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- 71** 2019 Certification of Actuarial Valuation
- 73** Summary of Results
- 74** Analysis of Financial Experience
- 75** Solvency Test
- 76** Schedule of Active Member Valuation Data
- 76** Schedule of Retirants, Disabled Retirants and Beneficiaries Added to and Removed from Rolls
- 77** Summary of System Provisions
- 79** Summary of Actuarial Assumptions and Methods



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Board of Trustees
Oklahoma Public Employees Retirement System
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Members of the Board:

In this report are submitted the results of the annual valuation of the assets and liabilities of the State of Oklahoma Public Employees Retirement System (OPERS), prepared as of July 1, 2019.

The purpose of this report is to provide a summary of the funded status of the System as of July 1, 2019 and to provide the actuarially determined rate. While not verifying the data at the source, the actuary performed tests for consistency and reasonability. There have been no changes to the actuarial assumptions or methods since the last valuation.

The promised benefits of the System are included in the actuarially calculated contribution rates which are developed using the Entry Age Normal cost method. A five-year market-related value of assets is used for actuarial valuation purposes. Gains and losses are reflected in the unfunded actuarial accrued liability (UAAL) that is being amortized by regular annual contributions as a level percentage of payroll, on the assumption that payroll will increase by 3.50% annually.

As in recent valuations, liabilities have been calculated without considering future cost of living adjustments (COLAs) in keeping with House Bill 2132 (2011). We note that House Bill 1340 (2018) granted a one-time stipend to retirees, funded by the System. Should funding of future COLAs and/or stipends be provided by the System, the COLAs and/or stipends should be included in the actuarial valuation. In addition, House Bill 2630 (2014) closes the plan to most new employees hired after November 1, 2015.

We have prepared the Schedule of Funding Progress and Employer Contribution Trend Information shown in the Comprehensive Annual Financial Report. All historical information that references a valuation date prior to July 1, 2010 was prepared by the previous actuarial firm.

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

Future actuarial results may differ significantly from the current results presented in this report due to factors such 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. Because 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.

We have also reviewed the supplemental medical benefits provided by the System under Section 401(h) of the Internal Revenue Code and have determined that these benefits are subordinate to the retirement benefits as required.

In our opinion, in order for the System to meet all the benefit obligations of the plan for current active and retired members, contributions equal to at least the actuarially determined rate are necessary for future fiscal years. Assuming these contributions are made to the System, from year to year in the future at the rates recommended on the basis of the successive actuarial valuations, the continued sufficiency of the retirement fund to provide the benefits called for under the System may be safely anticipated. Because the statutory contribution exceeds the actuarially determined rate in this valuation, we recommend the statutory contribution be used to pay the UAAL down faster than under the current schedule and to protect against future investment and experience losses.

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

Respectfully submitted,



Alisa Bennett, FSA, EA, FCA, MAAA
President



Brent Banister, PhD, FSA, EA, FCA, MAAA
Chief Actuary

Summary of Results

	7/1/2019 Valuation	7/1/2018 Valuation	% Change
1. PARTICIPANT DATA			
Number of:			
Active Members	34,536	36,329	(4.9)
Retired and Disabled Members and Beneficiaries	35,869	35,260	1.7
Inactive Members	6,106	6,024	1.4
Total Members	76,511	77,613	(1.4)
Projected Annual Salaries of Active Members	\$ 1,584,630,994	\$ 1,601,074,591	(1.0)
Annual Retirement Payments for Retired Members and Beneficiaries	\$ 614,578,512	\$ 595,301,608	3.2
2. ASSETS AND LIABILITIES			
Total Actuarial Accrued Liability	\$ 10,047,374,213	\$ 9,884,133,615	1.7
Market Value of Assets	\$ 9,958,113,213	\$ 9,702,031,567	2.6
Actuarial Value of Assets	\$ 9,909,683,940	\$ 9,658,126,021	2.6
Unfunded Actuarial Accrued Liability	\$ 137,690,273	\$ 226,007,594	(39.1)
Funded Ratio	98.6%	97.7%	0.9
3. EMPLOYER CONTRIBUTION RATES AS A PERCENT OF PAYROLL			
Normal Cost Rate	10.15%	10.27%	
Amortization of Unfunded Actuarial Accrued Liability	1.08%	1.66%	
Budgeted Expenses	0.47%	0.43%	
Total Actuarially Determined Contribution Rate	11.70%	12.36%	
Less Estimated Member Contribution Rate	4.19%	4.18%	
Employer Actuarially Determined Contribution Rate	7.51%	8.18%	
Less Statutory State Employer Contribution Rate	16.50%	16.50%	
Contribution Shortfall/(Surplus)	(8.99%)	(8.32%)	

Analysis of Financial Experience

Gains & Losses in Actuarial Accrued Liability During the Year Ended June 30, 2019 Resulting from Differences Between Assumed Experience & Actual Experience

Type of Activity	(Gain) or Loss for Year End 2019
1. Age & Service Retirements. Generally, if members retire at older ages or with smaller benefits than assumed, there is a gain. If they retire at younger ages or have higher average pays, a loss occurs.	\$ (3,900,000)
2. Disability Retirements. If disability claims are less than assumed, there is a gain. If more claims, a loss.	900,000
3. Deaths. If more deaths occur than assumed, there is a gain. If fewer, there is a loss.	(13,400,000)
4. Withdrawal from Employment. If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.	(11,200,000)
5. Pay Increases. If there are smaller pay increase than assumed, there is a gain. If greater increases, a loss.	19,900,000
6. New Entrants. All new entrants to the System create a loss.	21,100,000
7. Other. Miscellaneous gains and losses resulting from data adjustments, employee transfers, valuation methods, etc.	(34,200,000)
8. (Gain) or Loss During Year From Financial Experience.	<u>101,700,000</u>
9. Composite (Gain) or Loss During Year.	<u>\$ 80,900,000</u>

Solvency Test

The OPERS funding objective is to be able to pay long-term benefit promises through contributions that remain approximately level from year to year as a percent of salaries earned by members. In this way, members and employers in each year pay their fair share for retirement service accrued in that year by OPERS members.

If the retirement system follows level contribution rate financing principles, the system will pay all promised benefits when due – the ultimate test of financial soundness.

A short-term solvency test is one means of monitoring OPERS funding progress. In a short-term solvency test, the retirement System’s present valuation assets are compared with: 1) active member contributions on deposit, 2) the liabilities for future benefits to persons who have retired and the liabilities for terminated employees with vested benefits, and 3) the liabilities for service already rendered by active members. In a system that has been following the discipline of level contribution rate financing, the liabilities for member contributions on deposit (liability 1), the liabilities for future benefits to present retirees and the liabilities for future benefits for terminated employees (liability 2) will be fully covered by present assets, except in rare circumstances.

In addition, the liabilities for service already rendered by members (liability 3) will be partially covered by the remainder of present assets. Generally, if the system has been using level contribution rate financing, the funded portion of liability 3 will increase over time; however, a decrease generally occurs in those years when substantial benefit improvements are granted by the Legislature. It is unusual for liability 3 to be fully funded. The funded ratio of the System based on total actuarial accrued liabilities (1 + 2 + 3) provides an indication of how well the System is funded.

The schedule below illustrates the progress of funding the actuarial accrued liabilities of OPERS.

Date	Actuarial Accrued Liability and Valuation Assets (in thousands)					Portion of Actuarial Accrued Liability Covered by Reported Assets			
	Active Member Contributions (Liability 1)	Retirees, Beneficiaries and Terminated Vested Members (Liability 2)	Employer Financed Portion of Active Members (Liability 3)	Total Liability (1 + 2 + 3)	Reported Assets ¹	(1)	(2)	(3)	Funded Ratio of Total Accrued Actuarial Liability
July 1, 2010	487,980	5,252,862	3,881,786	9,622,628	6,348,416	100	100	15.8	66.0
July 1, 2011	488,418	4,677,760	3,013,590	8,179,768	6,598,628	100	100	47.5	80.7
July 1, 2012	505,373	4,832,068	2,997,197	8,334,638	6,682,200	100	100	44.9	80.2
July 1, 2013	517,653	5,032,769	3,005,700	8,556,122	6,978,873	100	100	47.5	81.6
July 1, 2014	534,081	5,184,818	3,034,770	8,753,669	7,759,258	100	100	67.2	88.6
July 1, 2015	537,046	5,417,604	3,041,476	8,996,126	8,420,307	100	100	81.1	93.6
July 1, 2016	545,020	5,757,019	3,125,771	9,427,810	8,790,886	100	100	79.6	93.2
July 1, 2017	549,211	6,131,997	3,100,409	9,781,617	9,241,292	100	100	82.6	94.5
July 1, 2018	550,806	6,312,792	3,020,536	9,884,134	9,658,126	100	100	92.5	97.7
July 1, 2019	549,813	6,463,941	3,033,620	10,047,374	9,909,684	100	100	95.5	98.6

¹Actuarial value of assets based on the smoothing technique adopted by Board.

Schedule of Active Member Valuation Data

Valuation Date	Number	Annual Payroll	Annual Average Pay	% Increase in Average Pay
July 1, 2019	34,536	\$1,584,630,994	\$45,883	4.11
July 1, 2018	36,329	1,601,074,591	44,072	1.46
July 1, 2017	38,873	1,688,543,856	43,437	1.40
July 1, 2016	41,806	1,790,809,603	42,836	3.82
July 1, 2015	43,843	1,808,972,785	41,260	3.97
July 1, 2014	43,947	1,744,041,536	39,685	1.29
July 1, 2013	43,273	1,695,347,809	39,178	2.08
July 1, 2012	42,569	1,633,837,374	38,381	(0.90)
July 1, 2011	40,551	1,570,500,148	38,729	1.06
July 1, 2010	43,934	1,683,697,139	38,323	1.01

Schedule of Retirants, Disabled Retirants, and Beneficiaries Added to and Removed from Rolls

Year Ended	Added to Rolls		Removed from Rolls		Rolls – End of Year		% Increase in Annual Allowances	Average Annual Allowances
	Number	Annual Allowances	Number	Annual Allowances	Number	Annual Allowances		
June 30, 2019	1,692	\$33,093,583	1,083	\$ 13,816,679	35,869	\$ 614,578,512	3.24	\$17,134
June 30, 2018	1,692	31,763,873	1,011	13,010,324	35,260	595,301,608	3.25	16,883
June 30, 2017	1,846	35,653,217	1,016	12,736,245	34,579	576,548,059	4.14	16,673
June 30, 2016	1,986	37,356,248	991	12,505,069	33,749	553,631,087	4.70	16,404
June 30, 2015	1,898	35,731,879	977	11,895,298	32,754	528,779,908	4.72	16,144
June 30, 2014	1,667	28,477,713	969	11,707,809	31,833	504,943,327	3.44	15,862
June 30, 2013	1,767	31,633,122	895	10,184,240	31,135	488,173,423	4.60	15,679
June 30, 2012	1,703	29,234,998	858	10,430,214	30,263	466,724,541	4.20	15,422
June 30, 2011	2,232	40,890,700	823	9,670,100	29,418	447,919,757	7.49	15,226
June 30, 2010	1,867	32,394,848	807	9,942,962	28,009	416,699,157	5.69	14,877

Summary of System Provisions

Effective Date: The System became effective January 1, 1964. The fiscal year is July 1 to June 30.

Employees Included: All permanent employees of the State of Oklahoma, and any other employer such as a county, county hospital, city or town, conservation districts, circuit engineering districts, and any trust in which a county, city, or town participates and is the primary beneficiary, are eligible to join if:

- the employee is not eligible for or participating in another retirement system authorized under Oklahoma law, is covered by Social Security and not participating in the U.S. Civil Service Retirement System,
- the employee is scheduled for 1,000 hours per year and salary is not less than the hourly rate of the monthly minimum wage for State employees (for employees of local government employers, not less than the hourly rate of the monthly minimum wage for such employees).

Membership is mandatory for new eligible employees on the first of the month following employment. Beginning November 1, 2015, most new state employees are excluded from participating in the defined benefit plan.

Employee and Employer Contributions: 3.5% of pay for most State employees and 16.5% for employers. Local employees, elected officials, members covered by the Department of Corrections Hazardous Duty provisions, and members who elect the step up provision contribute at varying rates.

Final Average Compensation: Generally the highest annual average of any thirty-six months within the last ten years of participating service. For members hired on or after July 1, 2013, the highest annual average of any sixty months within the last ten years of participating service.

Retirement Date:
Normal: Age 62 (age 60 for elected officials), 80 age/service points if hired before July 1, 1992, 90 age/service points if hired on or after July 1, 1992.

For non-elected employees hired on or after November 1, 2011, the retirement age is age 65 or 90 age/service points if at least 60. For elected officials hired on or after November 1, 2011, age 65 with 8 years of service or 62 with 10 years of service.

Summary of System Provisions (continued)

	20 years of service for certain members covered by the Department of Corrections Hazardous Duty provisions and certain Oklahoma Military Department Firefighters.
<i>Early:</i>	Age 55 with 10 years of service.
<i>Normal Retirement Benefit:</i>	General formula is 2% of final average compensation multiplied by years of credited service.
<i>Disability Benefit:</i>	After eight years of service, provided the member qualifies for disability benefits as certified either by the Social Security Administration or the Railroad Retirement Board. Benefit is determined by the normal retirement formula based on service and salary history at date of disability. The benefit is payable immediately without actuarial reduction.
<i>In-service Death Benefit:</i>	<p>If the deceased member was vested, the benefit that would have been paid the member had he retired and elected the joint and 100% survivor option (Option B).</p> <p>For elected officials, it is 50% of the benefit that would have been paid the member had he retired.</p>
<i>Postretirement Death Benefit:</i>	\$5,000 lump-sum.
<i>Forms of Payment:</i>	Life annuity, joint and 50% survivor, joint and 100% survivor annuity, life annuity with a minimum of 120 monthly payments, and Medicare Gap Benefit option.
<i>Supplemental Medical Insurance Premium:</i>	The System will contribute the lesser of \$105 per month or the Medicare Supplement Premium to the Office of Management and Enterprise Services, Employees Group Insurance Division (or other eligible employer health plans) for members receiving retirement benefits.

Summary of Actuarial Assumptions and Methods

1. The investment return rate used in the valuation was 7.00 percent per year, net of investment expenses, compounded annually. This rate of return is not the assumed real rate of return. The real rate of return is the rate of return in excess of the inflation rate. Considering other financial assumptions, the 7.00 percent investment return rate translates to an assumed real rate of return of 4.25 percent.
2. The RP-2014 Mortality Table projected to 2025 using Scale MP-2016 with male rates multiplied by 95% under age 70 and 105% over age 70, while female rates are multiplied by 90% and 115%.
3. The probabilities of withdrawal from service, together with individual pay increase assumptions, are shown in Schedule 1.
4. The probabilities of retirement with an age and service allowance are shown in Schedules 2A, 2B and 2C.
5. Because of the passage of House Bill 2132, benefits are not assumed to increase due to future ad hoc cost-of-living increases. We note that House Bill 1340 (2018) granted a one-time stipend to retirees, funded by the System.
6. The individual entry-age normal actuarial cost method of valuation was used in determining actuarial accrued liability and normal cost. Actuarial gains and losses reduce or increase the unfunded actuarial accrued liability and are amortized over the remaining amortization period (8 years as of July 1, 2019).
7. The actuarial value of assets is based on a five-year moving average of expected actuarial values and market values. A preliminary expected value is determined equal to the prior year's actuarial value of assets plus net cash flow for the year ending on the valuation date, assuming the valuation investment return. The expected actuarial asset value is equal to the preliminary expected actuarial value plus the unrecognized investment gains and losses as of the beginning of the previous fiscal year. Twenty percent (20%) of the gain/loss as measured by the difference between the expected actuarial value and the market value at the valuation date is added to the preliminary expected actuarial value plus twenty percent (20%) of the unrecognized gains or losses for the four preceding fiscal years. The final result is constrained to a value no less than 80% and no more than 120% of the market value at the valuation date.
8. The actuarial assumptions and methods used in the valuation were adopted by the Board based on System experience from July 1, 2013 through June 30, 2016.

Summary of Actuarial Assumptions and Methods (continued)

Schedule 1

Withdrawal From Active Employment Before Age & Service Retirement and Individual Pay Increase Assumptions

Sample Service Values	Withdrawal	Sample Ages	Percent Increase in Individual's Pay During Next Year
1	22.00%	25	7.80%
5	10.50	30	6.30
10	6.00	35	5.50
15	4.25	40	5.20
20	3.00	45	4.80
25	1.75	50	4.50
		55	4.30

Schedule 2A

Percent of Eligible Regular Non-Elected Active Members Retiring Within Next Year

Those Eligible for Unreduced Retirement and Hired Before November 1, 2011

Retirement Ages	Percent	Retirement Ages	Percent
50	15%	61	20%
51	15%	62	25%
52	15%	63	15%
53	15%	64	15%
54	15%	65	30%
55	10%	66	25%
56	10%	67	25%
57	11%	68	25%
58	12%	69	25%
59	13%	70	100%
60	14%		

Summary of Actuarial Assumptions and Methods (continued)

Those Eligible for Unreduced Retirement and Hired on or after November 1, 2011

Retirement	
Ages	Percent
60	*
61	*
62	*
63	*
64	*
65	*
66	20%
67	20%
68	20%
69	25%
70	100%

*30% when first eligible and 15% thereafter.

Schedule 2B

Percent of Eligible Non-Elected Active Members Retiring Within Next Year

Those Not Eligible for Unreduced Retirement or Department of Corrections Members With Less Than 20 Years of Service, hired before November 1, 2011

Regular Employees		Department of Corrections			
Retirement		Retirement		Retirement	
Ages	Percent	Ages	Percent	Ages	Percent
55	3%	55	4%	63	22%
56	4%	56	5%	64	25%
57	4%	57	5%	65	40%
58	5%	58	5%	66	25%
59	6%	59	5%	67	25%
60	6%	60	5%	68	25%
61	15%	61	20%	69	25%
		62	40%	70	100%

Summary of Actuarial Assumptions and Methods (continued)

Those Not Eligible for Unreduced Retirement and hired on or after November 1, 2011

Regular Employees		Department of Corrections			
Retirement		Retirement		Retirement	
Ages	Percent	Ages	Percent	Ages	Percent
60	7%	60	7%	66	25%
61	7%	61	20%	67	23%
62	20%	62	20%	68	22%
63	15%	63	20%	69	21%
64	15%	64	20%	70	100%
		65	40%		

Schedule 2C

**Percent of Eligible Active Members Retiring Within Next Year
 Department of Corrections Members With More Than 20 Years of Service**

Service	Percent
20	25%
21	25%
22	20%
23 - 24	15%
25 - 29	23%
30 - 34	25%
35	100%