5



**Members Who Died in the FY2023 Valuation Year
and Received a Refund of Contributions**

Central Age Group Beginning of Year	Number
Under 25	0
25	0
30	0
35	1
40	1
45	1
50	4
55	2
60	4
65	1
70 & Over	1
Total	15

Average Age: 55.3
Average Service: 5



**Members Who Became Disability Retirees
During the FY2023 Valuation Year**

Central Age Group Beginning of Year	Number
Under 25	0
25	0
30	0
35	3
40	4
45	9
50	29
55	62
60	96
65	35
70 & Over	6
Total	244

Average Age: 57.5
Average Service: 18.2
Average FAS: \$34,832



**Members Receiving a Refund of Contributions
or Becoming Inactive Without a Refund in
the FY2023 Valuation Year
(Non-vested Terminations)**

Central Age Group Beginning of Year	Number
Under 25	1,973
25	3,943
30	2,690
35	2,173
40	2,215
45	2,140
50	2,015
55	1,601
60	1,163
65	749
70 & Over	626
Total	21,288

Average Age: 39.1
Average Service: 1.4



**Members Who Became Inactive
in the FY2023 Valuation Year
with a Deferred Allowance
(Vested Terminations)**

Central Age Group Beginning of Year	Number
Under 25	0
25	0
30	2
35	25
40	53
45	90
50	162
55	233
60	298
65	95
70 & Over	24
Total	982

Average Age: 54.9
Average Service: 15.6



SCHEDULE G

GLOSSARY

Actuarial Accrued Liability. The difference between (i) the actuarial present value of future plan benefits, and (ii) the actuarial present value of future normal cost. Sometimes referred to as "accrued liability" or "past service liability".

Accrued Service. The service credited under the plan which was rendered before the date of the actuarial valuation.

Actuarial Assumptions. Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.

Actuarial Cost Method. A mathematical budgeting procedure for allocating the dollar amount of the "actuarial present value of future plan benefits" between the actuarial present value of future normal cost and the actuarial accrued liability. Sometimes referred to as the "actuarial funding method".

Actuarial Equivalent. A series of payments is called an actuarial equivalent of another series of payments if the two series have the same actuarial present value.

Actuarial Present Value. The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.

Amortization. Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

Experience Gain (Loss). A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two actuarial valuation dates, in accordance with the actuarial cost method being used.

Normal Cost. The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as "current service cost". Any payment toward the unfunded actuarial accrued liability is not part of the normal cost.

Plan Termination Liability. The actuarial present value of future plan benefits based on the assumption that there will be no further accruals for future service and salary. The termination liability will generally be less than the liabilities computed on a "going concern" basis and is not normally determined in a routine actuarial valuation.

Reserve Account. An account used to indicate that funds have been set aside for a specific purpose and are not generally available for other uses.

Unfunded Actuarial Accrued Liability. The difference between the actuarial accrued liability and valuation assets. Sometimes referred to as "unfunded accrued liability".

Valuation Assets. The value of current plan assets recognized for valuation purposes. Generally based on book value plus a portion of unrealized appreciation or depreciation.



APPENDIX A
ACTUARIAL ACCRUED LIABILITIES
AS OF JUNE 30, 2023

Present Value of:	Pension Benefits	Medicare Part B	Post-Retirement Death Benefit	Total Basic Benefits
Future benefits to present retirees and survivors	\$13,326,930,088	\$204,804,627	\$32,251,533	\$13,563,986,248
Benefits and refunds to present inactive members	804,883,149	22,960,856	1,213,740	829,057,745
Allowances to present active members				
Service	7,891,775,351	140,994,951	7,824,892	8,040,595,194
Disability	290,934,728	5,276,558	343,083	296,554,369
Survivor benefits	182,005,249	2,976,292	0	184,981,541
Withdrawal	<u>159,747,406</u>	<u>8,973,826</u>	<u>420,368</u>	<u>169,141,600</u>
Total Active AAL	8,524,462,734	158,221,627	8,588,343	8,691,272,704
Total AAL	<u>\$22,656,275,971</u>	<u>\$385,987,110</u>	<u>\$42,053,616</u>	<u>\$23,084,316,697</u>



APPENDIX B

**BREAKDOWN OF TOTAL AND ACCRUED LIABILITIES
AS OF JUNE 30, 2023**

	Total Liability	Accrued Liability
Active Members		
Retirement	\$10,573,813,860	\$7,891,775,351
Death	298,967,097	182,005,249
Disability	624,208,735	290,934,728
Termination	924,870,633	159,747,406
Medicare Part B	242,349,928	158,221,627
Death after Retirement	<u>13,344,444</u>	<u>8,588,343</u>
Total	\$12,677,554,697	\$8,691,272,704
Retirees		
Retirement/Survivor/Disability	\$13,326,930,088	\$13,326,930,088
Medicare Part B	204,804,627	204,804,627
Death after Retirement	<u>32,251,533</u>	<u>32,251,533</u>
Total	\$13,563,986,248	\$13,563,986,248
Deferred Vested Members	432,662,249	432,662,249
Inactive Members	<u>396,395,496</u>	<u>396,395,496</u>
Total Actuarial Values	\$27,070,598,690	\$23,084,316,697
Actuarial Value of Assets		<u>17,685,652,177</u>
Unfunded Actuarial Accrued Liability		\$5,398,664,520



APPENDIX C

**COMPARATIVE SCHEDULE
AS OF JUNE 30, 2023**

Valuation Date June 30	Active Members				Retired Lives				Accrued Liability	Valuation Assets	UAAL
					Number		Annual Benefits				
	Payroll	Average Salary		Retired	Active / Retired	\$ Millions	% of Payroll				
	Number	\$ Millions	\$					% Increase	\$ Millions	% of Payroll	
2014	121,251	2,759	22,757	0.8	72,605	1.7	958.5	34.7	17,882	12,030	5,851
2015	122,855	2,845	23,161	1.8	74,372	1.7	1,020.4	35.9	18,503	12,602	5,902
2016	124,540	2,932	23,545	1.7	76,280	1.6	1,083.6	37.0	19,771	13,180	6,591
2017	157,981	3,303	20,906	(11.2)	79,157	2.0	1,162.0	35.2	19,588	13,713	5,875
2018	158,343	3,332	21,045	0.7	81,332	1.9	1,211.9	36.4	19,998	14,012	5,986
2019	159,363	3,463	21,727	3.2	81,024	2.0	1,219.0	35.2	20,527	14,473	6,054
2020	156,579	3,478	22,210	2.2	80,851	1.9	1,234.3	35.5	21,034	15,037	5,997
2021	146,646	3,622	24,700	11.2	80,721	1.8	1,254.9	34.6	21,530	16,032	5,498
2022	155,063	3,995	25,762	4.3	81,151	1.9	1,295.4	32.4	22,371	16,887	5,484
2023	159,873	4,299	26,888	4.4	81,833	2.0	1,340.6	31.2	23,084	17,686	5,399



Cavanaugh Macdonald
CONSULTING, LLC

The experience and dedication you deserve



**Report on the Retiree Health Care
Valuation of the
School Employees Retirement System of Ohio**

Prepared as of June 30, 2023





November 16, 2023

Board of Trustees
School Employees Retirement System of Ohio
300 East Broad Street, Suite 100
Columbus, OH 43215-3746

Dear Members of the Board:

We have submitted the results of the annual actuarial valuation of the Retiree Health Care Fund of the School Employees Retirement System of Ohio (SERS) prepared as of June 30, 2023. While not verifying the data at the source, the actuary performed tests for consistency and reasonability. The valuation indicates that an actuarially determined contribution of 2.65% of active payroll payable for the fiscal year ending June 30, 2023 is required to fund the benefits.

Separate reports will be prepared to provide accounting information under Governmental Accounting Standards Board Statements No. 74 and 75, when applicable.

The medical and drug benefits of the Plan are included in the actuarially calculated contribution rates which are developed using the entry age normal cost method with the normal cost rate determined as a level percentage of payroll. GASB requires the discount rate used to value a plan be based on the likely return of the assets held in trust to pay benefits. The discount rate used in this valuation is 7.00%. Gains and losses are reflected in the unfunded accrued liability that is amortized by regular annual contributions as a level percentage of payroll within a 30-year period, on the assumption that payroll will increase by 1.75% annually. The assumptions recommended by the actuary are, in the aggregate, reasonably related to the experience under the Plan and to reasonable expectations of anticipated experience under the Plan.

The impacts of the Affordable Care Act (ACA) and the Inflation Reduction Act (IRA) were addressed in this valuation. Review of the information currently available did not identify any specific provisions of the legislation that are anticipated to directly impact results at this time other than plan design features and fees currently mandated by the ACA and incorporated in the plan designs, which are included in the current baseline claims costs, and the anticipation of potential changes to Medicare due to the IRA, which are included in our trend assumption. Continued monitoring of the impact on the Plan's liability due to this and other legislation, if applicable, will be required.

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

The impact of the COVID-19 pandemic was considered in this valuation; however, no changes were incorporated at this time due to the level of uncertainty regarding the impact on both plan costs and contribution levels going forward. Given the uncertainty regarding COVID-19 (e.g., the impact of routine care being deferred, direct COVID-19 treatment and prevention costs, changes in contribution and budget projections), continued monitoring of the impact on the Plan's liability will be required.



November 16, 2023
Board of Trustees
Page 2

To the best of our knowledge, this report is complete and accurate. The valuation was performed by, and under the supervision of, independent actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems. The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

The valuation was prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board.

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.

The actuarial calculations were performed by qualified actuaries according to generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the system, and on actuarial assumptions that are, in the aggregate, internally consistent and reasonably based on the actual experience of the system.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Alisa Bennett'.

Alisa Bennett, FSA, FCA, EA, MAAA
President

A handwritten signature in blue ink, appearing to read 'John J. Garrett'.

John J. Garrett, ASA, FCA, MAAA
Principal and Consulting Actuary

AB/JJG:jf



TABLE OF CONTENTS

<u>Section</u>	<u>Item</u>	<u>Page</u>
I	Summary of Principal Results	1
II	Membership Data	5
III	Assets	7
IV	Comments on Valuation	8
V	Derivation of Experience Gains and Losses	9
VI	Required Contribution Rates	11
VII	Accounting Information	12
<u>Schedule</u>		
A	Valuation Balance Sheet	14
B	Statement of Actuarial Assumptions and Methods	17
C	Summary of Plan Provisions	25
D	Detailed Tabulations of the Data	37
E	Glossary	44



**REPORT ON THE ANNUAL VALUATION OF THE
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO**

PREPARED AS OF JUNE 30, 2023

SECTION I – SUMMARY OF PRINCIPAL RESULTS

1. This report, prepared as of June 30, 2023, presents the results of the annual actuarial valuation of retiree health care offered to SERS members. For convenience of reference, the principal results of the valuation and a comparison with the preceding valuation results are summarized in the following table.

	June 30, 2023	June 30, 2022
Active members included in valuation		
Number	159,873	155,063
Annual Compensation	\$4,298,689,195	\$3,994,657,693
Service Retirees*		
Number	29,915	30,569
Disability Retirees*		
Number**	2,735	2,391
Spouses of Retirees		
Number	4,852	4,909
Spouses of Deceased Retirees		
Number	1,390	1,431
Survivor Benefit Recipients		
Number	532	581
Non-Spouse Dependents		
Number	232	250
Deferred Vested		
Number	6,413	6,118
Assets		
Market Value	\$706,785,561	\$611,574,409
Unfunded Accrued Liability	\$824,890,815	\$736,679,661
Actuarial Accrued Liability	\$1,531,676,376	\$1,348,254,070
Funded Ratio (MVA/AAL)	46.14%	45.36%
Employer Contribution Rate		
Normal	1.40%	1.31%
Accrued Liability	<u>1.25%</u>	<u>1.20%</u>
Total	2.65%	2.51%
Employer Contribution Toward Health Care***	1.50%	1.50%
Accrued liability amortization period	30	30

* In addition and not included in the counts above, there are 3,181 pre-Medicare eligible service retirees and 1,443 pre-Medicare eligible disabled retirees who are waiving coverage. It is assumed that 15% will elect coverage upon reaching Medicare eligibility.

** Of the 2,735 Disabled Retirees listed above, 500 converted to a Service Pension Benefit.

*** Includes 1.50% of payroll surcharge



2. The funding policy requires at least 13.50% of the employers' contributions be allocated to SERS' basic benefits when the funded ratio is 70% but less than 80%, with the remainder (if any) allocated to the Health Care Fund. However, based on a Board Resolution in September, the entire 14.00% employer contribution will be allocated to SERS' basic benefits, therefore setting the health contribution rate at 0.00%, plus a health care surcharge of 1.50%. This rate includes the anticipated revenue from the minimum surcharge level for FY2024 of \$30,000.
3. The valuation balance sheet showing the results of the valuation is given in Schedule A.
4. Comments on the valuation results are given in Section IV, comments on the experience and actuarial gains during the valuation year are given in Section V, and the rates of contribution payable by the employer are given in Section VI. Since the previous valuation, there were no changes to the plan provisions, however changes were also made to the assumed initial per capital health care costs and future cost increases. See Schedule B for more details on assumptions and methods used.
5. The impact of the COVID-19 pandemic was considered in this valuation; however, no changes were incorporated at this time due to the level of uncertainty regarding the impact on both plan costs and contribution levels going forward. Given the uncertainty regarding COVID-19 (e.g., the impact of routine care being deferred, direct COVID-19 treatment and prevention costs, changes in contribution and budget projections), continued monitoring of the impact on the Plan's liability will be required.
6. Since the most recent experience study was completed, we note that inflation has been significantly higher than assumed. Inflation is a component of several assumptions so the effects of higher inflation as a component of one assumption may be partially offset by the effect of higher inflation in another. We do not want to give too much credibility to recent experience, but we cannot ignore that current rates of inflation are the highest in the past 40 years. We will continue to monitor inflation in subsequent valuations to assess the reasonableness of the assumed inflation used in the valuation.
7. The following changes were reflected in this valuation:

Medicare Eligible

Premiums

Premiums will remain the same in 2024.

Benefits

In-network Specialist Visit co-pay will decrease to \$20 from \$30.

The Aetna Medicare Advantage plan includes a quarterly Over-The-Counter (OTC) benefit of \$60, which covers certain eligible health and wellness products, disclosed in the Aetna product catalog provided to participants, purchased after January 1, 2024. Unused benefit amounts will not carry over to the next quarter. Reimbursements are not allowed for this benefit and purchases outside of the benefit are not covered or reimbursable.



Pharmacy Network

The pharmacy plan will change to Express Scripts National Performance Medicare Network effective January 1, 2024. A new formulary will be available after October 1, 2023. Co-pays will be reduced to \$0 upon reaching the Catastrophic Phase of the benefit. A few prescription drugs may change to non-preferred, with details available from Express Scripts.

Non-Medicare Eligible

Premiums

There will be no change in premiums in 2024 for enrollees in the Aetna Choice POS II Plan.

There will be a 4% premium increase in 2024 for enrollees in the AultCare PPO Plan.

Benefits

Primary Care co-pay will decrease to \$10 from \$20.

Special Visit co-pay will decrease to \$25 from \$40.

There are no pharmacy changes. However, a few prescription drugs may change to non-preferred.

SERS Wraparound HRA

The Health Reimbursement Arrangement (HRA) limit is increasing to \$2,100 from \$1,950 per family per calendar year. Enrollees seeking non-Medicare coverage are required to participate in a counseling session to explore the affordability of available SERS alternatives, including the SERS Marketplace Wraparound Plan.

Disability Subsidization

Effective January 1, 2024, the non-Medicare disability health care subsidy amounts will change to reflect amounts equal to that of service retirees by years of service.

8. Assumption changes since the prior valuations include:
- The assumption for percent of pre-Medicare eligible retirees who choose the Wraparound plan has been increased from 10% to 20%
 - The health care trend assumption on retiree premiums has been updated to not apply trend to the \$35 surcharge
 - The morbidity factors have been updated based on the Society of Actuaries' June 2013 research report Health Care Costs—From Birth to Death by Dale Yamamoto and from the ASOP 6 practice note developed by the American Academy of Actuaries.
 - An assumption has been added to assume that 15% of pre-65 retirees who waive will elect coverage upon Medicare eligibility



9. The statute sets a contribution cap of 24.00% of payroll: 14.00% from employers and 10.00% from employees. The funding policy states that employer contributions in excess of those required to support the basic benefits may be allocated to retiree health care funding. If the funded ratio is less than 70%, the entire 14.00% employers' contribution shall be allocated to SERS' basic benefits. If the funded ratio is 70% but less than 80%, at least 13.50% of the employers' contribution shall be allocated to SERS' basic benefits, with the remainder (if any) allocated to the Health Care Fund. If the funded ratio is 80% but less than 90%, at least 13.25% of the employers' contribution shall be allocated to SERS' basic benefits, with the remainder (if any) allocated to the Health Care Fund. If the funded ratio is 90% or greater, the Health Care Fund may receive any portion of the employers' contribution that is not needed to fund SERS' basic benefits.
10. Contributions to the Health Care Fund will be 1.50% for fiscal year 2024, which is less than the actuarially determined employer contribution rate. However, as can be seen on page 16, the expected Health Care Fund solvency has increased by two years from 2060 in the prior valuation to 2062. This increase is primarily due to June 30, 2023 assets higher than expected in the prior valuation and payroll increase higher than expected leading to higher future year contributions due to the 1.50% surcharge.



SECTION II – MEMBERSHIP DATA

Data regarding the membership of the System for use as a basis for the valuation were furnished by the System’s office. The following tables summarize the membership of the System as of June 30, 2023 upon which the valuation was based. Detailed tabulations of the data are given in Schedule D.

Active Members

Number	Payroll	Group Averages		
		Salary	Age	Service
159,873	\$4,298,689,195	\$26,888	46.9	7.3

The following table shows a six-year schedule of active member valuation data.

SCHEDULE OF SERS ACTIVE MEMBER VALUATION DATA

Valuation Date	Number	Annual Payroll	Annual Average Pay	% Increase in Average Pay
6/30/2018	158,343	\$ 3,332,395,171	\$ 21,045	0.7%
6/30/2019	159,363	3,462,524,396	21,727	3.2
6/30/2020	156,579	3,477,578,726	22,210	2.2
6/30/2021	146,646	3,622,097,199*	24,700	11.2
6/30/2022	155,063	3,994,657,693	25,762	4.3
6/30/2023	159,873	4,298,689,195	26,888	4.4

* Effective June 30, 2021, the annual compensation reflects imputed salaries.



The following table shows the number of retiree members and their beneficiaries receiving health care as of the valuation date as well as average ages.

Retiree Lives

AultCare PPO, Aetna Choice POS II, and SERS Marketplace Wraparound HRA		
	Number	Average Age
Service Retirees	2,598	62.2
Disability Retirees	435	60.8
Spouses	259	61.4
Non-Spouse Dependents	158	20.7
Total	3,450	60.0

Aetna Medicare Plan (PPO) and Aetna Traditional Choice		
	Number	Average Age
Service Retirees	27,317	77.3
Disability Retirees	2,300	73.1
Spouses	6,515	78.5
Non-Spouse Dependents	74	58.8
Total	36,206	77.2

Non-Medicare Waiving Type of Benefit Recipient		
	Number	Average Age
Service Retirees	3,181	62.1
Disability Retirees	1,443	58.4
Total	4,624	61.0

This valuation also includes 6,413 deferred vested members eligible for health care not included in the counts above.



SECTION III – ASSETS

1. As of June 30, 2023 the total market value of assets amounted to \$706,785,561.

Asset Summary Based on Market Value			
(1)	Assets at June 30, 2022	\$	611,574,409
(2)	Contributions and Misc. Revenue		269,891,157
(3)	Investment Gain (Loss)		35,445,488
(4)	Total Health Care Expenses		<u>(210,125,493)</u>
(5)	Assets at June 30, 2023	\$	706,785,561
	(1) + (2) + (3) + (4)		
(6)	Annualized Rate of Return*		5.53 %

*Based on the approximation formula: $I/[0.5 \times (A + B - I)]$, where

- I = Investment Gain (Loss)
- A = Beginning of year asset value
- B = End of year asset value



SECTION IV - COMMENTS ON VALUATION

Schedule A of this report contains the valuation balance sheet which shows the present and prospective assets and liabilities of the System as of June 30, 2023.

1. The total health care valuation balance sheet shows that the System has total future health care liabilities of \$2,116,322,363 of which \$606,867,180 is for the future benefits payable for present retiree members and beneficiaries of deceased members; \$22,677,627 is for the future benefits payable for current deferred vested members; and \$1,486,777,556 is for the future benefits payable for present active members. Against these health care liabilities, the System has a total market value of assets of \$706,785,561 as of June 30, 2023. The difference of \$1,409,536,802 between the total liabilities and the total present actuarial value of assets represents the present value of contributions to be made in the future for health care. Of this amount, no future contributions are expected to be made by members, and the balance of \$1,409,536,802 represents the present value of future contributions payable by SERS.
2. SERS' contributions on account of health care consists of normal contributions and accrued liability contributions. The valuation indicates that employer normal contributions at the rate of 1.40% of payroll are required to provide the benefits of the System for the average new member of SERS.
3. Prospective employer normal contributions on account of health care at the above rates have a present value of \$584,645,987. When this amount is subtracted from \$1,409,536,802 which is the present value of the total future contributions to be made by the employer, there remains \$824,890,815 as the amount of future accrued liability contributions.
4. It is recommended that the accrued liability contribution rate payable by SERS on account of health care be set at 1.25% of payroll. This rate is sufficient to liquidate the unfunded accrued liability of \$824,890,815 over 30 years on the assumption that the aggregate payroll for members will increase by 1.75% each year.



SECTION V – DERIVATION OF EXPERIENCE GAINS AND LOSSES

Actual experience will never (except by coincidence) coincide exactly with assumed experience. It is assumed that gains and losses will be in balance over a period of years, but sizable year-to-year fluctuations are common. Detail on the derivation of the experience gain (loss) for the year ended June 30, 2023 is shown below.

**Experience Gain/(Loss)
(\$ Thousands)**

(1)	UAAL* as of 6/30/22	\$ 736,680
(2)	Normal cost from last valuation	52,213
(3)	Expected employer contributions	107,897
(4)	Interest accrual: [(1) + (2)] x .070 - (3) x .070/2	<u>51,446</u>
(5)	Expected UAAL before changes: (1) + (2) - (3) + (4)	\$ 732,442
(6)	Change due to claims and retiree premiums	107,776
(7)	Change due to assumption changes**	(270,394)
(8)	Change due to benefit changes***	<u>16,987</u>
(9)	Expected UAAL after changes: (5) - (6) - (7) - (8)	\$ 878,073
(10)	Actual UAAL* as of 6/30/23	<u>824,891</u>
(11)	Total gain/(loss): (9) - (10)	\$ 53,182
(a)	Asset Gain/(Loss)	<u>12,018</u>
(b)	Experience Gain/(Loss) (11) - (11a)	\$ 41,164
(12)	Accrued Liabilities as of 6/30/23	\$ 1,531,676
(13)	Experience Gain/(Loss) as percent of actuarial accrued liabilities at end of year (11c) / (12)	2.7%

* unfunded actuarial liability

** Assumptions regarding Wraparound Plan election and uptake of the plan upon Medicare eligibility as well as health care aging factors and retiree premium trend were updated

***Reflects changes to the health care subsidy for disabled retirees on Non-Medicare plans effective January 1, 2024



ANALYSIS OF FINANCIAL EXPERIENCE
Gains and Losses in Accrued Liabilities
Resulting from Difference Between
Assumed Experience and Actual Experience
(\$ Millions)

Type of Activity	\$ Gain (or Loss) For Year Ending 6/30/23
Age & Service Retirements. If members retire at older ages or participate in lower numbers, there is a gain. If younger ages or higher participation, a loss.	\$ 0.8
Disability Retirements. If disability claims are less than assumed, there is a gain. If more claims, a loss.	0.0
Death-in Service Benefits. If survivor claims are less than assumed, there is a gain. If more claims, there is a loss.	(1.6)
Withdrawal From Employment. If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.	29.3
Claims Increases (Including Wrap Plan). If smaller claims increases than assumed, there is a gain; if larger, a loss.	107.8
New Members. Additional accrued liability attributable to members who entered the plan since the last valuation.	(12.8)
Asset Experience. If there is a greater investment income than assumed, there is a gain. If less income, a loss. If there are more contributions than the ARC, there is a gain. If less contributions, a loss.	12.0
Death After Retirement. If retiree members live longer than assumed, there is a loss. If not as long, a gain.	12.4
Other. Miscellaneous gains and losses resulting from changes in valuation software, data adjustments, timing of financial transactions, etc.	<u>13.1</u>
Gain (or Loss) During Year From Financial Experience	\$ 161.0
Non-Recurring Items. Adjustments for plan amendments, assumption changes and method changes	(253.4)
Composite Gain (or Loss) During Year	\$ <u>(92.4)</u>



SECTION VI – REQUIRED CONTRIBUTION RATES

The valuation balance sheet gives the basis for determining the percentage rates for contributions to be made by employers to the Retirement System. The following tables show the rates of contribution payable by employers as determined from the present valuation for FY2023.

Required Contribution Rates

Contribution for	Amount	% of Payroll
A. Normal Cost	\$ 62,098,626	1.40%
B. Member Contributions*	\$ 0	0.00%
C. Employer Normal Cost: [A - B]	\$ 62,098,626	1.40%
D. Unfunded Actuarial Accrued Liability**	\$ 53,778,775	1.25%
E. Total Recommended Employer Contribution Rate: [C + D]	\$ 115,877,401	2.65%
F. Employer Contribution Toward Health Care ⁺	\$ 65,315,014	1.50%

* The liabilities are net of retiree contributions towards their health care.

** Based on 30-year amortization of the UAAL from June 30, 2023.

+ Includes 1.50% payroll surcharge.

Fourteen-Year History of Employer Contribution Rates

Fiscal Year Ending June 30	Employer Health Care Contribution Rate	Surcharge Percentage	Total Health Care Contribution Rate
2010	0.46%	1.50%	1.96%
2011	1.43	1.50	2.93
2012	0.55	1.50	2.05
2013	0.16	1.50	1.66
2014	0.14	1.50	1.64
2015	0.82	1.50	2.32
2016	0.00	1.50	1.50
2017	0.00	1.50	1.50
2018	0.50	1.50	2.00
2019	0.50	1.50	2.00
2020	0.00	1.50	1.50
2021	0.00	1.50	1.50
2022	0.00	1.50	1.50
2023	0.00	1.50	1.50



SECTION VII - ACCOUNTING INFORMATION

Governmental Accounting Standards Board Statements 74 and 75 set forth certain items of required supplementary information to be disclosed in the financial statements of the System and the employer. The information presented in the required supplementary schedules was determined as part of the actuarial valuation at June 30, 2023. Additional information will be provided in separate reports.

Valuation date	6/30/2023
Actuarial cost method	Entry Age
Amortization	Level Percent Open
Remaining amortization period	30 years
Asset valuation method	Market Value
Actuarial assumptions	
Investment rate of return*	7.00%
* Includes price inflation at	2.40%
Wage increases	1.75%
Medical Trend Assumption	6.75% - 4.40%
Year of Ultimate Trend	2033



Twelve-Year Schedule of Funding Progress
(\$ Millions)

Actuarial Valuation Date	Value of Plan Assets (a)	Actuarial Accrued 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))
6/30/2012	\$355	\$2,691	\$2,336	13.2%	\$2,788	83.8%
6/30/2013	379	2,918	2,539	13.0	2,747	92.4
6/30/2014	414	2,476	2,062	16.7	2,759	74.7
6/30/2015	408	2,425	2,016	16.8	2,845	70.9
6/30/2016	370	2,407	2,037	15.4	2,932	69.5
6/30/2017	382	2,396	2,014	15.9	3,303	61.0
6/30/2018	436	2,525	2,089	17.3	3,332	62.7
6/30/2019	464	2,199	1,735	21.1	3,463	50.1
6/30/2020	483	1,797	1,314	26.9	3,478	37.8
6/30/2021	600	1,289	689	46.5	3,622	19.0
6/30/2022	612	1,348	736	45.4	3,995	18.4
6/30/2023	707	1,532	825	46.1	4,299	19.2



SCHEDULE A
VALUATION BALANCE SHEET

The following valuation balance sheet shows the assets and liabilities of the retirement system as of the current valuation date of June 30, 2023 and, for comparison purposes, as of the immediately preceding valuation date of June 30, 2022.

VALUATION BALANCE SHEET
SHOWING THE ASSETS AND LIABILITIES OF THE
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO

	June 30, 2023	June 30, 2022
ASSETS		
Current market value of assets	\$ 706,785,561	\$ 611,574,409
Prospective contributions		
Employer normal contributions	584,645,987	514,981,761
Unfunded accrued liability contributions	824,890,815	736,679,661
Total prospective contributions	<u>\$ 1,409,536,802</u>	<u>\$ 1,251,661,422</u>
Total assets	<u>\$ 2,116,322,363</u>	<u>\$ 1,863,235,831</u>
LIABILITIES		
Present value of benefits payable on account of present retiree members and beneficiaries	\$ 606,867,180	\$ 519,877,530
Present value of benefits payable on account of active members	1,486,777,556	1,331,072,628
Present value of benefits payable on account of deferred vested members	<u>22,677,627</u>	<u>12,285,673</u>
Total liabilities	<u>\$ 2,116,322,363</u>	<u>\$ 1,863,235,831</u>



The following twelve-year table provides the solvency test for SERS members. The table allocates the valuation assets of the System to its liabilities based on an order of precedence. The highest order of precedence is active member contributions. The second highest order of precedence are members in pay status and vested and non-vested terminated members. The lowest order of precedence is the employer financed portion of active member accrued benefits. The liabilities are determined using the System's assumed rate of return.

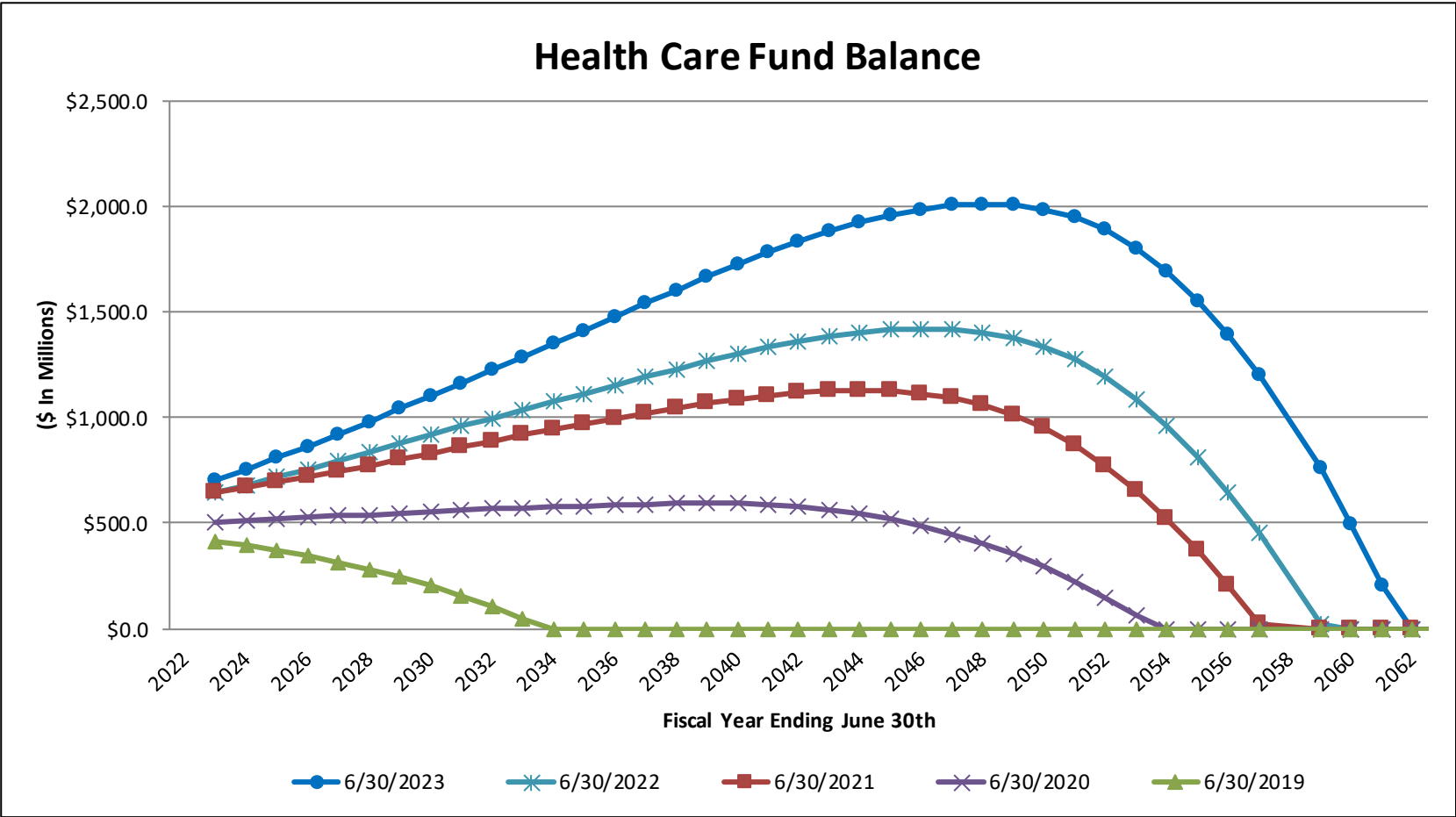
Solvency Test
(\$ Millions)

Valuation Date	Aggregate Accrued Liabilities For				Actuarial Value of Assets	Portion of Accrued Liabilities Covered by Reported Asset		
	(1) Active Member Contributions	(2) Retiree Members & Beneficiaries	(3) Active Members (Employer Financed Portion)			(1)	(2)	(3)
6/30/2012	\$0	\$1,074	\$1,617	\$355	100.0%	33.1%	0.0%	
6/30/2013	0	1,157	1,761	379	100.0	32.8	0.0	
6/30/2014	0	968	1,508	414	100.0	42.8	0.0	
6/30/2015	0	979	1,507	408	100.0	41.7	0.0	
6/30/2016	0	918	1,489	370	100.0	40.3	0.0	
6/30/2017	0	916	1,480	382	100.0	41.7	0.0	
6/30/2018	0	968	1,557	436	100.0	45.0	0.0	
6/30/2019	0	813	1,386	464	100.0	57.0	0.0	
6/30/2020	0	626	1,171	483	100.0	77.1	0.0	
6/30/2021	0	544	745	600	100.0	100.0	7.5	
6/30/2022	0	532	816	612	100.0	100.0	9.8	
6/30/2023	0	630	902	707	100.0	100.0	8.5	



Solvency Chart

The following chart shows the projected Health Care Fund Balances from the five most recent valuations. The prior year projections were based on the funding policy and assumptions in effect on the prior year valuation dates. The current year projection is based on a 7.00% future asset rate of return assumption, on a payroll growth assumption of 1.75% per year, and on the assumption that the health contribution rate will be 0.00%, plus a health care surcharge of 1.50%. These projections assume there will be no health care cost increases due to ACA law changes or COVID-19 impact other than anticipated health care trend.





SCHEDULE B

STATEMENT OF ACTUARIAL ASSUMPTIONS AND METHODS

The decremental assumptions used in the valuation were adopted by the Board on April 15, 2021.

INTEREST RATE: 7.00% per annum, compounded annually (net after all System expenses).

HEALTH CARE COST TREND RATES: Following is a chart detailing trend assumptions. Trend is applied to total health care costs and retiree service based premiums. No trend is applied to the \$35 surcharge.

Calendar Year	
2023	6.75%
2024	6.50
2025	6.25
2026	6.00
2027	5.75
2028	5.50
2029	5.25
2030	5.00
2031	4.75
2032	4.50
2033 and beyond	4.40

ANTICIPATED PLAN PARTICIPATION: The assumed annual rates of retiree participation and spouse coverage are as follows:

Retiree Gender	Spouse Coverage	Dependent Child Coverage
Male	25.0%	0.0%
Female	25.0%	0.0%

Wives are assumed to be three years younger than husbands.



Pre-65 Participants:

Years of Service	Service Retiree Participation	Disabled Retiree Participation	Deferred Vested Retiree Participation	Death in Service Surviving Spouse Participation
1.5 – 4	N/A	N/A	N/A	100.0%
5 – 9	N/A	25.0%	N/A	100.0
10 – 14	25.0%	25.0	50.0%	100.0
15 – 19	25.0	45.0	50.0	100.0
20 – 24	45.0	50.0	50.0	100.0
25 – 29	50.0	75.0	50.0	100.0
30 – 34	75.0	75.0	50.0	100.0
35 and over	90.0	90.0	50.0	100.0

15% of eligible pre-65 retirees who are waiving coverage are assumed to elect coverage upon Medicare eligibility

Post-65 Participants:

Years of Service	Service Retiree Participation	Disabled Retiree Participation	Deferred Vested Retiree Participation	Death in Service Surviving Spouse Participation
1.5 – 4	N/A	N/A	N/A	100.0%
5 – 9	N/A	70.0%	N/A	100.0
10 – 14	25.0%	70.0	50.0%	100.0
15 – 19	45.0	70.0	50.0	100.0
20 – 24	70.0	75.0	50.0	100.0
25 – 29	75.0	75.0	50.0	100.0
30 – 34	85.0	85.0	50.0	100.0
35 and over	90.0	90.0	50.0	100.0



ANTICIPATED PLAN ELECTIONS: The assumed annual rates of member plan elections are as follows:

Plan Type	Future Retirees	
	Non-Medicare	Medicare
PPO	80.0%	100.0%
Wraparound HRA	20.0%	N/A

Anticipated plan elections within the above plan types are further expanded below:

Plan Type	Future Retirees*	
	Non-Medicare	Medicare
<u>PPO</u>		
Aetna Choice POS II	96.0%	0.0%
Aetna Medicare SM Plan	0.0%	100.0%
AultCare PPO	4.0%	0.0%

**Future disabled retirees assumed 85% Non-Medicare coverage and 15% Medicare coverage before age 65.*

ANTICIPATED MEDICARE COVERAGE AT AGE 65: The assumed annual rates of future retirees obtaining Medicare coverage at age 65 are as follows:

Medicare Coverage	Percent Covered
No Medicare at age 65	1.0%
Medicare Part A	98.0%
Medicare Part B Only	1.0%

Current service retirees, disabled benefit recipients, spouses, and dependent children under age 65 were assumed to have similar Medicare coverage at age 65 as their post-Medicare counterparts.

Effective September 30, 2021, an individual who fails to enroll in Medicare Part B during their Medicare initial or special enrollment period will lose eligibility for SERS health care coverage. If an individual enrolls in Medicare Part B coverage but then fails to maintain the coverage, the individual must re-enroll during Medicare's first available general enrollment period.

HEALTH CARE PREMIUM DISCOUNT PROGRAM PARTICIPATION: Current Medicare-eligible service retirees, disabled benefit recipients, spouses and dependent children reported as qualifying for the health care Premium Discount Program were assumed to continue participating in the program for their lifetime. The health care premium Discount Program is not available for non-Medicare participants.



MONTHLY EXPECTED MEDICAL/PRESCRIPTION DRUG CLAIMS COSTS (INCLUDES ADMINISTRATIVE EXPENSES): Following are charts detailing expected claims for the year following the valuation date.

Retiree Costs			
Medicare Status	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Non-Medicare	\$1,465	N/A	\$1,114
Medicare A	\$154	\$504	N/A
Medicare B Only	\$154	N/A	N/A

Spouse Costs			
Medicare Status	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Non-Medicare	\$1,173	N/A	\$890
Medicare A	\$154	\$504	N/A
Medicare B Only	\$154	N/A	N/A

Children Costs			
Medicare Status	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Non-Medicare	\$367	N/A	\$197
Medicare A	\$154	\$504	N/A

The above amounts are shown as average costs and represent blended premiums rates.



EXPECTED ANNUAL CLAIMS: Per capita costs are adjusted to reflect expected cost changes related to age. The relative value factors used were developed from the Society of Actuaries' June 2013 research report Health Care Costs—From Birth to Death by Dale Yamamoto and from the ASOP 6 practice note developed by the American Academy of Actuaries. Representative values of the expected annual claims based on expected service retiree plan elections are as follows:

Pre-Medicare

Age	Retiree		Spouse	
	Male	Female	Male	Female
40	\$ 4,700	\$ 7,670	\$ 3,863	\$ 6,304
45	5,825	8,120	4,788	6,674
50	7,608	9,460	6,253	7,776
55	9,982	11,021	8,205	9,058
60	12,859	12,854	10,569	10,565
64	15,705	15,049	12,908	12,369

Post-Medicare

Age	Retiree		Spouse	
	Male	Female	Male	Female
65	\$ 1,416	\$ 1,349	\$ 1,296	\$ 1,235
70	1,721	1,659	1,575	1,518
75	2,044	1,937	1,870	1,773
80	2,372	2,232	2,171	2,042
85	2,673	2,518	2,446	2,304
90	2,935	2,734	2,686	2,503



SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed rates of separation from active service are as follows:

Service	Annual Rates of Withdrawal
0	40.00%
1	19.00
2	11.00
3	9.00
4	8.00
5	6.50
10	3.50
15	2.25

Age	Annual Rates of			
	Death *		Disability	
	Male	Female	Male	Female
20	.041%	.013%	.020%	.010%
25	.041	.012	.039	.010
30	.052	.019	.071	.028
35	.068	.030	.127	.059
40	.096	.047	.214	.106
45	.143	.072	.313	.180
50	.218	.107	.414	.300
55	.320	.157	.530	.450
60	.466	.238	.590	.450
65	.682	.380	.533	.300
70	1.025	.627	.300	.200
74	1.461	.937	.300	.200

* Pre-retirement mortality is based on the PUB-2010 General Amount Weighted Below Median Employee Mortality Table with fully generational projection using the MP-2020 projection scale. The above rates represent the base rates used.



Annual Rates of								
Age	Retirement Eligible prior to 8/1/17				Retirement Eligible after 8/1/17			
	Reduced	Reduced (55/25)	First Eligible Unreduced	Subsequent Unreduced	Reduced	Reduced (60/25)	First Eligible Unreduced	Subsequent Unreduced
50			21%	19%				
55		10%	27%	19%				
57		10%	27%	19%			30%	19%
60	43%	15%	27%	19%		6%	30%	19%
62	43%	15%	27%	19%	5%	6%	30%	19%
65			50%	33%	15%	17%	30%	19%
68			50%	33%			30%	18%
70			50%	33%			30%	18%
75			100%	100%			100%	100%

SALARY INCREASES: Representative values of the assumed annual rates of salary increases are as follows:

Annual Rates of			
Service	Merit & Seniority (A)	Base (Economy) (B)	Increase Next Year (1+(A))*(1+(B))
0	10.00%	3.25%	13.58%
1	3.00	3.25	6.35
2	1.75	3.25	5.06
3	1.25	3.25	4.54
4	1.00	3.25	4.28
5-9	0.75	3.25	4.02
10-15	0.50	3.25	3.77
16-17	0.25	3.25	3.51
18 & over	0.00	3.25	3.25

PAYROLL GROWTH: 1.75% per annum, compounded annually.

PRICE INFLATION: 2.40% per annum, compounded annually.



DEATH AFTER RETIREMENT: These assumptions are used to measure the probabilities of each benefit payment being made after retirement.

SERVICE RETIREMENT: PUB-2010 General Employee Amount Weighted Below Median Healthy Retiree mortality table projected to 2017 with ages set forward 1 year and adjusted 94.20% for males and set forward 2 years and adjusted 81.35% for females. Future improvement in mortality rates is reflected by applying the MP-2020 projection scale generationally.

DISABLED RETIREMENT: PUB-2010 General Disabled Retiree mortality table projected to 2017 with ages set forward 5 years and adjusted 103.3% for males and set forward 3 years and adjusted 106.8% for females. Future improvement in mortality rates is reflected by applying the MP-2020 projection scale generationally.

CONTINGENT SURVIVOR: PUB-2010 General Amount Weighted Below Median Contingent Survivor mortality table projected to 2017 with ages set forward 1 year and adjusted 105.5% for males and adjusted 122.5% for females. Future improvement in mortality rates is reflected by applying the MP-2020 projection scale generationally

VALUATION METHOD: Entry age normal cost method. Entry age is established on an individual basis.

ASSET VALUATION METHOD: Market value.



SCHEDULE C

SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO Summary of Main Plan Provisions as of June 30, 2023

ELIGIBILITY FOR ACCESS TO RETIREE HEALTH CARE:

Normal Retirement:

Retire before August 1, 2017 or have 25 years of service or more on or before August 1, 2017: Attainment of age 65 with at least 10 years of creditable service, or completion of 30 years of creditable service, regardless of age.

Members attaining 25 years of service after August 1, 2017: Attainment of age 67 with at least 10 years of creditable service, or attainment of age 57 with at least 30 years of creditable service. Buy-up option available.

Early Retirement:

Retire before August 1, 2017 or have 25 years of service or more on or before August 1, 2017: Not eligible for unreduced service retirement but has attained age 55 with at least 25 years of service, or age 60 with 10 years of service.

Members attaining 25 years of service after August 1, 2017: Attainment of age 62 with at least 10 years of creditable service, or attainment of age 60 with at least 25 years of creditable service.

Disability Retirement: Permanently disabled after completion of at least 5 years of total service credit.

Survivor Allowances: Beneficiary must be receiving monthly benefits due to the death of a member, age and service retiree or disability benefit recipient.

Termination: Members that terminated with at least 10 years of creditable service and have attained age 60 (age 62 for those retiring after August 1, 2017).

PREMIUM PAYMENTS:

Retirees, spouses and dependent children pay either all or a portion of the cost of health care and prescription drug coverage as well as a \$35 monthly surcharge. The remainder of the cost is paid by SERS.

Medicare-eligible retirees, spouses and dependent children may qualify for the health care Premium Discount Program if their household income falls at or below a specified level. Income limits are updated annually. Retirees, spouses and dependent children qualifying for the program will receive a 25% discount in their monthly health care premiums.



PREMIUM PAYMENTS (Continued):

The following schedule lists the percentage of the retiree premium paid by service retirees:

Years of Service	Retirement Date on or before July 1, 1989	Retirement Date August 1, 1989 through July 1, 2008	Retirement Date on or after August 1, 2008
	Service Retiree Premium Contribution Percentage		
5 – 9	50.0%	N/A	N/A
10 – 14	17.5	100.0%	100.0%
15 – 19	17.5	50.0	100.0
20 – 24	17.5	25.0	50.0
25 – 29	17.5	17.5	30.0
30 – 34	17.5	17.5	20.0
35 and over	17.5	17.5	15.0*

* Additional 1% reduction for each year over 35.

The following schedule lists the percentage of the retiree premium paid by disability benefit recipients:

Non-Medicare Plans Prior to January 1, 2024 and Medicare Plans

Years of Service	Disabled Benefit Recipient Premium Contribution Percentage
5 – 9	50.0%
10 – 24	33.0
25 and over	17.5

Non-Medicare Plans Effective January 1, 2024

Years of Service	Retirement Date on or before July 1, 1989	Retirement Date August 1, 1989 through July 1, 2008	Retirement Date on or after August 1, 2008
	Disabled Benefit Recipient Premium Contribution Percentage		
5 – 9	50.0%	100.0%	100.0%
10 – 14	17.5	100.0	100.0
15 – 19	17.5	50.0	100.0
20 – 24	17.5	25.0	50.0
25 – 29	17.5	17.5	30.0
30 – 34	17.5	17.5	20.0
35 and over	17.5	17.5	15.0*

* Additional 1% reduction for each year over 35.



The following schedule lists the percentage of the spouse premium paid by spouses of retirees:

Service Retiree, Disability Recipient, or Member's Qualified Years of Service	Spouse Premium Contribution Percentage
1.5 – 24	100.0%
25 – 29	90.0
30 and over	80.0

Dependent children pay 70.0% of the child premium.

In addition, SERS offered a new coverage option beginning in 2017, the Marketplace Wraparound HRA. This option is only available to health care participants who are not eligible for Medicare and who are not enrolled in Medicaid. Participants will be able to choose insurance from any insurer offering coverage in the federal Marketplace, and if eligible, receive a federal subsidy to lower the premium and cost-sharing amounts. The SERS Marketplace Wraparound HRA offers additional benefits to help pay for deductibles, co-pays, and other costs.

OTHER POST-EMPLOYMENT BENEFITS: Health care and prescription drug coverage is provided in all post-employment group health care plan options. Dental and vision coverage are made available to retirees, spouses, and dependent children at the full cost.

2024 RETIREE HEALTH CARE PLAN OPTIONS:

Options available to members without Medicare

- ◇ Aetna Choice POS II with Express Scripts prescription drug coverage
- ◇ AultCare PPO with AultCare prescription drug coverage
- ◇ Wraparound HRA

Options available to members with Medicare:

- ◇ Aetna MedicareSM Plan (PPO) with Express Scripts Medicare Part D Prescription Drug Plan
- ◇ Aetna Traditional Choice with Express Scripts Medicare Part D Prescription Drug Plan (only available to members with special circumstances)

The following pages contain information that was provided by SERS in the 2024 *Open Enrollment Guide* and the 2024 *Member Health Care Guide*.



2024 Contribution Rates

Years of Service	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Service Retirement Date on or before July 1, 1989 Premiums			
5-9.999 years			
Without Medicare	\$780		\$592
With Medicare A & B	\$117	\$287	
With Medicare B Only	\$297		
10-24.999 years			
Without Medicare	\$296		\$230
With Medicare A & B	\$64	\$123	
With Medicare B Only	\$127		
25 years & over			
Without Medicare	\$296		\$230
With Medicare A & B	\$64	\$123	
With Medicare B Only	\$64		

Years of Service	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Service Retirement Date August 1, 1989 through July 1, 2008 Premiums			
10-14.999 years			
Without Medicare	\$1,524		\$1,149
With Medicare A & B	\$198	\$539	
With Medicare B Only	\$558		
15-19.999 years			
Without Medicare	\$780		\$592
With Medicare A & B	\$117	\$287	
With Medicare B Only	\$297		
20-24.999 years			
Without Medicare	\$407		\$314
With Medicare A & B	\$76	\$161	
With Medicare B Only	\$166		
25 years & over			
Without Medicare	\$296		\$230
With Medicare A & B	\$64	\$123	
With Medicare B Only	\$64		



**2024 Contribution Rates
(continued)**

Years of Service	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Service Retirement Date on or after August 1, 2008 Premiums*			
10-19.999 years			
Without Medicare	\$1,524		\$1,149
With Medicare A & B	\$198	\$539	
With Medicare B Only	\$558		
20-24.999 years			
Without Medicare	\$780		\$592
With Medicare A & B	\$117	\$287	
With Medicare B Only	\$297		
25-29.999 years			
Without Medicare	\$482		\$369
With Medicare A & B	\$84	\$186	
With Medicare B Only	\$84		
30-34.999 years*			
Without Medicare	\$333		\$258
With Medicare A & B	\$68	\$136	
With Medicare B Only	\$68		

* Further reductions for each year over 35.

Years of Service	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Disability Benefit Recipient Premiums**			
5-9.999 years			
Without Medicare	\$780		\$592
With Medicare A & B	\$117	\$287	
With Medicare B Only	\$297		
10-24.999 years			
Without Medicare	\$526		\$403
With Medicare A & B	\$89	\$201	
With Medicare B Only	\$208		
25 years & over			
Without Medicare	\$296		\$230
With Medicare A & B	\$64	\$123	
With Medicare B Only	\$64		

**** Effective January 1, 2024, Disability Benefit Recipient Premiums will be the same as Service Retirement Premiums for all Non-Medicare plans. Rates above are applicable for Medicare plans and for Non-Medicare plans prior to January 1, 2024.**



**2024 Contribution Rates
(continued)**

Years of Service	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Spouse Premiums (Service Retiree, Disability Recipient, or Member's Qualified Service)			
Up to 25 years			
Without Medicare	\$1,227		\$925
With Medicare A & B	\$198	\$539	
With Medicare B Only	\$558		
25-29.999 years			
Without Medicare	\$1,108		\$836
With Medicare A & B	\$182	\$489	
With Medicare B Only	\$182		
30 years & over			
Without Medicare	\$989		\$747
With Medicare A & B	\$166	\$438	
With Medicare B Only	\$166		

Years of Service	Aetna Choice POS II and Aetna MedicareSM	Aetna Traditional Choice	AultCare PPO
Child Premiums			
Child w/o Medicare A	\$296		\$173
Child with Medicare A & B	\$149	\$388	



SERS' Non-Medicare Plans

Non-Medicare plans are available to benefit recipients and dependents under age 65 and not Medicare eligible. Beginning 1/1/2021, however, members who are under age 65 that are eligible for Medicaid are not eligible for the SERS Health Care Plan coverage. Beginning September 2021, plan enrollees eligible for Medicare B lose eligibility for SERS coverage if they do not enroll in Medicare B. Enrollees seeking non-Medicare coverage are required to participate in a counseling session to explore the affordability of available SERS alternatives, including the SERS Marketplace Wraparound Plan.

Aetna Choice POS II

This is a Preferred Provider Organization (PPO) plan with prescription drug coverage by Express Scripts. The plan is available throughout the United States.

To enroll in this plan, a member must:

- Be under age 65 and not eligible for Medicare

Use of out-of-network providers will increase out-of-pocket costs.

AultCare PPO

This is a Preferred Provider Organization (PPO) plan with prescription drug coverage by AultCare.

To enroll in this plan, a member must:

- Be under age 65 and not eligible for Medicare.
- Live in one of the Ohio counties listed on the map in the *2024 Open Enrollment Guide*.

Use of out-of-network providers will increase out-of-pocket costs.

2024 SERS Marketplace Wraparound HRA

The SERS Marketplace Wraparound HRA is available to participants who are not eligible for Medicare and who are not enrolled in Medicaid. Participants are able to choose insurance from any insurer offering coverage in the federal Marketplace. If eligible, participants receive a federal subsidy to lower the premium and cost-sharing amounts. The SERS Marketplace Wraparound HRA offers additional benefits to help pay for deductibles, co-pays, and other costs up to a federally established annual reimbursement limit.



SERS' Medicare Plans

Aetna Medicare Plan (PPO)

This is a Medicare Advantage plan with Medicare Part D prescription drug coverage administered by Express Scripts.

Ohio Residents: Aetna has a preferred provider network. Use of out-of-network providers will increase out-of-pocket costs.

Non-Ohio Residents: Can use any medical provider that accepts Medicare patients and agrees to file claims with Aetna.

This plan is available throughout the United States. To enroll, members must have:

- Medicare Part B
- Medicare Part A, if eligible

Aetna Traditional Choice Plan

This plan is NOT available for optional enrollment. It is only available in special circumstances. SERS determines when enrollment is appropriate. Medicare Part D prescription drug coverage is administered through Express Scripts.



Prescription Drug Coverage

Prescription drug coverage is included in SERS' health care coverage and does not require a separate premium. Express Scripts provides the prescription drug coverage for Aetna. AultCare provides their own prescription coverage. All prescription plans have a formulary of covered medications. These are referred to as preferred medications. Medications not on the formulary are referred to as non-preferred. The amount members are responsible for paying, known as the co-pay, is based on the medication's preferred status. Members pay the least for generic medications. Members pay the most for brand-name medications that are not preferred. Members can get prescriptions at retail pharmacies or through the mail. Members save money by having prescriptions for maintenance medications mailed to their homes.

The following is a partial list of situations or types of medications that are not covered.

- Prescriptions or medications dispensed in a hospital. These are typically covered under the medical plan.
- Prescriptions covered by Workers' Compensation.
- Prescriptions for fertility, erectile dysfunction, or cosmetic drugs.
- Over-the-counter drugs and herbal preparations, including homeopathic preparations.

With the exception of insulin, Express Scripts does not cover non-preferred medications. Members pay the full amount for non-preferred medications, and these costs do not count toward any out-of-pocket maximum or the Medicare coverage gap.

All prescription plans include these common coverage rules:

- Prior Authorization - For some medications, the doctor must contact the drug plan before certain prescriptions can be filled. The prescription is only covered if the doctor is able to confirm that the medication is necessary.
- Quantity Limits - Limits how much of a specific medication members can get at a time.
- Step Therapy - A process where certain medications that have proven to be safe and effective are tried as the first choice rather than starting with a more expensive prescribed medication.

Medicare Part D Prescription Drugs

SERS' health plan participants enrolled in a Medicare plan are automatically covered under a Medicare Part D prescription drug plan through SERS and should not enroll in a separate Medicare Part D plan. Enrolling in another Part D plan would cause cancellation of SERS coverage for both medical and prescription drug benefits per federal law.



Non-Medicare Plan Benefits

	Aetna Choice POS II (In-Network)	AultCare PPO (In Network)
Annual Combined Medical & Prescription Drug Out-of-Pocket Maximum	\$7,350/person \$14,700/family	\$7,350/person \$14,700/family
Deductible	\$2,000/person \$4,000/family	\$2,000/person \$4,000/family
Primary Care Office Visit	\$10 co-pay	\$20 co-pay
Specialist Office Visit	\$25 co-pay	\$40 co-pay
Outpatient Diagnostic X-Ray and Lab	20% coinsurance	20% coinsurance
Retail Walk-In Clinic	\$20 co-pay	\$20 co-pay
Urgent Care	\$40 co-pay	\$40 co-pay
Emergency Room	\$150 co-pay	\$150 co-pay
Ambulance	20% coinsurance	20% coinsurance
Inpatient Hospital	20% coinsurance after \$250 co-pay	20% coinsurance after \$250 co-pay
Outpatient Surgery	20% coinsurance	20% coinsurance
Skilled Nursing Facility (100-day max)	20% coinsurance	20% coinsurance
Home Health Care	20% coinsurance	20% coinsurance
Hospice Health Care	100% coverage	Inpatient: 100% coverage Outpatient: 20% coinsurance
Outpatient Short-Term Rehab	20% coinsurance	20% coinsurance
Chiropractic	20% coinsurance	20% coinsurance
Durable Medical Equipment	20% coinsurance	20% coinsurance
Prescription Drugs	Express Scripts <u>Retail 34-day max:</u> \$7.50 generic, 25% preferred brand (\$25 min, \$100 max) <u>Mail order 90-day max:</u> \$15 generic, 25% preferred brand (\$45 min, \$200 max) <u>Insulin Retail:</u> \$25 preferred brand, 25% or \$45 max non-preferred brand <u>Insulin Mail Order:</u> 25% preferred brand (\$45 min, \$60 max), 25% or \$115 max non-preferred brand <u>Specialty medications:</u> 25% of cost (\$25 min, \$100 max) <u>Specialty Mail order 90-day max:</u> 25% of cost (\$15 min, \$67 max per 30-day supply)	AultCare <u>Retail 30-day max:</u> \$7.50 generic, 25% preferred brand (\$25 min, \$100 max) <u>Mail order 90-day max:</u> \$15 generic, 25% preferred brand (\$45 min, \$200 max) Non-preferred at 100% <u>Insulin Retail:</u> \$30 preferred brand, \$45 non-preferred brand <u>Insulin Mail Order:</u> \$60 preferred brand, \$115 non-preferred brand <u>Specialty medications:</u> \$100 co-pay <u>Specialty Mail order:</u> \$100 co-pay; 30-day supply only



**Non-Medicare Plan Benefits
(continued)**

SERS Marketplace Wraparound HRA

Benefit	Maximum Reimbursement
Out-of-pocket expenses for Marketplace plan covered services. Examples include deductibles, co-pays, and coinsurance.	Reimbursements are limited to \$2,100 per family, per calendar year in accordance with federal limits*
* Reimbursement is limited to cost sharing after the Participant's Marketplace plan has adjudicated any claim(s). Actual reimbursement may vary according to the Participant's Marketplace plan's terms but will in no event exceed the Participant's actual out-of-pocket expenses under the applicable Marketplace plan.	
The SERS Marketplace Wraparound HRA eligible expenses noted above only apply to covered service under your Marketplace plan. Claims for non-covered services are not eligible for reimbursement.	



Medicare Plan Benefits

Aetna MedicareSM Plan (PPO)

Annual Out-of-Pocket Maximum	\$3,000 per person
Deductible	None
Primary Care Office Visit	\$10 co-pay
Specialist Office Visit	\$20 co-pay
Outpatient Diagnostic X-Ray	\$25 co-pay
Outpatient Diagnostic Lab	100% coverage
Urgent Care	\$40 co-pay
Emergency Room	\$100 co-pay
Ambulance	\$80 co-pay
Inpatient Hospital	\$150 co-pay per day 1-5, then 100%
Outpatient Surgery /Procedures	15% coinsurance up to \$200 max
Skilled Nursing Facility (100-day max)	Co-pay: \$0 per day 1-10, \$25 per day 11-20, \$50 per day 21-100
Home Health Care	100% coverage
Hospice	Covered per Medicare
Outpatient Short-Term Rehab	\$15 co-pay
Cardiac Rehabilitation Services	\$15 co-pay for in-network; 20% coinsurance for out-of-network
Chiropractic	\$20 co-pay limited to Medicare coverage
Durable Medical Equipment	20% coinsurance
Over-The-Counter Benefit	\$60 per quarter towards eligible health and wellness products from CVS pharmacy
Prescription Drugs	Express Scripts Medicare D PDP <u>Retail 30-day max:</u> \$7.50 generic, 25% preferred brand (\$25 min,\$100 max) <u>Mail order 90-day max:</u> \$15 generic, 25% preferred brand (\$45 min, \$200 max) <u>Insulin Retail:</u> \$25 preferred brand, 25% or \$35 max non-preferred brand <u>Insulin Mail Order:</u> 25% preferred brand (\$45 min, \$60 max), 25% or \$90 max non-preferred brand <u>Specialty medications:</u> 25% of cost (\$25 min,\$100 max) <u>Specialty Mail order 90-day max:</u> 25% of cost (\$15 min,\$67 max per 30-day supply)



SCHEDULE D
DETAILED TABULATIONS OF THE DATA

All Retirees, Spouses and Dependents Receiving Health Care
Male and Female Demographic Breakdown
As of June 30, 2023
Tabulated by Attained Ages

Attained Age	Number of		Total Number
	Males	Females	
Under 20	24	37	61
20-24	33	35	68
25-29	18	12	30
30-34	1	1	2
35-39	1	6	7
40-44	9	5	14
45-49	12	12	24
50-54	62	71	133
55-59	245	412	657
60-64	952	1,919	2,871
65-69	2,415	5,192	7,607
70-74	2,577	5,748	8,325
75-79	1,824	4,896	6,720
80-84	1,612	4,497	6,109
85-89	1,105	3,175	4,280
90-94	424	1,564	1,988
95-99	79	578	657
100	7	36	43
101	2	22	24
102	0	22	22
103	1	5	6
104	1	3	4
105 & Over	1	3	4
Total	11,405	28,251	39,656

Retirees currently waiving insurance are not included in the headcounts above.



**Schedule of Retiree Members Added to and Removed from Rolls
Last Twelve Fiscal Years**

Year Ended	Added to Rolls		Removed from Rolls*		Rolls at Year-End		% Increase in Projected Benefits	Average Projected Benefits
	Number	Projected Benefits	Number	Projected Benefits	Number	Projected Benefits		
6/30/2012	2,073	9,280,779	3,785	5,391,796	46,439	90,708,513	11.49%	1,953
6/30/2013	2,110	8,977,566	3,217	4,370,993	45,332	100,514,730	10.81%	2,217
6/30/2014	2,251	8,658,731	2,873	4,834,922	44,710	87,007,272	(13.44)%	1,946
6/30/2015	2,329	8,897,861	2,932	4,682,901	44,107	90,855,858	4.42%	2,060
6/30/2016	2,820	10,209,470	2,650	4,258,016	44,277	90,484,518	(0.41)%	2,044
6/30/2017	2,355	10,099,985	2,774	4,834,866	43,858	91,554,056	1.18%	2,088
6/30/2018	2,383	7,833,624	2,820	5,004,204	43,421	90,696,175	(0.94)%	2,089
6/30/2019	1,791	6,375,244	2,665	4,496,857	42,547	82,778,168	(8.73)%	1,946
6/30/2020	2,058	6,645,569	2,749	4,275,713	41,856	69,600,381	(15.92)%	1,663
6/30/2021	2,213	7,152,506	3,172	4,050,170	40,897	69,028,349	(0.82)%	1,688
6/30/2022	2,245	6,676,697	3,011	4,299,770	40,131	63,016,244	(8.71)%	1,570
6/30/2023	2,155	5,780,866	2,630	3,716,184	39,656	59,374,856	(5.78)%	1,497

* The benefits removed from rolls do not include subsidies that were changed due to premium changes, plan election changes or reductions due to members obtaining Medicare eligibility.

Retirees currently waiving insurance are not included in the headcounts above.



Deferred Vested Members Eligible for Health Care
Male and Female Demographic Breakdown
As of June 30, 2023
Tabulated by Attained Ages

Attained Age	Number of		Total Number
	Males	Females	
Under 35	8	7	15
35-39	62	63	125
40-44	122	210	332
45-49	170	422	592
50-54	251	888	1,139
55-59	328	1,469	1,797
60 & Over	439	1,974	2,413
Total	1,380	5,033	6,413



Total Active Members as of June 30, 2023
Tabulated by Attained Ages and Years of Service

Attained Age	Years of Service to Valuation Date							Totals
	0-4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
Under 20	3,328							3,328
Avg Pay	\$12,551							\$12,551
20-24	10,448	97						10,545
Avg Pay	\$14,022	\$31,868						\$14,186
25-29	9,992	1,118	35					11,145
Avg Pay	\$17,995	\$34,917	\$51,113					\$19,796
30-34	9,576	2,245	401	35	1			12,258
Avg Pay	\$18,710	\$36,396	\$48,496	\$49,768	\$79,767			\$23,017
35-39	10,258	3,063	834	308	32			14,495
Avg Pay	\$18,802	\$36,183	\$48,083	\$54,683	\$62,296			\$25,018
40-44	10,890	4,310	1,342	768	386	45		17,741
Avg Pay	\$18,269	\$33,764	\$44,528	\$56,075	\$61,040	\$58,035		\$26,688
45-49	9,314	4,368	1,828	1,100	753	268	17	17,648
Avg Pay	\$17,539	\$32,645	\$39,241	\$48,486	\$60,864	\$61,243	\$67,164	\$28,015
50-54	8,052	4,371	2,634	2,044	1,569	709	166	19,545
Avg Pay	\$18,390	\$32,933	\$36,432	\$42,742	\$50,496	\$61,718	\$64,484	\$31,161
55-59	6,405	3,534	2,431	2,714	2,906	1,556	498	20,044
Avg Pay	\$18,830	\$33,600	\$36,644	\$38,971	\$43,086	\$49,903	\$58,590	\$33,238
60-64	4,928	2,699	1,872	2,380	3,437	2,390	937	18,643
Avg Pay	\$17,174	\$31,278	\$36,004	\$38,252	\$41,216	\$44,084	\$52,145	\$33,437
65-69	3,366	1,443	850	808	1,148	1,038	739	9,392
Avg Pay	\$13,313	\$26,909	\$33,518	\$38,872	\$42,161	\$42,398	\$45,880	\$28,733
70 & over	2,451	906	399	304	281	229	519	5,089
Avg Pay	\$10,534	\$20,847	\$27,121	\$30,612	\$34,826	\$41,341	\$41,334	\$20,739
Totals	89,008	28,154	12,626	10,461	10,513	6,235	2,876	159,873
Avg Pay	\$17,149	\$32,948	\$38,380	\$42,049	\$45,253	\$47,998	\$50,501	\$26,888

Averages:
Age: 46.9
Service: 7.3
Annual Pay: \$26,888



Male Active Members as of June 30, 2023
Tabulated by Attained Ages and Years of Service

Attained Age	Years of Service to Valuation Date							Totals
	0-4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
Under 20	1,631							1,631
Avg Pay	\$13,128							\$13,128
20-24	4,265	45						4,310
Avg Pay	\$14,619	\$36,088						\$14,062
25-29	4,069	527	26					4,622
Avg Pay	\$18,572	\$40,168	\$54,704					\$21,238
30-34	3,262	828	203	20	1			4,314
Avg Pay	\$19,220	\$41,647	\$55,094	\$57,710	\$79,767			\$25,405
35-39	2,964	870	354	187	25			4,400
Avg Pay	\$19,496	\$46,972	\$56,455	\$58,037	\$66,396			\$29,807
40-44	3,387	962	435	339	201	19		5,343
Avg Pay	\$18,227	\$44,561	\$59,097	\$66,963	\$70,498	\$63,622		\$31,516
45-49	3,342	932	425	284	278	129	10	5,400
Avg Pay	\$16,215	\$41,626	\$52,771	\$67,119	\$76,458	\$70,480	\$67,872	\$30,649
50-54	3,065	1,007	527	382	319	268	81	5,649
Avg Pay	\$16,859	\$40,947	\$49,727	\$60,211	\$73,039	\$75,979	\$70,133	\$33,892
55-59	2,496	1,019	525	437	431	323	193	5,424
Avg Pay	\$19,108	\$39,719	\$48,424	\$58,792	\$62,035	\$70,942	\$67,805	\$37,246
60-64	1,987	924	554	466	498	293	239	4,961
Avg Pay	\$18,660	\$36,905	\$45,401	\$53,960	\$59,468	\$66,799	\$67,528	\$37,654
65-69	1,449	594	353	230	228	130	134	3,118
Avg Pay	\$15,075	\$29,602	\$38,844	\$47,828	\$57,144	\$54,125	\$62,435	\$29,689
70 & over	1,066	472	202	121	72	42	61	2,036
Avg Pay	\$10,995	\$23,919	\$30,075	\$35,670	\$40,930	\$53,377	\$52,594	\$20,530
Totals	32,983	8,180	3,604	2,466	2,053	1,204	718	51,208
Avg Pay	\$17,153	\$39,680	\$49,194	\$57,958	\$64,682	\$68,461	\$65,682	\$28,764

Averages:
Age: 45.4
Service: 5.7
Annual Pay: \$28,764



Female Active Members as of June 30, 2023
Tabulated by Attained Ages and Years of Service

Attained Age	Years of Service to Valuation Date							Totals
	0-4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
Under 20	1,697							1,697
Avg Pay	\$11,996							\$11,996
20-24	6,183	52						6,235
Avg Pay	\$13,610	\$26,434						\$13,717
25-29	5,923	591	9					6,523
Avg Pay	\$17,598	\$30,234	\$40,740					\$18,775
30-34	6,314	1,417	198	15				7,944
Avg Pay	\$18,447	\$33,327	\$41,730	\$39,179				\$21,721
35-39	7,294	2,193	480	121	7			10,095
Avg Pay	\$18,520	\$31,903	\$41,909	\$49,501	\$47,653			\$22,931
40-44	7,503	3,348	907	429	185	26		12,398
Avg Pay	\$18,288	\$30,662	\$37,540	\$47,471	\$50,764	\$53,952		\$24,607
45-49	5,972	3,436	1,403	816	475	139	7	12,248
Avg Pay	\$18,279	\$30,209	\$35,143	\$42,001	\$51,738	\$52,671	\$66,153	\$26,853
50-54	4,987	3,364	2,107	1,662	1,250	441	85	13,896
Avg Pay	\$19,331	\$30,533	\$33,107	\$38,727	\$44,743	\$53,051	\$59,100	\$30,051
55-59	3,909	2,515	1,906	2,277	2,475	1,233	305	14,620
Avg Pay	\$18,652	\$31,121	\$33,399	\$35,167	\$39,786	\$44,391	\$52,758	\$31,752
60-64	2,941	1,775	1,318	1,914	2,939	2,097	698	13,682
Avg Pay	\$16,170	\$28,349	\$32,054	\$34,428	\$38,123	\$40,910	\$46,877	\$31,908
65-69	1,917	849	497	578	920	908	605	6,274
Avg Pay	\$11,981	\$25,025	\$29,735	\$35,309	\$38,448	\$40,720	\$42,213	\$28,257
70 & over	1,385	434	197	183	209	187	458	3,053
Avg Pay	\$10,179	\$17,507	\$24,093	\$27,268	\$32,724	\$38,637	\$39,835	\$20,878
Totals	56,025	19,974	9,022	7,995	8,460	5,031	2,158	108,665
Avg Pay	\$17,146	\$30,191	\$34,060	\$37,142	\$40,538	\$43,101	\$45,450	\$26,004

Averages:
Age: 47.6
Service: 8.0
Annual Pay: \$26,004



Active Members as of June 30, 2023
Tabulated by Annual Pay

Annual Pay	Number of Active Members			Portion of Total Number	
	Men	Women	Totals	Group	Cumulative
Less than \$1,000	1,619	2,851	4,470	2.8%	2.8%
\$1,000 - 1,999	2,282	2,955	5,237	3.3%	6.1%
2,000 - 2,999	2,930	3,119	6,049	3.8%	9.9%
3,000 - 3,999	3,224	2,965	6,189	3.9%	13.7%
4,000 - 4,999	2,622	2,422	5,044	3.2%	16.9%
5,000 - 5,999	2,034	2,232	4,266	2.7%	19.5%
6,000 - 6,999	1,587	2,264	3,851	2.4%	22.0%
7,000 - 7,999	1,278	2,248	3,526	2.2%	24.2%
8,000 - 8,999	1,095	2,175	3,270	2.0%	26.2%
9,000 - 9,999	916	2,106	3,022	1.9%	28.1%
10,000 - 11,999	1,531	4,208	5,739	3.6%	31.7%
12,000 - 13,999	1,304	4,591	5,895	3.7%	35.4%
14,000 - 15,999	1,323	4,988	6,311	3.9%	39.3%
16,000 - 17,999	1,316	5,372	6,688	4.2%	43.5%
18,000 - 19,999	1,319	5,707	7,026	4.4%	47.9%
20,000 - 24,999	3,269	14,689	17,958	11.2%	59.1%
25,000 - 29,999	2,702	11,400	14,102	8.8%	68.0%
30,000 - 35,999	2,787	9,399	12,186	7.6%	75.6%
36,000 - 39,999	1,974	4,718	6,692	4.2%	79.8%
40,000 - 49,999	4,925	8,410	13,335	8.3%	88.1%
50,000 - 59,999	3,480	4,589	8,069	5.0%	93.2%
60,000 and over	5,691	5,257	10,948	6.8%	100.0%
Totals	51,208	108,665	159,873		



SCHEDULE E

GLOSSARY

Actuarial Accrued Liability. The difference between (i) the actuarial present value of future plan benefits, and (ii) the actuarial present value of future normal cost. Sometimes referred to as "accrued liability" or "past service liability".

Accrued Service. The service credited under the plan which was rendered before the date of the actuarial valuation.

Actuarial Assumptions. Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.

Actuarial Cost Method. A mathematical budgeting procedure for allocating the dollar amount of the "actuarial present value of future plan benefits" between the actuarial present value of future normal cost and the actuarial accrued liability. Sometimes referred to as the "actuarial funding method".

Actuarial Equivalent. A series of payments is called an actuarial equivalent of another series of payments if the two series have the same actuarial present value.

Actuarial Present Value. The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.

Age-Related Morbidity. Assumed increase to the net incurred claims related to increase in age.

Amortization. Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

Experience Gain (Loss). A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two actuarial valuation dates, in accordance with the actuarial cost method being used.

Health Care Cost Trend Rates. The annual assumed rate of increase for both claims and contributions.

Normal Cost. The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as "current service cost". Any payment toward the unfunded actuarial accrued liability is not part of the normal cost.

Plan Termination Liability. The actuarial present value of future plan benefits based on the assumption that there will be no further accruals for future service and salary. The termination liability will generally be less than the liabilities computed on a "going concern" basis and is not normally determined in a routine actuarial valuation.

Reserve Account. An account used to indicate that funds have been set aside for a specific purpose and are not generally available for other uses.



Unfunded Actuarial Accrued Liability. The difference between the actuarial accrued liability and valuation assets. Sometimes referred to as "unfunded accrued liability".

Valuation Assets. The value of current plan assets recognized for valuation purposes. Generally based on book value plus a portion of unrealized appreciation or depreciation.