

Employees' Retirement System of the State of Rhode Island

Pension Trust Funds of the State of Rhode Island

Annual Comprehensive Financial Report

FOR THE FISCAL YEAR ENDED JUNE 30, 2024

# **2024 Annual Comprehensive Financial Report**

## **For the Fiscal Year Ended June 30, 2024**

### **Employees' Retirement System of Rhode Island**

Employees' Retirement System (ERS)

Teachers' Survivors Benefits (TSB)

Municipal Employees' Retirement System (MERS)

State Police Retirement Benefits Trust (SPRBT)

Judicial Retirement Benefits Trust (JRBT)

RI Judicial Retirement Fund Trust (RIJRFT)

RI State Police Retirement Fund Trust (SPRFT)

Rhode Island Defined Contribution Plan

**Prepared by the staff of the**

**Employees' Retirement System of Rhode Island**

# **EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND**

**FISCAL YEAR ENDED JUNE 30, 2024**

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# Introductory Section

Letter of Transmittal

Board Chair Letter

GFOA Certificate of Achievement for Excellence in Financial Reporting PPCC

Public Pension Standards Award for Funding and Administration

Retirement Board Members

State Investment Commission Members & Advisors

Professional Advisors, Investment Consultants, Managers & Service Providers

Executive Staff Members

Organizational Chart

**ERSRI BOARD:**

December 31, 2024

James A. Diosa  
*General Treasurer Chair*

Jean Rondeau  
*Vice Chair*

Mark A. Carruolo

Michael J. Cicerone, Jr.

Joseph Codega, Jr.

Matthew K. Howard

Yan Li

Brenna McCabe

William S. Murray

Claire M. Newell

Andrew E. Nota

Alan G Palazzo

Sandra M Paquette

Laura Shawhughes

Michael J. Twohey

---

Frank J. Karpinski  
*Executive Director*

Dear Governor McKee, Speaker Shekarchi, Senate President Ruggerio, Secretary of State Amore, Members of the Retirement Board for the Employees' Retirement System of Rhode Island, and Members and Beneficiaries of the Employees' Retirement System of Rhode Island.

We are pleased to present you with this Annual Comprehensive Financial Report of the Employees' Retirement System of Rhode Island (ERSRI) for the fiscal year ending June 30, 2024. As required by Rhode Island General Law §36-8-8, this report is intended to provide the Governor, the General Assembly, members and beneficiaries of the System, and the public with current financial information and an overall status report on the operation of the System.

### **Management Responsibility**

The management of ERSRI is responsible for the complete and fair presentation of the financial information and the accompanying disclosures in this report.

ERSRI management is responsible for ensuring that an adequate internal control structure is in place to provide reasonable, but not absolute, assurance regarding the safeguarding of assets against loss from unauthorized user disposition and the reliability of financial records for preparing financial statements in conformity with generally accepted accounting principles (GAAP). The concept of reasonable assurance recognizes that the costs of internal control should not exceed the benefits likely to be derived and that the evaluation of costs and benefits requires management to make estimates and judgments. The internal control structure is subject to periodic evaluation by management and the System's internal auditors to ensure compliance with applicable laws and regulations.

### **Financial Information**

The basic financial statements have been prepared in accordance with GAAP. The Management's Discussion and Analysis (MD&A) provides a narrative introduction, overview, and analysis to accompany the basic financial statements. This letter of transmittal is designed to complement the MD&A and should be read in conjunction with it. The System's MD&A can be found immediately following the independent auditors' report.

## Profile of ERSRI

The System is administered by the fifteen members of the State of Rhode Island Retirement Board which was authorized, created and established in the Office of the General Treasurer as an independent retirement board to hold and administer, in trust, the funds of the retirement system. The composition of the Board is listed in the notes to the financial statements and Rhode Island General Law §36-8-4.

The System's purpose is to provide service retirement, disability retirement, and survivor benefits to state employees, public school teachers, certain general and public safety municipal employees, state police officers, and judges.

ERSRI is responsible to administer seven (7) defined benefit plans ("the Plans") and one (1) defined contribution plan:

1. *The Employees' Retirement System (ERS)*, established in 1936, which includes the retirement assets of all state employees and public school teachers;
2. *The Teachers' Survivors Benefit Plan (TSB)*, which provides survivor benefits for teachers who do not participate in Social Security;
3. *The Municipal Employees' Retirement System (MERS)*, established in 1951, which is the municipal retirement plan covering participating municipal general and public safety employers (each unit is valued independently);
4. *The Judicial Retirement Benefits Trust (JRBT)*, which includes judges appointed after December 31, 1989;
5. *The State Police Retirement Benefits Trust (SPRBT)*, which includes state police hired after July 1, 1987;
6. *The Rhode Island Judicial Retirement Fund Trust (RIJRFT)*, established July 1, 2012, which covers active judges appointed prior January 1, 1990 and do not participate in the JRBT;
7. *The State Police Retirement Fund Trust (SPRFT)*, established June 8, 2016, for the purpose of paying retirement benefits to participating members of the state police initially hired on or before July 1, 1987, or their beneficiaries;
8. *The State of Rhode Island Defined Contribution Retirement Plan*, covers members of the defined benefit plan within the Employees' Retirement System of Rhode Island with less than 20 years of service as of June 30, 2012, excluding legislators, correctional officers and MERS public safety employees who participate in Social Security. For covered employees, participation in the defined contribution plan is mandatory. Judges and State Police officers are excluded from the Plan.

Each plan's assets are accounted for separately and may be used only for the payment of benefits to the members of that plan, in accordance with the terms of each plan.

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ERSRI's financial statements are included as Pension Trust Funds within the Fiduciary Funds in the Annual Comprehensive Financial Report of the State of Rhode Island. The accompanying financial statements are not intended to present the financial position and results of operations of the State of Rhode Island.

## **Membership**

As of June 30, 2024, active membership in the Employees' Retirement System totaled 24,732. The Municipal Employees' Retirement System totaled 8,226 and 7,438 active teachers were in the Teachers' Survivors Benefit Plan. There are currently 62 judges contributing to the Judicial Retirement Benefits Trust, 264 state police contributing to the State Police Retirement Benefits Trust, and 4 judges contributing to the Rhode Island Judicial Fund Trust. A total of 30,968 retirees and beneficiaries were receiving benefits from the System. As of June 30, 2024, there are 43,470 active and retired participants in the State of Rhode Island Defined Contribution Plan.

## **Financial Performance**

The major additions for all ERSRI plans are employee and employer contributions. Total additions for the fiscal year ending June 30, 2024, included \$967,031,000 in contributions from employers and employees.

The deductions from the funds consist primarily of payments made to members and beneficiaries for retirement, disability, death, or survivor benefits, refunds, and investment losses. In total, benefit payments for the fiscal year ending June 30, 2024, were \$1,110,954,000 and investment gains were \$1,338,304,000.

Administrative expenses of the retirement system are financed through investment earnings up to a maximum of 0.175% of the average total investments before lending activities as reported in the annual report of the Auditor General for the next preceding five (5) fiscal years. Administrative costs are disbursed from the State's General Fund and reimbursed by the System on a monthly basis. Administrative expenses incurred by the System for the fiscal year ended June 30, 2024, amounted to \$11,576,000.

For the fiscal year ended June 30, 2024, the administrative costs of the defined contribution plan were financed through a budgetary appropriation and participant fees and are reflected in the State's General Fund. Administrative costs that were allocated to the defined contribution plan as part of the Office of the General Treasurer's operating budget for the fiscal year ended June 30, 2024, were \$230,000. Fees paid to TIAA, custodian of the defined contribution plan, via participant fees were \$1,283,000 for fiscal year ended June 30, 2024.



## Funding

The ERSRI plans are funded through three sources; (1) investment earnings, (2) employee contributions as prescribed in RI General Law for each trust, and (3) employer contributions. Employer contribution rates for ERSRI are determined actuarially. The rate consists of two pieces: the normal cost rate and the amortization rate. The normal cost rate is the employer's Entry Age normal cost, expressed as a percentage of active member payroll. The amortization rate is the contribution required to amortize the unfunded actuarial accrued liability over a number of years as a level percentage of payroll. The employer contribution rates recommended by the actuary must be approved by the ERSRI Retirement Board before they can become effective for each fiscal year.

The actuary determines the actuarial accrued liability of the Plans, which is a measure of the present value of accrued liabilities that is estimated to be payable in the future to current retirees, beneficiaries, and employees for service earned to date. The percentage computed by dividing the actuarial value of net assets for benefits by the actuarial accrued liability is referred to as the funded ratio. The higher the funded ratio, the greater the degree of overall financial health and stability for the pension fund. The funded status alone is not appropriate for assessing the need for future contributions. Also, the funded status is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the Plan's benefit obligations.

The funding objective of the ERSRI is to attempt to develop stable contribution rates and to achieve a funded status of 100%. Per the actuarial valuation dated June 30, 2024, the funded ratio for State Employees increased from 60.4% in the prior year to 60.7%, as well as an increase for Teachers from 64.5% to 64.8%. The funded ratio for the judges increased slightly from 102.3% in the prior year to 103.7%. The State Police also experienced an increase in their funding status from 85.5% to 89.0% in the most recent actuarial valuation.

The funded ratio for the Rhode Island Judicial Fund Trust increased from 8.2% to 9.6%. After multiple years of advanced funding, the funded ratio for the State Police Retirement Fund Trust increased from 17.7% to 21.9%. The funded ratios increased slightly from the prior valuations because the contributions determined by the funding policy are intended to move the System towards 100% funded and actuarial gains from further recognition of the strong investment performance during the prior fiscal year. The increases in the funded ratio were offset by the benefit enhancements provided in Article 12. The ratios are based on the Entry Age Normal funding method effective June 30, 1999.

The Municipal Employees' Retirement System (MERS) prepares separate valuations for each participating unit. For reference purposes only, the overall funded ratio for MERS *General Employees* was 88.9% and MERS *Public Safety* employees was 86.8%. The six legacy units, presented separately in the valuation, have a funded ratio of 31.4%, and all MERS employer units combined were 82.8% per the June 30, 2024, valuation. Consequently, each unit has its own funding

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ratio that can be found in the Municipal Employees' Retirement System Actuarial Valuation Report at [www.ersri.org](http://www.ersri.org). The June 30, 2024 financial report includes the June 30, 2023 actuarial valuations which were the most recent information available at the time of preparation.

### **Net Pension Liability**

The total pension liability is the actuarial present value of projected benefit payments attributed to past periods of employee service. The total pension liability is based on the Entry Age Normal funding method. The fiduciary net position is based on the fair market value of assets (not the smoothed actuarial value of assets that is often encountered in actuarial valuations based on the Board's adopted assumptions and methods). The net pension liability is measured as the total pension liability, less the amount of the fiduciary net position.

The Net Pension Liability is an accrual accounting measurement calculated in conformity with Governmental Accounting Standard Board (GASB) Statement No. 67 for the Trust and No. 68 for the employer units. The unfunded liability is a funding measure calculated according to generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board.

ERSRI provides the calculation of Net Pension Liability to comply with GASB's financial reporting requirements and is not applicable for the purposes of funding each Trust or used in the development of the contribution rates for participating employers.

### **Investments**

Assets are invested under the direction and authority of the State Investment Commission (SIC), which meets on a monthly basis. It is authorized, created and established in the office of the General Treasurer per Rhode Island General Law §35-10.

The SIC has established an asset allocation policy which may be amended by the SIC Board by a majority vote of its members. The SIC's asset allocation policy seeks to achieve the assumed rate of return adopted by the System over the long-term while reducing risk through the prudent diversification of the portfolio across various asset classes. The approved asset allocation policy is outlined in Note 5 to the Basic Financial Statements.

NEPC serves as the General Consultant for Policy and Asset Allocation to the State Investment Commission. Meketa serves as the Real Estate Consultant to the State Investment Commission. Cliffwater serves as consultant on alternative investments. Bank of New York Mellon serves as the custodian for the defined benefit plans. TIAA serves as the record keeper for the State of Rhode Island Defined Contribution Plan and J.P. Morgan is the investment custodian of the defined contribution plan.

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The annualized time-weighted return (net of fees) on the portfolio for the one-year, three-year, and five-year periods ended June 30, 2024 were 10.5%, 5.9%, and 9.1%, respectively. A discussion regarding annualized returns and related benchmark indices for fiscal year 2024 is explained in the MD&A.

A more detailed exhibit of investment policies and investment performance for ERSRI are in the Investment Section of this report.

During fiscal year 2024, the SIC continued to focus on maintaining an asset allocation structure that seeks to achieve the actuarial target 7% rate of return, while mitigating financial market declines from risks such as inflation and market volatility. The efficacy of the asset allocation structure has been demonstrated by the portfolio's top quartile performance (relative to U.S. public funds with assets greater than \$1 billion) in declining markets such as that experienced in fiscal 2022, and during a rising interest rate environment experienced in fiscal 2023.

An Asset & Liability Study was completed during the fiscal year ended June 30, 2024. The State Investment Commission (SIC) adopted a revised Investment Policy Statement, effective January 1, 2024, to embed a 2% allocation shift from emerging market debt towards liquid credit. ERSRI's defined benefit system pays more in benefits each year than it receives in contributions. It is imperative that the investment portfolio maintain sufficient liquidity to sustain timely payment of these benefits. Recognizing the criticality of portfolio liquidity, Treasurer Diossa commissioned his team to help guide the SIC through a comprehensive analysis of the portfolio's ability to withstand economic downturns and sustainably meet its benefit payment obligations.

A public RFP was issued in 2023 for the State of Rhode Island Defined Contribution Retirement Plan. The Defined Contribution Plan maintained its existing relationship with TIAA with a fee reduction that required a transition to TIAA's RetirePlus Select Target Date Funds from the prior Vanguard Target Date Funds. This transition was successfully executed during fiscal 2024.

## **Major Initiatives**

During fiscal year 2024, ERSRI continued its strategic initiative to improve customer service. ERSRI revised all member forms, redesigned the member handbook, made enhancements to the ERSRI website adding additional explanatory information for both the Defined Benefit and Defined Contribution plans, increased newsletters to monthly and increased member counseling to eligible members 5 years from normal retirement.

ERSRI also replaced its general ledger accounting system.

## **Legislation**

Legislation was enacted by the General Assembly during the 2023 session modifying post-retirement benefit adjustments. An enacted budget item, *Article 12 Sub-A*, changed COLA benefits from being paid every four years, if the funded

status is under 80%, to twenty-five percent (or 1/4th) of the benefit adjustment computed each year until a funded status of 80% is reached. This article only applies to State Employees, Teachers, and MERS units that have elected COLA. The changes do not apply to retirees of the State Police or Judicial plans.

The amendment to Rhode Island General Law (RIGL) under Article 12 went into effect on 1/1/2024. Eligibility for COLA was not affected by the enactment of Article 12. Thus, the existing eligibility remains applicable.

## **Professional Services**

Joseph P. Newton, FSA, MAAA, EA and Paul T. Wood, ASA, MAAA, FCA of Gabriel, Roeder, Smith & Company (GRS) provide actuarial services to the ERSRI.

Patrick J. McBurney, Esquire, of the law firm Pannone Lopes Devereaux & O’Gara, LLC of Johnston, Rhode Island serves as the Retirement Board’s general counsel. Private attorneys are hired on a per diem basis to serve as hearing officers for the System on disputed retirement issues.

In addition to Dr. Christopher Ley, who serves as the Medical Advisor to the Board’s Disability Subcommittee, the ERSRI hires independent physicians who conduct medical exams of the System’s disability applicants.

The Office of the Auditor General conducts an annual financial audit for each trust within the Employees’ Retirement System of Rhode Island.

A separate schedule of professional consultants is included in the Introductory Sections of this report.

## **Reports to Members**

Real-time active member information regarding contributions and creditable service, as well as retiree member information, is found on the System’s website at [www.ersri.org](http://www.ersri.org).

Active and retired members also receive newsletters and other notices on an ad hoc basis.

## **Awards**

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to ERSRI for its Annual Comprehensive Financial Report for the fiscal year ended June 30, 2023. In order to be awarded a Certificate of Achievement, a government 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.

A Certificate of Achievement is valid for a period of one year only. ERSRI believes that our Annual Comprehensive Financial Report for the fiscal year ended June

30, 2024 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.

ERSRI also received the 2024 Public Pension Standards Award from the Public Pension Coordinating Council (PPCC). The PPCC presents this award to public employee retirement systems in recognition of their achievement of high professional standards in the areas of comprehensive benefits administration, actuarial valuations, financial reporting, investments, and membership communications.

The PPCC is a coalition of three national associations that represent public retirement systems and administrators: National Association of State Retirement Administrators (NASRA), the National Council on Teacher Retirement (NCTR) and the National Conference on Public Employee Retirement Systems (NCPERS).

The PPCC established the Public Pension Standards to reflect minimum expectations for public retirement system management, administration, and funding. The Standards serve as a benchmark by which to measure public defined benefit plans.

### **Acknowledgments**

The preparation of this report is possible only through the combined efforts of the ERSRI staff. Additionally, we would like to thank the Retirement Board, the actuarial team at GRS Retirement Consulting, the Office of the Auditor General, and the Office of the State Controller. Finally, this report is intended to provide extensive and reliable information as a basis for making management decisions, determining compliance with legal provisions, and determining responsible stewardship for the assets contributed by the System's members and their employers.

We welcome your comments on the issuance of this report.

Respectfully submitted,



Frank J. Karpinski  
Executive Director



Stacey F. Whitton  
Chief Financial Officer

December 31, 2024

To the Members and Beneficiaries of the Employees' Retirement System of Rhode Island:

On behalf of the Board of the Employees' Retirement System of Rhode Island (ERSRI), I am pleased to present the Fiscal Year 2024 Annual Comprehensive Financial Report. This report describes the financial condition of the System, changes that occurred during the fiscal year, and covers important information related to the management of the System, including investment performance.

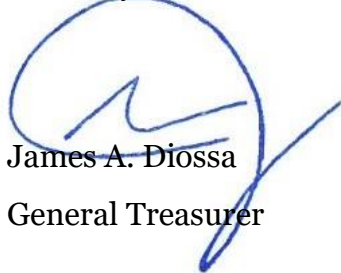
The funded ratios for the State Employees and Teachers plan for the 2024 fiscal year (July 1, 2023 through June 30, 2024), in the aggregate, improved from 62.8% to 63.1%. For the Municipal Employees Retirement System, the aggregate funded ratio for all units combined improved to 82.8%.

ERSRI's investments grew by 10.5% in the fiscal year ending June 30, 2024. The System has outperformed industry benchmarks over the past five- and ten-year periods, earning 9.1% and 7.3% respectively. The fund's target rate is 7%. ERSRI's investment performance ranked in the top 2% for the five-year period, and the top 14% for the ten-year period. These strong results reflect the continued success of Rhode Island's performance relative to similarly sized public pension funds. Our strategic emphasis on diversification has proved effective in good and bad financial markets. These results continue to advance our mission to reach our new statutory goal of 75% funded.

In August, for the seventh consecutive year, the Government Finance Officers Association awarded ERSRI its highest form of recognition in governmental accounting and financial reporting for our fiscal year 2023 Annual Comprehensive Financial Report.

Collectively, responsible pension practices and the dedication of ERSRI's staff and board have made Rhode Island's retirement system stronger than it has been in many years. Together, my staff and I are working to ensure retirement security for Rhode Island teachers, State and municipal employees, public safety officers and other public servants.

Sincerely,



James A. Diossa  
General Treasurer



Government Finance Officers Association

Certificate of  
Achievement  
for Excellence  
in Financial  
Reporting

Presented to

**Employees Retirement System of Rhode Island**

For its Annual Comprehensive  
Financial Report  
For the Fiscal Year Ended

June 30, 2023

*Christopher P. Morrill*

Executive Director/CEO



Public Pension Coordinating Council

***Public Pension Standards Award  
For Funding and Administration  
2024***

Presented to

***Employees' Retirement System of Rhode Island***

In recognition of meeting professional standards for  
plan funding and administration as  
set forth in the Public Pension Standards.

*Presented by the Public Pension Coordinating Council, a confederation of*

National Association of State Retirement Administrators (NASRA)  
National Conference on Public Employee Retirement Systems (NCPERS)  
National Council on Teacher Retirement (NCTR)

A handwritten signature in cursive script that reads "Alan H. Winkle".

Alan H. Winkle  
Program Administrator



## **Retirement Board Members**

The 15-member State Retirement Board oversees the Employees' Retirement System of Rhode Island.

### **The State Retirement Board, as of June 30, 2024, included:**

**General Treasurer James A. Diossa**, *Chair, Ex Officio Member*

**Jean Rondeau**, *Vice Chairperson, Public Representative (appointed by the Governor)*

**Mark A. Carruolo**, *Public Representative (appointed by the Governor)*

**Michael J. Cicerone, Jr.**, *Active Teacher Representative*

**Joseph Codega, Jr.**, *Director/State Budget Officer (appointed by Director of Administration)*

**Matthew K. Howard**, *Active Municipal Employee Representative*

**Yan Li**, *Active State Employee Representative*

**Brenna McCabe**, *Designee to Director of Administration*

**William S. Murray**, *Public Representative (appointed by the General Treasurer)*

**Claire M. Newell**, *Active State Employee Representative*

**Andrew E. Nota**, *Designee of the League of Cities and Towns*

**Alan G. Palazzo**, *Retired Member Representative*

**Sandra M. Paquette**, *Retired Member Representative*

**Dr. Laura Shawhughes**, *Public Representative (appointed by the General Treasurer)*

**Michael J. Twohey**, *Active Teacher Representative*

The State Investment Commission is responsible for the investment of the assets of the Employees' Retirement System, the Municipal Employees' Retirement System, the State Police Retirement Benefits Trust, the Judicial Retirement Benefits Trust, the Rhode Island Judicial Retirement Fund Trust, the State Police Retirement Fund Trust, and the State of Rhode Island Defined Contribution Retirement Plan.

## **The State Investment Commission, as of June 30, 2024, included:**

**General Treasurer James A. Diossa**, *Chair*

**J. Michael Costello**, *Governor's Appointee*

**Thomas P. Fay**, *Governor's Appointee*

**Karen Hammond**, *Governor's Appointee*

**Susan Chung**, *General Treasurer's Appointee*

**Al Cumplido**, *General Treasurer's Appointee*

**Karen Hazard**, *General Treasurer's Appointee*

**Sylvia Maxfield**, *General Treasurer's Appointee*

**Paul L. Dion, Ph.D.**, *Director of Department of Administration's Appointee*

**Frank J. Karpinski**, *Executive Director, Non-voting Member*

## **Administration and Advisors to State Investment Commission, as of June 30, 2024, included:**

**Justin Maistrow**, *Chief Investment Officer*

**Pannone Lopes Devereaux & O'Gara**, *Legal Counsel, State Investment Commission*

**NEPC**, *General Consultant, Policy and Asset Allocation Consultant to the State Investment Commission*

**Meketa**, *Senior Advisor & Real Estate Consultant to the State Investment Commission*

**Cliffwater**, *Alternative Investments (Hedge Funds/Private Equities) Consultant to the State Investment Commission*

**Bank of New York Mellon**, *Custodian Bank*

**Employees' Retirement System of Rhode Island**  
**Professional Advisors, Investment Consultants, Managers & Service Providers**  
**Fiscal Year Ended June 30, 2024**

**Actuarial Consultant**

Gabriel Roeder Smith & Co.

**Legal**

Pannone Lopes Devereaux & O'Gara  
 Adler Pollack & Sheehan P.C.  
 Savage Law Partners

**Independent Auditors**

R.I. Office of the Auditor General

**Medical Advisor**

Dr. Christopher Ley, MD

**Information Technology Consultant**

Telus Health (formerly Lifeworks US)

**Investment Advisor**

Cliffwater LLC  
 Meketa Investment Group  
 NEPC LLC

**Investment Custodian**

BNY Mellon - Defined Benefit Plan  
 TIAA - Defined Contribution Plan

**Investment - Total Growth**

*Global Equities*

State Street Global Advisors

*Private Growth*

*Non-Core Real Estate*

Berkeley Partners  
 Crow Holdings  
 Elion Partners  
 Exeter Property Group  
 GEM Realty Capital  
 Greystar Equity Partners  
 IPI Partners  
 Linchris Capital Partners  
 Lone Star Funds  
 MCR  
 Raith Capital Estate  
 TriCon Capital Group  
 Waterton Associates

*Opportunistic Private Credit*

Centerbridge Partners  
 Clearlake Capital Partners  
 Davidson Kempner Capital Management  
 Oaktree Capital Management

**Investment - Total Growth**

*Private Growth*

*Private Equity*

Advent International  
 Altaris Capital Partners  
 Bain Capital  
 Baring Private Equity Asia  
 Birch Hill Equity Partners  
 Braemar Energy Ventures  
 Carlyle Group  
 Centerbridge Partners  
 Charlesbank Capital Partners  
 The Column Group  
 CVC Capital Partners  
 DCVC  
 ECM Equity Capital Management  
 EnCap Investments  
 Endeavour Capital  
 Eureka Equity Partners  
 First Reserve  
 GCM Grosvenor  
 Gen Cap America  
 GGV Capital  
 Hastings Equity Partners  
 Havencrest Capital Management  
 Industry Ventures  
 Leapfrog Ventures  
 Leonard Green & Partners  
 Level Equity  
 MHR Fund Management  
 Nautic Partners  
 Nordic Capital  
 Odyssey Investment Partners  
 Paine Schwartz Partners  
 Paladin Capital Group  
 Parthenon Capital  
 Point 406 Ventures  
 Pollen Street Capital  
 Providence Equity Partners  
 Riverside Company  
 RLH Equity Partners  
 Shamrock Capital Advisors  
 Siris Capital Group  
 Sorenson Capital  
 TCG Crossover Management  
 Tenex Capital Management  
 Thoma Bravo  
 TPG Capital  
 Trilantic Capital Management  
 Vinci Capital  
 Virgo Investment Group  
 Wynnchurch Capital

**Investment - Income**

*Private Credit*

Atalaya Capital Management  
 Benefit Street Partners  
 Blue Owl Credit Advisors  
 CapitalSpring Investment Partners  
 Chorus Capital  
 Deerpath Capital Management  
 Garrison Investment Group  
 HPS Investment Partners  
 Shamrock Capital Advisors  
 Summit Partners  
 Virgo Investment Group

*Income - Other*

Advent Capital Management  
 Loomis Sayles  
 PIMCO  
 Neuberger Berman  
 Sycamore Tree Capital Partners

**Investment - Stability**

*Crisis Protection Class*

WAMCO  
 Aspect Capital  
 Crabel Capital Management  
 Credit Suisse

*Inflation Protection*

*Core/Core+ Real Estate*

AEW Capital Management  
 Heitman  
 Morgan Stanley Real Estate Advisors  
 Ventas

*Private Infrastructure*

Homestead Capital  
 IFM Investors  
 I Squared Capital  
 KKR  
 Star America Infrastructure Partners  
 Stonepeak Partners

*Volatility Protection*

*Absolute Return Hedge Funds*

Aristeia Capital  
 Capula Investment Management  
 Davidson Kempner Capital Management  
 D.E. Shaw & Co  
 Elliott Management Corporation  
 Graham Capital Management  
 Viking Global Investors

*Volatility Protection - Other*

Fidelity Institutional Asset Management  
 Loomis Sayles  
 Payden & Rygel

**Investment - Other**

Hamilton Lane  
 Russell Investments

## **Executive Staff**

Day-to-day operations of the Employees' Retirement System of Rhode Island are overseen by the following administrators (as of June 30, 2024):

**Frank J. Karpinski**, *Executive Director*

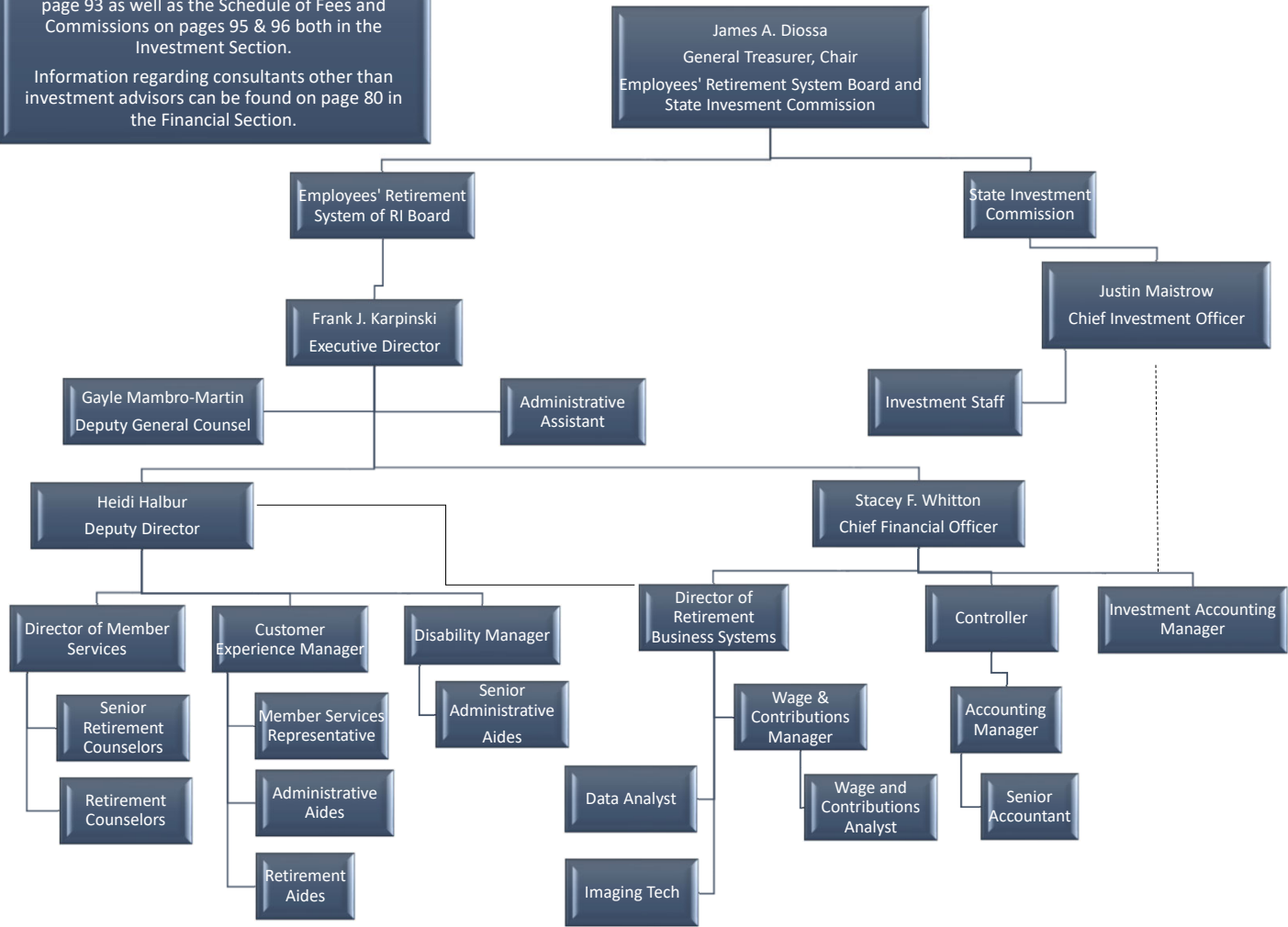
**Heidi Halbur**, *Deputy Director*

**Stacey F. Whitton**, *Chief Financial Officer*

**Patrick J. McBurney, Esquire**, *Retirement Board Counsel\**

\* Per Rhode Island General Law §36-8-9 legal counsel is appointed by the General Treasurer/Chair of the Retirement Board.

**Professional Services:**  
 Information regarding investment managers and consultants can be found in the Schedule of Investment Management and Services Fees on page 93 as well as the Schedule of Fees and Commissions on pages 95 & 96 both in the Investment Section.  
 Information regarding consultants other than investment advisors can be found on page 80 in the Financial Section.



# Financial Section

Independent Auditors' Report

Management's Discussion and Analysis

Basic Financial Statements

Notes to Basic Financial Statements

Required Supplementary Information

Notes to Required Supplementary Information

Supplementary Information



# Office of the Auditor General

State of Rhode Island - General Assembly

David A. Bergantino, CPA, CFE – Auditor General

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33 Broad Street • Suite 201 • Providence, RI • 02903-4177

tel: 401.222.2435 • fax: 401.222.2111

## **INDEPENDENT AUDITOR'S REPORT**

JOINT COMMITTEE ON LEGISLATIVE SERVICES, GENERAL ASSEMBLY,  
STATE OF RHODE ISLAND:

RETIREMENT BOARD OF THE EMPLOYEES' RETIREMENT SYSTEM OF THE  
STATE OF RHODE ISLAND:

### **Report on the Audit of the Financial Statements**

#### ***Opinions***

We have audited the financial statements of the plans which comprise the Employees' Retirement System of the State of Rhode Island (the System), as of and for the year ended June 30, 2024, 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 fiduciary net position of the plans within the System, as of June 30, 2024, and the respective changes in fiduciary net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinions***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

#### ***Emphasis of Matters***

As described in Note 1, the financial statements of the System present only the pension trust funds of the State of Rhode Island (the State) and do not purport to, and do not present fairly the financial position of the State, as of June 30, 2024 and the changes in its financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

As described in Note 5, the fair values of certain investments (hedge funds, private equity, real estate, and infrastructure) representing 38.1% of assets within the pooled investment trust, have been estimated by management in the absence of readily determinable fair values. Management's estimates are based on information provided by the fund managers or general partners.

Our opinions are not modified with respect to these matters.

Joint Committee on Legislative Services, General Assembly  
Retirement Board of the Employees' Retirement System

### ***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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the System's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### ***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 and *Government Auditing Standards* 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 and *Government Auditing Standards*, 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.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the System's ability to continue as a going concern for a reasonable period of time.

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.



Joint Committee on Legislative Services, General Assembly  
Retirement Board of the Employees' Retirement System

***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis and other required supplementary information, as listed in the table of contents, 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 GAAS, 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 audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the System's basic financial statements. The supplementary information, such as the Schedules of Investment, Administrative, and Consultant Expenses, 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 GAAS. In our opinion, the Schedules of Investment, Administrative, and Consultant Expenses are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

***Other Information***

Management is responsible for the other information included in the annual comprehensive financial report. The other information comprises the Introductory, Investment, Actuarial, and Statistical sections listed in the accompanying table of contents but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

***Other Reporting Required by Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated December 30, 2024 on our consideration of the System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters.

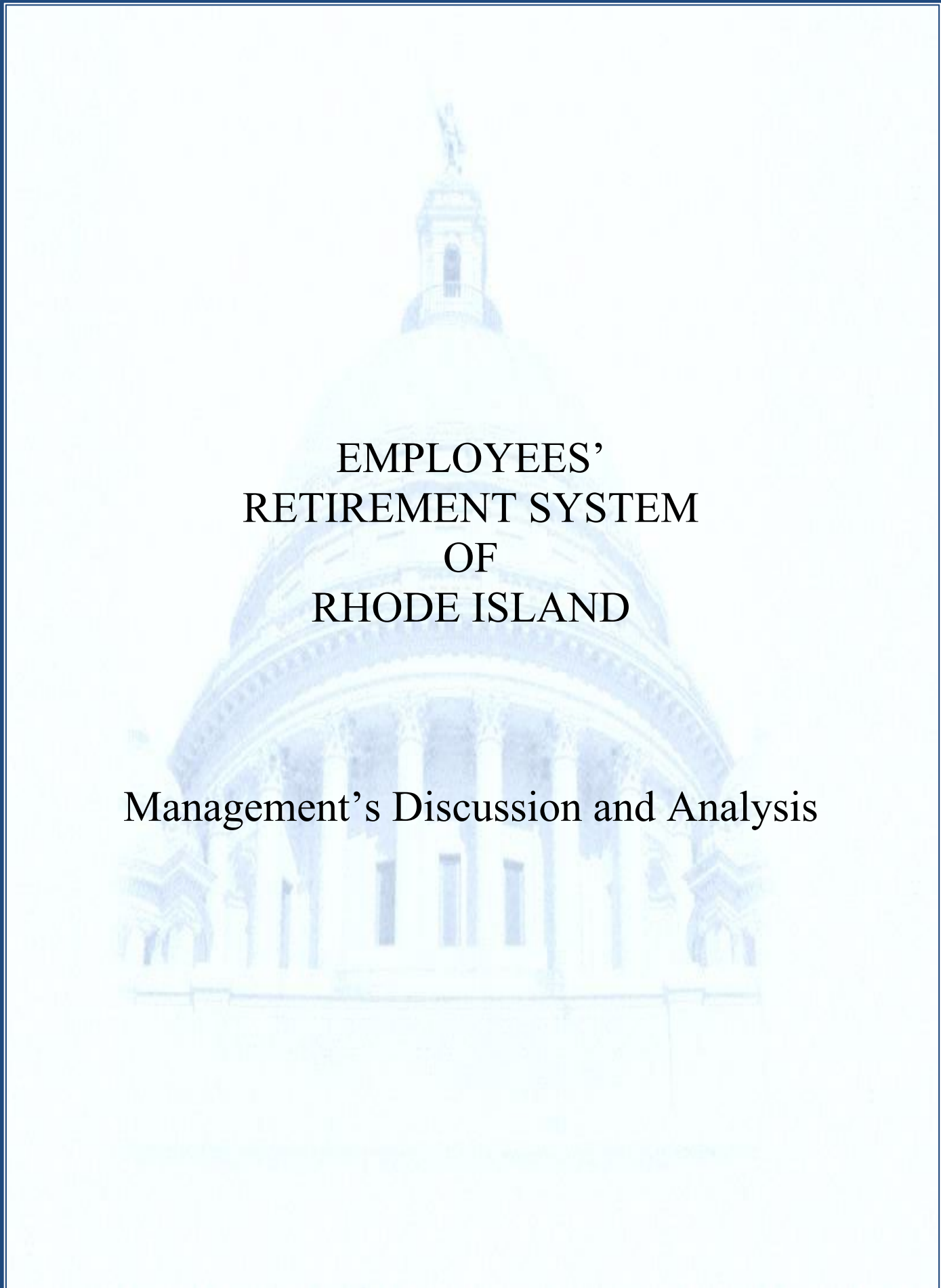
Joint Committee on Legislative Services, General Assembly  
Retirement Board of the Employees' Retirement System

The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the System's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the System's internal control over financial reporting and compliance.



David A. Bergantino, CPA, CFE  
Auditor General

December 30, 2024



EMPLOYEES'  
RETIREMENT SYSTEM  
OF  
RHODE ISLAND

Management's Discussion and Analysis

## Management's Discussion and Analysis

Management of the Employees' Retirement System of the State of Rhode Island (the System) provides this Management's Discussion and Analysis of their financial performance for the readers of the System's financial statements. This narrative provides an overview of the System's financial activity for the fiscal year ended June 30, 2024. This analysis is to be considered in conjunction with the financial statements to provide an objective analysis of the System's financial activities based on the status of the System and issues currently facing management.

### **Understanding the Employees' Retirement System Financial Statements**

The System administers seven defined benefit pension plans. State employees and teachers are combined into one cost-sharing plan while teachers' survivors benefits are provided from an additional cost-sharing plan. Two plans cover state police and two additional plans cover judges. Municipal employees are covered under a separate agent plan administered by the System. The System also administers a defined contribution plan for certain state employees, teachers, and employees of participating municipalities.

The *Statements of Fiduciary Net Position* provide a snapshot of the financial position of the System at June 30, 2024. The *Statements of Changes in Fiduciary Net Position* summarize the additions and deductions that occurred during the fiscal year.

The *Notes to the Financial Statements* provide additional information essential to a full understanding of the financial statements.

The *Required Supplementary Information* consists of schedules and related notes, which present 10 years of historical data. These schedules present each plan's net pension liability (asset) and changes in the net pension liability (asset) between years. A schedule of investment returns presents the annual money-weighted return for each defined benefit plan. A schedule of contributions is presented for each plan, which details required and actual contributions to the plan including covered payroll information.

### **Financial Highlights for the Fiscal Year Ended June 30, 2024**

- ❑ The System's fiduciary net position increased by \$1.2 billion from \$12.4 billion at June 30, 2023 to \$13.6 billion at June 30, 2024.
- ❑ Total pension benefits paid to members from the defined benefit plans were \$1.1 billion, a slight increase from \$1.0 billion for the fiscal year ended June 30, 2023.
- ❑ Contributions to all defined benefit plans from both employers and employees at June 30, 2024 were \$805.8 million, a increase of \$50.4 million or 6.7% compared to the fiscal year ended June 30, 2023. The majority of this increase is related to additional pay periods falling in fiscal year 2024 and contract raises for State Employees, as well as \$6.5 million received from the State's General Revenues.
- ❑ Total employee and employer contributions into the System's defined contribution plan were \$153.7 million at June 30, 2024, an increase of \$8.5 million.
- ❑ Total distributions paid to members from the defined contribution plan were \$58.3 million.
- ❑ The net income from investing activities within the defined benefit plans (Pooled Investment Trust) was \$1.1 billion for the fiscal year ended June 30, 2024. Investment income within the defined contribution plan totaled \$254.8 million.
- ❑ Fiduciary net position as a percentage of the total pension liability for all of the defined benefit plans, except for SPRBT, increased compared to the prior measurement date primarily due to increased investment income for fiscal 2024. The fiduciary net position as a percentage of the total pension

**Management's Discussion and Analysis**

liability for the SPRBT plan decreased from the prior measurement date primarily due to the liabilities growing quicker than expected due to salary increases.

**Financial Analysis**

The System provides retirement and disability benefits from the defined benefit plans to State employees, public school teachers, participating municipal general and public safety employees, state police officers and judges. These benefits are funded through member and actuarially determined employer contributions and investment income. The fiduciary net position is available to satisfy the financial obligations to members, retirees, and beneficiaries. The System also provides retirement benefits through a defined contribution plan which is intended to supplement retirement benefits available through the defined benefit plans for certain members as part of the System's "hybrid" benefit structure.

The following tables illustrate the condensed Net Position and condensed Changes in Net Position for ERSRI for the fiscal years ended June 30, 2024 and June 30, 2023.

<b>Assets, Liabilities and Fiduciary Net Position – All Plans (in millions)</b>		
	<b><u>June 30, 2024</u></b>	<b><u>June 30, 2023</u></b>
<b>Assets:</b>		
Cash and cash equivalents	\$ 9.4	\$ 11.0
Investments	13,500.6	12,334.5
Receivables and other assets	<u>63.7</u>	<u>48.1</u>
Total assets	<u>13,573.7</u>	<u>12,393.6</u>
<b>Liabilities:</b>		
Accounts payable and other liabilities	<u>8.8</u>	<u>10.5</u>
Total liabilities	<u>8.8</u>	<u>10.5</u>
<b>Fiduciary Net Position:</b>	<b><u>\$13,564.9</u></b>	<b><u>\$12,383.1</u></b>

Total assets increased by \$1.2 billion, or 9.5%, for the fiscal year ending June 30, 2024, when compared to fiscal year ending June 30, 2023. The increase can be attributed to almost all asset classes but Non-Core Real Estate, Treasuries, Crisis Protection, Inflation Protection, and Core Real Estate.

Cash and cash equivalents at June 30, 2024 decreased \$1.6 million when compared to fiscal year ending June 30, 2023. Receivables and other assets increased by \$15.6 million, due to the timing of amounts due from employers at June 30, 2024, largely the additional twenty-seventh pay period for State employees which was accrued at fiscal year end 2024.

Total liabilities decreased \$1.7 million, or 16.2%, for the fiscal year ending June 30, 2024 due to the timing of what was owed to vendors.

Management's Discussion and Analysis

<b>Summary of Changes in Fiduciary Net Position – All Plans (in millions)</b>		
	<b><u>Year Ended June 30, 2024</u></b>	<b><u>Year Ended June 30, 2023</u></b>
<b>Additions:</b>		
Contributions	\$ 959.6	\$ 900.7
Net investment gain (loss) *	1,338.3	1,018.3
Service Credit Transfers	<u>7.7</u>	<u>16.8</u>
Total Additions	<u>2,305.6</u>	<u>1,935.8</u>
<b>Deductions:</b>		
Benefits and distributions	1,095.0	1,069.0
Refunds of contributions	8.2	6.7
Administrative expenses	12.9	10.6
Service Credit Transfers	<u>7.7</u>	<u>16.8</u>
Total Deductions	<u>1,123.8</u>	<u>1,103.1</u>
<b>Increase (Decrease) in Net Position:</b>	1,181.8	832.7
<b>Fiduciary Net Position:</b>		
Beginning of year	<u>12,383.1</u>	<u>11,550.4</u>
End of year	<u>\$ 13,564.9</u>	<u>\$ 12,383.1</u>

\* Adjusted to include private asset valuations received after the 2024 Fiscal Year's custodial close

**Additions to Net Position**

The revenues required to fund retirement and disability benefits for the defined benefit plans are accumulated from the contributions from employees and employers, as well as investment earnings. Employee and employer contribution revenue at June 30, 2024 was \$670.2 million for the defined benefit plan, an increase of 5.9% when compared to \$632.7 million at June 30, 2023. Employee and employer contributions to the defined contribution plan was \$153.7 million at June 30, 2024, an increase of 5.8% when compared to \$145.2 million at June 30, 2023.

The State of Rhode Island's share of contributions for the teachers' defined benefit plan was \$126.8 million for fiscal 2024, an increase of 3.6% when compared to \$122.5 million for fiscal 2023.

Contributions from employees and employers (except for the RIJRFT and SPRFT) are based on covered payroll. During fiscal year 2024 the covered payroll for each trust experienced an increase when compared to fiscal 2023. Also, contribution rates for the members are prescribed in Rhode Island General Law and fixed by statute. The employer contributions are actuarially determined through annual funding valuations and are adjusted accordingly to meet the financial obligations of each Trust.

ERSRI recognized \$1.3 billion in net investment gain at June 30, 2024.

## Management's Discussion and Analysis

### Deductions from Net Position

ERSRI was established to administer the funds of each Trust in order to provide lifetime retirement, survivor, and disability benefits to its membership. The primary categories that reduce the net position are benefit payments and distributions, refunds of contributions to members exiting the System, and the administrative expenses to operate ERSRI.

Benefits and distributions to members from the defined benefit plans at June 30, 2024 were \$1.04 billion, an increase of 1.4% when compared to benefits at June 30, 2023. There was a moderate cost-of-living increase to eligible employees, increase in the number of retirees, and the increase of higher average salaries of new retirees.

Distributions to members from the defined contribution plan at June 30, 2024 were \$58.3 million, an increase of 26.1% when compared to \$46.2 million at June 30, 2023. The plan was created on July 1, 2012 for eligible members that did not have 20 years of service credit at June 30, 2012. Distributions are expected to increase as this plan matures and becomes a more significant portion of a member's retirement portfolio within ERSRI.

Refunds of contributions from the defined benefit plan at June 30, 2024 were \$8.2 million, an increase of 22.6% when compared to \$6.7 million at June 30, 2023. The increase in refunds is the result of an increase in the number and dollar value of refund requests from terminated members.

Administrative expenses for both the defined benefit and defined contribution plans at June 30, 2024 were \$12.9 million, an increase of 21.3% when compared to \$10.6 million at June 30, 2023. The increase in fiscal year 2024 is mainly due to the line of business system upgrade and actuarial special studies. Details of administrative expenses are listed in the *Schedule of Administrative Expenses* in the Supplementary Information section of this report.

### Investment Philosophy

The State Investment Commission (SIC) establishes long-term asset allocation policy, selects managers, and monitors investment performance of the plan. A periodic asset allocation study is conducted to identify an optimal diversified investment portfolio that maximizes return within an acceptable level of risk. As long-term investors, the SIC has committed to the strategic asset allocation that has been developed as part of a comprehensive asset allocation study. The asset allocation study incorporates return expectations, risks and correlations associated with each asset class, as well as the unique profile and objectives of the System.

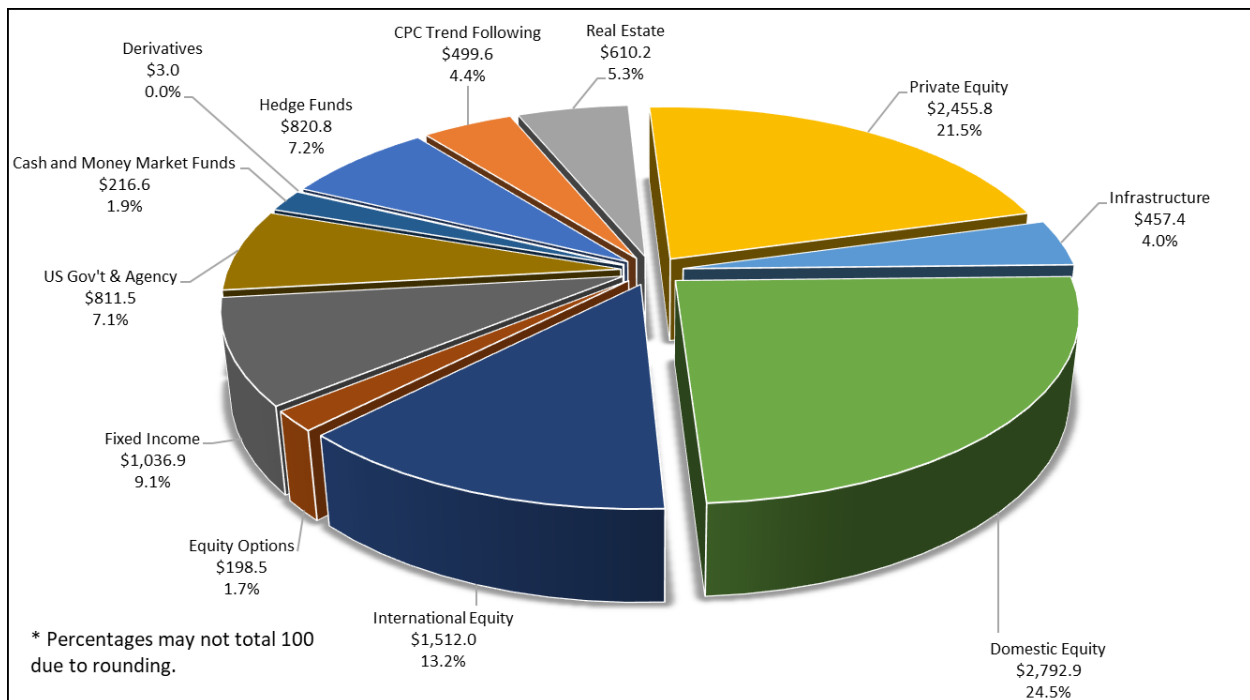
The SIC seeks to achieve the targeted investment return set by the Retirement Board, while minimizing risk and satisfying the plan's need for steady cash flows. As a mature defined benefit System where distributions exceed contributions, the System must balance its short-term cash flow requirements with the much longer time horizon of its total obligations. Diversification across asset classes that respond differently to different market environments is a key tool used by the SIC to seek strong long-term returns. The allocation of assets among stocks, bonds, and alternative investments can have a significant impact on risk-adjusted investment performance.

Rhode Island maintains one of the most comprehensive expense disclosure policies in the nation. Since 2015, Rhode Island has only invested with fund managers who agree to have their performance and expenses published regularly, a policy that has become a leading practice replicated by other states. In 2017,

**Management's Discussion and Analysis**

The Rhode Island General Assembly codified the disclosure policy in statute. While some investment managers selected prior to 2015 are grandfathered from the individualized reporting requirement, the Treasurer's office has requested that they voluntarily allow disclosure, which many have agreed to do. In addition to displaying the fees and expenses charged by each fund individually, this report includes a comprehensive total of all manager fees and expenses paid out of the pension system by asset class. These totals reflect fees and expenses paid to every fund, including those grandfathered funds that declined to allow individualized disclosure.

**Pooled Investment Trust – Asset Allocation - June 30, 2024**  
(in millions)



**Investment Performance**

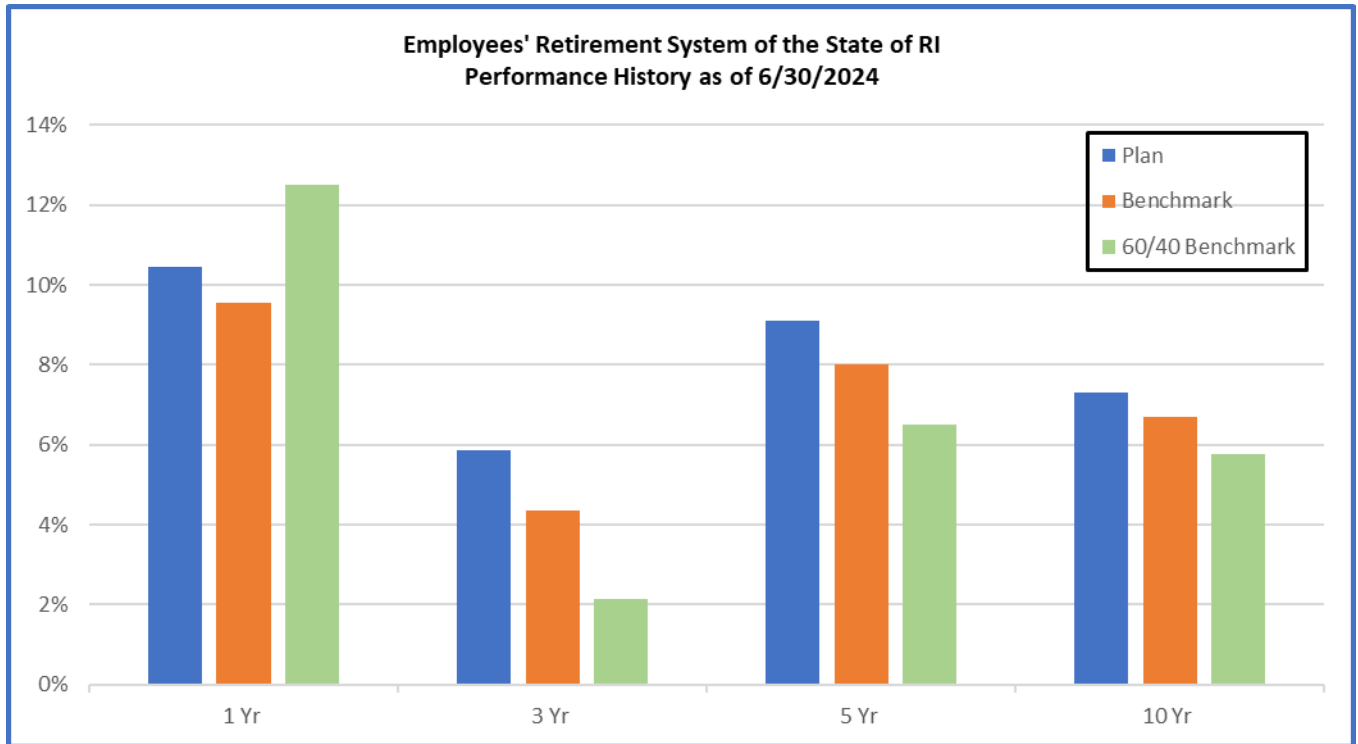
The Pooled Investment Trust (Total Plan) returned +10.5%, time-weighted net of fees, during the Fiscal Year ended June 30, 2024. Global Equity, Private Growth, Income, and Volatility Protection experienced positive returns, partially offset by losses in Crisis Protection and Inflation Protection.

Plan Performance (as of 6/30/2024)	Annualized			
	1-Yr	3-Yr	5-Yr	10-Yr
<b>Total Plan</b>	<b>10.5%</b>	<b>5.9%</b>	<b>9.1%</b>	<b>7.3%</b>
<b>Total Plan Benchmark</b>	<b>9.6%</b>	<b>4.4%</b>	<b>8.0%</b>	<b>6.7%</b>
Total Plan Excess Return vs. Total Plan Benchmark	+0.9%	+1.5%	+1.1%	+0.6%
<b>60/40 Benchmark</b>	<b>12.5%</b>	<b>2.2%</b>	<b>6.5%</b>	<b>5.8%</b>
Total Plan Excess Return vs. 60/40 Benchmark	-2.0%	+3.7%	+2.6%	+1.5%

\* Total Plan performance reflects all information available as of the 2024 Fiscal Year's custodial close and does not reflect fair value adjustments for alternative investments relating to the quarter ended June 30, 2024 which are included in ERSRI's financial statements.



Management's Discussion and Analysis



\* Total Plan performance reflects all information available as of the 2024 Fiscal Year's custodial close and does not reflect fair value adjustments for alternative investments relating to the quarter ended June 30, 2024 which are included in ERSRI's financial statements.

The composite benchmark ("The Benchmark") is weighted based on asset allocation targets. The Benchmark for each of the years shown in the chart reflects the asset allocation targets in place for that fiscal year and the related indices used to measure performance. As of June 30, 2024, it is comprised of the following:

- 40.0% MSCI All Country World Net Index;
- 12.5% Cambridge Associates Private Equity and Venture Capital Aggregated Index 1Q Lag;
- 2.5% Cambridge Associates Value Add Real Estate Index 1Q Lag;
- 2.0% CBOE PUT Index;
- 5.0% BofA US High Yield Index;
- 3.0% Cambridge Associates Senior Debt Index 1Q Lag;
- 2.0% JPM CLOIE BB Index
- 5.0% Credit Suisse Managed Futures (18% Vol) Liquid Index;
- 5.0% Barclays Long Duration US Treasury Index;
- 4.0% NFI-ODCE Index 1Q Lag;
- 4.0% Cambridge Associates Private Infrastructure Index 1 Q Lag;
- 3.25% Bloomberg Barclays US Corporate Bond Index;
- 3.25% Bloomberg Barclays Securitized MBS/ABS/CMBS Index;
- 6.5% HFRI Fund of Funds Composite Index; and
- 2.0% Bank of America Merrill Lynch 3-month US Treasury Bill.

The 60% global equity/40% bonds benchmark ("60/40 Benchmark") is 60% MSCI All-Country World and 40% Barclays Aggregate.

**Management's Discussion and Analysis**

**Additional Investment Performance Reporting**

The investment performance discussed in the previous section is the time-weighted return, as reported by the System's investment custodian for the Pooled Investment Trust as a whole. In accordance with GASB Statement No. 67, investment performance is also measured on a money-weighted return basis for each defined benefit retirement plan. The money-weighted returns for each defined benefit plan are disclosed in the notes to the financial statements and the required supplementary information section. The money-weighted return reflects each individual plan's specific cash inflows and outflows, as well as the overall portfolio returns.

Several of the indexes used in the construction of The Benchmark are comprised of a universe of funds within the same strategy category ("Universe Benchmark"). Some funds included in a Universe Benchmark may report returns after the benchmark has published preliminary performance data for a given period. These funds are later incorporated in subsequent calculations of a Universe Benchmark's returns in future periods, resulting in updates to the preliminary performance for that period. As a result, The Benchmark returns described in the prior section may differ from returns shown for The Benchmark in earlier ERSRI monthly performance reporting.

The System's actuarial investment return assumption is 7.0% for all plans except the Judicial Retirement Fund Trust which uses a 3.97% investment return assumption. This return expectation is adopted by the Retirement Board on recommendation by the plan's actuary. It is based on a thirty-year horizon.

Fiscal 2024 investment returns within the defined contribution plan ranged from +2.65% to +26.2% depending on investment options that plan members chose from the available options.

**Net Pension Liability (Asset) of the Plans within the System**

Independent actuarial valuations of the System are conducted each year. Due to the implementation of Governmental Accounting Standards Board (GASB) Statement No. 67 – *Financial Reporting for Pension Plans*, the System presents the accounting measures of the net pension liability (asset) for each of the defined benefit plans. Calculation of the net pension liability (asset) of the plans is performed by the actuary in accordance with GASB requirements. The total pension liability and net pension liability are based on actuarial valuations performed as of June 30, 2023, rolled-forward to June 30, 2024 using generally accepted actuarial principles from the valuation date to the plan's fiscal year end.

This accounting measure of the net pension liability (asset) of each plan is different from the actuarial valuations performed for funding purposes and the determination of annual contributions to each of the defined benefit plans. One of the principal differences is that the accounting measure of the net pension liability at June 30, 2024 utilizes each plan's fiduciary net position, which reflects the fair value of investments at that date. For funding purposes, the actuarial valuation uses the actuarial value of assets, which reflects a five-year smoothed asset valuation.

The measurement of the net pension liabilities for all defined benefit plans, except for the RIJRFT, utilized the System's investment return assumption of 7.0%. The RIJRFT utilized Fidelity's 20-Year Municipal GO AA Bond Index rate of 3.97%. The calculation of the net pension liability (asset) was measured as of June 30, 2024.

Two plans were overfunded at the June 30, 2024 measurement date; the Teachers' Survivors Benefit plan fiduciary net position was equal to 193.8% of the total pension liability and the Judicial Retirement Benefit Trust plan fiduciary net position was equal to 107.7% of the total pension liability.

**Management's Discussion and Analysis**

The fiduciary net position of the ERS plan covering state employees and teachers was equal to 63.1% and 67.7% respectively of the total pension liability measure for each of those employee groups. The fiduciary net position of the two plans covering State Police was equal to 90.4% (SPRBT) and 21.7% (SPRFT) of the total pension liability measure for each of those employee groups. The SPRFT plan was created July 1, 2016 for retired state police hired before July 1, 1987 with a one-time initial contribution of \$15 million from the State and the State's commitment to fund the benefits on an actuarially determined basis rather than the previous pay-as-you-go approach. The fiduciary net position of the RIJRFT plan covering a small group of judges is funded by the State (employer) using a mostly pay-as-you-go funding approach; consequently, plan fiduciary net position was 9.2% of the total pension liability measure for that plan.

The fiduciary net position of the MERS plan covering general employees and municipal police and fire employees were equal to 89.4% and 83.2% respectively of the total pension liability measure for each of those employee groups.

All employers participating in the System's plans contributed 100% of their annual actuarially determined contribution during fiscal 2024, except for the State not providing the full employer contribution for the Rhode Island Judicial Retirement Fund Trust.

**Future Contribution Rates**

The fiscal 2025 employer contribution rates originally based upon the actuarial valuations performed for funding purposes at June 30, 2022 were revised for the enactment of Article 12 which modified benefit provisions. The revised employer contribution rates for fiscal 2025 are 30.75% for State employees, 26.96% for Teachers, 18.20% for Judges, and 21.59% for State Police. For the Rhode Island Judicial Retirement Fund Trust and Non-Contributing State Police Retirement Fund Trust, the actuarially determined employer contribution is \$1,182,496 and \$16,387,092, respectively, for fiscal 2025.

**Contacting the System's Management**

This discussion and analysis presentation is designed to provide a general overview of the System's financial activity. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the Employees' Retirement System, 50 Service Avenue, Warwick, RI, 02886.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**Statements of Fiduciary Net Position**  
**June 30, 2024**

	Defined Benefit Plans						Defined Contribution Plan	Total	
	ERS	TSB	MERS	SPRBT	JRBT	RIJRFT			SPRFT
<b>Assets</b>									
Cash and cash equivalents (Note 4)	\$ 6,679,369	\$ 368,893	\$ 1,353,838	\$ 169,709	\$ 104,345	\$ 677,607	\$ 99,475	\$ -	\$ 9,453,236
Receivables									
Contributions	29,094,153	21,784	2,750,126	358,043	171,593	-	-	-	32,395,699
Due from State for teachers	25,746,700	-	-	-	-	-	-	-	25,746,700
Due from other plans	1,360,612	-	1,542,845	-	-	-	-	-	2,903,457
Other	1,224,460	17,973	189,954	2,544	-	53,410	17,385	-	1,505,726
Total receivables	<u>57,425,925</u>	<u>39,757</u>	<u>4,482,925</u>	<u>360,587</u>	<u>171,593</u>	<u>53,410</u>	<u>17,385</u>	<u>-</u>	<u>62,551,582</u>
Prepaid assets (Note 3)	868,307	40,274	188,933	14,759	7,575	43	2,210	-	1,122,101
Investments at fair value									
Equity in pooled trust (Note 5)	8,241,425,034	456,337,668	2,337,965,157	225,965,401	114,565,824	965,748	32,170,111	-	11,409,394,943
Defined contribution plan investments (Note 6)	-	-	-	-	-	-	-	2,091,201,893	2,091,201,893
Total investments	<u>8,241,425,034</u>	<u>456,337,668</u>	<u>2,337,965,157</u>	<u>225,965,401</u>	<u>114,565,824</u>	<u>965,748</u>	<u>32,170,111</u>	<u>2,091,201,893</u>	<u>13,500,596,836</u>
<b>Total Assets</b>	<u>8,306,398,635</u>	<u>456,786,592</u>	<u>2,343,990,853</u>	<u>226,510,456</u>	<u>114,849,337</u>	<u>1,696,808</u>	<u>32,289,181</u>	<u>2,091,201,893</u>	<u>13,573,723,755</u>
<b>Liabilities</b>									
Accounts payable	4,604,583	152,275	1,032,458	70,666	34,946	398	19,269	-	5,914,595
Due to other plans	1,542,845	-	1,360,612	-	-	-	-	-	2,903,457
<b>Total Liabilities</b>	<u>6,147,428</u>	<u>152,275</u>	<u>2,393,070</u>	<u>70,666</u>	<u>34,946</u>	<u>398</u>	<u>19,269</u>	<u>-</u>	<u>8,818,052</u>
<b>Net position restricted for pensions</b>	<u>\$ 8,300,251,207</u>	<u>\$ 456,634,317</u>	<u>\$ 2,341,597,783</u>	<u>\$ 226,439,790</u>	<u>\$ 114,814,391</u>	<u>\$ 1,696,410</u>	<u>\$ 32,269,912</u>	<u>\$ 2,091,201,893</u>	<u>\$ 13,564,905,703</u>

The accompanying notes are an integral part of this financial statement.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**Statements of Changes in Fiduciary Net Position - Fiscal Year Ended June 30, 2024**

	Defined Benefit Plans							Defined Contribution Plan	Total
	ERS	TSB	MERS	SPRBT	JRBT	RIJRFT	SPRFT		
<b>Additions</b>									
Contributions (Note 7)									
Member contributions	\$ 93,800,181	\$ 753,265	\$ 23,771,848	\$ 2,728,983	\$ 1,577,354	\$ 113,852	\$ -	\$ 118,606,752	\$ 241,352,235
Employer contributions	444,653,435	753,265	75,634,810	6,437,409	2,983,250	601,199	16,387,092	35,116,219	582,566,679
Additional employer contributions	-	-	1,836,067	-	-	-	-	-	1,836,067
State contribution for teachers (Note 7c)	126,824,742	-	-	-	-	-	-	-	126,824,742
Supplemental employer contributions (Note 7d)	6,605,428	-	-	-	-	-	-	-	6,605,428
Service credit transfer payments	4,172,277	-	3,566,155	-	-	-	-	-	7,738,432
Interest on service credits purchased	60,962	-	41,300	5,602	-	-	-	-	107,864
<b>Total contributions</b>	<b>676,117,025</b>	<b>1,506,530</b>	<b>104,850,180</b>	<b>9,171,994</b>	<b>4,560,604</b>	<b>715,051</b>	<b>16,387,092</b>	<b>153,722,971</b>	<b>967,031,447</b>
Investment Income									
Net appreciation in fair value of investments	770,193,242	45,102,674	218,958,764	21,063,180	10,703,957	89,866	3,727,934	254,340,395	1,324,180,012
Interest	72,208,875	3,989,534	20,448,805	1,944,411	988,620	8,286	313,897	-	99,902,428
Dividends	49,411,920	2,729,802	13,982,920	1,342,473	682,197	5,723	215,799	497,130	68,867,964
	891,814,037	51,822,010	253,390,489	24,350,064	12,374,774	103,875	4,257,630	254,837,525	1,492,950,404
Less investment expense (Note 3)	(111,671,505)	(6,168,345)	(31,653,886)	(3,051,420)	(1,548,082)	(13,027)	(539,940)	-	(154,646,205)
<b>Net investment income (loss)</b>	<b>780,142,532</b>	<b>45,653,665</b>	<b>221,736,603</b>	<b>21,298,644</b>	<b>10,826,692</b>	<b>90,848</b>	<b>3,717,690</b>	<b>254,837,525</b>	<b>1,338,304,199</b>
Miscellaneous revenue	11,244	-	7,206	311	-	-	-	237,505	256,266
<b>Total Additions</b>	<b>1,456,270,801</b>	<b>47,160,195</b>	<b>326,593,989</b>	<b>30,470,949</b>	<b>15,387,296</b>	<b>805,899</b>	<b>20,104,782</b>	<b>408,798,001</b>	<b>2,305,591,912</b>
<b>Deductions</b>									
Retirement benefits	847,306,425	12,904,413	141,869,053	9,630,566	5,528,485	601,199	14,946,666	-	1,032,786,807
Death benefits	2,882,578	-	966,200	-	-	-	-	-	3,848,778
Distributions	-	-	-	-	-	-	-	58,336,458	58,336,458
Refund of contributions	4,317,329	1,077,904	2,652,233	196,064	-	-	-	-	8,243,530
Service credit transfer payments	4,354,510	-	3,383,922	-	-	-	-	-	7,738,432
Administrative expense (Note 9)	8,409,674	458,100	2,344,063	222,580	111,617	1,568	28,389	1,282,840	12,858,831
<b>Total Deductions</b>	<b>867,270,516</b>	<b>14,440,417</b>	<b>151,215,471</b>	<b>10,049,210</b>	<b>5,640,102</b>	<b>602,767</b>	<b>14,975,055</b>	<b>59,619,298</b>	<b>1,123,812,836</b>
<b>Net Increase (Decrease)</b>	<b>589,000,285</b>	<b>32,719,778</b>	<b>175,378,518</b>	<b>20,421,739</b>	<b>9,747,194</b>	<b>203,132</b>	<b>5,129,727</b>	<b>349,178,703</b>	<b>1,181,779,076</b>
<b>Net position restricted for pensions</b>									
<b>Beginning of year</b>	<b>7,711,250,922</b>	<b>423,914,539</b>	<b>2,166,219,265</b>	<b>206,018,051</b>	<b>105,067,197</b>	<b>1,493,278</b>	<b>27,140,185</b>	<b>1,742,023,190</b>	<b>12,383,126,627</b>
<b>End of year</b>	<b>\$ 8,300,251,207</b>	<b>\$ 456,634,317</b>	<b>\$ 2,341,597,783</b>	<b>\$ 226,439,790</b>	<b>\$ 114,814,391</b>	<b>\$ 1,696,410</b>	<b>\$ 32,269,912</b>	<b>\$ 2,091,201,893</b>	<b>\$ 13,564,905,703</b>

The accompanying notes are an integral part of this financial statement.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

## **1. System Description and Governance**

The Employees' Retirement System of the State of Rhode Island (the System) acts as a common investment and administrative agent for pension benefits to be provided through seven defined benefit retirement plans and one defined contribution plan as listed below:

<i>Plan Name</i>	<i>Type of Plan</i>
<b>Employees' Retirement System (ERS)</b>	Cost-sharing multiple-employer defined benefit plan
<b>Teachers' Survivors Benefits (TSB)</b>	Cost-sharing multiple-employer defined benefit plan
<b>Municipal Employees' Retirement System (MERS)</b>	Agent multiple-employer defined benefit plan
<b>State Police Retirement Benefits Trust (SPRBT)</b>	Single-employer defined benefit plan
<b>Judicial Retirement Benefits Trust (JRBT)</b>	Single-employer defined benefit plan
<b>RI Judicial Retirement Fund Trust (RIJRFT)</b>	Single-employer defined benefit plan
<b>RI State Police Retirement Fund Trust (SPRFT)</b>	Single-employer defined benefit plan
<b>Rhode Island Defined Contribution Plan</b>	Defined contribution plan

Each plan's assets are accounted for separately and may be used only for the payment of benefits to the members of that plan, in accordance with the terms of that plan.

The System's financial statements are included as Pension Trust Funds within the Fiduciary Funds in the Annual Comprehensive Financial Report of the State of Rhode Island. The accompanying financial statements are not intended to present the financial position and results of operations of the State.

The System is administered by the State of Rhode Island Retirement Board which was authorized, created and established in the Office of the General Treasurer as an independent retirement board to hold and administer, in trust, the funds of the retirement system. The fifteen members of the retirement board are: the general treasurer or his or her designee who shall be a subordinate within the general treasurer's office; the director of administration or his or her designee who shall be a subordinate within the department of administration; a representative of the budget office or his or her designee from within the budget office, who shall be appointed by the director of administration; the president of the league of cities and towns or his or her designee; two (2) active state employee members of the retirement system or officials from state employee unions to be elected by active state employees; two (2) active teacher members of the retirement system or officials from a teachers union to be elected by active teachers; one active municipal employee member of the retirement system or an official from a municipal employees union to be elected by active municipal employees; two (2) retired members of the retirement system to be elected by retired members of the system; and four (4) public members, all of whom shall be competent by training or experience in the field of finance, accounting or pensions; two (2) of the public members shall be appointed by the governor, one of whom shall serve an initial term of three (3) years and one of whom shall serve an initial term of four (4) years and until his or her successor is appointed and qualified; and two (2) of the public members shall be appointed by the general treasurer, one of whom shall serve an initial term of three (3) years and one of whom shall serve an initial term of four (4) years and until his or her successor is appointed and qualified. Thereafter, the term of these four (4) public members shall be for four (4) years or until their successors are appointed and qualified by the Senate.

The System's purpose is to provide retirement benefits to state employees, public school teachers, certain general and public safety municipal employees, state police officers, and judges.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**1. System Description and Governance (continued)**

A summary of membership by plan follows:

	<i>Retirees and beneficiaries</i>	<i>Terminated plan members entitled to but not yet receiving benefits</i>	<i>Active Vested</i>	<i>Active Non-vested</i>	<i>Total by Plan</i>
<b>Actuarial valuation as of June 30, 2023</b>					
ERS					
State Employees	11,328	5,001	7,601	3,358	27,288
Teachers	11,595	5,000	10,772	2,782	30,149
TSB	616	3,222	7,387	-	11,225
MERS					
General Employees	5,439	4,312	3,824	2,408	15,983
Public Safety	1,316	382	1,382	547	3,627
SPRBT	116	73	55	183	427
JRBT	36	1	14	46	97
RIJRFT	3	-	4	-	7
SPRFT	232	-	-	-	232
Total by type	30,681	17,991	31,039	9,324	89,035

The defined contribution plan at June 30, 2024 included 179 employers and 43,470 plan participants.

**2. Plan Membership and Benefit Provisions**

Membership and benefit provisions are outlined in the Rhode Island General Laws and are subject to modification by the General Assembly. Modifications to pension benefit and eligibility provisions have been made in recent years as well as the comprehensive pension reform provisions contained in the Rhode Island Retirement Security Act enacted on November 18, 2011 and effective July 1, 2012. Legal challenges to those pension reforms were settled with the final settlement approved by the Court on July 8, 2015. The General Assembly amended the various sections of the General Laws containing those benefit provisions consistent with the terms of the settlement agreement. Those provisions are generally effective beginning July 1, 2015. The benefit provisions for each of the plans as outlined below were those in effect for fiscal 2015 through 2024. Reference is made in each section to a summary of benefit and contribution provisions that will be in effect for future years. Accordingly, specific member retirement benefit and eligibility provisions vary depending upon a number of factors including years of service, age, and vesting provisions.

The ERS was established and placed under the management of the Retirement Board for the purpose of providing retirement allowances for employees of the State of Rhode Island under the provisions of chapters 8 to 10, inclusive, of Title 36, and public school teachers under the provisions of chapters 15 to 17, inclusive, of Title 16 of the Rhode Island General Laws.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

## 2. Plan Membership and Benefit Provisions (continued)

### **EMPLOYEES' RETIREMENT SYSTEM (ERS)**

**Plan members** - The plan covers most State employees other than certain personnel at the State colleges and university (principally faculty and administrative personnel). The plan also covers teachers, including superintendents, principals, school nurses, and certain other school officials in the public schools in the cities and towns. Membership in the plan is mandatory for all covered state employees and teachers. Elected officials may become members on an optional basis and legislators may participate if elected to office prior to January 1, 1995.

Certain employees of the Rhode Island Airport Corporation (hired before July 1, 1993), the Rhode Island Commerce Corporation (active contributing members and employees of the Department of Economic Development before October 31, 1995 who elected to continue membership) and, the Narragansett Bay Water Quality District Commission (members of a collective bargaining unit) are also covered and have the same benefits as State employees.

**Plan vesting provisions** – after five years of service.

**Retirement eligibility and plan benefits** – are summarized in the following table:

Schedule		Retirement Eligibility	Benefit accrual rates	Maximum benefit
(A)	Completed 10 years of service on or before July 1, 2005 and eligible to retire as of September 30, 2009	Age 60 with 10 years of service or after 28 years of service at any age	Effective until June 30, 2012: 1.7% for each of first ten years 1.9% for each of next ten years 3.0% for each of next fourteen years 2% for the 35 <sup>th</sup> year  Effective July 1, 2012: 1.0% per year through June 30, 2015.  Effective July 1, 2015, for members with 20 years of service as of July 1, 2012: 2% per year	80% of final average earnings (3 consecutive highest years)
(AB)	Completed 10 years of service on or before July, 1, 2005 but ineligible to retire as of September 30, 2009	Minimum retirement age of 62 and ten years of service with a downward adjustment of the minimum retirement age based on the years of service credit as of September 30, 2009	Effective until June 30, 2012: Same accrual rates as (A) above to September 30, 2009 and then Schedule B rates (below) thereafter  Effective July 1, 2012: 1.0% per year through June 30, 2015.  Effective July 1, 2015, for members with 20 years of service as of July 1, 2012: 2% per year	80% of final average earnings (5 consecutive highest years)
(B)	Less than 10 years of service before July 1, 2005 and eligible to retire as of September 30, 2009	Age 65 with 10 years of service or after 29 years of service and age 59	Effective until June 30, 2012: 1.6% for each of first ten years 1.8% for each of next ten years 2.0% for each of next five years 2.25% for each of next five years 2.5% for each of next seven years 2.25% for the 38 <sup>th</sup> year  Effective July 1, 2012: 1.0% per year	75% of final average earnings (5 consecutive highest years)



*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**2. Plan Membership and Benefit Provisions (continued)**

<b>Schedule</b>		<b>Retirement Eligibility</b>	<b>Benefit accrual rates</b>	<b>Maximum benefit</b>
(B1)	Less than 10 years of service before July 1, 2005 and ineligible to retire as of September 30, 2009	Age 65 with ten years of service, or age 62 with at least 29 years of service with a downward adjustment of the minimum retirement age based on the years of service credit as of September 30, 2009	Same as Schedule B	75% of final average earnings (5 consecutive highest years)
(B2)	Less than 5 years of service as of July 1, 2012	Social Security Retirement Age and 5 years of contributory service	1.6% for each of first ten years Effective July 1, 2012: 1.0% per year	75% of final average earnings (5 consecutive highest years)

Effective July 1, 2015 general employees with more than 20 years of service at July 1, 2012 increased their employee contribution rates to 11% and will participate solely in the defined benefit plan. Members will receive a benefit accrual of 2% per year based on the three or five-year average compensation.

Effective July 1, 2015 employees are eligible to retire upon the attainment of: age 65 with 30 years of service, 64 with 31 years of service, 63 with 32 years of service, or 62 with 33 years of service. Members may retire earlier if their RIRSA date is earlier or are eligible under a transition rule.

State correctional officers may retire at age 50 with 20 years of service. However, if not eligible to retire as of September 30, 2009, the minimum retirement age was modified to 55 with 25 years of service credit for correctional officers and registered nurses at the Department of Behavioral Healthcare, Developmental Disabilities, and Hospitals.

The plan provides for survivor's benefits for service-connected death and certain lump sum death benefits.

Joint and survivor options are available to members. For members with 10 years of service as of July 1, 2005, the Service Retirement Allowance (SRA) Plus option provides for the payment of a larger benefit before the attainment of age sixty-two (62) and a reduced amount thereafter. The reduced amount is equal to the benefit before age sixty-two (62), including cost-of-living increases, minus the member's estimated social security benefit payable at age sixty-two (62).

Vested members that have 10 or more years of contributing service credit on June 30, 2012, may choose to retire at a retirement eligibility date that was calculated as of September 30, 2009, if the member continues to work and make retirement contributions until that date. If the member chooses this option, their retirement benefits will be calculated using the benefit that they have accrued as of June 30, 2012 - members will accumulate no additional defined benefits after this date, but the benefit will be paid without any actuarial reduction.

State employees and public school teachers may retire with a reduced pension benefit if they have 20 years of service credit and they are within five years of their retirement date as prescribed in the Rhode Island Retirement Security Act (RIRSA). The actuarially reduced benefit will be calculated based on how close the member is to their RIRSA eligibility date.

## 2. Plan Membership and Benefit Provisions (continued)

**Cost of Living Adjustments** – The Cost of Living Adjustment (COLA) has been suspended until the collective ERS, SPRBT and JRBT plans reach a funded status of 80%. The COLA provision will be reviewed in a four-year interval while the plans are less than 80% funded.

The COLA calculation is represented by the following formula: 50% of the COLA is calculated by taking the previous 5-year average investment return, less 5% (5-year return – 5.0%, with a max of 4%) and 50% calculated using the increase in the CPI-U from the prior September 30 (max of 3%) for a total maximum COLA of 3.5%.

Effective 1/1/2024, until the funding level of a plan exceeds 80% funded, eligible retirees may receive 25% of the COLA benefit adjustment annually effective the month following their specific COLA eligibility date.

The benefit adjustments are provided to all retirees entitled to receive a benefit adjustment as of June 30, 2012 under the law then in effect, and for all other retirees, the benefit adjustments shall commence upon the third anniversary of the date of retirement or the date on which the retiree reaches his or her Social Security retirement age, whichever is later. For members (and their beneficiaries) retiring after June 30, 2015, the annual benefit adjustment provided in any calendar year is equal to the lesser of either the member's retirement allowance or the first \$29,776 (indexed as of January 1, 2024) of retirement allowance multiplied by the percentage resulting from the COLA calculation as outlined in the preceding paragraph. The retirement amount subject to the COLA calculation is indexed annually in the same percentage as the COLA determination and is run annually regardless of the collective funding status.

For members and/or beneficiaries of members who retired on or before June 30, 2015 the current indexed amount of \$29,776 is replaced with \$35,731 (indexed as of January 1, 2024) until the funded ratio of the ERS, SPRBT and JRBT, calculated by the system's actuary on an aggregate basis, exceeds eighty percent (80%). At such time, the benefit adjustments will then be provided on the lower amount (currently indexed at \$29,776).

**Disability retirement provisions** - the plan also provides nonservice-connected disability benefits after five years of service and service-connected disability pensions with no minimum service requirement. Effective for applications filed after September 30, 2009, accidental disability will be available at 66 2/3% for members who are permanently and totally disabled as determined by the Retirement Board. If the disability is determined to be partial and the member is able to work in other jobs, the benefit will be limited to 50%. Disability benefits are subject to annual review by the Retirement Board.

**Other plan provisions** - Service credit purchases, excluding contribution refund paybacks and military service, requested after June 16, 2009 are calculated at full actuarial cost.

### **TEACHERS' SURVIVORS BENEFITS (TSB)**

**Plan members** – the TSB covers all teachers in 24 school districts who do not participate in Social Security.

**Plan vesting provisions** – Survivors are eligible for benefits if the member has made contributions for at least six months prior to death or retirement.

**Eligibility and plan benefits** - the plan provides a survivor benefit to public school teachers in lieu of Social Security since not all school districts participate in the plan. The cost of the benefits provided by the plan are two percent (2%) of the member's annual salary up to but not exceeding an annual salary of

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**2. Plan Membership and Benefit Provisions (continued)**

\$11,500; one-half (1/2) of the cost is contributed by the member by deductions from his or her salary, and the other half (1/2) is contributed and paid by the respective school district by which the member is employed. These contributions are in addition to the contributions required for regular pension benefits.

Spouse, parents, family and children's benefits are payable following the death of a member. A spouse shall be entitled to benefits upon attaining the age of sixty (60) years. Children's benefits are payable to the child, including a stepchild or adopted child of a deceased member if the child is unmarried and under the age of eighteen (18) years or twenty-three (23) years and a full-time student, and was dependent upon the member at the time of the member's death. Family benefits are provided if at the time of the member's death the surviving spouse has in his or her care a child of the deceased member entitled to child benefits. Parents' benefits are payable to the parent or parents of a deceased member if the member did not leave a widow, widower, or child who could ever qualify for monthly benefits on the member's wages and the parent has reached the age of 60 years, has not remarried, and received support from the member. In January, a yearly cost-of-living adjustment for spouse's benefits is paid and based on the annual social security adjustment.

The TSB plan provides benefits based on the highest salary at the time of retirement of the teacher. Benefits are payable in accordance with the following table:

<u>Highest Annual Salary</u>	<u>Basic Monthly Spouse's or Domestic Partner's Benefit</u>
\$17,000 or less	\$ 825
\$17,001 to \$25,000	\$ 963
\$25,001 to \$33,000	\$ 1,100
\$33,001 to \$40,000	\$ 1,238
\$40,001 and over	\$ 1,375

Benefits payable to children and families are equal to the spousal benefit multiplied by the percentage below:

Parent and 1 Child	Parent and 2 or more Children	One Child Alone	Two Children Alone	Three or more Children Alone	Dependent Parent
150%	175%	75%	150%	175%	100%

**Cost of Living Adjustments** – current eligible members' beneficiaries of the TSB receive the same COLA granted to members of Social Security. There was a 3.2% increase as of January 1, 2024.

***MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM (MERS)***

The MERS was established under the Rhode Island General Laws and placed under the management of the Retirement Board to provide retirement allowances to employees of municipalities, housing authorities, water and sewer districts, and municipal police and fire persons that have elected to participate.

**Plan members** – A summary of participating employers is listed below:

Municipalities, housing authorities, water and sewer districts	74
Municipal police and fire departments	<u>55</u>
Total participating units as of the actuarial valuation at June 30, 2023	<u>129</u>

**Plan vesting provisions** – after five years of service.

## 2. Plan Membership and Benefit Provisions (continued)

**Retirement eligibility and plan benefits** – For general employees prior to June 30, 2012 the plan provided retirement benefits equal to 2% of a member's final average salary multiplied by the number of years of total service up to a maximum of 75%. Such benefits are available to members at least age 58 with 10 years of service or after 30 years of service at any age. Benefits accrued at June 30, 2012 are protected under the Rhode Island Retirement Security Act until it is exceeded by the member's full years of service credit, including service after June 30, 2012, multiplied by the average of five consecutive years of compensation. Effective July 1, 2012 the retirement age mirrors the Social Security Normal Retirement Age not to exceed age 67. Members will receive a benefit accrual of 1.0% per year based on the five-year average compensation.

Effective July 1, 2015 general employees with more than 20 years of service at July 1, 2012 will increase their employee contribution rates to 8.25% (9.25% for units with a cost of living adjustment provision) and will participate solely in the defined benefit plan. Members will receive a benefit accrual of 2% per year based on the three or five-year average compensation.

Effective July 1, 2015 general employees are eligible to retire upon the attainment of: age 65 with 30 years of service, 64 with 31 years of service, 63 with 32 years of service, or 62 with 33 years of service. Members may retire earlier if their RIRSA date is earlier or are eligible under a transition rule.

Joint and survivor options are available. For members with 10 years of service as of July 1, 2005, the Service Retirement Allowance (SRA) Plus option provides for the payment of a larger benefit before the attainment of age sixty-two (62) and a reduced amount thereafter. The reduced amount is equal to the benefit before age sixty-two (62), including cost-of-living increases, minus the member's estimated social security benefit payable at age sixty-two (62).

Prior to June 30, 2012, police and fire personnel may retire at age 55 if they have 10 years of service or after 25 years of service at any age. An option may be elected to provide a 20-year service pension with a benefit equal to 2.5% for each year of service up to a maximum of 75% for police and fire personnel. Benefits are based on the average of the highest three consecutive years' earnings, exclusive of overtime.

From June 30, 2012 to June 30, 2015, retirement age for police and fire personnel is 55 years old with 25 years of total service or for members with five years of service but less than 25 years of service the new retirement age will mirror the Social Security Normal Retirement Age not to exceed 67. Police officers or firefighters, that are at least 45 years old, have 10 or more years of contributing service and are eligible to retire prior to age 52 under the law in effect on June 30, 2012, may retire at age 52. Effective July 1, 2015, police and fire personnel may retire at age 50 with 25 years of service, or any age with 27 years of service. MERS police and fire personnel will contribute 9.00% (10.00% for units with a cost of living adjustment).

As of June 30, 2012, members will continue to have a frozen benefit accrual of 2.0% per year for a standard 25 year with any age and out plan; 2.5% for a standard 20 year with any age and out plan. Effective July 1, 2012 the optional 20 and 25 year with retirement at any age plans have been eliminated. The benefit accrual for all plans will be 2.0% per year based on the five-year average compensation, exclusive of overtime. Police and fire employees may retire with a reduced pension benefit if they have 20 years of service and are within five years of their retirement eligibility. The actuarially reduced benefit will be calculated based on how close the member is to the eligibility date that is prescribed in the Rhode Island Retirement Security Act.

The plan also provides survivor's benefits and certain lump sum death benefits.

## 2. Plan Membership and Benefit Provisions (continued)

**Cost of Living Adjustments** – An optional cost-of-living provision may be elected for police and fire personnel and general employees. The Cost of Living Adjustment (COLA) has been suspended for any unit whose funding level is less than 80%. The COLA provision will be reviewed in a four-year interval while the plans are less than 80% funded.

The COLA calculation is represented by the following formula: 50% of the COLA is calculated by taking the previous 5-year average investment return, less 5% (5-year return – 5.0%, with a max of 4%) and 50% calculated using the increase in the CPI-U from the prior September 30 (max of 3%) for a total maximum COLA of 3.5%.

Effective 1/1/2024, until the funding level of a plan exceeds 80% funded, eligible retirees may receive 25% of the COLA benefit adjustment annually effective the month following their specific COLA eligibility date.

The benefit adjustments are provided to all retirees entitled to receive a benefit adjustment as of June 30, 2012 under the law then in effect, and for all other retirees the benefit adjustments shall commence upon the third anniversary of the date of retirement or the date on which the retiree reaches his or her Social Security retirement age, whichever is later. For police and fire employees that retired under the provisions of § 45-21.2-5(b)(1)(A), the benefit adjustment provided shall commence on the later of the third anniversary of the date of retirement or the date on which the retiree reaches age fifty-five (55); or for police and fire employees retiring under the provisions of §45-21.2-5(b)(1)(B), the benefit adjustment shall commence on the later of the third anniversary of the date of retirement or the date on which the retiree reaches age fifty (50). For all present and former employees, active and retired members, and beneficiaries receiving any retirement, disability or death allowance or benefit of any kind, the annual benefit adjustment provided in any calendar year is equal to the lesser of either the member's retirement allowance or the first \$29,776 (indexed as of January 1, 2024) of retirement allowance, multiplied by the percentage resulting from the COLA calculation as outlined in the preceding paragraph. The retirement amount subject to the COLA calculation is indexed annually in the same percentage as the COLA determination and is run annually regardless of the collective funding status.

For members and/or beneficiaries of members who retired on or before June 30, 2015, the indexed amount of \$29,776 is replaced with \$35,731 (indexed as of January 1, 2024) until the municipal plan's funded ratio, calculated by the system's actuary, exceeds eighty percent (80%). At such time, the benefit adjustments will then be provided on the lower amount (currently indexed at \$29,776).

The actual COLA paid to retirees effective January 1, 2023 within MERS units that had achieved an 80% funding status was 2.84%. Retirees within 83 MERS units received the COLA.

**Disability retirement provisions** - The plan also provides nonservice-connected disability benefits after 5 years of service; service-connected disability pensions with no minimum service requirement.

### **STATE POLICE RETIREMENT BENEFITS TRUST (SPRBT)**

The State Police Retirement Benefits Trust was established under Rhode Island General Law Section 42-28-22.1 and was placed under the management of the Retirement Board for the purpose of providing retirement allowances to State Police.

**Plan members** – the plan covers all State Police and Superintendents hired after July 1, 1987.

**Retirement eligibility and plan benefits** – Prior to June 30, 2012 the plan generally provides retirement benefits equal to 50% of final salary after 20 years of service, plus 3.0% of final salary times service in excess of 20 years through 25 years to a maximum of 65% of final salary. Such benefits are available to

## 2. Plan Membership and Benefit Provisions (continued)

members after 20 years of service regardless of age. The Superintendent of the State Police will receive 50% of his/her final salary and may retire after attainment of age 60 and 10 years of service.

The General Laws were amended such that any member of the state police, other than the superintendent, who is hired on or after July 1, 2007 and who has served for twenty-five (25) years shall be entitled to a retirement allowance of 50% of the final salary. In addition, any member may serve up to a maximum of 30 years, and shall be allowed an additional amount equal to 3.0% for each completed year served after 25 years to a maximum retirement allowance not to exceed 65% of the final salary.

Benefits are based on the final base salary earned at retirement including longevity increment, holiday pay, clothing allowance and up to 400 overtime hours.

Effective July 1, 2012 state police officers are eligible to retire once they have accrued a retirement benefit equal to 50% of their whole salary, with mandatory retirement once they have accrued a retirement benefit equal to 65% of their whole salary. State police officers will earn a 2% accrual rate for each year of contributing service. Benefits will be calculated on the average of the highest five consecutive years of salary, including up to 400 hours of mandatory overtime service. Benefits accrued as of June 30, 2012 will be protected under the Rhode Island Retirement Security Act.

**Cost of Living Adjustments** – The Cost of Living Adjustment (COLA) has been suspended until the collective ERS, SPRBT and JRBT plans reach a funded status of 80%. The COLA provision will be reviewed in a four-year interval while the plans are less than 80% funded. When the collective funding level of a plan exceeds 80%, eligible retirees may receive a COLA annually effective on their date of retirement plus one month.

The COLA calculation is represented by the following formula: 50% of the COLA is calculated by taking the previous 5-year average investment return, less 5% (5-year return – 5.0%, with a max of 4%) and 50% calculated using the increase in the CPI-U from the prior September 30 (max of 3%) for a total maximum COLA of 3.5%.

The benefit adjustments are provided to all retirees entitled to receive a benefit adjustment as of June 30, 2012 under the law then in effect, and for all other retirees, the benefit adjustments shall commence upon the third anniversary of the date of retirement or the date on which the retiree reaches his or her Social Security retirement age, whichever is later. For members (and their beneficiaries) retiring after June 30, 2015, the annual benefit adjustment provided in any calendar year is equal to the lesser of either the member's retirement allowance or the first \$29,776 (indexed as of January 1, 2024) of retirement allowance multiplied by the percentage resulting from the COLA calculation as outlined in the preceding paragraph. The retirement amount subject to the COLA calculation is indexed annually in the same percentage as the COLA determination and is run annually regardless of the collective funding status.

For members and/or beneficiaries of members who retired on or before June 30, 2015 the current indexed amount of \$29,776 is replaced with \$35,731 (indexed as of January 1, 2024) until the funded ratio of the

ERS, SPRBT and JRBT, calculated by the system's actuary on an aggregate basis, exceeds eighty (80%) percent. At such time, the benefit adjustments will then be provided on the lower amount (currently indexed at \$29,776).

**Disability retirement provisions** - the plan provides nonservice-connected disability benefits after 10 years of service and service-connected disability pensions with no minimum service requirement.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**2. Plan Membership and Benefit Provisions (continued)**

**JUDICIAL RETIREMENT BENEFITS TRUST (JRBT)**

The Judicial Retirement Benefits Trust was established under Rhode Island General Laws 8-8.2-7; 8-3-16; 8-8-10.1; 28-30-18.1; and was placed under the management of the Retirement Board for the purpose of providing retirement allowances to Justices of the Traffic Tribunal, Supreme, Superior, Family, District and Workers Compensation courts.

**Plan members** – the plan covers all Judges appointed after December 31, 1989.

**Retirement eligibility and plan benefits** – are summarized in the following table:

<b>Judges appointed</b>	<b>Retirement benefit</b>
<p><i>After:</i>  December 31, 1989 but before July 2, 1997</p>	<p>75% of the final salary at the time of retirement after 20 years of service, or 10 years of service and attainment of age 65. Judges retiring after 20 years of service after age 65 or 15 years of service after age 70 receive full retirement benefits, which is the final salary at time of retirement.</p>
<p><i>After:</i>  July 2, 1997 but before January 1, 2009</p>	<p>Same as above except, salary is the average highest three (3) consecutive years of compensation rather than final salary.</p>
<p><i>After:</i>  January 1, 2009 but before July 1, 2009</p>	<p>Judges with 20 years of service after age 65 or judges with 15 years of service after age 70 will receive 90% of the average of the highest three consecutive years of compensation. Judges appointed on or after January 1, 2009 with 10 years of service and age 65 or 20 years of service at any age are entitled to a reduced benefit of 70% of the average highest three consecutive years of compensation.</p> <p>Judges designating a survivor benefit with 20 years of service and age 65 or 15 years of service and age 70 receive a reduced benefit equal to 80% of the average highest three consecutive years of compensation. Judges designating a survivor benefit with 10 years of service after age 65 or 20 years of service at any age receive a reduced benefit equal to 60% of the average highest three consecutive years of compensation.</p>
<p><i>After:</i>  July 1, 2009</p>	<p>Judges with 20 years of service after age 65 or with 15 years of service after age 70 will receive 80% of the average of the highest five consecutive years of compensation. Judges with 10 years of service and age 65 or 20 years of service at any age are entitled to a reduced benefit of 65% of the average highest five consecutive years of compensation.</p> <p>Judges designating a survivor benefit with 20 years of service and age 65 or 15 years of service and age 70 receive a reduced benefit equal to 70% of average highest five consecutive years of compensation. Judges designating a survivor benefit with 10 years of service after age 65 or 20 years of service at any age receive a reduced benefit equal to 55% of average highest five consecutive years of compensation.</p>

Certain survivor benefits are also provided to judges who are plan members, which is 50% of the benefit amount payable to the judicial member.

**Cost of Living Adjustments** – The Cost of Living Adjustment (COLA) has been suspended until the collective ERS, SPRBT and JRBT plans reach a funded status of 80%. The COLA provision will be reviewed in a four-year interval while the plans are less than 80% funded. When the collective funding level of a plan exceeds 80%, eligible retirees may receive a COLA annually effective on their date of retirement plus one month.

## 2. Plan Membership and Benefit Provisions (continued)

The COLA calculation is represented by the following formula: 50% of the COLA is calculated by taking the previous 5-year average investment return, less 5% (5-year return – 5.0%, with a max of 4%) and 50% calculated using the increase in the CPI-U from the prior September 30 (max of 3%) for a total maximum COLA of 3.5%.

The benefit adjustments are provided to all retirees entitled to receive a benefit adjustment as of June 30, 2012 under the law then in effect, and for all other retirees, the benefit adjustments shall commence upon the third anniversary of the date of retirement or the date on which the retiree reaches his or her Social Security retirement age, whichever is later. For members (and their beneficiaries) retiring after June 30, 2015, the annual benefit adjustment provided in any calendar year is equal to the lesser of either the member's retirement allowance or the first \$29,776 (indexed as of January 1, 2024) of retirement allowance multiplied by the percentage resulting from the COLA calculation as outlined in the preceding paragraph. The retirement amount subject to the COLA calculation is indexed annually in the same percentage as the COLA determination and is run annually regardless of the collective funding status.

For members and/or beneficiaries of members who retired on or before June 30, 2015 the current indexed amount of \$29,776 is replaced with \$35,731 (indexed as of January 1, 2024) until the funded ratio of the ERS, SPRBT and JRBT, calculated by the system's actuary on an aggregate basis, exceeds eighty percent (80%). At such time, the benefit adjustments will then be provided on the lower amount (currently indexed at \$29,776).

### **STATE OF RHODE ISLAND JUDICIAL RETIREMENT FUND TRUST (RIJRF)**

Effective July 1, 2012 and pursuant to Rhode Island General Law section 8-3-16, the retirement board established a trust to collect proceeds for the purpose of paying retirement benefits to participating judges or their beneficiaries.

**Plan members** – the plan covers seven (7) judges appointed prior to January 1, 1990. These members are active judges (as of June 30, 2012) appointed prior to January 1, 1990 that do not participate in the Judicial Retirement Benefit Trust. Prior to creating the trust, benefits for these members were intended to be funded on a pay-as-you-go basis. To the extent assets in the trust are insufficient to fund member benefits, the State would also fund retirement benefits on a pay-as-you-go basis as it does for sixty-five (65) retired judges and surviving beneficiaries that were not members of either judicial plan. The employee contribution rate is 12% of salary (except for members of the Supreme Court who contribute 8.75%).

**Retirement eligibility and plan benefits** – The plan provides retirement benefits for members who have served for 20 years and have reached the age of 65 years, or has served 15 years, and reached the age of 70 years and may retire from regular service and receive a benefit equal to the annual salary the justice was receiving at the time of their retirement. Members who served as a justice for 20 years or have served for 10 years and reached age 65 years may retire from regular service and receive a benefit equal to 75% of the annual salary at the time of retirement.

**Cost of Living Adjustments** – The Cost of Living Adjustment (COLA) has been suspended until the collective ERS, SPRBT and JRBT plans reach a funded status of 80%. The COLA provision will be reviewed in a four-year interval while the plans are less than 80% funded. When the collective funding level of a plan exceeds 80%, eligible retirees may receive a COLA annually effective on their date of retirement plus one month.

The COLA calculation is represented by the following formula: 50% of the COLA is calculated by taking the previous 5-year average investment return, less 5% (5-year return – 5.0%, with a max of 4%) and



*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**2. Plan Membership and Benefit Provisions (continued)**

50% calculated using the increase in the CPI-U from the prior September 30 (max of 3%) for a total maximum COLA of 3.5%.

The benefit adjustments are provided to all retirees entitled to receive a benefit adjustment as of June 30, 2012 under the law then in effect, and for all other retirees, the benefit adjustments shall commence upon the third anniversary of the date of retirement or the date on which the retiree reaches his or her Social Security retirement age, whichever is later. For members (and their beneficiaries) retiring after June 30, 2015, the annual benefit adjustment provided in any calendar year is equal to the lesser of either the member's retirement allowance or the first \$29,776 (indexed as of January 1, 2024) of retirement allowance multiplied by the percentage resulting from the COLA calculation as outlined in the preceding paragraph. The retirement amount subject to the COLA calculation is indexed annually in the same percentage as the COLA determination and is run annually regardless of the collective funding status.

For members and/or beneficiaries of members who retired on or before June 30, 2015 the current indexed amount of \$29,776 is replaced with \$35,731 (indexed as of January 1, 2024) until the funded ratio of the ERS, SPRBT and JRBT, calculated by the system's actuary on an aggregate basis, exceeds eighty percent (80%). At such time, the benefit adjustments will then be provided on the lower amount (currently indexed at \$29,776).

***STATE OF RHODE ISLAND STATE POLICE RETIREMENT FUND TRUST (SPRFT)***

Effective June 8, 2016 and pursuant to Rhode Island General Law section 42-28-22.1, the retirement board established a trust to collect proceeds for the purpose of paying retirement benefits to participating members of the state police initially hired on or before July 1, 1987, or their beneficiaries.

The trust was established to reduce the amount of the unfunded liability attributable to the retirement benefits for members of the state police hired on or before July 1, 1987. The trust was funded with monies obtained from the Department of Justice's Equitable Sharing Program, resulting from a settlement in which \$45 million of such settlement was allocated for use by the state police. Pursuant to Rhode Island General Law section 42-28-22.2, the State shall deposit contributions for the members of the state police initially hired on or before July 1, 1987 to be held in trust. The trust was established with a \$15 million supplemental contribution (from funds available to the State from the Department of Justice's Equitable Sharing Program) that was deposited in fiscal 2017. Taking into account the initial supplemental contribution, as certified by the State's actuary, the unfunded actuarial liability will be amortized over an 18-year period. The State will make annual contributions into the trust for this funding period, or until the unfunded accrued liability is fully amortized. This trust is a closed plan because there are no longer any active members.

***Plan members*** – the plan covers members of the state police hired on or before July 1, 1987. Prior to creating the trust, benefits for these members were intended to be funded on a pay-as-you-go basis.

***Retirement eligibility and plan benefits*** – The plan generally provides retirement benefits equal to 50% of final salary after 20 years of service, members that retired after July 1, 1972 could earn an additional 3.0% of final salary times service in excess of 20 years through 25 years to a maximum of 65% of final salary. Such benefits are available to members after 20 years of service regardless of age.

***Cost of Living Adjustments*** – The Cost of Living Adjustment (COLA) has been suspended until the collective ERS, SPRBT and JRBT plans reach a funded status of 80%. The COLA provision will be reviewed in a four-year interval while the plans are less than 80% funded. When the collective funding level of a plan exceeds 80%, eligible retirees may receive a COLA annually effective on their date of retirement plus one month.

## 2. Plan Membership and Benefit Provisions (continued)

The COLA calculation is represented by the following formula: 50% of the COLA is calculated by taking the previous 5-year average investment return, less 5% (5-year return – 5.0%, with a max of 4%) and 50% calculated using the increase in the CPI-U from the prior September 30 (max of 3%) for a total maximum COLA of 3.5%.

The benefit adjustments are provided to all retirees entitled to receive a benefit adjustment as of June 30, 2012 under the law then in effect, and for all other retirees, the benefit adjustments shall commence upon the third anniversary of the date of retirement or the date on which the retiree reaches his or her Social Security retirement age, whichever is later. For members (and their beneficiaries) retiring after June 30, 2015, the annual benefit adjustment provided in any calendar year is equal to the lesser of either the member's retirement allowance or the first \$29,776 (indexed as of January 1, 2024) of retirement allowance multiplied by the percentage resulting from the COLA calculation as outlined in the preceding paragraph. The retirement amount subject to the COLA calculation is indexed annually in the same percentage as the COLA determination and is run annually regardless of the collective funding status.

For members and/or beneficiaries of members who retired on or before June 30, 2015 the current indexed amount of \$29,776 is replaced with \$35,731 (indexed as of January 1, 2024) until the funded ratio of the ERS, SPRBT and JRBT, calculated by the system's actuary on an aggregate basis, exceeds eighty percent (80%). At such time, the benefit adjustments will then be provided on the lower amount (currently indexed at \$29,776).

### **DEFINED CONTRIBUTION PLAN**

The State of Rhode Island Defined Contribution Retirement Plan (the "Plan") is a defined contribution (money purchase) plan that operates under Section 401(a) of the Internal Revenue Code. The Plan was established under Rhode Island General Law section 36-10.3-2 and was placed under the management of the Retirement Board. The Retirement Board is the Plan administrator and Plan trustee. The law authorizes the State Investment Commission to select the appropriate third-party administrator for the Plan and to adopt Plan, trust, and/or custodial documents subject to certain guidelines outlined in the statute. The State Investment Commission is responsible for implementing the investment policy of the Plan and selecting the investment options available to members. TIAA-CREF serves as record keeper for the Plan and Plan assets are held by J.P. Morgan as investment custodian.

**Plan members** – The plan covers members of the defined benefit plan within the Employees' Retirement System of Rhode Island with less than 20 years of service as of June 30, 2012, excluding legislators, correction officers, judges, state police, and MERS general and police and fire employees who participate in Social Security. For covered employees, participation in the defined contribution plan is mandatory.

**Plan vesting provisions** – The total amount contributed by the member, including associated investment gains and losses, shall immediately vest in the member's account and is non-forfeitable. The total amount contributed by the employer, including associated investment gains and losses, vests with the member and is non-forfeitable upon completion of three (3) years of contributory service. Service credit under ERS or MERS prior to July 1, 2012 is credited to the member for vesting purposes.

**Member accounts** – Each member's account is credited with the member and employer's contribution and an allocation of the plan's earnings. Allocations are based on a relationship of the member's account balance in each investment fund to the total of all account balances in that fund. The retirement benefit to which a member is entitled is the benefit that can be provided from the member's account.

## EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND

Notes to the Financial Statements - Fiscal Year Ended June 30, 2024

### 2. Plan Membership and Benefit Provisions (continued)

**Forfeitures** – Non-vested employer contributions are forfeited upon termination of employment. Such forfeitures can be used by employers to offset future remittances to the plan.

**Contributions** – The plan's benefits are funded by contributions from the participants and the employer, as specified in Rhode Island General Law 36-10.3-4 and 36-10.3-5.

Eligible state employees and teachers and MERS general employees that participate in Social Security contribute 5% of the member's compensation. Teachers and MERS general employees not covered by Social Security must contribute 7% of their compensation.

Employers contribute to these member's individual accounts an amount equal to 1% to 1.5% of the member's compensation depending upon years of service for those participating in Social Security. For eligible members who do not participate in Social Security, the employers contribute an amount equal to 3.0% to 3.5% depending upon years of service.

**Investment options** – Member and employer contributions may be invested in a variety of investment options broadly diversified with distinct risk and return characteristics. The investment options provide opportunities to diversify across the risk-return spectrum with a range of investment choices within varied asset classes.

The investment programs are managed by TIAA-CREF and have various investment strategies.

**Retirement benefits** – Benefits may be paid to a member after severance from employment, death, Plan termination, or upon a deemed severance from employment for participants performing qualified military service. At a minimum, retirement benefits must begin in the year in which you attain age 73 or terminate employment, if later. Members have the option to receive benefit payments in the form of a Single Life Annuity, Two Life Annuity, Lump Sum Benefit, or Installments. These payments are subject to any restrictions in the investment vehicles.

### 3. Summary of Significant Accounting Policies

These financial statements were prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by the Governmental Accounting Standards Board (GASB). The Governmental Accounting Standards Board (GASB) is responsible for establishing generally accepted accounting principles for defined benefit and defined contribution plans established and administered by governmental entities.

**Basis of Accounting** - The financial statements of the System are prepared on the accrual basis of accounting. Under this method, revenues are recorded when earned and expenses are recorded when incurred.

**Cash and Cash Equivalents** - Cash represents cash held in trust in a financial institution. Cash equivalents are highly liquid investments with a maturity of three months or less at the time of purchase.

**Investments** - Investment transactions are recorded on a trade date basis. Gains or losses on foreign currency exchange contracts are included in income consistent with changes in the underlying exchange rates. Dividend income is recorded on the ex-dividend date.

**Method Used to Value Investments** - Investments are recorded in the financial statements at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

### 3. Summary of Significant Accounting Policies (continued)

Short-term investments are generally carried at cost or amortized cost, which approximates fair value.

The fair value of fixed income securities and domestic and international equity securities is generally based on published market prices and quotations from national security exchanges and securities pricing services.

Commingled funds include institutional international equity index funds. The fair value of these funds is based on the reported net asset value (NAV) based upon the fair value of the underlying securities or assets held in the fund.

Derivative investments (e.g., futures contracts and credit default swaps) are valued at the settlement price established each day by the board of trade or exchange on which they are traded.

The System also trades in foreign exchange contracts to manage exposure to foreign currency risks. Such contracts are used to purchase and sell foreign currency at a guaranteed future price. The change in the estimated fair value of these contracts, which reflects current foreign exchange rates, is included in the determination of the fair value of the System's investments.

Other investments that are not traded on a national security exchange (primarily private equity, real estate, hedge funds, infrastructure investments, crisis protection class – trend following and equity options) are valued based on the reported Net Asset Value (NAV) by the fund manager or general partner. Publicly traded investments held by the funds or partnerships are valued based on quoted market prices. If not publicly traded, the fair value is determined by the general partner following U.S. generally accepted accounting principles. Financial Accounting Standards Board ASC Topic 820, *Fair Value Measurements and Disclosures*, requires the limited partnership general partners for these investment types to value non-publicly traded assets at current fair value, taking into consideration the financial performance of the issuer, cash flow analysis, recent sales prices, market comparable transactions, a new round of financing, a change in economic conditions, and other pertinent information.

Hedge funds, private equity, real estate and infrastructure represented 7.2%, 21.5%, 5.3% and 4.0%, respectively, of the total reported fair value of ERSRI's pooled investment trust at June 30, 2024.

**Investment expenses** – Investment expenses include investment consultant fees, custodial fees, direct investment expenses paid to managers, and certain indirect expenses allocated by managers to fund or partnership investors. Certain Office of the General Treasurer expenses associated with oversight of the pooled investment trust are also allocated and included as investment expenses. When indirect investment expenses for certain types of investments (e.g., hedge funds, private equity, real estate, infrastructure, crisis protection class and equity options), are not reported separately to System management and the investment custodian, additional information is obtained to allow reporting of the System's share of such indirect investment expenses on a gross fee basis.

Net investment income within the defined contribution plan is reported on a net-of-fees basis.

**Contributions** - Plan member contributions for the defined benefit plans are recognized in the period in which the wages, subject to required contributions, are earned for the performance of duties for covered employment. Employer contributions to each defined benefit plan are recognized when due and the employer has made a formal commitment to provide the contributions.

Plan member and employer contributions for the defined contribution plan are contributed to the member's individual account in the plan as a defined percentage of the member's compensation paid during the plan year ending June 30.

### 3. Summary of Significant Accounting Policies (continued)

**Benefits** - Benefits and refunds are recognized when due and payable in accordance with the terms of each plan.

**Prepaid Assets** – These assets represent the amounts paid to a vendor pursuant to a contract to design, transition, and implement new line-of-business, general ledger accounting system, and payroll administration systems. Under a system development and operations contract, the vendor supplies and operates the system for the contract period. Consequently, no capital asset related to the new system is recognized or depreciated. Amounts paid before the system became operational have been accounted for as prepaid assets. The prepaid amounts are amortized ratably over the remaining contract period.

**Total Columns** - Total columns on the financial statements are presented only to facilitate financial analysis. Data in these columns are not comparable to a consolidation. Inter-fund eliminations have not been made in the aggregation of this data.

**Use of Estimates** – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingencies. These estimates are subject to a certain amount of uncertainty in the near term, which could result in changes in the values reported for those assets in the statements of fiduciary net position. Because of the inherent uncertainty in the valuation of privately held securities, the fair value may differ from the values that would have been used if a ready market for such securities existed, and the difference can be material. Estimates also affect the reported amounts of income/additions and expenses/deductions during the reporting period. Actual results could differ from these estimates.

**New Accounting Pronouncements** – The System evaluates the impact of all new accounting pronouncements issued by the Governmental Accounting Standards Board (GASB). Effective for fiscal year 2024, GASB Statement No. 100, *Accounting Changes and Error Corrections*, was implemented by the System. This statement had no impact on the fiscal 2024 financial statements.

In subsequent years, the System will consider the impact, if any, of GASB Statement No. 101, *Compensated Absences*, and GASB Statement No. 102, *Certain Risk Disclosures*. System management has not yet determined the effect that these statements will have on the financial statements for future periods.

EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND

Notes to the Financial Statements - Fiscal Year Ended June 30, 2024

#### 4. Cash Deposits and Cash Equivalents

At June 30, 2024, the carrying amounts of the plans' cash deposits are listed below:

<u>Cash Deposits</u>	<u>ERS/TSB</u>	<u>MERS</u>	<u>SPRBT</u>	<u>JRBT</u>	<u>RIJRFT</u>	<u>SPRFT</u>	<u>Total</u>
Book Balance	\$ 7,048,262	\$ 1,353,838	\$ 169,709	\$ 104,345	\$ 677,607	\$ 99,475	\$ 9,453,236
Bank Balance	\$ 7,332,667	\$ 1,468,090	\$ 169,709	\$ 104,345	\$ 677,607	\$ 107,230	\$ 9,859,649

The bank and book balances represent the plans' deposits in short-term trust accounts, which include demand deposit accounts and interest-bearing, collateralized bank deposit accounts. The bank balances, include interest-bearing collateralized bank deposits and are either federally insured or collateralized (102%) with U.S. Treasury, agencies, and federal home loan bank letters of credit held by a third-party custodian.

In accordance with Rhode Island General Law Chapter 35-10.1, depository institutions holding deposits of the State, its agencies or governmental subdivisions of the State shall, at a minimum, insure or pledge eligible collateral equal to one hundred percent of time deposits with maturities greater than sixty days. Any of these institutions that do not meet minimum capital standards prescribed by federal regulators shall insure or pledge eligible collateral equal to one hundred percent of deposits, regardless of maturity. None of the System's deposits were required to be collateralized at June 30, 2024 (excluding the collateralized interest-bearing deposits). However, the State Investment Commission has adopted a collateralization requirement for institutions holding the State's deposits. Financial institutions are required to pledge collateral equal to 102% of the deposit amounts that are not insured by federal depository insurance unless FHLB letters of credit are used as collateral, in which case those are required at 100%.

The General Treasurer makes certain short-term investments on a daily basis. Rhode Island General Law Section 35-10-11 (b)(2)(iii) requires that all investments shall be made in securities as would be acquired by prudent persons of discretion and intelligence who are seeking a reasonable income and the preservation of capital.

EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND

Notes to the Financial Statements - Fiscal Year Ended June 30, 2024

## 5. Investments – Pooled Investment Trust

### (a). General

The custodian bank holds assets of the System in a Pooled Investment Trust and each plan holds units in the trust. The number of units held by each plan is a function of each plans' respective contributions to, or withdrawals from, the trust.

**Investment policy** - The State Investment Commission (SIC) oversees all investments made by the State of Rhode Island, including those made for the System's Pooled Investment Trust. The establishment of the SIC, its legal authority and investment powers are outlined in Chapter 35-10 of the Rhode Island General Laws.

The SIC has adopted a Defined Benefit Investment Policy Statement which includes specific asset allocation targets and asset class policies. The most recent policy statement was adopted by the SIC on December 6, 2023 with an effective date of January 1, 2024. The SIC's asset allocation policy seeks to achieve the assumed rate of return adopted by the System over the long-term while reducing risk through the prudent diversification of the portfolio across various asset classes.

The System leverages the services of actuaries and consultants to provide guidance regarding actuarial matters, asset allocation, and investment policy development. The SIC manages the investment program pursuant to the investment policy, develops asset class guidelines, monitors and evaluates performance, and makes determinations regarding the retention of managers. Professional investment managers are selected by the SIC to manage portfolios in accordance with investment management agreements.

The following was the SIC's adopted asset allocation policy targets as of June 30, 2024:

Asset Class	Long-Term Target Asset Allocation
<b>GROWTH</b>	
Global Equity	40.0%
Private Growth	15.0%
<i>subtotal</i>	<u>55.0%</u>
<b>INCOME</b>	
	<u>12.0%</u>
<b>STABILITY</b>	
Crisis Protection Class	10.0%
Inflation Protection	8.0%
Volatility Protection	15.0%
<i>subtotal</i>	<u>33.0%</u>
Total	<u><u>100.0%</u></u>

Consistent with a target asset allocation model adopted by the State Investment Commission (SIC), the System directs its separate-account investment managers to maintain, within the mandate specified by the SIC, diversified portfolios by sector, credit rating and issuer using the prudent person standard, which is the standard of care employed solely in the interest of the participants and beneficiaries of the funds

EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND

Notes to the Financial Statements - Fiscal Year Ended June 30, 2024

**5. Investments – Pooled Investment Trust (continued)**

and for the exclusive purpose of providing benefits to participants and defraying reasonable expenses of administering the funds.

Specific manager performance objectives are outlined and generally stated in relation to a benchmark or relevant index. These guidelines also include prohibited investments, limitations on maximum exposure to a single industry or single issuer, a minimum number of holdings within the manager's portfolio and, for fixed income managers, minimum credit quality ratings and duration/maturity targets.

Investment expense is allocated to each plan based on the plan's units in the Pooled Investment Trust at the end of each month.

The following table presents the fair value of investments by type that are held within the Pooled Investment Trust for the defined benefit plans at June 30, 2024:

<b>Investment Type</b>	<b>June 30, 2024 Fair Value</b>
Cash and Cash Equivalents:	
US Cash	\$ 15,698,932
Non-US Cash	5,175,793
Commercial Paper	24,269,845
Repurchase Agreements	5,900,000
Short-Term Collective Investment Funds	165,532,340
US Government Securities	607,840,778
US Government Agency Securities	203,674,076
Collateralized Mortgage Obligations	29,720,163
Corporate Bonds	1,007,202,379
Term Loans	59,789
Commingled Funds - International Equity	1,028,944,726
Domestic Equity Securities	2,792,868,880
International Equity Securities	483,088,074
Equity Options - Private LLC Investment	198,518,215
Private Equity	2,455,771,953
Real Estate	610,151,863
Hedge Funds	820,790,381
Crisis Protection Class - Trend Following - Limited partnerships	499,604,956
Infrastructure	457,355,318
Derivatives:	
Equity and Fixed Income Index Futures	2,627,853
Credit Default Swaps	405,218
<b>Investments at Fair Value</b>	<b>11,415,201,532</b>
Investment receivable	298,632,090
Investment payable	(304,438,679)
<b>Total Pooled Investment Trust</b>	<b>\$ 11,409,394,943</b>



*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

## 5. Investments – Pooled Investment Trust (continued)

### (b) Fair value hierarchy

The fair value hierarchy categorizes the inputs to valuation techniques used to measure fair value into three levels:

Level 1 inputs are quoted prices (unadjusted) for identical assets or liabilities in active markets that a government can access at the measurement date.

Level 2 inputs are other than quoted prices included within Level 1—that are observable for an asset or liability, either directly or indirectly.

Level 3 includes unobservable inputs for an asset or liability.

The fair value hierarchy gives the highest priority to Level 1 inputs and the lowest priority to Level 3 inputs. If the fair value of an asset or a liability is measured using inputs from more than one level of the fair value hierarchy, the measurement is considered to be based on the lowest priority level input that is significant to the entire measurement.

### Investments and Derivative Instruments Measured at Fair Value

Investments at Fair Value	Fair Value June 30, 2024	Quoted Prices in Active Market for Identical Assets (level 1)	Significant Other Observable Inputs (level 2)	Significant Unobservable Inputs (level 3)
<b><u>Equity Investments</u></b>				
Global Equity	\$ 3,275,956,954	\$ 3,271,923,957	\$ 3,901,715	\$ 131,282
<b><u>Fixed Income</u></b>				
US Government Securities	607,840,778	607,840,778	-	-
US Government Agency Securities	203,674,076	-	203,674,076	-
Corporate Bonds	1,007,202,379	-	1,007,202,379	-
Collateralized Mortgage Obligations	29,720,163	-	29,720,163	-
Term Loans	59,789	-	-	59,789
	<u>1,848,497,185</u>	<u>607,840,778</u>	<u>1,240,596,618</u>	<u>59,789</u>
<b><u>Derivative Investments</u></b>				
Equity and Fixed Income Index Futures	2,627,853	2,627,853	-	-
Credit Default Swaps	405,218	-	405,218	-
	<u>3,033,071</u>	<u>2,627,853</u>	<u>405,218</u>	<u>-</u>
Commercial Paper	<u>24,269,845</u>	-	<u>24,269,845</u>	-
<b>Total Investments at Fair Value Level</b>	<b>\$ 5,151,757,055</b>	<b>\$ 3,882,392,588</b>	<b>\$ 1,269,173,396</b>	<b>\$ 191,071</b>
<b><u>Investments Measured at Net Asset Value (NAV)</u></b>				
Short-Term Collective Investment Funds	\$ 165,532,340			
Commingled Funds - International Equity	1,028,944,726			
Hedge Funds	820,790,381			
Private Equity	2,455,771,953			
Real Estate	610,151,863			
Infrastructure	457,355,318			
Equity Options - Private LLC Investment	198,518,215			
Crisis Protection Class - Trend Following	499,604,956			
	<u>6,236,669,752</u>			
<b><u>Cash and Cash Equivalents</u></b>				
US Cash	15,698,932			
Non US Cash	5,175,793			
Repurchase Agreements	5,900,000			
	<u>26,774,725</u>			
<b>Net Investment Payable</b>	<b>(5,806,589)</b>			
<b>Total Pooled Investment Trust</b>	<b>\$ 11,409,394,943</b>			

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

## 5. Investments – Pooled Investment Trust (continued)

Debt and equity securities classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Debt securities classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices. Equity securities classified in Level 3 are valued using consensus pricing.

Derivative instruments classified in Level 2 of the fair value hierarchy are valued using a market approach that considers benchmark interest rates and foreign exchange rates.

The valuation method for investments measured at the net asset value (NAV) per share (or its equivalent) is presented on the following table and related notes.

	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption (if currently eligible)</u>	<u>Redemption Notice Period</u>
Short-Term Collective Investment Funds (1)	\$ 165,532,340	\$ -	daily	none
Commingled Funds - International Equity (2)	1,028,944,726	-	daily	see note below
Hedge Funds (3)	820,790,381	-	see note below	see note below
Private Equity (4)	2,455,771,953	1,130,868,865	see note below	see note below
Real Estate (5)	610,151,863	159,687,382	see note below	see note below
Infrastructure (6)	457,355,318	180,484,077	see note below	see note below
Crisis Protection Class - Trend Following (7)	499,604,956	-	see note below	see note below
Equity Options - Private LLC Investment (8)	198,518,215	-	see note below	see note below
	<u>\$ 6,236,669,752</u>	<u>\$ 1,471,040,324</u>		

- (1) **Short-Term Collective Investment Funds** - these investments are used as temporary cash management investments for amounts pending investment or for amounts liquidated from investments pending distribution for pension benefits. The fair value of these investments reflect the net asset value reported by the fund administrator which is a stable \$1 per unit. The underlying investments, which are short-term cash equivalent type investments, are generally carried at amortized cost which approximates fair value. There are no withdrawal limitations for the Short-Term Collective Investment Funds.
- (2) **Commingled funds** – consist of three international equity index funds which are intended to replicate the performance of a specific index; e.g., MSCI EAFE. The fair values of the investments in this type have been determined using the NAV per share of the investments as reported by the commingled fund manager which reflects the exchange pricing of the equity holdings within each fund. The international equity commingled funds may be redeemed daily.
- (3) **Hedge funds** – this portfolio is comprised of 8 limited partnerships divided into two sub-categories: global equity and absolute return. Global equity funds are designed to benefit from the stock market with considerably less risk. They own stakes in companies they expect to outperform and also sell short stocks that they expect to underperform. Absolute return hedge funds employ strategies that seek to generate long-term returns and mitigate risk, regardless of broader market moves. The funds invest across asset classes, including government bonds, other fixed income securities, equity indexes, commodities, and currencies.

The fair values of the investments in this type have been determined using the NAV per share of the investments as reported by the general partner at June 30, 2024. Of the underlying holdings within the hedge funds approximately 57% were valued based on Tier 1 inputs (unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted investments).

## 5. Investments – Pooled Investment Trust (continued)

The system's investments in hedge fund assets are available for redemption on a monthly, quarterly or semi-annual basis, and are subject to notice periods which vary by fund and range from 45 days to 75 days. Some funds limit redemptions to 25% of invested capital on any one redemption date.

- (4) **Private equity** – these 143 limited partnership funds provide the portfolio exposure to private companies through equity and/or debt investments. Private equity fund managers invest in private companies with the goal of enhancing their value over the long-term.

The fair values of the investments in this type have been determined using the NAV per share of the investments as reported by the general partner at June 30, 2024.

Private equity – the investments cannot be redeemed. The nature of these investments provides for distributions through the liquidation of the underlying assets or net operating cash flows.

- (5) **Real Estate** – these 25 limited partnership investments are comprised of two different private real estate equity components, Core and Non-Core, which generally refer to the relative levels of risk in the underlying assets. Core investments include existing, substantially leased, income-producing properties located principally in economically diversified metropolitan areas. Non-Core investments represent those properties and/or investment strategies that require specialized acquisition and management expertise and skill to mitigate the business and leasing risks that may be associated with individual investments. Non-Core investments, which may be referred to as Value Added and Opportunistic investments, are expected to be held for shorter periods, have greater volatility compared to Core investments, and as such, are expected to provide yields higher than those associated with Core investments.

These funds acquire, manage and sell physical properties, including office, retail, apartment, and industrial buildings as well as more niche property types, such as student housing, self-storage and hotels. The primary goals of this asset class are to provide current income, risk-adjusted total returns, and diversification.

The fair values of the investments in this type have been determined using the NAV per share of the investments as reported by the general partner at June 30, 2024.

With the exception of five core/core+ open-end funds which allow for quarterly redemptions (with a notice period of between 15 to 90 days), the investments cannot be redeemed. Redemptions from core/core+ open-end funds may not be fulfilled in a timely manner due to market conditions. The nature of these investments provides for distributions through the liquidation of the underlying assets or net operating cash flows.

- (6) **Infrastructure** – These 15 funds provide inflation-protection and current income to the portfolio through investments in facilities and services required for an economy to function including electricity production and distribution, pipelines, sewers and waste management, airports, roads, bridges, ports, railroads, telephone and cable networks, and hospitals. The fair values of the investments in this type have been determined using the NAV per share of the investments as reported by the general partner at June 30, 2024.

With the exception of two open-end core fund which allows for quarterly liquidity (with a notice period of between 45 to 60 days), the investments cannot be redeemed. Redemptions from core/core+ open-end funds may not be fulfilled in a timely manner due to market conditions. The nature of these

## 5. Investments – Pooled Investment Trust (continued)

investments provides for distributions through the liquidation of the underlying assets or net operating cash flows.

(7) **Crisis Protection Class – Trend Following** – These three funds were created as limited liability companies with the Employees' Retirement System of the State of Rhode Island as the sole member. The investment managers' principal investment objectives for the companies include:

- providing diversified exposure to market trends across asset classes, geographies and time horizons to generate sizable profits during the periods when growth-risk exposed assets decline significantly;
- generating significant medium-term capital growth independent of overall movements in traditional stock and bond markets within a rigorous risk management framework; and
- outperforming the Credit Suisse Liquid Alternative Beta Managed Futures Index (CLABT18 Index) over a 5-year period.

The fair values of the investments in this type have been determined using the NAV per share of the investments as reported by the general partner at June 30, 2024. As the Employees' Retirement System of the State of Rhode Island is the sole member, the limited liability company could be liquidated at its option. The nature of these investments provides for distributions through the liquidation of the underlying assets or net operating cash flows.

(8) **Equity Options – Private LLC Investment** – The fund seeks to achieve its goal primarily through a strategy of writing exchange-traded put options on the S&P 500® Index. These options are fully collateralized by short duration U.S. Treasury securities. The advisor attempts to generate returns through the receipt of option premiums from selling puts, as well as through investments in short duration fixed income instruments, which collectively are intended to reduce volatility relative to what it would be if the fund held the underlying equity index on which the options are written.

The fair value of the equity options – private LLC investment has been determined using the NAV per share of the investments as reported by the general partner at June 30, 2024. The underlying investments at June 30, 2024, which consist of equity options and fixed income investments were publicly traded.

This investment includes monthly liquidity provisions with 7 business days' notice.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**5. Investments – Pooled Investment Trust (continued)**

**(c) Rate of Return**

For the year ended June 30, 2024, the annual money-weighted returns on investments within each of the plans, net of investment expense, are shown in the following table. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

	ERS	TSB	MERS	SPRBT	JRBT	RIJRFT	SPRFT
Money-weighted rate of return – year ended June 30, 2024	10.14%	10.91%	10.41%	10.19%	10.18%	6.78%	10.53%

**(d) Interest Rate Risk**

Interest rate risk is the possibility that the value of a fixed income security will decline due to changes in market interest rates. Due to its significant holdings of fixed income securities, the System manages its investment exposure to interest rate risk by comparing its fixed income and cash managers' portfolio-level and security-level interest rate sensitivities against a predetermined benchmark index based on that manager's mandate. In general, the System uses duration (in years) to measure interest rate sensitivity. However, for its Liquid Credit managers, the System uses effective duration, which takes into effect the embedded optionality, to measure the sensitivity of its investments to changes in interest rates. In some cases, the System also sets absolute restrictions with respect to effective duration or maturity for individual securities or portfolios for manager portfolios. The interest rate risk policies currently utilized by the System vary by asset class which include Investment Grade Fixed Income, Liquid Credit, Long Duration Treasuries, Inflation-Linked Bonds, CPC Enhanced Cash Portfolio, and Strategic Cash.

The fixed income indices currently used by the System are:

- ICE BofA ML US HY Index
- JP Morgan CLOIE BB Index
- Barclays Long Duration US Treasury Index
- ICE BofA ML US Treasury Notes 0-1 Year
- Bloomberg Barclays US Corporate Bond Index
- Bloomberg Barclays Securitized MBS/ABS/CMBS Index

At June 30, 2024, no fixed income manager was outside of their policy guidelines.

The following table shows the System's fixed income investments by type, fair value and the effective duration at June 30, 2024:

Investment Type	Fair Value	Effective Duration
US Government Agency Securities	\$ 203,674,076	7.35
US Government Securities	607,840,778	13.16
Collateralized Mortgage Obligations	29,720,163	2.65
Corporate Bonds	1,007,202,379	3.96
Term Loans	59,789	0.00
<b>Total Fixed Income</b>	<b>\$ 1,848,497,185</b>	<b>7.34</b>

## 5. Investments – Pooled Investment Trust (continued)

The System held \$165 million in short-term collective investment funds at June 30, 2024. The cash-equivalent type investments held in those funds had a weighted average maturity of 37 days at June 30, 2024. The fund, by policy, holds only high-grade, highly liquid cash equivalent-type investments.

Repurchase agreements are secured with collateral held at a custodian bank. The System enters into repurchase agreements to earn interest on short-term funds. The System's repurchase agreements outstanding at June 30, 2024 had maturities of one to two days.

The System's investment in commercial paper totaling \$24,269,845 at June 30, 2024 had maturities ranging from 11 to 271 days.

The System invests in various mortgage-backed securities, such as collateralized mortgage obligations (CMO), interest-only and principal-only strips. They are reported in U.S. Government Agency Securities and Collateralized Mortgage Obligations in the table above. CMO's are bonds that are collateralized by whole loan mortgages, mortgage pass-through securities or stripped mortgage-backed securities. Income is derived from payments and prepayments of principal and interest generated from collateral mortgages. Cash flows are distributed to different investment classes or tranches in accordance with the CMO's established payment order. Some CMO tranches have more stable cash flows relative to changes in interest rates while others are significantly sensitive to interest rate fluctuations.

The System may invest in interest-only and principal-only strips in part to hedge against a rise in interest rates. Interest-only strips are based on cash flows from interest payments on underlying mortgages. Therefore, they are sensitive to pre-payments by mortgagees, which may result from a decline in interest rates. Principal-only strips receive principal cash flows from the underlying mortgages. In periods of rising interest rates, homeowners tend to make fewer mortgage prepayments.

### (e) Credit Risk

Credit risk is the possibility of a loss due to the failure of a counterparty to repay a loan or meet another contractual obligation. The System may be exposed to credit risk with respect to its fixed income investments. The System manages its credit risk by setting credit rating criteria to govern the investment activities of its fixed income managers at the portfolio and security level. Ratings criteria may be expressed on a relative basis against predetermined benchmark index or on an absolute basis based on that manager's mandate. If a security is not rated by any Rating Agency, the internal rating assigned by the investment manager or an affiliate (Internal Rating) will be used. The credit risk policies currently utilized by the System vary by asset class and reflect the manager's strategy and the System's overall asset allocation targets and related objectives.

The System manages exposure to credit risk generally by instructing fixed income managers to adhere to an overall target weighted average credit quality for their portfolios and by establishing limits on the percentage of the portfolios that are invested in non-investment grade securities.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**5. Investments – Pooled Investment Trust (continued)**

The System's exposure to credit risk as of June 30, 2024 is as follows:

Moody's Issue Quality Rating	US Government Agency	CMO	Corporate Bonds	Term Loans	Grand Total
A1	\$ -	\$ 555,013	\$ 44,388,257	\$ -	\$ 44,943,270
A2	-	75,983	28,425,688	-	28,501,671
A3	-	-	37,674,568	-	37,674,568
Aa1	465,600	4,086,524	5,810,719	-	10,362,843
Aa2	-	2,469,557	23,310,483	-	25,780,040
Aa3	-	835,942	8,561,748	-	9,397,690
Aaa	181,394,060	20,709,758	48,878,896	-	250,982,714
B1	-	-	58,478,512	-	58,478,512
B2	-	-	62,669,937	-	62,669,937
B3	-	246,592	35,568,853	-	35,815,445
Ba1	-	-	48,997,558	-	48,997,558
Ba2	-	-	64,844,472	-	64,844,472
Ba3	-	-	110,093,671	-	110,093,671
Baa1	-	-	57,311,418	-	57,311,418
Baa2	-	656,710	76,743,761	-	77,400,471
Baa3	-	84,084	108,230,987	-	108,315,071
Ca	-	-	1,083,225	-	1,083,225
Caa1	-	-	25,156,233	-	25,156,233
Caa2	-	-	11,282,866	-	11,282,866
Caa3	-	-	747,413	-	747,413
NR	21,814,416	-	148,462,483	-	170,276,899
WR	-	-	480,631	59,789	540,420
Grand Total	<b>\$ 203,674,076</b>	<b>\$ 29,720,163</b>	<b>\$ 1,007,202,379</b>	<b>\$ 59,789</b>	<b>\$ 1,240,656,407</b>

*Ratings provided by Moody's Investors Service*

Investments in commercial paper totaling \$24,269,845 at June 30, 2024 were rated Aa2, P1, and P2 (Moody's).

**(f) Concentration of Credit Risk**

Concentration of credit risk is the risk of loss attributed to the magnitude of investments in a single issuer. There is no single issuer within the System's pooled investment trust that comprises more than 5% of the overall portfolio.

**(g) Custodial Credit Risk**

For an investment, custodial credit risk is the risk that, in the event of the failure of a 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. At June 30, 2024, all securities were registered in the name of the Employees' Retirement System Pooled Trust (or in the nominee name of its custodial agent) and were held in the possession of the System's custodial bank, Bank of New York Mellon.

**(h) Foreign Currency Risk**

Foreign currency risk is the risk that changes in exchange rates will adversely impact the fair value of an investment. Portfolios are diversified to limit foreign currency and security risk. The System may enter into foreign currency exchange contracts to minimize the short-term impact of foreign currency fluctuations on foreign investments. The System's exposure to foreign currency risk at June 30, 2024, is detailed in the following table. In addition to the foreign currency exposure highlighted in the following table, certain hedge fund investments may have foreign currency exposure.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**5. Investments – Pooled Investment Trust (continued)**

**Foreign Currency Risk**

<b>Currency</b>	<b>Commingled Funds</b>	<b>Equities</b>	<b>Private Equity</b>	<b>Cash</b>	<b>Credit Default Swaps</b>	<b>Futures</b>	<b>Corporate Bonds</b>	<b>Total</b>
Australian Dollar	\$ 40,282,429	\$ 27,655,145	\$ -	\$ 89,452	\$ -	\$ (24,694)	\$ -	\$ 68,002,332
Brazilian Real	18,459,686	-	-	-	-	-	-	18,459,686
Canadian Dollar	63,980,726	53,732,818	11,492	380,383	-	(40,897)	-	118,064,522
Chilean Peso	1,811,629	-	-	-	-	-	-	1,811,629
Chinese Yuan	9,614,403	-	-	-	-	-	-	9,614,403
Colombian Peso	458,969	-	-	-	-	-	-	458,969
Czech Republic Koruna	625,319	-	-	-	-	-	-	625,319
Danish Krone	21,011,429	23,523,442	-	39,151	-	-	-	44,574,022
Egyptian Pound	346,565	-	-	-	-	-	-	346,565
Euro Currency	179,815,492	121,622,356	68,735,250	1,481,973	12,409	140,578	10,680,134	382,488,192
Great Britain Pound	80,468,470	61,964,621	45,535,431	482,237	-	28,998	-	188,479,757
Hong Kong Dollar	89,132,387	13,736,756	-	503,598	-	18,517	-	103,391,258
Hungarian Forint	1,174,600	-	-	-	-	-	-	1,174,600
Indian Rupee	81,514,157	-	-	-	-	-	-	81,514,157
Indonesia Rupiah	6,374,625	-	-	-	-	-	-	6,374,625
Israeli Shekel	1,783,564	-	-	4,788	-	-	-	1,788,352
Japanese Yen	121,309,042	97,297,430	-	1,014,269	-	(112,208)	-	219,508,533
Kuwaiti Dinar	2,933,003	-	-	-	-	-	-	2,933,003
Malaysian Ringgit	5,821,209	-	-	-	-	-	-	5,821,209
Mexican Peso	9,220,432	-	-	-	-	-	-	9,220,432
New Taiwan Dollar	81,473,279	-	-	-	-	-	-	81,473,279
New Zealand Dollar	916,253	1,938,531	-	111,250	-	-	-	2,966,034
Norwegian Krone	3,132,422	1,293,659	-	45,149	-	-	-	4,471,230
Peruvian Nouveau Sol	5	-	-	-	-	-	-	5
Philippine Peso	2,239,196	-	-	-	-	-	-	2,239,196
Polish Zloty	4,285,609	-	-	-	-	-	-	4,285,609
Qatari Real	3,166,521	-	-	-	-	-	-	3,166,521
Saudi Riyal	16,124,736	-	-	-	-	-	-	16,124,736
Singapore Dollar	6,182,856	3,619,852	-	1,032	-	-	-	9,803,740
Swedish Krona	17,379,844	14,825,771	-	282,564	-	(2,938)	-	32,485,241
Swiss Franc	51,115,494	61,877,693	-	739,947	-	-	-	113,733,134
South African Rand	11,879,883	-	-	1	-	-	-	11,879,883
South Korean Won	51,919,527	-	-	-	-	-	-	51,919,527
Thailand Baht	5,490,763	-	-	-	-	-	-	5,490,763
Turkish Lira	3,294,059	-	-	-	-	-	-	3,294,059
United Arab Emirates Dirham	4,553,566	-	-	-	-	-	-	4,553,566
<b>Total</b>	<b>\$ 999,292,149</b>	<b>\$ 483,088,074</b>	<b>\$ 114,282,173</b>	<b>\$ 5,175,793</b>	<b>\$ 12,409</b>	<b>\$ 7,356</b>	<b>\$ 10,680,134</b>	<b>\$ 1,612,538,088</b>
United States	29,652,577	-	2,341,489,780	-	392,809	2,620,497	996,522,245	3,370,677,908
<b>Grand Total</b>	<b>\$ 1,028,944,726</b>	<b>\$ 483,088,074</b>	<b>\$ 2,455,771,953</b>	<b>\$ 5,175,793</b>	<b>\$ 405,218</b>	<b>\$ 2,627,853</b>	<b>\$ 1,007,202,379</b>	<b>\$ 4,983,215,996</b>



## 5. Investments – Pooled Investment Trust (continued)

### (i) Derivatives and Other Similar Investments

Certain of the System's investment managers are allowed to invest in derivative type transactions consistent with the terms and limitations governing their investment objective and related contract specifications. Derivatives and other similar investments are financial contracts whose value depends on one or more underlying assets, reference rates, or financial indices.

The System's derivative investments include forward foreign currency transactions, futures contracts, credit default swaps, options, rights and warrants. The System enters into these transactions to enhance performance, rebalance the portfolio consistent with overall asset allocation targets, gain or reduce exposure to a specific market, or mitigate specific risks.

**Forward foreign currency contracts** – The System enters into foreign currency exchange contracts to minimize the short-term impact of foreign currency fluctuations on foreign investments. A currency forward is a contractual agreement to pay or receive specific amounts of foreign currency at a future date in exchange for another currency at an agreed upon exchange rate. If not offset by a corresponding position with the opposite currency exposure, these contracts involve risk in excess of the amount reflected in the System's Statements of Fiduciary Net Position. The face or contract amount in U.S. dollars reflects the total exposure the System has in currency contracts. The U.S. dollar value of forward foreign currency contracts is determined using forward currency exchange rates supplied by a quotation service. Losses may arise due to changes in the value of the foreign currency or if the counterparty does not perform under the contract.

**Futures contracts** – The System uses futures to manage its exposure to the domestic and international equity, money market, and bond markets and the fluctuations in interest rates and currency values. Futures are also used to obtain target market exposures in a cost-effective manner and to narrow the gap between the System's actual cash exposures and the target policy exposures. Using futures contracts in this fashion is designed to reduce (or hedge) the risk of the actual plan portfolio deviating from the policy portfolio more efficiently than by using cash securities. The program is only used to manage intended exposures and asset allocation rebalancing.

Buying futures tends to increase the System's exposure to the underlying instrument. Selling futures tends to decrease the System's exposure to the underlying instrument or hedge other System investments. Losses may arise due to movements in the underlying or reference markets.

**Credit Default Swaps** – A credit manager may use credit default swaps in the portfolio to either obtain exposure to the high yield market efficiently (i.e. by selling protection) at a similar or better price than what can be obtained in cash bonds, or to hedge the credit risk of the portfolio (i.e. buying protection).

Through commingled funds, the System also indirectly holds derivative type instruments, primarily equity index futures.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

## 5. Investments – Pooled Investment Trust (continued)

Additionally, the System is an investor in a private investment fund that writes collateralized put options on both U.S. indices, including the S&P 500® Index, and exchange traded funds. The advisor attempts to generate returns through the receipt of option premiums from selling puts, as well as through investments in fixed income instruments, which collectively are intended to reduce volatility relative to what it would be if the fund held the underlying equity index on which the options are written.

The System invests in mortgage-backed securities, which are included in the categories described as collateralized mortgage obligations and U.S. Government Agency Securities. These securities are based on the cash flows from interest and principal payments by the underlying mortgages. As a result, they are sensitive to prepayments by mortgagees, which are likely in declining interest rate environments, thereby reducing the value of these securities.

Additional information regarding interest rate risks for these investments is included in Note 5(d) *Interest Rate Risk*.

The System may sell a security in anticipation of a decline in the fair value of that security or to lessen the portfolio allocation of an asset class. Short sales may increase the risk of loss to the System when the price of a security underlying the short sale increases and the System is obligated to deliver the security in order to cover the position.

The following summarize the System's exposure to specific derivative investments at June 30, 2024.

<u>Investment Derivative Instruments</u>	<u>Change in fair value included in investment income</u>	<u>Fair Value at June 30, 2023</u>	<u>Fair Value at June 30, 2024</u>	<u>Notional Amount</u>
Fixed Income futures - long	\$ 2,418,644	\$ 445,006	\$ 2,863,650	\$ 394,749,656
Fixed Income futures - short	3,406,735	(3,489,190)	(82,455)	(8,648,224)
Equity index futures - long	(524,621)	866,590	341,969	3,593,282
Equity index futures - short	2,794,731	(3,290,043)	(495,311)	(167,567,558)
Credit default swaps	128,348	276,870	405,218	
<b>Total</b>	<b>\$ 8,223,837</b>	<b>\$ (5,190,766)</b>	<b>\$ 3,033,071</b>	
Foreign Currency Forward Contracts Payable				
Pending (liability)			\$ -	
Pending receivable (asset)			667,000	
<b>Total</b>			<b>\$ 667,000</b>	

The System is exposed to counterparty risk on foreign currency contracts that are in asset positions. The aggregate fair value of derivative instruments in asset positions at June 30, 2024 was \$667,000. This represents the maximum loss that would be recognized if all counterparties failed to perform as contracted. Risk is mitigated by using a continuous linked settlement process.

The System executes (through its investment managers) derivative instruments with various counterparties. The credit ratings (Moody's) of six counterparties were Aa3 (two counterparties), Aa2 (two counterparties), and Aa1 (two counterparties).

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

## 6. Other Investments – Defined Contribution Plan

The State Investment Commission selected various investment options for defined contribution plan participants with the overall objective of offering low-cost, strategic, and long-term oriented investment products. Plan participants can choose one or more of the various options and can change options at any time. Plan participants who do not elect a specific option default to a years-to-retirement asset allocation model currently serving as the plan's default. It is composed of investment options offered in the plan's core investment lineup that also serve as standalone options. Each model is based on a target date strategy and corresponds to a specific range of years to retirement (e.g. 10-12 years to retirement). An individual investment option can be a mutual fund, annuity contract, trust, or any other option that is part of the plan's core investment lineup. The term "investment option" does not include investments available solely through brokerage accounts or investments that otherwise are closed to participant-directed allocations.

Investment Type	Fair Value	% of Total	Duration (years)
<b>Annuities</b>			
TIAA Stable Value	\$ 31,743,449	1.52%	
TIAA Traditional Benefit Responsive 2	287,436,639	13.75%	
<b>Total</b>	<b>\$ 319,180,088</b>	<b>15.26%</b>	
<b>Fixed Income Funds</b>			
State Street US IP Bn I Sec II	96,924,397	4.63%	6.56
State Street US Bd Index Sec XIV	86,083,829	4.12%	6.09
<b>Total</b>	<b>\$ 183,008,226</b>	<b>8.75%</b>	
<b>Money Market</b>			
Vanguard Cash Rsv Fed MMkt Adm	7,705,003	0.37%	
<b>Total</b>	<b>\$ 7,705,003</b>	<b>0.37%</b>	
<b>Equity Funds</b>			
Vanguard FTSE Social Index Instl	11,523,294	0.55%	
State Street SP 500 Index Sec II	629,364,580	30.10%	
State Street Sm Mid Index Sec II	311,878,487	14.91%	
State Street REIT Sec Lnd S II	117,881,365	5.64%	
State Street Cp Eq ExUS Index II	510,660,850	24.42%	
<b>Total</b>	<b>\$ 1,581,308,576</b>	<b>75.62%</b>	
<b>Total</b>	<b>\$ 2,091,201,893</b>	<b>100.00%</b>	

The majority (91%) of investments held by participants in the defined contribution plan are annuities or equity funds. Annuities are guaranteed insurance contracts that are not categorized as investments for purposes of federal securities laws. Equity index funds seek to replicate the price and yield performance of a particular index.

The equity and fixed income funds are priced daily based on the traded prices of the underlying securities held within the funds. There are no withdrawal limitations for these funds. These funds are classified as Level 1 investments (quoted prices in active markets for identical assets) within the fair value hierarchy. Annuities are reported at contract value, which approximates fair value. Annuities held by participants within the defined contribution plan are classified as Level 3 investments (significant unobservable inputs) within the fair value hierarchy.

## 6. Other Investments – Defined Contribution Plan (continued)

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. At June 30, 2024, all non-annuity assets, including mutual funds, that are traded and held in retirement plans by TIAA were held at TIAA-Trust, N.A. (formerly TIAA-CREF Trust Company, FSB) as custodian/trustee.

The majority of the defined contribution plan investment options are asset allocation models that facilitate investments directly into the individual investment options available within the plan; the models invest in diversified portfolios of securities including equity and fixed-income investments. For investment options that are solely fixed income, weighted-average maturity or duration have been disclosed as a measure of interest rate risk.

Fixed income funds are subject to interest rate, inflation and credit risks. Funds may have exposure to foreign currency risk through investment in non-US denominated securities.

## 7. Contributions

Contribution requirements for plan members and employers are established pursuant to Rhode Island General Laws. With the exception of the RIJRF plan, employers are required to contribute at an actuarially determined rate or a fixed dollar amount for the defined benefit plans. Employer contributions for the defined contribution plan are prescribed by statute. Plan member contributions for the defined benefit and defined contribution plans are fixed by statute. Member and employer contribution rates are subject to amendment by the General Assembly.

### (a). Funding Policy

The funding policies, as set forth in Rhode Island General Law, Sections 36-10-2 and 45-21-42 provide for actuarially determined periodic contributions to the plans. 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 liability. The valuation is prepared on the projected benefit basis, under which the present value, at the assumed rate of return (currently 7.0 percent for all plans except the RIJRF which utilizes a 3.97% assumed rate of return), of each participant's expected benefit payable at retirement or death is determined, based on age, service, gender and compensation.

The employer contributions required to support the benefits of the Plan are determined following a level funding approach and consist of a normal contribution and an accrued liability contribution. The normal contribution is determined using the "entry age normal" method. Under this method, a calculation is made to determine the rate of contribution which, if applied to the compensation of each individual member during the entire period of anticipated covered service, would be required to meet the cost of all benefits payable on his behalf. This method is commonly referred to as the Individual Entry Age Actuarial Cost Method.

The unfunded actuarial accrued liability (UAAL) is amortized as a level percent of payroll over a closed period. For underfunded plans, the period is 25 years as measured from June 30, 2010, or 21 years as of the current valuation date for any existing UAAL. Beginning with the June 30, 2014 actuarial valuation, new experience gains and losses for underfunded plans are amortized over individual closed periods of 20 years using the process of "laddering".

Overfunded plans will have an amortization rate calculated using a single base amortized over an open period of 20 years.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**7. Contributions (continued)**

**(b). Contribution rates**

Employer contribution rates for fiscal 2024 for all defined benefit plans were developed based on actuarial valuations performed as of June 30, 2021. Employee contribution rates are statutorily determined.

Rhode Island Judicial Retirement Fund Trust plan is not currently advance funded. Employees make contributions to the plan; however, there are no employer contributions. This plan is for a closed group of individuals and the amortization payment has been calculated based on level-dollar amortization over 17 years from June 30, 2013.

State of Rhode Island State Police Retirement Fund Trust is a closed group of individuals and the annual contributions of \$16,387,092 into the Trust have been calculated based on a level-dollar amortization over 18 years from June 30, 2016.

The table below displays the defined benefit plan contribution rates for the year ended June 30, 2024:

Plan	Employee	Employer
<b>ERS</b>		
State Employees	3.75% Members with more than 20 yrs of service at July 1, 2012 – 11%	28.97%
Teachers (note 1)		
<i>LEA funded</i>	3.75%	15.03%
<i>State funded</i>	Members with more than 20 yrs of service at July 1, 2012 – 11%	11.13%
<b>TSB</b>	1% of the member's annual salary up to but not exceeding \$11,500	1% of the member's annual salary up to but not exceeding \$11,500
<b>MERS</b>		
General Employees	1.00% (additional 1% with a cost-of-living adjustment)	74 Municipalities, housing authorities, water and sewer districts contributed various actuarially determined rates.
Public Safety	9.00% (additional 1% with a cost-of-living adjustment)	55 Municipal police and fire departments contributed various actuarially determined rates.
<b>SPRBT</b>	8.75%	20.66%
<b>JRBT</b>	12.00% (8.75% supreme court judges)	22.12%
<b>RIJRFT</b>	12.00% (8.75% supreme court judges)	\$1,182,496 (Note 2)
<b>SPRFT</b>	N/A	\$16,387,092

Note 1 - When teachers' salaries are charged to federal programs 100% of the employer contribution rate is reimbursed through the federal program without a state funded portion.

Note 2 - The State of Rhode Island is not currently funding this plan on an advance funding basis - full actuarially determined employer contributions have not been made to the plan.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**7. Contributions (continued)**

The table below displays the defined contribution plan contribution rates for the year ended June 30, 2024:

<b>Plan</b>	<b>Employee</b>	<b>Employer</b>
<b>Defined Contribution Plan</b>	Eligible state employees, teachers, and MERS general employees participating in social security – 5%	1% to 1.5% based on years of service
	Teachers and MERS general employees not covered by social security – 7%	3% to 3.5% based on years of service
	MERS police and fire employees not covered by social security – 3%	3%

Effective July 1, 2015, members of the defined contribution plan who had 20 or more years of service as of July 1, 2012, remained as plan participants but no longer contributed to the plan (both employee and employer contributions).

**(c). Contributions from Non-employer Contributing Entity**

Within the ERS plan, the State of Rhode Island, as a non-employer contributing entity, makes a contribution for teachers employed by local educational agencies. This is considered a special funding situation wherein the State, by statute, has assumed responsibility to fund approximately 40% of the annual required employer contribution for teachers.

**(d). Supplemental Contributions**

The General Laws (Section 36-10-2(e) 1 and 2) also require, in addition to the contributions provided for by the funding policy, for each fiscal year in which the actuarially determined state contribution rate for state employees and teachers, including state contributions to the defined contribution plan, is lower than that for the prior fiscal year, the governor shall include an appropriation to that system equivalent to twenty percent (20%) of the rate reduction to be applied to the actuarial accrued liability. The amounts to be appropriated shall be included in the annual appropriation bill and shall be paid by the general treasurer into the retirement system. The retirement system's actuary shall not adjust the computation of the annual required contribution for the year in which supplemental contributions are received; such contributions once made may be treated as reducing the actuarial liability remaining for amortization in the next following actuarial valuation to be performed. For fiscal 2024, there were no monies contributed to the System in accordance with this provision of the General Laws.

The fiscal year 2024 enacted budget included a requirement that 50% of all State general revenue received in a fiscal year, net of transfers to the State Budget Reserve and Cash Stabilization Account, in excess of those estimates adopted for the year as contained in the final enacted budget to be transferred to the System. In February of 2024, the State of Rhode Island's final audited Fiscal Year 2023 report was released and the State Controller's Office determined the additional reserved amount to be \$6.53 million. This amount was transferred accordingly in April of 2024.

The Retirement Security Act provides for additional contributions to the System based on 5.5% of the value of contracts where the services performed by the contractor were previously performed by state employees. A supplemental contribution of \$74,934 was paid to the System pursuant to Section 42-149-3.1 of the General Laws.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

**8. Net Pension Liability (Asset) of the Participating Employers**

The components of the net pension liability of the employers participating in the various plans of the System at June 30, 2024 were as follows:

<b>Plan</b>	<b>Total Pension Liability</b>	<b>Plan Fiduciary Net Position</b>	<b>Employers' Net Pension Liability (Asset)</b>	<b>Plan Fiduciary Net Position as a Percentage of the Total Pension Liability</b>
<b>ERS</b>				
State Employees	\$ 5,237,417,612	\$ 3,304,267,785	\$ 1,933,149,827	63.1%
Teacher	7,379,670,294	4,995,983,422	2,383,686,872	67.7%
SPRBT	250,413,228	226,439,790	23,973,438	90.4%
JRBT	106,628,160	114,814,391	(8,186,231)	107.7%
RIJRFT	18,383,797	1,696,410	16,687,387	9.2%
SPRFT	148,944,053	32,269,912	116,674,141	21.7%
TSB	235,569,656	456,634,317	(221,064,661)	193.8%
<b>MERS</b>				
General Employees	1,517,531,207	1,356,707,469	160,823,738	89.4%
Municipal Police/Fire	1,183,796,046	984,890,314	198,905,732	83.2%

**a. Actuarial assumptions**

The total pension liability for all defined benefit plans was determined by actuarial valuations performed as of June 30, 2023 and rolled forward to June 30, 2024 using generally accepted actuarial principles.

The actuarial assumptions used in the calculation of the total pension liability at the June 30, 2023 measurement date were based on the 2023 Actuarial Experience Investigation Study for the six-year period ended June 30, 2022 as approved by the System's Board on May 17, 2023.

The following table summarizes the actuarial assumptions applied to all periods included in the measurement.

EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND

Notes to the Financial Statements - Fiscal Year Ended June 30, 2024

**8. Net Pension Liability (Asset) of the Participating Employers (continued)**

Summary of Actuarial Assumptions								
Used in the June 30, 2024 measurement date valuations to determine the Net Pension Liability (Asset)								
	ERS		MERS	SPRBT	JRBT	RIJRFT	TSB	SPRFT
	State Employees	Teachers						
<b>Valuation Date</b>	June 30, 2023 valuation rolled forward to the June 30, 2024 measurement date.							
<b>Actuarial Cost Method</b>	Entry Age Normal - the Individual Entry Age Actuarial Cost methodology is used.							
<b>Amortization Method</b>	Level Percentage of Payroll – Closed					Level Dollar	Level Dollar	Level Dollar
<b>Actuarial Assumptions:</b>								
<b>Investment Rate of Return (1)</b>	7.0%	7.0%	7.00%	7.0%	7.0%	3.97%	7.00%	7.00%
<b>Projected Salary Increases</b>	3.0% to 7.0%	2.75% to 8.25%	<u>General Employees</u> 3.00% to 7.25% <u>Police &amp; Fire Employees</u> 3.50% to 13.50%	4.0% to 12.0%	2.75%	2.75%	2.75% to 8.25%	
<b>Inflation (2)</b>	2.5%							
<b>Mortality</b>	Variants of the PUB (10) Tables for Healthy and Disabled Retirees, projected with Scale Ultimate MP2021 with immediate convergence.							

(1) The investment rate of return was used as the discount rate to determine the net pension liability (asset) for all plan except the RIJRFT plan for which the municipal bond index rate at June 30, 2023 (3.86%) was used.

(2) Overall wage inflation –The 2.5% inflation assumption is consistent for all funds. Each fund then assumes varying additional general increases, merit increase and service-related components unique to the plan to determine their salary increase rate assumption..

(3) Cost of Living Adjustments – All future COLAs were assumed to be 2.1% per annum for all MERS units with the COLA provision whose funding levels exceed 80%. For the TSB plan, a 2.5% COLA was assumed. For State Police and Judges, it was assumed that the COLA was suspended through 2027 and it would be 2.1% thereafter. For all other plans, it was assumed that twenty-five percent of the COLA increase will be granted 2024 through 2026, with full COLAs continuing in 2027.



EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND

Notes to the Financial Statements - Fiscal Year Ended June 30, 2024

**8. Net Pension Liability (Asset) of the Participating Employers (continued)**

The long-term expected rate of return best-estimate on pension plan investments was determined by the actuary using a building-block method. The actuary started by calculating best-estimate future expected real rates of return (expected returns net of pension plan investment expense and inflation) for each major asset class, based on a collective summary of capital market expectations from 40 sources. The June 30, 2024 expected arithmetic returns over the long-term (20 years) by asset class are summarized in the following table:

Asset Class	Long-Term Target Asset Allocation	Long-Term Expected Arithmetic Real Rate of Return
<b>GROWTH</b>		
<b>Global Equity</b>		
US Equity	25.90%	5.98%
International Developed Equity	10.00%	6.47%
Emerging Markets Equity	4.10%	8.10%
<i>Subtotal</i>	<b>40.00%</b>	
<b>Private Growth</b>		
Private Equity	12.50%	9.37%
Non-Core Real Estate	2.50%	4.92%
<i>Subtotal</i>	<b>15.00%</b>	
<b>INCOME</b>		
Equity Options	2.00%	5.69%
Liquid Credit	5.00%	4.36%
Private Credit	3.00%	4.36%
CLO's	2.00%	4.36%
<i>Subtotal</i>	<b>12.00%</b>	
<b>STABILITY</b>		
<b>Crisis Protection Class</b>		
Treasury Duration	5.00%	1.00%
Systematic Trend	5.00%	4.02%
<i>Subtotal</i>	<b>10.00%</b>	
<b>Inflation Protection</b>		
Core Real Estate	4.00%	4.92%
Private Infrastructure	4.00%	6.02%
<i>Subtotal</i>	<b>8.00%</b>	
<b>Volatility Protection</b>		
IG Corp Credit	3.25%	2.60%
Securitized Credit	3.25%	2.60%
Absolute Return	6.50%	4.02%
Cash	2.00%	1.00%
<i>Subtotal</i>	<b>15.00%</b>	
<b>Total</b>	<b>100.00%</b>	

These return assumptions are then weighted by the target asset allocation percentage, factoring in correlation effects, to develop the overall long-term expected rate of return best-estimate on an arithmetic basis.

EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND

Notes to the Financial Statements - Fiscal Year Ended June 30, 2024

**8. Net Pension Liability (Asset) of the Participating Employers (continued)**

**b. Discount rate**

The discount rate used to measure the total pension liability of the plans was 7.0 percent for all but the RIJRFT plan. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contribution rate and that contributions from the employers will be made at statutorily required rates, actuarially determined. Based on those assumptions and the projection of cash flows as of each fiscal year ending, the pension plan's fiduciary net position and future contributions were projected to be available to make all projected future benefit payments of current plan members with the exception of the RIJRFT. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

For the RIJRFT plan, the State has not opted to make actuarially determined employer contributions and based on those assumptions, the pension plan's fiduciary net position was not projected to be available to make all projected future benefit payments of current plan members. Consequently, for the RIJRFT plan, the municipal bond index rate, based on fixed-income municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity Index's "20-Year Municipal GO AA Index" (3.97% at June 30, 2024) was applied to all periods of projected benefit payments to determine the total pension liability.

**c. Sensitivity of the net pension liability (asset) to changes in the discount rate**

The following presents the net pension liability (asset) of the employers calculated using the discount rate of 7.0 percent (for all plans except the RIJRFT), as well as what the employers' net pension liability (asset) would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate. The RIJRFT plan's fiduciary net position was not projected to be available to make all projected future benefit payments of current plan members and consequently the municipal bond index rate of 3.97% at June 30, 2024 was used in the determination of the net pension liability for that plan with a similar +/-1% sensitivity analysis.

Plan	1.00% Decrease (6.00%)	Current Discount Rate (7.00%)	1.00% Increase (8.00%)
<b>ERS</b>			
State Employees	\$2,438,258,740	\$1,933,149,826	\$ 1,474,208,248
Teacher	3,094,999,021	2,383,686,872	1,737,385,757
<b>MERS</b>			
General Employees	305,692,539	160,823,732	28,036,973
Municipal Police/Fire	309,595,889	198,905,732	97,207,639
SPRBT	47,436,208	23,973,438	2,659,687
JRBT	1,942,685	(8,186,231)	(17,387,474)
SPRFT	131,500,024	116,674,141	103,200,447
TSB	(198,554,619)	(221,064,661)	(241,517,164)
Plan	1.00% Decrease (2.97%)	Current Discount Rate (3.97%)	1.00% Increase (4.97%)
<b>RIJRFT</b>	\$ 18,390,385	\$ 16,687,387	\$ 14,977,663

## *EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

### **9. Administrative Expenses**

Pursuant to General Law section 36-8-10.1, administrative costs of the System are financed through investment earnings up to a maximum of 0.175% of the average total investments before lending activities as reported in the annual report of the Auditor General for the next preceding five (5) fiscal years. Administrative costs are disbursed from the State's general fund and reimbursed on a monthly basis.

Administrative expenses allocated to the System include personnel costs for employees of the Office of the General Treasurer who, in whole or in part, are involved in administering the System. The personnel costs allocated to the System include the employer share of actuarially determined contributions to the defined benefit pension plan (Employees' Retirement System Plan for State Employees) and the defined benefit post-employment health care plan, a cost sharing multiple employer plan administered through the Rhode Island State Employees' and Electing Teachers OPEB System (OPEB System). Required contributions to the defined contribution pension plan are also included in the allocated personnel costs. The State does not include any proportionate share of the net pension liability or net OPEB liability for cost-sharing pension and OPEB plans in the fiduciary funds of the State. The long-term pension and OPEB liabilities are reflected in the governmental activities of the State's government-wide financial statements.

The employer cost for employees participating in the State Employees' System defined benefit pension plan was 28.97% of covered payroll for fiscal 2024. Employer contributions to the defined benefit pension plan, included as administrative costs for the years ended June 30, 2024, 2023 and 2022 were \$1,371,534, \$1,236,362, and \$1,258,429, respectively, which represents 100% of the annual required contributions. The employer cost for employees participating in the System's defined contribution pension plan was 1% to 1.5% of covered payroll based on years of service for fiscal 2024. Effective July 1, 2015, members of the defined contribution plan who had 20 or more years of service as of July 1, 2012, remained as plan participants but no longer contributed to the plan (both employee and employer contributions). Employer contributions to the defined contribution pension plan, included as administrative costs for the years ended June 30, 2024, 2023 and 2022 were \$46,473, \$43,851, and \$45,008, respectively, which represents 100% of the annual required contributions.

The employer cost for employees participating in the State Employees' OPEB plan was 4.52% of covered payroll for fiscal 2024. Employer contributions to the OPEB plan, included as administrative costs for the years ended June 30, 2024, 2023 and 2022 were \$213,993, \$202,872, and \$242,429, respectively, which represents 100% of the annual required contributions.

The OPEB system issues a stand-alone, publicly available financial report that includes the financial statements and required supplementary information including descriptions of benefit provisions and information about the measurement of the net OPEB liability. A copy of the report can be obtained from the Office of Accounts and Control, One Capitol Hill, Providence, RI 02903.

Administrative expenses of the System, financed as previously described, include \$1,790,789 of expenses related to oversight of the System's investment portfolio. Consistent with generally accepted accounting principles, these expenses have been included with investment expenses on the accompanying financial statements.

For fiscal year 2024, the administrative costs of the defined contribution plan were financed solely by participant fees. Fees paid to TIAA-CREF via participant fees for fiscal year ended June 30, 2024 were \$1,282,840 excluding plan transfers. From these participant fees, a transfer of \$229,573 was initiated to the State of Rhode Island to fund the fiscal 2024 operating expenses of the Office of the General Treasurer related to the administration of the defined contribution plan.

## *EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*

*Notes to the Financial Statements - Fiscal Year Ended June 30, 2024*

### **10. Commitments**

The State Investment Commission has committed to fund certain private equity, real estate, and infrastructure investment managers at a predetermined subscription amount. Outstanding unfunded investment commitments at June 30, 2024 totaled \$1.5 billion. These commitments will be funded through cash available within the pooled investment trust generated through investment income and/or liquidation of other investments.

The system's investments in hedge funds are generally subject to "lock-up" provisions that limit (subject to certain exceptions) the ability to withdraw amounts previously invested for a period of one to two years after the initial investment. The system's investments in hedge fund assets are available for redemption on a monthly, quarterly or semi-annual basis, and are subject to notice periods which vary by fund and range from 45 days to 75 days. Some funds limit redemptions to 25% of invested capital on any one redemption date. At June 30, 2024 \$350,769 was in liquidation.

The System is committed under a ten-year development and operating agreement to design, transition, and implement new line-of-business, general ledger accounting system, and payroll administration systems. The contract requires monthly payments through fiscal 2025. Total payments over the contract period are estimated at \$22 million. This contract includes termination provisions for both the System and the vendor.

### **11. Related Parties**

The State Investment Commission, which sets investment policy and oversees the investments of the System, created three limited liability companies to account for assets invested by managers within its Crisis Protection Class – Trend Following. The System is the sole equity member in each of the limited liability companies. The System's investment is reported at the net asset value based on independently audited financial statements as of June 30, 2024.

### **12. Contingencies**

Legal Challenges to Pension Reform - The 2009, 2010 and 2011 legislative pension reforms resulted in numerous lawsuits against the State brought by current and retired employees, as well as their unions. Of these lawsuits, one remains pending as described below.

In September 2014, a case challenging RIRSA was commenced by the Rhode Island State Troopers Association and Rhode Island State Troopers Association ex rel. Kevin M. Grace and Ernest E. Adams in Superior Court against the State and ERSRI as co-defendants. In 2019, the co-defendants filed motions to dismiss, which were granted in part. The co-defendants thereafter filed motions for summary judgment on the remaining counts. In August 2023, the Court granted ERSRI's motion for summary judgment in its entirety. In August 2024, the Court denied the State's motion for summary judgment.

### **13. Subsequent events**

During the 2024 legislative session, the following provisions were enacted taking effect July 1, 2024:

1. Changes to the Final Average Salary ("FAS") Formula for State employees, teachers and municipal employees - Modifies the member's FAS from the average highest five (5) consecutive years of compensation to the average highest three (3) consecutive years of compensation.
2. COLA Provisions - Retired state employees, teachers, and municipal employees (including municipal public safety) who retired on or before June 30, 2012. This provision provides that COLAs are reinstated for eligible members at the full amount.
3. COLA Provisions – Funded Ratio - This provision reduces the minimum funded requirement for COLA restoration from 80% to 75%.
4. Benefit changes for State Public Safety Professionals - Active state employees currently employed as deputy sheriffs, capitol police officers, environmental police officers, juvenile program workers, shift coordinators, firefighters, crew chiefs, assistant chiefs, fire investigators, fire safety inspectors, fire safety training officers, explosives and flammable liquids technicians, and campus police officers. Such State public safety professionals will be eligible to retire earlier and will receive a higher benefit multiplier (used in calculating the final benefit amount). Members will no longer be participants in the defined contribution plan. However, their contribution to the defined benefit plan will increase to 10%.
5. Rebuttable Presumption of Post Traumatic Stress Disorder for Municipal Public Safety Professionals – For Municipal police officers and fire fighters diagnosed with PTSD.

To account for the provisions enacted, the Retirement Board revised upward the fiscal 2025 and 2026 employer contribution rates.

The System has evaluated subsequent events through December 30, 2024, the date the statements were available to be issued.



**EMPLOYEES'  
RETIREMENT SYSTEM  
OF RHODE ISLAND**

**Required Supplementary Information**

**Schedules of Changes in the Participating Employers'  
Net Pension Liability (Asset)**

**Schedule of Investment Returns**

**Schedules of Employer and Other Nonemployer Entity  
Contributions**

**Notes to Required Supplementary Information**

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability**  
**Employees' Retirement System Plan**

	2024		2023		2022		2021		2020	
	State Employees	Teachers	State Employees	Teachers	State Employees	Teachers	State Employees	Teachers	State Employees	Teachers
<b>Total Pension Liability</b>										
Service Cost	\$ 67,641,085	\$ 83,957,137	\$ 63,360,498	\$ 84,714,328	\$ 61,134,972	\$ 83,112,455	\$ 60,457,896	\$ 82,403,921	\$ 63,748,227	\$ 83,770,752
Interest	337,969,177	481,878,807	331,746,385	483,986,613	328,247,575	477,355,550	325,722,160	475,374,697	326,188,559	477,306,043
Benefit Changes	180,525,086	239,998,555	-	-	-	-	-	-	-	-
Differences between expected and actual experience	35,047,684	(18,991,397)	47,418,883	(23,572,821)	13,282,995	28,241,014	(1,359,514)	(38,707,672)	2,916,361	(28,223,867)
Changes of assumptions	-	-	(986,645)	(78,134,100)	-	-	-	-	(55,472,975)	(71,972,090)
Benefit payments	(356,151,945)	(498,354,388)	(353,412,823)	(495,099,506)	(354,177,803)	(494,461,453)	(343,985,646)	(487,793,158)	(340,810,054)	(487,783,008)
<b>Net change in Total Pension Liability</b>	<b>\$ 265,031,087</b>	<b>\$ 288,488,714</b>	<b>\$ 88,126,298</b>	<b>\$ (28,105,486)</b>	<b>\$ 48,487,739</b>	<b>\$ 94,247,566</b>	<b>\$ 40,834,896</b>	<b>\$ 31,277,788</b>	<b>\$ (3,429,882)</b>	<b>\$ (26,902,170)</b>
<b>Total pension liability - beginning</b>	<b>4,972,386,525</b>	<b>7,091,181,580</b>	<b>4,884,260,227</b>	<b>7,119,287,066</b>	<b>4,835,772,488</b>	<b>7,025,039,500</b>	<b>4,794,937,592</b>	<b>6,993,761,712</b>	<b>4,798,367,474</b>	<b>7,020,663,882</b>
<b>Total pension liability - ending</b>	<b>\$ 5,237,417,612</b>	<b>\$ 7,379,670,294</b>	<b>\$ 4,972,386,525</b>	<b>\$ 7,091,181,580</b>	<b>\$ 4,884,260,227</b>	<b>\$ 7,119,287,066</b>	<b>\$ 4,835,772,488</b>	<b>\$ 7,025,039,500</b>	<b>\$ 4,794,937,592</b>	<b>\$ 6,993,761,712</b>
<b>Plan Fiduciary Net Position</b>										
Employer contributions	\$ 263,354,310	\$ 314,729,295	\$ 227,534,915	\$ 305,778,616	\$ 245,160,250	\$ 323,543,655	\$ 204,285,120	\$ 276,568,795	\$ 199,918,013	\$ 266,845,321
Employee contributions	43,422,515	50,377,666	41,020,750	50,141,527	39,831,549	49,363,747	39,436,591	49,381,014	40,930,636	49,954,869
Net investment income	309,453,860	470,688,672	222,735,777	389,150,089	(75,309,755)	(126,604,917)	639,291,421	1,038,696,843	92,022,240	143,922,968
Benefit payments	(356,151,945)	(498,354,388)	(353,412,823)	(495,099,506)	(354,177,803)	(494,461,453)	(343,985,646)	(487,793,158)	(340,810,054)	(487,783,008)
Transfers of member contributions	-	-	-	-	-	-	-	-	-	-
Administrative expenses	(3,335,808)	(5,073,866)	(2,487,657)	(4,346,280)	(2,844,845)	(4,782,533)	(2,597,029)	(4,219,586)	(2,574,169)	(4,026,006)
Transfers to affiliated systems	590,194	(772,426)	12,867	96,990	1,396,590	(181,517)	(74,173)	245,192	(804,393)	(69,798)
Other	28,209	43,993	57,849	54,917	162,295	49,828	78,162	6,312	164,308	16,421
<b>Net change in fiduciary net position</b>	<b>\$ 257,361,335</b>	<b>\$ 331,638,946</b>	<b>\$ 135,461,678</b>	<b>\$ 245,776,353</b>	<b>\$ (145,781,719)</b>	<b>\$ (253,073,190)</b>	<b>\$ 536,434,446</b>	<b>\$ 872,885,412</b>	<b>\$ (11,153,419)</b>	<b>\$ (31,139,233)</b>
<b>Plan Fiduciary net position - beginning</b>	<b>\$ 3,046,906,450</b>	<b>\$ 4,664,344,476</b>	<b>\$ 2,911,444,772</b>	<b>\$ 4,418,568,123</b>	<b>\$ 3,057,226,491</b>	<b>\$ 4,671,641,313</b>	<b>\$ 2,520,792,045</b>	<b>\$ 3,798,755,901</b>	<b>\$ 2,531,945,464</b>	<b>\$ 3,829,895,134</b>
<b>Plan Fiduciary net position - ending</b>	<b>\$ 3,304,267,785</b>	<b>\$ 4,995,983,422</b>	<b>\$ 3,046,906,450</b>	<b>\$ 4,664,344,476</b>	<b>\$ 2,911,444,772</b>	<b>\$ 4,418,568,123</b>	<b>\$ 3,057,226,491</b>	<b>\$ 4,671,641,313</b>	<b>\$ 2,520,792,045</b>	<b>\$ 3,798,755,901</b>
<b>Net Pension Liability</b>	<b>\$ 1,933,149,827</b>	<b>\$ 2,383,686,872</b>	<b>\$ 1,925,480,075</b>	<b>\$ 2,426,837,104</b>	<b>\$ 1,972,815,455</b>	<b>\$ 2,700,718,943</b>	<b>\$ 1,778,545,997</b>	<b>\$ 2,353,398,187</b>	<b>\$ 2,274,145,547</b>	<b>\$ 3,195,005,811</b>
<b>Plan Fiduciary Net Position as a percentage of the total pension liability</b>	63.1%	67.7%	61.3%	65.8%	59.6%	62.1%	63.2%	66.5%	52.6%	54.3%
<b>Covered payroll</b>	<b>\$ 886,514,876</b>	<b>\$ 1,197,676,705</b>	<b>\$ 805,088,921</b>	<b>\$ 1,158,882,737</b>	<b>\$ 763,233,105</b>	<b>\$ 1,118,606,392</b>	<b>\$ 739,998,727</b>	<b>\$ 1,091,442,659</b>	<b>\$ 755,310,749</b>	<b>\$ 1,080,912,926</b>
<b>Net pension liability as a percentage of covered payroll</b>	218.1%	199.0%	239.2%	209.4%	258.5%	241.4%	240.3%	215.6%	301.1%	295.6%

See notes to required supplementary information.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability**  
**Employees' Retirement System Plan**

	2019		2018		2017		2016		2015	
	State Employees	Teachers	State Employees	Teachers	State Employees	Teachers	State Employees	Teachers	State Employees	Teachers
<b>Total Pension Liability</b>										
Service Cost	\$ 61,954,710	\$ 83,247,093	\$ 61,430,436	\$ 82,924,148	\$ 58,715,260	\$ 79,219,202	\$ 59,017,905	\$ 78,445,027	\$ 58,003,597	\$ 73,780,964
Interest	322,077,303	473,000,055	317,996,827	464,922,181	320,346,656	471,638,608	320,857,388	471,001,292	312,489,666	457,901,918
Benefit Changes	-	-	-	-	-	-	-	-	102,727,033	148,006,628
Differences between expected and actual experience	15,518,855	(7,814,369)	18,658,150	54,088,887	(6,891,246)	(29,762,014)	(48,986,533)	\$ (50,843,400)	(28,729,479)	(20,696,669)
Changes of assumptions	-	-	-	-	235,517,482	318,950,799	-	-	-	-
Benefit payments	(342,620,725)	(486,577,981)	(337,489,367)	(486,818,998)	(337,555,977)	(490,517,793)	(337,538,418)	(490,467,141)	(329,318,255)	(482,865,966)
<b>Net change in Total Pension Liability</b>	\$ 56,930,143	\$ 61,854,798	\$ 60,596,046	\$ 115,116,218	\$ 270,132,175	\$ 349,528,802	\$ (6,649,658)	\$ 8,135,778	\$ 115,172,562	\$ 176,126,875
<b>Total pension liability - beginning</b>	4,741,437,331	6,958,809,084	4,680,841,285	6,843,692,866	4,410,709,110	6,494,164,064	4,417,358,768	6,486,028,286	4,302,186,206	6,309,901,411
<b>Total pension liability - ending</b>	\$ 4,798,367,474	\$ 7,020,663,882	\$ 4,741,437,331	\$ 6,958,809,084	\$ 4,680,841,285	\$ 6,843,692,866	\$ 4,410,709,110	\$ 6,494,164,064	\$ 4,417,358,768	\$ 6,486,028,286
<b>Plan Fiduciary Net Position</b>										
Employer contributions	\$ 189,415,698	\$ 249,634,988	\$ 174,374,155	\$ 239,092,095	\$ 176,093,310	\$ 233,828,518	\$ 159,534,421	\$ 225,569,556	\$ 155,901,921	\$ 217,902,736
Employee contributions	39,830,923	50,213,121	39,996,527	49,906,906	41,537,793	50,071,218	41,021,592	49,502,952	28,477,668	36,470,893
Net investment income	157,159,868	237,724,787	188,629,584	286,398,383	259,237,475	394,975,442	(3,122,838)	(4,788,264)	57,417,358	88,131,991
Benefit payments	(342,620,725)	(486,577,981)	(337,489,367)	(486,818,998)	(337,555,977)	(490,517,793)	(337,538,418)	(490,467,141)	(329,318,255)	(482,865,966)
Transfers of member contributions	-	-	-	-	-	-	-	-	-	-
Administrative expenses	(2,558,265)	(3,869,709)	(2,544,260)	(3,862,978)	(2,533,747)	(3,860,429)	(2,259,017)	(3,463,764)	(2,394,922)	(3,676,564)
Transfers to affiliated systems	5,460	359,298	1,456,519	(424,248)	680,142	390,872	(252,093)	252,093	(107,668)	145,179
Other	79,332	849,710	124,217	869,209	180,663	926,185	132,016	955,508	673,125	1,016,295
<b>Net change in fiduciary net position</b>	\$ 41,312,291	\$ 48,334,214	\$ 64,547,375	\$ 85,160,369	\$ 137,639,659	\$ 185,814,013	\$ (142,484,337)	\$ (222,439,060)	\$ (89,350,773)	\$ (142,875,436)
<b>Plan Fiduciary net position - beginning</b>	\$ 2,490,633,173	\$ 3,781,560,920	\$ 2,426,085,798	\$ 3,696,400,551	\$ 2,288,446,139	\$ 3,510,586,538	\$ 2,430,930,476	\$ 3,733,025,598	\$ 2,520,281,249	\$ 3,875,901,034
<b>Plan Fiduciary net position - ending</b>	\$ 2,531,945,464	\$ 3,829,895,134	\$ 2,490,633,173	\$ 3,781,560,920	\$ 2,426,085,798	\$ 3,696,400,551	\$ 2,288,446,139	\$ 3,510,586,538	\$ 2,430,930,476	\$ 3,733,025,598
<b>Net Pension Liability</b>	\$ 2,266,422,010	\$ 3,190,768,748	\$ 2,250,804,158	\$ 3,177,248,164	\$ 2,254,755,487	\$ 3,147,292,315	\$ 2,122,262,971	\$ 2,983,577,526	\$ 1,986,428,292	\$ 2,753,002,688
<b>Plan Fiduciary Net Position as a percentage of the total pension liability</b>	52.8%	54.6%	52.5%	54.3%	51.8%	54.0%	51.9%	54.1%	55.0%	57.6%
<b>Covered payroll</b>	\$ 718,732,131	\$ 1,060,472,523	\$ 691,006,031	\$ 1,031,394,874	\$ 683,530,388	\$ 1,010,449,004	\$ 671,420,995	\$ 980,562,840	\$ 669,787,489	\$ 966,985,115
<b>Net pension liability as a percentage of covered payroll</b>	315.3%	300.9%	325.7%	308.1%	329.9%	311.5%	316.1%	304.3%	296.6%	284.7%

See notes to required supplementary information.



**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability (Asset)**  
**Teachers' Survivors Benefits Plan**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service Cost	\$ 1,267,332	\$ 1,644,800	\$ 1,604,635	\$ 1,506,774	\$ 1,673,864	\$ 1,673,826	\$ 1,729,578	\$ 2,154,632	\$ 2,151,235	\$ 2,134,663
Interest	15,155,036	15,432,093	15,615,337	15,296,468	15,490,550	16,383,892	15,761,211	15,439,481	14,803,900	12,500,416
Benefit Changes	-	-	-	-	-	-	-	19,564,182	-	-
Differences between expected and actual experience	10,271,596	(498,325)	(7,419,807)	(562,109)	756,794	(19,959,752)	1,716,443	(23,870,746)	-	24,212,282
Changes of assumptions	-	(6,925,227)	-	-	(9,367,348)	-	-	15,500,130	-	-
Benefit payments	(13,982,317)	(12,862,815)	(12,013,220)	(11,456,351)	(11,029,497)	(10,690,518)	(9,877,314)	(8,672,172)	(8,292,668)	(7,992,381)
<b>Net change in Total Pension Liability</b>	<b>12,711,647</b>	<b>(3,209,474)</b>	<b>(2,213,055)</b>	<b>4,784,782</b>	<b>(2,475,637)</b>	<b>(12,592,552)</b>	<b>9,329,918</b>	<b>20,115,507</b>	<b>8,662,467</b>	<b>30,854,980</b>
<b>Total pension liability - beginning</b>	<b>222,858,009</b>	<b>226,067,483</b>	<b>228,280,538</b>	<b>223,495,756</b>	<b>225,971,393</b>	<b>238,563,945</b>	<b>229,234,027</b>	<b>209,118,520</b>	<b>200,456,053</b>	<b>169,601,073</b>
<b>Total pension liability - ending</b>	<b>\$ 235,569,656</b>	<b>\$ 222,858,009</b>	<b>\$ 226,067,483</b>	<b>\$ 228,280,538</b>	<b>\$ 223,495,756</b>	<b>\$ 225,971,393</b>	<b>\$ 238,563,945</b>	<b>\$ 229,234,027</b>	<b>\$ 209,118,520</b>	<b>\$ 200,456,053</b>
<b>Plan Fiduciary Net Position</b>										
Employer contributions	\$ 753,265	\$ 766,072	\$ 755,501	\$ 736,193	\$ 745,760	\$ 745,856	\$ 744,035	\$ 589,883	\$ 642,276	\$ 603,388
Employee contributions	753,265	766,072	755,501	736,193	745,760	745,856	744,035	589,883	642,276	603,388
Net investment income	45,653,665	33,819,691	(11,261,771)	92,054,850	12,730,241	21,155,071	24,552,338	33,277,060	(51,004)	6,951,465
Benefit payments	(13,982,317)	(12,862,815)	(12,013,220)	(11,456,351)	(11,029,497)	(10,690,518)	(9,877,314)	(8,672,172)	(8,292,668)	(7,992,381)
Administrative expenses	(458,100)	(371,036)	(413,199)	(356,460)	(350,178)	(332,273)	(330,288)	(309,283)	(267,475)	(276,010)
Other				1	-	-	-	5	(1)	-
<b>Net change in fiduciary net position</b>	<b>\$ 32,719,778</b>	<b>\$ 22,117,984</b>	<b>\$ (22,177,188)</b>	<b>\$ 81,714,426</b>	<b>\$ 2,842,086</b>	<b>\$ 11,623,992</b>	<b>\$ 15,832,806</b>	<b>\$ 25,475,376</b>	<b>\$ (7,326,596)</b>	<b>\$ (110,150)</b>
<b>Plan Fiduciary net position - beginning</b>	<b>\$ 423,914,539</b>	<b>\$ 401,796,555</b>	<b>\$ 423,973,743</b>	<b>\$ 342,259,317</b>	<b>\$ 339,417,231</b>	<b>\$ 327,793,239</b>	<b>\$ 311,960,433</b>	<b>\$ 286,485,057</b>	<b>\$ 293,811,653</b>	<b>\$ 293,921,803</b>
<b>Plan Fiduciary net position - ending</b>	<b>\$ 456,634,317</b>	<b>\$ 423,914,539</b>	<b>\$ 401,796,555</b>	<b>\$ 423,973,743</b>	<b>\$ 342,259,317</b>	<b>\$ 339,417,231</b>	<b>\$ 327,793,239</b>	<b>\$ 311,960,433</b>	<b>\$ 286,485,057</b>	<b>\$ 293,811,653</b>
<b>Net Pension Liability (Asset)</b>	<b>\$ (221,064,661)</b>	<b>\$ (201,056,530)</b>	<b>\$ (175,729,072)</b>	<b>\$ (195,693,205)</b>	<b>\$ (118,763,561)</b>	<b>\$ (113,445,838)</b>	<b>\$ (89,229,294)</b>	<b>\$ (82,726,406)</b>	<b>\$ (77,366,537)</b>	<b>\$ (93,355,600)</b>
<b>Plan Fiduciary Net Position as a percentage of the total pension liability (asset)</b>	193.8%	190.2%	177.7%	185.7%	153.1%	150.2%	137.4%	136.1%	137.0%	146.6%
<b>Covered payroll</b>	\$ 644,812,869	\$ 627,927,062	\$ 607,440,443	\$ 603,150,124	\$ 590,286,509	\$ 576,424,716	\$ 557,928,457	\$ 538,657,952	\$ 581,414,779	\$ 561,753,409
<b>Net pension liability (asset) as a percentage of covered payroll</b>	-34.3%	-32.0%	-28.9%	-32.4%	-20.1%	-19.7%	-16.0%	-15.4%	-13.3%	-16.6%

See notes to required supplementary information.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability**  
**State Police Retirement Benefits Trust Plan**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service Cost	\$ 6,644,959	\$ 6,391,647	\$ 5,828,793	\$ 5,826,983	\$ 5,788,358	\$ 5,342,133	\$ 4,999,127	\$ 4,497,800	\$ 4,316,597	\$ 4,198,214
Interest	15,414,223	14,642,204	13,898,152	13,110,255	12,404,907	11,590,039	10,763,319	9,392,637	9,057,956	8,540,146
Benefit Changes	-	-	-	-	-	-	-	-	-	1,169,580
Differences between expected and actual experience	16,386,655	(730,481)	(762,203)	(321,912)	(3,126,469)	623,765	1,911,865	10,693,999	(4,139,122)	(3,522,114)
Changes of assumptions	-	204,329	-	-	1,540,627	-	-	9,274,363	-	-
Benefit payments	(9,826,630)	(9,384,381)	(7,849,351)	(6,871,757)	(6,228,924)	(6,047,218)	(6,023,853)	(5,141,978)	(4,585,258)	(2,496,511)
<b>Net change in Total Pension Liability</b>	<b>28,619,207</b>	<b>11,123,318</b>	<b>11,115,391</b>	<b>11,743,569</b>	<b>10,378,499</b>	<b>11,508,719</b>	<b>11,650,458</b>	<b>28,716,821</b>	<b>4,650,173</b>	<b>7,889,315</b>
<b>Total pension liability - beginning</b>	<b>221,794,021</b>	<b>210,670,703</b>	<b>199,555,312</b>	<b>187,811,743</b>	<b>177,433,244</b>	<b>165,924,525</b>	<b>154,274,067</b>	<b>125,557,246</b>	<b>120,907,073</b>	<b>113,017,758</b>
<b>Total pension liability - ending</b>	<b>\$ 250,413,228</b>	<b>\$ 221,794,021</b>	<b>\$ 210,670,703</b>	<b>\$ 199,555,312</b>	<b>\$ 187,811,743</b>	<b>\$ 177,433,244</b>	<b>\$ 165,924,525</b>	<b>\$ 154,274,067</b>	<b>\$ 125,557,246</b>	<b>\$ 120,907,073</b>
<b>Plan Fiduciary Net Position</b>										
Employer contributions	\$ 6,437,409	\$ 6,209,247	\$ 5,210,604	\$ 5,240,772	\$ 4,877,630	\$ 3,566,922	\$ 2,797,003	\$ 2,980,219	\$ 4,004,656	\$ 3,432,359
Employee contributions	2,728,983	2,600,501	2,387,035	2,324,096	2,345,831	2,130,140	1,994,057	2,059,884	2,034,676	1,731,585
Net investment income	21,298,644	16,240,530	(5,343,473)	41,840,071	5,641,739	9,159,909	10,298,412	13,694,012	58,578	2,655,869
Benefit payments	(9,826,630)	(9,384,381)	(7,849,351)	(6,871,757)	(6,228,924)	(6,047,218)	(6,023,853)	(5,141,978)	(4,585,258)	(2,496,511)
Administrative expenses	(222,580)	(174,044)	(202,845)	(153,233)	(158,004)	(139,604)	(136,371)	(125,445)	(102,053)	(99,782)
Other	5,913	3,486	16,100	16,093	24,956	1,254	16,057	5,390	390	3,694
<b>Net change in fiduciary net position</b>	<b>\$ 20,421,739</b>	<b>\$ 15,495,339</b>	<b>\$ (5,781,930)</b>	<b>\$ 42,396,042</b>	<b>\$ 6,503,228</b>	<b>\$ 8,671,403</b>	<b>\$ 8,945,305</b>	<b>\$ 13,472,082</b>	<b>\$ 1,410,989</b>	<b>\$ 5,227,214</b>
<b>Plan Fiduciary net position - beginning</b>	<b>\$ 206,018,051</b>	<b>\$ 190,522,712</b>	<b>\$ 196,304,642</b>	<b>\$ 153,908,600</b>	<b>\$ 147,405,372</b>	<b>\$ 138,733,969</b>	<b>\$ 129,788,664</b>	<b>\$ 116,316,582</b>	<b>\$ 114,905,593</b>	<b>\$ 109,678,379</b>
<b>Plan Fiduciary net position - ending</b>	<b>\$ 226,439,790</b>	<b>\$ 206,018,051</b>	<b>\$ 190,522,712</b>	<b>\$ 196,304,642</b>	<b>\$ 153,908,600</b>	<b>\$ 147,405,372</b>	<b>\$ 138,733,969</b>	<b>\$ 129,788,664</b>	<b>\$ 116,316,582</b>	<b>\$ 114,905,593</b>
<b>Net Pension Liability</b>	<b>\$ 23,973,438</b>	<b>\$ 15,775,970</b>	<b>\$ 20,147,991</b>	<b>\$ 3,250,670</b>	<b>\$ 33,903,143</b>	<b>\$ 30,027,872</b>	<b>\$ 27,190,556</b>	<b>\$ 24,485,403</b>	<b>\$ 9,240,664</b>	<b>\$ 6,001,480</b>
<b>Plan Fiduciary Net Position as a percentage of the total pension liability</b>	90.4%	92.9%	90.4%	98.4%	81.9%	83.1%	83.6%	84.1%	92.6%	95.0%
<b>Covered payroll</b>	\$ 31,138,516	\$ 29,687,165	\$ 26,554,865	\$ 26,438,215	\$ 26,418,793	\$ 24,216,376	\$ 22,589,818	\$ 22,727,638	\$ 20,984,917	\$ 19,700,678
<b>Net pension liability as a percentage of covered payroll</b>	77.0%	53.1%	75.9%	12.3%	128.3%	124.0%	120.4%	107.7%	44.0%	30.5%

See notes to required supplementary information.

**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability (Asset)**  
**Judicial Retirement Benefits Trust Plan**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service Cost	\$ 4,136,362	\$ 3,814,729	\$ 3,708,698	\$ 3,387,061	\$ 3,335,150	\$ 3,184,130	\$ 3,214,534	\$ 3,000,728	\$ 2,858,682	\$ 3,024,124
Interest	6,803,012	6,727,371	6,553,352	6,213,441	5,662,868	5,526,089	5,302,975	5,031,124	4,743,701	4,540,604
Benefit Changes	-	-	-	-	-	-	-	-	-	252,965
Differences between expected and actual experience	3,335,330	(3,881,068)	(2,874,396)	(563,923)	180,125	(3,165,269)	(2,032,334)	(1,788,628)	(1,205,744)	(2,857,295)
Changes of assumptions	-	(372,191)	-	-	2,514,949	-	-	5,173,300	-	-
Benefit payments	(5,528,485)	(5,209,658)	(4,699,734)	(3,983,312)	(3,724,119)	(3,608,845)	(2,956,407)	(2,740,166)	(2,530,567)	(1,808,864)
<b>Net change in Total Pension Liability</b>	<b>8,746,219</b>	<b>1,079,183</b>	<b>2,687,920</b>	<b>5,053,267</b>	<b>7,968,973</b>	<b>1,936,105</b>	<b>3,528,768</b>	<b>8,676,358</b>	<b>3,866,072</b>	<b>3,151,534</b>
<b>Total pension liability - beginning</b>	<b>97,881,941</b>	<b>96,802,758</b>	<b>94,114,838</b>	<b>89,061,571</b>	<b>81,092,598</b>	<b>79,156,493</b>	<b>75,627,725</b>	<b>66,951,367</b>	<b>63,085,295</b>	<b>59,933,761</b>
<b>Total pension liability - ending</b>	<b>\$ 106,628,160</b>	<b>\$ 97,881,941</b>	<b>\$ 96,802,758</b>	<b>\$ 94,114,838</b>	<b>\$ 89,061,571</b>	<b>\$ 81,092,598</b>	<b>\$ 79,156,493</b>	<b>\$ 75,627,725</b>	<b>\$ 66,951,367</b>	<b>\$ 63,085,295</b>
<b>Plan Fiduciary Net Position</b>										
Employer contributions	2,983,250	2,842,875	2,611,261	2,245,823	2,189,255	1,922,023	2,057,529	2,057,159	\$ 2,410,039	\$ 2,709,397
Employee contributions	1,577,354	1,371,301	1,398,104	1,215,454	1,204,448	1,109,161	1,142,163	1,117,518	1,052,902	1,120,609
Net investment income	10,826,692	8,309,980	(2,742,356)	21,815,087	2,955,375	4,819,916	5,376,764	7,107,208	28,787	1,367,527
Benefit payments	(5,528,485)	(5,209,658)	(4,699,734)	(3,983,312)	(3,724,119)	(3,608,845)	(2,956,407)	(2,740,166)	(2,530,567)	(1,808,864)
Administrative expenses	(111,617)	(88,674)	(97,187)	(79,690)	(79,652)	(73,533)	(71,270)	(65,088)	(52,548)	(51,039)
Other		2	-	(2)	-	-	-	(1)	(1)	-
<b>Net change in fiduciary net position</b>	<b>\$ 9,747,194</b>	<b>\$ 7,225,826</b>	<b>\$ (3,529,912)</b>	<b>\$ 21,213,360</b>	<b>\$ 2,545,307</b>	<b>\$ 4,168,722</b>	<b>\$ 5,548,779</b>	<b>\$ 7,476,630</b>	<b>\$ 908,612</b>	<b>\$ 3,337,630</b>
<b>Plan Fiduciary net position - beginning</b>	<b>\$ 105,067,197</b>	<b>\$ 97,841,371</b>	<b>\$ 101,371,283</b>	<b>\$ 80,157,923</b>	<b>\$ 77,612,616</b>	<b>\$ 73,443,894</b>	<b>\$ 67,895,115</b>	<b>\$ 60,418,485</b>	<b>\$ 59,509,873</b>	<b>\$ 56,172,243</b>
<b>Plan Fiduciary net position - ending</b>	<b>\$ 114,814,391</b>	<b>\$ 105,067,197</b>	<b>\$ 97,841,371</b>	<b>\$ 101,371,283</b>	<b>\$ 80,157,923</b>	<b>\$ 77,612,616</b>	<b>\$ 73,443,894</b>	<b>\$ 67,895,115</b>	<b>\$ 60,418,485</b>	<b>\$ 59,509,873</b>
<b>Net Pension Liability (Asset)</b>	<b>\$ (8,186,231)</b>	<b>\$ (7,185,256)</b>	<b>\$ (1,038,613)</b>	<b>\$ (7,256,445)</b>	<b>\$ 8,903,648</b>	<b>\$ 3,479,982</b>	<b>\$ 5,712,599</b>	<b>\$ 7,732,610</b>	<b>\$ 6,532,882</b>	<b>\$ 3,575,422</b>
<b>Plan Fiduciary Net Position as a percentage of the total pension liability</b>										
Covered payroll	\$ 13,486,671	\$ 11,996,004	\$ 11,453,668	\$ 10,386,572	\$ 10,284,151	\$ 9,473,758	\$ 9,653,254	\$ 9,532,174	\$ 8,981,094	\$ 9,570,014
<b>Net pension liability as a percentage of covered payroll</b>	<b>-60.7%</b>	<b>-59.9%</b>	<b>-9.1%</b>	<b>-69.9%</b>	<b>86.6%</b>	<b>36.7%</b>	<b>59.2%</b>	<b>81.1%</b>	<b>72.7%</b>	<b>37.4%</b>

See notes to required supplementary information.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability**  
**Rhode Island Judicial Retirement Fund Trust Plan**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service Cost	\$ 249,526	\$ 262,322	\$ 460,202	\$ 399,962	\$ 322,719	\$ 277,053	\$ 293,825	\$ 349,593	\$ 466,046	\$ 416,208
Interest	732,455	706,987	451,292	550,105	639,648	756,058	725,852	615,782	719,311	673,131
Benefit Changes	-	-	-	-	-	-	-	-	-	-
Differences between expected and actual experience	(991,781)	2,648	(1,249,561)	(656,413)	(646,063)	(2,023,652)	-	(1,090,142)	-	(642,370)
Changes of assumptions	(156,557)	(548,386)	(3,357,509)	1,175,829	2,059,715	917,164	(115,788)	(665,634)	1,865,123	858,970
Benefit payments	(601,199)	(601,198)	(500,278)	(395,828)	(399,016)	(399,016)	(399,016)	(399,015)	(231,176)	-
<b>Net change in Total Pension Liability</b>	<b>(767,556)</b>	<b>(177,627)</b>	<b>(4,195,854)</b>	<b>1,073,655</b>	<b>1,977,003</b>	<b>(472,393)</b>	<b>504,873</b>	<b>(1,189,416)</b>	<b>2,819,304</b>	<b>1,305,939</b>
<b>Total pension liability - beginning</b>	<b>19,151,353</b>	<b>19,328,980</b>	<b>23,524,834</b>	<b>22,451,179</b>	<b>20,474,176</b>	<b>20,946,569</b>	<b>20,441,696</b>	<b>21,631,112</b>	<b>18,811,808</b>	<b>17,505,869</b>
<b>Total pension liability - ending</b>	<b>\$ 18,383,797</b>	<b>\$ 19,151,353</b>	<b>\$ 19,328,980</b>	<b>\$ 23,524,834</b>	<b>\$ 22,451,179</b>	<b>\$ 20,474,176</b>	<b>\$ 20,946,569</b>	<b>\$ 20,441,696</b>	<b>\$ 21,631,112</b>	<b>\$ 18,811,808</b>
<b>Plan Fiduciary Net Position</b>										
Employer contributions	\$ 601,199	\$ 490,383	\$ 405,345	\$ 399,138	\$ 399,016	\$ 399,016	\$ 399,012	\$ 332,340	\$ 140,141	\$ -
Employee contributions	113,852	111,075	124,547	126,171	125,540	121,904	116,757	116,667	135,454	158,718
Net investment income	90,848	69,019	(22,707)	177,802	22,391	39,005	43,511	63,669	3,869	9,094
Benefit payments	(601,199)	(601,198)	(500,278)	(395,828)	(399,016)	(399,016)	(399,016)	(399,015)	(231,176)	-
Administrative expenses	(1,568)	(1,241)	(1,326)	(988)	(959)	(762)	(646)	(558)	(361)	(239)
Other	-	-	(1)	-	-	-	-	-	1	-
<b>Net change in fiduciary net position</b>	<b>\$ 203,132</b>	<b>\$ 68,038</b>	<b>\$ 5,580</b>	<b>\$ 306,295</b>	<b>\$ 146,972</b>	<b>\$ 160,147</b>	<b>\$ 159,618</b>	<b>\$ 113,103</b>	<b>\$ 47,928</b>	<b>\$ 167,573</b>
<b>Plan Fiduciary net position - beginning</b>	<b>\$ 1,493,278</b>	<b>\$ 1,425,240</b>	<b>\$ 1,419,660</b>	<b>\$ 1,113,365</b>	<b>\$ 966,393</b>	<b>\$ 806,246</b>	<b>\$ 646,628</b>	<b>\$ 533,525</b>	<b>\$ 485,597</b>	<b>\$ 318,024</b>
<b>Plan Fiduciary net position - ending</b>	<b>\$ 1,696,410</b>	<b>\$ 1,493,278</b>	<b>\$ 1,425,240</b>	<b>\$ 1,419,660</b>	<b>\$ 1,113,365</b>	<b>\$ 966,393</b>	<b>\$ 806,246</b>	<b>\$ 646,628</b>	<b>\$ 533,525</b>	<b>\$ 485,597</b>
<b>Net Pension Liability</b>	<b>\$ 16,687,387</b>	<b>\$ 17,658,075</b>	<b>\$ 17,903,740</b>	<b>\$ 22,105,174</b>	<b>\$ 21,337,814</b>	<b>\$ 19,507,783</b>	<b>\$ 20,140,323</b>	<b>\$ 19,795,068</b>	<b>\$ 21,097,587</b>	<b>\$ 18,326,211</b>
<b>Plan Fiduciary Net Position as a percentage of the total pension liability</b>	<b>9.2%</b>	<b>7.8%</b>	<b>7.4%</b>	<b>6.0%</b>	<b>5.0%</b>	<b>4.7%</b>	<b>3.8%</b>	<b>3.2%</b>	<b>2.5%</b>	<b>2.6%</b>
<b>Covered payroll</b>	<b>\$ 948,767</b>	<b>\$ 925,625</b>	<b>\$ 1,037,893</b>	<b>\$ 1,051,425</b>	<b>\$ 1,046,167</b>	<b>\$ 1,002,164</b>	<b>\$ 1,020,224</b>	<b>\$ 988,110</b>	<b>\$ 963,703</b>	<b>\$ 1,320,875</b>
<b>Net pension liability as a percentage of covered payroll</b>	<b>1758.9%</b>	<b>1907.7%</b>	<b>1725.0%</b>	<b>2102.4%</b>	<b>2039.6%</b>	<b>1946.6%</b>	<b>1974.1%</b>	<b>2003.3%</b>	<b>2189.2%</b>	<b>1387.4%</b>

See notes to required supplementary information.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability**  
**Rhode Island State Police Retirement Fund Trust Plan**

	2024	2023	2022	2021	2020	2019	2018	2017
<b>Total Pension Liability</b>								
Service Cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interest	10,312,063	10,713,885	11,240,836	11,468,916	11,878,027	11,339,743	11,712,422	12,588,781
Benefit Changes	-	-	-	-	-	-	-	-
Differences between expected and actual experience	(1,209,859)	61,210	(3,212,201)	1,256,209	(161,705)	13,040,378	-	-
Changes of assumptions	-	(1,334,504)	-	-	(1,135,641)	-	-	4,213,754
Benefit payments	(14,946,666)	(15,415,138)	(15,697,877)	(16,268,950)	(16,581,299)	(16,799,403)	(17,273,412)	(17,391,853)
<b>Net change in Total Pension Liability</b>	<b>(5,844,462)</b>	<b>(5,974,547)</b>	<b>(7,669,242)</b>	<b>(3,543,825)</b>	<b>(6,000,618)</b>	<b>7,580,718</b>	<b>(5,560,990)</b>	<b>(589,318)</b>
<b>Total pension liability - beginning</b>	<b>154,788,515</b>	<b>160,763,062</b>	<b>168,432,304</b>	<b>171,976,129</b>	<b>177,976,747</b>	<b>170,396,029</b>	<b>175,957,019</b>	<b>176,546,337</b>
<b>Total pension liability - ending</b>	<b>\$ 148,944,053</b>	<b>\$ 154,788,515</b>	<b>\$ 160,763,062</b>	<b>\$ 168,432,304</b>	<b>\$ 171,976,129</b>	<b>\$ 177,976,747</b>	<b>\$ 170,396,029</b>	<b>\$ 175,957,019</b>
<b>Plan Fiduciary Net Position</b>								
Employer contributions	16,387,092	16,387,092	16,387,092	16,387,092	16,387,092	16,387,092	16,387,092	31,566,076
Employee contributions	-	-	-	-	-	-	-	-
Net investment income	3,717,690	2,295,012	(271,738)	6,144,151	868,442	768,972	1,136,938	1,838,792
Benefit payments	(14,946,666)	(15,415,138)	(15,697,877)	(16,268,950)	(16,581,299)	(16,799,403)	(17,273,412)	(17,391,853)
Administrative expenses	(28,389)	(21,459)	(22,296)	(18,194)	(17,175)	(16,727)	(5,304)	-
Other	-	(2)	1	-	-	75	1	-
<b>Net change in fiduciary net position</b>	<b>\$ 5,129,727</b>	<b>\$ 3,245,505</b>	<b>\$ 395,182</b>	<b>\$ 6,244,099</b>	<b>\$ 657,060</b>	<b>\$ 340,009</b>	<b>\$ 245,315</b>	<b>\$ 16,013,015</b>
<b>Plan Fiduciary net position - beginning</b>	<b>27,140,185</b>	<b>23,894,680</b>	<b>23,499,498</b>	<b>17,255,399</b>	<b>16,598,339</b>	<b>16,258,330</b>	<b>16,013,015</b>	<b>-</b>
<b>Plan Fiduciary net position - ending</b>	<b>\$ 32,269,912</b>	<b>\$ 27,140,185</b>	<b>\$ 23,894,680</b>	<b>\$ 23,499,498</b>	<b>\$ 17,255,399</b>	<b>\$ 16,598,339</b>	<b>\$ 16,258,330</b>	<b>\$ 16,013,015</b>
<b>Net Pension Liability</b>	<b>\$ 116,674,141</b>	<b>\$ 127,648,330</b>	<b>\$ 136,868,382</b>	<b>\$ 144,932,806</b>	<b>\$ 154,720,730</b>	<b>\$ 161,378,408</b>	<b>\$ 154,137,699</b>	<b>\$ 159,944,004</b>
<b>Plan Fiduciary Net Position as a percentage of the total pension liability</b>	<b>21.7%</b>	<b>17.5%</b>	<b>14.9%</b>	<b>14.0%</b>	<b>10.0%</b>	<b>9.3%</b>	<b>9.5%</b>	<b>9.1%</b>
<b>Covered payroll</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net pension liability as a percentage of covered payroll</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

See notes to required supplementary information.

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

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability (Asset)**  
**Municipal Employees' Retirement System Plan**

	2024		2023		2022		2021		2020	
	General employees	Police & Fire	General employees	Police & Fire	General employees	Police & Fire	General employees	Police & Fire	General employees	Police & Fire
<b>Total Pension Liability</b>										
Service Cost	\$ 23,868,159	\$ 30,105,668	\$ 23,328,856	\$ 29,700,770	\$ 21,442,524	\$ 25,811,865	\$ 21,116,570	\$ 24,570,482	\$ 22,054,540	\$ 24,666,454
Interest	100,401,230	75,903,553	98,022,053	72,192,861	90,659,367	61,284,719	89,241,369	58,271,187	88,753,861	52,729,964
Benefit Changes	13,800,653	14,228,448	85,014,450	109,521,751	171,448	1,735,881	-	1,336,024	-	41,705,800
Differences between expected and actual experience	4,397,310	19,713,135	8,140,057	2,764,771	(7,098,694)	(2,128,682)	(10,036,118)	(5,715,055)	(11,977,530)	(8,785,684)
Changes of assumptions	-	-	(3,322,786)	(2,802,862)	-	-	-	-	(13,447,289)	2,211,096
Benefit payments	(94,610,701)	(50,876,784)	(90,288,460)	(47,219,443)	(81,613,622)	(37,459,325)	(78,841,750)	(34,606,423)	(77,058,642)	(32,032,192)
<b>Net change in Total Pension Liability</b>	47,856,651	89,074,020	120,894,170	164,157,848	23,561,023	49,244,458	21,480,071	43,856,215	8,324,940	80,495,438
<b>Total pension liability - beginning</b>	1,469,674,556	1,094,722,027	1,348,780,386	930,564,179	1,325,219,363	881,319,721	1,303,739,292	837,463,506	1,295,414,352	756,968,068
<b>Total pension liability - ending</b>	\$ 1,517,531,207	\$ 1,183,796,047	\$ 1,469,674,556	\$ 1,094,722,027	\$ 1,348,780,386	\$ 930,564,179	\$ 1,325,219,363	\$ 881,319,721	\$ 1,303,739,292	\$ 837,463,506
<b>Plan Fiduciary Net Position</b>										
Employer contributions	\$ 42,300,472	\$ 35,170,404	\$ 40,669,450	\$ 35,184,005	\$ 33,919,316	\$ 28,389,386	\$ 32,485,480	\$ 27,918,657	\$ 32,776,043	\$ 23,700,625
New employer contributions			21,737,642	28,069,504	-	1,780,957		1,232,204	-	12,757,430
Employee contributions	7,958,736	15,813,110	8,018,021	15,406,638	6,690,578	13,499,588	6,638,918	12,856,342	6,914,175	11,818,199
Net investment income	128,472,836	93,263,766	101,127,141	70,845,300	(34,583,622)	(22,491,122)	275,237,166	174,540,728	37,864,100	22,883,816
Benefit payments	(94,610,701)	(50,876,784)	(90,288,460)	(47,219,443)	(81,613,622)	(37,459,325)	(78,841,750)	(34,606,423)	(77,058,642)	(32,032,192)
Transfers of member contributions			-	-	-	-	-	-	-	-
Administrative expenses	(1,349,254)	(994,809)	(1,089,975)	(764,534)	(1,140,259)	(755,552)	(1,047,735)	(666,005)	(1,043,244)	(633,007)
Transfers to affiliated systems	87,581	94,653	(5,537)	(104,320)	(1,248,235)	33,160	8,129	(179,149)	911,905	(37,714)
Other	18,458	30,049	834	34,531	691	25,932	7,523	998	3,490	268
<b>Net change in fiduciary net position</b>	\$ 82,878,128	\$ 92,500,389	\$ 80,169,116	\$ 101,451,681	\$ (77,975,153)	\$ (16,976,976)	\$ 234,487,731	\$ 181,097,352	\$ 367,827	\$ 38,457,425
<b>Plan Fiduciary net position - beginning</b>	\$ 1,273,829,347	\$ 892,389,925	\$ 1,193,660,231	\$ 790,938,244	\$ 1,271,635,384	\$ 807,915,220	\$ 1,037,147,653	\$ 626,817,868	\$ 1,036,779,826	\$ 588,360,443
<b>Plan Fiduciary net position - ending</b>	\$ 1,356,707,475	\$ 984,890,314	\$ 1,273,829,347	\$ 892,389,925	\$ 1,193,660,231	\$ 790,938,244	\$ 1,271,635,384	\$ 807,915,220	\$ 1,037,147,653	\$ 626,817,868
<b>Net Pension Liability (Asset)</b>	\$ 160,823,732	\$ 198,905,732	\$ 195,845,209	\$ 202,332,102	\$ 155,120,155	\$ 139,625,935	\$ 53,583,979	\$ 73,404,501	\$ 266,591,639	\$ 210,645,638
<b>Plan Fiduciary Net Position as a percentage of the total pension liability</b>	89.4%	83.2%	86.7%	81.5%	88.5%	85.0%	96.0%	91.7%	79.6%	74.8%
<b>Covered payroll</b>	\$ 309,433,528	\$ 156,174,680	\$ 294,575,089	\$ 152,482,738	\$ 271,285,620	\$ 135,583,797	\$ 258,452,389	\$ 128,359,989	\$ 261,462,549	\$ 118,932,888
<b>Net pension liability (asset) as a percentage of covered payroll</b>	52.0%	127.4%	66.5%	132.7%	57.2%	103.0%	20.7%	57.2%	102.0%	177.1%

See notes to required supplementary information.

\*In years when new employers joined the MERS Plan (2023, 2020, and 2015), the benefit liability for the new plans was reported in the above "Benefit Changes" line. Those increases mostly represent the liability addition for new employers to the MERS Plan in those years and are not indicative of significant changes to employee benefits for pre-existing MERS plans.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Changes in the Participating Employers' Net Pension Liability (Asset)**  
**Municipal Employees' Retirement System Plan**

	2019		2018		2017		2016		2015	
	General employees	Police & Fire	General employees	Police & Fire	General employees	Police & Fire	General employees	Police & Fire	General employees	Police & Fire
<b>Total Pension Liability</b>										
Service Cost	\$ 22,389,001	\$ 22,704,444	\$ 22,575,669	\$ 21,676,077	\$ 21,557,479	\$ 18,945,916	\$ 20,993,576	\$ 17,716,756	\$ 20,454,038	\$ 15,802,260
Interest	86,978,973	50,426,631	84,784,807	47,530,413	83,854,464	44,876,752	82,527,045	42,922,588	79,553,219	39,209,010
Benefit Changes	-	-	-	-	-	-	-	-	18,678,454	20,243,581
Differences between expected and actual experience	(8,058,640)	(10,798,702)	(2,694,614)	(557,654)	(1,116,817)	6,573,580	(14,594,497)	(9,510,635)	(10,829,976)	(2,598,079)
Changes of assumptions	-	-	-	-	60,394,231	35,347,395	-	-	-	-
Benefit payments	(74,514,466)	(28,785,059)	(71,940,154)	(26,791,879)	(72,152,762)	(26,127,177)	(70,865,501)	(25,248,345)	(66,083,440)	(22,950,990)
<b>Net change in Total Pension Liability</b>	26,794,868	33,547,314	32,725,708	41,856,957	92,536,595	79,616,466	18,060,623	25,880,364	41,772,295	49,705,782
<b>Total pension liability - beginning</b>	1,268,619,484	723,420,754	1,235,893,776	681,563,797	1,143,357,181	601,947,331	1,125,296,558	576,066,967	1,083,524,263	526,361,185
<b>Total pension liability - ending</b>	\$ 1,295,414,352	\$ 756,968,068	\$ 1,268,619,484	\$ 723,420,754	\$ 1,235,893,776	\$ 681,563,797	\$ 1,143,357,181	\$ 601,947,331	\$ 1,125,296,558	\$ 576,066,967
<b>Plan Fiduciary Net Position</b>										
Employer contributions	\$ 31,732,424	\$ 19,121,064	\$ 30,183,815	\$ 16,819,840	\$ 31,686,825	\$ 16,855,985	\$ 30,300,536	\$ 16,296,479	\$ 28,763,340	\$ 15,588,547
New employer contributions	-	-	-	-	-	-	-	-	-	-
Employee contributions	7,076,833	10,965,645	7,208,167	10,500,868	7,332,568	10,079,595	7,244,745	9,561,530	4,368,524	7,223,947
Net investment income	64,456,994	36,572,420	75,536,071	41,229,835	103,015,529	54,186,494	24,225	(156,872)	21,923,799	10,703,150
Benefit payments	(74,514,466)	(28,785,059)	(71,940,154)	(26,791,879)	(72,152,762)	(26,127,177)	(70,865,501)	(25,248,345)	(66,083,440)	(22,950,990)
Transfers of member contributions	-	-	-	-	-	-	-	-	-	-
Administrative expenses	(1,007,916)	(571,683)	(1,005,573)	(561,290)	(973,249)	(511,933)	(1,178,758)	(427,823)	(878,056)	(425,478)
Transfers to affiliated systems	(427,720)	62,958	(559,793)	(472,477)	(272,164)	(798,852)	312,940	(312,936)	(48,286)	10,774
Other	1,471	565	(7,392)	23,666	26,504	69,347	34,888	66,307	262,213	21,917
<b>Net change in fiduciary net position</b>	\$ 27,317,620	\$ 37,365,910	\$ 39,415,141	\$ 40,748,563	\$ 68,663,251	\$ 53,753,459	\$ (34,126,925)	\$ (221,660)	\$ (11,691,906)	\$ 10,171,867
<b>Plan Fiduciary net position - beginning</b>	\$ 1,009,462,206	\$ 550,994,533	\$ 970,047,065	\$ 510,245,970	\$ 901,383,814	\$ 456,492,511	\$ 935,510,739	\$ 456,714,171	\$ 947,202,645	\$ 446,542,304
<b>Plan Fiduciary net position - ending</b>	\$ 1,036,779,826	\$ 588,360,443	\$ 1,009,462,206	\$ 550,994,533	\$ 970,047,065	\$ 510,245,970	\$ 901,383,814	\$ 456,492,511	\$ 935,510,739	\$ 456,714,171
<b>Net Pension Liability (Asset)</b>	\$ 258,634,526	\$ 168,607,625	\$ 259,157,278	\$ 172,426,221	\$ 265,846,711	\$ 171,317,827	\$ 241,973,367	\$ 145,454,820	\$ 189,785,819	\$ 119,352,796
<b>Plan Fiduciary Net Position as a percentage of the total pension liability</b>	80.0%	77.7%	79.6%	76.2%	78.5%	74.9%	78.8%	75.8%	83.1%	79.3%
<b>Covered payroll</b>	\$ 255,923,274	\$ 111,169,948	\$ 249,731,376	\$ 105,827,416	\$ 244,466,993	\$ 102,020,230	\$ 233,474,157	\$ 96,737,235	\$ 228,189,238	\$ 91,293,039
<b>Net pension liability (asset) as a percentage of covered payroll</b>	101.1%	151.7%	103.8%	162.9%	108.7%	167.9%	103.6%	150.4%	83.2%	130.7%

See notes to required supplementary information.

\*In years when new employers joined the MERS Plan (2023, 2020, and 2015), the benefit liability for the new plans was reported in the above "Benefit Changes" line. Those increases mostly represent the liability addition for new employers to the MERS Plan in those years and are not indicative of significant changes to employee benefits for pre-existing MERS plans.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND  
REQUIRED SUPPLEMENTARY INFORMATION**

***Schedules of Investment Returns***

***Annual Money-Weighted Rate of Return, Net of Investment Expense***

	<u>ERS</u>	<u>TSB</u>	<u>MERS</u>	<u>SPRBT</u>	<u>JRBT</u>	<u>RIJRFT</u>	<u>SPRFT</u>
Fiscal Year Ended June 30, 2024	10.14%	10.91%	10.41%	10.19%	10.18%	6.78%	10.53%
Fiscal Year Ended June 30, 2023	9.62%	8.50%	8.42%	8.77%	8.81%	-7.10%	7.56%
Fiscal Year Ended June 30, 2022	-2.72%	-2.66%	-0.19%	-2.93%	-2.95%	8.96%	-0.86%
Fiscal Year Ended June 30, 2021	27.67%	27.21%	27.56%	27.08%	27.15%	15.33%	29.73%
Fiscal Year Ended June 30, 2020	3.82%	3.64%	4.67%	3.85%	3.84%	2.29%	3.89%
Fiscal Year Ended June 30, 2019	6.54%	6.54%	6.56%	6.62%	6.60%	4.72%	8.91%
Fiscal Year Ended June 30, 2018	7.85%	7.85%	7.87%	7.83%	7.76%	6.45%	6.91%
Fiscal Year Ended June 30, 2017	12.34%	11.66%	12.17%	11.87%	11.87%	11.46%	9.79%
Fiscal Year Ended June 30, 2016	-0.78%	-0.15%	-0.57%	-0.07%	-0.03%	-1.72%	-
Fiscal Year Ended June 30, 2015	2.06%	2.25%	2.22%	2.28%	2.27%	2.28%	-

*See notes to required supplementary information.*

*The SPRFT trust plan was created in fiscal 2017.*



**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Employer and Other Nonemployer Entity Contributions**  
**Employees' Retirement System Plan**

Plan		Actuarially Determined Contribution	Contributions in Relation to Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a % of Covered Payroll
<b>State employees</b>						
2024	***	\$ 263,354,310	\$ 263,354,310	-	\$ 886,514,876	29.71%
2023		227,534,915	227,534,915	-	805,088,921	28.26%
2022	**	245,160,250	245,160,250	-	763,233,105	32.12%
2021		204,285,120	204,285,120	-	739,998,727	27.61%
2020		199,918,013	199,918,013	-	755,310,749	26.47%
2019		189,415,698	189,415,698	-	718,732,131	26.35%
2018		174,374,155	174,374,155	-	691,006,031	25.23%
2017		176,093,310	176,093,310	-	683,530,388	25.76%
2016		159,534,421	159,534,421	-	671,420,995	23.76%
2015		151,077,142	151,077,142	-	653,573,357	23.12%
<b>Teachers</b>						
2024		\$ 314,729,295	\$ 314,729,295	*	\$ 1,197,676,705	26.28%
2023		305,778,616	305,778,616	*	1,158,882,737	26.39%
2022		323,543,655	323,543,655	*	1,118,606,392	28.92%
2021		276,568,795	276,568,795	*	1,091,442,659	25.34%
2020		266,845,321	266,845,321	*	1,080,912,926	24.69%
2019		249,634,988	249,634,988	*	1,060,472,523	23.54%
2018		239,092,095	239,092,095	*	1,031,394,874	23.18%
2017		233,828,517	233,828,517	*	1,010,449,004	23.14%
2016		225,569,556	225,569,556	*	980,562,840	23.00%
2015		217,902,736	217,902,736	*	966,985,115	22.53%

See notes to required supplementary information.

\* includes contributions by the State of Rhode Island as the nonemployer contributing entity.

\*\*Includes voluntary contributions from the State that fully paid off the amortization bases created as a result of the 1990/91 and 1991/92 deferrals.

\*\*\*Includes supplemental contributions from the State for a portion of General Revenue received in excess of estimates.

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
*Schedules of Employer and Other Nonemployer Entity Contributions*  
**Teachers' Survivors Benefits Plan**

Plan	Actuarially Determined Contribution	Contributions in Relation to Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a % of Covered Payroll
2024	\$ -	\$ 753,265	\$ (753,265)	\$ 644,812,869	0.12%
2023	-	766,072	(766,072)	627,927,062	0.12%
2022	-	755,501	(755,501)	607,440,443	0.12%
2021	-	736,193	(736,193)	603,150,124	0.12%
2020	-	745,760	(745,760)	590,286,509	0.13%
2019	-	745,856	(745,856)	576,424,716	0.13%
2018	-	744,035	(744,035)	557,928,457	0.13%
2017	-	589,883	(589,883)	538,657,952	0.11%
2016	-	642,276	(642,276)	581,414,779	0.11%
2015	-	603,388	(603,388)	561,753,409	0.11%

*See notes to required supplementary information.*

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
*Schedules of Employer and Other Nonemployer Entity Contributions*  
**State Police Retirement Benefits Trust Plan**

Plan	Actuarially Determined Contribution	Contributions in Relation to Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a % of Covered Payroll
2024	\$ 6,437,409	\$ 6,437,409	-	\$ 31,138,516	20.67%
2023	6,209,247	6,209,247	-	29,687,165	20.92%
2022	5,210,604	5,210,604	-	26,554,797	19.62%
2021	5,240,772	5,240,772	-	26,438,215	19.82%
2020	4,877,630	4,877,630	-	26,418,793	18.46%
2019	3,566,922	3,566,922	-	24,216,376	14.73%
2018	2,797,003	2,797,003	-	22,589,818	12.38%
2017	2,980,219	2,980,219	-	22,727,638	13.11%
2016	4,004,656	4,004,656	-	20,984,917	19.08%
2015	3,432,359	3,432,359	-	19,700,678	17.42%

*See notes to required supplementary information.*

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Employer and Other Nonemployer Entity Contributions**  
**Judicial Retirement Benefits Trust Plan**

Plan	Actuarially Determined Contribution	Contributions in Relation to Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a % of Covered Payroll
2024	\$ 2,983,250	\$ 2,983,250	-	\$ 13,486,671	22.12%
2023	2,842,875	2,842,875	-	11,996,004	23.70%
2022	2,611,261	2,611,261	-	11,453,668	22.80%
2021	2,245,823	2,245,823	-	10,386,572	21.62%
2020	2,189,255	2,189,255	-	10,284,151	21.29%
2019	1,922,023	1,922,023	-	9,473,758	20.29%
2018	2,057,529	2,057,529	-	9,653,254	21.31%
2017	2,057,159	2,057,159	-	9,532,174	21.58%
2016	2,410,039	2,410,039	-	8,981,094	26.83%
2015	2,709,397	2,709,397	-	9,570,014	28.31%

*See notes to required supplementary information.*

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
*Schedules of Employer and Other Nonemployer Entity Contributions*  
**Rhode Island Judicial Retirement Fund Trust Plan**

Plan	Actuarially Determined Contribution	Contributions in Relation to Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a % of Covered Payroll
2024	\$ 1,182,496	\$ 601,199	\$ 581,297	\$ 948,767	63.37%
2023	1,232,338	490,383	741,955	925,625	52.98%
2022	1,190,045	405,345	784,700	1,037,893	39.05%
2021	1,242,086	399,138	842,948	1,051,425	37.96%
2020	1,215,152	399,016	816,136	1,046,167	38.14%
2019	1,223,581	399,016	824,565	1,002,164	39.82%
2018	1,322,172	399,012	923,160	1,020,224	39.11%
2017	1,240,501	332,340	908,161	988,161	33.63%
2016	1,200,000	140,141	1,059,859	963,703	14.54%
2015	1,623,061	-	1,623,061	1,320,875	0.00%

*See notes to required supplementary information.*

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
*Schedules of Employer and Other Nonemployer Entity Contributions*  
**Rhode Island State Police Retirement Fund Trust Plan**

Plan	Actuarially Determined Contribution	Contributions in Relation to Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a % of Covered Payroll
2024	\$ 16,387,092	\$ 16,387,092	\$ -	n/a	n/a
2023	16,387,092	16,387,092	-	n/a	n/a
2022	16,387,092	16,387,092	-	n/a	n/a
2021	16,387,092	16,387,092	-	n/a	n/a
2020	16,387,092	16,387,092	-	n/a	n/a
2019	16,387,092	16,387,092	-	n/a	n/a
2018	16,387,092	16,387,092	-	n/a	n/a
2017	16,387,092	16,566,076	(178,984)	n/a	n/a

*See notes to required supplementary information.*

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

*The SPRFT trust plan was created in fiscal 2017.*

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**Schedules of Employer and Other Nonemployer Entity Contributions**  
**Municipal Employees' Retirement System Plan**

Plan	Actuarially Determined Contribution	Contributions in Relation to Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a % of Covered Payroll
<b>General Employees</b>					
2024	\$ 42,300,473	\$ 42,300,473	\$ -	\$ 309,433,528	13.67%
2023	** 40,669,450	40,669,450	-	294,575,089	13.81%
2022	33,919,316	33,919,316	-	271,285,620	12.50%
2021	32,485,480	32,485,480	-	258,452,389	12.57%
2020	32,776,043	32,776,043	-	261,462,549	12.54%
2019	31,732,424	31,732,424	-	255,923,274	12.40%
2018	30,183,815	30,183,815	-	249,731,376	12.09%
2017	31,686,825	31,686,825	-	244,466,993	12.96%
2016	30,300,536	30,300,536	-	233,474,157	12.98%
2015	28,763,340	28,763,340	-	228,189,238	12.61%
<b>Police and Fire</b>					
2024	\$ 35,170,404	\$ 35,170,404	\$ -	\$ 156,174,680	22.52%
2023	*** 35,184,005	35,184,005	-	152,482,738	23.07%
2022	* 28,389,386	28,389,386	-	135,583,797	20.94%
2021	27,918,657	27,918,657	-	128,359,989	21.75%
2020	23,700,625	23,700,625	-	118,932,888	19.93%
2019	19,121,064	19,121,064	-	111,169,948	17.20%
2018	16,819,840	16,819,840	-	105,827,416	15.89%
2017	16,855,985	16,855,985	-	102,020,230	16.52%
2016	16,296,479	16,296,479	-	96,737,235	16.85%
2015	15,588,547	15,588,547	-	91,293,039	17.08%

See notes to required supplementary information.

\*Does not include the initial contribution of \$882,458 from the Limerock Fire District and \$898,499 from the West Warwick Fire Department.

\*\*Does not include the initial contribution of \$21,737,642 from the three new West Warwick Legacy units.

\*\*\*Does not include the initial contribution of \$28,069,504 from the two new West Warwick Legacy Units.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*  
*Notes to Required Supplementary Information - Fiscal Year Ended June 30, 2024*

The schedules are intended to present ten years of data. Additional years of data will be presented as they become available.

**1. Actuarial methods and assumptions used to calculate the net pension liability (asset) of the participating employers**

The actuarial methods and assumptions used to calculate the net pension liability (asset) of the participating employers are described in Note 8 to the financial statements. The following information is presented about factors that significantly affect trends in the amounts reported between years.

***June 30, 2024 measurement date –***

There were no changes in actuarial methods or assumptions reflected in the calculation of the net pension liability (asset) of the plans as of the June 30, 2024 measurement date compared to the June 30, 2023 measurement date except for the changes in assumptions for the RIJFT plan due to use of the municipal bond index rate of 3.97% instead of the plan's assumed investment rate of return of 3.86%.

***June 30, 2023 measurement date –***

As part of the 2023 Actuarial Experience Study for the six-year period ending June 30, 2022 as approved by the System Board on May 17, 2023, certain assumptions were modified and reflected in the determination of net pension liability (asset) at the June 30, 2023 measurement date. The following summarizes the most significant changes in assumptions:

- Decreased individual salary increases and projected payroll growth for most groups. These two items mainly offset each other in calculating contribution requirements, especially as dollar amounts, but create a much lower projected annual growth rate in the dollar amounts of contributions.
- Updated the mortality projection scales to the ultimate rates of the most recently published ones, this had no material impact to the liabilities or contributions.
- Modestly increased turnover rates.
- Slight modifications to the retirement rates.
- Modified slightly the rates of disability.

The RIJFT plan used the municipal bond index rate of 3.86% instead of the plan's assumed investment rate of return of 3.69%.

***June 30, 2022 measurement date –***

There were no changes in actuarial methods or assumptions reflected in the calculation of the net pension liability (asset) of the plans as of the June 30, 2022 measurement date compared to the June 30, 2021 measurement date except for the changes in assumptions for the RIJFT plan due to use of the municipal bond index rate of 3.69% instead of the plan's assumed investment rate of return of 1.92%.

***June 30, 2021 measurement date –***

There were no changes in actuarial methods or assumptions reflected in the calculation of the net pension liability (asset) of the plans as of the June 30, 2021 measurement date compared to the June 30, 2020 measurement date except for the changes in assumptions for the RIJFT plan due to use of the municipal bond index rate of 1.92% instead of the plan's assumed investment rate of return of 2.45%.



**1. Actuarial methods and assumptions used to calculate the net pension liability (asset) of the participating employers (continued)**

***June 30, 2020 measurement date –***

As part of the 2020 Actuarial Experience Study for the six-year period ending June 30, 2019 as approved by the System Board on May 22, 2020, certain assumptions were modified and reflected in the determination of net pension liability (asset) at the June 30, 2020 measurement date. The following summarizes the more significant changes in assumptions:

- Separated Correctional Officers from State Employees for all assumptions.
- Updated the underlying mortality tables from the RP-2014 set of tables to the public sector-based PUB (10) tables.
- Increased slightly the probabilities of turnover.
- Decreased slightly the probabilities of retirement.
- Modified slightly the probabilities of disability, including adding material incidence of disability for members in the age ranges that historically have been eligible to retire but under prospective provisions are not.
- Lowered wage assumptions for Judges from 3.00% to 2.75%.

The RIJRFT plan used the municipal bond index rate of 2.45% instead of the plan's assumed investment rate of return of 3.13%.

***June 30, 2019 measurement date –***

There were no changes in actuarial methods or assumptions reflected in the calculation of the net pension liability (asset) of the plans as of the June 30, 2019 measurement date compared to the June 30, 2018 measurement date except for the changes in assumptions for the RIJRFT plan due to use of the municipal bond index rate of 3.13% instead of the plan's assumed investment rate of return of 3.62%.

***June 30, 2018 measurement date –***

There were no changes in actuarial methods or assumptions reflected in the calculation of the net pension liability (asset) of the plans as of the June 30, 2018 measurement date compared to the June 30, 2017 measurement date except for the changes in assumptions for the RIJRFT plan due to use of the municipal bond index rate of 3.62% instead of the plan's assumed investment rate of return of 3.56%.

***June 30, 2017 measurement date –***

As part of the 2017 Actuarial Experience Investigation Study for the six-year period ending June 30, 2016 as approved by the System Board on May 15, 2017, certain assumptions were modified and reflected in the determination of the net pension liability (asset) at the June 30, 2017 measurement date. The following summarizes the more significant changes in assumptions:

- Decreased the general inflation assumption from 2.75% to 2.50%;
- Decreased the nominal investment return assumption from 7.50% to 7.00%;
- Decreased the general wage growth assumption from 3.25% to 3.00%;
- Decreased salary increase assumptions; and
- Updated the post-retirement mortality tables to variants of the RP-2014 table. For the improvement scale, update to the ultimate rates of the MP-2016 projection scale.

**1. Actuarial methods and assumptions used to calculate the net pension liability (asset) of the participating employers (continued)**

Additionally, the municipal bond index rate, based on fixed-income municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity Index's "20-Year Municipal GO AA Index" (3.56% at June 30, 2017) was applied to all periods of projected benefit payments to determine the total pension liability instead of the plan's assumed investment rate of return of 2.85%.

***June 30, 2016 measurement date –***

There were no changes in actuarial methods or assumptions reflected in the calculation of the net pension liability (asset) of the plans as of the June 30, 2016 measurement date compared to the June 30, 2015 measurement date except for the changes in assumptions for the RIJRFT plan due to use of the municipal bond index rate of 2.85% instead of the plan's assumed investment rate of return of 3.8%.

***June 30, 2015 measurement date –***

There were no changes in actuarial methods or assumptions reflected in the calculation of the net pension liability (asset) of the plans as of the June 30, 2015 measurement date compared to the June 30, 2014 measurement date except for the changes in assumptions for the RIJRFT plan due to use of the municipal bond index rate of 3.8% instead of the plan's assumed investment rate of return of 4.0%.

Benefit changes are reflected in the calculation of the net pension liability at the June 30, 2015 measurement date. The following is a summary of those benefit changes that resulted from the settlement of the pension litigation and the subsequent enactment of those settlement provisions by the General Assembly.

- Employees with more than 20 years of service at July 1, 2012 will increase their employee contribution rates to 11% for state employees and municipal general employees will contribute 8.25% (9.25% for units with a COLA provision) and participate solely in the defined benefit plan going forward – service credit accruals will increase from 1% to 2% per year.
- Members are eligible to retire upon the attainment of: age 65 with 30 years of service, 64 with 31 years of service, 63 with 32 years of service, or 62 with 33 years of service. Members may retire earlier if their RIRSA date is earlier or are eligible under a transition rule.
- MERS public safety employees may retire at age 50 with 25 years of service, or any age with 27 years of service. MERS public safety employees will contribute 9.00% (10.00% for units with a COLA provision).
- Employees with more than 10 but less than 20 years of service at July 1, 2012 will receive an increased employer contribution to the defined contribution plan. Also, members who earn less than \$35,000 per year will not be required to pay the administrative fees to the defined contribution plan.
- Members who retired from a COLA eligible plan before July 1, 2012 will receive a one-time cost of living adjustment of 2% of the first \$25,000 paid as soon as administratively possible.
- Retirees as of June 30, 2015 will receive two \$500 stipends; the interim cost of living increases will occur at 4 year rather than 5-year intervals.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*  
*Notes to Required Supplementary Information - Fiscal Year Ended June 30, 2024*

**1. Actuarial methods and assumptions used to calculate the net pension liability (asset) of the participating employers (continued)**

- The COLA formula was adjusted to: 50% of the COLA is calculated by taking the previous 5-year average investment return, less 5.5% (5yr Return - 5.5%, with a max of 4%) and 50% calculated using previous year's CPI-U (max of 3%) for a total max COLA of 3.5%. This COLA is calculated on the first \$25,855, effective 01/01/16, and indexed as of that date as well. (The indexing formula is run annually regardless of funding level each year.)
- Minor adjustments were made to the actuarial reduction for employees choosing to retire early.

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*  
*Notes to Required Supplementary Information - Fiscal Year Ended June 30, 2024*

**2. Actuarially determined contributions**

Actuarially determined contributions are calculated as of June 30, three years prior to the fiscal year in which the contributions are reported. For example, the contribution rates for fiscal 2024 for the plans were based on valuations performed as of June 30, 2021.

Contributions for teachers within the ERS plan include \$126,824,742, \$122,455,197, \$116,290,553, \$112,622,731, and \$108,635,976 of non-employer entity contributions made by the State of Rhode Island for fiscal years 2024, 2023, 2022, 2021, and 2020, respectively.

Contributions for the TSB plan are required by statute as outlined in the General Laws of Rhode Island. Due to the funded status of the plan, there was no actuarially determined contribution required to the plan in years 2014 through 2024.

Summary of Actuarial Methods and Assumptions Used to determine Fiscal 2024 contribution rates							
	ERS		MERS	SPRBT	JRBT	RIJRFT	SPRFT
	State Employees	Teachers					
Valuation Date	June 30, 2021 for all plans, except RIJRFT is as of June 30, 2023.						
Actuarial Cost Method	Entry Age Normal - the Individual Entry Age Actuarial Cost methodology is used.						
Amortization Method	Level Percentage of Payroll – Closed					Level Dollar	Level Dollar
Equivalent Single Remaining Amortization Period	15 years	17 years	16 years	16 years	20 years	20 years	16 years
Amortization period for new gain/loss base	20 years						
Asset Valuation Method	5 Year Smoothed Market					Market value	5 Year Smoothed Market
<b>Actuarial Assumptions:</b>							
Investment Rate of Return	7.0%	7.0%	7.0%	7.0%	7.0%	3.86%	7.0%
Projected Salary Increases	3.25% to 6.25%	3.0% to 13.0%	<u>General Employees</u> 3.25% to 7.25% <u>Police &amp; Fire Employees</u> 4.0% to 14.0%	3.75% to 11.75%	2.75%	2.75%	N/A
Mortality	<ul style="list-style-type: none"> <li>Male state employees, PUB-10 Median Table for Healthy General Employee Males, loaded by 115%, projected with Scale Ultimate MP16.</li> <li>Female state employees, PUB-10 Median Table for Healthy General Employee Females, loaded by 111%, projected with Scale Ultimate MP16.</li> </ul>						
		Male and female teacher: PUB-10 Median Table for Healthy Teacher Males and Females, loaded by 108% and 115%, projected with Scale Ultimate MP 16.					
Inflation	2.5%						

*EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND*  
*Notes to Required Supplementary Information - Fiscal Year Ended June 30, 2024*

**2. Actuarially determined contributions (continued)**

The required contribution for the State Police Retirement Fund Trust (SPRFT), a plan newly created in fiscal 2017 covering a closed group of retired individuals, was calculated based on a level-dollar amortization over 18 years from June 30, 2016.

**Cost of Living Adjustments**

All future COLAs were assumed to be 2.1% per annum for all MERS units with the COLA provision whose funding levels exceed 80%. For the TSB plan, a 2.5% COLA was assumed. For State Police and Judges, it was assumed that the COLA was suspended through 2027 and it would be 2.1% thereafter. For all other plans, it was assumed that twenty-five percent of the COLA increase will be granted 2024 through 2026, with full COLAs continuing in 2027.

**Supplemental contributions**

Certain supplemental contributions required by the General Laws were made to the ERS plan as more fully explained in Note 7 (d) to the financial statements. The following table reconciles the ERS plan employer contributions in the Schedule of Changes in the Participating Employers' Net Pension Liability and amounts included in the financial statements for the ERS plan.

	State Employees	Teachers	Total ERS Plan
Employer Contributions included in the Schedules of Changes in the Participating Employers' Net Pension Liability	\$ 263,354,309	\$ 314,729,295	\$ 578,083,605
Per ERSRI FY2024 financial statements	Employer Contributions		\$ 444,653,435
	State Contributions for Teachers		126,824,742
	Supplemental Employer Contributions		6,605,428
			\$ 578,083,605

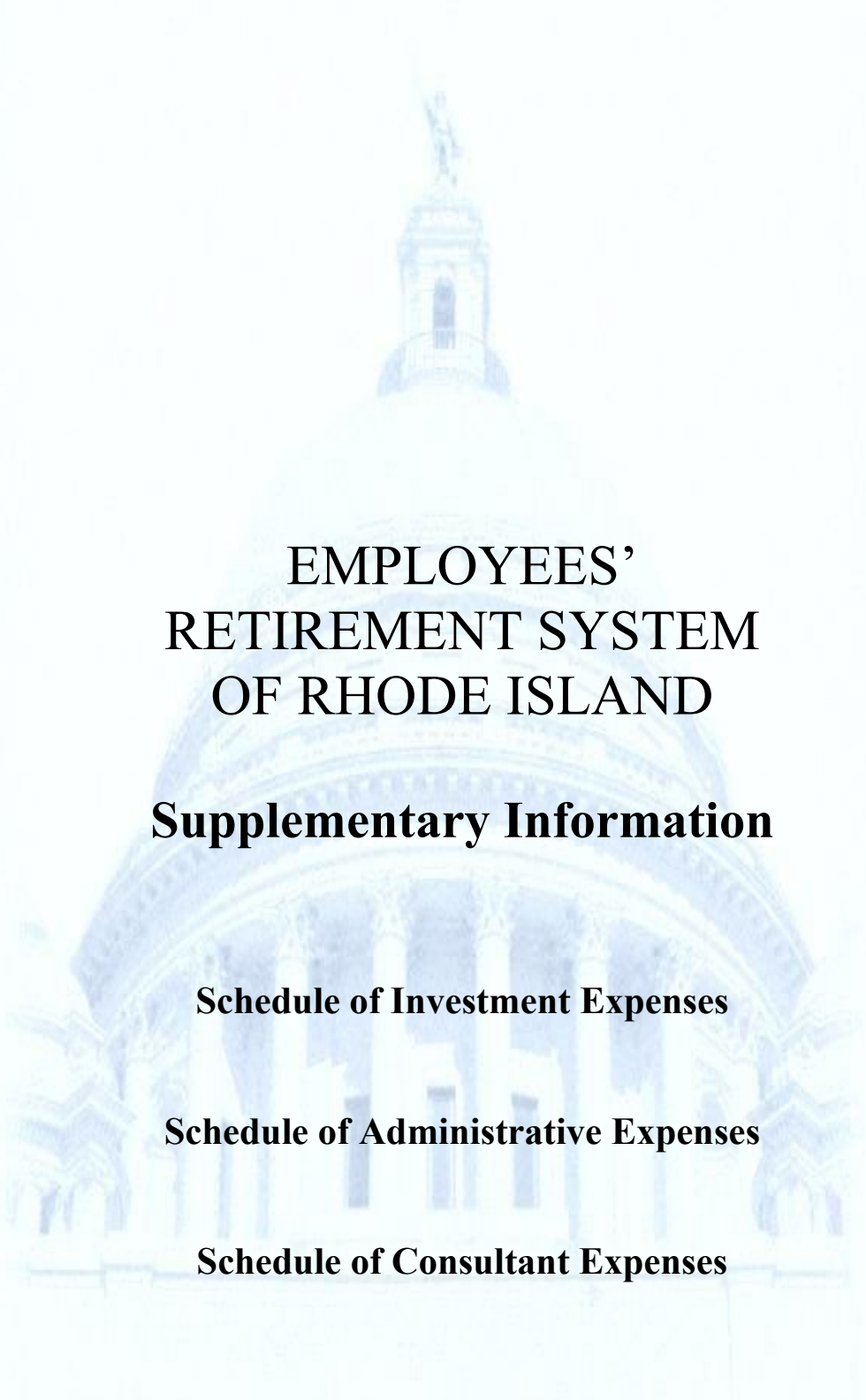
**3. Covered payroll**

Covered payroll, as included in required supplementary information schedules, includes projected annualized payroll amounts for employees beginning employment during the fiscal year. Consequently, the covered payroll amounts included in the required supplementary information schedules may differ from the actual fiscal year payroll base to which the actuarially determined contribution rate was applied. Additionally, the contribution amount as a percentage of covered payroll may differ from the Board approved contribution rate expressed as a percentage of payroll.

**4. Schedules of Investment Returns**

The annual money-weighted returns on investments within each of the plans, net of investment expense, are shown in the required supplementary information schedule. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

The schedules are intended to present ten years of data.



**EMPLOYEES'  
RETIREMENT SYSTEM  
OF RHODE ISLAND**

**Supplementary Information**

**Schedule of Investment Expenses**

**Schedule of Administrative Expenses**

**Schedule of Consultant Expenses**

**Employees' Retirement System of Rhode Island**  
**Schedule of Investment Expenses**  
**Fiscal Year Ended June 30, 2024**

**INVESTMENT MANAGEMENT FEES BY STRATEGY AND ASSET CLASS**

**TOTAL GROWTH**

**Global Equity**

State Street Global Advisors - Russell 3000	\$ 191,661	
State Street Global Advisors - QVM Tilt	889,448	
State Street Global Advisors – MSCI World ex US – Commingled Fund	119,620	
State Street Global Advisors - MSCI Emerging Markets - Commingled Fund	278,589	

**Private Growth**

Private Equity	61,577,630	
Non-Core Real Estate	1,617,177	
Opportunistic Private Credit	5,190,631	\$ 69,864,756

**INCOME**

Advent US Balanced	443,871	
PIMCO - Liquid Credit	313,738	
Loomis Sayles – Liquid Credit	315,585	
Wellington Management - EMD	215,792	
Neuberger Berman – Equity Options	652,905	
Neuberger Berman – CLO Equity Mezzanine	100,128	
Sycamore Tree CLO Fund	5,373,183	
Private Credit	13,729,691	21,144,893

**STABILITY**

**Crisis Protection**

WAMCO – Treasury Long Duration	242,477	
Systematic Trend Following (CPC LLC)	3,668,765	

**Inflation Protection**

Core Real Estate	3,185,594	
Private Infrastructure	9,472,759	

**Volatility Protection**

Loomis Sayles – Securitized Credit	646,562	
Fidelity Corporate	517,420	
Absolute Return Hedge Funds	41,673,924	
Payden & Rygel	179,377	59,586,878

**OTHER**

Russell Overlay		450,410
Other Expenses		2,500

***Subtotal - Investment Management Fees by Strategy and Asset Class*** **151,049,437**

**PROFESSIONAL FEES**

Legal	105,159	
BNY Mellon - Custodial	633,255	
Cliffwater	471,667	
NEPC	395,000	
WTax	61,500	
Meketa	139,398	

***Subtotal - Professional Fees*** **1,805,979**

***Subtotal - Investment Management & Professional Fees*** **\$ 152,855,416**

**OPERATING EXPENSES**

Investment Administration - Office of the General Treasurer	\$ 1,790,789	
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***Subtotal - Operating Expenses*** **1,790,789**

**TOTAL INVESTMENT EXPENSES** **\$ 154,646,205**

**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**

*Schedule of Administrative Expenses*

*Fiscal Year Ended June 30, 2024*

**DEFINED BENEFIT PLANS**

**Personnel Expenses**

Salaries and wages	\$ 3,688,575
Benefits	2,213,264
Total personnel expenses	<u>5,901,839</u>

**Purchased Services - Consultant Expenses**

Disability determination	366,456
Legal	302,218
Actuary	700,234
Information technology services	3,220,373
Stenographic services	6,157
Other professional services	24,650
Total purchased services	<u>4,620,088</u>

**Operating Expenses**

Communications	206,953
Office and supplies	264,176
Printing and advertising	211,562
Travel	20,023
Occupancy	205,021
Insurance	108,747
Other	37,582
Total operating expenses	<u>1,054,064</u>

**Subtotal administrative expenses - defined benefit plans** \$ 11,575,991

**DEFINED CONTRIBUTION PLANS**

Plan Administrative Expenses - TIAA-CREF \$ 1,282,840

**TOTAL ADMINISTRATIVE EXPENSES -- ALL PLANS** \$ 12,858,831



**EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND**

*Schedule of Consultant Expenses*

*Fiscal Year Ended June 30, 2024*

**Disability Determination Services**

Medical exam fees - various physicians \$ 366,456

**Legal**

Adler Pollock & Sheehan P.C.	\$ 4,830	
Jeffrey W Kasle Esq	10,175	
Savage Law Partners LLP	283,384	
Hearing officers - various	3,829	302,218

**Actuary**

Gabriel Roeder Smith & Co. 700,234

**Information Technology**

EWAY Corporation	108,355	
Guidesoft Inc.	189,386	
Lifeworks LTD.*	2,901,830	
Retrofit Technologies Inc.	8,594	
Stonewall Solutions, Inc.	12,208	3,220,373

**Stenographic Services**

Esquire Deposition Solutions LLC 6,157

**Other Professional Services**

ACOM Solutions Inc.	2,055	
Park Place Technologies	4,613	
Pension Benefit Information	16,495	
Robinson Time Service & Sales Co.	379	
SHI International Corp	1,020	
Other	88	24,650

**Total purchased services - consultant expenses**

**\$ 4,620,088**

\* Amount for this vendor reflected as expense during fiscal year - see note 3 to the financial statements.

# Investment Section

Overview of Investment Activities

Investment Summary and Results

Table of Annualized Net Investment Returns

Table of Actual Asset Allocation versus Target Asset Allocation

Summary of Investments

Ten Largest Holdings

Schedule of Investment Management and Service Fees

Schedule of Investment Expenses

Schedule of Fees and Commissions

Schedule of Commissions



**KEVIN LEONARD**  
PARTNER

**MATT MALERI**  
PRINCIPAL

November 2024

Dear ERSRI Fiduciaries:

NEPC, LLC (“NEPC”) is pleased to introduce this overview of the Employees’ Retirement System of Rhode Island (“ERSRI”) investment program for the fiscal year ended June 30, 2024.

The overall objective of ERSRI is to meet all future pension obligations both in the near and long-term. These obligations include service, disability, death and vested retirement benefits, and other post-employment benefits to members and their beneficiaries.

To ensure a solid foundation for the future of the System, ERSRI implements an investment program designed to achieve an appropriate rate of return over the long term, while prudently managing the risk of the portfolio. Furthermore, the Rhode Island State Investment Committee (“SIC”) established an Investment Policy Statement which details their investment objectives and policies in investing the funds of the System as mandated by RI General Law §35-10-6(b): “The commission shall adopt a statement of investment objectives and policies consistent with the Prudent Person Standard.” In addition, the Investment Policy Statement includes asset allocation targets and acceptable ranges as well as asset class benchmarks for performance measurement. The System leverages the services of actuaries and consultants to provide guidance regarding actuarial matters, asset allocation, and invest policy development. The SIC manages the investment program pursuant to the investment policy, develops asset class guidelines, monitors and evaluates performance, and makes determinations regarding the retention of managers. Professional investment managers are selected by the SIC to manage portfolios in accordance with investment management agreements. The following pages report on the performance and attributes of the investment program for fiscal year 2024.

Fiscal Year (‘FY’) 2024 was one characterized by continued strong returns in risky assets like stocks while interest sensitive fixed income assets had mixed results. The U.S. economy delivered moderate growth during the fiscal year as inflation declined and the labor market remained healthy. The fiscal year ended with inflation levels rising 3.0% on a year-over-year basis, similar to the prior year’s 3% rise and significantly below the 9% increase in 2022. Despite the improvement, inflation levels remain above the Federal Reserve’s target inflation rate of 2.0%. With inflation levels moderating and the labor market continuing to show signs of strength, the Federal Reserve hiked the Fed Funds rate just once during the fiscal year. The Fed Funds rate was 5.25% - 5.50% at the end of FY 2024. Similar “pauses” took place by central banks globally during the FY. With a healthy U.S. economy and decelerating inflation, U.S. stocks posted strong returns of 24.6% as measured by the S&P 500 Index. International stocks also had a strong year with a return of 11.5% as measured by the MSCI EAFE Index. Emerging markets stocks had similar performance as



international-developed markets posting a return of 12.5% as measured by the MSCI Emerging Markets Index.

For the fiscal year ended June 30, 2024, the ERSRI Fund (“The Fund”) returned 10.47% on a net-of-fees basis, outperforming its assumed rate of return of 7.0% and its strategic benchmark allocation benchmark of 9.65%. The Fund’s 10.47% return ranked in the 29<sup>th</sup> percentile (1st being the highest, 100th being the lowest) relative to other investors in the Investment Metrics Public Defined Benefit Net Universe >\$1 billion (“universe”). ERSRI’s longer-term performance remains strong as the Fund has returned +7.31% over the trailing 10-year period.

Throughout fiscal year 2024, the SIC completed several asset allocation and manager initiatives. Notably, a detailed asset/liability study was completed and the SIC affirmed the broad allocations to Growth (55%), Income (12%) and Stability (33%). The 2% target allocation to the emerging market debt asset class was eliminated as part of the asset/liability study with the proceeds being reallocated to the liquid credit asset class. The most beneficial exposure through the fiscal year was the 55% allocation to the Growth bucket as this asset class returned +15.2% during the fiscal year. The Income (+10.3%) and Stability (+2.8%) asset classes also delivered positive returns during the fiscal year.

NEPC provides ERSRI with quarterly economic and investment market updates and performance reviews, investment manager monitoring and selection advice, and related investment services for traditional and select non-traditional asset classes. Investment performance analysis and comparisons produced by NEPC have been calculated using standard performance evaluation methodologies and are consistent with industry standards. Performance results are calculated using a time-weighted return methodology and are reported on a net-of-fees basis.

Sincerely,

A handwritten signature in black ink, appearing to read 'K. Leonard', written in a cursive style.

Kevin Leonard

## **Summary of ERSRI Fiscal Year 2024**

For the fiscal year ended June 30, 2024, the ERSRI Fund (“The Fund”) returned 10.47% on a net-of-fees basis, outperforming its assumed rate of return of 7.0% and its strategic benchmark allocation benchmark of 9.65%. The Fund’s 10.47% return ranked in the 29<sup>th</sup> percentile (1st being the highest, 100th being the lowest) relative to other investors in the Investment Metrics Public Defined Benefit Net Universe > \$1 billion (“universe”). ERSRI’s longer-term performance remains strong as the Fund has returned +7.31% over the trailing 10-year period.

## **Market Overview**

### **U.S. Equity Markets**

U.S. stock markets rallied significantly as domestic stocks returned 24.6%, as measured by the S&P 500 Index, in the 1-Year ending 6/30/24. Large cap technology stocks were once again the primary driver of performance for the year. Strong performance for the tech sector led to outperformance for growth stocks as U.S. large growth stocks, as measured by the Russell 1000 Growth Index, returned 33.5% in the 1-Year period. Small growth stocks did not perform as well, with the Russell 2000 Growth Index returning 9.1% for the 1-Year period. Large cap value stocks lagged their large growth counterparts with the Russell 1000 Value returning 13.1% while small value stocks outperformed small growth stocks as measured by the Russell 2000 Value return of 10.9% for the 1-Year period.

### **Non-U.S. Equity Markets**

International stocks also performed well for the 1-year period ending 6/30/24, but underperformed U.S. stocks. The MSCI EAFE Index returned 11.5% for the 1-Year period and the MSCI EM Index returned 12.5% this past fiscal year. Currency exposure was a headwind for U.S.-based investors with unhedged exposure as the MSCI EAFE (Hedged) Index returned 15.1% for the fiscal year. International developed small cap stocks also trailed U.S. small cap stocks during the fiscal year with the MSCI EAFE Small Cap Index returning 7.8%. Emerging market small cap stocks performed well with the MSCI EM Small Cap Index returning 20.0%. Within the emerging markets, China continued to struggle as the MSCI China Index declined -1.6% over the 1-Year period.

### **Fixed Income Markets**

U.S. Treasury yields increased during the fiscal year with the 10-Year Treasury note rising more than 0.6% during the period. Across the entire Treasury curve, yields increased from 6/30/23 to 6/30/24 as the Federal Open Market committee (FOMC) continued to hike short-term rates in an effort to tame inflation. The Fed Funds Rate ended the fiscal year at a range of 5.25-5.50%, up from 5.00-5.25% at the start of the fiscal year. Offsetting some of the rise in rates was a decline in credit spreads as risk assets rallied. The Bloomberg Aggregate Bond Index returned 2.6% in the 1-Year ending 6/30/24. Long Treasuries experienced negative returns, declining -5.6% over the fiscal year period. Long U.S. credit managed to deliver a positive return of 2.0% as tightening spreads offset rising Treasury yields. Tightening credit spreads were also a tailwind to high yield credit as the Bloomberg High Yield Index returned 10.4% for the fiscal year and the US Leveraged Loan Index returned 10.7% over the same period.

## Real Estate and Alternative Investments

Real assets delivered positive results during the fiscal year. Notably, gold was up sharply as spot prices increased 22.0% during the fiscal year. Oil was also a relatively strong performer within the real asset category as spot prices were up 17.2% for the fiscal year. Performance across other real asset categories was positive as real estate, measured by the NAREIT Composite Index, returned 5.7% while the NAREIT Global REIT Index returned 5.0%. Broadly, commodities performed well with the Bloomberg Commodity Index returning 5.0% and the energy heavy-GSCI Commodity Index returning 15.0%.

Equity						
	June	YTD	1 YR	3 YR	5 YR	10 YR
MSCI ACWI	2.2%	11.3%	20.9%	5.3%	10.8%	8.5%
S&P 500	3.6%	15.3%	24.6%	10.0%	15.0%	12.8%
Russell 1000	3.3%	14.2%	23.9%	8.7%	14.5%	12.5%
Russell 1000 Growth	6.7%	20.7%	33.5%	11.3%	19.3%	16.3%
Russell 1000 Value	-0.9%	6.6%	13.1%	5.5%	9.0%	8.2%
Russell 2000	-0.9%	1.7%	10.1%	-2.6%	6.9%	7.0%
Russell 2000 Growth	-0.2%	4.4%	9.1%	-4.8%	6.1%	7.4%
Russell 2000 Value	-1.7%	-0.8%	10.9%	-0.5%	7.0%	6.2%
Russell 2500	-1.5%	2.3%	10.5%	-0.3%	8.3%	8.0%
MSCI EAFE	-1.6%	5.3%	11.5%	2.9%	6.4%	4.3%
MSCI EAFE (Hedged)	-0.6%	11.1%	15.1%	8.1%	8.9%	7.4%
MSCI EAFE Small Cap	-3.0%	0.5%	7.8%	-3.3%	4.2%	4.3%
MSCI EM	3.9%	7.5%	12.5%	-5.1%	3.1%	2.8%
MSCI EM Small Cap	3.2%	7.0%	20.0%	2.5%	9.9%	5.1%
MSCI China	-1.9%	4.7%	-1.6%	-17.6%	-4.2%	1.4%
Credit						
	June	YTD	1 YR	3 YR	5 YR	10 YR
BBG US Agg	0.9%	-0.7%	2.6%	-3.0%	-0.2%	1.3%
BBG US HY	0.9%	2.6%	10.4%	1.6%	3.9%	4.3%
BBG Long Treasuries	1.7%	-5.0%	-5.6%	-10.5%	-4.2%	0.6%
BBG Long Credit	0.6%	-3.3%	2.0%	-6.7%	-0.9%	2.4%
MStar US Lev Loan	0.3%	4.0%	10.7%	5.8%	5.2%	4.1%
BBG US TIPS	0.8%	0.7%	2.7%	-1.3%	2.1%	1.9%
JPM EMBI Glob Div	0.6%	2.3%	9.2%	-2.6%	0.0%	2.6%
JPM GBI-EM Glob Div	-1.1%	-3.7%	0.7%	-3.3%	-1.3%	-0.9%
Real Assets						
	June	YTD	1 YR	3 YR	5 YR	10 YR
BBG Commodity	-1.5%	5.1%	5.0%	5.6%	7.2%	-1.3%
GSCI Commodity	1.4%	11.1%	15.0%	12.7%	8.2%	-3.1%
WTI Crude Oil Spot	5.9%	13.4%	17.2%	3.8%	7.0%	-2.6%
Gold Spot	0.0%	12.8%	22.0%	9.4%	10.5%	5.9%
Alerian Midstream Index	2.9%	16.1%	28.5%	17.0%	11.7%	3.8%
NAREIT Composite Index	2.2%	-2.2%	5.7%	-1.9%	3.1%	5.8%
NAREIT Global REIT	1.2%	-2.9%	5.0%	-2.6%	0.9%	3.5%

## **S&P 500 Sectors (sorted by best to worst 1-year performers)**

<b>Index Summary (6/30/2023-6/30/2024)</b>	<b>Benchmark Weight</b>	<b>Benchmark Return</b>
Communication Services	9.3%	45.4%
Information Technology	32.4%	44.5%
Financials	12.4%	27.5%
Energy	3.6%	17.9%
Industrials	8.1%	17.7%
Consumer Discretionary	10.0%	14.7%
Health Care	11.7%	13.6%
Materials	2.2%	11.2%
Utilities	2.3%	9.1%
Consumer Staples	5.8%	9.0%
Real Estate	2.2%	7.2%

*\*Source: S&P, eVestment. Weights as of 6/30/2024.*

## **Fund Performance Review**

The Fund's 10.47% net of fee time weighted return outperformed the policy benchmark return of 9.65% but underperformed the 60/40 benchmark return of 12.49%. The 60/40 benchmark is comprised of a 60% allocation to the MSCI All Country World Index and a 40% allocation to the Bloomberg U.S. Aggregate Bond Index.

The Fund's strong relative returns were primarily driven by strong performance within the Growth bucket. The Fund's Growth bucket experienced very strong returns from global equity strategies (+19.99% during the fiscal year). The Fund has a 55% target allocation to the Growth bucket, which returned +15.24% net of fees for the fiscal year.

The Fund's Income bucket, a grouping that contains a handful of asset classes, returned 10.34% for the fiscal year. The Income bucket contains asset classes such as Equity Options and Liquid Credit. Finally, the Stability bucket returned 2.78% for the fiscal year. The sub-asset classes for the Stability bucket include U.S. Treasuries, systematic trend, core real estate, private real assets (ex-real estate), investment grade fixed income (ex-Treasuries), and absolute return.

The ERSRI portfolio benefited greatly from its diversification during the fiscal year. With interest rates rising modestly, fixed income investments declined while growth assets, such as public equity, performed well. The long-term focus of the Fund is to reduce the volatility of the portfolio and position the portfolio to meet the objectives of the pension plan.

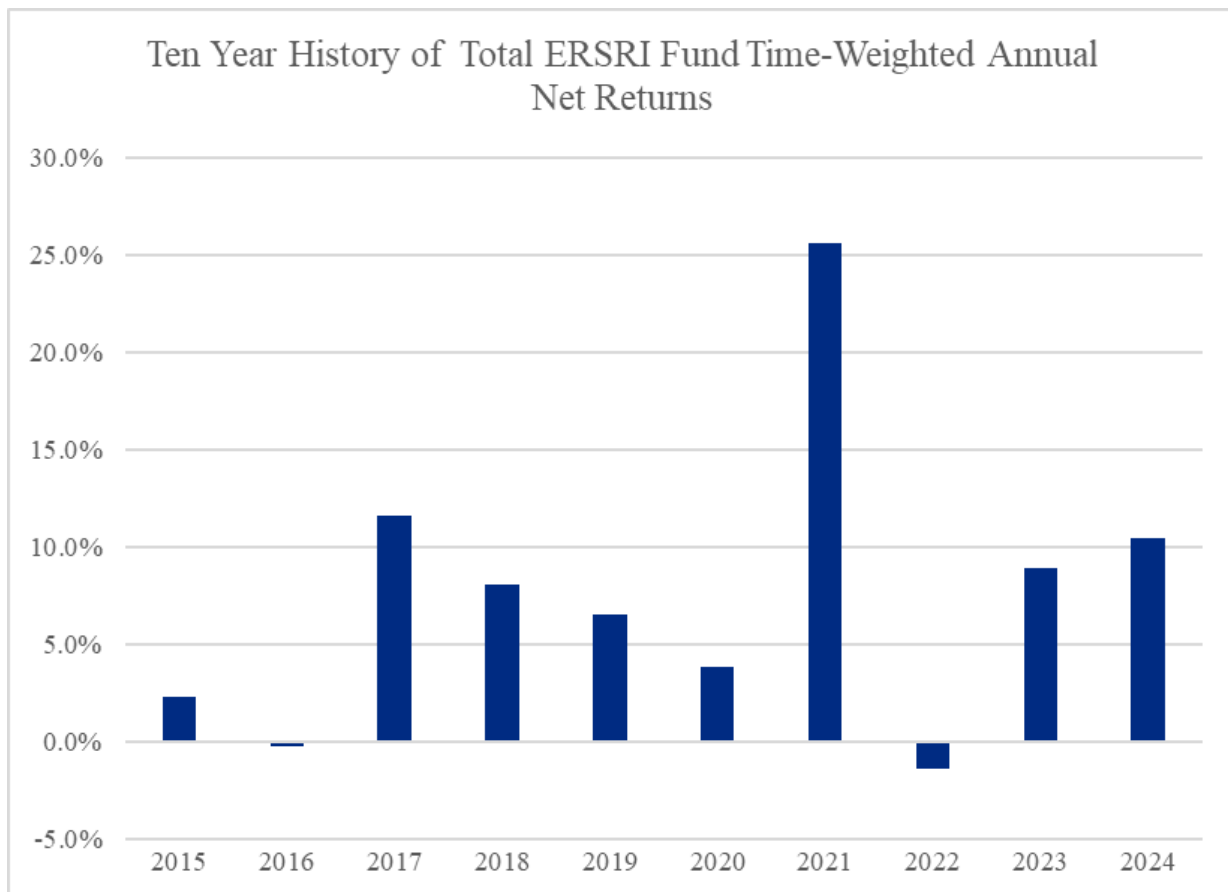
The net return by asset class for fiscal year ending June 30, 2024:

<b>Asset Classes</b>	<b>Fiscal Year Return (net)</b>
<b>Public Equity</b>	<b>20.0%</b>
<b>Income</b>	<b>10.3%</b>
<b>Volatility Protection</b>	<b>7.8%</b>
<b>Private Growth</b>	<b>6.6%</b>
<b>Crisis Protection Class</b>	<b>-1.3%</b>
<b>Inflation Protection</b>	<b>-1.5%</b>
<b>Total ERSRI Fund</b>	<b>10.5%</b>



**ANNUALIZED TIME-WEIGHTED NET INVESTMENT RETURNS – ACTUAL VERSUS INDICES**

	Current	Annualized		
	Fiscal Year 2024	3 Year	5 Years	10 Years
<b>TOTAL PLAN</b>	<b>10.46 %</b>	<b>5.85 %</b>	<b>9.10 %</b>	<b>7.31 %</b>
<b>Total Plan Benchmark</b>	<b>9.56</b>	<b>4.35</b>	<b>8.02</b>	<b>6.69</b>
US Public Equity	22.97	8.06	14.19	12.22
Russell 3000 Index	23.12	8.05	14.14	12.15
EAFE Public Equity	11.89	3.27	6.86	4.68
MSCI EAFE Net Dividend Index	11.54	2.89	6.46	4.33
Canada Public Equity	9.43	3.11	8.30	4.39
MSCI Canada Net Dividend Index	8.60	2.25	7.43	3.64
Emerging Market Equity	12.00	-5.28	2.89	2.58
MSCI EM Index Net	12.55	-5.07	3.10	2.79
QVM Tilt (Global Equity)	22.71	8.31	12.66	-
MSCI World Net Dividend Index	20.19	6.86	11.78	-
Private Equity	7.98	14.87	18.89	15.04
Cambridge Associates Private Equity and Venture Capital Aggre	5.03	6.83	15.17	14.14
Non-Core Real Estate	-2.84	12.51	8.44	-
Cambridge Associates Value Add Real Estate Index 1Q Lag;	-6.47	3.77	5.31	-
Equity Options	11.47	5.72	-	-
CBOE S&P 500 PutWrite Index	9.09	7.29	-	-
Emerging Market Debt	-	-	-	-
JPM EMBI Global Diversified Index	-	-	-	-
JPM GBI-EM Global Diversified Index	0.67	-3.27	-	-
Liquid Credit	7.53	1.58	2.77	3.19
Liquid Credit Custom BM	10.52	1.70	3.28	3.77
Private Credit	7.38	7.77	6.64	-
Cambridge Associates Senior Debt Index 1Q Lag;	8.88	6.79	7.16	-
CLOs	20.17	-	-	-
JP Morgan CLOIE BB Index	27.74	-	-	-
Crisis Protection Class - Systematic Trend	1.44	10.95	10.83	-
Credit Suisse Managed Futures (18% Vol) Liquid Index	-9.42	4.14	4.99	-
Crisis Protection Class - Long Duration Treasuries	-5.19	-10.86	-4.43	-
Barclays Long Duration US Treasury Index	-5.61	-10.49	-4.26	-
Private Infrastructure	4.80	9.08	10.87	-
Cambridge Associates Private Infrastructure Index1 Q Lag;	8.14	10.51	10.17	-
Core Real Estate	-8.45	6.04	4.58	-
NFI-ODCE Index, 1Q Lag	-12.00	2.47	2.56	-
Inflation-Linked Bonds	0.00	-17.86	-9.00	-3.74
Barclays 1-10 Year US TIPS Index	4.26	0.40	2.67	2.26
Absolute Return	10.19	9.12	9.35	-
HFRI Fund of Funds Composite Index	8.74	2.13	4.83	-
Traditional (IG) Fixed Income	5.15	-2.50	0.72	1.85
Bloomberg Barclays U.S. Aggregate Bond Index	2.63	-3.02	-0.23	1.35
ERSRI SMA Cash	5.69	2.91	2.34	-
Bank of America Merrill Lynch 3-month US Treasury Bill.	5.34	2.70	2.08	-

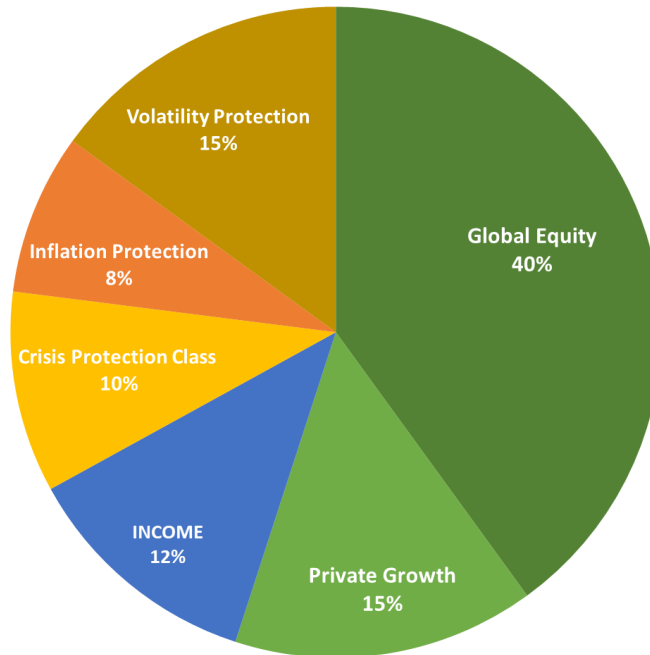


**ACTUAL ASSET ALLOCATION VERSUS TARGET ASSET ALLOCATION**

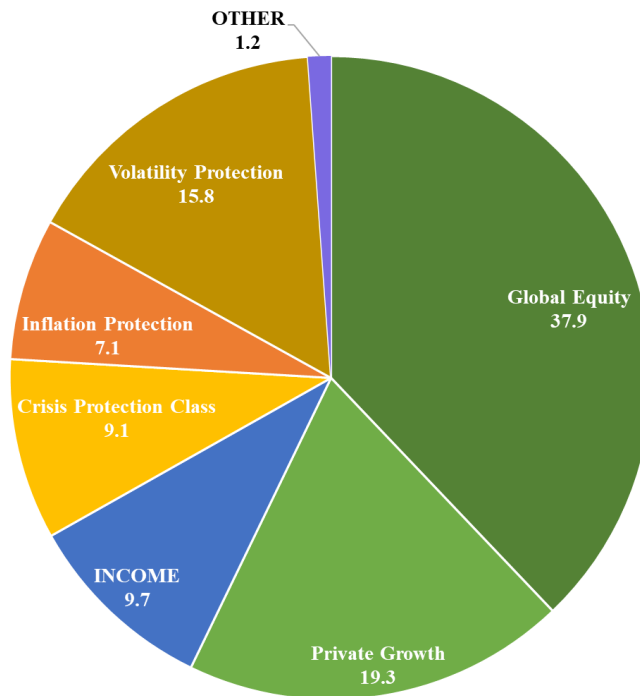
**As of June 30, 2024**

	<b>Actual</b>	<b>Target</b>
<b>GROWTH</b>		
Global Equity	37.9 %	40.0 %
Private Growth	19.3	15.0
<b>INCOME</b>		
	9.7	12.0
<b>STABILITY</b>		
Crisis Protection Class	9.1	10.0
Inflation Protection	7.1	8.0
Volatility Protection	15.8	15.0
<i>OTHER</i>	1.2	0.0
<b>TOTAL FUND</b>	<b>100.0 %</b>	<b>100.0 %</b>

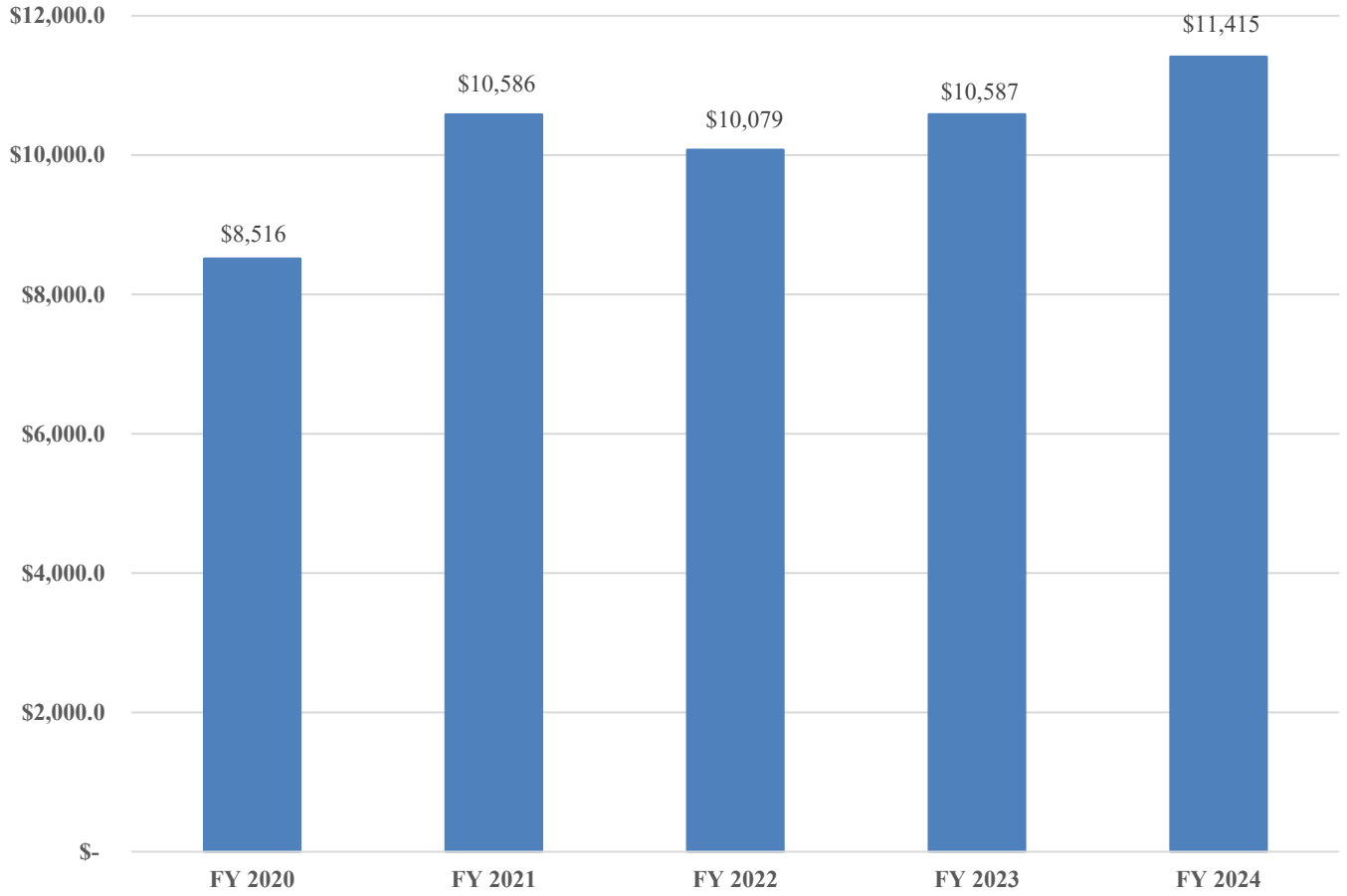
Target Asset Allocation  
as of June 30, 2024



Actual Asset Allocation  
as of June 30, 2024



### Fair Value of Investments Held In Trust (in millions)



## SUMMARY OF INVESTMENTS

TYPE OF INVESTMENT	June 30, 2024	
	Fair Value (in millions)	Percent of Total Fair Value
<b>DOMESTIC EQUITY</b>		
Domestic Equity Securities	2,792.9	24.5%
Commingled Funds - Domestic Equity	0.0	0.0%
<b>TOTAL DOMESTIC EQUITY</b>	<b>\$ 2,792.9</b>	<b>24.5%</b>
<b>INTERNATIONAL EQUITY</b>		
International Equity Securities	483.1	4.2%
Commingled Funds - International Equity	1,028.9	9.0%
<b>TOTAL INTERNATIONAL EQUITY</b>	<b>\$ 1,512.0</b>	<b>13.2%</b>
<b>FIXED INCOME</b>		
Collateralized Mortgage Obligations	29.7	0.3%
Corporate Bonds	1,007.2	8.8%
US Government Securities	607.8	5.3%
US Government Agency Securities	203.7	1.8%
Term Loans	0.1	0.0%
<b>TOTAL FIXED INCOME</b>	<b>\$ 1,848.5</b>	<b>16.2%</b>
<b>REAL ASSETS</b>		
Real Estate	610.2	5.3%
Infrastructure	457.4	4.0%
<b>TOTAL REAL ASSETS</b>	<b>\$ 1,067.5</b>	<b>9.4%</b>
<b>CASH</b>		
Cash and Cash Equivalents	51.0	0.4%
Short-Term Collective Investment Funds	165.5	1.5%
<b>TOTAL CASH</b>	<b>\$ 216.6</b>	<b>1.9%</b>
<b>OTHER INVESTMENTS</b>		
Private Equity	2,455.8	21.5%
Hedge Funds	820.8	7.2%
Crisis Protection Class -Trend Following - Limited Partnerships	499.6	4.4%
Emerging Markets Debt - Collective Unit Trust	0.0	0.0%
Equity Options - Private LLC Investment	198.5	1.7%
Derivative Investments	3.0	0.0%
<b>TOTAL INVESTMENTS*</b>	<b>\$ 11,415.2</b>	<b>100.0%</b>

\*This represents the fair value of investments before the \$5.8 million net investment payable.

**TEN LARGEST EQUITY HOLDINGS BY FAIR VALUE\***

	<b>Shares</b>	<b>Top Equity Holdings</b>	<b>Fair Value</b>
1	426,261	MICROSOFT CORP	\$ 190,517,354
2	1,343,810	NVIDIA CORP	166,014,287
3	779,996	APPLE INC	164,282,758
4	627,660	ALPHABET INC	114,888,466
5	508,113	AMAZON.COM INC	98,192,837
6	167,148	BERKSHIRE HATHAWAY INC	67,995,806
7	130,657	META PLATFORMS INC	65,879,873
8	45,942	ELI LILLY & CO	41,594,968
9	1,363,347	TAIWAN SEMICONDUCTOR MANU	40,712,303
10	24,143	BROADCOM INC	38,762,311

**TEN LARGEST FIXED INCOME HOLDINGS BY FAIR VALUE\***

	<b>Security</b>	<b>Rate/Maturity</b>	<b>Fair Value</b>
1	U S TREASURY BOND	4.750% 11/15/2053 DD 11/15/23	\$ 45,267,763
2	U S TREASURY BOND	2.375% 05/15/2051 DD 05/15/21	44,733,285
3	U S TREASURY BOND	4.000% 11/15/2052 DD 11/15/22	33,370,493
4	U S TREASURY BOND	3.000% 11/15/2045 DD 11/15/15	29,342,664
5	FNMA POOL #0BF0672	2.500% 05/01/2062 DD 04/01/23	26,133,583
6	U S TREASURY BOND	4.625% 02/15/2040 DD 02/15/10	25,315,790
7	FNMA POOL #0BF0617	2.500% 03/01/2062 DD 10/01/22	23,840,783
8	U S TREASURY BOND	3.000% 05/15/2045 DD 05/15/15	21,573,706
9	U S TREASURY BOND	2.250% 08/15/2046 DD 08/15/16	20,783,832
10	U S TREASURY BOND	2.875% 05/15/2052 DD 05/15/22	19,807,245

\*A complete listing of separate account portfolio holdings is available by contacting the ERSRI Investment offices. ERSRI also invests in various limited partnerships for which individual holdings data is not factored into this analysis

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**SCHEDULE OF INVESTMENT MANAGEMENT AND SERVICE FEES**

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**FISCAL YEAR ENDED JUNE 30, 2024**

	<b>Fair Value of Assets Under Management <sup>1</sup> (in thousands)</b>	<b>Fees (in thousands)</b>	<b>Basis Points</b>
<b>INVESTMENT MANAGEMENT FEES</b>			
Total Growth Composite	\$ 6,524,313	\$ 70,015	107
Total Income Composite	1,101,491	21,145	192
Total Stability Composite	3,652,293	59,587	163
Other	137,234	302	22
<b>TOTAL INVESTMENT MANAGEMENT FEES</b>	<b>\$ 11,415,331</b>	<b>\$ 151,049</b>	<b>132</b>
<b>PROFESSIONAL FEES AND OPERATING EXPENSES</b>			
Custodial Fees	\$ 11,415,202	\$ 633	1
Professional Fees — External	11,415,202	1,173	1
Investment Administration Expenses — Internal	11,415,202	1,791	2
<b>TOTAL PROFESSIONAL FEES AND OPERATING EXPENSES</b>	<b>\$ 11,415,202</b>	<b>\$ 3,597</b>	<b>3</b>
<b>TOTAL INVESTMENT EXPENSES</b>	<b>\$ 11,415,202</b>	<b>\$ 154,646</b>	<b>135</b>

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\*This represents the fair value of investments before the \$5.8 million net investment payable.

**Employees' Retirement System of Rhode Island**  
**Schedule of Investment Expenses**  
**Fiscal Year Ended June 30, 2024**

**INVESTMENT MANAGEMENT FEES BY STRATEGY AND ASSET CLASS**

**TOTAL GROWTH**

**Global Equity**

State Street Global Advisors - Russell 3000	\$ 191,661	
State Street Global Advisors - QVM Tilt	889,448	
State Street Global Advisors – MSCI World ex US – Commingled Fund	119,620	
State Street Global Advisors - MSCI Emerging Markets - Commingled Fund	278,589	

**Private Growth**

Private Equity	61,577,630	
Non-Core Real Estate	1,617,177	
Opportunistic Private Credit	5,190,631	\$ 69,864,756

**INCOME**

Advent US Balanced	443,871	
PIMCO - Liquid Credit	313,738	
Loomis Sayles – Liquid Credit	315,585	
Wellington Management - EMD	215,792	
Neuberger Berman – Equity Options	652,905	
Neuberger Berman – CLO Equity Mezzanine	100,128	
Sycamore Tree CLO Fund	5,373,183	
Private Credit	13,729,691	21,144,893

**STABILITY**

**Crisis Protection**

WAMCO – Treasury Long Duration	242,477	
Systematic Trend Following (CPC LLC)	3,668,765	

**Inflation Protection**

Core Real Estate	3,185,594	
Private Infrastructure	9,472,759	

**Volatility Protection**

Loomis Sayles – Securitized Credit	646,562	
Fidelity Corporate	517,420	
Absolute Return Hedge Funds	41,673,924	
Payden & Rygel	179,377	59,586,878

**OTHER**

Russell Overlay		450,410
Other Expenses		2,500

***Subtotal - Investment Management Fees by Strategy and Asset Class*** **151,049,437**

**PROFESSIONAL FEES**

Legal	105,159	
BNY Mellon - Custodial	633,255	
Cliffwater	471,667	
NEPC	395,000	
WTax	61,500	
Meketa	139,398	
<b><i>Subtotal - Professional Fees</i></b>		<b><u>1,805,979</u></b>

***Subtotal - Investment Management & Professional Fees*** **\$ 152,855,416**

**OPERATING EXPENSES**

Investment Administration - Office of the General Treasurer	\$ 1,790,789	
<b><i>Subtotal - Operating Expenses</i></b>		<b><u>1,790,789</u></b>

**TOTAL INVESTMENT EXPENSES** **\$ 154,646,205**



**Employees' Retirement System of Rhode Island**  
**Schedule of Fees and Commissions**  
**Fees & Expenses for Investment Consultants, Managers, Advisors, & Service Providers**  
**Fiscal Year Ended June 30, 2024**

		<b>Total Growth</b>	
		<b>Global Equity</b>	<b>Private Growth</b>
Stute Street Global Advisors	\$	1,479,318	
<b>Subtotal - Global Equities</b>	<b>\$</b>	<b>1,479,318</b>	
		<b>Private Growth</b>	
		<b>Private Equity (continued)</b>	
Level Equity Growth Partners IV	\$		279,479
Level Equity Growth Partners V			737,081
Level Equity Opportunity Fund 2018			124,856
Level Equity Opportunity Fund 2021			44,036
MHR Institutional Partners III			5,205
Nautic Partners V			37,156
Nautic Partners VI			(23,674)
Nautic Partners VII			295,455
Nautic Partners VIII			(10,946)
Nautic Partners IX			1,191,038
Nautic Partners X			2,378,765
Nordic Capital Fund V			(2,050)
Nordic Capital Fund VI			1,378
Nordic Capital Fund VII			154
Nordic Capital Fund VIII			(118,439)
Odyssey Partners VI			2,057,267
Paine Schwartz Food Chain Fund IV			138,545
Paine Schwartz Food Chain Fund V			(677,645)
Paine Schwartz Food Chain Fund VI			371,668
Paladin III			(385,567)
Parthenon Investors II			(516)
Parthenon Investors V			2,312,755
Parthenon Investors VII			441,971
Point 406 Ventures			*
Pollen Street Capital IV			2,582,078
Pollen Street Capital V			1,653,016
Providence Equity Partners V			2,036
Providence Equity Partners VI			3,861
Providence Equity Partners VII			(1,320,821)
PSP RI Co-Investment Fund			15,176
Riverside Capital Appreciation Fund VI			95,077
Riverside Micro-Cap Fund III			(551,313)
Riverside Micro-Cap Fund IV			648,637
Riverside Micro-Cap Fund V			1,392,609
Riverside Micro-Cap Fund VI			985,969
RLH Investors IV			5,700,537
Shamrock Capital Growth Fund V			679,032
Siriv IV			293,083
Sorenson Capital Partners III			795,049
Southwest Fund VII			1,460,550
TCG Crossover Fund			2,156,298
TCG Crossover Fund II			435,414
Tenex Capital Partners II			608,949
Tenex Capital Partners III			1,570,323
Thoma Bravo Discover Fund III			1,581,901
Thoma Bravo Discover Fund IV			1,068,944
Thoma Bravo Fund XIV			1,219,860
Thoma Bravo Fund XV			1,337,302
TPG Partners IV			12,543
TPG Partners V			1,062
TPG Partners VI			8,162
Trilateral Capital Partners IV			43,308
Vinci III			1,874,988
Virgo Specialty Finance I			(560,669)
Wynchurch Capital V			1,677,745
Undisclosed Manager fees*			(130,369)
<b>Subtotal - Private Equity</b>	<b>\$</b>		<b>61,577,630</b>
<b>Subtotal - Total Growth</b>	<b>\$</b>		<b>69,864,756</b>
		<b>Income</b>	
		<b>Private Credit</b>	
Atalaya Asset Income Fund V	\$	946,181	
Atalaya Asset Income Fund Evergreen		966,621	
Benefit Street Senior Opps. II		1,773,897	
CapitalSpring Investment Partners V		1,133,445	
CapitalSpring Investment Partners VI		1,535,407	
Chorus Capital Credit Fund V		332,009	
Deerpath Capital Advantage VI		376,311	
Garrison Opportunity Fund IV		86,035	
HPS Specialty Loan Fund V-L		1,900,250	
Owl Rock Capital Corp III		1,844,214	
Shamrock Capital Content Fund II		1,688,017	
Shamrock CCF II Co-Invest		46,757	
Shamrock Capital Content Fund III		495,241	
Summit Partners Credit Fund		*	
Summit Partners Credit Fund II		*	
Virgo Societas IV		698,850	
Zephyrus Aviation Partners		65,659	
Undisclosed Manager fees*		(159,200)	
<b>Subtotal - Private Credit</b>	<b>\$</b>	<b>13,729,691</b>	
Advent US Balanced	\$	443,871	
Loomis Sayles - Liquid Credit		315,585	
PMCO - Liquid Credit		313,738	
Neuberger Berman - Equity Options		652,905	
Neuberger Berman - CLO Equity Mezzanine		100,128	
Sycamore Tree CLO Fund		5,373,183	
Wellington Management - EMD		215,792	
<b>Subtotal - Income</b>	<b>\$</b>	<b>21,144,893</b>	

		<b>Stability</b>	
		<b>Crisis Protection</b>	
WAMCO - Treasury Long Duration	\$	242,477	
Systematic Trend Following (CPC LLC)		3,668,765	
<b>Subtotal - Crisis Protection</b>	<b>\$</b>	<b>3,911,242</b>	
		<b>Inflation Protection</b>	
		<b>Core Real Estate</b>	
AEW Core Property Trust	\$	639,612	
AEW Essential Housing Fund		239,618	
Heitman HART		1,055,141	
Morgan Stanley Prime Property Fund		1,114,986	
Ventura Life Science and Healthcare Real Estate Fund		136,237	
<b>Subtotal - Core Real Estate</b>	<b>\$</b>	<b>3,185,594</b>	
		<b>Private Infrastructure</b>	
Homestead Capital USA Farmland Fund III	\$	154,648	
Homestead Capital USA Farmland Fund IV		763,389	
IFM Global Infrastructure		901,773	
ISQ Global Infrastructure Fund		728,317	
ISQ Global Infrastructure Fund II		1,660,058	
ISQ Global Infrastructure Fund III		1,916,493	
ISQ GIF III Co-Investment Fund		45,163	
KKR Diversified Core Infrastructure Fund		786,563	
Star America Infrastructure Fund II		448,122	
Stonepeak Infrastructure Fund		281,986	
Stonepeak Infrastructure Fund Master Co-Investment		42,935	
Stonepeak Infrastructure Fund III		459,209	
Stonepeak Infrastructure Fund IV		608,968	
Stonepeak Opportunities Fund		675,135	
<b>Subtotal - Private Infrastructure</b>	<b>\$</b>	<b>9,472,759</b>	
<b>Subtotal - Inflation Protection</b>	<b>\$</b>	<b>12,658,353</b>	
		<b>Volatility Protection</b>	
		<b>Absolute Return Hedge Funds</b>	
Aristea Partners	\$	1,926,969	
Capula Global Relative Value Fund Ltd.		3,963,014	
Davidson Kempner Institutional Partners		3,717,590	
DE Shaw Composite International Fund		16,901,877	
Elliott Associates		6,497,832	
Graham Capital		3,588,537	
Viking Global Equities		3,863,368	
Undisclosed Manager fees*		1,214,737	
<b>Subtotal - Absolute Return Hedge Funds</b>	<b>\$</b>	<b>41,673,924</b>	
Fidelity Corporate	\$	517,420	
Loomis Sayles - Securitized Credit		646,562	
Payden & Rygel		179,377	
<b>Subtotal - Stability</b>	<b>\$</b>	<b>59,586,878</b>	

		<b>Other</b>	
Russell Overlay	\$	450,410	
Other Expenses	\$	2,500	

		<b>Professional Fees</b>	
		<b>Legal</b>	
Adler Pollock & Sheehan P.C.	\$	59,319	
Pannone Lopes Devereaux & O'Gara		45,840	
<b>Subtotal - Legal</b>	<b>\$</b>	<b>105,159</b>	
		<b>Investment Custodian</b>	
BNY Mellon - Defined Benefit Plan	\$	633,255	
		<b>Investment Advisor</b>	
Cliffwater LLC	\$	471,667	
Meketa		139,398	
NEPC LLC		395,000	
<b>Subtotal - Investment Advisor</b>	<b>\$</b>	<b>1,006,065</b>	
		<b>Tax Reclaim</b>	
WTax	\$	61,500	
<b>Subtotal - Professional Fees</b>	<b>\$</b>	<b>1,805,979</b>	

**Total Investment Management & Professional Fees** **\$ 152,855,416**

\* Due to contractual obligations with the specific investment firm, ERSRI is prohibited from disclosing all fees charged during the fiscal year. All funds new to the ERSRI portfolio after June of 2015 are required to permit public reporting of their fees and expenses. While funds that receive investment from the State Investment Commission before June of 2015 are grandfathered from the individualized reporting requirements, the Treasurer's office has requested that they voluntarily allow disclosure, which most have agreed to do. Any such grandfathered firms that have not agreed to the voluntary disclosure are those with asterisks in the fee column.

^ Due to contractual obligations with the specific hedge fund, ERSRI is prohibited from disclosing fund expenses. The amounts presented in this schedule represent management and performance fees incurred during the fiscal year.

Note: Negative amounts listed for managers in Private Equity represents a reversal of accrued carried interest that was previously recorded against the NAV based on unrealized increases to the market value. Funds that ERSRI has committed to, but haven't made a first capital call, have been excluded from this schedule.

**Employees' Retirement System of Rhode Island**  
**Schedule of Commissions**  
**Fiscal Year Ended June 30, 2024**

<i>Broker</i>	<i>Shares Traded</i>	<i>Commissions Paid</i>
ABN AMRO CLEARING BANK N.V, AMSTERDAM	68,583	1,596
ACADEMY SECURITIES INC, LAKE MARY	7,100	50
BANK OF AMERICA CORP, CHARLOTTE	294,703	3,456
BARCLAYS CAPITAL INC, WHIPPANY	900	2
BARCLAYS CAPITAL LE, NEW YORK	611,776	855
BARCLAYS CAPITAL, LONDON (BARCGB33)	93,860	417
BNP PARIBAS PEREGRINE SEC LTD, HONG KONG	83,300	60
BNP PARIBAS SEC SVCS, LONDON (PARBGB2L)	65,570	25
BNY CONVERGEX EXECUTION SOL, NEW YORK	6,065,859	13,242
CABRERA CAPITAL MARKETS, CHICAGO	1,326,985	9,289
CACEIS BANK, PARIS	4,374,707	14,081
CANTOR FITZGERALD & CO INC, NEW YORK	58,100	407
CASTLEOAK SECURITIES LP, JERSEY CITY	14,000	98
CIBC WORLD MKTS INC, TORONTO	285,800	1,462
CITADEL SECURITIES INSTL LLC, CHICAGO	123,700	325
CITIGROUP GBL MKTS AUSTRALIA PTY, SYDNEY	95,160	507
CITIGROUP GBL MKTS INC, NEW YORK	3,500	18
CITIGROUP GLOBAL MARKETS LTD, LONDON	2,569,400	1,948
CITIGROUP GLOBAL MARKETS, INC., NEW YORK	13,100	37
CLSA AUSTRALIA PTY LTD, SYDNEY	181,886	1,398
CREDIT LYONNAIS SECS (ASIA), HONG KONG	3,674,500	1,113
CREDIT LYONNAIS SECS, SINGAPORE	519,100	2,321
DAIWA SEC SMBC SINGAPORE LTD, SINGAPORE	179,400	1,170
GOLDMAN SACHS & CO, NY	506,944	110,244
GOLDMAN SACHS INTL, LONDON (GSILGB2X)	1,570,622	2,027
HONG KONG & SHANGHAI BKG CORP, HONG KONG	583,000	474
INSTINET CLEARING SER INC, NEW YORK	6,400	16
INSTINET CORP, NEW YORK	800	4
INSTINET EUROPE LIMITED, LONDON	716,475	2,254
INSTINET, SINGAPORE	189,700	203
INVESTMENT TECHNOLOGY GROUP LTD,DUBLIN	8,531	25
ITG AUSTRALIA LTD, MELBOURNE	3,032,981	1,793
ITG CANADA CORP, TORONTO	357,131	1,878
J P MORGAN SEC LTD/STOCK LENDING, LONDON	1,317	39
J P MORGAN SEC, SYDNEY	70,652	1,061
J P MORGAN SECS LTD, LONDON	1,723,444	2,953
J.P MORGAN SECURITIES INC, NEW YORK	314,100	791
J.P. MORGAN SECURITIES, HONG KONG	1,402,300	1,182
JARDEN SECURITIES LIMITED, AUCKLAND	235,390	204
JEFFERIES & CO LTD, LONDON	1,217,446	2,165
JONESTRADING INST SVCS LLC, NEW YORK	2,763,984	92,525
JPMORGAN SECURITIES INC, NEW YORK	26,700	139
LOOP CAPITAL MARKETS, JERSEY CITY	4,370,351	30,592
MACQUARIE BANK LIMITED, SYDNEY	655	8
MACQUARIE SECS (SINGAPORE), SINGAPORE	7,300	8
MACQUARIE SECURITIES LTD, AUCKLAND	860,632	725
MACQUARIES SECURITIES AUSTRALIA, SYDNEY	505,200	582
MERRILL LYNCH GILTS LTD, LONDON	152,400	489
MERRILL LYNCH INTL LONDON EQUITIES	682,161	135
MORGAN J P SECS INC, NEW YORK	(620)	8,432
MORGAN STANLEY & CO, LONDON (MSLNGB2X)	15,568,724	32,827
MORGAN STANLEY AND CO., LLC, NEW YORK	1,591,524	4,196
PERSHING LLC, JERSEY CITY	12,900	90
RBC CAPITAL MARKETS LLC, NEW YORK	400,040	2,800
RBC DOMINION SECS INC, TORONTO (DOMA)	49,043	254
ROYAL BANK OF CANADA, TORONTO (RBCH)	(463)	1,805
SANFORD C BERNSTEIN & CO INC, LONDON	46,167	205
SCOTIA CAPITAL MKTS, TORONTO	327,240	1,712
SOCIETE GENERALE, PARIS	679,483	2,332
UBS AG LONDON BRANCH, LONDON	11,979	45
UBS EQUITIES, LONDON	36,436	171
UBS SECURITIES LLC, STAMFORD	118,520	296
UBS WARBURG ASIA LTD, HONG KONG	355,731	861
UNION BANK OF SWITZERLAND, ZURICH	346,100	1,368
VIRTU AMERICAS LLC, NEW YORK	204,410	511
WILLIAMS CAPITAL GROUP LP, JERSEY CITY	1,294,632	9,062
<b>Total</b>	<b>63,059,451</b>	<b>\$ 373,362</b>

# **Actuarial Section**

Actuary's Certification

General Information

Summary of Plan & Benefit Provisions

Summary of Actuarial Assumptions and Methods

Solvency Test

Schedule of Funding Progress

Schedule of Employees Added to and Removed from Rolls

Analysis of Financial Experience

Schedule of Active Member Valuation Data



December 19, 2024

Retirement Board  
50 Service Avenue, 2nd Floor  
Warwick, RI 02886-1021

Members of the Board:

At the request of the Employees' Retirement System of Rhode Island (ERSRI), Gabriel Roeder Smith & Company (GRS) has performed the actuarial valuation for each of the retirement systems administered by ERSRI. The information in the Actuarial Section is based on our annual actuarial valuation reports, with the most recent valuations conducted as of June 30, 2023, and is intended to be used in conjunction with the full reports. The actuarial information in the Financial Section is based on our GASB Statement No. 67 actuarial valuation reports as of June 30, 2024, and is intended to be used in conjunction with the full reports. The valuation reports were approved by the Board.

This letter and the schedules listed below represent GRS' certification of the funded status as required for the financial report for the fiscal year ended June 30, 2024. GRS prepared the following schedules (information prior to 2016 was provided by ERSRI):

- Net Pension Liability of Employers
- Discount Rate Sensitivity
- Schedule of Changes in the Net Pension Liability
- Schedule of Net Pension Liability
- Schedule of Employer Contributions
- Schedule of Active Member Valuation Data
- Schedule of Retirees Added to and Removed from Rolls
- Analysis of Financial Experience
- Solvency Test
- Schedule of Funding Progress
- Retired Members by Benefit Type
- Average Benefit Payments

#### **Data**

The ERSRI staff supplied data for retired, active and inactive members as of June 30, 2023. 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. The ERSRI staff also supplied asset data as of June 30, 2023.

### **Actuarial Assumptions and Methods**

The assumptions used are based on the 2023 Actuarial Experience Investigation Study for the six-year period ending June 30, 2022, approved by the Board on May 22, 2023. Please refer to the June 30, 2023 actuarial valuations for further discussion on the assumption changes. We believe the assumptions are internally consistent and are reasonable, based on the actual experience of ERSRI.

The results of the actuarial valuation are dependent upon the actuarial assumptions used. Actual results 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 and the calculated contribution rates.

The actuarial assumptions and methods used in this report comply with the parameters for disclosure that appear in Governmental Accounting Standards Board (GASB) Statement Number 67. We believe the assumptions are internally consistent and are reasonable, based on the actual experience of ERSRI.

Furthermore, the assumptions and methods used for funding purposes meet the parameters set by Actuarial Standards of Practice.

### **Benefits**

The benefit provisions reflected in this valuation are those which were in effect on June 30, 2023, and there have been no changes to the benefit provisions since the preceding valuation.

### **Funding Policy and Objectives**

The actuarial cost method and the amortization periods are set by statute. Normal cost rate (as a percent of pay) and actuarial accrued liabilities are computed using the Entry Age Normal actuarial cost method. The employer contribution rate is the sum of two pieces: the employer normal cost rate and the amortization rate. The employer normal cost rate is the difference between the normal cost rate and the member contribution rate. The amortization rate, also determined as a level percent of pay, is the amount required to amortize the unfunded actuarial accrued liability over a closed period. The amortization rate is adjusted for the two-year deferral in contribution rates.

### **Certification**

All of our work conforms with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of Rhode Island state law and, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board.



The undersigned are independent actuaries. All are Members of the American Academy of Actuaries. They all meet the Qualification Standards of the American Academy of Actuaries and they are experienced in performing valuations for large public retirement systems.

Respectfully submitted,  
**Gabriel, Roeder, Smith & Company**



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



Paul T. Wood, ASA, MAAA, FCA  
Senior Consultant and Actuary

## **General Information**

As required in Rhode Island General Laws, the defined benefit plans within the Employees' Retirement System of Rhode Island (ERSRI) are required to have a certified actuary perform the actuarial valuation of each Plan.

The primary purpose of the actuarial valuation is to provide an amount that the employers should contribute to the Plans, which is referred to as the Annual Required Contribution (ARC). The ARC consists of two components. First, for each fiscal year, the actuary calculates an amount that will be necessary to pay the actuarial estimate of retirement benefits earned in that fiscal year (which is referred to as the "Normal Cost"). Second, in each actuarial valuation, the actuary calculates the funding status of each of the Plans (also known as a "Funded Ratio"), develops a schedule for restoring the funding status of the Plans to 100%, and then includes that fiscal year's portion of that schedule into the calculation of the ARC.

## **Responsibilities of ERSRI Board**

As required in Rhode Island General Laws the employer contribution rates for each Plan are certified annually by the ERSRI Board. These rates are determined actuarially, based on the Plans' provisions, actuarial assumptions, and statutorily approved methodologies in effect as of the valuation date. The Board's current policy is that the contribution rates determined by a given actuarial valuation become effective two years after the valuation date. For example, the rates determined in the June 30, 2023 valuation will be applicable for the fiscal year beginning July 1, 2025 and ending June 30, 2026.

The Retirement Board is required to approve, based on both the recommendations of the actuary and prescribed in Rhode Island General Law, the actuarial methods and assumptions used in the preparation of the actuarial funding valuations. These assumptions include, but are not limited to, mortality, service, economic (investment return, wage inflation, etc.), demographic, and other assumptions.

Actuarial Experience Investigation Studies are conducted every three years by the actuary for the Plans within ERSRI. The actuary will provide a discussion of recent experience, present potential recommendations for new actuarial assumptions and methods, and provide information about the actuarial impact of these recommendations on the liabilities and other key actuarial measures. The study will be conducted in accordance with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. The actuaries preparing the study will have to meet the Qualification Standards of the American Academy of Actuaries. The Board will consider the recommendations and impact of the results of these studies when approving the assumptions and methods to be used in the actuarial funding valuations of each Plan.

For the actuarial valuation for the fiscal year ending June 30, 2024, the methods and assumptions used in the preparation of the valuation were based on the recommendations in the experience

study (for the six-year period ending June 30, 2022) that were approved by the Board on May 17, 2023.

The Retirement Board will conduct an actuarial audit every five to seven years, or if the Board hires a new actuary firm. The basic objectives of the audit are to determine if the valuation results provided by the existing actuary are accurate, if the valuation results are based upon reasonable actuarial assumptions and methods and if they are in compliance with Actuarial Standards of Practice. Finally, is the actuarial information being provided to ERSRI comprehensive enough to assess the present and future financial status of the System.

### **Actuarial Schedules and Reports**

A copy of the June 30, 2023 actuarial valuation report for each Trust is available on our website at [www.ersri.org](http://www.ersri.org).



## **Employees' Retirement System (ERS)**

### **Summary of Plan & Benefit Provisions**

1. **Effective Date and Authority:** The Employees' Retirement System of Rhode Island (ERSRI) became effective on July 1, 1936 for State Employees and on July 1, 1949 for Teachers. Benefits for State Employees are described in Rhode Island General Laws, Title 36, Chapter 36-10, and benefits for Teachers are described in Rhode Island General Laws, Title 16, Chapter 16-16.
2. **Plan Year:** A twelve-month period ending June 30th.
3. **Administration:** ERSRI is administered by the State of Rhode Island Retirement Board. However, the State Investment Commission is responsible for the investment of the trust assets, including the establishment of the asset allocation policy.
4. **Type of Plan:** ERSRI is a qualified governmental defined benefit retirement plan. Separate contribution rates are determined for state employees and for teachers. For Governmental Accounting Standards Board purposes, it is a cost-sharing multiple employer plan.
5. **Eligibility:** Most Rhode Island state employees and certified public school teachers participate in ERSRI. Certain employees of the Airport Corporation, the Economic Development Corporation, and the Narragansett Bay Commission participate in the plan as though they were state employees. State police officers, state judges, and teachers and administrators in the public colleges and universities are covered by their own separate systems, and are therefore excluded. Certain elected state officials are excluded unless they make an election to join ERSRI. Superintendents, principals, business agents and other administrators participate as teachers. Non-certified public school employees, such as teacher's aides, janitors, secretaries, and bus drivers, cannot participate in ERSRI, although they may be covered by the Municipal Employees Retirement System (MERS) or a separate plan maintained by the town or city. Eligible employees become members as of their date of employment.
6. **Employee Contributions:** Effective July 1, 2012, State Employees (excluding Correctional Officers) and Teachers contribute 3.75% of their salary per year. For State Employees and Teachers with 20 or more years of service as of June 30, 2012 the contribution rate beginning July 1, 2015 will be 11.0%. Correctional Officers contribute 8.75% of their salary per year. The state "picks up" the members' contributions for its employees under the provisions of Internal Revenue Code(IRC) Section 414(h). At their option, the city or town employing a Teacher may also pick up their members' contributions.
7. **Salary:** Salary includes the member's base earnings plus any payments under a regular longevity or incentive plan. Salary excludes overtime, unused sick and vacation leave, severance pay, and other extraordinary compensation. Certain amounts that are excluded from taxable wages, such as amounts sheltered under a Section 125 plan or amounts picked up by the employer under IRC Section

414(h), are not excluded from salary.

8. Employer Contributions: For Teachers, the state contributes 40% of the employer contribution rate and the city, town or other local employer contributes the remaining 60%. (This basic 40-60 split is further adjusted, since the State bears the cost of repaying certain amounts taken from the trust in the early 1990's.) Contributions determined in a given actuarial valuation go into effect two years after the actuarial valuation.

In fiscal years beginning after June 30, 2005, if the State's contribution on behalf of State Employees decreases, the State shall appropriate an additional amount to the retirement trust. Such amount shall be equal to 20% of any decrease in expected contributions.

9. Service: Employees receive credit for service while a member. In addition, a member may purchase credit for certain periods, such as time spent teaching at a public school in another state, by making an additional contribution to purchase the additional service and those costs will be determined at full actuarial value, except for purchases of military service and redeposits of previously refunded contributions. Special rules and limits govern the purchase of additional service and the contribution required.
10. Final Average Compensation (FAC): For members eligible to retire as of September 30, 2009, their Final Average Compensation (FAC) will be based on the highest three consecutive annual salaries. For members not eligible to retire as of September 30, 2009, their FAC will be based on the highest five consecutive years of salary. Monthly benefits are based on one-twelfth of this amount.

#### 11. Retirement

- a. Eligibility: As of July 1, 2012, retirement eligibility dates will be as follows.
  - (i) Members with less than five years of contributory service as of June 30, 2012 and members hired on or after that date are eligible for retirement on or after their Social Security normal retirement age.
  - (ii) Members who had at least five years of contributory service as of June 30, 2012 will be eligible for retirement at an individually determined age. This age is the result of interpolating between the member's Article 7 Retirement Date, described in Section 11(b) below, and the retirement age applicable to members hired after June 30, 2012 in (i) above. The interpolation is based on service as of June 30, 2012 divided by projected service at the member's Article 7 Retirement Date. The minimum retirement age is 59.
  - (iii) Members with 10 or more years of contributory service on June 30, 2012 may choose to retire at their Article 7 Retirement Date if they continue to work and contribute until that date. If option is elected, the retirement benefit will be calculated using the benefits you have accrued as of June

30, 2012, i.e., the member will accumulate no additional defined benefits after this date, but the benefit will be paid without any actuarial reduction.

- (iv) Effective July 1, 2015, members will be eligible to retire with full benefits at the earlier of their current RIRSA date described in sections (i) – (iii) above or upon the attainment of age 65 with 30 years of service, age 64 with 31 years of service, age 63 with 32 years of service, or age 62 with 33 years of service.
  - (v) A member who is within five years of reaching their retirement eligibility date, described in this section, and has 20 or more years of service, may elect to retire at any time with a reduced benefit. The reduction is 9% for year 1, 8% for year 2, and 7% for each year thereafter.
  - (vi) Nurses (RNs) employed by MHRH are eligible to retire when they are at least 55 years old and have a minimum of 25 years of contributing service.
  - (vii) Correctional officers are eligible to retire when they are at least 55 years old and have a minimum of 25 years of contributing service. If a member has 25 years of service as of June 30, 2012, they may retain their Article 7 Retirement Date. Correctional officers who do not work for 25 years will not receive their pension benefit until they reach their Social Security normal retirement age.
- b. Article 7 Retirement Date (member’s retirement date as of September 30, 2009):
- (i) Grandfathered Schedule A members—members with at least 10 years of contributory service at June 30, 2005 and eligible for retirement at September 30, 2009—are eligible to retire on or after age 60 if they have credit for 10 years of service, or at any age if they have credit for 28 years of service.
  - (ii) Correctional officers who have reached age 50 and have credit for 20 years of service as of September 30, 2009 are eligible to retire and are grandfathered.
  - (iii) Nurses (RNs) employed by MHRH who have reached age 50 with 25 years of service by September 30, 2009 are eligible to retire and are grandfathered.
  - (iv) Schedule B members—members with less than 10 years of contributory service as of June 30, 2005 and members hired on or after that date—are eligible for retirement on or after age 65 if they have credit for 10 years of service, or on or after age 62 if they have credit for 29 years of service. In addition, a member who attains age 62 with at least 20 years of service credit may retire with an actuarially reduced retirement benefit. The reduction is based on the difference between 65 and the member’s age at

retirement.

- (v) Correctional officers who are hired after September 30, 2009 become eligible to retire when they have reach age 55 and have credit for 25 years of service.
  - (vi) Nurses (RNs) employed by MHRH who are hired after September 30, 2009 become eligible when they have reach age 55 and have credit for 25 years of service.
  - (vii) Schedule A members who are not grandfathered, i.e., members who had at least 10 years of creditable service at June 30, 2005 but who were not eligible to retire on September 30, 2009, will be eligible for retirement at an individually determined age. This age is the result of interpolating between the retirement age under the rules applicable to grandfathered employees in (i) above and the retirement age applicable to members hired after September 30, 2009 in (iv) above. The interpolation is based on service as of September 30, 2009 divided by projected service at the retirement age under (i) above.
  - (viii) Correctional officers hired on or before September 30, 2009 who are not eligible for retirement at that date will have an individually determined retirement age. This age is the result of interpolating between the retirement age for grandfathered employees in (ii) above and the retirement age applicable to members hired after September 30, 2009 in (v) above.
  - (ix) Similarly, MHRH nurses (RNs) hired on or before September 30, 2009 who are not eligible to retire at that date will have an individually determined retirement age. This age is the result of interpolating between the retirement age for grandfathered employees in (iii) above and the retirement age applicable to members hired after September 30, 2009 in (vi) above.
- c. Monthly Benefit: Upon retirement, members are eligible to commence a benefit determined as the sum of:
- (i) Benefit accrual of 1.0% per year for all service after June 30, 2015 unless the member had 20 or more years of service as of June 30, 2012 in which case the benefit accrual is 2.0%per year for service after June 30, 2015, and
  - (ii) Benefit accrual of 1.0% per year for all service from July 1, 2012 through June 30, 2015, and
  - (iii) Benefit accruals earned as of June 30, 2012, described in Section (d), below.

For purposes of calculating benefit accruals for service after June 30, 2012, the FAC is determined through retirement. Additionally, Correctional Officers who have completed 25 years of service on or before June 30, 2012 will continue to receive the benefit accrual rate under previous law for years 31

through 35 of service.

- d. Benefit accruals earned as of June 30, 2012: The retirement benefit is a percentage of the member's monthly FAC. This percentage is a function of the member's service as described below. For purposes of determining the benefit accruals earned as of June 30, 2012, the service and FAC are frozen as of June 30, 2012.
- (i) For grandfathered Schedule A members (members with at least 10 years of contributory service at June 30, 2005 and eligible for retirement at September 30, 2009), benefits are based under this schedule (Schedule A):

For Service In:	Years	Benefit Percentage Earned
The first 10 years of service	1 – 10	1.7% per year
The next 10 years of service	11 – 20	1.9% per year
The next 14 years of service	21 – 34	3.0% per year
The next 1 year of service	35	2.0% per year

The maximum benefit is 80% of FAC.

- (ii) For Schedule B members (members with less than 10 years of contributory service as of June 30, 2005) and for all future hires, benefits are based on the following schedule (Schedule B):

For Service In:	Years	Benefit Percentage Earned
The first 10 years of service	1 – 10	1.6% per year
The next 10 years of service	11 – 20	1.8% per year
The next 5 years of service	21 – 25	2.0% per year
The next 5 years of service	26 – 30	2.25% per year
The next 7 years of service	31 – 37	2.50% per year
The next 1 year of service	38	2.25% per year

The maximum benefit is 80% of FAC.

(iii) For Schedule A members who are not grandfathered, i.e., members who had at least 10 years of creditable service at June 30, 2005 but who were not eligible to retire on September 30, 2009, benefits are based on Schedule A (under (i) above) for service through September 30, 2009 and on Schedule B (under (ii) above) for service after September 30, 2009. The maximum benefit is 80% of FAC.

(iv) MHRH nurses receive a benefit determined under the appropriate formula above.

(v) Correctional Officers receive a benefit computed under a different formula:

For Service In:	Years	Benefit Percentage Earned
The first 30 years of service	1 – 30	2.0% per year
The next 1 year of service	31	6.0% per year
The next 1 year of service	32	5.0% per year
The next 1 year of service	33	4.0% per year
The next 1 year of service	34	3.0% per year
The next 14 years of service	35	2.0% per year

Members with less than 25 years of service as of June 30, 2012 receive a flat 2.0% per year of service for years 1-30, 3.0 per year of service for years 31-35, and 2.0% per year of service in excess of 35. The maximum benefit for correctional officers is the greater of the benefit accrual as of June 30, 2012 or 75% of FAC.

- e. Payment Form: Benefits are paid as a monthly life annuity. Optional forms of payment are available; see Item 16 below.
- f. Death benefit: After retirement, death benefits are based on the form of annuity elected. If no option is elected, i.e., if payments are made as a life annuity, there is a minimum death benefit equal to the sum of the member's contributions without interest, less the sum of the monthly benefit payments made before the member's death. In addition, a lump-sum death benefit is payable upon the death of any retired member, regardless of option elected. This lump sum is equal to a percentage of the lump-sum death benefit that was available to the member at the time of retirement. The percentage is 100% in the first year of retirement, 75% in the second year, 50% in the third year, and 25% in the fourth and subsequent years of retirement. However, in no event

will the lump sum death benefit be less than \$4,000.

## 12. Disability Retirement

- a. Eligibility: A member is eligible provided he/she has credit for at least five years of service or if the disability is work-related. Members are not eligible for an ordinary disability benefit if they are eligible for unreduced retirement.
- b. Ordinary Disability Benefit: The benefit payable under the retirement formula, using FAC and service at the time of disability, but not less than 10 years of service.
- c. Accidental Disability Benefit:
  - (i) For applications filed before or on September 30, 2009: An annual annuity equal to two-thirds (66 2/3%) of salary at the time of disability.
  - (ii) For applications filed after September 30, 2009: An accidental disability will be available at two-thirds (66 2/3%) of salary for members who are permanently and totally disabled from engaging in any occupation as determined by the retirement board. If the member is eligible for an accidental disability benefit but deemed able to work in other jobs, the benefit is limited to fifty percent (50%) of salary.
  - (iii) Benefits will be subject to an annual review by ERSRI.
- d. Payment Form: The disability benefit commences immediately upon the member's retirement. Benefits cease upon recovery or reemployment. Disability benefits are payable as a monthly life annuity with a guarantee that, at the member's death, the sum of the member's contributions plus interest as of the date of retirement will be paid in a lump-sum to the member's beneficiary. All alternative forms of payment except for the Social Security Option are permitted in the case of disability retirement.

## 13. Deferred Termination Benefit

- a. Eligibility: A member with at least five years of service is vested. A vested member who does not withdraw his/her contributions from the fund is eligible for a deferred termination benefit.
- b. Monthly Benefit: The monthly benefit is based on the retirement formula described above. Both FAC and service are determined at the time the member leaves active employment. Benefits may commence when the member has met the requirements for a retirement benefit.
- c. Payment Form: The same as for Retirement above.

- d. Death Benefit before retirement: A member who dies after leaving active service but before retiring is entitled to receive a benefit as described below in item 15.
- e. Death Benefit after Retirement: The same as for Retirement above.

#### 14. Withdrawal (Refund) Benefit

- a. Eligibility: All members leaving covered employment with less than five years of service are eligible. Optionally, vested members (those with five or more years of service) may withdraw their accumulated contributions in lieu of the deferred benefits otherwise due.
- b. Benefit: The member who withdraws receives a lump-sum payment equal to the sum of his/her employee contributions. No interest is credited on these contributions.

#### 15. Death Benefit of Active or Inactive Members

- a. Eligibility: Death must have occurred while an active or an inactive, non-retired member.
- b. Basic Benefit: Upon the death of a nonvested member, or upon the death of an inactive, vested member, or upon the death of an active, unmarried member, a refund of the member's contributions (without interest) is paid. Upon the death of a vested, married, active member, the spouse may elect (i) the refund benefit described above, or (ii) a life annuity paid to the spouse or beneficiary. The amount of the annuity is equal to the amount which would have been paid had the member retired at the time of his death and elected the Joint and 100% Survivor option. If the member was not eligible for retirement, the annuity benefit is reduced 9% per year from the date at which the member would have been eligible had he or she remained in service.
- c. Lump-sum Benefit: \$800 per year of service, with a maximum benefit of \$16,000 and a minimum of \$4,000. This benefit is only available to active members.
- d. Accidental Duty-related Death Benefit: If a member dies as the result of an accident while in the course of his or her duties, in lieu of the above benefits the member's spouse may elect to receive (i) a refund of all contributions made (including interest), and (ii) an annual life annuity equal to 50% of the member's salary at the time of death. The annuity benefit stops when the spouse remarries or dies, although it may be continued to any children under age 18 or to any dependent parents.



16. Optional Forms of Payment: In addition to a life annuity, ERSRI offers members these optional forms of payment on an actuarially equivalent basis:
- a. Option 1 (Joint and 100% Survivor) - A life annuity payable while either the participant or his beneficiary is alive.
  - b. Option 2 (Joint and 50% Survivor) - A life annuity payable to the member while both the member and beneficiary are alive, reducing to 50% of this amount if the member predeceases the beneficiary.
  - c. Social Security Option – An annuity paid at one amount prior to age 62, and at a reduced amount after age 62, designed to provide a level total income when combined with the member's age 62 Social Security benefit. Benefits cease upon the member's death. This option is only available for members with at least 10 years of contributory service as of June 30, 2005.

Actuarial equivalence is based on tables adopted by the Employees'  
Retirement Board.

17. Post-retirement Benefit Increase:

- a. For members with at least 10 years of contributory service as of June 30, 2005 who are retired or eligible to retire as of September 30, 2009, and for all members receiving a disability retirement benefit on that date: a 3.00% compound increase in their retirement benefit each year, beginning in January of the year in which the member reaches the third anniversary of retirement. This increase is not a function of actual increases in the cost of living.
- b. For other members who were retired or were eligible to retire as of June 30, 2010: a compound increase in their retirement benefit each year equal to the increase in the CPI, effective on each anniversary date beginning on the third anniversary of retirement. This increase is limited to 3.00%.
- c. For other members who were not retired or eligible to retire as of June 30, 2010: a compound increase in their first \$35,000 of annual retirement benefit each year equal to the increase in the CPI, effective on each anniversary date beginning on the later of the member's third anniversary of retirement and the month following their 65th birthday. This increase is limited to 3.00%. Additionally, the \$35,000 annual COLA limit is applicable for benefits paid in 2010 and would be indexed annually to increase in the same manner as COLAs for Schedule B members (CPI increase for the year, not greater than 3.00%).
- d. For members who retire after June 30, 2012: members will be eligible to receive cost of living increases at the later of the member's third anniversary of retirement and the month following their SSNRA.

- e. Effective July 1, 2012, the following provisions will apply to all members:
- (i) The COLA will be suspended for all state employees, teachers, BHDDH nurses, correctional officers, judges and state police until the aggregate funding level of their plans exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The first interim COLA may begin January 1, 2017.
  - (ii) Effective July 1, 2015, the COLA is determined based on 50% of the plan's five-year average investment rate of return less 5.0% limited to a range of 0.0% to 4.0%, plus 50% of the lesser of 3.0% or last year's CPI-U increase for a total maximum increase of 3.50%. Previously, it was the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%
  - (iii) The COLA will be limited to the first \$25,000 of the member's annual pension benefit. For retirees and beneficiaries who retired on or before July 1, 2015, years in which a COLA is payable based on the every fourth year provision described in (i) above will be limited to the first \$30,000. These limits will be indexed annually to increase in the same manner as COLAs, with the known values of \$25,000 for 2013, \$25,000 for 2014, \$25,168 for 2015, \$25,855 for 2016, \$26,098 for 2017, \$26,290 for 2018, \$26,687 for 2019, \$27,184 for 2020, \$27,608 for 2021, \$27,901 for 2022, \$28,878 for 2023, \$29,776 for 2024 and \$30,622 for 2025.
- f. In addition to the scheduled increases described in section (e) above, there will be a one-time 2% COLA paid in FY2016 on the first \$25,000 of pension benefit for all retirees and beneficiaries who retired on or before June 30, 2012. There will also be two one-time stipends of \$500 payable in FY2016 and FY2017 to retirees and beneficiaries who retired on or before June 30, 2015.

## Teachers' Survivors Benefit Plan (TSB) Summary of Plan & Benefit Provisions

1. Plan: The Teachers' Survivors Benefit Plan (TSB) is a qualified governmental plan designed to provide death benefits in the form of a monthly annuity to survivors of covered employees and retirees.
2. Authority: Benefits under the TSB are established by the Rhode Island General Laws, Sections 16- 16-25 through 16-16-38
3. Administration: The TSB is administered by the Retirement Board for the Employees' Retirement System of Rhode Island (ERSRI). However, the State investment commission is responsible for the investment of the trust assets, including the establishment of the asset allocation policy.
4. Trust Fund: All contributions are credited to the Teachers' Survivors Benefits Fund, and all benefit payments and refunds are paid from this fund. The fund is commingled with ERSRI for investment purposes.
5. Plan Year: A twelve-month period ending June 30.
6. Coverage and Eligibility: The TSB covers Rhode Island teachers who are (i) covered by the Employees' Retirement System of Rhode Island (ERSRI) but (ii) are not covered under Social Security. State employees, school support personnel, and teachers whose employment is covered by Social Security may not participate. Participation is mandatory for eligible teachers, and all teachers covered by the plan must make contributions. Survivors are eligible for benefits if the member has made contributions for at least six months prior to death or retirement. A covered teacher remains covered after retirement unless the teacher withdraws his or her contributions.
7. Districts Covered: The following school districts are not covered under Social Security, so all of their teachers participate in this plan:

Barrington	Johnston
Bristol/Warren Regional	Lincoln
Burrillville	Little Compton
Central Falls Collaborative	Middletown
Coventry	Newport
Cranston	North Smithfield
Cumberland	Northern RI Collaborative
East Greenwich	Portsmouth
East Providence	Scituate
Foster	Smithfield
Foster-Glocester	Tiverton
Glocester	Westerly

In addition, there are a number of active teachers who teach for districts that are now covered by Social Security, but at one time were not covered. When the

district elected to be covered by Social Security, some teachers opted to remain outside that system. These teachers continue to participate in the TSB.

8. Contributions: An annual contribution of 2% of salary, up to \$230 per year, is required. This contribution is divided equally between members and their employers. I.e., members contribute 1.00% of salary, up to \$115 per year.
9. Salary: For TSB, the salary used for contribution purposes and to determine the amount of the survivor benefit is the same salary used for ERSRI.
10. Benefit Schedule: Benefits are paid as a monthly annuity to survivors upon the death of a covered active teacher or a covered retiree. To determine the benefit payable in any situation, the basic monthly spouse's benefit must first be determined. The basic monthly spouse's benefit is a function of the member's highest annual salary, as shown in the following schedule:

Highest Annual Salary	Basic Monthly Spouse's Benefit
\$17,000 or less	\$ 825.00
\$17,001 - \$25,000	\$ 962.50
\$25,001 - \$33,000	\$ 1,100.00
\$33,001 - \$40,000	\$ 1,237.50
More than \$40,000	\$ 1,375.00

If the member is retired at the time of death, the salary used is the highest annual salary that the member earned while teaching.

11. Spouse's benefit: If a covered, married, active or retired member dies, the spouse is entitled to receive the basic monthly spouse's benefit. If there are other survivors entitled to benefits, as described below, this benefit may be increased. The benefit paid to the spouse may not begin prior to age 60, unless family benefits are payable. Benefits to the spouse cease if the spouse remarries.
12. Family Benefit: If at the time of the member's death, the member is married and there are one or more eligible children, then a monthly benefit is payable to the spouse, even if younger than age 60. An eligible child is one under age 18, or under age 23 if a full-time student, or any age, if disabled prior to age 18. The family benefit is a multiple of the basic monthly spouse's benefit. If there is only one eligible child, then the multiple is 150%. If there are two or more eligible children, the multiple is 175%. The benefit continues as long as the spouse is alive and there is at least one eligible child. If the spouse remarries, benefits cease, although children's benefits will be due if there are still eligible children. If family benefits cease because there are no children who remain eligible, spouse's benefits will be paid when the spouse reaches age 60, if he or she has not remarried.

13. Children's Benefits: If a covered member dies, and there is no eligible spouse but there are one or more eligible children, then a child's benefit is payable. The amount payable by the plan is a multiple of the basic monthly spouse's benefit: 75% if there is only one eligible child, 150% if there are two eligible children, and 175% if there are three or more eligible children. Benefits cease when there are no children eligible.
14. Dependent Parent's Benefits: If a member dies with no surviving spouse and no eligible children, but the member has a dependent parent, a benefit equal to the basic monthly spouse's benefit is paid to the dependent parent for life. For this purpose, a dependent parent is one who:
- Is at least 60 years of age,
  - Was dependent on the member for at least half his or her support,
  - Has not remarried since the member's death, and
  - Is not entitled to Social Security benefit from his or her own earnings equal to or greater the TSB benefit
15. Summary of benefits: The following table summarizes the benefit multiples that apply in the different family situations:

Recipients	Multiple of Basic Spouse's Benefit
Spouse alone	100%
Spouse and 1 Child	150%
Spouse and 2 or More Children	175%
One Child Alone	75%
Two Children Alone	150%
Three or More Children Alone	175%
Dependent Parent	100%

16. Refunds: If, prior to retirement, a member terminates service in ERSRI or ceases to be covered under TSB for any other reason, a refund equal to the sum of the member's TSB contributions will be paid to him or her. No interest is credited on these contributions.

If a covered, active teacher dies without an eligible spouse, eligible child or dependent parent, the accumulated member contribution balance, with interest credited at 5.00%, is refunded to the member's beneficiary or estate.

At the time a member retires, the member must choose whether or not to remain covered under the TSB during retirement. If the member chooses not to remain covered, then a refund of the member's contributions, accumulated with interest at 5.00%, is paid to the member. If the member chooses to remain covered, no action is necessary. Retired members who do not elect a refund at the time of retirement may not later elect a refund.

If a covered retired teacher dies without an eligible spouse, eligible child or dependent parent, no benefit is payable, and the member's contribution account remains in the fund.

17. Post-retirement Benefit Increases: Spouses over age 60 receive a cost-of-living adjustment (COLA), each year, in January. The COLA is expressed as a percentage increase in the benefit, equal to the percentage cost-of-living increase provided to Social Security recipients. This increase is a function of increases in the Consumer Price Index. No COLA is paid on children's or family benefits.

## **Municipal Employees' Retirement System (MERS)**

### **Summary of Plan & Benefit Provisions**

1. **Authority:** The Municipal Employees' Retirement System (MERS) covers employees of certain participating Rhode Island municipalities and other local governmental units, such as housing authorities, water districts, etc. Benefits are described in Rhode Island General Laws, Title 45, Chapters 19, 19.1, 21, 21.1, 21.2, and 21.3.
2. **Plan Year:** A twelve-month period ending June 30th.
3. **Administration:** MERS is administered by the State of Rhode Island Retirement Board. However, the State Investment Commission is responsible for the investment of the trust assets, including the establishment of the asset allocation policy.
4. **Type of Plan:** MERS is a qualified governmental defined benefit retirement plan. Separate contribution rates are determined for each participating governmental unit. For Governmental Accounting Standards Board purposes, it is an agent multiple-employer plan.
5. **Eligibility:** General employees, police officers and firefighters employed by electing municipalities participate in MERS. Teachers and administrators are covered by the separate Employees' Retirement System of Rhode Island, but other school employees may be covered by MERS. Eligible employees become members at their date of employment. Anyone employed by a municipality at the time the municipality joins MERS may elect not to be covered. Elected officials may opt to be covered by MERS. Employees covered under another plan maintained by the municipality may not become members of MERS. Police officers and/or firefighters may be designated as such by the municipality, in which case the special contribution and benefit provisions described below will apply to them, or they may be designated as general employees with no special benefits. Members designated as police officers and/or firefighters are treated as belonging to a unit separate from the general employees, with separate contribution rates applicable.
6. **Employee Contributions:** Effective July 1, 2012, General employees contribute 1.00% of their salary per year, and police officers and firefighters contribute 7.00%. General MERS active members with 20 years of service as of June 30, 2012 will contribute 8.25% beginning July 1, 2015. Also, beginning July 1, 2015, MERS Police and Fire active members will contribute 9.00%. In addition, if the municipality has elected one of the optional cost-of-living provisions, an additional member contribution of 1.00% of salary is required. The municipality, at its election, may choose to "pick up" the members' contributions for its employees under the provisions of Internal Revenue Code (IRC) Section 414(h).
7. **Salary:** Salary includes the member's base earnings plus any payments under a regular longevity or incentive plan. Salary excludes overtime, unused sick and vacation leave, severance pay, and other extraordinary compensation. Certain

amounts that are excluded from taxable wages, such as amounts sheltered under a Section 125 plan or amounts picked up by the employer under IRC Section 414(h), are not excluded from salary.

8. Employer Contributions: Each participating unit's contribution rate is determined actuarially. Contributions determined in a given actuarial valuation go into effect two years after the actuarial valuation.
9. Service: Employees receive credit for service while a member. In addition, a member may purchase credit for certain periods by making an additional contribution to purchase the additional service. Special rules and limits govern the purchase of additional service and the contribution required.
10. Final Average Compensation (FAC): Prior to July 1, 2012 and for general employee members eligible to retire as of June 30, 2012, the average was based on the member's highest three consecutive annual salaries. Effective July 1, 2012, the average was based on the member's highest five consecutive annual salaries. Once a member retires or is terminated, the applicable FAC will be the greater of the member's highest three year FAC as of July 1, 2012 or the five year FAC as of the retirement/termination date. Monthly benefits are based on one-twelfth of this amount.

## 11. Retirement

### a. General employees: Eligibility

- (i) Members with less than five years of contributory service as of June 30, 2012 and members hired on or after that date are eligible for retirement on or after their Social Security normal retirement age.
- (ii) Members who had at least five years of contributory service as of June 30, 2012 will be eligible for retirement at an individually determined age. This age is the result of interpolating between the member's prior Retirement Date, described in Section (e) below, and the retirement age applicable to members hired after June 30, 2012 in (a) above. The interpolation is based on service as of June 30, 2012 divided by projected service at the member's prior Retirement Date. The minimum retirement age is 59.
- (iii) Members with 10 or more years of contributory service on June 30, 2012 may choose to retire at their prior Retirement Date if they continue to work and contribute until that date. If option is elected, the retirement benefit will be calculated using the benefits accrued as of June 30, 2012, i.e., the member will accumulate no additional defined benefits after this date, but the benefit will be paid without any actuarial reduction.
- (iv) Effective July 1, 2015, members will be eligible to retire with full benefits at the earlier of their current RIRSA date described in sections (a) – (c) above or upon the attainment of age 65 with 30 years of service, age 64 with 31



years of service, age 63 with 32 years of service, or age 62 with 33 years of service.

- (v) A member who is within five years of reaching their retirement eligibility date, as described in this section, and has 20 or more years of service, may elect to retire at any time with an actuarially reduced benefit.
- (vi) Prior to July 1, 2012, members were eligible for retirement on or after age 58 if they had credit for 10 or more years of service, or at any age if they had credit for at least 30 years of service. Members eligible to retire before July 1, 2012 were not impacted by the changes to retirement eligibility above.

b. General employees: Monthly Benefit

2.00% of the member's monthly FAC for each year of service prior to July 1, 2012 and 1.00% of the member's monthly FAC for each year of service from July 1, 2012 through June 30, 2105. 1.0% per year for all service after June 30, 2015 unless the member had 20 or more years of service as of June 30, 2012 in which case the benefit accrual is 2.0% per year for service after June 30, 2015. The benefit cannot exceed 75% of the member's monthly FAC.

c. Police and Fire employees: Eligibility

- (i) Members are eligible to retire when they are at least 50 years old and have a minimum of 25 years of contributing service or if they have 27 years of contributing service at any age. Members with less than 25 years of contributing service are eligible for retirement on or after their Social Security normal retirement age.
- (ii) Members who, as of June 30, 2012, had at least 10 years of contributing service, had attained age 45, and had a prior Retirement Date (described in Section (e)) before age 52 may retire at age 52.
- (iii) Active members on June 30, 2012 may choose to retire at their prior Retirement Date if they continue to work and contribute until that date. If option is elected, the retirement benefit will be calculated using the benefits accrued as of June 30, 2012, i.e., the member will accumulate no additional defined benefits after this date, but the benefit will be paid without any actuarial reduction.
- (iv) A member who is within five years of reaching their retirement eligibility date, as described in this section, and has 20 or more years of service, may elect to retire at any time with an actuarially reduced benefit.
- (v) Prior to July 1, 2012, members designated as police officers or firefighters were eligible for retirement at or after age 55 with credit for at least 10 years of service or at any age with credit for 25 or more years of service.

Members were also eligible to retire and receive a reduced benefit if they are at least age 50 and have at least 20 years of service. If the municipality elected to adopt the 20-year retirement provisions for police officers and/or firefighters, then such a member was eligible to retire at any age with 20 or more years of service. Members eligible to retire before July 1, 2012 were not impacted by the changes to retirement eligibility above.

d. Police and Fire employees: Monthly Benefit

- (i) 2.00% of the member's monthly FAC for each year of service, up to 37.5 years (75% of FAC maximum)
- (ii) If the optional 20-year retirement provisions were adopted by the municipality prior to July 1, 2012: 2.50% of the member's monthly FAC for each year of service prior to July 1, 2012 and 2.00% of the member's monthly FAC for each year of service after July 1, 2012. The benefit cannot exceed 75% of the member's monthly FAC.
- (iii) Active members (including future hires), members who retire after July 1, 2015 and after attaining age 57 with 30 years of service will have a benefit equal to the greater of their current benefit described in (a) and (b) above and one calculated based on a 2.25% multiplier for all years of service.

e. Payment Form: Benefits are paid as a monthly life annuity. Optional forms of payment are available; see item 16. Below.

f. Death Benefit

- (i) After retirement, death benefits are based on the form of annuity elected. If no option is elected, i.e., if payments are made as a life annuity, there is a minimum death benefit equal to the sum of the member's contributions without interest, less the sum of the monthly benefit payments made before the member's death. In addition, a lump-sum death benefit is payable upon the death of any retired member, regardless of option elected. This lump sum is equal to a percentage of the lump-sum death benefit that was available to the member at the time of retirement. The percentage is 100% in the first year of retirement, 75% in the second year, 50% in the third year, and 25% in the fourth and subsequent years of retirement. However, in no event will the lump sum death benefit be less than \$4,000.
- (ii) Special Police/Fire Death Benefit: A member that does not elect an optional form of payment at retirement will be eligible the active member death benefit, which is an annuity of 30% of the member's salary that will be paid to the member's spouse upon death, for life or until remarriage. Children's benefits may also be payable.

## 12. Disability Retirement

- a. Eligibility: A member is eligible for a disability retirement provided he/she has credit for at least five years of service or if the disability is work-related. Members are not eligible for an ordinary disability benefit if they are eligible for unreduced retirement.
- b. Ordinary Disability Benefit: The benefit payable under the retirement formula, using FAC and service at the time of disability, but not less than 10 years of service.
- c. Occupational Disability Benefit: An annual annuity equal to two-thirds of salary at the time of disability.
- d. Payment Form: The disability benefit commences immediately upon the member's retirement. Benefits cease upon recovery or reemployment. Disability benefits are payable as a monthly life annuity with a guarantee that, at the member's death, the sum of the member's contributions plus interest as of the date of retirement will be paid in a lump-sum to the member's beneficiary. All alternative forms of payment except for the Social Security Option are permitted in the case of disability retirement.

## 13. Deferred Termination Benefit

- a. Eligibility: A member with at least ten years of service is vested. Effective July 1, 2012, a member with at least 5 years of service is vested. A vested member who does not withdraw his/her contributions from the fund is eligible for a deferred termination benefit.
- b. Monthly Benefit: The monthly benefit is based on the retirement formula described above. Both FAC and service are determined at the time the member leaves active employment. Benefits may commence at Social Security normal retirement age provided that the member has met the requirements for a retirement benefit.
- c. Payment Form: The same as for Retirement above.
- d. Death Benefit before retirement: A member who dies after leaving active service but before retiring is entitled to receive a benefit as described below in Item 15.
- e. Death Benefit after Retirement: The same as for Retirement above.

## 14. Withdrawal (Refund) Benefit

- a. Eligibility: All members leaving covered employment with less than ten years (5 years, effective July 1, 2012) of service are eligible. Optionally, vested members (described in Item 13, above) may withdraw their accumulated contributions in

lieu of the deferred benefits otherwise due.

- b. Benefit: The member who withdraws receives a lump-sum payment equal to the sum of his/her employee contributions. No interest is credited on these contributions.

#### 15. Death Benefit of Active or Inactive Members

- a. Eligibility: Death must have occurred while an active member or while an inactive, non-retired member. The basic benefit plus the lump-sum benefit are paid on behalf of an active, general employee, and the special police/fire benefit and the lump-sum benefit are paid on behalf of an active police officer or firefighter. If the death was due to accidental, duty-related causes, the accidental death benefit is paid regardless of whether the employee is a general employee, a police officer, or a firefighter. Inactive members receive a refund of their accumulated contributions without interest.
- b. Basic Benefit: Upon the death of a non-vested member, or upon the death of a vested, inactive member, or upon the death of an active, unmarried member, a refund of the member's contributions (without interest) is paid. Upon the death of a vested, married, active member, the spouse may elect (i) the refund benefit described above, or (ii) a life annuity paid to the spouse or beneficiary. The amount of the annuity is equal to the amount which would have been paid had the member retired at the time of his death and elected the Joint and 100% Survivor option. If the member was not eligible for retirement, the annuity benefit is reduced 9% per year from the date at which the member would have been eligible had he or she remained in service.
- c. Lump-sum Benefit: \$800 per year of service, with a maximum benefit of \$16,000 and a minimum of \$4,000. This benefit is only available to active members.
- d. Special Police/Fire Death Benefit: In lieu of the basic benefit above, if a police officer or firefighter dies while an active member, an annuity of 30% of the member's salary will be paid to the member's spouse, for life or until remarriage. Children's benefits may also be payable.
- e. Accidental Duty-related Death Benefit: If a member dies as the result of an accident while in the course of his or her duties, in lieu of the above benefits the member's spouse may elect to receive (i) a refund of all contributions made (including interest), and (ii) an annual life annuity equal to 50% of the member's salary at the time of death. The annuity benefit stops when the spouse remarries or dies, although it may be continued to any children under age 18 or to any dependent parents.

16. Optional Forms of Payment: In addition to a life annuity, MERS offers members these optional forms of payment on an actuarially equivalent basis:
- a. Option 1 (Joint and 100% Survivor) - A life annuity payable while either the participant or his beneficiary is alive.
  - b. Option 2 (Joint and 50% Survivor) - A life annuity payable to the member while both the member and beneficiary are alive, reducing to 50% of this amount if the member predeceases the beneficiary.
  - c. Social Security Option – An annuity paid at one amount prior to age 62, and at a reduced amount after age 62, designed to provide a level total income when combined with the member's age 62 Social Security benefit. Benefits cease upon the member's death.

Actuarial equivalence is based on tables adopted by the Employees' Retirement Board.

17. Post-retirement Benefit Increase: For members who retire after June 30, 2012: members will be eligible to receive cost of living increases at the later of the member's third anniversary of retirement and the month following their SSNRA (age 55 for members designated as police officers and/or firefighters). When a municipality elects coverage, it may elect either COLA C (covering only current and future active members and excluding members already retired) or COLA B (covering current retired members as well as current and future active members).
- a. The COLA will be suspended for any unit whose funding level is less than 80%; however, an interim COLA may be granted in four-year intervals while the COLA is suspended. The first interim COLA may begin January 1, 2018.
  - b. Effective July 1, 2015, the COLA is determined based on 50% of the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%, plus 50% of the lesser of 3.0% or last year's CPI-U increase for a total maximum increase of 3.50%. Previously, it was the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%.
  - c. The COLA will be limited to the first \$25,000 of the member's annual pension benefit. For retirees and beneficiaries who retired on or before July 1, 2015, years in which a COLA is payable based on the every fourth year provision described in (i) above will be limited to the first \$30,000. These limits will be indexed annually to increase in the same manner as COLAs, with the known values of \$25,000 for 2013, \$25,000 for 2014, \$25,168 for 2015, \$25,855 for 2016, \$26,098 for 2017, \$26,290 for 2018, \$26,687 for 2019, \$27,184 for 2020, \$27,608 for 2021, \$27,901 for 2022, \$28,878 for 2023, \$29,776 for 2024 and \$30,622 for 2025.

18. Special Provisions Applying to Specific Units: Prior to July 1, 2012, some units had specific provisions that apply only to that unit. The transition rules outlined in Item 11, above, apply to these units in a similar manner.

The following summarizes those provisions:

- a. Rhode Island General Law §45-21.2-22.1 contains special provisions that apply to employees of Burrillville Police, but only if adopted by the Town of Burrillville. The Town adopted these provisions effective July 1, 2006. Under these special provisions, the retirement benefit for a member with 20 or more years of service is improved. The new formula is  $60.00\% \times \text{Final Average Compensation (FAC)}$ , plus  $1.50\% \times \text{FAC} \times \text{Years of Service in Excess of 20}$ , with a maximum benefit equal to 75% of FAC. In addition to this benefit change, the member contribution rate increased from 9.00% to 10.20%.
- b. Rhode Island General Law § 45-21.2-6.1, § 45-21.2-5(5), and § 45-21.2-14(d) contain special provisions that apply to members of the South Kingstown police department. Under these special provisions, the member receives a retirement allowance which is a life annuity terminable at the death of the annuitant, and is an amount equal to the sum of two and one-half percent (2.5%) of final compensation multiplied by the years of service accrued after July 1, 1993 and two percent (2%) of final compensation multiplied by the years of service accrued prior to July 1, 1993. The annual retirement allowance in no event shall exceed seventy-five percent (75%) of final compensation. The member contribution rate is 8.00%, plus 1.00% for the adoption of the optional COLA, for a total of 9.00%.
- c. Rhode Island General Law § 45-21.2-5 (9) contains special provisions that apply to members of the Hopkinton police department. Under these special provisions, the final compensation for benefit computation is based on the members' highest year of earnings. In addition, the members shall receive a three percent (3%) escalation of their pension payment compounded each year on January 1st following the year of retirement and continuing on an annual basis on that date. The member contribution rate is 9.00%. Compensation for benefit purposes includes base, longevity, and holiday pay.
- d. Rhode Island General Law § 45-21.2-5 (7) and § 45-21.2-14 contain special provisions that apply to members of the Cranston fire department hired after July 1, 1995 or with less than 5 years of service at that date. Under these special provisions, the final compensation for benefit computation is based on the members' highest year of earnings. In addition, the members shall receive a three percent (3%) escalation of their pension payment compounded each year on January 1st following the year of retirement and continuing on an annual basis on that date. The member contribution rate is 10.00%. Compensation for benefit purposes includes base, longevity, and holiday pay.

- e. Rhode Island General Law §§ 45-21.2-5 (8) and § 45-21.2-14 contain special provisions that apply to members of the Cranston police department hired after July 1, 1995 or with less than 5 years of service at that date. Under these special provisions, the final compensation for benefit computation is based on the members' highest year of earnings. In addition, the members shall receive a three percent (3%) escalation of their pension payment compounded each year on January 1st following the year of retirement and continuing on an annual basis on that date. The member contribution rate is 10.00%. Compensation for benefit purposes includes base, longevity, and holiday pay.
  
- f. Rhode Island General Law §§ 45-21.2-6.3 contains special provisions that apply to employees of Richmond Police. The Town adopted these provisions on April 3, 2008, effective July 1, 2008. Under these special provisions, members are eligible to retire after attaining 22 years of service. The retirement benefit for a member with 22 or more years of service was improved to  $50.00\% \times \text{Final Average Compensation (FAC)}$ , plus  $2.2727\% \times \text{FAC} \times \text{Years of Service in Excess of 22}$ , with a maximum benefit equal to 75% of FAC.

## **State Police Retirement Benefits Trust (SPRBT)**

### **Summary of Plan & Benefit Provisions**

1. **Effective Date and Authority:** The State Police Retirement Benefits Trust (SPRBT) became effective on July 1, 1989 for State police officers originally hired on or after July 1, 1987. Benefits are described in Rhode Island General Laws, Title 42, Chapter 28.
2. **Plan Year:** A twelve-month period ending June 30th.
3. **Administration:** The State Police Retirement Benefits Trust is administered by the State of Rhode Island Retirement Board. However, the State Treasurer is responsible for the investment of the trust assets, including the establishment of the asset allocation policy. Assets are commingled for investment purposes with those of the Employees' Retirement System of Rhode Island and various other plans and programs.
4. **Type of Plan:** The State Police Retirement Benefits Trust is a qualified governmental defined benefit retirement plan. For Governmental Accounting Standards Board purposes, it is a single-employer plan.
5. **Eligibility:** All State police officers, and the Superintendent of State Police, hired on or after July 1, 1987, participate in this plan. Benefits for State police officers hired before July 1, 1987 are being paid by the State from the general assets of the State, on a pay-as-you-go basis. Eligible employees become members at their date of employment.
6. **Salary for Contribution Purposes:** Salary includes the member's base earnings plus any payments under a regular longevity or incentive plan. Salary excludes, unused sick and vacation leave, severance pay, and other extraordinary compensation. Members may contribute on up to 400 hours of overtime during their final averaging period to be included in the determination of their benefit. Certain amounts that are excluded from taxable wages, such as amounts sheltered under a Section 125 plan or amounts picked up by the employer under IRC Section 414(h), are not excluded from salary.
7. **Employee Contributions:** State police officers contribute 8.75% of their salary per year. The State "picks up" the members' contributions for its employees under the provisions of Internal Revenue Code (IRC) Section 414(h).
8. **Employer Contributions:** The State contributes an actuarially determined percentage of the member's annual salary. Contributions determined in a given actuarial valuation go into effect two years after the actuarial valuation.
9. **Service:** Employees receive credit for service while a member. In addition, a member may purchase credit for certain periods by making an additional contribution to purchase the additional service. Special rules and limits govern the purchase of additional service and the contribution required.



10. Final Salary (Salary for Benefit Purposes): Final Salary includes base pay, longevity increases, up to 400 hours of overtime pay, holiday pay and the member's clothing allowance. For members who work more than 25 years, their Final Salary shall not be more than the Final Salary in the 25th year.

11. Final Average Compensation (FAC): For members eligible to retire after June 30, 2012, their FAC will be based on the average of the highest five consecutive years of compensation, which includes base pay, longevity, up to 400 hours of overtime pay and holiday pay.

## 12. Retirement

### a. Eligibility:

- (i) Members other than Superintendent of State Police can retire on or after the attainment of a 50% benefit multiplier.
- (ii) The Superintendent of State Police may retire on or after age 60 if he has credit for 10 years of service.

### b. Monthly Benefit:

- (i) For members hired before June 30, 2007:
  - (a). For members eligible to retire as of June 30, 2012, their benefit multiplier will be two and one half percent (2.5%) for a member's first twenty (20) total years, plus three percent (3%) for years after 20. Their monthly benefit will be Final Salary times the benefit multiplier divided by 12.
  - (b). For members who become eligible to retire after July 1, 2012, their benefit multiplier will be two and one half percent (2.5%) for a member's years of service prior to July 1, 2012, plus two percent (2%) for years thereafter. Their monthly benefit will be FAC times the benefit multiplier divided by 12.
- (ii) For members hired after June 30, 2007: Their benefit multiplier is two percent (2.0%) for all years of service. Their monthly benefit will be FAC times the benefit multiplier divided by 12.
- (iii) The Superintendent of State Police receives a minimum benefit of 50% of FAC. The member also earns an additional 3% of FAC for each year of service in excess of 25.
- (iv) In no event shall a member's original retirement allowance exceed sixty-five percent (65%) of FAC.
- (v) Benefits accrued as of June 30, 2012 are protected.

c. Payment Form: Benefits are paid as a monthly life annuity. There are no optional forms of payment available.

d. Death benefit: After the death of a retired member, if the member was married, a benefit will be paid to the spouse equal to 2.00% of the member's Final Salary

for each year of service. There is a minimum benefit of 25% of Final Salary. Benefits are increased one-third for each dependent child. The maximum benefit is 50% of Final Salary. Benefits may not begin before the spouse is age 40, and benefits stop upon the spouse's death or remarriage. Effective July 1, 2012, death benefits will be based on FAC, and not Final Salary.

### 13. Disability Retirement

- a. Eligibility: A member is eligible if the disability is work-related. (Non-work-related disabilities result in a refund.)
- b. Occupational Disability Benefit: 75% of Final Salary.
- c. Payment Form: The disability benefit commences immediately upon the member's retirement. Benefits cease upon recovery or reemployment. Disability benefits are payable as a monthly life annuity. The same provisions that apply upon the death of a retired member apply upon the death of a disabled member.

### 14. Refunds

- a. Eligibility: All members leaving covered employment prior to eligibility for other benefits.
- b. Benefit: A lump-sum payment equal to the sum of his/her employee contributions. No interest is credited on these contributions.

### 15. Death Benefit of Active Members

- a. Eligibility: Death must have occurred from a service-related cause, or the member must have 10 or more years of service.
- b. Ordinary Benefit: After the death of an active member, if the member was married, a benefit will be paid to the spouse equal to 2.00% of the member's Final Salary for each year of service. There is a minimum benefit of 25% of Final Salary. Benefits are increased one-third for each dependent child. The maximum benefit is 50% of Final Salary. Benefits may not begin before the spouse is age 40 without a dependent child, and benefits stop upon the spouse's death or remarriage. Effective July 1, 2012, death benefits will be based on FAC, and not Final Salary.
- c. Duty-related Death Benefit: 75% of Final Salary, paid to the spouse or other dependent relative. Benefits cease when the spouse or other relatives die or are no longer dependent.

### 16. Post-retirement Benefit Increase:

- a. The first COLA will be granted at the later of age 55 and the member's third

anniversary of retirement for retirees as of June 30, 2012 and the later of SSNRA and the member's third anniversary of retirement for all other current and future retirees.

- b. Effective July 1, 2012, the following provisions will apply to all members:
  - (i) The COLA will be suspended for all state employees, teachers, BHDDH nurses, correctional officers, judges and state police until the aggregate funding level of their plans exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The first interim COLA may begin January 1, 2017.
  - (ii) Effective July 1, 2015, the COLA is determined based on 50% of the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%, plus 50% of the lesser of 3.0% or last year's CPI-U increase for a total maximum increase of 3.50%. Previously, it was the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%
  - (iii) The COLA will be limited to the first \$25,000 of the member's annual pension benefit. For retirees and beneficiaries who retired on or before July 1, 2015, years in which a COLA is payable based on the every fourth year provision described in (i) above will be limited to the first \$30,000. These limits will be indexed annually to increase in the same manner as COLAs, with the known values as follows:

<u>Year</u>	<u>COLA Limit</u>
2014	\$ 25,000
2015	\$ 25,168
2016	\$ 25,855
2017	\$ 26,098
2018	\$ 26,291
2019	\$ 26,687
2020	\$ 27,184
2021	\$ 27,608
2022	\$ 27,901
2023	\$ 28,878
2024	\$ 29,776
2025	\$ 30,622

- c. In addition to the increases described in section (b) above, there will be a one-time 2% COLA paid in FY2016 on the first \$25,000 of pension benefit for all retirees and beneficiaries who retired on or before June 30, 2012. There will also be two one-time stipends of \$500 payable in FY2016 and FY2017 to retirees and beneficiaries who retired on or before June 30, 2015.

## **Judicial Retirement Benefits Trust (JRBT)**

### **Summary of Plan & Benefit Provisions**

1. **Effective Date and Authority:** The Judicial Retirement Benefits Trust (JRBT) became effective on January 1, 1990 for judges hired on or after that date. Benefits are described in Rhode Island General Laws, Title 8, Chapters 3, 8, and 16, Title 28, Chapter 30, and Title 31, Chapter 43.
2. **Plan Year:** A twelve-month period ending June 30th.
3. **Administration:** The Judicial Retirement Benefits Trust is administered by the State of Rhode Island Retirement Board. However, the State Investment Commission is responsible for the investment of the trust assets, including the establishment of the asset allocation policy. Assets are commingled for investment purposes with those of the Employees' Retirement System of Rhode Island and various other plans and programs.
4. **Type of Plan:** The Judicial Retirement Benefits Trust is a qualified governmental defined benefit retirement plan. For Governmental Accounting Standards Board purposes, it is a single-employer plan.
5. **Eligibility:** All judges or justices of the Supreme Court, a superior court, a district court, a family court, an administrative adjudication court or a workers' compensation court participate in this plan if they were hired on or after January 1, 1990. (These are referred to collectively as state judges.) Benefits for state judges hired before January 1, 1990 are being paid by the state from the general assets of the state, on a pay-as-you-go basis. Eligible state judges become members at their date of employment.
6. **Salary:** Contributions are based on the judge's salary. Benefits are based on the judge's salary at the time of retirement.
7. **Employee Contributions:** State judges contribute 8.75% of their salary per year. Effective July 1, 2012, State judges (excluding justices of supreme, superior, family, and district courts) will contribute 12.00% of their salary per year. Active justices of supreme, superior, and family courts as of June 30, 2011 contribute the rate in effect as of June 30, 2012. The State "picks up" the members' contributions for its employees under the provisions of Internal Revenue Code (IRC) Section 414(h).
8. **Employer Contributions:** The State contributes an actuarially determined percentage of the member's annual salary. Contributions determined in a given actuarial valuation go into effect two years after the actuarial valuation.

9. Final Average Compensation (FAC)

- a. For judges who became members on or before July 2, 1997, one-twelfth of the judge's annual salary at the time of retirement.
- b. For judges who became members after July 2, 1997 but before July 1, 2009, one-twelfth of the average of the judge's highest three consecutive annual salaries.
- c. For judges who became members on or after July 1, 2009, one-twelfth of the average of the judge's highest five consecutive annual salaries.
- d. Benefits for death while an active member are based on the member's salary at the time of death, regardless of when the judge became a member.

10. Full Retirement

- a. Eligibility: All judges are eligible for unreduced retirement at or after age 65 if the judge has served for 20 years, or at or after age 70 after 15 years of service.
- b. Monthly Benefit:
  - (i) Judges who were appointed prior to January 1, 2009 receive 100% of FAC at retirement.
  - (ii) Judges who were appointed on or after January 1, 2009 but prior to July 1, 2009 receive 90% of FAC at retirement, and take an additional 10% reduction to 80% of FAC at retirement if they wish to elect the spouse's death benefit.
  - (iii) Judges who were appointed on or after July 1, 2009 receive 80% of FAC at retirement, or 70% of FAC at retirement if they wish to elect the spouse's death benefit.
- c. Payment Form: Benefits are paid as a monthly life annuity. Members appointed prior to January 1, 2009 automatically receive the spouse's death benefit described below. Members appointed on or after January 1, 2009 must elect to a reduced benefit as described above if they wish to receive the spouse's death benefit. There are no other optional forms of payment available.
- d. Death Benefit: After the death of a retired member, if the member was married, 50% of the retiree's benefit is paid to the surviving spouse for life (or until remarriage) if spouse's death benefit is elected. (No election or benefit reduction is required for members appointed prior to January 1, 2009.)

## 11. Reduced Retirement

- a. Eligibility: A judge is eligible for a reduced retirement benefit at age 65 if the judge has served for 10 years, or at any age after 20 years of service.
- b. Reduced Retirement Benefit:
  - (i) For judges who were appointed prior to January 1, 2009: 75% of FAC at retirement.
  - (ii) For judges who were appointed on or after January 1, 2009 but prior to July 1, 2009: receive 70% of FAC at retirement, or take an additional 10% reduction to 60% of FAC at retirement if they wish to elect the spouse's death benefit.
  - (iii) For judges who were appointed on or after July 1, 2009: receive 65% of FAC at retirement, or 55% of FAC at retirement if they wish to elect the spouse's death benefit.
- c. Payment Form: Same as for Full Retirement.
- d. Death Benefit: Same as for Full Retirement.

## 12. Refunds

- a. Eligibility: All judges leaving covered employment for a reason other than death or retirement.
- b. Benefit: A lump-sum payment equal to the sum of his/her employee contributions. No interest is credited on these contributions.

## 13. Death Benefit of Active Members

After the death of an active member, if the member was married, a benefit will be paid to the spouse until his/her death or remarriage. The benefit is equal to 25% of the judge's salary at death if the member had less than seven years of service. If the judge had at least seven but less than 15 years of service, the benefit is equal to 1/3 of the judge's salary at death. If the judge had at least 15 years of service or if the judge was eligible for retirement, the spouse receives 50% of the judge's salary at death. Benefits are payable until the spouse's death or remarriage. Benefits may be paid to any minor children after the death of the spouse. If an active member dies without having a spouse or minor children, a refund is paid to the member's beneficiary.

## 14. Post-retirement Benefit Increase:

- a. For members who retired or will be eligible for retirement as of June 12, 2010: members receive an increase equal to 3.00% of the original benefit each year, beginning in January of the year in which the member reaches the third anniversary of retirement. The increase applies to both retirement and death benefits. This increase is not tied in any way to actual increases in the cost of living. (Judges of the administrative adjudication and workers compensation courts receive a compound 3.00% increase, rather than a simple 3.00% increase.)
- b. For members who are or were formally justices of supreme, superior, family, and district courts and were not retired or were not eligible to retire as of June 12, 2010: The member will receive the first COLA upon the later of their third anniversary of retirement or when the member reaches age 65. The annual increase in the member's benefit will be equal to the lesser of their original benefit and the COLA limit in effect in the year the member retires, multiplied by the percentage increase in CPI up to a maximum of 3.0% per year. The COLA will be provided on a simple basis. The applicable annual COLA limit will be \$35,000 in 2010 and increase annually by the percentage increase in the Consumer Price Index (CPI) up to a maximum of 3.0% per year. No COLA would be paid on any part of the annual benefit in excess of this limit. The annual increase in the COLA limit will be determined on a compound basis.
- c. For members who are or were formally judges of the administrative adjudication court, traffic tribunal, and workers' compensation court and were not retired or were not eligible to retire as of June 12, 2010: The member will receive the first COLA upon the later of their third anniversary of retirement or when the member reaches age 65. The annual increase in the member's benefit will be equal to the lesser of the current benefit and the current COLA limit, multiplied by the percentage increase in CPI up to a maximum of 3.0% per year. The COLA will be provided on a compound basis. The applicable annual COLA limit will initially be \$35,000 and increase annually by the percentage increase in the Consumer Price Index (CPI) up to a maximum of 3.0% per year. No COLA would be paid on any part of the annual benefit in excess of this limit. The annual increase in the COLA limit will be determined on a compound basis.
- d. For members who retire after June 30, 2012: members will be eligible to receive cost of living increases at the later of the member's third anniversary of retirement and the month following their SSNRA.
- e. Effective July 1, 2012, the following provisions will apply to all members:
  - (i) The COLA will be suspended for all state employees, teachers, BHDDH nurses, correctional officers, judges and state police until the aggregate funding level of their plans exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The first interim COLA may begin January 1, 2017.

- (ii) Effective July 1, 2015, the COLA is determined based on 50% of the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%, plus 50% of the lesser of 3.0% or last year's CPI-U increase for a total maximum increase of 3.50%. Previously, it was the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%
  - (iii) The COLA will be limited to the first \$25,000 of the member's annual pension benefit. For retirees and beneficiaries who retired on or before July 1, 2015, years in which a COLA is payable based on the every fourth year provision described in (i) above will be limited to the first \$30,000. These limits will be indexed annually to increase in the same manner as COLAs, with the known values of \$25,000 for 2013, \$25,000 for 2014, \$25,168 for 2015, \$25,855 for 2016, \$26,098 for 2017, and \$27,472 for 2022.
- f. In addition to the scheduled increases described in section (e) above, there will be a one-time 2% COLA paid in FY2016 on the first \$25,000 of pension benefit for all retirees and beneficiaries who retired on or before June 30, 2012. There will also be two one-time stipends of \$500 payable in FY2016 and FY2017 to retirees and beneficiaries who retired on or before June 30, 2015.



## **Rhode Island Judicial Retirement Fund Trust (RIJRFT) Summary of Plan & Benefit Provisions**

The benefit provisions reflected in this valuation are those which were in effect on June 30, 2023. The benefit provisions are summarized in Appendix B in the June 30, 2023 actuarial valuation of the JRBT dated December 18, 2023.

## **State Police Retirement Fund Trust (SPRFT) Summary of Plan & Benefit Provisions**

The benefit provisions reflected in this valuation are those which were in effect on June 30, 2023. The benefit provisions are summarized in Appendix B in the June 30, 2023 actuarial valuation of the SPRBT dated December 18, 2023.

## **Employees' Retirement System (ERS)**

### **Summary of Actuarial Methods and Assumptions**

#### **I. Valuation Date**

The valuation date is June 30th 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.

#### **II. Actuarial Cost Method**

The actuarial valuation uses the Entry Age 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 (UAAL).

1. First, the actuarial present value of future benefits is determined by discounting the projected benefits for each member back to the valuation date using the assumed investment return rate as the discount rate. For active members, the projected benefits are based on the member's age, service, gender and compensation, and based on the actuarial assumptions. The calculations take into account the probability of the member's death, disability, or termination of employment prior to becoming eligible for a retirement benefit, as well as the possibility of the member will remain in service and receive a service retirement benefit. Future salary increases are anticipated. The present value of the expected benefits payable to all active members 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. Liabilities for future members are not included.
2. The employer contributions required to support the benefits are determined as a level percentage of salary, and consist of a normal contribution and an amortization contribution.
3. The normal contribution is determined using the Entry Age Normal method. Under this method, a calculation is made to determine the rate of contribution which, if applied to the compensation of each individual member during the entire period of anticipated covered service, would be required to meet the cost of all benefits payable on his behalf. The salary-weighted average of these rates is the normal cost rate. This calculation reflects the plan provisions that apply to each individual member.
4. The employer normal cost rate is equal to (i) the normal cost rate, minus (ii) the member contribution rate.
5. The actuarial accrued liability is equal to the present value of all benefits less the present value of future normal costs. The present value of the supplemental member contributions for members with 20 years of service as of June 30, 2012 is also subtracted. The unfunded actuarial accrued liability (UAAL) is then determined as (i) the actuarial accrued liability, minus (ii) the actuarial value of assets.

6. The amortization contribution rate is the level percentage of payroll required to reduce the UAAL to zero over the remaining amortization period. The employer contribution rate determined by this valuation will not be effective until two years after the valuation date. The determination of the contribution rate reflects this deferral. The amortization payment for the applicable fiscal year is first determined based on the individual amortization bases. The covered payroll is projected forward for two years, and we then determine the amortization rate by dividing the amortization payment by the projected payroll. Contributions are assumed to be made monthly throughout the year.

The UAAL was initially being amortized over the remainder of a closed 30-year period from June 30, 1999. In conjunction with The Rhode Island Retirement Security Act of 2011, the amortization period was reset to 25 years as of June 30, 2010 for the UAAL that existed at that time. In addition, in conjunction with the Article 21 legislation, the amortization period for the local portion of the UAAL of the Teacher's Plan existing as of June 30, 2014 was reset to 25 years from June 30, 2014. New gains and losses each year will be amortized over individual 20 year periods. At any time that the System is in an overfunded status, the amortization schedule will be a rolling 20 year amortization of any surplus.

### III. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses.

### IV. Actuarial Assumptions

#### A. Economic Assumptions

- (a) Investment return: 7.00% per year, compounded annually, composed of an assumed 2.50% inflation rate and a 4.50% net real rate of return. This rate represents the assumed return, net of all investment and administrative expenses.

- (b) Salary increase rate:

For State Employees: The sum of (i) a 3.25% wage inflation assumption (composed of a 2.50% price inflation assumption and a 0.75% additional general increase), and (ii) a service-related component as shown on next page.

For Teachers: The sum of (i) a 3.00% wage inflation assumption (composed of a 2.50% price inflation assumption and a 0.50% additional general increase), and (ii) a service-related component as shown on next page.

Salary Increase Rates						
Service	State Employees		Correctional Officers		Teachers	
	Service-Related Component	Total Increase	Service-Related Component	Total Increase	Service-Related Component	Total Increase
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	1.00%	4.00%	2.00%	5.00%	5.50%	8.25%
2	2.00%	5.00%	3.00%	6.00%	5.50%	8.25%
3	3.00%	6.00%	4.00%	7.00%	5.50%	8.25%
4	2.75%	5.75%	3.75%	6.75%	5.50%	8.25%
5	2.75%	5.75%	3.75%	6.75%	5.50%	8.25%
6	2.50%	5.50%	3.50%	6.50%	5.25%	8.00%
7	1.25%	4.25%	2.25%	5.25%	5.00%	7.75%
8	1.00%	4.00%	2.00%	5.00%	5.00%	7.75%
9	1.00%	4.00%	2.00%	5.00%	5.00%	7.75%
10	1.00%	4.00%	2.00%	5.00%	2.50%	5.25%
11	1.00%	4.00%	1.50%	4.50%	1.25%	4.00%
12	2.00%	5.00%	2.50%	5.50%	0.75%	3.50%
13	1.25%	4.25%	1.75%	4.75%	0.50%	3.25%
14	1.00%	4.00%	1.50%	4.50%	0.50%	3.25%
15	1.00%	4.00%	1.50%	4.50%	0.50%	3.25%
16	1.00%	4.00%	1.00%	4.00%	0.25%	3.00%
17	0.50%	3.50%	1.00%	4.00%	0.25%	3.00%
18	0.50%	3.50%	1.00%	4.00%	0.25%	3.00%
19	0.50%	3.50%	1.00%	4.00%	0.25%	3.00%
20	0.50%	3.50%	1.00%	4.00%	0.50%	3.25%
21	0.50%	3.50%	1.00%	4.00%	0.10%	2.85%
22	0.25%	3.25%	1.00%	4.00%	0.10%	2.85%
23	0.25%	3.25%	1.00%	4.00%	0.10%	2.85%
24	0.25%	3.25%	1.00%	4.00%	0.10%	2.85%
25 or more	0.00%	3.00%	0.00%	3.00%	0.00%	2.75%

- (c) Salary increases are assumed to occur once a year, on July 1. Therefore, the pay used for the period year following the valuation date is equal to the reported pay for the prior year, increased by the salary increase assumption. For employees with less than one year of service, the reported rate of pay is used rather than the fiscal year salary paid.
- (d) Payroll growth rate: In the amortization of the unfunded actuarial accrued liability, payroll is assumed to increase 3.00% for State Employees and 2.50% for Teachers per year. This increase rate is solely due to the effect of wage inflation on, with no allowance for future membership growth.
- (e) Post-retirement Benefit Increase: Post-retirement benefit increases are assumed to be 2.10%, per annum, while the plan has a funding level that exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The second such COLA will be applicable in Calendar Year 2021. As of June 30, 2021, it is assumed that the COLAs will be suspended through 2027 due to the current funding level of the plans. The actual amount of the COLA is determined based on 50% of the plan's five-year average investment rate of return minus 5.00% which will range from zero to 4.0%, and 50% of the lesser of 3% or last year's CPI-U increase for a total maximum increase of 3.50%.

**B. Demographic Assumptions**

- (a) Post-termination mortality rates (non-disabled)
  - i. Male state employees: PUB-10 Median Table for Healthy General Employee Males, loaded by 115%, projected with Scale Ultimate MP16.
  - ii. Female state employees: PUB-10 Median Table for Healthy General Employee Females, loaded by 111%, projected with Scale Ultimate MP16.
  - iii. Male teachers: PUB-10 Median Table for Healthy Teacher Males, loaded by 108%, projected with Scale Ultimate MP16.
  - iv. Female teachers: PUB-10 Median Table for Healthy Teacher Females, loaded by 115%, projected with Scale Ultimate MP16.

The following table provides the life expectancy for individuals retiring in future years based on the assumption with full generational projection

Life Expectancy for an Age 65 Retiree in Years					
Group	Year of Retirement				
	2022	2025	2030	2035	2040
State Employee - Male	20.7	20.9	21.3	21.7	22.0
State Employee - Female	23.4	23.6	23.9	24.2	24.6
Teacher – Male	22.7	22.9	23.3	23.6	23.9
Teacher – Female	24.4	24.6	24.9	25.2	25.5

(b) Post-retirement mortality (disabled lives): Separate set of rates are used for state employees and teachers

- i. State Employees: Sex distinct PUB-10 Tables for General Disabled Retirees by Occupation, projected with Scale Ultimate MP16.
- ii. Teachers: Sex distinct PUB-10 Tables for Teacher Disabled Retirees by Occupation females, projected with Scale Ultimate MP16.

(c) Pre-retirement mortality: Separate set of rates are used for state employees and teachers

- i. State Employees: Sex distinct PUB-10 Tables for General Employees by Occupation, projected with Scale Ultimate MP16.
- ii. Teachers: Sex distinct PUB-10 Tables for Teachers Employees by Occupation for females, projected with Scale Ultimate MP16.

(d) Disability rates: Sample rates are shown below. Ordinary disability rates are not applied to members eligible for retirement. One half the accidental disabilities are assumed to be totally and permanently disabled from any occupation.

Age	Number of Disabilities per 1,000							
	State Ordinary Males	State Accidental Males	State Ordinary Females	State Accidental Females	Teachers Ordinary Males	Teachers Accidental Males	Teachers Ordinary Females	Teachers Accidental Females
25	0.54	0.07	0.45	0.07	0.27	0.03	0.32	0.03
30	0.66	0.09	0.55	0.09	0.33	0.03	0.39	0.03
35	0.90	0.12	0.75	0.12	0.45	0.05	0.53	0.05
40	1.32	0.18	1.10	0.18	0.66	0.07	0.77	0.07
45	2.16	0.29	1.80	0.29	1.08	0.11	1.26	0.11
50	3.66	0.49	3.05	0.49	1.83	0.18	2.14	0.18
55	6.06	0.81	5.05	0.81	3.03	0.30	3.54	0.30
60	8.46	1.13	7.05	1.13	4.23	0.42	4.94	0.42
65	13.86	1.85	11.55	1.85	6.93	0.69	8.09	0.69

In addition, for members that are above age 60 and not eligible to retire, 2% is added to the rates above. For members that are age 55 with 20 Years of service and not eligible to retire, another 1% is added to the rates above.

(e) Termination rates (for causes other than death, disability, or retirement) are a function of the member's gender and service. Termination rates are not applied to members eligible for retirement. Rates are shown below:

Service	State Employees	Correctional Officers	Teachers
1	0.188800	0.104000	0.150000
2	0.119369	0.072800	0.100000
3	0.095306	0.059689	0.007500
4	0.081230	0.051579	0.056841
5	0.071243	0.046835	0.047326
6	0.063496	0.043469	0.040747
7	0.057166	0.040858	0.035903
8	0.051815	0.038725	0.032175
9	0.047180	0.036922	0.029209
10	0.043091	0.035359	0.026789
11	0.039433	0.033981	0.024773
12	0.036125	0.032749	0.023065
13	0.033104	0.31634	0.021598
14	0.030325	0.030616	0.020323

15	0.027752	0.029678	0.019204
16	0.025357	0.028812	0.018213
17	0.023117	0.028004	0.017328
18	0.021012	0.027249	0.016534
19	0.019027	0.026540	0.015816
20	0.017152	0.025871	0.015164
21	0.015370	0.025239	0.014568
22	0.013677	0.024639	0.014022
23	0.012062	0.024068	0.013520
24	0.010519	0.023524	0.013056
25	0.009041	0.023004	0.000000

(f) Retirement rates (unreduced):

For State Employees (except Correctional Officers): a 20% per year retirement probability for members who is eligible for unreduced retirement before age 62, a 25% retirement probability for those retired between ages 62 to 64, then 30% for members aged 65 and up. 100% of members aged 75 and above are assumed to retire immediately.

For Teachers: a flat 30% per year retirement probability for members between ages 65 to 69, and a flat 35% per year retirement probability for members at age 70 or older eligible for unreduced retirement. A 30% retirement probability at first eligibility will be applied for employees under age 65. 20% per year retirement probability for members at all other ages. 100% of members aged 75 and above are assumed to retire immediately.

For Correctional Officers: A set of unisex rates, indexed by service, as shown below. 100% of officers who have attained Social Security normal retirement age and have at least 5 years of service are assumed to retire.



Corrections	
Service	Ret. Rate
25	10.00%
26	5.00%
27	6.00%
28	7.00%
29	8.00%
30	9.00%
31	10.00%
32	11.00%
33	12.00%
34	13.00%
35	14.00%
36	15.00%
37	16.00%
38	17.00%
39	18.00%
40	100.00%

(g) Reduced retirement: Rates based on the years from Normal Retirement Age, as shown below:

<b>Years from Normal Retirement Age</b>	<b>Ret. Rate</b>
<b>5</b>	<b>1%</b>
<b>4</b>	<b>1%</b>
<b>3</b>	<b>1%</b>
<b>2</b>	<b>2%</b>
<b>1</b>	<b>3%</b>

C. Other Assumptions:

1. Valuation payroll (used for determining the amortization contribution rate): Prior aggregate fiscal year payroll projected forward one year using the overall payroll growth rate.
2. Percent married: 85% of employees are assumed to be married.
3. 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.
4. Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an annuity. The spousal annuity death benefit for vested married participants is valued using a static optional form conversion factor of 0.84 and 0.78 for males and females respectively.
5. For active death benefits, the liability is initially calculated based on the ordinary death benefit provisions, and then a 7.5% load is applied to account for duty related benefits.
6. 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.
7. Recovery from disability: None assumed.
8. Remarriage: It is assumed that no surviving spouse will remarry and there will be no children's benefit.
9. 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.
10. Investment and administrative expenses: The assumed investment return rate represents the anticipated net return after payment of all investment and administrative expenses.
11. Inactive members: For members who terminated service prior to June 30, 2017 liabilities for inactive members are approximated as a multiple of their member contribution account

balances. For non-vested inactive members, the multiple is 1.0. For vested inactive members, the multiple is 8.0 for members with 25 or more years of service, 3.0 for vested inactive members age 45 or older with less than 25 years of service, and 1.0 for other vested inactive members younger than age 45. For members who terminated service after June 30, 2017, the expected liability at termination has been carried forward with interest from the last valuation the member was active.

12. Decrement timing: For all non-teachers employees, decrements are assumed to occur at the middle of the year. For Teachers the retirement and termination decrements are assumed to occur at the beginning of the year, while death and disability are assumed to occur at the middle of the year.

13. 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.

14. Decrement relativity: Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.

15. 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.

16. Benefit Service: All members are assumed to accrue one year of eligibility service each year.

17. All calculations were performed without regard to the compensation limit in IRC Section 401(a)(17) and the benefit limit under IRC Section 415.

18. For purposes of the projection it was assumed that employees entering the Plan in the future would reflect the characteristics of employees who entered the Plan during the last six years and that the active population would remain constant.

#### D. Participant Data

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

The data for active members included name, an identification number, gender, a code indicating whether the member was active or inactive, a code indicating employee type (State Employee or Teacher), date of birth, service, salary, date of last contribution, accumulated member contributions without interest, accrued benefit multiplier as of June 30, 2014, Final Average Compensation as of June 30, 2012, Article 7 Retirement Date, and the Rhode Island Retirement Security Act Retirement Date. For retired members and beneficiaries, the data included name, an identification number, gender, date of birth, date of retirement, amount of benefit, the amount of adjustment after age 62 for anyone electing the Social Security option, a code indicating the option elected and the type of retiree (service retiree, disabled retiree, beneficiary), and if applicable, the joint pensioner's date of birth and gender.

Salary supplied for the current year was based on the earnings for the fiscal year preceding the valuation date. However, for members with less than one year of service, the current rate of salary was used. This salary was adjusted by the salary increase rate for one year. An additional adjustment was made so that a member's compensation would not be less than it was in the previous year.

In defining who was an active member, members with a date of last contribution in the final quarter of the fiscal year were considered active. Otherwise, the member was defined as inactive.

To correct for incomplete and inconsistent data, we first attempted to pulled data from prior valuation files and then made general assumptions to fill in the rest. These modifications had no material impact on the results presented.

## Teachers' Survivors Benefit Plan (TSB) Summary of Actuarial Methods and Assumptions

### 1. Basic Actuarial Assumptions

Except for special assumptions that are specific to the Teachers' Survivors Benefit Plan, described below, the actuarial assumptions used in this valuation are the same as the ones used for Teachers in the June 30, 2020 actuarial valuation of the Employees' Retirement System of Rhode Island (ERSRI). I.e., this valuation uses the same 7.00% investment return rate, the same salary increase rates, the same mortality, disability, and retirement rates used in that valuation.

### 2. Special TSB Assumptions

(a) Family Makeup: The following schedule shows the assumptions about the makeup of the member's family at the time of death:

Family Makeup	Probability (By Attained Age)								
	20	25	30	35	40	45	50	60	65
Spouse Only	5%	14%	14%	10%	11%	15%	32%	75%	70%
Spouse and 1 Child	5%	12%	20%	17%	22%	23%	18%	0%	0%
Spouse and 2 or More Children	4%	13%	36%	46%	41%	35%	24%	0%	0%
One Child Alone	5%	6%	3%	7%	8%	10%	6%	0%	0%
Two Children Alone	3%	7%	4%	7%	6%	3%	1%	0%	0%
Three or More Children Alone	1%	4%	4%	5%	4%	1%	1%	0%	0%
Dependent Parent Alone	0%	0%	0%	0%	0%	0%	0%	0%	0%
No Dependents	77%	44%	19%	8%	8%	13%	18%	25%	30%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

(b) Ages: 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. Parents are assumed to be 30 years older than the member, and children are assumed to be 30 years younger than the member. All children are assumed to remain in school until age 23.

(c) Remarriage: It was assumed that no spouses would remarry after the member's death.

(d) Refunds at Retirement: Please refer to the Family Makeup grid above for the assumed percentage of members will elect a refund at retirement. (it is the proportion of the membership assumed to be without an eligible dependent.)

(e) Deferred beneficiaries: No specific data was available for deferred beneficiaries— those spouses of

deceased members who are not yet age 60 and who are not receiving family benefits. They will be entitled to receive a spouse's benefit upon reaching age 60. To estimate this liability, we assumed that these members would receive an immediate refund of their TSB contributions.

- (f) Inactive members with contributions on deposit: It was assumed that 100% of members who are inactive, nonretired, and nonvested would receive an immediate refund of their TSB contributions.
- (g) Cost-of-living adjustment (COLA): COLAs are assumed to be 2.50% per year, since that is the ERSRI inflation assumption.

### 3. Actuarial Methods

- (a) Valuation date: The TSB plan is valued as of June 30, the last day of the plan's fiscal year. Valuations in the future will be done biennially, in every odd year.
- (b) Actuarial cost method: The Entry Age Normal actuarial cost method is used to determine the normal cost and actuarial accrued liability. The normal cost is the level dollar amount (not the level percentage of pay used for ERSRI) required to fund a members benefit from entry age to ultimate retirement. The level-dollar version of the Entry Age Normal method was used for consistency with the current contribution requirement of \$115.00/year for almost all members.
- (c) Actuarial asset method: The market value of fund assets is used as the actuarial value, rather than using a smoothed value.

### 4. Participant Data

Participant data was supplied on electronic files. There were separate files for (i) covered active and inactive, nonretired members, (ii) retirees who had left their contributions on deposit, and (iii) survivors receiving benefits. For active and inactive/nonretired members, we used the same participant data that we used for the valuation of ERSRI, but excluded members not covered under the TSB. For covered retirees, we received a file showing each member's date of birth, sex, TSB contribution account balance (without interest), and final average salary. For beneficiaries receiving benefits, we received a file that included for each deceased member the spouse's (or child's) date of birth, sex, the amount of the monthly benefit, and a code indicating the kind of benefit being paid (e.g., spouse's benefit, family benefit with two or more children, child's benefit, etc.).

## **Municipal Employees' Retirement System (MERS) Summary of Actuarial Methods and Assumptions**

### **I. Valuation Date**

The valuation date is June 30th 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.

### **II. Actuarial Cost Method**

The actuarial valuation uses the Entry Age 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 (UAAL).

The employer normal cost rate is the total normal cost rate, less the member contribution rate. The total normal cost rate is the level percentage-of-pay contribution which would theoretically pay for all benefits if it had been made each year from the inception of the plan and if there had never been any changes of benefits, any changes of assumptions or methods, or any experience gains or losses. The normal costs are determined on an individual basis.

The actuarial accrued liability is the difference between the actuarial present value of all future benefits and the actuarial present value of future normal costs. It is the amount to which the normal costs would have accumulated under the assumptions described in the preceding paragraph. The unfunded actuarial accrued liability (UAAL) is the difference between the actuarial accrued liability and the actuarial value of assets.

The amortization contribution rate is the level percentage of payroll required to reduce the UAAL to zero over the remaining amortization period. The employer contribution rate determined by this valuation will not be effective until two years after the valuation date. The determination of the contribution rate reflects this deferral. The amortization payment for the applicable fiscal year is first determined based on the individual amortization bases. The covered payroll is projected forward for two years, and we then determine the amortization rate by dividing the amortization payment by the projected payroll. Contributions are assumed to be made monthly throughout the year.

For underfunded units, the amortization period for the UAAL as of June 30, 2010 was set to 25 years, or 16 years as of the current valuation date. In conjunction with the Article 21 legislation, employers were given the option to reset the amortization period for the UAAL existing as of June 30, 2014 to 25 years from June 30, 2014. All new gains and losses each year will be amortized over individual 20 year periods. At any time that a unit is in an overfunded status, the amortization schedule will be a rolling 20 year amortization of any surplus.

### III. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses. The actuarial value is calculated in the aggregate for all units combined, and then it is allocated to each unit in proportion to that unit's market value.

### IV. Actuarial Assumptions

#### 1. Economic Assumptions

- (a) Investment return: 7.00% per year, compounded annually, composed of an assumed 2.50% inflation rate and a 4.50% net real rate of return. This rate represents the assumed return, net of all investment and administrative expenses.
- (b) Salary increase rate: For general employees, the sum of (i) a 3.00% wage inflation assumption (composed of a 2.50% price inflation assumption and a 0.50% additional general increase), (ii) individual merit of 0.25%, and (iii) a service-related component as shown below:

General Employees		
Years of Service	Service-Related Component	Total Increase
1	4.25%	7.25%
2	3.25	6.25
3	3.00	6.00
4	2.75	5.75
5	2.50	5.50
6	2.25	5.25
7	1.50	4.50
8	1.00	4.00
9-10	0.75	3.75
11-15	0.50	3.50
16-20	0.20	3.20
20-24	0.10	3.10
16 or more	0.00	3.00



For police/fire employees, the sum of (i) a 3.50% wage inflation assumption (composed of a 2.50% price inflation assumption and a 1.00% additional general increase), (ii) an individual merit component of 1.00%, and (iii) a service-related component as shown below:

Police/Fire Employees		
Years of Service	Service-Related Component	Total Increase
1	10.00%	13.50%
2	9.00	12.50
3	7.00	10.50
4	4.00	7.50
5	2.50	6.00
6	3.00	6.50
7-20	0.50	4.00
21-24	0.25	3.75
25 or more	0.00	3.50

Salary increases are assumed to occur once a year, on July 1. Therefore, the pay used for the period year following the valuation date is equal to the reported pay for the prior year, increased by the salary increase assumption. For employees with less than one year of service, the reported rate of pay is used rather than the fiscal year salary paid.

- (c) Payroll growth rate: In the amortization of the unfunded actuarial accrued liability, payroll is assumed to increase 2.5% per year. This increase rate is solely due to the effect of wage inflation on salaries, with no allowance for future membership growth.
- (d) Post-retirement Benefit Increase: Post-retirement benefit increases are assumed to be 2.10%, per annum, while the plan has a funding level that exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The actual amount of the COLA is determined based on 50% of the plan's five-year average investment rate of return minus 5.00% which will range from zero to 4.0%, and 50% of the lesser of 3% or last year's CPI-U increase for a total maximum increase of 3.50%. It is known that the COLA for calendar years 2023 and 2024 will be 3.11% and 2.84% respectively, and this has been reflected in the valuation.

## 2. Demographic Assumptions

- (a) Post-retirement mortality rates:
  - i. Male employees: PUB(10) Median Table for Healthy General Employee Males, loaded by 115%, projected with Scale MP2021 with immediate convergence.

- ii. Female employees: PUB(10) Median Table for Healthy General Employee Females, loaded by 111%, projected with Scale MP2021 with immediate convergence.
- iii. Disabled males – PUB(10) Tables for Disabled Retirees by Occupation for males, projected with Scale MP2021 with immediate convergence.
- iv. Disabled females – PUB(10) Tables for Disabled Retirees by Occupation for females, projected with Scale MP2021 with immediate convergence.

(b) Pre-retirement mortality (combined ordinary and duty):

- i. Male employees: PUB(10) Tables for Employees by Occupation for males, projected with Scale MP2021 with immediate convergence.
- ii. Female employees: PUB(10) Tables for Employees by Occupation for females, projected with Scale MP2021 with immediate convergence.

(c) Disability rates: Sample rates per 1,000 active members are shown below. Ordinary disability rates are not applied to members eligible for unreduced retirement.

Age	Number of Disabilities per 1,000					
	General Employees, Ordinary, Males	General Employees, Accidental, Males	General Employees, Ordinary, Females	General Employees, Accidental, Females	Police & Fire, Ordinary, Males and Females	Police & Fire, Accidental, Males and Females
25	0.45	0.14	0.45	0.05	0.34	1.53
30	0.55	0.17	0.55	0.06	0.44	1.98
35	0.75	0.23	0.75	0.08	0.58	2.61
40	1.10	0.33	1.10	0.11	0.88	3.96
45	1.80	0.54	1.80	0.18	1.44	6.48
50	3.05	0.92	3.05	0.31	2.42	10.89
55	5.05	1.52	5.05	0.51	2.42	10.89
60	7.05	2.12	7.05	0.71	2.42	10.89
65	11.55	3.47	11.55	1.16	2.42	10.89

For General Employees that are age 55 with 20 Years of service but not eligible to retire, an additional 1% is added to the rates above. In addition, if the member is above age 60, another 1% is added to the rates above

(d) Termination rates (for causes other than death, disability, or retirement) are a function of the member's service. Termination rates are not applied to members eligible for retirement. Rates are shown below:

Service	General Employees, Males & Females	Police & Fire, Males & Females
1	0.175000	0.100000
2	0.118774	0.069562
3	0.101396	0.054862
4	0.086148	0.046265
5	0.086007	0.040164
6	0.072536	0.035433
7	0.061073	0.031566
8	0.051453	0.028296
9	0.043504	0.025465
10	0.03706	0.022968
11	0.031957	0.020733
12	0.028021	0.018711
13	0.025086	0.016866
14	0.022985	0.015169
15	0.021550	0.013598
16	0.020615	0.012135
17	0.020008	0.010766
18	0.019563	0.009480
19	0.001911	0.008269
20	0.018489	0.000000
21	0.017524	0.000000
22	0.016050	0.000000
23	0.013898	0.000000
24	0.010902	0.000000
25	0.006892	0.000000

(e) Retirement rates (unreduced):

For MERS General Employees: a flat 20% per year retirement probability for members eligible for unreduced retirement. A 25% retirement probability at first eligibility will be only applied if they have reached age 65.

For MERS P&F: Unisex, service-based rates are used for police and fire.

Service	Units without the Optional 20-year retirement election
25	15.0%
26	18.0%
27	21.0%
28	22.0%
29	22.0%
30-34	27.0%
35-39	37.0%
40+	100.0%

100% of members eligible to retire as of June 30, 2012 are assumed to retire once they reach 35 years of service. All members not eligible to retire as of June 30, 2012 are assumed retire at SSNRA, if eligible.

Members are eligible to receive an enhanced benefit if they are at least age 57 with 30 or more years of service. In the year prior to becoming eligible for this provision, no members are assumed to retire.

- (f) Reduced retirement rates: No early retirements are assumed for police and fire. Rates for general employees are based on the years from Retirement Eligibility for unreduced benefits, as shown below:

Years from Normal Retirement Age	Ret. Rate
5	1%
4	1%
3	1%
2	2%
1	3%

3. Other Assumptions:

- (a) Valuation payroll (used for determining the amortization contribution rate): Prior aggregate fiscal year payroll projected forward one year using the overall payroll growth rate.
- (b) Percent married: 80% of employees are assumed to be married.
- (c) For the special post-retirement police and fire survivor benefit, we have assumed 80% of members will have a spouse at the time of retirement and 10% of those members would choose option 1 or option 2.
- (d) 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.
- (e) Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an annuity. The spousal annuity death benefit for vested married participants is valued using optional form conversion factors based on a unisex mortality table.
- (f) For active death benefits, the liability is initially calculated based on the ordinary death benefit provisions, and then a 7.5% load is applied to account for duty related benefits.
- (g) 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.
- (h) Recovery from disability: None assumed.
- (i) Remarriage: It is assumed that no surviving spouse will remarry and there will be no children's benefit.

- (j) 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.
- (k) Investment and administrative expenses: The assumed investment return rate represents the anticipated net return after payment of all investment and administrative expenses.
- (l) Inactive members: For members who terminated service prior to June 30, 2017 liabilities for inactive members are approximated as a multiple of their member contribution account balances. For nonvested inactive members, the multiple is 1.0. For vested inactive members, the multiple is 8.0 for members with 25 or more years of service, 3.0 for vested inactive members age 45 or older with less than 25 years of service, and 1.0 for other vested inactive members younger than age 45. For members who terminated service after June 30, 2017, the expected liability at termination has been carried forward with interest from the last valuation the member was active.
- (m) Decrement timing: For all members, decrements are assumed to occur at the middle of the year.
- (n) 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.
- (o) Decrement relativity: Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.
- (p) 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.
- (q) Benefit Service: All members are assumed to accrue one year of eligibility service each year.
- (r) All calculations were performed without regard to the compensation limit in IRC Section 401(a)(17) and the benefit limit under IRC Section 415.

#### 4. Participant Data

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

The data for active members included name, identification number, sex, a code indicating whether the member was active or inactive, date of birth, service, salary, unit indicator, date of last contribution, accumulated member contributions without interest, accrued benefit multiplier as of Valuation Date, Final Average Compensation as of June 30, 2012, and the Rhode Island Retirement Security Act Retirement Date. For retired members and beneficiaries, the data included date of birth, sex, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and a form of payment code.

Salary supplied for the current year was based on the earnings for the year preceding the valuation date. This salary was adjusted by the salary increase rate for one year. However, for members with less than one year of service, the current rate of salary was used. This salary was adjusted by the salary increase rate for one year. An additional adjustment was made so that a member's compensation would not be less than it was in the previous year.

In defining who was an active member, members with a date of last contribution in the final quarter of the fiscal year were considered active. Otherwise, the member was defined as inactive.

Beneficiary data for police and fire employees was completed, based on the Age Difference stated above, if the information was not originally supplied on the electronic files.

To correct for incomplete and inconsistent data, we first attempted to pull data from prior valuation files and then made general assumptions to complete the rest. These had no material impact on the results presented.

For members who transferred during the prior fiscal year adjustments were made for certain data records as needed. The active record for a member who transferred into a MERS unit was compared to the prior active record to test for reasonability of service and account balances relative to the prior year's active record and adjusted if needed. The inactive record for any member who transferred out of a MERS unit was deleted when calculating the inactive liability.

## **State Police Retirement Benefits Trust (SPRBT)**

### **Summary of Actuarial Methods and Assumptions**

#### I. Valuation Date

The valuation date is June 30th 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.

#### II. Actuarial Cost Method

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 (UAAL).

1. First, the actuarial present value of future benefits is determined by discounting the projected benefits for each member back to the valuation date using the assumed investment return rate as the discount rate. For active members, the projected benefits are based on the member's age, service, sex and compensation, and based on the actuarial assumptions. The calculations take into account the probability of the member's death, disability, or termination of employment prior to becoming eligible for a retirement benefit, as well as the possibility of the member will remain in service and receive a service retirement benefit. Future salary increases are anticipated. The present value of the expected benefits payable to all active members 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. Liabilities for future members are not included.
2. The employer contributions required to support the benefits are determined as a level percentage of salary, and consist of a normal contribution and an amortization contribution.
3. The normal contribution is determined using the Entry Age Normal method. Under this method, a calculation is made to determine the rate of contribution which, if applied to the compensation of each individual member during the entire period of anticipated covered service, would be required to meet the cost of all benefits payable on his behalf. The salary-weighted average of these rates is the normal cost rate. This calculation reflects the plan provisions that apply to each individual member.
4. The employer normal cost rate is equal to (i) the normal cost rate, minus (ii) the member contribution rate.
5. The actuarial accrued liability is equal to the present value of all benefits less the present value of future normal costs. The unfunded actuarial accrued liability (UAAL) is then determined as (i) the actuarial accrued liability, minus (ii) the actuarial value of assets.
6. The amortization contribution rate is the level percentage of payroll required to reduce the UAAL to zero over the remaining amortization period. The employer contribution rate determined by this valuation will not be effective until two years after the valuation date. The determination of the contribution rate reflects this deferral. The amortization payment for the applicable fiscal year is first determined based on the individual amortization bases. The covered payroll is projected forward for two years, and we then determine the



amortization rate by dividing the amortization payment by the projected payroll. Contributions are assumed to be made monthly throughout the year.

- (a) In conjunction with The Rhode Island Retirement Security Act of 2011, the amortization period was reset to 25 years as of June 30, 2010 for the UAAL that existed at that time. New gains and losses each year will be amortized over individual 20 year periods. At any time that the System is in an overfunded status, the amortization schedule will be a rolling 20 year amortization of any surplus.

### III. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses.

### IV. Actuarial Assumptions

#### 1. Economic Assumptions

- (a) Investment return: 7.00% per year, compounded annually, composed of an assumed 2.50% inflation rate and a 4.50% net real rate of return. This rate represents the assumed return, net of all investment and administrative expenses.
- (b) Salary increase rate: The sum of (i) a 3.00% wage inflation assumption (composed of a 2.50% price inflation assumption and a 0.50% additional general increase), and (ii) a service-related component as shown below:

Years of Service	Service-Related Component	Total Increase
0	5.00%	8.25%
1	4.75	8.00
2	4.75	8.00
3	8.75	12.00
4	5.75	9.00
5	4.00	7.25
6	2.00	5.25
7	2.00	5.25
8	1.75	5.00
9	1.50	4.75
10-14	1.50	4.75
15-19	1.25	4.50

20-24	1.00	4.25
25&up	0.75	4.00

Salary increases are assumed to occur once a year, on July 1. Therefore, the pay used for the period between the valuation date and the first anniversary of the valuation date is equal to the reported pay for the prior year, increased by the salary increase assumption.

- (c) Payroll growth rate: In the amortization of the unfunded frozen liability, payroll is assumed to increase 2.50% per year. This assumption includes no allowance for future membership growth.
- (d) Post-retirement Benefit Increase: Post-retirement benefit increases are assumed to be 2.10%, per annum, while the plan has a funding level that exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The second such COLA will be applicable in Calendar Year 2021. As of June 30, 2022, it is assumed that the COLAs will be suspended through 2027 due to the current funding level of the plans. The actual amount of the COLA is determined based on 50% of the plan's five-year average investment rate of return minus 5.00% which will range from zero to 4.0%, and 50% of the lesser of 3% or last year's CPI-U increase for a total maximum increase of 3.50%.

## 2. Demographic Assumptions

### (a) Post-termination mortality rates

- i. Healthy males – PUB(10) Median Table for Healthy General Employee Males, loaded by 115%, projected with Scale MP2021 with immediate convergence.
- ii. Healthy females - PUB(10) Median Table for Healthy General Employee Females, loaded by 111%, projected with Scale MP2021 with immediate convergence.
- iii. Disabled males – PUB(10) Tables for Disabled Retirees by Occupation for males, projected with Scale MP2021 with immediate convergence.
- iv. Disabled females – PUB(10) Tables for Disabled Retirees by Occupation for females, projected with Scale MP2021 with immediate convergence.

### (b) Pre-retirement mortality:

- i. Males – PUB(10) Tables for Employees by Occupation for males, projected with Scale MP2021 with immediate convergence.
- ii. Females - PUB(10) Tables for Employees by Occupation for females, projected with Scale MP2021 with immediate convergence.

- (c) Disability rates – Rates are applied, with 75% of disabilities considered work related, and no recoveries assumed once disabled:

Age	Rate
-----	------

20	0.12%
25	0.17
30	0.22
35	0.29
40	0.44
45	0.72
50	1.21

Disabilities that are not work-related are assumed to result in a refund. The disability rates for non work-related causes stop once the member is eligible for retirement.

(d) Termination rates – None

- (e) Retirement rates – State police are assumed to retire in accordance with the probabilities as shown below. Any member of the State police, other than the superintendent of State police may retire at any time subsequent to the date the member’s retirement allowance equals or exceeds 50% of average compensation, provided that a member may retire at or after the date of the attainment of a 50% benefit multiplier. 100% are assumed to retire upon the first to occur of (i) the date the member’s retirement allowance equals 65%; or (ii) the age 70 if still active.

State Police Employed Before July 1, 2007	
Service	Ret. Rate
20	5.0%
21	8.0%
22	11.0%
23	14.0%
24	17.0%
25+	45.0%

State Police Employed On or After July 1, 2007	
Service	Ret. Rate
25	35.0%
26	25.0%
27	20.0%
28	30.0%
29+	40.0%

### 3. Other Assumptions

- (a) Percent married: 85% of employees are assumed to be married.
- (b) 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.
- (c) Remarriage: It is assumed that no surviving spouse will remarry and there will be no children's benefit.
- (d) Investment and administrative expenses: The assumed investment return rate represents the anticipated net return after payment of all investment and administrative expenses.
- (e) Overtime: Members eligible for overtime are assumed to work and contribute on 400 hours of overtime during their final averaging period.

### 4. Participant Data

Participant data was supplied in electronic files for active and retired members. The data for active members included birth date, sex, service, salary and employee contribution account balance. For retired members and beneficiaries, the data included date of birth, sex, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and a form of payment code.

## Judicial Retirement Benefits Trust (JRBT) Summary of Actuarial Methods and Assumptions

### I. Valuation Date

The valuation date is June 30th 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.

### II. Actuarial Cost Method

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 (UAAL).

1. First, the actuarial present value of future benefits is determined by discounting the projected benefits for each member back to the valuation date using the assumed investment return rate as the discount rate. For active members, the projected benefits are based on the member's age, service, sex and compensation, and based on the actuarial assumptions. The calculations take into account the probability of the member's death, disability, or termination of employment prior to becoming eligible for a retirement benefit, as well as the possibility of the member will remain in service and receive a service retirement benefit. Future salary increases are anticipated. The present value of the expected benefits payable to all active members 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. Liabilities for future members are not included.
2. The employer contributions required to support the benefits are determined as a level percentage of salary, and consist of a normal contribution and an amortization contribution.
3. The normal contribution is determined using the Entry Age Normal method. Under this method, a calculation is made to determine the rate of contribution which, if applied to the compensation of each individual member during the entire period of anticipated covered service, would be required to meet the cost of all benefits payable on his behalf. The salary-weighted average of these rates is the normal cost rate. This calculation reflects the plan provisions that apply to each individual member.
4. The employer normal cost rate is equal to (i) the normal cost rate, minus (ii) the member contribution rate.
5. The actuarial accrued liability is equal to the present value of all benefits less the present value of future normal costs. The unfunded actuarial accrued liability (UAAL) is then determined as (i) the actuarial accrued liability, minus (ii) the actuarial value of assets.
6. The amortization contribution rate is the level percentage of payroll required to reduce the UAAL to zero over the remaining amortization period. The employer contribution rate determined by this valuation will not be effective until two years after the valuation date. The determination of the contribution rate reflects this deferral. The amortization payment for the applicable fiscal year is first determined based on the individual amortization bases. The covered payroll is projected forward for two years, and we then determine the amortization

rate by dividing the amortization payment by the projected payroll. Contributions are assumed to be made monthly throughout the year.

The UAAL was initially being amortized over the remainder of a closed 30-year period from June 30, 1999. In conjunction with The Rhode Island Retirement Security Act of 2011, the amortization period was reset to 25 years as of June 30, 2010 for the UAAL that existed at that time. New gains and losses each year will be amortized over individual 20 year periods. At any time that the System is in an overfunded status, the amortization schedule will be a rolling 20 year amortization of any surplus.

### III. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses.

### IV. Actuarial Assumptions

#### 1. Economic Assumptions

(a) Investment return: 7.00% per year, compounded annually, composed of an assumed 2.50% inflation rate and a 4.50% net real rate of return. This rate represents the assumed return, net of all investment and administrative expenses.

(b) Salary increase rate: Salaries are assumed to increase at the rate of 2.75% per year.

Salary increases are assumed to occur once a year, on July 1. Therefore, the pay used for the period between the valuation date and the first anniversary of the valuation date is equal to the reported pay for the prior year, increased by the salary increase assumption.

(c) Payroll growth rate: In the amortization of the unfunded frozen liability, payroll is assumed to increase 2.50% per year. This assumption includes no allowance for future membership growth.

Post-retirement Benefit Increase: Post-retirement benefit increases are assumed to be 2.10%, per annum while the plan has a funding level that exceeds 80%; however, an interim adjustment equal to 25% of the total increase will be granted while the plan remains less than 80% funded. In the original RIRSA legislation it was assumed that the benefit adjustments would be suspended until 2027 and all subsequent valuations have continued to reference this same timeframe. The actual amount of the COLA is determined based on 50% of the plan's five-year average investment rate of return minus 5.00% which will range from zero to 4.0%, and 50% of the lesser of 3% or last year's CPI-U increase for a total maximum increase of 3.50%.

## 2. Demographic Assumptions

### (a) Post-termination mortality rates (non-disabled lives)

- i. Male: PUB(10) Above Median Table for Healthy General Employee Males, projected with Scale MP2021 with immediate convergence.
- ii. Females: PUB(10) Above Median Table for Healthy General Employee Females, projected with Scale MP2021 with immediate convergence.

### (b) Post-termination mortality rates (disabled lives)

- i. Males: PUB(10) Tables for Disabled Retirees by Occupation for males, projected with Scale MP2021 with immediate convergence.
- ii. Females: PUB(10) Tables for Disabled Retirees by Occupation for females, projected with Scale MP2021 with immediate convergence.

### (c) Pre-termination mortality rates

- i. Males: PUB(10) Tables for Disabled Retirees by Occupation for males, projected with Scale MP2021 with immediate convergence.
- ii. Females: PUB(10) Tables for Disabled Retirees by Occupation for females, projected with Scale MP2021 with immediate convergence.

### (d) Disability rates – None

### (e) Termination rates – None

- (f) Retirement rates – 33% of members are assumed to retire when first eligible for a reduced retirement benefit (age 65 with 10 years of service, or any age with 20 years of service). All other members are assumed to retire when eligible for an unreduced retirement benefit (age 65 with 20 years of service, or age 70 with 15 years of service). Judges who have not reached eligibility for a retirement benefit by age 75 are assumed to terminate at age 75 and receive either a reduced retirement benefit, if eligible, or a refund.

## 3. Other Assumptions

- (a) Percent married: 85% of employees are assumed to be married.

- (b) 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.

- (c) Remarriage: It is assumed that no surviving spouse will remarry and there will be no children's benefit.

- (d) All married members appointed after January 1, 2009 will elect the optional spouse's coverage at retirement.



(e) Investment and administrative expenses: The assumed investment return rate represents the anticipated net return after payment of all investment and administrative expenses.

#### 4. Participant Data

Participant data was supplied in electronic files for active members and retirees. The data for active members included birth date, sex, service, salary and employee contribution account balance. For retired members and beneficiaries, the data included date of birth, sex, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and a form of payment code.

## **Rhode Island Judicial Retirement Fund Trust (RIJRFT) Summary of Actuarial Methods and Assumptions**

The assumptions used in this valuation, with the exception of the 3.86% discount rate, are the same as those summarized in Appendix A in the June 30, 2023 actuarial valuation of the JRBT dated December 18, 2023. We believe the assumptions are internally consistent and are reasonable.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results 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 and the calculated contribution rates.

## **State Police Retirement Fund Trust (SPRFT)**

### **Summary of Actuarial Methods and Assumptions**

The assumptions used in this valuation, including the 7.00% discount rate, are the same as those summarized in Appendix A in the June 30, 2023 actuarial valuation of the SPRBT dated December 18, 2023. We believe the assumptions are internally consistent and are reasonable.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results 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 and the calculated contribution rates.

**Employees' Retirement System of Rhode Island  
Solvency Test**

Year End June 30,	Aggregate Accrued Liabilities for:			Net Assets Available for Benefits	Portion of Accrued Liabilities Covered by Net Assets Available for Benefits		
	Active Member Contributions (1)	Retirees and Beneficiaries (2)	Active Members (Employer Financed Portion) (3)		(1)	(2)	(3)
<b>ERS - State Employees</b>							
2023	\$ 502,920,754	\$ 3,316,279,778	\$ 1,185,940,838	\$ 3,021,524,457	100%	76%	0%
2022	\$ 503,500,498	\$ 3,322,799,162	\$ 1,102,277,281	\$ 2,896,669,194	100%	72%	0%
2021	\$ 506,068,183	\$ 3,297,001,176	\$ 1,045,117,143	\$ 2,747,732,215	100%	68%	0%
2020	\$ 532,882,025	\$ 3,293,862,677	\$ 966,922,317	\$ 2,597,672,247	100%	63%	0%
2019	\$ 528,120,259	\$ 3,331,271,133	\$ 941,701,653	\$ 2,557,560,104	100%	61%	0%
2018	\$ 522,247,476	\$ 3,337,610,239	\$ 896,083,219	\$ 2,516,618,305	100%	60%	0%
2017	\$ 547,320,112	\$ 3,209,626,083	\$ 941,332,613	\$ 2,485,576,642	100%	60%	0%
2016	\$ 546,139,313	\$ 2,972,758,380	\$ 885,400,955	\$ 2,468,446,998	100%	65%	0%
<b>ERS - Teachers</b>							
2023	\$ 870,714,696	\$ 4,595,497,736	\$ 1,607,220,179	\$ 4,562,385,768	100%	80%	0%
2022	\$ 887,108,514	\$ 4,660,099,171	\$ 1,550,048,707	\$ 4,362,074,064	100%	75%	0%
2021	\$ 896,019,101	\$ 4,678,359,693	\$ 1,477,054,177	\$ 4,142,172,560	100%	69%	0%
2020	\$ 905,593,163	\$ 4,808,442,580	\$ 1,243,550,575	\$ 3,911,140,020	100%	63%	0%
2019	\$ 909,520,697	\$ 4,883,816,473	\$ 1,200,949,267	\$ 3,866,452,572	100%	61%	0%
2018	\$ 877,444,344	\$ 4,998,662,267	\$ 1,075,399,324	\$ 3,815,698,266	100%	59%	0%
2017	\$ 877,443,418	\$ 4,999,290,131	\$ 1,017,509,679	\$ 3,778,302,063	100%	58%	0%
2016	\$ 869,811,233	\$ 4,734,334,535	\$ 862,332,702	\$ 3,772,348,051	100%	61%	0%
<b>Teachers' Survivors Benefits Plan</b>							
2023	\$ 10,501,662	\$ 182,334,070	\$ 39,621,899	\$ 423,914,539	100%	100%	583%
2022	\$ 10,433,531	\$ 176,805,266	\$ 38,362,961	\$ 401,796,557	100%	100%	559%
2021	\$ 10,206,213	\$ 173,612,449	\$ 37,527,477	\$ 423,973,743	100%	100%	640%
2020	\$ 10,036,857	\$ 181,404,235	\$ 31,529,329	\$ 342,259,317	100%	100%	478%
2019	\$ 9,862,849	\$ 181,086,356	\$ 35,729,472	\$ 339,417,231	100%	100%	416%
2018	\$ 9,406,475	\$ 175,999,379	\$ 34,504,117	\$ 327,793,239	100%	100%	413%
2017	\$ 9,068,290	\$ 187,447,735	\$ 34,322,154	\$ 311,960,433	100%	100%	336%
2016	\$ 8,836,898	\$ 157,052,544	\$ 21,023,733	\$ 286,485,057	100%	100%	574%
<b>Municipal Employees' Retirement System - General Employees</b>							
2023	\$ 105,635,708	\$ 933,454,848	\$ 434,693,636	\$ 1,253,035,882	100%	100%	49%
2022	\$ 102,933,432	\$ 849,084,819	\$ 404,369,665	\$ 1,182,725,355	100%	100%	57%
2021	\$ 108,242,469	\$ 812,050,573	\$ 398,292,028	\$ 1,132,507,731	100%	100%	53%
2020	\$ 114,560,796	\$ 831,472,252	\$ 348,326,694	\$ 1,067,267,211	100%	100%	35%
2019	\$ 116,450,119	\$ 823,938,329	\$ 343,831,951	\$ 1,043,754,252	100%	100%	30%
2018	\$ 120,470,385	\$ 797,722,285	\$ 342,991,323	\$ 1,014,741,014	100%	100%	28%
2017	\$ 124,901,116	\$ 768,391,585	\$ 339,993,188	\$ 986,459,230	100%	100%	27%
2016	\$ 127,744,740	\$ 697,200,387	\$ 317,373,150	\$ 964,595,506	100%	100%	44%
<b>Municipal Employees' Retirement System - Police/Fire Employees</b>							
2023	\$ 134,889,569	\$ 612,741,140	\$ 365,514,809	\$ 877,822,921	100%	100%	36%
2022	\$ 121,047,017	\$ 499,919,455	\$ 312,181,605	\$ 783,692,621	100%	100%	52%
2021	\$ 117,173,786	\$ 458,225,017	\$ 303,931,495	\$ 719,522,469	100%	100%	47%
2020	\$ 104,666,982	\$ 443,862,934	\$ 283,592,417	\$ 645,021,133	100%	100%	34%
2019	\$ 99,277,350	\$ 381,050,359	\$ 268,429,439	\$ 592,318,349	100%	100%	42%
2018	\$ 93,666,060	\$ 361,082,233	\$ 258,579,954	\$ 553,875,865	100%	100%	38%
2017	\$ 87,989,399	\$ 345,463,983	\$ 247,593,371	\$ 518,878,790	100%	100%	35%
2016	\$ 81,825,506	\$ 309,878,907	\$ 216,362,006	\$ 488,505,138	100%	100%	45%
<b>State Police Retirement Benefits Trust</b>							
2023	\$ 20,377,993	\$ 128,352,052	\$ 88,378,607	\$ 202,820,349	100%	100%	61%
2022	\$ 20,474,774	\$ 113,470,444	\$ 76,042,793	\$ 189,031,357	100%	100%	72%
2021	\$ 20,751,492	\$ 99,071,361	\$ 79,020,119	\$ 175,036,771	100%	100%	70%
2020	\$ 20,004,705	\$ 88,982,304	\$ 78,523,882	\$ 158,212,175	100%	100%	63%
2019	\$ 18,699,574	\$ 82,309,802	\$ 73,501,934	\$ 148,085,853	100%	100%	64%
2018	\$ 16,645,723	\$ 82,570,555	\$ 67,291,205	\$ 139,008,754	100%	100%	59%
2017	\$ 14,999,688	\$ 80,543,721	\$ 60,517,447	\$ 131,320,263	100%	100%	59%
2016	\$ 14,978,441	\$ 59,616,701	\$ 60,910,010	\$ 123,788,498	100%	100%	81%
<b>Judicial Retirement Benefits Trust</b>							
2023	\$ 10,870,111	\$ 52,100,591	\$ 38,028,370	\$ 103,344,499	100%	100%	106%
2022	\$ 11,090,349	\$ 42,105,638	\$ 39,979,605	\$ 96,946,030	100%	100%	109%
2021	\$ 10,386,410	\$ 43,051,226	\$ 37,990,850	\$ 90,266,123	100%	100%	97%
2020	\$ 10,717,275	\$ 35,020,141	\$ 42,797,124	\$ 82,419,083	100%	100%	86%
2019	\$ 9,685,548	\$ 34,447,598	\$ 37,127,793	\$ 78,027,132	100%	100%	91%
2018	\$ 9,659,842	\$ 29,508,120	\$ 37,030,335	\$ 73,673,771	100%	100%	93%
2017	\$ 9,637,212	\$ 25,688,803	\$ 38,402,332	\$ 68,784,251	100%	100%	87%
2016	\$ 8,519,694	\$ 24,405,717	\$ 32,362,116	\$ 64,401,616	100%	100%	97%
<b>Rhode Island Judicial Retirement Fund Trust*</b>							
2023	\$ 490,383	\$ 7,115,825	\$ 10,590,224	\$ 1,493,278	100%	14%	0%
2022	\$ 405,345	\$ 7,567,389	\$ 11,358,800	\$ 1,425,241	100%	13%	0%
2021	\$ 399,138	\$ 5,799,206	\$ 16,100,469	\$ 1,419,660	100%	18%	0%
2020	\$ 399,016	\$ 5,720,478	\$ 15,687,409	\$ 1,113,364	100%	12%	0%
2019	\$ 399,016	\$ 5,418,246	\$ 13,064,067	\$ 966,392	100%	10%	0%
2018	\$ 399,012	\$ 5,332,955	\$ 13,261,647	\$ 806,246	100%	8%	0%
2017	\$ 349,593	\$ 3,796,504	\$ 16,295,598	\$ 646,628	100%	8%	0%
2016	\$ 334,265	\$ 3,914,017	\$ 16,322,895	\$ 582,245	100%	6%	0%

\* 3.86% Discount rate used for fiscal year ending June 30, 2023.

3.69% Discount rate used for fiscal year ending June 30, 2022.

1.92% Discount rate used for fiscal year ending June 30, 2021.

2.45% Discount rate used for fiscal year ending June 30, 2020.

3.13% Discount rate used for fiscal year ending June 30, 2019.

3.62% Discount rate used for fiscal year ending June 30, 2018.

3.56% Discount rate used for fiscal year ending June 30, 2017.

**State Police Retirement Fund Trust**

2023	\$ -	\$ 153,657,806	\$ -	\$ 27,140,186	0%	18%	0%
2022	\$ -	\$ 160,820,268	\$ -	\$ 23,894,678	0%	15%	0%
2021	\$ -	\$ 165,430,247	\$ -	\$ 23,499,497	0%	14%	0%
2020	\$ -	\$ 173,150,156	\$ -	\$ 17,255,399	0%	10%	0%
2019	\$ -	\$ 177,825,621	\$ -	\$ 16,598,339	0%	9%	0%
2018	\$ -	\$ 182,583,298	\$ -	\$ 16,258,330	0%	9%	0%
2017	\$ -	\$ 175,957,019	\$ -	\$ 16,013,015	0%	9%	0%

**Note:** Schedule is intended to display information for 10 years. Additional years will be displayed as they become available.

**Source:** The most recent actuarial valuation for ERSRI is as of June 30, 2023. Data in this schedule prior to fiscal year ending June 30, 2017 was derived from actuarial valuations prepared by GRS and certified by the ERSRI Board in prior fiscal years.

**Employees' Retirement System of Rhode Island  
Schedule of Funding Progress**

Year End June 30,	Actuarial Accrued Liabilities	Actuarial Value of Assets	Assets as a % of Accrued Liabilities	Unfunded Actuarial Accrued Liabilities (UAAL)	Covered Employee Payroll	UAAL as a % of Covered Employee Payroll
<b>ERS - State Employees</b>						
2023	\$ 5,005,141,370	\$ 3,021,524,457	60.4%	\$ 1,983,616,913	\$ 825,216,144	240.4%
2022	4,928,576,941	2,896,669,194	58.8%	2,031,907,747	786,130,098	258.5%
2021	4,848,186,502	2,747,732,215	56.7%	2,100,454,287	739,998,727	283.8%
2020	4,793,667,018	2,597,672,247	54.2%	2,195,994,771	755,310,749	290.7%
2019	4,801,093,045	2,557,560,104	53.3%	2,243,532,941	740,294,095	303.1%
2018	4,755,940,934	2,516,618,305	52.9%	2,239,322,629	711,736,212	314.6%
2017	4,698,278,808	2,485,576,642	52.9%	2,212,702,166	704,036,300	314.3%
2016	4,404,298,648	2,468,446,998	56.0%	1,935,851,650	693,242,177	279.2%
2015	4,371,789,900	2,476,485,327	56.6%	1,895,304,573	691,555,582	274.1%
2014	4,369,081,872	2,449,125,421	56.1%	1,919,956,451	675,204,750	284.4%
<b>ERS - Teachers</b>						
2023	\$ 7,073,432,611	\$ 4,562,385,768	64.5%	\$ 2,511,046,843	\$ 1,182,060,392	212.4%
2022	7,097,256,392	4,362,074,064	61.5%	2,735,182,328	1,146,571,552	238.6%
2021	7,051,432,971	4,142,172,560	58.7%	2,909,260,411	1,091,442,659	266.6%
2020	6,957,586,318	3,911,140,020	56.2%	3,046,446,298	1,080,912,926	281.8%
2019	6,994,286,436	3,866,452,572	55.3%	3,127,833,864	1,086,984,336	287.8%
2018	6,951,505,936	3,815,698,266	54.9%	3,135,807,670	1,057,179,746	296.6%
2017	6,894,243,228	3,778,302,063	54.8%	3,115,941,165	1,035,710,229	300.9%
2016	6,466,478,470	3,772,348,051	58.3%	2,694,130,419	1,009,979,725	266.8%
2015	6,438,732,100	3,783,601,053	58.8%	2,655,131,047	995,994,669	266.6%
2014	6,424,596,267	3,742,152,714	58.2%	2,682,443,553	982,565,406	273.0%
<b>Teachers' Survivors Benefits Plan</b>						
2023	\$ 232,457,631	\$ 423,914,539	182.4%	\$ (191,456,908)	\$ 632,169,479	-30.3%
2022	225,601,758	401,796,557	178.1%	(176,194,799)	612,611,767	-28.8%
2021	221,346,139	423,973,743	191.5%	(202,627,604)	592,624,822	-34.2%
2020	222,970,421	342,259,317	153.5%	(119,288,896)	588,439,146	-20.3%
2019	226,678,677	339,417,231	149.7%	(112,738,554)	575,889,277	-19.6%
2018	219,909,971	327,793,239	149.1%	(107,883,268)	562,365,576	-19.2%
2017	230,838,179	311,960,433	135.1%	(81,122,254)	544,320,446	-14.9%
2016	186,913,175	286,485,057	153.3%	(99,571,882)	522,968,886	-19.0%
2014	192,124,126	293,921,803	153.0%	(101,797,677)	542,756,917	-19.0%
2013	175,233,723	261,365,155	149.0%	(86,131,432)	544,090,898	-16.0%
<b>Municipal Employees' Retirement System - General Employees**</b>						
2023	\$ 1,473,784,192	\$ 1,253,035,882	85.0%	\$ 220,748,310	\$ 297,141,424	74.3%
2022	1,356,387,916	1,182,725,355	87.2%	173,662,561	272,852,197	63.6%
2021	1,318,585,070	1,132,507,731	85.9%	186,077,339	260,491,255	71.4%
2020	1,294,359,742	1,067,267,211	82.5%	227,092,531	261,687,605	86.8%
2019	1,284,220,399	1,043,754,252	81.3%	240,466,147	253,727,796	94.8%
2018	1,261,183,994	1,014,741,014	80.5%	246,442,980	248,559,707	99.1%
2017	1,233,285,889	986,459,230	80.0%	246,826,659	242,305,025	101.9%
2016	1,142,318,277	964,595,506	84.4%	177,722,771	232,291,647	76.5%
2015	1,111,720,282	945,727,947	85.1%	165,992,335	230,499,170	72.0%
2014	1,071,641,207	911,399,108	85.0%	160,242,099	223,736,632	71.6%
<b>Municipal Employees' Retirement System - Police/Fire Employees**</b>						
2023	\$ 1,113,145,518	\$ 877,822,921	78.9%	\$ 235,322,597	\$ 152,269,257	154.5%
2022	933,148,077	783,692,621	84.0%	149,455,456	134,279,012	111.3%
2021	879,330,298	719,522,469	81.8%	159,807,829	129,160,408	123.7%
2020	832,122,333	645,021,133	77.5%	187,101,200	121,245,099	154.3%
2019	748,757,148	592,318,349	79.1%	156,438,799	111,701,541	140.1%
2018	713,328,247	553,875,865	77.6%	159,452,382	106,541,018	149.7%
2017	681,046,753	518,878,790	76.2%	162,167,963	102,020,460	159.0%
2016	608,066,419	488,505,138	80.3%	119,561,281	96,834,672	123.5%
2015	567,219,865	461,702,185	81.4%	105,517,680	93,380,954	113.0%
2014	522,149,230	429,663,343	82.3%	92,485,887	89,936,969	102.8%

\*\* Each employer unit participating in MERS is financially responsible for its own plan. Therefore, the aggregate numbers shown on the above schedules reflect only the aggregate condition of MERS and do not indicate the status of any particular employer unit.

**Employees' Retirement System of Rhode Island**  
**Schedule of Funding Progress**

Year End June 30,	Actuarial Accrued Liabilities	Actuarial Value of Assets	Assets as a % of Accrued Liabilities	Unfunded Actuarial Accrued Liabilities (UAAL)	Covered Employee Payroll	UAAL as a % of Covered Employee Payroll
<b>State Police Retirement Benefits Trust</b>						
2023	\$ 237,108,652	\$ 202,820,349	85.5%	\$ 34,288,303	\$ 29,680,436	115.5%
2022	209,988,011	189,031,357	90.0%	20,956,654	26,401,081	79.4%
2021	198,842,972	175,036,771	88.0%	23,806,201	26,080,257	91.3%
2020	187,510,891	158,212,175	84.4%	29,298,716	26,805,499	109.3%
2019	174,511,310	148,085,853	84.9%	26,425,457	26,467,266	99.8%
2018	166,507,483	139,008,754	83.5%	27,498,729	23,455,654	117.2%
2017	156,060,856	131,320,263	84.1%	24,740,593	22,612,234	109.4%
2016	135,505,152	123,788,498	91.4%	11,716,654	22,555,315	51.9%
2015	117,056,727	115,585,013	98.7%	1,471,714	19,940,052	7.4%
2014	108,363,537	104,781,384	96.7%	3,582,153	20,814,621	17.2%
<b>Judicial Retirement Benefits Trust</b>						
2023	\$ 100,999,072	\$ 103,344,499	102.3%	\$ (2,345,427)	\$ 12,355,040	-19.0%
2022	93,175,592	96,946,030	104.0%	(3,770,438)	12,027,297	-31.3%
2021	91,428,486	90,266,123	98.7%	1,162,363	10,651,072	10.9%
2020	88,534,540	82,419,083	93.1%	6,115,457	10,220,315	59.8%
2019	81,260,939	78,027,132	96.0%	3,233,807	9,928,890	32.6%
2018	76,198,297	73,673,771	96.7%	2,524,526	9,237,641	27.3%
2017	73,728,347	68,784,251	93.3%	4,944,096	9,569,304	51.7%
2016	65,287,527	64,401,616	98.6%	885,911	9,034,080	9.8%
2015	61,963,672	60,004,470	96.8%	1,959,202	9,285,354	21.1%
2014	57,504,663	53,830,516	93.6%	3,674,147	9,309,572	39.5%
<b>Rhode Island Judicial Retirement Fund Trust<sup>^*</sup></b>						
2023	\$ 18,196,432	\$ 1,493,278	8.2%	\$ 16,703,154	\$ 925,627	1804.5%
2022	19,331,534	1,425,241	7.4%	17,906,293	924,541	1936.8%
2021	22,298,813	1,419,660	6.4%	20,879,153	1,051,421	1985.8%
2020	21,806,903	1,113,364	5.1%	20,693,539	1,046,167	1978.0%
2019	18,881,329	966,392	5.1%	17,914,937	1,002,164	1787.6%
2018	18,993,614	806,246	4.2%	18,187,368	1,020,224	1782.7%
2017	20,441,696	646,628	3.2%	19,795,068	988,110	2003.3%
2016	20,571,178	582,245	2.8%	19,988,933	957,007	2088.7%
2013	12,077,841	152,910	1.3%	11,924,931	1,255,256	950.0%
2012	16,387,206	-	0.0%	16,387,206	1,230,644	1331.6%
* 3.86% Discount rate used for fiscal year ending June 30, 2023. 3.69% Discount rate used for fiscal year ending June 30, 2022. 1.92% Discount rate used for fiscal year ending June 30, 2021. 2.45% Discount rate used for fiscal year ending June 30, 2020. 3.13% Discount rate used for fiscal year ending June 30, 2019. 3.62% Discount rate used for fiscal year ending June 30, 2018. 3.56% Discount rate used for fiscal year ending June 30, 2017.						
<b>State Police Retirement Fund Trust<sup>^</sup></b>						
2023	\$ 153,657,806	\$ 27,140,186	17.7%	\$ 126,517,620	\$ -	N/A
2022	160,820,268	23,894,678	14.9%	136,925,590	-	N/A
2021	165,430,247	23,499,497	14.2%	141,930,750	-	N/A
2020	173,150,156	17,255,399	10.0%	155,894,757	-	N/A
2019	177,825,621	16,598,339	9.3%	161,227,282	-	N/A
2018	182,583,298	16,258,330	8.9%	166,324,968	-	N/A
2017	175,957,019	16,013,015	9.1%	159,944,004	-	N/A
2016	176,546,337	-	0.0%	176,546,337	-	N/A

<sup>^</sup> Actuarial valuations are required, at a minimum, to be performed biennially. Additional years will be displayed as they become available.

**Note:** The most recent actuarial valuation for ERSRI is as of June 30, 2023. Data in this schedule prior to fiscal year ending June 30, 2017 was derived from actuarial valuations prepared by GRS and certified by the ERSRI Board in prior fiscal years.

Refer also to the ten-year schedule of actuarially determined and actual contributions provided as Required Supplementary Information in the Financial Section of this report (Schedules of Employer and Other Nonemployer Entity Contributions).

**Employees' Retirement System of Rhode Island**  
**Schedule of Employees Added to and Removed from Rolls**

Year End June 30,	Added To Rolls			Removed From Rolls			Rolls - End of Year			
	Number	Annual Allowance	Average Annual Allowance	Number	Annual Allowance	Average Annual Allowance	Number	Annual Allowance	Average Annual Allowance	% Increase (Decrease) in Average Annual Allowance
<b>ERS - State Employees</b>										
2023	441	\$ 12,845,606	\$ 29,128	478	\$ 11,729,715	\$ 24,539	11,328	\$ 357,830,729	\$ 31,588	0.64%
2022	476	\$ 15,447,586	\$ 32,453	484	\$ 12,415,036	\$ 25,651	11,365	\$ 356,714,838	\$ 31,387	0.93%
2021	711	\$ 23,715,845	\$ 33,356	553	\$ 13,081,984	\$ 23,656	11,373	\$ 353,682,288	\$ 31,098	1.67%
2020	478	\$ 12,320,579	\$ 25,775	487	\$ 11,667,371	\$ 23,958	11,215	\$ 343,048,427	\$ 30,588	0.27%
2019	388	\$ 9,889,701	\$ 25,489	424	\$ 10,222,120	\$ 24,109	11,224	\$ 342,395,219	\$ 30,506	0.22%
2018	806	\$ 24,596,110	\$ 30,516	624	\$ 12,663,676	\$ 20,294	11,260	\$ 342,727,638	\$ 30,438	1.93%
2017	455	\$ 12,172,340	\$ 26,752	435	\$ 9,602,683	\$ 22,075	11,078	\$ 330,795,204	\$ 29,861	0.60%
2016	613	\$ 15,388,026	\$ 25,103	596	\$ 12,112,805	\$ 20,323	11,058	\$ 328,225,547	\$ 29,682	0.85%
2015							11,041	\$ 324,950,326	\$ 29,431	N/A
<b>ERS- Teachers</b>										
2023	394	\$ 14,116,531	\$ 35,829	320	\$ 13,767,098	\$ 43,022	11,595	\$ 489,672,800	\$ 42,231	-0.57%
2022	409	\$ 14,743,883	\$ 36,049	286	\$ 11,903,114	\$ 41,619	11,521	\$ 489,323,367	\$ 42,472	-0.49%
2021	438	\$ 17,567,680	\$ 40,109	314	\$ 12,573,348	\$ 40,043	11,398	\$ 486,482,598	\$ 42,681	-0.06%
2020	383	\$ 13,283,538	\$ 34,683	305	\$ 12,084,769	\$ 39,622	11,274	\$ 481,488,266	\$ 42,708	-0.44%
2019	162	\$ 4,122,942	\$ 25,450	286	\$ 11,548,092	\$ 40,378	11,196	\$ 480,289,497	\$ 42,898	-0.43%
2018	477	\$ 15,971,597	\$ 33,483	368	\$ 12,006,352	\$ 32,626	11,320	\$ 487,714,647	\$ 43,084	-0.15%
2017	362	\$ 11,066,132	\$ 30,569	238	\$ 9,045,857	\$ 38,008	11,211	\$ 483,749,402	\$ 43,150	-0.69%
2016	514	\$ 15,986,350	\$ 31,102	329	\$ 10,981,290	\$ 33,378	11,087	\$ 481,729,127	\$ 43,450	-0.64%
2015							10,902	\$ 476,724,067	\$ 43,728	N/A
<b>Teachers' Survivors Benefits Plan</b>										
2023	56	\$ 1,830,323	\$ 32,684	40	\$ 700,213	\$ 17,505	616	\$ 12,526,510	\$ 20,335	7.06%
2022	48	\$ 1,332,648	\$ 27,764	47	\$ 822,474	\$ 17,499	600	\$ 11,396,400	\$ 18,994	4.51%
2021	62	\$ 1,152,187	\$ 18,584	74	\$ 1,304,214	\$ 17,625	599	\$ 10,886,226	\$ 18,174	0.60%
2020	45	\$ 636,862	\$ 14,152	28	\$ 481,231	\$ 17,187	611	\$ 11,038,253	\$ 18,066	-1.39%
2019	53	\$ 1,265,533	\$ 23,878	26	\$ 441,191	\$ 16,969	594	\$ 10,882,622	\$ 18,321	3.28%
2018	49	\$ 422,704	\$ 8,627	55	\$ 869,336	\$ -	567	\$ 10,058,280	\$ 17,739	-3.24%
2017*	56	\$ 2,245,448	\$ 40,097	-	\$ -	\$ -	573	\$ 10,504,912	\$ 18,333	14.76%
2016	101	\$ 498,715	\$ 4,938	121	\$ 1,948,382	\$ 16,102	517	\$ 8,259,464	\$ 15,976	-5.82%
2014							537	\$ 9,709,131	\$ 18,080	N/A
<i>* Amount added to rolls includes cost of living adjustments and other benefit changes.</i>										
<b>Municipal Employees' Retirement System - General Employees</b>										
2023	521	\$ 11,681,627	\$ 22,422	195	\$ 2,810,520	\$ 14,413	5,439	\$ 91,600,849	\$ 16,841	4.09%
2022	310	\$ 5,986,203	\$ 19,310	200	\$ 2,759,133	\$ 13,796	5,113	\$ 82,729,742	\$ 16,180	1.82%
2021	359	\$ 6,070,686	\$ 16,910	236	\$ 3,135,712	\$ 13,287	5,003	\$ 79,502,672	\$ 15,891	1.28%
2020	261	\$ 4,447,916	\$ 17,042	208	\$ 2,639,782	\$ 12,691	4,880	\$ 76,567,698	\$ 15,690	1.31%
2019	261	\$ 4,626,978	\$ 17,728	166	\$ 2,017,433	\$ 12,153	4,827	\$ 74,759,564	\$ 15,488	1.58%
2018	354	\$ 5,430,634	\$ 15,341	258	\$ 3,032,762	\$ 11,755	4,732	\$ 72,150,019	\$ 15,247	1.34%
2017	283	\$ 4,347,813	\$ 15,363	208	\$ 2,416,800	\$ 11,619	4,636	\$ 69,752,147	\$ 15,046	1.18%
2016	303	\$ 4,738,481	\$ 15,639	182	\$ 2,033,016	\$ 11,170	4,561	\$ 67,821,134	\$ 14,870	1.39%
2015							4,440	\$ 65,115,669	\$ 14,666	N/A
<b>Municipal Employees' Retirement System Plan - Police/Fire Employees</b>										
2023	232	\$ 9,636,086	\$ 41,535	19	\$ 520,274	\$ 27,383	1,316	\$ 46,608,919	\$ 35,417	4.19%
2022	75	\$ 3,666,747	\$ 48,890	18	\$ 485,585	\$ 26,977	1,103	\$ 37,493,107	\$ 33,992	3.62%
2021	44	\$ 1,918,812	\$ 43,609	13	\$ 343,256	\$ 26,404	1,046	\$ 34,311,945	\$ 32,803	1.71%
2020	163	\$ 4,114,355	\$ 25,241	11	\$ 207,627	\$ 18,875	1,015	\$ 32,736,389	\$ 32,253	-3.45%
2019	53	\$ 2,044,241	\$ 38,571	14	\$ 334,595	\$ 23,900	863	\$ 28,829,661	\$ 33,406	1.50%
2018	91	\$ 2,094,183	\$ 23,013	68	\$ 854,017	\$ 12,559	824	\$ 27,120,015	\$ 32,913	1.87%
2017	36	\$ 1,308,081	\$ 36,336	8	\$ 138,119	\$ 17,265	801	\$ 25,879,849	\$ 32,309	1.07%
2016	109	\$ 2,563,207	\$ 23,516	64	\$ 754,694	\$ 11,792	773	\$ 24,709,887	\$ 31,966	1.62%
2015							728	\$ 22,901,374	\$ 31,458	N/A

**State Police Retirement Benefits Trust**

2023	14	\$ 1,141,023	\$ 81,502	-	\$ -	\$ -	-	116	\$ 9,594,072	\$ 82,708	-0.20%
2022	14	\$ 1,100,328	\$ 78,595	-	\$ -	\$ -	-	102	\$ 8,453,049	\$ 82,873	-0.81%
2021	9	\$ 787,721	\$ 87,525	-	\$ -	\$ -	-	88	\$ 7,352,721	\$ 83,554	0.54%
2020	6	\$ 466,099	\$ 77,683	-	\$ -	\$ -	-	79	\$ 6,565,000	\$ 83,101	-0.53%
2019	-	\$ 589	\$ -	-	\$ -	\$ -	-	73	\$ 6,098,901	\$ 83,547	0.01%
2018	2	\$ 176,199	\$ 88,100	-	\$ -	\$ -	-	73	\$ 6,098,312	\$ 83,539	0.15%
2017	15	\$ 1,305,421	\$ 87,028	-	\$ -	\$ -	-	71	\$ 5,922,113	\$ 83,410	1.18%
2016	17	\$ 1,562,823	\$ 91,931	-	\$ -	\$ -	-	56	\$ 4,616,692	\$ 82,441	5.28%
2015								39	\$ 3,053,869	\$ 78,304	N/A

**Judicial Retirement Benefits Trust**

2023	6	\$ 1,167,778	\$ 194,630	1	\$ 60,971	\$ 60,971	36	\$ 5,501,124	\$ 152,809	7.80%
2022	-	\$ -	\$ -	-	\$ -	\$ -	31	\$ 4,394,317	\$ 141,752	0.00%
2021	6	\$ 953,158	\$ 158,860	2	\$ 259,270	\$ 129,635	31	\$ 4,394,317	\$ 141,752	3.43%
2020	2	\$ 169,004	\$ 84,502	1	\$ 160,050	\$ 160,050	27	\$ 3,700,429	\$ 137,053	-3.47%
2019	4	\$ 641,939	\$ 160,485	1	\$ 95,654	\$ 95,654	26	\$ 3,691,475	\$ 141,980	3.83%
2018	3	\$ 409,712	\$ -	-	\$ -	\$ -	23	\$ 3,145,190	\$ 136,747	-0.02%
2017	-	\$ 1,390	\$ -	-	\$ -	\$ -	20	\$ 2,735,478	\$ 136,774	0.05%
2016	5	\$ 702,976	\$ 140,595	1	\$ 59,888	\$ 59,888	20	\$ 2,734,088	\$ 136,704	4.60%
2015							16	\$ 2,091,000	\$ 130,688	N/A

**Rhode Island Judicial Retirement Fund Trust**

2023	-	\$ -	\$ -	-	\$ -	\$ -	3	\$ 601,199	\$ 200,400	0.00%
2022	1	\$ 201,891	\$ 201,891	-	\$ -	\$ -	3	\$ 601,199	\$ 200,400	0.37%
2021	-	\$ -	\$ -	-	\$ -	\$ -	2	\$ 399,308	\$ 199,654	0.00%
2020	-	\$ 292	\$ -	-	\$ -	\$ -	2	\$ 399,308	\$ 199,654	0.07%
2019	-	\$ -	\$ -	-	\$ -	\$ -	2	\$ 399,016	\$ 199,508	0.00%
2018	-	\$ -	\$ -	-	\$ -	\$ -	2	\$ 399,016	\$ 199,508	0.00%
2017	-	\$ -	\$ -	-	\$ -	\$ -	2	\$ 399,016	\$ 199,508	0.00%
2016	2	\$ 399,016	\$ 199,508	-	\$ -	\$ -	2	\$ 399,016	\$ 199,508	N/A
2015							-	\$ -	\$ -	

**State Police Retirement Fund Trust**

2023	4	\$ 223,597	\$ 55,899	10	\$ 651,728	\$ 65,173	232	\$ 15,166,839	\$ 65,374	-0.23%
2022	4	\$ 174,043	\$ 43,511	9	\$ 460,563	\$ 51,174	238	\$ 15,594,970	\$ 65,525	0.26%
2021*	-	\$ 105,505	\$ -	14	\$ 797,003	\$ 56,929	243	\$ 15,881,490	\$ 65,356	1.35%
2020	-	\$ -	\$ -	2	\$ 117,963	\$ 58,982	257	\$ 16,572,988	\$ 64,486	0.07%
2019	-	\$ -	\$ -	7	\$ 342,251	\$ 48,893	259	\$ 16,690,951	\$ 64,444	0.64%
2018	9	\$ 29,688	\$ 3,299	12	\$ 309,127	\$ 25,761	266	\$ 17,033,202	\$ 64,035	N/A
2017**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2016	-	\$ -	\$ -	5	\$ 334,183	\$ 66,837	269	\$ 17,312,641	\$ 64,359	-0.07%
2015							274	\$ 17,646,824	\$ 64,404	N/A

\* Amount added to rolls includes cost of living adjustments and other benefit changes.

\*\* Plan is required, at a minimum, to only have biennial valuations. The 2017 results are based on fiscal year 2016 valuation rolled forward one year and updated census data as of June 30, 2017 is not available.

**Note:** Schedule is intended to display information for 10 years. Additional years will be displayed as they become available.

**Source:** The most recent actuarial valuation for ERSRI is as of June 30, 2023. Data in this schedule prior to fiscal year ending June 30, 2017 was derived from actuarial valuations prepared by GRS and certified by the ERSRI Board in prior fiscal years.



**Employees' Retirement System of Rhode Island**  
**Analysis of Financial Experience**

Basis	ERS - State Employees	ERS - Teachers	Teachers' Survivors Benefits Plan	State Police Retirement Benefit Trust	Judicial Retirement Benefit Trust	Rhode Island Judicial Retirement Fund Trust	Municipal Employees Retirement System - General Employees	Municipal Employees Retirement System - Police/Fire Employees	State Police Retirement Fund Trust
1. UAAL as of June 30, 2022	\$ 2,032	\$ 2,735	\$ (176)	\$ 21	\$ (4)	\$ 18	\$ 174	\$ 150	\$ 137
2. Impact of changes, gains and losses									
a. Interest at 7.00% for one year*	142	191	(12)	1	-	1	12	11	10
b. Expected amortization payments	(209)	(280)	2	(2)	-	1	(17)	(15)	(14)
c. Investment experience (gain)/loss	(9)	(39)	(6)	(1)	(1)	-	(7)	(6)	-
d. Actual COLA (2.84%)	7	5	-	-	-	-	(3)	(1)	-
e. Salary (gain)/loss	22	5	-	17	3	-	6	18	-
f. Non-economic liability experience (gain)/loss	13	(12)	8	(2)	-	(2)	(1)	2	(6)
g. Changes in assumptions/methods	(14)	(94)	(7)	-	-	(1)	(6)	(6)	-
h. Changes in plan provisions**	-	-	-	-	-	-	63.00	82.00	-
i. Total	\$ (48)	\$ (224)	\$ (15)	\$ 13	\$ 2	\$ (1)	\$ 47	\$ 85	\$ (10)
3. UAAL as of June 30, 2023	\$ 1,984	\$ 2,511	\$ (191)	\$ 34	\$ (2)	\$ 17	\$ 221	\$ 235	\$ 127

\* 3.86% Discount rate used for RIJRFT.

\*\* Changes in plan provisions includes the liability for the five new West Warwick Legacy MERS Units.

**Note:** All dollar amounts are shown in millions.

**Source:** Data in this schedule was obtained from the most recent actuarial valuation for the fiscal year ending June 30, 2023.

**Employees' Retirement System of Rhode Island  
Schedule of Active Member Valuation Data**

Year End June 30,	Count of Active Members	Annualized Salary	Average Annual Salary	% Increase (Decrease) in Average Annual Salary	Count of Employers
<b>ERS - State Employees</b>					
2023	10,959	\$ 811,537,569	\$ 74,052	3.8%	N/A
2022	10,820	771,627,862	71,315	5.1%	-
2021	10,803	733,336,552	67,883	1.4%	-
2020	11,198	750,004,772	66,977	3.9%	-
2019	11,318	729,415,756	64,447	3.1%	-
2018	10,978	686,337,066	62,519	1.6%	-
2017	11,152	686,271,036	61,538	1.7%	-
2016	11,083	670,317,639	60,482	1.5%	-
2015	11,194	667,333,687	59,615	3.1%	-
2014	11,301	653,343,732	57,813	0.3%	-
<b>ERS - Teachers</b>					
2023	13,554	\$ 1,162,206,643	\$ 85,746	2.7%	N/A
2022	13,537	1,129,815,389	83,461	1.6%	-
2021	13,372	1,098,198,511	82,127	1.4%	-
2020	13,474	1,090,815,161	80,957	2.2%	-
2019	13,511	1,070,499,270	79,232	2.1%	-
2018	13,297	1,031,588,592	77,581	3.2%	-
2017	13,310	1,000,795,004	75,191	2.6%	-
2016	13,206	967,531,930	73,265	0.4%	-
2015	13,272	968,080,817	72,942	1.7%	-
2014	13,266	951,892,247	71,754	1.1%	-
<b>Teachers' Survivors Benefits Plan</b>					
2023	7,387	\$ 632,169,479	\$ 85,579	2.4%	N/A
2022	7,328	612,611,767	83,599	1.2%	-
2021	7,176	592,624,822	82,584	1.3%	-
2020	7,217	588,439,146	81,535	2.1%	-
2019	7,208	575,889,277	79,896	1.6%	-
2018	7,151	562,365,576	78,642	2.9%	-
2017	7,121	544,320,446	76,439	2.7%	-
2016	7,028	522,968,886	74,412	-1.1%	-
2014	7,139	542,756,917	76,027	0.1%	-
2013	7,227	544,090,898	75,286	0.5%	-
<b>Municipal Employees' Retirement System - General Employees</b>					
2023	6,232	\$ 297,141,424	\$ 47,680	3.7%	74
2022	5,934	272,852,197	45,981	2.1%	71
2021	5,786	260,491,255	45,021	2.1%	69
2020	5,936	261,687,605	44,085	3.7%	69
2019	5,971	253,727,796	42,493	1.7%	69
2018	5,946	248,559,707	41,803	3.2%	68
2017	5,980	242,305,025	40,519	2.6%	69
2016	5,882	232,291,647	39,492	0.6%	69
2015	5,869	230,499,170	39,274	2.0%	68
2014	5,813	223,736,632	38,489	1.7%	68

**Employees' Retirement System of Rhode Island  
Schedule of Active Member Valuation Data**

<u>Year End June 30,</u>	<u>Count of Active Members</u>	<u>Annualized Salary</u>	<u>Average Annual Salary</u>	<u>% Increase (Decrease) in Average Annual Salary</u>	<u>Count of Employers</u>
<b>Municipal Employees' Retirement System - Police/Fire Employees</b>					
2023	1,929	\$ 152,269,257	\$ 78,937	6.5%	55
2022	1,812	134,279,012	74,105	1.7%	52
2021	1,773	129,160,408	72,849	2.6%	53
2020	1,707	121,245,099	71,028	1.5%	52
2019	1,596	111,701,541	69,988	2.0%	49
2018	1,552	106,541,018	68,648	2.3%	48
2017	1,521	102,020,460	67,075	3.3%	48
2016	1,491	96,834,672	64,946	2.7%	47
2015	1,476	93,380,954	63,266	2.0%	45
2014	1,450	89,936,969	62,025	3.2%	45
<b>State Police Retirement Benefits Trust</b>					
2023	238	\$ 29,680,436	\$ 124,708	26.1%	N/A
2022	267	26,401,081	98,880	-8.2%	-
2021	242	26,080,257	107,770	0.9%	-
2020	251	26,805,499	106,795	4.9%	-
2019	260	26,467,266	101,797	-1.9%	-
2018	226	23,455,654	103,786	6.5%	-
2017	232	22,612,234	97,467	6.3%	-
2016	246	22,555,315	91,688	9.0%	-
2015	237	19,940,052	84,135	1.1%	-
2014	250	20,814,621	83,258	-7.1%	-
<b>Judicial Retirement Benefits Trust</b>					
2023	60	\$ 12,355,040	\$ 205,917	2.7%	N/A
2022	60	12,027,297	200,455	5.4%	-
2021	56	10,651,072	190,198	0.5%	-
2020	54	10,220,315	189,265	4.8%	-
2019	55	9,928,890	180,525	3.6%	-
2018	53	9,237,641	174,295	0.2%	-
2017	55	9,569,304	173,987	0.1%	-
2016	52	9,034,080	173,732	1.0%	-
2015	54	9,285,354	171,951	3.4%	-
2014	56	9,309,572	166,242	0.0%	-

**Employees' Retirement System of Rhode Island  
Schedule of Active Member Valuation Data**

<u>Year End June 30,</u>	<u>Count of Active Members</u>	<u>Annualized Salary</u>	<u>Average Annual Salary</u>	<u>% Increase (Decrease) in Average Annual Salary</u>	<u>Count of Employers</u>
<b>Rhode Island Judicial Retirement Fund Trust**</b>					
2023	4	\$ 925,627	\$ 231,407	10.0%	N/A
2022	4	924,541	231,135	9.9%	-
2021	5	1,051,421	210,284	0.5%	-
2020	5	1,046,167	209,233	4.4%	-
2019	5	1,002,164	200,433	-1.8%	-
2018	5	1,020,224	204,045	3.3%	-
2017	5	988,110	197,622	3.3%	-
2016	5	957,007	191,401	1.3%	-
2015	7	1,322,650	188,950	3.6%	-
2014	7	1,276,208	182,315	0.2%	-

**State Police Retirement Fund Trust**

This is a closed plan and does not have any active members.

*Source:* The most recent actuarial valuation for ERSRI is as of June 30, 2023. Data in this schedule prior to fiscal year ending June 30, 2017 was derived from actuarial valuations prepared by GRS and certified by the ERSRI Board in prior fiscal years.

# Statistical Section

Schedule of Changes in Fiduciary Net Position

Schedule of Employer Contribution Rates

Schedule of Benefits and Refunds by Type

Schedule of Retired Members by Type of Pension Benefit

Schedule of Average Benefit Payments

Top Ten Contributing Employers by Member Count

# Statistical Section Overview

## Summary of Statistical Section

The objective of the Statistical Section is to provide historical perspective, additional context, and detail to complement and assist those using the information in the financial statements, notes to the financial statements, and required supplementary information to better understand and assess ERSRI's economic condition.

ERSRI is responsible for administering seven defined plans and one defined contribution plan. The major features and benefit provisions of each plan are provided in Note 2 to the Basic Financial Statements contained in this report.

Statistical Section information is presented in the following categories:

## Financial Trend Information

These schedules present financial trend information to assist the reader in understanding how ERSRI's financial position has changed over time:

- Schedule of Changes in Fiduciary Net Position
- Schedule of Employer Contribution Rates

## Operational Information

These schedules are intended to provide the reader more contextual information regarding the operations of ERSRI when using the financial statement data:

- Schedule of Benefits and Refunds by Type
- Schedule of Retired Members by Type of Benefit
- Schedule of Average Benefit Payments

## Demographic Information

This schedule is intended to provide the reader an enhanced understanding of the ERSRI's environment:

- Schedule of Top Ten Contributing Employers by Member Count

**Sources:** Unless otherwise noted, the information in the tables are derived from the annual financial reports for the relevant year.

TABLE 1

**Employees' Retirement System of Rhode Island**  
**Schedule of Changes in Fiduciary Net Position**  
**Last Ten Fiscal Years**

<b>ERS</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Additions:</b>										
Member contributions	\$ 93,800,181	91,162,278	89,195,296	88,817,605	90,885,505	90,044,045	\$ 89,903,432	\$ 91,609,012	\$ 90,524,544	\$ 64,948,561
Employer contributions	444,653,435	410,823,717	390,524,970	368,034,575	357,767,131	337,162,608	315,176,351	313,845,677	297,637,568	289,837,778
State contribution for teachers	126,824,742	122,455,197	116,290,553	112,622,731	108,635,976	102,238,747	98,120,835	96,542,150	87,997,637	84,943,801
Supplemental employer contributions	6,605,428	34,612	61,888,258	196,610	360,227	510,899	1,058,820	445,280	408,209	414,450
Interest on service credits purchased	60,962	99,182	179,363	74,163	168,105	50,057	81,455	152,432	109,084	241,501
Service credit transfers	4,172,277	14,302,595	11,081,373	7,184,864	-	6,879,644	14,456,756	1,810,490	-	37,511
Net Investment income (Loss)	780,142,532	611,885,868	(201,914,670)	1,677,988,263	235,945,206	394,884,656	475,027,968	654,212,917	(7,911,102)	145,549,349
Miscellaneous revenue	11,244	13,583	32,759	10,310	12,624	17,417	22,217	43,138	39,003	56,546
<b>Total Additions</b>	<b>\$ 1,456,270,801</b>	<b>1,250,777,032</b>	<b>467,277,902</b>	<b>2,254,929,121</b>	<b>793,774,774</b>	<b>931,788,073</b>	<b>\$ 993,847,834</b>	<b>\$ 1,158,661,096</b>	<b>\$ 468,804,943</b>	<b>\$ 586,029,497</b>
<b>Deductions:</b>										
Retirement benefits	\$ 847,306,426	841,453,612	840,547,958	825,477,030	821,227,362	821,402,171	\$ 816,851,265	\$ 819,929,757	\$ 818,820,664	\$ 800,245,103
Death benefits	2,882,578	2,467,273	3,018,253	2,899,048	2,629,334	2,672,900	2,778,667	2,432,232	2,878,655	3,320,919
Refund of contributions	4,317,329	4,591,443	5,072,920	3,402,726	4,736,366	5,123,636	4,678,432	5,711,781	6,306,239	8,618,199
Administrative and Other	8,409,674	6,833,937	7,627,379	6,816,615	6,600,175	6,427,974	6,407,239	6,394,177	5,722,782	6,071,486
Service credit transfers	4,354,509	14,192,738	9,866,299	7,013,843	874,191	6,514,886	13,424,486	739,477	-	-
<b>Total Deductions</b>	<b>\$ 867,270,516</b>	<b>869,539,003</b>	<b>866,132,809</b>	<b>845,609,262</b>	<b>836,067,428</b>	<b>842,141,567</b>	<b>\$ 844,140,089</b>	<b>\$ 835,207,424</b>	<b>\$ 833,728,340</b>	<b>\$ 818,255,707</b>
<b>Net change</b>	<b>589,000,285</b>	<b>381,238,029</b>	<b>(398,854,907)</b>	<b>1,409,319,859</b>	<b>(42,292,654)</b>	<b>89,646,506</b>	<b>149,707,745</b>	<b>323,453,672</b>	<b>(364,923,397)</b>	<b>(232,226,210)</b>
Fiduciary net position, beginning of year	7,711,250,922	7,330,012,898	7,728,867,805	6,319,547,946	6,361,840,600	6,272,194,094	6,122,486,349	5,799,032,677	6,163,956,074	6,396,182,285
<b>Net position restricted for benefits</b>	<b>\$ 8,300,251,207</b>	<b>7,711,250,922</b>	<b>7,330,012,898</b>	<b>7,728,867,805</b>	<b>6,319,547,946</b>	<b>6,361,840,600</b>	<b>\$ 6,272,194,094</b>	<b>\$ 6,122,486,349</b>	<b>\$ 5,799,032,677</b>	<b>\$ 6,163,956,075</b>
<b>TSB</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Additions:</b>										
Member contributions	\$ 753,265	766,072	755,501	736,193	745,760	745,856	\$ 744,035	\$ 589,883	\$ 642,276	\$ 603,388
Employer contributions	753,265	766,072	755,501	736,193	745,760	745,856	744,035	589,883	642,276	603,388
Net Investment income (Loss)	45,653,665	33,819,689	(11,261,771)	92,054,850	12,730,241	21,155,071	24,552,340	33,277,060	(51,004)	6,951,465
Miscellaneous revenue	-	-	-	-	-	-	-	4	-	-
<b>Total Additions</b>	<b>\$ 47,160,195</b>	<b>35,351,833</b>	<b>(9,750,769)</b>	<b>93,527,236</b>	<b>14,221,761</b>	<b>22,646,783</b>	<b>\$ 26,040,410</b>	<b>\$ 34,456,830</b>	<b>\$ 1,233,548</b>	<b>\$ 8,158,241</b>
<b>Deductions:</b>										
Retirement benefits	\$ 12,904,413	12,065,421	11,259,389	10,650,980	10,436,948	10,236,365	\$ 9,602,181	\$ 8,405,649	\$ 8,097,067	\$ 7,750,955
Death benefits	-	-	-	-	-	-	-	-	-	-
Refund of contributions	1,077,904	797,394	753,831	805,371	592,550	454,153	275,135	266,523	195,601	241,427
Administrative and Other	458,100	371,036	413,199	356,460	350,178	332,273	330,288	309,283	267,475	276,010
<b>Total Deductions</b>	<b>\$ 14,440,417</b>	<b>13,233,851</b>	<b>12,426,419</b>	<b>11,812,811</b>	<b>11,379,676</b>	<b>11,022,791</b>	<b>\$ 10,207,604</b>	<b>\$ 8,981,455</b>	<b>\$ 8,560,143</b>	<b>\$ 8,268,392</b>
<b>Net change</b>	<b>32,719,778</b>	<b>22,117,982</b>	<b>(22,177,188)</b>	<b>81,714,425</b>	<b>2,842,085</b>	<b>11,623,992</b>	<b>15,832,806</b>	<b>25,475,375</b>	<b>(7,326,595)</b>	<b>(110,151)</b>
Fiduciary net position, beginning of year	423,914,539	401,796,554	423,973,742	342,259,317	339,417,232	327,793,239	311,960,433	286,485,058	293,811,653	293,921,803
<b>Net position restricted for benefits</b>	<b>\$ 456,634,317</b>	<b>423,914,539</b>	<b>401,796,554</b>	<b>423,973,742</b>	<b>342,259,317</b>	<b>339,417,232</b>	<b>\$ 327,793,239</b>	<b>\$ 311,960,433</b>	<b>\$ 286,485,058</b>	<b>\$ 293,811,652</b>

TABLE 1

**Employees' Retirement System of Rhode Island**  
**Schedule of Changes in Fiduciary Net Position**  
**Last Ten Fiscal Years**

<b>MERS</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Additions:</b>										
Member contributions	\$ 23,771,848	23,424,658	20,190,121	19,495,261	18,732,373	18,042,478	\$ 17,709,035	\$ 17,412,163	\$ 16,806,273	\$ 11,592,465
Employer contributions	75,634,810	75,762,967	61,955,109	60,404,125	56,476,661	50,853,489	47,003,638	48,542,830	46,597,024	44,576,294
New employer contributions			51,731,258	1,232,204	12,757,430					
Additional employer contributions	1,836,067	90,485	230,000							
Supplemental employer contributions			123,590							
Interest on service credits purchased	41,300	31,484	10,459	7,674	2,981	814	16,143	44,273	36,443	44,515
Service credit transfers	3,566,155	2,523,897	4,882,290	11,083,939	874,191	1,619,044	3,114,275	5,549,444		-
Net Investment income (Loss)	221,736,603	171,972,428	(57,074,740)	449,777,894	60,747,919	101,029,412	116,765,906	157,202,022	(471,319)	32,626,946
Miscellaneous revenue	7,206	3,883	16,164	855	786	1,213	147	51,557	64,748	15,218
<b>Total Additions</b>	<b>\$ 326,593,989</b>	<b>273,809,802</b>	<b>82,064,251</b>	<b>542,001,952</b>	<b>149,592,341</b>	<b>171,546,450</b>	<b>\$ 184,609,144</b>	<b>\$ 228,802,289</b>	<b>\$ 63,033,169</b>	<b>\$ 88,855,438</b>
<b>Deductions:</b>										
Retirement benefits	\$ 141,869,053	135,419,874	117,480,104	111,963,727	106,878,477	101,357,689	\$ 96,822,308	\$ 96,075,721	\$ 93,966,785	\$ 86,995,021
Death benefits	966,200	781,400	692,800	881,725	884,875	761,200	702,000	778,333	603,208	678,865
Refund of contributions	2,652,233	1,306,626	899,992	602,720	1,327,483	1,180,637	1,207,726	1,425,882	1,543,855	1,360,545
Service credit transfer payments	3,383,922	2,633,754	6,097,364	11,254,958	-	1,983,801	4,146,545	6,620,457		37,511
Administrative and Other	2,344,063	1,854,509	2,038,965	1,713,745	1,676,254	1,579,595	1,566,863	1,485,182	1,267,911	1,303,530
<b>Total Deductions</b>	<b>\$ 151,215,471</b>	<b>141,996,163</b>	<b>127,209,225</b>	<b>126,416,875</b>	<b>110,767,089</b>	<b>106,862,922</b>	<b>\$ 104,445,442</b>	<b>\$ 106,385,575</b>	<b>\$ 97,381,759</b>	<b>\$ 90,375,472</b>
<b>Net change</b>	<b>175,378,518</b>	<b>131,813,639</b>	<b>(45,144,974)</b>	<b>415,585,077</b>	<b>38,825,252</b>	<b>64,683,528</b>	<b>80,163,702</b>	<b>122,416,714</b>	<b>(34,348,590)</b>	<b>(1,520,034)</b>
Fiduciary net position, beginning of year	2,166,219,265	2,034,405,620	2,079,550,594	1,663,965,517	1,625,140,265	1,560,456,739	1,480,293,037	1,357,876,323	1,392,224,913	1,393,744,947
<b>Net position restricted for benefits</b>	<b>\$ 2,341,597,783</b>	<b>2,166,219,265</b>	<b>2,034,405,620</b>	<b>2,079,550,594</b>	<b>1,663,965,517</b>	<b>1,625,140,265</b>	<b>\$ 1,560,456,739</b>	<b>\$ 1,480,293,037</b>	<b>\$ 1,357,876,323</b>	<b>\$ 1,392,224,913</b>
<b>SPRBT</b>										
<b>Additions:</b>										
Member contributions	\$ 2,728,983	2,600,501	2,387,036	2,324,096	2,345,831	2,130,140	\$ 2,007,867	\$ 2,061,465	\$ 2,034,676	\$ 1,731,585
Employer contributions	6,437,409	6,209,247	5,210,604	5,240,772	4,877,630	3,566,922	2,797,003	2,980,219	4,004,656	3,432,359
Interest on service credits purchased	5,602	3,461	16,056	16,003	20,665	1,088	2,002	3,635	391	3,368
Net Investment income (Loss)	21,298,644	16,240,529	(5,343,472)	41,840,071	5,641,739	9,159,909	10,298,412	13,694,012	58,549	2,655,869
Miscellaneous revenue	311	24	44	91	4,291	166	245	174	29	325
<b>Total Additions</b>	<b>\$ 30,470,949</b>	<b>25,053,762</b>	<b>2,270,268</b>	<b>49,421,033</b>	<b>12,890,156</b>	<b>14,858,225</b>	<b>\$ 15,105,529</b>	<b>\$ 18,739,505</b>	<b>\$ 6,098,301</b>	<b>\$ 7,823,506</b>
<b>Deductions:</b>										
Retirement benefits	\$ 9,630,566	9,355,544	7,745,057	6,871,757	6,174,388	6,005,175	\$ 5,933,726	\$ 5,078,677	\$ 4,585,258	\$ 2,496,511
Refund of contributions	196,064	28,837	104,295	-	54,536	42,043	90,127	63,301	-	-
Administrative and Other	222,580	174,044	202,845	153,233	158,004	139,604	136,371	125,445	102,055	99,782
<b>Total Deductions</b>	<b>\$ 10,049,210</b>	<b>9,558,425</b>	<b>8,052,197</b>	<b>7,024,990</b>	<b>6,386,928</b>	<b>6,186,822</b>	<b>\$ 6,160,224</b>	<b>\$ 5,267,423</b>	<b>\$ 4,687,313</b>	<b>\$ 2,596,293</b>
<b>Net change</b>	<b>20,421,739</b>	<b>15,495,337</b>	<b>(5,781,929)</b>	<b>42,396,043</b>	<b>6,503,228</b>	<b>8,671,403</b>	<b>8,945,305</b>	<b>13,472,082</b>	<b>1,410,988</b>	<b>5,227,213</b>
Fiduciary net position, beginning of year	206,018,051	190,522,714	196,304,643	153,908,600	147,405,372	138,733,969	129,788,664	116,316,582	114,905,593	109,678,380
<b>Net position restricted for benefits</b>	<b>\$ 226,439,790</b>	<b>206,018,051</b>	<b>190,522,714</b>	<b>196,304,643</b>	<b>153,908,600</b>	<b>147,405,372</b>	<b>\$ 138,733,969</b>	<b>\$ 129,788,664</b>	<b>\$ 116,316,581</b>	<b>\$ 114,905,593</b>



TABLE 1

**Employees' Retirement System of Rhode Island**  
**Schedule of Changes in Fiduciary Net Position**  
**Last Ten Fiscal Years**

<b>JRBT</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Additions:</b>										
Member contributions	\$ 1,577,354	1,371,301	1,398,104	1,215,454	1,204,448	1,109,161	\$ 1,142,163	\$ 1,117,518	\$ 1,052,902	\$ 1,120,609
Employer contributions	2,983,250	2,842,875	2,611,262	2,245,823	2,189,255	1,922,023	2,057,529	2,057,159	2,410,039	2,709,397
Net Investment income (Loss)	10,826,692	8,309,980	(2,742,357)	21,815,087	2,955,374	4,819,915	5,376,763	7,107,208	28,787	1,367,527
Miscellaneous revenue	-	-	-	-	-	-	-	-	-	-
<b>Total Additions</b>	<b>\$ 15,387,296</b>	<b>12,524,156</b>	<b>1,267,009</b>	<b>25,276,364</b>	<b>6,349,077</b>	<b>7,851,099</b>	<b>\$ 8,576,455</b>	<b>\$ 10,281,885</b>	<b>\$ 3,491,728</b>	<b>\$ 5,197,533</b>
<b>Deductions:</b>										
Retirement benefits	\$ 5,528,485	5,209,658	4,699,733	3,983,311	3,724,119	3,608,844	\$ 2,833,077	\$ 2,740,166	\$ 2,530,567	\$ 1,800,863
Death benefits	-	-	-	-	-	-	-	-	-	8,000
Refund of contributions	-	-	-	-	-	-	123,329	-	-	-
Administrative and Other	111,617	88,674	97,187	79,690	79,652	73,533	71,270	65,088	52,550	51,039
<b>Total Deductions</b>	<b>\$ 5,640,102</b>	<b>5,298,332</b>	<b>4,796,920</b>	<b>4,063,001</b>	<b>3,803,771</b>	<b>3,682,377</b>	<b>\$ 3,027,676</b>	<b>\$ 2,805,254</b>	<b>\$ 2,583,117</b>	<b>\$ 1,859,902</b>
<b>Net change</b>	<b>9,747,194</b>	<b>7,225,824</b>	<b>(3,529,911)</b>	<b>21,213,363</b>	<b>2,545,306</b>	<b>4,168,722</b>	<b>5,548,779</b>	<b>7,476,631</b>	<b>908,611</b>	<b>3,337,631</b>
Fiduciary net position, beginning of year	105,067,197	97,841,373	101,371,284	80,157,921	77,612,617	73,443,894	67,895,115	60,418,484	59,509,873	56,172,242
<b>Net position restricted for benefits</b>	<b>\$ 114,814,391</b>	<b>105,067,197</b>	<b>97,841,373</b>	<b>101,371,284</b>	<b>80,157,921</b>	<b>77,612,617</b>	<b>\$ 73,443,894</b>	<b>\$ 67,895,115</b>	<b>\$ 60,418,484</b>	<b>\$ 59,509,873</b>
<b>RIJRF</b>										
<b>Additions:</b>										
Member contributions	\$ 113,852	111,075	124,547	126,171	125,540	121,904	\$ 116,757	\$ 116,667	\$ 135,454	\$ 158,718
Employer contributions	601,199	490,383	405,345	399,138	399,016	399,016	399,012	332,340	140,141	-
Net Investment income (Loss)	90,848	69,019	(22,707)	177,802	22,391	39,005	43,510	63,669	3,869	9,094
Miscellaneous revenue	-	-	-	-	-	-	-	-	-	-
<b>Total Additions</b>	<b>\$ 805,899</b>	<b>670,477</b>	<b>507,185</b>	<b>703,111</b>	<b>546,947</b>	<b>559,925</b>	<b>\$ 559,279</b>	<b>\$ 512,676</b>	<b>\$ 279,464</b>	<b>\$ 167,812</b>
<b>Deductions:</b>										
Retirement benefits	\$ 601,199	601,198	500,278	395,828	399,016	399,016	\$ 399,015	\$ 399,015	\$ 231,175	\$ -
Administrative and Other	1,568	1,241	1,326	988	959	762	646	558	361	237
<b>Total Deductions</b>	<b>\$ 602,767</b>	<b>602,439</b>	<b>501,604</b>	<b>396,816</b>	<b>399,975</b>	<b>399,778</b>	<b>\$ 399,661</b>	<b>\$ 399,573</b>	<b>\$ 231,536</b>	<b>\$ 237</b>
<b>Net change</b>	<b>203,132</b>	<b>68,038</b>	<b>5,581</b>	<b>306,295</b>	<b>146,972</b>	<b>160,147</b>	<b>159,618</b>	<b>113,103</b>	<b>47,928</b>	<b>167,575</b>
Fiduciary net position, beginning of year	1,493,278	1,425,241	1,419,660	1,113,365	966,393	806,246	646,628	533,525	485,597	318,023
<b>Net position restricted for benefits</b>	<b>\$ 1,696,410</b>	<b>1,493,278</b>	<b>1,425,241</b>	<b>1,419,660</b>	<b>1,113,365</b>	<b>966,393</b>	<b>\$ 806,246</b>	<b>\$ 646,628</b>	<b>\$ 533,525</b>	<b>\$ 485,598</b>

TABLE 1

**Employees' Retirement System of Rhode Island**  
**Schedule of Changes in Fiduciary Net Position**  
**Last Ten Fiscal Years**

<b>SPRFT</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Additions:</b>										
Employer contributions	\$ 16,387,092	16,387,092	16,387,092	16,387,092	16,387,092	16,387,092	\$ 16,387,092	\$ 16,566,076	\$ -	-
Supplemental employer contributions	-	-	-	-	-	-	-	15,000,000	-	-
Net Investment income (Loss)	3,717,690	2,295,013	(271,738)	6,144,151	868,442	768,973	1,136,938	1,838,792	-	-
Miscellaneous revenue	-	-	-	-	-	75	-	-	-	-
<b>Total Additions</b>	<b>\$ 20,104,782</b>	<b>18,682,105</b>	<b>16,115,354</b>	<b>22,531,243</b>	<b>17,255,534</b>	<b>17,156,140</b>	<b>\$ 17,524,030</b>	<b>\$ 33,404,868</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Deductions:</b>										
Retirement benefits	\$ 14,946,666	15,415,138	15,697,877	16,268,950	16,581,299	16,799,403	\$ 17,273,412	\$ 17,391,853	\$ -	-
Administrative and Other	28,389	21,459	22,296	18,194	17,175	16,727	5,304	-	-	-
<b>Total Deductions</b>	<b>\$ 14,975,055</b>	<b>15,436,597</b>	<b>15,720,173</b>	<b>16,287,144</b>	<b>16,598,474</b>	<b>16,816,130</b>	<b>\$ 17,278,716</b>	<b>\$ 17,391,853</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Net change</b>	<b>5,129,727</b>	<b>3,245,508</b>	<b>395,181</b>	<b>6,244,099</b>	<b>657,060</b>	<b>340,010</b>	<b>245,314</b>	<b>16,013,015</b>	<b>-</b>	<b>-</b>
Fiduciary net position, beginning of year	27,140,185	23,894,679	23,499,498	17,255,399	16,598,339	16,258,329	16,013,015	-	-	-
<b>Net position restricted for benefits</b>	<b>\$ 32,269,912</b>	<b>27,140,185</b>	<b>23,894,679</b>	<b>23,499,498</b>	<b>17,255,399</b>	<b>16,598,339</b>	<b>\$ 16,258,329</b>	<b>\$ 16,013,015</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Defined Contribution Plan</b>										
<b>Additions:</b>										
Member contributions*	\$ 118,606,752	111,277,430	106,933,744	100,919,227	101,385,619	96,801,137	\$ 92,018,737	\$ 89,202,835	\$ 83,417,174	\$ 101,335,771
Employer contributions	35,116,219	33,941,451	32,841,236	30,647,375	30,030,113	29,132,886	27,828,956	27,229,405	26,117,372	28,222,896
Net Investment income (Loss)	254,837,525	173,713,682	(237,174,641)	344,477,465	45,539,546	59,988,056	61,431,415	74,924,355	4,314,212	10,458,458
Miscellaneous revenue	237,505	2,650	2,500	4,714	10,733	9,690	11,500	7,500	6,550	911
<b>Total Additions</b>	<b>\$ 408,798,001</b>	<b>318,935,213</b>	<b>(97,397,161)</b>	<b>476,048,781</b>	<b>176,966,011</b>	<b>185,931,769</b>	<b>\$ 181,290,608</b>	<b>\$ 191,364,095</b>	<b>\$ 113,855,308</b>	<b>\$ 140,018,036</b>
<b>Deductions:</b>										
Distributions	\$ 58,336,458	46,234,981	46,276,404	32,062,306	23,675,020	19,633,067	\$ 16,181,976	\$ 12,298,997	\$ 9,224,425	\$ 5,331,383
Administrative and other	1,282,840	1,259,533	1,468,943	1,555,397	962,910	1,342,728	1,232,204	1,177,819	1,160,872	1,298,471
<b>Total Deductions</b>	<b>\$ 59,619,298</b>	<b>47,494,514</b>	<b>47,745,347</b>	<b>33,617,703</b>	<b>24,637,930</b>	<b>20,975,795</b>	<b>\$ 17,414,180</b>	<b>\$ 13,476,816</b>	<b>\$ 10,385,297</b>	<b>\$ 6,629,854</b>
<b>Net change</b>	<b>349,178,703</b>	<b>271,440,699</b>	<b>(145,142,508)</b>	<b>442,431,078</b>	<b>152,328,081</b>	<b>164,955,974</b>	<b>163,876,428</b>	<b>177,887,279</b>	<b>103,470,011</b>	<b>133,388,182</b>
Fiduciary net position, beginning of year	1,742,023,190	1,470,582,491	1,615,724,999	1,173,293,921	1,020,965,840	856,009,867	692,133,439	514,246,160	410,776,149	277,387,966
<b>Net position restricted for benefits</b>	<b>\$ 2,091,201,893</b>	<b>1,742,023,190</b>	<b>1,470,582,491</b>	<b>1,615,724,999</b>	<b>1,173,293,921</b>	<b>1,020,965,840</b>	<b>\$ 856,009,867</b>	<b>\$ 692,133,439</b>	<b>\$ 514,246,160</b>	<b>\$ 410,776,148</b>

\* Effective July 1, 2015 members with at least 20 years of service as of June 30, 2012 were no longer required to participate in the Defined Contribution Plan. These members participate solely in the Defined Benefit Plan. This was the result of the mediated settlement from the pension reform challenge.

## Employees' Retirement System of Rhode Island Schedule of Employer Contribution Rates

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Valuation Date as of June 30,	Fiscal Year Ending June 30,	Employer Contribution Rate
<b>ERS - State Employees</b>		
2023	2026	30.91%
2022	2025	30.75% <sup>6</sup>
2021	2024	28.97%
2020	2023	28.01%
2019	2022	28.01%
2018	2021	27.54%
2017	2020	26.39%
2016	2019	26.28% <sup>5</sup>
2015	2018	24.87%
2014	2017	25.34% <sup>4</sup>
<b>ERS - Teachers</b>		
2023	2026	26.19%
2022	2025	26.96% <sup>6</sup>
2021	2024	26.16%
2020	2023	26.16%
2019	2022	25.72%
2018	2021	25.25%
2017	2020	24.61%
2016	2019	23.51%
2015	2018	23.13%
2014	2017	23.13% <sup>4</sup>

<sup>1</sup> Restated after adopting the amendment of Article 7.

<sup>2</sup> Restated after adopting the amendment of Article 16.

<sup>3</sup> Restated after reflecting the Rhode Island Retirement Security Act of 2011.

<sup>4</sup> Restated after adopting the amendment of Article 21.

<sup>5</sup> Restated for voluntary retirement incentive offered.

<sup>6</sup> Restated after adopting the amendment of Article 12.

## Employees' Retirement System of Rhode Island Schedule of Employer Contribution Rates

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Valuation Date as of June 30,	Fiscal Year Ending June 30,	Contribution Rate
<b>Municipal Employees' Retirement System - General Employees*</b>		
2023	2026	10.99%
2022	2025	11.24%
2021	2024	11.87%
2020	2023	12.68%
2019	2022	12.57%
2018	2021	12.57%
2017	2020	12.43%
2016	2019	12.23%
2015	2018	11.91%
2014	2017	12.06%
<b>Municipal Employees' Retirement System - Police/Fire Employees*</b>		
2023	2026	18.04%
2022	2025	18.64%
2021	2024	19.24%
2020	2023	20.77%
2019	2022	19.70%
2018	2021	19.57%
2017	2020	19.31%
2016	2019	17.20%
2015	2018	15.90%
2014	2017	16.15%

\* Each employer unit participating in MERS is financially responsible for its own plan. Therefore, the aggregate numbers shown on the above schedules reflect only the aggregate condition of MERS and does not indicate the status of any particular employer unit.

## Employees' Retirement System of Rhode Island Schedule of Employer Contribution Rates

### State Police Retirement Benefits Trust

Valuation Date as of June 30,	Fiscal Year Ending June 30,	Employer Contribution Rate
2023	2026	24.92%
2022	2025	21.59% <sup>6</sup>
2021	2024	20.66%
2020	2023	20.87%
2019	2022	19.24%
2018	2021	19.82%
2017	2020	18.48%
2016	2019	14.74%
2015	2018	12.22%
2014	2017	12.66% <sup>3</sup>

<sup>1</sup> Revised pursuant to Article 22 (2008).

<sup>2</sup> Restated after reflecting the Rhode Island Retirement Security Act of 2011.

<sup>3</sup> Restated to reflect impact of Article 21.

<sup>6</sup> Restated after adopting the amendment of Article 12.

### Judicial Retirement Benefits Trust

Valuation Date as of June 30,	Fiscal Year Ending June 30,	Employer Contribution Rate
2023	2026	17.75%
2022	2025	18.20% <sup>6</sup>
2021	2024	22.12%
2020	2023	24.16%
2019	2022	21.82%
2018	2021	21.61%
2017	2020	21.30%
2016	2019	20.28%
2015	2018	21.13%
2014	2017	21.58% <sup>4</sup>

<sup>1</sup> Reflects changes in benefit provisions enacted by Article 35.

<sup>2</sup> Restated to reflect changes in benefit provisions enacted by Article 16.

<sup>3</sup> Restated after reflecting the Rhode Island Retirement Security Act of 2011.

<sup>4</sup> Restated after reflecting the impact of Article 21.

<sup>6</sup> Restated after adopting the amendment of Article 12.

## **Employees' Retirement System of Rhode Island Schedule of Employer Contribution Rates**

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### **Teachers' Survivors Benefits Plan**

The calculation for the contributions for TSB are prescribed in Rhode Island General Law §16-16-35. The annual salary limit used in the calculation of the 2% contribution rate due to the Teachers Survivors' Benefit Plan is \$11,500; one-half (1/2) of the cost shall be contributed by the member by deductions from his or her salary, and the other half (1/2) shall be contributed and paid by the respective city, town, or school district by which the member is employed.

### **Rhode Island Judicial Retirement Fund Trust**

RIJRT is a closed plan and the actuarial determined contribution is calculated as a level dollar amount.

### **State Police Retirement Fund Trust**

SPRFT is a closed plan and the actuarial determined contribution is calculated as a level dollar amount.

*Note:* The most recent actuarial valuation for ERSRI is as of June 30, 2019. Data in this schedule prior to fiscal year ending June 30, 2019 was derived from actuarial valuations prepared by GRS and certified by the ERSRI Board in prior fiscal years.

TABLE 3

**Employees' Retirement System of Rhode Island  
Schedule of Benefits and Refunds by Type  
Last Ten Fiscal Years**

<b>ERS</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Deductions:</b>										
Service Retirement	\$ 775,417,254	770,944,052	770,842,815	758,575,613	756,094,996	756,671,233	\$ 753,958,832	\$ 756,807,010	\$ 757,469,257	\$ 755,331,153
Survivor Retirement	37,996,710	36,599,789	36,625,104	30,896,985	35,243,048	35,260,158	34,500,460	34,563,403	36,200,420	21,694,578
Disability Retirement	33,157,789	33,145,185	32,297,027	35,194,554	29,055,170	28,609,057	27,502,977	27,648,067	24,211,576	22,262,866
Supplemental Retirement	734,673	764,588	783,012	809,878	834,148	861,723	888,996	911,277	939,411	956,506
Death benefits	2,882,578	2,467,273	3,018,253	2,899,048	2,629,334	2,672,900	2,778,667	2,432,232	2,878,655	3,320,919
Refund of contributions - death	446,851	1,700,195	2,314,402	1,520,271	1,493,667	1,350,391	1,189,847	1,275,945	12,567	-
Refund of contributions - separation	3,870,478	2,891,248	2,758,518	1,882,455	3,242,699	3,773,245	3,488,585	4,435,836	6,293,672	8,618,199
Total	\$ <u>854,506,333</u>	<u>848,512,329</u>	<u>848,639,131</u>	<u>831,778,804</u>	<u>828,593,062</u>	<u>829,198,707</u>	\$ <u>824,308,364</u>	\$ <u>828,073,769</u>	\$ <u>828,005,558</u>	\$ <u>812,184,221</u>
<b>TSB</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Deductions:</b>										
Survivor Retirement	\$ 12,904,413	12,065,421	11,259,389	10,650,980	10,436,948	10,236,365	\$ 9,602,181	\$ 8,405,649	\$ 8,097,067	\$ 7,750,955
Refund of contributions - separation	1,077,904	797,394	753,831	805,371	592,550	454,152	275,135	266,523	195,601	241,427
Total	\$ <u>13,982,317</u>	<u>12,862,815</u>	<u>12,013,220</u>	<u>11,456,351</u>	<u>11,029,498</u>	<u>10,690,517</u>	\$ <u>9,877,316</u>	\$ <u>8,672,172</u>	\$ <u>8,292,668</u>	\$ <u>7,992,382</u>
<b>MERS</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Deductions:</b>										
Service Retirement	\$ 115,238,313	110,237,036	96,895,366	92,934,701	82,293,176	85,618,391	\$ 81,864,846	\$ 81,297,434	\$ 80,167,328	\$ 76,240,655
Survivor Retirement	8,434,170	7,716,994	6,527,768	6,251,068	5,746,999	5,178,516	4,931,551	4,986,860	5,281,693	3,029,126
Disability Retirement	18,196,570	17,465,841	13,807,862	12,777,958	11,838,302	10,560,782	10,025,911	9,791,427	8,517,764	7,725,240
Death benefits	966,200	781,400	692,800	881,725	884,875	761,200	702,000	778,333	603,208	678,865
Refund of contributions - death	60,592	139,872	297,727	248,153	358,815	325,411	164,914	141,454	-	-
Refund of contributions - separation	2,591,641	1,166,754	602,265	354,567	968,668	855,228	1,042,812	1,284,428	1,543,855	1,360,545
Total	\$ <u>145,487,486</u>	<u>137,507,898</u>	<u>118,823,788</u>	<u>113,448,172</u>	<u>102,090,835</u>	<u>103,299,528</u>	\$ <u>98,732,034</u>	\$ <u>98,279,937</u>	\$ <u>96,113,847</u>	\$ <u>89,034,430</u>
<b>SPRBT</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Deductions:</b>										
Service Retirement	\$ 9,071,262	8,579,747	7,246,560	6,374,856	5,677,926	5,508,713	\$ 5,449,859	\$ 4,673,084	\$ 4,179,857	\$ 2,122,230
Survivor Retirement	114,130	114,130	114,101	113,486	113,428	113,428	113,428	114,234	114,196	112,696
Disability Retirement	445,174	661,666	384,396	383,415	383,034	383,034	370,439	291,359	291,205	261,585
Refund of contributions - separation	196,064	28,837	104,295	-	54,536	42,043	90,127	63,301	-	-
Total	\$ <u>9,826,630</u>	<u>9,384,381</u>	<u>7,849,352</u>	<u>6,871,757</u>	<u>6,228,924</u>	<u>6,047,218</u>	\$ <u>6,023,853</u>	\$ <u>5,141,979</u>	\$ <u>4,585,258</u>	\$ <u>2,496,511</u>
<b>JRBT</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Deductions:</b>										
Service Retirement	\$ 5,179,336	4,860,510	4,290,141	3,574,532	3,362,118	3,217,719	\$ 2,461,524	\$ 2,388,732	\$ 2,222,569	\$ 1,649,394
Survivor Retirement	349,149	349,148	405,593	408,780	362,001	391,125	371,553	351,434	307,998	151,469
Death benefits	-	-	-	-	-	-	-	-	-	8,000
Refund of contributions - death	-	-	-	-	-	-	123,329	-	-	-
Refund of contributions - separation	-	-	-	-	-	-	-	-	-	-
Total	\$ <u>5,528,485</u>	<u>5,209,658</u>	<u>4,695,734</u>	<u>3,983,312</u>	<u>3,724,119</u>	<u>3,608,844</u>	\$ <u>2,956,406</u>	\$ <u>2,740,166</u>	\$ <u>2,530,567</u>	\$ <u>1,808,863</u>

TABLE 3

**Employees' Retirement System of Rhode Island  
Schedule of Benefits and Refunds by Type  
Last Ten Fiscal Years**

<b>RIJRF</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Deductions:</b>										
Service Retirement	\$ 601,199	601,198	500,278	395,828	399,016	399,016	\$ 399,015	\$ 399,015	\$ 231,175	\$ -
Total	\$ 601,199	601,198	500,278	395,828	399,016	399,016	\$ 399,015	\$ 399,015	\$ 231,175	\$ -
<b>SPRFT</b>										
<b>Deductions:</b>										
Service Retirement	\$ 11,607,917	12,129,114	12,583,686	13,061,958	13,446,562	13,594,008	\$ 13,973,618	\$ 14,245,610	\$ -	\$ -
Survivor Retirement	2,431,020	2,325,844	2,155,738	2,223,458	2,151,349	2,222,007	2,273,423	2,092,513	-	-
Disability Retirement	907,727	960,179	958,453	983,534	983,388	983,388	1,026,371	1,053,730	-	-
Total	\$ 14,946,664	15,415,137	15,697,877	16,268,950	16,581,299	16,799,403	\$ 17,273,412	\$ 17,391,853	\$ -	\$ -



**Employees' Retirement System of Rhode Island**  
**Schedule of Retired Members by Type of Pension Benefit**

**ERS - State Employees**

<b>Monthly Amount</b>	<b>Service Retirement Allowance</b>	<b>Option One: Joint and Survivor Full</b>	<b>Option Two: Joint and Survivor Half</b>	<b>Service Retirement Allowance Plus</b>	<b>Total</b>
Under \$500	471	95	28		594
\$500-\$1,000	1,022	188	87		1,297
\$1,000-\$1,500	1,046	184	126	3	1,359
\$1,500-\$2,000	1,043	173	125	15	1,356
\$2,000-\$2,500	965	160	139	162	1,426
\$2,500-\$3,000	856	131	120	174	1,281
\$3,000-\$3,500	620	142	125	120	1,007
\$3,500-\$4,000	491	121	119	88	819
\$4,000-\$4,500	389	110	114	65	678
\$4,500-\$5,000	294	51	81	58	484
\$5,000-\$5,500	230	35	49	27	341
\$5,500-\$6,000	150	25	39	16	230
\$6,000-\$6,500	88	20	31	15	154
\$6,500-\$7,000	52	18	19	6	95
\$7,000-\$7,500	42	12	18	6	78
Over \$7,500	69	28	26	6	129
<b>Total</b>	<b>7,828</b>	<b>1,493</b>	<b>1,246</b>	<b>761</b>	<b>11,328</b>

**ERS - Teachers**

<b>Monthly Amount</b>	<b>Service Retirement Allowance</b>	<b>Option One: Joint and Survivor Full</b>	<b>Option Two: Joint and Survivor Half</b>	<b>Service Retirement Allowance Plus</b>	<b>Total</b>
Under \$500	64	15	1		80
\$500-\$1,000	232	68	26		326
\$1,000-\$1,500	423	123	64		610
\$1,500-\$2,000	566	149	102	4	821
\$2,000-\$2,500	580	135	100	7	822
\$2,500-\$3,000	774	107	114	13	1,008
\$3,000-\$3,500	1,315	123	159	11	1,608
\$3,500-\$4,000	1,472	139	199	85	1,895
\$4,000-\$4,500	1,288	110	231	117	1,746
\$4,500-\$5,000	1,104	52	162	64	1,382
\$5,000-\$5,500	621	25	60	20	726
\$5,500-\$6,000	245	14	34	9	302
\$6,000-\$6,500	95	6	17	4	122
\$6,500-\$7,000	56	2	4	4	66
\$7,000-\$7,500	28		1		29
Over \$7,500	43	2	4	3	52
<b>Total</b>	<b>8,906</b>	<b>1,070</b>	<b>1,278</b>	<b>341</b>	<b>11,595</b>

**Employees' Retirement System of Rhode Island**  
**Schedule of Retired Members by Type of Pension Benefit**

Life Insurance Benefit	Teachers' Survivors Benefits Plan			Total
	Life Insurance	N/A	N/A	
Under \$10,000	1			1
\$10,000-\$11,000				0
\$11,000-\$12,000	3			3
\$12,000-\$13,000	8			8
\$13,000-\$14,000	2			2
\$14,000-\$15,000	12			12
\$15,000-\$16,000	9			9
\$16,000-\$17,000	35			35
\$17,000-\$18,000	56			56
\$18,000-\$19,000	70			70
\$19,000-\$20,000	87			87
Over \$20,000	333			333
<b>Total</b>	<b>616</b>	<b>0</b>	<b>0</b>	<b>616</b>

**Municipal Employees' Retirement System - General Employees**

Monthly Amount	Service Retirement Allowance	Option One: Joint and Survivor Full	Option Two: Joint and Survivor Half	Service Retirement Allowance Plus	Total
	Under \$500	655	122	43	
\$500-\$1,000	1,051	314	150	8	1,523
\$1,000-\$1,500	764	225	105	18	1,112
\$1,500-\$2,000	485	141	89	21	736
\$2,000-\$2,500	330	77	77	29	513
\$2,500-\$3,000	215	61	36	34	346
\$3,000-\$3,500	111	22	25	19	177
\$3,500-\$4,000	53	16	9	5	83
\$4,000-\$4,500	39	3	6	4	52
\$4,500-\$5,000	25	2	5	2	34
\$5,000-\$5,500	11	6	2	1	20
\$5,500-\$6,000	6	1		1	8
\$6,000-\$6,500	3		1	1	5
\$6,500-\$7,000	1	1			2
\$7,000-\$7,500	2	1			3
Over \$7,500	3	1			4
<b>Total</b>	<b>3,754</b>	<b>993</b>	<b>548</b>	<b>144</b>	<b>5,439</b>

**Employees' Retirement System of Rhode Island**  
**Schedule of Retired Members by Type of Pension Benefit**

**Municipal Employees' Retirement System - Police/Fire Employees**

Monthly Amount	Service Retirement Allowance	Option One: Joint and Survivor Full	Option Two: Joint and Survivor Half	Service Retirement Allowance Plus	Total
Under \$500	23	1	4	2	30
\$500-\$1,000	66	1	17	5	89
\$1,000-\$1,500	41	5	60	6	112
\$1,500-\$2,000	41	4	68	3	116
\$2,000-\$2,500	25	10	97	2	134
\$2,500-\$3,000	15	15	111	1	142
\$3,000-\$3,500	49	22	168		239
\$3,500-\$4,000	32	14	116		162
\$4,000-\$4,500	26	18	103		147
\$4,500-\$5,000	7	9	49		65
\$5,000-\$5,500	9	4	34		47
\$5,500-\$6,000	1	1	12		14
\$6,000-\$6,500	2		11		13
\$6,500-\$7,000	1		2		3
\$7,000-\$7,500			1		1
Over \$7,500	1		1		2
<b>Total</b>	<b>339</b>	<b>104</b>	<b>854</b>	<b>19</b>	<b>1,316</b>

**State Police Retirement Benefits Trust**

Monthly Amount	Service Retirement Allowance	Option One: Joint and Survivor Full	Option Two: Joint and Survivor Half	Service Retirement Allowance Plus	Total
Under \$500					
\$500-\$1,000	2				2
\$1,000-\$1,500	2				2
\$1,500-\$2,000					0
\$2,000-\$2,500					0
\$2,500-\$3,000	3				3
\$3,000-\$3,500	1				1
\$3,500-\$4,000	4				4
\$4,000-\$4,500	3				3
\$4,500-\$5,000	3				3
\$5,000-\$5,500	6				6
\$5,500-\$6,000	8				8
\$6,000-\$6,500	5				5
\$6,500-\$7,000	10				10
\$7,000-\$7,500	8				8
Over \$7,500	61				61
<b>Total</b>	<b>116</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>116</b>

**Employees' Retirement System of Rhode Island**  
**Schedule of Retired Members by Type of Pension Benefit**

**Judicial Retirement Benefits Trust**

Monthly Amount	Service Retirement Allowance	Option One: Joint and Survivor Full	Option Two: Joint and Survivor Half	Service Retirement Allowance Plus	Total
Under \$500					
\$500-\$1,000					0
\$1,000-\$1,500					0
\$1,500-\$2,000					0
\$2,000-\$2,500					0
\$2,500-\$3,000					0
\$3,000-\$3,500	1				1
\$3,500-\$4,000					0
\$4,000-\$4,500					0
\$4,500-\$5,000					0
\$5,000-\$5,500	1				1
\$5,500-\$6,000					0
\$6,000-\$6,500					0
\$6,500-\$7,000	2				2
\$7,000-\$7,500	2				2
Over \$7,500	30				30
<b>Total</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>36</b>

**Rhode Island Judicial Retirement Fund Trust**

Monthly Amount	Service Retirement Allowance	Option One: Joint and Survivor Full	Option Two: Joint and Survivor Half	Service Retirement Allowance Plus	Total
Under \$500					
\$500-\$1,000					
\$1,000-\$1,500					
\$1,500-\$2,000					
\$2,000-\$2,500					
\$2,500-\$3,000					
\$3,000-\$3,500					
\$3,500-\$4,000					
\$4,000-\$4,500					
\$4,500-\$5,000					
\$5,000-\$5,500					
\$5,500-\$6,000					
\$6,000-\$6,500					
\$6,500-\$7,000					
\$7,000-\$7,500					
Over \$7,500	3				3
<b>Total</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>

## Employees' Retirement System of Rhode Island

### Schedule of Retired Members by Type of Pension Benefit

#### State Police Retirement Fund Trust

Monthly Amount	Service Retirement Allowance	Option One: Joint and Survivor Full	Option Two: Joint and Survivor Half	Service Retirement Allowance Plus	Total
Under \$500					0
\$500-\$1,000					0
\$1,000-\$1,500	2				2
\$1,500-\$2,000	3				3
\$2,000-\$2,500	3				3
\$2,500-\$3,000	6				6
\$3,000-\$3,500	9				9
\$3,500-\$4,000	20				20
\$4,000-\$4,500	19				19
\$4,500-\$5,000	20				20
\$5,000-\$5,500	26				26
\$5,500-\$6,000	27				27
\$6,000-\$6,500	38				38
\$6,500-\$7,000	31				31
\$7,000-\$7,500	13				13
Over \$7,500	15				15
<b>Total</b>	<b>232</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>232</b>

**Service Retirement Allowance** - is a life annuity that is calculated based on the member's years of service credit and average salary as a participating employee.

**Option 1: Joint and Survivor Full** - is an annuity that is actuarially reduced based on the age difference of the member and the designated beneficiary. The retirement benefit that the member and the beneficiary (upon death of the member) will receive will be equal for the respective lives of each recipient.

**Option 2: Joint and Survivor Half** - is an annuity that is actuarially reduced based on the age difference of the member and the designated beneficiary. The retirement benefit for the member is reduced based on the actuarial reduction calculation. However, this benefit will be higher than the Joint and Survivor Full option. Upon the death of the member, the designated beneficiary will receive 50% of the member's benefit for the remainder of their life.

**Service Retirement Allowance Plus** - is a life annuity that is calculated based on the member's years of service credit and average salary as a participating employee. In addition, a supplemental amount will be added to the pension benefit. The supplementary amount is determined based on the member's age at retirement and a percentage of an estimate of the average Social Security payment that a member might receive at the age of 62 (calculated on a national average figure). During the month the member turns 62, the pension benefit amount will be reduced by the full national average amount of Social Security payment that a person might receive at the age of 62 (calculated on a national average figure). Also, the pension benefit will be reduced by the full estimated amount and not by the supplemental amount that the member had been receiving. Estimate of Social Security benefits used by ERSRI to calculate pension benefits are general estimates and are not guaranteed by ERSRI or the Social Security Administration (SSA). This option is not related to a member's participation in Social Security or any programs of the SSA.

**Note:** This schedule was prepared based on the source data that was certified in the most recent actuarial valuations as of June 30, 2023.

TABLE 5

**Employees' Retirement System of Rhode Island  
Schedule of Average Benefit Payments - Retirement**

		<b>ERS - State Employees</b>							
		<b>0-5 Yrs.</b>	<b>5-10 Yrs.</b>	<b>10-15 Yrs.</b>	<b>15-20 Yrs.</b>	<b>20-25 Yrs.</b>	<b>25-30 Yrs.</b>	<b>&gt;30 Yrs.</b>	<b>Total</b>
2023	Average annual benefit	\$ 26,165	\$ 10,686	\$ 11,589	\$ 17,126	\$ 23,865	\$ 34,449	\$ 48,302	\$ 31,588
	Average monthly benefit	\$ 2,180	\$ 891	\$ 966	\$ 1,427	\$ 1,989	\$ 2,871	\$ 4,025	\$ 2,632
	Average monthly FAC	\$ 2,601	\$ 2,446	\$ 3,215	\$ 3,648	\$ 4,254	\$ 4,640	\$ 5,413	\$ 4,128
	Number of retired members	2,445	298	815	940	1,340	2,312	3,178	11,328
2022	Average annual benefit	\$ 25,904	\$ 10,974	\$ 11,653	\$ 17,342	\$ 24,009	\$ 34,569	\$ 48,196	\$ 31,387
	Average monthly benefit	\$ 2,159	\$ 915	\$ 971	\$ 1,445	\$ 2,001	\$ 2,881	\$ 4,016	\$ 2,616
	Average monthly FAC	\$ 2,588	\$ 2,284	\$ 3,093	\$ 3,593	\$ 4,067	\$ 4,530	\$ 5,100	\$ 3,936
	Number of retired members	2,713	273	796	921	1,302	2,304	3,056	11,365
2021	Average annual benefit	\$ 25,523	\$ 11,094	\$ 11,656	\$ 17,270	\$ 24,070	\$ 34,643	\$ 47,793	\$ 31,098
	Average monthly benefit	\$ 2,127	\$ 925	\$ 971	\$ 1,439	\$ 2,006	\$ 2,887	\$ 3,983	\$ 2,592
	Average monthly FAC	\$ 2,581	\$ 2,607	\$ 3,340	\$ 3,777	\$ 4,311	\$ 4,665	\$ 5,365	\$ 4,061
	Number of retired members	2,968	248	756	893	1,268	2,282	2,958	11,373
2020	Average annual benefit	\$ 25,084	\$ 11,450	\$ 11,764	\$ 17,387	\$ 24,271	\$ 34,763	\$ 47,626	\$ 30,588
	Average monthly benefit	\$ 2,090	\$ 954	\$ 980	\$ 1,449	\$ 2,023	\$ 2,897	\$ 3,969	\$ 2,549
	Average monthly FAC	\$ 2,564	\$ 2,768	\$ 3,444	\$ 3,821	\$ 4,364	\$ 4,674	\$ 5,325	\$ 3,995
	Number of retired members	3,289	219	730	849	1,216	2,236	2,676	11,215
2019	Average annual benefit	\$ 24,840	\$ 11,793	\$ 11,972	\$ 17,505	\$ 24,418	\$ 34,958	\$ 47,848	\$ 30,506
	Average monthly benefit	\$ 2,070	\$ 983	\$ 998	\$ 1,459	\$ 2,035	\$ 2,913	\$ 3,987	\$ 2,542
	Average monthly FAC	\$ 2,550	\$ 2,894	\$ 3,562	\$ 3,906	\$ 4,394	\$ 4,672	\$ 5,313	\$ 3,960
	Number of retired members	3,567	193	690	818	1,178	2,207	2,571	11,224
2018	Average annual benefit	\$ 24,614	\$ 12,158	\$ 11,697	\$ 17,571	\$ 24,667	\$ 35,384	\$ 47,920	\$ 30,438
	Average monthly benefit	\$ 2,051	\$ 1,013	\$ 975	\$ 1,464	\$ 2,056	\$ 2,949	\$ 3,993	\$ 2,537
	Average monthly FAC	\$ 2,536	\$ 3,168	\$ 3,679	\$ 3,955	\$ 4,439	\$ 4,693	\$ 5,318	\$ 3,940
	Number of retired members	3,820	166	650	798	1,158	2,169	2,499	11,260
2017	Average annual benefit	\$ 24,171	\$ 12,650	\$ 11,832	\$ 17,481	\$ 24,822	\$ 35,679	\$ 47,637	\$ 29,861
	Average monthly benefit	\$ 2,014	\$ 1,054	\$ 986	\$ 1,457	\$ 2,068	\$ 2,973	\$ 3,970	\$ 2,488
	Average monthly FAC	\$ 2,515	\$ 3,177	\$ 3,644	\$ 3,904	\$ 4,422	\$ 4,682	\$ 5,233	\$ 3,826
	Number of retired members	4,149	151	600	768	1,095	2,062	2,253	11,078
		<b>ERS - Teachers</b>							
		<b>0-5 Yrs.</b>	<b>5-10 Yrs.</b>	<b>10-15 Yrs.</b>	<b>15-20 Yrs.</b>	<b>20-25 Yrs.</b>	<b>25-30 Yrs.</b>	<b>&gt;30 Yrs.</b>	<b>Total</b>
2023	Average annual benefit	\$ 43,391	\$ 32,425	\$ 17,314	\$ 25,379	\$ 42,046	\$ 50,846	\$ 55,039	\$ 42,231
	Average monthly benefit	\$ 3,616	\$ 2,702	\$ 1,443	\$ 2,115	\$ 3,504	\$ 4,237	\$ 4,587	\$ 3,519
	Average monthly FAC**	\$ 3,994	\$ 5,741	\$ 7,472	\$ 11,361	\$ 11,760	\$ 12,811	\$ 38,770	\$ 11,510
	Number of retired members	3,321	422	610	1,066	2,700	2,520	956	11,595
2022	Average annual benefit	\$ 43,470	\$ 32,933	\$ 17,486	\$ 25,736	\$ 42,554	\$ 51,521	\$ 54,879	\$ 42,472
	Average monthly benefit	\$ 3,623	\$ 2,744	\$ 1,457	\$ 2,145	\$ 3,546	\$ 4,294	\$ 4,573	\$ 3,539
	Average monthly FAC**	\$ 3,971	\$ 5,341	\$ 7,123	\$ 9,790	\$ 10,245	\$ 10,664	\$ 30,857	\$ 9,536
	Number of retired members	3,498	422	606	1,027	2,669	2,466	833	11,521
2021	Average annual benefit	\$ 43,328	\$ 33,537	\$ 17,528	\$ 26,001	\$ 43,263	\$ 52,017	\$ 55,623	\$ 42,681
	Average monthly benefit	\$ 3,611	\$ 2,795	\$ 1,461	\$ 2,167	\$ 3,605	\$ 4,335	\$ 4,635	\$ 3,557
	Average monthly FAC	\$ 3,964	\$ 4,753	\$ 6,365	\$ 7,973	\$ 7,851	\$ 8,858	\$ 20,527	\$ 7,412
	Number of retired members	3,675	417	602	995	2,588	2,418	703	11,398
2020	Average annual benefit	\$ 42,909	\$ 33,844	\$ 17,521	\$ 26,187	\$ 43,734	\$ 52,410	\$ 56,522	\$ 42,708
	Average monthly benefit	\$ 3,576	\$ 2,820	\$ 1,460	\$ 2,182	\$ 3,645	\$ 4,368	\$ 4,710	\$ 3,559
	Average monthly FAC	\$ 3,927	\$ 4,663	\$ 5,207	\$ 5,651	\$ 5,783	\$ 6,056	\$ 6,563	\$ 5,156
	Number of retired members	3,898	417	579	950	2,520	2,334	576	11,274
2019	Average annual benefit	\$ 42,786	\$ 34,205	\$ 17,506	\$ 26,562	\$ 44,296	\$ 53,200	\$ 57,557	\$ 42,898
	Average monthly benefit	\$ 3,566	\$ 2,850	\$ 1,459	\$ 2,213	\$ 3,691	\$ 4,433	\$ 4,796	\$ 3,575
	Average monthly FAC	\$ 3,896	\$ 4,713	\$ 5,323	\$ 5,739	\$ 5,781	\$ 6,058	\$ 6,563	\$ 5,109
	Number of retired members	4,114	425	564	913	2,474	2,234	472	11,196
2018	Average annual benefit	\$ 42,720	\$ 34,676	\$ 17,618	\$ 26,683	\$ 44,683	\$ 53,536	\$ 58,093	\$ 43,085
	Average monthly benefit	\$ 3,560	\$ 2,890	\$ 1,468	\$ 2,224	\$ 3,724	\$ 4,461	\$ 4,841	\$ 3,590
	Average monthly FAC	\$ 3,882	\$ 4,799	\$ 5,453	\$ 5,838	\$ 5,798	\$ 6,111	\$ 6,623	\$ 5,112

TABLE 5

**Employees' Retirement System of Rhode Island  
Schedule of Average Benefit Payments - Retirement**

	Number of retired members	4,309	426	552	898	2,463	2,216	456	11,320
2017	Average annual benefit	\$ 42,307	\$ 34,952	\$ 17,827	\$ 26,980	\$ 45,153	\$ 54,382	\$ 58,761	\$ 43,150
	Average monthly benefit	\$ 3,526	\$ 2,913	\$ 1,486	\$ 2,248	\$ 3,763	\$ 4,532	\$ 4,897	\$ 3,596
	Average monthly FAC	\$ 3,866	\$ 4,789	\$ 5,412	\$ 5,838	\$ 5,821	\$ 6,145	\$ 6,574	\$ 5,062
	Number of retired members	4,517	424	519	856	2,420	2,106	369	11,211
<b>Teachers' Survivors Benefits Plan</b>									
		0-5 Yrs.	5-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	>30 Yrs.	Total
2023	Average annual benefit	\$ 20,335							\$ 20,335
	Number of retired members	616							616
2022	Average annual benefit	\$ 18,994							\$ 18,994
	Number of retired members	600							600
2021	Average annual benefit	\$ 18,174							\$ 18,174
	Number of retired members	599							599
2020	Average annual benefit	\$ 18,066							\$ 18,066
	Number of retired members	611							611
2019	Average annual benefit	\$ 18,321	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,321
	Number of retired members	594	-	-	-	-	-	-	594
2018	Average annual benefit	\$ 17,739	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,739
	Number of retired members	567	-	-	-	-	-	-	567
2017	Average annual benefit	\$ 18,333	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,333
	Number of retired members	573	-	-	-	-	-	-	573
<b>Municipal Employees' Retirement System - General Employees</b>									
		0-5 Yrs.	5-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	>30 Yrs.	Total
2023	Average annual benefit	\$ 23,669	\$ 7,396	\$ 8,887	\$ 13,007	\$ 17,294	\$ 18,438	\$ 31,408	\$ 16,841
	Average monthly benefit	\$ 1,972	\$ 616	\$ 741	\$ 1,084	\$ 1,441	\$ 1,537	\$ 2,617	\$ 1,404
	Average monthly FAC	\$ 1,348	\$ 2,419	\$ 2,451	\$ 2,790	\$ 2,914	\$ 2,190	\$ 3,676	\$ 2,644
	Number of retired members	23	234	935	895	921	1,766	665	5,439
2022	Average annual benefit	\$ 22,870	\$ 7,094	\$ 8,489	\$ 12,308	\$ 16,635	\$ 17,098	\$ 31,874	\$ 16,180
	Average monthly benefit	\$ 1,906	\$ 591	\$ 707	\$ 1,026	\$ 1,386	\$ 1,425	\$ 2,656	\$ 1,348
	Average monthly FAC	\$ 1,852	\$ 2,516	\$ 2,475	\$ 2,765	\$ 2,957	\$ 2,439	\$ 3,755	\$ 2,756
	Number of retired members	17	209	883	869	878	1,616	641	5,113
2021	Average annual benefit	\$ 22,903	\$ 7,343	\$ 8,445	\$ 12,173	\$ 16,490	\$ 16,543	\$ 31,626	\$ 15,891
	Average monthly benefit	\$ 1,909	\$ 612	\$ 704	\$ 1,014	\$ 1,374	\$ 1,379	\$ 2,636	\$ 1,324
	Average monthly FAC	\$ 2,098	\$ 2,580	\$ 2,507	\$ 2,787	\$ 2,950	\$ 2,386	\$ 3,719	\$ 2,732
	Number of retired members	15	194	873	817	819	1,681	604	5,003
2020	Average annual benefit	\$ 22,749	\$ 7,679	\$ 8,381	\$ 12,169	\$ 16,779	\$ 16,061	\$ 31,542	\$ 15,690
	Average monthly benefit	\$ 1,896	\$ 640	\$ 698	\$ 1,014	\$ 1,398	\$ 1,338	\$ 2,628	\$ 1,308
	Average monthly FAC	\$ 2,098	\$ 2,570	\$ 2,542	\$ 2,796	\$ 2,990	\$ 2,318	\$ 3,720	\$ 2,704
	Number of retired members	15	183	858	758	752	1,757	557	4,880
2019	Average annual benefit	\$ 22,634	\$ 7,617	\$ 8,468	\$ 12,067	\$ 16,938	\$ 15,535	\$ 31,687	\$ 15,488
	Average monthly benefit	\$ 1,886	\$ 635	\$ 706	\$ 1,006	\$ 1,412	\$ 1,295	\$ 2,641	\$ 1,291
	Average monthly FAC	\$ 2,236	\$ 2,520	\$ 2,601	\$ 2,817	\$ 3,003	\$ 2,283	\$ 3,766	\$ 2,693
	Number of retired members	15	180	831	720	710	1,847	524	4,827
2018	Average annual benefit	\$ 21,885	\$ 7,797	\$ 8,415	\$ 12,049	\$ 16,986	\$ 15,054	\$ 31,895	\$ 15,248
	Average monthly benefit	\$ 1,824	\$ 650	\$ 701	\$ 1,004	\$ 1,416	\$ 1,255	\$ 2,658	\$ 1,271
	Average monthly FAC	\$ 2,395	\$ 2,556	\$ 2,656	\$ 2,854	\$ 3,066	\$ 2,238	\$ 3,778	\$ 2,686
	Number of retired members	14	174	802	694	660	1,900	488	4,732
2017	Average annual benefit	\$ 21,762	\$ 8,071	\$ 8,445	\$ 12,129	\$ 17,339	\$ 14,476	\$ 31,638	\$ 15,046
	Average monthly benefit	\$ 1,813	\$ 673	\$ 704	\$ 1,011	\$ 1,445	\$ 1,206	\$ 2,636	\$ 1,254
	Average monthly FAC	\$ 2,308	\$ 2,556	\$ 2,644	\$ 2,799	\$ 3,062	\$ 2,188	\$ 3,816	\$ 2,638
	Number of retired members	14	152	768	641	619	1,983	459	4,636

TABLE 5

**Employees' Retirement System of Rhode Island  
Schedule of Average Benefit Payments - Retirement**

		<b>Municipal Employees' Retirement System - Police/Fire Employees</b>							
		0-5 Yrs.	5-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	>30 Yrs.	Total
2023	Average annual benefit	\$ 21,177	\$ 37,214	\$ 36,805	\$ 34,439	\$ 33,828	\$ 35,710	\$ 49,893	\$ 35,417
	Average monthly benefit	\$ 1,765	\$ 3,101	\$ 3,067	\$ 2,870	\$ 2,819	\$ 2,976	\$ 4,158	\$ 2,951
	Average monthly FAC	\$ 577	\$ 4,451	\$ 4,463	\$ 4,416	\$ 4,483	\$ 2,935	\$ 5,276	\$ 3,480
	Number of retired members	121	23	74	90	266	610	132	1,316
2022	Average annual benefit	\$ 20,760	\$ 36,945	\$ 35,908	\$ 33,906	\$ 33,176	\$ 33,506	\$ 49,210	\$ 33,992
	Average monthly benefit	\$ 1,730	\$ 3,079	\$ 2,992	\$ 2,826	\$ 2,765	\$ 2,792	\$ 4,101	\$ 2,833
	Average monthly FAC	\$ 457	\$ 4,451	\$ 4,459	\$ 4,489	\$ 4,475	\$ 3,892	\$ 5,300	\$ 3,899
	Number of retired members	121	23	69	86	259	425	120	1,103
2021	Average annual benefit	\$ 20,355	\$ 35,239	\$ 35,048	\$ 33,044	\$ 32,760	\$ 32,429	\$ 48,181	\$ 32,803
	Average monthly benefit	\$ 1,696	\$ 2,937	\$ 2,921	\$ 2,754	\$ 2,730	\$ 2,702	\$ 4,015	\$ 2,734
	Average monthly FAC	\$ 336	\$ 4,275	\$ 4,504	\$ 4,516	\$ 4,491	\$ 3,775	\$ 5,122	\$ 3,790
	Number of retired members	119	20	66	82	252	414	93	1,046
2020	Average annual benefit	\$ 19,775	\$ 35,107	\$ 35,622	\$ 32,930	\$ 32,318	\$ 31,982	\$ 47,475	\$ 32,253
	Average monthly benefit	\$ 1,648	\$ 2,926	\$ 2,969	\$ 2,744	\$ 2,693	\$ 2,665	\$ 3,956	\$ 2,688
	Average monthly FAC	\$ 300	\$ 4,275	\$ 4,574	\$ 4,484	\$ 4,483	\$ 3,764	\$ 5,204	\$ 3,775
	Number of retired members	116	20	63	80	249	407	80	1,015
2019	Average annual benefit	\$ 35,530	\$ 34,893	\$ 35,915	\$ 32,824	\$ 32,336	\$ 31,267	\$ 46,931	\$ 33,406
	Average monthly benefit	\$ 2,961	\$ 2,908	\$ 2,993	\$ 2,735	\$ 2,695	\$ 2,606	\$ 3,911	\$ 2,784
	Average monthly FAC	\$ 3,823	\$ 4,275	\$ 4,647	\$ 4,616	\$ 4,484	\$ 3,690	\$ 5,083	\$ 4,185
	Number of retired members	8	20	62	72	242	390	69	863
2018	Average annual benefit	\$ 35,842	\$ 34,795	\$ 36,202	\$ 31,855	\$ 32,365	\$ 30,622	\$ 46,976	\$ 32,913
	Average monthly benefit	\$ 2,987	\$ 2,900	\$ 3,017	\$ 2,655	\$ 2,697	\$ 2,552	\$ 3,915	\$ 2,743
	Average monthly FAC	\$ 3,836	\$ 4,275	\$ 4,736	\$ 4,530	\$ 4,470	\$ 3,639	\$ 5,201	\$ 4,156
	Number of retired members	7	20	57	66	241	375	58	824
2017	Average annual benefit	\$ 35,752	\$ 34,796	\$ 35,663	\$ 31,627	\$ 32,398	\$ 29,852	\$ 45,583	\$ 32,309
	Average monthly benefit	\$ 2,979	\$ 2,900	\$ 2,972	\$ 2,636	\$ 2,700	\$ 2,488	\$ 3,799	\$ 2,692
	Average monthly FAC	\$ 3,836	\$ 4,577	\$ 4,802	\$ 4,766	\$ 4,919	\$ 3,786	\$ 5,216	\$ 4,378
	Number of retired members	7	19	54	64	237	369	51	801
		<b>State Police Retirement Benefits Trust</b>							
		0-5 Yrs.	5-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	>30 Yrs.	Total
2023	Average annual benefit	\$ -	\$ 70,929	\$ 103,890	\$ 92,934	\$ 78,112	\$ 84,962		\$ 82,708
	Average monthly benefit	\$ -	\$ 5,911	\$ 8,658	\$ 7,745	\$ 6,509	\$ 7,080		\$ 6,892
	Average monthly FAC	\$ -	\$ 2,042	\$ 7,461	\$ 7,198	\$ 10,548	\$ 11,367		\$ 10,868
	Number of retired members	-	2	1	1	38	74		116
2022	Average annual benefit	\$ -	\$ 81,123	\$ 103,890	\$ 92,934	\$ 79,870	\$ 84,057		\$ 82,873
	Average monthly benefit	\$ -	\$ 6,760	\$ 8,658	\$ 7,745	\$ 6,656	\$ 7,005		\$ 6,906
	Average monthly FAC	\$ -	\$ 4,084	\$ 7,461	\$ 7,198	\$ 10,670	\$ 11,327		\$ 10,952
	Number of retired members	-	1	1	1	35	64		102
2021	Average annual benefit	\$ -	\$ 43,840	\$ 71,229	\$ 45,357	\$ 81,280	\$ 86,530		\$ 83,554
	Average monthly benefit	\$ -	\$ 3,653	\$ 5,936	\$ 3,780	\$ 6,773	\$ 7,211		\$ 6,963
	Average monthly FAC	\$ -	\$ 4,084	\$ 7,461	\$ 7,198	\$ 10,820	\$ 11,382		\$ 11,009
	Number of retired members	-	1	1	1	31	54		88
2020	Average annual benefit	\$ -	\$ 43,489	\$ 70,878	\$ 45,006	\$ 80,407	\$ 86,677		\$ 83,101
	Average monthly benefit	\$ -	\$ 3,624	\$ 5,907	\$ 3,751	\$ 6,701	\$ 7,223		\$ 6,925
	Average monthly FAC	\$ -	\$ 4,084	\$ 7,461	\$ 7,198	\$ 10,620	\$ 11,496		\$ 10,975
	Number of retired members	-	1	1	1	29	47		79
2019	Average annual benefit	\$ -	\$ 43,489	\$ 70,878	\$ 45,006	\$ 80,379	\$ 87,831		\$ 83,547
	Average monthly benefit	\$ -	\$ 3,624	\$ 5,907	\$ 3,751	\$ 6,698	\$ 7,319		\$ 6,962
	Average monthly FAC	\$ -	\$ 4,084	\$ 7,461	\$ 7,198	\$ 10,557	\$ 11,609		\$ 10,985
	Number of retired members	-	1	1	1	28	42		73
2018	Average annual benefit	\$ -	\$ 43,488	\$ 70,884	\$ 45,012	\$ 80,358	\$ 87,831		\$ 83,544



TABLE 5

**Employees' Retirement System of Rhode Island  
Schedule of Average Benefit Payments - Retirement**

	Average monthly benefit	\$	-	\$ 3,624	\$ 5,907	\$ 3,751	\$ 6,696	\$ 7,319	\$	-	\$ 6,962
	Average monthly FAC	\$	-	\$ 4,084	\$ 7,461	\$ 7,198	\$ 10,557	\$ 11,609	\$	-	\$ 10,985
	Number of retired members		-	1	1	1	28	42		-	73
2017	Average annual benefit	\$	-	\$ 43,489	\$ 70,878	\$ 45,006	\$ 79,780	\$ 87,820	\$	-	\$ 83,410
	Average monthly benefit	\$	-	\$ 3,624	\$ 5,907	\$ 3,751	\$ 6,648	\$ 7,318	\$	-	\$ 6,951
	Average monthly FAC	\$	-	\$ 4,084	\$ 7,461	\$ 7,198	\$ 11,065	\$ 11,609	\$	-	\$ 11,183
	Number of retired members		-	1	1	1	26	42		-	71
<b>Judicial Retirement Benefits Trust</b>											
			<b>0-5 Yrs.</b>	<b>5-10 Yrs.</b>	<b>10-15 Yrs.</b>	<b>15-20 Yrs.</b>	<b>20-25 Yrs.</b>	<b>25-30 Yrs.</b>	<b>&gt;30 Yrs.</b>		<b>Total</b>
2023	Average annual benefit	\$	200,934	\$ 37,769	\$ 110,995	\$ 149,852	\$ 170,828	\$ 190,766		\$	152,809
	Average monthly benefit	\$	16,745	\$ 3,147	\$ 9,250	\$ 12,488	\$ 14,236	\$ 15,898		\$	12,734
	Average monthly FAC	\$	22,294	-	\$ 7,881	\$ 8,474	\$ 10,623	\$ 5,168		\$	9,019
	Number of retired members		1	1	8	7	15	4			36
2022	Average annual benefit	\$	130,631	\$ 37,769	\$ 108,288	\$ 149,760	\$ 162,916	\$ 166,977		\$	141,752
	Average monthly benefit	\$	10,886	\$ 3,147	\$ 9,024	\$ 12,480	\$ 13,576	\$ 13,915		\$	11,813
	Average monthly FAC	\$	11,147	\$ -	\$ 10,893	\$ 8,474	\$ 13,278	\$ 10,336		\$	10,899
	Number of retired members		2	1	7	7	12	2			31
2021	Average annual benefit	\$	130,631	\$ 37,769	\$ 108,288	\$ 149,760	\$ 162,916	\$ 166,977		\$	141,752
	Average monthly benefit	\$	10,886	\$ 3,147	\$ 9,024	\$ 12,480	\$ 13,576	\$ 13,915		\$	11,813
	Average monthly FAC	\$	11,147	\$ -	\$ 10,893	\$ 8,474	\$ 13,278	\$ 10,336		\$	10,899
	Number of retired members		2	1	7	7	12	2			31
2020	Average annual benefit	\$	130,631	\$ 64,348	\$ 108,146	\$ 154,791	\$ 161,380	\$ 166,831	\$	-	\$ 137,053
	Average monthly benefit	\$	10,886	\$ 5,362	\$ 9,012	\$ 12,899	\$ 13,448	\$ 13,903	\$	-	\$ 11,421
	Average monthly FAC	\$	11,147	\$ 7,587	\$ 10,893	\$ 9,344	\$ 12,209	\$ 10,336	\$	-	\$ 10,671
	Number of retired members		2	2	7	6	8	2		-	27
2019	Average annual benefit	\$	130,631	\$ 64,348	\$ 111,341	\$ 168,129	\$ 161,380	\$ 166,831	\$	-	\$ 141,980
	Average monthly benefit	\$	10,886	\$ 5,362	\$ 9,278	\$ 14,011	\$ 13,448	\$ 13,903	\$	-	\$ 11,832
	Average monthly FAC	\$	11,147	\$ 7,587	\$ 10,483	\$ 12,308	\$ 12,209	\$ 10,336	\$	-	\$ 11,252
	Number of retired members		2	2	6	6	8	2		-	26
2018	Average annual benefit	\$	130,632	\$ 64,344	\$ 105,943	\$ 154,860	\$ 160,934	\$ 165,384	\$	-	\$ 136,774
	Average monthly benefit	\$	10,886	\$ 5,362	\$ 8,829	\$ 12,905	\$ 13,411	\$ 13,782	\$	-	\$ 11,398
	Average monthly FAC	\$	11,147	\$ 7,587	\$ 9,714	\$ 12,263	\$ 11,585	\$ 10,336	\$	-	\$ 10,861
	Number of retired members		2	2	5	6	6	2		-	23
2017	Average annual benefit	\$	130,515	\$ 64,348	\$ 112,185	\$ 149,212	\$ 160,817	\$ 186,050	\$	-	\$ 136,774
	Average monthly benefit	\$	10,876	\$ 5,362	\$ 9,349	\$ 12,434	\$ 13,401	\$ 15,504	\$	-	\$ 11,398
	Average monthly FAC	\$	11,147	\$ 13,058	\$ 12,143	\$ 14,086	\$ 11,585	\$ 20,672	\$	-	\$ 12,880
	Number of retired members		2	2	4	5	6	1		-	20
<b>Rhode Island Judicial Retirement Fund Trust</b>											
			<b>0-5 Yrs.</b>	<b>5-10 Yrs.</b>	<b>10-15 Yrs.</b>	<b>15-20 Yrs.</b>	<b>20-25 Yrs.</b>	<b>25-30 Yrs.</b>	<b>&gt;30 Yrs.</b>		<b>Total</b>
2023	Average annual benefit	\$	200,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	200,400
	Average monthly benefit	\$	16,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	16,700
	Average monthly FAC	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-
	Number of retired members		3	-	-	-	-	-	-		3
2022	Average annual benefit	\$	200,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	200,400
	Average monthly benefit	\$	16,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	16,700
	Average monthly FAC	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-
	Number of retired members		3	-	-	-	-	-	-		3
2021	Average annual benefit	\$	199,654	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	199,654
	Average monthly benefit	\$	16,638	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	16,638
	Average monthly FAC	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-
	Number of retired members		2	-	-	-	-	-	-		2
2020	Average annual benefit	\$	199,654	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	199,654
	Average monthly benefit	\$	16,638	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	16,638
	Average monthly FAC	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-

TABLE 5

**Employees' Retirement System of Rhode Island  
Schedule of Average Benefit Payments - Retirement**

	Number of retired members	2	-	-	-	-	-	-	2
2019	Average annual benefit	\$ 199,508	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	199,508
	Average monthly benefit	\$ 16,626	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	16,626
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	2	-	-	-	-	-	-	2
2018	Average annual benefit	\$ 199,512	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	199,512
	Average monthly benefit	\$ 16,626	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	16,626
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	2	-	-	-	-	-	-	2
2017	Average annual benefit	\$ 199,508	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	199,508
	Average monthly benefit	\$ 16,626	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	16,626
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	2	-	-	-	-	-	-	2

**State Police Retirement Fund Trust**

		0-5 Yrs.	5-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	>30 Yrs.	Total
2023	Average annual benefit	\$ 65,374	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	65,374
	Average monthly benefit	\$ 5,448	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,448
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	232	-	-	-	-	-	-	232
2022	Average annual benefit	\$ 65,525	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	65,525
	Average monthly benefit	\$ 5,460	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,460
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	238	-	-	-	-	-	-	238
2021	Average annual benefit	\$ 65,356	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	65,356
	Average monthly benefit	\$ 5,446	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,446
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	243	-	-	-	-	-	-	243
2020	Average annual benefit	\$ 64,486	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	64,486
	Average monthly benefit	\$ 5,374	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,374
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	257	-	-	-	-	-	-	257
2019	Average annual benefit	\$ 64,444	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	64,444
	Average monthly benefit	\$ 5,370	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,370
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	259	-	-	-	-	-	-	259
2018	Average annual benefit	\$ 64,032	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	64,032
	Average monthly benefit	\$ 5,336	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,336
	Average monthly FAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	266	-	-	-	-	-	-	266
2017	Average annual benefit	\$ 64,359	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	64,359
	Average monthly benefit	\$ 5,363	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,363
	Average monthly FAC	\$ 4,034	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Number of retired members	269	-	-	-	-	-	-	269

**Note:** Schedule is intended to display information for 10 years. Additional years will be displayed as they become available.

**Source:** The most recent actuarial valuation for ERSRI is as of June 30, 2023. Data in this schedule prior to fiscal year ending June 30, 2017 was derived from actuarial valuations prepared by GRS and certified by the ERSRI Board in prior fiscal years.

**FAC:** Final Average Compensation

TABLE 6

**Employees' Retirement System of Rhode Island  
Schedule of Top Ten Employers With Most Covered Employees  
Current Fiscal Period and Fiscal Period Ended Nine Years Prior**

2023			2014		
	Number of Covered Employees	Percentage of Total Covered Employees		Number of Covered Employees	Percentage of Total Covered Employees
<b>ERS - Teachers</b>			<b>ERS - Teachers</b>		
Providence School Department	1,770	13.88%	Providence School Department	2,349	14.32%
Cranston School Department	1,018	7.98%	Warwick School Department	1,135	6.92%
Warwick School Department	841	6.60%	Cranston School Department	1,116	6.81%
Pawtucket School Department	748	5.87%	Pawtucket School Department	876	5.34%
Woonsocket School Department	561	4.40%	Woonsocket School Department	622	3.79%
East Providence School Department	486	3.81%	East Providence School Department	590	3.60%
Coventry School Department	429	3.36%	Coventry School Department	560	3.41%
Cumberland School Department	419	3.29%	Cumberland School Department	516	3.15%
North Kingstown School Department	370	2.90%	North Kingstown School Department	454	2.77%
West Warwick School Department	359	2.82%	West Warwick School Department	431	2.63%
Remaining employers	5,748	45.09%	Remaining employers	7,750	47.26%
	<hr/>	<hr/>		<hr/>	<hr/>
	12,749	100.00%		16,399	100.00%
	<hr/>	<hr/>		<hr/>	<hr/>
<b>TSB</b>			<b>TSB</b>		
	Number of Covered Employees	Percentage of Total Covered Employees		Number of Covered Employees	Percentage of Total Covered Employees
Cranston School Department	1,011	14.77%	Cranston School Department	1,116	14.47%
East Providence School Department	479	7.00%	East Providence School Department	590	7.65%
Coventry School Department	421	6.15%	Coventry School Department	560	7.26%
Cumberland School Department	417	6.09%	Cumberland School Department	516	6.69%
Johnston School Department	344	5.03%	Lincoln School Department	422	5.47%
Barrington School Department	295	4.31%	Westerly School Department	381	4.94%
Lincoln School Department	277	4.05%	Central Falls Collaborative	376	4.87%
Westerly School Department	269	3.93%	Bristol Warren Regional School District	373	4.84%
Bristol Warren Regional School District	266	3.89%	Barrington School Department	362	4.69%
Central Falls Collaborative	266	3.89%	Johnston School Department	345	4.47%
Remaining employers	2,800	40.91%	Remaining employers	2,672	34.64%
	<hr/>	<hr/>		<hr/>	<hr/>
	6,845	100.00%		7,713	100.00%
	<hr/>	<hr/>		<hr/>	<hr/>

TABLE 6

**Employees' Retirement System of Rhode Island  
Schedule of Top Ten Employers With Most Covered Employees  
Current Fiscal Period and Fiscal Period Ended Nine Years Prior**

2023			2014		
	Number of Covered Employees	Percentage of Total Covered Employees		Number of Covered Employees	Percentage of Total Covered Employees
<b>MERS - General Employees</b>			<b>MERS - General Employees</b>		
City of Cranston	582	9.34%	City of Cranston	688	11.84%
City of Pawtucket	506	8.12%	City of Pawtucket	496	8.53%
City of East Providence	426	6.84%	City of East Providence	360	6.19%
City of Woonsocket	380	6.10%	Town North Kingstown	307	5.28%
City of Newport	327	5.25%	City of Woonsocket	307	5.28%
Town North Kingstown	302	4.85%	Town of South Kingstown	306	5.26%
Town of Cumberland	268	4.30%	City of Newport	254	4.37%
Town of South Kingstown	259	4.16%	Town of Cumberland	232	3.99%
Town of North Providence	215	3.45%	Town of Johnston	228	3.92%
Town of Johnston	213	3.42%	Town of North Providence	209	3.60%
Remaining employers	2,754	44.19%	Remaining employers	2,426	41.73%
	<u>6,232</u>	<u>100.00%</u>		<u>5,813</u>	<u>100.00%</u>
<b>MERS - Police/Fire Employees</b>			<b>MERS - Police/Fire Employees</b>		
	Number of Covered Employees	Percentage of Total Covered Employees		Number of Covered Employees	Percentage of Total Covered Employees
Cranston Fire Department	185	9.59%	Cranston Fire Department	159	10.97%
Cranston Police Department	138	7.15%	Cranston Police Department	138	9.52%
Woonsocket Fire Department	107	5.55%	Woonsocket Fire Department	104	7.17%
North Providence Fire Department	97	5.03%	North Providence Fire Department	90	6.21%
Woonsocket Police Department	95	4.92%	Woonsocket Police Department	84	5.79%
North Kingstown Fire Department	78	4.04%	North Kingstown Fire Department	62	4.28%
Johnston Fire Department	75	3.89%	Johnston Fire Department	58	4.00%
Middletown Police & Fire Departments	74	3.84%	Middletown Police & Fire Departments	56	3.86%
West Warwick Fire Department (Legacy)	58	3.01%	South Kingstown Police Department	52	3.59%
South Kingstown Police Department	55	2.85%	North Kingstown Police Department	43	2.97%
Remaining employers	967	50.13%	Remaining employers	604	41.66%
	<u>1,929</u>	<u>100.00%</u>		<u>1,450</u>	<u>100.00%</u>

*Note:* Data provided in this schedule is based upon the most recent actuarial valuations prepared as of June 30, 2023. Data in this schedule prior to fiscal year ending June 30, 2019 was derived from actuarial valuations prepared by GRS and certified by the ERSRI Board in prior fiscal years.