



**Cavanaugh Macdonald**  
CONSULTING, LLC  
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# **GASB STATEMENT NO. 74 REPORT**

**FOR THE OKLAHOMA LAW ENFORCEMENT  
RETIREMENT SYSTEM**

**PREPARED AS OF JUNE 30, 2020**





# Cavanaugh Macdonald

CONSULTING, LLC

*The experience and dedication you deserve*

October 7, 2020

Board of Trustees  
Oklahoma Law Enforcement Retirement Systems  
421 NW 13<sup>th</sup> Street, Suite 100  
Oklahoma City, OK 73103

Dear Members of the Board:

Presented in this report is information to assist the Oklahoma Law Enforcement Retirement System in meeting the requirements of the Governmental Accounting Standards Board (GASB) Statement No. 74 for the June 30, 2020 Measurement Date. The calculations in this report have been made on a basis that is consistent with our understanding of this accounting standard (GASB 74).

The annual actuarial valuation performed as of July 1, 2020 was used as the basis for much of the information presented as of June 30, 2020 in this report. The valuation was based upon data, furnished by the Oklahoma Law Enforcement Retirement System staff, concerning active, inactive and retired members along with pertinent financial information. This information was reviewed for completeness and internal consistency, but was not audited by us. The valuation results depend on the integrity of the data. If any of the information is inaccurate or incomplete our results may be different and our calculations may need to be revised. Please see the actuarial valuation for additional details on the funding requirements for the System including actuarial assumptions and methods and the funding policy.

To the best of our knowledge, the information contained in this report is complete and accurate. The calculations were performed by qualified actuaries according to generally accepted actuarial principles and practices, as well as in conformity with Actuarial Standards of Practice issued by the Actuarial Standards Board. The calculations are based on the current provisions of the System, and on actuarial assumptions that are internally consistent and individually reasonable based on the actual experience of the System. In addition, the calculations were completed in compliance with applicable law and, in our opinion, meet the requirements of GASB 74.



Board of Trustees

October 7, 2020

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These results are only for financial reporting and may not be appropriate for funding purposes or other types of analysis. Calculations for purposes other than satisfying the requirements of GASB 74 may produce significantly different results. Future actuarial results may differ significantly from the current results presented in this report due to such factors as changes in plan experience or changes in economic or demographic assumptions.

We, Alisa Bennett, FSA, and Brent A. Banister, FSA, are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. We are available to answer any questions on the material contained in this report or to provide explanations or further details as may be appropriate.

Respectfully submitted,

A handwritten signature in blue ink that reads 'Alisa Bennett'.

Alisa Bennett, FSA, EA, FCA, MAAA  
President

A handwritten signature in blue ink that reads 'Brent A. Banister'.

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



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**REPORT OF THE ANNUAL GASB STATEMENT NO. 74**

**OKLAHOMA LAW ENFORCEMENT RETIREMENT SYSTEM**

**SUMMARY OF PRINCIPAL RESULTS**

<b>Valuation Date (VD):</b>	July 1, 2020
<b>Prior Measurement Date:</b>	June 30, 2019
<b>Measurement Date (MD):</b>	June 30, 2020
<b>Membership Data:</b>	
Retirees and Beneficiaries	621
Inactive Vested Members	31
Inactive Nonvested Members	0
Active Employees	<u>1,250</u>
Total	1,902
<b>Single Equivalent Interest Rate (SEIR):</b>	
Long-Term Expected Rate of Return	7.50%
Municipal Bond Index Rate at Prior Measurement Date	3.50%
Municipal Bond Index Rate at Measurement Date	2.19%
Year in which Fiduciary Net Position is Projected to be Depleted	N/A
Single Equivalent Interest Rate at Prior Measurement Date	7.50%
Single Equivalent Interest Rate at Measurement Date	7.50%
<b>Net OPEB Liability:</b>	
Total OPEB Liability (TOL)	\$12,657,921
Fiduciary Net Position (FNP)	<u>1,316,284</u>
Net OPEB Liability (NOL = TOL – FNP)	\$11,341,637
FNP as a percentage of TOL	10.40%



## INTRODUCTION

The Governmental Accounting Standards Board issued Statement No. 74 (GASB 74), “*Financial Reporting for Postemployment Benefit Plans other than Pension Plans*”, in June 2015. The effective date for reporting under GASB 74 for the Oklahoma Law Enforcement Retirement System was fiscal year end June 30, 2017.

This report, prepared as of June 30, 2020 (the Measurement Date), presents information to assist the Oklahoma Law Enforcement Retirement System in meeting the requirements of GASB 74. Much of the material provided in this report is based on the data, assumptions and results of the annual actuarial valuation of the System performed as of July 1, 2020 (the Valuation Date). The results of that valuation were detailed in a report dated October 7, 2020.

GASB 74 replaces GASB 43 and represents a significant departure from the requirements of the prior statement. GASB 43 was issued as a “funding friendly” statement that required postemployment benefit plans other than pension plans (OPEB) to report items consistent with the results of the plan’s actuarial valuations, as long as those valuations met certain parameters. GASB 74 basically separates accounting from funding by creating disclosure and reporting requirements that may or may not be consistent with the basis used for funding the Plan.

A major change in GASB 74 is the requirement to determine the Total OPEB Liability (TOL) utilizing the Entry Age Normal actuarial cost method. The Net OPEB Liability (NOL) is then set equal to the TOL minus the Plan’s Fiduciary Net Position (FNP) (basically the fair (market) value of assets). The benefit provisions recognized in the calculation of the TOL are summarized in Schedule B.

Among the items needed for the liability calculation is the discount rate, or Single Equivalent Interest Rate (SEIR), as described by GASB 74. To determine the SEIR, the FNP must be projected, using GASB 74 guidelines, into the future for as long as there are anticipated benefits payable under the plan’s provisions applicable to the members and beneficiaries of the System on the Measurement Date. If the FNP is not projected to be depleted at any point in the future, the long-term expected rate of return on plan investments expected to be used to finance the benefit payments may be used as the SEIR.

If, however, the FNP is projected to be depleted at a future measurement date, the SEIR is determined as the single rate that will generate a present value of benefit payments equal to the sum of the present value determined by discounting all projected benefit payments through the date of depletion by the long-term expected rate of return, and the present value determined by discounting those benefits after the date of depletion by a 20-year tax-exempt municipal bond (rating AA/Aa or higher) rate. The rate used, if necessary, for this purpose is the monthly average of the Bond Buyers General



Obligation 20-year Municipal Bond Index Rate (formerly published monthly by the Board of Governors of the Federal Reserve System) (2.19%).

Our calculations indicated that the FNP is not projected to be depleted, so the Municipal Bond Index Rate is not used in the determination of the SEIR for either the June 30, 2019 or the June 30, 2020 TOL. The SEIR for both the Measurement Date and the Prior Measurement Date is 7.50%, the long-term assumed rate of return on investments. Please see Paragraph 35.b.(2) for more explanation of the development of the SEIR.

The FNP projections are based upon the Oklahoma Law Enforcement Retirement System's financial status on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 74. As such, the FNP projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing plan basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the fund will actually run out of money, the financial condition of the System, or the System's ability to make benefit payments in future years.

The sections that follow provide the results of all the necessary calculations, presented in the order laid out in GASB 74 for note disclosure and Required Supplementary Information (RSI).



## SECTION I – NOTES TO FINANCIAL STATEMENTS

The material presented herein will follow the order presented in GASB 74. Paragraph numbers are provided for ease of reference.

**Paragraphs 34.a. (1)-(3):** This information will be supplied by the System.

**Paragraph 34.a. (4):** The data required regarding the membership of the System were furnished by the System. The following table summarizes the membership of the System as of July 1, 2020, the date of the valuation used to determine the June 30, 2020 Total OPEB Liability.

### Membership

Number as of July 1, 2020	
Inactive Members Or Their Beneficiaries	621
Currently Receiving Benefits	
Inactive Members Entitled To But Not Yet	31
Receiving Benefits	
Nonvested Terminations	-
Active Members	1,250
Total	1,902

**Paragraphs 34.a. (5)-(6) and Paragraphs 34.b.-e.:** This information will be supplied by the System.

**Paragraph 35.a. (1)-(4):** As stated earlier, the NOL is equal to the TOL minus the FNP. That result, as of June 30, 2020, is presented in the following table.

Fiscal Year Ending June 30, 2020	
Total OPEB Liability	\$ 12,657,921
Fiduciary Net Position	<u>1,316,284</u>
Net OPEB Liability	\$ 11,341,637
Ratio of Fiduciary Net Position to Total OPEB Liability	10.40%







**Paragraph 35.b.(1)**

**Sensitivity analysis:** The disclosure of the sensitivity of the Net OPEB Liability to changes in the healthcare cost trend rate. The TOL is based on a medical benefit that is a flat dollar amount, therefore, it is unaffected by a healthcare cost trend rate. An increase or decrease in the trend rate would have no effect on the TOL.

**Paragraph 35.b.(2)**

**(a) Discount rate (SEIR):** The discount rate used to measure the TOL at June 30, 2020 was 7.50%. There was no change in the discount rate since the Prior Measurement Date.

**(b) Projected cash flows:** The projection of cash flows used to determine the discount rate assumed that plan contributions from members, state agencies, insurance premium taxes and other state sources will be made at the current contribution rates as set out in state statute:

- a. Employee contribution rate: 8.00% of paid salary.
- b. State contributions: License Agency Fees equal to 1.20% of Driver's License Taxes, plus 5.00% of Insurance Premium Tax.
- c. Agency contribution rate: 11.00% of actual base salary. For projection purposes, contributions on DOP pay are excluded.
- d. Administrative expenses in the prior year were projected forward with price inflation as an estimate for administrative expenses in current and future years. The portion of expenses in future years allocated to the current members was based on the proportionate share of covered payroll in each year for the remainder of the existing members to the total covered payroll for all members.
- e. Both pension and OPEB benefits are paid by the trust as a whole.

Based on those assumptions, the System's FNP was projected to be available to make all projected future benefit payments of current System members. Therefore, the long-term expected rate of return on System investments of 7.50% was applied to all periods of projected benefit payments to determine the TOL.

The FNP projections are based upon the System's financial status on the Measurement Date, the indicated set of methods and assumptions, and the requirements of GASB 74. As such, the FNP projections are not reflective of the cash flows and asset accumulations that would occur on an ongoing System basis, reflecting the impact of future members. Therefore, the results of this test do not necessarily indicate whether or not the fund will actually run out of money, the financial condition of the System, or the System's ability to make benefit payments in future years.

**(c) Long-term rate of return:** The long-term expected rate of return on plan investments is reviewed as part of the experience study. Several factors are considered in evaluating the



long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and an analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation), along with estimates of variability and correlations for each asset class, were developed by the System's investment consultant. These ranges were combined to develop the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The capital market assumptions developed by investment consultants are often intended for use over a 10-year investment horizon and are not always useful in setting the long-term rate of return for funding OPEB plans which covers a longer timeframe. The long-term rate of return assumption is intended to be a long-term assumption (30 to 50 years) and is not expected to change absent a significant change in the asset allocation, a change in the inflation assumption, or a fundamental change in the market that alters expected returns in future years.

- (d) Municipal bond rate:** A municipal bond rate was not used in determining the discount rate. If it were required, the rate would be 2.19% on the Measurement Date.
- (e) Periods of projected benefit payments:** Projected future benefit payments for all current plan members until benefit payments ran out.



**(f) Assumed asset allocation:** The target asset allocation and best estimates of arithmetic real rates of return for each major asset class, as of the most recent experience study, as provided by the System’s investment consultant, ACG, are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*
Core Bonds	10%	2.77%
Multi-Sector	10%	3.65%
Global Bonds	10%	2.54%
U.S. Large Cap Equity	20%	7.48%
U.S. Small Cap Equity	10%	8.71%
International Developed Equity	10%	8.45%
Emerging Market Equity	5%	9.72%
Long/Short Equity	10%	7.23%
Private Equity	5%	10.20%
Core Real Estate	7%	5.88%
Commodities	3%	2.10%
Total	100%	

\*Arithmetic mean

**(g) Sensitivity analysis:** This paragraph requires disclosure of the sensitivity of the NOL to changes in the discount rate. The following presents the NOL of the System, calculated using the discount rate of 7.50 percent, as well as the System’s NOL calculated using a discount rate that is 1-percentage-point lower (6.50 percent) or 1-percentage-point higher (8.50 percent) than the current rate:

	1% Decrease (6.50%)	Current Discount Rate (7.50%)	1% Increase (8.50%)
Total Pension Liability	\$14,078,872	\$12,657,921	\$11,460,850
Plan Fiduciary Net Position	<u>1,316,284</u>	<u>1,316,284</u>	<u>1,316,284</u>
Net OPEB Liability	\$12,762,588	\$11,341,637	\$10,144,566

**Paragraph 35.c.:** The TOL at June 30, 2020 is based upon an actuarial valuation prepared as of July 1, 2020.



## **SECTION II – REQUIRED SUPPLEMENTARY INFORMATION**

There are several tables of Required Supplementary Information (RSI) that need to be included in the System's financial statements:

**Paragraphs 36.a.-c.:** The required tables of schedules are provided in Appendix A.

**Paragraph 36.d. and 37:** The money-weighted rates of return will be supplied by the System.

**Paragraph 38:** The following information should be noted regarding the RSI, particularly for the *Schedule of Employer Contributions*:

***Changes of benefit and funding terms:*** The following changes to the plan provisions were made by the Oklahoma Legislature and reflected in the valuation performed as of July 1 listed below:

None.

***Changes in actuarial assumptions and methods:***

7/1/2017 valuation:

- Price Inflation was lowered from 3.00% to 2.75%.
- Interest Credit on DOP balances was increased from 8.00% to 11.00%.
- Change mortality assumption to reflect recent mortality improvements.
- Salary scale assumption was revised.
- Retirement rates were revised.
- Withdrawal rates were revised.
- Disability rates were revised.
- Include a salary increase reserve to stabilize liabilities with the historical pattern of infrequent, but large, across-the-board pay increases.



***Method and assumptions used in calculations of actuarially determined contributions.***

The System is funded with fixed contribution rates for the employees and the agencies, as well as additional state contributions based on driver's license and insurance premium taxes. The Actuarially Determined Contributions in the *Schedule of Employer Contributions* are calculated as of the beginning of the fiscal year in which contributions are reported.

The following actuarial methods and assumptions (from the July 1, 2019 actuarial valuation) were used to determine the Actuarially Determined Contribution reported for Fiscal Year End 2020 in that schedule:

Actuarial cost method	Entry age normal
Amortization method	Level dollar, closed
Remaining amortization period	10 years
Asset valuation method	5-year moving average
Price Inflation	2.75 percent
Salary increase, including price inflation	3.50 to 9.75 percent
Long-term Rate of Return, net of investment expense, including price inflation	7.50 percent
Cost-of-living adjustment	3.00% for those eligible
Healthcare Cost Trend Rate	N/A

Please see the information presented earlier in regard to Paragraph 38 for detailed information on the benefit changes and assumption changes that may have impacted the Actuarially Determined Contributions shown in the *Schedule of Employer Contributions*.

It should be noted that the funding valuation develops a combined pension and OPEB rate.



## **APPENDIX A**

### **REQUIRED SUPPLEMENTARY INFORMATION**



**Exhibit A**  
**GASB 74 Paragraph 36.a.**  
**SCHEDULE OF CHANGES IN THE NET OPEB LIABILITY**

	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
<b>Total OPEB Liability</b>										
Service Cost	\$338,027	\$339,530	\$342,931	\$357,120						
Interest	926,344	939,173	932,735	958,394						
Benefit changes	0	0	0	0						
Difference between expected and actual experience	(525,272)	(597,288)	(334,610)	(501,654)						
Changes of assumptions	0	0	0	(304,121)						
Benefit payments	(849,497)	(855,338)	(855,107)	(848,717)						
Refunds of contributions	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>						
<b>Net change in Total OPEB Liability</b>	<b>(\$110,398)</b>	<b>(\$173,923)</b>	<b>\$85,949</b>	<b>(\$338,978)</b>						
<b>Total OPEB Liability - beginning*</b>	<b>\$12,768,319</b>	<b>\$12,942,242</b>	<b>\$12,856,293</b>	<b>\$13,195,271</b>						
<b>Total OPEB Liability - ending (a)</b>	<b>\$12,657,921</b>	<b>\$12,768,319</b>	<b>\$12,942,242</b>	<b>\$12,856,293</b>						
<b>Plan Fiduciary Net Position</b>										
Contributions – employer	\$1,279,497	\$1,285,338	\$1,285,107	\$848,717						
Contributions – non-employer	0	0	0	0						
Contributions – member	0	0	0	0						
Net investment income	10,763	17,283	0	0						
Benefit payments	(849,497)	(855,338)	(855,107)	(848,717)						
Administrative expense	(1,275)	(487)	0	0						
Refunds of contributions	0	0	0	0						
Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>						
<b>Net change in Plan Fiduciary Net Position</b>	<b>\$439,488</b>	<b>\$446,796</b>	<b>\$430,000</b>	<b>\$0</b>						
<b>Plan Fiduciary Net Position – beginning*</b>	<b>\$876,796</b>	<b>\$430,000</b>	<b>\$0</b>	<b>\$0</b>						
<b>Plan Fiduciary Net Position - ending (b)</b>	<b>1,316,284</b>	<b>876,796</b>	<b>430,000</b>	<b>0</b>						
<b>Net OPEB Liability - ending (a) - (b)</b>	<b>\$11,341,637</b>	<b>\$11,891,523</b>	<b>\$12,512,242</b>	<b>\$12,856,293</b>						

\* 2017 is the first year the Medical Supplement is split out.





**Exhibit A (Continued)**

**GASB 74 Paragraph 36.b.  
SCHEDULE OF CHANGES IN THE NET OPEB LIABILITY**

	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Total OPEB Liability	\$12,657,921	\$12,768,319	\$12,942,242	\$12,856,293						
Plan Fiduciary Net Position	<u>1,316,284</u>	<u>876,796</u>	<u>430,000</u>	<u>0</u>						
Net OPEB Liability	\$11,341,637	\$11,891,523	\$12,512,242	\$12,856,293						
Ratio of Plan Fiduciary Net Position to Total OPEB Liability	10.40%	6.87%	3.32%	0.00%						
Covered payroll	N/A	N/A	N/A	N/A						
Net OPEB Liability as a percentage of covered payroll	N/A	N/A	N/A	N/A						

Note: Schedule is intended to show 10-year trend. Additional years will be reported as they become available.



**Exhibit B**

**GASB 74 Paragraph 36.c.  
SCHEDULE OF EMPLOYER CONTRIBUTIONS  
(\$ in Thousands)**

	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Actuarially determined employer contribution	\$358	\$344	\$380	\$398						
Actual employer contributions	<u>1,279</u>	<u>1,285</u>	<u>1,285</u>	<u>849</u>						
Annual contribution deficiency (excess)	<u>(\$921)</u>	<u>(\$942)</u>	<u>(\$905)</u>	<u>(\$451)</u>						
Covered payroll	N/A	N/A	N/A	N/A						
Actual contributions as a percentage of covered payroll	N/A	N/A	N/A	N/A						



## APPENDIX B

### SUMMARY OF MAIN BENEFIT PROVISIONS

For purposes of this report, only the post-retirement medical benefit is valued for liabilities. The full benefit provisions are included because they are relevant for assumptions and funding provisions.

**Effective Date and Plan Year:** The System became effective July 1, 1947. The System was originally known as the Oklahoma Public Safety Retirement System. The plan year is July 1 to June 30.

**Administration:** The System is administered by the Oklahoma Law Enforcement Retirement Board consisting of thirteen Members. The Board acts as the fiduciary for investment and administration of the System.

**Plan Type:** Defined benefit plan.

**Eligibility:** All law enforcement officers of the Oklahoma Highway Patrol (OHP) and Capitol Patrol of Department of Public Safety, Oklahoma State Bureau of Investigation (OSBI), Oklahoma State Bureau of Narcotics and Dangerous Drugs Control (OBND), Alcoholic Beverage Laws Enforcement Commission (ABLE), members of the DPS Communications Division (Communications), DPS Waterways Lake Patrol Tourism and Recreation Department (Rangers), Inspectors of the Oklahoma State Board of Pharmacy (Pharmacy Inspectors), and Gun Smiths of DPS are eligible upon employment.

**Credited Service:** Credited Service shall consist of the period during which the Member participated in the System or the predecessor Plan as an active employee in an eligible membership classification, plus any service prior to the establishment of the predecessor Plan which was credited under the predecessor Plan for officers of the OSBI and the OBND who became Members of the System on July 1, 1980, any service credited under the Oklahoma Public Employees Retirement System (OPERS) as of June 30, 1980, and for Members of Communications and Lake Patrol who became Members of the System on July 1, 1981, any service credited under the predecessor Plan or OPERS as of June 30, 1981, and for law enforcement officers of ABLE who became Members of the System on July 1, 1982 any service credited under OPERS as of June 30, 1982, and for Rangers who became Members of the System on July 1, 1985, any service credited under OPERS as of June 30, 1985, and for Pharmacy Inspectors who became Members of the System on July 1, 1986, any service credited under OPERS as of June 30, 1986 and for Capitol Patrol who became Members of the System on July 1, 1993, any service credited under OPERS as of June 30, 1993 and for Gun Smiths



who became Members of the System on July 1, 1994, any service credited under OPERS as of July 1, 1994.

Members can accumulate up to one year of sick leave which counts for pension accrual and benefits eligibility purposes. Members may also buy back service with other Oklahoma State Retirement Systems.

**Salary:**

The actual paid base salary received by a Member, excluding payment for any accumulated leave or uniform allowance. Lump sum bonuses based on longevity date go into considered compensation. The lump sum bonus is \$250 after 2 or 3 years, \$426 after 4 or 5 years, \$626 after 6 or 7 years, and so on. If an employee incurs a break in service in excess of 30 days, his longevity date is changed to his date of rehire and the longevity bonus amount becomes \$0. If an employee incurs a break in service of less than 30 days or is on a leave of absence without pay for more than 30 days, his length of absence is deducted from his longevity date and the longevity bonus amount remains the same.

Final average salary is the average of the highest 30 consecutive complete months of considered salary.

Effective July 1, 2002:

Members whose salary is set by statute and retire after 20 years receive a benefit based on the greater of the member's highest 30 consecutive months or the top base pay paid to active members at time of payment. This benefit has been eliminated for certain members hired on or after November 1, 2012 and all other members hired after May 13, 2013.

Members whose salary is not set by statute and who retire after 20 years receive a benefit based on the greater of the member's highest 30 consecutive months or the salary paid to the highest non-supervisory position in the participating agency at the time payment is made. This benefit has been eliminated for certain members hired on or after November 1, 2012 and all other members hired after May 13, 2013.

**State Contributions:**

License Agency Fees equal to 1.2% of Driver's License Taxes, plus 5% of Insurance Premium Tax.

**Agency Contributions:**

10% of actual base salary until October 31, 2012 and 11% of actual base salary as of November 1, 2012.

**Member Contributions:**

8% percent of paid salary. Accumulated contributions are after-tax up to December 31, 1989 and before-tax after December 31, 1989.



**Normal Retirement Benefit:**

Normal Retirement Eligibility: 20 years of service or age 62 with 10 years of service. Maximum of age 60 with 20 years of service, unless considered physically able to continue.

Benefit Amount: 2 1/2% of the greater of final average salary or the salary paid to active employees as described under “salary considered” multiplied by the years and completed months of credited service. There is no maximum on service.

Normal Form of Benefit: 100% joint and survivor.

The benefit is paid as a Joint and 100% Survivor Annuity if the Member was married 30 months prior to death. The Joint and Survivor portion will continue to the member’s children until reaching age 22 if there is no eligible spouse or after the spouse has died.

**Termination Benefit:**

Less than 10 Years of Service: Refund of contributions without interest.

More than 10 Years of Service: If greater than 10 years of service, but not eligible for the normal retirement benefit, the benefit is payable at the date the Member would have had 20 years of service in an amount equal to 2 1/2% of the greater of final average salary or the salary paid to active employees as described under “salary considered” multiplied by the years and completed months of credited service.

Form of Benefit: Lifetime annuity.

**Disability Benefit (Duty):**

Upon determination of disability incurred in the line of duty, the normal disability benefit is the greater of:

- 1) 2 1/2% of the greater of final average salary or the salary paid to active employees as described under “salary considered” times years and completed months of credited service, or
- 2) 50% of final average salary.

For members with less than 20 years of service that incur a line of duty disability due to personal injury of a catastrophic nature, final average salary is based on the salary which the member would have received pursuant to statutory salary schedules in effect upon the date of death for a twenty (20) years of service member.



**Disability Benefit (Non-Duty):**

Upon determination of disability not in the line of duty, and after three years of service, the accrued benefit equals 2 1/2% of the greater of final average salary or the salary paid to active employees as described under “salary considered” times years and completed months of credited service.

**Death Benefits Payable to Beneficiaries:**

Prior to Retirement (Duty):

The greater of:

- 1) 2 1/2% of the greater of final average salary or the salary paid to active employees as described under “salary considered” times years and completed months of credited service, or
- 2) 50% of final average salary.

For members with less than 20 years of service that die in the line of duty, final average salary is based on the salary which the member would have received pursuant to statutory salary schedules in effect upon the date of death for a twenty (20) years of service member.

Prior to Retirement (Non-Duty):

After three years of service, the greater of:

- 1) 2 1/2% of the greater of final salary or the salary paid to active employees as described under “salary considered” times years and completed months of credited service, or
- 2) 50% of final average salary.

After Retirement:

In addition to the benefits provided under the 100% Joint and Survivor Annuity, \$400 per month is paid for each surviving child to age 18, or to age 22 if a full-time student.

Lump Sum:

The beneficiary shall receive a lump-sum amount of \$5,000. Effective July 1, 2002, this lump sum is considered to be life insurance proceeds for tax purposes.

If an active Members dies prior to retirement without leaving a beneficiary, a refund of the accumulated contributions will be paid to the estate.

If the beneficiary is a child, the benefits are payable to age 18, or to age 22 if a full-time student. If the beneficiary is a spouse to whom the Member was married for at least 30 months prior to death, if the death was not duty related, the benefits are payable for life.



**Postretirement Adjustments:**

Occasional ad hoc increases for retirees are provided. COLAs apply to the whole benefit, not the original benefit. The most recent COLA was 4% for Members retired as of June 30, 2007, effective July 1, 2008.

Effective July 1, 2002, retirement benefits will be recalculated to increase in conjunction with increases to the top base pay for active members. Certain members hired on or after November 1, 2012 will not be eligible for this adjustment.

**Postretirement Health Insurance Benefits:**

The System will contribute \$105 per month or the Medicare Supplement Premium, if less, toward the cost of health insurance for annuitants receiving retirement benefits. These benefits commence upon retirement. Spouses are eligible to continue this benefit after the member's death.

**Deferred Option Plan:**

A Member with 20 or more years of service may elect to participate in the Deferred Option Plan (DOP). Participation in the DOP shall not exceed five years. The members' contributions cease upon entering the Plan, but the agency contributions are divided equally between the Retirement System and Deferred Option Plan. The monthly retirement benefits that the member is eligible to receive are paid into the Deferred Option Plan account.

Members can elect to retroactively join the DOP as of a back-drop-date which is no earlier than the member's normal retirement date or five years before his termination date. The monthly retirement benefits and employee contributions that would have been payable had the member elected to join the DOP are credited to the member's DOP account with interest.

The retirement benefits are not recalculated for service and salary past the election date to join the Deferred Option Plan. However, the benefits are increased by cost-of-living increases applicable to retired members during the DOP period.

When the Member actually terminates employment, the Deferred Option Plan account balance may be paid in a lump sum or to an annuity provider. Monthly retirement benefits are then paid directly to the retired Member.

This Plan became effective during the July 1, 1991 to June 30, 1992 Plan Year. The Deferred Option Plan account is guaranteed a minimum of the valuation interest rate for investment return, or 2% less than the fund rate of return, if greater.



## APPENDIX C

### STATEMENT OF ACTUARIAL ASSUMPTIONS

#### Economic Assumptions

- |                                     |  |
|-------------------------------------|--|
| 1. Price Inflation                  | 2.75%  |
| 2. Long-term Assumed Rate of Return | 7.50%, net of investment expenses, per annum, compound annually. |
| 3. Wage Inflation                   | 3.50%  |
| 4. Cost-of-Living Assumption        | 3.00%  |
| 5. Interest credit on DOP balance   | 11.00%   |
| 6. Salary Scale                     | Sample rates are shown below:                                    |

Attained Service	Wage Inflation%	Merit %	Increase %
0	3.50	6.25	9.75
5	3.50	3.25	6.75
10	3.50	0.75	4.25
15	3.50	0.25	3.75
20	3.50	0.20	3.70
25 or more	3.50	0.00	3.50





## Demographic Assumptions

### 1. Retirement Rates

Sample rates are shown below:

Attained Service	Annual Rates of Retirement
20	0.10
21	0.10
22	0.10
23	0.10
24	0.10
25	0.10
26	0.10
27	0.10
28	0.20
29	0.20
30	0.30
31	0.40
32	0.50
33	0.60
34	0.80
Over 34	1.00

or 100% at age 75 without regard to years of service.

### 2. Mortality Rates

#### (a) Active participants

RP-2014 Blue Collar Healthy Employees with Generational Projection (MP-2016)

All pre-retirement deaths are assumed to occur in the line of duty.

#### (b) Active participants (post-retirement) and nondisabled pensioners

RP-2014 Blue Collar Healthy Annuitants with Generational Projection (MP-2016)

#### (c) Disabled pensioners

RP-2014 Blue Collar Healthy Annuitants (no projection from 2006 base rates)



### 3. Disability Rates

Sample rates are shown below:

Age	Rate
20	0.0002
30	0.0005
40	0.0016
50	0.0060
60	0.0220

50% of disabilities are assumed to be Non-Duty related and 50% are assumed to be Duty related.

### 4. Withdrawal Rates

Sample rates are shown below:

Service Range	Rate
0	0.1500
2	0.0600
4	0.0400
6	0.0200
8	0.0200
10	0.0175
15	0.0150
20 and over	0.0000

### 5. Marital Status

(a) Percentage married:

Males: 85%; Females: 85%

(b) Age difference:

Males are assumed to be three (3) years older than females.

### **Other Assumptions:**

1. Deferred Benefits Begin at:

Age 50.

2. Provision for Expenses:

Administrative Expenses, as budgeted by the Oklahoma Law Enforcement Retirement System.

3. Retiree Medical:

All active and terminated vested members are assumed to elect the \$105 per month retiree medical benefit upon retirement, and their surviving spouses are assumed to continue the benefit.

4. Deferred Option Plan:

Deferred Option Plan (DOP) members are assumed to remain in the DOP for the maximum of five years prior to electing a lump sum.



A member is allowed to retroactively elect to join the DOP as of a back-drop-date which is no earlier than the member's normal retirement date or five years before his termination date. The monthly retirement benefits and employee contributions that would have been payable had the member elected to join the DOP are credited to the member's DOP account with interest. The retirement benefits are not recalculated for service and salary past the election date to join the DOP. However, the benefits may be increased by any applicable cost-of-living increases.

The retirement rates reflect both regular retirement and entry into the DOP. We assume that 56% of active members who retire elect to retroactively enter into the DOP for five years, 30% elect to enter the DOP, and 14% elect to begin an annuity.

5. Cost-of-Living Allowance:

Members eligible for the automatic cost-of-living increase are assumed to have their benefits increase by 3.00% per year.

Members not eligible for the automatic cost-of-living increase are assumed to receive the greater of:

- (i) their benefit calculated using their actual final average earnings.
- (ii) their benefit calculated using the top base pay for active members, assuming 3.00% annual increases in the top base pay, if eligible.