

**DISTRICT ATTORNEYS'
RETIREMENT SYSTEM**

ACTUARIAL VALUATION AS OF
JUNE 30, 2019

G. S. CURRAN & COMPANY, LTD.

Actuarial Services

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November 15, 2019

Board of Trustees
District Attorneys' Retirement System
2525 Quail Drive
Baton Rouge, Louisiana 70808

Gentlemen:

We are pleased to present our report on the actuarial valuation of the District Attorneys' Retirement System for the fiscal year ending June 30, 2019. Our report is based on the actuarial assumptions specified and relies on the data supplied by the system's administrator and accountants. This report was prepared at the request of the Board of Trustees of the District Attorneys' Retirement System. The primary purpose of this report is to determine the actuarially required contribution for the retirement system for the fiscal year ending 2020, and to recommend the net direct employer contribution rate for Fiscal 2021. This report does not contain the information necessary for accounting disclosures as required by Governmental Accounting Standards Board (GASB) Statements 67 and 68; that information is included in a separate report. This report was prepared exclusively for the District Attorneys' Retirement System for a specific limited purpose. It is not for the use or benefit of any third party for any purpose.

In our opinion, all of the assumptions on which this valuation is based are reasonable individually and in the aggregate. Both economic and demographic assumptions are based on our expectations for future experience for the fund. This report has been prepared in accordance with generally accepted actuarial principles and practices, and to the best of our knowledge and belief, fairly reflects the actuarial present values and costs stated herein. The undersigned actuaries are members of the American Academy of Actuaries and have met the qualification standards for the American Academy of Actuaries to render the actuarial opinions incorporated in this report, and are available to provide further information or answer any questions with respect to this valuation.

Sincerely,

G. S. CURRAN & COMPANY, LTD.

By: 
Gary Curran, F.C.A., M.A.A.A., A.S.A.


Gregory Curran, F.C.A., M.A.A.A., A.S.A.

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SUMMARY OF VALUATION RESULTS DISTRICT ATTORNEYS' RETIREMENT SYSTEM

Valuation Date:	June 30, 2019	June 30, 2018
Census Summary:		
Active Members	734	744
Retired Members and Survivors	357	349
Terminated Due a Deferred Benefit	104	94
Terminated Due a Refund	292	270
Payroll:	\$ 60,738,553	\$ 60,501,312
Benefits in Payment:	\$ 18,448,464	\$ 17,914,111
Present Value of Future Benefits:	\$ 610,944,112	\$ 597,998,290
Actuarial Accrued Liability (EAN):	\$ 468,110,361	\$ 454,564,197
Funding Deposit Account Credit Balance:	\$ 0	\$ 0
Actuarial Value of Assets (AVA):	\$ 440,451,633	\$ 425,079,441
Market Value of Assets (MVA):	\$ 435,940,046	\$ 422,384,994
Ratio of AVA to Actuarial Accrued Liability (EAN):	94.09%	93.51%
	Fiscal 2019	Fiscal 2018
Market Rate of Return:	4.5%	8.9%
Actuarial Rate of Return:	4.9%	6.7%
	Fiscal 2020	Fiscal 2019
Employers' Normal Cost (Mid-year):	\$ 11,103,944	\$ 11,206,559
Estimated Administrative Cost:	\$ 612,460	\$ 572,264
Projected Ad Valorem Tax Contributions:	\$ 9,398,856	\$ 9,184,881
Projected Revenue Sharing Funds:	\$ 213,317	\$ 213,279
Net Direct Employer Actuarially Required Contributions:	\$ 2,104,231	\$ 2,380,663
Projected Payroll:	\$ 62,201,433	\$ 62,096,561
Statutory Employee Contribution Rate:	8.00%	8.00%
Board Adopted Net Direct Employer Contribution Rate:	4.00%	1.25%
Actuarially Required Net Direct Employer Contribution Rate:	3.38%	3.83%
	Fiscal 2021	Fiscal 2020
Minimum Recommended Net Direct Employer Cont. Rate:	3.25%	4.00%
Ad Valorem Tax Rate †	0.20%	0.20%

† Percent of the aggregate amount of the ad valorem tax shown to be collected by the tax roll of each respective parish. State Revenue Sharing Funds are allocated based on the ad valorem tax rate.

GENERAL COMMENTS

The values and calculations in this report were determined by applying statistical analysis and projections to system data and the assumptions listed. There is sometimes a tendency for readers to either dismiss results as mere “guesses” or alternatively to ascribe a greater degree of accuracy to the results than is warranted. In fact, neither of these assessments is valid. Actuarial calculations by their very nature involve estimations. As such, it is likely that eventual results will differ from those presented. The degree to which such differences evolve will depend on several factors including the completeness and accuracy of the data utilized, the degree to which assumptions approximate future experience, and the extent to which the mathematical model accurately describes the plan’s design and future outcomes.

Data quality varies from system to system and year to year. The data inputs involve both asset information and census information of plan participants. In both cases, the actuary must rely on third parties; nevertheless, steps are taken to reduce the probability and degree of errors. The development of assumptions is primarily the task of the actuary; however, information and advice from plan administrators, staff, and other professionals may be factored into the formation of assumptions. The process of setting assumptions is based primarily on analysis of past trends, but modification of historical experience is often required when the actuary has reason to believe that future circumstances may vary significantly from the past. Setting assumptions includes but is not limited to collecting past plan experience and studying general population demographics and economic factors from the past. The actuary will also consider current and future macro-economic and financial expectations as well as factors that are likely to impact the particular group under consideration. Hence, assumptions will also reflect the actuary’s judgment with regard to future changes in plan population and decrements in view of the particular factors which impact participants. Thus, the process of setting assumptions is not mere “guess work” but rather a process of mathematical analysis of past experience and of those factors likely to impact the future.

One area where the actuary is limited in his ability to develop accurate estimates is the projection of future investment earnings. The difficulties here are significant. First, the future is rarely like the past, and the data points available to develop stochastic trials are far fewer than the number required for statistical significance. In this area, some guess work is inevitable. However, there are tools available to lay a foundation for making estimates with an expectation of reliability. Although past data is limited, that which is available is likely to provide some insight into the future. This data consists of general economic and financial values such as past rates of inflation, rates of return variance, and correlations of returns among various asset classes along with the actual asset experience of the plan. In addition, the actuary can review the current asset market environment as well as economic forecasts from governmental and investment research groups to form a reasonable opinion with regard to probable future investment experience for the plan.

All of the above efforts would be in vain if the assumption process was static, and the plan would have to deal with the consequences of actual experience differing from assumptions after forty or fifty years of compounded errors. However, actuarial funding methods for pension plans all allow for periodic corrections of assumptions to conform with reality as it unfolds. This process of repeated correction of estimates produces results which although imperfect are nevertheless a reasonable approach to determine the contribution levels which will provide for the future benefits of plan participants.

COMMENTS ON DATA

For the valuation, the administrative staff of the system furnished a census derived from the system's master data processing file indicating each active covered employee's sex, date of birth, service credit, annual salary, and accumulated contributions. Information on retirees detailing dates of birth of retirees and beneficiaries, as well as option categories and benefit amounts, was provided in like manner. In addition, data was supplied on former employees who are vested or who have contributions remaining on deposit. As illustrated in Exhibit IX, there are 734 active members in the system of whom 361 members have vested retirement benefits; 357 former members or their beneficiaries are receiving retirement benefits. An additional 396 former members have contributions remaining on deposit with the system; of this number, 104 former members have vested rights for future retirement benefits. All individuals submitted were included in the valuation.

Census data submitted to our office is tested for errors. Several types of census data errors are possible; to ensure that the valuation results are as accurate as possible, a significant effort is made to identify and correct these errors. In order to minimize coverage errors (i.e., missing or duplicated individual records) the records are checked for duplicates, and a comparison of the current year's records to those submitted in prior years is made. Changes in status, new records, and previous records, which have no corresponding current record, are identified. This portion of the review indicates the annual flow of members from one status to another and is used to check some of the actuarial assumptions, such as retirement rates, rates of withdrawal, and mortality. In addition, the census is checked for reasonableness in several areas, such as age, service, salary, and current benefits. The records identified by this review as questionable are checked against data from prior valuations; those not recently verified are included in a detailed list of items sent to the system's administrator for verification and/or correction. Once the identified data has been researched and verified or corrected, it is returned to us for use in the valuation. Occasionally some requested information is either unavailable or impractical to obtain. In such cases, values may be assigned to missing data. For this valuation, the number of such records with imputed data is de minimis. The assigned values are based on information from similar records or based on information implied from other data in the record.

In addition to the statistical information provided on the system's participants, the system's administrator furnished general information related to other aspects of the system's expenses, benefits and funding. Valuation asset values as well as income and expenses for the fiscal year were based on information furnished by the system's auditor, the firm of Duplantier, Hrapmann, Hogan & Maher, Certified Public Accountants. As indicated in the system's audit report, the net market value of the system's assets was \$435,940,046 as of June 30, 2019. Net investment income for Fiscal 2019 measured on a market value basis amounted to \$18,780,081. Contributions to the system for the fiscal year totaled \$15,965,714; benefits and expenses amounted to \$21,190,743.

Notwithstanding our efforts to review both census and financial data for apparent errors, we must rely upon the system's administrative staff and accountants to provide accurate information. Our review of submitted information is limited to validation of reasonableness and consistency. Verification of submitted data to source information is beyond the scope of our efforts.

COMMENTS ON ACTUARIAL METHODS AND ASSUMPTIONS

This valuation is based on the Aggregate Actuarial Cost Method. This cost method generally produces normal costs which are level as a percentage of pay if assumptions are met and the composition of the active group with regard to age and service is stable. Overall costs may increase or decrease depending on payroll growth. Under the Aggregate Actuarial Cost Method, actuarial gains and losses are spread over future normal costs. Thus, favorable plan experience will lower future normal costs; unfavorable experience will cause future normal costs to increase. In addition, changes in benefits and assumptions are also spread over future normal costs.

The current year actuarial assumptions utilized for this report are based on the results of an actuarial experience study for the period July 1, 2009 – June 30, 2014, unless otherwise specified in this report. Additional details related to the assumptions are given in the complete Experience Report for fiscal years 2010 through 2014. Prior to the completion of this valuation, a review of the valuation interest rate for Fiscal 2019 was performed based upon an update to the G. S. Curran & Company Consultant Average Capital Market Assumptions for 2019 and an update to the actuary's reasonable range for the assumed rate of return. To determine the reasonable range, the actuary computed an expected long-term portfolio return and standard deviation based upon the system's target asset allocation and a thirty year time horizon. Based upon the results of this study, ten thousand stochastic trials were run to determine a reasonable range around the plan's expected long-term portfolio rate of return. The review found that the assumed rate of return of 6.50% for 2019 was within the reasonable range. An inflation rate of 2.40% is implicit in the assumed rate of return.

Although the board of trustees has authority to grant ad hoc Cost of Living Increases (COLAs) under limited circumstances, these COLAs have not been shown to have a historical pattern, the amounts of the COLAs have not been relative to a defined cost-of-living or inflation index, and there is no evidence to conclude that COLAs will be granted on a predictable basis in the future. Therefore, for purposes of determining the present value of benefits, these COLAs were deemed not to be substantively automatic and the present value of benefits excludes COLAs not previously granted by the board of trustees.

The current year actuarial assumptions utilized for the report are outlined on pages thirty-six through forty. All assumptions were the same as those used in the Fiscal 2018 valuation. All assumptions used are based on estimates of future long-term experience for the fund. All calculations, recommendations, and conclusions are based on the assumptions specified. To the extent that prospective experience differs from that assumed, adjustments to contribution levels will be required. Such differences will be revealed in future actuarial valuations.

RISK FACTORS

Defined benefit pension plans are subject to a number of risks. These can be related either to plan assets or liabilities. In order to pay benefits, the plan must have sufficient assets. Several factors can lead to asset levels which are below those required to pay promised benefits. The first risk in this regard is the failure to contribute adequate funds to the plan. In some ways, this is the greatest risk, since other risks can usually be addressed by adequate actuarial funding.

All pension plans are subject to asset performance risk. Asset performance is comprised of the real rates of return earned on the portfolio of investments plus the underlying inflation rate. High levels of inflation or deflation can present the plan with problems by either reducing the purchasing power of plan benefits or impairing asset values in the trust. Asset performance over the long run depends not only on average returns but also on the volatility of returns. Two portfolios of identical size with identical average rates of return will accumulate different levels of assets if the volatility of returns differs since increased volatility reduces the accumulation of assets. Another element of asset risk is reinvestment risk. Interest rate declines can subject pension plans to an increase in this risk. In such an environment, as fixed income securities mature, investment managers are forced to reinvest funds at decreasing rates of return. For pension plans which require significant net cash flow above contributions to fund benefit payments, the risk of insufficient liquidity is another risk component which can create problems if it becomes necessary to sell securities under unfavorable market conditions in order to raise cash necessary to pay retirement benefits. Even for individual securities, insolvency and performance risk can subject a plan to stress if these investments comprise a significant portion of plan assets. Security insolvency or severe underperformance can result in steep increases in sponsor contributions where individual investments comprise more than a de minimis amount of the investment portfolio.

In addition to asset risk, the plan is also subject to risks related to liabilities. These risks include longevity risk (the risk that retirees will live longer than expected), termination risk (the risk that fewer than the anticipated number of members will terminate service prior to retirement), and other factors that may have an impact on the liability structure of the plan. Final average compensation plans are vulnerable to unexpectedly large increases in salary for individual members near retirement. Conversely, in cases where plans have large unfunded liabilities, payroll contraction is a risk insofar as contributions which are typically reported as a percentage of payroll may increase as payrolls decline.

Liability risk also includes items such as data errors. Significant errors in plan data can distort or disguise plan liabilities. When data corrections are made, the plan may experience unexpected increases or decreases in liabilities. Even natural disasters and dislocations in the economy or other unforeseen events can present risks to the plan. These events can affect member payroll and plan demographics, both of which impact costs.

Recommended actuarial contributions are based on expectations related to asset and liability performance; all of the above mentioned factors can produce unexpected changes in the future cost structures of the plan. For this reason, future costs may differ significantly from current levels. Ordinarily, variations in these factors will offset to some extent. However, even with the expectation that not all variations in costs will likely travel in the same direction, certain factors have the potential on their own accord to pose a significant risk to future cost levels and solvency.

Beyond identifying risk categories, it is possible to quantify some risk factors. One fairly well known risk metric is the funded ratio of the plan. The rate is given as plan assets divided by plan liabilities. However, the definition of each of these terms may vary. The two typical alternatives used for assets are the market and actuarial value of assets. There are a number of alternative measures of liability depending on the funding method employed. The Governmental Accounting Standards Board (GASB) specifies that for financial reporting purposes, the funded ratio is determined by using the market value of assets divided by the entry age normal accrued liability. This value is given in the system's financial report. Alternatively, we have calculated the ratio of the actuarial value of assets to the entry age normal accrued liability based on the funding methodology used to fund the plan. The ratio is 94.09% as of June 30, 2019. This value gives some indication of the financial strength of the plan; however, it does not guarantee the ability of the fund to pay benefits in the future or indicate that in the future, contributions are likely to be less than or greater than current contributions. In addition, the ratio cannot be used in isolation to compare the relative strength of different retirement systems. However, the trend of this ratio over time can give some insight into the financial health of the plan. Even in this regard, caution is warranted since market fluctuations in asset values and changes in plan assumptions can distort underlying trends in this value. One additional risk measure is the sensitivity of the plan's cost structure to asset gains and losses. For this plan, we have determined that based on current assets and demographics, for each percentage under (over) the assumed rate of return on the actuarial value of assets, there will be a corresponding increase (reduction) in the actuarially required contribution as a percentage of projected payroll of 0.68% for the fund.

The ability of a system to recover from adverse asset or liability performance is related to the maturity of the plan population. In general, plans with increasing active membership are less sensitive to asset and liability gains and losses than mature plans since changes in plan costs can be partially allocated to new members. If the plan has a large number of active members compared to retirees, asset or liability losses can be more easily addressed. As more members retire, contributions can only be collected from a smaller segment of the overall plan population. Often, population ratios of actives to annuitants are used to measure the plan's ability to adjust or recover from adverse events since contributions are made by or on behalf of active members but not for retirees. Thus, if the plan suffers a mortality loss through increased longevity, this will affect both actives and retirees, but the system can only fund this loss by contributions related to active members. A measure of risk related to plan maturity is the ratio of total benefit payments to active payroll. For Fiscal 2019, this ratio is 30%; ten years ago this ratio was 15%.

One other area of risk is the risk that plan assumptions will need to be revised to conform to changing actual or expected plan experience. Such assumption revisions could relate to demographic or economic factors. With regard to the economic assumptions, we have determined that a reduction in the valuation interest rate by 1% (without any change to other collateral factors) would increase the actuarially required employer contribution rate for Fiscal 2020 by 12.75% of payroll.

There is a risk that future actuarial measurements may differ significantly from current measurements presented in this report due to factors such as the following: plan experience differing from that anticipated by the economic or demographic assumptions, changes in economic or demographic assumption, and changes in plan provisions or applicable law. Analysis of the effect of all these factors and additional risk metrics is beyond the scope of this report.

CHANGES IN PLAN PROVISIONS

There were no changes enacted during the 2019 Regular Session of the Louisiana Legislature that affect the system.

ASSET EXPERIENCE

The actuarial and market rates of return for the past ten years are given below. These rates of return on assets were determined by assuming a uniform distribution of income and expense throughout the fiscal year.

	<u>Market Value</u>	<u>Actuarial Value</u>
2010	11.7%	6.4%
2011	19.3%	4.4%
2012	1.6%	3.1%
2013	13.0%	6.0%
2014	16.2%	11.6%
2015	2.5%	9.8%
2016	1.8%	6.5%
2017	7.7%	7.2%
2018	8.9%	6.7%
2019	4.5%	4.9%

Geometric Average Market Rates of Return

5 year average (Fiscal 2015 – 2019)	5.0%
10 year average (Fiscal 2010 – 2019)	8.6%
15 year average (Fiscal 2005 – 2019)	6.0%
20 year average (Fiscal 2000 – 2019)	5.1%
25 year average (Fiscal 1995 – 2019)	6.9%

The market rate of return gives a measure of investment return on a total return basis and includes realized and unrealized capital gains and losses as well as interest income and dividends. This rate of return gives an indication of performance for an actively managed portfolio where securities are bought and sold with the objective of producing the highest total rate of return. During 2019, the fund earned \$11,021,901 of dividends, interest and other recurring income. In addition, the Fund had net realized and unrealized capital gains on investments of \$8,448,722. The Fund also had investment expenses of \$690,542.

The actuarial rate of return is presented for comparison to the assumed long-term rate of return of 6.50% for Fiscal 2019. This rate is calculated based on the actuarial value of assets and all interest, dividends, and recognized capital gains as given in Exhibit VI. Investment income used to calculate this yield is based upon smoothing earnings above or below the assumed rate of return over a five-year period, subject to constraints as outlined in the section in the report describing actuarial assumptions. Since the valuation interest rate has been lowered several times since Fiscal 2014, smoothing was determined based on a comparison of actual returns to the appropriate valuation interest rate for each year in the smoothing period. The difference between rates of return on an actuarial and market value basis results from the smoothing of gains or losses on investments relative to the valuation interest rate over the five-year period. In the future, yields in excess of the 6.50% assumption will reduce future costs; yields below 6.50% will increase future costs. For Fiscal 2019, the system experienced net

actuarial investment losses of \$6,865,802 below the actuarial assumed earnings rate of 6.50% in effect for Fiscal 2019. This shortfall in earnings produced an actuarial loss, which increased the normal cost accrual rate by 1.0554%.

DEMOGRAPHICS AND LIABILITY EXPERIENCE

A reconciliation of the census for the system is given in Exhibit X. The average active member is 48 years old with 11.5 years of service and an annual salary of \$82,750. The system's active contributing membership decreased by 10 members over the prior fiscal year. The plan has experienced a decrease in the active plan population of 39 members over the last five years. A review of the active census by age indicates that over the last ten years the active population below age 30 and between 41 and 60 has declined with an increase in members between age 31 and 40. Over the same ten-year period the plan showed very little change in the percentage of members in each service group.

The average service retiree is 70 years old with a monthly benefit of \$4,529. The number of retirees and beneficiaries receiving benefits from the system increased by 8 during the last fiscal year. Over the last five years the number of retirees has increased by 107. During this same period, annual benefits in payment increased by \$6,970,917.

Plan liability experience for Fiscal 2019 was favorable. Salary increases below projected levels, retiree deaths slightly above projected levels, and withdrawals above projected levels reduced plan costs. Retirements were at projected levels. In aggregate, plan liability gains decreased the normal cost accrual rate by 1.2894%.

FUNDING ANALYSIS AND RECOMMENDATIONS

Actuarial funding of a retirement system is a process whereby funds are accumulated over the working lifetimes of employees in such a manner as to have sufficient assets available at retirement to pay for the lifetime benefits accrued by each member of the system. The required contributions are determined by an actuarial valuation based on rates of mortality, termination, disability, and retirement, as well as investment return and other statistical measures specific to the particular group. Each year a determination is made of the normal cost, and the actuarially required contributions are based on the sum of this value and administrative expenses. Under the funding method used for the plan, changes in plan experience, benefits, or assumptions increase or decrease future normal costs. In addition, excess or deficient contributions can decrease or increase future costs.

In order to establish the actuarially required contribution in any given year, it is necessary to define the assumptions and funding method. Thus, the determination of what contribution is actuarially required depends upon the funding method employed. Regardless of the method selected, the ultimate cost of providing benefits is dependent upon the benefits, expenses, and investment earnings. Only to the extent that some methods accumulate assets more rapidly and thus produce greater investment earnings does the funding method affect the ultimate cost.

The derivation of the actuarially required contribution for the current fiscal year is given in Exhibit I. The normal cost for Fiscal 2020 adjusted with interest for mid-year payment is \$11,103,944. The total actuarially required contribution is determined by adding estimated administrative expenses to the interest adjusted employer normal cost. As given on line 12 of Exhibit I the total actuarially required contribution for Fiscal 2020 is \$11,716,404. Required net direct employer contributions are also

affected by the available ad valorem taxes and revenue sharing funds which the system receives each year. When these funds change as a percentage of payroll, net direct employer contributions are adjusted accordingly. We estimate that these funds will increase by 0.32% of payroll in Fiscal 2020. When the gross employer required contribution is reduced by projected tax contributions and revenue sharing funds, the resulting employers' net direct actuarially required contribution for Fiscal 2020 is \$2,104,231. This is 3.38% of the projected payroll for Fiscal 2020.

Although the actuarially required net direct employer contribution rate for Fiscal 2020 is 3.38%, the Board approved employer contribution rate for Fiscal 2020 is 4.00%. Since the contribution rate for Fiscal 2020 was 4.00%, the surplus in employer contributions collected in the fiscal year will decrease the Fund's normal cost accrual rate in the following year. We estimate this surplus will result in a decrease of 0.06% to the normal cost accrual rate in Fiscal 2021. R.S. 11:103 requires that the net direct employer contributions be rounded to the nearest 0.25%, hence we are recommending a minimum net direct employer contribution rate of 3.25% for Fiscal 2021.

Liability and asset experience as well as changes in assumptions and benefits can increase or lower plan costs. In addition to these factors, any COLA granted in the prior fiscal year will increase required contributions. New entrants to the system can also increase or lower costs as a percent of payroll depending upon their demographic distribution and other factors related to prior plan experience. Finally, contributions above or below requirements may reduce or increase future costs.

The effects of various factors on the fund's cost structure are outlined below:

Employer's Normal Cost Accrual Rate – Fiscal 2019	18.4019%
Factors Increasing the Normal Cost Accrual Rate:	
Asset Experience Loss	1.0554%
Contribution Loss	0.2451%
Factors Decreasing the Normal Cost Accrual Rate:	
Plan Liability Experience Gain	1.2894%
New Members	0.2064%
Employer's Normal Cost Accrual Rate – Fiscal 2020	18.2066%

The balance in the Funding Deposit Account was zero as of June 30, 2018. Since the net direct employer contribution rate for Fiscal 2019 was set at the minimum actuarially required net direct employer contribution rate, no funds were added to the funding deposit account as of June 30, 2019.

R.S. 11:1658 provides that in years where the net direct employer contribution rate is set to decrease, the Board of Trustees may maintain the rate at the previous level, or set the rate at any level between the prior rate and the net direct employer contribution rate. In addition, the statute provides that the Board of Trustees may set a net direct employer contribution rate up to three percentage points more than the rate determined under R. S. 11:103. Under these provisions, the Board of Trustees may set the net direct employer contribution at any level between the minimum recommended employer contribution rate of 3.25% and 6.25%. Any excess funds resulting from the application of these

provisions will be combined with any contribution surplus or offset by any contribution shortfall, and the resulting balance, if greater than zero, will be deposited into the system's Funding Deposit Account. Funds in this account can be used to reduce either future required contributions in a particular year or the normal cost accrual rate. In addition, if the system may grant a cost of living increase to retirees, such increase may be paid from funds in the Funding Deposit Account.

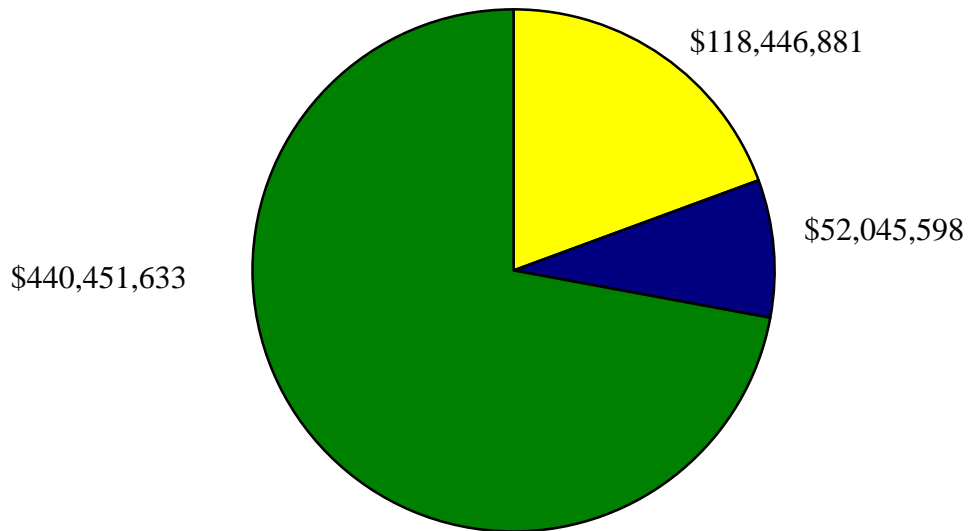
COST OF LIVING INCREASES

During Fiscal 2019 the actual cost of living (as measured by the US Department of Labor CPI-U) increased by 1.6%. Cost of living provisions for the system are detailed in R.S. 11:1638, R.S. 11:246, and R.S. 11:241. R.S. 11:1638 allows the board to grant annual cost of living increases of 3% of each retiree's original benefit subject to a limit of \$60 per month. R.S. 11:246 provides cost of living increases of retirees and beneficiaries over the age of 65 equal to 2% of the benefit in payment on October 1, 1977, or the date the benefit was originally received if retirement commenced after that date (Both of these provisions only permit payment of such an increase if earnings exceed the system's valuation rate). R. S. 11:241 provides for cost of living benefits payable based on a formula equal to up to \$1 times the total of the number of years of credited service accrued at retirement or at death of the member or retiree plus the number of years since retirement or since death of the member or retiree to the system's fiscal year end preceding the payment of the benefit increase.

R.S. 11:243 sets forth the funding criteria necessary in order to grant cost of living adjustments to regular retirees and beneficiaries (who are neither the surviving spouse nor children of the retiree). The criteria for the fund to qualify as eligible to grant any such increase is as follows: a funded ratio of at least 70% if the system has not granted a benefit increase to retirees, survivors, or beneficiaries in any of the three most recent fiscal years; a funded ratio of at least 80% if the system has not granted such an increase in any of the two most recent fiscal years; or a funded ratio of at least 90% if the system has not granted such an increase in the most recent fiscal year. The funded ratio at any fiscal year end is the ratio of the actuarial value of assets to the actuarial accrued liability under the funding method prescribed by the legislative auditor (currently the Projected Unit Credit Method for this system). For Fiscal 2019, this funded ratio is 97.38%.

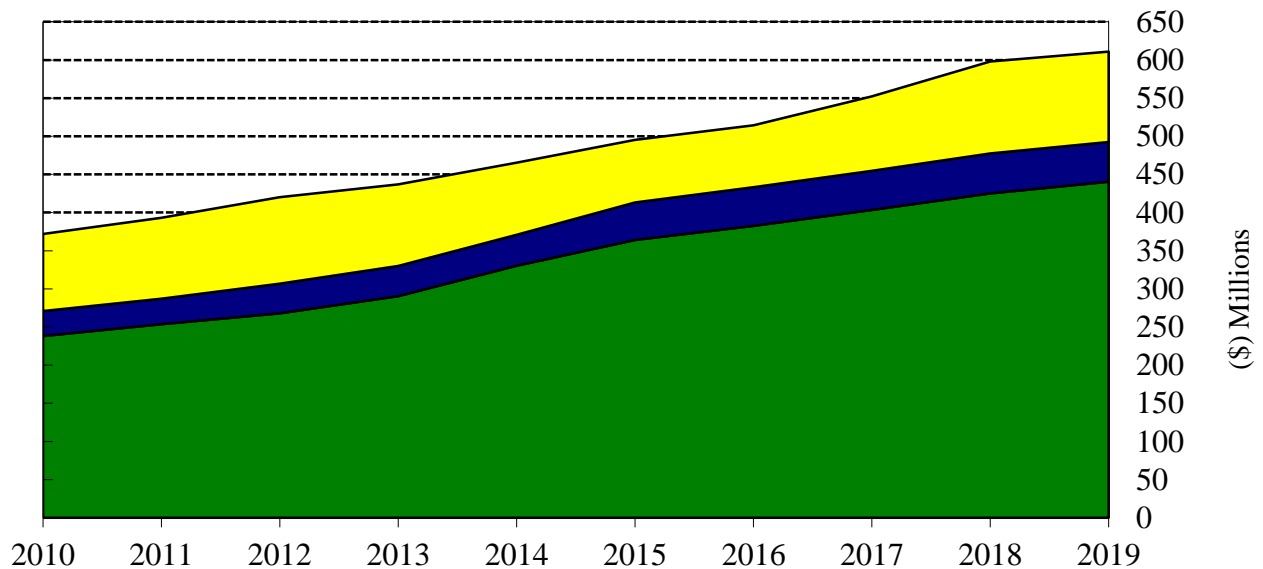
In addition to the requirements stated in the preceding paragraph, statutory requirements require that in order to grant an increase authorized by these sections the system's earnings must exceed those which would be realized based on the valuation interest rate as applied to the actuarial value of assets in sufficient amount to offset the present value of the increase or alternatively to withdraw such funds from the system's Funding Deposit Account. For Fiscal 2019, there were no excess interest earnings and no available funds in the Funding Deposit Account; hence no COLA may be granted in Fiscal 2020.

Components of Present Value of Future Benefits June 30, 2019



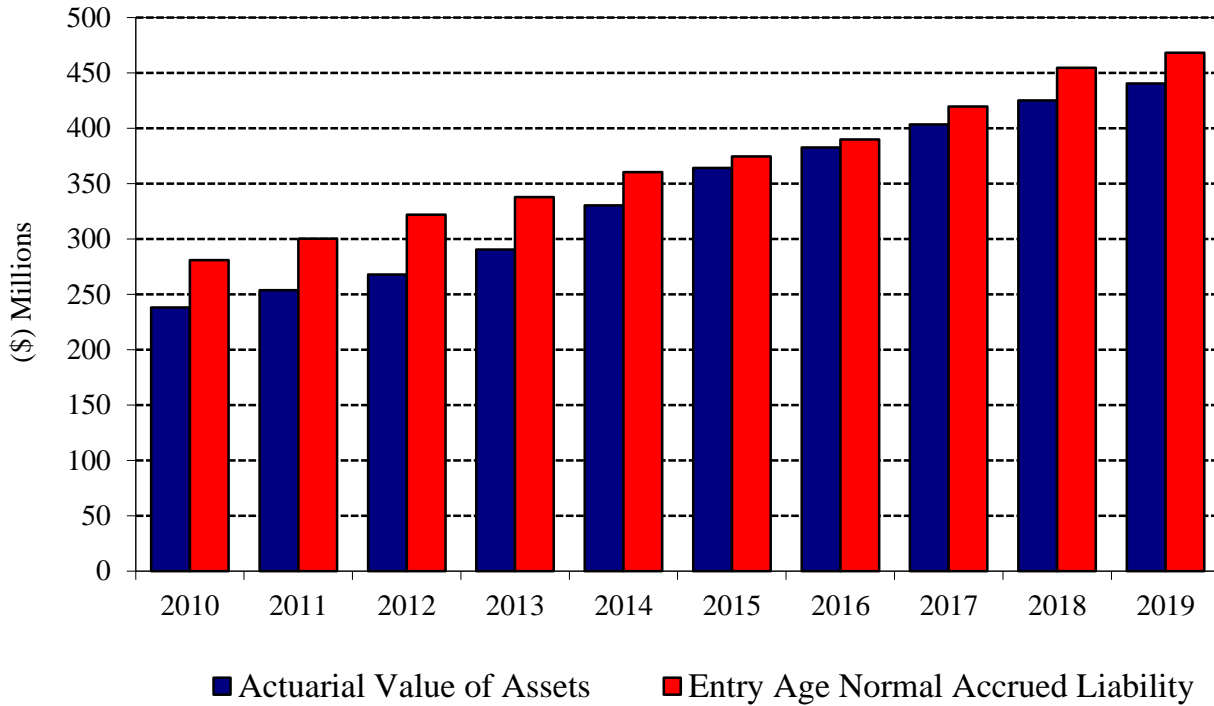
- Present Value of Future Employer Normal Cost
- Present Value of Future Employee Contributions
- Actuarial Value of Assets

Components of Present Value of Future Benefits

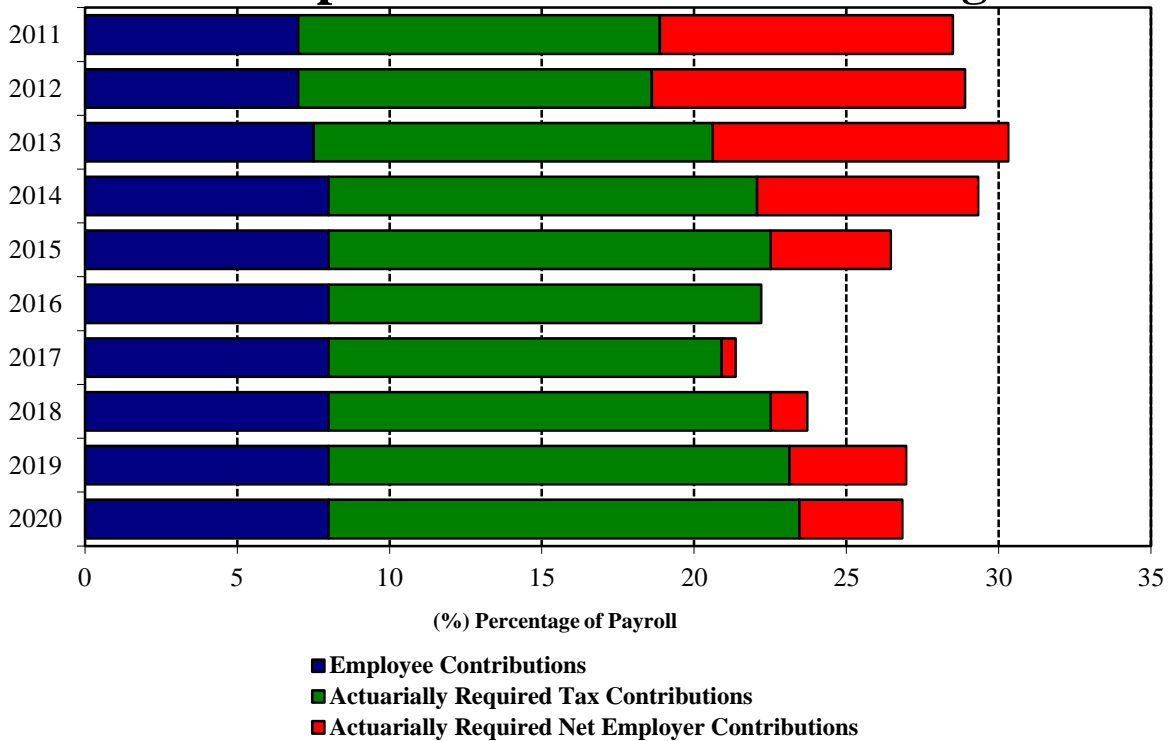


- Present Value of Future Employer Normal Cost
- Present Value of Future Employee Contributions
- Actuarial Value of Assets

Actuarial Value of Assets vs. EAN Accrued Liability

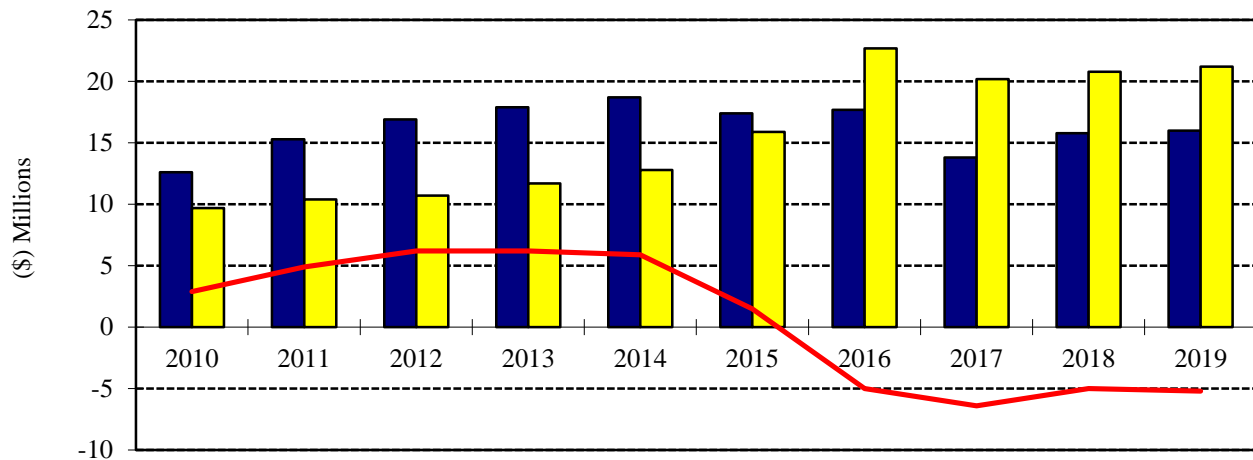


Components of Actuarial Funding



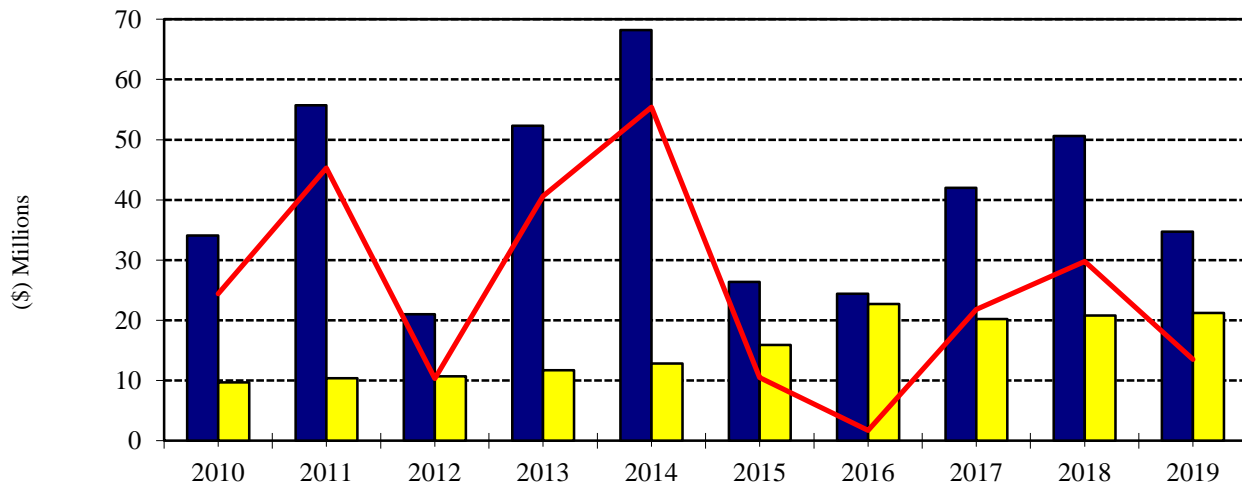
Actuarially Required Tax Contributions consist of the lesser of Actuarially Required Contributions and amount of taxes divided by the projected valuation payroll.

Net Non-Investment Income



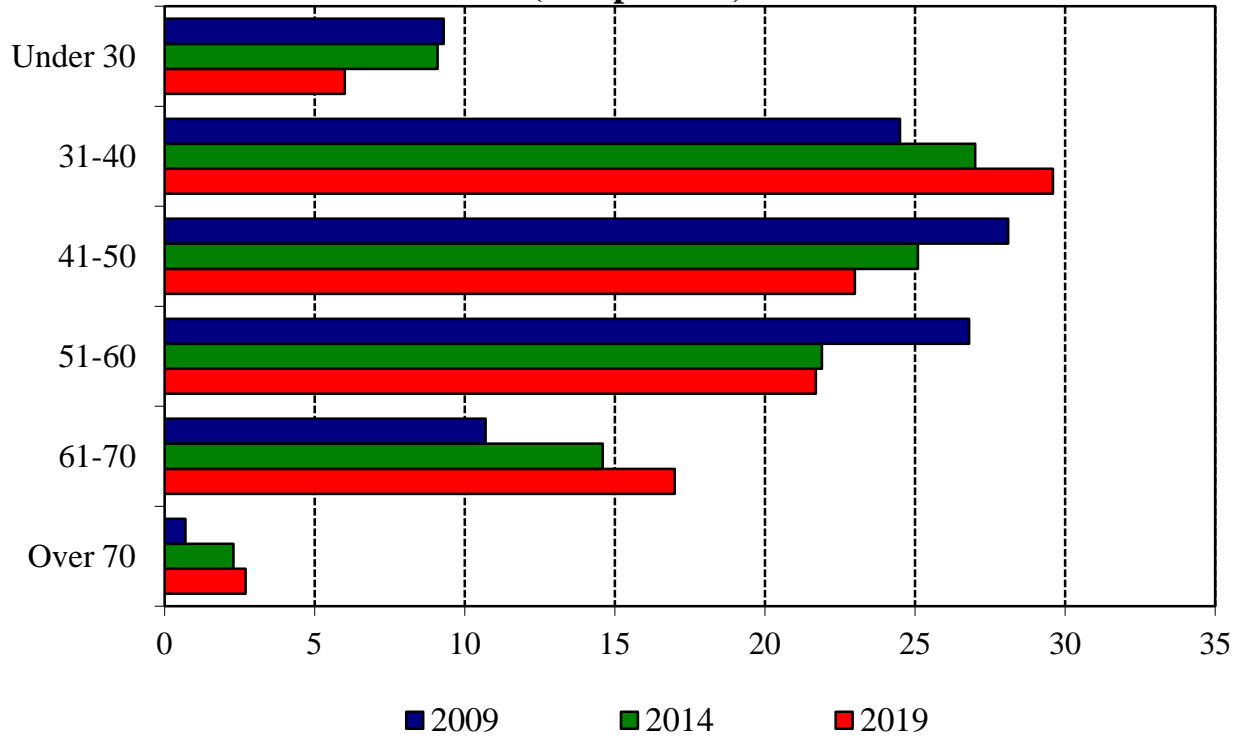
		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Non-Investment Income (\$Mil)	■	12.6	15.3	16.9	17.9	18.7	17.4	17.7	13.8	15.8	16.0
Benefits and Expenses (\$Mil)	■	9.7	10.4	10.7	11.7	12.8	15.9	22.7	20.2	20.8	21.2
Net Non-Investment Income (\$Mil)	—	2.9	4.9	6.2	6.2	5.9	1.5	-5.0	-6.4	-5.0	-5.2

Total Income vs. Expenses (Based on Market Value of Assets)

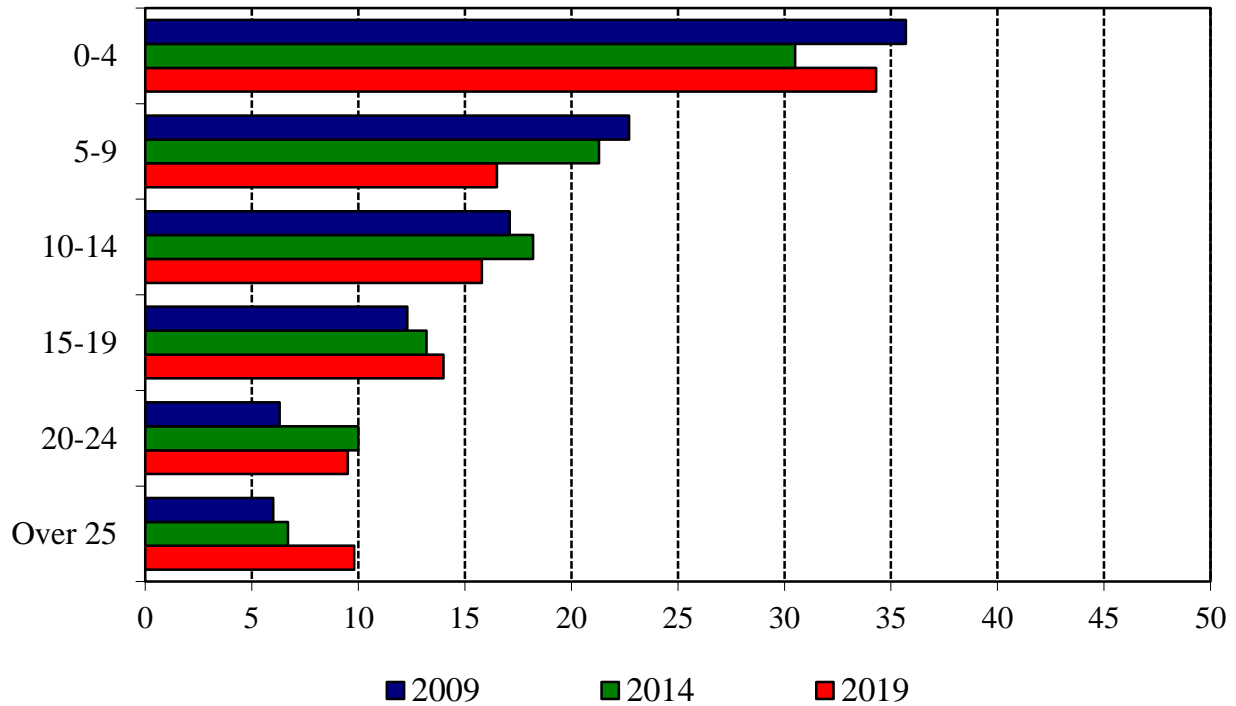


		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total Income (\$Mil)	■	34.1	55.7	21.0	52.3	68.2	26.4	24.4	42.0	50.6	34.7
Benefits and Expenses (\$Mil)	■	9.7	10.4	10.7	11.7	12.8	15.9	22.7	20.2	20.8	21.2
Net Change in MVA (\$Mil)	—	24.4	45.3	10.3	40.6	55.4	10.5	1.7	21.8	29.8	13.5

Active – Census By Age (as a percent)



Active – Census By Service (as a percent)



Historical Asset Yield

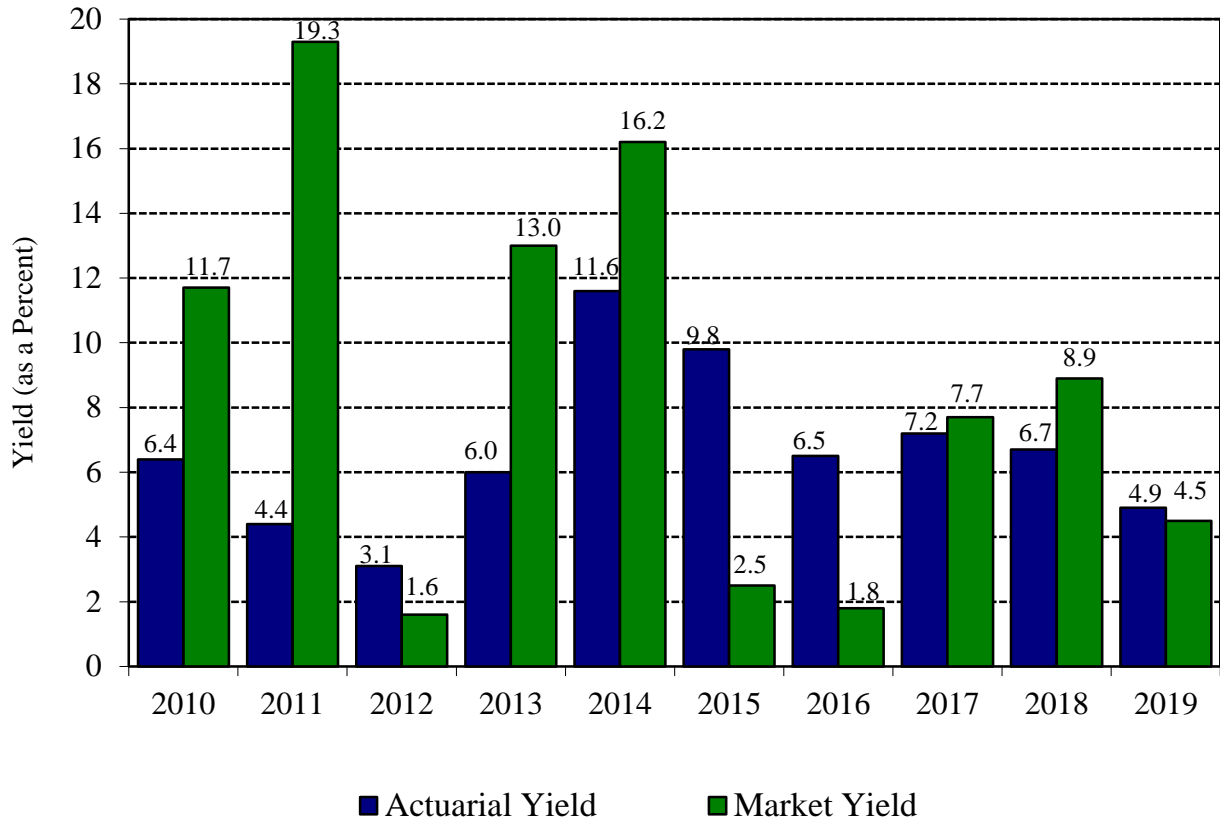


EXHIBIT I
ANALYSIS OF ACTUARIALLY REQUIRED CONTRIBUTIONS

1.	Present Value of Future Benefits	\$	610,944,112
2.	Funding Deposit Account Credit Balance	\$	0
3.	Actuarial Value of Assets	\$	440,451,633
4.	Present Value of Future Employee Contributions	\$	52,045,598
5.	Present Value of Future Employer Normal Costs (1 + 2 – 3 – 4)	\$	118,446,881
6.	Present Value of Future Salaries.....	\$	650,570,005
7.	Employer Normal Cost Accrual Rate (5 ÷ 6)		18.206631%
8.	Projected Fiscal 2020 Salary for Current Membership	\$	59,098,011
9.	Employer Normal Cost as of July 1, 2019 (7 × 8).....	\$	10,759,757
10.	Employer Normal Cost Interest Adjusted for Mid-year Payment	\$	11,103,944
11.	Estimated Administrative Cost for Fiscal 2020.....	\$	612,460
12.	GROSS Employer Actuarially Required Contribution for Fiscal 2020 (10 + 11)	\$	11,716,404
13.	Projected Ad Valorem Tax Contributions for Fiscal 2020.....	\$	9,398,856
14.	Projected Revenue Sharing Funds for Fiscal 2020.....	\$	213,317
15.	Net Direct Employer Actuarially Required Contribution For Fiscal 2020 (12 – 13 – 14).....	\$	2,104,231
16.	Projected Payroll for Fiscal 2020	\$	62,201,433
17.	Employers' Minimum Net Direct Actuarially Required Contribution as a % of Projected Payroll for Fiscal 2020 (15 ÷ 16).....		3.38%
18.	Board Approved Employer Contribution Rate for Fiscal 2020.....		4.00%
19.	Contribution Shortfall (Excess) as a Percentage of Payroll (17 – 18).....		(0.62%)
20.	Increase (Reduction) to Following Year Payment for Contribution Shortfall (Excess).....		(0.06%)
21.	Minimum Recommended Net Direct Employer Contribution Rate for Fiscal 2021 (17 + 20; rounded to the nearest 0.25%).....		3.25%

EXHIBIT II
PRESENT VALUE OF FUTURE BENEFITS

PRESENT VALUE OF FUTURE BENEFITS FOR ACTIVE MEMBERS:

Retirement Benefits	\$ 324,096,737
Survivor Benefits.....	18,249,046
Disability Benefits	819,622
Vested Termination Benefits.....	29,898,353
Refunds of Contributions	3,796,305

TOTAL Present Value of Future Benefits for Active Members..... \$ 376,860,063

PRESENT VALUE OF FUTURE BENEFITS FOR TERMINATED MEMBERS:

Terminated Vested Members	
Due Benefits at Retirement.....	\$ 25,704,761
Terminated Members with Reciprocal	
Due Benefits at Retirement.....	659,466
Terminated Members Due a Refund	3,088,850

TOTAL Present Value of Future Benefits for Terminated Members \$ 29,453,077

PRESENT VALUE OF FUTURE BENEFITS FOR RETIREES:

Regular Retirees	
Maximum.....	\$ 61,723,819
Option 1	2,309,126
Option 2	90,742,711
Option 3	23,556,592
Option 4	2,806,065

TOTAL Regular Retirees \$ 181,138,313

Disability Retirees 621,725

Survivors & Widows 17,457,588

DROP/Back-DROP Deposits 5,413,346

TOTAL Present Value of Future Benefits for Retirees & Survivors..... \$ 204,630,972

TOTAL Present Value of Future Benefits..... \$ 610,944,112

**EXHIBIT III – Schedule A
MARKET VALUE OF ASSETS**

CURRENT ASSETS:

Cash in Banks.....	\$	1,795,137	
Contributions and Taxes Receivable.....		414,078	
Accrued Interest and Dividends.....		1,377,159	
Prepaid Expenses		21,000	
TOTAL CURRENT ASSETS.....	\$		3,607,374

INVESTMENTS:

Cash Equivalents.....	\$	6,936,815	
Equities		208,706,064	
Fixed Income		167,495,682	
Real Estate		3,013,249	
Alternative Investments		40,221,817	
DROP Balances Held Outside System Assets		5,962,170	
TOTAL INVESTMENTS.....	\$		432,335,797
TOTAL ASSETS	\$		435,943,171

CURRENT LIABILITIES:

TOTAL CURRENT LIABILITIES	\$		3,125
MARKET VALUE OF ASSETS.....	\$		435,940,046

**EXHIBIT III – Schedule B
ACTUARIAL VALUE OF ASSETS**

Excess (Shortfall) of Invested Income
For Current and Previous 4 Years:

Fiscal year 2019	\$ (8,507,803)
Fiscal year 2018	8,468,886
Fiscal year 2017	2,495,921
Fiscal year 2016	(18,925,223)
Fiscal year 2015	(16,985,102)
Total for Five Years	\$ (33,453,321)

Deferral of Excess (Shortfall) of Invested Income:

Fiscal year 2019 (80%)	\$ (6,806,242)
Fiscal year 2018 (60%)	5,081,332
Fiscal year 2017 (40%)	998,368
Fiscal year 2016 (20%)	(3,785,045)
Fiscal year 2015 (0%)	0
Total Deferred for Year	\$ (4,511,587)

Market Value of Plan Net Assets, End of Year

\$ 435,940,046

Preliminary Actuarial Value of Plan Assets, End of Year

\$ 440,451,633

Actuarial Value of Assets Corridor

85% of Market Value, End of Year

\$ 370,549,039

115% of Market Value, End of Year

\$ 501,331,053

Final Actuarial Value of Plan Net Assets, End of Year

\$ 440,451,633

**EXHIBIT IV
PRESENT VALUE OF FUTURE CONTRIBUTIONS**

Employee Contributions to the Annuity Savings Fund	\$	52,045,598
Employer Normal Contributions to the Pension Accumulation Fund		118,446,881
Funding Deposit Account Credit Balance		0
TOTAL PRESENT VALUE OF FUTURE CONTRIBUTIONS	\$	170,492,479

**EXHIBIT V
RECONCILIATION OF CONTRIBUTIONS**

Employer Normal Cost for Prior Year.....	\$	10,859,191
Interest on the Normal Cost.....		705,847
Administrative Expenses		503,990
Interest on Expenses		16,122
TOTAL Interest Adjusted Actuarially Required Contributions	\$	12,085,150
Direct Employer Contributions.....	\$	775,650
Interest on Employer Contributions.....		24,812
Ad Valorem Taxes and Revenue Sharing.....		9,390,000
Interest on Ad Valorem Taxes and Revenue Sharing Funds		300,371
TOTAL Interest Adjusted Employer Contributions	\$	10,490,833
CONTRIBUTION SHORTFALL	\$	(1,594,317)

EXHIBIT VI
ANALYSIS OF CHANGE IN ASSETS

Actuarial Value of Assets (June 30, 2018)	\$	425,079,441
INCOME:		
Member Contributions	\$	4,926,590
Employer Contributions		775,650
Irregular Contributions		106,161
Tax Revenue		9,390,000
Transfers From Other Systems		690,745
Other Income		76,568
Total Contributions	\$	15,965,714
Net Appreciation of Investments	\$	8,448,026
Interest & Dividends		9,710,483
Alternative Investment Income		1,311,418
Class Action Settlement		696
Investment Expense		(690,542)
Net Investment Income	\$	18,780,081
TOTAL Income	\$	34,745,795
EXPENSES:		
Retirement Benefits	\$	18,129,494
DROP Disbursements		1,747,982
Refunds of Contributions		272,696
Transfers to Other Systems		536,581
Administrative Expenses		503,990
TOTAL Expenses	\$	21,190,743
Net Market Value Income for Fiscal 2019 (Income – Expenses)	\$	13,555,052
Unadjusted Fund Balance as of June 30, 2019 (Fund Balance Previous Year + Net Income)	\$	438,634,493
Adjustment for Actuarial Smoothing	\$	1,817,140
Actuarial Value of Assets: (June 30, 2019)	\$	440,451,633

**EXHIBIT VII
FUNDING DEPOSIT ACCOUNT**

Funding Deposit Account Balance as of June 30, 2018	\$	0
Interest on Opening Balance at 6.50%		0
Contributions to the Funding Deposit Account		0
Withdrawals from the Funding Deposit Account		0
Funding Deposit Account Balance as of June 30, 2019	\$	0

**EXHIBIT VIII – Schedule A
PENSION BENEFIT OBLIGATION**

Present Value of Credited Projected Benefits Payable to Current Employees	\$	218,230,058
Present Value of Benefits Payable to Terminated Employees		29,453,077
Present Value of Benefits Payable to Current Retirees and Beneficiaries		204,630,972
TOTAL PENSION BENEFIT OBLIGATION	\$	452,314,107
NET ACTUARIAL VALUE OF ASSETS	\$	440,451,633
Ratio of Net Actuarial Value of Assets to Pension Benefit Obligation		97.38%

**EXHIBIT VIII – Schedule B
ENTRY AGE NORMAL ACCRUED LIABILITIES**

Accrued Liability for Active Employees	\$	234,026,312
Accrued Liability for Terminated Employees		29,453,077
Accrued Liability for Current Retirees and Beneficiaries		204,630,972
TOTAL ENTRY AGE NORMAL ACCRUED LIABILITY	\$	468,110,361
NET ACTUARIAL VALUE OF ASSETS	\$	440,451,633
Ratio of Net Actuarial Value of Assets to Entry Age Normal Accrued Liability		94.09%

**EXHIBIT IX
CENSUS DATA**

	Active	Terminated with Funds on Deposit	Retired	Total
Number of members as of June 30, 2018	744	364	349	1,457
Additions to Census				
Initial membership	55	6		61
Omitted in error last year				
Death of another member			3	3
Adjustment for multiple records				
Change in Status during Year				
Actives terminating service	(58)	58		
Actives who retired	(15)		15	
Actives entering DROP				
Term. members rehired	13	(13)		
Term. members who retire		(4)	4	
Retirees who are rehired				
Refunded who are rehired				
DROP participants retiring				
DROP returned to work				
Omitted in error last year				
Eliminated from Census				
Refund of contributions	(3)	(15)		(18)
Deaths	(2)		(9)	(11)
Included in error last year				
Adjustment for multiple records			(5)	(5)
Number of members as of June 30, 2019	734	396	357	1,487

ACTIVES CENSUS BY AGE:

Age	Number Male	Number Female	Total Number	Average Salary	Total Salary
26 - 30	22	22	44	52,345	2,303,189
31 - 35	51	52	103	62,759	6,464,221
36 - 40	59	55	114	69,674	7,942,841
41 - 45	43	43	86	77,838	6,694,041
46 - 50	47	36	83	89,322	7,413,736
51 - 55	58	33	91	93,631	8,520,389
56 - 60	50	18	68	105,218	7,154,812
61 - 65	60	22	82	99,110	8,127,031
66 - 70	38	5	43	102,164	4,393,041
71 - 75	14	0	14	82,290	1,152,062
76 - 80	5	0	5	103,380	516,902
81 - 85	1	0	1	56,288	56,288
TOTAL	448	286	734	82,750	60,738,553

THE ACTIVE CENSUS INCLUDES 361 ACTIVES WITH VESTED BENEFITS, INCLUDING 0 DROP PARTICIPANTS AND 2 ACTIVE FORMER DROP PARTICIPANTS.

TERMINATED MEMBERS DUE A DEFERRED RETIREMENT BENEFIT:

Age	Number Male	Number Female	Total Number	Average Benefit	Total Benefit
36 - 40	1	5	6	26,791	160,744
41 - 45	6	7	13	34,591	449,685
46 - 50	18	4	22	31,284	688,257
51 - 55	19	10	29	34,456	999,237
56 - 60	16	9	25	35,061	876,519
61 - 65	7	1	8	30,990	247,923
66 - 70	0	1	1	5,863	5,863
TOTAL	67	37	104	32,964	3,428,228

TERMINATED MEMBERS DUE A REFUND OF CONTRIBUTIONS:

Contributions Ranging From	To	Number	Total Contributions
0 -	99	17	605
100 -	499	27	7,386
500 -	999	27	19,774
1000 -	1999	22	31,073
2000 -	4999	52	174,113
5000 -	9999	39	299,685
10000 -	19999	48	673,843
20000 -	99999	60	1,882,025
TOTAL		292	3,088,504

REGULAR RETIREES:

Age	Number Male	Number Female	Total Number	Average Benefit	Total Benefit
51 - 55	1	0	1	43,410	43,410
56 - 60	11	9	20	52,135	1,042,697
61 - 65	40	13	53	50,941	2,699,885
66 - 70	83	15	98	56,577	5,544,517
71 - 75	66	7	73	61,380	4,480,715
76 - 80	35	5	40	49,893	1,995,710
81 - 85	14	0	14	35,736	500,309
86 - 90	3	0	3	54,101	162,302
91 - 99	3	0	3	35,694	107,081
TOTAL	256	49	305	54,350	16,576,626

DISABILITY RETIREES:

Age	Number Male	Number Female	Total Number	Average Benefit	Total Benefit
61 - 65	0	1	1	44,228	44,228
71 - 75	1	0	1	25,410	25,410
TOTAL	1	1	2	34,819	69,638

SURVIVORS:

Age	Number Male	Number Female	Total Number	Average Benefit	Total Benefit
46 - 50	0	1	1	21,789	21,789
51 - 55	0	2	2	49,660	99,320
56 - 60	0	2	2	38,711	77,422
61 - 65	0	9	9	52,441	471,971
66 - 70	0	6	6	34,089	204,533
71 - 75	0	13	13	27,218	353,835
76 - 80	0	3	3	23,061	69,184
81 - 85	0	8	8	25,697	205,575
86 - 90	0	5	5	57,710	288,552
91 - 99	0	1	1	10,019	10,019
TOTAL	0	50	50	36,044	1,802,200

ACTIVE MEMBERS:

Attained Ages	Completed Years of Service											Total	
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30&Over		
0 - 25													0
26 - 30	16	12	7	6	3								44
31 - 35	17	7	11	16	16	35	1						103
36 - 40	10	4	8	8	15	38	31						114
41 - 45	4	3	5	6	7	15	20	26					86
46 - 50	5	2	1	5	9	10	14	26	11				83
51 - 55		1	2	2	7	4	15	23	20	17			91
56 - 60				3	5	5	8	9	18	19	1		68
61 - 65		1	1	6	11	9	12	11	11	12	8		82
66 - 70			1	1	3	3	10	6	7	7	5		43
71 & Over	2	1	2		2	2	5	2	3	3	3		20
Totals	54	31	38	53	76	121	116	103	70	55	17		734

AVERAGE ANNUAL SALARY OF ACTIVE MEMBERS:

Attained Ages	Completed Years of Service											Average Salary	
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30&Over		
0 - 25													0
26 - 30	46,433	49,171	61,101	59,328	62,178	71,347	91,462						52,345
31 - 35	52,949	56,503	54,946	61,469	62,003	71,347	91,462						62,759
36 - 40	48,900	48,490	56,977	60,047	70,825	75,753	76,862						69,674
41 - 45	76,215	68,734	55,292	59,667	78,710	76,677	76,313	89,274					77,838
46 - 50	60,639	71,107	25,990	85,393	83,070	68,726	90,305	96,813	118,099	117,708			89,322
51 - 55		75,077	71,396	100,994	65,689	109,605	78,017	98,213	88,605	117,694			93,631
56 - 60				52,247	78,651	117,367	66,304	99,552	117,694	122,013	154,844		105,218
61 - 65		85,545	75,077	124,274	106,214	66,857	99,951	85,270	80,092	113,126	134,349		99,110
66 - 70			51,500	69,590	136,674	78,590	105,910	97,719	79,833	88,174	160,939		102,164
71 & Over	65,529	65,971	69,232		64,192	64,192	94,302	63,717	120,647	100,164			86,263
Average	53,170	56,598	57,848	71,298	78,566	76,069	83,581	93,639	99,878	114,436	137,342		82,750

TERMINATED MEMBERS DUE A DEFERRED RETIREMENT BENEFIT:

Attained Ages	Years Until Retirement Eligibility											Total	
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30&Over		
0 - 35													0
36 - 40									6				6
41 - 45								13					13
46 - 50							22						22
51 - 55				1		28							29
56 - 60	2	7	5	4	7								25
61 - 65	8												8
66 - 70	1												1
71 & Over													0
Totals	11	7	5	5	7	28	22	13	6	0	0	0	104

AVERAGE ANNUAL BENEFITS OF TERMINATED MEMBERS DUE A DEFERRED RETIREMENT BENEFIT:

Attained Ages	Years Until Retirement Eligibility											Average Benefit	
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30&Over		
0 - 35													0
36 - 40									26,791				26,791
41 - 45								34,591					34,591
46 - 50							31,284						31,284
51 - 55				72,390		33,102							34,456
56 - 60	9,718	30,946	40,540	38,834	40,347								35,061
61 - 65	30,990												30,990
66 - 70	5,863												5,863
71 & Over													0
Average	24,838	30,946	40,540	45,545	40,347	33,102	31,284	34,591	26,791	0	0	0	32,964

SERVICE RETIREES:

Attained Ages	Completed Years Since Retirement											Total			
	0	1	2	3	4	5- 9	10-14	15-19	20-24	25-29	30&Over				
0 - 50															0
51 - 55	1	7	2	2	1	1									1
56 - 60	7	6	5	8	15	13	2								20
61 - 65	4	7	6	9	9	39	20	2							53
66 - 70	6	7	6	9	12	16	27	6							98
71 - 75	1	2	5	4	4	10	5	12	8						73
76 - 80		1			4	10			2	5					40
81 - 85					1	1		5	2	1					14
86 - 90									2	2					3
91 & Over								1		2					3
Totals	19	23	18	23	42	80	54	26	12	8	0				305

AVERAGE ANNUAL BENEFITS PAYABLE TO SERVICE RETIREES:

Attained Ages	Completed Years Since Retirement											Average Benefit			
	0	1	2	3	4	5- 9	10-14	15-19	20-24	25-29	30&Over				
0 - 50															0
51 - 55	43,410	46,191	55,145	44,499	26,542	28,252	97,980								43,410
56 - 60	66,468	50,820	88,871	31,244	48,050	53,677	97,980								52,135
61 - 65	21,534	75,022	49,849	68,678	72,355	46,787	60,770	57,133							50,941
66 - 70	49,433	44,406	94,985	49,463	95,686	51,688	50,414	55,609							56,577
71 - 75	49,037	36,713			35,765	66,097	83,661	37,870	35,278						61,380
76 - 80					18,135	87,707		43,012	40,296	19,763					49,893
81 - 85									66,153	40,296					35,736
86 - 90										29,997					54,101
91 & Over										25,267					35,694
Average	49,498	55,606	73,815	50,213	64,474	51,580	59,090	45,153	41,260	22,418	0				54,350

DISABILITY RETIREES:

Attained Ages	Completed Years Since Retirement										Total	
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29		30&Over
0 - 60												0
61 - 65								1				1
66 - 70												0
71 - 75									1			1
76 & Over												0
Totals	0	0	0	0	0	0	0	1	1	0	0	2

AVERAGE ANNUAL BENEFITS PAYABLE TO DISABILITY RETIREES:

Attained Ages	Completed Years Since Retirement										Average Benefit	
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29		30&Over
0 - 60												0
61 - 65								44,228				44,228
66 - 70												0
71 - 75									25,410			25,410
76 & Over												0
Average	0	0	0	0	0	0	0	44,228	25,410	0	0	34,819

SURVIVING BENEFICIARIES OF FORMER MEMBERS:

Attained Ages	Completed Years Since Retirement										Total	
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29		30&Over
0 - 45												0
46 - 50											1	1
51 - 55			1			1						2
56 - 60		1					1					2
61 - 65			1	2	1	1	2	1	1			9
66 - 70				2			3		1			6
71 - 75						3	3		3	2	2	13
76 - 80										1		3
81 - 85					1		1	1	3		3	8
86 - 90					1				1	1	2	5
91 & Over										1		1
Totals	0	1	1	3	4	5	10	2	9	5	10	50

AVERAGE ANNUAL BENEFITS PAYABLE TO SURVIVORS OF FORMER MEMBERS:

Attained Ages	Completed Years Since Retirement										Average Benefit	
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29		30&Over
0 - 45												0
46 - 50											21,789	21,789
51 - 55				52,452		46,868						49,660
56 - 60			50,993				26,429					38,711
61 - 65		67,568		54,378	55,183	84,203	45,635	15,136	49,855			52,441
66 - 70					36,974		39,442		12,258			34,089
71 - 75						28,540	53,277		25,680	10,202	5,471	27,218
76 - 80							33,346	63,591	16,167	17,538	25,823	23,061
81 - 85									77,374	20,046	20,046	25,697
86 - 90					121,238					23,616	33,162	57,710
91 & Over										10,019		10,019
Average	0	67,568	50,993	53,736	62,593	43,338	42,920	39,363	29,447	14,315	21,084	36,044

EXHIBIT X
YEAR-TO-YEAR COMPARISON

	Fiscal 2019	Fiscal 2018	Fiscal 2017	Fiscal 2016
Number of Active Members	734	744	755	784
Number of Retirees & Survivors	357	349	329	311
Number of Terminated Due Deferred Benefits	104	94	96	93
Number Terminated Due Refunds	292	270	266	223
Active Lives Payroll	\$ 60,738,553	\$ 60,501,312	\$ 60,086,832	\$ 60,325,526
Retiree Benefits in Payment	\$ 18,448,464	\$ 17,914,111	\$ 16,725,377	\$ 15,461,663
Market Value of Assets	\$ 435,940,046	\$ 422,384,994	\$ 392,603,825	\$ 370,742,452
Entry Age Normal Accrued Liability				
Active Lives	\$ 234,026,312	\$ 226,631,689	\$ 208,049,012	\$ 194,383,880
Retired Lives	\$ 204,630,972	\$ 201,812,879	\$ 185,685,403	\$ 171,716,093
Terminated Members	<u>\$ 29,453,077</u>	<u>\$ 26,119,629</u>	<u>\$ 25,841,592</u>	<u>\$ 23,783,204</u>
Total EAN Accrued Liability	\$ 468,110,361	\$ 454,564,197	\$ 419,576,007	\$ 389,883,177
Ratio of AVA to EAN Accrued Liability	94.09%	93.51%	96.15%	98.11%
Actuarial Value of Assets	\$ 440,451,633	\$ 425,079,441	\$ 403,428,322	\$ 382,512,520
Present Value of Future Employer Normal Cost	\$ 118,446,881	\$ 120,523,030	\$ 97,589,720	\$ 81,119,123
Present Value of Future Employee Contrib.	\$ 52,045,598	\$ 52,395,819	\$ 51,278,304	\$ 50,725,195
Present Value of Future Benefits	\$ 610,944,112	\$ 597,998,290	\$ 552,296,346	\$ 514,356,838
	Fiscal 2020	Fiscal 2019	Fiscal 2018	Fiscal 2017
Employee Contribution Rate	8.00%	8.00%	8.00%	8.00%
Estimated Tax Contribution as a % of Payroll	15.45%	15.13%	14.51%	12.90%
Actuarially Required Net Direct Employer Contribution Rate	3.38%	3.83%	1.20%	0.46%
Actual Employer Contribution Rate	4.00%	1.25%	0.00%	0.00%

* Employee Rate changed effective January 1, 2013

Fiscal 2015	Fiscal 2014	Fiscal 2013	Fiscal 2012	Fiscal 2011	Fiscal 2010
785	773	756	759	761	757
292	250	237	219	201	186
86	89	92	89	91	94
198	178	179	177	174	185
\$ 58,474,383	\$ 58,331,096	\$ 56,707,928	\$ 55,977,999	\$ 55,359,672	\$ 53,846,265
\$ 14,442,365	\$ 11,477,547	\$ 10,723,143	\$ 9,778,123	\$ 8,817,160	\$ 7,987,308
\$ 369,054,289	\$ 358,527,405	\$ 303,073,552	\$ 262,386,314	\$ 252,070,535	\$ 206,726,296
\$ 186,222,204	\$ 216,200,259	\$ 203,424,092	\$ 199,854,225	\$ 192,401,223	\$ 181,465,537
\$ 165,495,344	\$ 124,365,651	\$ 115,730,395	\$ 104,607,659	\$ 91,852,188	\$ 83,555,816
<u>\$ 22,723,280</u>	<u>\$ 19,955,780</u>	<u>\$ 18,805,149</u>	<u>\$ 17,580,426</u>	<u>\$ 16,114,427</u>	<u>\$ 15,995,667</u>
\$ 374,440,828	\$ 360,521,690	\$ 337,959,636	\$ 322,042,310	\$ 300,367,838	\$ 281,017,020
97.24%	91.61%	85.93%	83.20%	84.45%	84.74%
\$ 364,107,538	\$ 330,282,320	\$ 290,413,251	\$ 267,941,755	\$ 253,675,141	\$ 238,147,626
\$ 82,050,485	\$ 94,513,585	\$ 106,937,635	\$ 113,325,975	\$ 106,036,822	\$ 101,010,901
\$ 49,134,254	\$ 40,605,011	\$ 39,604,622	\$ 38,884,396	\$ 33,437,115	\$ 32,774,369
\$ 495,292,277	\$ 465,400,916	\$ 436,955,508	\$ 420,152,126	\$ 393,149,078	\$ 371,932,896
Fiscal 2016	Fiscal 2015	Fiscal 2014	Fiscal 2013	Fiscal 2012	Fiscal 2011
8.00%	8.00%	8.00%	8.00% *	7.00%	7.00%
14.20%	14.51%	14.07%	13.11%	11.61%	11.87%
0.00%	3.95%	7.25%	9.70%	10.28%	9.63%
3.50%	7.00%	9.75%	10.25%	9.75%	9.00%

SUMMARY OF PRINCIPAL PLAN PROVISIONS

The District Attorneys' Retirement System is a defined benefit pension plan that provides retirement allowances and other benefits. The following summary of plan provisions is for general informational purposes only and does not constitute a guarantee of benefits.

MEMBERSHIP – All District Attorneys, Assistant District Attorneys, (who earn more than the minimum salary specified by the board), and persons employed by this retirement system and the Louisiana District Attorneys' Association, are required to be members of the system as a condition of their employment.

CONTRIBUTION RATES – The fund is financed by employee contributions of 8.0% of salary for active members. In addition, the fund receives revenue sharing funds as appropriated by the legislature and ad valorem taxes as determined by the Public Retirement Systems' Actuarial Committee up to a maximum of 0.2% of the ad valorem taxes shown to be collected. In the event that the contributions from ad valorem taxes and revenue sharing funds are insufficient to provide for the gross employer actuarially required contribution, the employer is required to make direct contributions as determined by the Public Retirement Systems' Actuarial Committee.

CONTRIBUTION REFUNDS – Upon withdrawal from service, members not entitled to a retirement allowance are paid a refund of accumulated contributions upon request. Receipt of such a refund cancels all accrued rights in the system.

RETIREMENT BENEFITS – For members who joined the system before July 1, 1990, and who have elected not to be covered by the new provisions – Members are eligible to receive a normal retirement benefit if they have ten or more years of creditable service and are at least age sixty-two, or if they have eighteen or more years of service and are at least age sixty, or if they have twenty-three or more years of service and are at least age fifty-five, or if they have thirty years of service regardless of age. The normal retirement benefit is equal to 3% of the member's average final compensation for each year of creditable service. Members are eligible for early retirement at age sixty if they have at least ten years of creditable service or at age fifty-five with at least eighteen years of creditable service. Members who retire prior to age sixty with less than twenty-three years of service credit receives a retirement benefit reduced 3% for each year of age below sixty. Members who retire prior to age sixty-two who have less than eighteen years of service receive a retirement benefit reduced 3% for each year of age below sixty-two. Retirement benefits may not exceed 100% of final average compensation.

For members who joined the system after July 1, 1990, or who elected to be covered by the new provisions – Members are eligible to receive normal retirement benefits if they are age sixty and have ten years of service credit, are age fifty-five and have twenty-four years of service credit, or have thirty years of service credit regardless of age. The normal retirement benefit is equal to 3.5% of the member's final average compensation multiplied by years of membership service. A member is eligible for an early retirement benefit if he is age fifty-five and has at least eighteen years of service credit. The early retirement benefit is equal to the normal retirement benefit reduced 3% for each year the member retires in advance of normal retirement age. Benefits may not exceed 100% of average final compensation.

FINAL AVERAGE COMPENSATION – The period of final average compensation is thirty-six months plus the number of whole months elapsed since January 1, 2013, not to exceed sixty months, subject to

the limitation that the final average compensation shall not be less than the highest thirty-six month final average compensation as of January 1, 2013.

OPTIONAL ALLOWANCES – Members may receive their benefits as a life annuity, or in lieu of such receive a reduced benefit according to the option selected which is the actuarial equivalent of the maximum benefit.

Option 1 – If the member dies before he has received in annuity payments the present value of his member's annuity as it was at the time of retirement the balance is paid to his beneficiary.

Option 2 – Upon retirement, the member receives a reduced benefit. Upon the member's death, the designated beneficiary will continue to receive the same reduced benefit.

Option 3 – Upon retirement, the member receives a reduced benefit. Upon the member's death, the designated beneficiary will receive one-half of the members reduced benefit.

Option 4 – Upon retirement, the member elects to receive a board-approved benefit which is actuarially equivalent to the maximum benefit.

A member may also elect to receive an actuarially reduced benefit which provides for an automatic 2½% annual compound increase in monthly retirement benefits based on the reduced benefit and commencing on the later of age fifty-five or retirement anniversary; this COLA is in addition to any ad hoc COLAs which are payable. This is not available to members who select a Back-DROP benefit.

DISABILITY BENEFITS – Disability benefits are awarded to active contributing members with at least ten years of service who are found to be totally disabled as a result of injuries incurred while in active service. The member receives a benefit equal to 3.5% (3% for members covered under the old retirement benefit provisions) of his average final compensation multiplied by the lesser of his actual service (not to be less than fifteen years) or projected continued service to age sixty.

SURVIVOR BENEFITS – Upon the death of a member with less than five years of creditable service, his accumulated contributions and interest thereon are paid to his spouse, if he is married, or to his designated beneficiary, if he is not married. Upon the death of any active, contributing member with five or more years of service or any member with twenty-three years of service who has not retired, automatic option 2 benefits are payable to the surviving spouse. These benefits are based on the retirement benefits accrued at the member's date of death with option factors used as if the member had continued in service to earliest normal retirement age. If a member has no surviving spouse, the surviving minor children under eighteen or disabled children are paid 80% of the member's accrued retirement benefit divided into equal shares. If a member has no surviving spouse or children, his accumulated contributions and interest are paid to his designated beneficiary. In lieu of periodic payments, the surviving spouse or children may receive a refund of the member's accumulated contributions with interest.

DEFERRED RETIREMENT OPTION PLAN – **The following provisions only apply to those members of the retirement system who elected to participate in the Deferred Retirement Option Plan prior to January 1, 2009.** In lieu of terminating employment and accepting a service retirement allowance, any member in the New Plan who is eligible for normal retirement or any member of the Old Plan who is eligible for unreduced benefits may elect to participate in the Deferred Retirement Option Plan (DROP) for up to three years and defer the receipt of benefits. Upon commencement of participation in the plan, membership in the system continues and the member's status changes to inactive. During

participation in the plan, employer contributions are payable but employee contributions are reduced to one-half of one percent. The monthly retirement benefits that would have been payable, had the person elected to cease employment and receive a service retirement allowance, are paid into the DROP account. This fund does not earn interest while a person is participating in the DROP. In addition, no cost of living increases are payable to participants until employment which made them eligible to become members of the system has been terminated for at least one full year.

Upon termination of employment prior to or at the end of the specified period of participation, a participant in the plan may receive, at his option, a lump sum from the account equal to the payments into the account or systematic disbursements from his account in any manner approved by the board of trustees. The monthly benefits that were being paid into the deferred retirement option plan fund will begin to be paid to the retiree. If a participant dies during the participation in the plan, a lump sum equal to his account balance in the plan fund is paid to his named beneficiary or, if none, to his estate. If employment is not terminated at the end of the three years, payments into the plan fund cease and the person resumes active contributing membership in the system. All amounts which remain credited to the individual's sub-account after termination of participation in the plan are invested in liquid money market funds. Interest is credited thereon as actually earned.

Back-DROP – In lieu of receiving a service retirement allowance any member of the fund who has more than sufficient service for a regular service retirement may elect to receive a “Back-DROP” benefit. The Back-DROP benefit is based upon the Back-DROP period selected and the final average compensation prior to the period selected. The Back-DROP period is the lesser of three years or the service accrued between the time a member first becomes eligible for retirement and his actual date of retirement. At retirement the member's maximum monthly retirement benefit is based upon his service, final average compensation, and plan provisions in effect on the last day of creditable service immediately prior to the commencement of the Back-DROP period. In addition to the monthly benefit at retirement, the member receives a lump-sum payment equal to the maximum monthly benefit as calculated above multiplied by the number of months in the Back-DROP period. In lieu of receiving the lump-sum payment, the member may leave the funds on deposit with the system in an interest bearing account. The surviving spouse of members eligible to retire may elect to receive benefits as though the member had elected the Back-DROP option as of the day following the date of death.

COST OF LIVING INCREASES – The board of trustees is authorized to grant retired members and widows of members who have retired an annual cost of living increase of 3% of their original benefit, (not to exceed sixty dollars per month) and all retired members and widows who are sixty-five years of age and older a 2% increase in their original benefit. In lieu of the prior provisions, R.S. 11:241 provides for cost of living benefits payable based on a formula equal to up to \$1 times the total of the number of years of credited service accrued at retirement or at death of the member or retiree plus the number of years since retirement or since death of the member or retiree to the system's fiscal year end preceding the payment of the benefit increase. In order for the board to grant any of these increases, the system must meet certain criteria detailed in the statute related to funding status and interest earnings.

ACTUARIAL ASSUMPTIONS

In determining actuarial costs, certain assumptions must be made regarding future experience under the plan. These assumptions include the rate of investment return, mortality of plan members, rates of salary increase, rates of retirement, rates of termination, rates of disability, and various other factors which have an impact on the cost of the plan. To the extent that future experience varies from the assumptions selected for valuation, future costs will be either higher or lower than anticipated. The following chart illustrates the effect of emerging experience on the plan.

Factor	Increase in Factor Results in
Investment Earnings Rate	Decrease in Cost
Annual Rate of Salary Increase	Increase in Cost
Rates of Retirement	Increase in Cost
Rates of Termination	Decrease in Cost
Rates of Disability	Increase in Cost
Rates of Mortality	Decrease in Cost

ACTUARIAL COST METHOD:	The Aggregate Actuarial Cost Method with allocation based on earnings.
VALUATION INTEREST RATE:	6.50% (Net of Investment Expense)
ACTUARIAL ASSET VALUES:	Assets are valued at market value adjusted to defer four-fifths of all earnings above or below the valuation interest rate in the valuation year, three-fifths of all earnings above or below the valuation interest rate in the prior year, two-fifths of all earnings above or below the valuation interest rate from two years prior, and one-fifth of all earnings above or below the valuation interest rate from three years prior. The resulting smoothed values are subject to a corridor of 85% to 115% of the market value of assets. If the smoothed value falls outside the corridor, the actuarial value is set equal to the average of the corridor limit and the smoothed value.
ANNUAL SALARY INCREASE RATE:	5.50% (2.40% inflation / 3.10% merit)
ACTIVE, ANNUITANT AND BENEFICIARY MORTALITY:	RP-2000 Combined Healthy with White Collar Adjustment Sex Distinct Tables Projected to 2032 (Female table set back one year)

RETIREE COST OF LIVING INCREASE: 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 present values do not include provisions for potential future increases not yet authorized by the Board of Trustees.

INTEREST RATE ON CONTRIBUTION REFUNDS: 2%

RATES OF RETIREMENT: The table of these rates is included later in the report. These rates apply only to those individuals eligible to retire. Retirement rates for members who have completed DROP participation and are currently active are 0.33.

RETIREMENT LIMITATIONS: Projected retirement benefits are not subjected to IRS Section 415 limits.

RATES OF WITHDRAWAL: The rates of withdrawal are applied based upon completed years of service according to the following table:

<u>Service</u>	<u>Factor</u>
≤5	0.095
6 - 20	0.045
>20	0.025

Note: Withdrawal rates for members eligible to retire are assumed to be zero.

MARRIAGE STATISTICS: 70% of the members are assumed to be married; husbands are assumed to be three years older than wives.

FAMILY STATISTICS: Assumptions utilized in determining the costs of various survivor benefits as listed below, are derived from the information provided in the 2010 U. S. Census:

<u>Member's Age</u>	<u>% With Children</u>	<u>Number of Children</u>	<u>Average Age</u>
25	70%	1.84	5
35	86%	2.13	9
45	75%	1.70	12
55	22%	1.42	14
65	4%	1.45	15

DISABLED LIVES MORTALITY: RP-2000 Disabled Lives Mortality Tables set back 5 years for males and set back 3 years for females

DISABILITY RATES: The table of these rates is included later in the report. These rates are based on 5% of the disability rates used for the 21st valuation of the Railroad Retirement System for individuals with 10-19 years of service.

VESTING ELECTING PERCENTAGE: 90% of those vested elect deferred benefits in lieu of contribution refunds.

ACTUARIAL TABLES AND RATES

Age	Male Mortality Rates	Female Mortality Rates	Retirement Rates	Disability Rates
18	0.00017	0.00012	0.00000	0.00008
19	0.00018	0.00012	0.00000	0.00008
20	0.00019	0.00011	0.00000	0.00008
21	0.00020	0.00011	0.00000	0.00008
22	0.00021	0.00011	0.00000	0.00008
23	0.00023	0.00012	0.00000	0.00008
24	0.00025	0.00012	0.00000	0.00008
25	0.00027	0.00013	0.00000	0.00008
26	0.00031	0.00014	0.00000	0.00008
27	0.00033	0.00015	0.00000	0.00008
28	0.00033	0.00015	0.00000	0.00008
29	0.00035	0.00016	0.00000	0.00008
30	0.00030	0.00018	0.00000	0.00008
31	0.00033	0.00022	0.00000	0.00008
32	0.00037	0.00025	0.00000	0.00008
33	0.00041	0.00027	0.00000	0.00008
34	0.00045	0.00029	0.00000	0.00008
35	0.00050	0.00031	0.00000	0.00009
36	0.00055	0.00032	0.00000	0.00010
37	0.00060	0.00033	0.00000	0.00011
38	0.00063	0.00034	0.00000	0.00012
39	0.00066	0.00035	0.00000	0.00014
40	0.00069	0.00037	0.00000	0.00016
41	0.00072	0.00040	0.00000	0.00018
42	0.00075	0.00043	0.00000	0.00020
43	0.00079	0.00047	0.00000	0.00022
44	0.00083	0.00052	0.00000	0.00025
45	0.00088	0.00055	0.00000	0.00029
46	0.00093	0.00059	0.25000	0.00033
47	0.00098	0.00063	0.25000	0.00037
48	0.00102	0.00069	0.25000	0.00042
49	0.00106	0.00075	0.25000	0.00047
50	0.00111	0.00085	0.25000	0.00054
51	0.00125	0.00095	0.25000	0.00061
52	0.00131	0.00113	0.25000	0.00069
53	0.00142	0.00131	0.25000	0.00079
54	0.00154	0.00152	0.25000	0.00089
55	0.00179	0.00178	0.10000	0.00101
56	0.00210	0.00213	0.10000	0.00115
57	0.00236	0.00251	0.10000	0.00131
58	0.00268	0.00282	0.10000	0.00148
59	0.00296	0.00317	0.10000	0.00169
60	0.00333	0.00355	0.10000	0.00244
61	0.00392	0.00398	0.10000	0.00244
62	0.00451	0.00451	0.10000	0.00244
63	0.00540	0.00510	0.10000	0.00244
64	0.00617	0.00580	0.10000	0.00244
65	0.00704	0.00653	0.10000	0.00244
66	0.00828	0.00737	0.10000	0.00244
67	0.00923	0.00834	0.10000	0.00244
68	0.00992	0.00932	0.10000	0.00244
69	0.01095	0.01036	0.10000	0.00244
70	0.01188	0.01151	0.10000	0.00244
71	0.01319	0.01253	0.10000	0.00244
72	0.01472	0.01391	0.10000	0.00244
73	0.01647	0.01500	0.10000	0.00244
74	0.01848	0.01669	0.10000	0.00244
75	0.02142	0.01796	0.10000	0.00244

GLOSSARY

Accrued Benefit – The pension benefit that an individual has earned as of a specific date based on the provisions of the plan and the individual's age, service, and salary as of that date.

Actuarial Accrued Liability – The actuarial present value of benefits payable to members of the fund less the present value of future normal costs attributable to the members.

Actuarial Assumptions – Assumptions as to the occurrence of future events affecting pension costs. These assumptions include rates of mortality, withdrawal, disablement, and retirement. Also included are rates of investment earnings, changes in compensation, as well as statistics related to marriage and family composition.

Actuarial Cost Method – A procedure for determining the portion of the cost of a pension plan to be allocated to each year. Each cost method allocates a certain portion of the actuarial present value of benefits between the actuarial accrued liability and future normal costs. Once this allocation is made, a determination of the normal cost attributable to a specific year can be made along with the payment to amortize any unfunded actuarial accrued liability. To the extent that a particular funding method allocates a greater (lesser) portion of the actual present value of benefits to the actuarial accrued liability it will allocate less (more) to future normal costs.

Actuarial Equivalence – Payments or receipts with equal actuarial value on a given date when valued using the same set of actuarial assumptions.

Actuarial Gain (Loss) – The financial effect on the fund of the difference between the expected and actual experience of the fund. The experience may be related to investment earnings above (or below) those expected or changes in the liability structure due to fewer (or greater) than the expected numbers of retirements, deaths, disabilities, or withdrawals. In addition, other factors such as pay increases above (or below) those forecast can result in actuarial gains or losses. The effect of such gains (or losses) is to decrease (or increase) future costs.

Actuarial Present Value – The value, as of a specified date, of an amount or series of amounts payable or receivable thereafter, with each amount adjusted to reflect the time value of money (through accrual of interest) and the probability of payments. For example: if \$600 invested today will be worth \$1,000 in 10 years and there is a 50% probability that a person will live 10 years, then the actuarial present value of \$1,000 payable to that person if he should survive 10 years is \$300.

Actuarial Value of Assets – The value of cash, investments, and other property belonging to the pension plan as used by the actuary for the purpose of the actuarial valuation. This may correspond to the book value, market value, or some modification involving either or both book and market value. Adjustments to market values are often made to reduce the volatility of asset values.

Asset Gain (Loss) – That portion of the actuarial gain attributable to investment performance above (below) the expected rate of return in the actuarial assumptions.

Amortization Payment – That portion of the pension plan contribution designated to pay interest and reduce the outstanding principal balance of unfunded actuarial accrued liability. If the amortization payment is less than the accrued interest on the unfunded actuarial accrued liability the outstanding principal balance will increase.

Contribution Shortfall (Excess) – The difference between contributions recommended in the prior valuation and the actual amount received.

Decrements – Events which result in the termination of membership in the system such as retirement, disability, withdrawal, or death.

Employer Normal Cost – That portion of the normal cost not attributable to employee contributions. It includes both direct contributions made by the employer and contributions from other non-employee sources such as revenue sharing and revenues related to taxes.

Funded Ratio – A measure of the ratio of assets to liabilities of the system according to a specific definition of those two values. Typically the assets used in the measure are the actuarial value of assets; the liabilities are defined by reference to some recognized actuarial funding method. Thus the funded ratio of a plan depends not only on the financial strength of the plan but also on the funding method used to determine the liabilities and the asset valuation method used to determine the assets in the ratio.

Normal Cost – That portion of the actuarial present value of pension plan benefits and expenses allocated to a valuation year by the actuarial cost method. This is analogous to one year's insurance premium.

Pension Benefit Obligation – The actuarial present value of benefits earned or credited to date based on the members expected final average compensation at retirement. For current retirees or terminated members this is equivalent to the actuarial present value of their accrued benefit.

Projected Benefits – The benefits expected to be paid in the future based on the provisions of the plan and the actuarial assumptions. The projected values are based on anticipated future advancement in age and accrual of service as well as increases in salary paid to the participant.

Unfunded Actuarial Accrued Liability – The excess of the actuarial accrued liability over the actuarial value of assets.

Vested Benefits – Benefits that the members are entitled to even if they withdraw from service.