



HMEPS
HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM

A Component Unit of the City of Houston, Texas



Partnering
with you
for a brighter
financial
future.

2024 Annual Comprehensive Financial Report
FOR THE YEARS ENDED JUNE 30, 2024 AND JUNE 30, 2023

HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM

A COMPONENT UNIT OF THE CITY OF HOUSTON, TEXAS

ANNUAL COMPREHENSIVE FINANCIAL REPORT FOR THE YEARS
ENDED JUNE 30, 2024 AND JUNE 30, 2023

PREPARED BY THE PENSION ADMINISTRATION STAFF
DAVID L. LONG, EXECUTIVE DIRECTOR

HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM

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I get to
enjoy all
the things
I never
stopped
to notice.

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HMEPS

INTRODUCTION

- SECTION 1 -

A close-up photograph of a hand holding a blue-handled paintbrush with a gold ferrule and bristles. The hand is positioned over a white canvas on an easel. The background is softly blurred, showing the wooden frame of the easel and a gold chain. A semi-transparent dark red rectangular box is overlaid on the image, containing white text. A white triangle points to the left from the left edge of this box.

The freedom that comes with retirement can be liberating, allowing exploration, self-discovery, and personal growth.



HMEPS
HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM

Board of Trustees CHAIRMAN Sherry Mose VICE CHAIRMAN Lenard Palk SECRETARY Rhonda Smith
Roderick J. Newman | Roy W. Sanchez | Lonnie Vara | Carole Snyder
Denise Castillo-Rhodes | David Donnelly | Edward J. Hamb II | Adrian Potterson

Executive Director David L. Long



December 20, 2024

Melissa Dubowski, Finance Director
Finance Department
611 Walker, 10th Floor
Houston, Texas 77002

Dear Ms. Dubowski:

We are pleased to present the Annual Comprehensive Financial Report (Annual Report) of the Houston Municipal Employees Pension System (the System), a Component Unit of the City of Houston, Texas (the City), for the fiscal years ended June 30, 2024 and June 30, 2023. The accuracy, fairness of presentation and completeness of this report are the responsibility of the Board of Trustees (the Board) of the System. To the best of our knowledge and belief, the enclosed data is accurate in all material respects and is reported in a manner designed to present fairly the financial position and results of the operations of the System. The System's basic financial statements will be included in the annual financial report of the City.

ACCOUNTING SYSTEM AND INTERNAL CONTROLS

The financial statements have been prepared in accordance with generally accepted accounting principles (GAAP) and presented in accordance with guidance provided by applicable statements issued by the Governmental Accounting Standards Board (GASB).

The System's independent auditors have audited the financial statements and issued an unmodified opinion as of June 30, 2024 and 2023 (pages 11-14). The purpose of the audit is to give reasonable assurance to users of those financial statements, the Board, and participants of the System, that the financial statements present fairly, in all material respects, information regarding the System's net position held in trust for pension benefits and in conformity with accounting principles generally accepted in the United States of America.

A significant responsibility of the Board is to ensure that the System has in place an adequate system of internal controls. A system of internal controls is an entity's plan of organization and its coordinated methods and measures adopted to safeguard its assets, ensure the accuracy and reliability of the accounting system and promote adherence to management policies. These controls include strategic design of the entity's business systems, the appropriate segregation of duties and responsibilities, sound practices in the performance of those duties, retaining capable personnel, and the organizational structure itself. For each implemented control, the cost of the control should not exceed the benefits to be derived. An objective of these controls is to provide reasonable assurance that the financial statements are free of any material misstatement. We believe the System's internal controls are adequate and are working as designed.

FINANCIAL INFORMATION

The Management's Discussion and Analysis (MD&A) that immediately follows the Independent Auditors' Report provides condensed financial information and activities for the current and prior two fiscal years of the System. It provides a narrative introduction, overview, and analysis of the basic financial statements. The MD&A complements this letter of transmittal and should be read in conjunction with it.

PLAN HISTORY AND PROFILE

The System was created in 1943 under Chapter 358, Acts of the 48th Texas Legislature, Regular Session, Article 6243g, Vernon's Annotated Revised Texas Civil Statutes, and was reenacted and continued under HB1573, 77th Texas Legislature, as Article 6243h, Vernon's Annotated Revised Texas Civil Statutes, as amended (the Statute).

The System is a multiple-employer, defined benefit pension plan that provides service retirement, disability retirement and death benefits for eligible participants, which includes all municipal employees, except police officers and fire fighters (other than certain police officers in the System as authorized by the Statute) employed full time by the City, elected City officials, and the full-time employees of the System (collectively referred to as “participants”). The System’s plan net assets are used to pay benefits for eligible participants of Group A, Group B and Group D. The System is administered by an eleven-member Board of Trustees. The Trustees include four elected trustees who are members of the System, two elected trustees who are retirees of the System, a trustee appointed by the elected trustees, the mayor’s appointee, the controller’s appointee, and two city council appointees.

The Actuarial Section of this Annual Report contains additional information on the System’s funding and benefits, as well as the annual risk sharing valuation process for purposes of the funding corridor, corridor midpoints, and legacy liability that are integral to the contribution requirements.

BUDGET

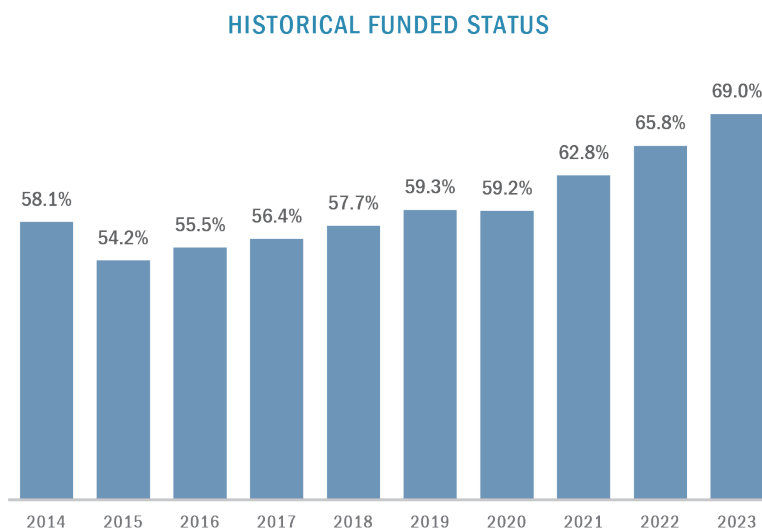
The costs of administering the System, consisting of operating administrative expenses and capitalized items, are paid by the System from current earnings pursuant to an annual fiscal budget adopted by the Board.

FUNDING STATUS

The System’s funding objective is to establish contributions which, when combined with present assets and future investment returns, will be sufficient to meet the financial obligations to present and future retirees and beneficiaries.

HMEPS receives contributions from two sources: employer contributions and member contributions. Under the Statute, the System’s actuary assumes that the System’s investments will return 7.0 percent annualized over the long-term. The differences between the assumed and actual investment return are phased in over 5 years, yielding an actuarial value of assets. This smoothing is intended to avoid extreme volatility in employer contribution rates due to short-term fluctuations in the investment markets. The funded ratio, the ratio of the actuarial value of assets (AVA) to the actuarial accrued liability (AAL), is a standard measure of a plan’s funded status. In the absence of benefit improvements or reduced funding, a plan’s funded ratio should increase over time, until it reaches 100%. The funded status alone is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligations.

As of July 1, 2023, HMEPS’ AVA and AAL were \$3.84 billion and \$5.56 billion, respectively, resulting in a funded ratio of 69.0%. A historical perspective of the System’s funding levels is presented in the following graph.



MARKET ENVIRONMENT

Volatility continued to affect financial markets in fiscal year 2024. In the first quarter of the fiscal year, global markets generally declined due to recession in continental Europe's developed nations and an additional Federal Reserve rate hike in the United States. The Federal Reserve raised the Federal Funds Rate in July 2023 from a target range of 5.00-5.25% to 5.25-5.50%. Because rate hikes in 2022-2023 were viewed as moderating the inflation rate, there were no additional rate hikes during fiscal year 2024. Equity markets responded well to stable interest rates over the final three quarters of the fiscal year.

U.S. equity markets had a weak start to the fiscal year, with the benchmark Wilshire 5000 index declining 3.3% for the quarter ended September 30, 2023. As equity markets began responding to stable monetary policy, the trend reversed. For the fiscal year ended June 30, 2024, the Wilshire 5000 index had strong performance with a 23.2% return. Large cap stocks outperformed smaller cap stocks, and growth equities outperformed value equities, but all styles and capitalization sizes except the smallest micro-cap stocks posted positive returns.

International equities followed a similar pattern to U.S. stocks with the MSCI ACWI ex-U.S. (net) Index struggling at the beginning of the fiscal year. International stocks were sensitive to a slow recovery from a recession in early 2023 in the developed economies of the Eurozone, with the MSCI ACWI ex-US (net) index declining 3.8% in the quarter ended September 30, 2023. International equities rebounded for the remainder of the year with the MSCI ACWI ex-US (net) index gaining 11.6% for fiscal year 2024.

Returns on investment-grade fixed income securities posted positive returns in fiscal year 2024 as the Federal Reserve ended its rate hikes at the beginning of the fiscal year. Investment grade bonds as represented by the Barclay's U.S. Aggregate Bond index posted a return of 2.6% for the fiscal year. High yield bonds as represented by the Merrill Lynch High Yield Master Trust II Index returned 10.5% for the fiscal year as higher coupons provided additional return. HMEPS' Private Credit portfolio had a positive return of 7.9% for the fiscal year as the floating rate investments generally are refinanced or held to maturity and are less sensitive to changes in interest rates.

Among the alternative asset classes, Real Estate and Private Equity returned -0.3% and 5.2% respectively in FY 2024. Because private market investments are not traded on an exchange, their reported returns tend to be less volatile than public markets. The Inflation-Linked asset class was once again the best performing portion of the portfolio, returning 22.3%, driven by publicly traded midstream pipeline MLPs and corporations that continued to generate free cash flows. The midstream firms used the increased cash flows to buy back shares and increase distribution rates. Asset values responded very positively to these actions.

Overall, the System's investments returned 10.5% for fiscal year 2024. Through the efforts of the Board of Trustees, the System's investment portfolio is more broadly diversified than many other public pension plans and tends to perform well in most market environments. During the 10-year period ended June 30, 2024 the System's annualized return was 8.9%.

MEMBER SERVICES

During FY 2024, the Benefits Division successfully provided important pension information to participants and timely processed new applications, including retirements, DROP distributions, refunds and survivor benefits:

- HMEPS participated in 24 joint virtual presentations held for new employee orientations for the benefit of 1,408 attendees.
- Staff members processed 2,554 benefit applications, including retirement, DROP, survivor benefits, refunds, cash balance account distributions, and early lump-sum payments.
- Staff members conducted 980 individual meetings with participants.
- HMEPS participated in the Fall Financial Retirement Educational Event, an annual event co-sponsored by the System that provides City of Houston employees and retirees with information about pensions, deferred compensation, Social Security and Medicare to help them better plan for their financial future. This event benefited approximately 400 attendees.

INVESTMENTS

The System's strategic asset allocation policy is designed to manage risk by diversifying among public and private asset classes. In order to develop a strategic asset allocation policy, risk-return assumptions and

correlations for asset classes are examined taking into account current and forecasted economic conditions. The System updated the strategic asset allocation policy effective July 2023.

The target allocation to Global Equity is 28%. The target allocation to Fixed Income is 10%, while Real Estate is 12.5%, Private Credit is 12.5%, and Private Equity is 17%. The target allocation for the Inflation-Linked asset class is 20%. During fiscal year 2024, the System rebalanced its portfolio to move closer to these strategic asset allocation policy targets. With the help of the System's alternative investment consultant, Cliffwater LLC, the System committed to two private equity partnerships, one private real estate partnership, one private credit partnership, and three Inflation-Linked asset class partnerships.

The System's investment portfolio closed its 2024 fiscal year at \$4.3 billion. The total investment return for the fiscal year was 10.5%. The System's investment performance was 7.3%, 11.4% and 8.9% for the past three-, five- and ten-year periods. Compared to similar investment portfolios (Wilshire TUCS Master Trusts – Public Universe), the System's returns are in the top 5% for all these periods. The best performing asset classes for fiscal year 2024 were the Inflation-Linked asset class (+22.3%) and Global Equity (+14.1%).

In the upcoming fiscal year, the System will continue to work with its consultants to identify attractive public and private market investments consistent with the strategic asset allocation policy.

BOARD GOVERNANCE

During FY 2024, the Board's membership did not change. Appointed Board members serve three-year terms. Elected Board members serve staggered four-year terms, with elections for two active members and one retiree occurring every even-numbered year. The next Board election will occur in 2026.

CERTIFICATE OF ACHIEVEMENT

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the Houston Municipal Employees Pension System for its comprehensive annual financial report for the fiscal year ended June 30, 2023. This was the 30th consecutive year that the System has achieved this prestigious award. In order to be awarded a Certificate of Achievement, a government unit must publish an easily readable and efficiently organized comprehensive annual financial report. This report must satisfy both generally accepted accounting principles and applicable legal requirements.

A Certificate of Achievement is valid for a period of one year only. We believe that our current comprehensive annual financial report continues to meet the Certificate of Achievement Program's requirements and we are submitting it to the GFOA to determine its eligibility for another certificate.

ACKNOWLEDGEMENT

This Annual Report was prepared through the combined efforts of the System staff and was subject to the scrutiny of the Board. It is intended to provide information to its user that may be a basis for a general understanding of the System. This Annual Report is being forwarded to the City of Houston, the Texas Pension Review Board, the GFOA, and other interested parties who may from time to time request it.

In Closing...

A core purpose of the System is to help provide for the financial security of its participants when they are eligible to receive benefits. Municipal public sector employees are vital to providing and maintaining important city services for Houston residents, workers and visitors. Quality employees are attracted to and retained by the public sector in part by the security and benefits offered by a sound pension system.

The System is proud to serve the dedicated municipal employees and retirees who have made tremendous contributions to Houston and its citizens.

Sincerely,



Sherry Mose
Chairman



David L. Long
Executive Director



Sherry Mose
Chairman



Lenard Polk
Vice Chairman



Rhonda Smith
Secretary



Roderick J. Newman
Elected Trustee



Roy W. Sanchez
Elected Trustee



Lonnie Vara
Elected Trustee

BOARD OF TRUSTEES



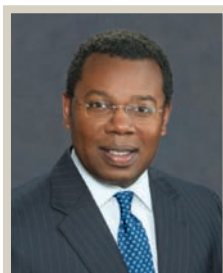
Carole Snyder
Appointed Trustee



David Donnelly
Mayoral Appointee



Edward J. Hamb II
Controller Appointee



Adrian Patterson
Council Appointee



Denise Castillo-Rhodes
Council Appointee



David L. Long
Executive Director

BOARD COMMITTEES

- Audit Committee
- Budget and Oversight Committee
- Disability Committee
- External Affairs Committee
- Investment Committee
- Personnel and Procedures Committee

ADMINISTRATIVE ORGANIZATION

EXECUTIVE DIRECTOR

GENERAL COUNSEL

CHIEF INVESTMENT OFFICER

- Investment Managers' Services
- Market Research
- Performance Measurement

MEMBER SERVICES

- Benefit Administration Services
- Communications
- Member Services

OPERATIONS

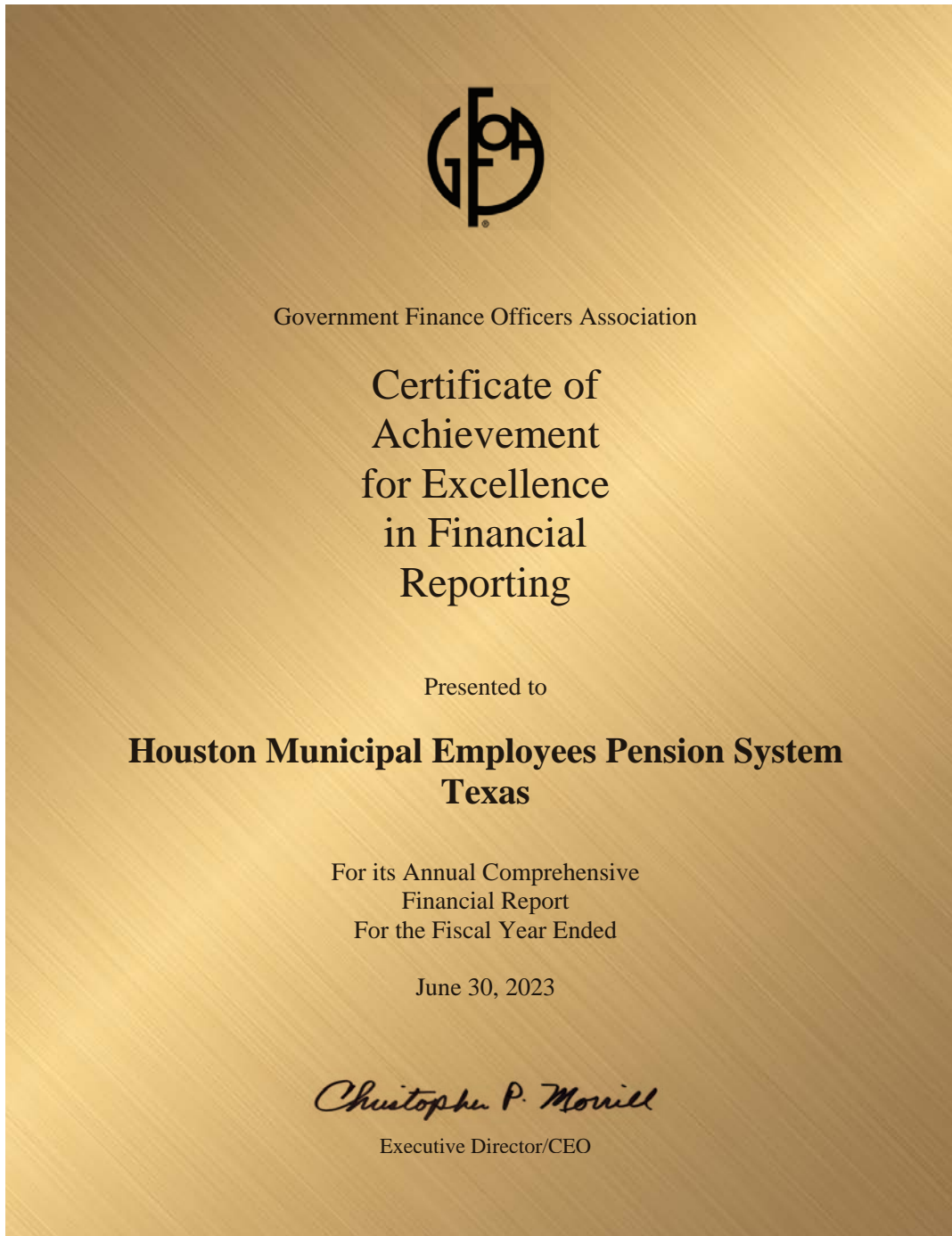
- Accounting
- Financial Reporting
- Records
- Technology Support

For more information on investment professionals who provide services to HMEPS, refer to the *Supplementary Information* beginning on page 45 and the Schedule of Fees and Commissions Paid table on page 68.

CERTIFICATE OF ACHIEVEMENT FOR EXCELLENCE IN FINANCIAL REPORTING

The Government Finance Officers Association (GFOA) of the United States and Canada awarded a “Certificate of Achievement for Excellence in Financial Reporting” to Houston Municipal Employees Pension System for its annual comprehensive financial report for the fiscal year ended June 30, 2023. This was the 30th consecutive year that HMEPS has achieved this prestigious award. In order to be awarded a Certificate of Achievement, a government unit must publish an easily readable and efficiently organized annual comprehensive financial report. This report must satisfy both generally accepted accounting principles and applicable legal requirements.

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**PROFESSIONAL CONSULTANTS
(FY 2024)**

ACTUARY

Gabriel, Roeder, Smith & Company

AUDITOR

Moss Adams LLP

GOVERNMENTAL REPRESENTATION

The Harris Law Firm
HillCo Partners, LLC
Locke Lord LLP

INVESTMENT CONSULTANTS

Cliffwater LLC
Wilshire Advisors LLC

INVESTMENT PERFORMANCE ANALYSIS

Cliffwater LLC
Wilshire Advisors LLC

LEGAL COUNSEL

Baker Botts L.L.P.
DLA Piper LLP (US)
Ice Miller LLP
Jackson Walker LLP
Locke Lord LLP

MASTER CUSTODIAN/TRUSTEE

State Street Bank and Trust Company

OTHER

Centre Technologies, Inc.
Exam Coordinators Network
KLM Public Affairs, LLC
Public Agency Retirement Services
The Segal Group, Inc.
U.S. Bank

**INVESTMENT MANAGERS
(FY 2024)**

ABSOLUTE RETURN

Anchorage Capital Group, L.L.C.
Brigade Capital Management, L.P.
Davidson Kempner Capital
Management, L.P.
Graham Capital Management, L.P.
MKP Capital Management, L.L.C.
Sculptor Capital Management, Inc.
Samlyn Capital, L.L.C.
TPG Angelo Gordon, L.P.

FIXED INCOME

AllianceBernstein Holding, L.P.
BlackRock, Inc.
Loop Capital, L.L.C.
Polen Capital Credit, L.L.C.
Pugh Capital Management, Inc.

GLOBAL EQUITY

Baillie Gifford & Co.
BlackRock, Inc.
DePrince, Race & Zollo, Inc.
Globeflex Capital, L.P.
Invesco, Ltd.
Neumeier Poma Investment Counsel,
L.L.C.
Schroders plc
T. Rowe Price Associates, Inc.

INFLATION-LINKED

BlackRock, Inc.
Carnelian Energy Capital Management,
L.P.
Cohen & Steers Capital Management,
Inc.
EIV Capital, L.L.C.
EnCap Investments, L.P.
NGP Energy Capital Management, L.L.C.
Oaktree Capital Management, L.P.
Quantum Energy Partners, L.P.
Riverstone Investment Group, L.L.C.
Silver Hill Energy Partners, LP
State Street Global Advisors, Inc.
Tailwater Capital, L.L.C.
Taurus Funds Management, Pty. Ltd.
Tillridge Global Agribusiness Partners
Tortoise Capital Advisors, L.L.C.
Westwood Management Corp.

PRIVATE CREDIT

AKKR Management Company, L.L.C
Ares Management, L.L.C.
DRC Capital, L.L.P.
Orbimed Advisors, L.L.C.
SKY Leasing, L.L.C.
Summit Capital Partners, L.L.C.
TPG Angelo Gordon, L.P.

PRIVATE EQUITY

Adams Street Partners, L.L.C.
Anchorage Capital Group, L.L.C.
Carrick Capital Management, L.L.C.
Centerbridge Partners, L.P.
Clearlake Capital Group, L.P.
GTCR, L.L.C.
HarbourVest Partners, L.L.C.
Hellman & Friedman, L.L.C.
ICV Partners, L.L.C.
JMI Management, Inc.
Lexington Partners, Inc.
New Enterprise Associates, L.L.C.
New Mainstream Capital Management
Holding, L.L.C.
Oaktree Capital Management, L.P.
Onex Corporation
Orbimed Advisors, L.L.C.
PacVen Walden Management Co., Ltd.
Pegasus Capital Advisors, L.P.
Pharos Capital Group, L.L.C.
Platinum Equity, L.L.C.
Siris Capital Group, L.L.C.
Summit Capital Partners, L.L.C.
Sun Capital Partners, Inc.
TCMI, Inc.
The Capstreet Group, L.L.C.
The Carlyle Group, Inc.
The Jordan Company, L.P.
TrueBridge Capital Partners, L.L.C.
Valor Management, L.L.C.
Vista Equity Partners Management,
L.L.C.
Wayzata Investment Partners, L.L.C.
Wynnchurch Capital, L.P.

REAL ESTATE

Aermont Capital, L.L.P.
Aetos Capital Real Estate, L.P.
Artemis Real Estate Partners, L.L.C.
Berkeley Partners Management, L.L.C.
Blue Owl Capital, Inc.
Crow Holdings Capital
Elion Partners, L.L.C.
FIG, L.L.C.
GEM Realty Capital, Inc.
Kildare Partners U.S., L.L.C.
Lone Star Global Acquisitions, L.L.C.
Long Wharf Capital, L.L.C.
Morgan Stanley & Co., L.L.C.
Orion Capital Managers, L.L.P.
Pennybacker Capital Management,
L.L.C.
Prime Group Holdings, L.L.C.
Rockpoint Group, L.L.C.
Starwood Capital Group Global, L.P.
State Street Global Advisors, Inc.
The Carlyle Group, Inc.
TPG Angelo Gordon, L.P.

FINANCIAL

- SECTION 2 -



A photograph of a kitchen or bakery. In the foreground, a wooden counter holds several white pastries topped with colorful sprinkles. In the background, a person is working at a counter. A large, semi-transparent orange rectangle is overlaid on the center of the image, containing white text. A white arrow points from the left edge of the orange rectangle towards the text.

When you
pursue and
strive for your
passion, that is
when you retire
from work.



HMEPS
HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM



REPORT OF INDEPENDENT AUDITORS

The Board of Trustees
Houston Municipal Employees Pension System

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

OPINIONS

We have audited the financial statements of the pension plan and HMEPS OPEB trust of the Houston Municipal Employees Pension System (the System) as of and for the years ended June 30, 2024 and 2023, and the related notes to the financial statements, which collectively comprise the System's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the pension plan and HMEPS OPEB trust of the Houston Municipal Employees Pension System as of June 30, 2024 and 2023, and the respective changes in financial position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

BASIS FOR OPINIONS

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the System and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

EMPHASIS OF MATTER

As discussed in Note 1, the financial statements of Houston Municipal Employees Pension System present the fiduciary net position and changes in fiduciary net position of the City of Houston that are attributable to the transactions of the System. The financial statements do not present fairly the financial position of the City of Houston as of June 30, 2024 and 2023, the changes in its financial position, and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America. Our opinions are not modified with respect to this matter.

RESPONSIBILITIES OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually

or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we

- **Exercise professional judgment and maintain professional skepticism throughout the audit.**
- **Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.**
- **Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the System's internal control. Accordingly, no such opinion is expressed.**
- **Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.**

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

REQUIRED SUPPLEMENTARY INFORMATION

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, schedule of changes in net pension liability and related ratios, schedule of contributions – pension plan, schedule of investment returns – pension plan, notes to pension plan – required supplementary information, schedule of changes in net HMEPS OPEB (asset) liability and related ratios, schedule of contributions – HMEPS OPEB trust, and schedule of investment returns – HMEPS OPEB trust (collectively, the required supplementary information) be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

SUPPLEMENTARY INFORMATION

Our audits were conducted for the purpose of forming opinions on the financial statements that collectively comprise the Houston Municipal Employees Pension System's basic financial statements. The investment summary; investment expenses, professional services, and administration expenses; and summary of cost of investment and professional services (collectively, the supplementary information) are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

OTHER INFORMATION

The introductory, investment, actuarial, and statistical sections are presented for purposes of additional analysis and are not a required part of the basic financial statements of the System. Such additional information has not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on it.

A handwritten signature in black ink that reads "Moss Adams LLP". The signature is written in a cursive, flowing style.

Houston, Texas
October 3, 2024

MANAGEMENT'S DISCUSSION AND ANALYSIS

HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM

(A Component Unit of City of Houston, Texas)

Management Discussion and Analysis

The Board of Trustees (the Board) of the Houston Municipal Employees Pension System (the System or HMEPS) is pleased to provide this overview and analysis of the financial performance and activities of the System's pension plan for the fiscal years ended June 30, 2024 and 2023. We encourage the readers to consider the information presented here in conjunction with the basic financial statements.

This report is prepared in accordance with the principles of governmental accounting and reporting promulgated by the Governmental Accounting Standards Board (GASB). Investments are stated at fair value, and revenues include the recognition of unrealized gains and losses. The accrual basis of accounting is used to record assets, liabilities, revenues, and expenses. Revenue recognition occurs when earned without regard to the date of collection. Expense recognition occurs when the corresponding liabilities are incurred, regardless of payment date.

OVERVIEW OF THE FINANCIAL STATEMENTS

This discussion and analysis is intended to serve as an introduction to the System's pension plan financial statements.

SYSTEM'S BASIC FINANCIAL STATEMENTS

There are two basic financial statements presented herewith. The Statements of Fiduciary Net Position as of June 30, 2024 and 2023 indicate the net position available to meet future payments and give a snapshot at a particular point in time. The Statements of Changes in Fiduciary Net Position for the fiscal years ended June 30, 2024 and 2023 provide a view of the fiscal year's additions to and deductions from the System.

NOTES TO BASIC FINANCIAL STATEMENTS

The notes are an integral part of the basic financial statements and provide additional background information that is essential for a complete understanding of the data provided in the System's financial statements.

REQUIRED SUPPLEMENTARY INFORMATION

The required supplementary information (the RSI) consists of:

Schedule 1 – Schedule of Changes in Net Pension Liability and Related Ratios – Information about the components of the net pension liability and related ratios includes the System's fiduciary net position as a percentage of the total pension liability, and the net pension liability as a percentage of covered payroll. It should be noted that actuarial information is based upon assumptions about future events, and therefore, the figures presented are estimates.

Schedule 2 – Schedule of Contributions – Pension Plan – Details the actuarially determined contribution calculated for employers, actual contributions, covered payroll, and actual contributions as a percentage of payroll.

Schedule 3 – Schedule of Investment Returns – Pension Plan – A comparative schedule presenting the annual money-weighted rate of return on System investments for each fiscal year.

Schedule 4 – Schedule of Changes in Total OPEB Liability and Related Ratios – These are calculations made by the System's actuary that provide actuarial information that contributes to the understanding of the changes in the actuarial funding of and the funded status of the other postemployment benefits (OPEB) over a number of years. It should be noted that actuarial information is based upon assumptions about future events, and therefore, the figures presented are estimates.

Schedule 5 – Schedule of Contributions – HMEPS OPEB Trust – Details the actuarially determined contribution calculated for employers, actual contributions, covered payroll, and actual contributions as a percentage of payroll.

Schedule 6 – Schedule of Investment Returns – HMEPS OPEB Trust – A comparative schedule presenting the annual money-weighted rate of return on OPEB trust investments for each fiscal year.

SUPPLEMENTARY INFORMATION

Supplementary information consists of:

Schedule 7 – Investment Summary – This lists the System’s pension plan investments by type presented both at cost and fair value.

Schedule 8 – Investment Expenses, Professional Services and Administrative Expenses – This provides additional information for purposes of a more detailed analysis.

Schedule 9 – Details of Investment Expenses and Professional Services – This provides additional information for purposes of a more detailed analysis.

COMPARATIVE FINANCIAL STATEMENTS

Below is a condensed and comparative summary of the fiduciary net position restricted for benefits for the pension plan:

	JUNE 30,		
	2024	2023	2022
ASSETS			
Cash and cash equivalents	\$ 34,749,513	\$ 45,679,225	\$ 12,718,204
Receivables	13,565,633	14,413,731	25,796,426
Investments	4,352,608,087	4,081,389,950	3,961,777,368
Net OPEB asset	5,562,291	5,088,212	4,239,681
Capital assets, net	1,655,450	1,636,074	2,056,778
Total assets	4,408,140,974	4,148,207,192	4,006,588,457
Deferred outflows of resources	141,200	569,267	766,507
LIABILITIES			
Investment purchases and foreign exchange payables	\$ 3,014,558	\$ 7,758,769	\$ 12,413,039
Accrued and other liabilities	44,389,044	67,289,871	41,238,378
Total liabilities	47,403,602	75,048,640	53,651,417
Deferred inflows of resources	706,461	1,382,481	1,352,777
Fiduciary net position restricted for benefits	\$ 4,360,172,111	\$ 4,072,345,338	\$ 3,952,350,770

Below is a comparative summary of changes in fiduciary net position restricted for benefits.

	YEAR ENDED JUNE 30,		
	2024	2023	2022
ADDITIONS			
Contributions	\$ 247,604,167	\$ 239,494,796	\$ 229,995,123
Net investment income	403,867,102	221,363,659	189,389,666
Other income	656,594	619,545	465,948
Total additions	652,127,863	461,478,000	419,850,737
DEDUCTIONS			
Benefits paid and contributions refunded	358,255,435	335,848,888	328,905,705
Administrative expenses and professional fees	6,045,655	5,634,544	5,680,931
Total deductions	364,301,090	341,483,432	334,586,636
Net increase in net position	287,826,773	119,994,568	85,264,101
Fiduciary net position restricted for benefits			
Beginning of year	4,072,345,338	3,952,350,770	3,867,086,669
End of year	\$ 4,360,172,111	\$ 4,072,345,338	\$ 3,952,350,770

FINANCIAL HIGHLIGHTS (IN THOUSANDS OF DOLLARS, UNLESS OTHERWISE NOTED)

FINANCIAL ANALYSIS

Fiduciary net position may serve as a useful indicator of a plan's financial position. The System's pension plan fiduciary net position as of June 30, 2024 was \$4.36 billion, an increase of \$288 million or 7% over the prior fiscal year. The System's pension plan fiduciary net position as of June 30, 2023 was \$4.07 billion, an increase of \$120.00 million or 3% over the prior fiscal year.

The System received cash contributions from the City of Houston (the City) of \$212.96 million, \$204.90 million, and \$197.34 million for fiscal years 2024, 2023, and 2022, respectively. Participant contributions were \$34.64 million, \$34.60 million, and \$32.65 million for fiscal years 2024, 2023, and 2022, respectively.

Net investment income was \$403.87 million for the year ended June 30, 2024, an increase of \$182.50 million from the prior fiscal year for the pension plan. Net investment income was \$221.36 million for the year ended June 30, 2023, an increase of \$33.97 million from the prior fiscal year for the pension plan.

Total pension plan benefit payments were \$356.91 million, \$334.86 million, and \$327.77 million for fiscal years 2024, 2023, and 2022, respectively. This represented increases in total benefit payments for these years of 6.6%, 2.2%, and 4.3%, respectively.

Total pension plan benefit payments exceeded total employee and employer contributions by \$109.31 million in fiscal year 2024, \$95.36 million in fiscal year 2023, and \$97.78 million in fiscal year 2022.

Costs of administering the System's pension plan, including professional fees, were \$6.06 million, \$5.63 million, and \$5.68 million for fiscal years 2024, 2023, and 2022, respectively. Administration fees for the 2024 fiscal year increased by 7%. Administration fees for the 2023 fiscal year were in line with the prior year, dropping by approximately 1%.

The funded ratio is a standard measure of a plan's funded status representing the ratio of the actuarial value of assets to the actuarial accrued liability. The funded ratio for the pension plan as of the last actuarial report, July 1, 2023, is 69.0% compared to 65.8% on July 1, 2022, and 62.8% on July 1, 2021. As of July 1, 2023, the System's unfunded actuarial accrued liability was \$1.72 billion.

Capital assets, net of accumulated depreciation and amortization, at the end of fiscal years 2024, 2023, and 2022 were \$1.66 million, \$1.64 million, and \$2.06 million, respectively.

CURRENTLY KNOWN FACTS, CONDITIONS, OR DECISIONS

The System's gross rate of return during fiscal year 2024 was 10.5% compared with the fiscal year 2023 rate of return of 6.2%. Volatility continued to affect financial markets in fiscal year 2024. In the first quarter of the fiscal year, global markets generally declined due to recession in continental Europe's developed nations and an additional Federal Reserve rate hike in the United States. The Federal Reserve raised the Federal Funds Rate in July 2023 from a target range of 5.00-5.25% to 5.25-5.50%. Because rate hikes in 2022-2023 were viewed as moderating the inflation rate, there were no additional rate hikes during fiscal year 2024. Equity markets responded well to stable interest rates over the final three quarters of the fiscal year.

- U.S. equity markets had a weak start to the fiscal year, with the benchmark Wilshire 5000 index declining 3.3% for the quarter ending September 30, 2023. As equity markets began responding to stable monetary policy, the trend reversed. For the fiscal year ending June 30, 2024, the Wilshire 5000 index had strong performance with a 23.2% return. Large cap stocks outperformed smaller cap stocks, and growth equities outperformed value equities, but all styles and capitalization sizes except the smallest micro-cap stocks posted positive returns.
- International equities followed a similar pattern to U.S. stocks with the MSCI ACWI ex-U.S. (net) Index struggling at the beginning of the fiscal year. International stocks were sensitive to a slow recovery from a recession in early 2023 in the developed economies of the Eurozone, with the MSCI ACWI ex-US (net) index declining 3.8% in the quarter ending September 30, 2023. International equities rebounded for the remainder of the year with the MSCI ACWI ex-US (net) index gaining 11.6% for fiscal year 2024.

- Investment grade fixed income securities posted moderate gains in fiscal year 2024 as interest rates trended higher. Investment grade bonds as represented by the Barclay's U.S. Aggregate Bond index posted a return of 2.6% for the fiscal year. High yield bonds as represented by the Merrill Lynch High Yield Master Trust II Index performed better, buoyed by higher coupons, and returned 10.5% for the fiscal year. HMEPS' Private Credit portfolio had a positive return of 7.9% for the fiscal year.

In alternative asset classes, Real Estate declined 0.3% and Private Equity gained 5.2% in FY 2024. The Inflation-linked asset class was the best performing asset class of the portfolio, increasing 22.3% as the energy sector, particularly publicly traded midstream assets, increased in value even though oil and gas prices were relatively stable during the fiscal year.

Through the efforts of the Board of Trustees, the System's investment portfolio is more broadly diversified than many other public pension plans and tends to perform well in most market environments. During the 10-year period ending June 30, 2024, the System's annualized return was 8.9%, a performance return that places the System in the top 5% of all public pension systems in the nationally recognized Wilshire TUCS database.

At June 30, 2024, the System's total pension liability was \$5.81 billion. The System's Fiduciary Net Position was \$4.36 billion, leaving a Net Pension Liability of \$1.45 billion. The Plan's Fiduciary Net Position as a percentage of total pension liability was 75.01%. The Fiduciary Net Position of \$4.36 billion increased by \$287.83 million or 7.1% during fiscal year 2024. This compares to an increase of \$120.30 million or 3% in the Fiduciary Net Position during fiscal year 2023.

INVESTMENT REVIEW

The System's investment portfolio closed its 2024 fiscal year at \$4.36 billion, up from \$4.09 billion at the beginning of the fiscal year. The gross rate of return during fiscal year 2024 was 10.5%, compared with 6.2% for fiscal year 2023. The portfolio's strong relative performance for the fiscal year was driven largely by the System's Inflation-Linked asset class and publicly traded Global Equity, which returned 22.3% and 14.1%, respectively, for the period. The strong returns in the Inflation-Linked asset class were the result of outstanding performance in excess of 30% in publicly traded midstream energy assets.

CONTACTING THE SYSTEM'S FINANCIAL MANAGEMENT

This financial report is designed to provide our participants, business partners, and other stakeholders with a general overview of the System's financial activities. Questions about this report should be directed to the Executive Director of the Houston Municipal Employees Pension System at 1201 Louisiana, Suite 900, Houston, Texas 77002.

FINANCIAL STATEMENTS

STATEMENTS OF FIDUCIARY NET POSITION
June 30, 2024 and 2023 (in whole dollars)

	JUNE 30, 2024			JUNE 30, 2023		
	PENSION PLAN	HMEPS OPEB TRUST	TOTAL	PENSION PLAN	HMEPS OPEB TRUST	TOTAL
ASSETS						
Cash and cash equivalents	\$ 34,749,513	\$ 371,067	\$ 35,120,580	\$ 45,679,225	\$ 429,894	\$ 46,109,119
Receivables						
Employer and employee contribution receivables	5,615,107	-	5,615,107	5,464,395	-	5,464,395
Investment sale proceeds and foreign exchange receivable	1,994,342	-	1,994,342	3,860,487	-	3,860,487
Dividend and interest receivables	5,956,184	3,728	5,959,912	5,088,849	6,913	5,095,762
Total receivables	13,565,633	3,728	13,569,361	14,413,731	6,913	14,420,644
Investments						
Short-term investment funds	109,519,042	-	109,519,042	115,072,237	-	115,072,237
Global equity	1,359,069,596	5,185,719	1,364,255,315	1,156,331,911	4,651,414	1,160,983,325
Fixed income	212,479,543	4,748,549	217,228,092	223,977,859	4,571,222	228,549,081
Absolute return	3,266,142	-	3,266,142	133,374,087	-	133,374,087
Inflation-Linked	881,591,464	-	881,591,464	681,144,478	-	681,144,478
Private credit	168,039,657	-	168,039,657	152,323,590	-	152,323,590
Private equity	1,161,588,716	-	1,161,588,716	1,151,362,803	-	1,151,362,803
Real estate	419,421,609	-	419,421,609	406,774,041	-	406,774,041
Securities lending collateral arrangements	37,632,318	-	37,632,318	61,028,944	-	61,028,944
Total investments	4,352,608,087	9,934,268	4,362,542,355	4,081,389,950	9,222,636	4,090,612,586
Net OPEB asset	5,562,291	-	5,562,291	5,088,212	-	5,088,212
Capital assets, net	1,655,450	-	1,655,450	1,636,074	-	1,636,074
Total assets	4,408,140,974	10,309,063	4,418,450,037	4,148,207,192	9,659,443	4,157,866,635
DEFERRED OUTFLOWS OF RESOURCES - HMEPS OPEB	141,200	-	141,200	569,267	-	569,267
LIABILITIES						
Investment purchases and foreign exchange payables	3,014,558	-	3,014,558	7,758,769	-	7,758,769
Accrued liabilities	6,756,726	265,332	7,022,058	6,260,927	259,861	6,520,788
Securities lending obligation arrangements	37,632,318	-	37,632,318	61,028,944	-	61,028,944
Total liabilities	47,403,602	265,332	47,668,934	75,048,640	259,861	75,308,501
DEFERRED INFLOWS OF RESOURCES - HMEPS OPEB	706,461	-	706,461	1,382,481	-	1,382,481
FIDUCIARY NET POSITION RESTRICTED FOR BENEFITS	\$4,360,172,111	\$ 10,043,731	\$4,370,215,842	\$4,072,345,338	\$ 9,399,582	\$4,081,744,920

See accompanying notes to these financial statements.

Statements of Changes in Fiduciary Net Position

STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION

June 30, 2024 and 2023 (in whole dollars)

	YEAR ENDED JUNE 30, 2024			YEAR ENDED JUNE 30, 2023		
	PENSION PLAN	HMEPS OPEB TRUST	TOTAL	PENSION PLAN	HMEPS OPEB TRUST	TOTAL
ADDITIONS						
Contributions						
Employer	\$ 212,959,245	\$ -	\$ 212,959,245	\$ 204,895,256	\$ -	\$ 204,895,256
Participant	34,644,922	-	34,644,922	34,599,540	-	34,599,540
Total contributions	247,604,167	-	247,604,167	239,494,796	-	239,494,796
Other income	656,594	-	656,594	619,545	-	619,545
Investment income						
Interest on bonds and deposits	16,676,658	18,429	16,695,087	14,844,970	15,799	14,860,769
Dividends	36,369,674	251,195	36,620,869	33,159,618	204,065	33,363,683
Earnings from limited partnerships and real estate trusts	179,098	-	179,098	10,238,593	-	10,238,593
Net appreciation on investments	360,555,241	692,746	361,247,987	172,912,847	391,040	173,303,887
Total investment income	413,780,671	962,370	414,743,041	231,156,028	610,904	231,766,932
Proceeds from lending securities	2,524,329	-	2,524,329	1,759,425	-	1,759,425
Less costs of securities lending	(2,319,534)	-	(2,319,534)	(1,579,643)	-	(1,579,643)
Net proceeds from lending securities	204,795	-	204,795	179,782	-	179,782
Less investment expenses	(10,118,364)	-	(10,118,364)	(9,972,151)	-	(9,972,151)
Net investment income	403,867,102	962,370	404,829,472	221,363,659	610,904	221,974,563
Total additions	652,127,863	962,370	653,090,233	461,478,000	610,904	462,088,904
DEDUCTIONS						
Benefits paid to participants	356,914,584	265,332	357,179,916	334,858,915	259,861	335,118,776
Contribution refunds to participants	1,340,851	-	1,340,851	989,973	-	989,973
Professional services	1,126,772	-	1,126,772	1,222,569	-	1,222,569
Administration expenses	4,918,883	52,889	4,971,772	4,411,975	50,202	4,462,177
Total deductions	364,301,090	318,221	364,619,311	341,483,432	310,063	341,793,495
NET INCREASE IN FIDUCIARY NET POSITION	287,826,773	644,149	288,470,922	119,994,568	300,841	120,295,409
FIDUCIARY NET POSITION RESTRICTED FOR BENEFITS						
Beginning of year	4,072,345,338	9,399,582	4,081,744,920	3,952,350,770	9,098,741	3,961,449,511
End of year	\$ 4,360,172,111	\$ 10,043,731	\$ 4,370,215,842	\$ 4,072,345,338	\$ 9,399,582	\$ 4,081,744,920

NOTE 1 – DESCRIPTION OF PLAN

The Houston Municipal Employees Pension System (the System) was created under Chapter 358, Acts of the 48th Texas Legislature, Regular Session, 1943 (Article 6243g, Vernon’s Texas Civil Statutes) and reenacted and continued under HB1573, 77th Texas Legislature, Article 6243h, Vernon’s Texas Civil Statutes (the Pension Statute), as amended. The System is a cost-sharing multiple-employer defined benefit pension plan with two participating employers covering all municipal employees, except police officers and firefighters (other than certain police officers in the System as authorized by the Pension Statute), employed full time by the City of Houston, Texas (the City), elected City Officials, and the full time employees of the System (collectively referred to as participants). The System includes three contributory groups (Groups A, B and D) and provides for service, disability and death benefits for eligible participants. The System’s net position is used to pay benefits for eligible participants of Group A, Group B, and Group D.

The System is governed by a Board of Trustees (the Board) consisting of eleven trustees – four elected by the active plan members, two elected by the retired plan members, one appointed by the mayor of the City, one appointed by the controller of the City, one appointed by the elected trustees, and two appointed by the governing body of the City. The appointed trustees must have expertise in at least one of the following areas: accounting, finance, pension, investment or actuarial science. The System can only be terminated or amended by an act of the Legislature of the State of Texas or by an agreement between the City and the Board pursuant to the Pension Statute.

PARTICIPATION

Participants newly hired on or after January 1, 2008 automatically become members of Group D. Participants hired before September 1, 1981 participate in Group A, unless they elected before December 1, 1981 or after May 1, 1996 to transfer to Group B. Participants hired or rehired after September 1, 1981 but before September 1, 1999, may make a one-time irrevocable election to participate in Group A; otherwise, they participate in Group B. Participants hired or rehired on or after September 1, 1999 and before January 1, 2008 participate in Group A; except that Executive Officials of the City and the Executive Director of the System (Executive Officials) participated in Group C. Effective January 1, 2005, the Executive Officials of the City and the Executive Director of the System automatically became Group A members pursuant to the First Amendment to Meet and Confer Agreement, dated December 21, 2004.

The most recent actuarial report shows the following System participants as of June 30, 2024 and 2023:

	2024	2023
Retirees and beneficiaries currently receiving benefits	11,972	11,776
Former employees - vested but not yet receiving benefits	4,007	3,953
Former employees - non-vested	4,883	4,348
Vested active participants	7,167	7,420
Non-vested active participants	4,411	3,982
TOTAL PARTICIPANTS	32,440	31,479

RETIREMENT ELIGIBILITY

Effective January 1, 2008, new employees participate in Group D with:

- Normal retirement eligibility at age 62 with five years of credited service; and
- Option to elect an early reduced retirement benefit.

A former employee who is rehired as an employee by the City or by the System on or after January 1, 2008 is a member of the group in which the employee participated at the time of the employee’s immediately preceding separation from service.

For those participants in Group A and Group B employed effective January 1, 2005, a participant who terminates employment with the City or the System is eligible for a normal retirement pension beginning on the member's effective retirement date after the date the member completes at least five years of credited service and attains:

- 62 years of age, or
- A combination of years of age and years of credited service, including parts of years, the sum of which equals the number 75, provided the participant is at least 50 years of age, or
- Any combination of age and credited service that when added together equal 70 or more, provided that the member, prior to January 1, 2005 completed at least five years of credited service and attained a combination of age and credited service that when added together equal 68 or more.

PENSION BENEFITS

Pension benefits are based on a participant's average monthly salary and years of credited service, as defined in the Pension Statute. The maximum normal retirement pension is 90.0% of the participant's average monthly salary.

Pension benefits are increased annually by a Cost-of-Living Adjustment (COLA) equal to a calculated percentage of the original benefit amount, not compounded, for all persons receiving a pension or survivor benefit as of January 1 of the year in which the increase is made (except for Group D members who terminated employment prior to July 1, 2017 who do not receive COLAs). The amount of the COLA is the rolling five-year net investment return minus 5.0%, and then multiplied by 50.0%, but not less than 0% or more than 2.0%.

A participant who is eligible to receive a deferred benefit may elect to receive his or her pension benefit in an early lump sum distribution if the actuarial present value of the participant's benefit is less than \$20,000 on the date of termination. Early lump-sum distributions are subject to approval by the Board.

DISABILITY BENEFITS

Service-connected disability benefits for covered participants are based on the participant's normal accrued benefit but are not less than 20.0% of the participant's average monthly salary. There is no minimum credited service requirement to qualify for service-connected disability benefits.

Participants with at least five years of credited service who become disabled may qualify for a non-service connected disability allowance equal to the participant's normal accrued pension benefit.

SURVIVOR BENEFITS

Survivor benefits are provided for a participant's surviving spouse and/or dependent children. A deceased participant must have had at least five years of credited service at the time of his or her death to qualify for survivor benefits unless death was caused by a service-connected incident as defined by the Pension Statute. For a Group D member, eligibility for survivor benefits for a death that occurs while actively employed is determined in the same manner as for Group A and Group B. For a death that occurs after the Group D participant's termination of employment, the payment of a death benefit depends on whether the participant elected an optional annuity.

A Group D participant with at least five years of credited service has the option to elect an actuarially equivalent amount under one of three joint and survivor (J&S) annuity options in lieu of a normal benefit with no survivor benefit. If a Group D participant with at least five years of credited service elects a normal benefit, no death or survivor benefit is payable. If a Group D participant with at least five years of credited service makes no optional annuity election and dies prior to retirement, the surviving spouse is eligible to receive an amount equal to the amount that would have been paid if the participant had elected a 50.0% joint and survivor annuity and named the surviving spouse as the designated beneficiary.

Effective July 1, 2011, eligible unmarried Group A and Group B members who terminate service on or after June 30, 2011 have the option to select an annuity option in lieu of a normal benefit.

The optional annuity election, which was already available to vested Group D members and vested Group B members who separated from service prior to September 1997, allows eligible participants to elect to take a reduced pension and provide an annuity (50.0% J&S, 100.0% J&S, or 10-year guarantee) to a designated annuitant.

In order to qualify for survivor benefits other than under an annuity option, a surviving spouse must have been married to the deceased participant at the time the participant's employment with the City or System was terminated and at the time of the participant's death. To qualify for benefits, a child must be the unmarried natural or legally adopted dependent child of the deceased participant at the time of the participant's death and (a) must be under age 21 or (b) have been totally and permanently disabled before age 18 and before the participant's termination of employment. Dependent benefits are payable to the legal guardian of the dependent(s) unless the dependent is at least 18 years of age.

DEFERRED RETIREMENT OPTION PLAN (DROP)

A Group A or Group B participant who is eligible to retire, except that he or she has not retired and remains a full-time employee of the City, or the System, or has been separated from service for not more than 30 calendar days, may elect to participate in the Deferred Retirement Option Plan (DROP). The DROP provides that a monthly amount (monthly DROP credit) will be credited to a notional account (DROP Account). Beginning January 1, 2018, interest is credited to the DROP Account at a rate equal to half of the System's rolling five-year net investment return, but not less than 2.5% or more than 7.5%. Interest is compounded at an interval approved by the Board. The first day of DROP participation is the DROP Entry Date. The eligible date on a participant's fully executed DROP election that is accepted by the System is the DROP Election Date.

DROP participants who are active employees receive the COLA if the employee is at least age 62 on January 1 of that year. Effective January 1, 2005, a participant's election to participate in DROP cannot establish a DROP entry date that occurs prior to the date of the System's receipt of the member's request to participate in DROP. The monthly DROP credit is based on the participant's years of credited service and average monthly salary as of DROP Entry Date, and benefit accrual rates in effect on DROP Election Date.

DROP participation terminates when a DROP participant's employment with the City, or the System, terminates. The balance of the participant's notional DROP account (DROP Benefit) at the time of such termination is an amount equal to the sum of a participant's monthly DROP credits and interest accrued on such amount up to the time the participant's employment terminates. A DROP Benefit is subject to approval by the Board. A DROP participant eligible to receive a DROP Benefit distribution may elect to receive the distribution in a lump-sum, partial distribution, in substantially equal periodic payments over a period of time approved by the Board, or in a combination of a lump-sum followed by substantially equal periodic payments over a period of time approved by the Board until the balance of the DROP Benefit is depleted. The DROP Benefit is not available to a DROP participant until such participant's employment with the City or the System has terminated and the participant has made a DROP distribution election.

Group D participants do not participate in DROP.

DROP balances for all active and inactive participants totaled \$820.0 million in fiscal year 2024 and \$781.8 million in fiscal year 2023.

GROUP D CASH BALANCE COMPONENT

In addition to the required Group D member contributions, Group D members contribute an additional 1% of salary to a notional cash balance account beginning in calendar year 2018. On separation from service, if a Group D participant has less than one year of service while contributing to the account, the participant is eligible to receive only a distribution of the contributions credited to the account, without interest. If the participant has at least one year of contributions to the account, the participant is eligible to receive a distribution of contributions credited to the account, including interest.

The Group D Cash Balance interest rate is credited bi-weekly and is equal to half of the System's rolling five-year net investment return, with a minimum of 2.5% and maximum of 7.5%, divided by 26.

REFUNDS OF PARTICIPANT CONTRIBUTIONS (BESIDES THE GROUP D CASH BALANCE COMPONENT)

All participants who terminate employment prior to being approved for retirement may request a refund of their accumulated employee contributions, if any, without interest, in lieu of a pension or in the event the participant has fewer than five years of credited service.

CONTRIBUTIONS AND FUNDING POLICY

All active participants are required to contribute to the System. Effective July 2018, Group A participants contribute 8% of salary, Group B participants contribute 4% of salary, and Group D participants contribute 2% of salary. Group D participants also contribute an additional 1% of salary for the Group D Cash Balance component.

The City is required to contribute the "Total City Contribution" to the System, which consists of the sum of (a) an actuarially determined percentage of payroll (City Contribution Rate) multiplied by actual payroll and (b) a fixed dollar amount (City Contribution Amount) which is based on the Unfunded Actuarial Accrued Liability (UAAL) as of July 1, 2016 (Legacy Liability). The Legacy Liability payment is amortized over 30 years, beginning on July 1, 2017 and grows at 2.75% per year regardless of the actual payroll growth rate.

For the year ended June 30, 2024, the City Contribution Rate was 8.48% of payroll and the City Contribution Amount was \$145,955,000. In fiscal year 2023, City Contribution Rate was 8.44% of payroll and the City Contribution Amount was \$142,048,661.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

REPORTING ENTITY

The System is a component unit of the City. Therefore, its basic financial statements and required supplemental information are included in the City's Annual Comprehensive Financial Report.

BASIS OF ACCOUNTING

The accompanying basic financial statements have been prepared on the accrual basis of accounting and in accordance with generally accepted accounting principles (GAAP). Participant and employer contributions are recognized as revenues in the period in which they are due pursuant to the Pension Statute and formal commitments. Investment income is recognized as additions when earned. The net appreciation/(depreciation) in the fair value of investments is recorded as an increase/(decrease) to investment income based upon investment valuations, which includes both realized and unrealized gains and losses on investments. Benefits and refunds are recognized when due and payable in accordance with the terms of the Pension Statute. Expenses are recognized when the liability is incurred.

INVESTMENT VALUATION AND INVESTMENTS TRANSACTIONS

Investments are reported at fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. The fair value of limited partnerships and real estate trusts are based on the System's valuation of estimates and assumptions from information and representations provided by the respective general partners. As the information provided by the general partners is less timely than public market information, estimates of fair value of limited partnerships and other alternative investment holdings are generally based on information that is quarter-lagged and cash-adjusted using cash flows subsequent to the latest report available. Therefore, there could be differences between the valuation of the limited partnerships and real estate trusts reported by the respective general partners and the valuation included in the financial statements for these investments.

Sales of investments and foreign exchange contracts are recorded on the trade date. Receivables are recorded when the sale has occurred but are pending final settlement. Purchases of investments and foreign exchange contracts are recorded on the trade date. Payables are recorded when the sale has occurred but are pending final settlement.

CAPITAL ASSETS

Capital assets are recorded at cost less accumulated depreciation and amortization. Depreciation and amortization expense is computed using the straight-line method over the estimated useful lives of the related assets ranging from three to ten years. Any gain or loss on the retirement of assets is recognized currently. Maintenance and repairs are charged to expense while expenditures for improvements greater than or equal to \$5,000 are capitalized.

Included in capital assets are the right-to-use assets from lease contracts entered into by the System. The System implemented GASB No. 87 Leases (GASB 87) as of July 1, 2021.

The System recognizes lease contracts or equivalents that have a term exceeding one year and the cumulative future payments on the contract exceed \$100,000 that meet the definition of an other than short-term lease. The System uses a discount rate that is explicitly stated or implicit in the contract. When a readily determinable discount rate is not available, the discount rate is determined using the System's incremental borrowing rate at the start of the lease for a similar asset type and term length to the contract. Short-term lease payments are expensed when incurred.

DEFERRED OUTFLOWS/INFLOWS OF RESOURCES

In addition to assets presented on the statement of fiduciary net position, the System reports a separate section for deferred outflows of resources. These represent a consumption of net assets that applies to future periods and will not be recognized as an outflow of resources (deductions) until then. The System's deferred outflows of resources are related to the HMEPS OPEB Trust.

The System reports a separate section for deferred inflows of resources representing an acquisition of net assets that applies to future periods. These will not be recognized as an inflow of resources (additions) until then. The System's deferred inflows of resources are related to the HMEPS OPEB Trust.

USE OF ESTIMATES

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the basic financial statements and the reported amounts of additions and deductions during the reporting period. Accordingly, actual results could differ from those estimates.

NEW ACCOUNTING PRONOUNCEMENTS

GASB Statement No. 101, *Compensated Absences*. This statement requires that liabilities be recognized for (1) leave that has not been used and (2) leave that has been used but not yet paid in cash or settled through noncash means. In estimating the leave that is more likely than not to be used or otherwise paid or settled, relevant factors such as employment policies related to compensated absences and historical information about the use or payment of compensated absences should be considered. This statement is effective for the year ending June 30, 2025 for the System. Management does not expect a significant impact to their reporting of compensated absences.

GASB Statement No. 102, *Certain Risk Disclosures*. This statement is to provide users of the financial statements with information about risks related to vulnerabilities due to certain concentrations or constraints that is essential to their analyses for making decisions or assessing accountability. This statement is effective for the year ending June 30, 2025 for the System. Management does not expect a significant impact to their reporting of risk disclosures contained in the current reporting model.

GASB Statement No. 103, *Financial Reporting Model Improvements*. The objective of this statement is to improve the financial reporting model for certain key components. The statement enhances the effectiveness in providing information essential for decision making and the government's accountability including certain application issues. Management's discussion and analysis is a key component of financial reporting that will be enhanced to include better discussion about the changes in financial amounts. Unusual or infrequent items, proprietary fund presentation of statement of revenues, expenses, and changes in fund net position, major component unit information and budgetary comparison information will also be enhanced with the model improvements. This statement is effective for the year ending June 30, 2026 for the System. Management does anticipate enhancements to management discussion and analysis but minimal impact from the other elements of this statement.

NOTE 3 – NET PENSION LIABILITY

The components of the net pension liability of the City are as follows:

	JUNE 30, 2024		JUNE 30, 2023	
Total pension liability	\$	5,812,827,769	\$	5,698,777,055
Fiduciary net position		4,360,172,112		4,072,345,338
City’s net pension liability	\$	1,452,655,657	\$	1,626,431,717
Plan fiduciary net position as a percentage of the total pension liability		75.01%		71.46%

The total pension liability as of June 30, 2024, was determined by an actuarial valuation as of July 1, 2023, and rolled-forward using generally accepted actuarial principles. Actuarial valuation of the System involves estimates and assumptions about events in the future. Amounts determined regarding the net pension liability are subject to revision as actual results are compared with past expectations and new estimates are made regarding the future. As of the end of fiscal year 2023, the last experience study was performed in 2021 based on the 5-year period ending June 30, 2020. The following are the actuarial assumptions used to determine the total pension liability:

METHODS AND ASSUMPTIONS USED TO DETERMINE CONTRIBUTION RATES

Actuarial Cost Method	Entry age normal
Asset Valuation Method	5-year smoothed market, direct offset of deferred gains or losses
Inflation	2.25%
Salary Increases	3.25% to 5.50% including inflation
Investment Rate of Return	7.00%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2021 valuation pursuant to an experience study of the period 2015 – 2020.
Mortality	PUB-2010 Mortality Table, Amount weighted, Below-Median Income, with a 2-year set forward. The rates are then projected on a fully generational basis by the long-term rates of improvement of scale MP-2020.
Note	The actuarially determined contribution includes the Legacy Liability payment as specified by the July 1, 2016 Risk Sharing Valuation Study and a calculated employer rate equal to the normal cost and the amortization of any new unfunded liabilities over a closed 30 year period from the valuation date the liability base was created.

DISCOUNT RATE

The discount rate used to measure the total pension liability was 7.0%. The projection of cash flows used to determine the discount rate assumed that the System's contributions will continue to follow the current funding policy. Based on the actuarial assumptions applied, the System's fiduciary net position is projected to be available to make all projected future benefit payments of current plan members for all future years and hence, the blended GASB discount rate is equal to the long-term rate of return of 7.0%. Therefore, the long-term expected rate of return on pension plan investments of 7.0% was applied to all periods of projected benefit payments to determine the total pension liability. The table below illustrates the sensitivity of the City's net pension liability to changes in the discount rate if it were calculated using a single discount rate that is one percentage-point lower or one percentage point higher than the single discount rate.

JUNE 30	1% DECREASE 6.0%	CURRENT DISCOUNT RATE 7.0%	1% INCREASE 8.0%
2024	\$ 2,032,435,979	\$ 1,452,665,657	\$ 964,646,463
2023	\$ 2,202,978,779	\$ 1,626,431,717	\$ 1,141,454,667

NOTE 4 – CASH AND CASH EQUIVALENTS

For cash deposits and cash equivalents, custodial credit risk is the risk that in the event of a bank failure, the System's deposits may not be returned to it. The System's deposits are held by State Street Bank and Trust Company and U.S. Bank. As of June 30, 2024 and 2023, the System had fair value cash balances of \$35,348,415 and \$46,102,552, respectively. Management believes that the System's credit risk exposure is mitigated by the financial strength of the banking institutions in which the deposits are held.

NOTE 5 – INVESTMENTS

The System invests in global equities and fixed income securities. A security is a transferable financial instrument that evidences ownership or creditorship. Decisions as to individual equity security selection, security size and quality, number of industries and holdings, current income levels, turnover, and other tools employed by active managers are left to the managers' discretion, subject to the standards of fiduciary prudence, as set out in the respective manager's Investment Management Agreement. Additionally, the System invests in commingled funds, limited partnerships, real estate trusts, and loans and mortgages that are evidenced by contracts rather than securities and classified as absolute return, inflation linked, private credit, private equity and real estate on the Statement of Net Position. The general investment objective is to obtain a reasonable long-term total return consistent with the degree of risk assumed while emphasizing the preservation of capital.

This objective is accomplished through the System's asset allocation policy, as follows, at June 30, 2024:

ASSETS	TARGET ALLOCATION	ACTUAL ALLOCATION
Global equity	28.0%	32.2%
Private equity	17.0%	26.4%
Fixed income	10.0%	5.3%
Real estate	12.5%	10.0%
Absolute return	0.0%	0.1%
Inflation linked	20.0%	20.5%
Private credit	12.5%	3.8%
Cash	0.0%	1.7%
TOTAL	100.0%	100.0%

CREDIT RISK

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligation to the System. The quality ratings of investments in fixed income securities are set forth in the Investment Policy Statement. All issues purchased by investment grade fixed income managers must be of investment grade quality, unless expressly authorized by the Board. Fixed income investments should emphasize high-quality and reasonable diversification.

The quality ratings of investment in fixed income securities as described by nationally recognized statistical rating organizations at June 30, 2024 and 2023, are as follows:

QUALITY RATING	2024		2023	
	FAIR VALUE	PERCENTAGE	FAIR VALUE	PERCENTAGE
AAA	\$ 895,736	0.41%	\$ 2,308,782	1.01%
AA	2,670,652	1.23%	2,046,073	0.90%
A	5,812,250	2.68%	6,583,136	2.88%
BBB	23,886,879	11.00%	19,620,466	8.58%
BB	14,465,448	6.66%	10,005,596	4.38%
B	34,003,587	15.65%	24,090,586	10.54%
CCC	24,275,605	11.18%	24,694,363	10.80%
Commingled funds	21,049,509	9.69%	33,723,957	14.76%
Not available	90,168,426	41.51%	105,476,122	46.15%
TOTAL	\$ 217,228,092	100.00%	\$ 228,549,081	100.00%

CUSTODIAL CREDIT RISK

For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, the System will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial risk if the securities are uninsured, are not registered in the name of the System, and are held by either the counterparty or the counterparty's trust department or agent but not in the System's name.

CONCENTRATION OF CREDIT RISK

The allocation of assets among various asset classes is set by the Board. For major asset classes (e.g., Global equity, Fixed income, Real estate, Private equity, Inflation-Linked, Absolute return, and Private credit), the System will further diversify by employing managers with demonstrated skills in complementary areas of expertise. The managers retained will utilize varied investment approaches, but, when combined will exhibit characteristics that are similar, but not identical, to the asset class proxy utilized in the strategic asset allocation plan. The investment portfolio as of June 30, 2024 and 2023, contained no concentration of investments in any one entity that represented 5% or more of the total investment portfolio, excluding passive index funds.

INTEREST RATE RISK

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of the investment. Duration is a measure of a debt investment's exposure to fair value changes arising from changes in interest rates. It uses the present value of cash flows, weighted for those cash flows as a percentage of the investment's full price. The greater the duration of a bond, or a portfolio of bonds, the greater its price volatility will be in response to a change in interest rates and vice versa. Duration is the measure of a bond price's sensitivity to a 100-basis point change in interest rates. The duration of the System's debt securities is managed by the active managers.

At June 30, 2024, the following table shows the System's investments by type, fair value and the effective duration rate.

	DOMESTIC	INTERNATIONAL	TOTAL	EFFECTIVE DURATION
Collateralized mortgage obligations	\$ 3,343,985	\$ -	\$ 3,343,985	3.4
Corporate bonds	101,391,781	-	101,391,781	5.7
GNMA/FNMA/FHLMC	23,285,804	-	23,285,804	5.6
Government issues	21,909,265	2,125,328	24,034,593	8.2
Misc. receivable (auto/credit card)	6,001,580	-	6,001,580	1.2
Other asset backed securities	799,653	-	799,653	N/A
Bank loan	37,321,187	-	37,321,187	N/A
Commingled funds	21,049,509	-	21,049,509	N/A
TOTAL	\$ 215,102,764	\$ 2,125,328	\$ 217,228,092	

At June 30, 2023, the following table shows the System's investments by type, fair value and the effective duration rate.

	DOMESTIC	INTERNATIONAL	TOTAL	EFFECTIVE DURATION
Collateralized mortgage obligations	\$ 2,787,863	\$ -	\$ 2,787,863	3.2
Convertible bonds	487,103	-	487,103	0
Corporate bonds	74,820,337	10,364,333	85,184,670	5.8
GNMA/FNMA/FHLMC	24,683,436	-	24,683,436	5.4
Municipal	200,771	-	200,771	8.7
Government issues	23,672,814	2,435,740	26,108,554	8.2
Misc. receivable (auto/credit card)	3,118,737	-	3,118,737	1.2
Other asset backed securities	614,281	-	614,281	N/A
Bank loan	46,775,588	292,900	47,068,488	N/A
Commingled funds	38,295,178	-	38,295,178	N/A
TOTAL	\$ 215,456,108	\$ 13,092,973	\$ 228,549,081	

FOREIGN CURRENCY RISK

International securities investment managers are expected to maintain diversified portfolios by sector and by issuer in accordance with the System's Investment Policy Statement.

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or a deposit. The System has an indirect exposure to foreign currency fluctuation at June 30, 2024 and 2023, as follows:

	2024 FAIR VALUE		2023 FAIR VALUE	
Australian dollar	\$	7,754,682	\$	8,879,414
Brazilian real		5,515,182		5,407,565
Canadian dollar		44,659,595		30,362,845
Czech koruna		-		190,969
Danish krone		9,310,813		7,287,771
Euro currency		136,372,874		143,100,540
Hong Kong dollar		12,114,592		14,512,679
Hungarian forint		407,863		334,870
Indonesian rupiah		2,280,062		2,347,099
Japanese yen		42,544,388		43,373,598
Mexican peso		1,830,815		2,156,895
New Israeli shekel		-		315,167
New Taiwan dollar		9,987,703		5,881,684
New Zealand dollar		-		138,718
Norwegian krone		259,170		545,732
Philippine peso		888,764		814,434
Pound sterling		53,844,059		46,792,186
Singapore dollar		3,414,433		2,760,463
South African rand		439,441		995,166
South Korean won		4,305,711		3,095,258
Swedish krona		17,989,239		13,437,540
Swiss franc		14,644,737		17,602,205
Thailand baht		218,925		-
Turkish lira		1,022,187		794,942
TOTAL	\$	369,805,235	\$	351,127,740

SECURITIES LENDING

The System is authorized under its Investment Policy Statement to participate in a securities lending program through its agent and custodian. Under this program, for an agreed upon fee, System-owned investments are loaned to a borrowing financial institution. During the years ended June 30, 2024, the custodian lent the System's securities and received cash and securities issued or guaranteed by the United States government as collateral. The cash collateral received on each loan is invested together with the cash collateral of other lenders, in a collective investment pool comprised of a liquidity pool and a duration pool. As of June 30, 2024 and 2023, the liquidity pool had an average duration for United States dollar (USD) collateral of 24.96 and 11.84 days and an average weighted final maturity of 135.83 and 145.67 days, respectively. Because the loans were terminable at will, their duration did not generally match the duration of the investments made with cash collateral.

Borrowers are required to deliver collateral for each loan equal to: (i) in the case of loaned securities denominated in USD or whose primary trading market was located in the United States or sovereign debt issued by foreign governments, 102% of the market value of the loaned securities; and (ii) in the case of loaned securities not denominated in USD or whose primary trading market was not located in the United States, 105% of the market value of the loaned securities. The custodian does not have the ability to pledge or sell securities delivered for collateral, absent a borrower's default. The Board and the borrowers maintained the right to terminate all securities lending transactions on demand. The System's securities lending program utilization level (on-loan balance as a percentage of lendable assets) is 5.2%.

In the event of a default by a borrower, at that time the custodian shall indemnify the System against the failure of the borrower to return the loaned securities by purchasing a number of replacement securities equal to the number of such unreturned loaned securities, to the extent that such replacement securities are available on the open market. To the extent that such proceeds are insufficient or the collateral is unavailable, the purchase of replacement securities shall be made at the custodian's expense. If replacement securities are unavailable, the custodian will credit to the System's account an amount equal to the market value of the unreturned loaned securities for which replacement securities are not purchased. The following tables show the fair value measurements of the securities lent, cash collateral received, and the reinvested cash collateral at June 30, 2024 and 2023.

	2024		
	FAIR VALUE OF UNDERLYING SECURITIES LENT	CASH COLLATERAL RECEIVED	COLLATERAL REINVESTMENT VALUE
Domestic bond and equities	\$ 36,963,423	\$ 37,632,318	\$ 37,632,318
International equities	-	-	-
TOTAL	\$ 36,963,423	\$ 37,632,318	\$ 37,632,318

	2023		
	FAIR VALUE OF UNDERLYING SECURITIES LENT	CASH COLLATERAL RECEIVED	COLLATERAL REINVESTMENT VALUE
Domestic bond and equities	\$ 59,772,612	\$ 60,705,974	\$ 60,705,974
International equities	323,453	322,970	322,970
TOTAL	\$ 60,096,065	\$ 61,028,944	\$ 61,028,944

The System also held securities collateral that cannot be pledged or sold absent a borrower's default totaling \$13,673,509 and \$8,756,589 at June 30, 2024 and 2023, respectively. The securities collateral consists of US Treasury Bills and US Agency Bonds. The custodian does not have the ability to pledge or sell securities delivered for collateral, absent a borrower's default. The securities collateral received are not shown on the Statements of Net Position.

NOTE 6 – FAIR VALUE MEASUREMENT

GASB Statement No. 72, *Fair Value Measurement and Application*, specifies a hierarchy of valuation classifications based on whether the inputs to the valuation techniques used in each valuation classification are observable or unobservable. These classifications are summarized in three broad levels listed below:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the System has the ability to access.

Level 2 – The System uses the following to determine the fair value of level 2 investments: quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs and significant value-drivers are observable.

Level 3 – Valuations derived from valuation techniques in which significant inputs or significant value-drivers are unobservable are disclosed as level 3 investments if they don't meet the definition of NAV practical expedient.

Notes to Financial Statements

Inputs used to measure fair value might fall in different levels of the fair value hierarchy, in which case the System defaults to the lowest level input that is significant to the fair value measurement in its entirety. These levels are not necessarily an indication of the risk or liquidity associated with the investments.

The following table presents fair value measurements as of June 30, 2024:

	FAIR VALUE AT JUNE 30, 2024	QUOTED PRICES IN ACTIVE MARKETS (LEVEL 1)	SIGNIFICANT OTHER OBSERVABLE INPUTS (LEVEL 2)	SIGNIFICANT UNOBSERVABLE INPUTS (LEVEL 3)
Global equity and inflation linked				
Energy	\$ 542,817,391	\$ 542,817,391	\$ -	\$ -
Consumer spending	129,011,175	128,632,945	-	378,230
Information technology	128,107,492	128,107,492	-	-
Industrials	168,222,350	168,222,350	-	-
Health care	68,911,804	68,911,804	-	-
Financials	94,464,753	94,464,753	-	-
Materials and utilities	30,061,877	30,061,877	-	-
Real estate	8,366,032	8,366,032	-	-
Other	15,760,300	11,100,711	-	4,659,589
TOTAL GLOBAL EQUITY AND INFLATION LINKED	1,185,723,174	1,180,685,355	-	5,037,819
Fixed income				
Corporate bonds	101,391,781	100,565,491	-	826,290
U.S. agencies	24,034,593	24,034,593	-	-
Asset backed securities	25,304,114	25,304,114	-	-
Bank loans	37,321,187	33,914,774	-	3,406,413
International	2,125,328	2,125,328	-	-
Municipal bonds	-	-	-	-
Other	6,001,580	6,001,580	-	-
TOTAL FIXED INCOME	196,178,583	191,945,880	-	4,232,703
Short-term investment funds	109,519,042	-	109,519,042	-
Securities lending collateral arrangements	37,632,318	37,632,318	-	-
	\$ 1,529,053,117	\$ 1,410,263,553	\$ 109,519,042	\$ 9,270,522
Investments measured at NAV practical expedient				
Global equity collective trusts	699,006,583			
Inflation-Linked collective trusts	109,239,562			
Fixed income collective trusts	21,049,509			
Absolute return hedge funds	3,266,142			
Real estate collective trust	143,982,582			
Inflation-Linked limited partnerships	251,877,460			
Private equity limited partnerships	1,161,588,716			
Private credit limited partnerships	168,039,657			
Real estate limited partnerships	275,439,027			
TOTAL INVESTMENTS MEASURED AT NAV	2,833,489,238			
TOTAL INVESTMENTS, AT FAIR VALUE	\$ 4,362,542,355			

The following table presents fair value measurements as of June 30, 2023:

	FAIR VALUE AT JUNE 30, 2023	QUOTED PRICES IN ACTIVE MARKETS (LEVEL 1)	SIGNIFICANT OTHER OBSERVABLE INPUTS (LEVEL 2)	SIGNIFICANT UNOBSERVABLE INPUTS (LEVEL 3)
Global equity and inflation linked				
Energy	\$ 348,532,390	\$ 348,532,390	\$ -	\$ -
Consumer spending	135,666,721	134,188,327	-	1,478,394
Information technology	104,424,309	104,424,309	-	-
Industrials	133,198,909	133,198,909	-	-
Health care	76,496,691	76,496,691	-	-
Financials	69,983,524	69,983,524	-	-
Materials and utilities	36,389,293	36,389,293	-	-
Real estate	8,687,123	8,687,123	-	-
Other	13,158,004	8,949,179	-	4,208,825
TOTAL GLOBAL EQUITY AND INFLATION LINKED	926,536,964	920,849,745	-	5,687,219
Fixed income				
Corporate bonds	76,924,223	-	76,924,223	-
U.S. agencies	30,938,683	-	30,938,683	-
Asset backed securities	31,204,317	-	31,204,317	-
Bank loans	47,068,488	-	43,371,280	3,697,208
International	2,435,740	-	2,435,740	-
Municipal bonds	200,771	-	200,771	-
Other	1,481,681	-	599,931	881,750
TOTAL FIXED INCOME	190,253,903	-	185,674,945	4,578,958
Short-term investment funds	115,072,237	-	115,072,237	-
Securities lending collateral arrangements	61,028,944	61,028,944	-	-
	\$ 1,292,892,048	\$ 981,878,689	\$ 300,747,182	\$ 10,266,177
Investments measured at NAV practical expedient				
Global equity collective trusts	579,078,666			
Inflation linked collective trusts	89,018,308			
Fixed income collective trusts	38,295,179			
Absolute return hedge funds	133,374,087			
Real estate collective trust	134,399,439			
Inflation linked limited partnerships	247,493,864			
Private equity limited partnerships	1,151,362,803			
Private credit limited partnerships	152,323,590			
Real estate limited partnerships	272,374,602			
TOTAL INVESTMENTS MEASURED AT NAV	2,797,720,538			
TOTAL INVESTMENTS, AT FAIR VALUE	\$ 4,090,612,586			

Notes to Financial Statements

The following table presents investments measured at NAV practical expedient as of June 30, 2024:

	NAV	UNFUNDED COMMITMENTS	REDEMPTION FREQUENCY	REDEMPTION NOTICE PERIOD
Global equity collective trusts	\$ 699,006,583	\$ –	Typically daily	Less than 1 month
Inflation linked collective trusts	109,239,562	–	Typically daily	Less than 1 month
Fixed income collective trusts	21,049,509	–	Typically daily	Less than 1 month
Absolute return hedge funds	3,266,142	–	In liquidation	Not applicable
Real estate collective trust	143,982,582	–	Typically daily	Less than 1 month
Inflation linked limited partnerships	251,877,460	229,631,000	Not applicable	Not applicable
Private equity limited partnerships	1,161,588,716	317,076,000	Not applicable	Not applicable
Private credit limited partnerships	168,039,657	279,263,000	Not applicable	Not applicable
Real estate limited partnerships	275,439,027	183,116,000	Not applicable	Not applicable
TOTAL	\$ 2,833,489,238	\$ 1,009,086,000		

The following table presents investments measured at NAV practical expedient as of June 30, 2023:

	NAV	UNFUNDED COMMITMENTS	REDEMPTION FREQUENCY	REDEMPTION NOTICE PERIOD
Global equity collective trusts	\$ 579,078,666	\$ –	Typically daily	Less than 1 month
Inflation linked collective trusts	89,018,308	–	Typically daily	Less than 1 month
Fixed income collective trusts	38,295,179	–	Typically daily	Less than 1 month
Absolute return hedge funds	133,374,087	–	Monthly, Quarterly, Semiannually or Annually	30-90 days
Real estate collective trust	134,399,439	–	Typically daily	Less than 1 month
Inflation linked limited partnerships	247,493,864	145,629,000	Not applicable	Not applicable
Private equity limited partnerships	1,151,362,803	331,904,000	Not applicable	Not applicable
Private credit limited partnerships	152,323,590	238,216,000	Not applicable	Not applicable
Real estate limited partnerships	272,374,602	172,048,000	Not applicable	Not applicable
TOTAL	\$ 2,797,720,538	\$ 887,797,000		

GLOBAL EQUITY COLLECTIVE TRUSTS

This category includes investments in collective trusts whose strategy is focused on emerging markets, international developed markets and domestic index funds. The administrators report the fair values of these trusts using the NAV provided by the administrator of the common collective trust. The System can redeem these funds on a daily basis with redemption frequency of usually one month.

INFLATION LINKED COLLECTIVE TRUSTS

The inflation linked collective trust manager focuses on natural resources. The fund reports its fair value based on NAV and the shares can be redeemed on a daily basis with a notice period of less than one month.

FIXED INCOME COLLECTIVE TRUSTS

Fixed income collective trusts strategies focus on active or passive fixed income securities. The fair values of funds in this category are determined using the NAV. Redemption frequency is daily with notices of less than one month.

ABSOLUTE RETURN HEDGE FUNDS

This category consists of several different strategies: event driven, global macro, equity long and short, credit focused and multi-strategies. The event driven funds seek to add value by exploiting pricing inefficiencies that may occur before or after a corporate event such as a bankruptcy, merger, acquisition or spinoff. Global macro funds seek to add value by accurately anticipating overall macroeconomic trends in various countries. Equity long and short funds employ a strategy that involves taking long positions in stocks that are expected to increase in value and short positions in stocks that are expected to decrease in value. Credit focused hedge fund managers look for relative value between senior and junior securities of the same issuer. They will also trade securities of equivalent credit quality from different corporate issues, or different tranches in complex capital structures such as mortgage-backed securities or collateralized loan obligations. The fair values of these hedge fund investments have been determined using the NAV provided by the administrator of the hedge fund. During 2023, the System submitted redemption requests for the remaining investment amount in this category. Redemptions generally are subject to the funds' available cash and redemption queues. The System anticipates receiving its investment balance in fiscal year 2025.

REAL ESTATE COLLECTIVE TRUST

This category includes investments in one collective trust with a real estate focus. The manager deploys active or passive strategies in real estate focused assets. The fair value of this category is determined using the NAV provided by the administrator and has unrestricted liquidity.

INFLATION LINKED LIMITED PARTNERSHIPS

Inflation linked limited partnerships consist of investments in limited partnerships that invest in private companies focused in energy and commodities. The fair values of these investments have been determined using the NAV of the System's interest in the partnership provided by the General Partner. These funds cannot be redeemed because they are private market investments and distributions are determined by the General Partner. Inflation linked limited partnerships typically have at least 10-year terms.

PRIVATE EQUITY LIMITED PARTNERSHIPS

This category includes investments in limited partnerships that own equity in privately held companies. Investments in private equity are diversified by industry sector, geographic location, and capital structure. The fair values of these investments have been determined using the NAV of the System's interest in the partnership provided by the General Partner. Private equity funds cannot be redeemed because they are private market investments. Distributions from private equities are determined by the General Partner. Private equity limited partnerships typically have at least 10-year terms.

PRIVATE CREDIT LIMITED PARTNERSHIPS

The System invests in private credit limited partnerships. These investments are diversified by industry sector and geographic location but focused on debt instruments made to privately held companies. Fair value is determined using the NAV of the System's interest in the partnership as provided by the General Partner. Distributions from private credit limited partnerships are determined by the General Partner. These limited partnership funds have up to a 10-year term.

REAL ESTATE LIMITED PARTNERSHIPS

This category includes investments in limited partnerships that own direct real estate and real estate related debt instruments. Investments in Real Estate Limited Partnerships are diversified by property type, geographic location, and capital structure. The fair values of Real Estate Limited Partnership investments have been determined using the NAV of the System's interest in the partnership provided by the General Partner. Real Estate Limited Partnerships cannot be redeemed because they are private market investments. Distributions from Real Estate Limited Partnerships are determined by the General Partner. Real Estate Limited Partnerships typically have 10-year terms.

NOTE 7 – DERIVATIVE FINANCIAL INSTRUMENTS

The System uses derivative financial instruments primarily to manage portfolio risk. Forward contracts and rights are marked to market and reported at fair value. Forward agreements are subject to the creditworthiness of the counterparties, which are principally large financial institutions. The System did not hold any derivatives as of June 30, 2024 and 2023.

For the year ended June 30, 2024 and 2023, the System recognized a loss of \$7,720 and \$2,934, respectively, related to derivatives as follows:

Investment Derivatives	CHANGES IN FAIR VALUE				
	Classification	2024		2023	
FX forwards	Investment revenue	\$	(6,343)	\$	(2,406)
Rights	Investment revenue		(1,377)		(529)
Warrants	Investment revenue		-		1
TOTAL		\$	(7,720)	\$	(2,934)

In addition to the above, the System has exposure to derivatives through its investments in hedge funds, reported in absolute return investments in the financial statements.

MORTGAGE-BACKED SECURITIES

A mortgage-backed security depends on the underlying pool of mortgage loans to provide the cash flow to make principal and interest payments on the security. A decline in interest rates can result in prepayments, called contraction risk. This risk occurs as mortgages are pre-paid or refinanced which reduces the expected return of the security. If interest rates rise, the likelihood of prepayments decreases, resulting in extension risk. Since loans in a pool underlying a security are being prepaid at a slower rate, investors are unable to capitalize on higher interest rates because their investments are locked in at a lower rate for a longer period of time. A collateralized mortgage obligation (CMO) is a type of mortgage-backed security that creates separate pools of pass-through rates for different classes of bondholders with varying maturities, called tranches. The repayments from the pool of pass-through securities are used to retire the bonds in the order specified by the bonds' prospectus.

The System may invest in mortgage-backed securities to enhance fixed-income returns. The mortgage-backed securities are subject to credit risk, in that the borrower may be unable to meet its obligations.

NOTE 8 – CAPITAL ASSETS

Capital asset balances and activity as of and for the year ended June 30, 2024 is as follows:

	June 30, 2023	Additions	Deletions	June 30, 2024
Right-to-use office space	\$ 2,432,651	\$ -	\$ -	2,432,651
Computer equipment	1,005,835	525,887	-	1,531,722
Leasehold improvements	163,234	-	-	163,234
Office furniture and equipment	74,392	-	-	74,392
	3,676,112	525,887	-	4,201,999
Less: Accumulated depreciation and amortization	(2,040,038)	(506,511)	-	(2,546,549)
TOTAL	\$ 1,636,074	\$ 19,376	\$ -	1,655,450

The System is a lessee for a noncancellable lease of office space with lease terms through October 31, 2026.

There are no residual value guarantees included in the measurement of the System's lease liability nor recognized as an expense for the year ended June 30, 2024. The System does not have any commitments that were incurred at the commencement of the leases. The System is not subject to variable equipment usage payments. No termination penalties were incurred during the fiscal year as the System did not terminate any leases.

The future principal and interest lease payments for the office space as of June 30, 2024, were as follows:

YEAR ENDING JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2025	\$ 476,854	\$ 37,641	\$ 514,495
2026	505,869	18,038	523,907
2027	174,227	1,454	175,681
	\$ 1,156,950	\$ 57,133	\$ 1,214,083

NOTE 9 – POST EMPLOYMENT BENEFITS OTHER THAN PENSIONS

GENERAL INFORMATION ABOUT THE POST-EMPLOYMENT BENEFITS OTHER THAN PENSIONS TRUST

The Post-Employment Benefits Other Than Pensions Trust (HMEPS OPEB Trust) is a single employer plan and is administered by the System. It was established in 2019. Sec. 3(f) of the Pension Statute authorizes the pension board to establish and amend employee benefit terms and financing requirements. HMEPS OPEB Trust assets are held separate from the Pension Plan.

The long-term expected rate of return on HMEPS OPEB Trust investments was determined using a building-block method in which best-estimate ranges of future real rates of return are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

ASSET CLASS	TARGET ALLOCATION	LONG-TERM EXPECTED REAL RATE OF RETURN
Domestic equity – large cap	27.7%	2.8%
Domestic equity – small/mid cap	11.3%	3.0%
Non-US equity – developed	5.5%	3.8%
Non-US equity – emerging	3.3%	4.0%
US corporate bonds – core	35.8%	2.5%
US corporate bonds – high yield	2.2%	3.7%
US corporate bonds – short term	8.1%	2.0%
Real estate	2.5%	3.4%
Cash	3.6%	1.6%
TOTAL	100.00%	

BENEFITS PROVIDED

Retired employees of the System are eligible to receive retiree health care benefits, which include medical, prescription, dental and life insurance. An eligible retired employee is a person who has at least five (5) years of full-time service with the System and meets at least one of the conditions:

- Has retired due to disability.
- Age 62 or greater.
- Years of full-time service plus age is greater than or equal to 70.
- Employee is eligible to begin receiving a retirement pension within five years after the employee's termination of employment.

Spouses of retired employees are eligible to receive retiree health care benefits. HMEPS-paid coverage continues for surviving spouses of deceased retired members as provided under the health benefit plan until age 65.

Eligible children of retired System employees may receive retiree health care benefits. Eligible children include a natural child, a stepchild, an adopted child, a foster child or a child recognized under a medical child support order. The child must be under age 26 (except in the case of a disabled child). For the Preferred Provider Organization plan (PPO), the eligible retiree pays 25% of the retiree health insurance premium and the System pays the remaining 75% of retiree health care coverage. For the High Deductible Health Plan (HDHP), the retiree pays the lesser of: (1) the HDHP premium minus the net cost to the System of the PPO premium (PPO premium – PPO retiree contribution); or (2) 12.5% of the HDHP premium. Medicare retirees can elect coverage through a Medicare Supplemental plan that is fully-subsidized by HMEPS.

If an employee does not enter retirement directly after termination, the employee must be eligible to begin receiving a retirement pension within five (5) years of termination of System employment in order to be eligible for retiree health insurance. If the employee elects to continue coverage as a retiree within the 5-year window prior to receiving a retirement pension, the employee must pay 100% of the total premium owed until the earlier of the date the retiree reaches normal retirement eligibility or the date the retiree discontinues coverage.

Retired System employees and dependents are eligible for dental benefits.

Retired employees are insured for up to \$5,000 of Life Insurance. All other insurance under the policy, including Dependent Life Insurance, if any, ends on the last day of active employment. Retirees can continue coverage under the System's Plan until covered by Medicare, when the System's Plan becomes secondary. The premium for coverage continues at the same level as pre-Medicare.

SUMMARY OF MEMBERSHIP INFORMATION

As of June 30, 2024 and 2023, there were 15 retirees or beneficiaries receiving OPEB benefits, respectively. Active plan members were 22 as of June 30, 2024 and 2023, respectively.

CONTRIBUTIONS

The employer contributions are established by the System. The System's current intention is to contribute the plan's normal cost plus, as recommended by the System's actuary, an amount necessary to amortize any unfunded actuarial accrued liability (UAAL) over a period of 10 years. Employees are not required to contribute to the plan.

NET OPEB ASSET

The System's net OPEB asset was measured as of June 30, 2024, and the total OPEB asset used to calculate the net OPEB asset was determined by an actuarial valuation as of June 30, 2024.

ACTUARIAL ASSUMPTIONS AND METHODS

Valuation Date	June 30, 2024
Methods and Assumptions Actuarial Cost Method	Individual Entry Age Normal
Discount Rate	5.50%
Inflation	2.25%
Salary Increases	3.25% to 5.50%, including inflation
Demographic Assumptions	Based on the 2021 HMEPS experience study conducted for the pension plan.
Mortality	For healthy retirees, the gender-distinct Pub-2010 Amount-Weighted, Below-Median Income, General Employee, Healthy Retiree mortality tables with a 2-year set-forward are used. The rates are projected on a fully generational basis using the ultimate mortality improvement rates in the MP tables published through 2020 to account for future mortality improvements.
Health Care Trend Rates	Pre-65: Initial rate of 7.00% declining to an ultimate rate of 4.00% after 15 years; Post-65: Initial rate of 6.00% declining to an ultimate rate of 4.00% after 11 years.
Participation Rate	It was assumed that 100% of eligible retirees would choose to maintain their retiree health care benefits through HMEPS. Furthermore, 70% were assumed to elect two-person coverage.
Other Information	The pre-65 health care trend rates were updated to better reflect the plan's anticipated experience.

DISCOUNT RATE

Projected benefit payments are required to be discounted to their actuarial present values using a discount rate that reflects (1) a long-term expected rate of return on HMEPS OPEB Trust investments (to the extent that the plan's fiduciary net position is projected to be sufficient to pay benefits), and (2) a tax-exempt municipal bond rate based on an index of 20-year general obligation bonds with an average AA credit rating as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met). For purposes of this valuation, the expected rate of return on OPEB Trust investments is 5.50%; the municipal bond rate is 3.86% (based on the daily rate closest to but not later than the measurement date of the Fidelity "20-Year Municipal GO AA Index"); and the resulting single discount rate is 5.50%.

The schedule of changes in the net OPEB asset for the year ended June 30, 2024 is as follows:

	Total OPEB Liability	HMEPS OPEB Trust Fiduciary Net Position	Net OPEB Liability (Asset)
Beginning balance	\$ 4,311,370	\$ 9,399,582	\$ (5,088,212)
Changes for the year			
Service cost	139,882	-	139,882
Interest on the total OPEB liability	233,675	-	233,675
Difference between expected and actual experience	61,845	-	61,845
Net investment income	-	962,370	(962,370)
Benefit payments	(265,332)	(265,332)	-
Administrative expense	-	(52,889)	52,889
Net changes	170,070	644,149	(474,079)
Ending balance	\$ 4,481,440	\$ 10,043,731	\$ (5,562,291)

SENSITIVITY OF NET OPEB ASSET TO THE SINGLE DISCOUNT RATE ASSUMPTION

Regarding the sensitivity of the net OPEB asset to changes in the discount rate, the following presents the HMEPS OPEB Trust's net OPEB asset calculated using a discount rate of 5.50% in 2024 and 5.50% in 2023, as well as what the trust's net OPEB asset would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher:

YEARS ENDED JUNE 30,	1% DECREASE 4.50%	CURRENT SINGLE RATE ASSUMPTION 5.50%	1% INCREASE 6.50%
2024	\$ 5,021,576	\$ 5,562,291	\$ 6,016,968
2023	\$ 4,562,835	\$ 5,088,212	\$ 5,529,956

SENSITIVITY OF NET OPEB ASSET TO THE HEALTHCARE COST TREND RATE ASSUMPTION

Regarding the sensitivity of the net OPEB asset to changes in the healthcare cost trend rates, the following presents the trust's net OPEB asset, calculated using the assumed trend rates as well as what the trust's net OPEB asset would be if it were calculated using a trend rate that is one percentage point lower or one percentage point higher:

YEARS ENDED JUNE 30,	1% DECREASE	HEALTHCARE COST TREND RATE ASSUMPTION	1% INCREASE
2024	\$ 6,112,643	\$ 5,562,291	\$ 4,891,874
2023	\$ 5,589,003	\$ 5,088,212	\$ 4,479,900

OPEB INCOME AND DEFERRED INFLOWS AND OUTFLOWS OF RESOURCES RELATED TO OPEB

For the year ended June 30, 2024, the System recognized OPEB income of \$722,032. At June 30, 2024, the System reported deferred outflows of resources and deferred inflows of resources related to the HMEPS OPEB Trust from the following sources:

	DEFERRED OUTFLOWS	DEFERRED INFLOWS
Changes in assumptions	\$ 89,415	\$ 134,468
Differences between expected and actual experiences	51,785	571,990
TOTAL	\$ 141,200	\$ 706,458

At June 30, 2023, the System reported deferred outflows of resources and deferred inflows of resources related to the HMEPS OPEB Trust from the following sources:

	DEFERRED OUTFLOWS	DEFERRED INFLOWS
Changes in assumptions	\$ 127,276	\$ 602,132
Differences between expected and actual experiences	441,991	780,349
TOTAL	\$ 569,267	\$ 1,382,481

Amounts reported as deferred outflows and inflows of resources related to the Trust will be recognized in OPEB income as follows:

YEARS ENDING JUNE 30,	NET DEFERRED OUTFLOWS (INFLOWS)
2025	\$ (365,457)
2026	141,136
2027	(230,413)
2028	(113,617)
2029	3,090
TOTAL	\$ (565,261)

NOTE 10 – DEFERRED COMPENSATION PLAN

The System offers its employees a deferred compensation plan (DCP) created in accordance with Internal Revenue Code Section 457. The DCP, available to all full-time employees of the System, permits employees to defer a portion of their salary until future years. Distributions from the DCP are not available to employees until termination, retirement, death or unforeseeable emergency. The DCP has a third-party administrator, Empower Retirement, and the cost of administration and funding is borne by the DCP participants. Amounts deferred are held in trust by Empower Retirement and, since the System has no fiduciary responsibility for the DCP, these amounts are not reflected in the accompanying financial statements in accordance with GASB Statement No. 97, *Certain Component Unit Criteria, and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans—an amendment of GASB Statements No. 14 and No. 84, and a supersession of GASB Statement No. 32.*

NOTE 11 – COMMITMENTS

As described in Note 1, DROP participants eligible to receive a DROP benefit distribution may elect to receive the distribution in a lump-sum, partial distribution, in substantially equal periodic payments over a period of time approved by the Board, or in a combination of a lump-sum followed by substantially equal periodic payments over a period of time approved by the Board until the balance of the DROP Benefit is depleted. The DROP benefit is not available to a DROP participant until such participant's employment with the City or the System has terminated and the participant has made a DROP distribution election. As of June 30, 2024 and 2023, the balances of the DROP accounts subject to distribution were \$410,785,503 and \$443,149,881 respectively. In addition, terminated Group D members who have contributed to the Group D Cash Balance account are eligible to receive, upon request, their balance. The Cash Balance account distribution includes interest if the member has paid into the Cash Balance account for at least one year.

NOTE 12 – RISKS AND UNCERTAINTIES

The System invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, foreign currency, liquidity and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such change could materially affect the amounts in the System's financial statements.

The City's contribution rates are made and the actuarial information disclosed are based on certain assumptions pertaining to interest rates, inflation rates and participant demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the basic financial statements.

**REQUIRED SUPPLEMENTARY
INFORMATION**

SCHEDULE 1: SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

	YEARS ENDED JUNE 30,				
	2024	2023	2022	2021	2020
TOTAL PENSION LIABILITY					
Service cost	\$ 88,999,168	\$ 85,184,373	\$ 82,080,381	\$ 78,564,476	\$ 77,819,448
Interest on the total pension liability	389,085,900	381,016,497	371,952,435	363,611,089	356,429,609
Benefit changes	-	-	-	-	-
Difference between expected and actual experience	(5,778,919)	6,279,089	26,472,897	(20,427,373)	(28,865,542)
Assumption changes	-	-	(29,515,658)	-	-
Benefit payments	(356,914,583)	(334,858,915)	(327,772,924)	(314,149,632)	(308,002,053)
Refunds	(1,340,852)	(989,973)	(1,132,782)	(402,017)	(649,551)
NET CHANGE IN TOTAL PENSION LIABILITY	114,050,714	136,631,071	122,084,349	107,196,543	96,731,911
TOTAL PENSION LIABILITY, beginning	5,698,777,055	5,562,145,984	5,440,061,635	5,332,865,092	5,236,133,181
TOTAL PENSION LIABILITY, ending (a)	\$ 5,812,827,769	\$ 5,698,777,055	\$ 5,562,145,984	\$ 5,440,061,635	\$ 5,332,865,092
PLAN FIDUCIARY NET POSITION					
Employer contributions	\$ 212,959,245	\$ 204,895,256	\$ 197,340,533	\$ 184,762,098	\$ 176,430,316
Employee contributions	34,644,922	34,599,540	32,654,590	33,324,738	32,581,955
Net investment income (loss)	403,867,103	221,363,659	189,389,667	1,084,387,848	(115,165,538)
Benefit payments	(356,914,583)	(334,858,915)	(327,772,924)	(314,149,632)	(308,002,053)
Refunds	(1,340,852)	(989,973)	(1,132,782)	(402,017)	(649,551)
Administrative expenses	(6,045,655)	(5,634,544)	(5,680,931)	(3,110,719)	(4,891,025)
Other	656,594	619,545	465,948	486,833	484,351
NET CHANGE IN PLAN FIDUCIARY NET POSITION	287,826,774	119,994,568	85,264,101	985,299,149	(219,211,545)
PLAN FIDUCIARY NET POSITION, beginning	4,072,345,338	3,952,350,770	3,867,086,669	2,881,787,520	3,100,999,065
PLAN FIDUCIARY NET POSITION, ending (b)	\$ 4,360,172,112	\$ 4,072,345,338	\$ 3,952,350,770	\$ 3,867,086,669	\$ 2,881,787,520
CITY'S NET PENSION LIABILITY, ending (a) - (b)	\$ 1,452,655,657	\$ 1,626,431,717	\$ 1,609,795,214	\$ 1,572,974,966	\$ 2,451,077,572
PLAN FIDUCIARY NET POSITION AS A PERCENTAGE OF TOTAL PENSION LIABILITY	75.01%	71.46%	71.06%	71.09%	54.04%
COVERED PAYROLL	\$ 748,521,180	\$ 710,461,828	\$ 678,350,255	\$ 642,917,152	\$ 625,055,807
CITY'S NET PENSION LIABILITY AS A PERCENTAGE OF COVERED PAYROLL	194.07%	228.93%	237.31%	244.66%	392.14%

2022 – The assumption changes consist of changes in the mortality tables used in the most recent actuarial valuation.

2017 – The assumption changes consist of changes in the investment rate of return from 8.00% in 2016 to 7.00% in 2017, and changes to the inflation rate and salary increases assumptions. Benefit changes consisted of spousal survivor benefits, adjustment to the cost-of-living calculation, DROP interest rates, and employee contribution rates.

2016 – The assumption changes consist of changes in the investment rate of return from 8.50% in 2015 to 8.00% in 2016, and changes to the inflation rate and salary increase assumptions.

SCHEDULE 1: SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS (CONTINUED)

	YEARS ENDED JUNE 30,				
	2019	2018	2017	2016	2015
TOTAL PENSION LIABILITY					
Service cost	\$ 77,175,080	\$ 78,148,819	\$ 75,960,564	\$ 68,968,481	\$ 59,465,512
Interest on the total pension liability	349,592,612	341,276,247	331,166,519	379,781,300	363,639,884
Benefit changes	-	-	(724,683,000)	-	-
Difference between expected and actual experience	(11,538,432)	19,157,801	(38,387,084)	(16,194,133)	(22,057,834)
Assumption changes	-	-	562,237,000	324,938,905	-
Benefit payments	(291,060,500)	(283,928,131)	(280,455,603)	(253,178,363)	(234,954,625)
Refunds	(1,393,772)	(806,722)	(718,176)	(1,105,306)	(1,549,404)
NET CHANGE IN TOTAL PENSION LIABILITY	122,774,988	153,848,014	(74,879,780)	503,210,884	164,543,533
TOTAL PENSION LIABILITY, beginning	5,113,358,193	4,959,510,179	5,034,389,959	4,531,179,075	4,366,635,542
TOTAL PENSION LIABILITY, ending (a)	\$ 5,236,133,181	\$ 5,113,358,193	\$ 4,959,510,179	\$ 5,034,389,959	\$ 4,531,179,075
PLAN FIDUCIARY NET POSITION					
Employer contributions	\$ 176,261,043	\$ 421,561,725	\$ 182,557,829	\$ 159,958,607	\$ 145,007,059
Employee contributions	32,536,529	27,904,931	15,901,600	15,873,664	16,198,216
Net investment income	200,444,575	231,815,128	290,910,717	27,639,567	73,370,310
Benefit payments	(291,060,500)	(283,928,131)	(280,455,603)	(253,178,363)	(234,954,625)
Refunds	(1,393,772)	(806,722)	(718,176)	(1,105,306)	(1,549,404)
Administrative expenses	(5,362,929)	(6,441,960)	(6,826,559)	(7,360,139)	(7,007,422)
Other	709,841	(3,905,411)	1,271,670	1,651,651	1,040,548
NET CHANGE IN PLAN FIDUCIARY NET POSITION	112,134,787	386,199,560	202,641,478	(56,520,319)	(7,895,318)
PLAN FIDUCIARY NET POSITION, beginning	2,988,864,278	2,602,664,718	2,400,023,240	2,456,543,559	2,464,438,877
PLAN FIDUCIARY NET POSITION, ending (b)	\$ 3,100,999,065	\$ 2,988,864,278	\$ 2,602,664,718	\$ 2,400,023,240	\$ 2,456,543,559
CITY'S NET PENSION LIABILITY, ending (a) - (b)	\$ 2,135,134,116	\$ 2,124,493,915	\$ 2,356,845,461	\$ 2,634,366,719	\$ 2,074,635,516
PLAN FIDUCIARY NET POSITION AS A PERCENTAGE OF TOTAL PENSION LIABILITY	59.22%	58.45%	52.48%	47.67%	54.21%
COVERED PAYROLL	\$ 614,451,273	\$ 611,493,104	\$ 604,895,264	\$ 640,528,652	\$ 624,205,549
CITY'S NET PENSION LIABILITY AS A PERCENTAGE OF COVERED PAYROLL	347.49%	347.43%	389.63%	411.28%	332.36%

SCHEDULE 2: SCHEDULE OF CONTRIBUTIONS – PENSION PLAN

Years Ended June 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2024	\$ 209,429,596	\$ 212,959,245	\$ (3,529,649)	\$ 748,521,180	28.45%
2023	202,011,640	204,895,256	(2,883,616)	710,461,828	28.84%
2022	195,296,129	197,340,533	(2,044,404)	678,350,255	29.09%
2021	188,294,708	184,762,098	3,532,610	642,917,152	28.74%
2020	182,950,467	176,430,316	6,520,151	625,055,807	28.23%
2019	178,256,312	176,261,043	1,995,269	614,451,273	28.69%
2018	423,989,344*	421,561,725*	2,427,619	611,493,104	68.94%
2017	184,732,840	182,557,829	2,175,011	604,895,264	30.18%
2016	162,229,984	159,958,607	2,271,377	640,528,652	24.97%
2015	155,299,296	145,007,059	10,292,237	224,205,549	23.23%

* The Actuarially Determined Contribution and the Actual Contribution includes the Pension Obligation Bond proceeds of \$250 million.

SCHEDULE 3: SCHEDULE OF INVESTMENT RETURNS – PENSION PLAN

Years Ended June 30,	Annual Return
2024	9.75%
2023	6.06%
2022	5.03%
2021	38.61%
2020	-3.72%
2019	6.20%
2018	8.72%
2017	12.18%
2016	0.90%
2015	3.47%

The annual money-weighted rate of return is presented net of investment expenses.

NOTES TO PENSION PLAN: REQUIRED SUPPLEMENTARY INFORMATION YEAR ENDED JUNE 30, 2024

The required employer contributions and percent of those contributions actually made are presented in Schedule 2. Additional information as of the latest actuarial valuation is presented in the table below.

Valuation Date: July 1, 2023

NOTES: Actuarially determined contribution rates are calculated as of July 1, which is 12 months prior to the beginning of the fiscal year in which they are contributed. The assumptions shown below apply to the Actuarially Determined Employer Contribution for fiscal year 2024 which was determined by the July 1, 2023 actuarial valuation. These assumptions are not the same as those used to determine the Net Pension Liability as of June 30, 2024.

METHODS AND ASSUMPTIONS USED TO DETERMINE CONTRIBUTION RATES

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Percentage of Payroll, Open (see notes)
Remaining Amortization Period	24 Years
Asset Valuation Method	5-year smoothed market, direct offset of deferred gains and losses
Inflation	2.25%
Salary Increases	3.25% to 5.50% including inflation
Investment Rate of Return	7.00%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2021 valuation pursuant to an experience study of the period 2015 – 2020.
Mortality	PUB-2010 Mortality Table, Amount weighted, Below-Median Income, with a 2-year set forward. The rates are then projected on a fully generational basis by the long-term rates of improvement of MP-2020.
Other Information	The actuarially determined contribution includes the Legacy Liability payment as specified by the July 1, 2016 Risk Sharing Valuation Study and a calculated employer rate equal to the normal cost and the amortization of any new unfunded liabilities over a closed 30 year period from the valuation date the liability base was created.

SCHEDULE 4: SCHEDULE OF CHANGES IN NET OPEB (ASSET) LIABILITY AND RELATED RATIOS

	FISCAL YEARS ENDED JUNE 30,					
	2024	2023	2022	2021	2020	2019
TOTAL OPEB LIABILITY						
Service cost	\$ 139,882	\$ 139,240	\$ 127,908	\$ 171,320	\$ 169,765	\$ 300,656
Interest on the total OPEB liability	233,675	263,931	269,280	379,793	397,308	301,552
Changes of benefit terms	-	-	-	(1,696,364)	-	-
Difference between expected and actual experience	61,845	(732,521)	1,144	(444,806)	(4,597)	117,646
Changes of assumptions	-	41,521	153,588	-	(639,768)	(2,162,853)
Benefit payments	(265,332)	(259,861)	(233,825)	(226,418)	(204,375)	(195,451)
NET CHANGE IN TOTAL OPEB LIABILITY	170,070	(547,690)	318,095	(1,816,475)	(281,667)	(1,638,450)
TOTAL OPEB LIABILITY, beginning	4,311,370	4,859,060	4,540,965	6,357,440	6,639,107	8,277,557
TOTAL OPEB LIABILITY, ending (a)	\$ 4,481,440	\$ 4,311,370	\$ 4,859,060	\$ 4,540,965	\$ 6,357,440	\$ 6,639,107
PLAN FIDUCIARY NET POSITION						
Employer contributions	\$ -	\$ -	\$ -	\$ 174,900	\$ 169,765	\$ 8,473,008
Net investment income (loss)	962,370	610,904	(1,186,966)	2,063,029	262,978	113,972
Benefit payments	(265,332)	(259,861)	(233,825)	(226,418)	(204,375)	(195,451)
Administrative expenses	(52,889)	(50,202)	(56,363)	(50,330)	-	-
Other	-	-	-	(89)	(5,094)	-
NET CHANGE IN PLAN FIDUCIARY NET POSITION	644,149	300,841	(1,477,154)	1,961,092	223,274	8,391,529
PLAN FIDUCIARY NET POSITION, beginning	9,399,582	9,098,741	10,575,895	8,614,803	8,391,529	-
PLAN FIDUCIARY NET POSITION, ending (b)	\$ 10,043,731	\$ 9,399,582	\$ 9,098,741	\$ 10,575,895	\$ 8,614,803	\$ 8,391,529
SYSTEM'S NET OPEB (ASSET) LIABILITY, ending (a) - (b)	\$ (5,562,291)	\$ (5,088,212)	\$ (4,239,681)	\$ (6,034,930)	\$ (2,257,363)	\$ (1,752,422)
PLAN FIDUCIARY NET POSITION AS A PERCENTAGE OF TOTAL OPEB LIABILITY						
	224.12%	218.02%	187.25%	232.90%	135.51%	126.40%
COVERED EMPLOYEE PAYROLL	\$ 2,522,535	\$ 2,404,645	\$ 2,324,574	\$ 2,230,751	\$ 2,195,389	\$ 1,968,659
SYSTEM'S NET OPEB (ASSET) LIABILITY AS A PERCENTAGE OF COVERED EMPLOYEE PAYROLL	-220.50%	-211.60%	-182.39%	-270.53%	-102.82%	-89.02%

NOTES TO SCHEDULE:

2023 – The pre-65 health care trend rates were updated to better reflect the plan’s anticipated experience.

2022 – Changes of assumptions reflect the discount rate change from 6.00% as of June 30, 2021 to 5.50% as of June 30, 2022. Additionally, the demographic and salary increase assumptions were updated to reflect the 2021 HMEPS experience study.

2021 – Changes of benefit terms reflect offering a fully-subsidized Medicare Supplemental plan to eligible retirees.

2020 – Changes of assumptions reflect the removal of the liability associated with the “Cadillac Tax.”

2019 – Changes of assumptions reflect the change in the discount rate from 3.62% to 6.00% and a slightly updated healthcare trend assumption.

Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

SCHEDULE 5: SCHEDULE OF CONTRIBUTIONS – HMEPS OPEB TRUST

Years Ended June 30,	Actuarially Determined Contribution*	Actual Contribution	Contribution Deficiency (Excess)	Covered Employee Payroll	Actual Contribution as a % of Covered Payroll
2024	\$ -	-	\$ -	\$ 2,522,535	0.00%
2023	-	-	-	2,404,645	0.00%
2022	-	-	-	2,324,574	0.00%
2021	-	174,900	(174,900)	2,230,751	7.84%
2020	-	169,765	(169,765)	2,195,389	7.73%
2019	-	-	-	-	0.00%

Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

*Due to the size of the asset surplus on the measurement dates of the 2021 and 2023 valuations, the Actuarially Determined Contribution (ADC) for fiscal years 2020 – 2024 was \$0. The OPEB trust was established in fiscal year ending June 30, 2019. Therefore, no formal (ADC) was developed for 2019.

METHODS AND ASSUMPTIONS USED TO DETERMINE CONTRIBUTION RATES

Actuarial Cost Method	Individual Entry-Age Normal
Inflation	2.25%
Investment Rate of Return	6.00%, net of investment expenses, including inflation of 2.25%
Salary Increases	3.25% to 5.50% including inflation.
Demographic Assumptions	Based on the experience study covering the five-year period ending June 30, 2014 as conducted for the pension plan.
Mortality	For healthy retirees, the gender-distinct RP-2000 Combined Healthy Mortality Tables with Blue Collar Adjustment. Male rates are multiplied by 125% and female rates multiplied by 112%. The rates are projected on a fully generational basis by Scale BB to account for future mortality improvements.
Healthcare Cost Trend Rates	Pre-65: Initial rate of 6.80% declining to an ultimate rate of 4.00% after 13 years; Post-65: Initial rate of 6.20% declining to an ultimate rate of 4.00% after 13 years.
Participation Rates	It was assumed that 100% of eligible retirees would choose to maintain their retiree health care benefits through HMEPS. Furthermore, 70% were assumed to elect two-person coverage.
Other Information:	None
Notes	The investment rate of return was lowered to 5.50%, for funding purposes, effective June 30, 2022. However, that will not impact the actuarially determined contribution until fiscal year 2025.

The actuarial assumptions which are specific to the OPEB valuation are reviewed during each valuation and adjusted when deemed necessary. There were no assumption changes for this valuation.

SCHEDULE 6: SCHEDULE OF INVESTMENT RETURNS – HMEPS OPEB TRUST

Years Ended June 30,	Annual Money-Weighted Rate of Return
2024	10.14%
2023	6.68%
2022	-11.22%
2021	23.96%
2020	3.62%

The annual money-weighted rate of return is presented net of investment fees.

*Because the initial trust deposit was made in June 2019, no annual rate of return was calculated. Annualizing the returns for a partial month would not provide a reasonable representation of the annual return associated with the investment policy.

Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

SUPPLEMENTARY INFORMATION

SCHEDULE 7: INVESTMENT SUMMARY

	JUNE 30, 2024		
	COST	FAIR VALUE	UNREALIZED APPRECIATION (DEPRECIATION)
Absolute return	\$ 9,345,107	\$ 3,266,142	\$ (6,078,965)
Fixed income	218,904,379	212,479,543	(6,424,836)
Global equity	915,969,941	1,359,069,596	443,099,655
Inflation-Linked	583,288,917	881,591,464	298,302,547
Private credit	111,618,962	168,039,657	56,420,695
Private equity	466,750,833	1,161,588,716	694,837,883
Real estate	296,872,406	419,421,609	122,549,203
Securities lending collateral arrangements	37,632,318	37,632,318	-
Short-term investments	109,519,042	109,519,042	-
TOTAL INVESTMENTS	\$ 2,749,901,905	\$ 4,352,608,087	\$ 1,602,706,182

	JUNE 30, 2023		
	COST	FAIR VALUE	UNREALIZED APPRECIATION (DEPRECIATION)
Absolute return	\$ 79,625,917	\$ 133,374,087	\$ 53,748,170
Fixed income	233,604,602	223,977,859	(9,626,743)
Global equity	856,481,249	1,156,331,911	299,850,662
Inflation-Linked	477,857,376	681,144,478	203,287,102
Private credit	104,406,447	152,323,590	47,917,143
Private equity	471,235,419	1,151,362,803	680,127,384
Real estate	281,697,050	406,774,041	125,076,991
Securities lending collateral arrangements	61,028,944	61,028,944	-
Short-term investments	115,072,237	115,072,237	-
TOTAL INVESTMENTS	\$ 2,681,009,241	\$ 4,081,389,950	\$ 1,400,380,709

Space and cost restrictions make it impractical to print the entire investment portfolio in this report. A portfolio listing is available for review at the System's office by appointment, upon request.

SCHEDULE 8: INVESTMENT EXPENSES, PROFESSIONAL SERVICES, AND ADMINISTRATIVE EXPENSES

	Year ended June 30,	
	2024	2023
INVESTMENT EXPENSE		
Custodial services*	\$ 339,637	\$ 812,467
Investment management services*	7,635,209	6,947,718
Consulting services*	834,000	879,833
Legal services*	38,940	44,143
Office and other operating costs	132,557	97,660
Other investment expenses	1,138,020	1,190,330
TOTAL INVESTMENT EXPENSES	\$ 10,118,363	\$ 9,972,151
PROFESSIONAL SERVICES		
Actuarial services*	\$ 78,395	\$ 87,419
Auditing*	40,500	59,000
Legal services*	27,507	82,518
Information technology consulting services*	600,270	595,602
Government representation*	366,310	360,560
Other professional services*	13,790	37,470
TOTAL PROFESSIONAL SERVICES	\$ 1,126,772	\$ 1,222,569
ADMINISTRATION EXPENSES		
Office and other operating costs	\$ 1,939,470	\$ 890,168
Insurance costs	307,758	305,503
Cost of staff and benefits	3,393,688	3,837,891
OPEB income	(722,032)	(621,587)
TOTAL ADMINISTRATION EXPENSES	\$ 4,918,884	\$ 4,411,975

*See details on next page.

SCHEDULE 9: SUMMARY OF COSTS OF INVESTMENT AND PROFESSIONAL SERVICES

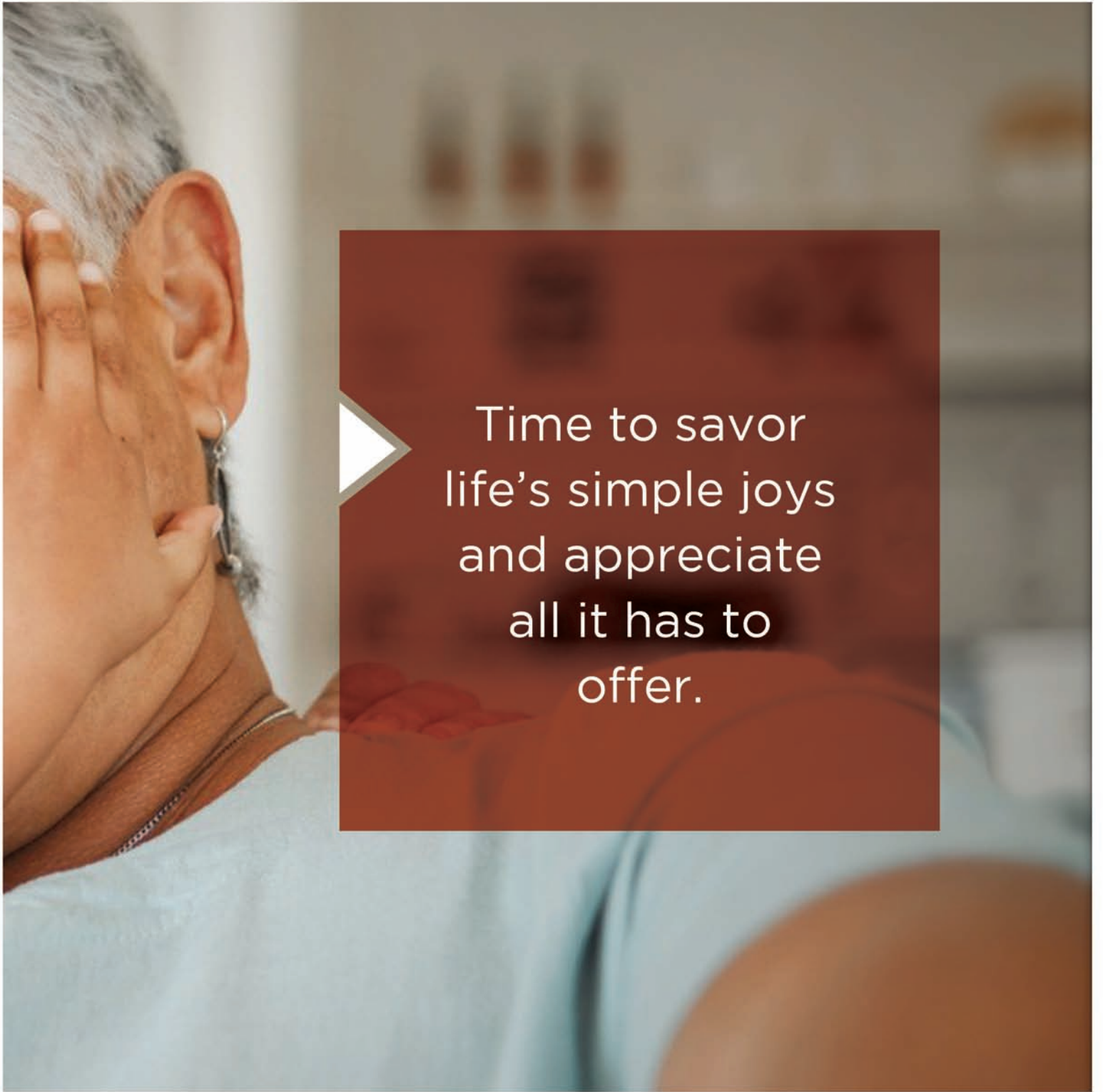
INVESTMENT EXPENSES			PROFESSIONAL SERVICES		
	YEAR ENDED JUNE 30,			YEAR ENDED JUNE 30,	
	2024	2023		2024	2023
INVESTMENT MANAGER FEES			ACTUARY		
Baillie Gifford International LLC	\$ 199,113	\$ 184,330	Gabriel, Roeder, Smith & Co.	\$ 78,395	\$ 87,419
Baillie Gifford Overseas Ltd.	448,083	528,578	AUDITING		
BlackRock	233,889	210,017	Moss Adams LLP	\$ 40,500	\$ 59,000
Cohen & Steers Capital Management, Inc.	407,538	376,711	LEGAL SERVICES		
DePrince, Race and Zollo, Inc.	542,924	478,043	Baker Botts, LLP	\$ 11,172	\$ 59,227
Globeflex Capital, LP	328,568	294,693	Ice Miller, LLP	11,060	-
Invesco	516,327	574,631	Jackson Walker, LLP	5,275	17,531
Loomis, Sayles and Company, LP	-	35,917	Locke Lord LLP	-	5,760
Loop Capital LLC (formerly Smith Graham & Company)	221,829	256,876	TOTAL	\$ 27,507	\$ 82,518
Neumeier Investment Counsel, LLC	977,400	893,333	INFORMATION TECHNOLOGY SERVICES		
Polen Capital Credit, LLC	667,680	519,728	Segal Consulting	\$ 600,000	\$ 595,602
Pugh Capital Management	172,104	170,294	Centre Technologies, Inc.	270	-
Salient Capital Advisors, LLC	-	311,082	TOTAL	\$ 600,270	\$ 595,602
Schroder Investment Management	262,476	211,888	GOVERNMENTAL REPRESENTATION		
State Street Global Advisors	350,405	388,412	HillCo Partners, LLC	\$ 102,000	102,000
T. Rowe Price Associates, Inc.	516,667	368,526	Locke Lord LLP	\$ 222,310	234,060
Tortoise Capital Advisors	996,797	798,259	Harris Law Firm	42,000	24,500
Westwood Management Corp.	784,645	346,400	TOTAL	\$ 366,310	\$ 360,560
UBS Global Asset	8,764	-	OTHER PROFESSIONAL SERVICES		
TOTAL	\$ 7,635,209	\$ 6,947,718	Edge Accountants and Advisors, LC	\$ -	\$ 4,125
CUSTODIAL SERVICES			Exam Coordinators Network	1,790	845
State Street Bank and Trust Company	\$ 339,637	\$ 812,467	KLM Public Affairs, LLC	12,000	32,500
INVESTMENT CONSULTING FEES			TOTAL	\$ 13,790	\$ 37,470
Wilshire Associates, Incorporated	\$ 284,000	\$ 284,000			
Cliffwater LLC	550,000	595,833			
TOTAL	\$ 834,000	\$ 879,833			
LEGAL SERVICES (INVESTMENT)					
DLA Piper LLP	\$ 13,132	\$ 369			
Locke Lord LLP	25,807	43,774			
TOTAL	\$ 38,939	\$ 44,143			

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INVESTMENTS

- SECTION 3 -





Time to savor
life's simple joys
and appreciate
all it has to
offer.



HMEPS
HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM

The Board of Trustees (“Board”) of the Houston Municipal Employees Pension System (“System”) has adopted an Investment Policy Statement (“IPS”) as a framework for the investment of the System’s assets. The authority to amend the IPS rests solely with the Board. The following provides an outline of the IPS.

PURPOSE

The IPS assists the Board in its role as fiduciary for the System’s investments by: a) specifying the Board’s expectations, objectives and guidelines for the System, b) clarifying the responsibilities of the Board, the staff, the consultants and vendors, c) setting forth an investment structure for managing the portfolio, d) encouraging effective communications, and e) establishing criteria to select, remove, monitor and evaluate performance of investment managers and vendors on a regular basis.

INVESTMENT OBJECTIVES

The investment objective of the total portfolio is to produce an annualized investment return over the long term that exceeds the actuarial return rate assumption for the System. This will help the Board to achieve its overall objective of providing adequate retirement benefits to the members of the System.

The System’s investment performance is compared to a policy portfolio comprised of market indices, which are consistent with the overall investment policy. The policy portfolio reflects a passive implementation of the target investment policy. Effective July 1, 2023, the Board approved an updated asset allocation for the System’s investment portfolio, along with an updated policy portfolio.

The System’s investment performance is also evaluated by comparing it to a group of its public fund peers. The public pension fund universe used for comparative purposes is the Wilshire TUCS Master Trusts – Public Universe.

ASSET ALLOCATION

The System’s asset allocation provides an efficient mix of assets that is designed to provide a return profile that is consistent with the System’s long-term portfolio risk and return objectives. The Board periodically undertakes strategic studies to address the appropriateness of asset classes to be considered for inclusion in the target asset allocation, and to define the targeted percentage to each asset class to achieve the desired level of diversification.

The System’s current asset allocation became effective July 1, 2023. This Investment Section reflects the asset allocation in effect during FY 2024.

DIVERSIFICATION

The System invests in six major asset classes (Global Equities, Fixed Income, Real Estate, Private Credit, Private Equity, and Inflation-Linked) as a method to maximize overall fund diversification. Further, the System engages the services of numerous professional investment managers (including in both public markets and private partnerships) with demonstrated skills and expertise in managing portfolios within each asset class. The managers retained are expected to utilize varied investment approaches that, when combined, will exhibit return characteristics that are similar to the asset class proxy utilized in the strategic asset allocation plan. As of June 30, 2024, the System utilized 88 investment managers, several of which manage multiple mandates. Cash inflows and outflows are directed within the targeted asset class to the various managers so that actual characteristics of the portfolio will be consistent with the strategic plan. Excluding passive strategies, no investment manager is permitted to manage more than 20% of the fair value of the System’s assets.

REBALANCING

The IPS requires a periodic adjustment, or rebalancing, of assets be made to ensure conformance with policy target levels. Such rebalancing is necessary to reflect sizable cash flows and performance imbalances among the various asset classes that may occur over time. During fiscal year 2024, Staff directed the rebalancing of assets within the asset allocation targets in response to market dynamics and the System’s liquidity needs.

INVESTMENT MANAGER GUIDELINES – PUBLIC MARKETS

Investment managers are subject to guidelines and objectives incorporated in the investment management agreements entered into by the Board and the respective investment managers. Investment managers are expected to perform their fiduciary duties as prudent people skilled in such matters and, further, are expected

to comply with all applicable State and Federal statutes governing the investment of retirement funds. Within the context of the guidelines, investment managers have full discretion with respect to the purchase and sale of individual securities and portfolio weightings. Portfolios are to be managed in a manner similar to other portfolios within an organization with similar guidelines and performance objectives.

The Board requires that all investment managers seek best execution for all trades ordered on behalf of the System.

MANAGER EVALUATION

Managers of portfolios are evaluated quarterly against predetermined benchmarks such as an appropriate market index or a comparable peer group. All public market managers are required to provide written reports to HMEPS outlining actions taken within their respective portfolios and the portfolio's investment performance. In addition, System personnel and professional consultants engaged by the Board monitor managers' performance, material changes in the managers' organization and conformity with their guidelines and objectives.

Managers who do not meet expectations will be placed on probation (for public market managers) or watchlist (for private market managers). Staff and the consultant will increase monitoring of these managers, evaluating factors such as changes in the assets in the portfolio, changes in investment style, peer universe ranking and others.

INVESTMENT PERFORMANCE EVALUATION

The Board reviews System investment performance on a periodic basis to evaluate conformity to the goals and objectives established in the strategic plan. The Board recognizes that financial markets from time to time may not support attainment of those goals and objectives. During such times, progress toward conformity is evaluated by comparing the System's performance to the policy portfolio and to the Wilshire TUCS Master Trusts – Public Universe. Investment results are calculated using a time-weighted rate of return.

PROXY VOTING

The Board authorizes each investment manager to vote all proxies relating to securities held on behalf of the System. Each manager is expected to promptly vote all proxies and related actions in a manner consistent with the long-term best interests of the System and its participants and beneficiaries. Each investment manager is required to keep detailed records of all voting of proxies and related actions and to comply with all related regulatory obligations. The System's management staff periodically reviews each investment manager's policies and actions with respect to proxy voting.

INVESTMENT

LONG-TERM RESULTS

The 10-year period ended June 30, 2024 encompassed the 2020-2022 Covid pandemic and recovery followed by geopolitical volatility in the wake of the Russian invasion of Ukraine. These catalysts have produced volatile returns for financial markets as a whole.

As shown in the investment results (Table 2), HMEPS' total fund performance compares very favorably to the median public fund, as represented by the Wilshire TUCS Master Trusts – Public Universe. Over the three-, five- and ten-year periods, HMEPS is in the top 5% of funds in the Wilshire TUCS Master Trusts – Public Universe. Due to the diversification of assets, the System's 5-year annualized return is 11.1%. The 10-year return stands at 8.9%.

FISCAL YEAR 2024 RESULTS

For the fiscal year ended June 30, 2024, the System's investment portfolio returned 10.5%.

The Investment Section was written by Chief Investment Officer Gregory Brunt, CFA, and Financial Analyst Mary Truong.

TABLE 1: ASSET ALLOCATION SUMMARY

Periods ending June 30, 2024

Asset Class	Assets		Performance			
	(\$ Millions)	(%)	1 Yr.	3 Yrs.	5 Yrs.	10 Yrs.
Total Global Equity	1,380.5	31.8	14.1%	3.0%	8.4%	7.5%
Global Equity Policy ¹			16.0%	4.2%	9.0%	7.9%
Global Low Volatility Equity	303.3	7.0	9.6%	3.0%	5.1%	7.2%
MSCI ACWI Min Vol (Net)			9.1%	2.6%	4.7%	6.8%
Domestic Equity	631.5	14.5	20.3%	7.9%	12.6%	10.9%
Wilshire 5000			23.2%	8.4%	14.4%	12.4%
International Equity	445.7	10.3	9.0%	-3.3%	5.2%	3.9%
MSCI ACWI ex US (Net)			11.6%	0.5%	5.5%	3.8%
Global Fixed Income	229.1	5.3	7.4%	-0.1%	2.8%	3.4%
Global Fixed Income Policy ²			6.5%	-0.7%	1.8%	2.8%
Real Estate	418	9.6	-0.3%	6.0%	6.1%	8.1%
NCREIF Property			-5.5%	2.3%	3.4%	6.1%
Private Equity	1,157.6	26.7	5.2%	6.8%	15.7%	14.3%
S&P 500 + 3%			27.6%	13.0%	18.0%	15.9%
Inflation Linked	886.9	20.4	22.3%	21.5%	14.5%	6.3%
CPI + 4%			7.0%	9.0%	8.2%	6.8%
Private Credit	168.0	3.9	7.9%	9.1%	10.7%	n/a
CSFB Leveraged Loan Index			11.0%	6.0%	5.4%	n/a
Cash / Liquidation	99.7	2.3	n/a	n/a	n/a	n/a
Total Fund	4,339.8	100.0	10.5%	7.3%	11.1%	8.9%
Policy Benchmark			12.3%	6.4%	9.1%	7.9%
Median of Wilshire Public Fund Universe/TUCS ³			52 (104)	1 (91)	1 (84)	3 (72)

Please note that numbers may not add to 100% due to rounding

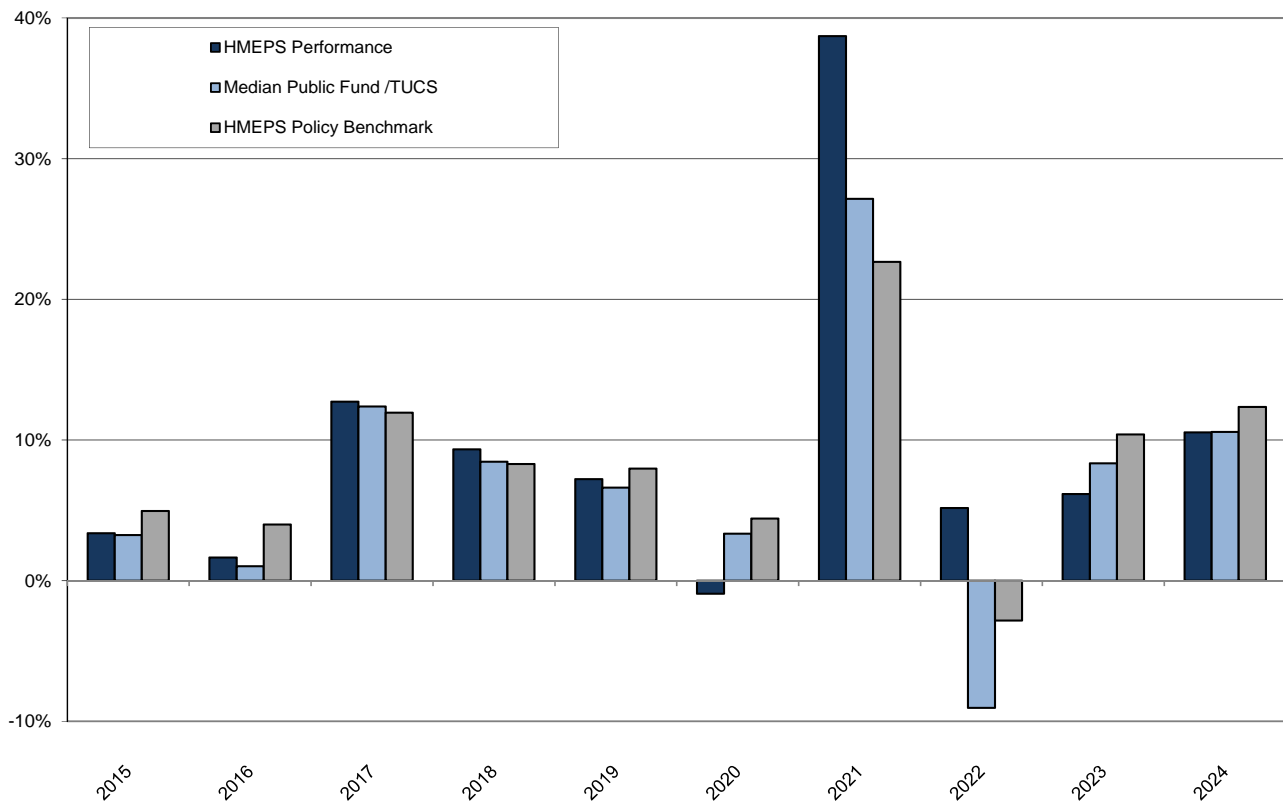
- Global Equity Policy: 3Q13-Present:** 75% MSCI All Country World IMI (Net), 25% MSCI All-Country World Minimum Volatility Index (Net).
- Global Fixed Income Policy:** 50% Bloomberg Barclays US Aggregate Bond Index, 50% ICE/BofAML High Yield Master II
- Wilshire TUCS:** Total returns of all public DB plans in the Master Trusts - Public composite, as of date noted; ranking is based on a percentile within the universe. Number in parentheses is number of observations for period.

SCHEDULE OF TOP INVESTMENTS AS OF JUNE 2024

Name of Investment	Base Market Value
BlackRock MSCI ACWI Minimum Volatility Index Fund	\$ 303,335,974.28
BlackRock S&P 500 Index Fund A	298,494,741.88
SSgA REIT Index Fund	143,982,582.12
SSgA Global Natural Resources Index	109,239,561.95
Valor M33 III, LP	68,123,659.99
Valor Equity Partners IV, LP	47,124,682.06
Schroder Emerging Markets Fund	40,362,491.95
Baillie Gifford Overseas, Ltd.	40,249,291.06
AG Direct Lending Fund IV, LP	39,978,814.64
New Enterprise Associates 14, LP	38,583,610.33

PERFORMANCE BY FISCAL YEAR

Last Ten Years



**TABLE 2: COMPARISON OF INVESTMENT RETURNS
YEARS ENDED JUNE 30**

(Calculated based on a time weighted rate of return based on the market rate of return)

Period Ending 06-30	HMEPS Total Fund	HMEPS Policy Portfolio	Median of Wilshire Public Fund Universe/ TUCS	HMEPS Global Equity	MSCI ACWI IMI (Net)	MSCI ACWI Min Vol	HMEPS Fixed Income	Bloomberg U.S. Aggregate Bond Index
2015	3.38%	4.96%	3.38%	2.22%	0.81%	6.59%	1.13%	1.86%
2016	1.65%	4.02%	1.07%	-0.31%	-3.87%	11.55%	3.33%	6.00%
2017	12.73%	11.95%	12.41%	16.34%	19.01%	6.05%	7.80%	-0.31%
2018	9.33%	8.29%	8.45%	9.81%	11.14%	7.33%	1.50%	-0.40%
2019	7.22%	7.97%	6.62%	6.05%	4.56%	13.00%	6.77%	7.87%
2020	-0.93%	4.42%	2.95%	0.00%	1.17%	-2.50%	4.33%	8.74%
2021	38.71%	22.66%	27.14%	36.97%	40.94%	19.35%	10.20%	-0.34%
2022	5.16%	-2.84%	-9.04%	-15.32%	-16.52%	-6.40%	-11.87%	-10.29%
2023	6.16%	10.43%	8.35%	13.02%	12.72%	5.79%	5.35%	-0.94%
2024	10.54%	12.35%	10.58%	14.12%	18.40%	9.08%	7.44%	2.63%
3 Yrs.	7.26%	6.43%	3.95%	2.98%	4.70%	2.60%	-0.08%	-3.02%
5 Yrs.	11.14%	9.09%	7.91%	8.39%	10.36%	4.68%	2.78%	-0.23%
10 Yrs.	8.94%	7.93%	7.26%	7.52%	8.17%	6.75%	3.42%	1.35%

Discussion of Investment Policies and Activities

Period ending 06-30	ICE BofAML U.S. High Yield Master II Index	HMEPS Private Equity	S&P 500 Index	HMEPS Real Estate	NCREIF Property Index	HMEPS Inflation-Linked	Consumer Price Index	HMEPS Private Credit	CSFB Leveraged Loan Index
2015	-0.55%	10.36%	7.42%	10.88%	12.96%	-9.14%	0.12%		
2016	1.71%	7.05%	3.99%	12.95%	10.64%	-12.18%	1.01%		
2017	12.75%	16.02%	17.90%	9.15%	6.98%	8.24%	1.63%		
2018	2.49%	17.22%	14.38%	9.87%	7.20%	5.78%	2.87%		
2019	7.60%	14.05%	10.42%	7.68%	6.50%	2.05%	1.65%	8.83%	4.15%
2020	-1.10%	3.44%	7.51%	-4.03%	2.69%	-28.17%	0.71%	3.96%	-2.27%
2021	15.62%	64.56%	40.79%	17.83%	7.37%	52.77%	5.32%	23.27%	11.67%
2022	-12.69%	22.39%	-10.62%	13.45%	21.45%	24.92%	9.06%	7.65%	-2.68%
2023	8.87%	-5.31%	19.59%	5.40%	-6.60%	17.32%	3.09%	11.70%	10.10%
2024	10.45%	-5.23%	24.56%	-0.26%	-5.53%	22.32%	2.98%	7.93%	11.04%
3 Yrs.	1.65%	6.84%	10.01%	6.04%	2.33%	21.48%	4.97%	9.08%	5.97%
5 Yrs.	3.30%	15.73%	15.05%	6.16%	3.39%	14.49%	4.17%	10.71%	5.36%
10 Yrs.	4.21%	14.29%	12.86%	8.11%	6.07%	6.25%	2.81%	n/a	n/a

ASSET CLASS FEES AND COMMISSIONS

Asset Class	Investment Management Fees	Profit Share/Carried Interest	Brokerage Fees/Commissions
Absolute Return	\$ 742,771	\$ 664,209	\$ -
Cash	221,829	-	-
Fixed Income	847,760	-	-
Inflation-Linked	6,996,908	8,329,353	-
Private Credit	5,056,960	2,184,554	-
Private Equity	11,477,894	12,189,829	-
Public Equity	3,965,153	-	539,890
Real Estate	5,394,776	(1,087,726)	-
Total	\$ 34,704,052	\$ 22,280,219	\$ 539,890

This data is not typically presented by fund managers in a standardized format. Due to variation in reporting methodologies, the data presented here is a compilation of information provided directly by fund managers and management's estimates based on information readily available as of the time of this report.

Profit share/carried interest as accrued (which differs from amounts actually paid) during the period.

SCHEDULE OF FEES AND COMMISSIONS PAID

In Fiscal Year 2024

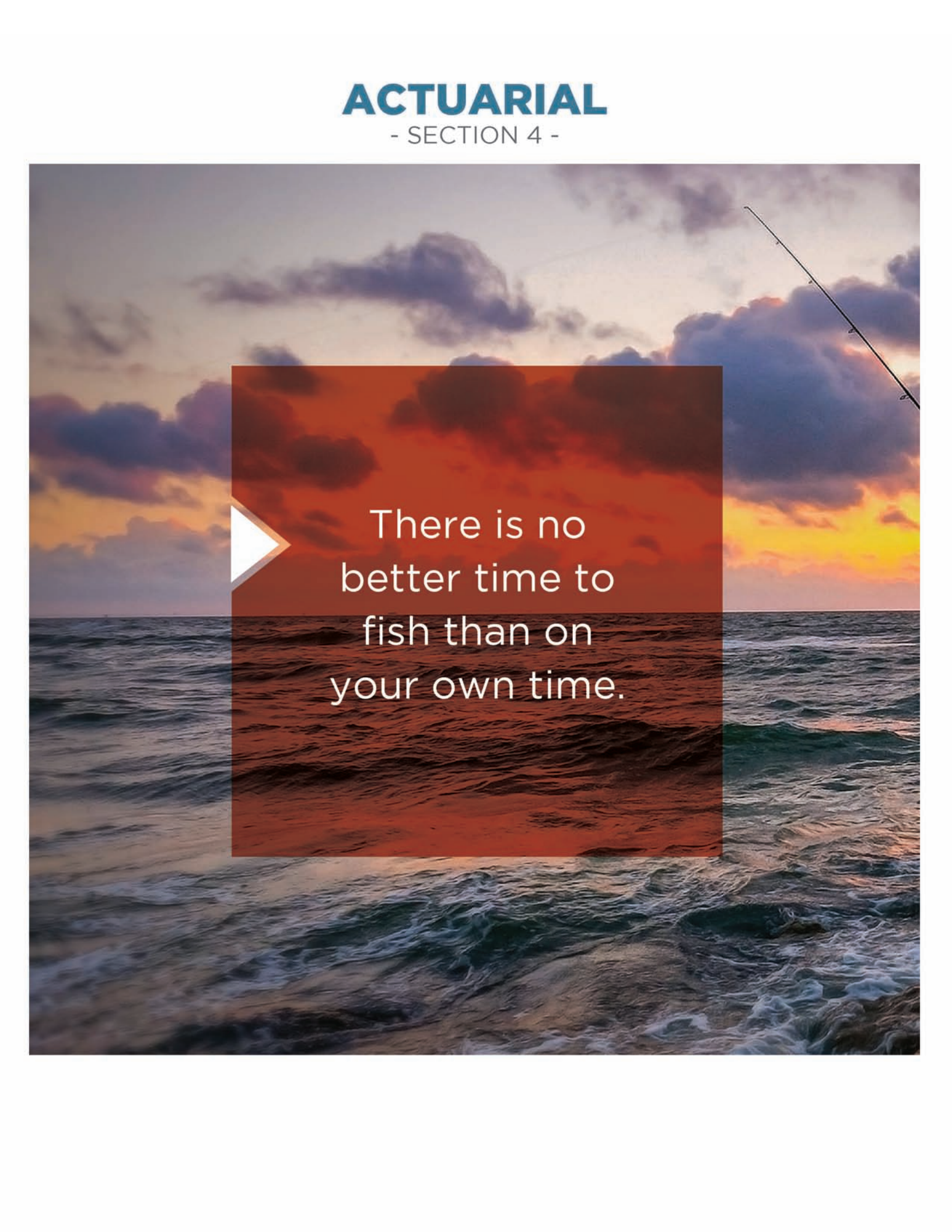
Broker Name	Number of Shares	Commissions (\$)	Cents/Share
NORTHERN TRUST COMPANY, THE	3,279,025	\$ 65,503.66	2.00
J.P. MORGAN SECURITIES PLC	2,699,802	63,258.51	2.34
WELLS FARGO SECURITIES, LLC	1,323,334	37,913.53	2.87
JEFFERIES LLC	4,545,262	28,826.96	0.63
UBS SECURITIES LLC	1,932,003	26,393.41	1.37
MAXIM GROUP	1,235,763	26,336.75	2.13
STIFEL NICOLAUS + CO INC	850,205	25,462.17	2.99
MERRILL LYNCH INTERNATIONAL	944,361	23,018.22	2.44
MORGAN STANLEY CO INCORPORATED	1,378,694	22,216.32	1.61
GOLDMAN SACHS INTERNATIONAL	1,367,575	18,501.51	1.35
RBC CAPITAL MARKETS, LLC	843,188	16,629.69	1.97
CITIGROUP GLOBAL MARKETS INC	842,939	15,421.83	1.83
CACEIS BANK SPAIN SAU	597,820	12,234.14	2.05
INSTINET LLC	1,164,753	11,472.90	0.99
BNP PARIBAS SECURITIES SERVICES	1,498,360	10,037.48	0.67
NATIONAL FINANCIAL SERVICES LLC	534,427	9,845.60	1.84
CANACCORD GENUITY INC.	287,117	8,529.22	2.97
PIPER JAFFRAY & CO.	350,014	7,943.88	2.27
BARCLAYS CAPITAL	544,651	7,866.21	1.44
MACQUARIE SECURITIES LIMITED	3,972,425	6,834.04	0.17
INVESTEC BANK PLC	320,892	6,729.26	2.10
HSBC BANK PLC	1,092,192	6,687.66	0.61
EVERCORE GROUP L.L.C.	300,071	5,200.51	1.73
COWEN AND COMPANY, LLC	279,070	4,604.92	1.65
DAVIDSON D.A. + COMPANY INC.	114,465	4,578.60	4.00
DAIWA SECURITIES SB CAPITAL MARKETS	268,364	4,138.04	1.54
ROBERT W. BAIRD CO.INCORPORATED	93,177	3,697.29	3.97
NATIONAL BANK FINANCIAL INC	122,206	3,484.41	2.85
REDBURN (EUROPE) LIMITED	183,085	3,232.26	1.77
MIZUHO INTERNATIONAL PLC	122,422	2,928.74	2.39
LIQUIDNET INC	138,547	2,913.26	2.10
CJS SECURITIES INC	71,175	2,847.00	4.00
WILLIAM BLAIR & COMPANY L.L.C	69,025	2,761.00	4.00
JONESTRADING INSTITUTIONAL SERVICES, LLC	106,140	2,483.29	2.34
SANFORD C. BERNSTEIN AND CO. LLC	270,741	2,360.11	0.87
NEEDHAM AND COMPANY LLC	55,935	2,132.35	3.81
JOH. BERENBERG, GOSSLER & CO. KG	89,454	2,130.98	2.38
RAYMOND JAMES AND ASSOCIATES INC	75,444	2,126.88	2.82
CLSA LIMITED	2,639,508	2,078.18	0.08
Others	2,317,006	28,529.38	1.23
TOTAL	38,920,637	\$ 539,890.15	1.39

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ACTUARIAL

- SECTION 4 -



There is no
better time to
fish than on
your own time.



HMEPS
HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM



HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM

Actuarial Valuation Report
FOR THE YEAR BEGINNING JULY 1, 2023



November 22, 2023

Board of Trustees
Houston Municipal Employees Pension System
1201 Louisiana
Suite 900
Houston, TX 77002

Subject: Actuarial Valuation as of July 1, 2023 with RSVS

Dear Members of the Board:

This actuarial valuation, which includes the Risk Sharing Valuation Study (RSVS, or sometimes referred to as the actuarial valuation or valuation in the report) describes the current actuarial condition of the Houston Municipal Employees Pension System (HMEPS), determines the City Contribution Rate, and analyzes changes in this calculated contribution rate. The results presented herein may not be applicable for other purposes. Valuations are prepared annually, as of July 1, the first day of the HMEPS plan year. This report was prepared at the request of the Board and is intended for use by the HMEPS staff and those designated or approved by the Board. This report may be provided to parties other than HMEPS staff only in its entirety and only with the permission of the Board, or as required by law.

FINANCING OBJECTIVES AND FUNDING POLICY

Based on the HMEPS statute, the employer contribution is comprised of two pieces. The first piece is the amortization of the Legacy Liability as of July 1, 2016 determined as part of the July 1, 2016 Initial Risk Sharing Valuation Study (Initial RSVS). The Legacy Liability is amortized over a 30-year period beginning on July 1, 2017. These amortization payments are fixed and grow at the assumed payroll growth rate of 2.75%. The second part of the contribution is the City Contribution Rate determined by the valuation. The City Contribution Rate becomes effective twelve months after the valuation date, i.e., the rate determined by this July 1, 2023 actuarial valuation will be used by the Board when establishing the City Contribution Rate for the year beginning July 1, 2024 and ending June 30, 2025.

The contribution rate for fiscal year 2023 was determined by the July 1, 2021 actuarial valuation. In addition to the Legacy Liability payment of \$142,048,661, the City contributed 8.44% of payroll in fiscal year 2023. The contribution rate for fiscal year 2024 was determined by the July 1, 2022 actuarial valuation. The City will contribute a Legacy Liability payment of \$145,955,000 and 8.48% of payroll in fiscal year 2024.

Based on the statute, the City contribution rate for FY 2025 is 8.51% of pay, which is estimated to be \$63.8 million based on an estimated payroll of \$750.1 million. The City contribution amount for FY 2025 for the Legacy Liability amortization payment as determined in the Initial RSVS is \$149,968,762.

Each future valuation will establish either a liability gain layer or a liability loss layer. These layers will represent unexpected increases/decreases in the unfunded actuarial accrued liability (after subtracting out any remaining Legacy Liability or any remaining prior years' liability layers). Liability loss bases will be amortized over a 30-year period beginning one year after the valuation date. Liability gain bases will be amortized over the same period as the largest liability loss base, or 30 years if there is no liability loss base. All bases are amortized using a level percentage of payroll amortization method. This year a liability gain layer of \$132.4 million is being established. Since it is a gain layer it will be amortized over the same period as the Legacy Liability, a 23-year period beginning one year after the valuation date.

PROGRESS TOWARD REALIZATION OF FINANCING OBJECTIVES

The funded ratio (the ratio of the actuarial value of assets to the actuarial accrued liability) is a standard measure of a plan's funded status. In the absence of benefit improvements, it should increase over time, until it reaches 100%. The funded ratio as of July 1, 2023 is 69.0%. This is an increase from the 65.8% funded ratio from the prior year's valuation. However, the funded status alone is not appropriate for assessing the need for or the amount of future contributions and is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations.

The calculated City Contribution Rate for FY 2025 is 3.82%. However, because the System is less than 90% funded, the actual City Contribution Rate for FY 2025 will be the corridor midpoint of 8.51% of payroll as shown on page 2 of the Risk Sharing Valuation section of the valuation report. This rate is three basis points greater than the prior year rate as established in the Initial RSVS. Please see Table 6 for a detailed analysis of the change in the calculated employer contribution rate from the prior year to this year. This rate does not include the separate contribution for the Legacy Liability amortization payment discussed above.

PLAN EXPERIENCE

As part of each valuation, we examine the System's experience relative to the assumptions. The aggregate results of these analyses are disclosed in Tables 5 & 6. This past fiscal year the System had an experience liability gain on demographics of approximately \$10.0 million, an experience loss of approximately \$19.3 million due to the COLA being higher than assumed, and an experience gain on the actuarial value of assets of approximately \$118.1 million. The gain on the actuarial value of assets was due to the continued recognition of the outstanding investment performance (relative to the return assumption) during fiscal year 2021.

BENEFIT PROVISIONS

The benefit provisions reflected in this valuation are those in effect following the passage and signing into law of SB 2190 in 2017. These changes were reflected in the 2016 valuation and there have been no changes to the benefit provisions since the prior valuation.

The benefit provisions are summarized in Appendix B.

ASSUMPTIONS AND METHODS

Except as noted below, the actuarial assumptions and methods are set by the Board of Trustees, based upon recommendations made by the plan's actuary and the current assumptions were adopted by the Board in 2021 following a regularly scheduled experience study. The rationale for the current assumptions is included in that report, dated August 11, 2021.

As part of the legislation enacting the benefit changes (in 2017), the investment return assumption (7.0%) was set into the revised statute (Article 6243h, Vernon's Texas Civil Statutes). This assumption is now considered a prescribed assumption under the actuarial standards of practice. The experience study completed in 2021 confirmed that the investment assumption and the inflation assumption are reasonable and there have been no changes to these assumptions.

The actuarial assumptions represent estimates of future experience and are not market measures. The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results (and future measures) can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates and funding periods. The actuarial calculations are intended to provide information for rational decision making.

This report does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

All assumptions and methods are described in Appendix A.

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

GASB 67

The System was required to begin complying with Governmental Accounting Standards Board Statement No. 67 with the fiscal year ending June 30, 2014. The GASB No. 67 information for the fiscal year ending June 30, 2023 was provided to HMEPS in a separate report dated October 4, 2023 and is not contained in this report.

DATA

Member data for retired, active and inactive members was supplied as of July 1, 2023 by the HMEPS staff. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent with the prior year's data.

Asset information as of July 1, 2023 was provided by HMEPS Staff.



CERTIFICATION

We were asked to determine if an unanticipated actuarial cost occurred in the administration of the Deferred Retirement Option Plan (DROP). It is our opinion that the administration of the DROP had no material unanticipated actuarial costs during the prior fiscal year.

All of the tables contained in this actuarial valuation report were prepared by Gabriel, Roeder, Smith & Company. The trend data schedules shown in the Notes section of the HMEPS Financial Statements are based on our valuation reports, but were prepared by HMEPS staff. We certify that the information presented herein is accurate and fairly portrays the actuarial position of HMEPS as of July 1, 2023.

All of our work conforms with generally accepted actuarial principles and practices, and the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of state law and, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board. The undersigned are independent actuaries and consultants. Mr. Newton is an Enrolled Actuary and also a Member of the American Academy of Actuaries, and meets the Qualification Standards of the American Academy of Actuaries. Both of the undersigned are experienced in performing valuations for large public retirement systems.

Sincerely,
Gabriel, Roeder, Smith & Company

Joseph P. Newton, FSA, EA, MAAA
Pension Market Leader and Actuary

Lewis Ward
Consultant

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Section I

Risk Sharing Valuation Study

RSVS Discussion

The purpose of the Risk Sharing Valuation Study (RSVS) is to determine the City Contribution Rate for the fiscal year beginning one year after the valuation date.

The first exhibit in this section shows the RSVS Corridor which was created from the Initial RSVS. Column 3 shows the Corridor Midpoint for each fiscal year. Columns 2 and 4 show the Corridor Minimum and Corridor Maximum respectively. Column 5 shows the actual City Contribution Rate for the fiscal year. As shown on the table the actual City Contribution Rate for FY 2025 is 8.51% of pay.

The next exhibit shows the individual pieces and total calculated City Contribution Rate. As shown on the table the calculated City Contribution Rate from this valuation is 3.82% of pay. Because the System is less than 90% funded, the actual City Contribution Rate will be set equal to the Corridor Midpoint of 8.51% of pay.

The third exhibit shows the Liability Gain/Loss Layers established by each RSVS. Columns 2 and 3 show the original liability layer and any remaining liability layer respectively. Column 4 is the payment on that particular layer for the fiscal year beginning one year after the valuation date. The payment is determined using a level percentage of payroll and the remaining amortization period as shown in column 5. The payments reflect the one-year delay between the determination of the payment and the beginning of the fiscal year in which the payment is made. The dollar amounts of the payments are summed and then converted to a percentage of payroll based on the projected payroll for the fiscal year beginning one year after the valuation date. As shown on the table the current year's payment is negative which means it is a credit toward the contribution rate. The credit is determined to be 4.53% of projected payroll.

The next exhibit is the Legacy Liability schedule. This table shows the amortization schedule of the Legacy Liability for each of the 30 years over which it is scheduled to be paid. Column 2 shows the remaining Legacy Liability as of that measurement date while Column 3 shows the payment on the Legacy Liability for the fiscal year beginning one year after the valuation date.

The unfunded actuarial accrued liability is equal to the sum of the Remaining Layer column on the Liability Gain/Loss Layers exhibit and the Remaining Legacy Liability column as of the valuation date.

Risk Sharing Valuation - Corridor

Fiscal Year Ending	Corridor Minimum	Corridor Midpoint	Corridor Maximum	Actual City Contribution Rate
(1)	(2)	(3)	(4)	(5)
June 30, 2018	3.17%	8.17%	13.17%	8.17%
June 30, 2019	3.27%	8.27%	13.27%	8.27%
June 30, 2020	3.32%	8.32%	13.32%	8.32%
June 30, 2021	3.36%	8.36%	13.36%	8.36%
June 30, 2022	3.41%	8.41%	13.41%	8.41%
June 30, 2023	3.44%	8.44%	13.44%	8.44%
June 30, 2024	3.48%	8.48%	13.48%	8.48%
June 30, 2025	3.51%	8.51%	13.51%	8.51%
June 30, 2026	3.54%	8.54%	13.54%	
June 30, 2027	3.57%	8.57%	13.57%	
June 30, 2028	3.59%	8.59%	13.59%	
June 30, 2029	3.61%	8.61%	13.61%	
June 30, 2030	3.63%	8.63%	13.63%	
June 30, 2031	3.65%	8.65%	13.65%	
June 30, 2032	3.67%	8.67%	13.67%	
June 30, 2033	3.69%	8.69%	13.69%	
June 30, 2034	3.70%	8.70%	13.70%	
June 30, 2035	3.71%	8.71%	13.71%	
June 30, 2036	3.72%	8.72%	13.72%	
June 30, 2037	3.73%	8.73%	13.73%	
June 30, 2038	3.74%	8.74%	13.74%	
June 30, 2039	3.74%	8.74%	13.74%	
June 30, 2040	3.75%	8.75%	13.75%	
June 30, 2041	3.76%	8.76%	13.76%	
June 30, 2042	3.77%	8.77%	13.77%	
June 30, 2043	3.78%	8.78%	13.78%	
June 30, 2044	3.79%	8.79%	13.79%	
June 30, 2045	3.79%	8.79%	13.79%	
June 30, 2046	3.80%	8.80%	13.80%	
June 30, 2047	3.81%	8.81%	13.81%	

Risk Sharing Valuation – Calculated City Contribution Rate

Fiscal Year Ending	Employer Normal Cost	Amortization Payment	Calculated City Contribution Rate
(1)	(2)	(3)	(4)
June 30, 2018	8.17%	0.00%	8.17%
June 30, 2019	8.27%	0.00%	8.27%
June 30, 2020	8.32%	-0.37%	7.95%
June 30, 2021	8.40%	-0.90%	7.50%
June 30, 2022	8.44%	-0.55%	7.89%
June 30, 2023	8.19%	-2.28%	5.91%
June 30, 2024	8.26%	-3.31%	4.95%
June 30, 2025	8.35%	-4.53%	3.82%

Risk Sharing Valuation - Liability (Gain)/Loss Layers

Valuation Year Base Established	Original Layer	Remaining Layer	Year's Payment ¹	Remaining Payments
(1)	(2)	(3)	(4)	(5)
July 1, 2023	\$ (132,424,659)	\$ (132,424,659)	\$ (9,601,863)	23
July 1, 2022	(110,541,255)	(118,279,143)	(8,028,492)	23
July 1, 2021	(170,127,717)	(182,633,208)	(12,396,686)	23
July 1, 2020	38,069,638	41,475,701	2,580,512	27
July 1, 2019	(51,252,094)	(55,618,916)	(3,775,273)	23
July 1, 2018	(36,414,848)	(39,808,516)	(2,702,101)	23
July 1, 2017	(388,530)	(428,363)	(29,074)	23
Total		\$ (487,717,104)	\$ (33,952,977)	
Projected Payroll for Fiscal Year +1			\$ 750,074,515	
Amortization Payments as % of Projected Pay			(4.53%)	
Single Equivalent Amortization Period from the Valuation Date ²				24.1

1 This is the payment to be made for the fiscal year beginning one year after the valuation date.

2 The single equivalent amortization period includes all liability layers including the Legacy Liability.

Risk Sharing Valuation – Legacy Liability

Valuation Date	Remaining Legacy Liability	Current Year's Payment ¹
(1)	(2)	(3)
June 30, 2017	\$ 2,123,880,499	\$ 124,030,357
June 30, 2018	2,144,254,135	127,441,192
June 30, 2019	2,162,525,731	130,945,824
June 30, 2020	2,178,451,118	134,546,835
June 30, 2021	2,191,766,369	138,246,872
June 30, 2022	2,202,186,338	142,048,661
June 30, 2023	2,209,403,104	145,955,000
June 30, 2024	2,213,084,295	149,968,762
June 30, 2025	2,212,871,302	154,092,903
June 30, 2026	2,208,377,355	158,330,458
June 30, 2027	2,199,185,471	162,684,546
June 30, 2028	2,184,846,251	167,158,371
June 30, 2029	2,164,875,526	171,755,226
June 30, 2030	2,138,751,826	176,478,494
June 30, 2031	2,105,913,679	181,331,653
June 30, 2032	2,065,756,717	186,318,273
June 30, 2033	2,017,630,566	191,442,026
June 30, 2034	1,960,835,534	196,706,682
June 30, 2035	1,894,619,048	202,116,115
June 30, 2036	1,818,171,846	207,674,309
June 30, 2037	1,730,623,900	213,385,352
June 30, 2038	1,631,040,048	219,253,449
June 30, 2039	1,518,415,320	225,282,919
June 30, 2040	1,391,669,929	231,478,199
June 30, 2041	1,249,643,912	237,843,850
June 30, 2042	1,091,091,395	244,384,556
June 30, 2043	914,674,442	251,105,131
June 30, 2044	718,956,486	258,010,522
June 30, 2045	502,395,281	265,105,812
June 30, 2046	263,335,367	272,396,221
June 30, 2047	-	-

1 Contribution amount for fiscal year that begins the July 1st following the valuation date

Section II

Discussion



Executive Summary

Item	July 1, 2023	July 1, 2022
Membership		
• Number of:		
-Active members	11,578	11,402
-Retirees and beneficiaries	11,972	11,776
-Inactive members	<u>8,890</u>	<u>8,301</u>
-Total	32,440	31,479
• Covered payroll (annualized)	\$ 729,928	\$ 696,890
City Contribution rates	8.51% ¹	8.48% ¹
Assets		
• Market value	\$ 4,072,345	\$ 3,952,351
• Actuarial value	3,836,122	3,573,373
• Estimation of return on market value	5.7%	5.0%
• Estimation of return on actuarial value	10.4%	10.9%
• Employer contribution	\$ 204,895	\$ 197,341
• Member contribution	\$ 34,600	\$ 32,655
• Ratio of actuarial value to market value	94.2%	90.4%
• External cash flow as % of market value assets	-2.5%	-2.6%
Actuarial Information		
• Unfunded actuarial accrued liability (UAAL)	\$ 1,721,686	\$ 1,855,191
• GASB funded ratio	69.0%	65.8%
• Employer normal cost %	8.35%	8.26%
• Amortization rate ²	<u>-4.53%</u>	<u>-3.31%</u>
• Calculated City Contribution Rate	3.82%	4.95%
Estimated Total City Contribution for Fiscal Year		
	<u>2025</u>	<u>2024</u>
• Estimated City Contribution Rate Payment	\$ 63,831,341	\$ 60,731,430
• Legacy Liability Payment (City Contribution Amount)	<u>\$ 149,968,762</u>	<u>\$ 145,955,000</u>
• Total	\$ 213,800,103	\$ 206,686,430

Note: Dollar amounts in \$000, unless otherwise noted

- 1 This rate is the City Contribution Rate determined in accordance with the State statute.
- 2 See Risk Sharing Valuation - Liability (Gain)/Loss Layers table for determination of rate.



Contribution Requirement

- The Executive Summary shows the estimated total City Contribution for fiscal year 2025
 - Comprised of the known Legacy Liability payment (City Contribution Amount) of \$150.0 million, and
 - City Contribution Rate times estimated payroll of \$750.1 million = \$63.8 million
- The calculated City Contribution Rates shown on the Executive Summary are calculated rates for the twelve-month period beginning one year after the valuation date, based on statute
- Table 6 reconciles the calculated City Contribution Rates from the prior valuation to the current valuation
- Legacy Liability is \$2,209 million as of July 1, 2023
 - Schedule of Legacy Liability contribution amounts is shown in RSVS section

Amortization of liability gain/loss layers are as follows

- Liability loss layers are amortized over a 30-year funding period beginning one year after the valuation date using level percentage of payroll amortization based on 2.75% payroll growth rate
- Liability gain layers are amortized over the remaining period of the largest liability loss layer (if no loss layer exists then over a 30-year funding period beginning one year after the valuation date) using level percentage of payroll amortization based on 2.75% payroll growth rate
- Amortization payment for layers is the sum of all payments divided by the projected payroll for the fiscal year beginning one year after the valuation date
- No future growth in the number of active members is taken into account

Calculation of Contribution Rates

The funds available to pay benefits come from two sources, contributions and investment income on those contributions (the majority of the funds available to pay benefits come from investment income). HMEPS receives contributions from two sources, employer contributions and member contributions. The employer contribution is comprised of two pieces. The first piece is a fixed dollar amount to amortize the Legacy Liability as of July 1, 2016 over a 30-year period beginning on July 1, 2017. The second piece is the City Contribution Rate.

As shown in Table 1, the Calculated City Contribution Rate has two components:

- The employer normal cost percentage (NC%)
- The amortization percentage (Liability Layers%)

The NC% is the theoretical amount which would be required to pay the members' benefits, based on the plan provisions for new employees, if this amount had been contributed from each member's entry date and if the fund's experience exactly followed the actuarial assumptions. This is the amount it should cost to provide the benefits for an average new member. The employer NC% includes a provision for administrative expenses and is net of member contributions. The NC% is shown in Table 4.

The actuarial accrued liability (AAL) is the difference between (i) the actuarial present value of all future benefits for all current participants of the fund, including active, inactive and retired members, and (ii) the actuarial present value of future normal costs. Thus the AAL represents the liability associated with past years. The unfunded actuarial accrued liability (UAAL) is the difference between the AAL and the actuarial value of assets (AVA). It is the shortfall/excess between the liability associated with prior years (the AAL) and the assets actually accumulated (the AVA). This shortfall/excess can arise from several sources, including actuarial gains and losses which are caused by differences between actual experience and the plan's assumptions, changes to the plan's actuarial assumptions, and amendments to the benefit provisions.

As of July 1, 2016, the UAAL was partitioned off into the Legacy Liability which has its own amortization schedule. For all valuations after July 1, 2016, any unexpected gains or losses will be set up as new liability gain/loss layers. These layers will be amortized over 30 years (see previous discussion for liability gain layers) using level percentage of payroll amortization beginning on the July 1st one year after the valuation date the layer is determined. The sum of any such layers' payments will be aggregated and converted to a percentage of projected payroll for the fiscal year beginning one year after the valuation date. This percentage is the Liability Layers' %.

In addition to these two pieces, the City Contribution Rate also includes a provision for administrative expenses which is equal to 1.25% of payroll as of July 1, 2023. The maximum addition to the City Contribution Rate for administrative expenses is 1.25%, unless the City agrees to a higher rate.

Calculation of Contribution Rates (Continued)

If the addition to the City Contribution Rate for administrative expenses is capped at 1.25%, then administrative expenses in excess of 1.25% of payroll (if any) will become part of the next year's liability gain/loss layer.

The calculated City Contribution Rate necessary to meet the funding policy specified by statute for the twelve-month period beginning July 1, 2024 is 3.82%. Since the System is less than 90% funded and the calculated City Contribution rate is less than the Corridor Midpoint, the actual City Contribution Rate will be the Corridor Midpoint of 8.51% of projected payroll. Therefore, the FY 2025 City Contribution is estimated to be approximately \$213.8 million. The contribution is comprised of the fixed Legacy Liability payment of \$150.0 million and the estimated payment of \$63.8 based on the City Contribution Rate of 8.51% and a projected FY 2025 payroll of \$750.1 million.

ASOP 4 requires the disclosure of a Reasonable Actuarially Determined Contribution (ADC) for comparisons to the actual contributions per the funding policy. For purposes of this valuation, the ADC is determined using the same assumptions and methodology as the valuation, with the following exceptions: a 20-year amortization was used which ensures immediate positive amortization of the UAAL and the individual entry age normal cost method was used. Based on this methodology, the initial minimum ADC is \$209.0 million for FY2025. We have also incorporated an Output Smoothing Method which will set the ADC equal to the City Contribution if the City Contribution exceeds the result of the preliminary calculation above. In this valuation, the City Contribution of \$213.6 million exceeds the initial minimum reasonable ADC and so the Reasonable ADC equals the projected City Contribution of \$213.8 million for FY2025.

Financial Data and Experience

As of July 1, 2023, HMEPS has a total market value of about \$4.07 billion. Financial information was gathered from the audited financial statements as of June 30, 2023.

This report includes a number of exhibits related to plan assets. Table 8 shows how the total market value is distributed among the various classes of investments. Current investment policy allocates 45% of invested assets to equities, 22.5% of invested assets to fixed income (including private credit), and 32.5% of invested assets to alternative investments including real estate.

Table 9 shows a reconciliation of the market values between the beginning and end of FY 2023.

As shown on Table 11, the dollar-weighted return net of investment expenses for FY 2023 was 5.69%.

In determining the contribution rates and funded status of the System, an actuarial value of assets (AVA) is used, rather than the market value of assets. This “smoothing method” is intended to help reduce the volatility of the contribution rates from year to year. The method used to compute the AVA takes the difference between the actual market value of assets and the expected actuarial value of assets (based on the prior year’s assumed investment return rate), and establishes a base each year which is equal to this difference less any unrecognized bases from prior years. If the current year’s base is of opposite sign from the prior years’ bases then it is offset dollar for dollar against the prior years’ bases (oldest bases first) until either the prior years’ bases or the current year’s base is reduced to zero. Any remaining bases are then recognized over the remaining period for the base (5 less the number of years between the base year and the valuation year) in equal dollar amounts.

The development of the AVA is shown on Table 10. The AVA as of the valuation date is \$3.84 billion. The AVA is 94.2%% of the MVA, compared to 90.4%% last year.

In addition to the market return, Table 11 also shows the return on the actuarial value of assets for HMEPS. For FY 2023, this return was 10.35%. Because this is more than the assumed 7.0% investment return, an actuarial gain occurred decreasing the unfunded actuarial accrued liabilities of the plan. Table 12 shows a summary of market and actuarial return rates in recent years.

Member Data

Member data as of July 1, 2023 was supplied electronically by HMEPS staff. While we did not audit this data, we did perform various tests to ensure that it was internally consistent, consistent with the prior year's data, and was reasonable overall.

Tables 15 and 16 show the summaries of certain historical data, including membership statistics. Table 17 shows the number of members by category (active, inactive, retired, etc.). Table 18 shows the active member statistics.

The number of active members increased from 11,402 to 11,578, a 1.5% increase.

The total annualized salaries shown on Table 2 and on the statistical tables is the amount that was supplied by HMEPS, annualized or adjusted for number of hours reported if necessary. For the cost calculations, the pays were adjusted in accordance with the actuarial assumptions to reflect one year's salary increase. The annualized salaries for active members increased 4.7% over last year.

We also show the projected payroll in Item 2 of Table 2. This is the payroll used for determining the expected amortization payments (amortization percentage) on liability (gain)/loss layers. The projected pay is determined by summing all pensionable pay for the just ended fiscal year for anyone who received pensionable pay during the year (actives, terminated members, retirees, etc.) and increasing this sum by the payroll growth rate. We believe this provides a better expectation of the upcoming year's actual payroll than the annualized salaries described above.

The overall trend in payroll is less significant than in prior years due to the creation of the Legacy Liability. The payments to amortize the Legacy Liability were determined in a manner that is consistent with the payroll growth assumption, but those payment amounts are now fixed and will be contributed whether payroll grows slower or faster than assumed. The current and future liability gain/loss layers will be amortized using level percentage of payroll amortization. Because the methodology used in amortizing these layers assumes a growing payroll into the future, if the payroll grows at a rate lower than the assumed 2.75% a year on average, the amortization payments (as a percentage of pay) will need to increase in order to keep the contribution dollars that amortize the UAAL growing at 2.75%. However, these layers are expected to be much smaller in magnitude than the Legacy Liability and therefore, the impact of the payroll growing slower or faster than expected is anticipated to be much less for many years into the future.

Benefit Provisions

SB 2190 passed by the 2017 Legislature made a few but very significant changes to the benefit provisions of HMEPS. All of these changes were reflected in the July 1, 2016 valuation. However, the changes were significant enough that we have shown them again in this year's valuation as a reminder.

Prior to the legislation members hired prior to January 1, 2005 were eligible for a cost of living adjustment (COLA) each year equal to 3% of their base benefit. Members hired on or after January 1, 2005 and prior to January 1, 2008 were eligible for a COLA based on 2% of their base benefit. Group D members were not eligible for any COLA. Effective with the 2018 COLA, all current and future retirees and their eligible survivors (except as noted below) will be eligible for the same COLA. The COLA will be equal to 50% of the average five-year net investment return rate less five percentage points, with a minimum of 0% and a maximum of 2%. Group D members who are entitled to an annuity but who terminated employment prior to the effective date of the 2017 legislation will not be eligible for any COLA.

Active members in DROP will not be eligible for a COLA on their DROP account until they have attained the age of 62 as of January 1 of the year in which the increase is made.

The member contributions for all groups have changed. The Group A member contribution rate increased from 5.0% of pay to 8.0% of pay. The Group B member contribution rate increased from no contributions to 4% of pay. The Group D member contribution rate increased from no contributions to 3% of pay. One-third of the Group D member contribution rate is attributed to a notional cash balance account. The contribution increases for Groups A and B were phased-in over a two-year period.

The interest credit rate on DROP accounts and the notional cash balance accounts will be based on 50% of the five-year average of the net rate of return on the market value of assets, but not less than 2.5% or more than 7.5%.

Survivor benefits:

- Effective July 1, 2017, if an active Group A, Group B or Group D member with at least 5 years of credited service dies while still in service with the City (off-duty death), the spousal survivor benefit will be 80% of the normal accrued pension, payable immediately, provided that the spouse was married to the participant for at least one continuous year as of the date of death. If such spouse was married less than one continuous year as of the date of death, the survivor benefit is 50% of the normal accrued pension.
- Effective July 1, 2017, if a Group A or Group B retiree dies, the spousal survivor benefit will be 80% of the retirement benefit being received by the retiree at the time of death, payable immediately, provided that the spouse was married to the retiree at the time of death and for at least one continuous year prior to the date of separation from service (the marriage requirement applies for separations from service on or after July 1, 2017). If such spouse was married less than one continuous year prior to the date of separation from service (the marriage requirement

Benefit Provisions (Continued)

applies for separations from service on or after July 1, 2017), the spousal survivor benefit is 50% of the retirement benefit being received by the retiree at the time of death.

- Effective July 1, 2017, if a Group A or Group B deferred participant (not yet receiving a pension benefit) dies, the spousal survivor benefit is 50% of the normal accrued pension, payable at the participant's eligibility date. However, the surviving spouse can elect an earlier actuarially equivalent benefit.
- Effective July 1, 2017, if an active Group A, Group B or Group D member dies from a service-related (on-duty) death, the spousal survivor benefit is 80% of the participant's final average salary, payable immediately.

This valuation reflects all benefits offered to members.

There have been no changes to the benefit provisions since the prior valuation.

Appendix B of our Report includes a summary of the benefit provisions for HMEPS.

Actuarial Methods and Assumptions

Except as noted below, the actuarial assumptions and methods are set by the Board of Trustees, based upon recommendations made by the plan's actuary and the current assumptions were adopted by the Board in 2021 following a regularly scheduled experience study. The rationale for the current assumptions is included in that report, dated August 11, 2021.

As part of the legislation enacting the benefit changes, the investment return assumption (7.0%) was set into statute (Article 6243h, Vernon's Texas Civil Statutes). In addition, the actuarial cost method was also set into statute. This assumption and method are now considered prescribed assumptions and methods under the actuarial standards of practice.

Liabilities are determined using the Entry Age Normal actuarial cost method. The assumed investment return rate is 7.00%.

With the lowering of the investment return assumption from 8.0% to 7.0% it was appropriate to make changes to other economic assumptions that are correlated with the investment return assumption. In particular, we recommended and the Board adopted a decrease in the inflation assumption from 2.50% to 2.25% and the corresponding decreases in the salary increase assumptions and payroll growth assumptions. These changes were reflected in the July 1, 2016 actuarial valuation.

There have been no changes in the actuarial assumptions and methods since the prior valuation.

Please see Appendix A of our Report for a complete description of these assumptions.

Funding Progress

As you are aware, the Governmental Accounting Standards Board Statements (GASB) that apply to the System have changed. In prior years, GASB Statement No. 25 applied to the System. Beginning with the 2014 fiscal year GASB Statement No. 67 applies to the System. The GASB No. 67 disclosure information has been provided in a separate report.

Although GASB No. 25 no longer applies to HMEPS, there are certain schedules from GASB No. 25 which we believe provide useful information and therefore we are continuing to include these in our report. In particular, we are continuing to show the Schedule of Funding Progress (Table 14).

Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements 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 due to changing conditions; 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. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. **Investment risk** – actual investment returns may differ from the expected returns;
2. **Asset/Liability mismatch** – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. **Contribution risk** – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. **Salary and Payroll risk** – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
5. **Longevity risk** – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
6. **Other demographic risks** – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

The effects of certain trends in experience can generally be anticipated. For example if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

The City Contribution Rate shown in the Executive Summary may be considered as a minimum contribution rate that complies with HMEPS' Statute. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Several generally accepted plan maturity measures are described below and are followed by a table showing a history of the measurements.

RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 2.5 times the payroll, a change in liability 2% other than assumed would equal 5% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

A young plan with many active members and few retirees will have a high ratio of actives to retirees. A mature open plan may have close to the same number of actives to retirees, resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives, resulting in a ratio below 1.0. For the purposes of this measurement, members of DROP were counted as active members.

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

DURATION OF PRESENT VALUE OF BENEFITS

The duration of the actuarial accrued liability may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, a duration of 10 indicates that the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

ADDITIONAL RISK ASSESSMENT

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability.

Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Ratio of the market value of assets to total payroll	5.58	5.67	5.91	4.38	4.87	4.79	4.17	3.95	4.21	4.33
Ratio of actuarial accrued liability to payroll	7.61	7.79	7.90	7.90	8.00	7.98	7.80	7.79	8.16	7.54
Ratio of actives to retirees and beneficiaries	0.97	0.97	0.97	1.02	1.04	1.10	1.14	1.18	1.18	1.23
Ratio of net cash flow to market value of assets*	-2.5%	-2.6%	-2.5%	-3.6%	-2.9%	5.3%	-3.4%	-3.6%	-3.4%	-3.4%
Duration of the actuarial present value of benefits**	11.47	11.45	11.52	11.62	11.56	N/A	N/A	N/A	N/A	N/A

*The 2018 net cash flow reflects receipt of \$250 million in net Pension Obligation Bond proceeds

**Duration measure not available prior to 2019

Low-Default-Risk Obligation Measure

Actuarial Standards of Practice No. 4 (ASOP No. 4) was revised and reissued in December 2021 by the Actuarial Standards Board (ASB). It includes a new calculation called a low-default-risk obligation measure (LDRM) to be prepared and issued annually for defined benefit pension plans. The transmittal memorandum for ASOP No. 4 includes the following explanation:

“The ASB believes that the calculation and disclosure of this measure provides appropriate, useful information for the intended user regarding the funded status of a pension plan. The calculation and disclosure of this additional measure is not intended to suggest that this is the “right” liability measure for a pension plan. However, the ASB does believe that this additional disclosure provides a more complete assessment of a plan’s funded status and provides additional information regarding the security of benefits that members have earned as of the measurement date.”

The LDRM estimates the amount of money the plan would need to invest in low risk securities to provide the benefits with greater certainty. The current model expects lower costs but with higher risk, which creates less certainty and a possibility of higher costs. The LDRM model creates higher expected costs but more predictability when compared to the current model. Thus, the difference between the two measures (Valuation and LDRM) is one illustration of the possible costs the sponsor could incur if there was a reduction in the investment risk in comparison to the current diversified portfolio. However, the downside risk would be limited in the scenarios where the current portfolio would fail to achieve returns in excess of the low-default-risk discount, in this case 4.90%.



The following information has been prepared in compliance with this new requirement. Unless otherwise noted, the measurement date, actuarial cost methods, and assumptions used are the same as for the funding valuation covered in this actuarial valuation report.

- a. LDRM measure of benefits earned as of the measurement date: \$6,373 million
- b. Valuation liability (IEAN) at 7% on measurement date: 5,532 million
- c. Cost to mitigate investment risk in the System's portfolio: \$ 841 million

The HMEPS benefit structure has several risk sharing provisions that are contingent on the investment returns of the portfolio and thus if the portfolio was changed to expect lower returns, the expected liabilities that are contingent on those returns would also decrease. If these provisions were not contingent on the investment performance, it would have increased the LDRM by another \$388 million, meaning these provisions reduced the impact of lowering the discount rate from 7.0% to 4.9% by about a third, which is an illustration that more than a third of the investment risk is currently being borne by the HMEPS members and not the City.

Discount rate used to calculate LDRM: 4.90% Intermediate FTSE Pension Discount Curve as of June 30, 2023. Other significant assumptions that differ from those used for the funding valuation: Future assumed COLAs would decrease from 1.0% per year to 0.0% per year and the assumed DROP interest crediting rate would decrease from the current 4.0% to 3.0%. This measure is not appropriate for assessing the need for or amount of future contributions as the current portfolio is expected to generate significantly more investment earnings than the low-default-risk portfolio. This measure is also not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligation as this measure includes projections of salary increases and the ability for current members to continue to accrue eligibility and vesting service.



Summary and Closing Comments

This year's valuation shows that HMEPS continues to trend in the right direction. The investment performance during fiscal year 2021 continues to create gains on the actuarial value of assets which resulted in the unfunded actuarial accrued liability decreasing rather than increasing as expected. Furthermore, there are substantial deferred investment gains yet to be recognized. These deferred investment gains will be available to offset future investment shortfalls, or to further improve the funded status of the System as they are recognized in the future. In addition, the amortization piece of the City Contribution Rate is now a significant credit resulting in a total rate several percent of pay less than the corridor midpoint.

The System's funded status increased from 65.8% to 69.0%.

The calculated City Contribution Rate is less than the normal cost and less than the Corridor Midpoint. However, because the System is less than 90% funded the City Contribution Rate is set equal to the Corridor Midpoint determined by the Initial RSVS at 8.51% of pay.

There was a small actuarial liability experience loss mostly due to a higher than assumed cost of living adjustment (to be paid in 2024). However, there was a large actuarial gain on assets. Combined, these resulted in a liability gain layer being established for fiscal year end 2023. The liability gain layer from this year's valuation in combination with the prior liability gain/loss layers from the prior years' valuations, produce a net annual amortization credit of 4.53%.

Given the plan's contribution policy, if all actuarial assumptions are met (including the assumption of the plan earning 7.00% on the actuarial valuation of assets), it is expected that:

- a. The employer normal cost as a percentage of pay will remain relatively level over time (upward drift will likely occur due to generational mortality),
- b. The funded ratio will increase slowly,
- c. The UAAL will continue to decline due to the difference between the calculated rate and the actual contribution rate. The UAAL is expected to be fully amortized by the July 1, 2047 valuation, or 24 years from the current July 1, 2023 valuation date.

It should be noted that the investment gain from fiscal year 2021 has only partially been recognized. If these deferred gains are not offset with future shortfalls, then it is likely that in the near future new liability layers will be gain layers.



Section III

Supporting Exhibits

Table 1
Summary of Cost Items

	Valuation as of July 1, 2023		Valuation as of July 1, 2022	
	Cost Item	Cost as % of Pay	Cost Item	Cost as % of Pay
	(1)	(2)	(3)	(4)
1. Participants				
a. Actives	11,578		11,402	
b. Retirees	9,667		9,484	
c. Disabled retirees	217		235	
d. Beneficiaries	2,088		2,057	
e. Inactive, deferred vested	4,007		3,953	
f. Inactive, nonvested	4,883		4,348	
g. Total	32,440		31,479	
2. Covered payroll	\$ 729,928		\$ 696,890	
3. Averages for active members				
a. Average age	47.9		48.0	
b. Average years of service	10.9		11.3	
c. Average pay (\$)	\$ 63,044		\$ 61,120	
4. Present value of future pay	\$ 5,704,670		\$ 5,454,046	
5. Employer normal cost rate	8.35%		8.26%	
6. Present value of future benefits	\$ 6,180,642	864.8%	\$ 6,026,416	864.8%
7. Present value of future normal costs	\$ 622,834	85.8%	\$ 597,852	85.8%
8. Actuarial accrued liability (6 - 7)	\$ 5,557,808	779.0%	\$ 5,428,564	779.0%
9. Present actuarial assets	\$ 3,836,122	512.8%	\$ 3,573,373	541.6%
10. Unfunded actuarial accrued liability (UAAL) (8 - 9)	\$ 1,721,686	266.2%	\$ 1,855,191	237.3%
11. Calculated City Contribution Rate				
a. Employer normal cost	8.35%		8.26%	
b. Amortization charge ¹	-4.53%		-3.31%	
c. Total	3.82%		4.95%	
12. City Contribution Rate ²	8.51%		8.48%	
13. Average estimated return				
a. Based on market value	5.69%		4.98%	
b. Based on actuarial value	10.35%		10.86%	
14. Funded ratio (9 ÷ 8)	69.0%		65.8%	
15. Legacy Liability payment for fiscal year beginning one year after valuation date	\$ 149,969		\$ 145,955	

Note: Dollar amounts in \$000

1 This is the layered amortization payment excluding the Legacy Liability payment.

2 This is the payment to be made for the fiscal year beginning one year after the valuation date.



Table 2
Calculation of Annual Required Contribution Rate

	July 1, 2023 (1)	July 1, 2022 (2)
1. Annualized salaries on valuation date	\$ 729,928	\$ 696,890
2. Projected payroll for upcoming fiscal year ¹	\$ 730,000	\$ 697,005
3. Present value of future pay	\$ 5,704,670	\$ 5,454,046
4. Employer normal cost rate	8.35%	8.26%
5. Actuarial accrued liability for active members		
a. Present value of future benefits for active members	\$ 2,642,309	\$ 2,599,449
b. Less: present value of future normal costs	(551,184)	(521,646)
c. Less: present value of additional employee contributions ²	(71,650)	(76,206)
d. Actuarial accrued liability	\$ 2,019,475	\$ 2,001,597
6. Total actuarial accrued liability for:		
a. Retirees and beneficiaries	\$ 3,309,610	\$ 3,211,423
b. Inactive participants	\$ 228,723	215,544
c. Active members (Item 5d)	\$ 2,019,475	2,001,597
d. Total	\$ 5,557,808	\$ 5,428,564
7. Actuarial value of assets	\$ 3,836,122	\$ 3,573,373
8. Unfunded actuarial accrued liability (UAAL) (Item 6d - Item 7)	\$ 1,721,686	\$ 1,855,191

Note: Dollar amounts in \$000

- 1 The projected payroll is the actual pay received for the just completed fiscal year (including pay for any member who received pay during the year: i.e. active, terminated, retired, etc.). This pay is then increased by the payroll growth rate.
- 2 Additional employee contributions in excess of the 3.00% employee rate used to determine the normal cost.



Table 3
Actuarial Present Value of Future Benefits

	July 1, 2023	July 1, 2022
	(1)	(2)
1. Active members		
a. Retirement benefits	\$ 2,450,056	\$ 2,409,061
b. Deferred termination benefits	119,084	118,418
c. Refunds	10,437	9,968
d. Death benefits	52,019	51,324
e. Disability benefits	10,713	10,678
f. Total	\$ 2,642,309	\$ 2,599,449
2. Members in Pay Status		
a. Service retirements	\$ 2,965,835	\$ 2,871,606
b. Disability retirements	25,179	27,178
c. Beneficiaries	318,596	312,639
d. Total	\$ 3,309,610	\$ 3,211,423
3. Inactive members		
a. Vested terminations	\$ 221,287	\$ 209,149
b. Nonvested terminations	7,436	6,395
c. Total	\$ 228,723	\$ 215,544
4. Total actuarial present value of future benefits	\$ 6,180,642	\$ 6,026,416

Note: Dollar amounts in \$000

Table 4
Analysis of Normal Cost

	July 1, 2023	July 1, 2022
	(1)	(2)
1. Gross normal cost rate		
a. Retirement benefits	7.96%	7.84%
b. Deferred termination benefits	1.28%	1.28%
c. Refunds	0.44%	0.46%
d. Disability benefits	0.12%	0.12%
e. Death benefits	0.30%	0.31%
f. Administrative expenses	1.25%	1.25%
g. Total	11.35%	11.26%
2. Employee Contribution rate ¹	3.00%	3.00%
3. Employer Normal Cost (including Administrative Expenses)	8.35%	8.26%

1 Normal cost is determined using Ultimate Entry Age method. Therefore, Employee Contribution rate is the rate for a Group D new hire.

Table 5
Calculation of Total Actuarial Gain or Loss

1. Unfunded actuarial accrued liability (UAAL) as of July 1, 2022	\$ 1,855,191
2. Total normal cost and administrative expense for year	\$ 90,039
3. Employer and Employee Contributions during year ending June 30, 2023	\$ (239,495)
4. Interest on UAAL for one year	\$ 129,863
5. Interest on Item 2 and Item 3 for one-half year	\$ (5,142)
6. Expected UAAL as of July 1, 2023 (1+2+3+4+5)	\$ 1,830,456
7. Actual UAAL as of July 1, 2023	\$ 1,721,686
8. Actuarial gain/(loss) for the period (6 - 7)	\$ 108,770
 <u>SOURCE OF GAINS/(LOSSES)</u>	
9. Asset gain/(loss) (See Table 10)	\$ 118,112
10. Plan changes	0
11. Assumption changes	0
12. Method change	0
13. Next Year's COLA different than assumed	(19,331)
14. Liability experience gain/(loss) for the period	9,989
15. Actuarial gain/(loss) for the period	\$ 108,770

Note: Dollar amounts in \$000

Table 6 Change in Calculated Contribution Rate Since the Prior Valuation

1. Calculated City Contribution Rate as of July 1, 2022		4.95%
2. Change in Contribution Rate During Year		
a. Change in Employer Normal Cost (excluding assumption change)	0.09%	
b. Recognition of prior years' asset (gains)	(1.22%)	
c. Actuarial loss from current year asset performance	0.08%	
d. Actuarial loss from COLA	0.19%	
e. Actuarial loss from liability sources	(0.25%)	
f. Effect of projected payroll growing faster than expected	0.21%	
g. Change in Actuarial Assumptions and Methods	0.00%	
h. Impact of Contributing at Corridor Midpoint	(0.23%)	
i. Total Change		(1.13%)
Calculated City Contribution Rate as of July 1, 2023		3.82%

Table 7 Near Term Outlook

Valuation as of July 1,	Unfunded Actuarial Accrued Liability (UAAL, in 000s)	Funded Ratio	Calculated City Contribution Rate ¹	Corridor Midpoint ¹	Actuarial Value of Fund (in 000s)	For Fiscal Year Ending June 30,	Estimated Payroll	Employer Contributions	Employee Contributions	Benefit Payments ²	Net External Cash Flow
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2023	\$ 1,721,686	69.0%	3.82%	8.51%	\$ 3,836,122	2024	\$ 730,000	\$ 207,831	\$ 33,365	\$ 371,582	\$ (141,851)
2024	1,690,293	70.1%	3.63%	8.51%	3,957,919	2025	750,075	213,792	33,031	398,737	(162,443)
2025	1,652,304	71.1%	3.34%	8.54%	4,066,940	2026	770,702	219,902	32,808	424,009	(180,986)
2026	1,607,451	72.2%	3.04%	8.57%	4,164,413	2027	791,896	226,184	32,639	448,578	(198,637)
2027	1,555,178	73.2%	2.71%	8.59%	4,250,450	2028	813,673	232,564	32,523	472,986	(216,012)
2028	1,494,923	74.3%	2.35%	8.61%	4,324,537	2029	836,049	239,125	32,464	496,965	(232,758)
2029	1,425,990	75.5%	1.97%	8.63%	4,386,487	2030	859,040	245,870	32,469	520,544	(248,903)
2030	1,347,622	76.7%	1.55%	8.65%	4,436,074	2031	882,664	252,805	32,537	543,211	(263,926)
2031	1,259,014	78.0%	1.11%	8.67%	4,473,591	2032	906,937	259,936	32,663	471,705	(184,560)
2032	1,159,297	79.9%	0.63%	8.69%	4,595,832	2033	931,878	267,269	32,846	477,886	(182,661)
2033	1,047,500	81.9%	0.11%	8.70%	4,728,594	2034	957,505	274,712	33,087	481,586	(178,149)

These projections are based on the HMEPS statute as amended by SB 2190 of the 2017 Legislature.

- 1 Actual City Contribution Rate will be set to Corridor Midpoint if Fund is less than 90% funded. Contribution rate goes into effect 12 months after the valuation date
- 2 Includes refunds taken by terminating members and plan administrative expenses

Note: Dollar amounts in \$000. Projections assume all actuarial assumptions are met, including actual investment returns are 7.0% annually projected from the smoothed (actuarial) value of assets.



Table 8
Statement of Plan Net Assets

	July 1, 2023 (1)	July 1, 2022 (2)
A. ASSETS		
1. Current Assets		
a. Cash and cash equivalents	\$ 45,679	\$ 12,718
b. Accounts Receivable		
1) Sale of investments	\$ 3,060	\$ 1,960
2) Other	\$ 11,354	\$ 23,836
c. Total Current Assets	\$ 60,093	\$ 38,514
2. Investments at Fair Value		
a. Short-term investment funds	\$ 115,072	\$ 177,419
b. Global Equity	1,156,332	1,020,112
c. Fixed Income	223,978	242,208
d. Absolute Return	133,374	130,356
e. Inflation Linked	681,144	592,120
f. Private Credit	152,324	104,327
g. Private Equity	1,151,363	1,238,475
h. Real Estate	406,774	421,206
i. Total Investments	\$ 4,020,361	\$ 3,926,222
3. Other Assets		
a. Collateral on securities lending	\$ 61,029	\$ 35,555
b. Net OPEB Asset	\$ 5,088	\$ 4,240
c. Furniture, fixtures and equipment, net	1,636	2,057
d. Total other assets	\$ 67,753	\$ 41,851
4. Total Assets	\$ 4,148,207	\$ 4,006,588
5. Deferred outflow of resources	\$ 569	\$ 767
B. LIABILITIES		
1. Current Liabilities		
a. Amounts due on asset purchases	\$ 7,759	\$ 12,413
b. Accrued liabilities	6,261	5,683
c. Collateral on securities lending	61,029	35,555
2. Total Liabilities	75,049	53,651
3. Deferred inflows of resources	1,382	1,353
Net Assets Held in Trust	\$ 4,072,345	\$ 3,952,351
C. TARGET ASSET ALLOCATION FOR CASH & LONG TERM INVESTMENTS		
1. Cash	0.0%	0.0%
2. Fixed Income	10.0%	10.0%
3. Private Credit	12.5%	5.0%
4. Real Estate	12.5%	12.5%
5. Private Equity	17.0%	17.0%
6. Global Equity	28.0%	32.5%
7. Inflation-Linked Asset Class	20.0%	15.0%
8. Absolute Return	0.0%	8.0%
9. Total	100.0%	100.0%

Note: Dollar amounts in \$000
Columns may not add due to rounding



Table 9
Reconciliation of Plan Net Assets

	Year Ending	
	June 30, 2023	June 30, 2022
	(1)	(2)
1. Market value of assets at beginning of year	\$ 3,952,351	\$ 3,867,087
a. Prior year adjustment	0	0
b. Restated Market value	\$ 3,952,351	\$ 3,867,087
2. Revenue for the year		
a. Contributions		
i. Member contributions	\$ 34,600	\$ 32,655
ii. Employer contributions	204,895	197,341
iii. Total	\$ 239,495	\$ 229,996
b. Net investment income		
i. Interest	\$ 14,845	\$ 11,170
ii. Dividends	33,159	29,608
iii. Earnings from LP's and real estate trusts	10,239	4,828
iv. Net appreciation (depreciation) on investments	172,913	152,876
v. Net proceeds from lending securities	180	77
vi. Less investment expenses	(9,972)	(9,169)
vii. Other	619	466
c. Total revenue	\$ 461,478	\$ 419,851
3. Expenditures for the year		
a. Refunds	\$ 990	\$ 1,133
b. Benefit payments	334,859	327,773
c. Administrative and miscellaneous expenses	5,636	5,681
d. Total expenditures	\$ 341,484	\$ 334,587
4. Increase in net assets (Item 2c - Item 3d)	\$ 119,993	\$ 85,264
5. Market value of assets at end of year (Item 1 + Item 4)	\$ 4,072,345	\$ 3,952,351

Note: Dollar amounts in \$000

Columns may not add due to rounding

Table 10
Development of Actuarial Value of Assets

		July 1, 2023				
1.	Actuarial value of assets at beginning of year	\$				3,573,373
2.	Net new investments					
	a. Contributions	\$				239,495
	b. Benefits and refunds paid	\$				(335,849)
	c. Administrative Expenses	\$				(5,636)
	d. Subtotal	\$				(101,990)
3.	Assumed investment return rate for fiscal year					7.00%
4.	Assumed investment income for fiscal year	\$				246,627
5.	Expected actuarial value at end of year (1+ 2 + 4)	\$				3,718,010
6.	Market value of assets at end of year	\$				4,072,345
7.	Difference (6 - 5)	\$				354,335
8.	Development of amounts to be recognized as of July 1, 2023:					
	Remaining Deferrals of Excess (Shortfall) of					
Fiscal Year End	Investment Income	Offsetting of Gains/(Losses)	Net Deferrals Remaining	Years Remaining	Recognized for this valuation	Remaining after this valuation
	(1)	(2)	(3) = (1) + (2)	(4)	(5) = (3) / (4)	(6) = (3) - (5)
2019	\$ 0	\$ 0	\$ 0	1	\$ 0	\$ 0
2020	0	0	0	2	0	0
2021	378,978	(24,644)	354,335	3	118,112	236,223
2022	0	0	0	4	0	0
2023	(24,644)	24,644	0	5	0	0
Total	354,335	\$ 0	\$ 354,335		\$ 118,112	236,223
9.	Final actuarial value of plan net assets, end of year (Item 6 - Item 8 Column 6)					3,836,122
10.	Asset gain (loss) for year (Item 9 - Item 5)	\$				118,112
11.	Asset gain (loss) as % of actual actuarial assets					3.08%
12.	Ratio of actuarial value to market value					94.2%

Notes: Remaining deferrals in Column (1) for prior years are from last year's report column (6) of Table 10. The number in the current year is the difference between the remaining deferrals for prior years and the total Excess/(Shortfall) return shown in Item 7. Column 2 is a direct offset of the current year's excess/(shortfall) return against prior years' excess/(shortfall) of the opposite type.



Table 11
Estimation of Investment Return Yield (Net of Expenses)

Item	July 1, 2023	July 1, 2022
(1)	(2)	(3)
A. Market value yield		
1. Beginning of year net market assets	\$ 3,952,351	\$ 3,867,087
2. Net Investment income (net of investment expenses)	221,983	189,856
3. End of year market assets	4,072,345	3,952,351
4. Estimated market value yield	5.69%	4.98%
B. Actuarial value yield		
1. Beginning of year actuarial assets	\$ 3,573,373	\$ 3,322,651
2. Net Investment income (net of investment expenses)	364,739	355,314
3. End of year actuarial assets	3,836,122	3,573,373
4. Estimated actuarial value yield	10.35%	10.86%

Note: Dollar amounts in \$000

Table 12
History of Investment Returns

For Fiscal Year Ending	Market Value	Actuarial Value
(1)	(2)	(3)
June 30, 2008	(0.25%)	8.97%
June 30, 2009	(20.14%)	2.60%
June 30, 2010	11.21%	3.54%
June 30, 2011	21.56%	6.27%
June 30, 2012	(0.89%)	4.46%
June 30, 2013	13.02%	5.39%
June 30, 2014	16.04%	7.95%
June 30, 2015	2.78%	6.82%
June 30, 2016	1.21%	(3.81%)
June 30, 2017	12.41%	8.08%
June 30, 2018	8.68%	8.30%
June 30, 2019	6.83%	8.26%
June 30, 2020	(3.76)%	5.38%
June 30, 2021	38.31%	11.50%
June 30, 2022	4.98%	10.86%
June 30, 2023	5.69%	10.35%
Average Compound Return - last 5 years	9.55%	9.25%
Average Compound Return - last 10 years	8.81%	7.29%

Note: Investment returns are estimations made by the actuary. Prior to June 30, 2016 these are dollar-weighted returns net of administrative and investment expenses. Beginning with June 30, 2016 the returns are net of investment expenses only.

Table 13
Historical Solvency Test

Aggregated Accrued Liabilities for					Portions of Accrued Liabilities Covered by Reported Assets		
Valuation Date	Active Members Contributions	Retirees Beneficiaries and Vested Terminations ¹	Members (City Financed Portion)	Actuarial Value of Assets	(5)/(2)	[(5)-(2)]/(3)	[(5)-(2)- (3)]/(4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
July 1, 2003	44,388	1,115,801	2,118,063	1,510,264	100.0%	100.0%	17%
July 1, 2004	62,062	1,355,157	1,216,599	1,501,235	100.0%	100.0%	7%
July 1, 2005	48,150	1,577,345	1,099,777	1,777,656	100.0%	100.0%	14%
July 1, 2006	58,043	1,729,863	1,106,389	1,867,293	100.0%	100.0%	7%
July 1, 2007	69,544	1,824,992	1,234,178	2,193,745	100.0%	100.0%	24%
July 1, 2008	81,182	1,904,333	1,310,855	2,310,384	100.0%	100.0%	25%
July 1, 2009	95,268	1,974,714	1,381,428	2,284,442	100.0%	100.0%	16%
July 1, 2010	107,421	2,058,813	1,466,236	2,273,142	100.0%	100.0%	7%
July 1, 2011	118,202	2,154,959	1,517,167	2,328,804	100.0%	100.0%	4%
July 1, 2012	124,848	2,312,548	1,529,468	2,344,128	100.0%	96.0%	0%
July 1, 2013	132,238	2,431,950	1,565,395	2,382,585	100.0%	92.5%	0%
July 1, 2014	139,203	2,538,225	1,611,151	2,490,521	100.0%	92.6%	0%
July 1, 2015	143,097	2,832,860	1,789,762	2,582,510	100.0%	86.1%	0%
July 1, 2016	146,407	2,894,489	1,694,103	2,625,896	100.0%	85.7%	0%
July 1, 2017	149,190	2,993,101	1,723,740	2,742,539	100.0%	86.6%	0%
July 1, 2018	162,180	3,093,196	1,726,632	2,874,585	100.0%	87.7%	0%
July 1, 2019	176,988	3,159,103	1,755,054	3,019,255	100.0%	90.0%	0%
July 1, 2020	191,620	3,221,122	1,783,605	3,074,339	100.0%	89.5%	0%
July 1, 2021	203,932	3,301,271	1,784,730	3,322,651	100.0%	94.5%	0%
July 1, 2022	209,641	3,426,967	1,791,956	3,812,008	100.0%	100.0%	10%
July 1, 2023	218,311	3,538,333	1,801,164	3,836,122	100.0%	100.0%	4%

Note: Dollar amounts in \$000

1 Column (3) included AAL for DROP participants until 2003, thereafter in Column (4)



Table 14
Schedule of Funding Progress

Date	Actuarial Value of Assets (AVA)	Actuarial Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL) (3) - (2)	Funded Ratio (2)/(3)	Annualized Salaries	UAAL as % of Salaries (4)/(6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
July 1, 2003	\$ 1,510,264	\$ 3,278,251	\$ 1,767,987	46.1%	\$ 390,314	453.0%
July 1, 2004	1,501,235	2,633,817	1,132,582	57.0%	366,190	309.3%
July 1, 2005	1,777,656	2,725,272	947,616	65.2%	404,565	234.2%
July 1, 2006	1,867,293	2,894,295	1,027,002	64.5%	422,496	243.1%
July 1, 2007	2,193,745	3,128,713	934,968	70.1%	448,925	208.3%
July 1, 2008	2,310,384	3,296,370	985,986	70.1%	483,815	203.8%
July 1, 2009	2,284,442	3,451,410	1,166,968	66.2%	539,023	216.5%
July 1, 2010	2,273,142	3,632,470	1,359,328	62.6%	550,709	246.8%
July 1, 2011	2,328,804	3,790,328	1,461,524	61.4%	544,665	268.3%
July 1, 2012	2,344,128	3,966,864	1,622,736	59.1%	534,394	303.7%
July 1, 2013	2,382,585	4,129,583	1,746,998	57.7%	549,971	317.7%
July 1, 2014	2,490,521	4,288,579	1,798,058	58.1%	568,992	316.0%
July 1, 2015	2,582,510	4,765,719	2,183,209	54.2%	584,025	373.8%
July 1, 2016	2,625,896	4,734,999	2,109,103	55.5%	608,210	346.8%
July 1, 2017	2,742,539	4,866,031	2,123,492	56.4%	623,577	340.5%
July 1, 2018	2,874,585	4,982,008	2,107,424	57.7%	624,266	337.6%
July 1, 2019	3,019,255	5,091,145	2,071,890	59.3%	636,463	325.5%
July 1, 2020	3,074,339	5,196,347	2,122,008	59.2%	657,876	322.6%
July 1, 2021	3,322,651	5,289,933	1,967,283	62.8%	669,217	294.0%
July 1, 2022	3,573,373	5,428,564	1,855,191	65.8%	696,890	266.2%
July 1, 2023	3,836,122	5,557,808	1,721,686	69.0%	729,928	235.9%

Table 15
Historical Active Participant Data

Valuation Date	Active Count	Average Age	Average Svc	Annualized Salaries	Average Salary	Percent Changes
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1995	14,364	41.3	N/A	\$378,511	\$26,351	0.8%
1996	14,067	41.8	N/A	\$367,610	\$26,133	(0.8%)
1998 ¹	13,764	42.8	9.8	\$394,919	\$28,692	9.8%
1999 ¹	13,286	42.9	9.8	\$396,617	\$29,852	4.0%
2000 ¹	13,126	43.7	10.3	\$421,591	\$32,119	7.6%
2001 ¹	12,928	43.9	10.3	\$413,021	\$31,948	(0.5%)
2002	12,527	44.7	11	\$399,794	\$31,915	(0.1%)
2003	12,120	45.2	11.2	\$390,314	\$32,204	0.9%
2004	11,856	45.1	10.3	\$366,190	\$30,886	(4.1%)
2005 ²	11,974	44.8	9.6	\$404,565	\$33,787	9.4%
2006	12,145	44.8	9.31	\$422,496	\$34,788	3.0%
2007	12,376	45.2	9.3	\$448,925	\$36,274	4.3%
2008	12,653	45.2	9.3	\$483,815	\$38,237	5.4%
2009	13,333	45.1	9.2	\$539,023	\$40,428	5.7%
2010	12,913	45.8	10.0	\$550,709	\$42,648	5.5%
2011	12,345	46.5	10.6	\$544,665	\$44,120	3.5%
2012	11,670	46.8	11.1	\$534,394	\$45,792	3.8%
2013	11,781	46.9	11.1	\$549,971	\$46,683	1.9%
2014	11,949	46.9	11.1	\$568,992	\$47,618	2.0%
2015	11,827	47.1	11.2	\$584,025	\$49,381	3.7%
2016	12,103	47.1	11.1	\$608,210	\$50,253	1.8%
2017	12,066	47.3	11.1	\$623,577	\$51,681	2.8%
2018	11,880	47.5	11.3	\$624,266	\$52,548	1.7%
2019	11,507	47.9	11.5	\$636,463	\$55,311	5.3%
2020	11,594	47.9	11.3	\$657,876	\$56,743	2.6%
2021	11,579	48.0	11.4	\$669,217	\$57,796	1.9%
2022	11,402	48.0	11.3	\$696,890	\$61,120	5.8%
2023	11,578	47.9	10.9	\$729,928	\$63,044	3.1%

Note: Dollar amounts in \$000

- 1 Excludes DROP participants
- 2 Beginning with the 2005 valuation, a change in methodology annualizes payroll for new entrants. If the methodology had not been changed, the covered payroll for 2005 would have been \$376,208,345 and the average salary would have been \$31,419.



Table 16
Retirees, Beneficiaries, and Disabled Participants Added to and Removed from Rolls

Valuation July 1,	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		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
2003	598	\$ 11,497	311	\$ 1,873	6,215	\$ 84,519	17.0%	\$ 13,599
2004	942	25,189	279	2,624	6,878	107,084	26.7%	15,569
2005	861	18,054	216	1,926	7,523	123,212	15.1%	16,378
2006	654	14,722	397	2,246	7,780	135,688	10.1%	17,441
2007	440	10,280	249	3,007	7,971	142,961	5.4%	17,935
2008	464	11,052	280	3,420	8,155	150,592	5.3%	18,466
2009	474	11,430	289	3,667	8,340	158,356	5.2%	18,988
2010	476	12,040	290	3,938	8,526	166,458	5.1%	19,524
2011	502	13,202	311	4,451	8,717	175,210	5.3%	20,100
2012	654	16,299	293	3,993	9,078	187,515	7.0%	20,656
2013	695	15,566	346	5,051	9,427	198,030	5.6%	21,007
2014	619	15,370	361	5,717	9,685	207,683	4.9%	21,444
2015	771	17,334	433	5,534	10,023	219,484	5.7%	21,898
2016	590	17,295	324	5,842	10,289	230,937	5.2%	22,445
2017	659	19,402	347	6,285	10,601	244,054	5.7%	23,022
2018	607	19,691	374	9,929	10,834	253,816	4.0%	23,428
2019	634	15,297	358	6,815	11,110	262,297	3.3%	23,609
2020	579	13,011	337	6,455	11,352	268,854	2.5%	23,683
2021	588	13,569	478	9,035	11,462	273,387	1.7%	23,852
2022	753	18,043	439	6,695	11,776	284,735	4.2%	24,179
2023	628	16,003	432	7,133	11,972	293,605	3.1%	24,524

Note: Dollar amounts in \$000



Table 17
Membership Data

	July 1, 2023	July 1, 2022	July 1, 2021
	(1)	(2)	(3)
1. Active members			
a. Number	11,578	11,402	11,579
b. Number vested	7,167	7,420	7,700
c. Annualized salaries	\$ 729,928,000	\$ 696,890,000	\$ 669,217,000
d. Average salary	63,044	61,120	57,796
e. Average age	47.9	48.0	48.0
f. Average service	10.9	11.3	11.4
2. Inactive participants			
a. Vested	4,007	3,953	3,789
b. Total annual benefits (deferred)	\$ 30,911,933	\$ 29,256,498	\$ 27,690,996
c. Average annual benefit	7,714	7,401	7,308
d. Nonvested	4,883	4,348	3,837
3. Service retirees			
a. Number	9,667	9,484	9,184
b. Total annual benefits	\$ 253,363,089	\$ 245,589,241	\$ 235,185,322
c. Average annual benefit	26,209	25,895	25,608
d. Average age	71.5	71.2	70.9
4. Disabled retirees			
a. Number	217	235	251
b. Total annual benefits	\$ 2,677,835	\$ 2,843,197	\$ 3,007,163
c. Average annual benefit	12,340	12,099	11,981
d. Average age	70.5	69.7	69.2
5. Beneficiaries and spouses			
a. Number	2,088	2,057	2,046
b. Total annual benefits	\$ 37,563,727	\$ 36,302,634	\$ 35,194,722
c. Average annual benefit	17,990	17,813	17,363
d. Average age	72.6	71.7	71.5



Table 18
Distribution of All Active Members by Age and by Years of Service

Attained Age	0 No. & Avg. Comp.	1 No. & Avg. Comp.	2 No. & Avg. Comp.	3 No. & Avg. Comp.	4 No. & Avg. Comp.	5-9 No. & Avg. Comp.	10-14 No. & Avg. Comp.	15-19 No. & Avg. Comp.	20-24 No. & Avg. Comp.	25-29 No. & Avg. Comp.	30-34 No. & Avg. Comp.	35 & Over No. & Avg. Comp.	Total No. & Avg. Comp.
Under 25	122 \$38,648	47 \$41,738	19 \$40,259	6 \$44,561	2 *	1 *							197 \$39,883
25-29	261 \$44,599	167 \$48,185	81 \$48,800	56 \$50,032	44 \$50,353	76 \$51,512							685 \$47,550
30-34	272 \$47,214	177 \$53,348	110 \$54,793	106 \$54,862	75 \$57,353	279 \$55,887	60 \$55,581	4 \$76,258					1,083 \$53,242
35-39	207 \$52,086	145 \$56,517	78 \$60,613	88 \$60,848	74 \$62,277	350 \$61,471	148 \$60,905	82 \$62,537	1 *				1,173 \$59,155
40-44	194 \$56,216	153 \$60,875	74 \$67,964	85 \$62,472	70 \$62,242	335 \$66,785	193 \$68,001	275 \$71,753	53 \$65,082	3 *			1,435 \$65,343
45-49	138 \$55,113	127 \$62,466	84 \$63,540	76 \$66,372	59 \$69,164	293 \$66,278	149 \$70,077	287 \$70,974	118 \$69,803	63 \$66,990			1,394 \$66,491
50-54	152 \$55,190	119 63,078	87 \$66,798	66 \$55,565	60 \$64,087	284 \$67,123	177 \$70,428	301 \$70,276	172 \$65,518	168 \$69,624	66 \$68,762	1 *	1,653 \$66,232
55-59	121 59,031	98 60,880	51 \$60,061	46 \$62,460	68 \$58,921	255 \$63,776	181 \$66,704	335 \$67,639	147 \$63,124	212 \$68,205	166 \$71,756	45 \$66,391	1,725 \$65,325
60-64	63 \$52,835	63 \$56,762	38 \$73,627	43 \$61,275	31 \$63,169	213 \$64,629	148 \$71,398	291 \$68,142	145 \$64,037	148 \$72,741	128 \$72,332	80 \$77,052	1,391 \$67,528
65 & Over	26 \$51,126	30 \$65,699	18 \$71,357	18 \$56,829	16 \$60,468	129 \$70,034	120 \$75,953	183 \$70,427	84 \$71,880	84 \$70,650	79 \$75,852	55 \$78,513	842 \$71,134
Total	1,556 \$50,566	1,126 \$56,761	640 \$60,619	590 \$58,969	499 \$61,019	2,215 \$63,648	1,176 \$68,142	1,758 \$69,434	720 \$66,141	678 \$69,690	439 \$72,211	181 \$74,844	11,578 \$63,044

Average: Age: 47.94 Number of participants: Fully vested: 7,167 Males: 6,260
 Service: 10.88 Not Vested: 4,411 Females: 5,318

* Detailed pay data is not shown if there are 3 or fewer members, but the pay is included in the Total column.



Appendix A

Summary of Actuarial Assumptions and Methods

APPENDIX A

Summary of Actuarial Assumptions and Methods

The following methods and assumptions were used in preparing the July 1, 2023, actuarial valuation.

1. Valuation Date

The valuation date is July 1st of each plan year. This is the date as of which the actuarial present value of future benefits and the actuarial value of assets are determined.

2. Actuarial Cost Method (Prescribed Method under Actuarial Standards of Practice)

The actuarial valuation uses the Entry Age Normal actuarial cost method. Under this method, the employer contribution rate is the sum of (i) the employer normal cost rate, and (ii) a rate that will amortize the unfunded actuarial accrued liability.

- a. The valuation is prepared on the projected benefit basis, under which the present value, at the investment return rate assumed to be earned in the future (7.0 percent), of each participant's expected benefit payable at retirement or death is determined, based on his/her age, service, sex and compensation. The calculations take into account the probability of a participant's death or termination of employment prior to becoming eligible for a benefit, as well as the possibility of his/her terminating with a service, disability, or survivor's benefit. Future salary increases are also anticipated. The present value of the expected benefits payable on account of the active participants is added to the present value of the expected future payments to retired participants and beneficiaries to obtain the present value of all expected benefits payable from the Plan on account of the present group of participants and beneficiaries.
- b. The employer contributions required to support the benefits of the Plan are determined using a level funding approach, and consist of a normal cost contribution and an accrued liability contribution.
- c. The normal contribution is determined using the "entry age normal" method. Under this cost method, a calculation is made to determine the average uniform and constant percentage rate of employer contribution which, if applied to the compensation of each participant during the entire period of his/her anticipated covered service, would be required to meet the cost of all benefits payable on his behalf based on the benefits provisions for new employees hired on or after the valuation date.
- d. The actuarial accrued liability (AAL) for each member is the difference between their present value of future benefits (PVFB), based on the tier of benefits that apply to the member, and their present value of future normal costs determined using the normal cost rate described in item c above. For inactive and retired members their AAL is equal to their PVFB.

- e. The Legacy Liability payments were established in the Initial RSVS valuation. Each subsequent valuation a liability (gain)/loss layer is established that is the difference between the sum of (i) the remaining Legacy Liability and (ii) the remaining liability (gain)/loss layers, and the unfunded accrued liability. The amortization payment for each liability (gain)/loss layer is determined by amortizing the layer over 30 years with the first payment made one year after the valuation in which the layer was established.

The contribution rate determined by this valuation will not be effective until one year later and the determination of the rate reflects this deferral. It is assumed that there will be no change in the employer normal cost rate due to the deferral, and it is assumed that payments are made uniformly throughout the year.

3. Actuarial Value of Assets

The actuarial value of assets is equal to the market value of assets less a five-year phase in of the excess (shortfall) between expected investment return and actual income. The actual calculation is based on the difference between actual market value and the expected actuarial value of assets each year, and recognizes the cumulative excess return (or shortfall) at a minimum rate of 20% per year. Each year a base is set up to reflect this difference. If the current year's base is of opposite sign to the deferred bases then it is offset dollar for dollar against the deferred bases. Any remaining bases are then recognized over the remaining period for the base (5 less the number of years between the base year and the valuation year). This is intended to ensure the smoothed value of assets will converge towards the market value in a reasonable amount of time.

Expected earnings are determined using the assumed investment return rate and the beginning of year actuarial value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of investment expenses.

The actuarial value of assets was marked to market value as of July 1, 2016 by recognizing all deferred investment shortfalls on that date. The method described above began again with the 2017 valuation.

4. Economic Assumptions

- a. Investment return: 7.00% per year, compounded annually, composed of an assumed 2.25% inflation rate and a 4.75% net real rate of return. This rate represents the assumed return, net of all investment expenses.
- b. Salary increase rate: A 2.25% inflation component, plus a 1.00% general increase, plus a service-related component as follows:

Years of Service	Service-related Component	Total Annual Rate of Increase Including 2.25% Inflation Component and 1.00% General Increase Rate
(1)	(2)	(3)
1	2.25%	5.50%
2	2.25	5.50
3	2.75	6.00
4	2.25	5.50
5	1.75	5.00
6	1.50	4.75
7	1.25	4.50
8	1.00	4.25
9	0.75	4.00
10-19	0.50	3.75
20-24	0.25	3.50
25+	0.00	3.25

- c. Payroll growth rate: In the amortization of the unfunded actuarial accrued liability, payroll is assumed to increase 2.75% per year. This increase rate is solely due to the effect of inflation on salaries, with no allowance for future membership growth.

The investment return assumption is established in statute at 7.0% and therefore is considered a prescribed assumption under the Actuarial Standards of Practice.

5. Demographic Assumptions

a. Retirement Rates

	Expected Retirements per 100 Lives		
	Group A & B Members	Group D Members	
Age	All	Service <20	Service >=20
(1)	(2)	(3)	(4)
45-51	5		
52	6		
53	7		
54	8		
55	9	1	1
56	10	2	2
57	11	3	3
58	12	4	4
59	13	5	5
60	14	6	6
61	15	7	7
62	16	16	26
63	17	17	17
64	18	18	18
65	19	19	19
66	20	20	20
67	21	21	21
68	22	22	22
69	23	23	23
70-74	24	24	24
75+	100	100	100

b. DROP Participation

100% of eligible members who reach eligibility for normal retirement prior to age 60 are assumed to enter DROP. 0% of eligible members who reach eligibility for normal retirement at or after age 60 are assumed to enter DROP.

c. DROP Entry Date

Those active members (not already in DROP) are assumed to enter DROP when first eligible. For members who have already entered DROP, the actual DROP entry date supplied in the data is used.

d. DROP Interest Credit

Interest is credited as 50% of the average five-year net investment return, with a minimum of 2.5% and a maximum of 7.5%. The credit rate is assumed to be 4.00% per year.

e. Mortality rate (active members)

Based on the Pub-2010, Amount-Weighted, Below-Median Income, General, Employee Male and Female tables, with a 2-year set forward. The rates are projected on a fully generational basis by the long-term rates of scale MP 2020 to account for future mortality improvements. 90% of the rates are assumed to be for non-service related deaths and 10% for service related deaths.

Mortality rates (retired members and beneficiaries):

Healthy Retirees and beneficiaries: Gender-distinct Pub-2010, Amount-Weighted, Below-Median Income, General, Healthy Retiree tables with a 2-year set-forward. The rates are projected on a fully generational basis by the long-term rates of scale MP 2020 to account for future mortality improvements. Life Expectancies are shown in the table below:

	Life Expectancy for an Age 65 Retiree in years				
	Year of Retirement				
	2020	2025	2030	2035	2040
Male	18.4	18.8	19.3	19.7	20.1
Female	21.8	22.1	22.5	22.9	23.2

Disabled Retirees: Gender-distinct Pub-2010, Amount-Weighted, Below-Median Income, General, Healthy Retiree tables with a 7-year set-forward. The rates are projected on a fully generational basis by the long-term rates of scale MP 2020 to account for future mortality improvements. A minimum rate of 0.04 is applied to male and 0.03 to female.

f. Termination Rates and Disability Rates

Termination rates (for causes other than death, disability or retirement):

Termination rates are a function of the member's age and service. Termination rates are not applied after a member becomes eligible for a retirement benefit. Rates at selected ages are shown below.

Probability of Decrement Due to Withdrawal - Male Members

Age	Years of Service										
	0	1	2	3	4	5	6	7	8	9	10+
20	0.2528	0.2156	0.1864	0.1670	0.1513	0.1379	0.1160	0.0982	0.0828	0.0724	0.0675
30	0.2175	0.1642	0.1345	0.1204	0.1160	0.1141	0.1039	0.0859	0.0738	0.0675	0.0555
40	0.1925	0.1397	0.1080	0.0942	0.0911	0.0910	0.0823	0.0644	0.0511	0.0451	0.0375
50	0.1708	0.1270	0.0910	0.760	0.0716	0.0703	0.0622	0.0523	0.0426	0.0400	0.0253
60	0.1321	0.1140	0.0959	0.0821	0.0705	0.0619	0.0525	0.0394	0.0295	0.0269	0.0171

Probability of Decrement Due to Withdrawal - Female Members

Age	Years of Service										
	0	1	2	3	4	5	6	7	8	9	10+
20	0.2088	0.1924	0.1687	0.1470	0.1335	0.1244	0.1222	0.1139	0.0972	0.0845	0.0441
30	0.2004	0.1708	0.1465	0.1270	0.1134	0.1072	0.1010	0.0871	0.0726	0.0706	0.0441
40	0.1942	0.1541	0.1314	0.1104	0.0943	0.0845	0.0764	0.0635	0.0507	0.0387	0.0318
50	0.1713	0.1378	0.1120	0.0885	0.0770	0.0687	0.0602	0.0499	0.0415	0.0336	0.0253
60	0.0925	0.0808	0.0712	0.0640	0.0598	0.0562	0.0494	0.0401	0.0336	0.0336	0.0223

Age	Rates of Decrement Due to Disability			
	Males	Females	Service-related Male	Service-related Female
20	0.000004	0.000006	0.000000	0.000001
25	0.000009	0.000013	0.000001	0.000002
30	0.000073	0.000065	0.000005	0.000008
35	0.000318	0.000102	0.000022	0.000013
40	0.000650	0.000234	0.000045	0.000029
45	0.001259	0.000528	0.000087	0.000066
50	0.002195	0.001256	0.000151	0.000157
55	0.003171	0.002021	0.000219	0.000253
60	0.004188	0.002436	0.000289	0.000305

Rates of disability are reduced to zero once a member becomes eligible for retirement.

6. Other Assumptions

- a. Projected payroll for contribution purposes: The aggregate projected payroll for the fiscal year following the valuation date is calculated by increasing the actual payroll paid during the previous fiscal year to all members (actives, terminated and retired) by the payroll growth rate.
- b. Percent married: 70% of employees are assumed to be married. (No beneficiaries other than the spouse assumed). The 70% assumption is intended to provide sufficient margin to cover the costs of any surviving children benefits.
- c. Age difference: Male members are assumed to be three years older than their spouses, and female members are assumed to be three years younger than their spouses.
- d. Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an annuity.
- e. Percent electing deferred termination benefit: Vested terminating members are assumed to elect a refund or a deferred benefit, whichever is more valuable at the time of termination.
- f. There will be no recoveries once disabled.
- g. No surviving spouse will remarry.
- h. Assumed age for commencement of deferred benefits: Members electing to receive a deferred benefit are assumed to commence receipt at the first age at which unreduced benefits are available.
- i. Administrative expenses: The administrative expenses of the plan are added into the employer contribution rate as a percentage of payroll at a rate of 1.25%.
- j. Pay increase timing: Beginning of (fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
- k. Decrement timing: Decrements of all types are assumed to occur mid-year.
- l. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
- m. Decrement relativity: Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.
- n. Incidence of Contributions: Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.
- o. Benefit Service: All members are assumed to accrue 1 year of service each year. Fractional service is used to determine the amount of benefit payable.

- p. Retiree DROP Balances Payout Duration: It is assumed that retirees will receive their DROP balances in equal installments over the eight years following retirement.
- q. COLA is assumed to be 1.00% per year for almost all members effective 7/1/2017. Group D members who terminated prior to the effective date of the 2017 legislation are not eligible for a COLA.

7. Participant Data

Participant data was supplied on electronic files. There were separate files for (i) active members, (ii) inactive members, and (iii) members and beneficiaries receiving benefits.

The data for active members included birth date, sex, most recent hire date, salary paid during last fiscal year, hours worked by the employee, and employee contribution amounts. For retired members and beneficiaries, the data included date of birth, sex, amount of monthly benefit, and date of retirement. Also included was the member's Group and for members participating in DROP, their account balances and monthly DROP income.

Most healthy and disabled retirees are assumed to have an 80% joint and survivor form of payment (a small group of retirees is only eligible for a 50% joint and survivor annuity), prorated by the 70% marriage assumption and reflecting the 3 year spousal age differential. All non-children beneficiaries are assumed to have life only benefits and all children beneficiaries' annuities are assumed to stop at age 21.

Salary for the prior fiscal year as well as an annualized rate of pay is provided in the data. The annualized rate increased by one-year's salary increase is the rate of pay the member is assumed to earn in the upcoming fiscal year.

Except as noted below, assumptions were made to correct for missing, or inconsistent data. These had no material impact on the results presented.

We received salary information on City of Houston employees employed by HFC, HFF, and CCSI. Where we had additional information because of prior HMEPS service, we added the salary information and treated the records as active employees. For the records where we had no additional information, we assumed these records were Group D members and we grossed up the Group D liabilities and payroll to reflect these additions.

8. Group Transfers

We assume no current Group B members will transfer to Group A.

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Appendix B

Summary of Plan Provisions

APPENDIX B

Summary of Plan Provisions

The provisions summarized in this section apply to persons who are members (active employees). Former members may have been covered under different plan provisions, depending on their dates of separation from service.

1. Covered Members

Any person who is a participant of Group A, under the original act.

Persons who became employees of the City of Houston after September 1, 1981 and prior to September 1, 1999, and elected officials of the City of Houston who assumed office after September 1, 1981 and prior to September 1, 1999, participate in Group B, but may make an irrevocable election to participate in Group A instead.

Persons who become employees of the City and persons who are elected as City officials after September 1, 1999 and prior to January 1, 2008 become members of Group A. Certain persons who were or became a Director of a City Department, Chief Administrative Officer, or Executive Director of HMEPS on or after September 1, 1999 and prior to January 1, 2005 participate in Group C. Effective January 1, 2005, all Group C participation ceased and all Group C participants became Group A participants. Accruals earned by Group C participants prior to January 1, 2005 are retained, but all future accruals are based on the Group A formulas.

All future references to Group C participants in this appendix are intended to reflect this change in the Group C status.

Covered employees newly hired on or after January 1, 2008 are members of Group D.

A former employee who is rehired on or after January 1, 2008 is a member of the group in which such employee participated at the time of his/her immediately preceding separation from service.

2. Monthly Final Average Salary (FAS)

The sum of the seventy-eight highest biweekly salaries paid to a member during his period of credited service, divided by thirty-six. Salary includes base pay, longevity pay, and any shift differential pay. If there are fewer than seventy-eight biweekly salaries, the FAS is determined by multiplying the average of all biweekly salaries paid to the member during the period of credited service by 26 and dividing the product by 12.

3. Credited Service

All services and work performed by an employee, including prior service. For members of Group A and former Group C, all services and work performed after September 1, 1943 must have been accompanied by corresponding contributions to HMEPS by the employee or legally authorized repayments must have been made. The contribution requirement applies to all Group B and Group D members effective with the first full pay period on or after July 1, 2017.



Credited service for former participants in Group C means the number of years of eligible service after the executive official's effective date of participation in Group C. A former Group C member receives two times the number of actual years of credited service in Group C solely for the purpose of fulfilling the eligibility requirements in Group C.

If former Group D and pre-1997 Group B members who forfeited their previous non-contributory credited service are rehired they will regain a year of forfeited non-contributory credited service for each year of service earned upon reemployment.

4. Normal Retirement

- a. Eligibility For participants in Group A or Group B, or, a former Group C member who became a Group A member as of January 1, 2005, the earliest of:
- (i) age 62 and 5 years of Credited Service
 - (ii) 5 years of Credited Service, and age plus years of Credited Service equal 70 or more, provided that, prior to January 1, 2005, the participant had at least five years of credited service and the combination of age and years of credited service was equal to or greater than 68.
 - (iii) 5 years of Credited Service, and age plus years of Credited Service equal 75 or more with minimum age 50.

For participants in Group D
Age 62 and 5 years of Credited Service

- b. Benefit Prior to January 1, 2005:
- Group A: 3.25% of FAS for each of the first 10 years of Credited Service plus 3.50% of FAS for Credited Service greater than 10 years but less than 20 years plus 4.25% of FAS for each year of Credited Service greater than 20 years (excludes period of DROP participation). Maximum benefit is 90% of FAS for all future retirees.
- Group B: 1.75% of FAS for each of the first 10 years of Credited Service plus 2.00% of FAS for Credited Service greater than 10 years but less than 20 years, plus 2.75% of FAS for each year of Credited Service greater than 20 years (excludes period of DROP participation). Maximum benefit is 90% of FAS for all future retirees.
- Group C: Double the rate for Group A
- All accruals after January 1, 2005:
- All accruals under the prior multipliers were frozen as of January 1, 2005 and the following benefit multipliers apply to service on or after that date:
- Group A: 2.50% of FAS for each of the first 20 years of Credited Service plus 3.25% of FAS for each year of Credited Service greater than 20 years (excludes period of DROP participation). Maximum benefit is 90% of FAS for all future retirees.



Group B: 1.75% of FAS for each of the first 10 years of Credited Service plus 2.00% of FAS for Credited Service greater than 10 years but less than 20 years, plus 2.50% of FAS for each year of Credited Service greater than 20 years (excludes period of DROP participation). Maximum benefit is 90% of FAS for all future retirees.

Group D: 1.80% of FAS for each of the first 25 years of Credited Service, plus 1.00% of FAS for each year of Credited Service greater than 25 years. Maximum benefit is 90% of FAS for all future retirees.

5. Early Retirement (Group D only)

- a. Eligibility
 - (i) at least ten years of Credited Service; or
 - (ii) at least five years of Credited Service and a combination of age and service equals or is greater than 75.
- b. Benefit Accrued normal retirement benefit reduced by 0.25% for each month less than age 62.

6. Vested Pension

- a. Eligibility 5 years of Credited Service.
- b. Benefit Group A and Group C: Either the accrued normal retirement benefit with payments beginning at the normal retirement eligibility date or a refund of employee contributions, if any, without interest.

Group B and Group D: Accrued normal retirement benefit payable at the normal retirement eligibility date or a refund of employee contributions, if any, without interest.

If the actuarial present value of a pension is less than \$20,000, a terminated participant who is not eligible to begin receiving a pension may request an early lump sum distribution of the pension. Such early lump sum distribution is irrevocable. Credited Service associated therewith can be reinstated after reemployment and pursuant to the rules of the plan.

7. Withdrawal Benefit

If a nonvested contributory member withdraws from service with less than 5 years, a refund of the member's contributions is made without interest, upon request.

8. Service-Connected Disability Retirement

- a. Eligibility Any age
- b. Benefit Group A: Accrued normal retirement benefit, but not less than 20% of final monthly salary at time of disability plus 1% of final monthly salary per year of Credited Service, to a maximum of 40% of final monthly salary.



Group B and Group D: Accrued normal retirement benefit, but not less than 20% of final monthly salary at time of disability.

9. Non-service-Connected Disability Retirement

- a. Eligibility 5 years of Credited Service.
- b. Benefit Accrued normal retirement benefit payable immediately.

10. Pre-retirement Survivor Benefits

A. Service-connected

- a. Eligibility Any age or Credited Service
- b. Benefit If there is a surviving spouse, 80% of FAS payable to the spouse. 10% of FAS is payable to each qualifying dependent to a maximum of 20% for all dependents. Surviving spouse's benefit will be reduced by the amount of dependent benefits. If no surviving spouse, dependent benefits are 50% of the amount a surviving spouse would have received for each dependent to a maximum of 80% of FAS for all dependents in the aggregate.

B. Non service-connected

- a. Eligibility 5 years of Credited Service
- b. Benefit If an active Group A, Group B or Group D member with at least 5 years of credited service dies while still in service with the City (off-duty death), the spousal survivor benefit will be 80% of the normal accrued pension, payable immediately, provided that the spouse was married to the participant for at least one continuous year as of the date of death. If such spouse was married less than one continuous year as of the date of death, the survivor benefit is 50% of the normal accrued pension.

If a Group A or Group B deferred participant (not yet receiving a pension benefit) dies, the spousal survivor benefit is 50% of the normal accrued pension, payable at the participant's eligibility date. However, the surviving spouse can elect an earlier actuarially equivalent benefit.

11. Postretirement Survivor Benefits

All Groups except Option-Eligible Participants:

If there is a surviving spouse, 80% of the retirement benefit the deceased retiree was receiving at the time of death payable immediately, provided that the spouse was married to the retiree at the time of death and for at least one continuous year prior to the date of separation from service (the marriage requirement applies for separations from service on or after July 1, 2017). If such spouse was married less than one continuous year prior to the date of separation from service (the marriage requirement



applies for separations from service on or after July 1, 2017), the spousal survivor benefit is 50% of the retirement benefit being received by the retiree at the time of death.

Option-Eligible Participants:

Life only to the retiree. Option-Eligible Participants may elect other options based on actuarial factors.

Option-Eligible Participants are all Group D members, Group A & B members who terminate after June 30, 2011 eligible for a normal retirement benefit and who are not married at their termination of service, and Group B members who terminated prior to September 1, 1997 and who are eligible for a normal retirement benefit.

12. Benefit Adjustments

COLAs are calculated as half of the average five-year investment return less five percentage points, with a minimum of 0% and a maximum of 2%, not compounded. Group D retirees who terminated after the effective date of the 2017 Legislation will receive COLAs in the future. For employees who are participating in DROP, COLAs will be delayed until the earlier of their age at retirement or age 62 as of January 1 of the year in which the increase is made.

13. Contribution Rates (all rates occur as of the first full pay period on or after the applicable effective date)

- a. Members Effective July 1, 2017, 7% of salary for Group A members, 2% of salary for Group B members and 2% of salary for Group D members. For Group D, beginning January 1, 2018, in addition to the 2%, employees contribute 1% to a notional account that will be credited with the DROP Credit interest converted to a bi-weekly rate. Effective July 1, 2018, the total contribution increases to 8% of salary for Group A members and 4% of salary for Group B members.
- b. City Effective July 1, 2017, the City's contribution obligation is set by state statute as described in the RSVS Section.

14. Deferred Retirement Option

- a. Eligibility Participants (other than Group D) who are eligible to retire but who have not retired and who remain in service with the City may participate in the DROP.

- b. Monthly DROP Credit

An amount equal to the accrued normal retirement benefit as of the effective date of DROP participation. The Monthly DROP Credit is credited to a notional account (DROP Account) on the last calendar day



each month.

c. DROP Credit Interest

Interest is credited to the DROP Account at the beginning of each day based on the DROP Account balance at the end of the previous day and posted monthly on the last calendar day of each month. Effective July 1, 2017, the annual interest rate effective beginning January 1 each year is half of the average five-year investment return, not less than 2.5% and not greater than 7.5%. The assumed DROP Credit interest is 4.0%.

d. DROP Credits-COLA

COLAs will not be given if the DROP participant is younger than age 62. When the DROP participant attains at least age 62 as of January 1 of the year of the increase, COLAs are calculated as half of the average five-year investment return less five percentage points, with a minimum of 0% and a maximum of 2%, not compounded

e. DROP Account Balance

The sum of a participant's Monthly DROP Credits, applicable COLAs, applicable interest, and, prior to January 1, 2005, the employee contributions as applicable.

15. DROP Benefit Pay-out A terminated DROP participant may elect to:

- a. Receive the entire DROP Account Balance in a lump sum.
- b. Receive the DROP Account Balance in periodic payments as approved by the Pension Board.
- c. Receive a portion of the DROP Account balance in a lump sum and the remainder in periodic payments as approved by the Pension Board.
- d. Receive a partial payment of not less than \$1,000, no more than once each ninety (90) days.
- e. Defer election of a payout option until a future date.

16. Post DROP Retirement The Final Pension is the accrued normal retirement benefit as of the effective date of DROP participation, increased with COLAs since DROP entry.

Changes in Plan Provisions Since Prior Year

There have been no changes to the benefit provisions of the System since the prior valuation.

STATISTICAL

- SECTION 5 -





A chance to create
a lifetime of
beautiful memories,
traveling the world,
exploring, and
spending quality time
with loved ones.



HMEPS
HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM

INTRODUCTION

The Statistical section of the Annual Comprehensive Financial Report presents detailed information related to the System’s financial statements. The schedules within the Statistical section are classified as Financial Trends and Participant Information. All information was derived from audited annual financials and/or our benefit administration system, and/or the annual actuarial valuations.

FINANCIAL TRENDS

The Changes in Fiduciary Net Position schedule shows the additions and deductions from the fiduciary net position and the resulting changes in fiduciary net position for the ten years ended June 30, 2024.

Additions to Fiduciary Net Position include city and member contributions to the System which are external sources of additions to plan net positions. Additions also include earnings from the System’s investment activity and are the System’s internal sources of, and typically the larger component of, additions to plan net positions.

Deductions from Fiduciary Net Position are primarily comprised of benefit payments and refunds paid to participants.

OPERATING INFORMATION

Participant data for the last ten years ending June 30, 2024 can be found starting on page 144 and includes several schedules regarding benefit payments to participants and participant demographics.

SCHEDULE OF BENEFIT RECIPIENTS BY TYPE AND AGE

Year Ended June 30, 2024

<i>Age on June 30</i>	<i>Service</i>	<i>Disability</i>	<i>Survivors and Beneficiaries</i>	<i>Total</i>
Under 40	0	0	66	66
40 - 44	0	0	10	10
45 - 49	0	2	17	19
50 - 54	86	7	47	140
55 - 59	399	14	106	519
60 - 64	1,414	28	202	1,644
65 - 69	2,425	48	318	2,791
70 - 74	2,359	43	355	2,757
75 - 79	1,717	28	349	2,094
80 - 84	886	23	300	1,209
85 & Over	581	11	363	955
Total	9,867	204	2,133	12,204

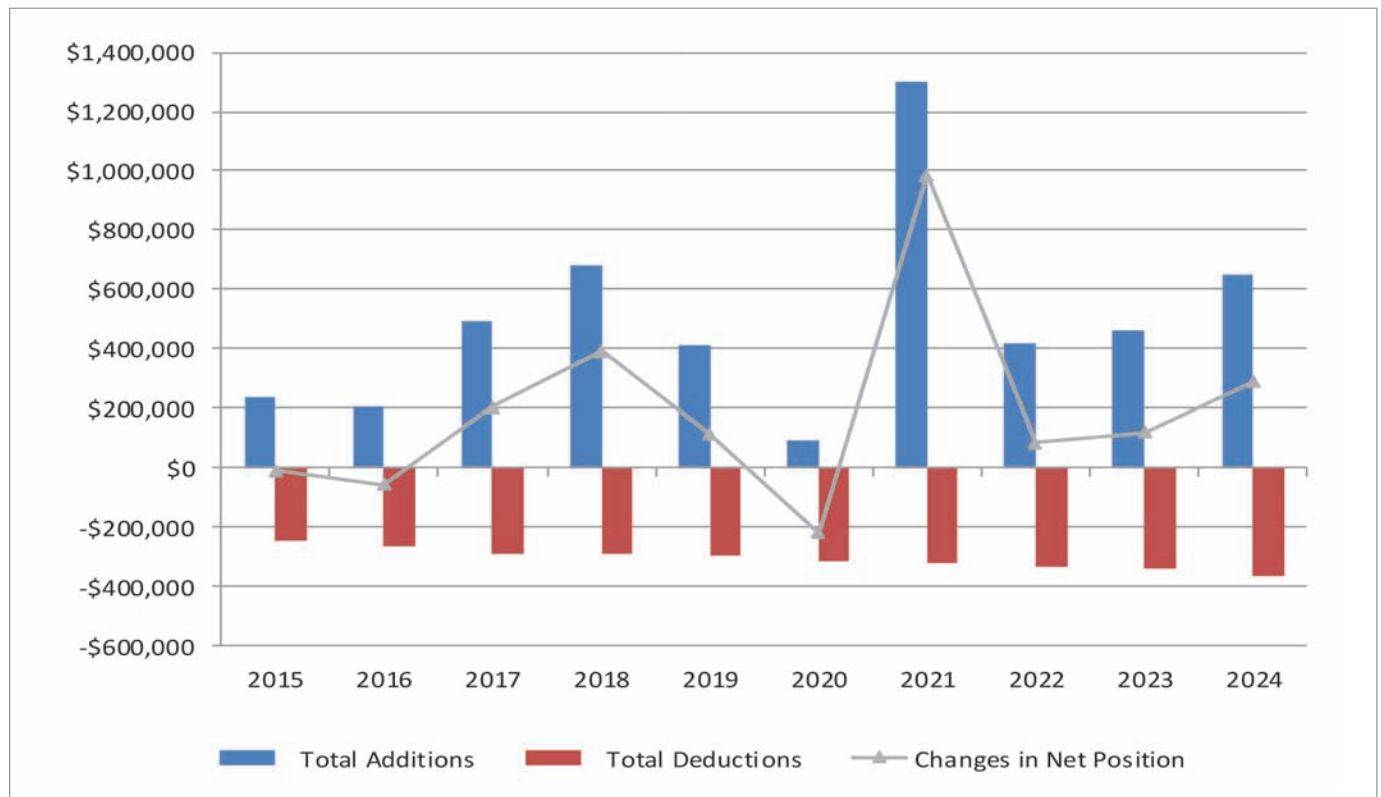
SCHEDULE OF CHANGES IN FIDUCIARY NET POSITION (IN \$000)

Financial Trends

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Additions (Reductions)										
Employer contributions	\$ 145,007	\$ 159,958	\$ 182,558	\$ 421,562	\$ 176,261	\$ 176,430	\$ 184,762	\$ 197,340	\$ 204,895	\$ 212,959
Member contributions	16,198	15,874	15,901	27,905	32,536	32,582	33,325	32,655	34,599	34,645
Investment income (loss)	73,854	27,988	290,911	231,815	200,445	(115,166)	1,084,387	189,390	221,364	403,867
Other income	557	1,303	1,272	701	710	484	487	466	620	657
Total additions (reductions) to net position	235,616	205,123	490,642	681,983	409,952	94,330	1,302,961	419,851	461,478	652,128
Deductions										
Benefit payments	234,955	253,179	280,456	283,928	291,060	308,002	314,150	327,773	334,859	356,915
Refund of contributions	1,549	1,105	718	807	1,394	649	402	1,133	990	1,341
Professional services fees	822	1,021	805	656	664	636	664	1,056	1,222	1,127
Cost of administration	6,185	6,339	6,021	5,786	4,699	4,255	2,446	4,625	4,412	4,919
Total deductions to net position	243,511	261,644	288,000	291,177	297,817	313,542	317,662	334,587	341,483	364,301
Changes in fiduciary net position	\$ (7,895)	\$ (56,521)	\$ 202,642	\$ 390,806	\$ 112,135	\$ (219,212)	\$ 985,299	\$ 85,264	\$ 119,995	\$ 287,827

CHART OF CHANGES IN FIDUCIARY NET POSITION (IN \$000)

Years Ended June 30



SCHEDULE OF BENEFIT PARTICIPANTS AND ANNUITIES BY TYPE

Ten Years Ended June 30 (in \$000) | Operating Information

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Participants by Benefit Type										
Service	7,821	8,084	8,376	8,616	8,855	9,070	9,189	9,484	9,670	9,867
Disability	350	336	323	298	289	280	252	235	217	204
Survivors and beneficiaries	1,854	1,893	1,902	1,918	1,955	1,997	2,022	2,040	2,072	2,133
Total Annuity Count	10,025	10,313	10,601	10,832	11,099	11,347	11,463	11,759	11,959	12,204
Inactive Eligible Participants	3,202	3,432	3,409	3,457	3,597	3,622	3,700	3,886	3,982	4,046
Total Eligible for Benefits	13,227	13,745	14,010	14,289	14,696	14,969	15,163	15,645	15,941	16,250

Benefit Payments by Type

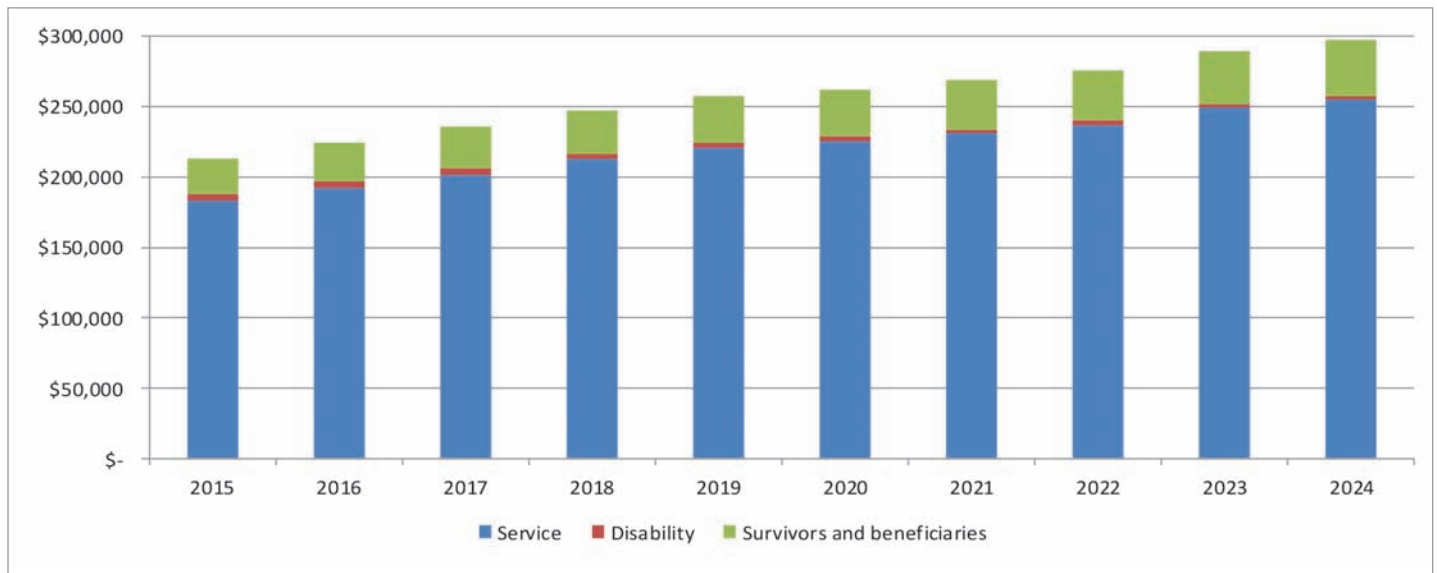
Service	\$ 183,613	\$ 192,759	\$ 201,890	\$ 212,243	\$ 220,871	\$ 225,352	\$ 230,531	\$ 236,947	\$ 248,784	\$ 255,114
Disability	3,722	3,626	3,613	3,462	3,350	3,322	3,128	2,916	2,743	2,662
Survivors and beneficiaries	25,777	27,346	30,329	31,521	32,705	33,616	34,779	35,960	37,289	38,912
Total Annuity Payments	\$ 213,112	\$ 223,731	\$ 235,832	\$ 247,226	\$ 256,926	\$ 262,290	\$ 268,438	\$ 275,823	\$ 288,816	\$ 296,688
Lump Sum Payments	\$ 201	\$ 252	\$ 351	\$ 224	\$ 402	\$ 384	\$ 205	\$ 135	\$ 215	\$ 48
Hybrid-Cash Balance	-	-	-	-	44	120	198	19,848	10,549	19,205
DROP Payments	21,641	29,195	44,274	36,478	33,687	45,206	45,306	31,967	35,279	40,974
Total Other Benefit Payments	21,842	29,447	44,625	36,702	34,133	45,710	45,709	51,950	46,043	60,227
Total Benefit Payments	\$ 234,954	\$ 253,178	\$ 280,457	\$ 283,928	\$ 291,059	\$ 308,000	\$ 314,147	\$ 327,773	\$ 334,859	\$ 356,915
Refunds of Contribution	\$ 1,549	\$ 1,105	\$ 718	\$ 807	\$ 1,394	\$ 649	\$ 402	\$ 1,133	\$ 990	\$ 1,341

Average Benefit Payments by Type

Service	\$ 23,477	\$ 23,845	\$ 24,103	\$ 24,634	\$ 24,943	\$ 24,846	\$ 25,088	\$ 24,984	\$ 25,727	\$ 25,855
Disability	10,634	10,792	11,186	11,617	11,592	11,864	12,414	12,409	12,641	13,049
Survivors and beneficiaries	13,903	14,446	15,946	16,434	16,729	16,833	17,200	17,627	17,997	18,243

CHART OF BENEFIT PARTICIPANTS AND ANNUITIES BY TYPE (IN \$000)

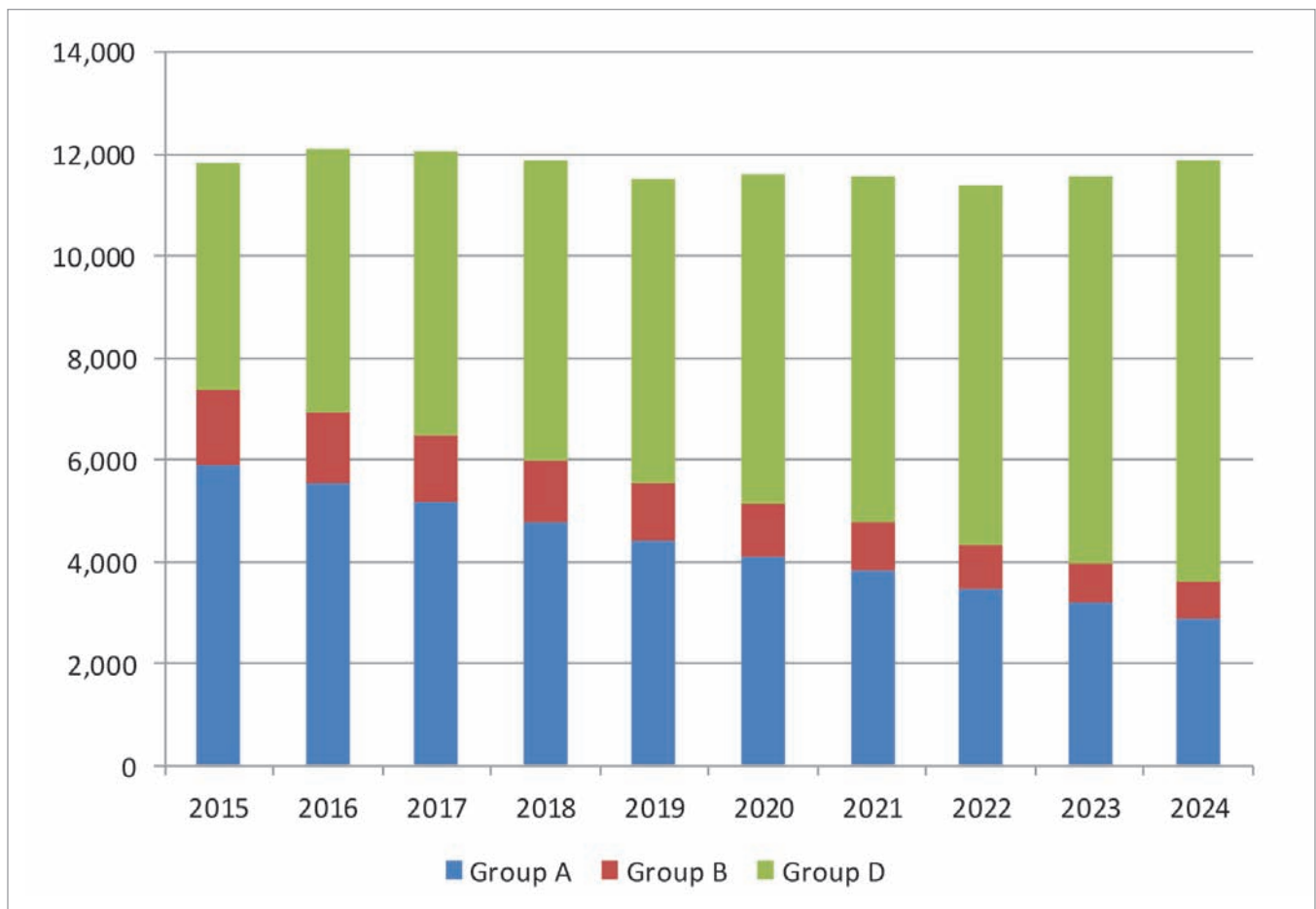
Years Ended June 30



HISTORICAL ACTIVE PARTICIPANT DATA

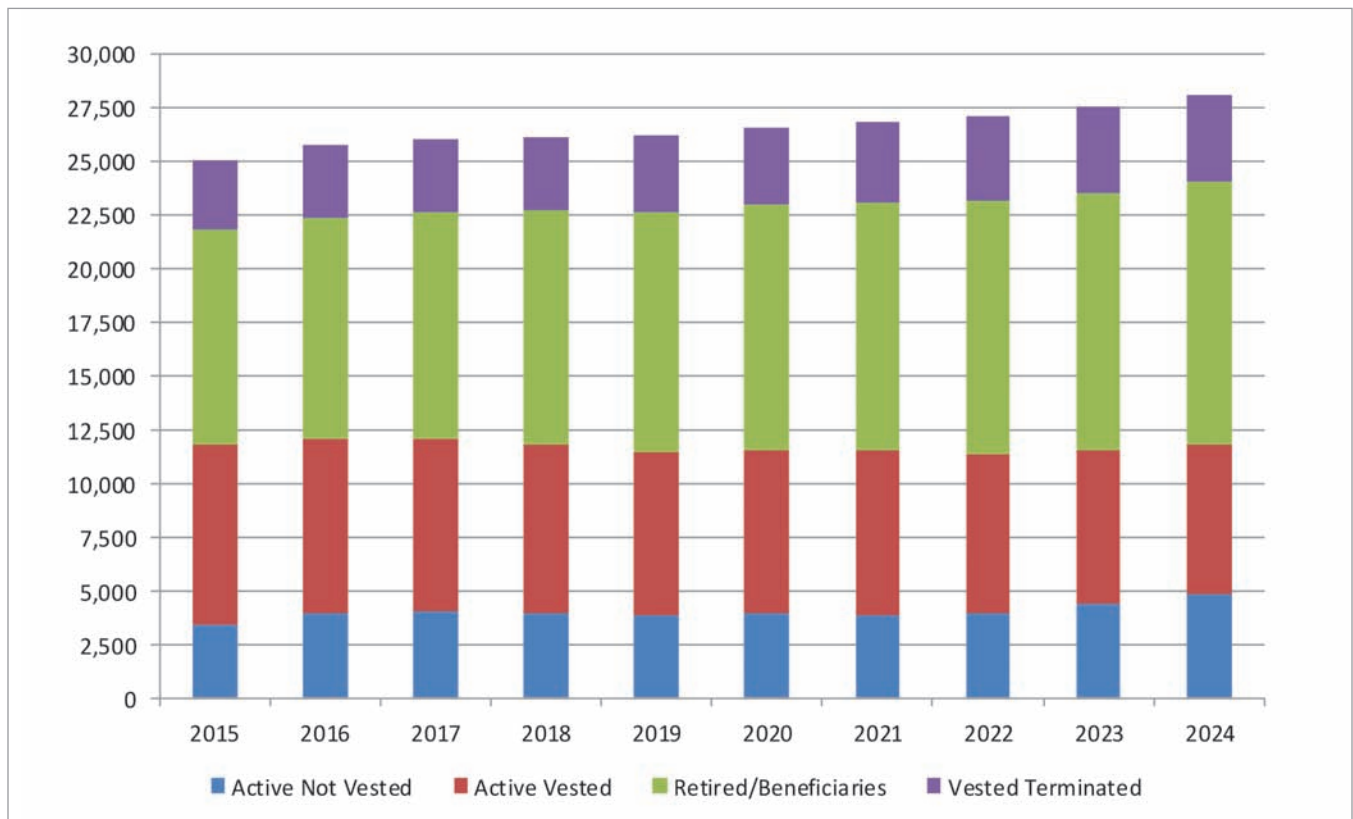
Fiscal Year	Active Vested/Nonvested			Number of Participants	Annual Payroll (\$000)	Average Salary (\$)	% Salary Increase
	Group A	Group B	Group D				
2015	5,911	1,489	4,427	11,827	584,025	49,381	3.7
2016	5,537	1,417	5,149	12,103	608,210	50,253	1.8
2017	5,165	1,312	5,589	12,066	623,577	51,681	2.8
2018	4,788	1,198	5,894	11,880	624,266	52,548	1.7
2019	4,427	1,107	5,973	11,507	636,463	55,311	5.3
2020	4,116	1,019	6,459	11,594	657,876	56,743	2.6
2021	3,827	936	6,816	11,579	669,217	57,796	1.9
2022	3,482	847	7,073	11,402	696,890	61,120	5.8
2023	3,196	765	7,617	11,578	729,928	63,044	3.1
2024	2,921	686	8,276	11,883	774,994	65,219	3.4

CHART OF ACTIVE PARTICIPANTS



HISTORICAL TOTAL MEMBERSHIP DATA AND BAR CHART

Fiscal Year	Active Nonvested	Active Vested	Retired/ Beneficiaries	Vested Terminated	Totals
2015	3,475	8,352	10,023	3,202	25,052
2016	3,967	8,136	10,289	3,432	25,824
2017	4,105	7,961	10,601	3,409	26,076
2018	3,965	7,915	10,834	3,457	26,171
2019	3,917	7,590	11,110	3,609	26,226
2020	3,989	7,605	11,373	3,661	26,628
2021	3,879	7,700	11,481	3,789	26,849
2022	3,982	7,420	11,776	3,953	27,131
2023	4,411	7,167	11,972	4,007	27,557
2024	4,906	6,977	12,204	4,038	28,125



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AVERAGE BENEFIT PAYMENTS BY YEARS OF CREDITED SERVICE

Members Retiring During Fiscal Years		Years of Credited Service						All Members
		5-10	11-15	16-20	21-25	26-30	30+	
2015	Average monthly benefit	\$ 625	\$ 1,158	\$ 1,871	\$ 2,412	\$ 2,950	\$ 2,762	\$ 1,636
	Average monthly salary	\$ 3,365	\$ 3,586	\$ 3,756	\$ 3,791	\$ 3,847	\$ 3,330	\$ 3,639
	Average DROP balance	\$ 55,711	\$ 112,360	\$ 172,535	\$ 186,044	\$ 136,625	\$ 97,841	\$ 153,083
	Number of DROP retirees	19	47	93	78	24	4	265
	Number of retirees	109	107	131	109	29	7	492
2016	Average monthly benefit	\$ 674	\$ 1,039	\$ 1,972	\$ 2,802	\$ 3,627	\$ 2,915	\$ 1,807
	Average monthly salary	\$ 3,973	\$ 3,278	\$ 3,983	\$ 3,957	\$ 4,477	\$ 3,466	\$ 3,846
	Average DROP balance	\$ 52,494	\$ 72,536	\$ 158,655	\$ 318,208	\$ 253,977	\$ 165,445	\$ 194,300
	Number of DROP retirees	22	36	91	78	22	8	257
	Number of retirees	100	96	124	101	29	12	462
2017	Average monthly benefit	\$ 727	\$ 1,176	\$ 1,753	\$ 2,696	\$ 2,989	\$ 4,408	\$ 1,867
	Average monthly salary	\$ 4,131	\$ 3,481	\$ 3,673	\$ 4,110	\$ 3,947	\$ 4,999	\$ 3,883
	Average DROP balance	\$ 73,002	\$ 75,610	\$ 126,681	\$ 231,788	\$ 238,546	\$ 268,657	\$ 172,994
	Number of DROP retirees	17	44	89	116	37	9	312
	Number of retirees	95	118	121	145	47	12	538
2018	Average monthly benefit	\$ 630	\$ 1,223	\$ 1,909	\$ 3,070	\$ 3,149	\$ 3,788	\$ 1,860
	Average monthly salary	\$ 3,832	\$ 3,880	\$ 3,960	\$ 4,633	\$ 4,121	\$ 4,167	\$ 4,070
	Average DROP balance	\$ 66,220	\$ 82,362	\$ 166,913	\$ 257,733	\$ 229,513	\$ 194,307	\$ 178,656
	Number of DROP retirees	30	39	76	81	29	9	264
	Number of retirees	95	120	116	98	37	11	477
2019	Average monthly benefit	\$ 650	\$ 1,133	\$ 1,894	\$ 2,428	\$ 2,863	\$ 3,135	\$ 1,714
	Average monthly salary	\$ 3,953	\$ 3,631	\$ 3,947	\$ 4,035	\$ 4,217	\$ 3,958	\$ 3,910
	Average DROP balance	\$ 61,302	\$ 122,503	\$ 168,807	\$ 189,182	\$ 178,161	\$ 150,946	\$ 163,574
	Number of DROP retirees	13	43	92	90	29	9	276
	Number of retirees	85	121	132	110	36	12	496
2020	Average monthly benefit	\$ 705	\$ 1,186	\$ 2,014	\$ 2,514	\$ 3,009	\$ 3,832	\$ 1,742
	Average monthly salary	\$ 4,788	\$ 4,006	\$ 4,330	\$ 4,269	\$ 4,041	\$ 4,327	\$ 4,299
	Average DROP balance	\$ 128,190	\$ 93,487	\$ 186,706	\$ 229,407	\$ 335,312	\$ 318,903	\$ 202,087
	Number of DROP retirees	11	44	71	69	29	8	232
	Number of retirees	95	128	108	94	37	10	472
2021	Average monthly benefit	\$ 652	\$ 1,317	\$ 1,864	\$ 2,960	\$ 2,972	\$ 3,740	\$ 1,896
	Average monthly salary	\$ 4,498	\$ 4,428	\$ 4,176	\$ 4,688	\$ 4,348	\$ 4,808	\$ 4,435
	Average DROP balance	\$ 97,640	\$ 94,848	\$ 189,769	\$ 283,310	\$ 236,576	\$ 218,130	\$ 209,128
	Number of DROP retirees	7	43	71	81	36	8	246
	Number of retirees	79	106	111	93	39	12	440
2022	Average monthly benefit	\$ 607	\$ 1,223	\$ 1,850	\$ 2,485	\$ 3,397	\$ 3,549	\$ 1,823
	Average monthly salary	\$ 4,125	\$ 4,218	\$ 4,068	\$ 4,219	\$ 4,657	\$ 4,572	\$ 4,225
	Average DROP balance	\$ 95,082	\$ 90,493	\$ 158,242	\$ 259,550	\$ 327,535	\$ 252,376	\$ 203,775
	Number of DROP retirees	12	64	88	113	49	4	330
	Number of retirees	103	148	124	138	65	10	588
2023	Average monthly benefit	\$ 603	\$ 1,151	\$ 1,866	\$ 2,950	\$ 3,068	\$ 3,845	\$ 1,851
	Average monthly salary	\$ 4,235	\$ 3,996	\$ 4,311	\$ 4,619	\$ 4,298	\$ 4,876	\$ 4,317
	Average DROP balance	\$ 70,123	\$ 107,629	\$ 147,353	\$ 415,796	\$ 338,513	\$ 318,457	\$ 270,264
	Number of DROP retirees	6	32	70	82	38	10	238
	Number of retirees	115	95	118	105	47	18	498
2024	Average monthly benefit	\$ 655	\$ 1,309	\$ 2,126	\$ 2,674	\$ 3,696	\$ 3,848	\$ 2,005
	Average monthly salary	\$ 2,902	\$ 3,409	\$ 4,674	\$ 5,379	\$ 6,011	\$ 4,721	\$ 4,363
	Average DROP balance	\$ 105,422	\$ 114,781	\$ 114,737	\$ 253,870	\$ 316,843	\$ 311,353	\$ 197,746
	Number of DROP retirees	6	31	93	86	41	10	267
	Number of retirees	103	105	149	104	53	19	533
10 Years Ended 6/30/2024	Average monthly benefit	\$ 653	\$ 1,192	\$ 1,912	\$ 2,699	\$ 3,172	\$ 3,582	\$ 1,820
	Average monthly salary	\$ 3,980	\$ 3,791	\$ 4,088	\$ 4,370	\$ 4,396	\$ 4,322	\$ 4,099
	Average DROP balance	\$ 80,519	\$ 96,661	\$ 159,040	\$ 262,489	\$ 259,160	\$ 229,642	\$ 194,561
	Avg Number of DROP retirees	14	42	83	87	33	8	269
	Total Number of retirees	979	1,144	1,234	1,097	419	123	4,996



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