

ACTUARIAL VALUATION REPORT

as of

JUNE 30, 2023



**New York State
Teachers'
Retirement
System**

Office of the Actuary

July 23, 2024

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

**Actuarial Valuation Report
as of June 30, 2023**

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NEW YORK STATE TEACHERS' RETIREMENT SYSTEM

Actuarial Valuation Report as of June 30, 2023

A. INTRODUCTION

This report presents to the New York State Teachers' Retirement System ("NYSTRS" or "the Retirement System") Retirement Board the results of the annual actuarial valuation of assets and liabilities of the Retirement System as of June 30, 2023. Employer contributions are made by participating employers in accordance with an actuarially determined employer contribution rate. The rate is determined by an actuarial valuation made each June 30. Members contribute in accordance with a fixed-rate schedule, as required by statute. NYSTRS' funding objective is to ensure that sufficient assets are being accumulated to pay all current and future benefits as they become due.

The purpose of this report is to summarize the determination of the Employer Contribution Rate which will be applied to member salaries earned during the July 1, 2024 to June 30, 2025 fiscal year and to review the funded status of the Retirement System. Use of the valuation results contained herein for purposes other than those stated above may not be appropriate.

B. EMPLOYER CONTRIBUTION RATE

The Employer Contribution Rate to be applied to member salaries for the July 1, 2024 to June 30, 2025 fiscal year and collected in the fiscal year ending June 30, 2026 consists of four components. These components may be described as follows:

The **Normal Rate** represents the annual cost of accruing active member benefits as well as actuarial gains and losses. The active member component includes the cost of benefits accruing on account of retirement, withdrawal, disability, death (except for the first \$50,000 of death benefits which are funded by the group life insurance rate) and the cost-of-living benefit provided during retirement. The Normal Rate is calculated in accordance with the Aggregate Actuarial Cost Method. The Aggregate Method is a reasonable and appropriate actuarial funding method for an ongoing plan and is designed to provide that sufficient assets are accumulated to pay current benefits as well as accrue assets that will be needed to pay future benefits.

The **Expense Rate** is a pay-as-you-go rate representing the administrative cost of the Retirement System for the fiscal year July 1, 2024 to June 30, 2025 and is set during the budget process.

The **Group Life Insurance Rate** is a pay-as-you-go rate representing the expected benefit payments on account of the first \$50,000 of member death benefits for the fiscal year July 1, 2024 to June 30, 2025. Contributions collected have been more than sufficient to cover payments over the past several years, resulting in an accumulated Group Life Insurance Fund balance of approximately \$448 million as of June 30, 2023.

The **Excess Benefit Plan Rate** is a pay-as-you-go rate representing the Excess Benefit Fund's need for contributions to cover expected benefit payments in excess of the Internal Revenue Code Section 415 limits for the fiscal year July 1, 2024 to June 30, 2025. These payments are made exclusively from the Excess Benefit Plan. This fund was established in accordance with the Excess Benefit Plan which received final IRS approval in August 2001. The fund has accumulated assets of approximately \$2.5 million as of June 30, 2023.

The actuarially computed Employer Contribution Rate to be applied to the member salaries for the fiscal year ending June 30, 2025 is **10.11%**. The Employer Contribution Rates determined by the actuarial valuations as of June 30, 2023 and June 30, 2022 and the changes between the two are summarized below:

	<u>As of 6/30/2023</u>	<u>As of 6/30/2022</u>	<u>Change</u>
Normal Rate	9.63%	9.37%	0.26%
Expense Rate	0.35	0.26	0.09
Group Life Insurance Rate	0.13	0.13	0.00
Excess Benefit Plan Rate	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Employer Contribution Rate	10.11%	9.76%	0.35%

The actuarial assumptions in use for the June 30, 2023 actuarial valuation were developed based upon Retirement System experience and established tables. New demographic and economic assumptions were adopted by the Retirement Board on October 28, 2021 and were first used in the actuarial valuation as of June 30, 2021. In addition, the mortality improvement scale was updated from the MP-2020 table to MP-2021 starting with the June 30, 2022 valuation and was adopted on October 27, 2022. The Society of Actuaries has not developed a new mortality improvement scale since MP-2021 and its continued use is appropriate for the System's population.

In accordance with Sections 501, 508 and 517 of the Education Law, the Retirement Board has the authority to adopt the actuarial assumptions as recommended by the Actuary.

The actual employer contributions made by participating employers during the fiscal year ending June 30, 2023 were equal to the employer contributions determined in accordance with the applicable annual actuarial valuation.

C. EMPLOYER CONTRIBUTION RATE HISTORY

The following chart summarizes the Employer Contribution Rate for the last 20 years. The complete Employer Contribution Rate history is presented in Appendix 15.

Salary Year	Employer Contribution Rate	Salary Year	Employer Contribution Rate
2005-2006	7.97 %	2015-2016	13.26 %
2006-2007	8.60	2016-2017	11.72
2007-2008	8.73	2017-2018	9.80
2008-2009	7.63	2018-2019	10.62
2009-2010	6.19	2019-2020	8.86
2010-2011	8.62	2020-2021	9.53
2011-2012	11.11	2021-2022	9.80
2012-2013	11.84	2022-2023	10.29
2013-2014	16.25	2023-2024	9.76
2014-2015	17.53	2024-2025	10.11 *

* Pending adoption by the Retirement Board at its July 2024 Board Meeting.

D. EMPLOYER CONTRIBUTION RATE CHANGE

The Employer Contribution Rate has increased this year from 9.76% to 10.11%, representing an increase of 3.6%, primarily attributable to the increase in the Normal Rate component which increased from 9.37% to 9.63%. The rate of return on the System’s market value of assets for the fiscal year ending June 30, 2023 was 9.0%. The System’s current five-year market value rate of return decreased to 7.6%, from last year’s 7.7%. The June 30, 2023 actuarial valuation resulted in an increase in the normal rate primarily due to salary increases higher than expected and the COLA amount higher than expected.

E. FUNDED STATUS

As of June 30, 2023, the actuarial value of plan assets, including GLIF assets, was equal to \$137.8 billion. The accrued pension benefit liability calculated in accordance with the Entry Age Cost Method

with level percentage of pay, including GLIF liabilities, was equal to \$139.8 billion. These two values produced a funded ratio of 98.6% as of June 30, 2023. If the market value of plan assets is used instead of the actuarial value of plan assets, the funded ratio as of June 30, 2023 would be equal to 98.2%.

The Retirement System is funded in accordance with the Aggregate Cost Method. Government Accounting Standards Board (GASB) Statement No. 67 requires that the Entry Age Normal Cost Method be used to calculate the accrued liability for purposes of presenting the funded ratio calculation for all plans, regardless of the cost method being used for funding purposes.

The funded ratios provided here are an appropriate measurement of the System's funded status. While the funded ratios will fluctuate from year to year, a funded ratio of 100% is desirable and indicative of a well-funded System. The primary reason for this healthy funded ratio is that the Retirement System has collected the full actuarially required contribution annually from employers. This is the primary feature that separates well-funded Systems from poorly funded ones. A funded ratio of 100% does not, however, imply that future contributions will not be required. It indicates that the System currently has assets equal to the present value of its liabilities accrued to date.

The funded status measurement provided here is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the System's benefit obligations such as in a plan termination situation.

A history of the Retirement System's funded status is provided in Appendix 4 of this report.

F. GAIN/LOSS IN THE EMPLOYER CONTRIBUTION RATE AND FUNDED STATUS

The Employer Contribution Rate of 10.11% represents a 35-basis point increase from the prior year's rate of 9.76%.

NORMAL RATE

The Normal Rate component of the Employer Contribution Rate (ECR) of 9.63% represents a 26-basis point increase over the prior year's rate of 9.37%. This change can be broken down as follows in the chart below. Note that a positive entry represents an actuarial loss, which is an increase in the ECR. A negative entry represents an actuarial gain, which is a decrease in the ECR.

Salary/Service:	This loss is due to actual salary and service higher than expected.	+0.36
Investment Experience	The recognition of prior investment gains and losses over a five-year period in accordance with the asset valuation method resulted in a net investment gain on the <u>actuarial</u> value of assets.	-0.45
New Entrants:	New entrants join the Retirement System as Tier 6 members with a long-term expected normal rate of approximately 4.9% which results in downward pressure on the Normal Rate.	-0.12
Withdrawal:	Withdrawal experience produced a gain.	-0.02
Mortality:	Members are living slightly less than expected and receiving benefits for a slightly shorter period.	-0.01
Retirement:	Retirement benefit amount and retirement age was as expected.	0.00
Cost of Living Adjustment:	The actual COLA increase of 2.5% was higher than the expected increase of 1.3%.	+0.17
Plan and Assumption Changes:	Plan Changes: None Assumption Changes: None	0.00
Miscellaneous:	Net increase due to miscellaneous sources (e.g. data updates, tier reinstatements, transfers in/out)	+0.33
TOTAL CHANGE IN THE NORMAL RATE		+0.26%

OTHER COMPONENTS

The **Expense Rate** was set during the budget process at 0.35%, a 9-basis point increase over the prior year’s rate of 0.26%.

The **Group Life Insurance Fund Rate** is unchanged from the previous year in anticipation of rising payouts in the future due to the growth in the number of retirees eligible for the post-retirement death benefit (Tiers 2 through 6) and the inactive member death benefit (Tiers 2 through 6).

The **Excess Benefit Plan Rate** remains at 0.00% as additional contributions are not needed currently.

FUNDED STATUS

The Funded Status using a Market Value of Assets improved from 97.4% as of June 30, 2022 to 98.2% as of June 30, 2023. This change can be broken down as follows in the chart below.

(in \$ millions)	Market Value of Assets	Accrued Liability	Funded Status
Actual June 30, 2022	\$131,964.6	\$135,530.9	97.4%
Expected Increase/(Decrease) due to Normal Progression*	\$2,805.0	\$2,833.6	
Increase/(Decrease) due to Assumption Changes		\$0.0	
Increase/(Decrease) due to Plan Changes		\$0.0	
Increase/(Decrease) due to Investment Experience Greater Than Expected	\$2,451.9		
Increase/(Decrease) due to Demographic Experience Different Than Expected		\$1,436.3	
Actual June 30, 2023	\$137,221.5	\$139,800.8	98.2%

* Normal Progression of liabilities and assets reflect the Normal Cost, actual benefit payments, expenses, employee and employer contributions, interest on liabilities, and expected investment returns

Note: Totals may not sum due to rounding

G. MEMBER DATA

The member data for the annual actuarial valuation was determined as of June 30, 2023.

	June 30, 2023	June 30, 2022
Active Members and Members not yet receiving benefits	268,058	263,475
Retired Members receiving monthly benefits	173,567	171,616
Beneficiaries receiving monthly benefits	7,160	6,953
Total	448,785	442,044

The number of retirements over each of the last ten years is as follows:

Fiscal Year	Number of Retirements	Fiscal Year	Number of Retirements
2013-2014	6,547	2018-2019	6,890
2014-2015	6,161	2019-2020	7,642
2015-2016	6,245	2020-2021	7,617
2016-2017	6,396	2021-2022	7,135
2017-2018	6,416	2022-2023	6,680

Historical member statistics, including statistics specific to retired members, appear in the appendices to this report. Additional member statistics may also be found in the Retirement System's most recent Annual Report.

H. ACTUARIAL EXPERIENCE

Each year the Office of the Actuary completes an experience study to regularly monitor the reasonableness and appropriateness of the actuarial assumptions used in the actuarial valuation. Changes are recommended when warranted. Assumptions are typically revised every five years. These assumptions are used to estimate the probability a member will cease teaching due to retirement, withdrawal, disability, or death. In addition, the assumptions are used to estimate future salary increases, future investment earnings, future projected COLA's, and the probability of death for retired members and beneficiaries. A listing of the actuarial assumptions is provided in Appendix 18. A summary of the results of the most recent five-year experience study is contained in Appendix 11. The actuarial assumptions used for this valuation were adopted by the Retirement Board on October 28, 2021 and were effective with the actuarial valuation of the Retirement System's assets and liabilities as of June 30, 2021. The mortality improvement scale was updated as of the June 30, 2022 valuation to MP-2021 and was adopted on October 27, 2022. Specific details regarding the development of these actuarial assumptions can be found in the report entitled "*Recommended Actuarial Assumptions 2021 Report*".

I. ASSET ALLOCATION

The Retirement Board, in consultation with Retirement System staff and the System's external investment consultant Callan, annually reviews the asset allocation to determine if any changes are warranted. The target asset allocation has remained unchanged between June 30, 2023 and the time of this report and therefore the asset allocation target equity-fixed income split remains at 72/28. System asset values are frequently reviewed, and assets are periodically rebalanced in line with the asset allocation targets and ranges. Projected cash flow needs are regularly monitored so that sufficient cash is available to pay benefits.

The Callan first quarter 2024 long-term capital market projections analysis estimates that the system's asset allocation will produce a long-term expected annual geometric rate of return of 7.90% on a 30-year time horizon, and a geometric annual rate of return of 7.82% on a 20-year time horizon.

The Retirement System's asset allocation, including targets and ranges, can be found in Appendix 13. Historical rate of return information can be found in Appendix 12. Detailed investment information is available in the System's Annual Report.

J. NEW LEGISLATION

The following legislation affecting the Retirement System was signed into law during the second half of 2023 or first half of 2024. The cost due to these changes will first be reflected beginning with the June 30, 2024 ECR. The estimated annual cost of these changes is 0.13% of pay or \$24.4 million.

Transfer of Employer Reserves Between Retirement Systems:

Chapter 717 of the Laws of 2023 amended various provisions of law to require the transfer of employer pension reserves between New York state public retirement systems for members with 10 or more years of credited service. This law requires the retirement systems to calculate the actuarial reserve to fund each covered membership being transferred.

Three-Year Final Average Salary for Tier 6:

Chapter 56 of the Laws of 2024 amended Section 512 of Retirement and Social Security Law to change the definition of final average salary (FAS) for Tier 6 members to be based on the wages earned during any three consecutive years which provide the highest average wages, instead of five years. This legislation also reduced the lookback to the same requirements as applicable to Tier 4; namely, the FAS calculation will exclude any yearly increases in salary that exceeds 10% of the average of the previous two years' salaries.

Extension of the Temporary Waiver of the Earnings-After-Retirement Limit:

Chapter 55 of the Laws of 2024 extended the waiver of the earnings-after-retirement limit of \$35,000 to June 30, 2025. A retiree may be employed and earn compensation in a position at a school district or a board of cooperative educational services (BOCES) without suspension or diminution of their retirement benefit. Earnings received through June 30, 2025 will not be applied to the standard Section 212 earnings-after-retirement limit of \$35,000 for New York State public employment per calendar year. Post-retirement employment with a charter school, community college, SUNY, or any other NYS public employment is not covered by this law and is still subject to the \$35,000 calendar year earnings limitation. Retirees who are age 65 or greater are not subject to any earnings-after-retirement limit.

Extension of the Temporary Change in Calculation of Tier 6 Member Contribution Rate:

Chapter 55 of the Laws of 2024 amended Retirement and Social Security Law to permit the employee contribution rate for Tier 6 members to be calculated using a member's annual base wages for contributions to be made during fiscal years ending June 30, 2025 and June 30, 2026. Compensation earned for extracurricular programs, or any other pensionable earnings paid in addition to the annual base wages, will not be included in the employee contribution rate determination.

K. ASSESSMENT OF RISK

Included in Appendix 14 is an Assessment of Risk. The purpose of this exhibit is to provide various plan maturity measures, as well as to illustrate the hypothetical Employer Contribution Rate based on varying the actuarial assumptions. The charts also illustrate the significance of the assumptions on the valuation results, and the potential impact of modifying them. The Low-Default-Risk Obligation Measure (LDROM) has been added to Appendix 14 this year as required by revisions to Actuarial Standard of Practice (ASOP) No. 4.

L. FUTURE EXPECTATIONS

The next employer contribution rate will be based upon the actuarial valuation as of June 30, 2024. The equity markets performed well for the fiscal year ending June 30, 2024. The System's domestic equity index, the S&P1500, returned 23.52% for the fiscal year. The System's international equity index, the ACWI ex-US, returned 11.62% for the fiscal year. The System's fixed income index, the Barclay's US Aggregate Float Adjusted Bond index, returned 2.73% for the fiscal year. The System's finalized investment rate of return for the fiscal year ending June 30, 2024 will not be available until October of 2024. Based on the performance of these benchmarks, however, the System will have a positive rate of return on investments for the fiscal year.

M. CERTIFICATION

This actuarial valuation relies on member data provided by the participating employers to the Retirement System's administrative staff. The administrative and actuarial staff review this data for reasonability and completeness as well as reconcile it against prior data. In addition, the valuation relies on financial data provided by the Retirement System's Finance Department. Data is reviewed by the Retirement System's independent auditors as part of the annual audit. We believe the data to be reasonable and appropriate for purposes of this valuation.

The benefits recognized in this actuarial valuation are prescribed by New York State statute (Article 11 of the Education Law and Articles 11, 14, 15, 18, 19, and 20 of the Retirement and Social Security Law) and are summarized in Appendix 19. All benefits are included in the actuarial valuation.

Future actuarial measurements such as the funded ratio and employer contribution rate may differ significantly from the current measurements presented in this report due to such factors as: future experience that differs significantly from that predicted by the actuarial assumptions; changes in the actuarial assumptions or methods; and changes in plan provisions or applicable law.

The actuarial methods, calculations, and actuarial assumptions are in accordance with standards of practice prescribed by the Actuarial Standards Board and generally accepted actuarial principles and procedures. The actuarial assumptions, as adopted by the Retirement Board and used in determining the liabilities and costs, are internally consistent and reasonably related to actual and anticipated future experience of the Retirement System. The undersigned are members of the American Academy of Actuaries and the Society of Actuaries and meet the qualification standards of the American Academy of Actuaries to render the actuarial opinion contained in this report.



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**New York State
Teachers'
Retirement
System**

Office of the Actuary
July 23, 2024

APPENDIX 1

RECONCILIATION OF THE MARKET VALUE OF ASSETS

From June 30, 2022 to June 30, 2023

	Market Value (in thousands)
	<hr/>
1 Market Value of Assets as of June 30, 2022	\$131,964,582
2 Contributions and Transfers	
Employer Contributions	1,899,885
Member Contributions	221,152
Net Transfers in/(out)	10,841
	<hr/>
	2,131,878
3 Net Investment Income/(Loss)	11,439,286
4 Distributions	
Benefit Payments	(8,234,911)
Administrative Expenses	(79,298)
	<hr/>
	(8,314,209)
5 Market Value of Assets as of June 30, 2023	<hr/> <hr/>
	\$137,221,536

Note: Totals may not sum due to rounding

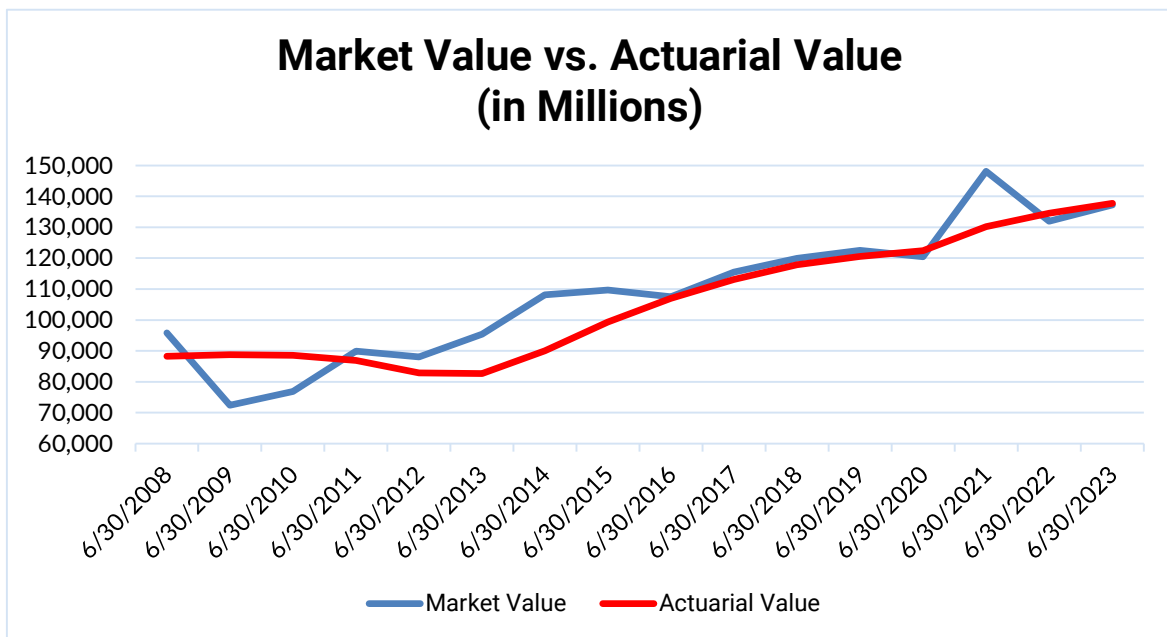
APPENDIX 2

COMPARISON OF MARKET VALUE TO ACTUARIAL VALUE OF ASSETS

(In Millions)

Assets include GLIF assets. The Retirement System’s actuarial asset valuation method was changed effective with the June 30, 2015 actuarial valuation.

Fiscal Year Ending	Market Value	Actuarial Value	Fiscal Year Ending	Market Value	Actuarial Value
6/30/2008	95,769.3	88,254.7	6/30/2016	107,506.1	107,039.2
6/30/2009	72,471.8	88,805.5	6/30/2017	115,468.4	113,059.7
6/30/2010	76,844.9	88,544.4	6/30/2018	119,915.5	117,859.5
6/30/2011	89,889.7	86,892.2	6/30/2019	122,477.5	120,586.9
6/30/2012	88,056.3	82,871.4	6/30/2020	120,479.5	122,400.5
6/30/2013	95,367.0	82,742.5	6/30/2021	148,148.5	130,173.8
6/30/2014	108,155.1	90,007.1	6/30/2022	131,964.6	134,527.0
6/30/2015	109,718.9	99,301.8	6/30/2023	137,221.5	137,814.2



APPENDIX 3

ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS

(In Thousands)

The actuarial present value of future benefits (PVB) is the present value of retirement and ancillary benefit payments, excluding group life insurance benefits. The PVB is the present value of the benefit payments that the Retirement System is expected to pay in the future to current retirees and active and inactive (vested) members. The PVB is based upon both service and salary projected to retirement.

	June 30, 2023	June 30, 2022
Present Value of Benefits Currently Being Paid:		
Service Retirement Benefits	\$71,434,025	\$70,199,316
Disability Retirement Benefits	434,201	422,523
Death Benefits	2,865	2,485
Survivor Benefits	1,318,359	1,248,183
Cost-of-Living Allowance	<u>5,773,246</u>	<u>5,464,928</u>
Total Present Value of Benefits Presently Being Paid	78,962,695	77,337,435
Present Value of Benefits Payable in the Future to Current Active Members:		
Service Retirement Benefits	70,917,847	68,190,109
Disability Retirement Benefits	676,630	655,807
Termination Benefits	1,868,165	1,817,728
Death and Survivor Benefits	535,261	514,797
Cost-of-Living Allowance	<u>1,551,476</u>	<u>1,521,282</u>
Total Active Member Liabilities	75,549,379	72,699,722
Present Value of Benefits Payable in the Future to Current Inactive (Vested) Members:		
Retirement Benefits	583,067	537,273
Death Benefits	297	283
Cost-of-Living Allowance	<u>48,818</u>	<u>45,055</u>
Total Vested Liabilities	632,183	582,611
Unclaimed Funds	27,587	26,678
Total Actuarial Present Value of Future Benefits		\$150,646,447

Note: Totals may not sum due to rounding

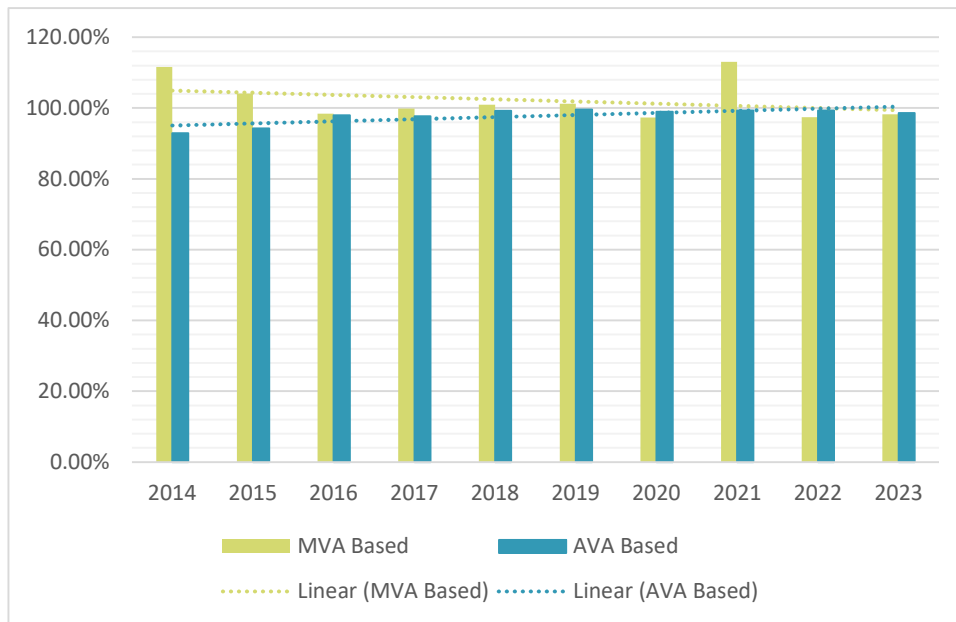
APPENDIX 4

FUNDING PROGRESS

The actuarial accrued liability is the portion of the actuarial present value of future benefits that is attributable to service rendered as of the valuation date. To assess the funding progress of a retirement system, a comparison between the actuarial value of assets and the actuarial accrued liabilities is made over time.

Funding Progress (In Millions)

Fiscal Year Ended	Market Value of Assets (MVA)	Actuarial Value of Assets (AVA) ¹	Actuarial Accrued Liability	Percent Funded Based on:	
				MVA	AVA
2014	\$108,155.1	\$90,007.1	\$96,904.5	111.6%	92.9%
2015	109,718.9	99,301.8	105,401.8	104.1	94.2
2016	107,506.1	107,039.2	109,305.1	98.4	97.9
2017	115,468.4	113,059.7	115,672.5	99.8	97.7
2018	119,915.5	117,859.5	118,861.1	100.9	99.2
2019	122,477.5	120,586.9	121,049.3	101.2	99.6
2020	120,479.5	122,400.4	123,801.7	97.3	98.9
2021	148,148.5	130,173.8	131,077.4	113.0	99.3
2022	131,964.6	134,527.0	135,530.9	97.4	99.3
2023	137,221.5	137,814.2	139,800.8	98.2	98.6



¹ The Retirement System's asset valuation method was changed effective with the June 30, 2015 actuarial valuation.

APPENDIX 5

EMPLOYER CONTRIBUTION RATE

2023 Valuation

6.95% Interest

Normal Rate	9.63%
Group Life Insurance Rate	0.13
Excess Benefit Plan Rate	0.00
Expense Rate	0.35
Computed Contribution Rate as of June 30, 2023	<hr/> 10.11%

APPENDIX 5 (Cont'd)

NORMAL RATE CALCULATION

2023 Valuation

6.95% Interest

Liabilities

Active Tier 1

Service Pension		\$46,249,942
Disability Pension		2,589
Vested Pension		222,572
Active Death over \$50,000		819,928
Annuity Savings Fund		1,688,900
COLA		264,884
	Total	<u>\$49,248,815</u>

Active Tier 2

Service Pension		\$43,562,259
Post Retired Death over \$50,000		59,099
Disability Pension		9,973
Post Disabled Death over \$50,000		32
Vested Pension		300,929
Active Death over \$50,000		246,376
COLA		437,038
	Total	<u>\$44,615,706</u>

Active Tier 3

Service Pension		\$310,839,968
Post Retired Death over \$50,000		221,580
Disability Pension		201,274
Post Disabled Death over \$50,000		905
Refund on Active Death		419,871
Active Death over \$50,000		1,035,575
Refund on Quit		13,051
Vested Pension		1,991,999
COLA		4,748,575
	Total	<u>\$319,472,798</u>

APPENDIX 5 (Cont'd)

NORMAL RATE CALCULATION (Cont'd)

2023 Valuation

6.95% Interest

Liabilities (Cont'd)

Active Tier 4

Service Pension	\$62,356,581,167
Post Retired Death over \$50,000	42,732,363
Disability Pension	518,724,169
Post Disabled Death over \$50,000	2,563,403
Refund on Active Death	39,766,429
Active Death over \$50,000	287,024,874
Refund on Quit	5,502,097
Vested Pension	1,186,146,193
Death Benefit After 10-Yr Withdrawal over \$50,000	1,091,151
Refund on Death after Vested Withdrawal	301,837
COLA	1,249,497,544
Total	\$65,689,931,227

Active Tier 5

Service Pension	\$1,721,089,080
Post Retired Death over \$50,000	1,646,128
Disability Pension	30,542,279
Post Disabled Death over \$50,000	137,360
Refund on Active Death	5,847,192
Active Death over \$50,000	16,446,384
Refund on Quit	4,139,065
Vested Pension	84,123,110
Death Benefit After 10-Yr Withdrawal over \$50,000	239,530
Refund on Death after Vested Withdrawal	143,673
COLA	45,582,199
Total	\$1,909,936,000

Active Tier 6

Service Pension	\$5,744,567,643
Post Retired Death over \$50,000	7,931,270
Disability Pension	127,137,383
Post Disabled Death over \$50,000	579,985
Refund on Active Death	35,541,746
Active Death over \$50,000	84,228,176
Refund on Quit	155,843,697
Vested Pension	424,592,152
Death Benefit After 10-Yr Withdrawal over \$50,000	1,232,787
Refund on Death after Vested Withdrawal	1,317,585
COLA	204,469,941
Total	\$6,787,442,365

APPENDIX 5 (Cont'd)

NORMAL RATE CALCULATION (Cont'd)

2023 Valuation

6.95% Interest

Liabilities (Cont'd)

Retirees

Retired Pension	\$71,370,085,106
Retired Annuity	63,939,912
Disability Pension	433,893,082
Disability Annuity	307,464
Beneficiary Pension	1,303,306,106
Beneficiary Annuity	5,775,018
DBA Pension	9,102,532
DBA Annuity	175,085
Post Retired Death over \$50,000	2,372,154
COLA	5,654,999,671
Catch-Up, Prior §532 Supp & Escalation	118,246,179
Total	\$78,962,202,309

Vesteds

Inactive Vested	\$583,067,159
Death Benefit After 10-Yr Withdrawal over \$50,000	297,081
Active Vested	692,068,631
Death Benefit After 10-Yr Withdrawal over \$50,000	939,664
COLA	95,223,555
Total	\$1,371,596,090

TIAA

Service Pension	\$1,199,454
Disability Pension	12,066
Vested Pension	23,850
Active Death over \$50,000	15,609
COLA	71,063
Total	\$1,322,042

Miscellaneous

Incurred Death but not Paid	\$8,489,165
Unclaimed Non-Member Funds	27,587,313
Total	\$36,076,478

Total Liabilities	\$155,171,843,830
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APPENDIX 5 (Cont'd)
NORMAL RATE CALCULATION (Cont'd)

2023 Valuation
6.95% Interest

Assets for Valuation

Current Total Assets (excluding contributions receivable)	\$135,168,430,281
Less: Expense Fund	58,922,915
Less: Group Life Insurance Fund	448,276,604
Plus: (Employer Contributions Receivable as of June 30, 2023 ¹) x (1.0695) ^{-7/24} = (1,855,257,288) x (1.0695) ^{-7/24}	1,819,252,929
Plus: (Member Contributions Receivable as of June 30, 2023 ¹) x (1.0695) ^{-7/24} = (197,849,373) x (1.0695) ^{-7/24}	194,009,776
Adjusted Market Value of Assets for Normal Rate	\$136,674,493,467
Plus: 5 Year Smoothing Adjustment	691,457,891
Actuarial Value of Assets for Normal Rate Valuation Purposes	\$137,365,951,358

Receivables

Employer Contributions Receivable from Normal Rate in 2024-2025 Fiscal Year ² (2023-2024 Salaries) x (2022 Valuation Normal Rate) x (1.0695) ^{-(1+7/24)} = (17,902,816,721) x (0.0937) x (1.0695) ^{-(1+7/24)}	\$1,538,045,219
Present Value of Future Member Contributions ³ (Tier 5 Present Value of Future Employee Contributions) x (1.0695) ^{-7/24} = (298,139,998) x (1.0695) ^{-7/24}	292,354,095
(Tier 6 Present Value of Future Employee Contributions) x (1.0695) ^{-7/24} = (2,826,922,290) x (1.0695) ^{-7/24}	2,772,061,153
(Adjustment due to Section 613 of RSS Law amendment for Tier 6 member contribution rates) x (1.0695) ^{-7/24} = (-3,900,000) x (1.0695) ^{-7/24}	(3,824,314)
Total Receivables	\$4,598,636,153

¹ Employer and Member Contributions Receivables are based on the 2022-2023 Member Paybase and are collected in 3 installments on September 15, October 15, and November 15 of 2023. The discount represents the time value of money to the measurement date.

² Employer Contributions Receivable is estimated based on projected 2023-2024 Member Salaries for the closed group population used to value the plan's liabilities and is collected in 3 installments on September 15, October 15, and November 15 of 2024. The discount represents the time value of money to the measurement date.

³ The Present Values of Future Member Contributions are estimated for the closed group population used to value the plan's liabilities. These member contributions are collected in the years 2024-2025 and beyond and have an additional discount factor applied to adjust for the timing of the actual payments on September 15, October 15, and November 15 of each prospective year.

APPENDIX 5 (Cont'd)
NORMAL RATE CALCULATION (Cont'd)

2023 Valuation
6.95% Interest

Present Value of Future Salaries (PVFS)

	Total PVFS ¹		
Tier 1	\$13,781,821		
Tier 2	18,496,499		
Tier 3	102,328,964		
Tier 4	94,888,745,307		
Tier 5	8,518,285,662		
Tier 6	53,104,517,644		
	\$156,646,155,897		
2023-2024 Discounted Salary	16,739,426,574		
Net PVFS	\$139,906,729,323	$\times (1.0695)^{-7/24}$	= \$137,191,606,140

Normal Rate

$$\begin{aligned}
 & \frac{\text{Total Liabilities} - (\text{Assets} + \text{Receivables})}{\text{Present Value of Future Salaries}} \\
 = & \frac{\$13,207,256,319}{\$137,191,606,140} \\
 = & 9.626869\% \\
 = & 9.63\% \quad \text{(rounded)}
 \end{aligned}$$

¹ The Present Value of Future Salaries includes billable salaries starting with the 2024-2025 salary year. The billable salaries for the years 2022-2023 and 2023-2024 are excluded from the PVFS because a Normal Rate applicable to the 2022-2023 and 2023-2024 billable salary years has already been determined. The expected contributions thereon are included in the assets as receivables. Contributions are expected to be received on September 15, October 15, and November 15 of 2023 and 2024, respectively. Therefore, the total PVFS is discounted 3.5 months to the measurement date.

APPENDIX 5 (Cont'd)

**GROUP LIFE INSURANCE FUND
(GLIF)**

2023 Valuation

6.95% Interest

GLIF Balance as of June 30, 2022 **\$418,104,808**

Benefit Payments During 2022-2023 30,590,181

Contributions During 2022-2023 23,029,855

GLIF Net Investment Income During 2022-2023 37,732,121

(Based on 2022-2023 Market Value of Assets Rate of Return of 9.0%)

GLIF Balance as of June 30, 2023 **\$448,276,604**

Benefit Payments During 2023-2024 31,000,000

Contributions During 2023-2024 24,009,869

GLIF Net Investment Income During 2023-2024 31,266,418

(Based on estimated Market Value of Assets Rate of Return of 6.95%)

Estimated GLIF Balance as of June 30, 2024 **\$472,552,892**

Calculation of the GLIF Rate for the June 30, 2023 Actuarial Valuation:

Expected Salaries for the 2023-2024 Fiscal Year \$18,903,708,923

GLIF Rate 0.13%

Expected Contributions for the 2024-2025 Fiscal Year \$24,574,822

Note that the GLIF Rate is currently maintained at 0.13%. This contribution rate, along with investment income, is expected to cover the expected GLIF benefit payment for the current year. In future years, when the expected GLIF benefit payments are larger than the GLIF Rate of 0.13%, the GLIF Balance will begin to be used.

APPENDIX 5 (Cont'd)

EXCESS BENEFIT PLAN FUND

2023 Valuation

Excess Benefit Plan Balance as of June 30, 2022	\$2,726,051
Final Adjustment for the Fiscal Year Ending June 30, 2022	94,561
Benefit Payments During 2022-2023	300,000
Contributions During 2022-2023	1,371
Net Investment Income During 2022-2023 ¹ (Including miscellaneous adjustments)	0
Excess Benefit Plan Balance as of June 30, 2023	\$2,521,983
Final Adjustment for the Fiscal Year Ending June 30, 2023	53,372
Benefit Payments During 2023-2024	300,000
Contributions During 2023-2024	1,846,913
Net Investment Income During 2023-2024 ¹ (Including miscellaneous adjustments)	0
Estimated Excess Benefit Plan Balance as of June 30, 2024	\$4,122,268

Calculation of the Excess Benefit Plan Rate for the June 30, 2023 Actuarial Valuation:

Set the Excess Benefit Plan Rate at 0.00% to use up the balance that has built up in the fund.

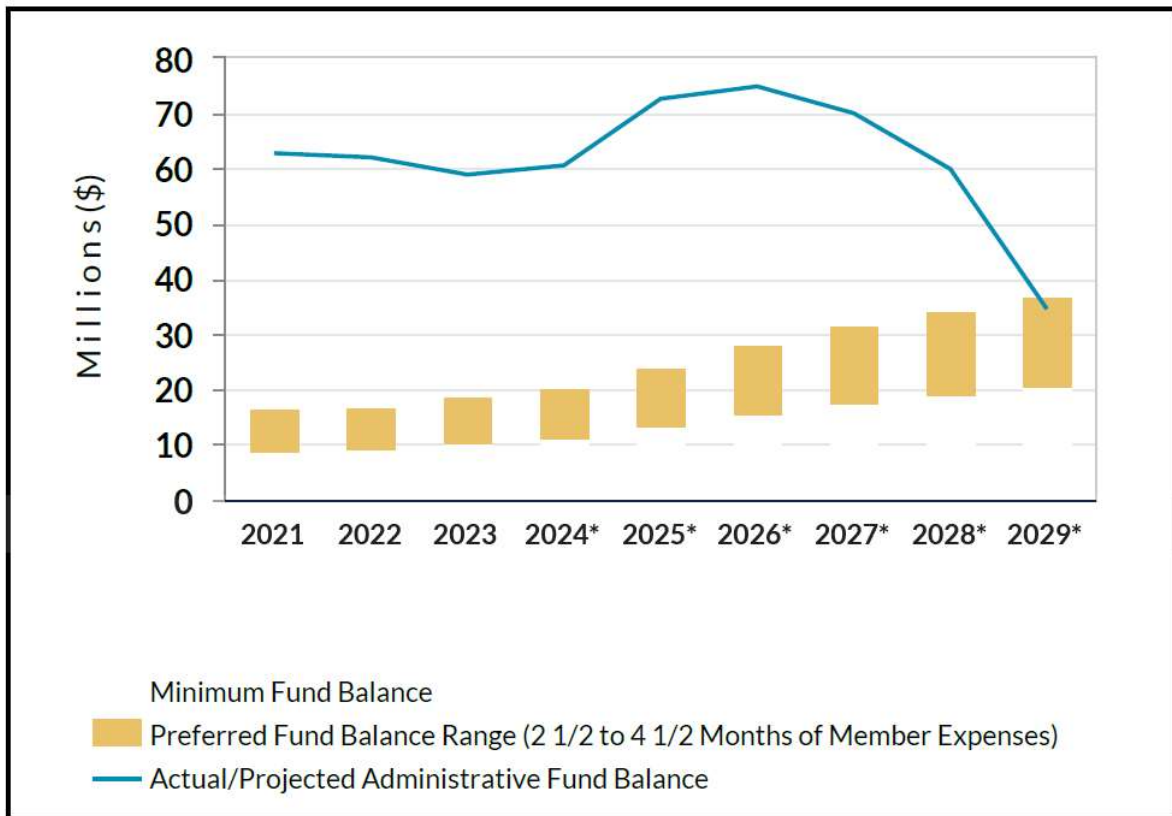
¹ Fund is in a zero-interest checking account.

Administrative Rate and Fund Balance¹

Beginning with the 2018-2019 fiscal year, the System set the administrative rate at .26% and held it there for the subsequent six years with the goal of bringing the fund balance gradually back down within the preferred range. For the 2024-2025 fiscal year, the administrative rate was increased to .35% to reflect increases in salary expense and upcoming significant projects.

A forecast analysis of expenses was performed. This forecast projects maintaining the Administrative Rate at 0.35% through 2029. The administrative fund balance projection includes long-term projections, and therefore is likely to change over time. The Board will be kept informed as balances and rates become more accurate. The forecast also reflects the change in accounting for contribution revenue from cash to accrual discussed in the Retirement Administration Operating Budget section of this book.

Administrative Fund Balance Five-Year Projection



*Projected fund balance.

Collections Based on Member Payroll – Fiscal Years 2019 - 2026

Contribution revenue is determined by applying the administrative portion of the ECR to member payroll as reported by each of NYSTRS employers at the close of the school year. School districts are billed for their ECR in the fall after the close of the school year. The member salary base increases as new members join the System and as members receive pay increases from their employers. Annual retirements and other forms of separation from service lessen this increase.

APPENDIX 5 (Cont'd)

The tables below have been updated from the previous year presentation to reflect NYSTRS transition to the accrual basis of accounting for contribution revenue. Prior to June 30, 2024, NYSTRS recognized contribution revenue when the amounts were collected. Beginning with fiscal year 2023-2024, the System will recognize contribution revenue when it is earned (realized). During the transition period, the System will amortize contribution revenue from the 2023-2024 member payroll, over five years, beginning with the June 30, 2024 fiscal year.

<i>(dollars in thousands)</i>				
Employer Contributions				
Annual Member Payroll		Employer Contribution Rate (%)	Amount	
Salary Year	Base Salary			
<i>2025-26</i>	<i>\$ 19,804,000</i>	<i>0.35%</i>	<i>\$ 69,314</i>	
<i>2024-25</i>	<i>19,349,000</i>	<i>0.35</i>	<i>67,722</i>	
<i>2023-24*</i>	<i>18,904,000</i>	<i>0.26</i>	<i>49,150</i>	
2022-23	18,469,100	0.26	48,020	
2021-22	17,715,273	0.26	46,093	
2020-21	16,973,207	0.26	44,155	
2019-20	16,973,171	0.26	44,146	
2018-19	16,691,626	0.26	43,421	

Contribution Revenue Recognized				
Fiscal Year	Amount	Transition Period Amortization*	Total Contribution Revenue	% Increase (Decrease) in Contributions
<i>2025-26</i>	<i>\$ 69,314</i>	<i>\$ 9,830</i>	<i>\$ 79,144</i>	<i>2.05 %</i>
<i>2024-25</i>	<i>67,722</i>	<i>9,830</i>	<i>77,552</i>	<i>34.06</i>
<i>2023-24*</i>	<i>48,020</i>	<i>9,830</i>	<i>57,850</i>	<i>25.51</i>
2022-23	46,093	—	46,093	4.39
2021-22	44,155	—	44,155	0.02
2020-21	44,146	—	44,146	1.67
2019-20	43,421	—	43,421	2.76

Note: All amounts presented in italics reflect estimates.

**2023-24 Contribution revenue of \$49,150 amortized over 5 years (fiscal years 2024 through 2028), fiscal years 2027 & 2028 are not displayed.*

¹ This section comes from the NYSTRS 2024-2025 Operating Budget Report

ASSET VALUATION METHOD**Development of Smoothing Adjustment**

FYE	Market Value	Contributions	Benefit Payments	Average Market Value ¹
6/30/2018	118,230,310,625	1,994,973,683	7,169,609,705	
6/30/2019	120,617,512,667	1,738,012,513	7,381,558,565	115,770,623,539
6/30/2020	118,887,889,173	1,920,343,091	7,575,286,123	118,190,112,628
6/30/2021	146,431,272,296	1,653,676,471	7,787,392,208	116,165,557,236
6/30/2022	130,102,288,446	1,788,335,695	8,039,853,405	143,678,083,377
6/30/2023	135,168,430,281	1,934,792,667	8,314,209,434	127,315,661,868

FYE	Actual Gain/(Loss) ²	Expected Gain/(Loss) ³	Unexpected Gain/(Loss) ⁴	Smoothing Adjustment ⁵
6/30/2018	9,928,010,678			
6/30/2019	8,023,178,506	8,393,370,207	(370,191,701)	
6/30/2020	3,923,634,378	8,391,497,997	(4,467,863,619)	
6/30/2021	33,668,008,496	8,247,754,564	25,420,253,932	
6/30/2022	(10,078,814,518)	9,985,626,795	(20,064,441,313)	
6/30/2023	11,439,286,059	8,848,438,500	2,590,847,559	(691,457,891)

¹ Average Market Value = Market Value _(previous yr.) - (.5 x Benefit Payments) + ((8.5/12) x Contributions)

² Actual Gain/(Loss) = Net Investment Income

³ Expected Gain/(Loss) = 7.25% x Average Market Value for fiscal year ending 6/30/2019

Expected Gain/(Loss) = 7.10% x Average Market Value for fiscal years ending 6/30/2020 and 6/30/2021

Expected Gain/(Loss) = 6.95% x Average Market Value for fiscal years ending on or after 6/30/2022

⁴ Unexpected Gain/(Loss) = Actual Gain/(Loss) - Expected Gain/(Loss)

⁵ Smoothing Adjustment = (.20 x Unexpected Gain/(Loss) 6/30/2020)

+ (.40 x Unexpected Gain/(Loss) 6/30/2021)

+ (.60 x Unexpected Gain/(Loss) 6/30/2022)

+ (.80 x Unexpected Gain/(Loss) 6/30/2023)

APPENDIX 6

**HYPOTHETICAL LONG-TERM NORMAL RATE CALCULATION
BASED ON NEW ENTRANT NORMAL RATE AS OF JUNE 30, 2023**

The long-term expected normal rate is based on the new entrant population for the year ending June 30, 2023. The new entrant population of **15,254 Tier 6 members** is defined to be members with the following characteristics:

1. date of membership between 7/1/2022 and 6/30/2023,
2. active as of 6/30/2023, and
3. no more than 1 year of NYS service as of 6/30/2023.

New Entrant Normal Rate as of June 30, 2023

The New Entrant Normal Rates determined under the benefit structures of Tiers 4, 5 and 6 using the member data for the current class of new entrants and the actuarial assumptions in the **June 30, 2023** actuarial valuation are as follows:

Valuation Rate of Interest: 6.95%	Valued as Tier 4 Benefit Structure	Valued as Tier 5 Benefit Structure	Valued as Tier 6 Benefit Structure
(1) Present Value of Future Benefits (PVB)	\$ 690,199,687	\$ 620,966,515	\$ 523,632,793
(2) Present Value of Future Member Contributions (PVFC)	90,455,159	189,240,598	257,497,457
(3) Present Value of Future Salaries (PVFS)	5,406,874,242	5,406,874,242	5,406,874,242
(4) Long Term Normal Cost of Benefit Structure as a Percent of Salary: (1) / (3)	12.8%	11.5%	9.7%
(5) Member's Share of the Normal Cost: (2) / (3)	1.7%	3.5%	4.8%
(6) Employer's Share of the Normal Cost: (4) - (5)	11.1%	8.0%	4.9%
Sensitivity Analysis ¹ Valuation Rate of Interest: 5.95%	Valued as Tier 4 Benefit Structure	Valued as Tier 5 Benefit Structure	Valued as Tier 6 Benefit Structure
(1) Present Value of Future Benefits (PVB)	\$ 865,854,375	\$ 776,862,723	\$ 732,209,369
(2) Present Value of Future Member Contributions (PVFC)	92,390,436	198,881,612	287,585,158
(3) Present Value of Future Salaries (PVFS)	5,682,331,785	5,682,331,785	5,682,331,785
(4) Long Term Normal Cost of Benefit Structure as a Percent of Salary: (1) / (3)	15.2%	13.7%	11.6%
(5) Member's Share of the Normal Cost: (2) / (3)	1.6%	3.5%	4.7%
(6) Employer's Share of the Normal Cost: (4) - (5)	13.6%	10.2%	6.9%

History

As of June 30, 2023, and the 4 prior years, the long-term expected normal rates for new entrants determined under the benefit structures for Tiers 4, 5 and 6 are as follows:

Valuation Year	Employer Normal Rate from the Valuation	New Entrant Employer Normal Rate			Sensitivity Analysis ¹			Number of New Entrants ²
		Tier 4	Tier 5	Tier 6	Tier 4	Tier 5	Tier 6	
2019 ³	9.14%	9.6%	6.9%	4.4%	11.8%	9.0%	6.1%	11,529
2020	9.41%	9.7%	7.1%	4.4%	11.9%	9.1%	6.2%	9,797
2021 ⁴	9.89%	10.9%	7.4%	4.3%	13.3%	9.5%	6.1%	9,582
2022	9.37%	11.0%	7.9%	4.7%	13.6%	10.1%	6.7%	14,971
2023	9.63%	11.1%	8.0%	4.9%	13.6%	10.2%	6.9%	15,254

These rates represent the employers' costs only, not the total cost of the benefit structure which is in part funded by member contributions and excludes the Expense, GLIF and Excess Benefit Fund rates.

¹ New Entrant Normal Rate determined using an interest rate that is 1.0% below the actuarial assumed rate of return and the valuation salary scale arithmetically reduced by 0.50%.

² Number of new entrants processed through the valuation.

³ Actuarial assumed rate of return revised from 7.25% to 7.10%.

⁴ Actuarial assumed rate of return revised from 7.10% to 6.95%.

APPENDIX 7

MEMBER RECONCILIATION⁵

ACTIVE MEMBERS:

	Male	Female	Total
June 30, 2022	61,368	202,107	263,475
Changes During Year:			
Added	3,656	12,563	16,219
Withdrawn	1,191	3,554	4,745
Retired	1,510	5,170	6,680
Died	67	144	211
June 30, 2023	62,256	205,802	268,058

MEMBERS RETIRED FOR:

	Service*			Disability**			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
June 30, 2022	48,637	120,931	169,568	408	1,640	2,048	49,045	122,571	171,616
Changes During Year:									
Retired	1,492	5,095	6,587	18	75	93	1,510	5,170	6,680
Died	1,852	2,674	4,526	27	62	89	1,879	2,736	4,615
Lump Sum	14	99	113	0	0	0	14	99	113
Restored to Active Membership	0	0	0	0	1	1	0	1	1
June 30, 2023	48,263	123,253	171,516	399	1,652	2,051	48,662	124,905	173,567

*Also includes vested retirees.

**Includes 12 males and 32 females retired for disability who receive a service benefit.

BENEFICIARIES OF DECEASED:

	Service Annuitants			Disability Annuitants			Active Members			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
June 30, 2022	1,648	4,938	6,586	109	157	266	22	79	101	1,779	5,174	6,953
Changes During Year:												
Added	182	447	629	3	3	6	2	1	3	187	451	638
Died	111	305	416	3	5	8	1	6	7	115	316	431
June 30, 2023	1,719	5,080	6,799	109	155	264	23	74	97	1,851	5,309	7,160

SUMMARY:

	Male	Female	Total
Active Members	62,256	205,802	268,058
Retired Members	48,662	124,905	173,567
Beneficiaries	1,851	5,309	7,160
Total	112,769	336,016	448,785

⁵ As of January 1, 2023, Section 79-Q of the New York Civil Rights Law requires the collection of gender or sex data provide a separate field with the option of marking gender or sex as "X". NYSTRS updated its physical and online forms to provide an additional write-in option. When the data collected becomes statistically credible, NYSTRS will begin reporting gender or sex expansive data information.

APPENDIX 8

DISTRIBUTION OF ACTIVE MEMBERS

Distribution by Age as of June 30, 2023

Age as of Last Birthday	Male	Female	Total
15-19	72	218	290
20-24	2,332	7,713	10,045
25-29	5,363	17,628	22,991
30-34	6,453	21,852	28,305
35-39	6,993	24,726	31,719
40-44	9,134	30,774	39,908
45-49	10,361	31,397	41,758
50-54	10,305	32,253	42,558
55-59	6,574	21,936	28,510
60-64	3,037	12,084	15,121
65-69	1,124	3,858	4,982
70-74	350	1,047	1,397
75-79	119	236	355
80-84	32	64	96
85 or older	7	16	23
Total	62,256	205,802	268,058
 Average Age (Years – Months)	 44-1	 44-1	 44-1

Distribution by Age and Tier of Membership as of June 30, 2023

Age as of Last Birthday	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Total
15-19	0	0	0	0	0	290	290
20-24	0	0	0	0	0	10,045	10,045
25-29	0	0	0	5	42	22,944	22,991
30-34	0	0	0	863	1,689	25,753	28,305
35-39	0	0	0	12,351	4,809	14,559	31,719
40-44	0	0	0	27,582	1,556	10,770	39,908
45-49	0	0	0	32,960	842	7,956	41,758
50-54	0	0	0	35,137	794	6,627	42,558
55-59	0	0	5	23,512	597	4,396	28,510
60-64	0	1	177	12,065	342	2,536	15,121
65-69	0	14	294	3,493	149	1,032	4,982
70-74	22	80	67	839	70	319	1,397
75-79	46	12	13	200	11	73	355
80-84	18	4	5	42	5	22	96
85 or older	7	1	0	12	0	3	23
Total	93	112	561	149,061	10,906	107,325	268,058
 Average Age (Years – Months)	 77-7	 72-1	 66-4	 49-10	 41-3	 36-3	 44-1

APPENDIX 8 (Cont'd)

Distribution of Active Members by Age and New York State Service as of June 30, 2023

Age as of Last Birthday	Male		Total
	< 10 Years NYS	10+ Years NYS	
15-19	72	0	72
20-24	2,332	0	2,332
25-29	5,363	0	5,363
30-34	6,033	420	6,453
35-39	3,906	3,087	6,993
40-44	2,768	6,366	9,134
45-49	2,142	8,219	10,361
50-54	1,620	8,685	10,305
55-59	1,187	5,387	6,574
60-64	811	2,226	3,037
65-69	457	667	1,124
70-74	183	167	350
75-79	54	65	119
80-84	21	11	32
85 or older	6	1	7
Total	26,955	35,301	62,256

Age as of Last Birthday	Female		Total
	< 10 Years NYS	10+ Years NYS	
15-19	218	0	218
20-24	7,713	0	7,713
25-29	17,627	1	17,628
30-34	20,274	1,578	21,852
35-39	14,169	10,557	24,726
40-44	11,615	19,159	30,774
45-49	9,019	22,378	31,397
50-54	8,382	23,871	32,253
55-59	5,613	16,323	21,936
60-64	2,958	9,126	12,084
65-69	1,098	2,760	3,858
70-74	376	671	1,047
75-79	96	140	236
80-84	23	41	64
85 or older	6	10	16
Total	99,187	106,615	205,802

APPENDIX 8 (Cont'd)

Distribution of Active Members by Total Service as of June 30, 2023

Years of Service	Male	Female	Total
0-5	19,415	67,816	87,231
6-10	8,493	34,875	43,368
11-15	6,411	23,922	30,333
16-20	9,153	29,545	38,698
21-25	10,300	29,046	39,346
26-30	6,380	15,280	21,660
31-35	1,702	4,342	6,044
36-40	312	809	1,121
41-45	60	120	180
46-50	19	35	54
51+	11	12	23
Total	62,256	205,802	268,058

Average Service
(Years – Months)

13-5

12-3

12-6

Distribution of Active Members by Total Service and Tier of Membership as of June 30, 2023

Years of Service	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Total
0-5	19	17	17	4,788	1,578	80,812	87,231
6-10	6	13	34	14,693	3,726	24,896	43,368
11-15	2	14	56	23,183	5,535	1,543	30,333
16-20	8	9	41	38,523	58	59	38,698
21-25	5	3	75	39,244	7	12	39,346
26-30	3	8	78	21,568	2	1	21,660
31-35	8	5	41	5,989	0	1	6,044
36-40	3	8	60	1,049	0	1	1,121
41-45	6	10	140	24	0	0	180
46-50	11	24	19	0	0	0	54
51+	22	1	0	0	0	0	23
Total	93	112	561	149,061	10,906	107,325	268,058

Average Service
(Years – Months)

30-1

25-11

28-11

19-3

9-7

3-4

12-6

Total and Average Earnings by Tier of Membership for Active Members as of June 30, 2023

	Total Earnings	Average Earnings*	Average Earnings* of Full-Time Members
Tier 1	\$8,576,885	\$120,801	\$135,036
Tier 2	\$7,881,630	\$102,359	\$122,102
Tier 3	\$49,418,523	\$104,039	\$111,329
Tier 4	\$13,310,105,718	\$101,643	\$104,600
Tier 5	\$693,045,709	\$74,633	\$80,284
Tier 6	\$4,161,570,162	\$50,274	\$63,009
Total	\$18,230,598,627	\$81,519	\$90,633

*Average earnings calculated using only those active members with earnings during the 2022– 23 school year.

HISTORICAL MEMBER STATISTICS**Active Members and Annuitants 1922-2023**

As of June 30	Active Members	Retirees & Beneficiaries	As of June 30	Active Members	Retirees & Beneficiaries
1922	18,412	1,296	1975	227,038	35,252
1925	29,057	1,815	1980	203,330	46,812
1930	39,663	2,732	1985	178,516	57,366
1935	45,031	3,919	1990	195,194	69,127
1940	48,193	4,771	1995	199,398	82,459
1945	52,359	5,637	2000	224,986	100,839
1950	56,504	6,374	2005	260,356	125,325
1955	71,273	7,897	2010	285,774	141,716
1960	99,555	10,796	2015	267,715	158,458
1965	129,543	16,043	2020	261,232	172,569
1970	186,914	22,700	2023	268,058	180,727

Number of Active Members by Tier

As of June 30	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Total
2004	22,986	13,947	18,835	198,747	-	-	254,515
2005	17,901	13,210	18,535	210,710	-	-	260,356
2006	13,621	12,084	18,173	220,532	-	-	264,410
2007	10,838	10,178	17,743	231,286	-	-	270,045
2008	8,630	8,171	17,007	241,093	-	-	274,901
2009	6,943	6,752	16,111	250,532	-	-	280,338
2010	5,582	5,706	14,942	255,966	3,578	-	285,774
2011	3,814	4,137	12,690	247,530	12,264	-	280,435
2012	2,756	3,253	11,180	239,199	19,969	916	277,273
2013	1,968	2,447	9,450	231,258	19,452	8,753	273,328
2014	1,439	1,810	7,753	222,545	19,124	17,368	270,039
2015	1,116	1,348	6,222	214,020	18,878	26,131	267,715
2016	832	974	4,920	204,912	18,540	36,172	266,350
2017	607	720	3,881	195,226	17,722	46,605	264,761
2018	446	546	2,993	186,581	16,499	57,525	264,590
2019	349	403	2,276	178,516	14,595	67,378	263,517
2020	249	282	1,638	170,306	13,040	75,717	261,232
2021	169	202	1,106	162,627	12,061	82,993	259,158
2022	121	160	771	155,480	11,369	95,574	263,475
2023	93	112	561	149,061	10,906	107,325	268,058

RETIREMENT STATISTICS

Members Retired in 2022-2023 for:

	Service*	Disability
Number Retired	6,587	93
Age at Retirement:		
Average	61 yrs. 0 mos.	51 yrs. 3 mos.
Median	60 yrs. 10 mos.	52 yrs. 3 mos.
Years of Service:		
Average	25 yrs. 5 mos.	20 yrs. 4 mos.
Median	27 yrs. 6 mos.	20 yrs. 5 mos.
Benefit**:		
Average	\$49,794	\$37,113
Median	\$50,998	\$36,752
Final Average Salary (FAS):		
Average	\$94,394	\$99,180
Median	\$94,249	\$98,519
Benefit as % of FAS***:		
Average	47.98%	36.49%
Median	52.42%	34.44%

Members Retired in 2022-2023 for Service* with:

	Less Than 10 Yrs. Svc.	10 or More Yrs. and Less Than 20 Yrs. Svc.	20 or More Yrs. and Less Than 30 Yrs. Svc.	30 or More Yrs. Svc.
Number Retired	411	938	2,282	2,956
Age at Retirement:				
Average	62 yrs. 9 mos.	62 yrs. 2 mos.	62 yrs. 7 mos.	59 yrs. 2 mos.
Median	62 yrs. 5 mos.	62 yrs. 1 mo.	62 yrs. 5 mos.	57 yrs. 11 mos.
Years of Service:				
Average	6 yrs. 8 mos.	14 yrs. 7 mos.	24 yrs. 0 mos.	33 yrs. 8 mos.
Median	6 yrs. 7 mos.	15 yrs. 0 mos.	23 yrs. 8 mos.	32 yrs. 0 mos.
Benefit**:				
Average	\$3,924	\$13,342	\$41,698	\$73,988
Median	\$3,243	\$10,198	\$40,285	\$69,003
Final Average Salary (FAS):				
Average	\$37,865	\$58,798	\$91,517	\$115,771
Median	\$32,902	\$50,617	\$88,764	\$107,705
Benefit as % of FAS***:				
Average	10.24%	22.20%	45.02%	63.69%
Median	10.00%	22.04%	44.67%	62.83%

*Also includes vested retirees.

**The Maximum, even though the member may have chosen an option.

***The average and median of individual benefits as percentages of final average salary.

APPENDIX 10 (Cont'd)

All Retirees as of June 30, 2023 Retired for:

	Service*	Disability
Number Retired	171,560	2,007
Age at Retirement:		
Average	59 yrs. 3 mos.	49 yrs. 7 mos.
Median	58 yrs. 3 mos.	50 yrs. 4 mos.
Age Attained as of June 30, 2023:		
Average	73 yrs.11 mos.	66 yrs. 5 mos.
Median	73 yrs. 11 mos.	66 yrs. 10 mos.
Years of Service:		
Average	27 yrs. 6 mos.	18 yrs. 4 mos.
Median	30 yrs. 0 mo.	17 yrs. 7 mos.
Benefit**:		
Average	\$45,023	\$23,117
Median	\$45,506	\$21,007
Final Average Salary (FAS):		
Average	\$78,681	\$63,844
Median	\$76,443	\$60,256
Benefit as % of FAS***:		
Average	53.18%	35.41%
Median	60.00%	33.33%

All Retirees as of June 30, 2023 Retired for Service* with:

	Less Than 10 Yrs. Svc.	10 or More Yrs. and Less Than 20 Yrs. Svc.	20 or More Yrs. and Less Than 30 Yrs. Svc.	30 or More Yrs. Svc.
Number Retired	5,424	24,385	51,388	90,363
Age at Retirement:				
Average	60 yrs. 6 mos.	59 yrs. 6 mos.	60 yrs. 8 mos.	58 yrs. 3 mos.
Median	59 yrs. 9 mos.	58 yrs. 3 mos.	61 yrs. 2 mos.	57 yrs. 2 mos.
Years of Service:				
Average	7 yrs. 4 mos.	14 yrs. 5 mos.	24 yrs. 6 mos.	34 yrs. 2 mos.
Median	7 yrs. 5 mos.	14 yrs. 5 mos.	24 yrs. 7 mos.	33 yrs. 7 mos.
Benefit**:				
Average	\$4,321	\$10,267	\$35,824	\$62,077
Median	\$3,720	\$7,973	\$33,372	\$58,149
Final Average Salary (FAS):				
Average	\$41,177	\$45,787	\$75,313	\$91,725
Median	\$37,548	\$38,674	\$71,107	\$86,269
Benefit as % of FAS***:				
Average	10.55%	21.75%	47.26%	67.59%
Median	10.19%	21.00%	47.56%	66.67%

*Also includes vested retirees.

**The Maximum, even though the member may have chosen an option.

***The average and median of individual benefits as percentages of final average salary.

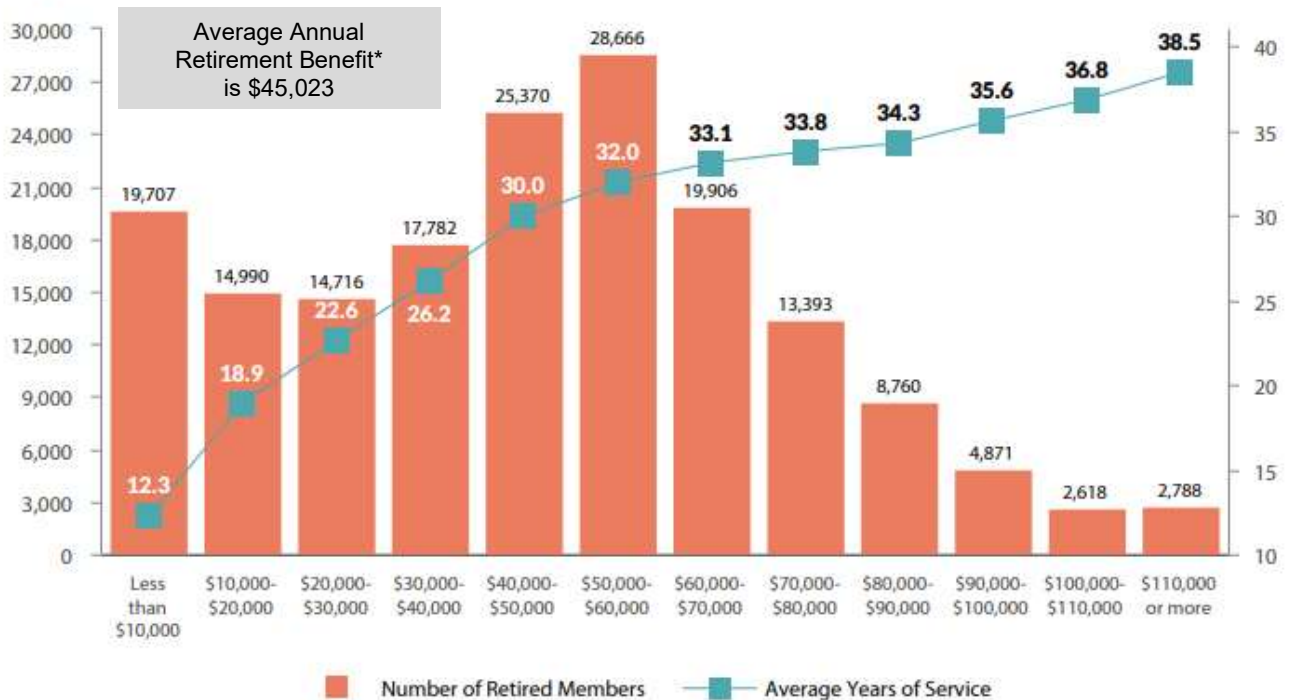
Retired Members' Characteristics* by Year of Retirement

Retired in Fiscal Year Ended	Number of Retired Members	Average Age at Retirement (yrs. – mos.)	Average Service at Retirement (yrs. – mos.)	Average Final Average Salary	Average Maximum Annual Benefit
2014	6,547	61-0	25-4	84,545	44,978
2015	6,161	60-11	25-4	84,362	44,487
2016	6,245	61-2	25-0	84,308	44,215
2017	6,396	61-3	25-0	85,242	45,049
2018	6,416	61-1	25-1	86,910	45,725
2019	6,890	61-0	25-1	87,085	45,713
2020	7,642	61-4	25-8	90,228	48,273
2021	7,617	61-5	26-3	91,713	49,145
2022	7,135	61-3	25-7	92,434	48,724
2023	6,680	61-0	25-5	94,394	49,794

*Averages are for service and vested retirees

DISTRIBUTION OF THE ANNUAL BENEFIT* OF ALL RETIRED MEMBERS

— as of June 30, 2023



*Maximum annual retirement benefit including supplementation and COLA.

2019 – 2023 Experience Study (Based on Appendix 18 Assumptions)**I. Active Member Mortality Rates**

Age	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
20 – 24	0	1.37	0.00	1	2.33	0.43
25 – 29	7	3.81	1.84	8	7.75	1.03
30 – 34	5	7.60	0.66	11	16.95	0.65
35 – 39	11	13.89	0.79	33	30.20	1.09
40 – 44	28	22.45	1.25	44	47.29	0.93
45 – 49	51	33.75	1.51	77	68.70	1.12
50 – 54	44	49.05	0.90	81	100.43	0.81
55 – 59	40	50.53	0.79	91	116.18	0.78
60 – 64	40	40.70	0.98	102	104.54	0.98
65 – 69	16	23.04	0.69	58	51.80	1.12
70 – 74	10	9.75	1.03	18	20.52	0.88
75 – 79	1	3.96	0.25	6	8.81	0.68
	253	259.90	0.973	530	575.50	0.921

II. Disability Retirement Rates

Age	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
30 – 34	0	0.35	0.00	0	1.84	0.00
35 – 39	0	4.93	0.00	5	14.08	0.36
40 – 44	9	14.32	0.63	20	48.24	0.41
45 – 49	17	29.09	0.58	53	94.22	0.56
50 – 54	27	48.30	0.56	118	156.65	0.75
55 – 59	8	22.50	0.36	54	94.35	0.57
60 – 64	1	6.56	0.15	11	34.82	0.32
65 – 69	0	1.27	0.00	1	4.50	0.22
70 – 74	0	0.12	0.00	0	0.32	0.00
75 – 79	0	0.00	0.00	0	0.01	0.00
	62	127.44	0.487	262	449.03	0.583

APPENDIX 11 (Cont'd)

III. Withdrawal Rates

Service	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
0 - 4	6,591	6,460.89	1.02	21,862	21,007.19	1.04
5 - 9	1,147	1,096.79	1.05	5,030	4,921.85	1.02
10 - 14	588	442.88	1.33	2,766	2,292.60	1.21
15 - 19	399	346.63	1.15	1,347	1,059.28	1.27
20 - 24	236	209.60	1.13	616	536.25	1.15
25 - 29	93	81.04	1.15	142	135.16	1.05
30+	12	22.05	0.54	54	29.43	1.83
	9,066	8,659.88	1.047	31,817	29,981.76	1.061

IV. Retirement Rates

With at Least 5 Years of Service and Less Than 20 Years of Service

Age	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
55 - 59	129	125.67	1.03	947	810.71	1.17
60 - 64	273	262.85	1.04	1,759	1,542.91	1.14
65 - 69	294	285.41	1.03	1,154	1,005.09	1.15
70 - 74	92	104.19	0.88	222	219.99	1.01
75 - 79	19	29.47	0.64	38	45.15	0.84
	807	807.59	0.999	4,120	3,623.85	1.137

With at Least 20 Years of Service and Less Than 30 Years of Service

Age	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
55 - 59	629	494.92	1.27	2,204	1,829.93	1.20
60 - 64	956	949.27	1.01	5,241	4,873.09	1.08
65 - 69	426	402.18	1.06	2,501	2,295.76	1.09
70 - 74	69	70.74	0.98	404	339.03	1.19
75 - 79	16	14.72	1.09	61	52.35	1.17
	2,096	1,931.83	1.085	10,411	9,390.16	1.109

APPENDIX 11 (Cont'd)

With at Least 30 Years of Service

Age	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
55 - 59	2,135	1,971.83	1.08	5,780	5,388.24	1.07
60 - 64	1,087	973.19	1.12	3,023	2,841.48	1.06
65 - 69	358	316.70	1.13	1,017	898.05	1.13
70 - 74	79	71.42	1.11	277	214.14	1.29
75 - 79	13	16.18	0.80	60	51.47	1.17
	3,672	3,349.32	1.096	10,157	9,393.38	1.081

V. Healthy Annuitant Mortality Rates

Age	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
54 & Under	0	0.00	0.00	0	0.00	0.00
55 - 59	32	30.01	1.07	63	77.38	0.81
60 - 64	100	92.46	1.08	218	232.65	0.94
65 - 69	293	267.45	1.10	587	589.62	1.00
70 - 74	813	797.20	1.02	1,277	1,198.88	1.07
75 - 79	1,344	1,404.17	0.96	1,672	1,687.56	0.99
80 - 84	1,649	1,571.90	1.05	1,891	1,827.24	1.03
85 - 89	2,144	1,942.32	1.10	2,418	2,194.79	1.10
90 - 94	1,663	1,472.16	1.13	2,611	2,612.98	1.00
95 - 99	578	524.62	1.10	1,397	1,382.08	1.01
100 - 104	50	50.73	0.99	344	339.65	1.01
105 +	3	1.36	2.21	33	27.55	1.20
	8,669	8,154.38	1.063	12,511	12,170.38	1.028

APPENDIX 11 (Cont'd)

VI. Survivor and Beneficiary Mortality Rates

Age	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
54 & Under	1	0.29	3.45	3	0.23	13.04
55 - 59	2	0.90	2.22	1	1.29	0.78
60 - 64	2	3.43	0.58	3	3.95	0.76
65 - 69	15	10.46	1.43	16	15.22	1.05
70 - 74	40	33.54	1.19	42	52.24	0.80
75 - 79	49	56.83	0.86	111	123.44	0.90
80 - 84	73	77.47	0.94	211	226.37	0.93
85 - 89	140	121.81	1.15	344	341.19	1.01
90 - 94	131	118.56	1.11	395	385.47	1.02
95 - 99	72	69.13	1.04	292	270.23	1.08
100 - 104	18	14.53	1.24	64	65.30	0.98
105 +	2	0.98	2.04	7	8.44	0.83
	545	507.93	1.073	1,489	1,493.37	0.997

VII. Disability Mortality Rates

Age	Male			Female		
	Actual	Expected	A/E	Actual	Expected	A/E
44 & Under	3	0.28	10.71	3	1.66	1.81
45 - 49	6	1.40	4.29	14	5.45	2.57
50 - 54	4	3.68	1.09	20	13.90	1.44
55 - 59	11	6.12	1.80	33	24.39	1.35
60 - 64	3	5.63	0.53	36	28.80	1.25
65 - 69	7	9.29	0.75	29	34.21	0.85
70 - 74	23	18.11	1.27	35	45.66	0.77
75 - 79	31	19.38	1.60	42	36.24	1.16
80 - 84	14	12.24	1.14	29	22.77	1.27
85 - 89	13	10.04	1.29	19	17.63	1.08
90 - 94	9	5.51	1.63	17	13.15	1.29
95+	0	0.00	0.00	10	8.76	1.14
	124	91.68	1.353	287	252.62	1.136

APPENDIX 11 (Cont'd)

VIII. Salary Scale (Dollars in Thousands)¹ – Males and Females

Duration	Previous Year's Salaries	Actual Salaries	Expected Salaries	Actual/Expected
1	\$1,877,448	\$2,647,808	\$2,080,025	1.273
2	1,851,999	1,991,786	2,002,752	0.995
3	1,918,973	2,034,138	2,050,039	0.992
4	1,916,551	2,018,160	2,028,094	0.995
5	1,876,113	1,969,517	1,973,296	0.998
6	1,805,898	1,895,753	1,892,581	1.002
7	1,730,317	1,811,493	1,809,739	1.001
8	1,671,954	1,752,314	1,746,690	1.003
9	1,689,887	1,768,319	1,763,904	1.003
10	1,805,015	1,881,720	1,882,631	1.000
11	2,041,019	2,132,426	2,126,945	1.003
12	2,372,158	2,473,079	2,469,179	1.002
13	2,674,355	2,785,282	2,780,260	1.002
14	3,013,409	3,131,921	3,127,918	1.001
15	3,285,795	3,414,869	3,405,398	1.003
16	3,537,253	3,666,091	3,659,995	1.002
17	3,769,615	3,902,004	3,894,767	1.002
18	4,069,641	4,208,279	4,198,648	1.002
19	4,240,947	4,384,753	4,370,295	1.003
20	4,231,509	4,346,431	4,355,492	0.998
21	4,037,356	4,152,077	4,151,613	1.000
22	3,781,255	3,881,292	3,884,861	0.999
23	3,370,983	3,459,369	3,460,314	1.000
24	3,000,881	3,077,745	3,078,004	1.000
25	2,627,066	2,687,051	2,692,743	0.998
26	2,297,926	2,348,081	2,353,766	0.998
27	2,001,679	2,045,871	2,049,119	0.998
28	1,826,394	1,864,039	1,868,401	0.998
29	1,678,327	1,709,022	1,716,089	0.996
30	1,331,178	1,299,903	1,360,331	0.956
31	979,114	971,735	1,000,067	0.972
32	781,333	771,776	797,741	0.967
33	567,717	555,472	579,299	0.959
34	407,203	401,150	415,347	0.966
35	292,135	289,458	297,831	0.972
36	205,851	201,386	209,782	0.960
37	140,457	136,930	143,070	0.957
38	95,897	94,372	97,652	0.966
39	67,946	64,953	69,189	0.939
40	240,658	231,461	245,086	0.944
Total	\$81,111,213	\$84,459,287	\$84,088,955	1.004

¹ Totals may not sum due to rounding.

RATES OF RETURN AND COLAInvestment Rate of Return on
Market and Actuarial Value of Assets as of June 30, 2023

Annualized Rates of Return over the Last	Based Upon Market Value of Assets	Based Upon Actuarial Value of Assets ¹
1 Year	9.0%	7.3%
3 Years	9.3%	9.2%
5 Years	7.6%	8.3%
10 Years	8.5%	10.0%
15 Years	7.4%	7.9%
20 Years	8.0%	8.4%
25 Years	6.8%	7.8%
30 Years	8.3%	10.9%

¹ The Retirement System's asset valuation method was changed effective with the June 30, 2007 and June 30, 2015 actuarial valuations.

Inflation as of June 30, 2023

Annualized Inflation over the Last	Inflation Assumption		COLA Benefit	
	Actual	Expected ²	Actual	Expected
1 Year	4.98%	2.4%	2.5%	1.3%
3 Years	5.35%	2.4%	2.3%	1.3%
5 Years	3.88%	2.4%	1.8%	1.3%
10 Years	2.63%	2.4%	1.4%	1.3%
15 Years	2.33%	2.4%	1.4%	1.3%
20 Years	2.50%	2.4%	1.4%	1.3%

² The annual assumption for estimating future COLA benefit payments was set at 1.3% effective with the June 30, 2019 actuarial valuation, updated from 1.5%. The COLA increase is one-half of the increase in the CPI rounded up to the nearest tenth of a percent, with a floor of 1.0% and a cap of 3.0%. Therefore, the estimate of inflation for the COLA benefit is the result of analyzing available CPI data for the last 25 years with percentages bounded between 2.0% and 6.0% and reduced by 50%. The COLA benefit began in 2001.

RATES OF RETURN

Annual Rates of Return through June 30, 2023

<u>Year Ending June 30th</u>	<u>Annual Rate of Return</u>	<u>Year Ending June 30th</u>	<u>Annual Rate of Return</u>
1983	37.1%	2006	11.8%
1984	-4.8%	2007	19.4%
1985	31.3%	2008	-6.3%
1986	28.4%	2009	-20.5%
1987	14.6%	2010	12.1%
1988	-1.5%	2011	23.2%
1989	16.8%	2012	2.8%
1990	11.4%	2013	13.7%
1991	8.3%	2014	18.2%
1992	13.0%	2015	5.2%
1993	13.6%	2016	2.3%
1994	1.8%	2017	12.5%
1995	19.3%	2018	9.0%
1996	18.8%	2019	7.1%
1997	22.0%	2020	3.5%
1998	21.5%	2021	29.0%
1999	14.0%	2022	-7.1%
2000	6.8%	2023	9.0%
2001	-5.7%		
2002	-6.8%		
2003	4.0%		
2004	16.1%		
2005	10.6%		

History of the Monthly COLA

Commencing September	Year Ended March 31 Consumer Price Index Percentage Change	Applicable COLA Percentage
2001	2.92%	1.5%
2002	1.48%	1.0%
2003	3.02%	1.6%
2004	1.74%	1.0%
2005	3.15%	1.6%
2006	3.36%	1.7%
2007	2.78%	1.4%
2008	3.98%	2.0%
2009	-0.38%	1.0%
2010	2.31%	1.2%
2011	2.68%	1.4%
2012	2.65%	1.4%
2013	1.47%	1.0%
2014	1.51%	1.0%
2015	-0.07%	1.0%
2016	0.85%	1.0%
2017	2.38%	1.2%
2018	2.36%	1.2%
2019	1.86%	1.0%
2020	1.54%	1.0%
2021	2.62%	1.4%
2022	8.54%	3.0%
2023	4.98%	2.5%

APPENDIX 13

ASSET ALLOCATION

The table below displays the Retirement System’s asset allocation targets, ranges, and actual allocation percentages for the June 30, 2023 actuarial valuation. No changes have been made between June 30, 2023 and the time of this report. System asset values are frequently reviewed, and assets are periodically rebalanced in line with the asset allocation targets and ranges.

	Target	Range	Actual
Equity			
Domestic Equity	33%	29 – 37%	33.9%
International Equity	15%	11 – 19%	13.9%
Global Equity	4%	0 – 8%	3.7%
Real Estate Equity	11%	6 – 16%	12.2%
Private Equity	9%	4 – 14%	11.4%
Total Equity	72%		75.1%
Debt			
Domestic Fixed Income	16%	12 – 20%	13.5%
High-Yield Bonds	1%	0 – 3%	1.0%
Global Fixed Income	2%	0 – 4%	2.0%
Real Estate Debt	6%	2 – 10%	5.6%
Private Debt	2%	0.5 – 5%	1.5%
Cash Equivalents	1%	1 – 4%	1.3%
Total Debt	28%		24.9%

Changes to the Asset Allocation between June 30, 2022 and June 30, 2023

None.

ASSESSMENT OF RISK

ACTUARIAL STANDARD OF PRACTICE (ASOP) NO. 51

ASOP 51 as promulgated by the Actuarial Standards Board requires assessment and disclosure of the risk that actual future measurements may differ significantly from expected. NYSTRS is exposed to the following significant risks that can impact the plan's future financial condition, including the plan's funded status and employer contribution rates.

1. **Investment risk** – the potential that investment returns on System assets will be different than expected. If future returns are less than expected, employers will be required to contribute greater amounts. The System currently has 72% of its targeted asset allocation in equity investments, and 28% in fixed income instruments.
2. **Longevity and other demographic risks** – the potential that mortality or other demographic experience will be different than expected. Increases in longevity, for example, imply that retirees are living longer than expected. Retirees living longer than expected translates into more years of benefit payments and increasing costs to the plan. Actuarial assumption studies were used to develop the actuarial assumptions used in the valuation. The System's actuarial valuation uses base annuitant mortality rates which are developed from Society of Actuary (SOA) tables as well as our own member experience. Generationally applied mortality improvement developed by the SOA is then applied to these base rates to account for anticipated future mortality improvement. Another demographic risk concerns the ages at which members retire. Generally, the earlier members retire, the greater the expense for the plan, as more years of benefit payments will be required. Typically, these types of changes emerge slowly over time and assumptions are periodically revised to reflect them.
3. **Assumption Modification risk** – the potential that plan experience begins to deviate significantly from the actuarial assumptions, and the assumptions are modified to better reflect recent experience and better predict expected future experience. The most impactful of the actuarial assumptions is the assumed investment rate of return. Even a small change in the plan's assumed rate of return will have a large impact on the employer contribution rate.
4. **Contribution risk** – the potential that employers will fail to make the actuarially determined contribution. In accordance with statute and case law, employers are required to contribute at the actuarially determined employer contribution rate as adopted by the Retirement Board and have historically done so. If this rate were to quickly climb precipitously high, however, this would put a significant amount of stress on school district budgets.

APPENDIX 14 (Cont'd)

5. **Interest rate risk** – the risk that interest rates in the economy, specifically inflation, will greatly increase. Only one part of the System’s benefit structure is inflation-related; that is the System’s COLA benefit. The COLA is greatly controlled, however, in that both the COLA percentage and the amount to which it is applied are both capped. The COLA percentage, defined as one-half of the increase in the CPI, cannot exceed 3%. Additionally, the COLA is only granted to the first \$18,000 of annual benefit. Because of these limitations the System is not at great risk of substantial increase in liability due to an increase in inflation.

6. **Benefit change risk** – the risk of the provisions of the plan being changed such that plan funding is materially changed. In addition to the actual payments to and from the plan being changed, future valuation measurements would also be impacted. Benefit changes require approval of the state legislature and the governor.

APPENDIX 14 (Cont'd)

A. Plan Maturity Measurements

1. *Asset Volatility Ratio*

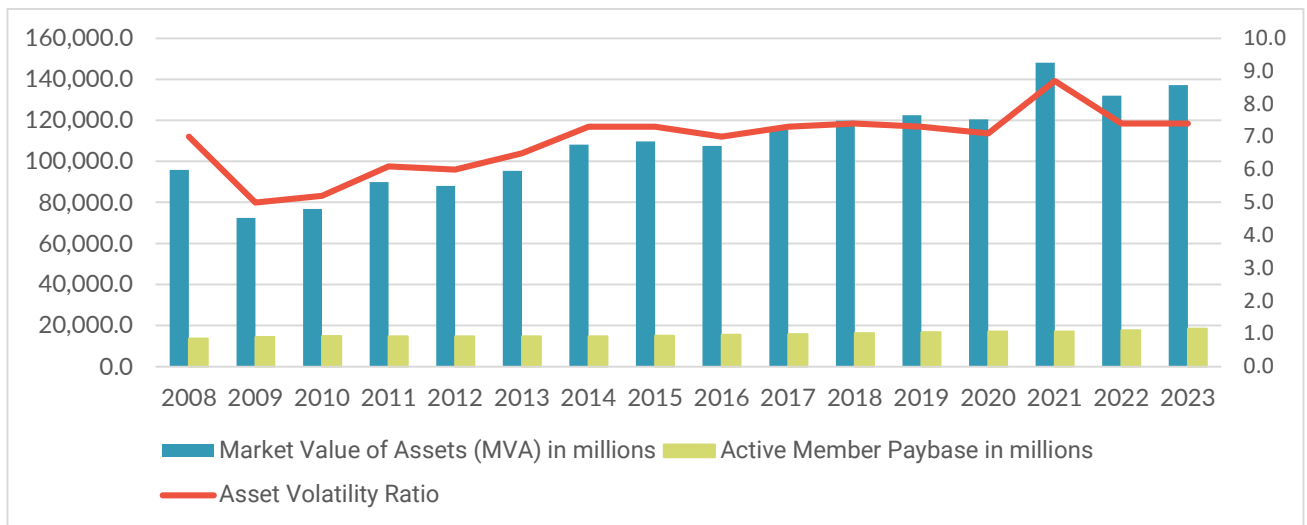
The asset volatility ratio is equal to the market value of assets of the plan divided by the active member payroll. As a plan matures, its assets typically increase. The greater a plan's assets are relative to payroll, the more vulnerable the plan is to investment volatility. NYSTRS' asset volatility ratio remained at 7.4 from June 30, 2022 to June 30, 2023 due to investment returns during the 2023 fiscal year. An asset volatility ratio of 7.4 implies that if the assets return 10% less than expected, there would be an increase to the amount remaining to be funded equal to 74% of member pay base. This does NOT imply, however, that the employer contribution rate would increase by 74%. Asset gains and losses are smoothed in the valuation, and liabilities remaining to be funded are spread over the present value of future members' salaries, which have a mitigating effect.

Recent years of relatively good performance and experience have driven the ECR down to a relatively low point, leaving it susceptible to large increases following poor performance.

A higher asset volatility ratio is also indicative of a plan having a high level of assets, which is clearly a good result and preferable to having a low level of assets.

Fiscal Year Ending June 30th	Market Value of Assets (in millions)	Active Member Paybase (in millions)	Asset Volatility Ratio
2008	95,769.3	13,690.1	7.0
2009	72,471.8	14,366.4	5.0
2010	76,844.9	14,792.1	5.2
2011	89,889.7	14,732.9	6.1
2012	88,056.3	14,640.8	6.0
2013	95,367.0	14,647.8	6.5
2014	108,155.1	14,771.3	7.3
2015	109,718.9	15,021.4	7.3
2016	107,506.1	15,431.0	7.0
2017	115,468.4	15,846.7	7.3
2018	119,915.5	16,288.9	7.4
2019	122,477.5	16,691.6	7.3
2020	120,479.5	16,973.2	7.1
2021	148,148.5	16,973.2	8.7
2022	131,964.6	17,715.3	7.4
2023	137,221.5	18,469.1	7.4

APPENDIX 14 (Cont'd)

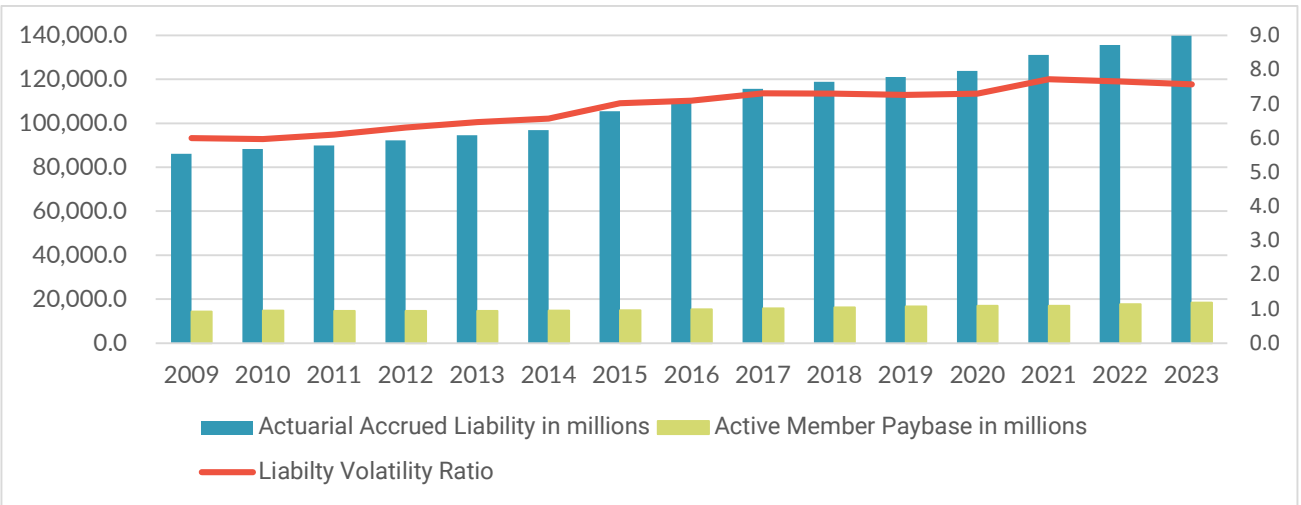


2. *Liability Volatility Ratio*

The liability volatility ratio is equal to the actuarial accrued liability using the Entry Age Normal Actuarial funding method divided by the active member payroll. Changes in assumptions such as reducing the assumed rate of return and improving mortality assumptions can have a significant impact on a plan's liability. For plans with a high liability volatility ratio, these changes are more significant than for plans with low ratios. However, as plans naturally mature, it is expected that their liability volatility ratios will grow as well.

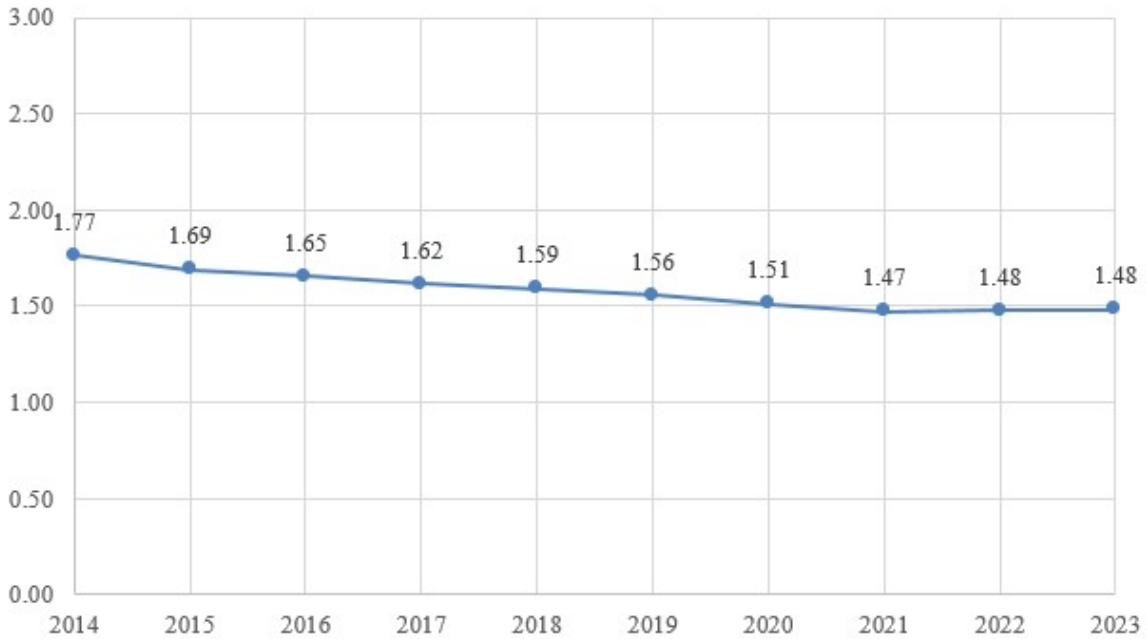
Fiscal Year Ending June 30th	Actuarial Accrued Liability (in millions)	Active Member Paybase (in millions)	Liability Volatility Ratio
2008	82,777.5	13,690.1	6.0
2009	86,062.0	14,366.4	6.0
2010	88,318.8	14,792.1	6.0
2011	89,824.9	14,732.9	6.1
2012	92,250.9	14,640.8	6.3
2013	94,583.8	14,647.8	6.5
2014	96,904.5	14,771.3	6.6
2015	105,401.8	15,021.4	7.0
2016	109,305.1	15,431.0	7.1
2017	115,672.5	15,846.7	7.3
2018	118,861.1	16,288.9	7.3
2019	121,049.3	16,691.6	7.3
2020	123,801.7	16,973.2	7.3
2021	131,077.4	16,973.2	7.7
2022	135,530.9	17,715.3	7.7
2023	139,800.8	18,469.1	7.6

APPENDIX 14 (Cont'd)



3. *Active-to-Retiree Counts Ratio*

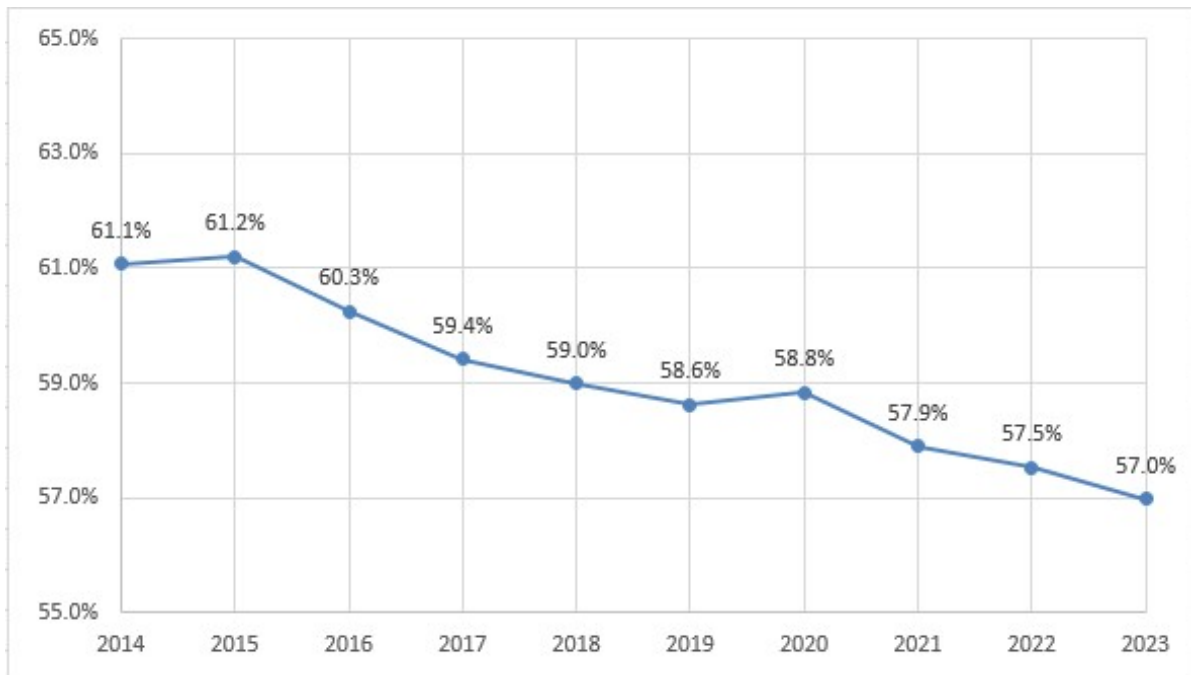
This is equal to the ratio of active members to retired and inactive members. This ratio is typically very high in a plan’s early years and declines over time. As a plan matures, and life expectancies increase over time, the percentage of retirees increases, and this ratio decreases. However, in an actuarially advanced-funded System like ours, this decrease is much less of a concern than for a system like Social Security, in which active worker contributions are directly paid to retirees, with no designed pre-funding of future benefits.



We can also compare the ratio of the retiree accrued liability to the System’s total accrued liability. A new pension plan begins with this ratio at zero and as the plan matures, this ratio would be expected to grow. The NYSTRS ratio has been between 57% and 62% over the last ten years.

APPENDIX 14 (Cont'd)

Fiscal Year Ending June 30th	Accrued Liability (AL) for Retired Members and Beneficiaries (in millions)	Total AL for All Members (in millions)	Ratio of Retired AL to Total AL
2014	59,190.2	96,904.5	61.1%
2015	64,504.9	105,401.8	61.2%
2016	65,858.4	109,305.1	60.3%
2017	68,736.2	115,672.5	59.4%
2018	70,128.9	118,861.1	59.0%
2019	70,969.1	121,049.3	58.6%
2020	72,839.6	123,801.7	58.8%
2021	75,887.8	131,077.4	57.9%
2022	77,980.8	135,530.9	57.5%
2023	79,663.0	139,800.8	57.0%



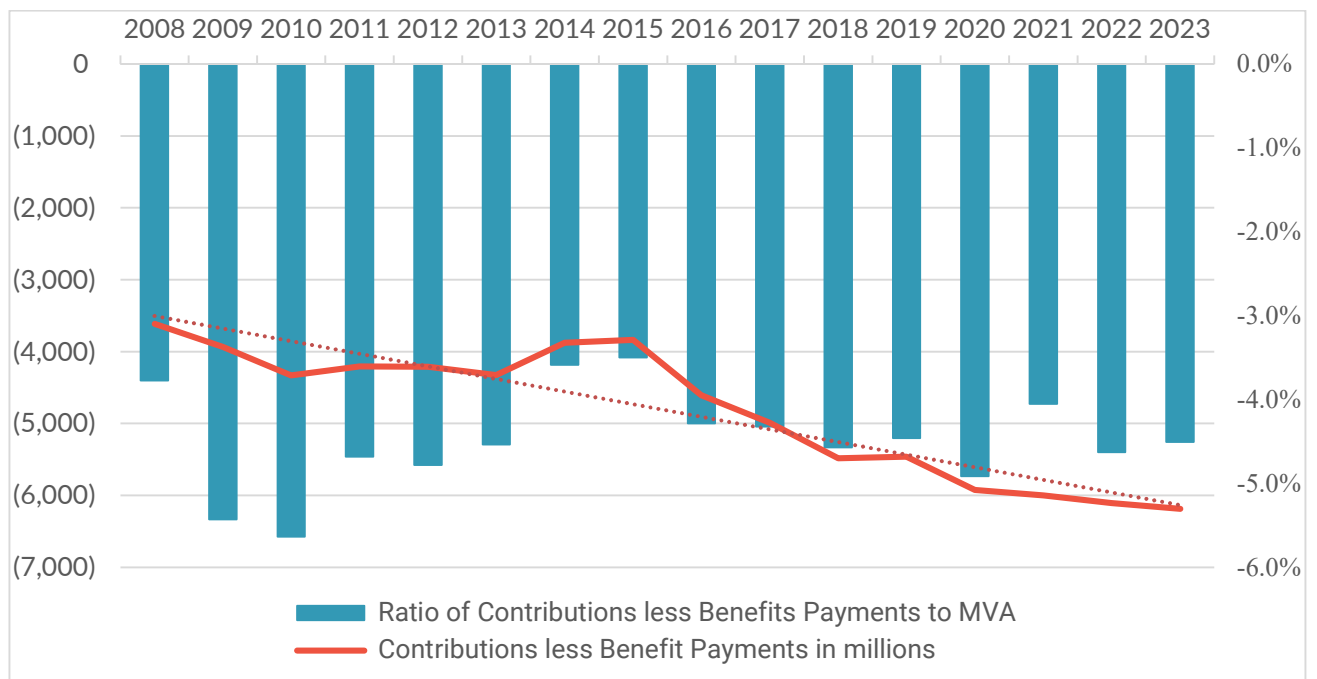
4. *Cash Flow Ratio*

The net cash flow ratio is equal to the ratio of the net cash flow in and out of the System divided by the market value of plan assets. Net cash flow for purposes of this ratio is defined as contributions in minus benefit payments and expenses out; it does not include investment income or appreciation. With this definition the System is in a negative cash flow position and has been for many years. Negative cash flow does not indicate a plan is in trouble or has been poorly managed. The objective of pre-funding is to create a negative cash flow and in fact it would be expected for a plan to mature into a negative cash flow. Additionally plans that are well-funded will have low contribution rates even as their benefit payroll is high. Many public sector plans have a negative cash flow.

APPENDIX 14 (Cont'd)

Negative cash flow does make the plan more sensitive to near term investment returns, particularly negative returns. When investments lose money and net cash flow is negative, it is more difficult for plans to recover from a poor investment return, as the invested asset base is lower. Therefore, plans will need an even higher return to recover.

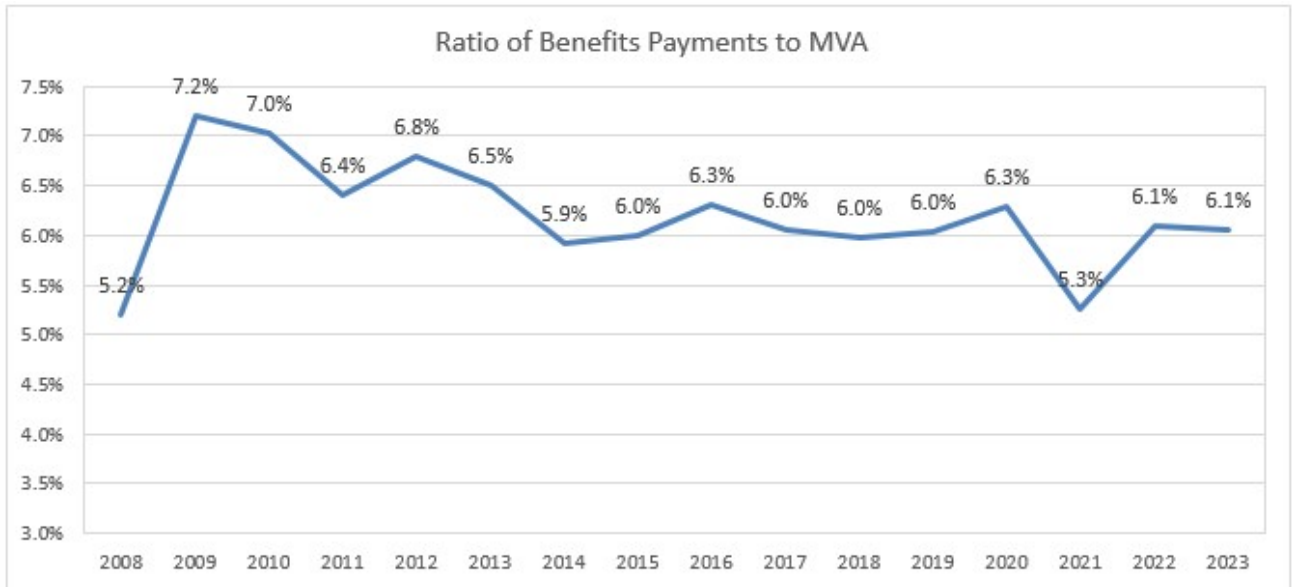
Fiscal Year Ending June 30th	Market Value of Assets (in millions)	Employer and Member Contributions (in millions)	Benefit Payments including Administrative Expenses (in millions)	Contributions less Benefit Payments (in millions)	Ratio of Contributions less Benefits Payments to MVA
2008	95,769.3	1,368.4	4,980.3	(3,611.8)	-3.8%
2009	72,471.8	1,283.5	5,217.9	(3,934.4)	-5.4%
2010	76,844.9	1,070.9	5,399.9	(4,329.0)	-5.6%
2011	89,889.7	1,545.9	5,751.5	(4,205.6)	-4.7%
2012	88,056.3	1,771.3	5,980.0	(4,208.7)	-4.8%
2013	95,367.0	1,868.3	6,194.1	(4,325.7)	-4.5%
2014	108,155.1	2,522.5	6,399.2	(3,876.6)	-3.6%
2015	109,718.9	2,751.7	6,588.1	(3,836.4)	-3.5%
2016	107,506.1	2,175.2	6,780.3	(4,605.1)	-4.3%
2017	115,468.4	1,995.0	6,984.6	(4,989.7)	-4.3%
2018	119,915.5	1,688.8	7,169.6	(5,480.9)	-4.6%
2019	122,477.5	1,920.3	7,381.6	(5,461.2)	-4.5%
2020	120,479.5	1,653.7	7,575.3	(5,921.6)	-4.9%
2021	148,148.5	1,788.3	7,787.4	(5,999.1)	-4.0%
2022	131,964.6	1,934.8	8,039.9	(6,105.1)	-4.6%
2023	137,221.5	2,131.9	8,314.2	(6,182.3)	-4.5%



APPENDIX 14 (Cont'd)

5. Annual Benefit Payments to Market Value of Assets Ratio

The percentage of the System's assets that are represented by each year's benefit payments is presented below. This percentage has remained relatively stable over time.



APPENDIX 14 (Cont'd)

B. Risk Assessment Methods – Sensitivity Analysis

Valuation results are highly dependent on the actuarial assumptions used to project future events. If actual experience emerges differently from the assumptions used in the valuation process, actuarial gains or losses will result, and future Employer Contribution Rates will be higher or lower. In this section, results of a sensitivity analysis are presented to illustrate how deviations in specific assumptions would have changed the current Employer Contribution Rate of 10.11%.

The results displayed here, except for those for the investment return, are the impact of altering each assumption individually, without accounting for possible correlation between assumptions. Therefore, these results are presented to provide an illustration of the impact that a change in a key assumption may have on valuation results.

Assumption	Adjustment	Adjusted Employer Contribution Rate
Current		10.11%
Valuation Rate of Interest ¹	Decrease from 6.95% to 6.70%	13.16%
Valuation Rate of Interest ¹	Decrease from 6.95% to 6.45%	16.30%
Valuation Rate of Interest ¹	Decrease from 6.95% to 5.95%	22.87%
Salary Scale	Decrease of 10%	9.22%
Salary Scale	Increase of 10%	10.99%
Service Retirement Rates	Decrease of 10%	9.43%
Service Retirement Rates	Increase of 10%	10.67%
Healthy Annuitant Mortality	Decrease of 10%	11.82%
Healthy Annuitant Mortality	Increase of 10%	8.54%
Active Mortality	Decrease of 10%	10.13%
Active Mortality	Increase of 10%	10.09%

¹ The sensitivity analysis assumes that the salary scale assumption would be decreased by one-half of the reduction in the investment return assumption. In a scenario in which there was a significant reduction in the System's assumed rate of return it's likely that future projected salaries would be impacted as well. For example, the salary scale is reduced by 0.125% when the assumed rate of return is reduced by 0.25%

MEASURING PENSION OBLIGATIONS
ACTUARIAL STANDARD OF PRACTICE (ASOP) NO. 4

Low-Default-Risk Obligation Measure (LDRM)

ASOP 4 as promulgated by the Actuarial Standards Board (ASB) requires disclosure of a Low-Default-Risk Obligation Measure (LDRM). The LDRM represents what the System's accrued liability would be if the plan invested its assets solely in a portfolio of high-quality bonds whose cash flows approximately matched future benefit payments. NYSTRS invests in a diversified portfolio of stocks, bonds, real estate, and private equity with the objective of maximizing investment returns at a reasonable level of risk.

Reducing the plan's investment risk by investing solely in bonds, however, would also likely reduce the plan's long-term investment returns thereby increasing the amount of contributions needed. The ASB states that it is not intending to suggest that the LDRM represents the "right" liability measure for a pension plan, but rather that it provides additional information that may be useful in evaluating the funded status of a plan.

The difference between the plan's Actuarial Accrued Liability and the LDRM represents the expected taxpayer savings from investing in the plan's diversified portfolio compared to investing only in high-quality bonds. It can also be viewed as the cost of mitigating investment risk. Benefit security for members of the plan relies on a combination of the assets in the plan, the investment returns generated on those assets, and the promise of future contributions from plan members and sponsors.

Results as of June 30, 2023	
Low-Default-Risk Obligation Measure (LDRM)	176,795,726,018
Actuarial Accrued Liability	139,800,808,352
Expected taxpayer savings from the plan's investment in a diversified portfolio	36,994,917,666

Assumptions

The interest rate used in the LDRM calculation to represent an all-bond portfolio is the FTSE Pension Liability Index published by the Society of Actuaries. As of June 30, 2023 the rate was 4.92%. All other assumptions used for the LDRM are the same as those in use for the actuarial valuation. The Actuarial Accrued Liability is based on the long-term assumed rate of return on the System's portfolio of 6.95%.

The Actuarial Accrued Liability and LDRM are calculated in accordance with the Entry Age Cost Method with level percentage of pay as required by Governmental Accounting Standards Board (GASB) Statement No. 67. The Retirement System is funded in accordance with the Aggregate Cost Method as required by New York State Education Law §517.

APPENDIX 15

HISTORY OF THE EMPLOYER CONTRIBUTION RATE

<u>Salary Year</u>	<u>Employer Contribution Rate</u>	<u>Salary Year</u>	<u>Employer Contribution Rate</u>	<u>Salary Year</u>	<u>Employer Contribution Rate</u>
1921-22	5.10 %	1956-57	10.90 %	1991-92	6.64 %
1922-23	5.10	1957-58	11.20	1992-93	8.00
1923-24	5.20	1958-59	13.40	1993-94	8.41
1924-25	5.20	1959-60	14.00	1994-95	7.24
1925-26	5.20	1960-61	18.35	1995-96	6.37
1926-27	5.20	1961-62	18.55	1996-97	3.57
1927-28	5.20	1962-63	19.55	1997-98	1.25
1928-29	5.30	1963-64	21.13	1998-99	1.42
1929-30	5.50	1964-65	17.67	1999-00	1.43
1930-31	5.50	1965-66	17.70	2000-01	0.43
1931-32	5.50	1966-67	17.72	2001-02	0.36
1932-33	5.50	1967-68	18.50	2002-03	0.36
1933-34	5.50	1968-69	18.80	2003-04	2.52
1934-35	5.60	1969-70	18.60	2004-05	5.63
1935-36	5.70	1970-71	18.80	2005-06	7.97
1936-37	5.80	1971-72	18.80	2006-07	8.60
1937-38	5.93	1972-73	18.80	2007-08	8.73
1938-39	6.03	1973-74	18.80	2008-09	7.63
1939-40	6.13	1974-75	18.80	2009-10	6.19
1940-41	6.23	1975-76	19.40	2010-11	8.62
1941-42	6.33	1976-77	19.40	2011-12	11.11
1942-43	6.43	1977-78	20.40	2012-13	11.84
1943-44	6.53	1978-79	21.40	2013-14	16.25
1944-45	7.10	1979-80	22.49	2014-15	17.53
1945-46	7.20	1980-81	23.49	2015-16	13.26
1946-47	7.50	1981-82	23.49	2016-17	11.72
1947-48	7.80	1982-83	23.49	2017-18	9.80
1948-49	8.00	1983-84	22.90	2018-19	10.62
1949-50	8.40	1984-85	22.80	2019-20	8.86
1950-51	8.80	1985-86	21.40	2020-21	9.53
1951-52	9.60	1986-87	18.80	2021-22	9.80
1952-53	9.90	1987-88	16.83	2022-23	10.29
1953-54	9.90	1988-89	14.79	2023-24	9.76
1954-55	10.30	1989-90	6.87	2024-25	10.11
1955-56	10.40	1990-91	6.84		
				Average	10.88%

HISTORY OF THE MEMBER CONTRIBUTION RATE

Membership Year	Required Contribution
1921	4%
1948	5% (new members - 1948 and after)
1948	Voluntary 4% <u>could</u> be contributed (all members eligible)
1951	If member elected special retirement allowance: 4% went to 6.5%, 5% went to 8% (all members eligible)
1957	If member elected 1/120th plan: 6.5% went to 9%, 8% went to 11% (all members eligible)
1968	0%
1976	3% (new members - 1976 and after)
2000	3% employee contribution ceases after ten years of service or membership
2010	3.5% throughout career for members joining 1/1/2010 – 3/31/2012
2012	Throughout career for members joining on or after 4/1/2012: <ul style="list-style-type: none"> - 3.0% if salary less than or equal to \$45,000 - 3.5% if salary greater than \$45,000 and less than or equal to \$55,000 - 4.5% if salary greater than \$55,000 and less than or equal to \$75,000 - 5.75% if salary greater than \$75,000 and less than or equal to \$100,000 - 6.0% if salary greater than \$100,000 - no member contributions are collected on salary in excess of the pensionable salary limit which is currently \$250,000 (history of limit: started at \$179,000, increased to \$200,000 in 2020, \$225,000 in 2021, and \$250,000 in 2022)

As of August 1, 1921, when the Retirement System was established, members contributed 4% of salary. These contributions were used to fund a separate annuity, separate from the regular pension. New members on or after July 1, 1948 were required to contribute 5% of salary. Additional contributions, not in excess of 4% of salary, were permitted during the five-year period beginning July 1, 1948.

Under the provisions of a law passed in 1950, members could elect before July 1, 1951, or within one year of their date of membership, if later, to contribute towards a special service retirement allowance that would allow them to retire up to five years earlier. If their rate of contribution had been 4%, their new rate would be 6.5%. If their rate of contribution had been 5%, their new rate would be 8%. In 1956, an amendment was passed which provided additional benefits for service in excess of 25 years, but not in excess of 35 years, for those members who elected to contribute an additional 2.5% or 3% of their salaries. This increased the rate of contribution to 9% or 11% depending on whether the member's rate of contribution had been 6.5% or 8%.

HISTORY OF THE MEMBER CONTRIBUTION RATE (Cont'd)

Throughout the 1960's, the advent of the "take-home pay" program effectively reduced the required contribution rate to zero for many members. As of July 1, 1968, all members were no longer required to make contributions, nor permitted to make voluntary contributions unless they had been making them previously.

The law that created Tier 3 in 1976 reinstated member contributions and required members who joined the System after July 26, 1976 to contribute 3% of their annual salary. This money, however, helps fund the member's pension and does not fund a separate annuity as before. Effective October 1, 2000, however, in accordance with Chapter 126 of the Laws of 2000, the 3% required member contribution ceases upon the attainment of the earlier of 10 years of service credit or 10 years of membership.

In accordance with Tier 5, enacted in 2009, members joining on or after January 1, 2010 and prior to April 1, 2012 must contribute 3.5% of salary throughout their working career towards the funding of their pension.

Tier 6, enacted in 2012, requires members joining on or after April 1, 2012 to contribute between 3.0% and 6.0% of salary throughout their working career towards the funding of their pension. The contribution percentage for Tier 6 members can vary during their working career depending on the salary received two years prior to the year of contribution.

ACTUARIAL VALUATION INFORMATION1. Actuarial Cost Method

The cost method used to determine the liabilities and normal cost in this valuation is the Aggregate Cost Method. This funding method is required by statute, specifically §517 of the New York State Education Law.

Each year a normal rate percentage is developed as a level percentage of total member compensation. This percentage equals the portion of the actuarial present value of projected benefits which exceeds the actuarial value of assets divided by one percent of the present value of future compensation of the active members, as of the valuation date.

The cost of the first \$50,000 of member death benefits, Retirement System administrative expenses, and benefits in excess of the IRC §415 limits are each determined using the pay-as-you-go method, which is not considered to be an actuarial cost method.

Each year, actuarial gains and losses will occur because actual experience will vary from the actuarial assumptions. All gains and losses are automatically amortized as part of the normal rate calculation, over the expected future working lifetime of active members.

The single amortization period for the Entry Age Unfunded Actuarial Accrued Liability that, combined with the Entry Age Normal Cost, is equivalent to the Aggregate method Normal Cost is 6.75 years.

The average expected future working lifetime for the active population determined by the actuarial valuation as of June 30, 2023 is 12.44 years.

2. Asset Valuation Method

The actuarial value of assets for the normal rate is determined by recognizing each year's net investment income/loss more than (or less than) 6.95% at a rate of 20% per year, until fully recognized after five years.

The actuarial value of assets for the expense, group life insurance, and excess benefit plan rates is equal to the fair market value of assets, excluding contributions receivable.

3. Actuarial Assumptions

The current actuarial assumptions were adopted by the Retirement Board on October 28, 2021 and were effective for the June 30, 2021 actuarial valuation of the Retirement System's assets and liabilities. The mortality improvement scale was updated as of the June 30, 2022 valuation to MP-2021 and was adopted on October 27, 2022. Specific details regarding the development of the actuarial assumptions can be found in the "*Recommended Actuarial Assumptions 2021 Report.*"

ACTUARIAL VALUATION INFORMATION (Cont'd)

The withdrawal rates are the assumed rates of termination of employment from all causes other than death, disability, or retirement. The withdrawal rates vary by gender and service.

The healthy annuitant mortality rates are the assumed rates of death for service and deferred retired members and beneficiaries. The healthy annuitant mortality rates vary by gender and age. Future mortality improvement was projected on a generational basis using the Society of Actuaries' Mortality Projection Scale MP-2021.

The salary scale is the assumed annual rate of increase in future compensation. The rates are based upon salary experience for members, vary by service, and are independent of the member's gender. Inflation, merit, and productivity increases are included in these rates. The assumed inflation component is 2.4%.

PRESENT ACTUARIAL ASSUMPTIONS

Actuarial assumptions have been developed based upon actual member experience. Various actuarial and graduation techniques are applied to experience data and tables are developed. Standard actuarial tables are also used as appropriate. An experience study is performed annually, and assumptions are revised when warranted. Assumptions have all been developed in conformity with the relevant Actuarial Standards of Practice (ASOPs). The current actuarial assumptions were adopted by the Retirement Board on October 28, 2021. The mortality improvement scale was updated as of the June 30, 2022 valuation to MP-2021 and was adopted on October 27, 2022. The Society of Actuaries has not developed a new mortality improvement scale since MP-2021 and its continued use is appropriate for the System's population. Specific details regarding the development of the present actuarial assumptions can be found in the *"Recommended Actuarial Assumptions 2021 Report"*.

As of January 1, 2023, Section 79-Q of the New York Civil Rights Law requires the collection of gender or sex data provide a separate field with the option of marking gender or sex as "X". NYSTRS updated its physical and online forms to provide an additional write-in option. When the data collected becomes statistically credible, NYSTRS will begin reporting gender or sex expansive data information and including the data in future experience studies. Currently those with a gender or sex selection of "X" are valued using the female rates.

The NYSTRS Office of the Actuary utilizes ProVal, a widely used actuarial valuation software program leased from Winklevoss Technologies (WinTech), to calculate liabilities and projected benefit payments. We have audited the results produced by this model to a limited degree consistent with Actuarial Standards of Practice (ASOP) No. 56 and believe the software to be appropriate for the purposes for which it has been used.

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APPENDIX 18 (Cont'd)

I. Active Member Mortality Rates

<u>Age</u>	<u>Males</u>	<u>Age</u>	<u>Females</u>
	<u>Rate</u>		<u>Rate</u>
20	0.000326	20	0.000132
21	0.000292	21	0.000124
22	0.000249	22	0.000105
23	0.000215	23	0.000096
24	0.000189	24	0.000099
25	0.000173	25	0.000101
26	0.000189	26	0.000114
27	0.000206	27	0.000116
28	0.000223	28	0.000131
29	0.000252	29	0.000145
30	0.000269	30	0.000171
31	0.000298	31	0.000185
32	0.000314	32	0.000197
33	0.000340	33	0.000209
34	0.000353	34	0.000232
35	0.000376	35	0.000240
36	0.000396	36	0.000259
37	0.000412	37	0.000277
38	0.000438	38	0.000291
39	0.000448	39	0.000316
40	0.000467	40	0.000326
41	0.000494	41	0.000347
42	0.000518	42	0.000366
43	0.000550	43	0.000395
44	0.000582	44	0.000413
45	0.000633	45	0.000442
46	0.000683	46	0.000482
47	0.000743	47	0.000523
48	0.000816	48	0.000568
49	0.000891	49	0.000616
50	0.000988	50	0.000668
51	0.001090	51	0.000733
52	0.001197	52	0.000811
53	0.001327	53	0.000884
54	0.001463	54	0.000968

APPENDIX 18 (Cont'd)

I. Active Member Mortality Rates
(cont'd.)

<u>Age</u>	<u>Males</u> <u>Rate</u>	<u>Age</u>	<u>Females</u> <u>Rate</u>
55	0.001605	55	0.001063
56	0.001769	56	0.001156
57	0.001948	57	0.001255
58	0.002146	58	0.001369
59	0.002363	59	0.001485
60	0.002605	60	0.001611
61	0.002875	61	0.001748
62	0.003162	62	0.001902
63	0.003461	63	0.002066
64	0.003789	64	0.002259
65	0.004146	65	0.002472
66	0.004515	66	0.002719
67	0.004918	67	0.003002
68	0.005349	68	0.003342
69	0.005822	69	0.003748
70	0.006313	70	0.004225
71	0.006838	71	0.004789
72	0.007406	72	0.005454
73	0.008017	73	0.006216
74	0.008674	74	0.007116
75	0.009408	75	0.008144
76	0.010787	76	0.009388
77	0.012380	77	0.010829
78	0.014221	78	0.012490
79	0.016338	79	0.014393

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

II. Disability Retirement Rates

<u>Males</u>		<u>Females</u>	
<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
30	0.000007	30	0.000004
31	0.000031	31	0.000018
32	0.000060	32	0.000048
33	0.000100	33	0.000140
34	0.000131	34	0.000225
35	0.000156	35	0.000242
36	0.000183	36	0.000212
37	0.000220	37	0.000191
38	0.000261	38	0.000202
39	0.000297	39	0.000252
40	0.000324	40	0.000330
41	0.000353	41	0.000415
42	0.000378	42	0.000468
43	0.000439	43	0.000566
44	0.000519	44	0.000684
45	0.000610	45	0.000758
46	0.000680	46	0.000788
47	0.000724	47	0.000841
48	0.000772	48	0.000961
49	0.000878	49	0.001145
50	0.001035	50	0.001325
51	0.001225	51	0.001528
52	0.001395	52	0.001608
53	0.001480	53	0.001611
54	0.001435	54	0.001527
55	0.001287	55	0.001454
56	0.001060	56	0.001270
57	0.000845	57	0.001121
58	0.000721	58	0.001012
59	0.000655	59	0.000956
60	0.000642	60	0.000848
61	0.000617	61	0.000749
62	0.000581	62	0.000684
63	0.000536	63	0.000591
64	0.000485	64	0.000551

APPENDIX 18 (Cont'd)

II. Disability Retirement Rates
(cont'd.)

<u>Age</u>	<u>Males</u>	<u>Rate</u>	<u>Age</u>	<u>Females</u>	<u>Rate</u>
65		0.000430	65		0.000476
66		0.000373	66		0.000258
67		0.000317	67		0.000178
68		0.000264	68		0.000169
69		0.000215	69		0.000152
70		0.000172	70		0.000131
71		0.000135	71		0.000107
72		0.000104	72		0.000083
73		0.000078	73		0.000060
74		0.000058	74		0.000042
75		0.000042	75		0.000028
76		0.000030	76		0.000018
77		0.000021	77		0.000011
78		0.000014	78		0.000006
79		0.000009	79		0.000004

APPENDIX 18 (Cont'd)

III. Withdrawal Rates

<u>Males</u>		<u>Females</u>	
<u>Duration</u>	<u>Rate</u>	<u>Duration</u>	<u>Rate</u>
0	0.281672	0	0.276603
1	0.139639	1	0.125667
2	0.103566	2	0.091900
3	0.082839	3	0.070395
4	0.061281	4	0.054609
5	0.046733	5	0.048608
6	0.040304	6	0.044007
7	0.033875	7	0.039406
8	0.027446	8	0.034805
9	0.021017	9	0.030204
10	0.017586	10	0.025604
11	0.015753	11	0.022445
12	0.012379	12	0.018454
13	0.009004	13	0.014464
14	0.008712	14	0.010474
15	0.008419	15	0.009808
16	0.007735	16	0.008100
17	0.007052	17	0.006392
18	0.006368	18	0.004683
19	0.005078	19	0.004300
20	0.005000	20	0.004251
21	0.004633	21	0.003896
22	0.004265	22	0.003883
23	0.003897	23	0.003869
24	0.003530	24	0.003856
25	0.003162	25	0.002475
26	0.003058	26	0.002156
27	0.002953	27	0.001836
28	0.002848	28	0.001516
29	0.002744	29	0.001230
30	0.002639	30	0.001223
31	0.002534	31	0.001217
32+	0.002430	32+	0.001210

APPENDIX 18 (Cont'd)

IV. Service Retirement Rates

a) With at Least 5 Years of Service and Less Than 20 Years of Service

<u>Age</u>	<u>Males</u>	<u>Rate</u>	<u>Age</u>	<u>Females</u>	<u>Rate</u>
55		0.016895	55		0.022034
56		0.018138	56		0.020920
57		0.018949	57		0.021583
58		0.020392	58		0.024243
59		0.023948	59		0.028714
60		0.032544	60		0.036747
61		0.053559	61		0.049865
62		0.076575	62		0.098737
63		0.086291	63		0.099499
64		0.101429	64		0.108244
65		0.135241	65		0.134619
66		0.165359	66		0.157206
67		0.171258	67		0.157651
68		0.162524	68		0.149321
69		0.168459	69		0.157048
70		0.178411	70		0.169309
71		0.168561	71		0.166236
72		0.175182	72		0.149874
73		0.204473	73		0.130584
74		0.205761	74		0.131818
75		0.201031	75		0.170940
76		0.223684	76		0.208633
77		0.250000	77		0.178744
78		0.259259	78		0.105960
79		0.243243	79		0.115385
80+		1.000000	80+		1.000000

APPENDIX 18 (Cont'd)

IV. Service Retirement Rates

b) With at Least 20 Years of Service and Less Than 30 Years of Service

<u>Males</u>		<u>Females</u>	
<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
55	0.036912	55	0.048946
56	0.038733	56	0.048932
57	0.042465	57	0.050278
58	0.045650	58	0.055984
59	0.053792	59	0.066847
60	0.074850	60	0.085816
61	0.137343	61	0.124821
62	0.317298	62	0.344649
63	0.291193	63	0.320354
64	0.264522	64	0.270180
65	0.284814	65	0.306632
66	0.326565	66	0.343562
67	0.323741	67	0.335230
68	0.287004	68	0.312155
69	0.316940	69	0.294658
70	0.345833	70	0.276159
71	0.274390	71	0.258438
72	0.244094	72	0.248951
73	0.316327	73	0.231388
74	0.314286	74	0.202817
75	0.222222	75	0.232824
76	0.200000	76	0.283422
77	0.206897	77	0.291667
78	0.214286	78	0.243590
79	0.148148	79	0.170732
80+	1.000000	80+	1.000000

APPENDIX 18 (Cont'd)

IV. Service Retirement Rates

c) With at Least 30 Years of Service

<u>Age</u>	<u>Males</u>	<u>Rate</u>	<u>Age</u>	<u>Females</u>	<u>Rate</u>
55		0.357369	55		0.360457
56		0.308100	56		0.328854
57		0.270702	57		0.285005
58		0.275266	58		0.281178
59		0.296323	59		0.303384
60		0.311082	60		0.329377
61		0.310642	61		0.358157
62		0.319459	62		0.383599
63		0.319013	63		0.361017
64		0.297225	64		0.336647
65		0.311052	65		0.345155
66		0.340284	66		0.361702
67		0.325405	67		0.339678
68		0.291372	68		0.289690
69		0.274286	69		0.270671
70		0.259067	70		0.268173
71		0.238434	71		0.269377
72		0.223404	72		0.255354
73		0.224806	73		0.220085
74		0.262136	74		0.204420
75		0.294872	75		0.182796
76		0.254902	76		0.157205
77		0.200000	77		0.175258
78		0.178571	78		0.222973
79		0.184615	79		0.253012
80+		1.000000	80+		1.000000

APPENDIX 18 (Cont'd)

V. Healthy Annuitant Mortality Rates

<u>Males</u>		<u>Females</u>	
<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
55	0.002062	55	0.001763
56	0.002298	56	0.001932
57	0.002558	57	0.002104
58	0.002850	58	0.002284
59	0.003160	59	0.002461
60	0.003492	60	0.002642
61	0.003850	61	0.002833
62	0.004238	62	0.003026
63	0.004643	63	0.003239
64	0.005097	64	0.003476
65	0.005594	65	0.003756
66	0.006160	66	0.004075
67	0.006809	67	0.004460
68	0.007562	68	0.004926
69	0.008430	69	0.005489
70	0.009446	70	0.006169
71	0.010632	71	0.006976
72	0.012012	72	0.007929
73	0.013614	73	0.009050
74	0.015459	74	0.010362
75	0.020078	75	0.013227
76	0.022872	76	0.015184
77	0.026050	77	0.017425
78	0.029647	78	0.019982
79	0.033736	79	0.022903
80	0.038367	80	0.026219
81	0.043643	81	0.029999
82	0.049675	82	0.034278
83	0.056541	83	0.039141
84	0.064371	84	0.044654

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

V. Healthy Annuitant Mortality Rates (Cont'd)

<u>Males</u>		<u>Females</u>	
<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
85	0.073241	85	0.050874
86	0.083220	86	0.057876
87	0.094351	87	0.065733
88	0.106789	88	0.074568
89	0.120557	89	0.084462
90	0.135736	90	0.109847
91	0.152258	91	0.124150
92	0.169997	92	0.139945
93	0.188712	93	0.157256
94	0.208207	94	0.175838
95	0.228238	95	0.195482
96	0.256135	96	0.216617
97	0.278405	97	0.238632
98	0.300930	98	0.261262
99	0.323597	99	0.284370
100	0.346058	100	0.307717
101	0.368382	101	0.331284
102	0.390636	102	0.355062
103	0.412527	103	0.378941
104	0.433960	104	0.402553
105	0.454672	105	0.425814
106	0.474623	106	0.448404
107	0.493810	107	0.470342
108	0.511957	108	0.491432
109	0.529320	109	0.511431
110	0.530405	110	0.530405
111	0.548187	111	0.548187
112	0.557992	112	0.557992
113	0.558942	113	0.558942
114	0.559950	114	0.559950

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

V. Healthy Annuitant Mortality Rates (Cont'd)

<u>Males</u>		<u>Females</u>	
<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
115	0.560902	115	0.560902
116	0.560959	116	0.560959
117	0.561015	117	0.561015
118	0.561015	118	0.561015
119	0.561015	119	0.561015
120	1.000000	120	1.000000

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

VI. Survivor and Beneficiary Mortality Rates

<u>Age</u>	<u>Males</u> <u>Rate</u>	<u>Age</u>	<u>Females</u> <u>Rate</u>
1	0.000403	1	0.000145
2	0.000403	2	0.000145
3	0.000403	3	0.000145
4	0.000403	4	0.000145
5	0.000403	5	0.000145
6	0.000403	6	0.000145
7	0.000403	7	0.000145
8	0.000403	8	0.000145
9	0.000403	9	0.000145
10	0.000403	10	0.000145
11	0.000403	11	0.000145
12	0.000403	12	0.000145
13	0.000403	13	0.000145
14	0.000403	14	0.000145
15	0.000403	15	0.000145
16	0.000403	16	0.000145
17	0.000403	17	0.000145
18	0.000403	18	0.000145
19	0.000403	19	0.000145
20	0.000403	20	0.000134
21	0.000387	21	0.000125
22	0.000360	22	0.000116
23	0.000333	23	0.000106
24	0.000306	24	0.000097
25	0.000302	25	0.000099
26	0.000338	26	0.000114
27	0.000360	27	0.000128
28	0.000383	28	0.000144
29	0.000420	29	0.000160
30	0.000442	30	0.000175

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

VI. Survivor and Beneficiary Mortality Rates (Cont'd)

<u>Age</u>	<u>Males</u> <u>Rate</u>	<u>Age</u>	<u>Females</u> <u>Rate</u>
31	0.000479	31	0.000204
32	0.000498	32	0.000218
33	0.000530	33	0.000244
34	0.000559	34	0.000255
35	0.000599	35	0.000279
36	0.000621	36	0.000300
37	0.000651	37	0.000317
38	0.000677	38	0.000346
39	0.000712	39	0.000360
40	0.000740	40	0.000383
41	0.000764	41	0.000405
42	0.000798	42	0.000425
43	0.000841	43	0.000456
44	0.000883	44	0.000487
45	0.000935	45	0.000518
46	0.001001	46	0.000552
47	0.001068	47	0.000597
48	0.001151	48	0.000647
49	0.001237	49	0.000699
50	0.001339	50	0.000767
51	0.001459	51	0.000839
52	0.001585	52	0.000916
53	0.001729	53	0.001017
54	0.001890	54	0.001111
55	0.004211	55	0.003011
56	0.004591	56	0.003214
57	0.004992	57	0.003415
58	0.005427	58	0.003623
59	0.005881	59	0.003842
60	0.006353	60	0.004095

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

VI. Survivor and Beneficiary Mortality Rates (Cont'd)

<u>Age</u>	<u>Males</u> <u>Rate</u>	<u>Age</u>	<u>Females</u> <u>Rate</u>
61	0.006847	61	0.004376
62	0.007355	62	0.004709
63	0.007893	63	0.005081
64	0.008469	64	0.005515
65	0.009119	65	0.006007
66	0.009879	66	0.006574
67	0.010764	67	0.007228
68	0.011791	68	0.007991
69	0.012977	69	0.008882
70	0.014348	70	0.009913
71	0.015914	71	0.011099
72	0.017714	72	0.012469
73	0.019770	73	0.014025
74	0.022137	74	0.015798
75	0.024837	75	0.017811
76	0.027914	76	0.020084
77	0.031432	77	0.022658
78	0.035426	78	0.025572
79	0.039971	79	0.028889
80	0.045158	80	0.032661
81	0.051057	81	0.036972
82	0.057759	82	0.041889
83	0.065291	83	0.047505
84	0.073728	84	0.053910
85	0.083113	85	0.061218
86	0.093445	86	0.069540
87	0.104717	87	0.078933
88	0.117043	88	0.089461
89	0.130367	89	0.101045
90	0.144705	90	0.113634

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

VI. Survivor and Beneficiary Mortality Rates (Cont'd)

<u>Males</u>		<u>Females</u>	
<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
91	0.160306	91	0.127095
92	0.177295	92	0.141336
93	0.195554	93	0.157256
94	0.214933	94	0.175838
95	0.235173	95	0.195482
96	0.256846	96	0.216617
97	0.279223	97	0.238632
98	0.301941	98	0.261262
99	0.324803	99	0.284370
100	0.347403	100	0.307717
101	0.369814	101	0.331284
102	0.392154	102	0.355062
103	0.414131	103	0.378941
104	0.435647	104	0.402553
105	0.456440	105	0.425814
106	0.476468	106	0.448404
107	0.495730	107	0.470342
108	0.513947	108	0.491432
109	0.531378	109	0.511431
110	0.545110	110	0.530405
111	0.548187	111	0.548187
112	0.557992	112	0.557992
113	0.558942	113	0.558942
114	0.559950	114	0.559950
115	0.560902	115	0.560902
116	0.560959	116	0.560959
117	0.561015	117	0.561015
118	0.561015	118	0.561015
119	0.561015	119	0.561015
120	1.000000	120	1.000000

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

VII. Disabled Annuitant Mortality Rates

<u>Age</u>	<u>Males</u>	<u>Rate</u>	<u>Age</u>	<u>Females</u>	<u>Rate</u>
30		0.004652	30		0.003422
31		0.004963	31		0.003769
32		0.005272	32		0.004129
33		0.005569	33		0.004505
34		0.005877	34		0.004881
35		0.006163	35		0.005259
36		0.006456	36		0.005634
37		0.006751	37		0.006015
38		0.007059	38		0.006401
39		0.007371	39		0.006802
40		0.007705	40		0.007219
41		0.008073	41		0.007660
42		0.008491	42		0.008131
43		0.008966	43		0.008652
44		0.009542	44		0.009236
45		0.010203	45		0.009899
46		0.010984	46		0.010640
47		0.011887	47		0.011491
48		0.012917	48		0.012463
49		0.014064	49		0.013571
50		0.015343	50		0.014803
51		0.016424	51		0.015537
52		0.017566	52		0.016336
53		0.018749	53		0.017181
54		0.019960	54		0.018046
55		0.021172	55		0.018866
56		0.022361	56		0.019608
57		0.023488	57		0.020231
58		0.024557	58		0.020721
59		0.025566	59		0.021082

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

VII. Disabled Annuitant Mortality Rates (Cont'd)

<u>Age</u>	<u>Males</u>	<u>Rate</u>	<u>Age</u>	<u>Females</u>	<u>Rate</u>
60		0.026516	60		0.021350
61		0.027415	61		0.021532
62		0.028313	62		0.021709
63		0.029236	63		0.021906
64		0.030182	64		0.022166
65		0.031154	65		0.022529
66		0.032187	66		0.023039
67		0.033281	67		0.023732
68		0.034485	68		0.024639
69		0.035810	69		0.025784
70		0.037301	70		0.027188
71		0.039017	71		0.028858
72		0.040985	72		0.030823
73		0.043225	73		0.033071
74		0.045778	74		0.035661
75		0.048700	75		0.038596
76		0.051973	76		0.041899
77		0.055667	77		0.045616
78		0.059793	78		0.049768
79		0.064417	79		0.054392
80		0.069552	80		0.059522
81		0.075256	81		0.065190
82		0.081539	82		0.071412
83		0.088386	83		0.078249
84		0.095845	84		0.085710
85		0.103866	85		0.093862
86		0.112482	86		0.102354
87		0.121693	87		0.111003
88		0.131659	88		0.119794
89		0.144125	89		0.128685

Society of Actuaries Mortality Improvement Scale MP-2021 is applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

VII. Disabled Annuitant Mortality Rates (Cont'd)

<u>Males</u>		<u>Females</u>	
<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
90	0.157863	90	0.137873
91	0.171906	91	0.147449
92	0.186069	92	0.157607
93	0.200252	93	0.168645
94	0.214573	94	0.180687
95	0.229208	95	0.195482
96	0.256135	96	0.216617
97	0.278405	97	0.238632
98	0.300930	98	0.261262
99	0.323597	99	0.284370
100	0.346058	100	0.307717
101	0.368382	101	0.331284
102	0.390636	102	0.355062
103	0.412527	103	0.378941
104	0.433960	104	0.402553
105	0.454672	105	0.425814
106	0.474623	106	0.448404
107	0.493810	107	0.470342
108	0.511957	108	0.491432
109	0.529320	109	0.511431
110	0.530405	110	0.530405
111	0.548187	111	0.548187
112	0.557992	112	0.557992
113	0.558942	113	0.558942
114	0.559950	114	0.559950
115	0.560902	115	0.560902
116	0.560959	116	0.560959
117	0.561015	117	0.561015
118	0.561015	118	0.561015
119	0.561015	119	0.561015
120	1.000000	120	1.000000

Society of Actuaries Mortality Improvement Scale MP-2021 will be applied on a generational basis to base table rates.

APPENDIX 18 (Cont'd)

VIII. Salary Scale

<u>Duration</u>	<u>Rate</u>	<u>Duration</u>	<u>Rate</u>
0	1.1231	20	1.0293
1	1.1079	21	1.0283
2	1.0814	22	1.0274
3	1.0683	23	1.0265
4	1.0582	24	1.0257
5	1.0518	25	1.0250
6	1.0480	26	1.0243
7	1.0459	27	1.0237
8	1.0447	28	1.0230
9	1.0438	29	1.0225
10	1.0430	30	1.0219
11	1.0421	31	1.0214
12	1.0409	32	1.0210
13	1.0396	33	1.0204
14	1.0380	34	1.0200
15	1.0364	35	1.0195
16	1.0347	36	1.0191
17	1.0332	37	1.0186
18	1.0317	38	1.0183
19	1.0305	39	1.0183
		40	1.0184

IX. Valuation Rate of Interest Assumption

The interest rate for valuation purposes is a level 6.95%. This valuation rate of interest is made up of a 2.4%¹ annual rate of inflation and a 4.55% real rate of return. The valuation rate of interest assumption represents our best estimate of the anticipated annual rate of return on plan assets over a long-term horizon.

The valuation rate of interest assumption is developed based upon the Retirement System's specific asset allocation, and capital market forecasted long-term return assumptions, as provided by Callan, the System's investment consultant, and other available investment consultant forecasts. Using expected returns and standard deviations for each asset class, and including anticipated correlation between the classes, a long-term anticipated rate of return is developed. Callan's most recent expected annual rate of return for the total portfolio using a 20-year horizon is 8.44% on an arithmetic basis and 7.82% on a geometric basis. Using a 30-year horizon, the expected annual rate of return for the total portfolio is 8.52% on an arithmetic basis and 7.90% on a geometric basis.

For a complete explanation of the rationale behind the System's valuation rate of interest assumption, please refer to the "*Recommended Actuarial Assumptions 2021 Report*".

X. Other AssumptionsProjected COLA Assumption

The annual percentage for estimating future COLA benefit payments is 1.3%.²

IRC Section 415(b) and 401(a)(17)

For purposes of the normal rate, the limitations under IRC Section 415(b) were not reflected due to immateriality. The IRC Section 401(a)(17) limit for the fiscal year ending June 30, 2023 was reflected for members with a membership date on or after July 1, 1996.

Retirement Rates

Retirement Rates for terminated vested members (no earnings in the fiscal year and entitled to a vested benefit, not yet retired): 100% at the age of 55 or current age if later.

¹The average annual rate of increase in the Consumer Price Index (CPI) for the last 30 years ending with March 31, 2023 was 2.51%.

²The COLA percentage is one-half of the increase in the CPI, rounded up to the nearest tenth of a percent, with a floor of 1.0% and a cap of 3.0%. Therefore, the estimate of inflation for the COLA benefit is the result of analyzing available CPI data with percentages bounded between 2.0% and 6.0% and reduced by 50%.

Marriage Assumptions

None

Tier 6 Pensionable Salary Limit

Tier 6 pensionable earnings are limited by the pensionable salary limit of the current Governor's salary of \$250,000 per year and is then assumed to increase annually by the assumed rate of inflation of 2.4%.

Maximum Salary for Tier 2-6 Death Benefits

The Tier 2 to Tier 6 maximum salary allowable for purposes of the death benefit calculation under Section 130 of the Civil Service Law is \$201,711 as of June 30, 2023. It is assumed to increase annually by the assumed annual rate of inflation of 2.4%.

SUMMARY OF BENEFIT PROVISIONS1. Membership

With certain limited exceptions, membership is mandatory for all full-time New York State public school teachers and administrators, outside New York City. Membership is optional for certain teachers/administrators eligible for the Optional Retirement Program and teachers employed on other than a full-time basis and for certain employees of the State University of New York, community colleges, and the State Education Department. Generally, the membership of any non-vested person will terminate when seven years have elapsed since (s)he last rendered at least 20 days of credited service in a school year.

Tiers are determined by a member's date of membership in the Retirement System as follows:

Tier 1:	Membership prior to 7/1/1973
Tier 2:	Membership 7/1/1973 – 7/26/1976*
Tier 3:	Membership 7/27/1976* – 8/31/1983
Tier 4:	Membership 9/1/1983 – 12/31/2009
Tier 5:	Membership 1/1/2010 – 3/31/2012
Tier 6:	Membership on or after 4/1/2012.

*The end date for Tier 2 and the start date for Tier 3 differs from what is in the law due to a court case known as the Oliver decision, making the start date of the new tier the date that it was signed into law.

Tier 3 members are entitled to receive the benefits of either Tier 3 or Tier 4; however, they may not mix the provisions of the two tiers. For valuation purposes, Tier 3 members are assumed to receive the Tier 4 benefit at retirement, as that is generally always the larger benefit.

2. Final Average Salary (FAS)

For all tiers, FAS is generally the average of the three highest consecutive full years of regular salary, whenever they occurred in the salary history, for duties involving the supervision and instruction of students. For Tier 6 members only, the pensionable earnings can be no more than the Governor's salary, which is \$250,000 as of 6/30/2023.

Certain other restrictions apply to pensionable earnings that can be used in the FAS calculation. There are also limits on the year-over-year percentage increase in salary used in calculating FAS. For Tiers 4 through 6, salary in excess of 10% over the average of the prior two years' salaries is not included in the FAS calculation.

3. Service Retirement

The service retirement benefits are payable for life in accordance with the following benefit formulas:

Tier 1: Non-Contributory Plan

For Tier 1 members with a date of membership prior to July 1, 1970 the benefit is generally calculated as:

Service Credit	Service benefit
NYS service before July 1, 1959 AND Out-of-state service	= 1/100 th of FAS per year for each of the first 25 years of service + 1/120 th of FAS per year for each of the next 10 years of service + 1/140 th of FAS per year for each year of NYS service in excess of 35
NYS service on or after July 1, 1959	= 1/50 th of FAS per year for each of the first 25 years of NYS service + 1/60 th of FAS per year for each of the next 10 years of NYS service + 1/70 th of FAS per year for each year of NYS service in excess of 35

Non-Contributory Plan members generally may retire at:

- Age 55 with 20 years of total service or
- Any age with 35 years of total service.

Tier 1: Career Plan (effective July 1, 1970)

Service Credit	Service benefit
NYS service before July 1, 1959	= 1.8% of FAS per year of NYS service
NYS service on or after July 1, 1959	= 2.0% of FAS per year of NYS service
Out-of-state service	= 1.0% of FAS per year for each of out-of-state service* *up to 10 years of credit, but only until total service equals 35 years

The maximum pension permitted is 75% of FAS, or 79% of FAS including the two years of Article 19 service credit

If less than 20 years of NYS service, the above formula is used except the benefit is reduced by 5% for each year of service less than 20, subject to a maximum reduction of 50%.

Career Plan members generally may retire at:

- Age 55 with 2 years of NYS service or
- Any age with 35 years of total service.

The provisions of Article 19 of the Retirement and Social Security Law, effective July 11, 2000, grants eligible Tier 1 and 2 members additional service credit of one-twelfth of a year of service for each year of retirement credit as of the date of retirement or death, up to a maximum of two additional years.

Tier 2: Career Plan

Computed under the Tier 1 Career Plan formula, but may be reduced for early retirement, as noted below.

Tier 2 members generally may retire at:

- Age 62 with 5 years of service, or
- Age 55 with 30 years of service, or
- Age 55 with 5 years of service, with benefit reduced by 6% for each of the first 2 years under age 62 and 3% for each of the next 5 years.

Tier 3: Article 14

Service Credit	Service benefit
Less than 20 years	= 1 $\frac{2}{3}$ % of FAS per year of NYS service
20 to 30 years	= 2% of FAS per year of NYS service
30 or more years	= 60% of FAS

At age 62 the benefit is reduced by 50% of the primary Social Security benefit accrued while in NYS public employment. A member may be eligible for automatic cost-of-living adjustments.

Tier 3 members generally may retire at:

- Age 62 with 5 years of service, or
- Age 55 with 30 years of service, or
- Age 55 with 5 years of service, with benefit reduced by 1/15th for each of the first 2 years under age 62 and 1/30th for each of the next 5 years.

Tier 4: Article 15

Service Credit	Service benefit
Less than 20 years	= 1 $\frac{2}{3}$ % of FAS per year of NYS service
20 to 30 years	= 2% of FAS per year of NYS service for all service
30 or more years	= 60% of FAS + 1 $\frac{1}{2}$ % of FAS per year of NYS service in excess of 30 years

Tier 4 members generally may retire at:

- Age 62 with 5 years of service, or
- Age 55 with 30 years of service, or
- Age 55 with 5 years of service, with benefit reduced by 6% for each of the first 2 years under age 62 and 3% for each of the next 5 years.

Tier 5: Article 15

Service Credit	Service benefit
Less than 25 years	= 1 $\frac{2}{3}$ % of FAS per year of NYS service
25 to 30 years	= 2% of FAS per year of NYS service for all service
30 or more years	= 60% + 1 $\frac{1}{2}$ % of FAS per year of NYS service in excess of 30 years

Tier 5 members generally may retire at:

- Age 62 with 5 years of service, or
- Age 57 with 30 years of service, or
- Age 55 with 5 years of service, with benefit reduced by $6\frac{2}{3}\%$ for each of the first 2 years under age 62 and 5% for each of the next 5 years.

Tier 6: Article 15

Service Credit	Service benefit
Less than 20 years	= $1\frac{2}{3}\%$ of FAS per year of NYS service
20 years	= 1.75% of FAS per year of NYS service for all service
More than 20 years	= 35% + 2% of FAS per year of NYS service in excess of 20 years

Tier 6 members generally may retire at:

- Age 63 with 5 years of service, or
- Age 55 with 5 years of service, with benefit reduced by 6.5% for each year under age 63.

4. Disability Retirement

Generally, a member with at least 10 years of service may qualify for a disability retirement benefit of the smaller of 1) $1\frac{2}{3}\%$ of FAS per year of projected service to age 60 or 2) $\frac{1}{3}$ of FAS; but the benefit shall not be less than $1\frac{2}{3}\%$ of FAS per year of completed service.

5. Death Benefits

a) *Active Service*

The Tier 1 death benefit is generally equal to the greater of

- 1) 3 times annual salary after 36 years of service (proportionately reduced for less than 36 years), or
- 2) for members who are at least age 55 with 20 years of service, the pension reserve calculated under a prior, lower service retirement formula.

Under legislation enacted in 2000, all Tier 2-6 members will be covered by the Paragraph 2 Death Benefit, unless they selected Paragraph 1 (see Tier 1 Calculation above) and it is greater than Paragraph 2. All members joining on or after January 1, 2001, will be covered by the Paragraph 2 Death Benefit. The benefit is one year's salary¹ after a year of service, increasing to a maximum of three years' salary after three years or more of service. The benefit is reduced after age 60 by 4% per year, up to a maximum reduction of 40% at age 70 (reductions begin at age 61; age is not rounded, and the reduction is not prorated.)

¹ The law limits the amount of salary that can be used in the calculation of the Paragraph 2 Death Benefit.

Under Paragraph 2, if the in-service death benefit is in effect when a member retires, coverage may continue after retirement. The benefit would be:

- 1st Year: 50% of the death benefit in effect at retirement;
- 2nd Year: 25% of the benefit at retirement; and,
- 3rd & Ensuing Years: 10% of the benefit in effect at retirement (or at age 60, if the member retires after age 59). To be eligible for the continued coverage in retirement, the member must retire within one year of leaving the payroll and not be employed (other than NYSTRS service) between the member's cease-teaching date and retirement date.

b) Not in Active Service

The death benefit for members of all tiers with at least ten years of service credit who die when not in active service is equal to one-half the active member death benefit.

6. Deferred Retirement

Tiers 1-4:

A member with at least 5 years of credited service who ceases teaching has a vested right to receive a deferred service retirement benefit. A member with at least five, but less than ten years of service credit, has the choice of receiving a refund of their member contributions with interest or a deferred service retirement benefit. A member with ten or more years of service credit will receive the deferred service retirement benefit.

Tiers 5 and 6:

A member with at least 5 years of credited service who ceases teaching has a vested right to receive a deferred service retirement benefit. Members with less than 5 years of credited service who cease teaching may receive a refund of their contributions with interest.

7. Member Contributions

Certain Tier 1 and 2 members may elect to contribute to receive an additional benefit upon retirement. Tier 3 and 4 members are required to contribute 3% of pay to fund a portion of their benefit. Effective October 1, 2000, such contributions cease upon the attainment of the earlier of 10 years of service credit or 10 years of membership.

Tier 5 members are required to contribute 3.5% of their salary throughout their active membership.

Tier 6 members are required to contribute throughout their active membership. From 4/1/2012 through 3/31/2013, all Tier 6 members were required to contribute 3.5%. Beginning 4/1/2013, members are required to contribute at the rate in accordance with the following schedule:

APPENDIX 19 (Cont'd)

Salary	Contribution Rate
\$45,000 and less	3.00%
More than \$45,000 to \$55,000	3.50%
More than \$55,000 to \$75,000	4.50%
More than \$75,000 to \$100,000	5.75%
More than \$100,000	6.00%

No member contributions are collected on salary in excess of \$250,000. This is the maximum salary that is pensionable and is equal to the NYS Governor's salary (was \$179,000 in 2019, increased to \$200,000 in 2020, \$225,000 in 2021, and \$250,000 in 2022 and 2023).

For purposes of administration, a Tier 6 member's contribution rate in any given year is based on regular compensation earned two years prior. During the member's first three years of membership, the member will contribute a percentage based on a salary projection provided by the employer.

8. Cost-of-Living Adjustment (COLA)

A permanent, annually adjusted cost-of-living benefit is provided to both current and future retired members. This benefit was first paid commencing September 2001, and is increased every September thereafter, to retired members who meet one of the following eligibility criteria:

- Age 62 and retired for 5 years, or
- Age 55 and retired for 10 years, or
- Retired for 5 years under a disability retirement.

The annual COLA percentage is equal to 50% of the increase in the annual CPI, rounded up to the next tenth of a percent; not to exceed 3% nor be lower than 1%. It is applied to the first \$18,000 of annual benefit. Additionally, commencing September 2000, members retired before 1997 are eligible for a "Catch-Up" supplemental benefit upon satisfaction of the above eligibility criteria.