



# LASERS

Louisiana State Employees'  
Retirement System

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## 2020 Comprehensive Annual Financial Report

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**LASERS** Benefits Louisiana.  
Louisiana State Employees' Retirement System  
A component unit of the State of Louisiana

**For Fiscal Years Ended  
June 30, 2020 & 2019**





*Prepared by the Fiscal, Investments, and Public Information Divisions  
of the Louisiana State Employees' Retirement System*

**LASERS** Benefits Louisiana.

Louisiana State Employees' Retirement System

A component unit of the State of Louisiana

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# Introductory Section

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The alligator is Louisiana's official state reptile. The bayou state is also distinctive in that we have the highest population of alligators in North America, numbering almost two million. These fascinating reptiles, which can live up to 100 years, are usually found in the state's coastal marshes.

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October 24, 2020

Dear Board Members:

We are pleased to present to you the Comprehensive Annual Financial Report (CAFR) of the Louisiana State Employees' Retirement System (LASERS or the System) for the fiscal years ended June 30, 2020 and 2019. While the fiscal year began on a relatively positive note, it quickly changed in March when the World Health Organization declared the outbreak of a novel coronavirus (COVID-19) as a global pandemic. COVID-19 has negatively impacted the global economy and created significant volatility and disruption of the financial markets, resulting in significant declines in the values of investment securities, which had a negative effect on our returns. For the fiscal year ending June 30, 2020, LASERS investment portfolio realized a gross-of-fees, time-weighted return on investment assets of -3.8%.

Despite the impact of COVID-19, this report includes a wealth of information regarding the activities of LASERS during the past fiscal year, providing clear evidence that LASERS is accomplishing its mission of providing a sound retirement plan for our members through prudent management and exceptional customer service. We trust that you and the other members will find this CAFR helpful in understanding your public employees' retirement system, which is dedicated to protecting your contributions and maximizing your return.

## Management Responsibility

This report consists of management's representation concerning LASERS finances. Management assumes full responsibility for the completeness and reliability of all information presented in this report. To provide a reasonable basis for making these representations, management has established a comprehensive internal control framework that is designed both to protect the assets from loss, theft, or misuse, and to compile sufficient, reliable information for the preparation of LASERS financial statements in conformity with generally accepted accounting principles. The internal control framework has been designed to provide reasonable, rather than absolute assurance, that the financial statements will be free from material misstatement. As management, we assert that, to the best of our knowledge and belief, this financial report is complete and reliable in all material respects.

Our independent external auditors, Postlethwaite & Netterville, have conducted an audit of the basic financial statements in accordance with auditing standards generally accepted in the United States of America, performing such tests and other procedures as they deem necessary to express

### BOARD OF TRUSTEES:

Thomas Bickham, Board Chair  
Beverly Hodges, Vice Chair  
Virginia Burton  
Charles Castille

Commissioner Jay Dardenne  
Rep. Lance Harris  
Judge William Kleinpeter  
Janice Lansing

Barbara McManus  
Lori Pierce  
Sen. Edward Price  
Hon. John Schroder  
Shannon Templett

Cindy Rougeou, Executive Director

**LASERS** Benefits Louisiana.

an opinion in their report to the Board. The external auditors also have full and unrestricted access to the Board to discuss their audit and related findings as to the integrity of the financial reporting and adequacy of internal control systems.

### Financial Information

The basic financial statements have been prepared in accordance with generally accepted accounting principles applied on a consistent basis as promulgated by the Governmental Accounting Standards Board. The Management's Discussion and Analysis (MD&A) includes a narrative introduction, overview, and analysis to accompany the basic financial statements. This Letter of Transmittal is designed to complement the MD&A, and should be read in conjunction with the document. LASERS MD&A can be found immediately following the reports of the independent auditors in the Financial Section of this report.

### Profile of LASERS

LASERS is a cost-sharing multiple-employer defined benefit plan, established by the state legislature in 1946, with the first members joining the System on July 1, 1947. The System is a public trust fund created to provide retirement allowances and other benefits for state officers and employees and their beneficiaries. All invested funds, cash, and property are held in the name of LASERS for the sole benefit of the membership. A thirteen-member Board of Trustees (comprised of six active members, three retired members, and four ex officio members) governs the System. The Board administers the programs and appoints key management personnel including the Executive Director, Chief of Staff, and the Chief Investment Officer.

The Board of Trustees annually approves an operating budget for administrative expenses that is prepared by staff to address member and employer needs while keeping costs reasonable. The Board must also approve any changes in the budget during the year. In addition to the Trustees' approval, the budget is approved by the Louisiana Joint Legislative Committee on the Budget.

### Investments

For the fiscal year, LASERS investment portfolio realized a gross-of-fees, time-weighted return on investment assets of -3.8%. The plan earned an annualized return of 4.4% for the five-year period, 6.0% for the seven-year period, 7.7% for the ten-year period, and 7.5% for the thirty-year period. The foundation of the Investment Division is the asset allocation chosen by the Board of Trustees, which is comprehensively studied, monitored, and adjusted to produce an optimal mix of assets in order to maximize returns while minimizing risk. A more detailed exhibit of investment performance and a summary of LASERS Statement of Investment Objectives can be found in the Investment Section of this report.



## Funding

Annually, the LASERS actuary determines the funding requirements needed to meet current and future benefit obligations. Actuarial contributions are based on normal cost and amortization of the unfunded accrued liability, which has existed since the System's inception. Employers are required to pay the percentage of total payroll equal to the normal cost plus an amount sufficient to amortize the unfunded accrued liability as outlined in Louisiana Revised Statute 11:102 as it pertains to LASERS. This year the LASERS actuary is recommending that the Public Retirement Systems' Actuarial Committee (PRSAC) approve a composite employer contribution rate of 39.5% for the fiscal year ending June 30, 2022.

The actuarial value of member benefit liabilities exceeds the value of actuarial assets. At year-end, the ratio of the value of actuarial assets to actuarial accrued liabilities remained stable at 64.1% and the System's unfunded actuarial accrued liability increased to \$7.1 billion, primarily a result of interest on the unfunded liability, an investment experience loss, and a discount rate change. The investment yield on the actuarial value of assets was 7.6% for 30 years, which is equal to the net actuarial assumed rate of 7.6%. LASERS Board adopted a plan to reduce the discount rate to 7.5% in 0.05% increments beginning July 1, 2017. Additional information regarding the financial condition of the pension trust fund can be found in the Actuarial Section of this report.

## Major Initiatives

Part of our mission is to provide exceptional customer service to our members and contributing agencies as well as to improve the financial security of our members. Key accomplishments for the past year are summarized below:

### System Governance

LASERS has positioned itself for the future with significant objectives and performance indicators. The Board of Trustees continues to follow an adopted Board Resolution expressing that the following matters have reached a critical state of importance to System members elevating them to the status of significant board issues:

1. Identification and implementation of a legislatively enacted mechanism for the funding and granting of an annual cost-of-living adjustment for eligible System retirees in a reliable and dependable manner;
2. Preservation of the defined benefit plan for current and future LASERS members;
3. Preservation of Board autonomy as well as its primary composition of elected active and retired system members; and
4. While continuing to oppose mandatory Social Security participation, seek the reduction or elimination of the federal offsets, the Windfall Elimination Provision and the Government Pension Offset.

### Legislation

The 2020 Regular Session of the Louisiana Legislature resulted in the passage of the following legislation, which affects the Plan administered by LASERS:

- Act 29 adds the Morgan City and Berwick Housing Authorities to LASERS.
- Act 213 provides that the contributions to the state retirement systems for the initial unfunded accrued liability shall be contained in the executive budget and as an exhibit to the general appropriation bill.
- Act 255 appropriates \$16.7 million in State nonrecurring revenue to LASERS to be applied to the initial unfunded accrued liability.

### Technology Improvements

Over the past year, we have addressed the following technology improvements:

- Designed a custom member portal (myLASERS) for the Enterprise Content Management System which will go live in fall 2020.
- Completed the transition to cloud-based Microsoft 365 for email and customer relationship management.
- Implemented disaster recovery changes, taking advantage of cloud-based technologies and moved to quarterly testing from annual testing.
- Implemented Adobe Sign for electronic signatures.
- Implemented Microsoft Teams for agency wide collaboration and video conferencing.
- Created an agency incident response plan to handle data security breaches.

Our next strategic projects will include:

- Upgrading the Enterprise Content Management system.
- Upgrading the JD Edwards Financial system.
- Designing and implementing an all new Employer Self-Service System.
- Technical improvements including a new Storage Area Network.

### Long-term Investment Program

LASERS had approximately \$11.2 billion under management as of June 30, 2020. This is an increase of \$1.6 billion over the last decade, illustrating the stability of the plan.

The Investment Program continuously maintains its commitment to a broadly diversified portfolio and achieving its actuarial rate of return with the least possible risk. LASERS allocation includes equities, fixed income, and alternative investments, which consists of private markets, risk parity, and absolute return strategies. While there were no changes made to the asset allocation during the fiscal year, Investment staff, in conjunction with the Investment consultant, NEPC, began an extensive asset allocation study with the goal of maintaining an appropriate risk-return profile. Following the dynamically changed investment market of late, this study is being



re-underwritten to capture new expectations and growth projections. Still underway, the new allocation will seek to maintain appropriate diversification while balancing the risk-return trade-off with a focus on opportunistic types of investments both domestic and globally.

LASERS works closely with its investment consultant to conduct a thorough asset allocation and liability review on an annual basis. In addition, our Chief Investment Officer reviews the asset allocation regularly to ensure that it is consistent with the exposure ranges set for LASERS. When necessary, funds are rebalanced, taking into consideration market conditions and transaction costs. This sound asset allocation approach does not veer off course due to market swings.

With nearly one-third of the plan's assets managed internally, LASERS saves millions in management fees each year. Other cost-saving measures include monitoring investment manager trade execution costs and negotiating favorable investment management fees. The Investment Division continues to work with the custodian bank to enhance reporting capabilities, build upon the in-house trade management system, and enhance its risk management evaluation capabilities.

### **Online Access Expanded**

Utilization of technology to improve overall agency performance, communication, and education continues to be a major initiative of LASERS to enhance customer service to its members and agencies.

LASERS website, [www.lasersonline.org](http://www.lasersonline.org), is continually upgraded to provide access to current System information and news, educational programs, forms, publications, legislation, investment performance, GASB resources, and a video library.

As a result of COVID-19, two new sections on the LASERS website were created to provide important information to members. The annual RSEA statewide tour was partially cancelled, but information normally provided during the tour was added to the website for easy access. Resources included highlights from the LASERS presentation, links to materials in the RSEA packets, FAQs in response to a pre-tour survey, and a new video with ten topics geared to retirees.

The second section, *COVID-19*, provided critical information during the pandemic on office closures, occupancy limits, appointment availability, acceptance of documents, the CARES Act of 2020, Required Minimum Distributions (RMDs), withdrawals from DROP accounts, scam warnings, benefit payments, direct deposit, and the financial stability of LASERS.

Webinars and audio recordings were expanded to include the LASERS Board of Trustees monthly meetings to comply with occupancy limits in effect due to COVID-19.

### **Member Outreach Enhanced**

The Member Services Division focuses on educating members, retirees, and agencies across the state on LASERS retirement options. As a result of COVID-19 closures, statewide workshops, seminars, and individual counseling sessions were cancelled.

However, there were no disruptions in Member Services operations as all Customer Service staff were issued cell phones and most staff were issued laptops when the stay-at-home mandate was issued. The Customer Service department quickly converted in-person appointments to phone or video appointments through Lifesize and Microsoft Teams. The Document Management department ensured the timely processing of incoming communication, and quickly worked with other divisions to mail time-sensitive large scale mailings to LASERS membership regarding the CARES Act and adjustments in deadlines for disability retirees.

Since statewide travel was postponed during the pandemic, the LASERS Education Team has worked with the Information Technology and Public Information Divisions to create a virtual learning education opportunity which will go-live in the first quarter of the 2020-2021 Fiscal Year.

New cybersecurity communications were initiated utilizing Liaison Memoranda, Member Connection emails, *The Beam*, *The Link*, social media, and the website for messaging. Topics included our plans for enhanced cybersecurity, warnings regarding phishing scams, and alerts to members about suspicious emails.

## Awards

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to LASERS for its Comprehensive Annual Financial Report (CAFR) for the fiscal year ended June 30, 2019. This was the twenty-third consecutive year that the System has achieved this prestigious award. In order to be awarded a Certificate of Achievement, a governmental unit must publish an easily readable and efficiently organized CAFR. This report must satisfy both generally accepted accounting principles and applicable legal requirements.

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

LASERS also received the GFOA award for its Popular Annual Financial Report (PAFR) entitled LASERS Summary Annual Report, for the fiscal year ended 2019. This was the twenty-first consecutive year LASERS has received this award. The Popular Annual Financial Report presents, in a less technical manner, some of the major financial, actuarial, and other interesting information for the reporting year.

In addition, LASERS received the 2019 Public Pension Standards Award. The Public Pension Coordinating Council presents this award to public employee retirement systems in recognition of their achievement of high professional standards in the areas of plan design and administration, benefits, actuarial valuations, financial reporting, investments, and membership communications. This is the sixteenth consecutive year that LASERS has received this prestigious award.

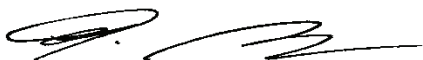


## Conclusion

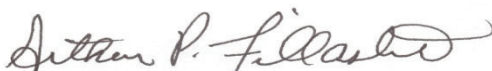
This report is a product of the combined efforts of the System's staff and advisors functioning under your leadership. It is intended to provide extensive and reliable information that will facilitate management decisions, serve as a means for determining compliance with legal provisions, and allow for the evaluation of responsible stewardship of the funds of the System.

We would like to recognize the teamwork and contributions of our experienced and dedicated staff. They continue to keep the best interests of our members as their top priority. As we look toward the future, we will continue to fine-tune our investment strategies to make every investment dollar count and to minimize employer contributions. Also, we will look to develop innovative programs to improve the value of the services provided to our members.

Respectfully submitted,



Cindy Rougeou  
Executive Director

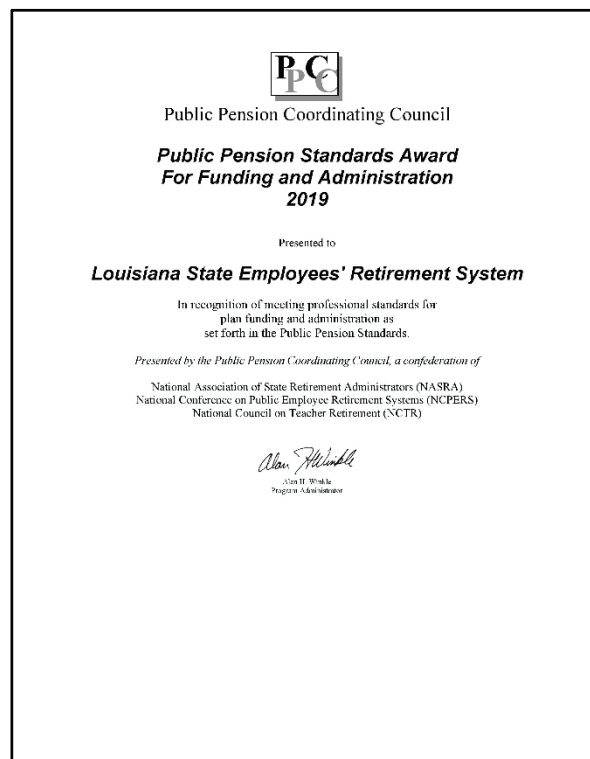


Arthur P. Fillastre, IV CPA  
Chief Financial Officer

## Certificate of Achievement for Excellence in Financial Reporting 2019



## Public Pension Standards Award 2019



# Administrative Organization



Cindy Rougeou,  
*Executive Director*



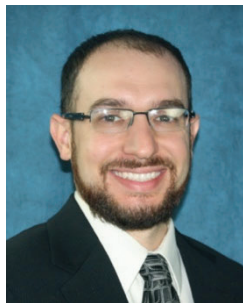
Bernard E. "Trey"  
Boudreaux, III,  
*Chief of Staff*



Robert W. Beale,  
*Chief Investment  
Officer*



Tina Grant,  
*Executive Counsel*



Ryan Babin,  
*Audit Division  
Director*



Dan Bowden,  
*Information Technology  
Division Director*



Tricia Gibbons,  
*Member Services  
Division Director*



Arthur P. Fillastre, IV,  
*Chief Financial Officer*



Sheila Metoyer,  
*Human Resources  
Division Director*



Tonja Normand,  
*Public Information  
Division Director*



## Board of Trustees

### Elected Members



Thomas Bickham,  
*Board Chair,  
Active Member*



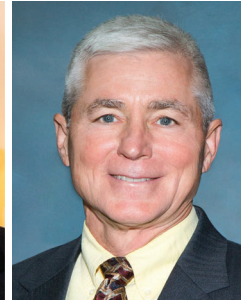
Beverly Hodges,  
*Vice Chair,  
Active Member*



Virginia Burton,  
*Retired Member*



Charles Castille,  
*Retired Member*



Judge William  
Kleinpeter,  
*Active Member*



Janice Lansing,  
*Active Member*



Barbara McManus,  
*Retired Member*



Lori Pierce,  
*Active Member*



Shannon Templet,  
*Active Member*

### Ex Officio Members



Commissioner Jay  
Dardenne, *Division  
of Administration*



Senator Edward  
Price, *Chair, Senate  
Committee on  
Retirement*



Representative  
Lance Harris,  
*Chair, House  
Committee on  
Retirement*



Honorable John  
Schroder, *State  
Treasurer*

## Professional Consultants

June 30, 2020

### Actuary

Foster & Foster Actuaries & Consultants, Inc.

### Auditor

Postlethwaite & Netterville, APAC

### Custodian Banks and Security Agents

BNY Mellon Asset Servicing

Empower Retirement

JPMorgan Chase

### Legal/Tax Consultants

Deloitte

DLA Piper LLP

Laura Denson Holmes

Lowenstein Sandler

PricewaterhouseCoopers Private Limited

Roedel Parsons Koch Balhoff & McCollister

Tarcza & Associates, LLC

### Medical Examiners

Dr. Thad S. Broussard

Dr. David Ferachi

Dr. Venkata Gadi

Dr. Shawn Granger

Dr. Brian Gremillion

Dr. Andrew Morson

Dr. Radha Raman

Dr. Dominick J. Scimeca Jr.

### Other Consultants

CMA Technology Solutions

Cognizant Technology Solutions US Corp.

Election Services, Co.

iBridge Group Inc.

Q Software Global, LLC

Sparkhound

### Investment Consultant

NEPC, LLC

### Investment Advisors<sup>i</sup>

Adams Street Partners, LLC

AEA Investors, LP

Altas Partners Holdings

Apollo Management, LP

AQR Capital Management, LLC

Arclight Capital Partners

Aronson Johnson Ortiz, LP

Baring Private Equity Asia Fund

Bernhard Capital Partners

BlackRock Financial Management Inc.

Bridgewater Associates, LP

Brookfield Asset Management

CCMP Capital Advisors, LP

Cerberus Capital Management, LP

City of London Investment Group PLC

Collier Capital

DoubleLine Capital, LP

DRI Capital Inc.

EIG Global Energy Partners, LLC

Energy Spectrum Partners, LP

EnTrustPermal

Gamut Capital Management

GoldenTree Asset Management

Goldman Sachs Asset Management, LP

Gramercy Advisors, LLC

GTCR, LLC

Harbourvest Partners, LLC

Insight Venture Partners

J.P. Morgan Investment Management Inc.

Kohlberg Kravis Roberts & Co., LP

KPS Capital Partners, LP

Loomis, Sayles & Company, LP

LSV Asset Management

## **Professional Consultants (continued)**

**June 30, 2020**

### **Investment Advisors<sup>i</sup> (continued)**

Mesirow Financial Private Equity  
Mondrian Investments Partners Limited  
Newstone Capital Partners, LLC  
Nomura Corporate Research and Asset Management Inc.  
Oak Hill Advisors, LP  
Oaktree Capital Management, LP  
Orleans Capital Management  
PAAMCO Prisma, LLC  
Pantheon Ventures, LLP  
Pacific Investment Management Company, LLC  
Private Advisors, LLC  
Rice Hall James & Associates, LLC  
Siguler Guff & Company, LP  
Stark Investments  
Stepstone Capital, LP  
Sterling Partners, LP  
Stone Harbor Investment Partners, LP  
The Blackstone Group Inc.  
Vista Equity Partners Management, LLC  
W.R. Huff Asset Management Co., LLC  
Warburg Pincus, LLC  
Westwood Global Investments, LLC  
Williams Capital Partners, LP  
Zais Group

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<sup>i</sup>*Schedules of Brokerage Commissions Paid and Investment Fees* are located in the "Investment Section" of this report on page 95.



# Financial Section

Among the five subspecies of herons, the great blue heron is the largest in North America. In Louisiana, this large wading bird can be found near the shores of open water and in wetlands. The beauty and grace of the blue heron were famously illustrated in the 19th century by John James Audubon in his *Birds of America*.

Financial Section

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 225-922-4600 Phone – 225-922-4611 Fax – [pncpa.com](http://pncpa.com)

*A Professional Accounting Corporation*

## INDEPENDENT AUDITORS' REPORT

To the Board of Trustees  
 Louisiana State Employees' Retirement System  
 Baton Rouge, Louisiana

We have audited the accompanying financial statements of the Louisiana State Employees' Retirement System (LASERS), a component unit of the State of Louisiana, as of and for the year ended June 30, 2020 and 2019, and the related notes to the financial statements, which collectively comprise the Louisiana State Employees' Retirement System's basic financial statements as listed in the table of contents.

### Management's Responsibility for the Financial Statements

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

### Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to LASERS' preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of LASERS' internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the Louisiana State Employees' Retirement System, at June 30, 2020 and 2019, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.





### **Emphasis of Matter**

As disclosed in Note F to the financial statements, the financial statements include investments that are not listed on national exchanges or for which quoted market prices are not available. These investments include private markets, absolute returns, risk parity, and investments in real assets. Such investments totaled \$3.0 billion and \$3.3 billion (24.0% and 24.3% of total assets, respectively) at June 30, 2020 and 2019, respectively. Where a publicly listed price is not available, the management of LASERS uses alternative sources of information including audited financial statements, unaudited interim reports, independent appraisals, and similar evidence to determine the fair value of the investments. Our opinion is not modified with respect to this matter.

As disclosed in Note A to the financial statements, the total pension liability for LASERS was \$19.7 billion and \$19.5 billion at June 30, 2020 and 2019, respectively. The actuarial valuations were based on various assumptions made by LASERS' actuary. Because actual experience may differ from the assumptions used in the actuarial valuation, there is a risk that the total pension liability at June 30, 2020 and 2019 could be materially different from the estimate.

### **Other Matters**

#### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and other required supplementary information, as listed in the table of contents, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

#### *Other Information*

Our audit was conducted for the purpose of forming an opinion on the basic financial statements that collectively comprise the Louisiana State Employees' Retirement System's basic financial statements. The supporting schedules, as listed in the table of contents, are presented for purposes of additional analysis and are not a required part of the basic financial statements. The supporting schedules are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supporting schedules are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

The introductory section, investment section, actuarial section, and statistical section have not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we do not express an opinion or provide any assurance on them.





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

In accordance with *Government Auditing Standards*, we have also issued our report dated September 21, 2020, on our consideration of the Louisiana State Employees' Retirement System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Louisiana State Employees' Retirement System's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Louisiana State Employees' Retirement System's internal control over financial reporting and compliance.

*Postlethwaite & Netterville*

Baton Rouge, Louisiana  
September 21, 2020



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*A Professional Accounting Corporation*

INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND  
ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS  
PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Board of Trustees  
Louisiana State Employees' Retirement System  
Baton Rouge, Louisiana

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Louisiana State Employees' Retirement System (LASERS), a component unit of the State of Louisiana, as of and for the year ended June 30, 2020, and the related notes to the financial statements, which collectively comprise the Louisiana State Employees' Retirement System's basic financial statements, and have issued our report thereon dated September 21, 2020.

**Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Louisiana State Employees' Retirement System's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Louisiana State Employees' Retirement System's internal control. Accordingly, we do not express an opinion on the effectiveness of the Louisiana State Employees' Retirement System's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of LASERS' financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.



### Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Louisiana State Employees' Retirement System's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Louisiana State Employees' Retirement System's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Louisiana State Employees' Retirement System's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

*Postlethwaite & Netterville*

Baton Rouge, Louisiana  
September 21, 2020





## Management's Discussion and Analysis

The following is management's discussion and analysis of the financial performance of the Louisiana State Employees' Retirement System (LASERS or the System). This narrative overview and analysis help to interpret the key elements of the financial statements, notes to the financial statements, required supplementary information, and supporting schedules for the current year. Readers are encouraged to consider the information presented here in conjunction with additional information provided in the Transmittal Letter of LASERS Comprehensive Annual Financial Report (CAFR).

### Financial Highlights

- Net position restricted for pensions decreased by \$862 million.
- LASERS had a Net Pension Liability of \$8.3 billion and the Net Pension Liability as a percentage of covered payroll was 413.7% as of June 30, 2020.
- Net investment income experienced a loss of \$480.6 million for 2020 compared to a gain of \$452.9 million for 2019.
- Total contributions increased by \$88.7 million or 9.5% to \$1.0 billion in 2020.
- Benefit payments increased by \$24.1 million or 1.8% to \$1.4 billion in 2020.
- Refund and transfer payments of member contributions decreased by \$4.5 million or 12.9% to \$30.4 million in 2020.

### Overview of the Financial Statements

The System's basic financial statements were prepared in conformity with Governmental Accounting Standards Board (GASB) Statement No. 67, *Financial Reporting for Pension Plans* and include the following: (1) statements of fiduciary net position, (2) statements of changes in fiduciary net position, (3) notes to the financial statements, (4) required supplementary information, and (5) the supporting schedules.

*The Statements of Fiduciary Net Position* report the System's assets, liabilities, deferred inflows/outflows, and resultant net position restricted for pensions. They disclose the financial position of the System as of June 30, 2020, and 2019, respectively.

*The Statements of Changes in Fiduciary Net Position* report the results of the System's operations during years 2020 and 2019 disclosing the additions to and deductions from the fiduciary net position. They support the change that has occurred to the prior year's net position on the statement of fiduciary net position.

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

- Note A provides a general description of LASERS organization, employer and membership participation, net pension liability of employers, actuarial methods and assumptions, eligibility, benefits, and the optional retirement plan.
- Note B provides a summary of significant accounting policies and plan position matters including the basis of accounting, securities lending, estimates, methods used to value investments, property and equipment, and accumulated leave.
- Note C provides information regarding member and employer contribution requirements.
- Note D categorizes LASERS investments by fair value measurements, the level of fair value hierarchy, and valuation techniques established by generally accepted accounting principles. It also discloses information regarding certain investments that calculate net asset value per share and provides a description of related asset classes.
- Note E describes LASERS deposits and investment risk disclosures, which include custodial credit risk, concentration of credit risk, credit risk, interest rate risk, and foreign currency risk.
- Note F describes the System's cash and investments, and includes information regarding bank balances, investments including the investment policy and rate of return, domestic equity, international equity, domestic core fixed income, global fixed income, emerging market debt, global multi-sector fixed income, derivatives, and alternative investments.
- Note G provides information regarding the securities lending program.
- Note H provides information on other postemployment benefits (OPEB).

*Required Supplementary Information* consists of five schedules and related notes concerning changes in net pension liability, employers' net pension liability, employer pension contributions, and the money-weighted rate of investment returns. It also includes a schedule of proportionate share of the collective total OPEB liability. The related notes disclose key actuarial assumptions and methods used in the schedules.

The *Supporting Schedules* section includes the schedules of administrative expenses, investment expenses, board compensation, and professional/consultant fees.

## Financial Analysis

LASERS financial position is measured in several ways. One way is to determine the fiduciary net position (difference between total assets plus deferred outflows and total liabilities plus deferred inflows) available to pay benefits. Over time, increases and decreases in the LASERS fiduciary net position indicates whether its financial health is improving or deteriorating. Other factors, such as financial market conditions and the measurement of its net pension liability, should also be taken into consideration when measuring LASERS overall health.

The following table illustrates a condensed version of LASERS Statements of Fiduciary Net Position for fiscal years ending 2020, 2019, and 2018. LASERS fiduciary net position as of June 30, 2020 and 2019, totaled \$11,420,710,895 and \$12,282,698,991, respectively. All of the fiduciary net position is available to meet LASERS ongoing obligations to members, retirees, and beneficiaries.

## Condensed Comparative Statements of Fiduciary Net Position

	2020	2019	2018
Cash and Cash Equivalents	\$ 139,023,019	\$ 134,308,012	\$ 176,067,072
Receivables	171,926,994	166,913,609	194,000,480
Investments	11,218,189,209	12,078,004,681	12,012,945,909
Securities Lending Cash Collateral	1,079,839,165	1,350,818,807	1,545,232,539
Capital Assets (at cost) - Net	6,217,506	5,853,457	5,936,548
<b>Total Assets</b>	<b>12,615,195,893</b>	<b>13,735,898,566</b>	<b>13,934,182,548</b>
<b>Deferred Outflows of Resources</b>	<b>1,075,248</b>	<b>533,161</b>	<b>315,536</b>
Accounts Payable and Other Liabilities	112,421,630	101,259,571	104,402,293
Securities Lending Obligations	1,079,832,536	1,350,756,954	1,545,177,985
<b>Total Liabilities</b>	<b>1,192,254,166</b>	<b>1,452,016,525</b>	<b>1,649,580,278</b>
<b>Deferred Inflows of Resources</b>	<b>3,306,080</b>	<b>1,716,211</b>	<b>1,204,688</b>
<b>Net Position Restricted for Pensions</b>	<b>\$ 11,420,710,895</b>	<b>\$ 12,282,698,991</b>	<b>\$ 12,283,713,118</b>

For the fiscal year ended June 30, 2020, fiduciary net position was approximately \$11.4 billion. This reflected a decrease of \$861,988,096 from the previous fiscal year-end. This decrease can mainly be attributed to decreases in investments of \$859,815,472. In 2020, other postemployment benefits deferred outflows increased by 101.7% to \$1,075,248 and deferred inflows increased by 92.6% to \$3,306,080. The deferred outflows and inflows of resources were first presented in 2018 as a result of GASB 75 implementation. In the one-year period from June 30, 2018 to June 30, 2019, LASERS fiduciary net position remained stable decreasing by \$1,014,127. The decrease in fiduciary net position in the current year over the prior two years can be attributed to market volatility caused by the COVID-19 pandemic which is discussed in *Note B. Summary of Significant Accounting Policies*.

LASERS maintains its commitment to a broadly diversified portfolio. Carefully underwritten and conservative assumptions for future expected returns have been adopted, and the investment portfolio is structured to optimize the risk-return trade-off. This is done in part by reviewing the Plan's asset allocation. LASERS continues to believe that it is well positioned to meet its long-term goals.



## Condensed Comparative Statements of Changes in Fiduciary Net Position

	2020	2019	2018
<b>Additions</b>			
Employer Contributions	\$ 854,117,785	\$ 769,629,768	\$ 729,479,704
Employee Contributions	164,576,018	160,338,556	152,189,709
Net Investment Income (Loss)	(480,573,814)	452,914,317	1,011,537,508
Other Income	15,955,512	13,052,134	15,198,732
Total Additions	554,075,501	1,395,934,775	1,908,405,653
<b>Deductions</b>			
Retirement Benefits	1,368,004,318	1,343,892,705	1,317,635,325
Refunds and Transfers of Contributions	30,447,178	34,948,707	35,191,508
Administrative Expenses	16,749,257	16,785,776	14,732,258
Other Postemployment Benefits Expenses	42,750	538,097	9,525,495
Depreciation and Amortization Expenses	820,094	783,617	883,799
Total Deductions	1,416,063,597	1,396,948,902	1,377,968,385
<b>Net Increase (Decrease) in Net Position</b>	<b>(861,988,096)</b>	<b>(1,014,127)</b>	<b>530,437,268</b>
<b>Net Position Restricted for Pensions</b>			
Beginning of Year	12,282,698,991	12,283,713,118	11,753,275,850
End of Year	\$ 11,420,710,895	\$ 12,282,698,991	\$ 12,283,713,118

### Additions to Fiduciary Net Position

The revenues needed to finance retirement benefits are accumulated primarily through the collection of employer and employee contributions and earnings on investments. Revenue for the fiscal year ended June 30, 2020 totaled \$554,075,501. The revenue consisted of employer and employee contributions totaling \$1,018,693,803, a net investment loss of \$480,573,814 and other income of \$15,955,512. In 2020, our investment portfolio completed the fiscal year with a rate of return on investment assets of -3.8%. The plan earned an annualized return of 4.4% for the five-year period, 7.7% for the ten-year period, and 7.5% for the thirty-year period. LASERS experienced a total net investment loss of \$480,573,814 in 2020 compared to total net investment income of \$452,914,317 and \$1,011,537,508 in 2019 and 2018, respectively. The investment loss is attributable to market performance related to the COVID-19 pandemic which is discussed in *Note B. Summary of Significant Accounting Policies*.

During 2020, combined employer and employee contribution income increased from 2019 by \$88,725,479. Employer contributions based on covered payroll increased \$84,488,017 or 11.0%, and member contributions increased \$4,237,462, or 2.6%. The increase in employer contributions was primarily a result of increases in covered payroll, in employer contributions resulting from increased contribution rates, and in income from legislative acts.

At June 30, 2019, total additions decreased by 26.9% or \$512,470,878 over fiscal year 2018. The decreased revenue was due primarily to net investment income decreasing 55.2% from 2018. Combined

contributions increased 5.5% and other income decreased 14.1%. Our investment portfolio completed the fiscal year with a rate of return on investment assets of 4.4%.

### Deductions from Plan Assets

LASERS was created to provide lifetime retirement, survivor, and disability benefits to qualified LASERS members. The cost of such programs includes recurring benefit payments, refund of contributions to employees who left the System, and the cost of administering LASERS.

Deductions for the fiscal year ended June 30, 2020, totaled \$1,416,063,597, an increase of approximately 1.4% over June 30, 2019. For the fiscal year ended June 30, 2019, deductions were \$1,396,948,902, an increase of about 1.4% over June 30, 2018. The increase in deductions for fiscal years ended 2020 and 2019 is primarily a result of an increase in benefits. Benefits paid in 2020, 2019, and 2018 increased because of the increase in the number of retirees and the average benefit resulting from the higher average salary history of the newer retirees.

Administrative expenses decreased by \$36,519 or 0.2% for the fiscal year ended June 30, 2020. In 2019, administrative expenses increased by \$2,053,518 or 13.9% over fiscal year ended 2018. The decrease in 2020 is because of reduced travel due to the COVID-19 pandemic. The differences in 2019 and 2018 are primarily attributable to the completion of two phases of LASERS new enterprise content management system. Details of administrative expense activity can be found in the *Schedules of Administrative Expenses* located under Supporting Schedules.

Other Postemployment Benefit (OPEB) expenses decreased \$495,347 or 92.1% for the fiscal year ended June 30, 2020 compared to June 30, 2019. OPEB expenses decreased \$8,987,398 or 94.4% for the fiscal year ended June 30, 2019 compared to June 30, 2018. The differences in 2019 and 2018 are attributable to an \$8,808,697 adjustment to increase OPEB liability in 2018, resulting from the initial implementation of GASB 75.

Depreciation and amortization expense increased 4.7% for the fiscal year ended June 30, 2020, compared to an 11.3% decrease for 2019 over 2018. The increase in 2020 can be credited to an increase in depreciable assets. The decrease for 2019 compared to 2018 can be attributed to a decrease in depreciable assets due to disposals.

Total additions less total deductions resulted in a net decrease in fiduciary net position of \$861,988,096 in 2020, compared to a decrease of \$1,014,127 in 2019.

### Requests for Information

This Financial Report is designed to provide a general overview of the System's finances. For questions concerning any information in this report or for additional information, contact the Louisiana State Employees' Retirement System; Attention: Fiscal Division, P. O. Box 44213, Baton Rouge, LA 70804-4213.

# Louisiana State Employees' Retirement System

## Statements of Fiduciary Net Position

### June 30, 2020 and 2019

	2020	2019
<b>Assets</b>		
Cash and Cash Equivalents	\$ 139,023,019	\$ 134,308,012
Receivables:		
Employer Contributions	61,312,388	55,153,826
Member Contributions	12,642,409	12,144,584
Interest and Dividends	36,168,215	48,991,646
Investment Proceeds	58,183,871	46,659,662
Other	3,620,111	3,963,891
Total Receivables	171,926,994	166,913,609
Investments:		
Investments at Fair Value		
Short-Term Investments - Domestic/International	533,930,023	128,453,941
Bonds/Fixed Income - Domestic	761,329,226	844,311,068
Bonds/Fixed Income - International	1,267,656,475	917,116,972
Equity Securities - Domestic	2,172,131,338	2,567,937,341
Equity Securities - International	2,929,335,194	3,772,924,328
Alternative Investments	3,028,015,501	3,333,310,490
Total Investments at Fair Value	10,692,397,757	11,564,054,140
Investments at Contract Value		
Synthetic Guaranteed Investment Contract	525,791,452	513,950,541
Total Investments at Contract Value	525,791,452	513,950,541
Total Investments	11,218,189,209	12,078,004,681
Securities Lending Cash Collateral	1,079,839,165	1,350,818,807
Capital Assets (at cost) - Net:		
Property and Equipment	6,217,506	5,853,457
<b>Total Assets</b>	<b>12,615,195,893</b>	<b>13,735,898,566</b>
<b>Deferred Outflows of Resources (OPEB)</b>	<b>1,075,248</b>	<b>533,161</b>
<b>Liabilities</b>		
Payables:		
Investment Commitments	73,006,629	63,378,713
Trade Payables and Other Accrued Liabilities	39,415,001	37,880,858
Total Payables	112,421,630	101,259,571
Securities Lending Obligations	1,079,832,536	1,350,756,954
<b>Total Liabilities</b>	<b>1,192,254,166</b>	<b>1,452,016,525</b>
<b>Deferred Inflows of Resources (OPEB)</b>	<b>3,306,080</b>	<b>1,716,211</b>
<b>Net Position Restricted for Pensions</b>	<b>\$ 11,420,710,895</b>	<b>\$ 12,282,698,991</b>

The accompanying notes are an integral part of these statements.



# Louisiana State Employees' Retirement System

## Statements of Changes in Fiduciary Net Position

### For the Periods Ended June 30, 2020 and 2019

	2020	2019
<b>Additions</b>		
Contributions:		
Employer Contributions	\$ 837,449,602	\$ 760,150,449
Employee Contributions	164,576,018	160,338,556
Legislative Acts Income	16,668,183	9,479,319
Total Contributions	1,018,693,803	929,968,324
Investment Income:		
<i>From Investment Activities</i>		
Net Appreciation (Depreciation) in Fair Value of Investments	(557,982,282)	67,709,549
Interest & Dividends	218,044,755	249,084,234
Alternative Investment Income (Loss)	(54,101,427)	218,184,711
Miscellaneous Investment Income	1,000,568	1,277,871
Total Investment Income (Loss)	(393,038,386)	536,256,365
<i>Investment Activity Expenses</i>		
Alternative Investment Expenses	(58,349,249)	(50,664,858)
Investment Management Expenses	(34,068,184)	(38,080,726)
Total Investment Expenses	(92,417,433)	(88,745,584)
Net Income (Loss) from Investing Activities	(485,455,819)	447,510,781
<i>From Securities Lending Activities</i>		
Securities Lending Income	14,180,760	29,756,416
Securities Lending Expenses	(9,298,755)	(24,352,880)
Net Income from Securities Lending Activities	4,882,005	5,403,536
Total Net Investment Income (Loss)	(480,573,814)	452,914,317
Other Operating Income	15,955,512	13,052,134
Total Additions	554,075,501	1,395,934,775
<b>Deductions</b>		
Retirement Benefits	1,368,004,318	1,343,892,705
Refunds and Transfers of Member Contributions	30,447,178	34,948,707
Administrative Expenses	16,749,257	16,785,776
Other Postemployment Benefits Expenses	42,750	538,097
Depreciation and Amortization Expenses	820,094	783,617
Total Deductions	1,416,063,597	1,396,948,902
<b>Net Decrease in Net Position</b>	<b>(861,988,096)</b>	<b>(1,014,127)</b>
<b>Net Position Restricted for Pensions</b>		
Beginning of Period	12,282,698,991	12,283,713,118
End of Period	\$ 11,420,710,895	\$ 12,282,698,991

The accompanying notes are an integral part of these statements.

# Notes to Financial Statements

## A. Plan Description

### 1. General Organization

The Louisiana State Employees' Retirement System (LASERS or the System) is the administrator of a cost-sharing multi-employer defined benefit pension plan, and is a component unit of the State of Louisiana included in the State's Comprehensive Annual Financial Report (CAFR) as a pension trust fund. The System was established by Section 401 of Title 11 of the Louisiana Revised Statutes (La. R.S. 11:401).

In accordance with Louisiana Revised Statutes, the System is subject to certain elements of oversight:

- The House and Senate Committees on Retirement review administration, benefits, investments, and funding of the public retirement systems.
- The operating budget of the System is subject to budgetary review and approval by the Joint Legislative Committee on the Budget.
- The Legislative Auditor is responsible for the procurement of audits for the public retirement systems, and is authorized to contract with a licensed Certified Public Accountant (CPA) for each audit.
- Actuarial calculations and results are reviewed by the Public Retirement Systems' Actuarial Committee (PRSAC) annually.
- A thirteen-member Board of Trustees, comprised of six active members, three retired members and four ex-officio members, governs the System. The Board administers the programs and appoints key management personnel including the Executive Director, Chief Operating Officer, Chief Administrative Officer, and the Chief Investment Officer.

### 2. Plan Membership

The System is one of several public retirement systems in Louisiana. Each system has specific membership requirements established by legislation, with LASERS established for state officers, employees, and their beneficiaries. Other public employers report members who retained membership in LASERS upon transfer to other public systems or as provided by specific legislation. A summary of government employers and members participating in LASERS at June 30, 2020, and 2019, are as follows:

Type of Employer	2020		2019	
	Active Employers	Active Members	Active Employers	Active Members
State Agencies	202	39,148	205	39,203
Other Public Employers	143	339	143	330
<b>Total</b>	<b>345</b>	<b>39,487</b>	<b>348</b>	<b>39,533</b>

Type of Active Members	2020 Member Count	2019 Member Count
Active After DROP	1,669	1,667
Alcohol and Tobacco Control	9	10
Appellate Law Clerks	101	108
Bridge Police	3	3
Corrections	1,363	1,531
Harbor Police	19	22
Hazardous Duty	3,182	3,006
Judges	299	302
Legislators	4	7
Peace Officers	35	40
Regular State Employees	32,673	32,699
Wildlife Agents	130	138
<b>Total Active Members</b>	<b>39,487</b>	<b>39,533</b>

At June 30, 2020, and 2019, membership consisted of:

	2020	2019
Active Members	39,487	39,533
Regular Retirees*	41,271	41,117
Disability Retirees*	2,091	2,175
Survivors	5,979	5,977
Vested & Reciprocals	3,691	3,744
Inactive Members Due Refunds	55,676	55,280
DROP Participants	1,367	1,354
<b>Total Membership</b>	<b>149,562</b>	<b>149,180</b>

\*For actuarial purposes, "Disability Retirees" includes members who have reached normal retirement eligibility requirements and converted to Regular Retirement; and are therefore, counted by LASERS as "Regular Retirees."



### 3. Net Pension Liability of Employers

The net pension liability was measured as the portion of the present value of projected benefit payments to be provided through the pension plan to current active and inactive employees that is attributed to those employees' past periods of service, less the amount of the pension plan's fiduciary net position.

The components of the net pension liability of the System's employers determined in accordance with GASB 67 as of June 30, 2020 and 2019 were as follows:

	2020	2019
Total Pension Liability	\$ 19,691,378,799	\$ 19,527,612,295
Plan Fiduciary Net Position	11,420,710,895	12,282,698,991
Employers' Net Pension Liability	\$ 8,270,667,904	\$ 7,244,913,304

Plan Fiduciary Net Position as a		
Percentage of Total Pension Liability	58.0%	62.9%

Actuarial valuations involve estimates of the value of reported amounts and assumptions about the probability of events far into the future. Examples include assumptions about future employment, mortality, and future salary increases. Actuarially determined amounts regarding the net pension liability are subject to continual revision as actual results are compared to past expectations, and new estimates are made about the future. The last experience study was performed in 2019 and was based on the experience of the System for the period of July 1, 2013 through June 30, 2018. The required Schedules of Employers' Net Pension Liability located in Required Supplementary Information following the *Notes to the Financial Statements* presents multi-year trend information regarding whether the plan fiduciary net positions are increasing or decreasing over time relative to the total pension liability. The Total Pension Liability as of June 30, 2020 and 2019 is based on actuarial valuations for the same periods, updated using generally accepted actuarial procedures.

### 4. Actuarial Methods and Assumptions

A summary of the actuarial methods and assumptions used as of the June 30, 2020 and 2019, actuarial valuations are as follows:

<b>Valuation Date</b>	June 30, 2020 and 2019
<b>Actuarial Cost Method</b>	Entry Age Normal
<b>Actuarial Assumptions:</b>	
<b>Expected Remaining Service Lives</b>	2 years
<b>Investment Rate of Return</b>	7.55% and 7.60% per annum for 2020 and 2019, respectively.
<b>Inflation Rate</b>	2.30% and 2.50% per annum for 2020 and 2019, respectively.
<b>Mortality</b>	<b>Non-disabled members</b> - The RP-2014 Blue Collar (males/females) and White Collar (females) Healthy Annuitant Tables

**Mortality (continued)**

projected on a fully generational basis by Mortality Improvement Scale MP-2018.

**Disabled members** - Mortality rates based on the RP-2000 Disabled Retiree Mortality Table with no projection for mortality improvement.

**Termination, Disability, and Retirement**

Termination, disability, and retirement assumptions were projected based on a five-year (2014-2018) experience study of the System's members.

**Salary Increases**

Salary increases were projected based on 2014-2018 experience study of the System's members. The salary increase ranges for 2020 specific types of members were:

<u>Member Type</u>	<u>Lower Range</u>	<u>Upper Range</u>
Regular	3.0%	12.8%
Judges	2.6%	5.1%
Corrections	3.6%	13.8%
Hazardous Duty	3.6%	13.8%
Wildlife	3.6%	13.8%

The salary increase ranges for 2019 specific types of members were:

<u>Member Type</u>	<u>Lower Range</u>	<u>Upper Range</u>
Regular	3.2%	13.0%
Judges	2.8%	5.3%
Corrections	3.8%	14.0%
Hazardous Duty	3.8%	14.0%
Wildlife	3.8%	14.0%

**Cost of Living Adjustments**

The present value of future retirement benefits is based on benefits currently being paid by the System and includes previously granted cost of living increases. The projected benefit payments do not include provisions for potential future increases not yet authorized by the Board of Trustees as they were deemed not to be substantively automatic.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adjusting for expected inflation and an adjustment for the effect of rebalancing/diversification. The expected rate of inflation was 2.3% and 2.5% for 2020 and 2019, respectively. The resulting expected long-term nominal rates of return are 8.25% for 2020 and 8.74% for 2019. Best estimates of geometric real rates of return for

each major asset class included in the System's target asset allocation as of June 30, 2020 and 2019 are summarized in the following table:

<b>Expected Long Term Real Rates of Return</b>		
<b>Asset Class</b>	<b>2020</b>	<b>2019</b>
Cash	-0.59%	0.24%
Domestic Equity	4.79%	4.83%
International Equity	5.83%	5.83%
Domestic Fixed Income	1.76%	2.79%
International Fixed Income	3.98%	4.49%
Alternative Investments	6.69%	8.32%
Risk Parity	4.20%	5.06%
Total Fund	5.81%	6.09%

The discount rate used to measure the total pension liability was 7.55% and 7.60% for June 30, 2020 and 2019, respectively. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contribution rates and that contributions from participating employers will be made at the actuarially determined rates approved by PRSAC, taking into consideration the recommendation of the System's actuary. Based on those assumptions, the System's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

In accordance with GASB 67, regarding the disclosure of the sensitivity of the net pension liability to changes in the discount rate, the following presents the net pension liability of the participating employers calculated using the discount rate of 7.55% and 7.60% for June 30, 2020 and 2019, respectively, as well as what the employers' net pension liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate.

#### Changes in Discount Rate

	<b>1% Decrease</b>	<b>Current Discount Rate</b>	<b>1% Increase</b>
<b>2019 Discount Rate</b>	<b>6.60%</b>	<b>7.60%</b>	<b>8.60%</b>
<b>2019 Employer Net Pension Liability</b>	\$ 9,144,004,495	\$ 7,244,913,304	\$ 5,640,818,554
<b>2020 Discount Rate</b>	<b>6.55%</b>	<b>7.55%</b>	<b>8.55%</b>
<b>2020 Employer Net Pension Liability</b>	\$ 10,163,364,043	\$ 8,270,667,904	\$ 6,664,506,558

#### 5. Eligibility Requirements

All state employees, except those specifically excluded by statute, become members of the System's Defined Benefit Plan (DBP) as a condition of employment, unless they elect to continue as a contributing member in any other retirement system for which they remain eligible for membership. Certain elected officials and officials appointed by the Governor may, at their option, become members of LASERS. Also, qualifying unclassified state employees may have made an irrevocable election to participate in the Optional Retirement Plan (ORP) between July 12, 1999 and December 7,



2007, when the plan closed. All plans are considered one pension plan for financial reporting purposes. All assets accumulated for the payment of benefits may legally be used to pay benefits to any plan members or beneficiaries.

## **6. Retirement**

The age and years of creditable service required in order for a member to retire with full benefits are established by statute, and vary depending on the member's hire date, employer, and job classification. Our rank and file members hired prior to July 1, 2006, may either retire with full benefits at any age upon completing 30 years of creditable service, at age 55 upon completing 25 years of creditable service, and at age 60 upon completing ten years of creditable service depending on their plan. Those members hired between July 1, 2006 and June 30, 2015, may retire at age 60 upon completing five years of creditable service and those hired on or after July 1, 2015 may retire at age 62 upon completing five years of creditable service. The basic annual retirement benefit for members is equal to 2.5% to 3.5% of average compensation multiplied by the number of years of creditable service. Additionally, members may choose to retire with 20 years of service at any age, with an actuarially reduced benefit.

Average compensation is defined as the member's average annual earned compensation for the highest 36 consecutive months of employment for members employed prior to July 1, 2006. For members hired July 1, 2006 or later, average compensation is based on the member's average annual earned compensation for the highest 60 consecutive months of employment. The maximum annual retirement benefit cannot exceed the lesser of 100% of average compensation or a certain specified dollar amount of actuarially determined monetary limits, which vary depending upon the member's age at retirement. Judges, court officers, and certain elected officials receive an additional annual retirement benefit equal to 1.0% of average compensation multiplied by the number of years of creditable service in their respective capacity. As an alternative to the basic retirement benefits, a member may elect to receive their retirement throughout their life, with certain benefits being paid to their designated beneficiary after their death.

Act 992 of the 2010 Louisiana Regular Legislative Session changed the benefit structure for LASERS members hired on or after January 1, 2011. This resulted in three new plans: regular, hazardous duty, and judges. The new regular plan includes regular members and those members who were formerly eligible to participate in specialty plans, excluding hazardous duty and judges. Regular members and judges are eligible to retire at age 60 after five years of creditable service and may also retire at any age with a reduced benefit after 20 years of creditable service. Hazardous duty members are eligible to retire with 12 years of creditable service at age 55, 25 years of creditable service at any age, or with a reduced benefit after 20 years of creditable service. Average compensation will be based on the member's average annual earned compensation for the highest 60 consecutive months of employment for all three new plans. Members in the regular plan will receive a 2.5% accrual rate, hazardous duty plan a 3.33% accrual rate, and judges a 3.5% accrual rate. The extra 1.0% accrual rate for each year of service for court officers, the governor, lieutenant governor, legislators, House clerk, sergeants at arms, or Senate secretary, employed after January 1, 2011, was eliminated by Act 992. Specialty plan and regular members, hired prior to January 1, 2011, who are hazardous duty employees have the option to transition to the new hazardous duty plan.

Act 226 of the 2014 Louisiana Regular Legislative Session established new retirement eligibility for members of LASERS hired on or after July 1, 2015, excluding hazardous duty plan members. Regular

members and judges under the new plan are eligible to retire at age 62 after five years of creditable service and may also retire at any age with a reduced benefit after 20 years of creditable service. Average compensation will be based on the member's average annual earned compensation for the highest 60 consecutive months of employment. Members in the regular plan will receive a 2.5% accrual rate; and judges a 3.5% accrual rate, with the extra 1.0% accrual rate based on all years of service as a judge.

Members of the Harbor Police Retirement System who were members prior to July 1, 2014, may retire after 25 years of creditable service at any age, 12 years of creditable service at age 55, 20 years of creditable service at age 45, and 10 years of creditable service at age 60. Average compensation for the plan is the member's average annual earned compensation for the highest 36 consecutive months of employment with a 3.33% accrual rate.

A member leaving employment before attaining minimum retirement age, but after completing certain minimum service requirements, becomes eligible for a benefit provided the member lives to the minimum service retirement age, and does not withdraw their accumulated contributions. The minimum service requirement for benefits varies depending upon the member's employer and service classification.

## 7. Deferred Benefits

The State Legislature authorized LASERS to establish a Deferred Retirement Option Plan (DROP). When a member enters DROP, their status changes from active member to retiree even though they continue to work and draw their salary for a period of up to three years. The election is irrevocable once participation begins. During DROP participation, accumulated retirement benefits that would have been paid to each retiree are separately tracked. For members who entered DROP prior to January 1, 2004, interest at a rate of one-half percent less than the System's realized actuarial return on its portfolio (not to be less than zero) will be credited to the retiree after participation ends. At that time, the member must choose among available alternatives for the distribution of benefits that have accumulated in the DROP account. Members who enter DROP on or after January 1, 2004, are required to participate in LASERS Self-Directed Plan (SDP) which is administered by a third-party provider. The SDP allows DROP participants to choose from a menu of investment options for the allocation of their DROP balances. Participants may diversify their investments by choosing from an approved list of mutual funds with different holdings, management styles, and risk factors.

Members eligible to retire and who do not choose to participate in DROP may elect to receive at the time of retirement an initial benefit option (IBO) in an amount up to 36 months of benefits with an actuarial reduction of their future benefits. For members who selected the IBO option prior to January 1, 2004, such amount may be withdrawn or remain in the IBO account earning interest at a rate of one-half percent less than the System's realized return on its portfolio (not to be less than zero). Those members who select the IBO on or after January 1, 2004, are required to enter the SDP as described above.

For members who are in the Harbor Police Plan, the annual DROP Interest Rate is the three year average (calculated as the compound average of 36 months) investment return of the plan assets for the period ending the June 30 immediately preceding that given date. The average rate so determined is to be reduced by a "contingency" adjustment of 0.5%, but not to below zero. DROP interest is forfeited if the member does not cease employment after DROP participation.

The DROP/IBO Reserve consists of the reserves for all members who select the DROP or IBO upon retirement. The balance in the DROP/IBO Reserve as of June 30, 2020 and 2019 was \$1,098,800,777 and \$1,091,758,883 respectively.

## **8. Disability Benefits**

Generally, active members with ten or more years of credited service who become disabled may receive a maximum disability retirement benefit equivalent to the regular retirement formula without reduction by reason of age.

Upon reaching retirement age, the disability retiree may receive a regular retirement benefit by making application to the Board of Trustees.

For injuries sustained in the line of duty, hazardous duty personnel in the Hazardous Duty Services Plan will receive a disability benefit equal to 75% of final average compensation or 100% of final average compensation if the injury was the result of an intentional act of violence.

Members of the Harbor Police Retirement System who become disabled may receive a non-line of duty disability benefit after five years or more of credited service. Members age 55 or older may receive a disability benefit equivalent to the regular retirement benefit. Under age 55, the disability benefit is equal to 40% of final average compensation. Line of duty disability benefits are equal to 60% of final average compensation, regardless of years of credited service or 100% of final average compensation if the injury was the result of an intentional act of violence. If the disability benefit retiree is permanently confined to a wheelchair, or, is an amputee incapable of serving as a law enforcement officer, or is permanently and legally blind, there is no reduction to the benefit if the retiree becomes gainfully employed.

## **9. Survivor's Benefits**

Certain eligible surviving dependents receive benefits based on the deceased member's compensation and their relationship to the deceased. The deceased regular member hired before January 1, 2011 who was in state service at the time of death must have a minimum of five years of service credit, at least two of which were earned immediately prior to death, or who had a minimum of twenty years of service credit regardless of when earned in order for a benefit to be paid to a minor or handicapped child. Benefits are payable to an unmarried child until age 18, or age 23 if the child remains a full-time student. The aforementioned minimum service credit requirement is ten years for a surviving spouse with no minor children, and benefits are to be paid for life to the spouse or qualified handicapped child.

The deceased regular member hired on or after January 1, 2011, must have a minimum of five years of service credit regardless of when earned in order for a benefit to be paid to a minor child. The aforementioned minimum service credit requirements for a surviving spouse are 10 years, 2 years being earned immediately prior to death, and in active state service at the time of death, or a minimum of 20 years of service credit regardless of when earned. A deceased member's spouse must have been married for at least one year before death.

A Hazardous Duty Services Plan member's surviving spouse and minor or handicapped or mentally incapacitated child or children are entitled to survivor benefits of 80% of the member's final average compensation if the member was killed in the line of duty. If the member dies in the line of duty as



a result of an intentional act of violence, survivor benefits may be increased to 100% of the member's final average compensation.

Non-line of duty survivor benefits of the Harbor Police Retirement System may be received after a minimum of five years of credited service. Survivor benefits paid to a surviving spouse without children are equal to 40% of final average compensation, and cease upon remarriage. Surviving spouse with children under 18 benefits are equal to 60% of final average compensation, and cease upon remarriage, or children turning 18. No minimum service credit is required for line of duty survivor benefits which are equal to 60% of final average compensation to surviving spouse or 100% of final average compensation if the injury was the result of an intentional act of violence regardless of children. Line of duty survivor benefits cease upon remarriage, and then benefit is paid to children under 18.

#### **10. Permanent Benefit Increases/Cost-of-Living Adjustments**

As fully described in Title 11 of the Louisiana Revised Statutes, the System allows for the payment of permanent benefit increases, also known as cost-of-living adjustments (COLAs), that are funded through investment earnings when recommended by the Board of Trustees and approved by the State Legislature.

The Experience Account Reserve is used to fund permanent benefit increases for retirees. The benefit increase granted must be funded at 100% of the actuarial cost. The account accumulates 50% of the excess investment gain relative to the actuarial valuation rate of 7.55% after such excess return exceeds \$100,000,000 (indexed to positive changes in the actuarial value of assets beginning June 30, 2015).

If the System is at least 80% funded, the balance of the Experience Account maintains a reserve for two permanent benefit increases. However, if the System is less than 80% funded, the reserve is restricted to one permanent benefit increase, based on the current allowable percentage granted for the permanent benefit increase. Excess investment gains that would have otherwise gone to the Experience Account, if not for the restrictions, will be applied to the System's net pension liability. Beginning June 30, 2016, allocations to the Experience Account will be amortized over ten years. At June 30, 2020 and 2019, the balance of the Experience Account Reserve was \$12,289,990 and \$11,824,506, respectively.

#### **11. Optional Retirement Plan**

In 1999, an Optional Retirement Plan (ORP) was established as a defined contribution component of LASERS for certain unclassified employees who otherwise would have been eligible to become members of the defined benefit plan. The ORP provides portability of assets and full and immediate vesting of all contributions submitted on behalf of members. The ORP is administered by a third-party provider with oversight from LASERS Board of Trustees. Monthly employer and employee contributions are invested as directed by the member to provide the member with future retirement benefits. The amount of these benefits is entirely dependent upon the total contributions and investment returns accumulated during the member's working lifetime. ORP balances are held by the provider in each participant's name. These balances are included in LASERS total investments on the Statements of Fiduciary Net Position. The ORP was closed to new members on December 7, 2007. However, members in the ORP as of December 31, 2007 were granted the option by Act 718 of

the 2012 Louisiana Regular Legislative Session to regain membership in the defined benefit plan. At June 30, 2020, and 2019, membership consisted of:

	2020	2019
<b>Number of Members</b>	45	48
<b>Employee Contributions</b>	\$ 75,086	\$ 82,173
<b>Employer Contributions</b>	\$399,671	\$ 407,439

The ORP Reserve consists of reserves for all members who elected to participate in the ORP, and is credited with contributions made by the employee and the normal employer matching contributions for services rendered. When a member terminates his service, or upon his death before qualifying for a benefit, the refund of his contributions is made from this reserve. Also, when a member retires, his benefits are paid from this reserve. The balance of the ORP Reserve as of June 30, 2020 and 2019 was \$5,420,453 and \$5,500,164, respectively.

## B. Summary of Significant Accounting Policies

### 1. Basis of Accounting

LASERS financial statements are prepared in conformity with accounting principles generally accepted in the United States of America using the accrual basis of accounting. Revenues are recognized in the accounting period in which they are earned, and expenses are recognized in the period incurred. Investment purchases and sales are recorded as of the trade date. State General Fund appropriations are recognized in the period when they are appropriated. Employer and member contributions are recognized when due, pursuant to formal commitments, as well as statutory or contractual requirements. Administrative expenses are funded through contributions to the plan from members, and the State of Louisiana, and are subject to budgetary control of the Board of Trustees and the Joint Legislative Committee on the Budget. Benefits and refunds are recognized when due and payable in accordance with the terms of the System.

### 2. Securities Lending

The System records collateral received under its securities lending agreement where the System has the ability to spend, pledge, or sell the collateral without borrower default. Liabilities resulting from these transactions are also reported. The security lending cash collateral pools are reported at the fair value of the underlying securities. Security lending income and expenses are reported as investment income and expenses in the accompanying financial statements. The Statements of Fiduciary Net Position do not include detailed holdings of securities lending collateral by investment classification.

### 3. Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of additions to and deductions from fiduciary net position during the reporting period. Actuarial valuations are used to determine the net pension liability and the total OPEB liability. Actual results could differ from those estimates. The

retirement system utilizes various investment instruments, which by nature, are exposed to a variety of risk levels and risk types, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term, and those changes could materially affect the amounts reported in the Statements of Fiduciary Net Position.

#### 4. Method Used to Value Investments

As required by GASB 72, investments are reported at fair value. Fair value is described as an exit price. This statement requires a government to use valuation techniques that are appropriate under the circumstances and for which sufficient data are available to measure fair value. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. This statement establishes a hierarchy of inputs to valuation techniques used to measure fair value. That hierarchy has three levels. Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities. Level 2 inputs, other than quoted prices, are included within Level 1 and are observable for the asset or liability, whether directly or indirectly. Finally, Level 3 inputs are unobservable inputs, such as management's assumption of the default rate among underlying mortgages of a mortgage-backed security. This statement requires disclosures to be made about fair value measurements, the level of fair value hierarchy, and valuation techniques. These disclosures are organized by type of asset or liability. GASB 72 also requires additional disclosures regarding investments in certain entities that calculate net asset value as a practical expedient for fair value per share (or its equivalent). These disclosures are located in *Note D. Fair Value Disclosures*.

Short-term investments are reported at market value when published prices are available, or at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at the current exchange rate. All derivative financial instruments are reported at fair value in the Statements of Fiduciary Net Position with valuation changes recognized in income. Gains and losses are reported in the Statements of Changes in Fiduciary Net Position as net appreciation (depreciation) in fair value of investments during the period the instruments are held, and when the instruments are sold or expire. The nature and use of derivative instruments is discussed in *Note F. Cash and Investments (10)*. The fair value of investments that are organized as limited partnerships and have no readily ascertainable fair value (such as private markets, real estate, and tangible assets) has been recorded based on the investment's capital account balance which is reported at fair value, at the closest available reporting period, adjusted for subsequent contributions, distributions, and management fees. Because of the inherent uncertainties in estimating fair values, it is at least reasonably possible that the estimates will change in the near term. Investments that do not have an established market are reported at estimated fair value. Unrealized gains and losses are included as investment earnings in the Statements of Changes in Fiduciary Net Position. Synthetic Guaranteed Investment Contracts are carried at contract value as required by GASB 53.

In March, 2020, the World Health Organization declared the outbreak of a novel coronavirus (COVID-19) as a global pandemic, which continues to spread throughout the United States. The COVID-19 pandemic has negatively impacted the global economy and created significant volatility and disruption of financial markets, resulting in a significant decline in the values of investment securities. The extent of the long term effect of the adverse impact of the COVID-19 outbreak on the amounts reported in the 2020 statement of fiduciary net position cannot be reasonably estimated.



**5. Accumulated Leave**

The employees of the System accumulate unlimited amounts of annual and sick leave at varying rates as established by state regulations. Upon resignation or retirement, unused annual leave of up to 300 hours is paid to an employee at the employee's current rate of pay. Upon retirement, unused annual leave in excess of 300 hours and sick leave are credited at the current pay rate as earned service in computing retirement benefits. The liability for accrued annual leave of up to 300 hours is included in other accrued liabilities in the Statements of Fiduciary Net Position.

**6. Postemployment Benefits Other Than Pensions (OPEB)**

For purposes of measuring the total OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB and OPEB expense, information about the fiduciary net position of the State of Louisiana Postretirement Benefits Plan (Plan), and additions to/deductions from the Plan's fiduciary net position have been determined on the same basis as they are reported by the Plan. For this purpose, the Plan recognizes benefit payments when due and payable in accordance with the benefit terms. The Plan is funded on a pay-as-you-go basis and as such, there are no investments held by the Plan.

**7. Property and Equipment**

Property and equipment and computer software are reported at historical cost. Depreciation is computed using the straight-line method based upon useful lives of 40 years for building, three to 15 years for equipment and furniture, and seven years for computer software. The capitalization thresholds of property and equipment are:

- Computer Software Developed or Modified Internally (reported as Intangible Assets): \$1,000,000
- Movable Property and Equipment: \$5,000

LASERS is a 50% co-owner of the Louisiana Retirement Systems Building and related land with the Teachers' Retirement System of Louisiana. LASERS interest in the building, land, furniture, equipment, vehicles, and intangibles is reflected in the following schedules.

## Changes in Property and Equipment

For Period Ending June 30, 2020

	June 30, 2019	Additions	Deletions/ Transfers	June 30, 2020
<b>Asset Class (at Cost)</b>				
Land	\$ 858,390	\$ -	\$ -	\$ 858,390
Building	6,799,514	577,140	-	7,376,654
Furniture, Equipment, and Vehicles	3,040,277	607,003	-	3,647,280
Intangibles	13,376,839	-	-	13,376,839
<b>Total Property and Equipment</b>	<b>24,075,020</b>	<b>1,184,143</b>	<b>-</b>	<b>25,259,163</b>
<b>Accumulated Depreciation</b>				
Building	(4,740,454)	(303,614)	-	(5,044,068)
Furniture, Equipment, and Vehicles	(2,238,845)	(160,718)	-	(2,399,563)
Intangibles	(11,242,264)	(355,762)	-	(11,598,026)
<b>Total Accumulated Depreciation</b>	<b>(18,221,563)</b>	<b>(820,094)</b>	<b>-</b>	<b>(19,041,657)</b>
<b>Total Property and Equipment - Net</b>	<b>\$ 5,853,457</b>	<b>\$ 364,049</b>	<b>\$ -</b>	<b>\$ 6,217,506</b>

## Changes in Property and Equipment

For Period Ending June 30, 2019

	June 30, 2018	Additions	Deletions/ Transfers	June 30, 2019
<b>Asset Class (at Cost)</b>				
Land	\$ 858,390	\$ -	\$ -	\$ 858,390
Building	6,422,113	428,219	(50,818)	6,799,514
Furniture, Equipment, and Vehicles	2,812,904	348,027	(120,654)	3,040,277
Intangibles	13,376,839	-	-	13,376,839
<b>Total Property and Equipment</b>	<b>23,470,246</b>	<b>776,246</b>	<b>(171,472)</b>	<b>24,075,020</b>
<b>Accumulated Depreciation</b>				
Building	(4,519,096)	(272,176)	50,818	(4,740,454)
Furniture, Equipment, and Vehicles	(2,128,100)	(231,399)	120,654	(2,238,845)
Intangibles	(10,886,502)	(355,762)	-	(11,242,264)
<b>Total Accumulated Depreciation</b>	<b>(17,533,698)</b>	<b>(859,337)</b>	<b>171,472</b>	<b>(18,221,563)</b>
<b>Total Property and Equipment - Net</b>	<b>\$ 5,936,548</b>	<b>\$ (83,091)</b>	<b>\$ -</b>	<b>\$ 5,853,457</b>

**8. Reclassifications**

Certain prior year amounts have been reclassified to conform to current year presentation. These reclassifications had no effect on Net Position Restricted for Pensions, or the Net Change in Fiduciary Net Position.

**C. Contributions****1. Member Contributions**

Member contribution rates for the System are established by La. R.S. 11:62. Member contributions are deducted from a member's salary and remitted to the System by participating employers. If a member leaves covered employment or dies before any benefits become payable on their behalf, the accumulated contributions may be refunded to the member or their designated beneficiary. Similarly, accumulated contributions in excess of any benefits paid to members or their survivors are refunded to the member's beneficiaries or their estates upon cessation of any survivor's benefits.

**2. Employer Contributions**

The employer contribution rate is established annually under La. R.S. 11:101-11:104 by the Public Retirement Systems' Actuarial Committee (PRSAC), taking into consideration the recommendation of the System's Actuary. Each plan pays a separate actuarially determined employer contribution rate. However, all assets of LASERS are used for the payment of benefits for all classes of members, regardless of their plan membership.

The member and employer rates in effect during the years ended June 30, 2020, and 2019, for the various plans are as follows:

Plan	Plan Status	2020 Employer Rate	2019 Employer Rate	Employee Rate
Appellate Law Clerks	Closed	40.70%	37.90%	7.50%
Appellate Law Clerks hired on or after 7/1/06	Closed	40.70%	37.90%	8.00%
Alcohol Tobacco Control	Closed	33.90%	31.40%	9.00%
Bridge Police	Closed	39.80%	36.70%	8.50%
Bridge Police hired on or after 7/1/06	Closed	39.80%	36.70%	8.50%
Corrections Primary	Closed	36.90%	33.50%	9.00%
Corrections Secondary	Closed	40.70%	37.70%	9.00%
Harbor Police	Closed	7.70%	7.10%	9.00%
Hazardous Duty	Open	41.70%	38.50%	9.50%
Judges hired before 1/1/11	Closed	42.40%	40.10%	11.50%
Judges hired after 12/31/10	Closed	42.00%	39.00%	13.00%
Judges hired on or after 7/1/15	Open	42.00%	39.00%	13.00%
Legislators	Closed	40.40%	41.60%	11.50%
Optional Retirement Plan (ORP) before 7/1/06	Closed	40.70%	37.90%	7.50%
Optional Retirement Plan (ORP) on or after 7/1/06	Closed	40.70%	37.90%	8.00%
Peace Officers	Closed	39.40%	36.70%	9.00%
Regular Employees hired before 7/1/06	Closed	40.70%	37.90%	7.50%
Regular Employees hired on or after 7/1/06	Closed	40.70%	37.90%	8.00%
Regular Employees hired on or after 1/1/11	Closed	40.70%	37.90%	8.00%
Regular Employees hired on or after 7/1/15	Open	40.70%	37.90%	8.00%
Special Legislative Employees	Closed	42.40%	43.60%	9.50%
Wildlife Agents	Closed	49.70%	46.30%	9.50%
<b>Aggregate Rate</b>		<b>40.80%</b>	<b>37.90%</b>	

## D. Fair Value Disclosures

LASERS categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The plan has the following recurring fair value measurements as of June 30, 2020 and 2019, respectively:



		Fair Value Measurements Using		
		Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
	6/30/2020			
<b>Investments by Fair Value Level</b>				
Debt Investments				
U.S. Government Obligations	\$ 43,504,051	\$ 43,504,051	\$ -	\$ -
U.S. Agency Obligations	88,895,905	-	88,895,905	-
Mortgages	36,548,967	-	36,548,967	-
Corporate Bonds	592,399,475	-	540,963,725	51,435,750
International Bonds	460,316,913	-	414,057,738	46,259,175
Short-term Investments	533,654,538	-	1,929,191	531,725,347
<b>Total Debt Securities</b>	<b>\$ 1,755,319,849</b>	<b>\$ 43,504,051</b>	<b>\$ 1,082,395,526</b>	<b>\$ 629,420,272</b>
Equity securities				
Large Cap	\$ 1,024,539,625	\$ 1,024,539,625	\$ -	\$ -
Mid Cap	647,519,252	647,519,252	-	-
Small Cap	480,284,543	480,284,543	-	-
International Equities	2,240,482,314	2,230,327,139	8,835,779	1,319,396
Other	95,116,481	51,667,734	34,503,057	8,945,690
<b>Total Equity Securities</b>	<b>\$ 4,487,942,215</b>	<b>\$ 4,434,338,293</b>	<b>\$ 43,338,836</b>	<b>\$ 10,265,086</b>
Securities Lending Cash Collateral	\$ 1,079,839,165	\$ -	\$ 1,079,839,165	\$ -
<b>Total Investments at Fair Value Level</b>	<b>\$ 7,323,101,229</b>	<b>\$ 4,477,842,344</b>	<b>\$ 2,205,573,527</b>	<b>\$ 639,685,358</b>
<b>Investments measured at Net Asset Value (NAV)</b>				
Emerging Market Equity	\$ 613,503,672			
Emerging Market Debt	167,211,293			
Global Multi-Sector Funds	640,193,379			
Private Markets	1,915,364,286			
Absolute Return	565,617,663			
Risk Parity	547,033,552			
<b>Total Investments at NAV</b>	<b>\$ 4,448,923,845</b>			
<b>Investment Derivatives</b>				
Futures	\$ (12,911)	\$ (12,911)	\$ -	
Foreign Exchange Contracts	275,485	-	275,485	
Swaps	(50,726)	-	(50,726)	
<b>Total Investment Derivatives</b>	<b>\$ 211,848</b>	<b>\$ (12,911)</b>	<b>\$ 224,759</b>	
<b>Total Investments at Fair Value</b>	<b>\$ 11,772,236,922</b>			

	6/30/2019	Fair Value Measurements Using		
		Quoted Prices in	Significant Other	Significant
		Active Markets	Observable Inputs	Unobservable Inputs
		(Level 1)	(Level 2)	(Level 3)
Investments by Fair Value Level				
Debt Investments				
U.S. Government Obligations	\$ 81,014,194	\$ 81,014,194	\$ -	\$ -
U.S. Agency Obligations	127,580,571	-	127,580,571	-
Mortgages	67,614,276	-	67,614,276	-
Corporate Bonds	567,917,071	-	493,244,383	74,672,688
International Bonds	489,988,669	-	452,652,038	37,336,631
Short-term Investments	128,817,041	850,000	442,657	127,524,384
Total Debt Securities	\$ 1,462,931,822	\$ 81,864,194	\$ 1,141,533,925	\$ 239,533,703
Equity securities				
Large Cap	\$ 1,045,128,202	\$ 1,045,128,202	\$ -	\$ -
Mid Cap	652,691,598	652,691,598	-	-
Small Cap	534,520,337	534,520,337	-	-
International Equities	3,000,937,997	2,992,651,954	6,059,505	2,226,538
Other	404,780,139	363,268,021	33,877,033	7,635,085
Total Equity Securities	\$ 5,638,058,273	\$ 5,588,260,112	\$ 39,936,538	\$ 9,861,623
Securities Lending Cash Collateral	\$ 1,350,818,807	\$ -	\$ 1,350,818,807	\$ -
Total Investments at Fair Value Level	\$ 8,451,808,902	\$ 5,670,124,306	\$ 2,532,289,270	\$ 249,395,326
Investments measured at Net Asset Value (NAV)				
Emerging Market Equity	\$ 702,794,549			
Emerging Market Debt	100,867,421			
Global Multi-Sector Funds	326,254,725			
Private Markets	1,779,680,707			
Absolute Return	718,747,275			
Risk Parity	834,882,508			
Total Investments at NAV	\$ 4,463,227,185			
Investment Derivatives				
Futures	\$ (56,997)	\$ (56,997)	\$ -	
Foreign Exchange Contracts	(363,100)	-	(363,100)	
Swaps	256,957	-	256,957	
Total Investment Derivatives	\$ (163,140)	\$ (56,997)	\$ (106,143)	
Total Investments at Fair Value	\$ 12,914,872,947			

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

Derivative instruments classified in Level 2 of the fair value hierarchy are valued using a market approach that considers benchmark interest rates and foreign exchange rates. Investments classified in Level 3 of the fair value hierarchy are valued using unobservable inputs and are not directly corroborated with market data.

The unfunded commitments and redemption terms for investments measured at the net asset value (NAV) per share (or its equivalent) as of June 30, 2020 are presented in the following table.

	<b>Fair Value 2020</b>	<b>Unfunded Commitments</b>	<b>Redemption Frequency</b>	<b>Redemption Notice Period</b>
<b>Emerging Market Equity</b>	\$ 613,503,672	\$ -	Monthly	7 - 30 days
<b>Emerging Market Debt</b>	167,211,293	-	Quarterly	90 days
<b>Global Multi-Sector</b>	640,193,379	-	Monthly to Quarterly	30 - 60 days
<b>Risk Parity</b>	547,033,552	-	Monthly	5 days
<b>Absolute Return</b>	565,617,663	-	Monthly to Quarterly	5 - 95 days
<b>Private Markets</b>	1,915,364,286	1,550,856,608	N/A	N/A
<b>Total Investments at NAV</b>	<u>\$ 4,448,923,845</u>			

The unfunded commitments and redemption terms for investments measured at the net asset value (NAV) per share (or its equivalent) as of June 30, 2019 are presented in the following table.

	<b>Fair Value 2019</b>	<b>Unfunded Commitments</b>	<b>Redemption Frequency</b>	<b>Redemption Notice Period</b>
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<b>Global Multi-Sector</b>	326,254,725	-	Monthly to Quarterly	30 - 60 days
<b>Risk Parity</b>	834,882,508	-	Monthly	5 days
<b>Absolute Return</b>	718,747,275	-	Monthly to Quarterly	5 - 95 days
<b>Private Markets</b>	1,779,680,707	1,145,293,163	N/A	N/A
<b>Total Investments at NAV</b>	<u>\$ 4,463,227,185</u>			

## 1. Emerging Markets

Emerging Markets includes investments in two equity and one debt international emerging market commingled funds. These investments aim to benefit from the higher economic growth, increased independence, and positive demographic trends in emerging countries. The fair value of the investments in these funds has been determined using the NAV per share (or equivalent) of the investments. Units are valued monthly to quarterly and redemption of units varies from seven to 90-

day advanced notice. Any amount redeemed will be paid within five to 30 business days following the date as of which the withdrawal is to be made.

## **2. Global Multi-Sector**

Global Multi-Sector commingled funds were added to the portfolio in 2019. This type includes investments in three funds for fiscal years ending June 30, 2020 and 2019. They are designed to be flexible and may move tactically in response to market conditions. It allows investments in securities across the fixed income universe which includes securities such as sovereign debt, corporate credit, structured products, currency, distressed debt, and leveraged loans. Redemption payments range from monthly to quarterly with 30 to 60 day notices. Two of the three funds have an initial one year lock-up. The fair value of the investments has been determined using NAV per share (or equivalent) of the investments.

## **3. Risk Parity**

Risk Parity focuses on allocation of risk, usually defined as volatility, rather than allocation of capital. They are designed to balance risk among a variety of non-correlated assets through active management. This type includes investments in two risk parity funds for fiscal years ending June 30, 2020 and 2019. The redemption notice period is five days with monthly redemptions available. Redemption payments may be delayed in whole or in part to the extent such delay is deemed necessary by the manager to prevent a redemption from having an adverse effect. The fair value of the investments has been determined using the NAV per share (or equivalent) of the investments.

## **4. Absolute Return**

Absolute Return includes investments in six absolute return funds for fiscal years ending June 30, 2020 and 2019. Absolute Return Funds utilize a variety of strategies, asset classes, and securities to generate returns, depending on current market conditions. Funds tend to trade in a variety of strategies and exhibit low correlation to one another and to other absolute fund strategies. They are inherently diversified, with multiple sources of return. Managers have the ability to incubate and quickly execute new strategies. The fair value of the investments has been determined using the NAV per share (or equivalent) of the investments.

## **5. Private Markets**

Private Markets is an asset class consisting of both equity and debt ownership in operating companies not publicly traded on a stock exchange. This type includes 85 and 81 private market funds in fiscal years ending June 30, 2020 and 2019, respectively. Private market funds employ a combination of strategies to earn superior risk-adjusted returns. The fair values of the investments in this type have been determined using the NAV per share (or equivalent) of the Plan's ownership interest in partners' capital. These investments can never be redeemed with the funds. Distributions from each fund will be received as the underlying investments of the funds are liquidated. It is expected that the underlying assets of the funds will be liquidated approximately seven to 15 years from the commencement of the fund.



## **E. Deposits and Investment Risk Disclosures**

The information presented on the following pages includes disclosures of custodial, interest rate, credit, and foreign currency risks in accordance with GASB 40, 53, and 67 and is designed to inform financial statement users about investment risks that could affect the System's ability to meet its obligations. The tables presented classify investments by risk type, while the financial statements present investments by asset class; thus, the totals shown on the tables may not be comparable to the amounts shown for the individual asset classes on the financial statements.

### **1. Custodial Credit Risk**

Custodial credit risk for deposits is the risk that, in the event of bank failure, the System's deposits may not be returned. The System does not have a formal deposit policy for custodial credit risk. All U.S. bank balances at year-end were insured or collateralized by the pledge of government securities held by the agents in the entity's name. LASERS had time deposits and certificates of deposits in the securities lending cash collateral pool that were exposed to custodial credit risk of \$136.0 million and \$73.4 million as of June 30, 2020 and June 30, 2019, respectively. LASERS had uninsured cash deposits in non-U.S. banks of \$26.4 million and \$27.2 million for the periods ended June 30, 2020, and June 30, 2019, respectively.

Custodial credit risk for investments is the risk that, in the event of the failure of the counterparty, the pension trust fund will not be able to recover the value of its investments, or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the government, and are held by either: a) the counterparty or b) the counterparty's trust department or agent but not in the government's name. LASERS had no custodial credit risk for investments for the years ending June 30, 2020 and June 30, 2019.

### **2. Concentration of Credit Risk**

Concentration of credit risk is the "risk of loss attributed to the magnitude of investments in a single issuer." The risk occurs "when investments are concentrated in any one issuer that represents 5% or more of plan net assets." Investments issued or explicitly guaranteed by the U.S. Government and investments in mutual funds, external investment pools, and other pooled investments are excluded from this requirement. The System has no investments of any single organization (other than those issued or guaranteed by the U.S. Government) that represent 5% or more of the System's net plan assets, nor does the System hold more than 5% of any corporation's stock.

### **3. Credit Risk**

Credit risk is the risk that a borrower will be unable to meet its obligation. According to LASERS investment policy, the overall average quality of each core fixed income portfolio shall be rated A- or higher by Standard and Poor's. Non-rated issues or issues below investment grade (below BBB-) may be purchased up to a maximum of 15% of each core fixed income portfolio. These quality restrictions will not apply to a manager that is hired by LASERS to manage dedicated high-yield fixed income portfolios. The average duration shall not differ from the passive benchmark's duration by more than two years.

In preparing this report, credit risk associated with all fixed income holdings including collateral for repurchase agreements and securities lending collateral has been included. The System's exposure to credit risk as of June 30, 2020, and 2019, is as follows:

Rating	Fair Value 2020	Percent 2020	Fair Value 2019	Percent 2019
AAA	\$ 171,648,760	4.7%	\$ 4,406,603	0.1%
A-1+	124,158,861	3.4%	39,656,321	1.2%
A-1	283,869,858	7.8%	206,807,857	6.4%
AA+	130,392,682	3.6%	138,197,779	4.3%
AA	2,564,402	0.1%	1,931,144	0.1%
AA-	96,607,185	2.7%	277,080,240	8.6%
A+	144,539,930	4.0%	248,364,790	7.7%
A	78,213,130	2.1%	168,744,164	5.2%
A-	34,124,971	0.9%	59,511,712	1.8%
BBB+	65,696,221	1.8%	27,559,831	0.9%
BBB	69,755,848	1.9%	65,056,180	2.0%
BBB-	55,990,156	1.5%	48,574,473	1.5%
BB+	40,540,780	1.1%	63,115,790	1.9%
BB	93,398,442	2.6%	74,975,926	2.3%
BB-	99,147,349	2.7%	113,389,812	3.5%
B+	49,438,089	1.4%	66,390,296	2.0%
B	55,987,176	1.5%	77,317,439	2.4%
B-	37,378,984	1.0%	62,409,286	1.9%
CCC+	35,093,261	1.0%	38,259,572	1.2%
CCC	13,243,263	0.4%	11,657,741	0.4%
CCC-	3,543,520	0.1%	2,151,416	0.1%
CC	13,800,615	0.4%	3,520,723	0.1%
C	663,770	0.0%	744,795	0.0%
D	10,420,972	0.3%	8,031,337	0.2%
Non-rated	1,932,536,664	53.0%	1,432,845,561	44.2%
<b>Total Fixed Income</b>	<b>\$ 3,642,754,889</b>	<b>100.0%</b>	<b>\$ 3,240,700,788</b>	<b>100.0%</b>

#### 4. Interest Rate Risk

Interest rate risk is the risk from changes in interest rates adversely affecting the fair value of an investment. LASERS has no formal interest rate risk policy. LASERS, as expressed in its investment policy, expects its fixed income managers to approximate the portfolio's duration (a measure of a debt investment's exposure to fair value changes arising from interest rates) to within two years of its respective benchmark. Investments with fair values that are highly sensitive to interest rate changes may contain terms that increase the sensitivity of their fair values.

## Financial Section

As of June 30, 2020, and 2019, the System had the following domestic and foreign debt investments and maturities:

Type	Fair Value 2020	Investment Maturities (in Years)			
		Less Than 1	1 - 5	5 - 10	Greater Than 10
U.S. Government Obligations	\$ 43,504,051	\$ 10,119,926	\$ 5,019,163	\$ 13,835,738	\$ 14,529,224
U.S. Agency Obligations	88,895,905	-	513,611	6,475,587	81,906,707
Mortgages	36,548,967	-	-	-	36,548,967
Corporate Bonds	592,380,303	39,965,218	171,067,848	230,122,020	151,225,217
International Bonds	1,267,656,475	839,141,779	104,962,088	182,210,910	141,341,698
Short-term Investments	533,930,023	533,930,023	-	-	-
Securities Lending Collateral					
Corporate Bonds	22,467,884	22,467,884	-	-	-
International Bonds	290,454,139	289,807,711	-	646,428	-
Short-term Investments	221,142,552	221,142,552	-	-	-
International Short-term Investments	545,774,590	545,774,590	-	-	-
<b>Total Debt Investments</b>	<b>\$ 3,642,754,889</b>	<b>\$ 2,502,349,683</b>	<b>\$ 281,562,710</b>	<b>\$ 433,290,683</b>	<b>\$ 425,551,813</b>

Type	Fair Value 2019	Investment Maturities (in Years)			
		Less Than 1	1 - 5	5 - 10	Greater Than 10
U.S. Government Obligations	\$ 81,014,194	\$ 12,024,917	\$ 8,120,818	\$ 45,825,214	\$ 15,043,245
U.S. Agency Obligations	127,580,571	5,007,403	602,062	7,217,625	114,753,481
Mortgages	67,614,276	-	3,983,370	514,126	63,116,780
Corporate Bonds	568,102,027	36,925,000	200,132,798	233,101,274	97,942,955
International Bonds	917,116,972	463,712,703	110,701,729	192,003,833	150,698,707
Short-term Investments	128,453,941	128,453,941	-	-	-
Securities Lending Collateral					
Corporate Bonds	69,625,176	69,625,176	-	-	-
International Bonds	603,535,472	602,695,437	-	840,035	-
Short-term Investments	15,100,000	15,100,000	-	-	-
International Short-term Investments	662,558,159	662,558,159	-	-	-
<b>Total Debt Investments</b>	<b>\$ 3,240,700,788</b>	<b>\$ 1,996,102,736</b>	<b>\$ 323,540,777</b>	<b>\$ 479,502,107</b>	<b>\$ 441,555,168</b>

## 5. Foreign Currency Risk

Foreign currency risk is the potential risk for loss due to changes in exchange rates. Cash held by the manager may be in U.S. dollar or foreign currencies of the manager's choice. Managers may purchase or sell currency on a spot basis to accommodate securities settlements. Managers may enter into forward exchange contracts on currency provided that use of such contracts is designed to dampen portfolio volatility or to facilitate the settlement of securities transactions. Currency contracts may be utilized to either hedge the portfolio's currency risk exposure or in the settlement of securities transactions.

Foreign investments denominated in U.S. currency such as American Depositary Receipts (ADRs) and Yankee bonds do not carry foreign currency risk; therefore, they are not included in the tables below. LASERS portfolio contained several commingled funds subject to foreign currency risk with aggregate fair values of \$1.4 billion and \$1.2 billion for the years ended June 30, 2020 and June 30, 2019, respectively. LASERS Investment Guidelines, some of which are noted in *Note F. Cash and Investments*, are designed to mitigate risk.

The fair value of LASERS securities including derivative instruments held in a foreign currency at June 30, 2020, and 2019, is as follows:



## Financial Section

Currency	Global Bonds	Global Stock	Cash/Other	Private Markets	Currency Contracts	Fair Value 2020
Argentinian Peso	\$ 218,545	\$ -	\$ 19	\$ -	\$ -	\$ 218,564
Australian Dollar	-	111,165,444	643,582	-	506,627	112,315,653
Brazilian Real	16,400,596	23,680,683	121,633	-	54,021	40,256,933
British Pound Sterling	1,121,750	266,991,532	2,302,474	-	(4,196,843)	266,218,913
Canadian Dollar	-	154,656,408	1,040,870	-	(569,958)	155,127,320
Chilean Peso	3,973,844	3,086,880	123,256	-	852,292	8,036,272
Chinese Yuan	10,619,173	-	-	-	(3,749,165)	6,870,008
Colombian Peso	14,841,042	2,362,246	109,474	-	(2,943,433)	14,369,329
Czech Koruna	7,008,926	1,667,779	7,192	-	5,583,534	14,267,431
Danish Krone	-	27,213,180	327,778	-	55,003	27,595,961
Euro	67,093,455	505,250,560	333,658,795	53,235,559	(28,279,302)	930,959,067
Hong Kong Dollar	-	202,911,703	3,676,393	-	351,920	206,940,016
Hungarian Forint	-	5,688,687	85,908	-	3,497,967	9,272,562
Indian Rupee	-	36,729,373	-	-	-	36,729,373
Indonesian Rupiah	24,854,817	8,515,730	69,644	-	(5,738,303)	27,701,888
Israeli Shekel	-	3,659,721	539,852	-	-	4,199,573
Japanese Yen	-	397,593,902	5,456,002	-	(274,265)	402,775,639
Kazakhstan Tenge	296,108	-	-	-	-	296,108
Malaysian Ringgit	8,525,491	5,278,191	68,720	-	-	13,872,402
Mexican Peso	26,184,047	10,011,921	90,853	-	-	36,286,821
New Taiwan Dollar	-	53,437,879	895,438	-	-	54,333,317
New Zealand Dollar	-	1,963,718	349,593	-	-	2,313,311
Norwegian Krone	-	19,238,711	986,034	-	-	20,224,745
Peruvian Sol	7,881,178	-	-	-	(1,114,743)	6,766,435
Philippines Peso	-	2,595,093	-	-	-	2,595,093
Polish Zloty	17,299,478	8,276,240	(71)	-	2,940,326	28,515,973
Qatari Riyal	-	-	148,294	-	-	148,294
Romanian Leu	2,970,111	-	-	-	-	2,970,111
Russian Ruble	21,983,052	-	-	-	(3,092,215)	18,890,837
Saudi Arabian Riyal	-	-	77,313	-	-	77,313
Singapore Dollar	-	39,202,365	781,904	-	(190,266)	39,794,003
South African Rand	18,761,208	18,181,696	908,608	-	(1,376,314)	36,475,198
South Korean Won	-	66,357,419	21,346	-	-	66,378,765
Swedish Krona	-	60,243,561	505,659	-	(269,625)	60,479,595
Swiss Franc	-	133,826,316	448,814	-	(92,871)	134,182,259
Thailand Baht	5,767,987	6,610,187	94,536	-	8,513,706	20,986,416
Turkish Lira	4,013,028	7,926,324	874,200	-	-	12,813,552
UAE Dirham	-	3,867,903	-	-	-	3,867,903
Uruguayan Peso	877,806	-	-	-	-	877,806
<b>Total</b>	<b>\$ 260,691,642</b>	<b>\$ 2,188,191,352</b>	<b>\$ 354,414,113</b>	<b>\$ 53,235,559</b>	<b>\$ (29,531,907)</b>	<b>\$ 2,827,000,759</b>

Currency	Global Bonds	Global Stock	Cash/Other	Private Markets	Currency Contracts	Fair Value 2019
Argentinian Peso	\$ -	\$ -	\$ -	\$ -	\$ 3,101,403	\$ 3,101,403
Australian Dollar	-	141,817,612	393,181	-	-	142,210,793
Brazilian Real	19,484,585	50,060,817	483,024	-	4,196,781	74,225,207
British Pound Sterling	1,300,229	356,806,531	3,499,136	-	(7,401,496)	354,204,400
Canadian Dollar	-	206,618,813	1,380,349	-	(1,307,399)	206,691,763
Chilean Peso	8,695,502	2,676,046	82,343	-	537,574	11,991,465
Colombian Peso	15,314,483	4,267,497	92,800	-	-	19,674,780
Czech Koruna	4,495,495	2,863,278	(2,791)	-	6,054,845	13,410,827
Danish Krone	-	37,492,235	258,456	-	-	37,750,691
Dominican Rep Peso	2,158,416	-	-	-	-	2,158,416
Euro	40,074,892	636,925,457	334,349,273	65,970,565	(52,999,713)	1,024,320,474
Hong Kong Dollar	-	269,692,518	2,767,802	-	(1,697,677)	270,762,643
Hungarian Forint	-	9,677,605	182,040	-	6,207,258	16,066,903
Indian Rupee	-	52,806,833	2,816,054	-	-	55,622,887
Indonesian Rupiah	24,178,110	9,526,391	511,408	-	(851,898)	33,364,011
Israeli Shekel	-	4,071,767	606,119	-	-	4,677,886
Japanese Yen	-	507,067,918	3,509,569	-	1,526,172	512,103,659
Kazakhstan Tenge	343,211	-	-	-	-	343,211
Malaysian Ringgit	5,280,235	14,402,896	636,407	-	(146,036)	20,173,502
Mexican Peso	28,939,544	15,882,822	3,807	-	(12,647,724)	32,178,449
New Taiwan Dollar	-	80,227,545	973,762	-	(45,350)	81,155,957
New Zealand Dollar	-	13,942,934	227,051	-	-	14,169,985
Norwegian Krone	-	21,073,585	932,702	-	62,954	22,069,241
Peruvian Sol	5,299,242	-	-	-	-	5,299,242
Philippines Peso	-	5,008,533	298,512	-	-	5,307,045
Polish Zloty	23,314,824	12,765,776	27,675	-	(2,191,270)	33,917,005
Qatari Riyal	-	424,866	148,284	-	-	573,150
Romanian Leu	3,833,954	-	-	-	(1,879,517)	1,954,437
Russian Ruble	19,748,477	-	-	-	(3,976,832)	15,771,645
Saudi Arabian Riyal	-	-	-	-	(2,062,686)	(2,062,686)
Singapore Dollar	-	53,616,666	982,387	-	-	54,599,053
South African Rand	22,592,959	40,673,136	149,679	-	(6,279,997)	57,135,777
South Korean Won	-	102,797,010	254,638	-	-	103,051,648
Swedish Krona	-	61,224,454	724,896	-	25,867	61,975,217
Swiss Franc	-	171,198,943	999,524	-	73,846	172,272,313
Thailand Baht	12,168,569	12,466,852	(20,349)	-	391,115	25,006,187
Turkish Lira	7,227,434	13,044,649	(53)	-	(1,017,117)	19,254,913
UAE Dirham	-	5,660,712	337,678	-	-	5,998,390
Uruguayan Peso	1,021,570	-	-	-	-	1,021,570
<b>Total</b>	<b>\$ 245,471,731</b>	<b>\$ 2,916,782,697</b>	<b>\$ 357,605,363</b>	<b>\$ 65,970,565</b>	<b>\$ (72,326,897)</b>	<b>\$ 3,513,503,459</b>

## F. Cash and Investments

### 1. Cash and Cash Equivalents

Cash and cash equivalents include cash deposited in banks. Cash is insured by the Federal Deposit Insurance Corporation up to \$250,000, and cash equivalents are collateralized by the pledge of government securities held by the agents in LASERS name.

### 2. Short-Term Investments

Short-term reserves may be held in U.S. dollar or global denominated investment vehicles available through the System's custodian. These funds may be invested in direct U.S. Government obligations such as U.S. Treasury Bills or repurchase agreements, which are fully collateralized by issues of the U.S. Treasury or any agency of the United States Government. Excess cash may also be invested in the negotiable certificates of deposit, global time deposits, global currency, or other short-term investment vehicles designated by the Board.

### 3. Investments

Louisiana state law (La. R.S. 11:261-269) provides for the fiduciary and investment responsibilities of LASERS. La. R.S. 11:263 states that the prudent man rule shall apply to all investments of LASERS. This law specifically requires management of LASERS to exercise the judgment and care under the circumstances prevailing that a prudent institutional investor would use in the conduct of an enterprise of a like character with like aims.

#### A) Investment Policy

The System's policy in regard to the allocation of invested assets is established and may be amended by the LASERS Board. Plan assets are managed on a total return basis with a long-term objective of achieving and maintaining a fully funded status for the benefits provided through the pension plan.

The following were LASERS Board adopted asset allocation policies in effect on June 30, 2020 and 2019:

Target Asset Allocation		
Asset Class	2020	2019
Cash	0%	0%
Domestic Equity	23%	23%
International Equity	32%	32%
Domestic Fixed Income	6%	6%
International Fixed Income	10%	10%
Alternative Investments	29%	29%
Totals	100%	100%

## B) Rate of Return

For the years ended June 30, 2020 and 2019, the annual money-weighted rates of return on pension plan investments, net of pension plan investment expense, were -3.6% and 3.8%, respectively. The money-weighted return expresses investment performance, net of investment expenses, adjusted for the changing amounts actually invested.

## 4. Domestic Equity

Domestic equity purchases are limited to publicly traded common stocks. Exceptions shall be approved by the LASERS Board in advance. No single holding shall account for more than 6% of the allowable equity portion of the portfolio at market value, or 150% of a stock's weighting in the style benchmark against which the manager is measured; whichever is larger.

LASERS domestic equity portfolios are expected to be fully invested. No single holding in LASERS portfolio shall account for more than 5% of the outstanding common stock of any one corporation. No more than 10% of a manager's domestic equity portfolio may consist of cash or cash equivalents. Additionally, no single holding across all actively managed portfolios of an investment management firm shall account for more than 15% of the outstanding common stock of any one corporation.

The purchase of stocks or convertibles in foreign companies, which are publicly traded securities, may be held by each domestic stock manager in proportions up to 10% of the portfolio at fair value. Convertible bonds, convertible preferred stocks, warrants and rights may be purchased as equity substitutes as long as they meet the equity guidelines listed above.

## 5. International Equity

Short-term reserves may be held in U.S. dollar-denominated, local currency securities, or investment vehicles available through the System's custodian. Managers may purchase or sell currency on a spot basis to accommodate security settlements. Managers may enter into forward exchange contracts on currency provided that use of such contracts is designed to dampen portfolio volatility or to facilitate the settlement of security transactions.

LASERS international equity portfolios are expected to be fully invested. No more than 10% of a manager's international equity portfolio may consist of cash or cash equivalents. Equity securities should be issued by non-U.S. issuers, although the manager has latitude to hold U.S. securities provided that such investment is consistent with attainment of the portfolio's investment objectives, and does not exceed 10% of the portfolio's market value. American Depositary Receipts (ADRs) do not count toward this 10% limitation.

The number of issues held and their geographic or industry distribution shall be left to the investment manager provided that equity holdings in any one company (including common stock and convertible securities) do not exceed 6% of the fair value of the manager's portion of LASERS portfolio. Additionally, bonds of the companies in question would be included in LASERS exposure calculation if held in the manager's portfolio.

Managers with established international equity mandates may invest up to 10% of their portfolio(s) in the emerging markets, as defined by the MSCI EM Index. Managers with an emerging markets equity mandate are expected to invest in the emerging (non-established) markets, subject to the guidelines listed above.



## **6. Domestic Core Fixed Income**

Domestic core fixed income investments may include U.S. Government and Federal Agency obligations, corporate bonds, debentures, commercial paper, certificates of deposit, Yankee bonds, mortgage-backed securities, and senior secured debt and other instruments deemed prudent by the investment managers. No more than 6% of the fair value of LASERS domestic core fixed income assets may be invested in the debt securities of any one issuer. No limitations on issues and issuers shall apply to obligations of U.S. Government and Federal Agencies.

The overall average quality of each fixed income portfolio shall be rated A- or higher. Issues not rated may be purchased provided that in the judgment of the manager, they are of a quality sufficient to maintain the average overall portfolio quality of A- or higher. Non-rated issues or issues below investment grade (below BBB-) may be purchased up to a maximum of 15% of the portfolio.

The diversification of securities by maturity, quality, sector, coupon, and geography is the responsibility of the manager. Active bond management is encouraged, as deemed appropriate by the investment managers. The average duration (interest rate sensitivity) of an actively managed portfolio shall not differ from the passive benchmark's duration by more than two years.

Investments in mortgage-backed securities shall have the characteristics of fixed income securities, and be responsive to changes in domestic interest rate changes, as well as other factors that affect the credit markets and mortgage investments. The investment managers are responsible for making an independent analysis of the credit worthiness of securities and their suitability as investments for the Plan, and shall adhere to the specific investment, security, diversification limits, and administrative guidelines established in the investment management agreement(s).

High-yield fixed income managers may invest up to 20% of their portfolios in non-U.S. fixed income securities. They shall perform careful credit analysis to mitigate losses from defaults. Investments should be diversified across sector, industry, sub-industry, and market to mitigate losses. No more than 6% of fair value of the System's high yield assets may be invested in the debt securities of any one issuer.

## **7. Global Fixed Income**

The global bond portfolio may hold no more than 30% of its assets, at fair value, in the debt securities of any single foreign government or non-U.S. government entity. No single non-government debt security shall constitute more than 6% of the global bond portfolio, at fair value. Securities issued by AAA rated supranational organizations (such as the World Bank) shall be considered to be government equivalents.

Short-term reserves may be held in U.S. dollar-denominated or local currency securities or investment vehicles available through the LASERS custodian.

Managers may enter into forward exchange contracts on currency provided that use of such contracts is designed to dampen portfolio volatility rather than leverage portfolio risk exposure. Currency contracts may be utilized to either hedge the portfolio's currency risk exposure or in the settlement of securities transactions. Managers may purchase or sell currency on a spot basis to accommodate securities settlements. Decisions as to the number of issues held and their geographic distribution shall be the responsibility of the investment manager.

The overall average quality of each global fixed income portfolio shall be A- or higher. Non-rated issues may be purchased, provided that in the judgment of the manager, they are of a quality sufficient to maintain the average overall portfolio quality of A- or higher. Issues below investment grade (below BBB-) and/or mortgage backed securities may be purchased up to a maximum of 15% of the portfolio. The average duration (interest rate sensitivity) of a global fixed income portfolio shall not differ from the passive benchmark by more than two years.

## 8. Emerging Market Debt

The emerging markets debt portfolio may hold no more than 1.75 times the passive benchmark weight, at fair value, in the debt securities of any single sovereign entity. The portfolio may hold up to 15% in securities not issued by benchmark countries. The portfolio may hold up to a combined allocation of 20% in non-benchmark inflation-linked bonds and corporate debt securities. Investments should be diversified across sovereign issuers and markets to mitigate losses from defaults.

Managers may enter into forward exchange contracts on currency provided that use of such contracts is designed to dampen portfolio volatility rather than leverage portfolio risk exposure. Currency contracts may be utilized to either hedge the portfolio's currency risk exposure or in the settlement of securities transactions. Managers may purchase or sell currency on a spot basis to accommodate securities settlements. Decisions as to the number of issues held and their geographic distribution shall be the responsibility of the investment manager.

The overall average quality of each portfolio shall be BBB- or higher. Non-rated issues may be purchased provided that in the judgment of the manager, they are of a quality sufficient to maintain the average overall portfolio quality of BBB- or higher. The modified duration (interest rate sensitivity) of an emerging markets debt (local currency) portfolio shall not differ from the passive benchmark by more than three years.

## 9. Global Multi-Sector Fixed Income

The global multi-sector portfolio may hold no more than 6% of its assets, in fair value in the securities of any one issuer, excluding securities of the U.S. Government and its agencies. Managers may invest up to 10% of the portfolio fair value in equity securities. These limits may be exceeded with consent from LASERS staff and Consultant.

## 10. Derivatives

The System invested in collateralized mortgage obligations (forms of mortgage-backed securities), foreign exchange currency contracts, futures, options, warrants, rights, and a Synthetic Guaranteed Investment Contract (SGIC). The System reviews market value of all securities on a monthly basis. Derivative securities may be held in part to maximize yields and in part to hedge against a rise in interest rates. The fair value of rights and warrants are determined based upon quoted market prices. For the years ending June 30, 2020, and June 30, 2019, the derivative instruments held by the System were considered investments and not hedges for accounting purposes. The term hedging, as it is used elsewhere in the notes to these financial statements, denotes an economic activity and not an accounting method. Investments in limited partnerships and commingled funds may include derivatives. Interest rate risk, credit rate risk, and foreign currency risk associated with derivatives are included on their respective tables in *Note E. Deposits and Investment Risk Disclosures*.

- a. **Collateralized mortgage obligations (CMOs)** are bonds that are collateralized by whole loan mortgages, mortgage pass-through securities, or stripped mortgage-backed securities. Income is derived from payments and prepayments of principal and interest generated from collateral mortgages. Cash flows are distributed to different investment classes or tranches in accordance with that CMOs established payment order. Some CMO tranches have more stable cash flows relative to changes in interest rates than others that can be significantly sensitive to interest rate fluctuations. In a declining interest rate environment, some CMOs may be subject to a reduction in interest payments as a result of prepayments of mortgages which make up the collateral pool. Reductions in interest payments cause a decline in cash flows and, thus, a decline in market value of the CMO security. Rising interest rates may cause an increase in interest payments, thus an increase in the value of the security.
- b. **Synthetic Guaranteed Investment Contract (SGIC)** is an investment for tax-qualified, defined contribution pension plans consisting of two parts: an asset owned directly by the plan trust and a wrap contract providing book value protection for participant withdrawals prior to maturity. LASERS maintains a fully benefit-responsive synthetic guaranteed investment contract option for members of the Optional Retirement Plan and the Self-Directed Plan. The investment objective of the SGIC is to protect members from loss of their original investment and to provide a competitive interest rate. SGICs are carried at contract value. Fair value of the SGIC contract is cost plus accrued interest. The contract value of the SGIC contract was \$525.8 and \$514.0 million for the fiscal years ended June 30, 2020, and 2019, respectively. The fair value of the underlying investments was \$552.9 and \$520.1 million for the fiscal years ended June 30, 2020 and 2019, respectively. The counterparty rating for the wrap contract was A+.
- c. **Futures** contracts are standardized, exchange-traded contracts to purchase or sell a specific financial instrument at a predetermined price. Gains and losses on futures contracts are settled daily based on a notional (underlying) principal value and do not involve an actual transfer of the specific instrument. The exchange assumes the risk that the counterparty will not pay and generally requires margin payments to minimize such risk. Futures are used primarily as a tool to increase or decrease market exposure to various asset classes.
- d. **Currency forwards** are a contractual agreement between two parties to pay or receive specific amounts of foreign currency at a future date in exchange for another currency at an agreed upon exchange rate. Forwards are usually transacted in the over-the-counter market. These transactions are entered into in order to hedge risks from exposure to foreign currency rate fluctuation. They are entered into with the foreign exchange department of a bank located in a major money market. Recognition of realized gain or loss depends on whether the currency exchange rate has moved favorably or unfavorably to the contract holder upon termination of the contract. Prior to termination of the contract, the System records the unrealized translation gain or loss. Forward commitments are not standardized and carry counterparty risk. Counterparty risk ratings from forwards for the years ended June 30, 2020, and 2019, ranged from B to A-1+ and included one nonrated.
- e. **Option contracts** provide the option purchaser with the right, but not the obligation, to buy or sell the underlying security at a set price during a period or at a specified date. The option writer is obligated to buy or sell the underlying security if the option purchaser chooses to exercise the option.

- f. **Short sales** are the sale of a security or commodity futures contract that is not owned by the seller. It is a technique used to take advantage of an anticipated decline in the price or to protect a profit in a long position.
- g. **Swaps** are derivative instruments in which two parties agree to exchange one stream of cash flows against another stream or a guarantee. These streams are called the legs of the swap and usually at least one leg has a rate that is variable. The variable leg can depend on a reference rate, the total return of an asset, or an economic statistic. Cash flows are calculated based on the notional amount, which are usually not exchanged between counterparties. Counterparty risk ratings for the years ended June 30, 2020 and June 30, 2019 ranged from A-2 to A-1+.

The following tables represent the fair value of all open currency, futures, and options contracts at June 30, 2020, and 2019:

Change in Fair Value 2020			Fair Value at June 30, 2020		
Derivative Type	Classification	Gain/(Loss)	Classification	Amount	Notional
Foreign Exchange					
Contracts	Net Appreciation	\$ 638,585	Short-term Invest.	\$ 275,485	\$ 29,834,184
Futures Equity	Net Appreciation	9,875	Domestic Equity	-	98,881
Futures Int'l Equity	Net Appreciation	1,923	International Equity	20,645	873,012
Futures Fixed					
Income	Net Appreciation	45,234	Domestic Bonds	(20,609)	(2,206,141)
Futures Int'l Fixed					
Income	Net Depreciation	(12,947)	International Bonds	(12,947)	(2,369,010)
Swaps Domestic	Net Depreciation	(249,362)	Domestic Bonds	1,437	20,639,254
Swaps International	Net Depreciation	(58,320)	International Bonds	(52,163)	7,085,735

Change in Fair Value 2019			Fair Value at June 30, 2019		
Derivative Type	Classification	Gain/(Loss)	Classification	Amount	Notional
Foreign Exchange					
Contracts	Net Depreciation	\$ (1,938,858)	Short-term Invest.	\$ (363,100)	\$ 71,963,797
Futures Equity	Net Depreciation	(9,875)	Domestic Equity	(9,875)	(441,255)
Futures Int'l Equity	Net Appreciation	24,641	International Equity	18,722	1,062,720
Futures Fixed					
Income	Net Depreciation	(52,478)	Domestic Bonds	(65,844)	(441,255)
Swaps Domestic	Net Appreciation	2,626,738	Domestic Bonds	250,800	27,089,520
Swaps International	Net Depreciation	(2,270,522)	International Bonds	6,157	2,142,314



## **11. Alternative Investments**

Investments in alternatives include, but are not limited to, private markets, absolute return (hedge funds), real assets, and risk parity. Investment strategies may include buyouts or corporate restructuring, venture capital, secondary investments, distressed securities, mezzanine instruments, energy and natural resources, and any other special situation.

LASERS endeavors to systematically commit additional funds to this asset class over time as it becomes under-represented relative to the LASERS target asset allocation. LASERS attempts to commit up to 200% of its target weighting to private markets investments to help ensure that the funded portion of the investments approximates the target allocation.

The Board of LASERS recognizes that alternative assets are potentially more risky than other investments of the System. As such, extra care is taken in evaluating and fully understanding all aspects on an alternative investment opportunity.

No more than 25% of the alternative asset investment allocation may be invested with a single manager, general partner, or single fund, with the exception of a fund-of-funds. Preference will be given to those funds where the general partner is contributing at least 1% of the total fund. All investments must have a mechanism for exit.

## **G. Securities Lending Program**

State statutes and the Board's policies permit the System to make short-term collateralized loans of its securities to broker-dealers and other entities in order to earn incremental income. LASERS has contracted with its custodian, BNY Mellon, to lend domestic and international equity and debt securities. The majority of security loans can be terminated on demand by either LASERS or the borrower. Collateral in the form of cash or other securities is required for 102% of the fair value of domestic or sovereign debt, and 105% of the fair value of international securities excluding sovereign debt loaned. Since the majority of the loans are terminable at will, their duration does not generally match the duration of the investments made with the cash collateral.

LASERS is not permitted to pledge or sell collateral securities unless a borrower defaults. The System did not impose any restrictions during the fiscal year on the amount of the loans that BNY Mellon made on its behalf, and BNY Mellon indemnified the System by agreeing to purchase replacement securities, or return cash collateral in the event a borrower failed to return a loaned security or pay distributions thereon. There were no such failures by any borrower to return loaned securities or pay distributions thereon during the fiscal year.

On June 30, 2020 and 2019, the System had no credit risk exposure to borrowers because the amounts the System owed the borrowers exceeded the fair value of securities on loan to the borrowers. The fair value of securities on loan totaled \$1,218,722,838 and \$1,564,084,146 for the years ended June 30, 2020, and 2019, respectively. The fair value of non-cash collateral on loan totaled \$285,921,065 and \$259,719,070 as of June 30, 2020 and 2019, respectively.

## H. Other Postemployment Benefits (OPEB)

Substantially all employees become eligible for postemployment health care and life insurance benefits if they reach normal retirement age while working for the System. These benefits for retirees and similar benefits for active employees are provided through the Louisiana Office of Group Benefits (OGB).

### 1. Plan Description

Employees may participate in the State of Louisiana's Other Postretirement Benefit Plan (OPEB Plan), a multiple-employer defined benefit OPEB Plan that provides medical and life insurance to eligible active employees, retirees, and their beneficiaries. The State administers the plan through OGB. LRS 42:801-883 assigns the authority to establish and amend benefit provisions of the plan. No assets are accumulated in a trust that meets the criteria in paragraph 4 of Governmental Accounting Standards Board (GASB) Statement No. 75 to pay related benefits.

### 2. Benefits Provided

The OPEB Plan provides benefits such as: death benefits, life insurance, disability, and long-term care that are paid in the period after employment and that are provided separately from a pension plan; as well as healthcare benefits paid in the period after employment for retirees, disabled retirees, and their eligible beneficiaries through premium subsidies.

OGB offers retirees under age 65 a choice of three self-insured healthcare plans and one fully insured plan. Retired employees who have Medicare Part A and Part B coverage have access to these plans and an additional two fully insured Medicare Advantage HMO plans; one fully insured plan, and one Zero-Premium HMO plan.

Employer contributions are based on plan premiums and the employer contribution percentage. This percentage is based on the date of participation in an OGB plan (before or after January 1, 2002) and employee years of service at retirement. Employees who began participation or rejoin the plan before January 1, 2002, pay approximately 25% of the cost of coverage (except single retirees under age 65 who pay approximately 25% of the active employee cost). For those beginning participation or rejoining on or after January 1, 2002, the percentage of premiums contributed by the employer is based on the following schedule:

<b>OGB Participation</b>	<b>Employer Contribution</b>	<b>Retiree Contribution</b>
Under 10 years	19%	81%
10-14 years	38%	62%
15-19 years	56%	44%
20+ years	75%	25%

In addition to healthcare benefits, retirees may elect to receive life insurance benefits. Basic and supplemental life insurance are available for the individual retiree and spouses of retirees, subject to maximum values. The retiree pays 50% of the premium for personal coverage and 100% of the premium for spousal coverage. Premiums vary by age. The employer pays the remaining amount.

### 3. Funding Policy

The OPEB Plan is currently funded on a pay-as-you-go basis through a combination of retiree and System contributions. OPEB contributions to the plan are generally made at about the same time and in about the same amount as benefit payments become due.

### 4. Total OPEB Liabilities, OPEB Expense and Deferred Outflows of Resources, and Deferred Inflows of Resources Related to OPEB

The System reported its proportionate share of the net OPEB liability as \$17,023,923 and \$18,401,229 at June 30, 2020 and 2019, respectively. The net OPEB liability was measured as of June 30<sup>th</sup> of the prior year and the total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of July 1<sup>st</sup> of the prior year. The System's proportion was actuarially determined and was based on its proportionate share of the State of Louisiana's total OPEB liability. The System's proportion was 0.2205% and 0.2156% for measurement at June 30, 2019 and 2018, respectively.

LASERS recognized OPEB expense of \$42,750 and \$538,097 during the year ended June 30, 2020 and 2019, respectively. At June 30, 2020 and 2019, LASERS reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	2020		2019	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 205,860	\$ 58,588	\$ -	\$ 80,205
Changes of assumptions	-	2,744,283	-	1,239,748
Differences between actual and proportionate share of OPEB Payments	491,186	503,209	200,898	396,258
Employer Contributions subsequent to measurement date	378,202	-	332,263	-
<b>Total</b>	<b>\$ 1,075,248</b>	<b>\$ 3,306,080</b>	<b>\$ 533,161</b>	<b>\$ 1,716,211</b>

Deferred outflows of resources related to OPEB resulting from OPEB payments subsequent to the measurement date of \$378,202 will be recognized as a reduction of the net OPEB liability in the year ended June 30, 2020, compared to \$332,263 in 2019. Other amounts reported as deferred outflows and inflows of resources related to OPEB will be recognized as a credit to OPEB expense as follows:

<u>Year Ended June 30:</u>	<u>OPEB Expense</u>
2021	1,005,101
2022	819,800
2023	554,254
2024	229,879
<b>Total</b>	<b>\$ 2,609,034</b>

## 5. Actuarial Assumptions and Other Inputs

The total OPEB liability in the July 1, 2019 and 2018 actuarial valuation was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

<b>Inflation Rate</b>	2.8% Consumer Price Index
<b>Salary Increases</b>	Consistent with various pension plan valuation assumptions in which employees participate.
<b>Discount Rate</b>	2.79% and 2.98% S&P 20-year municipal bond index rate for June 30, 2019 and 2018, respectively.
<b>Healthcare Cost Trend Rate</b>	Pre-age 65 ranges from 7.0% to 4.5% Post-age 65 ranges from 5.5% to 4.5%
<b>Mortality</b>	For healthy lives the RP-2014 Blue Collar (males) and White Collar (females) Healthy Annuitant Tables and the RP-2014 Combined Healthy Mortality Table (rolled back to 2006 using RP-2014 projection) then projected on a fully generational basis by Mortality Improvement Scale MP-2018 for June 30, 2019 and 2018, respectively.  For existing disabled lives the RP-2000 Disabled Retiree Mortality Table not projected with mortality improvement and the RP-2014 Disabled Retiree Mortality Table (rolled back to 2006 using RKP-2014 projection) then projected on a fully generational basis by Mortality Improvement Scale MP-2018 for June 30, 2019 and 2018, respectively.

The actuarial assumptions used by the pension plans covering the same participants were used for the retirement, termination, disability, and salary scale assumptions. The actuarial assumptions used in the July 1, 2019 and 2018 valuations were based on the results of an actuarial experience study for pension plan actuarial valuations for the period July 1, 2014 to June 30, 2018. There were no changes in benefit terms for 2019 and 2018.

No changes in benefits or assumptions have occurred between the June 30, 2019 and 2018 measurement dates of the collective total OPEB liability and the June 30, 2020 and 2019 reporting dates of the System, respectively, that are expected to have a significant effect on the System's proportionate share of the collective total OPEB liability.

## 6. Sensitivity of Total OPEB Liability

*Sensitivity of the total OPEB liability to changes in the discount rate.* The following presents the System's proportionate share of the collective total OPEB liability calculated using the discount rate of 2.79% and 2.98%, as well as what the System's proportionate share of the collective total OPEB liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate for June 30, 2020 and 2019, respectively.

### Total OPEB Liability Sensitivity to Changes in Discount Rate

	1% Decrease	Current Discount Rate	1% Increase
<b>As of June 30, 2020:</b>			
<b>Discount Rate</b>	1.79%	2.79%	3.79%
<b>Total OPEB Liability</b>	\$ 20,468,518	\$ 17,023,923	\$ 14,349,587
<b>As of June 30, 2019:</b>			
<b>Discount Rate</b>	1.98%	2.98%	3.98%
<b>Total OPEB Liability</b>	\$ 22,132,509	\$ 18,401,229	\$ 15,503,170

*Sensitivity of the total OPEB liability to changes in the healthcare cost trend rates.* The following presents the System's proportionate share of the collective total OPEB liability as well as what the System's proportionate share of the collective total OPEB liability would be if it were calculated using the healthcare cost trend rates that are one percentage point lower or one percentage point higher than the current rates.

### Sensitivity of Total OPEB Liability to Changes in Healthcare Cost Trend Rates

	1% Decrease	Current Healthcare Cost Trend Rates	1% Increase
<b>Pre-65</b>	6.0% decreasing to 3.5%	7.0% decreasing to 4.5%	8.0% decreasing to 5.5%
<b>Post-65</b>	4.5% decreasing to 3.5%	5.5% decreasing to 4.5%	6.5% decreasing to 5.5%
<b>2020 Total OPEB Liability</b>	\$ 14,208,051	\$ 17,023,923	\$ 20,719,447
<b>2019 Total OPEB Liability</b>	\$ 15,287,473	\$ 18,401,229	\$ 22,527,608



## Required Supplementary Information

# Schedules of Changes in Net Pension Liability

For Seven Years Ended June 30, 2020\*

	2020	2019	2018	2017
<b>Total Pension Liability</b>				
Service Cost	\$ 220,437,301	\$ 218,865,385	\$ 214,222,176	\$ 219,475,741
Interest	1,447,710,612	1,425,430,990	1,411,403,403	1,405,827,435
Changes of Benefit Terms - Permanent Benefit Increase	-	-	-	-
Changes of Benefit Terms	-	875,621	657,700	-
Differences Between Expected and Actual Experience	(158,856,913)	88,972,166	(45,163,231)	(139,108,937)
Changes of Assumptions	52,927,000	68,669,381	83,241,388	41,711,761
Retirement Benefits	(1,368,004,318)	(1,343,892,705)	(1,317,635,325)	(1,274,461,022)
Refunds and Transfers of Member Contributions	(30,447,178)	(34,948,707)	(35,191,508)	(37,606,040)
<b>Net Change in Total Pension Liability</b>	<b>163,766,504</b>	<b>423,972,131</b>	<b>311,534,603</b>	<b>215,838,938</b>
<b>Total Pension Liability - Beginning</b>	<b>19,527,612,295</b>	<b>19,103,640,164</b>	<b>18,792,105,561</b>	<b>18,576,266,623</b>
<b>Total Pension Liability - Ending (a)</b>	<b>\$ 19,691,378,799</b>	<b>\$ 19,527,612,295</b>	<b>\$ 19,103,640,164</b>	<b>\$ 18,792,105,561</b>
<b>Plan Fiduciary Net Position</b>				
Employer Contributions	\$ 854,117,785	\$ 769,629,768	\$ 729,479,704	\$ 675,583,750
Employee Contributions	164,576,018	160,338,556	152,189,709	149,931,242
Harbor Police Transfer	-	-	-	-
Net Investment Income (Loss)	(480,573,814)	452,914,317	1,011,537,508	1,520,600,699
Other Income	15,955,512	13,052,134	15,198,732	14,049,255
Retirement Benefits	(1,368,004,318)	(1,343,892,705)	(1,317,635,325)	(1,274,461,022)
Refunds and Transfers of Member Contributions	(30,447,178)	(34,948,707)	(35,191,508)	(37,606,040)
Administrative Expenses	(16,749,257)	(16,785,776)	(14,732,258)	(17,074,984)
Other Postemployment Benefits Expenses	(42,750)	(538,097)	(9,525,495)	(904,975)
Depreciation and Amortization Expenses	(820,094)	(783,617)	(883,799)	(556,901)
<b>Net Change in Plan Fiduciary Net Position</b>	<b>(861,988,096)</b>	<b>(1,014,127)</b>	<b>530,437,268</b>	<b>1,029,561,024</b>
<b>Plan Fiduciary Net Position - Beginning</b>	<b>12,282,698,991</b>	<b>12,283,713,118</b>	<b>11,753,275,850</b>	<b>10,723,714,826</b>
<b>Plan Fiduciary Net Position - Ending (b)</b>	<b>\$ 11,420,710,895</b>	<b>\$ 12,282,698,991</b>	<b>\$ 12,283,713,118</b>	<b>\$ 11,753,275,850</b>
<b>Net Pension Liability - Ending (a)-(b)</b>	<b>\$ 8,270,667,904</b>	<b>\$ 7,244,913,304</b>	<b>\$ 6,819,927,046</b>	<b>\$ 7,038,829,711</b>

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

## Required Supplementary Information

## Schedules of Changes in Net Pension Liability (Continued)

For Seven Years Ended June 30, 2020\*

	2020	2019	2018	2017
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	58.0%	62.9%	64.3%	62.5%
Covered Payroll	\$ 1,999,414,595	\$ 1,952,495,777	\$ 1,864,035,191	\$ 1,821,943,975
Net Pension Liability as a Percentage of Covered Payroll	413.7%	371.1%	365.9%	386.3%

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

# Schedules of Changes in Net Pension Liability (Continued)

For Seven Years Ended June 30, 2020\*

	2016	2015	2014
<b>Total Pension Liability</b>			
Service Cost	\$ 222,458,027	\$ 208,898,813	\$ 228,140,255
Interest	1,379,644,606	1,353,766,106	1,334,400,080
Changes of Benefit Terms - Permanent Benefit Increase	120,572,581	-	114,705,590
Changes of Benefit Terms	20,680,250	-	-
Differences Between Expected and Actual Experience	(109,244,104)	13,638,601	(167,128,306)
Changes of Assumptions	-	-	-
Retirement Benefits	(1,238,507,932)	(1,199,079,252)	(1,167,477,166)
Refunds and Transfers of Member Contributions	(35,997,261)	(38,308,757)	(77,118,765)
<b>Net Change in Total Pension Liability</b>	<b>359,606,167</b>	<b>338,915,511</b>	<b>265,521,688</b>
<b>Total Pension Liability - Beginning</b>	<b>18,216,660,456</b>	<b>17,877,744,945</b>	<b>17,612,223,257</b>
<b>Total Pension Liability - Ending (a)</b>	<b>\$ 18,576,266,623</b>	<b>\$ 18,216,660,456</b>	<b>\$ 17,877,744,945</b>
<b>Plan Fiduciary Net Position</b>			
Employer Contributions	\$ 718,606,512	\$ 726,678,134	\$ 615,164,022
Employee Contributions	152,233,771	153,281,097	152,993,052
Harbor Police Transfer	10,790,721	-	-
Net Investment Income (Loss)	(296,729,232)	152,809,130	1,770,521,381
Other Income	15,185,502	12,928,989	20,810,679
Retirement Benefits	(1,238,507,932)	(1,199,079,252)	(1,167,477,166)
Refunds and Transfers of Member Contributions	(35,997,261)	(38,308,757)	(77,118,765)
Administrative Expenses	(15,615,605)	(15,877,682)	(14,810,539)
Other Postemployment Benefits Expenses	(982,858)	(940,845)	(1,103,488)
Depreciation and Amortization Expenses	(419,718)	(1,193,314)	(1,724,101)
<b>Net Change in Plan Fiduciary Net Position</b>	<b>(691,436,100)</b>	<b>(209,702,500)</b>	<b>1,297,255,075</b>
<b>Plan Fiduciary Net Position - Beginning</b>	<b>11,415,150,926</b>	<b>11,624,853,426</b>	<b>10,327,598,351</b>
<b>Plan Fiduciary Net Position - Ending (b)</b>	<b>\$ 10,723,714,826</b>	<b>\$ 11,415,150,926</b>	<b>\$ 11,624,853,426</b>
<b>Net Pension Liability - Ending (a)-(b)</b>	<b>\$ 7,852,551,797</b>	<b>\$ 6,801,509,530</b>	<b>\$ 6,252,891,519</b>

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

## Required Supplementary Information

## Schedules of Changes in Net Pension Liability (Continued)

For Seven Years Ended June 30, 2020\*

	2016	2015	2014
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	57.7%	62.7%	65.0%
Covered Payroll	\$ 1,842,286,184	\$ 1,856,735,292	\$ 1,813,759,357
Net Pension Liability as a Percentage of Covered Payroll	426.2%	366.3%	344.7%

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

## Required Supplementary Information

## Schedules of Employers' Net Pension Liability

### For Eight Years Ended June 30, 2020\*

Fiscal Year	Total Pension Liability	Plan Fiduciary Net Position	Employers' Net Pension Liability	Plan Fiduciary Net Position as a Percentage of Total Pension Liability		Employers' Net Pension Liability as a Percentage of Covered Payroll
					Covered Payroll	
2013	\$ 17,612,223,257	\$ 10,327,598,351	\$ 7,284,624,906	58.6%	\$ 1,951,987,750	373.2%
2014	\$ 17,877,744,945	\$ 11,624,853,426	\$ 6,252,891,519	65.0%	\$ 1,813,759,357	344.7%
2015	\$ 18,216,660,456	\$ 11,415,150,926	\$ 6,801,509,530	62.7%	\$ 1,856,735,292	366.3%
2016	\$ 18,576,266,623	\$ 10,723,714,826	\$ 7,852,551,797	57.7%	\$ 1,842,286,184	426.2%
2017	\$ 18,792,105,561	\$ 11,753,275,850	\$ 7,038,829,711	62.5%	\$ 1,821,943,975	386.3%
2018	\$ 19,103,640,164	\$ 12,283,713,118	\$ 6,819,927,046	64.3%	\$ 1,864,035,191	365.9%
2019	\$ 19,527,612,295	\$ 12,282,698,991	\$ 7,244,913,304	62.9%	\$ 1,952,495,777	371.1%
2020	\$ 19,691,378,799	\$ 11,420,710,895	\$ 8,270,667,904	58.0%	\$ 1,999,414,595	413.7%

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



## Required Supplementary Information

## Schedules of Employer Contributions

### For Ten Years Ended June 30, 2020

Date	Contributions in Relation to		Contribution Deficiency (Excess)	Covered Payroll	Contributions as a % of Covered Payroll
	Actuarial Determined Contribution	Actuarial Determined Contribution			
2011	\$ 651,770,540	\$ 558,183,107	\$ 93,587,433	\$ 2,408,839,604	23.2%
2012	\$ 687,019,184	\$ 637,285,920	\$ 49,733,264	\$ 2,341,703,286	27.2%
2013	\$ 724,391,420	\$ 649,029,708	\$ 75,361,712	\$ 1,951,987,750	33.2%
2014	\$ 709,799,409	\$ 612,698,414	\$ 97,100,995	\$ 1,813,759,357	33.8%
2015	\$ 697,377,899	\$ 722,137,361	\$ (24,759,462)	\$ 1,856,735,292	38.9%
2016	\$ 694,091,525	\$ 718,606,514	\$ (24,514,989)	\$ 1,842,286,184	39.0%
2017	\$ 701,906,777	\$ 675,583,750	\$ 26,323,027	\$ 1,821,943,975	37.1%
2018	\$ 707,672,002	\$ 725,802,871	\$ (18,130,869)	\$ 1,864,035,191	38.9%
2019	\$ 717,033,569	\$ 760,150,449	\$ (43,116,880)	\$ 1,952,495,777	38.9%
2020	\$ 785,380,878	\$ 837,449,602	\$ (52,068,724)	\$ 1,999,414,595	41.9%

## Required Supplementary Information

## Schedules of Investment Returns

For Eight Years Ended June 30, 2020\*

	2020	2019	2018	2017	2016	2015	2014	2013
Annual Money-Weighted Rate of Return, Net of Investment Expense	-3.6%	3.8%	8.9%	14.9%	-2.6%	1.5%	17.9%	12.1%

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

## Required Supplementary Information

## Schedules of the System's Proportionate Share of the Collective Total OPEB Liability For Three Years Ended June 30, 2020\*

Fiscal Year	Percentage of the Collective Total OPEB Liability	System's Proportionate Share of the Collective Total OPEB Liability	Employers' Covered Payroll	Proportionate Share of the Collective Total OPEB Liability as a % of Covered Payroll
2018	0.2127%	\$ 18,489,294	\$ 8,317,152	222.30%
2019	0.2156%	\$ 18,401,229	\$ 8,627,155	213.29%
2020	0.2205%	\$ 17,023,923	\$ 8,688,890	195.93%

Note: The amounts presented have a measurement date of the previous fiscal year end.

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

## Notes to Required Supplementary Information

### A. Schedules of Changes in Net Pension Liability

The total pension liability contained in this schedule was provided by the System's actuary, Foster & Foster. The net pension liability is measured as the total pension liability less the amount of the fiduciary net position of the System.

### B. Schedules of Employers' Net Pension Liability

The schedule of employers' net pension liability shows the percentage of LASERS employers' net pension liability as a percentage of covered employee payroll. The employers' net pension liability is the liability of contributing employers to members for benefits provided through LASERS. Covered employee payroll is the payroll of all employees that are provided with benefits through the plan.

### C. Schedules of Employer Contributions

The difference between actuarially determined employer contributions and employer contributions received, and the percentage of employer contributions received to covered employee payroll is presented in this schedule.

### D. Schedules of Investment Returns

The annual money-weighted rate of return is shown in this schedule. The money-weighted rate of return is calculated as the internal rate of return on pension plan investments, net of pension plan investment expense. This expresses investment performance adjusted for the changing amounts actually invested throughout the year, measured on daily inputs with expenses measured on an accrual basis.

### E. Schedules of the System's Proportionate Share of the Collective Total OPEB Liability

This schedule shows the System's proportionate share of the collective total OPEB liability allocated to its current employees and retirees participating in the State of Louisiana Postretirement Benefit Plan as of June 30, 2020. No assets are accumulated in a trust that meets the criteria in paragraph 4 of Statement 75. Fiscal year end 2019 data was used in determining the System's proportionate share of the collective total OPEB liability. The discount rate changed from 2.98% as of June 30, 2018 to 2.79% as of June 30, 2019. The number of retirees participating in the plan was the same for fiscal year end 2018 to 2019. There were no changes in benefit terms. The schedule also represents the percentage of the collective total OPEB liability to covered payroll.

## Required Supplementary Information

## F. Actuarial Assumptions

Contributions presented in the Schedules of Employer Contributions were determined using the following actuarial assumptions and methods that were recommended by the System actuary, adopted by LASERS Board, and approved by the Public Retirement Systems' Actuarial Committee.

<b>Valuation Date</b>	June 30, 2020 and 2019
<b>Actuarial Cost Method</b>	Entry Age Normal
<b>Actuarial Assumptions:</b>	
<b>Expected Remaining Service Lives</b>	2 years
<b>Investment Rate of Return</b>	7.55% and 7.60% per annum for 2020 and 2019, respectively.
<b>Inflation Rate</b>	2.30% and 2.50% per annum for 2020 and 2019, respectively.
<b>Mortality</b>	<p><b>Non-disabled members</b> - The RP-2014 Blue Collar (males/females) and White Collar (females) Healthy Annuitant Tables projected on a fully generational basis by Mortality Improvement Scale MP-2018.</p> <p><b>Disabled members</b> - Mortality rates based on the RP-2000 Disabled Retiree Mortality Table, with no projection for mortality improvement.</p>
<b>Termination, Disability, and Retirement</b>	Termination, disability, and retirement assumptions were projected based on a five-year (2014-2018) experience study of the System's members.
<b>Salary Increases</b>	Salary increases were projected based on 2014-2018 experience study of the System's members. The salary increase ranges for 2020 specific types of members were:

<u>Member Type</u>	<u>Lower Range</u>	<u>Upper Range</u>
Regular	3.0%	12.8%
Judges	2.6%	5.1%
Corrections	3.6%	13.8%
Hazardous Duty	3.6%	13.8%
Wildlife	3.6%	13.8%

The salary increase ranges for 2019 specific types of members were:

<u>Member Type</u>	<u>Lower Range</u>	<u>Upper Range</u>
Regular	3.2%	13.0%
Judges	2.8%	5.3%
Corrections	3.8%	14.0%
Hazardous Duty	3.8%	14.0%
Wildlife	3.8%	14.0%



*Required Supplementary Information***Cost of Living Adjustments**

The present value of future retirement benefits is based on benefits currently being paid by the System and includes previously granted cost of living increases. The projected benefit payments do not include provisions for potential future increases not yet authorized by the Board of Trustees as they were deemed not to be substantively automatic.

*Supporting Schedules*

# Schedules of Administrative Expenses

For the Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
<b>Administrative Expenses:</b>		
Salaries and Related Benefits	\$ 12,717,042	\$ 12,118,442
Travel Expenses	71,534	137,983
Operating Services	3,133,423	3,113,205
Professional Services	747,805	1,368,596
Acquisitions	<u>79,453</u>	<u>47,550</u>
<b>Total Administrative Expenses</b>	<b><u>\$ 16,749,257</u></b>	<b><u>\$ 16,785,776</u></b>

## Schedules of Investment Expenses

For the Years Ended June 30, 2020 and 2019

	2020	2019
<b>Investment Activities Expenses:</b>		
<b>Alternative Investment Expenses</b>		
Manager Fees	\$ 58,213,023	\$ 47,514,541
Profit Sharing Fees	136,226	3,150,317
<b>Total Alternative Investment Expenses</b>	<b>58,349,249</b>	<b>50,664,858</b>
<b>Investment Management Expenses</b>		
Manager Fees	23,889,137	30,321,475
Administrative Expenses	2,527,080	2,361,889
Profit Sharing Fees	5,945,551	3,684,710
Consultant Fees	753,000	731,125
Research and Data Services	650,356	608,819
Investment Performance Management	105,562	111,543
Investment Legal Fees	54,594	117,993
Global Custodian Fees	142,904	143,172
<b>Total Investment Management Expenses</b>	<b>34,068,184</b>	<b>38,080,726</b>
<b>Security Lending Expenses</b>		
Securities Lending Management Fees	9,298,755	24,352,880
<b>Total Investment Expenses</b>	<b>\$ 101,716,188</b>	<b>\$ 113,098,464</b>

## Supporting Schedules

## Schedules of Board Compensation

For the Years Ended June 30, 2020 and 2019

Board of Trustees	2020		2019	
	Number of Meetings	Amount	Number of Meetings	Amount
Thomas Bickham <sup>1</sup>	11	\$ -	14	\$ -
Virginia Burton	10	750	11	825
Charles Castille	5	375	-	-
Beverly Hodges	10	750	13	975
William Kleinpeter	7	525	14	1,050
Janice Lansing	9	675	12	900
Barbara McManus	11	825	14	1,050
Lori Pierce <sup>1</sup>	9	675	12	225
Shannon Templet <sup>1</sup>	10	-	13	-
Lorry Trotter	7	525	13	975
<b>Total Compensation</b>		<b>\$ 5,100</b>		<b>\$ 6,000</b>

## Schedules of Professional/Consultant Fees

For the Years Ended June 30, 2020 and 2019

	2020	2019
<b>Accounting and Auditing</b>		
Postlethwaite & Netterville, APAC	\$ 83,929	\$ 78,917
<b>Actuary</b>		
Foster & Foster Actuaries & Consultants, Inc.	207,009	226,500
<b>Legal Fees</b>		
Laura Denson Holmes	1,225	7,963
Lowenstein Sandler	-	70,353
Tarcza & Associates, LLC	20,083	2,015
<b>Disability Program</b>		
Physician and Other Reviews	43,968	45,050
<b>Other Professional Services</b>		
CMA Technology Solutions	20,050	-
Cognizant Technology Solutions US Corp.	307,072	848,268
Election Services, Co.	-	4,210
iBridge Group Inc.	4,071	-
Q Software Global, LLC	-	7,200
Sparkhound	60,398	78,120



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# Investment Section

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Louisiana is home to more than 20 species of turtles. Turtles are one of the oldest reptile groups, some of the earliest dating to the Middle Jurassic period or about 165 million years ago. The cold-blooded turtle is often seen sunbathing on land and water for heat absorption, to produce necessary vitamin D, and to seek relief from harmful organisms.

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Toll-free: 1.800.256.3000 | Local: 225.922.0600 | [www.lasersonline.org](http://www.lasersonline.org)

September 21, 2020

Dear Members,

The Louisiana State Employees' Retirement System (LASERS) earned a -3.8% gross-of-fees<sup>i</sup>, time-weighted return on investments for the fiscal year ended June 30, 2020. As a result, the total gross-of-fee investment value of the fund as of June 30, 2020 exceeded \$10.6 billion. Longer-term annualized rates of return are 4.4% for the five-year period, 6.0% for the seven-year period, and 7.7% for the ten-year period.

While the fiscal year started on a relatively positive note, it was quickly overtaken by the COVID-19 pandemic that reached all corners of the world. After reaching an all-time high on February 19, the S&P 500 Index fell into bear market territory after just twenty-two trading days. The resulting S&P 500 Index return for 1Q 2020 was -19.6%, amongst double-digit negative returns from all other global stock indexes. Meanwhile, prices rose for government bonds as investors moved toward perceived safety. The U.S. Federal Reserve along with world-wide central banks took swift and unprecedented action in providing monetary and fiscal stimulus to ensure that economies continued to function. Markets posted strong returns in 2Q 2020 and modest upticks were being seen in economic activity, although it remained well below pre-pandemic levels. Economic uncertainty and heightened volatility across capital markets lingered.

For the fiscal year, the Plan's allocation to Investment Grade Fixed Income posted an 8.9% return, far exceeding any other asset class, and out-performing its benchmark by 20 basis points. Also in the Fixed Income space, the emerging market debt portfolio beat its benchmark by 1.4%. A consistent source of positive returns, the Private Markets portfolio posted 1.4%. Other asset classes struggled. For a number of years, the Plan has benefited from its asset allocation positioning of overweighting both developed international and emerging market equities while underweighting domestic equities relative to its peers. That positioning resulted in LASERS ranking as one of the top ten pension plans in the nation for all years from 2011 through 2015. More recently, contrary to expectations, that positioning began to falter. In response, prior to the COVID-19 pandemic, Investment staff, in conjunction with LASERS Investment consultant, NEPC, began an extensive asset allocation study with the goal of maintaining an appropriate risk-return profile. Following the dynamically changed investment market of late, this study is being re-underwritten to capture new expectations and growth projections. Still underway,

#### BOARD OF TRUSTEES:

Thomas Bickham, Board Chair  
Beverly Hodges, Vice Chair  
Virginia Burton  
Charles Castille

Commissioner Jay Dardenne  
Rep. Lance Harris  
Judge William Kleinpeter  
Janice Lansing

Barbara McManus  
Lori Pierce  
Sen. Edward Price  
Hon. John Schroder  
Shannon Templet

Cindy Rougeou, Executive Director

**LASERS** Benefits Louisiana.

## Investment Section

the new allocation will seek to maintain appropriate diversification while balancing the risk-return trade-off with a focus on opportunistic types of investments both domestic and globally.

As always, we continue to work diligently to meet long-term goals and objectives and safeguard your retirement.

Sincerely,



Robert W. Beale, CFA, CAIA  
Chief Investment Officer

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<sup>i</sup> LASERS custodian bank serves as book of record and calculates investment performance on behalf of the Plan.





NEPC, LLC

**RHETT HUMPHREYS, CFA**  
PARTNER

August 20, 2020

Board of Trustees

**Louisiana State Employees' Retirement System**

8401 United Plaza Blvd.

Baton Rouge, LA 70809

Dear Board Members,

As an independent investment advisor to the Louisiana State Employees' Retirement System (System) and its Board of Trustees (Board), NEPC is pleased to provide a fiscal-year ending overview of the investment policies, investment planning and implementation, and investment compliance, as well as a summary of investment markets during the fiscal year ending June 30, 2020 (FY2020).

**INVESTMENT POLICIES**

The System's investment policy can be accessed online at <https://lasersonline.org/investments/investment-policy/>. The investment policy includes a summary of the controlling statutes and regulations, the roles and responsibilities of those with oversight and management of the investment program, the System's investment objectives, an outline of the strategic asset allocation, and guidelines for managing and monitoring the investment program.

In NEPC's opinion, the System's assets are managed under a transparent set of investment policies and guidelines. These policies and guidelines appropriately highlight the long-term strategic performance objectives of the System and emphasize the dual importance of maintaining robust risk controls while pursuing long-term return objectives.

**INVESTMENT PLANNING AND IMPLEMENTATION**

The System's investment program continues to evolve to address a dynamically changing investment market. The LASERS strategic asset allocation during FY2020 targeted a 55% allocation to diversified public equities, a 16% target to fixed income (globally diversified across US core bonds, US high yield bonds, global multi-sector fixed income and emerging markets debt), and a 29% target allocation to other alternative asset classes (including private equity, absolute return, and risk parity investments). NEPC and the System's staff have focused on building an appropriate blend of return-seeking and diversifying sub-asset classes and investment managers in the implementation of the equity, fixed income, and alternatives portfolios.

Based on the FY2020 target allocations, NEPC forecasts a base-case expected nominal return over the next 10 years of 7.4% (annualized) and a return of 7.8% (annualized) over the next 30 years. The current target allocation provides meaningful diversification of the portfolio's sources of risk compared to a traditional 60/40 global stock and bond portfolio. With the goal of balancing upside gains with potential downside risks, additional risk metrics, such as risk budgeting and economic scenario stress testing, were applied in establishing the Fiscal Year target asset allocation.

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### FISCAL YEAR 2020 MARKET COMMENTARY

Early in the second half of FY2020, volatility roiled investment markets as investors grappled with the potential fallout of the COVID-19 pandemic. Economies across the world screeched to an abrupt halt in the face of travel restrictions and containment efforts. Most major equity indexes entered into bear territory in March falling as much as 20% from recent heights. In credit, spreads widened, reflecting risk-off sentiment and the heightened probability of defaults. In real assets, commodities fell amid abundant supply, triggered by a price war between Russia and Saudi Arabia, and a steep drop in demand as measures to contain the pandemic include stringent restrictions on travel and movement. Moves by central banks and governments to step in with monetary and fiscal stimuli to stem the fallout from the COVID-19 pandemic initiated a rally in stocks and credit markets. Domestic stocks, as measured by the S&P 500 Index, ended FY 2020 with a 12-month return of +7.5%. Despite ending the final quarter with a three-month return of +14.9%, developed international equities (as measured by the MSCI EAFE Index) ended the fiscal year with a one-year loss of -5.1%. Emerging markets equities rallied to end the final quarter of FY2020 with a 3-month return of +18.1%, although the 12-month return remained down at -3.4%, as measured by the MSCI Emerging Markets Index. The US Federal Reserve cut short-term rates in two emergency sessions during March and held benchmark rates to a range of 0.00% - 0.25%. In the U.S., high-quality fixed income, as measured by the Bloomberg Barclays U.S. Aggregate Bond Index, returned 8.7% for FY2020. High yield bonds experienced a volatile period marked by a sharp decline in liquidity followed by subsequent improvements to finish FY2020 with a 0.0% return, as measured by the Bloomberg Barclays US High Yield Index.

### INTERNAL COMPLIANCE AND OVERSIGHT

Regular testing of System's portfolios and a continuous review of the compliance function is viewed as industry best practices. While serving as the System's investment advisor, NEPC has witnessed staff's consistent and ongoing efforts to improve the effectiveness of their internal reporting and compliance procedures. NEPC also believes that the Investment Division's support of the CFA® Institute's Code of Ethics and Standards of Professional Conduct, as well as the guidelines and procedures that are set forth in the LASERS Personal Trading Policies, are consistent with industry best practices.

The daily management of the System's assets has been clearly delegated to the System's investment staff. In NEPC's opinion, this clear delegation and responsibility and accountability helps the Board maintain effective oversight of the System's defined benefit, and defined contribution funds. Monthly performance reviews, regular oversight of staff's activities, and frequent meetings with staff and the investment service providers has become a critical component in support of the Board's oversight duties.

Sincerely,

A handwritten signature in dark ink that reads "Rhett Humphreys".

Rhett Humphreys, CFA  
Partner

# Summary of Investment Policy

## I. Statement of Investment Objectives

This document specifically outlines the investment philosophy and practices of LASERS and has been developed to serve as a framework for the management of the System's defined benefit plan. The Board has established the investment guidelines to formalize investment objectives, policies and procedures, and to define the duties and responsibilities of the various entities involved in the investment process. All policy decisions shall include liquidity and risk considerations that are prudent and reasonable under the circumstances that exist over time. The policies will evolve as the internal conditions of the fund and the capital markets environment changes. Any resulting material changes will be communicated to all affected parties.

## II. Controlling Statutes and Regulation

Investments of the Louisiana State Employees' Retirement System shall be made in full accordance with Louisiana Revised Statutes, applicable legislation or regulation as well as LASERS internal policies and procedures. Among other applicable rules and regulations, the following apply:

LASERS shall operate under the "Prudent Man" rule, used herein meaning, that when investing, the Board shall exercise the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent institutional investor acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims. LASERS will apply this standard to the entire fund portfolio, and as part of an overall investment strategy. This will include an asset allocation study and a plan for implementation which will incorporate risk and return objectives reasonably suitable to the fund. The following types of risk are to be examined: market value, credit, interest rate, inflation, counterparty, and concentration. The study and implementation of such plan will be designed to preserve and enhance principal over the long term, provide adequate liquidity and cash flow for the system, and minimize the risk of loss unless it is clearly prudent not to do so.

LASERS is subject to a legislative limit restricting the fund so that no more than 65% of its total assets are invested in publicly traded equities. Should LASERS have more than 55% of its total assets invested in publicly traded equities, at least 10% of those equities must be invested in one or more index funds. Alternative assets are not considered to be equities when calculating LASERS equity exposure. LASERS is aware that markets will fluctuate, and any rebalancing will appropriately consider market conditions and any other relevant factors.

## III. Roles and Responsibilities

The following section outlines the roles and responsibilities for each of the parties involved with executing the policy. In addition to the activities described below, each person involved with the policy serves as a fiduciary and will adhere to the "Prudent Man" rule as described in State Statute.

### Board of Trustees

The Board of Trustees is responsible for the total investment program. The Board shall approve

the investment policy, and provide overall direction to the administrative staff in the execution of the investment policy. The Board will conduct formal annual evaluations of the administrative staff, investment consultant and custodian.

### **Investment Committee**

The Investment Committee was established by the Board to assist in oversight of the investment program; it will consist of not less than seven members of the Board. The Committee reviews and makes recommendation to the Board on investment actions including, but not limited to, the following:

- Asset Allocation
- Asset Management
- Risk Control
- Monitoring

### **Chief Investment Officer**

The Chief Investment Officer (CIO) shall assist the Board in developing and modifying policy objectives and guidelines, including the development of liability driven asset allocation strategies and recommendations on long-term asset allocation and the appropriate mix of investment manager styles and strategies. Choosing appropriate manager styles and strategies will include assisting the Board in evaluating the use of index funds as an alternative to active management. Additionally, the CIO shall provide assistance in manager searches and selection, investment performance calculation and evaluation, and any other analysis associated with the proper execution of the Board's directives.

The CIO shall also communicate the decisions of the Investment Committee to investment managers, custodian bank(s), actuary, and consultant. The CIO provides oversight of the investment consultant, investment service providers, and personnel of LASERS investment division.

### **Investment Consultant**

The Investment Consultant works under direction of the Board, offering a third-party perspective and providing an additional level of oversight to the System's investment program. The Consultant's normal functions shall include assisting the Board and the CIO in developing and modifying policy objectives and guidelines, including the development of a liability-driven asset allocation strategy and recommendations on the appropriate mix of investment manager styles, strategies and funding levels.

### **Investment Managers**

The duties and responsibilities of each of the investment managers retained by the Board include, but may not be limited to, the following:

- Investing the assets under its management in accordance with the policy guidelines and objectives as well as directives listed in individual investment manager agreements.
- Meeting or exceeding the manager-specific benchmarks, net of all fees and expenses.
- Exercising investment discretion within the guidelines and objectives.

- Complying with all provisions pertaining to the investment manager's duties and responsibilities as a fiduciary.
- Complying with the CFA Institute's Code of Ethics & Standards of Professional Conduct and Global Investment Performance Standards (GIPS).
- Disclosing all conflicts and potential conflicts of interest.
- Ensuring that all portfolio transactions are made on a "best execution" basis.
- Exercising ownership rights, where applicable.
- Meeting with the Board as needed upon request of the Board, and timely submitting all required reports.
- Promptly informing the Board regarding all significant matters pertaining to the investment of the fund assets.
- Initiating written communication with the Board when the manager believes that this Investment Policy is inhibiting performance and/or should be altered for any valid reason. No deviation from the guidelines and objectives established in the Policy is permitted until after such communication has occurred and the Board has approved such deviation in writing.
- Reconciling performance, holdings and security pricing data with the Fund's custodian bank.
- Any other duties included in the contract.

#### **Custodian Bank**

The Custodian is responsible for the safekeeping of System assets and serves as the official book of record. It is understood that investments that are held in partnerships, commingled accounts or unique asset classes are unable to be held by the System's custodian bank.

The Custodian(s) will be responsible for performing the following functions:

- Holding System assets directly, through its agents, its sub-custodians, or designated clearing systems.
- Registration of System assets in good delivery form, collection of income generated by those assets, and any corporate action notification.
- Delivery and receipt of securities.
- Disbursement of all income or principal cash balances as directed.
- Providing daily cash sweep of idle principal and income cash balances.
- Providing online records and reports.
- Providing monthly statements by investment managers' accounts and a consolidated statement of all assets.
- Providing monthly performance reports and quarterly performance analysis reports.
- Notifying appropriate entities of proxies.
- Managing the securities lending program (if applicable).
- Overseeing domestic securities class actions on behalf of the System.
- Providing a compliance monitoring system.
- Any other duties and services included in the contract.

## **IV. Investment Objectives**

### **Nominal Return Requirements**

The investment program shall be structured to preserve and enhance principal over the long term,

in both real and nominal terms. For this purpose, short-term fluctuations in values will be considered secondary to long-term investment results. The investments of the Fund shall be diversified to minimize the risk of significant losses. Total return, which includes realized and unrealized gains, plus income less expenses, is the primary goal of LASERS.

The actuarial valuation discount rate for the Fund was 7.6% for the period ending June 30, 2020. However, LASERS seeks to achieve a long-term actuarial assumed rate of return that is 40 basis points greater than the discount rate in order to account for the expected cost of gain-sharing which is allocated to the Experience Account to fund future permanent benefit increases. LASERS Board adopted a plan to reduce the discount rate to 7.5%. This will be achieved by decreasing the discount rate in 0.05% increments annually.

### **Relative Return Requirements**

LASERS seeks to have total returns rank in the top half of the appropriate public fund universe, reflecting similar circumstances to the Fund. The Total Fund return should, over time, exceed the Policy and Allocation Indices. Returns for LASERS managers should exceed their respective benchmarks, as well as rank in the top half of the appropriate universe of managers adhering to the same investment strategy.

The Board further recognizes that the return targets described herein may not be achieved in any single year. A longer-term horizon of 5-7 years shall be used in measuring the long-term success of the Fund. While the Board expects that returns will vary over time, LASERS has a risk tolerance consistent with that of other funds created for similar purposes, and the assets of the Fund shall be invested accordingly.

## **V. Performance Benchmarks**

### **Total Fund Return**

The Total Fund return shall be compared against other public pension plans. LASERS will compare its returns against other funds of similar size and circumstances. LASERS Total Fund return should meet or exceed the Allocation Index return and the Policy Index return, which are each described below.

### **Allocation Index**

The Allocation Index return shall measure the success of the Fund's current allocation. It shall be calculated by using index rates of return for each asset class invested in by the Fund multiplied by the actual percent allocated to each asset class. The difference between the Allocation Index return and the Total Fund return measures the effect of active management. If the Total Fund return is greater than the Allocation Index return, then active management has in aggregate added value. If the Total Fund return is less than the Allocation Index return, then active management has not added value.

### **Policy Index**

The Policy Index return shall measure the success of the Fund's target allocation. It shall be calculated by using index rates of return for each asset class invested in by the Fund multiplied by the percent targeted to each asset class. The difference between the Allocation Index return and the Policy Index return measures the effects of deviating from the target allocation. If the Allocation



Index return is greater than the Policy Index return, then deviating from the target allocation has added value. If the Allocation Index return is less than the Policy Index return, then deviating has not added value.

### Manager Benchmarks

LASERS Investment Managers shall be compared to a combination of passively managed index returns matching the managers' specific investment styles, as well as the median manager in their appropriate peer group universe.

## VI. Asset Allocation

The foundation of the System's strength and stability rests upon the diversification of plan assets. The following section outlines the current asset allocation, which was designed to achieve the required return objectives of the System, given certain risk considerations. This is to be pursued by LASERS on a long-term basis, but will be revised if significant changes occur within the economic and/or capital market environments. Changes in liability structure, funded status, or long-term investment prospects should trigger a revision of the asset allocation.

Based on the Board's determination of the appropriate risk tolerance for the System and its long-term expectations, the following asset class policy target allocation and permissible ranges have been established:

### Target Asset Mix

Asset Class	Market Value Target (%)	Minimum Exposure (%)	Maximum Exposure (%)
<b>Equities</b>	<b>55</b>	<b>45</b>	<b>65</b>
Domestic Large Cap	13	8	18
Domestic Mid and Small Cap	10	5	15
Established International Equity	20	10	30
Emerging International Equity	12	6	18
<b>Fixed Income</b>	<b>16</b>	<b>6</b>	<b>26</b>
Core Fixed Income	3	0	10
Domestic High Yield	3	0	10
Global Multi-Sector	7	2	12
Emerging Market Debt	3	0	8
Cash	0	0	5
<b>Alternative Assets</b>	<b>29</b>	<b>19</b>	<b>35</b>
Private Markets	15	10	20
Absolute Return	7	2	12
Risk Parity	7	2	12

**Implementation**

LASERS recognizes that special expertise is required to properly invest the majority of the assets described. However, certain highly efficient passively managed investment strategies lend themselves to internal management, resulting in lower management fees for the Fund as a whole. Where appropriate, LASERS will manage these assets internally, so long as the same level of care, prudence and oversight is maintained that an outside professional investment advisor would typically provide.

**Rebalancing**

The CIO will review LASERS asset allocation at least quarterly to determine if it is consistent with the exposure ranges established for LASERS described herein. The CIO will direct staff and investment managers to transfer funds to rebalance the asset allocation as necessary. The CIO will consider market conditions and transaction costs, as well as any other relevant factors when rebalancing.

**VII. Risk Management**

It is recognized that risk issues permeate the entire investment process, and risk is considered throughout the investment process from asset allocation to performance evaluation. Ongoing monitoring will be accomplished through a “mosaic” approach, in which various forms of analysis and reporting contribute to the total picture. Inspection of levels of diversification, nominal risk exposures, risk/return plots, sortino ratio, Value at Risk, tracking error, and worst-case scenarios modeling form the core of the monitoring process.

**VIII. Manager Selection**

LASERS reserves the right to retain managers to oversee portions of the System’s assets. Manager selection is accomplished in accordance with the vendor selection criteria in LASERS Board Governance Policy.

LASERS will not consider the selection of any manager without first setting a target allocation to a particular asset class, and determining that a manager is needed to implement that allocation strategy. Once LASERS has determined that a manager search is warranted, it will establish certain minimum criteria for a manager to be considered eligible to participate in the search. LASERS intends that any qualified candidate receive fair consideration. As such, industry recognized databases will be used for screening purposes to ensure that an unbiased and objective search process is achieved.

In selecting investment managers LASERS will follow a due diligence process, so as to avoid selecting managers on an ad-hoc basis. The process will involve analyzing investment manager candidates in terms of appropriate criteria. LASERS shall strive to hire investment managers that offer the greatest incremental benefit to the Fund, net of fees and expenses, in accordance with, but not limited to, the due diligence criteria listed below:

**Qualitative Factors**

- Appropriateness of investment philosophy and process
- Fit between product and existing plan assets, liabilities and objectives

- Length of key professionals' tenures

#### **Quantitative Factors**

- Absolute and relative returns, and variability of returns
- Portfolio characteristics

#### **Organizational Factors**

- Length of firm history
- Stability of the firm's client base and assets under management
- Ownership structure
- Compensation structure
- Fee structure
- References and professional qualifications

As private markets does not lend itself to traditional manager searches, LASERS shall seek to perform the same level of due diligence on these opportunities as it would in a typical manager search. Because most private markets products have only brief, discrete time periods during which they are raising assets, LASERS will consider an additional investment with an existing manager if the investment philosophy, process, people, performance and fees are materially similar to previous investments. LASERS may invest with a new manager only after the appropriate due diligence is performed.

As part of the search process prospective candidates will be required to disclose any campaign contributions made to any LASERS Trustee, staff member or elected official in Louisiana who can influence the selection of an advisor or manager.

## **IX. Investment Manager Guidelines**

Full discretion, within the parameters of the guidelines, is granted to the investment managers regarding the selection of securities, and the timing of transactions. Compliance with all guidelines must be monitored by the investment managers on a regular basis (monthly or more frequently when market conditions warrant), and based on then current market values. Securities that, at purchase, would move the portfolio out of compliance with these guidelines, based on the investment manager's most recent valuation, may not be purchased.

In the event that a portfolio moves out of compliance with these guidelines (as identified in the investment manager's regular review of the portfolio), through market conditions or other changes outside the control of the manager, the manager must bring the portfolio composition back into compliance within 45 days, or make a written request to LASERS Investment Committee for a compliance waiver.

## **X. Investment Manager Monitoring**

#### **General Guidelines**

LASERS shall monitor and evaluate manager performance using the following resources:

- Monthly performance reports
- Quarterly Investment Performance and Portfolio Analysis

- Comprehensive Manager Reviews at the end of a manager's contract with LASERS
- Other analyses as needed

### Monitoring and Verification

Certain guidelines lend themselves to straightforward manager compliance monitoring. These guidelines will be monitored using daily holdings and transaction information provided by the Fund's custodian bank. The custodian will monitor manager compliance by way of their investment policy reporting software, and shall be responsible for alerting the Staff if a manager is out of compliance.

Guidelines which do not lend themselves to straightforward manager compliance monitoring shall rely on manager supplied attestations of compliance. A guideline compliance checklist shall be reviewed every quarter to ensure that all managers have reported guideline compliance, and note instances where managers claim to be out of compliance.

### Manager Evaluation

- LASERS portfolios shall be measured over various and appropriate time periods.
- A horizon of 3-7 years shall be used in measuring the long-term success of the manager.
- Shorter time periods shall be evaluated as appropriate and necessary. LASERS shall make every effort to look at all factors influencing manager performance, and attempt to discern market cyclicity from manager over/underperformance.
- On a timely basis, at least quarterly, the Board will review actual investment results achieved by each manager (with a perspective toward a three- to five-year time horizon or a peak-to-peak or trough-to-trough market cycle) to determine whether the investment managers performed satisfactorily when compared with the objectives set, and in relation to other similarly managed funds.
- Investment managers will periodically, upon request, present to the Board a portfolio review. This should include an update of the firm, current investments, their investment process, performance and their outlook for the market.
- The Board will periodically assess the continued appropriateness of: (1) the manager structure; (2) the allocation of assets among the managers; and (3) the investment objectives for LASERS assets.
- The Board may appoint investment consultants to assist in the ongoing evaluation process. The consultant(s) selected by the Board are expected to be familiar with the investment practices of similar retirement plans and will be responsible for suggesting appropriate changes in LASERS investment program over time.

## Schedules of Investment Expenses and Asset Allocation

### By Investment Manager Classification<sup>i</sup>

For Year Ended June 30, 2020

Investment Type	Fair Value	Fees	Asset Allocation	
			Target	Actual
<b>Fixed Income Managers</b>				
Domestic Fixed Income	\$ 586,493,605	\$ 1,615,985	6.0%	5.5%
International Fixed Income	1,471,593,025	13,273,531	10.0%	13.9%
<b>Total Fixed Income</b>	<b>2,058,086,630</b>	<b>14,889,516</b>	<b>16.0%</b>	<b>19.4%</b>
<b>Equity</b>				
Domestic Equity	2,185,973,930	1,031,324	23.0%	20.6%
International Equity	2,849,457,080	12,614,199	32.0%	26.9%
<b>Total Equity</b>	<b>5,035,431,010</b>	<b>13,645,523</b>	<b>55.0%</b>	<b>47.5%</b>
<b>Alternative Investments</b>	3,028,015,501	58,349,249	29.0%	28.5%
<b>Cash</b>	489,689,164	-	0.0%	4.6%
<b>Self-Directed Plan/ORP<sup>ii</sup></b>	606,966,904	1,299,649	N/A	N/A
<b>Total</b>	<b>\$ 11,218,189,209</b>	<b>\$ 88,183,937</b>	<b>100.0%</b>	<b>100.0%</b>

### Other Investment Expenses

Investment Administrative Expenses	2,527,080
Investment Consultant Fees	753,000
Research and Data Services	650,356
Investment Performance Management	105,562
Investment Legal Expenses	54,594
Global Custodian Fees	142,904
Securities Lending Management Fees	9,298,755
<b>Total Investment Expenses</b>	<b>\$ 101,716,188</b>

<sup>i</sup>Financial Statements are prepared on the basis of security class. As specified in Manager Guidelines, at any given point in time, a money manager may have securities not specifically within their defined investment manager type due to market conditions.

<sup>ii</sup>Self-Directed and Optional Retirement Plans are managed by a third party and are not included in the target asset allocation of LASERS main plan.



## Schedules of Investment Expenses and Asset Allocation (Continued)

By Investment Manager Classification<sup>i</sup>

For Year Ended June 30, 2019

Investment Type	Fair Value	Fees	Asset Allocation	
			Target	Actual
<b>Fixed Income Managers</b>				
Domestic Fixed Income	\$ 684,828,015	\$ 1,805,025	6.0%	6.0%
International Fixed Income	1,125,916,923	5,894,212	10.0%	9.8%
<b>Total Fixed Income</b>	<b>1,810,744,938</b>	<b>7,699,237</b>	<b>16.0%</b>	<b>15.8%</b>
<b>Equity</b>				
Domestic Equity	2,608,680,404	1,369,800	23.0%	22.7%
International Equity	3,667,000,710	16,073,905	32.0%	31.9%
<b>Total Equity</b>	<b>6,275,681,114</b>	<b>17,443,705</b>	<b>55.0%</b>	<b>54.6%</b>
<b>Alternative Investments</b>	3,333,310,490	58,292,624	29.0%	29.0%
<b>Cash</b>	71,586,923	-	0.0%	0.6%
<b>Self-Directed Plan/ORP<sup>ii</sup></b>	586,681,216	1,235,477	N/A	N/A
<b>Total</b>	<b>\$ 12,078,004,681</b>	<b>\$ 84,671,043</b>	<b>100.0%</b>	<b>100.0%</b>

**Other Investment Expenses**

Investment Administrative Expenses	2,361,889
Investment Consultant Fees	731,125
Research and Data Services	608,819
Investment Performance Management	111,543
Investment Legal Expenses	117,993
Global Custodian Fees	143,172
Securities Lending Management Fees	24,352,880
<b>Total Investment Expenses</b>	<b>\$ 113,098,464</b>

<sup>i</sup>Financial Statements are prepared on the basis of security class. As specified in Manager Guidelines, at any given point in time, a money manager may have securities not specifically within their defined investment manager type due to market conditions.

<sup>ii</sup>Self-Directed and Optional Retirement Plans are managed by a third party and are not included in the target asset allocation of LASERS main plan.

## Largest Equity Holdings

June 30, 2020

	Shares	Stock Description	Fair Value
1)	333,478	Microsoft Corp.	\$ 67,866,108
2)	175,200	Apple Inc.	\$ 63,912,960
3)	18,920	Amazon.com Inc.	\$ 52,196,874
4)	570,400	Samsung Electronics Co. Ltd.	\$ 25,038,139
5)	103,400	Facebook Inc.	\$ 23,479,038
6)	67,300	Roche Holding AG	\$ 23,321,149
7)	245,471	Novartis AG	\$ 21,351,612
8)	185,110	Nestle SA	\$ 20,461,634
9)	14,135	Alphabet Inc. (CL-A)	\$ 20,044,137
10)	12,600	Alphabet Inc. (CL-C)	\$ 17,811,486

## Largest Debt Holdings

June 30, 2020

	Par Value	Bond Description	Fair Value
1)	6,797,000	Commit To Pur FNMA SF MTG 2.500% 1-Sep-2050	\$ 7,059,976
2)	134,070,000	Mexican Bonos 7.500% 3-Jun-2027	\$ 6,462,305
3)	168,058,000	Republic Of South Africa Gover 6.250% 31-Mar-2036	\$ 6,422,526
4)	85,460,000,000	Indonesia Treasury Bond 8.375% 15-Mar-2024	\$ 6,347,477
5)	87,405,000	Republic of South Africa Gover 10.500% 21-Dec-2026	\$ 5,737,792
6)	132,420,000	Thailand Government Bond 3.775% 25-Jun-2032	\$ 5,340,369
7)	17,528,000,000	Colombian Tes 7.500% 26-Aug-2026	\$ 5,334,442
8)	4,000,000	FedEx Corp 4.900% 15-Jan-2034	\$ 4,837,960
9)	3,500,000	Valero Energy Corp 7.500% 15-Apr-2032	\$ 4,832,275
10)	14,485,067	Rali Series 2007-QO5 Tru Avar RT 25-Aug-2047	\$ 4,813,648

The list of largest holdings excludes commingled funds. A complete list of LASERS portfolio holdings is available upon request.

## Largest Alternative Investment Holdings

June 30, 2020

	Description	Fair Value
1)	Bridgewater Custom All Weather @ 12%, LLC	\$ 297,170,358
2)	Prisma Pelican Fund LLC	\$ 263,100,784
3)	AQR Multi-Strategy Fund XVII, L.P.	\$ 249,863,194
4)	Entrust Magnolia Partners LP - Class A	\$ 226,079,593
5)	Doubleline Mortgage Opportunities Fund	\$ 130,950,679
6)	Cerberus Institutional Partners VI, L.P.	\$ 126,749,322
7)	Vista Equity Partners Fund VI, L.P.	\$ 120,718,625
8)	Vista Equity Partners Fund V, L.P.	\$ 81,011,752
9)	Siguler Guff Pelican Global Emerging Markets	\$ 76,703,504
10)	Entrust Magnolia Partners LP - Class B	\$ 65,841,563

## Largest Louisiana Holdings

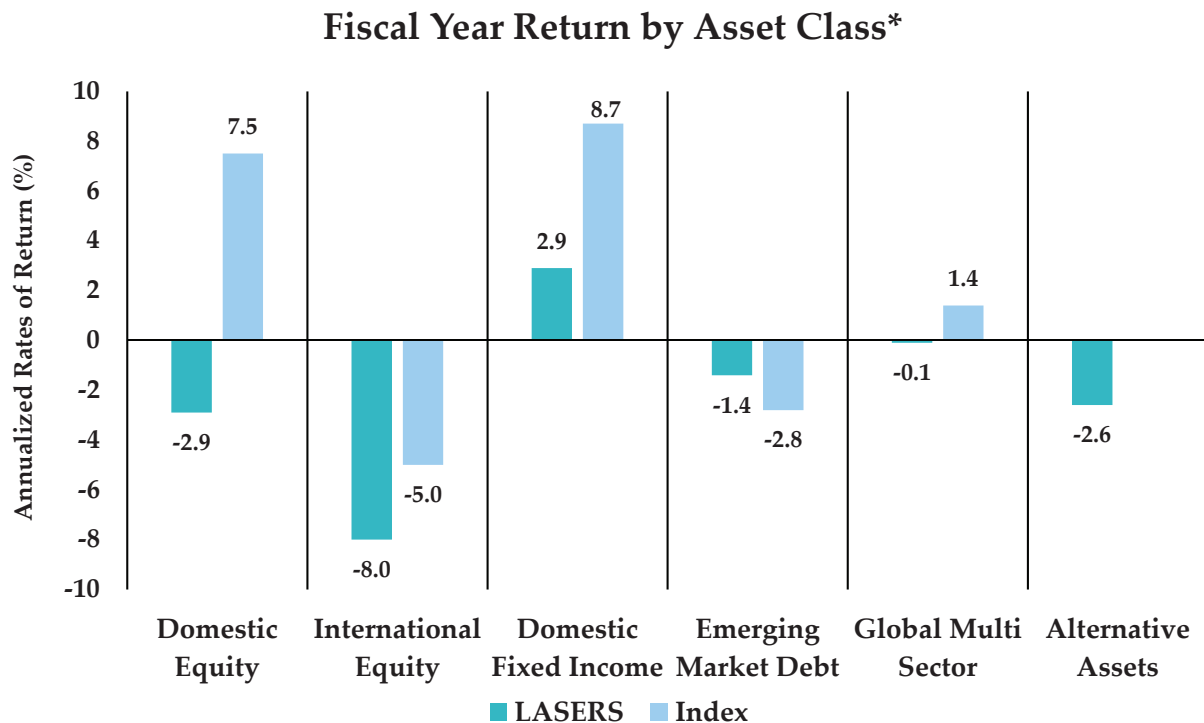
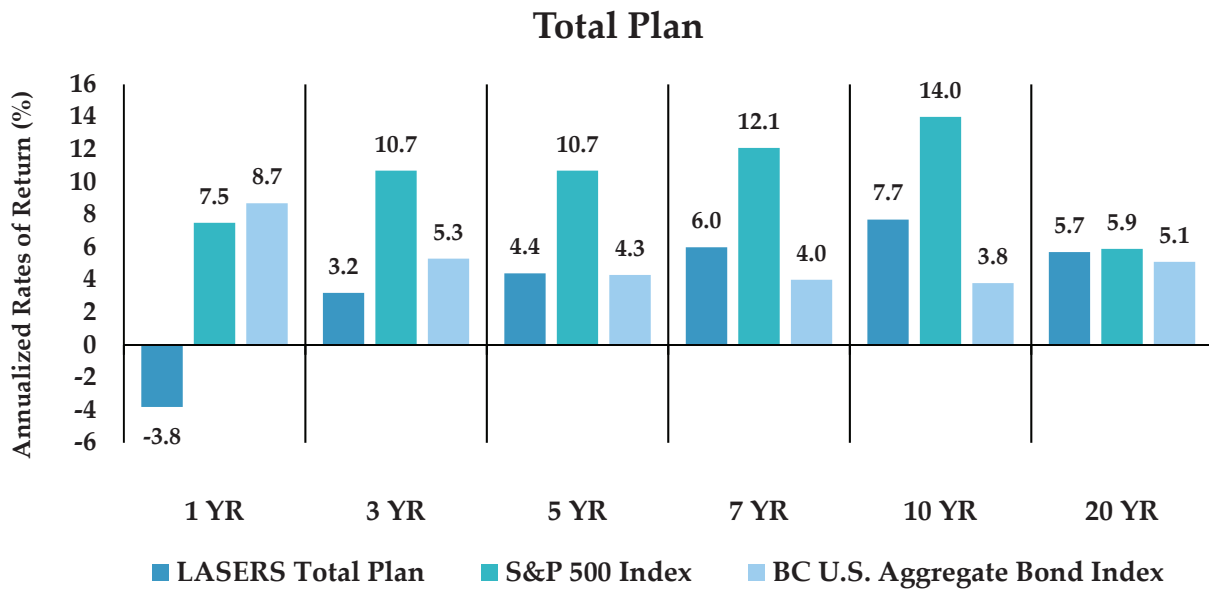
June 30, 2020

	Company	Fair Value
1)	United Weld Holdings, LP	\$ 14,929,724
2)	Bernhard LLC	\$ 12,748,894
3)	Brown & Root Industrial Services, LLC	\$ 8,886,740
4)	Lemoine Services Holdings, LP	\$ 4,308,866
5)	Pool Corp.	\$ 2,718,700
6)	CenturyLink Inc.	\$ 2,024,494
7)	Lamar Advertising Co.	\$ 2,023,877
8)	Entergy Corp.	\$ 1,953,488
9)	Amedisys Inc.	\$ 1,608,174
10)	LHC Group Inc.	\$ 1,289,968

LASERS supports Louisiana by investing in companies that impact local economies. For the fiscal year ended June 30, 2020, LASERS invested approximately \$306 million in Louisiana stocks, bonds, and private markets. The above table illustrates the top ten companies headquartered in Louisiana in which LASERS invests.

Rates of Return<sup>i</sup>

June 30, 2020



\*The index for each asset class in the graph is listed in the table on the following page.

Rates of Return<sup>i</sup> (Continued)

June 30, 2020

	Annual Returns			Annualized Rates of Return				
	2020	2019	2018	3 YR	5 YR	7 YR	10 YR	20 YR
<b>Total Fund</b>								
LASERS Total Plan	-3.8%	4.4%	9.5%	3.2%	4.4%	6.0%	7.7%	5.7%
S&P 500 Index	7.5%	10.4%	14.4%	10.7%	10.7%	12.1%	14.0%	5.9%
BC U.S. Aggregate Bond Index	8.7%	7.9%	-0.4%	5.3%	4.3%	4.0%	3.8%	5.1%
<b>Domestic Equity</b>								
LASERS Domestic Equity	-2.9%	3.5%	14.5%	4.8%	6.5%	9.1%	12.2%	6.2%
S&P 500 Index	7.5%	10.4%	14.4%	10.7%	10.7%	12.1%	14.0%	5.9%
<b>International Equity</b>								
LASERS International Equity	-8.0%	1.5%	6.8%	-0.1%	2.1%	3.7%	5.3%	4.2%
MSCI World Ex-USA Index	-5.0%	1.8%	7.6%	1.4%	2.5%	4.3%	6.0%	3.5%
<b>Domestic Fixed Income</b>								
LASERS Domestic Fixed Income	2.9%	7.0%	2.4%	4.1%	4.6%	5.0%	6.5%	7.2%
BC U.S. Aggregate Bond Index	8.7%	7.9%	-0.4%	5.3%	4.3%	4.0%	3.8%	5.1%
<b>Emerging Market Debt</b>								
LASERS Emerging Market Debt	-1.4%	6.2%	-3.2%	0.4%	1.9%	-0.8%	N/A	N/A
J.P. Morgan GBI-EM Global Diversified Index	-2.8%	9.0%	-2.3%	1.1%	2.3%	-0.2%	N/A	N/A
<b>Global Multi-Sector</b>								
LASERS Global Multi-Sector	-0.1%	6.7%	5.8%	4.1%	N/A	N/A	N/A	N/A
50/50 Bloomberg Barclays Global Aggregate Index/ Credit Suisse High Yield Index	1.4%	6.5%	2.1%	3.3%	N/A	N/A	N/A	N/A
<b>Alternative Assets</b>								
LASERS Alternative Assets <sup>ii</sup>	-2.6%	7.5%	11.9%	5.4%	5.1%	6.2%	7.1%	4.1%

<sup>i</sup> Investment Performance calculated for periods over two years use monthly returns geometrically linked to calculate annualized “time-weighted” rates of return. All returns presented are calculated gross of fees one quarter in arrears. Investment Performance does not include the Self-Directed Plan and Optional Retirement Plan Funds.

<sup>ii</sup> Benchmark information is not available for alternative assets.



## Schedule of Brokerage Commissions Paid

### For the Period Ended June 30, 2020

Brokerage Firm	Commissions	Shares Traded	Average Commission Per Share
Goldman Sachs & Co.	\$ 356,489	61,242,257	\$ 0.006
UBS Securities LLC	72,359	111,002,279	0.001
Merrill Lynch Pierce Fenner Smith	70,336	86,087,339	0.001
JP Morgan Securities Inc.	53,104	17,226,373	0.003
RBC Capital Markets	48,933	21,821,177	0.002
Citigroup Global Markets, Ltd.	45,473	45,348,164	0.001
Robert W. Baird & Co. Inc.	39,951	1,331,547	0.030
Needham & Co. LLC	37,751	1,258,357	0.030
Sanford C. Bernstein and Co., Inc.	37,285	17,656,804	0.002
Bardays Capital	31,405	8,357,403	0.004
Jefferies Group LLC	27,382	25,204,265	0.001
Raymond James Inc.	25,396	1,109,093	0.023
William Blair & Company	24,328	810,921	0.030
National Financial Services LLC	23,804	1,856,242	0.013
Instinet Corp.	22,693	6,480,091	0.004
Stifel Nicolaus	21,770	819,054	0.027
Morgan Stanley & Co. Inc.	21,412	19,825,712	0.001
Credit Suisse	20,866	32,494,356	0.001
JonesTrading Institutional Services LLC	20,819	2,390,905	0.009
Investment Technology Group Inc.	15,797	5,924,559	0.003
Wolfe Trahan & Co	12,152	405,082	0.030
D.A. Davidson & Co.	11,526	384,197	0.030
Cowen Inc.	10,836	1,334,730	0.008
SG Americas Securities, LLC	10,331	1,750,155	0.006
Other Commissions Less than \$10,000	154,326	47,572,388	0.003
	<b>\$ 1,216,524</b>	<b>519,693,450</b>	<b>\$ 0.002</b>

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# Actuarial Section

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The majestic brown pelican is Louisiana's official state bird. It is unique among the world's seven species of pelicans because it is found along the ocean shores, is the only dark pelican, and it dives from the air into the water to catch its food. Once an endangered species, brown pelicans currently number about 40,000 in Louisiana.

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September 24, 2020

Board of Trustees  
Louisiana State Employees' Retirement System  
Post Office Box 44213  
Baton Rouge, Louisiana 70804-4213

Dear Board Members:

Pursuant to your request, we have completed the annual actuarial valuation for the Louisiana State Employees' Retirement System as of June 30, 2020. The valuation was prepared relying on the data submitted by the Retirement System and the actuarial assumptions adopted by the Board of Trustees and reflects the current benefit structure on the valuation date. The primary purpose of the actuarial valuation is to determine the funding requirements of the members and participating employers, to describe the current financial condition of the System, and to analyze changes in the System's funding condition since the prior valuation. In addition, the report provides various summaries of data. The report may not be appropriate for other purposes. The financial reporting requirements of the Governmental Accounting Standards Board (GASB) Statements No. 67/68 in total for the plan are included in the June 30, 2020 Actuarial Valuation Report.

### **Funding Objective**

The funding objective of the Retirement System was established by Constitutional Amendment Number 3 during the 1987 Legislative Session, which requires the current normal cost, determined in accordance with the prescribed statutory funding method, to be fully funded, and requires the unfunded accrued liability as of June 30, 1988, to be fully liquidated by 2029 with subsequent changes in unfunded liabilities amortized as specified by statute.

### **Progress Toward Realization of the Funding Objective**

The employer contributions determined by the June 30, 2020 actuarial valuation and the member contributions, paid as a percentage of payroll, are expected to be sufficient to achieve the funding objective set forth above. The progress toward achieving the intended funding objectives can be measured by funding level, determined as the ratio of actuarial assets to the actuarial accrued liabilities. The current funded ratio is 64.1%. If the experience develops as assumed, and if contribution requirements are met, this ratio is expected to increase over time and the unfunded accrued liabilities will be paid off according to the constitutional and statutory funding objectives of the plan.

The results of the current valuation indicate that the aggregate employer contribution rate for the plan year commencing July 1, 2020, should have been set at 39.4% of payroll, which is a decrease from the 40.6% projected aggregate rate set by the Public Retirement Systems' Actuarial Committee.

The actuarial value of assets is determined as the market value of assets adjusted to gradually recognize investment gains and losses relative to the net assumed investment return, over a five-year period in 20% increments. The adjusted asset value is subject to corridor limits of 80% to 120% of the market value of assets. The objective of the asset valuation method is to smooth the volatility due to market conditions on the measurement date. The actuarial value of assets for the plan year ending on June 30, 2020, is \$12,629,479,030. After adjusting for the Experience Account balance of \$12,289,990 the valuation assets used for funding purposes is \$12,617,189,040.

## **Data**

In performing the June 30, 2020, valuation, we have relied upon the employee data and financial information provided by the administrative staff of the Louisiana State Employees' Retirement System. Participant data was not audited but was reviewed for reasonableness and consistency relative to data used for prior year valuations. Plan assets were compared with information furnished for the prior plan year's valuation and reviewed for consistency.

## **Methods and Assumptions**

The present values shown in the June 30, 2020, actuarial valuation and supporting statistical schedules of this certification, which comprise all the schedules of the Actuarial Section in the annual Financial Report, have been prepared in accordance with the actuarial methods specified in Louisiana Revised Statutes Title 11 Section 22(6) and assumptions which are appropriate for the purposes of this valuation. Valuation results presented in this report are based on the Entry Age Normal cost method as prescribed by state law.

The Board adopted a plan to gradually reduce the discount rate from 7.75% to 7.50% in 0.05% annual increments, beginning July 1, 2017. Therefore, the discount rate was reduced from 7.60% to 7.55% for the July 1, 2020 valuation.

Following the completion of an experience study for the period July 1, 2013 through June 30, 2018, the Board adopted a revised set of actuarial assumptions to better project plan experience based on the results of the study. The following actuarial assumptions were revised, effective June 30, 2019: retirement/DROP rates, inflation, salary increases, withdrawal rates, disability incidence rates, and mortality rates. The inflation and salary increase assumptions were reduced effective June 30, 2020. Sample rates from the revised assumption tables are included in the supporting schedules.

The actuarial assumptions and methods used are within the parameters set forth by the Government Accounting Standards Board (GASB) Statement No. 67 and were employed in the development of the schedules listed below for the Financial Section of this report.

## **Supporting Schedules**

The following supporting schedules were prepared by the system's actuary for the Comprehensive Annual Financial Report:



### **Actuarial Section**

- Summary of Actuarial Methods and Assumptions
- Summary of Unfunded Actuarial Liabilities/Solvency Test
- Summary of Actuarial and Unfunded Actuarial Liabilities
- Reconciliation of Unfunded Actuarial Liabilities
- Membership Data
- Principal Provisions of the Plan

### **Financial Section**

- Schedules of Changes in Net Pension Liability
- Schedules of Employers' Net Pension Liability
- Schedules of Employer Contributions

We certify that, to the best of our knowledge, the methods and assumptions comply with generally recognized and accepted actuarial principles and practices set forth by the American Academy of Actuaries, are reasonable and represent our best estimate of the funding requirement to achieve the Retirement System's Funding Objective, unless otherwise noted. Shelley is an Associate in the Society of Actuaries and Pat is a Fellow in the Society of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,

FOSTER & FOSTER INC.



Shelley R. Johnson, ASA, MAAA



D. Patrick McDonald, FSA, EA, MAAA, FCA

# Summary of Actuarial Methods and Assumptions

The actuarial cost method is prescribed in Section 22 of Title 11 of the Louisiana Revised Statutes. The asset valuation method was adopted by the Board of Trustees of the Louisiana State Employees' Retirement System of Louisiana (LASERS). The assumptions outlined below were adopted by the LASERS Board of Trustees based on the recommendations presented to the Board following the completion of the 2014-2018 actuarial experience study.

## I. General Actuarial Method

### 1. Actuarial Cost Method/Amortization of Changes in UAL

The Actuarial cost method, Entry Age Normal, is prescribed in Section 22 of Title 11 of the Louisiana Revised Statutes. Non-investment actuarial gains and losses and investment experience losses are amortized over 30 years with level payments. Investment gains up to the statutory threshold are allocated to the Original Amortization Base and Experience Account Amortization Base. Any remaining gains are amortized for 30 years with level payments. One half of the gain is then amortized as a loss over a ten-year amortization period and the funds are allocated to the Experience Account to fund future permanent benefit increases that have not yet been granted. Further details are provided below.

#### Historical treatment of changes in UAL:

The unfunded accrued liability on June 30, 1988, also referred to as the initial unfunded accrued liability, or initial UAL, was amortized over a forty-year period commencing in 1989. The amortization payment initially reflected a 4% increase for the first five years, reducing by 0.5% at the end of each five-year period, but has subsequently been revised by Acts of the Louisiana Legislature as described below. Changes in unfunded accrued liabilities occurring after June 30, 1988, were originally amortized as a level dollar amount as follows:

	Act 81	
	Effective	As Amended Act 257
	6/30/88	Effective 6/30/92
Experience Gains/Losses	15 years	Later of 2029 or 15 years
Actuarial Assumptions	30 years	Later of 2029 or 30 years
Actuarial Methods	30 years	Later of 2029 or 30 years
Benefit Changes	Determined by enabling statute	

Act 257 of 1992 further amended the amortization schedule to reflect a 4.5% payment increase over the remaining amortization period.

Act 588 of 2004 re-amortized changes in liabilities occurring from 1993 thru 1998 as a level dollar payment to 2029. Amortization periods for changes in liabilities beginning with 1999 were extended to a thirty-year period from the date of occurrence, with a 4.5% increasing payment schedule.

Amortization periods for changes in liabilities beginning with 2004 are extended to a thirty-year period from the date of occurrence, paid as a level dollar amount.

Act 484 of 2007 and resulting Constitutional Amendment requires increases in UAL due to altered benefit provisions by legislative enactment to be amortized over a ten-year period with level payments.

Act 497 of 2009 consolidates the outstanding balance of all amortization schedules established on or before July 1, 2008, except those established due to an increase in benefits after 2007, into two amortization schedules, the Original Amortization Base (OAB) and the Experience Account Amortization Base (EAAB), beginning July 1, 2010. The outstanding balance of the OAB was credited with funds from the Initial UAL fund, excluding the subaccount of this fund. The OAB will be paid off by plan year ending June 30, 2029. The EAAB was credited with funds from the Initial UAL subaccount, which were transferred from the Employee Experience Account on June 30, 2009. The EAAB will be paid off by plan year ending June 30, 2040. Payments increased according to the requirements of Act 497, and beginning July 1, 2018, OAB payments will increase by 2.0% per year, and EAAB payments will be level.

Additionally, Act 497 changed the amortization of investment gains relative to the discount rate. Previously, one-half of any investment gain was amortized over a thirty-year period with level payments and one-half was credited to the Experience Account. Act 497 specifies that the first \$100 million of any investment experience gain will be credited to the OAB and EAAB, with re-amortization of these schedules. One-half of the remaining gain is credited to the Experience Account, up to the maximum limit of this account and any remaining gain is amortized over a thirty-year period with level payments.

Employer contribution requirements for normal costs and amortization of the unfunded accrued liabilities are determined as a percentage of payroll. The discrepancy between dollars generated by percent of payroll versus the required dollar amount is treated as a shortfall credit/debit. The five-year level amortization payment of the debit/credit is applied to the following year's contribution requirement. Act 497 provided that contribution variance credits through plan year 2016/2017 would be credited to the OAB. Subsequent overpayments through plan year 2039/2040 will be credited to the EAAB.

Act 399 of 2014 changed the allocation of investment gains to existing schedules and to the Experience Account and changed the amortization of any remaining investment gains. Act 95 of 2016 modified the provisions of Act 399. Investment gains are first allocated to the OAB and EAAB, without re-amortization, up to the \$100 million threshold amounts, indexed beginning June 30, 2016. By not re-amortizing, gains applied to these schedules result in earlier pay-off of these schedules. One-half of any remaining gains are credited to the Experience Account up to the statutory cap. Any remaining gains are then amortized over 30 years with level payments. Beginning in 2016, the full investment gain remaining after the allocation to the OAB and EAAB will be amortized over 30 years, and any gains credited to the Experience Account will be amortized as an offsetting loss over a ten-year period. Once the system attains a 70% funded ratio, all future gains and losses will be amortized over 20 years. The OAB will be re-amortized with level-dollar payments to 2029 in fiscal year 2020/2021 or later, when such re-amortization results in annual payments that are not more than the next annual payment otherwise required. If the System is less than 80% funded, the net remaining liability of the OAB and EAAB shall be re-amortized after application of the "threshold

allocations” in Fiscal Year 2019/2020 and in every fifth fiscal year thereafter. Once the system attains an 80% funded ratio, the OAB and EAAB will be re-amortized following allocations of “threshold allocations” or contribution variance surpluses. Act 399 extended the application of the threshold after the OAB and EAAB are paid off and provides for the allocation of funds.

Statutory provisions pertaining to LASERS provide for the automatic transfer of a portion of excess investment earnings to the Experience Account to potentially fund future post-retirement benefit increases. Since the law does not provide for automatic post-retirement benefit increases, the liabilities do not explicitly include future retiree benefit increases. However, since a portion of investment earnings will be used to fund potential future ad hoc benefit increases, the accrued benefits are discounted using a net discount rate. The net discount rate is determined as the expected long-term return net of investment expenses, less the expected return used to provide for future retiree benefit increases. Since the discount rate for funding purposes reflects LASERS specific gain sharing provisions, the assumptions recognize that investment earnings will be diverted to fund the ad hoc increases.

## **2. Asset Valuation Method**

The actuarial value of assets is determined as the market value of assets adjusted to gradually recognize investment gains and losses relative to the net assumed investment return, over a five-year period in 20% increments, and is subject to Corridor Limits of 80% to 120% of the market value of assets.

## **3. Valuation Data**

The administrative staff of LASERS furnishes the actuary with demographic data relating to the active life membership and retired life members. Retired life members included inactive members who are entitled to a deferred reciprocal or vested benefit. The administrative staff of LASERS provides the book value and market value of system assets. All data is reviewed for reasonableness and consistency from year to year but is not audited by the actuary.

# **II. Economic Assumptions**

## **1. Actuarially Assumed Rate of Return**

The June 30, 2020 valuation for funding and GASB purposes was prepared with a discount rate of 7.55%.

The Board of Trustees is implementing its plan to reduce the discount rate in 0.05% increments so has reduced the discount rate from 7.60% to 7.55% net of investment expenses and expected gain sharing, effective June 30, 2020, for purposes of the funding valuation and a discount rate of 7.55% net of investment expenses for purposes of GASB reporting. Investment manager fees are treated as a direct offset to investment income.

The discount rate for funding purposes reflects the assumed investment rate of return, net of investment expenses, and net of investment gains expected to be allocated to the Experience Account to fund permanent benefit increases. By excluding investment returns to be used to fund future permanent benefit increases, the discount rate represents the expected return on investments to be used to fund regular plan benefits. The assumed long-term geometric average nominal rate of return inherent in the funding valuation is 7.90%.

A long-term (thirty-year) average of 35 basis points is assumed to be transferred to the Experience Account annually. Annual investment gains and losses are projected for each scenario with the resulting experience gains allocated to the Experience Account, according to current statutory provisions.

## 2. Employee Salary Increases

Incorporated in the following salary scales (shown for periodic durations but representing full range of assumptions) is an explicit 2.30% inflation assumption. The following salary scale is based upon years of service:

Duration (Years)	Regular State Employees	Judges	Corrections, Haz Duty, Wildlife
0	12.80%	5.05%	13.80%
5	4.90%	2.55%	5.55%
10	3.60%	2.55%	4.80%
15	3.20%	2.55%	3.55%
20	3.00%	2.55%	3.55%
25	3.00%	2.55%	3.55%
30	3.00%	2.55%	3.55%

## III. Demographic Assumptions

### 1. Mortality Assumption

Pre-retirement deaths and post-retirement life expectancies are projected in accordance with the following mortality tables and adjustment factors, based the mortality patterns observed in the 2014-2018 experience study.

#### General Active Employees

Males	RP-2014 Blue Collar Employee * 0.978
Females	RP-2014 Blue Collar Employee * 1.144



**Public Safety Active Employees**

Males	RP-2014 Blue Collar Employee * 1.005
Females	RP-2014 Blue Collar Employee * 1.129

**General Retiree/Inactive Employees**

Males	RP-2014 Blue Collar Annuitant * 1.280
Females	RP-2014 White Collar Annuitant * 1.417

**Public Safety Retiree/Inactive Employees**

Males	RP-2014 Blue Collar Annuitant * 1.185
Females	RP-2014 Blue Collar Annuitant * 1.017

**Disability Retirees**

Males	RP-2000 Disability Retiree * 1.009
Females	RP-2000 Disability Retiree * 1.043

Mortality assumptions for active and regular retirees include adjustments for expected future mortality improvement using the MP-2018 Generational Improvement Scale. Mortality assumptions for Disability Retirees include no adjustments for expected future mortality improvement, based on plan experience.

## 2. Disability Assumption

Rates of total and permanent disability were projected by age in accordance with the 2014-2018 disability experience of the Retirement System. Sample rates are illustrated by employment classification.

AGE	Regular State		Corrections, Haz Duty, Wildlife
	Employees	Judges	
25	0.01%	0.00%	0.01%
30	0.01%	0.00%	0.05%
35	0.05%	0.00%	0.13%
40	0.10%	0.00%	0.17%
45	0.15%	0.02%	0.28%
50	0.22%	0.02%	0.55%
55	0.30%	0.02%	0.80%

### 3. Termination Assumptions

Voluntary withdrawal rates are derived from the 2014-2018 termination experience study. Sample rates are illustrated by employment classification below.

Regular State Employees								Judges
Years of Service								
Age	< 1	1	2-3	4-6	7-9	10+		
25	32.5%	27.0%	20.0%	16.0%	10.5%	8.0%		
30	29.0%	23.0%	18.0%	13.3%	10.5%	8.0%		
35	29.0%	22.0%	18.0%	13.3%	8.0%	5.5%		
40	28.0%	18.0%	15.0%	13.0%	8.0%	5.5%		
45	25.0%	18.0%	14.0%	12.5%	8.0%	5.0%		
50	25.0%	18.0%	12.5%	11.5%	7.5%	5.0%		

Age	Corrections/Haz Duty							Wildlife	
	Years of Service							Years of Service	
	<1	1	2	3-4	5-7	8-9	10+	<6	6+
25	48.0%	30.5%	30.0%	24.0%	15.5%	6.4%	2.8%	7.6%	0.5%
30	43.5%	25.5%	24.0%	20.0%	13.5%	6.4%	2.8%	7.6%	0.5%
35	43.5%	25.5%	20.0%	20.0%	10.0%	6.4%	2.8%	7.6%	0.5%
40	41.0%	21.0%	20.0%	15.5%	9.0%	6.4%	2.8%	7.6%	0.5%
45	32.0%	17.0%	12.0%	15.5%	9.0%	6.4%	2.8%	7.6%	0.5%
50	27.5%	17.0%	12.0%	10.0%	9.0%	6.4%	2.8%	7.6%	0.5%

For members terminating with ten or more years of service, it is assumed that 80% will not withdraw their accumulated employee contributions.

#### 4. Retirement/DROP Assumptions

Retirement rates and DROP probabilities were projected based upon the 2014-2018 experience study. At eligibility, including eligibility for a reduced early retirement benefit, the probability of retirement or DROP is determined based upon the Retirement/DROP assumptions, based on the most recent experience study. Sample rates are illustrated by employment classification below:

Regular Members					
Years of Service					
Age	< 10	10-19	20-24	25-29	30+
45	0%	5%	5%	5%	0%
50	0%	10%	10%	10%	20%
55	0%	18%	18%	60%	60%
60	35%	35%	35%	35%	35%
65	20%	20%	20%	20%	20%
70	18%	18%	18%	18%	18%

	Judges			Corrections/Haz/Wildlife	
	Years of Service			Years of Service	
Age	<12	12-17	18+	< 10	10+
45	0.0%	0.0%	6.8%	0.0%	23.5%
50	0.0%	0.0%	6.8%	0.0%	23.5%
55	0.0%	20.8%	11.5%	0.0%	23.5%
60	10.8%	9.0%	23.8%	50.0%	24.0%
65	10.8%	18.2%	17.3%	32.5%	19.6%
70	10.8%	10.5%	12.2%	32.5%	19.6%

#### IV. Other Assumptions

##### Administrative Expenses:

Administrative expenses are assumed to be \$17,600,000 annually and are funded by employer contributions as a percentage of projected payroll.

## Summary of Unfunded Actuarial Liabilities/Solvency Test

(Dollar Amounts in Millions)

Valuation Date	(1) Active Member Contribution	(2) Retirees Term. Vested Inactive	(3) Active Members Employer Fin. Portion	Actuarial Valuation Assets	Portion of Actuarial Accrued Liabilities Covered By Assets		
					(1)	(2)	(3)
2011	\$ 1,494.8	\$ 10,158.2	\$ 3,568.0	\$ 8,763.1	100%	72%	0%
2012	\$ 1,649.7	\$ 11,030.2	\$ 3,478.0	\$ 9,026.4	100%	67%	0%
2013	\$ 1,578.0	\$ 11,981.3	\$ 2,622.9	\$ 9,740.9	100%	68%	0%
2014	\$ 1,516.3	\$ 13,072.6	\$ 3,288.8	\$ 10,606.5	100%	70%	0%
2015	\$ 1,513.0	\$ 13,417.1	\$ 3,286.6	\$ 11,318.4	100%	73%	0%
2016	\$ 1,527.3	\$ 13,961.6	\$ 3,087.4	\$ 11,630.8	100%	72%	0%
2017	\$ 1,538.6	\$ 13,977.8	\$ 3,275.7	\$ 11,976.8	100%	75%	0%
2018	\$ 1,555.0	\$ 14,244.0	\$ 3,304.6	\$ 12,360.5	100%	76%	0%
2019	\$ 1,582.7	\$ 14,502.0	\$ 3,442.9	\$ 12,520.9	100%	75%	0%
2020	\$ 1,607.7	\$ 14,803.6	\$ 3,280.1	\$ 12,617.2	100%	74%	0%

## Summary of Actuarial and Unfunded Actuarial Liabilities

(Dollar Amounts in Millions)

Valuation Date	Actuarial Accrued Liabilities (AAL)	Actuarial Valuation Assets	Ratio Of Assets To AAL	Unfunded AAL (UAAL)	Active Member Payroll	UAAL As Percentage of Active Payroll
2011	\$ 15,221.0	\$ 8,763.1	57.57%	\$ 6,457.9	\$ 2,408.8	268.1%
2012	\$ 16,157.9	\$ 9,026.4	55.86%	\$ 7,131.5	\$ 2,341.7	304.5%
2013	\$ 16,182.2	\$ 9,740.9	60.20%	\$ 6,441.3	\$ 1,952.0	330.0%
2014	\$ 17,877.7	\$ 10,606.5	59.33%	\$ 7,271.2	\$ 1,813.8	400.9%
2015	\$ 18,216.7	\$ 11,318.4	62.13%	\$ 6,898.3	\$ 1,856.7	371.5%
2016	\$ 18,576.3	\$ 11,630.8	62.61%	\$ 6,945.5	\$ 1,842.3	377.0%
2017	\$ 18,792.1	\$ 11,976.8	63.73%	\$ 6,815.3	\$ 1,821.9	374.1%
2018	\$ 19,103.6	\$ 12,360.5	64.70%	\$ 6,743.1	\$ 1,864.0	361.7%
2019	\$ 19,527.6	\$ 12,520.9	64.12%	\$ 7,006.8	\$ 1,952.5	358.9%
2020	\$ 19,691.4	\$ 12,617.2	64.07%	\$ 7,074.2	\$ 1,999.4	353.8%

## Reconciliation of Unfunded Actuarial Liabilities

(Dollar Amounts in Thousands)

		Fiscal Year Ending		
	2020	2019	2018	2017
<b>Unfunded Actuarial Liability at Beginning of Fiscal Year (7/1)</b>	\$ 7,006,759	\$ 6,743,120	\$ 6,815,313	\$ 6,945,450
<b>Interest on Unfunded Liability</b>	532,514	515,849	524,779	538,272
<b>Investment Experience</b> (excl. change in AVM) (gains) decreases UAL	430,536	285,780	20,165	14,363
<b>Change in Asset Valuation or Actuarial Cost Method</b>	-	-	-	-
<b>Plan Experience</b> (gains) decreases UAL	(150,589)	95,572	(17,939)	(99,637)
<b>Employer Amortization Payments</b> (payments) decreases UAL	(727,193)	(648,891)	(662,437)	(652,321)
<b>Employer Contribution Variance</b> (excess contributions) decreases UAL	(54,096)	(44,736)	(16,984)	27,474
<b>Side Fund Allocation(s)</b> (distributions) decreases UAL	-	-	-	-
<b>Other</b> - Miscellaneous gains and losses from transfers, assumption changes, or Acts of the Legislature	36,259	60,065	80,223	41,712
<b>Unfunded Actuarial Liability at End of Fiscal Year (6/30)</b>	<u>\$ 7,074,190</u>	<u>\$ 7,006,759</u>	<u>\$ 6,743,120</u>	<u>\$ 6,815,313</u>



## Membership Data

Data regarding the membership of the System for valuation were furnished by the System.

	2020		2019	
<b>Active Members</b>	<b>Census</b>	<b>Avg. Sal.</b>	<b>Census</b>	<b>Avg. Sal.</b>
Regular Members	32,673	\$ 49,245	32,699	\$ 47,841
Legislators	4	116,355	7	57,242
Judges - prior to 1/1/2011	173	149,770	182	147,183
Judges - on or after 1/1/11	126	150,576	120	147,029
Appellate Law Clerks	101	88,530	108	83,305
Wildlife Agents	130	75,345	138	74,356
Corrections	1,363	55,533	1,531	54,195
Peace Officers	35	64,549	40	60,414
Alcohol Tobacco Control	9	63,616	10	67,183
Bridge Police	3	65,466	3	59,625
Hazardous Duty	3,182	40,301	3,006	38,738
Harbor Police	19	55,407	22	55,769
Active After DROP	1,669	64,512	1,667	64,508
<b>Total</b>	<b>39,487</b>	<b>\$ 50,365</b>	<b>39,533</b>	<b>\$ 49,070</b>

### Valuation Salaries

\$1,999,414,595

\$1,952,495,777

<b>Inactive Members</b>	<b>2020</b>	<b>2019</b>
Due Refunds	55,676	55,280
Terminated Vested	3,691	3,744

	2020		2019	
<b>Annuityants and Survivors</b>	<b>Census</b>	<b>Avg. Ben.</b>	<b>Census</b>	<b>Avg. Ben.</b>
Retirees	41,271	\$ 27,712	41,117	\$ 27,230
Disabilities	2,091	14,677	2,175	14,579
Survivors	5,979	17,652	5,977	17,271
DROP	1,367	35,371	1,354	33,600
<b>Total</b>	<b>50,708</b>	<b>\$ 26,195</b>	<b>50,623</b>	<b>\$ 25,681</b>

## Historical Membership Data

(Dollar Amounts in Thousands)

### History of Active Membership Data for Last 10 Years

Year Ending 6/30	Number of Participating Employers	Number of Active Members	Percentage Change In Membership	Annual Active Member Payroll*	Annual Active Member Avg. Payroll	Percentage Change in Avg. Payroll
2011	354	54,930	-6.71%	\$ 2,408,840	\$ 43,606	1.45%
2012	362	52,352	-4.69%	\$ 2,341,703	\$ 44,485	2.02%
2013	355	44,111	-15.74%	\$ 1,951,988	\$ 43,957	-1.19%
2014	368	40,321	-8.59%	\$ 1,813,759	\$ 44,680	1.64%
2015	361	40,194	-0.31%	\$ 1,856,735	\$ 45,919	2.77%
2016	351	39,284	-2.26%	\$ 1,842,286	\$ 46,657	1.61%
2017	345	39,055	-0.58%	\$ 1,821,944	\$ 46,369	-0.62%
2018	346	39,293	0.61%	\$ 1,864,035	\$ 47,143	1.67%
2019	348	39,533	0.61%	\$ 1,952,496	\$ 49,070	4.09%
2020	345	39,487	-0.12%	\$ 1,999,415	\$ 50,365	2.64%

### History of Annuitants and Survivor Annuitant Membership for Last 10 Years

Year Ending 6/30	Total Members		Members Added		Members Removed		Average Annuity	Percent Change in Annuity
	No.	Amount*	No.	Amount*	No.	Amount*		
2011	43,711	\$ 923,617	3,307	\$ 96,480	1,610	\$ 24,923	\$ 21,130	4.2%
2012	45,299	\$ 996,167	3,191	\$ 98,955	1,603	\$ 26,405	\$ 21,991	4.1%
2013	47,517	\$ 1,076,245	3,929	\$ 113,668	1,711	\$ 33,590	\$ 22,650	3.0%
2014	48,778	\$ 1,135,847	2,944	\$ 81,624	1,683	\$ 22,022	\$ 23,286	2.8%
2015	49,325	\$ 1,170,269	1,785	\$ 52,052	1,238	\$ 17,630	\$ 23,725	1.9%
2016	49,810	\$ 1,217,859	1,597	\$ 46,910	1,112	\$ 17,318	\$ 24,450	3.1%
2017	50,199	\$ 1,248,401	1,563	\$ 46,527	1,174	\$ 15,985	\$ 24,869	1.7%
2018	50,404	\$ 1,274,954	1,500	\$ 45,825	1,295	\$ 19,272	\$ 25,295	1.7%
2019	50,623	\$ 1,300,065	1,538	\$ 46,970	1,319	\$ 21,860	\$ 25,681	1.5%
2020	50,708	\$ 1,328,287	1,431	\$ 49,022	1,346	\$ 20,800	\$ 26,195	2.0%

\* Dollar Amounts in Thousands.

## Principal Provisions of the Plan

The Louisiana State Employees' Retirement System (LASERS) was enacted in 1947. Initially, the plan covered regular State Employees (Regular Plan), but membership has expanded to participating agencies, and the merger of Louisiana State University Administration Employees and the Judges Retirement System. The purpose of the plan is to provide benefits to members and their dependents at retirement or in the event of death, disability, or termination of employment. LASERS is a defined benefit plan and is funded on an actuarial reserve basis to fund benefits as prescribed by law.

### Administration

The plan is governed by Title 11 Sections 401-699 of the Louisiana Revised Statutes. The Board of Trustees is composed of thirteen members; six elected from the active membership, three elected retired members and four exofficio members. Elected members serve staggered four-year terms. The State Treasurer, a member of the House Retirement Committee appointed by the Speaker of the House of Representatives, the chair of the Senate Retirement Committee, and the Commissioner of Administration serve as voting, exofficio members. The Board of Trustees appoints an Executive Director who is responsible for the operation of the System. The Board also retains other consultants as deemed necessary.

### Member Contributions

Members contribute a percentage of their gross compensation, depending on plan participation:

<u>Plan</u>	<u>Current Contribution</u>
Regular Employees and Appellate Law Clerks	
Pre-Act 75 (hired before 7/1/2006)	7.5%
Post-Act 75 (hired after 6/30/2006)	8.0%
Legislators	11.5%
Judges hired before 1/1/2011	11.5%
Judges hired after 12/31/2010	13.0%
Corrections Primary and Secondary	9.0%
Wildlife	9.5%
Peace Officers & Alcohol/Tobacco Control Officers	9.0%
Bridge Police	8.5%
Hazardous Duty	9.5%
Harbor Police	9.0%
Special Legislative Employees (Sergeant at Arms, Secretary of Senate, Clerk of the House)	9.5%

### Employer Contributions

All participating employers, regardless of plan participation, contribute a percentage of their total gross payroll to the System. The employer percentage is actuarially determined and is sufficient to pay annual accruals plus an amortization charge which liquidates the System's unfunded liability as required by law. The rate is determined annually and recommended by the Public Retirement Systems' Actuarial Committee to the State Legislature.

## IV. Termination

A member who terminates covered employment, regardless of plan membership, may request a refund of the member's contributions without interest. Upon re-employment, a member may reinstate the credit forfeited through termination of previous membership by repaying the refunded contributions plus interest.

## V. Retirement Benefits

Service retirement benefits are payable to members who have terminated covered employment and met both age and service eligibility requirements.

### 1. Normal Retirement

Regular Plan – Members hired prior to July 1, 2006, may retire with a 2.5% annual accrual rate, at age 55 with 25 years, age 60 with 10 years or at any age with 30 years of service. Members hired on or after July 1, 2006, will be eligible at age 60 with five years of service. Members hired on or after July 1, 2015 will be eligible at age 62 with five years of service.

*Note: Members may retire with 20 years at any age with benefits actuarially reduced.*

Judges – Judges hired prior to January 1, 2011 may retire with a 3.5% annual accrual rate at any age with 18 years of service, age 55 with 12 years, age 50 with 20 years (minimum 12 years judicial), age 65 with 10 years of service, or 70 without regard to creditable service. Judges hired on or after January 1, 2011 may retire with a 3.5% annual accrual rate with five years of service at age 60. Eligibility requirements apply to Appellate Law Clerks hired prior to January 1, 2011. Judges hired on or after July 1, 2015 may retire with a 3.5% annual accrual rate with five years of service at age 62.

Legislators, Governor, Lieutenant Governor, and State Treasurer – May retire with a 3.5% annual accrual rate with 16 years of legislative service; age 50 with 20 years (minimum 12 years legislative service) or age 55 with 12 years.

Correction Officers – Members of the Primary Component may retire with a 2.5% annual accrual rate at age 60 with 10 years of service, age 50 with 20 years, or 20 years of service regardless of age if employed prior to August 15, 1986. Effective January 1, 2002, new members accrue 3.33% per year and are eligible for retirement at 25 years of service regardless of age or age 60 with 10 years of service. Effective June 30, 2014, certain probation and parole officers in the office of adult services of the Department of Corrections who were employed prior to December 21, 2001 and did not join the Corrections Secondary plan may retire with a 3.0% accrual rate for service earned prior to June 30, 2014 and 3.33% for service earned after June 30, 2014.

Wildlife – Members hired prior to July 1, 2003 may retire at age 55 with 10 years of service, or at any age with 20 years. Benefit accrual rate is 3.0% for service earned prior to July 1, 2003 and 3.33% for service earned after July 1, 2003. Members hired on or after July 1, 2003 may retire at age 60 with 10 years or at any age with 25 years of service. Benefit accrual rate is 3.33%, or 2.5% if members retire with less than 10 years of wildlife service.

Peace Officers – Annual accrual rate is 3.33%. Eligibility is the same as regular members hired prior to July 1, 2006.

Alcohol Tobacco Control – Annual accrual rate is 3.33%. Member's eligibility to retire with 25 years of service at any age, age 60 with 10 years.

Bridge Police – Annual accrual rate is 2.5% with 10 years at age 60, or 25 years at any age. The last 10 years of service must be served as bridge police.

Hazardous Duty Plan – Annual accrual rate is 3.33%. Members are eligible to retire with 12 years at age 55. The last 10 years of service must be served in a hazardous duty position.

Harbor Police – Annual accrual rate is 3.33%. Members are eligible to retire with 25 years at any age, 12 years at age 55, 20 years at age 45, and 10 years at age 60.

## **2. Benefit Formula**

For all plans, monthly retirement benefits are based on a formula, which multiplies the final average compensation, by the applicable accrual rate, and by the years of creditable service, plus a \$25 per month supplemental benefit for members hired prior to July 1, 1986. Final average compensation is determined as the highest successive 36 months for all but regular members hired on or after July 1, 2006, Judges whose first membership making them eligible for LASERS membership occurred on or after January 1, 2011, and members of the Hazardous Duty Plan. For these members, final average compensation is determined as the highest successive 60 months.

## **3. Payment Options**

A retiring member is entitled to receive the maximum benefit payable until the member's death. In lieu of the maximum benefit, the member may elect to receive a reduced benefit payable in the form of a Joint and Survivor Option, or a reduced benefit with a lump-sum payment which cannot exceed 36 monthly benefit payments. In addition, beginning July 1, 2009, members may elect to receive a reduced benefit that will increase at 2.5% annually once the retiree attains age 55. This option is not available to recipients of disability retirement benefits.

Judges hired prior to January 1, 2011 receive the maximum benefit payable without reduction for a 50% Joint and Survivor Option. Wildlife members receive the maximum benefit payable without reduction for a 75% Joint and Survivor Option.

## **VI. Deferred Retirement Option Program (DROP)**

In lieu of terminating employment and accepting a service retirement, an eligible member may begin participation on the first retirement eligibility date or within 60 days thereafter, for a period not to exceed 36 months. Delayed participation reduces the 36-month participation period. During participation, benefits otherwise payable are fixed, and deposited in an individual DROP account. Upon termination of DROP, the member may continue employment and earn additional accruals to be added to the fixed pre-DROP benefit.

Upon termination of employment, the member is entitled to the fixed benefit plus post-DROP accruals, plus the individual DROP account balance, which can be paid in a lump sum, or an additional annuity based upon the account balance.



## VII. Disability Retirement Benefits

Active members with 10 or more years of service credit are eligible for disability retirement benefits if determined to be disabled from performing the duties of their job. Members receive a service retirement benefit based upon their accrued retirement benefit, except as specified below:

Judges – A service retirement benefit, but not less than 50% of current salary.

Corrections – Benefit for total disability incurred in-line-of-duty service is the greater of the accrued benefit or 40% of average compensation (60% for members of the Primary Plan). If a member of the Secondary Plan has 10 or more years of service, benefit is the greater of the accrued retirement benefit or 60% of final average compensation. Otherwise, benefit is the accrued retirement benefit.

Wildlife Agents – Minimum total disability incurred in-line-of-duty service is 60% of average compensation.

Hazardous Duty Plan – Total disability incurred in-line-of-duty benefit is 75% of average compensation.

Members of the Corrections, Wildlife, Hazardous Duty, or Harbor Police plans totally and permanently disabled by an intentional act of violence while in-line-of-duty receive 100% of final average compensation.

## VIII. Survivor Benefits

Members whose first employment which makes them eligible for membership in a Louisiana state retirement system occurs prior to January 1, 2011:

A surviving spouse with minor children of an active member with five years of creditable service (two years immediately prior to death) or 20 years of creditable service is entitled to a benefit equal to the greater of 1) \$300 per month, or 2) 75% of the member's benefit calculated at the 2.5% accrual rate for all creditable service.

A surviving minor child, with no surviving spouse shall receive an amount equal to the greater of 75% of compensation or \$300. Benefits to minors cease at attainment of age 18, marriage or age 23 if enrolled in an approved institution of higher education.

A surviving spouse without minor children of an active member with 10 years of creditable service (two years immediately prior to death) or 20 years of creditable service is entitled to a benefit equal to the greater of 1) \$200 per month, or 2) 50% of the member's final average compensation.

Members whose first employment which makes them eligible for membership in a Louisiana state retirement system occurs on or after January 1, 2011:

A surviving spouse with minor children of an active member with five years of creditable service (two years immediately prior to death) or 20 years of creditable service is entitled to a benefit equal to the greater of 1) \$600 per month, or 2) 50% of the member's accrued benefit. Each child receives 50% of the spouses benefit, up to two children. Minimum benefit based on the Option 2A equivalent for the surviving spouse.

A surviving minor child, with no surviving spouse shall receive an amount equal 50% of the benefit for surviving spouse with minor children, up to two children, divided equally among all children.

A surviving spouse without minor children of an active member with 10 years of creditable service

(two years immediately prior to death) or 20 years of creditable service is entitled to a benefit based on the Option 2A equivalent for the surviving spouse.

The Option 2A equivalent is an actuarially reduced benefit whereby 100% of the actuarially reduced benefit continues for the life of the beneficiary.

A surviving spouse without minor children of an active member with a minimum of five years of creditable service in the Harbor Police Plan may receive a non-line of duty survivor benefit equal to 40% of final average compensation which ceases upon remarriage. The survivor benefit for a surviving spouse with minor children is equal to 60% of final average compensation. No minimum service credit is required for line of duty survivor benefits which are equal to 60% of final average compensation to surviving spouse, regardless of children. Line of duty survivor benefits cease upon remarriage, and the benefit is then paid to minor children.

The survivor benefit is 100% of final salary for any member who is eligible for membership in the Hazardous Duty Plan, if killed in the line of duty by an intentional act of violence.

## IX. Post-Retirement Increases

Provisions regarding future Permanent Benefit Increases (PBIs) were substantially changed by Act 399 of 2014. PBIs may be granted, if requested by the Board and approved with a two-thirds vote of both houses of legislature, provided there are sufficient funds in the Experience Account to fully fund the increase on an actuarial basis.

Experience Account Credits/Debits: After allocation of the first \$100,000,000 of investment experience gains to the Unfunded Accrued Liability, the Experience Account is credited with up to 50% of the remaining excess investment income, up to a maximum balance as described below. The \$100,000,000 threshold is indexed based upon the increase in the actuarial value of assets. Excess investment income is investment income for the prior fiscal year in excess of the expected income based on the actuarial valuation rate for that fiscal year. Balances in the Experience Account accrue interest at the actuarial rate of return during the prior year; however, all credits are limited as follows:

If the system's funded ratio is less than 80%, the Experience Account is limited to the reserve necessary to grant one PBI. If the funded ratio is at least 80%, the Experience Account is limited to the reserve necessary to fund two PBI's. The Experience Account is debited for the increase in actuarial accrued liability resulting from the increases.

Permanent Benefit Increases: No increase can be granted if the legislature granted an increase in the preceding fiscal year, unless the system is 85% funded or greater. Additionally, PBI's are limited to the lesser of the increase in the CPI-U for the twelve-month period ending on the system's valuation date, or an amount determined by the system's funded ratio:

Funded Ratio	PBI Increase Limit
< 55%	0%
55% to <65%	1.5%
65% to <75%	2.0%
75% to <80%	2.5%
80% +	3.0%

Beginning July 1, 2015, any increase is limited to the first \$60,000 of a retiree's annual benefit, increased annually by the CPI-U for the twelve-month period ending in June. If the actuarial rate of return for the prior plan year is less than 8.25%, regardless of the discount rate, the increase is limited to the lesser of 2% or the amount described above.

Eligibility Requirements: Benefits are restricted to those retirees who have attained the age of 60 and have been retired for at least one year. The age 60 requirement does not apply to disability retirees.



# Statistical Section

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The Great Egret is a long-legged wading bird that is commonly seen in Louisiana bayous and ponds. In the early 1900's, egrets almost became extinct because of the demand for their beautiful plumes on ladies' hats. The public outrage over the killing of egrets for their feathers led to the formation of the National Audubon Society and brought about legislatively mandated protections.

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# Summary

The objective of the Statistical Section is to provide financial statement users with a historical perspective, context, and detail to assist in using the information in the financial statements and the notes to the financial statements to better understand and assess LASERS economic condition. All non-accounting data is taken from LASERS internal sources except for that information which is derived from actuarial valuations.

## Financial Trends

The schedules listed below provide financial trend information that assists users in understanding and assessing how LASERS financial position has changed over time:

- Changes in Fiduciary Net Position
- Valuation Assets vs. Pension Liabilities
- Employee Contribution Rates
- Employer Contribution Rates

## Operational Information

The schedules listed below are intended to provide contextual information about LASERS operations to assist in assessing the System's economic condition:

- Benefit Expenses by Type
- Average Monthly Benefit Amounts
- LASERS Membership
- LASERS Changes In Membership
- Number of Benefit Recipients
- Retired Members by Recipient Type and Plan

## Demographic Information

This information is intended to assist readers in understanding the environment in which LASERS operates. The demographic information includes:

- Location of LASERS Benefit Recipients
- Fiscal Year 2020 Gross Benefits Paid by Region
- Top Ten Contributing Employers by Member Count



## Changes in Fiduciary Net Position

### Ten Years Ended June 30, 2020

	2011	2012	2013	2014	2015
<b>Additions (Reductions)</b>					
Employer Contributions	\$ 558,183,107	\$ 637,285,920	\$ 649,029,708	\$ 612,698,414	\$ 722,137,361
Employee Contributions	197,825,267	192,795,057	173,357,802	152,993,052	153,281,097
Legislative Acts Income	-	-	-	2,465,608	4,540,773
Investment Income:					
Net Investment Income (Loss)	1,852,933,704	(11,299,929)	1,104,747,865	1,770,521,381	152,809,130
Other Income	14,072,770	32,441,258	33,806,894	20,810,679	12,928,989
<b>Total Additions (Reductions) to Fiduciary Net Position</b>	<b>\$ 2,623,014,848</b>	<b>\$ 851,222,306</b>	<b>\$ 1,960,942,269</b>	<b>\$ 2,559,489,134</b>	<b>\$ 1,045,697,350</b>
<b>Deductions</b>					
Retirement Benefits	\$ 915,840,721	\$ 978,971,262	\$ 1,070,410,859	\$ 1,167,477,166	\$ 1,199,079,252
Refunds and Transfers of Member Contributions	41,553,896	43,221,742	61,522,162	77,118,765	38,308,757
Administrative Expenses	13,572,253	13,810,702	14,258,832	14,810,539	15,877,682
Other Postemployment Benefits Expenses	1,310,517	999,650	982,754	1,103,488	940,845
Depreciation and Amortization Expenses	1,919,585	1,941,249	1,943,653	1,724,101	1,193,314
<b>Total Deductions from Fiduciary Net Position</b>	<b>\$ 974,196,972</b>	<b>\$ 1,038,944,605</b>	<b>\$ 1,149,118,260</b>	<b>\$ 1,262,234,059</b>	<b>\$ 1,255,399,850</b>
<b>Total Change in Fiduciary Net Position</b>	<b>\$ 1,648,817,876</b>	<b>\$ (187,722,299)</b>	<b>\$ 811,824,009</b>	<b>\$ 1,297,255,075</b>	<b>\$ (209,702,500)</b>

# Changes in Fiduciary Net Position (continued)

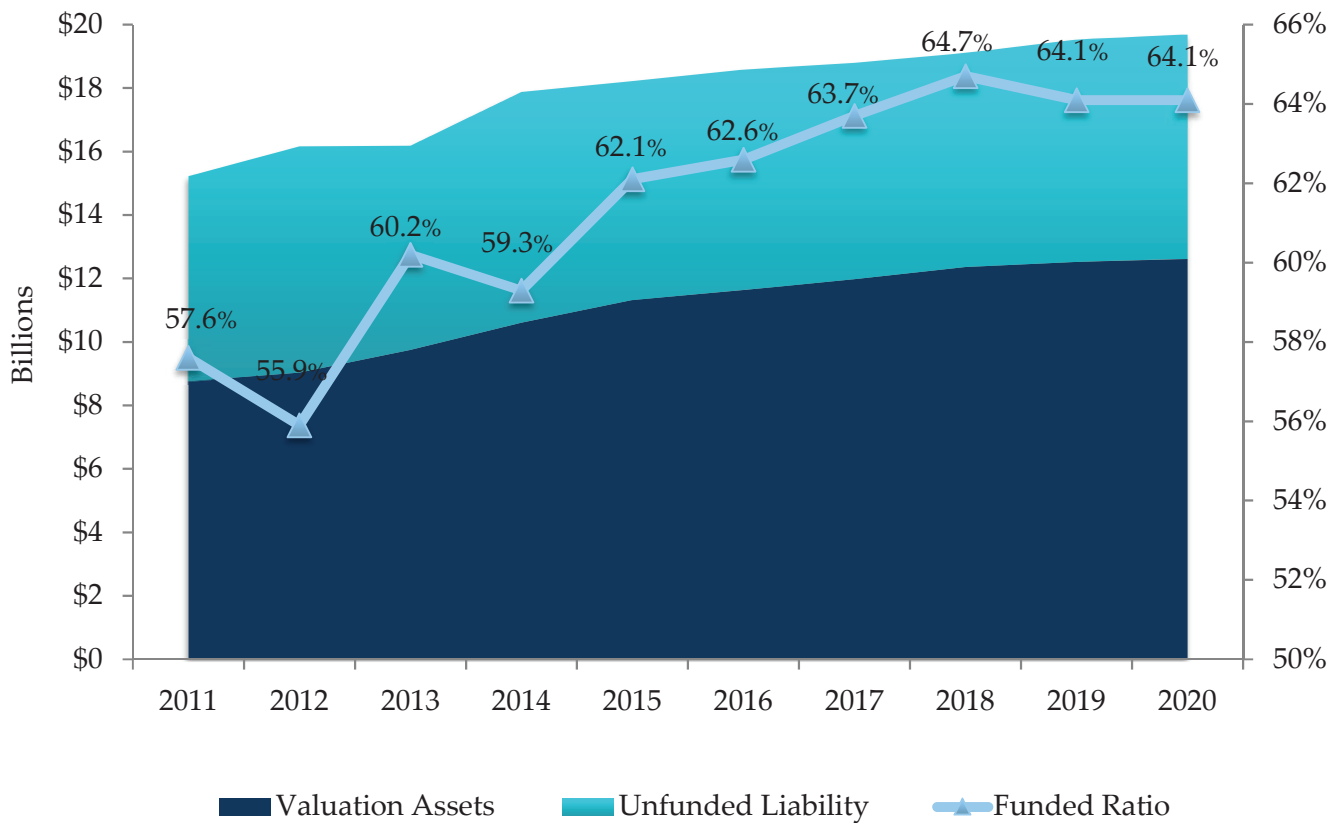
Ten Years Ended June 30, 2020

	2016	2017	2018	2019	2020
<b>Additions (Reductions)</b>					
Employer Contributions	\$ 718,606,512	\$ 675,583,750	\$ 725,802,871	\$ 760,150,449	\$ 837,449,602
Employee Contributions	152,233,771	149,931,242	152,189,709	160,338,556	164,576,018
Legislative Acts Income	10,790,721	250	3,676,833	9,479,319	16,668,183
Investment Income:					
Net Investment Income (Loss)	(296,729,232)	1,520,600,699	1,011,537,508	452,914,317	(480,573,814)
Other Income	15,185,502	14,049,005	15,198,732	13,052,134	15,955,512
<b>Total Additions (Reductions) to Fiduciary Net Position</b>	<b>\$ 600,087,274</b>	<b>\$ 2,360,164,946</b>	<b>\$ 1,908,405,653</b>	<b>\$ 1,395,934,775</b>	<b>\$ 554,075,501</b>
<b>Deductions</b>					
Retirement Benefits	\$ 1,238,507,932	\$ 1,274,461,022	\$ 1,317,635,325	\$ 1,343,892,705	\$ 1,368,004,318
Refunds and Transfers of Member Contributions	35,997,261	37,606,040	35,191,508	34,948,707	30,447,178
Administrative Expenses	15,615,605	17,074,984	14,732,258	16,785,776	16,749,257
Other Postemployment Benefits Expenses	982,858	904,975	9,525,495	538,097	42,750
Depreciation and Amortization Expenses	419,718	556,901	883,799	783,617	820,094
<b>Total Deductions from Fiduciary Net Position</b>	<b>\$ 1,291,523,374</b>	<b>\$ 1,330,603,922</b>	<b>\$ 1,377,968,385</b>	<b>\$ 1,396,948,902</b>	<b>\$ 1,416,063,597</b>
<b>Total Change in Fiduciary Net Position</b>	<b>\$ (691,436,100)</b>	<b>\$ 1,029,561,024</b>	<b>\$ 530,437,268</b>	<b>\$ (1,014,127)</b>	<b>\$ (861,988,096)</b>

# Valuation Assets vs. Pension Liabilities

Ten Years Ended June 30, 2020

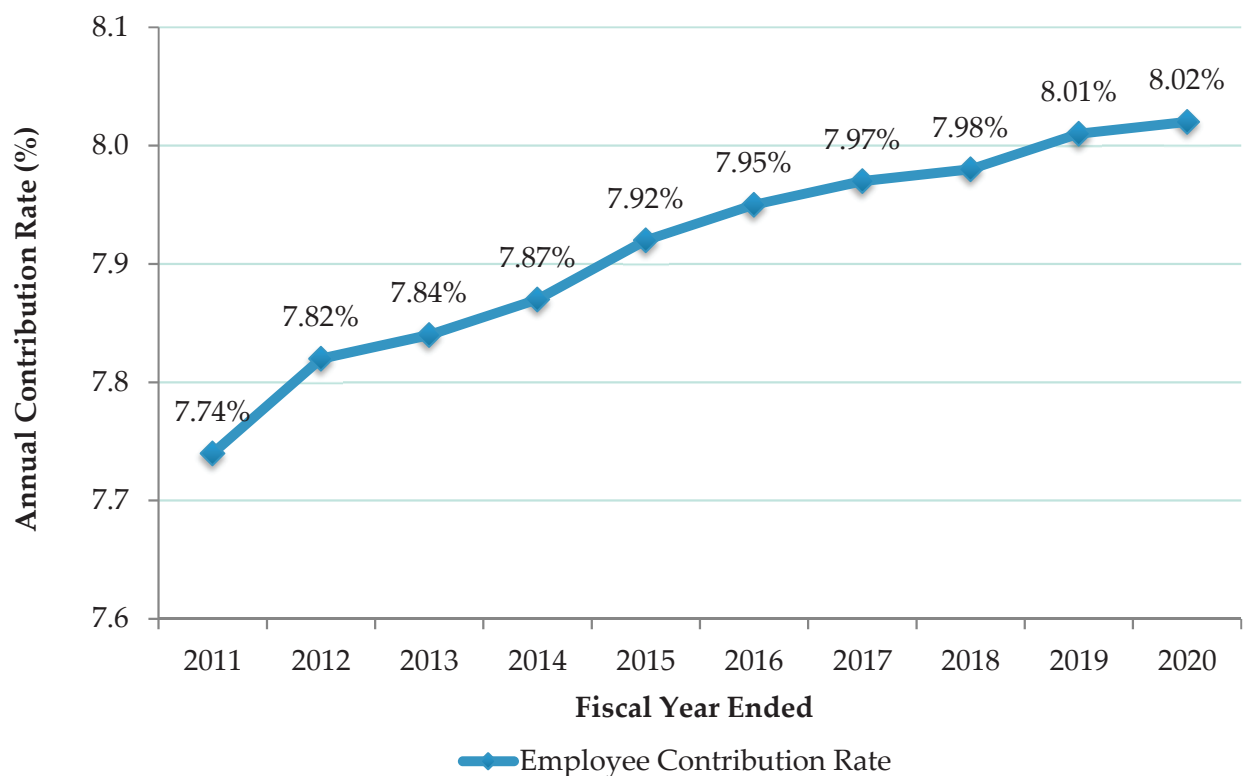
Fiscal Year	Dollars in Billions				Funded Ratio
	Valuation Assets	Unfunded Liability	Accrued Liability		
2011	\$ 8.7631	\$ 6.4580	\$ 15.2211		57.6%
2012	\$ 9.0264	\$ 7.1315	\$ 16.1579		55.9%
2013	\$ 9.7409	\$ 6.4413	\$ 16.1822		60.2%
2014	\$ 10.6065	\$ 7.2713	\$ 17.8778		59.3%
2015	\$ 11.3184	\$ 6.8982	\$ 18.2167		62.1%
2016	\$ 11.6308	\$ 6.9455	\$ 18.5763		62.6%
2017	\$ 11.9768	\$ 6.8153	\$ 18.7921		63.7%
2018	\$ 12.3605	\$ 6.7431	\$ 19.1036		64.7%
2019	\$ 12.5208	\$ 7.0068	\$ 19.5276		64.1%
2020	\$ 12.6172	\$ 7.0742	\$ 19.6914		64.1%



## Employee Contribution Rates

Ten Years Ended June 30, 2020

Fiscal Year	Employee Contribution Rate
2011	7.74%
2012	7.82%
2013	7.84%
2014	7.87%
2015	7.92%
2016	7.95%
2017	7.97%
2018	7.98%
2019	8.01%
2020	8.02%



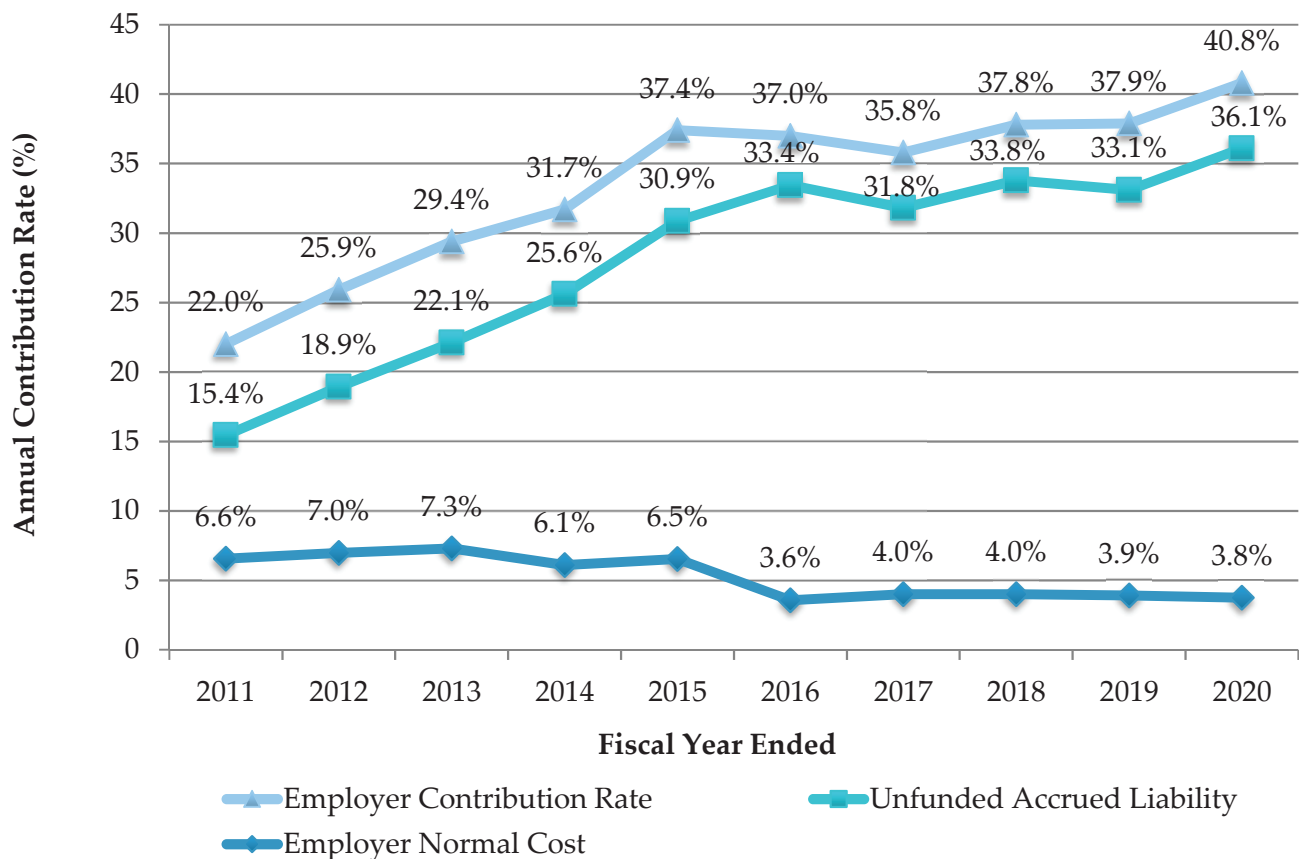
The employee contribution rate varies by plan. The rates shown above reflect the average, rather than the actual rate contributed by each employee.

The rates above for each fiscal year are determined by prior year actuarial valuations. For example, fiscal year ended 2020 rates were determined by the fiscal year ended 2018 actuarial valuation.

# Employer Contribution Rates

Ten Years Ended June 30, 2020

Fiscal Year	Employer Normal Cost	Admin Expenses*	Unfunded Accrued Liability	Total Employer Contribution Rate
2011	6.6%	N/A	15.4%	22.0%
2012	7.0%	N/A	18.9%	25.9%
2013	7.3%	N/A	22.1%	29.4%
2014	6.1%	N/A	25.6%	31.7%
2015	6.5%	N/A	30.9%	37.4%
2016	3.6%	N/A	33.4%	37.0%
2017	4.0%	N/A	31.8%	35.8%
2018	4.0%	N/A	33.8%	37.8%
2019	3.9%	0.9%	33.1%	37.9%
2020	3.8%	0.9%	36.1%	40.8%



\* Beginning in 2019, per Act 94 of 2016, administrative expenses were directly funded through employer contribution, rather than as a reduction to expected investment returns.

The rates above for each fiscal year are determined by prior year actuarial valuations. For example, fiscal year ended 2020 rates were determined by the fiscal year ended 2018 actuarial valuation, and reflect the composite employer normal cost and unfunded accrued liability rates for all plans within



## Benefit Expenses by Type

For the Ten Years Ended June 30, 2020

Type	2011	2012	2013	2014	2015
<b>Benefits</b>					
Regular	\$ 733,039,471	\$ 791,945,615	\$ 872,055,895	\$ 965,434,718	\$ 1,004,660,577
Survivors	77,667,823	79,190,930	81,755,704	83,901,456	87,434,135
Deferred Retirement Option	88,056,162	90,928,480	99,350,219	101,306,705	91,103,968
Initial Benefit Option	1,966,560	1,686,544	1,618,364	1,537,741	1,342,856
Disability Benefits	15,110,705	15,219,693	15,630,677	15,296,546	14,537,716
<b>Total Benefits</b>	<b>\$ 915,840,721</b>	<b>\$ 978,971,262</b>	<b>\$ 1,070,410,859</b>	<b>\$ 1,167,477,166</b>	<b>\$ 1,199,079,252</b>
<b>Refunds</b>					
Separation	\$ 34,393,711	\$ 38,575,552	\$ 52,012,078	\$ 66,904,948	\$ 31,533,895
Death	1,445,450	954,378	2,235,860	1,604,857	2,548,005
<b>Total Refunds</b>	<b>\$ 35,839,161</b>	<b>\$ 39,529,930</b>	<b>\$ 54,247,938</b>	<b>\$ 68,509,805</b>	<b>\$ 34,081,900</b>
Transfers to Other Systems	\$ 5,714,735	\$ 3,691,812	\$ 7,274,224	\$ 8,608,960	\$ 4,226,857
<b>Total Refunds and Transfers</b>	<b>\$ 41,553,896</b>	<b>\$ 43,221,742</b>	<b>\$ 61,522,162</b>	<b>\$ 77,118,765</b>	<b>\$ 38,308,757</b>

## Benefit Expenses by Type (continued)

For the Ten Years Ended June 30, 2020

Type	2016	2017	2018	2019	2020
<b>Benefits</b>					
Regular	\$ 1,039,666,551	\$ 1,082,037,690	\$ 1,110,489,161	\$ 1,135,621,034	\$ 1,160,619,393
Survivors	91,330,722	95,582,244	99,820,473	102,089,676	104,732,082
Deferred Retirement Option	91,683,522	82,211,054	93,003,819	92,872,233	89,514,511
Initial Benefit Option	1,248,317	978,686	1,423,801	1,005,140	1,242,870
Disability Benefits	14,578,820	13,651,348	12,898,071	12,304,622	11,895,462
<b>Total Benefits</b>	<b>\$ 1,238,507,932</b>	<b>\$ 1,274,461,022</b>	<b>\$ 1,317,635,325</b>	<b>\$ 1,343,892,705</b>	<b>\$ 1,368,004,318</b>
<b>Refunds</b>					
Separation	\$ 29,026,583	\$ 28,443,202	\$ 24,998,614	\$ 24,880,397	\$ 23,423,476
Death	1,270,829	1,266,083	2,278,608	1,397,220	1,729,104
<b>Total Refunds</b>	<b>\$ 30,297,412</b>	<b>\$ 29,709,285</b>	<b>\$ 27,277,222</b>	<b>\$ 26,277,617</b>	<b>\$ 25,152,580</b>
<b>Transfers to Other Systems</b>	<b>\$ 5,699,849</b>	<b>\$ 7,896,755</b>	<b>\$ 7,914,286</b>	<b>\$ 8,671,090</b>	<b>\$ 5,294,598</b>
<b>Total Refunds and Transfers</b>	<b>\$ 35,997,261</b>	<b>\$ 37,606,040</b>	<b>\$ 35,191,508</b>	<b>\$ 34,948,707</b>	<b>\$ 30,447,178</b>

# Average Monthly Benefit Amounts

## Ten Years Ended June 30, 2020

### Summary of All Retirees

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ 666	\$ 737	\$ 898	\$ 1,403	\$ 1,758	\$ 2,490	\$ 3,043	\$ 3,962	\$ 4,063	\$ 2,163
	Average Final Average Compensation	\$ 2,380	\$ 3,604	\$ 2,943	\$ 3,245	\$ 3,570	\$ 3,768	\$ 3,978	\$ 4,901	\$ 5,097	\$ 3,651
	Number of Retirees	100	733	7,101	6,071	9,710	11,148	11,983	2,064	431	49,341
2019	Average Benefit Received	\$ 672	\$ 740	\$ 885	\$ 1,377	\$ 1,732	\$ 2,437	\$ 2,999	\$ 3,902	\$ 3,931	\$ 2,123
	Average Final Average Compensation	\$ 2,329	\$ 3,532	\$ 2,886	\$ 3,164	\$ 3,506	\$ 3,683	\$ 3,913	\$ 4,808	\$ 4,872	\$ 3,575
	Number of Retirees	102	685	7,155	6,119	9,725	11,074	11,984	2,005	420	49,269
2018	Average Benefit Received	\$ 879	\$ 729	\$ 872	\$ 1,352	\$ 1,710	\$ 2,390	\$ 2,964	\$ 3,845	\$ 3,862	\$ 2,089
	Average Final Average Compensation	\$ 2,207	\$ 3,393	\$ 2,828	\$ 3,107	\$ 3,455	\$ 3,609	\$ 3,857	\$ 4,720	\$ 4,759	\$ 3,509
	Number of Retirees	132	628	7,184	6,119	9,652	10,975	11,954	1,954	408	49,006
2017	Average Benefit Received	\$ 913	\$ 756	\$ 860	\$ 1,329	\$ 1,682	\$ 2,340	\$ 2,924	\$ 3,763	\$ 3,843	\$ 2,052
	Average Final Average Compensation	\$ 2,246	\$ 3,337	\$ 2,763	\$ 3,032	\$ 3,390	\$ 3,523	\$ 3,796	\$ 4,599	\$ 4,698	\$ 3,435
	Number of Retirees	142	577	7,178	6,137	9,593	10,868	11,884	1,908	392	48,679
2016	Average Benefit Received	\$ 893	\$ 746	\$ 846	\$ 1,308	\$ 1,653	\$ 2,297	\$ 2,882	\$ 3,665	\$ 3,742	\$ 2,014
	Average Final Average Compensation	\$ 2,245	\$ 3,205	\$ 2,694	\$ 2,961	\$ 3,319	\$ 3,447	\$ 3,727	\$ 4,460	\$ 4,516	\$ 3,357
	Number of Retirees	144	495	7,190	6,122	9,541	10,696	11,778	1,850	385	48,201
2015	Average Benefit Received	\$ 567	\$ 725	\$ 823	\$ 1,264	\$ 1,606	\$ 2,230	\$ 2,806	\$ 3,546	\$ 3,540	\$ 1,952
	Average Final Average Compensation	\$ 2,152	\$ 2,945	\$ 2,634	\$ 2,873	\$ 3,246	\$ 3,373	\$ 3,657	\$ 4,341	\$ 4,526	\$ 3,280
	Number of Retirees	116	417	7,195	6,083	9,493	10,581	11,615	1,779	364	47,643
2014	Average Benefit Received	\$ 548	\$ 760	\$ 810	\$ 1,231	\$ 1,571	\$ 2,186	\$ 2,750	\$ 3,454	\$ 3,457	\$ 1,908
	Average Final Average Compensation	\$ 2,129	\$ 2,786	\$ 2,561	\$ 2,780	\$ 3,165	\$ 3,293	\$ 3,570	\$ 4,202	\$ 4,119	\$ 3,190
	Number of Retirees	118	360	7,142	6,067	9,375	10,443	11,340	1,742	353	46,940
2013	Average Benefit Received	\$ 538	\$ 805	\$ 786	\$ 1,188	\$ 1,519	\$ 2,106	\$ 2,667	\$ 3,320	\$ 3,372	\$ 1,844
	Average Final Average Compensation	\$ 2,383	\$ 2,675	\$ 2,638	\$ 2,876	\$ 3,154	\$ 3,334	\$ 3,641	\$ 4,224	\$ 4,114	\$ 3,237
	Number of Retirees	124	293	6,982	5,984	8,911	10,149	10,961	1,666	355	45,425
2012	Average Benefit Received	\$ 564	\$ 889	\$ 767	\$ 1,148	\$ 1,460	\$ 2,026	\$ 2,575	\$ 3,154	\$ 3,237	\$ 1,771
	Average Final Average Compensation	\$ 2,496	\$ 2,345	\$ 2,516	\$ 2,732	\$ 2,904	\$ 3,158	\$ 3,471	\$ 3,844	\$ 3,687	\$ 3,048
	Number of Retirees	132	235	6,745	5,770	8,160	9,589	10,217	1,539	335	42,722
2011	Average Benefit Received	\$ 579	\$ 906	\$ 754	\$ 1,112	\$ 1,417	\$ 1,961	\$ 2,491	\$ 3,043	\$ 3,189	\$ 1,705
	Average Final Average Compensation	\$ 2,517	\$ 2,282	\$ 2,474	\$ 2,675	\$ 2,827	\$ 3,067	\$ 3,368	\$ 3,701	\$ 3,593	\$ 2,961
	Number of Retirees	138	235	6,637	5,676	7,895	9,246	9,545	1,439	331	41,142

### Ten Years Ended June 30, 2020

Average Benefit Received	\$ 690	\$ 761	\$ 831	\$ 1,273	\$ 1,618	\$ 2,256	\$ 2,822	\$ 3,598	\$ 3,649	\$ 1,970
Average Final Average Compensation	\$ 2,309	\$ 3,179	\$ 2,696	\$ 2,948	\$ 3,269	\$ 3,437	\$ 3,710	\$ 4,420	\$ 4,439	\$ 3,336

## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

## Summary of Regular State Employees

		Years of Service Credit										All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+		
2020	Average Benefit Received	\$ 287	\$ 612	\$ 889	\$ 1,398	\$ 1,737	\$ 2,462	\$ 3,109	\$ 4,123	\$ 4,170	\$	2,250
	Average Final Average Compensation	\$ 1,917	\$ 3,609	\$ 3,066	\$ 3,327	\$ 3,654	\$ 3,722	\$ 4,035	\$ 5,051	\$ 5,166	\$	3,738
	Number of Retirees	63	642	4,968	4,106	6,695	8,913	10,561	1,737	349		38,034
2019	Average Benefit Received	\$ 301	\$ 609	\$ 875	\$ 1,367	\$ 1,715	\$ 2,419	\$ 3,070	\$ 4,055	\$ 4,067	\$	2,214
	Average Final Average Compensation	\$ 1,831	\$ 3,552	\$ 3,008	\$ 3,233	\$ 3,598	\$ 3,648	\$ 3,976	\$ 4,953	\$ 4,945	\$	3,666
	Number of Retirees	65	598	5,002	4,138	6,688	8,887	10,588	1,701	331		37,998
2018	Average Benefit Received	\$ 358	\$ 584	\$ 861	\$ 1,345	\$ 1,696	\$ 2,382	\$ 3,035	\$ 3,996	\$ 3,956	\$	2,184
	Average Final Average Compensation	\$ 1,803	\$ 3,400	\$ 2,938	\$ 3,167	\$ 3,546	\$ 3,582	\$ 3,921	\$ 4,866	\$ 4,798	\$	3,601
	Number of Retirees	70	541	5,012	4,126	6,654	8,841	10,570	1,652	327		37,793
2017	Average Benefit Received	\$ 367	\$ 583	\$ 849	\$ 1,322	\$ 1,673	\$ 2,342	\$ 2,995	\$ 3,920	\$ 3,933	\$	2,151
	Average Final Average Compensation	\$ 1,906	\$ 3,319	\$ 2,877	\$ 3,088	\$ 3,491	\$ 3,510	\$ 3,862	\$ 4,750	\$ 4,748	\$	3,533
	Number of Retirees	76	490	4,982	4,137	6,614	8,788	10,542	1,619	314		37,562
2016	Average Benefit Received	\$ 357	\$ 563	\$ 834	\$ 1,300	\$ 1,642	\$ 2,307	\$ 2,953	\$ 3,844	\$ 3,823	\$	2,116
	Average Final Average Compensation	\$ 1,866	\$ 3,201	\$ 2,803	\$ 3,011	\$ 3,417	\$ 3,444	\$ 3,794	\$ 4,638	\$ 4,560	\$	3,457
	Number of Retirees	78	408	4,983	4,117	6,562	8,699	10,465	1,557	308		37,177
2015	Average Benefit Received	\$ 366	\$ 525	\$ 812	\$ 1,259	\$ 1,592	\$ 2,244	\$ 2,879	\$ 3,721	\$ 3,620	\$	2,055
	Average Final Average Compensation	\$ 1,847	\$ 2,938	\$ 2,748	\$ 2,931	\$ 3,341	\$ 3,379	\$ 3,732	\$ 4,513	\$ 4,302	\$	3,382
	Number of Retirees	85	332	4,967	4,067	6,499	8,641	10,307	1,499	284		36,681
2014	Average Benefit Received	\$ 363	\$ 522	\$ 800	\$ 1,237	\$ 1,559	\$ 2,210	\$ 2,827	\$ 3,643	\$ 3,546	\$	2,017
	Average Final Average Compensation	\$ 1,834	\$ 2,805	\$ 2,680	\$ 2,856	\$ 3,257	\$ 3,315	\$ 3,651	\$ 4,392	\$ 4,147	\$	3,303
	Number of Retirees	89	266	4,925	4,050	6,422	8,583	10,090	1,472	272		36,169
2013	Average Benefit Received	\$ 359	\$ 516	\$ 773	\$ 1,198	\$ 1,503	\$ 2,134	\$ 2,744	\$ 3,503	\$ 3,449	\$	1,956
	Average Final Average Compensation	\$ 2,191	\$ 2,651	\$ 2,705	\$ 2,934	\$ 3,192	\$ 3,316	\$ 3,683	\$ 4,378	\$ 4,146	\$	3,314
	Number of Retirees	94	197	4,756	3,972	5,952	8,356	9,752	1,417	279		34,775
2012	Average Benefit Received	\$ 410	\$ 521	\$ 752	\$ 1,151	\$ 1,437	\$ 2,051	\$ 2,653	\$ 3,353	\$ 3,356	\$	1,882
	Average Final Average Compensation	\$ 2,318	\$ 2,087	\$ 2,566	\$ 2,763	\$ 2,877	\$ 3,126	\$ 3,511	\$ 3,987	\$ 3,743	\$	3,104
	Number of Retirees	98	138	4,578	3,760	5,256	7,859	9,063	1,286	264		32,302
2011	Average Benefit Received	\$ 448	\$ 523	\$ 737	\$ 1,119	\$ 1,391	\$ 1,984	\$ 2,566	\$ 3,244	\$ 3,303	\$	1,811
	Average Final Average Compensation	\$ 2,386	\$ 2,026	\$ 2,526	\$ 2,708	\$ 2,785	\$ 3,035	\$ 3,402	\$ 3,827	\$ 3,630	\$	3,011
	Number of Retirees	100	130	4,485	3,660	5,030	7,542	8,441	1,194	258		30,840
Ten Years Ended June 30, 2020												
Average Benefit Received		\$ 367	\$ 573	\$ 820	\$ 1,273	\$ 1,605	\$ 2,261	\$ 2,895	\$ 3,772	\$ 3,751	\$	2,073
Average Final Average Compensation		\$ 2,015	\$ 3,209	\$ 2,797	\$ 3,008	\$ 3,341	\$ 3,418	\$ 3,769	\$ 4,578	\$ 4,466	\$	3,425

# Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Regular State Employees (Hired before July 1, 2006)

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ 286	\$ 616	\$ 881	\$ 1,393	\$ 1,735	\$ 2,462	\$ 3,109	\$ 4,123	\$ 4,170	\$ 2,283
	Average Final Average Compensation	\$ 1,731	\$ 2,248	\$ 3,014	\$ 3,313	\$ 3,649	\$ 3,722	\$ 4,035	\$ 5,051	\$ 5,166	\$ 3,732
	Number of Retirees	57	97	4,717	4,087	6,679	8,908	10,560	1,737	349	37,191
2019	Average Benefit Received	\$ 302	\$ 616	\$ 870	\$ 1,362	\$ 1,713	\$ 2,419	\$ 3,070	\$ 4,055	\$ 4,067	\$ 2,242
	Average Final Average Compensation	\$ 1,706	\$ 2,211	\$ 2,971	\$ 3,219	\$ 3,594	\$ 3,647	\$ 3,976	\$ 4,953	\$ 4,945	\$ 3,660
	Number of Retirees	60	98	4,819	4,121	6,675	8,884	10,587	1,701	331	37,276
2018	Average Benefit Received	\$ 363	\$ 611	\$ 857	\$ 1,341	\$ 1,693	\$ 2,382	\$ 3,035	\$ 3,996	\$ 3,956	\$ 2,206
	Average Final Average Compensation	\$ 1,711	\$ 2,187	\$ 2,914	\$ 3,155	\$ 3,542	\$ 3,582	\$ 3,921	\$ 4,866	\$ 4,798	\$ 3,597
	Number of Retirees	66	100	4,903	4,114	6,644	8,839	10,569	1,652	327	37,214
2017	Average Benefit Received	\$ 374	\$ 617	\$ 846	\$ 1,320	\$ 1,671	\$ 2,342	\$ 2,995	\$ 3,920	\$ 3,933	\$ 2,169
	Average Final Average Compensation	\$ 1,872	\$ 2,142	\$ 2,861	\$ 3,084	\$ 3,487	\$ 3,509	\$ 3,862	\$ 4,750	\$ 4,745	\$ 3,530
	Number of Retirees	73	106	4,931	4,130	6,606	8,787	10,541	1,619	314	37,107
2016	Average Benefit Received	\$ 360	\$ 605	\$ 831	\$ 1,300	\$ 1,639	\$ 2,307	\$ 2,953	\$ 3,844	\$ 3,823	\$ 2,129
	Average Final Average Compensation	\$ 1,835	\$ 2,146	\$ 2,791	\$ 3,010	\$ 3,413	\$ 3,444	\$ 3,794	\$ 4,638	\$ 4,560	\$ 3,454
	Number of Retirees	76	109	4,955	4,113	6,555	8,698	10,464	1,557	308	36,835
2015	Average Benefit Received	\$ 367	\$ 596	\$ 810	\$ 1,258	\$ 1,592	\$ 2,244	\$ 2,879	\$ 3,721	\$ 3,620	\$ 2,064
	Average Final Average Compensation	\$ 1,805	\$ 2,115	\$ 2,739	\$ 2,930	\$ 3,339	\$ 3,379	\$ 3,731	\$ 4,513	\$ 4,302	\$ 3,381
	Number of Retirees	84	118	4,951	4,064	6,495	8,641	10,306	1,499	284	36,442
2014	Average Benefit Received	\$ 364	\$ 586	\$ 798	\$ 1,237	\$ 1,558	\$ 2,209	\$ 2,827	\$ 3,643	\$ 3,546	\$ 2,023
	Average Final Average Compensation	\$ 1,794	\$ 2,105	\$ 2,674	\$ 2,856	\$ 3,255	\$ 3,314	\$ 3,651	\$ 4,392	\$ 4,147	\$ 3,302
	Number of Retirees	88	122	4,913	4,047	6,418	8,582	10,090	1,472	272	36,004
2013	Average Benefit Received	\$ 360	\$ 542	\$ 771	\$ 1,197	\$ 1,503	\$ 2,134	\$ 2,744	\$ 3,503	\$ 3,449	\$ 1,959
	Average Final Average Compensation	\$ 2,156	\$ 2,131	\$ 2,701	\$ 2,933	\$ 3,192	\$ 3,316	\$ 3,683	\$ 4,378	\$ 4,146	\$ 3,313
	Number of Retirees	93	125	4,750	3,969	5,951	8,356	9,752	1,417	279	34,692
2012	Average Benefit Received	\$ 411	\$ 529	\$ 752	\$ 1,151	\$ 1,437	\$ 2,051	\$ 2,653	\$ 3,353	\$ 3,356	\$ 1,883
	Average Final Average Compensation	\$ 2,287	\$ 2,068	\$ 2,566	\$ 2,763	\$ 2,877	\$ 3,126	\$ 3,511	\$ 3,987	\$ 3,743	\$ 3,105
	Number of Retirees	97	128	4,577	3,759	5,256	7,859	9,063	1,286	264	32,289
2011	Average Benefit Received	\$ 450	\$ 523	\$ 737	\$ 1,119	\$ 1,391	\$ 1,984	\$ 2,566	\$ 3,244	\$ 3,303	\$ 1,811
	Average Final Average Compensation	\$ 2,356	\$ 2,026	\$ 2,525	\$ 2,708	\$ 2,785	\$ 3,035	\$ 3,402	\$ 3,827	\$ 3,630	\$ 3,011
	Number of Retirees	99	130	4,484	3,659	5,030	7,542	8,441	1,194	258	30,837

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ 370	\$ 581	\$ 816	\$ 1,271	\$ 1,603	\$ 2,261	\$ 2,895	\$ 3,772	\$ 3,751	\$ 2,085
Average Final Average Compensation	\$ 1,961	\$ 2,132	\$ 2,778	\$ 3,003	\$ 3,338	\$ 3,417	\$ 3,769	\$ 4,578	\$ 4,466	\$ 3,421



## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Regular State Employees 2 (Hired on or after July 1, 2006)

		Years of Service Credit									
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	All Members
2020	Average Benefit Received	\$ 278	\$ 613	\$ 1,028	\$ 2,620	\$ 3,161	\$ 2,745	\$ 3,558	\$ -	\$ -	\$ 856
	Average Final Average Compensation	\$ 3,332	\$ 3,776	\$ 4,002	\$ 6,546	\$ 6,060	\$ 5,231	\$ 5,756	\$ -	\$ -	\$ 3,963
	Number of Retirees	4	441	239	16	13	4	1	0	0	718
2019	Average Benefit Received	\$ 278	\$ 613	\$ 993	\$ 2,760	\$ 3,349	\$ 1,928	\$ 3,558	\$ -	\$ -	\$ 815
	Average Final Average Compensation	\$ 3,332	\$ 3,774	\$ 3,916	\$ 6,865	\$ 6,203	\$ 4,927	\$ 5,756	\$ -	\$ -	\$ 3,925
	Number of Retirees	4	425	171	14	10	2	1	0	0	627
2018	Average Benefit Received	\$ 278	\$ 581	\$ 987	\$ 2,894	\$ 3,608	\$ 2,808	\$ 3,558	\$ -	\$ -	\$ 762
	Average Final Average Compensation	\$ 3,332	\$ 3,633	\$ 3,969	\$ 7,494	\$ 6,573	\$ 5,620	\$ 5,756	\$ -	\$ -	\$ 3,826
	Number of Retirees	4	400	100	10	9	1	1	0	0	525
2017	Average Benefit Received	\$ 201	\$ 577	\$ 1,091	\$ 2,366	\$ 3,720	\$ -	\$ 3,588	\$ -	\$ -	\$ 720
	Average Final Average Compensation	\$ 2,749	\$ 3,622	\$ 4,214	\$ 5,686	\$ 6,764	\$ -	\$ 5,756	\$ -	\$ -	\$ 3,771
	Number of Retirees	3	363	45	6	8	0	1	0	0	426
2016	Average Benefit Received	\$ 217	\$ 547	\$ 1,369	\$ 1,726	\$ 3,649	\$ -	\$ 3,558	\$ -	\$ -	\$ 693
	Average Final Average Compensation	\$ 3,055	\$ 3,567	\$ 5,064	\$ 3,960	\$ 6,770	\$ -	\$ 5,756	\$ -	\$ -	\$ 3,756
	Number of Retirees	2	291	25	3	7	0	1	0	0	329
2015	Average Benefit Received	\$ 299	\$ 486	\$ 1,550	\$ 1,701	\$ 2,455	\$ -	\$ 3,506	\$ -	\$ -	\$ 614
	Average Final Average Compensation	\$ 5,355	\$ 3,391	\$ 5,644	\$ 3,960	\$ 5,415	\$ -	\$ 5,756	\$ -	\$ -	\$ 3,594
	Number of Retirees	1	212	15	3	4	0	1	0	0	236
2014	Average Benefit Received	\$ 299	\$ 469	\$ 1,537	\$ 1,701	\$ 2,455	\$ 9,200	\$ -	\$ -	\$ -	\$ 664
	Average Final Average Compensation	\$ 5,355	\$ 3,397	\$ 5,691	\$ 3,960	\$ 5,415	\$ 12,041	\$ -	\$ -	\$ -	\$ 3,675
	Number of Retirees	1	144	11	3	4	1	0	0	0	164
2013	Average Benefit Received	\$ 295	\$ 471	\$ 1,805	\$ 1,666	\$ 2,174	\$ -	\$ -	\$ -	\$ -	\$ 615
	Average Final Average Compensation	\$ 5,355	\$ 3,539	\$ 6,780	\$ 3,960	\$ 4,596	\$ -	\$ -	\$ -	\$ -	\$ 3,787
	Number of Retirees	1	72	5	3	1	0	0	0	0	82
2012	Average Benefit Received	\$ 295	\$ 411	\$ 876	\$ 723	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 462
	Average Final Average Compensation	\$ 5,355	\$ 3,278	\$ 3,151	\$ 1,409	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,284
	Number of Retirees	1	10	1	1	0	0	0	0	0	13
2011	Average Benefit Received	\$ 295	\$ -	\$ 876	\$ 711	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 627
	Average Final Average Compensation	\$ 5,355	\$ -	\$ 3,151	\$ 1,409	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,305
	Number of Retirees	1	0	1	1	0	0	0	0	0	3

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ 266	\$ 568	\$ 1,058	\$ 2,425	\$ 3,289	\$ 3,356	\$ 3,554	\$ -	\$ -	\$ 760
Average Final Average Compensation	\$ 3,687	\$ 3,635	\$ 4,122	\$ 6,004	\$ 6,239	\$ 6,055	\$ 5,756	\$ -	\$ -	\$ 3,833

# Average Monthly Benefit Amounts (continued)

## Ten Years Ended June 30, 2020

Regular State Employees 3 (Hired on or after January 1, 2011)

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ 338	\$ 593	\$ 1,398	\$ 2,001	\$ 900	\$ 2,706	\$ -	\$ -	\$ -	\$ 720
	Average Final Average Compensation	\$ 4,388	\$ 4,119	\$ 5,057	\$ 5,072	\$ 3,873	\$ 5,888	\$ -	\$ -	\$ -	\$ 4,239
	Number of Retirees	2	103	11	3	3	1	0	0	0	123
2019	Average Benefit Received	\$ 370	\$ 562	\$ 1,388	\$ 2,001	\$ 900	\$ 2,706	\$ -	\$ -	\$ -	\$ 745
	Average Final Average Compensation	\$ 3,362	\$ 3,967	\$ 4,903	\$ 5,072	\$ 3,873	\$ 5,888	\$ -	\$ -	\$ -	\$ 4,133
	Number of Retirees	1	74	12	3	3	1	0	0	0	94
2018	Average Benefit Received	\$ -	\$ 520	\$ 1,379	\$ 2,216	\$ 822	\$ 2,706	\$ -	\$ -	\$ -	\$ 777
	Average Final Average Compensation	\$ -	\$ 3,953	\$ 4,665	\$ 5,962	\$ 4,615	\$ 5,888	\$ -	\$ -	\$ -	\$ 4,199
	Number of Retirees	0	40	9	2	1	1	0	0	0	53
2017	Average Benefit Received	\$ -	\$ 507	\$ 1,949	\$ 1,019	\$ -	\$ 2,706	\$ -	\$ -	\$ -	\$ 899
	Average Final Average Compensation	\$ -	\$ 4,023	\$ 6,088	\$ 3,748	\$ -	\$ 5,888	\$ -	\$ -	\$ -	\$ 4,505
	Number of Retirees	0	21	6	1	0	1	0	0	0	29
2016	Average Benefit Received	\$ -	\$ 583	\$ 1,114	\$ 1,019	\$ -	\$ 2,706	\$ -	\$ -	\$ -	\$ 902
	Average Final Average Compensation	\$ -	\$ 4,283	\$ 3,769	\$ 3,748	\$ -	\$ 5,888	\$ -	\$ -	\$ -	\$ 4,247
	Number of Retirees	0	8	3	1	0	1	0	0	0	13
2015	Average Benefit Received	\$ -	\$ 487	\$ 1,168	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 714
	Average Final Average Compensation	\$ -	\$ 3,568	\$ 3,405	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,514
	Number of Retirees	0	2	1	0	0	0	0	0	0	3
2014	Average Benefit Received	\$ -	\$ -	\$ 1,168	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,168
	Average Final Average Compensation	\$ -	\$ -	\$ 3,405	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,405
	Number of Retirees	0	0	1	0	0	0	0	0	0	1
2013	Average Benefit Received	\$ -	\$ -	\$ 1,151	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,151
	Average Final Average Compensation	\$ -	\$ -	\$ 3,405	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,405
	Number of Retirees	0	0	1	0	0	0	0	0	0	1
2011-2012	Average Benefit Received	No Activity									
	Average Final Average Compensation	No Activity									
	Number of Retirees	No Activity									

**Ten Years Ended June 30, 2020**

Average Benefit Received	\$ 349	\$ 564	\$ 1,431	\$ 1,848	\$ 889	\$ 2,706	\$ -	\$ -	\$ -	\$ 763
Average Final Average Compensation	\$ 4,046	\$ 4,040	\$ 4,875	\$ 4,985	\$ 3,979	\$ 5,888	\$ -	\$ -	\$ -	\$ 4,213

# Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Regular State Employees 4 (Hired on or after July 1, 2015)

		Years of Service Credit										All Members	
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+			
2020	Average Benefit Received	\$ -	\$1,793	\$ 830	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,312
	Average Final Average Compensation	\$ -	\$9,601	\$ 3,064	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,333
	Number of Retirees	0	1	1	0	0	0	0	0	0	0	0	2
2019	Average Benefit Received	\$ -	1,793	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,793
	Average Final Average Compensation	\$ -	9,601	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,601
	Number of Retirees	0	1	0	0	0	0	0	0	0	0	0	1
2018	Average Benefit Received	\$ -	\$1,793	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,793
	Average Final Average Compensation	\$ -	\$9,601	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,601
	Number of Retirees	0	1	0	0	0	0	0	0	0	0	0	1
2011-2017	Average Benefit Received	No Activity											
	Average Final Average Compensation	No Activity											
	Number of Retirees	No Activity											

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$1,793	\$ 830	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	1,552
Average Final Average Compensation	\$ -	\$9,601	\$ 3,064	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	7,967

# Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

## Summary of Corrections

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ -	\$ -	\$ 1,133	\$ 1,759	\$ 1,824	\$ 3,297	\$ 4,177	\$ 4,768	\$ 7,105	\$ 2,436
	Average Final Average Compensation	\$ -	\$ -	\$ 3,494	\$ 4,059	\$ 3,511	\$ 4,917	\$ 5,570	\$ 6,203	\$ 8,574	\$ 4,173
	Number of Retirees	0	0	177	176	1,091	721	171	34	4	2,374
2019	Average Benefit Received	\$ -	\$ -	\$ 1,114	\$ 1,735	\$ 1,795	\$ 3,223	\$ 4,050	\$ 4,584	\$ 7,104	\$ 2,362
	Average Final Average Compensation	\$ -	\$ -	\$ 3,468	\$ 4,033	\$ 3,458	\$ 4,855	\$ 5,485	\$ 6,055	\$ 8,574	\$ 4,094
	Number of Retirees	0	0	169	164	1,081	675	158	27	4	2,278
2018	Average Benefit Received	\$ -	\$ -	\$ 1,104	\$ 1,699	\$ 1,775	\$ 3,166	\$ 3,990	\$ 4,705	\$ 7,104	\$ 2,318
	Average Final Average Compensation	\$ -	\$ -	\$ 3,474	\$ 4,002	\$ 3,424	\$ 4,808	\$ 5,409	\$ 6,124	\$ 8,574	\$ 4,046
	Number of Retirees	0	0	161	159	1,078	645	155	23	4	2,225
2017	Average Benefit Received	\$ -	\$ -	\$ 1,093	\$ 1,712	\$ 1,766	\$ 3,085	\$ 3,858	\$ 4,709	\$ 6,757	\$ 2,254
	Average Final Average Compensation	\$ -	\$ -	\$ 3,458	\$ 4,019	\$ 3,395	\$ 4,731	\$ 5,275	\$ 6,009	\$ 7,917	\$ 3,969
	Number of Retirees	0	0	146	153	1,081	592	144	18	3	2,137
2016	Average Benefit Received	\$ -	\$ -	\$ 1,059	\$ 1,684	\$ 1,751	\$ 2,981	\$ 3,787	\$ 4,642	\$ 6,757	\$ 2,185
	Average Final Average Compensation	\$ -	\$ -	\$ 3,418	\$ 3,998	\$ 3,370	\$ 4,635	\$ 5,189	\$ 5,790	\$ 7,917	\$ 3,892
	Number of Retirees	0	0	132	144	1,082	536	133	15	3	2,045
2015	Average Benefit Received	\$ -	\$ -	\$ 1,027	\$ 1,633	\$ 1,717	\$ 2,886	\$ 3,691	\$ 4,363	\$ 6,683	\$ 2,100
	Average Final Average Compensation	\$ -	\$ -	\$ 3,401	\$ 3,972	\$ 3,336	\$ 4,554	\$ 5,122	\$ 5,568	\$ 7,917	\$ 3,812
	Number of Retirees	0	0	122	130	1,084	475	120	13	3	1,947
2014	Average Benefit Received	\$ -	\$ -	\$ 997	\$ 1,621	\$ 1,697	\$ 2,782	\$ 3,639	\$ 4,110	\$ 5,977	\$ 2,028
	Average Final Average Compensation	\$ -	\$ -	\$ 3,341	\$ 3,972	\$ 3,296	\$ 4,452	\$ 5,036	\$ 5,290	\$ 7,515	\$ 3,723
	Number of Retirees	0	0	112	118	1,078	424	107	8	3	1,850
2013	Average Benefit Received	\$ -	\$ -	\$ 972	\$ 1,594	\$ 1,665	\$ 2,657	\$ 3,562	\$ 4,330	\$ 4,542	\$ 1,952
	Average Final Average Compensation	\$ -	\$ -	\$ 3,305	\$ 3,954	\$ 3,243	\$ 4,320	\$ 4,969	\$ 5,575	\$ 5,577	\$ 3,629
	Number of Retirees	0	0	105	105	1,055	373	97	6	4	1,745
2012	Average Benefit Received	\$ 1,645	\$ -	\$ 966	\$ 1,574	\$ 1,622	\$ 2,552	\$ 3,495	\$ 4,256	\$ 4,542	\$ 1,886
	Average Final Average Compensation	\$ 3,474	\$ -	\$ 3,284	\$ 3,942	\$ 3,165	\$ 4,205	\$ 4,871	\$ 5,586	\$ 5,577	\$ 3,529
	Number of Retirees	1	0	86	93	1,036	337	84	5	4	1,646
2011	Average Benefit Received	\$ 1,645	\$ -	\$ 958	\$ 1,552	\$ 1,588	\$ 2,436	\$ 3,354	\$ 4,096	\$ 4,542	\$ 1,825
	Average Final Average Compensation	\$ 3,474	\$ -	\$ 3,267	\$ 3,904	\$ 3,090	\$ 4,000	\$ 4,605	\$ 5,135	\$ 5,577	\$ 3,405
	Number of Retirees	1	0	66	83	1,001	296	76	4	4	1,531

### Ten Years Ended June 30, 2020

Average Benefit Received	\$ 1,645	\$ -	\$ 1,059	\$ 1,672	\$ 1,722	\$ 2,984	\$ 3,822	\$ 4,586	\$ 6,063	\$ 2,162
Average Final Average Compensation	\$ 3,474	\$ -	\$ 3,412	\$ 3,995	\$ 3,332	\$ 4,626	\$ 5,222	\$ 6,454	\$ 7,322	\$ 3,860

## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Corrections Employees Primary (Hired before January 1, 2002)

		Years of Service Credit										All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+		
2020	Average Benefit Received	\$ -	\$ -	\$ 945	\$ 1,527	\$ 1,723	\$ 2,498	\$ 3,243	\$ 3,398	\$ 4,912	\$ 1,866	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,274	\$ 3,850	\$ 3,346	\$ 4,000	\$ 4,284	\$ 4,828	\$ 5,808	\$ 3,513	
	Number of Retirees	0	0	53	69	937	203	48	6	1	1,317	
2019	Average Benefit Received	\$ -	\$ -	\$ 951	\$ 1,542	\$ 1,708	\$ 2,498	\$ 3,181	\$ 3,387	\$ 4,912	\$ 1,856	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,291	\$ 3,864	\$ 3,308	\$ 3,997	\$ 4,251	\$ 4,752	\$ 5,808	\$ 3,485	
	Number of Retirees	0	0	51	69	941	204	49	5	1	1,320	
2018	Average Benefit Received	\$ -	\$ -	\$ 955	\$ 1,530	\$ 1,694	\$ 2,484	\$ 3,079	\$ 3,617	\$ 4,912	\$ 1,838	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,335	\$ 3,854	\$ 3,277	\$ 3,966	\$ 4,131	\$ 4,839	\$ 5,808	\$ 3,454	
	Number of Retirees	0	0	52	69	943	203	51	3	1	1,322	
2017	Average Benefit Received	\$ -	\$ -	\$ 963	\$ 1,551	\$ 1,686	\$ 2,467	\$ 3,057	\$ 3,750	\$ 4,912	\$ 1,831	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,330	\$ 3,866	\$ 3,250	\$ 3,954	\$ 4,095	\$ 4,455	\$ 5,808	\$ 3,432	
	Number of Retirees	0	0	54	70	948	207	53	2	1	1,335	
2016	Average Benefit Received	\$ -	\$ -	\$ 950	\$ 1,527	\$ 1,678	\$ 2,444	\$ 2,982	\$ 3,750	\$ 4,912	\$ 1,814	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,307	\$ 3,843	\$ 3,232	\$ 3,910	\$ 4,017	\$ 4,455	\$ 5,808	\$ 3,402	
	Number of Retirees	0	0	53	65	956	204	51	2	1	1,332	
2015	Average Benefit Received	\$ -	\$ -	\$ 919	\$ 1,517	\$ 1,647	\$ 2,387	\$ 2,938	\$ 3,695	\$ 4,840	\$ 1,781	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,245	\$ 3,844	\$ 3,198	\$ 3,870	\$ 4,017	\$ 4,455	\$ 5,808	\$ 3,367	
	Number of Retirees	0	0	51	60	959	202	51	2	1	1,326	
2014	Average Benefit Received	\$ -	\$ -	\$ 900	\$ 1,534	\$ 1,629	\$ 2,371	\$ 2,936	\$ 3,695	\$ 4,066	\$ 1,767	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,218	\$ 3,855	\$ 3,159	\$ 3,834	\$ 4,005	\$ 4,455	\$ 5,005	\$ 3,331	
	Number of Retirees	0	0	49	57	960	201	50	2	2	1,321	
2013	Average Benefit Received	\$ -	\$ -	\$ 876	\$ 1,521	\$ 1,604	\$ 2,278	\$ 2,858	\$ 3,640	\$ 4,542	\$ 1,736	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,133	\$ 3,851	\$ 3,120	\$ 3,693	\$ 3,962	\$ 4,455	\$ 5,577	\$ 3,277	
	Number of Retirees	0	0	46	52	947	194	49	2	4	1,294	
2012	Average Benefit Received	\$ 1,645	\$ -	\$ 873	\$ 1,510	\$ 1,577	\$ 2,244	\$ 2,850	\$ 3,640	\$ 4,542	\$ 1,708	
	Average Final Average Compensation	\$ 3,474	\$ -	\$ 3,078	\$ 3,847	\$ 3,060	\$ 3,626	\$ 3,922	\$ 4,455	\$ 5,577	\$ 3,217	
	Number of Retirees	1	0	44	50	948	191	47	2	4	1,287	
2011	Average Benefit Received	\$ 1,645	\$ -	\$ 868	\$ 1,512	\$ 1,551	\$ 2,237	\$ 2,845	\$ 3,640	\$ 4,542	\$ 1,697	
	Average Final Average Compensation	\$ 3,474	\$ -	\$ 3,046	\$ 3,787	\$ 3,000	\$ 3,596	\$ 3,922	\$ 4,455	\$ 5,577	\$ 3,166	
	Number of Retirees	1	0	35	45	930	193	47	2	4	1,257	

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ 1,645	\$ -	\$ 923	\$ 1,528	\$ 1,650	\$ 2,393	\$ 2,998	\$ 3,564	\$ 4,602	\$ 1,790
Average Final Average Compensation	\$ 3,474	\$ -	\$ 3,236	\$ 3,848	\$ 3,195	\$ 3,848	\$ 4,061	\$ 4,629	\$ 5,589	\$ 3,366



# Average Monthly Benefit Amounts (continued)

## Ten Years Ended June 30, 2020

Corrections Employees Secondary (Hired on or after January 1, 2002)

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ -	\$ -	\$ 1,212	\$ 1,910	\$ 2,442	\$ 3,610	\$ 4,542	\$ 5,062	\$ 7,835	\$ 3,145
	Average Final Average Compensation	\$ -	\$ -	\$ 3,588	\$ 4,194	\$ 4,513	\$ 5,276	\$ 6,072	\$ 6,519	\$ 9,496	\$ 4,995
	Number of Retirees	0	0	124	107	154	518	123	28	3	1,057
2019	Average Benefit Received	\$ -	\$ -	\$ 1,184	\$ 1,875	\$ 2,385	\$ 3,536	\$ 4,442	\$ 4,856	\$ 7,835	\$ 3,060
	Average Final Average Compensation	\$ -	\$ -	\$ 3,544	\$ 4,156	\$ 4,470	\$ 5,226	\$ 6,040	\$ 6,351	\$ 9,496	\$ 4,934
	Number of Retirees	0	0	118	95	140	471	109	22	3	958
2018	Average Benefit Received	\$ -	\$ -	\$ 1,173	\$ 1,828	\$ 2,340	\$ 3,479	\$ 4,437	\$ 4,868	\$ 7,835	\$ 3,021
	Average Final Average Compensation	\$ -	\$ -	\$ 3,541	\$ 4,116	\$ 4,455	\$ 5,194	\$ 6,036	\$ 6,317	\$ 9,496	\$ 4,913
	Number of Retirees	0	0	109	90	135	442	104	20	3	903
2017	Average Benefit Received	\$ -	\$ -	\$ 1,169	\$ 1,849	\$ 2,334	\$ 3,418	\$ 4,325	\$ 4,829	\$ 7,679	\$ 2,557
	Average Final Average Compensation	\$ -	\$ -	\$ 3,533	\$ 4,149	\$ 4,430	\$ 5,149	\$ 5,963	\$ 6,204	\$ 8,971	\$ 4,272
	Number of Retirees	0	0	92	83	133	385	91	16	2	802
2016	Average Benefit Received	\$ -	\$ -	\$ 1,132	\$ 1,813	\$ 2,298	\$ 3,311	\$ 4,288	\$ 4,779	\$ 7,679	\$ 2,422
	Average Final Average Compensation	\$ -	\$ -	\$ 3,492	\$ 4,125	\$ 4,416	\$ 5,080	\$ 5,918	\$ 5,995	\$ 8,971	\$ 4,147
	Number of Retirees	0	0	79	79	126	332	82	13	2	713
2015	Average Benefit Received	\$ -	\$ -	\$ 1,106	\$ 1,732	\$ 2,249	\$ 3,255	\$ 4,248	\$ 4,485	\$ 7,604	\$ 2,781
	Average Final Average Compensation	\$ -	\$ -	\$ 3,513	\$ 4,082	\$ 4,395	\$ 5,059	\$ 5,939	\$ 5,771	\$ 8,971	\$ 4,761
	Number of Retirees	0	0	71	70	125	273	69	11	2	621
2014	Average Benefit Received	\$ -	\$ -	\$ 1,072	\$ 1,703	\$ 2,249	\$ 3,152	\$ 4,255	\$ 4,248	\$ 9,800	\$ 2,680
	Average Final Average Compensation	\$ -	\$ -	\$ 3,436	\$ 4,082	\$ 4,407	\$ 5,008	\$ 5,942	\$ 5,569	\$ 12,534	\$ 4,701
	Number of Retirees	0	0	63	61	118	223	57	6	1	529
2013	Average Benefit Received	\$ -	\$ -	\$ 1,047	\$ 1,667	\$ 2,193	\$ 3,067	\$ 4,280	\$ 4,676	\$ -	\$ 2,572
	Average Final Average Compensation	\$ -	\$ -	\$ 3,440	\$ 4,055	\$ 4,323	\$ 4,999	\$ 5,997	\$ 6,135	\$ -	\$ 4,639
	Number of Retirees	0	0	59	53	108	179	48	4	0	451
2012	Average Benefit Received	\$ -	\$ -	\$ 1,062	\$ 1,648	\$ 2,106	\$ 2,954	\$ 4,338	\$ 4,667	\$ -	\$ 2,525
	Average Final Average Compensation	\$ -	\$ -	\$ 3,495	\$ 4,050	\$ 4,282	\$ 4,962	\$ 6,111	\$ 6,340	\$ -	\$ 4,644
	Number of Retirees	0	0	42	43	88	146	37	3	0	359
2011	Average Benefit Received	\$ -	\$ -	\$ 1,059	\$ 1,598	\$ 2,068	\$ 2,806	\$ 4,207	\$ 4,553	\$ -	\$ 2,411
	Average Final Average Compensation	\$ -	\$ -	\$ 3,517	\$ 4,040	\$ 4,264	\$ 4,752	\$ 5,752	\$ 5,815	\$ -	\$ 4,501
	Number of Retirees	0	0	31	38	71	103	29	2	0	274

**Ten Years Ended June 30, 2020**

Average Benefit Received	\$ -	\$ -	\$ 1,142	\$ 1,792	\$ 2,288	\$ 3,369	\$ 4,370	\$ 4,816	\$ 7,890	\$ 2,795
Average Final Average Compensation	\$ -	\$ -	\$ 3,521	\$ 4,119	\$ 4,410	\$ 5,132	\$ 5,995	\$ 6,223	\$ 9,489	\$ 4,689

## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Peace Officers (Hired before January 1, 2011)

		Years of Service Credit										All Members		
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+				
2020	Average Benefit Received	\$	-	\$	-	\$ 1,527	\$ 1,839	\$ 2,221	\$ 3,601	\$ 4,269	\$	-	\$ 8,745	\$ 3,190
	Average Final Average Compensation	\$	-	\$	-	\$ 4,323	\$ 3,634	\$ 4,586	\$ 4,538	\$ 4,752	\$	-	\$ 5,285	\$ 4,545
	Number of Retirees		0		0	12	3	9	11	21		0	1	57
2019	Average Benefit Received	\$	-	\$	-	\$ 1,527	\$ 1,802	\$ 2,266	\$ 3,524	\$ 4,149	\$	-	\$ 8,745	\$ 3,129
	Average Final Average Compensation	\$	-	\$	-	\$ 4,323	\$ 3,634	\$ 4,586	\$ 4,481	\$ 4,612	\$	-	\$ 5,285	\$ 4,482
	Number of Retirees		0		0	12	3	9	10	21		0	1	56
2018	Average Benefit Received	\$	-	\$	-	\$ 1,522	\$ 2,011	\$ 2,392	\$ 3,504	\$ 4,135	\$	-	\$ 8,745	\$ 3,145
	Average Final Average Compensation	\$	-	\$	-	\$ 4,243	\$ 3,749	\$ 4,295	\$ 4,437	\$ 4,601	\$	-	\$ 5,285	\$ 4,422
	Number of Retirees		0		0	13	2	7	9	20		0	1	52
2017	Average Benefit Received	\$	-	\$	-	\$ 1,527	\$ 2,011	\$ 2,101	\$ 3,504	\$ 4,089	\$	-	\$ 8,745	\$ 3,121
	Average Final Average Compensation	\$	-	\$	-	\$ 4,323	\$ 3,749	\$ 4,138	\$ 4,437	\$ 4,561	\$	-	\$ 5,285	\$ 4,410
	Number of Retirees		0		0	12	2	6	9	19		0	1	49
2016	Average Benefit Received	\$	-	\$	-	\$ 1,527	\$ 2,011	\$ 2,101	\$ 3,341	\$ 4,042	\$	-	\$ 8,745	\$ 3,046
	Average Final Average Compensation	\$	-	\$	-	\$ 4,323	\$ 3,749	\$ 4,138	\$ 4,318	\$ 4,540	\$	-	\$ 5,285	\$ 4,378
	Number of Retirees		0		0	12	2	6	8	18		0	1	47
2015	Average Benefit Received	\$	-	\$	-	\$ 1,500	\$ 1,982	\$ 2,061	\$ 3,298	\$ 4,010	\$	-	\$ 8,675	\$ 3,039
	Average Final Average Compensation	\$	-	\$	-	\$ 4,258	\$ 3,749	\$ 4,138	\$ 4,214	\$ 4,540	\$	-	\$ 5,285	\$ 4,348
	Number of Retirees		0		0	11	2	6	7	18		0	1	45
2014	Average Benefit Received	\$	-	\$	-	\$ 1,555	\$ 1,982	\$ 2,258	\$ 3,298	\$ 3,831	\$	-	\$ 8,675	\$ 3,001
	Average Final Average Compensation	\$	-	\$	-	\$ 4,243	\$ 3,749	\$ 4,222	\$ 4,214	\$ 4,289	\$	-	\$ 5,285	\$ 4,254
	Number of Retirees		0		0	10	2	5	7	15		0	1	40
2013	Average Benefit Received	\$	-	\$	-	\$ 1,532	\$ 1,952	\$ 2,338	\$ 3,219	\$ 3,622	\$	-	\$ 8,675	\$ 2,879
	Average Final Average Compensation	\$	-	\$	-	\$ 4,243	\$ 3,749	\$ 4,252	\$ 4,158	\$ 4,056	\$	-	\$ 5,285	\$ 4,164
	Number of Retirees		0		0	10	2	4	6	13		0	1	36
2012	Average Benefit Received	\$	-	\$	-	\$ 1,435	\$ 1,952	\$ 2,338	\$ 3,219	\$ 3,658	\$	-	\$ -	\$ 2,776
	Average Final Average Compensation	\$	-	\$	-	\$ 4,078	\$ 3,749	\$ 4,252	\$ 4,158	\$ 4,056	\$	-	\$ -	\$ 4,085
	Number of Retirees		0		0	8	2	4	6	13		0	0	33
2011	Average Benefit Received	\$	-	\$	-	\$ 1,429	\$ 1,952	\$ 2,286	\$ 3,214	\$ 3,624	\$	-	\$ -	\$ 2,788
	Average Final Average Compensation	\$	-	\$	-	\$ 3,951	\$ 3,749	\$ 4,202	\$ 3,953	\$ 4,100	\$	-	\$ -	\$ 4,025
	Number of Retirees		0		0	6	2	3	5	11		0	0	27

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	\$ 1,514	\$ 1,938	\$ 2,230	\$ 3,404	\$ 3,989	\$ -	\$ 8,719	\$ 3,041
Average Final Average Compensation	\$ -	\$ -	\$ 4,252	\$ 3,718	\$ 4,319	\$ 4,331	\$ 4,459	\$ -	\$ 5,285	\$ 4,346

# Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

## Summary of Appellate Law Clerks

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ -	\$ -	\$ 1,888	\$ 2,838	\$ 3,784	\$ 4,332	\$ 5,927	\$ 8,310	\$ -	\$ 4,500
	Average Final Average Compensation	\$ -	\$ -	\$ 5,602	\$ 6,193	\$ 7,024	\$ 7,306	\$ 7,935	\$ 9,015	\$ -	\$ 7,184
	Number of Retirees	0	0	5	16	11	9	13	8	0	62
2019	Average Benefit Received	\$ -	\$ -	\$ 1,888	\$ 2,838	\$ 3,741	\$ 4,351	\$ 5,733	\$ 8,201	\$ -	\$ 4,356
	Average Final Average Compensation	\$ -	\$ -	\$ 5,602	\$ 6,193	\$ 7,024	\$ 7,388	\$ 7,814	\$ 8,953	\$ -	\$ 7,117
	Number of Retirees	0	0	5	16	11	8	12	7	0	59
2018	Average Benefit Received	\$ -	\$ -	\$ 1,775	\$ 2,813	\$ 3,802	\$ 4,351	\$ 5,527	\$ 7,871	\$ -	\$ 4,332
	Average Final Average Compensation	\$ -	\$ -	\$ 5,338	\$ 6,164	\$ 7,105	\$ 7,388	\$ 7,637	\$ 8,743	\$ -	\$ 7,082
	Number of Retirees	0	0	5	14	12	8	10	8	0	57
2017	Average Benefit Received	\$ -	\$ -	\$ 1,777	\$ 2,702	\$ 3,768	\$ 4,342	\$ 5,503	\$ 7,510	\$ -	\$ 4,232
	Average Final Average Compensation	\$ -	\$ -	\$ 5,325	\$ 5,935	\$ 7,133	\$ 7,350	\$ 7,653	\$ 8,410	\$ -	\$ 6,989
	Number of Retirees	0	0	4	11	11	6	9	6	0	47
2016	Average Benefit Received	\$ -	\$ -	\$ 1,777	\$ 2,637	\$ 3,814	\$ 4,342	\$ 5,482	\$ 7,562	\$ -	\$ 3,916
	Average Final Average Compensation	\$ -	\$ -	\$ 5,325	\$ 5,848	\$ 7,172	\$ 7,350	\$ 7,595	\$ 8,618	\$ -	\$ 6,840
	Number of Retirees	0	0	4	10	10	6	8	2	0	40
2015	Average Benefit Received	\$ -	\$ -	\$ 1,756	\$ 2,621	\$ 3,724	\$ 4,288	\$ 5,372	\$ 7,487	\$ -	\$ 3,822
	Average Final Average Compensation	\$ -	\$ -	\$ 5,325	\$ 5,848	\$ 6,883	\$ 7,350	\$ 7,612	\$ 8,618	\$ -	\$ 6,738
	Number of Retirees	0	0	4	10	7	6	7	2	0	36
2014	Average Benefit Received	\$ -	\$ -	\$ 1,806	\$ 2,432	\$ 3,724	\$ 4,282	\$ 5,308	\$ 7,487	\$ -	\$ 3,837
	Average Final Average Compensation	\$ -	\$ -	\$ 5,271	\$ 5,585	\$ 6,635	\$ 7,178	\$ 7,645	\$ 8,618	\$ -	\$ 6,625
	Number of Retirees	0	0	3	8	5	4	6	2	0	28
2013	Average Benefit Received	\$ -	\$ -	\$ 1,795	\$ 2,595	\$ 3,840	\$ 4,063	\$ 4,207	\$ 5,406	\$ -	\$ 3,292
	Average Final Average Compensation	\$ -	\$ -	\$ 5,271	\$ 5,813	\$ 6,787	\$ 7,217	\$ 7,355	\$ 7,277	\$ -	\$ 6,412
	Number of Retirees	0	0	3	7	4	3	3	1	0	21
2012	Average Benefit Received	\$ -	\$ -	\$ 2,032	\$ 2,464	\$ 3,944	\$ 4,446	\$ 4,906	\$ 5,406	\$ -	\$ 3,387
	Average Final Average Compensation	\$ -	\$ -	\$ 5,930	\$ 5,837	\$ 7,038	\$ 7,255	\$ 6,833	\$ 7,277	\$ -	\$ 6,484
	Number of Retirees	0	0	2	5	3	2	1	1	0	14
2011	Average Benefit Received	\$ -	\$ -	\$ -	\$ 2,310	\$ 4,039	\$ 3,150	\$ 4,906	\$ -	\$ -	\$ 3,172
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 5,794	\$ 6,838	\$ 6,878	\$ 6,833	\$ -	\$ -	\$ 6,320
	Number of Retirees	0	0	0	4	2	1	1	0	0	8

### Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	\$ 1,825	\$ 2,690	\$ 3,789	\$ 4,298	\$ 5,520	\$ 7,778	\$ -	\$ 4,101
Average Final Average Compensation	\$ -	\$ -	\$ 5,431	\$ 5,985	\$ 7,017	\$ 7,321	\$ 7,683	\$ 8,688	\$ -	\$ 6,922

# Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Appellate Law Clerks (Hired before July 1, 2006)

		Years of Service Credit										All Members				
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+						
2020	Average Benefit Received	\$	-	\$	-	\$ 1,852	\$ 2,838	\$ 3,784	\$ 4,332	\$ 5,927	\$ 8,310	\$	-	\$ 4,540		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,320	\$ 6,193	\$ 7,024	\$ 7,306	\$ 7,935	\$ 9,015	\$	-	\$ 7,191		
	Number of Retirees		0		0	4	16	11	9	13	8	0		61		
2019	Average Benefit Received	\$	-	\$	-	\$ 1,852	\$ 2,838	\$ 3,741	\$ 4,351	\$ 5,733	\$ 8,201	\$	-	\$ 4,396		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,320	\$ 6,193	\$ 7,024	\$ 7,388	\$ 7,814	\$ 8,953	\$	-	\$ 7,124		
	Number of Retirees		0		0	4	16	11	8	12	7	0		58		
2018	Average Benefit Received	\$	-	\$	-	\$ 1,775	\$ 2,813	\$ 3,802	\$ 4,351	\$ 5,527	\$ 7,871	\$	-	\$ 4,332		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,338	\$ 6,164	\$ 7,105	\$ 7,388	\$ 7,637	\$ 8,743	\$	-	\$ 7,082		
	Number of Retirees		0		0	5	14	12	8	10	8	0		57		
2017	Average Benefit Received	\$	-	\$	-	\$ 1,777	\$ 2,702	\$ 3,768	\$ 4,342	\$ 5,503	\$ 7,510	\$	-	\$ 4,232		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,325	\$ 5,935	\$ 7,133	\$ 7,350	\$ 7,653	\$ 8,410	\$	-	\$ 6,989		
	Number of Retirees		0		0	4	11	11	6	9	6	0		47		
2016	Average Benefit Received	\$	-	\$	-	\$ 1,777	\$ 2,637	\$ 3,814	\$ 4,342	\$ 5,482	\$ 7,562	\$	-	\$ 3,916		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,325	\$ 5,848	\$ 7,172	\$ 7,350	\$ 7,595	\$ 8,618	\$	-	\$ 6,840		
	Number of Retirees		0		0	4	10	10	6	8	2	0		40		
2015	Average Benefit Received	\$	-	\$	-	\$ 1,756	\$ 2,621	\$ 3,724	\$ 4,288	\$ 5,372	\$ 7,487	\$	-	\$ 3,822		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,325	\$ 5,848	\$ 6,883	\$ 7,350	\$ 7,612	\$ 8,618	\$	-	\$ 6,738		
	Number of Retirees		0		0	4	10	7	6	7	2	0		36		
2014	Average Benefit Received	\$	-	\$	-	\$ 1,806	\$ 2,432	\$ 3,724	\$ 4,282	\$ 5,308	\$ 7,487	\$	-	\$ 3,837		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,271	\$ 5,585	\$ 6,635	\$ 7,178	\$ 7,645	\$ 8,618	\$	-	\$ 6,625		
	Number of Retirees		0		0	3	8	5	4	6	2	0		28		
2013	Average Benefit Received	\$	-	\$	-	\$ 1,795	\$ 2,595	\$ 3,840	\$ 4,063	\$ 4,207	\$ 5,406	\$	-	\$ 3,292		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,271	\$ 5,813	\$ 6,787	\$ 7,217	\$ 7,355	\$ 7,277	\$	-	\$ 6,412		
	Number of Retirees		0		0	3	7	4	3	3	1	0		21		
2012	Average Benefit Received	\$	-	\$	-	\$ 2,032	\$ 2,464	\$ 3,944	\$ 4,446	\$ 4,906	\$ 5,406	\$	-	\$ 3,387		
	Average Final Average Compensation	\$	-	\$	-	\$ 5,930	\$ 5,837	\$ 7,038	\$ 7,255	\$ 6,833	\$ 7,277	\$	-	\$ 6,484		
	Number of Retirees		0		0	2	5	3	2	1	1	0		14		
2011	Average Benefit Received	\$	-	\$	-	\$	-	\$ 2,310	\$ 4,039	\$ 3,150	\$ 4,906	\$	-	\$	-	\$ 3,172
	Average Final Average Compensation	\$	-	\$	-	\$	-	\$ 5,794	\$ 6,838	\$ 6,878	\$ 6,833	\$	-	\$	-	\$ 6,320
	Number of Retirees		0		0	0	4	2	1	1	0	0		0	8	

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	\$ 1,812	\$ 2,690	\$ 3,789	\$ 4,298	\$ 5,520	\$ 7,778	\$ -	\$ 4,112
Average Final Average Compensation	\$ -	\$ -	\$ 5,353	\$ 5,985	\$ 7,017	\$ 7,321	\$ 7,683	\$ 8,688	\$ -	\$ 6,923

## Average Monthly Benefit Amounts (continued)

### Ten Years Ended June 30, 2020

Appellate Law Clerks (Hired between July 1, 2006 and December 31, 2010)

		Years of Service Credit										All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+		
2020	Average Benefit Received	\$ -	\$ -	\$ 2,036	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,036
	Average Final Average Compensation	\$ -	\$ -	\$ 6,729	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,729
	Number of Retirees	0	0	1	0	0	0	0	0	0	0	1
2019	Average Benefit Received	\$ -	\$ -	\$ 2,036	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,036
	Average Final Average Compensation	\$ -	\$ -	\$ 6,729	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,729
	Number of Retirees	0	0	1	0	0	0	0	0	0	0	1
2011-2018	Average Benefit Received	No Activity										
	Average Final Average Compensation	No Activity										
	Number of Retirees	No Activity										
Ten Years Ended June 30, 2020												
Average Benefit Received		\$ -	\$ -	\$ 2,036	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2,036
Average Final Average Compensation		\$ -	\$ -	\$ 6,729	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	6,729



## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Alcohol and Tobacco Control (Hired after June 30, 2007)

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ -	\$ -	\$ 2,011	\$ 4,617	\$ 4,375	\$ 4,864	\$ -	\$ -	\$ -	\$ 4,505
	Average Final Average Compensation	\$ -	\$ -	\$ 4,258	\$ 9,103	\$ 5,586	\$ 5,650	\$ -	\$ -	\$ -	\$ 5,850
	Number of Retirees	0	0	1	1	1	7	0	0	0	10
2019	Average Benefit Received	\$ -	\$ -	\$ 2,011	\$ 4,617	\$ 4,375	\$ 4,100	\$ -	\$ -	\$ -	\$ 3,956
	Average Final Average Compensation	\$ -	\$ -	\$ 4,258	\$ 9,103	\$ 5,586	\$ 4,788	\$ -	\$ -	\$ -	\$ 5,297
	Number of Retirees	0	0	1	1	1	6	0	0	0	9
2018	Average Benefit Received	\$ -	\$ -	\$ 2,011	\$ 4,617	\$ 4,375	\$ 4,088	\$ -	\$ -	\$ -	\$ 3,948
	Average Final Average Compensation	\$ -	\$ -	\$ 4,258	\$ 9,103	\$ 5,586	\$ 4,788	\$ -	\$ -	\$ -	\$ 5,297
	Number of Retirees	0	0	1	1	1	6	0	0	0	9
2017	Average Benefit Received	\$ -	\$ -	\$ 2,011	\$ 4,617	\$ 4,375	\$ 3,726	\$ -	\$ -	\$ -	\$ 3,704
	Average Final Average Compensation	\$ -	\$ -	\$ 4,258	\$ 9,103	\$ 5,586	\$ 4,629	\$ -	\$ -	\$ -	\$ 5,261
	Number of Retirees	0	0	1	1	1	5	0	0	0	8
2016	Average Benefit Received	\$ -	\$ -	\$ 2,011	\$ 4,617	\$ 4,375	\$ 3,700	\$ -	\$ -	\$ -	\$ 3,688
	Average Final Average Compensation	\$ -	\$ -	\$ 4,258	\$ 9,103	\$ 5,586	\$ 4,506	\$ -	\$ -	\$ -	\$ 5,185
	Number of Retirees	0	0	1	1	1	5	0	0	0	8
2015	Average Benefit Received	\$ -	\$ -	\$ 1,981	\$ 4,548	\$ 4,375	\$ 3,700	\$ -	\$ -	\$ -	\$ 3,676
	Average Final Average Compensation	\$ -	\$ -	\$ 4,258	\$ 9,103	\$ 5,586	\$ 4,506	\$ -	\$ -	\$ -	\$ 5,185
	Number of Retirees	0	0	1	1	1	5	0	0	0	8
2014	Average Benefit Received	\$ -	\$ -	\$ 1,981	\$ 4,548	\$ 4,375	\$ 3,554	\$ -	\$ -	\$ -	\$ 3,589
	Average Final Average Compensation	\$ -	\$ -	\$ 4,258	\$ 9,103	\$ 5,586	\$ 4,445	\$ -	\$ -	\$ -	\$ 5,247
	Number of Retirees	0	0	1	1	1	4	0	0	0	7
2013	Average Benefit Received	\$ -	\$ -	\$ 1,952	\$ 4,481	\$ -	\$ 3,649	\$ -	\$ -	\$ -	\$ 3,433
	Average Final Average Compensation	\$ -	\$ -	\$ 4,258	\$ 9,103	\$ -	\$ 4,740	\$ -	\$ -	\$ -	\$ 5,710
	Number of Retirees	0	0	1	1	0	2	0	0	0	4
2012	Average Benefit Received	\$ -	\$ -	\$ 1,604	\$ -	\$ -	\$ 2,976	\$ -	\$ 3,970	\$ -	\$ 2,882
	Average Final Average Compensation	\$ -	\$ -	\$ 4,754	\$ -	\$ -	\$ 4,425	\$ -	\$ 4,889	\$ -	\$ 4,623
	Number of Retirees	0	0	1	0	0	2	0	1	0	4
2011	Average Benefit Received	No Activity									
	Average Final Average Compensation	No Activity									
	Number of Retirees	No Activity									

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	\$ 1,953	\$ 4,583	\$ 4,375	\$ 3,959	\$ -	\$ 3,970	\$ -	\$ 3,807
Average Final Average Compensation	\$ -	\$ -	\$ 4,313	\$ 9,103	\$ 5,586	\$ 4,793	\$ -	\$ 4,889	\$ -	\$ 5,328

# Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

## Summary of Wildlife

		Years of Service Credit										All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+		
2020	Average Benefit Received	\$ -	\$ -	\$ 887	\$ 2,478	\$ 2,866	\$ 4,388	\$ 5,075	\$ 2,237	\$ 6,736	\$ 3,668	
	Average Final Average Compensation	\$ -	\$ -	\$ 2,764	\$ 4,148	\$ 4,302	\$ 5,046	\$ 5,303	\$ 3,061	\$ 7,505	\$ 4,688	
	Number of Retirees	0	0	1	7	89	69	21	2	2	191	
2019	Average Benefit Received	\$ -	\$ -	\$ 887	\$ 2,478	\$ 2,794	\$ 4,245	\$ 4,970	\$ 2,237	\$ 6,736	\$ 3,567	
	Average Final Average Compensation	\$ -	\$ -	\$ 2,764	\$ 4,148	\$ 4,202	\$ 4,891	\$ 5,136	\$ 3,061	\$ 7,505	\$ 4,565	
	Number of Retirees	0	0	1	7	90	69	21	2	2	192	
2018	Average Benefit Received	\$ -	\$ -	\$ -	\$ 2,478	\$ 2,741	\$ 4,041	\$ 4,909	\$ 2,237	\$ 6,736	\$ 3,463	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 4,148	\$ 4,078	\$ 4,696	\$ 5,136	\$ 3,061	\$ 7,505	\$ 4,439	
	Number of Retirees	0	0	0	7	91	66	21	2	2	189	
2017	Average Benefit Received	\$ -	\$ -	\$ -	\$ 2,356	\$ 2,610	\$ 3,716	\$ 4,909	\$ 2,237	\$ 6,736	\$ 3,299	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 3,963	\$ 3,894	\$ 4,342	\$ 5,136	\$ 3,061	\$ 7,505	\$ 4,228	
	Number of Retirees	0	0	0	7	87	67	21	2	2	186	
2016	Average Benefit Received	\$ -	\$ -	\$ -	\$ 2,356	\$ 2,541	\$ 3,557	\$ 4,909	\$ 2,237	\$ 6,736	\$ 3,222	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 3,963	\$ 3,812	\$ 4,248	\$ 5,136	\$ 3,061	\$ 7,505	\$ 4,159	
	Number of Retirees	0	0	0	7	87	74	21	2	2	193	
2015	Average Benefit Received	\$ -	\$ -	\$ -	\$ 2,117	\$ 2,491	\$ 3,417	\$ 4,851	\$ 2,204	\$ 6,680	\$ 3,139	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 3,644	\$ 3,697	\$ 4,210	\$ 5,136	\$ 3,061	\$ 7,505	\$ 4,085	
	Number of Retirees	0	0	0	6	87	77	21	2	2	195	
2014	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,792	\$ 2,374	\$ 3,317	\$ 4,851	\$ 2,204	\$ 6,680	\$ 3,053	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 3,271	\$ 3,594	\$ 4,044	\$ 5,136	\$ 3,061	\$ 7,505	\$ 3,971	
	Number of Retirees	0	0	0	5	84	76	21	2	2	190	
2013	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,621	\$ 2,205	\$ 3,181	\$ 4,798	\$ 2,171	\$ 6,601	\$ 2,925	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,936	\$ 3,450	\$ 3,969	\$ 5,033	\$ 3,061	\$ 7,505	\$ 3,864	
	Number of Retirees	0	0	0	6	79	76	21	2	2	186	
2012	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,597	\$ 2,056	\$ 3,037	\$ 4,751	\$ 2,171	\$ 2,434	\$ 2,761	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,885	\$ 3,230	\$ 3,792	\$ 4,998	\$ 3,061	\$ 4,024	\$ 3,656	
	Number of Retirees	0	0	0	7	73	77	20	2	1	180	
2011	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,547	\$ 1,974	\$ 3,026	\$ 4,680	\$ 2,171	\$ 2,434	\$ 2,709	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,781	\$ 3,151	\$ 3,786	\$ 4,927	\$ 3,061	\$ 4,024	\$ 3,606	
	Number of Retirees	0	0	0	8	70	78	19	2	1	178	

### Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	887	\$ 2,089	\$ 2,488	\$ 3,568	\$ 4,873	\$ 2,211	\$ 6,231	\$ 3,187
Average Final Average Compensation	\$ -	\$ -	\$ 2,764	\$ 3,595	\$ 3,769	\$ 4,282	\$ 5,110	\$ 3,061	\$ 7,118	\$ 4,133

## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Wildlife Agents (Hired before July 1, 2003)

		Years of Service Credit										All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+		
2020	Average Benefit Received	\$ -	\$ -	\$ 887	\$ 1,504	\$ 1,780	\$ 2,520	\$ 3,354	\$ 2,237	\$ 2,507	\$ 2,123	
	Average Final Average Compensation	\$ -	\$ -	\$ 2,764	\$ 2,865	\$ 2,778	\$ 3,019	\$ 4,285	\$ 3,061	\$ 4,024	\$ 2,992	
	Number of Retirees	0	0	1	3	42	24	6	2	1	79	
2019	Average Benefit Received	\$ -	\$ -	\$ 887	\$ 1,504	\$ 1,785	\$ 2,547	\$ 3,354	\$ 2,237	\$ 2,507	\$ 2,145	
	Average Final Average Compensation	\$ -	\$ -	\$ 2,764	\$ 2,865	\$ 2,763	\$ 3,045	\$ 4,408	\$ 3,061	\$ 4,024	\$ 3,013	
	Number of Retirees	0	0	1	3	44	25	7	2	1	83	
2018	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,504	\$ 1,806	\$ 2,500	\$ 3,402	\$ 2,237	\$ 2,507	\$ 2,161	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,865	\$ 2,775	\$ 2,961	\$ 4,408	\$ 3,061	\$ 4,024	\$ 2,991	
	Number of Retirees	0	0	0	3	46	27	7	2	1	86	
2017	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,219	\$ 1,809	\$ 2,476	\$ 3,402	\$ 2,237	\$ 2,507	\$ 2,156	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,434	\$ 2,780	\$ 2,877	\$ 4,408	\$ 3,061	\$ 4,024	\$ 2,944	
	Number of Retirees	0	0	0	3	48	32	7	2	1	93	
2016	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,219	\$ 1,797	\$ 2,401	\$ 3,402	\$ 2,237	\$ 2,507	\$ 2,137	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,434	\$ 2,740	\$ 2,961	\$ 4,408	\$ 3,061	\$ 4,024	\$ 2,949	
	Number of Retirees	0	0	0	3	50	39	7	2	1	102	
2015	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,201	\$ 1,755	\$ 2,350	\$ 3,352	\$ 2,204	\$ 2,470	\$ 2,092	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,434	\$ 2,688	\$ 3,055	\$ 4,408	\$ 3,061	\$ 4,024	\$ 2,955	
	Number of Retirees	0	0	0	3	53	43	7	2	1	109	
2014	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,201	\$ 1,751	\$ 2,320	\$ 3,352	\$ 2,204	\$ 2,470	\$ 2,079	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,434	\$ 2,674	\$ 2,987	\$ 4,408	\$ 3,061	\$ 4,024	\$ 2,921	
	Number of Retirees	0	0	0	3	54	45	7	2	1	112	
2013	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,113	\$ 1,730	\$ 2,264	\$ 3,302	\$ 2,171	\$ 2,434	\$ 2,036	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,141	\$ 2,753	\$ 3,014	\$ 4,408	\$ 3,061	\$ 4,024	\$ 2,954	
	Number of Retirees	0	0	0	4	55	48	7	2	1	117	
2012	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,181	\$ 1,724	\$ 2,251	\$ 3,302	\$ 2,171	\$ 2,434	\$ 2,028	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,228	\$ 2,727	\$ 2,969	\$ 4,408	\$ 3,061	\$ 4,024	\$ 2,921	
	Number of Retirees	0	0	0	5	56	52	7	2	1	123	
2011	Average Benefit Received	\$ -	\$ -	\$ -	\$ 1,183	\$ 1,707	\$ 2,264	\$ 3,302	\$ 2,171	\$ 2,434	\$ 2,016	
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 2,200	\$ 2,811	\$ 2,990	\$ 4,408	\$ 3,061	\$ 4,024	\$ 2,958	
	Number of Retirees	0	0	0	6	58	53	7	2	1	127	

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	\$ 887	\$ 1,264	\$ 1,761	\$ 2,360	\$ 3,352	\$ 2,211	\$ 2,478	\$ 2,090
Average Final Average Compensation	\$ -	\$ -	\$ 2,764	\$ 2,442	\$ 2,748	\$ 2,988	\$ 4,397	\$ 3,061	\$ 4,024	\$ 2,956

# Average Monthly Benefit Amounts (continued)

## Ten Years Ended June 30, 2020

Wildlife Agents (Hired on or after July 1, 2003)

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ -	\$ -	\$ -	\$ 3,209	\$ 3,837	\$ 5,385	\$ 5,764	\$ -	\$ 10,964	\$ 4,758
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 5,110	\$ 5,663	\$ 6,127	\$ 5,710	\$ -	\$ 10,986	\$ 5,884
	Number of Retirees	0	0	0	4	47	45	15	0	1	112
2019	Average Benefit Received	\$ -	\$ -	\$ -	\$ 3,209	\$ 3,780	\$ 5,210	\$ 5,663	\$ -	\$ 10,964	\$ 4,644
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 5,110	\$ 5,578	\$ 5,941	\$ 5,499	\$ -	\$ 10,986	\$ 5,747
	Number of Retirees	0	0	0	4	46	44	14	0	1	109
2018	Average Benefit Received	\$ -	\$ -	\$ -	\$ 3,209	\$ 3,697	\$ 5,108	\$ 5,663	\$ -	\$ 10,964	\$ 4,550
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 5,110	\$ 5,410	\$ 5,897	\$ 5,499	\$ -	\$ 10,986	\$ 5,649
	Number of Retirees	0	0	0	4	45	39	14	0	1	103
2017	Average Benefit Received	\$ -	\$ -	\$ -	\$ 3,209	\$ 3,595	\$ 4,849	\$ 5,663	\$ -	\$ 10,964	\$ 4,441
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 5,110	\$ 5,264	\$ 5,681	\$ 5,499	\$ -	\$ 10,986	\$ 5,511
	Number of Retirees	0	0	0	4	39	35	14	0	1	93
2016	Average Benefit Received	\$ -	\$ -	\$ -	\$ 3,209	\$ 3,547	\$ 4,845	\$ 5,663	\$ -	\$ 10,964	\$ 4,438
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 5,110	\$ 5,261	\$ 5,681	\$ 5,499	\$ -	\$ 10,986	\$ 5,515
	Number of Retirees	0	0	0	4	37	35	14	0	1	91
2015	Average Benefit Received	\$ -	\$ -	\$ -	\$ 3,034	\$ 3,617	\$ 4,768	\$ 5,601	\$ -	\$ 10,889	\$ 4,459
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 4,854	\$ 5,269	\$ 5,672	\$ 5,499	\$ -	\$ 10,986	\$ 5,518
	Number of Retirees	0	0	0	3	34	34	14	0	1	86
2014	Average Benefit Received	\$ -	\$ -	\$ -	\$ 2,678	\$ 3,495	\$ 4,763	\$ 5,601	\$ -	\$ 10,889	\$ 4,451
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 4,526	\$ 5,248	\$ 5,578	\$ 5,499	\$ -	\$ 10,986	\$ 5,479
	Number of Retirees	0	0	0	2	30	31	14	0	1	78
2013	Average Benefit Received	\$ -	\$ -	\$ -	\$ 2,638	\$ 3,294	\$ 4,753	\$ 5,546	\$ -	\$ 10,767	\$ 4,432
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 4,526	\$ 5,045	\$ 5,606	\$ 5,345	\$ -	\$ 10,986	\$ 5,405
	Number of Retirees	0	0	0	2	24	28	14	0	1	69
2012	Average Benefit Received	\$ -	\$ -	\$ -	\$ 2,638	\$ 3,152	\$ 4,642	\$ 5,531	\$ -	\$ -	\$ 4,330
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 4,526	\$ 4,887	\$ 5,472	\$ 5,316	\$ -	\$ -	\$ 5,229
	Number of Retirees	0	0	0	2	17	25	13	0	0	57
2011	Average Monthly Benefit	\$ -	\$ -	\$ -	\$ 2,638	\$ 3,264	\$ 4,642	\$ 5,484	\$ -	\$ -	\$ 4,437
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 4,526	\$ 4,790	\$ 5,472	\$ 5,229	\$ -	\$ -	\$ 5,217
	Number of Retirees	0	0	0	2	12	25	12	0	0	51

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	\$ -	\$ 3,047	\$ 3,600	\$ 4,941	\$ 5,622	\$ -	\$ 10,921	\$ 4,516
Average Final Average Compensation	\$ -	\$ -	\$ -	\$ 4,935	\$ 5,330	\$ 5,751	\$ 5,466	\$ -	\$ 10,986	\$ 5,560

## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Judges (Elected before January 1, 2011)

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ 819	\$ 2,544	\$ 4,165	\$ 5,850	\$ 7,237	\$ 9,238	\$ 9,314	\$10,169	\$15,104	\$ 7,309
	Average Final Average Compensation	\$ 9,598	\$ 9,690	\$ 8,888	\$ 9,050	\$ 9,428	\$ 9,894	\$ 10,005	\$10,588	\$15,104	\$ 9,512
	Number of Retirees	1	4	29	68	63	67	33	6	1	272
2019	Average Benefit Received	\$ 778	\$ 2,528	\$ 4,078	\$ 5,777	\$ 7,084	\$ 9,114	\$ 9,008	\$10,377	\$15,104	\$ 7,222
	Average Final Average Compensation	\$ 9,598	\$ 9,834	\$ 8,639	\$ 8,935	\$ 9,235	\$ 9,714	\$ 9,661	\$10,541	\$15,104	\$ 9,333
	Number of Retirees	1	3	28	69	63	65	34	8	1	272
2018	Average Benefit Received	\$ -	\$ 2,616	\$ 4,081	\$ 5,740	\$ 6,957	\$ 8,689	\$ 8,959	\$10,378	\$13,995	\$ 7,055
	Average Final Average Compensation	\$ -	\$ 8,301	\$ 8,934	\$ 9,014	\$ 9,101	\$ 9,172	\$ 9,504	\$10,502	\$13,897	\$ 9,198
	Number of Retirees	0	3	33	72	60	61	36	9	2	276
2017	Average Benefit Received	\$ -	\$ 2,219	\$ 4,097	\$ 5,737	\$ 6,716	\$ 8,512	\$ 8,990	\$10,368	\$11,977	\$ 6,956
	Average Final Average Compensation	\$ -	\$ 7,993	\$ 8,846	\$ 8,998	\$ 8,623	\$ 8,840	\$ 9,465	\$10,492	\$11,470	\$ 8,986
	Number of Retirees	0	4	32	73	58	62	35	9	3	276
2016	Average Benefit Received	\$ -	\$ 2,219	\$ 3,916	\$ 5,704	\$ 6,587	\$ 8,230	\$ 8,970	\$ 9,391	\$10,896	\$ 6,783
	Average Final Average Compensation	\$ -	\$ 7,993	\$ 8,603	\$ 8,981	\$ 8,329	\$ 8,505	\$ 9,396	\$ 9,784	\$10,375	\$ 8,777
	Number of Retirees	0	4	33	75	60	61	36	10	3	282
2015	Average Benefit Received	\$ -	\$ 2,187	\$ 3,850	\$ 5,568	\$ 6,496	\$ 8,123	\$ 8,872	\$ 9,259	\$10,821	\$ 6,726
	Average Final Average Compensation	\$ -	\$ 7,993	\$ 8,584	\$ 8,797	\$ 8,315	\$ 8,437	\$ 9,282	\$ 9,209	\$10,375	\$ 8,679
	Number of Retirees	0	4	31	72	59	61	38	10	3	278
2014	Average Benefit Received	\$ -	\$ 2,094	\$ 3,834	\$ 5,341	\$ 6,133	\$ 7,978	\$ 8,406	\$ 8,983	\$10,821	\$ 6,542
	Average Final Average Compensation	\$ -	\$ 6,742	\$ 8,079	\$ 8,159	\$ 7,663	\$ 7,859	\$ 8,393	\$ 8,927	\$10,375	\$ 8,050
	Number of Retirees	0	3	25	59	50	53	33	9	3	235
2013	Average Benefit Received	\$ -	\$ 2,100	\$ 3,788	\$ 5,197	\$ 6,047	\$ 7,775	\$ 8,213	\$ 8,485	\$10,701	\$ 6,374
	Average Final Average Compensation	\$ -	\$ 6,522	\$ 7,774	\$ 7,955	\$ 7,289	\$ 7,681	\$ 8,129	\$ 8,195	\$10,375	\$ 7,775
	Number of Retirees	0	4	25	55	48	50	35	7	3	227
2012	Average Benefit Received	\$ -	\$ 2,100	\$ 3,745	\$ 5,113	\$ 6,039	\$ 7,642	\$ 7,754	\$ 7,832	\$10,220	\$ 6,174
	Average Final Average Compensation	\$ -	\$ 6,522	\$ 7,622	\$ 7,299	\$ 7,235	\$ 6,736	\$ 5,524	\$ 5,936	\$ 3,837	\$ 6,866
	Number of Retirees	0	4	24	57	50	51	31	6	2	225
2011	Average Benefit Received	\$ -	\$ 2,100	\$ 3,745	\$ 5,090	\$ 6,039	\$ 7,614	\$ 7,595	\$ 7,361	\$ 9,449	\$ 6,136
	Average Final Average Compensation	\$ -	\$ 6,522	\$ 7,622	\$ 7,485	\$ 7,235	\$ 6,685	\$ 5,844	\$ 6,854	\$ 4,880	\$ 6,972
	Number of Retirees	0	4	24	53	50	51	29	5	3	219

## Ten Years Ended June 30, 2020

Average Benefit Received	799	\$ 2,259	\$ 3,942	\$ 5,543	\$ 6,575	\$ 8,344	\$ 8,636	\$ 9,383	\$11,360	\$ 6,760
Average Final Average Compensation	\$ 9,598	\$ 7,772	\$ 8,414	\$ 8,540	\$ 8,322	\$ 8,454	\$ 8,604	\$ 9,295	\$ 9,968	\$ 8,494

# Average Monthly Benefit Amounts (continued)

## Ten Years Ended June 30, 2020

Legislators (Elected before January 1, 2011)

		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ -	\$ -	\$ 1,189	\$ 1,784	\$ 3,160	\$ 4,328	\$ 3,277	\$ 5,183	\$ -	\$ 2,721
	Average Final Average Compensation	\$ -	\$ -	\$ 2,921	\$ 3,051	\$ 4,342	\$ 4,928	\$ 4,995	\$ 6,474	\$ -	\$ 4,019
	Number of Retirees	0	0	12	18	19	7	6	5	0	67
2019	Average Benefit Received	\$ -	\$ -	\$ 1,189	\$ 1,766	\$ 3,009	\$ 4,198	\$ 3,145	\$ 6,725	\$ -	\$ 2,644
	Average Final Average Compensation	\$ -	\$ -	\$ 2,921	\$ 3,021	\$ 4,035	\$ 4,577	\$ 4,995	\$ 8,522	\$ -	\$ 3,896
	Number of Retirees	0	0	12	19	22	7	6	3	0	69
2018	Average Benefit Received	\$ -	\$ -	\$ 1,189	\$ 1,752	\$ 3,001	\$ 4,198	\$ 3,145	\$ 6,725	\$ -	\$ 2,630
	Average Final Average Compensation	\$ -	\$ -	\$ 2,921	\$ 2,978	\$ 3,996	\$ 4,577	\$ 4,995	\$ 8,522	\$ -	\$ 3,860
	Number of Retirees	0	0	12	20	23	7	6	3	0	71
2017	Average Benefit Received	\$ -	\$ -	\$ 1,189	\$ 1,735	\$ 2,959	\$ 4,198	\$ 3,145	\$ 6,725	\$ -	\$ 2,605
	Average Final Average Compensation	\$ -	\$ -	\$ 2,921	\$ 2,974	\$ 3,887	\$ 4,577	\$ 4,995	\$ 8,522	\$ -	\$ 3,813
	Number of Retirees	0	0	12	21	24	7	6	3	0	73
2016	Average Benefit Received	\$ -	\$ -	\$ 1,158	\$ 1,727	\$ 2,908	\$ 4,021	\$ 2,882	\$ 6,725	\$ -	\$ 2,565
	Average Final Average Compensation	\$ -	\$ -	\$ 2,894	\$ 2,974	\$ 3,774	\$ 4,334	\$ 4,052	\$ 8,522	\$ -	\$ 3,686
	Number of Retirees	0	0	13	21	26	8	9	3	0	80
2015	Average Benefit Received	\$ -	\$ -	\$ 1,140	\$ 1,622	\$ 2,849	\$ 3,701	\$ 2,733	\$ 6,675	\$ -	\$ 2,463
	Average Final Average Compensation	\$ -	\$ -	\$ 2,894	\$ 2,846	\$ 3,758	\$ 3,856	\$ 3,449	\$ 8,522	\$ -	\$ 3,522
	Number of Retirees	0	0	13	23	25	10	7	3	0	81
2014	Average Benefit Received	\$ -	\$ -	\$ 1,139	\$ 1,618	\$ 2,849	\$ 3,507	\$ 2,733	\$ 6,675	\$ -	\$ 2,421
	Average Final Average Compensation	\$ -	\$ -	\$ 2,894	\$ 2,691	\$ 3,758	\$ 3,596	\$ 3,449	\$ 8,522	\$ -	\$ 3,421
	Number of Retirees	0	0	13	26	25	11	7	3	0	85
2013	Average Benefit Received	\$ -	\$ -	\$ 1,119	\$ 1,598	\$ 2,764	\$ 3,491	\$ 2,634	\$ 5,702	\$ -	\$ 2,387
	Average Final Average Compensation	\$ -	\$ -	\$ 2,899	\$ 2,996	\$ 4,194	\$ 4,278	\$ 3,295	\$ 7,224	\$ -	\$ 3,712
	Number of Retirees	0	0	14	26	26	12	8	4	0	90
2012	Average Benefit Received	\$ -	\$ -	\$ 1,140	\$ 1,598	\$ 2,764	\$ 3,473	\$ 2,634	\$ 3,623	\$ -	\$ 2,292
	Average Final Average Compensation	\$ -	\$ -	\$ 2,947	\$ 2,996	\$ 4,194	\$ 4,128	\$ 3,295	\$ 5,248	\$ -	\$ 3,588
	Number of Retirees	0	0	13	26	26	13	8	2	0	88
2011	Average Benefit Received	\$ -	\$ -	\$ 1,140	\$ 1,549	\$ 2,729	\$ 3,414	\$ 2,634	\$ 3,517	\$ -	\$ 2,286
	Average Final Average Compensation	\$ -	\$ -	\$ 2,947	\$ 3,233	\$ 4,177	\$ 4,060	\$ 3,295	\$ 4,804	\$ -	\$ 3,650
	Number of Retirees	0	0	13	25	25	14	8	3	0	88

**Ten Years Ended June 30, 2020**

Average Benefit Received	\$ -	\$ -	\$ 1,158	\$ 1,665	\$ 2,889	\$ 3,761	\$ 2,869	\$ 5,852	\$ -	\$ 2,487
Average Final Average Compensation	\$ -	\$ -	\$ 2,916	\$ 2,973	\$ 4,004	\$ 4,221	\$ 3,996	\$ 7,487	\$ -	\$ 3,703



## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Special Legislative Employees (Hired before January 1, 2011)

		Years of Service Credit										All Members											
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+													
2020	Average Benefit Received	\$	-	\$	-	\$	-	\$	-	\$ 14,465	\$	-	\$	-	\$ 15,909	\$	-	\$	-	\$	-	\$ 15,187	
	Average Final Average Compensation	\$	-	\$	-	\$	-	\$	-	\$ 21,293	\$	-	\$	-	\$ 18,743	\$	-	\$	-	\$	-	\$ 20,018	
	Number of Retirees		0		0		0		0		1		0		1		0		0		0		2
2019	Average Benefit Received	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	15,909	\$	-	\$	-	\$	-	\$	-	\$ 15,909
	Average Final Average Compensation	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	18,743	\$	-	\$	-	\$	-	\$	-	\$ 18,743
	Number of Retirees		0		0		0		0		0		0		1		0		0		0		1
2018	Average Benefit Received	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$ 15,909	\$	-	\$	-	\$	-	\$	-	\$ 15,909
	Average Final Average Compensation	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$ 18,743	\$	-	\$	-	\$	-	\$	-	\$ 18,743
	Number of Retirees		0		0		0		0		0		0		1		0		0		0		1
2017	Average Benefit Received	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$ 15,909	\$	-	\$	-	\$	-	\$	-	\$ 15,909
	Average Final Average Compensation	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$ 18,743	\$	-	\$	-	\$	-	\$	-	\$ 18,743
	Number of Retirees		0		0		0		0		0		0		1		0		0		0		1
2016	Average Benefit Received	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$ 15,909	\$	-	\$	-	\$	-	\$	-	\$ 15,909
	Average Final Average Compensation	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$ 18,743	\$	-	\$	-	\$	-	\$	-	\$ 18,743
	Number of Retirees		0		0		0		0		0		0		1		0		0		0		1
2015	Average Benefit Received	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$ 15,834	\$	-	\$	-	\$	-	\$	-	\$ 15,834
	Average Final Average Compensation	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$ 18,743	\$	-	\$	-	\$	-	\$	-	\$ 18,743
	Number of Retirees		0		0		0		0		0		0		1		0		0		0		1
2011-2014	Average Benefit Received	No Activity																					
	Average Final Average Compensation	No Activity																					
	Number of Retirees	No Activity																					

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,465	\$ -	\$ 15,897	\$ -	\$ -	\$ 15,692
Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,293	\$ -	\$ 18,743	\$ -	\$ -	\$ 19,107

# Average Monthly Benefit Amounts (continued)

## Ten Years Ended June 30, 2020

Bridge Police Employees (Hired before July 1, 2006)

		Years of Service Credit										All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+		
2020	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,544	\$ 4,003	\$ -	\$ -	\$ 4,774
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,206	\$ 6,627	\$ -	\$ -	\$ 6,917
	Number of Retirees	0	0	0	0	0	0	1	1	0	0	2
2019	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,544	\$ 4,003	\$ -	\$ -	\$ 4,774
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,206	\$ 6,627	\$ -	\$ -	\$ 6,917
	Number of Retirees	0	0	0	0	0	0	1	1	0	0	2
2018	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,544	\$ 4,003	\$ -	\$ -	\$ 4,774
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,206	\$ 6,627	\$ -	\$ -	\$ 6,917
	Number of Retirees	0	0	0	0	0	0	1	1	0	0	2
2017	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,003	\$ -	\$ -	\$ 4,003
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,627	\$ -	\$ -	\$ 6,627
	Number of Retirees	0	0	0	0	0	0	0	1	0	0	1
2016	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,003	\$ -	\$ -	\$ 4,003
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,627	\$ -	\$ -	\$ 6,627
	Number of Retirees	0	0	0	0	0	0	0	1	0	0	1
2015	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,124	\$ -	\$ 3,944	\$ -	\$ -	\$ 3,534
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,505	\$ -	\$ 6,627	\$ -	\$ -	\$ 6,066
	Number of Retirees	0	0	0	0	0	1	0	1	0	0	2
2014	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,124	\$ -	\$ 3,944	\$ -	\$ -	\$ 3,534
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,505	\$ -	\$ 6,627	\$ -	\$ -	\$ 6,066
	Number of Retirees	0	0	0	0	0	1	0	1	0	0	2
2013	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,124	\$ -	\$ 3,886	\$ -	\$ -	\$ 3,505
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,505	\$ -	\$ 6,627	\$ -	\$ -	\$ 6,066
	Number of Retirees	0	0	0	0	0	1	0	1	0	0	2
2012	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,886	\$ -	\$ -	\$ 3,886
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,627	\$ -	\$ -	\$ 6,627
	Number of Retirees	0	0	0	0	0	0	0	1	0	0	1
2011	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,886	\$ -	\$ -	\$ 3,886
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,627	\$ -	\$ -	\$ 6,627
	Number of Retirees	0	0	0	0	0	0	0	1	0	0	1
Ten Years Ended June 30, 2020												
	Average Benefit Received	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,124	\$ 5,544	\$ 3,956	\$ -	\$ -	\$ 4,098
	Average Final Average Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,505	\$ 7,206	\$ 6,627	\$ -	\$ -	\$ 6,525

## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

Hazardous Duty (Hired on or after January 1, 2011)

		Years of Service Credit										All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+		
2020	Average Benefit Received	\$ -	\$ -	\$ 1,299	\$ 1,897	\$ 2,423	\$ 4,152	\$ 4,846	\$ -	\$ -	\$ 2,567	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,667	\$ 3,892	\$ 4,469	\$ 5,410	\$ 5,003	\$ -	\$ -	\$ 4,445	
	Number of Retirees	0	0	18	38	80	32	4	0	0	172	
2019	Average Benefit Received	\$ -	\$ -	\$ 1,321	\$ 1,870	\$ 2,428	\$ 3,918	\$ 4,963	\$ -	\$ -	\$ 2,474	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,655	\$ 3,951	\$ 4,495	\$ 5,232	\$ 5,089	\$ -	\$ -	\$ 4,422	
	Number of Retirees	0	0	17	32	78	26	2	0	0	155	
2018	Average Benefit Received	\$ -	\$ -	\$ 1,190	\$ 1,754	\$ 2,444	\$ 3,999	\$ 4,963	\$ -	\$ -	\$ 2,444	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,391	\$ 3,852	\$ 4,542	\$ 5,464	\$ 5,089	\$ -	\$ -	\$ 4,426	
	Number of Retirees	0	0	14	27	68	20	2	0	0	131	
2017	Average Benefit Received	\$ -	\$ -	\$ 1,211	\$ 1,779	\$ 2,422	\$ 3,960	\$ 4,963	\$ -	\$ -	\$ 2,352	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,429	\$ 3,914	\$ 4,558	\$ 5,416	\$ 5,089	\$ -	\$ -	\$ 4,394	
	Number of Retirees	0	0	12	24	64	11	2	0	0	113	
2016	Average Benefit Received	\$ -	\$ -	\$ 1,243	\$ 1,927	\$ 2,427	\$ 3,801	\$ 4,963	\$ -	\$ -	\$ 2,352	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,462	\$ 4,067	\$ 4,567	\$ 5,231	\$ 5,089	\$ -	\$ -	\$ 4,400	
	Number of Retirees	0	0	12	18	55	8	2	0	0	95	
2015	Average Benefit Received	\$ -	\$ -	\$ 1,268	\$ 1,766	\$ 2,338	\$ 3,824	\$ 4,963	\$ -	\$ -	\$ 2,206	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,478	\$ 3,914	\$ 4,450	\$ 5,320	\$ 5,089	\$ -	\$ -	\$ 4,257	
	Number of Retirees	0	0	11	17	44	4	2	0	0	78	
2014	Average Benefit Received	\$ -	\$ -	\$ 1,263	\$ 1,699	\$ 2,382	\$ 3,219	\$ 4,963	\$ -	\$ -	\$ 2,180	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,430	\$ 3,895	\$ 4,491	\$ 4,292	\$ 5,089	\$ -	\$ -	\$ 4,228	
	Number of Retirees	0	0	10	14	41	2	2	0	0	69	
2013	Average Benefit Received	\$ -	\$ -	\$ 1,267	\$ 1,728	\$ 2,353	\$ 4,016	\$ 5,650	\$ -	\$ -	\$ 2,152	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,539	\$ 3,941	\$ 4,516	\$ 4,805	\$ 5,650	\$ -	\$ -	\$ 4,281	
	Number of Retirees	0	0	8	13	36	1	1	0	0	59	
2012	Average Benefit Received	\$ -	\$ -	\$ 1,137	\$ 1,791	\$ 2,375	\$ 4,016	\$ -	\$ -	\$ -	\$ 2,155	
	Average Final Average Compensation	\$ -	\$ -	\$ 3,552	\$ 4,252	\$ 4,410	\$ 4,802	\$ -	\$ -	\$ -	\$ 4,269	
	Number of Retirees	0	0	3	4	12	1	0	0	0	20	
2011	Average Benefit Received	\$ -	\$ -	\$ 1,434	\$ 1,561	\$ 2,010	\$ -	\$ -	\$ -	\$ -	\$ 1,805	
	Average Final Average Compensation	\$ -	\$ -	\$ 4,499	\$ 3,471	\$ 4,082	\$ -	\$ -	\$ -	\$ -	\$ 4,043	
	Number of Retirees	0	0	1	1	3	0	0	0	0	5	

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ -	\$ -	\$ 1,259	\$ 1,817	\$ 2,407	\$ 3,985	\$ 4,976	\$ -	\$ -	\$ 2,381
Average Final Average Compensation	\$ -	\$ -	\$ 3,531	\$ 3,927	\$ 4,506	\$ 5,327	\$ 5,102	\$ -	\$ -	\$ 4,377

# Average Monthly Benefit Amounts (continued)

## Ten Years Ended June 30, 2020

## New Orleans Harbor Police

		Years of Service Credit									All Members
		<5**	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received*	\$ 3,326	\$ -	\$ -	\$ 1,586	\$ 2,456	\$ 3,750	\$ -	\$ 3,227	\$ -	\$ 2,708
	Average Final Average Compensation	\$ 3,663	\$ -	\$ 6,550	\$ 2,682	\$ 3,163	\$ 4,158	\$ -	\$ 4,414	\$ -	\$ 3,508
	Number of Retirees	1	0	1	3	16	6	0	1	0	28
2019	Average Benefit Received*	3,326	\$ -	\$ -	1,586	2,394	3,750	\$ -	3,227	\$ -	2,693
	Average Final Average Compensation	3,663	\$ -	6,550	2,682	2,931	4,158	\$ -	4,414	\$ -	3,410
	Number of Retirees	1	0	1	3	14	6	0	1	0	26
2018	Average Benefit Received*	\$ 2,311	\$ -	\$ -	\$ 2,200	\$ 2,144	\$ 4,427	\$ -	\$ 3,227	\$ -	\$ 2,590
	Average Final Average Compensation	\$ 2,651	\$ -	\$ 6,550	\$ 4,226	\$ 3,037	\$ 5,150	\$ -	\$ 4,414	\$ -	\$ 3,233
	Number of Retirees	19	0	1	1	1	3	0	1	0	26
2017	Average Benefit Received*	\$ 2,386	\$ -	\$ -	\$ 2,200	\$ 2,144	\$ 4,827	\$ -	\$ 3,227	\$ -	\$ 2,662
	Average Final Average Compensation	\$ 2,654	\$ -	\$ 6,550	\$ 4,226	\$ 3,037	\$ 5,130	\$ -	\$ 4,414	\$ -	\$ 3,173
	Number of Retirees	22	0	1	1	1	3	0	1	0	29
2016	Average Benefit Received	\$ 2,386	\$ -	\$ -	\$ 2,200	\$ 2,712	\$ 3,618	\$ -	\$ 3,227	\$ -	\$ 2,521
	Average Final Average Compensation	\$ 2,654	\$ -	\$ 6,550	\$ 4,226	\$ 3,893	\$ 4,490	\$ -	\$ 4,414	\$ -	\$ 3,115
	Number of Retirees	22	0	1	1	2	2	0	1	0	29
2011-2015	Average Benefit Received	No Activity									
	Average Final Average Compensation	No Activity									
	Number of Retirees	No Activity									

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ 2,393	\$ -	\$ -	\$ 1,791	\$ 2,427	\$ 4,000	\$ -	\$ 3,227	\$ -	\$ 2,634
Average Final Average Compensation	\$ 2,684	\$ -	\$ 6,550	\$ 3,197	\$ 3,103	\$ 4,486	\$ -	\$ 4,414	\$ -	\$ 3,285

\* The retired member appearing in the 10-15 years of service credit column is working after DROP and is not receiving a benefit.

\*\* Years of service credit for retirees converted into LASERS was not available from FY 2016 to 2018, therefore they appear in the <5 years of service credit column

## Average Monthly Benefit Amounts (continued)

Ten Years Ended June 30, 2020

## Disability

		Years of Service Credit									
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	All Members
2020	Average Benefit Received	\$ 1,248	\$ 1,604	\$ 814	\$ 1,214	\$ 1,578	\$ 1,918	\$ 2,268	\$ -	\$ -	\$ 1,223
	Average Final Average Compensation	\$ 3,050	\$ 3,309	\$ 2,373	\$ 2,617	\$ 2,661	\$ 2,708	\$ 2,780	\$ -	\$ -	\$ 2,558
	Number of Retirees	9	14	716	697	482	167	6	0	0	2,091
2019	Average Benefit Received	\$ 1,140	\$ 1,516	\$ 813	\$ 1,203	\$ 1,552	\$ 1,905	\$ 2,278	\$ -	\$ -	\$ 1,215
	Average Final Average Compensation	\$ 3,027	\$ 3,103	\$ 2,345	\$ 2,587	\$ 2,611	\$ 2,667	\$ 2,723	\$ -	\$ -	\$ 2,523
	Number of Retirees	9	14	738	721	507	179	7	0	0	2,175
2018	Average Benefit Received	\$ 807	\$ 1,422	\$ 803	\$ 1,181	\$ 1,549	\$ 1,893	\$ 2,278	\$ -	\$ -	\$ 1,201
	Average Final Average Compensation	\$ 2,667	\$ 3,263	\$ 2,317	\$ 2,552	\$ 2,600	\$ 2,642	\$ 2,723	\$ -	\$ -	\$ 2,496
	Number of Retirees	11	12	758	740	520	186	7	0	0	2,234
2017	Average Benefit Received	\$ 871	\$ 1,189	\$ 791	\$ 1,170	\$ 1,530	\$ 1,897	\$ 2,135	\$ -	\$ -	\$ 1,187
	Average Final Average Compensation	\$ 2,559	\$ 2,985	\$ 2,294	\$ 2,531	\$ 2,582	\$ 2,636	\$ 2,567	\$ -	\$ -	\$ 2,473
	Number of Retirees	12	12	795	762	539	197	8	0	0	2,325
2016	Average Benefit Received	\$ 833	\$ 1,189	\$ 794	\$ 1,161	\$ 1,522	\$ 1,888	\$ 1,984	\$ -	\$ -	\$ 1,182
	Average Final Average Compensation	\$ 2,872	\$ 2,985	\$ 2,286	\$ 2,494	\$ 2,561	\$ 2,610	\$ 3,084	\$ -	\$ -	\$ 2,455
	Number of Retirees	12	12	825	783	557	202	10	0	0	2,401
2015	Average Benefit Received	\$ 743	\$ 1,079	\$ 768	\$ 1,125	\$ 1,489	\$ 1,848	\$ 1,918	\$ -	\$ -	\$ 1,154
	Average Final Average Compensation	\$ 3,055	\$ 2,638	\$ 2,236	\$ 2,446	\$ 2,546	\$ 2,581	\$ 2,940	\$ -	\$ -	\$ 2,415
	Number of Retirees	9	15	844	782	580	216	11	0	0	2,457
2014	Average Benefit Received	\$ 534	\$ 981	\$ 746	\$ 1,118	\$ 1,469	\$ 1,832	\$ 1,980	\$ -	\$ -	\$ 1,143
	Average Final Average Compensation	\$ 3,080	\$ 2,423	\$ 2,173	\$ 2,422	\$ 2,516	\$ 2,583	\$ 2,926	\$ -	\$ -	\$ 2,379
	Number of Retirees	7	16	849	789	605	228	12	0	0	2,506
2013	Average Benefit Received	\$ 458	\$ 922	\$ 723	\$ 1,070	\$ 1,436	\$ 1,778	\$ 1,958	\$ -	\$ -	\$ 1,112
	Average Final Average Compensation	\$ 3,151	\$ 2,326	\$ 2,349	\$ 2,439	\$ 2,698	\$ 2,897	\$ 2,942	\$ -	\$ -	\$ 2,519
	Number of Retirees	6	16	858	790	636	235	13	0	0	2,554
2012	Average Benefit Received	\$ 327	\$ 1,161	\$ 692	\$ 1,040	\$ 1,396	\$ 1,760	\$ 1,958	\$ -	\$ -	\$ 1,085
	Average Final Average Compensation	\$ 3,410	\$ 2,365	\$ 2,157	\$ 2,244	\$ 2,434	\$ 2,835	\$ 2,942	\$ -	\$ -	\$ 2,325
	Number of Retirees	5	17	848	786	635	240	13	0	0	2,544
2011	Average Benefit Received	\$ 333	\$ 1,113	\$ 677	\$ 1,026	\$ 1,364	\$ 1,749	\$ 1,958	\$ -	\$ -	\$ 1,067
	Average Final Average Compensation	\$ 3,250	\$ 2,615	\$ 2,266	\$ 2,375	\$ 2,566	\$ 2,875	\$ 2,942	\$ -	\$ -	\$ 2,441
	Number of Retirees	6	18	856	803	642	248	13	0	0	2,586

## Ten Years Ended June 30, 2020

Average Benefit Received	\$ 786	\$ 1,203	\$ 760	\$ 1,129	\$ 1,482	\$ 1,840	\$ 2,036	\$ -	\$ -	\$ 1,154
Average Final Average Compensation	\$ 2,950	\$ 2,763	\$ 2,277	\$ 2,467	\$ 2,575	\$ 2,711	\$ 2,884	\$ -	\$ -	\$ 2,455

# Average Monthly Benefit Amounts (continued)

## Ten Years Ended June 30, 2020

## Survivors

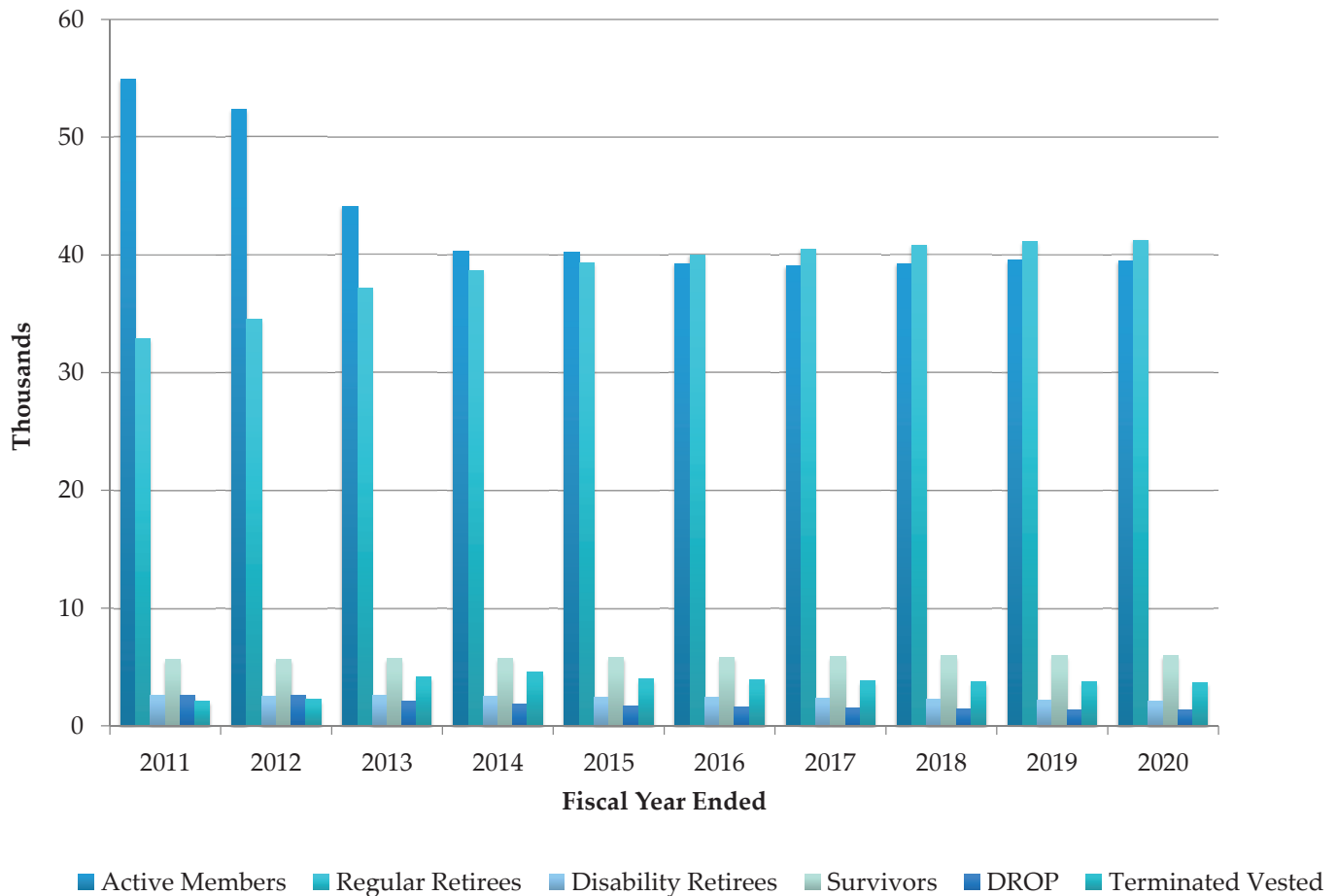
		Years of Service Credit									All Members
		<5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	30 - 35	35 - 40	40+	
2020	Average Benefit Received	\$ 1,259	\$ 1,582	\$ 850	\$ 1,105	\$ 1,385	\$ 1,649	\$ 1,965	\$ 2,529	\$ 3,104	\$ 1,473
	Average Final Average Compensation	\$ 2,940	\$ 3,277	\$ 2,497	\$ 2,693	\$ 3,014	\$ 3,015	\$ 2,945	\$ 3,520	\$ 4,387	\$ 2,893
	Number of Retirees	26	73	1,161	938	1,153	1,138	1,145	271	74	5,979
2019	Average Benefit Received	\$ 1,303	\$ 1,628	\$ 842	\$ 1,103	\$ 1,367	\$ 1,601	\$ 1,896	\$ 2,473	\$ 2,958	\$ 1,439
	Average Final Average Compensation	\$ 3,000	\$ 3,176	\$ 2,438	\$ 2,646	\$ 2,931	\$ 2,921	\$ 2,837	\$ 3,394	\$ 4,192	\$ 2,810
	Number of Retirees	26	70	1,169	946	1,161	1,135	1,133	256	81	5,977
2018	Average Benefit Received	\$ 1,178	\$ 1,653	\$ 839	\$ 1,093	\$ 1,356	\$ 1,573	\$ 1,855	\$ 2,402	\$ 2,825	\$ 1,413
	Average Final Average Compensation	\$ 2,682	\$ 3,151	\$ 2,391	\$ 2,603	\$ 2,874	\$ 2,834	\$ 2,771	\$ 3,292	\$ 4,034	\$ 2,743
	Number of Retirees	32	72	1,174	950	1,137	1,122	1,125	256	72	5,940
2017	Average Benefit Received	\$ 1,164	\$ 1,791	\$ 830	\$ 1,064	\$ 1,301	\$ 1,534	\$ 1,822	\$ 2,320	\$ 2,800	\$ 1,376
	Average Final Average Compensation	\$ 2,665	\$ 3,254	\$ 2,307	\$ 2,503	\$ 2,740	\$ 2,738	\$ 2,695	\$ 3,186	\$ 3,945	\$ 2,645
	Number of Retirees	32	71	1,181	945	1,107	1,121	1,096	250	69	5,872
2016	Average Benefit Received	\$ 1,164	\$ 1,636	\$ 822	\$ 1,045	\$ 1,268	\$ 1,492	\$ 1,773	\$ 2,229	\$ 2,763	\$ 1,341
	Average Final Average Compensation	\$ 2,665	\$ 2,993	\$ 2,231	\$ 2,423	\$ 2,637	\$ 2,648	\$ 2,615	\$ 3,044	\$ 3,808	\$ 2,555
	Number of Retirees	32	71	1,174	943	1,093	1,087	1,074	260	68	5,802
2015	Average Benefit Received	\$ 1,254	\$ 1,584	\$ 803	\$ 1,004	\$ 1,217	\$ 1,433	\$ 1,685	\$ 2,142	\$ 2,619	\$ 1,285
	Average Final Average Compensation	\$ 2,961	\$ 2,743	\$ 2,171	\$ 2,326	\$ 2,568	\$ 2,568	\$ 2,510	\$ 2,974	\$ 3,616	\$ 2,469
	Number of Retirees	22	66	1,191	973	1,100	1,079	1,082	250	71	5,834
2014	Average Benefit Received	\$ 1,286	\$ 1,499	\$ 804	\$ 979	\$ 1,206	\$ 1,398	\$ 1,638	\$ 2,012	\$ 2,545	\$ 1,252
	Average Final Average Compensation	\$ 3,017	\$ 2,639	\$ 2,118	\$ 2,242	\$ 2,504	\$ 2,484	\$ 2,421	\$ 2,775	\$ 3,502	\$ 2,388
	Number of Retirees	22	75	1,194	995	1,058	1,051	1,046	246	72	5,759
2013	Average Benefit Received	\$ 1,235	\$ 1,445	\$ 769	\$ 922	\$ 1,137	\$ 1,322	\$ 1,545	\$ 1,896	\$ 2,416	\$ 1,177
	Average Final Average Compensation	\$ 2,918	\$ 2,591	\$ 2,377	\$ 2,545	\$ 2,808	\$ 2,940	\$ 2,924	\$ 3,050	\$ 3,499	\$ 2,731
	Number of Retirees	24	76	1,202	1,007	1,070	1,035	1,017	229	66	5,726
2012	Average Benefit Received	\$ 1,084	\$ 1,423	\$ 777	\$ 912	\$ 1,110	\$ 1,288	\$ 1,521	\$ 1,880	\$ 2,462	\$ 1,159
	Average Final Average Compensation	\$ 2,970	\$ 2,418	\$ 2,279	\$ 2,444	\$ 2,652	\$ 2,855	\$ 2,884	\$ 2,954	\$ 3,333	\$ 2,631
	Number of Retirees	28	76	1,182	1,030	1,065	1,001	983	236	64	5,665
2011	Average Benefit Received	\$ 1,010	\$ 1,387	\$ 774	\$ 877	\$ 1,088	\$ 1,266	\$ 1,512	\$ 1,843	\$ 2,374	\$ 1,136
	Average Final Average Compensation	\$ 2,763	\$ 2,385	\$ 2,267	\$ 2,435	\$ 2,664	\$ 2,839	\$ 2,851	\$ 2,951	\$ 3,259	\$ 2,616
	Number of Retirees	31	83	1,186	1,037	1,069	1,011	946	231	65	5,659
<b>Ten Years Ended June 30, 2020</b>											
Average Benefit Received		\$ 1,185	\$ 1,558	\$ 811	\$ 1,008	\$ 1,247	\$ 1,461	\$ 1,730	\$ 2,184	\$ 2,698	\$ 1,307
Average Final Average Compensation		\$ 2,841	\$ 2,851	\$ 2,307	\$ 2,484	\$ 2,743	\$ 2,785	\$ 2,744	\$ 3,122	\$ 3,776	\$ 2,650



## LASERS Membership

Fiscal Year	Active Members	Regular Retirees	Disability Retirees	Survivors	DROP	Terminated Vested	Terminated Nonvested**	Total Members
2011	54,930	32,897	2,586	5,659	2,569	2,125	51,959	152,725
2012	52,352	34,513	2,544	5,665	2,577	2,222	50,590	150,463
2013	44,111	37,145	2,554	5,726	2,092	4,162	52,385	148,175
2014	40,321	38,675	2,506	5,759	1,838	4,558	52,042	145,699
2015	40,194	39,352	2,457	5,834	1,682	3,953	52,193	145,665
2016	39,284	39,998	2,401	5,802	1,609	3,865	52,837	145,796
2017	39,055	40,482	2,325	5,872	1,520	3,794	53,573	146,621
2018	39,293	40,832	2,234	5,940	1,398	3,720	54,370	147,787
2019	39,533	41,117	2,175	5,977	1,354	3,744	55,280	149,180
2020	39,487	41,271	2,091	5,979	1,367	3,691	55,676	149,562

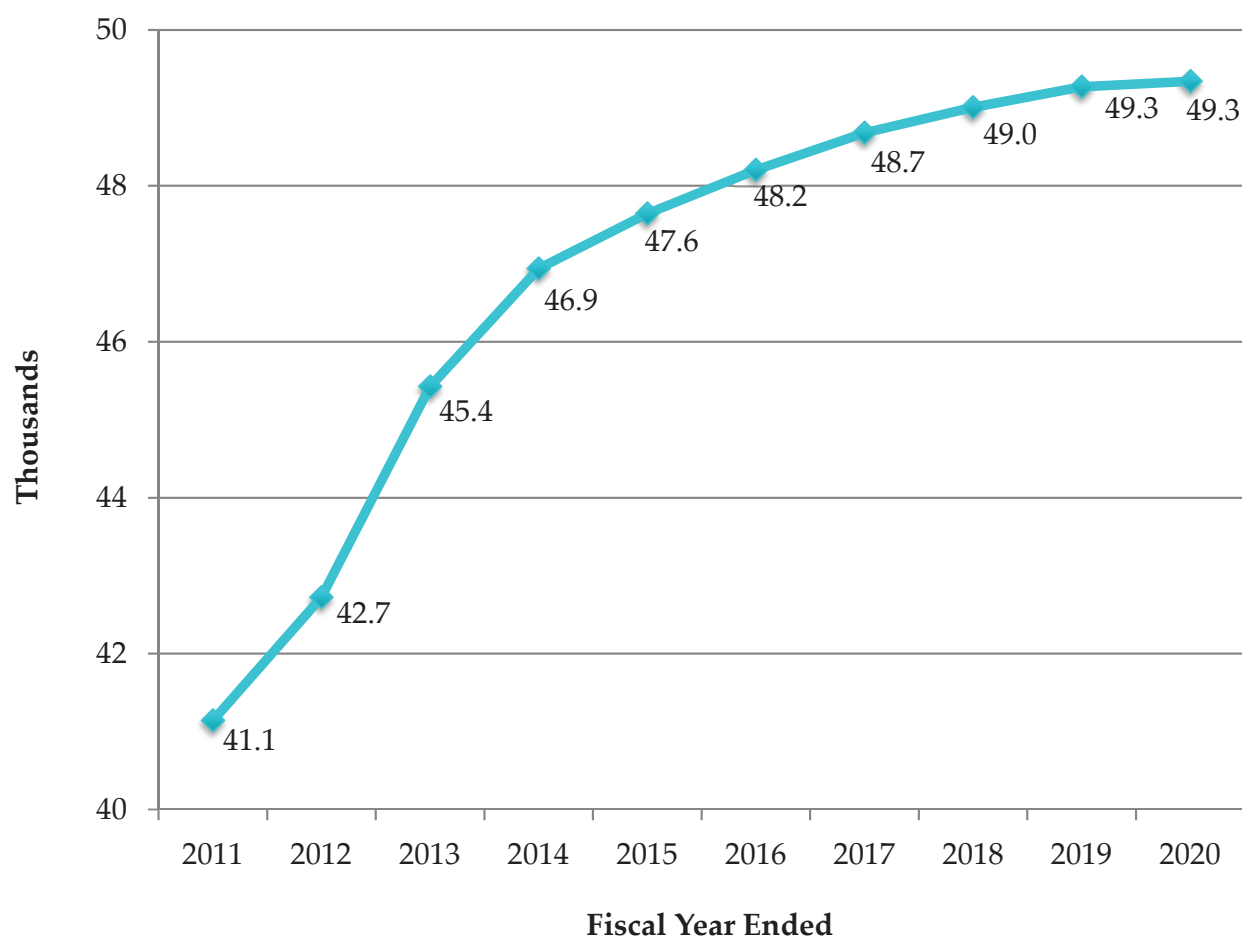
## LASERS Changes In Membership\*\*



\*\* Graph does not include Terminated Nonvested

## Number of Benefit Recipients

Fiscal Year Ended	Recipients*	Net Change
2011	41,142	4.5%
2012	42,722	3.8%
2013	45,425	6.3%
2014	46,940	3.3%
2015	47,643	1.5%
2016	48,201	1.2%
2017	48,679	1.0%
2018	49,006	0.7%
2019	49,269	0.5%
2020	49,341	0.1%



\*Recipients include Regular, Disability and Survivor retirees.

## Retired Members by Recipient Type and Plan Ten Years Ended June 30, 2020

Retirement Plan	Benefit Recipient Type	Fiscal Year									
		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Regular State Employees (Hired before July 1, 2006)	Regular Retiree	30,837	32,289	34,692	36,004	36,442	36,835	37,107	37,214	37,276	37,191
	Survivor	5,336	5,325	5,370	5,391	5,443	5,373	5,394	5,422	5,442	5,407
	Disability Retiree	2,474	2,425	2,425	2,363	2,302	2,237	2,163	2,065	1,991	1,895
	DROP Accrual	2,460	2,469	1,989	1,714	1,535	1,473	1,367	1,246	1,184	1,211
	<b>Regular State Employees-Total</b>	<b>41,107</b>	<b>42,508</b>	<b>44,476</b>	<b>45,472</b>	<b>45,722</b>	<b>45,918</b>	<b>46,031</b>	<b>45,947</b>	<b>45,893</b>	<b>45,704</b>
Regular State Employees 2 (Hired on or after July 1, 2006)	Regular Retiree	3	13	82	164	236	329	426	525	627	718
	Survivor	-	-	3	7	7	14	20	22	27	34
	Disability Retiree	-	-	-	1	3	3	3	8	13	23
	DROP Accrual	1	8	16	24	31	32	38	42	52	51
	<b>Regular State Employees 2-Total</b>	<b>4</b>	<b>21</b>	<b>101</b>	<b>196</b>	<b>277</b>	<b>378</b>	<b>487</b>	<b>597</b>	<b>719</b>	<b>826</b>
Regular State Employees 3 (Hired on or after January 1, 2011)	Regular Retiree	-	-	1	1	3	13	29	53	94	123
	Survivor	-	-	-	-	-	-	1	3	5	7
	DROP Accrual	-	-	-	-	1	1	9	11	15	14
	<b>Regular State Employees 3-Total</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>14</b>	<b>39</b>	<b>67</b>	<b>114</b>	<b>144</b>
Regular State Employees 4 (Hired on or after July 1, 2015)	Regular Retiree	-	-	-	-	-	-	-	1	1	2
	<b>Regular State Employees 4-Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>2</b>
Corrections Employees Primary (Hired before January 1, 2002)	Regular Retiree	1,257	1,287	1,294	1,321	1,326	1,332	1,335	1,322	1,320	1,317
	Survivor	136	146	154	158	169	180	196	211	215	222
	Disability Retiree	61	62	69	72	75	76	74	69	67	65
	DROP Accrual	57	46	32	29	20	13	8	12	13	12
	<b>Corrections Employees Primary-Total</b>	<b>1,511</b>	<b>1,541</b>	<b>1,549</b>	<b>1,580</b>	<b>1,590</b>	<b>1,601</b>	<b>1,613</b>	<b>1,614</b>	<b>1,615</b>	<b>1,616</b>
Corrections Employees Secondary (Hired on or after January 1, 2002)	Regular Retiree	274	359	451	529	621	713	802	903	958	1057
	Survivor	16	21	29	30	37	41	48	60	73	84
	Disability Retiree	23	31	34	44	48	53	52	57	65	71
	DROP Accrual	30	32	32	38	54	57	65	57	58	47
	<b>Corrections Employees Secondary-Total</b>	<b>343</b>	<b>443</b>	<b>546</b>	<b>641</b>	<b>760</b>	<b>864</b>	<b>967</b>	<b>1,077</b>	<b>1,154</b>	<b>1,259</b>

# Retired Members by Recipient Type and Plan (continued)

## Ten Years Ended June 30, 2020

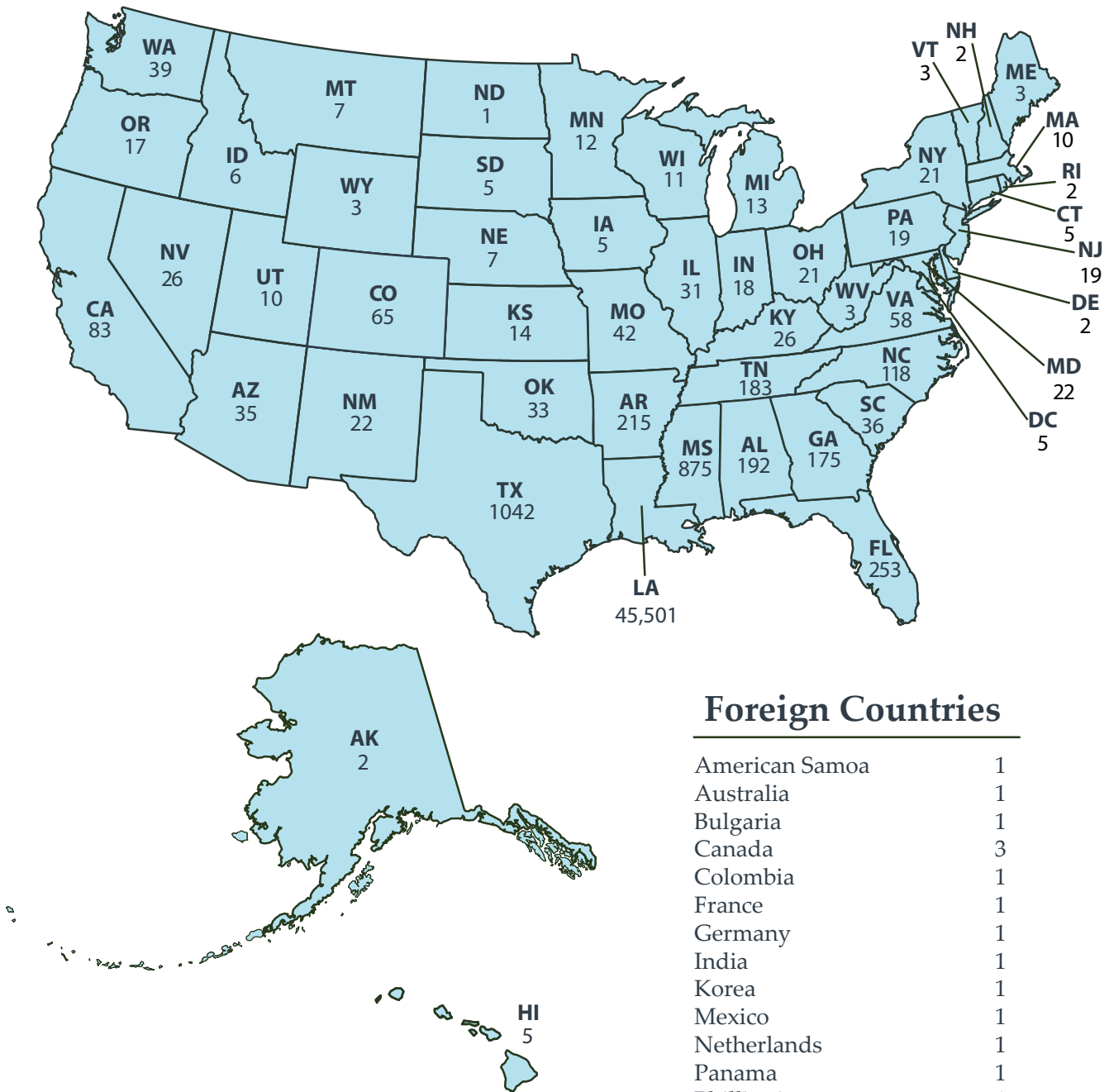
Retirement Plan	Benefit Recipient Type	Fiscal Year									
		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Peace Officers (Hired before January 1, 2011)	Regular Retiree	27	33	36	40	45	47	49	52	56	57
	Survivor	-	-	-	-	-	-	-	-	-	1
	Disability Retiree	1	1	1	1	1	1	1	1	1	1
	DROP Accrual	2	1	3	3	6	5	2	1	5	8
<b>Peace Officers-Total</b>		<b>30</b>	<b>35</b>	<b>40</b>	<b>44</b>	<b>52</b>	<b>53</b>	<b>52</b>	<b>54</b>	<b>62</b>	<b>67</b>
Appellate Law Clerks (Hired before July 1, 2006)	Regular Retiree	8	14	21	28	36	40	47	57	58	61
	Disability Retiree	-	-	-	-	1	1	1	1	1	1
	DROP Accrual	-	2	-	1	1	1	2	3	7	7
<b>Appellate Law Clerks-Total</b>		<b>8</b>	<b>16</b>	<b>21</b>	<b>29</b>	<b>38</b>	<b>42</b>	<b>50</b>	<b>61</b>	<b>66</b>	<b>69</b>
Appellate Law Clerks 2 (Hired before July 1, 2006)	Regular Retiree	-	-	-	-	-	-	-	-	1	1
		-	-	-	-	-	-	-	-	-	-
<b>Appellate Law Clerks 2-Total</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>
Wildlife Agents (Hired before July 1, 2003)	Regular Retiree	127	123	117	112	109	102	93	86	83	79
	Survivor	59	57	55	54	51	56	60	62	59	55
	Disability Retiree	19	17	17	16	15	14	15	15	15	14
	DROP Accrual	2	-	-	-	-	-	-	-	-	-
<b>Wildlife Agents (Before 2003)-Total</b>		<b>207</b>	<b>197</b>	<b>189</b>	<b>182</b>	<b>175</b>	<b>172</b>	<b>168</b>	<b>163</b>	<b>157</b>	<b>148</b>
Wildlife Agents (Hired on or after July 1, 2003)	Regular Retiree	51	57	69	78	86	91	93	103	109	112
	Survivor	2	3	3	3	3	3	3	3	4	6
	Disability Retiree	3	3	3	3	3	3	3	3	4	3
	DROP Accrual	3	8	6	5	1	2	3	3	1	4
<b>Wildlife Agents (After 2003)-Total</b>		<b>59</b>	<b>71</b>	<b>81</b>	<b>89</b>	<b>93</b>	<b>99</b>	<b>102</b>	<b>112</b>	<b>118</b>	<b>125</b>
Judges (Elected before January 1, 2011)	Regular Retiree	219	225	227	235	278	282	276	276	272	272
	Survivor	87	88	89	90	95	98	107	112	107	115
	Disability Retiree	5	5	5	5	5	5	5	5	5	4
	DROP Accrual	14	11	13	21	22	15	10	10	8	5
<b>Judges-Total</b>		<b>325</b>	<b>329</b>	<b>334</b>	<b>351</b>	<b>400</b>	<b>400</b>	<b>398</b>	<b>403</b>	<b>392</b>	<b>396</b>
Legislators (Elected before January 1, 2011)	Regular Retiree	88	88	90	85	81	80	73	71	69	67
	Survivor	23	25	23	26	28	28	33	34	32	32
<b>Legislators-Total</b>		<b>111</b>	<b>113</b>	<b>113</b>	<b>111</b>	<b>109</b>	<b>108</b>	<b>106</b>	<b>105</b>	<b>101</b>	<b>99</b>

## Retired Members by Recipient Type and Plan (continued)

Ten Years Ended June 30, 2020

Retirement Plan	Benefit Recipient Type	Fiscal Year									
		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Special Legislative Employees	Regular Retiree	-	-	-	-	1	1	1	1	1	2
	DROP Accrual	-	-	-	-	1	1	1	-	-	-
<b>Special Legislative Employees-Total</b>		-	-	-	-	2	2	2	1	1	2
Bridge Police Employees	Regular Retiree	1	1	2	2	2	1	1	2	2	2
	Survivor	-	-	-	-	-	1	-	-	-	-
(Hired before July 1, 2006)	DROP Accrual	-	-	-	-	1	1	1	-	-	-
		1	1	2	2	3	3	2	2	2	2
<b>Bridge Police Employees-Total</b>		5	20	59	69	78	95	113	131	155	172
Hazardous Duty (Hired on or after January 1, 2011)	Regular Retiree	-	-	-	-	1	1	2	2	3	6
	Survivor	-	-	-	1	3	5	5	6	9	10
Disability Retiree		-	-	-	3	9	8	11	8	6	4
	DROP Accrual	-	-	-	-	-	-	-	-	-	-
<b>Hazardous Duty-Total</b>		5	21	60	73	91	109	131	147	173	192
Alcohol and Tobacco Control (Hired on or after June 30, 2007)	Regular Retiree	-	4	4	7	8	8	8	9	9	10
	Disability Retiree	-	-	-	-	1	1	1	1	1	1
DROP Accrual		-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-
<b>Alcohol and Tobacco Control-Total</b>		-	4	4	7	9	9	9	10	11	12
NO Harbor Police	Regular Retiree	-	-	-	-	-	29	29	26	26	28
	Survivor	-	-	-	-	-	7	8	9	10	10
Disability Retiree		-	-	-	-	-	2	2	3	3	3
	DROP Accrual	-	-	-	-	-	-	3	5	4	3
<b>NO Harbor Police</b>		-	-	-	-	-	38	42	43	43	44
<b>Grand Total Benefit Recipients</b>		43,711	45,300	47,517	48,778	49,325	49,810	50,199	50,404	50,623	50,708

## Location of LASERS Benefit Recipients<sup>1</sup>

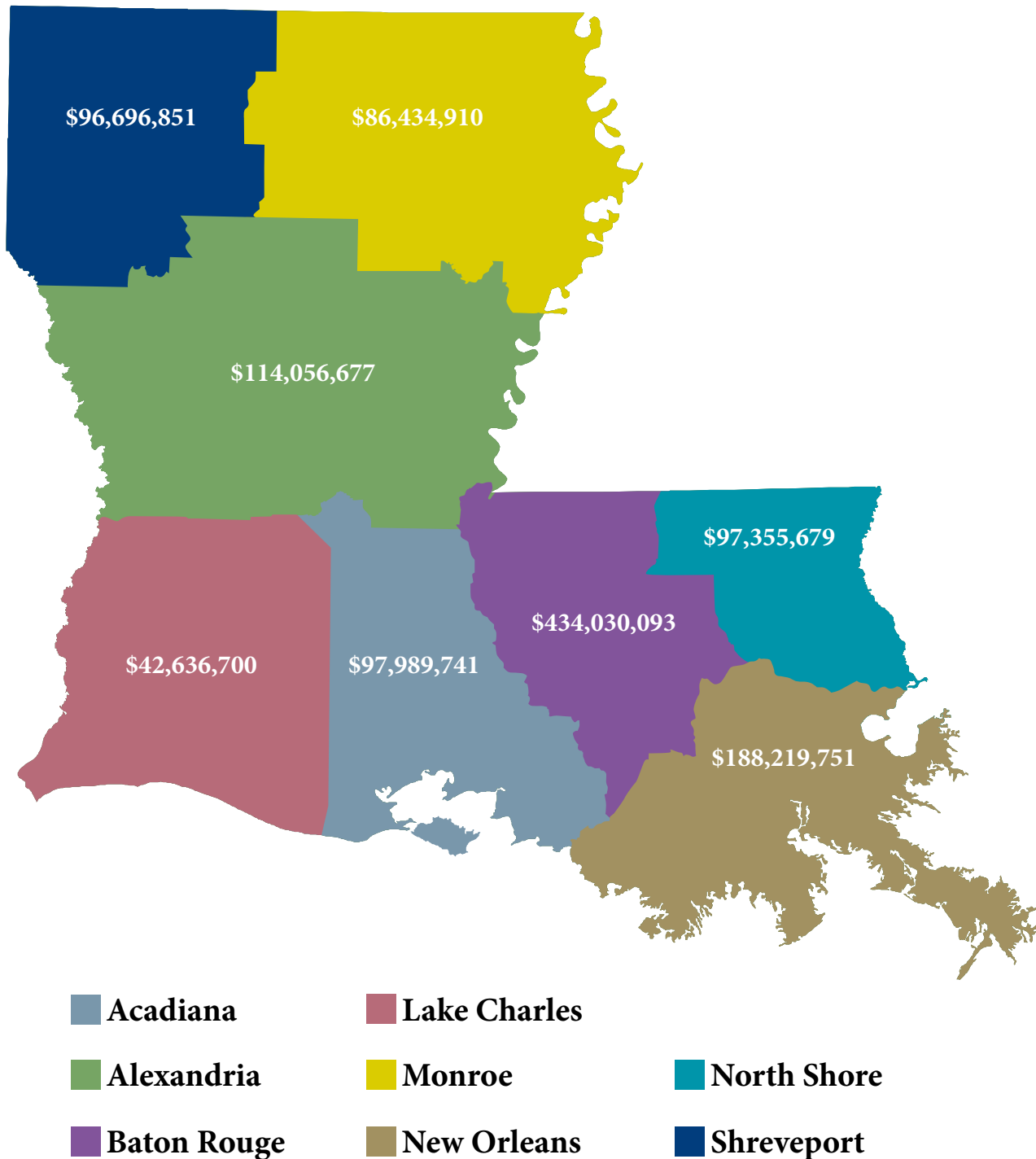


<sup>1</sup>Recipients include Regular, Disability and Survivor retirees



## Fiscal Year 2020 Gross Benefits Paid by Region

This chart provides a regional snapshot of benefits paid to retirees during the 2019-2020 fiscal year. It does not include DROP, IBO, and lump sum leave payments. The parishes are separated into eight regions: Shreveport, Monroe, Alexandria, Lake Charles, Acadiana, Baton Rouge, New Orleans, and North Shore.



## Fiscal Year 2020 Gross Benefits Paid by Region (continued)

**Acadiana**

Acadia	\$ 8,618,265
Evangeline	6,913,363
Iberia	7,039,527
Lafayette	42,354,311
St. Landry	14,035,633
St. Martin	9,472,937
St. Mary	2,981,865
Vermilion	6,573,840
	<u>\$ 97,989,741</u>

**Alexandria**

Avoyelles	20,798,377
Catahoula	2,519,255
Concordia	2,777,150
Grant	7,976,839
La Salle	2,219,907
Natchitoches	9,703,212
Rapides	55,536,176
Sabine	3,912,891
Vernon	6,030,966
Winn	2,581,904
	<u>\$ 114,056,677</u>

**Baton Rouge**

Ascension	31,581,641
Assumption	2,004,217
East Baton Rouge	260,434,640
East Feliciana	29,853,819
Iberville	13,945,940
Livingston	56,067,279
Pointe Coupee	10,686,255
St. James	2,866,096
West Baton Rouge	13,882,151
West Feliciana	12,708,055
	<u>\$ 434,030,093</u>

**Lake Charles**

Allen	3,251,687
Beauregard	5,059,502
Calcasieu	29,208,047
Cameron	602,322
Jefferson Davis	4,515,142
	<u>\$ 42,636,700</u>

**Monroe**

Caldwell	\$ 3,437,635
East Carroll	712,183
Franklin	6,351,822
Jackson	3,386,602
Lincoln	16,210,869
Madison	1,924,404
Morehouse	3,982,608
Ouachita	36,177,848
Richland	5,240,570
Tensas	1,475,123
Union	5,478,661
West Carroll	2,056,585
	<u>\$ 86,434,910</u>

**New Orleans**

Jefferson	66,950,725
Lafourche	16,061,913
Orleans	74,212,603
Plaquemines	2,266,112
St. Bernard	4,301,133
St. Charles	4,683,893
St. John the Baptist	4,844,060
Terrebonne	14,899,312
	<u>\$ 188,219,751</u>

**North Shore**

St. Helena	3,813,528
St. Tammany	38,196,168
Tangipahoa	39,332,849
Washington	16,013,134
	<u>\$ 97,355,679</u>

**Shreveport**

Bienville	3,851,302
Bossier	21,351,800
Caddo	52,168,655
Claiborne	5,153,243
De Soto	3,887,803
Red River	2,202,004
Webster	8,082,044
	<u>\$ 96,696,851</u>

**Total****\$ 1,157,420,402**

## Top 10 Contributing Employers by Member Count

### Ten Years Ended June 30, 2020

	Agency Name	Member Count	% of Total Members
2020	Department of Corrections	4,528	11.2%
	Department of Transportation & Development	3,918	9.7%
	Department of Children & Family Services	3,420	8.5%
	Louisiana State University	1,570	3.9%
	Office for Citizens With Disabilities	1,535	3.8%
	Office of Behavioral Health	1,529	3.8%
	Division of Administration Office of Human Resources	1,521	3.8%
	Department of Public Safety	1,407	3.5%
	Department of Health & Hospitals Office of Public Health	1,147	2.8%
	Department of Health & Hospitals Medical Vendor Administration	811	2.0%
2019	Department of Corrections	4,588	11.3%
	Department of Transportation & Development	3,986	9.9%
	Department of Children & Family Services	3,406	8.4%
	Louisiana State University	1,616	4.0%
	Division of Administration Office of Human Resources	1,522	3.8%
	Office for Citizens With Disabilities	1,505	3.7%
	Office of Behavioral Health	1,376	3.4%
	Department of Public Safety	1,346	3.3%
	Department of Health & Hospitals Office of Public Health	1,119	2.8%
	Department of Health & Hospitals Medical Vendor Administration	761	1.9%
2018	Department of Corrections	4,606	11.4%
	Department of Transportation & Development	3,977	9.9%
	Department of Children & Family Services	3,328	8.3%
	Louisiana State University	1,699	4.2%
	Division of Administration Office of Human Resources	1,463	3.6%
	Department of Public Safety	1,386	3.4%
	Office for Citizens With Disabilities	1,385	3.4%
	Office of Behavioral Health	1,337	3.3%
	Department of Health & Hospitals Office of Public Health	1,086	2.7%
	Department of Health & Hospitals Medical Vendor Administration	802	2.0%
2017	Department of Corrections	4,531	11.3%
	Department of Transportation & Development	3,966	9.9%
	Department of Children & Family Services	3,299	8.2%
	Division of Administration Office of Human Resources	1,847	4.6%
	Louisiana State University	1,434	3.6%
	Department of Public Safety	1,328	3.3%
	Office for Citizens With Disabilities	1,281	3.2%
	Office of Behavioral Health	1,279	3.2%
	Department of Health & Hospitals Office of Public Health	1,058	2.6%
	Department of Health & Hospitals Medical Vendor Administration	841	2.1%

## Top 10 Contributing Employers by Member Count (continued)

### Ten Years Ended June 30, 2020

	Agency Name	Member Count	% of Total Members
2016	Department of Corrections	4,611	11.5%
	Department of Transportation & Development	3,919	9.7%
	Department of Children & Family Services	3,120	7.8%
	Louisiana State University	1,760	4.4%
	Division of Administration Office of Human Resources	1,633	4.1%
	Department of Public Safety	1,313	3.3%
	Office for Citizens With Disabilities	1,262	3.1%
	Office of Behavioral Health	1,239	3.1%
	Department of Health & Hospitals Office of Public Health	1,058	2.6%
	Department of Health & Hospitals Medical Vendor Administration	873	2.2%
2015	Department of Corrections	4,679	11.4%
	Department of Transportation & Development	3,976	9.7%
	Department of Children & Family Services	3,345	8.1%
	Louisiana State University	1,775	4.3%
	Division of Administration Office of Human Resources	1,499	3.6%
	Department of Public Safety	1,357	3.3%
	Office for Citizens With Disabilities	1,276	3.1%
	Office of Behavioral Health	1,264	3.1%
	Department of Health & Hospitals Office of Public Health	1,060	2.6%
	Department of Labor	851	2.1%
2014	Department of Corrections	4,635	11.1%
	Department of Transportation & Development	3,965	9.5%
	Department of Children & Family Services	3,419	8.2%
	Louisiana State University Medical Center in Shreveport	1,804	4.3%
	Louisiana State University	1,477	3.5%
	Medical Center of Louisiana New Orleans	1,388	3.3%
	Department of Public Safety	1,257	3.0%
	Office of Behavioral Health	1,239	3.0%
	Office for Citizens With Disabilities	1,038	2.5%
	Department of Health & Hospitals Office of Public Health	849	2.0%
2013	Department of Corrections	4,657	9.6%
	Department of Transportation & Development	4,098	8.5%
	Department of Children & Family Services	3,446	7.1%
	Louisiana State University Medical Center in Shreveport	2,625	5.4%
	Office for Citizens With Disabilities	1,864	3.9%
	Office of Behavioral Health	1,603	3.3%
	Louisiana State University	1,561	3.2%
	Medical Center of Louisiana New Orleans	1,470	3.0%
	Department of Public Safety	1,285	2.7%
	Department of Health & Hospitals Office of Public Health	1,051	2.2%

## Top 10 Contributing Employers by Member Count (continued)

### Ten Years Ended June 30, 2020

	Agency Name	Member Count	% of Total Members
2012	Department of Corrections	5,043	9.4%
	Department of Transportation & Development	4,173	7.8%
	Department of Children & Family Services	3,685	6.9%
	Louisiana State University Medical Center in Shreveport	2,849	5.3%
	Office for Citizens With Disabilities	2,362	4.4%
	Office of Behavioral Health	2,078	3.9%
	Louisiana State University	1,886	3.5%
	Medical Center of Louisiana New Orleans	1,787	3.3%
	Department of Public Safety	1,528	2.8%
	Department of Health & Hospitals Office of Public Health	1,162	2.2%
2011	Department of Corrections	5,064	9.0%
	Department of Transportation & Development	4,158	7.4%
	Office for Citizens With Disabilities	3,932	7.0%
	Louisiana State University Medical Center in Shreveport	2,893	5.1%
	Department of Children & Family Services	2,736	4.9%
	Office of Family Support	2,294	4.1%
	Louisiana State University	2,001	3.6%
	Medical Center of Louisiana New Orleans	1,925	3.4%
	Department of Public Safety	1,563	2.8%
	Department of Health & Hospitals Office of Public Health	1,272	2.3%



## *The LASERS Mission*

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To provide a sound retirement plan for our members through prudent management and exceptional service

## *The LASERS Vision*

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Confidence in our service, assuring financial security for your future

## *LASERS Core Values*

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Highest Ethical Standards  
Integrity  
Prudent Management



# LASERS

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